



2024 Charter Review Committee (CRC)
Joseph E. Johnston III Council Chambers
201 Howell Avenue, Brooksville, Florida 34601

AGENDA

March 5, 2024

5:15 P.M.

A. Call to Order

B. Approval of Minutes

Attachment One: February 26, 2024 CRC minutes

C. City Attorney overview of Charter – Articles V - VII

D. Questions and/or Comments on Articles V – VII

E. Follow up discussion items, questions, comments or suggestions on Articles I – IV from February 26th meeting:

- a medium Mayor proposal is not something the committee wants to explore.
- single districts pros and cons can be discussed at the next meeting [March 5, 2024]
- setting salaries of Council members will be considered
- adding the role of CRC to the Charter

Attachment Two: Suggested revisions to Charter from Vice Chair Licata rec'd 2/27/24

F. Citizens Input

G. Adjourn

H. Correspondence to Note:

Attachment Three: City of Brooksville's Organizational Chart (Revised as of 2022)

Two or more Council members may participate in this meeting. In accordance with the Americans with Disabilities Act, persons with disabilities needing a special accommodation to participate in this proceeding should contact the ADA Coordinator, no later than 48 hours in advance of the meeting at (352)540-3810. Meeting agendas and supporting documentation are available from the City Clerk's office and on line at www.cityofbrooksville.us. Any person desiring to appeal any decision with respect to any matter considered at this meeting may need a record of the proceedings including the testimony and evidence upon which the appeal is to be based, and, therefore, must make arrangements for a court reporter to ensure that a verbatim record of the proceeding is made.

ATTACHMENT ONE – 3/5/24 CRC MTG

2024 CHARTER REVIEW COMMITTEE MEETING MINUTES

Joseph E. Johnston III Council Chambers
201 Howell Avenue, Brooksville, Florida 34601

February 26, 2024

5:15 P.M.

The Charter Review Committee (CRC) met with Chair Peg Bloomquist, Vice Chair Christopher Licata, III, and Members Brent Young, Sally Sperling and Joe Quinn. Absent were CRC members Tom Barnett and Darren McKethan. Also present was Nancy Stuparich, City Attorney, Vose Law Firm and Jennifer J. Battista, City Clerk/Recording Secretary.

Call to Order

The meeting was called to order by Chair Bloomquist.

Approval of Minutes

Motion was made by Quinn and seconded by Sperling to approve the January 31, 2024 CRC minutes. Motion carried 5-0.

Purpose and Role of Charter Review Committee

Discussion of meeting procedures, setting calendar (March 5, March 14, April 2, April 18) and amendment process.

City Attorney Nancy Stuparich went over Florida Statutes 166.031, which are the procedures for Charter Amendments. She noted City Resolution No. 2020- 01, which addresses the conduct of City Council, Advisory Boards and the public, as well as the Public Comment period at meetings.

City Attorney Stuparich distributed the City's Media Communications Operational Guide and stressed that the City has a Public Information Officer who is the spokesman for the City and any statements representing the City should be made through that officer.

Chair Bloomquist referred to a breakdown of different forms of government she had the City Clerk include in the agenda packet. She felt it was a good explanation

of some of the forms of government that were discussed at the January 31st CRC meeting.

Chair Bloomquist reminded the committee that the 2018 CRC made one Charter recommended change on Section 6.06 on election referendum for Council's consideration and that information was distributed at the last CRC meeting.

Articles I – IV - questions, comments or suggestions by the Charter Review Committee

Chair Bloomquist recalled that at the last CRC meeting, there was discussion on the frequency of the Charter Review. She stated she did some initial research and most cities review their charters every 8 to 10 years. Brooksville's is 6 years, which is the lowest she found in her research.

The Chair brought up a concern heard at the last meeting regarding salaries. City Clerk Battista called attention to documents she had distributed which included a 1999 Ordinance, which was the last time the Council salaries were raised. A slight increase was considered again in 2013, but the ordinance was denied.

Board Member Sperling was not concerned with the amount Council is paid, but voiced concern that the City Council has authority over their own salaries. She would like something in the Charter so that voters have that authority.

City Attorney Stuparich advised that the salaries can be changed by ordinance, as it is done now, or it can be put in the Charter. She stated that ordinances are heard at two public meetings so there is public input opportunity.

Vice Chair Licata offered agreement that Council should not be setting their own salary. He suggested that it be in the Charter and that it could be a fixed amount with possibly language that pegs it to inflation for adjustment.

Board Member Young reminded the CRC that City Council also receives benefits and are enrolled in the FRS for the pension system. He expressed concern about the years that employees do not get an inflation increase but if it was in the Charter, then Council would, and he saw a problem with that.

Chair Bloomquist agreed with Board Member Young and did not feel like an automatic increase was appropriate.

In an board overall comment, Board Member Young did not want to propose a change unless there was something wrong with the Charter. If a change is thought

to be needed, then he would like to know the reason why the change is needed and then look at suggestions.

Board Member Quinn agreed with the Chair in opposing putting an automatic increase to the salaries in the Charter. He also suggested a salary survey of like-sized cities could be done periodically and perhaps that survey language could be put in the Charter. Chair Bloomquist agreed.

Chair Bloomquist felt it was the desire of the CRC that the setting of the salaries will be one of the items to be reviewed. This was agreeable by consensus. In the meantime, they can do a little research on how other cities do it.

Chair Bloomquist called attention to her suggestion for a Charter change that was included in the agenda packet. She would be supportive of adding the role of the Charter Review Committee to the Charter. She felt that would also be an item on the list for consideration to add to the Charter.

Vice Chair Licata referred to his suggested changes which were included in the agenda packet. He began by stating that Brooksville is in the top half of cities in the State based on population. He summarized that the ultimate goal of his proposal is to shift from a Council/City Manager model and to a Medium Mayor form.

Attorney Stuparich asked what the Vice Chair envisioned for the duties of the Medium Mayor and Council Members. Vice Chair Licata advised that the Mayor would be administrative head of the City; the Mayor would not be a member of Council but be an independently elected executive and the Mayor would not have veto power.

Chair Bloomquist felt it was excellent research and a very thoughtful presentation. She stated that her first reaction was an increased cost to the taxpayers. The Vice Chair advised that he increased the Council salaries to \$750.00, due to inflation increases over the years but that amount could be changed based on the CRC's recommendations. The positions of Mayor and Chair do not have to be full time, so those salaries can be adjusted accordingly.

Vice Chair Licata continued by explaining that there is a City Manager in his scenario, who works solely for the Mayor and is hired and fired by the Mayor. He believes that improves accountability. He did not believe it would cost more, but is just a shift of monies. He added that he wants this to be fiscally neutral to what is being spent now.

Board Member Quinn was also concerned about the costs and wondered about the duties of the Chair as it appears to him that they are basically the current duties of the City Manager.

Board Member Young was concerned about the Mayor being the only one with the authority to hire and fire the City Manager rather than a vote of Council as it currently stands. Vice Mayor Licata confirmed this and clarified that the administrative function is in the hands of the Mayor, who is elected City-wide every two years. He felt that made the Mayor politically accountable to the taxpayers and the City Manager is accountable to the Mayor. The Mayor is accountable for the decisions of the City Manager.

Vice Chair Licata added that Department Heads are nominated by the Mayor but confirmed by City Council. The City Manager may recommend an individual to the Mayor. Board Member Young did not see how the workings of current system warrants a complete overhaul.

Per the Vice Chair, there are 124 cities that are Mayor-lead out of 411 cities in Florida. If Brooksville joins the Mayor-lead cities, it would be the 20th largest Mayor-lead City. His ultimate goal is good governance. He referenced Live Oak and Southwest Ranches which are both about the same size as Brooksville. He went on to express his view that the Council/Manager system is from 100 years ago. He added that the normal person on the street thinks the Mayor is in charge and are not aware there is a City Manager in charge.

Board Member Young knew of a city where a Mayor, who was an elected position, was not qualified and it caused problems. He was also concerned about this proposed scenario where a Mayor is elected, and may not know anything about local government and has to learn it but before that happens, it has been 2 years and it is time to elect a new Mayor.

Board Member Sperling called attention to the proposal that has the Council Members running in districts and she was unsure about that. Board Member Quinn was unsure about the 6 districts as well.

Quinn was also concerned about the Council Members placing a name of an alternate in a sealed envelope to be opened should that Council Member's seat become vacant. The Vice Chair stated it is an interim position until the next election but he is not firm on that idea.

Licata distributed information to the board members of the Live Oak districts, the Southwest Ranches districts and St. Pete Beach's districts.

Attorney Stuparich summarized her thoughts on what broad issues or policies the CRC had discussed to this point: Who has authority to set salaries; The Role of the CRC; Creation of a medium Mayor; Single Member districts. The first two (Who has authority to set salaries; The Role of the CRC) being the ones right now have the consensus of the CRC to consider. She would like the CRC to give further direction on the last two.

Vice Chair Licata expressed the desire to take the comments from the CRC, make edits and get it to the City Clerk for the next CRC agenda. Chair Bloomquist wondered if the CRC needs to give direction to continue looking at these proposals or to take another direction.

In response to the Chair's question on if the CRC is interested in pursuing an overhaul of the form of government of Brooksville based on the medium Mayor government as described:

Board Member Quinn:

- If it's not broken, don't fix it
- Not leaning towards a massive overhaul
- Some aspects such as districting could be considered

Board Member Young:

- Would be a pass for an overhaul of the Charter
- Was unsure about districts

Board Member Sperling

- Does not agree with a massive overhaul but would need more time to consider
- Unsure if in favor of the single member districting

Vice Chair Licata:

- Was in favor of the overhaul

Vice Chair Licata expressed his understanding that the Medium Mayor concept is less desired than the single member districts concept. He will propose something more of a weak Mayor change, but not an actual overhaul.

Vice Chair Licata and the CRC discussed the single member district concept and specifically that the proposal states that you do not have to be a resident of the district to run in it.

Chair Bloomquist summarized:

- a medium Mayor proposal is not something the committee wants to explore.
- single districts pros and cons can be discussed at the next meeting [March 5, 2024]
- setting salaries of Council members will be considered
- adding the role of CRC to the Charter

City Attorney continued overview of Charter – Articles V – VII

This will be moved until the next meeting on March 5, 2024

Questions and/or Comments on Articles V – VII

N/A

Citizens Input

Monty Floyd, County resident, felt that Council should not set their own salary. The medium Mayor discussion was interesting to him and he felt that most residents feel that the Mayor is in charge of the City. Mr. Floyd supported looking at the annexation of more land into the City.

He was opposed to the City adding fluoride to the water system and felt it was a public safety issue. He gave documents to the City Clerk. Chair Bloomquist felt this was an issue better addressed by City Council. City Clerk Battista advised that the issue on whether to add fluoride to the water went to the voters four years ago and it was passed to continue adding fluoride to the water.

Adjourn

There being no further business, the meeting was properly adjourned at 6:20 p.m.

Recording Secretary

CRC Chair

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ATTACHMENT TWO - 3/5/24 CRC MTG

Transitioning from a council-manager form of government to a weak mayor-council format with specific alterations presents several compelling advantages:

Enhanced Accountability and Leadership: Introducing a weak mayor system allows for a clearer line of accountability. Under the council-manager model, accountability can be diffuse as the mayor shares power with the council and the appointed city manager. By empowering the mayor with the authority to hire and fire the city chief of staff, there is a more direct link between executive decisions and the electorate's will. This promotes stronger leadership and responsiveness to the community's needs.

Streamlined Decision-Making: Reducing the council size from 5 to 3 members can streamline decision-making processes. Smaller councils often find it easier to reach consensus and make timely decisions, thereby increasing efficiency in local governance. Moreover, transitioning from at-large to single-member districts ensures that diverse voices from different parts of the city are represented, fostering a more equitable distribution of power.

Cost Savings: Consolidating the council from 5 to 3 members results in cost savings for the city. Fewer council members mean reduced expenses related to salaries, benefits, and administrative support. These savings can be redirected towards essential services, infrastructure improvements, or other priority areas, thereby maximizing the allocation of resources for the benefit of the community.

Clearer Leadership Structure: Designating the mayor as the chair of the council without a voting role, except to break ties, provides a clear delineation of roles within the local government. This structure allows the mayor to focus on presiding over council meetings, facilitating discussions, and representing the city to external stakeholders, while the council members focus on policymaking and legislative duties. Clarity in roles minimizes conflicts and confusion, fostering a more cohesive and functional governing body.

Accountability Mechanisms: Instituting mechanisms such as censure and a vote of no confidence ensures accountability and checks against potential abuse of power by the mayor. A 2/3 majority for censure and unanimous consent for a vote of no confidence provide robust safeguards to address any misconduct or incompetence exhibited by the mayor, thereby upholding the integrity of the office and the trust of the electorate.

In conclusion, transitioning from a council-manager to a weak mayor-council format with specific modifications offers several benefits, including enhanced accountability, streamlined decision-making, cost savings, clearer leadership structure, and effective accountability mechanisms. These changes can contribute to more efficient and responsive local governance, ultimately serving the best interests of the community.

Proposal 1

1 **Sec. 1.01. Purpose.**

2 We, the people of the City of Brooksville, Florida, desiring to avail ourselves of the right to
3 establish a home rule charter form of government, do ordain and establish, in accordance
4 with the constitution and laws of the State of Florida, this organic structure of government
5 for the City of Brooksville, Florida. It shall be the duty of the city to expand the city limits.

6 (this provision alone does not annex or expand corporate limits)

7

Proposal 2

1 **Sec. 2.01. City council; powers and composition.**

2 There shall be a city council with all legislative powers of the city vested therein. The
3 city shall be equally divided by ordinance according to the latest census data into three
4 districts ensuring optimal compactness. Each district shall elect a single city council
5 member. It shall be ensured that an elector of any district may seek and hold office for any
6 other district when elected by the electors of that district alone.

7 **Sec. 2.02. Qualifications of city council members; term of office; Vacancies.**

8 (a) Any elector who has continuously resided in the City of Brooksville for at least one (1)
9 year, immediately prior to qualifying, shall be eligible to hold the office of city council
10 member.

11 (b) Members shall be elected for a four-year term. No person may appear on the ballot for
12 re-election for city council if, by the end of the current term of office, the person will
13 have served or, but for resignation, would have served in that office for six consecutive
14 years.

15 (c) Should a vacancy on the city council occur Mayor shall appoint an eligible person to
16 the seat until the next November election when a special election shall be held for the
17 seat for the remainder of the incomplete term.

18 (d) Transitional: The current five-member city council shall remain seated until the 2026
19 elections, however, should two or fewer vacancies occur during the traditional period
20 they shall not be filled. Elections for the new single-member district city council shall
21 occur as part of the 2026 general election and all seats shall stand for election.

22 However, seat 1 shall be again elected in 2028, seat 2 shall be again elected in 2030,
23 and seat 3 shall be again elected in 2032.

Proposal 3

1 **Sec. 2.03. Mayor; vice-mayor.**

2 There shall be a Mayor who shall be responsible to the electors for the administration
3 of all city affairs placed in his or her charge by, or under this charter.

4 (a) *Election:* The Electors at-large shall elect a mayor by a majority vote every two years.

5 No person may appear on the ballot for re-election for Mayor if, by the end of the
6 current term of office, the person will have served or, but for resignation, would have
7 served in that office for eight consecutive years.

8 (b) *Removal:* The council may remove the mayor by a unanimous vote of all the
9 council members.

10 (c) The mayor shall preside at meetings of the council and shall be recognized as
11 head of city government for all ceremonial purposes, by the governor for purposes of
12 military law, for service of process, execution of contracts, deeds, and other documents,
13 and as the city official designated to represent the city in all agreements with other
14 governmental entities or certifications to other governmental entities, have no vote but to
15 break a tie, set the agenda and the calendar, have the total unbridged and sole selection
16 and dismissal authority of the chief of staff.

17 (d) *Transition:* In December of 2024, the council shall appoint a mayor until the 2026
18 general election.

19 The council shall elect from among its members a vice-mayor.

20 (a) Election of the vice-mayor shall be done annually at the first regular council meeting
21 in December of each year.

22 (b) The council may by simple majority censure and thus remove the mayor as the
23 presiding officer of the council meeting and thus the mayor's tie-breaking ability
24 along with his or her right to set the agenda and the calendar.

25 (c) The vice mayor shall serve as presiding officer of the council meeting and thus the
26 mayor's tie-breaking ability along with his or her right to set the agenda and the
27 calendar should a censure occur.

Proposal 3

28 (d) The council shall remove the mayor from office entirely by a unanimous no-
29 confidence vote under such circumstances the vice-mayor shall be elevated to the
30 office of mayor and resign from the council.

31 (e) The vice-mayor shall act as presiding officer during the absence or temporary
32 disability of the mayor.

33

Proposal 4

1 **Sec. 2.05. Compensation and expenses.**

2 No later than FY 2026 the monthly total compensation of council members shall be
3 \$750 the charter review committee shall conduct a simple salary study for the city council
4 no less than every 10 years.

5 Council members, city attorney, and mayor shall receive their actual and necessary
6 expenses incurred in the performance of their duties of office as provided by law.

7 No, later than FY 2026 the Council, by ordinance shall determine the annual salaries
8 of the mayor, city attorney, and chief of staff, respectively. Any increase or reduction of
9 these salaries shall not take effect until the subsequent term of office respectively.

10 The vice chair is honorific and carries no compensation.

11

Proposal 5

1 **Sec. 3.01. Chief of Staff**

2 There shall be the office of the Chief of Staff who shall be the chief administrative officer of
3 the city. He or she shall be responsible to the mayor for the administration of all city
4 affairs placed in his or her charge by, or under this charter. The appointment of the
5 Chief of Staff is understood to be the mayor's alone as necessary to fulfill the mayor's
6 agenda and maintain the mayor's political accountability to the people.

7 **Sec. 3.02. Appointment; removal; compensation.**

8 (a) *Appointment:* The mayor shall appoint a Chief of Staff

9 (b) *Removal:* The mayor may dismiss the Chief of Staff

10 (c) *Compensation:* The compensation of the Chief of Staff shall be fixed by the council.

11 **Sec. 3.03. Acting city manager.**

12 By letter filed with the council, the Chief of Staff shall designate, subject to the
13 approval of the mayor, a person to exercise the powers and perform the duties of the Chief
14 of Staff during his or her temporary absence or disability. During such absence or
15 disability, the mayor may revoke such designation at any time and appoint another officer
16 of the city to serve until the Chief of Staff shall return or his or her disability shall cease.

17 **Sec. 3.04. Powers and duties of the Chief of Staff.**

18 The Chief of Staff shall:

19

20 **Sec. 3.06. Supervision of departments.**

21 Except as otherwise provided in this charter or by general law, the Chief of Staff shall
22 be responsible for the supervision and direction of all departments, agencies, and offices
23 of the city. All departments, offices, and agencies under the direction and supervision of
24 the Chief of Staff shall be administered by an officer appointed by and subject to the
25 direction and supervision of the Chief of Staff. With the consent of the council, the Chief of
26 Staff is to serve as the acting head for no more than 90 days of one (1) or more
27 departments, offices, or agencies.

Proposal 5

28 The appointment of department heads and other management officers as defined by
29 the administrative code and excluding those named in 3.05 is done by nomination by the
30 mayor and confirmation by a simple majority of the city council.

31 However, nothing herein contained shall prevent delay or obstruct any department
32 heads and other management officers from removing a city employee.

33 All appointments and promotions of city officers and employees, except those
34 specifically exempted by policy, shall be made solely based on merit and fitness
35 demonstrated by examination or other evidence of competence, and, to this end, the
36 council shall, by policy, establish personnel procedures and rules.

37 **Sec. 3.07. Administrative code.**

38 The Chief of Staff shall develop and keep current an administrative code for the
39 purpose of implementing ordinances passed by the council.

40

Proposal 6

1 **Sec. 3.05. City Attorney**

2 There shall be an in-house City Attorney. The City Attorney shall be nominated by
3 the city council and confirmed by the mayor. The City Attorney shall serve for a renewable
4 four-year term that commences January 2025 and is otherwise not removable short of a
5 permanent inability to perform official duties, conviction of a felony, Florida Statutes
6 Chapter 112, Section 112.51, or resignation. In cases of permanent inability to perform
7 official duties or a conviction of a felony, the mayor and chair shall petition the county
8 court for an order removing the City Attorney from office.

9 The City Attorney shall:

10 oversee, appoint, suspend, and remove the city clerk,

11 oversee, appoint, suspend, and remove deputy City Clerks, (as appropriated)

12 oversee, appoint, suspend, and remove Assistant City Attorneys, (as appropriated)

13 contract, appoint, suspend, and remove all hearing officers and special

14 magistrates,

15 assume, or, oversee, appoint, suspend, and remove the city human resources

16 manager,

17 assume, or, oversee, appoint, suspend, and remove the city risk manager, and be

18 available to the mayor, chief of staff, council, and department heads for legal questions so

19 that they may be duly informed for decision-making.

20

Proposal 7

1 **Sec. 4.01. Departments.**

2 The affairs of the city shall be administered by the following departments: Community
3 Redevelopment Agency, Permits and Code Enforcement Department, Public Safety
4 Department, Public Works Department, Parks and Recreation Department, Department of
5 Utilities, Department of Management and Budget.

6 The jurisdiction, duty, and functions of various listed departments shall be created by
7 ordinance. As the council determines the need for various departments for the orderly and
8 efficient operation of the city, the council may add to or delete divisions within any
9 department and personnel required to keep any department properly functioning. The
10 council shall not add to or delete departments.

11 **Sec. 4.02. Consultants.**

12 *Consultants:* The city council may retain consultants, without limitations, as the
13 council deems necessary, and as may be required by general law or governmental rule
14 and regulation. Said consultants may include, but not be limited to, engineers,
15 architects, accountants, auditors, and surveyors. Said consultants shall serve under
16 and at the pleasure, of the city council.

17

Proposal 8

1 **Sec. 6.01. Charter amendment.**

2 This Charter may be amended in two (2) ways:

3 (1) *Initiation by ordinance:* The council may, by ordinance upon the favorable
4 recommendation of the charter review committee, propose amendments to all or
5 any part of this charter, except Article I, Section 1.02, prescribing boundaries and
6 upon passage of the initiating ordinance, shall place the proposed amendment to
7 a vote of the electors at the next general election held within the city or at a
8 special election for that purpose. Amendment of Article I, Section 1.02, resulting
9 from annexation done in accordance with general law shall be by ordinance of the
10 council and shall not be subject to the vote of the electors except as provided by
11 general law.

12
13 **Sec. 6.08. Charter review.**

14 (a) The Charter Review Committee reviews the City Charter and recommends to the
15 City Council any amendments needed to better meet the needs of the public for
16 good government and to conform with the Constitution and Laws of the United
17 States and the State of Florida.

18 (b) Effective following the Charter Review Process in 2024, the Charter Review
19 Committee shall become a standing committee, at the first regularly scheduled
20 council meeting in January, of odd-numbered years the council shall appoint four
21 (4), members and the Mayor shall appoint three (3) members who shall review the
22 charter. The charter review committee shall report to the council no later than the
23 first regularly scheduled council meeting in May of even-numbered years. The
24 committee may send additional reports before the stated deadline. The charter
25 review committee shall prepare a report which shall include, but not be limited to,
26 the following:

27 (1) Whether or not the charter needs revision.

28 (2) If the report states that the charter needs revision, the report shall state
29 specifically what revisions need to be made.

Proposal 8

30 (b) If a charter revision is recommended by the charter review committee, the council, no
31 later than the first regularly scheduled meeting in June of the review year, shall by a
32 majority vote of the entire council determine whether or not to submit a revised
33 charter for a referendum vote at the next scheduled election, or a special election
34 called for that purpose.

35

Proposal 9

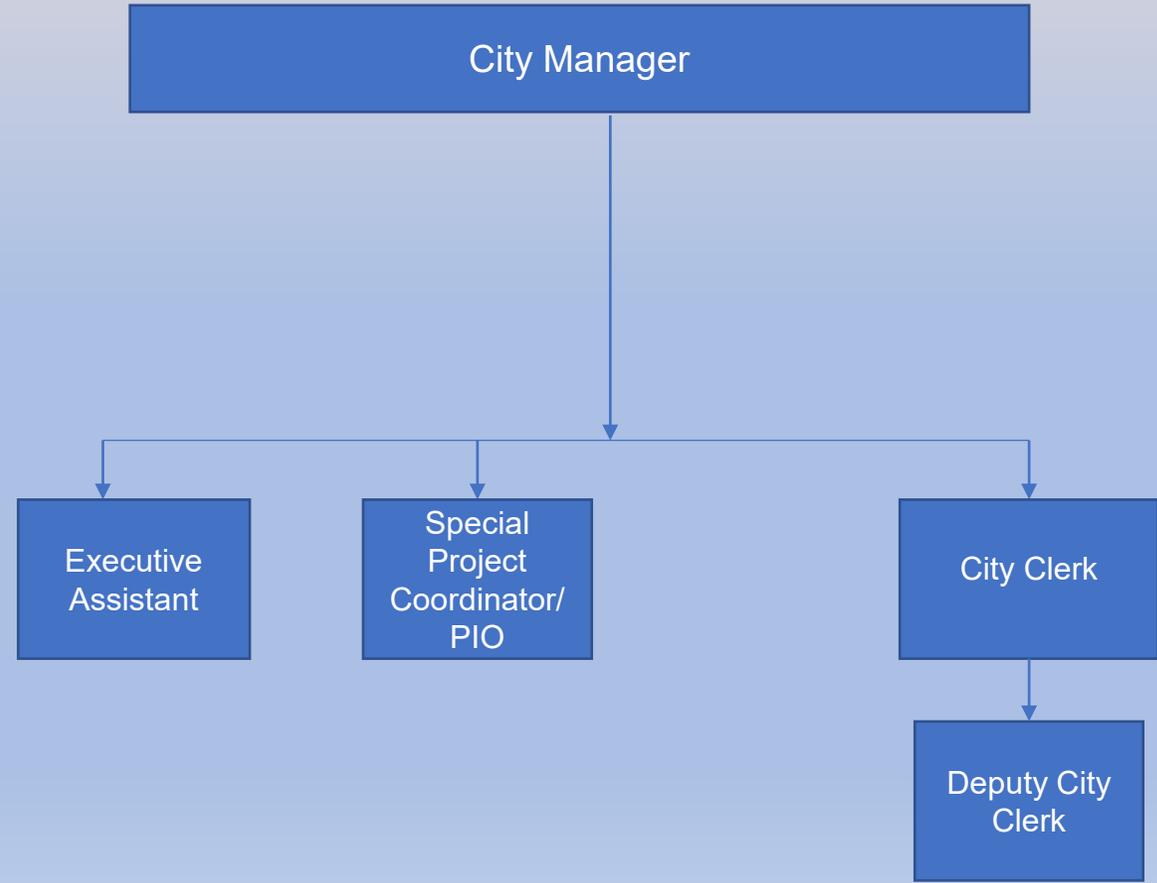
1 **Sec. 6.10. Official City Flag and Seal**

2 In March of 2025 and every 25 years thereafter, the council shall appoint a
3 Flag and Seal committee of not less than nine (9) members who may vote to
4 adjourn or may elect to take submissions from the public on flag and seal
5 (Re)designs and narrow them down to no more than three designs
6 respectively. No letters or words may be used on a flag design, no flags shall
7 appear in the seal design and no seal shall appear on the flag. The Flag and
8 Seal Committee shall report to the council no later than the first regularly
9 scheduled council meeting in September of that year. The Council shall adopt
10 one of the final three Flags and Seals by ordinance no later than the end of
11 October of that year.



ATTACHMENT THREE (3/5/24 CRC MTG)

City Manager's Office





City Manager's Office

City Manager

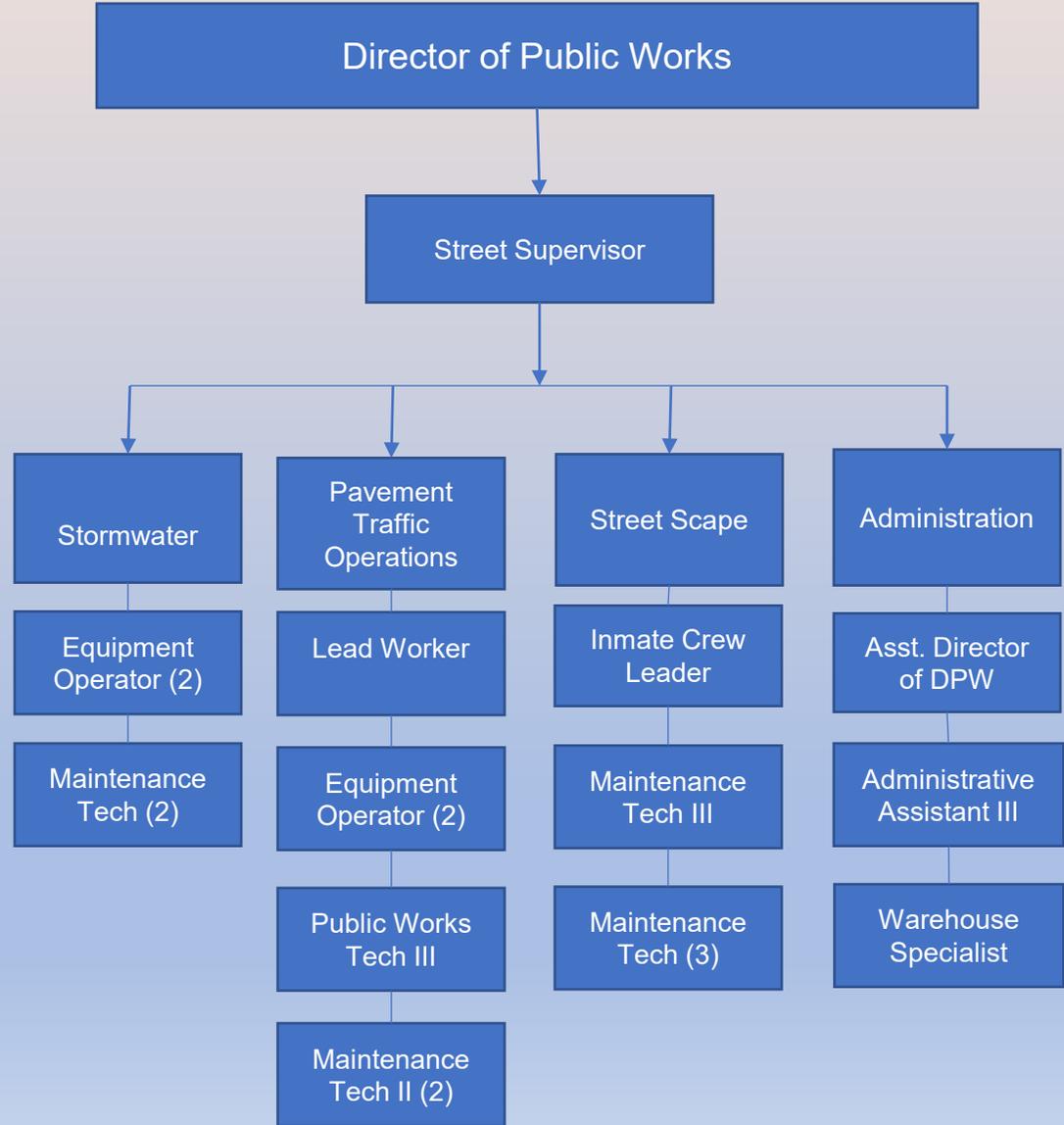
IT
Administrator

IT Support



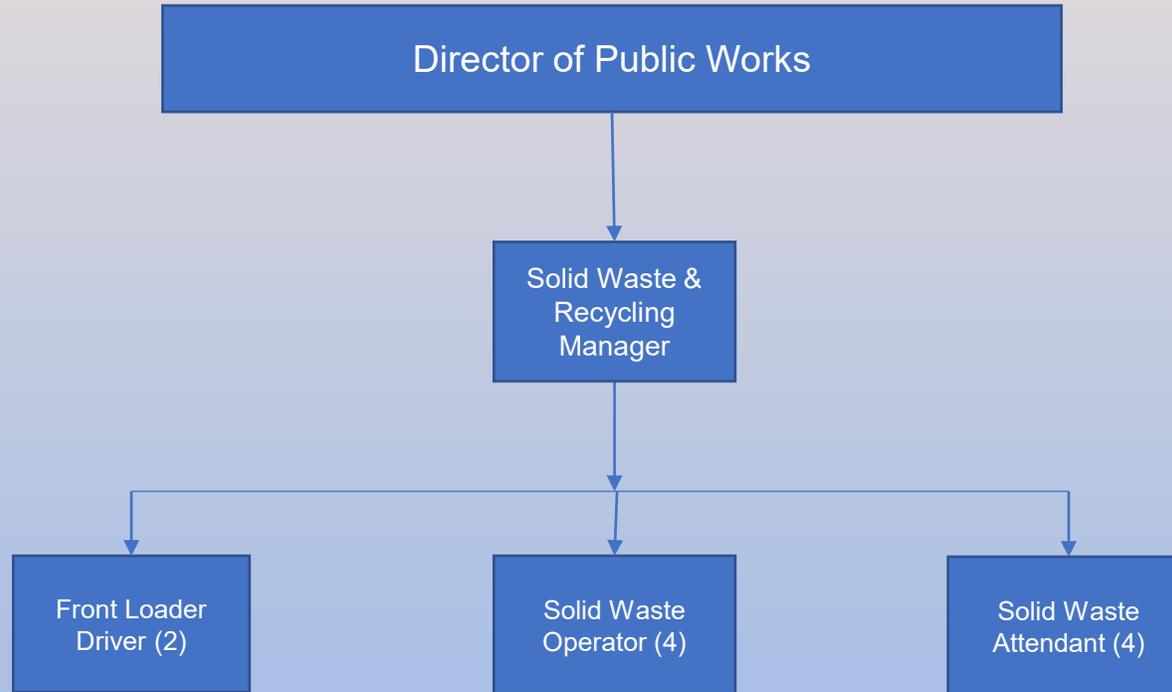


Department of Public Works – Streets Division



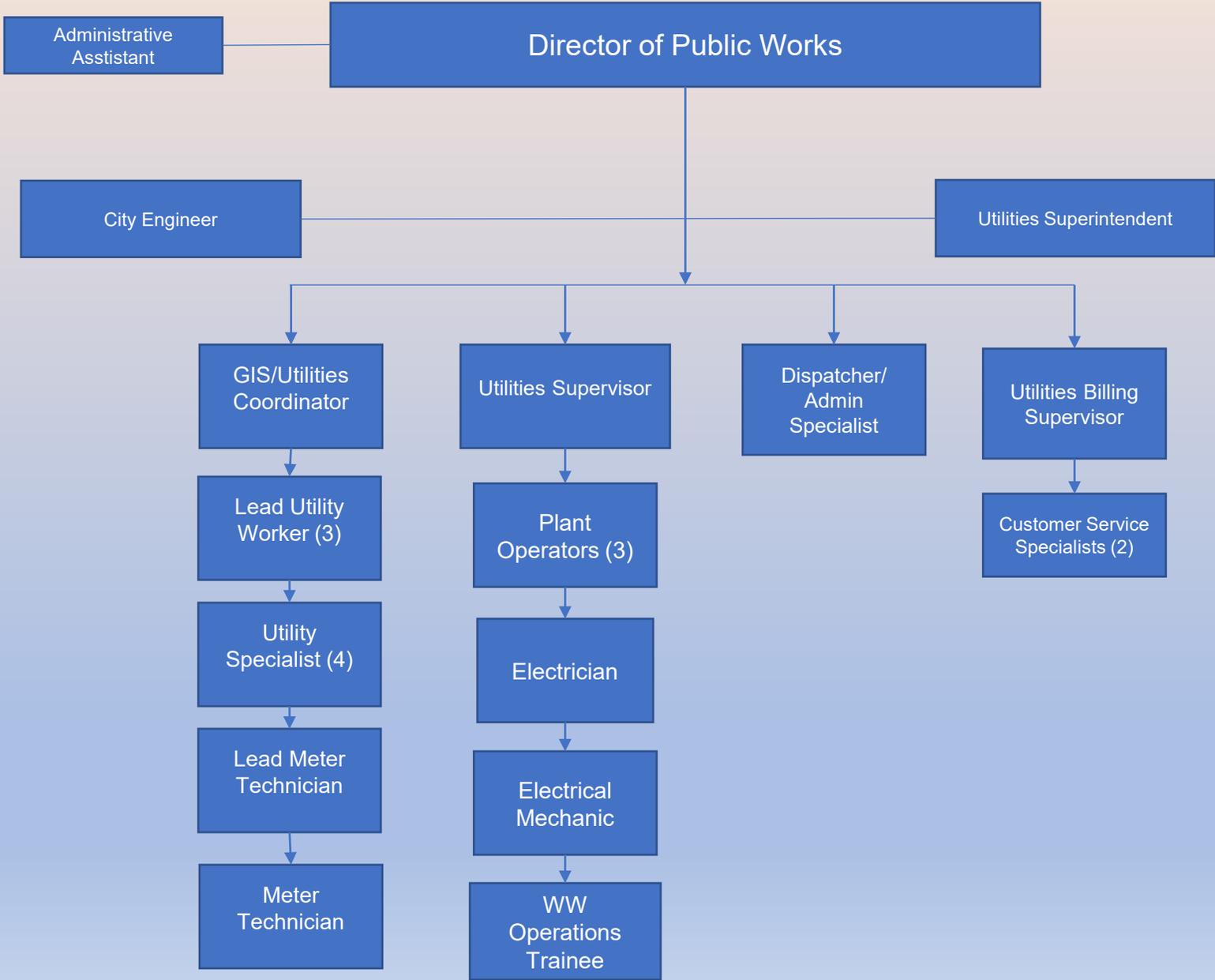


Utilities Department – Sanitation Division





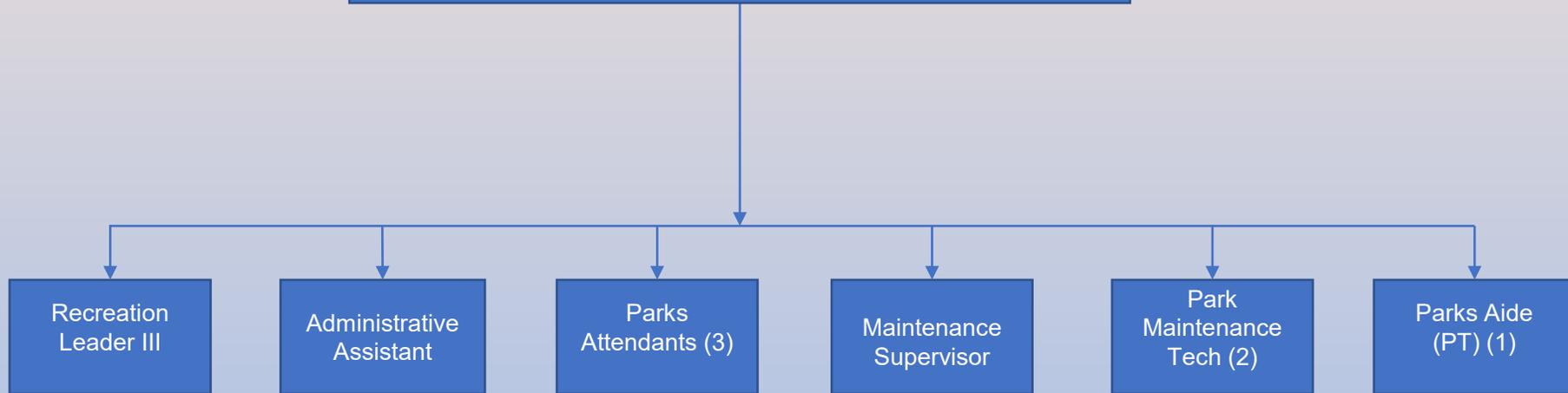
Utilities Department –Water and Sewer Division





Parks and Recreation Department

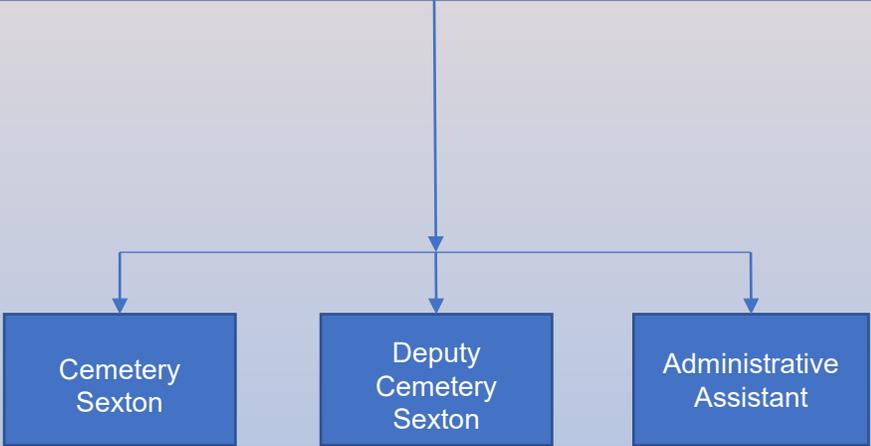
Director of Parks & Recreation





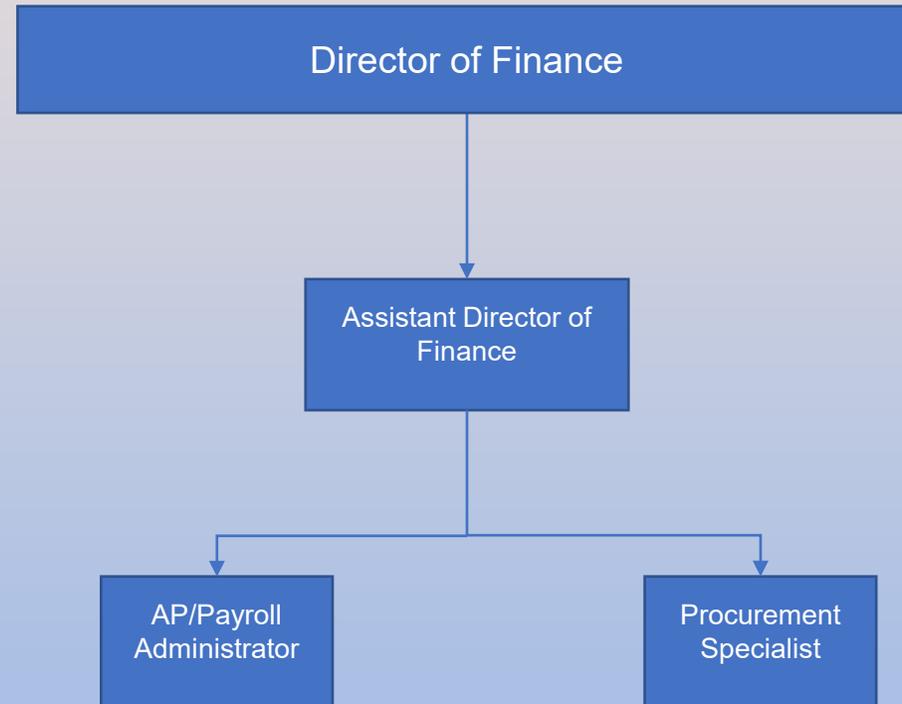
Cemetery Division

Director of Parks & Recreation



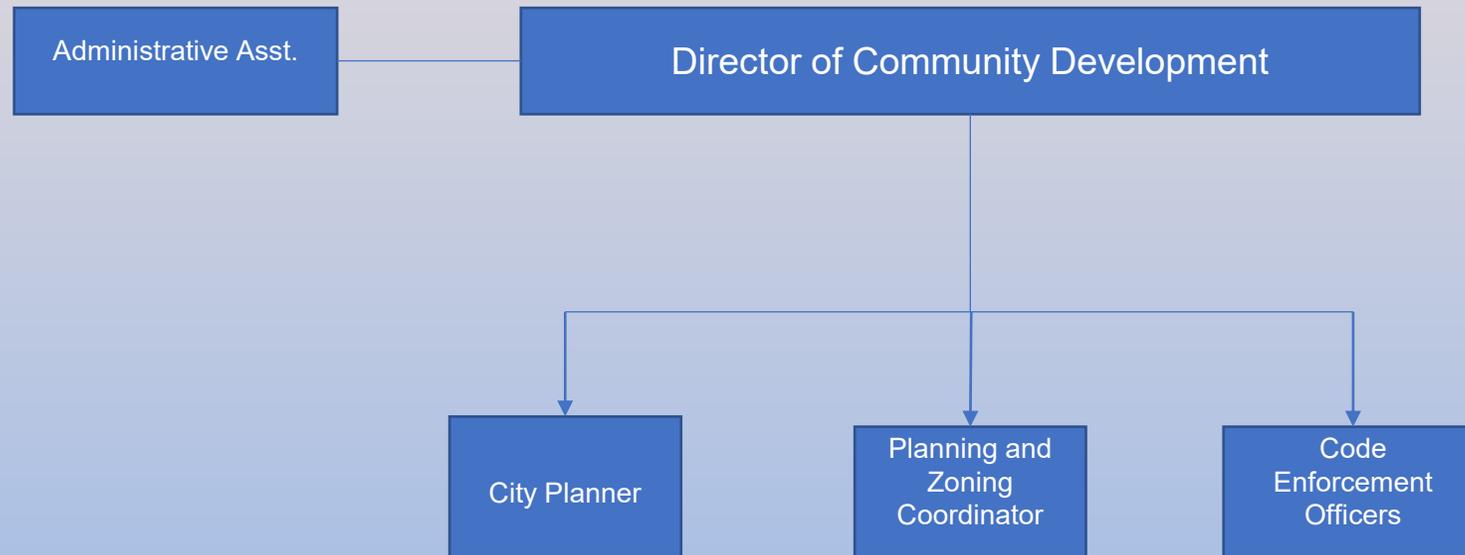


Finance Department





Community Development





Building Division

Director of Community Development

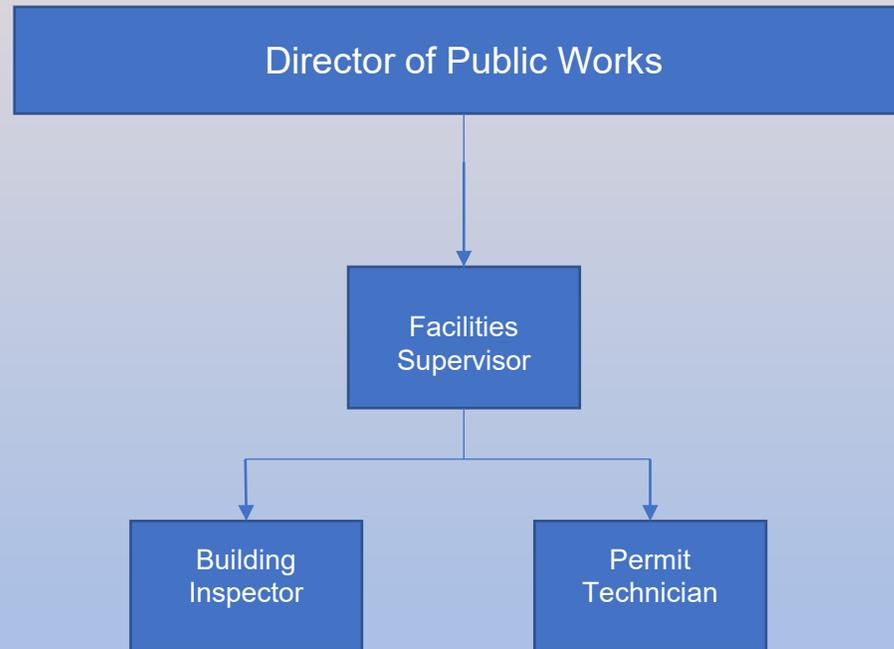
Building
Official

Building
Inspector

Permit
Technician



Department of Public Works - Building and Facilities Division



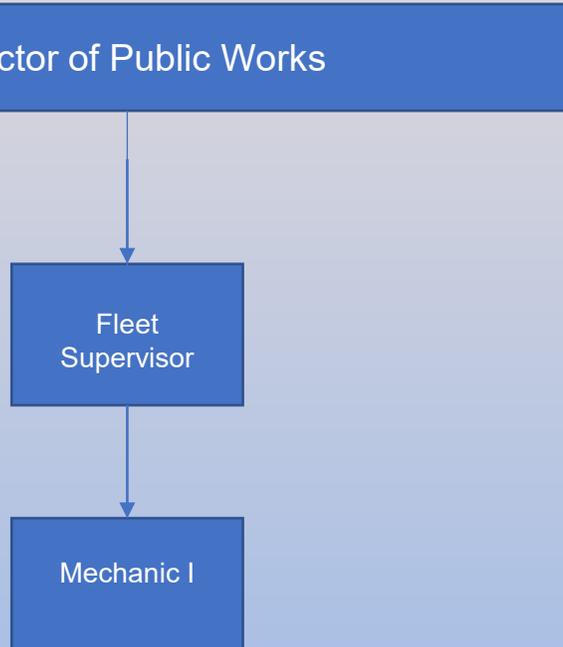


Department of Public Works - Fleet Maintenance Division

Director of Public Works

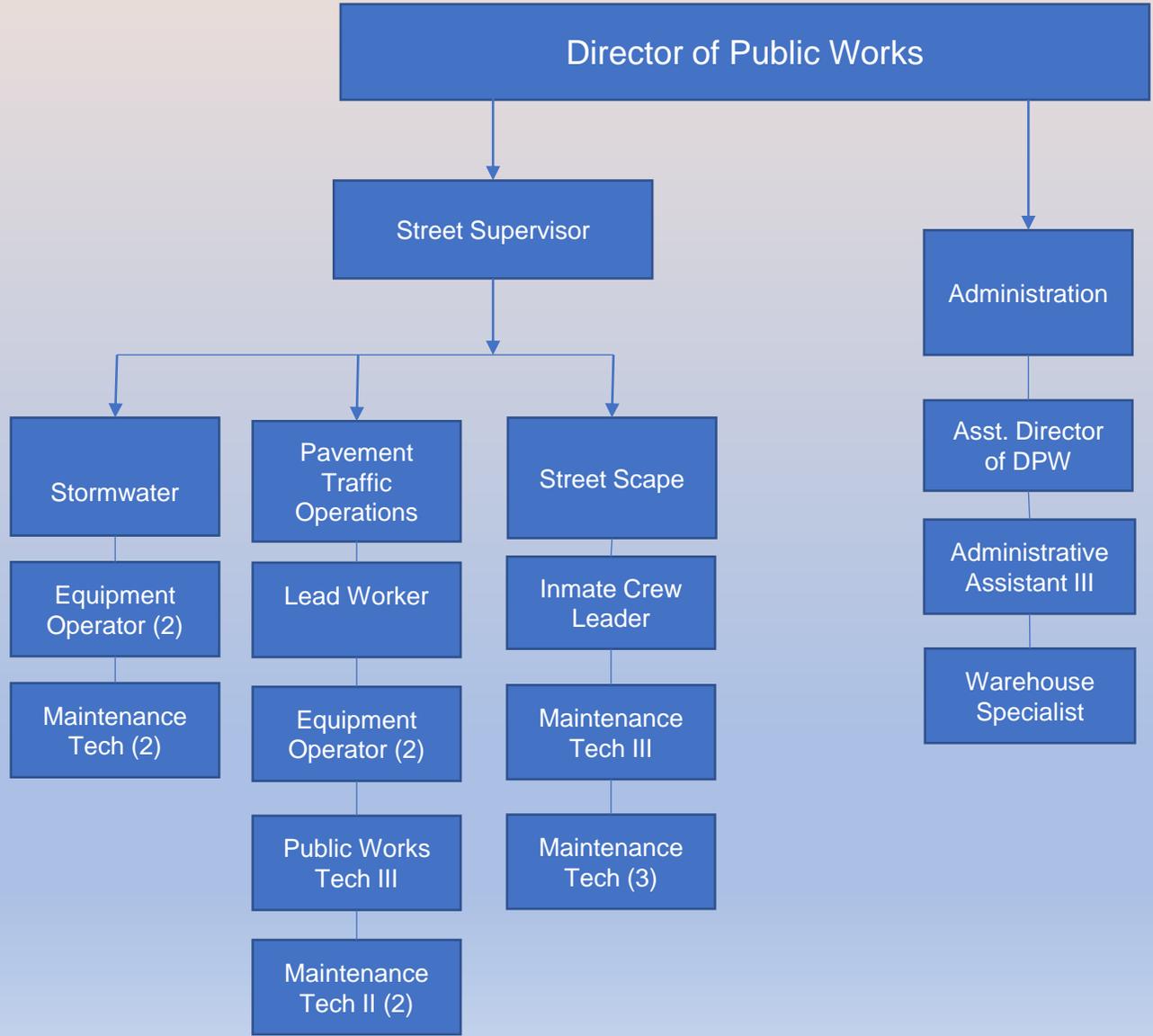
Fleet
Supervisor

Mechanic I





Department of Public Works – Streets Division





Human Resources

Director of Human Resources

HR
Coordinator





Fire Department

