

<b>Civil Service Commission</b> <b>Performance Indicators - March 2011</b>	<b>Frequency</b>	<b>Desired Trend</b>	<b>Prior Month February 2011</b>	<b>Current Month March 2011</b>	<b>% Change</b>	<b>Last 12 Month Average</b>
<b>Selection Services</b>						
Number of calendar days from job announcement to list issuance, <sub>1</sub>	m	reduce	272	204	-25.0%	184
Number of job announcements older than six months as a percentage of all active announcements <sub>1</sub>	m	reduce	6.9%	9.8%	42.0%	-
Percentage of Open Competitive job announcements that include the Online Application System capability <sub>2</sub>	m	increase	n/a	37.0%	-	-
<b>Merit Systems Practices &amp; Labor Relations</b>						
Percentage of written record appeals completed within six months <sub>3</sub>	m	increase	57.9%	51.7%	-10.8%	-
Percentage of pending written record appeals aged greater than six months <sub>3</sub>	m	reduce	26.5%	44.7%	68.8%	-
Number of pending written records appeals <sub>3</sub>	m	reduce	1,665	1,781	7.0%	1,578
<b>State &amp; Local Operations</b>						
Percentage of final layoff plans reviewed and approved within 30 days. In Calendar Year 2010, the Civil Service Commission received 219 Permanent and 70 Temporary Layoff Plans. In March 2011, the Civil Service Commission received 18 Permanent and four Temporary Layoff Plans. In Calendar Year 2011, the Civil Service Commission has received 58 Permanent and eight Temporary Layoff Plans.	m	maintain	100.0%	100.0%	0.0%	-
State and Local Government Titles. (Since March 2010, 1,128 titles have been eliminated or consolidated)						
State Titles <sub>4</sub>	m	reduce	3,261	3,247	-0.4%	-
Local Titles	m	reduce	2,853	2,853	0.0%	-
Common Titles (titles that can be used by both State and Local governments)	m	increase	202	202	0.0%	-

<sub>1</sub>The performance indicator does not reflect public safety positions, due to outstanding litigation. In March, 211 new lists were issued versus an average of 184 per month for the previous 12 months. Of these lists, 81 (or 38%) were announcements older than six months; nine were announcements between 518 and 1,463 days old. Among the reasons for the age of these 81 lists were: awaiting the result of a Merit System Board decision, receiving amended announcements and other circumstances outside the Division of Selection Service's control.

<sub>2</sub>The Online Application System ("OAS") began accepting applications on March 7, 2011. There were 54 announcements with issue dates between March 7 and March 31, 2011, of which 20 (or 37%) were issued with OAS capability. As of April 25, 2011, the Civil Service Commission has received 718 applications for these 20 announcements.

<sub>3</sub>The Civil Service Commission resumed meeting on January 19, 2011, after a three month hiatus due to a lack of quorum. The increase in pending written record appeals is the result of re-assigning 230 temporary layoff appeals from consideration as Hearing Matter items, which involve the Office of Administrative Law (OAL), to being written record appeals, which go before the Civil Service Commission without OAL involvement.

<sub>4</sub>The number of State Titles only includes those titles in the Executive branch of State Government. As of March 31, 2011, there are 459 titles assigned to the Judicial and Legislative Branches of State Government that the Civil Service Commission maintains on behalf of both branches; however, the authority over the consolidation and/or elimination of those titles rests with the branches themselves. The reduction of 14 State titles is the result of the elimination of nine titles and the consolidation of five non-title compensation codes into the base title.