FARGO CITY COMMISSION AGENDA
Monday, June 27, 2022 - 5:00 p.m.

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

A. Pledge of Allegiance.

B. Roll Call.

C. Approve Order of Agenda.

D. Minutes (Regular Meeting, June 13, 2022; Special Meeting, June 9, 2022).

CONSENT AGENDA – APPROVE THE FOLLOWING:

1. Letter of Support for Susan's Daycare, LLC.

2. 1st reading of a Gas Franchise Ordinance.

3. 2nd reading and final adoption of an Ordinance Rezoning a Certain Parcel of Land Lying in MHB Guardian Addition; 1st reading, 6/13/22.

4. Accept the resignation of Justin Nachatilo in exchange for a waiver and withdrawal of any and all claims relative to his employment with the City of Fargo.

5. Resolution Establishing Northern States Power Franchise Fee.

6. Site Authorizations for Games of Chance:
   a. Fargo Youth Hockey Association at H.A. Thompson Arena.
   b. Fargo Youth Hockey Association at Buffalo Wild Wings.

7. Applications for Games of Chance:
   a. El Zagal Misfits for a raffle on 10/22/22.
   b. St. Anthony of Padua Church for bingo and a raffle on 9/25/22.
   c. El Zagal Shrine Temple for a calendar raffle the last day of each month January – December of 2023.
   d. Fargo Gateway Lions for a raffle on 7/12/22.
   e. EagleRidge Legacy Fund, Inc. for a raffle on 7/21/22; Public Spirited Resolution.

8. Extension of the Class "FARZ" Alcoholic Beverage License for the New Monte's, Inc. d/b/a Twist until 12/31/22.

9. Extension of the Class "A-8" Alcoholic Beverage License for BFG, Inc. d/b/a Borrowed Buck's Roadhouse until 12/31/22.

10. City of Fargo Resolution Authorizing Officers to Make Deposits and Withdrawals and approve the Designated Depositories.

11. Bid award for Project No. FM-22-B1.

12. Contract Amendment No. 1 with Metro COG in the amount of $44,976.65 for Project No. MS-21-H0.

13. Change Order No. 1 for an increase of $149,943.80 for Project No. FM-19-C1.

14. Reallocation of funds in the amount of $63,547.00 for additional cleaning services at City Hall with Automated Maintenance Service (RFP21014-B), pending Finance Committee approval.

15. Reallocation of funds in the amount of $25,000.00 to reimburse Fargo Baseball, LLC for the leveling of the infield at Newman Outdoor Stadium (SSP22062), pending Finance Committee approval.

16. Reallocation of funds in the amount of $439,080.00 for the buildout of the PD Substation and Interstate Parking Offices at the Mercantile Parking Ramp, pending Finance Committee approval.

17. Rate of $.30/minute for the Electric Vehicle Charger at City Hall effective 7/1/22.

18. Receive and file General Fund – Budget to Actual through May 2022 (unaudited).

19. State Water Commission request for cost reimbursement in the amount of $1,391,419.51 for the Fargo-Moorhead Metropolitan Area Flood Risk Management Project.

20. Contract with EAPC for the remodeling of Fire Station No. 2 and the construction of Fire Station No. 8 (RFQ22059).

21. Notice of Grant Award Amendment from the ND Department of Health for PHEP – Statewide Response Team (CFDA #93.069).

22. Notice of Grant Award Amendment from the ND Department of Health for local public health unit Tobacco Prevention and Control Program.

23. Notice of Grant Award from the ND Department of Health and Human Services for Increasing Immunization Rates for local public health units (CFDA #93.268).

24. Agreement for Services with AE2S (SSP22105).

25. Resolutions Approving the following Plats:
    a. GPK Addition.
    b. Asleson Commercial Third Addition.

26. Direct the City Attorney to examine Chapters 18-03 and 11-02.

27. Memorandum of Understanding with the United States Postal Inspection Service.

28. Amendments to Contract Nos. 38190959 and 38190973 with the ND Department of Transportation.

29. Contract with Valley Green & Associates for Transit Passenger Shelter and Hub Snow Clearing and Hauling Services.

30. Contract with Valley Green & Associates for Transit Passenger Shelter Maintenance Services.

31. Water Utility personnel to provide written comments to the EPA regarding new State Revolving Fund (SRF) program requirements.

32. Contract and bond for Project No. SW 22-01, GTC Elevator Modernization (AFB22087) and Municipal Court Reroof Project (AFB22088).

33. Bills.

34. Change Order No. 3 for an increase of $39,512.07 for Improvement District No. BN-21-H1.

35. Payment to Lumen in the amount of $1,227.18 for relocation of a utility hand hole (Improvement District No. BN-22-F1).

36. Change Order No. 3 for a time extension to the substantial and final completion dates to 10/1/22 and 10/31/22 for Improvement District No. BR-21-C1.

37. Permanent Easement (Storm Sewer) with V V Estates, LLC in association with Improvement District No. BN-21-E1.

38. Permanent Easement (Storm Sewer) with 76th Street Holdings, LLC in association with Improvement District No. BN-22-J1.

39. The use of ACE Fibers with no modification to the asphalt oil and associated change order for Improvement District No. PN-22-A1.

40. Contract and bond for Improvement District No. BN-22-F1.

REGULAR AGENDA:

41. **RESIDENT COMMENTS (Fargo residents will be offered 2.5 minutes for comment with a maximum of 30 minutes total for all resident comments. Residents who would like to address the Commission, whether virtually or in person, must sign-up at FargoND.gov/VirtualCommission).**

42. ***Public Input Opportunity* - PUBLIC HEARINGS - 5:15 pm:**
    a. Section 5307 Federal Transportation Administration Grant Preliminary Program of Projects for 2022.

    b. Hearing on a dangerous building located at 1108 18th Street North.

    c. Proposed Amendments to the 2021 and 2022 HUD Action Plans.

    d. Proposed Amendments to the 2021 Action Plan Activities for HOME American Rescue Plan (ARP) Program.

    e. Revised Developer Agreement with Grove Enclave LLC for Tax Increment Financing District No. 2021-03 (2301 University Drive South).

    f. Application for the transfer of a Class "Z" Alcoholic Beverage License from D & C Lab, LLP d/b/a Labby's Bar and Grill to be located at 1100 19th Avenue North; ownership change only.

43. Recommendation to accept the results of the Cass County Canvassing Board.

44. Discussion regarding the University Drive and 10th Street Corridor Study.

45. Application for Property Tax Exemptions for Improvements Made to Buildings for James and Jodi Spaeth, 262 Oakwood Court South (5 year).

46. Recommendation for appointment to the Board of Appeals.

47. Wess Philome would like to discuss Fargo PDs Internal Investigations.

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

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

CITY OF Fargo

Metropolitan Area Transit
650 23rd Street N
Fargo, ND 58102
Phone: 701-241-8140
Fax: 701-241-8558

420

June 27, 2022

Board of City Commissioners
City Hall - 200 N 3rd Street
Fargo, ND 58102

Dear Commissioners:

The Federal Transit Administration made available to the City of Fargo $3,490,398 to be used for the transit system. Grant allocations were published in the federal register and a 25% increase over last year, or $2,602,232. Please note, $537,526 of the 2022 apportionment is included for meeting Small Transit Intensive Cities Performance Data indicators. The City of Fargo is required to hold a public hearing prior to submitting and executing an application. The attached Program of Projects was developed by the Transit Division to be submitted and executed with the application for the funds.

The requested motion is to approve the 2022 Program of Projects and submit/execute the grant.

Sincerely,

Julie Bommelman

Julie Bommelman
Transit Director
City of Fargo

Attachment

NOTICE OF PUBLIC HEARING

Notice is hereby given that the Fargo City Commission will hold a public hearing on June 27, 2022 at 5:15 pm in the City Commission chambers for the purpose of considering the City's Section 5307 Federal Transportation Administration grant preliminary program of projects for 2022. Unless amended, the proposed POP and projects contained in this advertisement will become the final POP.
People with disabilities who need special accommodations (alternative format, interpreter/signer) should contact Julie Harris in the Transit Department at 701-241-8140 or by email: jharris@matbus.com.
A Final Program of Projects will be available to the public at the Transit Department, 650 23rd Street N, Fargo, ND 58102.

A. The program is below:

CITY OF FARGO, NORTH DAKOTA
METROPOLITAN AREA TRANSIT
2022 PROGRAM OF PROJECTS AND BUDGETS

URBANIZED AREA: Fargo, ND - Moorhead, MN
DESIGNATED RECIPIENT: City of Fargo, North Dakota
APPLICANT: City of Fargo, North Dakota

FEDERAL APPORTIONMENT FOR FY2022	$ 3,490,398
CARRYOVER FUNDS FROM PREVIOUS YEARS	$0
FY2021 FUNDS AVAILABLE - NOT APPLIED FOR	$0
TOTAL CARRYOVER FUNDS	$0
TOTAL FEDERAL FUNDS AVAILABLE	$3,490,398
TOTAL FEDERAL FUNDS REQUESTED FOR 2022 PROGRAM OF PROJECTS	$3,490,398

PROGRAM OF PROJECTS DESCRIPTIONS	LOCAL SHARE	FEDERAL SHARE	PROJECT TOTALS
I. CAPITAL PROJECTS			
A. 20%/80% Funding			
1. Maintenance Cost Funded as Capital	209,002	836,010	1,045,012
2. 10% of ADA Costs Funded as Capital	52,045	260,223	312,268
II. PLANNING ASSISTANCE			
A. 20%/80% Funding			
1. Transit Planning	6,000	24,000	30,000
III. OPERATING ASSISTANCE			
A. Maximum Federal Funding			
1. Eligible net operating expenses of the Fargo Transit System for the period of January 1, 2022 through December 31, 2022 (50% Federal Funding Level)	2,352,713	2,352,713.2	4,705,426
2. 1% Security	17,452	17,452	34,904
Section 5307 Program of Project Totals	**$2,637,212**	**$3,490,398**	**$6,127,610**

B. RELOCATION
No persons, families, or businesses will be displaced by this project.

C. ENVIRONMENT

This project will not have a significant environmental impact upon the transit services in the area identified above.

D. COMPREHENSIVE PLANNING

This preliminary program of projects is in conformance with comprehensive land use and transportation planning for the area and is consistent with the locally adopted programming of projects in the annual element of the Transportation Improvement Plan (TIP).

E. ELDERLY AND PERSONS WITH DISABILITIES

This project takes into consideration the special transportation needs of the elderly by providing elderly and paratransit services.

F. CHARTER BUS

The City of Fargo will not provide any charter bus operations without first notifying all private operators in the area who claim to be willing and able to provide such service. If a private operator claims to be willing and able to provide charter services, then the City must review the evidence to determine whether or not the private operator will physically be able to provide the charter service, and if the provider has the required legal authority and necessary safety certifications that are required. If it is found that there is at least one willing and able provider which meets all of the aforementioned legal requirements by law, the City is prohibited from using FTA funded vehicles and equipment for charter service.

G. SCHOOL BUS OPERATIONS

The City of Fargo will not be engaged in school bus operations exclusively for the transportation of students or school personnel.

H. PRIVATE ENTERPRISE

Private enterprise is considered in all potential procurement contracts and subcontracts necessary in the operation of the transit system.

Interested persons or agencies desiring an opportunity to be heard with respect to social, economical, and environmental aspects of the program of projects may be heard at a this public hearing.

A copy of the preliminary program of projects, the current Transportation Development Plan, the current Transportation Improvement Plan, and a draft copy of the proposed grant application is available for public inspection at the City Transit Office, 650 23rd Street N, Fargo, North Dakota.

Julie Bommelman
Transit Director

(Publish Date June 15,2022)

CITY OF Fargo

Metropolitan Area Transit
650 23rd Street N
Fargo, ND 58102
Phone: 701-241-8140
Fax: 701-241-8558

June 27, 2022

Board of City Commissioners
City Hall - 200 N 3rd Street
Fargo, ND 58102

Dear Commissioners:

The Federal Transit Administration requires the Transit Department to have a Title VI Program specific to Transit. The program is attached and specifies applicability to the Transit Department and additionally identifies the ADA Coordinator in Buildings and Grounds as the City of Fargo Title VI Coordinator.

The requested motion is to approve the attached Transit Title VI Program.

Sincerely,

Julie Bommelman
Transit Director
City of Fargo

Attachment

June 27, 2022

Morgan Hecht
Regional Civil Rights Officer
Federal Transit Administration
1961 Stout Street
Suite 13-301
Denver, CO 80202

Dear Ms. Hecht:

The following information is being submitted as required by Title VI Program Guidelines for Federal Transit Administration Recipients, Circular 4702.1B as amended.

1. **Attachment A:** Title VI Notice to the Public (Vital Document) including pictures of locations where the notice is posted: *See enclosed "Public Notice" information outlining notification and postings. Information is also posted on the website www.matbus.com.*

2. **Attachment B:** Title VI Complaint Form (Vital Document) which includes the Title VI complaint procedures, and Title VI employee training documents: *enclosed.*

3. **Attachment B:** List of transit related Title VI investigations, complaints, and lawsuits.

4. **Attachment C:** Public Participation Plan, including information about outreach methods to engage minority and LEP, as well as a summary of outreach efforts made since the last Title VI program submission:

   The City of Fargo makes every effort to ensure public participation of all populations, including minority, low-income, and LEP populations, in the course of conducting public outreach and involvement activities – notices are posted in various publications (the local newspaper, with the local MPO), on all vehicles and in all transit facilities where locations are conspicuous and accessible to all individuals, on bus schedules, letters are mailed to agencies providing services to minority, LEP, and low-income populations; and public meetings are held to encourage participation by all populations. We utilize social media, such as email rider alerts, Facebook, and Twitter to communicate with our passengers on detours, promotions, service and fare changes, planning studies, storm detours, and any other information necessary to utilize the services effectively. Efforts since the last Title VI program have included all of the above activities. Efforts since the last Title VI program have included all of the above activities, as well as updating of our web page www.matbus.com.

   Public Outreach Activities:
   In the last three years, outreach has included publishing public notices in the City's

official newspaper, the website and on social media. In addition, Rider Alerts are sent out regarding public notices, detours, change in service and anything else affecting the public. Notices are also posted on monitor displays at the Ground Transportation Center.

Rider Alerts reach a wide range of MATBUS riders. An example of some of the outreach: Rider Alerts have been sent out regarding College Ridership Surveys (1/31/20), Transit Development Plan Open House (11/9/20), Fare Free Service extension due to Covid, TDP Community Survey (9/11/20), GTC Re-opening (10/1/20), On-board mask giveway (8/18/20), Paratransit Grocery Delivery (4/8/20), Fare Free due to Covid (3/20/20), PH Notice: 2020 Capital Projects (1/13/20), West Fargo Study – Metro COG (6/12/19), RTCC Transportation Barriers Discussion (3/11/19)

Each year we notify DBE and SBE organizations in the community with the type of potential contract work available.

The Transit Development Plan was completed in July 21, 2021 and was started in 2019, the makeup of the committee consisted of members of the community including persons with disabilities.

Each month the Mobility Manager puts on a Travel Trainer Workshop for agencies that work with people from the minority population, have disabilities, or other low-income persons. This workshop trains employees of the agencies to help others at their organizations learn how to utilize the Fixed-Route Bus service.

5. **Attachment D:** Language Assistance Plan for providing language assistance to persons with limited English proficiency (LEP): *enclosed.*
6. **Attachment E:** Language Access Plan (LAP): *enclosed.*

7. A table depicting the membership of non-elected committees and councils, the membership of which is selected by the recipient, broken down by race, and a description of the process the agency uses to encourage the participation of minorities on such committees: **There are currently no committees and/or councils where the membership is selected by us. (The decision making body governing the City of Fargo Transit Department is the Fargo City Commission which is made up entirely of elected officials).**

8. Primary recipients shall include a description of how the agency monitors its subrecipients for compliance with Title VI, and a schedule of subrecipient Title VI program submissions: **We do not have subrecipients.**

9. A Title VI equity analysis if the recipient has constructed a facility, such as a vehicle storage facility, maintenance facility, operation center, etc.: **The City of Fargo Transit has not constructed any transit facilities.**

10. **Attachment F:** A copy of board meeting minutes, resolution, or other appropriate governing entity or official(s) responsible for policy decisions reviewed and approved the Title VI program: *enclosed.*

11. Additional information as specified in chapters IV, V, and VI, depending on whether the recipient is a transit provider, State, or planning entity. Note: **The recipient is a Transit Provider.**

12. **Attachment G:** Requirements of Transit Providers (Chapter IV):
All fixed route transit providers must submit all requirements set out in Chapter III: Service standards, vehicle load for each mode, vehicle headway for each mode, on-time performance for each mode, Service availability for each mode:
Fixed route service provided in the Fargo area is limited to local bus service; we do not incorporate peak or off-peak service. Service hours are 6:15am-11:15pm M-F system-wide and 7:15am-11:15pm Saturdays (we do not have Sunday fixed route service). I have enclosed headways on all routes, and performance measures tracked for every route on the system for 2019-2021.

13. **Attachment H:** Service policies: (1) for transit amenities for each mode and (2) vehicle assignment for each mode.
Transit operates only one mode (local bus service). Amenities include one main transfer facility in downtown Fargo where most of the system routes pulse with other routes to allow travel throughout the community – this facility is the location for fixed route dispatch and has restrooms, seating, and vending; one transfer hub located at the main local mall (West Acres) – this facility has a phone allowing access to dispatchers, benches, route information, and is an attached enclosed facility with access to restrooms; and 68 additional bus shelters located throughout the system (see enclosed).

Note: The City of Fargo operates under 50 fixed route vehicles in peak service and is located in a UZA of under 200,000.

14. **Attachment I:** Submission of annual certifications and assurances: *enclosed.*

15. **Attachment J:** Enclosed for your reference are a current bus route schedules, maps and demographic information for Fargo.

16. **Attachment K:** City of Fargo EEO, First Transit EEO and Affirmative Action Plan

Should you have any questions concerning this information, please contact me at 701-476-6737 or e-mail JBommelman@cityoffargo.com.

Sincerely,

Julie Bommelman
City of Fargo Transit Administrator

Attachment A

POST PERMANENTLY ON ALL BULLETIN BOARDS

PUBLIC NOTICE
CITY OF FARGO AND CITY OF MOORHEAD
POLICY OF TITLE VI NONDISCRIMINATION ON THE BASIS OF
RACE, COLOR OR NATIONAL ORIGIN
ON FEDERAL TRANSIT ADMINISTRATION PROJECTS

The City of Fargo and the City of Moorhead are recipients of Federal financial assistance from the U.S. Department of Transportation through the Federal Transit Administration (FTA) for transit operating, planning and/or capital projects and is therefore subject to Title VI Civil Rights Requirements.

The following is a summary of said Title VI requirements for non-discrimination on FTA projects receiving this federal assistance.

1. Any person who is, or seeks to be, a patron of any vehicle which is operated as a part of, or in conjunction with, a project shall be given the same access, seating, and other treatment with regard to the use of such vehicle as other persons without regard to their race, color or national origin.

2. No person who is or seeks to be an employee of the project sponsor or lessees, concessionaires, contractors, licensees, or any organization furnishing public transportation service as a part of, or in conjunction with, the project shall be treated less favorably than any other employee or applicant with regard to hiring, dismissal, advancement, wages, or any other conditions and benefits of employment, on the basis of race, color, or national origin.

3. No person or group of persons shall be discriminated against with regard to the routing, scheduling, or quality of transportation service furnished as a part of the project on the basis of race, color, or national origin. Frequency of service, age and quality of vehicles assigned to routes, quality of stations serving different routes, and location of routes may not be determined on the basis of race, color or national origin.

4. The location of projects requiring land acquisition and the displacement of person from their residences and businesses may not be determined on the basis of race, color, or national origin.

The City of Fargo and the City of Moorhead maintains records and other information and submit compliance reports and assessments regarding Title VI as directed by FTA. This information may be made available to the public upon request. Requests for information regarding City of Fargo and/or City of Moorhead may be requested from Shaun Crowell the MATBUS Mobility Manager, located at 650 23rd St N Fargo, ND 58102 or by phone at (701) 476-5967.

Discrimination complaints may be filed with the City of Fargo or the City of Moorhead for resolution by contacting the appropriate contact person at the telephone numbers and addresses shown above. If the complainant is dissatisfied with the resolution by the City of Fargo or the City of Moorhead, the same complaint may be submitted to FTA or the Secretary of Transportation within 180 calendar days after the date of the alleged discrimination. A person may also file a complaint directly with the Federal Transit Administration, at FTA Office of Civil Rights, 1200 New Jersey Avenue SE, Washington, DC 20590.

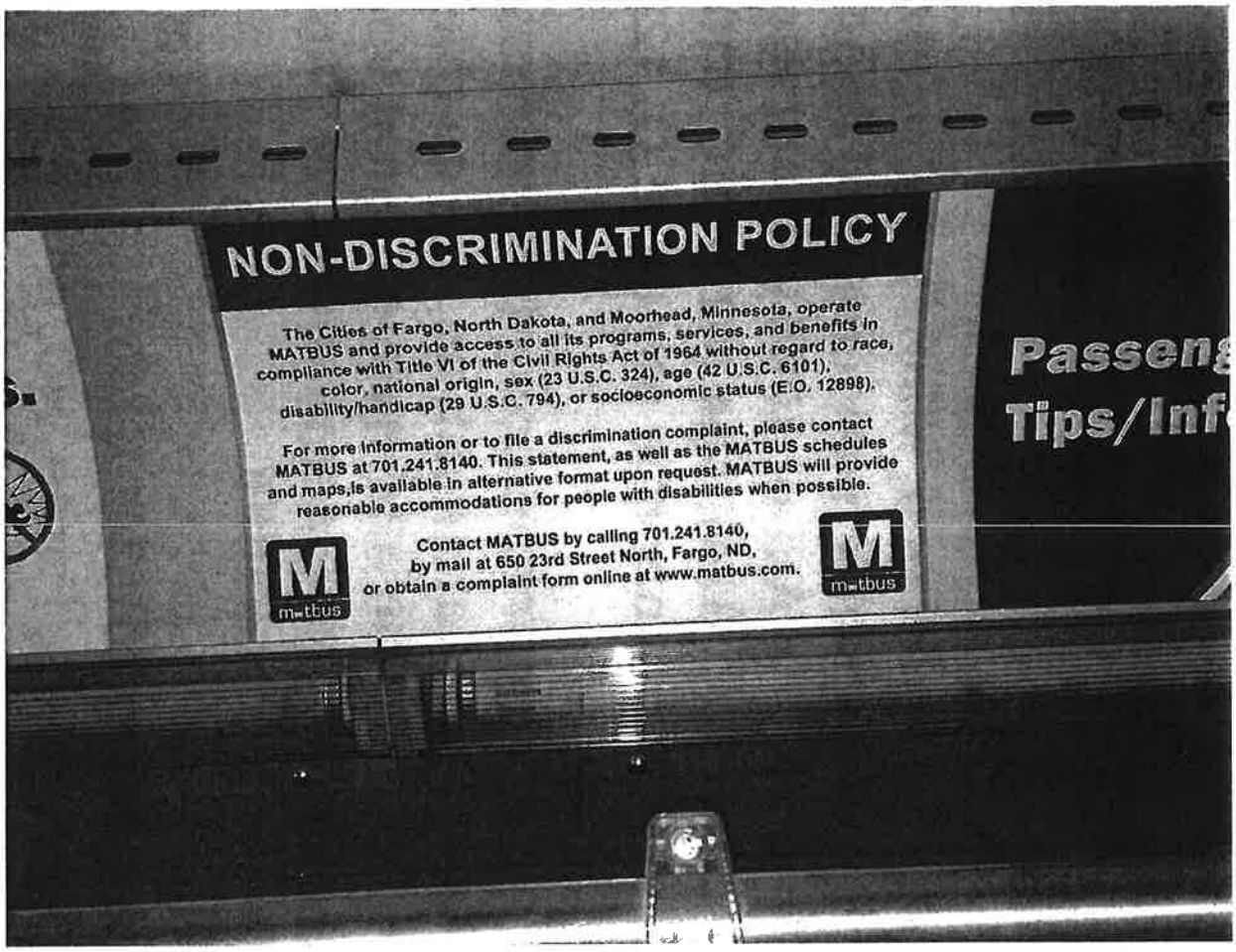
Title VI nondiscrimination posters and all Title VI public notices are posted in accessible and conspicuous locations for everyone to see and read.

NON-DISCRIMINATION POLICY

The Cities of Fargo, North Dakota, and Moorhead, Minnesota, operate MATBUS and provide access to all its programs, services, and benefits in compliance with Title VI of the Civil Rights Act of 1964 without regard to race,color, national origin, sex (23 U.S.C. 324), age (42 U.S.C. 6101), disability/handicap (29 U.S.C. 794), or socioeconomic status (E.O. 12898).

For more information or to file a discrimination complaint, please contact MATBUS at 701.241.8140. This statement, as well as the MATBUS schedules and maps, is available in alternative format upon request. MATBUS will provide reasonable accommodations for people with disabilities when possible.

Contact MATBUS by calling 701.241.8140,
by mail at 650 23rd Street North, Fargo, ND, or
obtain a complaint form online at www.matbus.com.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Contact MATBUS by calling 701.241.8140, by mail at 650 23rd Street North, Fargo, ND, or obtain a complaint form online at www.matbus.com.
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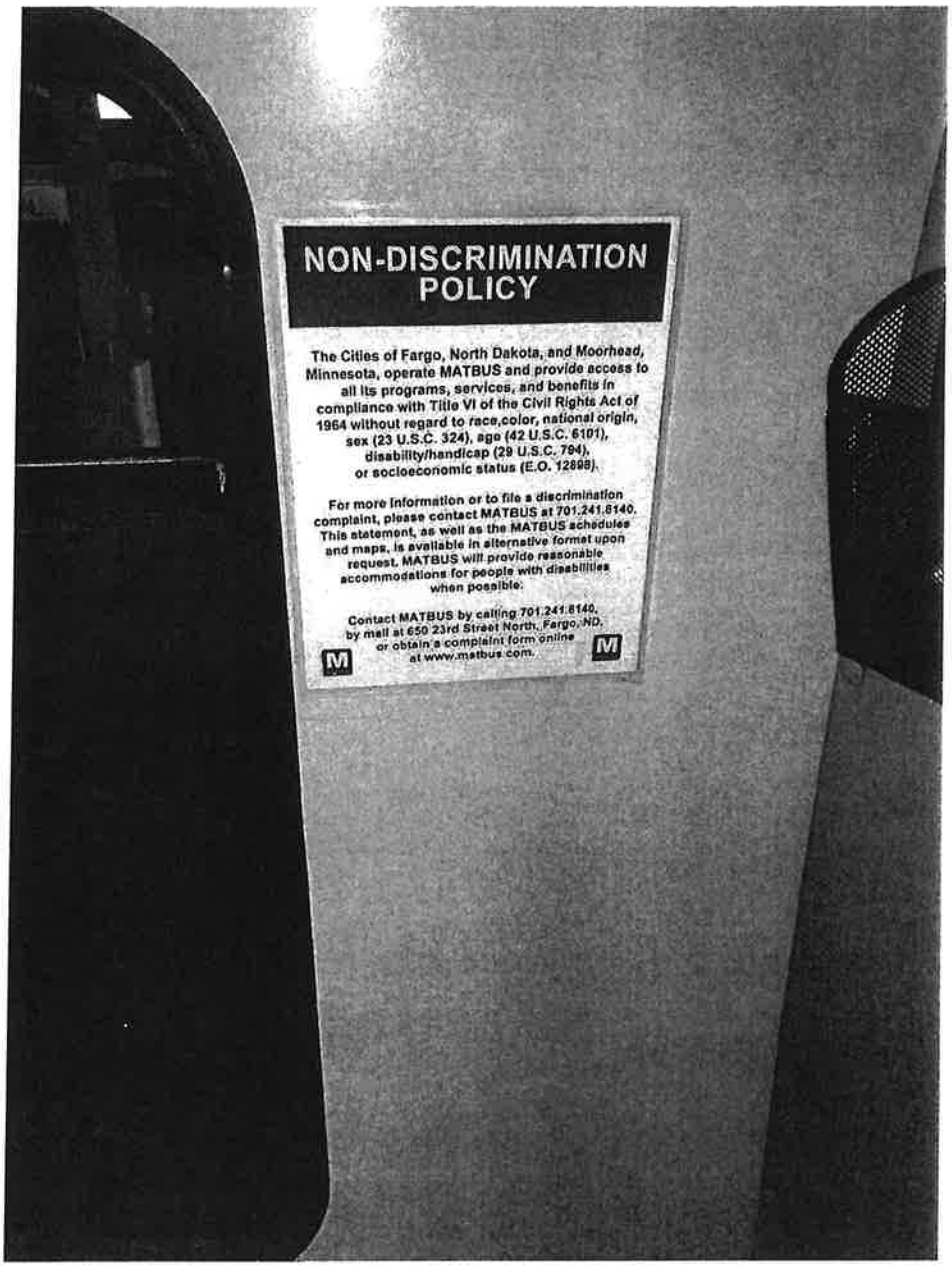
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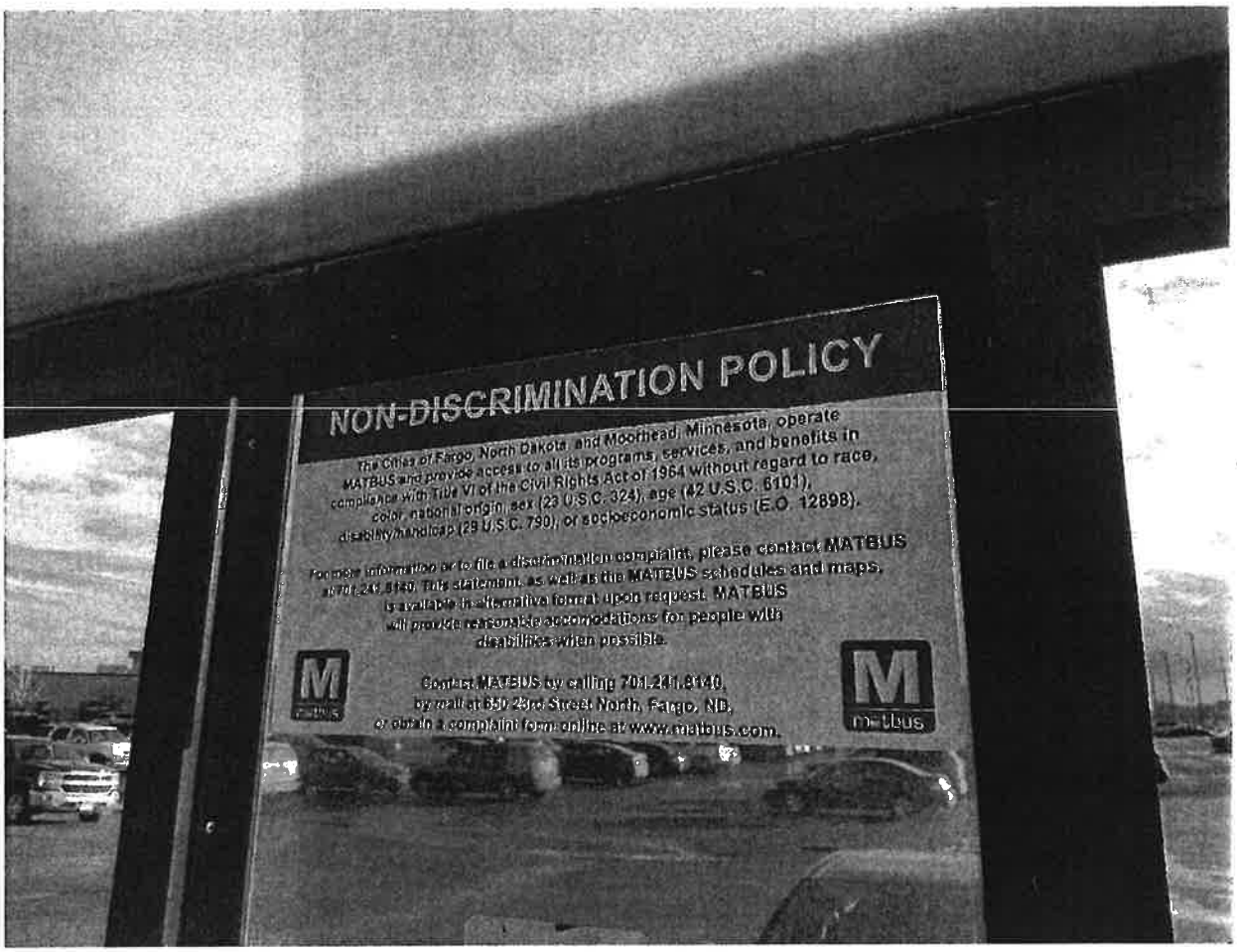
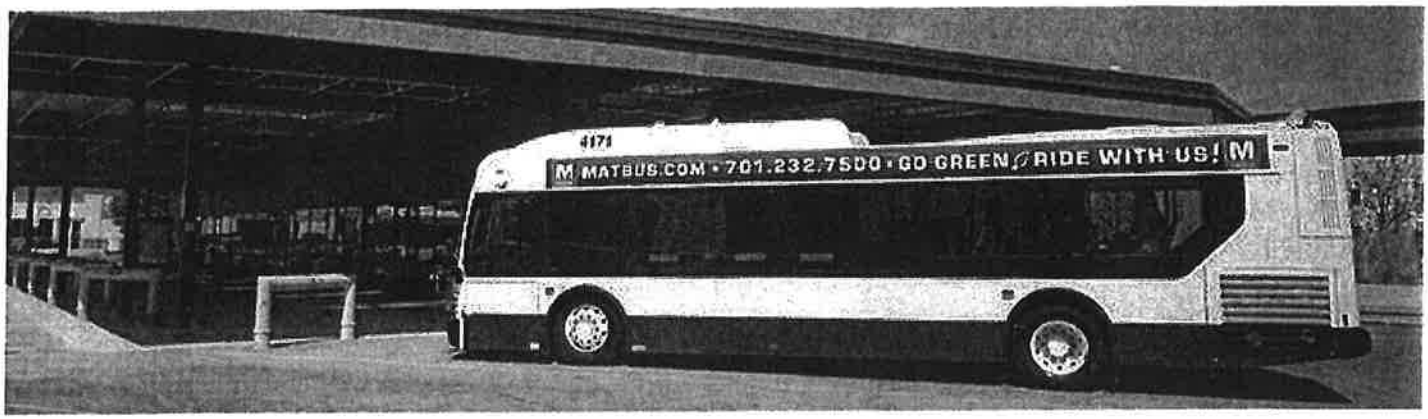
Passenger Shelter





Statement of Non-Discrimination

The Cities of Fargo, ND and Moorhead, MN operate MATBUS and provide access to all its programs, services and benefits in compliance with Title VI of the Civil Rights Act of 1964 without regard to race, color national origin, sex (23 U.S.C. 24), age (42 U.S.C. 6101), disability/handicap (29 U.S.C 794), or socioeconomic status (E.O. 12898).

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PUBLIC NOTICE CITY OF FARGO AND CITY OF MOORHEAD POLICY OF TITLE VI NONDISCRIMINATION ON THE BASIS OF RACE, COLOR OR NATIONAL ORIGIN ON FEDERAL TRANSIT ADMINISTRATION PROJECTS

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The following is a summary of said Title VI requirements for non-discrimination on FTA projects receiving this federal assistance.

. Any person who is, or seeks to be, a patron of any vehicle which is operated as a part of, or in conjunction with, a project shall be given the same access, seating, and other treatment with regard to the use of such vehicle as other persons without regard to their race, color or national origin.

. No person who is or seeks to be an employee of the project sponsor or lessees, concessionaires, contractors, licensees, or any organization furnishing public transportation service as a part of, or in conjunction with, the project shall be treated less favorably than any other employee or applicant with regard to hiring, dismissal, advancement, wages, or any other conditions and benefits of employment, on the basis of race, color, or national origin.

. No person or group of persons shall be discriminated against with regard to the routing, scheduling, or quality of transportation service furnished as a part of the project on the basis of race, color, or national origin. Frequency of service, age and quality of vehicles assigned to routes, quality of stations serving different routes, and location of routes may not be determined on the basis of race, color or national origin.

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'ederal Transit Administration
)ffice of Civil Rights
ıttention: Complaint Team
:ast Building, 5th Floor – TCR
200 New Jersey Avenue, SE
Vashington, DC 20590

'itle VI nondiscrimination posters and all Title VI public notices are posted in accessible and conspicuous locations or everyone to see and read.

Title VI, ADA & Discrimination

Title VI, ADA & Discrimination

File	Size	Type
'argo Discrimination Policy Statement	339.86 KB	PDF
Title VI, ADA & Discrimination Complaint Form	247.84 KB	PDF

Contact Information

MATBUS Admin Office
50 23rd St N
'argo, ND 58102

iet Directions ›

01.241.8140

)ffice Hours

Monday - Friday
:45 am - 4:30 pm
:xcept for Legal Holidays

Contact Information

'argo, ND 58102

iet Directions ›

01.241.8171

)ffice Hours

/londay - Friday
:00 am - 5:00 pm

Attachment B

MATBUS
Title VI, ADA or
Discrimination Complaint
650 23rd St. N.
Fargo, ND 58102
Phone: (701) 241-8140 | Fax: (701) 241-8558

TRANSIT TITLE VI, ADA OR DISCRIMINATION COMPLAINT FORM

Instructions: Please fill out this form completely, in black ink or type. If you need any accommodation or assistance in completing this form, please contact the MATBUS Mobility Manager at (701) 241-8140. Sign and return to: MATBUS, 650 23rd St. N., Fargo, ND 58102.

Statement of Non-Discrimination:
The Cities of Fargo, ND and Moorhead, MN operate MATBUS and provide access to all its programs, services and activities in compliance with Title VI of the Civil Rights Act of 1964 without regard to race, color national origin, the Americans with Disabilities Act of 1990 (ADA) (Disability), sex (23 U.S.C. 324), age (42 U.S.C. 6101), or income status (E.O. 12898).

Statement of confidentiality, privacy and protection:
No one may intimidate, threaten, coerce, or engage in other discriminatory conduct against a person because he or she has filed a complaint to secure rights protected by the nondiscrimination provisions of federal law. The identity of complainants must be kept confidential except to the extent necessary to carry out the investigation, hearing or judicial proceeding arising out of the complaint.

Section I – Agency, Department or Facility

Name of agency complaint is against: ☐ City of Fargo ☐ City of Moorhead ☐ First Transit

Section II – Type of Discrimination & Description

I believe the discrimination I experienced was based on (check all that apply):

Title VI of the Civil Rights Act of 1964	Other Non-Discrimination Statutes	
☐ Race	☐ Sex	☐ Disability
☐ Color	☐ Age	☐ Income Status
☐ National Origin		

Date of Alleged Discrimination (Month, Day, Year): _____

Explain as clearly as possible what happened and why you believe you were discriminated against. Describe all persons who were involved. Include the name and contact information of the person(s) who discriminated against you (if known) as well as names and contact information of any witnesses. If more space is needed, please use the back of this form or attach a separate sheet of paper.

_____

_____

_____

MATBUS
Title VI, ADA or Discrimination Complaint
650 23rd St. N.
Fargo, ND 58102
Phone: (701) 241-8140 | Fax: (701) 241-8558

Section III – Complainant Information

Complainant Name: _____

Street Address: _____

City: _____ State: _____ Zip: _____

Home Phone: _____ Work Phone: _____

Mobile Phone: _____ Email: _____

Preferred method of communication: ☐ Mail ☐ Email ☐ Phone

Section IV – Completed by

Are you filling this complaint out on your own behalf? ☐ Yes ☐ No

If Yes, go to **Section III**

If No, please supply the name and relationship of the person for whom you are complaining:

First and last name of person for whom you are filing: _____

Relationship of the person for whom you are filing: _____

Please explain why you have filed for a third party: _____

Please confirm that you have obtained the permission of the aggrieved party if you are filing on behalf of a third party. ☐ Yes ☐ No

Section V - Previous

Have you previously filed a Title VI complaint with this agency? ☐ Yes ☐ No

Have you previously filed an ADA complaint with this agency? ☐ Yes ☐ No

Have you previously filed any other discrimination complaint with this agency? ☐ Yes ☐ No

MATBUS
Title VI, ADA or
Discrimination Complaint
650 23rd St. N.
Fargo, ND 58102
Phone: (701) 241-8140 | Fax: (701) 241-8558

Section VI – Other Agency Filing

Have you filed this complaint with any other Federal, State, or Local agency, or with any Federal of State court? ☐ Yes ☐ No

If yes, check all that apply:

☐ Federal Agency: _____ ☐ Federal Court: _____

☐ State Agency: _____ ☐ State Court: _____

☐ Local Agency: _____

Please provide information about a contact person at the agency/court where the complaint was filed.

Contact Name: _____ Contact Title: _____

Agency Name: _____ Phone: _____

Agency Address: _____

Agency City: _____ Agency State: _____ Agency Zip: _____

Section VII – Remedy Sought

State the specific remedy sought to resolve the issue[s]:

_____

_____

_____

_____

_____

You may attach any written or other information that you think is relevant to your complaint.

Signature and date required below.

_____ _____

Signature: **Date:**

I sincerely and truly declare and affirm that the facts contained herein are complete, accurate, and true to the best of my knowledge and belief. Further, I declare and affirm that my statement has been made by me voluntarily without persuasion, coercion, or promise of any kind.

MATBUS
Title VI, ADA or
Discrimination Complaint
650 23rd St. N.
Fargo, ND 58102
Phone: (701) 241-8140 | Fax: (701) 241-8558

HOW TO MAKE A TITLE VI, ADA OR DISCRIMINATION COMPLAINT

1. If you wish to make a complaint of discrimination regarding any transit programs, services, or activities on the grounds of race, color, national origin; or sex, age, disability or income status by (1) City of Fargo (MATBUS), (2) City of Moorhead (MATBUS), or (3) First Transit (driver contractor):

   To obtain a copy of the complaint form:
   a. Call the MATBUS Mobility Manager, Shaun Crowell at (701) 241-8140 to request the form be mailed to you.
      i. You may request the complaint form in an alternative format such as large print, audio file, alternate language or interpreter service.
      ii. Upon request, a team member will assist you in filling out the complaint form. The form will require you to identify yourself and give specific details about your complaint.

   b. Download the form at matbus.com/TitleVI

   c. Obtain a copy of the form at the Ground Transportation Center (GTC), 502 NP Ave, Fargo ND, 58102.

2. Return the completed complaint form to:

   MATBUS
   Shaun Crowell
   Title VI & ADA Coordinator /
   Mobility Manager
   650 23rd St. N.
   Fargo, ND 58102

3. Complaints must be filed within 180 calendar days of the date of the alleged discrimination. The filing date of the complaint is the earlier of:
   a. The postmark of the complaint, or
   b. The date the complaint is received by any agency authorized to receive complaints.
   c. Failure to return the complaint form within 180 days of complaint will result in the complaint being administratively closed.

4. We will notify you by your preferred method of communication we have received your completed complaint form and will begin our investigation process within 10 business days. Our investigation may take up to 90 days to be completed for Title VI complaints. Investigations may take up to 30 days for ADA complaints. We may contact you throughout the investigation if we need additional information or have follow up questions. Once the investigation is completed, we will notify you in writing of our determination.
   a. If it is determined the investigation may take longer than 90 days for Title VI complaints, or 30 days for ADA complaints, you will be notified in writing.

MATBUS
Title VI, ADA or
Discrimination Complaint
650 23rd St. N.
Fargo, ND 58102
Phone: (701) 241-8140 | Fax: (701) 241-8558

Discrimination Complaint Procedure

Any person who believes she or he has been discriminated against on the basis of race, color, or national origin by the City of Fargo MATBUS, City of Moorhead MATBUS, or First Transit may file a discrimination complaint by completing and submitting the agency's Transit Title VI, ADA or Discrimination Complaint Form. The City of Fargo MATBUS, City of Moorhead MATBUS, and First Transit investigates complaints received no more than 180 days after the alleged incident. The City of Fargo MATBUS, City of Moorhead MATBUS, or First Transit will process complaints that are complete.

Once the complaint is received, the City of Fargo MATBUS, City of Moorhead MATBUS, or First Transit will review it to determine if our office has jurisdiction. The complainant will receive an acknowledgement letter informing her/him whether the complaint will be investigated by our office within 10 business days.

The City of Fargo MATBUS, City of Moorhead MATBUS, or First Transit has 90 days to investigate Title VI complaints or 30 days for ADA complaints. If more information is needed to resolve the case, the Authority may contact the complainant. The complainant has 10 business days from the date of the letter to send requested information to the investigator assigned to the case. If the investigator is not contacted by the complainant or does not receive the additional information within 10 business days, the Authority can administratively close the case. A case can be administratively closed also if the complainant no longer wishes to pursue their case.

After the investigator reviews the complaint, she/he will issue one of two letters to the complainant: a closure letter or a letter of finding (LOF). A closure letter summarizes the allegations and states that there was not a discrimination violation and that the case will be closed. An LOF summarizes the allegations and the interviews regarding the alleged incident, and explains whether any disciplinary action, additional training of the staff member, or other action will occur. If the complainant wishes to appeal the decision, she/he has 30 days after the date of the letter or the LOF to do so.

A person may also file a complaint directly with the Federal Transit Administration, at FTA Office of Civil Rights, 1200 New Jersey Avenue SE, Washington, DC 20590.

Any person who believes they have been subjected to discrimination as prohibited by Title VI, ADA, or other forms of discrimination may file a written complaint with any of the following other agencies authorized to receive and process complaints listed below. The complaint must be filed in writing no later than 180 days after the date of the alleged discrimination, unless the time for filing is extended by the Secretary, U.S. Department of Transportation.

Other Agencies Authorized to Receive and Process Complaints

North Dakota Department of Transportation
Civil Rights Division
608 E. Boulevard Ave.
Bismarck, ND 58507-0700
Phone: (701) 328-2576
Fax: (701) 328-0343
TTY: 711 or (800) 366-6888
E-mail: civilrights@nd.gov

City of Fargo
ADA Coordinator
Buildings and Grounds
200 3rd St N
Fargo, ND 58102
E-Mail: B&Gdept@cityoffargo.com
Phone: (701) 241-1480

City of Moorhead
Human Resources Director
500 Center Ave
Moorhead, MN 56560
E-Mail: humanresources@ci.moorhead.mn.us
Phone: (218) 299-5179

United States Department of Transportation (USDOT)
Office of Civil Rights
1200 New Jersey Avenue, SE
Washington, DC 20590
Phone: (202) 366-4649
Fax: (202) 366-5575
TTY: (202) 366-9696

USDOJ - Race, Color, National Origin Complaints
Federal Coordination and Compliance Section
NWB
Civil Rights Division
U.S. Department of Justice (USDOJ)
950 Pennsylvania Avenue, N.W.
Washington, DC 20530
Phone: (888) 848-5306 (English and Spanish)
(202) 307-2222 (voice)
(202) 307-2678 (TDD)
E-mail: None published

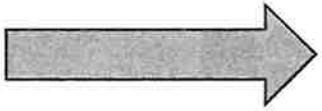
USDOJ - ADA Complaints
US Department of Justice (USDOJ)
950 Pennsylvania Avenue, NW
Civil Rights Division
Disability Rights Section 1425 NYAV
Washington, DC 20530
Fax: (202) 307-1197
E-mail: ADA.complaint@usdoj.gov
ADA Information Line: (800) 514-0301(voice) or
(800) 514-0383 (TTY)
Main Section Telephone Number:
(202) 307-0663 (voice and TTY)

Minnesota DOT
Title VI Coordinator
Office of Civil Rights
395 John Ireland Blvd.
St. Paul, MN 55155
Phone: (651) 366-3322
E-Mail: Jonica.Carr@state.mn.us

Title VI / ADA Training

Presented by Shaun Crowell, Mobility Manager

One Simple Concept...



Civil Rights Obligations

Whenever Federal funds are involved, there are civil rights requirements that follow

Title VI, Civil Rights Act of **1964**

- No Person in the United States shall, on the ground of **race, color, or national origin**, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any *program or activity* receiving Federal financial assistance."
- In 1963, President John F. Kennedy stated his case for making the Civil Rights Act, including Title VI, a reality.
- *"Simple justice requires that public funds, to which all taxpayers of all races, (colors, and national origins) contribute, not be spent in any fashion which encourages, entrenches, subsidizes or results in racial (color or national origin) discrimination."*

Key Aspects of Title VI

- **To Whom does this apply?**
- Title VI is a Federal law that applies to recipients and subrecipients of Federal financial assistance (e.g., States, local governments, transit providers), and not to the U.S. Department of Transportation (DOT) itself.
- Under Title VI, DOT has the responsibility to provide oversight of recipients and to enforce their compliance with Title VI, to ensure that recipients do not use DOT funds to subsidize discrimination based on race, color, or national origin.
- All recipients of FTA funds are required to have a Title VI program on file with the FTA
- **Title VI prohibits retaliation if someone files a complaint.**
- **Disparate Impact is discrimination that is not a result of direct or intentional action.**

Limited English Proficiency (LEP)

- A **Limited English** Proficient (LEP) person has a first language other than English and a limited ability to read, speak, or understand English.
- Recipients of Federal financial assistance have an obligation to reduce language barriers that can preclude meaningful access by LEP persons to important benefits, rights, programs, information and services.
- The matbus.com website can be translated by using google translate.

Transit Dispatchers have access to iSpeakCards to reduce language barriers for LEP persons.

2004 Census Test — Census 2010

LANGUAGE IDENTIFICATION FLASHCARD

ضع علامة في هذا المربع إذا كنت تقرأ أو تتحدث العربية	1. Arabic
Նշագրում արա այս տուփիկում, եթե դուք գրագետ եք կամ խոսում եք հայերեն:	2. Armenian
যদি আপনি বাংলা পড়ুন বা বলেন তা হলে এই বাক্সে দাগ দিন।	3. Bengali
ធីមួយចូលក្នុងប្រអប់នេះ បើអ្នកអាន ឬនិយាយភាសា ខ្មែរ។	4. Cambodian
Motka i kahhon ya y angin finoriginu' manaitai pas finolingnu' kumentos Chamorro.	5. Chamorro
如果你能读中文或讲中文，请选择此框。	6. Simplified Chinese
如果你能讀中文或講中文，請選擇此框。	7. Traditional Chinese
Označite ovaj kvadratić ako čitate ili govorite hrvatski jezik.	8. Croatian
Zaškrtněte toto políčko, pokud čtete a hovoříte česky.	9. Czech
Kruis dit vakje aan als u Nederlands kunt lezen of spreken.	10. Dutch
Mark this box if you read or speak English.	11. English
اگر شما قادر به خواندن و نوشتن فارسی یا صحبت این مربع را علامت بزنید.	12. Farsi
Cocher ici si vous lisez ou parlez le français.	13. French
Kreuzen Sie dieses Kästchen an, wenn Sie Deutsch lesen oder sprechen.	14. German
Σημειώστε αυτό το πλαίσιο αν διαβάζετε ή μιλάτε Ελληνικά.	15. Greek
Make kazye sa a si ou li oswa ou pale kreyòl ayisyen.	16. Haitian Creole
अगर आप हिन्दी बोलते या पढ़ सकते हैं तो इस बक्स पर चिह्न लगाएँ।	17. Hindi
Kos lub voj no yog koj paub twm thiab hais lus Hmoob.	18. Hmong
Jelölje meg ezt a kockát, ha megérti vagy beszéli a magyar nyelvet.	19. Hungarian
Markaam daytoy nga kahon no makabasa weno makasao iti Ilocano.	20. Ilocano
Marchi questa casella se legge o parla italiano.	21. Italian
日本語を読んだり、話せる場合はここに印をつけてください。	22. Japanese
한국어를 읽거나 말할 수 있으면 이 칸에 표시하십시오.	23. Korean
ຫມາຍເຄື່ອງໝາຍນີ້ ຖ້າທ່ານອ່ານຫຼືເວົ້າພາສາລາວ.	24. Laotian
Proszę o zaznaczenie tego kwadratu, jeżeli posługuje się Pan/Pani językiem polskim.	25. Polish
Assinale este quadrado se você lê ou fala português.	26. Portuguese
Insemnați această căsuță dacă citiți sau vorbiți românește.	27. Romanian
Поставьте этот квадратик, если вы читаете или говорите по-русски.	28. Russian
Обележите овај квадратић уколико читате или говорите српски језик.	29. Serbian
Označte tento štvorček, ak viete čítať alebo hovoriť po slovensky.	30. Slovak
Marque esta casilla si lee o habla español.	31. Spanish
Markahan ilang kuwadrado kung kayo ay marunong magbasa o magsalita ng Tagalog.	32. Tagalog
โปรดทำเครื่องหมายในช่องนี้ถ้าท่านอ่านหรือพูดภาษาไทย.	33. Thai
Maeka 'i he puha ni kapau 'oku ke lau pe lea fakatonga.	34. Tongan
Відмітьте цю клітинку, якщо ви читаєте або говорите українською мовою.	35. Ukranian
اگر آپ اردو پڑھ یا بول سکتے ہیں تو اس خانے میں نشان لگائیں۔	36. Urdu
Xin đánh dấu vào ô này nếu quý vị biết đọc và nói được Việt Ngữ.	37. Vietnamese
סמנו תיבה זו אם אתם קוראים ומדברים יידיש.	38. Yiddish

U.S. DEPARTMENT OF COMMERCE
Economics and Statistics Administration
U.S. CENSUS BUREAU

Metro Interpreters Resource Center

- The City of Fargo currently utilizes the services of the Metro Interpreters Resource Center for Interpreter needs.
- Employees may call 701-526-3000 or email mirc@culturaldiversityresources.org for interpreter services.

Metro Interpreters Resource Center

Our area's business leader for language solutions since 1996.

MIRC
Metro Interpreting Resource Center

Contact us TODAY for all your interpreting needs.

Call: 701-526-3000
Email: mirc@culturaldiversityresources.org

Our mission is to serve as an Interpreters Resource in North Dakota and Northwestern Minnesota.

What we do & the many ways MIRC can help you:

- Organize and coordinate annual interpreters' training workshops to certify bilingual individuals as professional community interpreters, to serve residents and community agencies in ND and Northwestern MN.
- Create, maintain and update a list of certified professional interpreters for MIRC members.
- Organize and conduct basic interpreters training (e.g. Code of Ethics) for new beginners, and refresher classes for professional interpreters for MIRC members.
- Supply area schools, businesses, clinics & courts with high quality interpreters to assist in areas where communication must be had.

The Americans with Disabilites Act (ADA)

- The **Americans with Disabilities Act** (**ADA**) became law in **1990**. The **ADA** is a civil rights law that prohibits discrimination against individuals with **disabilities** in all areas of public life, including jobs, schools, transportation, and all public and private places that are open to the general public.

The ADA and Public Transportation

- The **ADA** guarantees people with **disabilities** equal access to public **transportation**. This means that public **transportation** providers cannot refuse to provide you with **transportation** because you have a **disability**.
- The Americans with Disabilities Act (**ADA**) requires public **transit** agencies that provide fixed-route **service** to provide **"complementary paratransit" service** to people with disabilities who cannot use the fixed-route **bus** or rail **service** because of a disability.

How to make a Title VI, ADA or Discrimination Complaint

1. If someone wants to make a complaint of discrimination regarding any transit programs, services, or activities on the grounds of race, color, national origin; or sex, age, disability, or income status by MATBUS:

   There are many ways to file a complaint:

   a. Call the MATBUS Mobility Manager at (701) 241-8140 to request the complaint form be mailed.

   b. Download the form at matbus.com/TitleVI

   c. Obtain a copy of the form at the Ground Transportation Center (GTC), 502 NP Ave, Fargo ND, 58102.

2. They may request the complaint form in an alternative format such as large print, audio file, alternate language or interpreter service.

   Upon request, a team member will assist in filling out the complaint form. The form will require the complainant to identify themselves and give specific details about the complaint.

Discrimination Complaint Procedure

- Complaints are entered into the MATBUS Feedback system; under Feedback Type drop down, select Discrimination/ADA Complaint.

Feedback - New Item

Save Cancel Attach File

Feedback Information | Customer Information | Resolution | Audit Log

Feedback Type / Injury / Discrimination or ADA / Safety Report
Injuries, Title VI or ADA Discrimination complaints must be reported to the on duty supervisor immediately.

Feedback Type
Discrimination / ADA Complaint

Possible Injury
○ No
○ Yes

Assign To
Mobility Manager

General feedback assignments are as follows:

Related to Operators:
Contractor Management

Related to GTC:
Heidi Benke

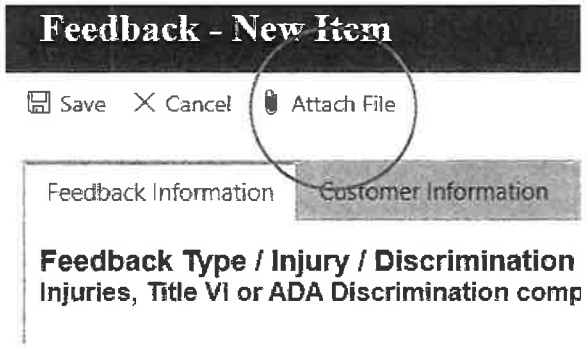
Related to policies:
Leadership

Other:
Use your discretion

Related to Route Requests or Bus Stops:
Cole Swingen (Fargo) Taaren Haak (Moorhead)

Discrimination Complaint Procedure

- The Title VI complaint form and other documents can be attached to the feedback form.



Discrimination Complaint Procedure

- MATBUS will process complaints that are complete.
- MATBUS investigates complaints received no more than **180 days** after the alleged incident.
- The complainant will receive an acknowledgement letter informing her/him whether the complaint will be investigated by our office within 10 business days.
- MATBUS has **90 days** to investigate Title VI complaints and **30 days** to investigate ADA complaints.
- If more information is needed to resolve the case, MATBUS may contact the complainant.
- The complainant has 10 business days from the date of the letter to send requested information to the investigator assigned to the case.
- If the investigator is not contacted by the complainant or does not receive the additional information within 10 business days, MATBUS can administratively close the case.
- A case can be administratively closed also if the complainant no longer wishes to pursue their case.

- After the investigator reviews the complaint, they will issue one of two letters to the complainant - a closure letter or a letter of finding (LOF):
  - A closure letter summarizes the allegations and states that there was not a discrimination violation and that the case will be closed.
  - An letter of finding (LOF) summarizes the allegations and the interviews regarding the alleged incident, and explains whether any disciplinary action, additional training of the staff member, or other action will occur.
- If the complainant wishes to appeal the decision, she/he has 30 days after the date of the letter or the LOF to do so.
- A person may also file a complaint directly with the Federal Transit Administration, at FTA Office of Civil Rights, 1200 New Jersey Avenue SE, Washington, DC 20590.

Summary

- The ADA was passed in **1990**
- Title VI of the Civil Rights Act was passed in **1964**
- Title VI covers Race, Color, National Origin
- Whenever Federal funds are involved, there are civil rights requirements that follow
- A Limited English Proficiency person (LEP) is a person with a first language other than English.
- Transit Dispatchers have access to iSpeakCards to reduce language barriers for LEP persons.
- The **ADA** guarantees people with **disabilities** equal access to public **transportation**.
- MATBUS investigates complaints received no more than 180 days after the alleged incident.
- MATBUS has 90 days to investigate Title VI complaints.
- The matbus.com website can be translated by using google translate.
- Title VI prohibits retaliation.
- Disparate Impact is discrimination that is **not** a result of direct or intentional action

Thank You!

Name: _____ Date: _____

Title VI and ADA Training Quiz

1. What year was the Americans with Disabilities Act passed?

   a. 1990 b. 1991 c. 1996 d. 2001

2. What year was Title VI of the Civil Rights Act passed?

   a. 1964 b. 1970 c. 1990 d. 2001

3. What does Title VI cover? (circle all that apply)

   a. Race b. Color c. National Origin d. Age

4. Does Title VI prohibit Retaliation?

   a. True b. False

5. What is Disparate Impact?

   a. Discrimination **is** a result of a direct or intentional action b. Discrimination **is not** a result of direct or intentional action

6. Is there a potential for discrimination if a Transit Agency purchases new buses and places all the old buses in a part of town with a large minority population?

   a. Yes b. No

7. What does LEP stand for? (fill in the blanks)

   L_____ E_____ Proficiency

8. MATBUS has 90 days to investigate the complaint:

   a. True b. False

9. During an investigation, documentation can be retained (uploaded) to the feedback system:

   a. True b. False

10. An LEP person has a first language other than English:

   a. True b. False

Score _____ /10 correct

Title VI/Civil Rights Training Completion and Understanding

I, _____ understand how to address Title VI and Civil Rights issues and will handle future issues according to the training I received. If I don't understand something related to Title VI, ADA, or Civil Rights or if I have any questions, I will reach out to the Mobility Manager for further clarification.

Sign:_____ Date:_____

MATBUS LOG OF TITLE VI & DISCRIMINATION COMPLAINTS, LAWSUITS OR INVESTIGATIONS

	Date (Month, Day, Year)	State where complaint occurred - ND or MN	Summary (include basis of complaint: race, color, or national origin for Title VI; sex, age, disability or socioeconomic status for other descrimination)	Status	Action(s) Taken
CY2019	1/11/2019	MN	Driver would not make two strollers move for complaintant. Was offered other priority seating and refusted.	Unsubstantiated	NDDOT determined MATBUS was not in violation of ADA or Title VI. Trained current and new staff on the complaint process and provided documentation to NDDOT
CY2019	3/30/2019	ND	Standing on corner at bus stop, bus stopped in front of two other passengers instead of complainent.	Unsubstantiated	NDDOT determined MATBUS was not in violation of ADA or Title VI. Trained current and new staff on the complaint process and provided documentation to NDDOT
CY2020	None				
CY2021	None				

Attachment C

MATBUS Title VI Public Participation Plan

Title VI Coordinator
Shaun Crowell – Mobility Manager

MATBUS
650 23rd St. N.
Fargo, ND 58102

Ph: 701-476-5967

Introduction

The purpose of this document is to establish public participation policies and procedures for information dissemination and public comment solicitation for development and review of programs and projects carried out by MATBUS.

Public Participation Law

The Federal regulations bearing on this Public Participation Plan are as follows:

Federal Transit Administration

Federal Transit Administration Program-of-Projects Requirements and Section 5307 Grant Program 49 U.S.C. Section 5307(c)(1) through (c)(7) is the enabling legislation empowering Federal grant programs for public transit throughout the United States. The legislation also instructs the Federal Transit Administration (FTA) to implement public participation requirements as a condition of Federal funding. FTA grant applicants must integrate compliance with public participation requirements into Section 5307 grant program applications. The grant applicant must explicitly state that public notice of public involvement activities and time established for public review and comment on the TIP will satisfy the program-of-projects requirements of the Urbanized Area Formula Program. A project that requires an environmental assessment or an environmental impact statement will involve additional public involvement, as presented in joint FHWA/FTA environmental regulations, "Environmental Impact and Related Procedures," 23 C.F.R. Part 771.

Americans with Disabilities Act (ADA)

The American with Disabilities Act (ADA) of 1990 encourages the involvement of people with disabilities in the development and improvement of transportation and paratransit plans and services. In accordance with ADA guidelines, all meetings conducted by MATBUS will take place in locations that are accessible to persons with mobility limitations. Also, auxiliary aids and services are provided when necessary to ensure effective communications, unless an undue burden or fundamental alteration would result, to allow a person with a disability to participate. "Auxiliary aids" may include such services or devices as qualified interpreters, assistive listening headsets, television captioning and decoders, telecommunication devices for deaf persons (TDD's), videotext displays, readers taped text, brail materials, and larger print materials. MATBUS meeting notices specify that special accommodations will be provided upon request.

Title VI

Title VI of the Civil Rights Act of 1964 prohibits discrimination by recipients of Federal financial assistance on the basis of race, color, and national origin, including matters related to language access for Limited English Proficient (LEP) persons. The objectives of Title VI of the Civil Rights Act of 1964 are:

1. To ensure FTA-assisted benefits and related services are equitably distributed without regard to race, color or national origin.

2. To ensure that both the level and quality of transit services provide equal access and mobility for any person without regard to race, color or national origin.

3. To ensure that access to the planning and decision-making process is open and without regard to race, color or national origin.

4. To ensure that decisions on the location of transit facilities and services are made without regard to race, color or national origin.

To comply with these objectives, MATBUS has adopted the suggested methodology and framework set forth in the Title VI reporting guidelines (FTA Circular 4702.1, Chapter IV). By using this methodology, MATBUS monitors and compares the performance of its service delivery in line with the stated objectives of its Title VI program.

Limited English Proficiency (LEP)

Title VI directs each Federal agency to develop and implement a system by which limited English proficiency persons can meaningfully access the services it funds. Federal agencies published guidance for their respective grant recipients in order to assist them with their obligations to LEP persons under Title VI. As a result, the FTA published guidance and implemented regulations requiring that grant recipients take responsible steps to ensure meaningful access to the benefits, services, information, and other important portions of their programs and activities for LEP individuals. MATBUS is required to ensure meaningful access to benefits, services and information for LEP persons.

MATBUS's Public Participation Program Elements

Citizens Input

MATBUS will solicit public input on an ongoing basis thru the MATBUS website, social media, attending events and other tools. This approach will provide opportunities for proactive, early, and continuing public participation for MATBUS projects, programs and decision-making. This strategy will allow staff wide latitude to adapt to take advantage of changing communications technologies and to interact with individuals, group, businesses and strategic partners to ensure citizen access and participation. Mailings and other outreach efforts may be made to solicit input from a variety of organizations serving minorities, low- and moderate-income persons, as well as persons with disabilities and limited English proficient populations. More structured meetings may be held on specific proposals and projects when desirable to expand support and encourage broad based public participation in the development and review of programs and projects. MATBUS will promote opportunities for the inclusion of minority, low- and moderate-income and limited English populations in this forum. Public input may be drawn from, but not necessarily limited to, entities such as:

1. Transit users
2. The general public
3. Non-profit organizations that provide services to the homeless, LEP populations
4. School Districts
5. Neighborhood Organizations
6. Municipal Partners

Monitoring and Evaluation

MATBUS will continuously monitor, evaluate and improve its public participation process. Regular review will be accomplished by tracking website usage and activity including the number of individuals on MATBUS's contact list that receive Rider Alerts, meeting notices and other related materials. Furthermore, the public will be encouraged to provide comments and suggestions through various channels and open dialogue will be maintained with advisory groups throughout the community on transportation and planning issues. A record of public comments and those of institutional representatives will be kept, as well as responses to such comments, where pertinent.

The desired outcomes include greater awareness and public participation of MATBUS programs and services.

The Solicitation of Public Comment

It is MATBUS's policy is to disseminate information and to solicit and respond to public comment regarding transportation projects in a manner which is reasonable and practical. Specific elements of this policy are as follows:

Public Comment Process on Fare/Service Changes

The Cities of Fargo and Moorhead must solicit and consider public comment before implementation of all changes in fares or significant changes in service.

Fargo

Public hearings are held for all fare changes. Public hearing dates are set and hearing notices appear in the Fargo newspaper approximately two weeks prior to the actual hearing. Hearings are held during the City Commission's regularly scheduled meetings in the Fargo City Hall. Hearings are open to the public; anyone wishing to speak at the hearing is afforded the opportunity; and, if someone is unable to attend the hearing written comments are accepted prior to the hearing.

Moorhead

Public hearings are held for all fare changes. Public hearing dates are set at City Council meetings and hearing notices appear in the Moorhead newspaper approximately two weeks prior to the actual hearing. Hearings are held at 7:15pm during the City Council's regularly scheduled meetings in the Moorhead City Hall. Hearings are open to the public; anyone wishing to speak at the hearing is

afforded the opportunity; and, if someone is unable to attend the hearing, written comments are accepted prior to the hearing and read at the hearing itself.

Definition of Temporary Service Changes

Temporary service changes are those that are in effect for a limited period due to road construction, special events, etc., and are not intended to be permanent.

Temporary service changes shall be made administratively by the Transit Director. If a temporary service change is to become permanent, it should be evaluated by the Transit Director to determine if it is a minor or significant based on the following criteria:

Definition of Significant Service Changes

Route or service changes are considered significant if any of the following apply:

7. Elimination of a route.
8. Addition of a route.
9. Any change in routes in excess of 25% of the existing route mileage.
10. Route changes that would reduce or eliminate service to schools, elderly/public housing, hospitals or social service agencies.

All significant route changes would be subject to the public hearing process and implemented after approval by the City Commission.

Definition of Minor Service Changes

Route or service changes are considered minor if they are less than 25% of existing route mileage. Minor service changes shall be made upon approval of the City Commission.

Complaints

Any and all Title VI complaints may be directed to MATBUS's Title VI Coordinator:
MATBUS
Attn: Title VI Coordinator
650 23rd St. N.
Fargo, ND 58102
scrowell@matbus.com
Phone: 701-476-5967
Fax: 701-241-8558

Requests for Public Input

December 2019 – March 2021

12/9/19 – Moorhead Public Hearing: 2020-2021 Federal Transit Operating Projects.

Matbus.com

1/20/20 – West Fargo and Fargo, short and long term planning open house.

Constant contact, matbus.com.

1/10/20 – Moorhead public hearing: Federal transit capital projects.

Matbus.com

1/27/20 – City of Moorhead, Minnesota. Proposed program of Projects and Budget for Transit Capital Assistance from the FTA.

Constant contact, matbus.com.

2/10/20 – U-Pass student rider survey.

Facebook, Twitter.

8/12/20 – Public input meeting for 32nd Ave S reconstruction in Fargo.

Constant contact, Facebook, Web post.

9/11/20 – MATBUS transit development plan survey.

Constant contact.

9/18/20 – MATBUS 5 year survey.

Facebook, Twitter.

11/11/20 – NDSU Center on Mobility survey.

Facebook, Twitter.

11/19/20 – Virtual open house, transit development plan.

Constant Contact, matbus.com.

11/28/20 – NDSU Small Urban and Rural Center on Mobility Survey.

Facebook, Twitter.

1/19/21 – Onward Moorhead virtual community workshop.

Facebook, Twitter.

2/8/20 – City of Moorhead, Minnesota. Proposed program of Projects and Budget for Transit Capital Assistance from the FTA.

Constant contact, matbus.com.

3/8/21 & 3/22/21 – Public hearings for proposed route changes, route 6 & route 9.

Constant contact, matbus.com.

6/29/21 – Virtual open house for transit development plan July 7th, 2021.

Facebook, Twitter, matbus.com

11/6/21 – Public hearing for new fare structure.

Facebook, Twitter, matbus.com.

11/29/21 – Final hearing for new fare structure, Fargo City Commission meeting.

Facebook, Twitter, matbus.com.

12/2/21 – Public hearing for review of FTA grant budget. Moorhead city council meeting.

Facebook, Twitter, matbus.com.

12/13/21 – City of Moorhead, Minnesota. Proposed program of Projects and Budget for Transit Capital Assistance from the FTA.

Constant contact, matbus.com.

Public Input Meeting for 32nd Avenue South Reconstruction in Fargo

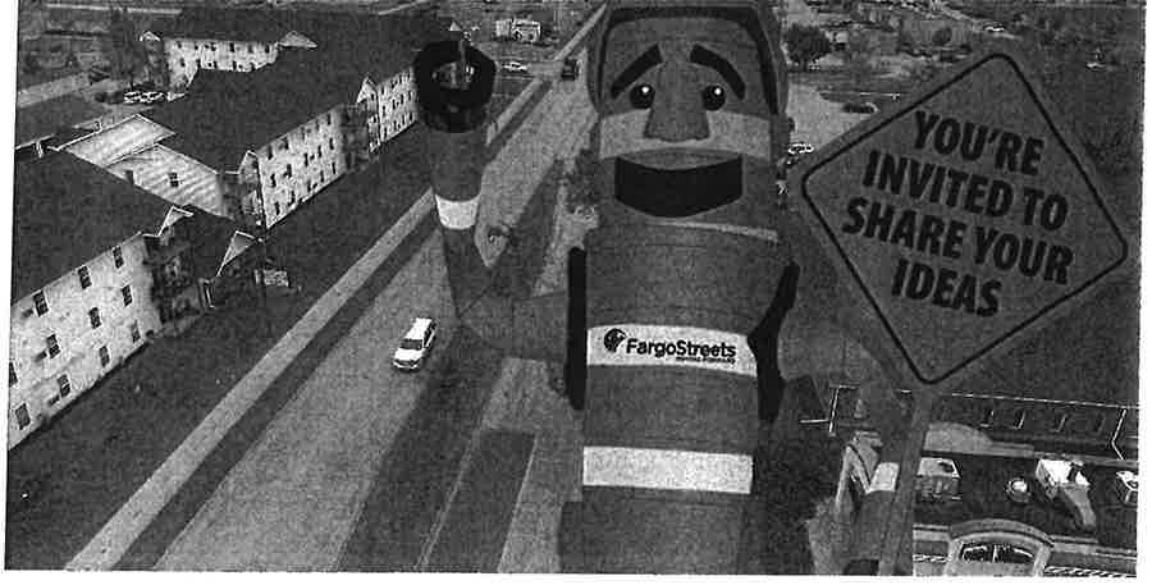
The purpose of this public input meeting is to discuss proposed improvements to 32nd Avenue South in Fargo during the planning phase. The project will consist of reconstructing 32nd Avenue South between 32nd Street South and University Drive including new concrete pavement, new pedestrian facilities, utility and drainage improvements, and intersection improvements at 25th Street South. Approximately 40,000 vehicles use the 32nd Avenue and 25th Street South intersection per day. MATBUS serves a portion of this section of the corridor with Route 14.

At the first public input meeting of the project, representatives from the City of Fargo and Apex Engineering Group will be available to take comments, answer questions and discuss ideas. The meeting will exercise all appropriate CDC and Department of Health social distancing guidelines. The City of Fargo encourages face mask use while attending this meeting.

COME SHARE YOUR IDEAS!
Event Details: Open house format with representatives available to answer questions
Time: 4-6 p.m., Wednesday, August 12
Location: Rheault Farm, Picnic Shelter(2902 25th St S, Fargo, ND 58103)

Virtual Option: A video option to learn about the project will be posted online at 4 p.m. on the day of the meeting on FargoStreets website and Facebook page for community members that are more comfortable learning about the project without attending the in-person open house.

For more information, visit FargoStreets FacebookEvent Page or website.



MATBUS | matbus.com | E-Mail

MATBUS @MATBUS
Feb 10, 2020

Are you a student at one of our U-Pass schools? Take our survey to tell us about your experiences with MATBUS! You could win a coffee giftcard for participating! @NDSU @MSUMoorhead @Concordia_MN @MStateCollege @ndscswildcats ow.ly/VnrQ50ygqZr

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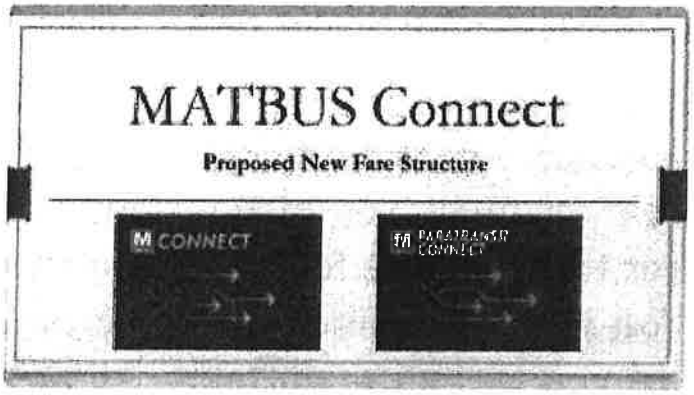
MATBUS @MATBUS
Nov 6, 2021

We will be having public hearings for a new proposed fare structure at the end of the month, and welcome your input! Check out our resource video online, or visit the Nov. 18 informational meeting. We're excited to share about these coming improvements! ow.ly/PqTj50GHsFG



1 2

NDSU COVID-19 Impact Survey

North Dakota State University's Small Urban and Rural Center on Mobility is looking for participants for their

COVID-19 Impact Survey

This survey will be used to determine the post-pandemic consumer behavior with regard to use of public transit and to identify strategies that could be employed by transit agencies to increase post-pandemic ridership.

It should take less than 5 minutes to complete the questions about your travel patterns using public transportation. After completing the survey, you may include an e-mail or phone number to be eligible for a drawing to win one $50 gift card. You are not required to answer any question that makes you feel uncomfortable. All answers are confidential.

MATBUS | matbus.com | E-Mail

MATBUS @MATBUS
Nov 29, 2021

Tonight is the final public hearing for our new proposed fare structure. This will take place at the Fargo City Commission meeting at 5:15pm, and public comment is welcome. For the full details about these proposed changes, visit our website. ow.ly/pSzl50GQssp

MATBUS @MATBUS
Dec 2, 2021

We will be holding a public hearing for the review of an FTA grant budget. This will be on Monday, December 13, at 5:45 p.m. at the Moorhead City Council meeting in the Hjemkomst Center. We would love to hear your input! Visit our website for details. ow.ly/MQqY50GYKq3

MATBUS is embarking on a process to create a 5-year Transit Development Plan, and your input is needed!

Help us shape the future of transit in the Fargo-Moorhead area! This 10-minute survey is one part of the MATBUS 2021-2025 Transit Development Plan (TDP), which will provide a vision for transit in the region over the next five years. The survey will help the planning team understand existing travel behavior, help create service recommendations and prioritization, and provide MATBUS with customer service feedback. Please provide your input through a community survey, which will take 10 minutes to complete: surveymonkey.com/r/SurveyMATBUS

Share this survey with others in the Fargo-Moorhead region!
Please help us spread the word by sharing this survey with your networks. Responses will remain confidential and will not be shared or used for any other purposes.

You may also leave specific comments on the map of this interactive website. Add your ideas to the map by clicking on "Add Comment" or "Add Bus Route." You can zoom in or out on the map to place points or draw routes in specific locations in the community.

The project is a collaboration of the Fargo-Moorhead Metropolitan Council of Governments (Metro COG), the Cities of Fargo and Moorhead, their partners, and the public.
Visit fmmetrocog.org/2021TDP for more information.

Thank you for your participation!

MATBUS | matbus.com | E-Mail

MATBUS Virtual Open House
November 19, 2020

MATBUS is embarking on a process to create a 5-year Transit Development Plan, and your input is needed!

A virtual open house will take place through Zoom on Thursday, November 19, 2020 at 5pm. We want to hear from the community - transit users and non-users alike - about how bus service could be improved, and what it should look like in the future. Please click the link below to join the open house meeting.

Join the open house on Thursday, November 19, 2020 at 5pm here
https://srfconsulting.zoom.us/j/95531183554?pwd=bGI3Ym44ckpvV0JDbmZoNTV2cWJMQT09
Passcode: MATBUS

The MATBUS 2021-2025 Transit Development Plan (TDP) will provide a vision for transit in the region over the next five years. We want to hear about your experiences with MATBUS and gather feedback on how we should prioritize service improvements.

Share this open house invite with others in the Fargo-Moorhead region!
Please help us spread the word by sharing this open house invite with your family, friends, colleagues and networks.

You may also leave specific comments on the map of this interactive website. Add your ideas to the map by clicking on "Add Comment" or "Add Bus Route." You can zoom in or out on the map to place points or draw routes in specific locations in the community

The project is a collaboration of the Fargo-Moorhead Metropolitan Council of Governments (Metro COG), the Cities of Fargo and Moorhead, their partners, and the public. Visit fmmetrocog.org/2021TDP for more information.

MATBUS | matbus.com | E-Mail

MATBUS @MATBUS
Jan 19, 2021

Join us in helping the @cityofmoorhead create its goals for the future! You can leave your ideas on an interactive online map, and you're invited to attend a live virtual community workshop next week. Visit the website for more information. cityofmoorhead.com/onwardmoorhead

Onward Moorhead!

Get involved with the city's 10-year comprehensive planning process.

Send your ideas to the future of housing, mobility, parks and open spaces, jobs and businesses, and how the city will grow to benefit everyone.

Participate in an online interactive Story Map on your own time or a live virtual community workshop. Check out the webpage, [illegible] on Monday, January 25 for information and meeting links.

Live virtual community workshop!

Wednesday, January 27

1

MATBUS @MATBUS
Nov 11, 2020

NDSU @ugpti Center on Mobility is conducting a 5-minute survey on changes to rider behavior during the pandemic. ℹ This will help us identify rider needs moving forward. AND you could win a gift card for participating!
ow.ly/eGMm50CfUAf

MATBUS @MATBUS
Nov 28, 2020

Our partner, the NDSU Small Urban and Rural Center on Mobility @ugpti, has created a survey to study how rider behavior has changed during the pandemic. We would appreciate your insights in this 5-minute survey. Participants could also win a gift card!
ow.ly/kHqE50

Reply

MATBUS Virtual Open House November 19

11/09/2020

MATBUS is embarking on a process to create a 5-year Transit Development Plan, and your input is needed!

A virtual open house will take place through Zoom on Thursday, November 19, 2020 at 5pm. We want to hear from the community – transit users and non-users alike – about how bus service could be improved, and what it should look like in the future. Please click the link below to join the open house meeting.

Join the open house on Thursday, November 19, 2020 at 5pm here: Zoom Open House Link
Passcode: MATBUS

The MATBUS 2021-2025 Transit Development Plan (TDP) will provide a vision for transit in the region over the next five years. We want to hear about your experiences with MATBUS and gather feedback on how we should prioritize service improvements.

Share this open house invite with others in the Fargo-Moorhead region! Please help us spread the word by sharing this open house invite with your family, friends, colleagues and networks.

You may also leave specific comments on the map of this interactive website. Add your ideas to the map by clicking on "Add Comment" or "Add Bus Route." You can zoom in or out on the map to place points or draw routes in specific locations in the community

The project is a collaboration of the Fargo-Moorhead Metropolitan Council of Governments (Metro COG), the Cities of Fargo and Moorhead, their partners, and the public. Visit the Metro COG website for more information.

MATBUS @MATBUS
Jun 29, 2021

We'll be having a virtual open house on Wednesday, July 7 at 5pm for the MATBUS Transit Development Plan. We want to hear from the community – from both transit users AND non-users – on proposed service and policy changes. Register for the open house: ow.ly/KNYr50FljZj

2

MATBUS @MATBUS
Nov 9, 2020

Help us shape the future of transit in the FM area by joining our virtual open house! This open house (Thursday, Nov. 19 at 5pm) is one part of the upcoming 2021-2025 Transit Development Plan (TDP), which will provide a vision for transit in the region.
ow.ly/jfhY50CfLnb

1 2

Moorhead Public Hearing: 2020 Federal Transit Capital Projects

01/10/2020

NOTICE OF PUBLIC HEARING

City of Moorhead, Minnesota
Proposed Program of Projects and Budget
for 2020 Transit Capital Assistance from the
Federal Transit Administration

Notice is hereby given that a public hearing will be held by the City of Moorhead on Monday, January 27, 2020 at 5:45 p.m. in the First Floor Council Chambers, 500 Center Avenue, Moorhead, MN for the purpose of considering projects for which Federal Section 5339 transit capital assistance funds are being sought. A Proposed Program of Projects and Budget is detailed below.

For a full list of projects and related budgets click HERE

At the hearing, the City of Moorhead will afford an opportunity for affected citizens, private transportation providers and local elected officials to be heard with respect to the projects proposed. Written comments on the Proposed Program of Projects may be submitted in advance of the public hearing to: Lori Van Beek, Moorhead Transit Manager, Metro Transit Garage, 650 23rd St. N., Fargo, ND 58102. Upon request, accommodations for individuals with disabilities, language barriers, or other needs to allow participation in meetings will be provided. To arrange assistance, call the City Clerk's Office at 218-299-5166 (voice) or 711 (TDD/TTY).

A copy of the application for a Federal grant for the proposed projects and the current Transportation Improvement Program for the area are currently available for public inspection at the City Clerk's Office, 500 Center Avenue, Moorhead, Minnesota. Unless advertised again, the proposed projects contained in this advertisement are expected to become the final projects. A Final Program of Projects will be available to the public in the
City Clerk's Office on January 31, 2020.

NOTICE OF PUBLIC HEARING

City of Moorhead, Minnesota
Proposed Program of Projects and Budget
for Transit Capital Assistance from the
Federal Transit Administration

Notice is hereby given that a public hearing will be held by the City of Moorhead on Monday, January 27, 2020 at 5:45 p.m. in the First Floor Council Chambers, 500 Center Avenue, Moorhead, MN for the purpose of considering projects for which Federal Section 5339 transit capital assistance funds are being sought. A Proposed Program of Projects and Budget is detailed below.

For a full list of projects and related budgets click HERE.

At the hearing, the City of Moorhead will afford an opportunity for affected citizens, private transportation providers and local elected officials to be heard with respect to the projects proposed. Written comments on the Proposed Program of Projects may be submitted in advance of the public hearing to: Lori Van Beek, Moorhead Transit Manager, Metro Transit Garage, 650 23 rd St. N., Fargo, ND 58102. Upon request, accommodations for individuals with disabilities, language barriers, or other needs to allow participation in meetings will be provided. To arrange assistance, call the City Clerk's Office at 218-299-5166 (voice) or 711 (TDD/TTY).

A copy of the application for a Federal grant for the proposed projects and the current Transportation Improvement Program for the area are currently available for public inspection at the City Clerk's Office, 500 Center Avenue, Moorhead, Minnesota. Unless advertised again, the proposed projects contained in this advertisement are expected to become the final projects. A Final Program of Projects will be available to the public in the City Clerk's Office on January 31, 2020.

NOTICE OF PUBLIC HEARING

City of Moorhead, Minnesota
Proposed Program of Projects and Budget
for Transit Capital Assistance from the
Federal Transit Administration

Notice is hereby given that the City Council of the City of Moorhead will hold a public hearing at 5:45 pm on Monday, February 8, 2021 to consider projects for which Federal Section 5307 and Surface Transportation Block Group Program (STBGP) transit capital assistance funds are being sought. A Proposed Program of Project and Budget is detailed below.

The Moorhead City Council is currently operating under an emergency ordinance due to COVID-19. Until further notice, Moorhead City Hall is closed to the public and City Council meetings are being held virtually to allow the public to hear and see the City Council meetings.

Public participation is and continues to remain important to the City during this time of emergency conditions. The City's Public Participation Guidance page gives information on how to participate before and during the public hearing portion of the City Council meeting while City Hall is closed to the public due to COVID-19.

If you wish to participate in the public hearing, please contact us in advance at assessments@cityofmoorhead.com or 218-299-5166.

To see full list of projects and budget, clickHERE.

MATBUS | matbus.com | E-Mail

Moorhead Public Hearing: 2020-2021 Federal Transit Operating Projects

11/21/2019

NOTICE OF PUBLIC HEARING

City of Moorhead, Minnesota
Proposed Program of Projects and Budget
for Transit Operating Assistance from the
Federal Transit Administration

Notice is hereby given that a public hearing will be held by the City of Moorhead on Monday, December 9, 2019 at 5:45 p.m. in the First Floor Council Chambers, 500 Center Avenue, Moorhead, MN for the purpose of considering projects for which Federal Section 5307 transit operating assistance funds are being sought. A Proposed Program of Projects and Budget is detailed below.

At the hearing, the City of Moorhead will afford an opportunity for affected citizens, private transportation providers and local elected officials to be heard with respect to the projects proposed. Written comments on the Proposed Program of Projects may be submitted in advance of the public hearing to: Lori Van Beek, Moorhead Transit Manager, Metro Transit Garage, 650 23rd St. N., Fargo, ND 58102. Upon request, accommodations for individuals with disabilities, language barriers, or other needs to allow participation in meetings will be provided. To arrange assistance, call the City Clerk's Office at 218-299-5166 (voice) or 711 (TDD/TTY).

A copy of the application for a Federal grant for the proposed projects and the current Transportation Improvement Program for the area are currently available for public inspection at the City Clerk's Office, 500 Center Avenue, Moorhead, Minnesota. Unless advertised again, the proposed projects contained in this advertisement are expected to become the final projects. A final Program of Projects will be available to the public in the City Clerk's Office on December 13, 2019.

For a full list of projects and related budgets click HERE.

matbus

NOTICE OF PUBLIC HEARING

City of Moorhead, Minnesota

Proposed Program of Projects and Budget

for Transit Operating Assistance from the

Federal Transit Administration

Notice is hereby given that a public hearing will be held by the City of Moorhead on Monday, December 13, 2021 at 5:45 pm in the Auditorium at the Hjemkomst Center, 202 1 Ave North, Moorhead, MN, for the purpose of considering projects for which Federal Section 5307 transit operating assistance funds are being sought. A Proposed Program of Projects and Budget is detailed below.

At the hearing, the City of Moorhead will afford an opportunity for affected citizens, private transportation providers and local elected officials to be heard with respect to the projects proposed. Written comments on the Proposed Program of Projects may be submitted in advance of the public hearing to: Lori Van Beek, Moorhead Transit Manager, Metro Transit Garage, 650 23 St. N., Fargo, ND 58102, LVanbeek@matbus.com, or by calling 701.476.6686. Upon request, accommodations for individuals with disabilities, language barriers, or other needs to allow participation in meetings will be provided. To arrange assistance, call the City Clerk's Office at 218.299.5304 (voice) or 711 (TDD/TTY) no later than noon the day of the meeting.

A copy of the application for a Federal grant for the proposed projects and the current Transportation Improvement Program for the area are currently available for public inspection at the City Clerk's Office, 500 Center Avenue, Moorhead, Minnesota. Unless advertised again, the proposed projects contained in this advertisement are expected to become the final projects. A Final Program of Projects will be available to the public in the City Clerk's Office on December 17, 2021.

For a full list of projects and budget, visit MATBUS.

PH Notice: Projects & Budget 2022

Sent November 24th 2021 at 8:00 am CST

Subject	MATBUS Rider Alert: Public Hearing No
From name	MATBUS
From	transit@matbus.com
Reply	transit@matbus.com
Lists	0. Contractor Employees (First Transit), MATBUS...Show more
Email link	https://conta.cc/3DHybEn

Send a test email

Enter up to 5 email addresses

transit@matbus.com X

Personal Note 0/

This note will appear at the top of the email.

Send Now Print

Public Hearings for Proposed Route Changes Route 6 and Route 9

Changes Effective May 1, 2021

Route 6

The proposed changes would extend Route 6 farther east in Dilworth to reach recent commercial and residential development along 14th Street NE. Route 6 would also be reversed, which will allow for more efficient access to CVS Pharmacy after the recent traffic flow changes made to the intersection of Highway 10 frontage road and 34th Street.

Route 9

The proposed changes would remove a portion of the loop of Route 9 that currently travels past Menards, west of Main Avenue SE. A small portion of the southern end of Route 9 will also be reversed in order to serve Vista Center for Education on the west side of 34th Street S.

Both Route 6 and Route 9 will also no longer travel through the Cashwise parking lot, due to a notice received from the property owner, and will serve the grocery store at a new bus stop on 34th Street.

Public Hearings

City of Dilworth

Dilworth City Hall
Monday, March 8
6:00 p.m

MOORHEAD
MINNESOTA

Moorhead City Hall
Monday, March 22
5:45 p.m.

For full details of the proposed changes, including information on how to provide

Routes 6 and 9 Public Hearings

Sent March 8th 2021 at 4:35 pm CST

Subject	Public Hearings Start Tonight! Proposed ...
From name	MATBUS
From	transit@matbus.com
Reply	transit@matbus.com
Lists	0. Contractor Employees (First Transit), 0. MATBUS...Show more
Email link	https://conta.cc/38i0P20

Send a test email

Enter up to 5 email addresses

transit@matbus.com ×

Personal Note 0/400

This note will appear at the top of the email.

Send Now Print

MATBUS Virtual Open House
Tonight at 5:00pm!
November 19, 2020

MATBUS is embarking on a process to create a 5-year Transit Development Plan, and your input is needed!

A virtual open house will take place through Zoom on Thursday, November 19, 2020 at 5pm. We want to hear from the community - transit users and non-users alike - about how bus service could be improved, and what it should look like in the future. Please click the link below to join the open house meeting.

Join the open house on Thursday, November 19, 2020 at 5pm here
https://srfconsulting.zoom.us/j/95531183554?pwd=bGI3Ym44ckpvV0JDbmZoNTV2cWJMQT09
Passcode: MATBUS

The MATBUS 2021-2025 Transit Development Plan (TDP) will provide a vision for transit in the region over the next five years. We want to hear about your experiences with MATBUS and gather feedback on how we should prioritize service improvements.

Share this open house invite with others in the Fargo-Moorhead region!
Please help us spread the word by sharing this open house invite with your family, friends, colleagues and networks.

You may also leave specific comments on the map of this interactive website. Add your ideas to the map by clicking on "Add Comment" or "Add Bus Route." You can zoom in or out on the map to place points or draw routes in specific locations in the community

The project is a collaboration of the Fargo-Moorhead Metropolitan Council of Governments (Metro COG), the Cities of Fargo and Moorhead, their partners, and the public. Visit fmmetrocog.org/2021TDP for more information.

MATBUS | matbus.com | E-Mail

MATBUS @MATBUS
Sep 18, 2020

Help us shape the future of transit in the Fargo-Moorhead area by taking our survey! This 10-minute survey is one part of creating our next 5-year plan. surveymonkey.com/r/SurveyMATBUS The website also has a link to an interactive map for your specific notes. Thanks for participating!

1 3

matbus ride with us

MATBUS Virtual Open House - July 7

MATBUS is in the process to create a 5-year Transit Development Plan, and your input is needed!

A virtual open house will take place through Zoom on Wednesday, July 7, 2021 at 5pm. The MATBUS 2021-2025 Transit Development Plan (TDP) provides a vision for transit in the region over the next five years. We want to share proposed service and policy changes with the community and hear your thoughts! Please click the link below to register for the open house meeting.

Register for the open house on Wednesday, July 7, 2021 at 5pm here:
https://srfconsulting.zoom.us/webinar/register/WN__nl0sfpFS02ExhJ7RYBqOA

Share this open house invite with others in the Fargo-Moorhead region! Please help us spread the word by sharing this open house invite with your family, friends, clients, colleagues and networks.

The project is a collaboration of the Fargo-Moorhead Metropolitan Council of Governments (Metro COG), the Cities of Fargo and Moorhead, their partners, and the public. Visit fmmetrocog.org/2021TDP for more information.

TDP Virtual House - 07/07/21

Sent June 30th 2021 at 9:30 am CDT

Subject	Rider Alert: MATBUS Virtual Open House _
From name	MATBUS
From	transit@matbus.com
Reply	transit@matbus.com
Lists	0. Contractor Employees (First Transit), 0. MATBUS...Show more
Email link	https://conta.cc/3xyiUll

Send a test email

Enter up to 5 email addresses

transit@matbus.com ×

Personal Note 0/400

This note will appear at the top of the email.

Send Now Print

The City of West Fargo and the Fargo-Moorhead Metropolitan Council of Governments (Metro COG) have partnered to identify and prioritize short and long-term planning based on public input for the Ninth Street E. corridor from 13th Avenue E. to 12th Avenue NE in West Fargo.

Design concepts and improvement options for motorist and pedestrian travel through the corridor are ready for public review. Input from this open house meeting and the survey will be used to help guide the final recommendations submitted to City of West Fargo staff for future implementation. This is the public's final opportunity to share their thoughts about how these options could aide future use of this corridor.

MATBUS serves a portion of this section of the corridor with Route 20 for the neighborhoods of Main Avenue, East Main, Brookwood, Berger, Sommerset, Meyer, and North Industrial Park adjacent to or near the corridor.

GIFT CARD DRAWING! By attending and completing the corridor survey at the open house Monday evening, you can be entered into winning one of four $25 gift cards from Family Fare Supermarket, Casey's General Store or Red-Carpet Car Wash. Winners will be selected in February after the survey has closed for comment.

COME SHARE YOUR IDEAS!
Event Details: Open house format with representatives available to answer questions
Time: 4-6 p.m., Monday, Jan. 20
Location: Grand Foyer, West Fargo City Hall (800 Fourth Ave. E., West Fargo, ND)
Parking: Please park and enter on the north side of the building.

For more information, visit Metro COG Facebook Event Page or FMmetrocog.org.

SHARE YOUR VOICE

Ninth Street E. West Fargo Corridor Transportation Study

City of WEST FARGO

METROCOG
FARGO-MOORHEAD METROPOLITAN COUNCIL OF GOVERNMENTS

MATBUS | matbus.com | E-Mail

Help shape the Ninth Street E. corridor! The City of West Fargo and the Fargo-Moorhead Metropolitan Council of Governments (Metro COG) have partnered to identify and prioritize short-term and long-term construction project plans based on public input for the Ninth Street E. corridor from 13th Avenue E. to 12th Avenue NE in West Fargo.

If you bike, walk, drive, use MATBUS Route 20, or are a freight carrier that uses the truck route, your input is very important in helping guide the final recommendations submitted to City staff for future implementation. Within the survey you will review roadway and pedestrian design options to improve points of access, intersections, pedestrian paths and crossings as well as accommodations for freight and transit. This is your final opportunity to share your thoughts about how these options could help shape a safer and more efficient corridor for you in the future.

By completing the survey, you will be entered to win one of four $25 gift cards from Family Fare Supermarket, Casey's General Store or Red-Carpet Car Wash. Winners will be selected in February after the survey has closed for comment.

Click the link to begin: bit.ly/WestFargoNinthStreet

SHARE YOUR VOICE

Ninth Street E. West Fargo Corridor Transportation Study

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NOTICE OF PUBLIC HEARING - CITIES OF FARGO AND MOORHEAD
PROPOSED CHANGES IN FARE STRUCTURE – MAT PARATRANSIT

The Cities of Fargo and Moorhead are offering new payment options, **including mobile ticketing and Smartcards with Pay As You.** The new options require restructuring of fares charged on public transit, including MATBUS Fixed Routes and MAT Paratransit. If approved, the changes would become effective when the software update is complete, estimated to be sometime in January 2022. A two-week advance notice through Rider Alert emails, social media and posters will be provided prior to implementation. **More detailed information and a video are available on the www.matbus.com website and information is on display at the Ground Transportation Center.**

Informational Meeting: An informational meeting open to the general public will be held on **Thursday, November 18, 2021, 4:00 p.m. to 5:30 p.m.** at the Ground Transportation Center, 502 N.P. Avenue, Fargo, ND, to review and discuss the proposed changes. Written and oral comments will be received at that meeting and considered by staff prior to the final recommendation to the Fargo City Commission and Moorhead City Council.

Public Hearing Dates: Notice is hereby given that public hearings will be held for the purpose of considering changes in the passenger fare structure for all public transit services as follows:

Fargo City Commission
Monday, November 29, 2021
5:15 p.m.
Fargo City Hall
225 4th Street North
Fargo, ND 58102

Moorhead City Council
Monday, November 22, 2021
5:45 p.m.
Hjemkomst Center
202 1st Avenue North
Moorhead, MN 56560

At the hearings, interested persons will be afforded an opportunity to be heard with respect to the proposed changes in fare structure. In addition, written comments may be submitted in advance of the public hearing to:

Julie Bommelman
Fargo Transit Director
650 23rd Street North
Fargo, ND 58102
(701) 476-6737
For TDD Relay Service call 7-1-1
JBommelman@matbus.com

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Post: 11/9/2021

Remove: 12/15/2021

NOTICE OF PUBLIC HEARING
CITIES OF FARGO AND MOORHEAD
PROPOSED CHANGES IN PASSENGER FARE STRUCTURE
MATBUS FIXED ROUTES & MAT PARATRANSIT

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MATBUS – Fixed Routes

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Period Passes: Passes will no longer be sold for 14-day, 30-day and 90-day periods. The 1-day pass will continue to be sold on-board the bus for $5 cash.

Ride Passes: 10-ride passes will no longer be sold. 1-ride paper tickets in packets of 20 will continue to be sold but only to approved agencies and may be discontinued in the future.

Introducing "Connect": MATBUS will introduce "Connect", a new account-based system. Passengers set up an account and load funds in advance onto either their Smartcard or mobile phone app. With the Connect Program, the passenger uses "Pay as You Go," where the cost for one ride is deducted each time you ride. Pay as You Go removes the barrier of high upfront costs for period passes. With Connect, passengers who ride frequently will earn free rides when their spending reaches a certain threshold, this is called "fare capping." Passengers will never pay more than $3 a day. After spending $3 in one day, all future rides for the day are free. Adult passengers will never pay more than $42 in 31 days with fare capping. Discount passenger (elderly and persons with disabilities) will be capped at $27 in 31 days. Youth rides will be capped at $27 in a 90-day period. Paper transfer tickets will not be needed with Connect. The ride payment is valid for 90-minutes to make transfers between routes easier. A minimum amount of $5 is required to be loaded on your account. The initial Smartcard is free, but the replacement card fee will be $5.

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Publish in *The Forum*
North Dakota Legal Ads (Send 4 Affidavits)
Wednesday, November 10 and 17, 2021

Publish in *The Extra*
Minnesota Legal Ads (Send 4 Affidavits)
Thursday, November 4, 2021

NOTICE OF PUBLIC HEARING - CITIES OF FARGO AND MOORHEAD
PROPOSED CHANGES IN FARE STRUCTURE – MATBUS FIXED ROUTE

The Cities of Fargo and Moorhead are offering new payment options, **including mobile ticketing and Smartcards with Pay As You Go and Fare Capping.** The new options require restructuring of fares charged on public transit, including MATBUS Fixed Routes and MAT Paratransit. If approved, the changes would become effective when the software update is complete, estimated to be sometime in January 2022. A two-week advance notice through Rider Alert emails, social media and posters will be provided prior to implementation. **More detailed information and a video are available on the www.matbus.com website and information is on display at the Ground Transportation Center.**

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Post: 11/9/2021

Remove: 12/15/2021

ATTENTION
Temporary Service Suspension on MATBUS
Effective November 8, 2021

Due to driver shortages, there will be temporary service suspensions on MATBUS effective Monday, November 8, 2021:

Route 2: The additional bus that runs between 2:30 pm and 6:30 pm, Monday-Friday, will be suspended. Route 2 will be a 30-minute route all day.

Route 15: One of the four Route 15 buses will be suspended on weekdays. Route 15 will be 20-minute service Monday to Friday and 30-minute service on Saturdays.

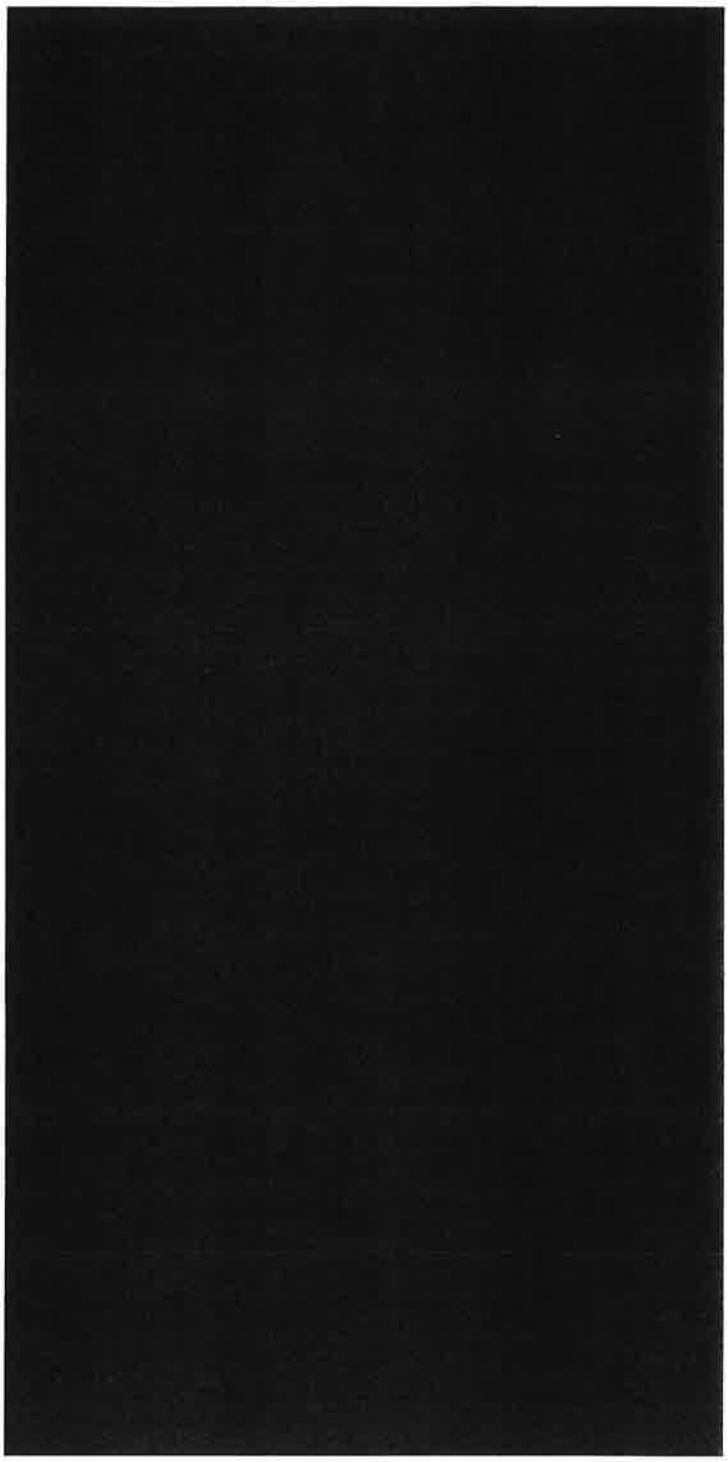
TapRide (Industrial Park): TapRide service to the Industrial Park will not be available Saturdays. Industrial Park service will continue as usual on weekdays.

These temporary service changes will be in place until further notice.

Post: 11/6/2021

Public Hearing Notice - Proposed Fare Structure

11/04/2021



0:00 / 11:25

NOTICE OF PUBLIC HEARING
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MATBUS FIXED ROUTES & MAT PARATRANSIT

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Current and Proposed Fare Structure Table

MATBUS - Fixed Routes

Base fare:
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Multi-Day Passes:
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Ride Passes:
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Calendar

View Full Calendar ›

Nov

11

Veterans Day Holiday

Nov

24

NDSU Holiday Break - Thanksgiving

Nov

25

Thanksgiving Day Holiday

Nov

26

Quarter Days

Nov

27

Quarter Days

AFFIDAVIT OF PUBLICATION

STATE OF NORTH DAKOTA
ss.
COUNTY OF CASS

Taylor Herhold, *The Forum*, being duly sworn, states as follows:

1. I am the designated agent of The Forum, under the provisions and for the purposes of, Section 31-04-06, NDCC, for the newspaper listed on the attached exhibit.

2. The newspaper listed on the exhibit published the advertisement of: ***Legal Notice***; *(2) time: **Nov. 10, and Nov. 17, 2021*** as required by law or ordinance.

3. All of the listed newspapers are legal newspapers in the State of North Dakota and, under the provisions of Section 46-05-01, NDCC, are qualified to publish any public notice or any matter required by law or ordinance to be printed or published in a newspaper in North Dakota.

Dated this 17th day of November, 2021.

Taylor Herhold
Legals Clerk

Molly P Jasperse
Notary Public

MOLLY P JASPERSE
Notary Public
State of North Dakota
My Commission Expires Nov 1, 2025

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(Nov. 10 & 17, 2021) 2909965

Attachment D

I. POLICY

The City of Fargo recognizes it legal obligation to be in compliance with Title VI of the Civil Rights Act of 1964 that prohibits discrimination for any of its services on the basis of National Origin as evidenced by limited English proficiency. This policy is to ensure that language will not prevent staff from communicating effectively with LEP persons and that limited English proficiency will not prevent persons from accessing important programs and information; understanding rules, participation in proceedings or programs, and meetings. Any individual requiring a special accommodation to allow access or participation at meetings or events is asked to notify the LEP/ADA Coordinator of their needs at least five working days prior to the event. The City of Fargo ADA Coordinator, Bekki Majerus is located in the Buildings and Ground Department, City Hall, 225 4th St. N. Fargo ND 58102 and can be reached by phone at (701) 476-4064. The City also recognizes the responsibility to serve fairly and equally all eligible residents of the City of Fargo.

II. WHO IS LIMITED ENGLISH PROFICIENT (LEP)?

LEP individuals do not speak English as their primary language and have a limited ability to read, write, speak, or understand English.

- Many LEP persons are in the process of learning English and may read, write, speak, and/or understand some English, but not proficiently.

- LEP status may be context-specific – an individual may have sufficient English language skills to communicate basic information (name, address etc.) but may not have sufficient skills to communicate detailed information (*e.g.*, medical information, eyewitness accounts, information elicited in an interrogation, etc.) in English.

III. DETERMINATION OF CITY OF FARGO'S OBLIGATION TO PROVIDE LEP SERVICES

The City of Fargo will consider four factors in determining its obligation to provide LEP services:

1. the number or proportion of LEP persons eligible to be served or likely to be encountered by a program, activity or service of the recipient or grantee;
2. the frequency with which LEP individuals come in contact with the program;
3. the nature and importance of the program, activity, or service provided by the recipient to people's lives; and
4. the resources available to the recipient and costs.

IV. BACKGROUND

- Federal law prohibits national origin discrimination and requires meaningful access to LEP persons, in federal and federally assisted programs and activities.
- Currently the City of Fargo provides transit brochures and route information in Spanish when requested and will continue to strive forward to provide needed information for all English as a Second Language individuals as needed.

- The Metro Interpreter Resource Center (MIRC) will assist the City of Fargo in securing translators in other languages for individuals to access important programs and information, understand rules, and participate in proceedings or programs, and meetings. If the City of Fargo determines that LEP services are to be provided to enable access to City services and/or programs, it will be the responsibility of the City of Fargo to pay for translation services and not the person requesting such service. It is impossible to provide brochures or interpreters for the City in every language needed on a regular basis, but every effort will be made to meet language translation needs.

- A MIRC Coordinator was hired in January 2005, and this person is located within Cultural Diversity Resources. General oversight and direction is provided by an Advisory Committee that consists of representatives from all funding agencies. Day-to-day supervision is handled by an Executive Committee of the larger Advisory Committee. The coordinator has a strong working relationship with local providers of interpreter services.

- Staff reviewed the most recent data from United States Census Bureau and determined 5.1% of the population speak a language other than English. 5,365 have limited English proficiency; that is, they speak English "less than very well."[3] Since this data is based on limited surveys, there exists a significant margin of error. It is believed that, given Fargo's role as a refugee settlement community, the numbers of persons speaking English "less than very well" are often higher than reported by the Census.

- A person who does not speak English as their primary language and who has a limited ability to read, write, speak or understand English may be a Limited English Proficient person and may be entitled to language assistance with respect to City services. Language assistance can include interpretation, which means oral or spoken transfer of a message from one language into another language and/or translation, which means the written transfer of a message from one language into another language.

- Although there is a low percentage of LEP individuals in the City service area, that is, persons who speak English "less than very well", it will strive to offer the following measures: The City staff will take reasonable steps to provide the opportunity for meaningful access to LEP clients who have difficulty communicating English. The following resources will be made available to accommodate LEP persons:

  - Paid interpreters for many world languages are available through the Metro Interpreter Resource Center and will be provided within a reasonable time period.
  - Language interpretation can also be accessed through a telephone interpretation service when necessary.

- How the City staff may identify an LEP person who needs language assistance:
  - Post notice of LEP Plan and the availability of interpretation or translation services free of charge in languages LEP persons would understand.
  - All City staff will be provided with "I Speak" cards to assist in identifying the language interpretation needed if the occasion arises.
  - All City staff will be informally surveyed periodically on their experience concerning any contacts with LEP persons during the previous year. This is typically done when doing the annual Title VI/ADA training.
  - When the City sponsors an informational meeting or event, a staff person may greet participants as they arrive. By informally engaging participants in conversation it is possible to gauge each attendee's ability to speak and understand English. Although translation may not be able to be provided at the event it will help identify the need for future events.

Responsibilities of the Metro Interpreter Resource Center include the following:

- Identify training and curriculum needs, as related to general interpretation work. Curriculums unique to various disciplines will be developed over time (i.e., law enforcement, education, social services, legal).
- Test for English fluency and certify interpreter qualifications.
- Develop a suggested guideline for interpreter compensation, based on varying experience, skill levels and training completed.
- Develop and maintain an on-call roster of interpreters, specifically to address after-hours service needs.

- Recruit and train new interpreters in conjunction with all participating agencies.
- Provide educational sessions designed to help organizations learn how to use interpreters.
- Collect data to inform the issue and evaluate program effectiveness.

This system is supported by the public sector because:

- Consistency, over time, is important.
- Interpreters are needed to ensure that public services are delivered effectively - communication is fundamental to any successful interaction between people.
- Having the ability to provide adequate and reasonable interpreter services is essential to the public sector's ability to provide all citizens with equal access to services.

Partners supporting this project include:

- City governments – Fargo, Moorhead, West Fargo
- County governments (including Sheriff, Social Services and Public Health Departments) – Cass, Clay
- School Districts – Fargo, Moorhead, West Fargo

This includes departments of law enforcement, housing, education, transit, and general administration.

Revised: December 17, 2009
Revised: March 30, 2010
Revised: January 21, 2011
Revised: November 1, 2016
Revised: January 4, 2022

Translated to: Spanish Show original Options ▼

Descripción general

MAT Paratransit es transporte público para personas con discapacidades que no pueden usar el servicio de autobús de ruta fija MATBUS de Fargo-Moorhead sin ayuda. Los vehículos tienen elevadores para ayudar a subir a las personas que no pueden subir escaleras. El límite de peso máximo para un elevador de vehículos MAT Paratransit es de 800 libras, incluido el peso combinado del pasajero y el dispositivo de movilidad. Se requieren reservaciones anticipadas. Este servicio es hasta la puerta, con conductores disponibles para ayudar al conductor entre el vehículo y el edificio. MAT Paratransit no brinda servicio médico de emergencia.

MAT Paratransit

MAT Paratransit ofrece servicio de transporte puerta a puerta con reserva para personas con discapacidades que son elegibles para ADA Paratransit y que no pueden utilizar el servicio de ruta fija MATBUS de forma independiente (consulte la Sección 3.1-Criterios de elegibilidad). MAT Paratransit cuenta con camionetas y / o autobuses accesibles con elevadores para sillas de ruedas.

Somos un servicio de viaje compartido

MAT Paratransit es un servicio de viaje compartido, lo que significa que el pasajero no puede ir directamente a su destino sin que el conductor se detenga para recoger o dejar a otros pasajeros en el camino. Paratransit ofrece más de 200 viajes por día. Los horarios de los conductores están diseñados con anticipación para acomodar estos viajes de la manera más eficiente posible dentro de los límites de la ciudad de Moorhead, Dilworth, Fargo y West Fargo.

Área de servicios

MAT Paratransit opera dentro de los límites de la ciudad de Moorhead y Dilworth, Minnesota, y Fargo y West Fargo, Dakota del Norte.

Regulaciones federales

El Servicio de Paratránsito de Metro Area Transit (MAT) se financia en parte a través de los gobiernos federal, estatal y local. Las pautas operativas deben cumplir con las regulaciones federales, estatales y locales.

Servicio de autobús de ruta fija MATBUS

En el área metropolitana de Fargo-Moorhead, hay una serie de autobuses que viajan en rutas predeterminadas o fijas en horarios regulares. Este servicio se conoce como MATBUS y está abierto al público en general. Para usar MATBUS, es posible que deba viajar a la parada del autobús, esperar afuera hasta que llegue el autobús, hacer transbordo entre los autobuses, reconocer su destino, etc. Todos los autobuses tienen rampas para sillas de ruedas.

Información MATBUS

Para obtener información sobre los horarios de MATBUS, llame al Centro de Transporte Terrestre al 701.232.7500 de 6 am a 11:15 pm de lunes a viernes y de 7 am a 11:15 pm los sábados. Visite el sitio web de MATBUS en www.matbus.com.

Calendario

Ver calendario completo ›

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Cómo viajar en paratránsito

Puede viajar en cualquier lugar dentro de los límites de la ciudad de Fargo y West Fargo, Dakota del Norte, y Moorhead y Dilworth, Minnesota. Puede viajar en MAT Paratransit por cualquier motivo: ir de compras, salir a cenar, citas médicas, socializar y otros.

En caso de nieve

El servicio se verá afectado durante un evento de nieve. Los conductores solo viajarán por carreteras que estén razonablemente libres de nieve. El servicio puede cancelarse durante un evento importante de nieve. Escuche KFGO 790AM para conocer los anuncios relacionados con el clima.

Procedimientos de recogida

Cuando llame para reservar un viaje, el despachador de tránsito le dará 15 MIN. hora programada de recogida. El vehículo puede llegar en cualquier momento 15 minutos antes o después de la hora de recogida programada. Debe estar listo en la entrada con el abrigo y los paquetes juntos. Por lo general, el conductor se acerca a la acera y no puede ingresar al camino de entrada de una casa residencial.

Esperamos cinco minutos

A su llegada, el conductor hará sonar la bocina. El conductor esperará cinco minutos para que aparezca. Si no se presenta, el conductor puede irse y se considerará que no se presentó. No se requiere que el conductor ingrese al edificio para buscarlo, ni se requiere que el Despachador de Tránsito lo llame y le notifique que Paratransit ha llegado.

Si llegamos temprano

Si el vehículo llega antes de los 15 minutos antes de la hora de recogida programada, el conductor se estacionará fuera de la vista del pasajero. Luego, el conductor esperará hasta 15 minutos antes de la hora de recogida programada antes de ir al lugar de recogida y hacer sonar la bocina y comenzar a contar los cinco minutos permitidos para que aparezca el pasajero.

Si llegamos tarde

Si el vehículo de Paratransit llega más de 15 minutos más tarde de la hora programada y el pasajero rechaza el servicio o no se presenta, esto se considerará un viaje perdido en lugar de no presentarse. Los pasajeros no son penalizados por viajes perdidos.

Asistencia al conductor

A petición, el conductor ayudará a los pasajeros entre el vehículo y la entrada de una casa, edificio de apartamentos u otro edificio. Dicha asistencia debe solicitarse con anticipación notificando al Despachador de Tránsito cuando realice su reservación. Si el pasajero ha indicado en su solicitud que necesita asistencia al conductor con regularidad, el Despachador de Tránsito lo indicará en el horario del conductor para todos los viajes futuros.

La asistencia al conductor finaliza cuando el conductor ha ayudado al pasajero a atravesar la puerta principal del edificio. Esto incluye asistencia a través de una entrada corta a la parte del edificio con clima controlado. Si el pasajero necesita asistencia adicional más allá de la puerta principal, debe pedirle a alguien que lo reciba en la puerta o que lo acompañe un asistente de cuidado personal. El conductor no ayudará a las personas en sillas de ruedas a entrar en edificios que no sean accesibles (aparte de abrir puertas), ni los conductores empujarán las sillas de ruedas a través de áreas que no hayan sido limpiadas de nieve.

Los pasajeros que no puedan comportarse de forma independiente dentro del vestíbulo de un edificio de origen / destino deben tener a alguien que los reciba en la puerta o que los acompañe un asistente de cuidado personal. Si el edificio de destino está cerrado con llave, un asistente de cuidado personal no está presente y no hay nadie disponible para recibir a la persona, el conductor, después de recibir la aprobación del despachador de tránsito, puede devolver a la persona al lugar de origen en el siguiente día disponible. viaje. Para la seguridad del pasajero, ocurrencias constantes pueden resultar en la necesidad de que un PCA acompañe al pasajero.

Si se solicita, el conductor lo ayudará con dos bolsas de comestibles o un carrito pequeño plegable. El conductor no pasará paquetes por la primera puerta. El espacio para paquetes es limitado. El pasajero debe poder llevar sus paquetes en un solo viaje y los paquetes deben estar bien asegurados mientras se encuentran en el vehículo. Se espera que los invitados y asistentes de cuidado personal ayuden al pasajero.

MAT Paratransit se reserva el derecho de negarse a realizar el servicio o cargar en un lugar que se considere inseguro para el pasajero, el conductor o el vehículo / equipo, incluidas las áreas sin nieve. El conductor intentará encontrar un punto de carga alternativo que el conductor considere seguro y aceptable para el pasajero. El conductor debe poder mantener el vehículo a la vista en todo momento y no puede ayudar a los pasajeros a una entrada que lo obstaculice.

El servicio se verá afectado durante un evento de nieve. Los conductores solo viajarán por carreteras que estén razonablemente libres de nieve. Si un pasajero sale de su residencia durante un evento de nieve y planea regresar a esa residencia ese día, es responsabilidad del pasajero organizar la remoción de nieve en su propiedad para que haya un camino despejado para que el conductor ayude al pasajero a la puerta. El conductor no debe abrir un camino hacia la puerta para el pasajero.

Si es probable que se produzca un evento importante de nieve, las ciudades de Fargo y Moorhead pueden cancelar el servicio. Los pasajeros deben escuchar los medios locales para saber si el servicio ha sido cancelado. Si durante la tarde parece que el servicio puede cancelarse al día siguiente, los Despachadores de Tránsito pueden comunicarse con los pasajeros para determinar un curso de acción apropiado.

Las rampas a la puerta del pasajero deben ser seguras tanto para el pasajero como para el conductor. El pasajero es responsable de hacer arreglos para que la rampa esté libre de nieve y hielo. Si hay una pregunta de seguridad como el grado de la rampa, MATBUS puede comunicarse con Freedom Resource Center for Independent Living para evaluar la rampa y hacer recomendaciones.

Bolsas y paquetes

Si se solicita, el conductor lo ayudará con dos bolsas de comestibles o un carrito pequeño plegable. El conductor no pasará paquetes por la primera puerta del edificio. El espacio para paquetes es limitado. Los paquetes deben transportarse en un solo viaje y los paquetes deben asegurarse de manera segura mientras se encuentran en el vehículo. Se espera que los invitados y asistentes de cuidado personal ayuden al pasajero.

Elevador de silla de ruedas

Los pasajeros que utilicen el elevador de sillas de ruedas serán asistidos por el conductor para subir y bajar del elevador. Es más seguro para el pasajero colocar su dispositivo de movilidad en el elevador en el vehículo de Paratransit. El pasajero puede esperar que su dispositivo de movilidad esté debidamente asegurado en cuatro lugares. Las sillas de ruedas y los scooters deben asegurarse durante el transporte. Los pasajeros deben usar un cinturón de seguridad y una correa para el hombro cuando estén disponibles.

Ayudas de movilidad

Los pasajeros con ayudas para la movilidad son responsables de mantener su equipo en condiciones de funcionamiento seguras. Esto incluye mantener las baterías cargadas en sillas de ruedas eléctricas y scooters y mantener los frenos manuales de las sillas de ruedas en buen estado de funcionamiento.

¡Mantenga un camino despejado!

Es responsabilidad del pasajero mantener un camino despejado hacia su puerta para que el conductor pueda brindar servicio puerta a puerta. Por favor, mantenga las aceras y rampas libres de nieve y no espere que el conductor abra un camino hacia la puerta.

El conductor puede negarse a llevarlo en lugares que no sean seguros para el pasajero, el conductor o el vehículo, incluidas las áreas sin nieve.

Denegación de servicio

MAT Paratransit puede negarse a brindar servicio a un individuo porque ese individuo se involucra en una conducta violenta, seriamente perturbadora o ilegal. Sin embargo, la Ciudad no se negará a brindar el servicio únicamente porque la discapacidad del individuo dé como resultado una apariencia o comportamiento involuntario que pueda ofender, molestar o incomodar a los empleados de la Ciudad, contratistas u otras personas.

Asistente de cuidado personal (PCA)

Un asistente de cuidado personal (PCA) se considera una ayuda para la movilidad y se le permite viajar gratis. Si necesita un asistente de cuidado personal, debe indicarlo en el formulario de solicitud de elegibilidad o volver a enviar una solicitud en el momento en que se determine la necesidad. Los asistentes de cuidado personal deben tener el mismo destino inicial y final que la persona elegible. Ejemplos de circunstancias en las que puede necesitar un PCA durante el transporte o en su destino podrían incluir a alguien que lo ayude a ver, caminar, hablar, comer, ir al baño, etc.

Otra persona "elegible para el servicio de paratránsito de la ADA" no calificará como asistente de atención personal a menos que actúe en calidad de asistente de atención personal.

Los familiares o amigos se consideran invitados y no asistentes de cuidado personal, a menos que actúen en calidad de asistente de cuidado personal.

Los asistentes de cuidado personal permanecerán con el pasajero durante todo el viaje y hacia / desde el edificio. Si se proporciona un asistente de cuidado personal y es capaz, asistirá al pasajero entre el vehículo y el edificio en lugar de que el conductor brinde esta asistencia.

MAT Paratransit se reserva el derecho de requerir un asistente de cuidado personal cuando se transporta a un pasajero que tiene una condición médica o de comportamiento documentada que podría representar una situación insegura para el conductor o cualquiera de los pasajeros.

El pasajero de Paratransit es responsable de traer su propio asistente de cuidado personal (PCA). MATBUS no proporciona un PCA ni un asistente en el vehículo con el conductor. Las principales responsabilidades del conductor son asegurar de forma segura al pasajero y conducir el vehículo. Si una persona no puede viajar sin supervisión con extraños por hasta una hora, es responsabilidad del pasajero traer un PCA.

Llevando a un invitado

Cada pasajero puede tener una persona que lo acompañe como invitado. Más invitados pueden viajar siempre que haya espacio disponible y no se niegue el viaje a ningún cliente elegible.
El destino inicial y final del huésped debe ser el mismo que el suyo. El huésped debe pagar una tarifa para viajar.

Las personas elegibles pueden llevar a otra persona como invitado. El destino inicial y final de este invitado debe ser el mismo que el de la persona elegible. Los huéspedes deben pagar su viaje. Un asistente de cuidado personal no cuenta como invitado. Puede tener un asistente de cuidado personal y un invitado que lo acompañe. Más invitados pueden acompañarlo si el espacio lo permite; sin embargo, no pueden desplazar a otras personas elegibles de ADA Paratransit.

Responsabilidades del ciclista

Todos nuestros pasajeros de Paratransit son importantes para nosotros y nos esforzamos por brindar un servicio constante y confiable. Como servicio de transporte compartido, es importante que los pasajeros de Paratransit comprendan el impacto que su comportamiento tiene en otros pasajeros de Paratransit y en la prestación de servicios.

Los ejemplos de comportamiento que interrumpen el servicio de Paratransit incluyen, entre otros, que un pasajero no esté listo cuando llegue el conductor y espere que el conductor espere más de 5 minutos o regrese en otro momento, haga varias reservas y luego las cancele / reprograme dentro de varios días, sin tener un boleto y esperando un viaje a crédito, o esperando que el conductor cambie el destino del viaje programado. Un pasajero de Paratransit será notificado por carta sobre el comportamiento perturbador. Un patrón de comportamiento perturbador resultará en una suspensión.

Cinturones de seguridad

Los pasajeros deben usar un cinturón de seguridad y una correa para el hombro cuando estén disponibles. Los niños menores de ocho años o 4 pies 9 pulgadas deben usar un sistema de retención infantil mientras viajan en el vehículo de Paratransit. El pasajero adulto es responsable de proporcionar un asiento para niños que se ajuste adecuadamente a su hijo y de ajustar correctamente el asiento para asegurar a su hijo (por ejemplo, orientado hacia adelante o hacia atrás, altura y tensión de la correa para el hombro). El conductor se asegurará de que el asiento para niños esté correctamente sujeto por el cinturón de seguridad al vehículo. El no usar el cinturón de seguridad resultará en la denegación de los servicios de transporte al cliente para ese viaje.

Procedimientos de recogida

A la persona que llama se le proporcionará una hora programada para recogerlo. Todos los pasajeros deben estar listos 15 minutos antes de la hora de recogida programada y permitir que pasen 15 minutos más allá de la hora de recogida antes de llamar a los despachadores de tránsito al 701-235-4464 para preguntar sobre su viaje. Los pasajeros deben estar listos para partir con abrigo, paquetes juntos, en el vestíbulo, etc.

A su llegada, el conductor hará sonar la bocina. El conductor esperará cinco minutos a que aparezca el pasajero. Si el pasajero no se presenta dentro de los cinco minutos, se considerará que "no se presentó" (consulte la Sección 6.2 - Sanciones impuestas por "No presentación"). El despachador de tránsito no está obligado a llamar al pasajero si el pasajero no está listo cuando llega el vehículo. No se requiere que el conductor entre al edificio para buscar al pasajero. El conductor debe mantener el vehículo a la vista en todo momento.

Si el vehículo llega antes de los 15 minutos antes de la hora de recogida programada, el conductor se estacionará fuera de la vista del pasajero. Luego, el conductor esperará hasta 15 minutos antes de la hora de recogida programada antes de ir al lugar de recogida y hacer sonar la bocina y comenzar a contar los cinco minutos permitidos para que aparezca el pasajero.

Si el vehículo de Paratransit llega más de 15 minutos después de la hora programada y el pasajero rechaza el servicio o no se presenta, esto se considerará un "viaje perdido" en lugar de un "no presentarse" y el pasajero no está obligado a pagar la tarifa. .

Si el vehículo se retrasa más de media hora más allá de la hora de recogida programada, el despachador de tránsito intentará ponerse en contacto con el pasajero para ofrecerle una hora de recogida revisada. El pasajero podrá en ese momento optar por cancelar el viaje sin obligación de pagar la tarifa.

La entrada al edificio donde lo recogen será la misma entrada a la que lo traen de regreso a menos que notifique al Despachador de Tránsito de manera diferente al momento de reservar su viaje.

Uso de rampa / elevador y cierres / cinturones de seguridad dentro del vehículo

Rampa / elevador
El conductor siempre operará la rampa o elevador y mantendrá al pasajero bajo vigilancia en todo momento durante dicha operación. Los pasajeros que utilicen una rampa / ascensor serán asistidos por el conductor para subir y bajar de la rampa / ascensor. Es más seguro para el pasajero colocar su dispositivo de movilidad en el elevador en el vehículo de Paratransit. Un ciclista puede negarse a retroceder en el ascensor y entrar en él hacia adelante. El conductor debe recomendar al ciclista que entre en el ascensor al revés. No se negará el servicio si el pasajero se niega a colocar su dispositivo de movilidad en el ascensor.

Aseguramiento del dispositivo de movilidad
Para aquellos que usan un dispositivo de movilidad, el pasajero puede esperar que su dispositivo de movilidad esté debidamente asegurado en cuatro lugares además de que el pasajero use un cinturón de seguridad con correa para el hombro. Una vez que el dispositivo de movilidad esté debidamente asegurado, el conductor informará al despacho por radio "10-99, todos los puntos asegurados" antes de que el vehículo se ponga en movimiento. Las sillas de ruedas deben asegurarse durante el transporte. Los pasajeros en sillas de ruedas eléctricas tendrán el interruptor principal en la posición de "apagado" en todo momento mientras el vehículo esté en movimiento.

La negativa del pasajero a permitir dispositivos de seguridad resultará en la denegación del servicio. Se harán excepciones a los requisitos obligatorios del cinturón de seguridad por razones médicas al recibir una declaración escrita de un médico que indique que la persona no puede ser transportada de manera segura usando cinturones de seguridad debido a una condición médica, tamaño corporal o discapacidad física.

De acuerdo con la ADA, si el operador de tránsito tiene una política que requiere sujeción, o si un pasajero solicita que se asegure la silla de ruedas, la Sección 37.165 (f) de las regulaciones de la ADA del DOT requiere que el personal de tránsito haga todo lo posible para asegurar el dispositivo de movilidad. La sección 37.165 (d) establece que los operadores de tránsito no pueden negarse a acomodar una silla de ruedas común, incluido un scooter u otro dispositivo de movilidad especializado que cumpla con las especificaciones de la regulación ADA, porque la silla de ruedas no se puede asegurar a satisfacción del conductor.

Capacidad de elevación
De acuerdo con la ADA, los proveedores de transporte deben llevar una silla de ruedas y un ocupante si la elevación y el vehículo pueden acomodarlos físicamente, a menos que hacerlo sea incompatible con los requisitos de seguridad legítimos. Los "requisitos de seguridad legítimos" incluyen circunstancias tales como una silla de ruedas de tal tamaño que bloquearía un pasillo, o sería demasiado grande para ingresar al vehículo, o interferiría con la evacuación segura de los pasajeros en una emergencia. Las rampas y elevadores MATBUS no deben usarse para dispositivos de movilidad de más de 800 libras cuando están ocupados.

Cinturones de seguridad
Los pasajeros deben usar un cinturón de seguridad y una correa para el hombro cuando estén disponibles.

Los niños menores de ocho años o 4 pies y 9 pulgadas deben usar sistemas de retención infantil mientras viajan en el vehículo de Paratransit. El pasajero adulto es responsable de proporcionar un asiento para niños que se ajuste adecuadamente a su hijo y de ajustar correctamente el asiento para asegurar a su hijo (por ejemplo, orientado hacia adelante o hacia atrás, altura y tensión de la correa para el hombro). El conductor se asegurará de que el asiento para niños esté correctamente sujeto por el cinturón de seguridad al vehículo. El no usar el cinturón de seguridad resultará en la denegación del servicio de transporte al cliente para ese viaje.

Restricciones de capacidad

Las ciudades de Fargo y Moorhead no establecerán patrones o prácticas operacionales que limiten significativamente la disponibilidad del servicio. Por lo tanto, se mantendrán y revisarán trimestralmente registros de recogidas inoportunas, rechazos de viajes, viajes perdidos y viajes excesivamente largos (ver definiciones a continuación) para considerar la necesidad de vehículos adicionales para cumplir con la capacidad. Debe haber un patrón consistente y los problemas deben considerarse sustanciales para que se consideren limitaciones de capacidad. Si se identifica una restricción de capacidad significativa, se pueden poner en servicio vehículos adicionales para satisfacer la demanda.

Recolecciones inoportunas: las recolecciones que se realicen 15 minutos más tarde de la hora programada se considerarán recolecciones inoportunas.

Denegaciones de viajes: las regulaciones permiten que las recolecciones se programen hasta una hora antes o después de la hora solicitada. Si el despachador de tránsito ofrece a la persona un tiempo superior a una hora antes o después de la hora solicitada y la hora ofrecida es inaceptable para la persona, el viaje se considerará "denegado". No se aplican solicitudes de servicio el mismo día. Las solicitudes de servicio hacia / desde áreas a más de 3/4 de milla de las rutas fijas de MATBUS no se cuentan como denegaciones de viaje. Las solicitudes de servicio los domingos no se cuentan como denegaciones de viaje ya que las rutas fijas de MATBUS no operan los domingos.

Si el despachador de tránsito ofrece un viaje dentro de una hora antes o después de la hora de recogida solicitada y el pasajero rechaza el viaje, regístrelo como rechazo. El viaje de regreso también se registrará como un rechazo si el pasajero decide no tomarlo.

Viaje perdido: Los viajes que no se completan porque el vehículo no llegó en absoluto o el vehículo llegó en cualquier punto fuera de la ventana de recogida y el pasajero no desea realizar el viaje se cuentan como viajes perdidos. Los viajes perdidos no se pueden contabilizar en contra del pasajero y el pasajero puede negarse a realizar el viaje sin penalización si el vehículo llega fuera de la ventana de recogida.

Recogida tardía: el vehículo llega a cualquier punto fuera de la ventana de recogida y el cliente elige realizar el viaje incluso si es tarde.

Viajes excesivamente largos: MAT Paratransit asegurará que los tiempos de viaje en paratránsito sean comparables a los tiempos de viaje en el servicio de ruta fija local. Se harán muestras aleatorias todos los días, de cinco (5) viajes de menos de 30 minutos, cinco (5) viajes de entre 30 y 60 minutos y todos los viajes de más de 60 minutos. Nuestro objetivo será que el 90% de la duración de los viajes de paratránsito muestreados sea igual o no mayor de 15 minutos más que la duración del viaje de ruta fija comparable.

MAT Paratransit no se hace responsable de los problemas operativos causados por circunstancias fuera de nuestro control, como problemas climáticos o de tráfico imprevistos (trenes, accidentes, etc.). Tales problemas no se considerarán al establecer si existen o no patrones que limitan la disponibilidad del servicio.

Ayudas para la movilidad y equipos de soporte vital

Los pasajeros elegibles para el paratránsito de la ADA pueden viajar con animales de servicio entrenados para ayudarlos. Los animales de servicio incluyen perros guía utilizados por personas con impedimentos visuales o auditivos, y perros y otros animales que brindan ayuda a personas con impedimentos de movilidad.

Animales de servicio: La ADA define un animal de servicio como cualquier perro guía, perro de señales u otro animal entrenado individualmente para brindar asistencia a una persona con una discapacidad. Si cumplen con esta definición, los animales se consideran animales de servicio según la ADA, independientemente de si han sido autorizados o certificados por un gobierno estatal o local. Los animales de apoyo emocional no se consideran animales de servicio según la ADA.

Los animales de servicio realizan algunas de las funciones y tareas que la persona con una discapacidad no puede realizar por sí misma. Algunos ejemplos incluyen:
• Perros
lazarillos para ver. • Alerta de sonidos a personas con impedimentos auditivos.
• Tirar de sillas de ruedas o cargar y recoger cosas para personas con problemas de movilidad.
• Ayudar a las personas con problemas de movilidad a mantener el equilibrio.
• Animales de respuesta / alerta a las convulsiones que alertan a las personas con trastornos convulsivos sobre convulsiones inminentes y / o ayudan a la persona durante y después de la convulsión.

Algunos animales de servicio, pero no todos, usan collares / arneses especiales, tienen licencia o están certificados y tienen documentos de identificación. Si el conductor no está seguro de que un animal sea un animal de servicio, el conductor puede preguntarle a la persona que tiene el animal si es un animal de servicio requerido debido a una

discapacidad. El conductor también puede preguntar que tipo de servicio brinda el animal.

El Departamento de Justicia establece:
Puede excluir a cualquier animal, incluido un animal de servicio, de su instalación o vehículo cuando el comportamiento de ese animal represente una amenaza directa para la salud o la seguridad de los demás. Por ejemplo, cualquier animal de servicio que muestre un comportamiento despiadado hacia otros pasajeros o el conductor puede ser excluido. Sin embargo, no puede hacer suposiciones sobre cómo es probable que se comporte un animal en particular en función de su experiencia pasada con otros animales. Cada situación debe considerarse individualmente.

Los pasajeros elegibles pueden viajar con equipo de soporte vital portátil, como respiradores y oxígeno portátil.

Los pasajeros con ayudas para la movilidad son responsables de mantener su equipo en condiciones de funcionamiento seguras. Esto incluye mantener las baterías cargadas en sillas de ruedas eléctricas y scooters y mantener los frenos manuales de las sillas de ruedas en buen estado de funcionamiento. Si se requiere que un pasajero use cierta ayuda para la movilidad, como un andador o un bastón, es responsabilidad del pasajero saber cuándo se debe usar ese equipo para viajar de manera segura o tener un asistente de cuidado personal que lo ayude.

Cambios de ruta

El conductor de MAT Paratransit no puede cambiar una ruta (los puntos de recogida o de destino) o hacer desvíos a solicitud del pasajero sin antes solicitar y recibir autorización del Despachador de Tránsito. El Despachador de Tránsito tiene el horario maestro para todas las rutas y es consciente del impacto de cambiar el punto de recogida o destino de un vehículo en relación con todo el sistema.

Actividades prohibidas

No se permite fumar, comer ni beber mientras se encuentre en el vehículo.

Los conductores no pueden usar ningún tipo de auriculares, teléfono celular o accesorio de teléfono celular mientras conducen / operan un vehículo de tránsito o autobús. El término "teléfono celular" incluye, pero no se limita a: teléfonos celulares y móviles, dispositivos móviles u otros dispositivos electrónicos para comunicaciones personales, dispositivos electrónicos de mano o manos libres, auriculares, bluetooth, reconocimiento de voz, etc. La naturaleza de emergencia para un conductor en servicio puede hacerse a través de la oficina de Paratransit, y el Despachador de Tránsito deberá comunicar la emergencia al conductor por medio de la radio o tableta de dos vías proporcionada por la Ciudad. Los teléfonos celulares se “apagarán” mientras un conductor tenga el control del vehículo de tránsito o autobús; no será aceptable tener el teléfono celular en modo vibrador o silencioso.

Comportamiento perturbador

Como servicio de transporte compartido, es importante que los pasajeros de Paratransit comprendan el impacto que su comportamiento tiene en otros pasajeros de Paratransit y en la prestación de servicios. Los ejemplos de comportamiento que interrumpen el servicio de Paratransit incluyen, entre otros, que un pasajero no esté listo cuando llegue el conductor y espere que el conductor espere más de 5 minutos o regrese en otro momento, haga varias reservas y luego las cancele / reprograme dentro de varios días, sin tener un boleto y esperando viajar a crédito, o esperando que el conductor cambie el destino del viaje programado. Se enviará una carta identificando su comportamiento perturbador al pasajero de Paratransit. Un patrón de comportamiento perturbador resultará en el envío de una carta describiendo la sanción y cómo apelar la sanción.

MAT Paratransit puede negarse a brindar servicio a un individuo porque ese individuo se involucra en una conducta violenta, seriamente perturbadora o ilegal. Sin embargo, la Ciudad no se negará a brindar el servicio únicamente porque la discapacidad del individuo dé como resultado una apariencia o comportamiento involuntario que pueda ofender, molestar o incomodar a los empleados de la Ciudad, contratistas u otras personas.

MAT Paratransit se reserva el derecho de requerir un asistente de cuidado personal cuando se transporta a un pasajero que tiene una condición médica o de comportamiento documentada que podría representar una situación insegura para el individuo, el conductor o cualquiera de los pasajeros. MAT Paratransit puede suspender la elegibilidad o revocar permanentemente los privilegios de viajar si nuestros registros indican que el pasajero ha amenazado o abusado de un conductor u otro pasajero.

MAT Paratransit se reserva el derecho de negar la entrada a un vehículo si el pasajero parece desordenado o lleva al conductor a concluir que el pasajero exhibirá un comportamiento perturbador que representaría una amenaza para la seguridad no solo para el conductor sino también para los demás pasajeros, incluidos, entre otros, limitado a, intoxicación y uso de drogas ilegales.

No se permite el uso de lenguaje ofensivo al dirigirse al Despachador de Tránsito, el conductor u otros pasajeros. Negarse a descontinuar el uso a pedido puede resultar en la denegación del viaje. Se registrarán las denegaciones de servicio. Si la denegación se realiza por motivos distintos a los que el tiempo solicitado no estaba disponible, se documentará el motivo y se notificará al pasajero o su padre / tutor por correo o llamada telefónica.

Archivo	Tamaño	Tipo
Política de No Show de Paratránsito de MAT	363,47 KB	PDF
Cómo montar para	1,76 MB	PDF

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Horas de servicio

Lunes - Viernes
6:15 am a 11:15 pm
Sábado
7:15 am a 11:15 pm
Domingo
7 am a 5 pm

Todos los viajes deben completarse y los pasajeros deben ser entregados a su destino antes de las 11:15 p. M. Las horas de inicio enumeradas anteriormente son las horas más tempranas que un pasajero puede programar una recogida. El operador del autobús puede llegar hasta 15 minutos antes de la hora programada.

Vacaciones

MAT Paratransit no funciona en los siguientes días festivos: Día de Año Nuevo, Pascua, Día de los Caídos, Día de la Independencia, Día del Trabajo, Día de Acción de Gracias, Nochebuena después de las 5 pm y el día de Navidad.

Calendario

Ver calendario completo ›

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Solicitud de paratránsito

Solicitud de paratránsito

Archivo	Tamaño	Tipo
Aplicación MAT Paratransit	1,83 MB	PDF

Cómo aplicar

Las solicitudes están disponibles en www.matbus.com, Ground Transportation Center (GTC), 502 NP Avenue, Fargo y Metro Transit Garage, 650 23rd St. N., Fargo. Si desea una solicitud por correo, llame al 701.235.4464.

Después de recibir una solicitud completa y una verificación profesional, el procesamiento de la solicitud puede demorar hasta tres semanas. Una vez aprobado, recibirá una tarjeta de identificación de pasajero que indica que es elegible para MAT Paratransit.

Proceso de solicitud

Para reservar un viaje en MAT Paratransit, necesita una tarjeta de identificación de pasajero. Puede solicitar una solicitud gratuita para esta tarjeta en Metro Area Transit o descargarla como PDF. Se le pedirá que proporcione el nombre de un médico o un profesional de servicios sociales calificado que pueda verificar su discapacidad.

Se determinará la elegibilidad dentro de los 21 días posteriores a la recepción del formulario de solicitud, el formulario de autorización y el formulario de verificación profesional. Su tarjeta le será enviada por correo cuando se apruebe su solicitud o después de que se obtenga una foto para la tarjeta de identificación del pasajero; La tarjeta anotará cualquier restricción impuesta sobre su uso del servicio y un número de teléfono al que puede llamar para reservar un

Llame al 701.235.4464
También puede descargar una aplicación desde esta página.

Tarjetas de identificación de ciclistas

Todos los pasajeros de MAT Paratransit reciben una tarjeta de identificación de pasajero una vez aprobado para el servicio. Se requiere una foto del pasajero para la tarjeta. Hay una serie de opciones disponibles para que los nuevos pasajeros proporcionen una foto, incluida la entrega de una copia impresa o el envío de una foto por correo electrónico al momento de la solicitud, o una vez aprobado, el conductor puede tomar una foto y una tarjeta de identificación de pasajero. Se incluye información adicional en la solicitud.

Las fotos enviadas a MAT Paratransit, deben ser claras (no borrosas ni pixeladas), en color y solo del solicitante, ninguna otra persona puede estar en la imagen. Por favor, indique al enviar una foto, el nombre y apellido del solicitante.

Proceso de apelaciones de elegibilidad

Un subcomité del Comité de Alcaldes del Área Metropolitana para Personas con Discapacidades (Subcomité de Apelaciones) servirá como la Junta de Apelaciones Administrativas para las ciudades de Fargo y Moorhead. El Comité consta de cuatro miembros del comité completo y un pasajero de Paratransit. Si el solicitante desea apelar la determinación de elegibilidad, se seguirá el siguiente proceso:

una. Se debe presentar una apelación por escrito dentro de los 60 días posteriores a la fecha de la carta en la que se notifica a la persona que se ha determinado que no es elegible para el servicio ADA Paratransit.

B. Las apelaciones por escrito se enviarán a MAT Paratransit, Transit Administration Office, 650 23rd Street North, Fargo, ND 58102 para su consideración.

C. El solicitante, o un representante de su elección, tendrá la oportunidad de ser escuchado y presentar información y argumentos en apoyo de su posición al Subcomité de Apelaciones del Comité de Alcaldes del Área Metropolitana para Personas con Discapacidades. El Oficial de Salud de la Ciudad de Fargo, un médico, asesorará al Comité según sea necesario.

D. Se enviará al solicitante una determinación por escrito de la decisión sobre la apelación, incluidas las razones de dicha decisión, dentro de los 30 días posteriores a la finalización del proceso de apelación. Si no se toma una decisión dentro de los 30 días, se determinará que el solicitante es elegible temporalmente hasta que el Comité tome la decisión con respecto a la apelación.

Elegibilidad para MAT Paratransit

Las personas con discapacidades que están certificadas como "elegibles para el paratránsito de la ADA" pueden viajar en MAT Paratransit.

¿Qué es ADA?

ADA se refiere a la Ley de Estadounidenses con Discapacidades de 1990. La Ley ADA requiere que se brinden servicios de transporte como MAT Paratransit a personas con discapacidades físicas y mentales que no pueden, debido a su discapacidad, utilizar el servicio de autobús de ruta fija sin asistencia.

Calificación

La calificación se basa en las capacidades funcionales del individuo más que en un diagnóstico médico específico. La elegibilidad puede ser permanente, temporal o condicional.

Elegibilidad condicional

Si el solicitante se considera elegible pero solo bajo ciertas condiciones, el encargado de la reserva revisará cada viaje solicitado para ver si ese viaje cumple con las condiciones que se establecieron cuando se determinó la elegibilidad. Por ejemplo, un pasajero solo puede ser elegible para Paratransit durante el invierno cuando hay nieve y hielo. En este ejemplo, durante el verano, el pasajero no sería elegible para Paratransit. Las condiciones se identifican en la carta de elegibilidad y se anotan en la tarjeta de identificación del pasajero.

Visitantes

Si las ciudades de Fargo o Moorhead determinan que usted es "elegible para el paratránsito de la ADA", esa elegibilidad le da derecho a utilizar los servicios de paratránsito en otras comunidades que podría visitar en todo el país por hasta 21 días en un período de 365 días.

Los visitantes de Fargo-Moorhead que hayan sido certificados como "elegibles para el servicio de paratránsito ADA" por otra entidad pública recibirán el servicio hasta 21 días durante cualquier período de 365 días, comenzando con el primer uso del servicio por parte del visitante durante dicho período de 365 días. En la medida de lo posible, MAT Paratransit observará cualquier limitación / condición impuesta a una certificación de otra comunidad. Los visitantes que no hayan sido certificados como elegibles por otra entidad pública pero que afirmen que son "elegibles para el servicio de paratránsito de la ADA" se considerarán elegibles hasta por 21 días durante cualquier período de 365 días. Si el servicio se necesita más allá de los 21 días, la persona debe solicitar la elegibilidad de las ciudades de Fargo o Moorhead. Se puede solicitar a los visitantes que muestren prueba de residencia fuera de los límites de la ciudad de Moorhead o Dilworth, Minnesota,

Se alienta a las personas que viven fuera del área metropolitana pero viajan a la comunidad y utilizan MAT Paratransit de manera regular a solicitar la elegibilidad. Cualquier persona que utilice MAT Paratransit durante más de 21 días en cualquier período de 365 días puede tener que solicitar la elegibilidad.

Criterio de elegibilidad

MAT Paratransit está destinado a proporcionar transporte a personas con discapacidades que no pueden utilizar de forma independiente el sistema de autobús de ruta fija (también conocido como MATBUS).

Para ser elegible para usar MAT Paratransit, debe ser considerado "elegible para ADA Paratransit" según lo define el gobierno federal. Las tres categorías de elegibilidad de paratránsito de la ADA establecidas por el gobierno federal se enumeran a continuación.

La elegibilidad de ADA Paratransit se basa en un modelo funcional, más que médico. Las personas no están calificadas o descalificadas sobre la base de un diagnóstico o discapacidad específicos. Una persona será certificada como elegible para paratránsito de la ADA si hay alguna parte del sistema de ruta fija MATBUS en el área de servicio designada que no pueda ser utilizada o navegada por esa persona debido a una discapacidad (consulte la Sección 3.2 - Definición de persona discapacitada). En funcionamiento, la elegibilidad se basará en si el sistema de ruta fija MATBUS puede brindar su servicio a la persona en particular para un viaje en particular. La elegibilidad puede ser permanente, temporal, estacional, condicional o transitoria.

Si el solicitante se considera elegible pero solo bajo ciertas condiciones, el encargado de la reserva revisará cada viaje solicitado para ver si ese viaje cumple con las condiciones que se establecieron cuando se determinó la elegibilidad. Una persona puede apelar un viaje denegado de la misma manera que apela una denegación de elegibilidad (consulte la Sección 3.6 - Proceso de apelaciones de elegibilidad).

Para los niños dependientes menores de 7 años con discapacidades, el padre y el niño juntos como un equipo serán evaluados para determinar su elegibilidad según sus habilidades funcionales. Si juntos pueden viajar en el sistema de ruta fija MATBUS incondicionalmente, el niño no será elegible.

EXISTEN TRES CATEGORÍAS DE ELEGIBILIDAD:

CATEGORÍA 1: NO SE PUEDE ABORDAR, MONTAR O DESEMBARCAR.

"Cualquier persona con una discapacidad que no pueda, como resultado de una discapacidad física o mental (incluida una discapacidad visual), y sin la ayuda de otra persona (excepto el operador de un elevador de sillas de ruedas u otro dispositivo de asistencia para abordar), abordar , viajar o desembarcar de cualquier vehículo en el sistema de autobús de ruta fija que sea fácilmente accesible y utilizable por personas con discapacidades ".

En esta categoría se incluyen las personas con impedimentos mentales o visuales que no pueden usar o "navegar por el sistema". Reconocer destinos, comprender las transferencias y ser capaz de distinguir entre vehículos en estaciones de transferencia con mucho tráfico son ejemplos de cómo navegar por el sistema de ruta fija. Con la excepción de la asistencia brindada por el conductor u otros empleados del servicio, la elegibilidad bajo esta categoría se basa en la capacidad de una persona para usar el servicio de manera independiente. Una persona que viaja con un amigo o asistente aún es elegible para el servicio de paratránsito incluso si pudiera usar el sistema de ruta fija con la ayuda de esta otra persona.

Una persona que ha sido capacitada para usar el sistema para viajar hacia y desde un destino en particular de forma independiente y, por lo tanto, puede utilizar el Sistema de ruta fija para ese propósito (hacia / desde un lugar de trabajo, por ejemplo) no puede aplicar la elegibilidad para ese viaje. Sin embargo, un viaje excepcional (a un restaurante, por ejemplo) sería elegible para la ADA. Si las interrupciones del servicio, como el cambio de ruta debido a la construcción, hacen que la capacitación sea temporalmente inapropiada, la persona será elegible para esos viajes.

CATEGORÍA 2: CAPAZ DE SUBAR, MONTAR Y DESEMBARCAR SÓLO SI EL VEHÍCULO ES ACCESIBLE (EQUIPADO CON UN DISPOSITIVO DE EMBARQUE, COMO UN ELEVADOR).

"Cualquier persona con una discapacidad que necesite la ayuda de un elevador de sillas de ruedas u otro dispositivo de asistencia para abordar y que pueda, con dicha asistencia, abordar, viajar y desembarcar de cualquier vehículo que sea fácilmente accesible y utilizable por personas con discapacidad si el el individuo quiere viajar en una ruta del sistema durante las horas de operación del sistema a la vez, o dentro de un período razonable de tiempo, cuando dicho vehículo no se esté utilizando para proporcionar transporte público designado en la ruta ".

La elegibilidad en esta categoría depende de la accesibilidad de los vehículos y las rutas. Una persona es elegible para el servicio de paratránsito si la ruta fija por la que desea viajar aún no es accesible.

• Una persona es elegible para el paratránsito si el elevador o dispositivo de abordaje de un vehículo no se pudo desplegar en la parada que desea usar.
• Una persona es elegible si usa una "silla de ruedas común" pero no puede ser atendida por el sistema de ruta fija porque el elevador en el vehículo que necesita usar no cumple con los estándares federales de equipos.

• Una persona es elegible si la ruta de autobús en la que desea viajar no es 100% accesible.

CATEGORÍA 3: NO SE PUEDE VIAJAR AL LUGAR DE EMBARQUE O DESDE EL LUGAR DE DESEMBARQUE.

"Cualquier individuo con una discapacidad que tenga una condición específica relacionada con una discapacidad que le impida viajar a un lugar de embarque o de un lugar de desembarque en dicho sistema".

En esta categoría, la "condición específica relacionada con la discapacidad" debe evitar que la persona utilice el sistema de ruta fija. Una persona sería elegible si la combinación de la "condición específica relacionada con la discapacidad" de una persona y las barreras arquitectónicas (como cortes de acera) y barreras ambientales (como la distancia, el terreno y el clima) impiden que una persona viaje hacia o desde las paradas de autobús. / estaciones.

3.2 Definición de individuo discapacitado [Reglamento federal 49 CFR '37 .3]

El individuo discapacitado se define como un individuo con un impedimento físico o mental que limita sustancialmente una o más de las principales actividades de la vida de dicho individuo; un registro de tal impedimento; o que se considere que tiene tal impedimento. La frase actividades principales de la vida significa funciones como cuidarse a sí mismo, realizar tareas manuales, caminar, ver, oír, hablar, respirar, aprender y trabajar.

Los impedimentos físicos o mentales incluyen: (1) Cualquier trastorno o condición fisiológica, desfiguración cosmética o pérdida anatómica que afecte uno o más de los siguientes sistemas corporales: neurológico, musculoesquelético, órganos de los sentidos especiales, respiratorio, incluidos los órganos del habla, cardiovascular, reproductivo, digestivo, genitourinario, hemico y linfático, cutáneo y endocrino; (2) Cualquier trastorno mental o psicológico, como retraso mental, síndrome cerebral orgánico, enfermedad emocional o mental y discapacidades específicas de aprendizaje; (3) enfermedades y afecciones contagiosas o no contagiosas, que incluyen, pero se limitan a: impedimentos ortopédicos, visuales, del habla y auditivos; parálisis cerebral, epilepsia, distrofia muscular, esclerosis múltiple, cáncer, enfermedad cardíaca, diabetes, retraso mental, enfermedad emocional, discapacidades específicas de aprendizaje, enfermedad del VIH,

La discapacidad no incluye (1) homosexualidad o bisexualidad; (2) Travestismo, transexualismo, pedofilia, exhibicionismo, voyearismo, desórdenes de identidad de género que no sean resultado de impedimentos físicos u otros desórdenes de conducta sexual; (3) juego compulsivo, cleptomanía o piromanía; (4) trastornos por abuso de sustancias psicoactivas resultantes del uso ilegal actual de drogas.

3.3 Elegibilidad para tarifa con descuento en ruta fija

Una persona con discapacidad puede utilizar el sistema de ruta fija MATBUS con ayuda o en determinadas condiciones. La Tarjeta de Usuario Especial emitida por MATBUS le da derecho a una persona a viajar en el Sistema de Bus de Ruta Fija (MATBUS) por una tarifa con descuento, que es $ 0.75 en efectivo (la mitad de la tarifa en efectivo pagada por un adulto de $ 1.50). Los pases y boletos de descuento para el sistema de ruta fija MATBUS están disponibles para la compra para personas con discapacidades en el Centro de transporte terrestre (GTC). El pasajero debe mostrar la Tarjeta de Usuario Especial al conductor al abordar el autobús o al Despachador de GTC al comprar pases o boletos para recibir la tarifa con descuento. Consulte la Sección 3.5 - Proceso de elegibilidad para solicitar una Tarjeta de usuario especial.

3.4 Elegibilidad de los visitantes [Regulación federal 49 CFR '37 .127]

Si las ciudades de Fargo o Moorhead determinan que usted es "elegible para el paratránsito de la ADA", esa elegibilidad le da derecho a utilizar los servicios de paratránsito en otras comunidades que podría visitar en todo el país por hasta 21 días en un período de 365 días.

Los visitantes de Fargo-Moorhead que hayan sido certificados como "elegibles para el servicio de paratránsito ADA" por otra entidad pública recibirán el servicio hasta 21 días durante cualquier período de 365 días, comenzando con el primer uso del servicio por parte del visitante durante dicho período de 365 días. En la medida de lo posible, MAT Paratransit observará cualquier limitación / condición impuesta a una certificación de otra comunidad. Los visitantes que no hayan sido certificados como elegibles por otra entidad pública pero que afirmen que son "elegibles para el servicio de paratránsito de la ADA" se considerarán elegibles hasta por 21 días durante cualquier período de 365 días.

Si el servicio se necesita más allá de los 21 días, la persona debe solicitar la elegibilidad de las ciudades de Fargo o Moorhead. Se puede solicitar a los visitantes que muestren prueba de residencia fuera de los límites de la ciudad de Moorhead o Dilworth, Minnesota,

Se alienta a las personas que viven fuera del área metropolitana pero viajan a la comunidad y utilizan MAT Paratransit de manera regular a solicitar la elegibilidad. Cualquier persona que utilice MAT Paratransit durante más de 21 días en cualquier período de 365 días puede tener que solicitar la elegibilidad.

3.5 Proceso de elegibilidad (Regulación federal 49 CFR '37 .125)

una. Las personas deben enviar una solicitud por escrito completa a MATBUS.

MATBUS
650 23rd Street North
Fargo, ND 58102
(701) 241-8140
TDD: Servicio de retransmisión 7-1-1

B. El gerente de movilidad de MATBUS es responsable de revisar las solicitudes y determinar la elegibilidad. Una solicitud de Paratransit completa incluye el formulario de solicitud, el formulario de autorización completado por el solicitante y un formulario de verificación profesional completado por el profesional autorizado para verificar la información del solicitante. MATBUS envía el formulario de verificación al profesional identificado por el solicitante en el formulario de autorización. La determinación final de elegibilidad se realizará dentro de los 21 días posteriores a la recepción del formulario de solicitud, el formulario de autorización y el formulario de verificación profesional. La determinación de inelegibilidad incluirá las razones del hallazgo e informará al solicitante sobre el proceso de apelación.

C. Si no se toma una determinación dentro de los 21 días, se determinará que el solicitante es elegible temporalmente hasta que el Gerente de Movilidad tome la determinación final de elegibilidad.

D. Las personas elegibles recibirán una tarjeta de usuario especial y / o una carta que indique que son elegibles para MAT Paratransit y si también son "elegibles para ADA Paratransit". Esta documentación incluirá lo siguiente:

- Nombre de la persona elegible
- Nombre del proveedor de transporte, MAT Paratransit
- Número de teléfono para llamar para reservar un viaje
- Fecha inicial de elegibilidad
- Fecha de vencimiento de elegibilidad
- Cualquier condición o limitación que se aplique a la elegibilidad de la persona
- Si la persona elegible utiliza un asistente de cuidado personal
- Número de identificación asignado a la persona elegible

mi. Las personas elegibles deben renovar o recertificar la elegibilidad cada tres años, excepto en casos de elegibilidad temporal.

3.6 Proceso de apelaciones de elegibilidad [Regulación federal 49 CFR 37.125 (g)]

Un subcomité del Comité de Alcaldes del Área Metropolitana para Personas con Discapacidades (Subcomité de Apelaciones) servirá como la Junta de Apelaciones Administrativas para las ciudades de Fargo y Moorhead. El Comité consta de cuatro miembros del comité completo y un pasajero de Paratransit. Si el solicitante desea apelar la determinación de elegibilidad, se seguirá el siguiente proceso:

una. Se debe presentar una apelación por escrito dentro de los 60 días posteriores a la fecha de la carta en la que se notifica a la persona que se ha determinado que no es elegible para el servicio ADA Paratransit.

B. Las apelaciones por escrito se enviarán a MAT Paratransit, Transit Administration Office, 650 23rd Street North, Fargo, ND 58102 para su consideración.

C. El solicitante, o un representante de su elección, tendrá la oportunidad de ser escuchado y presentar información y argumentos en apoyo de su posición al Subcomité de Apelaciones del Comité de Alcaldes del Área Metropolitana para Personas con Discapacidades. El Oficial de Salud de la Ciudad de Fargo informará al Comité según sea necesario.

D. Se enviará al solicitante una determinación por escrito de la decisión sobre la apelación, incluidas las razones de dicha decisión, dentro de los 30 días posteriores a la finalización del proceso de apelación. Si no se toma una decisión dentro de los 30 días, se determinará que el solicitante es elegible temporalmente hasta que el Comité tome la decisión con respecto a la apelación.

Definición de individuo discapacitado

El individuo discapacitado se define como un individuo con un impedimento físico o mental que limita sustancialmente una o más de las principales actividades de la vida de dicho individuo; un registro de tal impedimento; o que se considere que tiene tal impedimento. La frase actividades principales de la vida significa funciones como cuidarse a sí mismo, realizar tareas manuales, caminar, ver, oír, hablar, respirar, aprender y trabajar.

Los impedimentos físicos o mentales incluyen: (1) Cualquier trastorno o condición fisiológica, desfiguración cosmética o pérdida anatómica que afecte uno o más de los siguientes sistemas corporales: neurológico, musculoesquelético, órganos de los sentidos especiales, respiratorio, incluidos los órganos del habla, cardiovascular, reproductivo, digestivo, genitourinario, hemico y linfático, cutáneo y endocrino; (2) Cualquier trastorno mental o psicológico, como retraso mental, síndrome cerebral orgánico, enfermedad emocional o mental y discapacidades específicas de aprendizaje; (3) enfermedades y afecciones contagiosas o no contagiosas, que incluyen, pero se limitan a: impedimentos ortopédicos, visuales, del habla y auditivos; parálisis cerebral, epilepsia, distrofia muscular, esclerosis múltiple, cáncer, enfermedad cardíaca, diabetes, retraso mental, enfermedad emocional, discapacidades específicas de aprendizaje, enfermedad del VIH,

La discapacidad no incluye (1) homosexualidad o bisexualidad; (2) Travestismo, transexualismo, pedofilia, exhibicionismo, voyearismo, desórdenes de identidad de género que no sean resultado de impedimentos físicos u otros desórdenes de conducta sexual; (3) juego compulsivo, cleptomanía o piromanía; (4) trastornos por abuso de sustancias psicoactivas resultantes del uso ilegal actual de drogas.

Elegibilidad para tarifa con descuento en ruta fija

Una persona con discapacidad puede utilizar el sistema de ruta fija MATBUS con ayuda o en determinadas condiciones. La tarjeta de identificación del pasajero emitida por MATBUS le da derecho a una persona a viajar en el sistema de autobús de ruta fija (MATBUS) por una tarifa con descuento, que es $ 0.75 en efectivo (la mitad de la tarifa en efectivo pagada por un adulto de $ 1.50). Los pases y boletos de descuento para el sistema de ruta fija MATBUS están disponibles para la compra para personas con discapacidades en el Centro de transporte terrestre (GTC). El pasajero debe mostrar la tarjeta de identificación del pasajero al conductor al abordar el autobús o al despachador de GTC al comprar pases o boletos para recibir la tarifa con descuento. Consulte la Sección 3.5 - Proceso de elegibilidad para solicitar una Tarjeta de usuario especial.

Proceso de elegibilidad

Las personas deben enviar una solicitud por escrito completa a MATBUS.

MATBUS
650 23rd Street North

Fargo, ND 58102

(701) 241-8140
TDD: Servicio de retransmisión 7-1-1

El gerente de movilidad de MATBUS es responsable de revisar las solicitudes y determinar la elegibilidad. Una solicitud de Paratransit completa incluye el formulario de solicitud, el formulario de autorización completado por el solicitante y un formulario de verificación profesional completado por el profesional autorizado para verificar la información del solicitante. MATBUS envía el formulario de verificación al profesional identificado por el solicitante en el formulario de autorización. La determinación final de elegibilidad se realizará dentro de los 21 días posteriores a la recepción del formulario de solicitud, el formulario de autorización y el formulario de verificación profesional. La determinación de inelegibilidad incluirá las razones del hallazgo e informará al solicitante sobre el proceso de apelación.

Si no se toma una determinación dentro de los 21 días, se determinará que el solicitante es elegible temporalmente hasta que el Gerente de Movilidad tome la determinación final de elegibilidad.

Las personas elegibles recibirán una tarjeta de identificación de pasajero y / o una carta que indique que son elegibles para MAT Paratransit y si también son "elegibles para ADA Paratransit". Esta documentación incluirá lo siguiente:

- Nombre de la persona elegible
- Nombre del proveedor de transporte, MAT Paratransit
- Número de teléfono para llamar para reservar un viaje
- Fecha inicial de elegibilidad
- Fecha de vencimiento, si corresponde, para la elegibilidad
- Cualquier condición o limitación que se aplique a la elegibilidad de la persona
- Si la persona elegible utiliza un asistente de cuidado personal
- Número de identificación asignado a la persona elegible

Proceso de apelaciones de elegibilidad

Un subcomité del Comité de Alcaldes del Área Metropolitana para Personas con Discapacidades (Subcomité de Apelaciones) servirá como la Junta de Apelaciones Administrativas para las ciudades de Fargo y Moorhead. El Comité consta de cuatro miembros del comité completo y un pasajero de Paratransit. Si el solicitante desea apelar la determinación de elegibilidad, se seguirá el siguiente proceso:

Se debe presentar una apelación por escrito dentro de los 60 días posteriores a la fecha de la carta en la que se notifica a la persona que se ha determinado que no es elegible para el servicio ADA Paratransit.

Las apelaciones por escrito se enviarán a MAT Paratransit, Transit Administration Office, 650 23rd Street North, Fargo, ND 58102 para su consideración.

El solicitante, o un representante de su elección, tendrá la oportunidad de ser escuchado y presentar información y argumentos en apoyo de su posición al Subcomité de Apelaciones del Comité de Alcaldes del Área Metropolitana para Personas con Discapacidades. El Oficial de Salud de la Ciudad de Fargo informará al Comité según sea necesario.

Se enviará al solicitante una determinación por escrito de la decisión sobre la apelación, incluidas las razones de dicha decisión, dentro de los 30 días posteriores a la finalización del proceso de apelación. Si no se toma una decisión dentro de los 30 días, se determinará que el solicitante es elegible temporalmente hasta que el Comité tome la decisión con respecto a la apelación.

Privacidad con respecto a la información médica

La información médica que pueda recopilarse como parte del proceso de determinación de elegibilidad no se compartirá con ninguna otra parte. Sin embargo, las ciudades de Fargo y Moorhead pueden compartir información sobre la capacidad funcional de una persona para utilizar los servicios de tránsito con otro sistema de tránsito si esto es necesario para determinar la elegibilidad en ese sistema.

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Tarifa de descuento

Se alienta a las personas con discapacidades que pueden viajar en MATBUS a hacerlo y pueden viajar con una tarifa de descuento, que es de 75 ¢. Para recibir una tarifa con descuento, debe mostrarle al conductor una tarjeta de Medicare o una tarjeta de usuario especial al abordar el autobús. Un pase de 30 días cuesta $ 26 para una persona con una tarjeta de usuario especial.

Tarjeta de identificación de ciclista

Una tarjeta de identificación de pasajero se entrega a una persona como certificación de que tiene derecho a ciertos servicios de transporte especiales de MAT. La elegibilidad condicional se indica en la tarjeta. Las tarjetas son emitidas por las Oficinas de Tránsito de las ciudades de Fargo y Moorhead.

Programación de un viaje

Llame al 701.235.4464 Opción 2
Relé 7-1-1 (solo TDD)

Para reservar un viaje. El horario de atención es de 8 am a 4:30 pm, de lunes a viernes. Todas las llamadas deben recibirse antes de las 4:30 pm Las reservaciones deben hacerse al menos un día antes de la fecha en que se necesita el viaje y pueden hacerse con hasta 8 días de anticipación. Las reservas para el mismo día se realizarán según lo permita el espacio.

Negociar su tiempo de viaje

El despachador de tránsito lo ayudará a reservar una hora de recogida. Dado que este es un servicio de viaje compartido que involucra a varios pasajeros a la vez, es posible que el despachador de tránsito no pueda programar su viaje a la hora solicitada.

El Despachador de Tránsito puede negociar con usted un horario alternativo dentro de una hora antes o después del horario solicitado inicialmente para acomodar las reservas ya hechas por otros pasajeros. Un pasajero puede pedirle al Despachador de Tránsito un número de confirmación una vez que se haya programado el viaje.

Se debe proporcionar la siguiente información al despachador de tránsito:
Nombre de cada pasajero elegible

Si está acompañado por un asistente de cuidado personal e invitados

Direcciones de recogida y destino

Hora a la que desea llegar al destino

Hora de regreso

Si se requiere asistencia al conductor

Número de teléfono

Domingos y festivos

La ADA no requiere el servicio de Paratransit los domingos porque no hay servicio de ruta fija MATBUS los domingos. Las ciudades de Fargo, West Fargo, Moorhead y Dilworth optan por ofrecer un servicio limitado durante las horas de 7:00 a. M. Y 5:00 p. M. Para las personas que son elegibles para el servicio de paratránsito.

Las reservas se realizarán a través de un contestador automático los domingos y festivos solo para el servicio al día siguiente.

Para comunicarse con los conductores de Paratransit los domingos, comuníquese con: 701.730.8777 No llame a este número para hacer reservaciones.

Programación de viajes por suscripción

Si necesita viajar regularmente a la misma hora y al mismo destino, puede solicitar una reserva de suscripción. Las suscripciones tienen disponibilidad limitada y están determinadas por MAT Paratransit. Si tiene una suscripción, no necesitará llamar todas las semanas para reservar sus viajes. Tendrá que cancelar su viaje si cambian sus planes.

Los viajes con suscripción durante las horas de mayor demanda pueden estar restringidos a viajes por trabajo, escuela, comidas y servicios médicos. Se pueden establecer listas de espera. La cancelación constante de su viaje de suscripción puede resultar en la pérdida de la reserva.

Programación de viajes de regreso

Debe hacer una reservación de regreso al mismo tiempo que hace su reservación para que lo recojan para un viaje no médico. Las solicitudes de los pasajeros para cambiar los horarios de recogida de devolución porque están listos

médico. Las solicitudes de los pasajeros para cambiar los horarios de recogida de devolución porque están listos temprano pueden aceptarse si hay espacio disponible. El conductor no debe retrasar a otros pasajeros ni prolongar indebidamente su viaje para acomodar una recogida anticipada. El pasajero no debe esperar que se le proporcione un viaje más temprano si pide que lo recojan antes.

Viajes de regreso médico

Si lo dejan en una cita médica y espera terminar antes de las 2:00 pm de lunes a viernes, llame al despachador de tránsito cuando esté listo para que lo recojan. Si su cita médica no termina hasta después de las 2:00 pm, es necesaria una reserva de regreso. Los retrasos médicos se solucionan de la mejor manera posible cuando las citas se prolongan más de lo previsto.

Cancelaciones, no presentaciones y sanciones

Si sus planes cambian, debe llamar para cancelar su reserva. Los viajes deben cancelarse al menos dos horas antes de la hora de recogida programada. De lo contrario, serán considerados "No Show" y estarán sujetos a penalización. Si recibe 3 o más no presentaciones en un período de 30 días y equivalen al 10% o más de sus viajes totales en ese período, enfrentará una suspensión del servicio de 1 semana. Las violaciones continuas de la política de no presentación resultarán en suspensiones más largas. Se tendrán en cuenta los problemas relacionados con la discapacidad o si el conductor llega más de 15 minutos tarde a su recogida.

Si no está presente y listo para partir cuando llega el vehículo y el conductor esperó 5 minutos, su viaje se considerará no presentado. Su viaje de regreso preprogramado se mantendrá en el horario a menos que llame y lo cancele. Si no está presente para el viaje de regreso preprogramado, ese viaje se considerará una ausencia adicional.

Costo de viaje

Cada pasajero e invitado debe pagar una tarifa.

Los
conductores con tarifa exacta requerida no dan cambio.

$ 3.00 en efectivo
$ 3.00 cupón prepago (se vende en libros de 20 por $ 60)

PCA
Los asistentes de cuidado personal y los niños menores de 7 años viajan gratis con un pasajero elegible.

Los talonarios de cupones se pueden comprar al conductor en su próximo viaje. Los libros de cupones NO son reembolsables.

¿Puedo pagar por adelantado?
Las tarifas no se pueden pagar por adelantado (excepto mediante la compra de cupones) ni facturar en una fecha posterior. El pasajero debe pagar su viaje en el momento en que lo hace. Es aceptable pagar el viaje y el viaje de regreso al mismo tiempo.

Cada tarifa es aplicable a un viaje completo. Una vez que el pasajero desembarca del vehículo o llega a su destino, se completa un viaje. Al ingresar nuevamente al mismo u otro vehículo, comienza un nuevo viaje y el pasajero deberá pagar una nueva tarifa.

La tarifa para cada viaje de ida es de $ 3.00 en efectivo. Se requiere tarifa exacta; los conductores no tienen cambio. Los libros de cupones se pueden comprar por $ 60.00 que contienen 20 cupones de viaje. Los libros de cupones están disponibles en MAT Paratransit, Metro Transit Garage, 650 23rd Street North, Fargo, ND 58102, o con el conductor de MAT Paratransit. El conductor cobrará el pago del pasajero en el momento en que reciba el talonario de cupones. Las siguientes condiciones se aplican a las ventas de libros de cupones: (1) Los cupones no se pueden canjear por efectivo bajo ninguna circunstancia. (2) Los libros perdidos o robados no serán reemplazados. (3) Los cupones son válidos solo en MAT Paratransit y en Metro Senior Ride.

Esta estructura de tarifas se aplica tanto a la persona elegible como a sus invitados. Los asistentes de cuidado personal viajan gratis. Los niños en edad preescolar (menores de 7 años) viajan gratis cuando están acompañados por un pasajero adulto elegible.

Las tarifas no se pueden pagar por adelantado (excepto mediante la compra de cupones) ni facturar en una fecha posterior. MAT Paratransit no ofrece a los pasajeros la opción de viajar con crédito. El pasajero debe pagar su viaje en el momento en que lo hace. Si un pasajero no tiene un boleto y se encuentra en un lugar donde sería peligroso dejarlo allí, el conductor debe proporcionar el viaje y MAT Paratransit cobrará por ese viaje antes de que el pasajero viaje nuevamente. Si el pasajero no paga el viaje otorgado a crédito la próxima vez que viaje, se le enviará una factura y el pasajero no podrá reservar otro viaje hasta que se pague la deuda a MAT Paratransit. Un pasajero tiene la opción de pagar su viaje y su viaje de regreso al mismo tiempo. En este caso, el conductor le dará al pasajero un boleto laminado para su viaje de regreso.

Previa solicitud, los conductores ayudarán a recuperar el pago de la tarifa para los pasajeros que no puedan hacerlo de forma independiente debido a su discapacidad. Sin embargo, dicha asistencia no incluirá la eliminación de efectivo / cupones de una cartera. Los pasajeros pueden pedir a los conductores que retiren la tarifa de un contenedor especial que esté disponible y fácilmente identificable como que contiene su tarifa (como una bolsa con cierre hermético).

Propósito del viaje

No se imponen restricciones o prioridades basadas en el propósito del viaje para los viajes ofrecidos por MAT Paratransit, con la excepción de los viajes por suscripción.

Requisito de notificación anticipada

Las reservas se pueden hacer no más de una semana antes de que la persona desee viajar. Las reservas deben hacerse al menos un día antes de la fecha en que la persona desea viajar. Las reservas se realizan por orden de llegada.

Las reservas de devolución no médica deben realizarse al mismo tiempo que realiza la reserva para que lo recojan.

Devoluciones médicas: A menos que lo solicite el pasajero, los viajes de regreso médico no se reservan cuando se realiza la reserva. El viaje de regreso se enumera como una reserva de "visita médica" y se coloca en una lista de espera. El pasajero debe comunicarse con el despachador de tránsito cuando quiera que lo recojan de su cita. Las devoluciones médicas después de las 2:00 p.m. deberán reservarse con anticipación debido a la proximidad del final del día hábil a las 4:30 p.m.

Reservas el mismo día

Para satisfacer las necesidades de viaje de último momento, se pueden hacer reservaciones para el servicio el mismo día, según lo permita el espacio. Sin embargo, MAT Paratransit no brinda servicios médicos de emergencia ni operamos como un servicio de taxi. No se harán reservas para el mismo día después de las 3:00 pm, de lunes a viernes o en cualquier momento los sábados y domingos.

Horas de oficina

Las reservas se realizarán durante el horario habitual de oficina, de 8:00 am a 4:30 pm, de lunes a viernes. Las reservaciones se toman los domingos para el servicio de los lunes a través del correo de voz. Las reservaciones se tomarán los días festivos para el servicio al día siguiente si ese día es un día de servicio regular a través del correo de voz. Las llamadas para programar reservaciones deben recibirse antes de las 4:30 pm, de lunes a viernes.

El encargado de reservas de guardia revisará los mensajes de correo de voz los domingos y feriados después de las 4:30 p. M. Para reservar viajes para el servicio del día siguiente. Confirmarán con el pasajero si el viaje estaba disponible o no. Los Despachadores de Tránsito también revisarán el correo de voz diariamente cuando lleguen para registrar las cancelaciones.

Recogidas anticipadas para viajes programados

Las solicitudes de los pasajeros para cambiar los horarios de recogida de devolución porque están listas temprano pueden aceptarse si hay espacio disponible. El conductor no debe retrasar a otros pasajeros ni prolongar indebidamente su viaje para acomodar una recogida anticipada. El pasajero no debe esperar que se le proporcione un viaje más temprano si pide que lo recojan antes. Llamar repetidamente al despachador o al encargado de reservas durante un período corto de tiempo para preguntar sobre su viaje es una interrupción del servicio y no se recomienda.

Procedimientos de cancelación

Los viajes deben cancelarse al menos dos horas antes de la hora de recogida programada; de lo contrario, el viaje se considerará no presentado y estará sujeto a sanciones. Sea cortés con los demás que puedan necesitar transporte y llame para solicitar la cancelación lo antes posible.

Si el pasajero no está presente y listo para partir cuando llega el vehículo y el conductor esperó 5 minutos, el viaje se considera que no se presentó. El viaje de regreso preprogramado permanecerá en el horario a menos que el pasajero llame para cancelarlo. Si el pasajero no está presente para el viaje de regreso programado previamente, ese viaje se considerará una ausencia adicional.

El reloj del encargado de la reserva es la hora correcta para determinar el retraso de las cancelaciones. Para tener en cuenta las diferencias en los relojes, una persona puede cancelar hasta cinco minutos tarde (una hora y 55 minutos antes de su viaje programado) y aún así ser considerado a tiempo.

Sanciones impuestas por "no presentarse"

Si un pasajero no se presenta a un viaje programado o no canceló el viaje al menos dos horas antes del viaje programado, ese pasajero se considera que no se presentó.

Las ausencias toman un viaje que podría haber sido llenado por otro pasajero y puede reducir la cantidad de pasajeros a los que se les puede brindar el servicio. Por lo tanto, las ausencias se consideran perjudiciales para el servicio de tránsito y se imponen las siguientes sanciones:

Una no presentación ocurre cuando un cliente no aparece dentro de los cinco minutos posteriores a la llegada del vehículo dentro de la ventana de 15 minutos antes o después de la hora programada de recogida. Por ejemplo, si un cliente programa un viaje a las 2 p. M., Puede ser recogido en cualquier momento entre las 1:45 p. M. Y las 2:15 p. M.

Si el vehículo llega a la 1:50 p. M., El cliente tiene hasta la 1:55 p. M. Para presentarse sin siendo documentado como No-Show. Cada No-Show se documenta y cuenta como un (1) punto de penalización.

Una "cancelación tardía" ocurre cuando un cliente cancela un viaje menos de dos horas antes de la hora programada de recogida. Por ejemplo, si un cliente programa un viaje a las 10 a. M., Puede cancelar su viaje hasta las 8 a. M. Sin que se documente como cancelación tardía. Cada cancelación tardía se documenta, se trata como una ausencia y se cuenta como un (1) punto de penalización.

Cualquier período de 30 días en el que un cliente "no se presentó" o "canceló tarde" al menos el 10% de sus viajes programados, será elegible para la suspensión. Para asegurar la suspensión de solo aquellos clientes que tienen un patrón establecido o la práctica de programar viajes y luego no tomarlos, un cliente tendrá que acumular tres o más puntos de penalización para recibir una suspensión. Un cliente estará sujeto a suspensión solo si se alcanza tanto el mínimo del 10% como el número mínimo de puntos de penalización durante el período de 30 días.

La duración de la suspensión de un cliente se ajustará al siguiente programa:
• Primera infracción: suspensión de 7 días (1 semana)
• Segunda infracción: suspensión de 14 días (2 semanas)
• Tercera infracción: 21 días (3 semanas)) suspensión (pérdida de suscripción)
• Cuarta y todas las infracciones posteriores: suspensión de 28 días (4 semanas) (pérdida de suscripción)

Las ausencias y cancelaciones tardías debido a un error de MAT Paratransit no se contarán ni el cliente recibirá puntos de penalización. Tras la primera cancelación tardía o no presentación de un cliente en el año calendario, se enviará una carta de advertencia. No se emitirán más advertencias.

Las violaciones de esta política resultarán en la suspensión según el programa anterior. Si un cliente no se presenta o cancela tardíamente debido a circunstancias fuera de su control, puede llamar al gerente de movilidad de MAT Paratransit al 701-476-5967 para explicar la circunstancia y solicitar la revisión y / o eliminación de la cancelación tardía o no presentación. . Tales circunstancias incluyen enfermedades repentinas, emergencias familiares y citas médicas que duran más de lo esperado, así como circunstancias debidas a la discapacidad del individuo y fuera de su control.

Un viaje cancelado de acuerdo con nuestra política (es decir, más de dos horas antes del inicio de la ventana de recogida) no se contará en el número total de viajes reservados, ni recibirá puntos de penalización. Los clientes pueden cancelar su viaje con anticipación comunicándose con los encargados de reservas de MAT Paratransit al 701-235-4464.

Los viajes posteriores después de una ausencia programada para el mismo día NO se cancelarán automáticamente y el cliente deberá cancelarlos si no tiene la intención de realizarlos. Si no son cancelados por el cliente y las ausencias del cliente, estos viajes se contarán en el número total de ausencias y cancelaciones tardías para el período de 30 días y se evaluarán los puntos de penalización correspondientes.

MAT Paratransit notificará a los pasajeros de todas las suspensiones enviando una carta por escrito con al menos dos semanas de anticipación. La carta identificará los puntos evaluados en su historial que conducen a la suspensión. Las ausencias o cancelaciones tardías deben disputarse dentro de los 30 días a partir de la fecha en que ocurrieron. Antes de enviar una carta de suspensión, MAT Paratransit revisará todas las ausencias y cancelaciones tardías para garantizar que el proceso se haya seguido correctamente y que se represente un recuento preciso. Cualquier No-Show o Cancelación Tardía que se encuentre por error será eliminado de la cuenta del cliente.

Proceso de apelaciones para la suspensión del servicio

Sanciones impuestas por "No Presentarse", se debe presentar una apelación por escrito antes de la fecha en que debe comenzar la suspensión. Durante el proceso de apelaciones, se restablecerá la elegibilidad para el servicio pendiente de resolución.

Sanciones impuestas por "No Show", se debe presentar una apelación por escrito 14 días antes de la fecha en que debe comenzar la suspensión. Durante el proceso de apelaciones, se restablecerá la elegibilidad para el servicio pendiente

de resolución.
Un subcomité del Comité de Alcaldes del Área Metropolitana para Personas con Discapacidades (Subcomité de Apelaciones) servirá como la Junta de Apelaciones Administrativas para las ciudades de Fargo y Moorhead. El Comité consta de cuatro miembros del comité completo y un pasajero de Paratransit. Si el solicitante desea apelar la suspensión, se seguirá el siguiente proceso:

a. Se debe presentar una apelación por escrito dentro de los 14 días posteriores a la fecha de la carta en la que se notifica al individuo que se ha determinado que no es elegible para el servicio ADA Paratransit.

B. Las apelaciones por escrito se enviarán a MAT Paratransit, Transit Administration Office, 650 23rd Street North, Fargo, ND 58102 para su consideración.

C. El solicitante, o un representante de su elección, tendrá la oportunidad de ser escuchado y presentar información y argumentos en apoyo de su posición al Subcomité de Apelaciones del Comité de Alcaldes del Área Metropolitana para Personas con Discapacidades. El Oficial de Salud de la Ciudad de Fargo, un médico, asesorará al Comité según sea necesario.

D. Se enviará al solicitante una determinación por escrito de la decisión sobre la apelación, incluidas las razones de dicha decisión, dentro de los 30 días posteriores a la finalización del proceso de apelación. Si no se toma una decisión dentro de los 30 días, se determinará que el solicitante es elegible temporalmente hasta que el Comité tome la decisión con respecto a la apelación.

Calendario

Ver calendario completo ›

Attachment E

Language Access Plan (LAP) for MATBUS

Introduction and Purpose

MATBUS is the public transportation system serving the communities of Fargo and West Fargo, ND, and Moorhead and Dilworth, MN. MATBUS provides convenient, cost-effective city transportation throughout the metro area with 24 fixed routes, linking riders to employment, education, healthcare, entertainment, and more.

MATBUS is committed to complying with all civil rights laws, including Title VI of the Civil Rights Act of 1964 (Title VI), which requires us to ensure individuals with limited English proficiency (LEP) have meaningful access to our services. The term LEP refers to individuals who have a limited ability to read, write, or understand English.

The purpose of this plan is to make reasonable efforts to eliminate or reduce barriers to MATBUS services. This plan sets forth standards, operating principles, and guidelines that govern the delivery of language appropriate services.

This plan is a management document that outlines how MATBUS defines tasks, sets deadlines and priorities, assigns responsibility and allocates the resources necessary to maintain compliance with language access requirements.

In order to prepare this plan, MATBUS used the four-factor LEP analysis which considers the following factors:

1. The number or proportion of LEP persons in the service area who may be served by MATBUS
2. The frequency with which LEP persons come in contact with MATBUS services.
3. The nature and importance of services provided by MATBUS to the LEP population.
4. The interpretation services available to MATBUS and overall cost to provide LEP assistance.

A summary of the results of the four-factor analysis is in the following section.

1. The number or proportion of LEP persons in the service area who may be served by MATBUS

MATBUS provides safe reliable transportation to the cities of Fargo, West Fargo, Moorhead, and Dilworth. We did a self-assessment to determine what type of contact MATBUS has with the LEP population; we then developed a language access policy to implement the plan and procedures.

The most recent Population Composition and Percentage Change by Race and Ethnicity, by the United States Census Bureau estimates as of 2019:

English only 90.8%
Spanish 1.4%
Other Indo-European Languages 3.7%
Asian and Pacific Islander languages 1.4%
Other languages 2.7%

Data provided by the United States Census Bureau.

Language Spoken at Home

N +/- N
Language Other Than English Spoken at Home in Fargo city, North Dakota

5.1% +/- 0.5%
Language Other Than English Spoken at Home in North Dakota

Table: S1601

Table Survey/Program: 2019 American Community Survey 1-Year Estimates

Types of Language Spoken at Home in Fargo city, North Dakota

VIEW OPTIONS

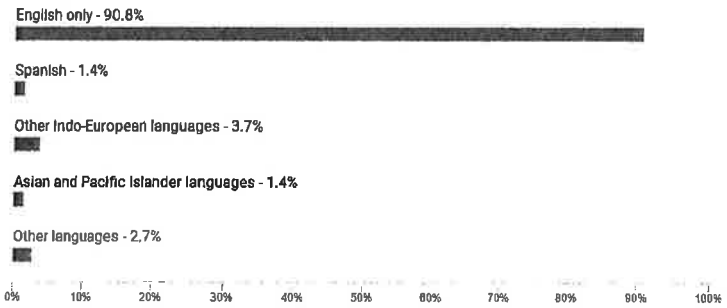

Chart Survey/Program: 2019 ACS 5-Year Estimates Data Profiles

American Community Survey

S1602 | LIMITED ENGLISH SPEAKING HOUSEHOLDS

2019: ACS 1-Year Estimates Subject Tables

Notes | 1 Geo | Years | 2 Topics | Surveys | Codes | Hide | Transpose | Margin of Error | Restore | Excel | Download | Print | Map

	Fargo city, North Dakota			
	Total		Percent	
Label	Estimate	Margin of Error	Estimate	
All households	57,118	±2,050	(X)	
Households speaking –				
Spanish	1,061	±689	1.9%	
Other Indo-European languages	2,094	±951	3.7%	
Asian and Pacific Island languages	747	±563	1.3%	
Other languages	1,463	±954	2.6%	

American Community Survey

DP05 | ACS DEMOGRAPHIC AND HOUSING ESTIMATES

2019: ACS 1-Year Estimates Data Profiles

Notes | 1 Geo | Years | Topics | Surveys | Codes | Hide | Transpose | Margin of Error | Restore | Excel | Download | Print | Map

	Fargo city, North Dakota			
Label	Estimate	Margin of Error	Percent	Percent Margin of Error
> SEX AND AGE				
✓ RACE				
✓ Total population	123,736	±2,892	123,736	(X)
One race	118,796	±3,768	96.0%	±2.0
Two or more races	4,940	±2,527	4.0%	±2.0
✓ One race	118,796	±3,768	96.0%	±2.0
White	101,605	±3,308	82.1%	±1.5
Black or African American	11,044	±916	8.9%	±0.8
> American Indian and Alaska Na...	1,626	±846	1.3%	±0.7
> Asian	3,690	±1,702	3.0%	±1.4
> Native Hawaiian and Other Paci...	0	±165	0.0%	±0.1
Some other race	831	±621	0.7%	±0.5
✓ Two or more races	4,940	±2,527	4.0%	±2.0
White and Black or African Amer...	1,198	±910	1.0%	±0.7
White and American Indian and ...	1,572	±855	1.3%	±0.7
White and Asian	1,908	±2,024	1.5%	±1.6
Black or African American and A...	24	±50	0.0%	±0.1

2. The frequency with which LEP persons come in contact with MATBUS services.
To date MATBUS employees have had no requests for interpreters and very few requests for documents translated into a language other than English.

3. The nature and importance of services provided by MATBUS to the LEP population.
There is no large geographic concentration of any type of LEP individuals in the Fargo-Moorhead Metropolitan Statistical Area. The overwhelming majority of the population in the MSA, 90.8%, speak only English. As a result, there are few social, service, or professional and leadership organizations within the MSA that focus on outreach to LEP individuals. MATBUS staff are most likely to contact LEP individuals through the following:

The LEP community may interact with MATBUS staff while at the Ground Transportation Center (GTC), while riding the Fixed Route buses, Paratransit, or at the Metro Transit Garage (MTG).

GTC: This is the main hub for passengers to make transfers, purchase fare media, or ask MATBUS personnel with assistance with their trips.

Fixed Route: MATBUS has routes throughout the metro area including many institutions that serve the LEP community.

Paratransit: Is a demand response system, providing door through door service for people with disabilities and the elderly that cannot navigate the Fixed Route systems.

MTG: The administrative offices for MATBUS and houses the Fixed Route and Paratransit vehicles. Members of the LEP community may interact with MATBUS staff to do a variety of business.

4. The resources available to MATBUS and overall costs to provide LEP assistance.
MATBUS reviewed its available resources that could be used for providing LEP assistance.

Website
A main resource for members of the community is the MATBUS website. The MATBUS website utilizes Google Translate and can convert the text on the website to the language desired by the user.

I Speak Cards
In order to be able to provide language assistance we need to identify who needs the assistance. MATBUS will use the language identification cards to invite LEP persons to identify their own language needs.

Metro Interpreters Resource Center
The City of Fargo utilizes the services of the Metro Interpreters Resource Center for Interpreter needs. Employees may call 701-526-3000 or email mirc@culturaldiversityresources.org.

Language Assistance Measures
The type of language assistance necessary to provide meaningful access will vary depending on the type of communication staff is having with the LEP person (e.g. phone, in person or written communication) and in some circumstances more than one method will work. We recognize the importance of providing language assistance services in a timely manner and in an appropriate place. Failure to do so may effectively delay or deny LEP passengers to our services.

We have chosen to translate vital documents only into Spanish upon request. We will consider other requests on a case-by-case basis.

"Vital" depends upon the importance of the program, information, encounter, or service involved, and/or the consequence to the LEP community and if the information in question is provided in an accurate or timely manner. The determination of what documents are considered "vital" is left to the discretion of the individuals involved, which are in the best position to evaluate their circumstances, service, and resources.

Staff Responsibilities Regarding LEP Policies and Procedures
MATBUS staff will take reasonable steps to provide language assistance services to LEP individuals when they encounter or have reason to believe that they may encounter LEP individuals.

Point of First Contact / Language Assistance Services by language
At the point of first contact with an LEP individual, staff should make reasonable efforts to conduct or arrange for an initial assessment of the need for language assistance services. If needed, staff should make reasonable efforts to obtain such services to effectively communicate with the individual. Staff can determine whether a person needs language assistance in several ways:

1. Self-identification by the non-English speaker, LEP individual or companion;
2. Inquiring as to the primary language of the individual if they have self-identified as needing language assistance services.
3. Using "I Speak" language identification card or poster.
4. Contact Metro Interpreters Resource Center 701-526-3000

Staff Training

Departmental staff must know how and when to use language assistance services. For policies and procedures to be effective, MATBUS will make reasonable efforts to ensure new and existing staff members periodically receive training on the content of the LAP.

Oversight of the LAP – Monitoring and Updates

- The designated staff at MATBUS will review this document periodically when updating the Title VI plan.
- As it is released, MATBUS will review new demographic data and will update the plan as needed.
- As new technology becomes available, it will be reviewed for possible inclusion into the plan as needed.
- As new services become available, MATBUS will determine if the plan needs to be updated.
- Determine whether MATBUS's financial resources are sufficient to fund language assistance resources needed.
- Determine where MATBUS fully complies with the goals of this LAP Plan.
- Determine whether complaints have been received concerning MATBUS's failure to meet the needs of LEP individuals.
- Maintain a Title VI complaint log, including LEP to determine issues and basis of complaints.
- Other situations that may arise which may affect the LEP community and their access to MATBUS services.

Attachment F

Memorandum

To: MAT Coordinating Board

From: Shaun Crowell – Mobility Manager

Date: March 16th, 2022

Re: ***2022 Fargo Title VI Program***

RECOMMENDATION: The MAT Coordinating Board are asked to consider the following actions:

1. Approval in substantial form the Fargo Transit Title VI Civil Rights Program; and
2. Authorization to submit same to the Fargo City Commission and then to the Federal Transit Administration (FTA).

BACKGROUND / KEY POINTS: All programs receiving financial assistance from the FTA are subject to Title VI of the Civil Rights Act of 1964 (42 U.S.C. 2000d) and the Department of Transportation's implementing regulations, Circular 4702.1B.

As a recipient of federal funding, MATBUS for the City of Fargo Transit must:

- Ensure that the level and quality of public transportation service is provided in a nondiscriminatory manner;
- Promote full and fair participation in public transportation decision-making without regard to race, color or national origin;
- Ensure meaningful access to transit-related programs and activities by persons with limited English proficiency.

Every three years, City of Fargo Transit must report to FTA by submitting materials that show their programs, policies and activities comply with DOT's Title VI regulations. All recipients must also have their Title VI program approved by the appropriate governing official, i.e. the City Commission for City-operated entities.

Fargo Transit's Title VI program includes the following:

- Any notices to the public of protections against discrimination afforded by Title VI, as well as a list of their locations;
- A Title VI discrimination complaint form and instructions to the public on how to complete it;

- A list of any public transportation-related Title VI investigations, complaints or lawsuits filed with the recipient since the time of the last submission;
- A public participation plan including outreach to minority and limited English proficient populations within the service area (may also include other traditionally underserved constituencies, such as people with disabilities and low-income populations);
- The recipient's plan for assisting persons with limited English proficiency;
- The recipient's service standards and service policies;
- Any additional relevant information that demonstrates adherence to Title VI regulations.

The previous program submission received approval from the regional FTA Civil Rights Officer in 2019 and will expire November 30, 2022. The 2022 submission must be received and approved prior to October 1, 2022; therefore, the draft program must be approved by the City and a certified resolution forwarded to FTA upon approval. FTA may require additional documentation during their review, which will be provided by Transit staff upon request.

FINANCIAL CONSIDERATIONS: There are no costs involved in the approval of this policy.

Attachment G

Service Standards for Transit Providers

Vehicle Load

The vehicle load for each vehicle shall not exceed its respective capacity.

Fixed Route Fleet

1173, 1174, 1175, 1176: New Flyer Low Floor 29 seated+36 standing - 2 wheelchair with loss of 9 seats

1184, 1185, 1186, 1187, 1188: New Flyer Low Floor 29 seated+36 standing - 2 wheelchair with loss of 9 seats

1195, 1196, 1197, 1198, 1199: New Flyer Low Floor 29 seated+36 standing - 2 wheelchair with loss of 9 seats

1200, 1201: New Flyer Low Floor 29 seated+36 standing - 2 wheelchair with loss of 9 seats

1220, 1221, 1222, 1223: New Flyer Xcelsior 39 seated+41 standing - 2 Wheelchair with loss of 8 seats

4151, 4152: New Flyer Xcelsior 38 seated+41 standing - 2 Wheelchair with loss of 6 seats

4172: New Flyer Xcelsior 31 seated+33 standing - 2 wheelchair with loss of 7 seats

4181, 4182, 4183, 4184, 4185, 4186: Xcelsior 31 seated+33 standing - 2 wheelchair with loss of 7 seats

Paratransit Fleet

1228, 1229, 1230, 1236, 1237, 1238: Ford Goshen CGII 14 Seats - 4 Wheelchair

8161, 8162, 8163: Ford E-450 14 Seats + Driver 4 Wheelchair

8171, 8172: Ford E-450 14 Seats + Driver 4 Wheelchair

Vehicle Headway

Vehicle Headway for each route is as follows:

Route 11	Monday - Friday: 30 minutes Saturday: 30 minutes
Route 13	Monday - Friday: 30 minutes Saturday: 30 minutes
Route 13U	Monday - Friday: 30 minutes

Route 14	Monday - Friday: 30 minutes Saturday: 30 minutes
Route 15	Monday - Friday: 15 minutes (Evening service runs every 30 minutes) Saturday: 30 minutes
Route 16	Monday - Friday: 60 minutes Saturday: 60 minutes
Route 17	Monday - Friday: 60 minutes Saturday: 60 minutes
Route 18	Monday - Friday: 60 minutes Saturday: 60 minutes
Route 20	Monday - Friday: 60 minutes Saturday: 60 minutes
Route 24	Monday - Friday: 60 minutes Saturday: 60 minutes
Route 31	Monday - Friday: 15 minutes
Route 32E	Monday - Friday: 30 minutes
Route 32W	Monday - Friday: 30 minutes
Route 33	Monday - Friday: 6:55am to 10:25am 10 minutes, 10:32 to2:58pm 7minutes, 3:08pm to 6:38pm 12 minutes
Route 34	Monday - Friday: 20 minutes

On-Time Performance

The transit schedules are planned so that no vehicle should arrive at its timepoint any sooner than the posted time, and no later than five minutes past its posted time.

Performance measures are tracked for every route in the system through Operations Reports

Service Availability

Passengers may board or deboard the vehicle at any corner or T intersection along a route where it is safe to do so. The vehicle will not stop in a turning lane if it is not turning, and will instead stop just before the lane or on the other side of the intersection. Stop locations are specifically signed.

Paratransit Ridership

2018	Fargo	Moorhead	West Fargo	Dilworth	TOTAL
January	3,264	822	488	78	4,652
February	3,017	639	440	78	4,174
March	3,243	773	469	93	4,578
April	3,327	794	508	72	4,701
May	3,250	734	456	67	4,507
June	2,973	652	365	38	4,028
July	2,901	658	379	56	3,994
August	3,196	764	455	62	4,477
September	2,953	689	439	54	4,135
October	3,480	837	553	40	4,910
November	3,160	785	497	48	4,490
December	2,821	725	438	35	4,019
TOTAL	37,585	8,872	5,487	721	52,665

2019	Fargo	Moorhead	West Fargo	Dilworth	TOTAL
January	3,078	762	495	58	4,393
February	3,081	692	458	35	4,266
March	3,411	764	532	51	4,758
April	3,446	802	540	40	4,828
May	3,405	755	525	58	4,743
June	2,901	482	407	28	3,818
July	2,998	596	455	34	4,083
August	3,230	592	390	47	4,259
September	3,082	619	479	80	4,260
October	3,477	698	599	137	4,911
November	3,117	698	522	97	4,434
December	3,160	744	552	141	4,597
TOTAL	38,386	8,204	5,954	806	53,350

2020	Fargo	Moorhead	West Fargo	Dilworth	TOTAL
January	3,679	637	622	151	5,089
February	3,444	703	648	111	4,906
March	2,431	478	473	86	3,468
April	897	235	217	8	1,357
May	1,004	257	200	4	1,465
June	1,413	273	269	26	1,981
July	1,886	375	294	20	2,575
August	2,127	366	329	45	2,867
September	2,191	440	542	33	3,206
October	2,485	534	605	43	3,667
November	2,030	531	434	31	3,026
December	2,615	542	490	38	3,685
TOTAL	26,202	5,371	5,123	596	37,292

2021	Fargo	Moorhead	West Fargo	Dilworth	TOTAL
January	2,636	563	458	59	3,716
February	2,769	622	478	50	3,919
March	3,109	840	552	45	4,546
April	2,787	811	604	63	4,265
May	2,670	672	534	78	3,954
June	2,945	727	499	77	4,248
July	3,039	671	490	60	4,260
August	3,308	681	542	59	4,590
September	3,317	883	744	61	5,005
October	3,152	884	764	113	4,913
November	3,013	834	708	120	4,675
December	3,119	846	730	133	4,828
TOTAL	35,864	9,034	7,103	918	52,919

PARATRANSIT REVENUE HOURS			
2018	2019	2020	2021
2,089.10	1,992.00	2,187.72	1,685.47
1,812.95	2,002.93	2,077.40	1,769.43
1,964.00	2,105.03	1,615.05	2,089.15
1,998.82	2,059.88	737.68	1,992.82
1,914.90	1,989.75	748.37	1,859.27
1,742.83	1,612.45	987.32	2,002.52
1,738.88	1,713.03	1,190.88	2,025.45
1,976.23	1,801.85	1,244.80	2,139.18
1,783.98	1,738.65	1,461.10	2,294.33
2,059.95	2,051.38	1,687.73	2,215.67
1,980.33	1,838.57	1,383.05	2,159.02
1803.67	1,984.92	1,638.82	2,225.02
22,865.64	22,890.44	16,959.92	24457.33

Paratransit Revenue Miles for NTD Report			
2018	2019	2020	2021
28,605	26,908	30,218	23,780
25,480	25,666	29,674	26,442
27,588	28,543	22,376	30,979
28,486	29,137	9,384	27,958
28,050	28,774	9,781	25,164
25,043	23,927	13,778	27,609
25,301	24,902	17,260	27,343
28,639	26,136	18,446	28,868
26,120	25,761	22,519	31,755
29,930	29,716	23,753	32,176
27,698	27,352	19,754	30,110
24,296	27,792	22,863	31,473
325,236	324,614	239,806	343657

2021 MAT Paratransit Ridership by Customer Type

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	TOTAL
Wheelchair	879	891	1,070	923	849	953	913	958	971	915	905	838	**11,065**
Ambulatory	2,627	2827	3,208	3,115	2,927	3,082	3,087	3,393	3,773	3,743	3,520	3,702	**39,004**
Guest	102	97	94	53	46	59	62	51	53	55	79	68	**819**
Personal Care Attendant	108	104	174	174	132	154	198	188	208	200	171	220	**2,031**
TOTAL RIDES	3,716	3,919	4,546	4,265	3,954	4,248	4,260	4,590	5,005	4,913	4,675	4,828	**52,919**

2020 MAT Paratransit Ridership by Customer Type

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	TOTAL
Wheelchair	1,278	1160	852	279	261	484	602	743	743	856	705	858	**8,821**
Ambulatory	3,467	3435	2,434	1,037	1,142	1,382	1,779	2,318	2,318	2,605	2,180	2,637	**26,734**
Guest	34	38	14	9	15	47	62	41	41	50	39	47	**437**
Personal Care Attendant	310	273	168	32	47	68	132	104	104	156	102	143	**1,639**
TOTAL RIDES	5,089	4,906	3,468	1,357	1,465	1,981	2,575	3,206	3,206	3,667	3,026	3,685	**37,631**

2019 MAT Paratransit Ridership by Customer Type

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	TOTAL
Wheelchair	1,626	1493	1,827	1,884	1,228	1,058	1,121	1,152	1,028	1,216	1,107	1,204	**15,944**
Ambulatory	2,560	2518	2,640	2,612	3,192	2,503	2,677	2,829	2,961	3,377	3,022	2,970	**33,861**
Guest	47	66	44	60	54	32	68	42	37	43	28	33	**554**
Personal Care Attendant	160	189	247	272	269	225	217	236	234	275	277	390	**2,991**
TOTAL RIDES	4,393	4,266	4,758	4,828	4,743	3,818	4,083	4,259	4,260	4,911	4,434	4,597	**53,350**

2018 MAT Paratransit Ridership by Customer Type

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	TOTAL
Wheelchair	1,746	1664	1,761	1,763	1,615	1,541	1,611	1,763	1,555	1,769	1,737	1,538	**20,063**
Ambulatory	2,668	2301	2,560	2,613	2,590	2,222	2,126	2,469	2,327	2,799	2,465	2,231	**29,371**
Guest	41	31	42	54	80	63	52	52	46	86	42	43	**632**
Personal Care Attendant	197	178	215	271	222	202	205	192	207	256	246	207	**2,598**
TOTAL RIDES	4,652	4,174	4,578	4,701	4,507	4,028	3,994	4,476	4,135	4,910	4,490	4,019	**52,664**

MATBUS Transit Operations Report - 2018

Moorhead	Ridership			Rev. Hours			Rev. Mileage			Passengers / Hour			On-Time Perf.		
	2017	2018	Change	2017	2018	Change	2017	2018	Change	2017	2018	Change	2017	2018	Change
Route 1	75,603	87,439	15.66%	4,358.25	5,267.00	20.85%	55,674.61	66,366.47	19.20%	17.35	16.60	-4.30%	90.58%	89.78%	-0.87%
Route 2	111,324	136,264	22.40%	5,104.55	6,015.25	17.84%	72,706.62	84,855.36	16.71%	21.81	22.65	3.87%	86.85%	86.37%	-0.55%
Route 3	47,996	60,438	25.92%	4,361.00	5,264.75	20.72%	68,680.13	84,037.76	22.36%	11.01	11.48	4.31%	82.20%	77.55%	-5.65%
Route 4	132,060	155,848	18.01%	9,966.50	10,303.50	3.38%	113,650.83	118,897.70	4.62%	13.25	15.13	14.15%	81.06%	79.15%	-2.36%
Route 5	48,594	60,316	24.12%	4,356.00	5,269.35	20.97%	63,443.42	76,138.81	20.01%	11.16	11.45	2.61%	92.24%	89.01%	-3.50%
Route 6	12,769	15,346	20.18%	1,826.50	1,812.50	-0.77%	23,693.36	23,850.63	0.66%	6.99	8.47	21.11%	96.54%	94.76%	-1.84%
Route 7	1,937			223.00			3,352.93			8.69			76.35%		
Route 8	8,322			689.50			11,317.92			12.07			82.43%		
Route 9	5,411	5,701	5.36%	1,982.50	1,826.50	-7.87%	33,579.59	33,717.39	0.41%	2.73	3.12	14.36%	96.40%	91.40%	-5.18%
Total	444,016	521,352	17.42%	32,867.80	35,758.85	8.80%	446,099.41	487,864.12	9.36%	13.51	14.58	7.92%	87.18%	86.86%	-0.37%

Fargo	Ridership			Rev. Hours			Rev. Mileage			Passengers / Hour			On-Time Perf.		
	2017	2018	Change	2017	2018	Change	2017	2018	Change	2017	2018	Change	2017	2018	Change
Route 11	72,072	75,584	4.87%	4,538.00	4,543.00	0.11%	52089.63	52250.27	0.31%	15.88	16.64	4.76%	83.71%	87.33%	4.33%
Route 13	127,257	137,295	7.89%	8,803.00	8,779.50	-0.27%	95557.62	93930.09	-1.70%	14.46	15.64	8.18%	87.49%	90.13%	3.01%
Route 13U	46,794	38,658	-17.39%	2,445.25	2,072.15	-15.26%	26630.66	23932.26	-10.13%	19.14	18.66	-2.51%	77.91%	69.20%	-11.19%
Route 14	154,341	165,418	7.18%	13,514.96	13,585.45	0.52%	187716.86	171532.23	-8.62%	11.42	12.18	6.62%	81.80%	82.60%	0.97%
Route 15	312,275	335,392	7.40%	16,282.00	16,391.50	0.67%	198665.52	192285.00	-3.21%	19.18	20.46	6.69%	80.30%	78.57%	-2.16%
Route 16	50,799	36,610	-27.93%	5,116.75	4,091.10	-20.04%	75168.85	48892.90	-34.96%	9.93	8.95	-9.86%	91.44%	89.77%	-1.82%
Route 17	35,961	39,029	8.53%	2,422.00	2,628.50	8.53%	31075.14	30914.15	-0.52%	14.85	14.85	0.01%	84.27%	86.27%	2.37%
Route 18	50,329	55,336	9.95%	5,710.50	7,135.80	24.96%	92700.27	126326.04	36.27%	8.81	7.75	-12.01%	76.87%	77.88%	1.32%
Route 20		15,420			1,898.00			29551.44			8.12			66.15%	
Route 21	4,254	5,240	23.18%	1,134.00	1,323.50	16.71%	13613.83	15937.11	17.07%	3.75	3.96	5.54%	60.35%	64.77%	7.33%
Route 22	10,133	14,731	45.38%	1,134.00	1,324.50	16.80%	21588.42	25273.55	17.07%	8.94	11.12	24.47%	65.27%	70.05%	7.33%
Route 23	12,062			2,377.10			48743.86			5.07			83.31%		
Route 24	7,840	23,126	194.97%	2,542.00	5,079.50	99.82%	31835.51	64232.91	101.76%	3.08	4.55	47.62%	75.41%	83.18%	10.30%
Total	884,117	941,839	6.53%	66,019.56	68,852.50	4.29%	773218.38	875057.95	13.17%	13.39	13.68	2.15%	79.01%	78.82%	-0.24%

NDSU	Ridership			Rev. Hours			Rev. Mileage			Passengers / Hour			On-Time Perf.		
	2017	2018	Change	2017	2018	Change	2017	2018	Change	2017	2018	Change	2017	2018	Change
Route 31	33,636	32,409	-3.65%	2,132.50	1,842.50	-13.60%	18590.88	17884.38	-3.80%	15.77	17.59	11.52%	92.27%	91.85%	-0.45%
Route 32E	157,113	131,807	-16.11%	1,757.30	1,728.51	-1.64%	13254.60	13393.84	1.05%	89.41	76.25	-14.71%	73.38%	94.07%	28.19%
Route 32W	37,321	37,257	-0.17%	960.00	729.00	-24.06%	6249.84	6073.83	-2.82%	38.88	51.11	31.46%	83.08%	86.16%	3.71%
Route 33	196,743	209,852	6.66%	4,980.10	4,652.47	-6.58%	51469.93	51526.40	0.11%	39.51	45.11	14.17%	90.42%	88.15%	-2.51%
Route 34	54,451	50,035	-8.11%	1,476.45	1,443.23	-2.25%	12842.45	12714.91	-0.99%	36.88	34.67	-5.99%	82.54%	89.46%	8.37%
Route 35	6,330	32	-99.49%	334.11	10.40	-96.89%	3146.20	98.10	-96.88%	18.95	3.08	-83.76%	91.27%	75.00%	-17.83%
TapRide - NDSU		5,350			546.50			7177.53			9.79				
Total	485,594	466,742	-3.88%	11,640	10,953	-5.91%	105553.89	101691.46	-3.66%	239	238	-0.75%	85.49%	87.45%	2.29%

Other	Ridership			Rev. Hours			Rev. Mileage			Passengers / Hour			On-Time Perf.		
	2017	2018	Change	2017	2018	Change	2017	2018	Change	2017	2018	Change	2017	2018	Change
LinkFM	31,075	30,791	-0.91%	3,424.00	3,437.75	0.40%	31,964.02	34,148.89	6.84%	9.08	8.96	-1.31%	77.53%	77.60%	0.10%
Total	31,075	30,791	-0.91%	3,424.00	3,437.75	0.40%	31,964.02	34,148.89	6.84%	9.08	8.96	-1.31%	77.53%	77.60%	0.10%

Total	Ridership			Rev. Hours			Rev. Mileage			Passengers / Hour			On-Time Perf.		
	2017	2018	Change	2017	2018	Change	2017	2018	Change	2017	2018	Change	2017	2018	Change
MHD	444,016	521,352	17.42%	32,867.80	35,758.85	8.80%	446,099.41	487,864.12	9.36%	13.51	14.58	7.92%	87.18%	86.86%	-0.37%
FGO	1,402,746	1,440,766	2.71%	81,084.02	83,242.86	2.66%	986,279.04	928,912.42	-5.82%	17.30	17.31	0.05%	80.98%	81.48%	0.62%
MATBUS	1,846,762	1,962,118	6.25%	113,951.82	119,001.71	4.43%	1,432,378.45	1,498,762.42	4.63%	16.21	16.49	1.74%	82.97%	82.93%	-0.05%

Customer Type	Adult			Disabled			Elderly			Youth			Child		
	2017	2018	Change	2017	2018	Change	2017	2018	Change	2017	2018	Change	2017	2018	Change
MHD	266,479	306,131	14.88%	112,471	123,414	9.73%	31,785	49,756	56.54%	14,650	17,145	17.03%	23,510	24,486	4.15%
FGO	1,114,814	1,083,331	-2.82%	183,242	193,336	5.51%	67,606	88,793	31.34%	19,921	26,405	32.55%	27,041	28,886	6.82%
MATBUS	1,381,293	1,389,462	0.59%	295,713	316,750	7.11%	99,391	138,549	39.40%	34,571	43,550	25.97%	50,551	53,372	5.58%

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1,941,683

College	NDSU			MSUM			Concordia			M State			NDSCS		
	2017	2018	Change	2017	2018	Change	2017	2018	Change	2017	2018	Change	2017	2018	Change
MHD	1,986	4,227	112.84%	9,024	18,339	103.22%	1,586	3,480	119.42%	3,128	7,357	135.20%	117	294	151.28%
FGO	280,190	536,275	91.40%	6,074	12,643	108.15%	1,072	1,643	53.26%	3,260	8,656	165.52%	937	1,322	41.09%
MATBUS	282,176	540,502	91.55%	15,098	30,982	105.21%	2,658	5,123	92.74%	6,388	16,013	150.67%	1,054	1,616	53.32%

Paratransit	Ridership			Rev. Hours (Based on Ridership)			Rev. Mileage			Passengers / Hour			On-Time Perf.		
	2017	2018	Change	2017	2018	Change	2017	2018	Change	2017	2018	Change	2017	2018	Change
Fargo	37,138	37,585	1.20%	15,814.87	16,383.03	3.59%	226,306.35	234,809.01	3.76%	2.35	2.29	-2.31%	83.41%	86.00%	3.11%

Moorhead	9,842	8,872	-9.86%	4,191.12	3,867.24	-7.73%	59,973.80	55,427.05	-7.58%	2.35	2.29	-2.31%	83.93%	86.10%	2.59%
West Fargo	4,698	5,487	16.79%	2,000.60	2,391.74	19.55%	28,628.02	34,279.55	19.74%	2.35	2.29	-2.31%	86.08%	87.14%	1.23%
Dilworth	831	721	-13.24%	353.87	314.28	-11.19%	5,063.83	4,504.38	-11.05%	2.35	2.29	-2.31%	80.39%	84.68%	5.33%
Total	52,509	52,665	0.30%	22,360.46	22,956.29	2.66%	319972.00	329020.00	1.22%	2.35	2.29	-2.31%	83.45%	85.98%	3.06%

	Ridership			Rev. Hours (Based on Ridership)			Rev. Mileage			Passengers / Hour			On-Time Perf.		
Senior Ride	2017	2018	Change	2017	2018	Change	2017	2018	Change	2017	2018	Change	2017	2018	Change
Dilworth	659	1,076	63.28%	395.21	668.43	69.14%	4,555	7,581	66.43%	1.67	1.61	-3.46%			
Moorhead	10,248	9,378	-8.49%	6,145.79	5,825.82	-5.21%	70,835	66,074	-6.72%	1.67	1.61	-3.46%			
Total	10,907	10,454	-4.15%	6,541.00	6,494.25	-0.71%	75,390	73,655	-2.30%	1.67	1.61	-3.46%	0	0	N/A

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Moorhead	Ridership			Rev. Hours			Rev. Mileage			Passengers / Hour			On-Time Perf.		
	2018	2019	Change	2018	2019	Change	2018	2019	Change	2018	2019	Change	2018	2019	Change
Route 1	87,439	80,046	-8.46%	5,267.00	5,123.00	-2.73%	66,366.47	64,919.00	-2.18%	16.60	15.62	-5.88%	89.78%	85.35%	-4.94%
Route 2	136,264	117,197	-13.99%	6,015.25	6,143.00	2.12%	84,855.36	87,452.00	3.06%	22.65	19.08	-15.78%	86.37%	82.97%	-3.94%
Route 3	60,438	57,732	-4.48%	5,264.75	5,123.00	-2.69%	84,037.76	87,808.00	4.49%	11.48	11.27	-1.83%	77.55%	67.52%	-12.94%
Route 4	155,848	151,207	-2.98%	10,303.50	10,246.00	-0.56%	118,897.70	116,753.00	-1.80%	15.13	14.76	-2.43%	79.15%	82.64%	4.42%
Route 5	60,316	52,511	-12.94%	5,269.35	5,123.00	-2.78%	76,138.81	74,847.00	-1.70%	11.45	10.25	-10.45%	89.01%	87.39%	-1.82%
Route 6	15,346	16,710	8.89%	1,812.50	1,802.00	-0.58%	23,850.63	23,369.00	-2.02%	8.47	9.27	9.52%	84.76%	81.66%	-3.27%
Route 9	5,701	5,646	-0.96%	1,826.50	1,954.00	6.98%	33,717.39	33,088.00	-1.87%	3.12	2.89	-7.43%	91.40%	92.94%	1.68%
Total	521,352	481,049	-7.73%	35,758.65	35,514.00	-0.68%	487,864.92	488,236.00	0.08%	14.58	13.55	-7.09%	86.86%	84.35%	2.89%

Fargo	Ridership			Rev. Hours			Rev. Mileage			Passengers / Hour			On-Time Perf.		
	2018	2019	Change	2018	2019	Change	2018	2019	Change	2018	2019	Change	2018	2019	Change
Route 11	75,584	74,592	-1.31%	4,543.00	4,483.00	-1.32%	52250.27	51446.91	-1.54%	16.64	16.64	0.01%	87.33%	87.44%	0.13%
Route 13	137,295	120,656	-11.97%	8,779.50	8,662.50	-1.33%	93930.09	90757.01	-3.38%	15.64	13.95	-10.78%	90.13%	86.48%	-4.03%
Route 13U	38,658	39,970	3.39%	2,072.15	1,897.30	-8.44%	23932.26	21306.68	-10.97%	18.66	21.07	12.92%	69.20%	87.87%	26.96%
Route 14	165,418	148,189	-10.42%	13,585.45	13,400.38	-1.36%	171532.23	167933.56	-2.10%	12.18	11.06	-9.18%	82.60%	86.34%	4.53%
Route 15	335,392	321,702	-4.08%	16,391.50	16,168.00	-1.36%	192285.00	189230.27	-1.59%	20.46	19.90	-2.76%	76.57%	76.08%	-0.62%
Route 16	36,610	37,213	1.65%	4,091.10	4,038.04	-1.30%	48892.90	48218.24	-1.38%	8.95	9.22	2.98%	89.77%	91.45%	1.87%
Route 17	39,029	40,524	3.83%	2,628.50	2,541.50	-3.31%	30914.15	30411.59	-1.63%	14.85	15.94	7.38%	86.27%	82.46%	-4.42%
Route 18	55,336	49,730	-10.13%	7,135.80	7,038.60	-1.36%	126326.04	125667.16	-0.52%	7.75	7.07	-8.89%	77.68%	78.08%	0.25%
Route 20	15,420	38,047	146.74%	1,898.00	4,483.00	136.20%	29551.44	42678.16	44.42%	8.12	8.49	4.46%	66.15%	65.91%	-0.36%
Route 21	5,240			1,323.50			15937.11			3.96			64.77%		
Route 22	14,731			1,324.50			25273.55			11.12			70.05%		
Route 24	23,126	26,369	14.02%	5,079.50	5,007.25	-1.42%	64232.91	62555.57	-2.61%	4.55	5.27	15.67%	83.18%	87.07%	4.68%
TapRide - Ind. Park		1,975			2,092.00			6993.72			0.94				
Total	941,839	899,167	-4.53%	68,852.50	69,811.57	1.39%	875057.95	837198.87	-4.33%	13.68	12.88	-5.84%	78.82%	83.12%	0.0544936

NDSU	Ridership			Rev. Hours			Rev. Mileage			Passengers / Hour			On-Time Perf.		
	2018	2019	Change	2018	2019	Change	2018	2019	Change	2018	2019	Change	2018	2019	Change
Route 31	32,409	28,679	-11.51%	1,842.50	1,652.50	-10.31%	17884.38	14865.89	-16.88%	17.59	17.35	-1.33%	91.85%	96.79%	5.37%
Route 32E	131,807	118,256	-10.28%	1,728.51	1,679.02	-2.86%	13393.84	12720.26	-5.03%	76.25	70.43	-7.64%	94.07%	95.44%	1.46%
Route 32W	37,257	24,435	-34.42%	729.00	469.00	-35.67%	6073.83	3053.19	-49.73%	51.11	52.10	1.94%	86.16%	93.03%	7.97%
Route 33	209,852	186,414	-11.17%	4,652.47	4,479.24	-3.72%	51526.40	53492.98	3.82%	45.11	41.62	-7.73%	88.15%	96.05%	8.96%
Route 34	50,035	51,452	2.83%	1,443.23	1,403.01	-2.79%	12714.91	12133.91	-4.57%	34.67	36.67	5.76%	89.46%	95.37%	6.61%
Route 35	32			10.40			98.10			3.08			75.00%		
TapRide - NDSU	5,350	5,167	-3.42%	548.50	549.50	0.55%	7177.53	5907.37	-17.70%	9.79	9.40	-3.95%			
Total	466,742	414,403	-11.21%	10,953	10,232	-6.58%	108868.99	90266.23	-11.58%	238	228	-4.21%	87.45%	95.34%	9.02%

Other	Ridership			Rev. Hours			Rev. Mileage			Passengers / Hour			On-Time Perf.		
	2018	2019	Change	2018	2019	Change	2018	2019	Change	2018	2019	Change	2018	2019	Change
LinkFM	30,791	29,959	-2.70%	3,437.75	3,476.14	1.12%	34148.89	34858.73	2.08%	8.96	8.62	-3.78%	77.60%	63.84%	-17.74%
Total	30,791	29,959	-2.70%	3,437.75	3,476.14	1.12%	34148.89	34858.73	2.08%	8.96	8.62	-3.78%	77.60%	63.84%	-17.74%

Total	Ridership			Rev. Hours			Rev. Mileage			Passengers / Hour			On-Time Perf.		
	2018	2019	Change	2018	2019	Change	2018	2019	Change	2018	2019	Change	2018	2019	Change
MHD	521,352	481,049	-7.73%	35,759	35,514	-0.68%	487,864	488,236	0.08%	14.58	13.55	-7.09%	86.86%	84.35%	-2.89%
FGO	1,439,372	1,343,529	-6.66%	83,243	83,520	0.33%	928,912	968,324	4.24%	17.29	16.09	-6.97%	81.48%	85.73%	5.21%
MATBUS	1,960,724	1,824,578	-6.94%	119,001.71	119,033.98	0.03%	1,416,776.54	1,456,559.83	2.81%	16.48	15.33	-6.97%	82.93%	85.31%	2.87%

Customer Type	Adult			Disabled			Elderly			Youth			Child		
	2018	2019	Change	2018	2019	Change	2018	2019	Change	2018	2019	Change	2018	2019	Change
MHD	306131		-100.00%	123414		-100.00%	49756		-100.00%	17145		-100.00%	24486		-100.00%
FGO	1063331		-100.00%	193336		-100.00%	88793		-100.00%	26405		-100.00%	28886		-100.00%
MATBUS	1369462	0	-100.00%	316750	0	-100.00%	138549	0	-100.00%	43550	0	-100.00%	53372	0	-100.00%

College	NDSU			MSUM			Concordia			M State			NDSCS		
	2018	2019	Change	2018	2019	Change	2018	2019	Change	2018	2019	Change	2018	2019	Change
MHD	4,227	4,523	7.00%	18,339	12,133	-33.84%	3,460	3,244	-6.24%	7,357	4,499	-38.85%	294	298	1.36%
FGO	536,275	461,624	-13.92%	12,643	7,885	-37.63%	1,643	1,858	13.09%	8,656	5,440	-37.15%	1,322	1,311	-0.83%
MATBUS	540,502	466,147	-13.75%	30,982	20,018	-35.39%	5,103	5,102	-0.01%	16,013	9,939	-37.95%	1,616	1,609	-0.43%

Paratransit	Ridership			Rev. Hours (Based on Ridership)			Rev. Mileage			Passengers / Hour			On-Time Perf.		
	2018	2019	Change	2018	2019	Change	2018	2019	Change	2018	2019	Change	2018	2019	Change
Fargo	37,585	38,386	2.13%	16,383.03	17,441.20	6.46%	234,809.01	233,563.88	-0.53%	2.29	2.20	-4.07%	86.00%	87.62%	1.88%
Moorhead	8,872	8,204	-7.53%	3,867.24	3,727.60	-3.61%	55,427.05	49,918.15	-9.94%	2.29	2.20	-4.07%	86.10%	86.64%	0.63%
West Fargo	5,487	5,954	8.51%	2,391.74	2,705.28	13.11%	34,279.55	36,227.77	5.68%	2.29	2.20	-4.07%	87.14%	88.72%	1.82%
Dilworth	721	806	11.79%	314.28	366.22	16.53%	4,504.38	4,904.20	8.88%	2.29	2.20	-4.07%	84.68%	87.54%	3.38%
Total	52,665	53,350	1.30%	22,956.29	24,240.30	5.59%	329020.00	324614.00	1.02%	2.29	2.20	-4.07%	85.98%	87.63%	1.93%

Senior Ride	Ridership			Rev. Hours (Based on Ridership)			Rev. Mileage			Passengers / Hour			On-Time Perf.		
	2018	2019	Change	2018	2019	Change	2018	2019	Change	2018	2019	Change	2018	2019	Change
Dilworth	1,076	1,326	23.23%	673.25	846.58	25.75%	7,760	9,602	23.74%	1.60	1.57	-2.00%			
Moorhead	9,378	8,846	-5.67%	5,867.75	5,647.67	-3.75%	67,630	64,053	-5.29%	1.60	1.57	-2.00%			
Total	10,454	10,172	-2.70%	6,541.00	6,494.25	-0.71%	75,390	73,655	-2.30%	1.60	1.57	-2.00%	0	0	N/A

2,148.02
15,773

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	Ridership			Rev. Hours			Rev. Mileage			Passengers / Hour			On-Time Perf.		
Moorhead	2019	2020	Change	2019	2020	Change	2019	2020	Change	2019	2020	Change	2019	2020	Change
Route 1	80,046	61,976	-22.57%	5,123.00	5,164.00	0.80%	64,919.00	62,706.00	-3.41%	15.62	12.00	-23.19%	85.35%	92.72%	8.64%
Route 2	117,197	91,236	-22.15%	6,143.00	5,788.00	-5.78%	87,452.00	76,645.00	-12.36%	19.08	15.76	-17.38%	82.97%	89.69%	8.10%
Route 3	57,732	60,435	4.68%	5,123.00	5,167.00	0.86%	87,808.00	88,820.00	1.15%	11.27	11.70	3.79%	67.52%	71.68%	6.16%
Route 4	151,207	138,038	-8.71%	10,246.00	10,665.00	4.09%	116,753.00	112,243.00	-3.86%	14.76	12.94	-12.30%	82.64%	86.95%	5.22%
Route 5	52,511	54,076	2.98%	5,123.00	5,165.00	0.82%	74,847.00	75,408.00	0.75%	10.25	10.47	2.14%	87.39%	84.55%	-3.25%
Route 6	16,710	15,244	-8.77%	1,802.00	2,076.00	15.21%	23,369.00	26,712.00	14.31%	9.27	7.34	-20.81%	91.66%	84.60%	-7.70%
Route 9	5,646	4,742	-16.01%	1,954.00	1,715.00	-12.23%	33,088.00	29,644.00	-10.41%	2.89	2.77	-4.31%	92.94%	85.43%	-8.08%
Total	481,049	425,747	-11.50%	35,514.00	35,740.00	0.64%	488,236.00	472,178.00	-3.29%	13.55	11.91	-12.06%	84.35%	85.09%	0.87%

	Ridership			Rev. Hours			Rev. Mileage			Passengers / Hour			On-Time Perf.		
Fargo	2019	2020	Change	2019	2020	Change	2019	2020	Change	2019	2020	Change	2019	2020	Change
Route 11	74,592	55,227	-25.96%	4,483.00	4,564.00	1.81%	51446.91	52376.46	1.81%	16.64	12.10	-27.28%	87.44%	87.17%	-0.31%
Route 13	120,856	64,803	-46.38%	8,662.50	8,820.00	1.82%	90757.01	92407.14	1.82%	13.95	7.35	-47.34%	86.49%	89.39%	3.35%
Route 13U	39,970	17,626	-55.90%	1,897.30	1,482.15	-21.88%	21306.68	16644.54	-21.88%	21.07	11.89	-43.55%	87.87%	92.66%	5.45%
Route 14	148,189	115,371	-22.15%	13,400.38	13,648.52	1.85%	167933.56	171043.25	1.85%	11.06	8.45	-23.56%	86.34%	94.86%	9.87%
Route 15	321,702	300,090	-6.72%	16,168.00	16,391.25	1.38%	189230.27	191843.19	1.38%	19.90	18.31	-7.99%	78.08%	89.00%	13.99%
Route 16	37,213	23,913	-35.74%	4,038.04	4,110.66	1.80%	48218.24	49085.39	1.80%	9.22	5.82	-36.88%	91.45%	97.58%	6.70%
Route 17	40,524	34,209	-15.58%	2,541.50	2,588.50	1.85%	30411.58	30973.99	1.85%	15.94	13.22	-17.12%	82.46%	86.70%	5.14%
Route 18	49,730	31,035	-37.59%	7,038.60	7,168.90	1.85%	125667.16	127993.54	1.85%	7.07	4.33	-38.73%	78.08%	88.72%	13.63%
Route 20	38,047	31,040	-18.42%	4,483.00	4,565.00	1.83%	42678.16	43458.80	1.83%	8.49	6.80	-19.88%	65.91%	80.70%	22.44%
Route 24	26,369	18,396	-30.24%	5,007.25	5,100.00	1.85%	62555.57	63714.30	1.85%	5.27	3.61	-31.51%	87.07%	91.44%	5.02%
TapRide - Ind. Park	1,975	6,705	239.49%	2,092.00	5,171.00	147.18%	6993.72	23624.89	237.80%	0.94	1.30	37.35%			
Total	897,192	691,710	-22.90%	67,719.57	68,438.98	1.06%	767649.58	839540.60	9.37%	13.25	10.11	-23.71%	83.12%	89.82%	8.06%

	Ridership			Rev. Hours			Rev. Mileage			Passengers / Hour			On-Time Perf.		
NDSU	2019	2020	Change	2019	2020	Change	2019	2020	Change	2019	2020	Change	2019	2020	Change
Route 31	28,679	10,465	-63.51%	1,652.50	1,273.75	-22.92%	14865.89	11458.66	-22.92%	17.35	8.22	-52.66%	96.79%	91.89%	-5.06%
Route 32E & 32W	142,691	53,917	-62.21%	2,148.02	1,660.57	-22.69%	15773.45	12190.32	-22.72%	66.43	32.47	-51.12%	94.24%	94.39%	0.16%
Route 33	186,414	69,518	-62.71%	4,479.24	3,448.63	-23.01%	53492.98	41185.00	-23.01%	41.62	20.16	-51.56%	96.05%	92.62%	-3.57%
Route 34	51,452	21,298	-58.61%	1,403.01	1,085.65	-22.62%	12133.91	9389.23	-22.62%	36.67	19.62	-46.51%	95.37%	92.66%	-2.84%
TapRide - NDSU	5,167	2,122	-58.93%	549.50	423.50	-22.93%	5907.37	2046.28	-65.36%	9.40	5.01	-46.71%			
Total	414,403	157,320	-62.04%	10,232	7,892	-22.87%	102173.60	74223.21	-27.36%	171	85	-50.16%	95.61%	92.89%	-2.85%

	Ridership			Rev. Hours			Rev. Mileage			Passengers / Hour			On-Time Perf.		
Other	2019	2020	Change	2019	2020	Change	2019	2020	Change	2019	2020	Change	2019	2020	Change
LinkFM	29,959	93	-99.69%	3,476.14	8.25	-99.76%	34858.73	82.73	-99.76%	8.62	11.27	30.80%	63.84%	85.71%	34.26%
Total	29,959	93	-99.69%	3,476.14	8.25	-99.76%	34,859	83	-99.76%	8.62	11.27	30.80%	63.84%	85.71%	34.26%

	Ridership			Rev. Hours			Rev. Mileage			Passengers / Hour			On-Time Perf.		
Total	2019	2020	Change	2019	2020	Change	2019	2020	Change	2019	2020	Change	2019	2020	Change
MHD	481,049	425,747	-11.50%	35,514.00	35,740.00	0.64%	116,753.00	472,178.00	304.42%	13.55	11.91	-12.06%	84.35%	85.09%	0.87%
FGO	1,341,554	849,123	-36.71%	81,427.98	76,339.33	-6.25%	199,587.90	913,846.54	357.87%	16.48	11.12	-32.49%	85.17%	89.47%	5.06%
MATBUS	1,822,603	1,274,870	-30.05%	116,941.98	112,079.33	-4.16%	316,340.90	1,386,024.54	338.14%	15.59	11.37	-27.02%	84.91%	88.69%	4.45%

	Adult			Disabled			Elderly			Youth			Child		
Customer Type	2019	2020	Change	2019	2020	Change	2019	2020	Change	2019	2020	Change	2019	2020	Change
MHD		225,536	#DIV/0!		65,800	#DIV/0!		32,440	#DIV/0!		8,470	#DIV/0!		11,155	#DIV/0!
FGO		418,861	#DIV/0!		83,796	#DIV/0!		63,623	#DIV/0!		10,716	#DIV/0!		9,459	#DIV/0!
MATBUS		644,397	#DIV/0!		149,596	#DIV/0!		96,063	#DIV/0!		19,186	#DIV/0!		20,614	#DIV/0!

	NDSU			MSUM			Concordia			M State			NDSCS		
College	2019	2020	Change	2019	2020	Change	2019	2020	Change	2019	2020	Change	2019	2020	Change
MHD	4,523	2,103	-53.50%	12,133	3,276	-73.00%	3,244	816	-74.85%	4,499	971	-78.42%	298	65	-78.19%
FGO	461,624	166,235	-63.99%	7,885	1,939	-75.41%	1,858	504	-72.87%	5,440	1,093	-79.91%	1,311	615	-53.09%
MATBUS	466,147	168,338	-63.89%	20,018	5,215	-73.95%	5,102	1,320	-74.13%	9,939	2,064	-79.23%	1,609	680	-57.74%

	Ridership			Rev. Hours (Based on Ridership)			Rev. Mileage			Passengers / Hour			On-Time Perf.		
Paratransit	2019	2020	Change	2019	2020	Change	2019	2020	Change	2019	2020	Change	2019	2020	Change
Fargo	38,386	26,202	-31.74%	17,441.20	11,758.02	-32.58%	233,563.88	167,082.37	-28.46%	2.20	2.23	1.25%	87.62%	92.10%	5.12%
Moorhead	8,204	5,371	-34.53%	3,727.60	2,410.21	-35.34%	49,918.15	34,249.27	-31.39%	2.20	2.23	1.25%	86.64%	91.69%	5.83%
West Fargo	5,954	5,123	-13.96%	2,705.28	2,298.92	-15.02%	36,227.77	32,667.85	-9.83%	2.20	2.23	1.25%	88.72%	92.62%	4.39%
Dilworth	806	596	-26.05%	366.22	267.45	-26.97%	4,904.20	3,800.51	-22.50%	2.20	2.23	1.25%	87.54%	89.55%	2.30%
Total	53,350	37,292	-30.10%	24,240.30	16,734.60	-30.96%	324614.00	237800.00	-23.05%	2.20	2.23	1.25%	87.63%	91.49%	4.41%

	Ridership			Rev. Hours (Based on Ridership)			Rev. Mileage			Passengers / Hour			On-Time Perf.		
Senior Ride	2019	2020	Change	2019	2020	Change	2019	2020	Change	2019	2020	Change	2019	2020	Change
Dilworth	1,326	677	-48.94%	847.95	427.36	-49.60%	9,691	4,451	-54.07%	1.56	1.58	1.30%			
Moorhead	8,846	5,018	-43.27%	5,656.80	3,167.64	-44.00%	64,648	32,988	-48.97%	1.56	1.58	1.30%			
Total	10,172	5,695	-44.01%	6,504.75	3,595.00	-44.73%	74,339	37,439	-49.64%	1.56	1.58	1.30%	0	0	N/A

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Moorhead	Ridership			Rev. Hours			Rev. Mileage			Passengers / Hour			On-Time Perf.		
	2020	2021	Change	2020	2021	Change	2020	2021	Change	2020	2021	Change	2020	2021	Change
Route 1	61,976	55,768	-10.02%	5,164.00	5,167.00	0.06%	62,706.00	62,751.00	0.07%	12.00	10.79	-10.07%	92.72%	92.42%	-0.32%
Route 2	91,236	76,480	-16.17%	5,788.00	5,783.00	-0.09%	76,645.00	76,575.00	-0.09%	15.76	13.22	-16.10%	89.69%	91.54%	2.06%
Route 3	60,435	54,114	-10.46%	5,167.00	5,175.00	0.15%	88,820.00	87,834.00	-1.11%	11.70	10.46	-10.60%	71.68%	79.67%	11.15%
Route 4	138,038	117,623	-14.79%	10,665.00	10,350.00	-2.95%	112,243.00	119,788.00	6.72%	12.94	11.36	-12.20%	86.95%	90.39%	3.96%
Route 5	54,076	45,721	-15.45%	5,165.00	5,173.00	0.15%	75,408.00	75,522.00	0.15%	10.47	8.84	-15.58%	84.55%	90.39%	6.91%
Route 6	15,244	10,315	-32.33%	2,076.00	2,069.00	-0.34%	26,712.00	26,045.00	-2.50%	7.34	4.99	-32.11%	84.60%	86.53%	2.28%
Route 9	4,742	3,705	-21.87%	1,715.00	1,711.00	-0.23%	29,644.00	29,458.00	-0.63%	2.77	2.17	-21.69%	85.43%	87.36%	2.26%
Total	425,747	363,726	-14.57%	35,740.00	35,428.00	-0.87%	472,178.00	477,973.00	1.23%	11.91	10.27	-13.82%	85.09%	88.33%	3.81%

Fargo	Ridership			Rev. Hours			Rev. Mileage			Passengers / Hour			On-Time Perf.		
	2020	2021	Change	2020	2021	Change	2020	2021	Change	2020	2021	Change	2020	2021	Change
Route 11	55,227	50,021	-9.43%	4,564.00	4,555.00	-0.20%	52376.46	52273.18	-0.20%	12.10	10.98	-9.25%	87.17%	91.39%	4.84%
Route 13	64,803	69,846	7.78%	8,820.00	8,802.28	-0.20%	92407.14	92221.49	-0.20%	7.35	7.93	8.00%	89.39%	92.47%	3.45%
Route 13U	17,626	15,461	-12.28%	1,482.15	1,975.20	33.27%	16644.54	22181.50	33.27%	11.89	7.83	-34.18%	92.66%	86.00%	-7.19%
Route 14	115,371	110,333	-4.37%	13,648.52	13,636.75	-0.09%	171043.25	170895.75	-0.09%	8.45	8.09	-4.28%	94.86%	92.23%	-2.77%
Route 15	300,090	251,303	-16.26%	16,391.25	15,921.15	-2.87%	191843.19	186341.14	-2.87%	18.31	15.78	-13.78%	89.00%	82.50%	-7.30%
Route 16	23,913	21,926	-8.31%	4,110.66	4,107.14	-0.09%	49085.39	49043.36	-0.09%	5.82	5.34	-8.23%	97.58%	93.91%	-3.76%
Route 17	34,209	27,842	-18.61%	2,588.50	2,577.00	-0.44%	30973.99	30836.38	-0.44%	13.22	10.80	-18.25%	86.70%	90.94%	4.89%
Route 18	31,035	30,353	-2.20%	7,168.90	7,160.48	-0.12%	127993.54	127843.21	-0.12%	4.33	4.24	-2.08%	88.72%	87.22%	-1.69%
Route 20	31,040	26,455	-14.77%	4,565.00	4,558.00	-0.15%	43458.80	43392.16	-0.15%	6.80	5.80	-14.64%	80.70%	64.72%	-19.80%
Route 24	18,396	17,834	-3.06%	5,100.00	5,097.38	-0.05%	63714.30	63681.57	-0.05%	3.61	3.50	-3.01%	91.44%	90.84%	-0.66%
TapRide - Ind. Park	6,705	4,232	-36.88%	5,171.00	4,991.00	-3.48%	23624.89	19247.59	-18.53%	1.30	0.85	-34.61%			
Total	691,710	621,374	-10.17%	68,438.98	68,390.38	-0.07%	775826.30	838709.73	8.11%	10.11	9.09	-10.10%	89.82%	87.22%	-2.89%

NDSU	Ridership			Rev. Hours			Rev. Mileage			Passengers / Hour			On-Time Perf.		
	2020	2021	Change	2020	2021	Change	2020	2021	Change	2020	2021	Change	2020	2021	Change
Route 31	10,465	6,908	-33.99%	1,273.75	1,698.00	33.31%	11458.66	15275.21	33.31%	8.22	4.07	-50.48%	91.89%	94.23%	2.55%
Route 32E & 32W	53,917	49,220	-8.71%	1,660.57	2,211.54	33.18%	12190.32	16239.75	33.22%	32.47	22.26	-31.45%	94.39%	92.78%	-1.71%
Route 33	69,518	83,220	19.71%	3,448.63	4,600.66	33.41%	41185.00	54943.03	33.41%	20.16	18.09	-10.27%	92.62%	96.11%	3.77%
Route 34	21,298	15,009	-29.53%	1,085.65	1,443.42	32.95%	9389.23	12483.40	32.95%	19.62	10.40	-47.00%	92.66%	88.95%	-4.00%
TapRide - NDSU	2,122	2,312	8.95%	423.50	567.00	33.88%	2046.28	3269.07	59.76%	5.01	4.08	-18.62%			
Total	157,320	156,669	-0.41%	7,892	10,521	33.31%	76269.49	98941.39	29.73%	85	59	-31.10%	92.89%	93.02%	0.14%

Other	Ridership			Rev. Hours			Rev. Mileage			Passengers / Hour			On-Time Perf.		
	2020	2021	Change	2020	2021	Change	2020	2021	Change	2020	2021	Change	2020	2021	Change
LinkFM	93	3,867	4058.06%	8.25	96.00	1063.64%	82.73	1079.04	1204.28%	11.27	40.28	257.33%	85.71%	70.87%	-17.31%
Total	93	3,867	4058.06%	8.25	96.00	1063.64%	82.73	1079.04	1204.28%	11.27	40.28	257.33%	85.71%	70.87%	-17.31%

Total	Ridership			Rev. Hours			Rev. Mileage			Passengers / Hour			On-Time Perf.		
	2020	2021	Change	2020	2021	Change	2020	2021	Change	2020	2021	Change	2020	2021	Change
MHD	425,747	363,726	-14.57%	35,740.00	35,428.00	-0.87%	472,178.00	477,973.00	1.23%	11.91	10.27	-13.82%	85.09%	88.33%	3.81%
FGO	849,123	781,910	-7.92%	76,339.33	79,007.00	3.49%	852,178.52	938,730.16	10.16%	11.12	9.90	-11.02%	84.72%	87.68%	3.49%
MATBUS	1,274,870	1,145,636	-10.14%	112,079.33	114,435.00	2.10%	1,324,356.52	1,416,703.16	6.97%	11.37	10.01	-11.99%	88.69%	87.88%	-0.90%

Total	Adult			Disabled			Elderly			Youth			Child		
	2020	2021	Change	2020	2021	Change	2020	2021	Change	2020	2021	Change	2020	2021	Change
MHD	225,536	331,490	46.98%	65,800	34,627	-47.38%	32,440	24,127	-25.63%	8,470	8,250	-2.60%	11,155	12,285	10.13%
FGO	418,861	562,582	34.31%	83,796	47,117	-43.77%	63,623	32,572	-48.80%	10,716	9,573	-10.67%	9,459	10,653	12.62%
MATBUS	644,397	894,072	38.75%	149,596	81,744	-45.36%	96,063	56,699	-40.98%	19,186	17,823	-7.10%	20,614	22,938	11.27%

College	NDSU			MSUM			Concordia			M State			NDSCS		
	2020	2021	Change	2020	2021	Change	2020	2021	Change	2020	2021	Change	2020	2021	Change
MHD	2,103	1,542	-26.66%	3,276	3,256	-0.61%	816	1,815	122.43%	971	1,000	2.99%	65	84	29.23%
FGO	166,235	154,131	-7.28%	1,939	2,208	13.87%	504	1,098	117.86%	1,093	1,508	37.97%	615	295	-52.03%
MATBUS	168,338	155,673	-7.52%	5,215	5,464	4.77%	1,320	2,913	120.68%	2,064	2,508	21.51%	680	379	-44.26%

Paratransit	Ridership			Rev. Hours (Based on Ridership)			Rev. Mileage			Passengers / Hour			On-Time Perf.		
	2020	2021	Change	2020	2021	Change	2020	2021	Change	2020	2021	Change	2020	2021	Change
Fargo	26,202	35,865	36.88%	11,758.02	17,701.10	50.54%	167,082.37	232,764.32	39.31%	2.23	2.03	-9.08%	92.10%	89.52%	-2.81%
Moorhead	5,371	9,034	68.20%	2,410.21	4,458.71	84.99%	34,249.27	58,630.78	71.19%	2.23	2.03	-9.08%	91.69%	90.05%	-1.79%
West Fargo	5,123	7,102	38.63%	2,298.92	3,505.18	52.47%	32,667.85	46,092.07	41.09%	2.23	2.03	-9.08%	92.62%	89.62%	-3.23%
Dilworth	596	918	54.03%	267.45	453.08	69.40%	3,800.51	5,957.83	56.76%	2.23	2.03	-9.08%	89.55%	88.15%	-1.56%
Total	37,292	52,919	41.90%	16,734.60	26,118.07	56.07%	237,800.00	343,445.00	52.09%	2.23	2.03	-9.08%	91.49%	89.34%	-2.35%

Senior Ride	Ridership			Rev. Hours (Based on Ridership)			Rev. Mileage			Passengers / Hour			On-Time Perf.		
	2020	2021	Change	2020	2021	Change	2020	2021	Change	2020	2021	Change	2020	2021	Change
Dilworth	677	639	-5.61%	427.36	514.57	20.41%	4,451	5,394	21.20%	1.58	1.24	-21.61%			
Moorhead	5,018	6,249	24.53%	3,167.64	5,032.18	58.86%	32,988	52,751	59.91%	1.58	1.24	-21.61%			
Total	5,695	6,888	20.95%	3,595.00	5,546.75	54.29%	37,439	58,145.00	55.31%	1.58	1.24	-21.61%	0	0	N/A

Attachment H

Service Policies for Transit Providers

Transit Amenities

MATBUS operates only one mode of transit (local bus service). Amenities include access to the Ground Transportation Center (GTC) in downtown Fargo, ND (facility with restrooms, seating and vending machines), and benches and shelters along the routes. Current shelters are marked on the bus schedule with an icon.

Criteria for Site Selection

The following criteria established in 1994 were applied for selecting shelter locations along transit routes. The higher the number of criteria met, the higher priority the location received.

1. Open space where elements are extremely adverse and affect the use of system. In other words, the area would generate riders except that for poor bus stop conditions.

2. Commercial areas such as shopping malls or business districts where frequent stops are not desired due to high vehicle traffic. The shelter "steers" passengers to designated stop location. Also where parking space is limited and there is a need to reduce automobile traffic.

3. Elderly and disabled housing facilities where direct service is not warranted or location is not conducive for direct service. This clientele are more adversely affected by weather conditions. Providing a shelter can make the fixed route usable for some who would normally require door-to-door paratransit service.

4. Educational institutions where parking is limited and high transit usage is desired.

5. High density areas such as apartment complexes and dormitories.

6. Government or public buildings.

7. Medical facilities.

8. High ridership (more than 10 people per day).

9. Low income residential area.

Benches are placed at the discretion of the bench contractor, with advisement from MATBUS on the above criteria.

Vehicle Assignment

All vehicle in the fleet are low floor with wheelchair ramps, and operate with climate control and automated announcements.

Attachment I

TITLE VI AND NON-DISCRIMINATION POLICY STATEMENT

CITY OF FARGO TRANSIT DEPARTMENT

The City of Fargo Transit Department is committed to compliance with Title VI of the Civil Rights Act of 1964, the Civil Rights Restoration Act of 1987, and all related regulations and statutes. The City assures that no person or groups(s) of persons shall, on the grounds of race, color, national origin, sex, age, disability/handicap, and income status[1] be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any and all programs, services, or activities administered by the City, regardless of whether those programs and activities are federally funded or not.

The City of Fargo Transit Department also assures that every effort will be made to prevent discrimination through the impacts of its programs, policies, and activities on the basis of religion, sexual orientation, minority status and low-income populations. In addition, the City will provide meaningful access to services for persons with Limited English Proficiency.

In the event the City distributes federal-aid funds to a subrecipient, the City will include Title VI language in all written agreements and will monitor for compliance.

The City's Transit Title VI Coordinator is responsible for initiating and monitoring Transit Title VI activities, preparing reports and other responsibilities as required by 23 Code of Federal Regulations (CFR) 200 and 49 CFR 21. The City of Fargo has a Title VI Coordinator (Mr. Brock Morrison) who oversees the City's overall Title VI program. The City's *Transit* Title VI Coordinator is:

Julia Bommelman
Transit Director, City of Fargo
650 23rd St N
Fargo, ND 58102
701-476-6737
jbommelman@cityoffargo.com

Timothy J. Mahoney, Mayor — City of Fargo

Signature — Date 8/26/19

[1] Title VI of the Civil Rights Act of 1964 governs race, color, and national origin. Related Nondiscrimination Authorities govern sex, 23 U.S.C. 324; age, 42 U.S.C. 6101; disability/handicap, 29 U.S.C. 790; and low income, E.O. 12898.

TITLE VI ASSURANCES

The City of Fargo Transit Department in the State of North Dakota (hereinafter referred to as the Recipient) HEREBY AGREES THAT, as a condition to receiving any federal financial assistance from the U. S. Department of Transportation, it will comply with Title VI of the Civil Rights Act of 1964, 78 Stat. 252, 42 U.S.C. 2000d to 42 U.S.C. 2000d-4 (hereinafter referred to as the Act), and all requirements imposed by or pursuant to Title 49, Code of Federal Regulations, U.S. Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Nondiscrimination in Federally-assisted Programs of the U.S. Department of Transportation - Effectuation of Title VI of the Civil Rights Act of 1964 (hereinafter referred to as the Regulations), and other pertinent directives to the end that, in accordance with the Act, regulations, and other pertinent directives, no person in the United States shall, on the grounds of race, color, national origin, sex, age, disability/handicap, and income status[2] be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity for which the Recipient receives Federal financial assistance through the North Dakota Department of Transportation, including the U.S. Department of Transportation and the Federal Highway Administration; and HEREBY GIVES ASSURANCE THAT it will promptly take any measures necessary to effectuate this agreement. This assurance is required by Subsection 21.7(a)(1) of the Regulations.

More specifically and without limiting the above general assurance, the Recipient hereby gives the following specific assurances with respect to its Federal-aid Highway Program

1. That the Recipient agrees that each "program" and each "facility," as defined in Subsections 21.23(e) and 21.23(b) of the Regulations, will be (with regard to a "program") conducted, or will be (with regard to a "facility") operated in compliance with all requirements imposed by, or pursuant to, the Regulations.

2. That the Recipient shall insert the following notification in all solicitations for bids for work or materials subject to the regulations and made in connection with the Federal-aid Highway Program and, in adapted form, in all proposals for negotiated agreements:

   The Recipient, in accordance with Title VI of the Civil Rights Act of 1964, 78 Stat. 252, 42 U.S.C. 2000d to 2000d-4, and Title 49, Code of Federal Regulations, U.S. Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Nondiscrimination in Federally-assisted Programs of the U.S. Department of Transportation, issued pursuant to such Act, hereby notifies all bidders that it will affirmatively ensure that in any contract entered into pursuant to this advertisement, Disadvantaged Business Enterprises will be afforded full opportunity to submit bids in response to this invitation

[2] Title VI of the Civil Rights Act of 1964 governs race, color, and national origin. Related Nondiscrimination Authorities govern sex, 23 U.S.C. 324; age, 42 U.S.C. 6101; disability/handicap, 29 U.S.C. 790; and low income, E.O. 12898.

and will not be discriminated against on the grounds of race, color, national origin, sex, age, disability/handicap and income status in consideration for an award.

3. That the Recipient shall insert the clauses of Appendix A of this assurance in every contract subject to the Act and the Regulations.

4. That the Recipient shall insert the clauses of Appendix B of this assurance, as a covenant running with the land, in any deed from the United States effecting a transfer of real property, structures, or improvements thereon, or interest therein.

5. That where the Recipient receives Federal financial assistance to construct a facility, or part of a facility, the assurance shall extend to the entire facility and facilities operated in connection therewith.

6. That where the Recipient receives Federal financial assistance in the form, or for the acquisition of real property or an interest in real property, the assurance shall extend to rights to space on, over, or under such property.

7. That the Recipient shall include the appropriate clauses set forth in Appendix C of this assurance, as a covenant running with the land, in any future deeds, leases, permits, licenses, and similar agreements entered into by the Recipient with other parties: (a) for the subsequent transfer of real property acquired or improved under the Federal-aid ighway Program; and (b) for the construction or use of, or access to space on, over, or under, real property acquired or improved under the Federal-aid ighway Program.

8. That this assurance obligates the Recipient for the period during which Federal financial assistance is extended to the program, except where the Federal financial assistance is to provide, or is in the form of, personal property, or real property or interest therein, or structures or improvements thereon, in which case the assurance obligates the Recipient or any transferee for the longer of the following periods: (a) the period during which the property is used for a purpose for which the Federal financial assistance is extended, or for another purpose involving the provision of similar services or benefits; or (b) the period during which the Recipient retains ownership or possession of the property.

9. The Recipient shall provide for such methods of administration for the program as are found by the Secretary of Transportation, or the official to whom he or she delegates specific authority, to give reasonable guarantee that it, other recipients, subgrantees, contractors, subcontractors, transferees, successors in interest, and other participants of Federal financial assistance under such program will comply with all requirements imposed by or pursuant to the Act, the Regulations, and this assurance.

10. The Recipient agrees that the United States has a right to seek judicial enforcement with regard to any matter arising under the Act, the Regulations, and this assurance.

T IS ASSURANCE is given in consideration of and for the purpose of obtaining any and all federal grants, loans, contracts, property, discounts, or other Federal financial assistance extended after the date hereof to the Recipient by the U.S. Department of Transportation under the Federal-aid ighway Program and is binding on it, other recipients, subgrantees, contractors, subcontractors, transferees, successors in interest, and other participants in the Federal-aid ighway Program. The person or persons whose signatures appear below are authori ed to sign this assurance on behalf of the Recipient.

Timothy J. Mahoney, Mayor

City of Fargo

8/26/19

Signature

Date

APPENDIX A OF THE TITLE VI ASSURANCES

The City of Fargo Transit will insert or add the following clauses into every contract subject to the Act and Regulations associated with the receipt of Federal financial assistance:

During the performance of this contract, the contractor, for itself, its assignees, and successors in interest (hereinafter referred to as the Contractor), agrees as follows:

1. Compliance with Regulations: The Contractor shall comply with the regulations relative to nondiscrimination in Federally-assisted programs of the U.S. Department of Transportation, Title 49, Code of Federal Regulations, Part 21, as they may be amended from time to time (hereinafter referred to as the Regulations), which are herein incorporated by reference and made a part of this contract.

2. Nondiscrimination: The Contractor, with regard to the work performed by it during the contract, shall not discriminate on the grounds of race, color, national origin, sex, age, disability/handicap, or income status**, in the selection and retention of subcontractors, including procurements of materials and leases of equipment. The Contractor shall not participate, either directly or indirectly, in the discrimination prohibited by Section 21.5 of the Regulations, including employment practices when the contract covers a program set forth in Appendix B of the Regulations.

3. Solicitations for Subcontracts, Including Procurements of Materials and Equipment: In all solicitations, either by competitive bidding or negotiation, made by the Contractor for work to be performed under a subcontract, including procurements of materials or leases of equipment, each potential subcontractor or supplier shall be notified by the Contractor of the Contractor's obligations under this contract and the Regulations relative to nondiscrimination on the grounds of race, color, national origin, sex, age, disability/handicap, or income status**.

4. Information and Reports: The contractor shall provide all information and reports required by the Regulations, or directives issued pursuant thereto, and shall permit access to its books, records, accounts, other sources of information and its facilities as may be determined by the City of Fargo or the North Dakota Department of Transportation to be pertinent to ascertain compliance with such Regulations, orders, and instructions. Where any information required of a Contractor is in the exclusive possession of another who fails or refuses to furnish this information, the Contractor shall so certify to the City of Fargo, or the North Dakota Department of Transportation, as appropriate, and shall set forth what efforts it has made to obtain the information.

5. Sanctions for Noncompliance: In the event of the Contractor's noncompliance with the nondiscrimination provisions of this contract, the City of Fargo and the North Dakota Department of Transportation shall impose such contract sanctions as it or the Federal Highway Administration may determine to be appropriate, including but not limited to:

   a. withholding of payments to the Contractor under the contract until the Contractor complies, and/or
   b. cancellation, termination, or suspension of the contract, in whole or in part.

6. Incorporation of Provisions: The Contractor shall include the provisions of paragraphs 1 through 6 in every subcontract, including procurements of materials and leases of equipment, unless exempt by the Regulations or directives issued pursuant thereto.

The Contractor shall take such action with respect to any subcontract or procurement as the City of Fargo or the U.S. Department of Transportation, Federal Highway Administration, may direct as a means of enforcing such provisions, including sanctions for noncompliance provided, however, that in the event a Contractor becomes involved in, or is threatened with, litigation by a subcontractor or supplier as a result of such direction, the Contractor may request the City of Fargo enter into such litigation to protect the interests of the City of Fargo; and, in addition, the Contractor may request the United States to enter into such litigation to protect the interests of the United States.

*** The Act governs race, color, and national origin. Related Nondiscrimination Authorities govern sex, 23 U.S.C. 324; age, 42 U.S.C. 6101; disability/handicap, 29 U.S.C. 790; and low income, E.O. 12898.*

APPENDIX B OF THE TITLE VI ASSURANCES

The following clauses shall be included in any and all deeds effecting or recording the transfer of real property, structures, or improvements thereon, or interest therein from the United States.

(GRANTING CLAUSE)

NOW, THEREFORE, the City of Fargo Transit, as authorized by law and upon the condition that the City of Fargo Transit will accept title to the lands and maintain the project constructed thereon, in accordance with Title 23, United States Code, the Regulations for the Administration of Federal Aid for Highways, and the policies and procedures prescribed by the Federal Highway Administration of the U.S. Department of Transportation, and also in accordance with and in compliance with all requirements imposed by or pursuant to Title 49, Code of Federal Regulations, U.S. Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Nondiscrimination in Federally-assisted Programs of the U.S. Department of Transportation (hereinafter referred to as the Regulations), pertaining to and effectuating the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252; 42 U.S.C. 2000d to 2000d-4), does hereby remise, release, quitclaim, and convey unto the City of Fargo all the right, title, and interest of the U.S. Department of Transportation in and to said lands described in Exhibit "A" attached hereto and made a part hereof.

(HABENDUM CLAUSE)

TO HAVE AND TO HOLD said lands and interests therein unto the City of Fargo Transit and its successors forever, subject, however, to the covenant, conditions, restrictions, and reservations herein contained as follows, which will remain in effect for the period during which the real property or structures are used for a purpose for which Federal financial assistance is extended, or for another purpose involving the provision of similar services or benefits, and shall be binding on the City of Fargo Transit, its successors, and assigns.

The City of Fargo Transit, in consideration of the conveyance of said lands and interests in lands, does hereby covenant and agree, as a covenant running with the land, for itself, its successor, and assigns that (1) no person shall, on the grounds of race, color, national origin, sex, age, disability/handicap, or income status**, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination with regard to any facility located wholly or in part on, over, or under such lands hereby conveyed [,] [and]* (2) that the City of Fargo Transit shall use the lands and interests in lands so conveyed, in compliance with all requirements imposed by or pursuant to Title 49, Code of Federal Regulations, U.S. Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Nondiscrimination in Federally-assisted Programs of the U.S. Department of Transportation - Effectuation of Title VI of the Civil Rights Act of 1964, and as said Regulations may be amended [,] and (3) that in the event of

breach of any of the above-mentioned nondiscrimination conditions, the Department shall have a right to re-enter said lands and facilities on said land; and the above described land and facilities shall thereon revert to and vest in and become the absolute property of the U.S. Department of Transportation and its assignees as such interest existed prior to this instruction.*

** Reverter clause and related language to be used only when it is determined that such a clause is necessary in order to effectuate the purpose of Title VI of the Civil Rights Act of 1964.*

*** The Act governs race, color, and national origin. Related Nondiscrimination Authorities govern sex, 23 U.S.C. 324; age, 42 U.S.C. 6101; disability/handicap, 29 U.S.C. 790; and low income, E.O. 12898.*

APPENDIX C OF THE TITLE VI ASSURANCES

The following clauses shall be included in all deeds, licenses, leases, permits, or similar instruments entered into by the City of Fargo Transit, pursuant to the provisions of Assurance 7(a).

The (grantee, licensee, lessee, permittee, etc., as appropriate), for him or herself, his or her heirs, personal representatives, successors in interest, and assigns, as a part of the consideration hereof, does hereby covenant and agree [in the case of deeds and leases, add "as a covenant running with the land"] that in the event facilities are constructed, maintained, or otherwise operated on the said property described in this (deed, license, lease, permit, etc.) for a purpose for which a U.S. Department of Transportation program or activity is extended, or for another purpose involving the provision of similar services or benefits, the (grantee, licensee, lessee, permittee, etc.) shall maintain and operate such facilities and services in compliance with all other requirements imposed pursuant to Title 49, Code of Federal Regulations, U.S. Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Nondiscrimination in Federally-assisted Programs of the U.S. Department of Transportation - Effectuation of Title VI of the Civil Rights Act of 1964, and as said Regulations may be amended.

[Include in licenses, leases, permits, etc.]*

That in the event of breach of any of the above nondiscrimination covenants, the City of Fargo Transit shall have the right to terminate the [license, lease, permit, etc.] and to re-enter and repossess said land and the facilities thereon and hold the same as if said [license, lease, permit, etc.] had never been made or issued.

[Include in deed.]*

That in the event of breach of any of the above nondiscrimination covenants, the City of Fargo Transit shall have the right to re-enter said lands and facilities thereon, and the above described lands and facilities shall thereupon revert to and vest in and become the absolute property of the City of Fargo and its assigns.

The following shall be included in all deeds, licenses, leases, permits, or similar agreements entered into by the City of Fargo Transit, pursuant to the provisions of Assurance 7(b).

The (grantee, licensee, lessee, permittee, etc., as appropriate), for him or herself, his or her personal representatives, successors in interest, and assigns, as a part of the consideration hereof, does hereby covenant and agree [in the case of deeds and leases, add "as a covenant running with the land"] that (1) no person, on the grounds of race, color, national origin, sex, age, disability/handicap, or income status**, shall be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination in the use of said facilities, (2) that in the construction of any improvements on, over, or under such land and the furnishing of

services thereon, no person, on the grounds of race, color, national origin, sex, age, disability/handicap, or income status**, shall be excluded from participation in, be denied the benefits of, or otherwise be subjected to discrimination, (3) that the (grantee, licensee, lessee, permittee, etc.) shall use the premises in compliance with all other requirements imposed by or pursuant to Title 49, Code of Federal Regulations, U.S. Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Nondiscrimination in Federally-assisted Programs of the U.S. Department of Transportation - Effectuation of Title VI of the Civil Rights Act of 1964, and as said Regulations may be amended.

[Include in licenses, leases, permits, etc.]*

That in the event of breach of any of the above nondiscrimination covenants, the City of Fargo Transit shall have the right to terminate the [license, lease, permit, etc.] and to re-enter and repossess said land and the facilities thereon and hold the same as if said [license, lease, permit, etc.] had never been made or issued.

[Include in deeds.]*

That in the event of breach of any of the above nondiscrimination covenants, the City of Fargo Transit shall have the right to re-enter said land and facilities thereon, and the above described lands and facilities shall thereupon revert to and vest in and become the absolute property of the City of Fargo Transit and its assigns.

** Reverter clause and related language to be used only when it is determined that such a clause is necessary in order to effectuate the purpose of Title VI of the Civil Rights Act of 1964.*

*** The Act governs race, color, and national origin. Related Nondiscrimination Authorities govern sex, 23 U.S.C. 324; age, 42 U.S.C. 6101; disability/handicap, 29 U.S.C. 790; and low income, E.O. 12898.*

CITY OF FARGO | FARGO CITY | 1156

Certifications & Assurances | FY 2021 C&A Affirmations

Recipient Details

Recipient ID
1156

Recipient Name
CITY OF FARGO

Certification and Assurance Information

Fiscal Year 2021
Assigned Date 1/15/2021
Due Date 4/15/2021

Original Certification Date 2/18/2021
Latest Certification Date 2/18/2021

Published Certifications and Assurances

FTA CERTIFICATIONS AND ASSURANCES

Public Transportation Agency Safety Plan (PTASP)

On or before December 31, 2020, applicants and recipients of Section 5307 grants and rail transit agencies that are subject to the State Safety Oversight Program must certify to Category 2: Public Transportation Agency Safety Plans. Due to the Coronavirus Disease 2019 (COVID-19) public health emergency, FTA has issued a Notice of Enforcement Discretion stating that FTA will refrain from taking enforcement action related to the PTASP regulation until January 1, 2021. While applicants and recipients are encouraged to certify by the original deadline of July 20, 2020, to the extent practical, those who do not certify compliance until December 31, 2020, remain eligible for Chapter 53 grant funds.

List of All Applicable Agencies

PTASP Technical Assistance Center

Certifications and Assurances

Certification History

Certification Date: 2/18/2021 | Official: Julia Bommelman | Attorney: Erik Johnson

Category	Title	Certified
01	Certifications and Assurances Required of Every Applicant	✓
02	Public Transportation Agency Safety Plans	✓
03	Tax Liability and Felony Convictions	✓
04	Lobbying	✓
05	Private Sector Protections	✓
06	Transit Asset Management Plan	✓
07	Rolling Stock Buy America Reviews and Bus Testing	✓
08	Urbanized Area Formula Grants Program	✓
09	Formula Grants for Rural Areas	✓
10	Fixed Guideway Capital Investment Grants and the Expedited Project Delivery for Capital Investment Grants Pilot Program	✓
11	Grants for Buses and Bus Facilities and Low or No Emission Vehicle Deployment Grant Programs	✓
12	Enhanced Mobility of Seniors and Individuals with Disabilities Programs	✓

Category	Title	Certi
13	State of Good Repair Grants	
14	Infrastructure Finance Programs	
15	Alcohol and Controlled Substances Testing	
16	Rail Safety Training and Oversight	
17	Demand Responsive Service	
18	Interest and Financing Costs	
19	Construction Hiring Preferences	
20	Cybersecurity Certification for Rail Rolling Stock and Operations	
21	Tribal Transit Programs	

1 – 21 of 21

Documents

Existing Documents

Document	Description	Uploaded By	Date

No items available

Affirmation of Applicant

Affirmation of Applicant BY SIGNING BELOW, on behalf of the Applicant, I declare that it has duly authorized me to make these Certifications and Assurances and bind its compliance. Thus, it agrees to comply with all federal laws, regulations, and requirements, follow applicable federal guidance, and comply with the Certifications and Assurances as indicated on the foregoing page applicable to each application its Authorized Representative makes to the Federal Transit Administration (FTA) in federal fiscal year 2021, irrespective of whether the individual that acted on his or her Applicant's behalf continues to represent it.

FTA intends that the Certifications and Assurances the Applicant selects on the other side of this document should apply to each Award for which it now seeks, or may later seek federal assistance to be awarded during federal fiscal year 2021.

The Applicant affirms the truthfulness and accuracy of the Certifications and Assurances it has selected in the statements submitted with this document and any other submission made to FTA, and acknowledges that the Program Fraud Civil Remedies Act of 1986, 31 U.S.C. § 3801 et seq., and implementing U.S. DOT regulations, "Program Fraud Civil Remedies," 49 CFR part 31, apply to any certification, assurance or submission made to FTA. The criminal provisions of 18 U.S.C. § 1001 apply to any certification, assurance, or submission made in connection with a federal public transportation program authorized by 49 U.S.C. chapter 53 or any other statute.

In signing this document, I declare under penalties of perjury that the foregoing Certifications and Assurances, and any other statements made by me on behalf of the Applicant are true and accurate.

Official's Name Julia Bommelman

I accept the above

Certification Date Feb 11, 2021

Affirmation of Attorney

Affirmation of Applicant's Attorney As the undersigned Attorney for the above-named Applicant, I hereby affirm to the Applicant that it has authority under state, local, or tribal government law, as applicable, to make and comply with the Certifications and Assurances as indicated on the foregoing pages. I further affirm that, in my opinion, the Certifications and Assurances have been legally made and constitute legal and binding obligations on it.

I further affirm that, to the best of my knowledge, there is no legislation or litigation pending or imminent that might adversely affect the validity of these Certifications and Assurances, or of the performance of its FTA assisted Award.

Attorney's Name Erik Johnson

I accept the above

Certification Date Feb 18, 2021

CANCEL

BEGIN RECERTIFICATION

Attachment J

11 GTC, Sanford, VA Hospital, Hornbacher's, Fargo North

GTC (T) (A)	Sanford Shelter East (B)	VA Hospital Shelter (C)	Gate City Bank Shelter (T) (D)	Fargo North High School (E)	Sanford Shelter West (F)	GTC (T) (A)
6:15	6:18	6:26	6:30	6:31	6:34	6:36
6:45	6:48	6:56	7:00	7:01	7:04	7:06
7:15	7:18	7:26	7:30	7:31	7:34	7:36
7:45	7:48	7:56	8:00	8:01	8:04	8:06
8:15	8:18	8:26	8:30	8:31	8:34	8:36
8:45	8:48	8:56	9:00	9:01	9:04	9:06
9:15	9:18	9:26	9:30	9:31	9:34	9:36
9:45	9:48	9:56	10:00	10:01	10:04	10:06
10:15	10:18	10:26	10:30	10:31	10:34	10:36
10:45	10:48	10:56	11:00	11:01	11:04	11:06
11:15	11:18	11:26	11:30	11:31	11:34	11:36
11:45	11:48	11:56	12:00	12:01	12:04	12:06
12:15	12:18	12:26	12:30	12:31	12:34	12:36
12:45	12:48	12:56	1:00	1:01	1:04	1:06
1:15	1:18	1:26	1:30	1:31	1:34	1:36
1:45	1:48	1:56	2:00	2:01	2:04	2:06
2:15	2:18	2:26	2:30	2:31	2:34	2:36
2:45	2:48	2:56	3:00	3:01	3:04	3:06
3:15	3:18	3:26	3:30	3:31	3:34	3:36
3:45	3:48	3:56	4:00	4:01	4:04	4:06
4:15	4:18	4:26	4:30	4:31	4:34	4:36
4:45	4:48	4:56	5:00	5:01	5:04	5:06
5:15	5:18	5:26	5:30	5:31	5:34	5:36
5:45	5:48	5:56	6:00	6:01	6:04	6:06
6:15	6:18	6:26	6:30	6:31	6:34	6:36
6:45	6:48	6:56	7:00	7:01	7:04	7:06
7:45	7:48	7:56	8:00	8:01	8:04	8:06
8:45	8:48	8:56	9:00	9:01	9:04	9:06
9:45	9:48	9:56	10:00	10:01	10:04	10:06
10:45	10:48	10:56	11:00	11:01	11:04	11:06

Shaded areas do not run on Saturdays.

Evening service is hourly.

13 GTC, Klai Hall, Barry Hall, Roosevelt, Hornbacher's, U32 Apartments, NDSCS, SHAC, Memorial Union, Family Fare, Renaissance Hall

GTC (T A)	Barry Hall (B)	Minard Pullout East (C)	SHAC Shelter (D)	NDSU Transit Hub (T E)	Roosevelt Park Shelter (F)	Fargo North High School (G)	Northport Shelter (T H)	U32 Apartments (I)	SHAC Shelter (T J)	NDSU Transit Hub (K)	Family Fare Shelter (L)	Renaissance Hall (M)	GTC (T A)
6:15	6:20	6:25	6:29	6:35	6:37	6:42	6:43	6:47	6:54	7:00	7:03	7:06	7:07
6:45	6:50	6:55	6:59	7:05	7:07	7:12	7:13	7:17	7:24	7:30	7:33	7:36	7:37
7:15	7:20	7:25	7:29	7:35	7:37	7:42	7:43	7:47	7:54	8:00	8:03	8:06	8:07
7:45	7:50	7:55	7:59	8:05	8:07	8:12	8:13	8:17	8:24	8:30	8:33	8:36	8:37
8:15	8:20	8:25	8:29	8:35	8:37	8:42	8:43	8:47	8:54	9:00	9:03	9:06	9:07
8:45	8:50	8:55	8:59	9:05	9:07	9:12	9:13	9:17	9:24	9:30	9:33	9:36	9:37
9:15	9:20	9:25	9:29	9:35	9:37	9:42	9:43	9:47	9:54	10:00	10:03	10:06	10:07
9:45	9:50	9:55	9:59	10:05	10:07	10:12	10:13	10:17	10:24	10:30	10:33	10:36	10:37
10:15	10:20	10:25	10:29	10:35	10:37	10:42	10:43	10:47	10:54	11:00	11:03	11:06	11:07
10:45	10:50	10:55	10:59	11:05	11:07	11:12	11:13	11:17	11:24	11:30	11:33	11:36	11:37
11:15	11:20	11:25	11:29	11:35	11:37	11:42	11:43	11:47	11:54	12:00	12:03	12:06	12:07
11:45	11:50	11:55	11:59	12:05	12:07	12:12	12:13	12:17	12:24	12:30	12:33	12:36	12:37
12:15	12:20	12:25	12:29	12:35	12:37	12:42	12:43	12:47	12:54	1:00	1:03	1:06	1:07
12:45	12:50	12:55	12:59	1:05	1:07	1:12	1:13	1:17	1:24	1:30	1:33	1:36	1:37
1:15	1:20	1:25	1:29	1:35	1:37	1:42	1:43	1:47	1:54	2:00	2:03	2:06	2:07
1:45	1:50	1:55	1:59	2:05	2:07	2:12	2:13	2:17	2:24	2:30	2:33	2:36	2:37
2:15	2:20	2:25	2:29	2:35	2:37	2:42	2:43	2:47	2:54	3:00	3:03	3:06	3:07
2:45	2:50	2:55	2:59	3:05	3:07	3:12	3:13	3:17	3:24	3:30	3:33	3:36	3:37
3:15	3:20	3:25	3:29	3:35	3:37	3:42	3:43	3:47	3:54	4:00	4:03	4:06	4:07
3:45	3:50	3:55	3:59	4:05	4:07	4:12	4:13	4:17	4:24	4:30	4:33	4:36	4:37
4:15	4:20	4:25	4:29	4:35	4:37	4:42	4:43	4:47	4:54	5:00	5:03	5:06	5:07
4:45	4:50	4:55	4:59	5:05	5:07	5:12	5:13	5:17	5:24	5:30	5:33	5:36	5:37
5:15	5:20	5:25	5:29	5:35	5:37	5:42	5:43	5:47	5:54	6:00	6:03	6:06	6:07
5:45	5:50	5:55	5:59	6:05	6:07	6:12	6:13	6:17	6:24	6:30	6:33	6:36	6:37
6:15	6:20	6:25	6:29	6:35	6:37	6:42	6:43	6:47	6:54	7:00	7:03	7:06	7:07
7:15	7:20	7:25	7:29	7:35	7:37	7:42	7:43	7:47	7:54	8:00	8:03	8:06	8:07
8:15	8:20	8:25	8:29	8:35	8:37	8:42	8:43	8:47	8:54	9:00	9:03	9:06	9:07
9:15	9:20	9:25	9:29	9:35	9:37	9:42	9:43	9:47	9:54	10:00	10:03	10:06	10:07
10:15	10:20	10:25	10:29	10:35	10:37	10:42	10:43	10:47	10:54	11:00	11:03	11:06	11:07

Shaded areas do not run on Saturdays.

Evening service is hourly.

17 Rasmussen College, West Acres, YMCA, Hornbacher's, Courthouse

GTC (T)(A)	Fargo High Rise Shelter (B)	25th Ave S Shelter (C)	Essentia Shelter (D)	33rd St S Shelter (E)	32nd St S Shelter (F)	West Acres Shelter (T)(G)	Essentia Shelter (H)	YWCA Shelter (I)	25th Ave S Shelter (J)	Sanford Shelter (K)	Courthouse Shelter (L)	PeopleReady (M)	GTC (T)(A)
—	—	—	—	—	—	—	6:15	6:21	6:28	6:31	6:36	6:37	6:39
—	—	—	6:10	6:12	6:13	6:30	6:45	6:51	6:58	7:01	7:06	7:07	7:09
6:15	6:17	6:28	6:40	6:42	6:43	7:00	7:15	7:21	7:28	7:31	7:36	7:37	7:39
6:45	6:47	6:58	7:10	7:12	7:13	7:30	7:45	7:51	7:58	8:01	8:06	8:07	8:09
7:15	7:17	7:28	7:40	7:42	7:43	8:00	8:15	8:21	8:28	8:31	8:36	8:37	8:39
7:45	7:47	7:58	8:10	8:12	8:13	8:30	8:45	8:51	8:58	9:01	9:06	9:07	9:09
8:15	8:17	8:28	8:40	8:42	8:43	9:00	9:15	9:21	9:28	9:31	9:36	9:37	9:39
8:45	8:47	8:58	9:10	9:12	9:13	9:30	9:45	9:51	9:58	10:01	10:06	10:07	10:09
9:15	9:17	9:28	9:40	9:42	9:43	10:00	10:15	10:21	10:28	10:31	10:36	10:37	10:39
9:45	9:47	9:58	10:10	10:12	10:13	10:30	10:45	10:51	10:58	11:01	11:06	11:07	11:09
10:15	10:17	10:28	10:40	10:42	10:43	11:00	11:15	11:21	11:28	11:31	11:36	11:37	11:39
10:45	10:47	10:58	11:10	11:12	11:13	11:30	11:45	11:51	11:58	12:01	12:06	12:07	12:09
11:15	11:17	11:28	11:40	11:42	11:43	12:00	12:15	12:21	12:28	12:31	12:36	12:37	12:39
11:45	11:47	11:58	12:10	12:12	12:13	12:30	12:45	12:51	12:58	1:01	1:06	1:07	1:09
12:15	12:17	12:28	12:40	12:42	12:43	1:00	1:15	1:21	1:28	1:31	1:36	1:37	1:39
12:45	12:47	12:58	1:10	1:12	1:13	1:30	1:45	1:51	1:58	2:01	2:06	2:07	2:09
1:15	1:17	1:28	1:40	1:42	1:43	2:00	2:15	2:21	2:28	2:31	2:36	2:37	2:39
1:45	1:47	1:58	2:10	2:12	2:13	2:30	2:45	2:51	2:58	3:01	3:06	3:07	3:09
2:15	2:17	2:28	2:40	2:42	2:43	3:00	3:15	3:21	3:28	3:31	3:36	3:37	3:39
2:45	2:47	2:58	3:10	3:12	3:13	3:30	3:45	3:51	3:58	4:01	4:06	4:07	4:09
3:15	3:17	3:28	3:40	3:42	3:43	4:00	4:15	4:21	4:28	4:31	4:36	4:37	4:39
3:45	3:47	3:58	4:10	4:12	4:13	4:30	4:45	4:51	4:58	5:01	5:06	5:07	5:09
4:15	4:17	4:28	4:40	4:42	4:43	5:00	5:15	5:21	5:28	5:31	5:36	5:37	5:39
4:45	4:47	4:58	5:10	5:12	5:13	5:30	5:45	5:51	5:58	6:01	6:06	6:07	6:09
5:15	5:17	5:28	5:40	5:42	5:43	6:00	6:15	6:21	6:28	6:31	6:36	6:37	6:39
5:45	5:47	5:58	6:10	6:12	6:13	6:30	6:45	6:51	6:58	7:01	7:06	7:07	7:09
6:15	6:17	6:28	6:40	6:42	6:43	7:00	7:15	7:21	7:28	7:31	7:36	7:37	7:39
7:15	7:17	7:28	7:40	7:42	7:43	8:00	8:15	8:21	8:28	8:31	8:36	8:37	8:39
8:15	8:17	8:28	8:40	8:42	8:43	9:00	9:15	9:21	9:28	9:31	9:36	9:37	9:39
9:15	9:17	9:28	9:40	9:42	9:43	10:00	10:15	10:21	10:28	10:31	10:36	10:37	10:39
10:15	10:17	10:28	10:40	10:42	10:43	11:00	—	—	—	—	—	—	—

Shaded areas do not run on Saturdays.

Evening service is provided hourly.

—	—	—	—	—	—	—	6:11	6:13	6:18	6:21	6:27	6:28
—	—	—	—	—	—	—	6:26	6:28	6:33	6:36	6:42	6:43
:15	6:17	6:18	6:19	6:23	6:24	6:27	6:30	6:32	6:37	6:40	6:46	6:47
:30	6:32	6:33	6:34	6:38	6:39	6:42	6:45	6:47	6:52	6:55	7:01	7:02
:45	6:47	6:48	6:49	6:53	6:54	6:57	7:00	7:02	7:07	7:10	7:16	7:17
:00	7:02	7:03	7:04	7:08	7:09	7:12	7:15	7:17	7:22	7:25	7:31	7:32
:15	7:17	7:18	7:19	7:23	7:24	7:27	7:30	7:32	7:37	7:40	7:46	7:47
:30	7:32	7:33	7:34	7:38	7:39	7:42	7:45	7:47	7:52	7:55	8:01	8:02
:45	7:47	7:48	7:49	7:53	7:54	7:57	8:00	8:02	8:07	8:10	8:16	8:17
:00	8:02	8:03	8:04	8:08	8:09	8:12	8:15	8:17	8:22	8:25	8:31	8:32
:15	8:17	8:18	8:19	8:23	8:24	8:27	8:30	8:32	8:37	8:40	8:46	8:47
:30	8:32	8:33	8:34	8:38	8:39	8:42	8:45	8:47	8:52	8:55	9:01	9:02
:45	8:47	8:48	8:49	8:53	8:54	8:57	9:00	9:02	9:07	9:10	9:16	9:17
:00	9:02	9:03	9:04	9:08	9:09	9:12	9:15	9:17	9:22	9:25	9:31	9:32
:15	9:17	9:18	9:19	9:23	9:24	9:27	9:30	9:32	9:37	9:40	9:46	9:47
:30	9:32	9:33	9:34	9:38	9:39	9:42	9:45	9:47	9:52	9:55	10:01	10:02
:45	9:47	9:48	9:49	9:53	9:54	9:57	10:00	10:02	10:07	10:10	10:16	10:17
:00	10:02	10:03	10:04	10:08	10:09	10:12	10:15	10:17	10:22	10:25	10:31	10:32
:15	10:17	10:18	10:19	10:23	10:24	10:27	10:30	10:32	10:37	10:40	10:46	10:47
:30	10:32	10:33	10:34	10:38	10:39	10:42	10:45	10:47	10:52	10:55	11:01	11:02
:45	10:47	10:48	10:49	10:53	10:54	10:57	11:00	11:02	11:07	11:10	11:16	11:17
:00	11:02	11:03	11:04	11:08	11:09	11:12	11:15	11:17	11:22	11:25	11:31	11:32
:15	11:17	11:18	11:19	11:23	11:24	11:27	11:30	11:32	11:37	11:40	11:46	11:47
:30	11:32	11:33	11:34	11:38	11:39	11:42	11:45	11:47	11:52	11:55	12:01	12:02
:45	11:47	11:48	11:49	11:53	11:54	11:57	12:00	12:02	12:07	12:10	12:16	12:17
:00	12:02	12:03	12:04	12:08	12:09	12:12	12:15	12:17	12:22	12:25	12:31	12:32
:15	12:17	12:18	12:19	12:23	12:24	12:27	12:30	12:32	12:37	12:40	12:46	12:47
:30	12:32	12:33	12:34	12:38	12:39	12:42	12:45	12:47	12:52	12:55	1:01	1:02
:45	12:47	12:48	12:49	12:53	12:54	12:57	1:00	1:02	1:07	1:10	1:16	1:17
:00	1:02	1:03	1:04	1:08	1:09	1:12	1:15	1:17	1:22	1:25	1:31	1:32
:15	1:17	1:18	1:19	1:23	1:24	1:27	1:30	1:32	1:37	1:40	1:46	1:47
:30	1:32	1:33	1:34	1:38	1:39	1:42	1:45	1:47	1:52	1:55	2:01	2:02
:45	1:47	1:48	1:49	1:53	1:54	1:57	2:00	2:02	2:07	2:10	2:16	2:17
:00	2:02	2:03	2:04	2:08	2:09	2:12	2:15	2:17	2:22	2:25	2:31	2:32
:15	2:17	2:18	2:19	2:23	2:24	2:27	2:30	2:32	2:37	2:40	2:46	2:47
:30	2:32	2:33	2:34	2:38	2:39	2:42	2:45	2:47	2:52	2:55	3:01	3:02
:45	2:47	2:48	2:49	2:53	2:54	2:57	3:00	3:02	3:07	3:10	3:16	3:17
:00	3:02	3:03	3:04	3:08	3:09	3:12	3:15	3:17	3:22	3:25	3:31	3:32
:15	3:17	3:18	3:19	3:23	3:24	3:27	3:30	3:32	3:37	3:40	3:46	3:47
:30	3:32	3:33	3:34	3:38	3:39	3:42	3:45	3:47	3:52	3:55	4:01	4:02
:45	3:47	3:48	3:49	3:53	3:54	3:57	4:00	4:02	4:07	4:10	4:16	4:17
:00	4:02	4:03	4:04	4:08	4:09	4:12	4:15	4:17	4:22	4:25	4:31	4:32
:15	4:17	4:18	4:19	4:23	4:24	4:27	4:30	4:32	4:37	4:40	4:46	4:47
:30	4:32	4:33	4:34	4:38	4:39	4:42	4:45	4:47	4:52	4:55	5:01	5:02
:45	4:47	4:48	4:49	4:53	4:54	4:57	5:00	5:02	5:07	5:10	5:16	5:17
:00	5:02	5:03	5:04	5:08	5:09	5:12	5:15	5:17	5:22	5:25	5:31	5:32
:15	5:17	5:18	5:19	5:23	5:24	5:27	5:30	5:32	5:37	5:40	5:46	5:47
:30	5:32	5:33	5:34	5:38	5:39	5:42	5:45	5:47	5:52	5:55	6:01	6:02
:45	5:47	5:48	5:49	5:53	5:54	5:57	6:00	6:02	6:07	6:10	6:16	6:17
:15	6:17	6:18	6:19	6:23	6:24	6:27	6:30	6:32	6:37	6:40	6:46	6:47
:45	6:47	6:48	6:49	6:53	6:54	6:57	7:00	7:02	7:07	7:10	7:16	7:17
:15	7:17	7:18	7:19	7:23	7:24	7:27	7:30	7:32	7:37	7:40	7:46	7:47

16

GTC, Fargo High Rise, Lindenwood Park, Essentia Clinic, Fargo South High, Cashwise, West Acres, Public Library

GTC (T) (A)	Fargo High Rise Shelter (B)	Lindenwood Park (C)	Essentia Clinic Shelter (D)	South High School (E)	Cashwise (westbound) (F)	West Acres Shelter (T) (G)	Cashwise (eastbound) (H)	South High School (I)	Essentia Clinic Shelter (J)	Lindenwood Park (K)	2nd St S at High Rise (L)	Fargo Public Library (M)	GTC (T) (A)
—	—	—	—	—	—	6:15	6:20	6:25	6:27	6:29	6:34	6:37	6:38
6:45	6:47	6:52	6:54	6:57	7:03	7:15	7:20	7:25	7:27	7:29	7:34	7:37	7:38
7:45	7:47	7:52	7:54	7:57	8:03	8:15	8:20	8:25	8:27	8:29	8:34	8:37	8:38
8:45	8:47	8:52	8:54	8:57	9:03	9:15	9:20	9:25	9:27	9:29	9:34	9:37	9:38
9:45	9:47	9:52	9:54	9:57	10:03	10:15	10:20	10:25	10:27	10:29	10:34	10:37	10:38
10:45	10:47	10:52	10:54	10:57	11:03	11:15	11:20	11:25	11:27	11:29	11:34	11:37	11:38
11:45	11:47	11:52	11:54	11:57	12:03	12:15	12:20	12:25	12:27	12:29	12:34	12:37	12:38
12:45	12:47	12:52	12:54	12:57	1:03	1:15	1:20	1:25	1:27	1:29	1:34	1:37	1:38
1:45	1:47	1:52	1:54	1:57	2:03	2:15	2:20	2:25	2:27	2:29	2:34	2:37	2:38
2:45	2:47	2:52	2:54	2:57	3:03	3:15	3:20	3:25	3:27	3:29	3:34	3:37	3:38
3:45	3:47	3:52	3:54	3:57	4:03	4:15	4:20	4:25	4:27	4:29	4:34	4:37	4:38
4:45	4:47	4:52	4:54	4:57	5:03	5:15	5:20	5:25	5:27	5:29	5:34	5:37	5:38
5:45	5:47	5:52	5:54	5:57	6:03	6:15	6:20	6:25	6:27	6:29	6:34	6:37	6:38
6:45	6:47	6:52	6:54	6:57	7:03	7:15	7:20	7:25	7:27	7:29	7:34	7:37	7:38

Shaded areas do not run on Saturdays.

17 Madison School, YWCA, Centre, Univ. Manor

GTC (T) (A)	Barry Hall (B)	Whale of a Wash Shelter (C)	Metro Transit Garage (MTG) (D)	New Life Center Shelter (E)	University Manor Shelter (F)	GTC (T) (A)
6:15	6:17	6:26	6:30	6:33	6:36	6:39
7:15	7:17	7:26	7:30	7:33	7:36	7:39
8:15	8:17	8:26	8:30	8:33	8:36	8:39
9:15	9:17	9:26	9:30	9:33	9:36	9:39
10:15	10:17	10:26	10:30	10:33	10:36	10:39
11:15	11:17	11:26	11:30	11:33	11:36	11:39
12:15	12:17	12:26	12:30	12:33	12:36	12:39
1:15	1:17	1:26	1:30	1:33	1:36	1:39
2:15	2:17	2:26	2:30	2:33	2:36	2:39
3:15	3:17	3:26	3:30	3:33	3:36	3:39
4:15	4:17	4:26	4:30	4:33	4:36	4:39
5:15	5:17	5:26	5:30	5:33	5:36	5:39
6:15	6:17	6:26	6:30	6:33	6:36	6:39
7:15	7:17	7:26	7:30	7:33	7:36	7:39
8:15	8:17	8:26	8:30	8:33	8:36	8:39
9:15	9:17	9:26	9:30	9:33	9:36	9:39
10:15	10:17	10:26	10:30	10:33	10:36	10:39

Shaded areas do not run on Saturdays.

18

GTC, Bethany Homes, SEHS, Avalon W
Essentia, Hornbacher's, Microsoft, Wal

GTC	Holiday Shelter	Bethany Shelter	SEHS Shelter	Essentia Hospital	Hornbacher's	Microsoft	Walmart Shelter	Sheyenne HS Shelter	Hornbacher's Shelter	Essentia Hospital	SEHS Shelter	PeopleRe
A	B	C	D	E	F	G	H	I	J	K	L	M
—	—	—	—	—	6:19	6:31	6:36	6:47	6:50	6:56	7:02	7:07
6:45	6:48	6:49	6:57	7:08	7:19	7:31	7:36	7:47	7:50	7:56	8:02	8:07
7:45	7:48	7:49	7:57	8:08	8:19	8:31	8:36	8:47	8:50	8:56	9:02	9:07
8:45	8:48	8:49	8:57	9:08	9:19	9:31	9:36	9:47	9:50	9:56	10:02	10:07
9:45	9:48	9:49	9:57	10:08	10:19	10:31	10:36	10:47	10:50	10:56	11:02	11:07
10:45	10:48	10:49	10:57	11:08	11:19	11:31	11:36	11:47	11:50	11:56	12:02	12:07
11:45	11:48	11:49	11:57	12:08	12:19	12:31	12:36	12:47	12:50	12:56	1:02	1:07
12:45	12:48	12:49	12:57	1:08	1:19	1:31	1:36	1:47	1:50	1:56	2:02	2:07
1:45	1:48	1:49	1:57	2:08	2:19	2:31	2:36	2:47	2:50	2:56	3:02	3:07
2:45	2:48	2:49	2:57	3:08	3:19	3:31	3:36	3:47	3:50	3:56	4:02	4:07
3:45	3:48	3:49	3:57	4:08	4:19	4:31	4:36	4:47	4:50	4:56	5:02	5:07
4:45	4:48	4:49	4:57	5:08	5:19	5:31	5:36	5:47	5:50	5:56	6:02	6:07
5:45	5:48	5:49	5:57	6:08	6:19	6:31	6:36	6:47	6:50	6:56	7:02	7:07
6:45	6:48	6:49	6:57	7:08	7:19	7:31	7:36	7:47	7:50	7:56	8:02	8:07
7:45	7:48	7:49	7:57	8:08	8:19	8:31	8:36	8:47	8:50	8:56	9:02	9:07
8:45	8:48	8:49	8:57	9:08	9:19	9:31	9:36	9:47	9:50	9:56	10:02	10:07

WEST ACRES

20

West Acres, ShareHouse, WF High, WF City Hall/Police, High Rise, Sanford Clinic, Walmart, Cass Co. Jail, SEHS, Islamic Center

West Acres Shelter (T A)	9th Ave S & 9th Ave Cir S (B)	WF High School (C)	WF High Rise (D)	Sanford Health Clinic (E)	Walmart Shelter (F)	West Acres Shelter (T G)	Cass County Jail (H)	SEHS Shelter (I)	Somali Business Center (J)	SEHS Midblock N (K)	Fiechtner Dr & Westrac Dr (L)	Holiday Inn (M)	West Acres Shelter (T A)
6:15	6:19	6:24	6:29	6:33	6:40	6:46	6:51	6:55	6:57	7:01	7:03	7:05	7:10
7:15	7:19	7:24	7:29	7:33	7:40	7:46	7:51	7:55	7:57	8:01	8:03	8:05	8:10
8:15	8:19	8:24	8:29	8:33	8:40	8:46	8:51	8:55	8:57	9:01	9:03	9:05	9:10
9:15	9:19	9:24	9:29	9:33	9:40	9:46	9:51	9:55	9:57	10:01	10:03	10:05	10:10
10:15	10:19	10:24	10:29	10:33	10:40	10:46	10:51	10:55	10:57	11:01	11:03	11:05	11:10
11:15	11:19	11:24	11:29	11:33	11:40	11:46	11:51	11:55	11:57	12:01	12:03	12:05	12:10
12:15	12:19	12:24	12:29	12:33	12:40	12:46	12:51	12:55	12:57	1:01	1:03	1:05	1:10
1:15	1:19	1:24	1:29	1:33	1:40	1:46	1:51	1:55	1:57	2:01	2:03	2:05	2:10
2:15	2:19	2:24	2:29	2:33	2:40	2:46	2:51	2:55	2:57	3:01	3:03	3:05	3:10
3:15	3:19	3:24	3:29	3:33	3:40	3:46	3:51	3:55	3:57	4:01	4:03	4:05	4:10
4:15	4:19	4:24	4:29	4:33	4:40	4:46	4:51	4:55	4:57	5:01	5:03	5:05	5:10
5:15	5:19	5:24	5:29	5:33	5:40	5:46	5:51	5:55	5:57	6:01	6:03	6:05	6:10
6:15	6:19	6:24	6:29	6:33	6:40	6:46	6:51	6:55	6:57	7:01	7:03	7:05	7:10
7:15	7:19	7:24	7:29	7:33	7:40	7:46	7:51	7:55	7:57	8:01	8:03	8:05	8:10
8:15	8:19	8:24	8:29	8:33	8:40	8:46	8:51	8:55	8:57	9:01	9:03	9:05	9:10

Shaded areas do not run on Saturdays.

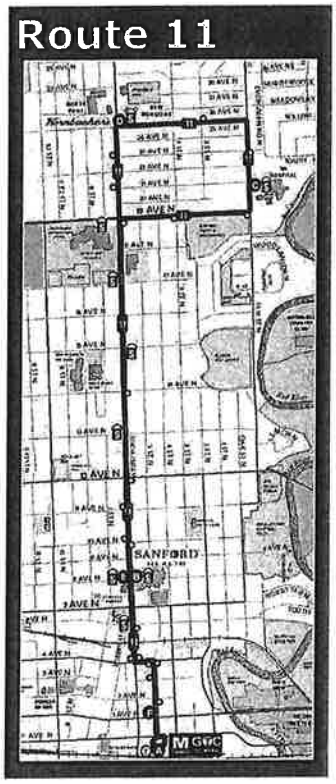
WEST ACRES

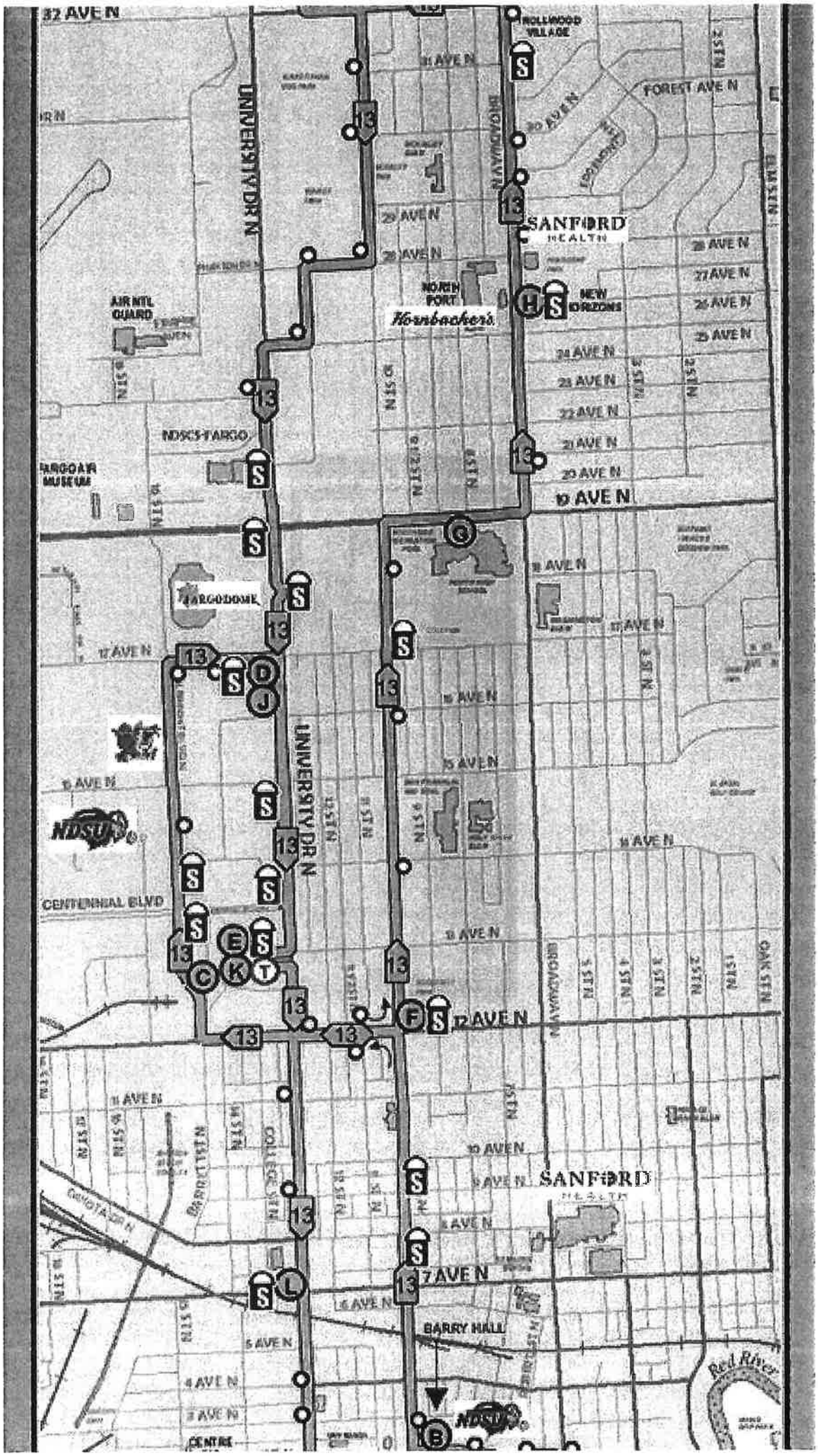
24

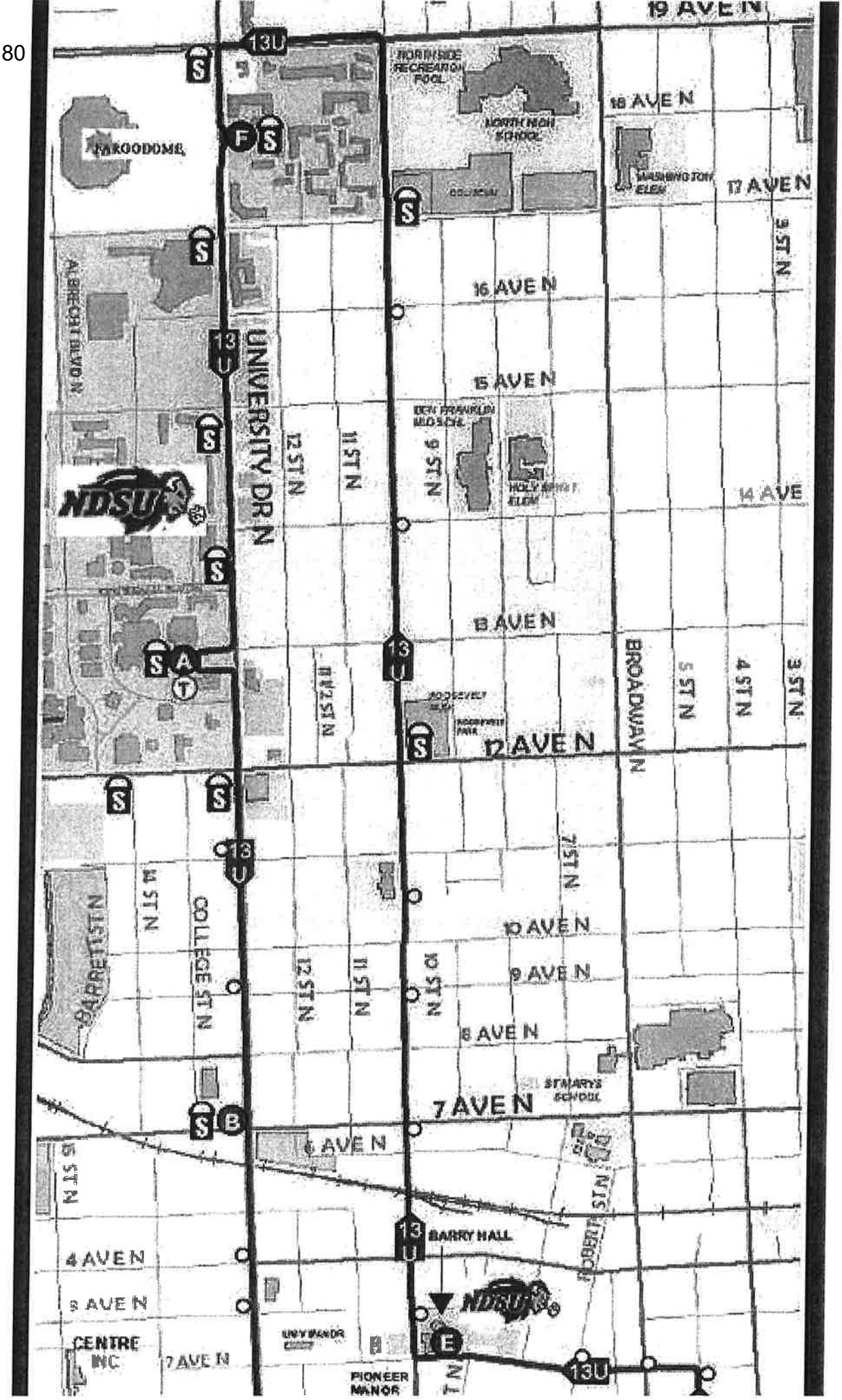
West Acres, Sanford Medical Center, Cash Wise, Bluestem Dr./26th Ave., Costco

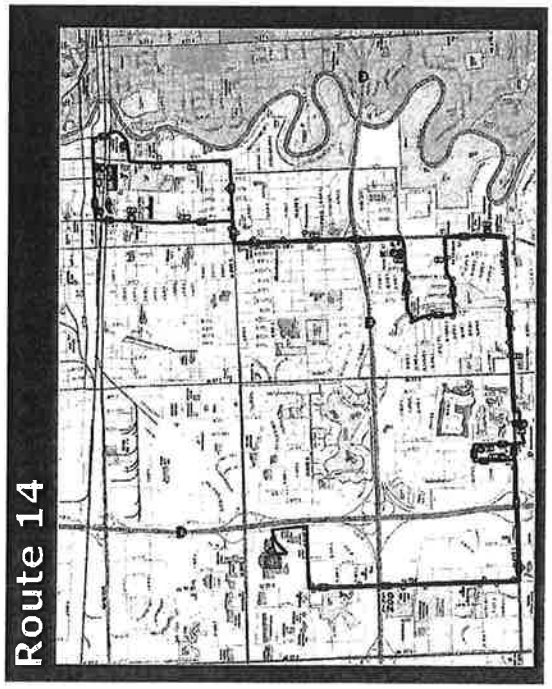
T A West Acres Shelter	B Dakota View Estates	C Red River Zoo	D Sanford Medical Center	E Scheels Arena	F Cash Wise	G 9th St W & 32nd Ave W	H Veterans Commons	I Sanford Medical	J 19th Ave E & Burlington Ln	K West Acres Cinema	T A West Acres Shelter
6:30	6:32	6:35	6:40	6:45	6:48	6:55	7:04	7:08	7:13	7:17	7:20
7:30	7:32	7:35	7:40	7:45	7:48	7:55	8:04	8:08	8:13	8:17	8:20
8:30	8:32	8:35	8:40	8:45	8:48	8:55	9:04	9:08	9:13	9:17	9:20
9:30	9:32	9:35	9:40	9:45	9:48	9:55	10:04	10:08	10:13	10:17	10:20
10:30	10:32	10:35	10:40	10:45	10:48	10:55	11:04	11:08	11:13	11:17	11:20
11:30	11:32	11:35	11:40	11:45	11:48	11:55	12:04	12:08	12:13	12:17	12:20
12:30	12:32	12:35	12:40	12:45	12:48	12:55	1:04	1:08	1:13	1:17	1:20
1:30	1:32	1:35	1:40	1:45	1:48	1:55	2:04	2:08	2:13	2:17	2:20
2:30	2:32	2:35	2:40	2:45	2:48	2:55	3:04	3:08	3:13	3:17	3:20
3:30	3:32	3:35	3:40	3:45	3:48	3:55	4:04	4:08	4:13	4:17	4:20
4:30	4:32	4:35	4:40	4:45	4:48	4:55	5:04	5:08	5:13	5:17	5:20
5:30	5:32	5:35	5:40	5:45	5:48	5:55	6:04	6:08	6:13	6:17	6:20
6:30	6:32	6:35	6:40	6:45	6:48	6:55	7:04	7:08	7:13	7:17	7:20
7:30	7:32	7:35	7:40	7:45	7:48	7:55	8:04	8:08	8:13	8:17	8:20
8:30	8:32	8:35	8:40	8:45	8:48	8:55	9:04	9:08	9:13	9:17	9:20
9:30	9:32	9:35	9:40	9:45	9:48	9:55	10:04	10:08	10:13	10:17	10:20
10:30	10:32	10:35	10:40	10:45	10:48	10:55	11:04	11:08	—	—	—

Shaded areas do not run on Saturdays.

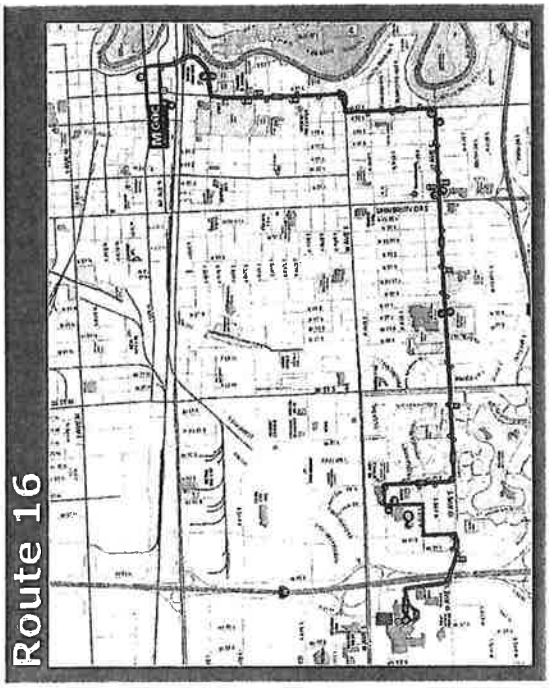

Route 11
AVEN
SANFORD
MGWC


32 AVE N
ROLLWOOD VILLAGE
31 AVE N
FOREST AVE N
UNIVERSITY DR N
BROADWAY N
SANFORD HEALTH
29 AVE N
28 AVE N
27 AVE N
26 AVE N
25 AVE N
24 AVE N
23 AVE N
22 AVE N
21 AVE N
20 AVE N
19 AVE N
NORTH PORT
Kornbacher's
NEW HORIZONS
AIR NTL GUARD
NDSCS-FARGO
FARGO AIR MUSEUM
FARGODOME
18 AVE N
17 AVE N
16 AVE N
15 AVE N
14 AVE N
13 AVE N
12 AVE N
11 AVE N
10 AVE N
9 AVE N
8 AVE N
7 AVE N
6 AVE N
5 AVE N
4 AVE N
3 AVE N
CENTENNIAL BLVD
NDSU
BARRY HALL
Red River
OAK ST N
COLLEGE ST N
DAKOTA DR N
13
S
H
G
D
J
E
K
T
C
F
L
B


19 AVE N
13U
NORTHSIDE RECREATION POOL
NORTH HIGH SCHOOL
18 AVE N
FARGODOME
WASHINGTON ELEM
17 AVE N
3 ST N
16 AVE N
ALBRECHT BLVD N
UNIVERSITY DR N
15 AVE N
BEN FRANKLIN MID SCHL
12 ST N
11 ST N
9 ST N
HOLY SPIRIT ELEM
14 AVE
NDSU
13 AVE N
BROADWAY N
5 ST N
4 ST N
3 ST N
11 1/2 ST N
12 AVE N
7 ST N
14 ST N
COLLEGE ST N
10 AVE N
9 AVE N
8 AVE N
STMARYS SCHOOL
7 AVE N
6 AVE N
16 ST N
BARRY HALL
4 AVE N
3 AVE N
CENTRE INC
7 AVE N
PIONEER MANOR
13U

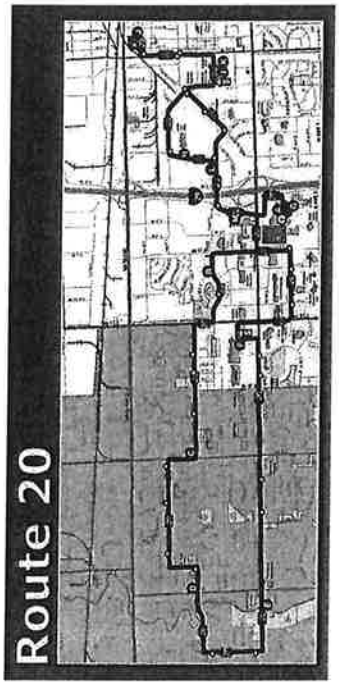

Route 14

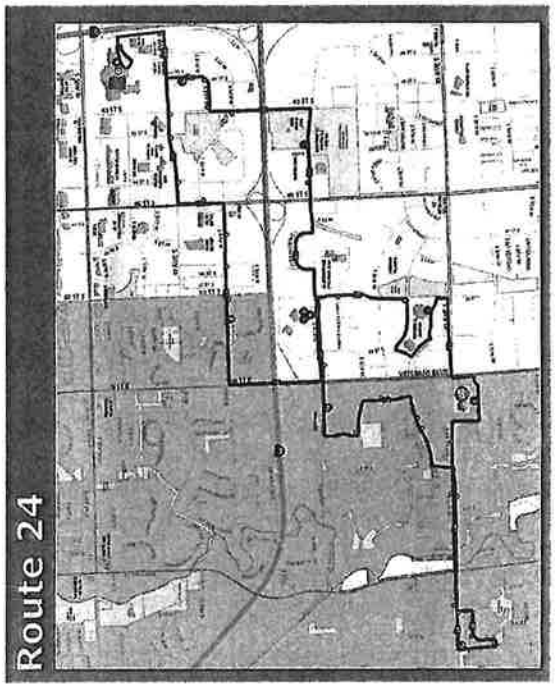
Route 15

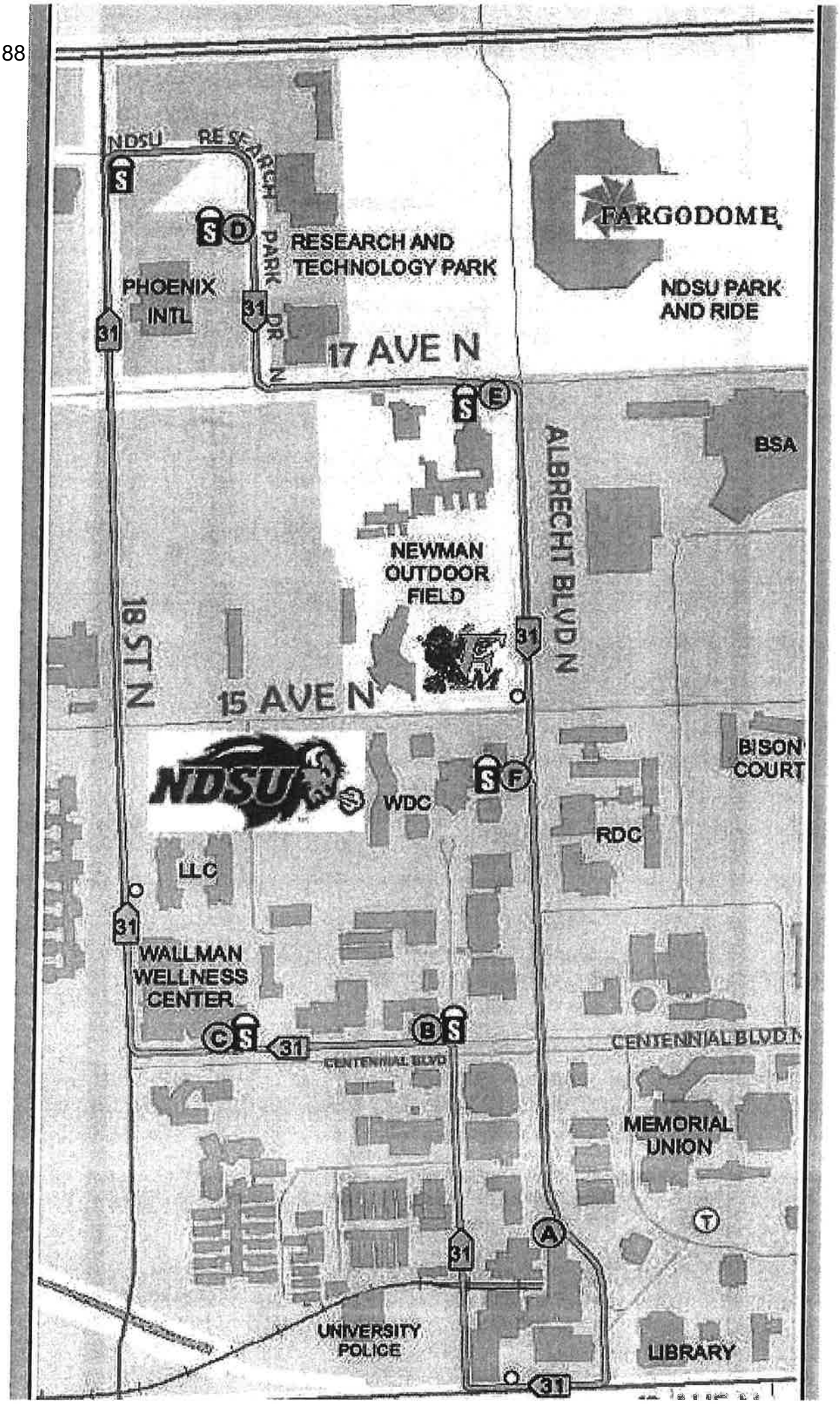

Route 16
McGhee

Route 17
0.5 Miles

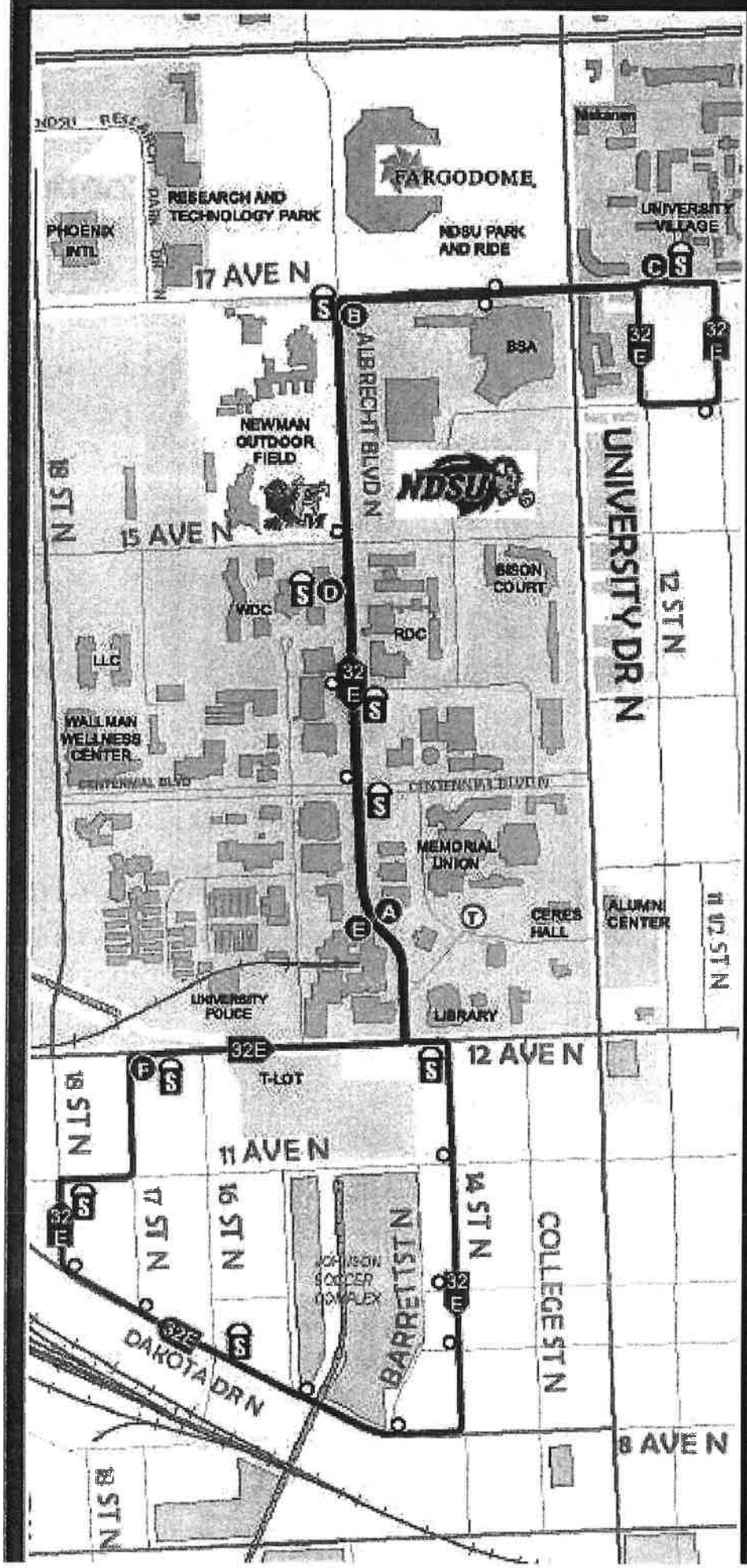
Route 18

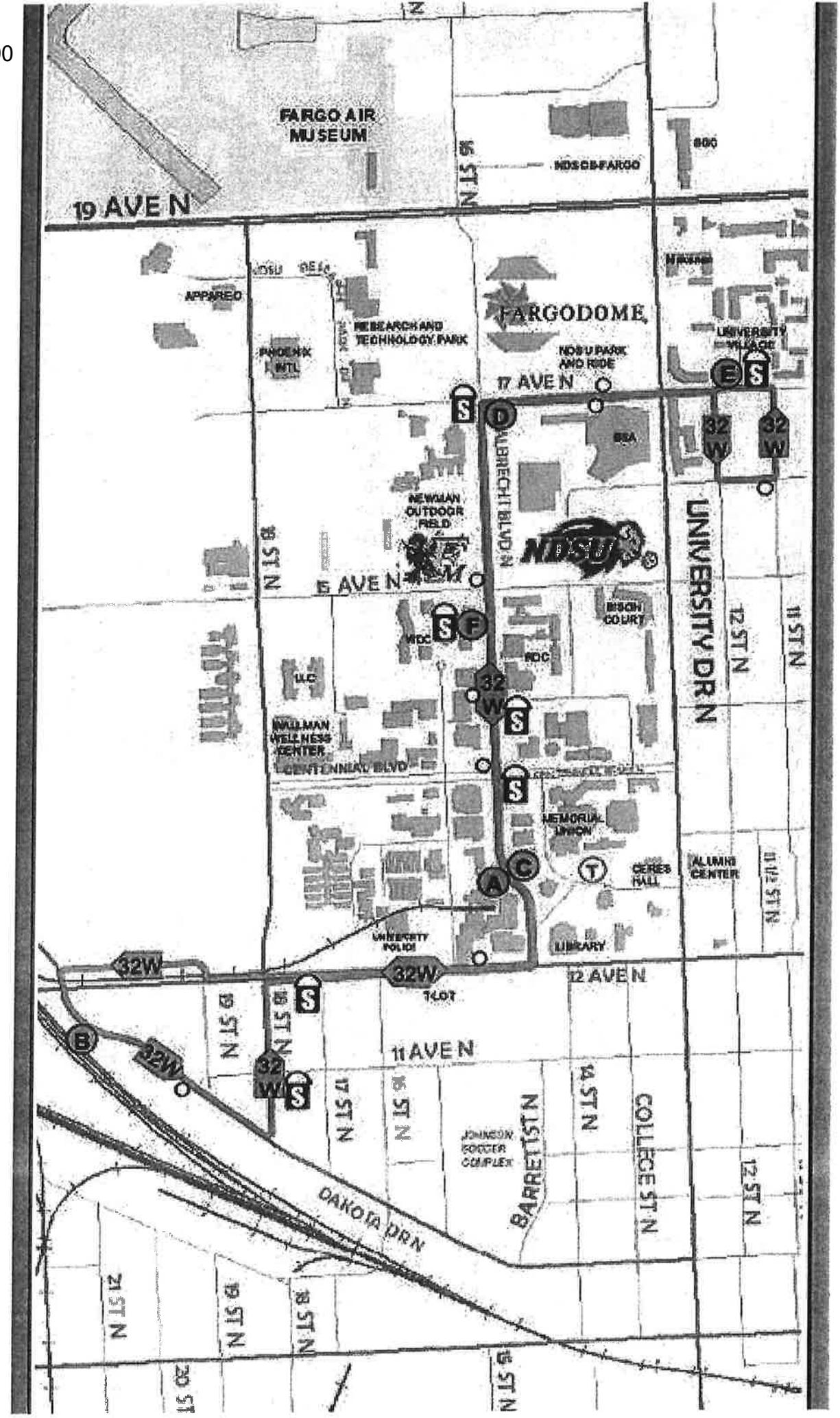

Route 20

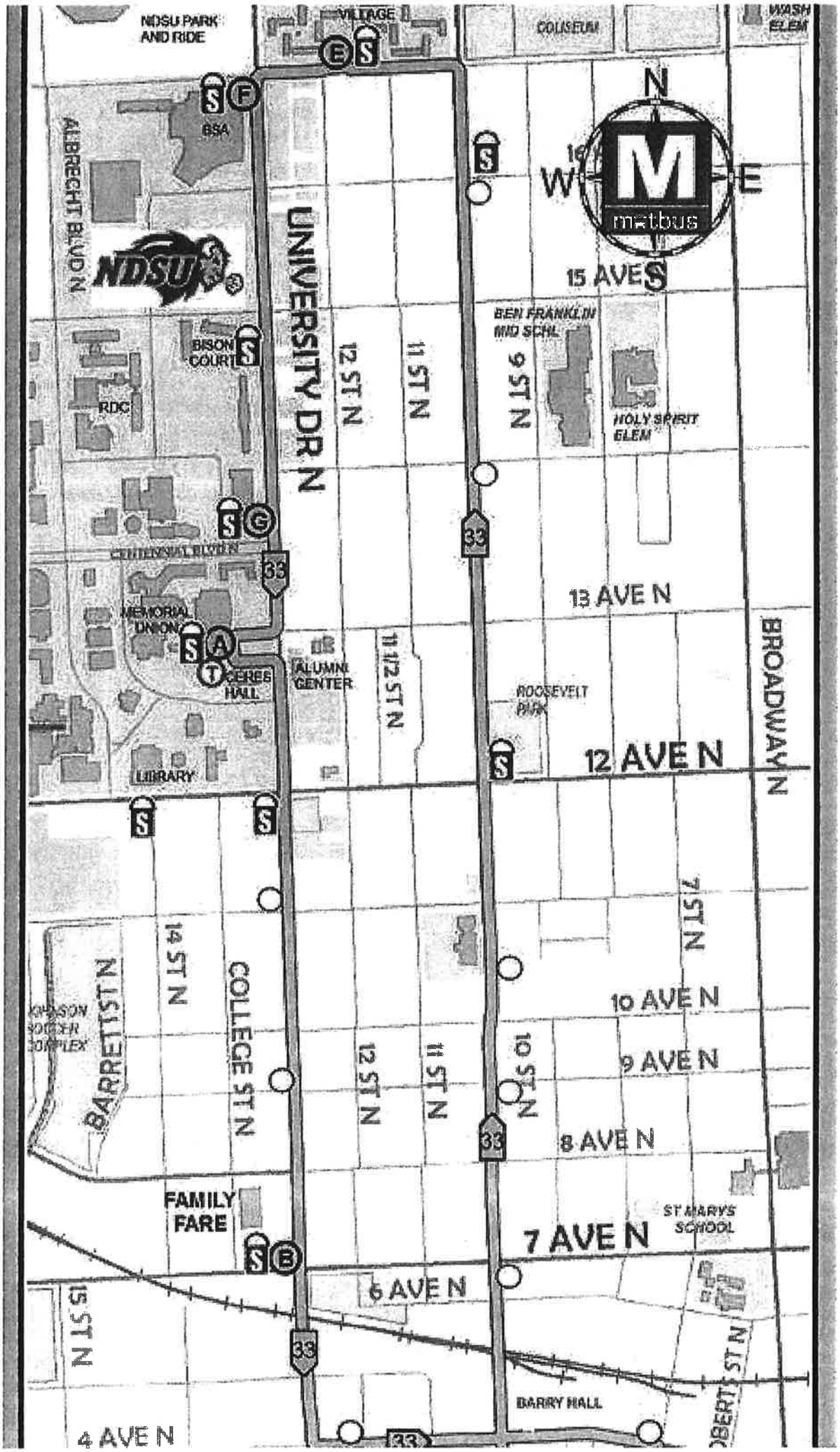

Route 24

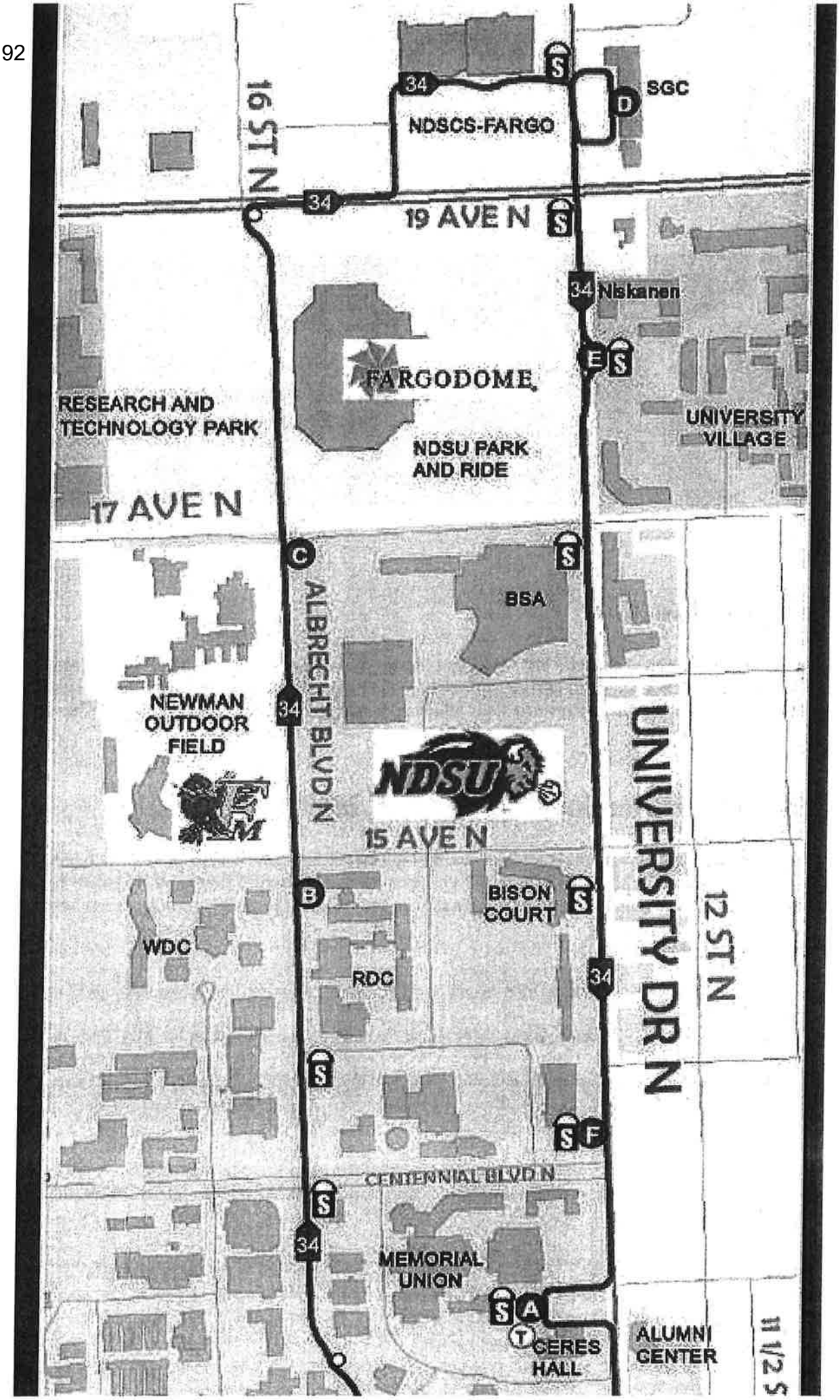

NDSU RESEARCH PARK DR N
RESEARCH AND TECHNOLOGY PARK
PHOENIX INTL
FARGODOME
NDSU PARK AND RIDE
17 AVE N
ALBRECHT BLVD N
BSA
NEWMAN OUTDOOR FIELD
18 ST N
15 AVE N
NDSU
WDC
BISON COURT
RDC
LLC
WALLMAN WELLNESS CENTER
CENTENNIAL BLVD
MEMORIAL UNION
UNIVERSITY POLICE
LIBRARY

Route 32E


FARGODOME
RESEARCH AND TECHNOLOGY PARK
PHOENIX INTL
NDSU PARK AND RIDE
UNIVERSITY VILLAGE
17 AVE N
ALBRECHT BLVD N
BSA
NEWMAN OUTDOOR FIELD
NDSU
UNIVERSITY DR N
18 ST N
15 AVE N
BISON COURT
WDC
RDC
12 ST N
LLC
WALLMAN WELLNESS CENTER
CENTENNIAL BLVD
MEMORIAL UNION
CERES HALL
ALUMNI CENTER
11 ST N
UNIVERSITY POLICE
LIBRARY
32E
12 AVE N
T-LOT
11 AVE N
16 ST N
17 ST N
14 ST N
COLLEGE ST N
BARRETT ST N
JOHNSON SOCCER COMPLEX
OAKOTA DR N
8 AVE N
8 ST N


FARGO AIR MUSEUM
19 AVE N
NDSCS-FARGO
APPAREO
RESEARCH AND TECHNOLOGY PARK
PHOENIX INTL
FARGODOME
NDSU PARK AND RIDE
UNIVERSITY VILLAGE
17 AVE N
BSA
ALBRECHT BLVD N
NEWMAN OUTDOOR FIELD
NDSU
15 AVE N
BISON COURT
UNIVERSITY DR N
12 ST N
11 ST N
WDC
WALLMAN WELLNESS CENTER
CENTENNIAL BLVD
MEMORIAL UNION
CERES HALL
ALUMNI CENTER
UNIVERSITY POLICE
LIBRARY
32W
12 AVE N
11 AVE N
19 ST N
18 ST N
17 ST N
16 ST N
JOHNSON SOCCER COMPLEX
BARRETT ST N
14 ST N
COLLEGE ST N
DAKOTA DR N
21 ST N
20 ST
15 ST N


NDSU PARK AND RIDE
VILLAGE
COLISEUM
MASH ELEM
BSA
ALBRECHT BLVD N
NDSU
UNIVERSITY DR N
N
W
E
S
matbus
15 AVE S
BEN FRANKLIN MID SCHL
BISON COURT
RDC
12 ST N
11 ST N
9 ST N
HOLY SPIRIT ELEM
CENTENNIAL BLVD N
33
13 AVE N
MEMORIAL UNION
CERES HALL
ALUMNI CENTER
11 1/2 ST N
ROOSEVELT PARK
BROADWAY N
12 AVE N
LIBRARY
7 ST N
14 ST N
COLLEGE ST N
BARRETT ST N
10 AVE N
9 AVE N
12 ST N
11 ST N
10 ST N
8 AVE N
FAMILY FARE
ST MARY'S SCHOOL
7 AVE N
6 AVE N
15 ST N
BARRY HALL
4 AVE N


16 ST N
34
NDSCS-FARGO
SGC
19 AVE N
Niskanen
FARGODOME
RESEARCH AND
TECHNOLOGY PARK
NDSU PARK
AND RIDE
UNIVERSITY
VILLAGE
17 AVE N
BSA
ALBRECHT BLVD N
NEWMAN
OUTDOOR
FIELD
NDSU
15 AVE N
UNIVERSITY DR N
BISON
COURT
12 ST N
WDC
RDC
CENTENNIAL BLVD N
MEMORIAL
UNION
CERES
HALL
ALUMNI
CENTER
11 1/2 S

TapRide

Skip the Walk | Just Tap

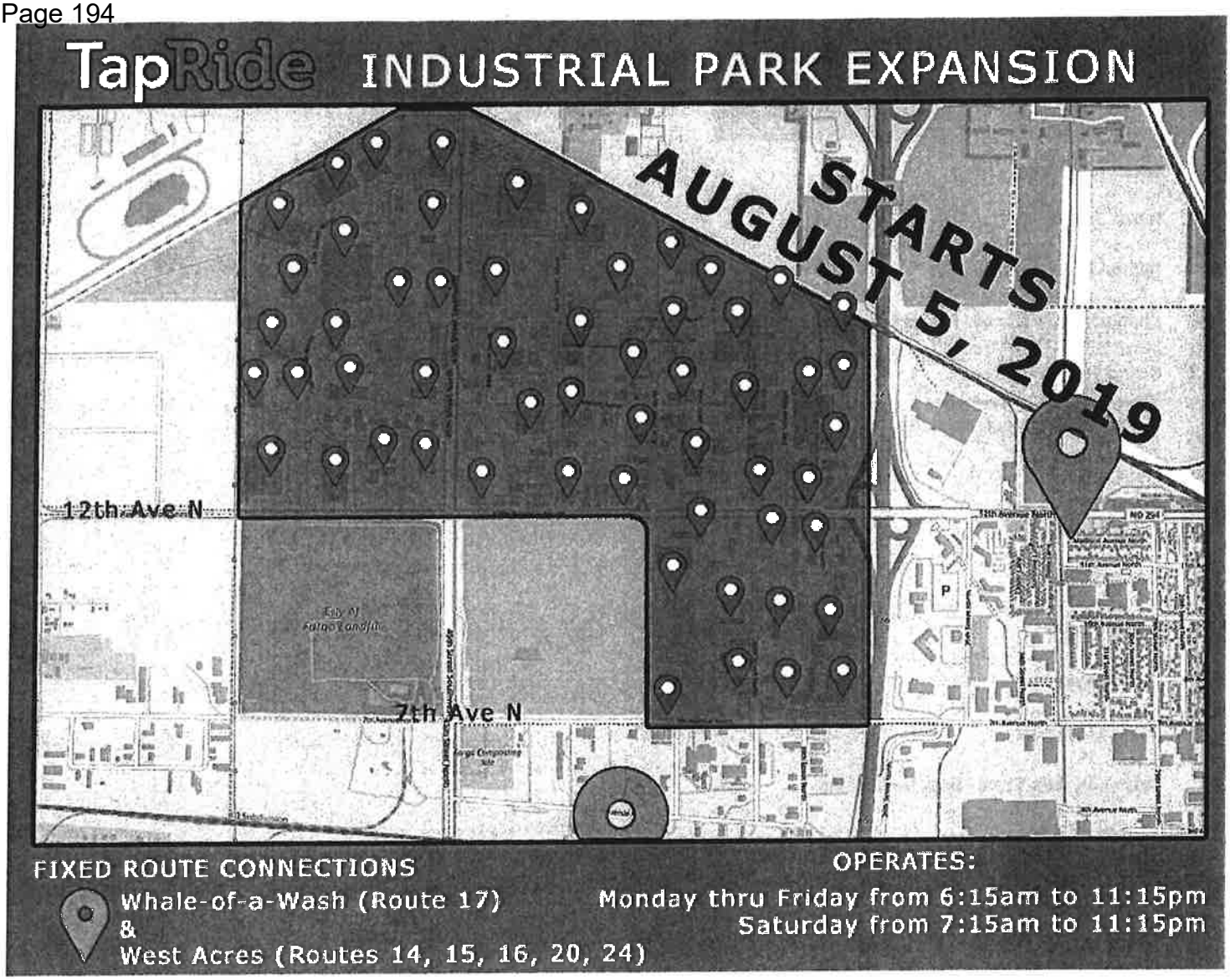
TapRide is an on-demand service offered on NDSU campus during the academic year Monday - Friday, from 7:30pm to 11:00pm and will be offering service starting August 5, 2019 to the Fargo Industrial Park. TapRide services are linked to the main MATBUS fixed route service at specific hubs allowing passengers to access the main MATBUS system.

Industrial Park Service Starting August 5, 2019!

Beginning August 5, 2019, MATBUS will launch its second TapRide service. This service will allow riders to access the Fargo Industrial Park between the hours of 6:15am and 11:15pm, Monday through Friday and 7:15am to 11:15pm, on Saturday. This service will resemble the NDSU TapRide service and will use the same app/instructions below.

Passengers without a smartphone:

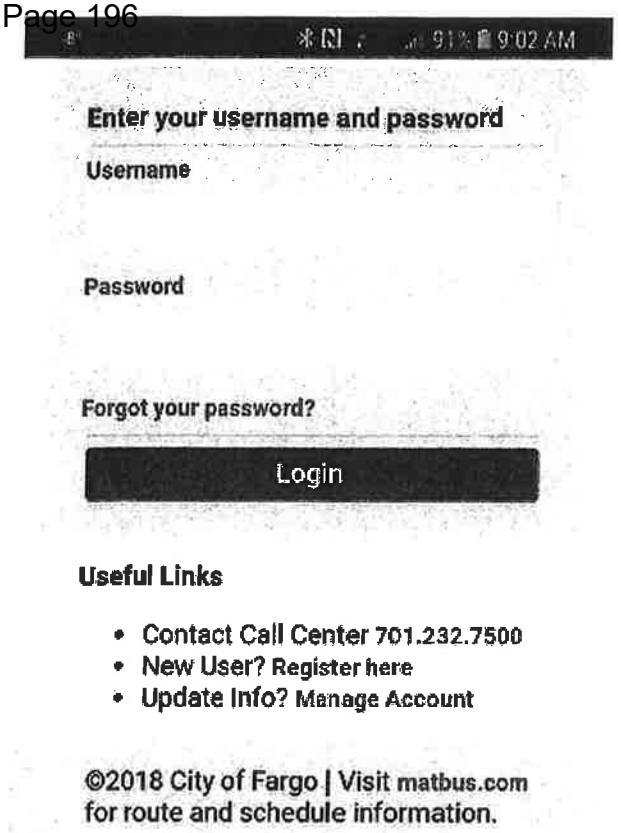
- Transferring onto the service at **Whale-of-a-Wash on 12th Ave N,** in Fargo, just let your Route 17 driver know to radio the TapRide service.
- Transferring onto the service at **West Acres** access the kioks and request the ride at the MATBUS stop, near the Roger Maris entrance.
- **or** you may call the Ground Transportation Center (GTC) at 701.232.7500 to request a ride via telephone.



How to use TapRide

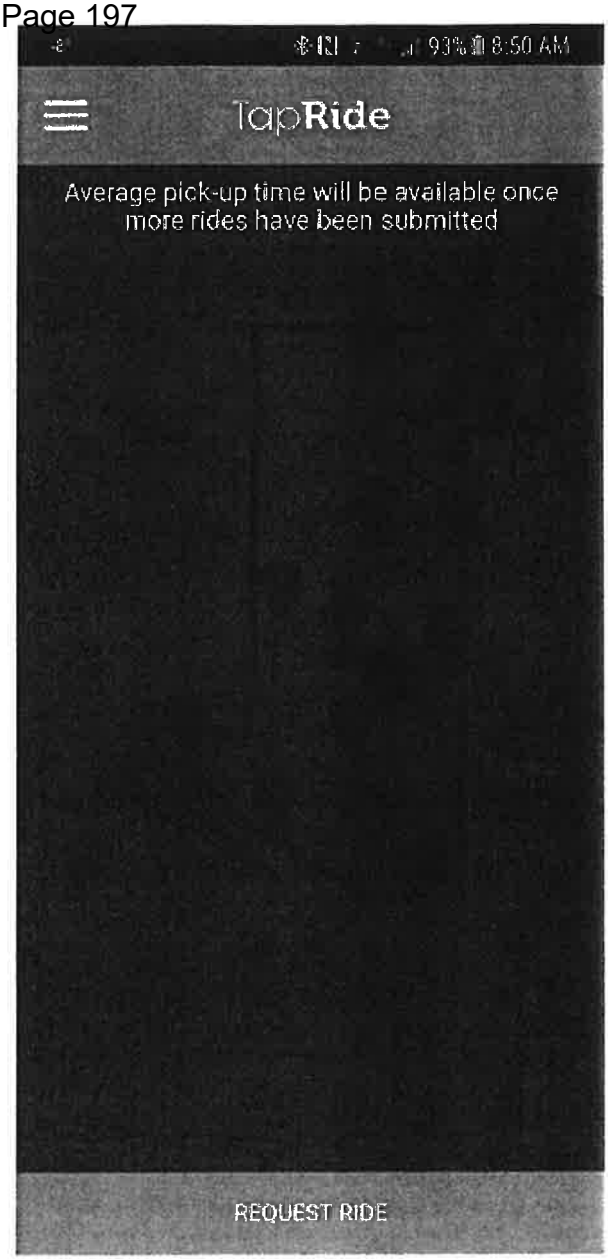
Download by searching "TapRide" on the Google Play Store or Apple Store.

Select "City of Fargo - MATBUS" from the list of agencies.
** Will be available for selection on January 8, 2018*

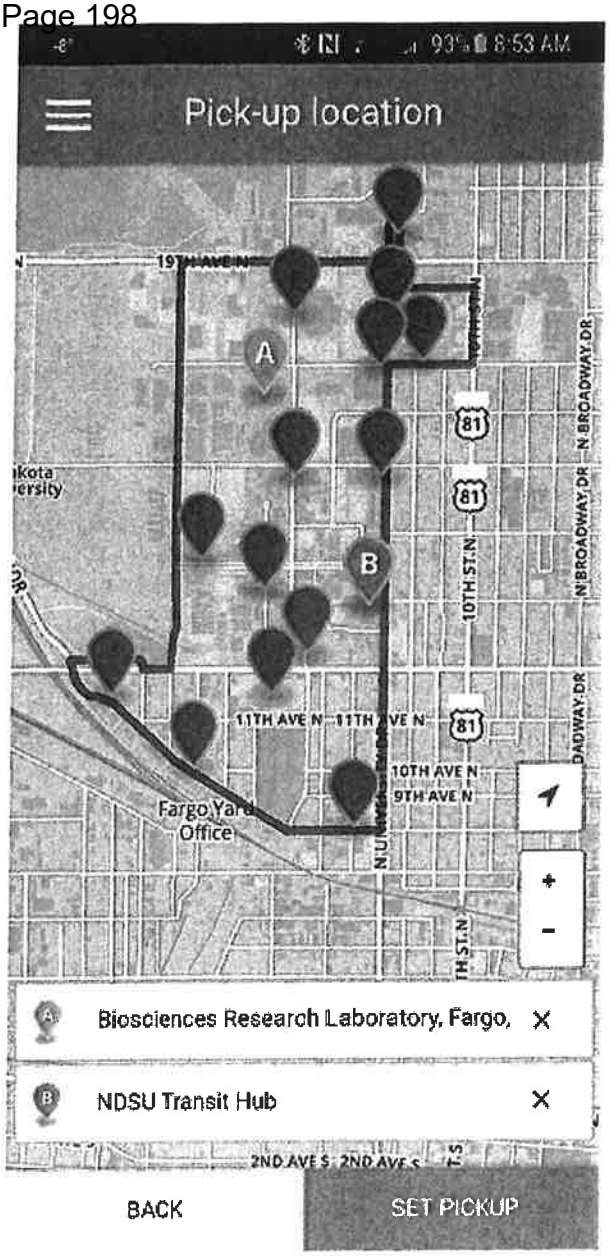


Sign into your TapRide Account

** You will need a valid email address to register for an account.*



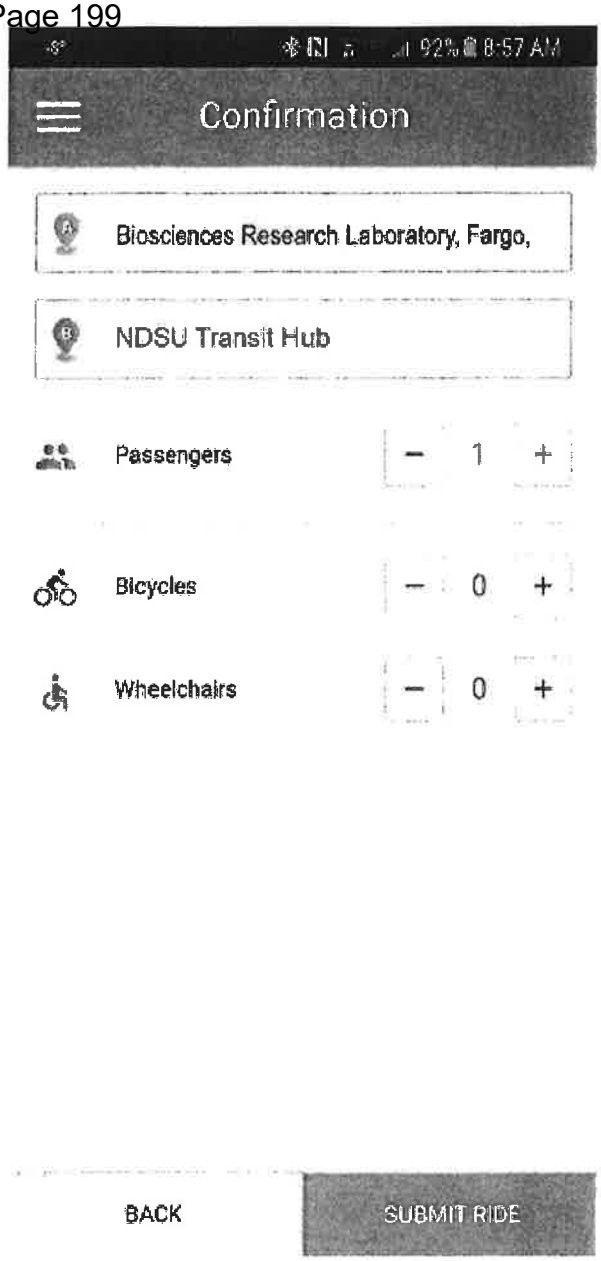
Select "Request Ride" at the bottom of the screen.



Select your pick-up location by tapping any area within the outlined NDSU Zone or one of the **Quick Stops**.

Select your drop-off location by tapping the drop off address bar, at the bottom of the screen, then you can select one of the **Quick Stops** or press the back arrow and tap anywhere in the zone.

Quick Stops
Quick Stops are predefined locations set for popular stops around campus. You may elect to use a quick stop for a pick-up or drop-off, or you may select anywhere on the map within the highlighted zone.



Riders may request a ride for up to 10 people at one time, going from the same pickup location and going to the same drop off location. Riders may also request the use of the bike rack and the use of the wheelchair securement area in the confirmation screen. Once all confirmation items have been selected, submit your ride by selecting the button at the bottom of the screen.

Your request will be entered into our system and you will receive an estimated time of arrival (ETA) for your pickup. Once the driver arrives, he/she will "honk," which will send a notification to your phone letting you know your ride as arrived. In order to minimize wait times for all riders, drivers will only wait five minutes at your pick up point for you to board. After five minutes have passed, the driver will cancel your ride and move on to the next riders. If you still need the ride, you will be required to request another ride.

*** When there is high demand for rides:**
Tapride will queue your ride when ride requests are in high demand. This will allow the driver to pick-up and drop-off passengers in a more timely manner. You will receive a notification and an estimated time of arrival when this occurs, however; the time will update continually and may change depending upon cancellations or new requests.

2019

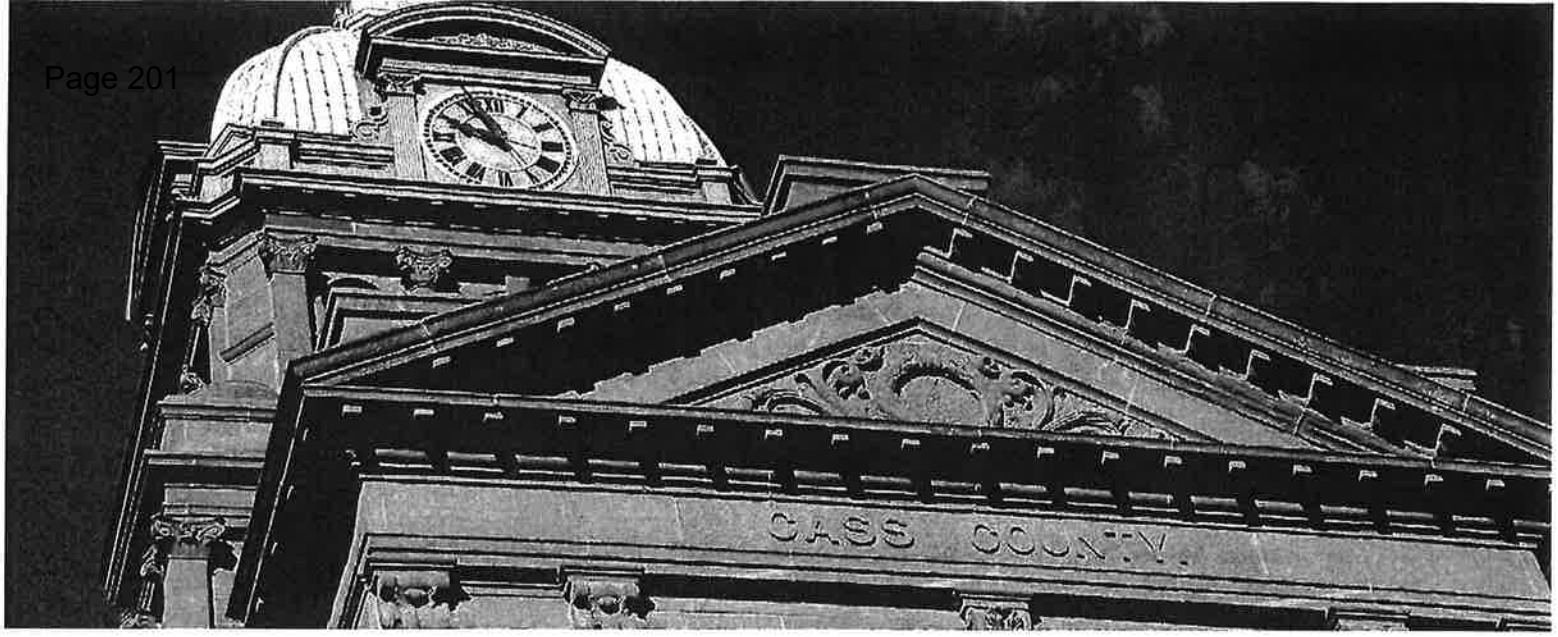
- Route 14 no longer travels through the Cash Wise parking lot.
- Industrial park TapRide service was introduced. Beginning August 5, 2019, MATBUS launched its second TapRide service. This service allows riders to access the Fargo Industrial Park between the hours of 6:15am and 11:15pm, Monday through Friday and 7:15am to 11:15pm, on Saturday. TapRide services are linked to the main MATBUS fixed route service at specific hubs allowing passengers to access the main MATBUS system.
- Routes 14, 15, 16, 20 and 24 no longer travel through the West Acres parking lot. Buses travel in and out of the West Acres hub using 38th St. S and only drive into the parking lot where the bus stop is located to minimize driving on West Acres property.

2020

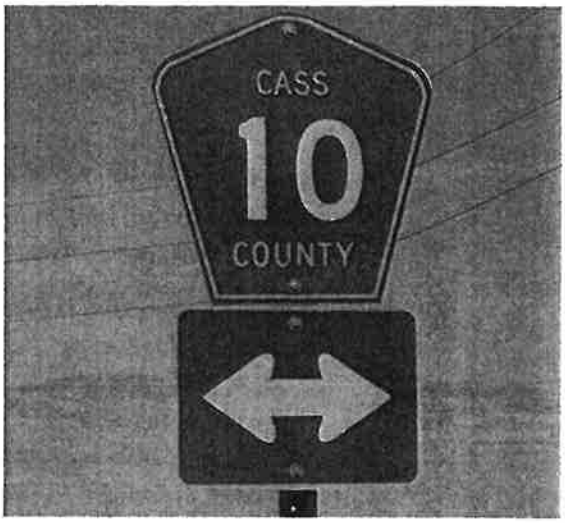
- LinkFM discontinued: LinkFM was a free circulator route connecting the downtowns of Fargo and Moorhead. LinkFM previously operated as a daily route; but as of January 1, 2020, it only operates during designated community-sponsored events.
- Moved to fare free service in March. Due to the COVID-19 pandemic, all MATBUS services (including fixed route and MAT Paratransit) were fare-free. Continuing to not collect fares helped minimize contact while onboard MATBUS vehicles.
- NDSU Routes suspended early in March due to COVID-19.
- August: Effective Monday, August 3, 2020, masks were required on all MATBUS vehicles. This included both fixed route and MAT Paratransit services. Masks must be worn on the bus and on MATBUS property.
- Route 15 social distancing: Due to social distancing needs during the COVID-19 pandemic service increased to 6 buses on route in June.
- Route 15 service cuts. Served reduced to two buses during the week in November due to a driver shortage.
- Paratransit grocery delivery service. Starting Thursday, April 9, 2020, seniors (age 60 and older) and MAT Paratransit passengers can schedule grocery delivery from select Fargo-Moorhead stores. After ordering online or calling in an order, passengers can call MAT Paratransit to arrange for pickup and delivery. This service is available for seniors (age 60 and older) and eligible MAT Paratransit riders only.

2021

- Resumed fare collection in April. Free rides are still be available for COVID-19 vaccine appointments. Riders are welcome to take one free round trip for each of the two vaccine appointments.
- Route 15 service reduced to 3 vehicles in November due to a driver shortage.
- Saturday industrial park TapRide service eliminated to due to a driver shortage.



CASS COUNTY COMPREHENSIVE & TRANSPORTATION PLAN



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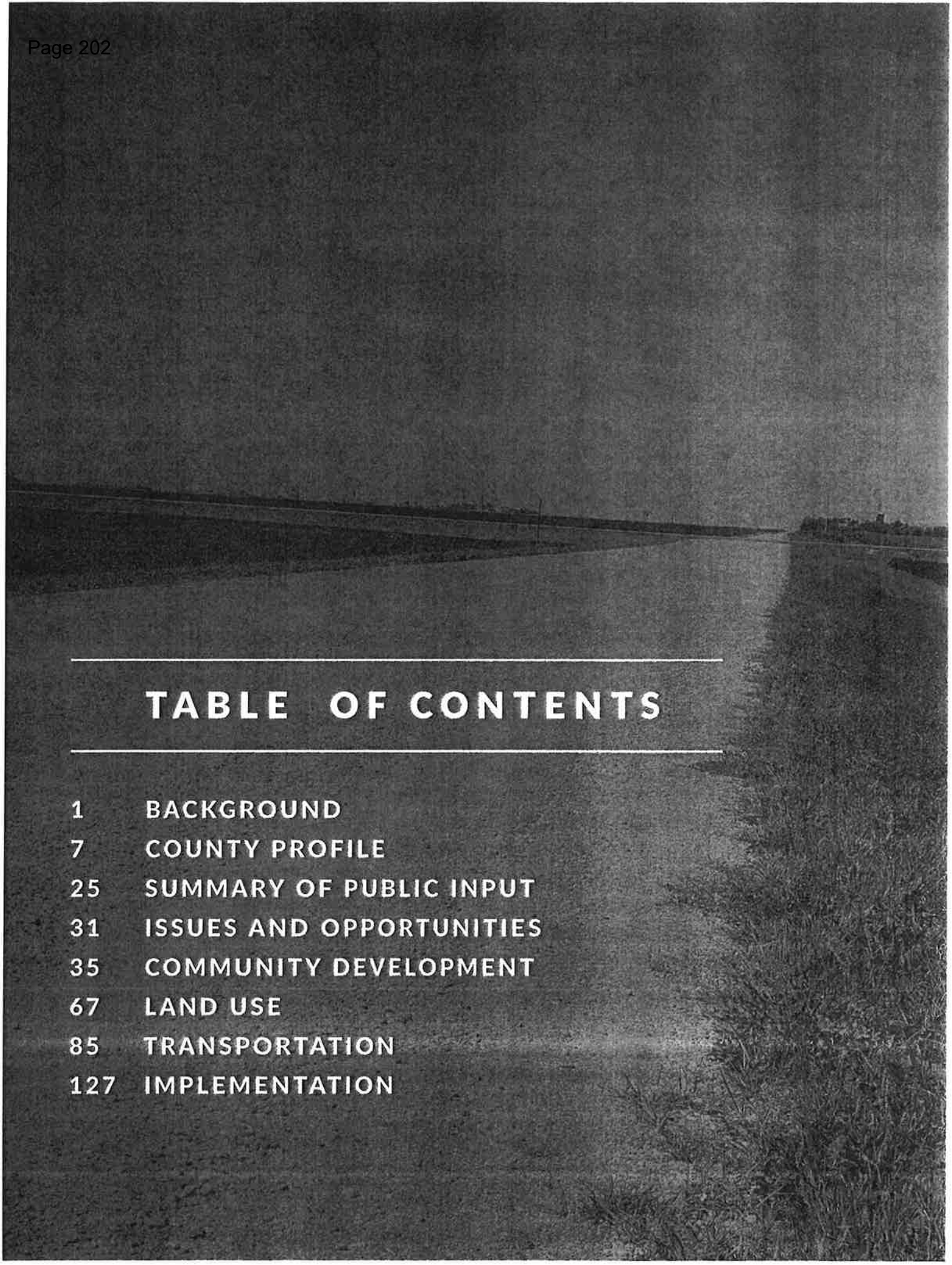

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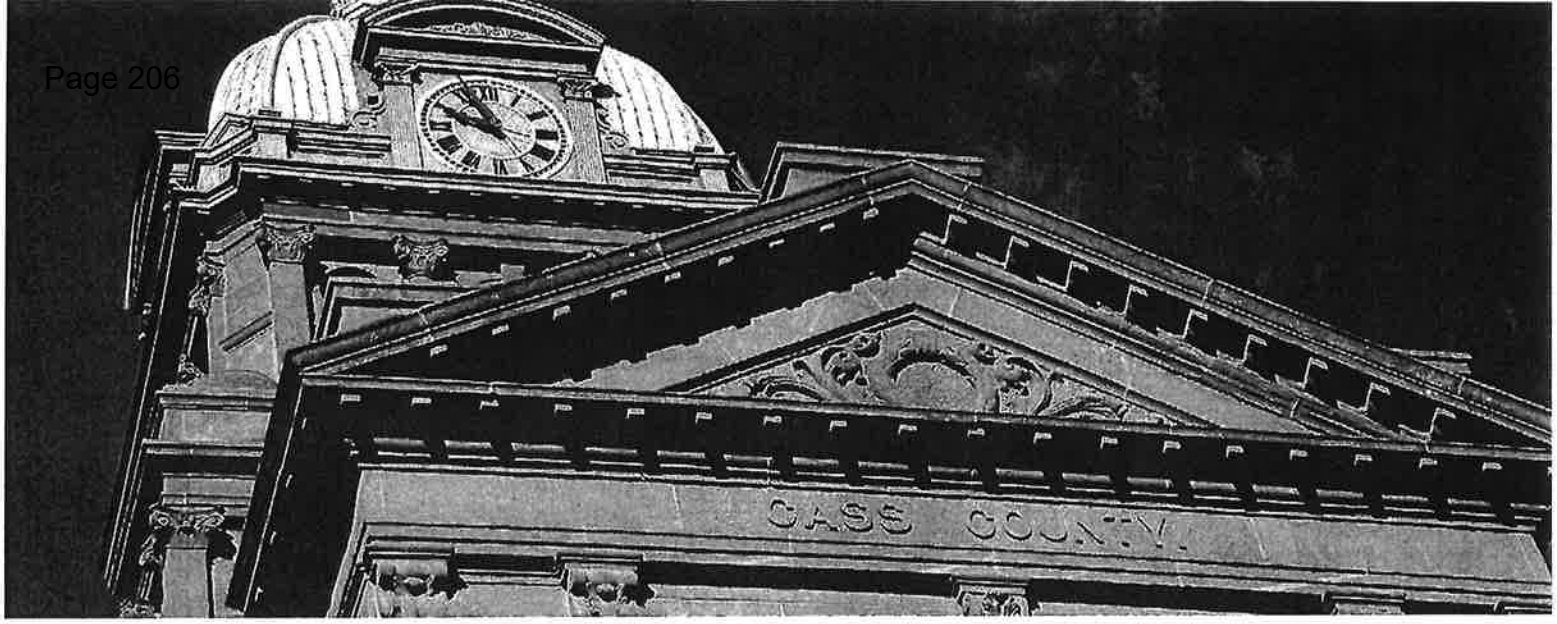
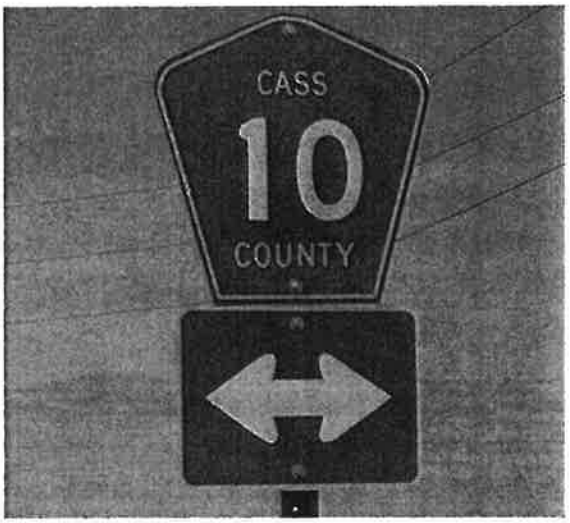


BACKGROUND



BACKGROUND

Cass County is located along the eastern border of North Dakota in the Red River Valley (Figure 2.1). This Comprehensive and Transportation Plan covers the entire area of Cass County, addressing the following topics:

- Community Development
  - Housing
  - Economic Development
  - Food Systems
  - Emergency Management
  - Public Infrastructure and Facilities
  - Energy
- Land Use
  - Land Use
  - Intergovernmental Coordination
  - Floodplain Management
  - Natural Resources
  - Cultural Resources
  - Climate
- Transportation
  - Roadways
  - Bridges
  - Public and Active Transportation

Each of these topics is guided by the Vision and Principles developed through the public input process. An implementation plan is also included in this document.

Figure 1.1: County Location

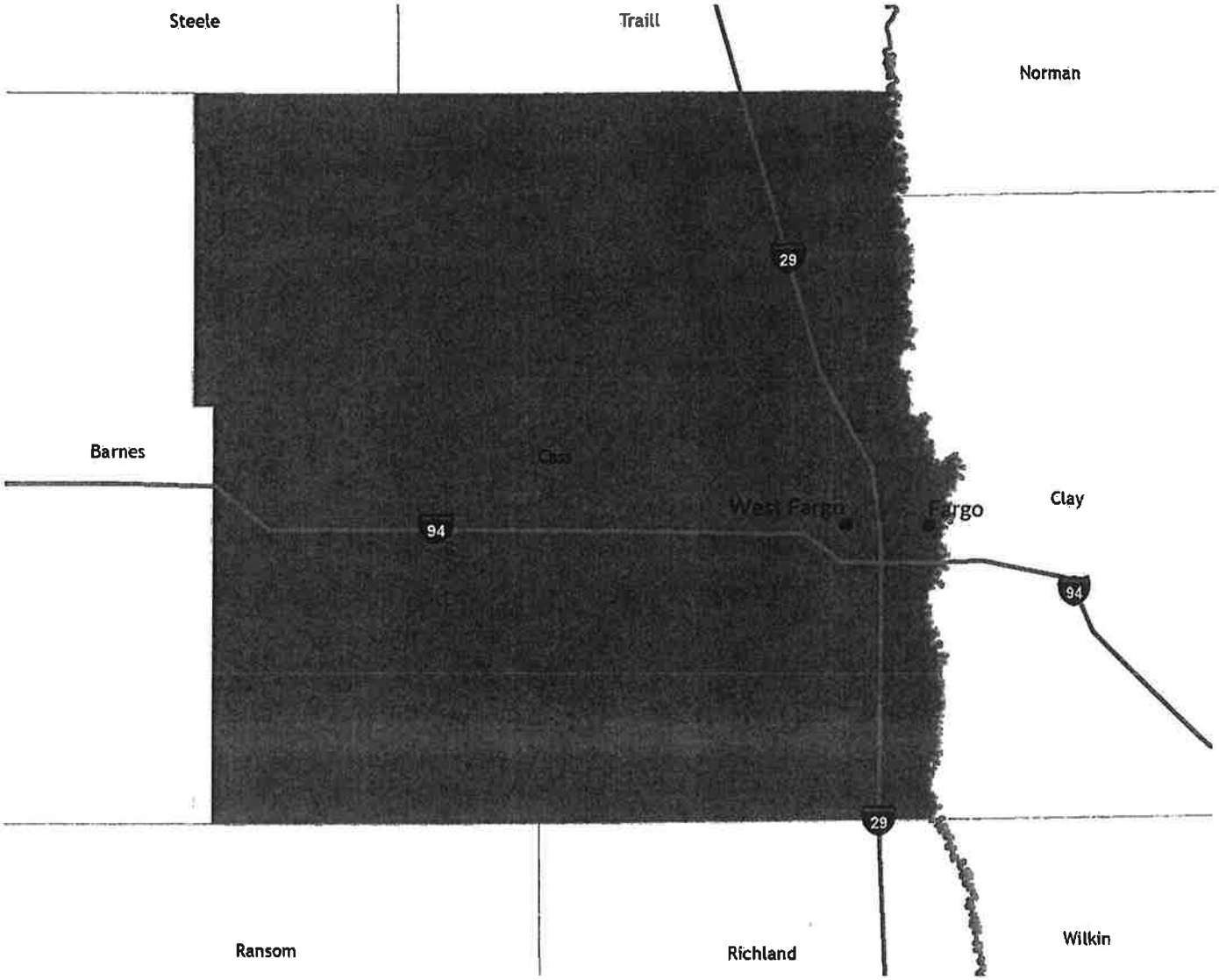
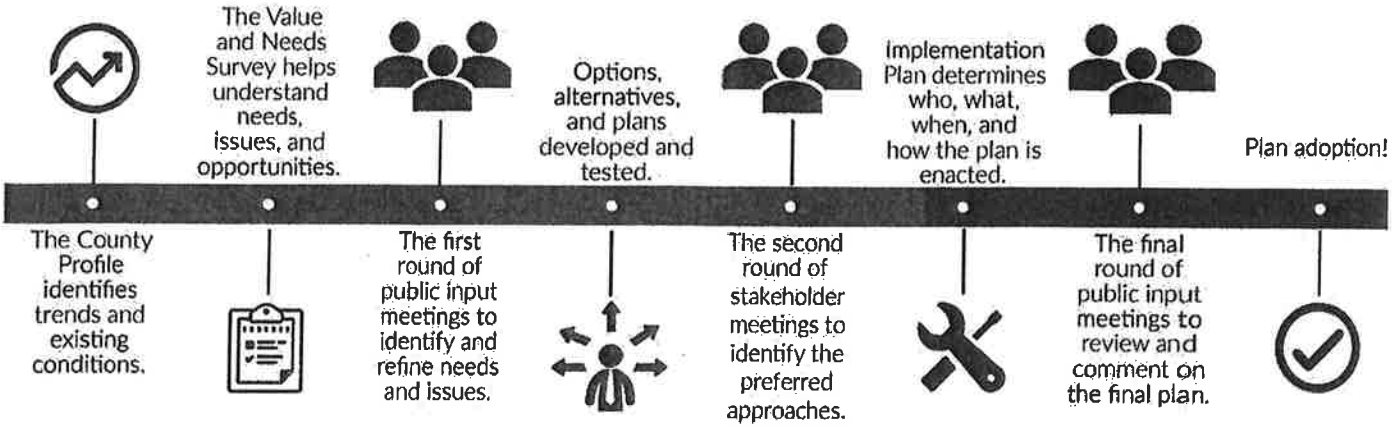


Figure 1.2: Planning Process



Purpose

The Cass County Comprehensive and Transportation Plan presents a vision for the future of the County and provides a framework of strategies and policies on many topics relevant to the current and future needs of the County. This allows the county government to make decisions that are internally consistent and fiscally efficient. Private interests also benefit from comprehensive plans because the plans offer a general understanding of how future development may occur. Comprehensive plans also serve as a foundation for the regulation of development through subdivision and zoning controls. This plan is an update to the 2005 Cass County Comprehensive Plan.

Process

The Cass County Comprehensive and Transportation Plan followed the general process shown in Figure 1.2. It began with an existing and projected conditions assessment, detailed in the County Profile, then testing options, alternatives, and recommendations, and developing implementation strategies. The plan incorporated multiple rounds of public and stakeholder engagement, including meetings and surveys, which is detailed in the Summary of Public Input.

History

Sisseton and Wahpeton bands of the Sioux Native Americans occupied current day Cass County as far back as the seventeenth century. By the late 1700s and early 1800s, the first European settlers, fur traders, migrated west across North America. The first settler in Cass County, Peter Goodman was an employee of the Hudson Bay Company. The new pioneers relied heavily on the area's waterways, settling along the Red, Wild Rice, and Sheyenne rivers for sources of wood, water, resources, and transportation.

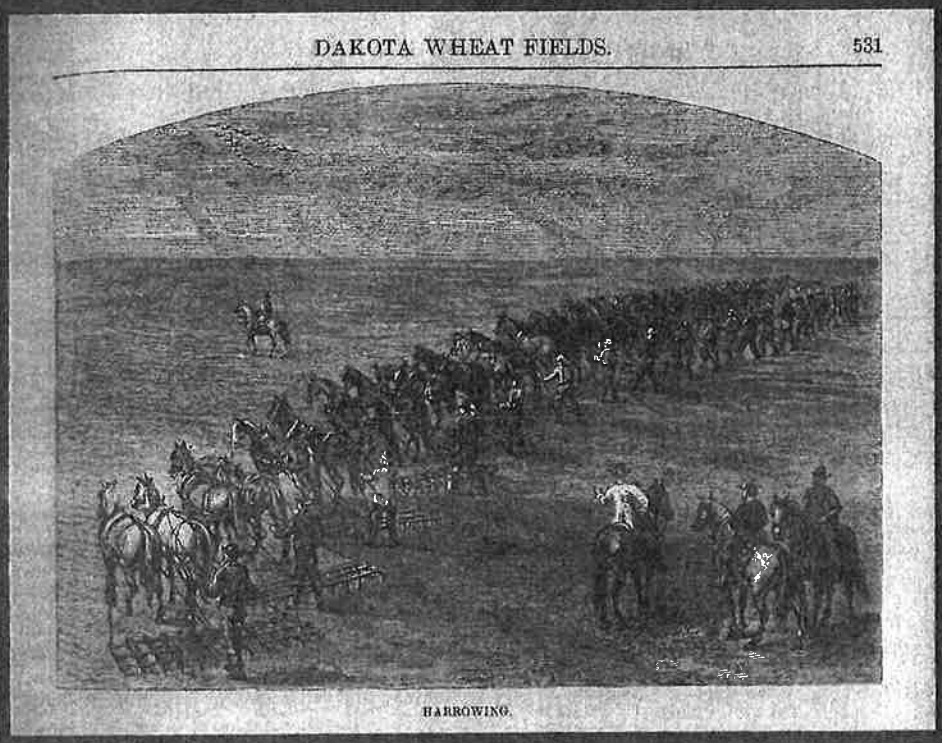
The area now known as Cass County was originally part of Pembina County, which included all of the northern Dakota Territory east of the Missouri River. As settlement increased in the area, Pembina County was carved into several smaller counties. Cass County, named after George W. Cass, the President of the Northern Pacific Railway, was officially created in 1873 with the first County Commission meeting held on October 27, 1873.

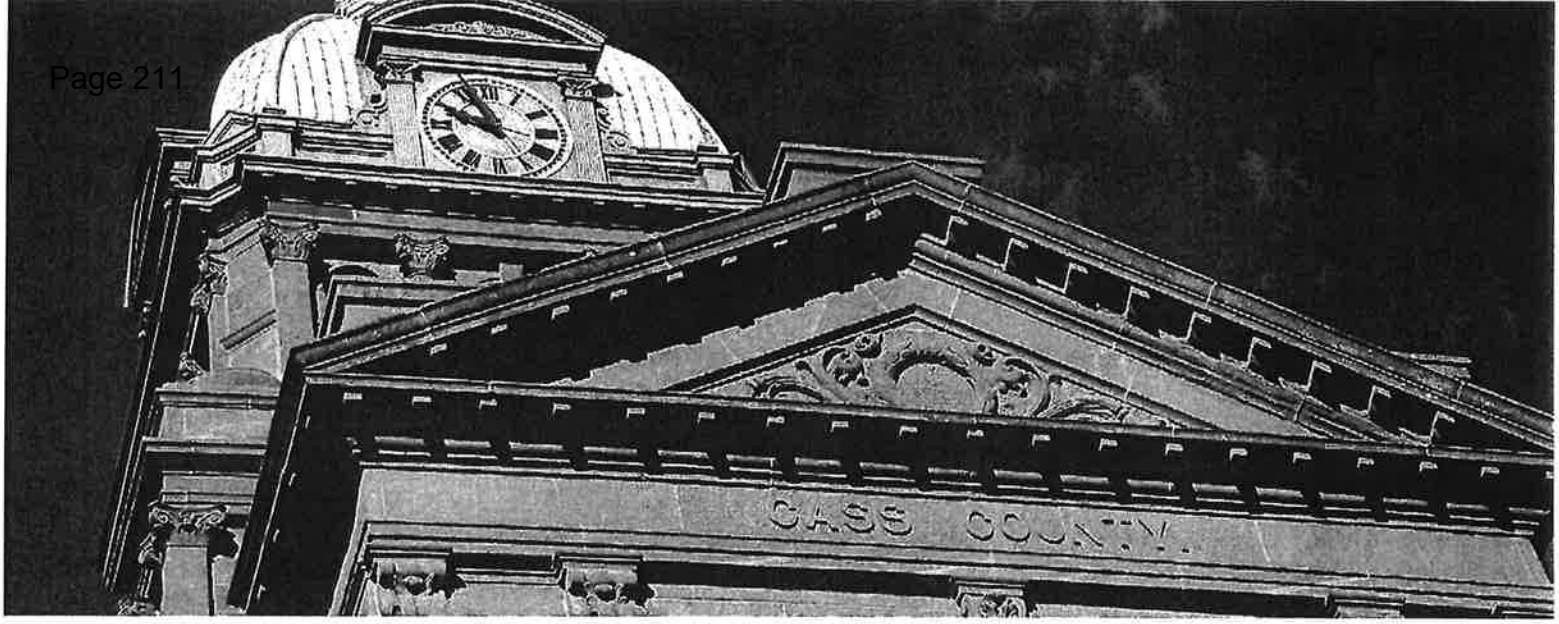
The expansion of the Northern Pacific Railway in 1871 through what is now Fargo, marked the beginning of western development into the County. This expansion brought new settlers which, combined with the discovery of the fertile soils of the Red River Valley, created large bonanza farming operations. These settlers were sod busters, exposing natural soils to seed of various small grains; spring wheat provided the area's first cash crop and its success was largely responsible for the increased number of settlers moving into the region. The intensive farming practices of the bonanza farms contributed to the 1930s Dust Bowls and led to soil conservation practices to prevent the erosion of the fertile topsoil.

The increased utilization of the automobile and the expansion and creation of a higher quality roadway network allowed residents to travel longer distance more rapidly and reliably. This pattern has continued to the present day, and resulted in the development of the Fargo urbanized area as a regional trade center, providing products, services, and jobs that are utilized by the rural areas of Cass County and a large region beyond its borders.

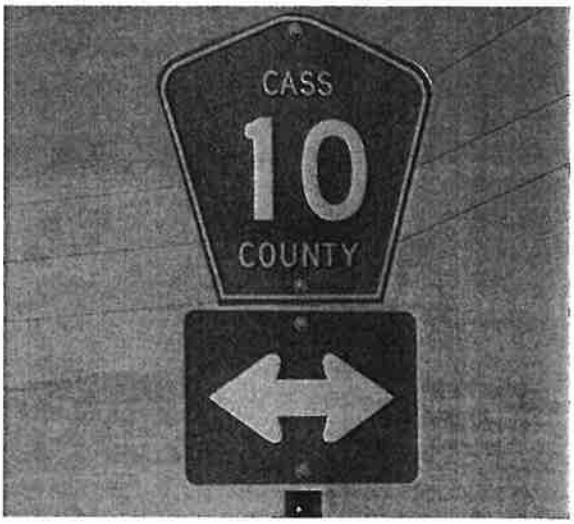
Bonanza Farms were very large farms, mostly cultivating and harvesting wheat. They developed as a result of efficient farming machinery, cheap land and the completion of major railroads between the farming areas and markets.

Figure 1.3: Harrowing at the Dalrymple Farms in Cass County[1]





COUNTY PROFILE



COUNTY PROFILE

DEMOGRAPHICS

Historical and Future Population

Cass County's population has seen high, continuous growth since it was first organized in 1873. More recently, Cass County has seen 43.1 percent growth since 2000, to a 2015 population of 168,930 (shown in Figure 2.1). Cass County is 22.3 percent of North Dakota's 2015 population (756,835). Historical and future populations for selected cities in Cass County are shown in Table 2.1.

The urban-rural profile has changed overtime. When first organized, Cass County was only around 30 percent urban. Fast forward to the 2010 Decennial Census and Cass County is nearly 90 percent urban.

The recently completed Demographic Forecast Study for the Fargo-Moorhead Metropolitan Council of Governments included population forecasts for Cass County and many of the county subdivisions (cities and townships).

From 2015 through 2045, the population of Cass County is expected to grow more than 49 percent, to 251,940 (Figure 2.2). Much of this population growth will be in current population centers, specifically the Fargo-Moorhead urban area (Fargo, West Fargo, and Horace). Urbanization is expected to continue, with 94 percent of the population expected to live in the urban areas by 2045.

Figure 2.1: Historical Population

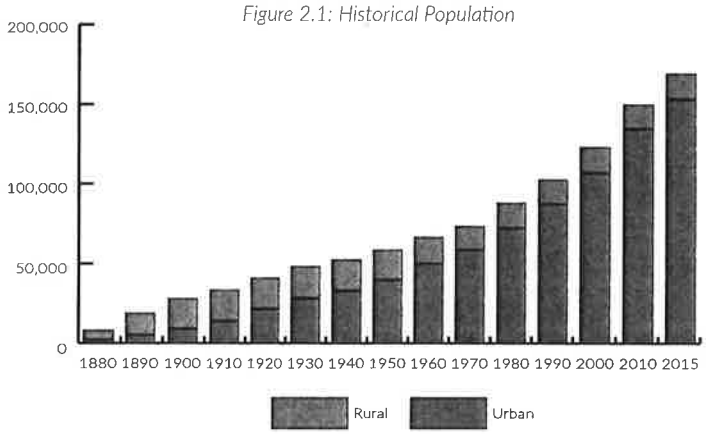


Figure 2.2: Population Forecasts

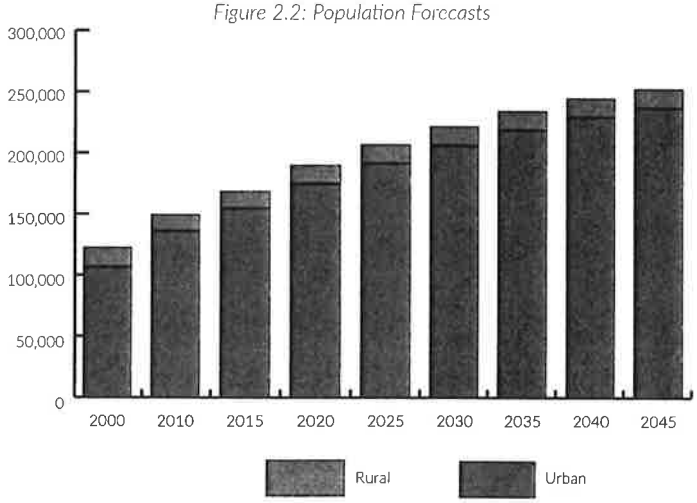


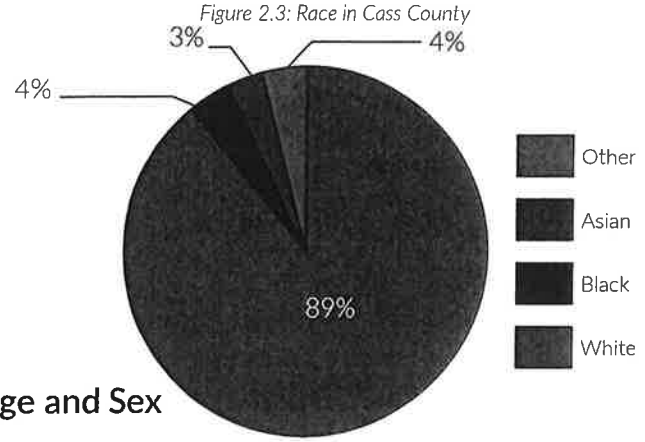
Table 2.1: Historical and Future Populations for Selected Cities in Cass County

Jurisdiction	1990	2000	2010	2015	2020	2025	2030	2035	2040	2045
Cass County	102,874	123,138	149,778	168,930	189,900	206,620	221,350	233,940	244,460	251,940
Argusville	161	147	475	500	503	506	506	499	491	495
Casselton	1,601	1,855	2,329	2,420	2,530	2,680	2,800	2,920	2,990	3,110
Fargo	74,111	90,599	105,524	117,230	129,690	140,030	151,810	162,450	172,140	179,800
Harwood	590	607	718	755	723	716	705	712	716	711
Horace	662	915	2,430	2,620	5,070	8,190	8,940	9,500	9,820	10,040
Kindred	569	614	692	728	773	798	805	799	802	797
Mapleton	682	606	762	801	792	809	774	750	761	755
Reiles Acres	210	254	513	539	489	483	493	475	468	464
West Fargo	12,287	14,940	25,840	32,300	37,370	40,140	42,000	43,240	43,660	43,270
Rest of Cass	12,001	12,601	10,495	11,037	11,960	12,268	12,517	12,595	12,612	12,498

Race

In 2015, Cass County was 89 percent white, four percent Black and three percent Asian (Figure 2.3). The county has become more diverse since 2000, when the County was 95 percent white.

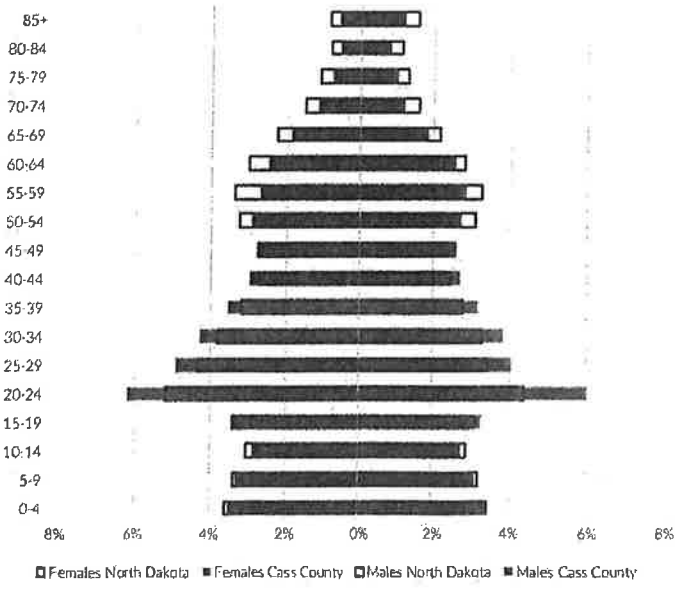
Figure 2.3: Race in Cass County



Age and Sex

The median age of Cass County has increased from 31.3 in 2000 to 31.9 in 2015, but remains younger than the state, where the median age was 34.6 in 2015. This is primarily due to the multiple universities and colleges in the Fargo-Moorhead metropolitan area, which results in a large college aged population. The recent Fargo-Moorhead Demographic Forecast Study also found that the Fargo-Moorhead area has been more successful retaining college graduates in recent years, likely attributable to the strong economy. The population pyramid for Cass County and North Dakota is shown in Figure 2.4, with the geographic distribution of median age shown in Figure 2.12.

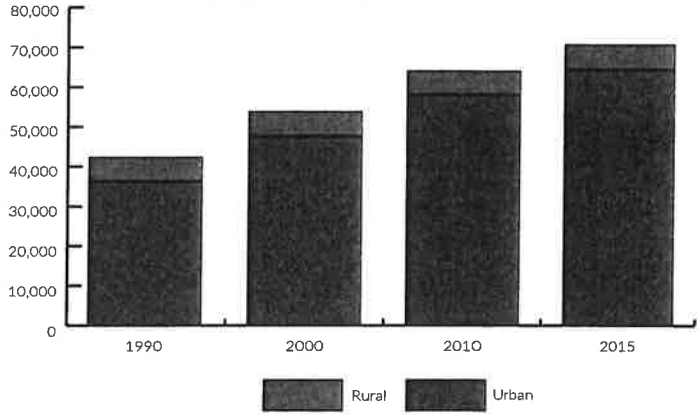
Figure 2.4: 2015 Population Pyramid



Historical and Future Households

There were 70,460 households in Cass County in 2015, 91 percent of which were in Fargo, West Fargo, and Horace. This is a 10 percent increase over 2010, when there were 63,899 households and a 31 percent increase over 2000, when there were 53,790 households. Cass County represents 22.5 percent of all households in North Dakota (313,475). Historical households are shown in Figure 2.5, with the geographic distribution of households shown in Figure 2.13. The historical and future households for selected cities in Cass County is shown in Table 2.2.

Figure 2.5: Historical Households



The recently completed Demographic Forecast Study for the Fargo-Moorhead Metropolitan Council of Governments included population forecasts for Cass County and many of the county subdivisions (cities and townships).

From 2015 through 2045, the number of households in Cass County is expected to increase nearly 42 percent to 99,960 households (Figure 2.6); 97 percent of this household growth will be in current population centers, specifically the Fargo-Moorhead metropolitan area (Fargo, West Fargo, and Horace). Urbanization is expected to continue, with 93 percent of the households in the county to be in urban areas by 2045.

Figure 2.6: Household Forecasts

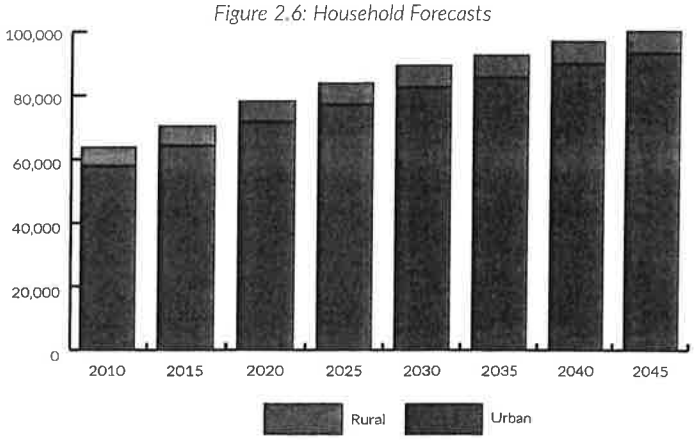


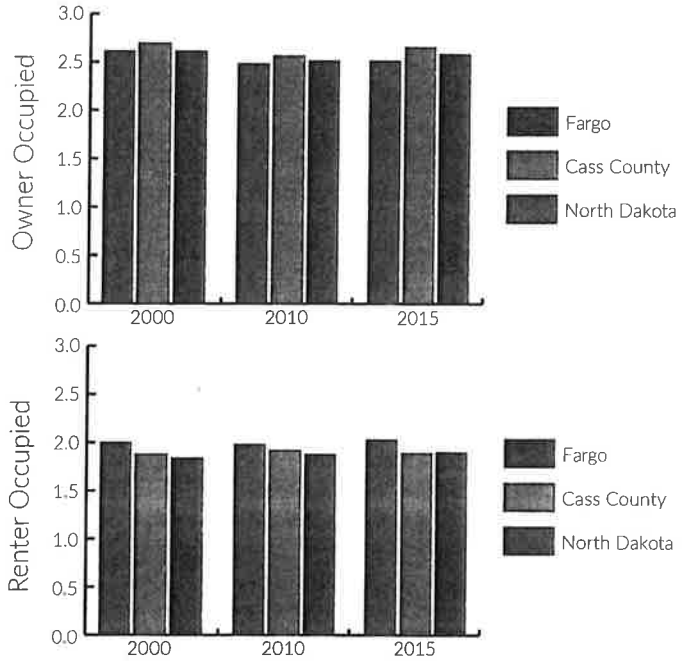
Table 2.2: Historical and Future Households for Selected Cities in Cass County

Jurisdiction	1990	2000	2010	2015	2020	2025	2030	2035	2040	2045
Cass County	42,407	53,790	63,899	70,460	78,160	83,820	89,290	92,520	96,750	99,960
Argusville	56	65	151	160	160	170	170	170	170	170
Casselton	664	738	874	890	920	950	1,000	1,040	1,090	1,150
Fargo	31,711	41,200	46,671	50,870	56,280	60,260	64,650	66,630	70,550	73,530
Harwood	172	201	241	250	250	270	270	270	280	280
Horace	216	311	810	840	1,730	2,710	2,980	3,190	3,360	3,520
Kindred	246	267	267	270	280	280	280	290	300	300
Mapleton	203	193	248	250	260	280	280	280	290	290
Reiles Acres	56	72	146	150	160	170	180	180	180	180
West Fargo	4,574	5,968	10,348	12,410	13,460	13,950	14,630	15,540	15,690	15,840
Rest of Cass	4,509	4,775	4,143	4,370	4,660	4,780	4,850	4,930	4,840	4,700

Household Size

In 2015, the average household size in Cass County was 2.65 for owner occupied households and 1.89 for renter occupied households. The average household size for owner occupied households is larger than the state average of 2.51, but the average household size for renter occupied households is smaller than the state average of 2.03. Household size is shown in Figure 2.7.

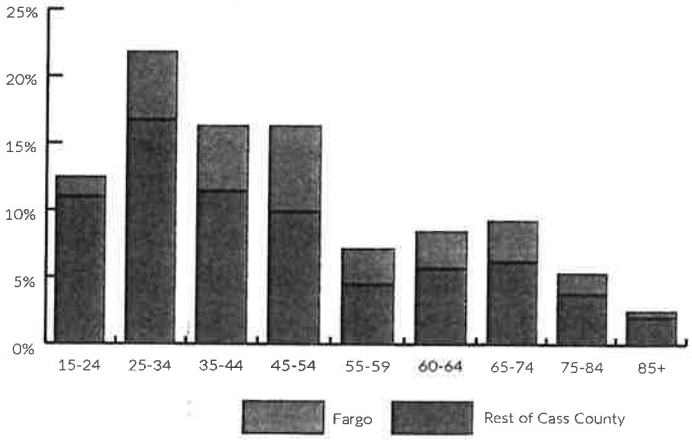
Figure 2.7: Household Size



Age of Householder

As of 2015, the largest percent of householders were between the ages of 25 and 34 at 22 percent, split between Fargo (17 percent) and the rest of Cass County (five percent). The largest age range outside of Fargo is the 45 to 54 year olds, where they comprise more than six percent of households. Just five percent of households with the householder aged 65 or older live in rural Cass County. The age of householder is shown in Figure 2.8, with the geographic distribution of householders 65 or older shown in Figure 2.14.

Figure 2.8: Age of Householder



The age of the householder has many implications on planning and policy. A large population of householders between 25 and 34, prime child-bearing years, could result in the need for future schools, while a large population of householders aged 65 or older could indicate a need for additional elder care services.

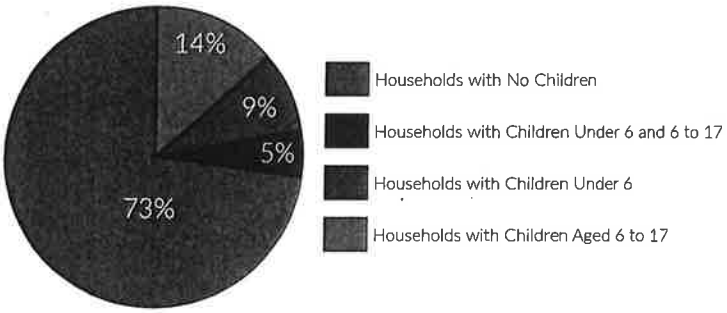
» In 2015, 28 percent of households had at least one person over 60, which is up from 16 percent in 2010. This trend was borne out in the state of North Dakota as well, where households with one person over 60 increased from 24 percent in 2010 to 33 percent in 2015.

» Nearly one in three households in 2015 had just one person living there. This trend has been fairly constant since 2000. Of these one-person households, 28 percent were individuals older than 65, including 5 percent living in rural Cass County.

Households with Children

Around one of four households in Cass County had children under 18 in 2015 (27 percent), as shown in Figure 2.9. This is a decline from 2000, where 30 percent of households had children under 18, but an increase from 2010 where 26 percent of households had children under 18. The geographic distribution of households with children is shown in Figure 2.15.

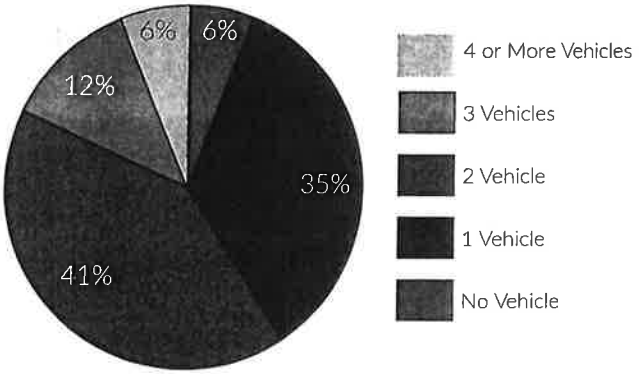
Figure 2.9: Households with Children



Vehicle Availability

Private automobiles are often very important for mobility to work, medical, or social events, especially in rural communities. In Cass County in 2015, six percent of households had no vehicle. Of the households with no vehicle, 68 percent of them are single person households who live in Fargo. Looking further into vehicle availability, one-vehicle households are surprisingly common.

Figure 2.10: Vehicle Availability

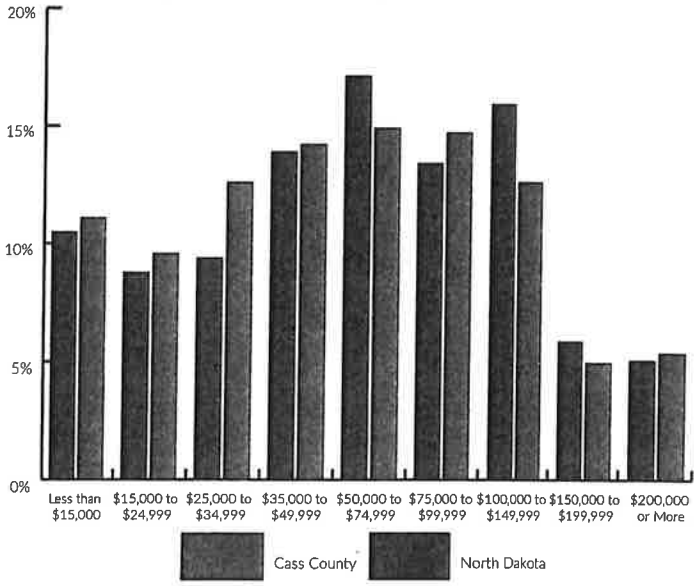


On average, 17 percent of Cass County two or more person households had just one vehicle available. Vehicle availability is shown in Figure 2.10.

Median Household Income

In 2015, the median household income in Cass County was $53,728, up 6.2 percent since 2010 ($50,616) and 40.8 percent since 2000 ($38,147). For the first time since 2000, the median household income in Cass County was lower than the statewide median household income of $60,557. Cass County has a higher proportion of lower income households (less than $35,000) than the state as a whole. This could be explained by two factors. First, Cass County is younger than the state as a whole. The younger population may be enrolled in college, working less than full time, or have less experience and thus lower wages. Second, the lagging impact of the oil boom in western North Dakota may have resulted in a higher proportion of high-wage jobs in oil rich areas, relative to the types of jobs and job sectors that have grown in Cass County. Distribution of household income is shown in Figure 2.11.

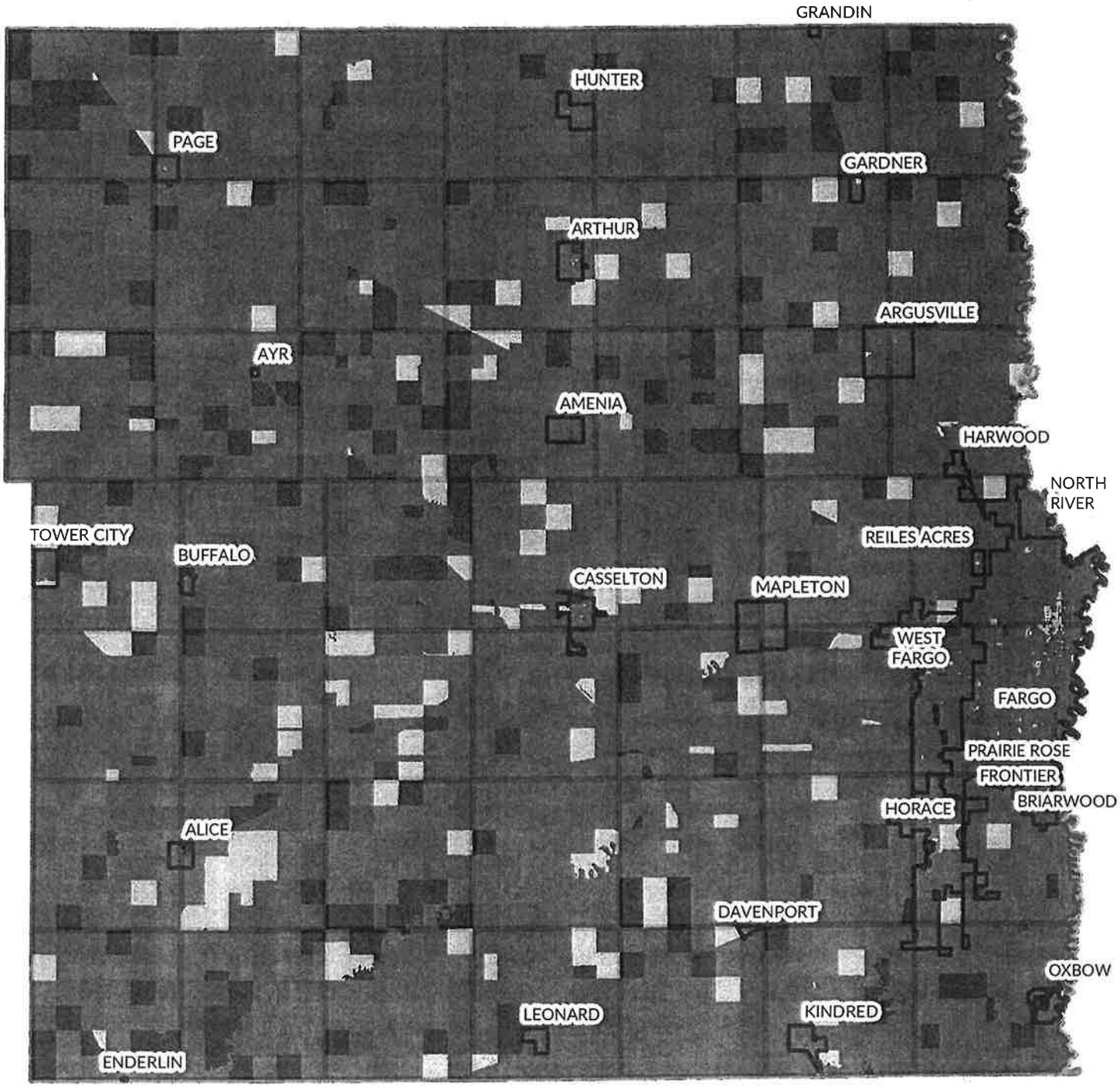
Figure 2.11: Distribution of Household Income



Poverty

In 2015 in Cass County, 10.7 percent of individuals were in poverty. This includes 4.9 percent of families, 8.8 percent of children under 18, and 7.5 percent of people aged 65 and over. Since 2000, poverty has declined across most groups (families, children under 18, and people aged 65 and over). It has increased slightly for individuals between 18 and 65.

Figure 2.12: Cass County Age by Block (2010)



Cass County Median Age by Block

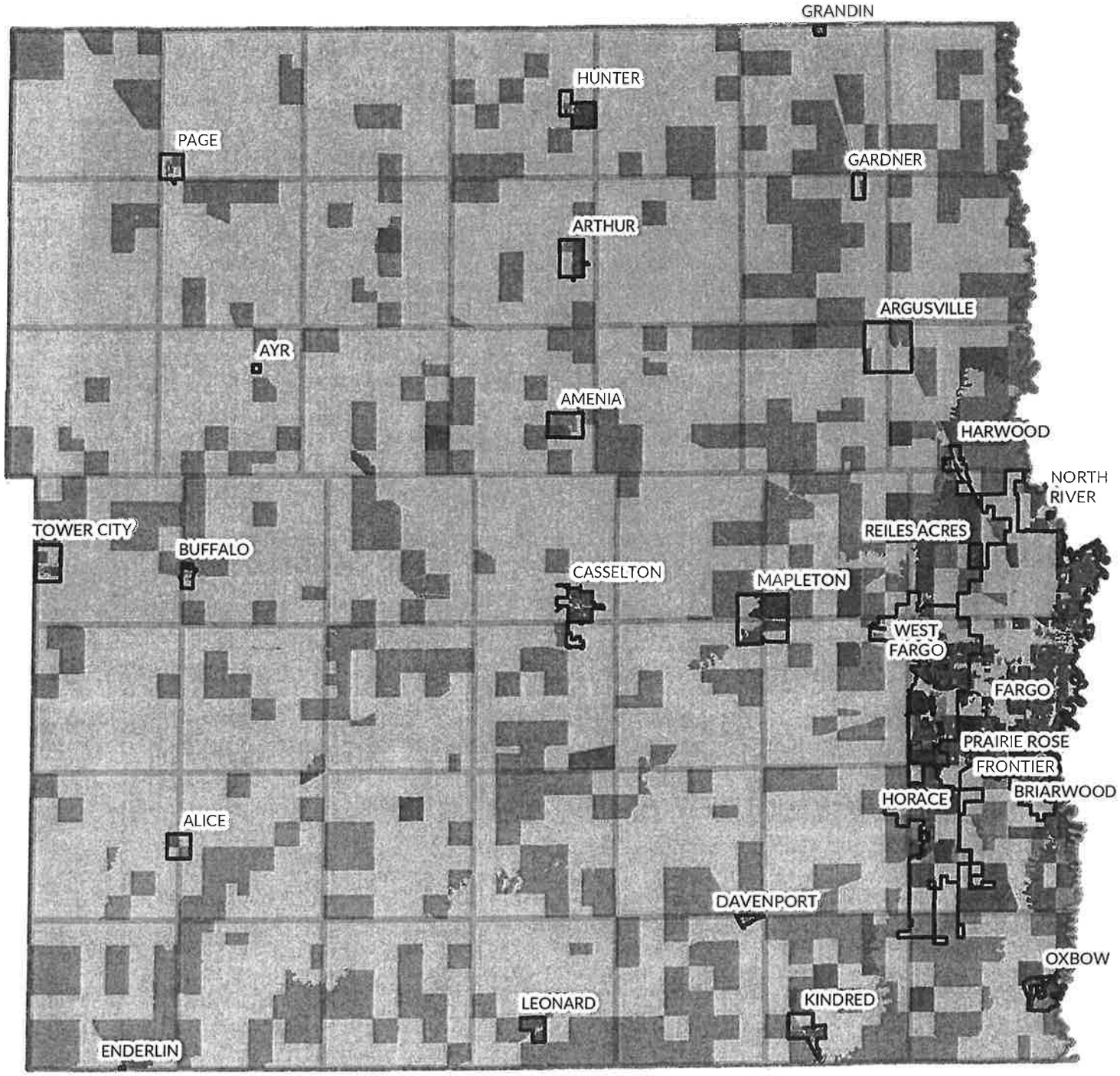
Census 2010

Median Age

Under 17 | 25 - 44 | 65+

18 - 24 | 45 - 65 | No Population | City Limits

Figure 2.13: Cass County Households (2010)



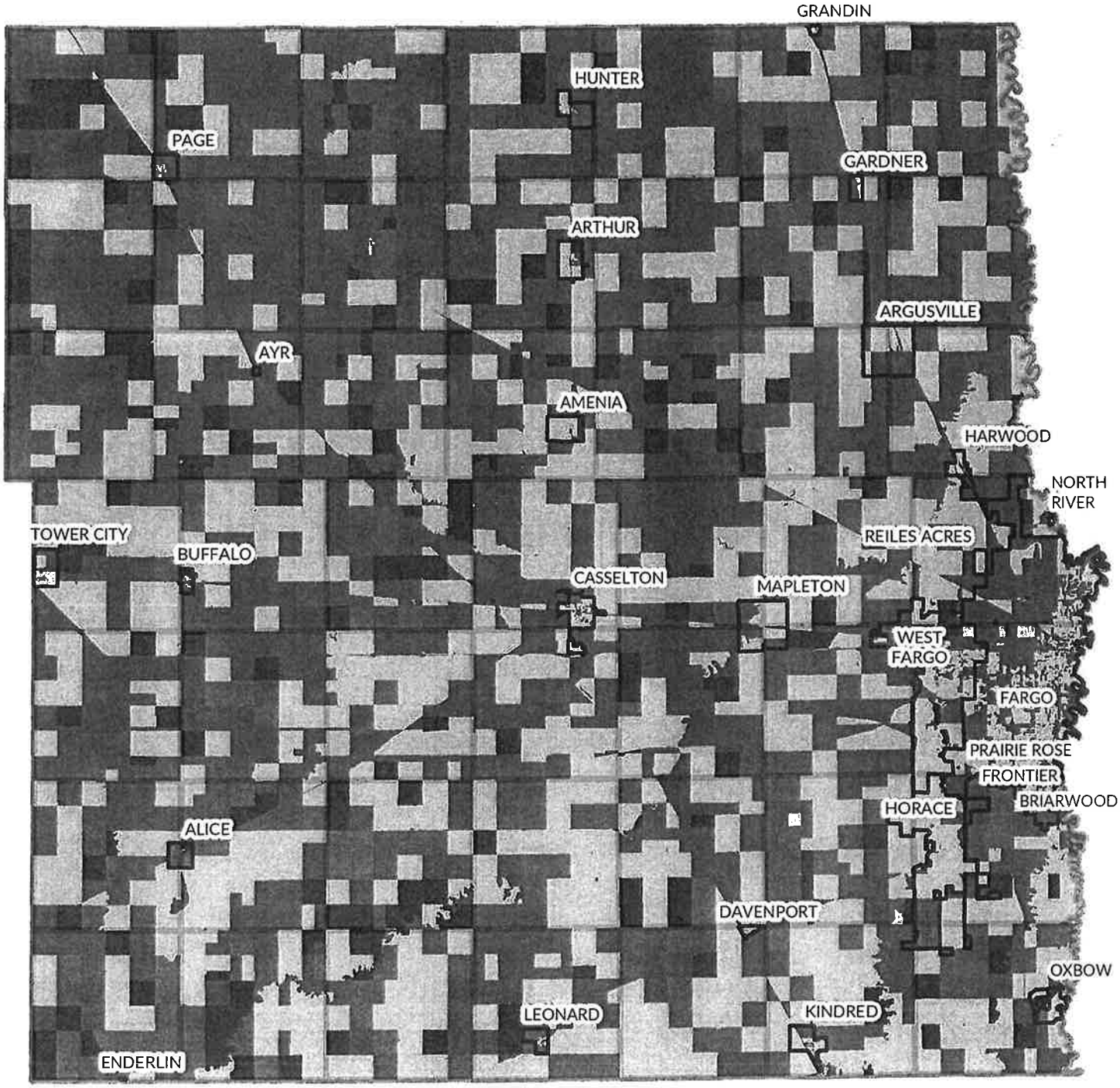
Cass County Total Households by Block

Census 2010

Total Households

0 | 1 | 2 - 5 | 6 - 25 | 26 - 100 | 101 - 532 | City Limits

Figure 2.14: Cass County Households Over 65 (2010)



Cass County Households Over 65 by Block

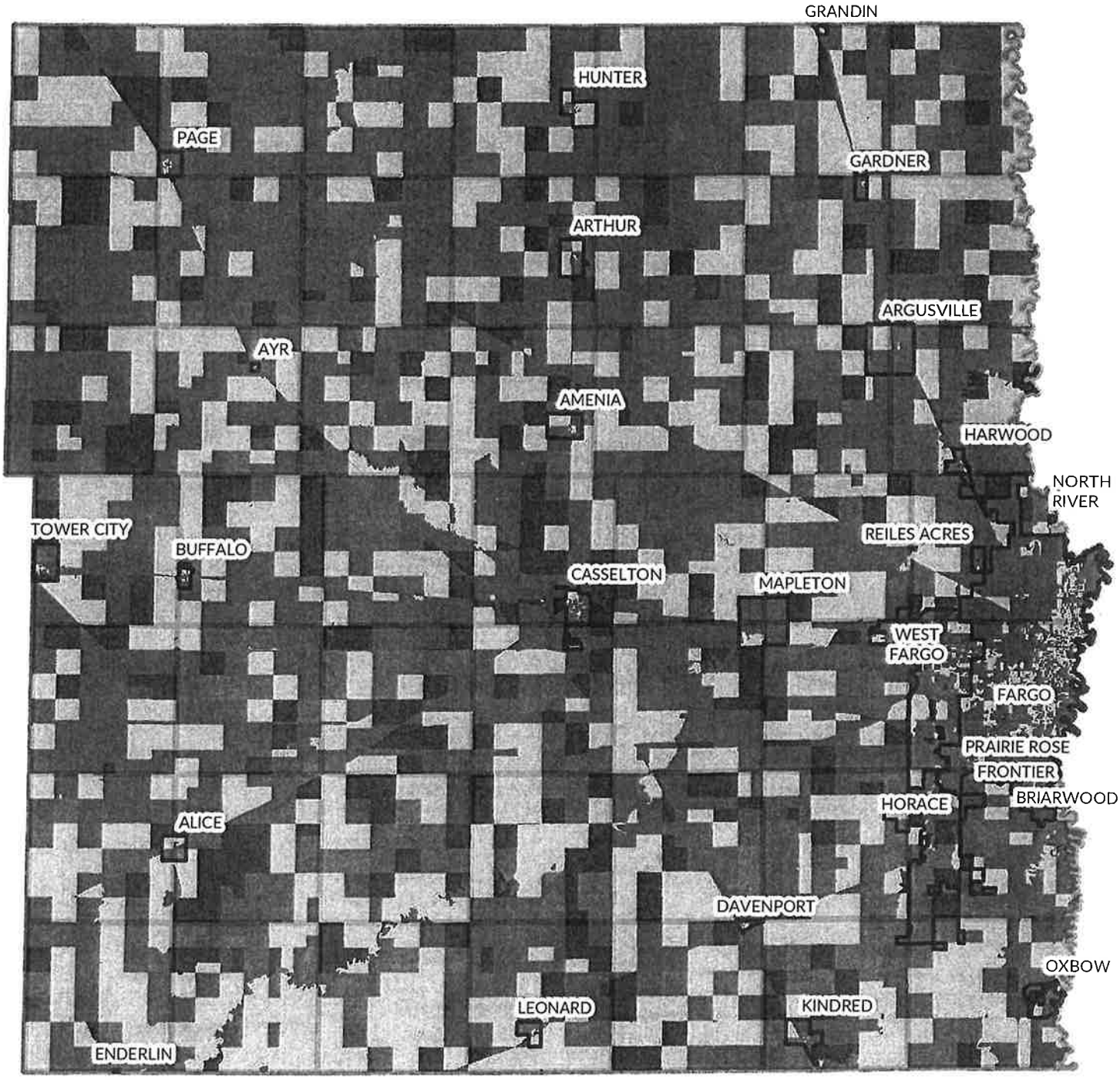
Census 2010

Percent of Households with Persons Over 65

Under 10 | 25 - 50 | 75 - 100

10 - 25 | 50 - 75 | No Population | City Limits

Figure 2.15: Households with Children



Cass County Households With Children by Block

Census 2010

Percent of Households with Children

Under 10 | 25 - 50 | 75 - 100
10 - 25 | 50 - 75 | No Population | City Limits

School Enrollment

There are eight school districts in Cass County:

- Fargo Public Schools
- West Fargo Public Schools
- Kindred
- Central Cass
- Mapleton
- Northern Cass
- Maple Valley
- Page

Since 2010, enrollment in many of the rural schools has remained relatively flat. Northern Cass has grown at a rate of 2.5 percent each year, or about 15 new students each year. The West Fargo school district grew the fastest, nearly six percent each year, or 482 new students each year.

Figure 2.16: Enrollment in West Fargo and Fargo School Districts

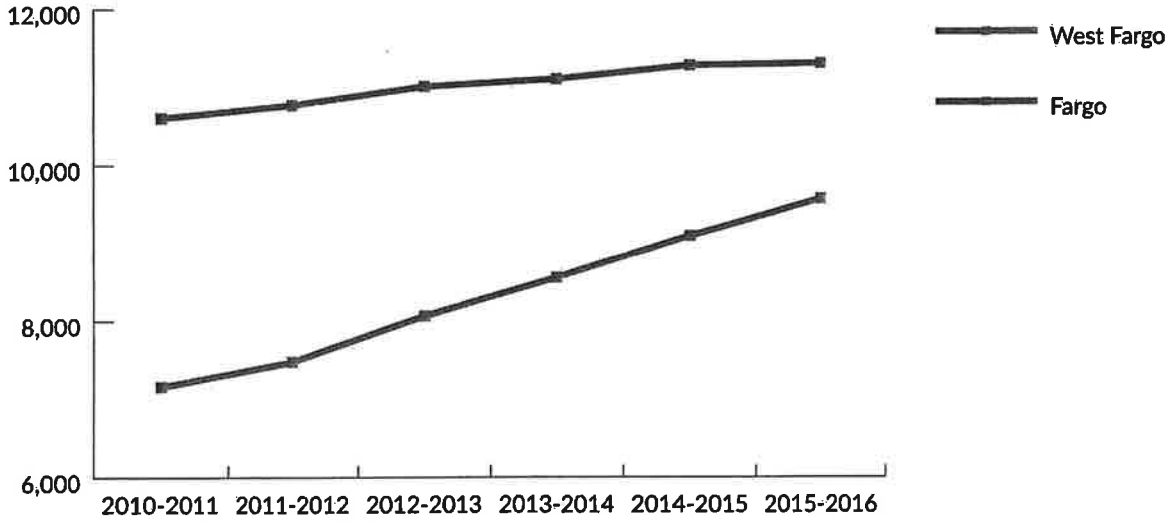
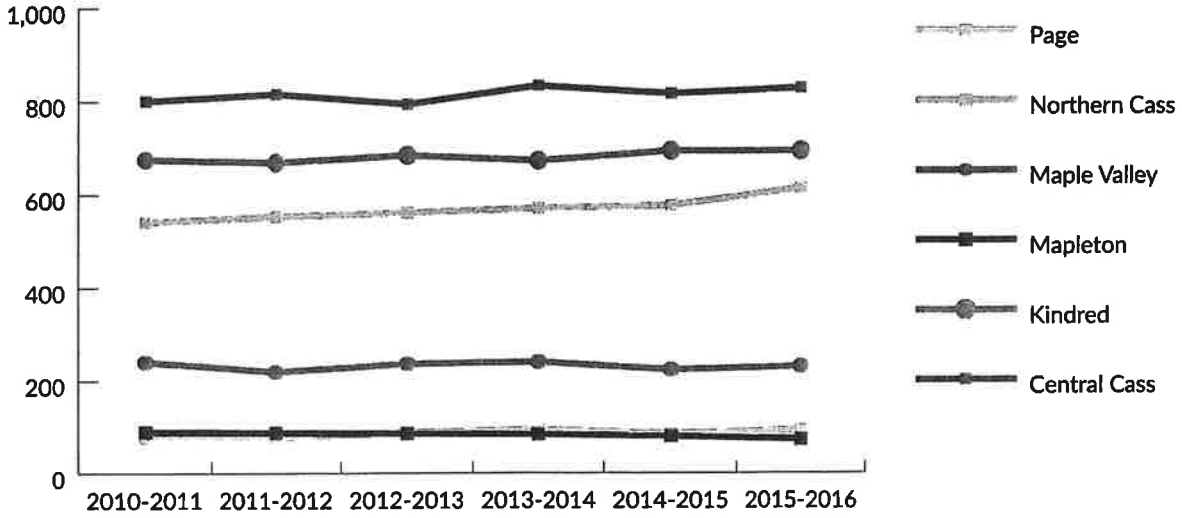


Figure 2.17: Enrollment in Rest of Cass County School Districts



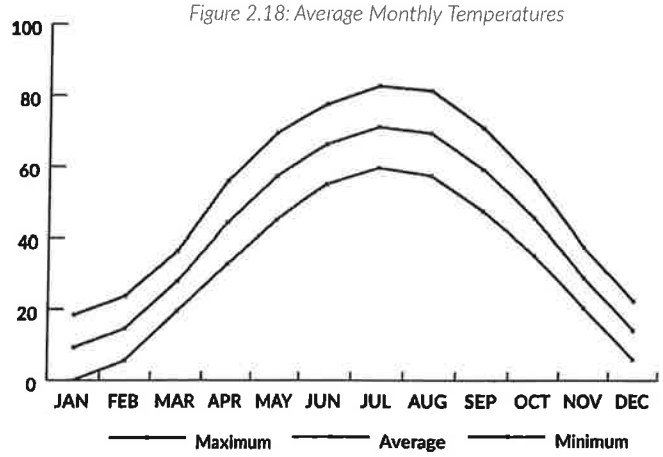
Climate

Overview

Cass County has a continental climate, with four distinct seasons: warm summers, cold winters, and moderate springs and falls. It is important to differentiate weather and climate. Weather is the state of the atmosphere, the representation of how hot or cold, wet or dry, calm or stormy the atmosphere is. Climate is the sum of weather over time.

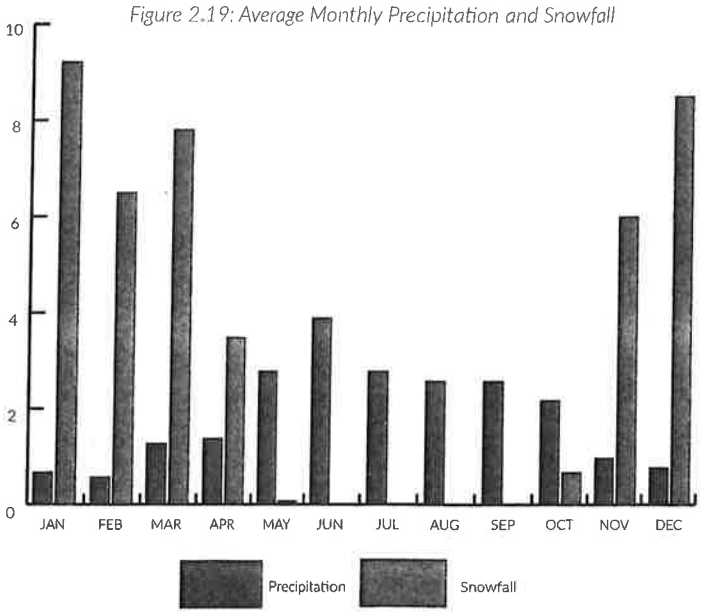
Since 1980, Cass County has had an average annual temperature of 42.3 degrees, with the coldest average temperature in January (nine degrees) and the warmest in July (71 degrees), as shown in Figure 2.18. Typically, Cass County experiences 12 days above 90 degrees and 178 days below 32 degrees.

Figure 2.18: Average Monthly Temperatures



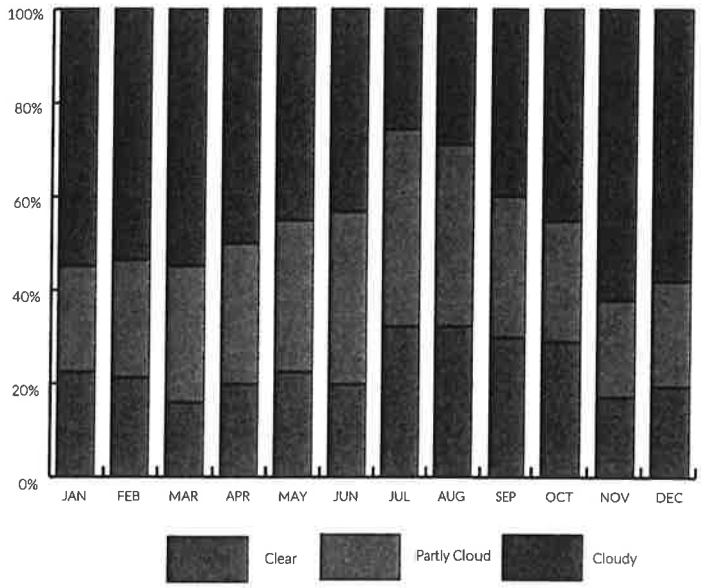
Annually, Cass County receives 22.6 inches of precipitation, including 42.3 inches of snow. Monthly precipitation and snowfall is shown in Figure 2.19.

Figure 2.19: Average Monthly Precipitation and Snowfall



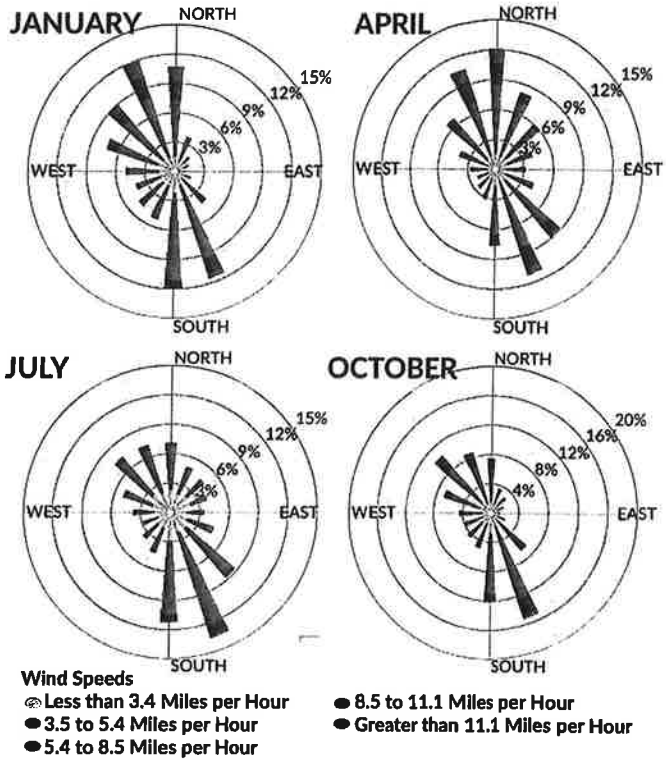
On average, Cass County experiences 174 days of sunshine, typically experiencing more days of full and part sun during the summer months. Days of clear, partly cloudy, and cloudy are shown in Figure 2.20.

Figure 2.20: Seasonal Wind Roses



Annual average wind speeds are around 11 miles per hour. However, as the seasons change, the direction and speeds of winds also change. Seasonal wind speeds and direction are shown in Figure 2.21.

Figure 2.21: Average Monthly Temperatures



Change Over Time

Data collected by the National Centers for Environmental Information (program under the National Oceanic and Atmospheric Administration)[2] since 1960 has shown an upward trend for both temperatures (Figure 2.22) and precipitation (Figure 2.23) for Cass County.

Figure 2.22: Annual Average Temperature

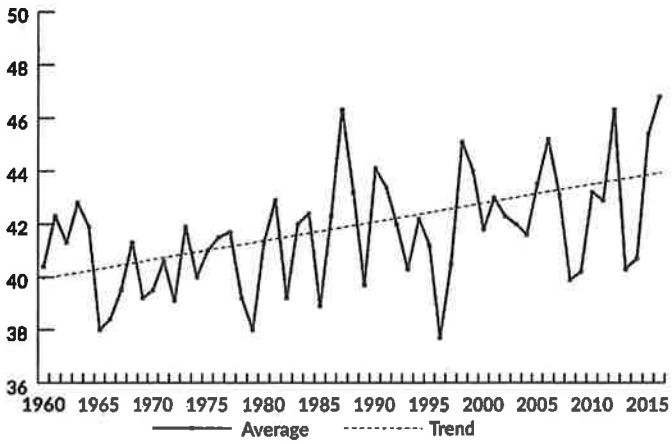
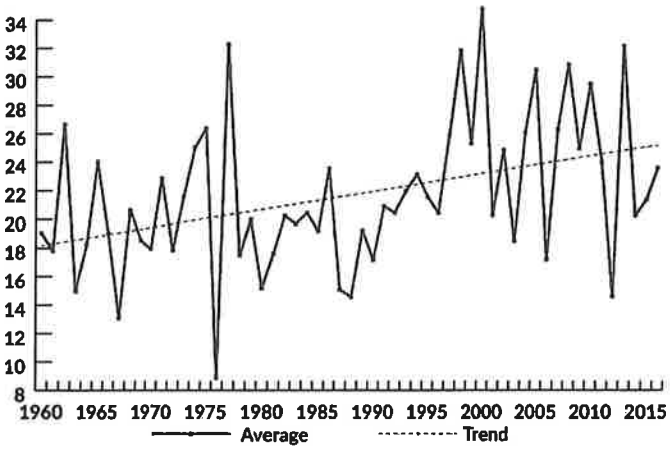


Figure 2.23: Average Annual Rainfall



Climate Impacts

On Transportation

National research completed by the Transportation Research Board, and presented in *Transportation Research Board Special Report 290*[3] has begun to outline the potential impacts climate change will have on transportation systems. With higher and more sustained instances of extreme temperatures and weather events, impacts to the transportation system are likely to include thermal expansion on bridge joints and paved surfaces, decreased pavement integrity, subsidence or erosion of road base, and increased flooding and washouts of roadways.

Climate Change Impacts in the United States: The Third National Climate Assessment[4] identified a variety of impacts to the transportation system:

- Short-term road flooding and blocked culverts due to extreme rain events
- Train derailment due to railway buckling
- Pavement heaving and reduced pavement life due to high temperatures

The same publication presented adaptation opportunities for transportation:

- Through transportation and land use planning, decide what infrastructure to build and where to build and seek to minimize impacts on vulnerable areas and populations (elderly, low-income, and non-native English speakers) of the community.
- Complete a risk assessment to identify vulnerable facilities and systems and project consequences.
- Adapt new infrastructure design that is resilient to extreme weather events and higher temperatures.
- Incorporate a responsive plan for current and anticipated conditions for operations and maintenance.
- Anticipate extreme weather disruptions and develop emergency response capabilities.

On Agriculture

Whether it is a longer growing season, increased instances of drought or heavy rains, or changes in pests and invasive species, climate change has significant impacts on agriculture.

Climate Change Impacts in the United States: The Third National Climate Assessment (Chapter 19: Great Plains) presented some findings on climate change's potential impact on agriculture:

- Winter and spring precipitation and very heavy precipitation events will likely increase runoff and flooding resulting in lower water quality and eroded soils. The increased winter and spring precipitation may result in fields too wet to plant, but this could be offset by longer growing seasons.
- Warmer winters will allow some pests and invasive weeds to survive. It could also induce winter crops to emerge early and then be damaged by spring freezes.
- Higher temperature extremes and heat waves will have negative impacts on livestock. Livestock will also be impacted by feed-grain production, availability and price and pasture production and quality, among other things.

» Over time, the cumulative result of these impacts may be changing patterns of farming and changes in primary crops being grown in the County.

On Communities

In 2014, the Intergovernmental Panel on Climate Change produced the *Fifth Assessment Report of the Intergovernmental Panel on Climate Change*[4]. The report states that emissions have increased since the preindustrial era, driven largely by economic and population growth, and are now higher than they have ever been. According to the report, many regions are experiencing climate change impacts that threaten ecosystems, human health, and infrastructure. Increasing temperatures and changing precipitation are altering hydrological systems and affecting water quality and quantity.

According to *Climate Change Impacts in the United States: The Third National Climate Assessment (Chapter 19: Great Plains)*, North Dakota's increase in annual temperature over the past 130 years is the fastest in the contiguous United States, and the number of days with temperatures over 100 degrees Fahrenheit is projected to double by 2050. These increases in extreme heat will lead to increases in surface water losses, heat stress, and demand for air conditioning. These conditions will more than offset the benefits of warmer winters, such as lower winter heating demand, less cold stress on humans and animals, and a longer growing season. Winter and spring precipitation is projected to increase. As patterns of temperature and precipitation change, the Great Plains region will face increased competition for water supplies and energy.

Natural Resources

The 2005 Cass County Comprehensive Plan, 2016 Cass County Subdivision Ordinance, and Cass County Flood Damage Prevention Ordinance were reviewed to determine existing Cass County policies, regulations, and practices as they relate to the protection and enhancement of natural resources. One of the goals identified in the 2005 Cass County Comprehensive Plan (Goal Four) is "To use and preserve natural resources in an environmentally sound manner." Objectives contained within this goal focus on the protection of ground and surface water resources, protection of natural vegetation along rivers, and protection of wetlands. Specific policies identified for achieving these objectives are general, but provide a framework and basis for the implementation of additional rules and regulations if needed.

The 2016 Cass County Subdivision Ordinance contains a number of provisions relative to the protection and enhancement of natural resources. The majority of these provisions defer to compliance with existing state and federal laws and regulations; however, there are some provisions that go beyond current state and federal regulations.

» Section 609 of the ordinance requires the implementation of vegetative buffer zones along all blue line perennial watercourses and wetlands as identified on USGS quadrangle maps.

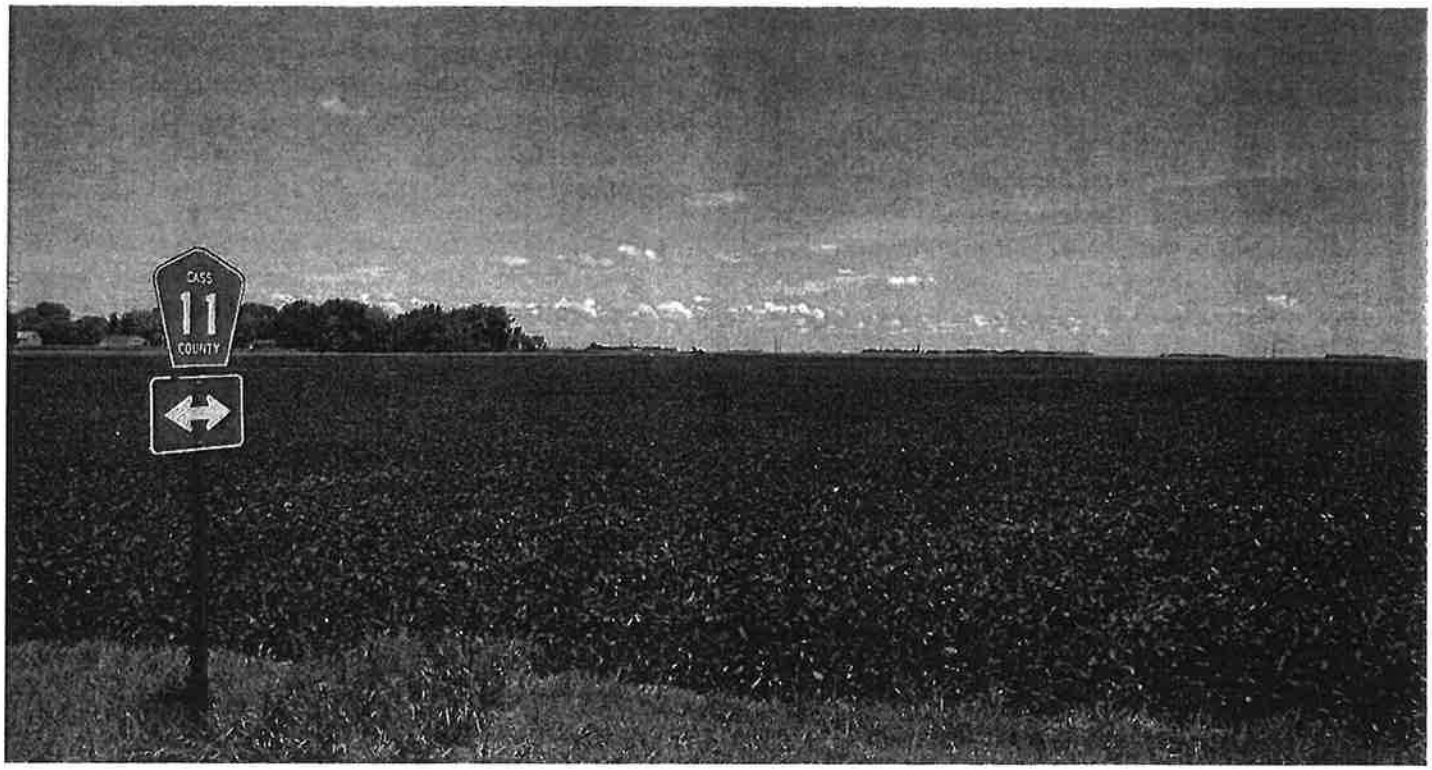
» Section 610 of the ordinance requires building setback distances from all blue line perennial watercourses and wetlands as identified on USGS quadrangle maps.

» Section 614 outlines requirements for planting vegetative buffers and also contains provisions for the protection of existing wooded areas.

The Cass County Flood Damage Prevention Ordinance is intended to manage development within Special Flood Hazard Areas (SFHA) as identified in the Federal Emergency Management Agency's (FEMA) Flood Insurance Rate Maps (FIRM). Counties, cities, and townships are responsible for developing floodplain development ordinances that are in compliance with the National Flood Insurance Program (NFIP). Cass County, together with cities and townships within the County that participate in the National Flood Insurance Program, are responsible for governing floodplain activities occurring within the county.

With the exception of aforementioned documents, environmental oversight within the county is primarily deferred to existing state and federal regulations. To assess the current state and success of environmental oversight within the county, Tom Soucy with the Cass County Highway Department was interviewed. Mr. Soucy reaffirmed that protection of the natural and human environment is largely deferred to existing state and federal regulations. The county has not identified any issues within their jurisdiction that are not being properly addressed by existing state and federal regulations. If environmental issues are identified in the future that are outside the bounds of current regulations, the county would consider the implementation of county specific regulations at that time.

Figure 2.24: Soybean Field in Cass County



Pollinator Habitat

Pollinators are an important natural resource for Cass County due to the significance of agricultural crop production in the County. Although there is no comprehensive analysis of pollinator decline throughout the United States, there is strong support for the conclusion that pollinator loss is a regional issue. Honeybees are the most commonly recognized pollinator, and the long-term population trends for honeybees are demonstrably downward. However, there is evidence of decline in the abundance of other pollinators as well. To address this loss, the NDSU Extension, ND Game and Fish, and other conservation groups have been working to raise awareness of the issue and promote the maintenance and development of pollinator habitat.

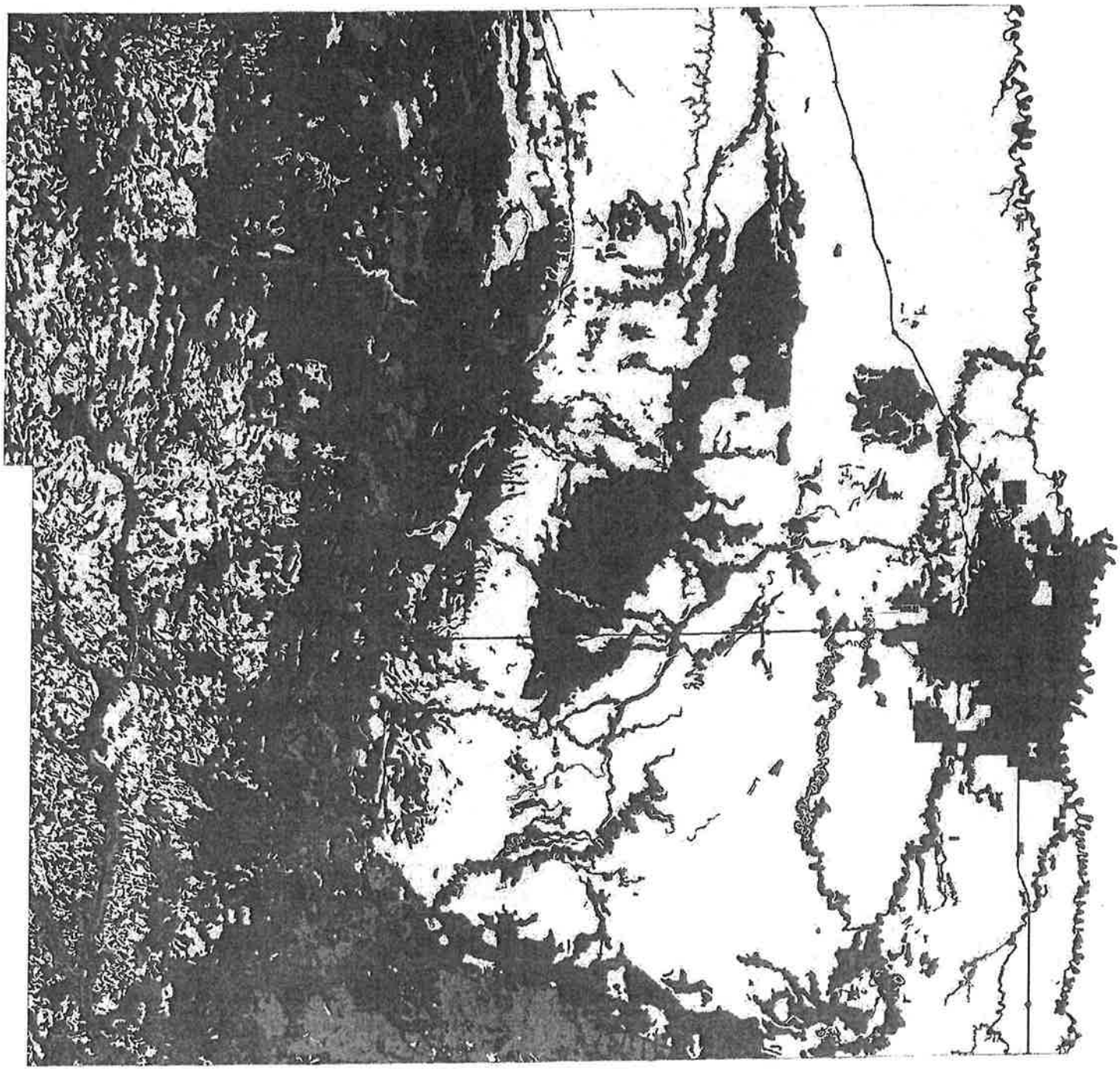
Prime Farmland

Once at the bottom of glacial Lake Agassiz, the soils of Cass County are amongst the richest in the country. This means that much of the County has been identified as prime farmland or prime farmland if drained. Prime farmland is defined by the United States Department of Agriculture as land that has the best combination of physical and chemical characteristics for producing food, feed, forage, fiber, and oilseed crops. These lands typically have adequate and dependable water, favorable temperature and growing season, acceptable acidity or alkalinity, salt, and few rocks. Additional land that meets production thresholds but does not meet all of the physical and chemical characteristic requirements of prime farmland is characterized by the State of North Dakota as Farmland of Statewide Importance. The breakdown of soil classes is shown in Table 2.3 and geographically displayed in Figure 2.25.

Table 2.3: Cass County Soil Classes

Soil Class	Acres	% of Total Acreage
Prime Farmland	411,500	36%
Prime Farmland if Drained	515,850	46%
Farmland of Statewide Importance	43,900	4%
Not Prime Farmland	160,000	14%

Figure 2.25: Cass County Prime Farmland



Cass County Soils

Soil Suitability

- All areas are prime farmland
- Farmland of statewide importance
- Not prime farmland
- Prime farmland if drained

CULTURAL RESOURCES

Cass County includes approximately 1,768 square miles. Of this, 116 square miles (74,222 acres) have been inventoried for cultural resources during 308 cultural investigations. Historic-era features account for most cultural resources, with a total of 5,454 buildings, structures, objects, historic districts, and non-standing features recorded as of mid-2017. Many of these are in or near developed urban and commercial areas, with Fargo having over 4,000 recorded locations, Casselton over 325, and Buffalo and Leonard each over 80.

Prehistoric locations are less documented than historic-era locations in Cass County, with 127 currently on record. The paucity of such locations may be due to the low numbers of investigations and inventoried acres in the county and not necessarily due to the area having been avoided by tribal groups.

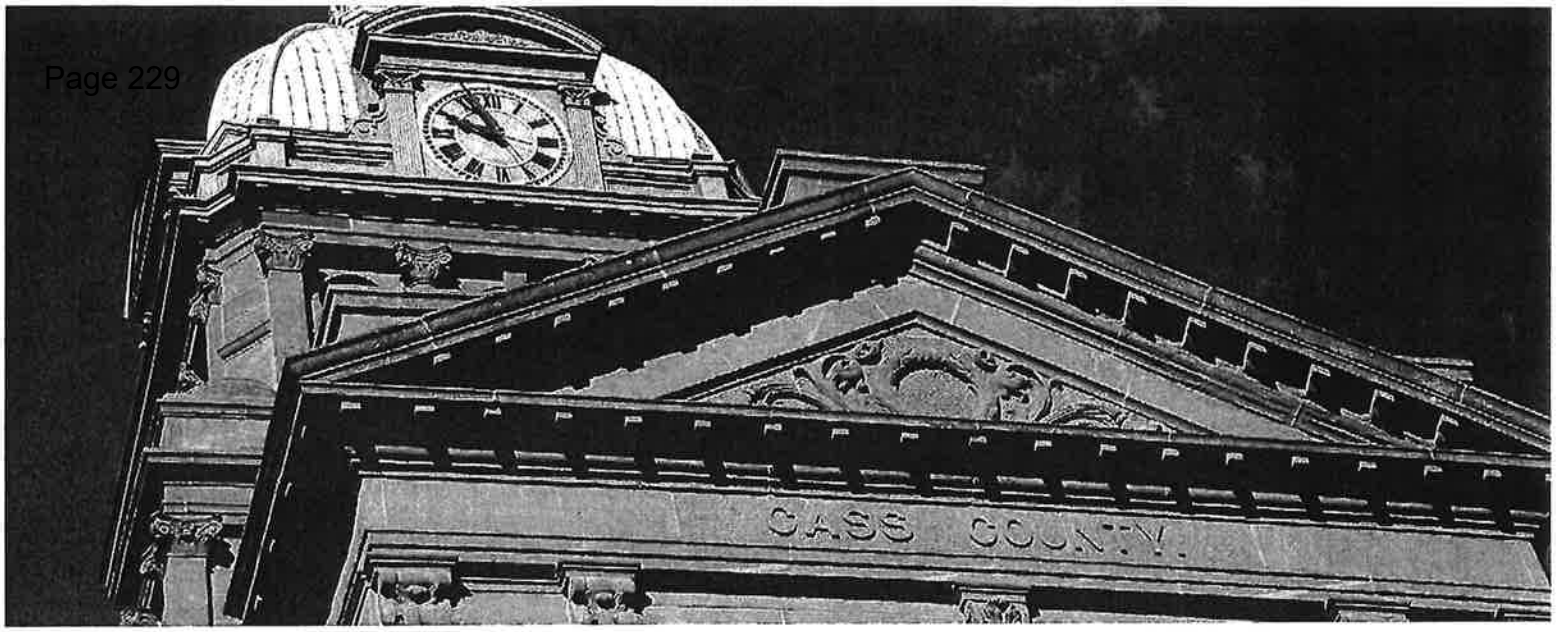
Of the above cultural resources, the county has 32 architectural and two prehistoric locations listed on the National Register of Historic Places. The architectural locations include

- seven historic districts
- four residential locations
- two high schools
- two railway depots
- two churches
- two NDSU research plots
- two warehouses
- one warehouse and creamery building
- one Masonic Block
- one apartment building
- one department store
- one hospital
- one library
- one hotel
- one theatre
- one lodge
- Cass County Courthouse

Of these, one is located near Enderlin, one is in Casselton, one is in Amenia, one is in Leonard, two are in Buffalo, and 25 are in Fargo.

Table 2.4: National Registry of Historic Places in Cass County

Name	Location
Buffalo High School (1916)	**Buffalo**
Barrington Apartments	Fargo
Burlington Northern Depot	**Amenia**
Cass County Courthouse	Fargo
Casselton Commercial Historic District	**Casselton**
DeLendrecie's Department Store	Fargo
Dibley House	Fargo
Downtown Fargo District	Fargo
Fargo City Detention Hospital	Fargo
Fargo Oak Grove Residential Historic District	Fargo
Fargo South Residential District	Fargo
Fargo Theatre Building	Fargo
Grand Lodge of North Dakota, Ancient Order of United Workmen	Fargo
Lewis house	Fargo
Masonic Block	Fargo
NDSU Historic District	Fargo
NDSU Research Plot 2	Fargo
NDSU Research Plot 30	Fargo
North Side Fargo Builder's Residential Historic District	Fargo
North Side Fargo High Style Residential Historic District	Fargo
Northern Pacific Railway Depot	Fargo
Old Stone Church	**Buffalo**
Pence Automobile Company Warehouse	Fargo
Powers Hotel	Fargo
Robert Lindermann house	**Near Enderlin**
St. Stephen's Episcopal Church	**Casselton**
Great Northern Freight Warehouse	Fargo
James Holes house	Fargo
Knerr Block, Floyd Block, McHench Building and Webster and Cole Building	Fargo
Union Storage & Transfer Cold Storage Warehouse and Armour Creamery Building	Fargo
Watts Free Library	**Leonard**
Woodrow Wilson School	Fargo



SUMMARY OF PUBLIC INPUT

SUMMARY OF PUBLIC INPUT

Public involvement occurred regularly throughout the study process and brought together a diverse set of stakeholders and opinions. The following includes a summary of the public input process.

Study Review Committee Meetings

Six times throughout the process, the project's Study Review Committee met to discuss, review, and refine methods, assumptions, and technical analysis. Members of the SRC included representatives from Cass County (staff and elected officials), Fargo-Moorhead Metropolitan Council of Governments, Fargo Cass Public Health, Greater Fargo-Moorhead Economic Development Corporation, Valley Senior Services, Southeast Cass Water Resource District, North Dakota Department of Transportation, and Federal Highway Administration.

Task Force

Three times throughout the process, the project's Task Force met to discuss special topics and technical analysis. Members of the County Task Force included local school districts, township supervisors, Red River Valley and Western Railroad, Cass County Water Resource District, Cass County Extension, NDSU, Casselton Job Development Authority, Cass County Emergency Management, Cass County Historical Society, Cass County Housing Authority, City of Casselton staff, Cass County staff, Cass County elected officials, and Fargo-Moorhead Metropolitan Council of Governments.

Personnel Workshops

Twice throughout the process, the Cass County staff met to discuss technical analysis, policy, and implementation. Included in the personnel workshop were staff from the following departments: Assessor, Auditor, Emergency Management, GIS, Highway, NDSU Extension, Planning, Recorder, Sheriff, Social Services, Veterans Services, and Youth Commission.

Key County Staff Meetings

A subset of the Study Review Committee comprised of key county staff, met twice to review and discuss critical aspects of the plan development. The first meeting focused on goals and resulted in the development of the Guiding Principles. The second meeting reviewed and discussed details pertaining to the transportation element of the Plan.

Public Input Meetings

Twice throughout the process, the public was asked to review and comment on the plan.

- At the first meeting, the public identified and prioritized issues. Meetings were held at three locations across the county (Buffalo, West Fargo, and Casselton). Each meeting included a short presentation followed by an open house. Nearly 50 people attended one of the open houses at the first public meeting.
- At the second meeting, the public was asked to comment and review the draft final plan. The meeting was held at the Cass County Highway Department and included a formal presentation and an open house.

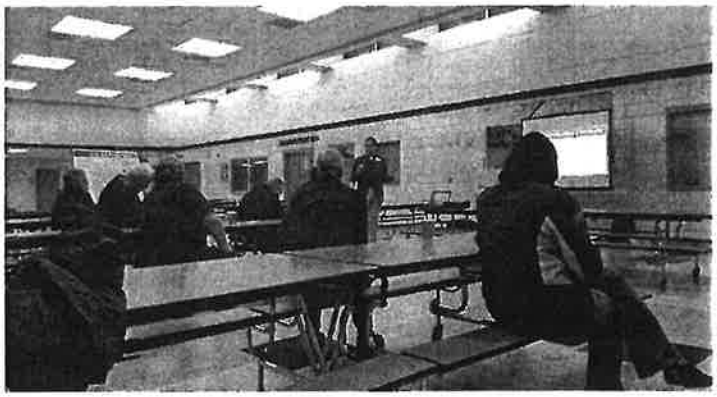
Elected Officials Meetings

Throughout the process, multiple meetings were held with elected and appointed officials, including:

- Planning Commission
- Township Officers
- Cass County Board of Commissioners

Figure 3.1: Discussion at First Public Input Meeting

Figure 3.2: Presentation at First Public Input Meeting



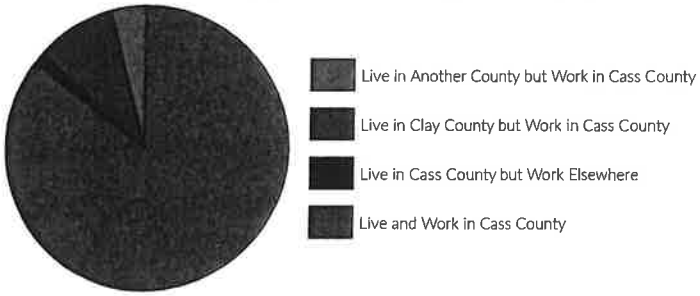
SURVEY SUMMARY

A 20-question survey was also conducted to obtain feedback on a range of issues from people who live and/or work in Cass County. There were 257 completed surveys by respondents representing 27 different local jurisdictions. Since this was not a systematic random sample survey, it's results are not necessarily representative of Cass County. Although the results cannot be considered a referendum, they do offer insight into the issues and opportunities ahead for Cass County. A brief summary of selected survey questions and their responses are shown below. The full survey responses are included in the appendix.

Where do you live and work?

» 85.3 percent of total respondents live and work in Cass County.

Figure 3.3: Survey Question - Where do you live and work?



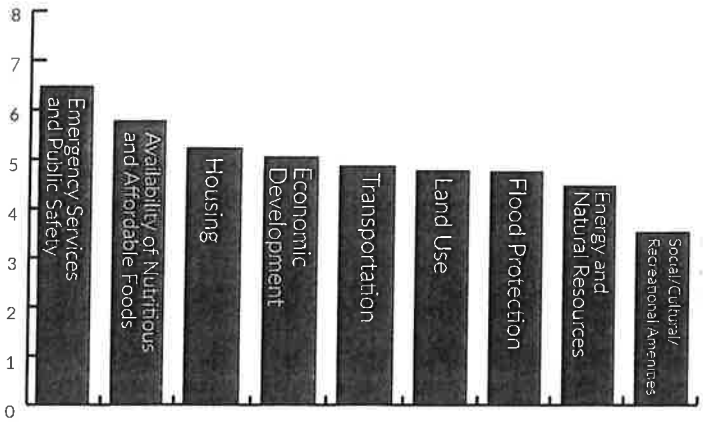
As Cass County plans for the future, what is the order of importance that should be given to each of the following topics?

» 58 percent of respondents ranked emergency services and public safety first, second, or third.

» 45 percent of respondents ranked housing first, second, or third.

» 38 percent of respondents ranked availability of nutritious and affordable food first, second, or third.

Figure 3.4: Survey Question - What is the order of importance that should be given to each of the following topics?



What are the most pressing issues facing Cass County?

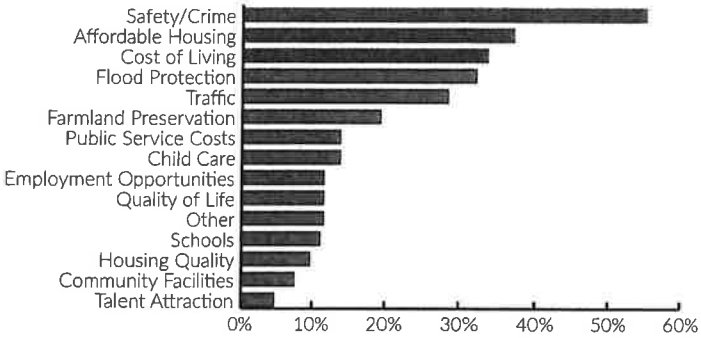
» Over half (55.2 percent) said safety and crime was one of the most pressing issues.

» Over one-third (37.1 percent) said affordable housing was one of the most pressing issues.

» About one-third (33.5 percent) said cost of living was one of the most pressing issues.

» Other issues listed include transportation infrastructure, growth and land use patterns, and property taxes.

Figure 3.5: Survey Question - What are the most pressing issues facing Cass County?



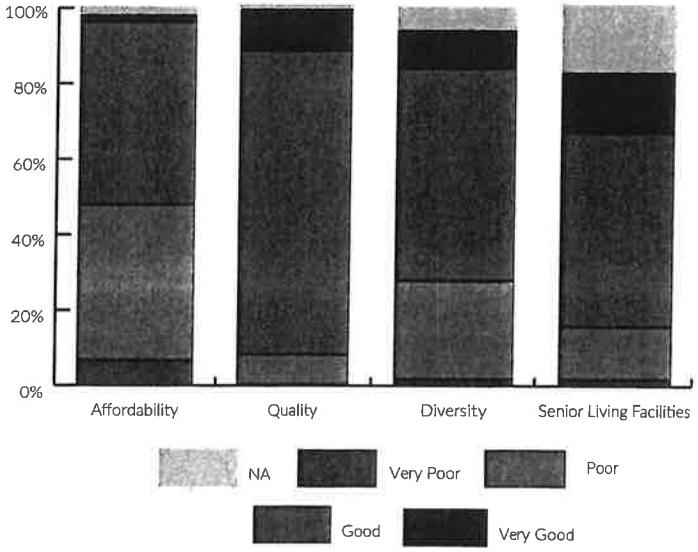
Please rate your satisfaction with each Housing topic as it relates to Cass County.

» Around half of respondents felt housing affordability (47.8 percent), housing diversity (55.7 percent), and senior living facilities (50.7 percent) were good.

> Around 41 percent of respondents felt housing affordability was poor.

> Around 26 percent of respondents felt housing diversity was poor.

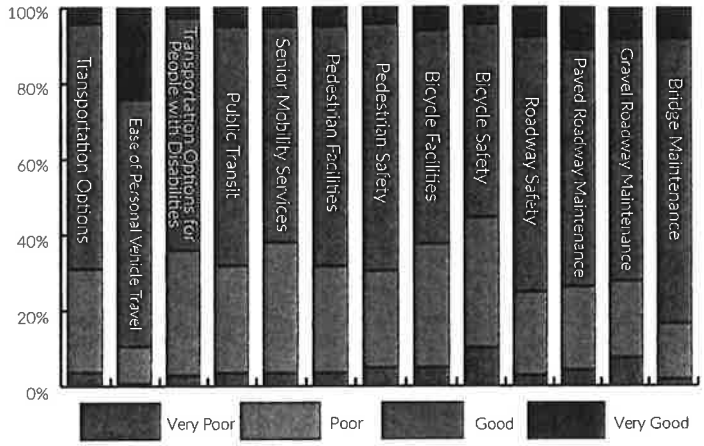
Figure 3.6: Survey Question - Please rate your satisfaction with each Housing topic as it relates to Cass County.



Please rate your satisfaction with each Transportation topic as it relates to Cass County.

- Overall, most respondents felt transportation in Cass County was good.
- Around one-third of respondents rated four categories as poor: public transit, transportation options for people with disabilities, bicycle facilities, and bicycle safety.

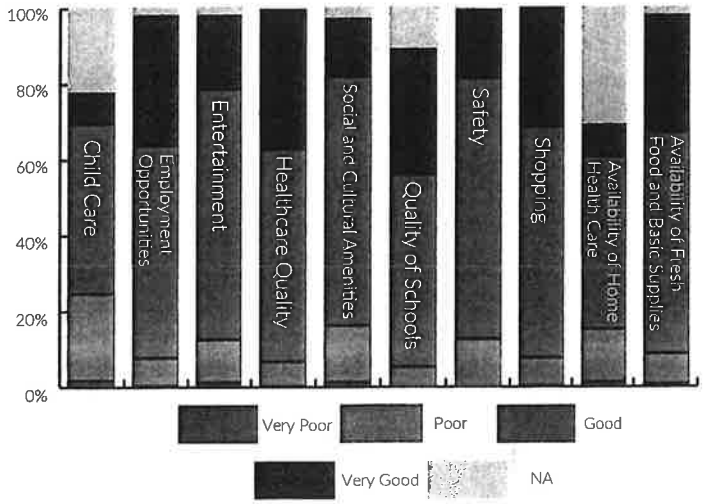
Figure 3.7: Survey Question - Please rate your satisfaction with each Transportation topic as it relates to Cass County.



Please rate your satisfaction with each Quality of Life topic as it relates to Cass County.

- Around one-third of respondents rated five quality of life issues as very good: employment opportunities, healthcare quality, quality of schools, shopping, and availability of fresh food and basic supplies.

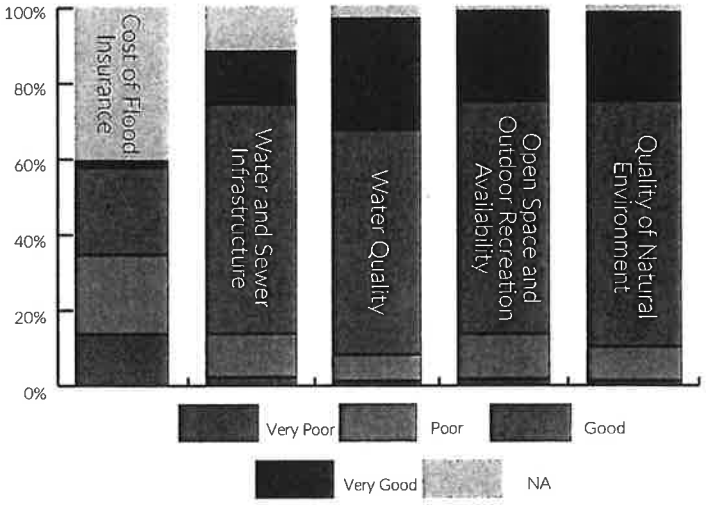
Figure 3.8: Survey Question -Please rate your satisfaction with each Quality of Life topic as it relates to Cass County.

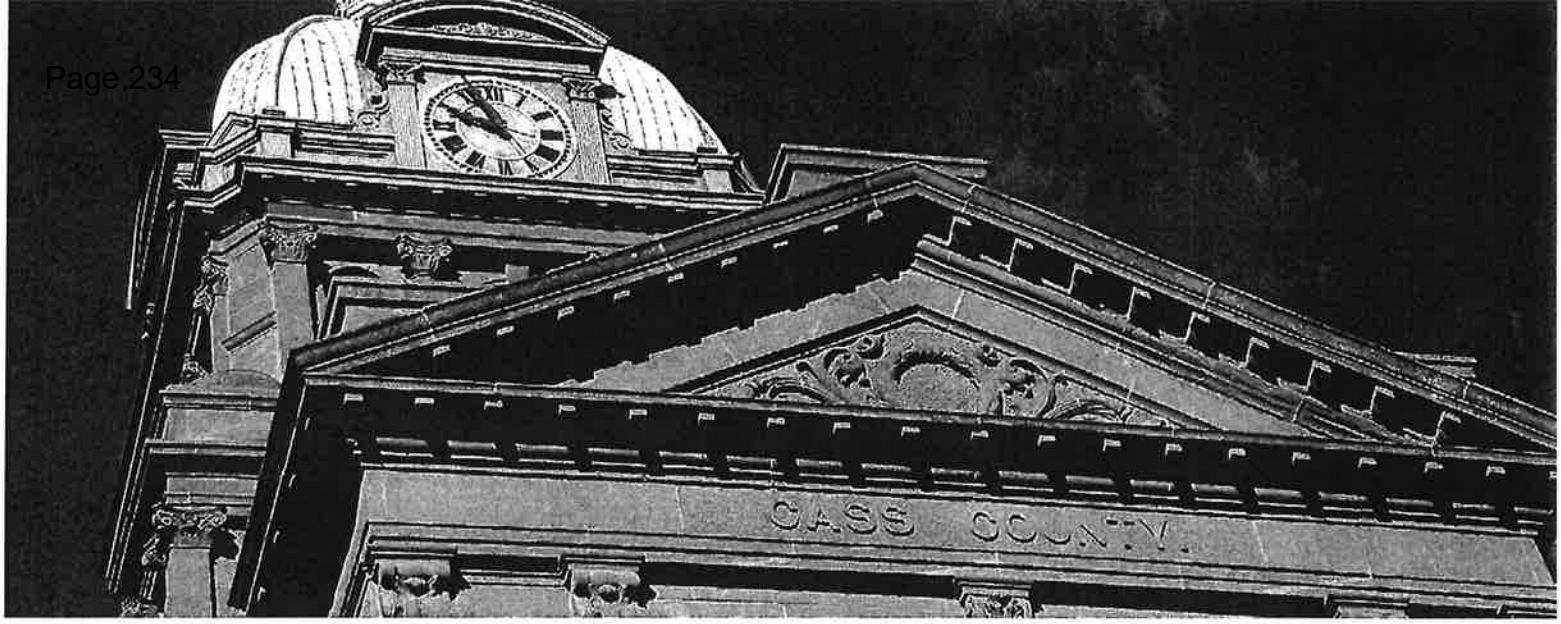


Please rate your satisfaction with each Other topic as it relates to Cass County.

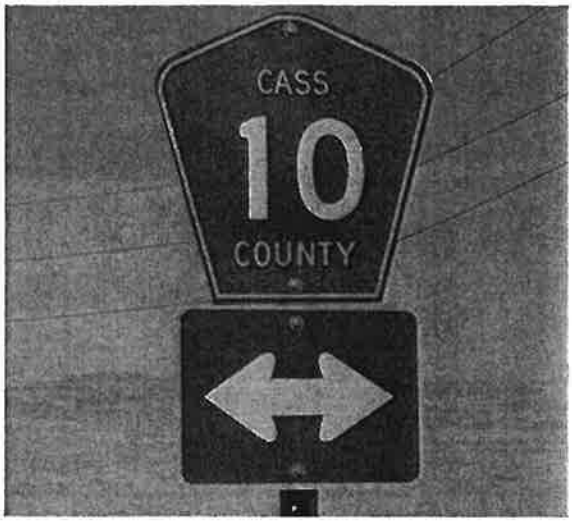
- Around 60 percent of respondents rated water and sewer infrastructure; water quality; open space and outdoor recreation availability; and quality of natural environment as good.
- The cost of flood insurance was rated poor by 21 percent of respondents but good by 23 percent of respondents; 40 percent of respondents had no opinion on the cost of flood insurance.

Figure 3.9: Survey Question - Please rate your satisfaction with each Other topic as it relates to Cass County.





VISION AND PRINCIPLES



COUNTY PLAN FRAMEWORK

The result of the public input processes was a broad set of topics with specific issues and opportunities to be addressed in the Comprehensive Plan. Collectively, they suggested a framework of three different viewpoints from which to consider the future direction of the County. First, the role and vision for Cass County government service functions. Second, overarching Guiding Principles which are the main goals for the future of Cass County. Third, the key issues which define the most important needs and opportunities facing Cass County. The role, vision, and guiding principles are summarized in this chapter, with the key issues identified in the following chapters on Community Development, Growth Management, and Transportation.

The Role of Cass County: Coordinated, Responsive and Innovative

The new comprehensive plan provides an opportunity for Cass County to develop a new vision of the role of county government. In working with stakeholders from across Cass County and within the county government, a handful of core county functions were identified. Each of these functions involve a broad range of essential services provided by Cass County. Core county functions include:

- Public Safety (e.g. law enforcement, emergency services, 911, flood risk reduction, etc.)
- Transportation (e.g. roads, transit, active transportation)
- Education and Training (e.g. extension services)
- Social and Human Services (e.g. Veterans Affairs, Health and Human Services)
- Public Records (e.g. property records, marriage and divorce records)
- Financial Administration (e.g. tax collection and distribution)

The new vision for Cass County government services is to consciously focus on providing its services in ways that are responding to the changes confronting local governments and citizens alike. This includes an approach where "silos" are avoided and county departments excel at coordinated activities for meeting citizen needs. It includes understanding the underlying needs of citizens so that services can anticipate them. And, it means looking for ways to innovate in order to be coordinated and responsive.

Embracing a Vision

Cass County will focus on improving quality of life for county residents through the delivery of its broad range of services.

The services and programs the county provides are often a "pass through" of state and federal initiatives (and funds). Cass County plays a critical role as an intermediary between state and federal programs and local program implementation. Therefore, the focus for Cass County government is on service delivery models that are efficient. Cass County should aim to be virtual and connected, decentralizing access to core programs and resources.

Government programs and services need to be structured to efficiently provide core services to improve quality of life. The county should focus on integrated and coordinated service delivery models in key areas (e.g. housing, veterans benefits, and transportation).

The county has a large role to play, directly with townships and water resource districts, in the provision and maintenance of transportation and other county infrastructure. Cass County also plays a critical role regarding the delivery of core social service programming (health, welfare, etc.) provided to residents of Cass County.

Cass County government should focus on creating connections between services, programs, and departments. A key role for the county is to support the growth of small towns and rural communities through the provision of leadership and guidance on issues which have a county wide impact. The basis of many county policies need to remain agriculturally focused, with an eye towards the primary sector economy, as well as emerging technologies.

Understanding changing trends and dynamics in core industries (e.g. agribusiness, processing, production, etc.) is critical to the success of small towns and rural communities of Cass County. To prepare the county for change, it should also embrace economic opportunities in the areas of energy and technology.

The county should embrace change. The county should be forward looking to adopt technology to assist its residents and their communities thrive. To ensure all of Cass County can succeed, the government needs clarity of function. This comprehensive plan embraces a vision for the future.

GUIDING PRINCIPLES

The Cass County Comprehensive Plan establishes three ***guiding principles*** which embody the vision, values, and functions of Cass County government. They serve as building blocks for the development of the comprehensive plan. Each principle provides general guidance for the development and eventual implementation of the plan.

Planners have used the terms livability, resilience, and regionalism for at least two decades. However, to fully understand how they relate to Cass County's issues and opportunities, they must be defined within the specific framework of the county and this comprehensive plan. As such, they are defined below.

Livability

At its roots, Cass County is made up of people with a broad spectrum of values, needs, living situations, and locations. A fundamental value of Cass County is to serve and enhance the life of each person who lives or works in Cass County, both now and in the future. Livability identifies desirable characteristics of Cass County that support this value. Livability speaks to the quality of life for all people and means endeavoring to enhance the characteristics of the socioeconomic and physical environments in which people live, work, and play. Livability can be described in terms of the following concepts:

- Sufficient multi-modal transportation choices
- Equitable and affordable housing
- Economic opportunities
- Support for existing communities
- Healthy and safe communities and public spaces
- Well maintained and appropriate infrastructure systems
- Coordination and leveraging of resources

Resilience

Cass County faces existing and future challenges stemming from economic, natural, man-made, and political sources. A fundamental value of Cass County is to become more capable of responding to each of these challenges. Resilience refers to strategies and attitudes that support this value. It speaks to the broad range of challenges to which the County, its communities, residents, and businesses, must respond to survive and thrive both now and in the future. Resilience is the capacity of individuals, communities, institutions, businesses, and systems within Cass County to survive, adapt, and grow no matter what kinds of chronic stresses and acute shocks are experienced. Increased resilience helps to maintain the Cass County's livability.

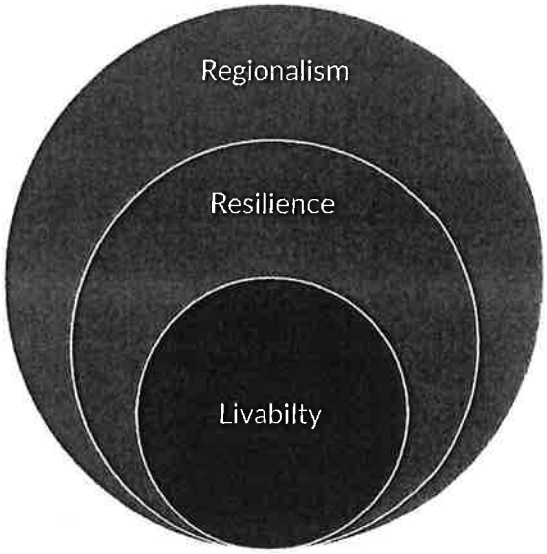
Regionalism

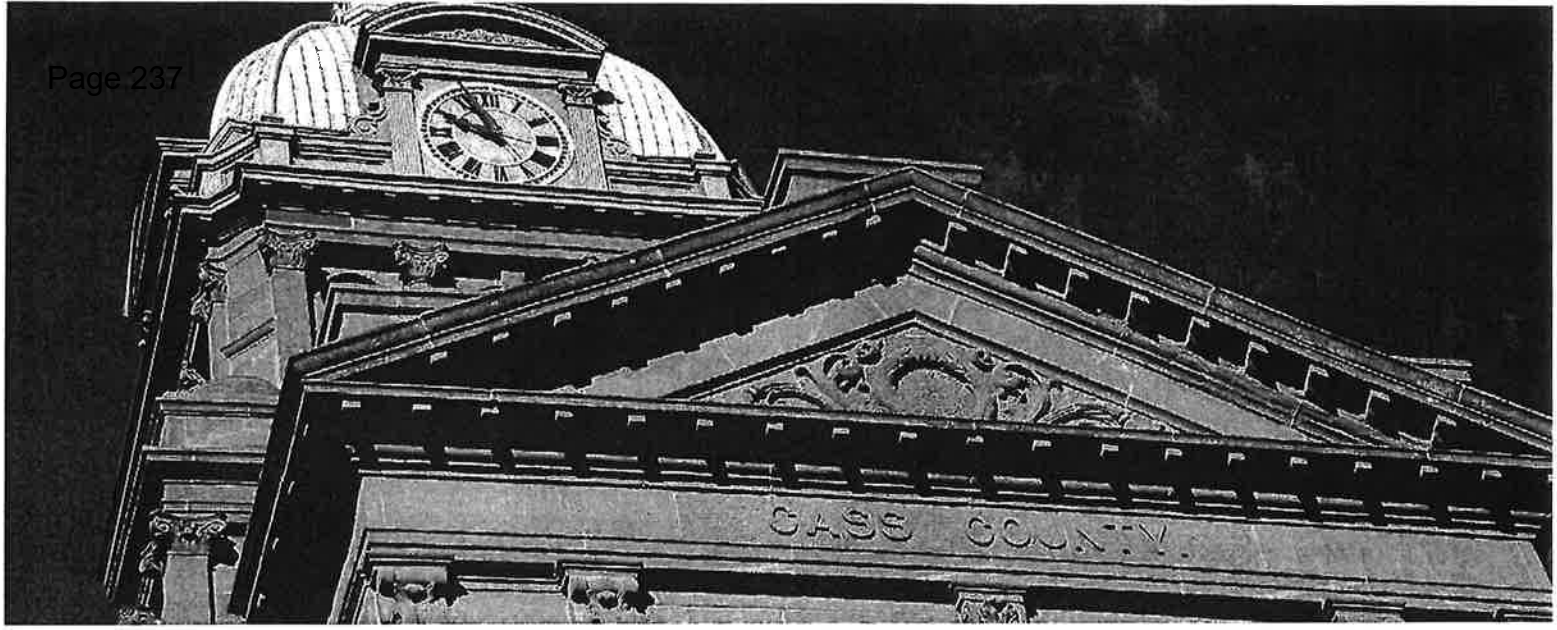
Cass County is made up of a collection of local governments, and other organizations which serve the residents of the county. To effectively enhance the livability and resilience of the entire county, Cass County government must both lead and collaborate in efforts to build a collective future that supports these values. Regionalism summarizes this strategy. Regionalism speaks to the way Cass County must act to build the future of the County. Regionalism focuses on collaboration between individual jurisdictions and organizations to promote a better quality of life and more effective use of resources while maintaining the uniqueness and independence of each.

Tying It All Together

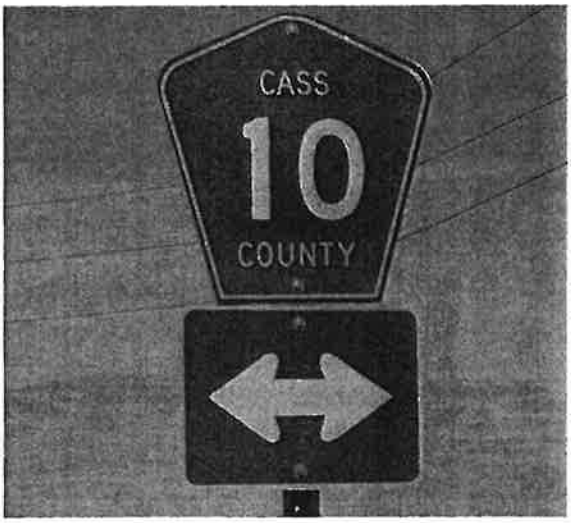
These three guiding principles serve as an overarching set of concepts by which to measure and direct the more specific objectives, policies, strategies, and action plans that emerged out of the planning process. It is useful to note that the guiding principles are a nested set of concepts as illustrated in Figure 4.1. Livability is at the heart of the desired future state of Cass County. Resilience establishes ways to ensure livability is maintained. Finally, regionalism recognizes that to effectively achieve livability and resilience, they must be pursued in a collaborative, multi-jurisdictional context.

Figure 4.1: Relationship of Guiding Principles





COMMUNITY DEVELOPMENT



COMMUNITY DEVELOPMENT

Cass County is home to 27 incorporated municipalities and many smaller unincorporated places. The guiding principles of this comprehensive plan recognize the importance of encouraging and supporting policies and actions that will help all communities in Cass County become stronger and better able to manage change. Community Development focuses on the socioeconomic aspects of this effort.

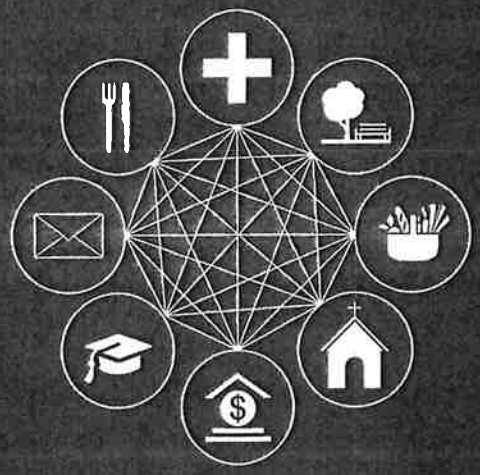
Changing conditions have caused many smaller communities to lose population and businesses over the last several decades, but experts point to several key ingredients that can reverse this trend and grow healthy vibrant communities. Schools, limited retail, and public facilities are critical ingredients to resilient communities in Cass County. Communities such as Kindred and Casselton are seeing the benefits of having these features. Even small communities like Buffalo maintain key community ingredients such as a bank, a post office, a volunteer run grocery store, and a restaurant. Other critical ingredients include high speed internet access, community leadership, responsive higher education, and "people attraction strategies."

Quality of Life Facilities

There is a matrix of quality of life facilities that support livability in communities. The county can look for policies and strategies to help maintain basic access to some or all of these facilities.

- Post office
- Schools
- Bank
- Religious facilities
- Grocery/basic retail
- Community/recreational/social facilities
- Medical care
- Restaurants

Figure 5.1: Quality of Life Facilities Matrix



Limited services in smaller towns increase the need for mobility services. For the aging population, especially in rural areas, the lack of core essential services increases the need for transportation and can reduce their ability to age in place. It is important to identify amenities, services, and facilities in small communities which could reduce travel demand, specifically for vulnerable populations who may be mobility limited. The county may be able to improve access by decentralizing certain public services (when applicable).

People are aggressively community shopping, seeking out schools, housing, and easy commutes. The most attractive features appear to be small school districts and housing affordability. People are choosing to move further out to find affordable housing options; Kindred is one such example. Small towns should continually evaluate a baseline matrix of services that may assist with attracting new businesses and households.

In addition to the critical ingredients noted previously, community development also encompasses a number of other topics:

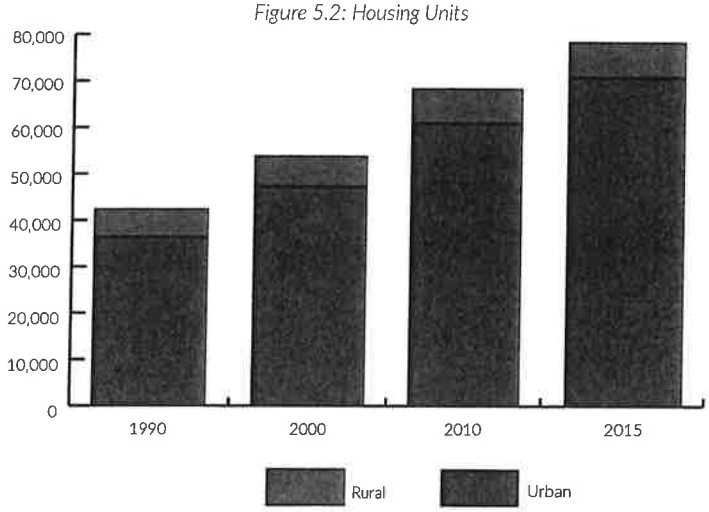
- Housing to fit a full spectrum of household income groups, ages, and living situations.
- Economic development is in many ways synonymous with community development. Economic development and community development disciplines need to collaborate to be effective.
- Food systems is especially concerned with eliminating food deserts by making sure everyone has ready access to healthy, affordable food.
- Emergency management is essential to community resilience and managing disruptive changes.
- Public infrastructure and facilities is about providing the underlying systems to provide for housing, economic development and community growth.
- Energy is increasingly a community development topic as people seek to use energy more wisely and to lower their carbon footprint. The use of renewable energy sources is a key aspect of this.

HOUSING

Existing Conditions

In 2015, there were more than 78,200 housing units in Cass County, representing 21.6 percent of all housing units in North Dakota. From 2000 to 2010, the number of housing units grew 26.9 percent; from 2010 to 2015, the number of housing units grew another 14.6 percent. Housing units for Cass County are shown in Figure 5.2.

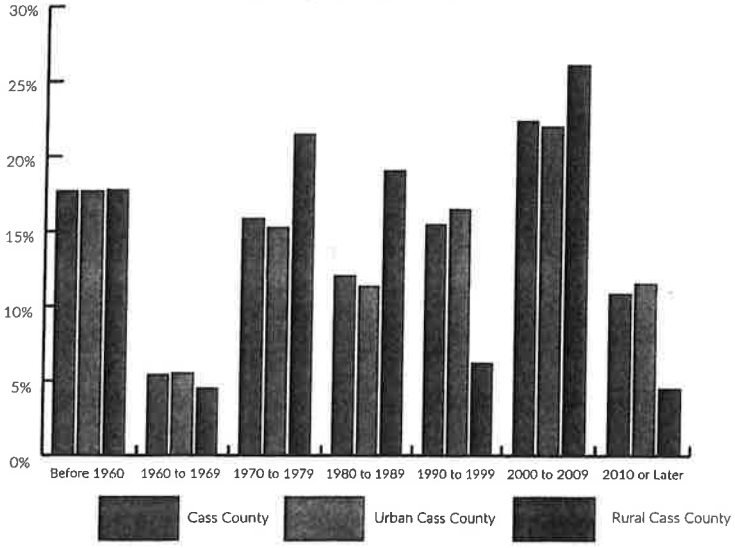
Figure 5.2: Housing Units



Age of Housing Stock

In Cass County, the age of the housing stock is well distributed across multiple decades. However, if housing construction continues at its current pace, nearly half (44.1 percent) of the housing stock will have been constructed since 2000. The age of housing units is shown in Figure 5.3, it includes the distribution of housing unit age for Cass County as a whole, urban Cass County (Fargo and West Fargo), and rural Cass County.

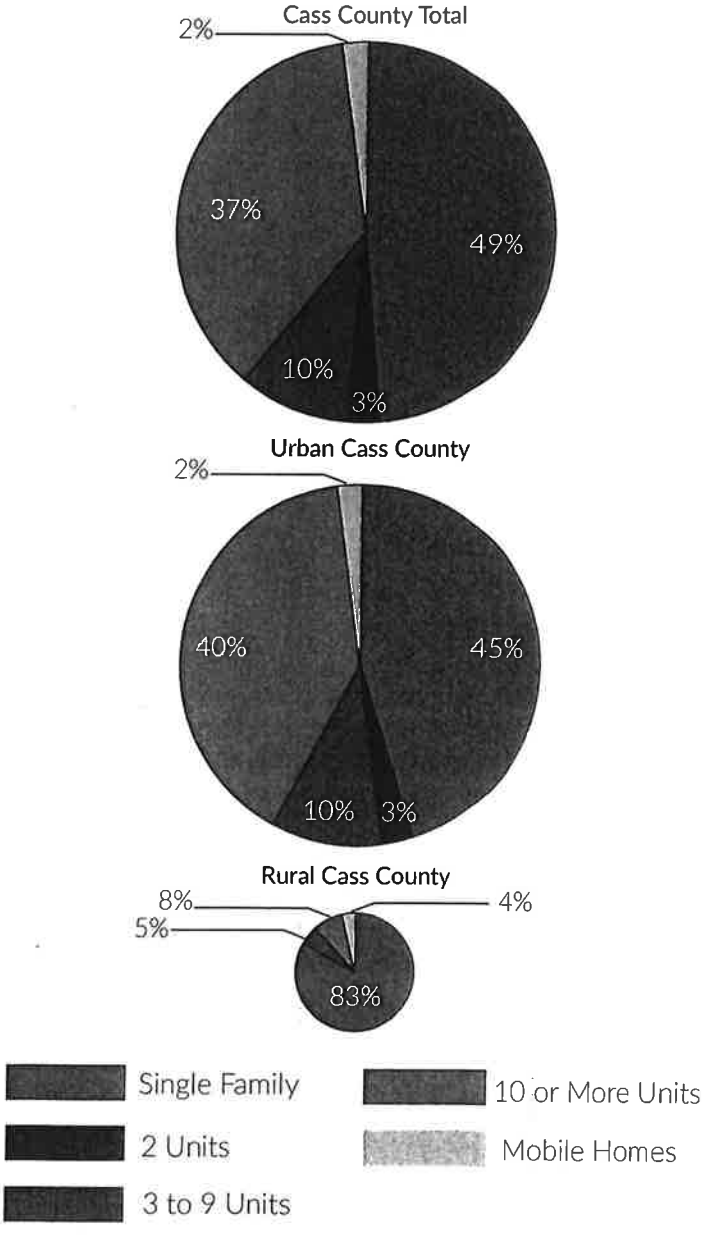
Figure 5.3: Age of Housing Units



Type of Housing Stock

There are a variety of housing types in Cass County, the most prevalent is the traditional single-family home, which is 41.3 percent of all housing units in the county, followed closely by units in buildings with 20 or more units. This dynamic shifts when Fargo and West Fargo are excluded from the distribution; single-family homes are 83.1 percent of all units in Cass County, outside of Fargo and West Fargo. The distribution of different types of housing units is shown in Figure 5.4.

Figure 5.4: Type of Housing Units

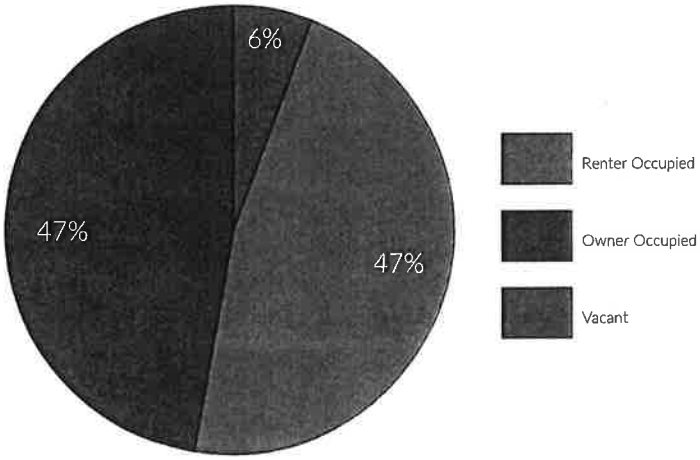


Occupancy and Tenure

In 2015, Cass County's overall vacancy rate was just 6.1 percent. While this is higher than it was in both 2000 (4.6 percent) and 2010 (5.5 percent), it is still less than half of the North Dakota statewide housing vacancy rate of 13.6 percent. The homeowner vacancy rate was less than one percent and the rental vacancy rate was around 5.3 percent.

There were 73,440 occupied housing units in Cass County, almost evenly split between owner occupied (49.8 percent) and renter occupied housing (50.2 percent). However, when Fargo is excluded, the split between owner and renter occupied changes to 71.5 percent and 28.5 percent, respectively. Occupancy and tenure for Cass County is shown in Figure 5.5.

Figure 5.5: Occupancy and Tenure for Cass County Housing Units



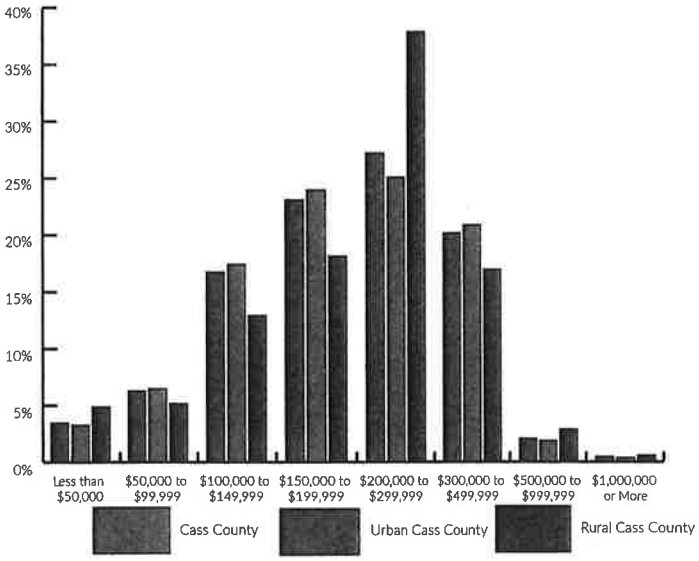
Owner Occupied Housing Costs

The median home price in Cass County was $200,500 in 2015. This represents an increase of 103.8 percent since 2000 and 28.7 percent since 2010. This is slower than the statewide increase of 143.1 percent since 2000 and 47.1 percent since 2010.

The 2015 median home price in Cass County is 10.8 percent higher than the statewide median. Homes valued between $150,000 to $200,000 made up about 23 percent of all housing stock in Cass County; homes between $200,000 and $300,000 made up about 27 percent of all housing stock in Cass County. In urban Cass County, 49 percent of housing units are between $150,000 and $300,000, comparable to Cass County. In rural Cass County, 38 percent of homes are valued between $200,000 and $299,999. This is likely due to the high home costs in places like Harwood and Reiles Acres and homes on large lots. Distribution of home prices is shown in Figure 5.6.

Based on the median income of Cass County, an affordable home would cost around $160,000, yet just under 32 percent of homes were valued at that level or below.

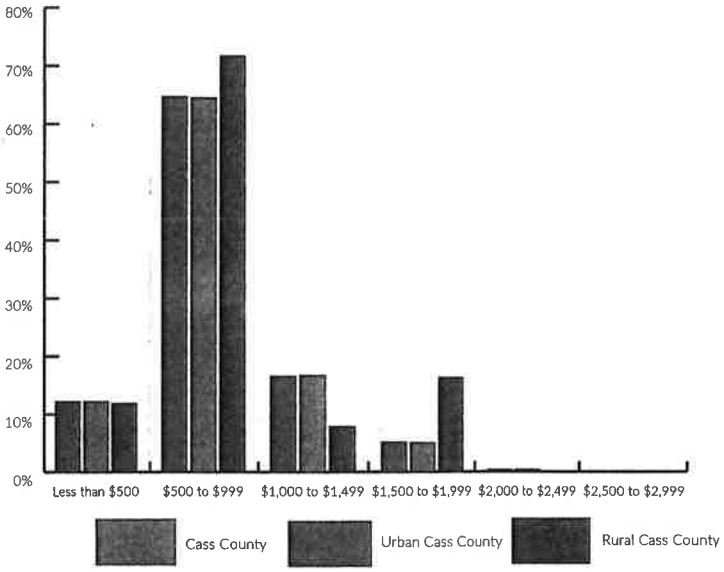
Figure 5.6: Home Prices



Renter Occupied Housing Costs

The median rental price in Cass County was $756 in 2015. This represents an increase of 63.3 percent since 2000 and 22.5 percent since 2010. Rent in Cass County increased at a slower rate than the statewide average, which increased 88.1 percent since 2000 and 32.9 percent since 2010. Additionally, the 2015 median rent in Cass County is 2.5 percent lower than the statewide average. This is compared against 2010, when median rent in Cass County was 5.8 percent higher than the statewide average. The distribution of rent asked is shown in Figure 5.7.

Figure 5.7: Rent Asked



Rent of $500 to $999 is the highest percentage of all rental units in urban and rural areas of Cass County; 17 percent of rural units have rent between $1,500 and $1,999, which is a much higher proportion than urban Cass County.

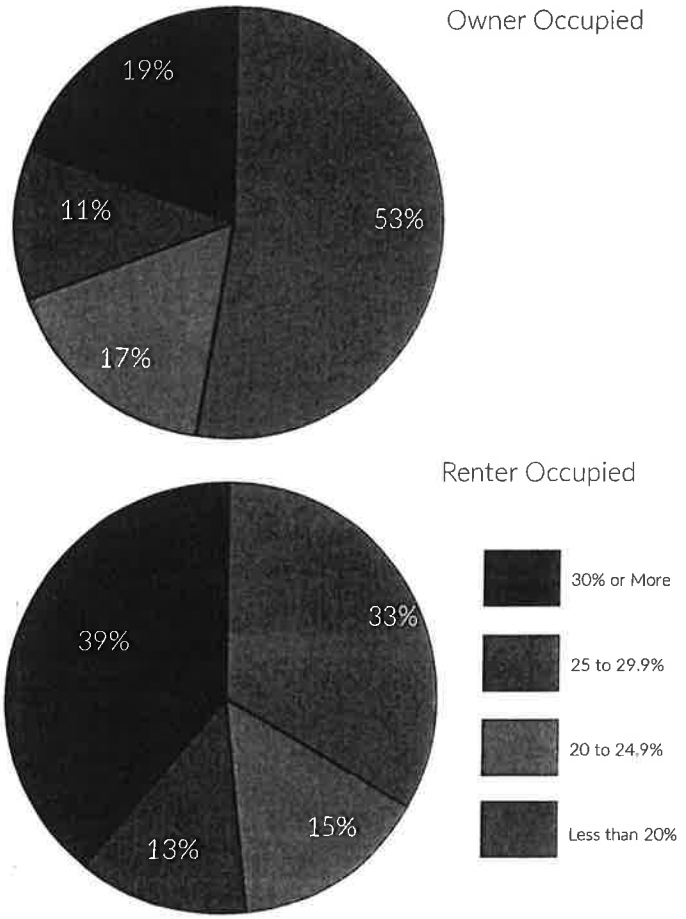
There have been more than 6,200 new rental units built in Cass County since 2010. Based on the 2015 ACS estimates, units with rent less than $500 decreased more than 42 percent, while rental units between $1,000 and $1,500 increased more than 49 percent. This increase in rents likely indicates that rents less than $500 have been pushed upward due to low supply in combination with increased construction of "luxury" rental units.

Based on the median income of Cass County, an affordable rental unit would cost between $1,400 to $2,000. More than 90 percent of rental units are at or below $1,500.

Affordability

The threshold for affordable housing is typically set at 30 percent of the household income. In 2015, 39 percent of renters and 19 percent of homeowners in Cass County were paying more than 30 percent of their income on housing (Figure 5.8). Statewide, 39 percent of renters and 16 percent of homeowners paid 30 percent or more of their income for housing.

Figure 5.8: Housing Costs as Percentage of Income



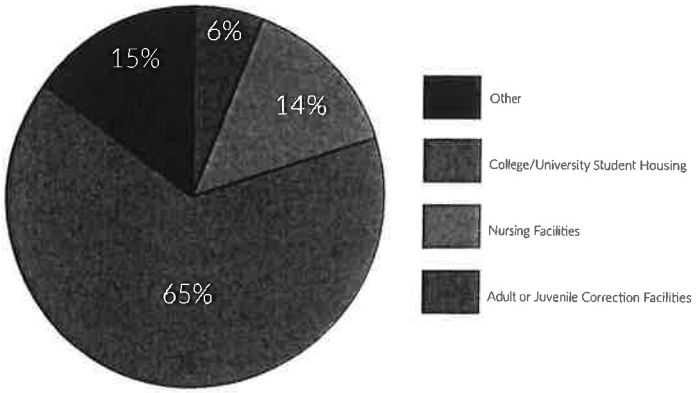
Since 2010, the percent of people paying 30 percent or more on housing increased in Cass County from 18 percent of homeowners and 38 percent of renters to 19 percent and 39 percent respectively.

However, at the state level, the percent of people paying 30 percent or more on housing decreased from 19 percent of homeowners and 40 percent of renters to 16 percent and 39 percent, respectively. The downward trend statewide is likely associated with decreased commodity prices, changing the demand for labor, and thus housing for those workers. However, the strong economy in Cass County, and specifically the Fargo-Moorhead metropolitan area, continues to put pressure on the housing market.

Group Housing Quarters

Group housing is a place where people live or stay in a group living arrangement owned or managed by an entity to provide housing and services for residents. This typically includes adult and juvenile correctional facilities, nursing/skilled nursing facilities, dormitories, and military quarters. As of 2010, Cass County had more than 5,000 people in group quarters as shown in Figure 5.9; 98 percent of which are in Fargo.

Figure 5.9: Group Housing



Housing Authority of Cass County

The Housing Authority of Cass County began in 1951, making it the oldest housing authority in North Dakota. They currently operate public housing in West Fargo, Casselton, and Kindred and administer the Section 8 Housing Choice Voucher Program.

- The Housing Authority manages 213 units in West Fargo (143 public housing units and 18 tax credit units for seniors), 40 units in Casselton (public housing), and 12 units in Kindred (public housing). The wait list for these units depend on the location. The West Fargo units have a wait list of 12 to 24 months, depending on the unit size, while Casselton has a vacancy rate of five percent and Kindred eight percent.
- The Housing Authority also assists 353 units with Section 8 rental assistance. The wait list has been closed for two years.

The Housing Authority is in the process of developing a master plan to replace 60 of its aging public housing units developed for the elderly (efficiency and one bedroom) in West Fargo and to replace 24 family units (two, three, and four bedroom) with new townhouse style units.

Recently Completed Studies
City of Fargo Housing Study

In September 2015, the City of Fargo completed a comprehensive housing study. While its focus was the City of Fargo, there are important themes for the County. These include an increase in single-family home values and higher demand, but lower supply for single-family housing. Based on the expected growth for the City of Fargo, this housing study recommended annual construction needs to meet the demand through 2020.

- The study found around 590 to 640 rental units per year would be necessary through 2020, with many needed in the low to moderate income range (less than $900 a month). Expanding rental assistance, subsidized housing, and tax credits would improve affordability for very low and low income households.
- The study found around 540 to 600 owner occupied units per year would be necessary through 2020, 25 percent of these are likely to be single-family attached units. From 2010 through 2014, Fargo has only constructed an average of 305 single-family detached and around 100 single-family attached units. Since 2010, West Fargo has averaged 330 single-family units (detached and attached). While West Fargo may have been able to support Fargo's housing needs in the interim, they are reaching full build-out.

Based on this analysis, there are opportunities for smaller communities in Cass County to fill the gap in housing.

- Smaller communities with schools and other basic services may be able to attract demand for affordable rental and owner occupied housing.
- Owner occupied housing will continue to lean towards attached housing units like twin homes and independent senior living. Attracting this market segment will require a broader mix of housing choices.

While the rural areas of Cass County, are unlikely to attract a significant portion of the rental demand in Fargo, there are likely opportunities for additional single-family housing. Small communities like Horace and Casselton are likely to see the most growth, based on the recently completed Demographic Forecast Study.

North Dakota Statewide Housing Needs Assessment

In September 2016, the Housing Finance Agency (HFA) completed the Statewide Housing Needs Assessment which included a county level analysis of housing needs to 2029. The needs identified for Cass County are primarily based on the increase of first-time homebuyers and elderly homebuyers, cohorts which are expected to increase 26.0 and 92.1 percent respectively from 2014 to 2029. The statewide assessment estimated a need of new households between 1,610 and 2,780 annually across the county and across all income levels. It is likely that half or more of these units will occur in Fargo.

The assessment also identified a lack of affordable housing across the state, but specifically in Cass County. Figure 5.10 shows the percent of owner-occupied housing units that are affordable to specific income levels. While the Median Family Incomes (MFI) are different for North Dakota ($69,600) and Cass County ($72,100), the distribution remains relevant. Affordable housing stock is scarce for extremely low (30 percent or less of the MFI), very low (31 to 50 percent MFI) and low-income (51 to 80 percent) households in Cass County where affordable home purchase prices are around $42,000, $70,000, and $113,000, respectively. These purchase prices assume a 30-year fixed loan at four percent interest, five percent down payment, and payment no more than 20 percent of income. Even at the highest income levels (140 percent of MFI), only 79.6 percent of homes are considered affordable.

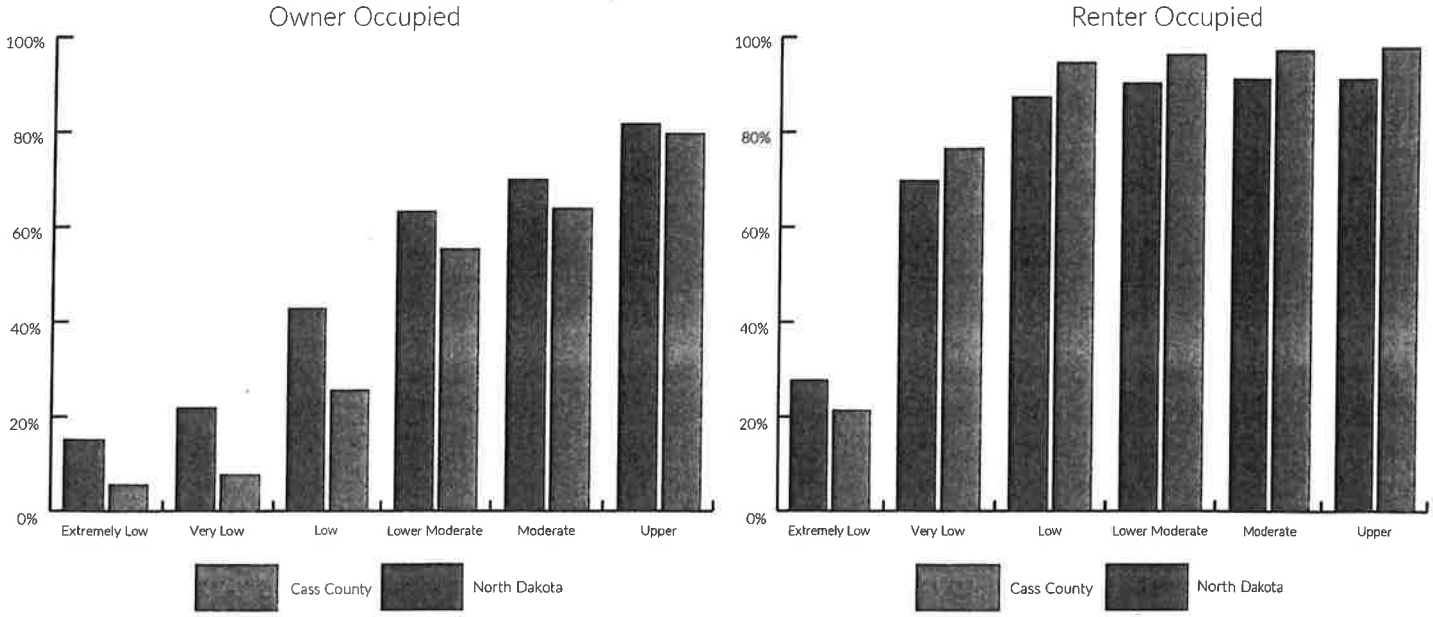
Figure 5.10 also shows the percent of renter-occupied housing units that are affordable to specific income levels, based on the same MFI. Again, affordable rental housing stock is scarce for the extremely low income household, but it improves for most other income levels. At the lower moderate income levels (81 to 115 percent MFI) and higher, approximately 90 percent of all rental housing units are considered affordable.

Regional Workforce Study

Despite the high population growth, during the last decade Fargo-Moorhead's economy has also grown tremendously. The unemployment rate has remained under five percent, typically considered full employment. Therefore, workforce has emerged as a key challenge for the region. As a result of this ongoing issue, the Greater Fargo Moorhead Economic Development Corporation has led an initiative to recruit, retain, and develop talent to support business growth in the region. A Regional Workforce Study was completed in 2015 to identify the key factors needed to address the workforce need.

One of the key findings of this study was the understanding that approximately 45 percent of the current and short-term workforce need was for workers that fit the lower wage occupational brackets. To attract and retain these workers, the three critical pillars of childcare, transportation, and affordable housing must be addressed. The affordable housing pillar is important because vacancy rates of affordable rental housing seem to be very low, the average rental rate is climbing, home ownership is increasingly out of reach, and new construction is mostly market rate.

Figure 5.10: Percent of Units Affordable at Specific Income Levels



Issues and Opportunities

What We Heard

Issue

There is continued real demand for rural, small town residential living. Some towns in Cass County are seeing significant housing growth. Lower costs (property taxes, special assessments, etc.) and available land in small communities adds to the attractiveness of these communities. Longer commutes can reduce attractiveness of lower cost small town housing. However, fuel prices have stabilized substantially in recent years reducing the perceived risk of longer distance commuting by automobile.

Housing is a critical issue facing Cass County. Several issues regarding housing in Cass County will require partnerships among agencies: affordability issues for multiple demographics and a variable mix of housing types in Cass County, specifically small towns. Niche groups such as veterans and the elderly face challenges to finding affordable housing through non-metro Cass County.

Opportunity

Efforts are needed to ensure communities and agencies in Cass County are utilizing State and Federal programs to support rural affordable housing. Enhanced coordination is needed among non-profit groups who have a potential role to support rural housing. Additionally, there is a lack of private sector interest in affordable housing due to low profit margin.

A key component to preserving good life cycle housing in Cass County is ensuring existing housing stock is maintained in good repair through continual and gradual investment. These efforts are typically spurred through rehabilitation programs. However, these programs are best supported through public-private partnerships, such as the Neighborhood Revitalization Initiative (NRI) program in the City of Fargo.

Overall, better data is needed on housing demand (type, price, etc.) to assist small communities make decisions on housing development needs. These data sets could be provided through the development of a County wide housing market needs study. The development of a county wide housing needs study and market analysis would likely include a partnership of key stakeholders including: Cass County, Fargo Housing Authority, Cass County Housing Authority, the Greater Fargo-Moorhead EDC, FM Area Foundation, among others.

Housing Affordability

Issue

Affordable housing is not a metropolitan Fargo and West Fargo issue. It is a critical issue for all the communities of Cass County to maintain a local workforce and growing economy. A multi-faceted approach to housing is needed in order to meet present and future housing Cass County needs. The current and anticipated economic growth of Cass County needs to be supported by a full spectrum of housing opportunities. From a household income standpoint, this includes:

- Emergency Shelters
- Public Housing and Section 8 Rental Assistance
- Workforce Housing
- Market Rate Rentals and Homes
- Luxury Homes and Second Homes

There is a very strong housing construction industry in the Fargo-Moorhead region. This industry is very good at meeting upscale housing and even at meeting middle income housing. But the market is not meeting the full spectrum of housing needs. In the single-family market, this means new homes that typically sell for $300,000 or more. But there is a significant shortage of lower cost new homes being built.

The affordable housing spectrum includes more than single family housing. It also includes homeless shelters, short-term rental assistance, rental-reduction programs, low-income tax credit, a variety of HUD and USDA programs, and various programs aimed at supporting and increasing home-ownership.

Opportunity

No one housing style or price point can supply the needs of every worker, so a range of rental and owner options, as well as different styles and price points are needed. Although there are some options for alternative housing in rural communities, there appears to be a need to support facilities like the Arthur Good Samaritan Center which could help local senior citizens remain in their communities. Additionally, the current mix of housing alternatives in Cass County does not include:

- Community Land Trust
- Live/Work Housing
- Tiny Homes
- Other housing types often termed the "missing middle"

As an outgrowth of the Regional Workforce Study, the FM Area Foundation has been leading efforts to identify solutions to the affordable housing issue. While the exact number of affordable housing units has not been quantified, estimates have ranged between 1,000 and 3,000 units are needed in the short term. While much discussion about the issues has occurred, there are some critical roadblocks that need to be overcome:

» Lower income households often lack the capacity for a typical mortgage down-payment
» Poorer credit rating or lack of credit rating
» Limited availability of lower cost housing

Further complicating private sector development of affordable housing are new changes to North Dakota law. These changes allow counties and school districts to opt out of tax breaks granted by cities within their boundaries. In the past, the County has typically only used tax incentives for business development, but now will have a role in evaluating and approving/denying tax credits for affordable housing. The County will need to establish criteria, guidance, and/or policy to address low income housing tax credits.

Strategies and Policies

Potential approaches to address housing include the following:

» Develop a Community Land Trust (CLT) similar to ones already established in Grand Forks and Minot. A regional approach would allow a wider base of potential housing locations that fit the CLT model.
» If cities own vacant lots or very low value properties, they may be potentially part of the mix for an affordable workforce housing project.
» Broaden the role of the Cass County Housing Authority to include Redevelopment and Rehabilitation programs.
» Utilizing TIF programs to encourage and support investment in affordable workforce housing properties.
» Employer, Philanthropic, and Religious contributions to support/match targeted affordable workforce housing projects.
» Housing levy dedicated to affordable workforce housing projects.
» Prioritize affordable workforce housing projects for the use of CDBG funds.
» Encourage development of small city Renaissance Zones to further incentivize housing rehabilitation and redevelopment.
» Work closely with ND HFA and the Bank of North Dakota to capitalize on other funding resources.
» Establish a clearinghouse that provides information on affordable housing strategies and programs and connects affordable housing opportunities with financial capability services.
» Task force to prepare for and potentially take advantage of Diversion labor force housing issue.
» Encourage and support completion of a County-wide needs analysis with a strong emphasis on affordable workforce housing.
» Establish guidance on the approval of low income housing tax credits.

Economic Development

The value of incorporating economic development into comprehensive planning is becoming increasingly significant. Economic Development as a discipline has changed dramatically since the 1960s and 1970s. This is due in part to changes in technology and in the increasingly globalized economy. Technology changes have resulted in reductions in human power needed for production in areas such as agriculture, manufacturing, and financial services. Technology has also resulted in the capacity for vastly more interconnected economic activity. Additionally, due to changes in national policy and technology, many former United States industries and jobs have shifted to other parts of the world.

Collectively, these and other factors have resulted in a shift in economic development from chasing a single major employer to provide jobs and a solid economic base for a community to a much more diversified approach to economic stability and growth. The role of land use planning that responded to the "smokestack chaser" approach was primarily about providing the land and infrastructure such a large employer would need to establish a business location in the community. Today, economic development is more multi-faceted. Instead of focusing on landing a large primary sector employer, the increasingly popular concept of economic gardening is about supporting economic growth of businesses and business sectors already in a community.

A robust economic development strategy includes at least nine components. There needs to be land (and sometimes, buildings) for economic activity to happen. There needs to be infrastructure to support the buildings and land. And economic activity requires people to do the work. Oftentimes, financing and/or incentives are needed to encourage the location or expansion of economic activity. Attracting or maintaining an adequate workforce includes factors which lead to a high quality of life in the community. Housing is often a critical factor in determining whether the workforce is attracted or maintained. Childcare is often another critical factor in determining whether the needed workforce can be attracted or maintained. Sometimes, incubator facilities, technical assistance, or other types of business assistance are important to encouraging or supporting startups or expansions. And, it is seldom that a single entity or organization is able to do all of this on their own. Instead it is important to develop partnerships that allow a team approach to building and maintaining a strong economic development environment.

Economic Gardening

There are two meanings of economic gardening in common usage. The generalized meaning of economic gardening is "an entrepreneurial approach to economic development that seeks to grow the local economy from within." In this generalized meaning, any effort to encourage or support the growth of home-grown business is economic gardening. This may mean providing incubator space for a start-up business, working within a community to increase the availability of childcare and affordable housing. Or it could be initiating a buy local marketing campaign. [5]

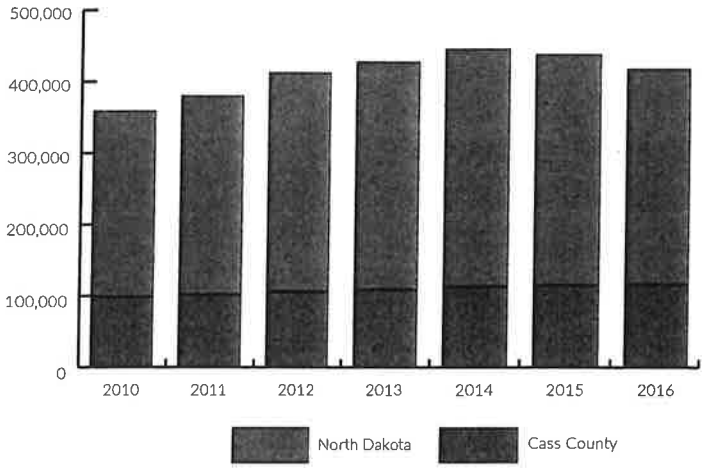
Second, it means a very specific effort to "target second-stage companies already operating in a community. It helps these existing businesses grow larger by assisting them with strategic issues and providing them with customized research." This specific approach was developed by Chris Gibbons in response to a major workforce reduction by a large employer in Littleton, Colorado. "Economic Gardening specialists leverage sophisticated corporate databases, geographic information systems, SEO and Web marketing tools to help these businesses..." [6]

Existing Conditions

Employment

In 2016, Cass County had 116,906 jobs in all sectors of the economy. Despite a statewide decline in jobs since 2014, Cass County has seen a continual and steady increase in employment since 2010, increasing around 2.8 percent each year. Cass County represents 28.0 percent of all jobs in the state of North Dakota. Total employment is shown in Figure 5.11.

Figure 5.11: Employment in Cass County



Employment by Sector

There are more than 20 industries within Cass County's economy. However, the top six industries by employment, shown in Table 5.1, account for nearly half of the total employment in the county.

Table 5.1: Top Industries in Cass County

Industry	2016 Employment	% of Total Jobs	% Growth Since 2010
Health Care and Social Assistance	17,399	14.9%	29.8%
Retail Trade	13,323	11.4%	8.1%
Government (Local, State and Federal)	12,861	11.0%	11.2%
Accommodation and Food Services	10,382	8.9%	12.9%
Manufacturing	8,583	7.3%	10.1%
Finance and Insurance	8,363	7.2%	29.3%

These top five industries do not necessarily represent the fastest growing industries in Cass County. The fastest growing industries in Cass County are shown in Table 5.2.

Table 5.2: Fastest Growing Industries in Cass County

Industry	2016 Employment	% of Total Jobs	% Growth Since 2010
Construction	8,291	7.1%	46.3%
Health Care and Social Assistance	17,399	14.9%	29.8%
Professional and Technical Services	6,149	5.3%	29.4%
Finance and Insurance	8,363	7.2%	29.3%
Educational Services	410	0.4%	27.3%

Top Employers

The top ten employers in Cass County hold more than 21,665 full-time jobs or job equivalents (i.e. two part-time jobs equals one full-time job equivalent). All are located in Fargo.

- Sanford (6,665)
- North Dakota State University (4,238)
- Essentia Health (2,540)
- Fargo Public Schools (1,816)
- West Fargo Public Schools (1,432)
- Fargo VA System (1,114)
- Microsoft (1,000)
- Noridian Healthcare Solutions (958)
- U.S. Bank Service Center (955)
- City of Fargo (948)

The largest rural employers are not available.

Competitiveness

Additional analysis was completed to understand competitiveness of Cass County's industries. Both the location quotient and shift share analysis attempt to identify industries that have a competitive advantage in Cass County due to unique characteristics.

Location Quotient

Location quotient analysis compares a region (Cass County) to a larger reference region (North Dakota) to understand how clustered an industry is in a region. Industries with a high location quotient have a competitive advantage in the region and bring money into the region. For Cass County, the most competitive industries are:

- Manufacturing
- Wholesale Trade
- Information
- Finance and Insurance
- Real Estate and Rental and Leasing
- Professional and Technical Services
- Management of Companies and Enterprises
- Administrative and Waste Services
- Health Care and Social Assistance
- Arts, Entertainment, and Recreation
- Accommodation and Food Services

Shift Share

Shift-share analysis determines how much of the regional (Cass County) job growth is attributed to national trends and how much can be attributed to unique regional factors. It is based on three components:

- National growth: the contribution national employment trends have on regional employment trends
- Industry mix: the difference between local and national employment mix
- Regional shift: the change in regional employment due to unique characteristics specific to the region

The shift-share analysis identified the following industries as basic industries:

- Construction
- Wholesale Trade
- Management of Companies and Enterprises
- Health Care and Social Assistance

Summary of Competitiveness

Both the location quotient and shift-share analysis pointed to competitive advantages for multiple industries in Cass County including Wholesale Trade; Information; Finance and Insurance; Health Care and Social Assistance; and Management of Companies and Enterprises.

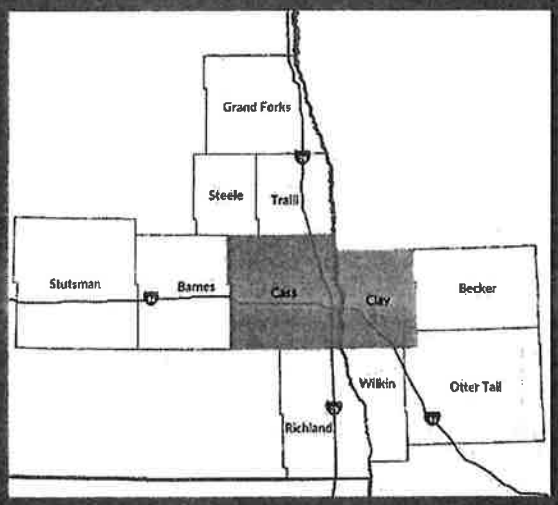
While these industries are heavily influenced by activities in Fargo and West Fargo, there are likely opportunities to expand these industries into the county.

LABOR MARKET

A regional workforce study was completed in June 2015 for the greater Fargo-Moorhead area.

- Labor Shed. The labor shed represents the geographic area where the Fargo-Moorhead metropolitan area gets its workforce. The laborshed for the Fargo-Moorhead area includes workers throughout an 11-county area. More than 25,000 people commute from these areas to the Fargo-Moorhead metropolitan area for work.
- Labor Demand. This workforce study identified 6,700 open jobs in the Fargo-Moorhead metropolitan area in 2014 and projected more than 30,000 openings over the next five years. Barriers to employment in the area include affordable housing, childcare, and transportation. The authors of the study also cited talent attraction and retention from other areas of the country and a skills mismatch as difficulties in filling these jobs.

Figure 5.12: Labor Shed

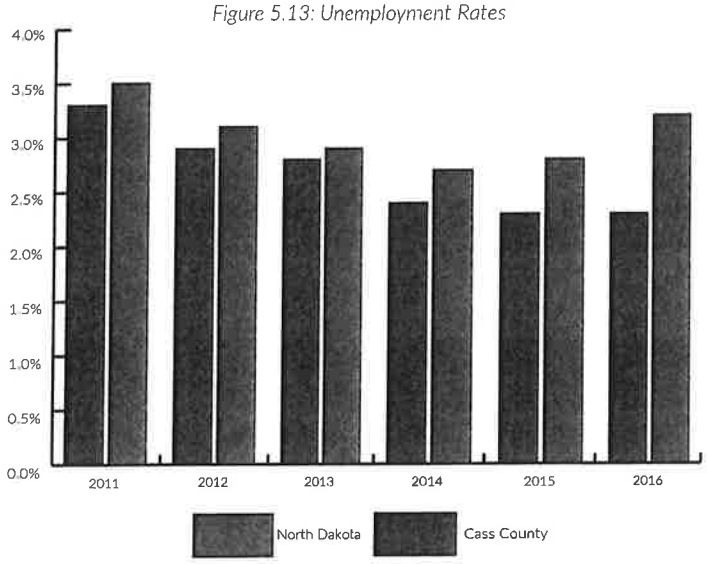


Unemployment

Since 2011, unemployment in Cass County and North Dakota has been significantly lower than the national rate, which has ranged from 4.9 percent in 2016 to 8.9 percent in 2011, shown in Figure 5.13. While unemployment in North Dakota been ticking upwards since 2014, unemployment in Cass County has leveled off around 2.3 percent since 2014.

Full employment is the level of employment where all those who are willing and able to work are working. This level is typically around three to five percent. Cass County has been well below this rate for many years, resulting in many unfilled jobs.

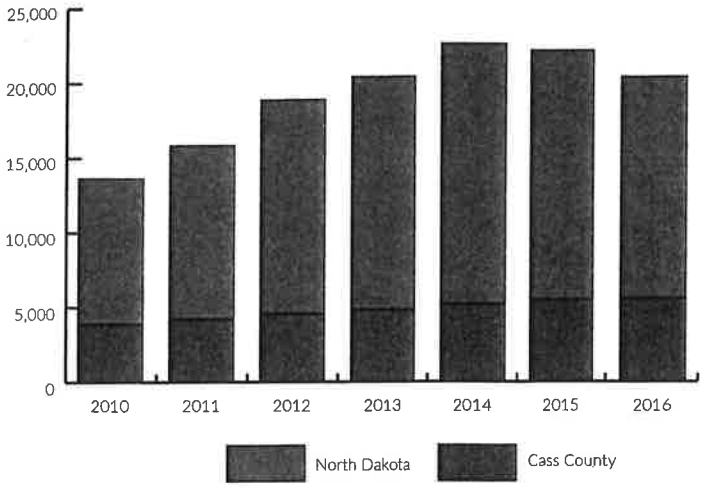
Figure 5.13: Unemployment Rates



Wages

In 2016, Cass County had total wages exceed $5.6 billion. On average, Cass County's wages grew 6.2 percent annually since 2010, slower than the statewide average of 7.3 percent annual growth. However, looking at just 2015 and 2016, Cass County has still experienced positive increases in total wages of 5.4 percent and 1.6 percent, respectively while statewide, total wages have declined 2.0 percent and 8.0 percent respectively. In 2016, wages in Cass County were 27.5 percent of total wages in North Dakota. Total wages in Cass County are shown in Figure 5.14.

Figure 5.14: Total Wages (in Millions)



Wages by Industry

Wages in the top five industries accounted for 55.7 percent of total wages in Cass County, as shown in Table 5.3.

Table 5.3: Wages by Industry

Industry	2016 Wages	% of Total Wages	% Growth Since 2010
Health Care and Social Assistance	$922.6 M	17%	49%
Government	$676.7 M	12%	26%
Finance and Insurance	$523.4 M	9%	57%
Wholesale Trade	$519.9 M	9%	38%
Construction	$479.4 M	9%	91%

Taxable Sales and Purchases

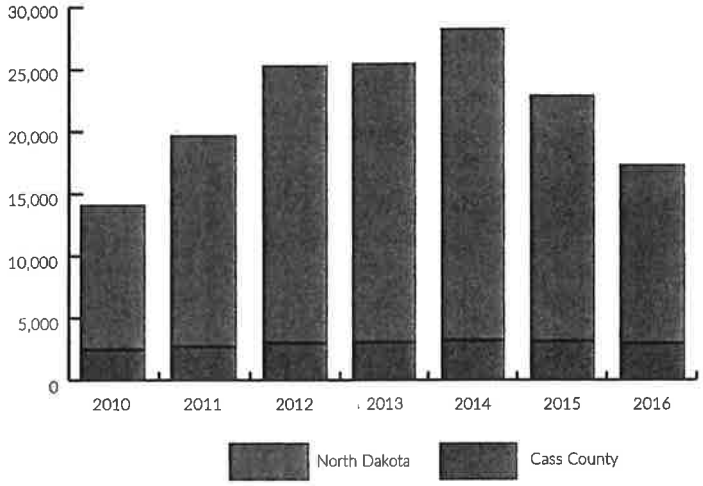
Taxable sales are the sum of all sales tax applied to all taxable sales in Cass County under North Dakota law. Taxable purchases are purchases of taxable items or services purchased by businesses for business use or contractors installing taxable goods into real property of businesses when the seller was not required to collect sales tax. The sum of these two represent the total sales of taxable items in Cass County and is useful as a proxy of overall economic activity in the County. It is a component of Gross Domestic Product. It does not, however, account for retail service activity which is also a significant component of the overall economic activity of the County.

Since 2010, Cass County's taxable sales and purchases have increased 18.9 percent. This is slightly lower than the

overall North Dakota taxable sales and purchases, which have increased 22.6 percent during the same time period. In 2016, Cass County's taxable sales and purchases were 17.3 percent of North Dakota's taxable sales and purchases. Taxable sales and purchases are shown in Figure 5.15.

Since 2010, Taxable Sales and Purchases in Fargo and West Fargo have accounted for around 97.0 percent of total Cass County taxable sales and purchases.

Figure 5.15: Total Taxable Sales and Purchases (In Millions)

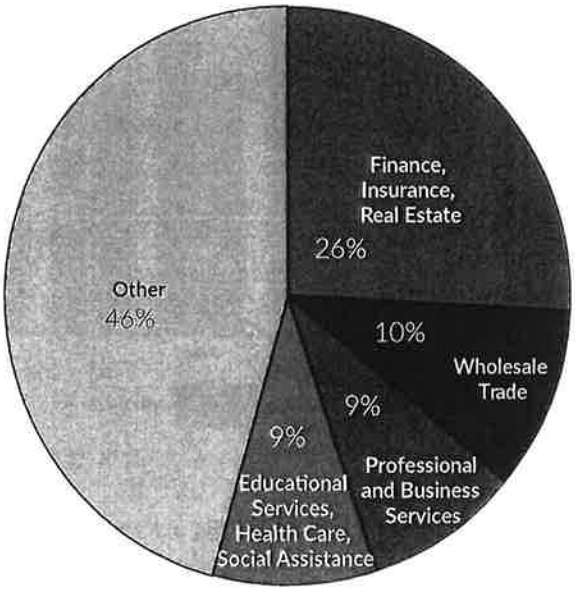


Gross Domestic Product

The gross domestic product (GDP) of an area is the total value of goods produced and services provided in a given time period. GDP is available for the Cass County, North Dakota and Clay County, Minnesota metropolitan statistical area by the Federal Reserve Bank. Since 2011, GDP for the metro area has more than doubled, from $6.7 billion in 2011 to $15.4 billion in 2015.

In 2015, the largest industries as a percent of GDP were finance, insurance, and real estate; wholesale trade; professional services; and educational and health care services, as shown in Figure 5.16. Healthcare is the largest industry both in employment and wages. Finance also appears in the top industries for employees and wages.

Figure 5.16: Largest Industries as a Percent of GDP



Agriculture

Agriculture is a major component of Cass County's economy. In 2012, there were 968 farms holding more than 1.1 million acres. This is up from 913 farms and 1.04 million acres in 2007.

In 2012, the median acreage of farms in Cass County was 485 acres, but there are still 389 farms holding 1,000 acres or more. Cass County farms produced $567.1 million in agricultural products in 2012, more than twice the 2007 value of $267.9 million. Number of farms by acreage is shown in Figure 5.17.

Nearly all (96.8 percent) agricultural products sold in Cass County in 2012 were crops, including nursery and greenhouse crops, up from 94.1 percent in 2007. However, 88.8 percent of all agricultural products sold were just three crops: corn (46.1 percent), wheat (7.2 percent), and soybeans (35.6 percent). In addition to these three major crops, barley has seen a significant increase in acreage harvested and bushels produced. Top crops are shown in Table 5.4. Crop cover is shown in Figure 5.18.

Livestock was just 3.2 percent of all agricultural products sold in Cass County in 2012, compared to 5.9 percent in 2007. The cattle inventory and value of sales has remained fairly stable since 2007, however, the inventory of hogs has decreased by nearly half, while the value of the hogs sold has remained fairly stable. Top livestock are shown in Table 5.5.

Figure 5.17: Farm Size

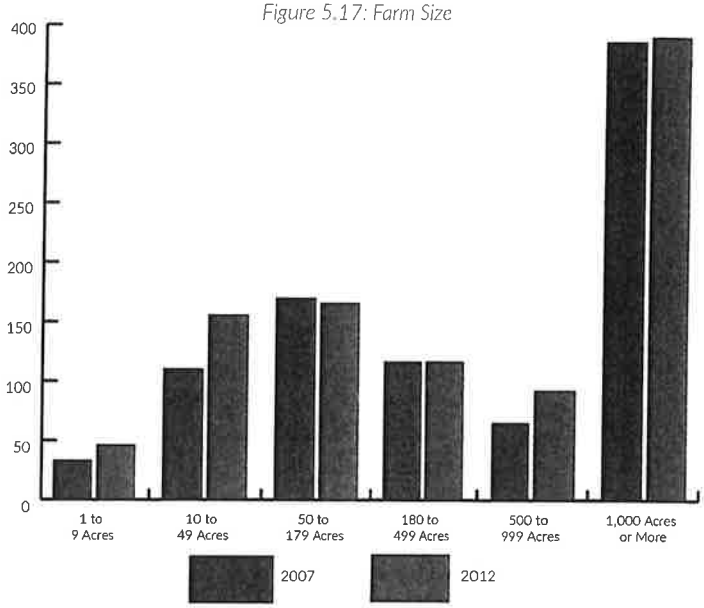


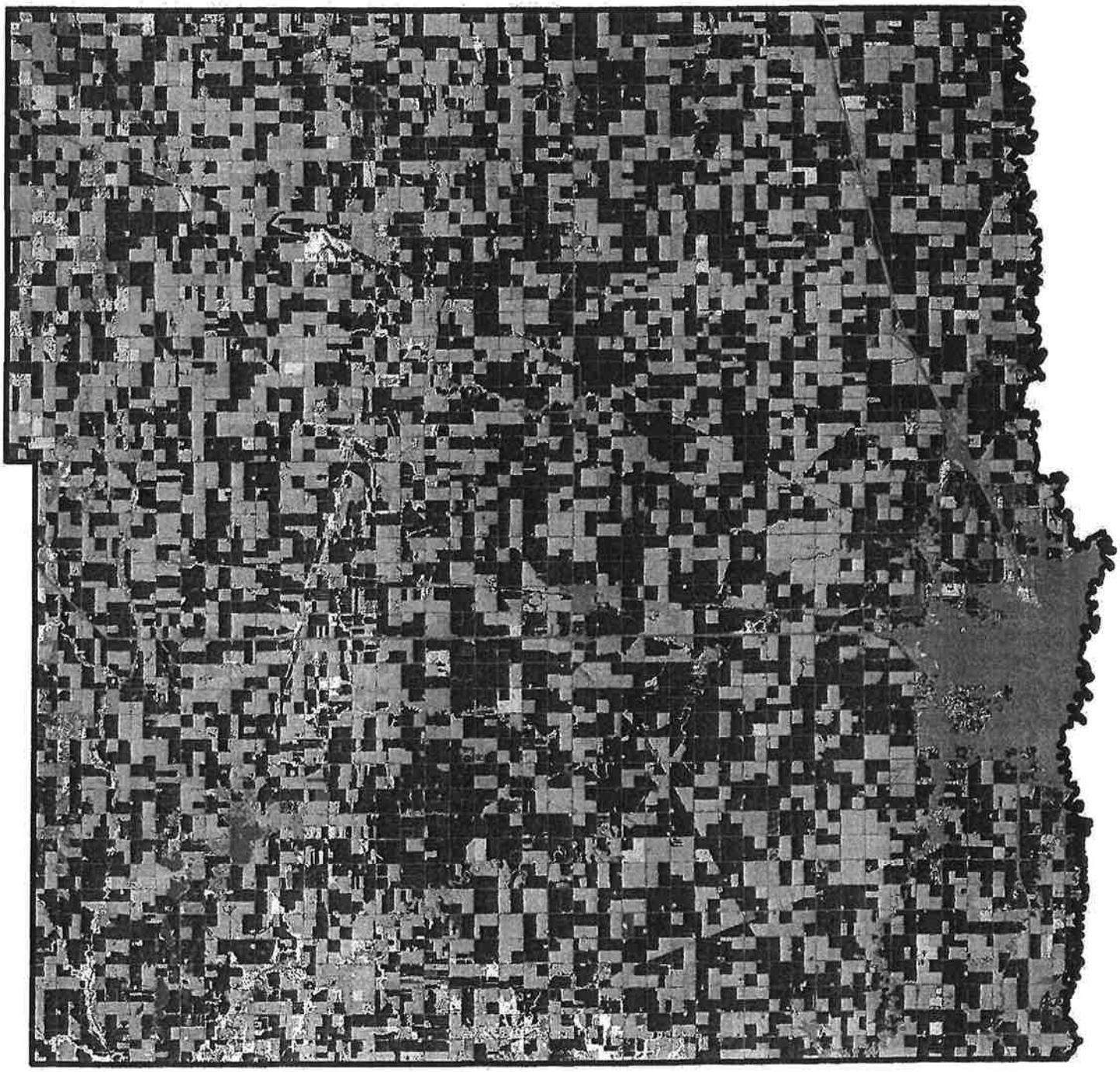
Table 5.4: Top Crops in Cass County

Crop	2007			2012			2016		
	Acres Harvested (Thousand)	Bushels (Million)	% of Ag Products Sold	Acres Harvested (Thousand)	Bushels (Million)	% of Ag Products Sold	Acres Harvested (Thousand)	Bushels (Million)	% of Ag Products Sold
Corn	238.0	28.2	31.2%	347.7	44.9	46.1%	291.5	53.4	NA
Wheat	182.0	6.3	14.5%	95.2	5.3	7.2%	94.9	6.4	NA
Soybeans	413.5	13.4	37.4%	487.5	16.1	35.6	476.0	21.6	NA
Barley	6.1	0.3	0.3%	10.9	0.7	0.8%	13.7	1.2	NA

Table 5.5: Top Livestock in Cass County

Livestock	2007		2012		2015	
	Inventory	% of Ag Products Sold	Inventory	% of Ag Products Sold	Inventory	% of Ag Products Sold
Cattle	12,014	3.8%	13,881	1.7%	12,600	NA
Hogs	9,014	0.7%	4,657	0.3%	4,800	NA
Sheep	2,074	NA	1,985	0.02%	2,000	NA

Figure 5.18: Crop Cover



Cass County Crop Cover

CDL 2016

- Soybeans
- Corn
- Spring Wheat
- Grass/Pasture
- Sugarbeets
- Sunflower
- Barley
- Alfalfa
- Dry Beans
- Peas
- Winter Wheat
- Other Hay/Non Alfalfa
- All Other Crops
- Fallow/Idle Cropland
- Developed
- Forest
- Wetlands
- Open Water

Issues and Opportunities

A critical focus of economic development in Cass County has been the Workforce Initiative undertaken by five partners: Greater Fargo Moorhead Economic Development Corporation, Fargo-Moorhead Visitors Bureau, Fargo Moorhead West Fargo Chamber of Commerce, FM Area Foundation, and the United Way of Cass and Clay counties. This initiative documented the tremendous need for more employees in the greater Fargo Moorhead area, and identified key strategies to attract and retain them.

In addition to the Greater Fargo Moorhead Economic Development Corporation, there are four other active economic development organizations in Cass County.

- Casselton Job Development Authority
- Buffalo Economic Improvement
- Arthur Job Development Corporation
- City of West Fargo Economic Development

What We Heard

Communities may benefit from guidance on economic development strategies similar to that which Casselton is receiving through the Greater Fargo Moorhead EDC. Small communities may need more help in understanding community infrastructure needs, expansion concepts needed to manage growth, and help in planning to manage growth. Additionally, the focus from the State of North Dakota on Main Streets is also appropriate to integrate into the Cass County Comprehensive Plan.

Main Street Initiative

To maximize the rural character, historic nature, and critical economic role of town centers of communities in Cass County, the comprehensive plan should embrace key elements of the Main Street Initiative being supported by the State of North Dakota. The focus statewide with the Main Street Initiative has been on larger communities (with populations greater 5,000). The Main Streets and downtowns of small communities in Cass County are no less important, and in fact are key growth points for each of these communities.

One priority of North Dakota Governor Burgum has been the Main Street Initiative. The overall objective of this initiative is to build a North Dakota that is resilient and equipped to take on the challenges of the 21st century. The three pillars of this initiative are a skilled workforce; smart, efficient infrastructure; and healthy, vibrant communities.

These three pillars are consistent with the guiding principles of the comprehensive plan: Livability, Resilience, and Regionalism. Livability includes the concepts of appropriate infrastructure systems and healthy communities that are centers of social and economic activity. Resilience includes the concepts of households, communities, businesses, and workforces that are equipped for the natural and economic challenges of the future. Regionalism recognizes developing a skilled workforce and smart, efficient infrastructure happens more effectively with a collaborative approach.

The Main Street Initiative encourages community leaders, entrepreneurs, students, and interested citizens to work strategically to capitalize on their community's strengths and make sound planning decisions to position their community for a vibrant future. The initiative recognizes that for communities to survive and thrive in the 21st century economy, they must attract and retain workers who are prepared to meet the challenges of a changing economy, that in order to effectively attract families and workers, communities need to continue to become unique places brimming with activity and spaces that offer a high quality of life and a diverse business environment. To successfully achieve this, the initiative recognizes the need of communities to make smart infrastructure investments that meet the needs of businesses and households in cost efficient ways so that they can afford to remain in the communities.

The Main Street Initiative is not a new financial assistance program for North Dakota local governments. Instead it is a reframing of existing North Dakota government policies, practices, and funding mechanisms to encourage local governments, businesses, and citizens to think carefully about how to accomplish the Initiative's vision.

Some key concepts embodied in the Initiative are:

- Encouraging infill development and higher density development to result in a better return on infrastructure investment.
- Carefully evaluating investment in new infrastructure to ensure that it will pay for itself.
- Recognizing that the reasons people pick a certain job now commonly have more to do with the community where the employee will live than the job itself.
- Encouraging a new approach to economic development that focuses on creating the kind of community and workplace environment that will attract the worker of today and tomorrow.

» Strengthening capacity to train the needed workforce for constantly changing, increasingly technical careers.

Economic Development Framework

There is general consent for the creation of a county wide economic development framework. The intent of the framework relates to evolving past and current economic practices to meet emerging trends. The framework also requires the county and existing communities respect emerging trends by investing in and embracing new technologies. Look for ways to build clear economic development strategies that are tailored to unique communities/geographies within Cass County. Small towns seek a vision, not a mandate in the area of economic development.

The economic development framework needs to be broad enough to account for the diverse nature of Cass County. It also requires flexibility to allow for the uniqueness of the small towns diversity within the County.

Small towns often lack some of the essential services (medical, retail, etc.) creating need for mobility between rural and urban Cass County. However, opportunities may exist to establish more day to day core retail needs in smaller communities. The Amazon effect and the general proximity of major retail centers in Fargo/West Fargo, make it difficult for small shops to survive, especially without adapting or developing synergies. The county may need to provide technical assistance to help rural communities build capacity and provide limited basic community and consumer services. Rural communities need to develop strategies to attract services and amenities to provide more of the day to day services necessary for its residents.

A key cornerstone of an overall economic development strategy in rural Cass County must account for critical information technology infrastructure. Work to ensure adequate cellular and internet services are available county wide.

Strategies and Policies

Potential approaches to address economic development include the following:

» Encourage rural communities to evaluate community investment to be sure it will pay for itself, and to consider what their true needs are instead of relying on past approaches.

» Encourage and support rural communities efforts to enhance the quality of life through local initiatives.

» Provide technical assistance by inviting rural communities to participate with existing collaboration meetings of the Casselton JDA and the GFMEDC.

» Act as a repository of best practices materials and case studies – housing, childcare, infrastructure investments, strategic planning, etc.

» Initiate and host a community development workshop for all small communities in Cass County that highlights opportunities to obtain assistance and plan for their future, including the concepts discussed in Rewriting the Rural Narrative and the Main Street Initiative.

» Lead efforts to ensure all of Cass County has access to high speed internet.

» Participate in local and regional efforts to create new ways to address affordable workforce housing.

» Support and encourage participation in the National Center for Economic Gardening.

Food Systems

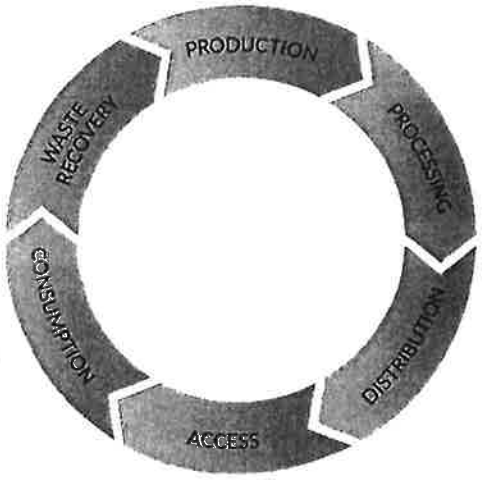
An emerging issue across the country, and in Cass County, is a renewed focus on the food system. Food systems and public health is a broad topic area representing a range of emerging issues related to production, distribution, and access to food within our communities and the impact it has on overall well being. Cass County is currently on the forefront of food systems work in North Dakota through its ongoing partnership with Clay County and Metro COG.

The food system incorporates all aspects of food production, distribution, consumption, and waste recovery (Figure 5.19). There are multiple areas a comprehensive plan can address in regards to the food system, including but not limited to agricultural land preservation, land use rights, and food related policies and programs.

Key inputs and guidance for the Cass County food system include:

- Economic Development - influence development and expansion of local food systems by positively impacting the local marketplace.
- Food Access - increase ease, availability, affordability, and accessibility of safe and nutritious food to all residents.
- Food Infrastructure - facilitate use of local foods among producers, consumers, and institutions throughout the local food system.
- Outreach and Education - improve promotion, production, purchase, preparation, and presentation of local foods.
- Urban Agriculture - influence public policy decisions to support improvement of local food systems and local food production.

Figure 5.19: Complete Food System



Existing Conditions

Building health considerations into policy planning can help improve general health and well-being, as well as individual and community resilience and sustainability. The following indicators begin to identify basic indicators of general health and well being in Cass County.

General Health Reporting

In the 2015 Behavior Risk Factor Surveillance Survey, respondents are asked to self-report their overall health, physical health, and mental health. In general, Cass County adults have better overall health and fewer physically and mentally unhealthy days when compared against North Dakota and the United States (Table 5.6).

Table 5.6: Cass County General Health Reporting

Metric	Cass County	North Dakota	US
Adults Reporting Fair or Poor Health	11%	13%	16%
Physically Unhealthy Days in Past 30 Days	2.6	3	3.8
Mentally Unhealthy Days in Past 30 Days	2.8	3.3	3.8

Obesity and Chronic Disease

Like the rest of the nation, Cass County residents face public health challenges, including chronic disease, diabetes, and obesity issues. In Cass County, 65 percent of Cass County residents are overweight or obese and eight percent of adults have been diagnosed with diabetes. This is a lower instance of overweight and obese and diabetes than the statewide average and the national average (Table 5.7).

Table 5.7: Cass County Obesity and Chronic Disease

Metric	Cass County	North Dakota	US
Overweight	36%	36%	36%
Obese	29%	31%	30%
Diabetes	8%	9%	10%

Health Behaviors Contributing to Disease

Specific behaviors like physical activity, fruit and vegetable consumption, drinking and smoking habits, and more contribute to overall wellbeing. In Cass County, 19 percent of adults do no leisure time physical activity, which is lower than the State of North Dakota and the United States as a whole. Just 16 percent of Cass County residents consume the recommended five servings of fruits and vegetables each day, which is higher than the statewide average but lower than the national average. Smoking prevalence among Cass County adults is lower than the statewide and national average, but binge drinking behaviors are higher in Cass County than in the state and nation (Table 5.8).

Table 5.8: Cass County Health Behaviors

Metric	Cass County	North Dakota	US
Adults Who Do No Leisure Time Physical Activity	19%	23%	26%
Adults Who Consume 5 Servings of Fruits and Vegetables Each Day	16%	14%	23%
Adults Who Smoke	15%	19%	17%
Adults Who Binge Drink	26%	25%	17%

Access to Health Care

Access to health care is a combination of transportation issues and provider availability. Transportation issues for Cass County are discussed in greater detail in the Transportation Chapter. On average, Cass County has better access to primary care physicians, dentists, and mental health providers than North Dakota and the United States. Cass County also has fewer preventable hospital stays and uninsured residents than the state and nation on average. Provider availability as well as preventable hospital stays and the uninsured rate is shown in Table 5.9.

Table 5.9: Cass County Access to Health Care

Metric	Cass County	North Dakota	US
Primary Care Physician Ratio	890:1	1,280:1	1,330:1
Dentists Ratio	1,350:1	1,630:1	1,520:1
Mental Health Provider Ratio	410:1	640:1	500:1
Preventable Hospital Stays per 1,000 Medicare Enrollees	35	46	59
Uninsured	8%	9%	11%

Physical Environment Indicators

Clean air and water, along with commuting and housing patterns provide insight into the physical or built environment and its impacts on public health. In Cass County, there were no drinking water violations reported, but air pollution (density of fine particulate matter per cubic meter) was 1.5 micrograms higher than the statewide average and 1.3 micrograms higher than the national average, however it is still well below the 12 microgram level set by national standards. There are also more severe housing problems in Cass County than the statewide average, but fewer when compared to the US as a whole. Severe housing problems are defined as percentage of households with at least one housing problem: overcrowding, high housing costs, lack of kitchen, or lack of plumbing. Physical environment indicators are shown in Table 5.10.

Table 5.10: Cass County Physical Environment Indicators

Metric	Cass County	North Dakota	US
Air Pollution	9.0	7.5	7.7
Drinking Water Violations	0	5	1,593
Severe Housing Problems	14%	11%	19%

Food System Indicators

The following food system indicators provide a brief snapshot on county food access, availability and security, producers and processing activities.

Food Access, Availability, and Security

Food security is typically defined as the ability to obtain enough food to lead an active healthy lifestyle, which incorporates food access (the ability to obtain culturally appropriate foods for a nutritious diet) and food availability (sufficient quantities of food on a consistent basis). Many of these issues are tied to socioeconomic status, emergency food access, and availability.

Food Assistance

In June 2017, eight percent of Cass County households received Supplemental Nutrition Assistance Program benefits. There are 16 food pantries in Fargo alone. No data is currently available for the number of food pantries in rural Cass County. For calendar year 2016, 11 percent of individuals in Cass and Clay counties used the Great Plains Food Bank emergency feeding network; 38 percent of these individuals were children.

Food Access

As of 2012, there were 21 grocery stores in Cass County, 3 supercenters and club stores, 54 convenience stores, and 10 specialized food stores. Of these stores, 77 accepted SNAP.

Across Cass County, availability of retail grocery varies depending on location. While multiple retail grocery stores existing within Fargo and West Fargo, other rural communities also have full or limited retail grocery stores: Kindred, Casselton, Buffalo, Arthur, and Page. Additional communities have convenience stores with limited grocery availability: Harwood, Horace, Hunter, Tower City, and Grandin. The remaining communities do not have retail grocery available locally.

As of 2010, 15 percent of Cass County residents live more than one-mile from a grocery store in urban areas and ten miles in rural areas. This is significantly lower than the statewide average of 31 percent and the national average of 41 percent. Three percent of Cass County residents are low income and have low access to a store.

Producers and Distribution

There are six known farmers markets in Cass County:

- Farmers Market & Beyond - West Fargo
- Northern Plains Botanic Garden Society Farmers Market - Fargo (West Acres)
- Red River Farmers Market - Fargo
- Hildebrant's Farmers Market - West Fargo
- Enderlin Farmers Market - Enderlin
- Ladybug Acres' Veggie Barn - Fargo

According to the North Dakota Local Food Directory, there are

- five small vegetable farms supplying to local farmers markets (Bayer, Gramps, Rogroden, Solberg, Yellowbird)
- one orchard
- two farms with on-farm sales or direct sales (Bayer, Gramps)
- one roadside farm stand (Gramps)
- no u-pick or wholesale farms in Cass County.

There are no Community Supported Agriculture farms in Cass County. However there are five that serve Cass County (one from Richland County, one from Traill County, and three from Clay County).

There are 11 community gardens in Cass County, all within the Fargo-Moorhead metro area.

- Cooper Community Garden
- Golden Ridge Neighborhood Community Garden
- McKinley Youth Garden
- Nativity Community Garden
- Oak Grove Park Community Garden
- Yunker Farms Community Garden
- Growing Together Community Gardens (5 locations)

Food Processing and Distribution

Food processing and distribution centers can help support the economic and educational benefits of the local food system.

- Prairie Roots is the only food cooperative in Cass County. It is located in Fargo.
- There are no food hubs or urban farms in Cass County.
- Square One is the only publicly available community kitchen. It is a licensed commercial kitchen.
- There are five community kitchens for non-profit educational use in Cass County: NDSU Extension, Fargo Cass Public Health, Sanford Wellness, Dakota Medical Foundation, and Family Health Care).

Issues and Opportunities

What We Heard

One of the more critical services sustaining small communities is access to food. Developing stable and dependable food systems is an emerging issue nationally, and within Cass County. A safe and dependable food supply is critical to any community's resilience. There are currently very few known farmer's markets in rural Cass. However, several thrive in the more urban areas of eastern Cass County (Fargo and West Fargo). Growers going to those markets are typically based in rural parts of the county.

Developing a strategy to support additional farmer's markets in rural Cass County can assist with meeting needs regarding small town food supply. In fact, small town grocers and local growers may benefit from the development cooperative efforts which serve to bring growers and sellers together in small towns.

Improvements to the local food systems in rural Cass County can improve quality of life for all residents, but especially for vulnerable populations. The lack of local grocery supply impacts seniors' ability to age in place. The development

of local food systems and community markets can assist to enhance rural food pantry supplies of healthful foods too, through the donating of unused products during peak growing seasons, a program known as gleaning.

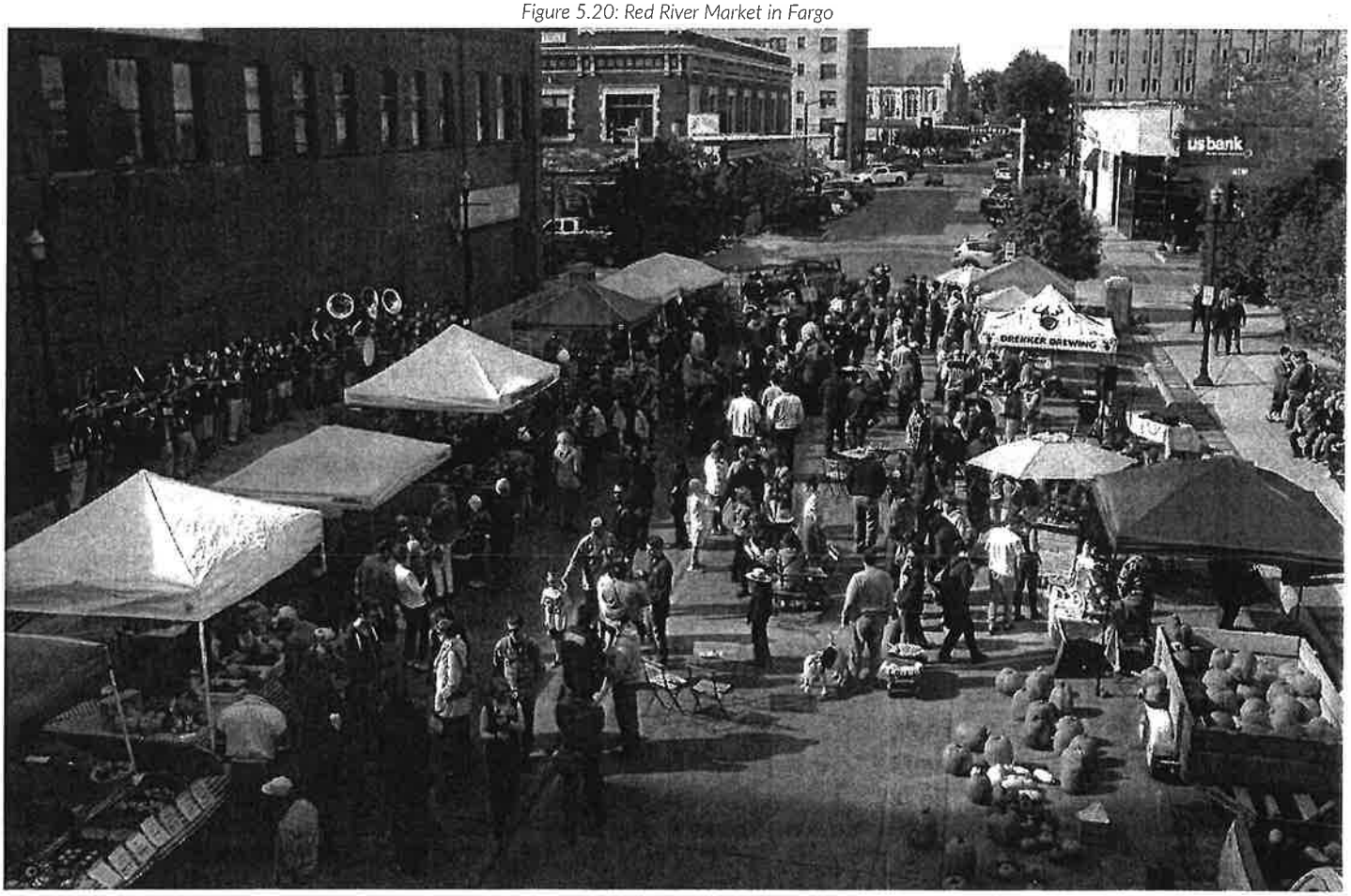
Urban agriculture may resonate in small towns, especially given their potentially greater connection to traditional farming practices. Local codes and ordinances should be reviewed and evaluated to determine the degree to which small towns can support urban agriculture and food system development which are scaled to meet emerging local food market demands.

Strategies and Policies

Potential approaches to address food systems include the following:

- Support the efforts of the Cass Clay Food Partners, which includes the Cass Clay Food Partners Steering Committee, Cass Clay Food Commission, and the Cass Clay Food Action Network
- Encourage development of strategies that support local food including farmer's markets and cooperatives.
- Support efforts to enhance rural food pantry supplies.
- Incorporate the needs of urban agriculture into model ordinances. Specific needs may include beekeeping, chicken keeping, green roofs, etc.
- Support efforts of Cass Clay Food Partners to ensure healthy food availability throughout Cass County.

Figure 5.20: Red River Market in Fargo



Emergency Management

The North Dakota Century Code recognizes the importance of emergency management organization at state, regional, and local levels. NDCC 37-17.1-07 states that "each county shall maintain an emergency management organization that serves the entire county or must be a member of a regional emergency management organization that serves more than one county. In NDCC 11-33-03 the potential for comprehensive planning to address emergency management is affirmed when it cites that county regulations (and by extension the comprehensive plan behind the regulations) may provide for emergency management. "Emergency management" in NDCC 11-33-03 means "a comprehensive integrated system at all levels of government and in the private sector which provides for the development and maintenance of an effective capability to mitigate, prepare for, respond to, and recover from known and unforeseen hazards or situations, caused by an act of nature or man, which may threaten, injure, damage, or destroy lives, property, or our environment." The NDCC definition includes the four "phases" or functions most commonly used to describe the roles of emergency management: mitigation, preparation, response, and recovery.

This element of the comprehensive plan:

- summarizes the organization of public safety and emergency management functions in Cass County.
- discusses the relationship between emergency management and comprehensive planning.
- offers strategies to enhance emergency management and development practices in Cass County in ways that will promote a more resilient County.

Existing Conditions

Relationship Between Public Safety and Emergency Management

The Cass County Emergency Management Department is responsible for reducing the effects of disasters before they occur. This is done by identifying threats and hazards, and planning for and coordinating the operations and response needed during a disaster. Additionally, the Department manages resources, distributes information to the public in the face of a disaster, and coordinates recovery efforts following a disaster.

Emergency management and public safety are two related, overlapping functions in Cass County. When an emergency occurs, the first level of response is determined by the proximity of first responders and the nature of the emergency. Typically, any communication about an emergency is routed to the Red River Regional Dispatch

Functions of Emergency Management

- Mitigation – Preventing future emergencies or minimizing their effects. The effort to reduce loss of life and property by lessening the impact of disasters – taking action now to reduce human and financial consequences later (analyzing risk, reducing risk, and insuring against risk).
- Preparedness – Planning, compiling resources, and training to handle emergencies. Activities necessary to build, sustain, and improve readiness capabilities to prevent, protect against, respond to, and recover from natural or man-made incidents.
- Response – Reacting safely to emergencies. Responding quickly to save lives, protect property and the environment, and meet basic human needs in the aftermath of a catastrophic incident.
- Recovery – Restoring community infrastructure and systems after an emergency. Timely restoration, strengthening and revitalization of infrastructure, housing, and a sustainable economy, as well as the health, social, cultural, historic, and environmental fabric of communities affected by a catastrophic incident.

Figure 5.21: Functions of Emergency Management

Center, which dispatches appropriate first responders to the scene of the emergency. First responders include local law enforcement officers, local fire departments, and local ambulance services. The scale of the response is determined first by the Dispatch Center and then by the on-scene responders. Additional resources are dispatched as warranted by the nature and scale of the emergency. The Cass County Emergency Management Department is pulled into the situation when a complex response beyond local government capabilities is needed.

Operation and Maintenance of E-911 System

The Enhanced 911 response system is operated by the Red River Regional Dispatch Center located in Fargo. Emergency response zones are established based on local ambulance and fire response service areas. Emergency calls from a specific zone will have the first responders responsible for that specific zone dispatched to them. Emergency response zones are shown in Figure 5.22.

In order for accurate dispatching to take place, the entire County is part of a 911 addressing system. The Cass County Planning Office is responsible for maintaining the 911 addressing system for the rural parts of the County. The Cities of Fargo and West Fargo maintain their own addressing system for areas within their municipal boundaries.

Functions of Cass County Emergency Management Department

As noted previously, Cass County Emergency Management Department typically becomes a part of the emergency response when the nature or scale of the emergency warrants it. Examples of such emergencies are large scale flooding events, large scale chemical spills, or other similar events where the Emergency Operations Center is activated. These response functions are only one aspect of the County Emergency Management Department's responsibility. It is responsible for coordinating the four functions of Emergency Management noted previously (mitigate, prepare, respond, recover).

Cass County Emergency Management Organization and Coordination

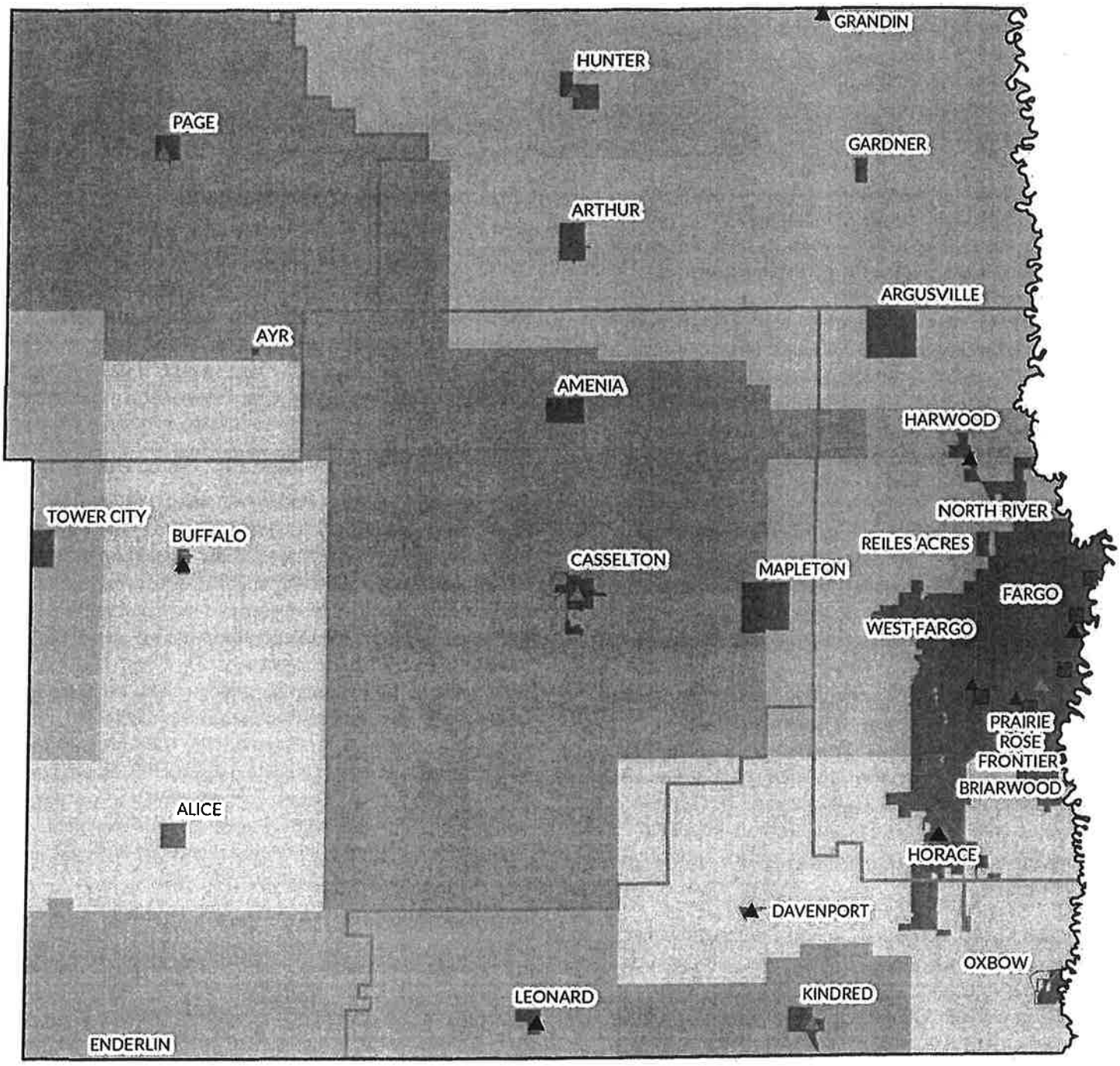
Cass County's Emergency Management Department is led by a Director who has overall responsibility for its functions. The Director reports to the Cass County Board of County Commissioners. Many of the decisions and strategies of the Office are made collaboratively with the Local Emergency Planning Committee. The Cass County LEPC is comprised of members of public and private safety organizations as well as other local government representatives involved in responding to major emergencies. The LEPC is instrumental in development of the County's Emergency Operations Plan, and is also involved in the development of other emergency management plans, training activities, and emergency response management. The director also coordinates closely with a multitude of public and private organizations.

In addition to the lateral coordination with various public and private organizations in the Cass County area, the Cass County Emergency Management Department also coordinates vertically. There are two primary ways in which this happens: disaster responses, and planning/funding. Local emergencies often do not trigger the involvement of the County Emergency Management Department unless the scale or nature of the emergency warrants it. In some cases, the scale or nature of the incident is beyond the capacity of local responders and the County Emergency Management Department. When this happens, response is escalated to the next level which may be to call in additional resources from other nearby counties or cities, or to call in additional resources from the State of North Dakota's Department of Emergency Services. In a few cases, the scale or nature of the incident warrants a national level response. In these cases, the governor of North Dakota must formally request a disaster declaration from the US Government. Such requests are funneled through DHS-FEMA to the President, and when certain criteria are met, the President can authorize a Federal Disaster Declaration. This triggers the availability of national resources and allows funding for response, recovery, and mitigation activities to become available. It is important to recognize that disasters can happen at any time, and that only a fraction of events trigger Federal assistance.

Integrating Emergency Management and Comprehensive Planning

Every community in North Dakota is susceptible to some significant natural hazards such as blizzards or tornadoes that have the potential for loss of life or extensive property damage. Many communities in Cass County are also at risk of flooding, which may also result in extensive property damage, or even loss of life. Cass County Emergency Management updates a Multi-Hazard Mitigation Plan every five years to assess the level of risk from natural and man-made hazards, and to develop an action plan to reduce the impacts of such hazards. Hazards identified in the last Cass County MHMP include dam failure, drought, flooding, geologic hazards such as landslides or riverbank slumping,

Figure 5.22: Emergency Services and Healthcare Facilities



Cass County Emergency Services and Healthcare Facilities

- City Limits
- Fire Districts
- Ambulance Service Areas
- Ambulance Service Locations
- Trauma Centers
- Hospitals
- Quick Response Units

Points Dispersed to Reduce Overlap, not Geographically Accurate

severe summer storms (includes tornados, hail, torrential downbursts, straightline winds, lightening, and extreme heat), severe winter weather (includes blizzards, heavy snow, ice storms, and extreme cold), urban fire, and wildland fire.

One way to help reduce the impacts of such hazards is to integrate hazard mitigation planning with comprehensive planning. Local governments can help manage risk by the way they plan, design, and build their communities. Effective integration can happen when Cass County's "planning framework leads to development patterns that do not increase the risks from known hazards or leads to redevelopment that reduces risk from known hazards.[11]"

A fundamental reason to integrate hazard mitigation into comprehensive planning is because it saves money by reducing the cost of responding to emergencies, the costs of cleanup and rebuilding after emergencies, and the disruption of business activity due to hazards. It can also enhance economic development by creating an environment that is less likely to be impacted by hazards and emergencies.

Typically, across the United States, hazard mitigation happens in a "silo" of people directly involved in emergency management. "Hazard mitigation plans often include mitigation strategies or actions that are focused on a disconnected series of emergency services, structure or infrastructure protection projects and public outreach initiatives with less emphasis on non-structural measures available through local land use planning or policy alternatives.[12]" Historically, Cass County has created its Multi-Hazard Mitigation Plans as stand-alone documents that cover multiple jurisdictions, and does not link the MHMPs to other community specific or county-wide planning tools such as comprehensive plans or development regulations.

Although Federal funding delays have delayed the initiation of the next Cass County MHMP process, and the budget for integrating emergency management into this Comprehensive and Transportation Plan is constrained, several strategies and best practices for integrating mitigation planning and comprehensive planning have been identified as reasonable methods to encourage or support resilient infrastructure and development practices in Cass County.

Strategies and Policies

After reviewing the objectives of multi-hazard mitigation planning in the context of the topics addressed by the Cass County Comprehensive and Transportation Plan, an extensive list of emergency management objectives, opportunities and issues were identified for the Plan. The following paragraphs summarize these objectives, opportunities and issues by topic.

Land Use and Future Development

The historically most impactful hazard in Cass County has been flooding. Development in identified floodplains brings with it the potential for future damages, evacuation, and higher development costs to protect structures and infrastructure from damage. Agricultural uses, open space or recreational uses, and other non-structural uses are more appropriate land uses in floodprone areas. At a minimum, appropriate floodplain management should be supported in order to minimize the risks from flooding.

Flooding is not the only concern for land use and future development. Because Cass County is at the crossroads of two interstate highways, three railroad systems, pipelines, and is a major population center in the upper Midwest, a large amount of hazardous material is transported through or stored in the County. Wherever these hazardous materials travel or are stored there is potential for an incident that can threaten life and property. Land uses and development patterns with low impacts from hazardous materials incidents are more appropriate near the transport corridors. One simple mitigation strategy to address this hazard is to ensure that these high hazard corridors and sites are clearly understood by local permitting agencies. At a minimum, appropriate buffers should be established between these corridors and habitable development areas.

Transportation

Transportation networks are a critical aspect of emergency management. Without appropriate access, emergency response equipment cannot be quickly transported to needed sites. Certain sites and transportation corridors are much more susceptible to hazardous materials incidents and should be buffered from habitable development. Transportation networks are also an essential component of evacuation procedures in the event that one is needed. A distributed transportation network has the advantage of providing more alternate routes if some of the routes in a given area are blocked. New development proposals should be evaluated with regard to maintaining or enhancing the transportation network for emergency management

objectives. Additionally, transportation routes and development go hand in hand. To discourage development in high risk areas, transportation routes should be designed or limited to minimize the potential for development in such areas.

Housing

In addition to discouraging development (including housing) in high hazard locations, it is important to recognize appropriate standards for urban housing can reduce potential hazards. Critical aspects of emergency management related to housing include: ensuring that developments are designed with multiple egress routes to enhance the potential for emergency vehicle access and inhabitant evacuation, encouraging disaster resistant design and construction, and requiring adequate capacity and proximity for sheltering in place for housing that has low disaster resistance. Additionally, because local or personal preparedness is the best first step for emergency management, personal and neighborhood level resiliency planning should be highly encouraged.

Public Facilities and Infrastructure

Public facilities and infrastructure are especially important to emergency management because they support basic health and safety needs of whole communities. This is why critical facilities lists are an important element of MHMPs. The high cost of these facilities often leads to pragmatic decisions aimed at efficiency. However, these efficiencies also may result in higher risks for the public. Recent examples of this include decisions by local jurisdictions to obtain water or sewage treatment from a single source. From a cost benefit standpoint this is a wise decision, but if a catastrophe were to befall the water or sewage treatment facility, the impact will now extend to almost all the communities in the Metro area of Cass County. A distributed approach to water and sewer treatment would allow a lower impact in the event of a critical incident. Current and future planning for public infrastructure and critical facilities should be mindful of the benefits of distributed systems. In cases where critical facilities are not part of a distributed systems, it is especially important that these facilities be hardened to withstand potential hazards.

Community Facilities

In addition to public facilities and infrastructure, there are a large number of community facilities that serve critical functions to the population and communities of Cass County. These include places that store critical resources, provide critical services, or can be used as safe harbors for sheltering displaced populations. Again, the concept of distributed systems offers the benefit of being more accessible, and having less of an impact if access is denied. This benefit supports the concept of resilient neighborhood design noted in the land use and development discussion.

Historic and Cultural Resources

Communities often have historic and cultural resources that are irreplaceable. Although their physical or functional value may be limited, their cultural, historic, or social significance may be tremendous. These resources also merit consideration by emergency management planning. As an example, the Old Stone Church in Buffalo is an iconic representation of the community and its roots. If the building were destroyed, it would be a major loss to the community.

Natural Resource Protection

The Red River Valley may not often be thought of as having natural resources to be protected, but at a minimum the rich soils of the valley are a tremendous resource that supports a significant element of the regional economy, and is foundational to many of the rural communities in the County. Other potential resources to be protected include trees, natural wetlands and drainageways, and surface and groundwater. We are dependent on the water for water supply. Wetlands help reduce erosion and sediment loss into local rivers and thus help to maintain the water carrying capacity of those streams.

Drought Considerations

Cass County local governments are more typically concerned about addressing the problem of too much water rather than too little. However, drought is an essential issue to consider in the context of emergency management. Studies show a severe drought similar to that of the 1930s, will likely repeat by the year 2050. As the population in Cass County continues to grow, so does its demand for potable water. Because of the uncertainty of surface water supply and the limited groundwater supply which is nearly fully appropriated, another source of water is an important element in addressing drought conditions. The Red River Water Supply Project has been initiated to provide a reliable supply of quality drinking water for the Red River Valley including Cass County. It is important that Cass County Government, in collaboration with other local governments, continue to advocate for the completion of this Project. Although this long range project will ultimately help address concerns about drought conditions, it is also important that Cass County Emergency Management lead efforts to mitigate the impacts of this critical natural hazard.

Public Infrastructure and Facilities

Public infrastructure and facilities refers to the basic utilities of sewer, water, and broadband internet, which are fundamental to the desired quality of life in Cass County.

Existing Conditions

Sewer

Sewage collection and treatment in Cass County is handled either by onsite septic systems with drainfields, or by community collection and treatment systems. Single lot development and rural subdivisions in Cass County almost always rely on onsite septic systems. Due in part to the heavy clay soils throughout much of Cass County, these septic systems need carefully designed drainfields to operate effectively. Even when well-designed they often have a lifespan of 20-25 years. In a few cases near the City of Fargo, rural subdivisions have participated in a rural community collection system that is ultimately treated by the City of Fargo's sewage treatment plant. Due in part to the significant cost involved in maintaining or expanding sewage treatment facilities, several communities near Fargo have elected to contract with Fargo for sewage treatment. The remaining small communities in Cass County use lagoons to address their sewage treatment needs.

Water

Although there are four aquifers in Cass County, most rural development and almost all the cities in the County obtain their water from the Sheyenne or Red Rivers. Again Fargo provides municipal water supply to several small communities and rural subdivisions in the metro area. In some cases, this is through a contract arrangement with the Cass Rural Water District. Cass Rural Water serves the small cities of Casselton, Mapleton, Kindred, Argusville, Gardner, Buffalo, Amenia, Davenport, Arthur, Hunter, Page, and Tower City, as well as 5,400 rural residences and farms.

Broadband Internet

Broadband internet is a high-speed always-on internet connection. Broadband internet is often considered a critical infrastructure for education and economic development.

The National Telecommunications and Information Administration launched the State Broadband Initiative (SBI) in 2009 in coordination with the Recovery Act. The SBI awarded grants to each state to support the efficient and creative use of broadband technology to allow local economies to better compete with the digital economy. It also collected data twice a year, until 2014, to support the development of the National Broadband Map. North Dakota received almost $3.7 million from this grant program.

As of 2014, residents of Cass County have exceptionally high access to broadband internet, relative to the United States as a whole. This is predominately delivered through wirelines, often the telephone line. Cass County broadband access information is shown in Table 5.11.

- Three of four people in Cass County have access to 1 Gigabit internet, generally considered to be the fastest available speed, compared to less than one in ten in the United States.
- Nearly 98 percent of people in Cass County have access to 3 Megabit internet, generally considered the slowest broadband speed, compared to 95 percent of the United States.
- 82 percent of people in Cass County have 3 or more wireline broadband providers to choose from, compared to just 56 percent of the United States.
- There is less than 0.1 percent speed difference between urban and rural homes in North Dakota.

Table 5.11: Broadband Internet Access

Metric	Cass County	North Dakota	United States
Population with Access to 1 Gigabit Speed (Wireline)	76.2%	59.3%	7.9%
Population with Access to 3 Megabit Speed (Wireline)	97.8%	95.1%	95.4%
3 or More Providers Available (Wireline)	81.7%	61.2%	56.0%
Rural-Urban Speed Differential	<0.1%		1.3%
Rank (Speed and Availability)	266/3234 Top 10%	15/50 Top 30%	-
Household Access to Internet Enabled Device	89.0%	86.2%	86.8%

ENERGY

Existing Conditions

Cass County is served by two power utilities: Cass County Electric Cooperative, based in Fargo, North Dakota, and Xcel Energy, based in Minneapolis, Minnesota.

Figure 5.23 illustrates Cass County's energy consumption in kilowatt-hours and Figure 5.24 illustrates its power demand as provided by the combined power utilities from 2007 through 2016. Energy consumption is the actual amount of electricity consumed and is typically measured as kilowatt-hours (kWh). The United States average energy use per home is around 750 kWh per month.

Figure 5.23: Cass County Energy Consumption (kWh)

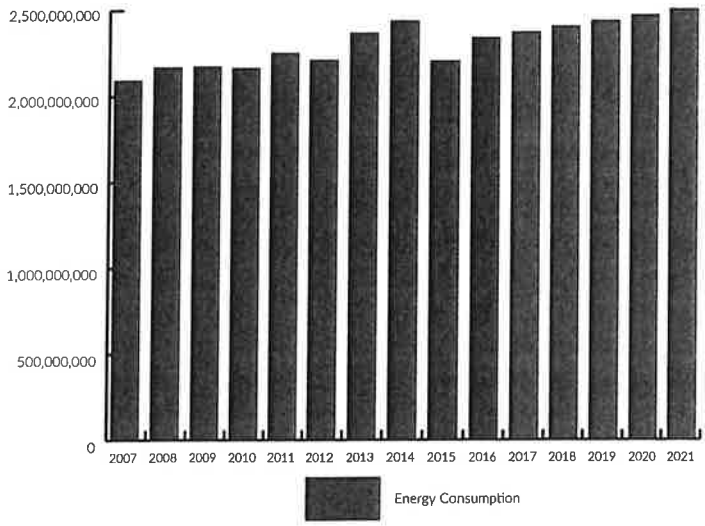
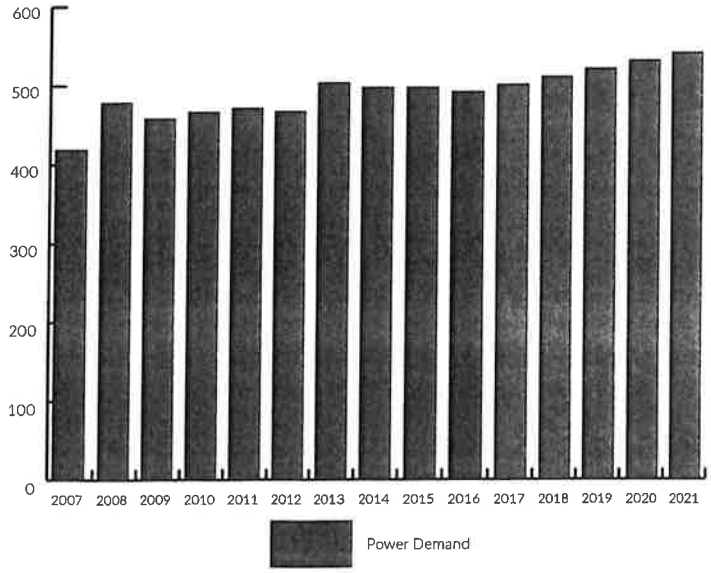


Figure 5.24: Cass County Power Demand (MW)



Power usage fluctuates daily and seasonally. To maintain sufficient power for the demands of the moment, power companies must transmit enough power through their infrastructure to meet those demands as they fluctuate. The amount of power that the utility company is required to make available is power demand. A rule of thumb is that a typical home has a demand of about two kilowatts (kW). This means that power companies would need to maintain 2,000 kW of generation to power 1,000 homes.

The overall trend for energy consumption and power demand in Cass County is increasing. The average growth in energy consumption from 2007 through 2016 was 1.36 percent. This is not surprising given the continued population and business growth in the county. The average growth in power demand from 2007 through 2016 was 1.91 percent. Thus, in addition to an increasing number of users, the power load required by those users at a given time is also increasing.

Issues and Opportunities

Renewable Energy Options

There is an increasing interest on the part of energy supply companies and citizens in reducing reliance on finite energy resources, and exploring renewable energy options. Renewable energy is commonly considered to be energy from a source that is replaced rapidly by a natural process. The list of commonly considered renewable energy options includes:

- Wind
- Solar (photovoltaic & solar thermal)
- Geothermal technologies
- Biogas
- Biomass
- Hydroelectric power

Of these options only wind power and solar power are viable at a commercial or utility scale in Cass County. The Geronimo Energy Solar project just announced in 2018 is evidence of solar power viability. It covers over approximately 1,600 acres of land in Harmony Township. Neither wind and solar power can totally replace other energy sources because of their limitations:

- Non-scalable – they can't be turned off or on to adjust to peak electric demand
- Inefficient – they have very low capacity factors

» Siting – must be built where conditions are suitable, not necessarily where electricity is needed

» Land – require vast amounts of land area to produce significant amounts of electricity

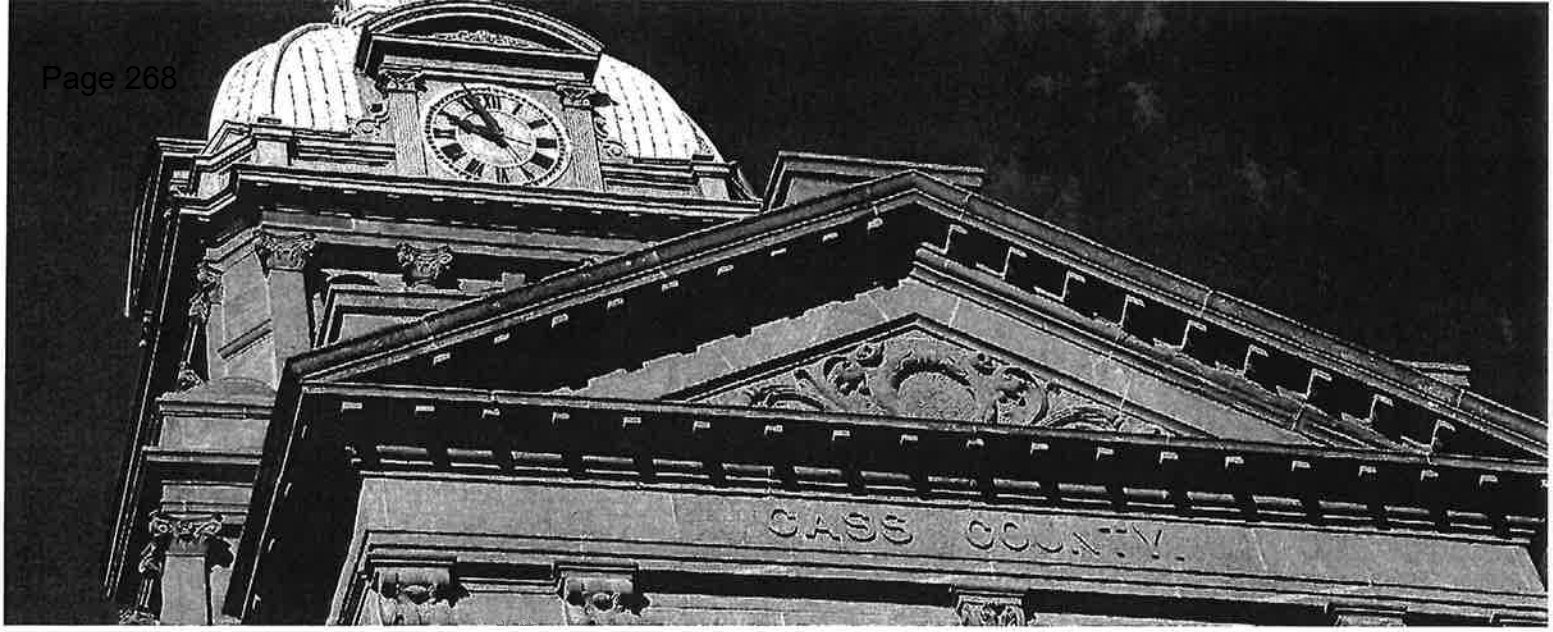
Despite these limitations, Cass County can expect growth in solar and wind power systems because they help stretch non-renewable energy sources and the County is in the path of major electrical power transmission lines capable of transmitting electricity downstream to areas of high demand.

Life Cycle Costs for Renewable Energy

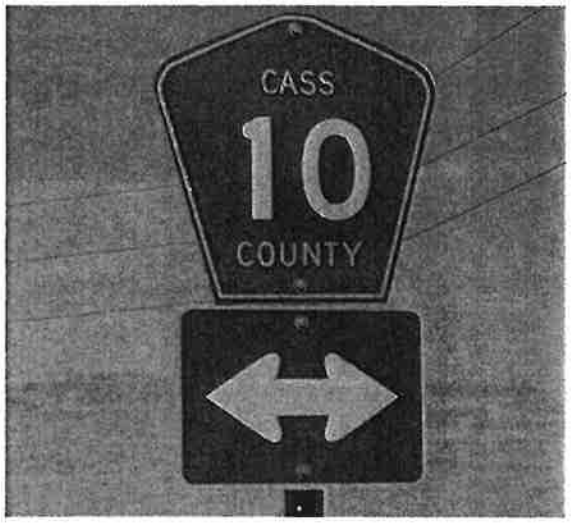
There have recently been a number of studies completed on the life cycle costs for renewable energy options. One of the most respected sources is the U.S. Energy Information Administration. A report produced by the EIA, based on what appear to be reasonable assumptions on cost factors, suggests that costs for solar and wind power generation might soon become competitive with coal and natural gas energy production costs. But as noted previously the capacity factors for wind and solar (approximately 30 percent) are so much lower than coal and natural gas power (approximately 80 percent) that the investment needed to produce the same amount of energy is higher. Table 5.12 shows levelized cost of electricity for new generation resources entering service in 2022 and provides a reasonable way to compare life cycle costs.

Table 5.12: Estimated Levelized Cost of Electricity for New Generation Resources Entering Service in 2022[13]

Plant Type	Capacity Factor (%)	Levelized Capital Cost	Levelized Fixed O&M	Levelized Variable O&M	Levelized Transmission Cost	Total System LCOE	Levelized Tax Credit	Total LCOE Including Tax Credit
Coal with 30% CCS	85	84.0	9.5	35.6	1.1	130.1	NA	130.1
Coal with 90% CCS	85	68.5	11.0	38.5	1.1	119.1	NA	119.1
Conventional CC	87	12.6	1.5	34.9	1.1	50.1	NA	50.1
Advanced CC	87	14.4	1.3	32.2	1.1	49.0	NA	49.0
Advanced CC with CCS	87	26.9	4.4	42.5	1.1	74.9	NA	74.9
Conventional CT	30	37.2	6.7	51.6	3.2	98.7	NA	98.7
Advanced CT	30	23.6	2.6	55.7	3.2	85.1	NA	85.1
Advanced Nuclear	90	69.4	12.9	9.3	1.0	92.6	NA	92.6
Geothermal	90	30.1	13.2	0.0	1.3	44.6	-3.0	41.6
Biomass	83	39.2	15.4	39.6	1.1	95.3	NA	95.3
Wind, Onshore	41	43.1	13.4	0.0	2.5	59.1	-11.1	48.0
Wind, Offshore	45	115.8	19.9	0.0	2.3	138.0	-20.8	117.1
Solar PV	29	51.2	8.7	0.0	3.3	63.2	-13.3	49.9
Solar Thermal	25	128.4	32.6	0.0	4.1	165.1	-38.5	126.6
Hydroelectric	64	48.2	9.8	1.8	1.9	61.7	NA	61.7



LAND USE



LAND USE

Cass County has long been the largest population center of North Dakota, and typically the largest economic engine in the state. These twin roles highlight the dual nature of the county: three percent of the County is the site of most of the Fargo-Moorhead metropolitan area and 85 percent dedicated primarily to agricultural production. The County contains 27 incorporated cities, several additional unincorporated villages, 49 townships, and four water resource districts. The Cass County Comprehensive and Transportation Plan responds to existing issues, projected needs, and opportunities identified by the public, key stakeholders throughout the County, and additional planning team analysis. This plan develops strategies and recommendations to assist Cass County in managing land development under its control, and supporting land use management with its cities, townships, and water resource districts.

INTERGOVERNMENTAL

With more than 90 different government entities (county, cities, townships, water resource districts, school districts, park districts, etc.), intergovernmental coordination is imperative for meeting the three guiding principles of this plan. Several key topic areas relate to intergovernmental issues including schools, parks, housing, growth management, and transportation. Each of these issues involve a degree of needed intergovernmental coordination to assist with maximizing opportunities in Cass County.

Schools

There are multiple school districts in Cass County. Some districts have land in more than one county and depend on good communication and information sharing about a range of political subdivisions in Cass County. Rural school districts are facing growing needs to provide a range of new and challenging social and community services needs within their populations. Greater coordination among and between districts, city, and county government may serve to provide efficient service models to assist in meeting these needs.

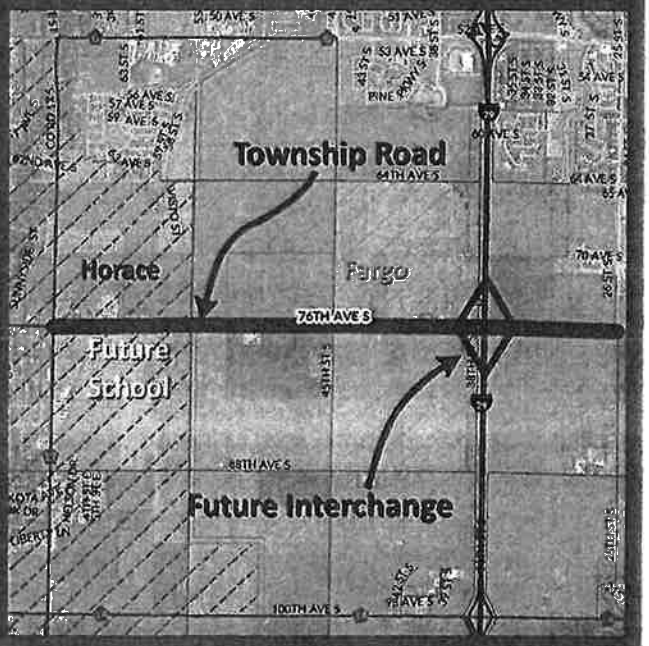
Greater emphasis on skills training and development in the K-12 curriculum is a growing trend emerging in Cass County. In the changing economy, there is more pressure on rural school districts to provide post-secondary options in K-12 curriculum, as well as more technical based skill sets to students. There is an emerging need for a collaborative approach between school districts, post-secondary institutions, and some of the regional largest primary sector employers to meet workforce skills training.

Intergovernmental Coordination and Schools

The need for intergovernmental coordination presents itself in the areas between Fargo and Horace, specifically related to school facility placement being considered by the West Fargo School District. The West Fargo School District is currently proceeding with the development of a nearly 100-acre site for a future High School and Middle School south of 76th Avenue.

76th Avenue is currently a gravel township road with legacy land development patterns which will likely run contrary to future corridor needs. It is a proposed future major arterial with an interchange on I-29. It currently runs between Fargo and Horace city boundaries, but the two communities have had little deliberation on the preferred approach to how the transportation elements of the corridor should develop. The intersection of 76th Avenue and County Road 17 will develop into a major future intersection. Proactive planning and coordinated decision making in this area is critical to ensuring the timely and long lasting placement of public infrastructure. Through potential efforts to temporarily assume control of 76th Avenue, Cass County has an opportunity to assist in corridor management in this critical growth area.

Figure 6.1: Intergovernmental Coordination and Schools



Development trends (including housing) are also a big factor for rural school districts. Understanding growth and development trends around the county (and within their districts) is helpful to understanding future enrollment projections. Future development also impacts transportation costs and considerations for rural school districts. Improved communication and dialogue between the County, cities, townships, and each school district has the potential to establish an atmosphere of proactive facility and infrastructure planning on the part of all parties in Cass County.

Growth Management

Land development and growth management between townships, cities, school districts, and the County is a critical issue. Significant efforts are needed to continue a series of good practices currently in place. However, more attention is needed to address a range of emerging issue areas involving intergovernmental growth management.

By state statute, communities can exercise some degree of extraterritorial (ET) land use and zoning. In some cases, communities are not using this authority. In other, better coordination is needed between townships, cities and the county regarding implementation of ET growth management.

City and township coordination and collaboration on growth management and development are important issues. ET management practices can serve to improve land use and transportation decision making between urban or rural areas. However, if not implemented correctly, inefficiencies can develop. For example, townships are often left with responsibility for roads adjacent to urbanized areas (E.g. 19th Avenue North and 45th Street North); more proactive planning is needed to transition these corridors back to cities, joint jurisdictions, or the county to make sure maintenance and safety are managed appropriately.

Reed Township

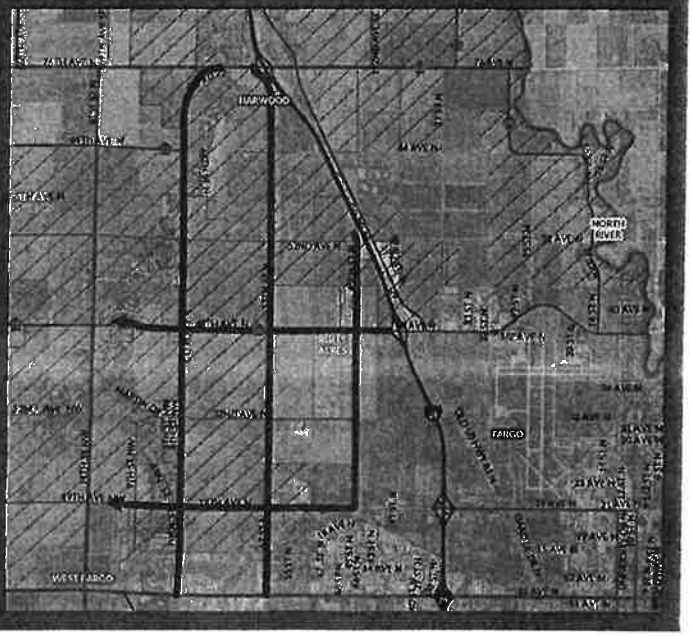
Reed Township provides an interesting look at several opportunities for improving growth management between cites, townships, and the County. Currently Reed Township sees an overlap of no less than four ET boundaries: Fargo, West Fargo, Reile's Acres and Harwood.

Within Reed Township are several existing and future emerging Principal Arterial roadways which run along section lines. Many of these corridors are currently township roads, or county roads on the verge of urbanizing. Along many of those corridors, corridor management responsibilities are not well defined and have been addressed in a reactive approach.

Floodplain management is another critical issue in Reed Township. The multitude of overlapping jurisdictions requires communication and a clear set of standards to ensure wise land use and infrastructure management in the area.

In areas such as Reed Township, growth overlays may assist in providing clearer guidance among a host of affected jurisdictions on how to address common infrastructure and land use issues.

Figure 6.2: Reed Township



Existing Physical Conditions

Terrain and Land Cover

The eastern three-fourths of Cass County is a part of the Red River Valley of the North which is a lake plain formed by glacier melt waters. The sediment in the glacier melt formed a flat valley ranging from 15 to 70 miles wide. The remaining western portion of Cass County is commonly referred to as the "Drift Prairie" and consists of slightly eroded glacial drift forming low and relatively rough hills and gentle rolling topography. Figure 6.3 illustrates the terrain and the surface geology of the County. Prior to the development of bonanza farming in the late 19th century the natural land cover in Cass County was predominately tall prairie grasses. Today, the majority of the County land area is used for crop production.

Water Bodies and Wetlands

The general direction of surface drainage across the County is from northwest to southeast into the Red River. Five rivers comprise the major components of Cass County's surface drainage systems, but they are supplemented by a significant number of legal drains which allow water to drain more quickly out of the fields and developed parts of the County. The flat nature of the Red River Valley, the minimal gradient of the rivers, and the northerly flow of the Red River make the area prone to extensive flooding during spring melt. Cass County has 32 small lakes averaging 42 acres in size, and 10 artificially created lakes averaging 36 acres in size. These lakes and reservoirs provide flood protection, irrigation, and recreation. The wetlands in Cass County are primarily located in the more broken terrain of the Drift Prairie. The wetlands provide surface and subsurface water storage, nutrient cycling, retention of sedimentation, and plant and animal habitats. According to the National Wetlands Inventory, Cass County has over 21,000 acres of wetlands (excluding lakes and rivers).

Soil Suitability and Prime Farmland

The soils left by receding glacial Lake Agassiz in the Red River Valley are among the most productive in the world. Most of the soils in Cass County are characterized by a thick black organic topsoil and limey subsoil. General soil types include loam, clay loams, sandy loams, and clay. Figure 6.4 illustrates the vast majority of land in Cass County has the capacity for very high levels of agricultural productivity. According to the 2012 Census of Agriculture there were over 1.1 million acres of land in farms in Cass County. Some of that acreage is not used for farming. There are over 964,000 acres of land in agricultural use in the County. The typical underlying soils in Cass County have high shrink-swell properties and plasticity that are problematic for construction and on-site septic systems.

Figure 6.3: General Geology and Terrain

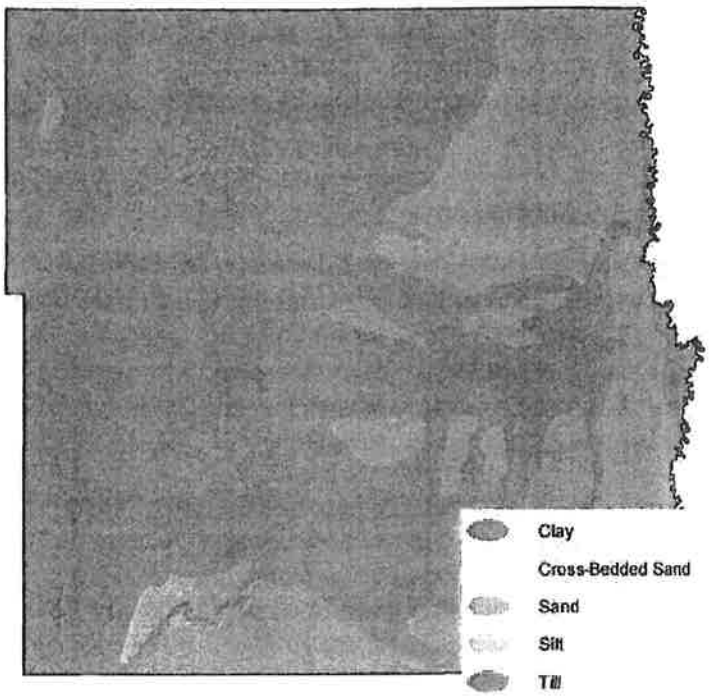
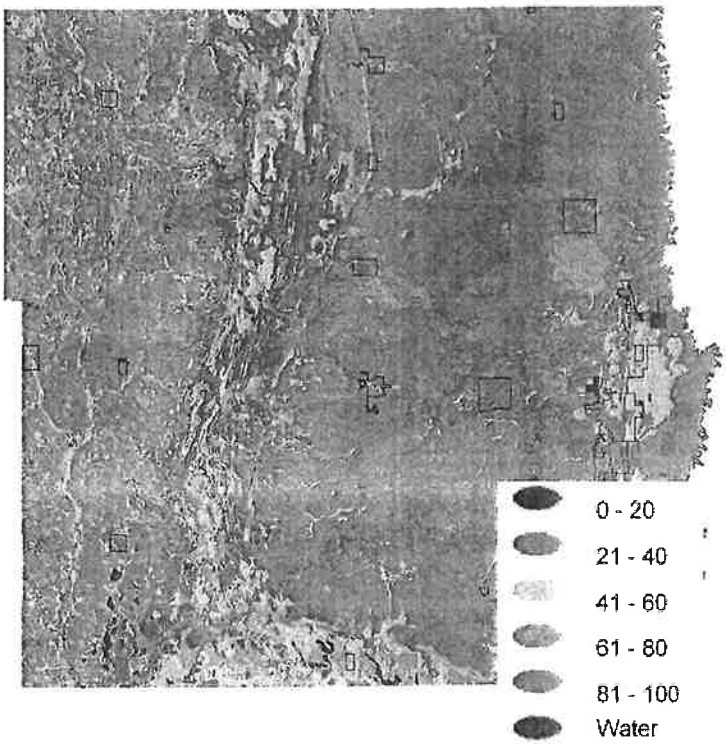


Figure 6.4: Farmland Productivity Map



Existing Land Use

Cass County includes more than 1.13 million acres or 1,767 square miles, covering an area roughly 44 miles wide by 42 miles long.

Of the county's entire area, 65,000 acres, or 5.8 percent, is incorporated into cities. The acreage within cities can be further stratified into agriculture, commercial, single-family residential and other public and government owned land categories:

- 28 percent of all acreage in incorporated cities is public land, government owned properties and right-of-way, and water.
- 26 percent of all acreage in incorporated cities is commercial property, which also includes industrial, multi-family residential, and trailer parks.
- 24 percent of all acreage in incorporated cities is still classified as agricultural.
- 22 percent of all acreage in incorporated cities is single-family residential.

The remaining 1.07 million acres is unincorporated and includes

- 89 percent of all unincorporated acreage is agricultural.
- 8 percent of all unincorporated acreage is single-family residential.
- 3 percent of all unincorporated acreage is public land, government owned properties and right-of-way, and water.
- Less than one percent of all unincorporated acreage is commercial uses, including commercial and industrial uses.

The breakdown of different land use categories is shown in Figure 6.5. An existing land use map is shown in Figure 6.6.

Figure 6.5: Land Use Categories by Incorporated Cities and Rural Areas

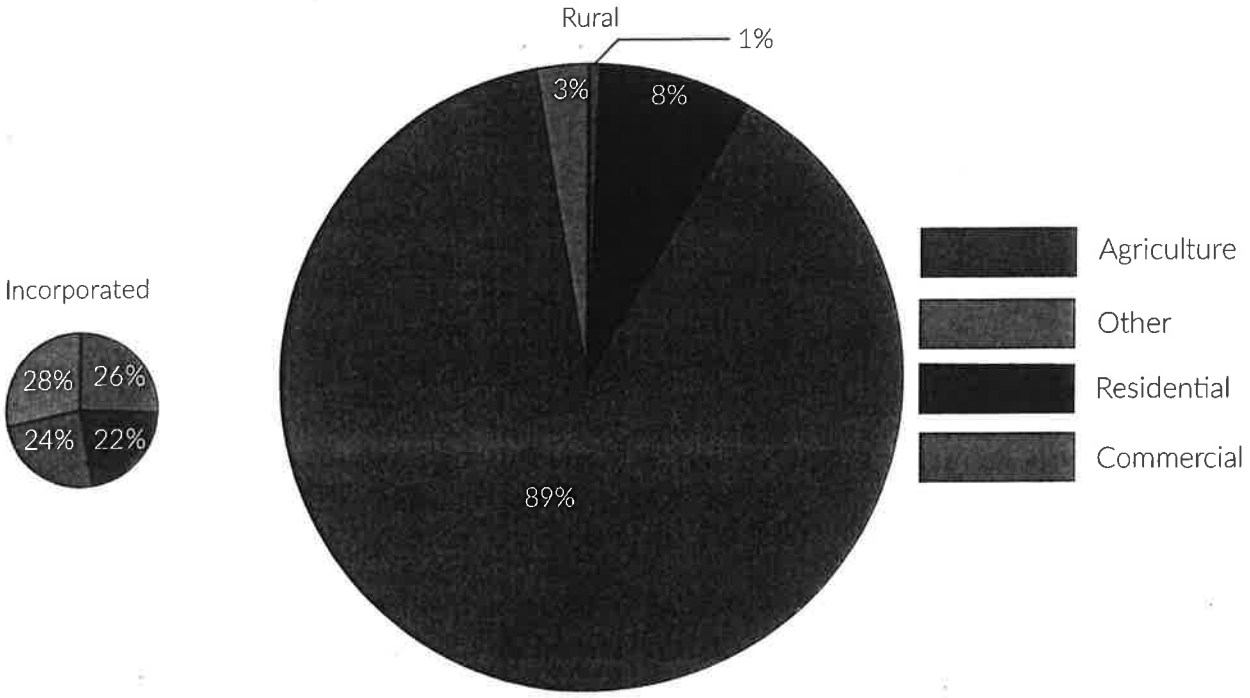
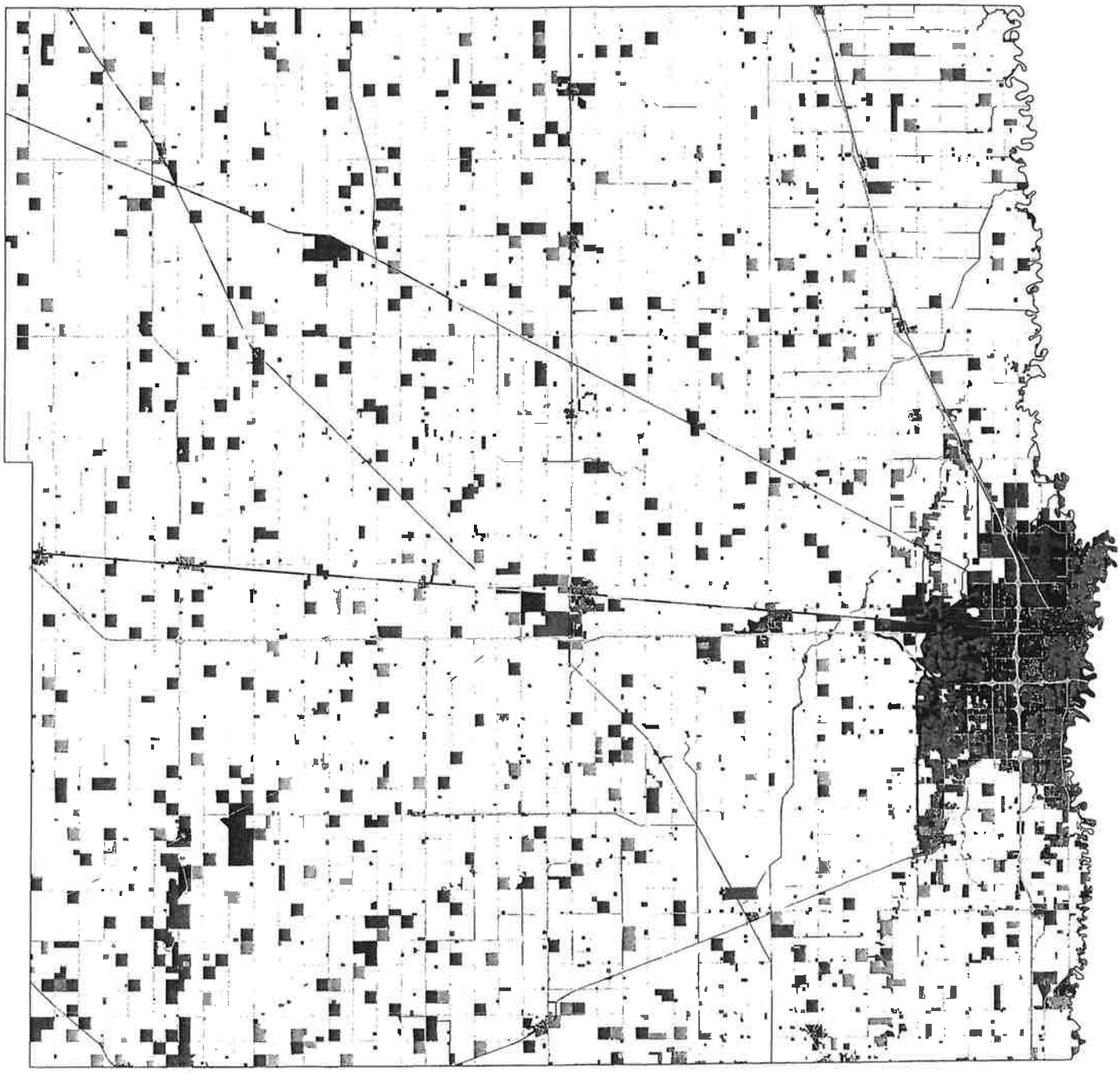


Figure 6.6: Cass County Land Use



Cass County Land Use

- Ag With Residential
- Farm Exempt
- Public/Non Taxed/Unknown
- Commercial/Industrial/MF Residential
- Drains, Flood Control, Other
- SF Residential
- Ag
- Roads

Development Patterns

There are nearly 37,000 acres of land in platted subdivisions in Cass County. While most of that land is located inside incorporated municipalities, approximately 4,650 acres is located outside of those cities.

- 23 percent of the land in these subdivisions is in commercial or industrial use.
- 21.5 percent remains in agricultural use even though it is platted.
- Approximately 45 percent of the land is used for residential purposes.
- It is estimated that approximately 10 percent of these subdivisions are located in rural unincorporated villages such as Erie or Absaraka.
- It is further estimated that approximately 77.5 percent of the land in these subdivisions is located in the 100 year floodplain.

While 16 of the 27 cities in the County have been growing in population since the 1990 census, only 11 have grown in area during the same time period. The cities of Casselton, Davenport, Fargo, Harwood, Horace, Kindred, Leonard, Reile's Acres and West Fargo have all had significant annexations that have increased their land area by at least 40 percent. It should also be noted that a few cities have a large amount of land that remains in agricultural use within their municipal boundaries. This includes 7,879 acres of land in the cities of the metro area.

Land Use Analysis

Community Growth Capacity

Past growth is not an indicator of future growth. A number of factors were evaluated to consider the growth potential of cities in Cass County. Factors considered were municipal water supply capacity, sewage treatment capacity, available residential lots, zoning ordinances and future land use plans, planning commission, and the existence of certain desirable services (restaurant, bank, school, gas station/convenience store, and grocery store). Two communities fit every factor. An additional four communities fit all but one factor. A number of communities (mostly in the metro area) do not anticipate any growth either because they are surrounded by existing development, or because they have some other limitation that prevents any additional growth.

Based on the evaluation of growth capacity and location in the County, four different types of communities are apparent in the County:

- Metropolitan cities with full range of services and significant growth capacity.
- Urban residential communities with few services of their own.
- Rural centers with resources to grow.
- Rural residential clusters with limited potential to grow.

Community growth capacity is shown in Figure 6.7.

Townships were also evaluated to understand growth capacity. The dominant factors considered were past development levels, zoning categories, and proximity to the metro area. Generally speaking, the higher the past development, the more zoning categories, and the closer to the metro, the more townships were considered to have growth potential.

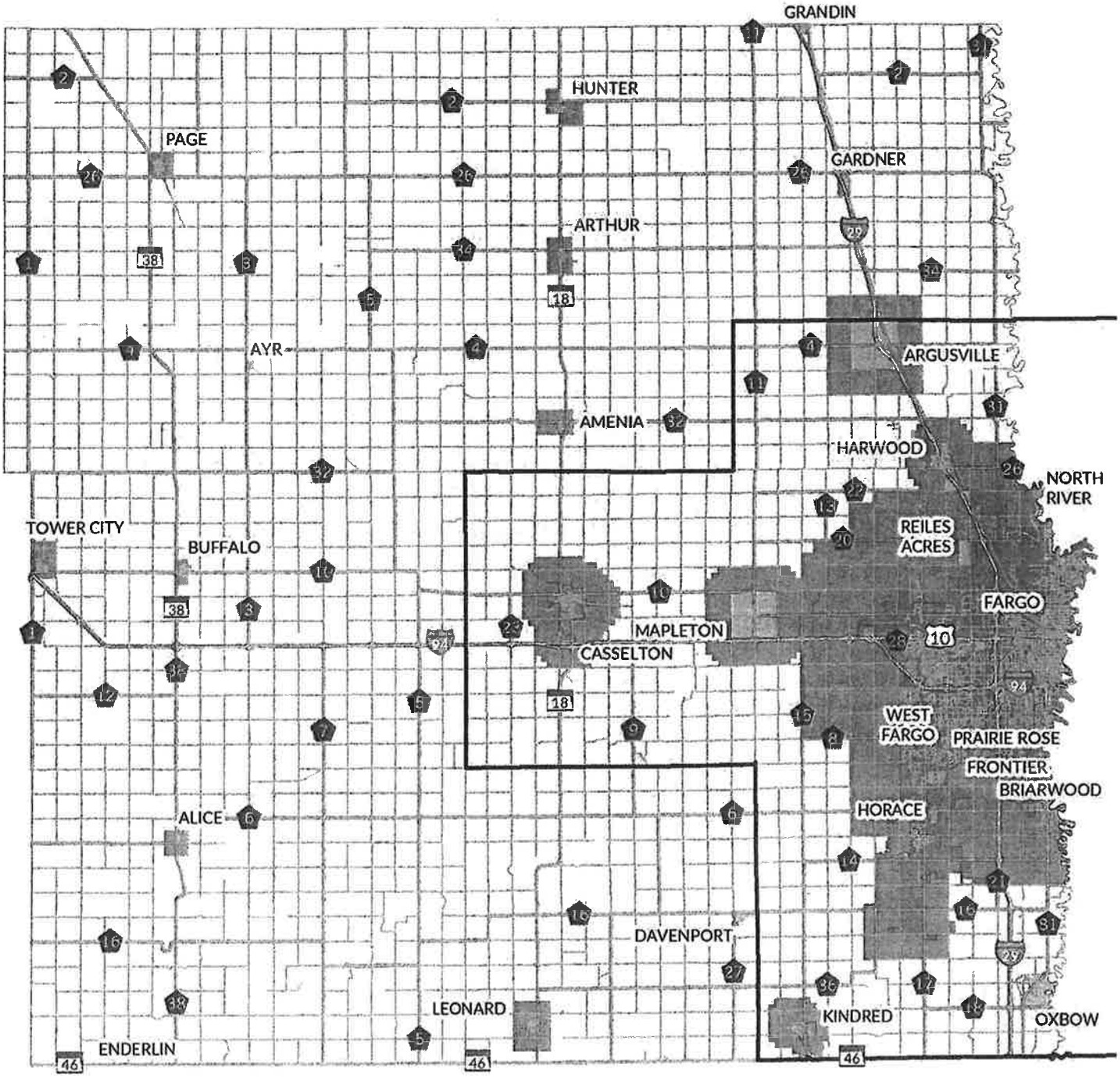
Special Land Uses and Issues
Emerging Topics

While Cass County has not established zoning authority, all of the townships have established zoning authority. County involvement happens when subdivisions are proposed in the areas under township zoning authority. The most common development activity Cass County reviews is rural one lot subdivisions. However, there are a number of existing and emerging land use issues that merit consideration in this planning process. They are significant because of the potential to result in land use conflicts, substantially change or disrupt the dominant pattern of land use, and/or increase the need to expend local government resources to respond to the development activity. These include:

- Animal Feeding Operations
- Wind Farms
- Solar Farms
- Marijuana Manufacturing Facilities
- Waste Disposal Facilities
- Temporary Housing Facilities
- Temporary Construction Materials Yards

Each of these potential activities may raise concerns because of perceived impacts to property values, landscape character, traffic volumes and safety, and creation of nuisances such as trash, noise, odor, light, and dust.

Figure 6.7: Growth Capacity



Cass County Community Growth Capacity Categories

- Urban Growth Center
- Urban Residential Cluster
- Rural Growth Centers
- Rural Residential Clusters
- ET Boundary
- Metro Planning Area Boundary
- Roads

Hazardous Materials

Although not so likely to raise concerns because of perceived or potential impacts, there are other land uses which also merit special consideration. Generally, these relate to the storage or transport of hazardous materials. The train derailment near Casselton in 2015, and the tank farm fire in West Fargo in 2018 illustrate the incidents that need to be considered when evaluating development proposals. It would be appropriate for Cass County to establish or recommend development buffers around transportation routes, chemical storage facilities, and other locations that contain hazardous materials.

FM Area Diversion

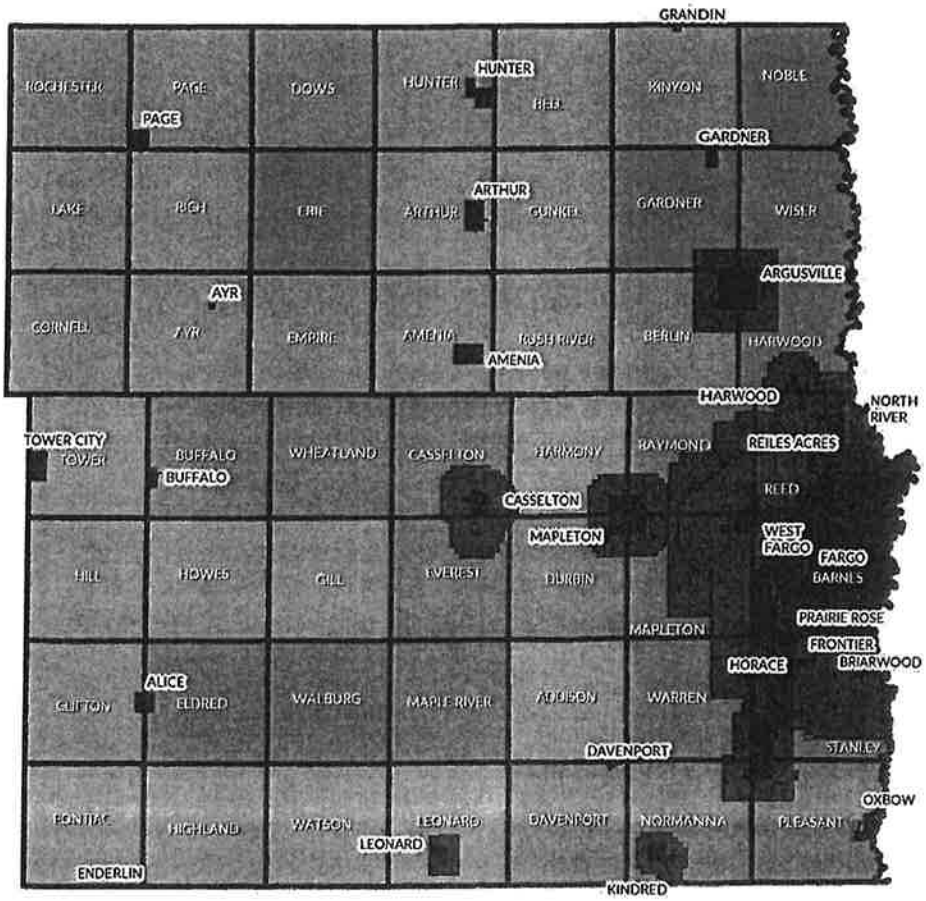
The anticipated construction of the FM Area Diversion suggests an additional consideration. The use of publicly owned lands for recreational and community purposes was identified as an opportunity during the planning process. Flood buyout properties and land in the vicinity of the proposed FM Area Diversion are potential locations for these uses.

Some initial conceptual land uses have been noted by the Diversion Authority. However, a coordinated approach to land use in the vicinity of the diversion would help ensure the best use of this potential asset. A more detailed discussion of this topic is addressed in the section on the FM Area Diversion.

Land Use and Growth Management

Cass County does not regulate land use through zoning. However, each of the 49 townships in Cass County and many of the cities have established zoning authority. A few of the cities have established extraterritorial authority outside there municipal boundaries as well. Figure 6.8 illustrates which cities have established zoning authority and extraterritorial authority, as well as showing the type of zoning established by the townships. Generally, the townships have established a single district zoning ordinance or they have zoning ordinances with multiple zoning districts. The townships with single districts are invariably focused on agricultural preservation, and have a township wide agricultural zoning district. The remaining townships have multiple zoning districts which infer greater potential for non-farm development. Most of these ordinances are variations of one of three model ordinances. Two of these models are fairly old and may not reflect current best practices. One of the model ordinances was developed by the Cass County Planning Office. Most townships and many cities in Cass County do not have full-time staff to act as planners, zoning administrators, or building officials. In some cases, development activity happens too infrequently that local governments may not be cognizant of what their regulations or procedures require. It may be that the regulations and procedures end up not being followed. It would be a real benefit for these townships and small cities to have some technical assistance or training readily available to them.

Figure 6.8: Township and City Zoning



One of the fundamental growth management issues for townships and cities relates to extraterritorial zoning authority. The North Dakota Century Code establishes limits for the distance extraterritorial zoning can be expanded beyond municipal boundaries, based on the population of the city (see Table 6.1). For each of the three city sizes, the first half of the distance belongs unilaterally to the city. However, the second half of the distance must be shared with any adjacent jurisdiction that has established zoning authority.

Table 6.1: Distribution of Zoning Authority in Extraterritorial Areas

Distribution of Zoning Authority in Extraterritorial Areas by Size of City			
City Population	<5,000	5,000-24,999	>25,000
Unilateral Zoning Authority	first 1/2 mile	first mile	first two miles
Shared Zoning Authority	second 1/2 mile	second mile	second two miles

There are several potential procedural issues for cities and townships related to extraterritorial authority:

- Cities do not automatically have extraterritorial zoning. They must establish zoning in their extraterritorial area using the same ordinance process used to establish zoning inside it municipal boundaries.
- There should be township representation on cities' planning commissions.
- There is a specific procedure involving the township for how any application in the second half of the extraterritorial area must be reviewed and approved.
- There is a specific procedure for how changes or expansions to extraterritorial area must be completed to ensure orderly extension of the city's zoning to areas previously zoned by the township.

One other frequent issue related to growth management, especially for townships, pertains to potential high impact land uses that often involve state agency procedures and rules. These include animal feeding operations, solar farms, wind farms, marijuana manufacturing facilities, and solid waste facilities. They also tend to be controversial projects. There are other potential land uses which also have significant impacts and the potential for controversy. These include temporary housing (commonly called mancamps), adult entertainment, and bars that may spring up when there is a large influx of temporary workers as could possibly occur for construction of the FM Diversion project. In all these cases, it would be beneficial for local jurisdictions to have zoning and guidance in place to address their potential before faced with an actual application.

Another fundamental issue addressed in the 2005 Comprehensive Plan was the ongoing development of large rural residential subdivisions. "The resulting problem is subdivisions lacking urban services while at the same time straining the county and public road network." Therefore, the County established platting requirements for major subdivisions that have worked effectively to address this issue in the years since the 2005 Plan.

Land Use and Growth Management Strategies

The following strategies involve Cass County Government supporting effective land use management and taking initiative to offer assistance to local governments in the County:

- Volunteer to provide zoning maps for all townships and incorporate those zoning maps into the interactive GIS system available to the public.
- Refine the existing County Planning Office township zoning model into two separate model township zoning ordinances. One would be aimed specifically at agricultural preservation and be very short and simple to administer. The other would be a multiple zoning district model which addresses the potential complexities related to special land uses noted previously. To the maximum extent possible these models would share definitions, standards, and procedures to provide the opportunity for consistency throughout the county.
- Host township land use management workshops on a regular basis for small groups of townships in the same vicinity. This is an opportunity to learn, resolve common issues occurring in the same area, and offer technical assistance to enhance zoning ordinances and procedures.
- Consider developing a city zoning model or guide that aims to create a business friendly environment to help stimulate economic development. It would potentially address specific uses which may not be addressed by most city zoning ordinances including mixed uses, urban agriculture, and alternative housing types which are not practical with current zoning.
- Compile best practices materials and other educational materials on various land use and land management topics for both counties and cities. Make a strong effort to distribute this information widely (example: Living With a River from the ND Department of Health).

Floodplain Management

Natural Features and Propensity for Flooding

The major physiographic feature making up the eastern three-fourths of Cass County is the Red River Valley. The main stream in Cass County is the Red River of the North which flows northward along the county's eastern border, and eventually drains into Lake Winnipeg in Canada. The Red River Valley is one of the flattest regions on earth. The plain of Lake Agassiz has a northward slope of 1.5 feet per mile and an eastward slope ranging from 2 feet per mile near the Red River to 20 feet per mile farther west. Five rivers flowing through Cass County form its major surface drainage system. They are supplemented by legal drains which also move significant amounts of runoff into the rivers.

Flooding during the spring thaw is a common occurrence. The Red River's northerly flow and the spring thaw in the region progressing northward along the valley results in the southern valleys snow melt merging with fresh runoff as it moves north increasing the total amount of water in the river. Furthermore, the river's inconsistent thaw can cause ice jams as large broken pieces of ice moves north reaching impassable frozen sections of the river creating ice dams retaining the water upstream. Finally, as the river moves north its gradient also decreases causing the river to pool upstream.

Flood Risk and Development Impacts

The geological formations of the Red River Valley and its potential for flooding cannot be changed. With significant investments, flooding on already established neighborhoods and developments can be lessened, if just slightly. However, with a proactive approach, it is possible to lessen the damage of floods for new developments. This will not fix past mistakes, but can help to eliminate or lessen burdens created by flooding for future development. Allowing development in flood prone areas by adding fill or diking puts structures at risk of unanticipated flooding levels, and also reduces the natural storage area and creates bottlenecks in the flow of the river. Restricting growth in these naturally low-lying areas allows the storage areas to hold flood waters and helps lower the peak of the flood elevation.

The Red River of the North has exceeded the National Weather Service flood stage of 18 feet in 52 of the past 114 years, and every year from 1993 through 2011. Flooding in Fargo-Moorhead typically occurs in late March and early April. The flood of record at Fargo-Moorhead was the 2009 spring flood with a stage of 40.8 feet on the Fargo gage. With an estimated peak flow of 29,200 cubic feet per second (cfs), the 2009 flood was approximately a 2-percent chance (50-year) event. Equivalent expected annual flood damages in the Fargo-Moorhead metropolitan area are estimated to be over $194.8 million in the future without project condition.

Although emergency measures have been very successful, they may also contribute to an unwarranted sense of security that does not reflect the true flood risk in the area. History has shown that the people in the study area will stay to fight a flood rather than evacuate to safer locations. A loss of life analysis conducted for the FM Area Diversion feasibility study estimated that as many as 200 people could perish if emergency levees failed suddenly during a 1-percent chance event. Flood water may be extremely cold, just above freezing, and anyone caught in the water would suffer hypothermia in a short time.

Flood insurance is a critical component of the overall strategy to manage risk from flooding. However, there is a tendency for people to not maintain flood insurance every year. For instance, there was a 40 percent drop in Cass County flood insurance policies from 2011 to 2012, probably because it was a relatively dry year. Policies have to be in effect for 30 days for flood damage to be covered, which means not maintaining annual coverage could leave property-owners without coverage under the right circumstances. In high-risk flood zones, there is a 25 percent chance of flooding during a 30 year mortgage, but only a four percent chance of experiencing a fire. According to the latest available information there are 4,022 total flood insurance policies in force in Cass County, of which 532 flood insurance policies are rated in 100 year floodplains. The total coverage of these policies is $1,210,323,700.

The previously noted FM Area Diversion feasibility study identifies a high risk of flood damage in the 85 square mile study area. This includes damage to urban infrastructure from the Red River of the North, the Wild Rice River (ND), the Buffalo River, and the Sheyenne River and its tributaries, the Maple River, Lower Rush River, and Rush River. It also includes damage to rural infrastructure and agricultural land and disruptions of transportation and access to properties within the study area. The study area has an estimated average annual flood damage cost of more than $194.8 million. There is localized flooding and subsequent risk of damage in many parts of Cass County outside the FM Diversion feasibility study area as well.

Existing and Anticipated Floodplain Studies

The risk of flooding in Cass County is not caused solely by conditions in Cass County, and the elements to floodplain management cannot all be accomplished within Cass County. In 2009, the Red River Basin Commission, an international Red River basin-wide organization was asked to spearhead an effort to develop a comprehensive, proactive approach to managing and mitigating flooding throughout the Red River watershed. A comprehensive analysis was completed in 2011 that developed recommendations to accomplish the project objectives. The analysis evaluated factors contributing to flooding, summarized the costs of flooding throughout the basin, defined basin-wide principles to guide the development of mitigation strategies, and defined "three basin-wide approaches to floodplain management with a combined goal of creating a more flood resilient basin.[14]" The three basin wide approaches were:

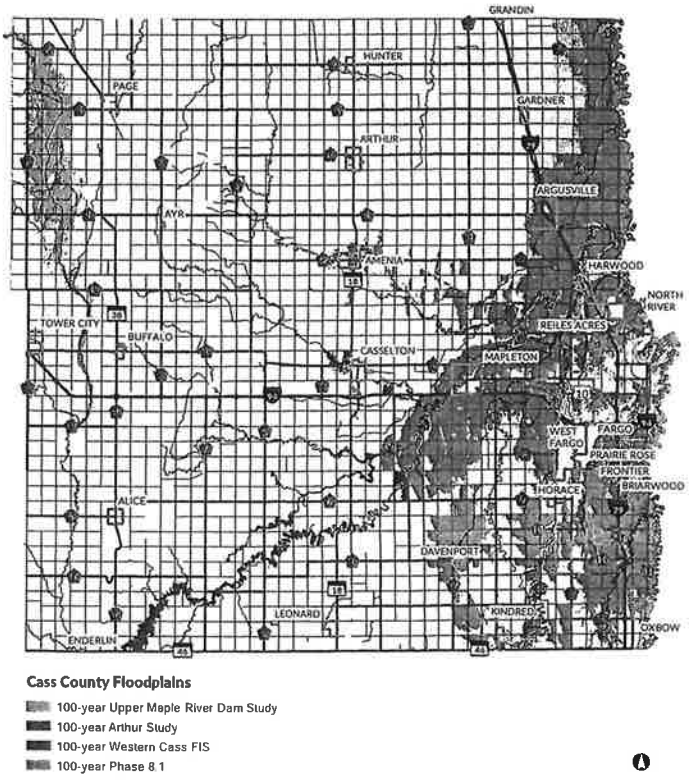
- Nonstructural strategies must be implemented to mitigate existing development and protect future growth to higher standards, including greater efforts at managing development, and education.
- Levels of protection must be raised for an integrated approach for urban and rural areas, critical infrastructure, small cities, rural residences and farmsteads, cropland, critical transportation systems, and emergency services.
- Retention was recognized as a potential key to taking the peak off floods and a full exploration of this tool was recommended.

The *Long Term Solutions Report* additionally recognized the critical need to establish "immediate permanent protection measures." It is important to recognize that these basin wide approaches are still critical to Cass County, and the principles behind these approaches should be applied wherever floodplain management occurs throughout Cass County.

Floodplain management is a requirement of participation in the National Flood Insurance Program. When the Federal Emergency Management Administration establishes official flood hazard areas in a jurisdiction, it requires the jurisdiction to administer floodplain regulations over the identified flood risk areas. Continued floodplain administration assures the jurisdiction has access to disaster funding in the event of a declared disaster for that jurisdiction. Currently there are 18 cities and 16 townships, as well as Cass County itself, participating in the National Flood Insurance Program (NFIP). There are currently two ongoing Flood Insurance Studies being completed for parts of Cass County. When the Western Cass and the Upper Maple River Flood Insurance Studies are completed, there will likely be three to five additional townships and one additional city that become participants in the NFIP with officially designated floodplains and FIRMs. In addition to these ongoing studies, a collaborative effort between FEMA and the North Dakota State Water Commission is currently underway to complete a RISK mapping program. This program uses available data to develop a model of potential flooding locations in areas which may not have existing Flood Insurance Rate Maps (FIRMs). The results of RISK mapping program will serve as best available information for areas which experience flooding but have low development and population densities, and are therefore unlikely candidates for Flood Insurance Studies (FIS).

Figure 6.9 illustrates the best available information of the areas in Cass County at risk of 100 year flood events. However, a large portion of these 100 year floodplain areas are based on information that is essentially out of date. The 100 year floodplain for the southeastern part of the County is based on a period of record ending in 1991, and since that time a number of significant floods have occurred in the Red River Valley. In fact five of the 10 greatest floods have occurred in the time period from 2000 to 2017. This is not just an issue in the metropolitan area of Cass County. For instance in Wiser Township, the 1984 FIRM identifies a 100

Figure 6.9: Floodplain Best Available Information



year flood elevation of ranging from 878 to 882.9. This is typically a foot lower than the flood events occurring in the Township in the last 20 years.

A new floodplain map became effective for the southeastern portion of Cass County in 2015. As a result, there are now approximately 2,300 structures in the floodplain. But local officials anticipate a future floodplain map which does account for more recent flooding will become effective within the next few years, and that the new 100-year floodplain elevation will be more than 1.5 feet higher than that of the 2015 100-year floodplain. The result of this will be that approximately total 11,000 structures will be in the floodplain and need to carry flood insurance. Additionally, a new floodplain map for what is essentially the Maple River watershed which covers much of the remainder of Cass County will become effective in the not too distant future. These maps will help minimize risk from flood damages to new development, but in the meanwhile, great caution and common sense needs to be applied to prevent development with insufficient flood protection. In Wiser Township this has meant requiring development to be a foot higher than the highest flood elevation on record. In the City of Fargo, it has meant requiring development to be flood protected to an elevation 2.5 feet above the currently effective 100 year elevation.

The ongoing efforts to provide permanent flood protection for the metropolitan area of Cass County is addressed separately in the following section on the FM Area Diversion. The section explains the proposed project, its objectives, and summarizes its effects inside and outside the project footprint.

Strategies for Floodplain Management

To enhance floodplain management in Cass County the following strategies are recommended:

- Continue participation in the RISK mapping program, and incorporate the final products of RISK mapping into the Cass County interactive GIS system available to the public. This will require careful explanation so that RISK maps, which are best available information and only advisory, are not confused with FIRMs which have regulatory implications.
- Collaborate with County Water Resource Districts in providing appropriate information or technical assistance pertaining to floodplain management.
- Make existing dam failure emergency response plans or information available to discourage inappropriate development siting in related hazard areas.
- Host regular floodplain management workshops for local jurisdictions. A prominent focus of these workshops should be common sense approaches to development siting to eliminate potential flood damage.
- Compile and distribute floodplain best management practices information through the Cass County website and other means as there is opportunity.
- Compile and distribute information on the value of flood insurance through the Cass County website and other means as there is opportunity.
- Maintain and expand information on appropriate setbacks from watercourses and on bank failure and related issues in order to encourage appropriate development in potential hazard areas.
- Consider offering floodplain management services for small jurisdictions with limited capacity.
- Collaborate with the Emergency Management Department on public education related to flood protection.

FM Area Diversion

Purpose and Background

The previous section documented the level of risk for major flooding in the Red River Valley. Although efforts in recent years to protect life and property have generally been successful, those flood fighting efforts came at significant cost. Many homes located along the Red River and the Wild Rice River were flooded. Millions of dollars were spent building temporary flood protection and thousands of hours were lost from work production. However, this was all to fight floods that were less than base flood levels. Base floods are those which are computed to have an elevation with a one percent chance of happening in any given year.

As a point of reference, the worst flood on record in Fargo was the 2009 flood which rose to 40.84 feet at the Fargo gauging station, and had a maximum daily flow of approximately 29,000 cubic feet per second. A 100 year event would have a maximum daily flow of approximately 33,000 cubic feet per second. A 500 year event would have a maximum daily flow of 66,000 cubic feet per second. The probability of having consistently successful flood fighting efforts in the future must be considered extremely low, especially for events larger than the 1-percent chance event. Therefore, the need for permanent flood protection as noted in the Red River Basin Commission's 2011 Long Term Solutions for the Red River Basin Final Report was identified as a critical action to protect life, property, and even the economy of the Fargo-Moorhead area.

When the flood of 1997 happened, Cass County initiated a Flood Mitigation Study to investigate ways to protect people and property from future major events. In 2001 that Study recommended that a Southside Flood Protection Project be initiated. In the following years many alternatives were investigated and many public meetings held to discuss options for flood protection. In 2008 a reconnaissance report recommended that the US Army Corps of Engineers undertake a Feasibility Study to investigate flood issues in the Fargo Moorhead Metropolitan Area, identify flood risk management measures that could be implemented, document the findings, and if appropriate recommend implementation of a federal project. The resulting feasibility study, integrated with a National Environmental Policy Act document, investigated measures to reduce flood risk and analyzed the potential for federal participation in a flood risk management project in the Fargo Moorhead Metropolitan Area.

The alternatives considered included:

- No action
- Non-structural measures
- Flood barriers
- Increased conveyance
- Flood storage

The final result of the study process ultimately concluded that the most appropriate plan for flood risk management was a locally preferred plan that combined levees, flood storage, and increased conveyance to best protect the study area while maintaining a positive benefit-cost ratio, and meeting NEPA requirements.

Following the finding and recommendations of the Feasibility Study, in 2013, a joint powers entity called the Metro Flood Diversion Authority, the "Diversion Authority," was formed by Cass County, Cass County Joint Water Resource District, the City of Fargo, the City of Moorhead, and Clay County to pursue project development and implementation of the recommended flood risk management project.

Planned Facility and Operation

The recommended and approved Diversion Project is a 30-mile long diversion channel in North Dakota with temporary upstream staging. The project includes a southern embankment, several bridges, three gated control structures, and two aqueduct structures as illustrated in Figure 6.10. However, progress on the project reached an impasse when a federal district court judge determined that the project could not proceed until the Minnesota Department of Natural Resources had completed a process to review, approve, and permit the project. This resulted in a Governors' Task Force being formed to address several concerns about the project being expressed by the Minnesota DNR and those potentially impacted due to the project. The result of the Task Force's efforts is a "Plan B" that shifts the southern embankment of the project further north, and reduces the amount of land impacted on the Minnesota side of the Red River. It also greatly reduces the size and anticipated use frequency of the upstream staging area. See Figure 6.11 for the Plan B revised footprint of the project. The southern embankment, and the inlet and control structure part of the Diversion Project was modified, but the diversion channel was not changed in Plan B. The Diversion Authority has officially submitted Plan B to the Minnesota DNR, and anticipates finding out the results of the DNR review process in the fall of 2018. Pending the issuance of the DNR permit, construction of the diversion channel, and of the outlet and control structure will begin. It

is anticipated that the completion of the project will be in the year 2026.

As identified in Plan B, the Diversion Project is expected to operate only when major flood events occur. This is estimated to be on average once in every 20 years. A major flood event generally means one with flows in the range of 35,000 cfs or higher.

Project Impacts

There will be both positive and negative benefits from the Diversion Project.

- The primary benefit is protecting an estimated 230,000 people and 11,000 structures from the immediate effects of flooding. Without the Diversion Project, the owners of 11,000 impacted structures would likely pay a total of $30 to 50 million annually in flood insurance. It also has the ultimate benefit of reducing the costs of fighting floods. And it has a significant impact on the capacity of the Fargo-Moorhead metropolitan area to maintain a healthy and growing economy.
- The primary negative of the Diversion Project is that it impacts properties that typically do not experience springtime flooding to the degree that they will under the same flood event. There are approximately 16,000 acres of farmland which will be impacted by the water of major flood events that will pool in the staging area on the south side of the southern project embankment. There are 54 rural homes and farmsteads that will need to be acquired to remove them from the staging area. Additional negative impacts, include the cost for paying for the Diversion Project which are spread out among people who would not be impacted directly by major flood events in the project area.

Land Use Issues and Opportunities

As illustrated in Figure 6.11, there are nine local governments with jurisdiction over land that is a part of the Diversion Projects footprint. The area within and adjoining the Diversion footprint will undergo either temporary or permanent land use changes. Land within the area of protection by the Diversion will be available for development. Some of the land on the outside of the Diversion project will be in the floodplain and should remain without structural development. Other parts of the land outside the Diversion project will be above the floodplain and will have potential for development. There will be both public and private development opportunities when the Diversion is completed. One important public opportunity is to use the Diversion footprint for recreational activities. This kind of opportunity has already been identified by the Diversion Authority. However, what is missing is a clear, comprehensive, and coordinated plan to take advantage of the potential for recreational activities. Some have envisioned significant facilities that are a major benefit to local residents, and perhaps even attract tourists from across the region. A multi-jurisdictional approach to planning future land use is needed in order to take advantage of this opportunity, and to ensure that future land use development in the vicinity of the Diversion does not conflict. Some potential concepts for consideration include:

- A combined walking/biking trail along the entire length of the Diversion channel that provides a connecting linkage to existing and planned biking and walking facilities within the metro area.
- River access locations for canoeing and kayaking on the Red River.
- Regional parks that offer opportunities for specific activities requiring large linear footprints.
- Neighborhood parks that link to a regional trail system.
- Camping and service locations for long distance bicyclists that travel through the Fargo Moorhead metro area.
- Outdoor educational sites for K-12 learning projects
- Community gardens

Figure 6.10: Fargo-Moorhead Diversion Concepts

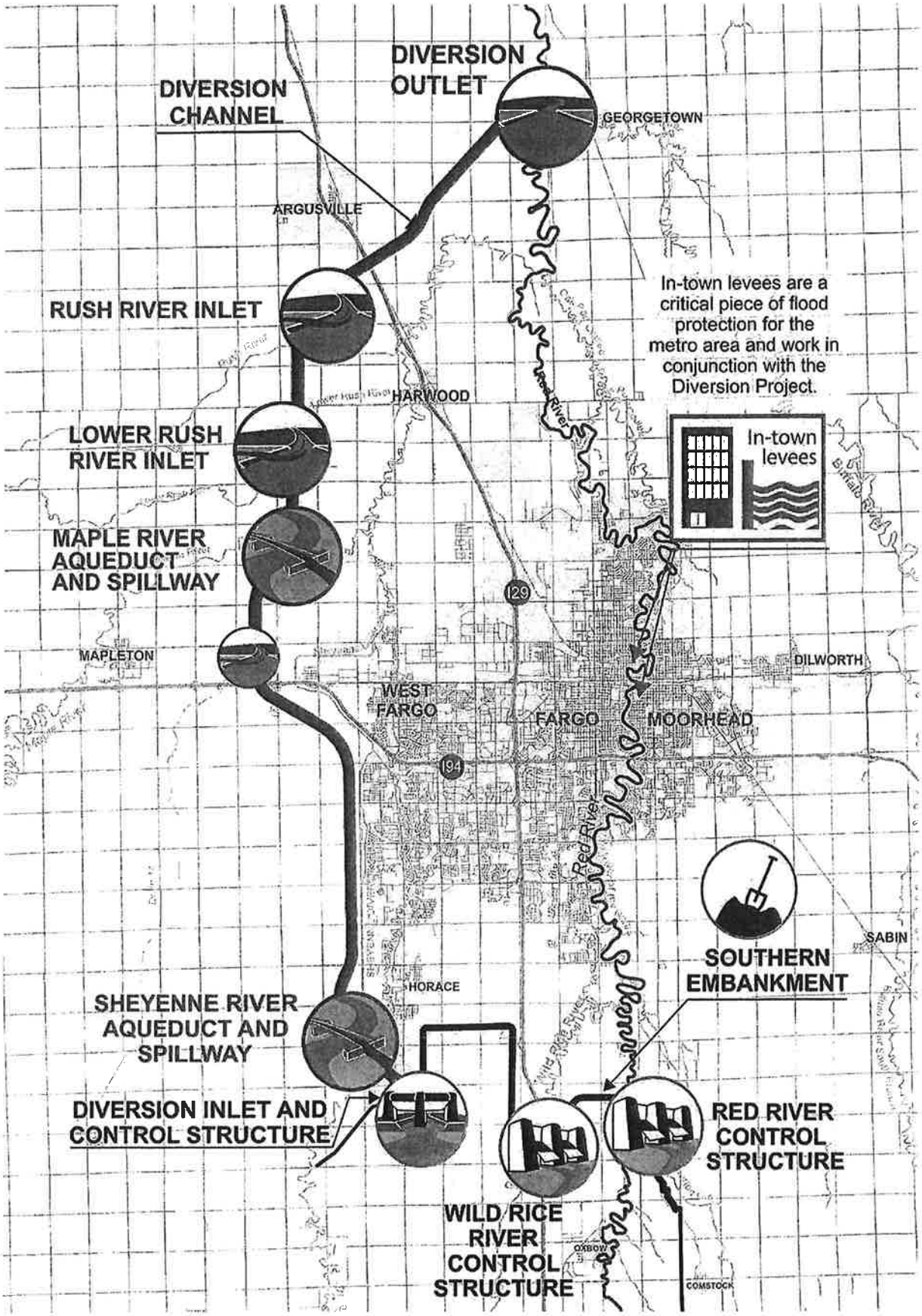
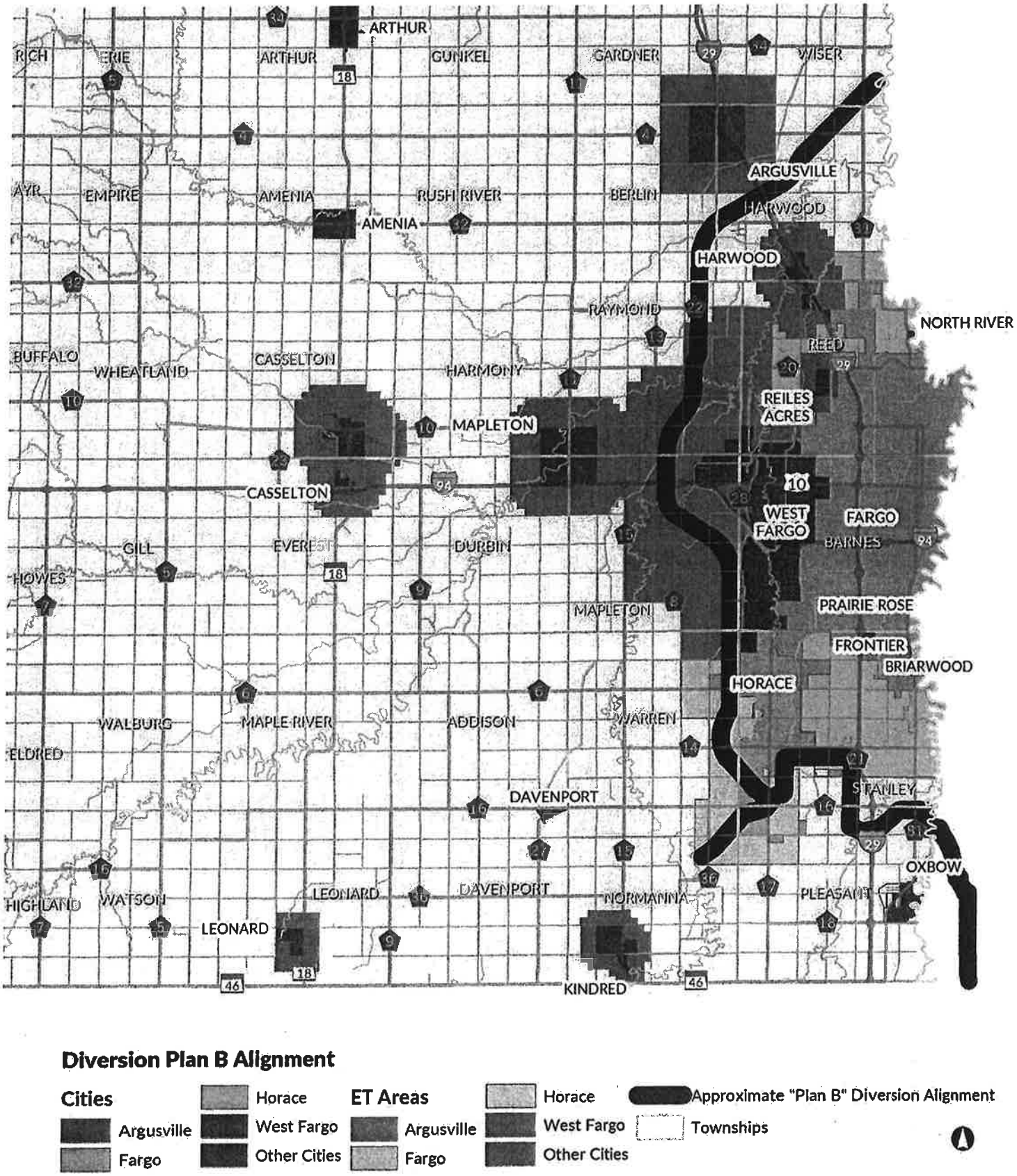
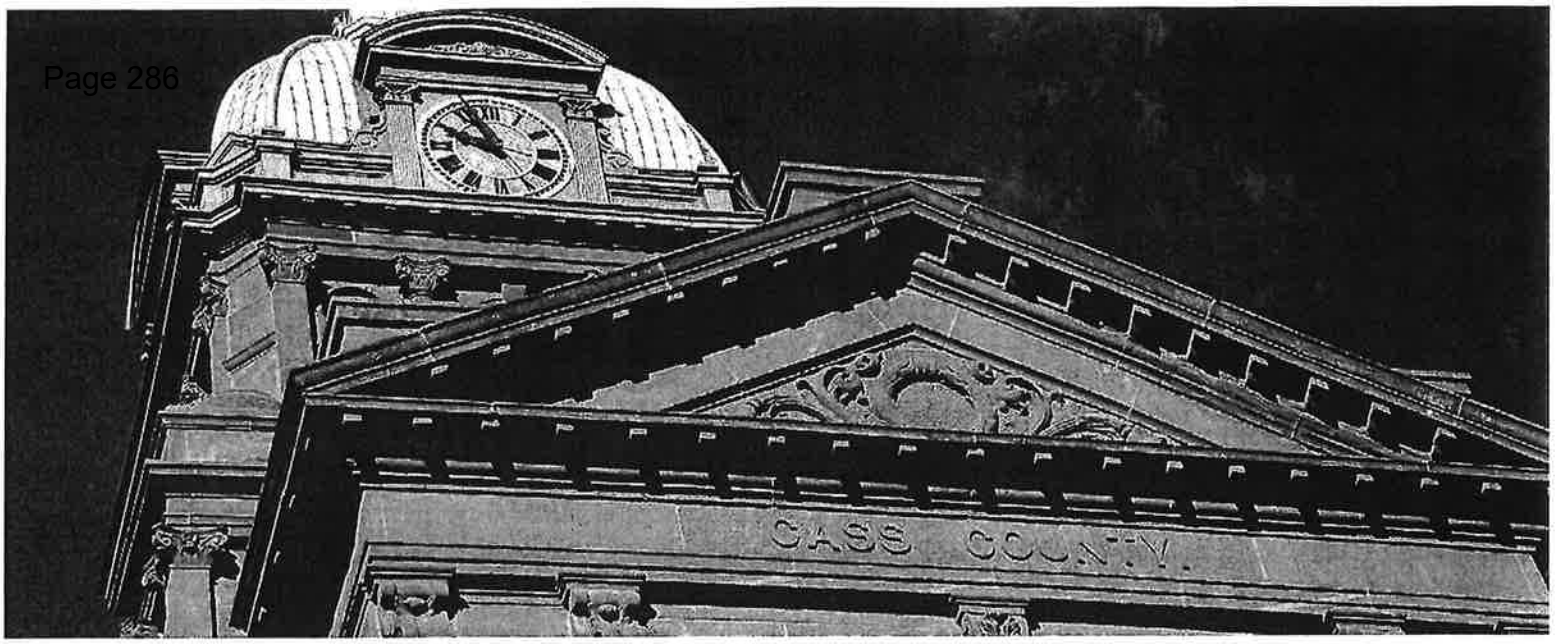
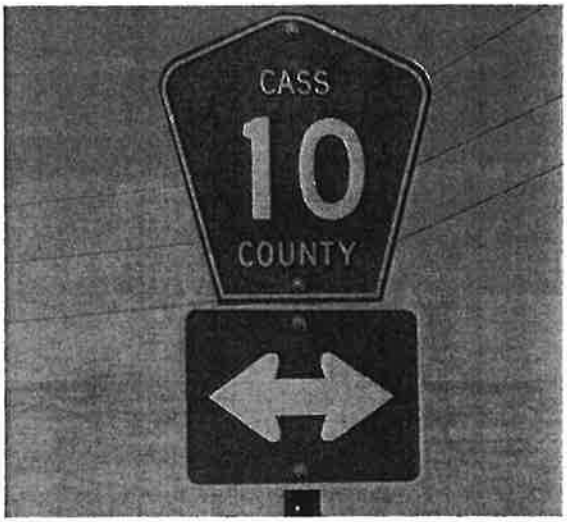


Figure 6.11: Fargo-Moorhead Diversion Alignment





TRANSPORTATION



INTRODUCTION

One of Cass County's primary functions is maintaining the county transportation network. The county maintains 634 miles of roadway and 541 bridges. Public transit, railroads, and airports are also essential elements of the transportation system in Cass County. This element of the Comprehensive and Transportation Plan responds to existing issues and projected needs identified by the public and key stakeholders throughout Cass County. Based on existing and projected conditions, this element of the plan will develop strategies and recommendations to assist Cass County in making future investments in its transportation system.

EXISTING CONDITIONS

Traffic Volumes

Average daily traffic volumes show how many cars travel on the road on an average day. Outside of the urban area of Cass County, traffic volumes are quite low. The highest volumes are along roadways with good connectivity or to major economic centers. Cass County collected data in 2017, the traffic volumes are shown in Figure 7.1.

Truck Traffic

The most recent traffic counts included truck counts. Truck traffic ranges from less than two percent of total traffic to more than fifty percent. Despite these high truck percentages, the actual truck counts are quite low. Truck traffic is shown in Figure 7.2.

Pavements

The 634 miles of county roadways (excluding State, Township, and Municipal roadways) are almost evenly split between paved (all pavement types) and gravel surfaces. Paved roadways are typically found on higher traffic corridors or corridors with good connectivity to economic centers, while gravel roadways are typically found on low volume corridors.

Roadway surface type is shown in Figure 7.3, with a breakdown by surface type and mileage shown in Table 7.1.

Table 7.1: Roadways by Surface Type

Surface Type	Miles	% Split
Paved	309	48.7%
Gravel	325	51.3%
Total	634	100.0%

Pavement Management Trends

The quality of Cass County's roads can be attributed to a high quality pavement management system. Since 2000, Cass County's pavement management plan has invested in more than 40 percent of paved roadways once every five years (Table 7.2). This included nearly 600 miles of improvements since 2000. However, these trends have been heavily influenced by a substantial influx of state funds from oil tax revenue.

Table 7.2: Maintenance Trends

Total Miles/ Year	% of System Treated/Year	% of System Treated Every 5 Years
26.2	8.2%	41.0%

Table 7.3: Chip Seal and Paving Trends

	2000-2003	2004-2008	2009-2015	2016-2020
Total Miles	70	137	266	122
Average Miles/Year	23.0	27.4	38	17.5

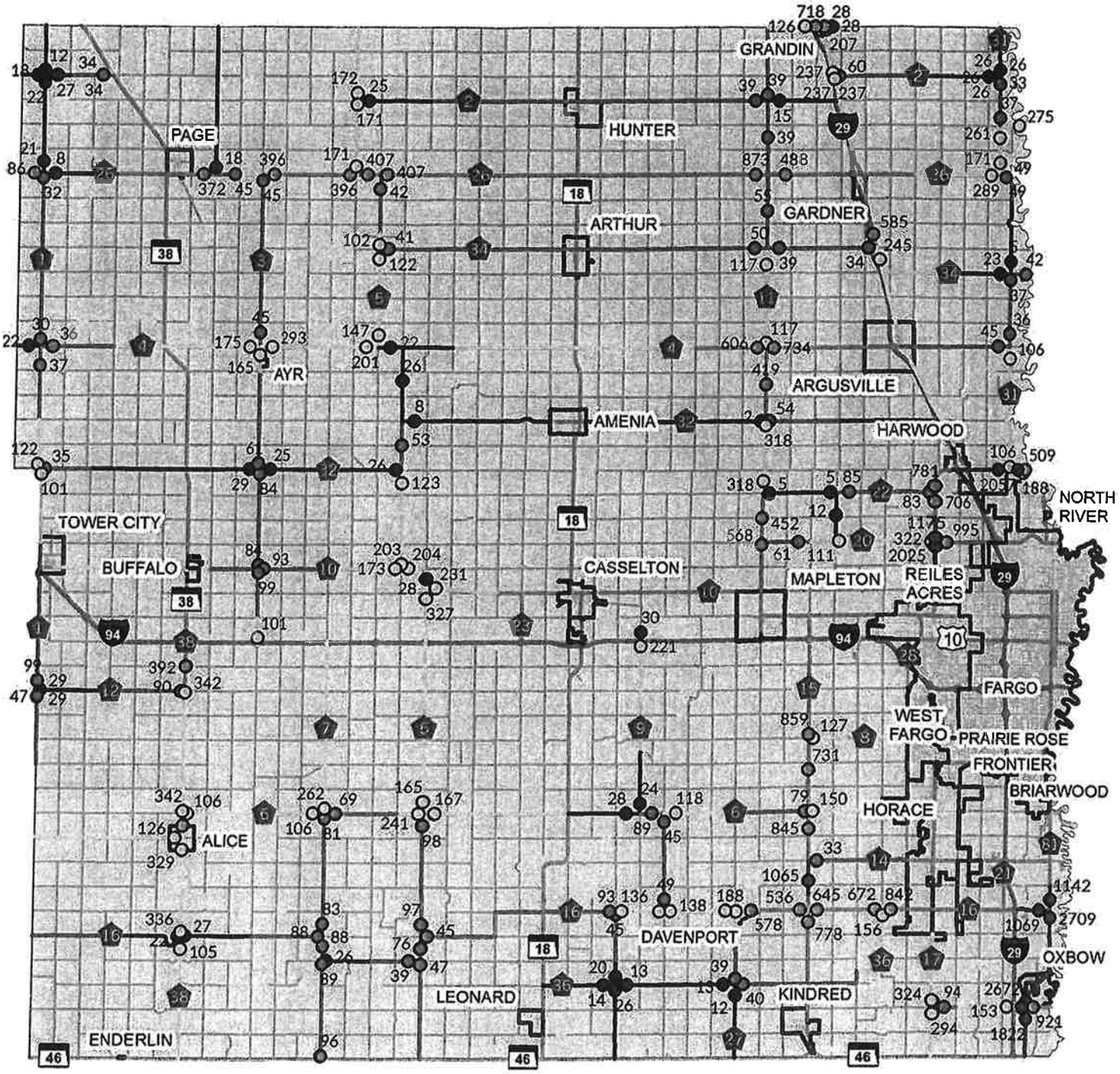
Pavement Conditions

Cass County recently completed a pavement condition survey in 2017. The last pavement condition survey was completed in 2012. Between 2012 and 2017, the overall pavement condition of Cass County has improved from an average PCI of 82.9 to 88.4, both "Good". As of the 2017 data collection, there are fewer miles in "Fair" and significantly more miles in "Good" condition and the average PCI of those miles is higher. The overall increase in pavement quality is a direct result in highway funding for counties in the first half of the current decade. This has since tapered off, but the County continues to maintain high quality paved roads. Pavement management strategies and priorities will be discussed later. PCI data for 2012 and 2017 is shown in Table 7.4; PCI for 2017 is shown in Figure 7.4.

Table 7.4: Pavement Conditions

	2012 Miles	Average PCI	2017 Miles	Average PCI
Poor (0-65)	22.7	44.1	0.5	65.0
Fair (66-80)	98.1	75.5	12.8	76.4
Good (81-90)	99.5	85.5	182.4	86.2
Very Good (91-100)	98.6	96.8	113.3	95.1
Total	319.0	82.9	309.0	88.8

Figure 7.1: Traffic Volumes



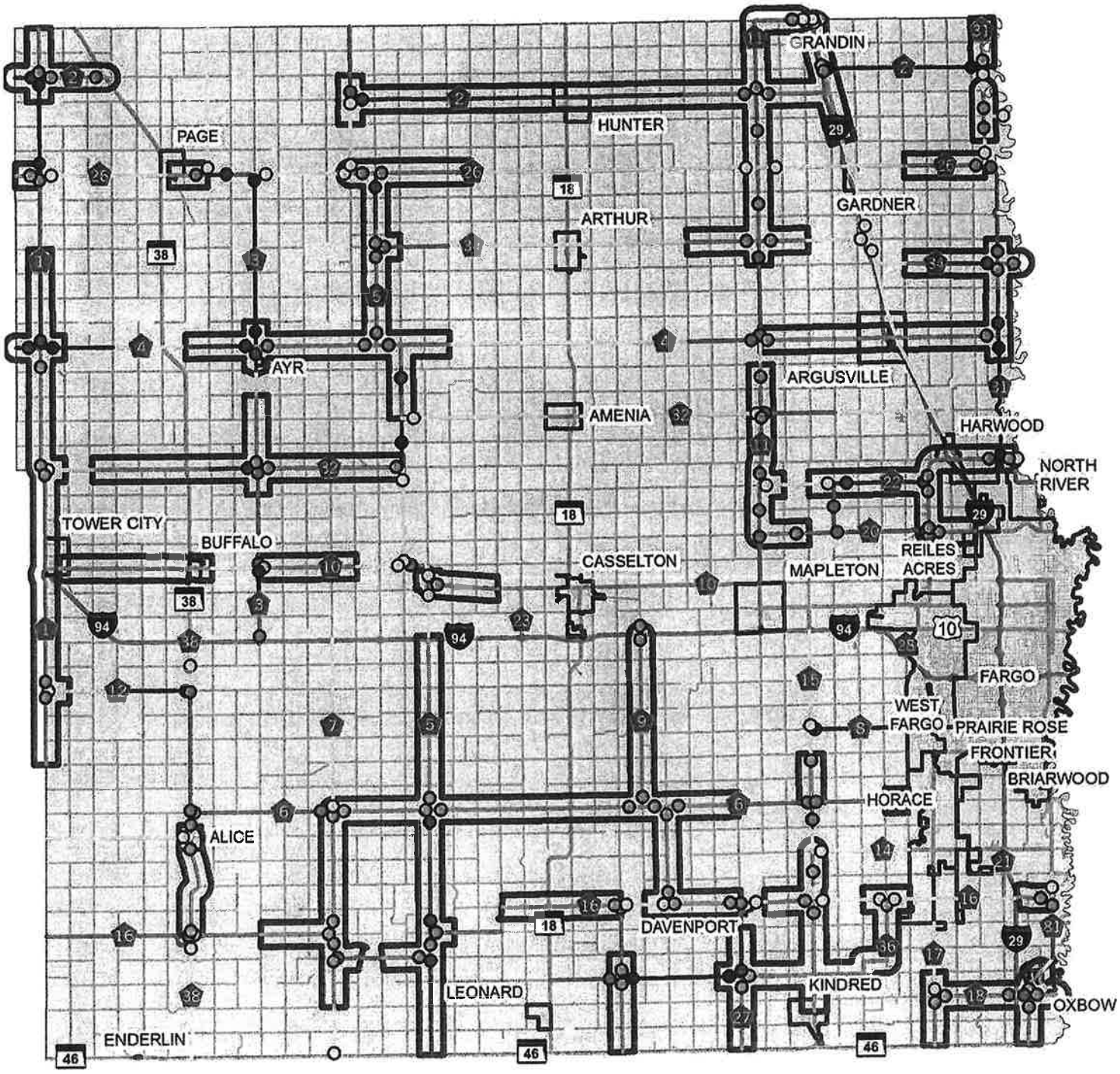
Cass County Traffic Volumes - 2017

Total Adjusted ADT

- 2 - 30
- 31 - 100
- 101 - 350
- 351 - 1000
- 1001 - 2709

City Limits

Figure 7.2: Truck Traffic Volumes

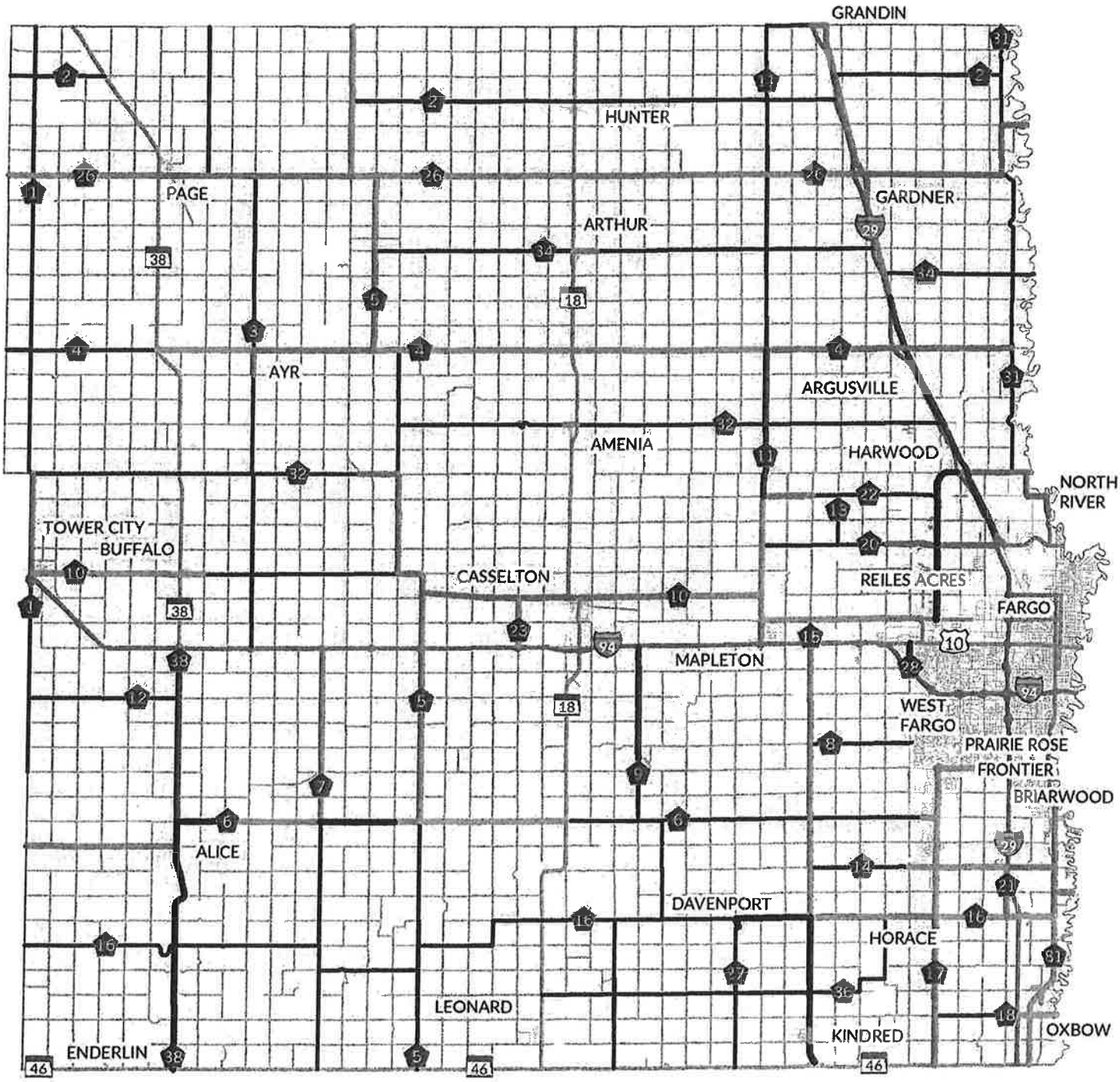


Cass County Truck Traffic Volumes - 2017

Adjusted Truck Percentage

- 0% - 2%
- 2.1% - 10%
- 10.1% - 25%
- 25.1% - 50%
- Over 50%
- City Limits
- Truck Traffic Over 25%

Figure 7.3: Surface type



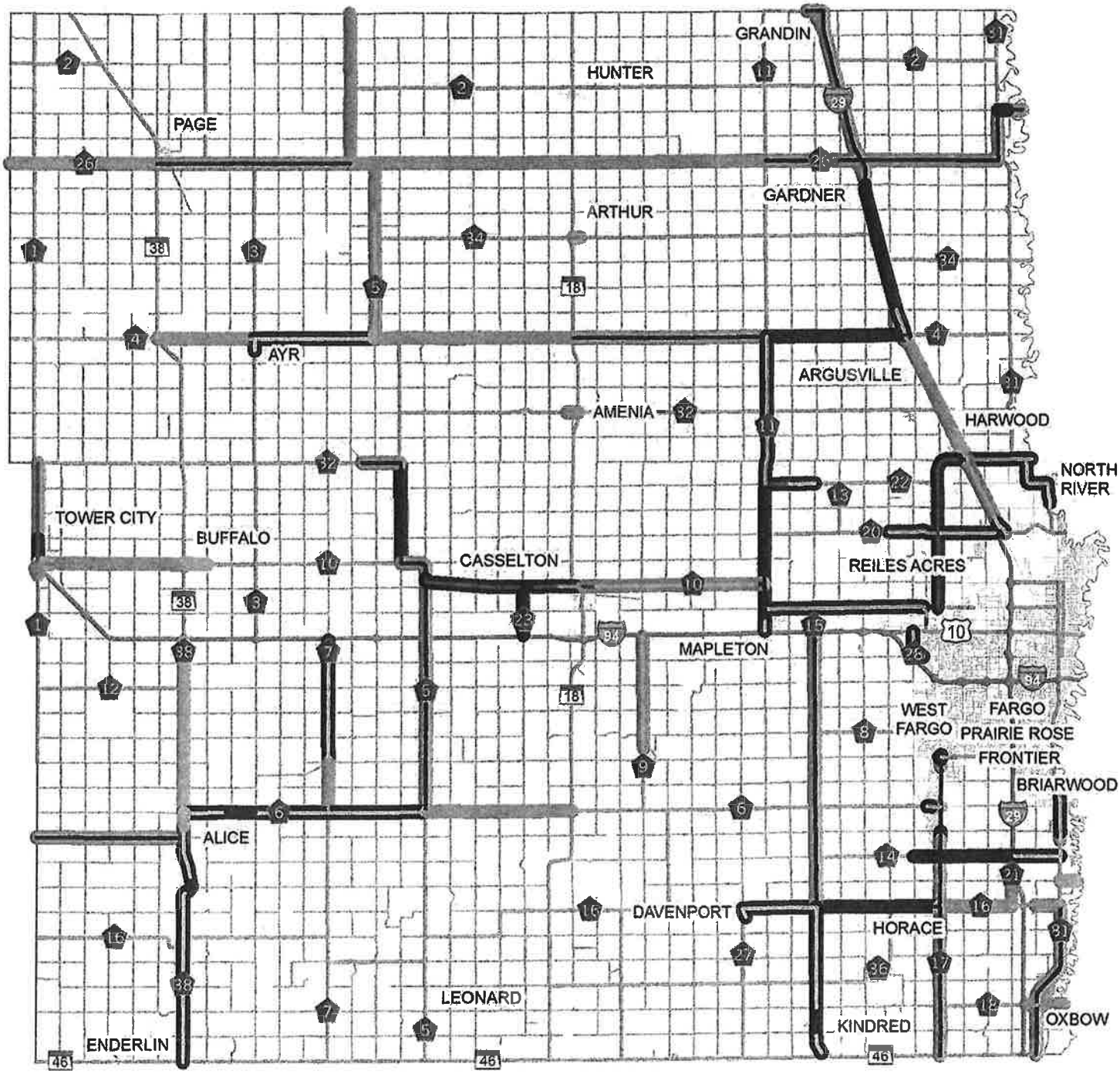
Cass County Roads Surface Type

Year Paved

- 1999 or Earlier
- 2000-2009
- 2010-2015
- 2016-2017

Gravel

Figure 7.4: Pavement Conditions



Cass County Roads PCI

PCI

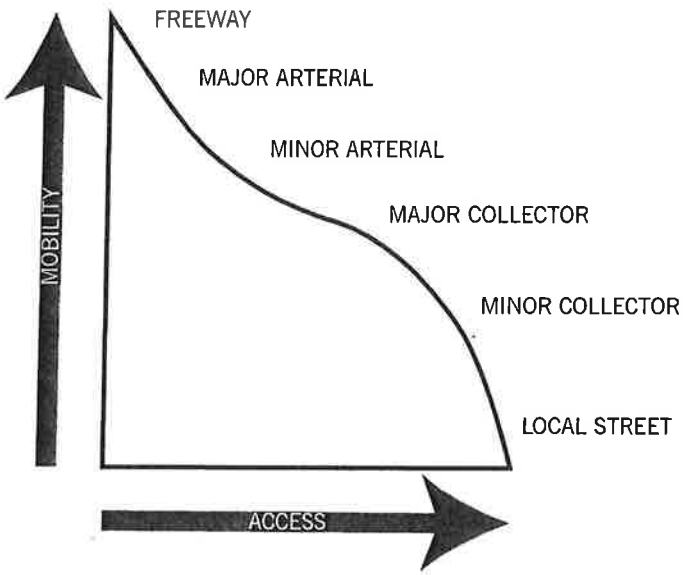
45 - 65 | 81 - 90 | 2012

66 - 80 | 91 - 100 | 2017

Functional Class

Roadways must balance access and mobility. The function of the roadway is dependent on classification; an interstate prioritizes mobility and has very strict access controls, permitting high speeds, while a local road prioritizes access over mobility (Figure 7.5).

Figure 7.5: Functional Class Hierarchy



There are many functionally classified roadways throughout the county: Federal, State, County, Township, and City roadways. Many of the county highways are classified as major collectors. Functionally classified roadways are shown in Figure 7.6

Safety

As part of the Local Road Safety Program through the North Dakota Department of Transportation, Cass County completed a safety analysis in 2014. This analysis identified safety trends to develop a safety plan, which is summarized below.

From 2008 to 2012, there were more than 12,260 crashes in Cass County, less than two percent of these were severe injury or fatal crashes.

- All of the severe intersection crashes occurred at through-stop intersections, where the minor approach is stop controlled. Factors that contributed to this trend include intersection skews, sight line impacts, high access density, or high ADT cross products (major street volumes multiplied by minor street volumes).
- More than 84 percent of total crashes occurred in Fargo and West Fargo. A variety of factors including geometry, speed, capacity, and access contributed to these crash trends.

Based on these trends, and others identified, 34 rural projects, with a cost of $268 thousand, were recommended for the county.

Regionally Significant Corridors

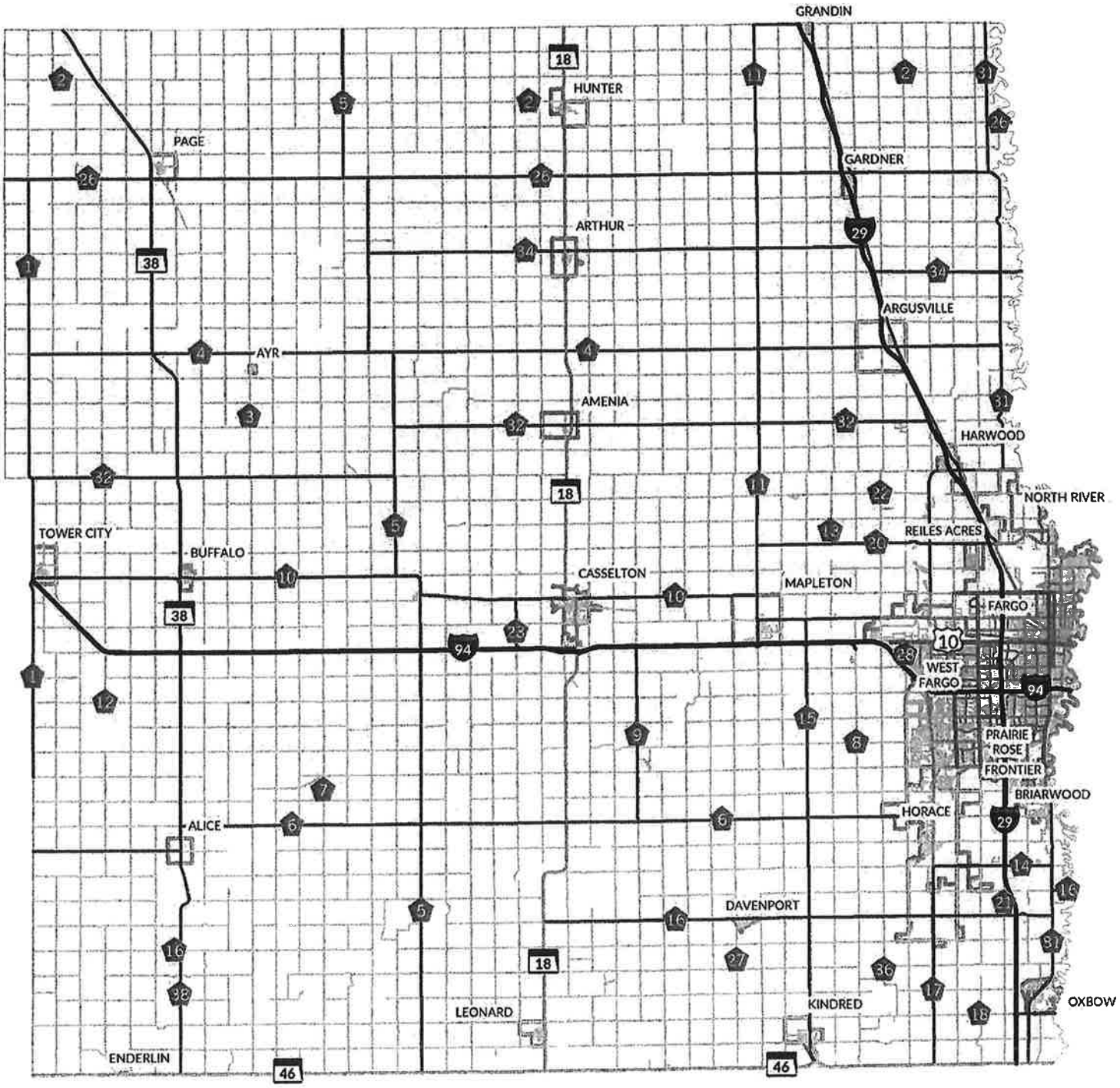
Regionally significant corridors (RSC) are integral to internal movements of traffic within Cass County. Public and stakeholder input was gathered to assist with identifying the RSC network. Interregional and interstate traffic movements through Cass County are handled on corridors like I-29, I-94, ND-18, and ND-38. Even though these corridors are regionally significant, they are not Cass County's jurisdiction so are not included in the RSC.

RSC's connect important destinations throughout the county. The designation considers the following variables:

- Economic Development Corridors are corridors that are currently or projected to see increased traffic based on economic development opportunities within Cass County.
- Economic Development Nodes are specific areas that have been identified as economic growth opportunities.
- Freight Corridors are corridors where truck traffic is typically above the county average, or where existing or projected agricultural traffic occurs.

The RSC network is important to the county's transportation plan because it assists with prioritizing investments in the county roadways, especially for pavement treatment options. The RSC network also identifies significant corridors and gives the public a better understanding of what corridors are likely to see the largest share of future county investment and related maintenance and operations. The RSC network builds upon the current prioritization of corridors currently identified by Cass County. Figure 7.7 shows the currently priority levels in relation to the identified RSC network.

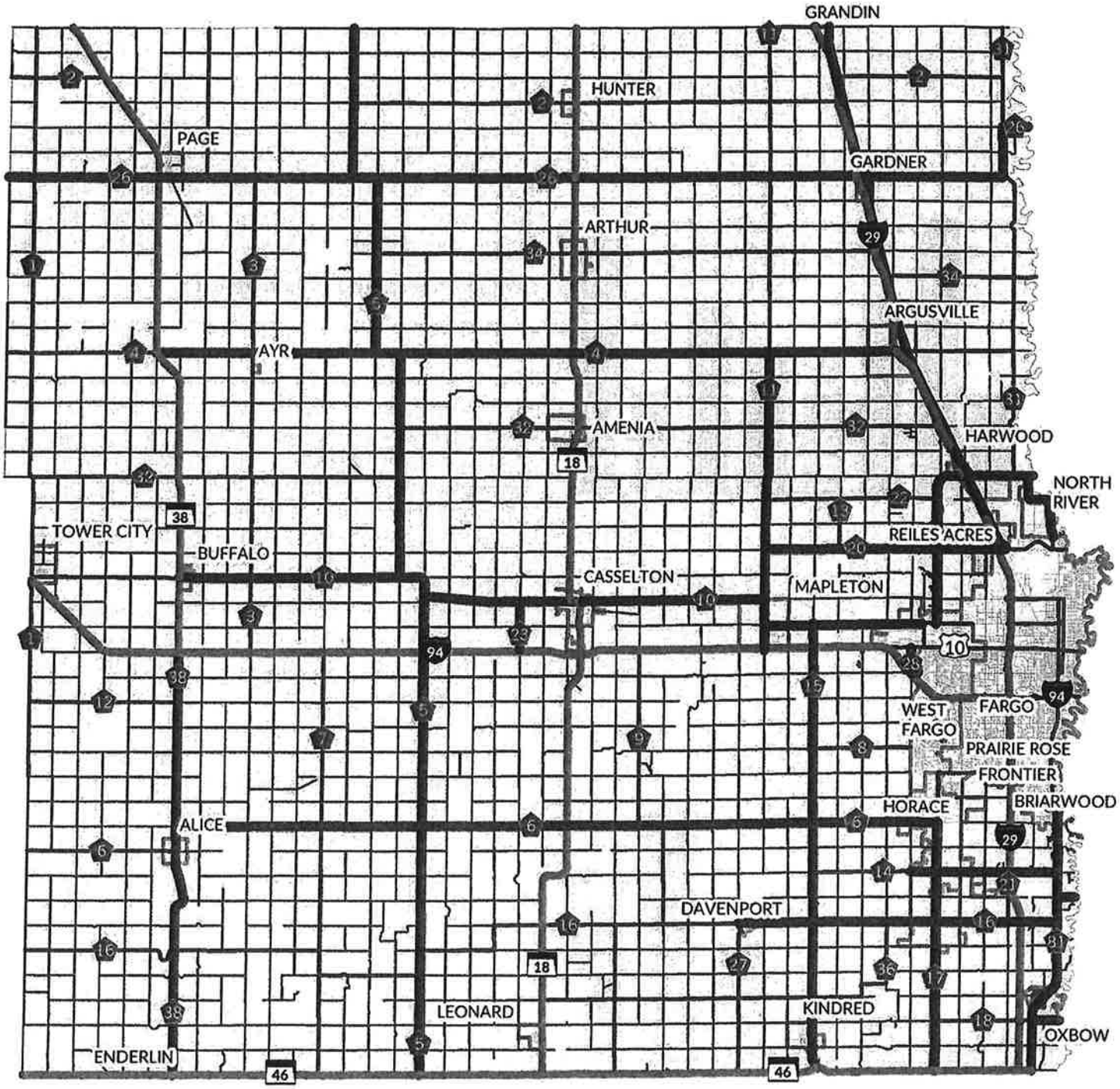
Figure 7.6: Functional Class



Cass County Functional Class

- Interstate
- Principal Arterial
- Minor Arterial
- Major Collector
- Collector
- Local/Township
- City Limits

Figure 7.7: Regionally Significant Corridors



Cass County Significant Corridors

Regionally Significant Candidate Corridors

Other State Corridors

Roads

Interstates

State Highways

County Roads

Township Roads

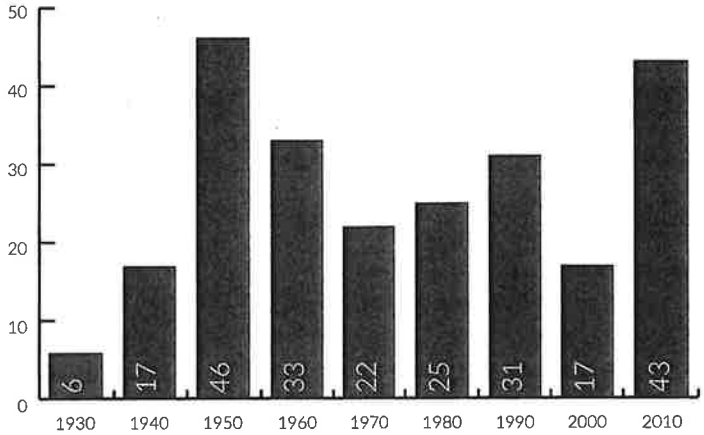
City Streets

City Limits

BRIDGES

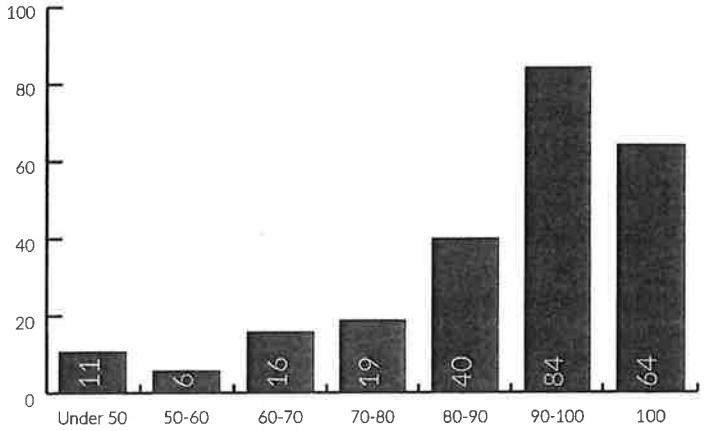
Cass County maintains 541 bridge structures, 240 bridges span more than 20 feet. Of these structures, 29 percent were built before 1960 (Figure 7.8). Bridges built pre-1960 are often functionally obsolete due to width, height, and weight restrictions.

Figure 7.8: Year Bridges Built



Of the 240 bridges greater than 20 feet, 78 percent have a sufficiency rating of 80 or greater with another 17 percent having a sufficiency rating between 50 and 80. Just 11 bridges (five percent) have a sufficiency rating below 50. Bridge sufficiency is shown in Figure 7.9.

Figure 7.9: Bridge Sufficiency



Bridge location and sufficiency is shown in Figure 7.10.

Bridge Evaluation and Investment Review

A major component of the Cass County transportation plan is a bridge investment strategy. Cass County maintains 541 bridge structures. Of these structures, 240 are more than 20 feet long. Many of these bridges were built before 1960 and are functionally obsolete due to width, height, and weight restrictions. These 240 major structures are generally in good shape, with 78 percent having a sufficiency rating at 80 or greater. Through a review and assessment of these bridges, a prioritized list of investments has been developed.

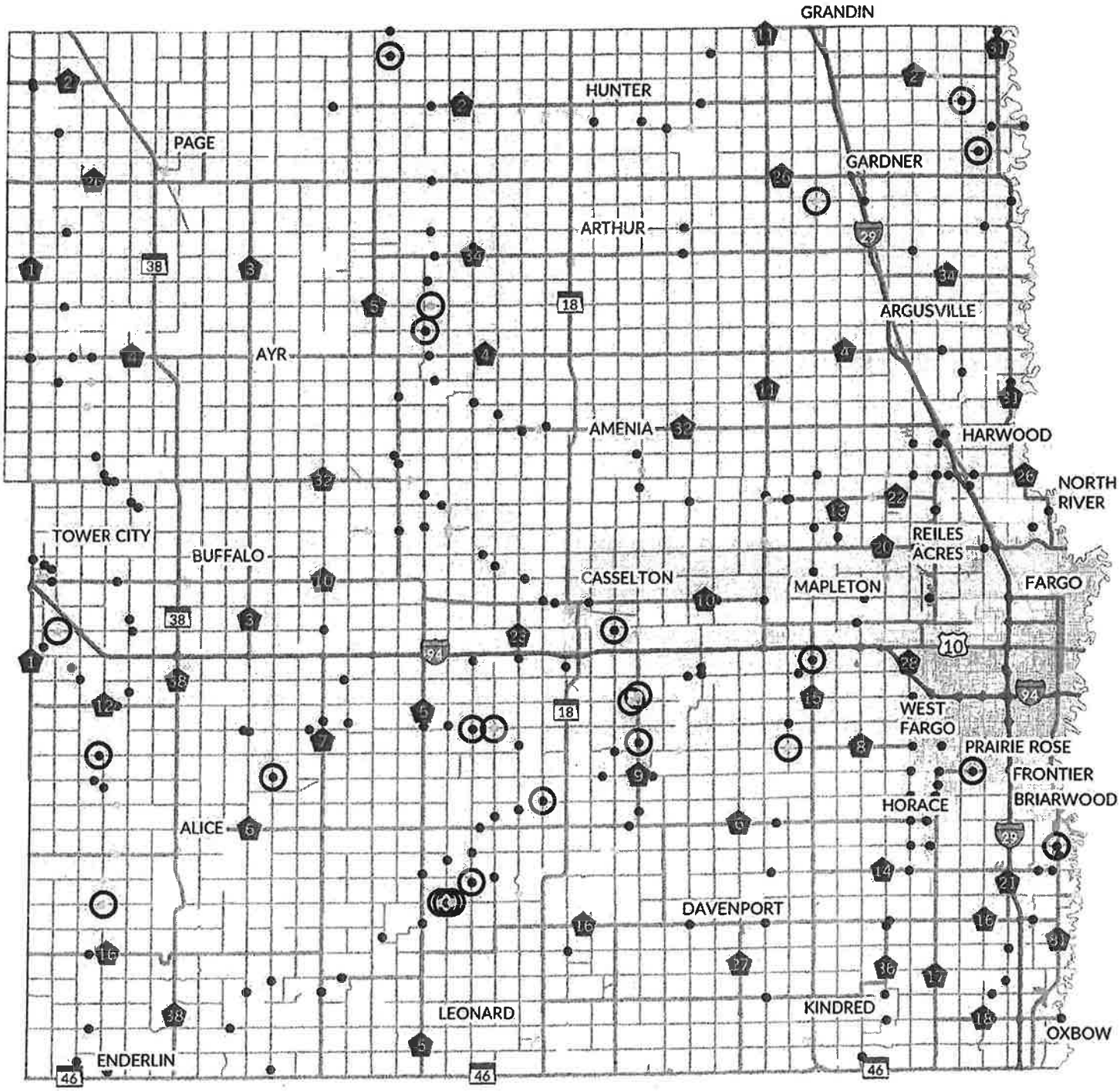
Bridge Prioritization Methodology

A County bridge prioritization process was performed based on the county's existing inventory of structures based on existing NBI data sheets for Cass County. For the purposes of this analysis, it was assumed that existing bridges in the 2018-2022 Cass County Capital Improvement Plan (CIP) would remain the highest priorities for future investment. Beyond the top 25 structures in the current Cass County CIP, the analysis also flagged three bridges with a Code 3 ranking and one additional structure that is fracture critical.

- Bridges were prioritized based on sufficiency rating, posting limit, and average condition of the structure.
  - Bridges were analyzed in four sufficiency bins, those with sufficiency ratings less than 50, those between 50 and 75, those between 75 and 90, and those greater than 90.
  - Within each quartile ranking, bridges were prioritized based on three primarily planning level data inputs: sufficiency rating, posting limit, and average condition of the structure. Condition average was developed based on a combination of inputs involving the superstructure, substructure and deck rating
  - Analysis and prioritization within each sufficiency bin was completed based on posting values (scaled between zero and five) and the condition average of greater than or less than six. This matrix was used to determine the final ranking.

This method was used to sort the remaining 211 bridges after the 29 county priority, Code 3, and fracture critical bridges mentioned above. At the latter end of the prioritization matrix, the output is really more illustrative and less useful in demonstrating overall asset value of bridges in Cass County based on anticipated future investment bands. However, in the nearer term, specifically for bridges prioritized between number 26 and number 75, these are likely structures more certainly needing investment and evaluation over the life of the current planning process.

Figure 7.10: Bridge Location and Sufficiency



Cass County Bridge Sufficiency

Bridge Sufficiency 2017

- 0 - 49.9
- 50 - 79.9
- 80+
- Bridges Programmed 2018-2022

Cost Assumptions

Cost assumptions were developed for both bridges and box culverts. Bridge cost was estimated using the following:

- National Bridge Inventory information was used to determine length.
- All replacement bridges would have a deck of thirty feet.
- $225 per square foot.

Box culvert cost was estimated depending on whether the culvert was on a county road or township road:

- $275,000 per box culvert if on a county road
- $175,000 per box culvert if on a township road

Summary of Bridge Investments

A summary of the bridge ranks and estimated replacement cost is shown in Table 7.5. The bridge condition average is shown in Figure 7.11. The full bridge analysis can be found in a separate technical appendix.

Table 7.5: Estimated Bridge Replacement Costs

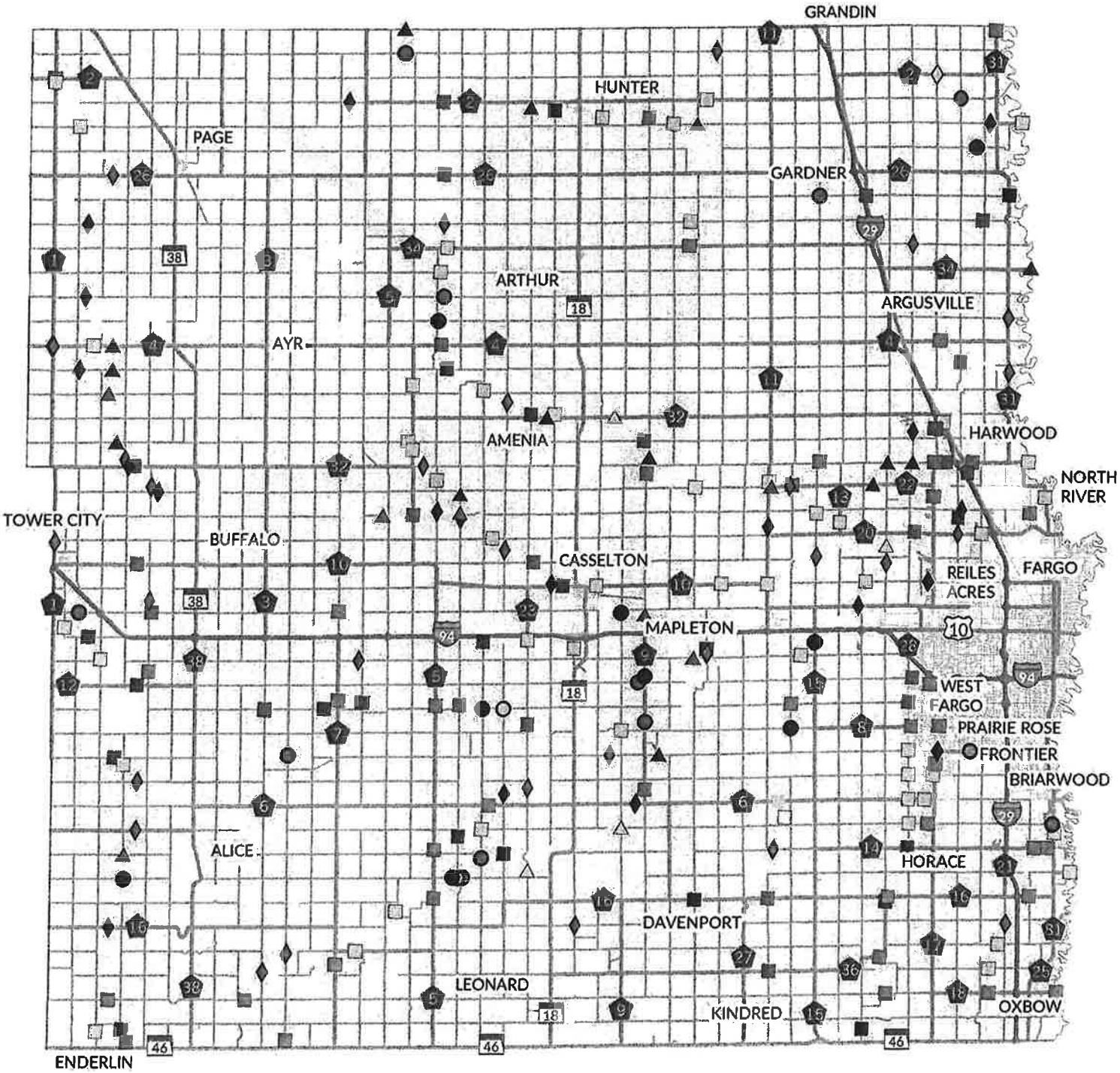
Bridge Ranks	Phase	Estimated Replacement Cost (2018 $)
1-25	Programmed	$7.5 M
26-50	2023-2027	$14.6 M
51-100	2028-2037	$25.6 M
101+	>2037	$66.4 M

Diversion Bridges

The FM Area Diversion will construct 15 new bridges, many of these will be on the county system. The public-private partnership operators will manage the bridges for 30 years. At the end of the 30-year period, the operators must make any necessary repairs to the bridge to ensure a base condition, before the county takes ownership. This means any maintenance necessary will be more than 30 years out. As will be discussed in later elements of this plan, the location of future FM Area Diversion crossings impacts decisions on the location and investment in other existing and future Cass County roads. FM Area Diversion bridge locations are shown in Figure 7.12 and Figure 7.13.

As part of development of the FM Area Diversion, the County Highway Department has informally at an internal level discussed potential options to integrate a future Cass County highway to serve as a transportation Reliever Route to Interstate 29 and Interstate 94. Given the substantial amount of right of way and related earth work required for the FM Area Diversion, there could well be the potential to integrate the development of a limited access paved two-lane county corridor developed in tandem with the FM Area Diversion. Right of way would be assumed to allow for the potential conversion of the corridor to a four-lane facility if demands warranted. Access standards would be tightly restricted to prevent leap frog development and protect the corridor's operational integrity. Since this idea has only just been developed, it has been integrated into the Cass County Comprehensive and Transportation Plan as an illustrative concept. Significant additional planning and preliminary engineering would be needed prior to moving this concept forward. More discussion on this concept should be carried forward for discussion through the FM Area Diversion Authority, Metro COG, and impacted communities. This concept could be forwarded for consideration as part of Metro COG's update of the 2045 Long Range Transportation Plan (LRTP). Figure 7.12 and Figure 7.13. show a generalized travel corridor alternate for the potential Reliever Route.

Figure 7.11: Bridge Condition Average

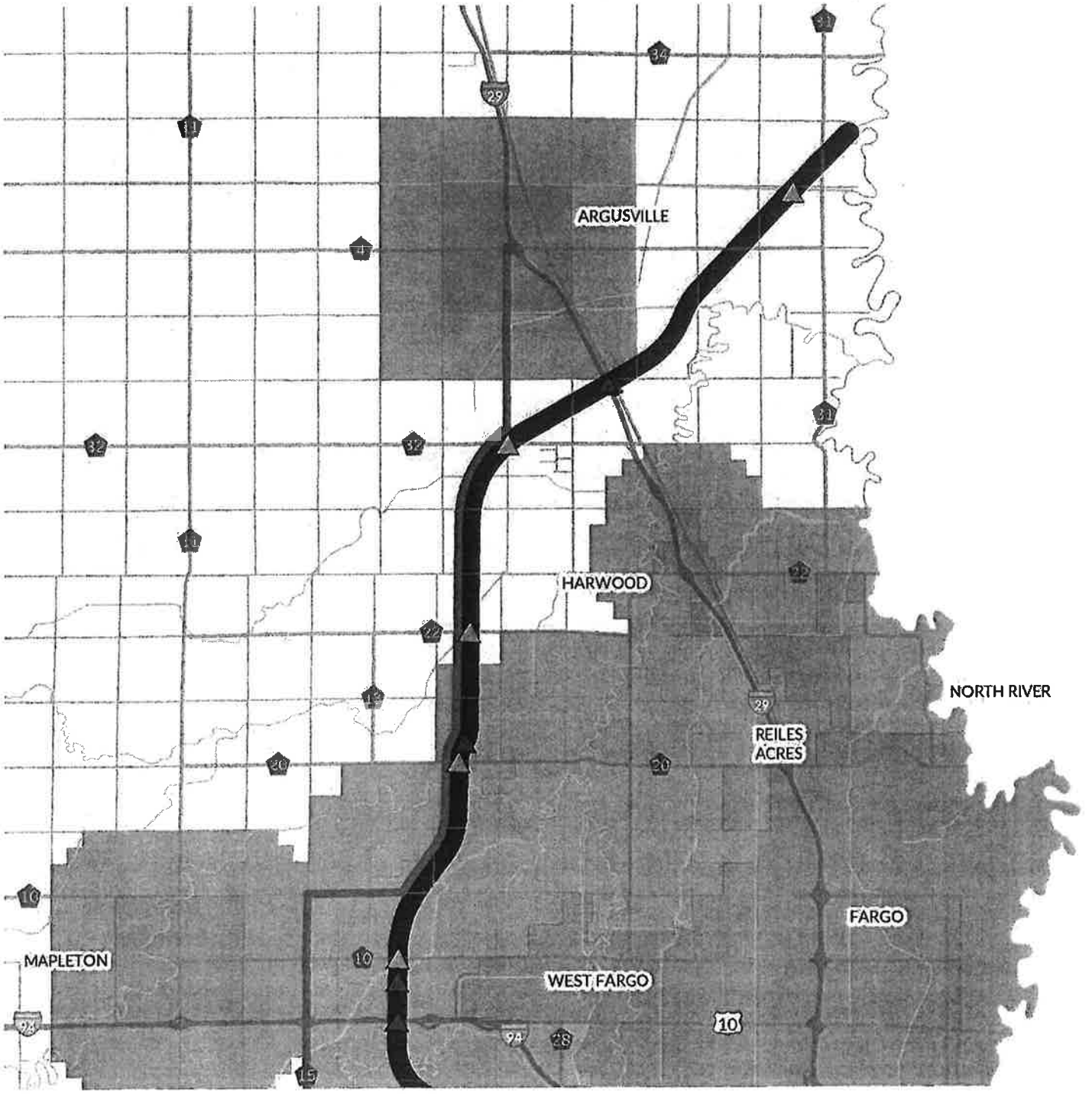


Cass County Bridge Condition Average

- 4.3 - 5.5
- 5.6 - 6.0
- 6.1 - 7.0
- 7.1 - 8.0
- 8.1 - 9.0

- Short Range
- Medium Range
- Long Range
- Beyond 2040

Figure 7.12: North Side Diversion Bridge Locations



Diversion Bridges

Possible New Bridge Locations

County and Township System

Non-County System

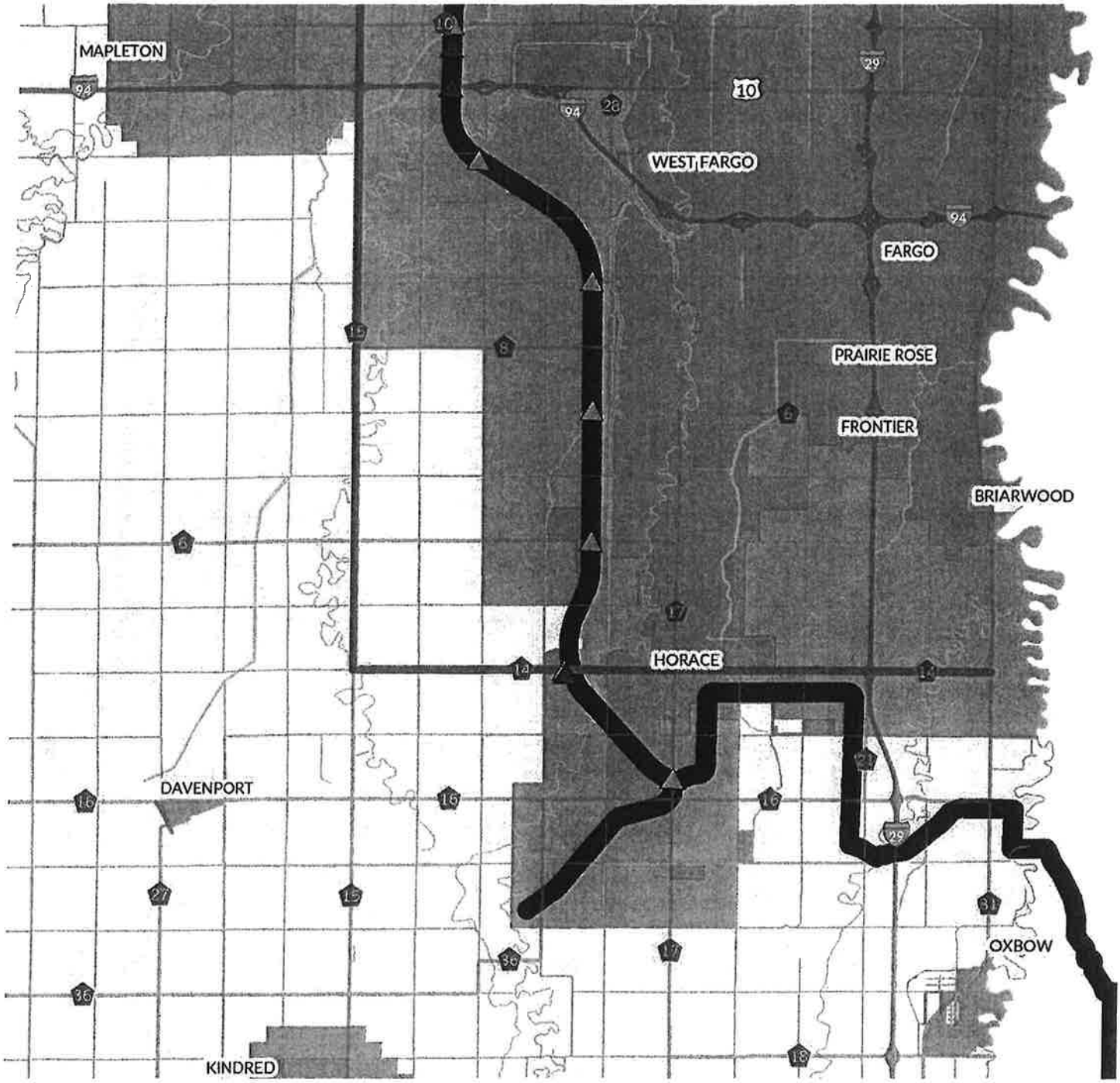
City Limits

ET Boundary

Approximate "Plan B" Diversion Alignment

Potential Reliever Routes - Proposed Route Subject to Change

Figure 7.13: South Side Diversion Bridge Locations



Diversion Bridges

Possible New Bridge Locations

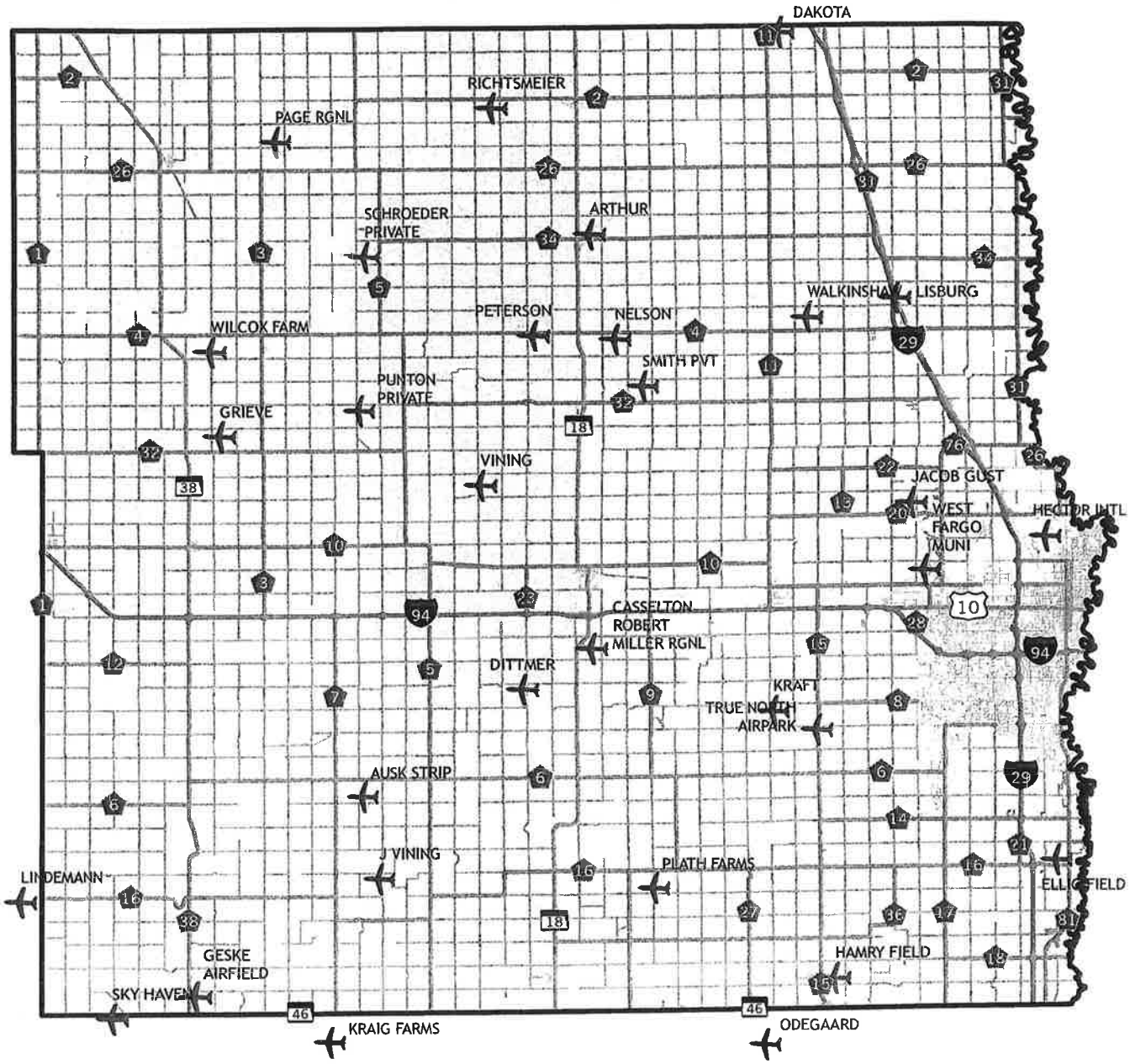
- County and Township System
- Non-County System
- City Limits
- ET Boundary
- Approximate "Plan B" Diversion Alignment
- Potential Reliever Routes - Proposed Route Subject to Change

Airports

There are 30 airports in Cass County, including one commercial airport, Hector International in Fargo, seven general aviation airports (Page, Arthur, Casselton, West Fargo, Kindred, Leonard, and Enderlin), and 22 private airports. These airports are shown in Figure 7.14.

Hector International Airport is a civil and military airport that serves the Fargo Air National Guard, commercial passenger carriers (Allegiant Air, American Eagle, Delta, and United), and cargo carriers (Alpine Air Express, Encore Air Cargo, FedEx, and Martinaire). In 2016, Hector International Airport served more than 789,000 passengers, this is a 12 percent decrease from the historical high of nearly 895,000 passengers in 2014.

Figure 7.14: Cass County Airports



Cass County Airports

Airports

Railroads

Three railroad companies provide freight service to and through Cass County:

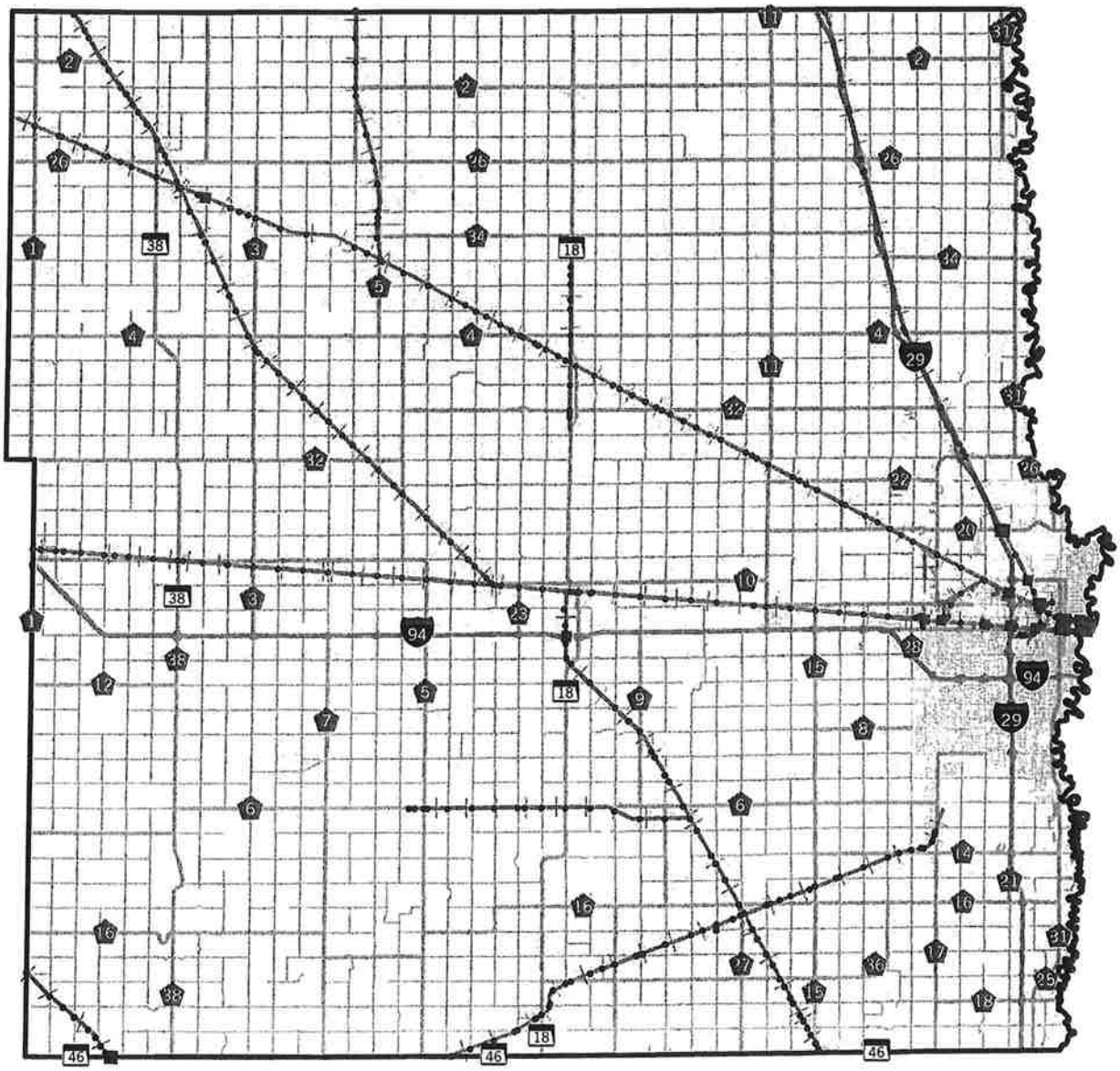
» Burlington Northern Santa Fe (BNSF) has 253 miles of track in Cass County with 250 at-grade crossings and 21 grade separated crossings, all but one are in the Fargo-Moorhead urban area.

» Red River Valley and Western has 58 miles of track in Cass County with 100 at-grade crossings and one grade-separated crossing.

» Canadian Pacific has 10 miles of track in Cass County with eight at-grade crossings and one grade-separated crossing.

Railroads and their crossings are shown in Figure 7.15.

Figure 7.15: Cass County Railroads



Cass County Rail Crossings

Railway	Crossing Type
BNSF	• At-Grade Crossing
CPRS	■ Grade Separated Crossing
RRVW	

TRANSPORTATION ANALYSIS

Through the development of the Cass County Comprehensive and Transportation Plan a series of key issues and study areas were prioritized for detailed analysis. The following sections attempt to more closely evaluate a series of critical issues and corridors for Cass County and the county roadway system. Specifically, this element of the plan will analyze the following issue areas:

- Speed Limits: Opportunities and limitations to increase speeds limits on certain Cass County roadways.
- Corridor Management Strategy: Evaluate investment needs and jurisdictional issues on a series of roads being impacted by urbanization in eastern Cass County. Evaluate pavement management and jurisdictional issues on certain roads in Cass County.
- Corridor Studies: General overview of planning and investment considerations for a series of corridors in Cass County.

Speed Limit Analysis

Across North Dakota there is growing interest at the county level for exploring increases in speed limits. As part of the public input process for the development of Cass County Comprehensive and Transportation Plan, the public has requested increased speed limits on county roads. Current State law allows the County to adjust speeds on a county wide basis, or on a corridor by corridor basis. The most logical approach, given varying conditions across Cass County, may lend itself to a case by case basis as improvements are made to account for inherent design issues of various corridors.

However, increasing speed limits is not just about replacing speed signs. Instead it must consider multiple factors of the roadway such as horizontal and vertical curves, capacity of bridge structures, and continuity to ensure safety of the roadway and compliance with posted speeds. Cass County has completed preliminary analysis on many of the county roads to identify which corridors may be feasible, based on design factors, for higher speed limits. The output of this analysis is considered in Figure 7.16.

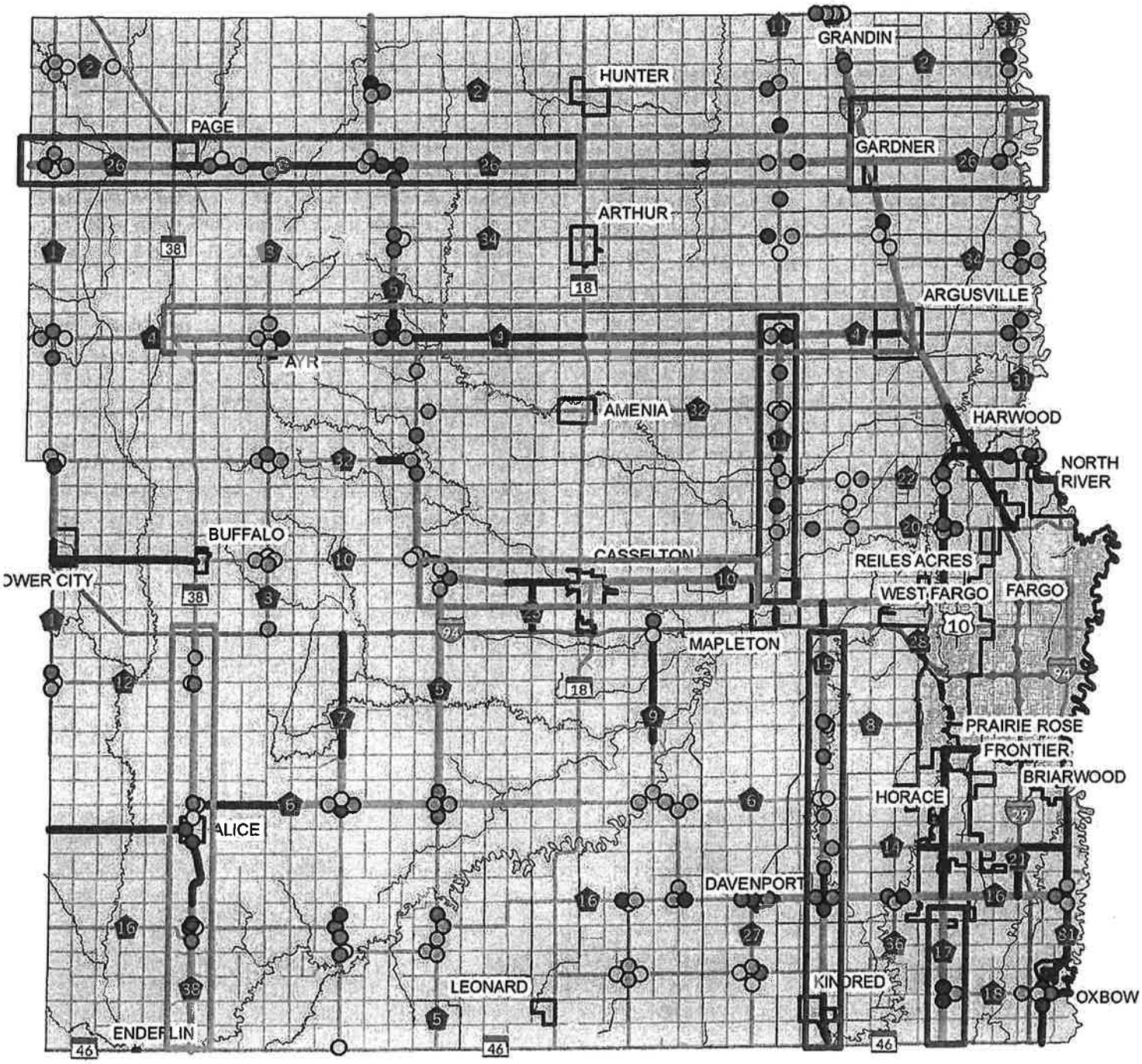
Tentatively, the following corridors were identified as candidates for increased speeds based on horizontal and vertical grades, shoulders, and collected speed: County Road (CR) 4, CR 10, CR 11, CR 15, CR 17, CR 26, and CR 38. These corridors may be candidates for increased speed limits based on additional engineering analysis.

Additional analysis is necessary and should consider crashes, speed, and road condition/clear zone. The State of Minnesota recently completed a statewide study to evaluate speed limits on rural two-lane highways. Their evaluation considered eight factors:

- Less than 10 access points per mile.
- Six-foot paved shoulder.
- Three percent vertical grade over the segment.
- Hazard free clear zone.
- Crash rates below 5-year statewide crash rate for comparable segments and ensure there is not a speed related crash problem.
- Passing zones are adequate.
- 85th percentile speed and 10 mile per hour pace indicates the speed most drivers are willing to accept given the prevailing road conditions.
- Quarter-mile minimum length.

In addition to these criteria, the County should also consider the multimodal utility of the corridor. In general, the higher the speed and truck traffic of a roadway, the more incompatible that roadway is to support bicycle movements without further shoulder enhancements. Design guidance suggests shoulders up to 10 feet for very high speed, high volume corridors, which current Cass County design standards would not meet.

Figure 7.16: Preliminary Speed Limit Analysis



Cass County Approximate 85th Percentile Speeds

85th % Speed (MPH)

- 8.5 - 25.0
- 25.1 - 35.0
- 35.1 - 45.0
- 45.1 - 55.0
- 55.1 - 65.0
- 65.1 - 75.0
- 75.1 - 90.0

Design Meets 60mph

Design Does Not Meet 60mph

City Limits

Candidate 65mph Corridor and Future Bike Corridor

Candidate Corridors

Corridor Management Strategy

Transportation from a countywide perspective is critical to connecting communities and supporting economic development. Two different corridor management strategies are discussed below. They are stratified by urban and rural.

- Urbanizing corridor: These corridors are evaluated based on a series of transportation needs and factors. Most specifically urbanizing corridors are evaluated in terms of strategic development to ensure a smooth transition of these corridors from a rural to urban context. The analysis of these urbanizing corridors considers future roadway improvements and considerations for potential turnback of these corridors to adjacent urban communities. As will be shown, Cass County is likely facing several significant investment decisions in urbanizing corridors in the southeast Cass County.
- Rural corridors: Rural corridors are evaluated for a series of issues focusing most specifically on surface and pavement management. This analysis provides recommendations and considerations for potential pavement management strategies as well as possible considerations for conversion of various roads from township to county jurisdiction, or vice versa.

Urbanizing Corridors

Urbanizing corridors are those nearest to the cities of Fargo/West Fargo. Given their proximity to the urban area, they are facing increased development pressure leading to an ever-increasing complexity of issues not akin to typical county roads in Cass County.

Some urbanizing corridors are candidates for turn back to a city road based on urban growth. In a typical turn back process, the County pays to improve the roadway to county standards, or contributes that value to the city as part of a larger urban scale reconstruction if the roadway is to be improved beyond county standards. Improvements beyond county standards are likely to include curb and gutter and sidewalks. After these improvements, the county gives jurisdictional authority and ownership to the urban community. In this case, urban communities refer to Fargo and West Fargo currently, but is likely to include Horace once its population exceeds 5,000. However, in the case of Horace, there may be instances where major scale investments are made in various county roads without the turnback of those corridors to the city.

Since 2000, the county has turned over more than 20 miles of roadway to Fargo and West Fargo and total county lane miles have been reduced by about 30 miles since 2005. Over the life of this plan, there are likely to be multiple segments of county roads that will require significant investment and likely require consideration for turning those corridors back to an adjacent city. Based on guidance from the County, a prioritized list of urbanizing corridors was evaluated regarding future potential investment needs and consideration for future turnback to a city.

- CR 6/76th Avenue
- CR 17
- CR 81/University Drive
- CR 14/100th Avenue

Figure 7.17: County Road 17

CR 6/76th Avenue: CR 17 to 38th Street

Issue: 76th Avenue is currently a township road between CR 17 and 38th Street. Because of increased development pressure and the imminent location of a new West Fargo High School/Middle School, Cass County has taken the step of programming future improvements to this three-mile stretch of corridor. It will eventually include an I-29 interchange and connect major growth areas, including a West Fargo School District high school and possible middle school in Horace and Fargo Davies High School.

Opportunity: Much of the area surrounding the 76th Avenue corridor has not yet been developed, but is within the City of Fargo's Extraterritorial area or within the city limits of Horace. The growth area plans completed for this area suggest commercial development and medium to high density residential development. The most recent demographic forecasts suggest there could be more than 4,500 new jobs and more than 3,000 new households along this corridor. Travel demand model estimates from the Southwest Metro Transportation Plan suggest traffic volumes approaching the interstate will exceed 20,000 vehicles per day.

To address projected development along 76th Avenue and to respond proactively to the multijurisdictional nature of the corridor, Cass County has elected to take over jurisdiction of 76th Avenue and add to its county road network as CR 6. The addition of 76th Avenue as future CR 6 will maintain the corridor for future mobility and an eventual connection to I-29. The County has programmed investments for this corridor for 2019 (grading and surfacing from CR 17 to the future 45th Street) and 2021 (grading and surfacing from the future 45th Street to 25th Street). Cass County will need to work diligently to preserve right-of-way and access control consistent with City of Fargo arterial standards.

Recommendation: Improvements to this corridor will occur in two parts. First, the county's programmed improvements to occur in 2019 and 2021 will improve the gravel section to a paved rural section. While the county has currently included the mile segment east of I-29 to 25th Street, this area is fully within the City of Fargo boundaries, who should manage its urban transition without County assistance. Once paved, the county should maintain jurisdictional control over the roadway work to preserve operations of the corridor and access management.

At such time when the corridor requires conversion to an urban section and a 76th Avenue interchange is programmed for construction, the county may need to further upgrade the corridor to an urban section, but would be eligible for Urban Roads program funds. After urbanization, the county should turnback 76th Avenue from 57th Avenue (western edge of Fargo city limits) to 38th Street to the City of Fargo. The remaining segment of the corridor from Sheyenne Street could be turned over to the City of Horace, when they are prepared to manage a future major arterial roadway.

Depending on the extent of the grading and surfacing project, the County is estimated to need $5.25 million to improve this corridor to paved rural sections shown in Table 7.6. More funding may be necessary if they participate in the urbanization of the corridor. The Southwest Subarea, including CR 6/76th Avenue is shown in Figure 7.18.

To assist with relieving future travel demand on Sheyenne Street (CR 17), additional consideration should be given to improving and upgrading 45th Street between 52nd Avenue and 76th Avenue. This improvement should be phased with upgrades to 76th Avenue and done so to coordinate with the development of school facilities along 76th Avenue.

Table 7.6: Estimated Cost for CR 6/76th Avenue Corridor Improvements

CR 6 Segment	Year	Length	Estimated Cost
CR 17 to Future 45th Street	2019	1 miles	$1.5 M
Future 45th Street I-29	2021	2 mile	$3.75 M
Total		3 Miles	$5.25 M

CR 17: 52nd Avenue to 100th Avenue

Issue: Significant investments are being planned and programmed along Sheyenne Street (old CR 17) north of 52nd Avenue. Development south of 52nd Avenue on CR 17 is already placing significant pressure on corridor management efforts. A proactive corridor management approach is needed on CR 17 between 52nd Avenue and 100th Avenue (CR 14). While the CR 17 corridor is fully within the Horace city limits, it is likely that Cass County will need to drive most future corridor management and investments along the corridor until it is converted to an urban section, specifically the northern two miles.

Opportunity: This four mile stretch of CR 17 from 52nd Avenue to 100th Avenue is fully within the Horace city boundaries. It transitions from a paved rural three-lane section with a center left-turn lane to a rural two-lane section. Cass county has made significant intersection upgrades along all of this corridor.

The 2045 Demographic Projections recently completed for the Fargo-Moorhead Metropolitan Council of Governments projected more than 1,650 new households in Horace, between 76th Avenue and 100th Avenue (CR 14).

Over the last five years, traffic volumes from on CR 17 from 52nd Avenue to 100th Avenue have been fairly stable growing around one percent per year on the northern end (52nd Avenue S) to three percent per year on the southern end (100th Avenue S). However, future traffic projections in the most recent travel demand model has projected volumes will range from 13,000 to 20,600 by 2040 between 52nd Avenue S and 76th Avenue.

Generally, a two-lane undivided roadway can carry between 12,000 and 15,000 with acceptable operations, depending on traffic control, turn lanes, and access density. The projected volumes will certainly require roadway modifications for acceptable operations which exceed the current design of the north two miles of the CR 17 corridor. The 2040 Long Range Transportation Plan recommended a four- or five-lane urban section on CR 17 from 52nd Avenue to 76th Avenue, with an estimated total cost of $11 million. The project would likely be necessary between 2031 and 2040. However, if Horace develops following more recent growth projections, these improvements may be necessary before 2031.

South of 76th Avenue, future traffic volumes are unlikely to warrant roadway improvements. However, as development continues in and around Horace, the need for future roadway investments should be anticipated. At a minimum, the County should anticipate further enhancements in the way of turn lanes and related access considerations for the southern two miles of CR 17 between 76th Avenue and 100th Avenue (CR 14).

Recommendation: The northern two-mile segment of the CR 17 corridor is likely to need investment prior to 2030. To integrate the recommendations of the current LRTP, it is assumed a 4/5 lane urban section will be needed from 52nd Avenue to 76th Avenue over the life of this plan. The county would also likely need to install traffic control signals at the 64th and 76th Avenue intersections.

The southern two-mile segment of this corridor is likely to need investment before 2030 in the form of enhancements to the current 2 lane rural section, which is dependent on the intensity and timing of the growth of Horace. The county should continue to limit accesses onto CR 17 and monitor growth to develop more accurate timing of improvements.

Horace will soon exceed the 5,000 population threshold to become an urban area and thus be eligible for Federal funding. However, all of CR 17 from 52nd Avenue to CR 14 is currently in the Metro COG Urban Area boundary, making any future investment in the corridor eligible for NDDOT Urban Roads funds, regardless of Horace's population. Therefore, currently, any major investment strategy along CR 17 can be led by Cass County with Urban Roads funds if they choose to submit those projects for consideration by Metro COG and NDDOT.

It is likely Cass County will need to lead the effort in managing and investing in CR 17 south of 52nd Avenue. Future improvements should be considered for NDDOT Urban Roads funding through Metro COG. However, consideration of turning any of these four miles back to the City of Horace would not be recommended until major investments are programmed in Metro COGs TIP and implemented. The estimated cost for CR 17 improvements is shown in Table 7.7. The Southwest Subarea, including CR 17 is shown in Figure 7.18.

Table 7.7: Estimated Cost for CR 17 Corridor Improvements

CR 17 Segment	Year	Length	Estimated Cost
52nd to 64th Avenue	2031	1 mile	$5.8 M
64th to 76th Avenue	2031	1 mile	$5.8 M
76th to 88th Avenue	2040+	1 mile	$5.5 M
88th to 100th Avenue	2040+	1 mile	$5.5 M
Total		4 miles	$22.6 M

CR 81/University Drive: 52nd Avenue to 100th Avenue

Issue: CR 81/University Drive is currently a paved three-lane rural section (one-lane in each direction with a center left-turn lane) from 52nd Avenue to 70th Avenue and a two-lane rural section south past 100th Avenue. The City of Fargo recently expanded its southern border beyond 100th Avenue South and has zoned primarily residential and limited commercial land uses along the CR 81/University Drive corridor. The Davies High School campus is south of 70th Avenue between 25th Street and CR 81/University Drive. As this area develops, it is likely this corridor will need improvements to adequately serve the transportation demand. Improvements might include medians, bicycle and pedestrian facilities, and curb and gutter.

Opportunity: Generally, a two-lane undivided roadway can carry between 12,000 and 15,000 with acceptable operations, depending on traffic control, turn lanes, and access density. On the northern end of this corridor, around 52nd Avenue, traffic has grown around four percent annually since 2005, but has been nearly constant further south. The current travel demand model for the Fargo-Moorhead metropolitan area projects varied levels of growth along this corridor through 2040. Updated household and employment projections, along with most recent traffic counts, suggests this area is developing faster than anticipated. However, given the low traffic volumes and good pavement condition, this corridor is not likely a candidate for turn back in the near- or mid-term, especially with the prospect of a 76th Avenue interchange, which would draw significant traffic volumes off of CR 81/University Drive.

Recommendation: This corridor is unlikely to need significant investment before 2030, however is highly dependent on the rate of urbanization around the Fargo Davies High School and a 76th Avenue interchange. Continue to limit accesses onto CR 81/University Drive and monitor growth and development surrounding the corridor. The Southeast Subarea, including CR 81/University Drive is shown in Figure 7.18.

CR 14/100th Avenue: I-29 to the Sheyenne River

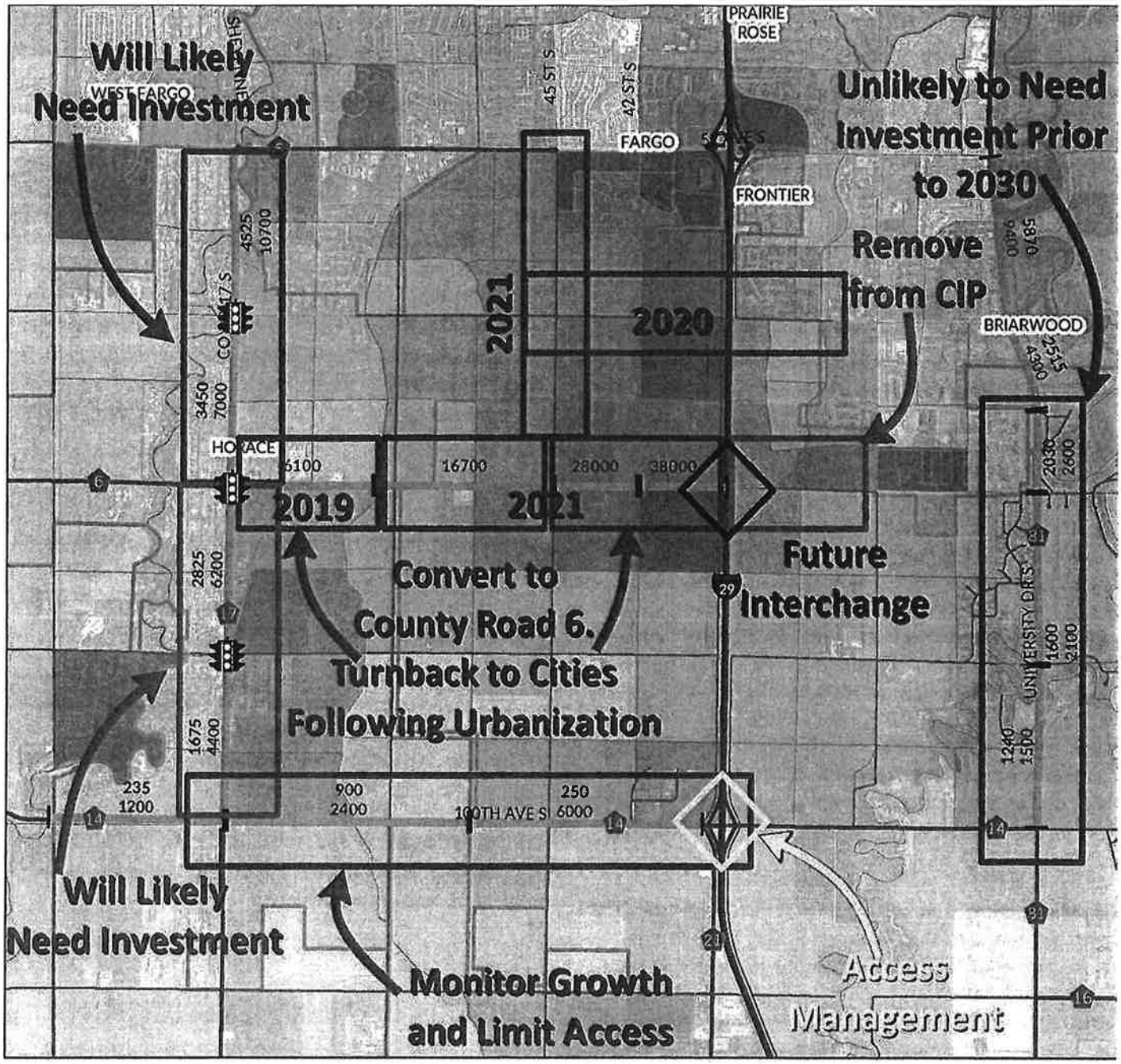
Issue: While most of this area will require permanent flood protection to be financially feasible, the area remains attractive for development. County Road 14/100th Avenue will be an important corridor for far south-side mobility, with connections across I-29 and the future FM Diversion.

Opportunity: CR 14/100th Avenue is a paved rural two-lane section from the Sheyenne River to CR 81/University Drive. It is a low volume roadway with volumes on the west end less than 300 vehicles per day to 1,230 vehicles per day at the interchange with I-29. Outside of Horace, there is no household or employment growth projected through 2045. Additionally, the Southwest Metro Transportation Plan did not anticipate significant growth around this corridor, nor did it expect a jurisdictional transfer from the County to the City of Fargo and City of Horace before 2040.

Beyond 2040, the CR 14/100th Avenue corridor is likely to be an important transportation connection across the south metro area. There is an existing interchange, it is expected to have an FM Diversion crossing, and has the potential to cross the Red River and connect to Cass County Road 65 in Minnesota.

Recommendation: This corridor is not anticipated to be necessary for a turn back to the City of Fargo and City of Horace before 2040. Continue to limit accesses onto CR 14/100th Avenue and monitor growth and development surrounding the corridor. Additional effort should be focused on one-quarter mile access spacing to allow for 38th Street to convert to a frontage road if necessary for interchange operations. The Southeast Subarea, including CR 14/100th Avenue is shown in Figure 7.18.

Figure 7.18: Southwest Metro Subarea Urbanizing Corridors



County Road Subarea Analysis

Roads	Projected Household and Job Growth (2045)		
Interstates	No Change	###	2017 Adjusted ADT
State Highways	0 - 250	###	2045 ADT
County Roads	250 - 500		Analysis Corridor
Township Roads	500 - 1000		City Limits
City Streets	1000 - 3089		

CR 20/40th Avenue

Issue: CR 20/40th Avenue provides mobility to the northern metro area. It will be an important connection when the FM Diversion is complete, with a diversion crossing, I-29 interchange and a connection into Minnesota. The segment from I-29 to the Red River has been turned back to the City of Fargo. Industrial development in Fargo and residential development in Reiles Acres may have impacts to mobility across the corridor.

Opportunity: CR 20/40th Avenue connects CR 11 to I-29 and into Minnesota. It cuts through Reiles Acres, a small, primarily low density residential suburb and an industrial park in the City of Fargo. CR 20/40th Avenue will include an FM Diversion crossing. The eastern four miles are paved, and the remaining five miles have a gravel surface. The county has programmed gravel stabilization improvements for 2021.

Traffic volumes on this corridor range from less than 100 on the western edge near CR 11 to nearly 1,000 vehicles per day east of CR 17/69th Street to more than 4,500 by the Minnesota boundary. There is little projected job growth in this area, and future traffic volumes are expected to stay around 4,000 vehicles per day through 2040.

Recommendation: As development continues around CR 20/40th Avenue, the county should maintain proper access standards to limit growth impacts to the corridor. Growth expectations around the corridor are unlikely to warrant changes to the surface type or additional capacity.

The two-mile segment between CR 17 and I-29 is the highest priority for paving and possible turnback to the city. However, turn back should only be considered at such time as this two-mile stretch is reconstructed to an urban two or three lane section. Cass County should actively participate in the pending Northwest Transportation Study proposed by Metro COG which will consider future system needs covering most of CR 20.

CR 22

Issue: There are no imminent issues facing CR 22. Because it falls within the band of area defined as urbanizing with in the overall study area and is considered for a future FM Diversion crossing, additional considerations was given to the CR 22 corridor.

Opportunity: CR 22 runs from CR 11 east to CR 17, where it jogs north to follow 76th Avenue. It runs through Prosper and Harwood, provides access to I-29 and across to Minnesota. This corridor will include a diversion crossing as well. It is paved from CR 11 to 165th Avenue, transitions to a gravel road to CR 17, where it connects to CR 17, a paved road, and then follows the 76th Avenue corridor, which is also paved.

The corridor carries less than 100 vehicles per day between CR 11 and CR 17, along the northern segment, following 76th Avenue it carries nearly 2,500 vehicles per day. The recently completed demographic forecasts expect around 220 new jobs and households along the northern section of CR 22/76th Avenue, which will have limited impacts on corridor operations.

Recommendation: Most of the development that will occur along CR 22 will likely occur within or adjacent to Harwood's city limits. The County should work with Harwood to maintain acceptable access spacing and right-of-way standards. Growth expectations around the corridor are unlikely to warrant changes to the surface type or additional capacity. Since a Diversion crossing has been identified for CR 22, it is very necessary that this corridor stay on the County system. Development trends in the area served by CR 22 could change rapidly once the Diversion is in place. Until changing conditions are understood post construction of the FM Diversion, no substantial changes are suggested to segments of CR 22 west of CR 17.

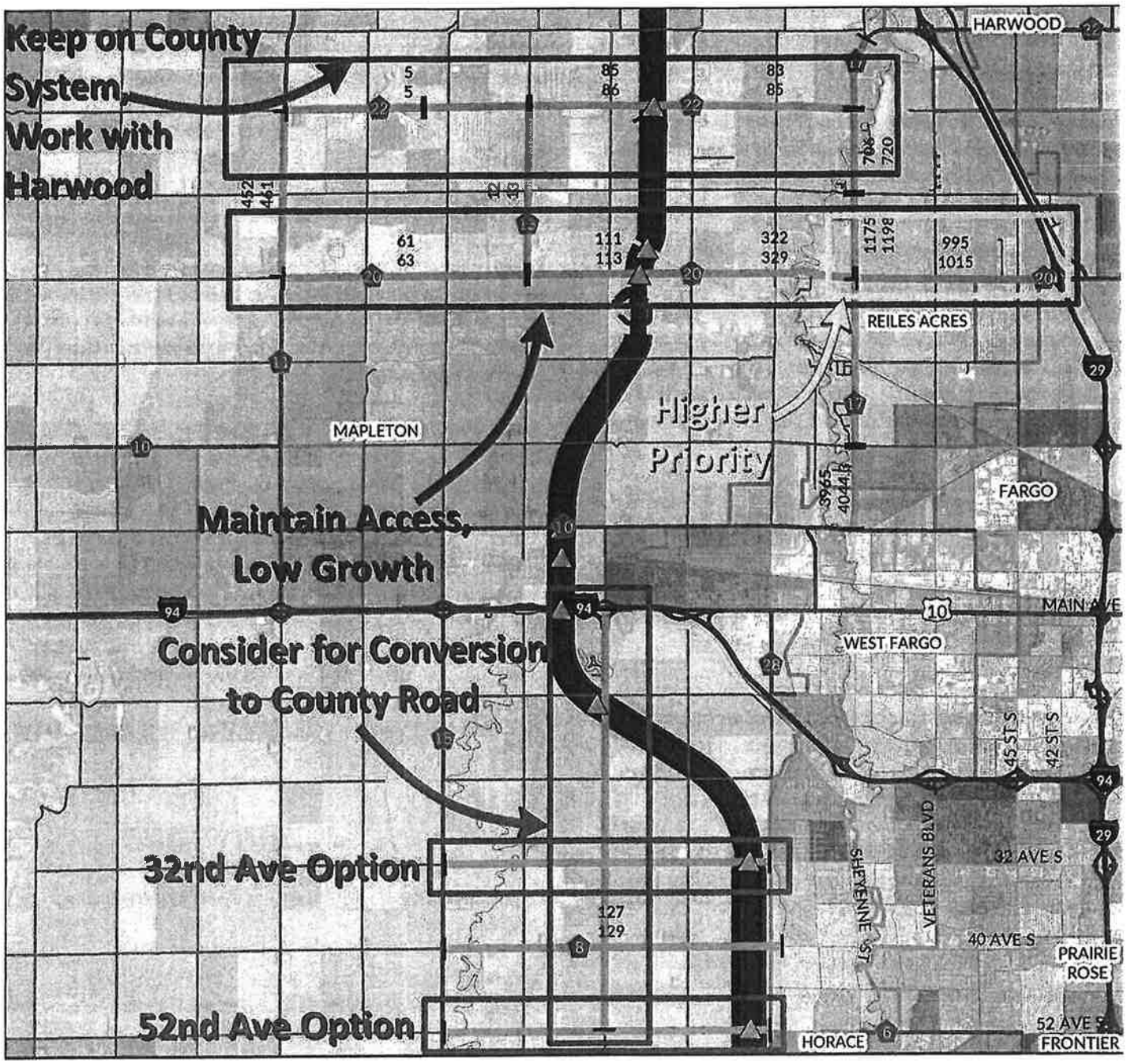
CR 13

Issue: CR 13 has limited connectivity and serves few cars per day. It will be outside the existing diversion alignment. This roadway may best be managed by returning to a township road.

Opportunity: CR 13 is two miles of gravel roadway connecting CR 20 and CR 22. It carries less than 50 vehicles per day. There is no expected growth around the corridor.

Recommendation: Evaluate options to return CR 13 to a township road. Corridor swaps with Raymond Township may be possible to connect different areas that will have permanent flood protection and higher growth potential.

Figure 7.19: North Metro Subarea



County Road Subarea Analysis

Roads	Projected Household and Job Growth (2045)		
Interstates	No Change	###	2017 Adjusted ADT
State Highways	0 - 250	###	2045 ADT
County Roads	250 - 500		Analysis Corridor
Township Roads	500 - 1000		City Limits
City Streets	1000 - 3089		Possible New Bridge Locations
			Diversion Footprint

Rural Corridors

Management strategies for rural corridors are very different from considerations discussed in the earlier section for urbanizing corridors in Cass County. Cass County will be responsible for these county corridors well beyond the planning horizon of this document and will need to develop a fiscally sustainable plan to ensure proper maintenance. A key consideration will be surface recommendations based on daily traffic, heavy vehicle usage, current pavement condition, and regional significance.

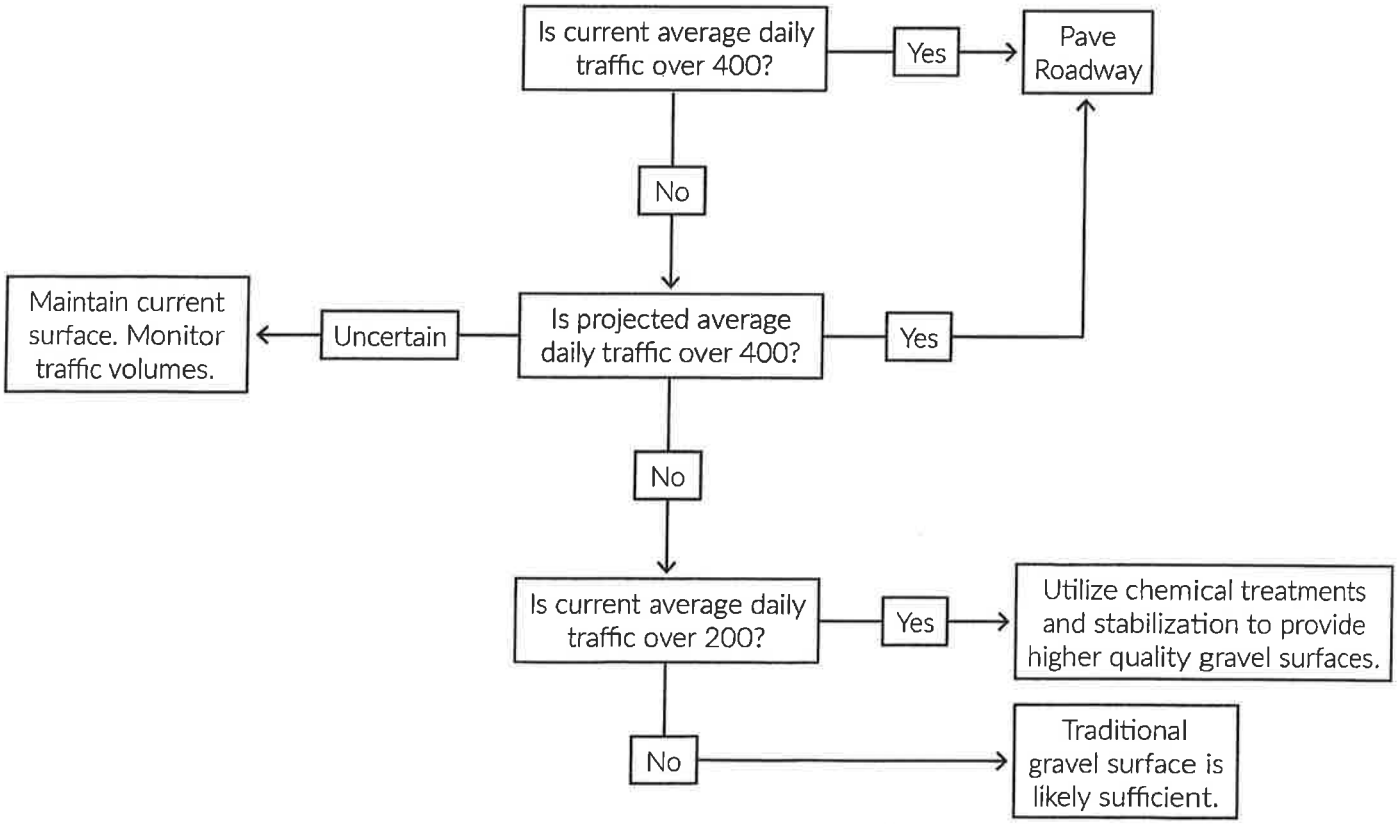
Surface Type

Selecting the proper roadway surface type is challenging for all jurisdictions. Asphalt or concrete roadways are almost always preferred by the public, but their construction and maintenance costs are financially burdensome. Gravel roads are appropriate on low-volume roads, but as volumes increase they need more regular maintenance changing the investment needs and making them financially unsustainable as well. Both gravel roads and asphalt roads may have seasonal load restrictions, which may hinder economic development. Roadway surface types should be selected based on traffic volumes, life-cycle costs, and county access.

In general, the flow chart in Figure 7.20 outlines the decision-making process based on traffic volumes and high level, generalized costs, based on assumptions from the Upper Great Plains Transportation Institute's Local Road Surface Selection Tool. While this flow chart can help guide decisions, additional considerations at the corridor level may be necessary, especially when considering existing road condition, truck traffic, and freight generators.

Surface type corridor studies were completed for County Road 9 and County Road 10.

Figure 7.20: Pavement Surface Selection Flowchart



County Road 9

Issue: CR 9 currently runs from north to south from ND 46 to the I-94 frontage road, the remaining segment to CR 10 is a township road maintained by Durbin and Harmony townships. CR 9 has a grade separated crossing at I-94. It provides access to a gravel pit, leading to heavier than normal truck traffic on this corridor. Cass County is tentatively planning on making grading improvements to CR 9 in 2021 from CR 10 through Durbin Township. The intent of this analysis was to determine the justification for adding these two miles of unpaved township road to the County system.

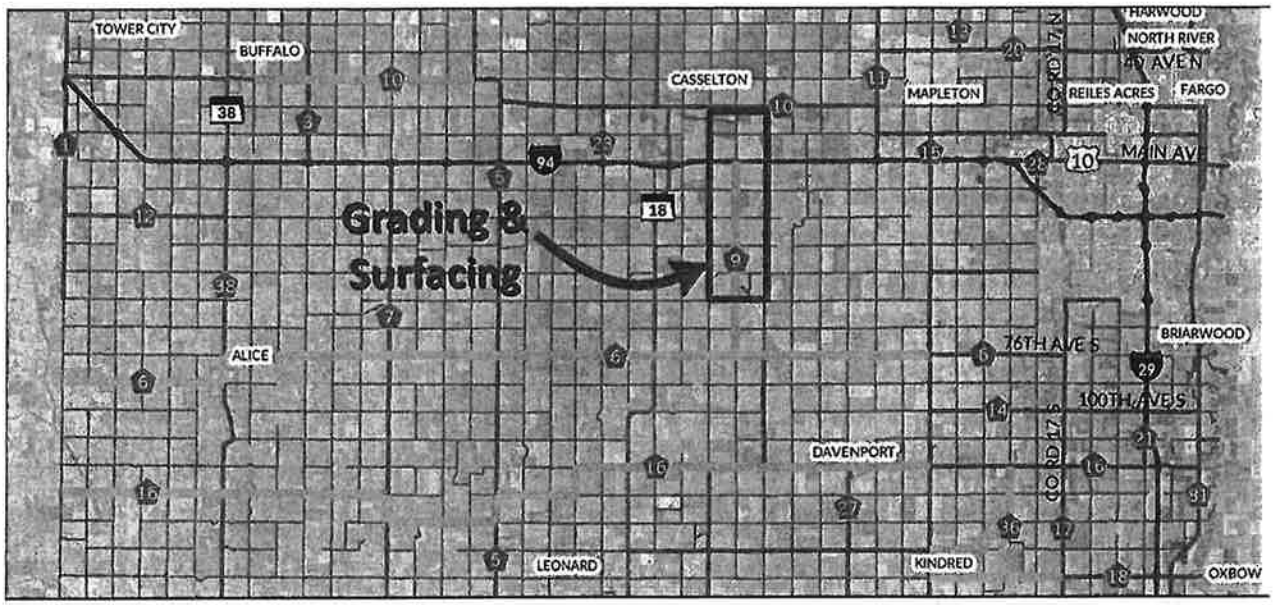
Opportunity: CR 9 begins at the I-94 frontage road south, with eventual connections to multiple east-west county roads. CR 9 carries about 270 vehicles per day north of the gravel pit, which is about 30 percent truck traffic. South of the gravel pit and the township road north of the CR 9 terminus carries around 30 vehicles per day.

North of I-94, the roadway is gravel. South of I-94, CR 9 is paved to 42nd Street around Durbin, where it then transitions to gravel again. The paved section of CR 9 was last paved in 1993, but received a seal coat treatment in 2017. Despite this treatment, the pavement condition is still only rated "Good" with an index score of 81.

This corridor is three miles east of ND-18. This corridor is not on the Regionally Significant Corridor network. Furthermore, collected speed data shows vehicles are already traveling at reduced speeds, which may be due to the roadway quality or the gravel transition.

Recommendation: The county has programmed $3.25 million for a 2021 grading and surfacing project for CR 9 from CR 10 to Durbin. This project should continue as programmed.

Figure 7.21: CR 9 Corridor



County Road Subarea Analysis

Roads

- Interstates
- State Highways
- County Roads
- Township Roads
- City Streets
- Analysis Corridor
- City Limits

County Road 10

Issue: CR 10 is a significant east-west corridor that runs parallel to I-94 through many rural communities. It transitions from paved to gravel to paved as it moves east to west through the county. An evaluation was requested to determine if CR 10 should be completed as continuous paved corridor across the county.

Opportunity: The public engagement process highlighted the desire to improve CR 10 to a continuous paved corridor across the county. The following analysis includes the entire extent of CR 10, however, only the segment from Buffalo to CR 5 is gravel and would require investment. This is to demonstrate the different characteristics of the roadway as it relates to the surface type.

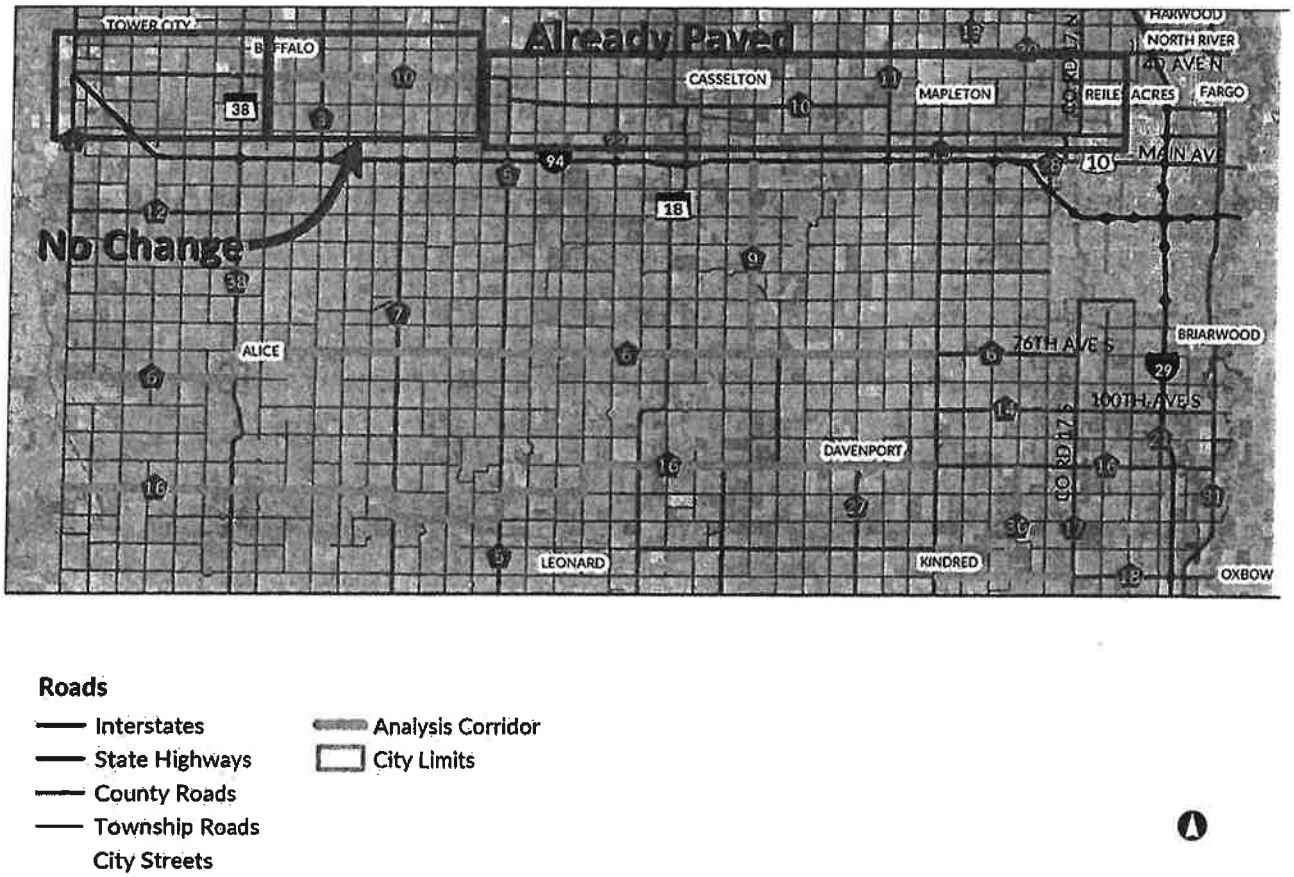
» The segment of CR 10 that connects Tower City to Buffalo is six miles long and paved. The pavement is in Fair to Good condition. The roadway carries between 450 vehicles per day near Buffalo to more than 800 in Tower City, where CR 10 connects to I-94. Given the traffic volumes, this segment should remain paved.

» From Buffalo to CR 5, CR 10 is eight miles of gravel road carrying less than 200 vehicles per day. This segment of CR 10 does not justify a paved surface due to low traffic volumes. The cost to pave this section would cost around $3.25 million (estimated at $0.325 million for 10 miles).

» From CR 5 to West Fargo, CR 10 is paved. It carries more than 500 vehicles per day west of Casselton, but more than 1,000 vehicles per day east of Casselton. The pavement varies from Good to Very Good. Where the pavement is in Good condition, the county has included three separate grading and surfacing projects in 2018, 2020, and 2021 on this segment. This segment of CR 10 should remain paved.

Recommendation: The segments of CR 10 that justify improved surfaces are paved. While traffic patterns do not necessarily warrant a surface change, the significant public interest may warrant further consideration in managing this corridor. The County could consider improved gravel quality through stabilization and dust control near residential areas.

Figure 7.22: CR 10 Corridor



Corridor Studies

As part of this transportation plan, efforts were made to identify and evaluate key considerations at an areawide level for four specific corridors in Cass County. These corridors were identified by the public and Cass County technical staff.

County Road 8/40th Avenue

Issue: CR 8 currently runs from the Sheyenne Diversion to CR 15. Cass County would like to reassign the CR 8 corridor to an alignment with a future crossing of the FM Diversion. Currently, there are potential crossings of the FM Diversion at both 32nd Avenue and 52nd Avenue.

Opportunity: CR 8 extends from the Sheyenne Diversion, where it connects to West Fargo's 40th Street, and terminates at CR 15, where it connects to 41st Street, a township road. Based on 2017 counts, CR 8 carries around 125 vehicles per day. The primary issue for CR 8 is its eventual connection across the Red River Diversion and the appropriateness of this designation.

Between I-94 and County Road 14/100th Avenue South, the Diversion Master Transportation Plan recommended crossings at 38th Street, 32nd Avenue, and 52 Avenue, none of which are county roads west of the Sheyenne River Diversion. Once the FM Diversion is complete, CR 8 will terminate at the diversion. For these reasons, moving the CR 8 designation to 32nd Avenue or 52nd Avenue will improve connectivity and quality of the roadway. Options for relocation of the CR 8 corridor to an alignment which would align with a future FM Diversion crossing are considered in Table 7.8.

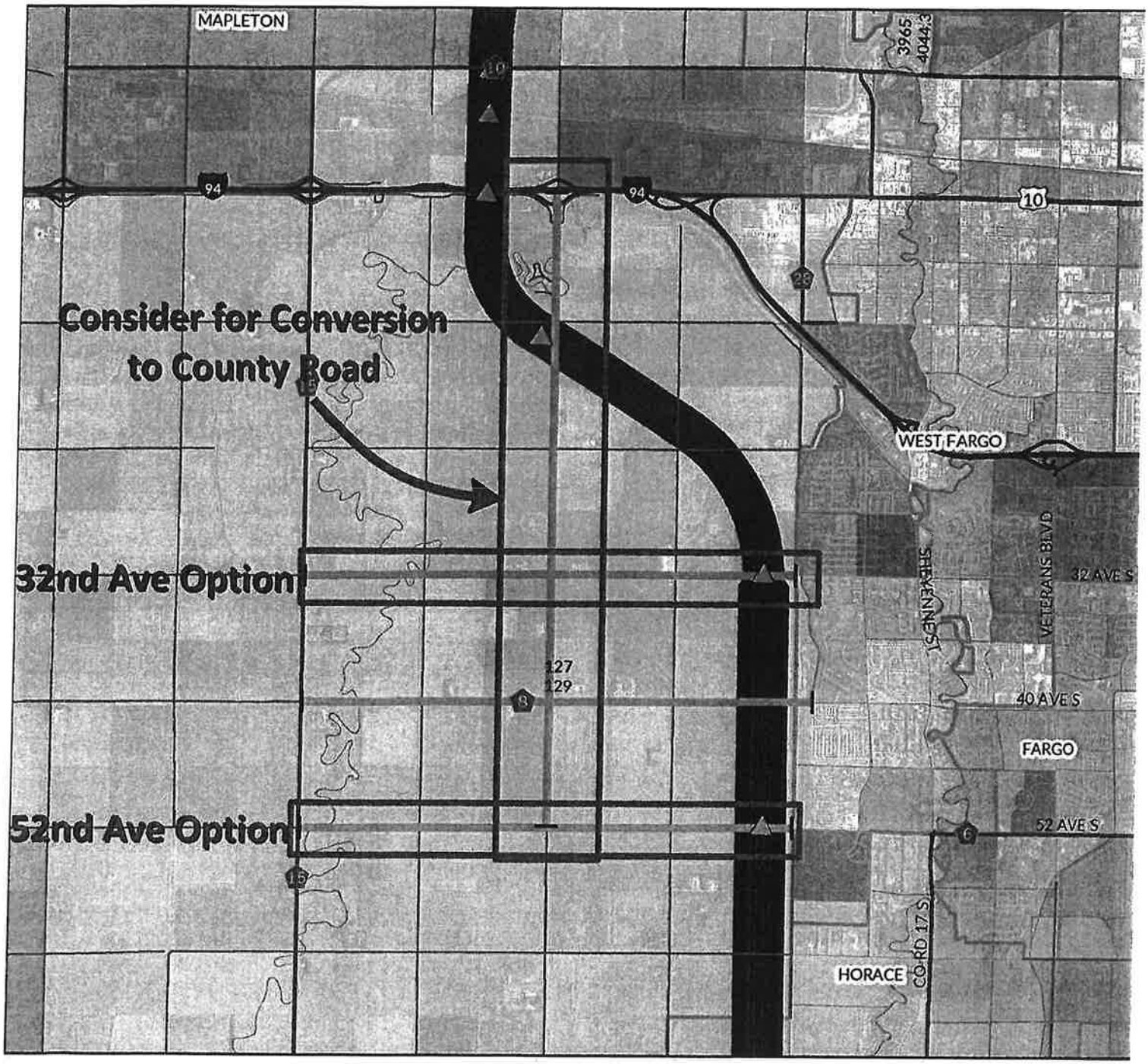
Recommendation: There are multiple options for the CR 8 redesignation.

- Do nothing. This alternative does not improve east-west mobility in the long term after the FM Diversion is complete. This is the lowest cost option, with $0.3 million programmed for gravel stabilization in 2021.
- Design 38th Street as a County Road. This would improve north-south mobility around the diversion at a cost of $2.1 million to improve the section between CR 10 and CR 16.
- Move to 32nd Avenue. This will improve east-west mobility across the FM Diversion, I-29, and commercial areas. Improve to the county's gravel road standard until the corridor urbanizes.
- Move to 52nd Avenue. This will improve east-west mobility across the FM Diversion, I-29, future growth areas, and connection into Minnesota. There are three miles of minimum maintenance roadway that would require additional investment. Improve to the county's gravel road standard until the corridor urbanizes.
- Maintain 32nd Avenue and 52nd Avenue corridors. Both corridors have significant benefits to east-west mobility in the eastern edge of Cass County, with access to I-29 and existing metro destinations. The county could elect to designate both as County Road corridors, improve to gravel road standards until the corridors urbanize. This would be the highest cost alternative.

Table 7.8: Estimated Cost for CR 8 Redesignation Options

Corridor	Estimated Cost	Advantages	Disadvantages
32nd Avenue	$1.2 M	» Direct access to Essentia Health and commercial areas » Access to I-29 » Capacity for traffic volume growth » Spacing between east-west CR corridors » Gravel surface to County Road 15 » Diversion crossing bridge	» Limited east-west connectivity west of CR 15 » No connection into Minnesota » Electric substation at 32nd Avenue and 26th Street may present challenges to any necessary improvements
52nd Avenue	$1.2 M	» Direct access to commercial areas » Access to I-29 » Capacity for traffic volume growth » Connection to Minnesota » Diversion crossing bridge	» Near to CR 6/76th Avenue west of Sheyenne Diversion and CR 14/100th Avenue » 3 miles of minimum maintenance roadway between Sheyenne Diversion and CR 15
38th Street	$3.6 M	» Improved north-south mobility around the diversion area	» Corridor not currently on county system
Do Nothing (40th Avenue)	$0.3 M	» Recently improved east of the Sheyenne River diversion	» No connection to I-29 » No FM Diversion crossing

Figure 7.23: CR 8 Corridor



County Road Subarea Analysis

Roads	Projected Household and Job Growth (2045)	
Interstates	No Change	### 2017 Adjusted ADT
State Highways	0 - 250	### 2045 ADT
County Roads	250 - 500	Analysis Corridor
Township Roads	500 - 1000	City Limits
City Streets	1000 - 3089	Possible New Bridge Locations
		Diversion Footprint

County Road 36/County Road 18 Extension

Issue: The County is seeking guidance on the potential extension of CR 18 along the 52nd Street alignment. Coupled with this extension would be the potential turn back of the current CR 36 corridor to Normanna Township. The County is preparing to study this corridor in a separate study. This preliminary effort serves to more clearly outline issues which can be more fully explored at the corridor study level of detail.

Opportunity: CR 36 is a gravel road that zigs and zags from CR 15 (north-south) to CR 16 (east-west) and carries around 150 vehicles per day. 52nd Street is a gravel road that runs east-west between CR 15 and CR 17. East of CR 17, 52nd Street is designated as CR 18 and connects to I-29, Oxbow/Hickson, and continues into Minnesota over the Red River. This corridor is an important connection for students in Oxbow/Hickson and rural Cass County to access the schools in Kindred.

Extending CR 18 would come with challenges, especially in terms of access management, right-of-way, and geotechnical issues. Within Norman, an unincorporated place, there are 10 access points in 0.6 miles. Access density like this can create safety and operational issues. The Norman Lutheran Church directly abuts 52nd Street. Its proximity to the street, combined with the Sheyenne River bank directly on the south side of 52nd Street can restrict right-of-way and create additional bank stabilization and geotechnical constraints.

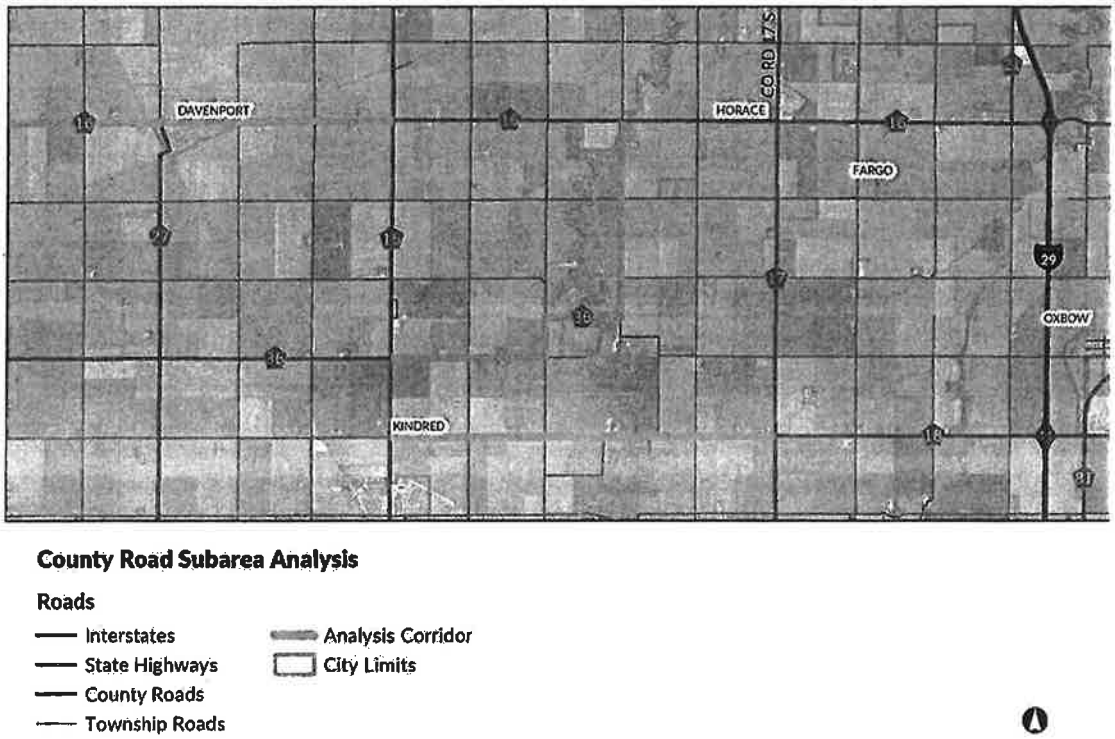
The CR 18 extension would need to come with a jurisdictional turn back of the CR 36 corridor to the Normanna Township. Before the county can make this turn back, they would have to ensure the roadway meets county standards. It is expected to require grading, with possible stabilization.

Recommendation: Designation of the 52nd Street corridor as a continuation of CR 18 is an opportunity to create a direct east-west route north of Kindred to the interchange at 52nd Street. It would give the county the option to turn back the CR 36 corridor to Normanna Township (six miles) and take ownership of the 52nd Street corridor (five miles) from Normanna and Pleasant Township. There may be initial costs associated with this jurisdictional turnback, to improve the six miles of existing CR 36 and costs to improve 52nd Street, that will need to be balanced. Additional challenges may likely include right-of-way and roadway width to ensure the road meets county standards.

Table 7.9: Estimated Cost for CR 18 Extension

	Length	Estimated Cost
CR 18 Extension	5 miles	$1.5 M
CR 36 Turn back	6 miles	$1.2 M
Total		$2.7 M

Figure 7.24: CR 18 and CR 36 Corridors



Southside Cross-County Paved Corridor

Issue: The County is looking for a continuous paved east-west route south of I-94. The next continuous, paved roadway is 17 miles south on ND-46 which runs along the Cass County and Ransom/Richland County borders. It begins at the western county border and ends at CR 81/ University Drive/174th Avenue S. The most likely candidates include County Road 6 (76th Avenue east of CR 17/170th Avenue SE), or using a series of existing or future paved east west corridors which serve to provide a continuous, while not direct east-west paved connection across Cass County.

Opportunity: The CR 6 and CR 16 corridors provide the greatest opportunity for a continuous east-west paved route between I-94 and ND 46.

CR 6 is a continuous segment from the western county line to I-29. It varies from gravel to paved. It would connect to a future interchange at I-29 and have a diversion crossing. Improvements would be necessary to permit an increase in speeds. There are about $22.5 million in improvements to complete a CR 6 continuous east-west paved corridor in southern Cass County.

CR 16 is less continuous west of ND 18. It varies from gravel to paved and would connect to an existing interchange. It would also include an FM Diversion crossing. There are around $27 million in improvements to complete a continuous CR 16 east-west paved corridor in southern Cass County.

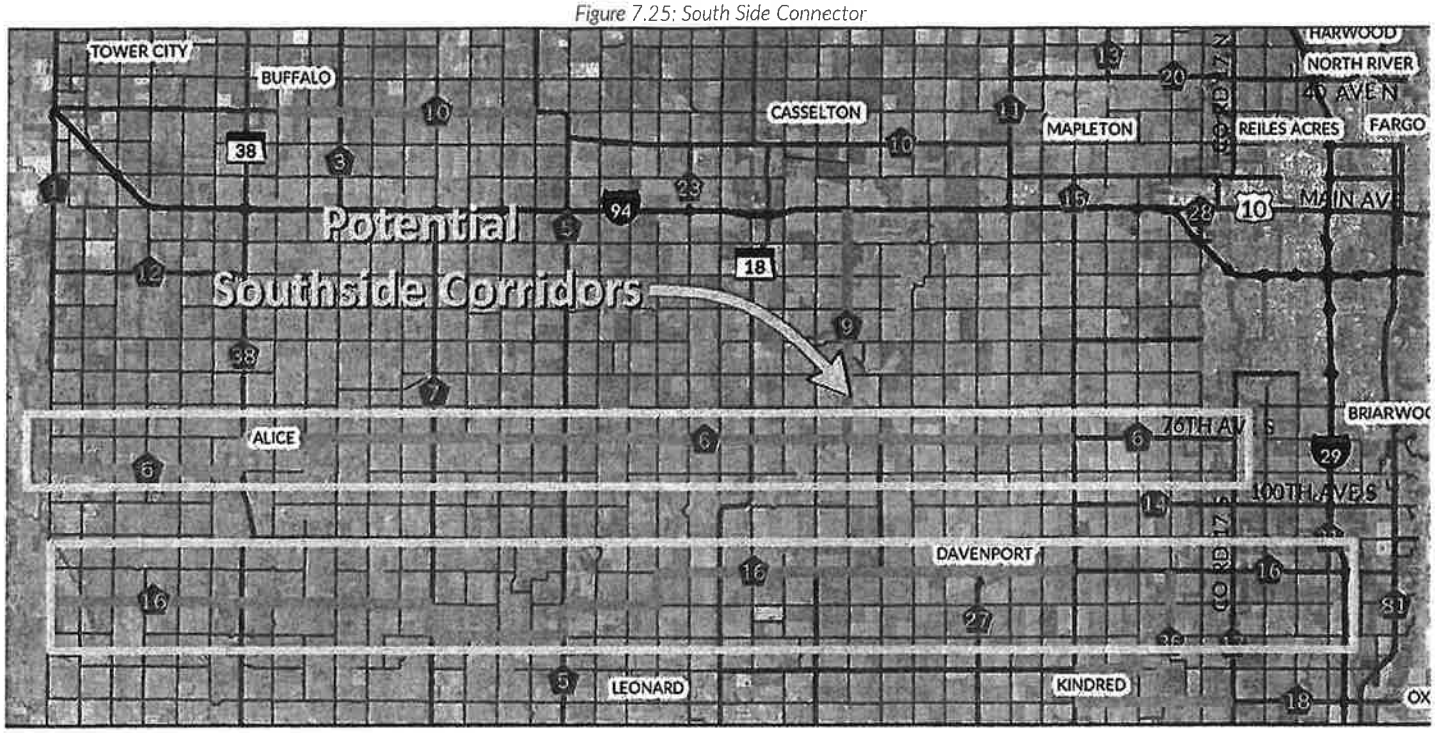
Options considered for a southside cross-county paved corridor are shown in Table 7.10.

Recommendation: Both CR 6 and CR 16 lack some paved segments, but have proposed improvements in the 2018-2022 Cass County Highway Improvement Plan and will include an FM Area Diversion crossing. CR 6 presents the most convenient and direct corridor for a paved cross-county connection in southern Cass County. CR 6 does have some risk, specifically with the 76th Avenue interchange timing and feasibility. If the county does elect to proceed with improvements on CR 6, they should work with the City of Fargo, North Dakota Department of Transportation, and the Fargo-Moorhead Metropolitan Council of Governments to understand the timing of improvements at 76th Avenue.

Table 7.10: Estimated Cost for Southside Cross-County Paved Corridor

Corridor	Estimated Cost	Advantages	Disadvantages
CR 6	$22.5 M	» Opportunity to complete corridor with no realignments » Paved from CR 38 to ND 18 (16 miles) » Seven miles south of I-94, 10 miles north of ND-46 » Future 76th Avenue interchange » FM Area Diversion crossing	» Proximity to I-94 may make CR 6 less desirable » Serves southern Cass County less well » Only segment between ND 18 and 143rd Avenue eligible for speed limit increase to 65 mph » Urbanization east of CR 17 may increase congestion, making the corridor less desirable » Risk if 76th Avenue interchange cannot be constructed
CR 16	$27 M	» Existing I-29 interchange » 11 miles south of I-94, six miles north of ND-46 » Better serves southern communities » FM Area Diversion crossing (shared with CR 17)	» Discontinuity of facilities makes traveling more difficult » Much more significant investment necessary for paving corridor » Only segment east of 163rd Avenue to CR 81/University Drive eligible for speed limit increase to 65 MPH
Do Nothing	$0	» No additional investment necessary	» No improved east-west mobility between I-94 and ND 46

Figure 7.25: South Side Connector



County Road Subarea Analysis

Roads

- Interstates
- State Highways
- County Roads
- Township Roads
- Analysis Corridor
- City Limits

Reliever Route

For multiple reasons, the County Highway Department has discussed potential options to integrate a future Cass County limited access highway into the FM Area Diversion plan. First, as the Fargo-Moorhead metro grows, congestion on I-94 and I-29 is expected to worsen, a future highway along the FM Diversion could provide additional capacity for traffic moving through the metro. Second, the substantial amount of right-of-way and related earth work required for the FM Diversion, there is likely opportunities to integrate the development of this reliever route within the current construction plan to minimize costs.

To properly plan for a reliever route, right-of-way would be assumed to allow for the potential conversion of the corridor to a four-lane facility if demands warranted. Access standards would be tightly restricted to prevent leap frog development and protect the corridor's operational integrity. Since this idea has only just been developed, it has been integrated into the Cass County Comprehensive and Transportation Plan as an illustrative concept. Significant additional planning and preliminary engineering would be needed prior to moving this concept forward.

Initial concerns might relate to how to integrate this potential project into ongoing environmental documentation and permitting related to the FM Area Diversion itself. The integration of a transportation corridor of this nature with in or adjacent to the FM Area Diversion would certainly be viewed as having a "logical nexus" from a Federal regulatory and permitting perspective. Therefore, significant additional deliberation is needed on the concept, and the ability to directly tie it to the development and construction of the FM Area Diversion. More discussion on this concept should be carried forward for discussion through the FM Area Diversion Authority, Metro COG, and impacted communities. This concept could be forwarded for consideration as part of Metro COG's update of the 2045 Long Range Transportation Plan (LRTP). Figure 7.12 and Figure 7.13 shows a generalized travel corridor alternate for the potential Reliever Route.

ACTIVE TRANSPORTATION

Active transportation supports healthy, resilient communities and is important for tourism, commuting, and quality of life. Active transportation facilities link local destinations and provide alternative transportation modes for short trips for those who are unable, unwilling, or uninterested to drive. Included in this section are opportunities to establish bicycle corridors and improve policies surrounding county highways as Main Streets.

Existing Conditions

Active transportation facilities are limited in rural Cass County, especially west of County Road 11. Within the metropolitan planning area and the east side of Cass County however, there are a variety of facilities ranging from off-street shared-use paths to bike lanes and wide shoulders. A local group has also converted an abandoned rail corridor to an off-street shared-use path between Hunter and Arthur. The intent with this element of the Plan is to develop a comprehensive future network of both off- and on- road facilities to support active transportation in Cass County.

Creating a Comprehensive Active Transportation Network

There are many opportunities to establish a county-wide active transportation network that can serve multiple purposes and users and connect popular destinations across the county. A network of facilities will focus on two different types of users: active cyclists or commuter cyclists traveling long distances within or through the county and more traditional typical recreational riders who are only traveling short distances. The later require separated facilities, whereas the former are often comfortable with on road riding provided there is adequate shoulder to accommodate safe cycling. The approach to developing a comprehensive active transportation network in Cass County will focus on the following key topic areas:

» On Road Wide Shoulders/Shared Road Facilities: These include corridors which can support on road or shared road facilities along paved Cass County roads.

» Recreational Trails/Separated Facilities: These will include either existing or future proposed corridors which are separated facilities along either existing or future potential rights of way.

Shared Facilities

The County's current design standards for paved roadways include four to six foot paved shoulders on all paved roadways, which is the minimum width to support bicycle activity on roadway shoulders. The county also installs rumble strips on all paved roadways. These wide shoulders are designed to facilitate bicycle movements by avid and confident cyclists and are not necessarily appropriate for families with small children.

According to national guidance, wide shoulder bicycle facilities are appropriate on roads under 12,000 vehicles per day with speeds 55 miles per hour or less. However, as traffic volumes and speed increase, additional consideration should be given to corridors most appropriate for the suggestion of "shared road" facilities.

Regional Recreation Trails

Regional recreation trails do not necessarily need to focus on connecting specific destinations, instead provide a safe, enjoyable environment for people and year-round trail activities. Recreational trails can have a variety of surfaces depending on their purpose. Trails with natural surfaces are more appropriate in environmentally focused areas and should cater to walking or mountain biking. Trails with paved surfaces are more appropriate to ensure accessibility of users or to connect long distances. These types of facilities are more appropriate for all types of users. There are multiple opportunities within Cass County to provide regional recreation trails.

Potential candidate corridors identified for future potential recreational trails would include the following:

» Rush River: Future Red River Diversion to Amenia

» Drain 14: Davenport to CR 15

FM Diversion

With the construction of the FM Diversion, there is a significant opportunity to improve the outdoor recreational activities within the county, including trails. The current diversion channel cross section includes a multi-use trail system.

The county should pursue pedestrian infrastructure at diversion crossings to ensure adequate mobility across this new barrier. As is show in Figure 7.26, the future FM Diversion can provide a significant future connector between many of the proposed active transportation improvements in Cass County.

Rails to Trails

The County can also consider establishing a framework for rails to trails conversions which would seek opportunities to convert shuttered rail lines into recreational trails. Improved coordination with the railroads in Cass County would be necessary to allow the county to acquire the right-of-way before it is sold to private owners.

A local organization has converted an abandoned rail corridor between Hunter and Arthur to a gravel trail. While the corridor is not yet ADA compliant, local groups continue to seek state and federal funding to continue to improve the corridor. Further coordination with BNSF to prepare preservation efforts with the rail section from Arthur to Amenia presents the next best opportunity for a rail to trail conversion. This connection from Amenia, to Arthur to Hunter would create nearly 14 miles of uninterrupted trail within the county.

There is also the undetermined future potential to utilize the current Red River Valley & Western (RRV&W) line from Horace to Davenport and Davenport to Leonard as a future rail to trail candidate corridor. While RRV&W has not indicated that this line is a potential for abandonment, staying abreast of changing conditions of this line is important to a proactive approach to act quickly if portions of this line enter abandonment proceedings.

Connections to State Network

The State of North Dakota is currently developing a tiered State bicycle Network. They have tentatively identified County Road 81 as a Tier 1 bicycle facility, ND 46 as a Tier 2 facility, and CR 10 and CR 4/26 as a Tier 3 facility. The county should continue to work with NDDOT as the development and adoption of the State Bicycle Network is completed.

Connections to National Trails

Cass County abuts the future alignment of the Heartland Trail, which is expected to follow an alignment through north Moorhead, and is north of the North Country Trail, which runs through Walcott, North Dakota and follows the Sheyenne River.

- The Heartland Trail presents the biggest opportunity for Cass County connections. Working with the City of Fargo, the county could pursue an alignment through the urbanized area of Fargo and connect to the eventual Red River diversion trail.
- The county is unlikely to be able to influence any north-south alignment south of the Cass-Richland county border. However, improved coordination may help identify a route that could be connected to the North Country trail.
- A natural trail following the Rush River is another opportunity to connect existing and future active transportation facilities in the county.

Main Street

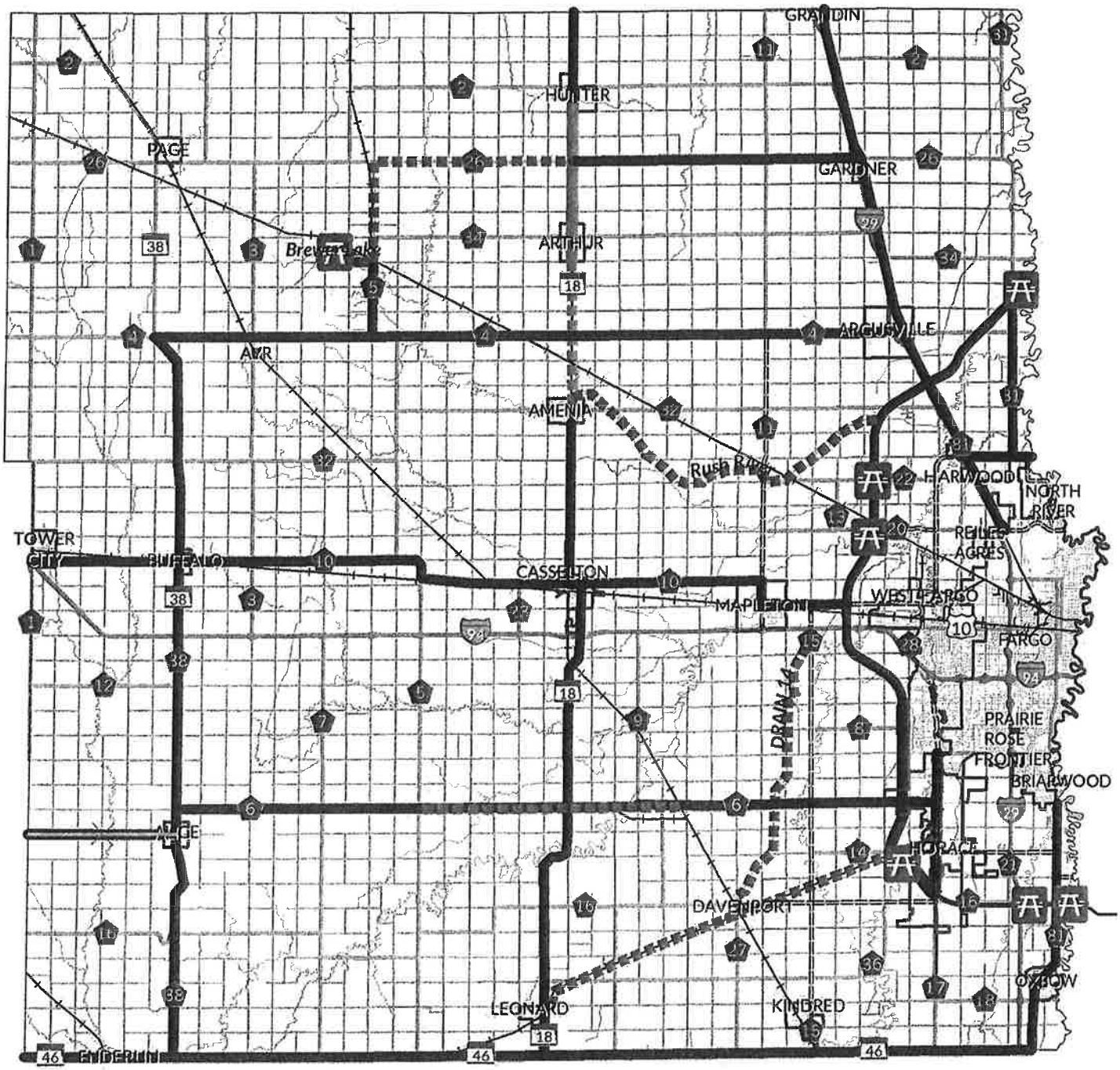
Main Street is often the commercial hub for many small communities and the center for multimodal activity. Multiple small communities in Cass County have county or state highways as their Main Streets. These would include:

- Horace
- Buffalo
- Casselton
- Others

In this context, these highways must support both county-wide traffic movements and local access, and the roadway design should reflect this dual purpose. When reconstruction needs arise, the county should seek to work with the communities to fully understand the needs of the roadway to support the community. These needs may include sidewalks or side paths, on-street parking, or Americans with Disabilities Act compliance.

Most of these communities are unable to tap into the statewide Urban Grant Funds, which is limited to communities with populations over 5,000, but have many of the same needs. Additional information on statewide resources can be found in the Community Development section of this plan.

Figure 7.26: Active Transportation Network



Cass County Multimodal Needs

Bike Corridors & Trails

- Hunter-Arthur Trail
- Hunter-Arthur Trail Potential Extension
- Potential New Trails
- Candidate Bike Corridors
- Existing Shoulder Facilties
- Regional Recreational Feature
- Regional Parks
- Roads

MOBILITY OPTIONS

Improving mobility options through transit can have many positive benefits for rural Cass County. Providing mobility options for seniors can help them age in place, maintaining the social and community structure they know, while allowing them to access the services they need. Providing mobility options for commuters can help increase access to more housing choices and reduce congestion on major corridors.

PUBLIC TRANSIT

Valley Senior Services currently provides rural transportation to the general public in smaller communities and rural areas of Cass County. They operate three routes.

- The North Route, running through Hunter, Arthur, Casselton, and Fargo operates on Tuesdays.
- The South Route running through Leonard, Kindred, Horace, and Fargo operates on Wednesdays.
- The Central Route, running through Tower City, Buffalo, Casselton, Mapleton, and Fargo, operates every other Friday but is rarely used.

Riders must call two days in advance to schedule a ride on their corresponding route. From 2015 to 2016, service hours fell by more than 50 percent, but operating costs declined by just 20 percent. Ridership fell 24 percent. From 2016 to 2017, service hours increased by four percent, with operating costs increasing by 13 percent. Ridership fell another 40 percent. Ridership on the North Route is significantly higher than the South Route, even with the recent ridership declines. A summary of operational metrics is shown in Table 7.11

Ridership and service hours decreased for transit service in Cass County provided by Valley Senior Services between 2015 and 2017. However, in recent years the Community of Care organization of Cass County has stepped up to provide a significant amount of transportation in Cass County. In 2017, it was estimated Community of Care served 516 clients, providing 19,772 miles of volunteer transportation which totaled nearly 2,100 of volunteer (driver) hours. These services attracted ridership typically dependent on Valley Senior Services (source: www.communityofcarend.com).

Additionally, Valley Senior Services reported that in 2016 and 2017 vehicles from either Traill County or Steele County were used to provide transportation in Cass County due to driver issues in Cass County. This arrangement is possible since Valley Senior Services operates in these counties as well. So rides provided in Cass County on these vehicles were reported as ridership in those counties, not Cass County.

CARPOOLING

In Cass County, 9.5 percent of commuters carpooled to work in 2016, and around 40 percent of the County worked outside of the community they live in. A handful of informal park-and-rides have been established throughout the county. As congestion builds in the metro area, commuters from rural Cass County and other surrounding counties may increasingly look for carpooling options and park-and-rides.

To further support carpooling and commuter mobility, Cass County can seek to provide formal park-and-ride facilities. These rural park-and-rides should be located on high traffic, well connected corridors. They should be paved to ensure they are usable year-round and include lighting to improve actual and perceived safety. An example of a formal rural park-and-ride facility in the area is located on Minnesota State Highway 32, north of Trunk Highway (TH) 10.

Table 7.11: Operational Metrics for Valley Senior Service's Cass County Service

	2015	2016	2017	2015-2017 % Change
Vehicles Used	1 Van, 1 Bus	1 Van, 1 Bus	1 Van, 1 Bus	-
Service Hours	1,901	923	963	-49.3%
Operating Cost	$4,216	$35,324	$39,861	-9.8%
Cost per Hour	$23.26	$38.27	$41.39	+77.9%
Total Ridership	2,297	1,752	1,104	-51.9%
North Route Ridership	2,003	1,542	971	-51.5%
South Route Ridership	294	210	133	-54.8%
Cost per Ride	$19.25	$20.16	$36.11	+87.6%

Siting Park-and-Rides

Based on U.S. Census Bureau data (Local Employment Household Destination Origin-Destination Employment Statistics), there are some high commuter origin-destinations that would benefit from formalized park-and-rides. All of these locations are located along the interstate or major county road to increase accessibility.

- Argusville. Based on 2015 data, more than 100 people commute from Argusville, with more commuters coming from Gardner, Grandin, Mayville, Hillsboro, Grand Forks, etc.
- Casselton and/or Mapleton. Casselton has more than 700 people that commute to Fargo for work and Mapleton has more than 400 people. A park-and-ride at either or both communities would serve more than 1,000 commuters. These park-and-ride facilities may also be attractive to the nearly 800 commuters from Jamestown and nearly 500 commuters from Valley City.
- County Road 18 Interchange. The County Road 18 interchange might draw commuters from Oxbow (117 commuters) and Kindred (267 commuters). A park-and-ride facility here might also be attractive to commuters from Wahpeton and Breckenridge.
- Horace. There are nearly 1,900 commuters traveling from Horace into Fargo for work.

There are obviously many more commuters traveling from out of Cass County or rural Cass County than those discussed above, but these locations present the most likely locations for successful park-and-rides given proximity and access to interstate. The siting of future permanent park and rides can be assisted through the development of less permanent informal facilities on a temporary basis. Examples might be the Governors Inn or Grady's Travel Plaza in Casselton. Another candidate site for a temporary park and ride could be St. Williams Catholic Church in Argusville. Facilities adjacent to NDDOT corridors (I-94 or I-29) or their right-of-way would likely need to be developed and managed by NDDOT while facilities adjacent to county corridors would need to be developed and managed by the county.

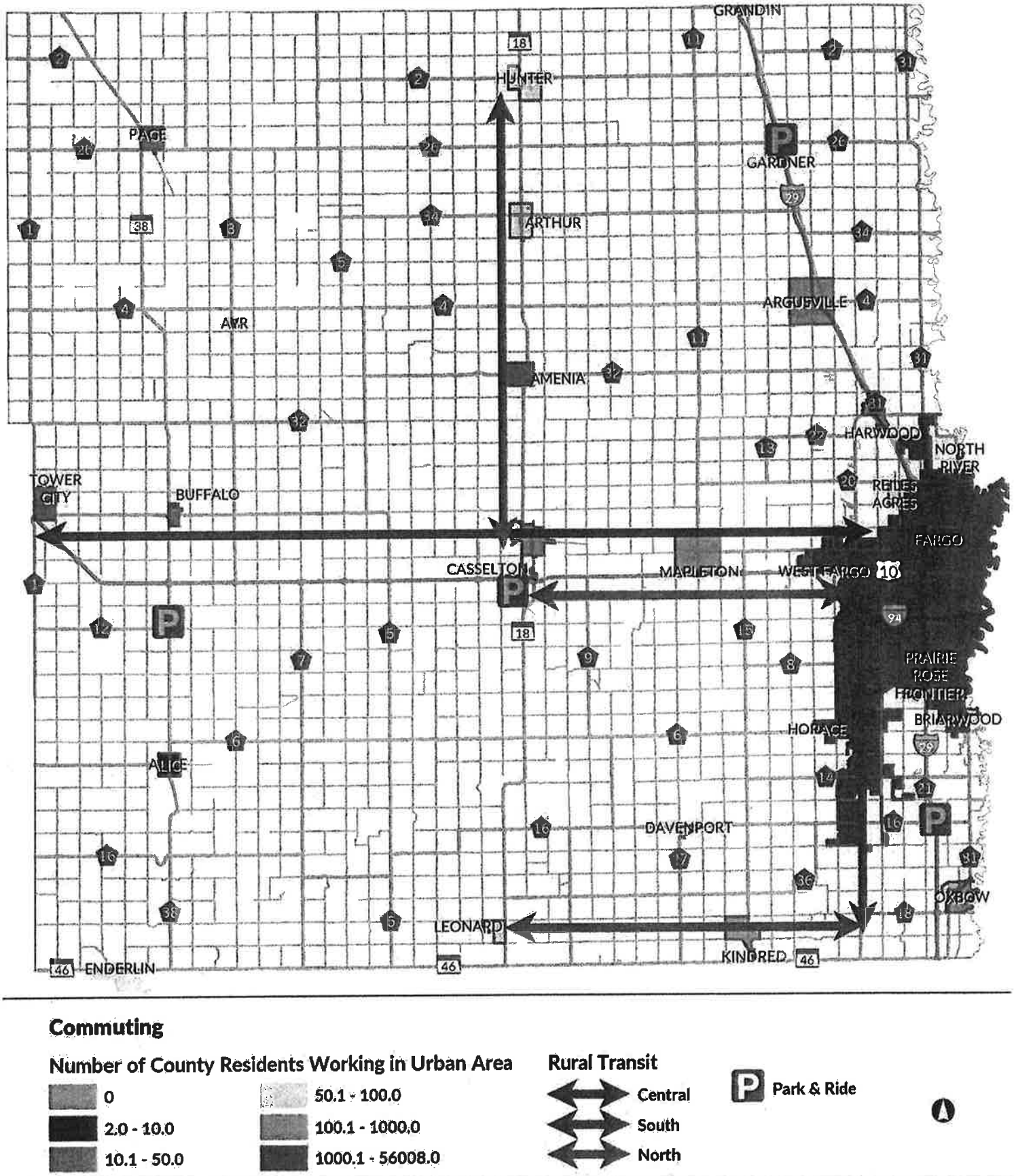
For park-and-ride facilities and carpooling to be effective as a transportation demand management strategy, the county will need to actively coordinate with NDDOT and Metro COG to develop marketing strategies for these facilities and possibly help organize carpools, at least initially.

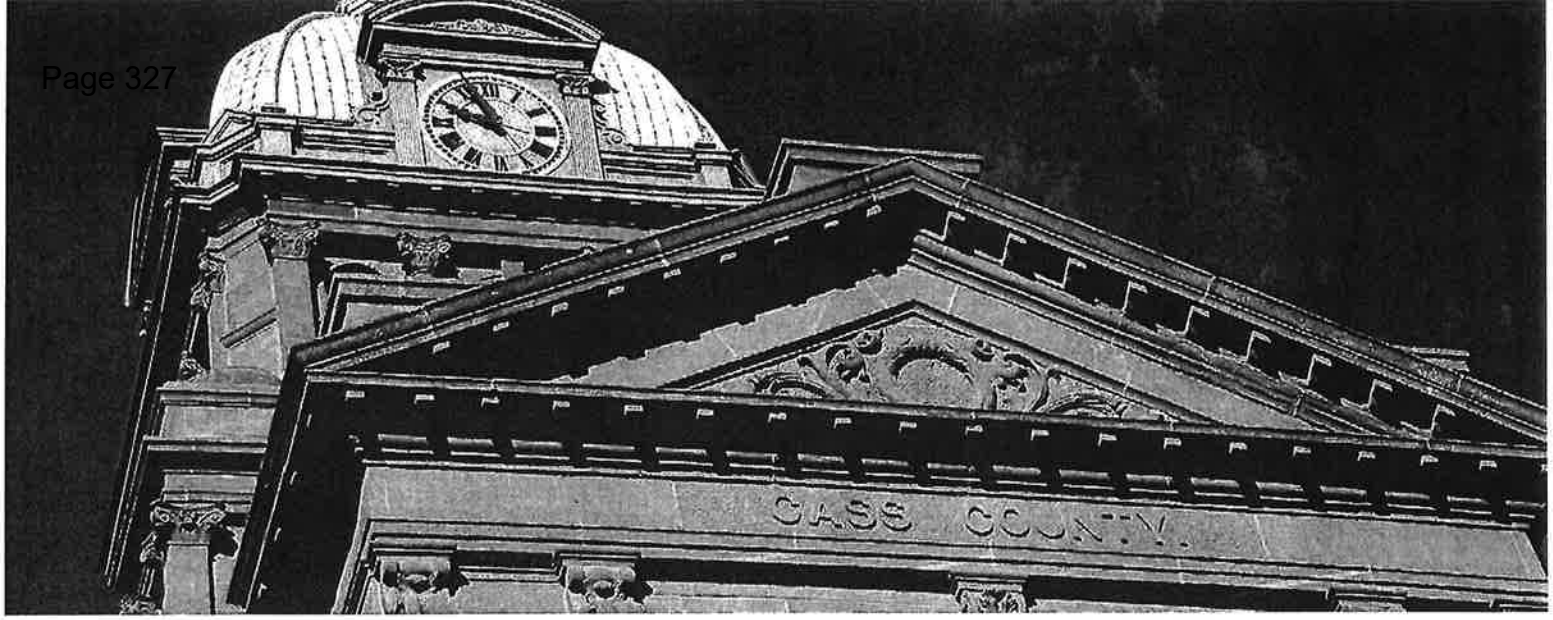
Electric Vehicle Charging Stations

NDDOT intends to designate I-29 and I-94 as alternative fuel corridors for electric vehicle (ev) charging stations. Within Cass County, there are at least seven ev charging stations - six in Fargo and West Fargo and one in Tower City. All are level 2 stations. Using the funds available from the Volkswagen settlement, NDDOT hopes to add 12 charging stations across the state, likely through public-private partnerships. It is likely that NDDOT will seek to find locations within Cass County for ev charging stations.

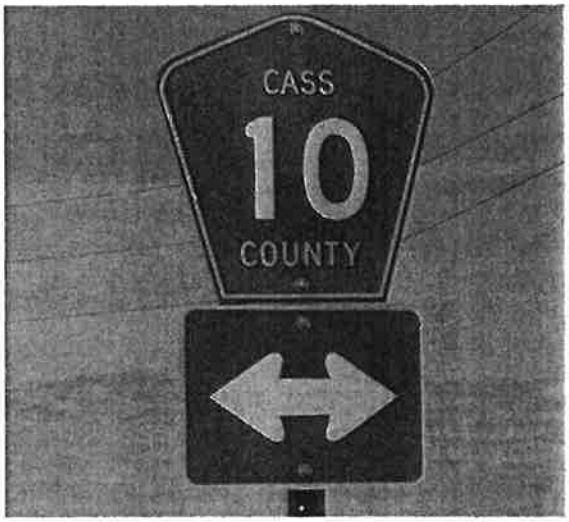
Figure 7.27: Park-and-Ride on Minnesota TH 32

Figure 7.28: Commuter Flows and Mobility Options





IMPLEMENTATION



IMPLEMENTATION

The 2018 Cass County Comprehensive and Transportation Plan established a vision that addressed a broad range of topics important to the future of Cass County. Consistent with the Guiding Principles of this plan, the implementation of the plan will involve a range of ongoing responsibilities and new initiatives. These include:

- Managing the County Highway System and collaborating with federal, state, and local officials to provide and maintain appropriate transportation systems.
- Continuing the function of managing subdivision development in areas outside city control.
- Providing technical support for local jurisdictions in the areas of floodplain, land use management, community, and economic development.
- Coordinating with various boards, agencies, and local jurisdictions in the provision of services to citizens and businesses of the County.
- Encouraging and supporting activities, systems, and initiatives that maintain and improve the quality of life for all in Cass County

Transportation Systems

The Cass County Highway Department maintains a five-year Capital Improvements Program that prioritizes spending based on available revenue to manage the County's roads and bridges. This plan identifies ongoing data collection, additional studies, and other initiatives needed to help determine future investment choices. It also establishes strategies to address specific topics such as active transportation, mobility, speed limits, turn backs, and highway classification. These are detailed in the Transportation chapter. Specific policies and other recommendations are also listed in the implementation table of this chapter.

Subdivision and Land Use Management

The Cass County Planning Commission and the Cass County Planning Office oversee the review and approval of subdivision development proposals that occur outside of city jurisdiction. The policies which address major subdivision development developed in the past several years have been effective in addressing issues identified in the previous comprehensive plan. These policies should be maintained. However, there is a need to modify some elements of the current subdivision regulations, especially those related to minor subdivisions. Additional policies and other recommendations relating to land use management, subdivision regulation, public facilities, and natural resources are listed in the implementation table of this chapter.

Technical Support

Cass County has a responsibility, along with other local jurisdictions who participate in the National Flood Insurance Program, for floodplain management in Cass County. This plan encourages continued County Planning Office involvement in this role, recognizes opportunities for coordination with the Cass County Water Resource Districts, and other local jurisdictions to increase the effectiveness of floodplain management within Cass County. Specific policies and other recommendations relating to floodplain management are listed in the implementation table of this chapter.

The County Planning Office has provided technical support in land use management issues especially for townships in Cass County. This plan encourages the expansion of this role by supporting the development and refinement of model ordinances for townships and small cities that support objectives of agricultural preservation, appropriate rural development, and community and economic development. Additional initiatives and policies that support these objectives are also listed in the implementation table of this chapter.

Coordinating and Supporting Functions

In addition to the functions listed above, Cass County provides a number of leadership, coordinating and supporting functions to serve county citizens and businesses. This Comprehensive and Transportation Plan has identified specific policies and recommendations related to several of these functions: Emergency Management, FM Area Diversion, Food Systems, Economic Development, and Housing. Specific strategies, recommendations and policies pertaining to them are listed in the implementation table of this chapter.

The Cass County Emergency Management Department works closely with a multitude of government agencies and other community organizations to prepare for and respond to emergency situations. This plan offers specific recommendations to enhance the preparedness of Cass County local governments and citizens including developing a more integrated approach with land use and transportation planning.

The FM Area Diversion has a significant role in mitigating flooding impacts and supporting the continued economic health of the largest metropolitan area in North Dakota. This Comprehensive and Transportation Plan identifies specific objectives relating to transportation and land use coordination in the vicinity of the Diversion.

Cass County is already actively involved in Cass Clay Food Partners and related endeavors to encourage and support healthy food access and the enhancement of effective food systems in Cass County.

Cass County already is a member of the Greater Fargo Moorhead Economic Development Corporation, and provides funding to support this organization. This plan encourages an increased focus on actively supporting economic development in Cass County.

Workforce housing is an especially important element of community and economic development, and the enhancement of quality of life for Cass County citizens. This plan identifies several strategies for consideration by Cass County, and supports increased participation in addressing this essential issue in the future of the County.

Cass County land use remains strongly focused on agricultural production and its related rural heritage. This plan recognizes the importance of the diverse economic base and the diverse living opportunities provided in the County. Several objectives and policies from the previous Comprehensive Plan are retained in this plan.

This Comprehensive and Transportation Plan was based on significant input from a large and diverse group of people and organizations. It recognizes that effective and ongoing communication is essential to ensuring the implementation of the plan. To this end, the plan incorporates objectives and policies from the previous Comprehensive Plan that support effective communication with county citizens.

Implementation Table

The implementation table identifies specific strategies, objectives and policies which, when followed, will help implement the Vision for Cass County and its Guiding Principles. Strategies are specific concepts or approaches that respond to the issues and opportunities of various topics addressed by the Comprehensive and Transportation Plan. Objectives are topic specific goals that are consistent with the Vision and Guiding Principles. Policies are specific actions that address or support the strategies and objectives.

Implementation Strategies, Objectives and Policies

Topic	Reference	Description	Responsibility	Timeframe
Land Use and Growth Management	***Strategies***			
	S-1	Volunteer to provide zoning maps for all townships	PO, GIS, PC	2019
	S-2	Incorporate township zoning maps into interactive GIS maps	GIS	2019
	S-3	Host township land use workshops to support township zoning administration	PC	2018, annual
	S-4	Be a resource of land use best practices and related educational materials	PO	2018, annual
	S-5	Refine/develop two model township zoning ordinances	PO	2019-2020
	S-6	Develop regulations preventing development from occurring in areas prone to soil stability erosion problems, preventing land uses accelerating the inherent problem, and protecting the riverfront vegetation helping to stabilize soils	PO	2020
	Objectives and Policies			
	O-1	**Promote compact and orderly development**		
	P 1-1	Encourage infill development and redevelopment where appropriate	PO, PC, BCC	ongoing
	P 1-2	Support minor subdivision development in rural areas	PO, PC, BCC	ongoing
	P 1-3	Guide major subdivisions toward community growth areas	PO, PC, BCC	ongoing
	P 1-4	Prevent premature development	PO, PC, BCC	ongoing
	P 1-5	Periodically update the County's subdivision ordinances to compliment local municipalities ordinances and not encourage sprawl	PO, PC, BCC	ongoing
	P 1-6	Support development patterns that preserve agricultural land and farming of food crops for nearby consumption.	PO, PC, BCC	ongoing
	O-2	**Prevent incompatible land uses from locating in close proximity to one another**		
	P 2-1	Discourage premature development of farmland	PO, PC, BCC	ongoing
	P 2-2	Encourage township zoning to address land use compatibility	PO, PC, BCC	ongoing
	O-3	**Promote major residential subdivision development which will more easily convert to an urban environment**		
	P 3-1	Encourage development whose lots will not become economically infeasible if annexed into a municipality	PO, PC, BCC	ongoing
	P 3-2	Maintain infrastructure and urban design standard requirements for major subdivisions	PO, PC, BCC	ongoing

Topic	Reference	Description	Responsibility	Timeframe
Land Use and Growth Management	**O-4**	**Ensure new development will protect the short and long term health, safety, and general welfare of county's citizens by preventing the problems associated with flooding and soil stability**		
	P 4-1	Deter development which adversely impacts the flooding potential in the County and requiring mitigation	PO, PC, BCC	ongoing
	P 4-2	Deter development and land uses that will adversely impact soil stability	PO, PC, BCC	ongoing
	O-5	**Properly address the impact of new development on existing drainage systems**		
	P 5-1	Require new major developments to submit a drainage plan to study the needs of the new development drainage system, its impact on the existing drainage system, and any other information required by the water resource board and/or the jurisdictions with authority over relevant roadways.	PO, PC, BCC	ongoing
	P 5-2	Ensure new development will not adversely impact current drainage systems	PO, PC, BCC	ongoing
Transportation	S-7	Work with Valley Senior Services, Metro Area Transit, FM Metro COG, and ND DOT to promote the development of formal and informal "park-n-ride" facilities at key intersections in rural Cass County for use by metro bound commuters	HD	2020
	S-8	Work with Valley Senior Services, Metro Area Transit, FM Metro COG, and ND DOT to promote the development and use of Rideshare and Carpooling programs in Cass County for use by metro bound commuters	HD	2019
	O-6	**Encourage the use of the existing public transit in rural Cass County by all residents of rural Cass County**		
	P 6-1	Ensure adequate local, state, and federal funding for transit services in rural Cass County by reviewing the existing needs and demands of rural residents on a regular basis	PO, PC, BCC	ongoing
	O-7	**Prevent new development from placing an economic strain on the county to provide a safe and quality road network**		
	P 7-1	Require those benefiting the most from roads to pay the cost for installation, upgrading, and repairing of subdivision roads and the public roads providing access to the development	PO, PC, BCC	ongoing
	P 7-2	Prevent development which will have an adverse effect on the public road network, unless mitigated	PO, PC, BCC	ongoing
	O-8	**Require new development roads to meet the transportation and safety needs of the county's citizens during the initial construction of the subdivisions (major subdivisions)**		

Topic	Reference	Description	Responsibility	Timeframe
Transportation	P 8-1	Require new development to provide roads meeting both the current and future needs of the county's citizens	PO, PC, BCC	ongoing
	P 8-2	Prevent development requiring the new land owners and residents of subdivisions from having to fund, plan, and organize upgrades to the subdivision roads to meet their transportation needs or requirements after lots have been sold and homes built	PO, PC, BCC	ongoing
	P 8-3	Require new developments submit and fund a transportation plan to study the transportation and safety needs of the development and the surrounding area	PO, PC, BCC	ongoing
	P 8-4	Require developers to pay for and install any necessary street, traffic signs, or lighting features	PO, PC, BCC	ongoing
	O-9	**Encourage development creating pedestrian friendly design**		
	P 9-1	Require the safety improvements needed for safe pedestrian interaction with the road network	PO, PC, BCC	ongoing
	P 9-2	Design roads so they complement the neighborhood environment	PO, PC, BCC	ongoing
	P 9-3	Promote development providing walking and bike paths within the subdivision and connecting to existing or future walking or bike paths	PO, PC, BCC	ongoing
	P 9-4	Promote development using the corridor along the rivers as public greenway to allow for a future recreational trail system	PO, PC, BCC	ongoing
	O-10	**Plan new developments so they more easily convert to a future urban transportation environment**		
	P 10-1	Preserve and establish right-of-way that dedicates and deeds the land for the future arterial corridors found along the section and quarter section lines	PO, PC, BCC	ongoing
	P 10-2	Direct development's road network and accesses so they can more easily transition to an urban road network	PO, PC, BCC	ongoing
	P 10-3	Restrict the access points along the future arterial roads and ensure proper location of permitted accesses	PO, PC, BCC	ongoing
Public Facilities	**O-11**	**Ensure new development provides the necessary level of quality services for the county's citizens**		
	P 11-1	Require levels of services for roads, water, stormwater drainage, and all other related services and infrastructure appropriate to the scale of the development	PO, PC, BCC	ongoing
	P 11-2	Require developers to install, or post a financial guarantee for the installation of all necessary facilities, services, and infrastructure prior to the approval of subdivisions	PO, PC, BCC	ongoing

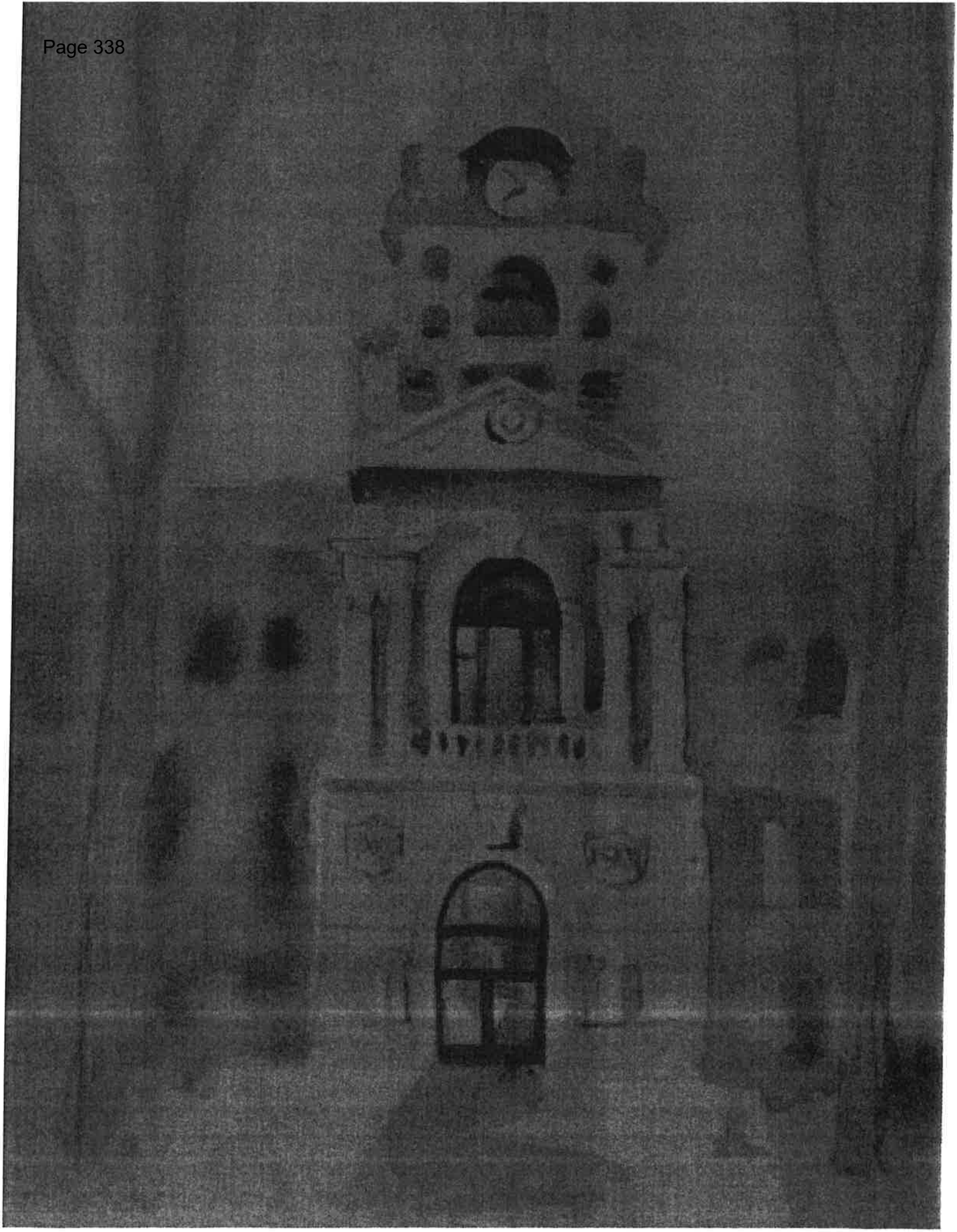
Topic	Reference	Description	Responsibility	Timeframe
Floodplain Management	S-9	Consider offering floodplain management services	PO	2020
	S-10	Collaborate with Emergency Management Department on public education related to flood protection	PO, EM	2019, ongoing
	S-11	Be a resource for floodplain management best practices, flood insurance, dam failure response plans, watercourse setbacks, and related educational materials	PO, WRD	ongoing
	S-12	Continue involvement in RISK mapping program and utilization for floodplain and land use management	PO	ongoing
	S-13	Collaborate with Water Resource Districts for floodplain mapping technical assistance	PO, WRD	ongoing
	S-14	Host regular floodplain management workshops for local jurisdictions	PO	ongoing
	O-12	**Ensure new development will protect the short and long term health, safety, and general welfare of county's citizens from flooding**		
	P 12-1	Deter development which adversely impacts the flooding potential in the County and requiring mitigation	PO, PC, BCC	ongoing
	P 12-2	Discourage development in 100 year floodplains	PO, PC, BCC	ongoing
Natural Resources	S-15	Support vegetation management practices that promote pollinator habitats	PO, PC, BCC	ongoing
	O-13	**Promote efforts to establish and maintain pollinator habitats in Cass County**		
	P 13-1	Support property owners in the establishment and expansion of pollinator-friendly landscapes	PO, PC, BCC	ongoing
	P 13-2	Continually review management of County owned public land and take steps to increase its contribution to pollinator health	PO, PC, BCC	ongoing
	S-16	Work with the proper agencies to help educate the public about the benefits of certain vegetation along the river	PO, HD	ongoing
	S-17	Create guidelines to help riverfront owners identify the important vegetation	PO, Cass County Soil Conservation	2019
	O-14	**Preserve adequate quantity and quality of ground and surface water supplies**		
	P 14-2	Require new developments to provide adequate quantity and quality of potable water for the citizen's current and future needs	PO, PC, BCC	ongoing
	P 14-3	Promote development providing potable water sources which most efficiently use the resource	PO, PC, BCC	ongoing
	P 14-4	Encourage development using ground water resources in the most efficient ways with the greatest long term benefit to the county's citizens and long range water conservation	PO, PC, BCC	ongoing

Topic	Reference	Description	Responsibility	Timeframe
	O-15	**Protect the natural vegetation along rivers for its ability to help stabilize river banks**		
	P 15-1	Create a conservation easement protecting the natural and important vegetation along the river bank	PO, PC, BCC	ongoing
	O-16	**Protect the County's wetlands**		
	P 16-1	Identify the county's wetland areas and use this information during the planning and review processes	PO, PC, BCC	ongoing
	P 16-2	Require new development to comply with all local, county, state, and federal laws, regulations, guidelines, and ordinances relating to wetlands	PO, PC, BCC	ongoing
	O-17	**Protect the County's surface water resources**		
	P 17-1	Require new development to prevent any harm, damage, or other adverse impact on the County's lakes, rivers, or streams	PO, PC, BCC	ongoing
	P 17-2	Deter developments transferring sedimentation and pollution in the county's surface water systems	PO, PC, BCC	ongoing
	P 17-3	Require new developments to meet the standards established by the EPA for storm water pollution protection	PO, PC, BCC	ongoing
	O-18	**Prevent the introduction of sewage and other harmful agents into the county**		
	P 18-1	Continue working with Fargo Cass Public Health to review, design and inspect new development sewage systems	PO, PC, BCC	ongoing
	P 18-2	Deter developments using sewage systems with limited life spans necessitating expensive replacement or upgrades	PO, PC, BCC	ongoing
Housing	S-18	Explore broadening the Cass County Housing Authority role to include housing rehab and redevelopment	Responsibility for these strategies may include multiple local jurisdictions and organizations such as Cass County Housing Authority, SENDCAA, GFMEDC, LARC, FM Area Foundation, LSS, and Habitat for Humanity.	ongoing
	S-19	Explore the potential use of TIFs to support affordable workforce housing		ongoing
	S-20	Explore the potential for a housing levy dedicated to affordable workforce housing		ongoing
	S-21	Explore the use of vacant or low value lots for affordable workforce housing		ongoing
	S-22	Explore the potential prioritization of CDBG funds for affordable workforce housing		ongoing
	S-23	Develop guidance on low-income housing tax credits		ongoing
	S-24	Participate in a Community Land Trust that includes all of Cass County		ongoing
	S-25	Initiate a Task Force exploration of housing demand during the Diversion construction		2019
	S-26	Initiate a County-wide Housing Needs Analysis		2020

Topic	Reference	Description	Responsibility	Timeframe
	O-19	**Support efforts to assure adequate present and future housing supply in Cass County**		
	P 19-1	Encourage employer, philanthropic, and religious groups participation in affordable housing development	PO, PC, BCC	ongoing
	P 19-2	Encourage small communities to use Renaissance Zone to incentivize housing redevelopment and rehabilitation	PO, PC, BCC	ongoing
	P 19-3	Encourage development of an affordable housing information clearinghouse for Cass and Clay Counties	PO, PC, BCC	ongoing
Emergency Management	S-27	Explore opportunities to promote neighborhood level resilience	EM	2019
	S-28	Explore a distributed approach to emergency response resources	EM	2019
	S-29	Incorporate emergency management principles into model zoning ordinances	EM	2019
	S-30	Incorporate emergency management-comprehensive plan nexus into the upcoming Multi-Hazard Mitigation Plan	EM	2019
	O-20	**Support efforts to assure adequate emergency management capacity for all parts of Cass County**		
	P 20-1	Encourage appropriate floodplain management throughout Cass County	PO, PC, BCC	ongoing
	P 20-2	Support the completion of the Red River Valley Water Supply Project	PO, PC, BCC	ongoing
	P 20-3	Encourage disaster resistant design into housing development	PO, PC, BCC	ongoing
	P 20-4	Encourage protection of community facilities	PO, PC, BCC	ongoing
	P 20-5	Encourage the preservation or appropriate mitigation of historic and cultural resources	PO, PC, BCC	ongoing
	P 20-6	Wherever practical, support distributed and redundant community infrastructure	PO, PC, BCC	ongoing
Food Systems	S-31	Incorporate the needs of urban agriculture and local food supply into model ordinances	PO, CCFP	2020
	O-21	**Support activities that both improve healthy food access and advance economic development in Cass County**		
	P 21-1	Support efforts of Cass Clay Food Partners	PO, PC, BCC	ongoing

Topic	Reference	Description	Responsibility	Timeframe
Food Systems	P 21-2	Encourage development of strategies to support local food including farmers markets, cooperatives, community gardens, urban agriculture, and increasing healthy and fresh food retail locations	PO, PC, BCC	ongoing
	P 21-3	Support efforts of Cass Clay Food Partners to ensure healthy food availability throughout Cass County	PO, PC, BCC	ongoing
	P 21-4	Support efforts to enhance rural food pantry supplies	PO, PC, BCC	ongoing
Economic Development	S-32	Be a resource for best practices in community development that enhances local economic development	PO, GFMEDC	ongoing
	S-33	Host an annual community development workshop for small communities in Cass County	PO, GFMEDC	2019, ongoing
	S-34	Lead efforts to ensure County-wide high speed internet	PO	TBD
	S-35	Collaborate with other partners in a regional affordable housing initiative	PO	ongoing
	O-22	**Support activities that enhance the capacity of Cass County and its communities to thrive economically**		
	P 22-1	Encourage local participation in the National Center for Economic Gardening	PO, PC, BCC	ongoing
	P 22-2	Encourage local community efforts to improve quality of life	PO, PC, BCC	ongoing
	P 22-3	Encourage benefit cost evaluation of community investment	PO, PC, BCC	ongoing
	P 22-4	Encourage wider participation in GFMEDC technical assistance	PO, PC, BCC	ongoing
Rural Heritage	**O-23**	**Protect the County's valuable farmland, agricultural traditions, and existing rural character**		
	P 23-1	Identify Cass County's agriculturally productive lands and use this information during the planning process	PO, PC, BCC	ongoing
	P 23-2	Direct large urban type developments to locate in close proximity to the urban areas	PO, PC, BCC	ongoing
	P 23-3	Limit development occurring away from the urban fringes to be small in size and scope so as to reduce its impact on the rural atmosphere and existing land uses	PO, PC, BCC	ongoing
	P 23-4	Support the establishment and use of farm programs and farm protection programs	PO, PC, BCC	ongoing
	P 23-5	Promote agriculture and its benefits for the entire county	PO, PC, BCC	ongoing
	P 23-6	Educate the public about the value of the county's soils, farms, and farmland and the consequences of its conversion to nonfarm uses	PO, PC, BCC	ongoing

Topic	Reference	Description	Responsibility	Timeframe
Communication	**O-24**	**Maintain open lines of communication between the county and all other local entities**		
	P 24-1	Distribute planning agendas to the relevant entities	PO, PC, BCC	ongoing
	P 24-2	The county planner should attend city commission and planning meetings when necessary	PO, PC, BCC	ongoing
	P 24-3	The county planner should attend joint township and city meetings	PO, PC, BCC	ongoing
	P 24-4	The county planner should attend relevant local planning lectures and conferences	PO, PC, BCC	ongoing
	P 24-5	Encourage review and comments by local entities relating to county planning issues	PO, PC, BCC	ongoing
	O-25	**Provide public awareness of planning goals, objectives and issues**		
	P 25-1	Provide the media with copies of all agendas and special meetings	PO, PC, BCC	ongoing
	P 25-2	Hold public meetings for input on current issues and goals	PO, PC, BCC	ongoing
	P 25-3	Invite public input on regular and special planning issues	PO, PC, BCC	ongoing
	P25-4	Consider and utilize citizen suggestion when making public decisions	PO, PC, BCC	ongoing
	P 25-5	Require new developments to distribute plans and information to surrounding landowners of proposed developments	PO, PC, BCC	ongoing
	P 25-6	Use planning commission to advise the county on issues of growth and development	PO, PC, BCC	ongoing



An official website of the United States government

United States Census Bureau

QuickFacts

Fargo city, North Dakota

QuickFacts provides statistics for all states and counties, and for cities and towns with a ***population of 5,000 or more***.

Table

All Topics	Fargo city, North Dakota
Population Estimates, July 1 2021, (V2021)	NA
PEOPLE	
Population	
Population Estimates, July 1 2021, (V2021)	NA
Population estimates base, April 1, 2020, (V2021)	NA
Population, percent change - April 1, 2020 (estimates base) to July 1, 2021, (V2021)	NA
Population, Census, April 1, 2020	125,990
Population, Census, April 1, 2010	105,549
Age and Sex	
Persons under 5 years, percent	6.7%
Persons under 18 years, percent	20.0%
Persons 65 years and over, percent	11.9%
Female persons, percent	49.1%
Race and Hispanic Origin	
White alone, percent	84.6%
Black or African American alone, percent (a)	7.0%
American Indian and Alaska Native alone, percent (a)	1.2%
Asian alone, percent (a)	3.5%
Native Hawaiian and Other Pacific Islander alone, percent (a)	0.0%
Two or More Races, percent	3.1%
Hispanic or Latino, percent (b)	3.0%
White alone, not Hispanic or Latino, percent	82.7%
Population Characteristics	
Veterans, 2015-2019	6,438
Foreign born persons, percent, 2015-2019	9.0%
Housing	
Housing units, July 1, 2019, (V2019)	X
Owner-occupied housing unit rate, 2015-2019	43.6%

Median value of owner-occupied housing units, 2015-2019	$212,100
Median selected monthly owner costs -with a mortgage, 2015-2019	$1,447
Median selected monthly owner costs -without a mortgage, 2015-2019	$536
Median gross rent, 2015-2019	$823
Building permits, 2020	X
Families & Living Arrangements	
Households, 2015-2019	54,571
Persons per household, 2015-2019	2.14
Living in same house 1 year ago, percent of persons age 1 year+, 2015-2019	72.6%
Language other than English spoken at home, percent of persons age 5 years+, 2015-2019	9.2%
Computer and Internet Use	
Households with a computer, percent, 2015-2019	92.0%
Households with a broadband Internet subscription, percent, 2015-2019	83.3%
Education	
High school graduate or higher, percent of persons age 25 years+, 2015-2019	94.3%
Bachelor's degree or higher, percent of persons age 25 years+, 2015-2019	40.0%
Health	
With a disability, under age 65 years, percent, 2015-2019	6.5%
Persons without health insurance, under age 65 years, percent	⚠ 7.3%
Economy	
In civilian labor force, total, percent of population age 16 years+, 2015-2019	75.3%
In civilian labor force, female, percent of population age 16 years+, 2015-2019	71.9%
Total accommodation and food services sales, 2012 ($1,000) (c)	389,121
Total health care and social assistance receipts/revenue, 2012 ($1,000) (c)	1,860,300
Total manufacturers shipments, 2012 ($1,000) (c)	2,601,405
Total retail sales, 2012 ($1,000) (c)	3,299,921
Total retail sales per capita, 2012 (c)	$30,060
Transportation	
Mean travel time to work (minutes), workers age 16 years+, 2015-2019	15.3
Income & Poverty	
Median household income (in 2019 dollars), 2015-2019	$55,551
Per capita income in past 12 months (in 2019 dollars), 2015-2019	$35,205
Persons in poverty, percent	⚠ 13.2%

BUSINESSES

Businesses	
Total employer establishments, 2019	X
Total employment, 2019	X
Total annual payroll, 2019 ($1,000)	X
	X

Total employment, percent change, 2018-2019	
Total nonemployer establishments, 2018	X
All firms, 2012	11,347
Men-owned firms, 2012	6,252
Women-owned firms, 2012	3,404
Minority-owned firms, 2012	552
Nonminority-owned firms, 2012	10,133
Veteran-owned firms, 2012	1,093
Nonveteran-owned firms, 2012	9,300

GEOGRAPHY

Geography	
Population per square mile, 2010	2,162.0
Land area in square miles, 2010	48.82
FIPS Code	3825700

About datasets used in this table

Value Notes

⚠ Estimates are not comparable to other geographic levels due to methodology differences that may exist between different data sources.

Some estimates presented here come from sample data, and thus have sampling errors that may render some apparent differences between geographies statistically indistinguishable. Click the Quick Info ⓘ icon to the left of each row in TABLE view to learn about sampling error.

The vintage year (e.g., V2021) refers to the final year of the series (2020 thru 2021). Different vintage years of estimates are not comparable.

Fact Notes

(a) Includes persons reporting only one race
(c) Economic Census - Puerto Rico data are not comparable to U.S. Economic Census data
(b) Hispanics may be of any race, so also are included in applicable race categories

Value Flags

- Either no or too few sample observations were available to compute an estimate, or a ratio of medians cannot be calculated because one or both of the median estimates falls in the lowest or upper interval of an open ended distribution.
F Fewer than 25 firms
D Suppressed to avoid disclosure of confidential information
N Data for this geographic area cannot be displayed because the number of sample cases is too small.
FN Footnote on this item in place of data
X Not applicable
S Suppressed; does not meet publication standards
NA Not available
Z Value greater than zero but less than half unit of measure shown

QuickFacts data are derived from: Population Estimates, American Community Survey, Census of Population and Housing, Current Population Survey, Small Area Health Insurance Estimates, Small Area Income and Poverty Estimates, State and County Housing Unit Estimates, County Business Patterns, Nonemployer Statistics, Economic Census, Survey of Business Owners, Building Permits.

METROPOLITAN PROFILE 2021

Annual Report for the Fargo-Moorhead Metropolitan Area

PREPARED BY

METROCOG

FM REGIONAL TRANSPORTATION PLANNING ORGANIZATION

Adopted: November 18, 2021

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This document does not constitute a standard, specification, or regulation. The United States Government, the states of North Dakota and Minnesota, and the Fargo-Moorhead Metropolitan Council of Governments do not endorse products or manufacturers. Trade or manufacturers' names may appear therein only because they are considered essential to the objective of this document.

Dear Interested Persons, Stakeholders, Jurisdictions, Agencies and Organizations --

The Fargo-Moorhead Metropolitan Council of Governments (Metro COG) is pleased to present the Metropolitan Profile 2021 (Metro Profile), a document previously known as the Surveillance and Monitoring Report for the Fargo-Moorhead Metropolitan Area. The data presented within this Profile pertains to the 2020 calendar year (January 1, 2020 through December 31, 2020).

Metro COG began producing the Metropolitan Transportation Surveillance and Monitoring Report in 1981. Over time, this document has taken various forms in order to ensure compliance and compatibility with relevant surface transportation authorization. Under Fixing America's Surface Transportation Act (FAST Act), the Metro Profile has become an essential performance management tracking tool.

The profile is structured to document and monitor the following:

(a) Changes to the transportation system;
(b) Demographic and socio-economic conditions;
(c) Changes in land use patterns and/or development patterns;
(d) Accuracy of projections/assumptions made within the Metropolitan Transportation Plan (MTP); and
(e) Implementation of the Transportation Improvement Program (TIP).

The Metro COG Policy Board believes this data to be critical to both accurately represent the state of the transportation network and to maintain and to implement elements of the Metropolitan Transportation Planning Program, such as the TIP, MTP, and regional Travel Demand Model (TDM).

It is Metro COG's goal to continue to enhance the ease and accuracy of collecting and reporting metropolitan transportation data; as well as improving accessibility to this information for all interested persons and stakeholders.

Any questions or comments on the content of this document should be directed to Metro COG. Supporting plans, studies, and other transportation data for the Fargo-Moorhead Metropolitan Area is available by contacting Metro COG (701.532.5100), by email at metrocog@fmmetrocog.org, or visiting Metro COG's website at www.fmmetrocog.org.

Julie Nash

Julie Nash
Chair, Metro COG Policy Board

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INTRODUCTION

Who is Metro COG?

The Fargo-Moorhead Metropolitan Council of Governments (Metro COG) is both the designated Council of Governments (COG) and Metropolitan Planning Organization (MPO) for the greater Fargo-Moorhead Metropolitan Area. An MPO is a transportation policy-making organization comprised of representatives from local government and transportation authorities. The Federal Surface Transportation Assistance Act of 1973 requires the formation of a MPO for any urbanized area with a population greater than 50,000. MPOs ensure that existing and future expenditures for transportation projects and programs are based on a comprehensive, cooperative, and continuing planning process, known as the "3-C" process.

What is the Metro Profile?

The 2021 Metropolitan Profile is separated into five chapters, each of which focuses on trends affecting the development patterns and transportation network of the Fargo-Moorhead MPA. Together the chapters provide a comprehensive snapshot of the conditions and trends affecting the metro area based on 2020 data (or the most recent data available).

The chapters are grouped into two sections:

- Community Profile
- Transportation

The Transportation section encompasses topics focused on the:

- Roadway System
- Freight & Interstate Travel
- Bicycle & Pedestrian Network
- Local & Regional Transit

Within each of these chapters are metrics that Metro COG tracks from year to year. These metrics are used to track progress towards goals set in the Metropolitan Transportation Plan (MTP). The goals in the MTP are developed with Metro COG's vision, mission, and core functions in mind.

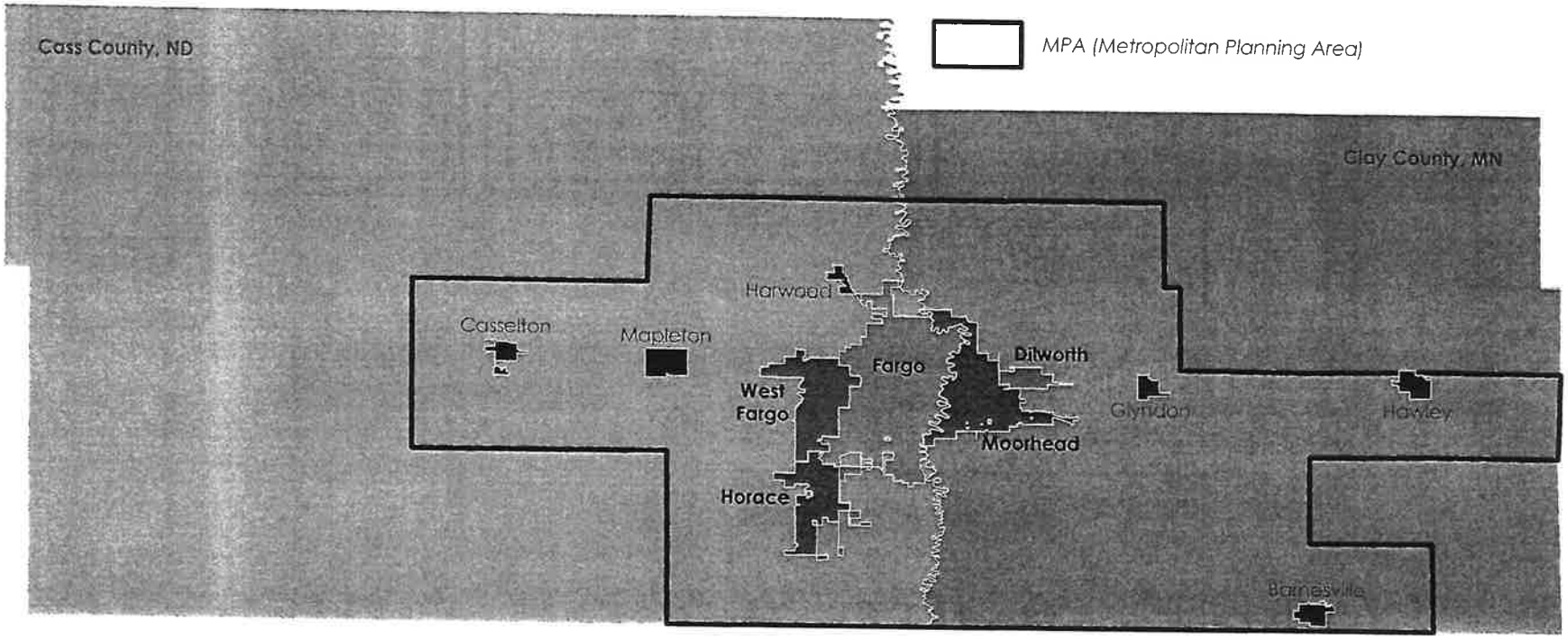
JURISDICTIONS

North Dakota

- Cass County- 1,768 sq mi
- Fargo- 49.74 sq mi
- West Fargo- 16.28 sq mi
- Horace- 11.55 sq mi
- Casselton- 1.98 sq mi
- Harwood- 1.20 sq mi
- Mapleton- 3.91 sq mi

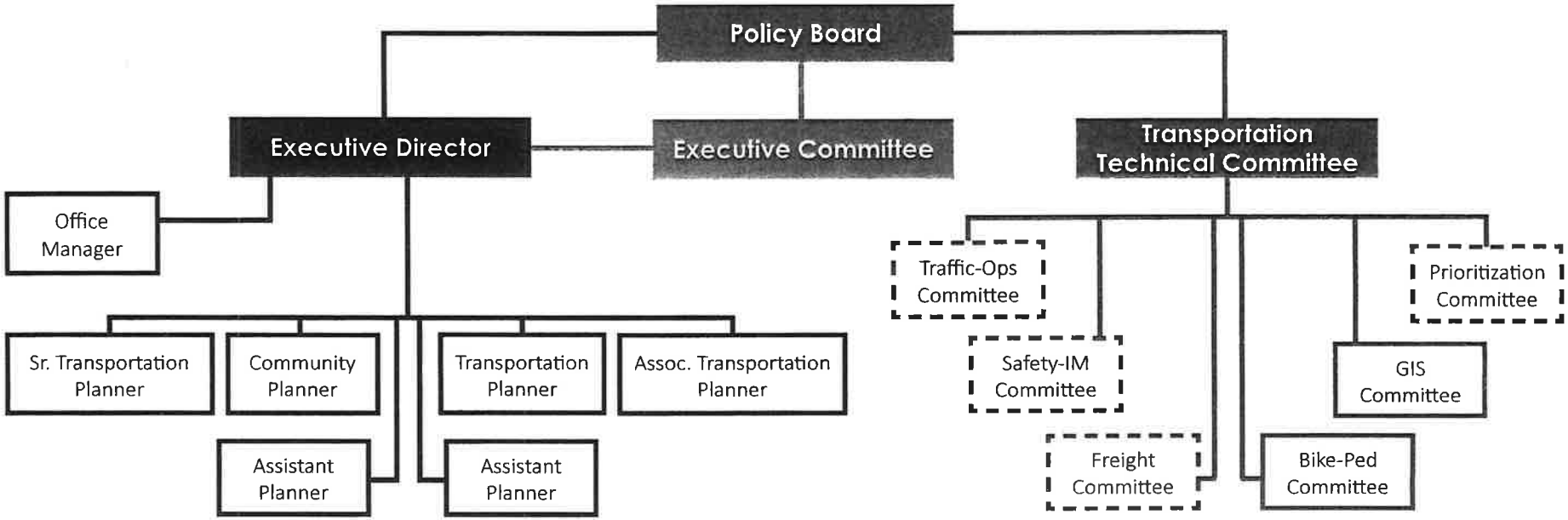
Minnesota

- Clay County- 1,053 sq mi
- Moorhead- 22.27 sq mi
- Dilworth- 3.21 sq mi
- Barnesville- 2.08 sq mi
- Glyndon- 1.58 sq mi
- Hawley- 2.46 sq mi



NOTE: Jurisdiction acreage was calculated from the GIS information provided by each jurisdiction. Associate Jurisdictions are depicted in navy, while the Member Jurisdictions are color coded by pink, purple, greens, bright blues, or yellow.

ORGANIZATIONAL CHART (2021)



NOTE: Committees with dashed outlines denote those that do not meet regularly/those that are called upon as needed.

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VISION AND MISSION

Vision Statement	Provide quality, proactive regional planning services for a changing society.

Mission

1. Harmonize the activities of federal, state, and local agencies,
2. Render technical assistance
3. Encourage public participation in the development of the area

Core Functions

- Support the economic vitality of the metropolitan area, especially by enabling global competitiveness, productivity, and efficiency.
- Increase the safety of the transportation system for motorized and non-motorized users.
- Increase the security of the transportation system for motorized and non-motorized users.
- Increase accessibility and mobility for people and freight.
- Protect and enhance the environment, promote energy conservation, improve the quality of life, and promote consistency between transportation improvements and State and local planned growth and economic development patterns.
- Enhance the integration and connectivity of the transportation system, across and between modes, for people and freight.
- Promote efficient system management and operation.
- Emphasize the preservation of the existing transportation system.
- Improve the resiliency and reliability of the transportation system and reduce or mitigate stormwater impacts of surface transportation.
- Enhance travel and tourism.

EXECUTIVE SUMMARY: COVID-19

COVID-19 Pandemic

In 2020, metro areas across the country were heavily impacted by the COVID-19 pandemic. The health crisis limited in-person social activities, disrupted the economy, and altered the movement of people and goods in response to changing demands.

On May 18, Minnesota issued a stay-at-home order in response to the growing number of cases and deaths. Many jobs moved to remote work with the exception of essential workers such as those in healthcare, agriculture and critical retail.

A report further detailing the impacts of COVID-19 on traffic and bike ridership in the FM Metro using Streetlight and Strava data was conducted by Metro COG in 2021. You can find the report by clicking *here* or see "COVID-19 Analysis Report" in Additional Resources.

Highlights

The decennial census was conducted in 2020. In the past decade, the Fargo-Moorhead MSA has experienced faster population growth than the country as a whole. In particular, 2020 saw increased population growth in the MSA, reversing the trend of slowing growth since 2015. The population of the metro remains younger and more educated than national averages thanks to the number of higher education institutions in the area. The metro continues to diversify despite having lower rates of foreign-born individuals and those speaking a language other than English at home.

Despite an increase in unemployment rate due to the pandemic, Fargo-Moorhead fared better than the rest of the country on average. While house prices across the country notably increased, the metro's housing market remained relatively stable during the same period as 2,252 new residential units were added metrowide.

Vehicle miles traveled notably decreased in 2020 as certain business activities were restricted, social gatherings were limited and some residents began to work-from-home. According to the Transportation Improvement Program, there were 4 major roadway projects constructed within the metro.

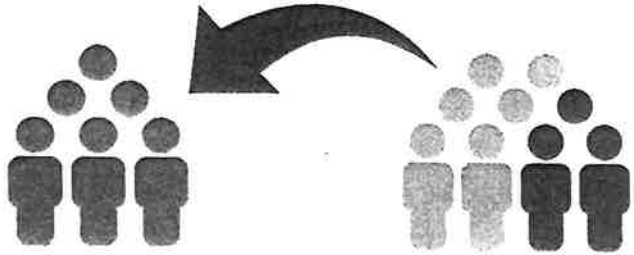
Conversely, the demand for freight increased. Truck travel times remained comfortably reliable despite the demand. However, the number of Amtrak rail and air passengers decreased significantly in reponse to pandemic restrictions.

There was an increase in bicycle and pedestrian activity as residents took care of their health and searched for recreational outdoor opportunities during the pandemic. Use of fitness tracking apps such as Strava gained usership and the metro's bike network continued to expand.

Public transit saw declines in ridership in 2020 largely due to the pandemic. The MATBUS and MAT paratransit fleet went fare-free from March 23 with financial aid from the CARES Act. As college classes went virtual, college ridership took a hit. Major renovations were undertaken at the Ground Transportation Center (GTC).

COMMUNITY PROFILE

Overview



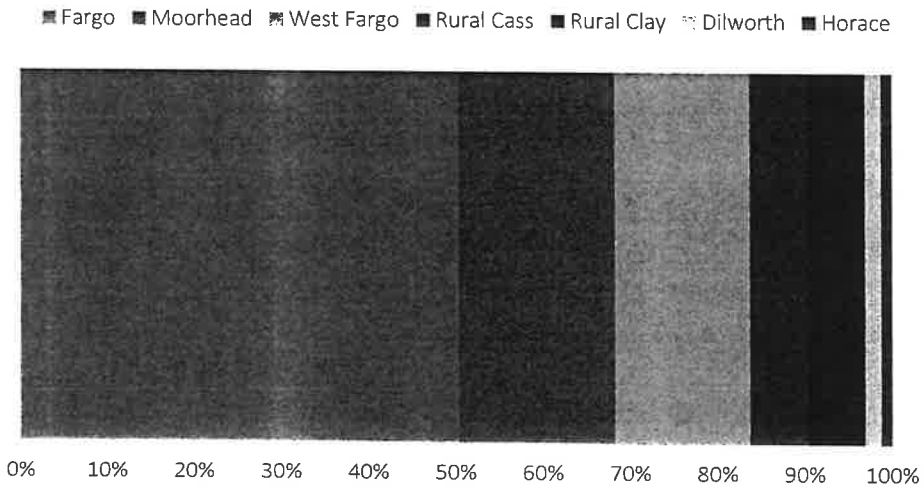
Population of FM MSA in 2020
249,843

New residents in MSA in 2020
+3,164

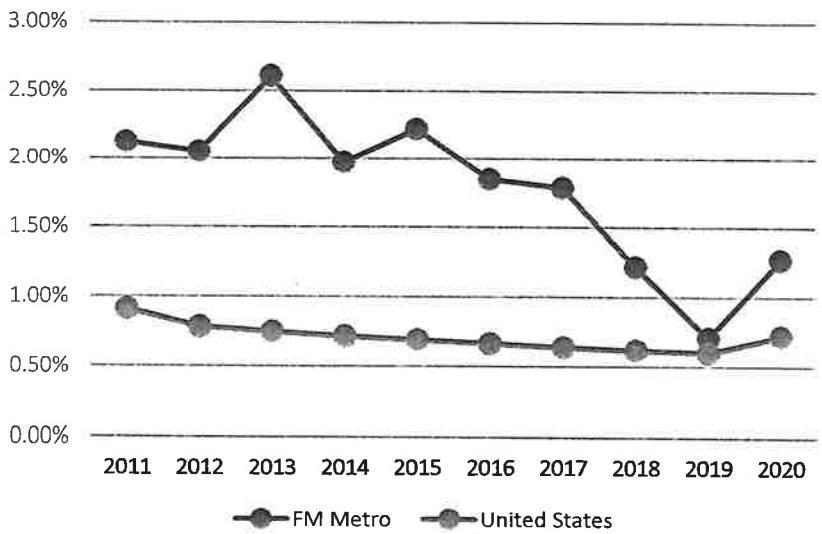
Percent population change (2010-2020)

FM MSA	United States
19.67%	7.4%

Population by jurisdiction in 2020



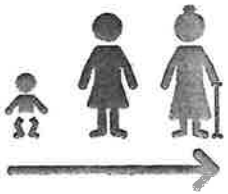
Annual population growth (2011-2020)



Sources in this section: Census data, American Community Survey (ACS) estimates, Federal Reserve Bank, Home Builders Association of Fargo-Moorhead

COMMUNITY PROFILE

Demographics



Median age*

FM MSA	United States
33.5 yrs	38.2 yrs

Foreign born^

FM MSA	United States
6.7%	13.6%

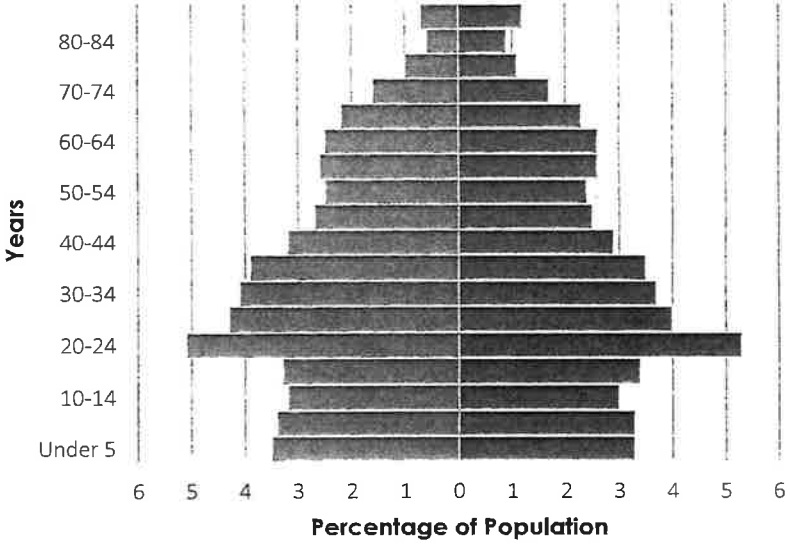
Speaks a language other than English at home^

FM MSA	United States
7.6%	21.6%

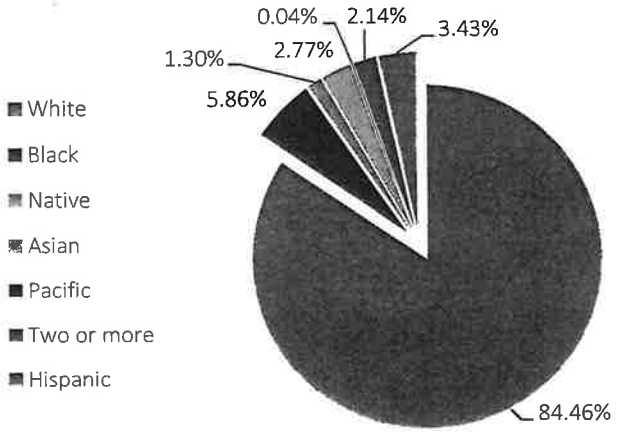
Bachelor's degree or higher^

FM MSA	United States
38.6%	32.1%

Age and sex distribution



Racial composition



*2019 data was the most recent available
^2015-2019 American Community Survey (ACS) 5-year estimates

COMMUNITY PROFILE

Employment

Average unemployment rate in 2020

FM MSA	United States
4.35%	8.11%

Percent in labor force^

FM MSA	United States
74.5%	63.0%

Median household income*

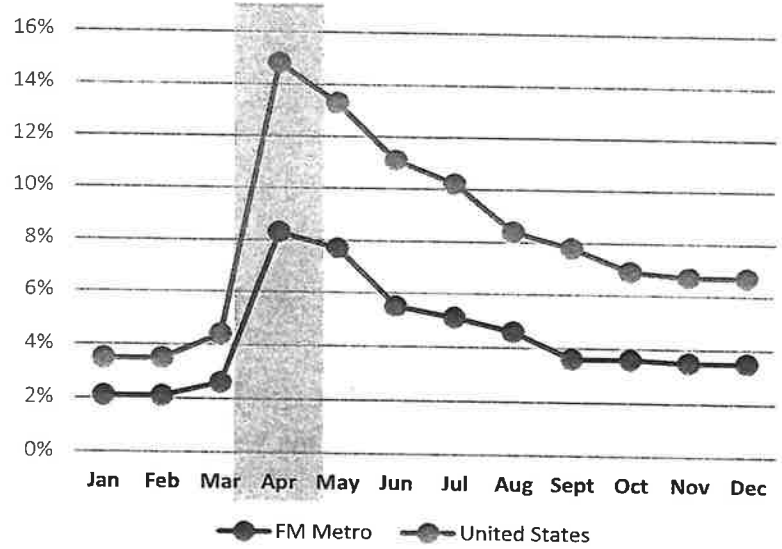
FM MSA	United States
$62,820	$68,703

Percent in poverty*

FM MSA	United States
11.5%	10.5%

*2019 data was the most recent available
^2015-2019 American Community Survey (ACS) 5-year estimates

Unemployment rate in 2020 by month



Top 10 industries ranked by employment

NOTE: For full industry titles and more comprehensive economic profile, please click *here* or see "Economic Profile" in Additional Resources.

COMMUNITY PROFILE

Housing

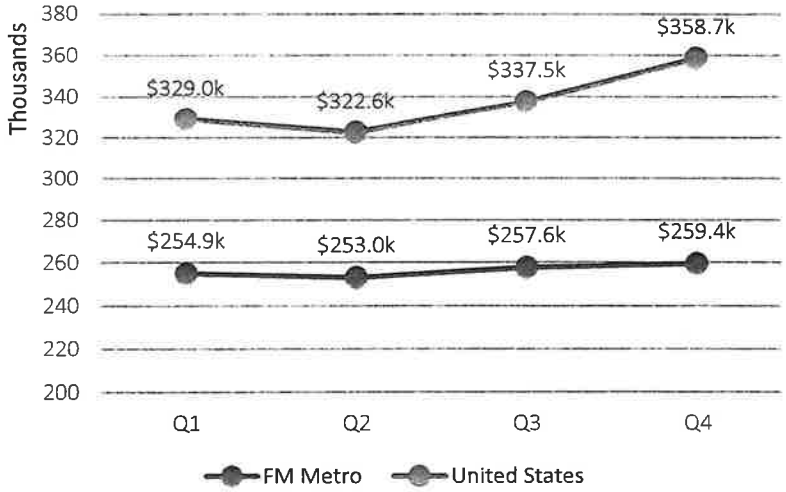
Average household size^

FM MSA	United States
2.32	2.62

Owner-occupied rate^

FM MSA	United States
56.1%	64.0%

Median house price in 2020



112,592
Housing units metrowide*

1,976
Building permits issued in 2020

1129
New single-family residential units

+449	Fargo
+374	West Fargo
+86	Horace
+129	Moorhead
+17	Dilworth
+37	Associate Jurisdictions

1123
New multi-family residential units

+1019	Fargo
+35	West Fargo
+0	Horace
+69	Moorhead
+0	Dilworth
+0	Associate Jurisdictions

NOTE: For more in-depth information, please click *here* or see "Permits Plus" in Additional Resources.

*2019 data was the most recent available
^2015-2019 American Community Survey (ACS) 5-year estimates

ROADWAYS
Overview

Vehicle miles traveled (VMT) in 2020
2.3 billion+

Change from year previous
-34.92%

VMT per capita

FM Metro
9,328.8

United States
8,538.3

Average commute time in minutes^

FM Metro
17.4

United States
26.9

Auto Travel Time Reliability (Interstate)

ND Portion of the MPA
100%

MN Portion of the MPA
100%

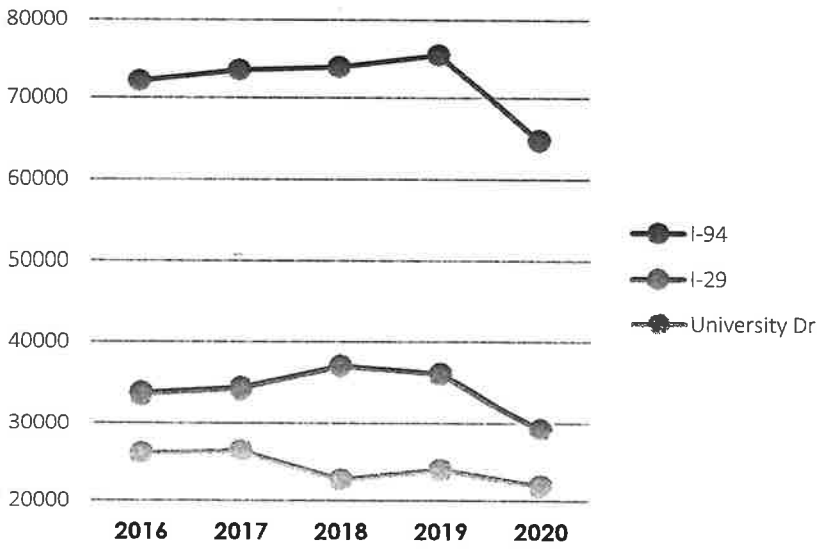
Auto Travel Time Reliability (Non-Interstate)

ND Portion of the MPA
67%

MN Portion of the MPA
85%

NOTE: For more information, please click *here* or see "Performance Measures" in Additional Resources.

Average Daily Traffic on I-94, I-29 and University Dr



Sources in this section: NDDOT, MnDOT, American Community Survey (ACS) estimates
^2015-2019 American Community Survey (ACS) 5-year estimates

ROADWAYS

Projects

Number of roadway projects in 2020

4

Fargo

- **64th Ave S** from 25th St S to 45th St S- New Construction

West Fargo

- **Sheyenne St** from Main to 7th Ave- Reconstruction

Moorhead

- **12th Ave S** from 5th St to SE Main- Rehabilitation

  Phase 1 completed in 2020 (12th Ave S from 4th St to 20th St)

Clay County

- Bridge replacement on **CR 100**, **CR 93**, **CR 68** and **CSAH 21**- Reconstruction

NOTE: Only expected major roadway projects in the TIP listed for 2020 are included. Confirmed updates to the status of projects as of 2020 are italicized.

NOTE: For more information about the current TIP, please click image below or see "Transportation Improvement Program (TIP)" in Additional Resources.

METROCOG
FM REGIONAL TRANSPORTATION PLANNING ORGANIZATION

September 2021

ROADWAYS

Safety & Pavement Condition Targets

NDDOT 2020 safety data

9	Number of fatalities
33	Number of serious injuries
4	Number of non-motorized fatalities and non-motorized serious injuries

MnDOT 2020 safety data

4	Number of fatalities
7	Number of serious injuries
1	Number of non-motorized fatalities and non-motorized serious injuries

NDDOT 2018-2021 pavement condition targets

75.6%	% of Interstate in good condition
3%	% of Interstate in poor condition
58.3%	% of non-Interstate in good condition
3%	% of non-Interstate in poor condition

MnDOT 2018-2021 pavement condition targets

55%	% of Interstate in good condition
2%	% of Interstate in poor condition
50%	% of non-Interstate in good condition
4%	% of non-Interstate in poor condition

NDDOT 2018-2021 bridge condition targets

60%	% of NHS bridges in good condition
4%	% of NHS bridges in poor condition

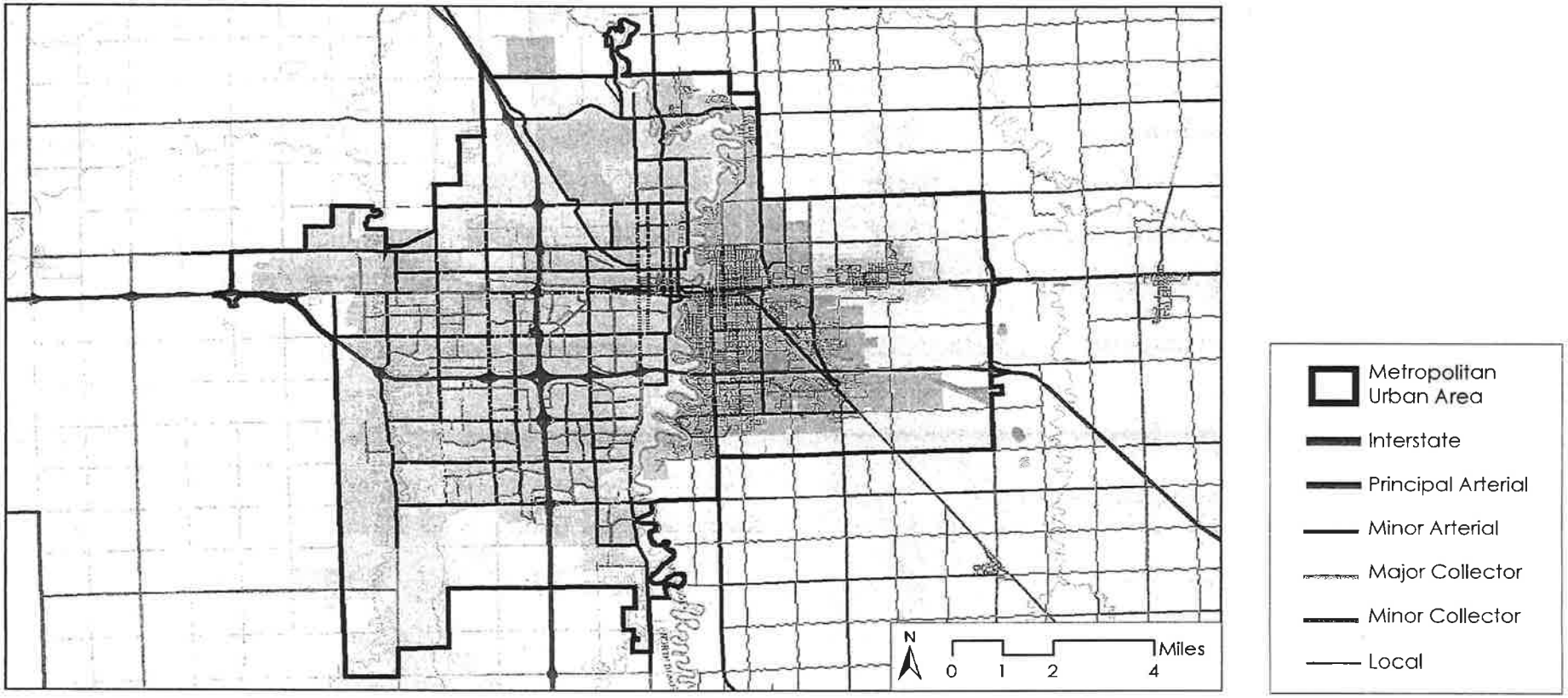
MnDOT 2018-2021 bridge condition targets

35%	% of NHS bridges in good condition
4%	% of NHS bridges in poor condition

NOTE: For more information, please click *here* or see "Performance Measures" in Additional Resources.

ROADWAYS

Functional Classification



NOTE: The North Dakota federal functional classification system is in the process of being updated.

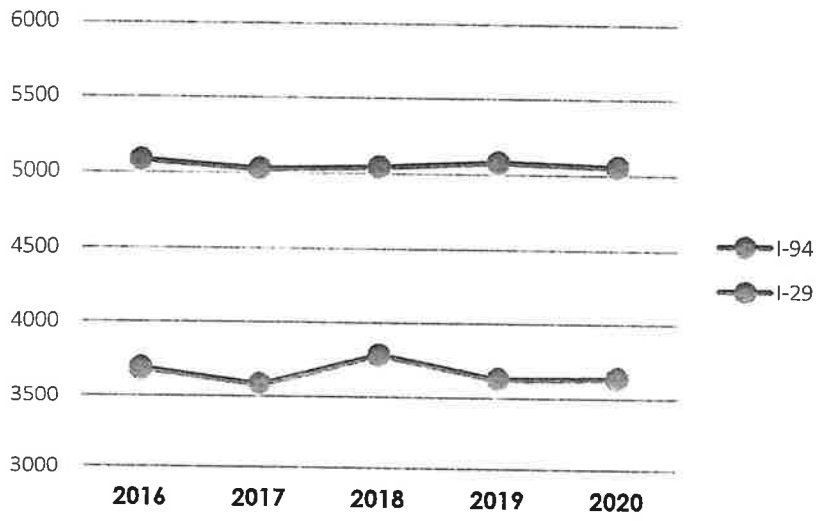
MnDOT expects to begin the process of updating their functional class system in 2023.

FREIGHT
Overview

Air cargo total landed weight in 2020 (lbs)
420 million

Change from year previous
+7.5%

Truck ADT on I-94 and I-29



Sources in this section: Hector International Airport, NDDOT, NPMRDS, Amtrak

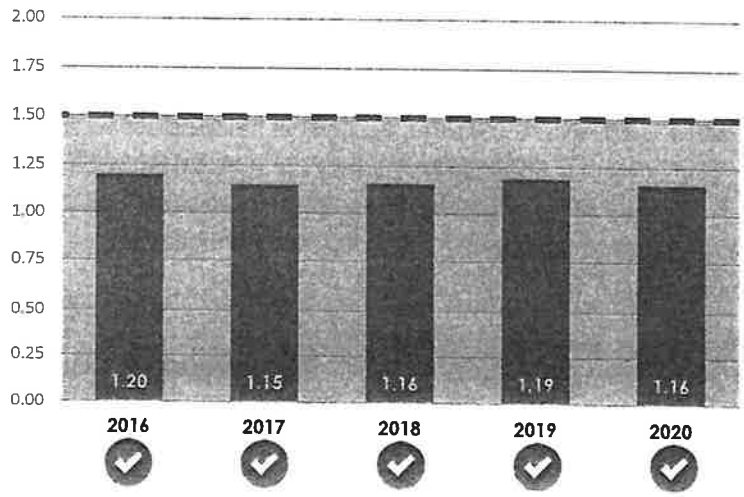
Truck Travel Time Reliability Index (TTTR)

Fargo-Moorhead MPA
1.16

Minneapolis-St Paul MPA
1.41

TTTR target 2020
1.50

TTTR Actual vs Target



NOTE: For more information, please click *here* or see "Performance Measures" in Additional Resources.

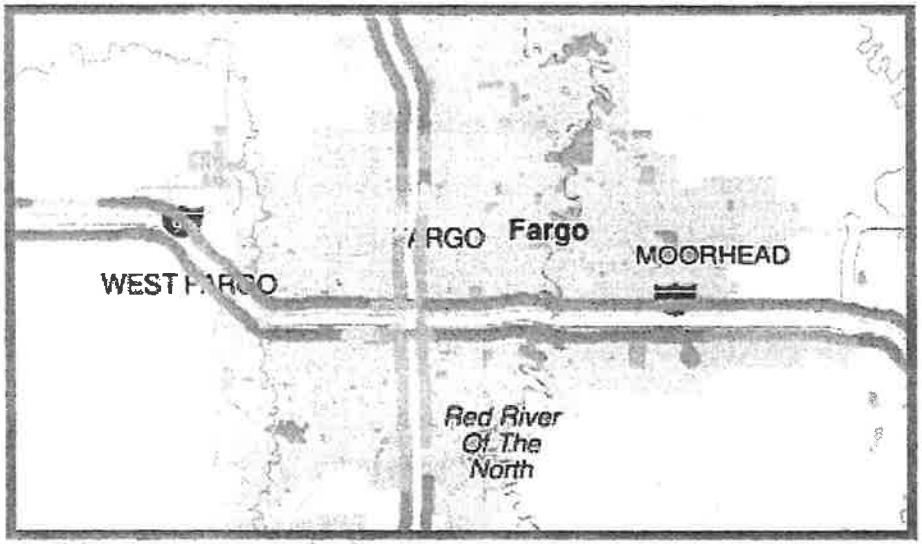
FREIGHT

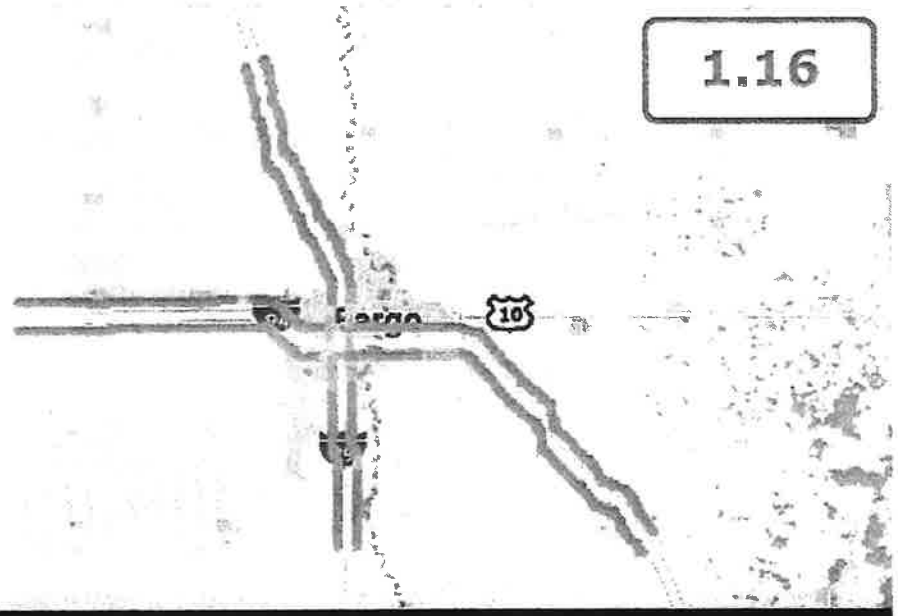
Truck

Number of unreliable road segments

8

- ◻ I-29 northbound approaching 12th Avenue N/Exit 66 in Fargo
- ◻ I-29 southbound at 12th Avenue N/Exit 66 in Fargo
- ◻ I-29 southbound at Main Avenue/Exit 65
- ◻ I-29 southbound at the I-94 interchange/Exit 63 in Fargo
- ◻ I-29 northbound at 52nd Avenue S/Exit 60 in Fargo
- ◻ I-94 westbound from County Road 15/Exit 340 in Fargo
- ◻ County Road 17 northbound through I-94 in Fargo
- ◻ I-94 eastbound at 45th Street/Exit 348 in Fargo





Target: The system should have a TTTR less than 1.50

FREIGHT

Rail and Air

Empire Builder passengers in 2020
253,486

Change from year previous
-39.8%

Fargo Amtrak station ridership in 2020
12,408

Change from year previous
-33.1%

NOTE: For more information, please click *here* or see "Fargo Amtrak Station" in Additional Resources.

NOTE: Due to COVID-19, Amtrak passenger rail service in ND was cut to 3 times a week (from daily) starting October, 2020.

FAR air passengers in 2020
478,604

Change from year previous
-49.1%

FAR enplanements (boardings) in 2020
238,508

Change from year previous
-49.4%

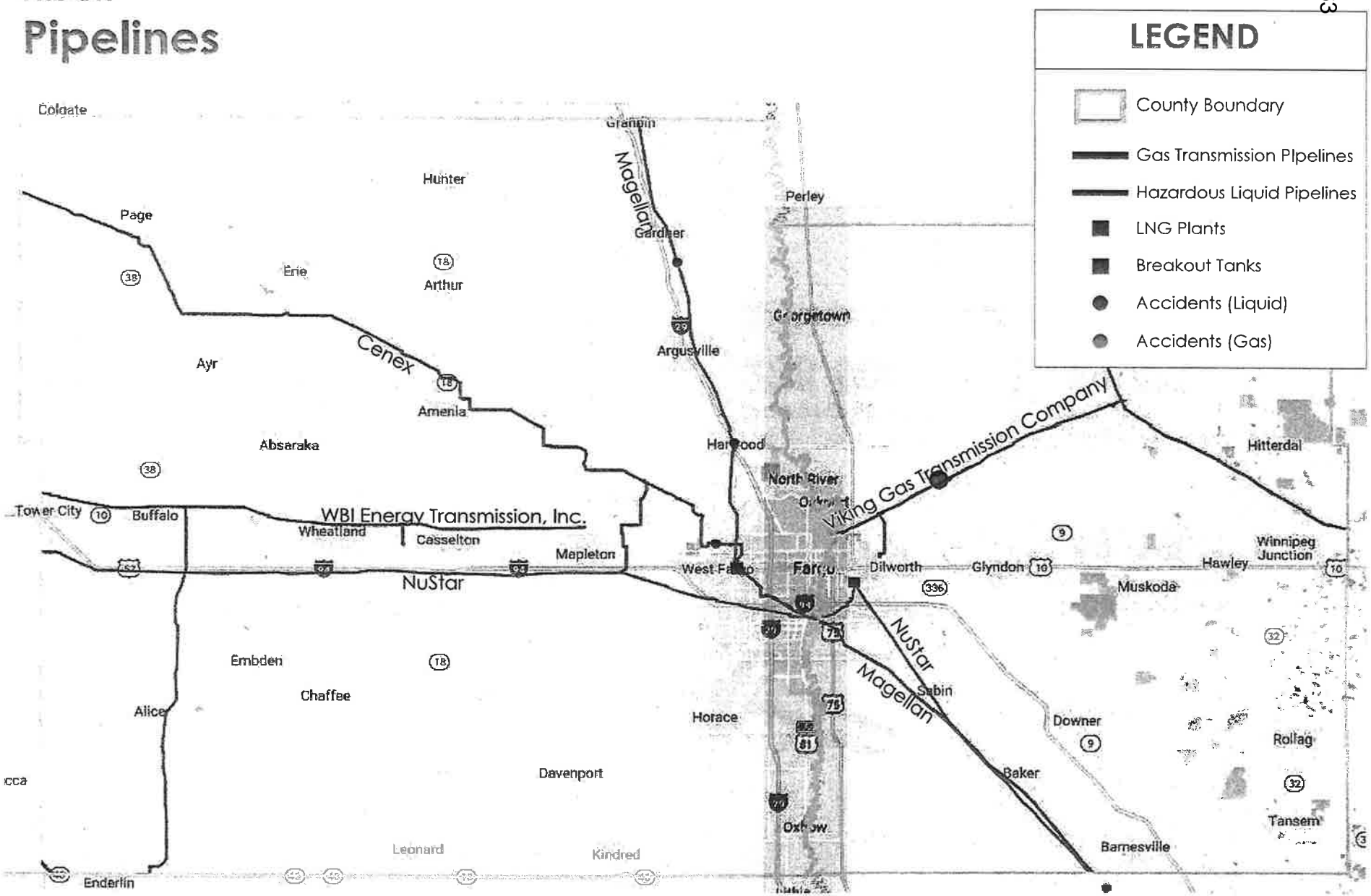
NOTE: For more information, please click *here* or see "Hector International Airport Year-End Statistics" in Additional Resources.

Airline	City	Market Share	Change from 2019
Delta	Minneapolis, Atlanta*	29%	-8%
United	Chicago, Denver	21%	-2%
Allegiant	Los Angeles*, Nashville, Orlando*, Phoenix	22%	-5%
American	Chicago, Dallas, Phoenix*	23%	6%
Frontier	Denver, Phoenix*	5%	0%

**denotes seasonal service*

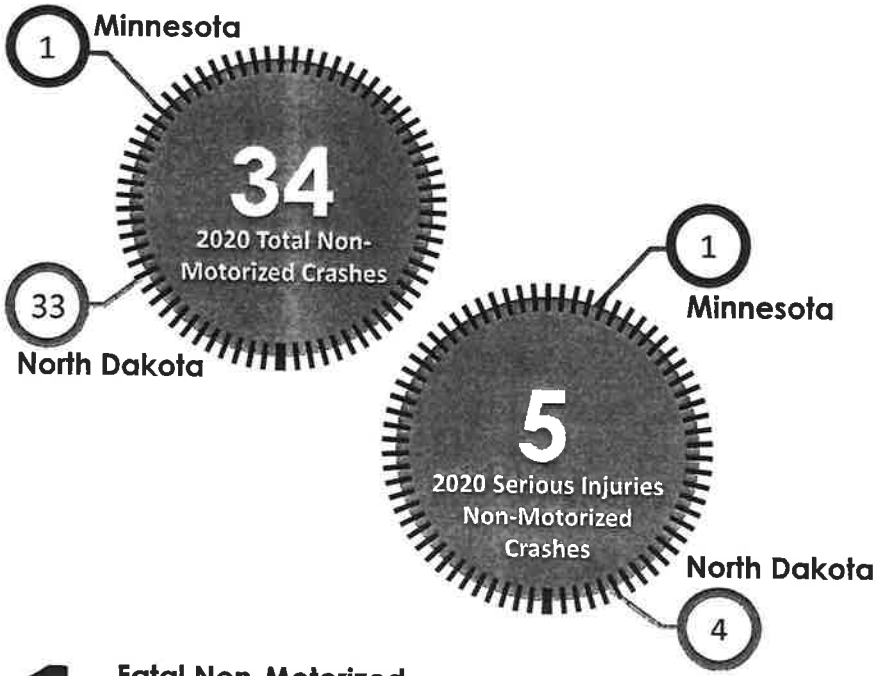
FREIGHT

Pipelines



BIKE & PEDESTRIAN

Overview



1 Fatal Non-Motorized Crash in 2020 in the MPA

NOTE: For more information, please click *here* or see "Performance Measures" in additional resources.

Bike trips taken in 2020 on Strava

43,009

Change from year previous

+62.4%

Cass County, ND

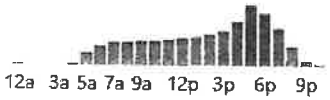
Total activities

28,748

Commute 13%

Leisure 87%

Volumes by hour



Volumes by day of week

Volumes by month of year

Clay County, MN

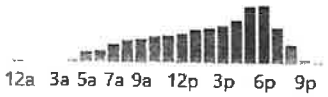
Total activities

14,261

Commute 13%

Leisure 87%

Volumes by hour



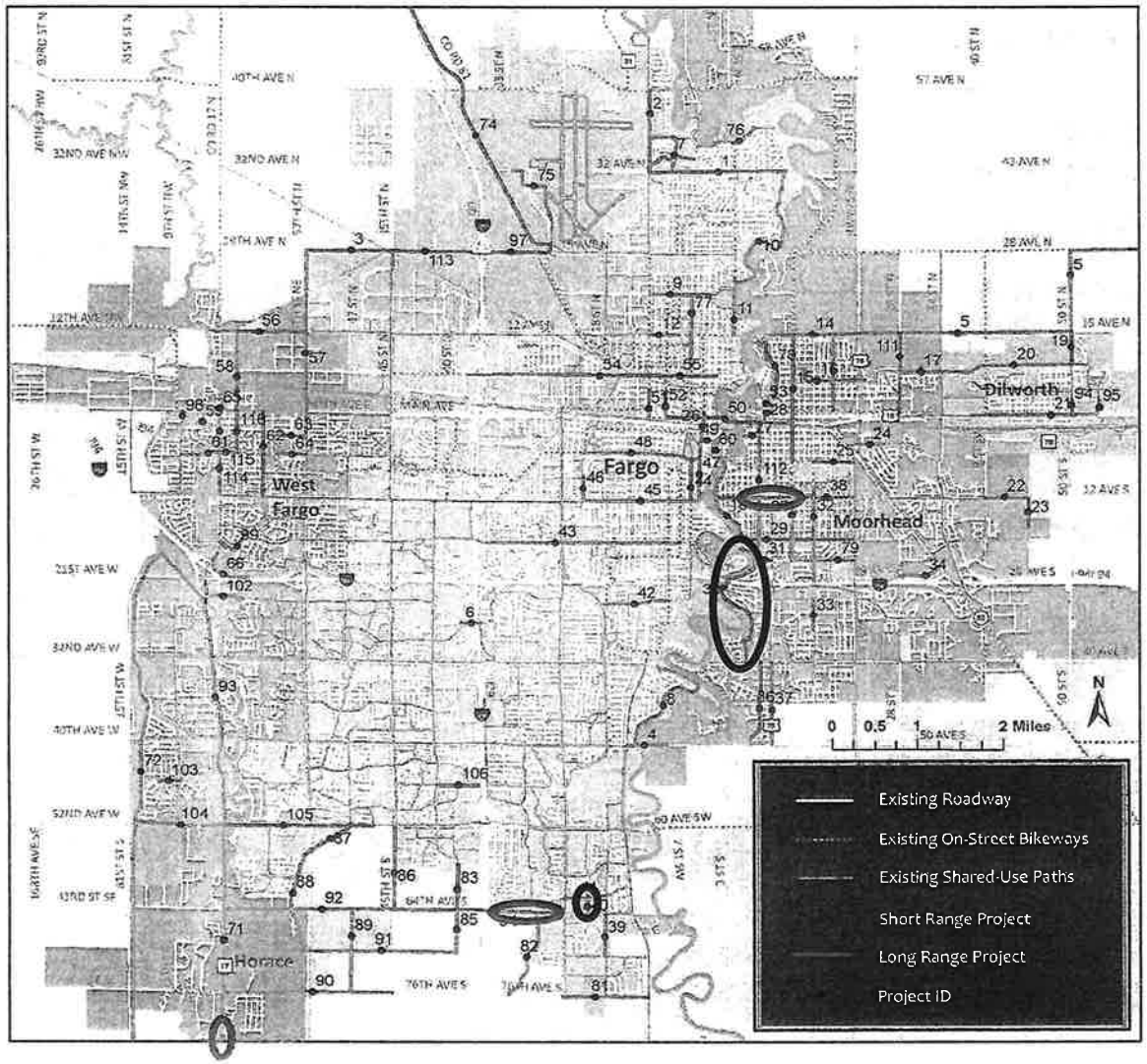
Volumes by day of week

Volumes by month of year

Sources in this section: NDDOT, MnDOT, Strava Metro

BIKE & PEDESTRIAN

Projects



Project **in-progress** in 2020

Project **completed** in 2020

In-progress

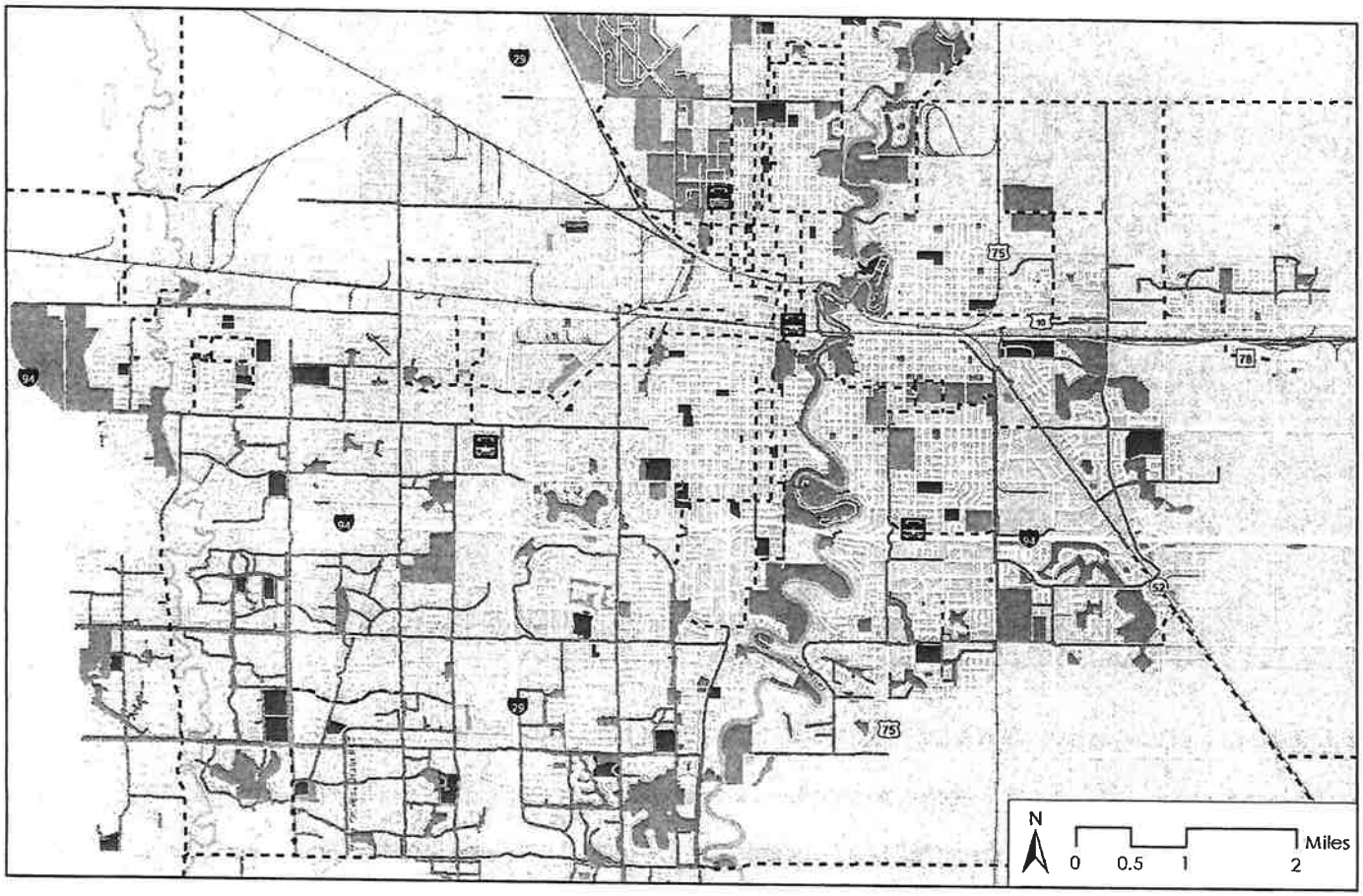
- **12th Ave S** from 5th to 11th St S (38)
- **CR 17** from 3rd Ave N to 81st Ave S (71)
- **64th Ave S** from 25th to 33rd St S (84)

Completed

- **Rivershore Dr S** from 22nd to 40th Ave S (30)
- **21st St S** from 62nd to 64th Ave S (40)

BIKE & PEDESTRIAN

Network map



LEGEND

- Bikeway
- Shared Use Path
- College / University
- Public / Private School
- Park
- River / Stream
- Railroad
- Bus Transfer Hub

NOTE: For the most up-to-date bike network map, please click *here* or see "Fargo-Moorhead Bike Map" in additional resources.

Fargo-Moorhead Bike Map

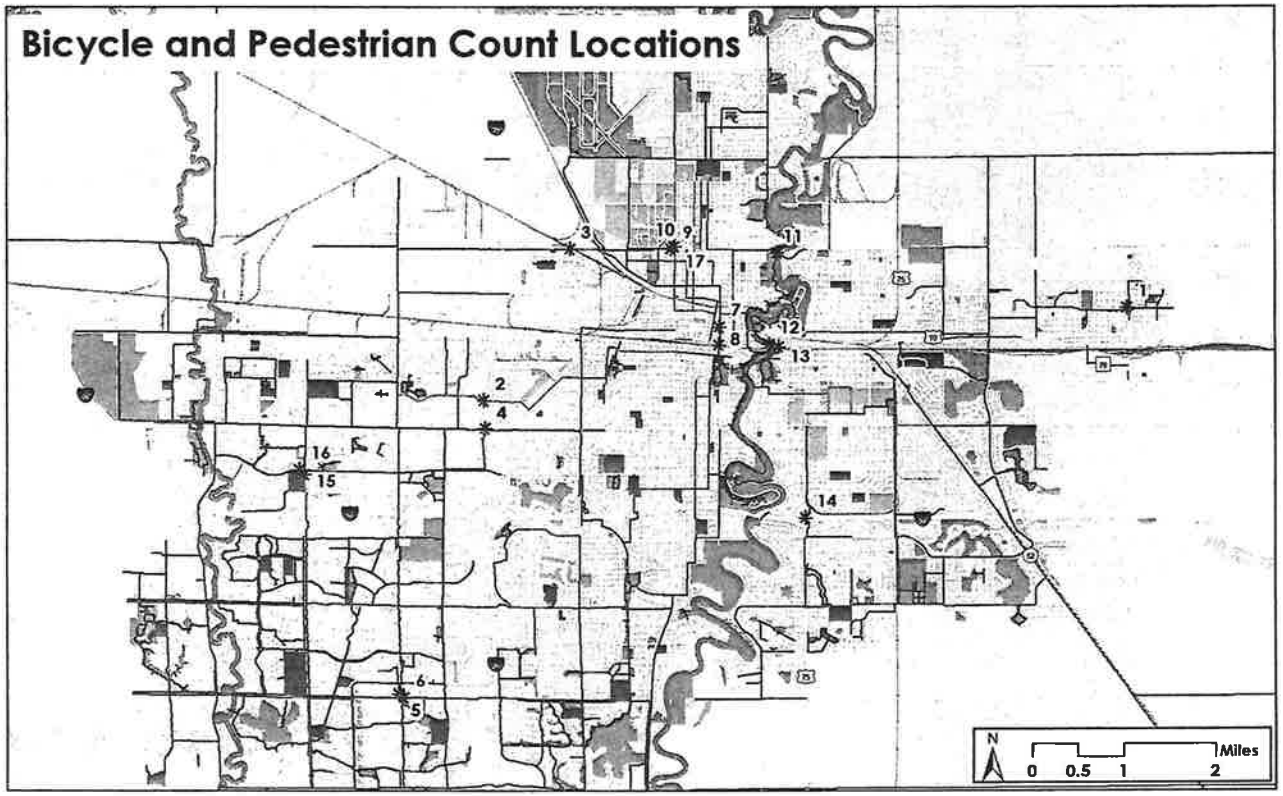
- The application is available on Google Play and the Apple App Store
- The bike map of the Fargo-Moorhead metro area includes locations of shared use paths (paths for biking and walking), bike lanes, and bikeable streets. Also included in the map are the locations of bike repair stations and bike lockers.

BIKE & PEDESTRIAN

Counts

Annual Bicycle and Pedestrian Counts

- Both manual and automated bicycle and pedestrian counts have been taken since 2013 and 2014 respectively
- There are **automated counters** placed at **5 locations** in the Fargo-Moorhead Metro Area that collect data **year-round**
- **Manual counts** are conducted at **16 locations** on a typical weekday in September **once a year for a four-hour period**
- For more information about the counts and count locations, please refer to the bicycle and pedestrian count report



NOTE: For more information about the most recent counts, please click *here* or see "Bike & Ped Count Report" in additional resources.

LEGEND

- Bicycle & Pedestrian Count Location
- Bike Lane / Separated Bike Lane
- Shared Lane with Markings or Signage or Shoulder greater than 4ft wide
- Shared Use Path
- College / University
- Public / Private School
- Park
- River / Stream
- Railroad

TRANSIT

Overview

Total MATBUS passengers in 2020
1,318,732

Change from year previous
-26.3%

Fargo/West Fargo passengers in 2020
855,848

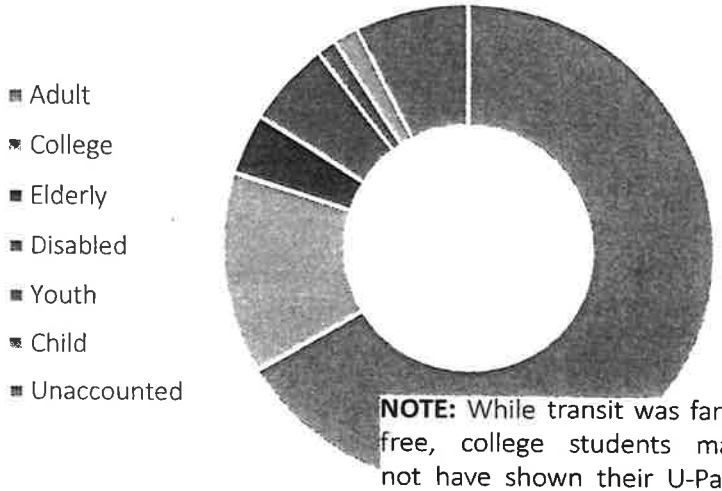
Change from year previous
-34.6%

Moorhead/Dilworth passengers in 2020
425,747

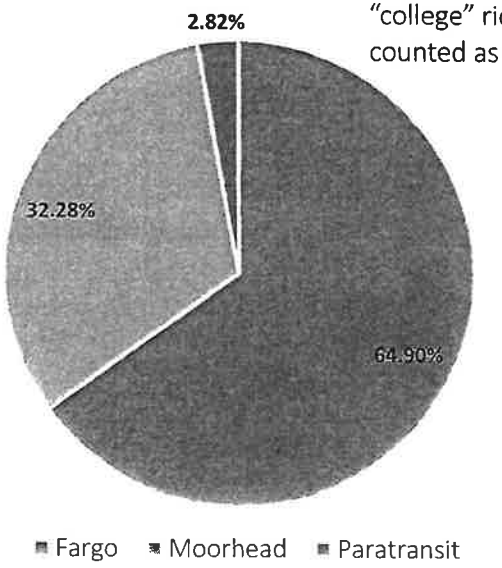
Change from year previous
-11.5%

Paratransit passengers in 2020
37,137

Change from year previous
-30.4%



NOTE: While transit was fare-free, college students may not have shown their U-Pass for rides. As a result, some "college" riders may have been counted as "adult" in 2020.



Sources in this section: MATBUS

TRANSIT

Projects

Route and Service Changes

- Added grocery delivery service for seniors and Paratransit-eligible riders
- Extra bus added to Route 4 during weekday peak ridership hours- 10:00am-7:00pm, May 8-June 25
- Extra bus added to Route 15 on Saturdays- May 9-July 1
- Route 15 reduced to 30-minute service on weekdays- October 26-November 16

Fares

- Due to COVID-19 Pandemic, implemented free fares on MATBUS and MAT Paratransit beginning March 23, 2020.

Marketing

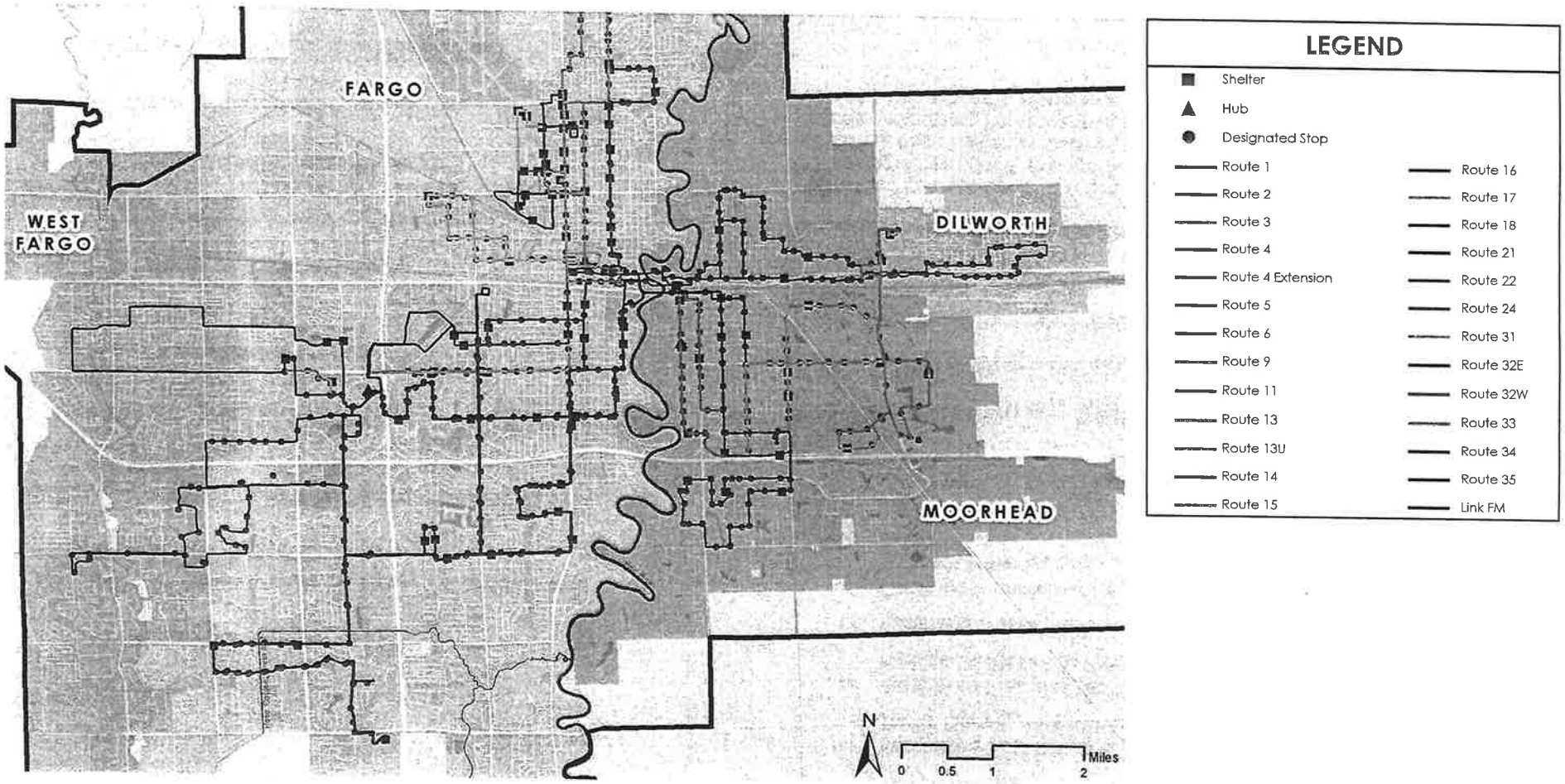
- Utilized advertising trade with WDAY for television commercial on COVID-19 safety measures
- MATBUS featured in several publications by the Minnesota Public Transit Association- a video about Minnesota transit's importance during COVID-19; articles in the monthly newsletter about Stuff the Bus and retasking drivers to Meals on Wheels/grocery delivery
- Purchased outdoor sandwich boards for use during LinkFM events, MATBUS event booths

Studies

- Completed Transit Authority Study
- Began Five-year Transit Development Plan (2021-2025)
- The comprehensive safety plan required by the Federal Transit Administration (FTA) was developed.

TRANSIT

Route Map



TRANSIT

Inventory

Fleet Inventory

11 - 35' Buses owned by Moorhead

25 - 35' Buses owned by Fargo, of which 2 are diesel-electric hybrid buses

6 - 40' Buses owned by Fargo, of which all are diesel-electric hybrid buses

1 - 35' Bus removed from service

1 - 35' Bus authorized for purchase

Paratransit Inventory

4 - Cutaway Buses owned by Moorhead

14 - Cutaway Buses owned by Fargo

1 - Cutaway Bus removed from service

2 - Cutaway Buses authorized for purchase

Valley Senior Service Inventory

4 - Dodge Caravans owned by Moorhead

Equipment Purchases

- Purchased Diesel Particulate Fuel Cleaning Equipment for Metro Transit Garage
- Purchased Emitters and Green Light Priority System for Moorhead Traffic Signals, with implementation scheduled for May 2021
- Purchased Plexiglas barriers for all fixed route vehicles. These will be replaced with Driver Protection Systems in 2021
- Purchased Faster Web and began implementation
- Continued implementation of upgraded Genfare Fare Collection System. New features include mobile ticketing, best fare, new customized app, wireless download of data, Paratransit set up with old fareboxes, etc.

Facility Purchases, Replacements & Improvements

Metro Transit Garage (MTG)

Requested quotes to replace existing lights with LED lights, to be completed in 2021.

Ground Transportation Center (GTC)

Renovated the interior of the Ground Transportation Center (GTC) to include increasing office space, expanding restrooms, replacing all flooring and lighting, relocating fixed route dispatch and create a customer care center which also includes relocating Paratransit to the GTC, creating space for Jefferson Lines, replace HVAC systems, perform a variety of bus deck repairs, replace fencing.

Shelters

Moorhead purchased two new shelters in 2020 and awarded installation for spring 2021 (Clay County Courthouse and Hornbacher's Main/St. Joe's Church and School). New and replacement locations were determined for the Fargo shelters that were purchased in 2019. Procurement for installation will begin in 2021.

ACRONYMS

ACS	American Community Survey (U.S. Census Bureau)
ADT	Average Daily Traffic
FAR	Hector International Airport, Fargo
FM	Fargo-Moorhead
FTA	Federal Transit Administration
GTC	Ground Transportation Center
MATBUS	Metro Area Transit of Fargo-Moorhead
Metro COG	Fargo-Moorhead Metropolitan Council of Governments
MnDOT	Minnesota Department of Transportation
MPA	Metropolitan Planning Area
MPO	Metropolitan Planning Organization
MSA	Metropolitan Statistical Area (includes all of Cass County and Clay County)
MTG	Metro Transit Garage
MTP	Metropolitan Transportation Plan
NDDOT	North Dakota Department of Transportation
NHS	Non-Highway System
NPMRDS	National Performance Management Research Data Set
TDP	Transit Development Plan
TIP	Transportation Improvement Program
TDM	Travel Demand Model
TTTR	Truck Travel Time Reliability
VMT	Vehicle Miles Traveled

ADDITIONAL RESOURCES

Bike & Ped Count Report fmmetrocog.org/resources/planning/bicycle-pedestrian-planning

COVID-19 Analysis Report fmmetrocog.org/application/files/9316/2188/9131/Final_COVID-19_Analysis_Report.pdf

Economic Profile gfmedc.com/business/community-profile/economic-profile/

Fargo Amtrak Station greatamericanstations.com/stations/fargo-nd-far/

Fargo-Moorhead Bike Map fmmetrocog.org/fmbikemap

Hector International Airport Year-End Statistics fargoairport.com/december-year-end-2020-monthly-statistics/

Permits Plus issuu.com/homebuildersassociation/docs/permits_plus_issue_1_2021

Performance Measures fmmetrocog.org/resources/performance-measures

Transportation Improvement Program (TIP) fmmetrocog.org/TIP

METROCOG

WWW.FMMETROCOG.ORG

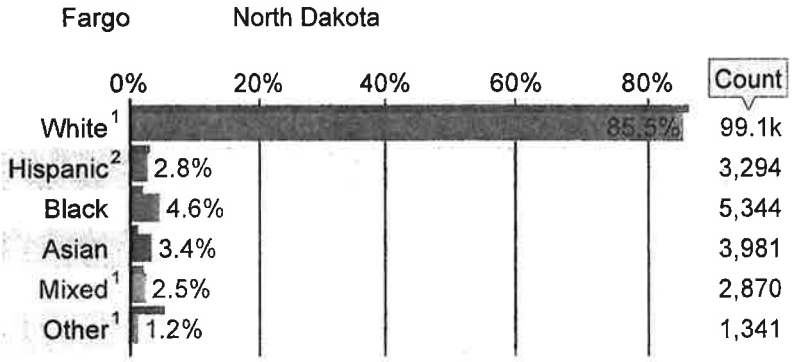
Race and Ethnicity in Fargo, North Dakota (City)

Race and Ethnicity

#1

Percentage of the total population.

Scope: population of North Dakota and Fargo



Count *number of members in ethno-racial group*

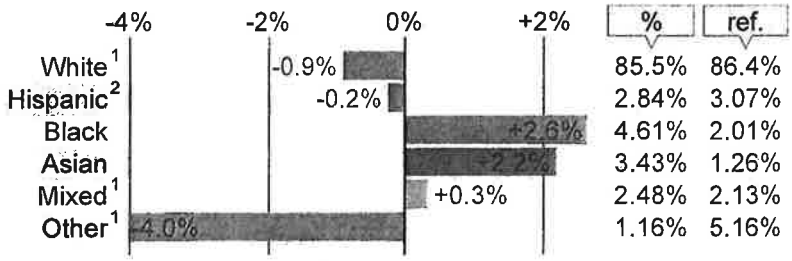
[1] *non-Hispanic* [2] *excluding black and Asian Hispanics*

Relative Race and Ethnicity

#2

Race and Hispanic origin in Fargo as a percentage of the total population, expressed as percentage point difference from North Dakota.

Scope: population of North Dakota and Fargo

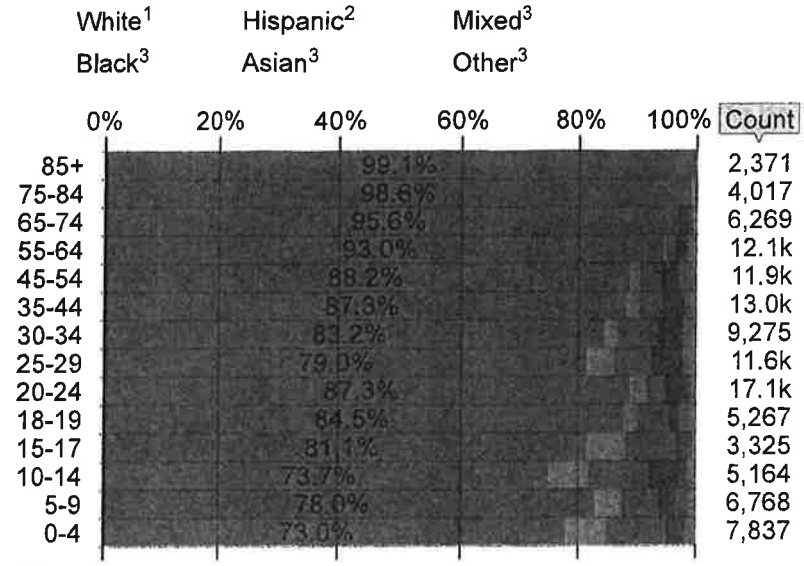


% *group's percentage of the total population of Fargo*

ref. *group's percentage of the total population of North Dakota*

[1] *non-Hispanic* [2] *excluding black and Asian Hispanics*

ADVERTISEMENT



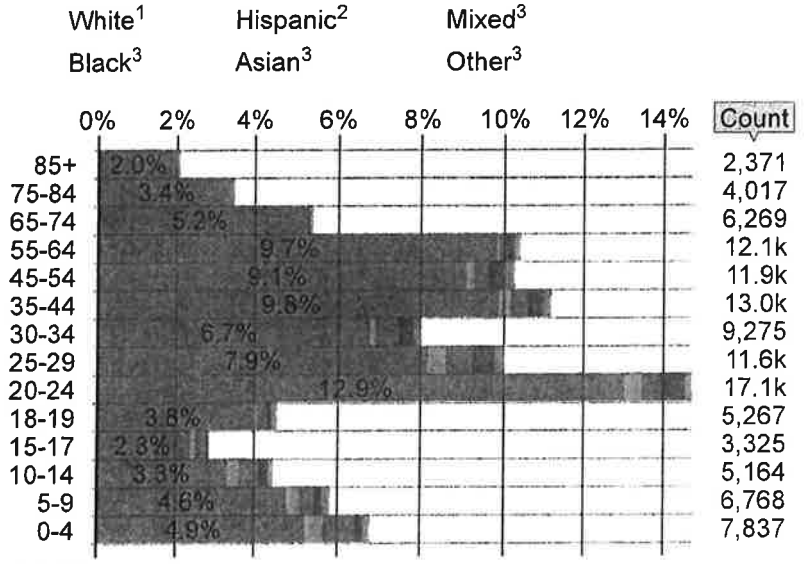
Count *total number of people in age cohort*

[1] *non-Hispanic white* [2] *white Hispanic* [3] *including Hispanic*

Ethno-Racial Composition by Age Cohort #4

Ethno-racial composition by age cohort as a percentage of the total population.

Scope: population of Fargo



Count *total number of people in age cohort*

[1] *non-Hispanic white* [2] *white Hispanic* [3] *including Hispanic*

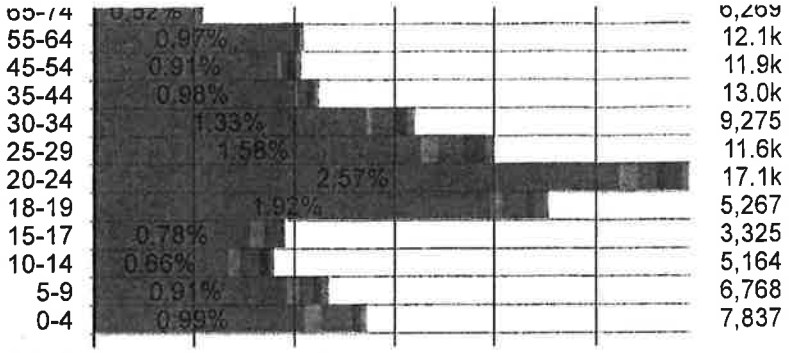
Ethno-Racial Composition per Year #5

Ethno-racial composition per year of the age cohort as a percentage of the total population.

Scope: population of Fargo

ADVERTISEMENT

White[1] Hispanic[2] Mixed[3]



Count *total number of people in age cohort*

[1] *non-Hispanic white* [2] *white Hispanic* [3] *including Hispanic*

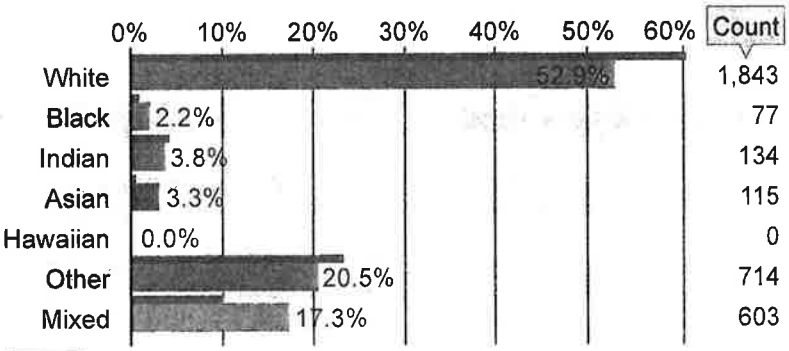
Race among Hispanics

#6

Percentage of the Hispanic population.

Scope: population of North Dakota and Fargo

Fargo North Dakota



Count *number of members of racial group*

Map of Race and Ethnicity by Neighborhood in Fargo

White Hispanic Black Asian Mixed Other

White Race and Ethnicity by Neighborhood

#7

Whites (non-Hispanic) as a percentage of the population (%):

55% 64% 73% 82% 91% 100%

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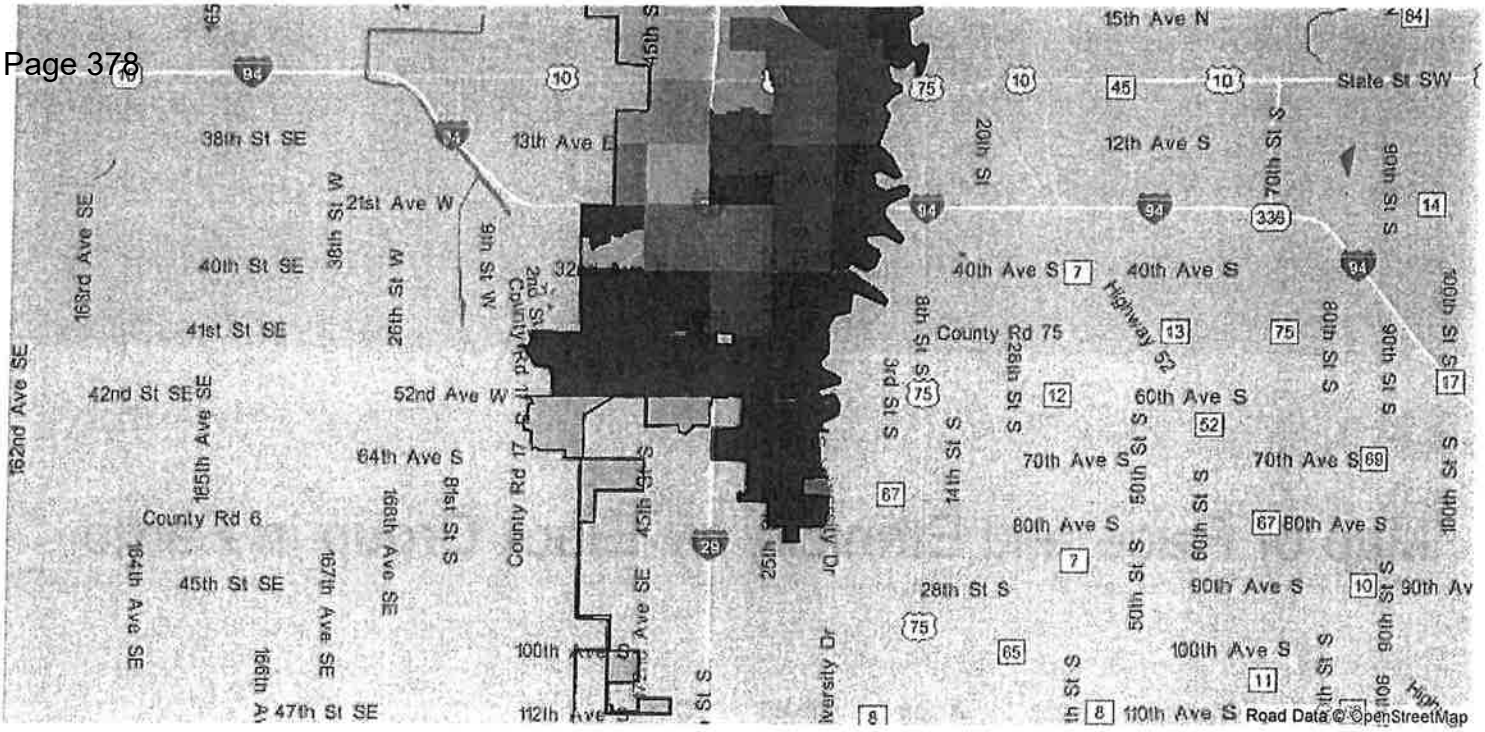


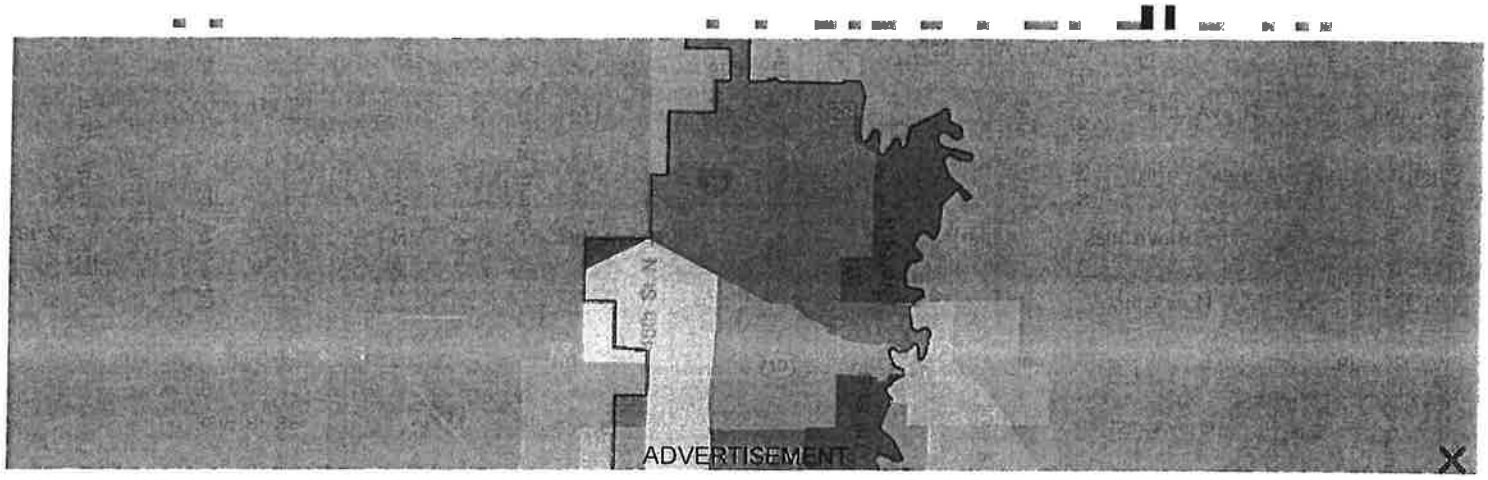
Map of Race and Ethnicity by Tract in Fargo

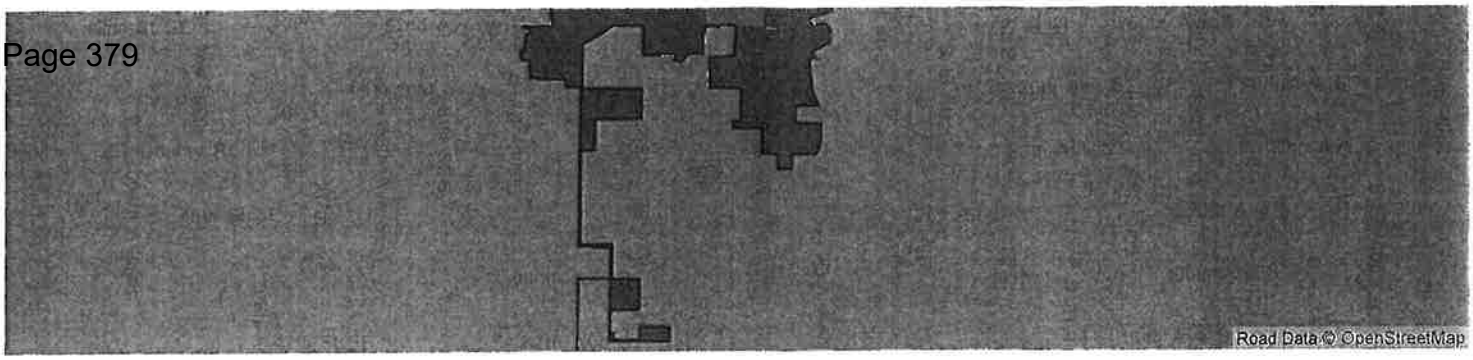
White Hispanic Black Asian Mixed Other

White Race and Ethnicity by Tract #13

Whites (non-Hispanic) as a percentage of the population (%):

62% 70% 76% 83% 90% 98%





Map of Race and Ethnicity by Block Group in Fargo

White Hispanic Black Asian Mixed Other

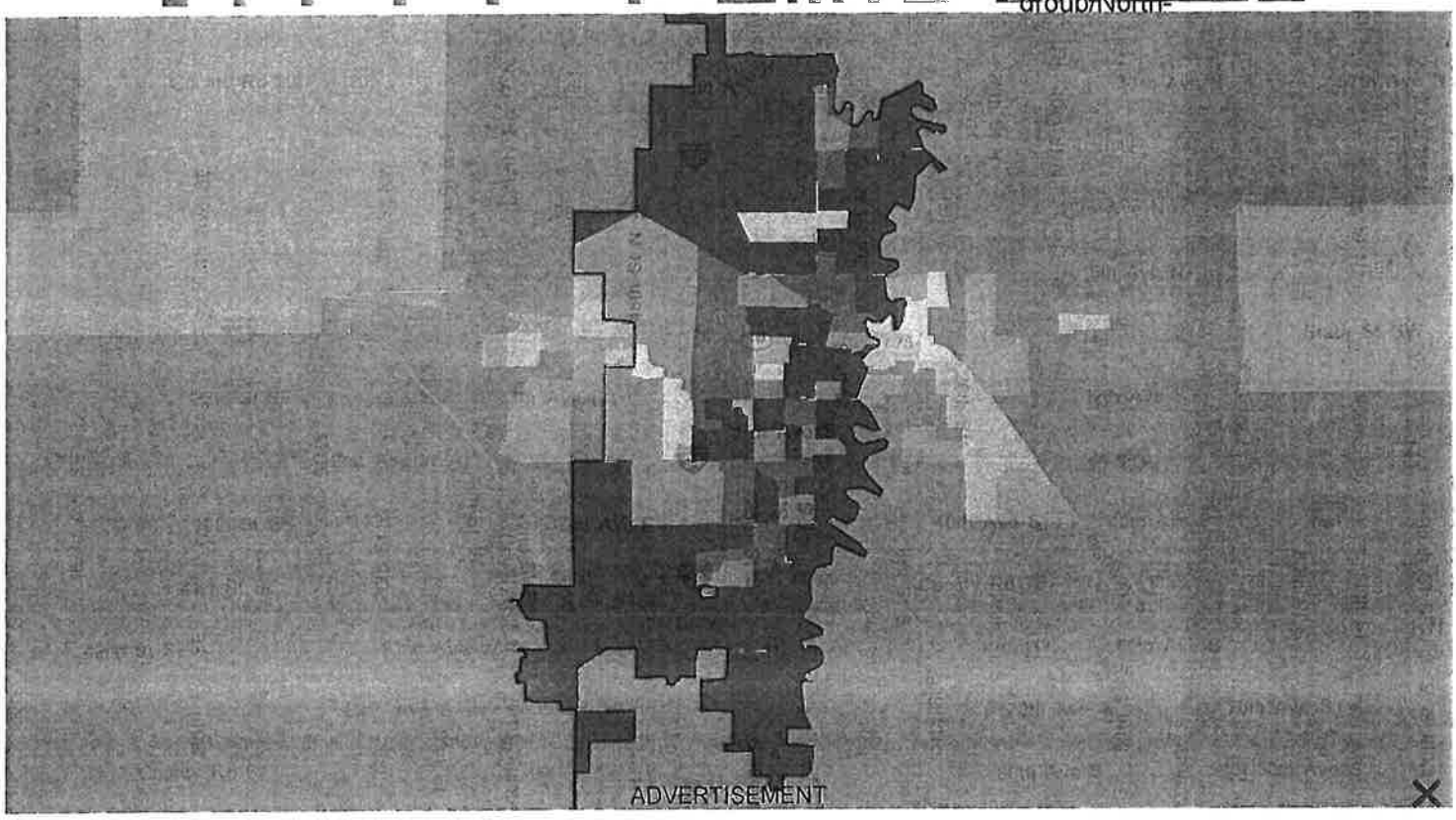
White Race and Ethnicity by Block Group

#19

Whites (non-Hispanic) as a percentage of the population (%):

48% 59% 69% 80% 90% 100%

(/block-group/North-



Race and Ethnicity by Neighborhood in Fargo

There are 38 neighborhoods that are fully or partially contained within Fargo (29 fully and 9 partially). This section compares all 38 of those to each other, Fargo, and other entities that contain or substantially overlap with Fargo.

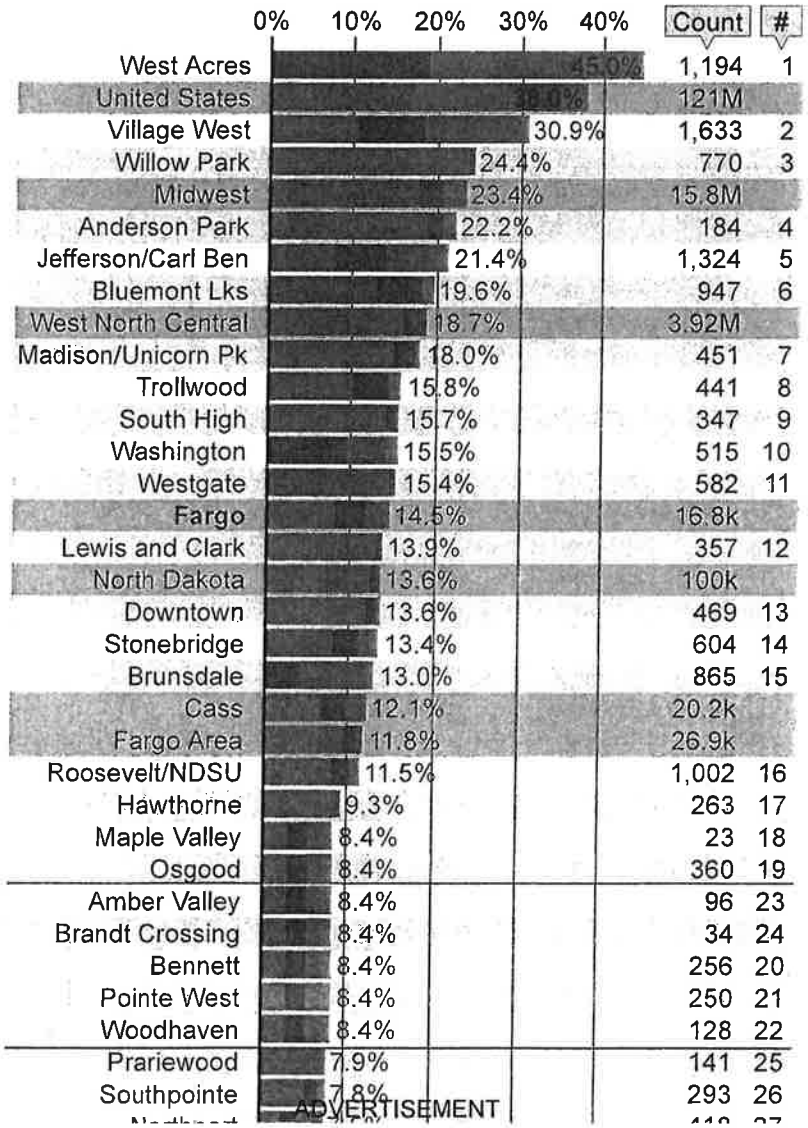
Non-White Population by Neighborhood

#25

Percentage of the total population.

Scope: population of Fargo, selected neighborhoods in Fargo, and entities that contain Fargo

White[1] Hispanic[2] Black
Asian Other[1]



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River Drive	4.3%	56	33
Longfellow	3.2%	89	34
Davies	0.1%	0	35

Count *number of non-whites*

rank of neighborhood out of 35 by percentage non-white

[1] *non-Hispanic* [2] *excluding black and Asian Hispanics*

Relative Race and Ethnicity by Neighborhood #26

Percentage point difference from Fargo.

Scope: population of Fargo, selected neighborhoods in Fargo, and entities that contain Fargo

White[1] Hispanic[2] Black
Asian Mixed[1] Other[1]

	-20% 0% +20%	%	#
West Acres	+32.9%	65.7%	1
United States	+23.9%	47.7%	
Village West	+16.4%	32.7%	2
Willow Park	-15.7% +15.7%	31.4%	3
Davies	-14.4% +14.4%	28.8%	4
Longfellow	-13.4% +13.4%	26.7%	5
Anderson Park	-11.2% +11.2%	22.5%	6
Lincoln	-10.4% +10.4%	20.8%	7
Centennial	-10.3% +10.3%	20.7%	8
Midwest	-10.2% +10.2%	20.5%	
Rose Creek	-10.2% +10.2%	20.5%	9
River Drive	-10.2% +10.2%	20.4%	10
Clara Barton	-9.8% +9.8%	19.5%	11
Horace Mann	-9.6% +9.6%	19.2%	12
Hawthorne	-9.1% +9.1%	18.1%	13
Jefferson/Carl Ben	-8.5% +8.5%	17.0%	14
South High	-7.8% +7.8%	15.6%	15
Prariewood	-7.7% +7.7%	15.4%	16
Bluemont Lks	-7.2% +7.2%	14.5%	17
Northport	-7.0% +7.0%	13.9%	18
Southpointe	-6.7% +6.7%	13.4%	19
Madison/Unicorn Pk	-6.6% +6.6%	13.1%	20
Bennett	-6.1% +6.1%	12.2%	21
Amber Valley	-6.1% +6.1%	12.2%	22
Maple Valley	-6.1% +6.1%	12.2%	23
Osgood	-6.1% +6.1%	12.2%	24
Pointe West	-6.1% +6.1%	12.2%	25
Woodhaven	-6.1% +6.1%	12.2%	26
Brandt Crossing	-6.1% +6.1%	12.2%	27
Washington	-6.0% +6.0%	12.1%	28
West North Central	-5.2% +5.2%	10.4%	
North Dakota	-5.1% +5.1%	10.2%	
Westgate	-5.1% +5.1%	10.2%	29
Downtown	-4.6% +4.6%	9.27%	30
Trollwood	-4.6% +4.6%	9.13%	31
Roosevelt/NDSU	-4.1% +4.1%	8.14%	32
Brunsdale	-3.7% +3.7%	7.36%	33
Lewis and Clark	[illegible]	6.75%	34

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[%] *sum total percentage point deviation of neighborhood from Fargo*
[#] *rank of neighborhood out of 35 by* [%]
[1] *non-Hispanic* [2] *excluding black and Asian Hispanics*

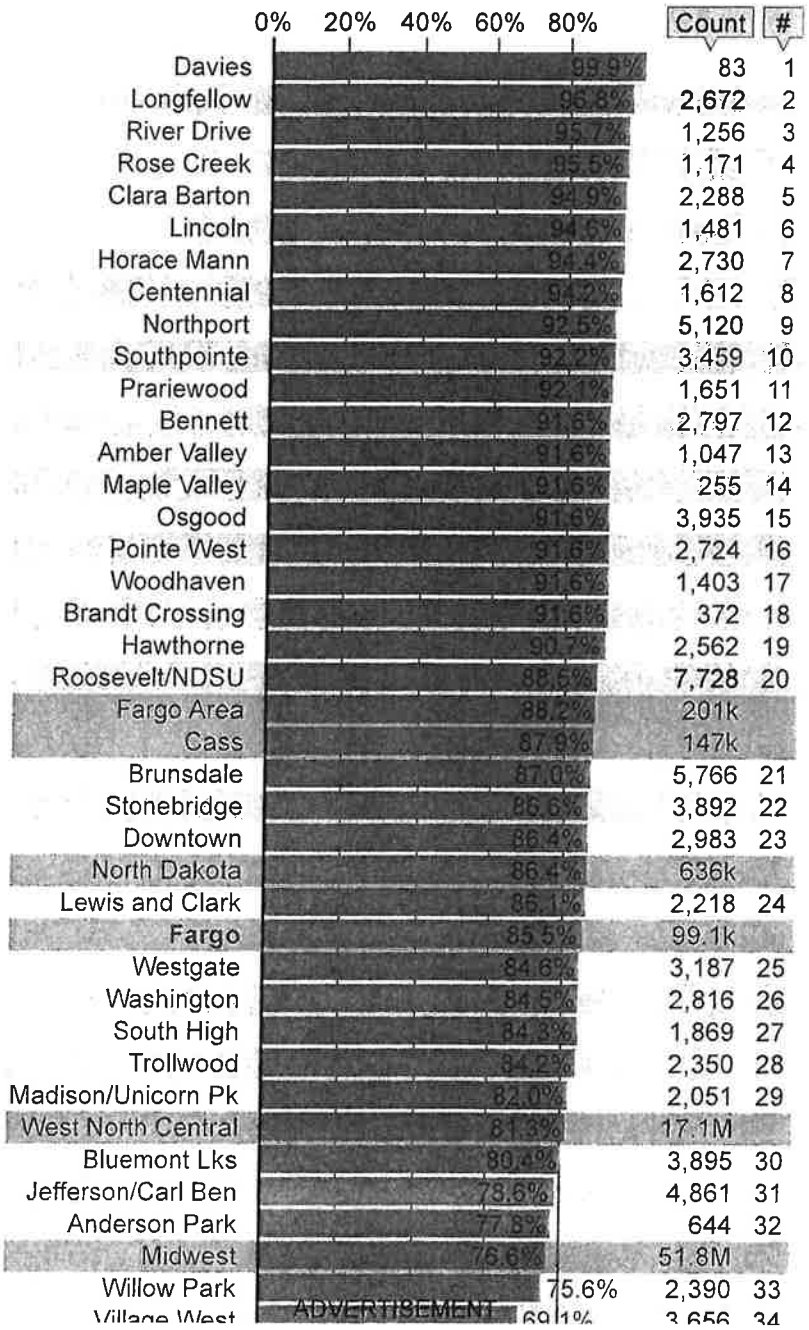
White

White[1] Population by Neighborhood

#27

Percentage of the total population.

Scope: population of Fargo, selected neighborhoods in Fargo, and entities that contain Fargo



[1] non-Hispanic

Race and Ethnicity by Place in the Fargo Area

There are 43 places in the Fargo Area. This section compares Fargo to all of the places in the Fargo Area and to those entities that contain or substantially overlap with Fargo.

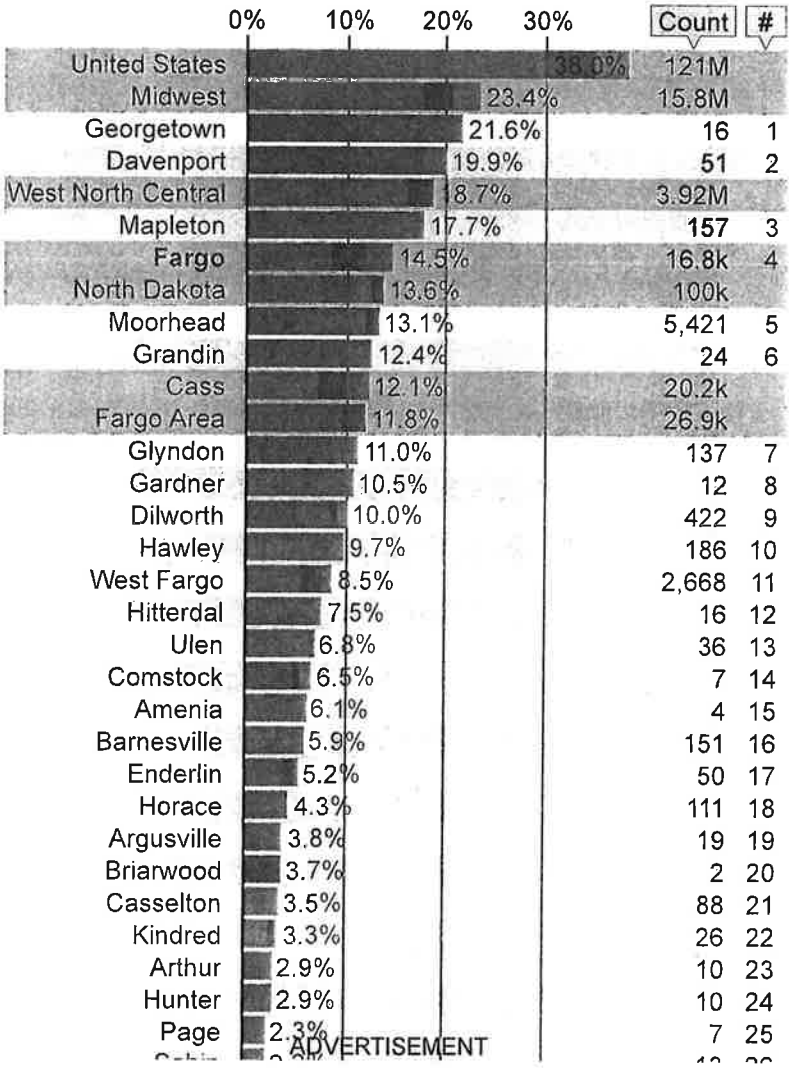
Non-White Population by Place

#33

Percentage of the total population.

Scope: population of Fargo, selected other places in the Fargo Area, and entities that contain Fargo

White[1] Hispanic[2] Black
Asian Other[1]



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Oxbow	0.8%	3	32
Tower City	0.0%	0	33
Leonard	0.0%	0	34
Felton	0.0%	0	35
Erie	0.0%	0	36
Brooktree Pk	0.0%	0	37
Embden	0.0%	0	38
Baker	0.0%	0	39
North River	0.0%	0	40
Wheatland	0.0%	0	41
Alice	0.0%	0	42
Ayr	0.0%	0	43

Count *number of non-whites*

\# *rank of place out of 43 by percentage non-white*

[1] *non-Hispanic* [2] *excluding black and Asian Hispanics*

Relative Race and Ethnicity by Place

#34

Percentage point difference from Fargo.

Scope: population of Fargo, selected other places in the Fargo Area, and entities that contain Fargo

White[1] Hispanic[2] Black

Asian Mixed[1] Other[1]

	-20% 0% +20%	%	#
United States	-23.9% +23.9%	47.7%	
Georgetown	-15.8% +15.8%	37.6%	1
Davenport	-15.1% +15.1%	30.3%	2
Tower City	-14.5% +14.5%	29.0%	3
Leonard	-14.5% +14.5%	29.0%	4
Felton	-14.5% +14.5%	29.0%	5
Erie	-14.5% +14.5%	29.0%	6
Brooktree Pk	-14.5% +14.5%	29.0%	7
Embden	-14.5% +14.5%	29.0%	8
Baker	-14.5% +14.5%	29.0%	9
North River	-14.5% +14.5%	29.0%	10
Wheatland	-14.5% +14.5%	29.0%	11
Alice	-14.5% +14.5%	29.0%	12
Ayr	-14.5% +14.5%	29.0%	13
Oxbow	-13.8% +13.8%	27.5%	14
Frontier	-13.5% +13.5%	26.9%	15
Buffalo	-13.4% +13.4%	26.7%	16
Prairie Rose	-13.3% +13.3%	26.6%	17
Reile's Acres	-12.8% +12.8%	25.5%	18
Harwood	-12.4% +12.4%	24.9%	19
Sabin	-12.3% +12.3%	24.6%	20
Page	-12.2% +12.2%	24.3%	21
Amenia	-12.0% +12.0%	24.1%	22
Gardner	-12.0% +12.0%	24.1%	23
Hitterdal	-11.7% +11.7%	23.3%	24
Hunter	-11.6% +11.6%	23.3%	25
Arthur	-11.6% +11.6%	23.2%	26
Ulen	-11.5% +11.5%	22.9%	27
Kindred	-11.2% +11.2%	22.4%	28

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Horace	-10.2% +10.2%	20.4%	33

Horace	[illegible]	[illegible]	20.4%	33
Comstock	-9.8%	+9.8%	19.6%	34
Mapleton	-9.7%	+9.7%	19.5%	35
Glyndon	-9.6%	+9.6%	19.1%	36
Enderlin	-9.3%	+9.3%	18.5%	37
Barnesville	-8.8%	+8.8%	17.6%	38
Hawley	-8.7%	+8.7%	17.3%	39
Dilworth	-7.3%	+7.3%	14.7%	40
West Fargo	-6.1%	+6.1%	12.2%	41
West North Central	-5.2%	+5.2%	10.4%	
North Dakota	-5.1%	+5.1%	10.2%	
Moorhead	-3.9%	+3.9%	7.76%	42
Fargo Area	-2.7%	+2.7%	5.48%	
Cass	-2.4%	+2.4%	4.83%	
Fargo	0.0%		0%	43

% *sum total percentage point deviation of place from Fargo*

rank of place out of 43 by %

[1] *non-Hispanic* [2] *excluding black and Asian Hispanics*

White

White[1] Population by Place

#35

Percentage of the total population.

Scope: population of Fargo, selected other places in the Fargo Area, and entities that contain Fargo

	0% 50% 100%	Count	#
Tower City	100.0%	303	1
Leonard	100.0%	296	2
Felton	100.0%	161	3
Erie	100.0%	98	4
Brooktree Pk	100.0%	89	5
Embden	100.0%	68	6
Baker	100.0%	67	7
North River	100.0%	60	8
Wheatland	100.0%	34	9
Alice	100.0%	32	10
Ayr	100.0%	23	11
Oxbow	99.2%	**392**	12
Frontier	99.0%	190	13
Prairie Rose	98.8%	83	14
Buffalo	98.5%	197	15
Reile's Acres	98.2%	**505**	16
Harwood	97.9%	751	17
Sabin	97.8%	572	18
Page	97.7%	291	19
Hunter	97.1%	339	20
Arthur	97.1%	331	21
Kindred	96.7%	**753**	22
Casselton	96.5%	2,412	23
Briarwood	96.3%	52	24
Argusville	96.2%	486	25

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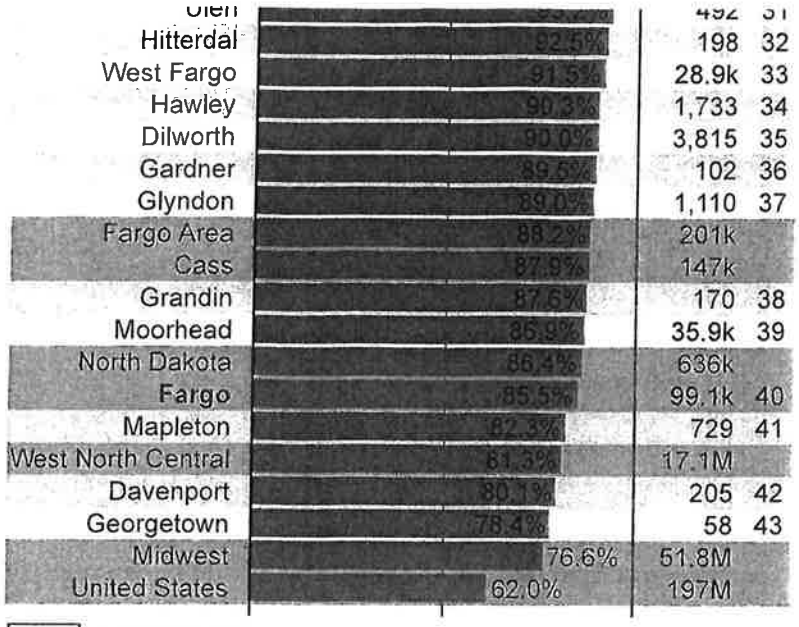
Ulen [illegible] 492 31



Count *number of whites*

rank of place out of 43 by percentage whites

[1] *non-Hispanic*

Race and Ethnicity by Place in North Dakota

There are 401 places in North Dakota. This section compares Fargo to the 50 most populous places in North Dakota and to those entities that contain or substantially overlap with Fargo. The least populous of the compared places has a population of 1,126.

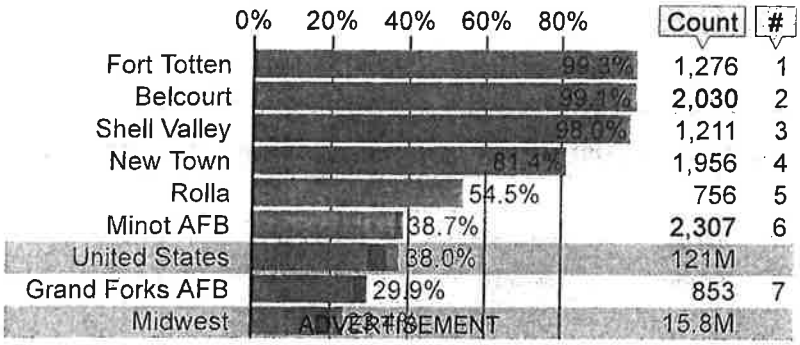
Non-White Population by Place #41

Percentage of the total population.

Scope: population of Fargo, selected other places in North Dakota, and entities that contain Fargo

White[1] Hispanic[2] Black

Asian Other[1]



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Bottineau	14.7%	343	13
Minot	14.5%	6,875	14
Fargo	14.5%	16.8k	15
Stanley	13.9%	323	16
North Dakota	13.6%	100k	
Dickinson	13.3%	2,932	17
Burlington	13.1%	162	18
Tioga	12.7%	143	19
Cass	12.1%	20.2k	
Hettinger	11.9%	136	20
Fargo Area	11.8%	26.9k	
Wahpeton	11.7%	918	21
Hillsboro	11.1%	182	22
Bismarck	10.5%	7,237	23
Watford City	10.4%	477	24
Mandan	10.2%	2,111	25
Cavalier	10.0%	121	26
New Rockford	9.9%	145	27
Park River	9.4%	133	28
Bowman	9.1%	157	29
Ellendale	8.9%	128	30
Hazen	8.9%	236	31
Jamestown	8.6%	1,327	32
West Fargo	8.5%	2,668	33
Mayville	8.4%	152	34
Oakes	8.1%	166	35
Valley City	7.6%	504	36
Lisbon	6.9%	144	37
Garrison	6.7%	98	38
Carrington	5.3%	104	39
Langdon	4.8%	92	40
Lincoln	4.3%	144	41
Thompson	4.3%	52	42
Horace	4.3%	111	43
Velva	4.3%	50	44
Rugby	4.0%	123	45
Cooperstown	3.9%	45	46
Washburn	3.6%	52	47
Casselton	3.5%	88	48
Beulah	2.9%	95	49
Harvey	2.8%	53	50

Count *number of non-whites*

\# *rank of place out of 50 by percentage non-white*

[1] *non-Hispanic* [2] *excluding black and Asian Hispanics*

Relative Race and Ethnicity by Place

#42

Percentage point difference from Fargo.

Scope: population of Fargo, selected other places in North Dakota, and entities that contain Fargo

White[1] Hispanic[2] Black

Asian Mixed[1] Other[1]

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Minot AFB	-26.0%	+26.0%	51.9%	6
United States	-23.9%	+23.9%	47.7%	
Grand Forks AFB	-16.2%	+16.2%	32.3%	7
Devils Lake	-13.8%	+13.8%	27.6%	8
Grafton	-12.8%	+12.8%	25.5%	9
Garrison	-12.5%	+12.5%	24.9%	10
Harvey	-11.8%	+11.8%	23.5%	11
Beulah	-11.7%	+11.7%	23.3%	12
Casselton	-11.0%	+11.0%	22.0%	13
Washburn	-11.0%	+11.0%	21.9%	14
Larimore	-10.9%	+10.9%	21.9%	15
Thompson	-10.7%	+10.7%	21.4%	16
Lincoln	-10.7%	+10.7%	21.4%	17
Cooperstown	-10.6%	+10.6%	21.3%	18
Rugby	-10.6%	+10.6%	21.2%	19
Bowman	-10.3%	+10.3%	20.7%	20
Velva	-10.3%	+10.3%	20.6%	21
Midwest	-10.2%	+10.2%	20.5%	
Horace	-10.2%	+10.2%	20.4%	22
New Rockford	-10.2%	+10.2%	20.4%	23
Langdon	-10.1%	+10.1%	20.2%	24
Carrington	-9.8%	+9.8%	19.6%	25
Oakes	-9.8%	+9.8%	19.6%	26
Burlington	-9.3%	+9.3%	18.6%	27
Cavalier	-9.1%	+9.1%	18.2%	28
Hillsboro	-9.1%	+9.1%	18.1%	29
Lisbon	-8.8%	+8.8%	17.6%	30
Stanley	-8.6%	+8.6%	17.3%	31
Tioga	-8.5%	+8.5%	17.0%	32
Watford City	-8.0%	+8.0%	15.9%	33
Park River	-7.7%	+7.7%	15.3%	34
Valley City	-7.6%	+7.6%	15.3%	35
Mayville	-7.4%	+7.4%	14.7%	36
Mandan	-7.2%	+7.2%	14.4%	37
Hazen	-7.0%	+7.0%	14.0%	38
Bismarck	-6.8%	+6.8%	13.6%	39
Hettinger	-6.8%	+6.8%	13.6%	40
Jamestown	-6.7%	+6.7%	13.3%	41
Ellendale	-6.7%	+6.7%	13.3%	42
Wahpeton	-6.6%	+6.6%	13.1%	43
West Fargo	-6.1%	+6.1%	12.2%	44
Bottineau	-5.8%	+5.8%	11.7%	45
Williston	-5.7%	+5.7%	11.3%	46
West North Central	-5.2%	+5.2%	10.4%	
North Dakota	-5.1%	+5.1%	10.2%	
Dickinson	-4.5%	+4.5%	8.96%	47
Minot	-3.6%	+3.6%	7.24%	48
Fargo Area	-2.7%	+2.7%	5.48%	
Grand Forks	-2.7%	+2.7%	5.31%	49
Cass	-2.4%	+2.4%	4.83%	
Fargo		0.0%	0%	50

[%] *sum total percentage point deviation of place from Fargo*

[#] *rank of place out of 50 by* [%]

[1] *non-Hispanic* [2] *excluding black and Asian Hispanics*

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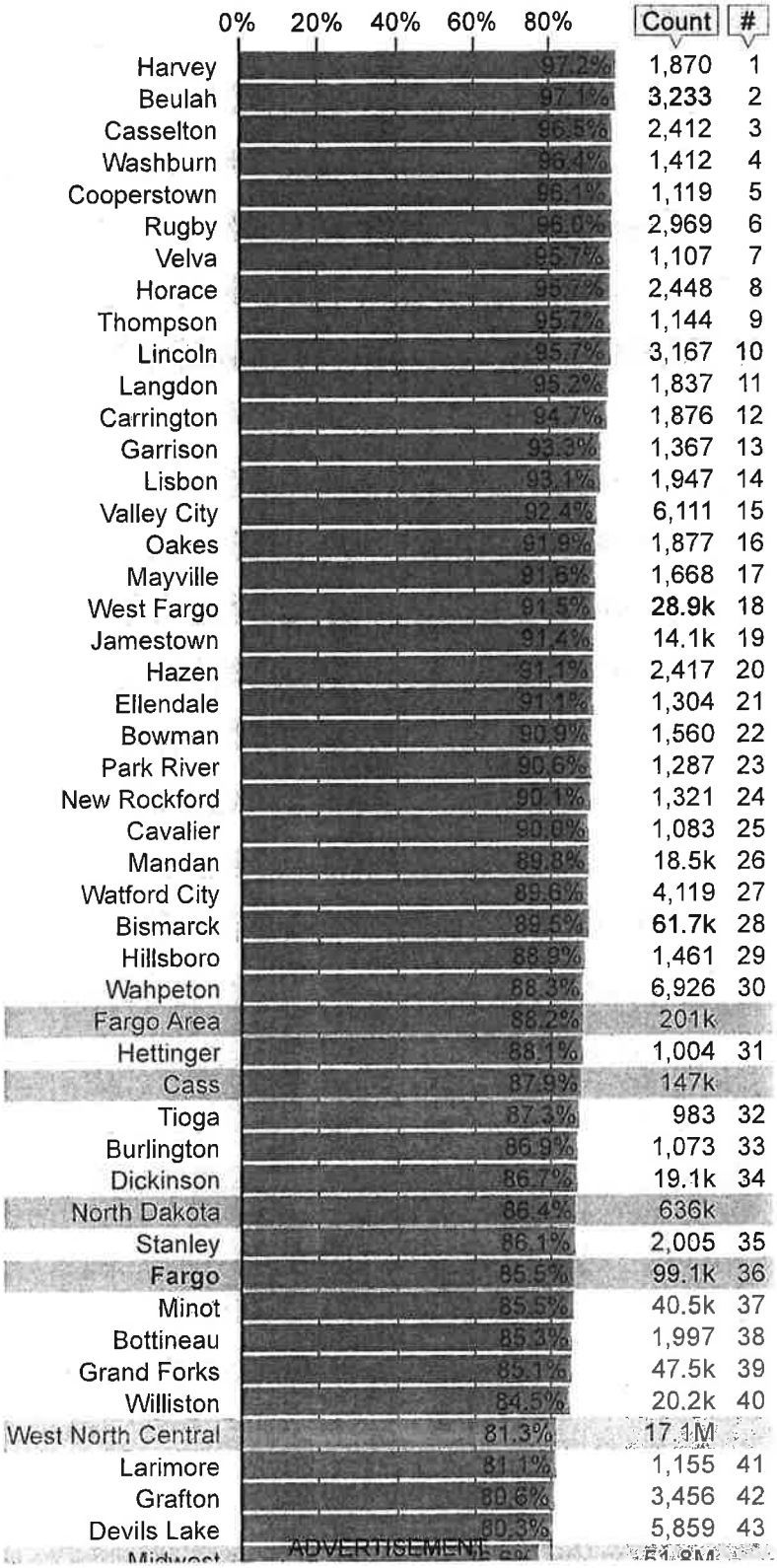
White[1] Population by Place

#43

Percentage of the total population.

Scope: population of Fargo, selected other places in North Dakota, and entities that contain Fargo



		Count	#
Harvey	97.2%	1,870	1
Beulah	97.1%	**3,233**	2
Casselton	96.5%	2,412	3
Washburn	96.4%	1,412	4
Cooperstown	96.1%	1,119	5
Rugby	96.0%	2,969	6
Velva	95.7%	1,107	7
Horace	95.7%	2,448	8
Thompson	95.7%	1,144	9
Lincoln	95.7%	3,167	10
Langdon	95.2%	1,837	11
Carrington	94.7%	1,876	12
Garrison	93.3%	1,367	13
Lisbon	93.1%	1,947	14
Valley City	92.4%	6,111	15
Oakes	91.9%	1,877	16
Mayville	91.6%	1,668	17
West Fargo	91.5%	**28.9k**	18
Jamestown	91.4%	14.1k	19
Hazen	91.1%	2,417	20
Ellendale	91.1%	1,304	21
Bowman	90.9%	1,560	22
Park River	90.6%	1,287	23
New Rockford	90.1%	1,321	24
Cavalier	90.0%	1,083	25
Mandan	89.8%	18.5k	26
Watford City	89.6%	4,119	27
Bismarck	89.5%	**61.7k**	28
Hillsboro	88.9%	1,461	29
Wahpeton	88.3%	6,926	30
Fargo Area	88.2%	201k	
Hettinger	88.1%	1,004	31
Cass	87.9%	147k	
Tioga	87.3%	983	32
Burlington	86.9%	1,073	33
Dickinson	86.7%	19.1k	34
North Dakota	86.4%	636k	
Stanley	86.1%	2,005	35
Fargo	85.5%	99.1k	36
Minot	85.5%	40.5k	37
Bottineau	85.3%	1,997	38
Grand Forks	85.1%	47.5k	39
Williston	84.5%	20.2k	40
West North Central	81.3%	17.1M	
Larimore	81.1%	1,155	41
Grafton	80.6%	3,456	42
Devils Lake	80.3%	5,859	43
Midwest	[illegible]	[illegible]	

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Shell Valley 82.0% 25 48

Shell Valley	2.0%	25	48
Belcourt	0.9%	18	49
Fort Totten	0.7%	9	50

Count *number of whites*

\# *rank of place out of 50 by percentage whites*

[1] *non-Hispanic*

Race and Ethnicity by Place in the Midwest

There are 9,721 places in the Midwest. This section compares Fargo to the 50 most populous places in the Midwest and to those entities that contain or substantially overlap with Fargo. The least populous of the compared places has a population of 95,520.

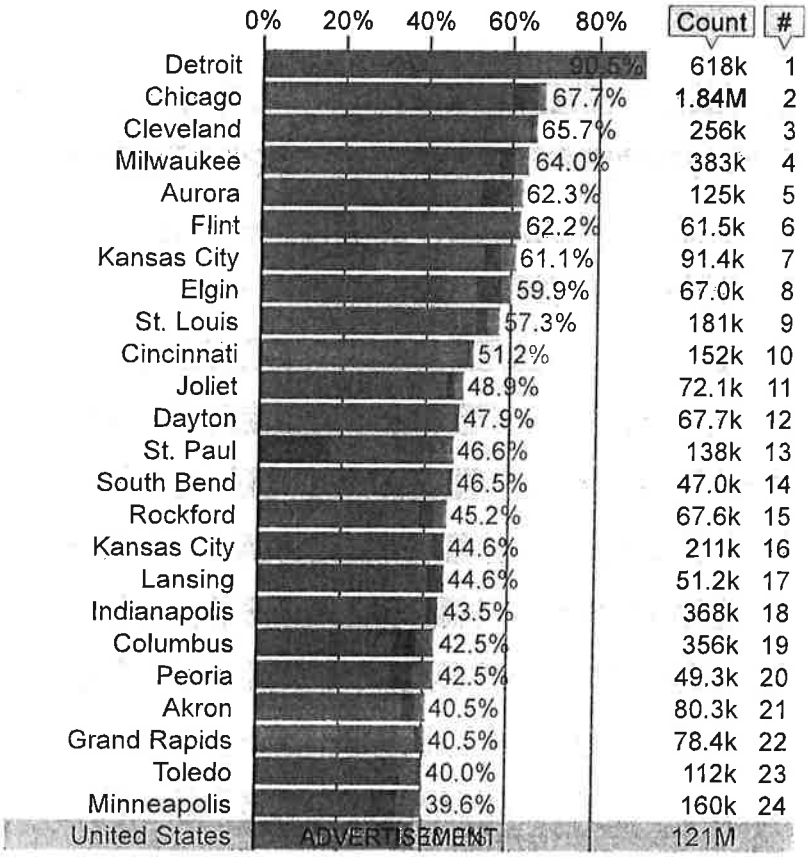
Non-White Population by Place

#49

Percentage of the total population.

Scope: population of Fargo, selected other places in the Midwest, and entities that contain Fargo

White[1] Hispanic[2] Black
Asian Other[1]



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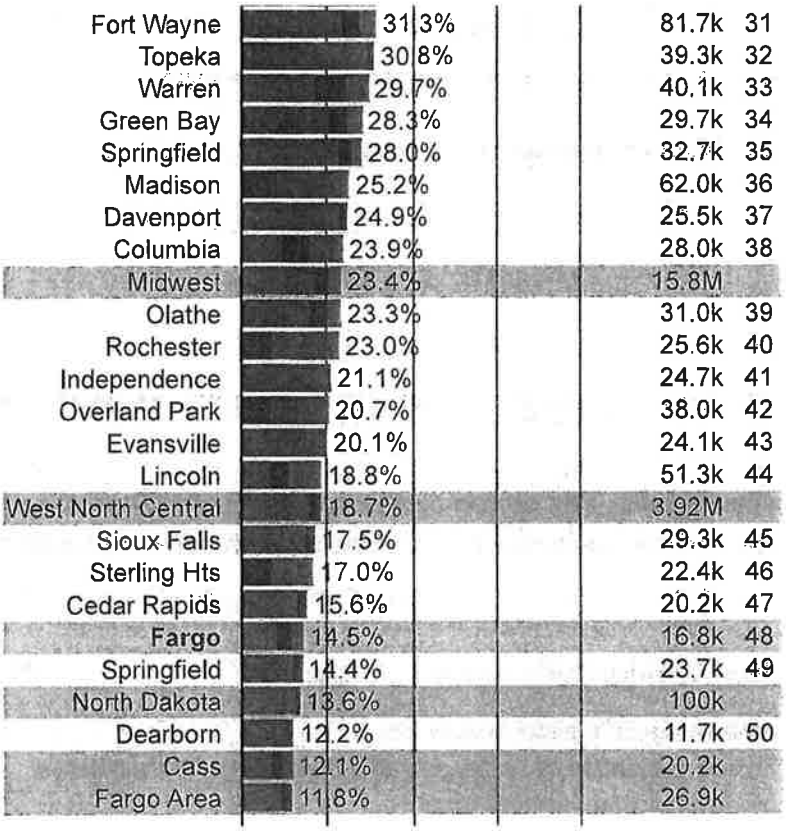


Count *number of non-whites*

rank of place out of 50 by percentage non-white

[1] *non-Hispanic* [2] *excluding black and Asian Hispanics*

Relative Race and Ethnicity by Place

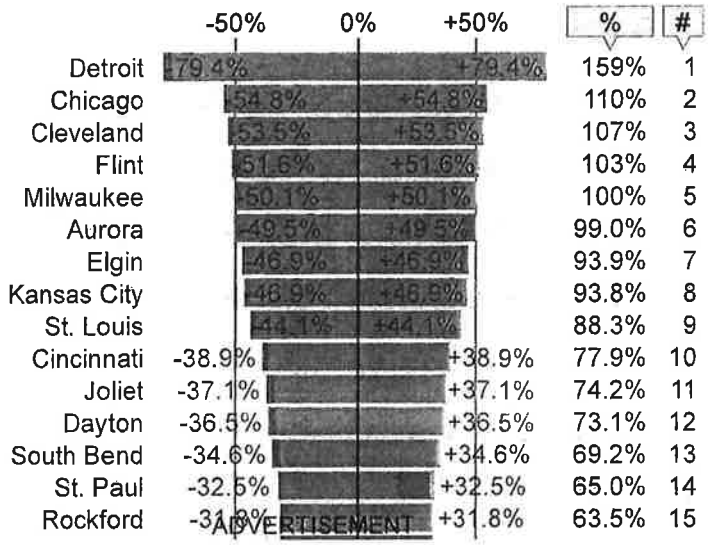
#50

Percentage point difference from Fargo.

Scope: population of Fargo, selected other places in the Midwest, and entities that contain Fargo

White[1] Hispanic[2] Black

Asian Mixed[1] Other[1]



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Grand Rapids	-28.0%	+28.0%	56.1%	22
Akron	-27.5%	+27.5%	55.1%	23
Minneapolis	-25.1%	+25.1%	50.3%	24
United States	-23.9%	+23.9%	47.7%	
Wichita	-22.3%	+22.3%	44.7%	25
Kenosha	-20.4%	+20.4%	40.8%	26
Omaha	-18.9%	+18.9%	37.8%	27
Topeka	-18.6%	+18.6%	37.1%	28
Des Moines	-18.3%	+18.3%	36.6%	29
Naperville	-18.2%	+18.2%	36.4%	30
Ann Arbor	-17.6%	+17.6%	35.1%	31
Fort Wayne	-17.5%	+17.5%	35.0%	32
Warren	-16.5%	+16.5%	33.0%	33
Springfield	-15.3%	+15.3%	30.6%	34
Green Bay	-14.9%	+14.9%	29.7%	35
Davenport	-12.2%	+12.2%	24.4%	36
Madison	-11.4%	+11.4%	22.9%	37
Midwest	-10.2%	+10.2%	20.5%	
Columbia	-10.1%	+10.1%	20.3%	38
Olathe	-9.6%	+9.6%	19.2%	39
Rochester	-9.3%	+9.3%	18.6%	40
Independence	-9.3%	+9.3%	18.6%	41
Evansville	-8.8%	+8.8%	17.6%	42
Overland Park	-7.4%	+7.4%	14.8%	43
West North Central	-5.2%	+5.2%	10.4%	
Lincoln	-5.1%	+5.1%	10.3%	44
North Dakota	-5.1%	+5.1%	10.2%	
Sterling Hts	-4.3%	+4.3%	8.69%	45
Sioux Falls	-4.0%	+4.0%	8.08%	46
Dearborn	-3.1%	+3.1%	6.24%	47
Fargo Area	-2.7%	+2.7%	5.48%	
Cedar Rapids	-2.6%	+2.6%	5.24%	48
Cass	-2.4%	+2.4%	4.83%	
Springfield	-1.7%	+1.7%	3.49%	49
Fargo		0.0%	0%	50

[%] *sum total percentage point deviation of place from Fargo*

[#] *rank of place out of 50 by* [%]

[1] *non-Hispanic* [2] *excluding black and Asian Hispanics*

White ▾

White[1] Population by Place

#51

Percentage of the total population.

Scope: population of Fargo, selected other places in the Midwest, and entities that contain Fargo

	0% 20% 40% 60% 80%	Count	#
Fargo Area	88.2%	201k	
Cass	87.9%	147k	
Dearborn	87.8%	83.8k	1
North Dakota	86.4%	636k	

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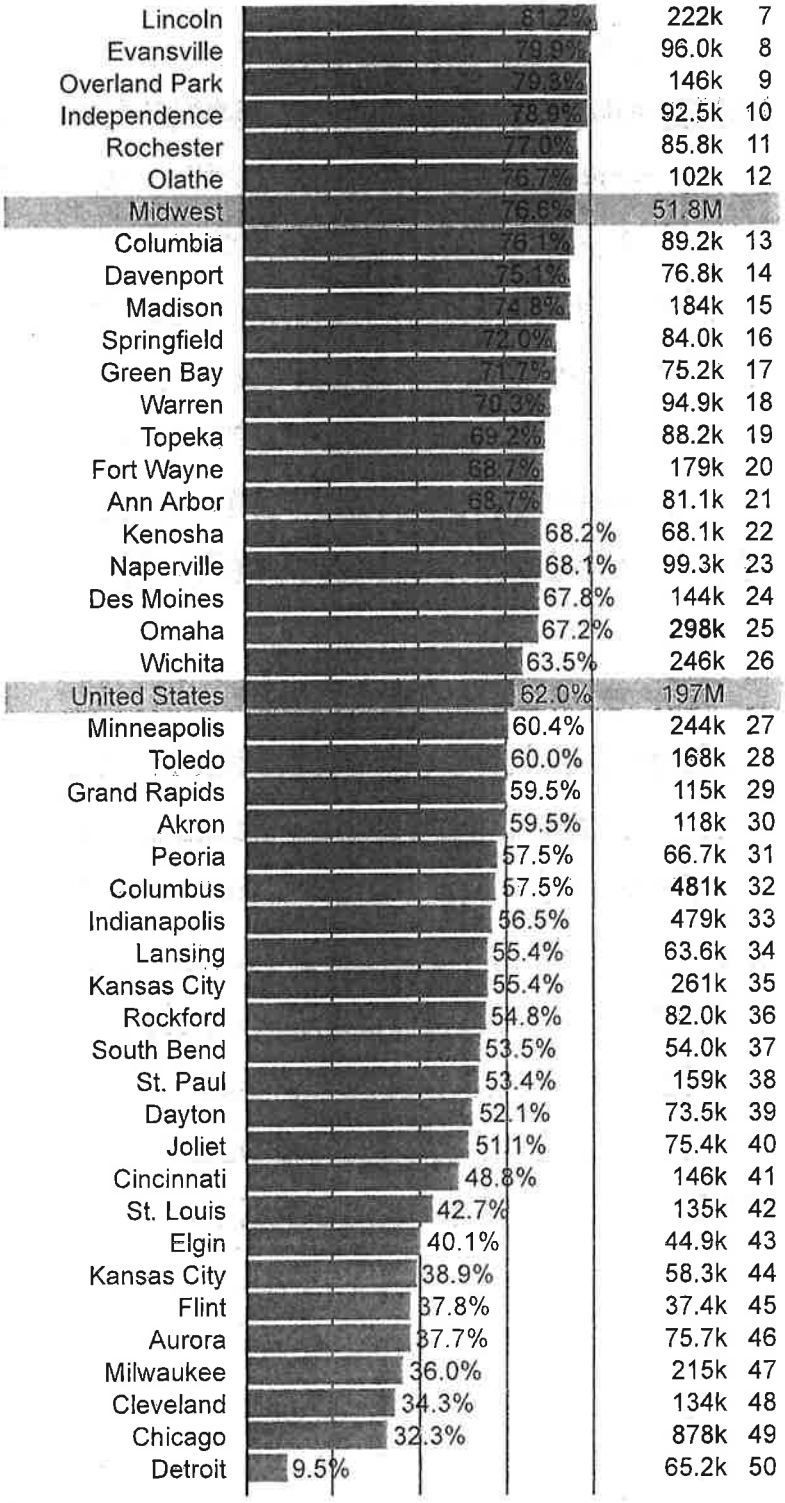

Count *number of whites*

\# *rank of place out of 50 by percentage whites*

[1] *non-Hispanic*

Race and Ethnicity by Place in the United States

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compared places has a population of 383,899.

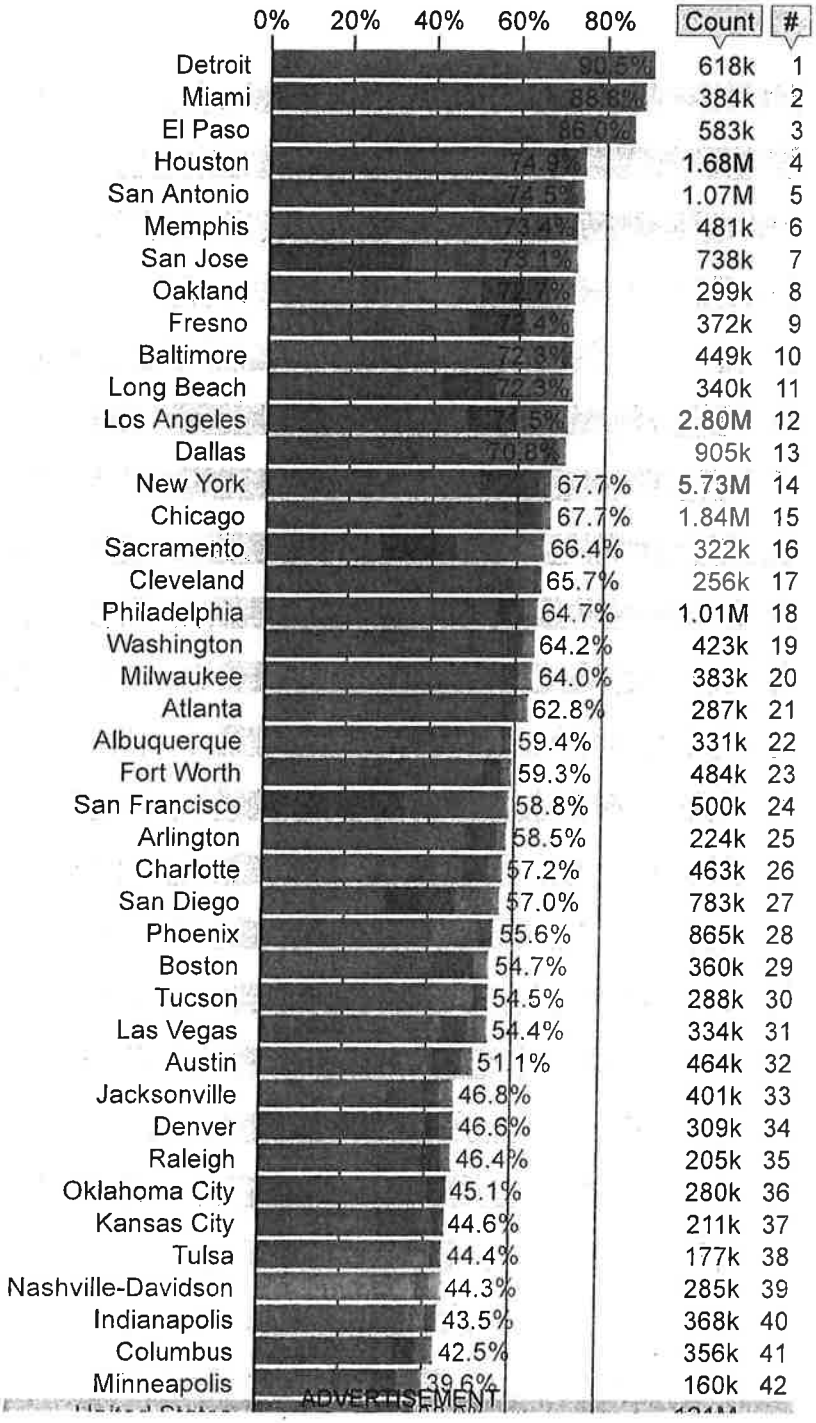
Non-White Population by Place

#57

Percentage of the total population.

Scope: population of Fargo, selected other places in the United States, and entities that contain Fargo

White[1] Hispanic[2] Black
Asian Other[1]



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Omaha	34.8%	145k	48
Colorado Spgs	30.9%	139k	49
Portland	28.4%	177k	50
Midwest	23.4%	15.8M	
West North Central	18.7%	3.92M	
Fargo	14.5%	16.8k	
North Dakota	13.6%	100k	
Cass	12.1%	20.2k	
Fargo Area	11.8%	26.9k	

Count *number of non-whites*

\# *rank of place out of 50 by percentage non-white*

[1] *non-Hispanic* [2] *excluding black and Asian Hispanics*

Relative Race and Ethnicity by Place

#58

Percentage point difference from Fargo.

Scope: population of Fargo, selected other places in the United States, and entities that contain Fargo

White[1] Hispanic[2] Black

Asian Mixed[1] Other[1]

	-50% 0% +50%	%	#
Miami	+79.7%	159%	1
Detroit	+79.4%	159%	2
El Paso	+76.8%	154%	3
San Antonio	+62.8%	126%	4
Memphis	+62.7%	125%	5
Houston	+62.4%	125%	6
San Jose	+60.5%	121%	7
Baltimore	+59.7%	119%	8
Fresno	+58.5%	117%	9
Dallas	+58.2%	116%	10
Oakland	+58.1%	116%	11
Los Angeles	+57.8%	116%	12
Long Beach	+57.8%	116%	13
Chicago	+54.8%	110%	14
New York	+54.0%	108%	15
Cleveland	+53.5%	107%	16
Sacramento	+51.9%	104%	17
Philadelphia	+51.3%	103%	18
Washington	+50.6%	101%	19
Milwaukee	+50.1%	100%	20
Atlanta	+49.8%	99.6%	21
Albuquerque	+47.7%	95.3%	22
Fort Worth	+45.8%	91.6%	23
Arlington	+45.0%	90.1%	24
San Francisco	+44.5%	88.9%	25
Charlotte	+43.4%	86.8%	26
San Diego	+42.8%	85.7%	27
Phoenix	+41.5%	83.0%	28
Tucson	+40.5%	81.1%	29
Boston	+40.3%	80.6%	30
Las Vegas	+40.0%	80.0%	31
Austin	+37.6%	75.1%	32

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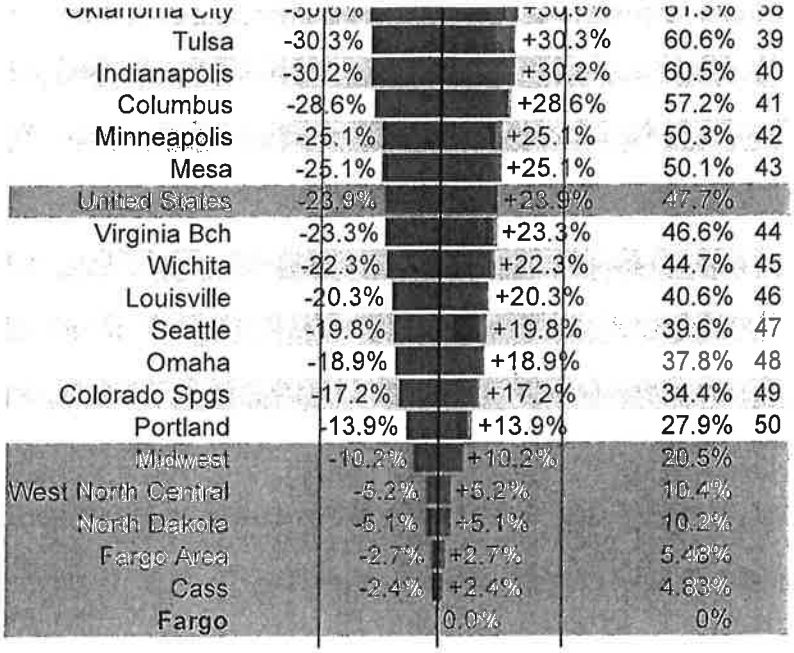
Oklahoma City	30.6%	61.3%	38

Oklahoma City	-30.6%	+30.6%	61.3%	38
Tulsa	-30.3%	+30.3%	60.6%	39
Indianapolis	-30.2%	+30.2%	60.5%	40
Columbus	-28.6%	+28.6%	57.2%	41
Minneapolis	-25.1%	+25.1%	50.3%	42
Mesa	-25.1%	+25.1%	50.1%	43
United States	-23.9%	+23.9%	47.7%	
Virginia Bch	-23.3%	+23.3%	46.6%	44
Wichita	-22.3%	+22.3%	44.7%	45
Louisville	-20.3%	+20.3%	40.6%	46
Seattle	-19.8%	+19.8%	39.6%	47
Omaha	-18.9%	+18.9%	37.8%	48
Colorado Spgs	-17.2%	+17.2%	34.4%	49
Portland	-13.9%	+13.9%	27.9%	50
Midwest	-10.2%	+10.2%	20.5%	
West North Central	-5.2%	+5.2%	10.4%	
North Dakota	-5.1%	+5.1%	10.2%	
Fargo Area	-2.7%	+2.7%	5.48%	
Cass	-2.4%	+2.4%	4.83%	
Fargo		0.0%	0%	



% *sum total percentage point deviation of place from Fargo*
# *rank of place out of 50 by* %
[1] *non-Hispanic* [2] *excluding black and Asian Hispanics*

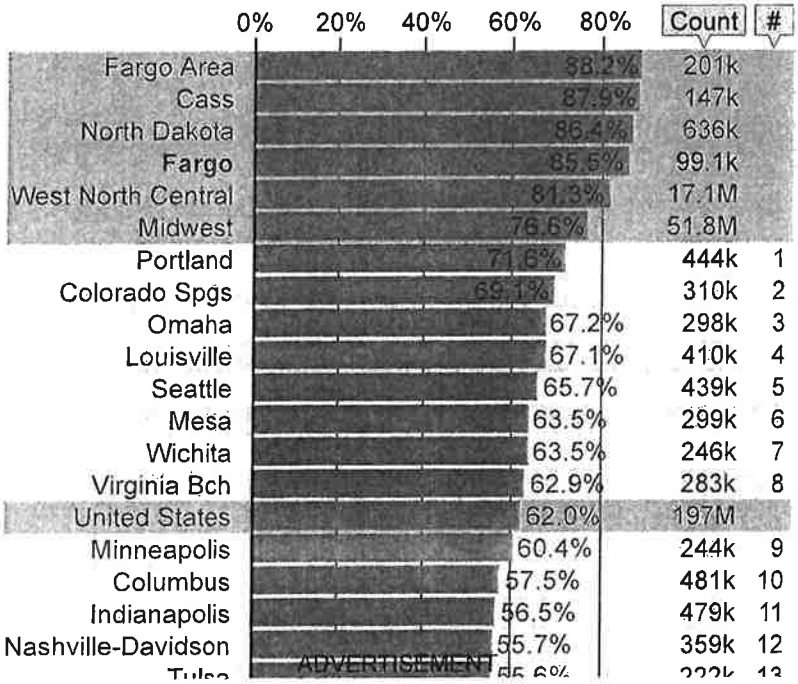
White

White[1] Population by Place

#59

Percentage of the total population.

Scope: population of Fargo, selected other places in the United States, and entities that contain Fargo



	0% 20% 40% 60% 80%	Count	#
Fargo Area	88.2%	201k	
Cass	87.9%	147k	
North Dakota	86.4%	636k	
Fargo	85.5%	99.1k	
West North Central	81.3%	17.1M	
Midwest	76.6%	51.8M	
Portland	71.6%	444k	1
Colorado Spgs	69.1%	310k	2
Omaha	67.2%	298k	3
Louisville	67.1%	410k	4
Seattle	65.7%	439k	5
Mesa	63.5%	299k	6
Wichita	63.5%	246k	7
Virginia Bch	62.9%	283k	8
United States	62.0%	197M	
Minneapolis	60.4%	244k	9
Columbus	57.5%	481k	10
Indianapolis	56.5%	479k	11
Nashville-Davidson	55.7%	359k	12
Tulsa	55.6%	222k	13
Austin	48.0%	444k	19

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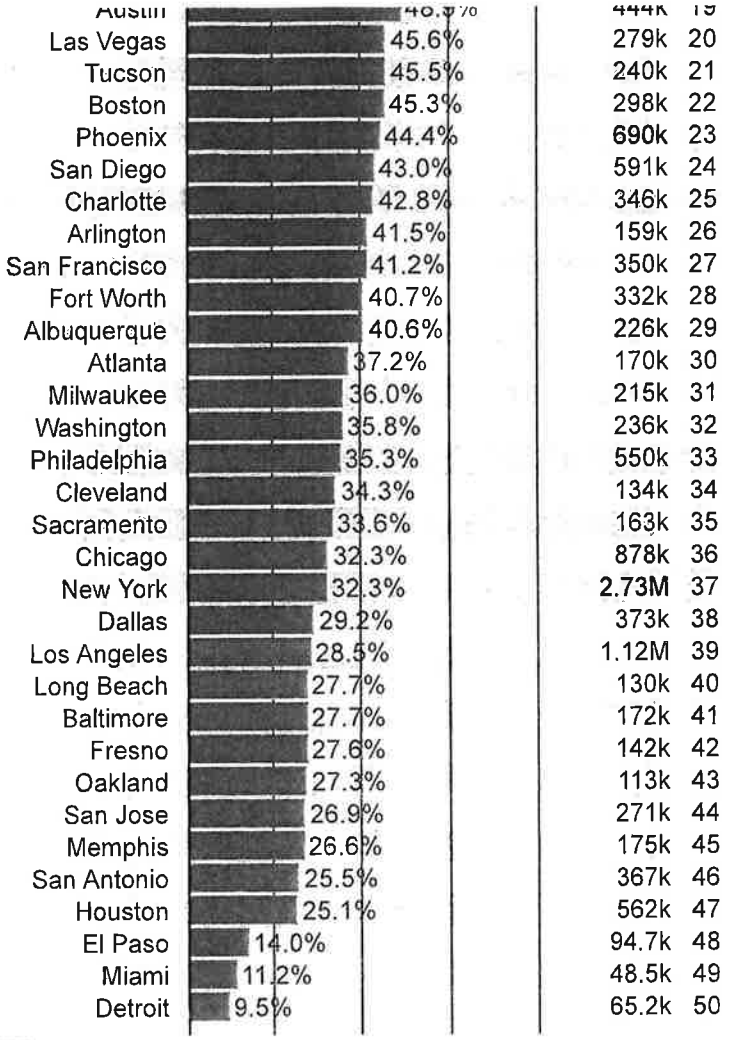

Definitions

Throughout these reports we will refer to several racial and ethnic groups, the definitions of which derive from those used by the US Census Bureau. In the interests of brevity and clarity we have combined several of the Census categories yielding the following mutually exclusive and collectively exhaustive categories:

- **White:** non-Hispanic whites
- **Hispanic:** Hispanics, excluding black and Asian Hispanics
- **Black:** blacks, including Hispanic blacks
- **Asian:** Asians, including Hispanic Asians
- **Mixed:** non-Hispanic mixed race people
- **Other:** American Indians and other groups not otherwise categorized

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above), and in our preference for the term 'ethno-racial group' in place of just 'race'. Finally, while these categories are used wherever possible, the data does not always allow this grouping, so it is important to read the footnotes of each chart to understand the definitions used therein.

For additional information about the data presented on this site, including our sources, please see the About Page (/about#data).

More Topics to Explore

Demographics

Population (/place/North-Dakota/Fargo/Population)

Age and Sex (/place/North-Dakota/Fargo/Age-and-Sex)

Race and Ethnicity (/place/North-Dakota/Fargo/Race-and-Ethnicity)

Household Types (/place/North-Dakota/Fargo/Household-Types)

Marital Status (/place/North-Dakota/Fargo/Marital-Status)

National Origin (/place/North-Dakota/Fargo/National-Origin)

Ancestry (/place/North-Dakota/Fargo/Ancestry)

Languages (/place/North-Dakota/Fargo/Languages)

Income

Household Income (/place/North-Dakota/Fargo/Household-Income)

Employment Status (/place/North-Dakota/Fargo/Employment-Status)

Food Stamps (/place/North-Dakota/Fargo/Food-Stamps)

Occupations (/place/North-Dakota/Fargo/Occupations)

Industries (/place/North-Dakota/Fargo/Industries)

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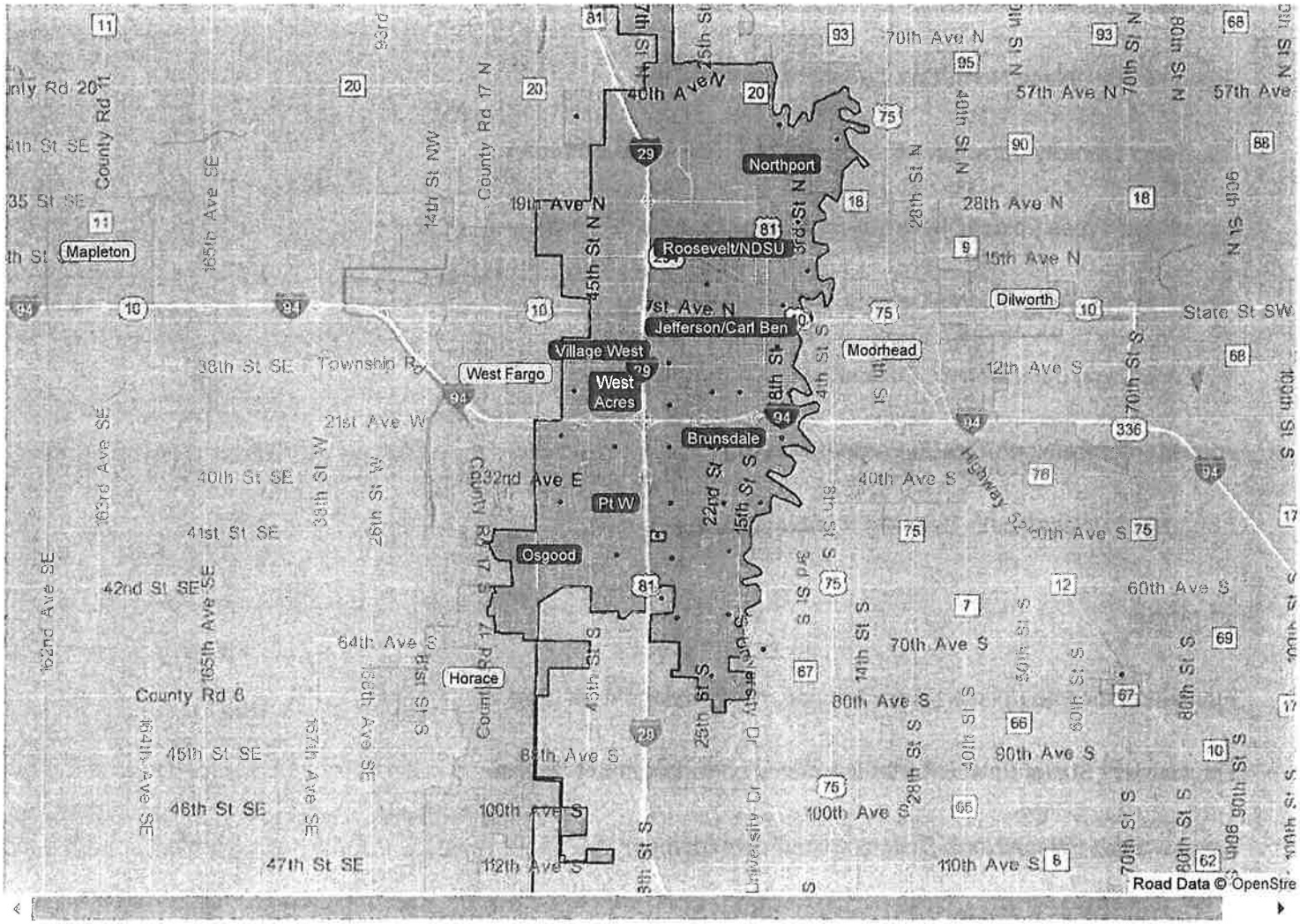
Educational Attainment (/place/North-Dakota/Fargo/Educational-Attainment)

School Enrollment (/place/North-Dakota/Fargo/School-Enrollment)

More Maps to Explore

Neighborhoods ZIP Codes Unified School Districts State House Districts

State Senate Districts Tracts Block Groups



State:

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Metro Area:

Fargo Area (/metro-area/North-Dakota/Fargo/Overview)

ZIP Codes:

58047 (/zip/58047/Overview), 58078 (/zip/58078/Overview), 58102 (/zip/58102/Overview), 58103 (/zip/58103/Overview), 58104 (/zip/58104/Overview), 58105 (/zip/58105/Overview)

Unified School Districts:

Fargo 1 (/school-district/North-Dakota/Fargo-Public-School-District-1/Overview), Kindred 2 (/school-district/North-Dakota/Kindred-Public-School-District-2/Overview), West Fargo 6 (/school-district/North-Dakota/West-Fargo-Public-School-District-6/Overview)

Neighborhoods:

Amber Valley (/neighborhood/North-Dakota/Fargo/Amber-Valley/Overview), Anderson Park (/neighborhood/North-Dakota/Fargo/Anderson-Park/Overview), Bennett (/neighborhood/North-Dakota/Fargo/Bennett/Overview), Bluemont Lakes (/neighborhood/North-Dakota/Fargo/Bluemont-Lakes/Overview), Brandt Crossing (/neighborhood/North-Dakota/Fargo/Brandt-Crossing/Overview), Brunsdale (/neighborhood/North-Dakota/Fargo/Brunsdale/Overview), Centennial (/neighborhood/North-Dakota/Fargo/Centennial/Overview), Clara Barton (/neighborhood/North-Dakota/Fargo/Clara-Barton/Overview), Davies (/neighborhood/North-Dakota/Fargo/Davies/Overview), Deer Creek (/neighborhood/North-Dakota/Fargo/Deer-Creek/Overview), Downtown (/neighborhood/North-Dakota/Fargo/Downtown/Overview), Hawthorne (/neighborhood/North-Dakota/Fargo/Hawthorne/Overview), Horace Mann (/neighborhood/North-Dakota/Fargo/Horace-Mann/Overview), Jefferson/Carl Ben (/neighborhood/North-Dakota/Fargo/Jefferson/Carl-Ben/Overview), Lewis and Clark (/neighborhood/North-Dakota/Fargo/Lewis-and-Clark/Overview), Lincoln (/neighborhood/North-Dakota/Fargo/Lincoln/Overview), Longfellow (/neighborhood/North-Dakota/Fargo/Longfellow/Overview), Madison/Unicorn Park (/neighborhood/North-Dakota/Fargo/Madison/Unicorn-Park/Overview), Maple Valley (/neighborhood/North-Dakota/Fargo/Maple-Valley/Overview), Northport (/neighborhood/North-Dakota/Fargo/Northport/Overview), Osgood (/neighborhood/North-Dakota/Fargo/Osgood/Overview), Pointe West (/neighborhood/North-Dakota/Fargo/Pointe-West/Overview), Prariewood (/neighborhood/North-Dakota/Fargo/Prariewood/Overview), River Drive (/neighborhood/North-Dakota/Fargo/River-Drive/Overview), Roosevelt/NDSU (/neighborhood/North-Dakota/Fargo/Roosevelt/NDSU/Overview), Rose Creek (/neighborhood/North-Dakota/Fargo/Rose-Creek/Overview), South High (/neighborhood/North-Dakota/Fargo/South-High/Overview), Southpointe (/neighborhood/North-Dakota/Fargo/Southpointe/Overview), Stonebridge (/neighborhood/North-Dakota/Fargo/Stonebridge/Overview), The District (/neighborhood/North-Dakota/Fargo/The-District/Overview), Trollwood (/neighborhood/North-Dakota/Fargo/Trollwood/Overview), Urban Plains (/neighborhood/North-Dakota/Fargo/Urban-Plains/Overview), Village West (/neighborhood/North-Dakota/Fargo/Village-West/Overview), Washington (/neighborhood/North-Dakota/Fargo/Washington/Overview), West Acres (/neighborhood/North-Dakota/Fargo/West-Acres/Overview), Westgate (/neighborhood/North-Dakota/Fargo/Westgate/Overview), Willow Park (/neighborhood/North-Dakota/Fargo/Willow-Park/Overview), Woodhaven (/neighborhood/North-Dakota/Fargo/Woodhaven/Overview)

Congressional District:

ND-At Large (/congressional-district/North-Dakota/At-Large-District/Overview)

State Senate Districts:

ND-11 (/state-upper-legislative-district/North-Dakota/State-Senate-District-11/Overview), ND-16 (/state-upper-

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legislative-district/North-Dakota/State-Senate-District-41/Overview), ND-44 (/state-upper-legislative-district/North-Dakota/State-Senate-District-44/Overview), ND-45 (/state-upper-legislative-district/North-Dakota/State-Senate-District-45/Overview), ND-46 (/state-upper-legislative-district/North-Dakota/State-Senate-District-46/Overview)

State House Districts:

ND-11 (/state-lower-legislative-district/North-Dakota/State-House-District-11/Overview), ND-16 (/state-lower-legislative-district/North-Dakota/State-House-District-16/Overview), ND-21 (/state-lower-legislative-district/North-Dakota/State-House-District-21/Overview), ND-22 (/state-lower-legislative-district/North-Dakota/State-House-District-22/Overview), ND-25 (/state-lower-legislative-district/North-Dakota/State-House-District-25/Overview), ND-27 (/state-lower-legislative-district/North-Dakota/State-House-District-27/Overview), ND-41 (/state-lower-legislative-district/North-Dakota/State-House-District-41/Overview), ND-44 (/state-lower-legislative-district/North-Dakota/State-House-District-44/Overview), ND-45 (/state-lower-legislative-district/North-Dakota/State-House-District-45/Overview), ND-46 (/state-lower-legislative-district/North-Dakota/State-House-District-46/Overview)

Neighboring Cities:

Briarwood (/place/North-Dakota/Briarwood/Overview), Frontier (/place/North-Dakota/Frontier/Overview), Harwood (/place/North-Dakota/Harwood/Overview), Horace (/place/North-Dakota/Horace/Overview), Moorhead (/place/Minnesota/Moorhead/Overview), Prairie Rose (/place/North-Dakota/Prairie-Rose/Overview), Reile's Acres (/place/North-Dakota/Reiles-Acres/Overview), West Fargo (/place/North-Dakota/West-Fargo/Overview)

Neighboring Townships:

Fargo (/county-subdivision/North-Dakota/Cass-County/Fargo-Township/Overview), Kurtz (/county-subdivision/Minnesota/Clay-County/Kurtz-Township/Overview), Moorhead (/county-subdivision/Minnesota/Clay-County/Moorhead-Township/Overview), Pleasant (/county-subdivision/North-Dakota/Cass-County/Pleasant-Township/Overview), Reed (/county-subdivision/North-Dakota/Cass-County/Reed-Township/Overview), Stanley (/county-subdivision/North-Dakota/Cass-County/Stanley-Township/Overview)

Nearby Cities:

Argusville (/place/North-Dakota/Argusville/Overview), Comstock (/place/Minnesota/Comstock/Overview), Dilworth (/place/Minnesota/Dilworth/Overview), Georgetown (/place/Minnesota/Georgetown/Overview), Glyndon (/place/Minnesota/Glyndon/Overview), Mapleton (/place/North-Dakota/Mapleton/Overview), North River (/place/North-Dakota/North-River/Overview), Oxbow (/place/North-Dakota/Oxbow/Overview), Sabin (/place/Minnesota/Sabin/Overview)

Nearby Unincorporated Places:

Brooktree Park (/place/North-Dakota/Brooktree-Park/Overview)

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Attachment K

[01 FINANCIAL ADMINISTRATION 1. FULL-TIME EMPLOYEES

GORY		SALARIES	HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
/ADMI	01	$ .1- 15.9															
	02	16.0- 19.9															
	03	20.0- 24.9															
	04	25.0- 32.9															
	05	33.0- 42.9															
	06	43.0- 54.9															
	07	55.0- 69.9															
	08	70.0- PLUS			5						3						8
ONALS	09	$ .1- 15.9															
	10	16.0- 19.9															
	11	20.0- 24.9															
	12	25.0- 32.9															
	13	33.0- 42.9															
	14	43.0- 54.9			2												2
	15	55.0- 69.9			5						3						8
	16	70.0- PLUS	1		16						6				1		24
ANS	17	$ .1- 15.9															
	18	16.0- 19.9															
	19	20.0- 24.9															
	20	25.0- 32.9															
	21	33.0- 42.9															
	22	43.0- 54.9			2												2
	23	55.0- 69.9			10						3						13
	24	70.0- PLUS			9				1		3						13
ON SE	25	$ .1- 15.9															
	26	16.0- 19.9															
	27	20.0- 24.9															
	28	25.0- 32.9															
	29	33.0- 42.9															
	30	43.0- 54.9															
	31	55.0- 69.9															
	32	70.0- PLUS															

[01 FINANCIAL ADMINISTRATION

1. FULL-TIME EMPLOYEES (CONTINUED)

GORY		SALARIES	HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
FESSI	33	$ .1- 15.9															
	34	16.0- 19.9															
	35	20.0- 24.9															
	36	25.0- 32.9															
	37	33.0- 42.9															
	38	43.0- 54.9									2						2
	39	55.0- 69.9									1						1
	40	70.0- PLUS			2						1						3
RATIV	41	$ .1- 15.9															
	42	16.0- 19.9															
	43	20.0- 24.9															
	44	25.0- 32.9															
	45	33.0- 42.9									1						1
	46	43.0- 54.9					1				7						8
	47	55.0- 69.9		1							5						6
	48	70.0- PLUS			1	1					2						4
CRAFT	49	$ .1- 15.9															
	50	16.0- 19.9															
	51	20.0- 24.9															
	52	25.0- 32.9															
	53	33.0- 42.9															
	54	43.0- 54.9															
	55	55.0- 69.9															
	56	70.0- PLUS															
MAINT	57	$ .1- 15.9															
	58	16.0- 19.9															
	59	20.0- 24.9															
	60	25.0- 32.9															
	61	33.0- 42.9															
	62	43.0- 54.9															
	63	55.0- 69.9															
	64	70.0- PLUS															
L IME	65		1	1	52	1	1		1		37				1		95

[01 FINANCIAL ADMINISTRATION 2. OTHER THAN FULL-TIME EMPLOYEES

:GORY	HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
,/ADMI 66															
ONALS 67															
ANS 68															
ON SE 69															
)FESSI 70									1						1
'RATIV 71			2												2
CRAFT 72															
MAINT 73															
'HER T 74			2						1						3

:GORY	HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
,/ADMI 75															
ONALS 76													1		1
ANS 77			2												2
ON SE 78															
)FESSI 79									1						1
'RATIV 80									1						1
CRAFT 81															
MAINT 82															
:ES 83			2						2				1		5

:ATION. I certify that the information given in this report is correct and true to the best of my knowledge and was
·dance with accompanying instructions.(Willfully false statements on this report are punishable by law, U. S. Code, '
1001.)

PERSON TO CONTACT REGARDING THIS REPORT: JILL MINETTE TITLE: HUMAN RESOU

225 4TH STREET NORTH
FARGO, ND 58102

TELEPHONE NUMBER (INCLUDE AREA CODE): 701 241-1321

8/19/19 TYPED TITLE OF CERTIFYING OFFICIAL: HUMAN RESOURCES DIR

SIGNATURE OF CERTIFYING OFFICIAL:

[02 STREETS & HIGHWAYS

1. FULL-TIME EMPLOYEES

GORY		SALARIES	HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
/ADMI	01	$ .1- 15.9															
	02	16.0- 19.9															
	03	20.0- 24.9															
	04	25.0- 32.9															
	05	33.0- 42.9															
	06	43.0- 54.9															
	07	55.0- 69.9															
	08	70.0- PLUS			2												2
ONALS	09	$ .1- 15.9															
	10	16.0- 19.9															
	11	20.0- 24.9															
	12	25.0- 32.9															
	13	33.0- 42.9															
	14	43.0- 54.9															
	15	55.0- 69.9															
	16	70.0- PLUS			2												2
ANS	17	$ .1- 15.9															
	18	16.0- 19.9															
	19	20.0- 24.9															
	20	25.0- 32.9															
	21	33.0- 42.9															
	22	43.0- 54.9															
	23	55.0- 69.9			8												8
	24	70.0- PLUS			2												2
ON SE	25	$ .1- 15.9															
	26	16.0- 19.9															
	27	20.0- 24.9															
	28	25.0- 32.9															
	29	33.0- 42.9															
	30	43.0- 54.9															
	31	55.0- 69.9															
	32	70.0- PLUS															

I 02 STREETS & HIGHWAYS

1. FULL-TIME EMPLOYEES (CONTINUED)

GORY		SALARIES	HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
FESSI	33	$ .1- 15.9															
	34	16.0- 19.9															
	35	20.0- 24.9															
	36	25.0- 32.9															
	37	33.0- 42.9															
	38	43.0- 54.9															
	39	55.0- 69.9															
	40	70.0- PLUS															
RATIV	41	$ .1- 15.9															
	42	16.0- 19.9															
	43	20.0- 24.9															
	44	25.0- 32.9															
	45	33.0- 42.9															
	46	43.0- 54.9															
	47	55.0- 69.9															
	48	70.0- PLUS									1						1
CRAFT	49	$ .1- 15.9															
	50	16.0- 19.9															
	51	20.0- 24.9															
	52	25.0- 32.9															
	53	33.0- 42.9															
	54	43.0- 54.9			5												5
	55	55.0- 69.9			11												11
	56	70.0- PLUS															
MAINT	57	$ .1- 15.9															
	58	16.0- 19.9															
	59	20.0- 24.9															
	60	25.0- 32.9															
	61	33.0- 42.9															
	62	43.0- 54.9			21		1				2						24
	63	55.0- 69.9			2												2
	64	70.0- PLUS															
L IME	65				53		1				3						57

[02 STREETS & HIGHWAYS

2. OTHER THAN FULL-TIME EMPLOYEES

:GORY		HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
ı/ADMI	66															
ONALS	67															
ANS	68															
ON SE	69															
FESSI	70															
RATIV	71															
CRAFT	72															
MAINT	73			9	1					1						11
HER T	74			9	1					1						11

:GORY		HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
ı/ADMI	75															
ONALS	76															
ANS	77			1												1
ON SE	78															
FESSI	79															
RATIV	80															
CRAFT	81															
MAINT	82			4												4
ES	83			5												5

ATION. I certify that the information given in this report is correct and true to the best of my knowledge and was dance with accompanying instructions.(Willfully false statements on this report are punishable by law, U. S. Code, 1001.)

PERSON TO CONTACT REGARDING THIS REPORT: JILL MINETTE TITLE: HUMAN RESOU

225 4TH STREET NORTH
FARGO, ND 58102

TELEPHONE NUMBER (INCLUDE AREA CODE): 701 241-1321

8/19/19 TYPED TITLE OF CERTIFYING OFFICIAL: HUMAN RESOURCES DIR

SIGNATURE OF CERTIFYING OFFICIAL:

[03 PUBLIC WELFARE

1. FULL-TIME EMPLOYEES

GORY		SALARIES	HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
/ADMI	01	$ .1- 15.9															
	02	16.0- 19.9															
	03	20.0- 24.9															
	04	25.0- 32.9															
	05	33.0- 42.9															
	06	43.0- 54.9															
	07	55.0- 69.9															
	08	70.0- PLUS															
ONALS	09	$ .1- 15.9															
	10	16.0- 19.9															
	11	20.0- 24.9															
	12	25.0- 32.9															
	13	33.0- 42.9															
	14	43.0- 54.9							1		1				1		3
	15	55.0- 69.9									1						1
	16	70.0- PLUS									1						1
ANS	17	$ .1- 15.9															
	18	16.0- 19.9															
	19	20.0- 24.9															
	20	25.0- 32.9															
	21	33.0- 42.9															
	22	43.0- 54.9															
	23	55.0- 69.9															
	24	70.0- PLUS															
ON SE	25	$ .1- 15.9															
	26	16.0- 19.9															
	27	20.0- 24.9															
	28	25.0- 32.9															
	29	33.0- 42.9															
	30	43.0- 54.9															
	31	55.0- 69.9															
	32	70.0- PLUS															

I 03 PUBLIC WELFARE

1. FULL-TIME EMPLOYEES (CONTINUED)

GORY		SALARIES	HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
FESSI	33	$ .1- 15.9															
	34	16.0- 19.9															
	35	20.0- 24.9															
	36	25.0- 32.9															
	37	33.0- 42.9			5	1					6	5			1		18
	38	43.0- 54.9															
	39	55.0- 69.9															
	40	70.0- PLUS															
RATIV	41	$ .1- 15.9															
	42	16.0- 19.9															
	43	20.0- 24.9															
	44	25.0- 32.9															
	45	33.0- 42.9															
	46	43.0- 54.9															
	47	55.0- 69.9															
	48	70.0- PLUS															
CRAFT	49	$ .1- 15.9															
	50	16.0- 19.9															
	51	20.0- 24.9															
	52	25.0- 32.9															
	53	33.0- 42.9															
	54	43.0- 54.9															
	55	55.0- 69.9															
	56	70.0- PLUS															
MAINT	57	$ .1- 15.9															
	58	16.0- 19.9															
	59	20.0- 24.9															
	60	25.0- 32.9															
	61	33.0- 42.9															
	62	43.0- 54.9															
	63	55.0- 69.9															
	64	70.0- PLUS															
L IME	65				5	1			1		9	5			2		23

[03 PUBLIC WELFARE

2. OTHER THAN FULL-TIME EMPLOYEES

:GORY	HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
,/ADMI 66															
ONALS 67															
ANS 68															
ON SE 69															
FESSI 70	1		1	1					4	3			1		11
RATIV 71															
CRAFT 72															
MAINT 73															
HER T 74	1		1	1					4	3			1		11

:GORY	HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
,/ADMI 75															
ONALS 76															
ANS 77															
ON SE 78															
FESSI 79			4	1					4	2					11
RATIV 80															
CRAFT 81															
MAINT 82															
ES 83			4	1					4	2					11

ATION. I certify that the information given in this report is correct and true to the best of my knowledge and was dance with accompanying instructions.(Willfully false statements on this report are punishable by law, U. S. Code, T 1001.)

PERSON TO CONTACT REGARDING THIS REPORT: JILL MINETTE TITLE: HUMAN RESOU

225 4TH STREET NORTH
FARGO, ND 58102

TELEPHONE NUMBER (INCLUDE AREA CODE): 701 241-1321

8/19/19 TYPED TITLE OF CERTIFYING OFFICIAL: HUMAN RESOURCES DIR

SIGNATURE OF CERTIFYING OFFICIAL:

[04 POLICE PROTECTION

1. FULL-TIME EMPLOYEES

GORY		SALARIES	HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
/ADMI	01	$ .1- 15.9															
	02	16.0- 19.9															
	03	20.0- 24.9															
	04	25.0- 32.9															
	05	33.0- 42.9															
	06	43.0- 54.9															
	07	55.0- 69.9															
	08	70.0- PLUS			4												4
ONALS	09	$ .1- 15.9															
	10	16.0- 19.9															
	11	20.0- 24.9															
	12	25.0- 32.9															
	13	33.0- 42.9															
	14	43.0- 54.9															
	15	55.0- 69.9															
	16	70.0- PLUS			7												7
ANS	17	$ .1- 15.9															
	18	16.0- 19.9															
	19	20.0- 24.9															
	20	25.0- 32.9															
	21	33.0- 42.9															
	22	43.0- 54.9															
	23	55.0- 69.9															
	24	70.0- PLUS			21				1		2						24
ON SE	25	$ .1- 15.9															
	26	16.0- 19.9															
	27	20.0- 24.9															
	28	25.0- 32.9															
	29	33.0- 42.9									1						1
	30	43.0- 54.9			14				1		7						22
	31	55.0- 69.9	1		66	3	1				12						83
	32	70.0- PLUS			35						5						40

[04 POLICE PROTECTION 1. FULL-TIME EMPLOYEES (CONTINUED)

GORY		SALARIES	HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
FESSI	33	$ .1- 15.9															
	34	16.0- 19.9															
	35	20.0- 24.9															
	36	25.0- 32.9															
	37	33.0- 42.9															
	38	43.0- 54.9															
	39	55.0- 69.9															
	40	70.0- PLUS															
RATIV	41	$ .1- 15.9															
	42	16.0- 19.9															
	43	20.0- 24.9															
	44	25.0- 32.9															
	45	33.0- 42.9									2						2
	46	43.0- 54.9			1						11						12
	47	55.0- 69.9									5						5
	48	70.0- PLUS															
CRAFT	49	$ .1- 15.9															
	50	16.0- 19.9															
	51	20.0- 24.9															
	52	25.0- 32.9															
	53	33.0- 42.9															
	54	43.0- 54.9															
	55	55.0- 69.9															
	56	70.0- PLUS															
MAINT	57	$ .1- 15.9															
	58	16.0- 19.9															
	59	20.0- 24.9															
	60	25.0- 32.9															
	61	33.0- 42.9															
	62	43.0- 54.9															
	63	55.0- 69.9															
	64	70.0- PLUS															
L IME	65		1		148	3	1		2		45						200

[04 POLICE PROTECTION

2. OTHER THAN FULL-TIME EMPLOYEES

:GORY		HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
,/ADMI	66															
ONALS	67															
ANS	68															
ON SE	69															
FESSI	70															
RATIV	71															
CRAFT	72															
MAINT	73															
HER T	74															

:GORY		HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
,/ADMI	75															
ONALS	76															
ANS	77															
ON SE	78	1		15		1		1		5						23
FESSI	79															
RATIV	80			1						1						2
CRAFT	81															
MAINT	82															
ES	83	1		16		1		1		6						25

ATION. I certify that the information given in this report is correct and true to the best of my knowledge and was dance with accompanying instructions.(Willfully false statements on this report are punishable by law, U. S. Code, 1001.)

PERSON TO CONTACT REGARDING THIS REPORT: JILL MINETTE TITLE: HUMAN RESOU

225 4TH STREET NORTH
FARGO, ND 58102

TELEPHONE NUMBER (INCLUDE AREA CODE): 701 241-1321

8/19/19 TYPED TITLE OF CERTIFYING OFFICIAL: HUMAN RESOURCES DIR

SIGNATURE OF CERTIFYING OFFICIAL:

I 05 FIRE PROTECTION

1. FULL-TIME EMPLOYEES

GORY		SALARIES	HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
/ADMI	01	$ .1- 15.9															
	02	16.0- 19.9															
	03	20.0- 24.9															
	04	25.0- 32.9															
	05	33.0- 42.9															
	06	43.0- 54.9															
	07	55.0- 69.9															
	08	70.0- PLUS			10						1						11
ONALS	09	$ .1- 15.9															
	10	16.0- 19.9															
	11	20.0- 24.9															
	12	25.0- 32.9															
	13	33.0- 42.9															
	14	43.0- 54.9															
	15	55.0- 69.9															
	16	70.0- PLUS			36												36
ANS	17	$ .1- 15.9															
	18	16.0- 19.9															
	19	20.0- 24.9															
	20	25.0- 32.9															
	21	33.0- 42.9															
	22	43.0- 54.9															
	23	55.0- 69.9															
	24	70.0- PLUS															
ON SE	25	$ .1- 15.9															
	26	16.0- 19.9															
	27	20.0- 24.9															
	28	25.0- 32.9															
	29	33.0- 42.9															
	30	43.0- 54.9			20	1											21
	31	55.0- 69.9			59				1								60
	32	70.0- PLUS			2												2

[05 FIRE PROTECTION

1. FULL-TIME EMPLOYEES (CONTINUED)

:GORY		SALARIES	HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
)FESSI	33	$ .1- 15.9															
	34	16.0- 19.9															
	35	20.0- 24.9															
	36	25.0- 32.9															
	37	33.0- 42.9															
	38	43.0- 54.9															
	39	55.0- 69.9															
	40	70.0- PLUS															
'RATIV	41	$ .1- 15.9															
	42	16.0- 19.9															
	43	20.0- 24.9															
	44	25.0- 32.9															
	45	33.0- 42.9															
	46	43.0- 54.9															
	47	55.0- 69.9															
	48	70.0- PLUS															
CRAFT	49	$ .1- 15.9															
	50	16.0- 19.9															
	51	20.0- 24.9															
	52	25.0- 32.9															
	53	33.0- 42.9															
	54	43.0- 54.9															
	55	55.0- 69.9															
	56	70.0- PLUS															
MAINT	57	$ .1- 15.9															
	58	16.0- 19.9															
	59	20.0- 24.9															
	60	25.0- 32.9															
	61	33.0- 42.9															
	62	43.0- 54.9															
	63	55.0- 69.9															
	64	70.0- PLUS															
.L 'IME	65				127	1			1		1						130

[05 FIRE PROTECTION

2. OTHER THAN FULL-TIME EMPLOYEES

:GORY	HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
,/ADMI 66															
ONALS 67															
ANS 68															
ON SE 69															
)FESSI 70															
'RATIV 71															
CRAFT 72															
MAINT 73															
'HER T 74															

:GORY	HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
,/ADMI 75															
ONALS 76															
ANS 77															
ON SE 78			5												5
)FESSI 79															
'RATIV 80															
CRAFT 81															
MAINT 82															
ES 83			5												5

'ATION. I certify that the information given in this report is correct and true to the best of my knowledge and was
'dance with accompanying instructions.(Willfully false statements on this report are punishable by law, U. S. Code,
1001.)

PERSON TO CONTACT REGARDING THIS REPORT: JILL MINETTE TITLE: HUMAN RESOU

225 4TH STREET NORTH
FARGO, ND 58102

TELEPHONE NUMBER (INCLUDE AREA CODE): 701 241-1321

8/19/19 TYPED TITLE OF CERTIFYING OFFICIAL: HUMAN RESOURCES DIR

SIGNATURE OF CERTIFYING OFFICIAL:

[06 NATURAL RESOURCES

1. FULL-TIME EMPLOYEES

GORY		SALARIES	HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
/ADMI	01	$ .1- 15.9															
	02	16.0- 19.9															
	03	20.0- 24.9															
	04	25.0- 32.9															
	05	33.0- 42.9															
	06	43.0- 54.9															
	07	55.0- 69.9															
	08	70.0- PLUS			1												1
ONALS	09	$ .1- 15.9															
	10	16.0- 19.9															
	11	20.0- 24.9															
	12	25.0- 32.9															
	13	33.0- 42.9															
	14	43.0- 54.9															
	15	55.0- 69.9															
	16	70.0- PLUS			1												1
ANS	17	$ .1- 15.9															
	18	16.0- 19.9															
	19	20.0- 24.9															
	20	25.0- 32.9															
	21	33.0- 42.9															
	22	43.0- 54.9															
	23	55.0- 69.9															
	24	70.0- PLUS															
ON SE	25	$ .1- 15.9															
	26	16.0- 19.9															
	27	20.0- 24.9															
	28	25.0- 32.9															
	29	33.0- 42.9															
	30	43.0- 54.9															
	31	55.0- 69.9															
	32	70.0- PLUS															

I 06 NATURAL RESOURCES

1. FULL-TIME EMPLOYEES (CONTINUED)

GORY		SALARIES	HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
FESSI	33	$ .1- 15.9															
	34	16.0- 19.9															
	35	20.0- 24.9															
	36	25.0- 32.9															
	37	33.0- 42.9															
	38	43.0- 54.9															
	39	55.0- 69.9															
	40	70.0- PLUS															
RATIV	41	$ .1- 15.9															
	42	16.0- 19.9															
	43	20.0- 24.9															
	44	25.0- 32.9															
	45	33.0- 42.9															
	46	43.0- 54.9															
	47	55.0- 69.9															
	48	70.0- PLUS															
CRAFT	49	$ .1- 15.9															
	50	16.0- 19.9															
	51	20.0- 24.9															
	52	25.0- 32.9															
	53	33.0- 42.9			3												3
	54	43.0- 54.9															
	55	55.0- 69.9			4												4
	56	70.0- PLUS			1												1
MAINT	57	$ .1- 15.9															
	58	16.0- 19.9															
	59	20.0- 24.9															
	60	25.0- 32.9															
	61	33.0- 42.9															
	62	43.0- 54.9															
	63	55.0- 69.9															
	64	70.0- PLUS															
L IME	65				10												10

[06 NATURAL RESOURCES

2. OTHER THAN FULL-TIME EMPLOYEES

:GORY		HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
ı/ADMI	66															
ONALS	67															
ANS	68															
ON SE	69															
›FESSI	70															
'RATIV	71															
CRAFT	72			9						2						11
MAINT	73															
'HER T	74			9						2						11

:GORY		HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
ı/ADMI	75															
ONALS	76															
ANS	77															
ON SE	78															
›FESSI	79															
'RATIV	80															
CRAFT	81			1												1
MAINT	82															
:ES	83			1												1

'ATION. I certify that the information given in this report is correct and true to the best of my knowledge and was
'dance with accompanying instructions.(Willfully false statements on this report are punishable by law, U. S. Code,
1001.)

PERSON TO CONTACT REGARDING THIS REPORT: JILL MINETTE TITLE: HUMAN RESOU

225 4TH STREET NORTH
FARGO, ND 58102

TELEPHONE NUMBER (INCLUDE AREA CODE): 701 241-1321

8/19/19 TYPED TITLE OF CERTIFYING OFFICIAL: HUMAN RESOURCES DIR

SIGNATURE OF CERTIFYING OFFICIAL:

[07 HOSPITALS & SANITARIUMS

1. FULL-TIME EMPLOYEES

GORY		SALARIES	HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
/ADMI	01	$ .1- 15.9															
	02	16.0- 19.9															
	03	20.0- 24.9															
	04	25.0- 32.9															
	05	33.0- 42.9															
	06	43.0- 54.9															
	07	55.0- 69.9															
	08	70.0- PLUS															
ONALS	09	$ .1- 15.9															
	10	16.0- 19.9															
	11	20.0- 24.9															
	12	25.0- 32.9															
	13	33.0- 42.9															
	14	43.0- 54.9															
	15	55.0- 69.9															
	16	70.0- PLUS															
ANS	17	$ .1- 15.9															
	18	16.0- 19.9															
	19	20.0- 24.9															
	20	25.0- 32.9															
	21	33.0- 42.9															
	22	43.0- 54.9															
	23	55.0- 69.9															
	24	70.0- PLUS															
ON SE	25	$ .1- 15.9															
	26	16.0- 19.9															
	27	20.0- 24.9															
	28	25.0- 32.9															
	29	33.0- 42.9															
	30	43.0- 54.9															
	31	55.0- 69.9															
	32	70.0- PLUS															

[07 HOSPITALS & SANITARIUMS

1. FULL-TIME EMPLOYEES (CONTINUED)

GORY		SALARIES	HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
FESSI	33	$ .1- 15.9															
	34	16.0- 19.9															
	35	20.0- 24.9															
	36	25.0- 32.9															
	37	33.0- 42.9															
	38	43.0- 54.9															
	39	55.0- 69.9															
	40	70.0- PLUS															
RATIV	41	$ .1- 15.9															
	42	16.0- 19.9															
	43	20.0- 24.9															
	44	25.0- 32.9															
	45	33.0- 42.9															
	46	43.0- 54.9															
	47	55.0- 69.9															
	48	70.0- PLUS															
CRAFT	49	$ .1- 15.9															
	50	16.0- 19.9															
	51	20.0- 24.9															
	52	25.0- 32.9															
	53	33.0- 42.9															
	54	43.0- 54.9															
	55	55.0- 69.9															
	56	70.0- PLUS															
MAINT	57	$ .1- 15.9															
	58	16.0- 19.9															
	59	20.0- 24.9															
	60	25.0- 32.9															
	61	33.0- 42.9															
	62	43.0- 54.9															
	63	55.0- 69.9															
	64	70.0- PLUS															
L IME	65																

[07 HOSPITALS & SANITARIUMS 2. OTHER THAN FULL-TIME EMPLOYEES

:GORY	HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
,/ADMI 66															
ONALS 67															
ANS 68															
ON SE 69															
)FESSI 70															
'RATIV 71															
CRAFT 72															
MAINT 73															
'HER T 74															

:GORY	HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
,/ADMI 75															
ONALS 76															
ANS 77															
ON SE 78															
)FESSI 79															
'RATIV 80															
CRAFT 81															
MAINT 82															
ES 83															

:ATION. I certify that the information given in this report is correct and true to the best of my knowledge and was
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1001.)

PERSON TO CONTACT REGARDING THIS REPORT: JILL MINETTE TITLE: HUMAN RESOU

225 4TH STREET NORTH
FARGO, ND 58102

TELEPHONE NUMBER (INCLUDE AREA CODE): 701 241-1321

8/19/19 TYPED TITLE OF CERTIFYING OFFICIAL: HUMAN RESOURCES DIR

SIGNATURE OF CERTIFYING OFFICIAL:

[08 HEALTH

1. FULL-TIME EMPLOYEES

GORY		SALARIES	HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
/ADMI	01	$ .1- 15.9															
	02	16.0- 19.9															
	03	20.0- 24.9															
	04	25.0- 32.9															
	05	33.0- 42.9															
	06	43.0- 54.9															
	07	55.0- 69.9															
	08	70.0- PLUS									1						1
ONALS	09	$ .1- 15.9															
	10	16.0- 19.9															
	11	20.0- 24.9															
	12	25.0- 32.9															
	13	33.0- 42.9															
	14	43.0- 54.9									1						1
	15	55.0- 69.9			6						11		1				18
	16	70.0- PLUS		1	5						23						29
ANS	17	$ .1- 15.9															
	18	16.0- 19.9															
	19	20.0- 24.9															
	20	25.0- 32.9															
	21	33.0- 42.9									1						1
	22	43.0- 54.9															
	23	55.0- 69.9															
	24	70.0- PLUS			1												1
ON SE	25	$ .1- 15.9															
	26	16.0- 19.9															
	27	20.0- 24.9															
	28	25.0- 32.9															
	29	33.0- 42.9															
	30	43.0- 54.9															
	31	55.0- 69.9															
	32	70.0- PLUS															

[08 HEALTH

1. FULL-TIME EMPLOYEES (CONTINUED)

:GORY		SALARIES	HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
)FESSI	33	$ .1- 15.9															
	34	16.0- 19.9															
	35	20.0- 24.9															
	36	25.0- 32.9															
	37	33.0- 42.9									2						2
	38	43.0- 54.9									8						8
	39	55.0- 69.9									2						2
	40	70.0- PLUS															
'RATIV	41	$ .1- 15.9															
	42	16.0- 19.9															
	43	20.0- 24.9															
	44	25.0- 32.9															
	45	33.0- 42.9									5						5
	46	43.0- 54.9									7						7
	47	55.0- 69.9									3						3
	48	70.0- PLUS															
CRAFT	49	$ .1- 15.9															
	50	16.0- 19.9															
	51	20.0- 24.9															
	52	25.0- 32.9															
	53	33.0- 42.9															
	54	43.0- 54.9															
	55	55.0- 69.9															
	56	70.0- PLUS															
MAINT	57	$ .1- 15.9															
	58	16.0- 19.9															
	59	20.0- 24.9															
	60	25.0- 32.9															
	61	33.0- 42.9															
	62	43.0- 54.9															
	63	55.0- 69.9															
	64	70.0- PLUS															
.L 'IME	65			1	12						64		1				78

[08 HEALTH

2. OTHER THAN FULL-TIME EMPLOYEES

:GORY		HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
,/ADMI	66															
ONALS	67									25	1					26
ANS	68			1												1
ON SE	69															
FESSI	70									5						5
'RATIV	71									6						6
CRAFT	72															
MAINT	73															
'HER T	74			1						36	1					38

:GORY		HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
,/ADMI	75															
ONALS	76			1						4						5
ANS	77															
ON SE	78															
FESSI	79									2						2
'RATIV	80															
CRAFT	81															
MAINT	82															
:ES	83			1						6						7

'ATION. I certify that the information given in this report is correct and true to the best of my knowledge and was
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1001.)

PERSON TO CONTACT REGARDING THIS REPORT: JILL MINETTE TITLE: HUMAN RESOU

225 4TH STREET NORTH
FARGO, ND 58102

TELEPHONE NUMBER (INCLUDE AREA CODE): 701 241-1321

8/19/19 TYPED TITLE OF CERTIFYING OFFICIAL: HUMAN RESOURCES DIR

SIGNATURE OF CERTIFYING OFFICIAL:

[09 HOUSING

1. FULL-TIME EMPLOYEES

:GORY		SALARIES	HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
,/ADMI	01	$ .1- 15.9															
	02	16.0- 19.9															
	03	20.0- 24.9															
	04	25.0- 32.9															
	05	33.0- 42.9															
	06	43.0- 54.9															
	07	55.0- 69.9															
	08	70.0- PLUS															
ONALS	09	$ .1- 15.9															
	10	16.0- 19.9															
	11	20.0- 24.9															
	12	25.0- 32.9															
	13	33.0- 42.9															
	14	43.0- 54.9															
	15	55.0- 69.9															
	16	70.0- PLUS															
ANS	17	$ .1- 15.9															
	18	16.0- 19.9															
	19	20.0- 24.9															
	20	25.0- 32.9															
	21	33.0- 42.9															
	22	43.0- 54.9															
	23	55.0- 69.9															
	24	70.0- PLUS															
ON SE	25	$ .1- 15.9															
	26	16.0- 19.9															
	27	20.0- 24.9															
	28	25.0- 32.9															
	29	33.0- 42.9															
	30	43.0- 54.9															
	31	55.0- 69.9															
	32	70.0- PLUS															

[09 HOUSING

1. FULL-TIME EMPLOYEES (CONTINUED)

GORY		SALARIES	HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
FESSI	33	$ .1- 15.9															
	34	16.0- 19.9															
	35	20.0- 24.9															
	36	25.0- 32.9															
	37	33.0- 42.9															
	38	43.0- 54.9															
	39	55.0- 69.9															
	40	70.0- PLUS															
RATIV	41	$ .1- 15.9															
	42	16.0- 19.9															
	43	20.0- 24.9															
	44	25.0- 32.9															
	45	33.0- 42.9															
	46	43.0- 54.9															
	47	55.0- 69.9															
	48	70.0- PLUS															
CRAFT	49	$ .1- 15.9															
	50	16.0- 19.9															
	51	20.0- 24.9															
	52	25.0- 32.9															
	53	33.0- 42.9															
	54	43.0- 54.9															
	55	55.0- 69.9															
	56	70.0- PLUS															
MAINT	57	$ .1- 15.9															
	58	16.0- 19.9															
	59	20.0- 24.9															
	60	25.0- 32.9															
	61	33.0- 42.9															
	62	43.0- 54.9															
	63	55.0- 69.9															
	64	70.0- PLUS															
L IME	65																

f 09 HOUSING

2. OTHER THAN FULL-TIME EMPLOYEES

:GORY	HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
,/ADMI 66															
ONALS 67															
ANS 68															
ON SE 69															
FESSI 70															
'RATIV 71															
CRAFT 72															
MAINT 73															
'HER T 74															

:GORY	HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
,/ADMI 75															
ONALS 76															
ANS 77															
ON SE 78															
FESSI 79															
'RATIV 80															
CRAFT 81															
MAINT 82															
:ES 83															

:ATION. I certify that the information given in this report is correct and true to the best of my knowledge and was
·dance with accompanying instructions.(Willfully false statements on this report are punishable by law, U. S. Code, T
1001.)

PERSON TO CONTACT REGARDING THIS REPORT: JILL MINETTE TITLE: HUMAN RESOUR

225 4TH STREET NORTH
FARGO, ND 58102

TELEPHONE NUMBER (INCLUDE AREA CODE): 701 241-1321

8/19/19 TYPED TITLE OF CERTIFYING OFFICIAL: HUMAN RESOURCES DIR

SIGNATURE OF CERTIFYING OFFICIAL:

[10 COMMUNITY DEVELOPMENT

1. FULL-TIME EMPLOYEES

GORY		SALARIES	HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TAL O
/ADMI	01	$ .1- 15.9															
	02	16.0- 19.9															
	03	20.0- 24.9															
	04	25.0- 32.9															
	05	33.0- 42.9															
	06	43.0- 54.9															
	07	55.0- 69.9															
	08	70.0- PLUS															
ONALS	09	$ .1- 15.9															
	10	16.0- 19.9															
	11	20.0- 24.9															
	12	25.0- 32.9															
	13	33.0- 42.9															
	14	43.0- 54.9															
	15	55.0- 69.9															
	16	70.0- PLUS															
ANS	17	$ .1- 15.9															
	18	16.0- 19.9															
	19	20.0- 24.9															
	20	25.0- 32.9															
	21	33.0- 42.9															
	22	43.0- 54.9															
	23	55.0- 69.9															
	24	70.0- PLUS															
ON SE	25	$ .1- 15.9															
	26	16.0- 19.9															
	27	20.0- 24.9															
	28	25.0- 32.9															
	29	33.0- 42.9															
	30	43.0- 54.9															
	31	55.0- 69.9															
	32	70.0- PLUS															

[10 COMMUNITY DEVELOPMENT 1. FULL-TIME EMPLOYEES (CONTINUED)

:GORY		SALARIES	HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
)FESSI	33	$ .1- 15.9															
	34	16.0- 19.9															
	35	20.0- 24.9															
	36	25.0- 32.9															
	37	33.0- 42.9															
	38	43.0- 54.9															
	39	55.0- 69.9															
	40	70.0- PLUS															
'RATIV	41	$ .1- 15.9															
	42	16.0- 19.9															
	43	20.0- 24.9															
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	46	43.0- 54.9															
	47	55.0- 69.9															
	48	70.0- PLUS															
CRAFT	49	$ .1- 15.9															
	50	16.0- 19.9															
	51	20.0- 24.9															
	52	25.0- 32.9															
	53	33.0- 42.9															
	54	43.0- 54.9															
	55	55.0- 69.9															
	56	70.0- PLUS															
MAINT	57	$ .1- 15.9															
	58	16.0- 19.9															
	59	20.0- 24.9															
	60	25.0- 32.9															
	61	33.0- 42.9															
	62	43.0- 54.9															
	63	55.0- 69.9															
	64	70.0- PLUS															
.L 'IME	65																

[10 COMMUNITY DEVELOPMENT

2. OTHER THAN FULL-TIME EMPLOYEES

:GORY		HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
ı/ADMI	66															
ONALS	67															
ANS	68															
ON SE	69															
ıFESSI	70															
'RATIV	71															
CRAFT	72															
MAINT	73															
'HER T	74															

:GORY		HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
ı/ADMI	75															
ONALS	76															
ANS	77															
ON SE	78															
ıFESSI	79															
'RATIV	80															
CRAFT	81															
MAINT	82															
:ES	83															

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PERSON TO CONTACT REGARDING THIS REPORT: JILL MINETTE TITLE: HUMAN RESOU

225 4TH STREET NORTH
FARGO, ND 58102

TELEPHONE NUMBER (INCLUDE AREA CODE): 701 241-1321

8/19/19 TYPED TITLE OF CERTIFYING OFFICIAL: HUMAN RESOURCES DIR

SIGNATURE OF CERTIFYING OFFICIAL:

[11 CORRECTIONS

1. FULL-TIME EMPLOYEES

:GORY		SALARIES	HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
ı/ADMI	01	$ .1- 15.9															
	02	16.0- 19.9															
	03	20.0- 24.9															
	04	25.0- 32.9															
	05	33.0- 42.9															
	06	43.0- 54.9															
	07	55.0- 69.9															
	08	70.0- PLUS															
ONALS	09	$ .1- 15.9															
	10	16.0- 19.9															
	11	20.0- 24.9															
	12	25.0- 32.9															
	13	33.0- 42.9															
	14	43.0- 54.9															
	15	55.0- 69.9															
	16	70.0- PLUS															
ANS	17	$ .1- 15.9															
	18	16.0- 19.9															
	19	20.0- 24.9															
	20	25.0- 32.9															
	21	33.0- 42.9															
	22	43.0- 54.9															
	23	55.0- 69.9															
	24	70.0- PLUS															
ON SE	25	$ .1- 15.9															
	26	16.0- 19.9															
	27	20.0- 24.9															
	28	25.0- 32.9															
	29	33.0- 42.9															
	30	43.0- 54.9															
	31	55.0- 69.9															
	32	70.0- PLUS															

[11 CORRECTIONS

1. FULL-TIME EMPLOYEES (CONTINUED)

:GORY		SALARIES	HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
)FESSI	33	$ .1- 15.9															
	34	16.0- 19.9															
	35	20.0- 24.9															
	36	25.0- 32.9															
	37	33.0- 42.9															
	38	43.0- 54.9															
	39	55.0- 69.9															
	40	70.0- PLUS															
'RATIV	41	$ .1- 15.9															
	42	16.0- 19.9															
	43	20.0- 24.9															
	44	25.0- 32.9															
	45	33.0- 42.9															
	46	43.0- 54.9															
	47	55.0- 69.9															
	48	70.0- PLUS															
CRAFT	49	$ .1- 15.9															
	50	16.0- 19.9															
	51	20.0- 24.9															
	52	25.0- 32.9															
	53	33.0- 42.9															
	54	43.0- 54.9															
	55	55.0- 69.9															
	56	70.0- PLUS															
MAINT	57	$ .1- 15.9															
	58	16.0- 19.9															
	59	20.0- 24.9															
	60	25.0- 32.9															
	61	33.0- 42.9															
	62	43.0- 54.9															
	63	55.0- 69.9															
	64	70.0- PLUS															
.L 'IME	65																

[11 CORRECTIONS

2. OTHER THAN FULL-TIME EMPLOYEES

:GORY	HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
,/ADMI 66															
ONALS 67															
ANS 68															
ON SE 69															
FESSI 70															
'RATIV 71															
CRAFT 72															
MAINT 73															
'HER T 74															

:GORY	HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
,/ADMI 75															
ONALS 76															
ANS 77															
ON SE 78															
FESSI 79															
'RATIV 80															
CRAFT 81															
MAINT 82															
ES 83															

'ATION. I certify that the information given in this report is correct and true to the best of my knowledge and was
'dance with accompanying instructions.(Willfully false statements on this report are punishable by law, U. S. Code, '
1001.)

PERSON TO CONTACT REGARDING THIS REPORT: JILL MINETTE TITLE: HUMAN RESOU

225 4TH STREET NORTH
FARGO, ND 58102

TELEPHONE NUMBER (INCLUDE AREA CODE): 701 241-1321

8/19/19 TYPED TITLE OF CERTIFYING OFFICIAL: HUMAN RESOURCES DIR

SIGNATURE OF CERTIFYING OFFICIAL:

[12 UTIL & TRANSPORTATION

1. FULL-TIME EMPLOYEES

GORY		SALARIES	HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
/ADMI	01	$ .1- 15.9															
	02	16.0- 19.9															
	03	20.0- 24.9															
	04	25.0- 32.9															
	05	33.0- 42.9															
	06	43.0- 54.9															
	07	55.0- 69.9															
	08	70.0- PLUS			3												3
ONALS	09	$ .1- 15.9															
	10	16.0- 19.9															
	11	20.0- 24.9															
	12	25.0- 32.9															
	13	33.0- 42.9															
	14	43.0- 54.9															
	15	55.0- 69.9															
	16	70.0- PLUS			3						1						4
ANS	17	$ .1- 15.9															
	18	16.0- 19.9															
	19	20.0- 24.9															
	20	25.0- 32.9															
	21	33.0- 42.9															
	22	43.0- 54.9															
	23	55.0- 69.9			4												4
	24	70.0- PLUS			5												5
ON SE	25	$ .1- 15.9															
	26	16.0- 19.9															
	27	20.0- 24.9															
	28	25.0- 32.9															
	29	33.0- 42.9															
	30	43.0- 54.9															
	31	55.0- 69.9															
	32	70.0- PLUS															

[12 UTIL & TRANSPORTATION 1. FULL-TIME EMPLOYEES (CONTINUED)

GORY		SALARIES	HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
FESSI	33	$ .1- 15.9															
	34	16.0- 19.9															
	35	20.0- 24.9															
	36	25.0- 32.9															
	37	33.0- 42.9															
	38	43.0- 54.9															
	39	55.0- 69.9															
	40	70.0- PLUS			1												1
RATIV	41	$ .1- 15.9															
	42	16.0- 19.9															
	43	20.0- 24.9															
	44	25.0- 32.9															
	45	33.0- 42.9			1						2						3
	46	43.0- 54.9															
	47	55.0- 69.9			1						3						4
	48	70.0- PLUS															
CRAFT	49	$ .1- 15.9															
	50	16.0- 19.9															
	51	20.0- 24.9															
	52	25.0- 32.9															
	53	33.0- 42.9	2		2						1						5
	54	43.0- 54.9			7						1						8
	55	55.0- 69.9			17												17
	56	70.0- PLUS			3												3
MAINT	57	$ .1- 15.9															
	58	16.0- 19.9															
	59	20.0- 24.9															
	60	25.0- 32.9															
	61	33.0- 42.9			1												1
	62	43.0- 54.9			10												10
	63	55.0- 69.9			3												3
	64	70.0- PLUS															
L IME	65		2		61						8						71

[12 UTIL & TRANSPORTATION

2. OTHER THAN FULL-TIME EMPLOYEES

:GORY		HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
,/ADMI	66															
ONALS	67															
ANS	68			3												3
ON SE	69															
FESSI	70															
RATIV	71															
CRAFT	72															
MAINT	73			6	2					1						9
HER T	74			9	2					1						12

:GORY		HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
,/ADMI	75															
ONALS	76															
ANS	77															
ON SE	78															
FESSI	79															
RATIV	80															
CRAFT	81	2		4						1						1
MAINT	82									2						8
ES	83	2		4						3						9

ATION. I certify that the information given in this report is correct and true to the best of my knowledge and was
dance with accompanying instructions.(Willfully false statements on this report are punishable by law, U. S. Code,
1001.)

PERSON TO CONTACT REGARDING THIS REPORT: JILL MINETTE TITLE: HUMAN RESOU

225 4TH STREET NORTH
FARGO, ND 58102

TELEPHONE NUMBER (INCLUDE AREA CODE): 701 241-1321

8/19/19 TYPED TITLE OF CERTIFYING OFFICIAL: HUMAN RESOURCES DIR

SIGNATURE OF CERTIFYING OFFICIAL:

[13 SANITATION & SEWAGE

1. FULL-TIME EMPLOYEES

GORY		SALARIES	HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
/ADMI	01	$ .1- 15.9															
	02	16.0- 19.9															
	03	20.0- 24.9															
	04	25.0- 32.9															
	05	33.0- 42.9															
	06	43.0- 54.9															
	07	55.0- 69.9															
	08	70.0- PLUS			3												3
ONALS	09	$ .1- 15.9															
	10	16.0- 19.9															
	11	20.0- 24.9															
	12	25.0- 32.9															
	13	33.0- 42.9															
	14	43.0- 54.9															
	15	55.0- 69.9															
	16	70.0- PLUS															
ANS	17	$ .1- 15.9															
	18	16.0- 19.9															
	19	20.0- 24.9															
	20	25.0- 32.9															
	21	33.0- 42.9															
	22	43.0- 54.9			1												1
	23	55.0- 69.9			2												2
	24	70.0- PLUS			4						1						5
ON SE	25	$ .1- 15.9															
	26	16.0- 19.9															
	27	20.0- 24.9															
	28	25.0- 32.9															
	29	33.0- 42.9															
	30	43.0- 54.9															
	31	55.0- 69.9															
	32	70.0- PLUS															

[13 SANITATION & SEWAGE

1. FULL-TIME EMPLOYEES (CONTINUED)

GORY		SALARIES	HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
FESSI	33	$ .1- 15.9															
	34	16.0- 19.9															
	35	20.0- 24.9															
	36	25.0- 32.9															
	37	33.0- 42.9															
	38	43.0- 54.9															
	39	55.0- 69.9			1						2						3
	40	70.0- PLUS			3												3
RATIV	41	$ .1- 15.9															
	42	16.0- 19.9															
	43	20.0- 24.9															
	44	25.0- 32.9															
	45	33.0- 42.9															
	46	43.0- 54.9									1						1
	47	55.0- 69.9															
	48	70.0- PLUS									1						1
CRAFT	49	$ .1- 15.9															
	50	16.0- 19.9															
	51	20.0- 24.9															
	52	25.0- 32.9															
	53	33.0- 42.9															
	54	43.0- 54.9			5												5
	55	55.0- 69.9			11					1							12
	56	70.0- PLUS			2												2
MAINT	57	$ .1- 15.9															
	58	16.0- 19.9															
	59	20.0- 24.9															
	60	25.0- 32.9															
	61	33.0- 42.9			1												1
	62	43.0- 54.9			19												19
	63	55.0- 69.9	1		13						1						15
	64	70.0- PLUS															
L IME	65		1		65					1	6						73

[13 SANITATION & SEWAGE

2. OTHER THAN FULL-TIME EMPLOYEES

:GORY	HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
,/ADMI 66															
ONALS 67															
ANS 68															
ON SE 69															
FESSI 70															
'RATIV 71															
CRAFT 72															
MAINT 73			3	1											4
'HER T 74			3	1											4

:GORY	HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
,/ADMI 75															
ONALS 76															
ANS 77															
ON SE 78															
FESSI 79															
'RATIV 80															
CRAFT 81															
MAINT 82			3												3
:ES 83			3												3

'ATION. I certify that the information given in this report is correct and true to the best of my knowledge and was 'dance with accompanying instructions.(Willfully false statements on this report are punishable by law, U. S. Code, T 1001.)

PERSON TO CONTACT REGARDING THIS REPORT: JILL MINETTE TITLE: HUMAN RESOUI

225 4TH STREET NORTH
FARGO, ND 58102

TELEPHONE NUMBER (INCLUDE AREA CODE): 701 241-1321

8/19/19 TYPED TITLE OF CERTIFYING OFFICIAL: HUMAN RESOURCES DIR

SIGNATURE OF CERTIFYING OFFICIAL:

[15 OTHER

1. FULL-TIME EMPLOYEES

GORY		SALARIES	HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
/ADMI	01	$ .1- 15.9															
	02	16.0- 19.9															
	03	20.0- 24.9															
	04	25.0- 32.9															
	05	33.0- 42.9															
	06	43.0- 54.9															
	07	55.0- 69.9			2						2						2
	08	70.0- PLUS			11						6						8
											4						15
ONALS	09	$ .1- 15.9															
	10	16.0- 19.9															
	11	20.0- 24.9															
	12	25.0- 32.9															
	13	33.0- 42.9															
	14	43.0- 54.9			1												
	15	55.0- 69.9			2						2						1
	16	70.0- PLUS			12						4						4
																	16
ANS	17	$ .1- 15.9															
	18	16.0- 19.9															
	19	20.0- 24.9															
	20	25.0- 32.9															
	21	33.0- 42.9															
	22	43.0- 54.9			5												
	23	55.0- 69.9			7	1			1		1						6
	24	70.0- PLUS			21				1		1						9
																	23
ON SE	25	$ .1- 15.9															
	26	16.0- 19.9															
	27	20.0- 24.9															
	28	25.0- 32.9															
	29	33.0- 42.9															
	30	43.0- 54.9															
	31	55.0- 69.9															
	32	70.0- PLUS															

1. FULL-TIME EMPLOYEES (CONTINUED)

GORY		SALARIES	HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
FESSI	33	$ .1- 15.9															
	34	16.0- 19.9															
	35	20.0- 24.9															
	36	25.0- 32.9															
	37	33.0- 42.9															
	38	43.0- 54.9			3						3						6
	39	55.0- 69.9			2						2						4
	40	70.0- PLUS															
RATIV	41	$ .1- 15.9															
	42	16.0- 19.9															
	43	20.0- 24.9															
	44	25.0- 32.9															
	45	33.0- 42.9			1						7						8
	46	43.0- 54.9		2							19						21
	47	55.0- 69.9			1						7						8
	48	70.0- PLUS															
CRAFT	49	$ .1- 15.9															
	50	16.0- 19.9															
	51	20.0- 24.9															
	52	25.0- 32.9															
	53	33.0- 42.9			4												4
	54	43.0- 54.9	2		5												7
	55	55.0- 69.9			13												13
	56	70.0- PLUS			4												4
MAINT	57	$ .1- 15.9															
	58	16.0- 19.9															
	59	20.0- 24.9															
	60	25.0- 32.9			1												1
	61	33.0- 42.9	1		7	2	1				1						12
	62	43.0- 54.9			8	1											9
	63	55.0- 69.9			3						2						5
	64	70.0- PLUS			1												1
L IME	65		3	2	114	4	1		2		61						187

[15 OTHER

2. OTHER THAN FULL-TIME EMPLOYEES

:GORY		HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
,/ADMI	66			1						2						3
ONALS	67			2						1						3
ANS	68									1						1
ON SE	69															
)FESSI	70															
'RATIV	71		1	28						69	1			1		100
CRAFT	72									1						1
MAINT	73	12	5	409	11	3		11	1	350	3	1		5		811
'HER T	74	12	6	440	11	3		11	1	424	4	1		6		919

:GORY		HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
,/ADMI	75			1						1						2
ONALS	76			3												3
ANS	77															
ON SE	78															
)FESSI	79															
'RATIV	80		1							1						2
CRAFT	81			1												1
MAINT	82			3												3
:ES	83		1	8						2						11

'ATION. I certify that the information given in this report is correct and true to the best of my knowledge and was
'dance with accompanying instructions.(Willfully false statements on this report are punishable by law, U. S. Code,
1001.)

PERSON TO CONTACT REGARDING THIS REPORT: JILL MINETTE TITLE: HUMAN RESOU

225 4TH STREET NORTH
FARGO, ND 58102

TELEPHONE NUMBER (INCLUDE AREA CODE): 701 241-1321

8/19/19 TYPED TITLE OF CERTIFYING OFFICIAL: HUMAN RESOURCES DIR

SIGNATURE OF CERTIFYING OFFICIAL:

04 05 06 08 12 13 15

1. FULL-TIME EMPLOYEES

		SALARIES	HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
:GORY																	
,/ADMI	01	$ .1- 15.9															
	02	16.0- 19.9															
	03	20.0- 24.9															
	04	25.0- 32.9															
	05	33.0- 42.9															
	06	43.0- 54.9									2						2
	07	55.0- 69.9			2						6						8
	08	70.0- PLUS			39						9						48
ONALS	09	$ .1- 15.9															
	10	16.0- 19.9															
	11	20.0- 24.9															
	12	25.0- 32.9															
	13	33.0- 42.9															
	14	43.0- 54.9			3				1		2				1		7
	15	55.0- 69.9			13						17		1				31
	16	70.0- PLUS	1	1	82						35				1		120
ANS	17	$ .1- 15.9															
	18	16.0- 19.9															
	19	20.0- 24.9															
	20	25.0- 32.9															
	21	33.0- 42.9									1						1
	22	43.0- 54.9			8						1						9
	23	55.0- 69.9			31	1			1		3						36
	24	70.0- PLUS			63				3		7						73
ON SE	25	$ .1- 15.9															
	26	16.0- 19.9															
	27	20.0- 24.9															
	28	25.0- 32.9															
	29	33.0- 42.9									1						1
	30	43.0- 54.9			34	1			1		7						43
	31	55.0- 69.9	1		125	3	1		1		12						143
	32	70.0- PLUS			37						5						42

1. FULL-TIME EMPLOYEES (CONTINUED)

GORY		SALARIES	HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
FESSI	33	$ .1- 15.9															
	34	16.0- 19.9															
	35	20.0- 24.9															
	36	25.0- 32.9															
	37	33.0- 42.9			5	1					8	5			1		20
	38	43.0- 54.9			3						13						16
	39	55.0- 69.9			3						7						10
	40	70.0- PLUS			6						1						7
RATIV	41	$ .1- 15.9															
	42	16.0- 19.9															
	43	20.0- 24.9															
	44	25.0- 32.9															
	45	33.0- 42.9			2						17						19
	46	43.0- 54.9		2	1		1				45						49
	47	55.0- 69.9		1	2						23						26
	48	70.0- PLUS			1	1					4						6
CRAFT	49	$ .1- 15.9															
	50	16.0- 19.9															
	51	20.0- 24.9															
	52	25.0- 32.9															
	53	33.0- 42.9	2		9						1						12
	54	43.0- 54.9	2		22						1						25
	55	55.0- 69.9			56					1							57
	56	70.0- PLUS			10												10
MAINT	57	$ .1- 15.9															
	58	16.0- 19.9															
	59	20.0- 24.9															
	60	25.0- 32.9			1												1
	61	33.0- 42.9	1		9	2	1				1						14
	62	43.0- 54.9			58	1	1				2						62
	63	55.0- 69.9	1		21						3						25
	64	70.0- PLUS			1												1
L IME	65		8	4	647	10	4		7	1	234	5	1		3		924

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2. OTHER THAN FULL-TIME EMPLOYEES

GORY		HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
/ADMI	66			1						2						3
ONALS	67			2						26	1					29
ANS	68			4						1						5
ON SE	69															
FESSI	70	1		1	1					10	3			1		17
RATIV	71		1	30						75	1			1		108
CRAFT	72			9						3						12
MAINT	73	12	5	427	15	3		11	1	352	3	1		5		835
HER T	74	13	6	474	16	3		11	1	469	8	1		7		1009

3. NEW HIRES DURING FISCAL YEAR - PERMANENT FULL TIME ONLY

/ADMI	75			1						1						2
ONALS	76			4						4				1		9
ANS	77			3												3
ON SE	78	1		20		1		1		5						28
FESSI	79			4	1					7	2					14
RATIV	80		1	1						4						6
CRAFT	81	2		6						2						10
MAINT	82			10												10
ES	83	3	1	49	1	1		1		23	2			1		82

ATION. I certify that the information given in this report is correct and true to the best of my knowledge and was dance with accompanying instructions.(Willfully false statements on this report are punishable by law, U. S. Code, 1001.)

PERSON TO CONTACT REGARDING THIS REPORT: JILL MINETTE TITLE: HUMAN RESOU

225 4TH STREET NORTH
FARGO, ND 58102

TELEPHONE NUMBER (INCLUDE AREA CODE): 701 241-1321

8/19/19 TYPED TITLE OF CERTIFYING OFFICIAL: HUMAN RESOURCES DIR

SIGNATURE OF CERTIFYING OFFICIAL:

06 08 12 13

1. FULL-TIME EMPLOYEES

GORY		SALARIES	HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
/ADMI	01	$ .1- 15.9															
	02	16.0- 19.9															
	03	20.0- 24.9															
	04	25.0- 32.9															
	05	33.0- 42.9															
	06	43.0- 54.9															
	07	55.0- 69.9															
	08	70.0- PLUS			14						4						18
ONALS	09	$ .1- 15.9															
	10	16.0- 19.9															
	11	20.0- 24.9															
	12	25.0- 32.9															
	13	33.0- 42.9															
	14	43.0- 54.9			2				1		2				1		6
	15	55.0- 69.9			11						15		1				27
	16	70.0- PLUS	1	1	27						31				1		61
ANS	17	$ .1- 15.9															
	18	16.0- 19.9															
	19	20.0- 24.9															
	20	25.0- 32.9															
	21	33.0- 42.9															
	22	43.0- 54.9			3						1						1
	23	55.0- 69.9			24						3						3
	24	70.0- PLUS			21				1		4						27
ON SE	25	$ .1- 15.9															26
	26	16.0- 19.9															
	27	20.0- 24.9															
	28	25.0- 32.9															
	29	33.0- 42.9															
	30	43.0- 54.9															
	31	55.0- 69.9															
	32	70.0- PLUS															

1. FULL-TIME EMPLOYEES (CONTINUED)

GORY		SALARIES	HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
FESSI	33	$ .1- 15.9															
	34	16.0- 19.9															
	35	20.0- 24.9															
	36	25.0- 32.9															
	37	33.0- 42.9			5	1					8	5			1		20
	38	43.0- 54.9									10						10
	39	55.0- 69.9			1						5						6
	40	70.0- PLUS			6						1						7
RATIV	41	$ .1- 15.9															
	42	16.0- 19.9															
	43	20.0- 24.9															
	44	25.0- 32.9															
	45	33.0- 42.9			1						8						9
	46	43.0- 54.9					1				15						16
	47	55.0- 69.9		1	1						11						13
	48	70.0- PLUS			1	1					4						6
CRAFT	49	$ .1- 15.9															
	50	16.0- 19.9															
	51	20.0- 24.9															
	52	25.0- 32.9															
	53	33.0- 42.9	2		5						1						8
	54	43.0- 54.9			17						1						18
	55	55.0- 69.9			43					1							44
	56	70.0- PLUS			6												6
MAINT	57	$ .1- 15.9															
	58	16.0- 19.9															
	59	20.0- 24.9															
	60	25.0- 32.9															
	61	33.0- 42.9			2												2
	62	43.0- 54.9			50		1				2						53
	63	55.0- 69.9	1		18						1						20
	64	70.0- PLUS															
L IME	65		4	2	258	2	2		2	1	127	5	1		3		407

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2. OTHER THAN FULL-TIME EMPLOYEES

:GORY		HISPANIC OR LATINO MALE A	HISPANIC OR LATINO FEMALE B	NON-HISPANIC OR LATINO MALE C	D	E	F	G	H	NON-HISPANIC OR LATINO FEMALE I	J	K	L	M	N	TOTAL O
,/ADMI	66															
ONALS	67									25	1					26
ANS	68			4												4
ON SE	69															
)FESSI	70	1		1	1					10	3			1		17
'RATIV	71			2						6						8
CRAFT	72			9						2						11
MAINT	73			18	4					2						24
'HER T	74	1		34	5					45	4			1		90

3. NEW HIRES DURING FISCAL YEAR - PERMANENT FULL TIME ONLY

,/ADMI	75															
ONALS	76			1						4				1		6
ANS	77			3												3
ON SE	78															
)FESSI	79			4	1					7	2					14
'RATIV	80									2						2
CRAFT	81	2		5						2						9
MAINT	82			7												7
:ES	83	2		20	1					15	2			1		41

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'dance with accompanying instructions.(Willfully false statements on this report are punishable by law, U. S. Code,
1001.)

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225 4TH STREET NORTH
FARGO, ND 58102

TELEPHONE NUMBER (INCLUDE AREA CODE): 701 241-1321

8/19/19 TYPED TITLE OF CERTIFYING OFFICIAL: HUMAN RESOURCES DIR

SIGNATURE OF CERTIFYING OFFICIAL:

P	M	C	FIEPKORN, DAVID A	1849	28,007.20	6/24/14	DEPUTY MAYOR CITY COMM (OTHER
P	M	C	MAHONEY, TIMOTHY J	1469	53,872.00	9/27/05	MAYOR CITY COMMISSION (EIN AD
P	M	C	DAWSON, STEPHEN R	2794	113,599.20	6/26/12	MUNICIPAL JUDGE (OTHER)

OFFICIAL/ADMINISTRATION

F	M	C	COSTIN, KENT A	393	167,190.40	10/20/86	DIRECTOR OF FINANCE (FIN ADM NEW
F	M	C	WILLIAMS, MARK D	2532	113,838.40	8/23/02	ASST DIR OF PLANNING AND DEV
F	M	C	TARALSON, BRUCE W	2311	116,209.60	5/01/01	INSPECTIONS DIR/BLDG OFFICIA
F	M	C	GRONNEBERG, RONALD M	810	156,603.20	5/26/00	CHIEF INFO OFFICER (FINC ADM)
F	M	C	HUSHKA, BEN D	1054	128,731.20	6/21/76	CITY ASSESSOR (FINC ADM)
F	F	C	ANDERSON, KEMBER A	53	80,267.20	11/10/08	EXECUTIVE ASSISTANT (FINC AD
F	F	C	MINETTE, JILL C	1586	146,660.80	1/19/04	HR DIRECTOR (FINC ADM)
F	F	C	CRUTCHFIELD, NICOLE B	412	124,072.00	8/20/07	DIRECTOR OF PLANNING AND DEV

PROFESSIONALS

F	M	C	REDEPENNING, MARK D	2884	54,766.40	4/22/13	DESKTOP TECHNICIAN I NEW
F	M	C	PEDERSON, COREY C	3864	50,627.20	3/28/16	DESKTOP TECHNICIAN I
F	M	C	BRASKI, JONATHAN J	2725	60,611.20	1/03/12	GIS TECH II (OTHER)
F	M	C	HENNIS, JASON U	4233	61,921.60	3/27/17	SERVER NETWORK TECHNICIAN II
F	M	C	EIDENSCHINK, RAYMOND P	3749	63,752.00	2/08/16	SERVER NETWORK TECHNICIAN II
F	M	C	HAUGEN, MATTHEW J	3243	63,752.00	8/24/15	SERVER NETWORK TECHNICIAN II
F	M	C	GRUHOT JR, DAVID A	817	58,926.40	4/06/09	DESKTOP TECHNICIAN I
F	F	C	PAGEL, JILL M	1783	66,913.60	5/24/11	DEPUTY CITY AUDITOR
F	F	C	HOUIM, JESSICA L	3129	60,611.20	12/01/14	ACCOUNTANT
F	F	C	BAGLEY, KYLENE N	3744	65,041.60	1/29/16	PLANNER (FINC ADM)
F	M	A	VILLANUEVA, ANTONIO P	2422	74,256.00	3/03/05	SERVER NETWORK TECHNICIAN II
F	M	C	FRISCH, JOSEPH P	685	70,366.40	6/04/01	DESKTOP TECHNICIAN II
F	M	C	PALUBICKI, BRANDON J	2933	78,395.20	7/29/13	PUBLIC SAFETY SYSTEM ADMIN I
F	M	C	LINDBERG, LUKE W	2653	80,454.40	5/31/11	SAFETY MANAGER (FINC ADM)
F	M	C	KRANITZ, RYAN M	2868	78,291.20	3/11/13	APPLICATIONS DEVELOPER II
F	M	C	ANDERSON, MATTHEW R	2976	72,259.20	1/06/14	SERVER NETWORK TECHNICIAN II
F	M	C	VOECKS, DAVID A	2428	91,291.20	3/14/05	APPLICATIONS DEVELOPER III
F	M	C	MASON, MATTHEW S	2910	78,291.20	5/28/13	APPLICATIONS DEVELOPER II
F	M	C	NELSON, AARON M	2882	80,267.20	4/09/13	LONG RANGE PLANNING COORD
F	M	C	VALKOV, PETAR M	3034	70,720.00	1/30/17	PLAN REVIEWER II
F	M	C	DESOTEL, DOUGLAS T	469	82,056.00	4/01/98	PLAN REVIEWER II
F	M	C	PETERSON, MATTHEW G	4066	80,267.20	7/11/16	ASSISTANT TRANSIT DIRECTOR
F	M	C	KRESS, DONALD C	3946	91,291.20	5/09/16	CURRENT PLANNING COORDINATOR
F	M	C	SPRAGUE, STEVEN H	2224	111,612.80	12/13/99	CITY AUDITOR (FINC ADM)
F	M	C	KEEL, TODD M	3618	74,318.40	1/04/16	PUBLIC SAFETY SYSTEM ADMIN I
F	M	C	SMEBY, BRYCE L	3252	74,318.40	9/14/15	PUBLIC SAFETY SYSTEM ADMIN I
F	M	C	HENDERSON, ROBERT J	4396	74,318.40	10/09/17	SERVER NETWORK TECHNICIAN II
F	F	C	ZAHRADKA, MEGAN H	3181	70,720.00	5/04/15	FINANCIAL/BUDGET ANALYST
F	F	C	CALKINS, SHEREE L	295	95,700.80	5/07/07	ACCOUNTING SUPERVISOR
F	F	C	FLANAGAN, JENICA J	646	112,278.40	11/19/07	ACCOUNTING MANAGER

PROFESSIONALS

							NEW
F	F	C	BULLOCK, JAMIE M	271	88,649.60	5/14/07	GRANTS ACCOUNTANT
F	F	C	ELSHAUG, MAEGIN A	2855	78,062.40	1/24/13	URBAN DEVELOPMENT COORDINATOR
F	F	C	SYLSKAR, KRISTIN K	2307	82,492.80	7/11/02	SENIOR PLANNER (FINC ADM)
F	F	G	BRASETH, TIA M	4586	86,902.40	8/01/18	COMMUNITY DEVELOPMENT COORD

TECHNICIANS

							NEW
F	M	C	WOLTMANN, JONATHON A	4711	54,142.40	3/04/19	INSPECTOR I (FINC ADM)
F	M	C	EICKHOFF, STEVEN A	4783	54,142.40	5/13/19	CODE ENFORCEMENT INSPECTOR
F	M	C	GIRDNER, JOSEPH E	3161	62,233.60	3/16/15	INSPECTOR I (FINC ADM)
F	M	C	MOSS, MICHAEL L	3823	65,436.80	2/22/16	INSPECTOR II (FINC ADM)
F	M	C	HILDEBRAND, CLINTON G	3135	62,233.60	1/05/15	INSPECTOR I (FINC ADM)
F	M	C	HILLMAN, DUSTIN E	3067	63,876.80	6/23/14	INSPECTOR I (FINC ADM)
F	M	C	YATES, WILLIAM D	4551	55,785.60	6/11/18	INSPECTOR I (FINC ADM)
F	M	C	THOMPSON, WILLIAM D	4090	60,257.60	8/08/16	INSPECTOR II (FINC ADM)
F	M	C	OLSON, LUCAS D	3099	62,233.60	9/08/14	INSPECTOR I (FINC ADM)
F	M	C	KYLLO, KASEY V	4209	57,324.80	2/21/17	INSPECTOR I (FINC ADM)
F	M	C	ARENS, JOHN L	75	68,952.00	11/18/13	INSPECTOR II (FINC ADM)
F	M	C	MAYER, ERIC G	2729	65,478.40	1/16/12	INSPECTOR I (FINC ADM)
F	F	C	GAULRAPP, MELISSA J	715	65,145.60	4/19/99	PLAN REVIEWER I
F	F	C	LARSON, ELIZABETH M	3087	65,436.80	8/25/14	APPRAISER/LAND MGMT SPECIALIS
F	F	C	ASH, TERESA L	81	67,246.40	8/12/02	PROPERTY APPRAISER II (FIN AD
F	M	C	SPLONSKOWSKI JR, MICHAEL F	2854	80,454.40	1/07/13	PROPERTY APPRAISER III
F	M	C	SHOWALTER, JAMES D	2147	72,467.20	2/07/05	INSPECTOR II (FINC ADM)
F	M	C	KOSKELA, KEVIN E	2850	70,740.80	12/10/12	INSPECTOR II (FINC ADM)
F	M	C	LEMAR, CHAD E	2667	72,467.20	6/13/11	INSPECTOR II (FINC ADM)
F	M	C	HARSHBERGER, ROBERT E	904	96,262.40	11/08/04	DEPUTY CITY ASSESSOR (FIN ADM
F	M	C	HALEY JR, JAMES R	3073	70,740.80	7/14/14	PROPERTY APPRAISER II (FIN AD
F	M	C	BORMANN, TROY D	204	70,740.80	6/16/08	INSPECTOR II (FINC ADM)
F	M	C	HAM, WAYNE L	861	88,649.60	7/08/85	PROPERTY APPRAISER III
F	M	C	BLEVINS, MICHAEL K	4104	70,220.80	8/29/16	INSPECTOR III
F	M	G	WARK, JASON M	2471	72,467.20	9/20/04	PROPERTY APPRAISER II (FIN AD
F	F	C	WALZ, JANELL S	2463	78,291.20	4/26/99	PROPERTY APPRAISER II-SUPER
F	F	C	ROSE, CHRISTINE L	1976	93,828.80	6/08/98	ASST INSPECTIONS DIRECTOR
F	F	C	STEWART, LINDA L	2256	70,366.40	1/03/01	SPECIAL ASSESS TECH II

PARA PROFESSIONALS

							NEW
F	F	C	CHRISTIE, CATLYN N	3213	54,142.40	6/10/15	ASSISTANT PLANNER (FINC ADM)
F	F	C	SQUYER, MARGUERITE S	4722	54,142.40	4/03/19	ASSISTANT PLANNER (FINC ADM)
F	F	C	MARKUSEN, JASMINE R	2592	57,324.80	9/20/10	ASSISTANT PLANNER (FINC ADM)
F	M	C	DURGIN, DOUGLAS R	520	72,259.20	3/31/08	SPECIAL ASSESSMENT MANAGER

PARA PROFESSIONALS

F	M	C	EBERHARDT, DANNY B	529	109,096.00	5/31/96	SPECIAL ASSESS COOR (FINC AD NEW
F	F	C	PERALA, MELISSA	1813	95,700.80	3/12/94	ACCOUNTANT - PUBLIC HEALTH
P	F	C	GLOE, KARA L	4161	27,892.80	11/28/16	CT ASSISTANT PLANNER

ADMINISTRATIVE SUPPORT

F	F	C	JANGULA, VICKI M	4175	41,246.40	1/10/17	HUMAN RESOURCES ASSISTANT NEW
F	M	E	BORGE, BRENTON P	3070	48,110.40	7/08/14	CUSTOMER SERVICE REP III
F	F	C	GORGHUBER, MADELINE Z	4788	42,993.60	5/20/19	OFFICE ASSOCIATE III (FIN AD
F	F	C	HAGEN, HOLLY A	4296	44,241.60	5/30/17	OFFICE ASSOCIATE III (FIN AD
F	F	C	TURNER, NANCY J	2384	44,324.80	1/03/06	OFFICE ASSOCIATE II (FIN ADM
F	F	C	BARNES, ROBIN R	109	53,248.00	1/02/01	CUSTOMER SERVICE REP III
F	F	C	WOLF, MIRANDA M	4217	45,531.20	2/27/17	OFFICE ASSOCIATE III (FIN AD
F	F	C	KRITZBERGER, MELISSA R	4086	53,123.20	8/08/16	ACCOUNTING TECHNICIAN
F	F	C	BYRON, SHELLY R	593	54,516.80	6/21/10	OFFICE ASSOCIATE III (FIN AD
F	F	A	VANYO, MICHELLE R	2409	65,145.60	1/03/00	RECORDS ADMINISTRATOR
F	F	C	TESTER, LINDSEY K	3210	57,636.80	6/10/15	ACCOUNTING TECHNICIAN
F	F	C	BROOKS, JEANINE	239	60,340.80	1/25/10	HUMAN RESOURCES ASSOCIATE
F	F	C	KRAITER, JENNIFER D	4166	68,806.40	12/14/16	HR MANAGER
F	F	C	BEAR, ANGELA M	4321	59,009.60	7/03/17	UTILITY BILLING SUPERVISOR
F	F	C	IKEN, JERI L	1058	65,145.60	1/26/87	ACCOUNTING TECHNICIAN
F	M	C	MITCHELL, MICHAEL J	1588	82,056.00	3/26/92	TRAINING & DEVELOPMENT COORD
F	M	D	GIBSON, ALBERT E	725	70,740.80	4/02/07	OFFICE MANAGER (FINC ADM)
F	F	C	WIEGMAN, BETHANY J	2702	70,720.00	1/08/15	HR MANAGER
F	F	C	LYON, JENNIFER L	1452	82,056.00	2/09/04	HR MANAGER
P	M	C	KOVAR, JACOB R	4554	10,920.00	6/13/18	PT MARKETING ASSIS'T (TRANSI
P	M	C	MORMAN, LUKE J	4340	9,360.00	7/31/17	PT PLANNING (INTERN)

	OFFICIAL/ADMINISTRATION						NEW
F	M	C	ANDVIK, MATTHEW C	4495	91,020.80	4/30/18	PW SERVICES MANAGER
F	M	C	DOW, BENJAMIN J	505	143,291.20	11/29/99	DIRECTOR OF OPERATIONS-PW (ST
	PROFESSIONALS						NEW
F	M	C	GION, JASON J	736	76,003.20	3/01/06	SIGNALS & LGHTING OPS TECH
F	M	C	KRUEGER, STEVEN T	1293	76,003.20	9/24/07	SIGNALS & LGHTING OPS TECH
	TECHNICIANS						NEW
F	M	C	GEE, STEVEN D	717	65,145.60	4/06/99	PW CREWLEADER (STREETS)
F	M	C	DEBELE, DANA A	454	63,689.60	4/19/04	PW TECH I (STREETS)
F	M	C	GRONAAS, JAMES M	808	65,145.60	10/17/05	PW CREWLEADER (STREETS)
F	M	C	SMEDSHAMMER, TANNER A	2187	63,086.40	9/05/18	FLEET SERVICES MGMT SPECIALIS
F	M	C	GAHNER, DOUGLAS H	700	65,145.60	6/09/97	PW CREWLEADER (STREETS)
F	M	C	HEUPEL, DEVONNO L	974	65,145.60	8/31/98	PW CREWLEADER (STREETS)
F	M	C	WEAVER, MICHAEL D	2479	65,145.60	1/29/01	PW CREWLEADER (STREETS)
F	M	C	GABLE, JERRY	697	65,145.60	1/01/87	PW CREWLEADER (STREETS)
F	M	C	ANDERSON, LEE A	55	82,056.00	4/01/80	PW SUPERVISOR (STREETS)
F	M	C	HOUIM, COREY L	1033	76,377.60	10/09/97	PW SUPERVISOR (STREETS)
	ADMINISTRATIVE SUPPORT						NEW
F	F	C	WOLF, MELISSA J	2554	82,056.00	6/21/99	PW ADMIN SERVICES MANAGER
	SKILLED CRAFTS						NEW
F	M	C	THOENNES, JAMIE D	3133	50,627.20	1/05/15	EQUIPMENT OPER III (STREETS)
F	M	C	LENNOX, BRETT S	2655	50,627.20	5/31/11	EQUIPMENT OPER III (STREETS)
F	M	C	BACHMANN, ANDREW R	91	53,331.20	6/28/10	EQUIPMENT OPER III (STREETS)
F	M	C	DOSCHADIS, BRYANT S	501	53,331.20	3/22/10	EQUIPMENT OPER III (STREETS)
F	M	C	MCCLAFLIN, AARON R	3154	50,627.20	2/23/15	EQUIPMENT OPER III (STREETS)
F	M	C	SCHAIBLE, BRETT M	2032	60,340.80	5/06/91	EQUIPMENT OPER III (STREETS)
F	M	C	SCHMIDT, RANDY A	2067	60,340.80	10/20/97	EQUIPMENT OPER III (STREETS)
F	M	C	FUGERE, TODD A	693	60,340.80	12/25/95	EQUIPMENT OPER III (STREETS)
F	M	C	CORCORAN, DEAN B	384	60,340.80	4/12/04	EQUIPMENT OPER III (STREETS)
F	M	C	FREDRICKSON, MATTHEW E	674	60,340.80	8/09/96	EQUIPMENT OPER III (STREETS)
F	M	C	DULLUM, DWIGHT B	513	60,340.80	5/17/99	EQUIPMENT OPER III (STREETS)
F	M	C	LARSON, RICHARD K	1343	60,340.80	7/25/91	EQUIPMENT OPER III (STREETS)
F	M	C	KOLRUD, JEFFREY C	1259	60,340.80	9/16/82	EQUIPMENT OPER III (STREETS)
F	M	C	KJOS, RYAN E	1225	60,340.80	9/04/07	EQUIPMENT OPER III (STREETS)
F	M	C	THOMAS, GUY M	2320	60,340.80	4/19/99	EQUIPMENT OPER III (STREETS)
F	M	C	THOMAS, JAMES R	2322	60,340.80	5/19/03	EQUIPMENT OPER III (STREETS)
	SERVICE MAINTENANCE						NEW
F	M	C	CLELAND, COLIN E	4444	42,993.60	12/17/18	EQUIPMENT OPERATOR II (STREET

SERVICE MAINTENANCE

F	M	C	STEVENS, ANDREW J	3856	45,531.20	3/15/16	EQUIPMENT OPERATOR II (STREE NEW
F	M	C	MOSS, CASSIDY T	4447	44,241.60	1/08/18	EQUIPMENT OPERATOR II (STREE
F	M	C	FRAZIER, KALOB E	2772	48,110.40	5/21/13	EQUIPMENT OPERATOR II (STREE
F	M	C	BAX, GARRET D	4027	45,531.20	6/06/16	EQUIPMENT OPERATOR II (STREE
F	M	C	GIFFEN, BRICE W	4303	44,241.60	6/05/17	EQUIPMENT OPERATOR II (STREE
F	M	C	BLAKE, ERIC J	4317	45,531.20	6/19/17	EQUIPMENT OPERATOR II (STREE
F	M	C	PORT, JOSEPH R	4409	44,241.60	11/16/17	EQUIPMENT OPERATOR II (STREE
F	M	C	BOSCH, PAUL A	4338	44,241.60	7/31/17	EQUIPMENT OPERATOR II (STREE
F	M	C	DILLY, CLAYTON J	3127	46,841.60	12/01/14	EQUIPMENT OPERATOR II (STREE
F	M	C	HAUGEN, RICHARD D	918	52,000.00	12/23/09	EQUIPMENT OPERATOR II (STREE
F	M	C	DAVIDSON, BRIAN C	445	42,993.60	9/05/18	EQUIPMENT OPERATOR II (STREE
F	M	C	TWEITEN, NICHOLAS L	2386	45,531.20	6/12/17	EQUIPMENT OPERATOR II (STREE
F	M	C	ANDERSON, TROY M	66	46,841.60	2/11/14	EQUIPMENT OPERATOR II (STREE
F	M	C	GROTHMAN, MICHAEL D	4801	42,993.60	6/03/19	EQUIPMENT OPERATOR II (STREE
F	M	C	FREDRICKSON, SCOTT R	675	44,241.60	9/25/17	EQUIPMENT OPERATOR II (STREE
F	M	C	KAUFMAN, SCOTT A	4143	45,531.20	9/26/16	EQUIPMENT OPERATOR II (STREE
F	M	C	VANGERUD, TODD A	3242	45,531.20	8/17/15	EQUIPMENT OPERATOR II (STREE
F	M	C	HAMPLE, JACOB L	4685	42,993.60	1/14/19	EQUIPMENT OPERATOR II (STREE
F	M	C	FOSTER, MARK A	4163	44,241.60	5/25/17	EQUIPMENT OPERATOR II (STREE
F	M	C	OELKERS, MICHAEL L	4174	45,531.20	1/09/17	EQUIPMENT OPERATOR II (STREE
F	M	E	EDWARDSON, CHRISTOPHER K	3268	45,531.20	10/19/15	EQUIPMENT OPERATOR II (STREE
F	F	C	ANDERSON, BRANDI L	3015	45,531.20	12/21/15	EQUIPMENT OPERATOR II (STREE
F	F	C	HATLESTAD, LACEY B	3996	45,531.20	5/31/16	EQUIPMENT OPERATOR II (STREE
F	M	C	BAUMGARDNER, MICHAEL J	118	55,889.60	2/23/04	EQUIPMENT OPERATOR II (STREE
F	M	C	SCHULER, SCOTT L	2089	55,889.60	4/06/05	EQUIPMENT OPERATOR II (STREE
P	M	C	KOSTECKE, JACOB E	4800	6,384.00	6/03/19	PT LABORER STREET (STREET)
P	M	C	DROEGEMUELLER, DYLAN J	4793	6,384.00	5/20/19	PT LABORER STREET (STREET)
P	M	C	RIEBEL, JACOB M	4542	6,384.00	5/20/19	PT LABORER STREET (STREET)
P	M	C	LUCKOSKI, ZANDER E	4528	6,624.00	5/14/19	PT LABORER STREET (STREET)
P	M	C	EVENSON, SCOTT C	3048	6,384.00	6/10/19	PT LABORER STREET (STREET)
P	M	C	OUART, BRADY R	4543	13,248.00	5/14/19	PT LABORER STREET (STREET)
P	M	C	NELSON, ALEX A	3977	6,624.00	5/20/19	PT LABORER STREET (STREET)
P	M	D	HENDERSON, ADRIEN L	3637	6,384.00	6/07/19	PT LABORER STREET (STREET)
P	F	C	SWEEP, MADISON L	4302	6,624.00	5/23/19	PT LABORER STREET (STREET)
P	M	C	FORSMAN, THOMAS O	4527	19,872.00	11/26/18	PT LABORER STREET (STREET)
P	M	C	JOHNSON, ADAM R	3870	31,574.40	5/02/19	PT LABORER STREET (STREET)

PROFESSIONALS

							NEW
F	M	G	JOSHUA, JORDAN C	2789	50,044.80	6/11/12	FT TEMP 40 PROGRAM COORD
F	F	C	GOULD, JILLIAN R	3747	54,662.40	2/02/16	SHELTER/DETOX PROGRAM COORD
F	F	G	STONEFISH, AUDRA J	3143	53,123.20	1/15/15	SHELTER/DETOX PROGRAM COORD
F	F	C	SIEWERT-OBERG, LEAH A	2706	57,636.80	10/25/11	SHELTER/DETOX PROGRAM COORD
F	F	C	ELIASSEN, JAN M	554	93,828.80	1/28/08	DIR-HARM RED AND SHELTER SVCS

PARA PROFESSIONALS

							NEW
F	M	C	MORAN, JOSEPH A	4581	34,112.00	8/02/18	FT 40 TEMP HARM RED ADVOCATE
F	M	C	BEYER, JORDAN S	159	34,112.00	6/20/18	HARM REDUCTION ADVOCATE
F	M	C	DIEHL, DYLAN A	4716	34,112.00	3/13/19	FT 40 TEMP HARM RED ADVOCATE
F	M	C	SHEPPARD, ALAN J	4690	34,112.00	1/17/19	FT 40 TEMP HARM RED ADVOCATE
F	M	C	OLSON, JAYSON M	4723	34,112.00	4/01/19	FT 40 TEMP HARM RED ADVOCATE
F	M	D	LUETH, GABRIEL A	2970	40,248.00	12/16/13	HARM REDUCTION ADVOCATE
F	F	C	GERVING, DANIELLE R	4451	34,112.00	1/18/18	FT 40 TEMP HARM RED ADVOCATE
F	F	C	PETERMANN, ALESHA R	4571	34,112.00	7/19/18	HARM REDUCTION ADVOCATE
F	F	C	SOMA, JOLEE M	4689	34,112.00	1/14/19	HARM REDUCTION ADVOCATE
F	F	C	OLMSTEAD, JENNA L	4603	34,112.00	8/30/18	HARM REDUCTION ADVOCATE
F	F	C	WINDUS, MADISON K	4242	35,110.40	3/31/17	HARM REDUCTION ADVOCATE
F	F	C	BAEM, NICOLE M	4241	35,110.40	4/04/17	HARM REDUCTION ADVOCATE
F	F	D	SOROBA, GRACE G	4614	34,112.00	9/17/18	FT 40 TEMP HARM RED ADVOCATE
F	F	D	O'NEAL, LAQUITA M	4466	34,112.00	2/13/18	FT 40 TEMP HARM RED ADVOCATE
F	F	D	DORLEY, MASSA P	4497	35,110.40	5/02/18	HARM REDUCTION ADVOCATE
F	F	D	WAI, GRACE A	4533	34,112.00	3/26/19	FT 40 TEMP HARM RED ADVOCATE
F	F	D	WARSAME, NASRA H	3284	37,169.60	11/30/15	HARM REDUCTION ADVOCATE
F	F	G	NAVARRO, NANCY I	2625	40,248.00	12/16/13	HARM REDUCTION ADVOCATE
P	M	A	OLSON, ZACHARY T	4807	13,644.80	6/05/19	TV HARM REDUCTION ADVOCATE
P	M	C	SEIFERT, JOHN D	4648	13,644.80	11/20/18	TV HARM REDUCTION ADVOCATE
P	F	C	BENSON, CLAIRE R	4721	13,644.80	3/26/19	TV HARM REDUCTION ADVOCATE
P	F	C	HOINES, TYRZA M	4706	13,644.80	2/11/19	TV HARM REDUCTION ADVOCATE
P	F	D	DESHIELD, BENDU P	4717	13,644.80	3/13/19	TV HARM REDUCTION ADVOCATE
P	M	D	KUOL, JACOB A	2971	22,301.76	8/27/15	PT REG HARM REDUCTION ADVOCAT
P	F	C	PARTLOW, ALYSSA T	4688	20,467.20	1/14/19	PT REG HARM REDUCTION ADVOCAT
P	F	C	PURCELL, RHEA J	4619	27,289.60	9/26/18	PT REG HARM REDUCTION ADVOCAT
P	F	D	PEAH, PEACHES	4620	27,289.60	10/01/18	PT REG HARM REDUCTION ADVOCAT
P	F	D	JAMES, EBONY R	4465	28,088.32	2/13/18	PT REG HARM REDUCTION ADVOCAT
P	F	G	GOULET, TANIALLE M	4567	27,289.60	7/11/18	PT REG HARM REDUCTION ADVOCAT

OFFICIAL/ADMINISTRATION

F	M	C	RENNER, ROSS J	1910	119,828.80	9/02/97	POLICE DEPUTY CHIEF OF POLIC NEW
F	M	C	OSMUNDSON, TODD G	1773	128,731.20	8/29/88	POLICE DEPUTY CHIEF OF POLIC
F	M	C	ANDERSON, JOSEPH D	51	116,875.20	1/06/97	POLICE DEPUTY CHIEF OF POLIC
F	M	C	TODD, DAVID E	2360	167,190.40	12/28/87	POLICE CHIEF (POLICE)

PROFESSIONALS

F	M	C	AHLFELDT, WILLIAM S	13	98,612.80	12/19/01	POLICE LIEUTENANT (POLICE) NEW
F	M	C	VINSON, GEORGE H	2424	93,828.80	1/07/04	POLICE LIEUTENANT (POLICE)
F	M	C	RUZISKA, SHANNON J	1991	103,376.00	5/14/92	POLICE LIEUTENANT (POLICE)
F	M	C	STEFONOWICZ, TRAVIS S	2240	103,376.00	5/08/02	POLICE LIEUTENANT (POLICE)
F	M	C	CRANE, JARED J	404	96,262.40	12/02/02	POLICE LIEUTENANT (POLICE)
F	M	C	HELMICK, CHRISTOPHER L	954	98,612.80	12/19/01	POLICE LIEUTENANT (POLICE)
F	M	C	SANDERS, MATHEW D	2011	108,160.00	1/03/95	POLICE LIEUTENANT (POLICE)

TECHNICIANS

F	M	C	YSTEBOE, MATTHEW B	2567	80,454.40	12/19/01	POLICE SERGEANT (POLICE) NEW
F	M	C	WAGNER, JERROD D	2443	76,356.80	3/02/09	POLICE SERGEANT (POLICE)
F	M	C	PALLAS, KEVIN L	1784	92,726.40	1/06/97	POLICE SERGEANT (POLICE)
F	M	C	GNOINSKY, COLLIN J	742	84,552.00	1/14/02	POLICE SERGEANT (POLICE)
F	M	C	GAMRADT, SHAWN A	705	84,552.00	8/02/04	POLICE SERGEANT (POLICE)
F	M	C	BERNIER, MICHAEL J	153	92,726.40	5/08/02	POLICE SERGEANT (POLICE)
F	M	C	ERBES, MICHAEL R	568	88,649.60	9/26/94	POLICE SERGEANT (POLICE)
F	M	C	NICHTERN, CHRISTOPHER T	1678	84,552.00	1/06/97	POLICE SERGEANT (POLICE)
F	M	C	HALVERSON, BRENT R	2633	72,259.20	5/02/11	POLICE SERGEANT (POLICE)
F	M	C	VOLRATH, KEVIN L	2435	92,726.40	4/01/86	POLICE SERGEANT (POLICE)
F	M	C	MOSER, TRAVIS P	1616	84,552.00	1/07/04	POLICE SERGEANT (POLICE)
F	M	C	ERICKSON, JOEL D	586	78,395.20	6/20/06	POLICE SERGEANT (POLICE)
F	M	C	SANDEN, MICHAEL B	2008	78,395.20	10/22/07	POLICE SERGEANT (POLICE)
F	M	C	CHRISTENSEN, MATTHEW D	335	84,552.00	12/02/02	POLICE SERGEANT (POLICE)
F	M	C	LYKKEN, MARK D	1448	92,726.40	6/14/91	POLICE SERGEANT (POLICE)
F	M	C	ABERLE, SHANE A	9	88,649.60	5/08/02	POLICE SERGEANT (POLICE)
F	M	C	MORRIS, THOMAS J	1614	84,552.00	9/18/97	POLICE SERGEANT (POLICE)
F	M	C	HANNIG, TROY G	868	80,454.40	3/26/07	POLICE SERGEANT (POLICE)
F	M	C	KRINGLIE, JAMES T	1285	88,649.60	10/01/85	POLICE SERGEANT (POLICE)
F	M	C	NESTLER III, CARLOS W	1672	88,649.60	1/24/94	POLICE SERGEANT (POLICE)
F	M	C	VANLITH, JAMES W	2408	88,649.60	12/18/00	POLICE SERGEANT (POLICE)
F	M	G	SHAW, THOMAS J	2133	86,569.60	9/15/03	POLICE SERGEANT (POLICE)
F	F	C	JACOBSEN, CRISTIE I	1078	78,395.20	10/09/06	POLICE SERGEANT (POLICE)
F	F	C	KRABBENHOFT, JUNELL J	1272	80,454.40	10/09/06	POLICE SERGEANT (POLICE)

PROTECTION SERVICES

F	F	C	AVENTI, LAVERNE M	88	39,790.40	1/14/19	COMMUNITY SERVICE OFFICER NEW

PROTECTION SERVICES

F	M	C	MUSOLF, ZACHARY R	4657	54,142.40	11/26/18	POLICE OFFICER NEWER (POLICE)	NEW
F	M	C	KRISTAN, IAN R	4769	54,142.40	5/13/19	POLICE OFFICER NEWER (POLICE)	
F	M	C	DOUVIER, CLAYTON R	4653	54,142.40	11/26/18	POLICE OFFICER NEWER (POLICE)	
F	M	C	HIEDEMAN, TY R	4656	54,142.40	11/26/18	POLICE OFFICER NEWER (POLICE)	
F	M	C	VEGEL, JOSEPH M	4605	54,142.40	9/10/18	POLICE OFFICER NEWER (POLICE)	
F	M	C	FAHNING, DILLON O	4655	54,142.40	11/26/18	POLICE OFFICER NEWER (POLICE)	
F	M	C	DEVRIES, MICHAEL A	4652	54,142.40	11/26/18	POLICE OFFICER NEWER (POLICE)	
F	M	C	SIEGEL, CHRISTOPHER L	4772	54,142.40	5/13/19	POLICE OFFICER NEWER (POLICE)	
F	M	C	OLERUD, ELLIOTT J	4658	54,142.40	11/26/18	POLICE OFFICER NEWER (POLICE)	
F	M	C	OTTO, SAMUEL M	4771	54,142.40	5/13/19	POLICE OFFICER NEWER (POLICE)	
F	M	C	SWIONTEK, JETT R	4712	54,142.40	3/11/19	POLICE OFFICER NEWER (POLICE)	
F	M	C	DAVIS, CHASE J	4768	54,142.40	5/13/19	POLICE OFFICER NEWER (POLICE)	
F	M	C	MOILAN, ABRAHAM V	4604	54,142.40	9/10/18	POLICE OFFICER NEWER (POLICE)	
F	M	C	KORGER, NOAH A	4607	54,142.40	9/10/18	POLICE OFFICER NEWER (POLICE)	
F	M	G	DAVIS, CHRISTIAN J	4608	54,142.40	9/10/18	POLICE OFFICER NEWER (POLICE)	
F	F	C	LASHOMB, SAMANTHA D	4770	54,142.40	5/13/19	POLICE OFFICER NEWER (POLICE)	
F	F	C	ZERFAS, MADISON R	4773	54,142.40	5/13/19	POLICE OFFICER NEWER (POLICE)	
F	F	C	FIX, SARA A	642	51,750.40	5/19/03	COMMUNITY SERVICE OFFICER	
F	F	C	CURRIN, HANNAH E	4751	54,142.40	4/29/19	POLICE OFFICER NEWER (POLICE)	
F	F	C	SPIELMAN, KATHY J	2220	51,750.40	5/30/95	COMMUNITY SERVICE OFFICER	
F	F	C	OLSON, COLETTE R	1745	51,750.40	6/04/02	COMMUNITY SERVICE OFFICER	
F	F	C	COOK, SASHA S	4750	54,142.40	4/29/19	POLICE OFFICER NEWER (POLICE)	
F	M	A	MENDEZ, BARDO F	3065	63,876.80	6/23/14	POLICE OFFICER NEWER (POLICE)	
F	M	C	HULBERT, DANIEL M	4111	57,324.80	9/12/16	POLICE OFFICER NEWER (POLICE)	
F	M	C	JACOBS, KRISTOPHER W	1077	67,121.60	3/02/09	POLICE OFFICER NEWER (POLICE)	
F	M	C	FALCONNIER, TIMOTHY A	4372	55,785.60	9/11/17	POLICE OFFICER NEWER (POLICE)	
F	M	C	MELQUIST, ADAM D	2863	63,876.80	2/19/13	POLICE OFFICER NEWER (POLICE)	
F	M	C	HELM, JESSE D	2962	62,233.60	11/18/13	POLICE OFFICER NEWER (POLICE)	
F	M	C	BAKER, SHEM D	4221	57,324.80	3/06/17	POLICE OFFICER NEWER (POLICE)	
F	M	C	MAAHS, JACOB A	3118	60,611.20	10/20/14	POLICE OFFICER NEWER (POLICE)	
F	M	C	NELSON, PAUL W	4186	57,324.80	1/23/17	POLICE OFFICER NEWER (POLICE)	
F	M	C	BERNIER, THOMAS L	2860	60,611.20	2/19/13	POLICE OFFICER NEWER (POLICE)	
F	M	C	MICHAELS, JORDAN A	3146	60,611.20	2/02/15	POLICE OFFICER NEWER (POLICE)	
F	M	C	ESSLER, ROBERT J	3115	60,611.20	10/20/14	POLICE OFFICER NEWER (POLICE)	
F	M	C	SEEHUSEN, TYLER J	4283	57,324.80	5/22/17	POLICE OFFICER NEWER (POLICE)	
F	M	C	KORTE, JORDAN M	4514	57,324.80	5/14/18	POLICE OFFICER NEWER (POLICE)	
F	M	C	IVERSON, PAUL J	3117	60,611.20	10/20/14	POLICE OFFICER NEWER (POLICE)	
F	M	C	GEASE, CODY D	2928	62,233.60	7/08/13	POLICE OFFICER NEWER (POLICE)	
F	M	C	MARLOW, JOSHUA A	3973	60,611.20	5/23/16	POLICE OFFICER NEWER (POLICE)	
F	M	C	NORD, TYLER J	1694	67,121.60	8/23/10	POLICE OFFICER NEWER (POLICE)	

PROTECTION SERVICES

F	M	C	SEEHUSEN, KYLE J	2960	62,233.60	11/18/13	POLICE OFFICER NEWER	(POLICE)
F	M	C	HARKEN, JUSTIN A	2692	67,121.60	9/06/11	POLICE OFFICER NEWER	(POLICE)
F	M	C	SCHOCK, ADAM L	3147	60,611.20	2/02/15	POLICE OFFICER NEWER	(POLICE)
F	M	C	BERGER, TRAVIS J	2829	63,876.80	10/15/12	POLICE OFFICER NEWER	(POLICE)
F	M	C	CERNIK, BRADLEY D	3246	59,009.60	8/31/15	POLICE OFFICER NEWER	(POLICE)
F	M	C	KERR, BRANDON M	3925	60,611.20	4/25/16	POLICE OFFICER NEWER	(POLICE)
F	M	C	MARVIG, JOSHUA L	3927	60,611.20	4/25/16	POLICE OFFICER NEWER	(POLICE)
F	M	C	NESS, KYLE D	1670	68,744.00	8/24/09	POLICE OFFICER NEWER	(POLICE)
F	M	C	MOON, MATTHEW G	2797	63,876.80	7/09/12	POLICE OFFICER NEWER	(POLICE)
F	M	C	MALONE, BRENT R	2796	63,876.80	7/09/12	POLICE OFFICER NEWER	(POLICE)
F	M	C	MOCK, LUCAS L	3924	60,611.20	4/25/16	POLICE OFFICER NEWER	(POLICE)
F	M	C	DOTAS, ANDREW L	4109	57,324.80	9/12/16	POLICE OFFICER NEWER	(POLICE)
F	M	C	O'DONNELL, RYAN W	3928	63,876.80	4/25/16	POLICE OFFICER NEWER	(POLICE)
F	M	C	SIMONSON, PAUL D	2631	67,121.60	5/02/11	POLICE OFFICER NEWER	(POLICE)
F	M	C	GOSSEN, ADAM J	3149	60,611.20	2/02/15	POLICE OFFICER NEWER	(POLICE)
F	M	C	HECK, LUCAS A	4429	55,785.60	11/20/17	POLICE OFFICER NEWER	(POLICE)
F	M	C	HINZ, JESSE A	4374	55,785.60	9/11/17	POLICE OFFICER NEWER	(POLICE)
F	M	C	THIEDEMAN, DIRK E	3274	59,009.60	11/09/15	POLICE OFFICER NEWER	(POLICE)
F	M	C	VALENTI, JUSTIN A	3116	60,611.20	10/20/14	POLICE OFFICER NEWER	(POLICE)
F	M	C	NIEMAN, NATHAN K	1683	67,121.60	8/23/10	POLICE OFFICER NEWER	(POLICE)
F	M	C	JASPER, RYAN L	3244	59,009.60	8/31/15	POLICE OFFICER NEWER	(POLICE)
F	M	C	RANUM, MARK R	1890	68,744.00	11/30/09	POLICE OFFICER NEWER	(POLICE)
F	M	C	HANSON, TROY M	2830	63,876.80	10/15/12	POLICE OFFICER NEWER	(POLICE)
F	M	C	O'BRIEN, ADAM C	2632	67,121.60	5/02/11	POLICE OFFICER NEWER	(POLICE)
F	M	C	THOMAS, PATRICK S	3119	60,611.20	10/20/14	POLICE OFFICER NEWER	(POLICE)
F	M	C	SAVAGEAU, TAYLOR J	3150	60,611.20	2/02/15	POLICE OFFICER NEWER	(POLICE)
F	M	C	NOVACEK, JONATHAN R	3248	59,009.60	8/31/15	POLICE OFFICER NEWER	(POLICE)
F	M	C	KAHL, LOGAN T	4516	57,324.80	5/14/18	POLICE OFFICER NEWER	(POLICE)
F	M	C	DYE, THOMAS P	4184	57,324.80	1/23/17	POLICE OFFICER NEWER	(POLICE)
F	M	C	SIDERS, MATTHEW O	2153	68,744.00	8/24/09	POLICE OFFICER NEWER	(POLICE)
F	M	C	FAUSKE, TYRELL J	2961	62,233.60	11/18/13	POLICE OFFICER NEWER	(POLICE)
F	M	C	HOLTE, CHRISTOPHER M	2861	63,876.80	2/19/13	POLICE OFFICER NEWER	(POLICE)
F	M	C	HELLER, JOSHUA B	3245	59,009.60	8/31/15	POLICE OFFICER NEWER	(POLICE)
F	M	C	BOLLMAN, ALEXANDER R	3247	59,009.60	8/31/15	POLICE OFFICER NEWER	(POLICE)
F	M	C	HORNER, JOSHUA P	3114	60,611.20	10/20/14	POLICE OFFICER NEWER	(POLICE)
F	M	C	KORB, CALEB J	2929	62,233.60	7/08/13	POLICE OFFICER NEWER	(POLICE)
F	M	C	FUGLEBERG, KEITH A	4371	55,785.60	9/11/17	POLICE OFFICER NEWER	(POLICE)
F	M	C	RUED, JACOB W	3191	60,611.20	5/11/15	POLICE OFFICER NEWER	(POLICE)
F	M	C	GOLOS, ALDIN	3148	60,611.20	2/02/15	POLICE OFFICER NEWER	(POLICE)
F	M	C	CARLSSON, TORBJORN C	3273	59,009.60	11/09/15	POLICE OFFICER NEWER	(POLICE)

PROTECTION SERVICES

F	M	C	HADERLIE, MICHAEL G	3969	60,611.20	5/23/16	POLICE OFFICER	NEWER (POLICE)
F	M	C	VAIRA, LACHLAN J	4515	57,324.80	5/14/18	POLICE OFFICER	NEWER (POLICE)
F	M	C	JANTTIE, NICHOLAS A	3966	60,611.20	5/23/16	POLICE OFFICER	NEWER (POLICE)
F	M	C	SCHLANGEN, GREGORY S	4278	57,324.80	5/22/17	POLICE OFFICER	NEWER (POLICE)
F	M	C	YANCY, AUSTIN C	4373	55,785.60	9/11/17	POLICE OFFICER	NEWER (POLICE)
F	M	C	ROBINSON, ZACHARY B	3975	60,611.20	5/23/16	POLICE OFFICER	NEWER (POLICE)
F	M	C	MANDOUR, ADAM M	4281	57,324.80	5/22/17	POLICE OFFICER	NEWER (POLICE)
F	M	C	BLOOM, MICHAEL M	2987	63,876.80	2/18/14	POLICE OFFICER	NEWER (POLICE)
F	M	C	LUCKOW, CORY N	4114	57,324.80	9/12/16	POLICE OFFICER	NEWER (POLICE)
F	M	D	ANDERSON, MICHAEL D	3187	60,611.20	5/11/15	POLICE OFFICER	NEWER (POLICE)
F	M	D	ROACH, CHRISTOPHER A	3064	63,876.80	6/23/14	POLICE OFFICER	NEWER (POLICE)
F	M	D	POWELL CALHOUN, NICALAUS D	4110	57,324.80	9/12/16	POLICE OFFICER	NEWER (POLICE)
F	M	E	CARLSON, DAVID T	3276	59,009.60	11/09/15	POLICE OFFICER	NEWER (POLICE)
F	F	C	ROZICH, DANICA M	4428	55,785.60	11/20/17	POLICE OFFICER	NEWER (POLICE)
F	F	C	BUNKELMAN, LACEY B	4115	57,324.80	9/12/16	POLICE OFFICER	NEWER (POLICE)
F	F	C	NOLL, ANDREA A	3152	60,611.20	2/01/16	POLICE OFFICER	NEWER (POLICE)
F	F	C	THIELGES, ALICE L	4423	55,785.60	11/20/17	POLICE OFFICER	NEWER (POLICE)
F	F	C	WITZEL, HEIDI J	4279	57,324.80	5/22/17	POLICE OFFICER	NEWER (POLICE)
F	F	C	EHRESMAN, TAMMY D	3275	59,009.60	11/09/15	POLICE OFFICER	NEWER (POLICE)
F	F	C	CHEZICK, KAYLA M	4426	55,785.60	11/20/17	POLICE OFFICER	NEWER (POLICE)
F	F	C	MILLER, ELIZABETH A	4113	57,324.80	9/12/16	POLICE OFFICER	NEWER (POLICE)
F	F	C	HALLADA, TINA M	4112	57,324.80	9/12/16	POLICE OFFICER	NEWER (POLICE)
F	F	C	SCHARES, EMILY J	3967	60,611.20	5/23/16	POLICE OFFICER	NEWER (POLICE)
F	F	C	SANTANGELO, KIMBERLY M	2862	63,876.80	2/19/13	POLICE OFFICER	NEWER (POLICE)
F	F	C	GUSTAFSON, JENNIFER L	3745	60,611.20	2/01/16	POLICE OFFICER	NEWER (POLICE)
F	M	C	BAIR, JONATHAN D	98	73,465.60	9/26/94	POLICE OFFICER	OLD (POLICE)
F	M	C	ABEL, JASON J	6	76,856.00	5/22/06	POLICE OFFICER	NEWER (POLICE)
F	M	C	BOLLMAN, SAMUEL D	197	70,366.40	2/08/10	POLICE OFFICER	NEWER (POLICE)
F	M	C	KEMPF, VINCENT G	1196	76,856.00	6/20/91	POLICE OFFICER	OLD (POLICE)
F	M	C	NORMANDIN, SCOTT A	1697	73,465.60	9/26/05	POLICE OFFICER	NEWER (POLICE)
F	M	C	BERGEM, CHRISTOPHER R	143	76,856.00	1/03/00	POLICE OFFICER	NEWER (POLICE)
F	M	C	KJONAAS, NICHOLAS L	1224	73,465.60	8/16/04	POLICE OFFICER	NEWER (POLICE)
F	M	C	VOIGTSCHILD, MARK D	2433	76,856.00	5/15/03	POLICE OFFICER	NEWER (POLICE)
F	M	C	KJERA, MICHAEL A	1223	73,465.60	11/15/89	POLICE OFFICER	OLD (POLICE)
F	M	C	SKALICKY, JASON R	2170	76,856.00	2/24/03	POLICE OFFICER	NEWER (POLICE)
F	M	C	WAHL, TODD M	2447	73,465.60	3/01/96	POLICE OFFICER	NEWER (POLICE)
F	M	C	NIELSEN, TROY N	1682	76,856.00	1/29/00	POLICE OFFICER	NEWER (POLICE)
F	M	C	GAHNER, JAMEY D	701	70,366.40	3/02/09	POLICE OFFICER	NEWER (POLICE)
F	M	C	CICHOS, PAUL D	346	76,856.00	3/26/07	POLICE OFFICER	NEWER (POLICE)
F	M	C	WITTE, BRET A	2549	76,856.00	1/03/00	POLICE OFFICER	NEWER (POLICE)

PROTECTION SERVICES

							NEW
F	M	C	FYLLING, PATRICK E	696	76,856.00	3/26/07	POLICE OFFICER NEWER (POLICE)
F	M	C	MATHSON, CHRISTOPHER C	1507	73,611.20	3/03/08	POLICE OFFICER NEWER (POLICE)
F	M	C	BAER, BRADLEY J	95	76,856.00	1/17/90	POLICE OFFICER OLD (POLICE)
F	M	C	CLOWER, MICHAEL J	364	76,856.00	1/14/02	POLICE OFFICER NEWER (POLICE)
F	M	C	HJELDEN, DANE F	989	73,465.60	9/02/97	POLICE OFFICER OLD (POLICE)
F	M	C	JOHNSON, DEREK A	1124	73,611.20	3/03/08	POLICE OFFICER NEWER (POLICE)
F	M	C	DEITZ, RICHARD J	460	76,856.00	6/01/98	POLICE OFFICER NEWER (POLICE)
F	M	C	NACHATILO, JUSTIN G	1638	76,856.00	1/10/03	POLICE OFFICER NEWER (POLICE)
F	M	C	COCHRAN, DAVID J	368	76,856.00	5/10/04	POLICE OFFICER NEWER (POLICE)
F	M	C	ZIESKA, BRAD A	2583	73,465.60	11/15/99	POLICE OFFICER NEWER (POLICE)
F	M	C	JORDHEIM, DEAN G	1156	70,366.40	10/20/08	POLICE OFFICER NEWER (POLICE)
F	M	C	SULLIVAN, CHARLES W	2285	73,465.60	8/01/90	POLICE OFFICER OLD (POLICE)
F	M	C	MOEN, CHAD W	1592	73,465.60	12/19/01	POLICE OFFICER NEWER (POLICE)
F	M	C	BOE, DAVID W	188	76,856.00	7/01/86	POLICE OFFICER OLD (POLICE)
F	M	C	LOVEJOY, MICHAEL R	1432	73,465.60	10/14/02	POLICE OFFICER NEWER (POLICE)
F	M	C	LOOS, JOSHUA C	1421	73,465.60	10/09/06	POLICE OFFICER NEWER (POLICE)
F	M	C	NIEMEYER, MATTHEW R	1684	73,465.60	10/22/07	POLICE OFFICER NEWER (POLICE)
F	M	C	RONNING, DANE L	1972	76,856.00	5/10/04	POLICE OFFICER NEWER (POLICE)
F	M	C	AUSTIN, MICHAEL J	87	73,465.60	8/23/01	POLICE OFFICER NEWER (POLICE)
F	M	C	KENDALL, GRANT A	1197	76,856.00	5/08/02	POLICE OFFICER NEWER (POLICE)
F	F	C	GUNTHER, SARA L	832	73,465.60	12/19/01	POLICE OFFICER NEWER (POLICE)
F	F	C	CRUZE, SARA K	414	76,856.00	1/07/04	POLICE OFFICER NEWER (POLICE)
F	F	C	DURR, TERRESA M	522	73,465.60	9/14/98	POLICE OFFICER NEWER (POLICE)
F	F	C	NICHTERN, CONNIE K	1679	76,856.00	10/24/00	POLICE OFFICER NEWER (POLICE)
F	F	C	WHITE-TUTON, JESSECA D	2516	70,366.40	10/20/08	POLICE OFFICER NEWER (POLICE)

ADMINISTRATIVE SUPPORT

							NEW
F	F	C	JOHNSON, JENNIFER R	4165	42,161.60	12/05/16	POLICE SUPPORT SPECIALIST
F	F	C	HUGHES, MARY B	4680	39,790.40	12/31/18	POLICE SUPPORT SPECIALIST
F	M	C	CRAMER, SCOTT R	4757	42,993.60	5/06/19	POLICE CREATIVE SERVICES PRO
F	F	C	GRANBERG, LINDA M	779	49,358.40	6/01/10	POLICE SUPPORT SPECIALIST
F	F	C	THOMAS, RACHEL A	2326	51,979.20	2/04/08	POLICE SUPPORT SPECIALIST
F	F	C	SYVERSON, JEAN M	3221	44,553.60	6/22/15	POLICE SUPPORT SPECIALIST
F	F	C	HASSELL, ALISON G	4448	44,241.60	1/16/18	POLICE OPERATIONS TECHNICIAN
F	F	C	HOLDEN, LINDA J	1009	51,750.40	7/23/92	POLICE SUPPORT SPECIALIST
F	F	C	LARSON, CHERYL R	1335	51,750.40	6/04/86	POLICE SUPPORT SPECIALIST
F	F	C	SCHAEFER, JOAN M	2028	49,358.40	6/12/06	POLICE SUPPORT SPECIALIST
F	F	C	KIEBKE, AMY M	1207	51,750.40	12/11/00	POLICE SUPPORT SPECIALIST
F	F	C	LEAN, ANISE A	2889	50,731.20	4/29/13	QUARTERMASTER
F	F	C	LOVEJOY, ALICIA A	2724	48,152.00	1/03/12	POLICE SUPPORT SPECIALIST

ADMINISTRATIVE SUPPORT

							NEW
F	F	C	DRISCOLL, JOCELYN K	3220	44,553.60	6/22/15	POLICE SUPPORT SPECIALIST
F	F	C	WAGNER, SARAH L	1894	60,340.80	5/20/02	EVIDENCE/PROP QTR MSTR ASSIST
F	F	C	GEYER, BRIDGITTE J	1333	65,478.40	9/13/10	EVIDENCE/PROPERTY MANAGER
F	F	C	SCHINDELDECKER, JESSICA A	2045	68,744.00	5/17/10	POLICE PUBLIC INFO OFFICER
F	F	C	SWIFT, PATRICIA L	2306	55,889.60	10/09/00	OFFICE ASSOCIATE III (POLICE)
F	F	C	CAMMACK, LAUREN L	3211	59,009.60	6/09/15	CRIME ANALYST

OFFICIAL/ADMINISTRATION

							NEW
F	M	C	NELSON, CRAIG P	1646	98,321.60	5/05/03	ASSISTANT FIRE CHIEF (FIRE)
F	M	C	BERGH, BRETT M	144	72,259.20	6/11/07	DEPUTY FIRE MARSHAL
F	M	C	CHROMEY, KENTON K	344	76,356.80	6/01/09	DEPUTY FIRE MARSHAL
F	M	C	DIRKSEN, STEVEN J	2717	155,584.00	11/28/11	FIRE CHIEF (FIRE)
F	M	C	BUSH, DAVID C	3101	78,291.20	10/01/14	AIRPORT FIRE CHIEF
F	M	C	SEVERSON, ROBERT P	2128	86,569.60	11/01/93	DEPUTY FIRE MARSHAL
F	M	C	ERICKSON, RYAN S	591	106,683.20	11/18/02	ASSIST FIRE CHIEF-FIRE MARSH
F	M	C	GARVEY, JAMES D	710	80,454.40	3/14/05	DEPUTY FIRE MARSHAL
F	M	C	YOUNG, RYAN R	2566	78,395.20	9/13/04	DEPUTY FIRE MARSHAL
F	M	C	BINFET, TIMOTHY L	166	103,875.20	5/03/99	ASSISTANT FIRE CHIEF (FIRE)
F	F	C	STOLLENWERK, DAWN M	2263	76,356.80	8/24/09	DEPUTY FIRE MARSHAL

PROFESSIONALS

							NEW
F	M	C	KRUEGER, MASON L	1292	74,459.84	2/26/07	FIRE CAPTAIN (FIRE)
F	M	C	ANDERSON, BRUCE J	35	103,376.00	3/12/90	FIRE BATTALION CHIEF
F	M	C	CONRAD, DAVID C	381	85,787.52	5/01/00	FIRE CAPTAIN (FIRE)
F	M	C	HOOVER, JARED B	1027	76,323.52	9/22/03	FIRE CAPTAIN (FIRE)
F	M	C	HENDRICKSON, MICHAEL A	958	85,787.52	3/13/96	FIRE CAPTAIN (FIRE)
F	M	C	EISENLOHR, ERIC D	551	80,138.24	9/04/01	FIRE CAPTAIN (FIRE)
F	M	C	VIERGUTZ, RYAN M	2419	78,303.68	9/22/03	FIRE CAPTAIN (FIRE)
F	M	C	SOETH, LEE M	2202	98,612.80	5/08/95	FIRE BATTALION CHIEF
F	M	C	SENN, DANIEL L	2124	70,761.60	9/12/05	FIRE CAPTAIN (FIRE)
F	M	C	UNDERDAHL, JASON M	2389	74,459.84	2/26/07	FIRE CAPTAIN (FIRE)
F	M	C	DUFTY, NICHOLAS M	511	74,459.84	2/26/07	FIRE CAPTAIN (FIRE)
F	M	C	GUGGISBERG, RONALD L	822	85,787.52	5/01/00	FIRE CAPTAIN (FIRE)
F	M	C	JOHNSON, DANIEL M	1122	74,459.84	5/27/08	FIRE CAPTAIN (FIRE)
F	M	C	BESETTE, BRADLEY R	157	76,323.52	11/13/00	FIRE CAPTAIN (FIRE)
F	M	C	WEHNER, BRANDON M	2488	70,761.60	11/03/08	FIRE CAPTAIN (FIRE)
F	M	C	MEIDINGER, PAUL W	1543	78,303.68	5/05/03	FIRE CAPTAIN (FIRE)
F	M	C	SCHMIDT, JESSE W	2061	82,001.92	9/24/99	FIRE CAPTAIN (FIRE)
F	M	C	SWANSON, BENJAMIN T	2294	78,303.68	7/02/01	FIRE CAPTAIN (FIRE)
F	M	C	NESTER, DARIN S	1671	74,459.84	4/01/02	FIRE CAPTAIN (FIRE)
F	M	C	PATTERSON, EVERETT L	1794	82,001.92	5/01/00	FIRE CAPTAIN (FIRE)
F	M	C	BRAND, MATTHEW M	215	82,001.92	5/05/03	FIRE CAPTAIN (FIRE)
F	M	C	MUFFENBIER, KEVIN	1629	85,787.52	3/11/91	FIRE CAPTAIN (FIRE)
F	M	C	NESS, JASON D	1668	84,360.64	7/02/01	FIRE BATTALION CHIEF
F	M	C	JOHNSON, KEITH R	1133	82,001.92	9/21/92	FIRE CAPTAIN (FIRE)
F	M	C	RASMUSSEN, CHRISTOPHER	1892	98,629.44	11/01/93	FIRE BATTALION CHIEF
F	M	C	WILLEY, BENJAMIN D	2528	70,720.00	5/05/03	FIRE CAPTAIN-EMS TRAINING
F	M	C	WALLER, MARK	2458	85,787.52	3/30/87	FIRE CAPTAIN (FIRE)

PROFESSIONALS

								NEW
F	M	C	SCHLAFMANN, LEON L	2047	98,612.80	7/31/89	FIRE BATTALION CHIEF-EME	COO
F	M	C	MEHLISCH, JASON	1541	85,787.52	3/01/95	FIRE CAPTAIN (FIRE)	
F	M	C	CUCHNA III, ROBERT J	415	85,787.52	3/12/90	FIRE CAPTAIN (FIRE)	
F	M	C	MANGIN, JOHN J	1473	89,107.20	6/25/98	FIRE BATTALION CHIEF	
F	M	C	DIETZ, CLARK	479	82,001.92	8/24/92	FIRE CAPTAIN (FIRE)	
F	M	C	DIETZ, CHRISTOPHER P	478	85,787.52	3/13/96	FIRE CAPTAIN (FIRE)	
F	M	C	PIEPER, CHRISTOPHER J	1848	82,056.00	5/01/00	FIRE CAPTAIN (FIRE)	
F	M	C	GISSELBECK, JASON D	738	78,303.68	11/18/02	FIRE CAPTAIN (FIRE)	
F	M	C	CARLEY, DANE	302	98,629.44	3/13/96	FIRE BATTALION CHIEF	

PROTECTION SERVICES

								NEW
F	M	C	VAN DE VELDE, TYLER K	4219	53,114.88	2/27/17	FIREFIGHTER (FIRE)	
F	M	C	EVENSON, DYLAN J	4518	53,114.88	5/14/18	FIREFIGHTER (FIRE)	
F	M	C	PHILLIPPI, JUSTIN C	4369	51,600.64	9/11/17	FIREFIGHTER (FIRE)	
F	M	C	CUCHNA, JACOB R	4517	53,114.88	5/14/18	FIREFIGHTER (FIRE)	
F	M	C	MARTIN, JUSTIN G	3254	54,629.12	9/14/15	FIREFIGHTER (FIRE)	
F	M	C	HILLUKKA, TODD A	4679	49,154.56	12/31/18	AIRPORT FIREFIGHTER	
F	M	C	GOEBEL, ROBERT J	4519	53,114.88	5/14/18	FIREFIGHTER (FIRE)	
F	M	C	KRAMER, MATTHEW A	4520	53,114.88	5/14/18	FIREFIGHTER (FIRE)	
F	M	C	HAGEN, MICHAEL A	4367	51,600.64	9/11/17	FIREFIGHTER (FIRE)	
F	M	C	SWANSON, KEVIN W	4370	51,600.64	9/11/17	FIREFIGHTER (FIRE)	
F	M	C	ADAMS, NATHAN E	3253	54,629.12	9/14/15	FIREFIGHTER (FIRE)	
F	M	C	GARDING, TYLOR J	3789	50,144.64	5/06/19	FIREFIGHTER (FIRE)	
F	M	C	LORDEMAN, AARON R	4368	51,600.64	9/11/17	FIREFIGHTER (FIRE)	
F	M	C	BOROWICZ, TROY D	4363	51,600.64	9/11/17	FIREFIGHTER (FIRE)	
F	M	C	TOLLEFSON, TAYLOR W	4758	50,144.64	5/06/19	FIREFIGHTER (FIRE)	
F	M	C	BACHMEIER, BRENT A	4628	50,144.64	10/08/18	FIREFIGHTER (FIRE)	
F	M	C	RANSOM, KYLE R	4325	50,610.56	4/16/18	AIRPORT FIREFIGHTER	
F	M	C	NELSON, ROSS W	4220	53,114.88	2/27/17	FIREFIGHTER (FIRE)	
F	M	C	BAUNE, BRETT J	4759	50,144.64	5/06/19	FIREFIGHTER (FIRE)	
F	M	C	HAWLEY, MICHAEL K	4218	53,114.88	2/27/17	FIREFIGHTER (FIRE)	
F	M	D	WILLIAMS JR, PATRICK D	3255	54,629.12	9/14/15	FIREFIGHTER (FIRE)	
F	M	C	GROMMESH, PAUL M	3880	56,114.24	3/28/16	FIREFIGHTER (FIRE)	
F	M	C	KNUTSON, DERIC E	1246	68,169.92	2/26/07	FIREFIGHTER - DRIVER	
F	M	C	CZAPLEWSKI, BRETT D	422	68,169.92	6/11/07	FIREFIGHTER - DRIVER	
F	M	C	LANGAGER, DARIN R	3105	60,336.64	10/01/14	AIRPORT FIREFIGHTER	
F	M	C	WORM, JOSHUA J	3878	56,114.24	3/28/16	FIREFIGHTER (FIRE)	
F	M	C	PREMO, JACOB A	3004	59,142.72	4/14/14	FIREFIGHTER (FIRE)	
F	M	C	NELSON, WILLIAM D	1665	65,141.44	11/03/08	FIREFIGHTER (FIRE)	
F	M	C	SIMMONS, SHANE L	2160	65,141.44	6/01/09	FIREFIGHTER - DRIVER	

PROTECTION SERVICES

F	M	C	DURENSKY, BRENT D	518	65,141.44	6/01/09	FIREFIGHTER - DRIVER	NEW
F	M	C	KNUTSON, CHRIS T	1245	68,169.92	4/27/90	FIREFIGHTER - DRIVER	
F	M	C	FULLER, JOSEPH M	3158	56,114.24	3/02/15	FIREFIGHTER (FIRE)	
F	M	C	PETERSON, KIRK C	1833	65,141.44	6/01/09	FIREFIGHTER - DRIVER	
F	M	C	DARRAH, ROBERT L	442	65,141.44	8/19/96	FIREFIGHTER (FIRE)	
F	M	C	ENGELSTAD, JEREMY L	3005	59,142.72	4/14/14	FIREFIGHTER (FIRE)	
F	M	C	SVIR, JOSEPH E	2291	65,141.44	9/13/04	FIREFIGHTER (FIRE)	
F	M	C	ORVIK, KENT J	2593	62,112.96	10/04/10	FIREFIGHTER (FIRE)	
F	M	C	GIBSON, CASEY S	3157	56,114.24	3/02/15	FIREFIGHTER (FIRE)	
F	M	C	DINGMANN, ANDREW F	3886	56,114.24	3/28/16	FIREFIGHTER (FIRE)	
F	M	C	LOHER III, GERALD A	3086	56,114.24	8/18/14	FIREFIGHTER (FIRE)	
F	M	C	PEARSON, TYLER J	1801	65,141.44	6/01/09	FIREFIGHTER - DRIVER	
F	M	C	JOHNSON, LOGAN S	1138	65,141.44	6/01/09	FIREFIGHTER - DRIVER	
F	M	C	NEELS, MICHAEL J	1643	65,141.44	11/03/08	FIREFIGHTER (FIRE)	
F	M	C	MITCHELL, NICHOLAS J	2680	62,112.96	8/01/11	FIREFIGHTER (FIRE)	
F	M	C	KINDELSPIRE, NICHOLAS P	3007	59,142.72	4/14/14	FIREFIGHTER (FIRE)	
F	M	C	SMITH, JUSTIN C	2193	65,141.44	9/22/03	FIREFIGHTER (FIRE)	
F	M	C	SEABERG, MICHAEL T	2113	65,141.44	6/01/09	FIREFIGHTER - DRIVER	
F	M	C	AMBROSE, MICHAEL J	23	65,141.44	9/13/04	FIREFIGHTER (FIRE)	
F	M	C	FORNESS, JASON A	661	65,141.44	10/23/00	FIREFIGHTER (FIRE)	
F	M	C	PETSINGER, BRETT J	1842	65,141.44	6/01/09	FIREFIGHTER - DRIVER	
F	M	C	RYSGAARD, TREVOR E	1993	65,141.44	11/03/08	FIREFIGHTER (FIRE)	
F	M	C	NOYES, CHAD R	1701	56,114.24	5/09/16	AIRPORT LEAD FIREFIGHTER/ CA	
F	M	C	POLLERT, GAVIN R	3159	56,114.24	3/02/15	FIREFIGHTER (FIRE)	
F	M	C	BELCHER, DAVID E	3104	65,141.44	10/01/14	AIRPORT LEAD FIREFIGHTER/ CA	
F	M	C	JOHNSON, KEVIN A	1135	68,169.92	4/27/90	FIREFIGHTER - DRIVER	
F	M	C	LADDUSAW, MATTHEW	1303	65,141.44	11/16/92	FIREFIGHTER (FIRE)	
F	M	C	FORNESS, MARSHALL M	662	68,169.92	4/23/90	FIREFIGHTER - DRIVER	
F	M	C	SABOURIN, JOSEPH R	1997	65,141.44	9/13/04	FIREFIGHTER (FIRE)	
F	M	C	SELLDEN, TREVOR-LEE L	2950	57,657.60	9/16/13	FIREFIGHTER (FIRE)	
F	M	C	PAYNE, ANDREW J	1799	65,141.44	6/01/09	FIREFIGHTER - DRIVER	
F	M	C	WERLINGER, JUSTIN R	2677	62,112.96	8/01/11	FIREFIGHTER - DRIVER	
F	M	C	VOSSETEIG, ERIK G	2436	62,112.96	11/16/09	FIREFIGHTER (FIRE)	
F	M	C	KELLER, GENE W	3084	56,114.24	8/18/14	FIREFIGHTER (FIRE)	
F	M	C	KANKELFRITZ, ADAM D	1171	65,141.44	11/03/08	FIREFIGHTER (FIRE)	
F	M	C	BURCHILL, JOSEPH L	273	68,169.92	5/27/08	FIREFIGHTER - DRIVER	
F	M	C	HAGEN, ZACHARY D	2959	57,657.60	11/11/13	FIREFIGHTER (FIRE)	
F	M	C	BUCHHOLZ, MATTHEW E	264	62,112.96	8/24/09	FIREFIGHTER (FIRE)	
F	M	C	CHRISTLIEB, ERICH S	2754	62,112.96	4/16/12	FIREFIGHTER (FIRE)	
F	M	C	BERNIER, JORDAN P	2751	62,112.96	4/16/12	FIREFIGHTER (FIRE)	

PROTECTION SERVICES

F	M	C	WEIGEL, RODNEY E	3884	56,114.24	3/28/16	FIREFIGHTER (FIRE)	NEW
F	M	C	DAWSON, MATTHEW W	2752	62,112.96	4/16/12	FIREFIGHTER (FIRE)	
F	M	C	BROWN, MICHAEL V	246	65,141.44	10/23/00	FIREFIGHTER (FIRE)	
F	M	C	AMSTRUP, PETER J	25	57,657.60	11/11/13	FIREFIGHTER (FIRE)	
F	M	C	BINDER, MICHAEL J	165	68,169.92	5/03/99	FIREFIGHTER - DRIVER	
F	M	C	ROSCOE, CLAYTON N	2679	62,112.96	8/01/11	FIREFIGHTER - DRIVER	
F	M	C	WELDER JR, THOMAS A	2501	65,141.44	9/21/92	FIREFIGHTER (FIRE)	
F	M	C	ALMER, TRAVIS S	3103	63,860.16	10/01/14	AIRPORT ASSISTANT FIRE CHIEF	
F	M	C	KELLY, COLLIN M	3003	59,142.72	4/14/14	FIREFIGHTER (FIRE)	
F	M	C	SYLVESTER, STEVEN D	2308	68,169.92	6/10/96	FIREFIGHTER - DRIVER	
F	M	C	SCHMIDT, GREG M	2060	68,169.92	6/01/93	FIREFIGHTER - DRIVER	
F	M	G	CHRISTOFFERSON, JOSHUA R	343	65,141.44	11/03/08	FIREFIGHTER (FIRE)	
F	M	C	GIBSON, JONATHAN P	3108	70,353.92	10/01/14	AIRPORT ASSISTANT FIRE CHIEF	
F	M	C	BERTSCH, STEVEN J	3109	70,353.92	10/01/14	AIRPORT ASSISTANT FIRE CHIEF	

	OFFICIAL/ADMINISTRATION							
F	M	C	LIUDAHL, SCOTT	1410	95,700.80	5/15/96	CITY FORESTER (NAT RES)	NEW
	PROFESSIONALS							
F	M	C	LEE, ALLEN J	1367	76,003.20	1/15/01	URBAN FORESTRY MANAGER	NEW
	SKILLED CRAFTS							
F	M	C	NELSON, TANNER C	3027	40,976.00	4/14/15	ARBORIST I (NAT RES)	NEW
F	M	C	KALENZE, JOHN S	4183	39,790.40	1/18/17	ARBORIST I (NAT RES)	
F	M	C	HELMING, ROBERT J	4795	39,790.40	5/20/19	ARBORIST I (NAT RES)	
F	M	C	ENGLISH, SCOTT A	566	60,611.20	4/27/09	ARBORIST III	
F	M	C	HEIZELMAN, DALLAS A	944	65,145.60	4/24/06	ARBORIST II (NAT RES)	
F	M	C	OLSON, MICHAEL R	1757	57,636.80	5/18/05	ARBORIST II (NAT RES)	
F	M	C	JANSSEN, DAVID C	1091	65,145.60	8/08/01	ARBORIST II (NAT RES)	
F	M	C	ZABLOTNEY, TRACY A	2568	74,256.00	5/08/00	ARBORIST SUPERVISOR (NAT RES	
P	M	C	HEBERT, ALEX S	4784	12,768.00	5/06/19	PT LABORER FORESTRY (NAT RES	
P	M	C	OLSON, ALEX D	3831	12,768.00	5/23/19	PT LABORER FORESTRY (NAT RES	
P	M	C	THOMPSON, TY J	4524	14,688.00	5/13/19	PT LABORER FORESTRY (NAT RES	
P	M	C	MEIER, MATHEW R	4738	12,768.00	4/22/19	PT LABORER FORESTRY (NAT RES	
P	M	C	SMITH, ERIC N	4755	12,768.00	4/29/19	PT LABORER FORESTRY (NAT RES	
P	M	C	DULLUM, JARED J	4306	13,248.00	5/14/19	PT LABORER FORESTRY (NAT RES	
P	M	C	RAPP, BRIAN C	4523	13,248.00	4/30/19	PT LABORER FORESTRY (NAT RES	
P	F	C	RIEHL, CORA J	4525	13,248.00	5/21/19	PT LABORER FORESTRY (NAT RES	
P	F	C	HENRICKS, SHYLA E	4496	13,248.00	5/15/19	PT LABORER FORESTRY (NAT RES	
P	M	C	KLOSE, MICHAEL E	4756	27,664.00	5/01/19	PT LABORER FORESTRY (NAT RES	
P	M	C	OHMAN, SAMUEL T	4492	26,436.80	1/04/19	PT LABORER FORESTRY (NAT RES	

	OFFICIAL/ADMINISTRATION						NEW
F	F	C	FLEMING, DESIREE	649	136,323.20	3/02/92	PUBLIC HEALTH DIRECT (HEALTH)
	PROFESSIONALS						NEW
F	F	C	SMITH GRETERMAN, MARY F	4691	54,142.40	1/22/19	ENVIRONMENT HEALTH PRAC (HLTH
F	M	C	TINQUIST, KENNETH R	2359	68,952.00	6/04/07	ENVIRONMENT HEALTH PRAC II
F	M	C	BINSFELD, CONRAD C	2877	63,752.00	7/29/15	PUBLIC HEALTH NURSE (HEALTH)
F	M	C	JOHNSON, AARON K	3844	67,246.40	2/29/16	ENVIRONMENT HEALTH PRAC II
F	M	C	NESEMEIER, PRESTON A	4376	57,324.80	9/11/17	COMMUNITY HEALTH EDUCATOR
F	M	C	SCHNEIDER, BRADLY A	3162	65,436.80	3/16/15	ENVIRONMENT HEALTH PRAC II
F	M	C	BOHRER, JUSTIN D	2932	67,246.40	7/08/13	PUBLIC HEALTH ANALYST
F	F	C	ORR, TERA LISE M	3142	63,752.00	1/13/15	NUTRITIONIST II (HEALTH)
F	F	C	DRAXTEN, MICHELLE L	4059	67,246.40	6/20/16	NUTRITIONIST II (HEALTH)
F	F	C	WEYRAUCH SCHMIDT, AMANDA R	4730	58,427.20	4/15/19	PUBLIC HEALTH NURSE (HEALTH)
F	F	C	MARKEGARD, MELISSA B	3075	62,233.60	7/21/14	COMMUNITY HEALTH EDUCATOR
F	F	C	STEPHENS, HEATHER A E	4322	60,257.60	7/06/17	PUBLIC HEALTH NURSE (HEALTH)
F	F	C	LEITCH, JESSICA A	4330	61,921.60	7/17/17	PUBLIC HEALTH NURSE (HEALTH)
F	F	C	BAUM, LAURA V	3861	59,009.60	3/21/16	ENVIRONMENT HEALTH PRAC (HLTH
F	F	C	BOMMERSBACH, MELISSA J	4481	61,921.60	3/12/18	PUBLIC HEALTH NURSE (HEALTH)
F	F	C	FLASKERUD, LEAH E	4666	58,427.20	11/28/18	PUBLIC HEALTH NURSE (HEALTH)
F	F	C	SPONSLER, ERICA L	4731	58,427.20	4/16/19	PUBLIC HEALTH NURSE (HEALTH)
F	F	C	BECHER, HEATHER L	2823	68,952.00	10/01/12	PUBLIC HEALTH NURSE (HEALTH)
F	F	E	SUND, KIMBERLY D	3281	63,752.00	11/30/15	ENVIRONMENT HEALTH PRAC II
F	M	C	ANENSON, LARRY W	70	109,096.00	8/11/08	HEALTH PROMO & PROTECT DIR
F	M	C	OHMAN, CHRISTOPHER A	2919	70,740.80	5/28/13	ENVIRONMENT HEALTH PRAC II
F	M	C	NELSON, MATT D	1657	74,256.00	3/14/05	EMERGENCY PLANNER
F	M	C	HUBRIG, HUNTER J	2982	72,571.20	1/21/14	EMERG PREP ENV HEALTH PRAC II
F	M	C	MURPHY, DOUGLAS A	1632	93,475.20	3/17/08	REG EMERGENCY RESPONSE COOR
F	F	A	DOSCH, LOLA J	500	76,003.20	8/08/06	PUBLIC HEALTH NURSE (HEALTH)
F	F	C	WAVRIN, THERESA C	2477	72,467.20	8/03/09	PUBLIC HEALTH NURSE (HEALTH)
F	F	C	MAROHL, JEAN A	1488	76,003.20	11/01/04	PUBLIC HEALTH NURSE (HEALTH)
F	F	C	SCHROEDER, ANDREA S	2082	76,003.20	7/19/05	PUBLIC HEALTH NURSE (HEALTH)
F	F	C	SCHAEFER, SUZANNE L	3140	88,483.20	1/05/15	DIRECTOR OF NURSING
F	F	C	LITKE SALL, ROBYN C	1404	70,366.40	9/10/01	COMMUNITY HEALTH EDUCATOR
F	F	C	JOHNSON, RACHAEL L	3081	72,571.20	8/04/14	PUBLIC HEALTH NURSE COOR
F	F	C	RETZLAFF, LYNN R	1918	76,003.20	6/16/08	MEDICAL TECHNOLOGIST (HEALTH)
F	F	C	SCOTT, HOLLY J	2110	76,003.20	6/18/01	COMMUNICATION SPECIALIST
F	F	C	THOMAS, LORI J	2324	76,003.20	4/07/97	PUBLIC HEALTH NURSE (HEALTH)
F	F	C	GROTHMAN, PAMELA J	814	76,003.20	2/22/99	PUBLIC HEALTH NURSE (HEALTH)
F	F	C	WOHLER, LEDORA L	2550	88,649.60	3/16/00	PUBLIC HEALTH NURSE SUPR (HLT
F	F	C	ELLINGSON, LORI L	556	103,376.00	5/17/00	NURSE PRACTITIONER (HEALTH)

PROFESSIONALS

F	F	C	JOHNSON, HEIDI M	1129	76,003.20	6/21/99	PUBLIC HEALTH NURSE (HEALTH)	NEW
F	F	C	GUNNING, VANESSA L	830	88,649.60	2/14/05	PUBLIC HEALTH NURSE SUPR (HL	
F	F	C	STETZ, CHERYL B	2252	70,366.40	11/24/03	COMMUNITY HEALTH EDUCATOR	
F	F	C	MCLEAN, HEIDI S	1529	88,649.60	12/20/99	PUBLIC HEALTH NURSE SUPR (HL	
F	F	C	LEITH, NANCY E	1375	88,649.60	9/23/85	PUBLIC HEALTH NURSE SUPR (HL	
F	F	C	LEE-WEYRAUCH, KRISTI M	1372	76,003.20	1/03/05	PUBLIC HEALTH NURSE (HEALTH)	
F	F	C	ECKES, AUDREY A	535	103,376.00	4/17/90	NURSE PRACTITIONER (HEALTH)	
F	F	C	VANCE, KIM N	2400	88,649.60	7/01/01	WIC COORDINATOR (HEALTH)	
F	F	C	LIPETZKY, KIM R	1403	76,003.20	2/09/96	NUTRITIONIST II (HEALTH)	
F	F	C	HOYEM, WENDY	1037	76,003.20	11/02/98	PUBLIC HEALTH NURSE (HEALTH)	
F	F	C	FRENCH, JAMIE M	681	76,003.20	12/02/02	PUBLIC HEALTH NURSE (HEALTH)	
P	F	C	HERSCH, ANNE M	968	7,308.00	11/03/80	PT PUBLIC HEALTH NURSE	
P	F	C	PETERSON, CONNIE M	1827	17,560.00	1/15/90	PTS PUB HEALTH NURSE (HEALTH	
P	F	D	DAVIS, CREEONNA S	4808	21,496.80	6/12/19	PTB LPN (HEALTH)	
P	F	C	BAKER, KAYLA M	4431	26,020.80	11/20/17	COMMUNITY HEALTH EDUCATOR	
P	F	C	QUERNEMOEN, CHANTELL L	3499	28,022.40	12/16/15	PT PUBLIC HEALTH NURSE	
P	F	C	FISH, AMBER E	4080	31,258.50	8/01/16	PTB PUB HEALTH NURSE (HEALTH	
P	F	C	HUBER, CARRIE A	3139	25,443.00	1/05/15	PTB LPN (HEALTH)	
P	F	C	HUEBNER, TRACY	1046	38,001.60	7/12/93	PTB PUB HEALTH NURSE (HEALTH	
P	F	C	HOLTE, JAN M	1020	40,194.00	9/12/01	PTB PUB HEALTH NURSE (HEALTH	
P	F	C	KOBBERVIG, BETHANY L	1250	38,275.65	2/10/00	PTB PUB HEALTH NURSE (HEALTH	
P	F	C	KOCH, CHERYL J	2818	35,625.48	9/24/12	PTB PUB HEALTH NURSE (HEALTH	
P	F	C	WEISENBERGER, BRENDA J	2495	33,946.50	10/23/00	PTB PUB HEALTH NURSE (HEALTH	
P	F	C	LAHREN, MICHELLE S	1308	41,308.47	8/07/02	PTB PUB HEALTH NURSE (HEALTH	
P	F	C	BROWN, DORIS G	245	33,533.76	2/14/07	PTB LPN (HEALTH)	
P	F	C	HOWES, ALICIA L	4585	35,633.10	8/07/18	PTB PUB HEALTH NURSE (HEALTH	
P	F	C	SONDREAL, ELLEN J	2208	35,625.48	3/28/11	PTB PUB HEALTH NURSE (HEALTH	
P	F	C	SIMMONS, CHELSEA S	2934	33,865.68	7/29/13	PTB PUB HEALTH NURSE (HEALTH	
P	F	C	WHALEN, DEEDRA A	2513	45,601.92	7/31/01	PTB PUB HEALTH NURSE (HEALTH	
P	F	C	MUELLER, GWEN	1627	49,402.08	1/17/94	PTB PUB HEALTH NURSE (HEALTH	
P	F	C	STIRLING, PAMELA	2259	54,535.95	9/15/98	PTB PUB HEALTH NURSE (HEALTH	
P	F	C	DEMERS, HEATHER R	3237	52,349.44	7/27/15	PTB PUB HEALTH NURSE (HEALTH	
P	F	C	DARVAL, SHAUNALEE R	443	51,979.20	3/08/10	PTB PUB HEALTH NURSE (HEALTH	
P	F	C	MOSER, AMY K	3131	52,349.44	12/08/14	PTB PUB HEALTH NURSE (HEALTH	
P	F	C	ROESLER, NIKKOL S	1960	60,802.56	8/16/05	PTB PUB HEALTH NURSE (HEALTH	
P	F	C	SCHEER, KARA L	2036	57,002.40	3/27/00	PTB PUB HEALTH NURSE (HEALTH	
P	F	C	LEE, KIM M	1371	60,802.56	9/26/95	PTB PUB HEALTH NURSE (HEALTH	

TECHNICIANS

F	F	C	OLSON, LYNNE M	3941	38,209.60	5/02/16	ENVIRONMENTAL HEALTH ASSOCIA	NEW

TECHNICIANS

							NEW
F	M	C	LARSON, GRANT J	1337	98,779.20	1/27/97	ENVIRONMENTAL HEALTH DIRECTOR
P	M	C	TRUMBAUER, STEPHEN D	2916	16,092.00	5/11/17	PT ENVIRONMENTAL TECH (HEALTH

PARA PROFESSIONALS

							NEW
F	F	C	SPERAL, ALISSA D	2664	41,288.00	6/08/11	HOME HEALTH AIDE (HEALTH)
F	F	C	BLESSUM, KAILEE R	3238	37,169.60	7/30/15	HOME HEALTH AIDE (HEALTH)
F	F	C	BACK, RACHEL E	4710	42,993.60	3/04/19	LPN (HEALTH)
F	F	C	LYNNES, ANGELA M	4182	49,171.20	1/17/17	NUTRITIONIST I (HEALTH
F	F	C	TRUHLICKA, ERICA L	4449	44,241.60	1/16/18	LPN (HEALTH)
F	F	C	KOMANETZ, ANGELA M	2383	44,324.80	1/26/98	HOME HEALTH AIDE (HEALTH)
F	F	C	KOCH, TERRI	1253	43,305.60	9/01/98	HOME HEALTH AIDE (HEALTH)
F	F	C	RODACKER-BARTCH, KATIE M	4253	48,110.40	4/27/17	LPN (HEALTH)
F	F	C	JASON, KAITLIN M	4584	47,777.60	7/30/18	NUTRITIONIST I (HEALTH
F	F	C	KLOSTER, MARGARET	1236	43,305.60	7/08/98	HOME HEALTH AIDE (HEALTH)
F	F	C	BRUNS, ANGELA C	255	55,889.60	3/23/99	LPN (HEALTH)
F	F	C	LANGTON, DONNA L	2985	56,139.20	2/10/14	NUTRITIONIST I (HEALTH
P	F	C	WARRINER, LINDSAY E	2474	11,024.00	7/19/05	PT NUTRITIONIST I
P	F	C	KELLER, JESSICA M	4355	17,555.20	8/24/17	PTB HOME HEALTH AIDE (HEALTH)
P	F	C	FINNEY, MIRANDA L	4243	33,420.02	4/03/17	PTB HOME HEALTH AIDE (HEALTH)
P	F	C	SCHULTZ, MARLENE L	2094	46,197.84	7/09/02	PTB NUTRITIONIST I (HEALTH)
P	F	C	ROESLER, TRICIA A	1962	43,165.20	11/23/09	PTB NUTRITIONIST I (HEALTH)

ADMINISTRATIVE SUPPORT

							NEW
F	F	C	KNOLL, LINETTE J	3113	38,209.60	10/06/14	OFFICE ASSOCIATE II (HEALTH)
F	F	C	HUDSON, JUDITH L	2983	39,228.80	2/03/14	OFFICE ASSOCIATE II (HEALTH)
F	F	C	GABEL, MEGAN L	3636	40,164.80	1/04/16	MEDICAL ASSISTANT (HEALTH)
F	F	C	TRETTER, SHEILA M	2853	40,248.00	1/02/13	OFFICE ASSOCIATE II (HEALTH)
F	F	C	HEUPEL, TERI C	3167	42,348.80	3/30/15	MEDICAL ASSISTANT (HEALTH)
F	F	C	BJOREM, JOANNE M	173	44,324.80	4/29/05	OFFICE ASSOCIATE II (HEALTH)
F	F	C	KUZNIA, BECKY K	2836	43,472.00	10/29/12	MEDICAL ASSISTANT (HEALTH)
F	F	C	ZIEGLER, LORI	2582	44,324.80	12/04/96	OFFICE ASSOCIATE II (HEALTH)
F	F	C	LURA, KARI J	1446	53,248.00	4/06/92	MED CODING AND BILLING SPEC
F	F	C	MEARS, JULIE R	1537	47,860.80	7/01/01	WIC CERTIFIER II
F	F	C	SAEWERT, JEANNIE R	1999	44,324.80	7/19/99	OFFICE ASSOCIATE II (HEALTH)
F	F	C	PHILLIPS, EILEEN M	1845	44,324.80	7/01/01	OFFICE ASSOCIATE II (HEALTH)
F	F	C	SHAW, BETTY	2131	55,889.60	1/09/95	OFFICE ASSOCIATE III (HEALTH)
F	F	C	MILLER, SANDRA S	1584	55,889.60	6/22/98	MED CODING AND BILLING SPEC
F	F	C	STEINER, TERESA R	2244	55,889.60	10/01/89	OFFICE ASSOCIATE III (HEALTH)
P	F	C	LONG, KATHY J	4332	12,047.36	7/25/17	INFORMATION DESK RECEPTIONIST
P	F	C	AMUNDSON, LOANN J	3260	13,955.76	9/21/15	INFORMATION DESK RECEPTIONIST

ADMINISTRATIVE SUPPORT

P	F	C	JOHNSON, SHANA G	3845	13,955.76	3/07/16	INFORMATION DESK RECEPTIONIST NEW
P	F	C	HERMANN, LISA S	4694	28,088.32	1/28/19	PTB OFFICE ASSOC II (HEALTH)
P	F	C	SUMMERVILLE, STACY R	2287	39,936.00	7/10/02	PT RG MED CODING & BILL SPEC
P	F	C	SKUNBERG, JANICE M	2177	35,459.84	5/23/06	PTB OFFICE ASSOC II (HEALTH)

	OFFICIAL/ADMINISTRATION						NEW
F	M	C	HALL, TROY B	2799	129,750.40	7/09/12	WATER UTILITY DIRECTOR
F	M	C	DOBBERSTEIN, SHAWN A	483	156,603.20	5/25/87	AIRPORT EXECUTIVE DIRECTOR
F	M	C	WARD, BRIAN A	2469	86,715.20	9/02/97	W/WW SUPERINTENDENT (UTIL&TR)
	PROFESSIONALS						NEW
F	M	C	AMUNDSON, MATTHEW J	26	86,569.60	2/07/07	CHIEF ENVIRONMENTAL SCIENTIST
F	M	C	CROWELL, SHAUN W	410	76,377.60	11/17/08	MOBILITY MANAGER
F	M	C	ANDERSON, DARREN L	38	111,612.80	6/02/97	AIRPORT ASST DIRECTOR (UTIL&T
F	F	C	BOMMELMAN, JULIA A	199	124,716.80	8/24/98	TRANSIT DIRECTOR
	TECHNICIANS						NEW
F	M	C	EVJE, QUINTIN D	2723	60,632.00	12/12/11	INSTRUMENTATION & CONTROL TEC
F	M	C	HANSON, CORY J	879	63,689.60	11/06/00	WATER METER SERV TECH II
F	M	C	OLSON, LARRY M	1756	60,340.80	5/08/85	RESIDUALS PLANT OPERATOR
F	M	C	MEARS, CHAD E	1536	65,145.60	7/27/98	PW CREWLEADER (MAINS&HYDRANTS
F	M	C	SCHOTT, THOMAS D	2081	76,003.20	5/17/71	WATER METER SUPRV (UTIL&TRAN)
F	M	C	SCHMIDT, TERRY L	2069	76,003.20	10/31/78	PW SUPERVISOR (MAINS&HYDRANTS
F	M	C	BUCHHOLZ, DAVID	262	88,649.60	12/09/92	UTILITY SUPERVISOR (WATER)
F	M	C	EVENSON, CRAIG D	600	74,318.40	8/18/97	UTILITY SUPERVISOR (WATER)
F	M	C	HOFFMAN, ROBERT D	1002	76,003.20	9/01/77	PW TECH II (MAINS&HYDRANTS)
P	M	C	WESTERENG, DRAKE E	4802	6,720.00	6/03/19	PT LABORER FILTR (UTIL& TRAN)
P	M	C	KRUEGER, ANDREW J	4804	6,720.00	6/04/19	PT LABORER FILTR (UTIL& TRAN)
P	M	C	BLOCK, CODY G	4803	6,720.00	6/03/19	PT LABORER FILTR (UTIL& TRAN)
	PARA PROFESSIONALS						NEW
F	M	C	SAUER, NICHOLAS P	4483	74,318.40	3/19/18	W/WW CONTROL SYST MGR (UTIL&T
	ADMINISTRATIVE SUPPORT						NEW
F	M	C	BILLMAN, MATHEW P	4238	36,129.60	4/03/17	TRANSIT RESERV (UTIL & TR)
F	F	C	HOWLAND, DAWN M	4636	34,112.00	10/22/18	TRANSIT RESERV (UTIL & TR)
F	F	C	BENKE, HEIDI L	3144	42,161.60	1/19/15	LEAD TRANSIT RESERVATIONIST
F	M	C	SWINGEN, COLE T	4343	63,086.40	8/14/17	TRANSIT PLANNER
F	F	C	EVERETT, JUDY A	602	55,889.60	6/23/03	OFFICE ASSOCIATE III (UTIL&TR
F	F	C	STADING, JOAN R	2230	65,145.60	1/02/86	PRINCIPAL OFFICE ASSOC AIRPOR
F	F	C	KOSIENSKI, JODI E	1265	60,340.80	1/25/99	PRINCIPAL OFFICE ASSOC (UT&TR
	SKILLED CRAFTS						NEW
F	M	A	WILLIAMS JR, FRANKLIN D	4695	42,161.60	2/04/19	W/WW OPERATOR-APPRENTICE(UTIL
F	M	A	URBANO VILLAGOME, MARCO A	4737	34,112.00	4/22/19	WATER METER READER I
F	M	C	IHRY, MATTHEW J	4752	34,112.00	4/29/19	WATER METER READER I

SKILLED CRAFTS

							NEW
F	M	C	STEINHOUSE JR, TERRY L	3750	40,976.00	2/08/16	WATER METER READER II
F	F	C	DAMMANN, ERIN K	4806	42,161.60	6/10/19	W/WW OPERATOR-APPRENTICE(UTI
F	M	C	WIENHOLD, RICHARD J	3259	54,142.40	9/21/15	W/WW OPERATOR IV (UTIL&TRANS)
F	M	C	KOVASH, LANCE K	2946	45,531.20	9/03/13	W/WW OPERATOR I (UTIL&TRANS)
F	M	C	VOLK, RYAN J	3077	49,171.20	7/28/14	EQUIPMENT OPER III (UTIL&TRA
F	M	C	HOLMEN, ANDREW V	4644	47,777.60	11/15/18	EQUIPMENT OPER III (UTIL&TRA
F	M	C	LARSON, GREGORY R	2997	53,331.20	3/10/14	EQUIPMENT TECHNICIAN II (WTR
F	M	C	COOK, NOAH A	3051	45,739.20	6/03/14	W/WW OPERATOR-APPRENTICE(UTI
F	M	C	KAEHLER, CRAIG H	4705	46,384.00	2/11/19	EQUIPMENT OPER III (UTIL&TRA
F	F	C	BITZAN, JOSEPHINE A	3853	51,646.40	3/14/16	W/WW OPERATOR III (UTIL&TRAN
F	M	C	HAMAN, DANIEL W	3232	65,041.60	7/13/15	WATER PRODUCT COORD-LIME SOF
F	M	C	SWEEP, DARRELL D	2303	60,340.80	4/28/98	EQUIPMENT OPER III (UTIL&TRA
F	M	C	MANNIE, MASON J	1476	67,121.60	4/06/98	W/WW OPERATOR IV (UTIL&TRANS
F	M	C	KROLL, JASON	1287	67,121.60	12/12/94	W/WW OPERATOR IV (UTIL&TRANS
F	M	C	PEDERSON, JESSEY R	1807	65,041.60	10/05/09	WATER PRODUCT COORD-MEMBRANE
F	M	C	SOLIS, WILLIAM J	2206	65,145.60	8/27/79	PW TECH I (MAINS&HYDRANTS)
F	M	C	LEE, BRIAN J	1369	67,121.60	6/01/82	W/WW OPERATOR IV (UTIL&TRANS
F	M	C	TRETTER, DALE R	2369	60,340.80	7/07/97	EQUIPMENT TECHNICIAN II (WTR
F	M	C	LIEN, ENOS J	1390	55,889.60	2/07/00	WATER METER SERV TECH (UTIL&
F	M	C	SMEDSHAMMER, TROY H	2188	60,340.80	4/26/99	EQUIPMENT TECHNICIAN II (AIR
F	M	C	GANJE, THOMAS J	706	60,340.80	6/04/02	EQUIPMENT OPER III (UTIL&TRA
F	M	C	DAHL, JORDAN T	427	59,009.60	8/10/15	AIRPORT OPER SPECIALIST
F	M	C	KOPP, STEVEN D	1262	67,121.60	2/17/77	W/WW OPERATOR IV (UTIL&TRANS
F	M	C	JONES, JAMES C	1150	55,889.60	5/07/01	WATER METER SERV TECH (UTIL&
F	M	C	MILLER, SCOTT J	2800	57,553.60	7/09/12	EQUIPMENT TECHNICIAN II (WTR
F	M	C	ROEMMICH, CORDELL G	1959	60,340.80	2/25/08	EQUIPMENT OPER III (UTIL&TRA
F	M	C	BYRUM, DAREN K	290	60,340.80	1/15/97	EQUIPMENT OPER III (UTIL&TRA
F	M	C	BULLIS, DANNY J	270	70,366.40	8/06/07	AIRPORT OPER SUPERV (UTIL&TR
F	M	C	RICARD, GERALD F	1929	74,256.00	10/09/92	EQUIPMENT TECHNICIAN III (WT
F	M	C	SWEDBERG, JOHN H	2301	70,366.40	12/05/86	AIRPORT OPER SUPERV (UTIL&TR

SERVICE MAINTENANCE

							NEW
F	M	C	ENGELMEYER, ANDREW J	4167	42,161.60	12/19/16	MAINTENANCE ATTEND II (UTIL&
F	M	C	STETZ, JOHN A	2696	44,553.60	9/06/11	AIRPORT OP ATTEND I (UTIL&TR
F	M	C	SCHWANKE, GREGORY H	2103	46,779.20	5/15/06	AIRPORT OP ATTEND I (UTIL&TR
F	M	C	FOGEL, JONATHAN W	2690	49,441.60	8/26/11	EQUIPMENT OPERATOR II (UTIL&
F	M	C	RATCLIFF, BENJAMIN T	4273	42,993.60	12/11/17	EQUIPMENT OPERATOR II (UTIL&
F	M	C	HOLMQUIST, TREVOR L	2821	43,472.00	9/24/12	AIRPORT OP ATTEND I (UTIL&TR
F	M	C	OLSON, DARWIN R	1747	47,860.80	3/01/91	AIRPORT OP ATTEND I (UTIL&TR
F	M	C	POWELL, KIT J	2721	46,945.60	12/12/11	MAINTENANCE ATTEND II (UTIL&

SERVICE MAINTENANCE

							NEW
F	M	C	LESTER, ROBERT J	1381	45,676.80	12/03/07	AIRPORT OP ATTEND I (UTIL&TRA
F	M	C	BUNGUM, JARED M	272	51,750.40	7/11/05	MAINTENANCE ATTEND II (UTIL&T
F	M	C	GUDDING, ANDREW S	3227	45,531.20	6/22/15	EQUIPMENT OPERATOR II (UTIL&T
F	M	C	SKIPLE, RICHARD J	2175	55,889.60	3/20/07	EQUIPMENT OPERATOR II (UTIL&T
F	M	C	MARTIN, ROBERT A	1496	55,889.60	5/27/97	EQUIPMENT OPERATOR II (UTIL&T
F	M	C	HOUIM, DEREK J	1034	55,889.60	4/18/05	EQUIPMENT OPERATOR II (UTIL&T
P	M	C	NOLAN, JOHN A	2787	9,800.00	6/05/19	PT SEAS AIRPORT GROUNDSKEEPER
P	M	C	ELLISON, TODD R	557	5,100.00	11/02/04	PT EQUIPMENT OPERATOR(AIRPORT
P	M	C	WADESON, TY L	2442	1,400.00	10/11/00	PT MAINT (CIVIC)
P	M	C	BUNN, GRIFFIN T	4553	6,624.00	5/20/19	PT LABORER WATER MAINS (UTIL)
P	M	C	BERTRAND, COLE A	4799	6,384.00	6/03/19	PT LABORER WATER MAINS (UTIL)
P	F	C	SWEEP, MERCEDES S	4790	6,384.00	5/20/19	PT LABORER WATER MAINS (UTIL)
P	M	D	DOUSUAH, PAWEH B	3938	18,200.00	4/28/16	PT OPERA ATTENDANT (UTIL&TRAN
P	M	D	CROFT, KING A	4108	17,472.00	9/08/16	PT OPERA ATTENDANT (UTIL&TRAN
P	M	C	GUNDERSON, JAMES A	2942	20,280.00	8/09/13	PT OPERA ATTENDANT (UTIL&TRAN

	OFFICIAL/ADMINISTRATION						
F	M	C	MILLER, MARK M	1578	98,612.80	2/12/01	W/WW SUPERINTENDENT (SS) NEW
F	M	C	LUDLUM, TERRY E	1434	143,291.20	6/25/90	SOLID WASTE UTILITY DIRECTOR
F	M	C	HAUSAUER, JAMES A	924	139,921.60	8/12/02	WASTEWATER UTILITY DIRECTOR
	TECHNICIANS						
F	M	C	SPERAL, JOHN R	2216	54,516.80	1/26/87	WW COMPLIANCE INSPECTOR NEW
F	M	C	DRECHSEL, JAY A	506	55,889.60	8/14/95	WW COMPLIANCE INSPECTOR
F	M	C	ANDERSON, SCOTT D	62	65,145.60	9/26/79	LANDFILL MAINTENANCE SPRVSR
F	M	C	RHEAULT, DAVID J	1925	78,291.20	6/01/82	PW SUPERVISOR (SOLID WASTE)
F	M	C	HANSON, PAUL J	888	80,184.00	2/19/74	PW SUPERVISOR (SOLID WASTE)
F	M	C	OFFERDAHL, WAYNE J	1717	86,569.60	6/02/86	UTILITY SUPERVISOR (WW)
F	M	C	PETERSON, RAYMOND C	1836	88,649.60	1/19/70	UTILITY SUPERVISOR (WW)
F	F	C	PICKETT, JENNIFER A	1847	76,377.60	6/14/10	RECYCLING SUPERVISOR
	PARA PROFESSIONALS						
F	M	C	SELSTEDT, BENJAMIN J	3071	59,155.20	7/14/14	ENVIRONMENTAL SCIENTIST NEW
F	F	C	JIRAVA, KIMBERLY R	1107	65,145.60	11/03/03	ENVIRONMENTAL SCIENTIST
F	F	C	SAHR, MAGGIE M	2870	62,108.80	3/11/13	ENVIRONMENTAL SCIENTIST
F	M	C	HALSNE, JASON D	855	89,107.20	8/09/99	ENTERPRISE CONTROL SYSTS COO
F	M	C	BLONIGEN, MARK G	183	70,366.40	11/26/90	INDUST PRETRE SPECIAL/CHEMIS
F	M	C	HOFF, JEFFREY J	998	86,569.60	12/02/91	W/WW CONTROL SYS MGR (SS)
	ADMINISTRATIVE SUPPORT						
F	F	C	BALLWEG, NADINE M	4064	51,979.20	7/11/16	PRINCIPAL OFF ASSOC (SAN&SEW NEW
F	F	C	JOHNSON, SHARON L	1146	76,003.20	10/04/04	OFFICE MANAGER (SS)
	SKILLED CRAFTS						
F	M	C	NUSTAD, TIMOTHY R	4177	50,627.20	1/17/17	W/WW OPERATOR II (SS) NEW
F	M	C	SLAVICK, LANE C	2181	51,750.40	8/14/00	W/WW OPERATOR-APPRENTICE (SS
F	M	C	ROSSOW, RORY A	2856	54,766.40	2/11/13	EQUIPMENT OPER III (SS)
F	M	C	SHERWOOD, DYLAN S	2980	51,979.20	1/15/14	W/WW OPERATOR II (SS)
F	M	C	LAMONT, TYLER J	1314	53,331.20	11/05/12	W/WW OPERATOR II (SS)
F	M	C	LANDMAN, PHILIP A	1316	67,121.60	5/21/01	W/WW OPERATOR IV (SS)
F	M	C	STULZ, MICHAEL D	2280	63,876.80	2/23/98	W/WW OPERATOR IV (SS)
F	M	C	STURRE, ANTHONY	2281	60,340.80	12/25/95	EQUIPMENT OPER III (SS)
F	M	C	MOLTZAN, MATTHEW M	1599	62,233.60	3/24/11	W/WW OPERATOR IV (SS)
F	M	C	BESTE, JOSHUA J	158	67,121.60	10/11/99	W/WW OPERATOR IV (SS)
F	M	C	CURRY, LEROY D	419	57,553.60	3/03/08	EQUIPMENT OPER III (SS)
F	M	C	KADRMAS, ELVIS A	2672	56,139.20	6/27/11	LEACHATE & LANDFILL GAS TECH
F	M	C	KOPP, RICHARD L	1261	60,340.80	10/25/93	EQUIPMENT OPER III (SS)

SKILLED CRAFTS

								NEW
F	M	C	MOTSCHENBACHER, TED A	1621	60,340.80	5/18/98	EQUIPMENT OPER III (SS)	
F	M	C	VAVROSKY, FRANK W	2412	63,876.80	4/02/07	W/WW OPERATOR IV (SS)	
F	M	C	ZAVORAL, JIM E	2571	60,340.80	4/16/01	EQUIPMENT OPER III (SS)	
F	M	H	GUSTAFSON JR, NORMAN G	835	58,926.40	5/07/07	EQUIPMENT OPER III (SS)	
F	M	C	CROMPTON, SHANE M	409	70,366.40	10/30/00	W/WW OPERATOR IV (SS)	
F	M	C	BOREEN, DEAN R	202	70,366.40	3/19/97	W/WW OPERATOR IV (SS)	

SERVICE MAINTENANCE

								NEW
F	M	C	EMERY, GERALD A	2757	34,424.00	4/24/12	MAINT ATTENDANT I-SW TEMP	
F	M	C	GAUERKE, DANIEL R	4155	45,531.20	11/14/16	EQUIPMENT OPERATOR II (SS)	
F	M	C	HALSNE, DUSTIN L	4724	42,993.60	4/11/19	EQUIPMENT OPERATOR II (SS)	
F	M	C	WANG, JASON K	4612	42,993.60	9/19/18	EQUIPMENT OPERATOR II (SS)	
F	M	C	KARGER, TANNER C	1177	54,516.80	5/05/09	EQUIPMENT OPERATOR II (SS)	
F	M	C	BLANCHARD, KYLE S	4621	42,993.60	10/02/18	EQUIPMENT OPERATOR II (SS)	
F	M	C	SCHULTZ, BRADLEY W	2091	54,516.80	3/12/09	EQUIPMENT OPERATOR II (SS)	
F	M	C	MALAKOWSKI, AARON P	3257	46,841.60	9/14/15	EQUIPMENT OPERATOR II (SS)	
F	M	C	RUDOLPH, RONALD D	3095	48,110.40	9/08/14	EQUIPMENT OPERATOR II (SS)	
F	M	C	WILHELMI, MAX R	3269	46,841.60	10/19/15	EQUIPMENT OPERATOR II (SS)	
F	M	C	SPARKS, BRADY T	3011	49,441.60	4/21/14	EQUIPMENT OPERATOR II (SS)	
F	M	C	ARGALL, ZACHARY B	2979	49,441.60	1/13/14	EQUIPMENT OPERATOR II (SS)	
F	M	C	BERLIN, CHRISTOPHER K	2858	50,731.20	2/11/13	EQUIPMENT OPERATOR II (SS)	
F	M	C	BELINSKEY, MICHAEL D	136	53,248.00	3/10/09	EQUIPMENT OPERATOR II (SS)	
F	M	C	SOLEM, JASON L	2669	52,000.00	6/20/11	EQUIPMENT OPERATOR II (SS)	
F	M	C	BASOL, MATTHEW J	2990	49,441.60	2/17/14	EQUIPMENT OPERATOR II (SS)	
F	M	C	GRAMM, DOUGLAS W	2798	48,110.40	7/12/12	SCALE OPERATOR	
F	M	C	VOLK, LANCE A	2857	50,731.20	2/11/13	EQUIPMENT OPERATOR II (SS)	
F	M	C	SCHUMAN, JOEL N	3091	48,110.40	9/02/14	EQUIPMENT OPERATOR II (SS)	
F	M	C	IRIZARRY, ABRAHAM	1065	54,516.80	6/14/10	EQUIPMENT OPERATOR II (SS)	
F	M	A	PEREZ, ARTURO S	1814	55,889.60	3/25/88	EQUIPMENT OPERATOR II (SS)	
F	M	C	MACZIEWSKI, LYLE R	1458	55,889.60	6/02/05	EQUIPMENT OPERATOR II (SS)	
F	M	C	GREGOR, ROBERT L	797	55,889.60	4/02/01	EQUIPMENT OPERATOR II (SS)	
F	M	C	MUNSON, JODY G	1630	55,889.60	12/25/95	EQUIPMENT OPERATOR II (SS)	
F	M	C	STEFFENS, MARK M	2239	55,889.60	12/25/95	EQUIPMENT OPERATOR II (SS)	
F	M	C	ENGLISH, PAT T	565	55,889.60	4/08/91	EQUIPMENT OPERATOR II (SS)	
F	M	C	DEICHERT, BERNARD C	459	55,889.60	12/25/95	EQUIPMENT OPERATOR II (SS)	
F	M	C	JOCHIM, JASON	1110	55,889.60	10/25/97	EQUIPMENT OPERATOR II (SS)	
F	M	C	KRAITER, ROBERT L	1279	55,889.60	8/10/92	EQUIPMENT OPERATOR II (SS)	
F	M	C	ECKRE, SHAWN K	536	55,889.60	5/28/81	EQUIPMENT OPERATOR II (SS)	
F	M	C	FICK, ROY D	633	55,889.60	7/05/02	EQUIPMENT OPERATOR II (SS)	
F	M	C	GRAMM, RYAN S	778	55,889.60	10/18/04	EQUIPMENT OPERATOR II (SS)	

SERVICE MAINTENANCE

F	M	C	HAUGE, STEVE A	914	55,889.60	7/01/85	EQUIPMENT OPERATOR II (SS) NEW
F	M	C	FUERST, DANIEL L	691	55,889.60	12/15/00	EQUIPMENT OPERATOR II (SS)
F	F	C	HOGAN, TERESA L	1005	55,889.60	8/03/00	EQUIPMENT OPERATOR II (SS)
P	M	C	SELLIE-HANSON, JOHN K	2920	10,850.00	4/24/19	PT LABORER SOLID WASTE (SS)
P	M	C	OWINGS, JACKSON D	4776	7,800.00	5/13/19	PT LABORER SOLID WASTE (SS)
P	M	C	HOFF, JAMES J	996	2,464.00	6/10/19	PT LABORER SEWAGE (SS)
P	M	D	ADAN, SAID A	4486	17,700.00	4/12/18	PT LABORER SOLID WASTE (SS)

OFFICIAL/ADMINISTRATION

							NEW
F	F	C	MEIDINGER, SARA B	4674	50,044.80	12/10/18	REFERENCE LIBRARIAN-LIB
F	F	C	RICHARDSON, MEGAN J	4485	53,123.20	3/26/18	REFERENCE LIBRARIAN-LIB
F	M	C	GILSTRAP, WILLIAM G	735	65,145.60	6/09/92	REFERENCE LIBRARIAN-LIB
F	M	C	HUBBARD, JOHN S	1039	65,145.60	7/01/72	REFERENCE LIBRARIAN-LIB
F	F	C	STRAIT, PAMELA K	2269	67,121.60	10/23/01	OUTREACH LIBR & VOLUNTEER COC
F	F	C	MASON, CYNTHIA M	1502	63,689.60	5/19/04	REFERENCE LIBRARIAN-LIB I
F	F	C	KANENWISHER, JENILEE A	1170	60,632.00	8/28/07	REFERENCE LIBRARIAN-LIB I
F	F	C	SCHMIDT, BRIANNE L	2055	63,689.60	6/11/07	REFERENCE LIBRARIAN-LIB I
F	F	C	NELSON, SARAH K	1661	60,632.00	8/18/09	REFERENCE LIBRARIAN-LIB I
F	F	C	LANG, JACQUELINE K	1321	65,145.60	3/25/87	REFERENCE LIBRARIAN-LIB I
F	M	C	DIRKS, TIMOTHY S	481	143,291.20	1/07/08	LIBRARY DIRECTOR (OTHER)
F	M	C	SOBOLIK, ROBERT J	2201	134,555.20	3/17/95	FDM GENERAL MANAGER
F	M	C	DAEUBER, BENJAMIN W	425	78,291.20	1/04/06	TECH & ELECTRONIC RESOURC LIB
F	M	C	MORRISON, BROCK T	4775	104,977.60	5/13/19	DIRECTOR OF FACILITIES MGMT
F	M	C	DESHAW, JASON J	2726	80,454.40	1/09/12	COLLECTION MANAGER (OTHER)
F	M	C	KNAKMUHS, THOMAS A	3166	134,929.60	3/30/15	ASSISTANT CITY ENGINEER
F	M	C	SMITH, JORDAN M	4240	72,259.20	3/27/17	TRANSIT FLEET/FACILITIES MGR
F	M	C	GILMOUR, JAMES	733	156,603.20	12/12/94	DIRECT OF STRAT PLAN/RESEARCH
F	M	C	ERICKSON, ALLAN C	577	84,656.00	2/10/09	FLEET SERVICES MANAGER
F	M	C	GRUBB, BRUCE P	816	190,486.40	12/05/89	CITY ADMINISTRATOR (OTHER)
F	M	C	REDLINGER, MICHAEL J	4063	166,067.20	7/05/16	ASSISTANT CITY ADMINISTRATOR
F	F	C	EMERY, AMBER N	561	78,291.20	10/12/09	CHILDREN'S SERVICES MANAG/COC
F	F	C	POSTEMA, BETH E	1864	111,612.80	9/10/90	LIBRARY DEPUTY DIRECTOR
F	F	C	LACKMAN, CHERYL	1302	84,552.00	9/11/97	CIRCULATION SERVICES MANAGER
F	F	C	DERRIG, BRENDA E	467	163,300.80	5/30/89	CITY ENGINEER (OTHER)
P	M	C	BARNES, SHANE J	4815	21,496.80	6/17/19	PTB TECHNOLOGY ASSISTANT LAII
P	F	C	CAMERON, DENISE B	297	33,243.60	9/18/00	PTB LIBRARY ASSOC II (OTHER)
P	F	C	STRACHE, SUZANNE J	2268	40,887.60	2/18/00	PTB TECH SERVICES ASSOC LA II

PROFESSIONALS

							NEW
F	M	C	PRANTE, ZACHARY A	4642	46,384.00	11/02/18	FMD ACCOUNTING ASSOCIATE
F	M	C	SELLIN, BRIAN W	2714	58,427.20	11/14/11	CREATIVE SERVICES MANAGER
F	M	C	FILLEY, TYREL A	4704	55,785.60	2/11/19	PUBLIC AFFAIRS COORDINATOR
F	F	C	DYKEMA, SARAH A	3649	60,257.60	7/27/09	FDM DIRECTOR SALES & MARKETIN
F	F	C	JOHNSON, JACQUELINE K	3630	67,121.60	11/02/92	FDM HUMAN RESOURCES MANAGER
F	M	C	BERTRAND, JODY R	2842	122,990.40	11/26/12	DIVISION ENGINEER
F	M	C	GORDER, KEVIN O	4640	119,620.80	11/05/18	DIVISION ENGINEER
F	M	C	LEONARD, JASON T	2953	91,457.60	10/01/13	CIVIL ENGINEER II (OTHER)
F	M	C	BAKER, JASON M	2804	80,454.40	7/30/12	CIVIL ENGINEER I (OTHER)
F	M	C	BOERBOOM, NATHAN A	193	143,291.20	4/13/09	DIVISON ENG-METRO FLOOD DIVER

PROFESSIONALS

F	M	C	GORDEN, JEREMY M	760	143,291.20	4/24/00	DIVISION ENGINEER NEW
F	M	C	SCHILDBERGER, GREGG M	2044	101,004.80	12/17/07	COMMUN & PUBLIC AFFAIRS MGR
F	M	C	HASEY, ROBERT J	908	88,649.60	5/15/00	CIVIL ENGINEER I (OTHER)
F	M	C	LARSON, BERNARD A	1331	89,086.40	8/28/00	FDM ASSISTANT GENERAL MANAGER
F	M	C	OLSON, SCOTT E	4470	81,910.40	3/05/18	CIVIL ENGINEER II (OTHER)
F	M	C	KLUCK, ROGER E	4144	101,004.80	9/26/16	CIVIL ENGINEER II (OTHER)
F	M	C	BAYUK, WILLIAM R	3717	70,220.80	4/09/18	CIVIL ENGINEER I (OTHER)
F	F	C	HANSON, SHILOH A	4437	78,062.40	12/11/17	CLERK OF MUNICIPAL COURT
F	F	C	WEST, LORI K	2508	101,004.80	4/25/90	BRANCH SERVICES MANAGER
F	F	C	THOMPSON, SUSAN J	3626	93,828.80	6/13/98	FDM DIRECTOR OF FINANCE
F	F	C	SCHMIDT, KRISTY L	2064	103,376.00	5/17/93	CIVIL ENGINEER II (OTHER)
P	M	C	FLETCHER, DEREK C	4678	5,317.50	1/03/19	PT CREATIVE SERVICES PRODUCER
P	F	C	TOWNLEY-CAIN, JANE M	3628	50,341.20	11/09/92	FDM FINANCIAL ACCOUNTANT
P	M	C	SOLBERG, RONALD	3153	75,063.04	2/23/15	CIVIL ENGINEER II (OTHER)

TECHNICIANS

F	M	C	COSTELLO, MATTHEW D	3648	50,627.20	11/02/13	FDM TECHNICAL SVCS MGR NEW
F	M	C	STOCKINGER, RILEY L	3193	51,979.20	5/11/15	ENGINEERING TECH I (OTHER)
F	M	C	ASKVIG, CASEY J	3251	43,368.00	9/08/15	TRAFFIC MAINT TECH I (OTHER)
F	M	C	JOHNSON, DANA D	4041	53,331.20	6/14/16	CT ENGINEERING TECH I
F	M	C	VAN DYKE, RYAN D	4536	46,384.00	5/29/18	ENGINEERING TECH I (OTHER)
F	F	C	AMSBAUGH, PEGGY L	4171	49,171.20	1/03/17	CT ENGINEERING TECH I
F	M	C	JACOBS, TYLER M	3050	57,636.80	5/27/14	ENGINEERING TECH II (OTHER)
F	M	C	BEAUDRY, BRANDON G	2883	61,921.60	4/15/13	ENGINEERING TECH III (OTHER)
F	M	C	MORLAN, KEVIN J	3013	57,636.80	4/15/14	ENGINEERING TECH II (OTHER)
F	M	C	ZASTROW, JUSTIN W	4181	66,913.60	1/17/17	SURVEY CREW CHIEF
F	M	C	MONSON, MICHAEL P	1603	59,155.20	9/08/08	ENGINEERING TECH II (OTHER)
F	M	C	BERGLUND, RYAN W	3035	57,636.80	5/19/14	ENGINEERING TECH II (OTHER)
F	M	C	MOSS, STEPHEN M	1618	68,952.00	5/13/96	ENGINEERING TECH III (OTHER)
F	M	D	GRANT, LEROY	3090	56,118.40	8/25/14	ENGINEERING TECH II (OTHER)
F	M	G	WENDLICK, LARRY L	4081	68,806.40	8/01/16	SURVEY CREW CHIEF
F	M	C	MOHR, JIM D	1595	76,003.20	4/09/01	ENGINEERING TECH III (OTHER)
F	M	C	EDGAR, AARON D	537	88,649.60	6/01/10	PROJECT MANAGER
F	M	C	LINDHAG, NICHOLAS C	1397	91,020.80	7/27/10	IS MANAGER
F	M	C	LORSHBOUGH, WAYNE S	1427	84,552.00	5/19/03	GIS SPECIALIST
F	M	C	HOOGLAND, JASON M	1024	82,492.80	4/03/00	PROJECT MANAGER
F	M	C	GRANDSTRAND, JEREMY L	786	78,291.20	1/28/02	SURVEY CREW CHIEF
F	M	C	SKANSON, BRIAN J	2172	82,492.80	5/15/00	PROJECT MANAGER
F	M	C	LARSON, RICK J	1344	86,569.60	5/13/96	PROJECT MANAGER
F	M	C	PASICZNYK, DAVID J	1792	70,740.80	5/20/96	ENGINEERING TECH III (OTHER)

TECHNICIANS

							NEW
F	M	C	SHUMAKE, CHAD A	2151	86,902.40	6/15/09	MAPPING & SOFTWARE SPECIALIST
F	M	C	DOLL, MARK L	490	111,612.80	1/18/99	IS MANAGER
F	M	C	LUDWIG, LEE W	1435	70,740.80	8/18/97	ENGINEERING TECH III (OTHER)
F	M	C	WACHA, BRENT W	2438	109,096.00	4/12/95	SURVEY COORDINATOR
F	M	C	BULLINGER, SHAWN G	269	86,569.60	9/12/05	LAND ACQUISITION SPECIALIST
F	M	C	RICK, JACOB J	2851	84,552.00	1/02/13	PROJECT MANAGER
F	M	C	SATTERLUND, JASON	2019	88,649.60	5/26/92	PROJECT MANAGER
F	M	C	WEIXEL, DONOVAN D	2499	86,569.60	2/18/92	SURVEY MANAGER
F	M	C	SLY, STEVEN J	2185	88,649.60	5/03/03	STORM SEWER ENG SPECIALIST
F	M	C	HELLAND, DAVID J	951	88,649.60	2/12/91	PROJECT MANAGER
F	M	C	ENGQUIST, JEREMY J	567	88,649.60	4/05/99	PROJECT MANAGER
F	M	C	HOKSTAD, DAVID M	1008	111,612.80	1/18/99	IS MANAGER
F	M	G	MASTEN, DARYL R	1504	109,096.00	4/03/01	IS MANAGER
F	F	C	SCHMIDT, DEBORAH R	2057	88,649.60	1/01/86	ENGINEERING SPECIALIST
P	F	C	KRABBENHOFT, SHARI D	1274	60,802.56	9/09/96	PTB ENGINEERING TECH III

PARA PROFESSIONALS

							NEW
F	M	C	TIMM, ERIC P	3500	50,627.20	8/22/08	FDM EVENT SERVICES MANAGER
F	M	C	KOPP, RICHARD W	3629	51,750.40	8/08/02	FDM PROD & MARKET SPECIALIST
F	M	C	DUCKWORTH, JACKSON T	3078	54,662.40	7/29/14	TRAFFIC/LIGHTING MNT TECH II
F	F	C	NEYER, ALIX J	4019	43,368.00	6/03/16	FDM TICKET OFFICE ASST MANAGE
F	F	C	COSTELLO, JAMIE M	3633	52,000.00	11/02/13	FDM EVENT COORDINATOR
F	F	C	NIEMI, KAREN M	1685	50,627.20	4/07/03	FDM EVENT SERVICES MANAGER
F	M	C	GRONWOLD, RYAN R	3272	59,155.20	10/26/15	TRAFFIC/LIGHTING MNT TECH II
F	M	C	FELLBAUM, DEAN A	621	63,689.60	7/07/03	TRAFFIC/LIGHTING MNT TECH II
F	F	C	WADESON, COLLEEN J	2440	68,952.00	9/25/89	CIVIC TICKET OFFICE MANAGER
F	F	C	MORIARTY, COLLEEN C	3632	60,632.00	8/28/00	FDM TICKET OFFICE MANAGER

ADMINISTRATIVE SUPPORT

							NEW
F	M	C	BRANICK, JOSEPH C	2989	38,209.60	2/19/14	LIBRARY ASSOCIATE II (OTHER)
F	F	C	COOK, ANDREA M	382	41,288.00	3/05/12	CIRCULATION-ILL SPEC LA II
F	F	C	BIRKHOLZ, KAYLA R	2620	38,209.60	3/01/11	LIBRARY ASSOCIATE II (OTHER)
F	F	C	BERG, ARIANNA J	3295	36,836.80	9/12/14	FDM TEMP ADMIN & AUX SVCS ASS
F	F	C	HOFER, NICOLE C	993	39,228.80	4/09/08	LIBRARY ASSOCIATE II (OTHER)
F	F	C	FREITAG, CHRISTINA F	1210	35,360.00	10/27/06	LIBRARY ASSOCIATE I (OTHER)
F	F	C	QUALLEY, DACOTAH M	1121	38,209.60	12/02/09	LIBRARY ASSOCIATE II (OTHER)
F	F	C	CARLSON, KIRSTIE R	2849	37,169.60	12/10/12	LIBRARY OUTREACH ASSOCIATE II
F	F	A	AYALA, MAYRA T	4361	44,241.60	9/05/17	ASSOC DEPUTY CLERK MUN COURT
F	F	A	CHRISTL, KAIA M	4559	42,993.60	7/09/18	ASSOC DEPUTY CLERK MUN COURT
F	F	C	BURNSIDE, ANITA L	278	46,841.60	4/25/05	OFFICE ASSOCIATE III (OTHER)

ADMINISTRATIVE SUPPORT

F	F	C	LIUDAHL, CINDY J	1409	52,000.00	11/21/05	CHILDREN'S PROG ASSIST LA II
F	F	C	MORLAN, GRETCHEN K	3285	46,841.60	12/01/15	OFFICE ASSOCIATE III (OTHER)
F	F	C	BAUMANN, DIANNA L	4054	50,627.20	6/20/16	PRINCIPAL OFFICE ASSOC (OTHE
F	F	C	BOSMAN, KIRSTIE L	4402	44,241.60	10/30/17	OFFICE ASSOCIATE III (OTHER)
F	F	C	SALL, LORI L	4170	47,777.60	1/03/17	PRINCIPAL OFFICE ASSOC (OTHE
F	F	C	RIECKMAN, KATHLEEN E	1937	45,531.20	6/06/83	ASSOC DEPUTY CLERK MUN COURT
F	F	C	HAALAND, EVA M	841	44,324.80	3/20/00	LIBRARY ASSOCIATE II (OTHER)
F	F	C	VIEWEG, EMILY J	4304	45,531.20	6/05/17	OFFICE ASSOCIATE III (OTHER)
F	F	C	AKERS, JESSICA R	15	53,248.00	6/26/06	ASSOC DEPUTY CLERK MUN COURT
F	F	C	MATHISON, MORGAN R	4601	42,993.60	8/24/18	FDM MARKET & SALES ASSOC
F	F	C	HARRIS, JULIE A	3029	46,841.60	5/19/14	OFFICE ASSOCIATE III (OTHER)
F	F	C	GOPLIN, JADA E	758	44,324.80	9/12/00	LIBRARY ASSOCIATE II (OTHER)
F	F	C	HANSEN, AMANDA L	1824	43,305.60	3/15/07	LIBRARY ASSOCIATE II (OTHER)
F	F	C	WELK, AMY M	3017	48,110.40	5/05/14	ASSOC DEPUTY CLERK MUN COURT
F	F	C	DAUER, ELIZABETH A	4246	51,979.20	4/10/17	PRINCIPAL OFFICE ASSOC (OTHE
F	F	C	MOSS, CHELSEY R	3155	48,110.40	2/27/15	OFFICE ASSOCIATE III (OTHER)
F	F	C	JOHNSON, LAUREN E	1136	48,110.40	6/06/07	CHILDREN'S PROG ASSIST LA II
F	F	C	GUNDERSON, KATRINA L	825	50,731.20	9/02/08	ACQUISITIONS ASSOCIATE LA II
F	M	C	ELSTAD, BRYAN A	4157	55,785.60	11/21/16	DEPUTY CLERK MUNICIPAL COUR
F	F	C	GRAPHENTEEN, JENNIFER M	788	62,108.80	1/05/98	PRINCIPAL OFF ASSOC (ENG)
F	F	C	OLSON, KRISTI L	527	60,257.60	7/31/17	OFFICE MANAGER (OTHER)
F	F	C	SEXTON, CAROL J	2130	65,145.60	6/20/84	HELP DESK ASSOCIATE
F	F	C	MUELLENBACH, AMANDA L	3651	56,118.40	2/05/07	FDM ADMIN & AUX SERVICES MGR
F	F	C	BULLINGER, ANDREA C	3270	61,921.60	10/19/15	OFFICE MANAGER (OTHER)
F	F	C	DUNCAN, MELISA A	515	60,340.80	6/15/04	COMMUNITY RELATIONS SPECIALI
F	F	C	SMITH, THERESA	2197	55,889.60	11/25/93	OFFICE ASSOCIATE III (OTHER)
P	M	C	FLORIO, MICHAEL L	3236	5,200.00	7/23/15	PT LIBRARY PAGE
P	M	C	GIBSON, STEVEN M	3333	362.50	8/16/13	PT FDM NOVELTIES
P	M	C	DANIELSON, CHASE M	4791	7,680.00	5/28/19	PT ASSESSMENT INTERN
P	M	C	PACKER, KENT R	3582	362.50	3/15/13	PT FDM NOVELTIES
P	M	C	SPRIGGS, TYLER C	4749	362.50	4/23/19	PT FDM NOVELTIES
P	M	C	CAIN, ANTHONY J	3559	362.50	7/12/93	PT FDM NOVELTIES
P	M	C	GROTE, NELS L	4733	362.50	3/28/18	PT FDM NOVELTIES
P	M	C	ENGEN, KERBY G	3320	400.00	8/15/14	PT FDM BOX OFFICE
P	M	C	DYKEMA, BRADY J	4573	362.50	7/24/18	PT FDM NOVELTIES
P	M	C	MUELLENBACH, ADAM P	3776	362.50	1/29/16	PT FDM NOVELTIES
P	M	C	OSMUNDSON, TODD G	1773	362.50	10/09/15	PT FDM NOVELTIES
P	M	C	DEW-TOMHAVE, HUNTER L	4579	14,632.80	7/30/18	PTB LIBRARY ASSOC I (OTHER)
P	M	C	DUMMER, CRAIG D	3720	362.50	1/26/16	PT FDM NOVELTIES
P	M	C	NOEL, ROBERT J	3621	362.50	1/01/16	PT FDM NOVELTIES

NEW

ADMINISTRATIVE SUPPORT

P	M	C	BRAUN, MATTHEW J	3772	362.50	2/03/16	PT FDM NOVELTIES
P	M	C	POCHANT, PATRICK C	4231	5,000.00	3/29/17	PT FDM BOX OFFICE
P	M	C	THORESON, JAMES C	3687	412.50	1/20/16	PT FDM NOVELTIES
P	M	C	MAJERUS, RICHARD A	3437	362.50	10/04/93	PT FDM NOVELTIES
P	M	C	MAPES, CHRISTOPHER L	3438	362.50	1/09/09	PT FDM NOVELTIES
P	M	C	ANDERSON, ERIK A	4792	7,680.00	5/28/19	PT ASSESSMENT INTERN
P	M	C	FAIR, DOUGLAS E	3663	362.50	1/13/16	PT FDM NOVELTIES
P	M	C	BUBACH, RUSSELL L	3305	362.50	7/08/96	PT FDM NOVELTIES
P	M	C	PIATZ, PERRY D	3716	362.50	1/20/16	PT FDM NOVELTIES
P	M	C	JOHNSON, MARK S	3640	362.50	1/06/16	PT FDM NOVELTIES
P	M	C	DREESSEN, DARREN M	4577	362.50	7/25/18	PT FDM NOVELTIES
P	M	C	CRAIG, NATHANIEL T	3082	15,912.00	8/19/14	PTB LIBRARY ASSOC I (OTHER)
P	F	C	GUSTAFSON, ANDREANA B	3746	15,912.00	2/03/16	PTB LIBRARY ASSOC I (OTHER)
P	F	C	HYDE, MONICA K	4070	15,059.20	7/25/16	PTB LIBRARY ASSOC I (OTHER)
P	F	C	WILHELMI, JEAN M	3703	525.00	1/21/16	PT FDM BOX OFFICE
P	F	C	RINEHART, KATHRYN G	4641	14,632.80	11/07/18	PTB LIBRARY ASSOC I (OTHER)
P	F	C	THOMPSON, TARYN J	4727	6,000.00	4/08/19	PT SUMMER CAMP MENTOR POLICE
P	F	C	JAMESON, MARY E	3560	475.00	1/13/03	PT FDM BOX OFFICE
P	F	C	MATTSON, AMY L	4575	362.50	7/24/18	PT FDM NOVELTIES
P	F	C	DESCHENE, ALEXA A	2924	5,200.00	1/15/19	PT LIBRARY PAGE
P	F	C	MOQUIST, BARBARA A	3427	362.50	1/03/14	PT FDM NOVELTIES
P	F	C	HOYLO, KATHERINE J	4467	15,059.20	2/27/18	PTB LIBRARY ASSOC I (OTHER)
P	F	C	OSMUNDSON, DEBORAH R	3715	362.50	1/22/16	PT FDM NOVELTIES
P	F	C	STAHR, ALLISON R	4813	5,200.00	6/17/19	PT LIBRARY PAGE
P	F	C	SCORE, HALLEY R	4232	500.00	3/30/17	PT FDM BOX OFFICE
P	F	C	PEDERSON, NICOLE J	4546	8,000.00	4/08/19	PT SUMMER CAMP LEAD MENTOR PD
P	F	C	MOE, KAYLA C	3732	400.00	1/27/16	PT FDM BOX OFFICE
P	F	C	QUINLAN, SYDNEY L	4787	14,731.08	5/20/19	INFO DESK RECEPTION-CITY HALL
P	F	C	BJERKE, RENA L	3771	362.50	2/05/16	PT FDM NOVELTIES
P	F	C	MESSALL, LORI A	3806	525.00	1/29/16	PT FDM NOVELTIES
P	F	C	LAFLAMME, ALYSSA M	3457	362.50	10/09/15	PT FDM NOVELTIES
P	F	C	COLE, DEBORAH K	3714	362.50	1/22/16	PT FDM NOVELTIES
P	F	C	WAMRE, SHEILA V	3580	362.50	11/30/92	PT FDM NOVELTIES
P	F	C	KALLIS, PATRICIA K	2815	5,200.00	9/17/12	PT LIBRARY PAGE
P	F	C	LEIER, RAELYN M	3713	400.00	1/25/16	PT FDM BOX OFFICE
P	F	C	LAMB, CHERIE L	3473	400.00	7/08/96	PT FDM BOX OFFICE
P	F	C	MEHUS, MELANIE R	3817	400.00	1/27/16	PT FDM BOX OFFICE
P	F	C	ROHDE, ROBYN M	4580	14,632.80	7/30/18	PTB LIBRARY ASSOC I (OTHER)
P	F	C	ALDRICH, KRISTA A	4578	14,632.80	7/30/18	PTB LIBRARY ASSOC I (OTHER)
P	F	C	KNUDSEN, KRISTEN M	3571	425.00	1/20/12	PT FDM BOX OFFICE

ADMINISTRATIVE SUPPORT

P	F	C	JOHNSON, ALAINA M	4482	9,600.00	4/08/19	PT SUMMER CAMP DIRECTOR	NEW POLI
P	F	C	STUMVOLL, JESSICA L	3487	362.50	8/30/13	PT FDM NOVELTIES	
P	F	C	KELLER, KAYLA J	4020	400.00	6/02/16	PT FDM BOX OFFICE	
P	F	C	CAIN, JORDAN M	3775	362.50	1/25/16	PT FDM NOVELTIES	
P	F	C	DREGSETH, KAREN J	3234	5,200.00	7/20/15	PT LIBRARY PAGE	
P	F	C	JORSCHUMB, SHARON K	1160	13,000.00	2/05/96	FDM PT TEMP (20-29)	FDM ADMI
P	F	C	EHLEN, LYNN E	3415	400.00	1/26/07	PT FDM BOX OFFICE	
P	F	C	DEMKE, LYNDA H	4488	500.00	4/06/18	PT FDM BOX OFFICE	
P	F	C	GREGOR, CHERI K	3335	362.50	3/01/13	PT FDM NOVELTIES	
P	F	C	BINDAS, MARI F	3393	362.50	1/22/10	PT FDM NOVELTIES	
P	F	C	KNUDSON, DEANN L	3583	362.50	10/17/94	PT FDM NOVELTIES	
P	F	C	GIBSON, CASEY L	3627	525.00	1/01/16	PT FDM BOX OFFICE	
P	F	C	MAPES, KELLY K	3439	362.50	6/17/02	PT FDM NOVELTIES	
P	F	C	HOLT, JILL C	3354	400.00	8/30/13	PT FDM BOX OFFICE	
P	F	C	LENO, RHIANNON J	4383	500.00	9/20/17	PT FDM BOX OFFICE	
P	F	C	OSMUNDSON, NICOLE L	3596	362.50	10/09/15	PT FDM NOVELTIES	
P	F	C	DAHLQUIST, ALEXA J	4786	14,731.08	5/20/19	INFO DESK RECEPTION-CITY	HAI
P	F	C	CAIN, LAUREN T	4735	362.50	4/22/19	PT FDM NOVELTIES	
P	F	C	MARTIN, ANJA G	4256	5,200.00	4/26/17	PT LIBRARY PAGE	
P	F	C	WANNER, FAITH O	4814	5,200.00	6/17/19	PT LIBRARY PAGE	
P	F	C	NITSCHKE, BRENDA L	3782	362.50	2/12/16	PT FDM NOVELTIES	
P	F	C	KELLER, JONI M	3774	362.50	2/03/16	PT FDM NOVELTIES	
P	F	C	MAJERUS, FAYE M	3436	362.50	11/06/00	PT FDM NOVELTIES	
P	F	C	RHEAULT, KATHLEEN R	3410	450.00	1/13/03	PT FDM BOX OFFICE	
P	F	C	MEHUS, CHRISTY A	3798	500.00	1/26/16	PT FDM BOX OFFICE	
P	F	C	ATKINSON, RENEE A	3290	425.00	4/10/00	PT FDM BOX OFFICE	
P	F	C	LARSON, AMBER A	3773	362.50	1/29/16	PT FDM NOVELTIES	
P	F	C	SCHMIDT, LISA J	3459	362.50	11/30/92	PT FDM NOVELTIES	
P	F	C	LAFLAMME, JULI M	3378	362.50	11/30/92	PT FDM NOVELTIES	
P	F	C	TEICHMANN, JENNIFER R	3850	15,506.40	3/11/16	PTB LIBRARY ASSOC I (OTHER)	
P	F	C	MAPES, JAYNE D	3734	362.50	1/27/16	PT FDM NOVELTIES	
P	F	C	THOMAS, PAULA G	2325	14,731.08	5/20/19	INFO DESK RECEPTION-CITY	HAI
P	F	C	HOWATT, ALEXANDRA J	4364	5,200.00	9/11/17	PT LIBRARY PAGE	
P	F	C	KUHLMAN, CLAIRE M	4464	15,059.20	2/13/18	PTB LIBRARY OUTREACH	ASSOCIA
P	F	D	BASHIR, HABSA	4686	5,200.00	1/14/19	PT LIBRARY PAGE	
P	F	G	KLEMISCH, CHANDA M	4587	500.00	8/14/18	PT FDM BOX OFFICE	
P	M	C	BERGMAN, SAMSON J	147	17,680.00	7/19/10	PTB LIBRARY ASSOC I (OTHER)	
P	F	A	CODY, ISABELLA A	370	17,680.00	7/26/10	PTB LIBRARY ASSOC I (OTHER)	
P	F	C	MOYNIHAN, ANNE M	1623	17,680.00	8/26/02	PTB LIBRARY ASSOC I (OTHER)	
P	F	C	MARSH, COLLEEN E	2937	16,806.40	8/05/13	PTB LIBRARY ASSOC I (OTHER)	

	ADMINISTRATIVE SUPPORT						NEW
P	F	C	WIESENBORN, DIANE J	2651	17,680.00	5/26/11	PTB LIBRARY ASSOC I (OTHER)
P	F	C	BENDICKSON, LYNN M	138	19,572.80	12/25/93	PTB INTER-LIBR LOAN ASSOCIATE
P	F	C	BAUERS, ALLISON J	4484	18,071.04	3/27/18	PTB LIBRARY ASSOC I (OTHER)
P	M	C	MCDOWELL, JUSTIN T	3250	23,420.80	9/04/15	PTB REFERENCE ASSOC LA III
P	F	C	KLINGENSTEIN, LESLIE J	2786	26,000.00	6/12/12	PTB REFERENCE ASSOC LA III
P	F	C	ENSRUD, DEBRA K	2866	30,186.00	2/25/13	PTB OFFICE ASSOCIATE II (PLAN
	SKILLED CRAFTS						NEW
F	M	C	MORIN, ZACHARY W	4682	39,790.40	1/02/19	EQUIPMENT TECHNICIAN I
F	M	C	GRITTNER, LUKE A	4252	42,161.60	4/25/17	EQUIPMENT TECHNICIAN I
F	M	C	ALLEN, JAMISON S	4342	40,976.00	8/14/17	EQUIPMENT TECHNICIAN I
F	M	C	BEYL, ALEXANDER L	3849	42,161.60	3/11/16	EQUIPMENT TECHNICIAN I
F	M	A	PEREZ II, CARLOS R	4395	46,384.00	10/09/17	EQUIPMENT TECHNICIAN II
F	M	A	BEHRNS, DANIEL D	4239	50,627.20	4/03/17	EQUIPMENT TECHNICIAN II
F	M	C	CURFMAN, TYLER J	2607	49,171.20	1/03/11	EQUIPMENT TECHNICIAN II
F	M	C	PAULSON, JOHN A	4392	49,171.20	10/02/17	EQUIPMENT TECHNICIAN II
F	M	C	LANGSETH, MICHAEL J	3061	54,766.40	6/16/14	EQUIPMENT TECHNICIAN II
F	M	C	ULVEN, TYLER J	3012	49,171.20	4/21/14	EQUIPMENT TECHNICIAN II
F	M	C	MANN, CURTIS L	4185	50,627.20	1/17/17	EQUIPMENT TECHNICIAN II
F	M	C	WEBB, BRIAN K	2480	60,340.80	1/29/07	EQUIPMENT TECHNICIAN II
F	M	C	TRACY, NATHAN C	2367	68,952.00	8/25/08	EQUIPMENT TECHNICIAN III
F	M	C	MARTEL, MICHAEL J	1490	57,553.60	9/28/09	EQUIPMENT TECHNICIAN II
F	M	C	DUFFY, CODY W	2606	61,921.60	12/27/10	EQUIPMENT TECHNICIAN III
F	M	C	JACOBSEN, RICHARD	1082	60,632.00	10/10/90	MAINTENANCE ATTEND III (OTHER
F	M	C	HEGSETH, WAYNE M	935	65,145.60	3/05/84	MAINTENANCE ATTEND III (OTHER
F	M	C	JOHNSON, MITCHELL G	1141	67,246.40	3/25/85	EQUIPMENT TECHNICIAN III
F	M	C	MONTPLAISIR, PETER M	1604	60,340.80	6/23/86	EQUIPMENT TECHNICIAN II
F	M	C	KUPPICH, NICHOLAS R	1300	60,340.80	8/30/04	EQUIPMENT TECHNICIAN II
F	M	C	SMITH, JESSE D	2730	56,139.20	1/30/12	EQUIPMENT TECHNICIAN II
F	M	C	FALTERSACK, THOMAS R	611	60,340.80	5/03/99	EQUIPMENT TECHNICIAN II
F	M	C	BAUKOL, MICHAEL D	116	65,436.80	7/12/10	EQUIPMENT TECHNICIAN III
F	M	C	PETERSON, DOUG C	2956	56,139.20	10/28/13	EQUIPMENT TECHNICIAN II
F	M	C	BERLAND, DONALD L	3639	76,003.20	10/05/92	FDM LEAD BUILDING ENGINEER
F	M	C	THUE, MICHAEL D	2350	76,003.20	7/25/94	EQUIPMENT TECHNICIAN III
F	M	C	LANGE, DONAVAN H	3650	72,843.05	11/16/92	FDM BUILDING ENGINEER
F	M	C	SCHUMACHER, ALLEN L	2096	98,612.80	8/28/95	TRAFFIC & LIGHTING OPS MGR
P	F	C	HELM, ALEXANDRA C	4440	16,848.00	12/11/17	PT EQUIP TECH
	SERVICE MAINTENANCE						NEW
F	M	C	SEVERSON, ROGER B	4602	32,531.20	8/27/18	MAINTENANCE ATTEND I (FIN ADM

SERVICE MAINTENANCE

							NEW
F	M	A	AYALA JR, J JESUS	2722	38,230.40	12/12/11	MAINTENANCE ATTEND I (FIN ADI
F	M	C	ANDERSON, CODY S	3652	40,164.80	1/01/16	FDM OPERATIONS SUP-CONVERSIOI
F	M	C	BUSHY, BRENT M	285	41,059.20	10/11/04	MAINTENANCE ATTEND I (FIN ADI
F	M	C	GRUEBELE, JASON D	3638	41,246.40	1/02/04	FDM WAREHOUSE SUPERVISOR
F	M	C	LIEN, ELVIN J	4056	37,169.60	6/20/16	INVENTORY ASSISTANT
F	M	C	EVANSON, RORY J	598	41,059.20	3/17/08	MAINTENANCE ATTEND I (FIN ADI
F	M	C	OLSON, DAVID E	1748	41,059.20	9/09/08	MAINTENANCE ATTEND I (FIN ADI
F	M	C	NITSCHKE, MICHAEL W	4189	41,246.40	1/13/17	FDM OPERATIONS SUP-CONVERSIOI
F	M	D	BUDUTIRA, MARTIN M	4068	33,488.00	4/03/17	MAINTENANCE ATTEND I (FIN ADI
F	M	D	IFO, DAWIT J	3995	34,424.00	6/01/16	MAINTENANCE ATTEND I (FIN ADI
F	M	E	GHIMIREY, MADHUSUDHAN	4225	42,161.60	3/06/17	MAINTENANCE ATTEND II (OTHER
F	F	C	WANG, JOAN L	2465	41,059.20	11/13/06	MAINTENANCE ATTEND I (FIN ADI
F	M	C	BRUGGEMAN, MATTHEW J	2814	50,627.20	9/10/12	PT LABORER ENGINEERING (OTHE
F	M	C	EGGEN, LEE M	4637	42,993.60	10/29/18	INVENTORY PURCH AGENT - CG
F	M	C	MACK, SIDNEY J	1456	51,750.40	1/09/95	MAINTENANCE ATTEND II (OTHER
F	M	C	RYAN, ROBERT F	1992	51,750.40	11/14/06	MAINTENANCE ATTEND II (FIN A
F	M	C	RECKNER, JAMES L	1898	44,574.40	4/22/13	PT LABORER ENGINEERING (OTHE
F	M	C	NUGENT, TIMOTHY L	2761	51,979.20	5/07/12	PT LABORER ENGINEERING (OTHE
F	M	C	SUNDERLAND, RUSSELL M	3655	52,000.00	6/15/06	FDM OPERATIONS SUPER-HOUSKEE
F	M	C	COPPLE, FLOYD L	3249	44,553.60	8/31/15	MAINTENANCE ATTEND II (OTHER
F	M	D	NGOTO, AZIZ C	3994	43,368.00	6/01/16	MAINTENANCE ATTEND II (OTHER
F	M	C	WIRTZ, MICHAEL R	4301	57,324.80	5/30/17	INVENTORY PURCH SPEC - TRANS
F	M	C	ERICKSON, RANDY L	590	65,145.60	2/02/81	MAINTENANCE ATT III (FIN ADM
F	M	C	FOURNIER, MARK L	2705	60,257.60	10/17/11	MAINTENANCE ATT III (FIN ADM
F	F	C	JACOBSEN, PATRICIA A	1081	57,553.60	9/26/97	CIVIC FOOD/BEV EVENT MGR
F	F	C	ERICKSON, KACIE J	3815	57,553.60	2/18/16	FDM FOOD/BEV EVEN MANAGER
F	M	C	SCHAEFFER, DANIAL R	2029	74,256.00	7/24/06	INVENTORY PURCH SUPERVISOR
P	M	A	SERRANO JR, NELSON	4214	500.00	2/27/17	PT FDM OPERATIONS
P	M	A	CLEMONS, JOHN I	3752	1,000.00	2/10/16	PT CIVIC SECURITY (OTHER)
P	M	A	TOVAR, RIGO G	3937	500.00	4/19/16	PT FDM PARKING
P	M	A	SANDOVAL, HECTOR M	3989	500.00	5/23/16	PT FDM OPERATIONS
P	M	A	SALAZAR, GONZALO	3955	700.00	5/16/16	PT FDM OPERATIONS
P	M	A	AMAYA, ARMANDO L	3224	600.00	1/20/16	PT FDM EVENT SERVICES
P	M	A	RODRIGUEZ, HECTOR J	3930	550.00	4/06/16	PT FDM EVENT SERVICES
P	M	A	SCHWARZROCK, JEREMY A	2900	550.00	8/16/13	PT FDM EVENT SERVICES
P	M	A	ESPINOZA, JESSE R	3787	500.00	2/03/16	PT FDM OPERATIONS
P	M	A	SALAZAR, DANIEL L	4103	550.00	8/22/16	PT FDM CONCESSIONS
P	M	A	HERNANDEZ, JESS V	3584	500.00	3/29/13	PT FDM OPERATIONS
P	M	A	RODRIGUEZ, LINO J	4128	500.00	9/08/16	PT FDM OPERATIONS
P	M	C	SUNDQUIST, PATRICK D	3494	500.00	8/28/15	PT FDM CONCESSIONS

SERVICE MAINTENANCE

									NEW
P	M	C	FEENER, MICHAEL F	4389	500.00	8/17/17	PT	FDM PARKING	
P	M	C	REGAN, PATRICK J	3403	500.00	9/13/13	PT	FDM OPERATIONS	
P	M	C	GEISING, THOMAS H	3581	500.00	2/23/07	PT	FDM PARKING	
P	M	C	OWEN, DANIEL C	3390	625.00	6/20/14	PT	FDM EVENT SERVICES	
P	M	C	REESE, MICHAEL L	4419	500.00	11/20/17	PT	FDM EVENT SERVICES	
P	M	C	COOK, JASON S	3999	500.00	5/23/16	PT	FDM OPERATIONS	
P	M	C	JENSTEAD, JARED W	3360	550.00	9/11/15	PT	FDM EVENT SERVICES	
P	M	C	JENSTEAD, JARED W	3360	500.00	4/02/16	PT	CIVIC SECURITY (OTHER)	
P	M	C	ANDERSON, JUSTIN D	3931	500.00	4/05/16	PT	FDM EVENT SERVICES	
P	M	C	FULLER, THOMAS B	4393	650.00	10/04/17	PT	FDM OPERATIONS	
P	M	C	MULL, PAUL D	4441	500.00	11/18/17	PT	FDM OPERATIONS	
P	M	C	SEGNERI, JOSHUA B	3917	500.00	4/09/16	PT	FDM OPERATIONS	
P	M	C	BALKO, RONALD W	3293	500.00	1/04/13	PT	FDM EVENT SERVICES	
P	M	C	SCHREINER, EVAN J	4616	500.00	9/26/18	PT	FDM EVENT SERVICES	
P	M	C	LOETHER, JASON J	4366	475.00	9/13/17	PT	FDM OPERATIONS	
P	M	C	BAKKEN, ADAM W	3691	500.00	1/19/16	PT	FDM EVENT SERVICES	
P	M	C	ANDERSON, FOREST R	4760	3,750.00	5/04/19	PT	FDM OPERATIONS	
P	M	C	ZBICHORSKI, TRENT A	4244	500.00	4/07/17	PT	FDM OPERATIONS	
P	M	C	CLAYPOOL II, JAMES R	3575	500.00	11/20/15	PT	FDM EVENT SERVICES	
P	M	C	PEDERSON, BENJAMIN J	3391	500.00	3/01/13	PT	FDM CONCESSIONS	
P	M	C	HALVORSON, ERIC M	858	1,100.00	5/27/16	PT	FDM OPERATIONS	
P	M	C	MARTIN, JAMES P	3441	512.50	11/04/05	PT	FDM EVENT SERVICES	
P	M	C	DEMUTH JR, DAVID M	4375	500.00	9/14/17	PT	FDM OPERATIONS	
P	M	C	SCHULZETENBERG, MITCHEL A	3802	500.00	2/01/16	PT	FDM OPERATIONS	
P	M	C	MEDDERS, JASON B	4022	500.00	6/06/16	PT	FDM OPERATIONS	
P	M	C	HESS, BENJAMIN D	3346	500.00	8/16/13	PT	FDM CONCESSIONS	
P	M	C	TOMAINO, THOMAS M	3501	600.00	6/08/12	PT	FDM SECURITY	
P	M	C	DAVIS, JOSHUA D	4761	3,750.00	5/04/19	PT	FDM OPERATIONS	
P	M	C	TATUM, CURTIS A	3496	512.50	6/20/14	PT	FDM EVENT SERVICES	
P	M	C	SODERBERG, TERRY D	4505	500.00	5/09/18	PT	FDM EVENT SERVICES	
P	M	C	SELLIN, BRIAN W	2714	989.50	9/23/05	PT	FDM MARKETING	
P	M	C	HEIN, WILLIAM C	3010	500.00	4/12/14	PT	CIVIC SECURITY (OTHER)	
P	M	C	HEIN, WILLIAM C	3010	500.00	9/17/10	PT	FDM EVENT SERVICES	
P	M	C	ZACHMAN, KEVIN F	3555	512.50	5/04/07	PT	FDM OPERATIONS	
P	M	C	PIETSCH, AARON L	4780	11,200.00	5/13/19	PT	LABORER ENGINEERING (OTHER	
P	M	C	VECHINSKI, TYLER D	4149	500.00	9/21/16	PT	FDM OPERATIONS	
P	M	C	THELEN, TRAVIS J	3805	500.00	2/01/16	PT	FDM OPERATIONS	
P	M	C	HENDRICKX, DANIEL D	4779	10,800.00	5/13/19	PT	LABORER ENGINEERING (OTHER	
P	M	C	NIEMI, RICHARD L	1686	600.00	4/07/03	PT	FDM SECURITY	
P	M	C	BALLARD, KEVIN R	102	650.00	8/30/99	PT	FDM SECURITY	

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P	M	C	CORNELIUSSEN, DANIEL E	4356	500.00	8/30/17	PT FDM EVENT SERVICES
P	M	C	GOULD, JASON T	4334	500.00	7/30/17	PT CIVIC SECURITY (OTHER
P	M	C	HOPPER, MATTHEW S	4582	500.00	7/27/18	PT FDM OPERATIONS
P	M	C	PAAVOLA, REED M	4400	500.00	10/23/17	PT FDM OPERATIONS
P	M	C	KOPPELMAN, DEAN A	4284	500.00	5/24/17	PT FDM EVENT SERVICES
P	M	C	ODEGAARD, WENDELL R	3591	500.00	6/12/09	PT FDM EVENT SERVICES
P	M	C	WALZ, BRIAN G	3507	475.00	8/31/12	PT FDM MARKETING
P	M	C	SEMANKO, MITCHELL E	3539	500.00	4/12/13	PT FDM PARKING
P	M	C	ALDEEN, JASON D	3286	475.00	9/09/05	PT FDM MARKETING
P	M	C	RIX, MICHAEL J	1949	500.00	1/01/16	PT FDM OPERATIONS
P	M	C	MAESSE, JASON M	4742	500.00	4/24/19	PT FDM EVENT SERVICES
P	M	C	BJORK, RYAN P	4782	11,200.00	5/14/19	PT LABORER ENGINEERING (OTHER
P	M	C	MCGUIRE, TREVOR M	3467	500.00	8/28/15	PT FDM OPERATIONS
P	M	C	FURSA, ZYGMUND C	4789	11,200.00	5/20/19	PT LABORER ENGINEERING (OTHER
P	M	C	SPANO, JASON D	4405	500.00	11/13/17	PT FDM OPERATIONS
P	M	C	BROWN, JACK M	4638	500.00	10/30/18	PT FDM EVENT SERVICES
P	M	C	PAULSON, DAVID C	4675	500.00	12/07/18	PT FDM PARKING
P	M	C	LESLIE, ROBERT G	3574	500.00	8/17/12	PT FDM EVENT SERVICES
P	M	C	COLLINS, PAUL D	4696	500.00	2/06/19	PT FDM EVENT SERVICES
P	M	C	LOVOLD, JERRY R	3434	550.00	4/07/06	PT FDM PARKING
P	M	C	HOOGLAND, STEVEN W	3728	512.50	1/20/16	PT FDM EVENT SERVICES
P	M	C	HOOGLAND, STEVEN W	3728	500.00	9/28/17	PT CIVIC SECURITY (OTHER)
P	M	C	CARDWELL, DALE A	3169	450.00	4/10/15	PT CIVIC SECURITY (OTHER)
P	M	C	HASBARGEN, JEROME A	3675	500.00	1/13/16	PT FDM EVENT SERVICES
P	M	C	FRAUENSHUH, LOGAN R	4654	500.00	11/21/18	PT FDM OPERATIONS
P	M	C	FRAZZINI, JACK H	4117	500.00	9/09/16	PT FDM OPERATIONS
P	M	C	REED, DENNIS A	3532	500.00	1/09/09	PT FDM EVENT SERVICES
P	M	C	FUGLESTAD, PAUL A	4346	500.00	8/15/17	PT FDM OPERATIONS
P	M	C	GOOSELAW, JOHN C	4709	500.00	3/05/19	PT FDM OPERATIONS
P	M	C	REICHEL, JAMES J	3590	500.00	9/11/15	PT FDM EVENT SERVICES
P	M	C	WATSON, RYAN C	3757	3,750.00	2/10/16	PT FDM OPERATIONS
P	M	C	LANGER, COREY J	3794	500.00	2/01/16	PT FDM OPERATIONS
P	M	C	BRUNS, DANIEL J	4119	500.00	9/08/16	PT FDM EVENT SERVICES
P	M	C	VARRIANO II, MARK S	4736	1,750.00	4/22/19	PT FDM OPERATIONS
P	M	C	DANIELSON, WILLIAM W	440	500.00	1/15/01	PT FDM OPERATIONS
P	M	C	HUHTALA, DAVID A	4359	500.00	8/28/17	PT FDM EVENT SERVICES
P	M	C	OLSON, JUSTIN S	4381	500.00	9/18/17	PT FDM OPERATIONS
P	M	C	LISSICK, DANIEL T	3742	3,750.00	1/29/16	PT FDM OPERATIONS
P	M	C	SEVLIE, ISAAC C	4034	500.00	6/02/16	PT FDM EVENT SERVICES
P	M	C	PETERSON, JOSHUA R	4000	500.00	3/24/16	PT FDM CONCESSIONS

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P	M	C	SCHATZ, RYAN A	3453	500.00	11/21/14	PT	FDM OPERATIONS
P	M	C	HUGHES, DAVID K	3791	500.00	1/29/16	PT	FDM CONCESSIONS
P	M	C	O'REILLY, JACOB E	3800	500.00	2/01/16	PT	FDM OPERATIONS
P	M	C	SVALEN, CHASE F	4152	500.00	10/05/16	PT	FDM EVENT SERVICES
P	M	C	BRUUN, NATHAN G	4358	500.00	8/28/17	PT	FDM CONCESSIONS
P	M	C	JANKE, LYLE D	3357	500.00	1/13/06	PT	FDM EVENT SERVICES
P	M	C	GJESTVANG, DARCY D	3419	525.00	11/11/11	PT	FDM PARKING
P	M	C	HASBARGEN, BRIAN E	3341	500.00	8/28/15	PT	FDM EVENT SERVICES
P	M	C	PRESTHUS, RICHARD A	3729	1,100.00	1/25/16	PT	FDM OPERATIONS
P	M	C	SCHMIDT, TROY R	3899	500.00	3/30/16	PT	FDM EVENT SERVICES
P	M	C	LARSON, BRYCE D	3697	1,100.00	1/19/16	PT	FDM OPERATIONS
P	M	C	STEINBORN, JASON L	3604	500.00	1/04/16	PT	FDM OPERATIONS
P	M	C	THELEN, ZACHARY S	3595	512.50	1/06/12	PT	FDM OPERATIONS
P	M	C	BROWN, MATTHEW K	4194	500.00	1/20/17	PT	FDM CONCESSIONS
P	M	C	ASPELUND, GAVIN J	3313	500.00	10/23/15	PT	FDM CONCESSIONS
P	M	C	STEFFES, COLE M	4362	500.00	9/01/17	PT	FDM PARKING
P	M	C	BERNING, RONALD W	4038	500.00	6/02/16	PT	FDM EVENT SERVICES
P	M	C	CHAMBERLAIN, BERTON C	3409	500.00	8/17/12	PT	FDM PARKING
P	M	C	MARKEY, MICHAEL F	3818	500.00	2/15/16	PT	FDM CONCESSIONS
P	M	C	CASAVAN, JACOB C	4729	500.00	4/16/19	PT	FDM OPERATIONS
P	M	C	LISSICK, MARK A	3810	3,750.00	1/26/16	PT	FDM OPERATIONS
P	M	C	MASOG, BRETT D	3601	500.00	11/06/15	PT	FDM OPERATIONS
P	M	C	MILLAN, MICHAEL J	4207	500.00	2/17/17	PT	FDM CONCESSIONS
P	M	C	SONNEK, CHRISTOPHER M	3543	500.00	10/23/15	PT	FDM EVENT SERVICES
P	M	C	THIBERT, DAVID J	3855	500.00	3/16/16	PT	CIVIC SECURITY (OTHER)
P	M	C	REBERG, NATHAN A	4158	500.00	11/23/16	PT	FDM OPERATIONS
P	M	C	NELSON, WALLACE D	3491	525.00	7/30/04	PT	FDM EVENT SERVICES
P	M	C	WRIGHT, LARRY J	3668	500.00	1/12/16	PT	FDM EVENT SERVICES
P	M	C	SCOTT, GREGORY A	3462	500.00	2/28/14	PT	FDM CONCESSIONS
P	M	C	LINSTAD, JEREMY J	1401	3,750.00	4/20/19	PT	FDM OPERATIONS
P	M	C	BRUNEAU, NICHOLAS P	4659	500.00	11/27/18	PT	FDM EVENT SERVICES
P	M	C	CHENOWETH, STEVEN E	4623	500.00	10/02/18	PT	FDM OPERATIONS
P	M	C	BEISWENGER, EDWIN A	3338	500.00	9/11/15	PT	FDM EVENT SERVICES
P	M	C	BENSON, NICHOLAS J	3297	500.00	8/21/95	PT	FDM OPERATIONS
P	M	C	ZIMARA, ROBERT J	3557	500.00	2/19/10	PT	FDM EVENT SERVICES
P	M	C	HINTZE, CHRISTOPHER H	3915	500.00	4/03/16	PT	FDM EVENT SERVICES
P	M	C	STEFFES, DAVID M	3486	500.00	9/12/14	PT	FDM PARKING
P	M	C	BERLAND, RONALD B	3314	750.00	3/16/96	PT	FDM OPERATIONS
P	M	C	ROCKSTAD, BRAD R	3701	3,750.00	1/07/16	PT	FDM OPERATIONS
P	M	C	CZARNOWSKI, CASEY S	3316	500.00	8/24/18	PT	FDM OPERATIONS

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P	M	C	PALMER, STEVEN A	3881	500.00	4/05/16	PT FDM EVENT SERVICES
P	M	C	HILL, PATRICK L	3947	3,750.00	4/27/16	PT FDM OPERATIONS
P	M	C	BEHRENS, ERIK W	4469	500.00	2/28/18	PT FDM OPERATIONS
P	M	C	JENSON, DANE C	4631	500.00	10/04/18	PT FDM EVENT SERVICES
P	M	C	ARNTSON, SHAWN D	4391	500.00	9/28/17	PT CIVIC SECURITY (OTHER)
P	M	C	TORGERSON, ROSS E	4101	475.00	8/23/16	PT FDM MARKETING
P	M	C	FERRIS, MICHAEL A	4088	475.00	7/28/16	PT FDM MARKETING
P	M	C	ZEMPEL, GABRIEL R	4150	500.00	10/12/16	PT FDM CONCESSIONS
P	M	C	ZICKERMANN, JOSHUA S	4192	500.00	1/26/17	PT FDM OPERATIONS
P	M	C	TALLEY, ALEXANDER D	4811	11,200.00	6/10/19	PT LABORER ENGINEERING (OTHE
P	M	C	SCHMIDT, CRISTIAN J	4384	500.00	9/20/17	PT FDM PARKING
P	M	C	DOPP, WYATT P	4597	500.00	8/23/18	PT FDM CONCESSIONS
P	M	C	ANACKER, RUSSEL L	3721	512.50	1/17/16	PT FDM OPERATIONS
P	M	C	ROWLEY, ROBERT E	3883	500.00	4/05/16	PT FDM EVENT SERVICES
P	M	C	BUCKLE, KEVYN D	4235	500.00	4/03/17	PT FDM OPERATIONS
P	M	C	OLSON, ANDREW N	3510	500.00	7/03/15	PT FDM OPERATIONS
P	M	C	DOBSON, DAREN T	4092	500.00	8/08/16	PT FDM OPERATIONS
P	M	C	SMITH, JUSTIN C	2193	500.00	1/01/16	PT FDM OPERATIONS
P	M	C	KUKOWSKI, JOSHUA A	3376	500.00	2/27/15	PT FDM OPERATIONS
P	M	C	LUNDEEN, KYLE R	3688	500.00	1/15/16	PT FDM PARKING
P	M	C	FABER, BRADY B	4490	500.00	3/07/18	PT FDM EVENT SERVICES
P	M	C	ORMSBY, ALEXANDER T	3801	500.00	2/01/16	PT FDM OPERATIONS
P	M	C	BROOKS, GARRETT E	3854	500.00	3/16/16	PT CIVIC SECURITY (OTHER)
P	M	C	NOBLE, RIAN J	4598	500.00	8/24/18	PT FDM PARKING
P	M	C	ANDERSON, RICHARD W	4501	500.00	5/09/18	PT FDM EVENT SERVICES
P	M	C	RIX, JAMES R	3280	550.00	2/03/12	PT FDM EVENT SERVICES
P	M	C	MARMOLEJO, KEVIN J	4785	500.00	5/16/19	PT FDM OPERATIONS
P	M	C	NOVOTNY, DAVID J	3520	500.00	8/16/13	PT FDM EVENT SERVICES
P	M	C	TOUGAS, GAROLD R	3547	500.00	9/23/02	PT FDM EVENT SERVICES
P	M	C	BOLDUC, JONATHON J	4576	500.00	7/11/18	PT FDM EVENT SERVICES
P	M	C	JACOBS, ROBERT J	4401	1,500.00	10/23/17	PT FDM OPERATIONS
P	M	C	HAGEN, DEREK J	3914	3,750.00	4/14/16	PT FDM OPERATIONS
P	M	C	RENNER, EDWARD D	3407	500.00	11/25/11	PT FDM PARKING
P	M	C	VASKE, JOSEPH A	3622	500.00	1/01/16	PT FDM OPERATIONS
P	M	C	MARA, GRANT M	4347	500.00	8/21/17	PT FDM CONCESSIONS
P	M	C	SCHUTTLOFFEL, RYAN A	2100	550.00	4/25/16	PT FDM EVENT SERVICES
P	M	C	SNYDER, JOHN M	3477	512.50	10/28/11	PT FDM PARKING
P	M	C	MCKIGNEY, BERNARD J	3443	500.00	9/09/02	PT FDM EVENT SERVICES
P	M	C	LEER, ZACHARIAH P	3795	600.00	1/28/16	PT FDM CONCESSIONS
P	M	C	KAISER, JOSHUA D	4809	500.00	6/12/19	PT FDM PARKING

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P	M	C	INGEBRIGTSON, SHAWN M	3868	500.00	2/26/16	PT FDM CONCESSIONS
P	M	C	COULTHART, BRIAN W	3567	525.00	1/21/11	PT FDM PARKING
P	M	C	LEEAN, NOLAN W	3645	512.50	1/08/16	PT FDM OPERATIONS
P	M	C	HANSEN, BROCK L	870	600.00	1/13/06	PT FDM EVENT SERVICES
P	M	C	KRAFT, JOHNATHAN D	4442	500.00	12/19/17	PT FDM OPERATIONS
P	M	C	BREILAND, MATTHEW J	4475	500.00	3/07/18	PT FDM EVENT SERVICES
P	M	C	PERLENFEIN, GEORGE L	2708	700.00	11/05/11	PT CIVIC SECURITY (OTHER)
P	M	C	HILLEBRAND, CASEY R	3349	500.00	3/13/15	PT FDM OPERATIONS
P	M	C	JAYCOX, DAVID I	3359	500.00	11/13/09	PT FDM OPERATIONS
P	M	C	NIELSEN, JOHANNES P	3945	500.00	4/27/16	PT FDM OPERATIONS
P	M	C	HOLDEN, LANCE M	3839	3,750.00	2/06/16	PT FDM OPERATIONS
P	M	C	MARCUSON, CORY R	1481	500.00	1/06/16	PT FDM EVENT SERVICES
P	M	C	SAX, JOSHUA E	4560	500.00	7/06/18	PT FDM CONCESSIONS
P	M	C	HAMILTON, CODY J	3337	500.00	6/20/14	PT FDM EVENT SERVICES
P	M	C	SCOTT, BRANDON L	4455	500.00	1/17/18	PT FDM OPERATIONS
P	M	C	LILLEHAUGEN, ERIC J	4388	500.00	9/22/17	PT FDM OPERATIONS
P	M	C	WADE, JUSTIN A	3506	512.50	1/26/07	PT FDM OPERATIONS
P	M	C	HAHN, TREVOR J	3336	3,750.00	1/17/14	PT FDM OPERATIONS
P	M	C	ROGNLIN, LAIF A	4210	500.00	2/22/17	PT CIVIC SECURITY (OTHER)
P	M	C	CASSEZZA, ALAN S	4258	500.00	5/05/17	PT FDM OPERATIONS
P	M	C	SIMONSON, MARK A	3471	500.00	1/22/10	PT FDM OPERATIONS
P	M	C	ROSENKRANZ, LANCE R	4693	500.00	1/18/19	PT FDM OPERATIONS
P	M	C	ANDERSON, JONATHON C	3869	475.00	3/29/16	PT FDM MARKETING
P	M	C	VOGEL, CHAD J	3505	500.00	10/14/11	PT FDM OPERATIONS
P	M	C	BIRNBAUM, NOLAN J	4077	500.00	2/24/17	PT FDM OPERATIONS
P	M	C	EVANSON, DEREK S	3671	500.00	1/01/16	PT FDM CONCESSIONS
P	M	C	SCHNEIDER, MATTHEW J	3597	500.00	6/19/15	PT FDM OPERATIONS
P	M	C	WHITESIDE, ROBERT M	4357	500.00	8/25/17	PT FDM OPERATIONS
P	M	C	SCHATZKE, MICHAEL J	3023	450.00	5/07/14	PT CIVIC SECURITY (OTHER)
P	M	C	THORSON, ANDREW J	3546	500.00	9/25/15	PT FDM EVENT SERVICES
P	M	C	RAGE, WILLIAM D	3399	425.00	7/04/14	PT FDM EVENT SERVICES
P	M	C	SCHAFER, ALLEX M	4561	500.00	6/29/18	PT FDM OPERATIONS
P	M	C	LAKOSKY, BRENT M	4100	500.00	8/12/16	PT FDM OPERATIONS
P	M	C	SCHILL, RAPHAEL J	4508	11,600.00	5/13/19	PT LABORER ENGINEERING (OTHER
P	M	C	STEVENS, BRADY C	4206	500.00	2/16/17	PT FDM PARKING
P	M	C	PETERSON, DONALD E	4434	500.00	11/28/17	PT FDM EVENT SERVICES
P	M	C	FLECK, JOSEPH J	647	500.00	2/10/06	PT CIVIC SECURITY (OTHER)
P	M	C	FLECK, JOSEPH J	647	500.00	4/07/03	PT FDM EVENT SERVICES
P	M	C	REIHE, JORDAN D	4805	10,800.00	6/03/19	PT LABORER ENGINEERING (OTHER
P	M	C	KRAMER, ROBERT G	1282	500.00	10/30/00	PT CIVIC SECURITY (OTHER)

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P	M	C	KRAMER, ROBERT G	1282	562.50	8/17/94	PT FDM EVENT SERVICES
P	M	C	STRAND, JOHN D	4065	500.00	6/07/16	PT FDM EVENT SERVICES
P	M	C	LONG, RAYMOND A	1417	512.50	1/01/16	PT FDM EVENT SERVICES
P	M	C	SLAUGHTER, HAROLD W	3812	500.00	1/21/16	PT FDM EVENT SERVICES
P	M	C	THOMPSON, DENNIS R	3508	600.00	1/16/04	PT FDM PARKING
P	M	C	HEISE, HARVEY V	3345	500.00	10/10/14	PT FDM EVENT SERVICES
P	M	C	WIXO, HAROLD E	3554	500.00	5/11/12	PT FDM EVENT SERVICES
P	M	C	SMITH, EUGENE W	3476	500.00	5/11/12	PT FDM EVENT SERVICES
P	M	C	SCHATZ, STANISLAUS	3454	500.00	7/30/04	PT FDM EVENT SERVICES
P	M	C	IWEN, DANIEL M	3828	500.00	2/21/16	PT FDM CONCESSIONS
P	M	C	LUND, DOUGLAS L	4699	500.00	2/06/19	PT FDM EVENT SERVICES
P	M	C	MYHRA, DOUGLAS B	3490	500.00	2/14/00	PT FDM EVENT SERVICES
P	M	C	HAINE, EARL G	4692	500.00	1/22/19	PT FDM OPERATIONS
P	M	C	JOHNSON, MYRON J	1142	600.00	8/03/98	PT FDM EVENT SERVICES
P	M	C	MANDT, ROBERT D	4589	500.00	8/14/18	PT FDM PARKING
P	M	C	THOMAS, KENNETH W	4139	500.00	9/16/16	PT FDM PARKING
P	M	C	JOHNSON, MARK E	3362	525.00	9/11/15	PT FDM CONCESSIONS
P	M	C	ALBRIGHT, JOHN D	18	500.00	5/24/17	PT FDM EVENT SERVICES
P	M	C	HASELEU, DARRELL L	3365	500.00	1/04/13	PT FDM EVENT SERVICES
P	M	C	STRAND, J S	3569	500.00	2/03/12	PT FDM EVENT SERVICES
P	M	C	ROHDE, RAYMOND A	3897	1,000.00	12/17/16	PT CIVIC SECURITY (OTHER)
P	M	C	CUNNINGHAM, JEFFREY N	417	500.00	1/04/16	PT FDM EVENT SERVICES
P	M	C	SWARTZ, DANIEL H	4036	500.00	6/02/16	PT FDM EVENT SERVICES
P	M	C	GILMOUR, GERALD W	3175	450.00	4/10/15	PT CIVIC SECURITY (OTHER)
P	M	C	GILMOUR, GERALD W	3175	500.00	2/15/10	PT FDM EVENT SERVICES
P	M	C	WALLIS, DAVID L	4618	500.00	9/26/18	PT FDM EVENT SERVICES
P	M	C	GARTNER, RODNEY L	4503	500.00	5/09/18	PT FDM EVENT SERVICES
P	M	C	BOSCH, NEIL P	4159	500.00	11/28/16	PT FDM PARKING
P	M	C	HOGFOSS, DARRYLE K	1006	525.00	11/22/13	PT FDM CONCESSIONS
P	M	C	CAVALIER, CURTIS L	3312	500.00	9/11/15	PT FDM EVENT SERVICES
P	M	C	ANDERSON, ROY H	3860	3,750.00	2/16/16	PT FDM OPERATIONS
P	M	C	ANDERSON, ROGER D	3664	3,750.00	1/13/16	PT FDM OPERATIONS
P	M	C	FREY, GREGORY R	3331	500.00	4/06/07	PT FDM EVENT SERVICES
P	M	C	SEM, DONALD L	3763	500.00	1/31/16	PT FDM EVENT SERVICES
P	M	C	HEGER, DALE A	3348	500.00	1/22/10	PT FDM OPERATIONS
P	M	C	TIDD, RONALD J	2353	625.00	7/31/15	PT FDM EVENT SERVICES
P	M	C	LUREEN, JEROME N	4627	400.00	10/05/18	PT CIVIC SECURITY (OTHER)
P	M	C	MYHRE, MILTON M	3516	500.00	1/04/13	PT FDM EVENT SERVICES
P	M	C	HUBER, DOUGLAS J	3587	500.00	9/21/07	PT FDM PARKING
P	M	C	EGEBERG, DUANE E	3579	500.00	3/28/14	PT FDM OPERATIONS

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P	M	C	RIEDINGER, BRUCE F	4504	500.00	5/09/18	PT FDM EVENT SERVICES
P	M	C	REIGSTAD, MARK T	3404	500.00	6/12/09	PT FDM EVENT SERVICES
P	M	C	JOYCE, MICHAEL A	3670	500.00	1/01/16	PT FDM OPERATIONS
P	M	C	BRAINERD, DOUGLAS J	3303	650.00	11/30/92	PT FDM EVENT SERVICES
P	M	C	EYESTONE, DENNIS R	4499	500.00	5/09/18	PT FDM EVENT SERVICES
P	M	C	ERBES, MARTIN F	3987	500.00	5/17/16	PT FDM OPERATIONS
P	M	C	JANDRO, MICHAEL J	1087	500.00	9/05/08	PT FDM EVENT SERVICES
P	M	C	BJERKE, LARRY D	4660	500.00	11/27/18	PT FDM EVENT SERVICES
P	M	C	NELSON, GARY D	3573	612.50	10/18/93	PT FDM EVENT SERVICES
P	M	C	SOGGIE, RICKY W	3482	500.00	10/14/96	PT FDM OPERATIONS
P	M	C	GARRY, PATRICK S	709	3,750.00	11/30/92	PT FDM OPERATIONS
P	M	C	MATHERN, TERRY L	3577	500.00	2/13/15	PT FDM OPERATIONS
P	M	C	NELSON, RODNEY R	3518	500.00	2/25/05	PT FDM EVENT SERVICES
P	M	C	BOELKE, ROBERT C	4093	500.00	8/10/16	PT FDM OPERATIONS
P	M	C	ESPE, WILLIAM J	3325	500.00	6/12/09	PT FDM EVENT SERVICES
P	M	C	SCHULTZ, WAYNE A	3609	500.00	1/06/16	PT FDM EVENT SERVICES
P	M	C	TAYLOR, TODD D	4096	500.00	8/17/16	PT FDM OPERATIONS
P	M	C	LUREEN, JACOB J	2776	500.00	5/24/12	PT CIVIC SECURITY (OTHER)
P	M	C	LUREEN, JACOB J	2776	500.00	1/06/16	PT FDM EVENT SERVICES
P	M	C	ROATH, CRAIG E	3916	500.00	4/06/16	PT FDM EVENT SERVICES
P	M	C	GORDEN, RICKY L	4568	500.00	7/13/18	PT FDM CONCESSIONS
P	M	C	JAWASKI, ROYCE T	3358	500.00	1/09/09	PT FDM EVENT SERVICES
P	M	C	HOUKOM, RICHARD C	1035	462.50	7/30/04	PT FDM SECURITY
P	M	C	ANDERSON, TROY M	66	700.00	10/01/11	PT CIVIC SECURITY (OTHER)
P	M	C	HERBOLD, JASON R	2964	500.00	11/14/13	PT CIVIC SECURITY (OTHER)
P	M	C	HERBOLD, JASON R	2964	562.50	2/19/10	PT FDM SECURITY
P	M	C	ANDERSON, STACEY L	3288	475.00	10/30/09	PT FDM MARKETING
P	M	C	PETERSON, TREVOR K	4079	400.00	7/25/16	PT FDM MARKETING
P	M	C	ROTT, BENNETT A	4672	500.00	11/28/18	PT FDM PARKING
P	M	C	JONES, KENT D	3370	425.00	6/12/09	PT FDM EVENT SERVICES
P	M	C	DUNCAN, DEAN J	4479	500.00	3/07/18	PT FDM EVENT SERVICES
P	M	C	ELLISON, MICHAEL J	3588	500.00	9/16/96	PT FDM OPERATIONS
P	M	C	SATERMO, NEIL R	3816	550.00	2/15/16	PT FDM CONCESSIONS
P	M	C	ARNE, MICHAEL G	3289	500.00	2/19/10	PT FDM EVENT SERVICES
P	M	C	EVANSON, SHAWN H	3658	500.00	1/11/16	PT FDM CONCESSIONS
P	M	C	NESS, JEREMY R	3492	475.00	10/23/15	PT FDM MARKETING
P	M	C	FOLMER, TODD H	3912	500.00	4/07/16	PT FDM OPERATIONS
P	M	C	STAVE, KOEL N	3990	500.00	5/19/16	PT FDM OPERATIONS
P	M	C	DAVIS, JAMES A	2801	400.00	1/20/16	PT FDM EVENT SERVICES
P	M	C	ILJANA, SHANE J	3777	500.00	2/04/16	PT FDM CONCESSIONS

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P	M	C	KROETSCH, BRIAN M	3643	1,250.00	1/07/16	PT FDM OPERATIONS
P	M	C	ARGALL, NATHAN J	3767	500.00	2/03/16	PT FDM PARKING
P	M	C	OPGRAND, ELI L	3607	700.00	1/05/16	PT FDM CONCESSIONS
P	M	C	LUNSKI, JAMESON T	3766	3,750.00	1/16/16	PT FDM OPERATIONS
P	M	C	OLSON, JONATHAN D	3514	500.00	3/28/14	PT FDM OPERATIONS
P	M	C	KELLER, MICHAEL J	1189	1,400.00	3/07/19	PT CIVIC SECURITY (OTHER)
P	M	C	ROLAND, TRAVIS J	4634	600.00	10/17/18	PT FDM CONCESSIONS
P	M	C	BRUNS, NATHAN T	4413	500.00	11/20/17	PT FDM EVENT SERVICES
P	M	C	CUSEY, CHRISTOPHER T	3610	500.00	1/05/16	PT FDM CONCESSIONS
P	M	C	LETZRING, MICHAEL A	4764	3,750.00	5/04/19	PT FDM OPERATIONS
P	M	C	DUGGAN, ELLIOT M	3911	500.00	4/08/16	PT FDM EVENT SERVICES
P	M	C	NEWGREN, TIMOTHY J	4424	500.00	11/03/17	PT FDM CONCESSIONS
P	M	C	SWIFT, PATRICK S	4323	550.00	7/06/17	PT FDM SECURITY
P	M	C	GJELSNESS, GARRETT P	4635	500.00	10/18/18	PT FDM EVENT SERVICES
P	M	C	SIMPFENDERFER, CARSON M	3472	500.00	9/13/13	PT FDM OPERATIONS
P	M	C	HAARSAGER, LANE J	4632	400.00	10/13/18	PT CIVIC SECURITY (OTHER)
P	M	C	BJORLAND, TANNER T	4797	500.00	5/24/19	PT FDM OPERATIONS
P	M	C	MONDRY, LUCAS S	4191	500.00	1/24/17	PT FDM EVENT SERVICES
P	M	C	WERNER, TANNER P	4594	500.00	8/14/18	PT FDM EVENT SERVICES
P	M	C	BARCLAY, MATTHEW J	3693	500.00	1/20/16	PT FDM EVENT SERVICES
P	M	C	ESLINGER, JONAH B	4176	500.00	1/11/17	PT FDM OPERATIONS
P	M	C	STODDARD, BENJAMIN R	4094	475.00	8/03/16	PT FDM OPERATIONS
P	M	C	REMMEN, CEDAR A	3527	500.00	9/11/15	PT FDM OPERATIONS
P	M	C	LUREEN, SKYLAR M	3755	1,000.00	2/10/16	PT CIVIC SECURITY (OTHER)
P	M	C	AMERMAN, STEVEN T	4558	500.00	6/26/18	PT FDM OPERATIONS
P	M	C	KENNA, SETH T	4698	500.00	2/06/19	PT FDM EVENT SERVICES
P	M	C	KNUTSON, KORBIN D	4453	500.00	1/25/18	PT FDM OPERATIONS
P	M	C	STODDARD, CAMERON M	4255	500.00	4/20/17	PT FDM OPERATIONS
P	M	C	BUMGARNER, CARL W	4615	500.00	9/26/18	PT FDM EVENT SERVICES
P	M	C	STOLL, COLE L	4313	900.00	6/08/17	PT CIVIC CONCESSIONS (OTHER)
P	M	C	FITZGERALD, EDWARD L	641	537.50	11/16/92	PT FDM EVENT SERVICES
P	M	C	PRIS, RONALD C	3395	512.50	1/09/09	PT FDM EVENT SERVICES
P	M	C	SAXLUND, BLAINE W	4701	500.00	2/06/19	PT FDM EVENT SERVICES
P	M	C	DEUTSCHER, LEROY V	3634	512.50	1/08/16	PT FDM CONCESSIONS
P	M	C	FOWLER, THOMAS A	4421	500.00	11/20/17	PT FDM EVENT SERVICES
P	M	C	THOMPSON, PAUL E	2335	1,000.00	4/15/16	PT CIVIC SECURITY (OTHER)
P	M	C	DIEMERT, JOEL A	4416	500.00	11/20/17	PT FDM EVENT SERVICES
P	M	C	PAYNE, THOMAS A	4030	525.00	6/03/16	PT FDM CONCESSIONS
P	M	C	ZIMPRICH, RONALD C	4293	500.00	5/24/17	PT FDM EVENT SERVICES
P	M	C	KUKLA, DONALD J	3375	500.00	5/11/12	PT FDM EVENT SERVICES

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P	M	C	FREITAG, RICKY D	4016	7,800.00	12/10/16	PT CIVIC SECURITY (OTHER)
P	M	C	LARSON, JAMES J	3383	500.00	6/06/14	PT FDM EVENT SERVICES
P	M	C	LARSON, JAMES J	3383	500.00	9/28/17	PT CIVIC SECURITY (OTHER)
P	M	C	OTTESEN, LARRY E	4700	500.00	2/06/19	PT FDM EVENT SERVICES
P	M	C	LARSON, CLINTON B	3382	512.50	9/11/15	PT FDM EVENT SERVICES
P	M	C	GRESS, ROGER G	4154	500.00	10/20/16	PT FDM PARKING
P	M	C	SAILER, RODNEY B	3535	500.00	1/09/09	PT FDM EVENT SERVICES
P	M	C	ZEHREN, GERALD R	2575	500.00	10/04/93	PT FDM EVENT SERVICES
P	M	C	SHOLY, DAVID K	3540	500.00	8/22/93	PT FDM EVENT SERVICES
P	M	C	KOPP, RICHARD L	1261	500.00	10/07/05	PT FDM EVENT SERVICES
P	M	C	GUNDERSON, STEVEN S	3421	500.00	9/11/15	PT FDM EVENT SERVICES
P	M	C	HOLWEGER, PERRY E	3684	625.00	1/15/16	PT FDM EVENT SERVICES
P	M	C	HOLWEGER, PERRY E	3684	500.00	7/30/17	PT CIVIC SECURITY (OTHER)
P	M	C	BAKKEN, MYRON R	4472	500.00	3/07/18	PT FDM EVENT SERVICES
P	M	C	RONNINGEN, PAUL R	3420	500.00	8/16/13	PT FDM EVENT SERVICES
P	M	C	JOHNSON, JEFFREY L	4697	500.00	2/06/19	PT FDM EVENT SERVICES
P	M	C	SCHATZKE, JEROME A	2035	650.00	1/28/06	PT CIVIC SECURITY (OTHER)
P	M	C	MARTINSON, PAUL W	3769	500.00	1/16/16	PT FDM EVENT SERVICES
P	M	C	HOFER, CORNELL R	3352	612.50	3/13/00	PT FDM PARKING
P	M	C	BOECKEL, JODY L	3298	437.50	4/04/08	PT FDM EVENT SERVICES
P	M	C	TERNES, HENRY E	4124	512.50	9/08/16	PT FDM EVENT SERVICES
P	M	C	TERNES, HENRY E	4124	500.00	9/28/17	PT CIVIC SECURITY (OTHER)
P	M	C	HASE, STANLEY W	3340	600.00	12/14/92	PT FDM PARKING
P	M	C	ERICKSON, MYLO N	3737	500.00	1/26/16	PT FDM EVENT SERVICES
P	M	C	HANSON, ARLAN M	876	650.00	5/25/98	PT FDM OPERATIONS
P	M	C	HAWLEY, KIRK T	3423	500.00	6/12/09	PT FDM EVENT SERVICES
P	M	C	BUNN, MERVIN J	3524	500.00	9/10/04	PT FDM OPERATIONS
P	M	C	DUGGAN, DANIEL J	3891	500.00	4/05/16	PT FDM EVENT SERVICES
P	M	C	WADESON, LARRY W	2441	1,600.00	5/08/01	PT CIVIC SECURITY (OTHER)
P	M	C	STUTZMAN, TODD A	4035	562.50	6/02/16	PT FDM EVENT SERVICES
P	M	C	WEIGEL, JEFF D	3888	500.00	4/05/16	PT FDM EVENT SERVICES
P	M	C	ANDERSON, RICKY J	61	550.00	10/25/01	PT CIVIC SECURITY (OTHER)
P	M	C	ANDERSON, RICKY J	61	625.00	4/23/01	PT FDM EVENT SERVICES
P	M	C	MARKEY, JEREMY P	3829	550.00	2/17/16	PT FDM CONCESSIONS
P	M	C	HANSEN, BRADLEY T	869	500.00	1/13/16	PT FDM EVENT SERVICES
P	M	C	MEARS, CLAUDE J	3447	412.50	8/15/03	PT FDM EVENT SERVICES
P	M	C	BREWER, SCOTT W	3302	562.50	10/10/14	PT FDM EVENT SERVICES
P	M	C	BALFOUR, BRADLEY A	101	500.00	1/06/16	PT FDM EVENT SERVICES
P	M	C	RICHTER, JASON C	4754	500.00	4/30/19	PT FDM EVENT SERVICES
P	M	C	LOVELAND, JEFFERY G	3943	500.00	4/25/16	PT FDM PARKING

SERVICE MAINTENANCE

P	M	C	CHRISTOPHER, JAMES A	4051	500.00	6/14/16	PT FDM EVENT SERVICES
P	M	C	NYGAARD, GREGORY S	3521	512.50	2/02/98	PT FDM OPERATIONS
P	M	C	HARTMANN, RUSTAN A	905	500.00	10/09/18	PT FDM EVENT SERVICES
P	M	C	ERBES, MARC J	3323	1,250.00	6/21/13	PT FDM OPERATIONS
P	M	C	LARSON, RYAN J	1345	600.00	1/30/16	PT FDM EVENT SERVICES
P	M	C	MOE, TRAVIS L	3474	500.00	8/14/15	PT FDM OPERATIONS
P	M	C	SWANSON, JOHN R	4728	500.00	4/16/19	PT FDM OPERATIONS
P	M	C	STAMM, ROGER K	3971	500.00	5/13/16	PT FDM OPERATIONS
P	M	C	EVANSON, KENNETH E	3932	500.00	4/18/16	PT FDM CONCESSIONS
P	M	C	BRUCKER, COLETON J	4593	500.00	8/14/18	PT FDM EVENT SERVICES
P	M	C	REYNEN, DAVID D	4127	475.00	9/01/16	PT FDM OPERATIONS
P	M	C	BINGEMAN, KEVIN L	3695	600.00	1/21/16	PT FDM EVENT SERVICES
P	M	C	OLDROYD JR, FREDERICK R	3646	500.00	1/08/16	PT FDM EVENT SERVICES
P	M	C	LARSEN, THOMAS D	3863	500.00	2/04/16	PT FDM OPERATIONS
P	M	C	WURNIG, MATTHEW J	3807	500.00	1/28/16	PT FDM EVENT SERVICES
P	M	C	BETTMANN, GARY W	3296	500.00	2/19/10	PT FDM EVENT SERVICES
P	M	C	SCHATZ, RANDALL A	3536	500.00	8/15/14	PT FDM OPERATIONS
P	M	C	GRIFFITHS, ARLEN J	3426	700.00	8/01/14	PT FDM OPERATIONS
P	M	C	DOTY, DAVID L	4012	500.00	6/03/16	PT FDM OPERATIONS
P	M	C	HAYES, JEFFREY T	3343	500.00	10/03/08	PT FDM EVENT SERVICES
P	M	C	LOOS, JON P	3827	500.00	2/01/16	PT FDM OPERATIONS
P	M	C	DOTY, DOMINIC R	3825	500.00	2/05/16	PT FDM OPERATIONS
P	M	C	KROLIKOWSKI, COREY J	4044	500.00	6/06/16	PT FDM OPERATIONS
P	M	C	OLSON, MARK D	3811	500.00	2/01/16	PT FDM OPERATIONS
P	M	C	HOEFT, MICHAEL T	4714	1,750.00	3/12/19	PT FDM OPERATIONS
P	M	C	LAHR, JORDAN J	3808	500.00	2/08/16	PT FDM OPERATIONS
P	M	C	HEDEEN, MATTHEW J	4337	500.00	8/01/17	PT FDM OPERATIONS
P	M	C	LAPKA, PAUL G	3380	500.00	9/17/10	PT FDM EVENT SERVICES
P	M	C	HUBER, DAVID A	4205	650.00	2/15/17	PT FDM OPERATIONS
P	M	C	CIHACEK, LARRY J	3317	500.00	7/28/06	PT FDM OPERATIONS
P	M	C	DAHL, CHRISTOPHER S	3570	500.00	8/14/15	PT FDM OPERATIONS
P	M	C	RUSSIFF, DONALD J	3686	500.00	1/19/16	PT FDM EVENT SERVICES
P	M	C	MORGAN, MARTY J	3644	15,600.00	3/02/12	FDM FT TEMP (30-39) OPERATIO
P	M	C	LAMBLIN, ANTHONY R	4212	500.00	2/27/17	PT FDM OPERATIONS
P	M	C	ALUISE, JARED T	3593	500.00	1/13/14	PT FDM OPERATIONS
P	M	C	OVERBY, SETH G	4778	11,200.00	5/13/19	PT LABORER ENGINEERING (OTHE
P	M	C	BAILEY, GARY O	4739	3,750.00	4/24/19	PT FDM OPERATIONS
P	M	C	BUCHER, MYLES J	3306	500.00	11/13/09	PT FDM OPERATIONS
P	M	C	COUNTS, ISAIAH C	3785	500.00	2/01/16	PT FDM OPERATIONS
P	M	C	WILKIN, BRYCE S	3942	500.00	4/20/16	PT FDM OPERATIONS

SERVICE MAINTENANCE

P	M	C	JOHNSON, ERIK W	3792	500.00	2/01/16	PT FDM OPERATIONS
P	M	C	STEVENS, ANTHONY M	3826	500.00	2/08/16	PT FDM OPERATIONS
P	M	C	NICHOLSON, DONALD A	4047	562.50	6/14/16	PT FDM EVENT SERVICES
P	M	C	BAYUK, WILLIAM R	3717	512.50	1/21/16	PT FDM CONCESSIONS
P	M	C	QUICK, IYAN A	3397	500.00	5/08/15	PT FDM OPERATIONS
P	M	C	MYERS, GAVIN J	4336	500.00	7/27/17	PT FDM OPERATIONS
P	M	C	ELLIOTT, CODY J	4133	500.00	9/15/16	PT FDM OPERATIONS
P	M	D	GILL, ELIJAH J	3418	500.00	8/28/15	PT FDM OPERATIONS
P	M	D	GREEN, OBRYAN O	4399	500.00	10/22/17	PT FDM OPERATIONS
P	M	D	WILLIAMS, STANLEY B	4747	500.00	4/24/19	PT FDM EVENT SERVICES
P	M	D	HENDERSON, ADRIEN L	3637	500.00	1/05/16	PT FDM OPERATIONS
P	M	D	TORAN, ROY K	4061	500.00	6/21/16	PT FDM OPERATIONS
P	M	D	LARRY, TYRRIE L	4798	500.00	5/31/19	PT FDM OPERATIONS
P	M	D	GRAY, EUGENE	4718	550.00	3/22/19	PT FDM OPERATIONS
P	M	D	CAMPBELL JR, HENRY C	4478	500.00	2/15/18	PT FDM OPERATIONS
P	M	D	JOHNSON, RONNIE E	3793	500.00	1/28/16	PT FDM CONCESSIONS
P	M	D	TADEO, GODFREY	3495	1,100.00	9/25/15	PT FDM OPERATIONS
P	M	D	HUNDER, DOMAH Z	4125	500.00	9/02/16	PT FDM OPERATIONS
P	M	E	BHASIN, ADITYA S	3893	500.00	4/03/16	PT FDM EVENT SERVICES
P	M	E	MUNAR, MITCHELL A	3515	500.00	9/11/15	PT FDM CONCESSIONS
P	M	E	CRUSZ, CHRISTOPHER C	4506	600.00	5/11/18	PT FDM CONCESSIONS
P	M	G	GRAMS, BILL L	3334	550.00	9/11/15	PT FDM EVENT SERVICES
P	M	G	BERTRAND, LOUIS W	3315	525.00	11/25/11	PT FDM PARKING
P	M	G	ROSS, BRANDON M	3422	500.00	1/04/13	PT FDM EVENT SERVICES
P	M	G	ROY, ROLAND J	4095	500.00	11/15/18	PT FDM OPERATIONS
P	M	G	JEANOTTE, ROLAND P	3673	500.00	1/11/16	PT FDM EVENT SERVICES
P	M	G	FASSETT, MARK L	4008	500.00	5/24/16	PT FDM OPERATIONS
P	M	G	THIBERT, RICHARD L	4671	500.00	12/07/18	PT FDM OPERATIONS
P	M	G	CLAUTHIER, SHANE	4097	500.00	8/17/16	PT FDM OPERATIONS
P	M	G	HOPKINS, ISIAH R	3885	450.00	4/02/16	PT CIVIC SECURITY (OTHER)
P	M	G	REDDAY, NICHOLAS F	4687	500.00	1/16/19	PT FDM OPERATIONS
P	M	G	DECOTEAU, BRYANT E	4812	600.00	6/19/19	PT FDM OPERATIONS
P	M	H	LUPI, SAMUEL L	4774	500.00	5/10/19	PT FDM OPERATIONS
P	F	A	BRIGHAM, LISA R	4229	500.00	3/23/17	PT FDM OPERATIONS
P	F	A	ALAMEDA, MARY A	3283	550.00	8/14/15	PT FDM SECURITY
P	F	A	KLIMP, JUANITA L	3754	1,000.00	2/10/16	PT CIVIC SECURITY (OTHER)
P	F	A	VARGAS, ROSALINDA P	3667	500.00	1/12/16	PT FDM EVENT SERVICES
P	F	A	JIRON, NORMA J	4138	500.00	9/12/16	PT FDM OPERATIONS
P	F	C	KLINKMUELLER, CAROLINE E	4425	600.00	11/17/17	PT FDM CONCESSIONS
P	F	C	HOUKOM, TERESA L	3355	425.00	2/05/10	PT FDM CONCESSIONS

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P	F	C	LARSON, JEANINE M	3859	500.00	3/21/16	PT	FDM EVENT SERVICES
P	F	C	LIEDBERG, HEATHER R	4076	500.00	7/15/06	PT	FDM CONCESSIONS
P	F	C	SPEIDEL, SUSAN M	3689	500.00	9/22/17	PT	FDM EVENT SERVICES
P	F	C	ZIVEN, MIRIAM L	4062	1,100.00	6/03/16	PT	FDM OPERATIONS
P	F	C	CASEY, MARGARET A	3923	550.00	4/14/16	PT	FDM CONCESSIONS
P	F	C	SEPP, VALERIE J	3892	500.00	4/05/16	PT	FDM EVENT SERVICES
P	F	C	BOLDUC, AMY E	3900	500.00	3/11/16	PT	FDM EVENT SERVICES
P	F	C	BALKO, LOIS K	3291	500.00	5/11/12	PT	FDM EVENT SERVICES
P	F	C	JENSEN, CARRIE L	3726	500.00	3/23/18	PT	FDM EVENT SERVICES
P	F	C	SODERBERG, MONNIE M	3481	500.00	6/06/14	PT	FDM EVENT SERVICES
P	F	C	SZKLARSKI, KAREN M	4037	500.00	6/02/16	PT	FDM EVENT SERVICES
P	F	C	DAVIES, JAMIE L	4414	500.00	11/20/17	PT	FDM EVENT SERVICES
P	F	C	HOCHSTEIN, JENNA C	4796	500.00	5/29/19	PT	FDM CONCESSIONS
P	F	C	LOPEZ RAMOS, KATRINA R	3558	500.00	3/04/17	PT	CIVIC SECURITY (OTHER)
P	F	C	SCOWCROFT, SHELBY C	3616	500.00	1/01/16	PT	FDM OPERATIONS
P	F	C	SIMON, MAKALA L	3803	500.00	2/01/16	PT	FDM OPERATIONS
P	F	C	RAUSCH, NINA A	3401	500.00	6/20/14	PT	FDM EVENT SERVICES
P	F	C	BEACH, LINDA K	3294	500.00	11/04/05	PT	FDM EVENT SERVICES
P	F	C	ANDERSON, ANITA M	3311	500.00	9/07/07	PT	FDM EVENT SERVICES
P	F	C	HENRY, CAROL S	3712	500.00	1/20/16	PT	FDM EVENT SERVICES
P	F	C	ANACKER, CYNTHIA S	3287	512.50	5/13/11	PT	FDM OPERATIONS
P	F	C	LARSON, JOYCE A	1339	625.00	1/20/16	PT	FDM EVENT SERVICES
P	F	C	GREICAR, CATHERINE N	3479	475.00	8/29/14	PT	FDM MARKETING
P	F	C	PAUPST, JANEL L	4767	500.00	5/04/19	PT	FDM EVENT SERVICES
P	F	C	MEHL, CASSANDRA L	4126	500.00	8/25/16	PT	FDM CONCESSIONS
P	F	C	STRASSER, ALISON A	4130	500.00	9/09/16	PT	FDM CONCESSIONS
P	F	C	STIENING, SHARON R	3545	500.00	9/11/15	PT	FDM EVENT SERVICES
P	F	C	PAYNE, SANDRA K	4029	525.00	6/03/16	PT	FDM CONCESSIONS
P	F	C	SIMON, CHRISTINE M	3468	600.00	9/11/15	PT	FDM EVENT SERVICES
P	F	C	SVENBY, BETH M	4810	600.00	6/12/19	PT	FDM CONCESSIONS
P	F	C	HAUGEN, BREANNA L	4555	500.00	6/14/18	PT	FDM PARKING
P	F	C	STEFFES, AMANDA J	3625	500.00	1/01/16	PT	FDM PARKING
P	F	C	CAMPAGNA, MCKAYLA M	4135	500.00	9/12/16	PT	FDM CONCESSIONS
P	F	C	JOHNSON, VICKY L	3553	500.00	1/11/08	PT	FDM EVENT SERVICES
P	F	C	KRAUSHAAR, VIRGINIA A	4591	500.00	8/14/18	PT	FDM EVENT SERVICES
P	F	C	RIECKMAN, CHRISTINE R	3413	600.00	2/01/13	PT	FDM CONCESSIONS
P	F	C	ERBES, SHERRY A	3988	500.00	5/17/16	PT	FDM OPERATIONS
P	F	C	LEINEN, HEATHER M	4286	500.00	5/24/17	PT	FDM EVENT SERVICES
P	F	C	GRANDALEN, LORI R	3699	500.00	1/21/16	PT	FDM EVENT SERVICES
P	F	C	WAYE, MELANIE R	3578	500.00	4/04/08	PT	FDM EVENT SERVICES

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P	F	C	HUUS, HEIDI J	4018	550.00	6/03/16	PT FDM CONCESSIONS
P	F	C	FYRE, EMILY A	3706	500.00	1/20/16	PT FDM EVENT SERVICES
P	F	C	PADDEN, KAITLYN R	3529	500.00	8/14/15	PT FDM OPERATIONS
P	F	C	PADDEN, KASIE R	3530	500.00	9/12/14	PT FDM OPERATIONS
P	F	C	HAVERKAMP J, MCKENZIE	4489	600.00	4/26/18	PT FDM CONCESSIONS
P	F	C	MORBEN, KAY L	3464	525.00	9/04/09	PT FDM CONCESSIONS
P	F	C	HOGEN, SUSAN A	1380	550.00	2/01/99	PT FDM EVENT SERVICES
P	F	C	VEDDER, CHRISTINE A	3879	400.00	3/03/16	PT FDM EVENT SERVICES
P	F	C	SOLHEIM, SUZANNE E	1043	500.00	6/06/16	PT FDM OPERATIONS
P	F	C	ESTENSON, BRENDA D	3327	487.50	11/14/08	PT FDM MARKETING
P	F	C	MATEJKA, JANET K	1506	500.00	4/11/16	PT FDM EVENT SERVICES
P	F	C	KOSEN, NAOMI M	3719	500.00	1/20/16	PT FDM EVENT SERVICES
P	F	C	FRIESNER, KRISTA D	3788	500.00	2/05/16	PT FDM CONCESSIONS
P	F	C	GRADY, MADISON A	4662	500.00	11/27/18	PT FDM EVENT SERVICES
P	F	C	ANDERSON, JUDY A	4500	500.00	5/09/18	PT FDM EVENT SERVICES
P	F	C	NELSON, MAUREEN A	1658	500.00	8/17/12	PT FDM EVENT SERVICES
P	F	C	GRINDER, RUBY J	4715	500.00	3/19/19	PT FDM OPERATIONS
P	F	C	BRUNEAU, CHRISTINA M	3710	500.00	1/20/16	PT FDM EVENT SERVICES
P	F	C	BROWN, MELINDA K	3307	500.00	8/27/04	PT FDM OPERATIONS
P	F	C	ASCHEMAN, KATELYN R	3676	500.00	1/16/16	PT FDM EVENT SERVICES
P	F	C	LANSING, SARAH M	3765	550.00	1/15/16	PT FDM SECURITY
P	F	C	CASMEY, LYNNEA M	3759	3,750.00	1/01/16	PT FDM OPERATIONS
P	F	C	SCHULTE, RACHEL M	4629	600.00	10/11/18	PT FDM CONCESSIONS
P	F	C	SHANNON, TAMMY L	3470	500.00	8/16/13	PT FDM EVENT SERVICES
P	F	C	DANIELSON, LORI J	3683	475.00	1/15/16	PT FDM MARKETING
P	F	C	MORRISON, TERA R	4461	500.00	2/07/18	PT FDM EVENT SERVICES
P	F	C	VEDDER, LISA A	3661	12,480.00	1/31/14	FDM PT TEMP (20-29) OPERATION
P	F	C	BIBY, KIMBERLY G	4410	550.00	11/06/17	PT FDM CONCESSIONS
P	F	C	ANDERSON, CHLOE M	4777	11,200.00	5/13/19	PT LABORER ENGINEERING (OTHER
P	F	C	PETERSON, PHYLLIS L	4433	500.00	11/28/17	PT FDM EVENT SERVICES
P	F	C	KIND, RITA J	3372	425.00	8/16/13	PT FDM EVENT SERVICES
P	F	C	STORDAHL, KIMBERLY R	3488	500.00	6/12/09	PT FDM EVENT SERVICES
P	F	C	STORDAHL, KIMBERLY R	3488	500.00	10/05/16	PT CIVIC SECURITY (OTHER)
P	F	C	LARSON, JENNIFER M	4132	500.00	9/13/16	PT FDM OPERATIONS
P	F	C	CARR, KIMBERLY K	3408	800.00	8/17/12	PT FDM EVENT SERVICES
P	F	C	WADE, MORGAN B	3465	512.50	10/29/10	PT FDM OPERATIONS
P	F	C	KLINKNER, EMILY A	4753	500.00	4/26/19	PT FDM EVENT SERVICES
P	F	C	GREENE, MARCELLA J	3872	500.00	3/29/16	PT CIVIC SECURITY (OTHER)
P	F	C	GREENE, MARCELLA J	3872	500.00	4/06/16	PT FDM EVENT SERVICES
P	F	C	SCHUMANN, SHERRY L	1662	500.00	3/03/16	PT FDM CONCESSIONS

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P	F	C	SWENSON, JOANNE M	4665	500.00	11/27/18	PT FDM EVENT SERVICES
P	F	C	CRAIGMILE, RACHELLE L	3310	500.00	2/19/10	PT FDM EVENT SERVICES
P	F	C	THUESEN, NICOLE G	27	612.50	8/29/03	PT FDM OPERATIONS
P	F	C	GALLAGHER-SUNSTR, ELIZABETH A	4720	15,787.20	3/21/19	PTB MAIN ATTEND I(OTHER
P	F	C	HANN, HALEY M	4156	500.00	11/22/16	PT FDM OPERATIONS
P	F	C	KNUTSON, ASHLEY A	3455	500.00	9/25/15	PT FDM OPERATIONS
P	F	C	ENGEN, JANICE M	4014	500.00	6/02/16	PT FDM EVENT SERVICES
P	F	C	LOBIN, MARY M	4195	500.00	1/31/17	PT FDM CONCESSIONS
P	F	C	PETERSON, ERICA A	4123	500.00	9/08/16	PT FDM EVENT SERVICES
P	F	C	NELSON, DIANE K	3517	500.00	2/19/10	PT FDM EVENT SERVICES
P	F	C	VEDDER, BECKY L	3997	500.00	5/24/16	PT FDM OPERATIONS
P	F	C	BENSON, MAGGIE E	3768	500.00	2/05/16	PT FDM EVENT SERVICES
P	F	C	GROTH, KIARA R	4645	500.00	11/02/18	PT FDM OPERATIONS
P	F	C	GUNDERSON, PENNY A	828	650.00	10/04/93	PT FDM EVENT SERVICES
P	F	C	JANKE, BARBARA J	4386	500.00	9/26/17	PT FDM EVENT SERVICES
P	F	C	BEISWENGER, PATRICIA A	3339	500.00	9/11/15	PT FDM EVENT SERVICES
P	F	C	KORSMO, JENNIE M	4049	500.00	6/14/16	PT FDM EVENT SERVICES
P	F	C	ABNER, KARI A	4353	500.00	8/22/17	PT FDM EVENT SERVICES
P	F	C	JOHNSON, RENEE C	3366	500.00	1/09/09	PT FDM EVENT SERVICES
P	F	C	ROWLEY, HELEN E	3898	500.00	4/05/16	PT FDM EVENT SERVICES
P	F	C	ONSTAD, JILL M	3778	500.00	2/02/16	PT FDM CONCESSIONS
P	F	C	KOLNESS, SAMANTHA J	3373	500.00	8/30/13	PT FDM EVENT SERVICES
P	F	C	BEAUDOIN, RANDI L	3469	500.00	4/06/07	PT FDM EVENT SERVICES
P	F	C	HALVORSON, ELIZABETH R	4622	500.00	9/28/18	PT FDM OPERATIONS
P	F	C	WHALEY, DANIELLE D	4102	500.00	8/22/16	PT FDM CONCESSIONS
P	F	C	SNYDER, CECILE E	4599	500.00	8/24/18	PT FDM PARKING
P	F	C	EWEN, ANNEKRISTIN E	4418	500.00	11/20/17	PT FDM EVENT SERVICES
P	F	C	ROUTLEDGE, NATALY K	4583	550.00	7/27/18	PT FDM CONCESSIONS
P	F	C	RADCLIFFE, MINDY J	4746	500.00	4/24/19	PT FDM EVENT SERVICES
P	F	C	MUTEGI, KRISTINE A	4380	550.00	9/19/17	PT FDM CONCESSIONS
P	F	C	NESS, JENNICA D	3519	500.00	9/11/15	PT FDM EVENT SERVICES
P	F	C	STEARNS, KELLI J	4213	500.00	2/27/17	PT FDM EVENT SERVICES
P	F	C	CHAMPAGNE, MEGAN M	3174	500.00	4/10/15	PT CIVIC SECURITY (OTHER)
P	F	C	HAUGEN, ELIZABETH A	3665	500.00	1/12/16	PT FDM EVENT SERVICES
P	F	C	ROLPH, AMBER M	3606	500.00	1/04/16	PT FDM EVENT SERVICES
P	F	C	BROST, STEPHANIE D	4168	550.00	12/23/16	PT FDM CONCESSIONS
P	F	C	GOPLIN, AMANDA I	4702	600.00	1/31/19	PT FDM CONCESSIONS
P	F	C	MCKENDRICK, THERESA K	4766	3,750.00	5/04/19	PT FDM OPERATIONS
P	F	C	BACHMEIER, JESSICA L	3292	512.50	5/22/15	PT FDM CONCESSIONS
P	F	C	HARLAND, ASHLEY G	3935	500.00	4/20/16	PT FDM CONCESSIONS

SERVICE MAINTENANCE

								NEW
P	F	C	HELLAND, RONDI A	4741	500.00	4/25/19	PT	FDM EVENT SERVICES
P	F	C	BOUTIETTE, ALLISON M	4215	500.00	2/27/17	PT	FDM OPERATIONS
P	F	C	HAARSAGER, MICHELLE R	4626	400.00	10/05/18	PT	CIVIC SECURITY (OTHER)
P	F	C	SELLDEN, BRANDY L	4663	500.00	11/27/18	PT	FDM EVENT SERVICES
P	F	C	ALUISE, RACHEL L	3624	500.00	1/01/16	PT	FDM OPERATIONS
P	F	C	DAVIS, GRACE E	2973	500.00	1/20/16	PT	FDM EVENT SERVICES
P	F	C	YOKOM, ALICIA L	4404	500.00	11/09/17	PT	FDM OPERATIONS
P	F	C	ABNER, ALEIGHA C	4476	500.00	3/07/18	PT	FDM EVENT SERVICES
P	F	C	ONSTAD, CASEY B	3799	500.00	1/28/16	PT	FDM CONCESSIONS
P	F	C	SELBERG, IRIS L	3461	500.00	10/10/14	PT	FDM EVENT SERVICES
P	F	C	GREGORY, LINDA L	4477	500.00	3/07/18	PT	FDM EVENT SERVICES
P	F	C	EMERSON, GLORIA J	3585	500.00	8/16/13	PT	FDM EVENT SERVICES
P	F	C	BOURCY, SHARON K	3758	500.00	2/07/16	PT	FDM EVENT SERVICES
P	F	C	HEISLER, BONITA C	941	512.50	3/14/16	PT	FDM EVENT SERVICES
P	F	C	BIWER, JOANNE L	3608	437.50	8/31/98	PT	FDM EVENT SERVICES
P	F	C	NITSCHKE, JOLENE D	4480	500.00	3/07/18	PT	FDM EVENT SERVICES
P	F	C	GRADY-THURSTON, KATHRYN	3704	500.00	1/22/16	PT	FDM EVENT SERVICES
P	F	C	RADCLIFFE, JAN M	3531	500.00	1/04/13	PT	FDM EVENT SERVICES
P	F	C	SCHAFER, CASSANDRA N	3430	500.00	10/10/14	PT	FDM EVENT SERVICES
P	F	C	LINDBO, ROBERTA A	1394	650.00	10/04/93	PT	FDM EVENT SERVICES
P	F	C	TWETEN, MARY A	3548	500.00	11/27/09	PT	FDM EVENT SERVICES
P	F	C	MISCHKE, SHARON K	3562	587.50	3/16/12	PT	FDM CONCESSIONS
P	F	C	STEELE, GAIL L	3614	500.00	1/05/16	PT	FDM EVENT SERVICES
P	F	C	MENKE, GWENDOLYN M	4743	500.00	4/24/19	PT	FDM EVENT SERVICES
P	F	C	VANCE, VICKI L	3504	500.00	10/10/14	PT	FDM EVENT SERVICES
P	F	C	LIEBENOW, PAMELA M	4572	600.00	7/19/18	PT	FDM CONCESSIONS
P	F	C	OTTESEN, MERRY L	3389	550.00	5/31/93	PT	FDM EVENT SERVICES
P	F	C	ENGEN, SUSAN K	3901	500.00	4/05/16	PT	FDM EVENT SERVICES
P	F	C	TEEGARDEN, DAWN M	4201	850.00	1/30/17	PT	CIVIC CONCESSIONS (OTHER)
P	F	C	FARNBERG, ROBIN M	4015	500.00	6/02/16	PT	FDM EVENT SERVICES
P	F	C	SEAVER, PEGGY C	4474	500.00	3/07/18	PT	FDM EVENT SERVICES
P	F	C	HEINTZ, CYNTHIA M	3424	500.00	8/15/03	PT	FDM EVENT SERVICES
P	F	C	GALBREATH, MARY L	4196	500.00	1/30/17	PT	FDM EVENT SERVICES
P	F	C	JENSEN, JEANETTE R	4352	500.00	8/22/17	PT	FDM EVENT SERVICES
P	F	C	MARSAA, DEBRA K	4664	500.00	11/27/18	PT	FDM EVENT SERVICES
P	F	C	HOFFMAN, MELINDA K	4382	500.00	9/20/17	PT	FDM CONCESSIONS
P	F	C	BRUHN, DIANE J	4197	500.00	1/30/17	PT	FDM EVENT SERVICES
P	F	C	DAVIS, CHRISTINE P	3326	500.00	9/11/15	PT	FDM EVENT SERVICES
P	F	C	BACH, TONI J	3406	437.50	9/17/10	PT	FDM EVENT SERVICES
P	F	C	FINNEY, SHELLEY D	3698	500.00	1/20/16	PT	FDM EVENT SERVICES

SERVICE MAINTENANCE

P	F	C	FORD, SHELLEY M	3480	500.00	11/23/98	PT FDM EVENT SERVICES
P	F	C	ESPE, SHARON M	3324	500.00	6/12/09	PT FDM EVENT SERVICES
P	F	C	KOPPELMAN, DOREEN M	4285	500.00	5/24/17	PT FDM EVENT SERVICES
P	F	C	SALQUIST, BETH E	3887	500.00	4/05/16	PT FDM EVENT SERVICES
P	F	C	LUICK, DEBRA A	3435	500.00	8/01/03	PT FDM EVENT SERVICES
P	F	C	PRETZER, DANIELLE E	3896	500.00	4/06/16	PT FDM EVENT SERVICES
P	F	C	HOGFOSS, JAN M	3353	525.00	11/22/13	PT FDM CONCESSIONS
P	F	C	KAISER, JULIE D	3369	500.00	9/12/03	PT FDM EVENT SERVICES
P	F	C	HELLER, BEVERLY K	952	550.00	10/18/00	PT CIVIC SECURITY (OTHER)
P	F	C	HELLER, BEVERLY K	952	650.00	2/01/99	PT FDM EVENT SERVICES
P	F	C	LIEN, DEANN R	4596	500.00	8/14/18	PT FDM EVENT SERVICES
P	F	C	LANDSTROM, STEPHANIE M	3379	475.00	3/28/14	PT FDM MARKETING
P	F	C	SANDFORD, KATHY A	3429	487.50	4/13/12	PT FDM MARKETING
P	F	C	ANDERSON, KAREN A	3743	500.00	1/20/16	PT FDM EVENT SERVICES
P	F	C	RUSSIFF, TANYA K	3723	412.50	1/25/16	PT FDM EVENT SERVICES
P	F	C	NOEL, TAMI L	4122	500.00	9/08/16	PT FDM EVENT SERVICES
P	F	C	HANSON, CARLA R	4732	550.00	4/18/19	PT FDM CONCESSIONS
P	F	C	HENNEBRY, DEANNA L	3526	500.00	5/11/12	PT FDM EVENT SERVICES
P	F	C	JENSON, MERRY K	4707	500.00	2/15/19	PT FDM EVENT SERVICES
P	F	C	MEARS, BRENDA K	3446	412.50	4/07/03	PT FDM EVENT SERVICES
P	F	C	HANSON, HEATHER K	3672	500.00	1/01/16	PT FDM EVENT SERVICES
P	F	C	BRENDLE, LISA V	4290	500.00	5/24/17	PT FDM EVENT SERVICES
P	F	C	FISCHER, KATHLEEN G	3329	575.00	8/14/15	PT FDM CONCESSIONS
P	F	C	KRIER, ANN E	4595	500.00	8/14/18	PT FDM EVENT SERVICES
P	F	C	PETERSON, WANDA L	4031	500.00	6/02/16	PT FDM EVENT SERVICES
P	F	C	WERRE, PAMELA A	3890	500.00	4/05/16	PT FDM EVENT SERVICES
P	F	C	COSSETTE, PEGGY A	3309	625.00	6/06/14	PT FDM EVENT SERVICES
P	F	C	COSSETTE, PEGGY A	3309	440.00	10/05/18	PT CIVIC SECURITY (OTHER)
P	F	C	WETCH, KARIN A	4193	500.00	1/24/17	PT FDM EVENT SERVICES
P	F	C	JOHNSON, DEBBIE L	4162	500.00	12/01/16	PT FDM CONCESSIONS
P	F	C	ANDERSON, SUSAN K	2698	700.00	10/01/11	PT CIVIC SECURITY (OTHER)
P	F	C	IHRY-TOMFORD, ROBIN L	3641	500.00	1/08/16	PT FDM EVENT SERVICES
P	F	C	DYE, SHANNON R	4762	500.00	5/04/19	PT FDM EVENT SERVICES
P	F	C	JOHNSON, CONNIE L	3700	400.00	1/20/16	PT FDM EVENT SERVICES
P	F	C	TONER PLEUNE, TONYA J	3762	637.50	2/09/16	PT FDM CONCESSIONS
P	F	C	HAGEN, MARCIA R	3528	500.00	1/09/09	PT FDM EVENT SERVICES
P	F	C	HUSLER, KRISTIN K	3623	500.00	1/01/16	PT FDM EVENT SERVICES
P	F	C	SHOMAN, JILL M	4345	500.00	8/17/17	PT FDM OPERATIONS
P	F	C	MONSON, JULIE M	3727	500.00	1/20/16	PT FDM EVENT SERVICES
P	F	C	WULF, REY D	4277	500.00	5/19/17	PT FDM CONCESSIONS

P	F	C	KADRMAS, RACHELLE M	2887	500.00	4/06/13	PT CIVIC SECURITY (OTHER)
P	F	C	MARMOLEJO, JERALDINE M	4781	600.00	5/15/19	PT FDM OPERATIONS
P	F	C	SKIPLE, LINDA R	3922	500.00	4/21/16	PT FDM EVENT SERVICES
P	F	C	JOHNSON, JAINE E	4683	500.00	1/08/19	PT FDM PARKING
P	F	C	GEISING, CLARICE R	3525	537.50	2/10/03	PT FDM PARKING
P	F	C	KING, STACIE L	4639	500.00	10/31/18	PT FDM OPERATIONS
P	F	C	SCHMIDT, SARAH J	268	450.00	1/04/13	PT FDM EVENT SERVICES
P	F	C	MURRAY, STEPHANIE M	4765	3,750.00	5/04/19	PT FDM OPERATIONS
P	F	C	NICKEL, TAMMY M	3660	500.00	1/11/16	PT FDM EVENT SERVICES
P	F	C	MAGEE, ABBY J	2992	1,100.00	2/20/14	PT CIVIC CONCESSIONS (OTHER)
P	F	C	PORTER, WENDY L	4473	500.00	3/07/18	PT FDM EVENT SERVICES
P	F	C	CLEMENS, AMANDA M	3910	500.00	4/06/16	PT FDM EVENT SERVICES
P	F	C	SWANSON, ASHLEY D	4726	500.00	4/10/19	PT FDM OPERATIONS
P	F	C	BRUNS, JAMIE M	4592	500.00	8/14/18	PT FDM EVENT SERVICES
P	F	C	RAGAN, BRITTANY J	3398	500.00	9/11/15	PT FDM OPERATIONS
P	F	C	HUGHES, JENNIFER N	4106	500.00	8/26/16	PT FDM CONCESSIONS
P	F	C	DAHLEN, BETSY L	3412	475.00	1/31/14	PT FDM CONCESSIONS
P	F	C	HERMES, ANASTACIA C	3731	500.00	1/28/16	PT FDM PARKING
P	F	C	GAUKLER, HEATHER J	3576	525.00	2/04/11	PT FDM CONCESSIONS
P	F	C	PYTLIK, MICHAELA M	4226	550.00	3/15/17	PT FDM CONCESSIONS
P	F	C	PLEUNE, KARCYN V	3394	600.00	12/09/11	PT FDM CONCESSIONS
P	F	C	PICARD, JASMINE E	4630	500.00	10/08/18	PT FDM EVENT SERVICES
P	F	C	OGBURN, KATELYN S	4725	550.00	4/12/19	PT FDM CONCESSIONS
P	F	C	HOILAND, SARAH M	4471	500.00	3/06/18	PT FDM OPERATIONS
P	F	C	MCLAREN, DONNA M	4121	500.00	9/09/16	PT FDM EVENT SERVICES
P	F	C	MURPHY, BAILEE M	4677	500.00	1/02/19	PT FDM OPERATIONS
P	F	C	GROSZ, ALISON M	4676	500.00	12/04/18	PT FDM EVENT SERVICES
P	F	C	HENRICKS, MAKAYLA R	4439	500.00	11/17/17	PT FDM OPERATIONS
P	F	C	BAUER, ERIKA S	4098	500.00	8/22/16	PT FDM OPERATIONS
P	F	C	JOHNSON, ASHLEY R	4259	500.00	4/27/17	PT FDM OPERATIONS
P	F	C	SVIDERSKY, OKSANA M	4563	500.00	7/06/18	PT FDM OPERATIONS
P	F	C	ELLIOTT, EVELYN J	4013	500.00	6/01/16	PT FDM EVENT SERVICES
P	F	C	KASOWSKI, JANICE M	3425	612.50	7/30/04	PT FDM EVENT SERVICES
P	F	C	KALBRENER, THERESA A	3368	500.00	11/17/17	PT FDM EVENT SERVICES
P	F	C	MORRIS, MARJORIE E	3458	500.00	10/09/15	PT FDM CONCESSIONS
P	F	C	REESE, JUDITH L	4291	500.00	5/24/17	PT FDM EVENT SERVICES
P	F	C	BOPP, JULIANNE	3620	412.50	1/01/16	PT FDM EVENT SERVICES
P	F	C	GRAF, KRISTI D	4661	500.00	11/27/18	PT FDM EVENT SERVICES
P	F	C	FINKE, SHERRI L	3328	500.00	9/17/10	PT FDM EVENT SERVICES
P	F	C	BOSCH, KATHLEEN L	3300	550.00	8/03/98	PT FDM SECURITY

SERVICE MAINTENANCE

P	F	C	WILLIAMS, GWENN D	3550	500.00	4/08/02	PT FDM EVENT SERVICES
P	F	C	GEISING, SUE E	3417	525.00	2/25/05	PT FDM PARKING
P	F	C	ENGLISH, CLAUDIA J	4360	500.00	8/29/17	PT FDM EVENT SERVICES
P	F	C	CHRISTIANSON, BONITA A	4740	500.00	4/24/19	PT FDM EVENT SERVICES
P	F	C	NATHAN, KATHERYN M	3563	500.00	4/07/03	PT FDM EVENT SERVICES
P	F	C	JOHNSON, JUDY A	3361	550.00	8/03/98	PT FDM EVENT SERVICES
P	F	C	FOWLER, SHARON L	4420	500.00	11/20/17	PT FDM EVENT SERVICES
P	F	C	SCHATZ, HELEN	3432	500.00	8/01/13	PT FDM EVENT SERVICES
P	F	C	VANEK, ROSELLA M	3549	500.00	9/23/05	PT FDM EVENT SERVICES
P	F	C	HARVALA, MARCIA C	3611	500.00	1/06/16	PT FDM EVENT SERVICES
P	F	C	KROEPLIN, KATHY A	3374	500.00	9/11/15	PT FDM EVENT SERVICES
P	F	C	SAILER, LINDA M	3534	500.00	1/09/09	PT FDM EVENT SERVICES
P	F	C	HAGER, CHERYL A	4300	500.00	5/24/17	PT FDM EVENT SERVICES
P	F	C	JONES, CINDY K	3882	425.00	4/01/16	PT FDM EVENT SERVICES
P	F	C	SOLBERG, JACQUELINE A	3483	500.00	8/02/13	PT FDM OPERATIONS
P	F	C	FRITZ, BONNIE J	3332	562.50	8/30/96	PT FDM CONCESSIONS
P	F	C	JOHNK, ROSEMARIE	3363	500.00	9/23/05	PT FDM EVENT SERVICES
P	F	C	REED, PEGGY J	3402	500.00	11/04/05	PT FDM EVENT SERVICES
P	F	C	KRUPICH, DEBRA J	1294	500.00	3/23/99	PT CIVIC SECURITY (OTHER)
P	F	C	KRUPICH, DEBRA J	1294	625.00	9/14/98	PT FDM EVENT SERVICES
P	F	C	FEENER, ELIZABETH A	4624	500.00	10/02/18	PT FDM PARKING
P	F	C	HYLLA, ANGELA J	3612	500.00	1/06/16	PT FDM EVENT SERVICES
P	F	C	WELDER, BEVERLY J	4292	500.00	5/24/17	PT FDM EVENT SERVICES
P	F	C	WELLER, COLLEEN F	3918	562.50	4/06/16	PT FDM EVENT SERVICES
P	F	C	OLMSTEAD, DEVRA L	4339	500.00	8/04/17	PT FDM OPERATIONS
P	F	C	WRIGHT, REBECCA A	3615	500.00	1/06/16	PT FDM EVENT SERVICES
P	F	C	WALZ, LORI R	3722	500.00	1/22/16	PT FDM EVENT SERVICES
P	F	C	DAHLSENG, KAREN R	3318	500.00	8/16/13	PT FDM EVENT SERVICES
P	F	C	RENNER, DEBRA J	3405	500.00	11/23/98	PT FDM EVENT SERVICES
P	F	C	HUGHES, CLEO M	3356	525.00	1/22/10	PT FDM CONCESSIONS
P	F	C	GJELSNESS, BRENDA S	4140	500.00	9/12/16	PT FDM EVENT SERVICES
P	F	C	SPITZER SQUIRES, LINDA J	3484	500.00	9/11/15	PT FDM EVENT SERVICES
P	F	C	PETRY, SUSAN M	3485	500.00	1/04/13	PT FDM EVENT SERVICES
P	F	C	MILLER, RONETTE E	3679	500.00	1/15/16	PT FDM EVENT SERVICES
P	F	C	MOHS, MONICA R	1596	500.00	10/08/01	PT FDM EVENT SERVICES
P	F	C	ODEGAARD, JOYCE M	3523	537.50	6/12/09	PT FDM PARKING
P	F	C	PIERSON, PAULA J	3666	500.00	1/07/16	PT FDM EVENT SERVICES
P	F	C	ORDAHL, JOANN L	4316	500.00	6/14/17	PT FDM EVENT SERVICES
P	F	C	HUSO, DIANE K	2703	1,100.00	10/14/11	PT CIVIC CONCESSIONS (OTHER)
P	F	C	BONTJES, CAROL M	3299	725.00	10/24/97	PT FDM CONCESSIONS

SERVICE MAINTENANCE NEW

P	F	C	VAAGEN, PATRICIA E	3502	500.00	2/19/10	PT FDM EVENT SERVICES
P	F	C	KOPPELMAN, TOREY A	4348	500.00	8/11/17	PT FDM EVENT SERVICES
P	F	C	ROSDAHL, KRIS E	3428	500.00	10/23/15	PT FDM PARKING
P	F	C	DIEMERT, JANE L	4415	500.00	11/20/17	PT FDM EVENT SERVICES
P	F	C	HALVERSON, SHAWNA M	4017	500.00	6/02/16	PT FDM EVENT SERVICES
P	F	C	WEHLANDER, DIANE K	3509	562.50	4/03/95	PT FDM EVENT SERVICES
P	F	C	WARDINSKI, ANGELA F	4744	500.00	4/24/19	PT FDM OPERATIONS
P	F	C	GRAVES, KATHY J	4600	500.00	8/23/18	PT FDM PARKING
P	F	C	WEISZHAAR, JOYCE T	3551	500.00	6/20/14	PT FDM EVENT SERVICES
P	F	C	SCHEEL, ODETTE M	3537	500.00	1/11/08	PT FDM EVENT SERVICES
P	F	C	SCHULER, LORI A	3568	500.00	9/17/10	PT FDM EVENT SERVICES
P	F	C	OLSON, MICHELE C	3386	500.00	6/20/14	PT FDM EVENT SERVICES
P	F	C	CHRISTOPHER, ARLENE M	4134	500.00	9/08/16	PT FDM EVENT SERVICES
P	F	C	HEIDINGER, MELISSA S	3282	850.00	12/02/15	PT CIVIC CONCESSIONS (OTHER)
P	F	C	WEDELL, VANESSA J	3952	600.00	4/27/16	PT FDM CONCESSIONS
P	F	C	BROWN STOLL, SHEILA L	3054	1,200.00	2/23/15	PT CIVIC CONCESSIONS (OTHER)
P	F	C	HARTMANN, CORINNE M	4633	500.00	10/09/18	PT FDM EVENT SERVICES
P	F	C	ELLIOTT, REBECCA J	3416	500.00	5/24/13	PT FDM CONCESSIONS
P	F	C	GLASSER, LAURIE L	3950	550.00	5/12/16	PT FDM CONCESSIONS
P	F	C	NYGAARD, MELISA A	4289	500.00	5/24/17	PT FDM EVENT SERVICES
P	F	C	THORSON, JOANN M	3498	500.00	10/05/07	PT FDM EVENT SERVICES
P	F	C	MAREK, JAYNE M	4287	500.00	5/26/17	PT FDM CONCESSIONS
P	F	C	NUDELL, JONI K	4288	500.00	5/24/17	PT FDM EVENT SERVICES
P	F	C	MUEHLER, DEBRA A	3902	500.00	4/05/16	PT FDM EVENT SERVICES
P	F	C	HAGLUND, STACY L	3544	625.00	7/03/00	PT FDM EVENT SERVICES
P	F	C	REICHEL, LAURA J	3599	500.00	9/11/15	PT FDM EVENT SERVICES
P	F	C	HINTZE, BRENDA D	3351	600.00	9/11/15	PT FDM EVENT SERVICES
P	F	C	OYE, CARI M	4208	500.00	2/22/17	PT CIVIC SECURITY (OTHER)
P	F	C	TEEGARDEN, DONNA M	2601	1,100.00	12/04/10	PT CIVIC CONCESSIONS (OTHER)
P	F	C	STANLEY-GOODMAN, KEELIE M	4200	500.00	1/30/17	PT FDM EVENT SERVICES
P	F	C	VILLANUEVA, KELLY M	4748	500.00	4/24/19	PT FDM EVENT SERVICES
P	F	C	BAKKE, BRANDY M	4557	500.00	6/15/18	PT FDM CONCESSIONS
P	F	C	KENSINGER, TAMMY L	3371	487.50	9/22/06	PT FDM MARKETING
P	F	C	HAGEN, SHAHNA L	3619	400.00	1/06/16	PT FDM EVENT SERVICES
P	F	C	BREIDENBACH, GWEN A	4502	500.00	5/09/18	PT FDM EVENT SERVICES
P	F	C	HALLINGSTAD, SARAH J	4590	550.00	8/10/18	PT FDM CONCESSIONS
P	F	C	VOS, STEPHANIE A	4574	500.00	7/25/18	PT FDM OPERATIONS
P	F	C	SKAVLEM-SHORT, CATHERINE A	3541	562.50	8/16/13	PT FDM SECURITY
P	F	C	SKAVLEM-SHORT, CATHERINE A	3541	500.00	4/15/16	PT CIVIC SECURITY (OTHER)
P	F	C	RILEY, ALISSA D	4052	500.00	6/17/16	PT FDM EVENT SERVICES

SERVICE MAINTENANCE

P	F	C	BRAASCH, DEBORA A	3586	500.00	7/10/09	PT FDM EVENT SERVICES	NEW
P	F	C	LAPKA, DIANNE R	3381	500.00	1/23/09	PT FDM EVENT SERVICES	
P	F	C	NIELSEN, SUSANNA M	3565	500.00	10/10/14	PT FDM EVENT SERVICES	
P	F	C	GOMEZ, DAWN A	4118	500.00	9/08/16	PT FDM EVENT SERVICES	
P	F	C	ENGLER, AMANDA N	4763	500.00	5/04/19	PT FDM EVENT SERVICES	
P	F	C	MCCLARY, CHELSEA D	3761	600.00	2/09/16	PT FDM CONCESSIONS	
P	F	C	HEISE, ROSEMARY A	3347	500.00	10/10/14	PT FDM EVENT SERVICES	
P	F	C	HANSON, ROBIN J	3602	500.00	1/01/16	PT FDM EVENT SERVICES	
P	F	C	SCHEEL, ANDREA K	3456	500.00	5/11/12	PT FDM EVENT SERVICES	
P	F	C	FRANKLIN, STEPHANIE R	4617	500.00	9/26/18	PT FDM EVENT SERVICES	
P	F	C	NEKOLA, HEATHER L	4745	500.00	4/24/19	PT FDM EVENT SERVICES	
P	F	C	TENDERHOLT, CATHERINE J	3903	850.00	4/12/16	PT CIVIC CONCESSIONS (OTHER)	
P	F	C	DISRUD, RACHAEL J	3677	500.00	1/16/16	PT FDM EVENT SERVICES	
P	F	C	OSTERMAN, ELAINE J	3388	550.00	6/06/14	PT FDM EVENT SERVICES	
P	F	C	BROOKS, MACKENZIE R	4588	550.00	8/15/18	PT FDM OPERATIONS	
P	F	C	TAYLOR, COURTNEY E	3705	400.00	1/20/16	PT FDM EVENT SERVICES	
P	F	C	SCHENCK, TAMARA A	4032	500.00	6/02/16	PT FDM EVENT SERVICES	
P	F	C	MITTS, TINA L	3936	400.00	4/20/16	PT FDM EVENT SERVICES	
P	F	C	BRANDT, SANDRA D	3724	500.00	1/20/16	PT FDM EVENT SERVICES	
P	F	C	OLSON, ABBRA	3171	500.00	3/30/15	PT CIVIC SECURITY (OTHER)	
P	F	C	OLSON, ABBRA	3171	425.00	10/10/14	PT FDM EVENT SERVICES	
P	F	C	VAALA, KAREN L	3503	500.00	4/07/03	PT FDM EVENT SERVICES	
P	F	C	HANSON, SANDRA J	3895	562.50	4/06/16	PT FDM EVENT SERVICES	
P	F	C	HANSON, SANDRA J	3895	500.00	4/15/16	PT CIVIC SECURITY (OTHER)	
P	F	C	DUBS, ROBERTA A	3678	500.00	1/16/16	PT FDM EVENT SERVICES	
P	F	C	KARSTEN, STEPHANIE R	3838	600.00	2/23/16	PT FDM CONCESSIONS	
P	F	C	DALTON, ELKE B	4487	500.00	4/06/18	PT FDM OPERATIONS	
P	F	D	GRIFFITH, GLORIA D	4341	500.00	8/07/17	PT FDM CONCESSIONS	
P	F	D	DRAYTON, KELSEY M	4350	550.00	8/21/17	PT FDM CONCESSIONS	
P	F	D	TAYLOR, DANA L	4045	400.00	6/14/16	PT FDM EVENT SERVICES	
P	F	E	CRUSZ, SHERINE S	4565	600.00	7/10/18	PT FDM CONCESSIONS	
P	F	G	PELTIER, NATASHA R	4230	600.00	3/10/17	PT FDM OPERATIONS	
P	F	G	BURNS, ESPERANZA A	3934	500.00	4/20/16	PT FDM OPERATIONS	
P	F	G	ELLIOTT, CHRISTIE M	4417	500.00	11/20/17	PT FDM EVENT SERVICES	
P	F	G	CHARGING, JESSICA R	3631	500.00	1/08/16	PT FDM OPERATIONS	
P	F	G	SUBATCH, COURTNEY L	3682	500.00	1/16/16	PT FDM EVENT SERVICES	
P	F	C	MATNEY, JODI L	3642	17,160.00	7/18/14	FDM FT TEMP (30-39) OPERATIO	
P	M	C	FRAASE, WILLIAM J	3820	23,400.00	2/12/16	FDM FT TEMP (30-39) OPERATIO	

AFFIRMATIVE ACTION PLAN
FOR MINORITIES & WOMEN

First Transit, Inc

MATBUS - Fargo, ND & Moorhead, MN - 55828

December 1, 2020 through November 30, 2021

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Preface

First Transit, Inc (also referred to as the Company) is fully committed to the concept and practice of equal opportunity and affirmative action. Nothing contained in this AAP or its supporting data should be construed as an admission by the Company, in whole or in part, that it has contravened any federal, state or local employment practice laws.

In developing and implementing the AAP, the Company has been guided by its established policy of providing equal employment opportunity. Nothing herein is intended to sanction the discriminatory treatment of any person. Indeed, all employment decisions at the Company are made based on job related criteria.

CONFIDENTIAL TRADE SECRET MATERIALS

While First Transit, Inc firmly believes in wide dissemination of its affirmative action programs and equal employment opportunity practices, this AAP contains certain proprietary information relating to the Company's business that must be kept confidential. The detailed information provided in good faith as a part of the AAP contains specific information that, if disseminated, could be detrimental to the competitive and business interests of First Transit, Inc.

Therefore, even though the Company is justifiably proud of its efforts described in the following pages, this AAP and its support data are to be disclosed to individuals, companies and government agencies only where such individuals or entities have a legitimate business interest or legal entitlement to the information. First Transit, Inc specifically requests the following:

- The material set forth in this program is deemed to be confidential commercial and financial data, the public disclosure of which could cause substantial competitive harm to First Transit (hereinafter "Company"). In addition, all statistical components of this program, including any and all data pertaining to workforce structure (including the ratios between and among job groups and EEO-1 categories), the organizational profile, final availability and placement rate goals, job group analysis report, identification of problem areas, or the analyses of any of the foregoing, are deemed to constitute trade secrets, operations information, confidential statistical data and other confidential commercial and financial data within the meaning of the Freedom of Information Act (FOIA), 5 U.S.C. §552 *et. seq.*, Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. §2000e *et. seq.*, the Trade Secrets Act, 18 U.S.C. §1905, and 44 U.S.C. §3508, the disclosure of which is prohibited by law and would subject the individual making the disclosure to criminal and/or civil sanctions. This material has not been disclosed to the public, and should not be, since such disclosure could cause substantial competitive harm to the Company. Therefore, in accordance with 29 C.F.R. §70.26(c) – (e), we expect that the Company will be notified in writing by the agency prior to disclosure of any request for information pertaining to all or any part of this program, and that the Company shall be given an opportunity to present its objection to disclosure.Advance notice of disclosure should be sent to the Company's Affirmative Action Officer Matthew H. Dunning, at 600 Vine Street, Cincinnati, Ohio 45202.

- No information contained in the AAP or any supporting data or documentation is to be copied, removed from the premises, or released to other individuals without a prior notification to and permission from First Transit, Inc

- Reports that require specific data, such as names of employees and salary information, are not an official part of this AAP. This information is on file at the Company as

Documentation and Supporting Data for AAP Reports and is available for review only as required by law.

This AAP does not constitute an express or implied contract between the Company and its employees, job applicants, or other persons, nor does it change in any way the basic at will employment relationship all Company employees have with the Company. Nothing in this AAP creates a private right of action on behalf of any individual group against the Company.

Introduction

Ever committed to affirmative action, First Transit, Inc has prepared this AAP to cover employees reporting to and/or working at the location in MATBUS - Fargo, ND & Moorhead, MN - 55828.

As detailed in the Job Group Analysis, this AAP covers 135 employees including 60 (44.44%) minorities and 22 (16.3%) women. It is expected these employees will help us to reach mutual goals of profitability and efficiency, resulting in both business and personal growth. As described in detail in the Plan that follows, the management of First Transit, Inc has a continuing commitment to the practice and implemented action of this AAP.

Equal Employment Opportunity and Affirmative Action Statement of Policy

It is the policy of First Transit to provide equal employment opportunities without regard to race, color, religion, sex, national origin, sexual orientation, pregnancy, gender identity, genetic information, marital status, age, disability, military or veteran status, or any other characteristic protected by federal, state, or local law. This policy relates to all phases of employment, including, but not limited to, recruiting, employment, placement, promotion, upgrading, demotion or transfer, reduction of workforce and termination, rates of pay or other form of compensation, selection for training, the use of all facilities, and participation in all Company-sponsored employee activities. Provisions in applicable laws providing for bona fide occupational qualifications, business necessity, or age limitations will be adhered to by the Company where appropriate. First Transit will make reasonable accommodations for qualified individuals with disabilities and to individuals to practice or observe their religion, if it can do so without undue hardship.

As part of First Transit's equal employment opportunity policy, the Company will also take affirmative action as called for by applicable laws – including establishing a written nondiscrimination program of policies, practices, procedures, and appropriate goals and timetables – to ensure that minority group individuals, females, disabled veterans, recently separated veterans, other protected veterans, Armed Forces service medal veterans, and qualified disabled persons are introduced into our workforce and considered as promotional opportunities arise. First Transit will make its Affirmative Action Program available for inspection by any employee or applicant for employment upon request.

It is against First Transit policy for any employee to discriminate against an applicant for employment or another employee on the basis of any protected category. Such conduct may result in disciplinary action up to and including termination. Further, employees and applicants shall not be subjected to harassment, intimidation, or other retaliation because they have: (1) filed a complaint; (2) assisted or participated in an investigation, compliance review, hearing or any other activity related to the administration of any federal, state, or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state, or local law requiring equal opportunity; or (4) exercised any other legal right protected by federal, state, or local law requiring equal opportunity. Retaliation against any such individual is strictly prohibited and will not be tolerated.

Any employee or applicant who feels he or she has been discriminated or retaliated against may file a complaint and is encouraged to follow First Transit's discrimination complaint procedures for reporting alleged incidents to First Transit's Affirmative Action Officer, Matthew H. Dunning, Labor and Employment Counsel/EEO Manager, at 600 Vine Street, Cincinnati, Ohio 45202. Employees may also file a complaint with the appropriate state or federal agency.

The above-mentioned policies shall be periodically brought to the attention of the supervisors and specific tasks assigned to the supervisors to ensure and achieve compliance, which shall be done with a positive attitude. It is the responsibility of each supervisor of the Company to ensure affirmative implementation of these policies to avoid any discrimination, harassment, or retaliation in employment. The performance of supervisors will be evaluated on the success of the Affirmative Action Program in the same way as their performance on other organizational goals. All employees are expected to recognize these policies and cooperate with their implementation. Successful achievement of First Transit's affirmative action goals will provide benefits to recipients, subrecipients, and contractors through fuller utilization and development of previously underutilized human resources. Violation of these policies is a disciplinary offense.

Matthew H. Dunning has been assigned as the Affirmative Action Officer to direct the

establishment of and to monitor the implementation of personnel procedures to guide our affirmative action program throughout the Company. A notice explaining First Transit's policy will remain posted and this policy statement will be updated and reaffirmed as needed.

Responsibility for Implementation
41 C.F.R. 60-2.17

The Company has assigned primary management responsibility and overall accountability for ensuring full compliance for its equal employment opportunity and affirmative action program to Matthew H. Dunning, the Affirmative Action Officer of the Company. As Affirmative Action Officer, Matthew H. Dunning has the authority, resources, support of and access to top management necessary to ensure the effective implementation of the AAP. The Company actively supports the program and provides assistance whenever it is needed, making managers and supervisors aware of the program and requesting their cooperation and assistance. It is the Company's objective to ensure full adherence to its equal employment opportunity policy and to the affirmative action program. Actions by supervisory personnel inconsistent with the policy and program will not be tolerated.

The duties of the Affirmative Action Officer and designees include:

- Developing policy statements, AAPs, and internal and external modes of communication
- Overseeing discussions with local managers, supervisors, and employees to ensure the Company's policies are being followed
- Advising supervisors that the Company is obligated to prevent discrimination and harassment of employees
- Identifying, in conjunction with line management any problem areas in implementing the AAP, and developing solutions
- Assist recruiting team with identifying any barriers to employment for protected individuals and assisting managers in developing solutions to ensure that all individuals benefit from equal employment opportunities
- Designing and implementing an internal audit and reporting system that will measure the effectiveness of the Company's Program, indicate the need for remedial action, determine the degree to which the Company's objectives have been attained, and ensure each Company location is in compliance with applicable laws and regulations
- Encouraging active involvement by Company representatives in the community service programs of local organizations of and for minorities and women
- Ensuring posters and notices are properly displayed or disseminated in ways that are accessible and understandable to applicants and employees
- Keeping management informed of the latest developments in affirmative action.

The Company recognizes the cooperation of department supervisors and managers is required to reach the full potential of this AAP. Therefore, supervisors and managers are expected to:

- Assist the Affirmative Action Officer in the identification of any problem areas and help eliminate any barriers to equal employment opportunity
- Whenever possible, become involved in local minority organizations, women's organizations, community action groups, and community service programs

- Work with the Affirmative Action Officer to periodically review hiring and promotion patterns and training programs to isolate impediments to the attainment of affirmative action placement goals and objectives. Results from these reviews are communicated through appropriate management meetings
- Review the qualifications of applicants and employees in a nondiscriminatory manner with regard to hire, promotion, transfer and termination
- Provide career counseling for employees as needed
- Adhere to the Company's policy of equal employment opportunity for all employees and ensure the policy is understood, supported, and adhered to by the employees they supervise
- Take action to prevent the discrimination and harassment of employees based on protected characteristics or due to a perception that an individual might have been the beneficiary of the Company's affirmative action efforts.

Organizational Profile

41 C.F.R. 60-2.11

As one of the diagnostic components of First Transit, Inc's AAP, and to conform to applicable regulations, the Company has completed a profile of the workforce at the MATBUS - Fargo, ND & Moorhead, MN - 55828 establishment. The organizational profile is an overview of the staffing patterns at this establishment, and is used to determine whether there are areas in the workforce where individuals are underrepresented or concentrated by gender or race. To complete our organizational profile we have elected to follow the Workforce Analysis methodology.

The following charts set forth our Workforce Analysis. The analysis identifies the departments at the MATBUS - Fargo, ND & Moorhead, MN - 55828 establishment and for each department lists all job titles. For each job title, we provide the following data: the total number of incumbents, the total number of male and female incumbents, and the total number of male and female incumbents by racial/ethnic group.

First Transit, Inc

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MATBUS - Fargo, ND & Moorhead, MN - 55828

Workforce Analysis

City of Fargo,ND

Job Code & Title	Grade & EEO Code				Total	W	B	A	H	I	P	2
7407		Total	1	Mal	0	0	0	0	0	0	0	0
Mgr Operations II (Transit)	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
7150		Total	1	Mal	0	0	0	0	0	0	0	0
Clerk Office	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
7103		Total	1	Mal	1	1	0	0	0	0	0	0
Dispatcher II (Transit)	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
7102		Total	3	Mal	2	2	0	0	0	0	0	0
Dispatcher I (Transit)	3	Tot Min	1	Fem	1	0	0	1	0	0	0	0
7050		Total	1	Mal	1	1	0	0	0	0	0	0
General Manager II	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
3016		Total	2	Mal	2	1	1	0	0	0	0	0
Supv Road (CDL)	3	Tot Min	1	Fem	0	0	0	0	0	0	0	0
0601		Total	126	Mal	107	54	41	7	2	2	1	0
Driver (First Transit)	8	Tot Min	58	Fem	19	14	2	1	0	2	0	0
Total for City of Fargo,ND		Total	135	Mal	113	59	42	7	2	2	1	0
		Tot Min	60	Fem	22	16	2	2	0	2	0	0

Job Group Analysis
41 C.F.R. 60-2.12

As the second diagnostic component of our AAP we have conducted a job group analysis. The job group analysis is the first step in comparing the representation of minorities and women in the workforce covered by this AAP with the estimate of the available qualified minorities and women who could be employed by First Transit, Inc in positions covered by this AAP.

In designing our job groups we considered similarities of duties and opportunities.

Although not a determinative factor in designing job groups, we also attempted to create job groups large enough to conduct appropriate analysis.

The following charts identify the job groups created for this AAP, the job titles that comprise each job group, and the percentage of minority incumbents and the percentage of female incumbents in each job group.

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Job Group Analysis

2 First/Mid-lvl Officials & Mgrs

EEO Code: 2

Job Code & Title			Min	Fem								
7050 - General Manager II		#	0	0								
1 Employee		%	0.00	0.00								
1 Employee	Totals	#	0	0								
		%	0.00	0.00								

Job Group Analysis

3 Professionals

EEO Code: 3

Job Code & Title		Min	Fem								
3016 - Supv Road (CDL)	#	1	0								
2 Employees	%	50.00	0.00								
7102 - Dispatcher I (Transit)	#	1	1								
3 Employees	%	33.33	33.33								
7103 - Dispatcher II (Transit)	#	0	0								
1 Employee	%	0.00	0.00								
7407 - Mgr Operations II (Transit)	#	0	1								
1 Employee	%	0.00	100.00								
7 Employees Totals	#	2	2								
	%	28.57	28.57								

Job Group Analysis

6 Administrative Support Workers

EEO Code: 6

Job Code & Title		Min	Fem								
7150 - Clerk Office	#	0	1								
1 Employee	%	0.00	100.00								
1 Employee Totals	#	0	1								
	%	0.00	100.00								

Job Group Analysis

8 Operatives

EEO Code: 8

Job Code & Title		Min	Fem								
0601 - Driver (First Transit)	#	58	19								
126 Employees	%	46.03	15.08								
126 Employees Totals	#	58	19								
	%	46.03	15.08								

Availability Analysis
41 C.F.R. 60-2.14

The availability analysis is a part of the Incumbency vs. Estimated Availability Analysis - the final diagnostic component of this AAP. The purpose of the availability analysis is to establish a benchmark against which the demographic composition of the Company's workforce may be compared to determine whether barriers to equal employment opportunity may exist within particular job groups.

Pursuant to applicable regulations, the availability analysis for each job group examines two potential areas of availability: individuals with the requisite skills outside the establishment (external availability) and those within the establishment who are promotable, transferable, and/or trainable (internal availability). In determining availability, we have selected our reasonable recruitment area and our pool of promotable, transferable, and trainable employees in such a way as not to exclude qualified minorities and women. Moreover, when determining external availability we have used as our source of data the most current and discrete statistical information available. For this availability analysis, we have used the EEO Tabulation 2006-2010 American Community Survey data. Finally, where a job group is composed of different job titles that carry different availability rates, we calculated a composite availability figure. We arrived at the composite availability figure by determining the proportion of the job group incumbents employed in each job title, weighting the availability for each job title by the proportion of incumbents employed in that title, and adding together the weighted availability estimates.

2010 Census Data was used for the analysis.

A brief written rationale for the selection of the recruitment areas and internal pools by job group follows:

2 - First/Mid-lvl Officials & Mgrs
Factor 1: *Fargo, ND-MN Metropolitan Statistical Area*- This is the geographical area from which the Company usually seeks or reasonably would seek workers to fill positions in job group 2 - First/Mid-lvl Officials & Mgrs. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.
Factor 2: *Feeder Job Computations 3*- This pool of feeder positions for job group 2 - First/Mid-lvl Officials & Mgrs was chosen based on reasonable paths of progression within the Company and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

3 - Professionals
Factor 1: *Fargo, ND-MN Metropolitan Statistical Area*- This is the geographical area from which the Company usually seeks or reasonably would seek workers to fill positions in job group 3 - Professionals. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.
Factor 2: *Feeder Job Computations 6*- This pool of feeder positions for job group 3 - Professionals was chosen based on reasonable paths of progression within the Company and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

6 - Administrative Support Workers
Factor 1: *Fargo, ND-MN Metropolitan Statistical Area*- This is the geographical area from which

the Company usually seeks or reasonably would seek workers to fill positions in job group 6 - Administrative Support Workers. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.
Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

8 - Operatives
Factor 1: *Fargo, ND-MN Metropolitan Statistical Area*- This is the geographical area from which the Company usually seeks or reasonably would seek workers to fill positions in job group 8 - Operatives. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.
Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

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Availability Factor Computation Form

2 - First/Mid-lvl Officials & Mgrs

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	80.00	Raw Statistics	1.75	10.92									Fargo, ND-MN Metropolitan Statistical Area
		Weighted Factor	1.40	8.74									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	20.00	Raw Statistics	0.00	100.00									Feeder Job Computations
		Weighted Factor	0.00	20.00									
		Availability	1.40	28.74									

Availability Factor Computation Form

3 - Professionals

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	80.00	Raw Statistics	2.61	29.89									Fargo, ND-MN Metropolitan Statistical Area
		Weighted Factor	2.09	23.91									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	20.00	Raw Statistics	0.00	100.00									Feeder Job Computations
		Weighted Factor	0.00	20.00									
		Availability	2.09	43.91									

Availability Factor Computation Form

6 - Administrative Support Workers

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	80.00	Raw Statistics	0.00	100.00									Fargo, ND-MN Metropolitan Statistical Area
		Weighted Factor	0.00	80.00									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	20.00	Raw Statistics	0.00	0.00									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	0.00	80.00									

Availability Factor Computation Form

8 - Operatives

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	0.00	0.00									Fargo, ND-MN Metropolitan Statistical Area
		Weighted Factor	0.00	0.00									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	0.00	0.00									

Comparison of Incumbency vs. Estimated Availability

41 C.F.R. 60-2.15

First Transit, Inc has compared the representation of minorities and women in each job group with their representation among those identified in the availability analysis as available for employment in the job group. Where actual representation was less than the calculated availability, the Company determined whether the difference was greater than could reasonably be expected. The comparison of availability with actual representation follows:

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Incumbency vs. Estimated Availability

2 First/Mid-lvl Officials & Mgrs

Total Emp		Min	Fem
1	Employment %	0.00	0.00
	Availability %	1.40	28.74
	Statistical Value	1.000E	1.000E

3 Professionals

Total Emp		Min	Fem
7	Employment %	28.57	28.57
	Availability %	2.09	43.91
	Statistical Value		0.477E

6 Administrative Support Workers

Total Emp		Min	Fem
1	Employment %	0.00	100.00
	Availability %	0.00	80.00
	Statistical Value		

8 Operatives

Total Emp		Min	Fem
126	Employment %	46.03	15.08
	Availability %	0.00	0.00
	Statistical Value		

Total Employment: 135

S - Significant Difference Rule

A placement goal is set when employment is less than availability by a statistically significant amount.

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

In the Statistical Value section, standard deviations of 1.96 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Placement Goals

41 C.F.R. 60-2.16

As required by applicable regulations, First Transit, Inc has established placement goals where the actual representation of women or minorities in a job group is less than would be reasonably expected based on calculated availability.

In establishing placement goals, we applied the following principles:

- The Company has established these goals as objectives or targets reasonably attainable by means of applying every good faith effort to make all aspects of its Affirmative Action Program work. The Company will prescribe and revise short-term goals in a manner that will lead to meeting its long-term goals.
- Placement goals are not rigid and inflexible quotas that must be met, nor are they to be considered as either a ceiling or a floor for the employment of particular groups.
- In all employment decisions, the Company makes selections in a nondiscriminatory manner. Placement goals do not provide a justification to extend a preference to any individual, select an individual, or adversely affect an individual's employment status, on the basis of that individual's sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or other characteristic protected by law.
- Placement goals do not create set-asides for specific groups, nor are they intended to achieve proportional representation or equal results.
- Placement goals are not used to supersede merit selection principles, nor do these placement goals require the Company to hire a person who lacks qualifications to perform the job successfully or hire a less qualified person in preference to a more qualified one.

As is described in more detail in the Action Oriented Program section of this AAP, where a placement goal is set, the Company will develop action oriented steps to increase the recruitment and training of minorities or women, or both.

Placement Goals

There are currently no placement goals for this plan.

Identification of Problem Areas by Organizational Unit and Job Group

41 C.F.R. 60-2.17(b)

We have conducted analyses of our total employment process, including evaluating the workforce by organizational unit and job group, personnel activity, compensation systems, and other personnel procedures to determine whether and where impediments to equal employment opportunity exist.

An analysis of each of these processes follows.

Composition of the Workforce by Organizational Unit

Our analysis by organizational unit reveals that minorities and women are not significantly underrepresented or concentrated in any particular organizational unit. This analysis suggests that there is no policy or practice excluding minorities or women from any departments, nor is there any racial or sexual discrimination in the selection process.

Composition of the Workforce by Job Group

We have conducted an availability analysis by job group, taking into account both external and internal availability, and have compared incumbency to estimated availability to determine placement goals. The descriptions of Factor 1 and Factor 2 by job group are summarized in the Availability Analysis. Our findings are as follows:

- Our analysis of incumbency vs. estimated availability indicates that in some cases, incumbency is less than estimated availability, however, our more detailed analysis concludes that there is no significant problem concerning minority utilization.
- Our analysis of incumbency vs. estimated availability indicates that in some cases, incumbency is less than estimated availability, however, our more detailed analysis concludes that there is no significant problem concerning female utilization.
- The Company has established affirmative action placement goals and programs to address any areas of underutilization, and will continue to make a good faith effort to reach the placement goals established by implementing action oriented programs, which are detailed elsewhere in this AAP.

Analysis of Progress Towards Prior Year Goals

In establishing placement goals, the following principles apply:

- When the percentage of minorities or women employed in a particular job group is less than would reasonably be expected given their availability percentage in that job group, the Company has established an annual percentage placement goal at least equal to the availability figure derived for women or minorities, as appropriate, for that job group.
- Placement goals are not quotas that must be met, nor are they to be considered as either a ceiling or a floor for the employment of particular groups.
- In all employment decisions, the Company makes selections in a nondiscriminatory manner. Placement goals do not provide a justification to extend a preference to any individual, select an individual, or adversely affect an individual's employment status, on the basis of that individual's sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by law.

- Placement goals do not create set-asides for specific groups, nor are they intended to achieve proportional representation or equal results.
- Placement goals are not used to supersede merit selection principles, nor do these placement goals require the Company to hire a person who lacks qualifications to perform the job successfully or hire a less qualified person in preference to a more qualified one.

A review of progress and goal attainment for the period from December 01, 2019 to November 30, 2020 reveals that there are no prior year goals for minorities and women.

Personnel Activity

The Company periodically performs in-depth analyses of its total employment process to determine whether and where impediments to equal employment opportunity exist. These analyses include a evaluation of the establishment's: (1) Workforce by organizational unit and job group to determine whether there are any problems of minority or female utilization or of minority or female distribution; (2) Selection, recruitment, referral, and other personnel procedures to determine whether they result in disparities in the employment or advancement of minorities or women; and (3) Other areas that might impact the success of the affirmative action program.

1. Applicant Flow

The Company accepted applications for open positions, and all persons interested in obtaining employment with the Company were advised to apply according to the Company's current policy. Applications and complete records have been kept to ensure goals of equal employment opportunity are being applied to this reflecting process.

2. Hires

The Human Resources Department develops all procedures and all hiring at the Company is conducted on the basis of nondiscriminatory criteria. Specifically, the following criteria and procedures have resulted in hiring decisions that are free of discrimination:

- Job descriptions have been reviewed and revised to make sure duties are accurately described, that the experience and education requirements are job related, and that all incumbents meet minimum job requirements. Job titles have and will continue to be written without regard to sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by law.
- Application forms have been reviewed to ensure all requested information is job related, and the forms comply with all applicable laws. In addition, all forms state the Company is an Equal Opportunity Employer.
- First Transit, Inc representatives who are involved in the selection process have been briefed on the Company's obligations.
- Where applicable, tests have been reviewed and are administered and conducted in a non-discriminatory manner.
- All employees are encouraged to refer qualified applicants to the Company for employment. In

addition, the Company has formal recruitment procedures to apprise minority and women's groups, educational institutions, and other referral sources of openings.

- Placing an applicant in a specific job in a department is the responsibility of management. Hiring decisions are based on the applicants knowledge, skills, abilities, and any other job related criteria.

A review of external hires for the prior plan year indicates that selection decisions were made in a non-discriminatory manner. There were 54 new employees hired during the period from December 01, 2019 to November 30, 2020 including 29 minorities at 54% and 9 women at 17%.

The following report summarizes hiring activity by job group:

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New Hire Summary

For Period: 12/1/2019 to 11/30/2020

		Total	Min	Fem								
3 - Professionals		1	0	0								
8 - Operatives		53	29	9								
Totals	#	54	29	9								
	%		53.70	16.67								

3. Promotion and Transfer Practices

A review of promotion data indicates these selection decisions are being made in a non-discriminatory manner. To ensure that such decisions are being made in a non-discriminatory manner, the following equal employment opportunity practices are in place:

- The Company provides every reasonable opportunity for employees to advance. In this regard, training and other developmental opportunities are offered.
- Employees are encouraged to contact their supervisor and/or the Human Resources Department, at any time, should they desire information relative to another position within the Company.
- Management initiated promotions are based on performance and other job related criteria without discrimination on account of sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by law. Length of service may also be considered.
- Employees may request transfers from one company location to another. Agreement to transfer is dependent on business necessity at both the current and new work location and the employee's work performance.

First Transit provides training to various job groups who are interested through our First Transit University website. This training is offered to those individuals who are interested in improving their skills, and assists in helping both the employee and their manager to provide a source that may assist the employee when a promotional opportunity is available. We will continue to participate in targeted external training programs.

> We will continue to make opportunities for advancement into more stimulating positions widely known through our career development process and by encouraging minorities and women to take advantage of these opportunities.

4. Seniority Practices

First Transit has no formal seniority system for most employees. Instead, promotions are based on merit selection principles. Certain employees are governed by a collective bargaining agreement. Employee seniority for those employees will be governed by the terms and conditions of the applicable agreement. When negotiating or amending collective bargaining agreements, First Transit reviews and revises them wherever current provisions are identified as barriers to equal employment.

5. Training

First Transit has implemented the following programs and procedures to ensure that minority and female employees are given equal opportunities for promotion. On-the-job training is provided to all qualified employees to assist them in developing the necessary knowledge and skills for promotion to higher-level jobs. In addition, a tuition reimbursement benefit may also be available to all qualified employees. Special internal training programs are provided as necessary to ensure the achievement of our goals. We will continue to participate in targeted external training programs. We will continue to make opportunities for advancement into more stimulating positions widely known through our career development process and by encouraging minorities and women to take advantage of these opportunities.

6. Compensation and Benefits

First Transit provides a 90-day introductory period for all new hires. During this time, the Company judges the ability, competency, fitness, and other qualifications of new employees to do the work for which they were employed. The new hires, at the same time, have the opportunity to evaluate the Company as a place to work.

First Transit periodically conducts performance evaluations of its employees. The frequency and type of evaluation depends on the position. Evaluations are conducted to provide understanding between the manager and employee regarding performance requirements and how well the employee meets those standards. They also provide a basis for objective wage and salary administration decisions reflecting individual merit.

First Transit offers a competitive wage and benefit package. Employees are provided a benefit package that includes medical, dental, vision, short term and long term disability insurance, and life insurance which allows employees the ability to also elect coverage for their dependents. Some employees are also eligible for paid vacation time. First Transit also offers an employee discount program.

In addition, the wages and benefits for certain employees will be governed by the terms and conditions of the applicable collective bargaining agreement.

7. Disciplinary Procedures and Termination Practices

First Transit expects that employees maintain professionalism at all times. This requirement is expected of all employees and includes how the employees interact with coworkers as well as with passengers. Employees who are covered by the collective bargaining agreement are subject to the disciplinary actions, procedures, and practices noted in that agreement. First Transit has referenced in its Employee Handbook the expectations of employees and the disciplinary action to be taken should the employee be unable or unwilling to maintain these expectations. First Transit's procedures for its disciplinary process are outlined in its Employee

Handbook.

Disciplinary actions include oral reprimands, written reprimands, suspensions, and termination. No disciplinary actions are based on, or will be based on, any characteristic protected by federal, state, or local law. The standard for determining when a person will be terminated, demoted, disciplined, or laid off is the same for all employees. When negotiating or amending collective bargaining agreements, First Transit reviews and revises them wherever current provisions are identified as barriers to equal employment. A report summarizing terminations by job group follows:

First Transit, Inc

December 1, 2020 Annual Affirmative Action Plan

MATBUS - Fargo, ND & Moorhead, MN - 55828

Termination Summary

For Period: 12/1/2019 to 11/30/2020

		Total	Min	Fem								
2 - First/Mid-lvl Officials & Mgrs		1	0	0								
3 - Professionals		1	0	1								
8 - Operatives		35	20	2								
Totals	#	37	20	3								
	%		54.05	8.11								

Outreach Recruitment and Other Good Faith Efforts

First Transit, Inc has reviewed its employment practices to determine whether its personnel programs are designed to effectively recruit and advance in employment protected individuals. While the Company believes there are no deficiencies in its current employment practices with respect to applicants and employees who are protected individuals, it engages in outreach, positive recruitment, and internal and external dissemination programs to augment its existing affirmative efforts. The Company engages in or has made plans to implement the following activities:

- First Transit, Inc advertisements or solicitations for prospective employees indicate that First Transit, Inc is an equal opportunity employer.
- The Company will inform recruiting sources of First Transit, Inc's policy of affirmative action for protected individuals. Recruiting sources will be requested to actively recruit and refer qualified protected individuals for all positions.
- First Transit, Inc will identify local organizations and/or community agencies known to specialize placing and/or developing training programs for protected individuals and send them notices of vacant positions. When appropriate, the Company will invite community service and other outreach partners to discuss the Company, job recruitment needs, selection process, and other details related to recruitment and placement.
- When the Company recruits at colleges and universities, it will incorporate efforts to reach students who are covered by this AAP.
- The Company includes a copy of its Equal Employment Opportunity in its Policy Manual. When applicable, First Transit, Inc publicizes the policy in Company publications. The policy is discussed in both new employee orientation and management training programs.
- First Transit, Inc's policy on equal employment opportunity is posted on Company bulletin boards. The posting includes a statement that employees and applicants are protected from coercion, intimidation, and interference or discrimination for filing a complaint or assisting in an investigation.
- The Company's employment application and electronic application processes include information about the First Transit, Inc's commitment to equal employment opportunity and affirmative action.
- All other required affirmative action notices and policy statements are posted on Company bulletin boards and are updated annually.
- Meetings with executive management and supervisory personnel will be conducted at least annually to explain the Company's policy, to make clear First Transit supports for the policy, and to impart to these personnel their responsibility in making the AAP a success.
- First Transit, Inc will seek to include individuals covered by this AAP when employees are pictured in consumer and personnel recruitment advertising.

- The Company will communicate to employees its obligation to take affirmative action to employ protected individuals and will encourage employee referral of covered applicants.
- The Company files annual EEO-1, VETS-100, and VETS-100A reports with the appropriate agencies.

Development and Implementation of Action Oriented Programs

41 C.F.R. 60-2.17

1. Recruitment and Selection Procedures

The Company has developed the following action-oriented programs, designed in such a way that their proper execution will result either in an increase in the minority group/female utilization in the job group identified or document our good faith efforts to do so. These programs, which are listed below, demonstrate our good faith efforts to remove identified barriers, expand employment opportunities, and produce measurable results. The Company's procedures outlining its process for employees' career paths are contained in its Employee Handbook, relevant provisions of which are attached.

A. The Company has and will continue to analyze all positions and prepare written descriptions to accurately reflect position functions.

B. Job descriptions have been and will continue to be reviewed to determine what knowledge, skills, abilities, and other requirements are necessary for the adequate performance of every job. Specifications will continue to be consistent for the same job title in all organizational units and will not contain any requirements that would result in discrimination on the basis of race, color, religion, sex, sexual orientation, gender identity, disability, national origin, or any other characteristic protected by federal, state, or local law.

C. Job descriptions are available to incumbents and all members of management involved in the recruiting, screening, selection, and promotion process. Job descriptions are also made available to employees and recruiting sources as appropriate.

D. The total selection process has been carefully evaluated and found to be free from discrimination.

- All supervisory personnel have been instructed to ensure elimination of discrimination in all personnel actions in which they are involved.
- The tests administered by the Company are valid and job-related.
- Application forms do not contain questions with potential discriminatory effects.
- The Company does not and will not use any selection techniques that can be improperly used to discriminate against minority groups or women.

E. The Company has evaluated its techniques for improving recruitment and increasing the flow of qualified minority or female applicants through the following:

- Minority and female, as well as non-minority and male, employees are actively encouraged to refer applicants to our organization.
- The Company relies on the State Department of Employment as well as job fairs and recruiting programs sponsored by local community colleges and other community organizations.

- The Company provides an orientation program to inform new employees of their equal employment responsibilities, promotional opportunities, Company rules, ways to alleviate any problems that might arise, and any other issues related to affirmative action compliance.

- Local organizations will continue to be contacted for referrals of potential minority and female employees.

- The Company utilizes the Internet to identify targeted recruitment sites for qualified minority and female applicants.

- Furthermore, we plan to take the following additional steps to ensure adequate representation of all minorities and women. Where underutilization exists, we will continue to contact universities and two- and four-year local colleges, vocational technical schools, high schools, local business schools, and state and community organizations which attract qualified minority and female students. We will advise these institutions of our desire to fill job openings in these classifications with minority and female employees. When possible, we will continue to participate in job fair and career day activities and we will consider relevant work experience programs.

- We will continue to contact our normal sources of recruitment (e.g., State Employment) and advise them that under the AAP we are specifically seeking to employ minorities and/or women for job openings. During the period from December 01, 2019 to November 30, 2020, targeted recruitment activities were conducted.

The Company has implemented the following programs and procedures to guarantee minority and female employees are given equal opportunities for promotion:

- On-the-job training is provided to all qualified employees to assist them in developing the necessary knowledge and skills for promotion to higher level jobs.

- The Company utilizes a formal performance evaluation program for all employees. In addition, management and supervisors are trained on the basic methodology of performance evaluation.

- Neither minority nor female employees are required to possess higher qualifications than those of the lowest qualified incumbent in the job for which they apply. Seniority practices are not a problem since the Company has no formal seniority system. Promotions are based on merit selection principles.

- We will continue to make opportunities for advancement into more stimulating positions widely known through our career development process and by encouraging minorities and women to take advantage of these opportunities.

- Special internal training programs are provided as necessary to ensure the achievement of our placement goals. Programs are offered to eligible employees without regard to sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by applicable law.

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Internal Audit and Reporting System

41 C.F.R. 60-2.17

The purpose of uniform monitoring and reporting procedures is to enable First Transit to evaluate the AAP during the fiscal year and provide a proactive approach to facilitate the implementation of identifiable remedial actions. An important part of any successful AAP is the establishment of an effective and practical internal monitoring and reporting system. This system should facilitate an overall evaluation of key performance indicators of the Company's AAP, with supporting data base, as well as provide a foundation for identifiable corrective action. As part of this AAP, First Transit monitors records of personnel transactions at all levels to ensure that its AAP is carried out. First Transit's Affirmative Action Officer is responsible for executing these internal audits and reporting responsibilities.

1. Monitoring

First Transit has developed and implemented an auditing system that periodically measures the effectiveness of its total Affirmative Action Program. This system includes the following:

A. The Company will periodically monitor the progress toward affirmative action goals.

B. The Affirmative Action Officer will continue to monitor records of applicant flow, referrals, placements, rejected offers, training, transfers, promotions, terminations, and any layoffs or recalls to ensure that the Company's non-discrimination policy is carried out. Procedures are reviewed and revised as problems are identified.

C. Supervisors are responsible for monitoring their work areas to ensure the work environment is free of unlawful discrimination, harassment, and retaliation and to immediately report any alleged violations of First Transit's equal employment opportunity policies or Affirmative Action Plan to the Affirmative Action Officer for investigation. The Affirmative Action Officer tracks equal employment opportunity complaints.

2. Reporting

A. Top management is and will continue to be informed of any problems that arise in their respective areas so that immediate and appropriate steps can be taken to resolve any issues.

B. The Company recognizes its responsibility to equal employment and affirmative action and is committed to fulfilling this responsibility by complying with all government regulations and laws pertaining to equal employment opportunity. As part of this commitment, management will be kept abreast of developments in the affirmative action area. The primary vehicle for communication with management will be periodic affirmative action briefings.

C. The Company will review report results with all levels of management as to the degree to which their affirmative action goals and compliance are being attained, and design and implement corrective actions, including adjustments in

programs, as needed.

D. Progress on the Company's Affirmative Action Plan will be discussed at supervisors' meetings, and relevant information will be communicated to employees during regular departmental meetings.

E. First Transit has established an internal complaint procedure for the purpose of handling the complaints of employees or applicants who feel they have discriminated or retaliated against. They are encouraged to follow First Transit's discrimination complaint procedures for reporting alleged incidents to First Transit's Affirmative Action Officer, Matthew H. Dunning at 600 Vine Street, Cincinnati, Ohio 45202. Employees may also file a complaint with the appropriate state or federal agency. When a complaint is filed by an employee of the Company or by an applicant for employment with the Company, the complaint is investigated in a timely manner by the Corporate Equal Employment Opportunity Officer. When the investigation is completed, the merits of the complaint are reviewed with the affected employee(s). Where appropriate, remedial action is taken. First Transit has an internal complaint tracking system as well as a filing system where it maintains complaints by their source of notification. The Affirmative Action Officer monitors the tracking systems the filing system for status of completion and if recommendations have made, compliance with recommendation, etc.

F. The Affirmative Action Officer will meet with human resources and hiring officials to review current EEO goals and statistics on employment practices and policies.

G. The Affirmative Action Officer will provide progress reports of the AAP and the results of the monitoring (including but not limited to, hiring, promotions, and status of EEO complaints).

Conclusion

The AAP year, December 1, 2020 through November 30, 2021, shows a continued commitment to equal employment opportunity and affirmative action, and has strong plans to ensure both corporate and employee success.

Through its Affirmative Action Officer, Matthew H. Dunning, the Company will continue to communicate its policies, both within the organization and to the community in which it works. First Transit affords the Affirmative Action Officer full authority to take action to implement the plan and to pursue solutions to problems that might impede the progress of this plan.

At the close of First Transit, Inc's most recent plan year, an analysis of the composition of the workforce was undertaken. The workforce was analyzed by job group and by department to determine the employment of minorities and women, and to identify if placement goals are indicated when compared to the appropriate available workforce. This analysis revealed no areas in which the difference between incumbency vs. estimated availability was statistically significant, showing that for the overwhelming majority of the workforce, employment levels of women and minorities are representative of our recruiting population. Nonetheless, the Company expects to continue its successful outreach efforts and to ensure all applicants and employees are treated fairly, based on job related criteria and without regard to sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by applicable law.

The Company is mindful of the fact that continued achievements in the area of equal employment opportunity and affirmative action are important. As a result, we have included additional action oriented plans and programs for recruiting, communication, and reporting, to ensure that our compliance with affirmative action continues in good stead.

Finally, it should be noted the Company's thorough analysis of its workforce reveals that First Transit, Inc is in full compliance with sex discrimination guidelines and that there is no evidence of discrimination in any form against female employees. As outlined in this AAP, First Transit, Inc is ready and willing to make affirmative action both a commitment and a continued reality.

AFFIRMATIVE ACTION PROGRAM FOR DISABLED VETERANS, RECENTLY SEPARATED VETERANS, OTHER PROTECTED VETERANS, OR ARMED SERVICE MEDAL VETERANS, AND INDIVIDUALS WITH DISABILITIES

PURPOSE OF THE AFFIRMATIVE ACTION PROGRAM FOR INDIVIDUALS WITH DISABILITIES AND VETERANS

First Transit is committed to taking affirmative action to employ and advance in employment, qualified individuals with a disability, qualified disabled veterans, recently separated veterans, other protected veterans, and Armed Forces service medal veterans.

First Transit's Affirmative Action Program for workers with disabilities and covered veterans is intended to be a vehicle by which the Company ensures that its Equal Employment Opportunity Policy is translated into Equal Opportunity action to employ and advance in employment qualified individuals with a disability, qualified disabled veterans, recently separated veterans, other protected veterans, and Armed Forces service medal veterans.

In this connection, the Program contains specific and results-oriented procedures to which the Company has committed itself to apply every good faith effort.

The following material outlines these procedures and establishes responsibilities for their success.

DEFINITIONS

An "INDIVIDUAL WITH A DISABILITY" for the purposes of this Program as any person who (1) has a physical or mental impairment which substantially limits one or more of such person's major life activities (2) has a record of such impairment, or (3) is regarded as having such an impairment.

A "QUALIFIED INDIVIDUAL WITH A DISABILITY" is an individual with a disability (see definition above) who satisfies the requisite skill, experience, education, and other job-related requirements of the employment position such individual holds or desires, and who, with or without reasonable accommodation, can perform the essential functions of such position.

"DISABLED VETERAN" means (1) a veteran of the U.S. military, ground, naval or air service who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs, or (2) a person who was discharged or released from active duty because of a service-connected disability.

"QUALIFIED DISABLED VETERAN" means a disabled veteran who has the ability to perform the essential functions of the employment position with or without reasonable accommodation.

"OTHER PROTECTED VETERAN" means a veteran who served on active duty in the U.S. military, ground, naval or air service during a war or in a campaign or expedition for which a campaign badge has been authorized, under the laws administered by the Department of Defense.

"RECENTLY SEPARATED VETERAN" means any veteran during the three-year period beginning on the date of such veteran's discharge or release from active duty in the U.S. military, ground, naval or air service.

"ARMED FORCES SERVICE MEDAL VETERAN" means any veteran who, while serving on active duty in the U.S. military, ground, naval or air service, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985 (61 FR 1209).

APPLICABILITY OF THE AFFIRMATIVE ACTION PROGRAM

(1) The Affirmative Action Program will be reviewed and updated on an annual basis. Employees and applicants will be informed of any significant changes.

(2) The Affirmative Action Program is available for inspection to any employee or applicant for employment Monday through Friday during the normal business hours.

REAFFIRMATION OF THE EQUAL EMPLOYMENT OPPORTUNITY POLICY

First Transit is dedicated to the achievement of equality of opportunity for all of its employees and applicants for employment. In this connection, the policy requires at least the following:

(1) Recruit, hire, train, and promote qualified persons in all job titles, and ensure that all other personnel actions are administered, without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, status as a disabled veteran, recently separated veteran, other protected veteran, or Armed Forces service medal veteran.

(2) Base decisions on employment so as to further the principle of equal employment opportunity.

(3) Ensure that promotion and other employment decisions are in accord with principles of equal employment opportunity by imposing only valid job requirements for employment opportunities and basing all employment decisions only on those valid job requirements.

(4) Ensure that all personnel actions such as compensation, benefits, transfers, layoffs, return from layoff, company-sponsored training, education, tuition assistance, social and recreational programs will be administered without regard to race, color, religion, sex, sexual orientation, gender identity, or national origin, disability, status as a disabled veteran, recently separated veteran, other protected veteran, or Armed Forces service medal veteran.

Employees and applicants are protected from harassment, threats, coercion, intimidation, interference and/or discrimination for filing a complaint, assisting in an investigation or opposing any practice made unlawful under applicable laws.

Overall responsibility for ensuring compliance and continued implementation of the policy is

assigned to the Affirmative Action Officer.

AFFIRMATIVE ACTION POLICY, PRACTICES AND PROCEDURES

General Policy

First Transit has committed not to discriminate on the basis of physical or mental disability, status as a disabled veteran, recently separated veteran, other protected veteran, or Armed Forces service medal veteran, and the Company has committed to take affirmative action to employ and advance in employment qualified individuals with disabilities, disabled veterans, recently separated veterans, other protected veterans, or Armed Forces service medal veterans at all levels of employment. Such action shall apply to all employment practices.

Consideration of Qualifications

First Transit has reviewed all personnel processes to ensure the careful, thorough, and systematic consideration of the job qualifications of applicants and employees who are known to be individuals with disabilities, disabled veterans, recently separated veterans, other protected veterans, or Armed Forces service medal veterans for job vacancies filled either by hiring or promotion, and for all training opportunities offered or available. Military records are used on a non-discriminating basis: i.e., in determining the qualifications of a covered veteran, the Company considers only that portion of the military record, including discharge papers, relevant to the specific job qualifications for which the veteran is being considered. The Company has reviewed its personnel processes to ensure these processes do not stereotype individuals with disabilities or covered veterans in a manner that limits their access to all jobs for which they are qualified. The Company will annually review its personnel processes and make any necessary modifications to ensure that the obligations set forth in this paragraph will be carried out on an ongoing basis. A description of these annual reviews and any necessary modifications to personnel processes or development of new processes will be included in this affirmative action program as they occur.

Physical and Mental Qualifications

All jobs requirements are periodically reviewed to ensure they are job-related and consistent with business necessity and the safe performance of the job. Whenever the Company inquires into an applicant's or employee's physical or mental condition or conducts a medical examination of an employee or applicant prior to employment, information obtained as a result will be collected and maintained on separate forms and in separate medical files apart from general personnel files and will be kept confidential except as otherwise provided by applicable regulations and the Americans with Disabilities Act. Medical information obtained through medical inquiries or examinations of employees or applicants shall not be used to discriminate against qualified individuals with a disability or disabled veterans on the basis of disability.

Accommodation to Physical and Mental Limitations of Employees

First Transit will make a reasonable accommodation to the known physical and mental limitations of a qualified employee or applicant with disabilities, and a disabled veteran, provided such accommodation does not result in an undue hardship to the operation of the Company's business. If an employee who is known to be an individual with a disability or a disabled veteran is having significant difficulty performing his or her job and it is reasonable to conclude that the performance problem may be related to the known disability, the Company will confidentially notify the employee of the performance problem and inquire whether the problem is related to the employee's disability. If the employee responds that it is so related,

the Company will confidentially inquire whether the employee is in need of a reasonable accommodation.

Harassment

First Transit has developed and implemented procedures to ensure that its employees are not harassed because of their disabilities or their status as a disabled veteran, recently separated veteran, other protected veteran, or Armed Forces service medal veteran.

Compensation

In offering employment or promotions to individuals with disabilities, disabled veterans, recently separated veterans, other protected veterans, or Armed Forces service medal veterans, the Company will not reduce the amount of compensation offered because of any disability income, pension, or other benefit the applicant or employee receives from another source.

Responsibility for Implementation

Matthew H. Dunning, Labor and Employment Counsel/EEO Manager is designated as the Affirmative Action Officer/Corporate Equal Opportunity Officer.

The Corporate Equal Employment Opportunity Officer shall, among other things:

(1) Identify problem areas in conjunction with the line management and known employees with disabilities, disabled veterans, recently separated veterans, other protected veterans, or Armed Forces service medal veterans

(2) Monitor the effectiveness of the Affirmative Action Program.

(3) Act as a liaison between the Company and organizations of and for persons with disabilities, disabled veterans, recently separated veterans, other protected veterans, or Armed Forces service medal veterans.

(4) Keep management informed of the latest developments in the affirmative action area.

(5) Act as a counsel and advisor for any employee with disabilities, disabled veterans, recently separated veterans, other protected veterans, or Armed Forces service medal veterans who feels that he/she has been denied equal opportunity.

(6) Ensure that known individuals with disabilities, disabled veterans, recently separated veterans, other protected veterans, or Armed Forces service medal veterans are offered participation in all Company-sponsored educational, training, and social activities.

The Company will provide the Corporate Equal Employment Opportunity Officer with necessary top management support and staff to manage the implementation of the Affirmative Action Program.

Development and Execution of Affirmative Action Programs

(1) Job qualification requirements are periodically reviewed with all members of management.

(2) First Transit has evaluated the total selection process, including training and promotion, to ensure freedom from stereotyping disabled veterans, recently separated veterans, other protected veterans, or Armed Forces service medal veterans, and persons with disabilities in a manner that limits their access to all jobs for which they are qualified.

(3) All Company Human Resources employees are carefully selected and given appropriate instructions to ensure that the commitments in the Affirmative Action Program are implemented.

(4) The Company will make special efforts to include qualified persons with disabilities, disabled veterans, recently separated veterans, other protected veterans, or Armed Forces service medal veterans on the Human Resources staff.

(5) Whenever possible, employees with disabilities and employees who are disabled veterans, recently separated veterans, other protected veterans, or Armed Forces service medal veterans will be made available for participation in career days, youth motivation programs and related activities in the community.

(6) Recruiting efforts at all schools will incorporate special efforts to reach disabled veterans, recently separated veterans, other protected veterans, or Armed Forces service medal veterans, and students with disabilities.

(7) The Company has contacted the Employment Service Representative at the appropriate local Job Service Agency and at appropriate veterans' service organizations and informed each of its desire to consider for employment qualified individuals with disabilities and veteran applicants.

Training

First Transit has trained all personnel involved in the recruitment, screening, selection, promotion, disciplinary, and related processes on the Company's policies, practices, and procedures under this Affirmative Action Program to ensure that this program is fully implemented.

Audit and Reporting System

The Company has designed and implemented an audit and reporting system, monitored by the Corporate Equal Employment Opportunity Officer that will accomplish the following:

(1) Measure the effectiveness of the Company's Affirmative Action Program;

(2) Indicate any need for remedial action;

(3) Determine the degree to which the Company's objectives have been obtained;

(4) Determine whether known individuals with disabilities, disabled veterans, recently separated veterans, other protected veterans, or Armed Forces service medal veterans have had the opportunity to participate in all Company-sponsored educational, training, recreational, and social activities;

(5) Measure the Company's compliance with the Affirmative Action Program's specific obligations; and

(6) Document the actions taken to comply with these obligations, and appropriately retain

these documents as employment records.

EQUAL OPPORTUNITY CLAUSE

First Transit has included the equal opportunity clauses for disabled veterans, recently separated veterans, other protected veterans, or Armed Forces service medal veterans, and workers with disabilities in each of its covered contracts, subcontracts, purchase orders and leases. The affirmative action clauses will also be included in modifications, renewals or extensions if not included in the original.

LISTING OF EMPLOYMENT OPENINGS

First Transit requests appropriate local offices of the State Employment Service system to refer qualified individuals with disabilities for consideration for job opportunities that might occur.

The Company will list all appropriate job opportunities with the appropriate local office of the State Employment Service system in order to aid veterans in their employment needs.

The Company requests the Veterans Employment Representative in the appropriate local offices of the State Employment Service, the appropriate regional offices of the Department of Veterans Affairs, veterans' counselors and coordinators on appropriate college campuses, the service officers of national veterans' groups active in the vicinity of the Company's establishment, and local veterans' groups and veterans' service centers near the Company's establishment to refer disabled veterans, recently separated veterans, other protected veterans, or Armed Forces service medal veterans for consideration for job opportunities that might occur.

COMPLAINT PROCEDURES

First Transit has established an internal complaint procedure for the purpose of handling the complaints of individuals with disabilities and covered veteran employees.

When a complaint is filed by an employee of the Company or by an applicant for employment with the Company, the complaint is investigated in a timely manner by the Corporate Equal Employment Opportunity Officer. When the investigation is completed, the merits of the complaint are reviewed with the affected employee(s). Where appropriate, remedial action is taken.

RECORD KEEPING

First Transit shall maintain all personnel or employment records made or kept by the Company for a period of two years from the date of the making of the record or the date of the personnel action involved, whichever occurs later.

These records will include:

(1) Records relating to requests for reasonable accommodation;

(2) The results of any physical examination;

(3) Job advertisements and postings;

(4) Applications and resumes;

(5) Tests and test results;

(6) Interview notes; and

(7) Other records having to do with hiring, assignment, promotion, demotion, transfer, lay-off, termination, rates of pay or other terms of compensation, and selection for training or apprenticeship.

If an employee is involuntarily terminated, the Company shall maintain the personnel records of that individual for a period of two years from the date of termination.

If First Transit receives notice that a complaint of discrimination based on disability or status as a disabled veteran, recently separated veteran, other protected veteran, or Armed Forces service medal veteran has been filed, that a compliance review under the Rehabilitation Act or Jobs for Veterans Act has been initiated, or that an enforcement action under those laws has been commenced, the Company shall preserve all personnel records relevant to the complaint, compliance review, or enforcement action until final disposition of the complaint, compliance review, or enforcement action.

In addition, the Company shall maintain the records it creates to document activities regarding its assessment of external outreach and recruitment efforts for a period of three years from the date of the making of the record.

THE CITY OF Fargo
FAR MORE

HUMAN RESOURCES DEPARTMENT
Fargo City Hall
225 4th Street North
Fargo, ND 58102
Phone: 701.241.1321 | Fax: 701.476.6707
www.FargoND.gov

To: Julie Bommelman, Transit Administrator

From: Jill Minette, SHRM-SCP, SPHR, IPMA-CP
Director of Human Resources JM

Date: January 12, 2021

Re: First Transit EEO and Affirmative Action Program

This memorandum is to confirm that I have reviewed and approved the 2021 EEO Policy Statement and Affirmative Action Plan submitted by First Transit.

THE CITY OF Fargo FAR MORE

426

Fargo Inspections
City of Fargo
225 Fourth Street North
701-241-1561
fax 701-476-6779

Memorandum

DATE: June 21st, 2022

TO: Mayor Mahoney and Board of City Commissioners

FROM: Shawn Ouradnik, Inspections Director

SUBJECT: Dangerous Building Notice and Order at 1108 18 St N., Fargo, ND 58102

The property owner of 1108 18 St N Fargo, ND, has failed to comply with the order to either obtain a permit to repair or remove the heavily damaged structure at that location within the time allowed for that removal. In accordance with Fargo Municipal Code Article 21-0405, a hearing date is scheduled for June 27th, 2022.

The recommendation is to **designate this a dangerous building, direct the City Attorney to prepare findings of fact in this matter, and order its removal on August 27th, 2022. Please direct the appropriate staff to secure the removal of this building at that time.**

PROPERTY INFORMATION- The shed is currently vacant and is uninhabitable.

Description: Single Story white shed

Location: 1108 18 St N.

Description of damage:

On October 28,2021, Laura Langdahl, Code Enforcement Inspector, was called out for a junk, trash and abandoned vehicle complaint as well as a call taken on it from Fargo Cass Public Health. The following violations were found:

- One or more of the exterior walls on this premises, namely, west facing wall, have loose or rotting materials or have not been maintained weatherproof or properly surface coated so as to prevent deterioration. (Code Section-Violation IPMC 304.6)

- Stored or permitted storage or accumulation of junk on private property in the city of Fargo other than in a completely enclosed building upon the business premises of a duly licensed junk dealer, junk buyer, dealer in used auto parts, dealer in secondhand goods or junk gatherer. (Code Section-Violation FMC 13-0903)

- The following structure or equipment, namely white shed in rear yard, is found to be unsafe, or unfit for human occupancy. (Code Section-Violation IPMC 108.1)

- A vacant structure (s) on this property has not been maintained in a clean, safe, secure and sanitary condition so as not to cause a blighting problem or adversely affect the public health or safety. (Or, the property, which is vacant land, has not been maintained in clean, safe, secure and sanitary condition so as not to cause a blighting problem or adversely affect the public health or safety.) A "dangerous building", namely a white shed in the rear yard, is 50% damaged, decayed, or deteriorated from its original value or structure, and needs to be demolished. The "dangerous building" is an existing fire hazard or erected in violation of the terms of this article or any ordinance of this city or statue of the state of North Dakota, and therefore must be demolished. (Code Section-Violation FMC 21-0402 (C))

- It shall be unlawful for any person to accumulate on any premises, improved or vacant, or on any open lots and alleys in the city, any lumber, boxes, barrels, bricks, stones, or similar material that may be permitted to remain thereon, unless the same shall be placed on open racks that are elevated not less than 18 inches from the ground and evenly piled or stacked so that these materials will not afford harborage for vermin. (Code Section-Violation FMC 21-0402 (C))

- The roof and flashing shall be sound, tight and not have defects that admit rain. Roof drainage shall be adequate to prevent dampness or deterioration in the walls or interior portion of the structure. Roof drains, gutters and downspouts shall be maintained in good repair and free from obstructions. Roof water shall not be discharged in a manner that creates a public nuisance. (Code Section-Violation IPMC 304.7)

- All glazing materials shall be maintained free from cracks and holes. (Code Section-Violation IPMC 304.13.1)

- Every window, skylight, door and frame shall be kept in sound condition, good repair and weather tight. (Code Section-Violation IMPC 304.13)

Timeline for events:

07/23/2019: Junk removal notice.

05/11/2020: Notice of Violation.

07/17/2020: Final Notice of Violation.

10/13/2021: Investigation.

10/29/2021: Notice of Violation.

10/29/2021: Notice of Dangerous Building.

5/2/2022: Final Notice.

2017-2022: 29 Total Calls – 20 to Inspections and 9 to Police Department Calls on record.

06/08/2022: Inspections requested Dangerous Building Order to Show Cause Hearting to be scheduled for 6/27/2022.

06/08/2022: Deputy Assessor determined the value for the deteriorated shed is $0.

06/17/2022: Notice of Dangerous Building Hearing-Order to Show Cause.

06/17/2022: Notice of Hearing posted on shed and mailed to Owner via registered mail.

6/27/2022: Dangerous Building Hearing.

7/11/2022: Anticipated issuance of *Findings of Fact* document.

07/27/2022: Deadline to appeal to District Court

08/27/2022: Deadline for City of Fargo to proceed with action on City Commission's recommendation to demolish

Fargo Inspections
City of Fargo
225 Fourth Street North
Fargo, North Dakota 58102
Phone: 701-241-1561
Fax: 701-476-6779

THE CITY OF Fargo FAR MORE

Notice of Dangerous Building Hearing – Order to Show Cause

Date: June 17, 2022

Location: 1108 18 St. N., Fargo, ND
Property Owner: Ross M & Heidi M Krotech
Address of Property Owner: 2380 5 St W Apt. A, West Fargo, ND 58078

Inspector: Laura Langdahl
Date of Posting: October 29, 2021

Ordinance 21-0405 of the Fargo Municipal Code states:

The board of city commissioners shall:

A. Upon receipt of a report of the building inspector as provided for in § 21-0404, subsection (F), give written notice to the owner, occupant, mortgagee, lessee and all other persons having an interest in said building as shown by the records of the register of deeds of the county of Cass to appear before it on the date specified in the notice to show cause why the building or structure reported to be a "dangerous building" should not be repaired, vacated, or demolished in accordance with the statement of particulars set forth in the building inspector(s) notice provided for herein in § 21-0404, subsection (E).

B. Hold a hearing and hear such testimony as the building inspector or the owner, occupant, mortgagee, lessee or any other person having an interest in said building as shown by the records of the register of deeds of the county of Cass shall offer relative to the "dangerous building."

A hearing regarding the dangerous building located at 1108 18th St. N., Fargo, ND has been scheduled for Monday, June 27, 2022at 5:15PM. The hearing will take place in the City Commission Chambers, located at 225 4th Street N., Fargo, ND 58102.

Any interested person or party is encouraged to attend.

Dated on this 17th day of June, 2022.

Shawn Ouradnik
Inspections Administrator

AFFIDAVIT OF SERVICE BY CERTIFIED MAIL

STATE OF NORTH DAKOTA)
) ss.
COUNTY OF CASS)

Re: Notice of Dangerous Building Hearing Order to Show Cause – 1108 18 St N., Fargo, ND
(2380 5) CM Receipt#: 9214 8901 9403 8379 9385 62
(2124 14) CM Receipt#: 9214 8901 9403 8379 9393 92

Kristi Stoffel, being first duly sworn and being of legal age, deposes and says that on the 17th day of June, 2022, she served the attached notice, upon Ross M & Heidi M Krotech, by placing true and correct copies thereof in an envelope addressed as follows:

Ross M & Heidi M Krotech
2380 5 St. W. Apt. A
West Fargo, ND 58078

Ross M & Heidi M Krotech
2124 14th St. W
West Fargo, ND 58078-8848

and deposited the same, with postage prepaid, in the United States mail at Fargo, North Dakota, Certified Mail.

Kristi Stoffel

Subscribed and sworn to before me this 17th day of June, 2022.

DAWN LOVETT
Notary Public
State of North Dakota
My Commission Expires Oct. 20, 2025

Notary Public
Cass County, North Dakota

(SEAL)

AFFIDAVIT OF SERVICE

STATE OF NORTH DAKOTA)
) ss.
COUNTY OF CASS)

Re: Posting of Dangerous Building Notice – 1108 18 St N., Fargo, ND 58102

Lynne Olson, being first duly sworn and being of legal age, deposes and says that on the 17th day of June 2022, she posted the attached notice upon the front of the shed located at the following address:

1108 18 St N
Fargo, ND 58102

Lynne Olson

Subscribed and sworn to before me this 17th day of June, 2022.

DAWN LOVETT
Notary Public
State of North Dakota
My Commission Expires Oct. 20, 2025

Notary Public
Cass County, North Dakota

(SEAL)

UNITED STATES POSTAL SERVICE®

Firm Mailing Book For Accountable Mail

Name and Address of Sender

CITY OF FARGO
225 4 STREET N
FARGO ND 58102

Check type of mail or service

- ☐ Adult Signature Required
- ☐ Adult Signature Restricted Delivery
- ☒ Certified Mail
- ☐ Certified Mail Restricted Delivery
- ☐ Collect on Delivery (COD)
- ☐ Insured Mail
- ☐ Priority Mail
- ☐ Priority Mail Express
- ☐ Registered Mail
- ☐ Return Receipt for Merchandise
- ☐ Signature Confirmation
- ☐ Signature Confirmation Restricted Delivery

Affix Stamp Here
(for additional copies of this receipt).
Postmark with Date of Receipt.

	USPS Tracking/Article Number	Addressee (Name, Street, City, State, & ZIP Code™)	Postage	(Extra Service) Fee	Handling Charge	Actual Value if Registered	Insured Value	Due Sender if COD	ASR Fee	ASRD Fee	RD Fee	RR Fee	SC Fee	SCRD Fee	SH Fee
1.	9214 8901 9403 8379 9385 62	ROSS M & HEIDI M KROTECH APT A 2380 5TH ST W WEST FARGO ND 58078-3095	0.53	3.75								1.85			
2.	9214 8901 9403 8379 9393 92	ROSS M & HEIDI M KROTECH 2124 14TH ST W WEST FARGO ND 58078-8448	0.53	3.75								1.85			

Handling Charge - if Registered and over $50,000 in value

Adult Signature Required

Adult Signature Restricted Delivery

Restricted Delivery

Return Receipt

Signature Confirmation

Signature Confirmation Restricted Delivery

Special Handling

Total Number of Pieces Listed by Sender	Total Number of Pieces Received at Post Office	Postmaster, Per *(Name of receiving employee)*
2		

PS Form **3877**, January 2017 (Page 1 of 1) **Complete in Ink** **Privacy Notice: For more information on USPS privacy policies, visit *usps.com/privacypolicy*.**

PSN 7530-02-000-9098 JobId: 3498952

Fargo Inspections
City of Fargo
225 Fourth Street North
Fargo, North Dakota 58102
Phone: 701-241-1561
Fax: 701-476-6779

Notice of Dangerous Building Hearing – Order to Show Cause

Date: June 17, 2022

Location: 1108 18 St. N., Fargo, ND
Property Owner: Ross M & Heidi M Krotech
Address of Property Owner: 2380 5 St W Apt. A, West Fargo, ND 58078

Inspector: Laura Langdahl
Date of Posting: October 29, 2021

Ordinance 21-0405 of the Fargo Municipal Code states:

The board of city commissioners shall:

A. Upon receipt of a report of the building inspector as provided for in § 21-0404, subsection (F), give written notice to the owner, occupant, mortgagee, lessee and all other persons having an interest in said building as shown by the records of the register of deeds of the county of Cass to appear before it on the date specified in the notice to show cause why the building or structure reported to be a "dangerous building" should not be repaired, vacated, or demolished in accordance with the statement of particulars set forth in the building inspector(s) notice provided for herein in § 21-0404, subsection (E).

B. Hold a hearing and hear such testimony as the building inspector or the owner, occupant, mortgagee, lessee or any other person having an interest in said building as shown by the records of the register of deeds of the county of Cass shall offer relative to the "dangerous building."

A hearing regarding the dangerous building located at 1108 18th St. N., Fargo, ND has been scheduled for Monday, June 27, 2022at 5:15PM. The hearing will take place in the City Commission Chambers, located at 225 4th Street N., Fargo, ND 58102.

Any interested person or party is encouraged to attend.

Dated on this 17th day of June, 2022.

Shawn Ouradnik
Inspections Administrator

AFFIDAVIT OF SERVICE BY CERTIFIED MAIL

STATE OF NORTH DAKOTA)
) ss.
COUNTY OF CASS)

Re: Notice of Dangerous Building Hearing Order to Show Cause – 1108 18 St N., Fargo, ND
(2380 5) CM Receipt#: 9214 8901 9403 8379 9385 62
(2124 14) CM Receipt#: 9214 8901 9403 8379 9393 92

Kristi Stoffel, being first duly sworn and being of legal age, deposes and says that on the 17th day of June, 2022, she served the attached notice, upon Ross M & Heidi M Krotech, by placing true and correct copies thereof in an envelope addressed as follows:

Ross M & Heidi M Krotech
2380 5 St. W. Apt. A
West Fargo, ND 58078

Ross M & Heidi M Krotech
2124 14th St. W
West Fargo, ND 58078-8848

and deposited the same, with postage prepaid, in the United States mail at Fargo, North Dakota, Certified Mail.

Kristi Stoffel

Subscribed and sworn to before me this 17th day of June, 2022.

DAWN LOVETT
Notary Public
State of North Dakota
My Commission Expires Oct. 20, 2025

Notary Public
Cass County, North Dakota

(SEAL)

AFFIDAVIT OF SERVICE

STATE OF NORTH DAKOTA)
) ss.
COUNTY OF CASS)

Re: Posting of Dangerous Building Notice – 1108 18 St N., Fargo, ND 58102

Lynne Olson, being first duly sworn and being of legal age, deposes and says that on the 17th day of June 2022, she posted the attached notice upon the front of the shed located at the following address:

1108 18 St N
Fargo, ND 58102

Lynne Olson

Subscribed and sworn to before me this 17th day of June, 2022.

DAWN LOVETT
Notary Public
State of North Dakota
Commission Expires Oct. 20, 2025

Notary Public
Cass County, North Dakota

(SEAL)

City of Fargo
225 4 Street N
Fargo ND 58102

USPS CERTIFIED MAIL

9214 8901 9403 8379 9385 62

ROSS M & HEIDI M KROTECH
APT A
2380 5TH ST W
WEST FARGO ND 58078-3095

City of Fargo
225 4 Street N
Fargo ND 58102

USPS CERTIFIED MAIL

9214 8901 9403 8379 9393 92

ROSS M & HEIDI M KROTECH
2124 14TH ST W
WEST FARGO ND 58078-8448

THE CITY OF Fargo FAR MORE

Fargo Inspections
City of Fargo
225 Fourth Street North
701-241-1561
fax 701-476-6779

Memorandum

DATE: 6/08/2022

TO: Mayor Mahoney and Board of City Commissioners

FROM: Shawn Ouradnik, Inspections Director

SUBJECT: Dangerous Building Notice and Order at 1108 18 St N., Fargo, ND 58102

This is to notify you that the property owner of 1108 18 St N Fargo ND 58102 Ross M and Heidi M Kroetch have failed to comply with the order to either obtain a permit to repair or remove the heavily damaged structure at that location within the time allowed for that removal. In accordance with Fargo Municipal Code Article 21-0405, it will now be necessary for you to set a date for a hearing of this order at which time the property owner will be able to appear and show cause why the building should not be removed ant the costs of that removal assessed against this property.

The recommendation is **to make a motion, in accordance with FMC Article 21-0405, to set Monday, June 27, 2022 as the time and date for the hearing regarding the dangerous building order for the structure at 1108 18 St N., Fargo, ND 58102.**

Respectfully
Shawn Ouradnik
Inspections Director

Police Phone Calls received on 1108 18 St N.

Incident Number	Call Date/Time	Officers	Dispositions	Incident Type	Location
2019-00080737	09/19/2019 11:55:10	216 - Moen, 008...	AC - 2	Suspicious	1108 18TH ST N, FGO
2016-00022795	04/10/2016 16:39:45	331 - Fylling	ICR - 1	Welfare Check	1108 18TH ST N, FGO
2012-00016123	03/21/2012 17:16:23	366 - Alt, 350 - ...	ICR - 1	Suspicious	1108 18TH ST N, FGO
2005-00075571	08/21/2005 06:37:18	233 - Martin, 28...	ICR - 1	Disturbance	1108 18TH ST N, FGO
2004-00015682	03/09/2004 23:44:36	200 - Lien	AC - 1	Traffic Complaint	1108 18TH ST N, FGO
2000-00027252	07/24/2000 22:28:40		WR - 1	Loud Noise	1108 18TH ST N, FGO
2000-00025079	07/09/2000 22:33:21		GOA - 1	Loud Noise	1108 18TH ST N, FGO
1997-00007551	03/04/1997 12:23:51	057 - Wahl	GOA - 1	Traffic Complaint	1108 18TH ST N, FGO
1995-00005382	02/25/1995 14:43:36	111 - Anderson	AC - 1	Traffic Complaint	1108 18TH ST N, FGO

FINAL NOTICE

Building Inspections Department
Housing Inspections
225 4th Street North
Fargo, ND 58102
(701) 476-6708

Ross M & Heidi M Kroetch
2124 14 St W
West Fargo ND 58078

Monday, May 2, 2022

Filing 21-0883-CBM

ADDRESS OF PROPERTY IN VIOLATION: 1108 18 St N

This notice is to inform you that a violation of the Fargo Building Code exists at the above referenced property. The specific code section that has been violated, the items that constitute the violation and the method for correction of the violation are as follows:

Code Section	Description and Method of Correction	Comply By
IPMC 304.6 Exterior Walls Shall Be Maintained	One or more of the exterior walls on this premises, namely, west facing wall, have loose or rotting materials or have not been maintained weatherproof or properly surface coated so as to prevent deterioration.	11/15/2021
FMC 13-0903 Junk, Trash and Abandoned Vehicles in Yard	You have stored or permitted the storage or accumulation of junk on private property in the city of Fargo other than in a completely enclosed building or upon the business premises of a duly licensed junk dealer, junk buyer, dealer in used auto parts, dealer in secondhand goods or junk gatherer.	11/15/2021
IPMC 108.1 Unsafe Structures Shall Be Condemned	The following structure or equipment, namely white shed in rear yard, is found to be unsafe, or unfit for human occupancy.	11/15/2021
IPMC 302.1 Vacant Structures and Land Must Be Maintained Safe and Sanitary	A vacant structure(s) on this property has not been maintained in a clean, safe, secure and sanitary condition so as not to cause a blighting problem or adversely affect the public health or safety. (Or, the property, which is vacant land, has not been maintained in a clean, safe, secure and sanitary condition so as not to cause a blighting problem or adversely affect the public health or safety.)	11/15/2021
FMC 21-0402(C) Dangerous Building	You have a "dangerous building", namely a white shed in rear yard, that is 50% damaged, decayed, or deteriorated from its original value or structure, and needs to be demolished. You have a building which cannot be repaired so that it will no longer be in violation of the terms of this article and therefore must be demolished. You have a "dangerous building" that is a fire hazard existing or erected in violation of the terms of this article or any ordinance of this city or statute of the state of North Dakota, and therefore must be demolished.	11/15/2021
FLDC 11-0804 Harborage for vermin	It shall be unlawful for any person to accumulate on any premises, improved or vacant, or on any open lots and alleys in the city, any lumber, boxes, barrels, bricks, stones, or similar material that may be permitted to remain thereon, unless the same shall be placed on open racks that are elevated not less than 18 inches	11/15/2021

	from the ground and evenly piled or stacked so that these materials will not afford harborage for vermin.	
IPMC 304.7 Roofs and Flashing Must Be Maintained.	The roof and flashing shall be sound, tight and not have defects that admit rain. Roof drainage shall be adequate to prevent dampness or deterioration in the walls or interior portion of the structure. Roof drains, gutters and downspouts shall be maintained in good repair and free from obstructions. Roof water shall not be discharged in a manner that creates a public nuisance.	11/15/2021
IPMC 304.13.1 Glazing	All glazing materials shall be maintained free from cracks and holes.	11/15/2021
IPMC 304.13 Window, Skylight and Door Frames Must Be Maintained	Every window, skylight, door and frame shall be kept in sound condition, good repair and weather tight.	11/15/2021

You are responsible for the correction of this violation in the manner described. You are further notified that you may propose alternate methods of correction. These alternate methods must be approved by City staff and will not be allowed to extend the date for compliance.

Any person having any record, title, or legal interest in the building described above has the right to appeal this notice and order within 20 days by filing an appeal form with the Building Inspections office. This letter is a notice and order to the owner or persons responsible for the property. If you have any questions about this letter or the results of the inspection you may contact me at 701-241-1561.

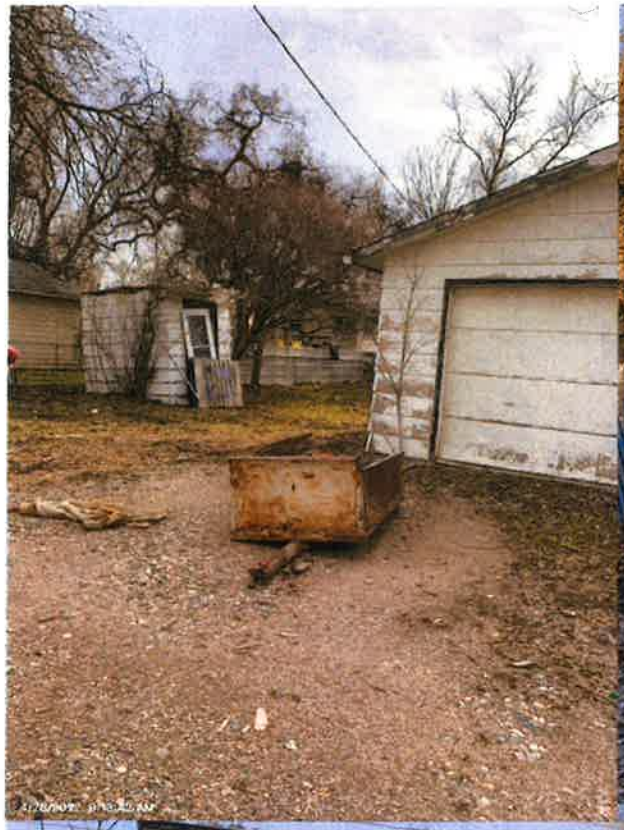
Failure to comply may be construed as a violation of the above referenced Municipal Ordinance and punishable by a Municipal Infraction.

Sincerely,

Laura Langdahl

Laura Langdahl
Code Enforcement Inspector

Please see attached photos.



11/30/2021 10:22:58 AM

11/30/2021 10:22:41 AM
11/16/2021 12:31:33 PM
11/16/2021 12:31:28 PM

DANGER
This Structure Is Unsafe and Its Occupancy Has Been Prohibited by the Code Official. It Is Unlawful For Any Person To Enter Or Occupy This Building After
Any Person Removing This Sign WILL BE PROSECUTED.
DANGER
Fargo
10/29/2021 1:43:13 PM
10/28/2021 1:59:20 PM
10/28/2021 1:59:06 PM

10/28/2021 1:58:46 PM
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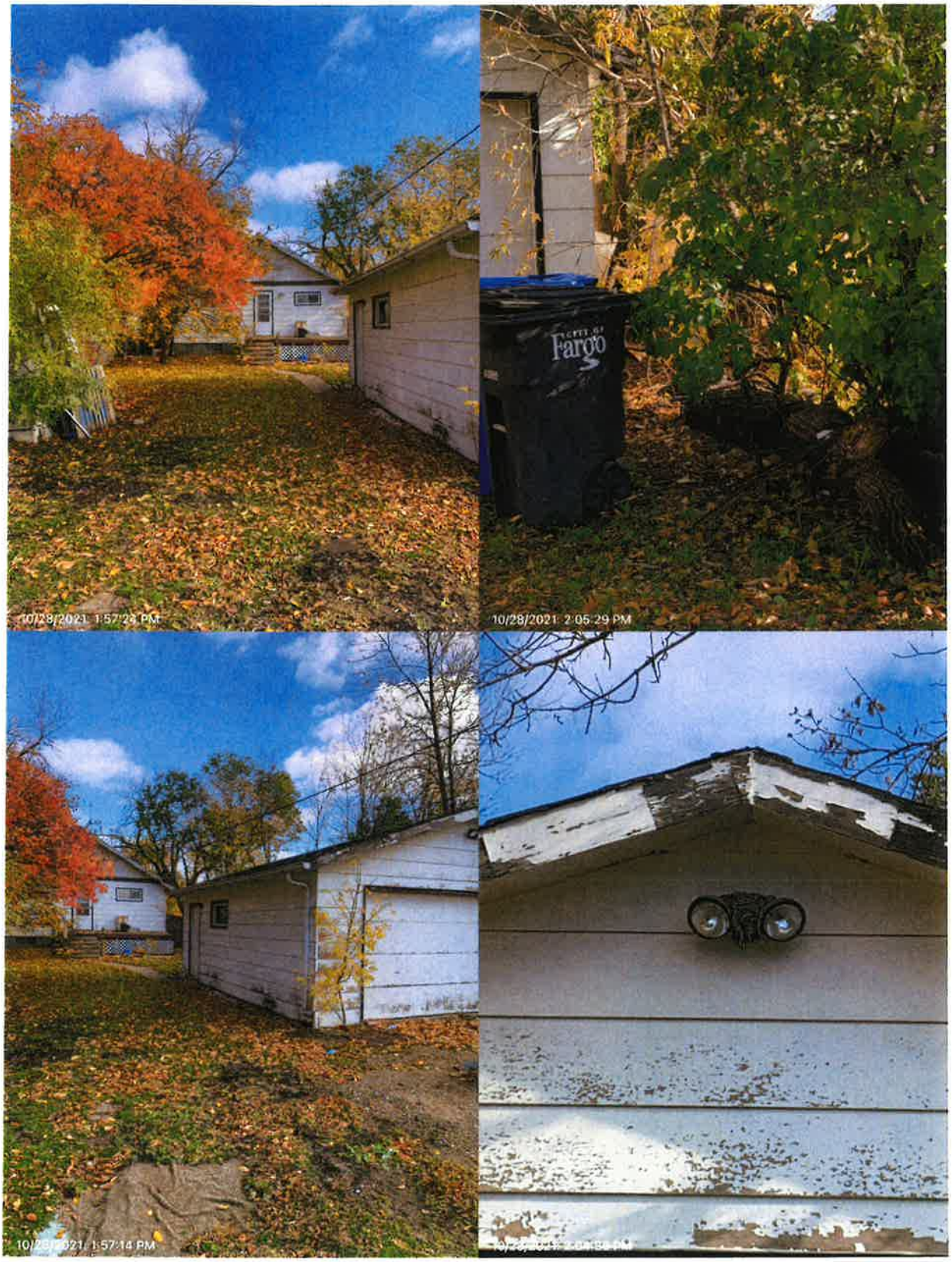
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Fargo

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Fargo Inspections

City of Fargo
225 4th Street North
701-241-1561
701-476-6779 fax

THE CITY OF Fargo FAR MORE

NOTICE OF DANGEROUS BUILDING AT 1108 18 ST N (SHED IN REAR YARD)

TO: Ross M & Heidi M Kroetch
2380 5 St W Apt A, West Fargo ND 58078

YOU ARE HEREBY Given Notice of the following:

1. That this Notice is being given to you pursuant to Fargo Municipal Code, Article 21-04 concerning Dangerous Buildings.

2. That the building with which this Notice is concerned is commonly known as 1108 18 St N, and is located on that tract of land in the city of Fargo, more particularly described as follows: Lot: 9 Block: 4 BEARDSLEYS LOT 9 BLK 4

(hereinafter referred to as "the building")

3. That an inspection was made of the building on the 28th day of October, 2021 by Laura Langdahl, Code Enforcement Inspector.

4. That the building inspector for the City of Fargo has found the building, consisting of a single story, white shed type of structure in the rear yard to be a Dangerous Building within the standards set forth in the Fargo Municipal Code, Article 21-04, Dangerous Buildings and the International Property Maintenance Code, Section 108.1.5 concerning Dangerous Structures.

5. This building has been found to be a dangerous building by the building inspector. This notice is to remain on this building until it is repaired, vacated, or demolished in accordance with the notice which has been given the owner, occupant, lessee, or mortgagee of this building and all other persons having an interest in said building as shown by the records of the register of deeds of the county of Cass. It is unlawful to remove this notice until such notice is complied with. Source: 1952 Rev. Ord. 21-0404.

6. That the owner of the building must demolish the building within 30 days from the date of this notice or obtain a permit to repair. To obtain a permit, see 'Conditions Found Statement' below.

7. That the building is unsafe and is a dangerous building in the following respects: See 'Conditions Found Statement' below.

8. The building is unsafe and constitutes a public nuisance pursuant to Fargo Municipal Code, Article 21-04 concerning Dangerous Buildings and the International Property Maintenance Code as adopted by Article 21-0101 of the Fargo Municipal Code.

9. You are further given Notice that unless the building is demolished within the time period set forth herein, the City of Fargo will take such steps as are necessary to cause said building to be demolished pursuant to Fargo Municipal Code, Article 21-04 concerning Dangerous Buildings and the International Building Code and the owner will be assessed such costs as are provided for therein.

10. Order for vacation of building. The undersigned building official has determined that the building or structure must be vacated as required by Section 108.2 of the International Property Maintenance Code, 2018 edition. Therefore, it is hereby ordered that the building or structure shall be vacated immediately, and remain vacated, on this 29th day of October, 2021.

11. Order to secure building. The undersigned building official has determined that the building must be secured by the 5th day of November, 2021 and remain secured. Therefore, it is hereby ordered that all means of entering the building remain secured to prevent unauthorized entrance. **An inspector will continue to verify compliance.** Failure to keep the building secured will result in the City of Fargo hiring an independent contractor to secure the building. All expenses for securing the building will be assessed against the property.

12. Application for Appeal. Section 111.1 of the International Property Maintenance Code states that any person directly affected by a decision of the *code official* or a notice or order issued under this code shall have the right to appeal to the Board of Appeals, provided that a written application for appeal is filed within 20 days after the day the decision, notice or order was served. An application for appeal shall be based on the claim that the true intent of this code or the rules legally adopted thereunder have been incorrectly interpreted, the provisions of this code do not fully apply, or the requirements of this code are adequately satisfied by other means.

Dated this 29th day of October, 2021

Conditions Found Statement

On the 28th day of October, 2021, Code Enforcement Inspector Laura Langdahl, was present at 1108 18 St N, Fargo, ND to address a code enforcement inspection. The following violations were found:

- Shed is not secure
- Roof and overhang have large holes and are falling inward
- Shed is leaning
- Observed squirrel enter and exit multiple times through a hole in side of structure
- Siding is not weather tight

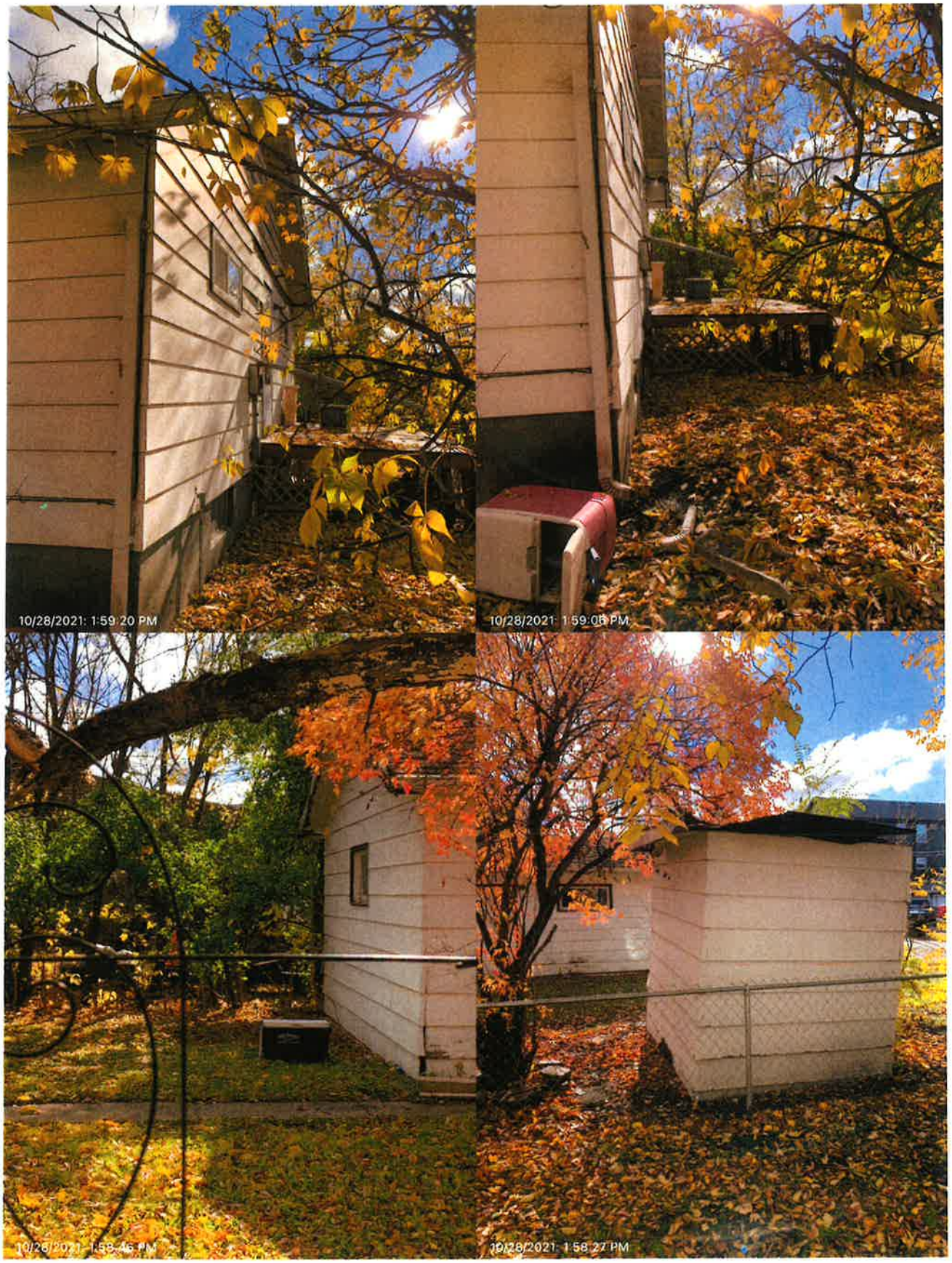
The following action must be taken:

- Provide engineering on all systems and obtain a permit to repair and make repairs by permit deadline -or-
- Demolish the structure within the deadline provided in this notice.

Laura Langdahl
Code Enforcement Inspector
City of Fargo, ND

Shawn Ouradnik
Inspections Director

10/29/2021
Date Signed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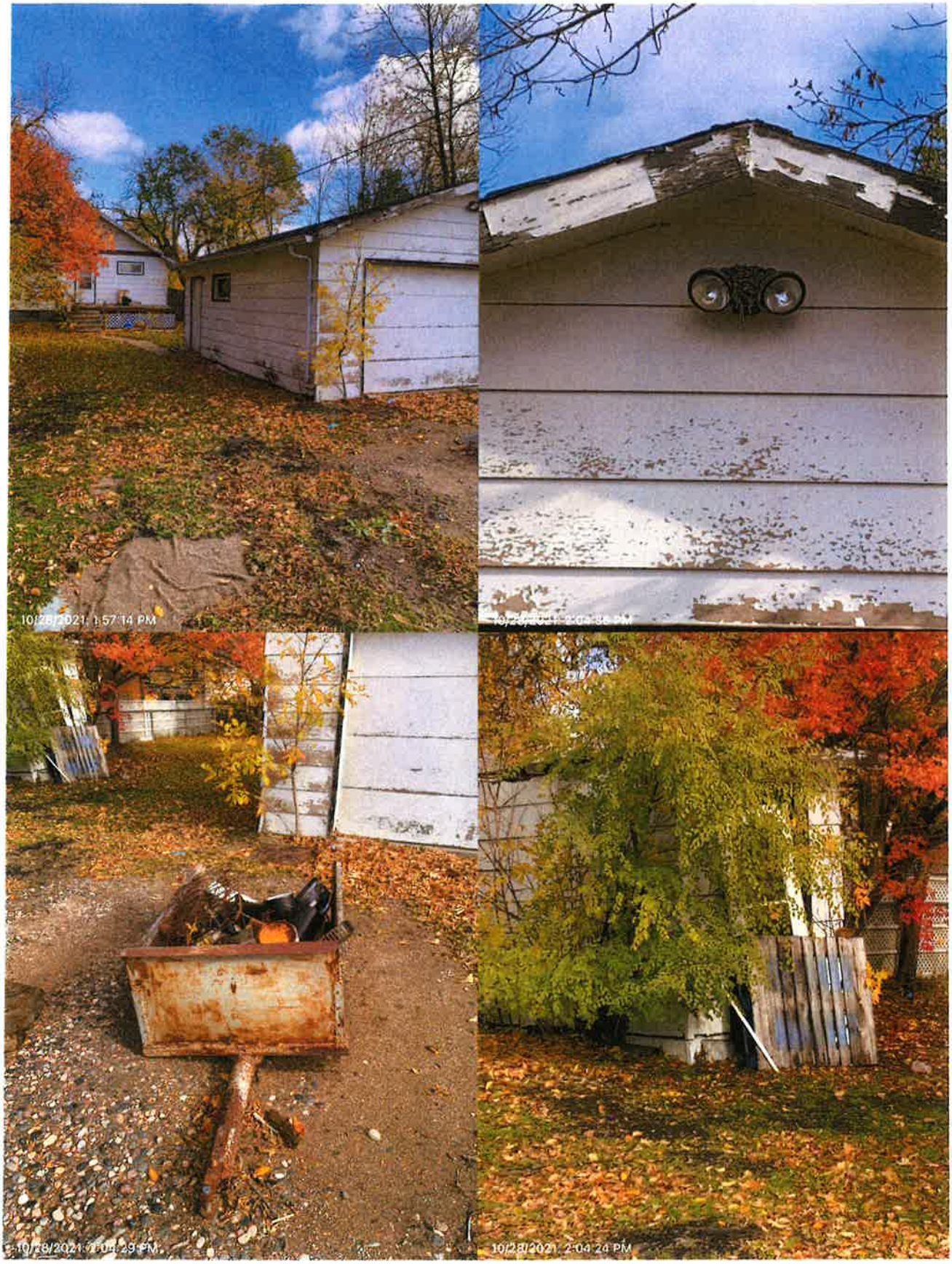
Fargo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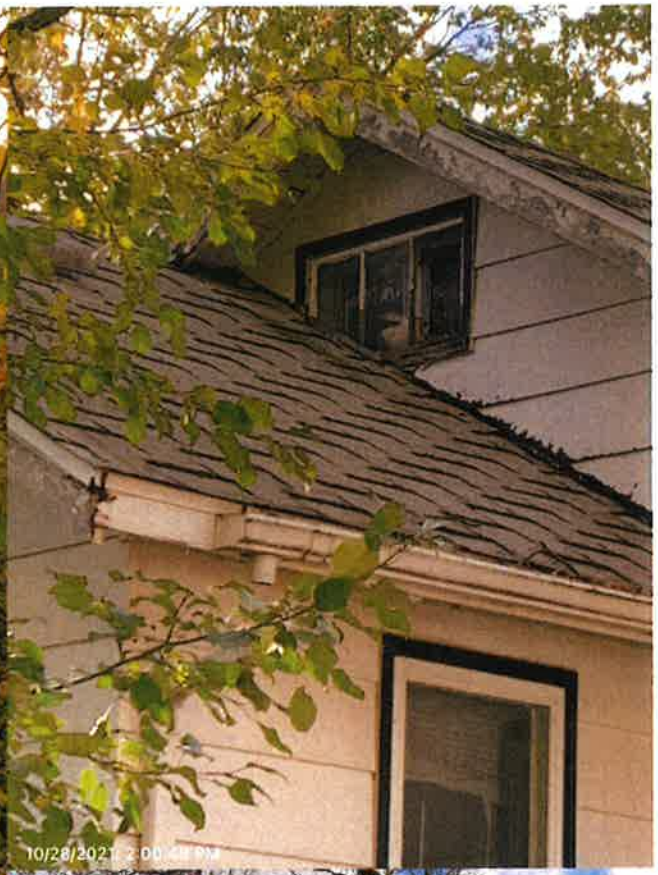

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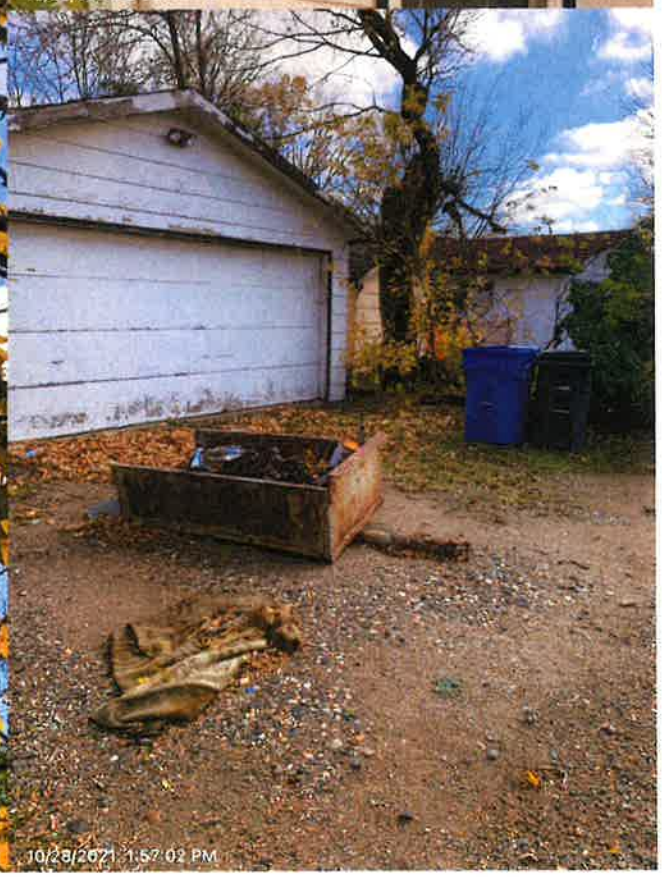

10/28/2021 1:57:02 PM

NOTICE OF VIOLATION AND ORDER OF THE BUILDING OFFICIAL TO CORRECT A CODE VIOLATION

CITY OF Fargo

225 4th Street North
Fargo ND 58102
701-241-1561

FINAL NOTICE

Ross M & Heidi M Kroetch
1108 18 St N
Fargo, ND 58102

Friday, July 17, 2020

Filing 20-0212-CJY

ADDRESS OF PROPERTY IN VIOLATION: 1108 18 St N

This notice is to inform you that a violation of the Fargo Code remains at the above-referenced property. The specific code section being violated, the items that constitute the violation and the method for correction of the violation are as follows:

Code Section	Description and Method of Correction	Comply By
IPMC 302.1 Sanitation	All exterior property and premises shall be maintained in a clean, safe and sanitary condition.	8/6/2020

Property must be cleaned up.

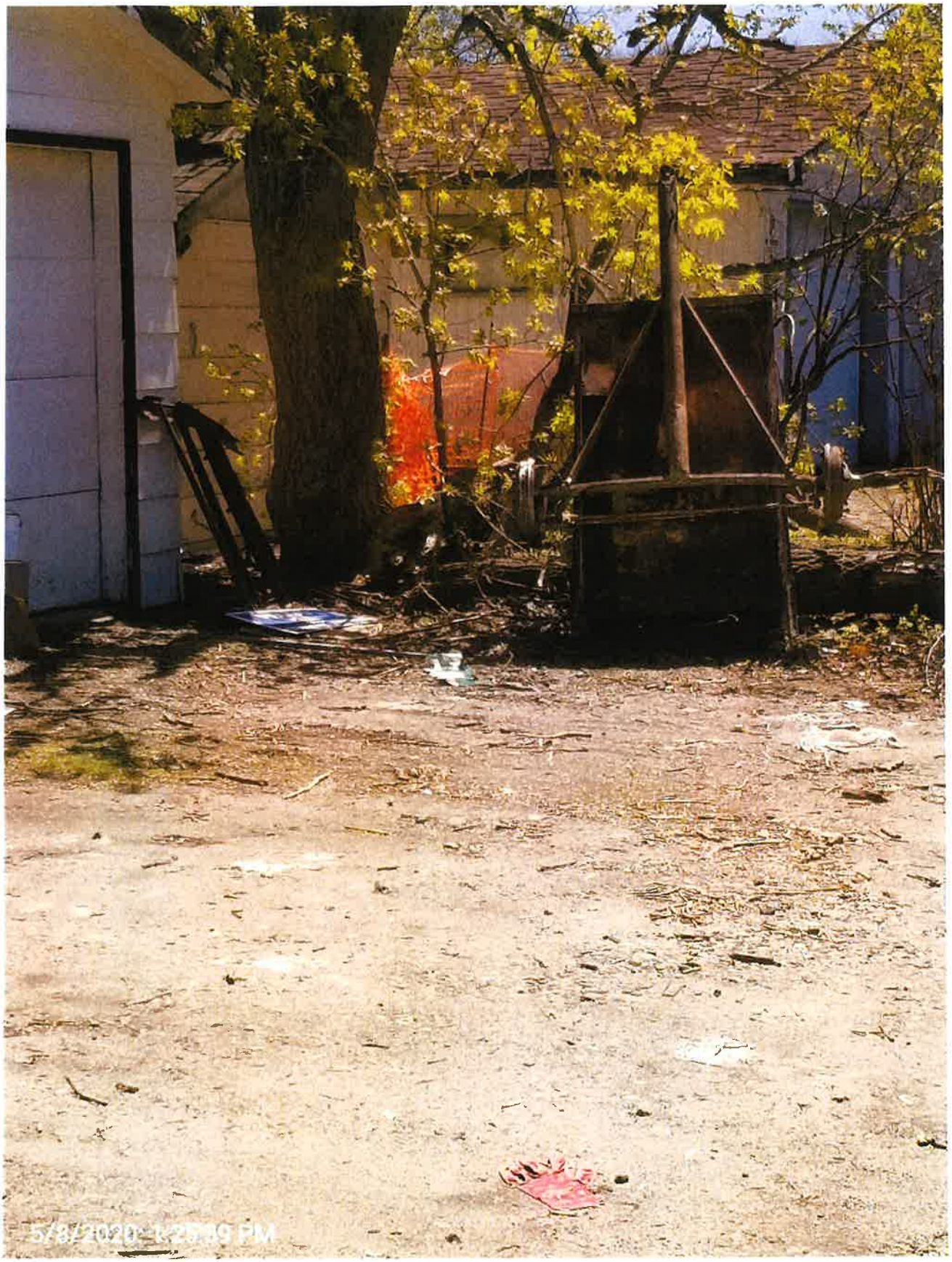
You are responsible for the correction of this violation in the manner described. You are further notified that you may propose alternate methods of correction. These alternate methods must be approved by City staff and will not be allowed to extend the date for compliance.

You are further notified that the Code provides an appeal procedure. Any person aggrieved by any decision of any order, requirement, decision or determination made by any member of the staff of the city shall have the right to appeal to the board. Application forms for the Board of Appeals are available at the City Hall, 225 4th Street North.

Failure to comply may be construed as a violation of the above referenced Municipal Ordinance and punishable by a Municipal Infraction.

Sincerely,

Steve Eickhoff
Code Enforcement Inspector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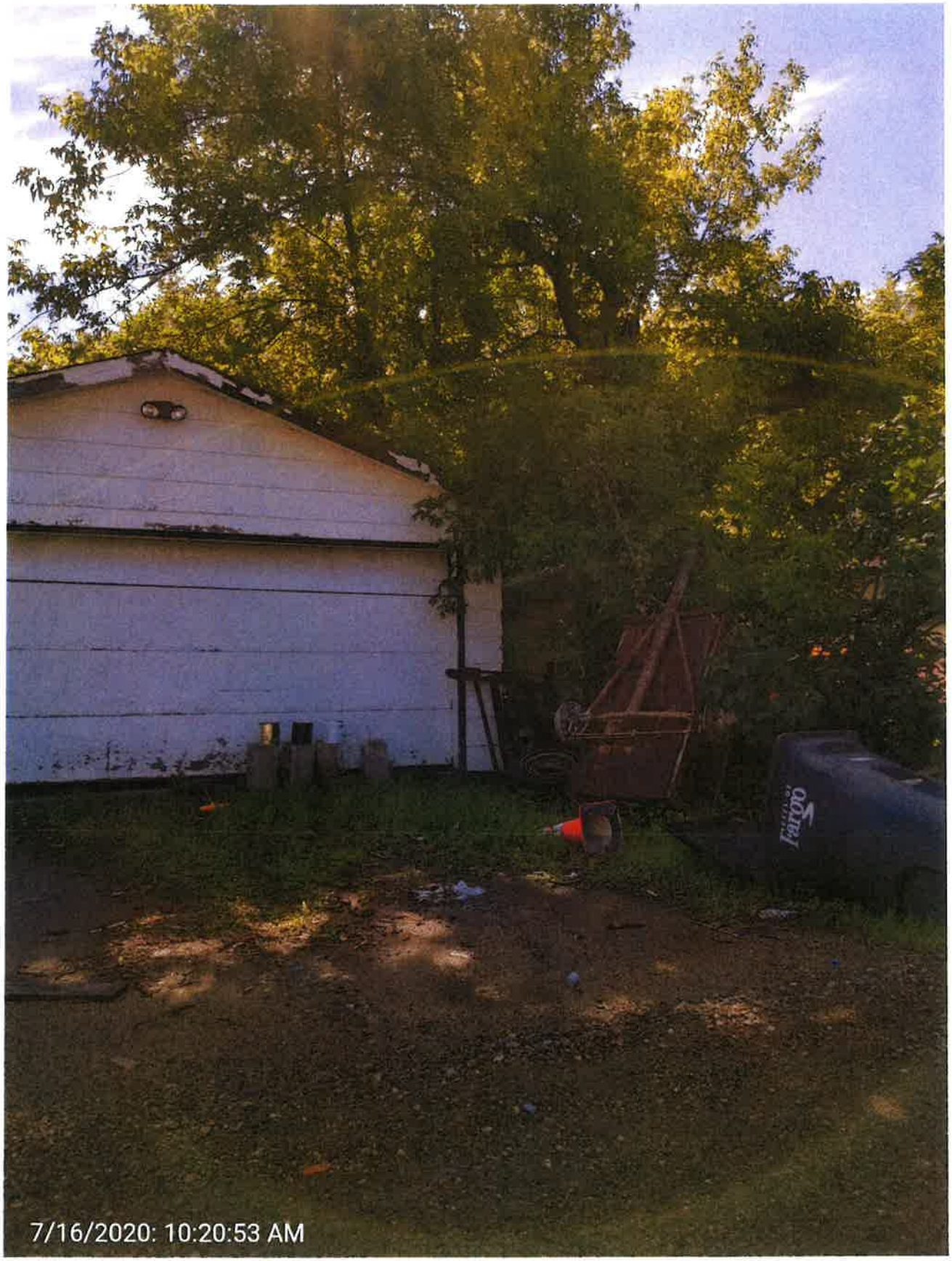

7/16/2020: 10:20:53 AM

NOTICE OF VIOLATION AND ORDER OF THE BUILDING OFFICIAL TO CORRECT A CODE VIOLATION

225 4th Street North
Fargo ND 58102
701-241-1561

Ross M & Heidi M Kroetch
1108 18 St N
Fargo, ND 58102

Monday, May 11, 2020

Filing 20-0212-CJY

ADDRESS OF PROPERTY IN VIOLATION: 1108 18 St N

This notice is to inform you that a violation of the Fargo Code exists at the above referenced property. The specific code section that has been violated, the items that constitute the violation and the method for correction of the violation are as follows:

Code Section	Description and Method of Correction	Comply By
IPMC 302.1 Sanitation	All exterior property and premises shall be maintained in a clean, safe and sanitary condition.	5/22/2020

Remove building materials, furniture and other items from rear yard of house.
You are responsible for the correction of this violation in the manner described. You are further notified that you may propose alternate methods of correction. These alternate methods must be approved by City staff and will not be allowed to extend the date for compliance.

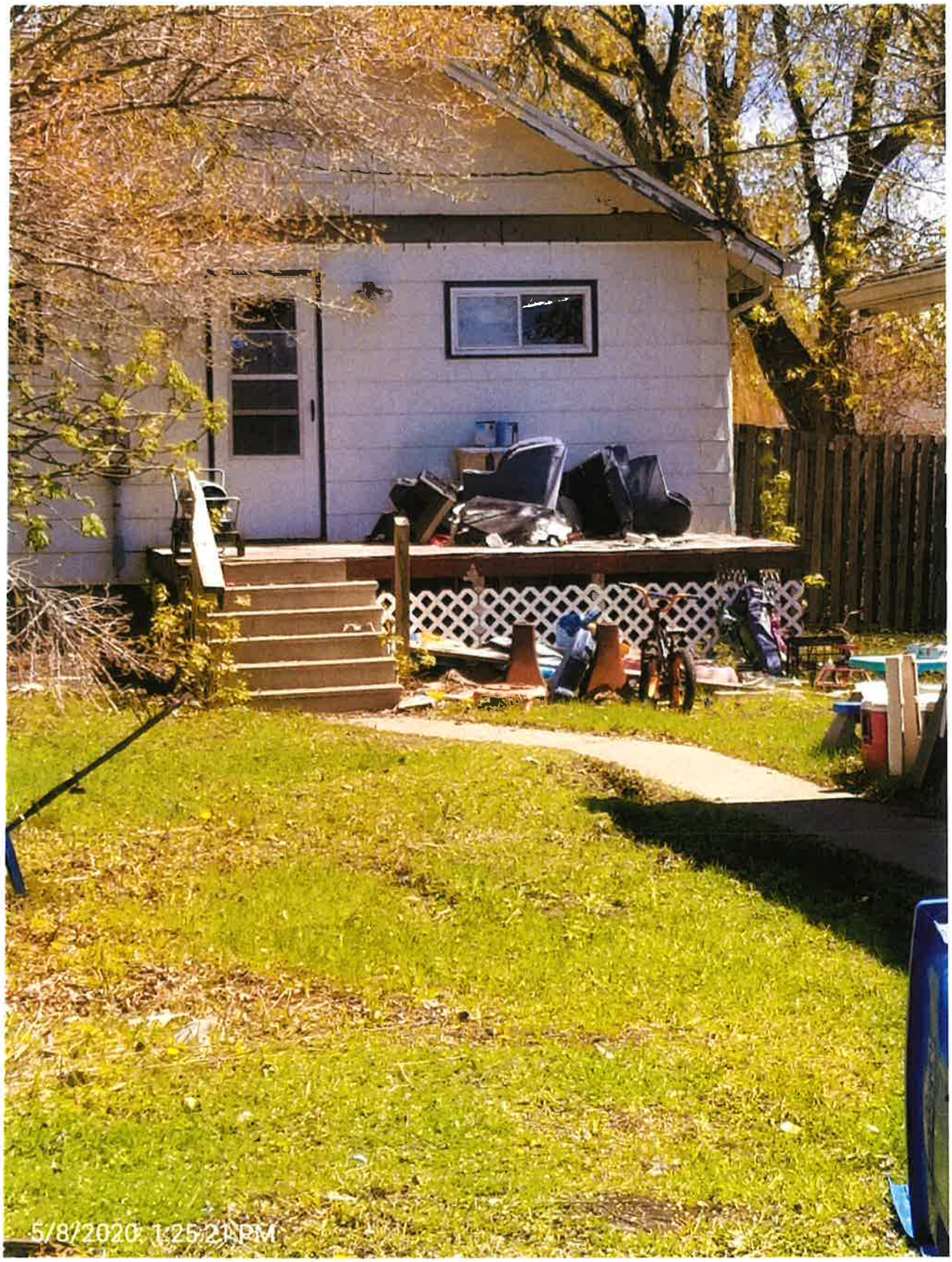
You are further notified that the Code provides an appeal procedure. Any person aggrieved by any decision of any order, requirement, decision or determination made by any member of the staff of the city shall have the right to appeal to the board. Application forms for the Board of Appeals are available at the City Hall, 225 4th Street North.

Failure to comply may be construed as a violation of the above referenced Municipal Ordinance and punishable by a Municipal Infraction.

Sincerely,

Steve Eickhoff
Code Enforcement Inspector

5/8/2020 1:25:59 PM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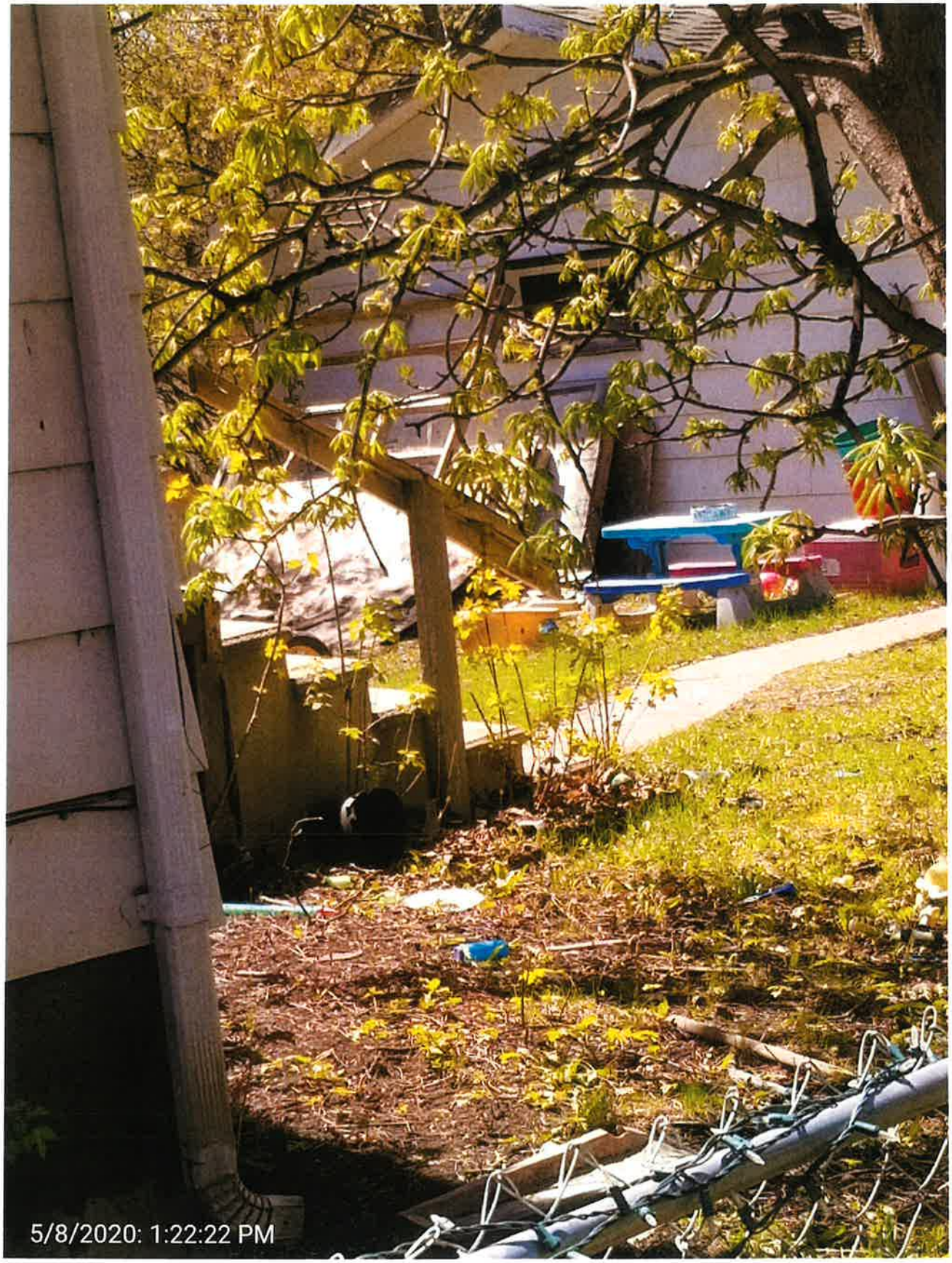
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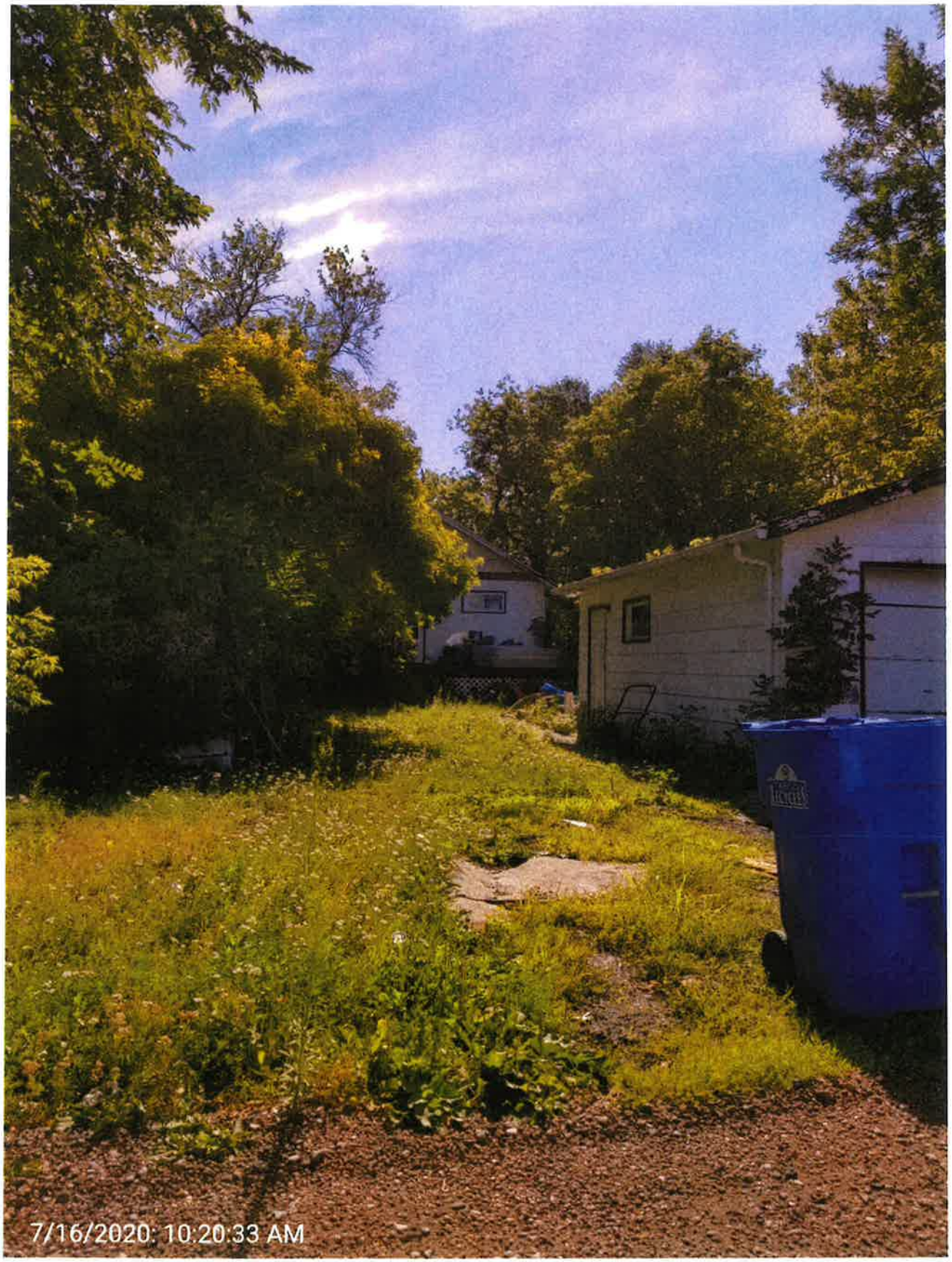
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CITY OF Fargo

Building Inspections Department

Rental Housing Inspections
225 4th Street North
Fargo, ND 58102

JUNK REMOVAL NOTICE

****

DATE: July 25, 2019

LOCATION: 1108 18 St N
PROPERTY OWNER: Ross M & Heidi M Kroetch

INSPECTOR: Steve Eickhoff

DATE OF INSPECTION: 7/25/2019

YOU ARE HEREBY ORDERED TO REMOVE THE FOLLOWING DESCRIBED JUNK AND/OR DEBRIS IN ACCORDANCE WITH FARGO MUNICIPAL CODE ARTICLE 13-09 BY 8/8/2019. IF THE JUNK REMAINS AFTER THIS DATE, THIS MATTER WILL BE TURNED OVER TO THE CITY ATTORNEY FOR APPROPRIATE ACTION.

The term "junk" includes, without limitation, trash, rubbish, parts of machinery or motor vehicles, unused furniture, stoves, refrigerators, or other appliances, remnants of wood, metal or any other castoff material of any kind, whether or not the same could be put to any reasonable use.

DESCRIPTION OF MATERIAL TO BE REMOVED

- **Items on old car frame**
- **Items by garage**
- **Items on rear deck**
- **Weeds, long grass and volunteer trees.**

7/25/2019 9:49:01 AM

7/25/2019 9:48:19 AM

THE CITY OF Fargo FAR MORE

Planning & Development
225 4th Street North
Fargo, ND 58102
Office: 701.241.1474 | Fax: 701.241.1526
Email: planning@FargoND.gov
www.FargoND.gov

420

MEMORANDUM

TO: BOARD OF CITY COMMISSIONERS

FROM: TIA BRASETH, COMMUNITY DEVELOPMENT PLANNING COORDINATOR TB
NICOLE CRUTCHFIELD, PLANNING DIRECTOR

DATE: JUNE 27, 2022

RE: PUBLIC HEARING FOR PROPOSED AMENDMENTS TO COMMUNITY DEVELOPMENT BLOCK GRANT (CDBG)/HOME INVESTMENT PARTNERSHIPS PROGRAM (HOME) 2021 HUD ACTION PLAN AND 2022 HUD ACTION PLAN

Planning & Development Department staff are proposing an amendment to the 2021 HUD Action Plan to increase the budget for The Milton Earl Multi-Family Rental activity by $300,000 ($100,000 CHDO & $200,000 HOME). Due to construction costs inflation, delayed timeline resulting from the environmental assessment process, and increased legal fees for project review and preparation, a funding gap has occurred. These funds will be reallocated from the 2022 Action Plan.

In addition, staff are proposing an amendment to the 2022 HUD Action Plan to cancel and remove the project titled "Multi-Family Rental Housing & Community Development Housing Organization (CHDO) Project/Beyond Shelter, Inc.," which was to be located at the former K-Mart site. The developer has since rescinded its application for funds. A total of $300,000 ($100,000 CHDO & $200,000 HOME) will be reallocated to the 2021 HUD Action Plan activity, The Milton Earl. The remaining budget of $500,000 (CDBG) from this canceled project will be addressed and reallocated by a future amendment to the 2022 Action Plan.

Details of the proposed 2021 Action Plan Amendment and 2022 Action Plan Amendment are outlined in the attached public notice, which was published in *The Forum* newspaper on June 8, 2022. Per the adopted Citizen Participation Plan, this proposal is being presented at the June 27th City Commission meeting as a Public Hearing. The timeline, including the 30-day public comment period, is outlined in the attached public notice. Once approved by citizens and the City, the 2021 Action Plan amendment and 2022 Action Plan amendment will be submitted to HUD for approval.

Attachment: Notice of Public Hearing & Public Comment Period

Recommended Motion: No action is required at this time; public hearing only. Final consideration of the 2021 Action Plan Amendment and 2022 Action Plan Amendment is scheduled for July 11, 2022.

EQUAL HOUSING OPPORTUNITY

City of Fargo
Notice of Public Hearing & Public Comment Period
Community Development Block Grant (CDBG) & HOME Programs

The City of Fargo is opening a 30-day public comment period starting June 9, 2022, including a public hearing on June 27, 2022 at the regular Fargo City Commission meeting. Two amendments will be considered under the City's HUD programs open for comment during this period. Final consideration will be at the July 11, 2022 City Commission meeting. Each amendment is summarized in this notice.

PROPOSED AMENDMENT TO 2021 HUD ACTION PLAN

Increase The Milton Earl Multi-Family Rental Budget by $300,000 ($100,000 CHDO & $200,000 HOME - reallocate from 2022 Action Plan – see details in 2022 Action Plan Amendment proposed below).

Background – "Multi-Family Rental/The Milton Earl/Beyond Shelter, Inc." underway at 708 4th Ave N. Due to construction costs inflation, delayed timeline resulting from the environmental assessment process, and increased legal fees for project review and preparation, a funding gap has occurred. This project was initially approved at the June 28, 2021 City Commission meeting and amended at the October 18, 2021 City Commission meeting. The proposed amendment will allow the project to move forward.

PROPOSED AMENDMENT TO 2022 HUD ACTION PLAN

Cancel K-Mart Phase 1 & 2 Multi-Family Rental Activity & Reallocate Funds

Background – "Multi-Family Rental Housing & Community Development Housing Organization (CHDO) Project/Beyond Shelter, Inc." was to be located at former K-Mart site. Due to a change in funding sources during the environmental review process, this project must be canceled for use with HUD federal funds. As a result, $800,000 must be reallocated. A total of $300,000 is being addressed by this amendment ($100,000 CHDO & $200,000 HOME – reallocate to 2021 Action Plan Milton Earl activity – see details in 2021 Action Plan Amendment Proposal above). The remaining $500,000 (CDBG) from this canceled activity will be addressed by a future amendment to the 2022 Action Plan.

COMMENTS, ACCESSIBILITY, & SCHEDULE

Comments and suggestions from the public are encouraged through a public comment period and/or at the public hearing. Contact information and schedule are provided below:

30-DAY PUBLIC COMMENT PERIOD:	June 9 – July 8, 2022
PUBLIC HEARING:	Monday, June 27, 2022 - 5:15 pm Fargo City Commission Chambers 225 4th Street North, Fargo, ND 58102
CITY COMMISSION VOTE:	Monday, July 11, 2022 – 5:15 pm
CONTACT INFORMATION:	City of Fargo Planning and Development Department Attn: Community Development Planning Coordinator 225 4th Street North, Fargo ND 58102 701.476.4144

Planning@FargoND.gov

DRAFT PLAN AVAILABLE AT: www.fargond.gov/planninganddevelopment/plansandstudies
OR request through Planning & Development Department

Accessibility – Fargo City Hall is serviced by public transit, accessible and can accommodate persons who are disabled. Alternative formats of this information (e.g., Braille, American Sign Language, etc.) or reasonable accommodations for persons with hearing/vision impairments and/or other disabilities will be made upon request. The contact information to arrange for services (a 48 hour notice may be needed) is City of Fargo's Section 504/ADA Coordinator Bekki Majerus – 701.298.6966. To access TTY/ND Relay service – 800.366.6888 or 711.

Limited English – Reasonable steps will be taken to provide persons with limited English proficiency (LEP) meaningful access, including the availability of interpretation and translation services. If services are needed, the contact information is provided above.

Non-Discrimination Notice – In accordance with Federal regulations and City of Fargo policies, services are provided without regard to race, color, religion, sex, disability, familial status, national origin, age, marital status, veteran status, sexual orientation, gender identity, public assistance, domestic violence, lawful activity, or condition protected by applicable federal and state laws. The City is an equal employment/equal housing opportunity agency.

THE CITY OF Fargo FAR MORE

Planning & Development
225 4th Street North
Fargo, ND 58102
Office: 701.241.1474 | Fax: 701.241.1526
Email: planning@FargoND.gov
www.FargoND.gov

420

MEMORANDUM

TO: BOARD OF CITY COMMISSIONERS

FROM: TIA BRASETH, COMMUNITY DEVELOPMENT PLANNING COORDINATOR TB
NICOLE CRUTCHFIELD, PLANNING DIRECTOR

DATE: JUNE 27, 2022

RE: PUBLIC HEARING FOR THE PROPOSED HOME AMERICAN RESCUE PLAN (ARP) PROGRAM ALLOCATION PLAN AND RELATED 2021 ANNUAL ACTION PLAN AMENDMENTS

Planning & Development Department staff are proposing amendments to the 2021 Action Plan, previously amended and re-approved by City Commission on May 2, 2022. An additional allocation of funding has been released as part of the HOME American Rescue Plan Act (HOME-ARP). This one-time funding is to be used to support homelessness prevention efforts and housing stability activities. Staff has prepared a draft version of City of Fargo's HOME-ARP Allocation Plan, which outlines how the funds are to be utilized. This public hearing covers the following items:

Summary of Proposed Amendments to the 2021 Annual Action Plan:

1. **Allocation Increase- Amend into 2021 Annual Action plan – HOME-ARP**
   Adding $1,697,107 to 2021 Annual Action Plan Resources to support homelessness prevention efforts and housing stability as a part of the federal American Rescue Plan Act.

2. **Add HOME-ARP Activities to 2021 Annual Action Plan**

   a) **YWCA Lantern Light Apartments - $550,000.** Rehabilitation of an existing property in south Fargo to develop affordable transitional housing with supportive services. The project will house and support those experiencing domestic violence, homelessness, or who are at risk of experiencing homelessness, or have other housing instability issues. The location of this project is at 1101 32 Ave S, Fargo, North Dakota.

   b) **Operational Support for Homelessness Prevention & Diversion: SouthEastern North Dakota Community Action Agency (SENDCAA) - $450,000**. Operational support to increase the organization's capacity to carry out Homeless Prevention and Diversion activities.

   c) **Operational Support for Homelessness Prevention & Diversion: Presentation Partners in Housing - $450,000**. Operational support to increase the organization's capacity to carry out Homeless Prevention and Diversion activities.

EQUAL HOUSING OPPORTUNITY

d) **Operational Support for Downtown Engagement Center - $247,107**. Operational support for homeless and housing-related services at the Downtown Engagement Center located at 222 4 St N in downtown Fargo.

The proposed amendments are in compliance with federal regulations for the Department of Housing and Urban Development (HUD). Each proposed amendment is detailed in the attached public notice. Following is a schedule of citizen participation actions:

Public Advertisement Published	June 15, 2022
15-Day Public Comment Period Begins	June 16, 2022
Provided Information to the Community Development Committee	June 16, 2022
Public Hearing	June 27, 2022
15-Day Public Comment Period Ends	June 30, 2022
Final City Commission Consideration	July 11, 2022

Once approved, the HOME-ARP Allocation Plan and 2021 Action Plan amendments will be submitted to HUD for approval.

Attachment: Notice of Public Hearing & Public Comment Period

Recommended Motion: No action is required at this time; public hearing only. Final consideration of the HOME-ARP Allocation Plan and 2021 Action Plan amendment is scheduled for July 11, 2022

City of Fargo
Notice of Public Hearing & Public Comment Period
HOME American Rescue Plan (ARP) Program
2021 Action Plan Amendment

The City of Fargo is opening a 15-day public comment period starting June 16, 2022, including a public hearing on June 27, 2022 at the regular Fargo City Commission meeting. Multiple items under the City's HUD programs will be open for comment during this period. All items will be given final consideration at the July 11, 2022 City Commission meeting. Each item is summarized in this notice.

Summary of Proposed Amendments to 2021 Annual Action Plan:

1. **Allocation Increase – Amend into 2021 Annual Action Plan – HOME-ARP**
   Adding $1,697,107 to 2021 Annual Action Plan Resources to support homelessness prevention efforts and housing stability as part of the federal American Rescue Plan Act.

HOME-ARP Allocation Plan Draft:

The City has prepared a draft version of the HOME-ARP Allocation Plan. The priorities established within the draft plan result from community consultation and a public input meeting held on October 28, 2021 with community partners. These one-time funds are intended specifically to assist individuals or households who are homeless, at risk of homelessness, and other vulnerable populations in an effort to reduce homelessness and increase housing stability across the country. Comments on this draft should be provided during this comment period.

PROPOSED 2021 ACTION PLAN ACTIVITIES FOR HOME-ARP

Acquisition and Rehabilitation of Transitional Housing

1. **YWCA Lantern Light Apartments** - $550,000 in HOME-ARP funds. Rehabilitation of an existing property in south Fargo to develop permanent supportive affordable transitional housing. The project will house and support those experiencing domestic violence, homelessness, or who are at risk of experiencing homelessness. The location of this project is at 1101 32 Ave S, Fargo, North Dakota.

Supportive Services

1. **Operational Support for Homelessness Prevention & Diversion: SouthEastern North Dakota Community Action Agency (SENDCAA)** - $450,000 in HOME-ARP funds. Operational support to increase the organization's capacity to carry out the Homeless Prevention and Diversion programs.
2. **Operational Support for Homelessness Prevention & Diversion: Presentation Partners in Housing** - $450,000 in HOME-ARP funds. Operational support to increase the organization's capacity to carry out Homeless Prevention and Diversion activities & Housing Navigation Programs.
3. **Operational Support for McKinney Vento Supportive Services: Downtown Engagement Center** - $247,107 in HOME-ARP funds. Operational support for homeless and housing-related services at the Downtown Engagement Center located in at 222 4th St N in downtown Fargo.

COMMENTS, ACCESSIBILITY, & SCHEDULE

Comments and suggestions from the public are encouraged through a public comment period and/or at the public hearing. Contact information and schedule are provided below:

15-DAY PUBLIC COMMENT PERIOD: June 16 through June 30, 2022

PUBLIC HEARING:	Monday, June 27, 2022 - 5:15 pm Fargo City Commission Chambers 225 4th Street North, Fargo, ND 58102
CITY COMMISSION VOTE:	Monday, July 11, 2022 – 5:15 pm
CONTACT INFORMATION:	City of Fargo Planning and Development Department Attn: Community Development Planning Coordinator 225 4th Street North, Fargo ND 58102 701.476.4144 Planning@FargoND.gov
DRAFT PLAN AVAILABLE AT:	www.fargond.gov/planninganddevelopment/plansandstudies OR request through Planning & Development Department

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THE CITY OF Fargo FAR MORE

City Administration
225 4th Street North
Fargo, ND 58102

42e

MEMORANDUM

TO: **Fargo City Commission**

FROM: **Jim Gilmour, Director of Strategic Planning and Research**

DATE: **June 22, 2022**

SUBJECT: **Renewal Plan for the former Kmart site**

The City Commission approved a renewal plan and developer agreement for the redevelopment of the Kmart site. The approval was on December 27, 2021.

The approved agreement included a requirement for 80 units of affordable housing to be built by Beyond Shelter. Because of HUD environmental rules, some of the HUD money expected for this project will not be available.

Beyond Shelter is still under contract to purchase property on the site, and some affordable housing is planned for the site. However, there will be less affordable housing developed and the schedule is uncertain at this time.

Because of the uncertainty of the amount of affordable housing and a delayed schedule, I am presenting a revised developer agreement for your consideration.

The other terms of the agreement are not changing. The developer will receive $1.4 million in Tax Increment Financing (TIF) to demolish the building and provide some infrastructure. The amount of commercial development has not changed and the schedule for the commercial development has not changed.

A public hearing on the developer agreement was part of the review process. Because of the change to the developer agreement, I scheduled a second public hearing for this meeting.

Recommended Motion:

Approve the developer agreement with Grove Enclave LLC to provide TIF funds for the redevelopment of the former Kmart property.

Attachment: Developer Agreement

DEVELOPER AGREEMENT

By and Between

CITY OF FARGO,
a North Dakota Municipal Corporation

and

GROVE ENCLAVE, LLC

TAX INCREMENT FINANCING DISTRICT 2021-03

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DEVELOPER AGREEMENT

THIS AGREEMENT is dated as of _____, 2022; is by and between the City of Fargo, North Dakota, and Grove Enclave, LLC, a North Dakota Limited Liability Company; and provides as follows:

ARTICLE I

Definitions

Section 1.1. **Definitions**. As used in this Agreement, the following terms have the following respective meanings:

"Agreement" means this Developer Agreement, as the same may be amended.

"Available Tax Increments" means the Developer Tax Increments minus the reasonable and not theretofore reimbursed actual expenses incurred by the City in establishing and maintaining the TIF District, in preparing and implementing this Agreement, and in general in administering the TIF District and this Agreement and any supplements hereto and in participating in the actions or transactions contemplated thereby and hereby.

"Certificate of Completion" means a certification in the form of the certificate attached hereto as Exhibit F and hereby made a part of this Agreement, provided to the Developer pursuant to Section 4.4 of this Agreement.

"City" means the City of Fargo, North Dakota.

"Closing Date" means the date Developer closes with its institutional lender on its financing of the Minimum Improvements.

"Condemnation Award" means the amount remaining from an award to the Developer for the acquisition of title to and possession of the Development Property, or any material part thereof, after deducting all expenses (including fees and disbursements of counsel) incurred in the collection of such award.

"County" means the County of Cass, North Dakota.

"Capitalized Interest" means the portion of the principal amount of the Tax Increment Note that represents the sum of the products of the various eligible expenses initially borne by Developer and the City that will be reimbursed by the Tax Increment Note multiplied by an interest rate of Three and One-half Percent (3-1/2%) per annum, simple interest, multiplied by the number of years, or fraction thereof, between the date such expense was incurred to the date of the Tax Increment Note.

"Developer" means GROVE ENCLAVE, LLC, a North Dakota limited liability company or permitted successors or assigns.

"Developer Tax Increments" means the portion of Developer's Taxes which constitutes Tax Increments, or the portion of Tax Increments derived from Developer's Taxes.

"Developer's Taxes" means taxes paid with respect to the portions of the Development Property and Improvements completed by the Developer for the fifteenth (15th) Tax Year and earlier Tax Years. Taxes for the sixteenth (16th) year following the first Tax Year, or for any subsequent year, are not included as Developer's Taxes.

"Development Costs" means those costs incurred and to be incurred by or on behalf of the Developer in acquiring the Development Property, in completing the Improvements and in financing those undertakings (including all interest charges on borrowed funds).

"Development Plan" means the Developer's development plan for the Development Property approved by the City on December 27, 2021, including all exhibits thereto, as the same may be amended from time to time.

"Development Property" means the real property described in Exhibit A to this Agreement.

"Effective Date" means the date this Agreement is actually executed and delivered.

"Environmental Laws" means the Comprehensive Environmental Response, Compensation and Liability Act, 42 U.S.C. sec. 96.01 et seq., the Resource Conservation and Recovery Act, 42 U.S.C. sec. 69.01 et seq., the Hazardous Materials Transportation Act, 49 U.S.C. sec. 1802 et seq., the Toxic Substances Control Act, 15 U.S.C. sec. 2601 et seq., the Federal Water Pollution Control Act, 33 U.S.C. sec. 1251 et seq., the Clean Water Act, 33 U.S.C. sec. 1321 et seq., the Clean Air Act, 42 U.S.C. sec. 7401 et seq., , and any other federal, state, county, municipal, local or other statute, law, ordinance or regulation which may relate to or deal with human health or the environment, all as may be from time to time amended.

"Event of Default" means an event of default defined in Section 9.1 of this Agreement.

"Hazardous Substances" means asbestos, urea, formaldehyde, polychlorinated biphenyls ("PCBs"), nuclear fuel or material, chemical waste, radioactive material, explosives, known carcinogens, petroleum products and by-products and other dangerous, toxic or hazardous pollutants, contaminants, chemicals, materials or substances listed or identified in, or regulated by, any Environmental Law.

"Improvements" means the improvements constructed or to be constructed by the Developer or its successors on the Development Property, including all related landscaping, lighting, parking, and other site improvements. The Improvements may exceed, but shall not be less than, the Minimum Improvements, as provided in Section 4.1.

"Maturity Date" means the date that is three (3) years from the Payment Date for the fifteenth Tax Year following the date of the issuance of the Tax Increment Note.

"Minimum Improvements" means the improvements contemplated by and in accordance with this Agreement and generally described in Section 4.1.

"Mortgage" means any mortgage or security agreement in which the Developer has granted a Mortgage or other security interest in the Development Property, or any portion or parcel thereof, or any improvements constructed thereon, and which is a permitted encumbrance pursuant to the provisions of Article VII; the term "Mortgage" shall specifically include, but shall not be limited to, leases or sale-leaseback arrangements which provide financing for the acquisition of the Development Property, or the construction of the Minimum Improvements.

"Net Proceeds" means any proceeds paid by an insurer to the Developer or City under a policy or policies of insurance required to be provided and maintained by the Developer pursuant to Article V of this Agreement and remaining after deducting all expenses (including fees and disbursements of counsel) incurred in the collection of such proceeds.

"Party" means either the Developer or City.

"Parties" mean the Developer and City.

"Project" means the project of Improvements in and adjacent to the TIF District contemplated in the Development Plan.

"Specified Event of Default" means an Event of Default for which the City may withhold payment on the Tax Increment Note. Such Event of Default consists of a default of the Developer after the issuance of the Tax Increment Note in the Developer's ongoing covenants set forth in Sections 8.1, and 8.2.

"Tax Increment Note" means the City's Tax Increment Revenue Note in the initial principal amount of $1,450,000 or in a lesser initial principal amount that represents reimbursement of eligible costs paid by the Developer as described in this Agreement, plus Capitalized Interest at 3-1/2% per annum, the form of which is attached as Exhibit C to this Agreement, issued when conditions set forth in Section 3.3 are met.

"Tax Increments" means those tax increments which the City shall be entitled to receive and retain, and which the City shall have actually received from Cass County, from time to time from the TIF District pursuant to the Urban Renewal Law.

"Tax Year" is one of a maximum of fifteen (15) successive calendar years, with the first year being the year that, pursuant to this Agreement, the Tax Increment Note is issued and with the subsequent years being the fourteen (14) subsequent calendar years. The fifteenth (15th) Tax Year, therefore, is the fourteenth (14th) calendar year following the first said year.

"Urban Renewal Law" means the North Dakota Urban Renewal Law, that is, North Dakota Century Code, Chapter 40-58, as the same may be amended.

"TIF District" means the area identified as the "District," or "District 2021-03" under the City's Development Plan approved by the Board of City Commissioners of the City of Fargo on December 27, 2021, as the same may be amended.

"Unavoidable Delays" means any delay outside the control of the Party claiming its occurrence which is the direct result of strikes; other labor troubles; unusually severe or prolonged bad weather; unavailability of materials; Acts of God; fire or other casualty to the Improvements; remediation of contaminants, pollutants or hazardous substances; unforeseen soil conditions, hazardous materials or concealed conditions; litigation (including without limitation bankruptcy proceedings); or the direct result of the COVID-19 epidemic or other virus-related epidemic and which directly results in delays; or acts of any federal, state or local governmental unit, including epidemic-related government lockdowns, which directly result in delays.

ARTICLE II

Representations, Warranties and Covenants

Section 2.1. **Representations, Warranties and Covenants by City**. The City represents and warrants that:

(a) The City has received the approval of its Board of City Commissioners to enter into and perform its obligations under this Agreement.

(b) The City herein makes no representation or warranty, either express or implied, as to the Development Property or its condition or the soil conditions thereon or that the Development Property shall be suitable for the Developer's purposes or needs.

Section 2.2. **Representations, Warranties and Covenants by Developer**. The Developer represents and warrants that:

(a) The Developer is a limited liability company duly organized and in good standing under the laws of the State of North Dakota, is not in violation of any provisions of its operating agreement or the laws of the State of North Dakota and is authorized to enter into and perform its obligations under this Agreement.

(b) The execution and delivery of this Agreement, the consummation of the transactions contemplated hereby and the fulfillment of or compliance with the terms and conditions of this Agreement are not prevented or limited by and will not conflict with or result in a breach of any provision or requirement applicable to the Developer or of any provision of any evidence of indebtedness, agreement or instrument of whatever nature to which the Developer is now a party or by which it is bound.

(c) The Developer, with respect to its construction, operation and maintenance of the Improvements upon the Development Property, will cause the same to occur in accordance in all material respects with this Agreement and all local, state and federal laws and regulations (including without limitation environmental, zoning, building code and public health laws and regulations and including any relocation requirements under local, state or federal law).

(d) The Developer has received no notice or communication from any local, state or federal official or body that any activities of the Developer respecting the Development Property contemplated by this Agreement, including the construction of the Improvements on the Development Property, may be or will be in violation of any law or regulation.

(e) The Developer will use its reasonable efforts to obtain, in a timely manner, all required permits, licenses and approvals, and to meet, in a timely manner, all requirements of all applicable local, state and federal laws and regulations which must be obtained or met before the Improvements may be lawfully constructed and completed.

(f) To the best knowledge and belief of the Developer, the construction of the Improvements on the Development Property within the reasonably foreseeable future is conditioned on the assistance and benefit to the Developer provided for in this Agreement. The Developer would not undertake the Project without the financing provided by the City pursuant to this Agreement.

(g) The Developer represents and covenants that throughout the term of this Agreement that the tax increment assistance provided under this Agreement will be used by the Developer solely to finance those costs which are eligible costs for reimbursement of a project as defined in the Urban Renewal Law. This provision does not apply to those costs that are initially borne by the City and reimbursed to the City by Developer as provided in Section 3.3 of this Agreement.

(h) The Developer will cooperate fully with the City with respect to any litigation commenced by third parties or by the City or both against third parties with respect to the Project.

(i) The Developer will cooperate fully with the City in resolution of any traffic, parking, trash removal or public safety problems which may arise in connection with the construction and operation of the Project.

(j) The Developer has not received any notice from any local, state or federal official that the activities of the Developer with respect to the Project may or will be in violation of any Environmental Law or regulation, and the Developer, without any duty of inquiry, is not aware of any state or federal claim filed or planned to be filed by any party relating to any violation of any Environmental Law.

(k) The Developer understands that the City will or may subsidize or encourage the development of other properties in the City, including properties that compete with the Development Property and Improvements, and that such subsidies or encouragements may be more favorable than the terms of this Agreement, and that the City has not represented that development of the Development Property will be favored over the development of other properties.

(l) The Developer will spend enough in construction of the Minimum Improvements, when combined with the value of the Development Property, to generate an estimated minimum market value of Five Million Dollars ($5,000,000).

(m) The Developer expects that, barring Unavoidable Delays, the Project will be substantially completed by December 31, 2024.

(n) As of the Closing Date, the Developer shall have binding arrangements for all the equity and loan financing necessary to complete the Minimum Improvements.

(o) As of the Closing Date, the Developer shall have submitted to the City Construction Plans consistent with the Improvements as described in Section 4.1.

(p) As of the Closing Date, the City shall be satisfied in its reasonable judgment that the Developer has firm arrangements for financing construction or acquisition of the Project in an amount sufficient, together with equity commitments, to complete the Project in conformance with such Construction Plans, or the City shall receive such other evidence of financial ability as in the reasonable judgment of the City is required.

(q) As of the Closing Date, the Developer shall have obtained an opinion from its independent legal counsel that this Agreement is in accordance with North Dakota state law, including the provisions of N.D.C.C. Chapter 40-58, and is a binding and enforceable agreement.

(r) As of the Effective Date, the Developer has marketable record title to Developer's Property free and clear of any encumbrances or lienholders except as provided in Article VII of this Agreement or, to the extent Developer does not have marketable record title, Developer has obtained from the person, firm or entity having such title an agreement [hereinafter referred to as an "Agency Agreement"] authorizing Developer to develop Developer's Property as contemplated by this agreement and authorizing Developer to enter into this Agreement, said Agency Agreement to be in a form approved by the City.

ARTICLE III

Completion of Improvements; Reimbursement of Certain Costs

Section 3.1. **Completion of Improvements by Developer**. Subject to Unavoidable Delays as provided in Section 4.2, below, the Developer shall have substantially completed the Improvements by December 31, 2024. The Developer's use of the Development Property shall be subject to (a) all of the conditions, covenants, restrictions and limitations imposed by this Agreement and also to (b) building and zoning laws and ordinances and all other local, state and federal laws and regulations.

Section 3.2. Intentionally Left Blank.

Section 3.3. **Reimbursement by City of Certain Costs; Terms of Tax Increment Note**. The Developer hereby represents to the City that the Developer has incurred and paid and will incur and pay significant Development Costs. The reimbursements that establish the principal balance of the Tax Increment Note whose principal and interest are payable to the Developer shall be as follows. The City hereby agrees to defray a portion of the Development Costs up to $1,450,000, as follows:

1.	Demolition & Site Cleanup	$ 1,300,000
2.	Public Works Improvements	$ 100,000
3.	Advance administrative Costs (Fees)	$ 50,000
	Total	$ 1,450,000

For purposes of the above-described Development Costs, eligible costs for Demolition and Site Cleanup shall include, without limitation, soil remediation, building/basement removal, asbestos removal, engineering and other consultant fees, topographic, infrastructure removal, site paving removal, soil excavation and site fill, including reasonable fees and overhead charges and eligible costs for public works improvements, which shall include, without limitation, storm water infrastructure/detention, grading, including reasonable consultants' costs and fees and including reasonable overhead charges. The Demolition and Site Cleanup and public works improvement costs may be transferred between categories provided that the total costs eligible for reimbursement will not exceed $1,450,000 (including the stated administrative fee of $50,000). The advance administrative fee of $50,000, set forth above, will be paid by Developer to the City at the time of issuance of the Tax Increment Note. In addition, an annual administrative fee equal to five percent (5%) of the annual increment received from the County Auditor shall be retained by the City prior to remittance to Developer of said increment as payment on the TIF Renewal Note.

If there is a category of expense that is deemed ineligible under the Urban Renewal Law, but there are additional eligible expenses not otherwise reimbursed under this Agreement, then such otherwise non-reimbursed, but eligible, expenses may be recognized as an eligible expense under this Agreement. In addition to the foregoing costs, Developer shall be entitled to reimbursement over and above the foregoing eligible expenses an agreed upon interest rate of Three and One-half Percent (3.50%) Per Annum to be paid to Developer under the Tax Increment Note. All of the said costs, and interest, meet the representation set forth at Section 2.2(g) by issuing the Tax Increment Note, substantially in the form of Exhibit C to this Agreement, subject to the following conditions:

(a) There shall be one (1) Tax Increment Note. The principal amount of the Tax Increment Note shall be determined by adding the $1,450,000 (or so much thereof as shall be demonstrated as set forth in Section 3.3(d)) plus a sum equal to Capitalized Interest. The Tax Increment Note shall provide for payments to be made by the City to Developer of Developer's Tax Increment received by the City from the County for the Project for the first Tax Year and for each of fourteen (14) subsequent Tax Years, with payments to be made annually on the Payment Dates, it being further provided that Available Tax Increment exists pertaining to the fifteenth (15th) or earlier Tax Years

(b) The Tax Increment Note shall be delivered only if no Event of Default shall have occurred and be at the time continuing.

(c) This subsection intentionally left blank.

(d) If the conditions set forth in this Section are met, the Tax Increment Note shall be dated, issued and delivered when the Certificate of Completion has been delivered and when the Developer shall have demonstrated in writing to the reasonable satisfaction of the City that the Developer has incurred and paid eligible costs of the Improvements to be borne by Developer which will not be otherwise reimbursed or paid hereunder. Demonstration of eligible costs of Improvements up to the maximum amount of the Tax Increment Note shall be made pursuant to one or more certifications in form and substance satisfactory to the City that all or a portion of the costs of the Improvements have been incurred, together with evidence satisfactory to the City of the nature and amount of the costs of the Improvements and of the costs incurred by the Developer. Each certification shall demonstrate the specific purpose and amount of the costs of the Improvements and their compliance with the representation set forth at Section 2.2(g). The City's determination of a cost's compliance with the representation set forth at Section 2.2(g) shall, if based on the advice of its city attorney after consultation with the Developer or its counsel, be conclusive. The delivery of the Tax Increment Note itself constitutes reimbursement of expenditures in an amount equal to the principal amount of the Tax Increment Note; there are no monetary proceeds received by Developer upon delivery of the Tax Increment Note.

(e) Subject to the provisions of the Tax Increment Note, the principal of and interest on the Tax Increment Note shall in the aggregate be payable on May 15th following the date of issuance of the Tax Increment Note and on May 15th of each year thereafter until the Maturity

Date, said May 15th dates being referred to herein as the "Payment Date" or collectively as the "Payment Dates". The first payment on the Tax Increment Note, to become due and payable on the first Payment Date, shall be limited to all the Available Tax Increments received to said date by the City on the Project. For all payments after said first payment on the Tax Increment Note, the amounts payable on the Tax Increment Note on each Payment Date shall be limited to the Available Tax Increments received by the City since the prior year's Payment Date. All payments made on the Tax Increment Note shall be applied first to pay accrued and unpaid interest on the Tax Increment Note and second toward payment of principal. To the extent that the Available Tax Increments are insufficient, through the Maturity Date, to pay all accrued and unpaid interest on and the principal of the Tax Increment Note, said unpaid amounts shall then cease to be any debt or obligation of the City or of the City whatsoever.

(f) The unpaid principal of the Tax Increment Note shall bear interest at Three and One-half Percent (3.50%) per annum from the date of issuance, compounded annually. Interest shall be computed on the basis of a 360-day year consisting of 12 months of 30 days each.

(g) The City expresses no opinion in particular as to whether, or not, the interest income from any such TIF Revenue Note is exempt from federal income taxation, but it is assumed that the Tax Increment Note will be a "taxable" obligation.

(h) The Tax Increment Note shall be a special and limited revenue obligation of the City and not a general obligation of the City, and only Available Tax Increments received by the City shall be used to pay the principal of and interest on the Tax Increment Note. [Note: See definition of "Available Tax Increments", above.]

(i) The Tax Increment Note shall be governed by and payable pursuant to the additional terms thereof, as set forth in Exhibit C. In the event of any conflict between the terms of the Tax Increment Note and the terms of this Section 3.3, the terms of the Tax Increment Note shall govern. No payments will be made on the Tax Increment Note during such time as there is a Specified Event of Default that has not been cured by the Developer.

(j) In connection with the issuance of the Tax Increment Note, and as conditions to such issuance, the Developer shall be provided with a Private Placement Memorandum and shall execute a receipt in a form acceptable to the City stating that it has relied on its own determinations in acquiring the Tax Increment Note and not on representations or information provided by the City.

(k) For purposes of this Agreement all project values shall be as valued by the City Assessor.

Section 3.4. **Release and Indemnification Covenants.**

(a) The Developer releases the City and the governing body members, officers, agents, including independent contractors, consultants and legal counsel, servants and employees thereof (hereinafter, for purposes of this Section, collectively the "Indemnified Parties") from,

covenants and agrees that the Indemnified Parties shall not be liable for, and agrees to indemnify and hold harmless the Indemnified Parties against, any loss or damage to property or any injury to or death of any person for which a claim is made prior to the issuance of a Certificate of Completion and occurring at, about or in connection with the Development Property and/or Improvements, or the Developer's undertaking and completion thereof, or resulting from any defect therein, except to the extent such loss, damage or death is caused by the negligence or other wrongful acts of the Indemnified Parties. This paragraph (a) shall only apply to claims made prior to the issuance of a Certificate of Completion.

(b) Except for any willful misrepresentation or any willful or wanton misconduct or negligence of the Indemnified Parties, the Developer agrees to protect and defend the Indemnified Parties, now and forever, and further agrees to hold the aforesaid harmless from any claim, demand, suit, action or other proceeding whatsoever by any person or entity whatsoever brought prior to the issuance of a Certificate of Completion and arising or purportedly arising from this Agreement, or the transactions contemplated hereby or the acquisition, construction, installation, ownership, and operation of the Improvements; provided that this indemnification shall not apply to the warranties made or obligations undertaken by the City in this Agreement.

(c) The Indemnified Parties shall not be liable for any damage or injury to the persons or property of the Developer or its officers, agents, servants or employees or any other person who may be about the Project due to any act of negligence of any person, other than any act of negligence on the part of any such indemnified party or its officers, agents, servants or employees.

(d) All covenants, stipulations, promises, agreements and obligations of the City contained herein shall be deemed to be the covenants, stipulations, promises, agreements and obligations of the City and not of any governing body member, officer, agent, servant or employee of the City.

(e) This Agreement shall not create nor be construed to create any partnership, joint venture, agency, or employment relationship between the Parties.

Section 3.5. Intentionally left blank.

Section 3.6. **Use of Tax Increments.**

The City receives the Tax Increments generated by the TIF District from the County. The City may use Tax Increments which are not Developer Tax Increments for any purpose permitted by law. Developer Tax Increments shall be used on any date of application for the following purposes in the following order of priority:

(1) to make payments on the Tax Increment Note; and

(2) after payment of the Tax Increment Note in full, to pay or reimburse redevelopment costs identified by the City and to pay other eligible expenses for

other projects that may be approved for the TIF District, from time to time, by the governing body of the City.

ARTICLE IV

Construction Of Minimum Improvements

Section 4.1 **Construction of Minimum Improvements**. The development by the Developer shall require the construction of 20,000 square feet minimum of commercial space and two (2) new stand-alone commercial buildings, upon Lot 2, Block 1, University South Second Addition. The Improvements constructed by the Developer may, and are hereby permitted to and encouraged to, exceed in scope, scale and nature the Minimum Improvements. The Minimum Improvements constitute the lowest (or minimum) extent of Improvements which meet the development required to be provided hereunder by the Developer. As contemplated by Section 8.2(f) of this Agreement, Beyond Shelter, Inc. shall construct multi-family housing with affordable housing units upon Lot 1, Block 1, University South Second Addition. Said affordable housing units must be awarded and use federal low-income housing tax credits in financing of the housing. The Developer shall not be responsible for the construction of the multi-family housing upon Lot 1, Block 1, University South Second Addition, and the failure of Beyond Shelter, Inc. to construct such multi-family housing shall not be deemed an Event of Default under this Agreement and shall not impact the issuance or payment of the Tax Increment Note as contemplated by this Agreement.

Section 4.2 **Commencement and Completion of Construction**. Subject to Unavoidable Delays, by December 31, 2024, the Developer shall have substantially completed the construction of the Minimum Improvements to be completed by Developer.

Time lost as a result of Unavoidable Delays shall be added to extend the completion date beyond such date, a number of days equal to the number of days lost as a result of Unavoidable Delays.

The Developer agrees for itself, and every successor in interest to the Development Property, or any part thereof, that the Developer, and such successors and assigns, shall cause to be promptly begun and diligently prosecuted to complete construction of the Minimum Improvements thereon, and that such construction shall in any event be commenced and completed within the period specified in this Section 4.2. Until construction of the Minimum Improvements has been completed, the Developer shall make reports to the City, in such detail and at such times as may reasonably be requested by the City, as to the actual progress of the Developer with respect to construction of the Minimum Improvements.

The Developer agrees that it shall permit designated representatives of the City to enter upon the Development Property during the construction of the Minimum Improvements to inspect such construction, after reasonable notice to Developer and at City's risk, to determine compliance with this agreement. This paragraph is not intended to apply to the customary building or code inspections by the City.

Section 4.3 **Certificate of Completion**. Promptly after completion of the Minimum Improvements to be completed by Developer in accordance with the provisions of this

Agreement, the City will furnish the Developer with a Certificate of Completion, in substantially the form set forth in Exhibit F attached hereto. Such Certificate of Completion shall be a conclusive determination that the Developer has fulfilled the obligations of the Developer, and its successors and assigns, to construct the Minimum Improvements to be completed by Developer. The issuance of such certificate shall not be delayed as the result of the status of improvements to be constructed by Beyond Shelter.

If the City shall refuse or fail to provide a Certificate of Completion in accordance with the provisions of this Section 4.4, the City shall, within twenty (20) days after written request by the Developer, provide the Developer with a written statement indicating in adequate detail in what respects the Developer has failed to complete the Minimum Improvements in accordance with the provisions of this Agreement, or is otherwise in default under the terms of this Agreement, and what measures or acts it will be necessary, in the opinion of the City, for the Developer to take or perform in order to obtain such Certificate of Completion.

ARTICLE V

Insurance And Condemnation

Section 5.1. **Insurance.**

(a) The Developer will provide and maintain or cause to be maintained at all times during the process of constructing the Minimum Improvements and, from time to time at the request of the City, furnish the City with proof of payment of premiums on:

(I) Builder's risk insurance, written on the so-called "Builder's Risk -- Completed Value Basis" in an amount equal to one hundred percent (100%) of the insurable value of the Minimum Improvements at the date of completion, and with coverage available in non-reporting form on the so-called "all risk" form of policy; the interest of the City shall be protected in accordance with a clause in form and content satisfactory to the City;

(ii) Comprehensive general liability insurance (including operations, contingent liability, operations of subcontractors, completed operations and contractual liability insurance) together with an Owner's Contractor's Policy with limits against bodily injury and property damage of not less than $500,000 for each occurrence (to accomplish the above-required limits, an umbrella excess liability policy may be used); and

(iii) Worker's compensation insurance, with statutory coverage.

(b) All insurance required in this Article V shall be taken out and maintained in responsible insurance companies selected by the Developer which are authorized under the laws of the State to assume the risks covered thereby. The Developer will deposit upon the request of the City, but no more often than annually, with the City a certificate or certificates or binders of the respective insurers stating that such insurance is in force and effect. In lieu of separate policies, the Developer may maintain a single policy, or blanket or umbrella policies, or a combination thereof, which provide the total coverage required herein, in which event the Developer shall deposit with the City a certificate or certificates of the respective insurers as to the amount of coverage in force upon the Minimum Improvements.

Section 5.2. **Condemnation.** In the event that title to and possession of the Improvements, or any material part thereof, but solely as to the Development Property and Improvements which the Developer retains ownership of, shall be taken in condemnation or by the exercise of the power of eminent domain by any governmental body or other person (except the City) prior to the Maturity Date the Developer shall, with reasonable promptness after such taking, notify the City as to the nature and extent of such taking.

ARTICLE VI

Intentionally left blank.

ARTICLE VII

Mortgage Financing

Section 7.1. **Limitation Upon Encumbrance of Property**. Prior to the completion of the Minimum Improvements, as certified by the City, neither the Developer nor any successor in interest to the Development Property or any part thereof shall engage in any financing or any other transaction creating any mortgage or other encumbrance or lien upon the Development Property, whether by express agreement or operation of law, or suffer any encumbrance or lien to be made on or attach to the Development Property, other than:

(a) except for the purpose of securing financing for the Development Property or Minimum Improvements, or all of them; and

(b) if the City is given notice of such Mortgage in accordance with Sections 7.1 and 7.2.

Section 7.2. **Notice of Mortgage**. The Developer shall provide the City with a copy of the Mortgage and related note prior to the completion of the Minimum Improvements thereon.

Section 7.3. **Notice of Default; Copy to Mortgagee**. Whenever the City shall deliver any notice or demand to the Developer with respect to any breach or default by the Developer in its obligations or covenants under this Agreement for which the remedies of Sections 9.3 and 9.4 are available, the City shall at the same time forward a copy of such notice or demand to each holder of any Mortgage at the last address of such holder shown in the records of the City.

Section 7.4. **Mortgagee's Option to Cure Defaults**. After any breach or default referred to in Section 7.3, each such holder shall (insofar as the rights of the City are concerned) have the right, at its option, to cure or remedy such breach or default (or such breach or default to the extent that it relates to the part of the Development Property covered by its mortgage) and to add the cost thereof to the Mortgage debt and the lien of its Mortgage; provided, however, that if the breach or default is with respect to construction covered by the Mortgage, nothing contained in this Section or any other Section of this Agreement shall be deemed to require such holder, either before or after foreclosure or action in lieu thereof, to undertake or continue the construction or completion of the work covered by the Mortgage (beyond the extent necessary to conserve or protect the work or construction already made), provided that any such holder shall not devote the Development Property or portion thereof to a use inconsistent with the Development Plan or this Agreement without the agreement of the City.

Section 7.5. **City's Option to Cure Default on Mortgage**. In the event that the Developer is in default under any Mortgage authorized pursuant to this Article VII, whether or not the holder of the Mortgage has given the Developer notice of such default, the Developer shall notify the City in writing of:

(a) the fact of the default;

(b) the elements of the default; and

(c) the actions required to cure the default.

If the default is an "Event of Default" under such Mortgage, which shall entitle such holder thereof to foreclose upon the Development Property covered by the Mortgage or any portion thereof, the Developer shall afford the City an opportunity to cure the "Event of Default" to the extent consistent with the Mortgage or permitted by the holder of the Mortgage upon request of the Developer, which request the Developer hereby covenants to make, within the time for cure provided by the Mortgage or within such longer reasonable time period as the holder shall deem appropriate. The City shall have no obligation to cure any such default.

ARTICLE VIII

Prohibitions Against Assignment And Transfer; Indemnification

Section 8.1. **Status of Developer; Transfer of Substantially All Assets**. As security for the obligations of the Developer under this Agreement, the Developer represents and agrees that prior to the earlier of the issuance of the Tax Increment Note, the Developer will maintain its existence as a North Dakota limited liability company and maintain its authority to conduct business in the State of North Dakota and shall not consolidate with or merge into another entity and shall not dissolve or otherwise dispose of all or substantially all of its assets; provided that the Developer may consolidate with or merge into another entity or sell or otherwise transfer to a partnership, limited liability partnership or corporation organized under the laws of one of the United States, or an individual, all or substantially all of its assets as an entirety and thereafter dissolve and be discharged from liability hereunder if (i) the transferee partnership, corporation or individual assumes in writing all of the obligations of the Developer under this Agreement; and (ii) the City receives such new security from the successor Developer to assure completion of the Project and the fulfillment of the remaining obligations of this Agreement as the City deems necessary or desirable.

Section 8.2. **Prohibition Against Transfer of Property and Assignment of Agreement**. The Developer represents and agrees that prior to the issuance of the Tax Increment Note:

(a) Subject to Article VII and Subsections 8.2(c),8.2(e) and 8.2(f) of this Agreement, except (i) only by way of security for, and only for, the purpose of obtaining financing (including construction loans secured by the Project, and loans secured by the Tax Increment Note) necessary to enable the Developer or any successor in interest to the Development Property, or any part thereof, to perform its obligations with respect to making the Minimum Improvements under this Agreement, (ii) for a transfer of a portion of the Development Property to a separate entity that controls, is controlled by, or is under common control with, Developer, or (iii) for any other purpose authorized by this Agreement, the Developer has not made or created and will not make or create or suffer to be made or created any total or partial sale, assignment, conveyance, or lease, or any trust or power, or transfer in any other mode or form of or with respect to the Agreement or the relevant portion of the Development Property or any part thereof or any interest therein, or any contract or agreement to do any of the same, without the prior written approval of the City.

(b) Subject to Subsections 8.2(c), 8.2(e) and 8.3(f), the City shall be entitled to require, except as otherwise provided in the Agreement, as conditions to any such approval that:

(i) Any proposed transferee shall have the qualifications and financial responsibility, in the reasonable judgment of the City, necessary and adequate to fulfill the remaining obligations undertaken in this Agreement by the Developer with respect to the relevant portion of the Development Property.

(ii) Any proposed transferee, by instrument in writing satisfactory to the City and in form recordable among the land records, shall, for itself and its successors and assigns, and expressly for the benefit of the City, have expressly assumed with respect to the relevant portion of the Development Property all of the remaining obligations of the Developer under this Agreement and agreed to be subject to all the conditions and restrictions to which the Developer is subject (unless the Developer agrees to continue to fulfill those obligations, in which case the preceding provisions of this Section 8.2(b)(ii) shall not apply); provided, however, that the fact that any transferee of, or any other successor in interest whatsoever to, the Development Property, or any part thereof, shall not, for whatever reason, have assumed such obligations or so agreed, shall not (unless and only to the extent otherwise specifically provided in this Agreement or agreed to in writing by the City) deprive the City of any rights or remedies or controls with respect to the Development Property or any part thereof or the construction of the Minimum Improvements; it being the intent of the parties as expressed in this Agreement that (to the fullest extent permitted at law and in equity and excepting only in the manner and to the extent specifically provided otherwise in this Agreement) no transfer of, or change with respect to, ownership in the Development Property or any part thereof, or any interest therein, however consummated or occurring, and whether voluntary or involuntary, shall operate, legally or practically, to deprive or limit the City of or with respect to any rights or remedies or controls provided in or resulting from this Agreement with respect to the Minimum Improvements that the City would have had, had there been no such transfer or change. In the absence of specific written approval by the City to the contrary, no such transfer or approval by the City thereof shall be deemed to relieve the Developer, or any other party bound in any way by this Agreement or otherwise with respect to the construction of the Minimum Improvements, from any of its obligations with respect thereto.

(iii) There shall be submitted to the City for review and prior written approval all pertinent instruments and other legal documents involved in effecting the transfer of any interest in this Agreement or the Development Property governed by this Article VIII.

(c) Upon the furnishing of a Certificate of Completion pursuant to Section 4.4, notwithstanding any provisions to the contrary in this Article VIII, the Developer may sell or transfer such property or a portion thereof without any approval pursuant to Section 8.2(a) or (b).

(d) Nothing in subsections (a) or (b), above, is intended to limit the Developer's authority and right to rent or lease space in the Development Property to tenants.

(e) The sale or transfer of ownership of Lots One (1) and Two (2) of Block One (1) of University South Addition is authorized without further approval of the City. The Developer shall not be required to construct any Minimum Improvements on Lots 1 and 2, Block 1, University South Addition.

(f) The sale or transfer of ownership of Lot One (1) of Block One (1) of University South Second Addition to Beyond Shelter, Inc., a North Dakota Non-profit Corporation, is hereby authorized provided that, prior to such sale or transfer, Beyond Shelter, Inc. has expressly stated by separate written instrument, with respect to said Lot 1, Block 1 of University South Second Addition being transferred or sold to Beyond Shelter, Inc., that it intends to develop and construct multi-family affordable housing units. Upon such transfer of ownership, the Developer shall have no further obligation under this Agreement with respect to such lot. In the event Beyond Shelter fails to complete the construction of multi-family affordable housing units, such failure shall not constitute an Event of Default as to the Developer under Article IX of this Agreement. Notwithstanding any provisions of this Agreement to the contrary, the Developer shall not be responsible for the construction of tmulti-family affordable housing units upon Lot 1, Block 1, University South Second Addition; such obligation shall be the responsibility of Beyond Shelter as the purchaser of such lot, and the failure of Beyond Shelter to do so shall not impact the rights of the Developer under this Agreement.

Section 8.3. **Approvals.** Any approval of a transfer of interest in the Developer, this Agreement, or the Development Property or of a release of the Developer from its obligations hereunder required to be given by the City under this Article VIII may be denied only in the event that the City reasonably determines that the ability of the Developer to perform its obligations under this Agreement and its statutory duty, as owner, to pay ad valorem real property taxes assessed with respect to the Development Property, or any part thereof, or the overall financial security provided to the City under the terms of this Agreement, or the likelihood of the Minimum Improvements being successfully constructed and operated pursuant to the terms of this Agreement, will be materially impaired by the action for which approval is sought.

ARTICLE IX

Events of Default

Section 9.1. **Events of Default Defined.** The following are Events of Default under this Agreement:

(a) There shall have occurred a failure in the observance or performance in any material respect of any covenant, condition, obligation or agreement to be observed or performed under this Agreement.

(b) If any representation or warranty made by the Developer herein shall at any time prove to have been incorrect in any material respect as of the time made.

(c) If the Improvements are not substantially completed by December 31, 2024, as such time may be extended by Unavoidable Delays (provided, however, that the failure of Beyond Shelter to construct the multi-family Improvements upon Lot 1, Block 1, University South Second Addition in a timely manner shall not be deemed an Event of Default as to the Developer; the Developer shall only be deemed in default if the Developer has failed to construct the Minimum Improvements required of the Developer on Lot 2, Block 1, University South Second Addition).

(d) If the holder of any mortgage on the Development Property or any portion thereof shall commence a legal action on the secured indebtedness or a foreclosure of its mortgage.

(e) If the Developer shall breach, in a material respect, any warranties, covenants or other provisions of this Agreement not referred to in the foregoing provisions of this Section 9.1.

(f) The filing by the Developer of a voluntary petition in bankruptcy or the adjudication of the Developer as a bankrupt, the insolvency of the Developer or the filing by the Developer of any petition or answer seeking or acquiescing in any reorganization, arrangement, composition, readjustment, liquidation resolution or similar relief under any present or future federal, state or other statutes, laws or regulations relating to bankruptcy, insolvency or other relief for debtors, or if the Developer seeks or consents to or acquiesces in the appointment of any trustee, receiver or liquidator for itself or its property, or makes any general assignment for the benefit of creditors, or admits in writing its inability to pay its debts generally as they become due.

(g) If the Developer shall not have available, and be able to demonstrate to the reasonable satisfaction of the City, sufficient funds to complete the Improvements and pay all costs thereof.

An Event of Default shall also include any occurrence which would with the passage of time or giving of notice become an Event of Default as defined hereinabove.

Section 9.2. **Remedies on Default.** Whenever any Event of Default occurs, in addition to all other remedies available to the City at law or in equity, the City (1) may, upon written notice, suspend its performance (other than the payment of the Tax Increment Note, except as provided below for a Specified Event of Default) under this Agreement until it receives assurances from the Developer, deemed adequate by the City, that the Developer has cured its default and will continue its performance under this Agreement, and (2) may, after provision of sixty (60) days written notice to the Developer of the Event of Default, but only if the Event of Default has not been cured within said sixty (60) days, or, if the Event of Default cannot be cured within sixty (60) days, the Developer does not provide assurances to the City reasonably satisfactory to the City that the Event of Default will be cured as soon as reasonably possible, terminate this Agreement, without further obligation whatsoever hereunder to the Developer.

Notwithstanding anything to the contrary stated in this Agreement, the City shall not exercise any remedies at law or in equity or under this Agreement upon an Event of Default by the Developer, other than the City's right to suspend its performance under this Agreement, until after provision of sixty (60) days written notice to the Developer of the Event of Default, but only if the Event of Default has not been cured within said sixty (60) days, or, if the Event of Default cannot be cured within sixty (60) days, the Developer does not provide assurances to the City reasonably satisfactory to the City that the Event of Default will be cured as soon as reasonably possible.

As a remedy for an Event of Default:

(a) The City may suspend or terminate payments on the Tax Increment Note, if the Event of Default is a Specified Event of Default.

(b) The City may withhold a Certificate of Completion.

(c) The City may take any action, including legal, equitable or administrative action, which may appear necessary or desirable to collect any payments due under this Agreement, to recover any damages or to enforce performance and observance of any obligation, agreement, or covenant of the Developer under this Agreement.

Section 9.3. **No Remedy Exclusive.** No remedy herein conferred upon or reserved to the either Party is intended to be exclusive of any other available remedy or remedies, but each and every such remedy shall be cumulative and shall be in addition to every other remedy given under this Agreement or now or hereafter existing at law or in equity. No delay or omission to exercise any right or power accruing upon any default shall impair any such right or power or shall be construed to be a waiver thereof, but any such right and power may be exercised from time to time and as often as may be deemed expedient.

Section 9.4. **No Additional Waiver Implied by One Waiver.** If any agreement contained in this Agreement should be breached by either Party and thereafter waived by the other Party, such waiver shall be limited to the particular breach so waived and shall not be deemed to waive any other concurrent, previous or subsequent breach hereunder.

Section 9.5. **Agreement to Pay Attorneys' Fees and Expenses.** Whenever any Event of Default occurs and has not been cured within sixty (60) days and the City shall employ attorneys or incur other expenses for the enforcement, performance or observance of any obligations or agreement on the part of the Developer contained herein, or for the identification and/or pursuit of any remedies or possible workouts of such default, the Developer agrees that it shall, on demand therefor, pay to the City the reasonable fees of such attorneys and such other reasonable expenses so incurred by the City. If an Event of Default cannot be cured within sixty (60) days, but the Developer has provided assurances to the City reasonably satisfactory to the City that the Event of Default will be cured as soon as reasonably possible (as provided in Section 9.2), and the Developer does so cure said Event of Default in the manner as assured to

the City, the Event of Default shall be deemed to have been cured within said sixty (60) days for purposes of this Section.

ARTICLE X

Additional Provisions

Section 10.1. **Titles of Articles and Sections.** Any titles of the several parts, Articles and Sections of this Agreement are inserted for convenience of reference only and shall be disregarded in construing or interpreting any of the provisions hereof.

Section 10.2. **Notices and Demands.** Except as otherwise expressly provided in this Agreement, a notice, demand or other communication under this Agreement by either Party to the other shall be sufficiently given or delivered if sent by registered or certified mail, postage prepaid, return receipt requested, or delivered personally; and,

(a) in the case of the Developer, to Austin Morris, Manager, GROVE ENCLAVE, LLC, 300 23rd Ave. E., Suite 300, West Fargo, North Dakota 58078, and

(b) in the case of the City, to the City at 225 North 4th Street, Fargo, North Dakota 58102, Attention: Director of Strategic Planning and Research AND to the City at 225 North 4th Street, Fargo, North Dakota 58102, Attention: City Auditor;

or at such other address with respect to either such Party as that Party may, from time to time, designate in writing and forward to the other as provided in this Section.

Section 10.3. **Counterparts.** This Agreement may be executed in any number of counterparts, each of which shall constitute an original hereof.

Section 10.4. **Law Governing.** The Parties agree that this Agreement shall be governed and construed in accordance with the laws of the State of North Dakota.

To the extent the ability of the City to perform any obligations under this agreement is impaired or limited by modifications in North Dakota law, as established either by the legislature or the courts, this agreement shall be interpreted and construed to maximize the fulfillment of such obligations under the law; however, no breach of this agreement may be deemed to occur as a result of such impairment or limitation.

Section 10.5. **No Filing of Agreement.** The Parties agree that this Agreement shall not be filed against the Development Property, and each Party agrees that if it shall inadvertently cause or suffer this Agreement to be so filed, it will take such actions as may be necessary to remove, satisfy and render ineffective any such filing.

Section 10.6. **Modification**. If the Developer is requested by the holder of a Mortgage or by a prospective holder of a prospective Mortgage to amend or supplement this Agreement in any manner whatsoever, the City will, in good faith, consider the request with a view to granting the same unless the City, in its reasonable judgment, concludes that such modification is not in

the public interest, or will significantly and undesirably weaken the financial security provided to the interests of the City by the terms and provisions of this Agreement.

Section 10.7. **Legal Opinions**. Upon execution of this Agreement, each party shall, upon request of the other parties, supply the other parties with an opinion of its legal counsel to the effect that this Agreement is legally issued or executed by, and valid and binding upon, such party, and enforceable in accordance with its terms.

Section 10.8. **Approvals; Officer Action**. Wherever in this Agreement the consent or approval of the City or Developer is required or requested, such consent or approval shall not be unreasonably withheld or unduly delayed (except to the extent that, as a remedy upon the occurrence of an Event of Default, the City is entitled to withhold its performance). Any approval, execution of documents, or other action to be taken by the City pursuant to this Agreement or for the purpose of determining sufficient performance by the Developer under this Agreement may be made, executed or taken by the Mayor of the City without further approval by the Board of City Commissioners of the City, to the extent permitted by law. The Mayor may, but shall not be required to, consult with other City staff with respect to such matters. Any approval, execution of documents, or other action to be taken by the City pursuant to this Agreement or for the purpose of determining sufficient performance by the Developer under this Agreement may be made, executed or taken by the Mayor without further approval by the Board of City Commissioners of the City, to the extent permitted by law. The Mayor may, but shall not be required to, consult with City staff with respect to such matters.

ARTICLE XI

Termination of Agreement; Expiration

Section 11.1. **City's Option to Terminate.** As provided and under the conditions specified in Section 9.2, the City may terminate this Agreement if an uncured Event of Default shall have occurred hereunder and be continuing following notice as set forth in Section 9.2. Nothing in that or in this Section shall affect the City's right, should the City not so elect to terminate this Agreement and as recourse against the Developer, to insist on performance hereunder by the Developer.

Section 11.2. **Expiration.** This Agreement shall expire when the Tax Increment Note is paid in full or, if earlier, on the Maturity Date.

Section 11.3. **Effect of Termination or Expiration.** No termination or expiration of this Agreement pursuant to the terms hereof shall terminate (i) any rights or remedies of the City arising hereunder due to an Event of Default, or of the Developer arising hereunder due to a breach of this Agreement by the City, occurring prior to such termination or expiration or (ii) the provisions of Sections 3.5, 3.6 and 9.7 hereof.

Section 11.4. **No Third Party Beneficiaries.** There shall, as against the City, be no third party beneficiaries to this Agreement. More specifically, the City enters into this Agreement, and intends that the consummation of the City obligations contemplated hereby shall be, for the sole and exclusive benefit of the Developer, and notwithstanding the fact that any other "persons" may ultimately participate in or have an interest in the Improvements, the City does not intend that any party other than the Developer shall have, as alleged third party beneficiary or otherwise, any rights or interests hereunder as against the City, and no such other party shall have standing to complain of the City's exercise of, or alleged failure to exercise, its rights and obligations, or of the City's performance or alleged lack thereof, under this Agreement.

IN WITNESS WHEREOF, the City and Developer have caused this Agreement to be executed by their duly authorized representatives.

CITY OF FARGO, NORTH DAKOTA

(SEAL)

By _____
Timothy Mahoney, its Mayor

ATTEST:

By _____
Steven Sprague, City Auditor

STATE OF NORTH DAKOTA)
)ss.
COUNTY OF CASS)

The foregoing instrument was acknowledged before me this ____ day of _____, 2022, by Timothy Mahoney and Steven Sprague, the Mayor and City Auditor, respectively, of the City of Fargo, North Dakota, on behalf of said City.

_____
Notary Public

This document drafted by:

Erik R. Johnson
Office of the Fargo City Attorney
505 Broadway, Suite 206
Fargo, ND 58102
(701) 280-1901
ejohnson@lawfargo.com

GROVE ENCLAVE, LLC

By: Syndica, LLP
Its: Manager

By _____,
Austin Morris, General Partner

STATE OF NORTH DAKOTA)
)
COUNTY OF CASS)

The foregoing instrument was acknowledged before me this ____ day of _____, 2022, by Austin Morris, the General Partner of Syndica, LLP, a North Dakota limited liability partnership, the Manager of GROVE ENCLAVE, LLC, a North Dakota limited liability company.

_____
Notary Public

EXHIBIT A

Legal Description:

Lots One (1) and Two (2), Block One (1), University South Addition to the City of Fargo, Cass County, North Dakota,

AND

Lots One (1) and Two (2), Block One (1), University South Second Addition to the City of Fargo, Cass County, North Dakota.

EXHIBIT B

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EXHIBIT C

FORM OF TAX INCREMENT NOTE

No. R-1 $_____

UNITED STATES OF AMERICA
STATE OF NORTH DAKOTA
CASS COUNTY
CITY OF FARGO

TAX INCREMENT
REVENUE NOTE OF 20__
(TAX INCREMENT DISTRICT 2021-03 PROJECT)

KNOW ALL PERSONS BY THESE PRESENTS that the City of Fargo, Cass County, North Dakota (the "City"), certifies that it is indebted and for value received promises to pay to GROVE ENCLAVE, LLC, a North Dakota limited liability company (the "Developer"), or the registered assign, the principal sum of _____ Million _____ Hundred _____ Thousand and no/100 Dollars ($__,____,000.00), an amount issued in reimbursement of eligible costs paid by the Developer, unless due sooner by redemption or early payment, on the Maturity Date defined below; but only in the manner, at the times, from the sources of revenue, and to the extent hereinafter provided; and to pay interest on the unpaid principal amount of this Note at the rate of interest of Three and One-half Percent **(3.50%)** per annum, compounded annually. Interest shall accrue from the date of this Note on the amount issued and shall be computed on the basis of a 360-day year consisting of 12 30-day months. This Note is the "Tax Increment Note" (the "Note") described and defined in that certain Developer Agreement, dated as of December 13, 2021 (as the same may be amended from time to time, the "Developer Agreement"), by and between the City and GROVE ENCLAVE, LLC, a North Dakota limited liability company, as the initial Developer under the Developer Agreement. Each capitalized term which is used but not otherwise defined in this Note shall have the meaning given to that term in the Developer Agreement or in the resolution authorizing the issuance of this Note. Principal and interest are payable at such address as shall be designated in writing by GROVE ENCLAVE, LLC, or other registered holder of this Note, in any coin or currency of the United States of America which at the time of payment is legal tender for public and private debts.

Payment Dates. Subject to the terms hereof, the principal of and interest on the Tax Increment Note shall in the aggregate be payable on May 15th following the date of issuance of the Tax Increment Note and on May 15th of each year thereafter until the Maturity Date, said May 15th dates being referred to herein as the "Payment Date" or collectively as the "Payment Dates".

Payment Amounts. On each Payment Date (or, if not a business day of the City, the first business day thereafter) the City shall pay by check or draft mailed to the person that was the Registered Owner of the Note at the close of the last business day of the City preceding such Payment Date an amount as follows: (a) the first payment on the Tax Increment Note, to become due and payable on the first Payment Date, shall be limited to all the Available Tax Increments received to said date by the City on the Project and (b) for all payments after said first payment on the Tax Increment Note, the amounts payable on the Tax Increment Note on each Payment Date shall be limited to the Available Tax Increments received by the City since the the prior year's Payment Date. All payments made on the Tax Increment Note shall be applied first to pay accrued and unpaid interest on the Tax Increment Note and second toward payment of principal. To the extent that the Available Tax Increments are insufficient, through the Maturity Date, to pay all accrued and unpaid interest on and the principal of the Tax Increment Note, said unpaid amounts shall then cease to be any debt or obligation of the City or of the City whatsoever. In no event shall any City be obligated to remit payment of principal in excess of the aggregate amount of the unpaid principal of the Note. The City shall have the option at any time to prepay in whole or in part the principal amount of this Note at par plus accrued interest. All payments made by the City under this Note shall be applied first to pay accrued and unpaid interest on this Note and second toward payment of principal hereof.

Redemption. In addition to the amounts of principal required to be paid by the City as hereinabove set forth, the City shall have the right to prepay on any date the entire principal amount hereof then remaining unpaid, or such lesser portion thereof as it may determine upon, in multiples of $1,000, at par plus accrued interest. Notice of any such optional prepayment shall be given prior to the prepayment date by mailing to the registered owner of this Note a notice fixing such prepayment date and the amount of principal to be prepaid.

Available Tax Increments. "Available Tax Increments" are defined in the Developer Agreement as follows:

> "Developer Tax Increments minus the reasonable and not theretofore reimbursed actual expenses incurred by the City in establishing and maintaining the TIF District, in preparing and implementing this Agreement, and in general in administering the TIF District and this Agreement and any supplements hereto and in participating in the actions or transactions contemplated thereby and hereby."

> "Developer Tax Increments" are defined in the Developer Agreement as follows:

> "The portion of Developer's Taxes which constitutes Tax Increments, or the portion of Tax Increments derived from Developer's Taxes."

> "Tax Increments" are defined in the Developer Agreement as follows:

"'Tax Increments' means those tax increments which the City shall be entitled to receive and retain, and which the City shall have actually received from Cass County, from time to time from the TIF District pursuant to the Urban Renewal Law.

In addition, "Developer's Taxes" are defined in the Developer Agreement as follows:

"'Developer's Taxes' means taxes paid with respect to the portions of the Development Property and Improvements completed by the Developer for the fifteenth (15th) Tax Year and earlier Tax Years. Taxes for the sixteenth (16th) year following the first Tax Year, or for any subsequent year, are not included as Developer's Taxes.."

In addition, "Tax Year" is defined in the Developer Agreement as follows:

"Tax Year" is one of a maximum of fifteen (15) successive calendar years, with the first year being the year that, pursuant to this Agreement, the Tax Increment Note is issued and with the subsequent years being the fourteen (14) subsequent calendar years. The fifteenth (15th) Tax Year, therefore, is the fourteenth (14th) calendar year following the first said year.

In addition, "Maturity Date" is defined in the Developer Agreement as follows:

"Maturity Date" means the date that is three (3) years from the Payment Date for the fifteenth Tax Year following the date of the issuance of the Tax Increment Note.

In addition, Section 3.6 of the Developer Agreement provides as follows:

"The City receives the Tax Increments generated by the TIF District from the County. The City may use Tax Increments which are not Developer Tax Increments for any purpose permitted by law. Developer Tax Increments shall be used on any date of application for the following purposes in the following order of priority:

(a) to make payments on the Tax Increment Note; and,

(b) after payment of the City Development Costs and Tax Increment Note in full, to pay or reimburse redevelopment costs identified by the City and to pay other eligible expenses for other projects that may be approved for the TIF District, from time to time, by the governing body of the City.

No Payment Upon Default. No payments will be made on this Note during such time as there is an Event of Default under the Developer Agreement which has not been cured by the Developer.

Lack of Protective Covenants. The City of Fargo, North Dakota (the "City'), has not covenanted to endeavor in any fashion to cause Tax Increments to be sufficient to generate Available Tax Increments sufficient to pay this Note, nor have they covenanted to take actions under the Developer Agreement with such sufficiency as a goal.

Sufficiency of Revenues. The City makes no representation or covenant, express or implied, that the revenues described herein will be sufficient to pay, in whole or in part, the amounts which are or may otherwise become due and payable hereunder. Any amounts which have not become due and payable on this Note on or before the Maturity Date shall no longer be payable, as if this Note had ceased to be any debt or obligation of the City or of the City whatsoever.

Issuance; Purpose; Special Limited Obligation. This Note is in the aggregate principal amount of $1,450,000 (the "Note"), which Note has been issued pursuant to and in full conformity with the Constitution and laws of the State of North Dakota including North Dakota Century Code Chapter 40-58, for the purpose of providing money to finance certain eligible costs within the City's Urban Renewal District 2021-03, specifically the costs identified in Section 3.3 of the Developer Agreement. The Notes are payable out of the Tax Increment Revenue Note of 2021-03(Grove Enclave Project) Fund of the City, to which have been pledged amounts representing Available Tax Increments to be received by the City from the City's 2021-03 Tax Increment District in the City. This Note is not any obligation of any kind whatsoever of any public body, except that this Note is a special and limited revenue obligation but not a general obligation of the City and is payable by the City only from the sources and subject to the qualifications and limitations stated or referenced herein. Neither the full faith and credit nor the taxing powers of the City or of the City are pledged to or available for the payment of the principal of or interest on this Note, and no property or other asset of the City or of the City, save and except the above referenced Available Tax Increments, is or shall constitute a source of payment of the City's obligations hereunder.

Limitation on Transfer. This Note may only be transferred to a person who is (1) a successor of GROVE ENCLAVE, LLC, by reorganization, merger or acquisition, (2) a member of GROVE ENCLAVE, LLC, (3) to a lender of GROVE ENCLAVE, LLC, as collateral for financing as permitted by the Developer Agreement, (4)a related person to such partner or successor, (5) a "qualified institutional buyer" as defined in Rule 144A promulgated under the federal Securities Act of 1933, or (6) an "accredited investor" as defined in Rule 501(a)(1), (2), (3) or (7) promulgated under the federal Securities Act of 1933. The City shall not register any transfer of this Note unless (i) a registered owner's prospective transferee delivers a representation letter in form satisfactory to the City verifying that the transferee is a "qualified institutional buyer"; or (ii) such transferee is an "accredited investor" which has delivered a representation letter in form satisfactory to the City; or (iii) the prospective transferee demonstrates to the satisfaction of the City that it is the successor, partner or related person to GROVE ENCLAVE, LLC, noted above.

Any registered owner desiring to effect a transfer shall, and does hereby, agree to indemnify the City against any liability, cost or expense (including attorneys' fees) that may result if the transfer is not so made.

Registration; Transfer. This Note shall be registered in the name of the payee on the books of the City by presenting this Note for registration to the officer of the City performing the functions of the Treasurer, who will endorse his or her name and note the date of registration opposite the name of the payee in the certificate of registration on the reverse side hereof. Thereafter this Note may be transferred to a bona fide purchaser who is a permitted transferee only by delivery with an assignment duly executed by the registered owner or his, her or its legal representative, and the City may treat the registered owner as the person exclusively entitled to exercise all the rights and powers of an owner until this Note is presented with such assignment for registration of transfer, accompanied by assurance of the nature provided by law that the assignment is genuine and effective, and until such transfer is registered on said books and noted hereon by the Treasurer of the City.

Developer Agreement. The terms and conditions of the Developer Agreement are incorporated herein by reference and made a part hereof. The Developer Agreement may be attached to this Note, and shall be attached to this Note if the holder of this Note is any person other than GROVE ENCLAVE, LLC. No payments will be made on this Note during such time as there is a Specified Event of Default under the Developer Agreement which has not been cured by the Developer.

Taxable Obligation. This Note is intended to bear interest that is included in the gross income of the owner.

IT IS HEREBY CERTIFIED AND RECITED that all acts, conditions and things required by the Constitution and laws of the State of North Dakota to be done, to happen and to be performed, precedent to and in the issuance of this Note, have been done, have happened and have been performed, in regular and due form, time and manner as required by law; and that this Note, together with all other debts of the City outstanding on the date hereof, being the date of its actual issuance and delivery, does not exceed any constitutional or statutory limitation of indebtedness.

IN WITNESS WHEREOF, the City of Fargo, Cass County, North Dakota, by its Board of City Commissioners has caused this Note to be executed on its behalf by the signature of its Mayor and attested by the signature of the City Auditor, all as of _____, 20___.

CITY OF FARGO, CASS COUNTY, NORTH DAKOTA

By: _____
Timothy Mahoney, its Mayor

ATTEST:

_____
Steven Sprague, City Auditor

(SEAL)

CERTIFICATE OF REGISTRATION

The transfer of ownership of the principal amount of the attached Note may be made only by the registered owner or his, her or its legal representative last noted below.

DATE OF REGISTRATION	REGISTERED OWNER	SIGNATURE OF AUTHORITY'S TREASURER
	GROVE ENCLAVE, LLC	
_____, 2022	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

EXHIBIT D

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EXHIBIT E

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EXHIBIT F

CERTIFICATE OF COMPLETION

WHEREAS, the City of Fargo, North Dakota, a municipal corporation, (the "City") and GROVE ENCLAVE, LLC, a North Dakota limited liability company (the "Developer") have entered into an agreement dated as of the ____ day of _____, 20___; and

WHEREAS, the Developer has to the present date performed said covenants and conditions insofar as it is able in a manner deemed sufficient by the City to permit the execution and recording of this certification:

NOW, THEREFORE, this is to certify that all building construction and other physical improvements specified to be done and made by the Developer have been completed, and the above covenants and conditions in said Developer Agreement have been performed by the Developer therein, and that the Tax Increment Note, referred to in said Developer Agreement, may be issued to Developer by the City.

CITY OF FARGO, NORTH DAKOTA

By: _____
Timothy Mahoney, Mayor

Attest:

_____
Steven Sprague, City Auditor

VI

EXHIBIT G

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EXHIBIT H

FORM OF LEGAL OPINION OF DEVELOPER'S COUNSEL

[Fargo]

Re: Development Agreement by and between the City of Fargo, North Dakota, and GROVE ENCLAVE, LLC, a North Dakota limited liability company

Ladies and Gentlemen:

As counsel for GROVE ENCLAVE, LLC, a North Dakota limited liability company (the "Company"), and in connection with the execution and delivery of a certain Developer Agreement (the "Development Agreement") dated as of _____, 2022, between the Company and the City of Fargo, North Dakota (the "City"), we hereby render the following opinion:

We have examined the original certified copy, or copies otherwise identified to our satisfaction as being true copies, of the following:

(a) The Company Operating Agreement;

(b) Minutes relating to the meetings of the members of the Company at which action was taken with respect to the transactions covered by this opinion;

(c) The Development Agreement;

(d) and such other documents and records as we have deemed relevant and necessary as a basis for the opinion set forth herein.

Based on the pertinent law, the foregoing examination and such other inquiries as we have deemed appropriate, we are of the opinion that:

1. The Company has been duly organized and is validly existing as a limited liability company under the laws of the State of North Dakota and is qualified to do business in the State of North Dakota. The Company has full power and authority to execute, deliver and perform in full the Development Agreement; and the Development Agreement has been duly and validly authorized, executed and delivered by the Company and, assuming due authorization, execution and delivery by the other parties thereto, is in full force and effect and is a valid and legally binding instrument of the Company enforceable in accordance with its terms, except as the same may be limited by bankruptcy, insolvency, reorganization or other laws relating to or affecting creditors' rights generally.

2. The consummation of the transactions contemplated by the Development Agreement, and the carrying out of the terms thereof, will not result in violation of any provision of, or in default under, the operating agreement of the Company or any indenture, mortgage, deed of trust, indebtedness, agreement, judgment, decree, order, statute, rule, regulation or restriction to which the Company is a party or by which it or its property is bound or subject, and do not constitute a loan to the Company.

3. The undersigned has provided an opinion to the Company that the Development Agreement is in accordance with North Dakota state law, including N.D.C.C. Chapter 40-58, and is a binding and enforceable agreement. A copy of such opinion, fully dated and executed, is in turn attached to this opinion.

Very truly yours

42f

NOTICE OF HEARING

Application for Alcoholic Beverage License Transfer

Notice is hereby given that the Board of City Commissioners of the City of Fargo, North Dakota, will conduct a Public Hearing in the City Commission Room, City Hall, on Monday, June 27, 2022 at 5:15 o'clock p.m. to consider an application for transfer of a Class "Z" Alcoholic Beverage License from D.& C Lab, LLP d/b/a Labby's Bar & Grill for ownership change only, to be located at 1100 19 Ave N, Fargo.

Any interested person may appear and will be heard.

City Auditor's Office
(June 8, 2022)

THE CITY OF Fargo FAR MORE

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

MEMORANDUM

TO: Liquor Control Board

FROM: Steven Sprague, City Auditor

SUBJECT: Liquor License Application – Labby's ownership change

DATE: June 9, 2022

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

License Class:	Z – full service on sale, no food sales required
Business Name:	Labby's Grill & Bar
Location:	1100 19th Avenue North
Applicants:	Dan Labernik & John Krumm

This application is for the ownership change for Labby's liquor license. Dan Labernik is bringing on a partner as Carol Labernik is no longer involved in the business.

Being no significant concerns, staff recommends approval of the issuance of a Class Z alcoholic beverage license to D & C Lab LLP d/b/a Labby's Grill & Bar. The complete application is available for review in the Auditor's Office.

Recommended Motion:
Move to approve the issuance of a Class Z alcoholic beverage license to D & C Lab, LLP d/b/a Labby's Grill & Bar. (ownership change)

Fargo Police Department

To: Chief David Zibolski

From: Sergeant Carlos Nestler

Date: June 3, 2022

RE: Liquor License Application Class Z, Ownership Transfer (Labby's Grill & Bar)

Application for transfer of a Class "Z" Alcoholic Beverage License from D & C Lab LLP d/b/a Labby's Grill & Bar for ownership change only, to be located at 1100 19th Avenue North, Fargo

In accordance with Section 25-1505 of the Fargo Municipal Code, I have conducted an investigation into the character, reputation and fitness of the applicant(s) listed on the supplied application.

During this investigation I examined the applicants' credit reports and public records criminal backgrounds.

The following information was discovered through this investigation:

Labernik, Daniel John - Owner/Manager

Criminal History- A search of Fargo Police Department criminal records, North Dakota public records (publicsearch.ndcourts.gov) and Minnesota public records (https://chs.state.mn.us/) showed no criminal activity. Daniel disclosed, on his application, a 1983 DUI arrest in Moorhead, MN. I could not find the case or any information regarding the case.

Credit History- Daniel J. Labernik's credit report was reviewed. There are no prior bankruptcies, recent past due accounts or debts turned over to collections.

Fargo Police Department

Krumm, John Dennis – Owner

Criminal History-	A search of Fargo Police Department criminal records, North Dakota public records (publicsearch.ndcourts.gov) and Minnesota public records (https://chs.state.mn.us/) showed no criminal activity.
Credit History-	John D. Krumm's credit report was reviewed. There are no prior bankruptcies, past due accounts or debts turned over to collections.

Investigation Notes

This application is for a transfer of a Class "Z" alcoholic beverage license (authorizes the licensee to sell "on-sale" only issued to individuals not currently holding another "A, "AB", "ABH", or "ABH-RZ". A physical bar is allowed and no food sales are required) for D & C Lab, LLP d/b/a Labby's Grill & Bar for ownership change only.

I spoke to Daniel Labernik by phone on June 2nd. He explained his wife has a new job, so he wanted to bring on another partner, John Krumm. Mr. Labernik will still be the onsite manager and the business plan will remain the same.

The investigation into the criminal and credit history of the applicants did not find any issues related to criminal activity or problems with their credit.

Business Location

Labby's Grill & Bar is located at 1100 19th Avenue North. Other businesses in the area with an alcoholic beverage license include: Chipotle Mexican Grill, Happy Harry's Bottle Shop, Buffalo Wild Wings Grill & Bar and Applebee's Neighborhood Grill and Bar.

Conclusion

This background investigation is being forwarded for your review and recommendation to the City of Fargo Liquor Control Board.

Carlos W. Mestle

THE CITY OF Fargo FAR MORE

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

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MEMORANDUM

TO: BOARD OF CITY COMMISSIONERS

FROM: STEVEN SPRAGUE, CITY AUDITOR

SUBJECT: CANVASS OF VOTES FOR JUNE 14, 2022 PRIMARY ELECTION

DATE: JUNE 23, 2022

Attached is a summary of the vote tabulation from election night received from Brandy Madrigga, Cass County Finance Director, regarding the results of the June 2022 Primary Election. It contains an abstract of votes tabulated on election day. In the City of Fargo there were at least 15,090 votes cast. Additionally, this election used Approval Voting where voters could vote for all the candidates they approve of.

The races on the ballot included a four-year term for Mayor, seven candidates were listed on the ballot, two four-year terms for Commissioner with fifteen candidates running. Three four-year terms for Park Board, with five candidates were running.

The Mayor's race had seven candidates on the ballot running for a four year term. The candidates were Tim Mahoney, Arlette Preston, Shannon Roers Jones, Hukun Dabar, Michael Borge, Sheri Fercho and Dustin Elliot. The vote totals on election night were as follows:

Tim Mahoney	9,727
Arlette Preston	4,822
Shannon Roers Jones	3,732
Hukun Dabar	2,714
Michael Borge	1,352
Sheri Fercho	921
Dustin Elliott	575

The City Commission race had fifteen candidates running for two positions. Each position is a four-year term. The candidates were Denise Kolpack, Dave Piepkorn, Al Carlson, Jodi Plecity, Anna Johnson, Jennifer Benson, Matuor Alier, Ahmed Shill, Victoria Johnson, Will Thompson, Branden Krieger, Lenny Tweeden, Ves Marinov, T.G. Tom Magin, Phillip Deery. The votes garnered by each candidate were as follows:

Denise Kolpack	6,412
Dave Piepkorn	5,834
Al Carlson	4,839
Jodi Plecity	4,668

Anna Johnson	3,986
Jennifer Benson	3,714
Matuor Alier	3,248
Ahmed Shill	3,115
Victoria Johnson	2,564
Will Thompson	2,476
Branden Krieger	1,670
Lenny Tweeden	1,177
Ves Marinov	1,019
T.G. Tom Magin	842
Philip Deery	700

In the Fargo Park Board race, we had five candidates running for three seats. Each position is a four-year term. The five candidates were Vicki Dawson, Joe Deutsch, Aaron Hill, Jim Frueh and Jacqueline Dotzenrod. The votes cast for each candidate were as follows:

Vicki Dawson	9,052
Joe Deutsch	8,195
Aaron Hill	5,685
Jim Frueh	4,700
Jacqueline Dotzenrod	4,007

The question of whether the City of Fargo should have term limits was voted on receiving 12,124 YES votes and 2,966 NO votes

The County Canvassing Board met on Monday June 27th at 10 a.m. to certify the results of the election. We ask that you approve and accept the election results as certified by the Cass County Canvassing Board. If you have any questions, please contact me.

Recommended Motion:

Approve and accept the results of the Cass County Canvassing Board and declare; Timothy Mahoney, Mayor and Denise Kolpack and Dave Piepkorn as City Commissioners; and Vicki Dawson, Joe Deutsch and Aaron Hill as Park District Commissioners and declare the question on Term Limits passed.

ND VOICES North Dakota Election Officials County Auditors and Secretary of State

UNOFFICIAL 2022 PRIMARY ELECTION RESULTS	STATEWIDE TURNOUT	PRECINCTS REPORTING
June 14, 2022 Results last updated: 6/15/2022 12:20:23 AM	Voter Turnout 105,436 Eligible Voters 671,031 15.71	Precincts Partially 5 Precincts Fully 389 Total Precincts 398 97.74

Fargo City Results

EXPORT PAGE

Mayor Fargo Nonpartisan
Vote For 1

Precincts Fully: 23 / 23 | Partially: 0 / 23

Track this Contest

EXPORT

Timothy Mahoney ✔ Nonpartisan	9,727	40.73%
Arlette Preston Nonpartisan	4,822	20.19%
Shannon Roers Jones Nonpartisan	3,732	15.63%
Hukun Dabar Nonpartisan	2,714	11.37%
Michael E Borgie Nonpartisan	1,352	5.66%
Sheri L Fercho Nonpartisan	921	3.86%
Dustin Thomas Elliott Nonpartisan	575	2.41%
⊞ write-in	36	0.15%
TOTAL VOTES	23,879	

Bar Graph | Map

COUNTY TOP

Commissioner Fargo Nonpartisan
Vote For 2

Precincts Fully: 23 / 23 | Partially: 0 / 23

Track this Contest

EXPORT

Denise M Kolpack ✔ Nonpartisan	6,412	13.85%
Dave Piepkorn ✔ Nonpartisan	5,834	12.60%
Al Carlson Nonpartisan	4,839	10.45%
Jodi Plecity Nonpartisan	4,668	10.08%
Anna Johnson Nonpartisan	3,986	8.61%
Jennifer Benson Nonpartisan	3,714	8.02%
Matuor D Aller Nonpartisan	3,248	7.01%
Ahmed Shlil Nonpartisan	3,115	6.73%
Victoria Johnson Nonpartisan	2,564	5.54%
Will Thompson Nonpartisan	2,476	5.35%
Branden Krieger Nonpartisan	1,670	3.61%
Lenny Tweeden Nonpartisan	1,177	2.54%
Ves V Marinov Nonpartisan	1,019	2.20%
T.G. Tom Magin Nonpartisan	842	1.82%
Philip Thomas Deery Nonpartisan	700	1.51%
⊞ write-in	40	0.09%
TOTAL VOTES	46,304	

Bar Graph | Map

COUNTY TOP

ND VOICES North Dakota Election Officials
County Auditors and Secretary of State

UNOFFICIAL 2022 PRIMARY ELECTION RESULTS

June 14, 2022
Results last updated: 6/21/2022 11:00:26 AM

STATEWIDE TURNOUT

Voter Turnout 105,889
Eligible Voters 671,031

15.78%

PRECINCTS REPORTED

Precincts Partially 0
Precincts Fully 398
Total Precincts 398

100%

Fargo Park City Results

EXPORT PAGE

Park Board Commissioner Fargo Park Nonpartisan

Vote For 3

Precincts Fully: 23 / 23 | Partially: 0 / 23

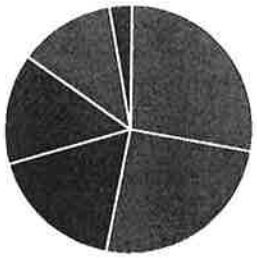
Track this Contest

EXPORT

Vicki Dawson ✔ Nonpartisan	9,052	28.57%
Joe Deutsch ✔ Nonpartisan	8,195	25.87%
Aaron Hill ✔ Nonpartisan	5,685	17.95%
Jim Frueh Nonpartisan	4,700	14.84%
Jacqueline Dotzenrod Nonpartisan	4,007	12.65%
⊞ write-in	41	0.13%
TOTAL VOTES	31,680	

Elected contest-wide

Bar Graph | Map



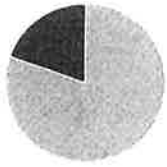
COUNTY TOP

ELECTION RESOURCES

EXPORT

Yes ✔	12,124	80.34%
No	2,966	19.66%
TOTAL VOTES	15,090	

Bar Graph | Map



COUNTY TOP

THE CITY OF Fargo FAR MORE

Planning & Development
225 4th Street North
Fargo, ND 58102
Office: 701.241.1474 | Fax: 701.241.1526
Email: planning@FargoND.gov
www.FargoND.gov

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MEMORANDUM

TO: BOARD OF CITY COMMISSIONERS

FROM: JEREMY GORDEN, TRANSPORTATION DIVISION ENGINEER; NICOLE CRUTCHFIELD, PLANNING DIRECTOR

DATE: JUNE 21. 2022

RE: UNIVERSITY DRIVE AND 10TH STREET CORRIDOR STUDY

In 2021, FM Metro COG included the study of 10th Street and University Drive as part of their work plan. This study was recommended by the City of Fargo to FM Metro COG as a finding recommended by the Core Neighborhoods Plan. The study will look at the feasibility of converting the one-way pair system to two-way operations. In doing so, the study will also address issues such as bicycle and pedestrian movements. As with other corridor studies, safety, capacity, and vehicular operational issues will also be studied. Another emphasis of the study includes the review of adjacent land uses, and an analysis of one-way vs. two-way roadway characteristics on the potential for preservation of existing neighborhoods, and conversely, the potential for redevelopment of the blocks closest to the downtown area. The project is being funded by federal transportation planning dollars allocated to FM Metro COG with the local match being provided by the City of Fargo. The work plan was adopted by the Policy Board at their July 2021 meeting and approved by NDDOT and FHWA on August 10, 2021. A more detailed scope of work was approved by the Policy Board in October, 2021.

In late 2021 an RFP was issued for this study. Two firms submitted proposals to complete the study with Bolton & Menk ultimately being selected by the interview committee. Their sub consultant includes Interface Studio to lead planning and public outreach components of the study. Interface Studio was part of the consultant team who completed the Downtown InFocus Plan. This is a two-year study broken into two phases. The first round of public outreach will begin in July 2022.

The first phase of the project is an extensive public visioning phase. This phase includes direct outreach to residents, employers, business owners, destinations, and major institutions along the corridor. There are obviously a lot of points of view to consider as part of the visioning. This outreach will lead to findings which will lead to recommendations for further consideration by the City Commission.

Attached to this memo is a summary of the project's intention, schedule and outreach plan. Staff is excited that this project will encompass aspects of Downtown InFocus and the Core Neighborhoods Plan. City of Fargo and FM Metro COG staff members will be present at the City Commission meeting for a very brief introduction and provide an update.

EQUAL HOUSING OPPORTUNITY

No motion is requested, however conversation, questions and dialog are encouraged. This is the first phase of the project. The project will have an extensive and thorough two-year process. Staff understands communications and updates will be helpful to track progress and to ensure the inclusion of feedback from the City Commission throughout any decision-making processes. We've asked the project consultants to work closer than typical with both Engineering and Planning and Government Affairs staff along the way. Both Engineering and Planning Department representatives sit on the project technical committee along with representatives from the North Dakota Department of Transportation and FM Metro COG.

University 10th

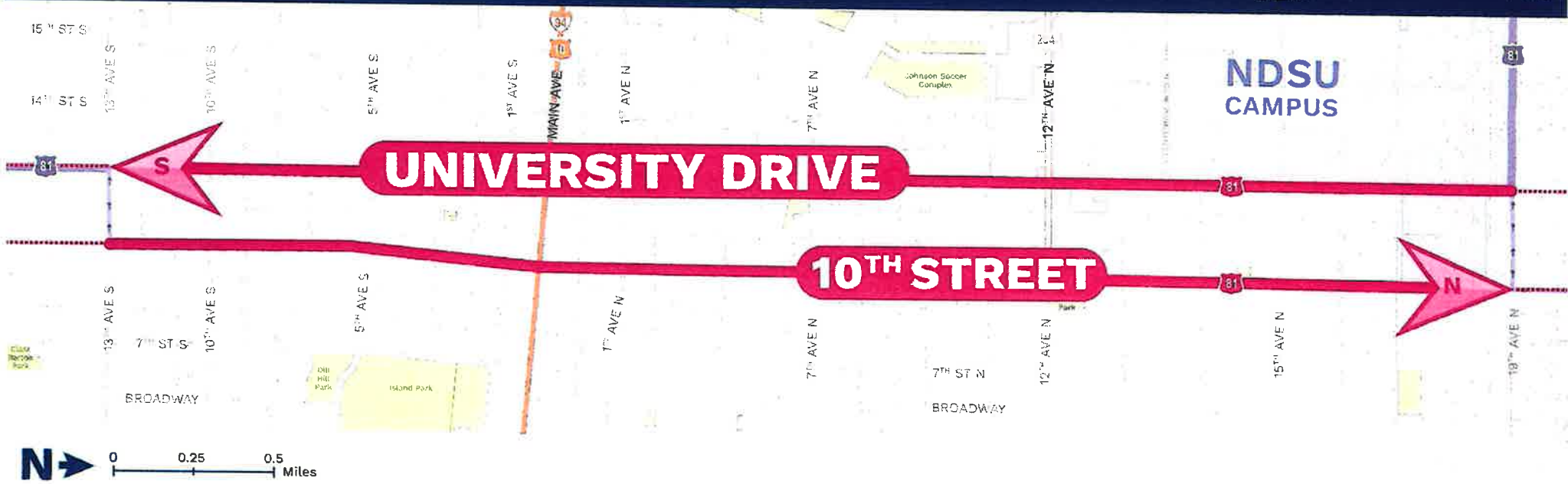
IMPROVING CRITICAL CORRIDORS

SRC 02

PROJECT VISIONING

6.17.22

BASEMAP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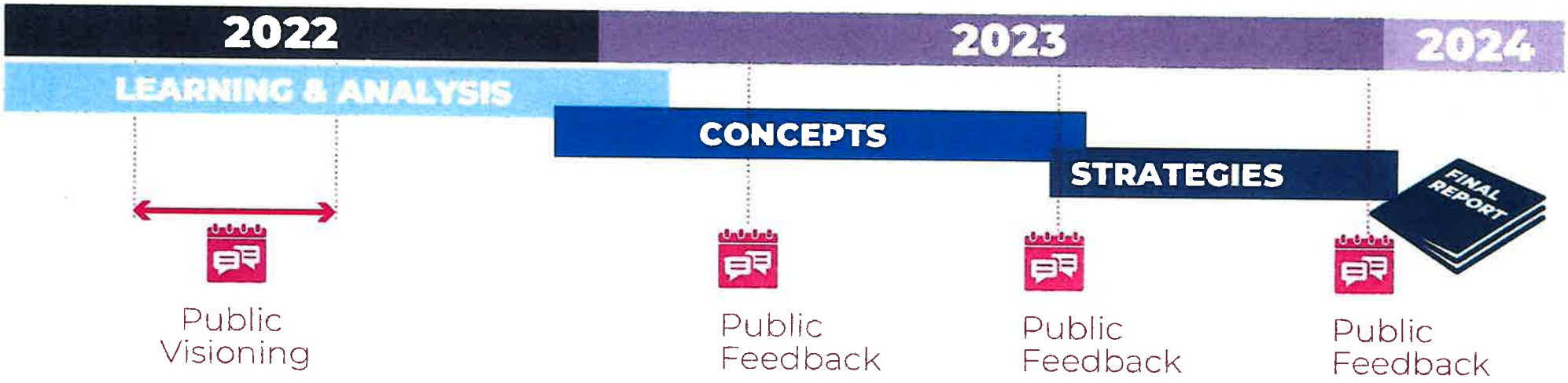
18TH AVE N

PROJECT TIMELINE



What is VISIONING?

What we want to know....

Define the relationship between the street and surrounding land uses and neighborhoods

- Should the street feel different in different places? Why and where?
- What areas have strong identity?
- What are the qualities of places that people enjoy along Uni|10th?
- What areas are most likely / desirable for new development? What kind?
- Can the design of the street enhance these opportunities?

We are **NOT** asking...

~~**How would you design the street?**~~

~~**Should it be 2-way or 1-way?**~~

STRATEGY & SCHEDULE

	Commercial Property Owners and Businesses	Residents fronting Uni|10th and in adjacent neighborhoods	Commuters/Visitors
Advanced Actions	-Advanced notice of visit (calls, emails, flyers, announcements at existing events)	-Advanced notice of visit via communication with Neighborhood Organization **-Postcard Mailer**	-Interviews with Major Destinations (NDSU & FargoDome) - Gather direction for follow-up opportunities
Fargo Visit July 26-29	**Corridor Visit and In-Person Info Share** Door Hanger leave behind (survey QR, contact info, Focus Group invite)		Visioning Focus Group (consider: Commuter Students, Employees)
Follow-Up	Virtual Property & Business-owner/ Manager Focus Group	Follow up Virtual Corridor Meetings	Presence at large draw event in the Fall

CITY OF Fargo

ASSESSMENT DEPARTMENT

(45)

June 6, 2022

Board of City Commissioners
City Hall
Fargo, ND 58102

Dear Commissioners:

Chapter 57-02.2 of the North Dakota Century Code provides for a property tax exemption for certain types of improvements made to existing buildings.

I have attached a copy of an application for real estate tax exemption of building improvements for the property at 262 Oakwood Ct S as submitted by James and Jodi Spaeth. A description of the property involved, types of improvements to be made, and assessment information are indicated on the application.

It is my opinion that the value of some of the improvements, referred to in the application, qualifies for the exemption. This exemption would be for 5 years.

The estimated annual tax revenue lost by granting the exemption, based upon the estimated cost of the improvements, would be about $735 with the City of Fargo's share being $125.

Sincerely,

Mike Splonskowski
City Assessor

nlb
attachment

225 4th Street N. • Fargo, ND 58102 • Phone (701) 241-1340 • Fax (701) 241-1339

Application For Property Tax Exemption For Improvements To Commercial And Residential Buildings

N.D.C.C. ch. 57-02.2

(File with the city assessor or county director of tax equalization)

Property Identification

1. Legal description of the property for which exemption is claimed Lot 4 Block 2 Addition Harwood Groves 6th
2. Address of Property 626 Oakwood CT S
3. Parcel Number 01-1149-00240-000
4. Name of Property Owner James & Jodi Spaeth Phone No. 701-730-2613
5. Mailing Address of Property Owner 626 Oakwood CT S

Description Of Improvements For Exemption

6. Describe type of renovating, remodeling, alteration or addition made to the building for which exemption is claimed (attach additional sheets if necessary). Kitchen and laundry room remodel, updated flooring, updated master bath shower stall
7. Building permit No. N/A
8. Year built (residential property) 1994
9. Date of commencement of making the improvements 8-2-2021
10. Estimated market value of property before the improvements $ 472,100.00
11. Cost of making the improvement (all labor, material and overhead) $ 55,952.34
12. Estimated market value of property after the improvements $ 528,052

Applicant's Certification And Signature

13. I certify that the information contained in this application is correct to the best of my knowledge.

Applicant Jodi Spaeth Date 6-2-2022

Assessor's Determination And Signature

14. The assessor/county director of tax equalization finds that the improvements described in this application do ☑ do not ☐ meet the qualifications for exemption for the following reason(s):

Assessor/Director of Tax Equalization [signature] Date 6-9-2022

Action Of Governing Body

15. Action taken on this application by the governing board of the county or city: Approved ☐ Denied ☐

Approval is subject to the following conditions:

Exemption is allowed for years 20___, 20___, 20___, 20___, 20___.

Chairperson Date

24840 (Rev. 6-01)

THE CITY OF Fargo FAR MORE

DR. TIMOTHY J. MAHONEY, MAYOR
Fargo City Hall
225 4th Street North
Fargo, ND 58102
Phone: 701.241.1310 | Fax: 701.476.4136
www.FargoND.gov

A6

MEMORANDUM

TO: BOARD OF CITY COMMISSIONERS

FROM: MAYOR TIMOTHY J. MAHONEY

DATE: JUNE 20, 2022

SUBJECT: APPOINTMENT TO THE BOARD OF APPEALS

The term of Justin Schoenberg on the Board of Appeals expires on June 30, 2022.

Mr. Schoenberg is willing to continue his service on the Board and I am recommending that he be reappointed for a five-year term ending June 30, 2027.

Your favorable consideration of this recommendation will be greatly appreciated.

RECOMMENDED MOTION: To approve the reappointment of Justin Schoenberg to the Board of Appeals for a five-year term ending June 30, 2027.

mmappt22boa

(47)

I would like to add an agenda item for the city commission meeting scheduled for June 27th. I would like to discuss Fargo PD's internal investigation's to seek solutions to the problematic outcomes they create.

- Wess Philome