

FARGO CITY COMMISSION AGENDA

Monday, May 20, 2019 - 5:00 p.m.

Executive Session at 4:00 p.m.

Roll Call.

PLEASE NOTE: The City of Fargo Board of City Commissioners will convene at 4:00 p.m. and retire into Executive Session in the River Room for the purposes of attorney consultation pursuant to ND Century Code § 44-04-19.1(2) in the pending litigation matter City of Fargo v. Karen Wieland and with respect to matters which are currently being negotiated with the Fargo Municipal Airport Authority to discuss negotiating strategy or provide negotiating instructions to the City's attorney or other negotiator said executive session being necessary due to the fact that open meeting discussions regarding such negotiations would have an adverse fiscal effect on the bargaining position of the City pursuant to N.D.C. C. § 44-04-19.1(9).

Regular Meeting at 5:00 p.m.

City Commission meetings are broadcast live on TV Fargo Channel 56 and online at www.FargoND.gov/streaming. They are rebroadcast Mondays at 5:00 p.m., Thursdays at 7:00 p.m. and Saturdays at 8:00 a.m. They are also included in the video archive at www.FargoND.gov/citycommission.

- A. Pledge of Allegiance.
- B. Roll Call.
- C. Approve Order of Agenda.
- D. Minutes (Regular Meeting, May 6, 2019).

CONSENT AGENDA – APPROVE THE FOLLOWING:

- 1. 2nd reading and final adoption of an Ordinance Amending Section 4-0106 of Article 4-01 of Chapter 4 of the Fargo Municipal Code Relating to the General Provisions Governing City Officials and Employees; Amending Section 11-0814 of Article 11-08 of Chapter 11 of the Fargo Municipal Code Relating to Environmental Nuisances; and Amending Section 1-0305 of Article 1-03 of Chapter 1 of the Fargo Municipal Code Relating to Ordinance Violations; 1st reading, 5/6/19.
- 2. Waive requirement that final passage not be had until at least one week after 2nd reading of an Ordinance Rezoning Certain Parcels of Land Including all of Fred C. Hagen Addition and Adjacent Unplatted Parcels.
- 3. Receive and file update and status report from the City Attorney on the Roberts Alley utilities burial project.
- 4. Applications for property tax exemptions for improvements made to buildings:
 - a. Ronald J. and Kathryn M. Norby, 3420 Peterson Parkway North (5 year).
 - b. Bryce F. and Starla J. Anderson, 3320 Par Street North (5 year).
 - c. Jason Wisniewski, 915 Broadway North (5 year).

Site Authorizations for Games of Chance:

- a. American Gold Gymnastics, Inc. at Side Street Grille and Pub and The Box.
 - b. North Dakota Association for The Disabled, Inc. at Bulldog Tap, O'Kelly's and Shotgun Sally's Rock N Roll Saloon.
 - c. VFW Post 762 at the VFW Club.
 - d. West Fargo Hockey Association at Fort Noks Bar of Gold.
6. Applications for Games of Chance:
 - a. Kringen Club, Inc. for bingo from 7/1/19 to 6/30/20.
 - b. UND Alumni Association and Foundation for a raffle on 6/26/19; Public Spirited Resolution.
 7. Receive and file General Fund – Budget to Actual through April 2019 (unaudited).
 8. Purchase of Service Agreement with Central Cass Public School District for nursing services for the 2019/2020 school year.
 9. Workforce Solutions Services Agreement with TrainND SE by NDSCS.
 10. Benefit Plan Agreement with Blue Cross Blue Shield of ND.
 11. Professional Services Agreement with Bishop Land Design, LLC for the Fargo Civic Plaza.
 12. Renewal of the Agreement for Long-Term Temporary Highway Closure with the NDDOT.
 13. Bid award for Project No. SW19-01.
 14. Receive and file the estimated costs to expand Transit Services into the Industrial Park.
 15. Authorizing Resolution for the Transit Department.
 16. Grant applications as outlined, the local share of the grant and upon successful receipt of funds grant execution.
 17. Maplewood Estates Development and Access Agreement, Memorandum of Agreement Regarding Development and Access Agreement with Maplewood Estates, LLC and Maplewood Estates Homeowners Association, Inc. and The Maplewood Estates Declaration of Covenants, Conditions, Restrictions, Reservations, Easements, Liens and Charges with Maplewood Estates, LLC.
 18. Amendment to Developer and Road Use Agreement with Block 9 Partners, LLC.
 19. Amendment No. 3 with Houston Engineering Inc. in the amount of \$67,171.75 for Project No. MS-14-20.
 20. Change Order Nos. 1, 2 and 3 for an increase of \$37,614.91 for Project No. SN-18-A1.
 21. Access Agreement with the Fargo Park District for Project No. FM-19-B.
 22. No bids received for Project No. FM-14-71; project to be rebid at a future date.
 23. Bid award for near-term ozone improvements project (Project No. WA 1862).
 24. Contract and bond for Project No. TP-19-B1.

26. Change Order No. 2 for a time extension to 6/2/19 for Improvement District No. BN-18-A1.
27. Final Balancing Change Order No. 2 for an increase of \$17,681.01 for Improvement District No. BN-18-E1.
28. Petition for alley paving between Roberts Street and Broadway, between 1st and 2nd Avenues North in Robert's Addition and addition of Improvement District No. AN-19-G to the 2019 CIP.
29. Create Improvement District No. AN-19-G.
30. Bid award for Improvement District No. BN-19-C1.

REGULAR AGENDA:

31. Presentation on the Public Safety Compensation Study.
32. Public Hearings - 5:15 pm:
 - a. Community Development Block Grant (CDBG) & HOME Programs 2019 Action Plan and Budget, and Amendments to the 2018 Action Plan Activities and Budget/5-Year Consolidated Plan Activity.
 - b. Application filed by Bernbaum Inc. d/b/a Bernbaum's for a Class "GH" Alcoholic Beverage License at 402 Broadway North.
 - c. Application filed by Brew Bird Inc. d/b/a Brew Bird for a Class "F" Alcoholic Beverage License at 30 University Drive North.
 - d. Transfer of a Class "FA-Golf" Alcoholic Beverage License from BCZ Osgood Holdings, LLC d/b/a 9 Iron Bar and Grill to Brickhouse Tavern LLC d/b/a Brewtus Clubhouse to be located at 4400 Clubhouse Drive.
33. State Water Commission requests for Cost Reimbursement for FM Diversion Flood Project Costs:
 - a. Costs totaling \$6,421,825.21.
 - b. Costs totaling \$59,863.29.
34. Recommendation to authorize staff to submit a request from Roers Development, Inc. for tax increment financing for the redevelopment of property located northeast of University Drive and 11th Avenue North to the City's financial advisors for review; action was delayed from the 4/22/19 Regular Meeting.
35. Recommendation for the City of Fargo to pledge \$400,000.00 to Fueling Our Future.

People with disabilities who plan to attend the meeting and need special accommodations should contact the Commission Office at 701.241.1310. Please contact us at least 48 hours before the meeting to give our staff adequate time to make arrangements.

Minutes are available on the City of Fargo website at www.FargoND.gov/citycommission.

(31)

To: Board of City Commissioners

From: Jill Minette, Director of Human Resources JM

Re: Public Safety Compensation Study - Position Evaluation Committee (PEC) Recommendations

Date: May 16, 2019

The Human Resources Team, in collaboration with the leadership from the Police and Fire Departments, launched a Public Safety Compensation Study last fall. We developed a compensation and benefits survey and invited 28 cities from 11 states within our region to participate. Eight of those cities completed the survey with another four providing some information. For the remaining cities, we extracted data from their pay plans or contracts in order to include as much of their compensation and benefits information as possible.

The purpose of the study was to determine if our pay plan and benefits are competitive within our region for public safety positions. We also studied the parity between police officers and firefighter positions throughout the region.

The analysis of the data demonstrates that our starting rates of pay (minimums) for police and fire positions are competitive within the local and regional market. The City of Fargo begins to lag the local and regional market early in the pay ranges for police and fire positions. The highest level of pay (maximums) for police and fire positions are lagging the local market and for most positions, the regional market as well. The recommendations, which were reviewed and approved by the Position Evaluation Committee (PEC) on May 9, will better align our public safety pay ranges with the local and regional market. The market adjustment will make the City of Fargo more competitive and will support recruitment and retention goals. The recommendations are as follows:

- Police and Fire positions remain in the current grade assigned.
- The range spreads for public safety positions expand from 30-36% spreads to 36-51% spreads by expanding the top of the ranges
- The movement between the steps accelerates to allow for higher step increases of 5 to 6% rather than 2 to 3%
- The implementation plan is to apply the market adjustment retroactively to December 31, 2018 (the start of the first pay period of 2019), applying the new step rates on individual step increase dates throughout 2019.

The attached summary spreadsheets show the current comparison to the local and regional market as well as the impact of the proposed changes in comparison to the market for each public safety position. The overall cost of implementation is approximately \$473,812 (summary of cost attached).

Suggested Motion:

Approve the recommendations of the PEC as summarized in the attached spreadsheets effective retroactively to December 31, 2018 with the new step rates applied on individual step increase dates.

2019 City of Fargo Public Safety Compensation and Benefits Study

City Number	Regional Cities	State	Estimated Population
1	City of Fargo	ND	122,359
2	City of Bismarck	ND	72,865
3	City of Grand Forks	ND	57,056
4	City of West Fargo	ND	35,708
5	City of Billings	MT	109,642
6	City of Boulder	CO	107,125
7	City of Aurora	CO	366,623
8	City of Pueblo	CO	111,127
9	Fort Collins	CO	165,080
10	City of Rapid City	SD	74,421
11	City of Sioux Falls	SD	176,888
12	City of Moorhead	MN	43,122
13	City of Bloomington	MN	85,866
14	City of St. Cloud	MN	67,984
15	Rochester	MN	115,733
16	Duluth	MN	86,066
17	City of Sioux City	IA	82,514
18	City of Cedar Rapids	IA	132,228
19	Iowa City	IA	75,798
20	Des Moines	IA	217,521
21	City of Lincoln	NE	284,736
22	Rockford	IL	147,051
23	Lawrence	KS	96,892
24	Olathe	KS	137,472
25	Lenexa	KS	53,553
26	Lee's Summit	MO	97,290
27	Springfield	MO	167,376
28	City of Cheyenne	WY	63,624

119,776

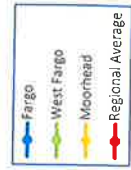
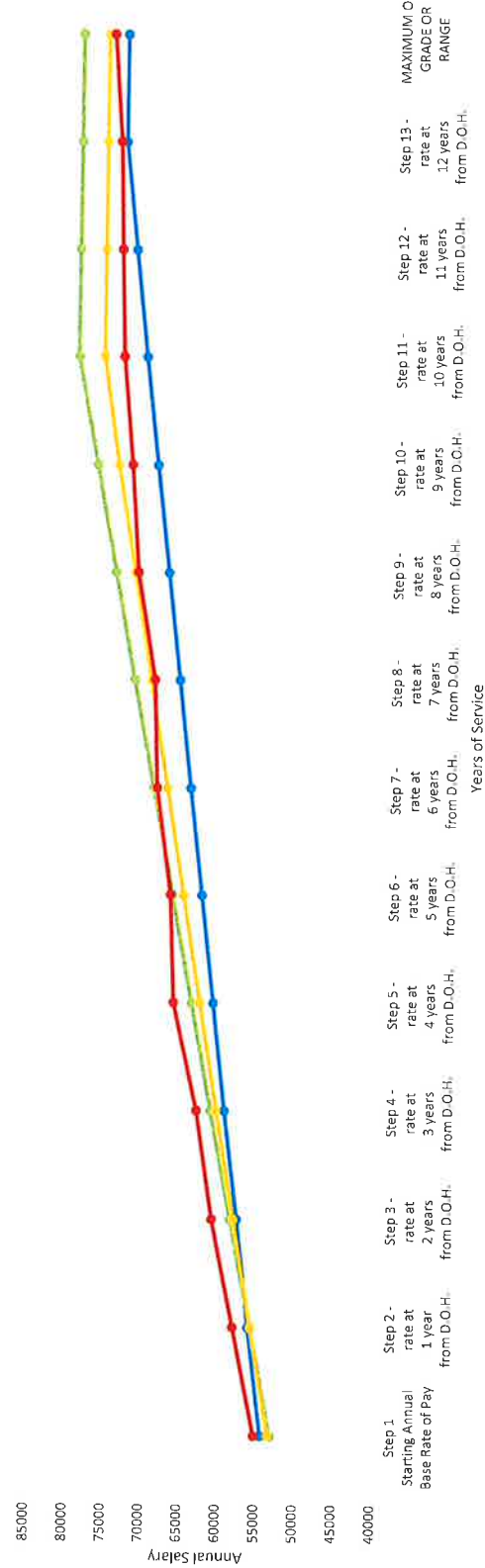
18 cities < Fargo's population

9 cities > Fargo's population

Police Officer Comparison - Current

City Name	Step 1 - Starting Annual Base Rate of Pay	Step 2 - rate at 1 year from D.O.H.	Step 3 - rate at 2 years from D.O.H.	Step 4 - rate at 3 years from D.O.H.	Step 5 - rate at 4 years from D.O.H.	Step 6 - rate at 5 years from D.O.H.	Step 7 - rate at 6 years from D.O.H.	Step 8 - rate at 7 years from D.O.H.	Step 9 - rate at 8 years from D.O.H.	Step 10 - rate at 9 years from D.O.H.	Step 11 - rate at 10 years from D.O.H.	Step 12 - rate at 11 years from D.O.H.	Step 13 - rate at 12 years from D.O.H.	MAXIMUM OF GRADE OR RANGE	Average Rate of Pay for Incumbents	Change Spread
Fargo	\$ 54,142	\$ 55,786	\$ 57,325	\$ 59,010	\$ 60,611	\$ 62,234	\$ 63,877	\$ 65,478	\$ 67,122	\$ 68,744	\$ 70,366	\$ 71,906	\$ 73,466	\$ 73,466	\$ 61,631	36%
West Fargo	\$ 52,882	\$ 55,526	\$ 58,170	\$ 60,814	\$ 63,458	\$ 66,102	\$ 68,746	\$ 71,390	\$ 74,034	\$ 76,678	\$ 79,322	\$ 79,322	\$ 79,322	\$ 79,322	\$ 59,966	50%
Moorhead	\$ 53,197	\$ 55,500	\$ 57,802	\$ 60,105	\$ 62,408	\$ 64,710	\$ 67,013	\$ 69,316	\$ 71,618	\$ 73,921	\$ 75,996	\$ 75,996	\$ 75,996	\$ 75,996	\$ 60,107	43%
Local Market - \$ Difference	\$ 53,040	\$ 55,513	\$ 57,986	\$ 60,460	\$ 62,933	\$ 65,406	\$ 67,880	\$ 70,353	\$ 72,826	\$ 75,300	\$ 77,659	\$ 77,659	\$ 77,659	\$ 77,659	\$ 60,037	
Local Market - % Difference	\$ 1.102	\$ 273	\$ (661)	\$ (1,450)	\$ (2,322)	\$ (3,172)	\$ (4,003)	\$ (4,875)	\$ (5,704)	\$ (6,556)	\$ (7,293)	\$ (5,753)	\$ (4,193)	\$ (4,193)	\$ 1,594	
	2.04%	0.49%	-1.15%	-2.46%	-3.83%	-5.10%	-6.27%	-7.45%	-8.50%	-9.54%	-10.36%	-8.00%	-5.71%	-5.71%	2.59%	
Regional Average	\$ 55,032	\$ 57,780	\$ 60,621	\$ 62,703	\$ 65,878	\$ 66,443	\$ 68,382	\$ 68,803	\$ 71,182	\$ 72,146	\$ 73,418	\$ 73,819	\$ 74,197	\$ 75,236		
Regional Market - \$ Difference	\$ (890)	\$ (1,994)	\$ (3,296)	\$ (3,693)	\$ (5,267)	\$ (4,209)	\$ (4,505)	\$ (3,325)	\$ (4,060)	\$ (3,402)	\$ (3,052)	\$ (1,913)	\$ (731)	\$ (1,770)		
Regional Market - % Difference	-1.64%	-3.57%	-5.75%	-6.26%	-8.69%	-6.76%	-7.05%	-5.08%	-6.05%	-4.95%	-4.34%	-2.66%	-0.99%	-2.41%		

Police Officer Comparison - Current



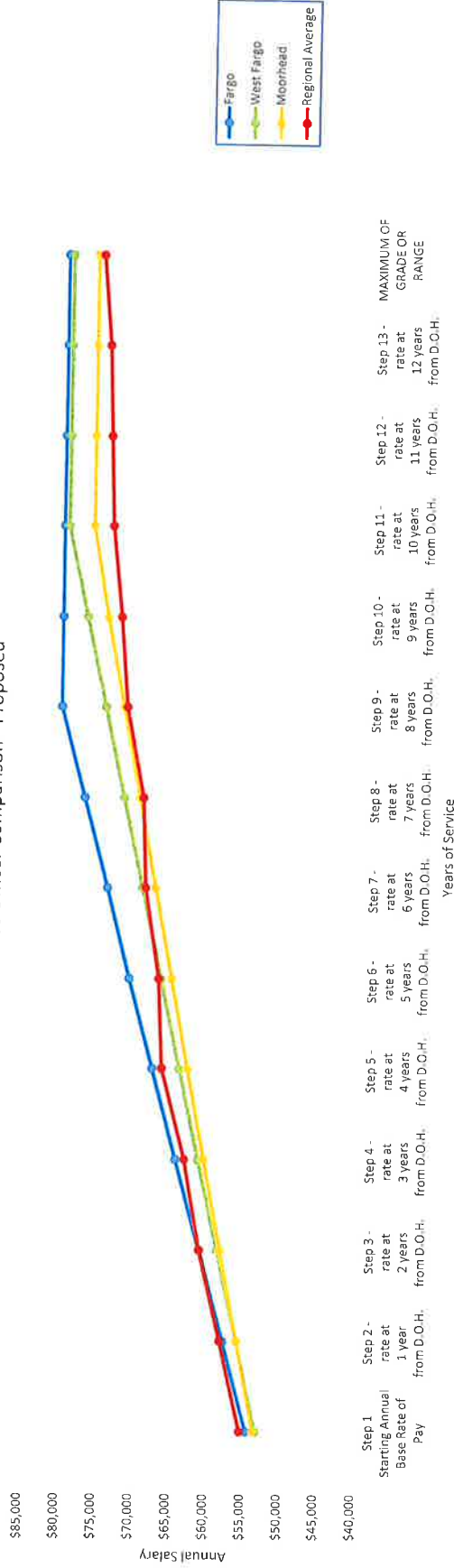
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\$ 54,142	\$ 55,786	\$ 57,325	\$ 59,010	\$ 60,611	\$ 62,234	\$ 63,877	\$ 65,478	\$ 67,122	\$ 68,744	\$ 70,366	\$ 71,906	\$ 73,466	\$ 73,466

Police Officer Comparison - Proposed

City Name	Step 1 Starting Annual Base Rate of Pay	Step 2 - rate at 1 year from D.O.H.	Step 3 - rate at 2 years from D.O.H.	Step 4 - rate at 3 years from D.O.H.	Step 5 - rate at 4 years from D.O.H.	Step 6 - rate at 5 years from D.O.H.	Step 7 - rate at 6 years from D.O.H.	Step 8 - rate at 7 years from D.O.H.	Step 9 - rate at 8 years from D.O.H.	Step 10 - rate at 9 years from D.O.H.	Step 11 - rate at 10 years from D.O.H.	Step 12 - rate at 11 years from D.O.H.	Step 13 - rate at 12 years from D.O.H.	MAXIMUM OF GRADE OR RANGE	Average Rate of Pay for Incumbents	Range Spread
Fargo	\$ 54,142	\$ 57,325	\$ 60,611	\$ 63,877	\$ 67,122	\$ 70,366	\$ 73,466	\$ 76,710	\$ 79,955	\$ 79,955	\$ 79,955	\$ 79,955	\$ 79,955	\$ 79,955	\$ 65,770	48%
West Fargo	\$ 52,882	\$ 55,526	\$ 58,170	\$ 60,814	\$ 63,458	\$ 66,102	\$ 68,746	\$ 71,390	\$ 74,034	\$ 76,678	\$ 79,322	\$ 79,322	\$ 79,322	\$ 79,322	\$ 59,966	50%
Moorhead	\$ 53,197	\$ 55,500	\$ 57,802	\$ 60,105	\$ 62,408	\$ 64,710	\$ 67,013	\$ 69,316	\$ 71,618	\$ 73,921	\$ 75,996	\$ 75,996	\$ 75,996	\$ 75,996	\$ 60,107	43%
Local Average	\$ 53,040	\$ 55,513	\$ 57,986	\$ 60,460	\$ 62,933	\$ 65,406	\$ 67,880	\$ 70,353	\$ 72,826	\$ 75,300	\$ 77,659	\$ 77,659	\$ 77,659	\$ 77,659	\$ 60,037	
Local Market - \$ Difference	\$ 1,102	\$ 1,812	\$ 2,625	\$ 3,417	\$ 4,189	\$ 4,960	\$ 5,586	\$ 6,357	\$ 7,129	\$ 7,899	\$ 8,655	\$ 9,411	\$ 10,167	\$ 10,923	\$ 7,622	
Local Market - % Difference	2.04%	3.16%	4.33%	5.35%	6.24%	7.05%	7.60%	8.29%	8.92%	9.57%	10.20%	10.83%	11.46%	12.09%	12.72%	
Regional Average	\$ 55,032	\$ 57,780	\$ 60,621	\$ 62,703	\$ 65,878	\$ 69,053	\$ 72,228	\$ 75,403	\$ 78,578	\$ 81,753	\$ 84,928	\$ 88,103	\$ 91,278	\$ 94,453	\$ 75,236	8.72%
Regional Market - \$ Difference	\$ (890)	\$ (455)	\$ (10)	\$ 1,174	\$ 1,244	\$ 3,923	\$ 5,084	\$ 7,907	\$ 8,773	\$ 9,639	\$ 10,505	\$ 11,371	\$ 12,237	\$ 13,103	\$ 7,219	
Regional Market - % Difference	-1.64%	-0.79%	-0.02%	1.84%	1.85%	5.57%	6.92%	10.31%	10.97%	9.77%	8.18%	7.67%	7.20%	5.90%		

***Recommendation - Police Officers remain in grade 12. Range spread increases from 36% to 48% by expanding steps. Step increases accelerated by moving two steps each year. 9 steps; 8 years to maximum.

Police Officer Comparison - Proposed



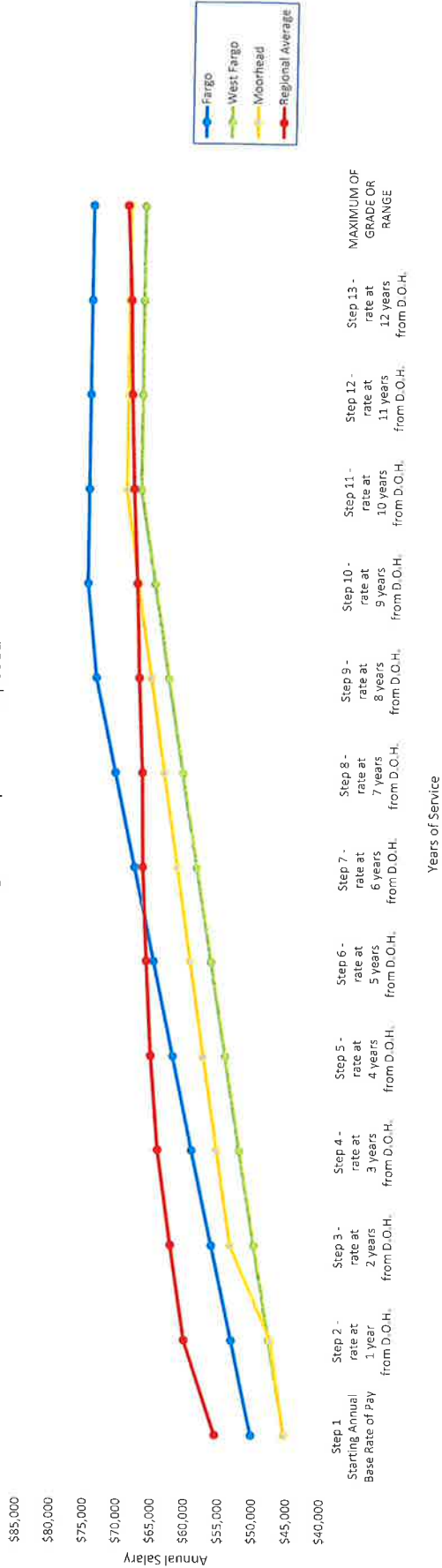
MAXIMUM OF GRADE OR RANGE

Firefighter Comparison - Proposed

City Name	Step 1 Starting Annual Base Rate of Pay	Step 2 - rate at 1 year from D.O.H.	Step 3 - rate at 2 years from D.O.H.	Step 4 - rate at 3 years from D.O.H.	Step 5 - rate at 4 years from D.O.H.	Step 6 - rate at 5 years from D.O.H.	Step 7 - rate at 6 years from D.O.H.	Step 8 - rate at 7 years from D.O.H.	Step 9 - rate at 8 years from D.O.H.	Step 10 - rate at 9 years from D.O.H.	Step 11 - rate at 10 years from D.O.H.	Step 12 - rate at 11 years from D.O.H.	Step 13 - rate at 12 years from D.O.H.	MAXIMUM OF GRADE OR RANGE	Average Rate of Pay for Incumbents	Range Spread	
Fargo	\$ 50,145	\$ 53,115	\$ 56,114	\$ 59,143	\$ 62,113	\$ 65,141	\$ 68,170	\$ 71,198	\$ 74,227	\$ 75,741	\$ 75,741	\$ 75,741	\$ 75,741	\$ 75,741	\$ 75,741	\$ 61,220	51%
West Fargo	\$ 45,337	\$ 47,604	\$ 49,871	\$ 52,138	\$ 54,405	\$ 56,672	\$ 58,939	\$ 61,206	\$ 63,472	\$ 65,739	\$ 68,006	\$ 68,006	\$ 68,006	\$ 68,006	\$ 68,006	\$ 46,613	50%
Moorhead	\$ 45,386	\$ 47,350	\$ 53,390	\$ 55,517	\$ 57,644	\$ 59,771	\$ 61,898	\$ 64,025	\$ 66,152	\$ 68,279	\$ 70,195	\$ 70,195	\$ 70,195	\$ 70,195	\$ 70,195	\$ 66,044	55%
Local Average	\$ 45,361	\$ 47,477	\$ 51,631	\$ 53,828	\$ 56,025	\$ 58,221	\$ 60,418	\$ 62,615	\$ 64,812	\$ 67,009	\$ 69,100	\$ 69,100	\$ 69,100	\$ 69,100	\$ 69,100	\$ 56,329	
Local Market - % Difference	\$ 4,784	\$ 5,638	\$ 4,483	\$ 5,315	\$ 6,088	\$ 6,920	\$ 7,752	\$ 8,583	\$ 9,415	\$ 8,732	\$ 6,641	\$ 6,641	\$ 6,641	\$ 6,641	\$ 6,641	\$ 4,891	
Local Market - % Difference	9.54%	10.61%	7.99%	8.99%	9.80%	10.62%	11.37%	12.05%	12.68%	11.53%	8.77%	8.77%	8.77%	8.77%	8.77%	7.99%	
Regional Average	\$ 55,513	\$ 60,097	\$ 62,242	\$ 64,251	\$ 65,438	\$ 66,277	\$ 67,009	\$ 67,284	\$ 67,913	\$ 68,401	\$ 69,098	\$ 69,590	\$ 69,905	\$ 70,606	\$ 70,606	\$ 7.99%	
Regional Market - % Difference	\$ (5,368)	\$ (6,982)	\$ (6,128)	\$ (5,108)	\$ (3,325)	\$ (1,136)	\$ 1,161	\$ 3,914	\$ 6,314	\$ 7,340	\$ 6,643	\$ 6,151	\$ 5,836	\$ 5,135	\$ 5,135		
Regional Market - % Difference	-10.70%	-13.14%	-10.92%	-8.64%	-5.35%	-1.74%	1.70%	5.50%	8.51%	9.69%	8.77%	8.12%	7.70%	6.78%	6.78%		

***Recommendation - Firefighters remain in grade 11. Range spread increases from 36% to 51% by expanding steps. Step increases accelerated by moving two steps each year.
 ***Firefighters max is step 7 at \$68,170. Drivers continue to receive step increases through step 10 at \$75,741. FF - 7 steps; 6 years to max. Driver - 10 steps; 9 year to max.

Firefighter Comparison- Proposed



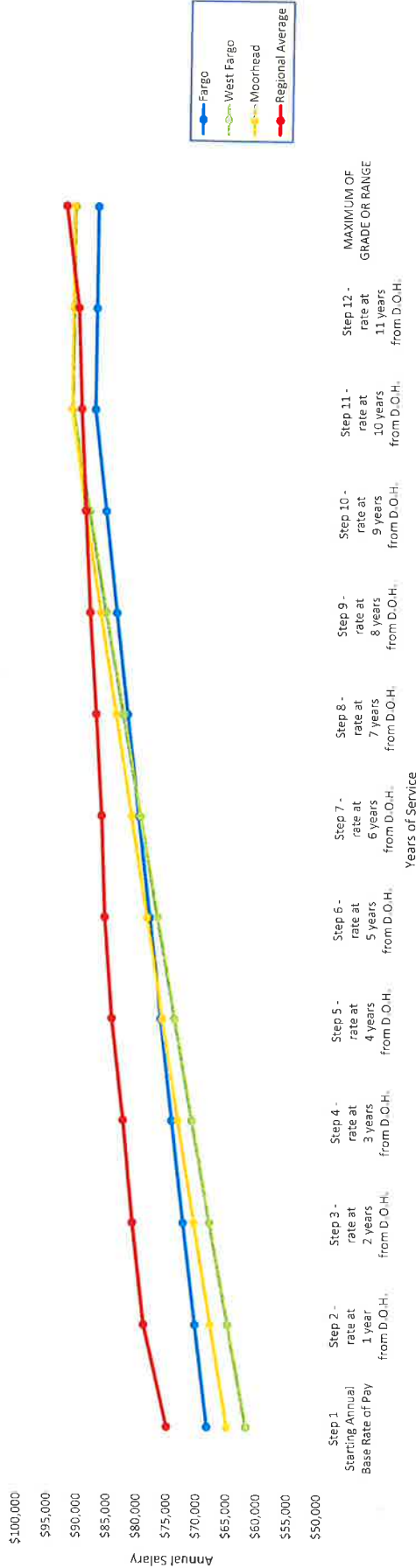
Years of Service

Step 1 Starting Annual Base Rate of Pay
 Step 2 - rate at 1 year from D.O.H.
 Step 3 - rate at 2 years from D.O.H.
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 Step 8 - rate at 7 years from D.O.H.
 Step 9 - rate at 8 years from D.O.H.
 Step 10 - rate at 9 years from D.O.H.
 Step 11 - rate at 10 years from D.O.H.
 Step 12 - rate at 11 years from D.O.H.
 Step 13 - rate at 12 years from D.O.H.
 MAXIMUM OF GRADE OR RANGE

Police Sergeant Comparison - Current

City Name	Step 1 - Starting Annual Base Rate of Pay	Step 2 - rate at 1 year from D.O.H.	Step 3 - rate at 2 years from D.O.H.	Step 4 - rate at 3 years from D.O.H.	Step 5 - rate at 4 years from D.O.H.	Step 6 - rate at 5 years from D.O.H.	Step 7 - rate at 6 years from D.O.H.	Step 8 - rate at 7 years from D.O.H.	Step 9 - rate at 8 years from D.O.H.	Step 10 - rate at 9 years from D.O.H.	Step 11 - rate at 10 years from D.O.H.	Step 12 - rate at 11 years from D.O.H.	MAXIMUM OF GRADE OR RANGE	Average Rate of Pay for Incumbents	Range Spread
Fargo	\$ 68,162	\$ 70,221	\$ 72,259	\$ 74,318	\$ 76,357	\$ 78,395	\$ 80,454	\$ 82,493	\$ 84,552	\$ 86,570	\$ 88,650	\$ 88,650	\$ 88,650	\$ 83,439	30%
West Fargo	\$ 61,681	\$ 64,765	\$ 67,849	\$ 70,933	\$ 74,017	\$ 77,101	\$ 80,185	\$ 83,269	\$ 86,353	\$ 89,438	\$ 92,522	\$ 92,522	\$ 92,522	\$ 78,811	50%
Moorhead	\$ 64,878	\$ 67,686	\$ 70,495	\$ 73,303	\$ 76,111	\$ 78,920	\$ 81,728	\$ 84,536	\$ 87,344	\$ 90,153	\$ 92,683	\$ 92,683	\$ 92,683	\$ 82,118	43%
Local Average	\$ 63,280	\$ 66,226	\$ 69,172	\$ 72,118	\$ 75,064	\$ 78,010	\$ 80,956	\$ 83,903	\$ 86,849	\$ 89,795	\$ 92,602	\$ 92,602	\$ 92,602	\$ 80,465	
Local Market - \$ Difference	\$ 4,882	\$ 3,995	\$ 3,087	\$ 2,200	\$ 1,293	\$ 385	\$ (502)	\$ (1,410)	\$ (2,297)	\$ (3,225)	\$ (3,952)	\$ (3,952)	\$ (3,952)	\$ 2,974	
Local Market - % Difference	7.16%	5.69%	4.27%	2.96%	1.69%	0.49%	-0.62%	-1.71%	-2.72%	-3.73%	-4.46%	-4.46%	-4.46%	3.56%	
Regional Average	\$ 74,954	\$ 78,847	\$ 80,783	\$ 82,481	\$ 84,555	\$ 85,980	\$ 86,715	\$ 87,874	\$ 89,125	\$ 90,098	\$ 91,030	\$ 91,762	\$ 94,050	\$ 87,006	
Regional Market - \$ Difference	\$ (6,792)	\$ (8,626)	\$ (8,524)	\$ (8,163)	\$ (8,198)	\$ (9,623)	\$ (6,261)	\$ (5,381)	\$ (4,573)	\$ (3,528)	\$ (2,380)	\$ (3,112)	\$ (5,400)	\$ 87,006	
Regional Market - % Difference	-9.96%	-12.28%	-11.80%	-10.98%	-10.74%	-12.60%	-7.78%	-6.52%	-5.41%	-4.07%	-2.68%	-3.51%	-6.09%	-4.28%	

Police Sergeant Comparison - Current



Years of Service

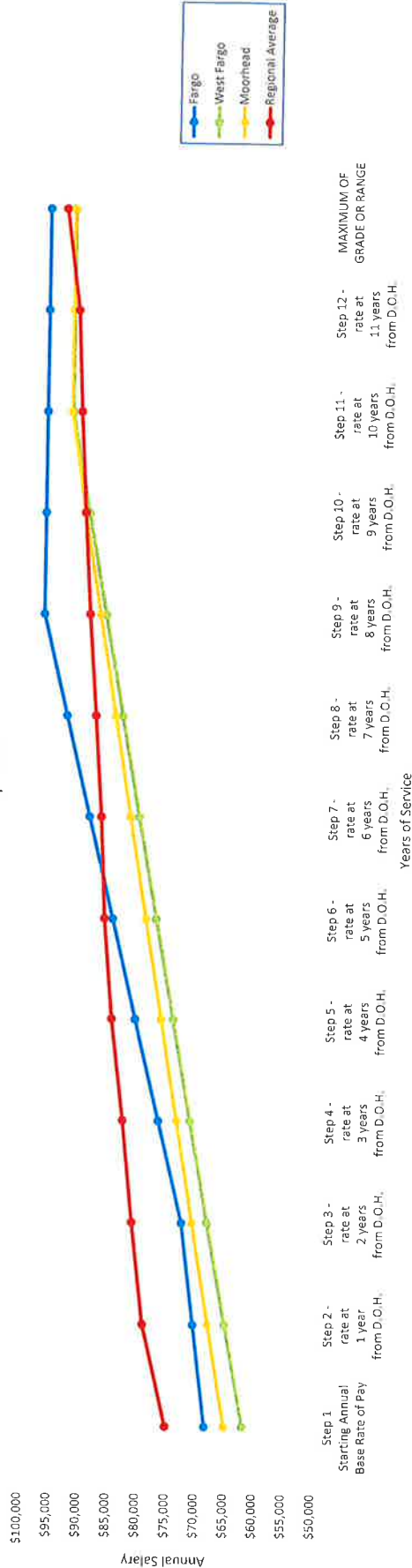
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 Step 3 - rate at 2 years from D.O.H.
 Step 4 - rate at 3 years from D.O.H.
 Step 5 - rate at 4 years from D.O.H.
 Step 6 - rate at 5 years from D.O.H.
 Step 7 - rate at 6 years from D.O.H.
 Step 8 - rate at 7 years from D.O.H.
 Step 9 - rate at 8 years from D.O.H.
 Step 10 - rate at 9 years from D.O.H.
 Step 11 - rate at 10 years from D.O.H.
 Step 12 - rate at 11 years from D.O.H.
 MAXIMUM OF GRADE OR RANGE

Police Sergeant Comparison - Proposed

City Name	Step 1 Starting Annual Base Rate of Pay	Step 2 - rate at 1 year from D.O.H.	Step 3 - rate at 2 years from D.O.H.	Step 4 - rate at 3 years from D.O.H.	Step 5 - rate at 4 years from D.O.H.	Step 6 - rate at 5 years from D.O.H.	Step 7 - rate at 6 years from D.O.H.	Step 8 - rate at 7 years from D.O.H.	Step 9 - rate at 8 years from D.O.H.	Step 10 - rate at 9 years from D.O.H.	Step 11 - rate at 10 years from D.O.H.	Step 12 - rate at 11 years from D.O.H.	MAXIMUM OF GRADE OR RANGE	Average Rate of Pay for Incumbents	Range Spread
Fargo	\$ 68,162	\$ 70,221	\$ 72,259	\$ 76,357	\$ 80,454	\$ 84,552	\$ 88,650	\$ 92,726	\$ 96,803	\$ 96,803	\$ 96,803	\$ 96,803	\$ 96,803	\$ 86,935	42%
West Fargo	\$ 61,681	\$ 64,765	\$ 67,849	\$ 70,933	\$ 74,017	\$ 77,101	\$ 80,185	\$ 83,269	\$ 86,353	\$ 89,438	\$ 92,522	\$ 92,522	\$ 92,522	\$ 78,811	50%
Moorhead	\$ 64,878	\$ 67,686	\$ 70,495	\$ 73,303	\$ 76,111	\$ 78,920	\$ 81,728	\$ 84,536	\$ 87,344	\$ 90,153	\$ 92,683	\$ 92,683	\$ 92,683	\$ 82,118	43%
Local Average	\$ 63,280	\$ 66,226	\$ 69,172	\$ 72,118	\$ 75,064	\$ 78,010	\$ 80,956	\$ 83,903	\$ 86,849	\$ 89,795	\$ 92,602	\$ 92,602	\$ 92,602	\$ 80,465	
Local Market - % Difference	4.882	3.995	3.087	4.239	5.390	6.542	7.694	8.823	9.954	11.106	12.258	13.410	14.562	6.470	
Regional Average	\$ 74,954	\$ 78,847	\$ 82,740	\$ 86,633	\$ 90,526	\$ 94,419	\$ 98,312	\$ 102,205	\$ 106,098	\$ 110,000	\$ 113,903	\$ 117,806	\$ 121,709	\$ 94,050	7.44%
Regional Market - % Difference	(6.792)	(8.626)	(10.460)	(12.294)	(14.128)	(15.962)	(17.796)	(19.630)	(21.464)	(23.298)	(25.132)	(26.966)	(28.800)	7.44%	
Regional Market - % Difference	-9.96%	-12.28%	-11.80%	-8.02%	-5.10%	-1.69%	2.18%	5.23%	7.93%	6.93%	5.96%	5.21%	2.84%		

***Recommendation - Police Sergeants remain in grade 15. Range spread increases from 30% to 42% by expanding steps. Step increases applied as normal in steps one -three then accelerating to two steps each year. 9 steps: 8 years to maximum.

Police Sergeant Comparison - Proposed

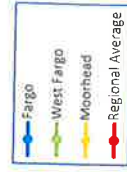
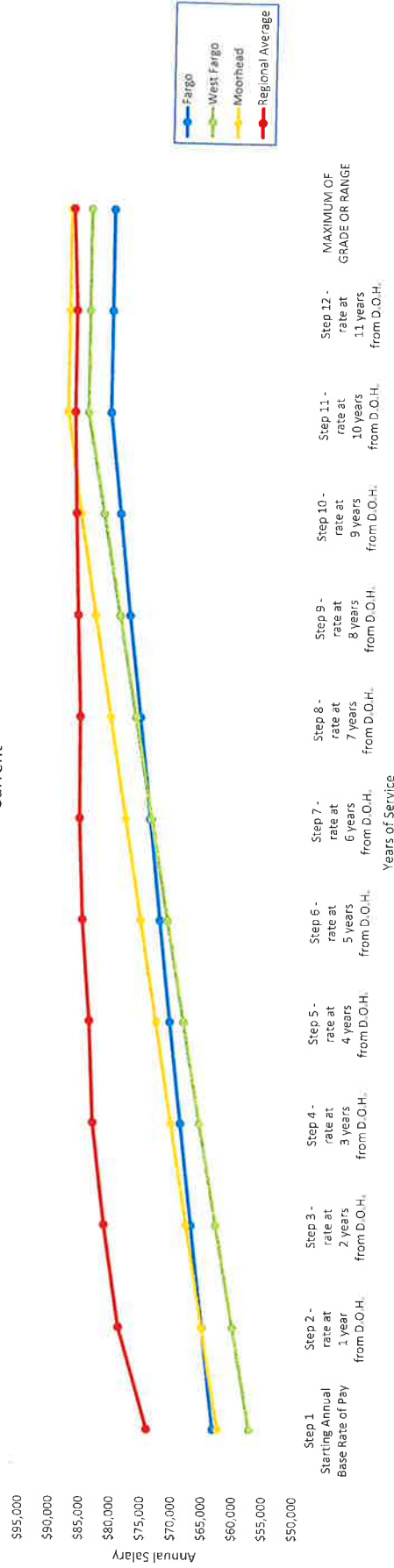


Years of Service

Fire Captain Comparison - Current

City Name	Step 1 Starting Annual Base Rate of Pay	Step 2 - rate at 1 year from D.O.H.	Step 3 - rate at 2 years from D.O.H.	Step 4 - rate at 3 years from D.O.H.	Step 5 - rate at 4 years from D.O.H.	Step 6 - rate at 5 years from D.O.H.	Step 7 - rate at 6 years from D.O.H.	Step 8 - rate at 7 years from D.O.H.	Step 9 - rate at 8 years from D.O.H.	Step 10 - rate at 9 years from D.O.H.	Step 11 - rate at 10 years from D.O.H.	Step 12 - rate at 11 years from D.O.H.	MAXIMUM OF GRADE OR RANGE	Average Rate of Pay for Incumbents	Range Spread
Fargo	\$ 63,161	\$ 64,996	\$ 66,889	\$ 68,811	\$ 70,762	\$ 72,625	\$ 74,460	\$ 76,324	\$ 78,304	\$ 80,138	\$ 82,002	\$ 82,002	\$ 82,002	\$ 78,123	30%
West Fargo	\$ 57,112	\$ 59,968	\$ 62,823	\$ 65,679	\$ 68,535	\$ 71,390	\$ 74,246	\$ 77,101	\$ 79,957	\$ 82,813	\$ 85,668	\$ 85,668	\$ 85,668	\$ 59,010	50%
Moorhead	\$ 62,353	\$ 65,051	\$ 67,751	\$ 70,450	\$ 73,149	\$ 75,848	\$ 78,547	\$ 81,246	\$ 83,945	\$ 86,644	\$ 89,075	\$ 89,075	\$ 89,075	\$ 79,119	43%
Local Average	\$ 59,732	\$ 62,510	\$ 65,287	\$ 68,064	\$ 70,842	\$ 73,619	\$ 76,396	\$ 79,173	\$ 81,951	\$ 84,728	\$ 87,372	\$ 87,372	\$ 87,372	\$ 69,065	
Local Market - % Difference	\$ 3,429	\$ 2,487	\$ 1,602	\$ 747	\$ (80)	\$ (994)	\$ (1,936)	\$ (2,849)	\$ (3,647)	\$ (4,590)	\$ (5,370)	\$ (5,370)	\$ (5,370)	\$ 9,058	
Local Market - % Difference	5.43%	3.83%	2.40%	1.09%	-0.11%	-1.37%	-2.60%	-3.73%	-4.66%	-5.73%	-6.55%	-6.55%	-6.55%	11.60%	
Regional Average	\$ 74,025	\$ 78,702	\$ 81,193	\$ 83,189	\$ 85,323	\$ 86,061	\$ 86,841	\$ 86,205	\$ 86,841	\$ 87,403	\$ 87,873	\$ 87,873	\$ 88,597	\$ 79,088	
Regional Market - \$ Difference	\$ (10,864)	\$ (13,706)	\$ (14,304)	\$ (14,378)	\$ (13,192)	\$ (12,698)	\$ (11,601)	\$ (9,881)	\$ (8,537)	\$ (7,265)	\$ (5,871)	\$ (5,871)	\$ (6,595)	\$ (965)	
Regional Market - % Difference	-17.20%	-21.09%	-21.38%	-20.89%	-18.64%	-17.48%	-15.58%	-12.95%	-10.90%	-9.07%	-7.16%	-7.16%	-8.04%	-1.24%	

Fire Captain Comparison
- Current



Step 1 - Starting Annual Base Rate of Pay from D.O.H.

Step 2 - rate at 1 year from D.O.H.

Step 3 - rate at 2 years from D.O.H.

Step 4 - rate at 3 years from D.O.H.

Step 5 - rate at 4 years from D.O.H.

Step 6 - rate at 5 years from D.O.H.

Step 7 - rate at 6 years from D.O.H.

Step 8 - rate at 7 years from D.O.H.

Step 9 - rate at 8 years from D.O.H.

Step 10 - rate at 9 years from D.O.H.

Step 11 - rate at 10 years from D.O.H.

Step 12 - rate at 11 years from D.O.H.

MAXIMUM OF GRADE OR RANGE

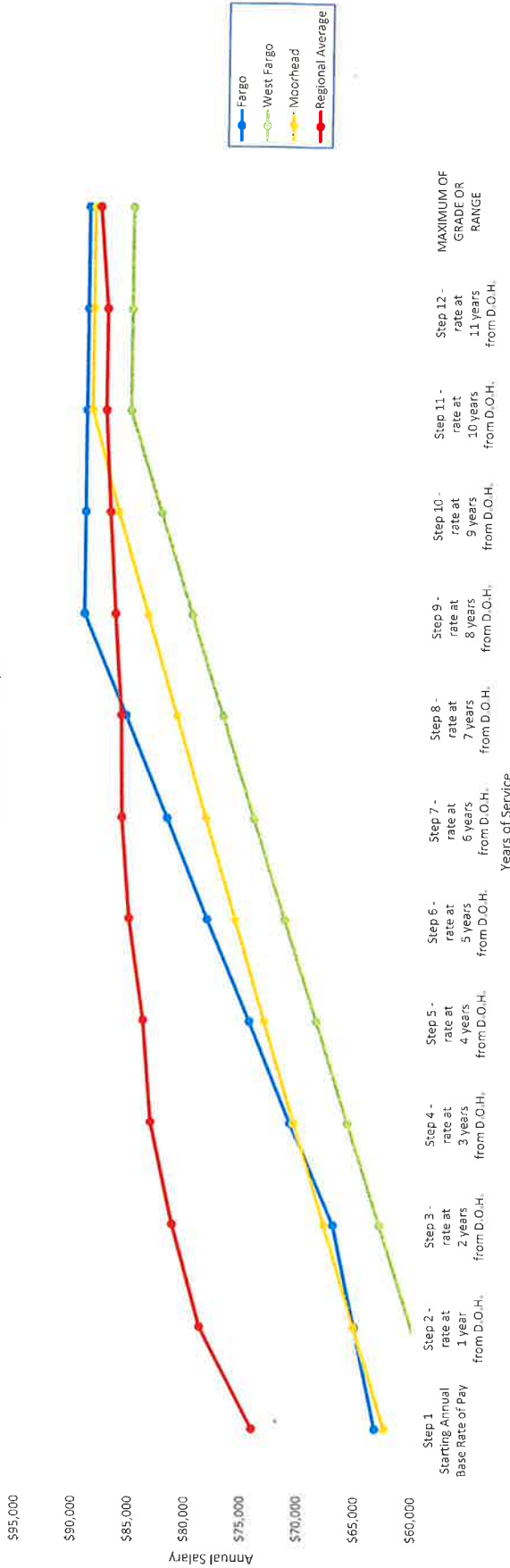
Years of Service

Fire Captain Comparison - Proposed

City Name	Step 1 Starting Annual Base Rate of Pay	Step 2 - rate at 1 year from D.O.H.	Step 3 - rate at 2 years from D.O.H.	Step 4 - rate at 3 years from D.O.H.	Step 5 - rate at 4 years from D.O.H.	Step 6 - rate at 5 years from D.O.H.	Step 7 - rate at 6 years from D.O.H.	Step 8 - rate at 7 years from D.O.H.	Step 9 - rate at 8 years from D.O.H.	Step 10 - rate at 9 years from D.O.H.	Step 11 - rate at 10 years from D.O.H.	Step 12 - rate at 11 years from D.O.H.	MAXIMUM OF GRADE OR RANGE	Average Rate of Pay for Incumbents	Range Spread
Fargo	\$ 63,161	\$ 64,996	\$ 66,889	\$ 70,762	\$ 74,460	\$ 78,304	\$ 82,002	\$ 85,788	\$ 89,573	\$ 89,573	\$ 89,573	\$ 89,573	\$ 89,573	\$ 80,722	42%
West Fargo	\$ 57,112	\$ 59,968	\$ 62,823	\$ 65,679	\$ 68,535	\$ 71,390	\$ 74,246	\$ 77,101	\$ 79,957	\$ 82,813	\$ 85,668	\$ 85,668	\$ 85,668	\$ 59,010	50%
Moorhead	\$ 62,353	\$ 65,051	\$ 67,751	\$ 70,450	\$ 73,149	\$ 75,848	\$ 78,547	\$ 81,246	\$ 83,945	\$ 86,644	\$ 89,075	\$ 89,075	\$ 89,075	\$ 79,119	43%
Local Average	\$ 59,732	\$ 62,510	\$ 65,287	\$ 68,064	\$ 70,842	\$ 73,619	\$ 76,396	\$ 79,173	\$ 81,951	\$ 84,728	\$ 87,372	\$ 87,372	\$ 87,372	\$ 69,065	
Local Market - % Difference	5.43%	3.83%	2.40%	3.81%	4.86%	5.98%	6.84%	7.71%	8.51%	5.41%	2.46%	2.201	\$ 2,201	\$ 11,657	
Regional Average	\$ 74,025	\$ 78,702	\$ 83,189	\$ 88,189	\$ 93,954	\$ 99,494	\$ 105,059	\$ 110,417	\$ 116,841	\$ 123,403	\$ 129,873	\$ 137,000	\$ 144,444	\$ 79,088	
Regional Market - \$ Difference	\$ (10,864)	\$ (13,706)	\$ (14,304)	\$ (12,427)	\$ (9,494)	\$ (7,019)	\$ (4,059)	\$ (417)	\$ 2,732	\$ 2,170	\$ 1,700	\$ 1,700	\$ 976		
Regional Market - % Difference	-17.20%	-21.09%	-21.38%	-17.56%	-12.75%	-8.96%	-4.95%	-0.49%	3.05%	2.42%	1.90%	1.90%	1.09%		

***Recommendation - Fire Captains remain in grade 14. Range spread increases from 30% to 42% by expanding steps. Step increases applied as normal in steps one - three then accelerating to two steps each year. 9 steps; 8 years to maximum.

Fire Captain Comparison - Proposed

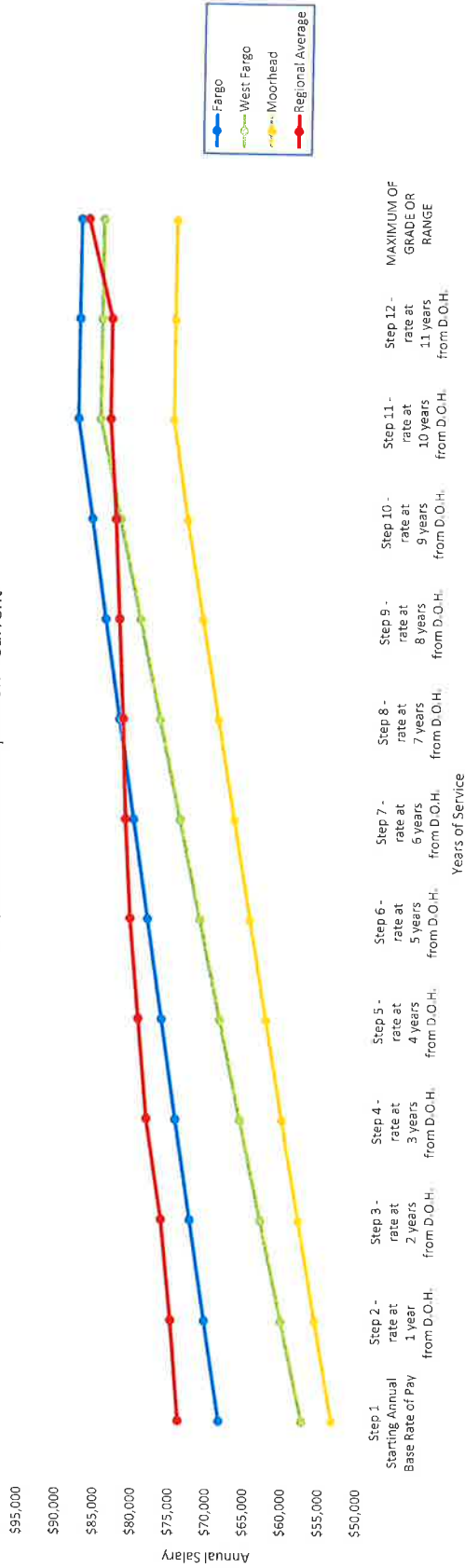


MAXIMUM OF GRADE OR RANGE

Deputy Fire Marshal - Current

City Name	Step 1 Starting Annual Base Rate of Pay	Step 2 - rate at 1 year from D.O.H.	Step 3 - rate at 2 years from D.O.H.	Step 4 - rate at 3 years from D.O.H.	Step 5 - rate at 4 years from D.O.H.	Step 6 - rate at 5 years from D.O.H.	Step 7 - rate at 6 years from D.O.H.	Step 8 - rate at 7 years from D.O.H.	Step 9 - rate at 8 years from D.O.H.	Step 10 - rate at 9 years from D.O.H.	Step 11 - rate at 10 years from D.O.H.	Step 12 - rate at 11 years from D.O.H.	MAXIMUM OF GRADE OR RANGE	Average Rate of Pay for Incumbents	Range Spread
Fargo	\$ 68,162	\$ 70,221	\$ 72,259	\$ 74,318	\$ 76,357	\$ 78,395	\$ 80,454	\$ 82,493	\$ 84,552	\$ 86,570	\$ 88,650	\$ 88,650	\$ 88,650	\$ 78,395	30%
West Fargo	\$ 57,112	\$ 59,968	\$ 62,823	\$ 65,679	\$ 68,535	\$ 71,390	\$ 74,246	\$ 77,101	\$ 79,957	\$ 82,813	\$ 85,668	\$ 85,668	\$ 85,668	\$ 85,668	50%
Moorhead	\$ 53,197	\$ 55,500	\$ 57,802	\$ 60,105	\$ 62,408	\$ 64,710	\$ 67,013	\$ 69,316	\$ 71,618	\$ 73,921	\$ 75,996	\$ 75,996	\$ 75,996	\$ 55,494	43%
Local Average	\$ 55,155	\$ 57,734	\$ 60,313	\$ 62,892	\$ 65,471	\$ 68,050	\$ 70,630	\$ 73,208	\$ 75,788	\$ 78,367	\$ 80,832	\$ 80,832	\$ 80,832		
Local Market - \$ Difference	\$ 13,007	\$ 12,487	\$ 11,946	\$ 11,426	\$ 10,886	\$ 10,345	\$ 9,824	\$ 9,285	\$ 8,764	\$ 8,203	\$ 7,818	\$ 7,818	\$ 7,818		
Local Market - % Difference	19.08%	17.78%	16.53%	15.37%	14.26%	13.20%	12.21%	11.26%	10.37%	9.48%	8.82%	8.82%	8.82%		
Regional Average	\$ 73,679	\$ 74,769	\$ 76,168	\$ 78,254	\$ 79,518	\$ 80,793	\$ 81,612	\$ 82,114	\$ 82,787	\$ 83,482	\$ 84,392	\$ 84,392	\$ 87,706	\$ 84,573	
Regional Market - \$ Difference	\$ (5,517)	\$ (4,548)	\$ (3,909)	\$ (3,936)	\$ (3,161)	\$ (2,398)	\$ (1,158)	\$ 379	\$ 1,765	\$ 3,088	\$ 4,258	\$ 4,258	\$ 944	\$ (6,178)	
Regional Market - % Difference	-8.09%	-6.48%	-5.41%	-5.30%	-4.14%	-3.06%	-1.44%	0.46%	2.09%	3.57%	4.80%	4.80%	1.07%	-7.88%	

Deputy Fire Marshal Comparison - Current



City Name	Step 1 Starting Annual Base Rate of Pay	Step 2 - rate at 1 year from D.O.H.	Step 3 - rate at 2 years from D.O.H.	Step 4 - rate at 3 years from D.O.H.	Step 5 - rate at 4 years from D.O.H.	Step 6 - rate at 5 years from D.O.H.	Step 7 - rate at 6 years from D.O.H.	Step 8 - rate at 7 years from D.O.H.	Step 9 - rate at 8 years from D.O.H.	Step 10 - rate at 9 years from D.O.H.	Step 11 - rate at 10 years from D.O.H.	Step 12 - rate at 11 years from D.O.H.	MAXIMUM OF GRADE OR RANGE
Fargo	\$ 68,162	\$ 70,221	\$ 72,259	\$ 74,318	\$ 76,357	\$ 78,395	\$ 80,454	\$ 82,493	\$ 84,552	\$ 86,570	\$ 88,650	\$ 88,650	\$ 88,650
West Fargo	\$ 57,112	\$ 59,968	\$ 62,823	\$ 65,679	\$ 68,535	\$ 71,390	\$ 74,246	\$ 77,101	\$ 79,957	\$ 82,813	\$ 85,668	\$ 85,668	\$ 85,668
Moorhead	\$ 53,197	\$ 55,500	\$ 57,802	\$ 60,105	\$ 62,408	\$ 64,710	\$ 67,013	\$ 69,316	\$ 71,618	\$ 73,921	\$ 75,996	\$ 75,996	\$ 75,996
Local Average	\$ 55,155	\$ 57,734	\$ 60,313	\$ 62,892	\$ 65,471	\$ 68,050	\$ 70,630	\$ 73,208	\$ 75,788	\$ 78,367	\$ 80,832	\$ 80,832	\$ 80,832
Local Market - \$ Difference	\$ 13,007	\$ 12,487	\$ 11,946	\$ 11,426	\$ 10,886	\$ 10,345	\$ 9,824	\$ 9,285	\$ 8,764	\$ 8,203	\$ 7,818	\$ 7,818	\$ 7,818
Local Market - % Difference	19.08%	17.78%	16.53%	15.37%	14.26%	13.20%	12.21%	11.26%	10.37%	9.48%	8.82%	8.82%	8.82%
Regional Average	\$ 73,679	\$ 74,769	\$ 76,168	\$ 78,254	\$ 79,518	\$ 80,793	\$ 81,612	\$ 82,114	\$ 82,787	\$ 83,482	\$ 84,392	\$ 84,392	\$ 87,706
Regional Market - \$ Difference	\$ (5,517)	\$ (4,548)	\$ (3,909)	\$ (3,936)	\$ (3,161)	\$ (2,398)	\$ (1,158)	\$ 379	\$ 1,765	\$ 3,088	\$ 4,258	\$ 4,258	\$ 944
Regional Market - % Difference	-8.09%	-6.48%	-5.41%	-5.30%	-4.14%	-3.06%	-1.44%	0.46%	2.09%	3.57%	4.80%	4.80%	1.07%

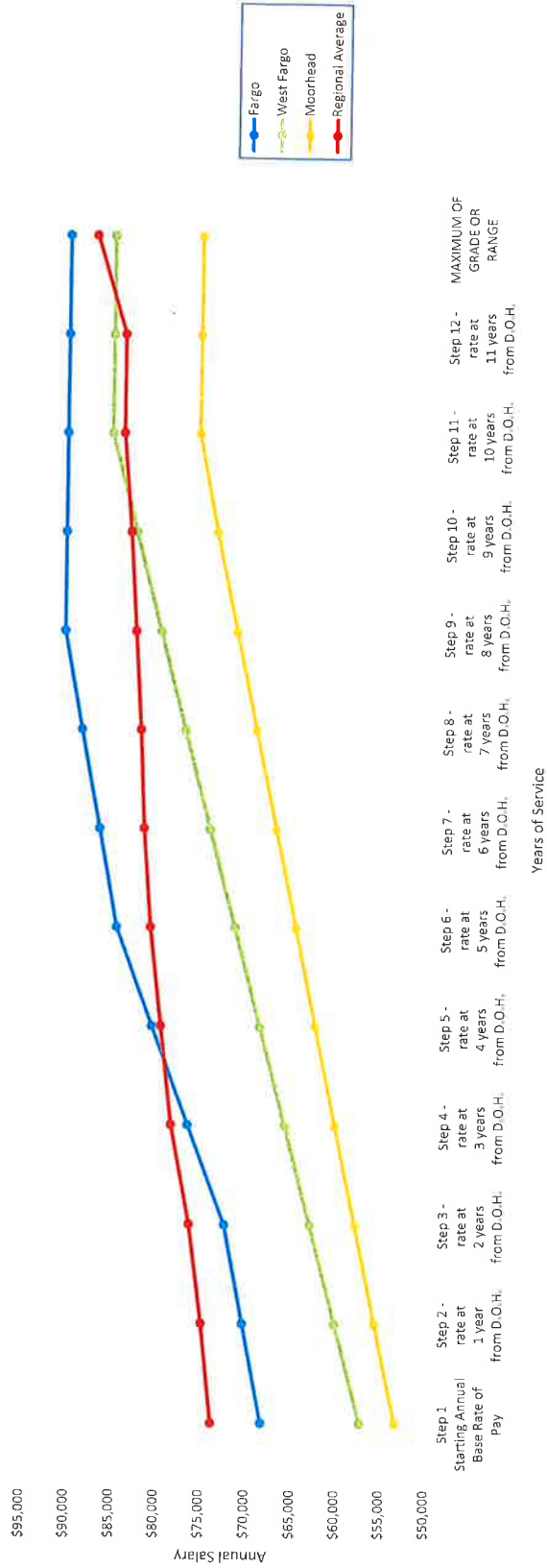
Deputy Fire Marshal - Proposed

City Name	Step 1 Starting Annual Base Rate of Pay	Step 2 - rate at 1 year from D.O.H.	Step 3 - rate at 2 years from D.O.H.	Step 4 - rate at 3 years from D.O.H.	Step 5 - rate at 4 years from D.O.H.	Step 6 - rate at 5 years from D.O.H.	Step 7 - rate at 6 years from D.O.H.	Step 8 - rate at 7 years from D.O.H.	Step 9 - rate at 8 years from D.O.H.	Step 10 - rate at 9 years from D.O.H.	Step 11 - rate at 10 years from D.O.H.	Step 12 - rate at 11 years from D.O.H.	MAXIMUM OF GRADE OR RANGE	Average Rate of Pay for Incumbents	Range Spread
Fargo	\$ 68,162	\$ 70,221	\$ 72,259	\$ 76,357	\$ 80,454	\$ 84,552	\$ 86,570	\$ 88,650	\$ 90,688	\$ 90,688	\$ 90,688	\$ 90,688	\$ 90,688	\$ 79,771	33%
West Fargo	\$ 57,112	\$ 59,968	\$ 62,823	\$ 65,679	\$ 68,535	\$ 71,390	\$ 74,246	\$ 77,101	\$ 79,957	\$ 82,813	\$ 85,668	\$ 85,668	\$ 85,668	\$ 85,668	50%
Moorhead	\$ 53,197	\$ 55,500	\$ 57,802	\$ 60,105	\$ 62,408	\$ 64,710	\$ 67,013	\$ 69,316	\$ 71,618	\$ 73,921	\$ 75,996	\$ 75,996	\$ 75,996	\$ 55,494	43%
Local Average	\$ 55,155	\$ 57,734	\$ 60,313	\$ 62,892	\$ 65,471	\$ 68,050	\$ 70,630	\$ 73,208	\$ 75,788	\$ 78,367	\$ 80,832	\$ 80,832	\$ 80,832	\$ 9,856	
Local Market - % Difference	19.08%	17.78%	16.53%	17.63%	18.62%	19.52%	18.41%	17.42%	16.43%	13.59%	10.87%	10.87%	10.87%	9.856	
Regional Average	\$ 73,679	\$ 74,769	\$ 76,168	\$ 78,254	\$ 79,518	\$ 80,793	\$ 81,612	\$ 82,114	\$ 82,787	\$ 83,482	\$ 84,392	\$ 84,392	\$ 87,706	\$ 7,901	
Regional Market - \$ Difference	\$ (5,517)	\$ (4,548)	\$ (3,909)	\$ (1,897)	\$ 936	\$ 3,759	\$ 4,958	\$ 6,536	\$ 7,901	\$ 7,206	\$ 6,296	\$ 6,296	\$ 2,982	\$ 2,982	
Regional Market - % Difference	-8.09%	-6.48%	-5.41%	-2.48%	1.16%	4.45%	5.73%	7.37%	8.71%	7.95%	6.94%	6.94%	3.29%	3.29%	

***Recommendation - Deputy Fire Marshals remain in grade 15. Range spread increases from 30% to 33% by expanding steps.

***Step increases applied as normal in steps one - three then accelerating to two steps each year until step 7, 8 & 9. (9 steps; 8 years to maximum)

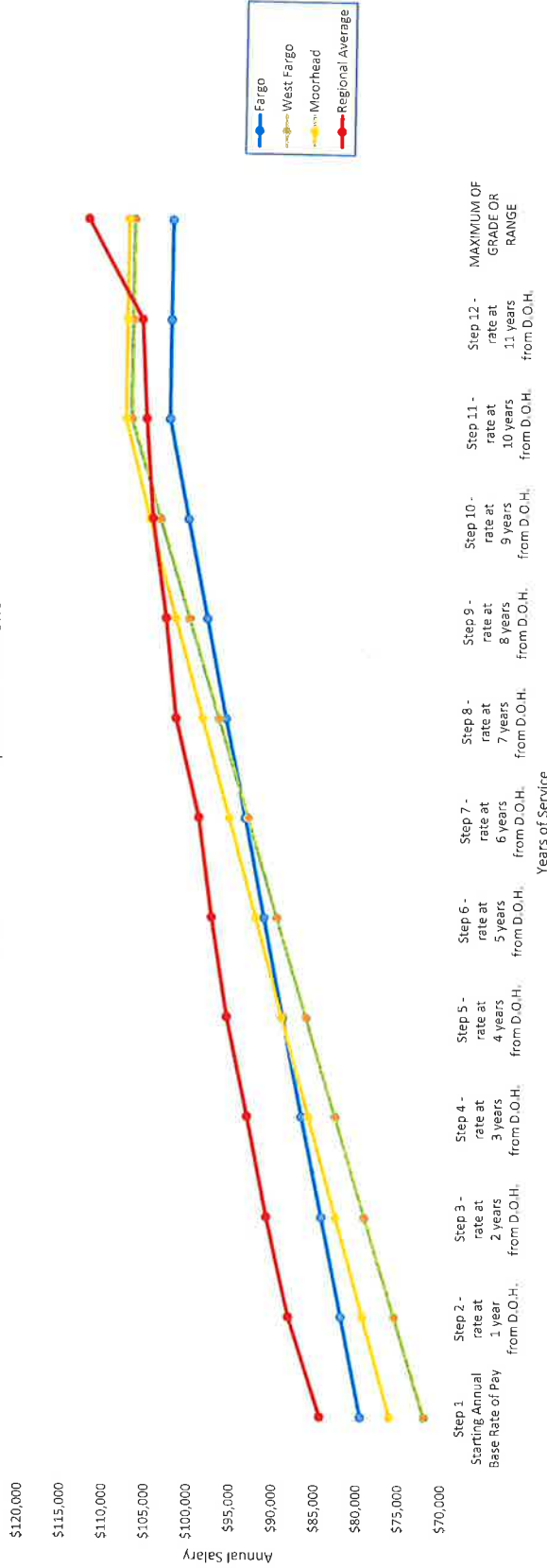
Deputy Fire Marshal Comparison - Proposed



Police Lieutenant Comparison - Current

City Name	Step 1 Starting Annual Base Rate of Pay	Step 2 - rate at 1 year from D.O.H.	Step 3 - rate at 2 years from D.O.H.	Step 4 - rate at 3 years from D.O.H.	Step 5 - rate at 4 years from D.O.H.	Step 6 - rate at 5 years from D.O.H.	Step 7 - rate at 6 years from D.O.H.	Step 8 - rate at 7 years from D.O.H.	Step 9 - rate at 8 years from D.O.H.	Step 10 - rate at 9 years from D.O.H.	Step 11 - rate at 10 years from D.O.H.	Step 12 - rate at 11 years from D.O.H.	MAXIMUM OF OF-GRADE OR RANGE	Average Rate of Pay for Incumbents	Range Spread
Fargo	\$ 79,539	\$ 81,910	\$ 84,282	\$ 86,715	\$ 89,086	\$ 91,458	\$ 93,829	\$ 96,262	\$ 98,613	\$ 101,005	\$ 103,376	\$ 103,376	\$ 103,376	\$ 98,615	30%
West Fargo	\$ 71,945	\$ 75,542	\$ 79,139	\$ 82,737	\$ 86,334	\$ 89,931	\$ 93,528	\$ 97,125	\$ 100,723	\$ 104,320	\$ 107,917	\$ 107,917	\$ 107,917	\$ 93,538	50%
Moorhead	\$ 76,044	\$ 79,336	\$ 82,627	\$ 85,919	\$ 89,211	\$ 92,502	\$ 95,794	\$ 99,086	\$ 102,377	\$ 105,669	\$ 108,961	\$ 108,961	\$ 108,961	\$ 103,480	43%
Local Average	\$ 77,333	\$ 77,439	\$ 80,883	\$ 84,328	\$ 87,772	\$ 91,217	\$ 94,661	\$ 98,105	\$ 101,550	\$ 104,994	\$ 108,438	\$ 108,276	\$ 108,276	\$ 98,509	
Local Market - \$ Difference	\$ 2,206	\$ 4,471	\$ 3,399	\$ 2,387	\$ 1,314	\$ 241	\$ (832)	\$ (1,843)	\$ (2,937)	\$ (3,989)	\$ (4,900)	\$ (4,900)	\$ (4,900)	\$ 106	
Local Market - % Difference	2.77%	5.46%	4.03%	2.75%	1.47%	0.26%	-0.89%	-1.91%	-2.98%	-3.95%	-4.74%	-4.74%	-4.74%	0.11%	
Regional Average	\$ 84,366	\$ 88,128	\$ 90,818	\$ 93,212	\$ 95,740	\$ 97,693	\$ 99,360	\$ 102,210	\$ 103,525	\$ 105,262	\$ 106,189	\$ 106,865	\$ 113,375	\$ 104,024	
Regional Market - \$ Difference	\$ (4,827)	\$ (6,218)	\$ (6,536)	\$ (6,497)	\$ (6,654)	\$ (6,235)	\$ (5,511)	\$ (5,948)	\$ (4,912)	\$ (4,257)	\$ (2,813)	\$ (3,489)	\$ (9,999)	\$ (5,409)	
Regional Market - % Difference	-6.07%	-7.59%	-7.75%	-7.49%	-7.47%	-6.82%	-5.89%	-6.18%	-4.98%	-4.21%	-2.72%	-3.37%	-9.67%	-5.49%	

Police Lieutenant Comparison - Current



Years of Service

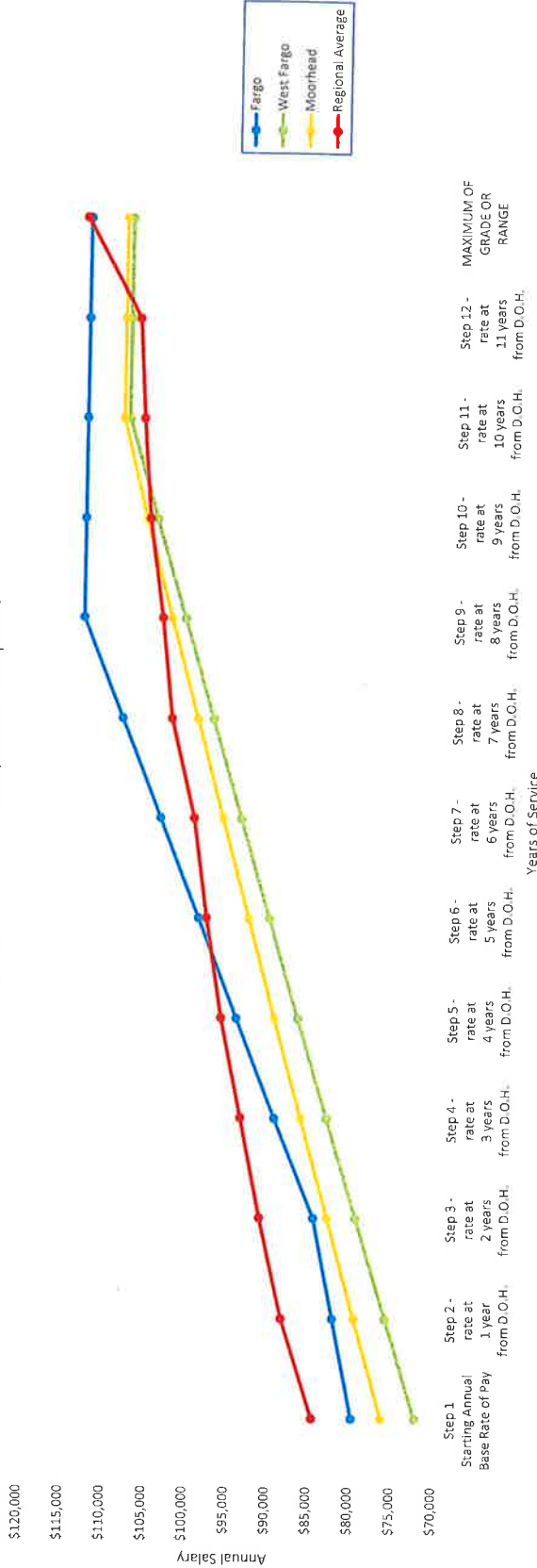
Step 1 Starting Annual Base Rate of Pay
 Step 2 - rate at 1 year from D.O.H.
 Step 3 - rate at 2 years from D.O.H.
 Step 4 - rate at 3 years from D.O.H.
 Step 5 - rate at 4 years from D.O.H.
 Step 6 - rate at 5 years from D.O.H.
 Step 7 - rate at 6 years from D.O.H.
 Step 8 - rate at 7 years from D.O.H.
 Step 9 - rate at 8 years from D.O.H.
 Step 10 - rate at 9 years from D.O.H.
 Step 11 - rate at 10 years from D.O.H.
 Step 12 - rate at 11 years from D.O.H.
 MAXIMUM OF OF-GRADE OR RANGE

Police Lieutenant Comparison - Proposed

City Name	Step 1 Starting Annual Base Rate of Pay	Step 2 - rate at 1 year from D.O.H.	Step 3 - rate at 2 years from D.O.H.	Step 4 - rate at 3 years from D.O.H.	Step 5 - rate at 4 years from D.O.H.	Step 6 - rate at 5 years from D.O.H.	Step 7 - rate at 6 years from D.O.H.	Step 8 - rate at 7 years from D.O.H.	Step 9 - rate at 8 years from D.O.H.	Step 10 - rate at 9 years from D.O.H.	Step 11 - rate at 10 years from D.O.H.	Step 12 - rate at 11 years from D.O.H.	MAXIMUM OF GRADE OR RANGE	Average Rate of Pay for Incumbents	Range Spread
Fargo	\$ 79,539	\$ 81,910	\$ 84,282	\$ 89,086	\$ 93,829	\$ 98,613	\$ 103,376	\$ 108,160	\$ 112,944	\$ 112,944	\$ 112,944	\$ 112,944	\$ 112,944	\$ 102,699	42%
West Fargo	\$ 71,945	\$ 75,542	\$ 79,139	\$ 82,737	\$ 86,334	\$ 89,931	\$ 93,528	\$ 97,125	\$ 100,723	\$ 104,320	\$ 107,917	\$ 107,917	\$ 107,917	\$ 93,538	50%
Moorhead	\$ 76,044	\$ 79,336	\$ 82,627	\$ 85,919	\$ 89,211	\$ 92,502	\$ 95,794	\$ 99,086	\$ 102,377	\$ 105,669	\$ 108,635	\$ 108,635	\$ 108,635	\$ 103,480	43%
Local Average	\$ 77,333	\$ 77,439	\$ 80,883	\$ 84,328	\$ 87,772	\$ 91,217	\$ 94,661	\$ 98,105	\$ 101,550	\$ 104,994	\$ 108,276	\$ 108,276	\$ 108,276	\$ 98,509	
Local Market - \$ Difference	\$ 2,206	\$ 4,471	\$ 3,399	\$ 4,758	\$ 6,057	\$ 7,396	\$ 8,715	\$ 10,055	\$ 11,394	\$ 7,950	\$ 4,668	\$ 4,668	\$ 4,668	\$ 4,190	
Local Market - % Difference	2.77%	5.46%	4.03%	5.34%	6.45%	7.50%	8.43%	9.30%	10.09%	7.04%	4.13%	4.13%	4.13%	4.08%	
Regional Average	\$ 84,366	\$ 88,128	\$ 90,818	\$ 93,212	\$ 95,740	\$ 97,693	\$ 99,360	\$ 102,210	\$ 103,525	\$ 105,262	\$ 106,189	\$ 106,855	\$ 113,375		
Regional Market - \$ Difference	\$ (4,827)	\$ (6,218)	\$ (6,536)	\$ (4,126)	\$ (1,911)	\$ 920	\$ 4,016	\$ 5,950	\$ 9,419	\$ 7,682	\$ 6,755	\$ 6,079	\$ (431)		
Regional Market - % Difference	-6.07%	-7.59%	-7.75%	-4.63%	-2.04%	0.93%	3.88%	5.50%	8.34%	6.80%	5.98%	5.38%	-0.38%		

***Recommendation - Police Lieutenants remain in grade 17. Range spread increases from 30% to 42% by expanding steps. Step increases applied as normal in steps one - three then accelerating to two steps each year. 9 steps; 8 years to maximum.

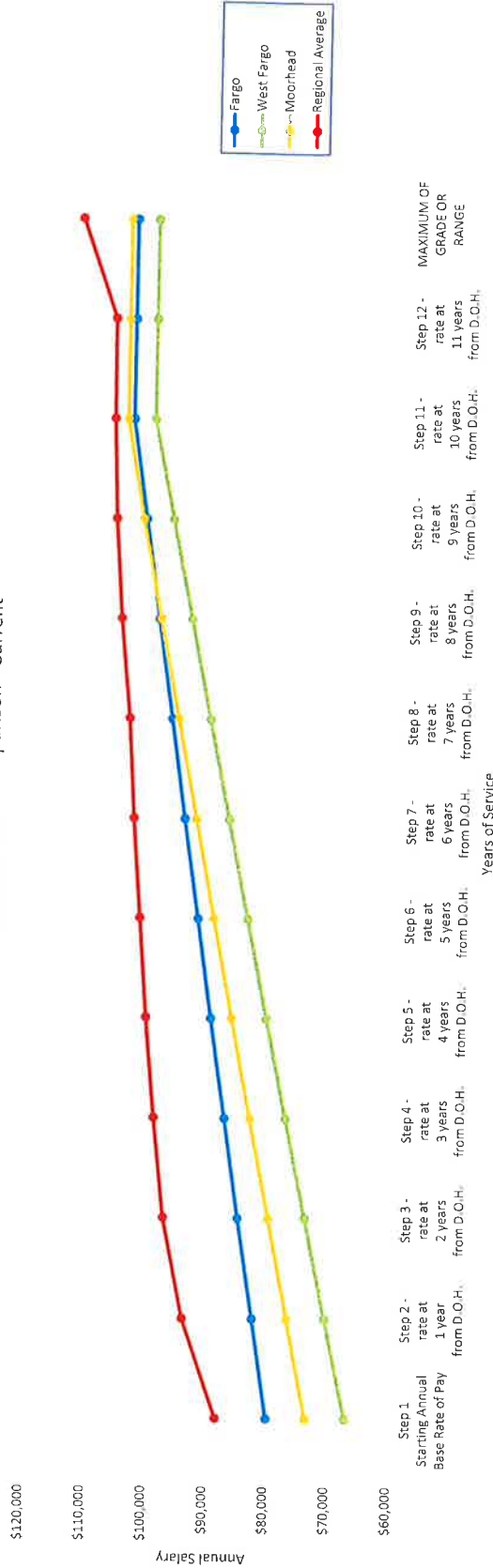
Police Lieutenant Comparison - Proposed



Fire Battalion Chief Comparison - Current

City Name	Step 1 - Starting Annual Base Rate of Pay	Step 2 - rate at 1 year from D.O.H.	Step 3 - rate at 2 years from D.O.H.	Step 4 - rate at 3 years from D.O.H.	Step 5 - rate at 4 years from D.O.H.	Step 6 - rate at 5 years from D.O.H.	Step 7 - rate at 6 years from D.O.H.	Step 8 - rate at 7 years from D.O.H.	Step 9 - rate at 8 years from D.O.H.	Step 10 - rate at 9 years from D.O.H.	Step 11 - rate at 10 years from D.O.H.	Step 12 - rate at 11 years from D.O.H.	MAXIMUM OF GRADE OR RANGE	Average Rate of Pay for Incumbents	Range Spread
Fargo	\$ 79,498	\$ 81,885	\$ 84,361	\$ 86,661	\$ 89,107	\$ 91,437	\$ 93,883	\$ 96,242	\$ 98,629	\$ 101,017	\$ 103,376	\$ 103,376	\$ 103,376	\$ 92,674	30%
West Fargo	\$ 66,616	\$ 69,946	\$ 73,277	\$ 76,608	\$ 79,939	\$ 83,269	\$ 86,600	\$ 89,931	\$ 93,262	\$ 96,593	\$ 99,923	\$ 99,923	\$ 99,923	\$ 83,262	50%
Moorhead	\$ 73,084	\$ 76,248	\$ 79,411	\$ 82,575	\$ 85,738	\$ 88,902	\$ 92,065	\$ 95,229	\$ 98,392	\$ 101,556	\$ 104,406	\$ 104,406	\$ 104,406	\$ 85,729	43%
Local Average	\$ 69,850	\$ 73,097	\$ 76,344	\$ 79,591	\$ 82,839	\$ 86,085	\$ 89,333	\$ 92,580	\$ 95,827	\$ 99,074	\$ 102,165	\$ 102,165	\$ 102,165	\$ 84,496	
Local Market - \$ Difference	12.14%	8.78%	8.017%	7.070%	5.352%	3.662%	1.943%	1.211%	1.211%	1.211%	1.211%	1.211%	1.211%	8.178%	
Local Market - % Difference	10.73%	10.73%	9.50%	8.16%	7.03%	5.85%	4.85%	3.81%	2.84%	1.92%	1.17%	1.17%	1.17%	8.82%	
Regional Average	\$ 87,889	\$ 93,445	\$ 96,693	\$ 98,350	\$ 99,833	\$ 101,057	\$ 102,286	\$ 103,232	\$ 104,847	\$ 105,993	\$ 106,543	\$ 106,543	\$ 112,262	\$ 102,374	
Regional Market - \$ Difference	(8,391)	(11,560)	(12,332)	(11,689)	(10,726)	(9,620)	(8,403)	(6,990)	(6,218)	(4,976)	(3,167)	(3,242)	(8,886)	(9,700)	
Regional Market - % Difference	-10.55%	-14.12%	-14.62%	-13.49%	-12.04%	-10.52%	-8.95%	-7.26%	-6.30%	-4.93%	-3.06%	-3.14%	-8.60%	-10.47%	

Fire Battalion Chief Comparison - Current



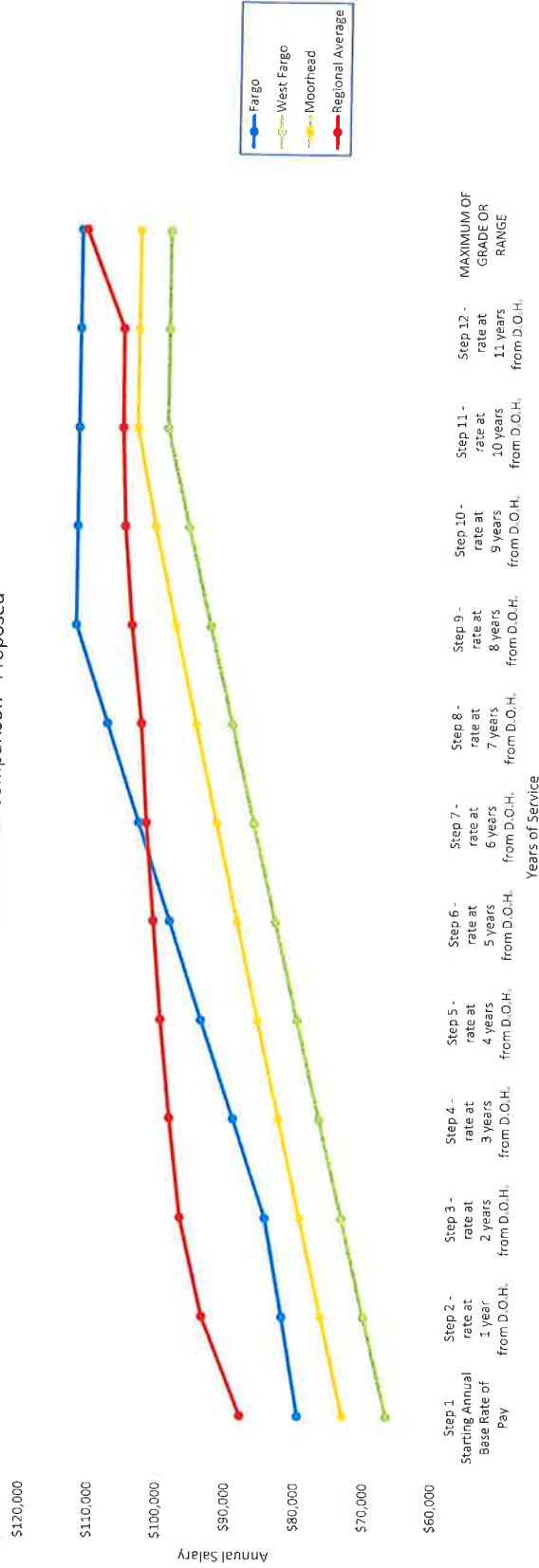
City Name	Step 1 - Starting Annual Base Rate of Pay	Step 2 - rate at 1 year from D.O.H.	Step 3 - rate at 2 years from D.O.H.	Step 4 - rate at 3 years from D.O.H.	Step 5 - rate at 4 years from D.O.H.	Step 6 - rate at 5 years from D.O.H.	Step 7 - rate at 6 years from D.O.H.	Step 8 - rate at 7 years from D.O.H.	Step 9 - rate at 8 years from D.O.H.	Step 10 - rate at 9 years from D.O.H.	Step 11 - rate at 10 years from D.O.H.	Step 12 - rate at 11 years from D.O.H.	MAXIMUM OF GRADE OR RANGE	
Fargo	\$ 79,498	\$ 81,885	\$ 84,361	\$ 86,661	\$ 89,107	\$ 91,437	\$ 93,883	\$ 96,242	\$ 98,629	\$ 101,017	\$ 103,376	\$ 103,376	\$ 103,376	
West Fargo	\$ 66,616	\$ 69,946	\$ 73,277	\$ 76,608	\$ 79,939	\$ 83,269	\$ 86,600	\$ 89,931	\$ 93,262	\$ 96,593	\$ 99,923	\$ 99,923	\$ 99,923	
Moorhead	\$ 73,084	\$ 76,248	\$ 79,411	\$ 82,575	\$ 85,738	\$ 88,902	\$ 92,065	\$ 95,229	\$ 98,392	\$ 101,556	\$ 104,406	\$ 104,406	\$ 104,406	
Local Average	\$ 69,850	\$ 73,097	\$ 76,344	\$ 79,591	\$ 82,839	\$ 86,085	\$ 89,333	\$ 92,580	\$ 95,827	\$ 99,074	\$ 102,165	\$ 102,165	\$ 102,165	
Local Market - \$ Difference	12.14%	8.78%	8.017%	7.070%	5.352%	3.662%	1.943%	1.211%	1.211%	1.211%	1.211%	1.211%	8.178%	
Local Market - % Difference	10.73%	10.73%	9.50%	8.16%	7.03%	5.85%	4.85%	3.81%	2.84%	1.92%	1.17%	1.17%	1.17%	8.82%
Regional Average	\$ 87,889	\$ 93,445	\$ 96,693	\$ 98,350	\$ 99,833	\$ 101,057	\$ 102,286	\$ 103,232	\$ 104,847	\$ 105,993	\$ 106,543	\$ 106,543	\$ 112,262	
Regional Market - \$ Difference	(8,391)	(11,560)	(12,332)	(11,689)	(10,726)	(9,620)	(8,403)	(6,990)	(6,218)	(4,976)	(3,167)	(3,242)	(8,886)	
Regional Market - % Difference	-10.55%	-14.12%	-14.62%	-13.49%	-12.04%	-10.52%	-8.95%	-7.26%	-6.30%	-4.93%	-3.06%	-3.14%	-8.60%	

Fire Battalion Chief Comparison - Proposed

City Name	Step 1 Starting Annual Base Rate of Pay	Step 2 - rate at 1 year from D.O.H.	Step 3 - rate at 2 years from D.O.H.	Step 4 - rate at 3 years from D.O.H.	Step 5 - rate at 4 years from D.O.H.	Step 6 - rate at 5 years from D.O.H.	Step 7 - rate at 6 years from D.O.H.	Step 8 - rate at 7 years from D.O.H.	Step 9 - rate at 8 years from D.O.H.	Step 10 - rate at 9 years from D.O.H.	Step 11 - rate at 10 years from D.O.H.	Step 12 - rate at 11 years from D.O.H.	MAXIMUM OF GRADE OR RANGE	Average Rate of Pay for Incumbents	Range Spread
Fargo	\$ 79,498	\$ 81,855	\$ 84,361	\$ 89,107	\$ 93,883	\$ 98,629	\$ 103,376	\$ 108,152	\$ 112,927	\$ 112,927	\$ 112,927	\$ 112,927	\$ 112,927	\$ 97,943	42%
West Fargo	\$ 66,616	\$ 69,946	\$ 73,277	\$ 76,608	\$ 79,939	\$ 83,269	\$ 86,600	\$ 89,931	\$ 93,262	\$ 96,593	\$ 99,923	\$ 99,923	\$ 99,923	\$ 83,262	50%
Moorhead	\$ 73,084	\$ 76,248	\$ 79,411	\$ 82,575	\$ 85,738	\$ 88,902	\$ 92,065	\$ 95,229	\$ 98,392	\$ 101,555	\$ 104,406	\$ 104,406	\$ 104,406	\$ 85,729	43%
Local Average	\$ 69,850	\$ 73,097	\$ 76,344	\$ 79,591	\$ 82,839	\$ 86,085	\$ 89,333	\$ 92,580	\$ 95,827	\$ 99,074	\$ 102,165	\$ 102,165	\$ 102,165	\$ 84,496	
Local Market - % Difference	\$ 9,648	\$ 8,758	\$ 8,017	\$ 9,516	\$ 11,044	\$ 12,544	\$ 14,043	\$ 15,572	\$ 17,100	\$ 13,853	\$ 10,762	\$ 10,762	\$ 10,762	\$ 13,447	
Local Market - % Difference	12.14%	10.70%	9.50%	10.68%	11.76%	12.72%	13.58%	14.40%	15.14%	12.27%	9.53%	9.53%	9.53%	13.73%	
Regional Average	\$ 87,889	\$ 93,445	\$ 96,693	\$ 98,350	\$ 99,833	\$ 101,057	\$ 102,286	\$ 103,232	\$ 104,847	\$ 105,993	\$ 106,543	\$ 106,618	\$ 112,262		
Regional Market - % Difference	\$ (8,391)	\$ (11,590)	\$ (12,332)	\$ (9,243)	\$ (5,950)	\$ (2,428)	\$ 1,090	\$ 4,920	\$ 8,080	\$ 6,934	\$ 6,384	\$ 6,309	\$ 665		
Regional Market - % Difference	-10.55%	-14.16%	-14.62%	-10.37%	-6.34%	-2.46%	1.05%	4.55%	7.15%	6.14%	5.65%	5.59%	0.59%		

*** Recommendation - Fire Battalion Chiefs remain in grade 17. Range spread increases from 30% to 42% by expanding steps. Step increases applied as normal in steps one - three then accelerating to two steps each year. 9 steps; 8 years to maximum.

Fire Battalion Chief Comparison - Proposed

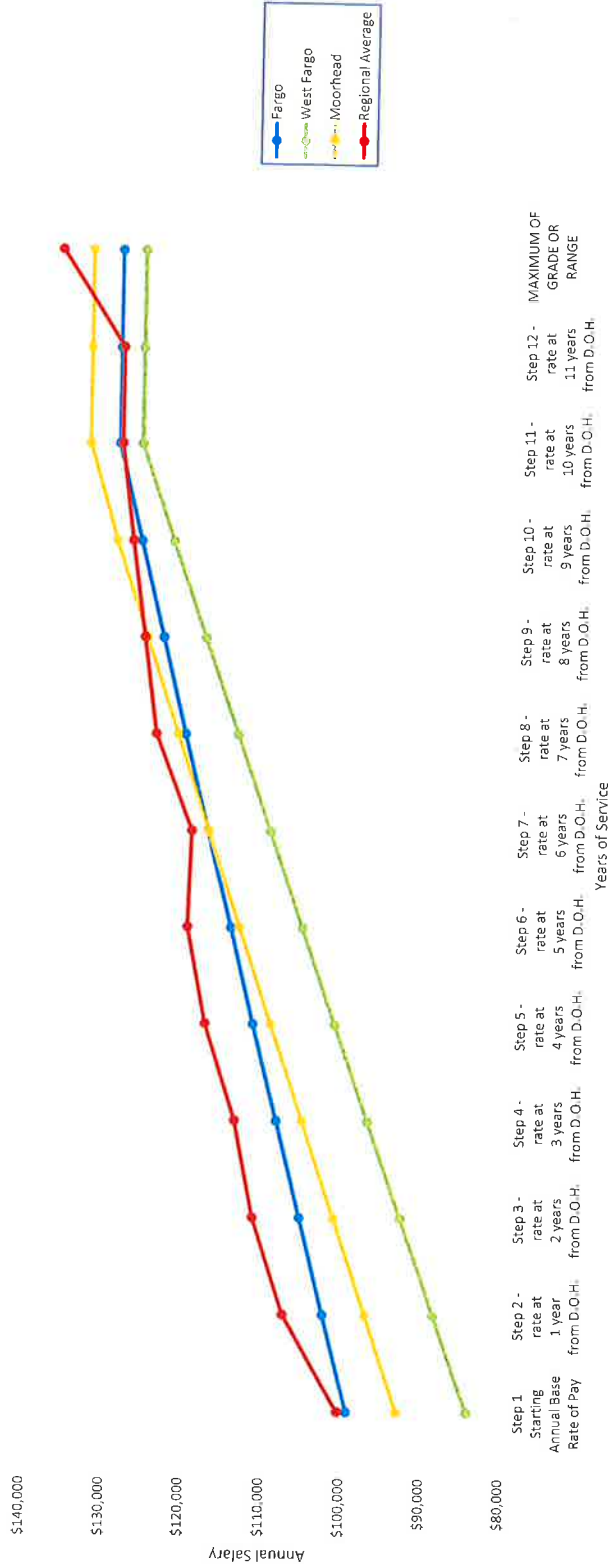


Step 1 Starting Annual Base Rate of Pay	Step 2 - rate at 1 year from D.O.H.	Step 3 - rate at 2 years from D.O.H.	Step 4 - rate at 3 years from D.O.H.	Step 5 - rate at 4 years from D.O.H.	Step 6 - rate at 5 years from D.O.H.	Step 7 - rate at 6 years from D.O.H.	Step 8 - rate at 7 years from D.O.H.	Step 9 - rate at 8 years from D.O.H.	Step 10 - rate at 9 years from D.O.H.	Step 11 - rate at 10 years from D.O.H.	Step 12 - rate at 11 years from D.O.H.	MAXIMUM OF GRADE OR RANGE
\$ 79,498	\$ 81,855	\$ 84,361	\$ 89,107	\$ 93,883	\$ 98,629	\$ 103,376	\$ 108,152	\$ 112,927	\$ 112,927	\$ 112,927	\$ 112,927	\$ 112,927
\$ 66,616	\$ 69,946	\$ 73,277	\$ 76,608	\$ 79,939	\$ 83,269	\$ 86,600	\$ 89,931	\$ 93,262	\$ 96,593	\$ 99,923	\$ 99,923	\$ 99,923
\$ 73,084	\$ 76,248	\$ 79,411	\$ 82,575	\$ 85,738	\$ 88,902	\$ 92,065	\$ 95,229	\$ 98,392	\$ 101,555	\$ 104,406	\$ 104,406	\$ 104,406
\$ 69,850	\$ 73,097	\$ 76,344	\$ 79,591	\$ 82,839	\$ 86,085	\$ 89,333	\$ 92,580	\$ 95,827	\$ 99,074	\$ 102,165	\$ 102,165	\$ 102,165
\$ 9,648	\$ 8,758	\$ 8,017	\$ 9,516	\$ 11,044	\$ 12,544	\$ 14,043	\$ 15,572	\$ 17,100	\$ 13,853	\$ 10,762	\$ 10,762	\$ 10,762
12.14%	10.70%	9.50%	10.68%	11.76%	12.72%	13.58%	14.40%	15.14%	12.27%	9.53%	9.53%	9.53%
\$ 87,889	\$ 93,445	\$ 96,693	\$ 98,350	\$ 99,833	\$ 101,057	\$ 102,286	\$ 103,232	\$ 104,847	\$ 105,993	\$ 106,543	\$ 106,618	\$ 112,262
\$ (8,391)	\$ (11,590)	\$ (12,332)	\$ (9,243)	\$ (5,950)	\$ (2,428)	\$ 1,090	\$ 4,920	\$ 8,080	\$ 6,934	\$ 6,384	\$ 6,309	\$ 665
-10.55%	-14.16%	-14.62%	-10.37%	-6.34%	-2.46%	1.05%	4.55%	7.15%	6.14%	5.65%	5.59%	0.59%

Deputy Police Chief Comparison - Current

City Name	Step 1 Starting Annual Base Rate of Pay	Step 2 - rate at 1 year from D.O.H.	Step 3 - rate at 2 years from D.O.H.	Step 4 - rate at 3 years from D.O.H.	Step 5 - rate at 4 years from D.O.H.	Step 6 - rate at 5 years from D.O.H.	Step 7 - rate at 6 years from D.O.H.	Step 8 - rate at 7 years from D.O.H.	Step 9 - rate at 8 years from D.O.H.	Step 10 - rate at 9 years from D.O.H.	Step 11 - rate at 10 years from D.O.H.	Step 12 - rate at 11 years from D.O.H.	MAXIMUM OF GRADE OR RANGE	Average Rate of Pay for Incumbents	Range Spread
Fargo	\$ 99,029	\$ 101,982	\$ 104,978	\$ 107,931	\$ 110,947	\$ 113,838	\$ 116,875	\$ 119,829	\$ 122,782	\$ 125,757	\$ 128,731	\$ 128,731	\$ 128,731	\$ 121,811	30%
West Fargo	\$ 83,916	\$ 88,112	\$ 92,308	\$ 96,504	\$ 100,700	\$ 104,896	\$ 109,091	\$ 113,287	\$ 117,483	\$ 121,679	\$ 125,875	\$ 125,875	\$ 125,875	\$ 104,894	50%
Moorhead	\$ 92,742	\$ 96,756	\$ 100,771	\$ 104,785	\$ 108,800	\$ 112,814	\$ 116,828	\$ 120,843	\$ 124,857	\$ 128,872	\$ 132,489	\$ 132,489	\$ 132,489	\$ 116,834	43%
Local Average	\$ 88,329	\$ 92,434	\$ 96,539	\$ 100,645	\$ 104,750	\$ 108,855	\$ 112,960	\$ 117,065	\$ 121,170	\$ 125,275	\$ 129,182	\$ 129,182	\$ 129,182	\$ 110,864	
Local Market - % Difference	\$ 10,700	\$ 9,548	\$ 8,439	\$ 7,286	\$ 6,197	\$ 4,983	\$ 3,915	\$ 2,764	\$ 1,612	\$ 482	\$ (451)	\$ (451)	\$ (451)	\$ 10,947	
Local Market - % Difference	10.80%	9.36%	8.04%	6.75%	5.59%	4.38%	3.35%	2.31%	1.31%	0.38%	-0.35%	-0.35%	-0.35%	8.99%	
Regional Average	\$ 100,180	\$ 107,064	\$ 110,872	\$ 113,190	\$ 116,944	\$ 119,287	\$ 118,910	\$ 123,567	\$ 125,209	\$ 126,851	\$ 128,414	\$ 128,414	\$ 136,340	\$ 121,671	
Regional Market - \$ Difference	\$ (1,151)	\$ (5,082)	\$ (5,894)	\$ (5,259)	\$ (5,997)	\$ (5,449)	\$ (2,035)	\$ (3,738)	\$ (2,427)	\$ (1,094)	\$ 317	\$ 317	\$ (7,609)	\$ 140	
Regional Market - % Difference	-1.16%	-4.98%	-5.61%	-4.87%	-5.40%	-4.79%	-1.74%	-3.12%	-1.98%	-0.87%	0.25%	0.25%	-5.91%	0.12%	

Deputy Police Chief Comparison - Current



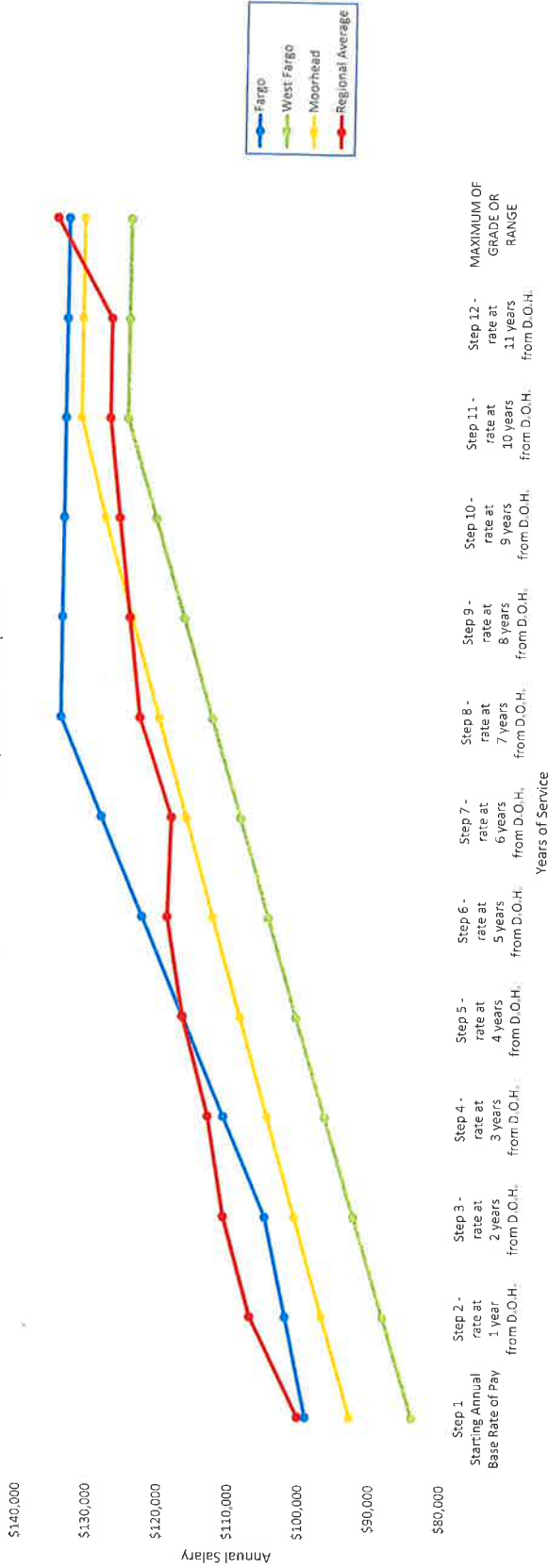
Step 1 Starting Annual Base Rate of Pay from D.O.H. Step 2 - rate at 1 year from D.O.H. Step 3 - rate at 2 years from D.O.H. Step 4 - rate at 3 years from D.O.H. Step 5 - rate at 4 years from D.O.H. Step 6 - rate at 5 years from D.O.H. Step 7 - rate at 6 years from D.O.H. Step 8 - rate at 7 years from D.O.H. Step 9 - rate at 8 years from D.O.H. Step 10 - rate at 9 years from D.O.H. Step 11 - rate at 10 years from D.O.H. Step 12 - rate at 11 years from D.O.H. MAXIMUM OF GRADE OR RANGE

Deputy Police Chief Comparison - Proposed

City Name	Step 1 Starting Annual Base Rate of Pay	Step 2 - rate at 1 year from D.O.H.	Step 3 - rate at 2 years from D.O.H.	Step 4 - rate at 3 years from D.O.H.	Step 5 - rate at 4 years from D.O.H.	Step 6 - rate at 5 years from D.O.H.	Step 7 - rate at 6 years from D.O.H.	Step 8 - rate at 7 years from D.O.H.	Step 9 - rate at 8 years from D.O.H.	Step 10 - rate at 9 years from D.O.H.	Step 11 - rate at 10 years from D.O.H.	Step 12 - rate at 11 years from D.O.H.	MAXIMUM OF GRADE OR RANGE	Average Rate of Pay for Incumbents	Range Spread
Fargo	\$ 99,029	\$ 101,982	\$ 104,978	\$ 110,947	\$ 116,875	\$ 122,782	\$ 128,731	\$ 134,680	\$ 134,680	\$ 134,680	\$ 134,680	\$ 134,680	\$ 134,680	\$ 126,748	36%
West Fargo	\$ 83,916	\$ 88,112	\$ 92,308	\$ 96,504	\$ 100,700	\$ 104,896	\$ 109,091	\$ 113,287	\$ 117,483	\$ 121,679	\$ 125,875	\$ 125,875	\$ 125,875	\$ 104,894	50%
Moorhead	\$ 92,742	\$ 96,756	\$ 100,771	\$ 104,785	\$ 108,800	\$ 112,814	\$ 116,828	\$ 120,843	\$ 124,857	\$ 128,872	\$ 132,887	\$ 132,887	\$ 132,887	\$ 116,834	43%
Local Average	\$ 88,329	\$ 97,434	\$ 100,645	\$ 104,750	\$ 108,855	\$ 112,960	\$ 117,065	\$ 121,170	\$ 125,275	\$ 129,380	\$ 133,485	\$ 137,590	\$ 137,590	\$ 116,834	43%
Local Market - \$ Difference	\$ 10,700	\$ 9,548	\$ 8,439	\$ 10,302	\$ 12,125	\$ 13,927	\$ 15,771	\$ 17,615	\$ 13,510	\$ 9,405	\$ 5,498	\$ 5,498	\$ 5,498	\$ 15,884	
Local Market - % Difference	10.80%	9.36%	8.04%	9.29%	10.37%	11.34%	12.25%	13.08%	10.03%	6.98%	4.08%	4.08%	4.08%	12.53%	
Regional Average	\$ 100,180	\$ 107,064	\$ 110,872	\$ 113,190	\$ 116,944	\$ 119,287	\$ 121,910	\$ 123,567	\$ 125,209	\$ 126,851	\$ 128,414	\$ 128,414	\$ 136,340	\$ 125,875	
Regional Market - \$ Difference	\$ (1,151)	\$ (5,082)	\$ (5,894)	\$ (2,243)	\$ (69)	\$ 3,495	\$ 9,821	\$ 11,113	\$ 9,471	\$ 7,829	\$ 6,266	\$ 6,266	\$ (1,660)	\$ 125,875	
Regional Market - % Difference	-1.16%	-4.98%	-5.61%	-2.02%	-0.06%	2.85%	7.63%	8.25%	7.03%	5.81%	4.65%	4.65%	-1.23%	4.65%	

***Recommendation - Deputy Police Chiefs remain in grade 20. Range spread increases from 30% to 36% by expanding steps. Step increases applied as normal in steps one - three then accelerating to two steps each year. 8 steps: 7 years to maximum.

Deputy Police Chief Comparison - Proposed

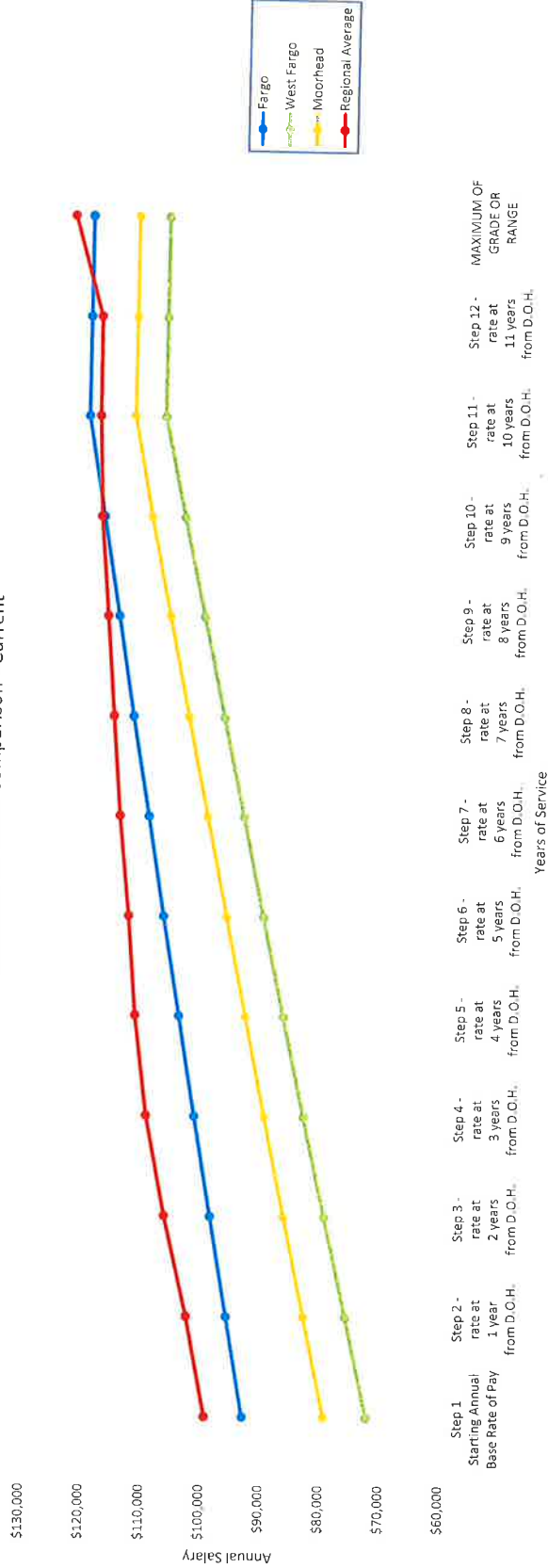


Step 1 Starting Annual Base Rate of Pay from D.O.H. Step 2 - rate at 1 year from D.O.H. Step 3 - rate at 2 years from D.O.H. Step 4 - rate at 3 years from D.O.H. Step 5 - rate at 4 years from D.O.H. Step 6 - rate at 5 years from D.O.H. Step 7 - rate at 6 years from D.O.H. Step 8 - rate at 7 years from D.O.H. Step 9 - rate at 8 years from D.O.H. Step 10 - rate at 9 years from D.O.H. Step 11 - rate at 10 years from D.O.H. Step 12 - rate at 11 years from D.O.H. MAXIMUM OF GRADE OR RANGE

Assistant Fire Chief Comparison - Current

City Name	Step 1 Starting Annual Base Rate of Pay	Step 2 - rate at 1 year from D.O.H.	Step 3 - rate at 2 years from D.O.H.	Step 4 - rate at 3 years from D.O.H.	Step 5 - rate at 4 years from D.O.H.	Step 6 - rate at 5 years from D.O.H.	Step 7 - rate at 6 years from D.O.H.	Step 8 - rate at 7 years from D.O.H.	Step 9 - rate at 8 years from D.O.H.	Step 10 - rate at 9 years from D.O.H.	Step 11 - rate at 10 years from D.O.H.	Step 12 - rate at 11 years from D.O.H.	MAXIMUM OF GRADE OR RANGE	Range Spread
Fargo	\$ 92,747	\$ 95,534	\$ 98,322	\$ 101,088	\$ 103,875	\$ 106,683	\$ 109,408	\$ 112,278	\$ 114,982	\$ 117,790	\$ 120,578	\$ 120,578	\$ 120,578	30%
West Fargo	\$ 71,945	\$ 75,542	\$ 79,139	\$ 82,737	\$ 86,334	\$ 89,931	\$ 93,528	\$ 97,125	\$ 100,723	\$ 104,320	\$ 107,917	\$ 107,917	\$ 107,917	50%
Moorhead	\$ 79,124	\$ 82,549	\$ 85,974	\$ 89,399	\$ 92,824	\$ 96,249	\$ 99,674	\$ 103,099	\$ 106,524	\$ 109,948	\$ 113,034	\$ 113,034	\$ 113,034	43%
Local Average	\$ 75,535	\$ 81,181	\$ 90,174	\$ 91,950	\$ 93,684	\$ 95,396	\$ 97,423	\$ 100,048	\$ 100,785	\$ 102,524	\$ 103,495	\$ 103,566	\$ 110,908	
Local Market - % Difference	18.56%	8.74%	8.29%	9.04%	9.81%	10.58%	11.28%	12.23%	14.19%	15.26%	17.08%	17.01%	\$ 9,670	
Regional Average	\$ 99,129	\$ 102,212	\$ 106,002	\$ 109,208	\$ 111,269	\$ 112,606	\$ 114,311	\$ 115,636	\$ 116,922	\$ 118,290	\$ 118,814	\$ 118,814	\$ 118,893	8.02%
Regional Market - % Difference	6.382%	6.678%	7.680%	8.120%	7.394%	5.923%	4.903%	3.358%	1.940%	(500)	\$ 1,764	\$ 1,685	\$ 123,592	
Regional Market - % Difference	-6.88%	-6.99%	-7.81%	-8.03%	-7.12%	-5.55%	-4.48%	-2.99%	-1.69%	-0.42%	1.46%	1.40%	(3,014)	-2.50%

Assistant Fire Chief Comparison - Current



Assistant Fire Chief Comparison - Current

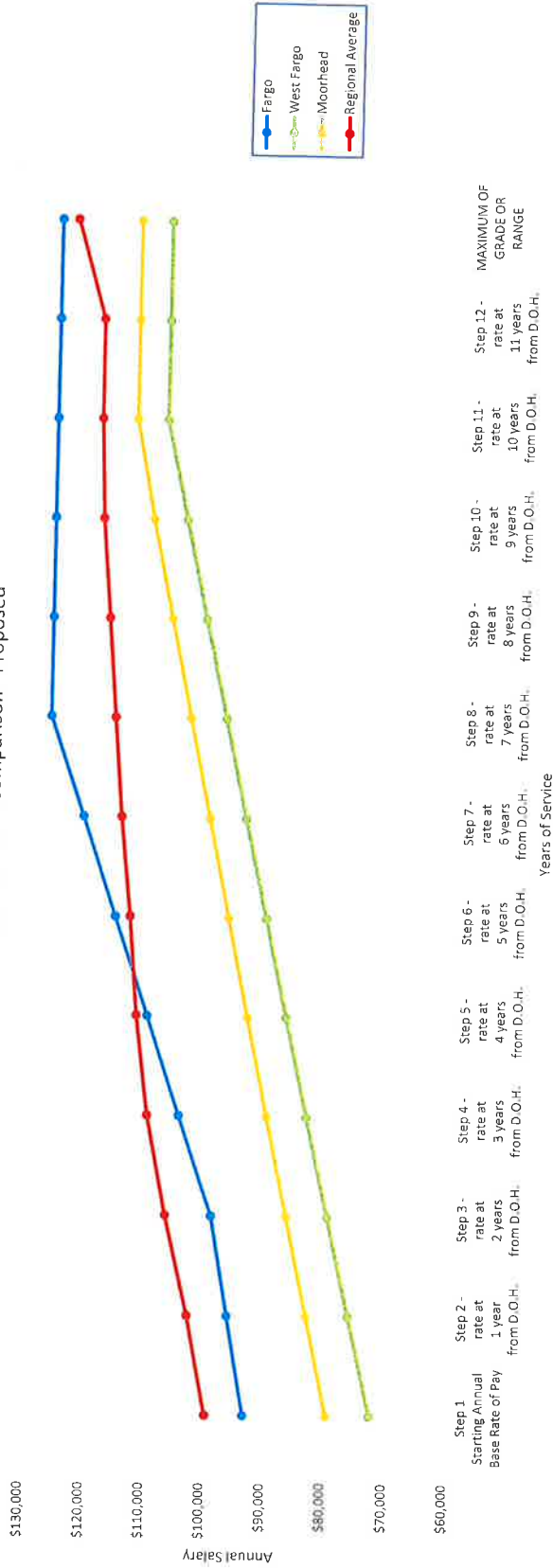


Assistant Fire Chief Comparison - Proposed

City Name	Step 1 - Starting Annual Base Rate of Pay	Step 2 - rate at 1 year from D.O.H.	Step 3 - rate at 2 years from D.O.H.	Step 4 - rate at 3 years from D.O.H.	Step 5 - rate at 4 years from D.O.H.	Step 6 - rate at 5 years from D.O.H.	Step 7 - rate at 6 years from D.O.H.	Step 8 - rate at 7 years from D.O.H.	Step 9 - rate at 8 years from D.O.H.	Step 10 - rate at 9 years from D.O.H.	Step 11 - rate at 10 years from D.O.H.	Step 12 - rate at 11 years from D.O.H.	MAXIMUM OF GRADE OR RANGE	Range Spread
Fargo	\$ 92,747	\$ 95,534	\$ 98,322	\$ 103,875	\$ 109,408	\$ 114,982	\$ 120,578	\$ 126,152	\$ 126,152	\$ 126,152	\$ 126,152	\$ 126,152	\$ 126,152	36%
West Fargo	\$ 71,945	\$ 75,542	\$ 79,139	\$ 82,737	\$ 86,334	\$ 89,931	\$ 93,528	\$ 97,125	\$ 100,723	\$ 104,320	\$ 107,917	\$ 107,917	\$ 107,917	50%
Moorhead	\$ 79,124	\$ 82,549	\$ 85,974	\$ 89,399	\$ 92,824	\$ 96,249	\$ 99,674	\$ 103,099	\$ 106,524	\$ 109,948	\$ 113,034	\$ 113,034	\$ 113,034	43%
Local Average	\$ 75,535	\$ 87,181	\$ 90,174	\$ 91,950	\$ 93,684	\$ 95,396	\$ 97,423	\$ 100,048	\$ 100,785	\$ 102,524	\$ 103,495	\$ 103,566	\$ 110,908	
Local Market - \$ Difference	\$ 17,212	\$ 8,353	\$ 8,148	\$ 11,925	\$ 15,724	\$ 19,586	\$ 23,155	\$ 26,104	\$ 25,367	\$ 23,628	\$ 22,657	\$ 22,586	\$ 15,244	
Local Market - % Difference	18.56%	8.74%	8.29%	11.48%	14.37%	17.03%	19.20%	20.69%	20.11%	18.73%	17.96%	17.90%	15.24%	
Regional Average	\$ 99,129	\$ 102,212	\$ 106,002	\$ 109,208	\$ 111,269	\$ 112,606	\$ 114,311	\$ 115,636	\$ 116,922	\$ 118,290	\$ 118,814	\$ 118,893	\$ 123,592	
Regional Market - \$ Difference	\$ (6,382)	\$ (6,678)	\$ (7,680)	\$ (5,333)	\$ (1,861)	\$ 2,376	\$ 6,267	\$ 10,516	\$ 9,230	\$ 7,862	\$ 7,338	\$ 7,259	\$ 2,560	
Regional Market - % Difference	-6.88%	-6.99%	-7.81%	-5.13%	-1.70%	2.07%	5.20%	8.34%	7.32%	6.23%	5.82%	5.75%	2.03%	

***Recommendation - Assistant Fire Chiefs remain in grade 19. Range spread increases from 30% to 36% by expanding steps. Step increases applied as normal in steps one - three then accelerating to two steps each year. 8 steps; 7 years to maximum.

Assistant Fire Chief Comparison - Proposed



COST OF PUBLIC SAFETY MARKET ADJUSTMENT IMPLEMENTATION

Implementation
Cost of Proposed
Market Adjustment

Last Name	Current			Rate before 2019 step (12-31-18)			Rate as end of 2019 - steps applied (12-31-19)			Proposed			Annual Cost of Step Proposed Increase	Annual Cost of Step Increases	Implementation Cost of Proposed Market Adjustment				
	Grade	Step	Current Hourly Rate	Annual Rate	Grade	Step	Current Hourly Rate	Annual Rate	Grade	Step	Current Hourly Rate	Annual Rate							
FIREFIGHTER			AVERAGE \$	58,172			AVERAGE \$	58,729			AVERAGE	\$	61,220	\$	186,834	\$	108,472	\$	78,362
FIRE CAPTAIN			AVERAGE \$	78,062			AVERAGE \$	77,477			AVERAGE	\$	78,648	\$	94,099	\$	33,966	\$	60,133
DEPUTY FIRE MARSHAL			AVERAGE \$	77,376			AVERAGE \$	77,033			AVERAGE	\$	79,089	\$	16,432	\$	12,334	\$	4,098
FIRE BATTALION CHIEF			AVERAGE \$	94,538			AVERAGE \$	93,523			AVERAGE	\$	95,899	\$	30,942	\$	16,632	\$	14,310
ASSISTANT FIRE CHIEF			AVERAGE \$	102,031			AVERAGE \$	100,180			AVERAGE	\$	102,939	\$	11,066	\$	8,278	\$	2,787
FIRE TOTAL:													\$	343,200	\$	183,510	\$	159,690	
POLICE OFFICER			AVERAGE \$	63,219			AVERAGE \$	62,825			AVERAGE	\$	64,110	\$	406,411	\$	177,320	\$	229,091
SERGEANT			AVERAGE \$	83,610			AVERAGE \$	83,101			AVERAGE	\$	84,458	\$	92,036	\$	32,589	\$	59,446
LIEUTENANT			AVERAGE \$	98,616			AVERAGE \$	97,938			AVERAGE	\$	100,315	\$	33,322	\$	16,640	\$	16,682
DEPUTY POLICE CHIEF			AVERAGE \$	121,812			AVERAGE \$	121,812			AVERAGE	\$	123,781	\$	14,810	\$	5,907	\$	8,902
POLICE TOTAL:													\$	546,578	\$	232,457	\$	314,122	
COMBINED TOTAL:													\$	889,778	\$	415,967	\$	473,812	

32a

MEMORANDUM

TO: BOARD OF CITY COMMISSIONERS
FROM: TIA BRASETH, COMMUNITY DEVELOPMENT PLANNING COORDINATOR ^{tb}
NICOLE CRUTCHFIELD, PLANNING DIRECTOR
DATE: MAY 16, 2019
RE: HUD PROGRAM UPDATES, ACTIVITIES, AND AMENDMENTS

As a brief update, a presentation will be given on the 2019 Annual Action Plan, the final year of the City of Fargo's 5-Year Consolidated Plan (2015-2019). Focus for the 2019 Annual Action Plan has narrowed in on large projects (\$150,000+) and homelessness prevention. The intent is to concentrate efforts on larger projects that will quickly and correctly spend down HUD funds (e.g., public facilities and infrastructure improvements, property acquisition, and affordable housing development).

Additionally, the Department of Planning & Development would like to amend the City of Fargo's 5-Year Consolidated Plan (2015-2019), and 2018 Annual Action Plan. Proposed amendments include:

- Cancelling two 2018 Action Plan projects that did not come to fruition
- Adding a 2019 Annual Action Plan Affordable Housing Development project by reallocating funds from the 2018 Annual Action Plan Slum & Blight Abatement/Hazardous Property Clearance budget

The proposed 2019 Annual Action Plan and amendments are detailed in the attached public notice, which was published in the May 13, 2019 Forum newspaper. Per the adopted Citizen Participation Plan, this proposal is being presented at the May 20th City Commission meeting as a Public Hearing. The timeline for these amendments, including the 30-day public comment period, is outlined in the attached public notice. Once approved by citizens and the City, the 2019 Annual Action Plan and amendments will be submitted to HUD for approval.

It is part of the City's adopted Citizen Participation Plan to take all HUD action plans and substantial amendments to the Community Development Committee, Planning Commission (amendments only), and City Commission as part of the review and approval process.

May 20th is scheduled for a public hearing. Request for final approval is scheduled for the June 17th, City Commission meeting.

Recommended Motion: No action needed; public hearing only.

**Notice of Public Hearing & Public Comment Period
Community Development Block Grant (CDBG) & HOME Programs
2019 Action Plan and Budget
&**

**Amendments to:
2018 Action Plan Activities and Budget/5-Year Consolidated Plan Activity**

2019 Action Plan & Budget Proposal

The City of Fargo has prepared a draft version of the 2019 Annual Action Plan for Housing and Community Development for the Community Development Block Grant (CDBG) and HOME Programs. The priorities established within the draft plan result from citizen participation in the development of the 2015-2019 Consolidated Plan and a January 8, 2019 community meeting. The City's 5-Year priorities include affordable housing, activities to end homelessness, neighborhood revitalization, and poverty reduction.

Estimated Resources

During the 2019 program year, the City of Fargo estimates the following resources to be available:

- **\$760,623** – 2019 Community Development Block Grant (CDBG) allocation from HUD
- **\$82,000** – 2019 CDBG Program Income (estimated)
- **\$347,426** – 2018 Unobligated or Reallocated CDBG Funds at 2018 Year-End (estimated)
- **\$454,741** – 2019 HOME PJ allocation from HUD
- **\$43,800** – 2018 HOME PJ Program Income (actual)
- **\$331,944** – 2018 Unobligated HOME PJ Funds at 2018 Year-End (estimated)
- **\$127,501** – 2017 Unobligated HOME PJ Program Income at 2018 Year-End (estimated)
- **\$75,314** – 2017 Unobligated HOME PJ Funds at 2018 Year-End (estimated)

Total = \$2,223,349 (estimated)

Activity & Budget Summary Chart

Activity	Description	Budget
Planning, Administration, and Fair Housing	Staff support for planning, implementation, reporting, and monitoring of CDBG and HOME resources. <i>National Objective: Not applicable for administration. CDBG Matrix Code: 21A General Program Administration. Eligibility 24 CFR Part 570.206.</i> High Plains Fair Housing Center: Budget \$5,000. Part of requirement to affirmatively further fair housing under the Fair Housing Act (42 U.S.C. 3601-20). <i>CDBG Matrix Code: 21D Fair Housing Activities (subject to 20% Admin. Cap). Eligibility 24 CFR Part 570.206(c).</i>	\$152,000 CDBG \$45,474 HOME
Acquisition	Beyond Shelter, Inc.: Budget \$345,000. Acquisition for affordable housing development. <i>National Objective: Low-Mod Housing Benefit [24 CFR Part 570.208(a)(3)]. CDBG Matrix Code: 01 Acquisition of Real Property. Eligibility 24 CFR Part 570.201(a).</i> Youthworks: Budget \$350,000. Acquisition for a homeless youth runaway shelter (adds 2 homeless beds in Fargo). <i>National Objective: Low-Mod Clientele Benefit [24 CFR Part 570.208(a)(2)]. CDBG Matrix Code: 03C Homeless Facilities (not operating costs). Eligibility 24 CFR Part 570.201(c).</i>	\$695,000 CDBG
Affordable Housing Development	Activities resulting in affordable housing may include acquisition, demolition, rehabilitation, or relocation in partnership with Habitat for Humanity or other similar housing organizations. Funds for this activity would be reallocated from the Slum & Blight Abatement/Hazardous Property Clearance activity budget (\$620,585 reduced to \$370,585). For more information, see Summary of Proposed Amendments in this notice. <i>National Objective: Low-Mod Housing Benefit [24 CFR Part 570.208(a)(3)]. Associated CDBG Matrix Codes include: 01 Acquisition; 02 Disposition of Real Property; 04 Clearance and Demolition; 08 Relocation; most 14 rehabilitation codes including A, B, C, D, F, G, H, and I. Associated eligibility categories include: 24 CFR Part 570.201(a), (b), (d) and/or (i); 24 CFR Part 570.202(a)(1-5) and/or (f).</i>	\$284,049 CDBG
Public Services (Homelessness Prevention & Direct Care)	Gladys Ray Shelter Homeless Initiatives: Budget \$19,000. Operational support (e.g., homeless initiatives, outreach, harm reduction, etc.) <i>For both activities – National Objective: Low-Mod Clientele Benefit [24 CFR Part 570.208(a)(2)]. CDBG Matrix Code: 03T Operating Costs of Homeless/Aids Patient Programs. Eligibility 24 CFR Part 570.201(e).</i> FM Coalition to End Homelessness: Budget \$30,000. Operational support (e.g., homelessness prevention, coordinated entry, data collection, research, etc.).	\$49,000 CDBG
Housing Rehabilitation Loan Program (6 projects + emergency projects)	Citywide housing rehabilitation program assisting owner-occupants of single-family homes whose income falls below 80% of area median income, based upon income, assets, and family size. Homes must be at least 40 years old and have a value of less than \$175,000. Funds are provided in the form of a 0% interest, deferred payment loan up to \$25,000. The assistance must be repaid upon sale, title transfer, or owner vacancy of the	\$180,000 HOME

	property within 10-years of the mortgage date, following a 4-10 year forgiveness schedule. Applications from interested individuals are accepted by the City on a first come, first served basis with priority for life and major health safety emergencies. Emergency-related improvements may be done immediately based on inspection (e.g., furnace or water heater failure, major leaks or flooding, etc.). <i>National Objective: Low-Mod Housing Benefit [24 CFR Part 570.208(3)]. Eligibility 24 CFR 92.254(b)(1) and (2).</i>	
Community Development Housing Organization (CHDO) Project	HOME "set-aside" funds used for construction of affordable housing.	\$100,000 HOME
Affordable Senior Housing Development	Increase affordable senior housing within Fargo city limits (1-3 projects). Activities resulting in affordable housing may include acquisition, demolition, rehabilitation, or relocation in partnership with local housing developers (public or private).	\$697,826 HOME
Contingency Funds	Funds held in contingency for issues that may arise during the program year.	\$10,000 CDBG \$10,000 HOME

Contingency Provisions/Potential Adjustments to 2019 Activities & Budget:

- Budget adjustments transferring amounts greater than \$50,000 are considered substantial amendments and will be implemented in accordance with Fargo's Citizen Participation Plan
- Unanticipated program income may result in a substantial amendment to amend activities and budgets in accordance with Fargo's Citizen Participation Plan
- To match actual 2019 allocation amounts, any increase or decrease in funding will be applied to the Affordable Housing Development or Home Rehabilitation activities
- All funding levels indicated above are estimated amounts

Summary of Proposed Amendments

A. Amendments to 2018 Annual Action Plan

1. Canceled Activities: Funds from canceled activities are reallocated to activities as described above in this notice.

- **Special Assessments Assistance Program: \$15,000 budget (CDBG)**
Due to a City of Fargo Administration determination, this program was funded with non-CDBG dollars.
- **Rape and Abuse Crisis Center Public Facilities Improvements Project: \$15,000 budget (CDBG)**
CDBG funds were designated to support a facility upgrade at the Rape and Abuse Crisis Center. Due to changes in the agency's needs from the time of application, the Rape and Abuse Crisis Center has declined the 2018 Annual Action Plan award.

2. Revised Activity

- **Slum & Blight Abatement/Hazardous Property Clearance: -\$250,000 budget (CDBG)**
This amendment to the 2018 Annual Action Plan would reduce the budget for the Slum & Blight Abatement/Hazardous Property Clearance activity by \$250,000 to be redirected to Affordable Housing Development project(s) within the 2019 Annual Action Plan. Amendment would revise 2018 Annual Action Plan.

B. Amendments to 5-Year Consolidated Plan

1. New Activity:

- **Affordable Housing Development: +\$284,049 budget (CDBG)**
This amendment to the 2015-2019 5-Year Consolidated Plan would create an Affordable Housing Development activity. This new activity will be funded with redirected dollars from the above-mentioned 2018 Annual Action Plan Slum & Blight Abatement/Hazardous Property Clearance activity.

PUBLISHED
5/13/19
FORUM

Comments & Suggestions

Comments and suggestions from the public are encouraged through a public comment period and/or at the public hearing (schedule below). The 2019 draft plan and activity amendment are available online at www.fargond.gov/planninganddevelopment/plansandstudies or by request through the Planning and Development Department. See contact information below.

The facility is accessible and can accommodate persons with disabilities. Alternative formats of this information or reasonable accommodations for persons with disabilities or limited English proficiency, including the availability of interpretation and translation services, will be made upon request (48 hours notice is required). Anyone who requires these services or an auxiliary aid to fully participate in the hearing should contact the Planning and Development Department at 701.241.1474/Planning@FargoND.gov, or the City of Fargo's Section 504/ADA Coordinator Brock Morrison at 701.476.4144 to arrange for services. To access TDD/Relay service dial 701.241.8258. It is the policy of the City of Fargo to provide services without regard to race, color, religion, sex, disability, familial status, national origin, age, marital status, veteran status, sexual orientation, gender identity, public assistance, domestic violence, lawful activity, or condition protected by applicable federal and state laws except where a Bona Fide Occupational Qualification (BFOQ) applies. The City is an equal employment/equal housing opportunity agency.

- 30-Day Public Comment period:** May 13 through June 12, 2019
- Send written comments or phone:** City of Fargo
Planning and Development Department
Attn: Community Development Planning Coordinator
225 4th Street North, Fargo ND 58102
701.476.4144
- Electronic Comments:** planning@FargoND.gov
- Public Hearing:** Monday, May 20, 2019 - 5:15 pm
Fargo City Commission Chambers
225 4th Street North, Fargo, ND 58102
- Final City Commission Consideration:** Monday, June 17, 2019 – 5:15 pm

PUBLISHED
5/13/19
FORUM

326

AUDITOR'S OFFICE

Fargo City Hall
225 4th Street North
PO Box 2471
Fargo, ND 58108
Phone: 701.241.8108 | Fax: 701.241.8184
www.FargoND.gov

MEMORANDUM

TO: Board of City Commissioners
FROM: Steven Sprague, City Auditor
SUBJECT: Liquor License Application – Bernbaum's
DATE: May 15, 2019

The following application for a liquor license transfer was received by the Auditor's office and reviewed by the Liquor Control Board:

License Class: GH Beer & Wine, food sales must exceed alcohol sales, no bar
Business Name: Bernbaum's
Location: 402 Broadway
Applicants: Brett Bernath & Andrea Baumgardner

Being no significant concerns, the Liquor Control Board voted to approve the issuance of a Class GH alcoholic beverage license to Bernbaum Inc. d/b/a Bernbaum's. The complete application is available for review in the Auditor's Office.

Recommended Motion:

Move to approve the issuance of a Class GH alcoholic beverage license to Bernbaum, Inc. d/b/a Bernbaum's.

MEMORANDUM

TO: Board of City Commissioners
FROM: Steven Sprague, City Auditor
SUBJECT: Liquor License Application – Bernbaum's
DATE: May 15, 2019

The following application for a liquor license transfer was received by the Auditor's office and reviewed by the Liquor Control Board:

License Class: GH Beer & Wine, food sales must exceed alcohol sales, no bar
Business Name: Bernbaum's
Location: 402 Broadway
Applicants: Brett Bernath & Andrea Baumgardner

Being no significant concerns, the Liquor Control Board voted to approve the issuance of a Class GH alcoholic beverage license to Bernbaum Inc. d/b/a Bernbaum's. The complete application is available for review in the Auditor's Office.

Recommended Motion:

Move to approve the issuance of a Class GH alcoholic beverage license to Bernbaum, Inc. d/b/a Bernbaum's.

MEMORANDUM

TO: Board of City Commissioners
FROM: Steven Sprague, City Auditor
SUBJECT: Liquor License Application – Bernbaum's
DATE: May 15, 2019

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License Class: GH Beer & Wine, food sales must exceed alcohol sales, no bar
Business Name: Bernbaum's
Location: 402 Broadway
Applicants: Brett Bernath & Andrea Baumgardner

Being no significant concerns, the Liquor Control Board voted to approve the issuance of a Class GH alcoholic beverage license to Bernbaum Inc. d/b/a Bernbaum's. The complete application is available for review in the Auditor's Office.

Recommended Motion:

Move to approve the issuance of a Class GH alcoholic beverage license to Bernbaum, Inc. d/b/a Bernbaum's.

320

AUDITOR'S OFFICE

Fargo City Hall
225 4th Street North
PO Box 2471
Fargo, ND 58108
Phone: 701.241.8108 | Fax: 701.241.8184
www.FargoND.gov

MEMORANDUM

TO: Board of City Commissioners
FROM: Steven Sprague, City Auditor
SUBJECT: Liquor License Application – Brew Bird
DATE: May 15, 2019

The following application for a liquor license transfer was received by the Auditor's office and reviewed by the Liquor Control Board:

License Class: F full alcohol, food sales must exceed alcohol sales, no bar
Business Name: Brew Bird
Location: 30 University Drive N
Applicants: Britt Belquist, Shelby Terstriep, Chad Terstriep & Alex Belquist

Being no significant concerns, the Liquor Control Board voted to approve the issuance of a Class F alcoholic beverage license to Brew Bird Inc. d/b/a Brew Bird. The complete application is available for review in the Auditor's Office.

Recommended Motion:

Move to approve the issuance of a Class F alcoholic beverage license to Brew Bird, Inc. d/b/a Brew Bird.

MEMORANDUM

TO: Board of City Commissioners
FROM: Steven Sprague, City Auditor
SUBJECT: Liquor License Application – Brew Bird
DATE: May 15, 2019

The following application for a liquor license transfer was received by the Auditor's office and reviewed by the Liquor Control Board:

License Class: F full alcohol, food sales must exceed alcohol sales, no bar
Business Name: Brew Bird
Location: 30 University Drive N
Applicants: Britt Belquist, Shelby Terstriep, Chad Terstriep & Alex Belquist

Being no significant concerns, the Liquor Control Board voted to approve the issuance of a Class F alcoholic beverage license to Brew Bird Inc. d/b/a Brew Bird. The complete application is available for review in the Auditor's Office.

Recommended Motion:

Move to approve the issuance of a Class F alcoholic beverage license to Brew Bird, Inc. d/b/a Brew Bird.

MEMORANDUM

TO: Board of City Commissioners
FROM: Steven Sprague, City Auditor
SUBJECT: Liquor License Application – Brew Bird
DATE: May 15, 2019

The following application for a liquor license transfer was received by the Auditor's office and reviewed by the Liquor Control Board:

License Class: F full alcohol, food sales must exceed alcohol sales, no bar
Business Name: Brew Bird
Location: 30 University Drive N
Applicants: Britt Belquist, Shelby Terstriep, Chad Terstriep & Alex Belquist

Being no significant concerns, the Liquor Control Board voted to approve the issuance of a Class F alcoholic beverage license to Brew Bird Inc. d/b/a Brew Bird. The complete application is available for review in the Auditor's Office.

Recommended Motion:

Move to approve the issuance of a Class F alcoholic beverage license to Brew Bird, Inc. d/b/a Brew Bird.

32d

AUDITOR'S OFFICE

Fargo City Hall

225 4th Street North

PO Box 2471

Fargo, ND 58108

Phone: 701.241.8108 | Fax: 701.241.8184

www.FargoND.gov

MEMORANDUM

TO: Board of City Commissioners
FROM: Steven Sprague, City Auditor
SUBJECT: Liquor License Application – Brewtus Clubhouse
DATE: May 15, 2019

The following application for a liquor license transfer was received by the Auditor's office and reviewed by the Liquor Control Board:

License Class: FA Golf food sales must exceed alcohol sales, located at golf course
Business Name: Brewtus Clubhouse
Location: 4400 Clubhouse Dr
Applicants: Richard Morris, Cliff Tornell, Dustin Coulter, Adam Tornell

Being no significant concerns, the Liquor Control Board voted to approve the transfer of the license from BCZ, LLC d/b/a 9 Iron Bar & Grill to Brickhouse Tavern LLC d/b/a Brewtus Clubhouse. The complete application is available for review in the Auditor's Office.

Recommended Motion:

Move to approve the transfer of a FA Golf alcoholic beverage license from BCZ, LLC d/b/a 9 Iron Bar & Grill to Brickhouse Tavern, LLC d/b/a Brewtus Clubhouse.

MEMORANDUM

TO: Board of City Commissioners
FROM: Steven Sprague, City Auditor
SUBJECT: Liquor License Application – Brewtus Clubhouse
DATE: May 15, 2019

The following application for a liquor license transfer was received by the Auditor's office and reviewed by the Liquor Control Board:

License Class: FA Golf food sales must exceed alcohol sales, located at golf course
Business Name: Brewtus Clubhouse
Location: 4400 Clubhouse Dr
Applicants: Richard Morris, Cliff Tornell, Dustin Coulter, Adam Tornell

Being no significant concerns, the Liquor Control Board voted to approve the transfer of the license from BCZ, LLC d/b/a 9 Iron Bar & Grill to Brickhouse Tavern LLC d/b/a Brewtus Clubhouse. The complete application is available for review in the Auditor's Office.

Recommended Motion:

Move to approve the transfer of a FA Golf alcoholic beverage license from BCZ, LLC d/b/a 9 Iron Bar & Grill to Brickhouse Tavern, LLC d/b/a Brewtus Clubhouse.

MEMORANDUM

TO: Board of City Commissioners
FROM: Steven Sprague, City Auditor
SUBJECT: Liquor License Application – Brewtus Clubhouse
DATE: May 15, 2019

The following application for a liquor license transfer was received by the Auditor's office and reviewed by the Liquor Control Board:

License Class: FA Golf food sales must exceed alcohol sales, located at golf course
Business Name: Brewtus Clubhouse
Location: 4400 Clubhouse Dr
Applicants: Richard Morris, Cliff Tornell, Dustin Coulter, Adam Tornell


Being no significant concerns, the Liquor Control Board voted to approve the transfer of the license from BCZ, LLC d/b/a 9 Iron Bar & Grill to Brickhouse Tavern LLC d/b/a Brewtus Clubhouse. The complete application is available for review in the Auditor's Office.

Recommended Motion:

Move to approve the transfer of a FA Golf alcoholic beverage license from BCZ, LLC d/b/a 9 Iron Bar & Grill to Brickhouse Tavern, LLC d/b/a Brewtus Clubhouse.

33a

TO: BOARD OF CITY COMMISSIONERS

FROM: KENT COSTIN, DIRECTOR OF FINANCE 

RE: STATE WATER COMMISSION COST REIMBURSEMENT APPROVAL

DATE: May 9, 2019

The existing legislation in place for State Water Commission funding related to the Fargo-Moorhead Metropolitan Area Flood Risk Management Project requires that the Fargo City Commission, Cass County Commission, and the Cass Water Resource Board approve all payment reimbursement requests prior to their submission and ultimate payment.

The attached reimbursement request has been prepared by Finance staff and is ready for processing. Your approval of the request for funds is hereby requested as required.

Suggested Motion:

Approve a State Water Commission request for cost reimbursement for Fargo-Moorhead Metropolitan Area Flood Risk Management Project costs totaling \$6,421,825.21.

May 9, 2019

Garland Erbele, P.E.
 North Dakota State Water Commission
 900 East Boulevard Avenue, Dept 770
 Bismarck, ND 58505-0850

Dear Garland,

The Metro Flood Diversion Authority is submitting eligible costs for reimbursement request #86 pursuant to the terms and conditions of House Bill 1020 for costs incurred from March 1, 2019 to March 31, 2019 on the Fargo-Moorhead Metropolitan Area Flood Risk Management Project. These costs are summarized in the attached cost summaries and are supported by detailed disbursement records included within this submission.

The total amount of the claim for reimbursement is \$6,421,825.21.

State Funds Available	Amount Spent Previous Request	Amount Spent This Period	State Cost Share	Reimbursement Request This Period	Balance of State Funds
\$310,500,000	\$189,275,778.50	\$6,421,825.21	100%	\$6,421,825.21	\$114,802,396.29

Project Narrative, this request:

Project Number	Project Description
V01701	Residential relocation assistance for homeowners living in the area of the Red River Control Structure
V01701	Land for Upstream Mitigation, Plan B Southern Embankment, and Red River Control Structure
V02812	Pay Application #25 for WP 42F.1S 2 nd St North Floodwall, South of the Pump Station
V05401	Pay Applications #1-5 for Flood Risk Management Project at Harwood, Hackberry, and River Drive South, Phase 2
V05402	Pay Applications #1-15 for Flood Risk Management Project in Rosewood Area – University Drive to the Milwaukee Trail
V05402	Utility Relocations related to the Flood Risk Management Project in Rosewood Area – University Drive to the Milwaukee Trail
V05403	Pay Applications #1-2 for House Demolition and Site Restoration in the areas of Roberts 2 nd , Belmont Park, Copperfield, and Chrisan 1 st Additions.

We certify that \$82,970,092 has been expended on the acquisition of homes and that these costs are eligible for the local matching share requirements of HB 1020. Records relating to these costs are on file with the City of Fargo in the Office of the City Auditor.

The City of Fargo, Cass County Commission, and the Cass County Joint Water Resource Board have approved our request for funds as required in HB 1020. Copies of their approval letters are included.

If you have any questions relating to our request, please contact me directly.

Sincerely,



Kent Costin
Director of Finance, City of Fargo
Metro Flood Diversion Authority

Required Local Approvals:

City of Fargo

Cass County Commission

Cass County Joint Water Resource Dist.

**FM Metropolitan Area Flood Risk Management Project
Summary of Cash Disbursements Eligible for SWC Funding
March 2019**

Account Number	Check Date	Check Number	Vendor Name	Transaction Amount	Description 1	Project Number	Project Description
790-0000-206.10-00	3/21/2019	295225	INDUSTRIAL BUILDERS INC	34,020.19	Retainage PO 181346	V02812	2ND ST NORTH FLOODWALL
790-0000-206.10-00	3/21/2019	295225	INDUSTRIAL BUILDERS INC	15,979.81	Retainage PO 181347	V02812	2ND ST NORTH FLOODWALL
			Total Retainage	50,000.00			
790-7930-429.67-11	3/28/2019	295328	CASS COUNTY JOINT WATER RESOURCE DI	6,665.38	JONATHAN & KRISTEN KUITZER	V01701	ND LAND PURCH-OUT OF TOWN
790-7930-429.67-11	3/28/2019	295328	CASS COUNTY JOINT WATER RESOURCE DI	24,000.00	JONATHAN & KRISTEN KUITZER	V01701	ND LAND PURCH-OUT OF TOWN
			Total LERRDS - North Dakota - Residential Relocation Assistance	30,665.38			
790-7930-429.71-30	3/28/2019	295328	CASS COUNTY JOINT WATER RESOURCE DI	90,100.00	LEONIE RHEAULT	V01701	ND LAND PURCH-OUT OF TOWN
790-7930-429.71-30	3/28/2019	295328	CASS COUNTY JOINT WATER RESOURCE DI	467,436.00	LORI ANDERSON	V01701	ND LAND PURCH-OUT OF TOWN
790-7930-429.71-30	3/28/2019	295328	CASS COUNTY JOINT WATER RESOURCE DI	2,158,545.00	DEB BRAND	V01701	ND LAND PURCH-OUT OF TOWN
790-7930-429.71-30	3/28/2019	295328	CASS COUNTY JOINT WATER RESOURCE DI	127,300.00	JONATHAN & KRISTEN KUITZER	V01701	ND LAND PURCH-OUT OF TOWN
			Total LERRDS - North Dakota - Land Purchases	2,843,381.00			
790-7950-429.73-52	3/21/2019	295225	INDUSTRIAL BUILDERS INC	30,707.48	2 ST N FLOODWALL	V02812	2ND ST NORTH FLOODWALL
790-7950-429.73-52	4/2/2019	J803190021	CITY OF FARGO-AUDITORS OFFICE	86,402.50	INDUSTRIAL BUILDERS INC	V05401	DEMOLITION/LEVEE-HARWOOD
790-7950-429.73-52	4/2/2019	J803190021	CITY OF FARGO-AUDITORS OFFICE	266,999.39	INDUSTRIAL BUILDERS INC	V05401	DEMOLITION/LEVEE-HARWOOD
790-7950-429.73-52	4/2/2019	J803190021	CITY OF FARGO-AUDITORS OFFICE	216,935.16	INDUSTRIAL BUILDERS INC	V05401	DEMOLITION/LEVEE-HARWOOD
790-7950-429.73-52	4/2/2019	J803190021	CITY OF FARGO-AUDITORS OFFICE	86,013.00	INDUSTRIAL BUILDERS INC	V05401	DEMOLITION/LEVEE-HARWOOD
790-7950-429.73-52	4/2/2019	J803190021	CITY OF FARGO-AUDITORS OFFICE	93,025.23	INDUSTRIAL BUILDERS INC	V05401	DEMOLITION/LEVEE-HARWOOD
790-7950-429.73-52	4/2/2019	J803190021	CITY OF FARGO-AUDITORS OFFICE	(3,469.44)	INDUSTRIAL BUILDERS INC	V05402	DEMO/LEVEE/WALL-ROSEWOOD
790-7950-429.73-52	4/2/2019	J803190021	CITY OF FARGO-AUDITORS OFFICE	37,429.05	INDUSTRIAL BUILDERS INC	V05402	DEMO/LEVEE/WALL-ROSEWOOD
790-7950-429.73-52	4/2/2019	J803190021	CITY OF FARGO-AUDITORS OFFICE	527,661.97	INDUSTRIAL BUILDERS INC	V05402	DEMO/LEVEE/WALL-ROSEWOOD
790-7950-429.73-52	4/2/2019	J803190021	CITY OF FARGO-AUDITORS OFFICE	173,644.03	INDUSTRIAL BUILDERS INC	V05402	DEMO/LEVEE/WALL-ROSEWOOD
790-7950-429.73-52	4/2/2019	J803190021	CITY OF FARGO-AUDITORS OFFICE	155,772.50	INDUSTRIAL BUILDERS INC	V05402	DEMO/LEVEE/WALL-ROSEWOOD
790-7950-429.73-52	4/2/2019	J803190021	CITY OF FARGO-AUDITORS OFFICE	7,010.05	INDUSTRIAL BUILDERS INC	V05402	DEMO/LEVEE/WALL-ROSEWOOD
790-7950-429.73-52	4/2/2019	J803190021	CITY OF FARGO-AUDITORS OFFICE	73,207.00	INDUSTRIAL BUILDERS INC	V05402	DEMO/LEVEE/WALL-ROSEWOOD
790-7950-429.73-52	4/2/2019	J803190021	CITY OF FARGO-AUDITORS OFFICE	34,200.00	INDUSTRIAL BUILDERS INC	V05402	DEMO/LEVEE/WALL-ROSEWOOD
790-7950-429.73-52	4/2/2019	J803190021	CITY OF FARGO-AUDITORS OFFICE	329,227.96	INDUSTRIAL BUILDERS INC	V05402	DEMO/LEVEE/WALL-ROSEWOOD
790-7950-429.73-52	4/2/2019	J803190021	CITY OF FARGO-AUDITORS OFFICE	119,160.40	INDUSTRIAL BUILDERS INC	V05402	DEMO/LEVEE/WALL-ROSEWOOD
790-7950-429.73-52	4/2/2019	J803190021	CITY OF FARGO-AUDITORS OFFICE	152,947.75	INDUSTRIAL BUILDERS INC	V05402	DEMO/LEVEE/WALL-ROSEWOOD
790-7950-429.73-52	4/2/2019	J803190021	CITY OF FARGO-AUDITORS OFFICE	97,629.65	INDUSTRIAL BUILDERS INC	V05402	DEMO/LEVEE/WALL-ROSEWOOD
790-7950-429.73-52	4/2/2019	J803190021	CITY OF FARGO-AUDITORS OFFICE	274,183.35	INDUSTRIAL BUILDERS INC	V05402	DEMO/LEVEE/WALL-ROSEWOOD
790-7950-429.73-52	4/2/2019	J803190021	CITY OF FARGO-AUDITORS OFFICE	262,675.00	INDUSTRIAL BUILDERS INC	V05402	DEMO/LEVEE/WALL-ROSEWOOD
790-7950-429.73-52	4/2/2019	J803190021	CITY OF FARGO-AUDITORS OFFICE	269,325.00	INDUSTRIAL BUILDERS INC	V05402	DEMO/LEVEE/WALL-ROSEWOOD
790-7950-429.73-52	4/2/2019	J803190021	CITY OF FARGO-AUDITORS OFFICE	5,795.00	INDUSTRIAL BUILDERS INC	V05402	DEMO/LEVEE/WALL-ROSEWOOD
790-7950-429.73-52	4/2/2019	J803190021	CITY OF FARGO-AUDITORS OFFICE	57,928.95	DIRT DYNAMICS	V05403	DEMO - CITYWIDE
790-7950-429.73-52	4/2/2019	J803190021	CITY OF FARGO-AUDITORS OFFICE	37,154.30	DIRT DYNAMICS	V05403	DEMO - CITYWIDE
			Total ND Construction - Flood Control	3,391,565.28			
790-7950-429.73-70	4/2/2019	J803190021	CITY OF FARGO-AUDITORS OFFICE	87,134.52	CENTURYLINK	V05402	DEMO/LEVEE/WALL-ROSEWOOD
790-7950-429.73-70	4/2/2019	J803190021	CITY OF FARGO-AUDITORS OFFICE	8,024.03	CASS COUNTY ELECTRIC-4100	V05402	DEMO/LEVEE/WALL-ROSEWOOD
790-7950-429.73-70	4/2/2019	J803190021	CITY OF FARGO-AUDITORS OFFICE	5,300.00	CASS COUNTY ELECTRIC-4100	V05402	DEMO/LEVEE/WALL-ROSEWOOD
790-7950-429.73-70	4/2/2019	J803190021	CITY OF FARGO-AUDITORS OFFICE	2,955.00	CASS COUNTY ELECTRIC-4100	V05402	DEMO/LEVEE/WALL-ROSEWOOD
790-7950-429.73-70	4/2/2019	J803190021	CITY OF FARGO-AUDITORS OFFICE	2,800.00	CASS COUNTY ELECTRIC-4100	V05402	DEMO/LEVEE/WALL-ROSEWOOD
			Total ND Construction - Utilities	106,213.55			

Total Expense for Period

6,421,825.21

336

TO: BOARD OF CITY COMMISSIONERS

FROM: KENT COSTIN, DIRECTOR OF FINANCE *Koz*

RE: STATE WATER COMMISSION COST REIMBURSEMENT APPROVAL

DATE: May 9, 2019

The existing legislation in place for State Water Commission funding related to the Fargo-Moorhead Metropolitan Area Flood Risk Management Project requires that the Fargo City Commission, Cass County Commission, and the Cass Water Resource Board approve all payment reimbursement requests prior to their submission and ultimate payment.

The attached reimbursement request has been prepared by Finance staff and is ready for processing. Your approval of the request for funds is hereby requested as required.

As requested previously by the City Commission, the costs related to the Oxbow Hickson Bakke levee are being presented separately from the rest of the Metro Flood Diversion expenses. This request includes only the OHB levee related costs for March 2019.

Suggested Motion:

Approve a State Water Commission request for cost reimbursement for Fargo-Moorhead Metropolitan Area Flood Risk Management Project costs totaling \$59,863.29.

May 9, 2019

Garland Erbele, P.E.
 North Dakota State Water Commission
 900 East Boulevard Avenue, Dept 770
 Bismarck, ND 58505-0850

Dear Garland,

The Metro Flood Diversion Authority is submitting eligible costs for reimbursement request #87 pursuant to the terms and conditions of House Bill 1020 for costs incurred on the OHB Levee project from March 1, 2019 to March 31, 2019. These costs are summarized in the attached cost summaries and are supported by detailed disbursement records included within this submission.

The total amount of the claim for reimbursement is \$59,863.29.

State Funds Available	Amount Spent Previous Request	Amount Spent This Period	State Cost Share	Reimbursement Request This Period	Balance of State Funds
\$310,500,000	\$195,697,603.71	\$59,863.29	100%	\$59,863.29	\$114,742,533

Project Narrative, this request:

Project Number	Project Description
V01701	Purchase vacant lots for OHB Levee Project

We certify that \$82,970,092 has been expended on the acquisition of homes and that these costs are eligible for the local matching share requirements of HB 1020. Records relating to these costs are on file with the City of Fargo in the Office of the City Auditor.

The City of Fargo, Cass County Commission, and the Cass County Joint Water Resource Board have approved our request for funds as required in HB 1020. Copies of their approval letters are included.

If you have any questions relating to our request, please contact me directly.

Sincerely,



Kent Costin
 Director of Finance, City of Fargo
 Metro Flood Diversion Authority

Required Local Approvals:

City of Fargo

Cass County Commission

Cass County Joint Water Resource Dist.

**FM Metropolitan Area Flood Risk Management Project
Summary of Cash Disbursements Eligible for SWC Funding
March 2019 - OHB Levee Related Costs**

Account Number	Check Date	Check Number	Vendor Name	Transaction Amount	Description 1	Project Number	Project Description
790-7930-429.71-30	3/7/2019	294887	CASS COUNTY JOINT WATER RESOURCE DI	19,475.00	ANDERSON, BOITRELL, SANDEN	V01701	ND LAND PURCH-OUT OF TOWN
790-7930-429.71-30	3/28/2019	295328	CASS COUNTY JOINT WATER RESOURCE DI	14,329.43	CAROLEE THOMAS	V01701	ND LAND PURCH-OUT OF TOWN
790-7930-429.71-30	3/28/2019	295328	CASS COUNTY JOINT WATER RESOURCE DI	13,029.43	TRACY CATER	V01701	ND LAND PURCH-OUT OF TOWN
790-7930-429.71-30	3/28/2019	295328	CASS COUNTY JOINT WATER RESOURCE DI	13,029.43	JILL THOMAS	V01701	ND LAND PURCH-OUT OF TOWN
Total LERRDS - North Dakota - Land Purchases				59,863.29			

Total Expense for Period 59,863.29




3A

CITY COMMISSION ACTION
4-22-19 Action
delayed for one
month

MEMORANDUM

TO: BOARD OF CITY COMMISSIONERS

FROM: JIM GILMOUR, STRATEGIC PLANNING DIRECTOR 

DATE: APRIL 16, 2019

SUBJECT: TAX INCREMENT FINANCING REQUEST

The City has received a request for Tax Increment Financing (TIF) for a proposed project to be located northeast of University Drive and 11th Avenue North. Older residential buildings are located on the property and some of the buildings are in very poor condition. The proposed project would be redevelopment of the site and the construction of an 85 unit apartment building and 11 townhomes.

The site appears to have blighted conditions, so the TIF program may be appropriate for the redevelopment of this site. A copy of the request is attached. Zoning of this property was recently changed to allow for the proposed redevelopment. A map is attached that shows the age of the buildings and number of housing units on each site.

Fargo TIF policy calls for the City Commission to review the request to determine if staff should proceed to work with the developer on a renewal plan, and forward an application to the City financial advisors for review.

The Newman Center on the north side of the block is building attached housing that could be taxable. Because of this, there is an opportunity to prepare a renewal plan that would include the entire block, and use TIF funding for housing redevelopment activities in the Roosevelt neighborhood to support single-family housing.

RECOMMENDED MOTION: Authorize staff to submit the Roers proposal to the City's financial advisors for review, prepare a renewal plan that would include the entire block and draft a development agreement for the redevelopment of property northeast of University Drive and 11th Avenue North.

Attachments

- Development
- Construction
- Property Management
- Commercial & Residential Real Estate

April 10, 2019

Mr. Jim Gilmour
Director of Strategic Planning & Research
City of Fargo
225 4th St N
Fargo, ND 58102

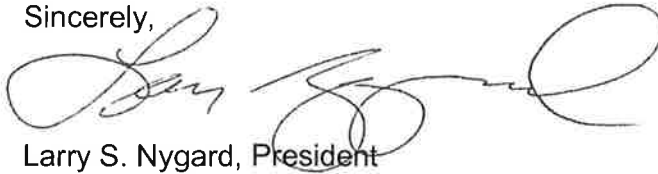
RE: St. Paul's Newman Center Block Redevelopment

Dear Mr. Gilmour,

Roers Development, Inc. respectfully requests that the Fargo City Commission consider our request to establish a Tax Increment Finance District (TIF) to assist us in the redevelopment of a portion of the St. Paul's Newman Center block into 85 market rate apartments and 11 townhomes. Please include our request on the next possible City Commission meeting.

Thank you.

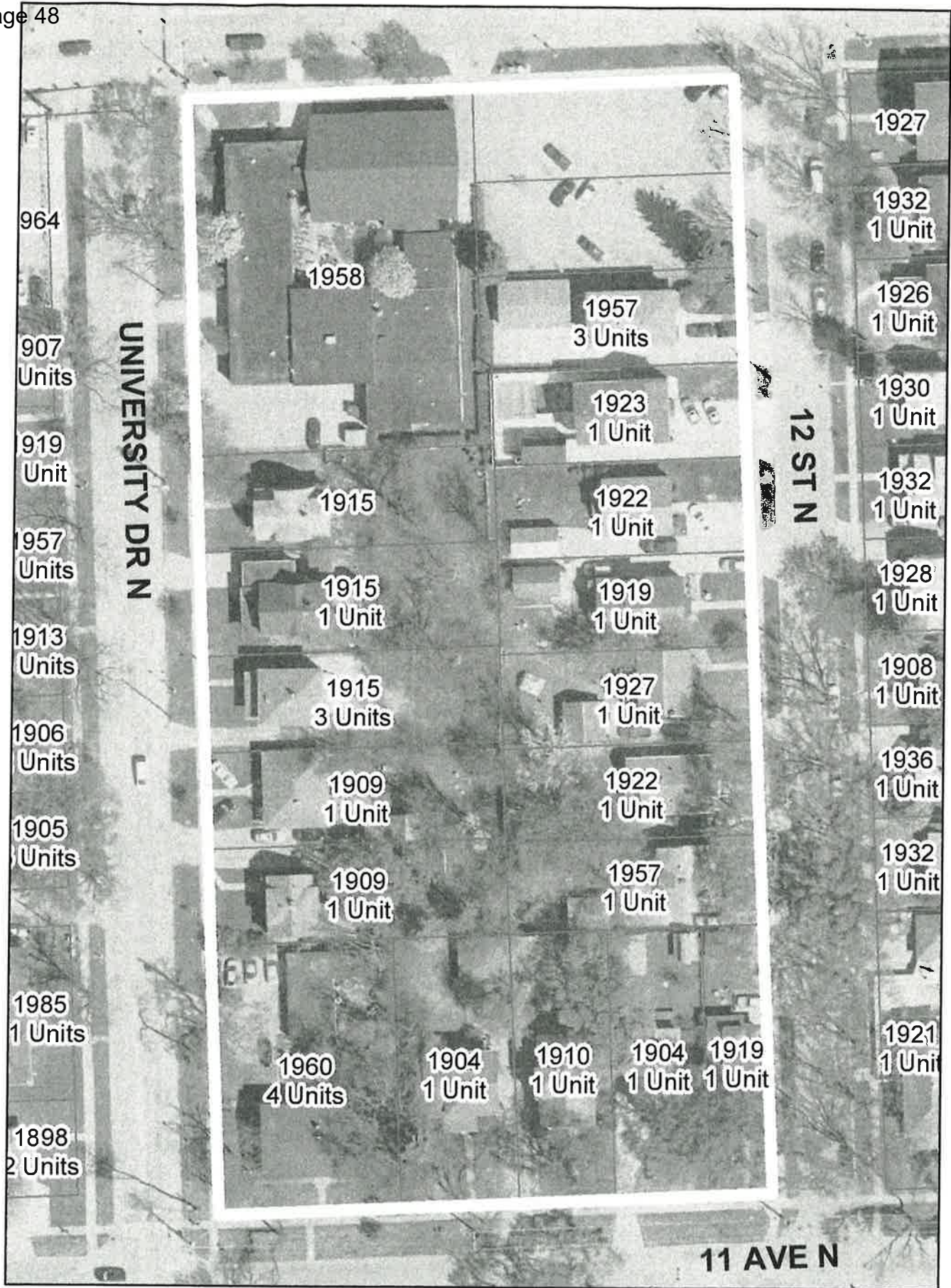
Sincerely,



Larry S. Nygard, President
Roers Development, Inc.

ROERS

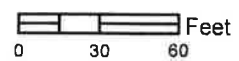
Building success.



Renewal Area

Renewal Area 2018-04

Year Built & Unit Count






35

MEMORANDUM

TO: BOARD OF CITY COMMISSIONERS

FROM: JIM GILMOUR, STRATEGIC PLANNING DIRECTOR 

DATE: MAY 15, 2019

SUBJECT: FUELING OUR FUTURE

Fueling Our Future is an initiative to implement programs for economic development, workforce development and quality of life in the metro area. The Greater Fargo Moorhead Economic Development Corporation and the Fargo Moorhead West Fargo Chamber of Commerce have led the development of this program. Both the private and public sectors will lead the program.

Fueling Our Future has requested \$400,000 from the City of Fargo over the next four years to support the program. Joe Raso and Craig Whitney attend the City Commission meeting and present information on this program. A copy of the written request is attached.

The Finance Committee reviewed the request, and recommends that the City of Fargo pledge \$100,000 a year for four years beginning in 2020.

RECOMMENDED MOTION: The City of Fargo pledge \$400,000 to Fueling Our Future, at \$100,000 a year beginning in 2020.

Attachment



April 18, 2019

Jim Gilmour
Director of Strategic Planning & Research
City of Fargo
225 4th Street North
Fargo, ND 58102

Dear Jim,

As you know, the Fargo Moorhead West Fargo Chamber of Commerce and the Greater Fargo Moorhead Economic Development Corporation have teamed up to execute a unified, metropolitan approach to guide prosperity and quality-of-life in the region. As a regional community, we're taking a big step forward.

Fueling Our Future is designed to implement a regional agenda led by the private/public sectors with reliance on a four-year approach that allows for evolving priorities as community needs dictate. The aims include job growth, a vibrant economy, commercial and retail development. A program of work enables 2018-2021/2019-2022 goal achievement through effective governance, program management and robust accountability.

Of interest to all industries, the job target (7,000 new primary jobs, total 15,000 new jobs) when achieved, will generate fresh output for the Fargo Moorhead West Fargo MSA totaling \$2.88 per year effective 2022 and every year thereafter. Our economic impact assessment suggests the direct dollar impact on real estate, commercial and housing development add up to hundreds of millions in new revenues.

Based upon Fueling Our Future organizational strength and community determination to focus on People, Prosperity and Place, it is requested that the City of Fargo give serious consideration to an investment of \$400,000 (\$100,000 per year for four years). The investment, in solidarity with other private and public sector commitments, will help secure significant economic goals to "fuel our future" and that of the next generation.

Sincerely,

Mark Nisbet
Chairman, FMWF Chamber of Commerce
North Dakota Principal Manager, Xcel Energy

Jeff Volk
Campaign Cabinet
Immediate Past Chair, GFM EDC
CEO, Moore Engineering



A Community And Economic Development Approach To Align And Achieve
The Enhanced Agenda And Objectives For The Fargo – Moorhead region.
2019-2022

TO: Fueling Our Future

DATE: April 18, 2019

Yes! I understand the Fueling Our Future initiative and will invest \$400,000 at [\$100,000] per year over the next four [4] years to help ensure program execution and success.

The best month for a pledge reminder and payment each year is [_____].

Please let me know if there is anything I can do to promote the plan and successful goal achievement.

Jim Gilmour
Director of Strategic Planning & Research
City of Fargo
225 4th Street North
Fargo, ND 58102

Please mail the signed pledge form to:

**Fueling Our Future, Inc.
c/o FMWF Chamber of Commerce
ATTN: J. Parsons
202 First Avenue North
Moorhead, MN 56560**

NOTE:

To determine if an investment in Fueling Our Future may be characterized as a deductible personal contribution pursuant to the 501(c)3 provisions of the Internal Revenue Code please contact your tax advisor for specific reporting requirements.

THANK YOU

Fargo Moorhead West Fargo Chamber of Commerce
Greater Fargo Moorhead Economic Development Corporation