



City of Grand Forks
Staff Report
Committee of the Whole - NA
City Council - December 1, 2025

Agenda Item: ND Back the Blue Grant Retaining Police Officers

Submitted by: Jason Freedman, Chief of Police, Grand Forks Police Department

Staff Recommended Action: Recommend approval to accept grant funding.

Committee Recommended Action:

Council Action:

BACKGROUND:

The past five years have seen historic challenges in recruitment and retention of law enforcement officers nationwide. There are many reasons for this, including a shrinking workforce, higher paying private sector positions, the expanding role of an officer, as well as agencies enticing experienced officers to lateral transfer by providing hiring bonuses. To help combat these retention issues, the North Dakota Legislature has created a recruitment and retention funding grant, which will enable North Dakota law enforcement agencies to provide bonuses to sworn officers.

During the 2025 Legislative Session, the North Dakota Legislature created and funded a grant focused on recruiting and retaining sworn law enforcement officers. The grant is non-competitive and allotted specific dollars, per sworn officer, to each law enforcement agency within the state. The parameters of the grant are as follows:

- No matching local funds are required.
- The funds must be spent no later than March 31, 2027.
- The funds must be used for retention bonuses for current sworn officers.

ANALYSIS AND FINDINGS OF FACT:

The Grand Forks Police Department received notification that \$134,951.88 has been allocated for our department. Our intention is to provide retention bonuses to all current sworn officers:

- \$1,370 retention bonus to all sworn officers (upon completion of probation).

SUPPORT MATERIALS:

Back the Blue Grant Funding Acceptance Form



Back the Blue Grant Program

Award Acceptance

This funding has been appropriated by the 2025 ND Legislative Session and may be used for providing retention bonuses to new and current law enforcement and correctional officers and providing tuition and fee payments on behalf of law enforcement trainees.

Reporting required. All agencies accepting funds will be required to report to the Attorney General's office regarding the use and effectiveness of the funding.

Grant funds must not be used to replace (or "supplant") existing local funds that have already been budgeted or appropriated for the same purpose. In other words, if local funds were already allocated for this project or activity, you cannot withdraw those funds and replace them with grant money.

The grant funds are intended to supplement or enhance existing budgets and activities. The goal is to increase the overall resources devoted to the project, not to substitute one source of funding for another.

Applicant Information

Agency: Grand Forks Police Department

Address: 122 S 5th Street, Grand Forks, ND, 58201
Street Address City State Zip Code

Phone: 701-787-8002 Email: bmacki@grandforksgov.com

Budget Plan


Award Amount: \$ 134,951.88

Please check the following boxes as to how you plan to allocate the funds (check all that apply):

- Providing retention bonuses to current law enforcement and correction officers
- Providing tuition and fee payments on behalf of law enforcement trainees

Disclaimer and Signature

I certify that these funds will be spent no later than March 31, 2027. Any unspent funds will need to be returned to the Attorney General.

Signature: 

Date: 11/24/25