

2001-03 Performance Progress Report

For Quarter Ending 6/30/2003

Agency 122

Personnel Appeals Board

Mission

The Personnel Appeals Board conducts hearings and makes decisions to resolve state employee appeals and to assure the fair and efficient administration of the Merit System Rules.

Goal Conduct hearings and decide appeals in a timely manner so employees and employing agencies reach closure on disputes and disciplinary actions.

Performance Measure Percentage of Board decisions upheld on appeal to superior court.

Outcome	Fiscal Year 2002				Fiscal Year 2003			
	<u>Quarter 1</u>	<u>Quarter 2</u>	<u>Quarter 3</u>	<u>Quarter 4</u>	<u>Quarter 5</u>	<u>Quarter 6</u>	<u>Quarter 7</u>	<u>Quarter 8</u>
Estimate				100%				98%
Actual				99.6%				
Date Measured				6/30/2002				

Goal Conduct hearings and make decisions in a timely manner to resolve state employee appeals and assure the fair and efficient administration of the merit system rules.

Performance Measure Percentage of Board decisions appealed to superior court.

Outcome	Fiscal Year 2002				Fiscal Year 2003			
	<u>Quarter 1</u>	<u>Quarter 2</u>	<u>Quarter 3</u>	<u>Quarter 4</u>	<u>Quarter 5</u>	<u>Quarter 6</u>	<u>Quarter 7</u>	<u>Quarter 8</u>
Estimate				2.00%				2.00%
Actual				2.74%				1.86%
Date Measured				6/30/2002				6/30/2003

Quarter 4 Comment FY 02: Nine (9) appeals to superior court were filed out of 328 final orders entered by the Board. The court affirmed the Board in four (4) cases, dismissed two (2) appeals, remanded two (2) appeals for further hearing/reconsideration, and reversed the Board in one (1) appeal.

Quarter 8 Comment FY 03: Six (6) appeals to superior court were filed out of 322 final orders entered by the Board. As of 6-30-02, the court entered an order in only one (1) of these appeals, remanding the case to the Board for further hearing/reconsideration. The court has not yet acted on the other five (5) appeals.

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Performance Measure Percentage of appeals closed 12 months after date filed.

Outcome	Fiscal Year 2002				Fiscal Year 2003			
	<u>Quarter 1</u>	<u>Quarter 2</u>	<u>Quarter 3</u>	<u>Quarter 4</u>	<u>Quarter 5</u>	<u>Quarter 6</u>	<u>Quarter 7</u>	<u>Quarter 8</u>
Estimate				80.00%				85.00%
Actual				82.35%				83.43%
Date Measured				6/30/2002				6/30/2003

Quarter 4 Comment Cumulative measure for FY 02. Measure is percentage of appeals filed in the corresponding quarter of previous fiscal year closed by end of quarter in current fiscal year.

Quarter 8 Comment Goal for 2001-03 was to improve the percentage of appeals closed within 12 months by 5% each year. Baseline for FY 99 appeals closed within 12 months in FY 00 is 64%. FY 00 appeals closed in FY 01 improved to 75%, exceeding goals developed for 2001-03 strategic plan. FY 01 appeals closed in FY 02 climbed to 82.35%, with a similar sustained rate of 83.43% for FY 02 appeals closed within 12 months in FY 03.