



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Number of appeals withdrawn by appellants	41
Number of appeals withdrawn due to appellant not appearing at hearing	3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Number of appeals withdrawn prior to being heard	7	8	2	7	4	13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