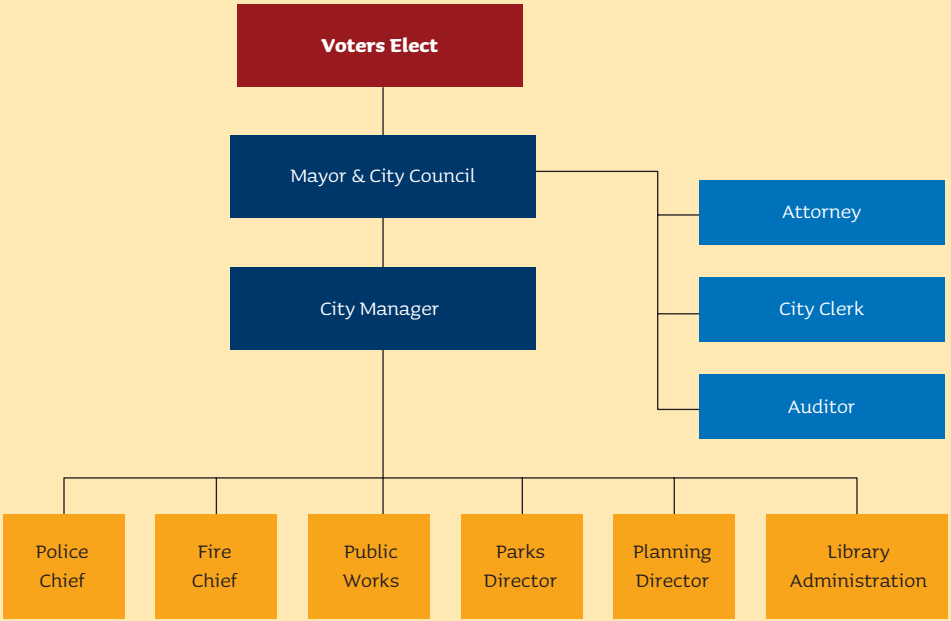FIGURE 12.4 Council-Manager Form of City Government