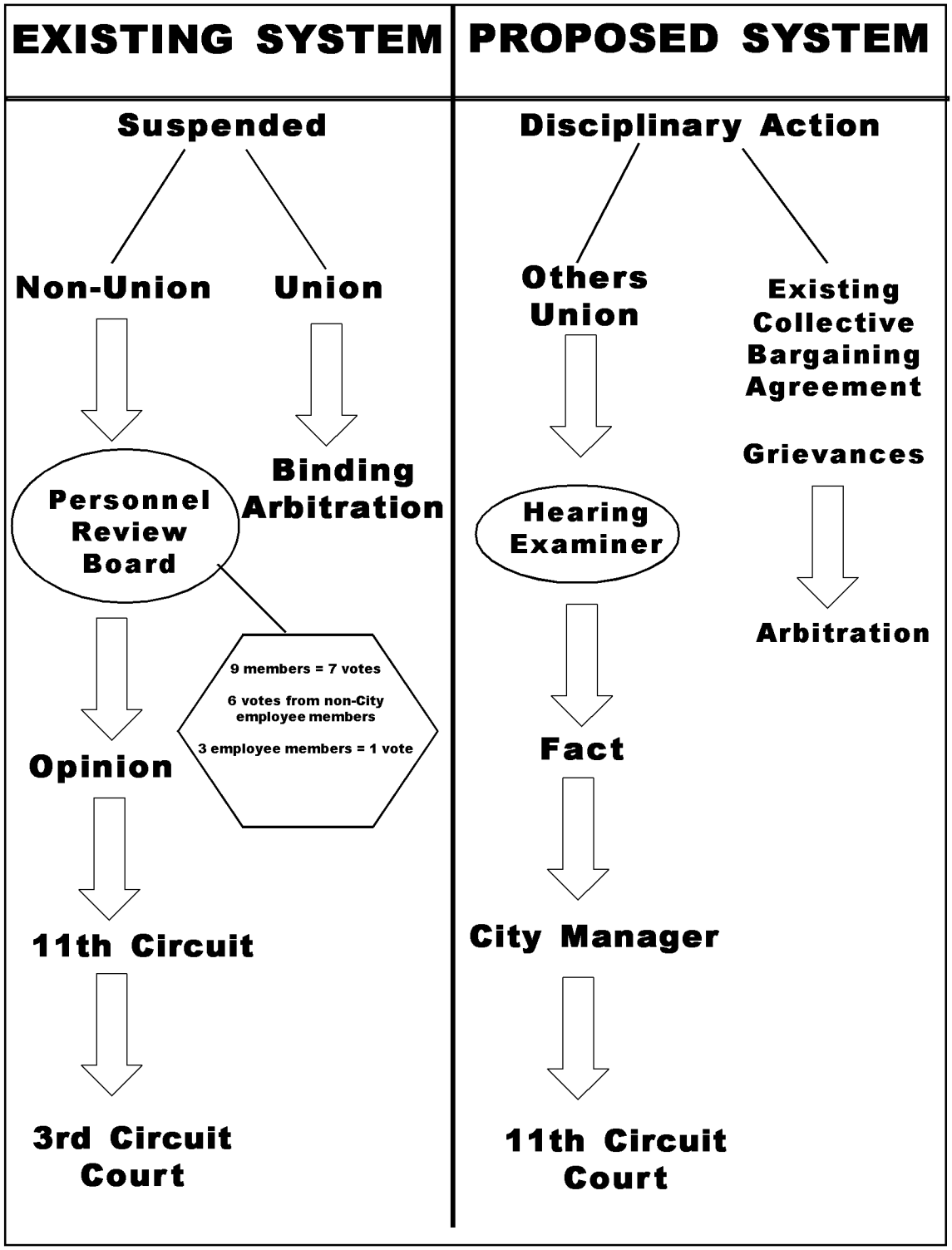
EXISTING SYSTEM
PROPOSED SYSTEM
Suspended
Non-Union
Union
Personnel Review Board
Binding Arbitration
9 members = 7 votes
6 votes from non-City employee members
3 employee members = 1 vote
Opinion
11th Circuit
3rd Circuit Court
Disciplinary Action
Others Union
Existing Collective Bargaining Agreement
Grievances
Arbitration
Hearing Examiner
Fact
City Manager
11th Circuit Court