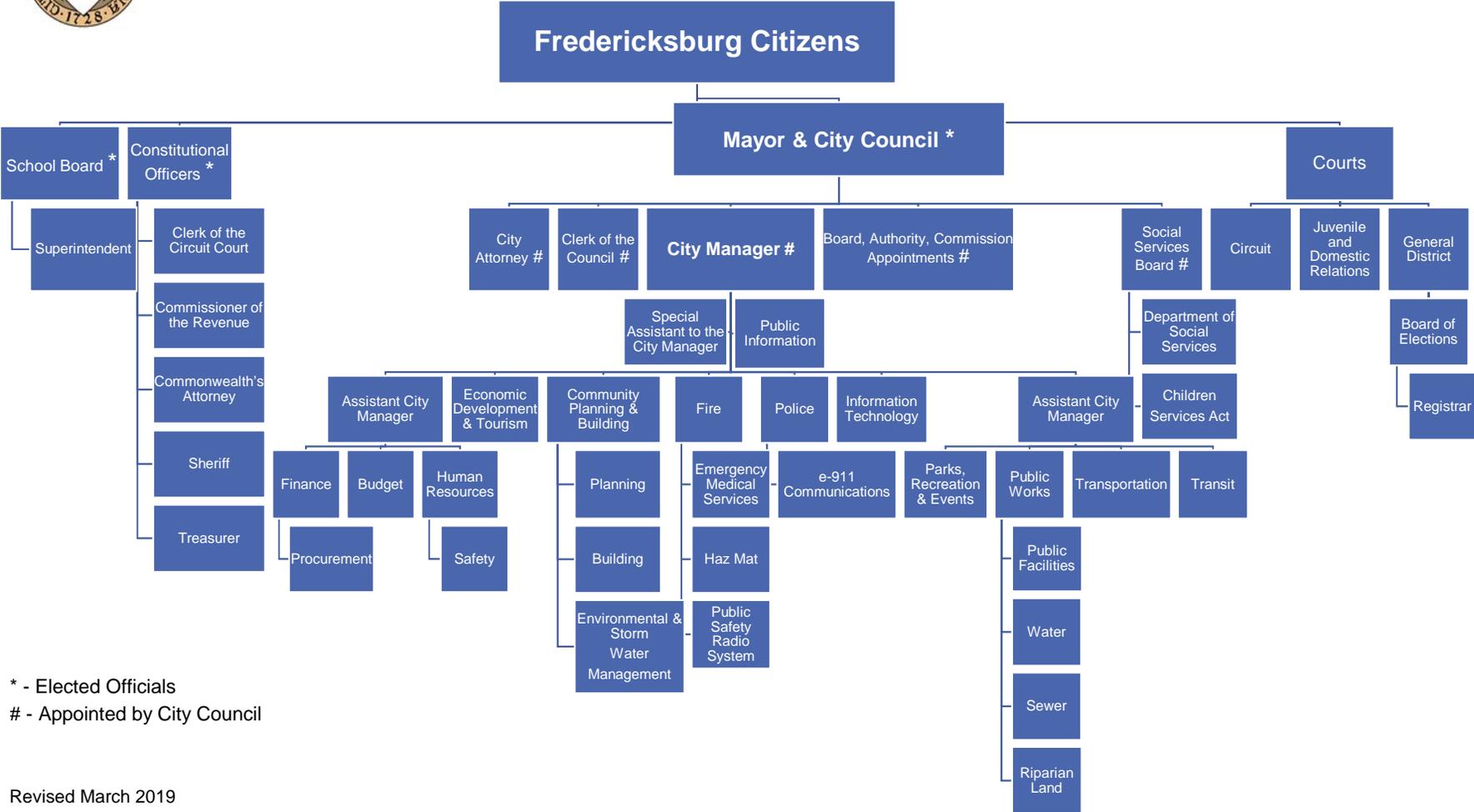


Organizational Chart

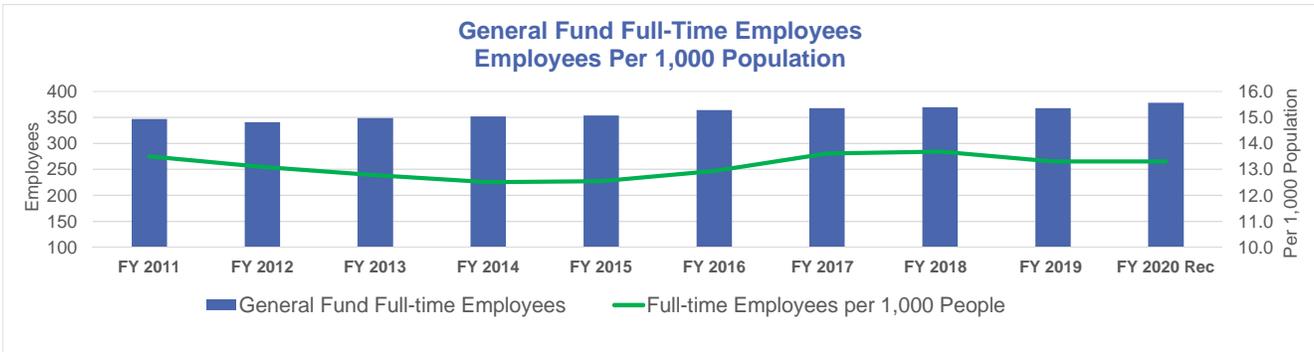


* - Elected Officials
 # - Appointed by City Council

Revised March 2019

PERSONNEL TABLE

Full-Time Employees	FY 2017 Amended	FY 2018 Adopted	FY 2019 Adopted	FY 2019 Amended	FY2020 Requested	FY 2020 Recommend	+/-	Comments
General Fund								
Clerk of Council	1	1	1	1	1	1	-	
City Manager's Office	5	5	5	6	6	6	1	A full-time position in Planning was shifted to the CMO mid-year. A part-time position was shifted to Planning. The position also performs the duties of the Mayor's assistant which were previously part of Planning.
City Attorney	2	2	2	2	2	2	-	
Human Resources	3	3	3	3	4	3	-	
Commissioner of the Revenue	11	11	11	11	11	11	-	
Treasurer	8	8	8	8	8	8	-	
Finance	8	8	8	8	9	8	-	
Information Technology	7	8	8	8	8	8	-	
Registrar	1	1	2	2	2	2	-	
Safety & Risk Management	1	1	1	1	1	1	-	
Public Information	0	0	0	1	1	1	1	1 Position added mid-year
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	13	13	13	13	14	14	1	1 Assistant Commonwealth's Attorney
Police	80	80	81	81	83	81	-	
Fire	44	45	45	45	48	46	1	1 Division Chief
Fire - EMS	14	14	17	17	17	17	-	
Community Planning & Building - Building	8	8	8	8	8	8	-	
Community Planning & Building - Planning	7	7	7	6	6	6	-1	See comments under City Manager
Transportation	1	1	1	1	2	1	-	
Animal Control	0	0	0	0	0	0	-	
E911 Communications	17	17	17	17	17	17	-	
PW Engineering . & Admin.	7	7	7	7	8	7	-	
PW Street Maintenance	13	13	13	13	13	13	-	
PW Drainage	4	0	0	0	0	0	-	Drainage Crew now part of the Stormwater Management Fund
PW Traffic	6	6	6	6	6	6	-	
PW Shop and Garage	12	12	12	12	13	12	-	
PW Street Sanitation	12	12	14	14	15	15	1	1 Street Sanitation Crew Leader (trash and litter control)
PW Refuse Collection	11	11	9	9	9	9	-	
PW Recycling Collection	2	2	2	2	2	2	-	
Public Facilities	13	13	13	13	14	13	-	
Public Facilities – Sp. Projects	0	0	0	0	0	0	-	
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	10	12	10	1	1 Position added mid-year
Economic Development & Tourism	6	6	6	6	7	6	-	
Total General Fund	370	368	373	375	391	378	5	



PERSONNEL TABLE

Full-Time Employees	FY 2017 Amended	FY 2018 Adopted	FY 2019 Adopted	FY 2019 Amended	FY2020 Requested	FY 2020 Recommend	+/-	FY 2020 Recommended
City Grants Fund Positions								
Planning – CDBG	1	1	1	1	1	1	-	
Com.'s Atty. – Victim Witness	2	2	2	2	2	2	-	
Com.'s Atty. – Domestic Violence	1	1	1	1	1	1	-	
Total City Grants Fund	4	4	4	4	4	4	-	
Storm Water Management								
Storm Water Management	2	2	2	2	2	2	-	
Drainage		4	4	4	5	4	-	
Total Storm Water Management	2	6	6	6	7	6	-	
Water Fund Positions								
Administration & Treatment	7	7	7	7	7	7	-	
Water & Sewer Crew [1]	6	6	6	6	6	6	-	
GIS Analyst [1]		1	1	1	1	1	-	
Utility Billing [1]	2	2	2	2	2	2	-	
Total Water Fund Positions	15	16	16	16	16	16	-	
Sewer Fund Positions [1]								
Administration & Treatment	13	13	13	13	13	13	-	
Pumping & Transmission	4	4	4	4	4	4	-	
Total Sewer Fund Positions	17	17	17	17	17	17	-	
Transit Fund Positions								
Transit	15	19	22	22	22	22	-	
Total Transit Fund	15	19	22	22	22	22	-	
Parking Fund								
Parking Fund	1	1	1	1	1	1	-	
Total Parking Fund	1	1	1	1	1	1	-	
Department of Social Services								
Social Services	35	37	36	36	38	37	1	Grant Funded Benefits Specialist
Children's Services Act	1	1	1	1	1	1	-	
Total Department of Social Service	36	38	37	37	39	38	1	
Riparian Lands Stewardship Fund								
River Steward	1	1	1	1	1	1	-	
Total RLSF	1	1	1	1	1	1	-	
TOTAL (All Funds)	461	470	477	479	498	483	6	
[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.
Parking Advisory Committee	7	The Committee reviews City parking policies and practices and related matters and advises the City Council and City staff on these matters.
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, Rezoning, 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 Alcohol Safety Action Program	1	The mission is to improve highway safety by decreasing the incidence of driving under the influence of alcohol and other drugs, leading to the reduction of alcohol and drug related fatalities and crashes.
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.

Name	City Members	Function
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.
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 & Recreation Committee And Clean & Green Committee 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 non-tidal 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.