



# FARGO POLICE DEPARTMENT

105 25th Street North, Fargo, North Dakota 58102

David E. Todd, Chief of Police

May 15<sup>th</sup>, 2020

Fargo Police Department Family,

Yesterday (Thursday) afternoon, I met with Mayor Mahoney, City Administrator Bruce Grubb and Asst. City Administrator Mike Redlinger. The purpose of the meeting was to give a department update, get some guidance on the budget proposal process, go over some personnel issues and talk about the future of the department.

The future of the department is a discussion I initiated because we have reached a point as a department where we have accomplished - or are near to accomplishing the goals I had set out in front of us when I became the chief. These goals include philosophy regarding transparency, communication, RTRs, complaints, leadership development, strategic planning, etc. – as well as some of the more concrete goals like restructuring, gaining personnel, competitive pay, a new station, community engagement, a new FPD policy book, FPD Academy, etc. These are goals we have reached together as a team, and because of that are always on the cutting edge and providing leadership in this region. As the chief, I couldn't be more proud of the people in this organization and how we've worked as a team to achieve these things.

I have known all along that once we reached this point, it would be important as the chief to ask myself this question: "Should I continue to lead or would the department be best served if I step aside/retire and let the next generation of leadership with new energy and ideas take the department to the next level of greatness?" Although I struggle internally with the thought of leaving the people I love to work with and with the thought of not being a cop anymore, in my heart I know the answer to this question.

Yesterday, I notified the mayor and city administrators of my intention to retire the end of July. This will give the city time to advertise, conduct a search and have a process for the selection of a new chief. I have asked to remain the chief until the selection process is completed so I can spend a couple of days facilitating the hand-off of the position – passing knowledge on budget processes, Liquor Control responsibilities, City Commission processes, internal processes and reviews and the many other things a chief has to do. I want the new chief to have every chance to be successful from the start.

This isn't goodbye yet, but it is the first step in the beginning of a new era for the Fargo Police Department - and I am excited for you. I admit to having some anxiety about what comes next for me outside the world of wearing a gun, badge and uniform. It is what I've done for 32 ½ years and it's a part of my identity. I'll have to figure that out. Until then, it's business as usual at the FPD and I'll still be the chief until that time comes.

Thanks for everything you do inside the building and out in our community,

Dave

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