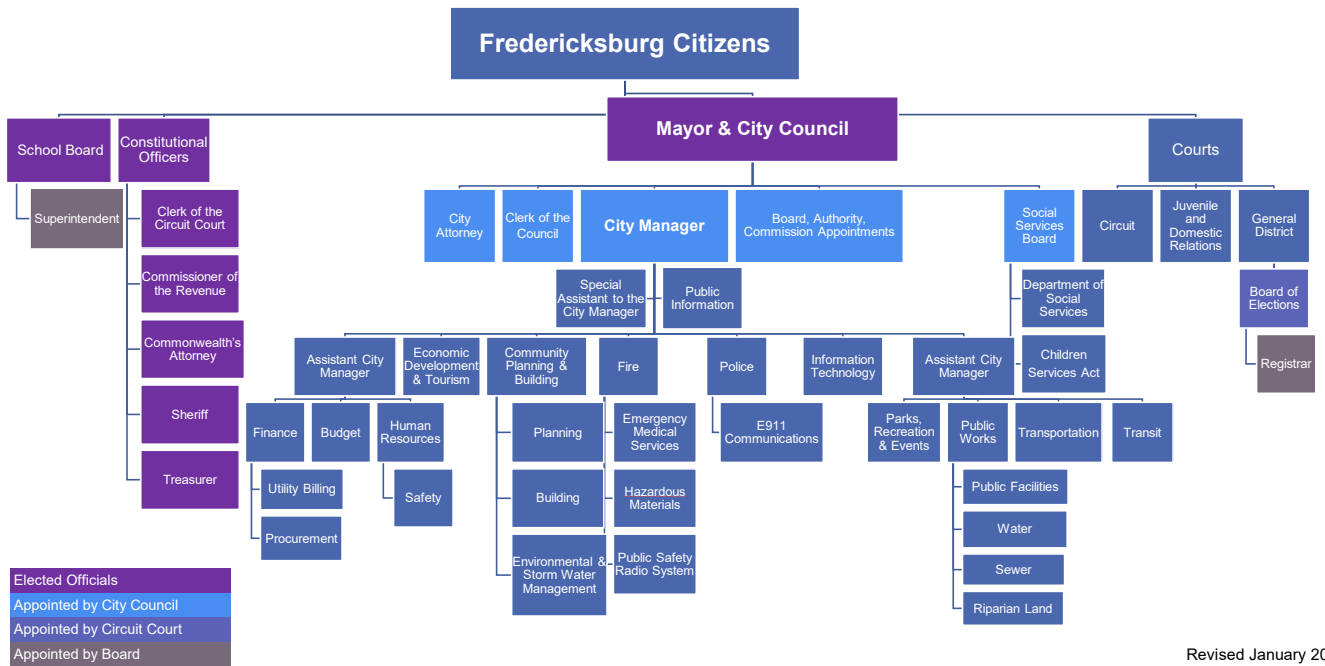


Personnel

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Elected Officials
 Appointed by City Council
 Appointed by Circuit Court
 Appointed by Board

Revised January 20:

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GENERAL FUND PERSONNEL TABLE (FULL-TIME)

To most accurately represent General Fund staffing levels over time, position counts reflect totals authorized in the final budget adopted by City Council for each fiscal year.

							ADOPTED	
GENERAL FUND PERSONNEL	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	+/-
City Administration	12	12	13	13	16	16	17	1
City Attorney	2	2	2	2	2	2	2	0
Clerk of Council	1	1	1	1	1	1	1	0
City Manager's Office	4	4	5	5	6	6	6	0
Human Resources	3	3	3	3	3	3	3	0
Public Information	0	0	0	0	1	1	1	0
Safety & Risk Management	1	1	1	1	1	1	1	0
Voter Registrar	1	1	1	1	2	2	3	1
Community Planning & Development	22	23	22	22	22	21	21	0
Community Planning & Building								
Building	9	9	8	8	8	8	8	0
Planning	7	8	7	7	6	6	6	0
Transportation	0	0	1	1	1	1	1	0
Historic Resources	0	0	0	0	1	1	1	0
Economic Development & Tourism	6	6	6	6	6	5	5	0
Courts	23	24	24	24	24	25	25	0
Circuit Court	1	1	1	1	1	1	1	0
Clerk of the Circuit Court	10	10	10	10	10	10	10	0
Commonwealth's Attorney	12	13	13	13	13	14	14	0
Information Technology	6	7	7	8	8	8	8	0
Financial Administration	26	27	27	27	27	27	27	0
Commissioner of the Revenue	11	11	11	11	11	11	11	0
Finance	7	8	8	8	8	8	8	0
Treasurer	8	8	8	8	8	8	8	0

GENERAL FUND PERSONNEL	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	ADOPTED	+/-
							FY 2021	
Public Safety	174	176	178	179	183	184	184	0
Police	80	80	80	80	81	81	81	0
E911	16	16	17	17	17	17	17	0
Fire	44	44	44	45	45	46	46	0
EMS	11	13	14	14	17	17	17	0
Sheriff	23	23	23	23	23	23	23	0
Parks, Recreation & Events	19	19	19	19	20	21	21	0
Administration	5	5	5	5	5	5	5	0
Maintenance	9	9	9	9	10	10	10	0
Supervision	5	5	5	5	5	6	6	0
Public Works	81	81	81	77	77	79	79	0
Engineering & Administration	7	7	7	7	7	8	8	0
Public Facilities	14	14	14	14	14	14	14	*
Recycling Collection	2	2	2	2	2	2	2	0
Refuse Collection	11	11	11	11	9	9	9	0
Shop and Garage	12	12	12	12	12	12	12	0
Street Maintenance	13	13	13	13	13	13	13	0
Street Sanitation	12	12	12	12	14	15	15	0
Traffic	6	6	6	6	6	6	6	0
Total General Fund	363	369	371	369	377	381	382	1

TECHNICAL CORRECTION: Prior budgets' personnel tables have underreported actual full-time employees in several departments. This budget corrects those errors and resulting totals.

OTHER FUNDS PERSONNEL TABLE (FULL-TIME)

To most accurately represent staffing levels over time, position counts reflect totals authorized in the final budget adopted by City Council for each fiscal year.

PERSONNEL	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	ADOPTED	+/-
							FY 2021	
City Grants Fund Positions	3	3	4	4	4	4	4	0
Planning – CDBG	1	1	1	1	1	1	1	0
Com.'s Atty. – Victim Witness	1	1	2	2	2	2	2	0
Com.'s Atty. – Domestic Violence	1	1	1	1	1	1	1	0
Storm Water Management	0	1	2	6	6	7	7	0
Storm Water Management	0	1	2	2	2	3	3	0
Drainage	0	0	0	4	4	4	4	0
Water Fund Positions	14	14	15	16	16	16	16	0
Administration & Treatment	7	7	7	7	7	7	7	0
Water & Sewer Crew ¹	5	5	6	6	6	6	6	0
GIS Analyst ¹	0	0	0	1	1	1	1	0
Utility Billing ¹	2	2	2	2	2	2	2	0
Sewer Fund Positions¹	17	17	17	17	17	17	17	0
Administration & Treatment	13	13	13	13	13	13	13	0
Pumping & Transmission	4	4	4	4	4	4	4	0
Transit Fund Positions	15	15	15	19	22	22	22	0
Parking Fund	1	1	1	1	1	1	1	0
Department of Social Services	36	36	36	38	37	40	40	0
Social Services	35	35	35	37	36	39	39	0
Children's Services Act	1	1	1	1	1	1	1	0
Riparian Lands Stewardship Fund	1	1	1	1	1	1	1	0
Total w/o Social Service	51	52	55	64	67	68	68	0
TOTAL (All Funds)	87	88	91	102	104	108	108	0

¹ Personnel costs are split between the Water Fund and Sewer Fund.

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City Boards and Commissions

Name	FXBG Members				Elected	Appointed	Description and Responsibilities
	City Council	City Staff	Citizen	Total, FXBG			
Architectural Review Board (ARB)	0	0	0	7	0	7	Maintains the historic and architectural integrity of designated historic areas to maintain the unique character of downtown Fredericksburg in accordance with the City's historic preservation ordinance.
Board of Building Code Appeals	0	0	0	5	0	5	Considers appeals from persons aggrieved by decisions of the Building Official.
Board of Equalization	0	0	0	4	0	4	Considers appeals from property owners concerning the most recent general property assessment.
Board of Social Services	1	0	4	5	0	5	Oversees the Department of Social Services. City Council appoints five members, of which 1 is a sitting City Council member.
Board of Zoning Appeals (BZA)	0	0	5	5	0	5	Hears and decides administrative appeals, grants variances, interprets the boundaries of the zoning map, and grants special exceptions. City Council recommends appointments and the Courts consider and approve.
Cable Television Communication	0	0	5*	5	0	5	Reviews and makes recommendations to City Council on cable franchise agreements; hears cable subscriber complaints; and assists customers in resolving their complaints. City Council appoints three members, and considers and approves 1 member put forward by the Rappahannock Regional Library and 1 put forward by the Fredericksburg Public Schools.
City and Public Utility Review Committee (CPURC)	0	0	5	5	0	5	Reviews and approves 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)	1	1	2	8	0	4	Creates, maintains, and manages a collaborative system of services and funding that is youth-centered, family-focused, and community-based in its efforts to meet the strengths and the needs of troubled and at-risk youth and their families.
Economic Development Authority (EDA)	0	0	7	7	0	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 administers two matching grant programs that promote E-Commerce and Website Conversion and advises the City Manager and City Council on fostering economic and industrial development.
Electoral Board	0	0	3	3	0	3	Ensures all elections are conducted fairly and impartially. Board members are appointed by the Chief Judge of the Fredericksburg Circuit Court.
Fredericksburg Arts Commission	2	1	5	8	0	8	Provides leadership by and for City government in supporting arts and cultural affairs.
Fredericksburg Clean & Green Commission	1	3	8	13	0	12	Ensures effective planning and maintenance of landscape elements and amenities and encourages a clean and aesthetically pleasing environment in our City in order to improve the general welfare of the citizens of, and visitors to, the City of Fredericksburg. City Council appoints 8 citizen members to the Commission; one Council member serves as well, and City staff from Parks, Planning, and Public Works also serve. The R-Board also appoints a member to the Commission.**
George Washington Regional Commission	2	0	0	2	0	2	Coordinates regional planning efforts to ensure competitiveness, reduce redundancy in government, improve efficiency, enhance services and improve implementation time of regional projects. Two Council members serve on the GWRC, with one appointed alternate.
Germanna Community College Board	0	0	1	1	0	1	A public comprehensive community college, Germanna provides accessible, quality educational and training opportunities that meet our communities' needs.
Housing Advisory Committee	2	0	1	3	0	3	Performs duties 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	0	0	9	9	0	9	Advises and makes 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	2	0	5***	7			Reviews City parking policies and practices and related matters and advises the City Council and City staff on related matters. Two Council members are appointed; the Economic Development Authority appoints two members; University of Mary Washington appoints one; Main Street Fredericksburg appoints one; and Council appoints one citizen member.
Planning Commission	0	0	7	7	0	7	Recommends land use policies of the City to the City Council in the Comprehensive Plan; conducts public hearings; and makes subsequent recommendations on applications for Special Use Permits, Special Exceptions, Subdivisions, Rezoning, and Development Code Text Amendments.
Potomac & Rappahannock Transportation District	1	0	0	1	0	1	A multi-jurisdictional agency that allows for the collection of a 2.1% Motor Fuels Tax which is used for transportation improvements in the region. The District includes Prince William, Stafford and Spotsylvania counties, and the Cities of Manassas, Manassas Park and Fredericksburg. One Council member is appointed, and one alternate is designated.
Public Transit Advisory Board	0	0	12	12	0	12	Provides citizen and private and public partner input on the public transit needs of the city and the region; evaluates the operational and financial performance of the region's public transit system; and advises the City Council on any public transit issues that the PTAB considers appropriate for consideration.

Name	FXBG Members				Elected	Appointed	Description and Responsibilities
	City Council	City Staff	Citizen	Total, FXBG			
Rappahannock Area Agency on Aging Board of Directors	1	0	1	1	0	2	Serves the needs and acts on behalf of persons aged sixty and older in the City of Fredericksburg and surrounding King George, Caroline, Spotsylvania and Stafford counties.
Rappahannock Area Agency on Aging Advisory Board	0	0	1	1	0	1	Advises and makes recommendations to the RAAA Board of Directors.
Rappahannock Area Alcohol Safety Action Program	0	0	1	1	0	1	Endeavors 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)	0	0	3	3	0	3	RACSB is dedicated to education, recovery, treatment, and wellness of Planning District 16 residents affected by mental health and substance use disorders and developmental disabilities. District 16 includes the City of Fredericksburg as well as Caroline, King George, Spotsylvania, and Stafford counties.
Rappahannock Area Youth Services and Group Home Committee	1	1	0	2	0	2	Serves the Greater Fredericksburg Region by promoting healthy and responsible behavior in youth and young adults by supporting families and providing programs that encourage positive development.
Rappahannock Juvenile Detention Commission	0	1	0	1	0	1	The primary mission of the Center is to provide secure detention for youths found to be in need of such placement by a court within the participating jurisdictions. It operates under the direction of the Rappahannock Juvenile Detention Commission in accordance with Section 16.1-315 of the Code of Virginia.
Rappahannock Regional Jail Authority (RRJ)	0	3	0	3	0	3	The primary mission of the Rappahannock Regional Jail is to provide protection for the people of the Commonwealth of Virginia 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. The City Manager, Chief of Police, and Sheriff serve on the board; one alternate is designated.
Rappahannock Regional Solid Waste Management Board (R-Board)	2	1	0	3	0	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. Two Council members and the City Manager serve on the board with one designated alternate (typically City staff).
Recreation Commission	1	0	8****	9	0	9	Acting as liaison between Parks and Recreation Department staff and the community, the Commission provides strategic guidance and 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. One Council member, one Fredericksburg City Schools designee, and 7 citizens are appointed.
Fredericksburg City School Board	0	0	6	6	6	0	The mission of Fredericksburg City Public Schools is to provide a quality education that assures opportunity and equity for each student. Members are elected by the public.
Stafford Regional Airport Authority	0	0	1	1	0	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	0	1	2	3	0	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. One Police Officer, one citizen, and one tow operator are appointed.