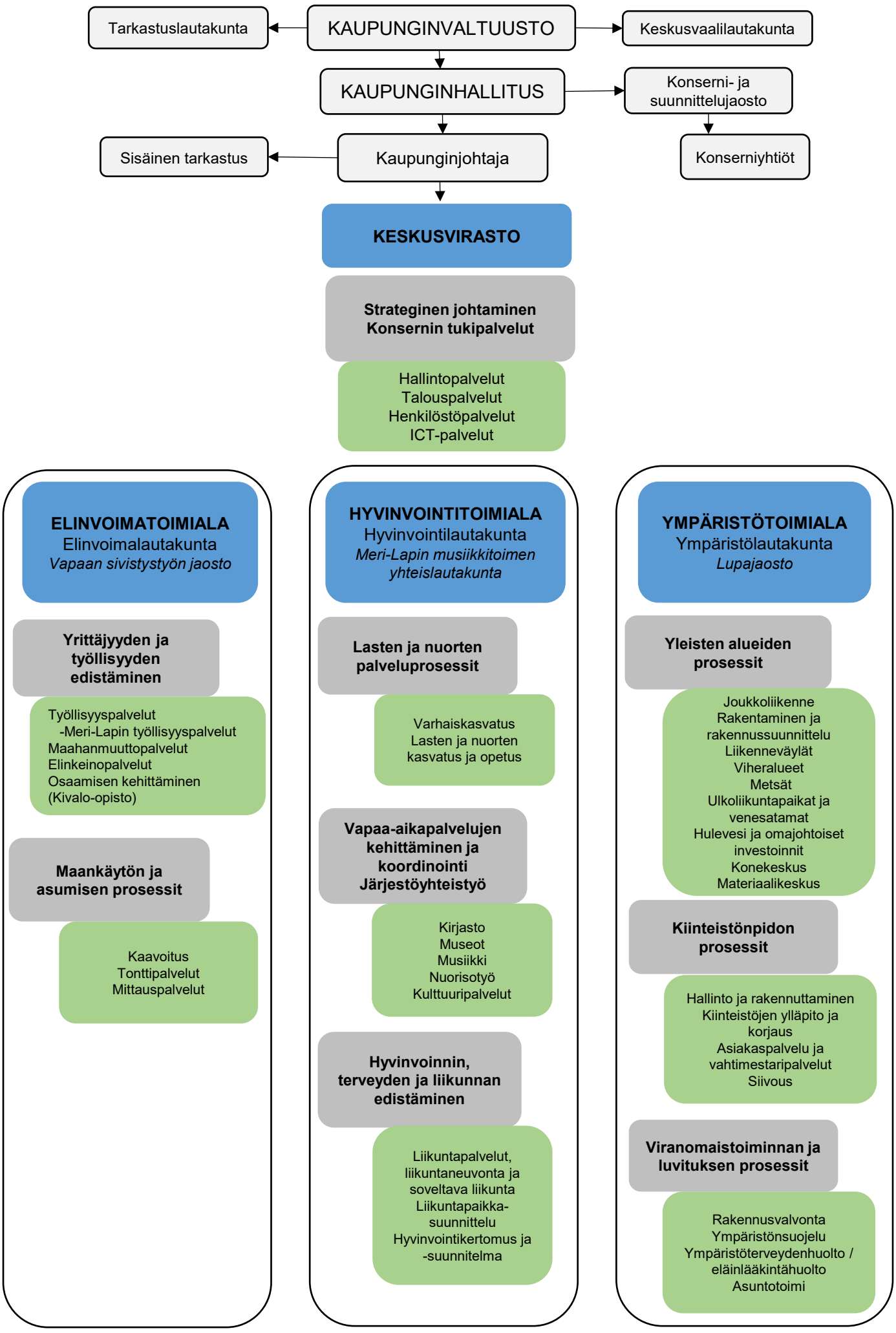Kemin kaupungin organisaatio 1.1.2026