

Your 1/4 Cent

# Public Safety Sales Tax

## Funding At Work

On November 4, 2024, citizens of Fargo voted to authorize collection of a one-quarter percent municipal sales tax. This tax commenced April 1, 2025, and will expire on March 31, 2045. The sales tax will be utilized by The City of Fargo for fire and police operations, equipment and facilities.

Short Term  
Needs

Long Term  
Sustainability

## THE TIMELINE OF EVENTS

### NOVEMBER 4, 2024

City of Fargo Measure 3 passes to establish a 1/4 cent sales tax for 20 years to support public safety.

### NOVEMBER 2024 TO MAY 2025

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

### APRIL 1, 2025

1/4 cent Public Safety Sales tax in effect.

### MAY 14, 2025

Presentation of proposed plan to City Commission.

### MAY 27, 2025

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

### MID-JUNE 2025

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

### UPON PLAN IMPLEMENTATION

Public Safety Sales Tax Revenue funds approved for pay plan, new employees, equipment and facilities.

### ANNUALLY

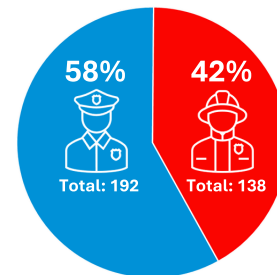
Review of pay structure, revenues and expenses; after ten years, review ten-year model wireframe.

### MARCH 31, 2045

End of the Fargo Public Safety Sales Tax.

## PRE-EXISTING CONDITIONS

### CURRENT SWORN PUBLIC SAFETY PERSONNEL



Total FPD + FFD Sworn Personnel = 330

## THE FARGO FIRE DEPARTMENT

The last pay structure adjustment for Fargo Fire was made in 2018. Since then, only COLAs were added to the plan. Routine analysis during the last seven years showed that the structure was no longer market-competitive but funding did not exist to make the necessary structural changes to the pay structure. Absent additional revenue, it was not possible to achieve all three:

- Add Additional Personnel
- Invest in Capital Projects
- Make Pay Structure Market-Competitive

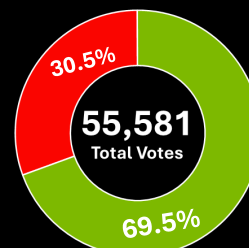
## THE FARGO POLICE DEPARTMENT

The Fargo Police Department staffing has not kept pace with Fargo's growth over time to meet the demand for police services across the city. Absent additional revenue, it was not possible to achieve all three:

- Meet FPD Strategic Plan's Goal of 1.6 sworn officers per 1,000 residents
- Invest in Facilities Pursuant to the FPD Facility Management Plan
- Invest in Emerging Technologies

## The Public Vote on November 4, 2024

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



Total YES Votes

36,630

Total NO Votes

19,951

# Our Collaborative Approach to the Fargo PSST

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



## STRATEGIC & THOUGHTFUL STEWARDSHIP OF PUBLIC FUNDS

### PAY STRUCTURE ADJUSTMENT

**RETAINING CURRENT SWORN EMPLOYEES  
+ ATTRACTING NEW TALENT**

### ADDITIONAL PERSONNEL

**HIRING NEW SWORN AND CIVILIAN PERSONNEL  
TO INCREASE EFFICIENCY**

### EQUIPMENT

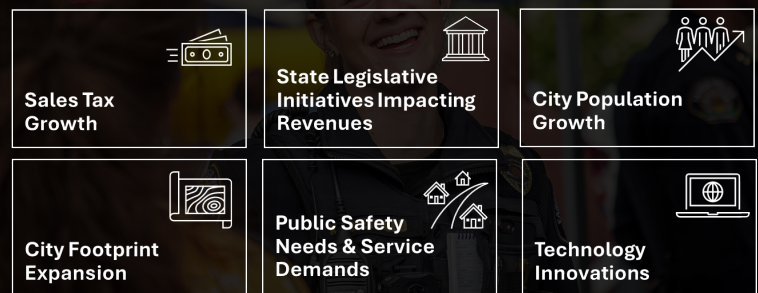
**INVESTING IN TOOLS, VEHICLES  
AND TECHNOLOGY**

### FACILITIES

**UPDATING BUILDING AND ENGAGING IN  
NEW FACILITY MASTER PLAN EFFORTS**

## Factors to Monitor When Planning for the Future

When developing the Fargo PSST plan, there was a focus on creating a balanced approach to meeting public safety objectives yet being mindful of long-term sustainability.



## Fargo Public Safety Sales Tax Growth An Estimate

A sales tax for public safety spreads the cost of essential services across everyone who benefits – not just local property owners. It eases the burden on residents while ensuring visitors and non-residents contribute to public safety services.

Conservative sales tax growth is estimated at

**+2%  
per year**

**2026  
~\$8.67M**

**2036  
~\$11.65M**

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

## BALANCING FIRE + POLICE IMMEDIATE PRIORITIES

The proposed plan is a multi-faceted usage of PSST revenue and will be reviewed annually beginning in 2026.



### 2025

- New Fire Pay Plan with 07.07.2025 Implementation
- 3 new Fire Captains for Downtown Response
- 3 new Firefighters for Downtown Response
- Fire Station Alerting Upgrades
- Fire Facility Study
- Fire Facility Earmark

### 2026

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



**Sworn: +7 (Total 145)**



**Non-Sworn: +1 (Total 4)**



### 2025

- New Police Pay Plan with 07.07.2025 Implementation
- 1 new Police Operations Technician
- Axon Draft-One
- Mobile Police Vehicle Barriers
- Peregrine System
- Fit-up of Police Headquarters' Crime Centers
- Fit-up of Motorcycle Unit

### 2026

- 3 New Police Lieutenants
- 1 New Police Sergeant
- 5 new Police Officers
- 1 Police Wellness Coordinator (previously grant-funded)
- Axon Police Body Worn Camera Enhancements
- Vehicles for new Police Officers



**Sworn: +9 (Total 201)**



**Non-Sworn: +2 (Total 30)**