



Massachusetts Civil Service Commission 2024 Calendar Year-to-Date Statistics As of Quarter-Ending 3/31/24

Current Quarter Highlights

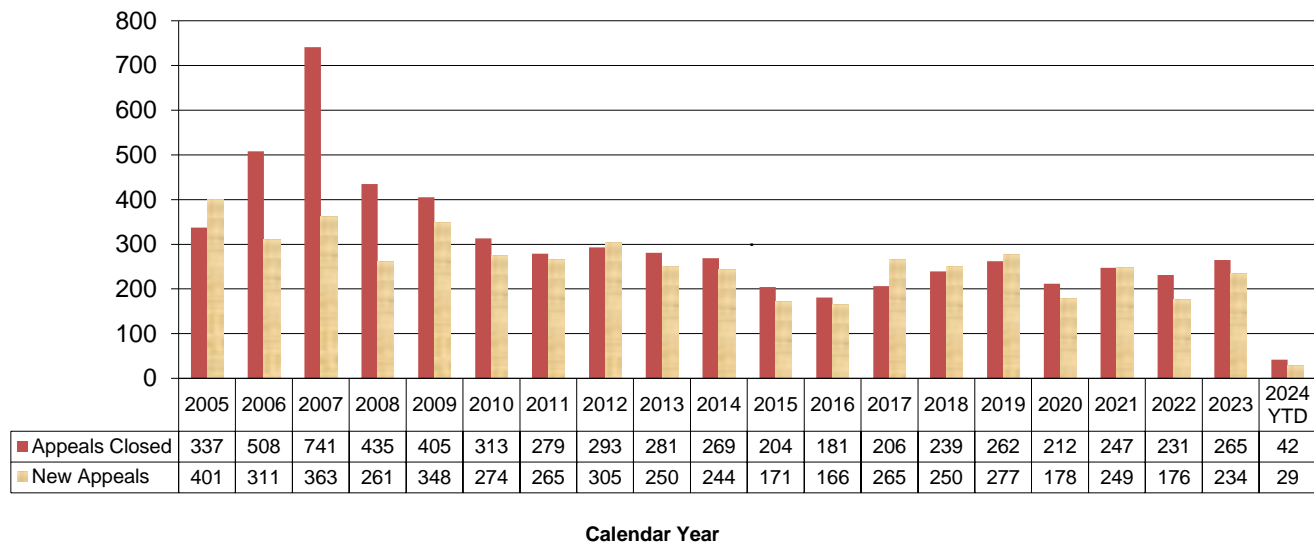
- The Civil Service Commission *received* 42 new appeals in the first quarter of 2024 and *closed* out 29 appeals.
- The open case inventory of appeals as of March 31, 2024 is 85.
- 6 appeals have been pending before the Commission for more than 12 months as of March 31, 2024.
- The average age of a pending appeal is 21 weeks as of March 31, 2024.

Historical Summary

Year	2006	2009	2012	2015	2018	2024	2022	2023	2024 YTD
Total Appeals Pending	813	220	179	90	175	158	103	72	85
Appeals Pending more than 12 months	550	98	46	27	60	33	25	6	6
Appeals Pending more than 12 months as a % of Total Appeals	68%	45%	26%	30%	34%	21%	24%	8%	7%
Average Age of Pending Appeal as of Year-End					46 weeks	35 weeks	34 weeks	18 weeks	21 weeks

Number of Appeals

New Appeals Filed v. Dispositions



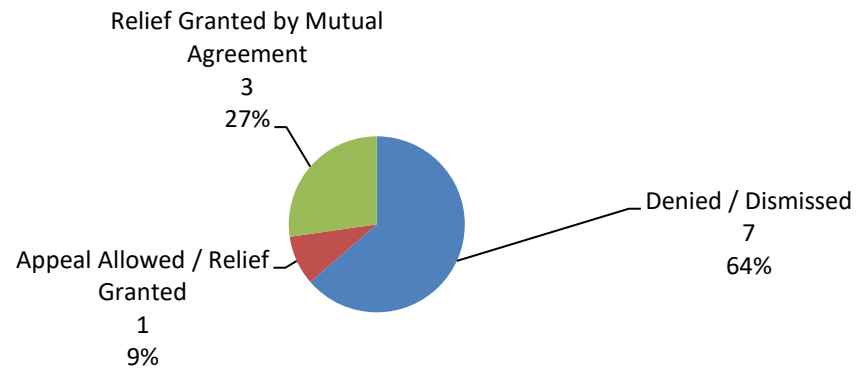
Massachusetts Civil Service Commission:
Open Appeals (By Age): Quarter-End Report

YEAR APPEAL FILED	1 st Quarter 2023	2 nd Quarter 2023	3 rd Quarter 2023	4 th Quarter 2023	1 st Quarter 2024
2020	2	1	1	0	0
2021	8	6	4	0	0
2022	35	21	12	6	4
2023	29	41	85	66	49
2024	--	--	--	--	32
Total	74	69	102	72	85

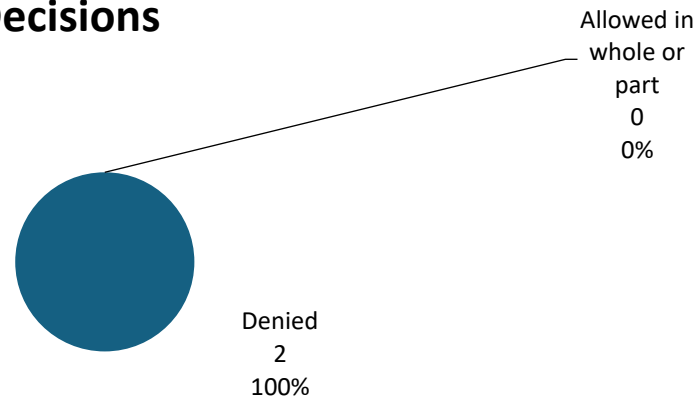
Massachusetts Civil Service Commission
Open Appeals (By Type): Month-End Report

TYPE OF APPEAL	1 st Quarter 2023	2 nd Quarter 2023	3 rd Quarter 2023	4 th Quarter 2023	1 st Quarter 2024
DISCIPLINE / LAYOFF	26	23	22	19	25
BYPASS	32	24	41	44	43
EXAM	1	10	19	2	3
RECLASS	5	5	8	3	4
NON BYPASS EQUITY	6	5	7	2	3
INVESTIGATION REQUESTS	4	2	5	2	7
TOTAL	74	69	102	72	85

2024 YTD Bypass and Related Appeals 11 Decisions



2024 YTD Discipline and Layoff Appeals: 2 Decisions



AFFIRMATION RATE OF CSC DECISIONS (2006 – PRESENT)

Calendar Year Commission Decision Issued	Total Substantive Commission Decisions Issued ¹	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%
2024 -	10	--	--	--	--
2006-2024	2222	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).