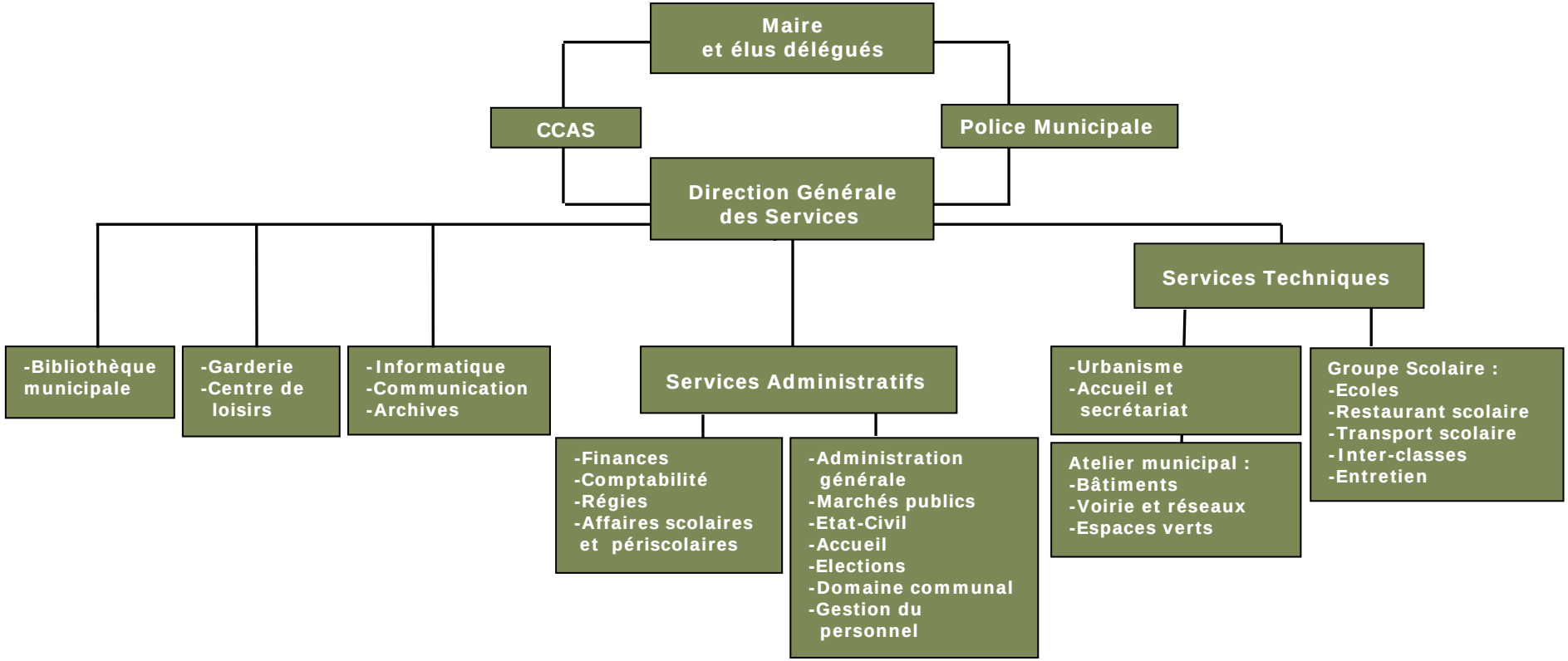Organisation des services municipaux