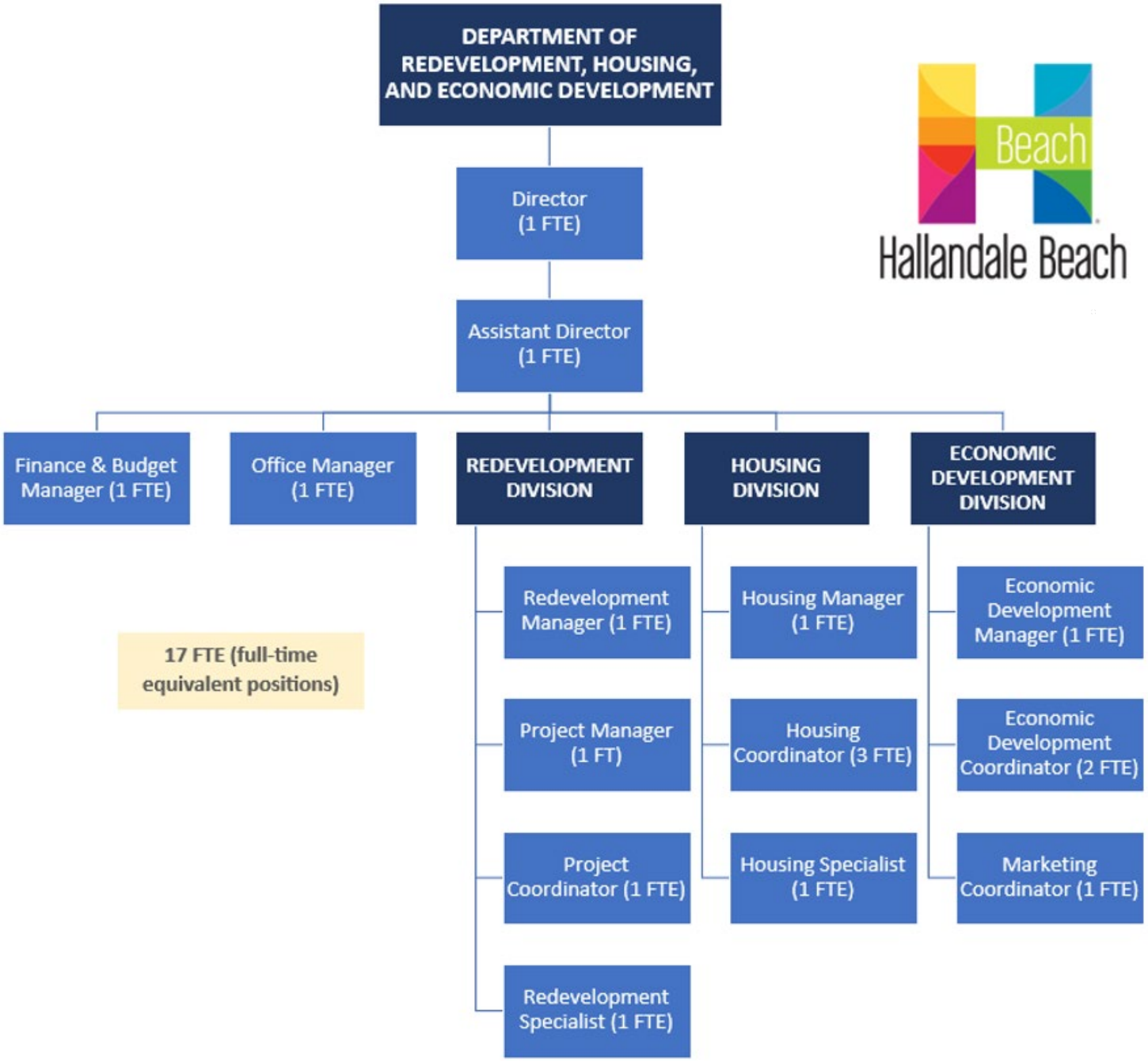EXHIBIT 4: PROPOSED CITY DEPARTMENT STRUCTURE