

Massachusetts Civil Service Commission 2014 Calendar Year Statistics

Highlights

- The Commission received 244 discipline, layoff and bypass appeals in CY14 and closed out 269.
- The case inventory of these appeals as of December 31, 2014 is 123, 25 less than last year.
- 23 appeals have been pending before the Commission for more than 12 months as of December 31, 2014, 19 less than last year.

Total Discipline, Bypass and Layoff Appeals Pending (2006 – 2014) as of:

December 31, 2006	December 31, 2007	December 31, 2008	December 31, 2009	December 31, 2010	December 31, 2011	December 31, 2012	December 31, 2013	December 31, 2014
813	451	277	220	181	167	179	148	123

Appeals Pending for more than 12 months (2006 – 2014) as of:

2006	2007	2008	2009	2010	2011	2012	2013	2014
550	210	121	98	62	43	46	42	23

ANNUAL CYCLE TIME REPORT

Measure	Through CY13*	Through CY14*	Target	Status
% of appeals disposed of within 4 months	49%	50%	25%	On Target
% of appeals disposed of within 6 months	65%	67%	50%	On Target
% of appeals disposed of within 9 months	78%	79%	75%	On Target
% of appeals disposed of within 12 months	85%	87%	95%	Near Target
Average Cycle Time for All Appeals	24 weeks	25 weeks	26 weeks	On Target
Average Cycle Time for Appeals that require Full Hearing or Motion Hearing	45 weeks	47 weeks	39 weeks	Near Target
	*For Appeals Filed on or after July 1, 2010 and closed as of December 31, 2014			

OTHER QUALITY CONTROL STANDARDS – ANNUAL REPORT

Measure	CY13	CY14	Target	Status
% of appeals from Western MA heard at a location in that region	99%	99%	95%	On Target
% of appeals from designated Southeastern MA communities heard at a location in that region	95%	99%	95%	On Target
% of digital recordings of hearings uploaded and CDs sent to parties within 2 business days	97%	97%	95%	On Target
% of pre-hearings held within 30 days of appeal file date	97%	85%	95%	Near Target
% of weekly hearing dockets posted on CSC website no later than the close of business the preceding Thursday	100%	98%	100%	Near Target

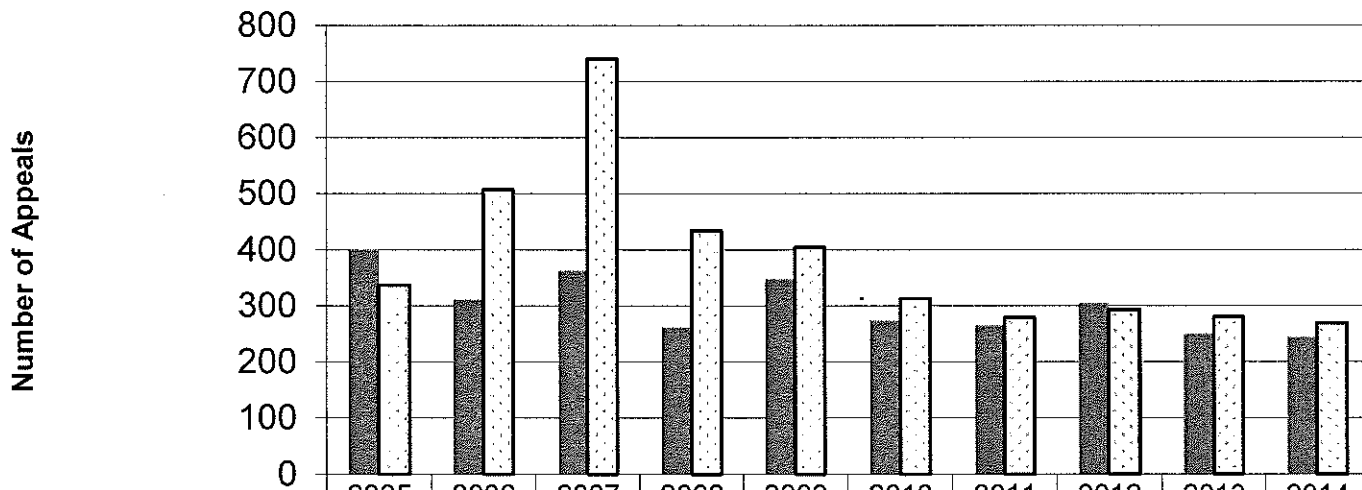
Massachusetts Civil Service Commission
Open Discipline, Layoff and Bypass Cases: Month-End Report

	Dec 13	Jan 14	Feb 14	March 14	April 14	May 14	June 14	July 14	Aug 14	Sep 14	Oct 14	Nov 14	Dec 14
OPEN DISCIPLINE AND LAYOFF CASES	60	54	51	51	49	50	50	49	44	48	44	49	49
OPEN BYPASS CASES	88	92	84	79	86	85	85	86	83	89	73	70	74
TOTAL OPEN DISCIPLINE, LAYOFF & BYPASS CASES	148	146	135	130	135	135	135	135	127	137	117	119	123

Massachusetts Civil Service Commission:
Open Discipline, Layoff and Bypass Cases: Month-End Aging Report

YEAR APPEAL FILED	Dec 13	Jan 14	Feb 14	March 14	April 14	May 14	June 14	July 14	Aug 14	Sep 14	Oct 14	Nov 14	Dec 14
Pre-2012	5	3	2	2	2	1	1	1	1	1	0	0	0
2012	37	28	21	16	14	11	8	7	7	6	6	5	4
2013	106	94	76	60	53	49	42	35	30	28	22	20	18
2014	--	21	36	52	66	74	84	92	89	102	89	94	101
Total	148	146	135	130	135	135	135	135	127	137	117	119	123

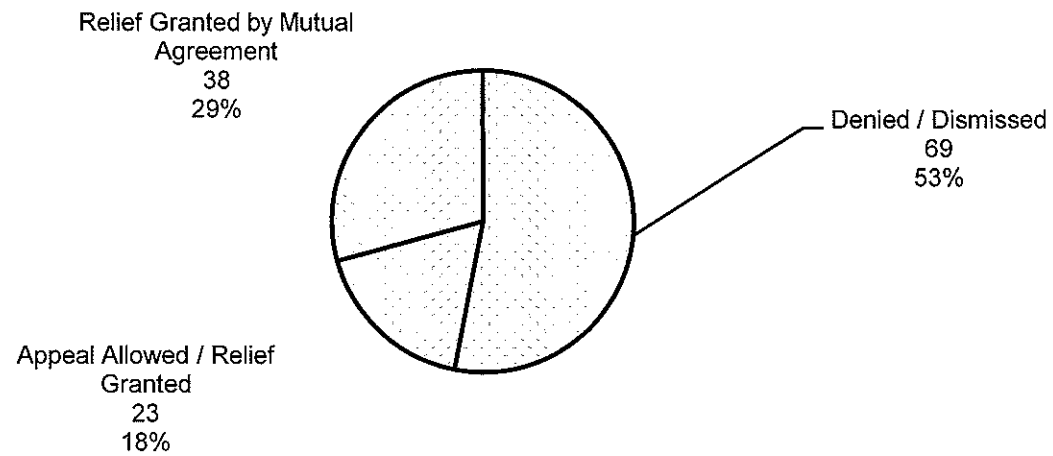
Discipline, Bypass and Layoff Cases New Appeals Filed v. Dispositions



	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
■ New Appeals	401	311	363	261	348	274	265	305	250	244
□ Dispositions	337	508	741	435	405	313	279	293	281	269

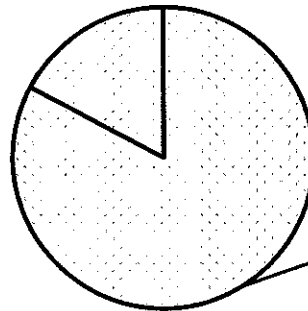
Calendar Year

2014 Bypass and Related Appeals Seeking Relief: 130 Decisions



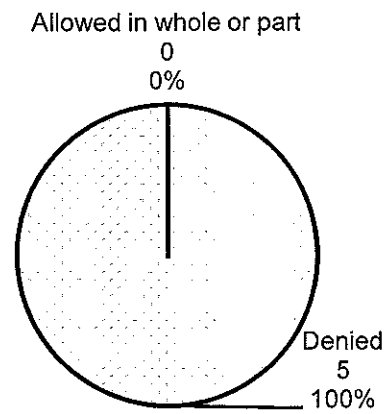
2014 Discipline and Layoff Appeals: 58 Decisions

Allowed in whole or part
10
17%



Denied
48
83%

2014 Classification Appeals: 5 Decisions



**STATISTICAL SUMMARY OF CSC DECISIONS APPEALED TO COURT AND PERCENTAGE OF TOTAL DECISIONS THAT HAVE STOOD
YEAR-BY-YEAR COMPARISON (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 Commission Decisions Issued that have "stood" (not appealed and/or overturned)
2006	191	25	21 (84%)	4 (16%)	98%
2007	220	24	22 (92%)	2 (8%)	99%
2008	158	25	17 (68%)	8 (32%)	95%
2009	134	28	18 (64%)	10 (36%)	93%
2010	140	26	22 (85%)	4 (15%)	97%
2011	126	13	9 (69%)	4 (31%)	98%
2012	116	16*	10 (63%)	6 (37%)	95%
2013	117	13*	10 (77%)	3 (23%)	98%
2014	144	4*	3 (75%)	1 (25%)	99%
2006-2014	1346	174	132 (76%)	42 (24%)	97%

*Cases still pending in various courts regarding decisions issued by Commission in this calendar year.

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).