

**CITY OF FARGO, NORTH DAKOTA  
DEPARTMENTAL HUMAN CAPITAL REQUESTS FOR 2025**

| DEPARTMENT                | DIV. NO. | ADDITIONAL PERSONNEL<br>REQUESTS / DESCRIPTION   | FTE's        | GRADE | AMOUNT              | APPROVED<br>FUNDING        |
|---------------------------|----------|--|--------------|-------|---------------------|----------------------------|
| <b>GENERAL FUND</b>       |          |  |              |       |                     |                            |
| Human Resources           | 101-0515 | Human Resources Associate                        | 1.00         | 11    | \$ 83,497           |                            |
|                           | 101-0515 | Reclassifications/Market Adjustments             |              |       | 12,378              |                            |
| Information Services      | 101-0520 | Desktop Technician I                             | 2.00         | 10    | 157,445             |                            |
|                           | 101-0520 | Cybersecurity Analyst I - Allocated to 501 & 521 | 1.00         | 13    | 94,420              | 1.00                       |
|                           | 101-0520 | Temporary/Seasonal                               |              |       | 46,120              |                            |
|                           | 101-0520 | Overtime   |              |       | 10,765              | 10,765                     |
|                           | 101-0520 | Reclassifications/Market Adjustments             |              |       | 7,976               | 7,976                      |
| Communications            | 101-0525 | Reclassifications/Market Adjustments             |              |       |                     | 3,842                      |
| Finance                   | 101-1010 | Grants Coordinator                               | 1.00         | 14    | 100,649             |                            |
|                           | 101-1010 | Senior Accountant - Allocated to 501, 521, 531   | 1.00         | 15    | 107,300             | 1.00                       |
|                           | 101-1010 | Senior Accountant - Allocated to 551 #           | 1.00         | 15    | 107,300             | 1.00                       |
| Municipal Court           | 101-1025 | Reclassifications/Market Adjustments             |              |       | 8,663               | 8,663                      |
| Assessor                  | 101-1030 | Appraiser III                                    | 1.00         | 15    | 107,300             |                            |
|                           | 101-1030 | Reclassifications/Market Adjustments             |              |       | 6,225               | 6,225                      |
| Facilities Management     | 101-1050 | Overtime   |              |       | 21,530              |                            |
|                           | 101-1050 | Maintenance Tech                                 | (1.00)       | 8     | (61,027)            | (1.00) (61,027)            |
|                           | 101-1050 | Project Coordinator                              | 1.00         | 15    | 115,351             | 1.00 115,351               |
|                           | 101-1050 | Reclassifications/Market Adjustments             |              |       | 9,104               | 9,104                      |
| Planning                  | 101-2010 | Planner - Project Manager (Housing)              | 1.00         | 14    | 100,649             |                            |
|                           | 101-2010 | Temporary/Seasonal                               |              |       | 11,895              |                            |
|                           | 101-2010 | Reclassifications/Market Adjustments             |              |       | 19,430              | 19,430                     |
| Inspections               | 101-2040 | Reclassifications/Market Adjustments             |              |       | 67,918              | 67,918                     |
| Engineering               | 101-3015 | Reclassifications/Market Adjustments             |              |       | 37,108              | 37,108                     |
| Streets and Sewers        | 101-3025 | Reduction - Reallocation to 521-3064             |              |       |                     | (351,063)                  |
|                           | 101-3025 | Equipment Operator II                            | 4.00         | 10    | 314,889             |                            |
|                           | 101-3025 | Public Works Services Manager                    | 1.00         | 18    | 130,494             |                            |
|                           | 101-3025 | Reclassifications/Market Adjustments             |              |       | 9,605               | 9,605                      |
| Central Garage            | 101-3030 | Equipment Technician II                          | 1.00         | 12    | 88,882              |                            |
|                           | 101-3030 | Reclassifications/Market Adjustments             |              |       | 7,198               | 7,198                      |
| Fire                      | 101-4010 | Reclassifications/Market Adjustments             |              |       | 14,663              | 14,663                     |
|                           | 101-4020 | Assistant Emergency Manager                      | 1.00         | 15    | 76,357              |                            |
| Public Health             | 101-6010 | Temporary/Seasonal                               |              |       | 24,986              | 24,986                     |
|                           | 101-6010 | Assistant Director Public Health                 | 1.00         | 20    | 147,792             |                            |
|                           | 101-6020 | LPN  | (4.00)       | 9     | (215,654)           | (4.00) (215,654)           |
|                           | 101-6020 | Medical Assistant Health                         | (1.00)       | 8     | (59,322)            | (1.00) (59,322)            |
|                           | 101-6020 | Public Health Nurse                              | (2.00)       | 13    | (153,920)           | (2.00) (153,920)           |
|                           | 101-6020 | Public Health Nurse Supervisor                   | (1.00)       | 15    | (85,530)            | (1.00) (85,530)            |
|                           | 101-6020 | PTB Public Health Nurse                          | (0.70)       | 13    | (66,157)            |                            |
|                           | 101-6013 | Program Operations Manager                       | 1.00         | 15    | 109,956             |                            |
|                           | 101-6013 | Public Health Nurse                              | (1.00)       | 13    | (94,510)            |                            |
|                           | 101-6013 | Community/Housing First Liaison                  | 1.00         | 12    | 88,882              |                            |
|                           | 101-6013 | Harm Reduction Coordinator                       | 1.00         | 12    | 88,882              |                            |
|                           | 101-6013 | Harm Reduction Advocate                          | 11.00        | 8     | 770,808             |                            |
|                           | 101-6013 | Harm Reduction Team Lead                         | 1.00         | 9     | 74,264              |                            |
|                           | 101-6013 | Temporary/Seasonal                               |              |       | (866,205)           |                            |
|                           | 101-6013 | Reclassifications/Market Adjustments             |              |       | 11,867              | 11,867                     |
|                           | 101-6090 | Temporary/Seasonal                               |              |       | 16,569              | 16,569                     |
| Library                   | 101-7010 | Librarian I                                      | 1.00         | 11    | 83,497              |                            |
|                           | 101-7010 | Reference Associate (LAIII)                      | 1.00         | 9     | 74,264              |                            |
|                           | 101-7010 | Library Safety Specialist                        | 1.00         | 10    | 78,722              |                            |
|                           | 101-7010 | Temporary/Seasonal                               |              |       | 8,648               | 8,648                      |
|                           | 101-7012 | Temporary/Seasonal                               |              |       | 5,765               | 5,765                      |
| Police Department         | 101-5050 | Police Sergeant                                  | 2.00         | 15P   | 222,144             |                            |
|                           | 101-5050 | Police Officer                                   | 4.00         | 12P   | 152,714             |                            |
|                           | 101-5050 | Overtime   |              |       | 3,000               | 3,000                      |
|                           | 101-505X | Reclassifications/Market Adjustments             |              |       | 9,532               | 9,532                      |
| <b>Total General Fund</b> |          |  | <b>31.30</b> |       | <b>\$ 2,245,078</b> | <b>(5.00) \$ (528,301)</b> |

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| DEPARTMENT  | DIV. NO. | ADDITIONAL PERSONNEL REQUESTS / DESCRIPTION  | FTE's        | GRADE | AMOUNT              | APPROVED FUNDING         |
|---|----------|--|--------------|-------|---------------------|--------------------------|
| <b>ENTERPRISE FUNDS</b>   |          |  |              |       |                     |                          |
| Water   | 501-3051 | Addition - Cybersecurity Analyst I           |              |       |                     | 47,210                   |
|   | 501-3051 | Temporary/Seasonal                           |              |       | 23,080              | 23,080                   |
|   | 501-3051 | Addition - Senior Accountant                 |              |       | 42,920              | 42,920                   |
|   | 501-305X | Reclassifications/Market Adjustments         |              |       | 129,319             | 129,319                  |
| Water Reclamation   | 521-3061 | Addition - Cybersecurity Analyst I           |              |       |                     | 47,210                   |
|   | 521-3061 | Addition - Senior Accountant                 |              |       | 42,920              | 42,920                   |
|   | 521-3061 | Apprentice, Operator I-IV                    | 2.00         | 8     | 140,147             | 2.00 140,147             |
|   | 521-3061 | Reclassifications/Market Adjustments         |              |       | 85,671              | 85,671                   |
|   | 521-3084 | Reclassifications/Market Adjustments         |              |       | 6,298               | 6,298                    |
| Storm Sewer Utility   | 524-3064 | Addition - Reallocation from 101-3025        |              |       |                     | 351,063                  |
| Street Light  | 528-3035 | Signal & Lighting Operations Supervisor      | 1.00         | 14    | 74,922              | 1.00 74,922              |
| Solid Waste   | 531-3071 | Addition - Senior Accountant                 |              |       | 21,460              | 21,460                   |
|   | 531-307X | Reclassifications/Market Adjustments         |              |       | 28,475              | 28,475                   |
|   | 531-3074 | Maintenance Technician                       | 1.00         | 8     | 44,970              |                          |
|   | 531-3076 | Maintenance Technician                       | 1.00         | 8     | 44,970              |                          |
|   | 531-3079 | Maintenance Technician                       | 1.00         | 8     | 44,970              |                          |
| Forestry  | 541-3081 | Reclassifications/Market Adjustments         |              |       | 12,694              | 12,694                   |
| Transit   | 551-2561 | Marketing Manager ^                          | 1.00         | 14    | 125,548             | 1.00 125,548             |
|   | 551-2561 | Office Associate III ^                       | 1.00         | 10    | 97,043              | 1.00 97,043              |
|   | 551-2561 | Addition - Senior Accountant #               |              |       |                     | 107,300                  |
|   | 551-2561 | Fixed Route Dispatcher                       | 2.00         | 8     | 89,149              |                          |
|   | 551-2562 | Paratransit Dispatcher                       | 1.00         | 8     | 44,574              |                          |
|   | 551-2569 | PT Fleet Services Attendant Converting to FT | (1.00)       | 8     | (37,471)            |                          |
|   | 551-2569 | FT Fleet Services Attendant                  | 2.00         | 8     | 74,943              |                          |
|   | 551-2561 | Temporary/Seasonal                           |              |       | 23,080              |                          |
| FargoDome   | 571-7003 | Event Coordinator                            | 1.00         | 9     | 79,307              | 1.00 79,307              |
|   | 571-7003 | Reclassifications/Market Adjustments         |              |       | 21,350              | 21,350                   |
| ^ Transit Reorg: Moved from Moorhead payroll to Fargo payroll (net 0 new FTEs to Transit Organization)                          |          |  |              |       |                     |                          |
| # Transit Reorg: Replaced Retiring Moorhead Director w/ Fargo-based Transit Accountant (net 0 new FTEs to Transit Organization) |          |  |              |       |                     |                          |
| <b>Total Enterprise Funds</b>   |          |  | <b>13.00</b> |       | <b>\$ 1,260,339</b> | <b>6.00 \$ 1,483,937</b> |
| <b>TOTAL PERSONNEL REQUESTS</b>   |          |  | <b>44.30</b> |       | <b>\$ 3,505,417</b> | <b>1.00 \$ 955,636</b>   |

| DEPARTMENT                                | DIV. NO. | PERSONNEL REDUCTION IN FORCE              | FTE's         | REDUCTIONS                 |
|---|----------|---|---------------|----------------------------|
| <b>GENERAL FUND</b>                       |          |   |               |                            |
| Diversity Equity & Inclusion              | 101-0512 | DEI Director                              | (1.00)        |                            |
|   | 101-0512 | DEI Program Coordinator                   | (1.00)        |                            |
|   |          |   |               | (2.00) (247,173)           |
| Public Health                             | 101-6010 | Public Health Analyst & Operations Lead   | (1.00)        |                            |
|   | 101-6045 | Public Health Nurse - Occupational Health | (1.00)        |                            |
|   | 101-6035 | Nutritionist II                           | (1.00)        |                            |
|   | 101-6020 | Public Health Nurse - Nursing             | (1.00)        |                            |
|   | 101-6040 | Nurse Practitioner                        | (0.20)        |                            |
|   |          |   |               | (4.20) (435,364)           |
| <b>TOTAL PERSONNEL REDUCTION IN FORCE</b> |          |   | <b>(6.20)</b> | <b>(6.20) \$ (682,537)</b> |