



MUNICIPAL CIVIL SERVICE HISTORICAL INFORMATION

Audit & Finance Committee Meeting
January 13, 2020





MCS Appeal Data: 2014 – 2019

| | |
|---|-----|
| Number of appeals heard by the MCS Commission | 43 |
| Number of Appeals filed | 113 |
| Average number of days between an employee filing a Notice of Appeal to the date of the Hearing | 122 |
| Number of appeals withdrawn by appellants | 41 |
| Number of appeals withdrawn due to appellant not appearing at hearing | 3 |
| Number of appeals deemed ineligible with MCS Office | 20 |





MCS Historical Data by Fiscal Year

| <i>Each Fiscal year represents a 12 month period (October – September)</i> | FY14 | FY15 | FY16 | FY17 | FY18 | FY19 |
|--|-------------|-------------|-------------|-------------|-------------|-------------|
| Number of appeals heard by the Commission | 4 | 8 | 9 | 3 | 7 | 12 |
| Number of appeals filed | 11 | 18 | 13 | 21 | 15 | 35 |
| Number of appeals withdrawn prior to being heard | 7 | 8 | 2 | 7 | 4 | 13 |
| Number of appeals deemed ineligible | 0 | 2 | 2 | 11 | 4 | 1 |
| Number of Commission meetings held (includes hearings) | 20 | 13 | 14 | 4 | 9 | 14 |
| Average number of days between appeal filed and hearing date | 135 | 129 | 100 | 92 | 78 | 149 |



MCS Types of Appeals Filed

| | FY14 | FY15 | FY16 | FY17 | FY18 | FY19 | TOTAL |
|----------------------------|-------------|-------------|-------------|-------------|-------------|-------------|--------------|
| Demotion | | | | 1 | | | <i>1</i> |
| Discharge | 3 | 8 | 5 | 5 | 8 | 14 | <i>43</i> |
| Denial of Promotion | 7 | 7 | 6 | 4 | 2 | 12 | <i>38</i> |
| Probation | | 1 | | | 1 | 4 | <i>6</i> |
| Combination | 1 | | | | | 4 | <i>5</i> |
| Ineligible | | 2 | 2 | 11 | 4 | 1 | <i>20</i> |
| Total | <i>11</i> | <i>18</i> | <i>13</i> | <i>21</i> | <i>15</i> | <i>35</i> | <i>113</i> |



MCS Commission Compensation Benchmark Data

| City | Name of Board & Number of Commissioners | Hearing Frequency | Commission Compensation |
|-----------------------|--|--------------------------|---|
| Austin | Municipal Civil Service Commission 5-member Commission | 2 hearings per month | None |
| Corpus Christi | Civil Service Board 3-member Commission | 1 meeting per month | \$5 per commissioner per meeting; not to exceed \$100/FY |
| Houston | Civil Service Commission 3-member Commission | 2 hearings per month | None |
| San Antonio | Municipal Civil Service Commission 3-member Commission | 2 hearings per month | \$20 per commissioner per hearing |