



Massachusetts Civil Service Commission 2023 Calendar Year Statistics

Current Year Highlights

- The Civil Service Commission *received* 234 new appeals in 2023 and *closed* out 265 appeals.
- The open case inventory of appeals as of December 31, 2023 is 72.
- 6 appeals have been pending before the Commission for more than 12 months as of December 31, 2023.
- The average age of a pending appeal is 18 weeks as of December 31, 2023.

Historical Summary

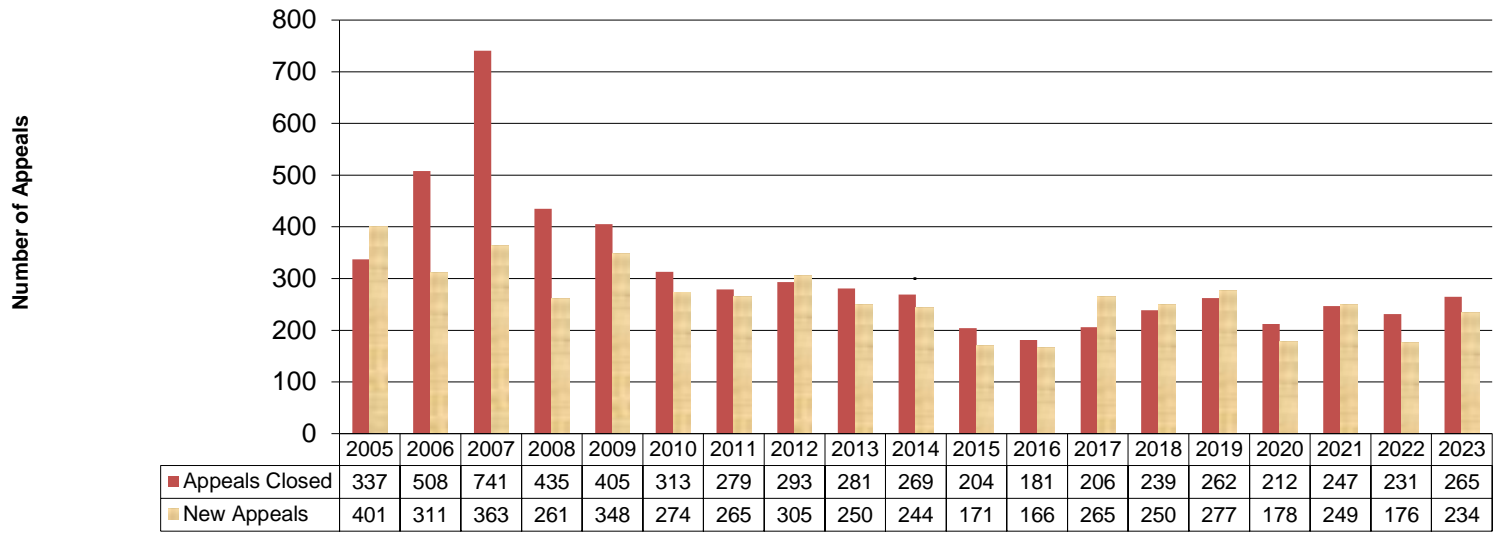
Year	2006	2009	2012	2015	2018	2021	2022	2023
Total Appeals Pending	813	220	179	90	175	158	103	72
Appeals Pending more than 12 months	550	98	46	27	60	33	25	6
Appeals Pending more than 12 months as a % of Total Appeals	68%	45%	26%	30%	34%	21%	24%	8%
Average Age of Pending Appeal as of Year-End					46 weeks	35 weeks	34 weeks	18 weeks

ANNUAL CYCLE TIME REPORT

Measure	Through CY16	Through CY17	Through CY 18	Through CY19	Through CY20	Through CY21	Through CY22	Through CY23	Target	Status
% of appeals disposed of within 17 weeks	53%	54%	54%	58%	53%	55%	48%	51%	25%	On Target
% of appeals disposed of within 26 weeks	68%	69%	68%	69%	63%	64%	59%	61%	50%	On Target
% of appeals disposed of within 39 weeks	79%	79%	79%	76%	71%	72%	67%	69%	75%	Near Target
% of appeals disposed of within 52 weeks	86%	86%	86%	83%	79%	75%	72%	75%	95%	Below Target
Average Cycle Time for All Appeals	26 weeks	26 weeks	26 weeks	28 weeks	33 weeks	36 weeks	40 weeks	36 weeks	26 weeks	Below Target
Average Cycle Time for Appeals that require Full Hearing or Motion Hearing	47 weeks	50 weeks	51 weeks	52 weeks	67 weeks	78 weeks	86 weeks	84 weeks	52 weeks	Below Target

*Effective in CY19, cycle times are now based on a 3-year rolling average (i.e. – “Through CY23” includes appeals closed in CY21, CY22 and CY23.)

New Appeals Filed v. Dispositions: 2005 - 2023



Calendar Year

OVERVIEW OF PENDING APPEALS AS OF 12/31/2023

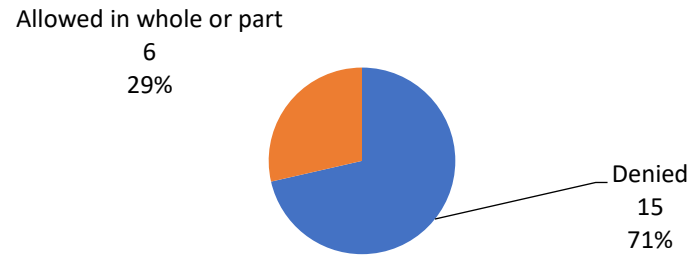
By Age

YEAR APPEAL FILED	4 th Quarter 2022	1 st Quarter 2023	2 nd Quarter 2023	3 rd Quarter 2023	4 th Quarter 2023
2020	3	2	1	1	0
2021	22	8	6	4	0
2022	78	35	21	12	6
2023	--	29	41	85	66
Total	103	74	69	102	72

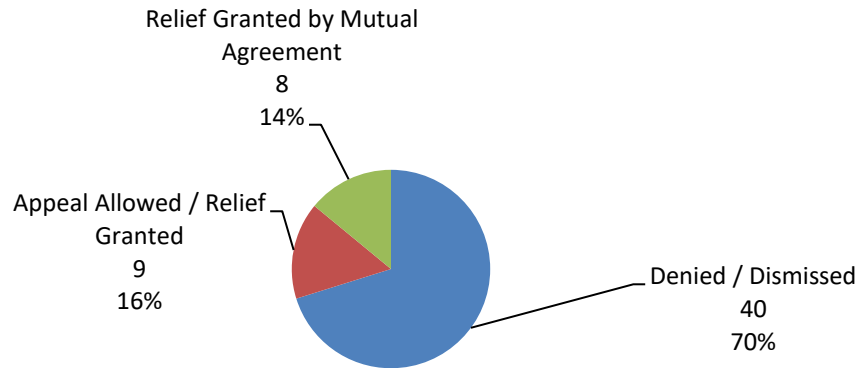
By Type of Appeal

TYPE OF APPEAL	4 th Quarter 2022	1 st Quarter 2023	2 nd Quarter 2023	3 rd Quarter 2023	4 th Quarter 2023
DISCIPLINE / LAYOFF	39	26	23	22	19
BYPASS	45	32	24	41	44
EXAM	1	1	10	19	2
RECLASS	6	5	5	8	3
NON BYPASS EQUITY	9	6	5	7	2
INVESTIGATION REQUESTS	3	4	2	5	2
TOTAL	103	74	69	102	72

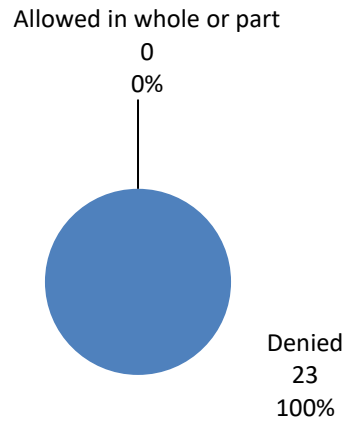
2023 Discipline and Layoff Appeals



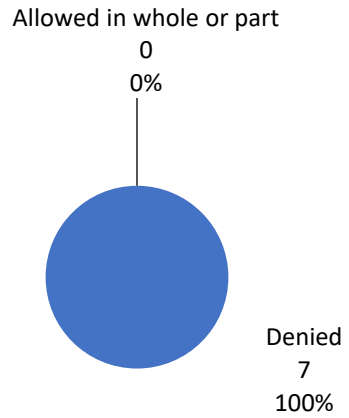
2023 Bypass and Related Appeals



2023 Examination Appeals



2023 Classification Appeals



AFFIRMATION RATE OF CSC DECISIONS (2006 – PRESENT)

Calendar Year Commission Decision Issued	Total Substantive Commission Decisions Issued¹	Of those decisions issued, Number Appealed To and Decided by Court	Of those decisions appealed, Number / Percentage AFFIRMED	Of those decisions appealed, Number / Percentage OVERTURNED	Percentage of Total Substantive Decisions Issued that have “stood” (not appealed and/or not overturned after judicial review)
2006-2008	569	74	60 (81%)	14 (19%)	98%
2009-2011	400	67	49 (73%)	18 (27%)	96%
2012-2014	377	50	39 (68%)	11 (32%)	97%
2015-2017	325	34	27 (80%)	7 (21%)	98%
2018-2020	262	30	26 (87%)	4 (13%)	99%
2021-2023	279	6	6 (100%)	0 (0%)	100%
2006-2023	2212	261	207 (80%)	54 (20%)	97%

¹ Includes all substantive decisions reported in Commission statistics; does not include dispositions related to voluntary withdrawals, lack of prosecution and/or bypass / other appeals where the decision (i.e. –“310 relief” was granted by mutual agreement of the parties).