



Your 1/4 Cent

Public Safety Sales Tax

THE CITY OF
Fargo
FAR MORE

**Funding
At Work**

Today's Presenters



MICHAEL REDLINGER
City Administrator



JILL MINETTE
Human Resources Director



CRISTY REETZ
MRA Compensation Director



SUSAN THOMPSON
Finance Director



STEVE DIRKSEN
Fire Chief



DAVE ZIBOLSKI
Police Chief



BRENDA DERRIG
Assistant City Administrator



Fargo Fire Department Pre-Existing Conditions 2018 to Present Day

The last pay structure adjustment for Fargo Fire was made in 2018. Since then, only COLAs were added to the plan. Routine analysis during the last seven years showed that the structure was no longer market-competitive, but funding did not exist to make the necessary modifications to the pay structure.

Absent additional revenue, it was not possible to achieve all three:



**Add Additional
Personnel**



**Invest in
Capital Projects**



**Make the Pay Structure
Market-Competitive**

Fargo Police Department Pre-Existing Conditions 2018 to Present Day



The Fargo Police Department staffing has not kept pace with Fargo's growth over time to meet the demand for police services across the community.

Absent additional revenue, it was not possible to achieve all three:

Meet FPD Strategic Plan's Goal of 1.6 sworn officers per 1,000 residents



Invest in Facilities Pursuant to the FPD Facility Management Plan



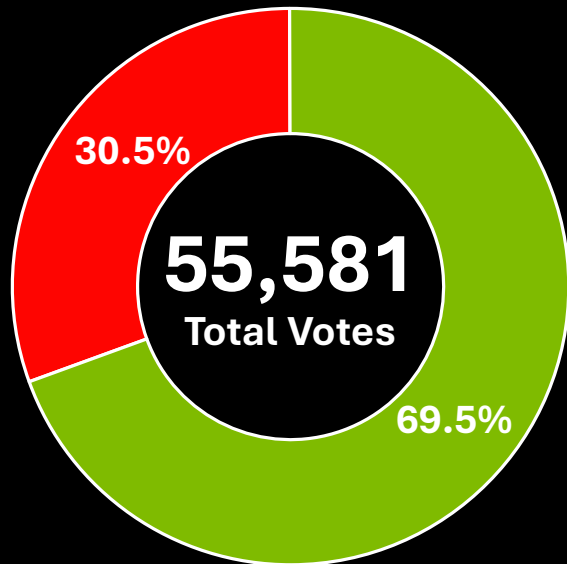
Invest in Emerging Technologies



The Public Vote

November 4, 2024

Shall The City of Fargo's Home Rule Charter be amended to establish a one-quarter of one percent (1/4%) sales, use and gross receipts tax to extend for twenty (20) years with the funds collected from said tax to be used exclusively for fire and police operations, fire and police equipment, and fire and police buildings, as provided in the Notice of Proposed Home Rule Charter Amendment as published in THE FORUM on the 28th day of August, 2024.



Total YES Votes

36,630

Total NO Votes

19,951

VOTE FOR

A SAFER FARGO AT THE BOTTOM OF THE BALLOT.

Our firefighters and police officers are asking for the public's help to invest in

A SAFER FARGO
WITHOUT RAISING PROPERTY TAXES.

Despite best efforts, the police and fire department's growth lags behind city growth. Fargo spends 6 - 23% less on public safety than other regional cities.

Fargo Measure 3 provides financial resources via a 0.25% sales tax (NO property tax increase!) that could curb recruitment and retention issues, further increase fire and police staffing, reduce response times, and provide the level of protection our community expects and deserves.

 **VOTE YES ON MEASURE 3**

To Learn More Visit
www.FargoFireFighters.org
Paid for by A Safer Fargo, Eric Eisenlohr, Chairman



Timeline

NOVEMBER 4, 2024

City of Fargo Measure 3 passes to establish 1/4 cent sales tax to support public safety. ▶

NOVEMBER 2024 TO MAY 2025

Fire and Police Chiefs work on their recommendations while Finance begins work and MRA conducts market research analysis. ▶

APRIL 1, 2025

Fargo's Public Safety Sales Tax goes into effect. ▼

MID-JUNE 2025

The first of the Public Safety Sales Tax revenue funds transferred to The City of Fargo. ▼

MAY 27, 2025

Fargo City Commission approval of proposed plan to utilize Public Safety Sales Tax revenue. ◀

MAY 14, 2025

Presentation of proposed plan to Fargo City Commission. ◀

UPON PLAN IMPLEMENTATION

Public Safety Sales Tax revenue funds approved for pay plan, new employees, equipment & facilities. ▶

ANNUALLY

Review of pay structure, revenues and expenses. After ten years, review ten-year model wireframe. ▶

MARCH 31, 2045

End of Public Safety Sales Tax.



Senior Leadership from Finance, Human Resources, Fire and Police was tasked with achieving an implementation plan for Fargo that was:

✓ **Comprehensive**

✓ **Durable**

✓ **Inclusive**

✓ **Sustainable**

✓ **Balanced**

✓ **Thoughtful**

Public Safety Priorities For the Next 10 Years

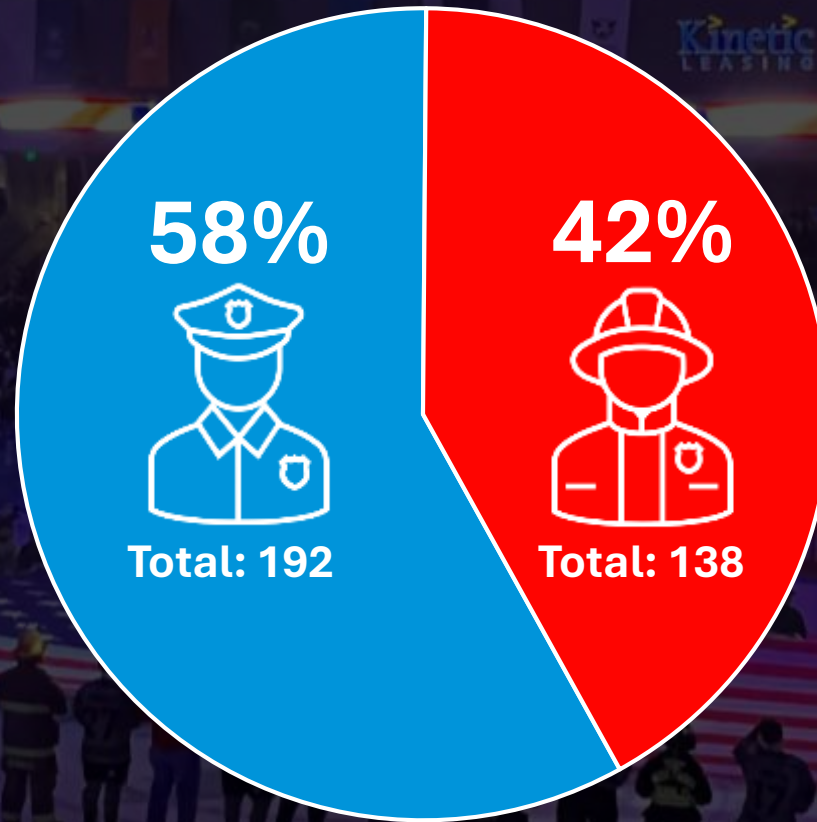




Pay Structure Adjustment

For Sworn Public Safety Employees

Fargo's Current Sworn Public Safety Personnel




Total FPD + FFD Sworn Personnel = 330

Pay Structure Adjustment Objectives


For Sworn Public Safety Employees

As part of our annual budgeting process, Fargo is committed to evaluating the salary structures of both public safety departments to remain market-competitive.


Several objectives were taken into consideration during the formation of this plan:



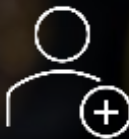
Create Pay Structure that is Market-Competitive



Alleviate Compression in the Current Plan



Eliminate Overlap Among Pay Grades



Add Additional Personnel Appropriately

Fargo's Public Safety Compensation

Human Resources has regularly surveyed regional cities.

- Public Safety Surveys were conducted in 2019, 2022, 2024 and 2025.
- In February 2025, the Human Resources Team & MRA Consulting launched regional survey.
- From March 2025 to the present, weekly collaborative meetings were held between Administration, Human Resources, Finance, Police, Fire and MRA Consulting to review data and advance a unified plan.

MRA Consultants

MRA Consultants have served as The City of Fargo's compensation consultant for over 25 years.

- Developed the current job evaluation system utilized to determine the pay grade placement for our organization.
- Created custom compensation and benefit surveys.
- MRA Compensation Director Cristy Reetz has 15+ years of experience in project-based compensation consulting, specializing in the public sector and non-profit spaces.



2025 Public Safety Survey Respondents



COLORADO

Boulder

ILLINOIS

Aurora

IOWA

Cedar Rapids
Sioux City

KANSAS

Lawrence
Lenexa
Olathe
Overland Park

MISSOURI

Lee's Summit

MONTANA

Billings

NEBRASKA

Lincoln
Omaha

NORTH DAKOTA

Bismarck*
Grand Forks*
West Fargo*

MINNESOTA

Bloomington
Duluth
Minneapolis
Moorhead*
Rochester
St. Cloud
St. Paul

SOUTH DAKOTA

Sioux Falls*

*Local Market Cities





MRA Definition of Market Competitiveness

AT MARKET	WITHIN MARKET	OUTSIDE MARKET
95% - 105%	90% - 95% & 105% - 110%	< 90% & > 110%



Firefighter

	Actual Entry Step	Top Step
Current City of Fargo Pay Rates (Post-Academy)	\$ 58,706	\$ 79,789
Regional Market Average	\$ 64,336	\$ 87,944
Regional Market Comparison	91%	91%

Current Range: \$ 58,706 - \$ 79,789



Fire Captain

	Actual Entry Step	Top Step
Current City of Fargo Pay Rates	\$ 73,936	\$ 104,832
Regional Market Average	\$ 95,257	\$ 111,487
Regional Market Comparison	78%	94%

Current Range: \$ 73,936 - \$ 104,832



Police Officer

	Actual Entry Step	Top Step
Current City of Fargo Pay Rates (Post-Academy)	\$ 63,357	\$ 93,746
Regional Market Average	\$ 70,534	\$ 99,837
Regional Market Comparison	90%	94%

Current Range: \$ 63,357 - \$ 93,746



Police Lieutenant

	Actual Entry Step	Top Step
City of Fargo Pay Rates	\$ 93,101	\$ 132,205
Regional Market Average	\$ 116,531	\$ 142,887
Regional Market Comparison	80%	93%

Current Range: \$ 93,101 - \$ 132,205



Structure Development

The proposed public safety pay plan accomplishes the following:

- ✓ Each sworn rank has its own pay range and, subsequently, a separate pay plan has been created for the two public safety agencies.
- ✓ Ranges were then compared to the Regional Market Average Entry Step and Top Step to determine competitiveness.
- ✓ Successfully addresses public safety departments' concerns regarding pay overlap between supervisors and direct reports.



PROPOSED FIRE STRUCTURE																						Range Spread
	Recruit/ Trainee	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	
Asst Fire Chief																		\$148,982	\$156,431	\$164,253	\$172,466	16%
																			5%	5%	5%	
% of Entry and Top Step to Market																		116%	NA	NA	105%	
Battalion Chief														\$122,568	\$128,696	\$135,131	\$141,888					16%
															5%	5%	5%					
% of Entry and Top Step to Market														111%	NA	NA	104%					
Deputy Fire Marshal										\$100,836	\$105,878	\$111,172	\$116,731									16%
											5%	5%	5%									
% of Entry and Top Step to Market										102%	NA	NA	101%									
Fire Captain										\$100,836	\$105,878	\$111,172	\$116,731									16%
											5%	5%	5%									
% of Entry and Top Step to Market										106%	NA	NA	106%									
Fire Driver			\$71,663	\$75,246	\$79,008	\$82,958	\$87,106	\$91,461	\$96,034													34%
				5%	5%	5%	5%	5%	5%													
% of Entry and Top Step to Market			96%	101%	106%	NA	NA	NA	104%													
Firefighter	\$65,000	\$68,250	\$71,663	\$75,246	\$79,008	\$82,958	\$87,106															34%
		5%	5%	5%	5%	5%	5%															
% of Entry and Top Step to Market	101%	NA	NA	NA	NA	NA	99%															



PROPOSED POLICE STRUCTURE

Range
Spread

	Recruit/ Trainee	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	
Asst Police Chief																							\$173,765	\$178,978	\$184,347	\$189,877	9%
																								3%	3%	3%	
% of Entry and Top Step to Market																							125%	NA	103%	107%	
Police Captain																			\$151,447	\$155,990	\$160,670	\$165,490					9%
																				3%	3%	3%					
% of Entry and Top Step to Market																			119%	NA	102%	105%					
Police Lieutenant															\$131,995	\$135,955	\$140,034	\$144,235									9%
															8.2%	3%	3%	3%									
% of Entry and Top Step to Market															113%	NA	NA	101%									
Police Sergeant											\$111,610	\$114,958	\$118,407	\$121,959													9%
												3%	3%	3%													
% of Entry and Top Step to Market											110%	NA	NA	101%													
Police Detective							\$89,340	\$93,807	\$99,435	\$106,295																	19%
								5%	6%	7%																	
% of Entry and Top Step to Market							125%	NA	NA	106%																	
Police Officer	\$66,500	\$70,000	\$73,500	\$77,175	\$81,034	\$85,086	\$89,340	\$93,807	\$98,497																		41%
			5%	5%	5%	5%	5%	5%	5%																		
% of Entry and Top Step to Market		99%	NA	NA	NA	NA	NA	NA	99%																		



Firefighter

	Actual Entry Step	Top Step
Current City of Fargo Pay Rates	\$ 58,706	\$ 79,789
Regional Market Average	\$ 64,336	\$ 87,944
Regional Market Comparison	91%	91%
Proposed Entry and Top Step (Post-Academy)	\$ 68,250	\$ 87,106
Proposed Comparison to Regional Market Avg.	106%	99%

Proposed Range: \$ 68,250 - \$ 87,106

MRA Defines Competitiveness as the Following:

At Market: 95%-105% | **Within Market:** 90%-95% and 105%-110% | **Outside Market:** <90% and >110%



Fire Captain

	Actual Entry Step	Top Step
Current City of Fargo Pay Rates	\$ 73,936	\$ 104,832
Regional Market Average	\$ 95,257	\$ 111,487
Regional Market Comparison	78%	94%
Proposed Entry and Top Step	\$ 100,836	\$ 116,731
Proposed Comparison to Regional Market Avg.	106%	106%

Proposed Range: \$ 100,836 - \$ 116,731

MRA Defines Competitiveness as the Following:

At Market: 95%-105% | **Within Market:** 90%-95% and 105%-110% | **Outside Market:** <90% and >110%



Police Officer

	Actual Entry Step	Top Step
Current City of Fargo Pay Rates	\$ 63,357	\$ 93,746
Regional Market Average	\$ 70,534	\$ 99,837
Regional Market Comparison	90%	94%
Proposed Entry and Top Step (Post-Academy)	\$ 70,000	\$ 98,497
Proposed Comparison to Regional Market Avg.	99%	99%

Proposed Range: \$ 70,000 - \$ 98,497

MRA Defines Competitiveness as the Following:

At Market: 95%-105% | **Within Market:** 90%-95% and 105%-110% | **Outside Market:** <90% and >110%



Police Lieutenant

	Actual Entry Step	Top Step
City of Fargo Pay Rates	\$ 93,101	\$ 132,205
Regional Market Average	\$ 116,531	\$ 142,887
Regional Market Comparison	80%	93%
Proposed Entry and Top Step	\$ 131,995	\$ 144,235
Proposed Comparison to Regional Market Avg.	113%	101%

Proposed Range: \$ 131,995 - \$ 144,235

MRA Defines Competitiveness as the Following:

At Market: 95%-105% | **Within Market:** 90%-95% and 105%-110% | **Outside Market:** <90% and >110%

Public Safety Pay Structure Implementation

For Sworn Public Safety Employees

Everyone strived to arrive at an equitable and sustainable implementation plan.


- Based upon the new pay plan, there is a range of market increases per position.
 - All sworn employees (excluding Chiefs) receive a market adjustment, but some will receive more depending on where they reside (stepwise) within the current pay plan.
 - The public safety team members receiving increases on the lower end are the result of those specific positions already being closer to the market at the time of analysis as well as their placement in the current pay structure based on their years of service.
- All sworn employees are slotted at the market-appropriate rate.

Public Safety Pay Structure Implementation (Cont.)

For Sworn Public Safety Employees

Sustainability was critical in this evaluation.

- The team looked at several options related to the new pay structure as well as the percentage increase sworn public safety employees would receive as a market adjustment.
- Ultimately, a new pay structure was agreed upon that is market competitive.
 - For sworn Fire employees, the market adjustments provide an average increase of 7%.
 - For sworn Police employees, the market adjustments provide an average increase of 5%.
 - All sworn employees will receive a minimum 3% pay increase on July 7, 2025.
- The proposed structure affords more flexibility to meet the additional needs of the departments, as communicated by both Chiefs.



A Balanced Approach Over 10 Years

Making 1/4 Cent Matter



THE CITY OF
Fargo
FAR MORE

Fargo Public Safety Sales Tax Growth

An Estimate

Conservative
sales tax growth
is estimated at

+2%
per year

2026
~\$8.67M

2036
~\$11.65M

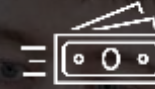
Annual deviations from growth estimates will be incorporated into updated plans based on priorities at the time – ongoing market adjustments, new employees, facilities and equipment.

Factors to Monitor When Planning for the Future

The unified team was focused on creating a balanced approach to meeting public safety objectives yet being mindful of long-term sustainability.

- While the tax is approved for a duration of 20 years, the proposed plan detailed today will focus on a financial model for the first 10 years, with particular focus being placed on the first three years of the sales tax utilization.
- The model is quite sensitive to revenue and expense changes, and many things can and will change into the future.
- As part of our annual budget process, we are committed to evaluating the model to review and prioritize public safety needs relative to the updated available sales tax revenues.

Sales Tax Growth



State Legislative Initiatives Impacting Revenues



City Population Growth



City Footprint Expansion



Public Safety Needs and Service Demands

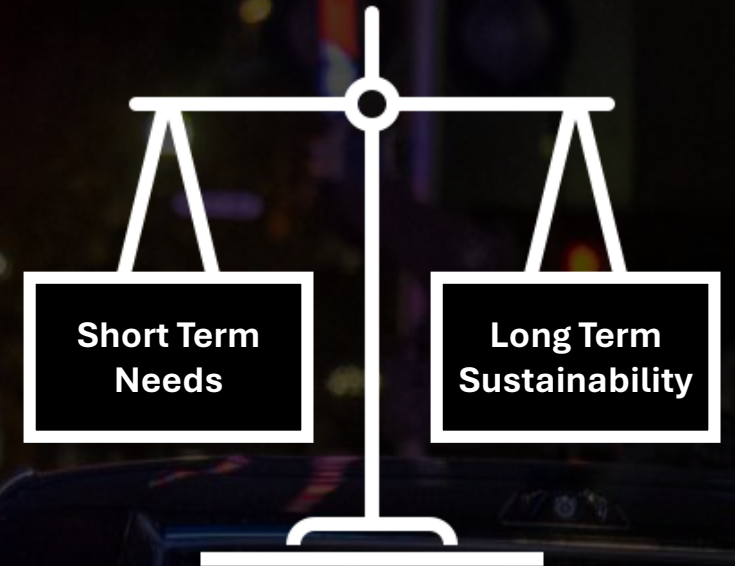


Technology Innovations



Balancing Fire and Police Immediate Priorities

The proposed plan is a multi-faceted usage of Public Safety Sales Tax revenue.



PUBLIC SAFETY SALES TAX: 2025 Budget Adjustment

2025 Sales Tax Collections
Remitted monthly by Tax Department



Fund 226 Sales Tax Public Safety
Estimated In (75%): **\$6,500,000**
Out: **3,571,667**
Annual Net **\$2,928,333**



Fund 476 Capital Projects:

Public Safety (Fire & Police)
In: **\$1,692,338**

*Specific Items not included
w/ 2025 Budget as
approved by the Fargo City
Commission*

Fire:

Facility Study	250,000
Station Alert	350,000
Set Aside*	669,922

Police:

MV Barriers	372,416
Facility	50,000

Fund 101 Sales Tax Rev
Public Safety (Fire)
In: **\$843,218**

Operating Items as approved
by the Fargo City Commission:

Pay Plan (6 mos)	542,790
New Personnel	300,429

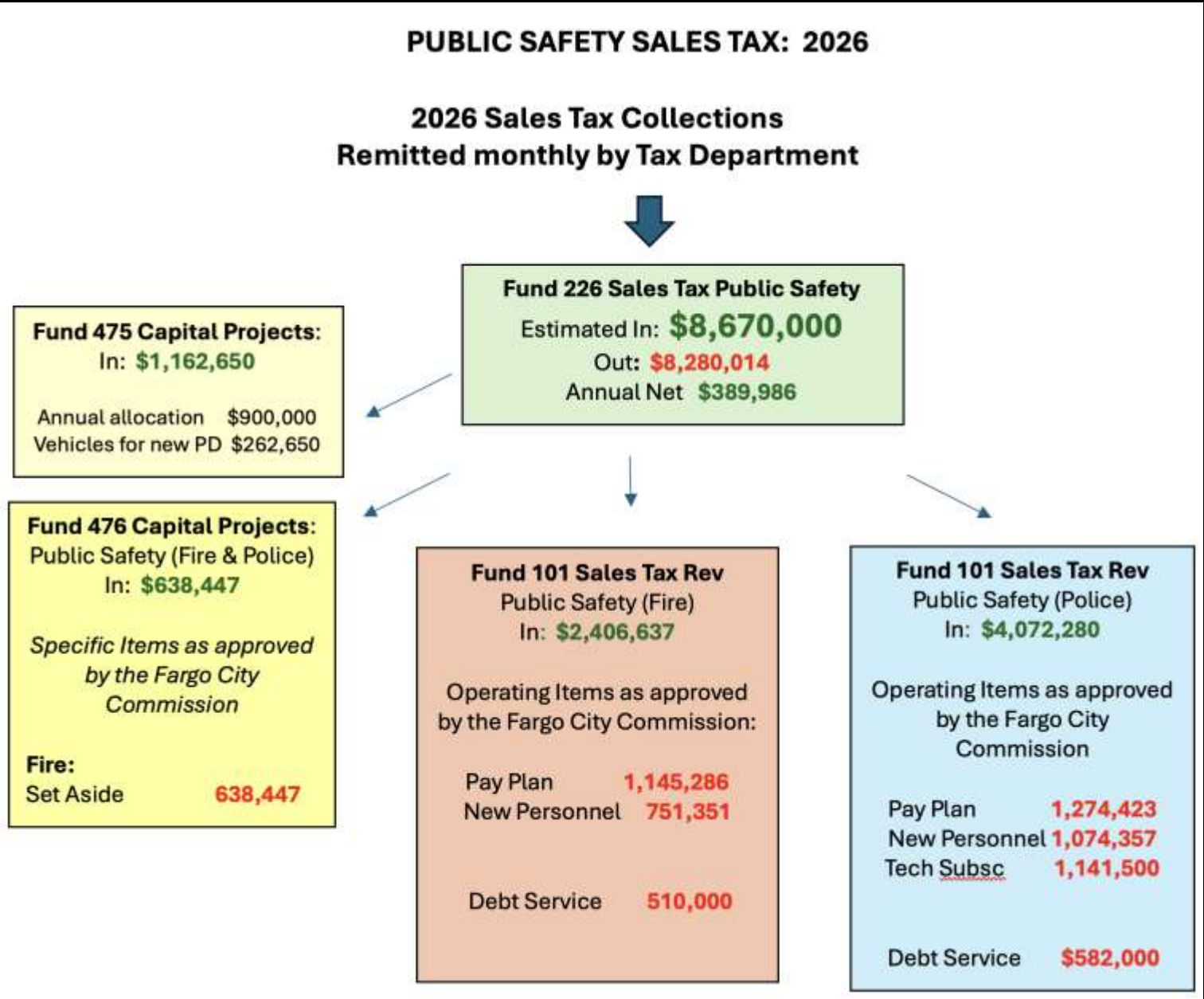
Fund 101 Sales Tax Rev
Public Safety (Police)
In: **\$1,036,111**

Operating Items as approved
by the Fargo City
Commission:

Pay Plan (6 mos)	603,992
New Personnel	40,619
Tech Subsc	391,500

The Beginning of the 2025 Fargo PSST Financial Wireframe

The Beginning of the 2026 Fargo PSST Financial Wireframe





A Balanced Plan Over Ten Years



This plan is the result of the compromise of all parties involved.

- While \$8.5 million is a substantial amount of money, it is unable to accommodate all of the public safety departments' needs to support ongoing costs of the new pay plan, new personnel, technology and facilities, within the constraints of the estimated tax revenues.
- In full transparency, there is not a plan to incorporate this spending into the General Fund without sales tax support after the ballot measure's 20-year sunseting.
- Due to anticipated market changes with so many variables, it is impossible to predict the needs and priorities in future years.
- The model ensures we are not spending more than the anticipated revenues over a 10-year period.

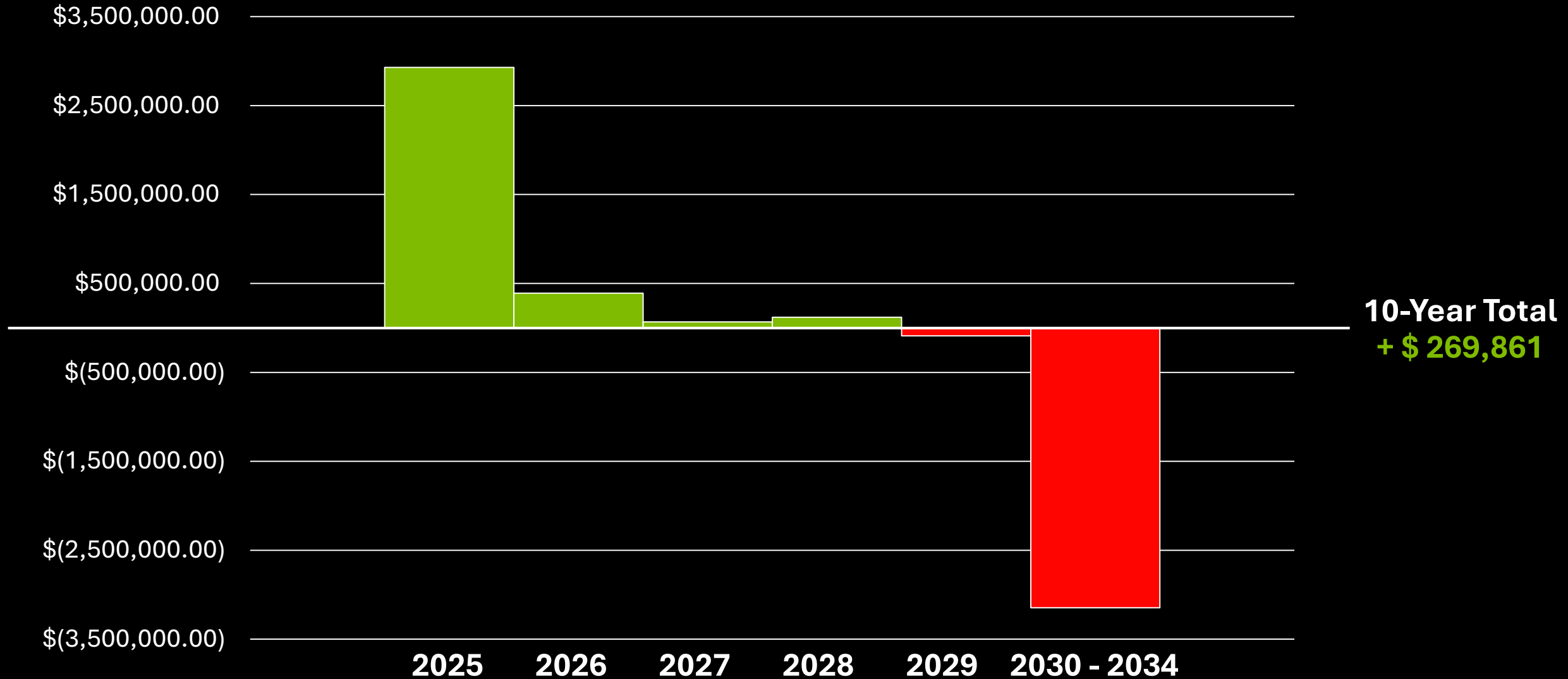
A Balanced Plan Over Ten Years (cont.)

		2025	2026	
FIRE		Public Safety Sales Tax Revenue (75% in 2025, Estimating 2% growth)	\$ 6,500,000	\$ 8,670,000
		Pay Structure	\$ 542,790	\$ 1,145,286
		Ongoing Cost of New Personnel in 2025 and 2026	\$ 300,429	\$ 751,351
		Ongoing Capital (Equipment)	-	\$ 375,000
		Facilities Updates / Upgrades	\$ 1,269,922	\$ 638,447
		Facilities Existing Debt Service	-	\$ 510,000
POLICE		Pay Structure	\$ 603,992	\$ 1,274,423
		Ongoing Cost of New Personnel in 2025 and 2026	\$ 40,619	\$ 1,074,357
		New and/or Expanded Technology	\$ 391,500	\$ 1,141,500
		Operational/Support Equipment	\$ 422,416	-
		New Vehicles	-	\$ 262,650
		Ongoing Capital (Equipment)	-	\$ 525,000
		Facilities Existing Debt Service	-	\$ 582,000
		ANNUAL NET OVER EXPENSES		\$ 2,928,333

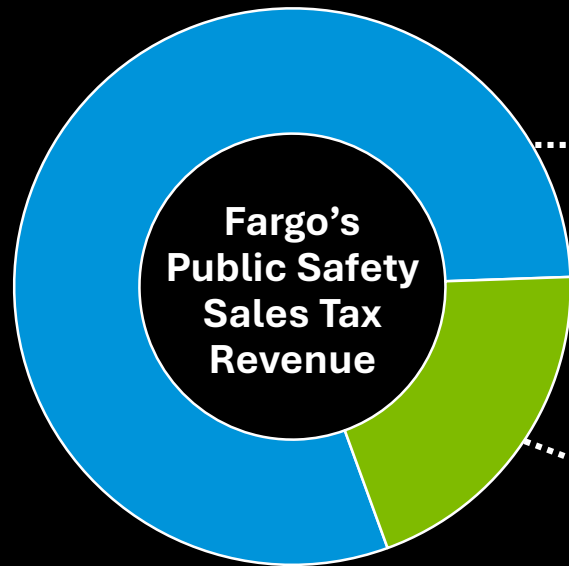
A Balanced Plan Over Ten Years (cont.)

			2025	2026	2027	2028	2029	2030 to 2034	10-Year Total
		Public Safety Sales Tax Revenue (75% in 2025, Estimating 2% growth)	\$ 6,500,000	\$ 8,670,000	\$ 8,843,000	\$ 9,020,000	\$ 9,201,000	\$ 48,838,287	\$ 91,072,628
FIRE		Pay Structure	\$ 542,790	\$ 1,145,286	\$ 1,208,277	\$ 1,274,732	\$ 1,344,842	\$ 7,918,498	\$ 13,434,424
		Ongoing Cost of New Personnel in 2025 and 2026	\$ 300,429	\$ 751,351	\$ 897,062	\$ 951,966	\$ 1,028,124	\$ 6,127,394	\$ 10,056,325
		Ongoing Capital (Equipment)	-	\$ 375,000	\$ 382,500	\$ 390,150	\$ 397,953	\$ 2,112,383	\$ 3,657,986
		Facilities Updates / Upgrades	\$ 1,269,922	\$ 638,447	\$ 852,100	\$ 902,488	\$ 939,584	\$ 3,799,594	\$ 8,402,135
		Facilities Existing Debt Service	-	\$ 510,000	\$ 510,000	\$ 510,000	\$ 510,000	\$ 2,175,000	\$ 4,215,000
POLICE		Pay Structure	\$ 603,992	\$ 1,274,423	\$ 1,357,261	\$ 1,445,483	\$ 1,539,439	\$ 9,334,738	\$ 15,555,336
		Ongoing Cost of New Personnel in 2025 and 2026	\$ 40,619	\$ 1,074,357	\$ 1,086,504	\$ 1,156,564	\$ 1,249,090	\$ 7,444,302	\$ 12,051,436
		New and/or Expanded Technology	\$ 391,500	\$ 1,141,500	\$ 1,141,500	\$ 1,141,500	\$ 1,141,500	\$ 6,507,500	\$ 11,465,000
		Operational/Support Equipment	\$ 422,416	-	\$ 222,548	-	-	\$ 70,000	\$ 714,964
		New Vehicles	-	\$ 262,650	-	-	-	\$ 628,332	\$ 890,982
		Ongoing Capital (Equipment)	-	\$ 525,000	\$ 535,500	\$ 546,210	\$ 557,134	\$ 628,332	\$ 890,982
		Facilities Existing Debt Service	-	\$ 582,000	\$ 582,000	\$ 582,000	\$ 582,000	\$ 2,910,000	\$ 5,238,000
ANNUAL NET OVER EXPENSES			\$ 2,928,333	\$ 389,987	\$ 68,148	\$ 119,174	- \$ 88,992	- \$ 3,146,790	\$ 269,861

Fargo PSST Net Surplus/Deficit



Multi-Faceted Utilization of Public Safety Sales Tax Revenues



Public safety currently comprises nearly \$60 million within The City's General Fund (42%). As ongoing expenses continue to rise, so too will the General Fund contributions into our public safety departments.

**PRIMARY
USAGE
80%**

Utilized towards the ongoing costs of new and updated aspects – public safety pay structure, personnel, facility updates and equipment (primarily technology).

**SECONDARY
USAGE
20%**

Utilized towards existing public safety debt service and annual capital equipment needs (primarily vehicles).
This allocation is less than half of the full expense, with the majority continuing to be borne by the General Fund.

PSST-Funded Expenditures for FFD



2025

New Fire Pay Plan with 07.07.2025 implementation
3 new Fire Captains for downtown response
3 new Firefighters for downtown response
Fire Station Alerting Upgrades
Fire Facility Study
Fire Facility Earmark

2026

1 new Firefighter
1 new Fire Data Analyst
Fire Training Captain Reclassification/Promotion (1)
Fire Facility Earmark



Sworn: +7 (145)



Non-Sworn: +1 (4)



PSST-Funded Expenditures for FPD

2025

New Police Pay Plan with 07.07.2025 implementation

1 new Police Operations Technician

Axon Draft-One

Mobile Police Vehicle Barriers

Peregrine System

Fit-up of Police Headquarter Crime Centers

Fit-up of Motorcycle Unit

2026

3 new Police Lieutenants

1 new Police Sergeant

5 new Police Officers

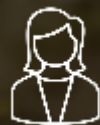
1 Police Wellness Coordinator (previously grant-funded)

Axon Police Body Worn Camera Enhancements

Vehicles for new Police Officers



Sworn: +9 (201)



Non-Sworn: +2 (30)

Debt Service Funding



FIRE

Bond 2024G Allocated to Fire Station 5 & 1/2 RRRDC	\$ 295,000
Bond 2022D Allocated to Fire Station 8	\$ 681,000
Bond 2009B Allocated to Fire Station 7 (thru 2029)	\$ 160,000
TOTAL	\$ 1,136,000

Allocated from PSST (2026-2029) = \$ 510,000 (45% of total)

Allocated from PSST (2030+) = \$ 435,000 (46% of total)



POLICE

Bond 2024G Allocated to BSE & 1/2 RRRDC	\$ 1,300,000
TOTAL	\$ 1,300,000

Allocated from PSST = \$ 582,000 (44% of total)

Capital Funding



FIRE

2023 - 2025

Average Approved Budget

\$ 767,837

TOTAL

\$ 767,837

Allocated from PSST = \$ 375,000*
(49% of total)



POLICE

2023 - 2025

Average Approved Budget

\$ 1,054,583

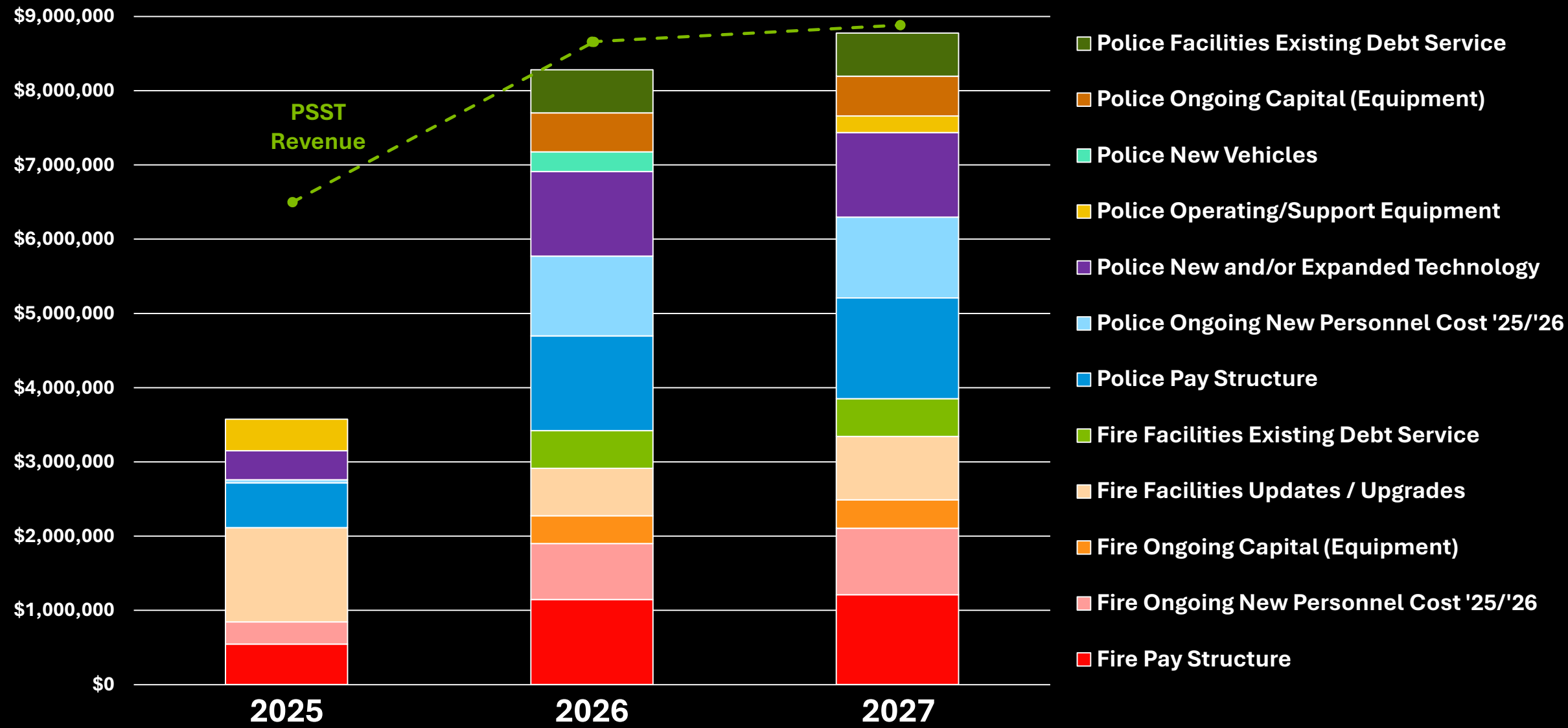
TOTAL

\$ 1,054,583

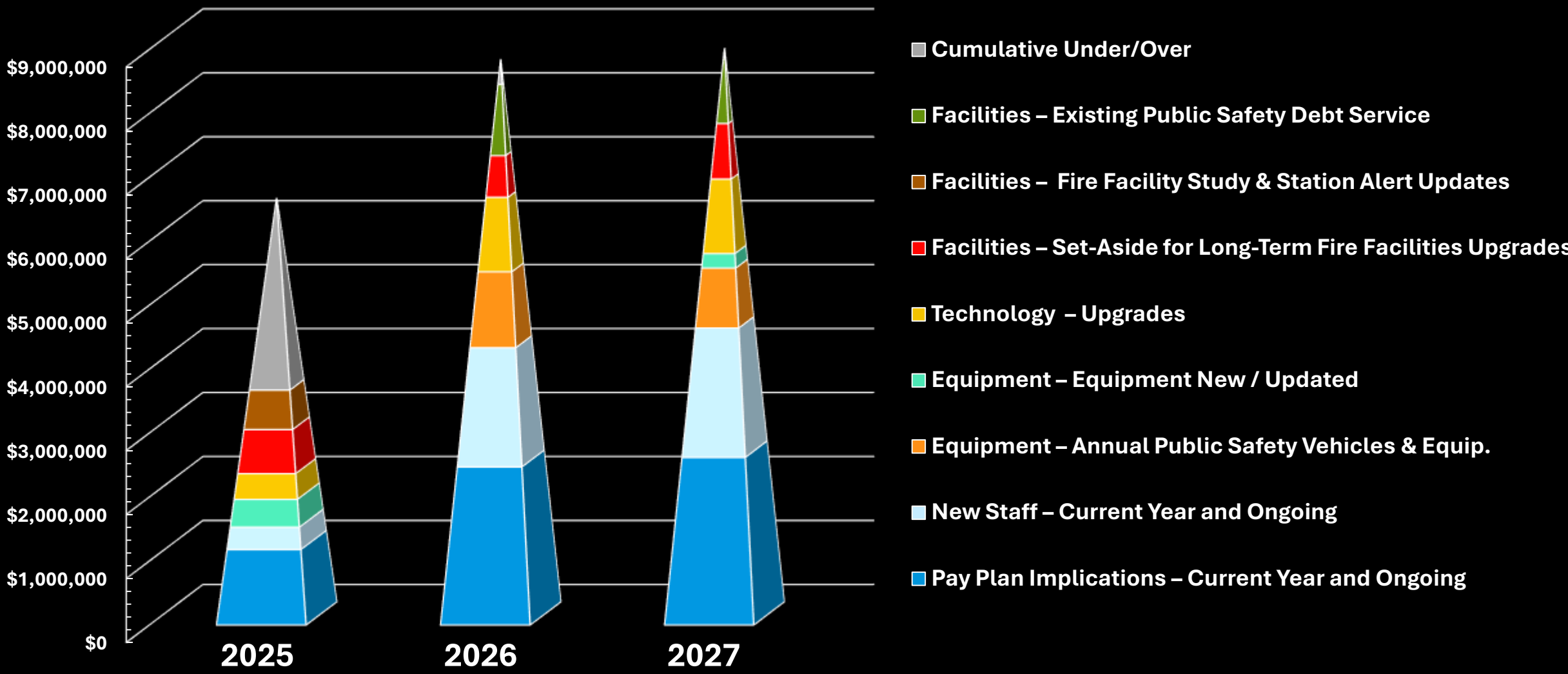
Allocated from PSST = \$ 525,000*
(50% of total)

*Annual increase tied to Public Safety Sales Tax growth

Fargo PSST Expenses & Revenue Comparison



Fargo PSST Categorical Expense Comparison



Long-Term Funding Beyond Year 20

As we look into years 11 through 20 of this dedicated sales tax, significant consideration will need to be given to several conditions at that time to arrive at a strategy for the long-term funding beyond year 20 and the expiration of the sales tax.



**Status of
General Fund
Expenses**



**Property Tax
Legislation**



**Public Safety
Needs**



**Other Available
Revenue Streams**

Our objective is to not overspend what we are taking in via the Public Safety Sales Tax; however, there is no plan at this time to successfully sunset this voter-initiated tax after 20 years.

RECOMMENDED TRANSFER DATE INTO NEW PAY STRUCTURE



This timeline allows Human Resource and Finance time to make manual and necessary procedural updates. The City of Fargo also needs the cash in-hand to implement the plan (funds are not released to The City until mid-June).

Implementation of the Proposed Plan

We believe the plan as presented:

- Effectively addresses the immediate priorities of both the Police and Fire Departments.
- Remains fiscally responsible and aligned with long-term budgetary considerations.
- Maximizes ability of the Public Safety Sales Tax while keeping the plan financially solvent.

The PSST decision is a key step in the 2026 Budget

THE CITY OF FARGO'S 2026 BUDGET CALENDAR

Feb. 18, 2025	Finance Committee: Budget Overview & Approve Timeline
Mar. 17, 2025	Budget Documents Sent to Departments; Data Entry by Finance Staff
Apr. 14, 2025	Department Budget Requests are Due to Finance
Apr. 28, 2025	Finance Committee: Preliminary Budget Discussion
May 5 – 16, 2025	Initial Budget Team & Department Meetings with Liaison Commissioner
May 14, 2025	Discuss Public Safety Sales Tax Plan, including Pay Plans and Implementation Timeline
May 27, 2025	City Commission: Approve Public Safety Sales Tax Plan, including Pay Plans and Implementation Timeline
May 29, 2025	Cabinet Retreat
June 9 – 20, 2025	Follow-up Department Meetings with Liaison Commissioner
June 23, 2025	Finance Committee Preliminary Budget Discussion
Mid-July, 2025	Mayor's Preliminary Budget Presentation
Aug. 4, 2025	City Commission: Receive, File and Approve Preliminary Budget
Aug. 11, 2025	Final Deadline to Forward Preliminary Budget to Cass County
Sep. 15, 2025	City Commission: Public Hearing on Preliminary Budget and Tax Levies
Sep. 29, 2025	City Commission: Approve Final Budget and Tax Levies
Oct. 10, 2025	Certification of 2026 Budget to County Auditor (NDCC Deadline)

A Strategic & Thoughtful Stewardship of Public Funds



PAY STRUCTURE ADJUSTMENT

Retaining current sworn employees and attracting new talent.



ADDITIONAL PERSONNEL

Hiring new sworn & civilian personnel to increase efficiency.



EQUIPMENT

Investing in tools, vehicles and technology.



FACILITIES

Building updates + facility master plans while also reducing some pressure on existing General Fund public safety-related debt service expenses.

Our Collaborative Approach to the Fargo PSST



Recommended Motion – 05.27.2025 CC Meeting

Approve the Fargo Public Safety Sales Tax Implementation Plan and related budget adjustments (including the proposed Fire and Police Pay Plans and implementation timeline) and 2025 and 2026 personnel, facility and equipment requests; specifically:

Approve the Proposed Pay Plan and Structures



for Fire and Police positions as presented, along with the Pay Plan's implementation date of July 7, 2025.

Approve the 2025 Fargo Public Safety Sales Tax Implementation Plan



including personnel, equipment and facility requests, along with related budget adjustments as presented.

Approve the 2026 Fargo Public Safety Sales Tax Implementation Plan



including personnel, equipment and facility requests, along with related budget adjustments as presented.



Your 1/4 Cent

Public Safety Sales Tax

THE CITY OF
Fargo
FAR MORE

**Funding
At Work**