



Massachusetts Civil Service Commission 2025 Calendar Year-to-Date Statistics Through Quarter-Ending March 31, 2025

Highlights

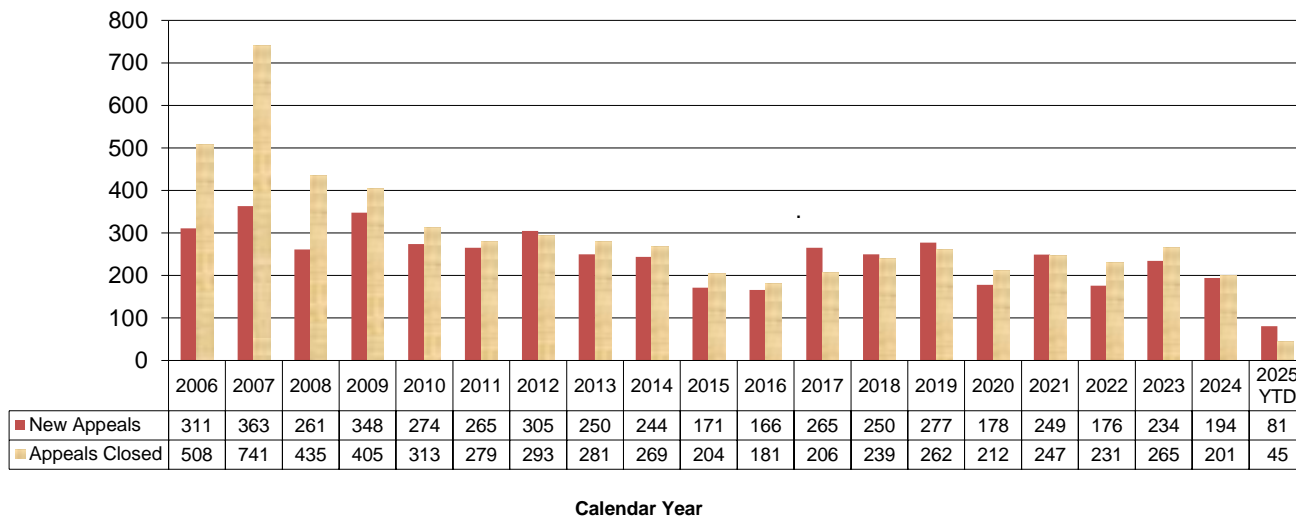
- The Civil Service Commission *received* 81 new appeals during the first quarter of 2025 and *closed* 45 appeals.
- The open case inventory of appeals as of March 31, 2025 is 101.
- 3 appeals have been pending before the Commission for more than 12 months as of March 31, 2025.
- The average age of a pending appeal is 15 weeks as of March 31, 2025.

Historical Summary

Year	2006	2009	2012	2015	2018	2021	2024	2025 YTD
Total Appeals Pending	813	220	179	90	175	158	65	101
Appeals Pending more than 12 months	550	98	46	27	60	33	4	3
Appeals Pending more than 12 months as a % of Total Appeals	68%	45%	26%	30%	34%	21%	6%	3%
Average Age of Pending Appeal as of Year-End					46 weeks	35 weeks	19 weeks	15 weeks

Number of Appeals

New Appeals Filed v. Dispositions



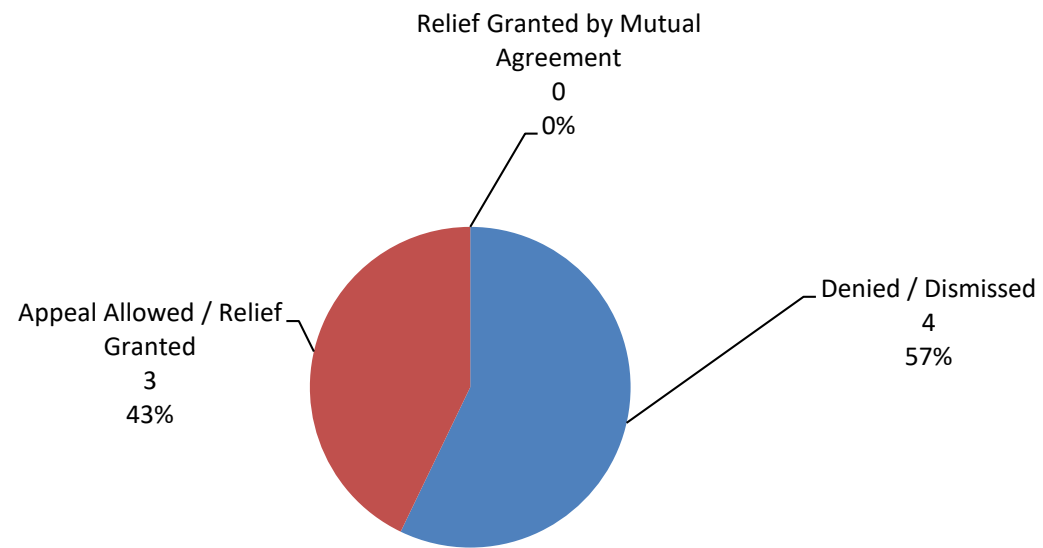
Massachusetts Civil Service Commission:
Open Appeals (By Age): Year-End Report

YEAR APPEAL FILED	1 st Quarter 2024	2 nd Quarter 2024	3 rd Quarter 2024	4 th Quarter 2024	1 st Quarter 2025
2022	4	2	2	0	0
2023	49	30	19	4	2
2024	32	51	70	61	36
2025	---	---	---	---	63
Total	85	83	91	65	101

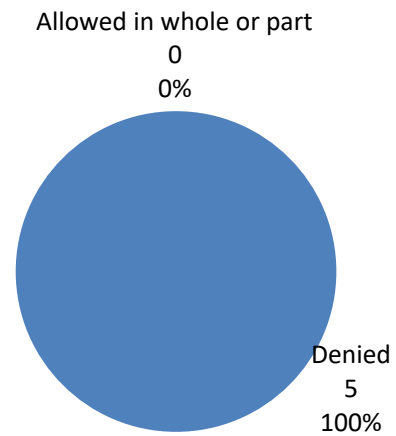
Massachusetts Civil Service Commission
Open Appeals (By Type): Year-End Report

TYPE OF APPEAL	1 st Quarter 2024	2 nd Quarter 2024	3 rd Quarter 2024	4 th Quarter 2004	1 st Quarter 2025
DISCIPLINE / LAYOFF	25	22	24	20	24
BYPASS	43	51	49	23	49
EXAM	3	0	5	10	10
RECLASS	4	2	4	5	6
NON BYPASS EQUITY	3	3	4	6	6
INVESTIGATION REQUESTS	7	5	5	1	6
TOTAL	85	83	91	65	101

2025 YTD Bypass and Equity Appeals 7 Decisions

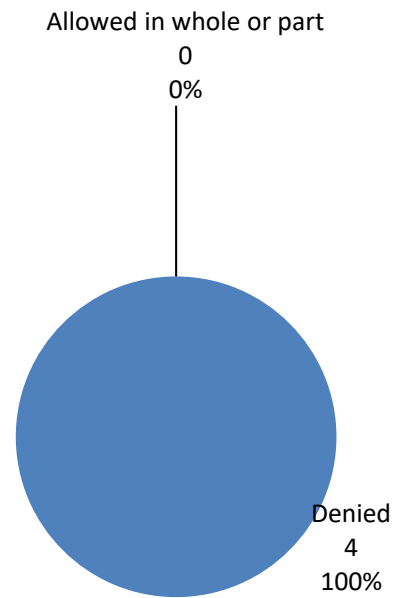


2025 YTD Discipline and Layoff Appeals: 5 Decisions



Since 1/1/06:
667 (77%) denied;
195 (23%) allowed in whole or part

2025 YTD Examination Appeals 4 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	12	11 (92%)	1 (8%)	99%
2024 - 2026	90	--	--	--	--
2006-2024	2286	267	212 (80%)	55 (20%)	98%

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).