

2024 | ANNUAL REPORT



»» OFFICER OF THE YEAR
DET. TOM BERNIER

»» SUPERVISOR OF THE YEAR
SGT. PAUL SIMONSON

»» CIVILIAN OF THE YEAR
JEAN SYVERSON



THE
FARGO POLICE
DEPARTMENT

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ACRONYM KEY

- ALICE | Alert, Lockdown, Inform, Counter, Evacuate
- ATF | Bureau of Alcohol, Tobacco, Firearms and Explosives
- BID | Business Improvement District
- CAC | Crimes Against Children Unit
- CCDTF | Cass County Drug Task Force
- CET | Community Engagement Team
- CFS | Calls for Service
- CID | Criminal Investigations Division
- CSAM | Child Sex Abuse Material
- CISM | Critical Incident Support Management
- CIU | Criminal Investigations Unit
- CMT | Crowd Management Team
- CommsGA | Communications & Governmental Affairs Department
- CSO | Community Service Officer
- DCP | Downtown Community Partnership
- DEA | Drug Enforcement Administration
- DORS | Desk Officer Reporting System
- EIP | Early Intervention Program
- ELCA | Evangelical Lutheran Church of America
- EOD | Explosive Ordnance Detection
- ESU | Emergency Services Unit Citation
- FAR | Hector International Airport
- FBI | Federal Bureau of Investigation
- FCPH | Fargo Cass Public Health
- FLL | First Line Leadership
- FMLA | Family Medical Leave Act
- FMP | Facilities Management Plan
- FPAOB | Fargo Police Advisory & Oversight Board
- FPD | The Fargo Police Department
- FTE | Full-Time Employee
- GAN | Grant Adjustment Notice
- HME | Homemade Explosives
- IACP | International Association of Chiefs of Police
- IAU | Intelligence and Analysis Unit
- IS | Information Services
- LEEDS | Law Enforcement Executive Development Seminar
- LEMHWA | Law Enforcement Mental Health and Wellness Act
- LPO | Leadership in Police Organizations
- MPAT | Montana Physical Assessment Test
- MU | Motorcycle Unit
- NCMEC | National Center for Missing and Exploited Children
- NDBCI | North Dakota Bureau of Criminal Investigation
- NDCOP | North Dakota Chiefs of Police
- ND POST | North Dakota Peace Officer Standards and Training
- NDSU | North Dakota State University
- NIBIN | National Integrated Ballistic Information Network
- NIBRS | National Incident-Based Reporting System
- NSD | Neighborhood Services Division
- NTOA | National Tactical Officer Association
- NU | Narcotics Unit
- OC | Oleoresin Capsicum Spray
- OICI | Officer Involved Critical Incident
- PAU | Professional Accountability Unit
- PIO | Public Information Officer
- POST | Peace Officer Standards and Training
- PSD | Professional Standards Division
- PST | Peer Support Team
- PSWT | Peer Support and Wellness Team
- PTO | Police Training Officer
- RTCC | Real Time Crime Center
- SAFELO | National Suicide Awareness for Law Enforcement Officers Program
- SCU | Metro Area Street Crimes Unit
- SGT | Sergeant
- SLIC | State-Local Intelligence Center
- SPSC | School of Police Staff and Command
- SRO | School Resource Officer
- SWAT | Special Weapons and Tactics
- TDU | Training and Development Unit
- TSA | Transportation Security Administration
- TST | Traffic Safety Team
- VALOR | Preventing Violence Against Law Enforcement and Ensuring Officer Resilience and Survivability
- VMV | Vision, Mission and Values

★ ★ ★ VISION, MISSION AND VALUES ★ ★ ★

In 2020, Fargo Police Department Chief David Zibolski selected seven employees, sworn and non-sworn, from various workgroups to serve on the Vision, Mission, Values (VMV) Committee. Members worked collectively to establish a new vision, mission and set of values which provide guiding principles, both internally and externally, on how the Department conducts its business, the Department's goals and expectations and how the Department holds itself accountable to its members and the public. Voted on by the entire Department, the final version of the vision, mission and values are listed below.

VISION

A safe and unified community built on trust, accountability and inclusion.

MISSION

The Mission of the Fargo Police Department is to provide the highest level of service through community partnerships, being a well-trained police department and forward thinking policing to improve the quality of life for all.

VALUES

FAIR — We are committed to provide unbiased services to all members of our community.

ACCOUNTABLE — We take responsibility for our actions and we are responsible for holding the community accountable. We are mindful that we answer to each other, the Department and most importantly, the people we serve.

RESPECT — We believe that all human life has value and deserves respect. We will treat all those we serve in a compassionate, courteous and dignified manner.

GUARDIANSHIP — We will guard, protect and preserve all life and property in the Fargo community as well as each other.

OFFICER-WELLNESS — In order to provide the best possible service to the community, our officers need to be mentally and physically healthy both at home and in our professional role as police officers.

PROFESSIONAL — We demonstrate professionalism by being accountable, competent and character driven in our role to safeguard the community. We strive to implement the latest technologies and law enforcement practices to give our community the best service possible.

DIVERSE — We recognize our community is very diverse. Our Department strives to be inclusive of all cultures and backgrounds while committed to being impartial, unbiased and respectful of all our citizens.



GREETINGS FROM CHIEF DAVE ZIBOLSKI



Greetings Fargo Community,

I am pleased to share The Fargo Police Department (FPD)'s 2024 Annual Report. What follows is an overview of our department challenges and successes that we experienced together over the last year. Most importantly, is the opportunity to highlight the outstanding commitment and work of our personnel in 2024. What we have accomplished as a team is noteworthy and incredible.

2024 was a year of remembrance and transition as 73 members of the FPD attended the National Law Enforcement Officers Memorial in Washington D.C. in May. Without the very generous support of our community, the staunch leadership of our Badges of Unity Board and City Commission support, this would not have been possible. FPD Officer Jake Wallin's service and sacrifice was honored nationally during that event. He lives on in our actions and in our hearts. We also witnessed the incredible fortitude and determination displayed by Officers Andrew Dotas and Tyler Hawes as they worked throughout 2024 to recuperate from their wounds in preparation for a return to full duty in early 2025.

We continued to expand our Wellness Team in 2024 by adding a full-time Wellness Coordinator and participating in a pilot sleep study with the National Police Institute. In addition, the Department held two Police Academy's in 2024, putting us in a position to be fully staffed. In September, the newly formed Traffic Safety Team (TST) took to the streets of Fargo, and by the end of the year had a huge impact on traffic safety and enforcement in our city. This proactive team was created as a result of a COPS hiring grant, allowing them to be a fully proactive team working to maintain traffic safety throughout the city.

Our crime fighting efforts also increased in 2024 with the implementation of our Crime Gun Intelligence Center and full utilization of the National Integrated Ballistics Information Network (NIBIN), both of which had a huge impact on gun crime and those that are carrying or using illegal firearms. The Department also brought in new technology, utilizing FLOCK cameras throughout the city as part of the expansion of our Real Time Crime Center (RTCC) to not only help solve and prevent crime, but to provide overwatch and intelligence during large special events such as the Fargo Street Fair and Holiday Lights Parade.

I'm very proud of our department and the efforts and commitment our personnel exhibit every day. Guided by our Vision, Mission and Values, our culture is strong and positive. We seek to be role models, both within our community and throughout our profession. I hope you find the 2024 FPD Annual Report of interest, and as always, I thank you for your strong support!

David B. Zibolski
Chief of Police
The Fargo Police Department



THE CITY OF FARGO

Founded in 1871, Fargo began as a frontier settlement along the Red River and has grown into North Dakota's largest city. With a population of more than 135,000, Fargo continues to see steady growth driven by a strong economy, diverse industries and a high quality of life. It serves as the economic and cultural hub of the region, home to thriving small businesses, major healthcare systems and North Dakota State University.

The City of Fargo operates under a commission form of government, with a mayor and four at-large commissioners overseeing policies and services. Mayor Dr. Tim Mahoney serves as the liaison for The Fargo Police Department and works directly with Chief Zibolski. City departments work collaboratively to deliver essential services, plan for future growth and maintain safe, connected neighborhoods.

The Fargo Police Department plays a vital role in maintaining public safety through a balanced approach of proactive enforcement and community engagement. Guided by a strong mission and core values, the department prioritizes trust-building, transparency and professionalism.

Fargo, North Dakota



The Fargo Police Department



THE FARGO POLICE DEPARTMENT

The Fargo Police Department (FPD) is North Dakota's largest municipal law enforcement agency and is committed to ensuring public safety through Intelligence-Led Policing. By leveraging data and intelligence, the FPD strategically deploys resources to enhance efficiency and maximize effectiveness.

The department operates through three primary divisions, each led by a captain.

Neighborhood Services Division

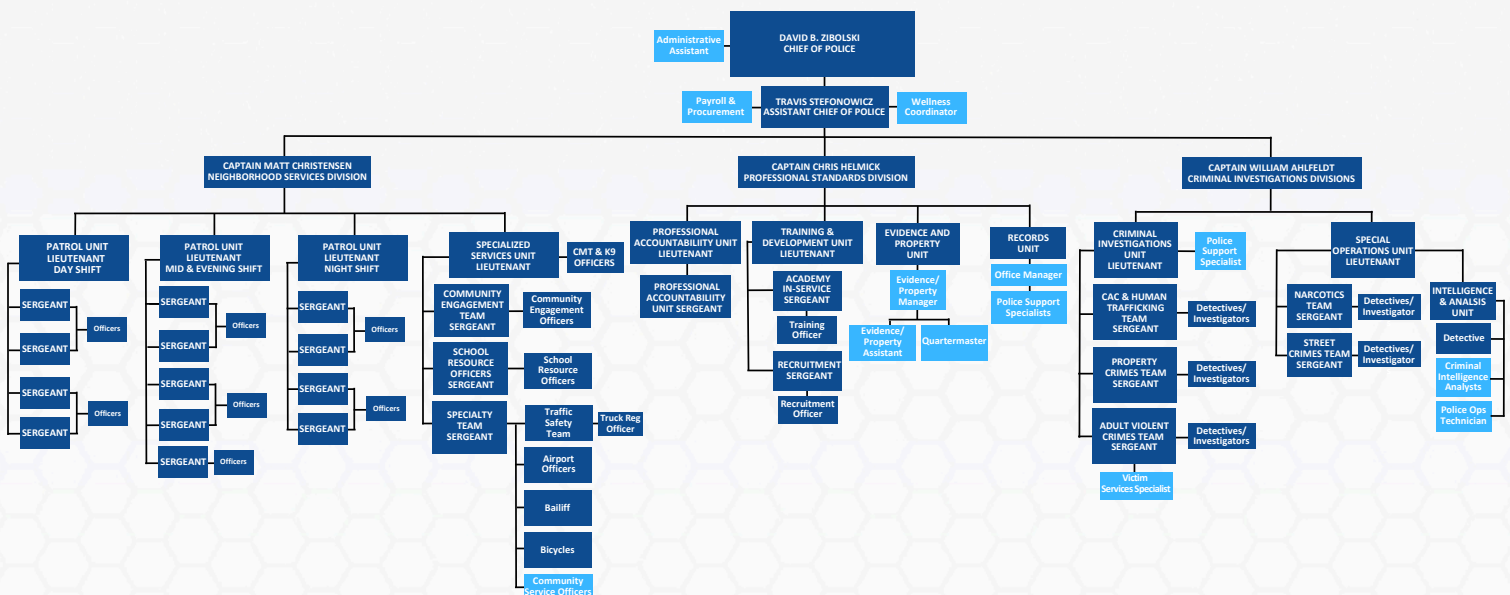
The Neighborhood Services Division (NSD) comprises the largest number of personnel in the department and is also the most visible to the general public. The Patrol Unit provides 24/7/365 service by the Patrol Unit, responding to calls, enforcing traffic laws and fostering community engagement. The Specialized Services Unit is comprised of the Traffic Safety Team, Truck Regulatory Officer, Municipal Court Bailiff, Airport Officers, School Resource Officers, Community Engagement Team, Community Service Officers and the K-9 Unit.

Criminal Investigations Division

The Criminal Investigations Division (CID) leads investigative efforts across several specialized units, including the Adult Violent Crimes, Adult Sexual Assault, Property Crimes and Crimes Against Children Teams. The division also oversees the Narcotics Unit, Metro Area Street Crimes Unit, Cass County Drug Task Force and the Intelligence and Analysis Unit — working collaboratively to combat crime and ensure justice.

Professional Standards Division

The Professional Standards Division (PSD) maintains the department's integrity and operational excellence through its Professional Accountability Unit, Training and Development Unit, Evidence and Property Unit and Records Unit.



THE FARGO POLICE DEPARTMENT'S EXECUTIVE STAFF



David Zibolski

Chief of Police

Chief David Zibolski was appointed to lead The Fargo Police Department on October 5, 2020. Before arriving in Fargo, he served as Chief of Police in Beloit, Wisconsin (2015–2020), where he led significant organizational reforms to strengthen leadership, improve departmental culture, expand community trust and implement modern technology and best practices — efforts that contributed to measurable public safety improvements. His law enforcement career began with the Milwaukee Police Department, where he served for 27 years and held various patrol, investigative and specialty unit leadership roles before retiring as a Captain in 2011. Following his retirement, Zibolski served as Deputy Administrator for the Wisconsin Department of Justice's Division of Law Enforcement Services (2011–2015), overseeing statewide functions including law enforcement training and standards, crime lab operations, justice statistics and criminal information systems. Zibolski holds a master's degree in Organizational Management and Leadership from Springfield College. He is a graduate of several prestigious leadership programs, including Northwestern University's School of Police Staff and Command (#203), the Police Executive Research Forum's Senior Management Institute for Police (Session #68) and the FBI's Law Enforcement Executive Development Seminar (LEEDS Class #82). He is currently an active member of the International Association of Chiefs of Police (IACP) serving on the Midsize Agencies Division Executive Committee since 2018 and a member of the IACP Board of Directors since 2019. In 2023, he was appointed General Chair of the Midsize Agencies Division and to the IACP Executive Board. He also serves as the Third Vice President for the Chiefs of Police Association of North Dakota, as well as a member of the Fargo-West Rotary Club and Board of Directors for the Boys and Girls Clubs of the Red River Valley, as well as other criminal justice related boards.



Travis Stefonowicz

Assistant Chief of Police

Travis Stefonowicz joined The Fargo Police Department in May 2002 after serving as a Police Officer in Aurora, Colorado and working as a dispatcher at the Red River Regional Dispatch Center. Throughout his tenure, Travis has held various roles in the FPD, including Sergeant, Lieutenant and Assistant Chief as of July 2021. As Assistant Chief, Stefonowicz plays a pivotal role in providing leadership, strategic direction and operational oversight within the FPD. In close collaboration with the Chief of Police, he contributes to the development and implementation of comprehensive strategies to enhance public safety and community engagement. Stefonowicz oversees several critical aspects of FPD operations, including resource allocation, personnel management, training initiatives and the execution of community-oriented policing programs. His dynamic leadership ensures the effective execution of the FPD's mission while fostering a culture of professionalism, accountability and excellence. Stefonowicz has spearheaded many initiatives, including a wellness programming for all employees and the implementation of the first-ever Fargo Police Academy. Stefonowicz has been actively involved in training and served on the Red River Regional SWAT Team for nine years, contributing as an Operator, Basic Training Instructor and Team Leader. His dedication and expertise have earned him numerous awards, including Fargo Police Officer of the Year, Supervisor of the Year and North Dakota Law Enforcement Officer of the Year. Stefonowicz holds a Bachelor's Degree in Business Administration with a focus on Human Resources and is a graduate of the FBI National Academy Session #277. In October 2023, North Dakota Attorney General Drew Wrigley appointed Stefonowicz to the ND Peace Officer Standards and Training Board. In 2024, Stefonowicz attended the Senior Management Institute for Police (SMIP) Session #92 and was the first graduate from North Dakota since 1989.



Matthew Christensen

Captain - Neighborhood Services Division

Captain Matt Christensen began his law enforcement career in his hometown when he joined The Fargo Police Department in December 2002. Over the years, he has held various roles, including Patrol Officer, Training Officer, Narcotics Investigator, DEA Task Force Officer, Firearms Instructor, Patrol Sergeant, Narcotics Sergeant, Patrol Lieutenant and Special Operations Lieutenant. Currently, Captain Christensen leads the Neighborhood Services Division, which oversees all patrol staff and the Specialized Services Unit. He was an active member of the Red River Valley SWAT Team from 2010 until January 2025, progressing from entry operator to his final role as Team Commander, where he oversaw all SWAT elements. This includes the Tactical Team, Crisis Negotiations Team and the Bomb Squad. In 2016, Captain Christensen was recognized as The Fargo Police Department Supervisor of the Year. His career is marked by numerous accolades, including a Combat Action Award, Distinguished Service Award and Unit Citations for his contributions during the 2009 flood response and 2016 Dakota Access Pipeline (DAPL) protests. Captain Christensen has completed various leadership training programs, including the National Tactical Officers Association (NTOA) Team Leader course, the NTOA SWAT Command course and the International Association of Chiefs of Police Leadership in Police Organizations (LPO) course.



Christopher Helmick

Captain - Professional Standards Division

Captain Chris Helmick has served The Fargo Police Department since December 2001. He began his career as a Patrol Officer, taking on additional roles as a Police Training Officer, Instructor and Crime Scene Investigator, until his promotion to Sergeant in 2009. He was later promoted to Lieutenant in January 2016. Throughout his career, Captain Helmick has played a pivotal role in shaping FPD operations. He founded the department's Crowd Management Team, was instrumental in advancing the Police Training Officer (PTO) program, oversaw the start-up of Hector International Airport police operations and has been involved in downtown policing for much of his career. Additionally, he has led responses to several high-profile incidents, including the 2020 Downtown Civil Unrest, the Dakota Access Pipeline protests (DAPL) and the 2016 domestic incident that led to the loss of Officer Jason Moszer. Helmick was promoted to captain in 2021 and has since commanded the Criminal Investigations Division, the Neighborhood Services Division and currently leads the Professional Standards Division. Captain Helmick's dedication and leadership have been recognized through numerous awards, including Supervisor of the Year for 2018, Distinguished Service Medal, PTO Service Award, Combat Cross and three Emergency Service Unit Citations for his role in the 2009 flood operations, 2016 DAPL response and 2020 Downtown Riots. Captain Helmick holds a Bachelor of Arts in Criminal Justice from Minnesota State University of Moorhead and is a graduate of the FBI National Academy Session #Class 285 in 2023. He attended the North Dakota Training Academy (2002) and has completed several leadership programs, including the International Association of Chiefs of Police Leadership in Police Organizations course (2018).



William Ahlfeldt

Captain - Criminal Investigations Division

Captain William Ahlfeldt began his career with The Fargo Police Department in 2001, and has served in various roles, including Patrol Officer, Police Training Officer, Personal and Property Crimes Investigator, Narcotics Investigator, Patrol Sergeant, Sergeant of the Office of Professional Standards, Patrol Lieutenant and Specialized Services Lieutenant. Captain Ahlfeldt currently oversees the Criminal Investigations Division. Ahlfeldt was a member of the Police Training Officer Program for 11 years, to include being a member of the program's Board of Evaluators. He was a firearms instructor for eight years. Ahlfeldt has been a member of the Peer Support Team for 21 years, ending his time on the team as the team's administrator in 2024. In 2003, Ahlfeldt was selected to become a member of the Red River Valley SWAT Team. After serving as an entry operator for six years, he was named a Team Leader in 2009. Ahlfeldt accepted the position of Red River Valley SWAT Team Commander in 2015, a role he served in until January 2023. Ahlfeldt has been awarded the FPD's Life-Saving Award in 2007 and 2014, the Police Officer Service Award in 2009, 2014 and 2019 for his service on SWAT, the department's Police Officer Service Award in 2009 and 2014 for his service in the Police Training Officer Program, the Emergency Unit Citation in 2009, 2017 and 2021 for participation in the department's 2009 flood response, for participation in the state response to the DAPL protests and for participation in the FPD's response to the 2020 Downtown Civil Unrest. Ahlfeldt Received the Special Operations Training Association's Lifetime Achievement Award in 2023. Ahlfeldt has received multiple letters of commendation and recognition throughout his career. Ahlfeldt earned an Associate in Arts Degree from the University of North Dakota (UND) – Williston and a Bachelor of Science Degree from North Dakota State University in Political Science. In 2001 Ahlfeldt graduated from the Montana Highway Patrol Academy. Ahlfeldt attended the National Tactical Officer's Association (NTOA) SWAT Team Leader course in 2010. He also attended the FBI LEEDA Command Institute for Leadership Executives in 2012, the FBI LEEDA Executive Leadership course in 2013, NTOA's Advanced SWAT tactics course in 2014, NTOA's Training, Management and Risk Mitigation for SWAT in 2015, Northwestern School of Police Staff and Command Class #398 in 2016 and the International Association of Chiefs of Police (IACP) Leadership in Police Organizations (LPO) course in 2018.



STRATEGIC PLAN

GOALS

Goals will serve the Department for the next three to five years and are reviewed every year by the Executive Staff. They serve as a link from annual planning to long-term planning. Goals are emboldened in blue in the plan.

OBJECTIVES

Objectives describe what we want to happen with an issue. What would constitute success in observable or measurable terms? They indicate a direction – increase, expand, decrease, reduce consolidate, abandon, all, distribute, none. Objectives have a three to five-year timeframe and are reviewed every year by the executive staff with department input.

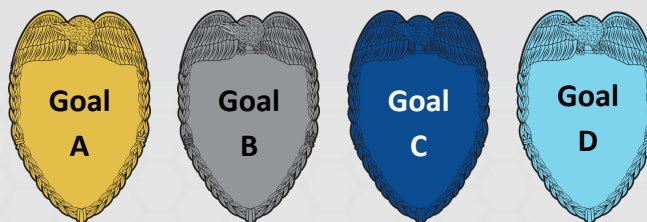
STRATEGIES

Strategies describe how the Department will commit its resources to accomplishing the goal. They bring focus to operational allocation of resources and indicate an activity – redesign, refine, create, identify, revise, develop, improve, enhance, implement, establish. Strategies set strategic priorities for divisions, units, committees, staff, and all other work groups.

PRIORITY LEVELS

- Critical (C): Work on this strategy must be completed in the coming year
- Immediate (IMM): Work on this strategy must occur in the coming year
- Intermediate (INTER): Work on this strategy should occur in the coming year if possible
- Later (L): Work on this strategy can wait until subsequent year if necessary
- Ongoing and Continuous (OC): Continual goals/objectives of The Fargo Police Department

HOW THE STRATEGIC PLAN IS BEING IMPLEMENTED



Throughout this report, there are small badges next to certain items that indicate that these items show progress toward or achievement of the goals laid out in this Strategic Plan.

For example:

- Goal A-1 would represent Goal A, Objective 1.
- Goal C-1, 4 would represent Goal C, Objectives 1 and 4.

GOAL A – DEPARTMENT WELLNESS

OBJECTIVE 1 – EXPAND DEPARTMENT WELLNESS PROGRAM



Strategies:

- Implement and train all staff on final wellness policy — C
- Create reintegration plan for members involved in officer-involved critical incidents (OICI), returning from any form of extended military, FMLA leave or transitioning positions between divisions — C
- Establish an Early Intervention Program (EIP) — C
- Refine and research rifle back plates and carriers — IMM
- Refine and implement annual Montana Physical Assessment Test (MPAT) — IMM
- Expand membership in Peer Support and Wellness Team — IMM
- Implement additional supportive services, such as massage/chiropractic services, comfort dog, etc. — INTER
- Develop a pilot nutrition program for officers — INTER
- Develop and add in family wellness components/events — INTER
- Implement health monitoring devices for new officers — INTER
- Develop internal cleaning methods at the Department for internal/external vests — INTER
- Expand attendance at the International Association of Chiefs of Police (IACP) Officer Safety and Wellness (OSW) Conference — OC
- Enhance collaboration with HR and Employee Health — OC
- Expand training regarding OICI and each role/responsibility — OC
- Revise and sustain overall wellness and peer support program — OC

OBJECTIVE 2 – EXPAND PROFESSIONAL SERVICES DIVISION (PSD) TO CREATE A WELLNESS UNIT

Strategies:

- Create an additional sergeant FTE position to supervise the Wellness Unit — C
- Expand the role and scope of the Wellness Coordinator — C
- Obtain a Grant Adjustment Notice (GAN) to utilize all grant money for current position — C
- Create an additional civilian FTE position in fiscal year 2026 to make grant position permanent — C
- Enhance individualized wellness programs and screenings for high-risk teams, such as Crimes against Children (CAC), etc. — IMM





GOAL B – COMMUNITY POLICING AND RESPONSE

OBJECTIVE 1 – REDUCE CALLS FOR SERVICE (CFS) AND INCREASE EFFICIENCIES

Strategies:

- Create a new FTE civilian Police Service Specialist and assign to the Department Online Reporting System (DORS) — C
- Implement a technology platform that coordinates all disparate databases and intelligence information within the Department — C
- Develop a drone first responder capacity — C
- Implement Axon Draft One transcription service through asset forfeiture and fund in 2026 budget request — C
- Develop training for Community Service Officers (CSO) as Crime Scene Investigators (CSI) — C
- Train CSO's as CSI's — IMM
- Identify non-police related CFS and eliminate/refer to appropriate entity — OC
- Revise and update department policy and standard operating procedures for content, best practice and efficiency — OC
- Redesign the Department Online Reporting System (DORS) to add non-hit and run property damage accidents — INTER

OBJECTIVE 2 – INCREASE TRAFFIC SAFETY/ENFORCEMENT

Strategies:

- Create a new Sergeant FTE position to supervise the Traffic Safety Team (TST) — C
- Expand the purchase of necessary equipment for motorcycles — C
- Revise bill language and collaborate with state legislators during the 2025 legislative session to implement an owner responsibility law for fleeing vehicles — IMM
- Create and implement motorcycle replacement plan — IMM
- Research and implement new technology re: fleeing vehicles — OC
- Enhance special traffic safety unit operations through the use of grants and overtime — OC
- Develop and expandability to share accident data with public works and engineering to identify high-frequency accident areas and causal factors to improve enforcement, education and engineering solutions — OC

OBJECTIVE 3 – INCREASE MENTAL HEALTH RESPONSE COLLABORATIONS

Strategies:

- Increase collaborations with City and State elected officials to develop needed mental health residential treatment facility in Fargo — C
- Expand research of other agency models and collaborate with City Administration, Fargo Cass Public Health and other criminal justice entities to evaluate and identify a strategy to address homelessness, mental health and addiction issues in the community — C
- Enhance efforts with regional and community partners to enhance exchange of data and analysis to improve mental health response and outcomes — OC

OBJECTIVE 4 – INCREASE RESPONSE TO OVERDOSE ISSUE

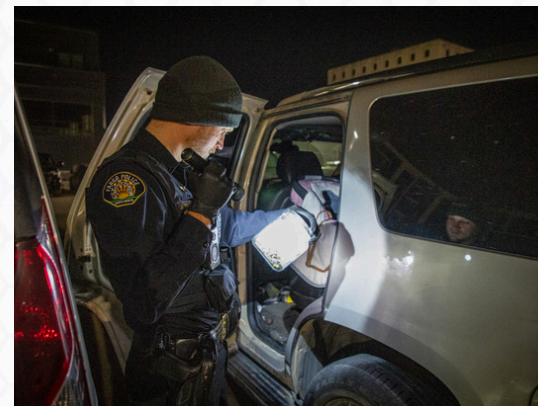
Strategies:

- Enhance prosecution efforts and charging decisions for drug traffickers — IMM
- Develop and implement method to track prosecution declines and collaborate with the State's Attorney's Office to address issues and improve prosecutorial success — IMM
- Enhance drug trafficking investigative efforts both state and federal via CCDTF — OC
- Collaborate with other service providers to address addiction — OC

OBJECTIVE 5 – INCREASE ACTUAL AND PERCEIVED SAFETY IN DOWNTOWN BEAT AREA

Strategies:

- Expand FLOCK camera capacity to businessowners via Wing Gateway partnership — C
- Create four new FTE officer positions via budget request to expand CET to 12 officers — C
- Implement Community Engagement Team (CET) staff schedule that provides daily coverage to increase downtown police presence — C
- Implement overtime details for CET and Neighborhood Services Division (NSD) personnel as needed — C
- Expand staffing of Real Time Crime Center (RTTC) to provide 16 hours of coverage by filling existing Criminal Intelligence Analyst position and utilizing transitional duty personnel — C
- Implement more efficient mobility devices for CET personnel to increase response time and visual presence — C
- Enhance external communications to highlight success stories and significance of RTTC in increasing actual and perceived safety in the downtown area — C
- Expand research of other agency models and collaborate with City Administration, Fargo Cass Public Health and other criminal justice entities to evaluate and identify a strategy to address homelessness, mental health and addiction issues in our community — C
- Develop and implement method to track prosecution declines and collaborate with the State's Attorney's Office to address issues and improve prosecutorial success — IMM
- Revise the purpose and location of the existing downtown drop-in station in conformity with the Department's Facilities Management Plan (FMP) — INTER
- Enhance partnerships with community entities, such as Downtown Community Partners (DCP), Business Improvement District (BID), etc. — OC



OBJECTIVE 6 – REDUCE VIOLENT CRIME AND SERIOUS PROPERTY CRIME OFFENSES

Strategies:

- Create a new Sergeant FTE position to supervise Intelligence and Analysis Unit (IAU) — C
- Enhance NIBIN Program and Regional Gun Crime Intelligence Center internally as well as increasing external use of the program — C
- Expand staffing of Real Time Crime Center (RTTC) to provide 16 hours of coverage by filling existing Criminal Intelligence Analyst position and utilizing transitional duty personnel — C
- Enhance crime analytics and link analysis to target repeat offenders — C
- Create a new civilian FTE Operations Technician position to increase capacity and decrease turnaround time for communications and technology evidence — IMM
- Increase certification training for detectives — IMM
- Enhance investigative training — IMM
- Create a formal CSI structure, training, and evaluation system — IMM
- Enhance Intelligence and Analysis Unit capacity to a regional State-Local Intelligence Center (SLIC) — INTER
- Enhance efforts to investigate and solve violent crimes involving firearms, such as homicide, rape, aggravated assault (Shootings/Shots Fired) and armed robbery — OC
- Enhance efforts to investigate and solve residential burglary, arson and motor vehicle theft — OC
- Expand partnerships with federal and state partners — OC

OBJECTIVE 7 – EXPAND COMMUNITY RELATIONSHIPS, TRUST AND COLLABORATION

Strategies:

- Enhance and expand Community Engagement Team staff and efforts citywide — C
- Redesign and implement bicycle unit to augment enforcement and safety in specific areas of the city or during special events or incidents — IMM
- Complete IACP Trust-Building Campaign requirements — IMM
- Enhance use of the Police Advisory and Oversight Board in neighborhoods — INTER
- Host neighborhood-focused meetings to better educate the community, build trust and increase community participation in public safety — OC
- Increase community partnerships, outreach and communications through use of social media and the Communications and Governmental Affairs Department, in-person meetings, events, etc. — OC

OBJECTIVE 8 – INCREASE SAFETY AT SPECIAL EVENTS

Strategies:

- Implement modular vehicle barriers into special event security platform — C
- Enhance use of the Real Time Crime Center (RTTC) to monitor special events — C
- Create memorandums of understanding with identified City entities to establish an organized and financially prudent approach to special events to ensure adequate police presence and reimbursement of costs — C
- Increase public/private collaborations — OC



GOAL C – RECRUITMENT AND RETENTION

OBJECTIVE 1 – INCREASE RECRUITMENT



Strategies:

- Expand authorized sworn officer FTE's to 1.6 per 1,000 residents to reduce workload and provide work/life balance — C
- Enhance salary and pay for all staff — C
- Implement facility management plan to provide appropriate regional and operational work locations — C
- Enhance recruitment website, strategy and data evaluation — IMM
- Partner with community stakeholders and military to identify candidates — IMM
- Develop recruiting committee within TDU — IMM
- Expand recruitment reach to recruit lateral hires — OC
- Continue to host up to two academies per year as needed — OC
- Expand department diversity through 30x30 Program — OC
- Create and maintain a list of eligible officer candidates — OC

OBJECTIVE 2 – EXPAND RETENTION AND REDUCE ATTRITION

Strategies:

- Create new promotional lists for Sergeant and Lieutenant — C
- Revise and update pay study to improve salary and minimize pay compression by working collaboratively with City Administration and Human Resources — C
- Expand complement of Investigator positions incrementally in concert with growth and identified need — IMM
- Implement a shift differential for identified shifts via a 2026 budget request — IMM
- Enhance civilian training and certifications — IMM
- Improve opportunities for other members to participate in Department decision-making via committees by reviewing all committees regarding participation, interest, department representation and identify any potential consolidation — IMM
- Implement leadership book club — IMM
- Create a sick leave incentive plan that could be used to reduce healthcare premiums upon retirement by working collaboratively with City Administration and Human Resources — INTER
- Improve succession planning for executive and command staff — OC
- Sustain and grow teamwork between teams, shifts and divisions — OC
- Enhance culture of positive coaching/mentoring and personnel development — OC
- Improve consistent communication throughout organization — OC
- Increase internal opportunities for special duty assignments — OC

OBJECTIVE 3 – INCREASE AUTHORIZED SWORN STAFFING TO 1.6 PER THOUSAND RESIDENTS

Strategies:

- Create 26 new sworn FTE positions in the 2026 budget through use of public safety sales tax revenue pursuant to the strategic plan and identified department growth and reorganization needs as follows — C
 - Officers — 17 additional FTE positions
 - Sergeants — 4 additional FTE positions
 - Lieutenants — 4 additional FTE positions
 - Captain — 1 additional FTE position

OBJECTIVE 4 – INCREASE CIVILIAN POSITIONS AND ENHANCE COMMUNITY RESPONSIVENESS

Strategies:

- Create 4 new civilian FTE positions in the 2026 budget through use of public safety sales tax revenue pursuant to the strategic plan and identified department growth and reorganization needs as follows — C
 - 1 FTE Wellness Coordinator (subsuming current grant position)
 - 1 FTE Operations Technician
 - 1 FTE PSS position for DORS
 - 1 FTE Community Service Officer II position
- Improve CSI Program and Trainings — IMM
- Create assigned City Legal and IS positions to the police departments — L
- Create a grant writing positions — L
- Create administrative assistant position for TDUs — L

OBJECTIVE 5 – IMPLEMENT AND SUSTAIN CAREER AND LEADERSHIP DEVELOPMENT PROGRAMS

Strategies:

- Develop and implement annual training plan for the Department —
- Create a partnership with the FBI Law Enforcement Executive Development Seminars (LEEDS) courses — INTER
- Enhance partnership with North Dakota Peace Officer Standards and Training (ND POST) and the International Association of Chiefs of Police (IACP) to host IACP Leadership in Police Organizations (LPO) and Front Line Leadership (FLL) courses each year, alternating between Fargo and Bismarck — OC
- Improve attendance in the Northwestern School of Police Staff and Command (SPSC) courses — OC





GOAL D – ENABLE OPERATIONAL GROWTH AND INNOVATION

OBJECTIVE 1 – EXPAND SPECIALIZED SERVICES UNIT INTO A FULL DIVISION

Strategies:

- Create an additional FTE Captain, FTE Sergeant and FTE CSO II position as noted in Goal C, Objective 3 & 4 — C
- Create appropriate space within the existing headquarters facility — C
- Update the Red River Valley SWAT Team Joint Powers Agreement to include board governing documents — IMM
- Establish a process to replace three (3) current K-9's that will be aging out — INTER
- Redesign K9 staffing to add two (2) new police K-9's; one assigned to Neighborhood Services Division (NSD) to cover all shifts and one assigned to the Criminal Investigation Division (CID) and Street Crimes Unit (SCU) — L

OBJECTIVE 2 – INCREASE TACTICAL/STRATEGIC/ADMINISTRATIVE INTELLIGENCE AND ANALYSIS PRESENTATIONS/MEETINGS, ETC.

Strategies:

- Expand operations of the Real Time Crime Center (RTTC) — C
- Develop tactical, beat-centric report for NSD personnel — IMM
- Develop monthly executive staff strategic and administrative presentations — IMM
- Enhance tactical and strategic crime intelligence communications to line staff — OC
- Enhance monthly regional criminal intelligence and analysis meetings — OC

OBJECTIVE 3 – EXPAND AND BUILD A POLICE HEADQUARTERS AND/OR SUBSTATION THAT MEETS THE NEEDS OF THE DEPARTMENT AND COMMUNITY

Strategies:

- Refine and implement a five-year plan utilizing the facilities management plan approved by City Commission on January 8, 2024 — C
- Implement use of the public safety sales tax to budget for the facility capital project by collaborating with City Commission, Finance and City Administration — C
- Create a fully functional south side substation — C
- Create sufficient evidence storage for vehicles in concert with Facilities Management Plan — C
- Create a shared regional training facility with Fargo Fire Department commensurate with the facilities management plan — IMM



OBJECTIVE 4 – EXPAND HEADQUARTERS INTO A MORE FUNCTIONAL FACILITY

Strategies:

- Enclose and implement technology in personnel parking area — C
- Create and implement a tabletop exercise regarding the incapacitation and relocation of the current headquarters facility due to train derailment or another crisis — C
- Create adequate and secure workspace for the RTTC, CID Crimes Against Children (CAC) Unit and Professional Standards Division (PSD), Records Unit in existing headquarters facility — IMM

OBJECTIVE 5 – IMPROVE STAFFING AND SUPERVISORY LEVELS PER SHIFT

Strategies:

- Create three (3) new FTE Lieutenant positions to fill the existing shift commander gap within the Neighborhood Services Division — C
- Implement a staffing study to identify unobligated time ratio and future staffing needs — IMM

OBJECTIVE 6 – ENHANCE REALITY TRAINING

Strategies:

- Implement use of training pods and/or other technology to enhance training experience — IMM

OBJECTIVE 7 – EXPAND USE OF THE FARGO POLICE FOUNDATION TO SUPPORT WELLNESS, COMMUNITY/YOUTH ENGAGEMENT EFFORTS AND EQUIPMENT NEEDS

Strategies:

- Refine process for review and approval of police foundation requests — C
- Establish an annual process to send three (3) members to the national law enforcement memorial event in Washington, D.C. — IMM
- Establish an annual department wellness event — IMM



EMPOWERING THE COMMUNITY

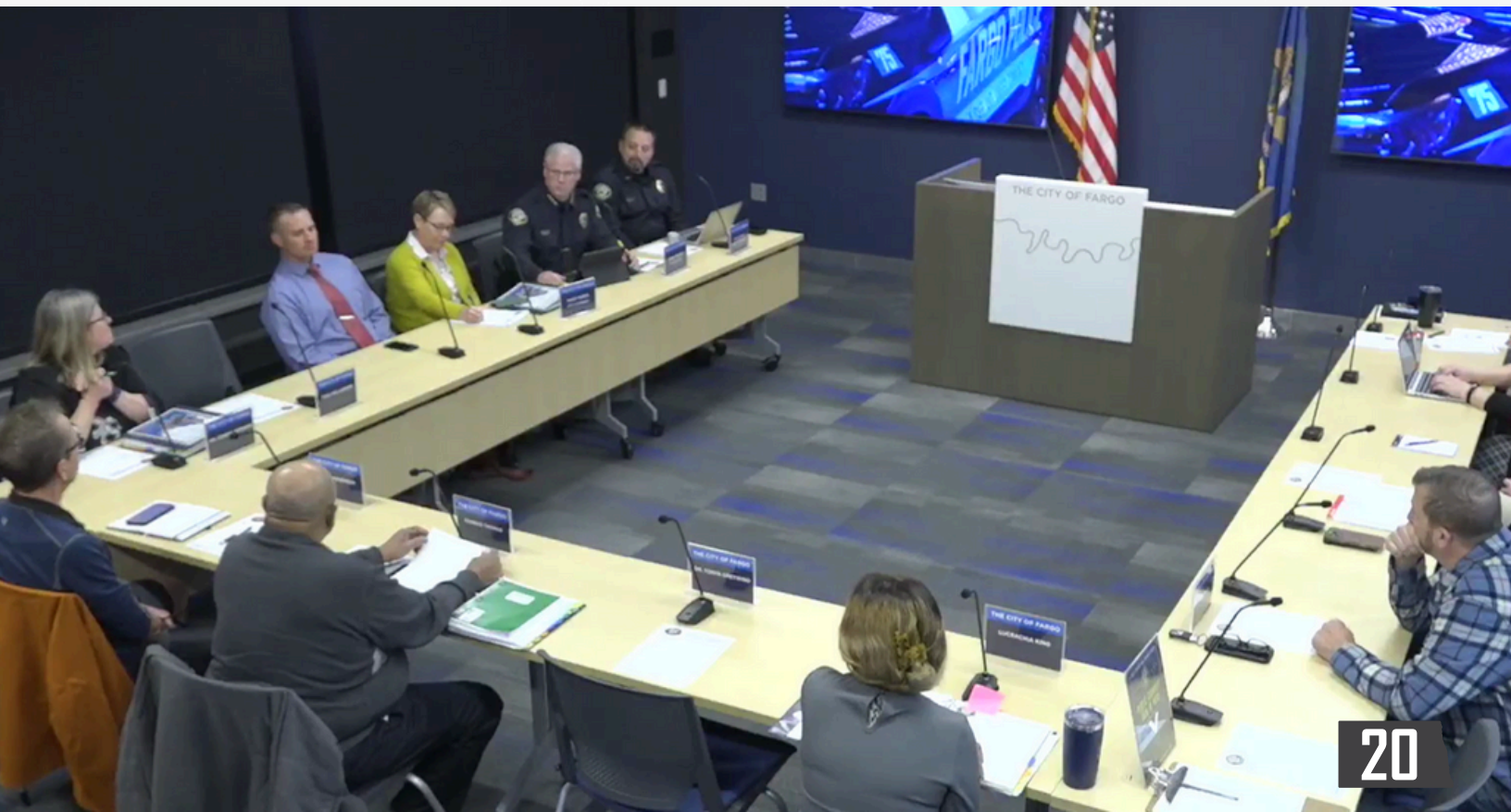
The FPD is committed to providing the highest level of service through community partnerships and understands the value of community input and involvement.

FARGO POLICE ADVISORY AND OVERSIGHT BOARD

The Fargo Police Advisory and Oversight Board (PAOB) was established by City Commission action on November 29, 2021, with members appointed by the Commission on March 7, 2022. The purpose of the Board is to create a dialogue between community representatives and The Fargo Police Department (FPD), help improve relationships, assist with diverse recruitment and provide community perspective on policy and programs that are of interest to the community.

The PAOB looked at significant topics over the past year, ranging from victim advocacy to the enforcement of marijuana laws. Several presentations were given by civilian and sworn members of the FPD to inform members of the PAOB of department policies and procedures. This includes presentations on the Real Time Crime Center (RTCC) and FLOCK cameras, protection and restraining orders, the FPD Complaint process and how the FPD tracks violent offenders with warrants.

Several board positions changed throughout 2024. Dr. Tonya Greywind was elected chair of the Police Advisory and Oversight Board, with Conrad Thomas elected vice chair. The previous chair and vice chair were Dr. Joanna Johnson and Lucrachia King, who served in those roles throughout 2023.



FARGO POLICE ADVISORY AND OVERSIGHT BOARD MEMBERS



Dr. Tonya Greywind – Term 2022-2026 [Chair, May 2024 - June 2026]

An educator, foster parent and member of a Native American family, Dr. Greywind holds a doctoral degree in educational leadership and serves as the Associate Executive Director of Nexus-PATH Family Healing. A lifelong Fargo resident, she is committed to contributing to the community's future through her service on the board.



Conrad Thomas – Term 2022-2026 [Vice Chair, May 2024 - June 2026]

Thomas is a design engineer and former lead research engineer at NDSU. A faith leader with a passion for bridging differences, he received the 2022 Martin Luther King Radical Change Award. He seeks to listen, learn and provide input into police operations while amplifying the voices of those who feel underrepresented.



Dr. Joanna Johnson – Term 2022-2026

Dr. Johnson is a Psychiatric Nurse Practitioner who provides mental healthcare in both outpatient and residential settings. Her experience includes roles at NDSU, Sanford Health, Luther Hall and the Madison VA. She aims to build a positive connection and rapport with members of the community and law enforcement to create new collaborations.



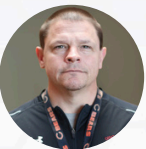
Lucrachia King – Term 2022-2025

King is a former employee of the New York Police Department and the federal parks system, where she also volunteered with community-based programs in New York City. As the wife of a military veteran and the mother of two Fargo Public School students and a currently enlisted military member, King strives to represent all viewpoints and opinions in this important role.



Scott Paul – Term 2022-2026

A retired U.S. Air Force veteran, Paul has dedicated his adult life to public service. He holds advanced degrees in Public Administration and Political Science and brings a collaborative, consensus-building approach to his work. With a family member in law enforcement, he hopes to strengthen communication and understanding between residents and police.



Todd Spellerberg – Term 2022-2025

A longtime educator with Fargo Public Schools, Spellerberg teaches middle school science and math. He values working with individuals of all ages, cultures and backgrounds to find practical, solution-focused approaches to community challenges, and is committed to building understanding through respectful dialogue and shared goals.



David Hogenson – Term 2022-2025

A business leader, collaborator and volunteer, Hogenson supports partnerships with formerly incarcerated individuals to help them build strong community networks. He is committed to understanding the challenges faced by law enforcement, identifying opportunities for improvement and promoting a culture of shared responsibility.

OFFICER WELLNESS

ANNUAL MENTAL HEALTH CHECK-INS

In 2024, The Fargo Police Department (FPD) continued mandatory annual mental health check-ins for all personnel. The mental health check-ins are completed by licensed mental health professionals who have specific experience related to the work of first responders. The intention of the requirement is to expose personnel to mental health resources in an attempt to reduce the stigma associated with police personnel seeking help with mental health.

VALOR RESILIENCY TRAINING

In 2024, the FPD participated in multiple Preventing Violence Against Law Enforcement and Ensuring Officer Resilience and Survivability (VALOR) training sessions. VALOR is a law enforcement training program with the goal to build more resilient officers and agencies. This is done by enhancing knowledge and skills in resiliency to help officers overcome adversity and challenges, manage stress and maintain peak performance while thriving in their personal and professional lives.

STRUGGLE WELL POST TRAUMATIC GROWTH TRAINING

The FPD sent three officers to a Struggle Well training conference in Florida in 2024.. Struggle Well training is a peer-based training program that relies on a variety of educational and experiential activities for the purpose of teaching life skills, increasing community integration and involvement and promoting physical, emotional, relational, financial and spiritual health. Struggle Well is a law enforcement specific training that focused on Post Traumatic Growth. This training focuses on the idea that members of law enforcement can grow through what they experience. The training provides officers with tools, techniques and a multiple-step process to work through traumatic incidents and stressors. The FPD is working with Struggle Well to integrate the lessons into the department.

C.O.P.S. WELLNESS AND OFFICER SAFETY CONFERENCE

In 2024, members of the FPD attended the Concerns of Police Survivors (C.O.P.S.) Wellness and Officer Safety Conference. This conference focuses on best practices for supporting individuals, families and departments that have experienced an officer involved shooting incident or another traumatic event.



HEALTH AND WELLNESS COORDINATOR POSITION

In October 2023, the FPD was awarded a federal grant through the Law Enforcement Mental Health and Wellness Act (LEMHWA). These funds were utilized to bring a Health and Wellness Coordinator to the department in 2024. The Wellness Coordinator works with teams to support overall wellness and mental health of all employees – civilian and sworn. The Wellness Coordinator implemented several new programs, including suicide awareness prevention training, screening practices, stress reduction and mindfulness training. The Wellness Coordinator also develops training and coordinates supportive services for spouses and family members of officers. The Wellness Coordinator is certified in Critical Incident Stress Management (CISM) training, Mental Health First Aid and the National Suicide Awareness for Law Enforcement Officers Program (SAFELO).

PEER SUPPORT TEAM

The Peer Support Team (PST) made significant strides in 2024, with several members achieving promotions across various levels throughout the FPD. The inclusion of PST members across multiple ranks has played a pivotal role in fostering the team's growth and gaining acceptance within the department. Additionally, new members were welcomed to both the PST and Chaplain Program; all of whom have undergone Critical Incident Stress Management (CISM) training. These individuals have actively contributed to Defusing, Debriefings and One-on-One Peer Support initiatives.

PST has played a crucial role in educating the entire department about VALOR, a resiliency-based program. Furthermore, they have explored additional support programs such as Struggle Well, the National Suicide Awareness for Law Enforcement Officers Program (SAFELO) and Soldiers Heart. Each of these programs are designed to assist peer support members and FPD personnel coping with the various traumas associated with being a first responder. The FPD is continuing to investigate several options to improve officer wellness across the department.

The engagement of this team extends beyond internal training, as PST regularly meets with FPD Academy recruits during lunch-and-learn sessions. Additionally, there are interactions with the recruits and their families on their swearing-in day. This connection helps ensure new officers and their families are aware of the available peer support resources and understand how to access assistance if necessary. The PST focus during these interactions is to impart an understanding of the potential side effects of trauma and provide guidance on approaching it in a safe and constructive manner.



CHAPLAIN SUPPORT

In 2024, the FPD's chaplain team deepened its integration within the department, working closely with the Peer Support Team (PST) and reinforcing the FPD's commitment to officer wellness. The chaplains play a vital role in providing emotional and spiritual care, ensuring that officers and professional staff have the support they need during both routine operations and critical incidents.

Throughout the year, chaplains assisted with unattended death notifications, participated in ride-alongs and shift briefings and spent time with officers over coffee and lunch breaks, fostering meaningful connections. They were also present at swearing-in ceremonies, offering invocations and prayers as invited. Most critically, chaplains responded swiftly to several high-impact incidents in 2024, providing immediate emotional and spiritual support to personnel navigating these challenging moments.

The chaplain team remains a key component of the department's broader officer wellness initiatives, complementing the efforts of the PST to promote mental and emotional well-being. During critical incidents, chaplains stood alongside PST members to ensure officers had a safe space to process their experiences and access the resources necessary for recovery.

Beyond their service to the FPD, the chaplains engaged in regular collaboration with law enforcement chaplains across the region and state, exchanging best practices and strengthening their ability to provide care during multi-agency critical incidents. These partnerships reinforce a culture of comprehensive support for first responders facing the unique challenges of their profession.

In 2024, the chaplaincy program worked to expand to its full capacity by aiming to increase the current team of four to six members. Furthermore, the establishment of the Fargo-Moorhead Regional Chaplaincy nonprofit allows chaplains to extend their services beyond the FPD, supporting multiple first-responder agencies throughout the community. While this new initiative broadens their reach, the FPD remains the primary coordinating entity for the FPD chaplains.



THE FARGO POLICE DEPARTMENT CHAPLAINS



Pastor Jonas Bundy

Pastor Bundy serves as the Kindred Campus Pastor at Bethel Church in South Fargo. He has over 20 years of ministry experience, including 15 winters in Fargo. Pastor Bundy is an active New Life Center board member and regularly engages in local outreach through Bethel Church. Bundy and his wife, Greta, have five adventurous children together. Pastor Bundy loves photography, hunting and fishing with his kids and discovering treasures at local thrift stores.



Pastor David Juve

Pastor Juve serves as the Chaplain at Fargo Elim Health Care Center and Assisted Living in Fargo and is the Vice President of Spiritual Life for the broader governing organization, Cassia. He has over 30 years of ministerial experience and has worked in ecumenical and multi-cultural settings for many years. Pastor Juve is also the founder of Fargo-Moorhead Regional Chaplaincy, a faith-based non-profit providing chaplaincy services in the Fargo-Moorhead region. He is married to his wife, Vicki. Pastor Juve has three children (two living and one deceased), one son-in law and two grandchildren.



Pastor Sarah Seibold

Pastor Seibold serves as a Minister at Hope Lutheran Church in Fargo. She has over 12 years of ministry experience and was ordained by the Evangelical Lutheran Church of America (ELCA). As an ELCA ordained minister, Pastor Seibold is required to participate in anti-racism and Boundaries training every three years. She last attended the anti-racism course April 2022 and completed Boundaries training in 2023. Pastor Seibold is a Certified Spiritual Director through Christos Center for Spiritual Formation.



Reverend Gerard Braun

Reverend Gerard Braun serves as Dean: Very Reverend at The Diocese of Fargo. In November of 2022, Father Gerard Braun was approved as a chaplain for The Fargo Police Department, bringing the total number of chaplains serving the department in 2023 to four. Following a life and spirit of service, Reverend Braun brings the department countless years of experience paving the way to improved spiritual healing and well being.

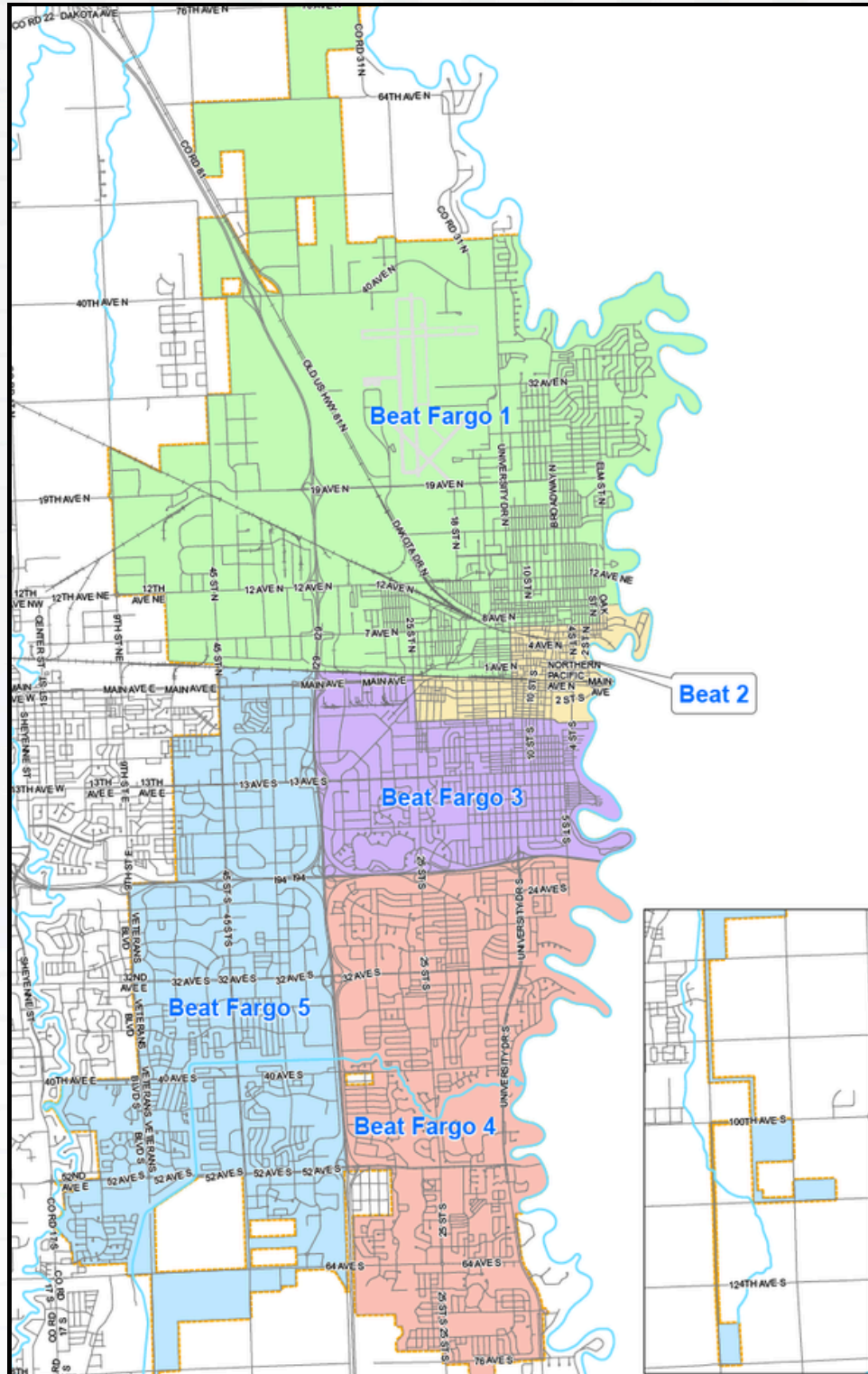
BUDGET

The Fargo Police Department (FPD) budget process begins with the collection of requests and recommendations from all levels of the department – from patrol officers to the executive staff. These considerations and recommendations are combined into a full list by each division commander before being presented to the Executive Staff, who then reviews each division list, summarizing and consolidating all requests into a finalized budget proposal based on their alignment with the FPD’s Strategic Plan. This proposal is brought before the City Commission for final approval prior to its implementation.

Expenditures	2023 Approved	2024 Approved	2025 Approved
Salaries	\$17,756,470	\$18,499,614	\$20,350,363
Employee Benefits	\$5,557,047	\$6,145,580	\$7,429,134
Other Services	\$199,977	\$393,528	\$583,871
Repairs & Maintenance	\$149,122	\$190,022	\$185,922
Rentals	\$129,538	\$996,200	\$74,020
Insurance	\$116,700	\$85,000	\$107,227
Communications	\$126,353	\$144,256	\$136,756
Advertising & Printing	\$67,991	\$43,000	\$55,335
Travel	\$516	\$0	\$0
Education	\$196,219	\$189,667	\$214,792
General Supplies	\$183,327	\$251,250	\$254,050
Energy	\$542,063	\$516,500	\$599,000
Miscellaneous	\$265,733	\$217,376	\$217,676
Capital Outlay	\$98,257	\$0	\$76,857
Debt Service	\$972,396	\$0	\$0
Total Expense Objects	\$26,361,708	\$27,671,993	\$30,245,003
Authorized Positions	2023	2024	2025
Full-Time Sworn	186	186	192
Full-time Civilian	26	27	28
Total Personnel	212	213	220*

BEAT MAP

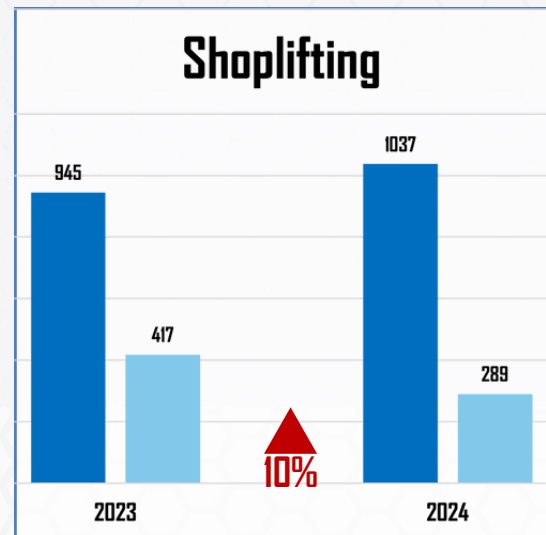
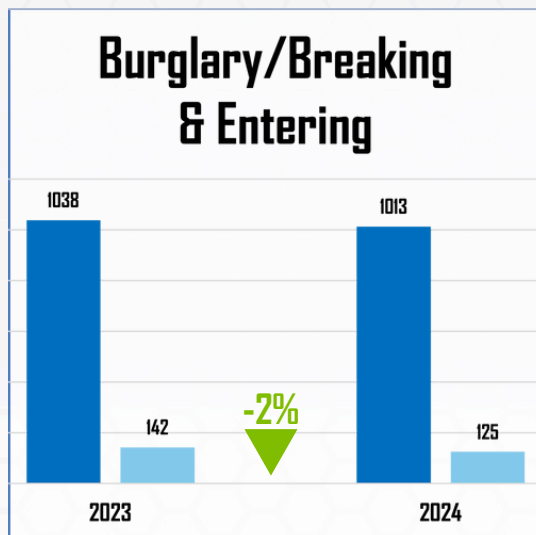
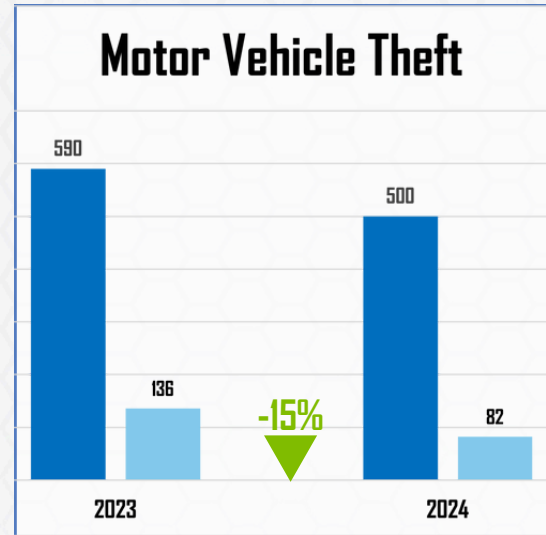
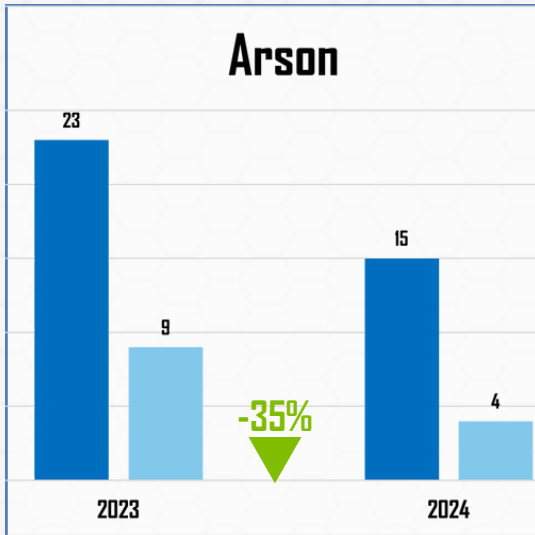
The Fargo Police Department operates within a framework that divides the community into five geographical areas called "beats." Under this model, uniform police personnel in each beat assume responsibility for public safety management within their geographic area. These officers serve as crime-prevention and law enforcement resources in the neighborhoods they serve.



CRIME STATISTICS

PROPERTY CRIME: NIBRS DATA FROM JANUARY 1 – DECEMBER 31, 2024

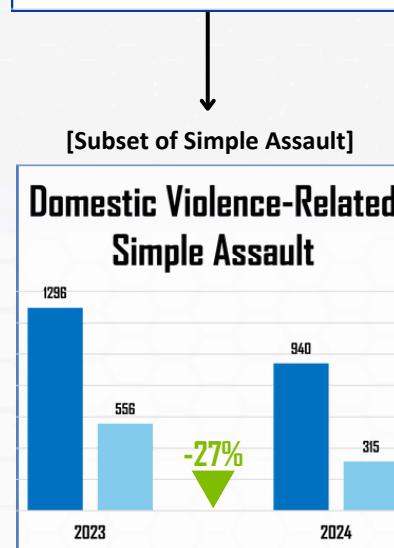
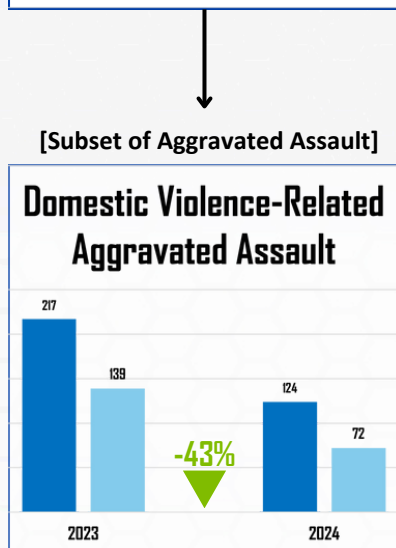
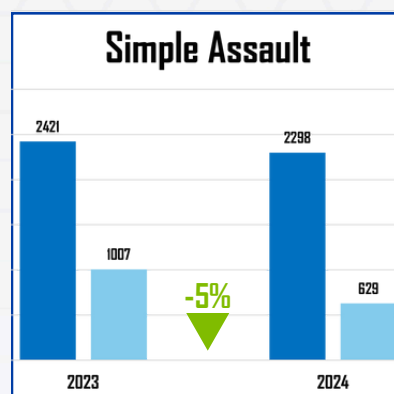
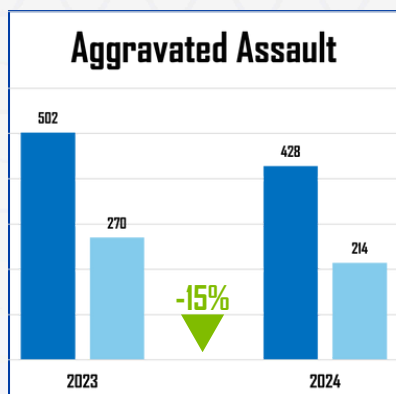
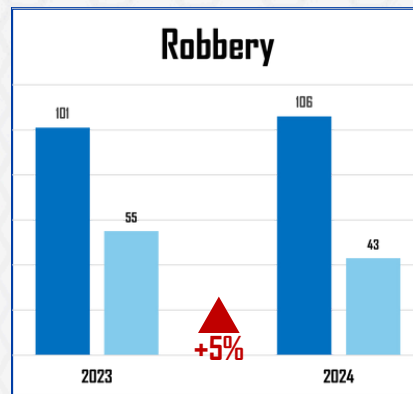
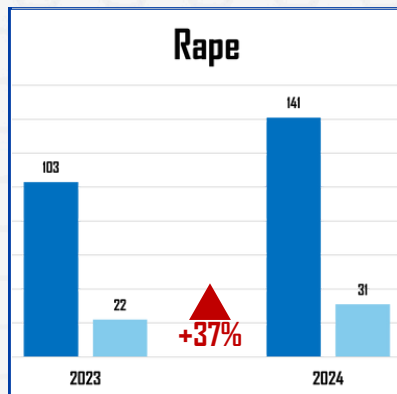
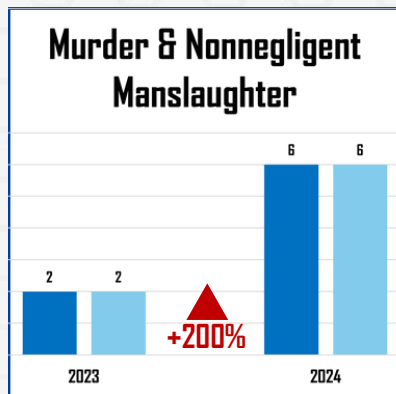
The National Incident-Based Reporting System (NIBRS) is a comprehensive crime data reporting system used by law enforcement agencies in the United States.



 Reported  Cleared  Reported % Change from 2023 to 2024

VIOLENT CRIME: NIBRS DATA FROM JANUARY 1 – DECEMBER 31, 2024

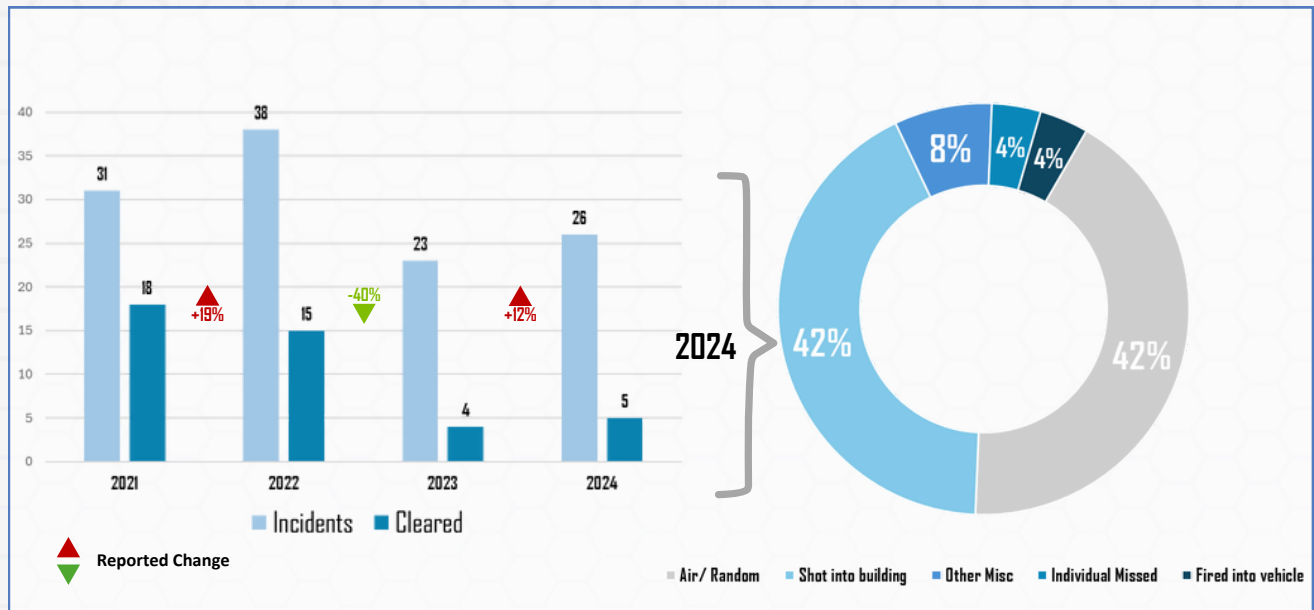
The National Incident-Based Reporting System (NIBRS) is a comprehensive crime data reporting system used by law enforcement agencies in the United States.



■ Reported
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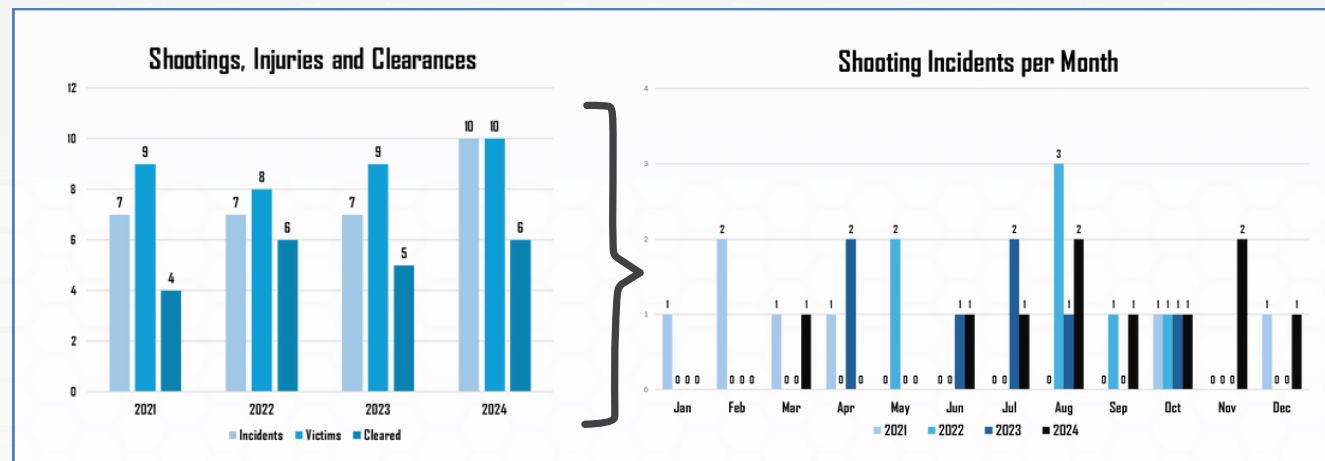
SHOTS FIRED: DATA FROM JANUARY 1 – DECEMBER 31, 2024

Shots fired cases are incidents where gunshots were reported to the Red River Regional Dispatch Center by a citizen or an officer and the location of ammunition casings and/or damage to property was confirmed but did not result in reported injury to anyone.



SHOOTINGS: DATA FROM JANUARY 1 - DECEMBER 31, 2024

Shootings are incidents where a victim or victims sustain injuries due to the use of a firearm. If a shooting victim dies from their injuries, it is reported as a murder and therefore is excluded in the number of injuries.



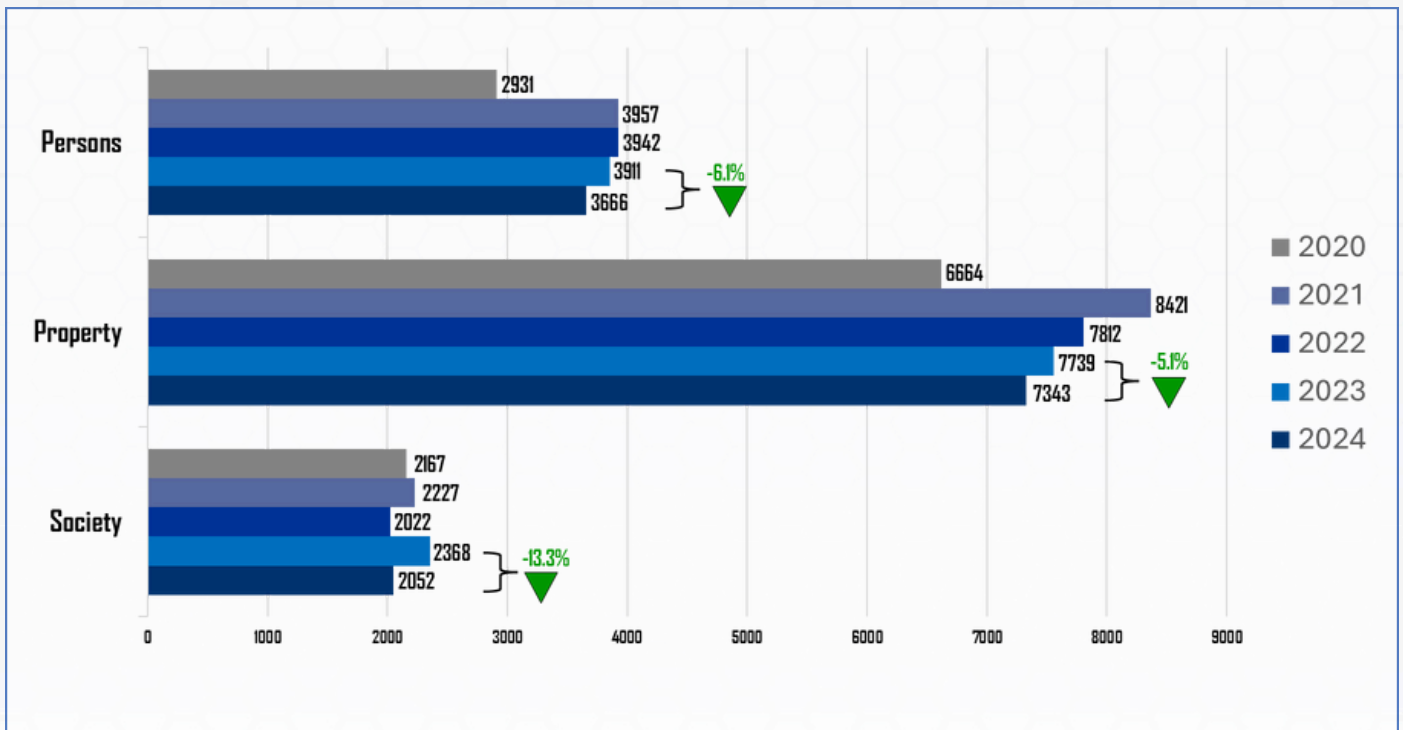
NIBRS DATA FIVE-YEAR HISTORICAL COMPARISON

The National Incident-Based Reporting System (NIBRS) is a comprehensive crime data reporting system used by law enforcement agencies in the United States. Each NIBRS offense belongs to one of three categories: Crimes Against Persons, Crimes Against Property and Crimes Against Society.

Crimes Against Persons include incidents such as murder, rape and assault. These crimes are those whose victims are always individuals.

The objective of Crimes Against Property is for the suspect to obtain money, property or some other benefit. Robbery, bribery and burglary are examples of this type of crime.

Crimes Against Society represent society's prohibition against engaging in certain types of activity; they are typically victimless crimes in which property is not the object. Examples of this type of crime include gambling, prostitution and drug violations.





Neighborhood Services Division

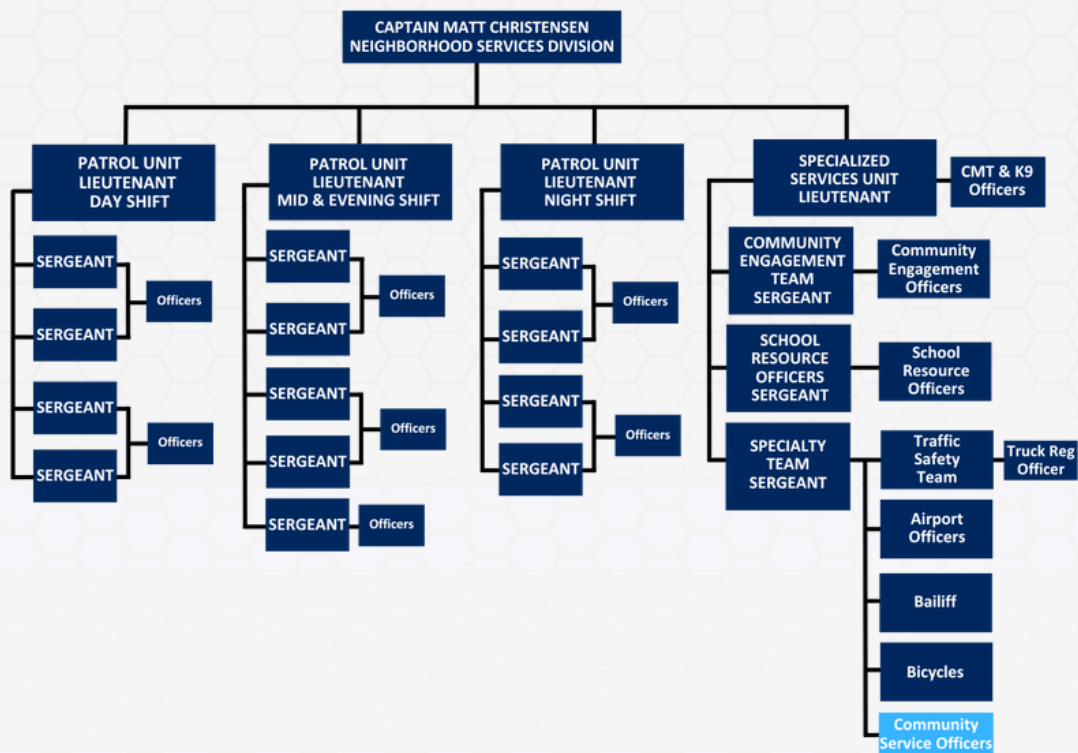


NSD

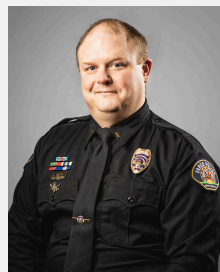
NEIGHBORHOOD SERVICES DIVISION

The Neighborhood Services Division (NSD) comprises the largest number of personnel in the department and is also the most visible to the general public. NSD includes the Patrol Unit and the Specialized Services Unit. Captain Matt Christensen took command of the division from Captain Chris Helmick in July 2024 after being promoted. Captain Christensen is assisted by four lieutenants and sixteen sergeants between two units.

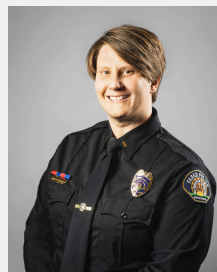
In keeping with The Fargo Police Department's (FPD) Vision, Mission and Values, the Neighborhood Services Division aims to continue to build a safe and unified community by serving all citizens of Fargo in a fair and unbiased manner through trust, accountability and inclusion. To accomplish this, officers are encouraged to interact with community members of all backgrounds beyond normal enforcement activities to develop relationships.



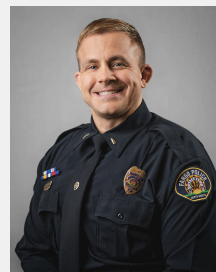
Matt Christensen
Captain



Shane Aberle
Lieutenant
Day Shift Commander



Junell Krabbenhoft
Lieutenant
Evening Shift Commander



Matt Siders
Lieutenant
Night Shift Commander



Travis Moser
Lieutenant
Specialized Services Unit

PATROL UNIT

Fargo is divided into five patrol areas, known as “beats.” Each beat is staffed by uniformed officers on every patrol shift, ensuring dedicated coverage for calls for service and neighborhood concerns. While officers primarily focus on their assigned beats, they also respond to high-priority incidents citywide and assist fellow officers as needed to maximize patrol resources. Fargo Police Officers serve the community by responding to 911 calls dispatched through the Red River Regional Dispatch Center (RRDC). They also take crime reports, conduct investigations, enforce traffic laws and proactively deter crime through visible patrols, especially in higher-crime areas. The Fargo Police Department (FPD) aims to assign officers to specific geographic areas so they can develop strong relationships with residents and gain a deep understanding of the challenges within their beats. Officers undergo continuous training throughout the year to maintain and enhance their skills.

Each patrol shift is led by a lieutenant serving as the Shift Commander, with support from sergeants who directly supervise officers in the field. This leadership team ensures smooth patrol operations, provides mentorship and upholds the Department’s commitment to community service.

Patrol officers also collaborate with various teams within the Department and external agencies. They frequently assist the Criminal Investigations Unit (CIU), Narcotics Unit (NU) and Metro Area Street Crimes Unit (SCU), as well as community partners such as the Fargo Fire Department, Sanford Ambulance, Cass County Social Services and Southeast Human Services. Building and maintaining these partnerships is a key priority for the FPD. Patrol officers also play a vital role in community engagement by participating in events that strengthen public trust. Some of these annual events include Back-to-School Shop with a Cop, Fargo Police Community Picnic, Holiday Lights Parade, FPD Police Navidad and Night to Unite.

SPECIALIZED SERVICES UNIT

The FPD’s Specialized Services Unit operates within the Neighborhood Services Division (NSD). In 2024, the unit experienced a leadership transition following the retirement of Lt. Michael Bernier and Sgt. Matt Ysteboe, as well as Sgt. Shawn Gamradt’s reassignment to the Training and Development Unit (TDU). In their places, Lt. Travis Moser assumed command, with Sgt. Dan Hulbert and Sgt. Jacob Maahs stepping into leadership roles alongside returning Sgt. Nick Kjonaas.

This unit comprises nine specialized teams, each dedicated to a mission that extends beyond routine patrol and enforcement. These teams include Airport Officers, Bailiffs, Community Engagement Team, Community Service Officers, Crowd Management Team, Honor Guard, K-9 Unit, School Resource Officers and Truck Regulatory.



AIRPORT OFFICERS

The FPD is authorized for four full-time Airport Officers assigned to Hector International Airport. This role is funded through a contract with the airport and is required by federal regulations. These officers work closely with the Transportation Security Administration (TSA) and Homeland Security to ensure the safety of all travelers flying in and out of Hector International Airport. Per federal regulations, officers are required to be on duty during the operational hours of the TSA checkpoint. There are more than 40 additional officers within the department are trained in the role and rotate positions in the evening, night and early morning hours of airport operation when the two assigned officers are not on duty.

BAILIFF

The Bailiff Officer for the FPD provides law enforcement services and ensures security at the municipal court during business hours. In this role, the Bailiff Officer assists individuals by verifying they have the necessary documentation and information for their court appearances. The officer is also responsible for transporting inmates from jail to court proceedings and serving subpoenas to witnesses and defendants.

COMMUNITY ENGAGEMENT TEAM

The Community Engagement Team (CET) consists of eight officers and one sergeant who are tasked with developing strong community relationships, as well as addressing challenging neighborhood-specific issues. Due to staffing challenges in 2024, the CET was staffed with four officers for most of the year, which reduced some of their abilities to maximize engagement with the community.

A notable CET project in 2024 was helping address issues at the Arbors Apartment Complex. Crime and disorder created safety concerns for residents of the apartment complex – many who depend on the Arbors for affordable housing. Through partnerships between the Arbors management, other City departments and specialized units within the FPD, CET played a major role in addressing these concerns. Special enforcement operations were carried out to identify problem individuals, make arrests, remove abandoned vehicles and have positive police interactions with residents. These operations resulted in decreased criminal activity in a short period of time.

CET also helped boost officer presence in the downtown area and tackled a wide range of responsibilities, ranging from enforcement activities to enhancing relationships with different community organizations. CET officers worked closely with the Downtown Engagement Center (DEC) staff to collaborate on challenges involving the homeless population, especially those with mental health and substance abuse issues. CET recognized the importance of building stronger relationships with these entities to collectively address issues and promote a safer and more vibrant downtown neighborhood.





NSD

CET played a role in improving security during events to help maintain a safe environment for participants and attendees. Their responsibilities included crowd management, traffic control and proactive policing to address potential issues during large-scale gatherings. CET and other FPD officers connected with the public and promoted positive relationships between law enforcement and the community throughout these events.

Members of CET also attended FM Pride events. CET has long sought to improve police relations with the local LGBTQ+ community and participating in annual events is a key aspect of building these relationships. Representatives from the Specialized Services Unit also met with members of the LGBTQ+ community to discuss concerns related to new state legislation and how those laws would be enforced in Fargo. These conversations helped ease concerns of the members of the LGBTQ+ community.

Building trust and a sense of safety with the immigrant and New American communities is a very important part of the CET mission. To help accomplish this, CET members attended Liberian holiday events and helped teach classes to newly arrived immigrants, in partnership with Global Refuge. CET also worked with under-represented groups who were victimized by hate, threats or intimidation in an effort to convey to victims that FPD wants all members of the community to feel safe, regardless of their background.

CET also took on a significant role in improving response to mental health calls in the community. This included strengthening partnerships with Southeast Human Services and the Downtown Engagement Center. By working with these community partners, officers learned how to better help individuals experiencing mental health crisis and connect them with services. This effort proved successful and helped identify barriers to providing services for individuals in need. Additional work with mental health is planned in 2025.

COMMUNITY SERVICE OFFICERS

The Fargo Police Department's Community Service Officers (CSO) play a crucial role in supporting the department and the community by handling non-emergency calls and assisting in various public safety efforts. CSOs respond to calls for service involving animal control, parking complaints, found property and other incidents that do not require a sworn officer. By managing these tasks, they allow patrol officers to focus on emergency calls and proactive policing efforts.

Beyond daily responsibilities, CSOs play an integral role in community engagement and public safety initiatives. They assist in large-scale events, such as the Fargo Marathon, ensuring roadways and pedestrian areas remain safe. During the winter months, they work alongside The City's Public Works Department to help with downtown snow cleanups, ensuring accessibility for residents and businesses. CSOs are also trained in report writing, evidence collection and traffic control, making them a valuable asset in keeping Fargo safe.



TRUCK REGULATORY OFFICER

The Truck Regulatory Officer (TRO) is a vital role focused on ensuring compliance with The City of Fargo's weight and load restrictions. The TRO collaborates closely with The City's Engineering Department, playing a key part in maintaining the safety and efficiency of the streets. The TRO's responsibilities include overseeing the enforcement of regulations that govern oversized and overweight vehicles operating within city limits.

In addition to enforcement duties, the TRO acts as a liaison to local trucking and construction companies, helping to ensure adherence to City regulations in their operations. They also coordinate vehicle escorts for oversized loads, ensuring safe passage through Fargo's streets. The TRO works hand-in-hand with The City's Public Works Department during winter storm cleanups, supporting efforts to keep roads clear and safe. Additionally, they set up speed wagons throughout the community in response to traffic complaints, further enhancing public safety and contributing to the FPD's traffic safety initiatives.

With a comprehensive understanding of both law enforcement and the unique needs of the trucking industry, the TRO role is integral to maintaining the balance between safety and efficient transportation.

TRAFFIC SAFETY TEAM

The Traffic Safety Team (TST) was previously disbanded in 2016, but was reinstated on September 9, 2024, with the use of federal grant money. The TST's main objectives are actively targeting dangerous driving behaviors, maintaining a visible presence on roadways and conducting enforcement efforts in key areas. The TST's primary goal is to proactively enforce traffic laws instead of reactively responding to calls for service.

The TST began operations with four officers and quickly increased the number of traffic stops, traffic citations and dangerous driving citations in Fargo. As a result of the TST's efforts, traffic complaints in 2024 were nearly half compared to 2023 during the same time period. The officers continue to utilize a variety of methods to address traffic concerns, including utilizing the lower-profile FPD motorcycles, engaging directly with groups who participate in dangerous driving activities and pushing for legislation at the state level to assist with enforcement.





HONOR GUARD

The FPD Honor Guard is comprised of 15 officers who stand as pillars of respect, professionalism and service within the Fargo community. Tasked with a range of solemn responsibilities, the Honor Guard honors fallen officers through ceremonial duties such as flag folding, the playing of Taps, ceremonial firing lines and casket guards. Their commitment to these duties ensures that those who have made the ultimate sacrifice are recognized with the dignity and reverence they deserve.

In addition to their critical role in memorializing fallen officers, the Honor Guard participates in significant department events, including promotion and swear-in ceremonies, further underscoring their commitment to the traditions and values of the FPD. Their presence at these events adds a layer of solemnity and respect, reinforcing the importance of these milestones in the careers of FPD officers.

The Honor Guard also serves as a vital link between the department and the community, participating in local events such as parades – providing a visible symbol of the FPD’s dedication to public service. Their participation extends to law enforcement memorials, the Fraternal Order of Police annual Memorial Service and regional funerals for fallen officers, where they represent the FPD with the utmost professionalism.

With a reputation for exceptional proficiency and unwavering dedication, the FPD’s Honor Guard is respected throughout the state and region. Their willingness to assist with events, ensuring proper recognition and honoring fellow law enforcement officers and first responders, has solidified their place as a trusted and revered team within the FPD.

CROWD MANAGEMENT TEAM

The Crowd Management Team (CMT) is a specially trained group who are overseen by a lieutenant and four sergeants. The team serves several purposes within the FPD, including assisting with event security at parades and large gatherings as well as other community events. They are also tasked with ensuring the safety and rights of anyone exercising their First Amendment freedoms are upheld. This is done by coordinating with event organizers and providing police presence if requested. CMT is also trained and equipped to deal with civil unrest if necessary. In addition, CMT members are trained to use special less-lethal equipment while on patrol to help safely de-escalate potentially violent situations.

CMT members attend monthly training to maintain certifications and practice advanced tactics used by the team.

In July 2024, the CMT sent 15 members to Milwaukee, Wisconsin, to assist with the Republican National Convention. The team was designated to assist with civil disturbances within the inner perimeter of the convention. They learned multiple strategies from partnering agencies while at the event and brought this wealth of knowledge back to the Fargo community for the planning of local large-scale events.

The team was involved in the St. Patrick’s Day Parade, Holiday Lights Parade, Pride Parade, Fargo Marathon and several other large-scale sporting events throughout the year. Each of these events required planning and coordination with program organizers to ensure the safety of all attendees and the general public.

K-9 UNIT

The Fargo Police Department's K-9 Unit remains a critical asset in enhancing officer safety, supporting tactical operations and aiding in the detection of narcotics and explosives. Comprising five highly trained police service dogs and their dedicated handlers, the unit plays an essential role in high-risk scenarios and ongoing investigations.

In 2024, the K-9 Unit completed a total of 1,567 training hours, including 794.75 hours in narcotics detection, 558.75 hours in patrol-related activities and 213.5 hours in explosives detection. This continued investment in training ensures both handlers and canines remain ready to respond with precision and confidence.

The unit contributed significantly to narcotics enforcement efforts, including the seizure of \$23,637 in drug-related currency. Whether deployed during traffic stops, warrant services or proactive investigations, the K-9 teams are vital in detecting concealed narcotics in vehicles, residences and packages.

By integrating K-9 capabilities into field operations, the department enhances efficiency and reduces risk to both officers and the public. The work of the K-9 Unit reflects a strong commitment to public safety and proactive policing throughout the Fargo community.



K-9 Blue and Sgt. Sam Bollman

K-9 Blue, a Belgian Malinois born on April 28, 2016, in Slovakia, was trained by Shallow Creek Kennels in Sharpesville, Pennsylvania. He joined The Fargo Police Department in June 2017 and was paired with his handler, Sgt. Sam Bollman. Blue is trained in narcotics detection, as well as patrol functions such as tracking, criminal apprehension and evidence recovery. Together, Sgt. Bollman and Blue frequently engage in public demonstrations, educating schools, businesses and local organizations. At home, Blue enjoys playing fetch with the Bollman family.



K-9 Uno and Officer Brad Cernik

K-9 Uno, a Belgian Malinois born on January 1, 2017, in Saint-Saulve, France, was initially trained in the Netherlands before spending additional time at Shallow Creek Kennels in Pennsylvania. He was purchased by The Fargo Police Department and paired with Officer Brad Cernik in March 2018. K-9 Uno specializes in narcotics detection, tracking, apprehension, building and area searches and evidence recovery. Outside of work, K-9 Uno enjoys outdoor activities and quality time with his family.



NSD



K-9 Kilo and Detective Bret Witte

K-9 Kilo, a Belgian Malinois/German Shepherd mix born on January 8, 2017 in Slovakia, was purchased by The Fargo Police Department in January 2018, from Performance Kennels in Buffalo, Minnesota. K-9 Kilo is trained in narcotics detection, specifically identifying the scents of marijuana, methamphetamine, heroin, cocaine, ecstasy, crack, psilocybin and fentanyl. Paired with Detective Bret Witte, K-9 Kilo is a dedicated member of the Cass County Drug Task Force, though he also assists with patrol and other investigations. K-9 Kilo's off-duty time is spent enjoying walks and playtime with his pet companions, Coco and Odin. His favorite toy is his Kong ball.



K-9 Toby and Officer Elizabeth Miller

K-9 Toby, a Belgian Malinois born on May 12, 2018, in the Czech Republic, was trained at Shallow Creek Kennels and purchased in partnership with the FARGODOME. Toby is one of only two police bomb dogs in North Dakota and is trained in explosive ordinance detection (EOD) and identifying over 20 explosive odors including homemade explosives (HME). Additionally, K-9 Toby is trained in patrol operations, such as tracking, area searches, building searches and apprehension. When off duty, Toby enjoys spending time at home with Officer Miller and playing fetch in the backyard.



K-9 Thor and Officer Elliott Olerud

K-9 Thor, a Belgian Malinois born on January 23, 2021, in Southern Minnesota, completed his training in Rushford, Minnesota, after being paired with Officer Elliott Olerud in the spring of 2022. K-9 Thor is trained in narcotics detection, specifically targeting methamphetamine, heroin, cocaine and ecstasy. He is also proficient in patrol work, including tracking, article searches, area searches, building searches and apprehension. K-9 Thor loves to run in his backyard and play fetch during his downtime.

K-9 ACHIEVEMENTS AND RECOGNITIONS

In 2024, the K-9 Unit made several significant accomplishments. Officer Cernik and K-9 Uno earned First Place Overall in the United States Police Canine Association (USPCA) Region 12 certification. Additionally, K-9 Uno received the National Police Canine Association (NPCA) Patrol Case of the Quarter Award in recognition of exceptional work locating three suspects who had fled from a stolen vehicle.

Sgt. Bollman and K-9 Blue assisted the West Fargo Police Department in tracking down a suspect who had fled after ramming a squad car during a traffic stop. Blue successfully located the suspect, apprehended him and held him until officers could take him into custody.

Officer Miller and K-9 Toby were awarded the regional USPCA Detection Case of the Quarter after helping uncover fired shell casings and other crucial evidence in an attempted homicide in rural Cass County.

Detective Witte and K-9 Kilo were honored with the USPCA Region 12 Case of the Quarter, following their involvement in a methamphetamine trafficking investigation. K-9 Kilo helped locate over nine pounds of methamphetamine, as well as contributing to numerous other significant drug busts, including the discovery of a pallet shipment containing 334 pounds of marijuana, worth an estimated \$1.2 million and multiple other narcotic seizures. Detective Witte and K-9 Kilo are key members of the Cass County Drug Task Force and frequently collaborate with FPD's Neighborhood Services Division officers and other agencies.

By the Numbers





SCHOOL RESOURCE OFFICERS

The FPD proudly employs a team of seven School Resource Officers (SROs) and one Sergeant dedicated to serving Fargo Public Schools.

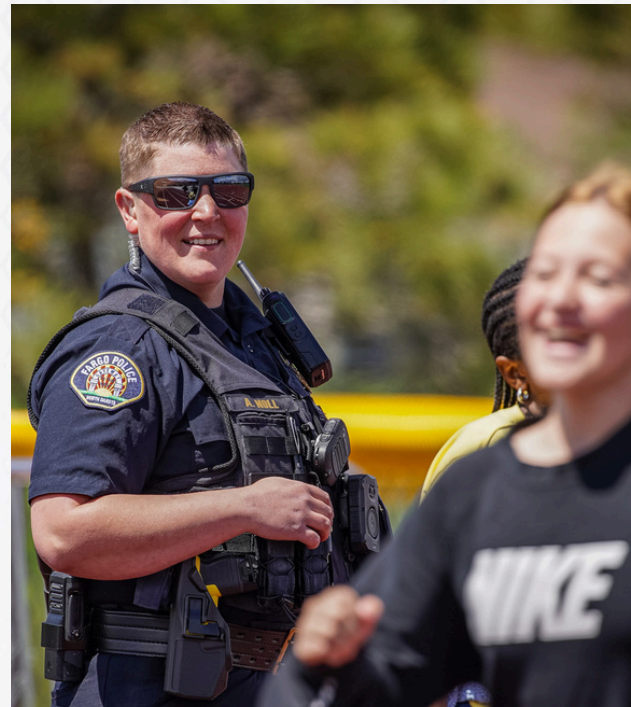
The role of the SROs extends far beyond law enforcement. These officers are integral to fostering trust and building positive, lasting relationships with students, staff and parents. Their work is focused on creating a safe and supportive learning environment through proactive community engagement and educational initiatives. This includes hosting Coffee with a Cop sessions, delivering specialized classroom content on topics ranging from conflict resolution to safety protocols and collaborating with school administrators to provide ALICE (Alert, Lockdown, Inform, Counter, Evacuate) training to faculty, staff and students.

Additionally, SROs facilitate Monthly Cop Talks with students, offering them the opportunity to engage in open dialogue about experiences, challenges and safety concerns. These efforts play a critical role in achieving three primary objectives: ensuring a safe school environment, fostering positive relationships with students and providing essential law-based education and resources. Through these initiatives, SROs become trusted mentors and role models within the school community.

The impact of the SROs extends beyond the classroom and school year. In 2024, the team contributed to the community through summer engagement programs, including directed patrols to increase visibility, enforcement and engagement — particularly in the downtown Fargo area. They also participated in community-building events such as the Downtown Fargo Street Fair and The Fargo Police Community Picnic, reinforcing their commitment to a unified, safe community.

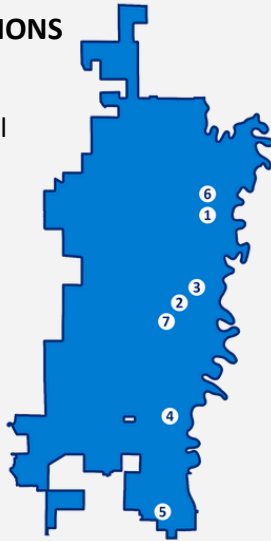
Professional development is also a cornerstone of the SRO program. During the summer months, these officers attend local and regional training sessions designed to enhance their skills in school safety, de-escalation techniques and specialized law enforcement topics. This ongoing training ensures that SROs are always prepared for any situation and strengthens the department's ability to provide a secure, supportive environment for students.

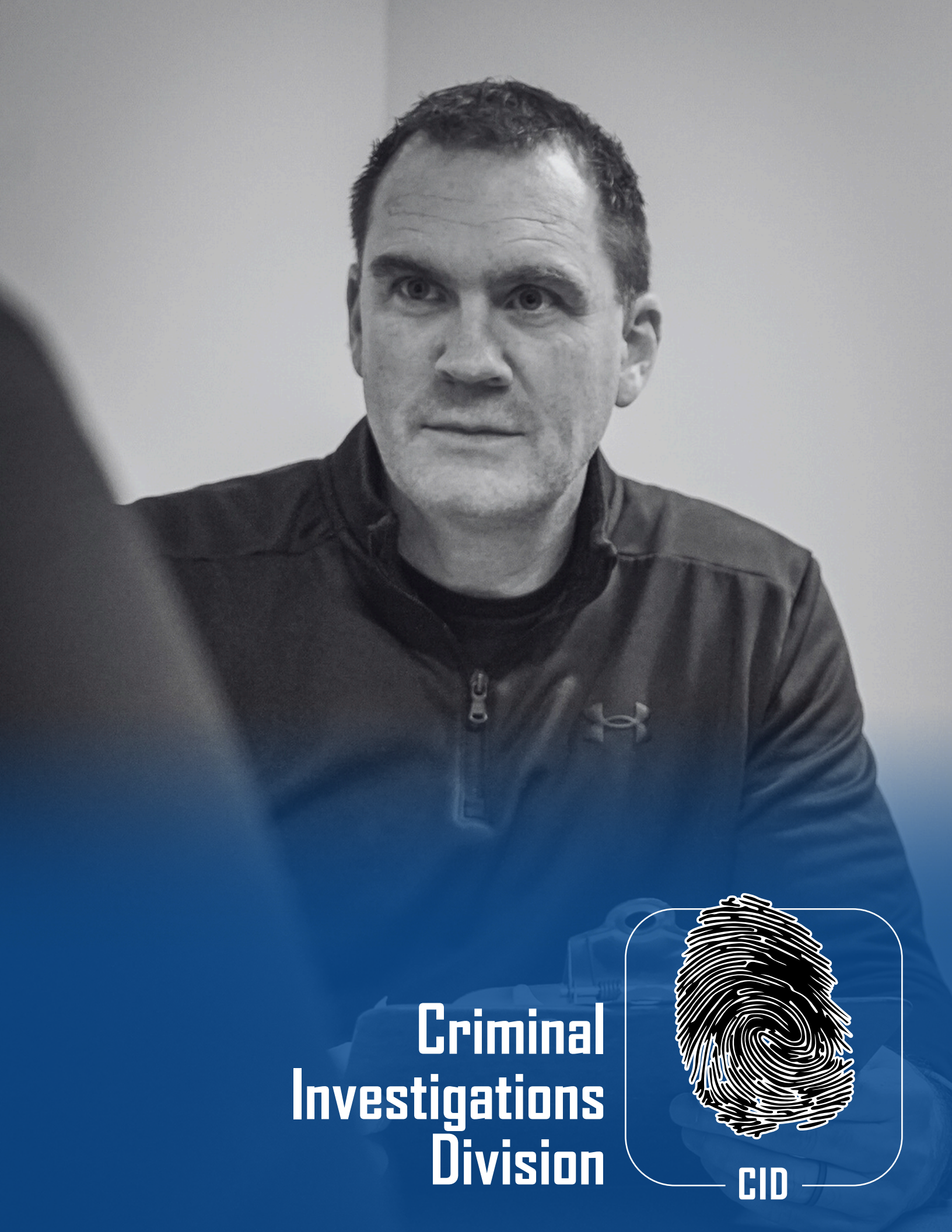
The FPD's SRO program exemplifies its commitment to not only public safety but also the holistic well-being of students, creating a safer, more connected community for all.



FARGO PUBLIC SCHOOL LOCATIONS

1. Ben Franklin Middle School
2. Carl Ben Eielson Middle School
3. Dakota High School
4. Discovery Middle School
5. Fargo Davies High School
6. Fargo North High School
7. Fargo South High School





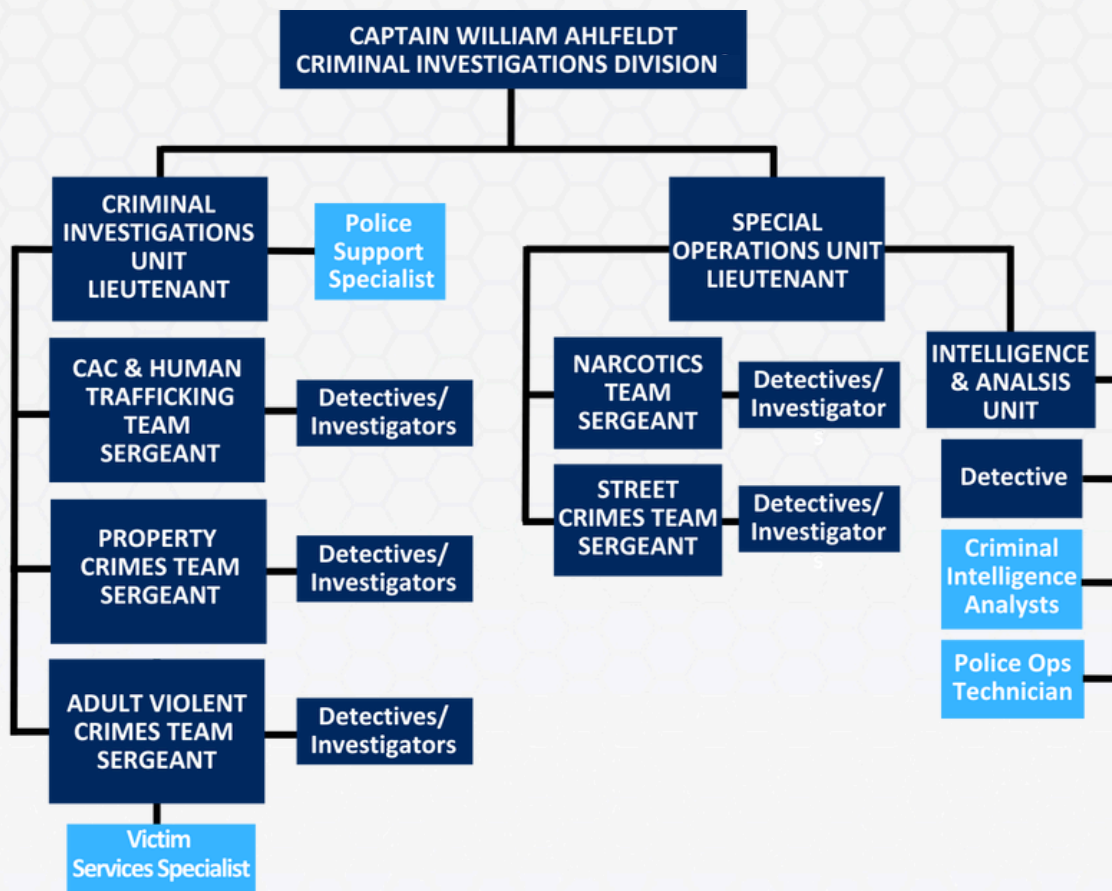
**Criminal
Investigations
Division**





CRIMINAL INVESTIGATIONS DIVISION

The Criminal Investigations Division (CID) leads investigative efforts across several specialized units, including the Adult Violent Crimes, Adult Sexual Assault, Property Crimes and Crimes Against Children Teams. The division also oversees the Metro Area Street Crimes Unit and the Intelligence and Analysis Unit — working collaboratively to combat crime and ensure justice. The FPD's CID has a sergeant assigned to the Cass County Drug Task Force (CCDTF), who is the Co-Supervisor of the team, along with multiple detectives and investigators members on this team.



William Ahlfeldt
Captain



Jared Crane
Lieutenant
Criminal Investigations Unit



Tom Shaw
Lieutenant
Special Operations Unit



CID

CRIMINAL INVESTIGATIONS DIVISION

CID is comprised of the Criminal Investigations Unit (CIU), Special Operations Unit (SOU) and Intelligence and Analysis Unit (IAU). These units work together to investigate a variety of crimes that occur within Fargo. Detectives and investigators receive initial reports taken by officers in the Neighborhood Services Division and use specialized training to conduct more time-consuming, in-depth investigations into reported offenses.

In 2024, a new team was added within CIU called the Adult Sexual Assault team. This team's focus is the investigation of adult sexual offenses, human trafficking, in addition to monitoring and confirming of the location of registered sexual offenders who reside in Fargo.

CID also worked with the Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF) to implement and develop the FPD's Crime Gun Intelligence Center. This function allows the FPD to collect shell casing evidence from crime scenes or crime guns and enter them into the National Integrated Ballistic Information Network (NIBIN). This network allows the comparison of gun evidence to other evidence collected across the country to link weapons used in other gun crimes and identify those driving violent crime in the city and region.

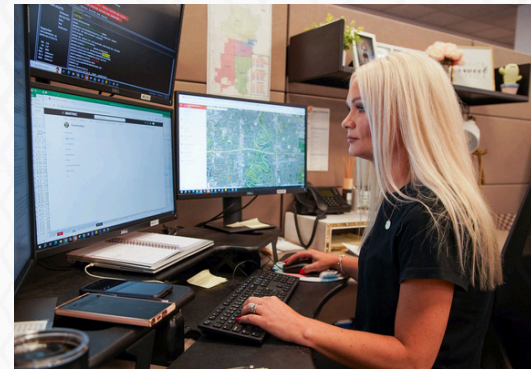
CRIMES AGAINST CHILDREN TEAM

The Crimes against Children (CAC) Team currently has one sergeant, five detectives and one investigator. Throughout the year the team investigated 353 cases, predominantly involving allegations of physical and sexual abuse of children. The investigations into these cases are not only comprehensive, but also collaborative with many community partners such as Cass County Human Service Zone (previously referred to as Child Protective Services), Red River Valley Child Advocacy Center and Youth Works.

One CAC Team detective is assigned to the North Dakota Internet Crimes against Children (ICAC) Task Force, led by the Bureau of Criminal Investigation. The Task Force investigates Cyber Tips from the National Center for Missing and Exploited Children (NCMEC) pertaining to Child Sexual Abuse Material (CSAM). Members are required to complete specialized training, become certified computer forensic examiners and aid in regional, technologically complex cases with advanced forensic tools. Investigators created 41 reports from 54 Fargo cyber tips. The CAC completed 91 forensic examinations for various department cases.

ADULT SEXUAL ASSAULT TEAM

The Adult Sexual Assault Team was created in 2024 to better serve the victims of these crimes. This team consists of three detectives, one investigator and one supervisor. This team investigated 220 cases in 2024 – 118 of those cases were cases of sex offenders failing to register. The other offenses investigated were Gross Sexual Impositions, Sexual Assaults and other related crimes. Detectives corroborated with community services and local hospital to pursue justice in these complex and often traumatic cases.





ADULT VIOLENT CRIMES

In 2024, the Adult Violent Crimes team (AVC) consisted of one sergeant, three detectives and two investigators. As a team, AVC handled over 250 cases, ranging from assaults to homicides. Given the severity and complexity of these investigations, the team is composed of some of the most experienced and highly trained detectives and investigators within CID.

There were six homicides reported in 2024:

- On March 28, Ethan Larson was stabbed in a parking lot and pronounced deceased at a nearby hospital. Michael Diedrich was arrested for Murder. This case is being prosecuted by the Cass County State's Attorney's Office and is pending trial.
- On June 8, Jody Campbell was strangled to death by her boyfriend Randall Duffy. Duffy plead guilty to both charges in District Court. Duffy's sentencing hearing is scheduled for April 28, 2025.
- On June 24, Zion Brooks was shot and died in a Fargo parking lot. Amire Logan was located and arrested for his involvement in the shooting. The case was reviewed by the Cass County State's Attorney's Office, who declined to prosecute stating Logan acted in self-defense.
- On August 23, Sampson Bleh was shot in an apartment and was transported to an area hospital where he later died. Leo Dartoe was arrested for the murder of Bleh. This case is being prosecuted by the Cass County State's Attorney's Office and is pending trial.
- On September 21, Jalab Moses was shot and died in a parking lot in the 1300 block of 8th Avenue North. Tyreik Roberts was arrested for the murder of Moses. This case is being prosecuted by the Cass County State's Attorney's Office and is pending trial.
- On December 4, Rahsaan Wilson was shot in an apartment hallway and pronounced deceased at a nearby hospital. Steven Burell and Patrick Martin Jr. were arrested for the murder of Wilson. This case is being prosecuted by the Cass County State's Attorney's Office and is scheduled for trial.

There are multiple cold cases that detectives continue to investigate:

- The disappearance of Mildred Roche from 1976
- The disappearance of Kevin Mahoney from 1993
- The disappearance of Charles Tear from 2018
- The suspicious death of Brenda Kartes from 2018
- The disappearance of Bonnie Kizima from 2022

PROPERTY CRIMES UNIT

In 2024, the Property Crimes Unit (PCU) at the FPD consists of two detectives and one supervisor. The Property Crimes team investigated 304 cases in 2024, including burglaries, thefts, stolen vehicles and fraud. They also assisted the Adult Sexual Assault and Personal Crimes teams by working some of the sexual assault investigations to provide the victims of those crimes the time and attention they deserve. The PCU spent a substantial amount of time identifying and tracking suspects, writing and executing search warrants, locating and recovering stolen property, conducting interviews and completing surveillance.

One key strength of the PCU is their ability to work together with other teams while investigating cases. Working closely with the IAU, the PCU was able to recognize and discover trends with repeat offenders in cases such as burglary and fraud. These cases were often complex and multi-layered with several suspects and incidents connected.



CID

INTELLIGENCE AND ANALYSIS UNIT

The Intelligence and Analysis Unit (IAU) is comprised of one Detective, three Criminal Intelligence Analysts and one Operations Technician. IAU is directly supervised by the Special Operations Lieutenant. IAU is tasked with the collection, evaluation, analysis, tracking, distribution and purging of intelligence information related to individuals or organizations involved in criminal and homeland security activities which present a threat to the community. IAU receives a wealth of information, from not only members of the FPD, but also other agencies in the region and across the United States.

IAU also tracks crime data such as patterns, trends and statistics to better develop plans to proactively deter and prevent criminal activity. This information is utilized to further investigations and identify persons of interest and suspects. Through information sharing and intelligence dissemination, IAU has developed a strong team approach to assisting in combating crime throughout the region. The detective assigned to IAU is currently an FBI Task Force Officer. As part of this collaborative effort and to further the sharing of information, IAU conducts a regional intelligence briefing bi-weekly to discuss and share information among regional agencies.

The Operations Technician assists with forensic analysis of different types of information and evidence such as audio and video recordings, photos, cell phone downloads and more. The Operations Technician works closely with IAU but is an asset to all members of the FPD in helping with daily tasks and to further ongoing investigations.

FLOCK

In 2024, members of CID worked to implement a network of stationary cameras and license plate readers from FLOCK. This network of technology, placed in public areas, has allowed members of the FPD to gather evidence and information on individuals involved in crimes. It also allowed the department to identify and look for individuals who might be at risk. After implementation and use of FLOCK technology, it has shown to be very beneficial to the safety and security of the citizens of Fargo.

Combining FLOCK technology with other already existing camera networks throughout Fargo has allowed CID to develop the first fully functioning Real Time Crime Center (RTCC) in North Dakota. The RTCC has given the FPD the opportunity to provide real-time information to officers responding to incidents. The RTCC is also used to monitor large scale community events to identify threats and monitor the safety of the event.

VICTIM SERVICES SPECIALIST

The Victim Services Specialist (VSS) position, formerly the Victim Advocate, has been operational for a full calendar year. The VSS provides support to crime victims by providing resources, referrals and assisting with stabilization efforts. Research shows that victims of crime who are provided resources to assist with safety and stabilization are better positioned to participate in the investigative and court process. The VSS works collaboratively with community agencies partners, such as the Victim Witness Coordinators at the State's Attorney's Office, Rape and Abuse Crisis Center and local businesses. Recognizing that the court and judicial process is complex and overwhelming, the VSS provides education to assist victims in understanding their rights, resources and court processes.

In 2024, the VSS contacted a total of 1,759 victims and worked on 578 cases.

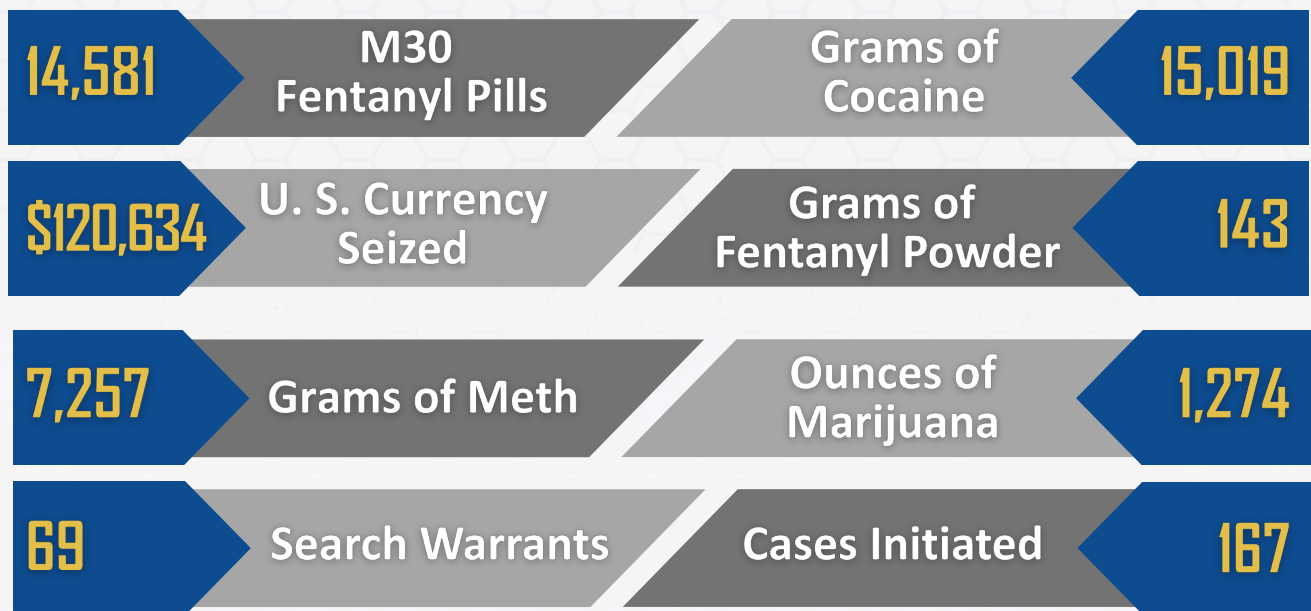


CASS COUNTY DRUG TASK FORCE

The FPD is dedicated to the goal of investigating ongoing drug issues and crime associated with the use, abuse and trafficking of illegal substances in the community. In 2024, the Cass County Drug Task Force (CCDTF) served 69 search warrants and initiated 167 criminal cases.

In order to accomplish this mission, the FPD has three detectives, two investigators and a sergeant assigned to the CCDTF. The CCDTF also includes members from the North Dakota Bureau of Criminal Investigation (BCI), West Fargo Police Department and Cass County Sheriff's Office. As a member of this task force, the FPD has personnel assigned to the DEA, ATF and US Postal Service to provide additional resources to further assist with the investigation of drug related crimes. The task force also has one nationally certified and award-winning K-9 handler. In late 2023, Sgt. Jerrod Wagner was selected to fill the supervisory role in the task force after the previous sergeant transferred to another division within the FPD.

By the Numbers





CID

The CCDTF works closely with other local agencies on a regular basis, including the Moorhead Police Department, Clay County Sheriff's Office, Parole and Probation, Cass County Social Services and prosecutors from Fargo Municipal Court, Cass County State's Attorney and the US Attorney's Office. In addition, they often work with other drug task forces throughout North Dakota and Minnesota during the course of investigations. The collaboration and cooperation throughout the region helps to ensure the CCDTF is operating in an efficient manner while maximizing resources.

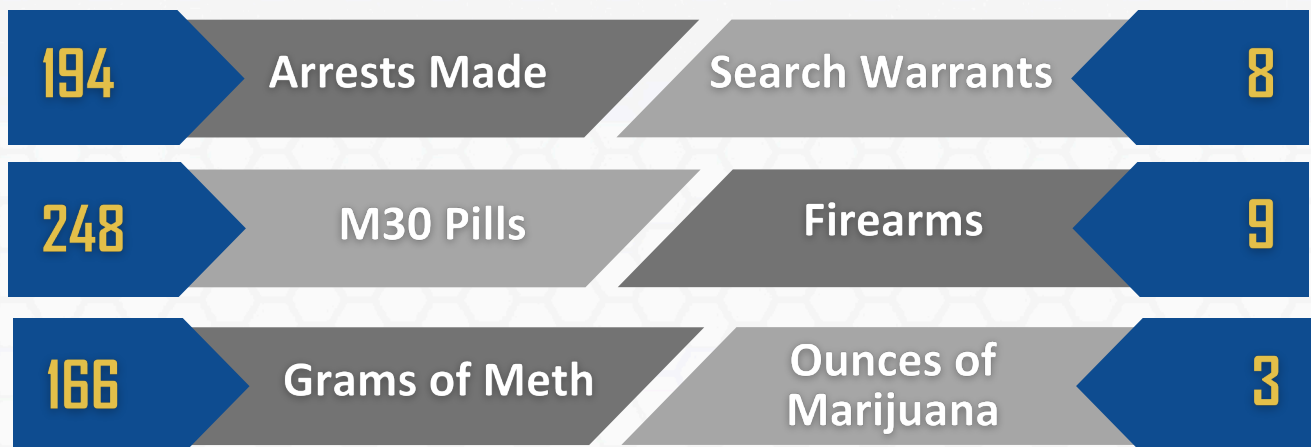
In addition to the investigation of drug related crime, members of the CCDTF provide education on drug trends in the community. The training helps citizens and property owners identify the behaviors that could indicate ongoing drug use and trafficking in their neighborhoods and ways the public can partner with law enforcement to help combat issues they are seeing.

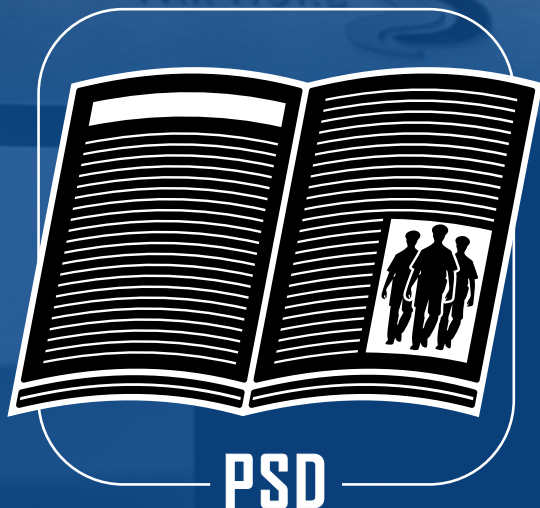
METRO AREA STREET CRIMES UNIT

The FPD is a participating agency in the Metro Area Street Crimes Unit (SCU), along with the West Fargo Police Department, Cass County Sheriff's Office, Moorhead Police Department and Clay County Sheriff's Office. The team works very closely with the US Marshals Service and the ATF. Several members of the SCU are also task force officers assigned to assist the previously mentioned federal agencies and carry credentials with those agencies as well. These partnerships assist team members with facilitating not only city and state level crimes, but also federal level crimes when appropriate. The FPD currently has two detectives, two investigators and one sergeant assigned to the SCU.

The primary goals of the SCU are to track and address gang related activities, apprehend wanted fugitives, assist with combating violent crime in the community, assist all local agencies with investigations when a need to identify, locate and apprehend suspects is present and focus on repeat criminal offenders to deter them from continuing to commit crime in the community.

BY THE NUMBERS





**Professional
Standards
Division**

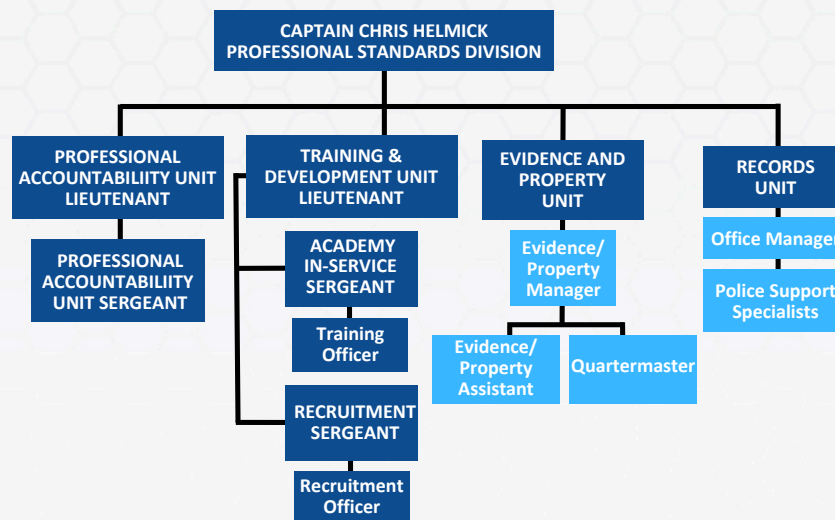
PROFESSIONAL STANDARDS DIVISION

The Professional Standards Division (PSD) plays a critical role in upholding the integrity, professionalism and operational excellence of The Fargo Police Department (FPD). This division oversees key support functions, including the Training and Development Unit (TDU), Professional Accountability Unit (PAU), Evidence and Property Unit (EPU) and Records Unit.

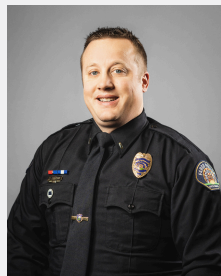
PSD is responsible for the recruitment and hiring of personnel, ensuring that every new officer and staff member meets the highest standards. It also manages all training and development initiatives, including the Fargo Police Academy, equipping officers with the skills and knowledge necessary to serve the community effectively.

Additionally, the division is entrusted with maintaining professional accountability by receiving and investigating all complaints against department personnel. It also oversees the retention of police records and ensures the proper management of evidence and department-issued equipment.

In 2024, following the retirement of Deputy Chief Joseph Anderson, Captain Chris Helmick transitioned into the leadership role of the PSD, continuing the department's commitment to excellence, accountability and public trust.



Chris Helmick
Captain



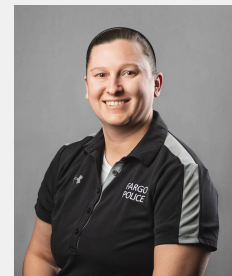
Joel Erickson
Lieutenant
Professional Accountability



Troy Hannig
Lieutenant
Training & Development



Jean Syverson
Office Manager
Records



Bridgitte Geyer
Manager
Evidence and Property

TRAINING AND DEVELOPMENT UNIT

The FPD's Training and Development Unit is dedicated to equipping all department personnel with the highest level of training to enhance professional growth and ensure adherence to nationally recognized best practices. The unit continuously monitors changes to state and local laws, as well as updates to North Dakota Peace Officer Standards and Training (POST) requirements, ensuring that departmental training remains current and effective.

Recognizing the critical role training plays in public safety and officer preparedness, the department invests significantly in professional development. As a result, FPD officers consistently exceed the minimum training requirements set by the ND POST board. Officers receive ongoing instruction in key areas, including firearms proficiency, defensive tactics, constitutional law, legal authority, cultural awareness and more.

In 2024, TDU organized several specialized training programs for department members, including:

- **Suicide Awareness for Law Enforcement Officers (SAFELEO):**
 - Sponsored by the U.S. Department of Justice and closely associated with the VALOR program, this training equipped officers with strategies to recognize and respond to warning signs of suicide within the policing profession, fostering a culture of peer support and mental wellness.
- **Child Homicide Investigations:**
 - Hosted in partnership with the National Criminal Justice Training Center, this course provided detectives and investigators with advanced techniques for managing and investigating child homicide cases, addressing the unique complexities of these incidents.
- **Reid Interview and Interrogation Training:**
 - This nationally recognized program enhanced investigators' ability to conduct effective interviews with witnesses and suspects, focusing on strategic questioning, body language analysis and response interpretation.
- **Struggle Well, Suicide Prevention in Law Enforcement and VALOR Resiliency Classes:**
 - In 2024, the FPD provided wellness training to all officers in a concentrated effort to continue to improve officer wellness.

BY THE NUMBERS





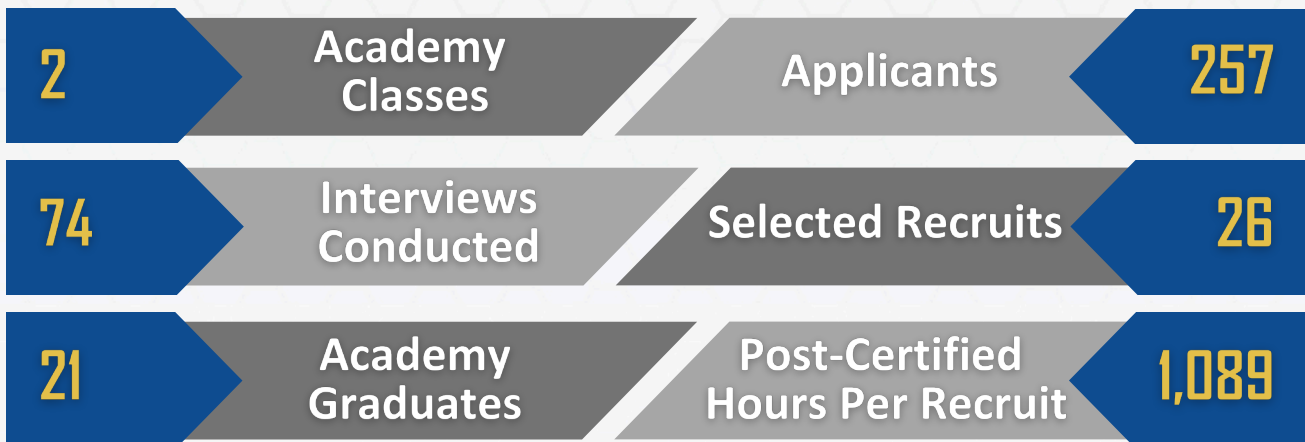
PSD

Another core focus of TDU is recruiting, hiring and training future Fargo Police Officers. The FPD operates its own police academy, graduating 21 officers across two academy classes in 2024. The FPD remains committed to attracting a diverse pool of candidates, including individuals seeking career changes. The recruiting team works year-round, attending job fairs and engaging with potential applicants to guide them through the hiring process. Candidates benefit from personalized, one-on-one relationships with a recruiter to ensure they receive the support and information they need to make an informed decision about joining the FPD.

TDU also maintains strong partnerships with North Dakota State University, Minnesota State University Moorhead and other educational institutions to connect with students and future recruits.

The TDU team also manages the FPD's Police Training Officer (PTO) program. This rigorous, 16-week-long program is a critical phase of an officer's development after graduation of the academy, bridging the gap between academy instruction and real-world policing. During the PTO program, recruits apply their academy training in practical scenarios while learning additional skills, department policies and decision-making strategies essential for effective and ethical policing. The program emphasizes problem-based learning, critical thinking and community engagement, ensuring new officers are well-equipped to handle the complexities of modern policing when they hit the streets in solo patrol.

BY THE NUMBERS

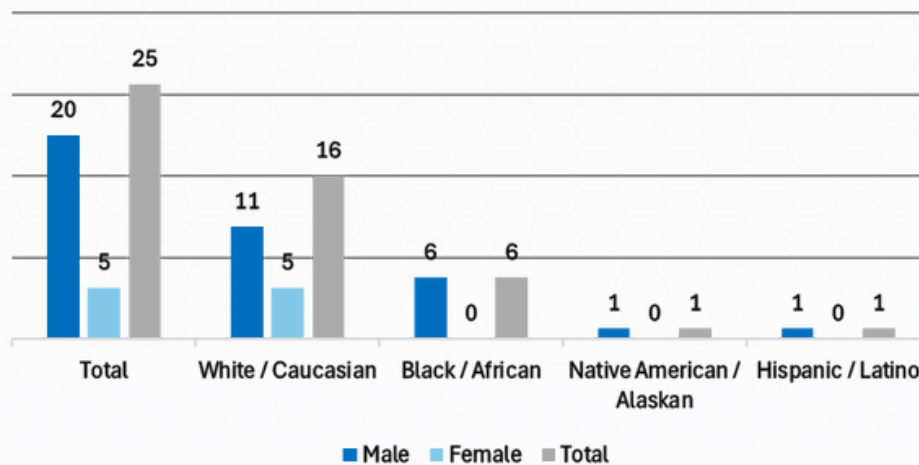


HIRING DEMOGRAPHICS

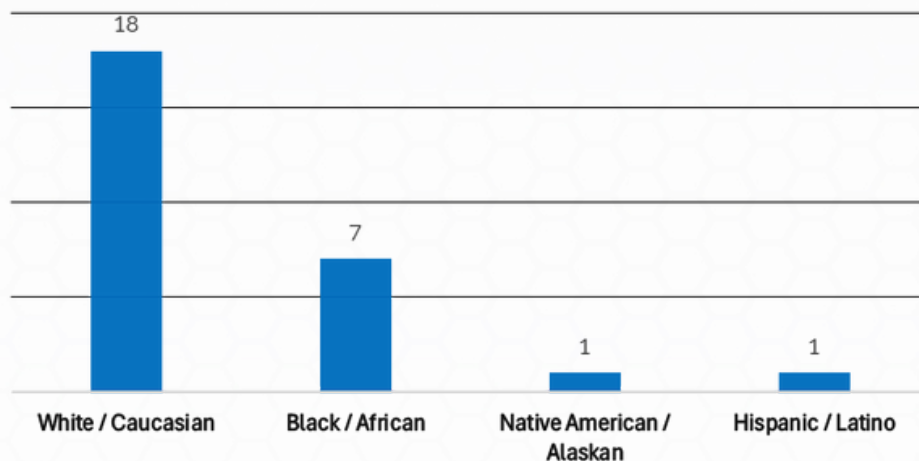
The FPD is proud to be part of the International Association of Chiefs of Police (IACP) 30x30 Initiative, a national movement dedicated to increasing the representation of women in law enforcement to 30% of recruits by the year 2030. At the end of 2024, the FPD had 31 sworn female officers on staff. Women now make up approximately 17% of sworn FPD staff, exceeding the national average of 13.8%.

The FPD's commitment to fostering a diverse and inclusive workforce is reflected in recruitment efforts — 19% of FPD recruits in 2024 were women. Research shows that increasing female representation in policing improves public safety outcomes, enhances community trust and leads to more effective, empathetic policing. The Fargo Police Department remains steadfast in its mission to recruit, support and empower women in law enforcement.

2024 Sworn Officers Hired by Race and Gender



FPD Employees Hired in 2024 by Race





PSD

EVIDENCE AND PROPERTY UNIT

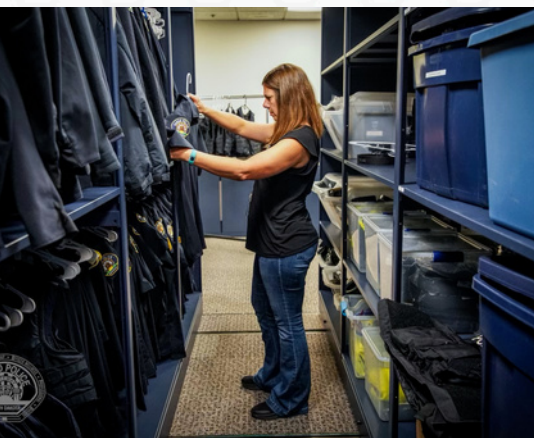
The Evidence and Property Unit (EPU) plays a critical role in ensuring the integrity of law enforcement operations by managing all evidence and property that comes into the FPD. The unit was transitioned in 2024 from CID to PSD, aligning with the department's commitment to accountability and efficiency.

In 2024, EPU processed 12,573 new evidence items while successfully purging 13,072 others in accordance with legal and departmental regulations. The unit also facilitated the transfer of 1,558 pieces of evidence to the North Dakota State Crime Lab for forensic analysis. By the end of the year, the department maintained an active inventory of 26,025 items. In addition to handling evidence, EPU is responsible for the safe and lawful disposal of firearms, hazardous materials and illegal narcotics, ensuring compliance with state and federal guidelines.

QUARTERMASTER

The Quartermaster position is key to the department's operational readiness and was transitioned into EPU in 2024. The Quartermaster oversees the procurement, issuance and management of all duty equipment for officers and staff. Working closely with vendors, the Quartermaster ensures that officers have the tools they need — when they need them — while also monitoring costs to keep the department within budget. Outfitting a newly sworn officer costs nearly \$17,000. Additionally, the Quartermaster is responsible for ensuring the proper disposal of expired or decommissioned equipment, maintaining safety and compliance standards.

By optimizing inventory management, enforcing accountability and streamlining equipment distribution, the Evidence and Property Unit serves as essential support functions within the FPD—helping officers stay focused on their mission to serve Fargo.





PSD

PROFESSIONAL ACCOUNTABILITY UNIT

The Professional Accountability Unit (PAU) plays a critical role in maintaining the quality, integrity and professionalism of the FPD's services to the community. This unit works in close collaboration with TDU and other divisions to uphold transparency, accountability and continuous improvement within the department.

PAU is responsible for overseeing and conducting thorough, impartial investigations into both internal and external complaints concerning the conduct of FPD personnel, including use of force incidents. The unit operates under a structured leadership model, consisting of a sergeant who reports to a lieutenant.

Additionally, PAU works in coordination with the PSD Captain, ensuring that all use of force incidents, vehicle pursuits and other high-liability events undergo swift and consistent review from both a policy and training perspective. This approach enhances accountability at all levels, both internally within the department and externally to the community.

PAU investigates a range of use of force incidents, including physical force, conducted energy weapons such as Taser, oleoresin capsicum (OC) spray, impact weapons including the 40mm launcher and PepperBall launcher, K-9 deployments and firearms. By rigorously reviewing these incidents, PAU ensures that officer actions align with department policies, training standards and community expectations.

FORMAL COMPLAINT

An incident in which further action is warranted to determine the veracity of the allegation will be sent to PAU supervisors for review. This may be determined based on the seriousness or complexity of the allegation or the repetitive nature and/or pattern of misconduct of the member. These complaints are investigated by the PAU unless otherwise directed by the Chief of Police. Any complaint forms received from citizens are handled as Formal.

INFORMAL COMPLAINT

Generally includes minor, non-repetitive violations that may be addressed through training, policy review or oral reprimand of the involved member. Any discipline resulting from an informal complaint is typically handled by the employee's direct supervisor.

By the Numbers

61**Formal Complaint
Allegations****Informal
Complaint****76**

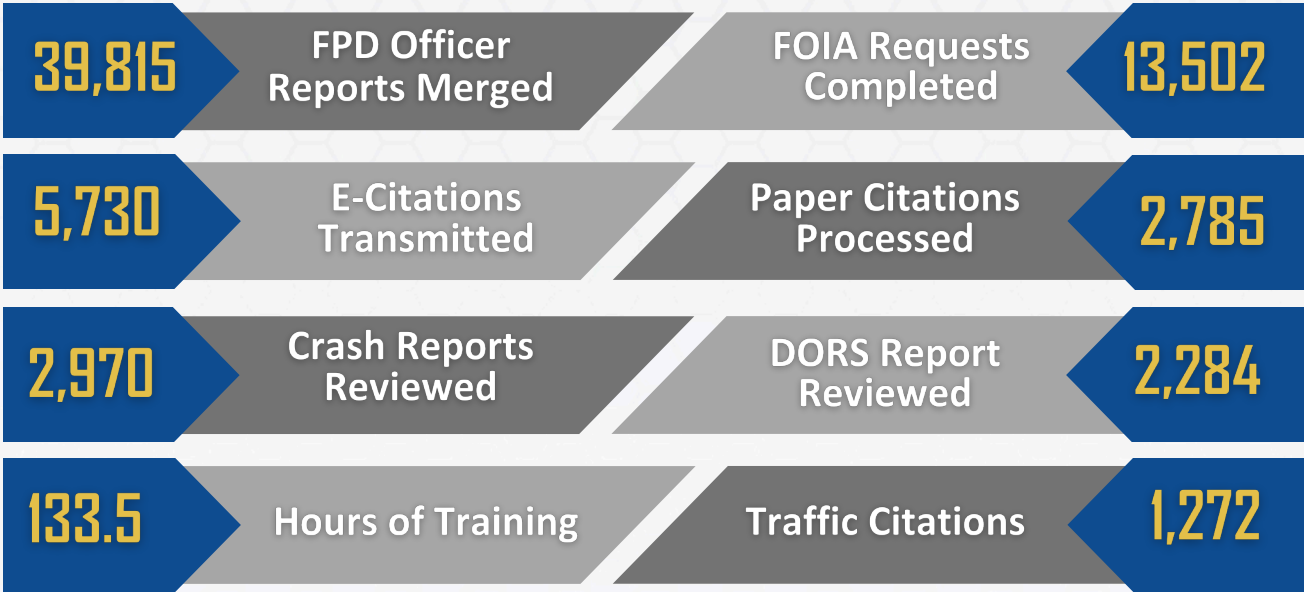
RECORDS UNIT

The Records Unit is comprised of nine civilian Police Support Specialists and one Office Manager. The unit provides critical functions for the FPD such as processing case reports and citations for criminal prosecutors, taking fingerprints for citizens, managing physical and digital records and processing inquiries for open records requests. Records personnel also provide instruction to police recruits at the FPD Police Academy.

FPD has a Desk Officer Reporting System (DORS) that allows citizens to report certain crimes without having to talk to an officer. In 2024, the Records Unit received and processed 2,284 online reports. Typically, each online report taken requires approximately an hour and half of an officer’s time to respond in person. However, DORS takes the place of two full-time sworn employees, which allows the FPD to provide more efficient service to the community as well as keep officers on patrol or respond to more critical calls.

Records Unit personnel participated in over 133 hours of training which included training related to the National Incident Based Reporting System (NIBRS), North Dakota state radio, the National Crime Information Center (NCIC), Axon Redaction and the Law Enforcement Administrative Support Conference.

By the Numbers



RED RIVER VALLEY SWAT

The Red River Valley SWAT Team is a multi-jurisdictional team composed of members from local law enforcement agencies of The Fargo Police Department, West Fargo Police Department, NDSU Police Department, Cass County Sheriff's Office, Moorhead Police Department and Clay County Sheriff's Office as well as Sanford Ambulance. According to the bylaws, the SWAT Team Commander is a lieutenant from The Fargo Police Department. Each agency has a command staff member as representation on an Executive Board, which oversees the team and makes decisions on its function.

The SWAT Team is utilized to deal with high-risk incidents and skill-specific situations that may be too large or create too great of a risk to patrol officers, deputies and detectives. Some examples include hostage incidents, potential explosive or dangerous materials, armed barricaded individuals who have committed a crime and negotiating with individuals who pose a risk to themselves or others. In order to address these potential issues, the SWAT Team is made up of three specialized units; the Tactical Team, the Bomb Squad and the Crisis Negotiations Team (CNT).

The SWAT Team also provides education to the general public as requested for different community events. Throughout 2024, SWAT Team members participated in various education events allowing members of the public to view various pieces of equipment/vehicles and ask questions of current team members. In order to further engage with the community, they serve and build relationships with various community partners and participate in events such as the Friday Night 5k and the Special Olympics Polar Plunge.

BOMB SQUAD

The Red River Valley Regional Bomb Squad is utilized to safely recover and dispose of energetic materials in the community, as well as responding to suspicious items/packages that could contain dangerous materials. The Bomb Squad may also be utilized in conjunction with the other teams during large scale incidents with technology needs or when dangerous items are present. The Bomb Squad has equipment necessary to assist in assessing all different kinds of materials to determine the level of danger, as well as the resources to store and dispose of energetic materials.

The Bomb Squad trains twice a month to enhance knowledge and proficiency for all team members to safely deal with scenarios they may be presented with in the community.

CRISIS NEGOTIATIONS TEAM

The Crisis Negotiations Team (CNT) is often utilized in conjunction with the Tactical Team during search warrants, barricaded individuals and hostage situations. Collaborating with the Tactical Team, the CNT works to ensure the safe resolution of high-risk and critical incidents. Red River Valley SWAT CNT undergoes monthly team training focused on active listening, communication skills and communication technology.

In addition, the negotiators actively participate in regional and national events to stay updated on current best-practices and maintain proficiency with the latest communication technology.

Beyond deployments, members of the Red River Valley SWAT Negotiations Unit showcased their expertise by presenting a case study at the First Annual Minnesota Crisis Negotiations Conference. They also represented the team at various community engagement events in the metro area and conducted presentations for community members in an effort to shed light on the roles and responsibilities of the CNT. The dedicated efforts of the CNT underscore their commitment to public safety and effective crisis resolution.

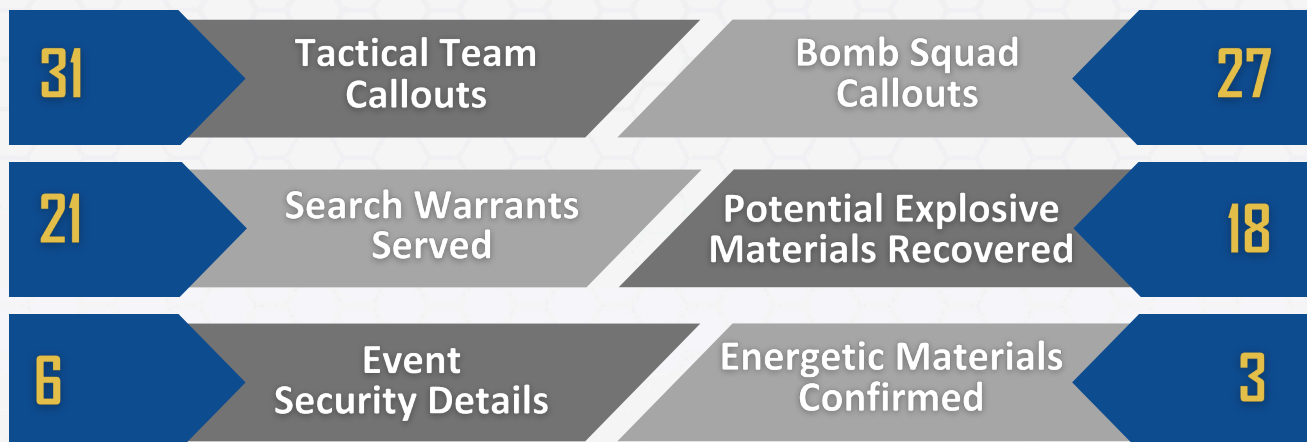
TACTICAL TEAM

The Tactical Team is utilized to assist with serving high-risk search warrants, dangerous fugitive apprehension, barricaded individuals, hostage incidents, VIP protection, large event security and other incidents deemed necessary through a risk assessment.

The Tactical Team has additional capabilities such as snipers, less lethal munitions, breaching tools/techniques and advanced technology assets (robots, drones and armored vehicles). These special weapons and tactics are used to mitigate risk as much as possible and assist in resolving high-risk incidents in a safe manner to reduce the risk of injury to innocent civilians, law enforcement officers and suspects.

In addition, the Tactical Team also employs six tactical medics provided by Sanford Ambulance and Sanford AirMed. These highly trained medics deploy with the Tactical Team to provide medical care to citizens and team members when necessary in an expeditious manner. The Tactical Team trains twice each month, focusing on tactics, equipment use, mission planning, safety priorities and firearm proficiency.

By the Numbers



COMMUNICATIONS

The City of Fargo's Communications and Governmental Affairs (CommsGA) Department supports the FPD's communication needs with a team of two non-sworn, full-time staff members with offices located at the FPD Headquarters: one Public Safety Public Information Officer (PSPIO) and one Community Engagement Strategist. These positions have the full support of the entire CommsGA team. A PIO email and on-call number is supported by a team of six communications professionals, which is available 24/7, 365 as necessitated during emergencies and corresponding media contacts.

The top priority of communications for the FPD is to provide factual, unbiased information about the Department. The PIO works with local, regional and national media to provide timely, factual information related to stories involving the Department. The Community Engagement Strategist works to humanize the Department through community outreach via social media, website and events. CommsGA specializes in sharing FPD's story, which involves media relations, press releases, multimedia production, social media, website management, live event planning and production and other external communication methods.

On July 14, 2023, the Fargo community was shaken when a gunman opened fire, ambushing officers, firefighters and civilians at the scene of a routine vehicle crash - critically injuring two officers and fatally shooting Officer Jake Wallin. In 2024, the FPD travelled to Washington, D.C. to honor Fargo Police Officer Jake Wallin at the National Law Enforcement Officers Memorial Wall at the annual Peace Officers' Memorial Service. The CommsGA team was critical to organizing and documenting the trip, which culminated in a one-year anniversary video honoring FPD Officer Jake Wallin. The attendance of the Memorial Service and completion of the video were done to help the grieving community and police department heal from the tragic events of July 14, 2023.

The CommsGA Team planned, coordinated, and created several successful social media campaigns and local events throughout 2024. The team takes an active lead in planning multiple types of gatherings; including swear-in ceremonies, promotions and pop-up events. In late 2024, FPD celebrated the season with "Police Navidad" as an effort to highlighting ways to be safe while on the road or at home during the holidays. The CommsGA team also led the way for the organizing of The Fargo Police Community Picnic, one of the largest family-friendly events The City puts on every year.



MEDIA RELATIONS [BY THE NUMBERS]

222

INDIVIDUAL MEDIA CONTACTS ENROLLED
TO RECEIVE FPD NEWS RELEASES

30.7 Million

POTENTIAL AGGREGATE VIEWERS OR
READERS REACHED BY COVERAGE OF
THE FARGO POLICE DEPARTMENT*

*per Meltwater metrics

SOCIAL MEDIA BY THE NUMBERS

FACEBOOK

112,749

FOLLOWERS

**Regional Follower Count
Comparison:**

Minneapolis PD - 106,000
Sioux Falls PD - 77,000
Bismarck PD - 43,000

3.2 Million+

TOTAL FACEBOOK
POST REACH

Top-Performing Post:

June 28, 2024

FPD Cam Question: Does
the Toilet Paper Roll
Belong Over or Under?

785,000

VEWS FOR THIS POST

X (TWITTER)

12,727

FOLLOWERS

**Regional Follower Count
Comparison:**

Minneapolis PD - 77,500
Sioux Falls PD - 25,600
Bismarck PD - 3,200

1,300,000+

TOTAL X (TWITTER)
POST IMPRESSIONS

Top-Performing Post:

July 29, 2024

Sgt. Matthew Ysteboe
Completes His Final Shift

14,452

VIDEO IMPRESSIONS

INSTAGRAM

16,557

FOLLOWERS

**Regional Follower Count
Comparison:**

Minneapolis PD - 7,700
Sioux Falls PD - N/A
Bismarck PD - 2,900

2.5 Million+

TOTAL INSTAGRAM
POST VIEWS

Top-Performing Post

July 14, 2024

Honoring Fallen Hero,
Officer Jake Ryan Wallin

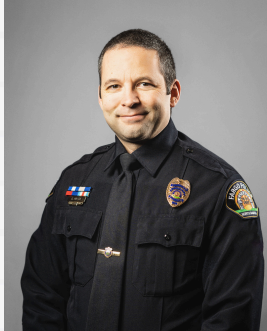
23,496

VEWS FOR THIS POST

RECOGNITIONS

YEARS OF SERVICE MILESTONES: JANUARY 1 – DECEMBER 31, 2024

25 Years



Inv. Brad Zieska
Criminal Investigations Division

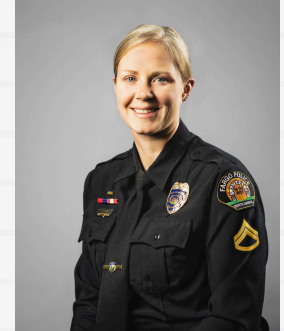
20 Years



Inv. Dave Ronning
Criminal Investigations Division



Sgt. Nicholas Kjonaas
Neighborhood Services Division



Det. Sara Cruze
Criminal Investigations Division

20 Years



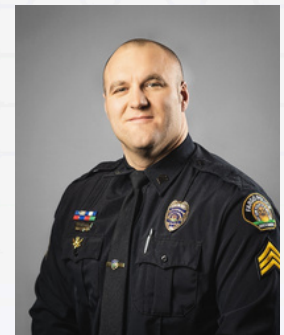
Sgt. Shawn Gamradt
Professional Standards Division



Lt. Travis Moser
Neighborhood Services Division

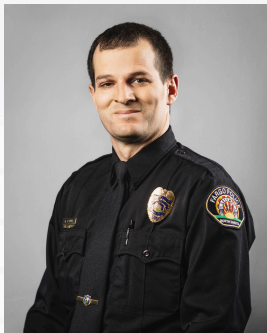


Det. Jamey Gahner
Criminal Investigations Division

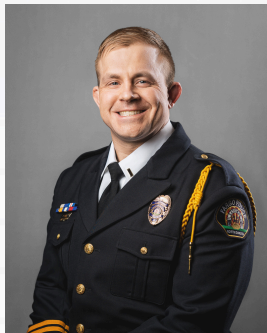


Sgt. Jerrod Wagner
Criminal Investigations Division

15 Years



Ofc. Mark Ranum
Neighborhood Services Division



Lt. Matthew Siders
Neighborhood Services Division



Sgt. Jacob Maahs
Neighborhood Services Division



Sgt. Rob Essler
Neighborhood Services Division

10 Years

10 Years



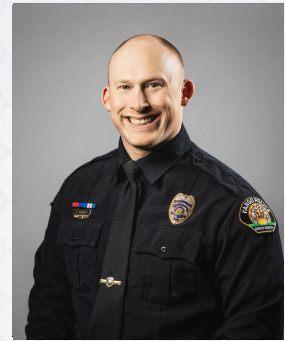
Ofc. Paul Iverson
Neighborhood Services Division



Det. Tom Bernier
Criminal Investigations Division



Det. Justin Valenti
Criminal Investigations Division



Ofc. Joshua Horner
Neighborhood Services Division

5 Years



Inv. Aaron Olson
Criminal Investigations Division



Ofc. Chris Siegel
Neighborhood Services Division



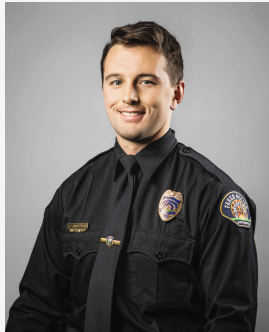
CSO Erik Harmon
Neighborhood Services Division



Sgt. Ian Kristan
Professional Standards Division



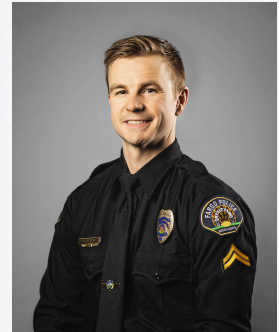
Inv. Jett Swiontek
Criminal Investigations Division



Inv. Lane Anderson
Criminal Investigations Division



CSO LaVerne Buzick
Neighborhood Services Division

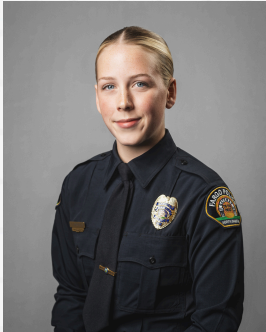


Ofc. Samuel Otto
Neighborhood Services Division

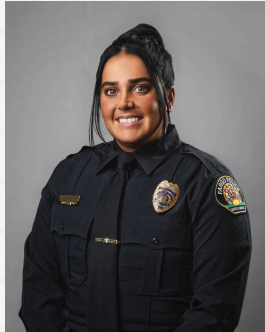


Ofc. Joshua Persson
Neighborhood Services Division

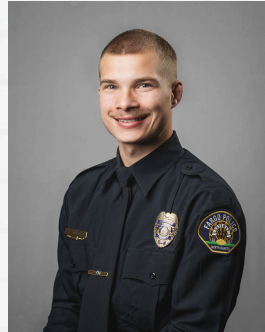
NEW HIRES: JANUARY 1 – DECEMBER 31, 2024



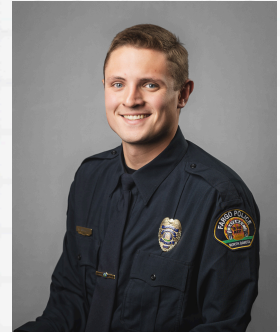
Ofc. Chloe Bartels



Ofc. Ashley Christianson



Ofc. Logen Fischer



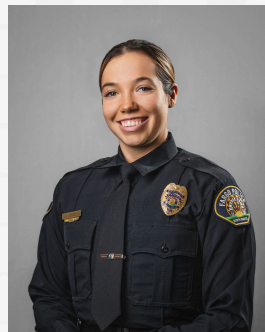
Ofc. Samuel Grivetti



Ofc. Spencer Henning



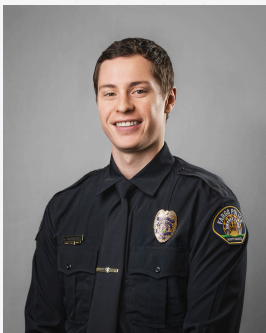
Ofc. Michael Howell



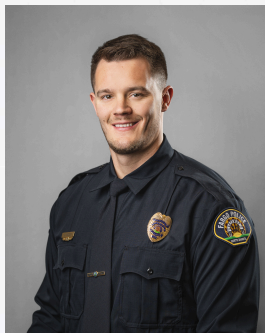
Ofc. Haley Jensen



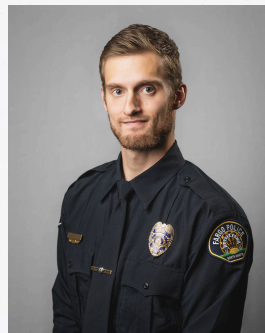
Ofc. Samuel Johnson



Ofc. Hunter Marshall



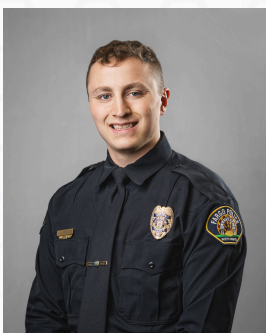
Ofc. Dylan Moger



Ofc. Joseph Permann



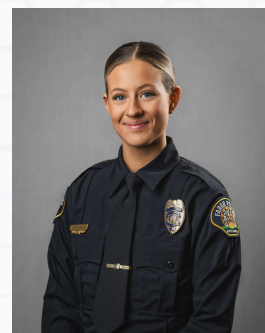
Ofc. James A. Phillips



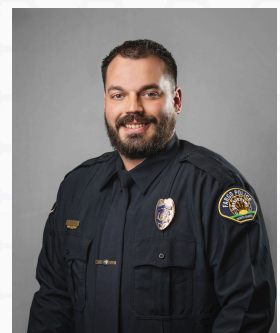
Ofc. Logan Printy



Ofc. Taylor Rapske



Ofc. Kaitlin Rietvelt



Ofc. Brandon Rittenour



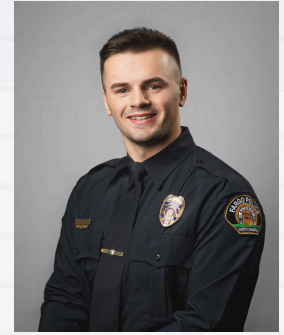
Ofc. Oshane West



Ofc. Abdiqani Abdi



Ofc. Princeten Harris



Ofc. James D. Phillips



CSO Clyde Bryant



**Health and Wellness
Coordinator Mary Krueger**



PROMOTIONS: JANUARY 1 – DECEMBER 31, 2024

Congratulations to the following staff members who were promoted to their listed ranks.



Matthew Christensen

Captain
Neighborhood Services Division



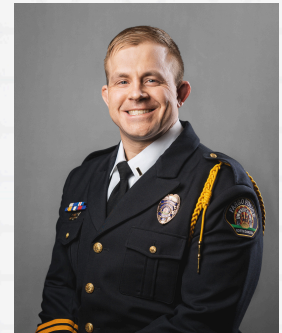
Travis Moser

Lieutenant
Neighborhood Services Division



Nathan Nieman

Lieutenant
Criminal Investigations Division



Matthew Siders

Lieutenant
Neighborhood Services Division



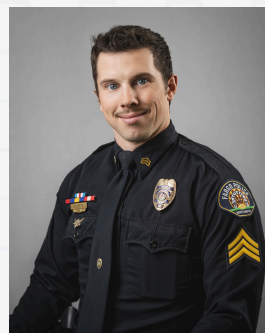
Robert Essler

Sergeant
Neighborhood Services Division



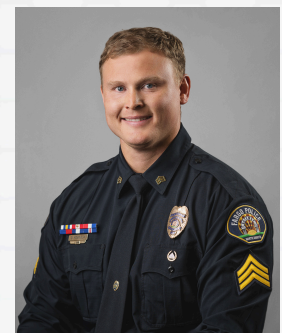
Ian Kristan

Sergeant
Professional Standards Division



Jordan Korte

Sergeant
Neighborhood Services Division



Zachary Robinson

Sergeant
Neighborhood Services Division



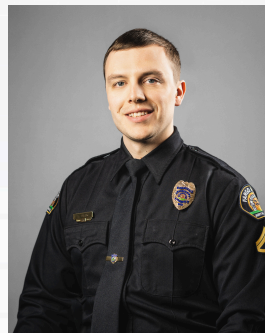
Kyle Seehusen

Sergeant
Neighborhood Services Division



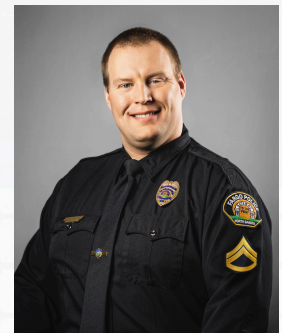
Toby Carlsson

Detective
Criminal Investigations Division



Lucas Heck

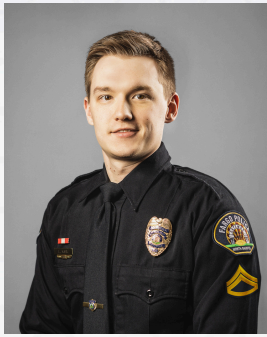
Detective
Criminal Investigations Division



Jesse Hinz

Detective
Criminal Investigations Division

PROMOTIONS: JANUARY 1 – DECEMBER 31, 2024



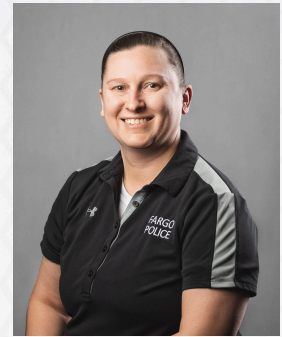
Logan Kahl
Detective
Criminal Investigations Division



Emily Martin
Detective
Criminal Investigations Division



Kelsey Zinda
Executive Assistant to the
Chief of Police



Bridgitte Geyer
Evidence and Property Manager
Professional Standards Division

RETIREMENTS: JANUARY 1 – DECEMBER 31, 2024



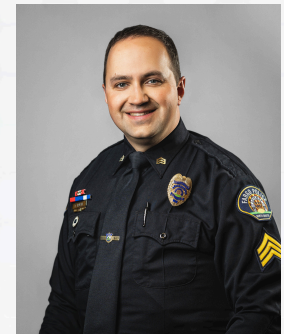
Capt. Joseph Anderson
27 Years



Lt. Michael Bernier
22 Years



Lt. Jared Crane
22 Years



Sgt. Tyrell Fauske
10 Years



Sgt. Christopher Nichtern
27 Years



Sgt. Matthew Ysteboe
22 Years



Bailiff David Boe
37 Years



Exec. Assistant Patty Swift
22 Years



AWARDS

2024 EMPLOYEE OF THE YEAR AWARDS

Any supervisor, sworn officer or non-sworn employee, regardless of rank or assignment, is eligible to be nominated for the Officer/Civilian Employee of the Year award. This award will be presented to an officer and/or non-sworn employee in recognition for outstanding service, professionalism and contribution to the department for the preceding year.

SERGEANT. PAUL SIMONSON- SUPERVISOR OF THE YEAR



Sgt. Paul Simonson was assigned to the Criminal Investigations Unit in January 2024. From the start, he proved his value, quickly earning the respect of his team through his accessibility, genuine interest in investigations and commitment to meeting their needs. Sgt. Simonson leads from the front, frequently joining his team in the field. He maintains a strong working knowledge of ongoing cases and consistently provides clear updates and answers to any questions. His positive attitude is infectious, contributing to a motivated and cohesive unit. Sgt. Simonson's dedication and leadership have made a significant impact on the Criminal Investigations Unit. His humility, selflessness and unwavering work ethic make the FPD a stronger team. He is truly a humble and selfless leader.

DETECTIVE. TOM BERNIER - OFFICER OF THE YEAR



Det. Tom Bernier is assigned to the Adult Violent Crimes Team. In 2024, he earned the International Association for Identification (IAI) certification as a Crime Scene Analyst — a multi-year achievement demonstrating expertise in blood spatter analysis, shooting reconstruction and forensic photography. Det. Bernier is the first member of the FPD and only one of two people in North Dakota to earn this level of certification. This certification elevates Det. Bernier to a leading role in crime scene instruction, enhances FPD's investigative capabilities, strengthens credibility in court and provides advanced analysis and interpretation of evidence. His expertise makes him an asset to the Adult Violent Crimes Team. His colleagues consistently rely on him for his knowledge, dedication and ability to lead complex investigations.

RECORDS MANAGER JEAN SYVERSON - CIVILIAN OF THE YEAR



Jean Syverson is the Records Manager for The Fargo Police Department. She actively supports each member of the Records Department in their daily duties, ensuring public and outside agency information requests are accurately and promptly fulfilled. In 2024, Syverson coordinated multiple events, including The Fargo Police Department's trip to Washington, D.C. for National Police Week in memorial of Officers Jake Wallin, Jason Moszer and Fredrick D. Alderman. Her meticulous planning and attention to detail ensured these events were carried out seamlessly and with the utmost respect. Syverson is an exceptional manager of people, projects and time. She goes above and beyond in her daily work — not only in her professional responsibilities but also in the meaningful relationships she fosters with her employees. Syverson is a vital member of the FPD.

K-9 SERVICE AWARD

Sworn officers, who demonstrate exemplary service and dedication to the department by serving as a member of K-9 Unit for an extended period of time or who have satisfactorily served as a K-9 handler for a minimum of five years are eligible to receive the K-9 Service Award.

- Sgt. Sam Bollman
- Det. Bret Witte
- Ofc. Brad Cernik

HONOR GUARD SERVICE AWARD

Sworn officers, who demonstrate exemplary service and dedication to the department by serving as a member of the Honor Guard for an extended period of time and sworn officers who have satisfactorily served as a member of the Honor Guard for a minimum of five years are eligible to receive the Honor Guard Service Award.

- | | | | |
|-------------------------|-------------------------|-----------------------|----------------------|
| • Lt. Shane Aberle | • Sgt. Zachary Robinson | • Inv. Dane Ronning | • Ofc. Paul Nelson |
| • Lt. Travis Moser | • Det. Connie Nichtern | • Inv. Tammy Ehresman | • Ofc. Matt Niemeyer |
| • Sgt. Michael Anderson | • Det. Mark Voigtschild | • Ofc. Dean Jordheim | • Ofc. Chris Seigel |
| • Sgt. Alex Bollman | | | |

CROWD MANAGEMENT TEAM SERVICE AWARD

Sworn officers, who demonstrate exemplary service and dedication to the department by serving as a member of the Crowd Management Team (CMT) for an extended period of time and sworn officers who have satisfactorily served as a member of the CMT for a minimum of five years are eligible to receive the CMT Service Award.

- | | | | |
|-----------------------|-----------------------|--------------------|-----------------------|
| • Capt. Chris Helmick | • Sgt. Shawn Gamradt | • Inv. Adam Gossen | • Ofc. Adam O'Brien |
| • Lt. Matt Siders | • Sgt. Brandon Kerr | • Ofc. Josh Horner | • Ofc. Dirk Thiedeman |
| • Sgt. Alex Bollman | • Det. Justin Valenti | • Ofc. Jon Novacek | |

POLICE TRAINING OFFICER SERVICE AWARD

Sworn officers who demonstrate exemplary service and dedication to the department by serving as a Police Training Officer for an extended period of time and who have satisfactorily served as a Police Training Officer for a minimum of five years are eligible to receive the Police Training Officer Service Award.

5 Years of Service

- | | |
|-------------------------|-----------------------|
| • Sgt. Travis Berger | • Ofc. Ryan O'Donnell |
| • Sgt. Lucas Mock | • Ofc. Adam Schock |
| • Sgt. Zachary Robinson | • Ofc. Heidi Witzel |
| • Inv. Tammy Ehresman | • Ofc. Patrick Thomas |
| • Ofc. Thomas Dye | • Ofc. Dean Jordheim |
| • Ofc. Jon Novacek | |

10 Years of Service

- Lt. Nathan Nieman
- Sgt. Jesseca White

SWAT SERVICE AWARD

Sworn officers, who demonstrate exemplary service and dedication to the department by serving as a member of the SWAT team for an extended period of time and sworn officers who have satisfactorily served as a member of the SWAT team for a minimum of five years are eligible to receive the SWAT Service Award.

5 Years of Service

- Sgt. Michael Anderson
- Ofc. Rob Essler
- Ofc. Kyle Seehusen

10 Years of Service

- Lt. Nathan Nieman
- Sgt. Jerrod Wagner

LIFE SAVING AWARD

Sworn officers and civilian employees, who distinguish themselves by an act which contributes to the saving of a person's life are eligible to receive the Lifesaving Award.

- Inv. Tammy Ehresman
- Ofc. Tanner Anderson
- Ofc. Ashley Christianson
- Ofc. Latasha Dean
- Ofc. Michael DiPalma (x2)
- Ofc. Tina Hallada
- Ofc. Jack Krueger
- Ofc. Shelby Layman (x2)
- Ofc. Nate Linstad
- Det. Emily Martin
- Ofc. Elliott Olerud
- Ofc. Blake Omberg
- Ofc. Trae Schmidt
- Ofc. Jake Skelly (x2)
- Ofc. Landon Smith
- Ofc. James Tabert
- Ofc. Patrick Thomas

CHIEF'S MEDAL

Sworn officers and civilian employees, who distinguish themselves with an act which significantly benefits the department or the community are eligible to receive the Chief's Medal. Demonstrating outstanding leadership, professionalism, community service or any other act deemed by the Chief of Police to have significantly benefited the department towards the accomplishment of its mission and goals are considerations for this award. The award will consist of a Chief's medal, a Chief's medal certificate and a Chief's medal ribbon to be worn on the police uniform. For civilian employees not in uniform, the award will consist of a Chief's medal and a Chief's medal certificate.

- Capt. Matthew Christensen
- Lt. Matt Siders
- Sgt. Lucas Mock
- Ofc. Tim Falconnier
- Ofc. Ryan O'Donnell
- Records Manager Jean Syverson (x2)
- Sgt. Matt Ysteboe

DISTINGUISHED SERVICE AWARD

Sworn officers and civilian employees who distinguish themselves by an act above and beyond the call of duty, in which the circumstances indicate an act which brings acclaim to the officer or the department was performed are eligible to receive the Distinguished Service Medal.

- Lt. Travis Moser
- Sgt. Shawn Gamradt
- Sgt. Nick Kjonaas
- Det. Sara Cruze
- Inv. Dane Ronning
- Ofc. Troy Nielson

COMMENDABLE SERVICE AWARD

Sworn officers and civilian employees who distinguish themselves with an act which exemplifies the goals, values and mission of the department are eligible to receive the Commendable Service Award. An act above and beyond the expectations of a sworn officer or civilian employee's assignment may be considered for this award.

- Sgt. Alex Bollman
- Sgt. Daniel Hulbert
- Sgt. Zachary Robinson
- Det. Toby Carlsson
- Det. Mark Voigtschild
- Inv. Adam Gossen
- Ofc. Michael DiPalma
- Ofc. Elliot Duggan
- Ofc. Tim Falconnier
- Ofc. Alek Groth
- Ofc. Joshua Horner
- Ofc. Jeremy Leger
- Ofc. Johnny Lewis (x2)
- Ofc. Nathan Linstad (x2)
- Ofc. Matt Niemeyer
- Ofc. Jon Novacek
- Ofc. Ben Omberg (x2)
- Ofc. Blake Omberg
- Ofc. Tyler Pool
- Ofc. Paul Reid
- Ofc. Dirk Thiedeman
- Ofc. David Wheeler
- CSO Laverne Buzick (x2)

HONORING OUR HEROES AT NATIONAL POLICE WEEK

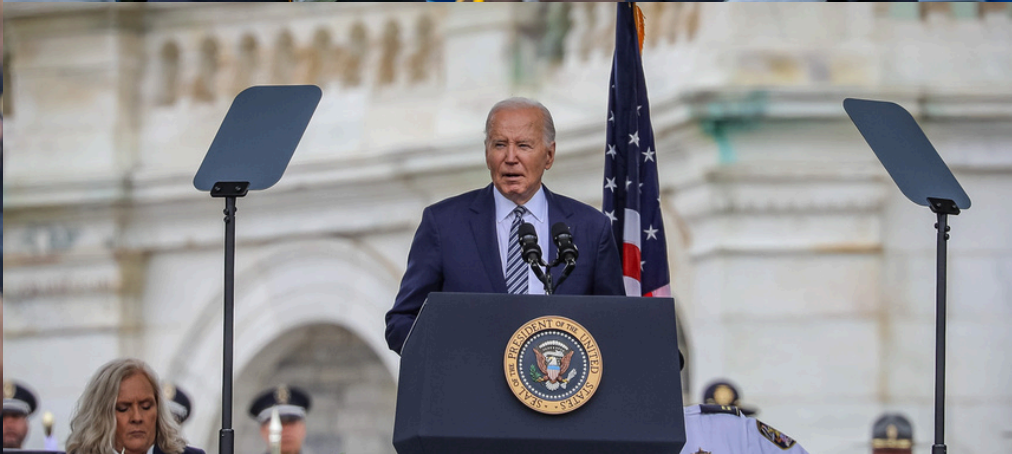
In May 2024, members of The Fargo Police Department traveled to Washington, D.C., to participate in National Police Week — a tribute honoring officers who made the ultimate sacrifice. This year held special significance for the FPD, as Officer Jake Ryan Wallin, who was killed in the line of duty on July 14, 2023, was among those honored. The FPD also paid tribute to two other officers who died in the line of duty, Officers Jason Moszer and Fredrick Alderman. The trip was made possible by generous contributions from the community through the Leadership Care Fund and Badges of Unity, now known as The Fargo Police Foundation.

The week in Washington, D.C. began with the Candlelight Vigil, where thousands gathered to remember the brave men and women lost throughout U.S. history. Officer Wallin's name was added to the National Law Enforcement Officers Memorial, ensuring his courage and dedication to protecting the Fargo community will never be forgotten.

The following day, members of the FPD attended the Peace Officers Memorial Service in front of the U.S. Capitol. During the ceremony, President Joe Biden honored the fallen officers. In a gesture of remembrance, Jake's family placed a flower in the memorial wreath, reflecting their love for their son, brother, fiancé and hero. Officers stood in support of the Wallin family as his name was read, symbolizing the Department's continued commitment to honoring his legacy.

Throughout the week, moments of unity and remembrance underscored the profound loss felt by the Department and the community. The FPD remains committed to preserving the memory of Officer Jake Ryan Wallin and all those who have given their lives in service to their communities. The trip to Washington, D.C. helped bring closure and healing to FPD Officers in a time of grief. The FPD is incredibly thankful to everyone who made this journey possible.





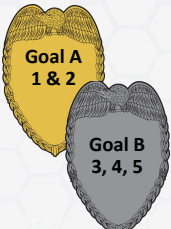


★★★★ GOING FORWARD ★★★★★

Thank you for reviewing The Fargo Police Department's 2024 Annual Report. Our department remains extremely busy, and our personnel have been working diligently to partner with our community so that we may provide the highest level of service, enhance our expertise through training, and continue to implement innovative and forward-thinking approaches. I hope you found this report to be informative and beneficial towards understanding department operations.



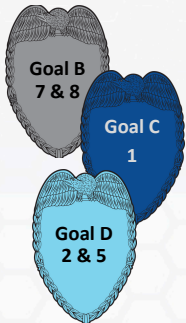
As our department moves forward into 2025, we will continue to follow the goals, objectives and strategies outlined in our updated strategic plan and the City Commission-approved Facilities Management Plan. In fact, as you read this report, we have neared full staffing and are perfectly poised to add new full-time sworn positions to our ranks in 2026. Obtaining the proper staffing level for our department has been a strategic goal for many years and coupled with the new public safety sales tax we are poised to accomplish it. Adding additional new positions will allow our current department members to not only have a better work-life balance, but to ensure that we establish and sustain beat integrity by adding additional boots on the ground citywide, enabling us to provide outstanding service to our community now and in the future.



Our department will continue to work with other City entities, City Administration and community partners on the challenges of homelessness, mental health and addiction that permeate and effect neighborhoods throughout our community, especially in our downtown area.



In an effort to enhance safety at public events, the department was approved to purchase modular vehicle barriers, which you will see at outdoor public events in the future.



In addition, we are adding electric trikes to provide enhanced presence and mobility by our officers working downtown and in other concentrated areas in the community, to include bike paths and other hard to reach areas. Business owners will also have the opportunity to purchase camera technology that can be shared with the department in our partnered crime fighting efforts.

Next year will be big for the FPD as we work to increase our authorized department strength, bring in new technologies and continue to build strong and lasting relationships with the Fargo community. This effort will be further bolstered by our participation in a neighborhood-based survey, the results of which will further enhance our ability to address neighborhood crime and nuisance issues with precision. I encourage your participation as we initiate this project.

I remain extremely honored to lead this department and the excellent men and women who provide you dedicated service on a daily basis. Thank you for your continued trust and support!

A blue ink signature of David B. Zibolski.

David B. Zibolski
Chief of Police
The Fargo Police Department

IN MEMORIAM

Fargo Police Department officers take reasonable risks to protect their community every day. Since its inception in 1875, the department has lost three officers who paid the ultimate sacrifice while in the line of duty. May we never forget their service and sacrifice to the department and the Fargo community.



Officer Jake R. Wallin

End of Watch: Friday, July 14, 2023

Police Officer Jake Wallin was shot and killed when responding to a traffic accident in the area of 9th Avenue South and 25th Street South which ultimately turned violent.

Officer Wallin, a graduate of Alexandria Technical and Community College and an attendee of the American Military University, served in the Minnesota Army National Guard and had professional experience in the security sector. Jake was a graduate of Fargo Police Academy IV and became an FPD Officer on April 19, 2023. On that day, he was sworn into law enforcement by Fargo Police Chief Dave Zibolski and his badge was pinned onto him by his father. Jake was in field training with the FPD at the time of his death. When asked to describe his interest in law enforcement, Jake stated that being an FPD Officer was an exciting opportunity to truly make a difference in this community. Officer Wallin was 23 years old.

He is survived by his parents, brother and fiancé.



Officer Jason Moszer

End of Watch: Thursday, February 11, 2016

On the night of February 10, 2016, The Fargo Police Department responded to a domestic violence call near 3rd Street North and 9th Avenue North. The suspect, armed with multiple long guns, had barricaded himself inside the home and had threatened to shoot any officer who approached.

As officers secured the perimeter, the suspect opened fire, striking Officer Moszer. He was rushed to the hospital, where – despite every effort – he died on February 11, 2016.

A six-year veteran of The Fargo Police Department and a proud member of the Minnesota National Guard, Officer Moszer was dedicated to serving and protecting others. He is survived by his wife, two children, parents and siblings.

Officer Frederick Alderman

End of Watch: Wednesday, July 5, 1882

Officer Frederick Alderman was shot and killed while tracking a suspect who had used stolen property to pay a fine. Arrested for public drunkenness the previous night, the suspect was required to pay eight dollars and fifty cents before he could be released from jail. The suspect claimed that he was unable to afford the payment, and asked Officer Alderman if he could use his watch and various other personal goods to settle the debt. Officer Alderman agreed and paid the remainder of the suspect's fine out of his own pocket.

After the suspect was released, it was discovered that the property he had put toward his fine was stolen. Officer Alderman and his partner spent the day canvassing the city for tips about the suspect's whereabouts. They were given information that the suspect lived on the outskirts of town, and they proceeded to the house at nightfall.

FPD Officers were not equipped with night lanterns at the time, and in the darkness, Officer Alderman mistook a neighboring home for the suspect's residence. He knocked on the door of the home and asked to be admitted. When he received no response, he attempted to force the door open. As he did so, the home's occupant shot him, striking him in the chest and killing him instantly. The shooter told police that she had mistaken Officer Alderman for "a tramp" who was attempting to break into her house. She was initially charged with Officer Alderman's murder, but a jury ruled the incident justifiable homicide as Officer Alderman did not identify himself.

Officer Alderman was 25-years-old and served with FPD for only two months. He was survived by his wife and brother.



THE FARGO POLICE FOUNDATION

The Fargo Police Foundation is dedicated to fostering a stronger, safer, and more connected community by supporting the Fargo Police Department in their mission to serve and protect. Our commitment revolves around three core pillars: staff wellness, community engagement, and the expansion of resources for the Fargo Police Department. To learn more, visit FargoPoliceFoundation.org.

BOARD MEMEBER



Christine Jaeger

Christine is a business professional with over 20 years of business ownership and management. As a property owner in downtown Fargo, she has deep roots in the community and is committed to its well-being and growth. In addition to her business background, Christine founded Creative Plains Foundation, a local nonprofit that provided art education resources to nurture, support, and inspire creativity to underserved members of the community. Chris is passionate about building a strong community by fostering partnerships with stakeholders and engaging with community members.



Kurt Bollman

Kurt Bollman has been a Fargo resident since 1988. A CPA by profession, he runs a tax practice and also serves in finance and administrative roles for several local companies. Kurt and his wife are proud parents of two sons, both serving as Sergeants with the Fargo Police Department, and are strong supporters of their sons and the entire Fargo police force.



Melissa Kaiser

Melissa Kaiser is a licensed social worker with 15 years of experience in North Dakota, dedicated to supporting the Fargo community. She has led anti-human trafficking and wellness efforts across the state for over a decade, including serving as North Dakota's first Victim Witness Specialist and Human Trafficking Navigator, where she helped establish programs, multi-disciplinary teams, and partnerships with Tribal Nations. A certified trainer in Compassion Fatigue, Green Dot, GEMS, and other key programs, she brings valuable expertise and a commitment to community safety to the Fargo Police Foundation board.



Melissa Brandt

Melissa Brandt, a Fargo native and North Dakota State University alumna, boasts over 25 years of expertise in people and budget management, brand development, and community growth. As the former President and CEO of the Downtown Community Partnership (DCP), Melissa championed the interests of local businesses, residents, and key stakeholders such as the City of Fargo, Fargo Police, and the Chamber of Commerce. Her advocacy focused on fostering economic prosperity, vibrancy, and collaboration in Downtown Fargo. Melissa thrives on forging impactful partnerships that enhance both organizations and communities.



Robin Nelson

Robin Nelson is the CEO of the Boys & Girls Clubs of the Red River Valley, which serves approximately 1,100 school-age youth daily. Since 2003, Robin has also been a member of the Fargo School Board, where she currently serves as Vice President and chairs the Governmental Affairs Committee. She is a passionate advocate for youth-related issues at the local, state, and federal levels. In addition to her leadership roles, Robin serves on several local boards, including the North Dakota Afterschool Network, the Southeast Education Consortium, and the North Dakota School Boards Association Legislative Committee.

**THE FARGO
WAY >>>**



THE FARGO POLICE DEPARTMENT
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