

**ORDERS OF THE COMMISSION
AFTER HEARINGS ARE CONCLUDED**

Sec. 83. *After a hearing, the Commission may, at its discretion, either sustain, reduce, or deny the charges. If the charges are denied the Commission shall order the employee reinstated to the*

classification, grade, or salary step held prior to the imposition of the discipline. If the charges are sustained or reduced, the Commission at its discretion, shall either set the period of suspension or demotion or order the employee permanently removed from City service. The decision of the Commission shall be final on the date it is made. Thereafter, any petition for judicial review of the Commission's decision must be filed within 90 days of the effective date of the Commission's decision pursuant to the provisions of the Code of Civil Procedure. Upon expiration of the prescribed period of suspension or reduction in classification, the employee shall be restored to his/her former classification, grade, or step.