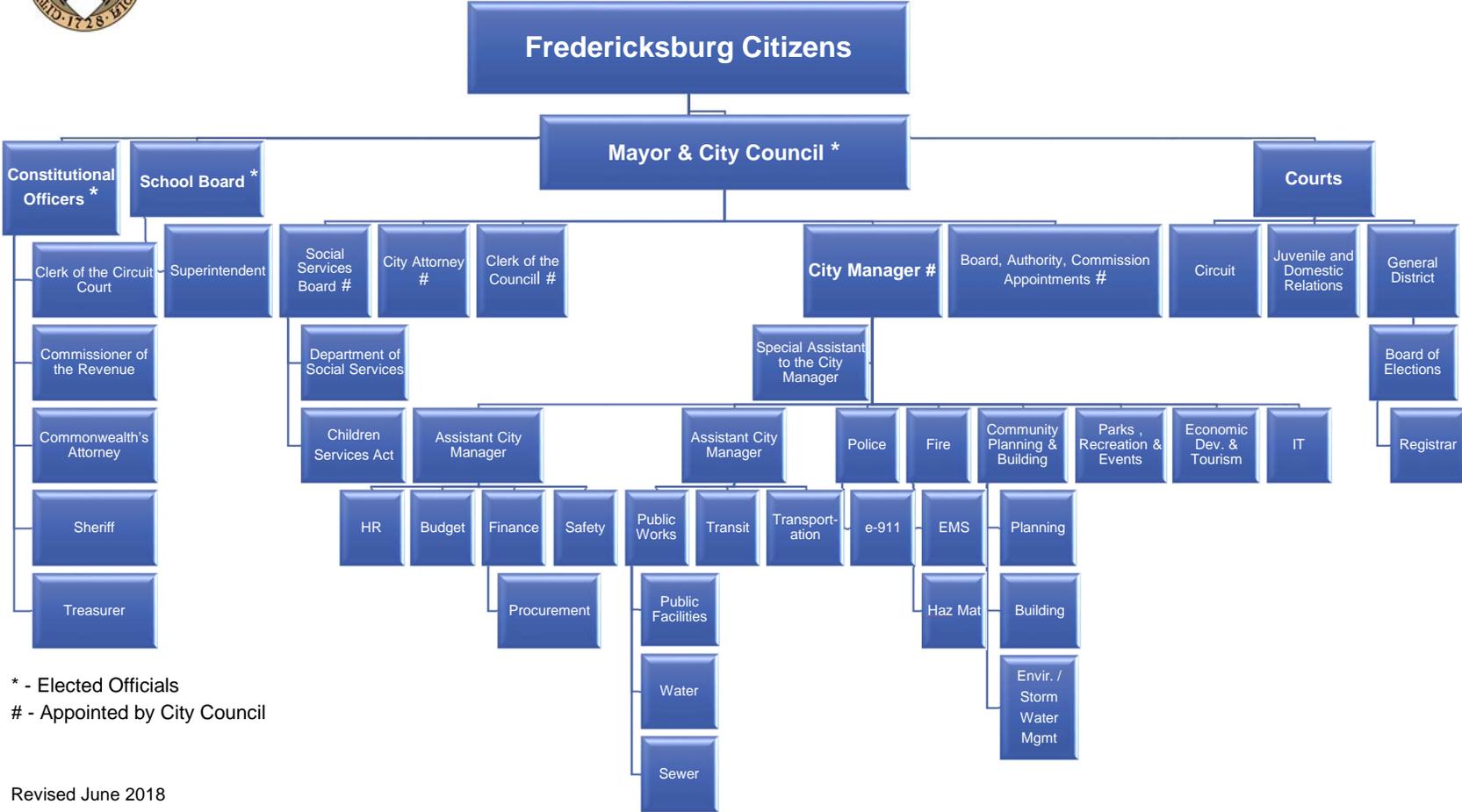


Organizational Chart



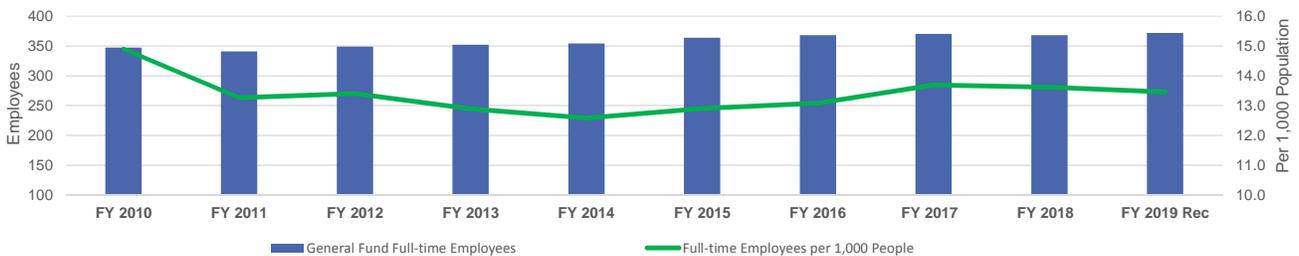
\* - Elected Officials  
 # - Appointed by City Council

Revised June 2018

PERSONNEL TABLE

Full-Time Employees	FY 2015	FY 2016	FY 2017 Amended	FY 2018 Adopted	FY 2019 Rec	FY 2019 Adopted	+/-	FY 2019 Recommended
<b>General Fund</b>								
Clerk of Council	1	1	1	1	1	1	-	
City Manager's Office	4	4	5	5	5	5	-	
City Attorney	2	2	2	2	2	2	-	
Human Resources	3	3	3	3	3	3	-	
Commissioner of the Revenue	11	11	11	11	11	11	-	
Treasurer	8	8	8	8	8	8	-	
Fiscal Affairs	7	8	8	8	8	8	-	
Information Technology	6	7	7	8	8	8	-	
Registrar	1	1	1	1	2	2	1	Deputy Registrar - Jul 1st
Safety & Risk Management	1	1	1	1	1	1	-	
Circuit Court	1	1	1	1	1	1	-	
Clerk of the Circuit Court	10	10	10	10	10	10	-	
Sheriff	23	23	23	23	23	23	-	
Commonwealth's Attorney	12	13	13	13	13	13	-	
Police	80	80	80	80	81	81	1	Police Officer - Jan 1st
Fire	44	44	44	45	45	45	-	
Fire - EMS	11	13	14	14	16	17	3	Medics - Jan 1st
Community Planning & Building -Building	9	9	8	8	8	8	-	
Community Planning & Building -Planning	7	8	7	7	7	7	-	
Transportation	0	0	1	1	1	1	-	
Animal Control	1	0	0	0	0	0	-	
E911 Communications	16	16	17	17	17	17	-	
PW Engineering . & Admin.	7	7	7	7	7	7	-	
PW Street Maintenance	13	13	13	13	13	13	-	
PW Drainage	4	4	4	0	0	0	-	
PW Traffic	6	6	6	6	6	6	-	
PW Shop and Garage	12	12	12	12	12	12	-	
PW Graphics	1	0	0	0	0	0	-	
PW Street Sanitation	12	12	12	12	14	14	2	Positions shifted from Refuse Collection to Street Sanitation
PW Refuse Collection	11	11	11	11	9	9	(2)	
PW Recycling Collection	2	2	2	2	2	2	-	
Public Facilities	13	13	13	13	13	13	-	
Parks, Rec & Events – Admin	5	5	5	5	5	5	-	
Parks, Rec & Events – Supervision	5	5	5	5	5	5	-	
Parks, Rec & Events – Maint.	9	9	9	9	9	9	-	
Economic Development & Tourism	6	6	6	6	6	6	-	
<b>Total General Fund</b>	<b>364</b>	<b>368</b>	<b>370</b>	<b>368</b>	<b>372</b>	<b>373</b>	<b>5</b>	

General Fund Full-Time Employees  
Employees Per 1,000 Population



## PERSONNEL TABLE

Full-Time Employees	FY 2015	FY 2016	FY 2017 Amended	FY 2018 Adopted	FY 2019 Adopted	+/-	FY 2019 Recommended
<b>City Grants Fund Positions</b>							
Planning – CDBG	1	1	1	1	1	-	
Com.'s Atty. – Victim Witness	1	1	2	2	2	-	
Com.'s Atty. – Domestic Violence Victim	1	1	1	1	1	-	
Police Officer -JAG AFIS Grant	1	0	0	0	0	-	
<b>Total City Grants Fund</b>	<b>4</b>	<b>3</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>-</b>	
<b>Storm Water Management</b>							
Storm Water Management	0	1	2	2	2	-	
Drainage				4	4	-	
<b>Total Storm Water Management</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>6</b>	<b>6</b>	<b>-</b>	
<b>Water Fund Positions</b>							
Administration & Treatment[1]	7	7	7	7	7	-	
Water & Sewer Crew[1]	5	5	6	6	6	-	
GIS Analyst [1]				1	1	-	
Utility Billing[1]	2	2	2	2	2	-	
<b>Total Water Fund Positions</b>	<b>14</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>16</b>	<b>-</b>	
<b>Sewer Fund Positions</b>							
Administration & Treatment	13	13	13	13	13	-	
Pumping & Transmission	4	4	4	4	4	-	
<b>Total Sewer Fund Positions</b>	<b>17</b>	<b>17</b>	<b>17</b>	<b>17</b>	<b>17</b>	<b>-</b>	
<b>Transit Fund Positions</b>							
Transit	15	15	15	19	22	3	The FY18 Budget was amended to convert a PT Mechanic to FT. The FY19 budget includes funding for 3 FT bus drivers, which is partially offset by reducing PT hours.
<b>Total Transit Fund</b>	<b>15</b>	<b>15</b>	<b>15</b>	<b>19</b>	<b>22</b>	<b>3</b>	
<b>Parking Fund</b>							
Parking Fund	1	1	1	1	1	-	
<b>Total Parking Fund</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>-</b>	
<b>Department of Social Services</b>							
Social Services	35	35	35	37	36	(1)	One grant funded Benefit Specialists approved in FY18 was not funded.
Comprehensive Services Act	1	1	1	1	1	-	
<b>Total Department of Social Service</b>	<b>36</b>	<b>36</b>	<b>37</b>	<b>38</b>	<b>37</b>	<b>(1)</b>	
<b>Riparian Lands Stewardship Fund</b>							
River Steward	1	1	1	1	1	-	
<b>Total RLSF</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>-</b>	
<b>TOTAL (All Funds)</b>	<b>452</b>	<b>456</b>	<b>462</b>	<b>470</b>	<b>477</b>	<b>7</b>	
[1] Personnel costs are split between the Water Fund and Sewer Fund.							

## Boards and Commissions

The City of Fredericksburg appoints members to a variety of regional and City-based boards, authorities, and commissions.

Name	City Members	Function
Architectural Review Board (ARB)	7	City Council has adopted a historic preservation ordinance to maintain the unique character of downtown Fredericksburg. The purpose of the Architectural Review Board is to maintain the historic and architectural integrity of designated historic areas.
Board of Building Code Appeals	5	The purpose of the Board of Building Code Appeals is to consider appeals from persons aggrieved by decisions of the Building Official.
Board of Equalization	4	The purpose of the Board of Equalization is to consider appeals from property owners concerning the most recent general property assessment.
Board of Social Services	5	The Board of Social Services of the City of Fredericksburg oversees the Department of Social Services.
Board of Zoning Appeals (BZA)	5	The Board of Zoning Appeals hears and decides administrative appeals, grants variances, interprets the boundaries of the zoning map, and grants special exceptions.
Cable Television Communication	5	The purpose of the Cable Commission is to review and make recommendations to City Council on cable franchise agreements and to hear cable subscriber complaints and assist in resolving them.
City and Public Utility Review Committee (CPURC)	5	The CPURC was established to review and approve utility infrastructure in public right of way or on other city property within of the Fredericksburg Historic District per section 66-191 of the City Code.
City Community Policy and Management Team for Youth & Family Services (CMPT)	8	The purpose of the Fredericksburg CMPT is to create, maintain, and manage a collaborative system of services and funding that is youth centered, family focused, and community based when addressing the strengths and needs of troubled and at-risk youth and their families.
Economic Development Authority (EDA)	7	The Economic Development Authority acts as a catalyst for responsible economic growth that improves Fredericksburg's quality of life. The EDA receives its funding from annual fees derived from the issuance of bonds for qualified borrowers. It has several matching grant programs that promote downtown revitalization, commercial building façade improvements, business development and expansion, strengthening of the city's arts businesses, special events and non-profit projects.
Electoral Board	3	The duty of the Electoral Board is to insure all elections are conducted fairly and impartially. The members are appointed by the Chief Judge of the Fredericksburg Circuit Court.
Fredericksburg Arts Commission	11	The purpose of the Fredericksburg Arts Commission is to provide leadership by and for City government in supporting arts and cultural affairs.

Name	City Members	Function
Fredericksburg Clean & Green Commission	13	The purpose of this commission is to ensure effective planning and maintenance of landscape elements and amenities, and to encourage a clean and aesthetically pleasing environment in our City. The commission will serve the general welfare of the citizens and visitors of the City of Fredericksburg.
George Washington Regional Commission	3	The GWRC's mission is to coordinate planning to ensure competitiveness, reduce redundancy in government, improve efficiency, enhance services and improve implementation time of regional projects.
Germanna Community College Board	1	As a public comprehensive community college, Germanna provides accessible, quality educational and training opportunities that meet our communities' needs.
Housing Advisory Committee	3	The committee was established to follow those duties as set forth in applicable federal and state laws pertaining to oversight, administration, and eligibility requirement involved in the housing rehabilitation loan program.
Memorials Advisory Commission	9	The purpose of the Memorials Advisory Commission shall be to advise and make recommendations to the City Council on appropriate means of recognizing and awarding extraordinary contributions made by individuals and organizations to the well-being of the City, the Commonwealth of Virginia, or the nation.
Planning Commission	7	The Planning Commission recommends to the City Council the land use policies of the City in the Comprehensive Plan. It also makes recommendations on applications for Special Use Permits, Special Exceptions, Subdivisions, Rezonings, and Development Code Text Amendments after it has conducted a public hearing.
Potomac & Rappahannock Transportation District	1	The PRTC is a multi-jurisdictional agency representing Prince William, Stafford and Spotsylvania Counties and the Cities of Manassas, Manassas Park and Fredericksburg. Membership in PRTC allows for the collection of a 2.1% Motor Fuels Tax which is used for transportation improvements in the region.
Public Transit Advisory Board	11	The purpose of the Public Transit Advisory Board (PTAB) shall be to provide citizen and private and public partner input on the public transit needs of the city and the region; to evaluate the operational and financial performance of the region's public transit system; and to advise the City Council on any public transit issues that the PTAB considers appropriate for City Council consideration.
Rappahannock Area Agency on Aging	1	Rappahannock Area Agency on Aging serves the needs and acts on behalf of persons aged sixty and older in the City of Fredericksburg and the surrounding Counties of King George, Caroline, Spotsylvania and Stafford.
Rappahannock Area Community Services Board (RACSB)	3	The RACSB is committed to improving the quality of life for the people residing in the City of Fredericksburg and the Counties of Caroline, King George, Spotsylvania and Stafford, with mental health, developmental disability and substance abuse problems and to preventing the occurrence of these conditions.
Rappahannock Area Office on Youth (RAOOY)	2	The mission of RAOOY is to promote healthy and responsible behavior in youth and young adults by supporting families and providing programs that encourage positive development.
Rappahannock Juvenile Detention Commission	2	The mission is to provide secure detention for youths found to be in need of such placement by a court within the participating jurisdictions.

Name	City Members	Function
Rappahannock Regional Jail Authority (RRJ)	3	The primary mission of the RRJ is to provide protection for the people of VA from those who have been remanded into custody. As the conditions of confinement are important in an effective jail system, we make a commitment to provide a humane environment for those confined.
Rappahannock Regional Solid Waste Management Board (R-Board)	3	The R-Board is a joint venture of the governments of Stafford County and Fredericksburg charged with the operation and maintenance of the Regional Landfill and recycling drop-off facilities in Stafford and Fredericksburg.
Recreation Commission	9	The purpose of the Commission is to act as liaison between Parks and Recreation Department staff and the community. The Commission provides strategic guidance, reviews and advises department staff on policies, department budget submissions, yearly goals, programming and park needs. Members report and advocate to City Council on behalf of the Parks and Recreation Department.
Riverfront Task Force	16	City Council assigned the Task Force the following objectives: * With community input, define the park's identity and what it should become. * Coordinate community input into the design of the Riverfront Park. * With City staff and consultants, develop design for the entire Riverfront Park. * Produce a Riverfront Park Development Plan. * Act as the coordinating link between Phase 1 and subsequent phases of Riverfront Park development.
School Board (Elected)	6	The mission of Fredericksburg City Public Schools is to provide a quality education that assures opportunity and equity for each student.
Stafford Regional Airport Authority	1	The Stafford Regional Airport Authority is committed to providing and promoting a safe, efficient, convenient and economically self-sustaining air transportation facility responsive to airport-user and community needs while supporting and promoting the Region's economic growth and development
Towing & Recovery Board	3	The purpose and duties of the Towing and Recovery Advisory Board is to study the governing practices of towing and recovery services rendered pursuant to police towing requests, make recommendations to the city council and police department regarding adoption or amendment of any ordinances, regulations, or contracts pertaining to same, and to hear appeals and complaints arising out of police towing requests.
Tri-County/City Soil & Water Conservation District (TCCSWCD) (Elected)	2	The mission of the TCCSWCD is to provide leadership, education, and technical programs to assist all resource users to conserve, sustain, and improve, soil and water and related resources.
Washington Ave Mall Tree Taskforce	8	The Taskforce mission is to review public comments regarding the current mall tree plan; review concerns; coordinate with City staff; develop a recommendation that best addresses changes to the plan and present a recommendation to Parks & Rec Comm. And Clean & Green Comm. and present a final recommendation to the City Council.
Wetlands Board	7	The purpose of the Wetlands Board is to conduct studies of the city's tidal and nontidal wetlands and make periodic reports and recommendations to the City Council on ways that the city can protect and preserve all such areas within the city.