

personnel relations and an orderly, fair and equitable procedure for any police officer of the Department of the rank of captain and below, or any civilian employee below the level of a director, to present any matter of grievance or problem arising in the course of employment or affecting employment within the Department. Such matters of grievance may include, but shall not be limited to, matters dealing with salary, overtime, leave, hours of work, allowances, retirement, opportunity for promotion, performance evaluation, job standards, training, tenure, disciplinary action, safety and conduct. The Commissioner shall, as part of such grievance procedure, make provision for the initiation of such grievances either through the departmental chain of command or directly to a departmental Grievance Committee, which shall consist of members of the Department, both police officers and civilian employees, as may be determined by the Commissioner to be broadly representative of all ranks and positions within the Department.

(a) THERE IS HEREBY CREATED WITHIN THE DEPARTMENT A PERSONNEL SERVICE BOARD. THE BOARD SHALL CONSIDER AND EVALUATE SUGGESTIONS BY MEMBERS OF THE DEPARTMENT BEARING UPON THE EFFICIENCY, ECONOMY OR OTHER IMPROVEMENT OF DEPARTMENTAL OPERATIONS OR PROCEDURES AND SHALL CONSIDER AND EVALUATE THE PROBLEMS OF INDIVIDUAL MEMBERS CONCERNING REMUNERATION, HOURS OF DUTY, TRAINING, SAFETY, PROMOTION AND ADVANCEMENT, AND PERSONAL MISUNDERSTANDING AND DISPUTES AND SUCH MATTERS OF GRIEVANCE MAY INCLUDE, BUT SHALL NOT BE LIMITED TO, MATTERS DEALING WITH SALARY, OVERTIME, LEAVE, HOURS OF WORK, ALLOWANCES, RETIREMENT, OPPORTUNITY FOR PROMOTION, PERFORMANCE EVALUATION, JOB STANDARDS TRAINING, TENURE, DISCIPLINARY ACTION, SAFETY AND CONDUCT. THE BOARD SHALL NOT CONSIDER ANY MATTER WHICH IS THE SUBJECT OF A DISCIPLINARY PROCEEDING AS PROVIDED IN SECTION 536.

(B) IN ADDITION TO THE DUTIES IMPOSED BY THE PRECEDING SUBSECTION, THE BOARD SHALL RECOMMEND TO THE COMMISSIONER, MEMBERS OF THE DEPARTMENT WHO ARE DESERVING OF COMMENDATION AND SHALL CONSIDER SUCH OTHER MATTERS OF A NATURE RELATED TO THE PROVISIONS OF SUBSECTION (A) AS MAY BE DESIGNATED FROM TIME TO TIME BY THE COMMISSIONER OR BY THE PERSONNEL SERVICE BOARD.

(C) THE BOARD SHALL CONSIST OF SEVENTEEN MEMBERS, ONE OF WHOM SHALL BE APPOINTED BY THE COMMISSIONER AND SHALL SERVE AT HIS PLEASURE, AND SIXTEEN OTHER MEMBERS OF THE DEPARTMENT ELECTED DURING THE MONTH OF JULY OF EACH YEAR AS PROVIDED HEREIN. THE PERSONNEL SERVICE BOARD SHALL BE COMPOSED OF NINE PATROLMEN; NO MORE THAN ONE BEING ELECTED FROM ANY ONE DISTRICT OR UNIT, ONE CIVILIAN MEMBER OF THE DEPARTMENT, THREE SERGEANTS, TWO LIEUTENANTS AND ONE CAPTAIN. THE CHIEF PERSONNEL OFFICER OF THE DEPARTMENT SHALL ATTEND ALL MEETINGS OF THE BOARD BUT SHALL HAVE NO VOTE.