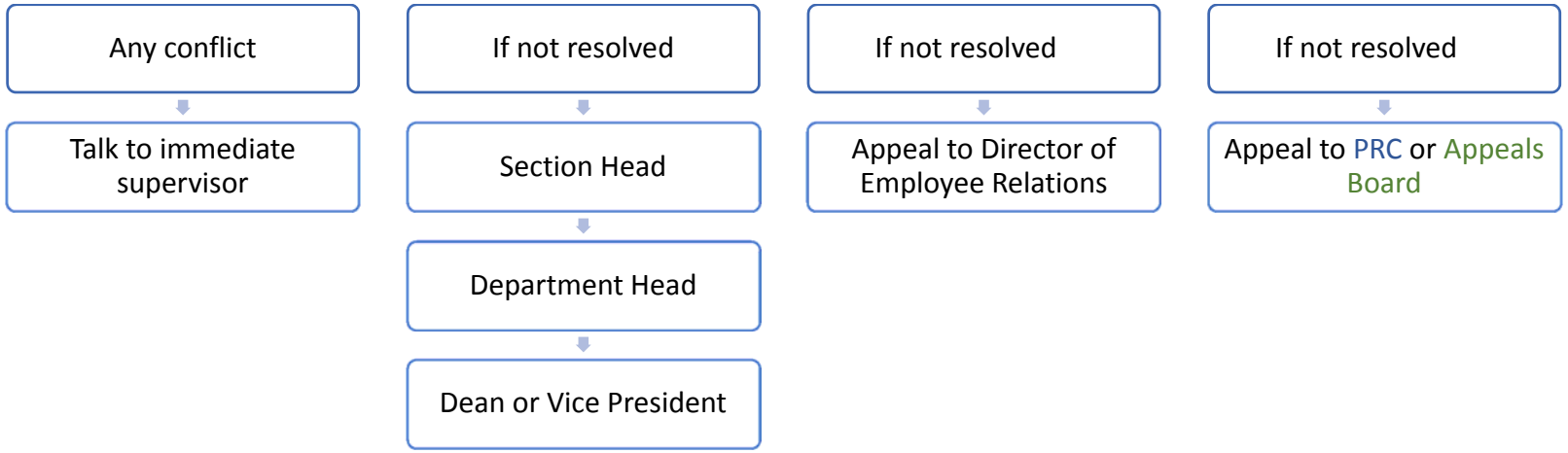
# PRC Process after conversion to USS (6/8/2014)




| PRC hears<br>Performance Reviews | PRC hears<br>Proposed Decision-making Leave, Unfair Treatment or Discrimination | Appeals Board hears<br>Demotion, Suspension without Pay, Dismissal |
|---|---|---|
| • PRC makes final decision | • PRC makes recommendation to Director of Employee Relations<br>• Director of Employee Relations makes final determination | • Appeals Board makes recommendation to VP Human Resources<br>• VP Human Resources makes final determination |