

WITHIN FIFTEEN DAYS AFTER THIS ACT BECOMES EFFECTIVE, NOMINATIONS SHALL BE MADE FOR MEMBERS OF THE PERSONNEL BOARD. THE NOMINATIONS SHALL BE IN WRITING AND SIGNED BY NOT LESS THAN TWENTY PATROLMEN, TWENTY CIVILIAN EMPLOYEES, FIFTEEN SERGEANTS, TEN LIEUTENANTS, AND FIVE CAPTAINS. ALL NOMINATIONS SHALL BE MADE BY PERSONS OF THE SAME RANK AS THE INDIVIDUAL BEING NOMINATED. ELECTIONS SHALL BE HELD WITHIN THIRTY DAYS AFTER THIS ACT BECOMES EFFECTIVE. THE PERSONNEL BOARD ONCE ELECTED SHALL THEN DETERMINE ITS OWN RULES AND REGULATIONS FOR THE FUTURE CONDUCT OF ELECTIONS, NOMINATIONS AND FILLING OF VACANCIES TO THE BOARD.

(D) WITHIN THIRTY DAYS AFTER THE PERSONNEL BOARD IS ELECTED IT SHALL SET UP ITS GRIEVANCE PROCEDURE WHICH SHALL BECOME EFFECTIVE IMMEDIATELY. WITHIN SIX MONTHS THEREAFTER THE GRIEVANCE PROCEDURE SHALL BE SUBMITTED TO A VOTE BY SECRET BALLOT OF THE DEPARTMENT AS TO WHETHER OR NOT IT WILL ACCEPT OR REJECT THE GRIEVANCE PROCEDURE AS OUTLINED BY THE PERSONNEL BOARD. IF THE GRIEVANCE PROCEDURE AS OUTLINED BY THE PERSONNEL BOARD IS REJECTED BY A MAJORITY OF THE POLICE OFFICERS OF THE DEPARTMENT WITH THE RANK OF SERGEANT AND BELOW AND CIVILIAN EMPLOYEES OF COMPARABLE SALARY, THE COMMISSIONER SHALL SET UP A GRIEVANCE PROCEDURE WHICH SHALL BE EFFECTIVE UNTIL THE PERSONNEL BOARD SHALL SUBMIT A NEW GRIEVANCE PROCEDURE WHICH IS ADOPTED BY A MAJORITY OF THE SAID MEMBERS OF THE DEPARTMENT. WHEN THE GRIEVANCE PROCEDURE IS ONCE ESTABLISHED, IT SHALL REMAIN IN EFFECT UNTIL ALTERED OR CHANGED BY THE PERSONNEL BOARD, WHO SHALL SUBMIT ANY CHANGES TO A VOTE OF THE DEPARTMENT AS OUTLINED ABOVE. THE GRIEVANCE PROCEDURE MAY ALSO BE CHANGED BY A PETITION SUBMITTED BY ANY ONE HUNDRED MEMBERS OF THE DEPARTMENT TO THE PERSONNEL BOARD WHO SHALL THEN SUBMIT THE CHANGE SUGGESTED BY THIS PETITION TO A VOTE AS OUTLINED ABOVE, OR BY ANY OTHER METHOD OF CHANGE AS SHALL BE PROMULGATED OR ADOPTED BY THE PERSONNEL BOARD.

(A) PROCEDURE ESTABLISHED. THE DEPARTMENT SHALL AT ALL TIMES MAINTAIN PROCEDURES FOR THE REVIEW AND EVALUATION OF PERSONNEL PROBLEMS AND SUGGESTIONS AS PROVIDED IN THIS SECTION. THESE PROCEDURES SHALL INCLUDE ALTERNATE METHODS OF REVIEW AND EVALUATION (I) THROUGH THE REGULAR CHAIN OF COMMAND TO AND INCLUDING THE SUPERVISORY MEMBER OF THE DEPARTMENT WHO HOLDS THE GRADE OR RANK IMMEDIATELY BELOW THAT OF THE COMMISSIONER OR (II) THROUGH THE PROCEDURES PROVIDED IN THIS SECTION. SUCH PROCEDURES SHALL BE AVAILABLE TO ANY MEMBER OF THE DEPARTMENT, EX-