

Civil Service Commission Performance Indicators - April 2011	Frequency	Desired Trend	Prior Month March 2011	Current Month April 2011	% Change	Last 12 Month Average
Selection Services						
Number of calendar days from job announcement to list issuance ₁	m	reduce	204	171	-16.2%	186
Number of job announcements older than six months as a percentage of all active announcements ₁	m	reduce	9.8%	8.5%	-13.3%	-
Percentage of Open Competitive job announcements that include the Online Application System capability. As of April 30, 2011, the Civil Service Commission has received 1,440 applications for 20 Announcements issued with OAS capability ₂	m	increase	37.0%	1.1%	-97.2%	-
Merit Systems Practices & Labor Relations						
Number of pending written records appeals ₃	m	reduce	1,781	1,726	-3.1%	1,595
Percentage of pending written record appeals aged greater than six months ₃	m	reduce	44.7%	48.5%	8.5%	-
State & Local Operations						
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 April 2011, the Civil Service Commission received 18 Permanent and zero Temporary Layoff Plans. In Calendar Year 2011, the Civil Service Commission has received 79 Permanent and eight Temporary Layoff Plans.	m	maintain	100.0%	100.0%	0.0%	-
State and Local Government Titles. (Since March 2010, 1,322 titles have been eliminated or consolidated)						
State Titles ₄	m	reduce	3,247	3,132	-3.5%	-
Local Titles	m	reduce	2,853	2,770	-2.9%	-
Common Titles (titles that can be used by both State and Local governments)	m	increase	202	206	2.0%	-

₁The performance indicator does not reflect public safety positions, due to outstanding litigation. In April, 202 new lists were issued versus an average of 186 per month for the previous 12 months. Of these lists, 40 (or 20%) were announcements older than six months; 11 were announcements between 407 and 926 days old. Among the reasons for the age of these 40 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.

₂The Online Application System ("OAS") began accepting applications on March 7, 2011. There were 95 announcements with issue dates between April 1 and April 30, 2011, of which 1 (or 1%) were issued with OAS capability. Announcements linked to the OAS were temporarily suspended on April 1 so that issues related to the upload to the mainframe could be addressed. It is anticipated these issues will be resolved the week of May 23, 2011.

₃The 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 due to a group appeal with over seventy individual appellants still pending (now seven months) because of ongoing settlement discussion among the parties.

₄The number of State Titles only includes those titles in the Executive branch of State Government. As of April 30, 2011, there are 463 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 in titles from last month is a result of our ongoing title consolidation/reduction initiative in which we are continually looking at titles with similar duties and education & experience requirements and consolidating where applicable; consolidating multiple workweek titles; eliminating titles that are obsolete; and eliminating zero-incumbent titles. Similar titles that were consolidated and titles that were eliminated have been previously approved at a Civil Service Commission meeting and took effect in our systems in April.