

Police

This page intentionally left blank.

POLICE DEPARTMENT

Budget Highlights	FY 2024 Actual	FY 2025 Budget	FY 2026 Requested	% Change From FY 2025 Budget
<u>Expenses</u>				
Employee Expense	14,364,701	15,733,856	16,097,817	2.3 %
Supplies and Services	2,311,521	2,174,178	2,868,707	31.9 %
Machinery and Equipment	1,096,499	897,517	552,603	(38.4)%
Debt Service	23,356	22,200	21,800	(1.8)%
Total Expenses	17,796,077	18,827,751	19,540,927	3.8 %
<u>Resources</u>				
Operating Revenue	1,141,694	1,358,857	1,446,627	6.5 %
DRA Gaming for Debt Abatement	23,356	22,200	21,800	(1.8)%
Canine & 1948 Stylemaster Trust	75	59	76	28.8 %
Total Resources	1,165,125	1,381,116	1,468,503	6.3 %
Property Tax Support	16,630,952	17,446,635	18,072,424	625,789
Percent Increase (Decrease)				3.6 %
Personnel - Authorized FTE	125.75	125.75	124.75	

Improvement Package Summary

1 of 5

This improvement package request is for recurring memberships, travel and training expenses to cover the costs of sending 1/3 of each employee resource group (ERG) to conferences annually. The City of Dubuque has recently placed an emphasis on establishing employee resource groups (ERG's). The Police Department currently has women officer and black officer ERG's, and both require memberships. Conferences may be held within the State of Iowa, and in the spring of 2026, the Iowa Women in Law Enforcement will be hosting the women's conference in Dubuque. The black officer ERG belongs to the National Organization for Black Law Enforcement Officers (NOBLE). This conference is a national conference. This request relates to the City Council goal/priority of: Livable Community: Healthy and Safe.

Related Cost:	\$ 20,000	Tax Funds	Recurring	Recommend - No
Net Cost:	<u>\$ 20,000</u>			
Property Tax Impact:	\$ 0.0079	0.19%		
Activity: Patrol				

2 of 5

This improvement package request is for car cameras for the patrol vehicles. When the School Resource Officer vehicles were initially built, they were not built to be fully-functional patrol vehicles, thus were missing mobile data terminals (MDT) and car cameras. In FY25, the Police Department

reconciled and were able to outfit the MDT's; however, they were still missing the car cameras. Camera footage is crucial evidence during investigations, but particularly for when an accusation is made against disabilities, race, gender, income, etc. This request relates to the City Council goal/priority of: Livable Community: Healthy and Safe.

Related Cost:	\$ 16,148	Tax Funds	Non-Recurring	Recommend -Yes
Net Cost:	<u>\$ 16,148</u>			
Property Tax Impact:	\$ 0.0064	0.15%		
Activity: Patrol				

3 of 5

This improvement package request is for keeping 2 squad cars for driver training instead of trading them off. There are new requirements from the State of Iowa for driver training, and because training can cause extra wear and tear, current active vehicles should not be used. This would mean a loss of revenue for the sale of said vehicles, which is based upon bid for the vehicle. Estimated revenue loss for keeping two vehicles is \$22,000. This would be a one-time cost. This request relates to the City Council goal/priority of: Livable Community: Healthy and Safe.

Revenue Loss:	\$ 22,000	Tax Funds	Non-Recurring	Recommend - No
Net Cost:	<u>\$ 22,000</u>			
Property Tax Impact:	\$ 0.0087	0.21%		
Activity: Patrol				

4 of 5

This improvement package request is for virtual driver training software. Starting in January 2025, the State of Iowa is requiring all law enforcement officers to attend 4 hours of driver training each year. The Police Department was awarded a Department of Justice Justice Assistance Grant (JAG) grant in 2024, in which those funds were used to purchase virtual reality goggles and software to do virtual driver training. Unfortunately, the software costs will only be funded in FY25, so FY26 improvement dollars are requested to continue utilizing the software. The software for these goggles has an annual recurring subscription cost. This request relates to the City Council goal/priority of: Livable Community: Healthy and Safe.

Related Cost:	\$ 5,400	Tax Funds	Recurring	Recommend - No
Net Cost:	<u>\$ 5,400</u>			
Property Tax Impact:	\$ 0.0021	0.05%		
Activity: Patrol				

5 of 5

This improvement package request is for the upgrade of 7 gas-only cars to hybrid cars. In 2023, the Police Department ordered a single hybrid vehicle. As the result of an almost double efficiency rating, as provided by the Public Works Department, the Police Department has been ordering some hybrid cars if allowed in the current budgets. The entire marked patrol fleet is rotated every three years. This is

done to keep a fleet of operational vehicles that are not hampered with maintenance problems. Additionally, this allows the vehicle to generally stay within warranty of the vehicle.

In FY26, the cost difference between a hybrid Ford Explorer and gas-only Ford Explorer is \$5,087 per vehicle for a total of \$35,609. Additionally, the cost of building the squad cars to include the lighting system, storage system, electronic mounts, etc. has increased to \$2,437 per vehicle for a total of \$17,059. The Police Department is due to replace seven (7) vehicles in FY26 under the normal vehicle rotation.

As identified in the 50% by 2030 Community Climate Action and Resiliency Plan, a longtime priority by the City Council, the transition of City fleet to alternative fuels is critical to reach its greenhouse gas reduction goals. This improvement package supports the City Council goal of Financially Responsible, High Performance City Organization: Sustainable, Equitable and Effective Service Delivery, and Sustainable Environment: Preserving and Enhancing Natural Resources.

Related Cost:	\$ 52,668	Tax Funds	Recurring	Recommend - No
Net Cost:	<u>\$ 52,668</u>			
Property Tax Impact:	\$ 0.0207	0.50%		
Activity: Patrol				

Significant Line Items

Employee Expense

1. FY 2026 employee expense reflects a 3.00% wage package increase for non-represented employees, with the exception of Police command staff. The already-approved collective bargaining agreement for the Dubuque Police Protective Association in FY 2026 includes a 5.00% wage increase. Police command staff (Lieutenant, Captain, Assistant Chief, and Chief) will have a wage increase of 5.00%.
2. The Iowa Public Employee Retirement System (IPERS) City contribution of 9.44% is unchanged from FY 2025. The employee contribution of 6.29% is also unchanged from FY 2025.
3. Fire and Police Retirement rates in FY 2026 increased from 22.66% to 22.68% or an increase of 0.09%; a cost of \$2,185. The history of the change in rates is as follows:

Fiscal Year	Previous Rate	New Rate	% Change	\$ Change
2016	30.41 %	27.77 %	-8.68 %	\$ -206,580
2017	27.77 %	25.92 %	-6.66 %	\$ -146,181
2018	25.92 %	25.68 %	-0.93 %	\$ -19,457
2019	25.68 %	26.02 %	+1.32 %	\$ 28,508
2020	26.02 %	24.41 %	-6.19 %	\$ -140,017
2021	24.41 %	25.31 %	+3.69 %	\$ 79,590

Fiscal Year	Previous Rate	New Rate	% Change	\$ Change
2022	25.31 %	26.18 %	3.44 %	\$ 79,373
2023	26.18 %	23.90 %	(8.71)%	\$ -214,276
2024	23.90 %	22.98 %	(3.85)%	\$ -91,863
2025	22.98 %	22.66 %	(1.39)%	\$ -34,052
2026	22.66 %	22.68 %	0.09 %	\$ 2,185

4. The City portion of health insurance expense is unchanged from \$1,119 in FY 2025 to \$1,119 in FY 2026 per month, per contract, which results in an annual cost unchanged of \$0 or 0%.
5. Police Injuries increased from \$21,988 in FY 2025 to \$37,215 in FY 2026 based on a ten-year average of actual expenditures.
6. Overtime is unchanged from \$128,757 in FY 2025 to \$128,757 in FY 2026. The FY 2024 actual was \$637,856, which was high due to have 14 Police Officer positions vacant. Having vacancies requires existing staff to work overtime. This increase in overtime expenses is covered by the savings that exist from having vacant Police Officer positions.
7. Reimbursable Overtime is unchanged from \$0 in FY 2025 to \$0 in FY 2026. FY 2024 actual was \$65,542. This line item is the reimbursed overtime pay for privately-sponsored events covered by the Police Department that are directly reimbursed by private entities.
8. Holiday Pay is decreased from \$392,217 in FY 2025 to \$374,835 in FY 2026 based on FY 2024 actual of \$404,311. This line item fluctuates depending on what weekday the holidays fall on.
9. Five-Year Retiree Sick leave payout decreased from \$86,888 in FY 2025 to \$86,567 in FY 2026.
10. 50% Sick Leave Payout is increased from \$42,206 in FY 2025 to \$46,490 in FY 2026 based on FY 2024 actual + 3%. Effective July 1, 2019, employees over the sick leave cap can convert 50% of their sick leave to be paid out.
11. Insurance Premiums increased from \$78,974 in FY 2025 to \$92,532 in FY 2026 based information received from Iowa Communities Assurance Pool (ICAP). FY 2024 actual was \$77,214. This line item is the Police stop loss insurance premium which is an ineligible expense under the worker's compensation reserve. The FY 2023 actual was \$70,338.
12. In October 2024, during Fiscal Year 2025, the following service changes were approved by City Council:
 - i. 6.0 FTE officer positions were eliminated in order to fund a new Precision Policing Center. The savings in FY 2026 from eliminating these positions is estimated to be \$450,000.
 - ii. 3.0 FTE Precision Policing Center Technicians were created. These are non-sworn, civilian positions. 1.0 FTE Crime Analyst position was created. This is a non-sworn, civilian position. 1.0 FTE Criminal Computer Forensics position was created. This is a non-sworn, civilian position. Software & technology costs for the Precision Policing Center are \$220,000 on an annual basis. The total annual estimated expenses in FY 2026 for the Precision Policing Center are \$570,000.

13. The Compensation and Classification study resulted in the following reclassifications of positions:

- i. Confidential Account Clerk - Police was reclassified to Police Payroll Specialist
- ii. Administrative Assistant - Police was reclassified to Police Accountant

Supplies & Services

14. Education and Training is increased from \$288,209 in FY 2025 to \$298,527 in FY 2026. This line item includes mandatory and required training which fluctuates annually and is dependent on certifications, promotions, and retirements. In FY 2026, the number of new police officers estimated to be sent to the law enforcement academy is twelve at a total cost of \$201,551. Approximately \$15,000 is budgeted to send Lieutenants and Captains to executive leadership trainings. Eight SROs are expected to attend a variety of trainings including Bike School, SRO certification through the National Association of School Resource Officers (NASRO), school resource officer conference, citizens police academy, and Corcon for a total cost of \$13,975. Other various trainings for officers include (homicide & traffic) investigative training, crime scene tech, K9, officer safety, leadership, (firearm) instructor recertifications, Law updates, negotiations, Glock armorer schooling, incident command, legal sciences, and field training.
15. Police Liability Insurance decreased from \$113,728 in FY 2025 to \$109,441 in FY 2026. The FY 2024 actual was \$87,483. The FY 2023 actual was \$82,588.
16. Vehicle Ops - Gasoline is increased from \$118,821 in FY 2025 to \$141,225 in FY 2026. This line item represents gasoline purchased (normally from a city-owned gas pump) that is used to fuel the Police Department's vehicles and other equipment. The increase in FY 2026 is due to past year actuals exceeding past year budgets. The FY 2024 budget was \$118,821, while the FY 2024 actual was \$158,371. Actual expenses continue to be somewhat high due to the City fuel island being down, which results in the purchase of gasoline at retail prices rather than reduced rates. The FY 2026 budget is based on the expectation that the Police Department will continue to buy fuel at retail prices for a portion of FY 2026 until the fuel island is fully repaired and re-opened to all City departments.
17. Vehicle Repair - Internal increased from \$144,297 in FY 2025 to \$148,541 in FY 2026 based on FY 2023 actuals + 5%. FY 2024 actual was \$172,992. This line item represents maintenance and repairs to Police Department Vehicles.
18. Ammunition increased from \$55,088 in FY 2025 to \$55,157 in FY 2026 based on FY 2024 actual plus a small increase to allow for additional training. This line item represents the purchase of all ammunition for both training and on-duty use.
19. Pay to Other Agency increased from \$74,679 in FY 2025 to \$79,371 in FY 2026. This line item represents one-third share of the Drug Task Force office expense, fifty percent share of the Dubuque Drug Task Force Coordinator position, and annual continuation fees for accreditation. This is based on a 3.00% increase in employee expense wage package.
20. General Liability Insurance decreased (8)% from \$77,068 in FY 2025 to \$71,170 in FY 2026. This is based on information received from Iowa Communities Assurance Pool (ICAP). FY 2024 was 63,354 and FY 2023 was \$53,683.

21. Safety Equipment decreased from \$38,364 in FY 2025 to \$32,130 in FY 2026 based on replacement schedules. There are 22 units of body armor scheduled to be replaced in FY 2026. There are 12 units being ordered for new employees and 10 units for existing employees (replaced on a 5-year schedule) for a total cost of \$21,208. Other Safety Equipment expenses include AED's and AED pads.
22. Police Equipment decreased from \$179,195 in FY 2025 to \$94,525 in FY 2026 based on equipment replacement schedules. Expenses in FY 2026 include push bumpers for 11 police vehicles (purchased with Jag Grant), a five-year contract for taser replacements, guns/rifles, magazine components, suppressors, traffic monitor batteries, helmets, throw phone, shooting ears/glass, 1 bicycle, evidence equipment, flashlights, red light visibars, handheld radars, moving radars, alcosensors, laser entry sight, gas masks, K9 inserts, sleeves, suits and vests, police canine, and entry shields.
23. IT Recharges decreased from \$315,760 in FY 2025 to \$309,029 in FY 2026. This line item represents the recharge of Information Technology staff time related to the maintenance of software.
24. Technology Services increased from \$257,864 in FY 2025 to \$1,075,194 in FY 2026. This line item represents software and technology subscriptions used by the Police Department. On October 17th, 2024, the City Council approved a resolution to establish a Precision Policing as part of the Police Department. As a result, Precision Policing software will be first purchased in FY 2025, as the new Policing Precision Center is currently underway. Cost savings have been found in other line items to help fund this new software. Other cost increases are attributed to general price increases, removal of previous discounts, and the change of Cellbrite software having to be funded with Police funds, as it is not able to be funded using forfeiture funds anymore.

Software Licenses	FY 2025 Budget	FY 2026 Budget	% Change from FY 2025 Budget
RAVE Mobile Security	\$ 8,936	\$ 8,150	(9)% a
Central Square Public Safety Software	\$ 183,547	\$ 426,533	132 % b
LEADS Online	\$ 7,416	\$ 10,670	44 % c
First Net - School Laptops	\$ 4,912	\$ 6,933	41 % d
First Net - Vehicles	\$ 23,772	\$ 23,772	— %
Iowa Department of Public Safety Software	\$ 13,260	\$ 14,688	11 % e
Crash Data Group	\$ 1,500	\$ 1,500	— %
Eden K9 Reporting	\$ 522	\$ 522	— %
Microsoft Licenses	\$ 14,000	\$ 14,000	— %
Power DMS		\$ 6,310	— % f
Precision Policing Software		\$ 220,000	— % g
Cellbrite		\$ 18,600	— % h
Tasers and Support/Software		\$ 84,380	— % i

Software Licenses	FY 2025 Budget	FY 2026 Budget	% Change from FY 2025 Budget
Automated License Plate Reader Software		\$ 66,000	— % j
Body Worn Cameras and Support/Software		\$ 132,942	— % k
Axon Car Cameras and Support/Software		\$ 40,194	— % l
Total	\$ 257,865	\$ 1,075,194	317 %

- a) RAVE Mobile Security decreased (9)% based on the terms of the agreement.
- b) Central Square Public Safety Software increased 132% based on needing to purchase a new version of the software as the previous version is no longer supported by the vendor. This software is used by the Police Department, Fire Department, Emergency Communications Department, and Dubuque County Sheriff's Department, with the Sheriff's Department reimbursing half of the costs.
- c) LEADS Online increased 44% based on the vendor discontinuing initial discounts and charging full price.
- d) First Net - School Laptops increased 41% based on past year actuals.
- e) Iowa Department of Public Safety Software increased 11% based on expected price increase from the vendor.
- f) Power DMS software was previously budgeted under the Building Maintenance line item and was moved to Technology Services in FY 2026.
- g) Precision Policing Software is part of the new Precision Policing Center, which was approved by the City Council on October 17th, 2024. The cost to establish the Precision Policing Center, including this new software, was fully offset by eliminating vacant Police Officer positions.
- h) Cellbrite software has long been used by the Police Department, but it was not previously budgeted in the Police Department as it was covered by forfeiture funds. Forfeiture funds can no longer cover this expense, therefore, this software has been added to the Police budget in FY 2026.
- i) Tasers and Support/Software was previously budgeted in Police Equipment line item, moved to Technology Services for FY 2026.
- j) Automated License Plate Reader Software was previously budgeted in Technology Equipment line item, moved to Technology Services for FY 2026.
- k) Body Worn Cameras and Support/Software was previously budgeted in Technology Equipment line item, moved to Technology Services for FY 2026.
- l) Axon Car Cameras and Support/Software were previously budgeted in Technology Equipment line item, moved to Technology Services for FY 2026.

25. Building Maintenance decreased from \$385,571 in FY 2025 to \$286,355 in FY 2026 based FY 2024 actuals and factoring in wage and utility increases. The FY 2024 actual was \$257,014. This line item represents building maintenance expenses at the Dubuque Law Enforcement Center (DLEC), which the City shares with Dubuque County per an agreement.

Machinery & Equipment

26. Equipment replacement items include (\$552,603):

Police Machinery and Equipment	
<u>Staff Services</u>	
Office Furniture	\$ 5,483
<u>Police Training</u>	
Television	\$ 700
<u>Criminal Investigation</u>	
Audio/Video/Digital Equipment	\$ 2,500
Evidence Equipment	\$ 1,320
Flashlights	\$ 650
<u>Community Oriented Police</u>	
Community Oriented Police Vehicle (1)	\$ 50,324
Bicycle/Bag/Carrier/Lighting (1)	\$ 2,123
Equipment Lighting	\$ 1,776
<u>Patrol</u>	
Patrol Vehicles (6)	\$ 301,944
Aux Emergency Lights	\$ 2,154
Red Light Visibar	\$ 11,785
Handheld Radar	\$ 1,790
Moving Radar	\$ 3,784
Body Armor - New Officers	\$ 11,568
Body Armor - Replace	\$ 9,640
Alcosensor	\$ 1,026
M4 Rifles (Vehicles)	\$ 4,226
Handguns	\$ 615
M4 Magazine Components	\$ 769
.223 Rifle (Sniper/Scope/Access)	\$ 2,113
.223 Rifle (TAC Entry)	\$ 2,100
Suppressors	\$ 2,666
Laser Entry Sight	\$ 410
Card Readers	\$ 393
Bar Code Scanners	\$ 3,996

Police Machinery and Equipment	
Police Canine	\$ 15,000
Traffic Monitor Batteries Equipment	\$ 1,795
Gas Masks	\$ 1,795
Riot Helmets and Shields	\$ 6,859
Shooting Ears and Glass	\$ 1,025
K9 - Equipment	\$ 6,841
Handheld Radio & Batteries	\$ 16,355
Streamlights with Charger	\$ 459
Weapon Lights	\$ 492
Negotiating Throw Phone	\$ 2,490
AED (Squads)	\$ 9,222
AED (Replacement Pads)	\$ 1,700
Drone	\$ 25,000
Grant Funded Equipment	
Other Police Equipment	\$ 21,567
Total Equipment	\$ 536,455

Debt Service

27. In FY 2026 annual debt service payments on GO Bonds issued for Police software replacement is \$21,800.

Amount	Debt Series	Payment Source	Purpose	Final Payment	Call Date
\$ 21,800	2021A G.O.	General Fund	Software	2030	2028
\$ 21,800	Total Police Annual Debt Service				

Revenue

28. Contributions - Private Sources decreased from \$431,759 in FY 2025 to \$104,735 in FY 2026 based on agreement changes and re-organizing the budget. In FY 2025, this line item included payment from Mercy Hospital for security services provided at the emergency room (\$90,34), payment from the Dubuque Community School District for the Drug Abuse Resistance Education (DARE) Program (\$9,320), and payment from the Dubuque Community School District for the School Resource Officer (SRO) program (\$332,125). The FY 2026 budget includes \$104,735 for emergency room security. Revenue from the DARE program is not budgeted due to the program being put on hold with the possibility of it coming back in the future. Revenue from the SRO program has been moved to the Reimbursements revenue line item.

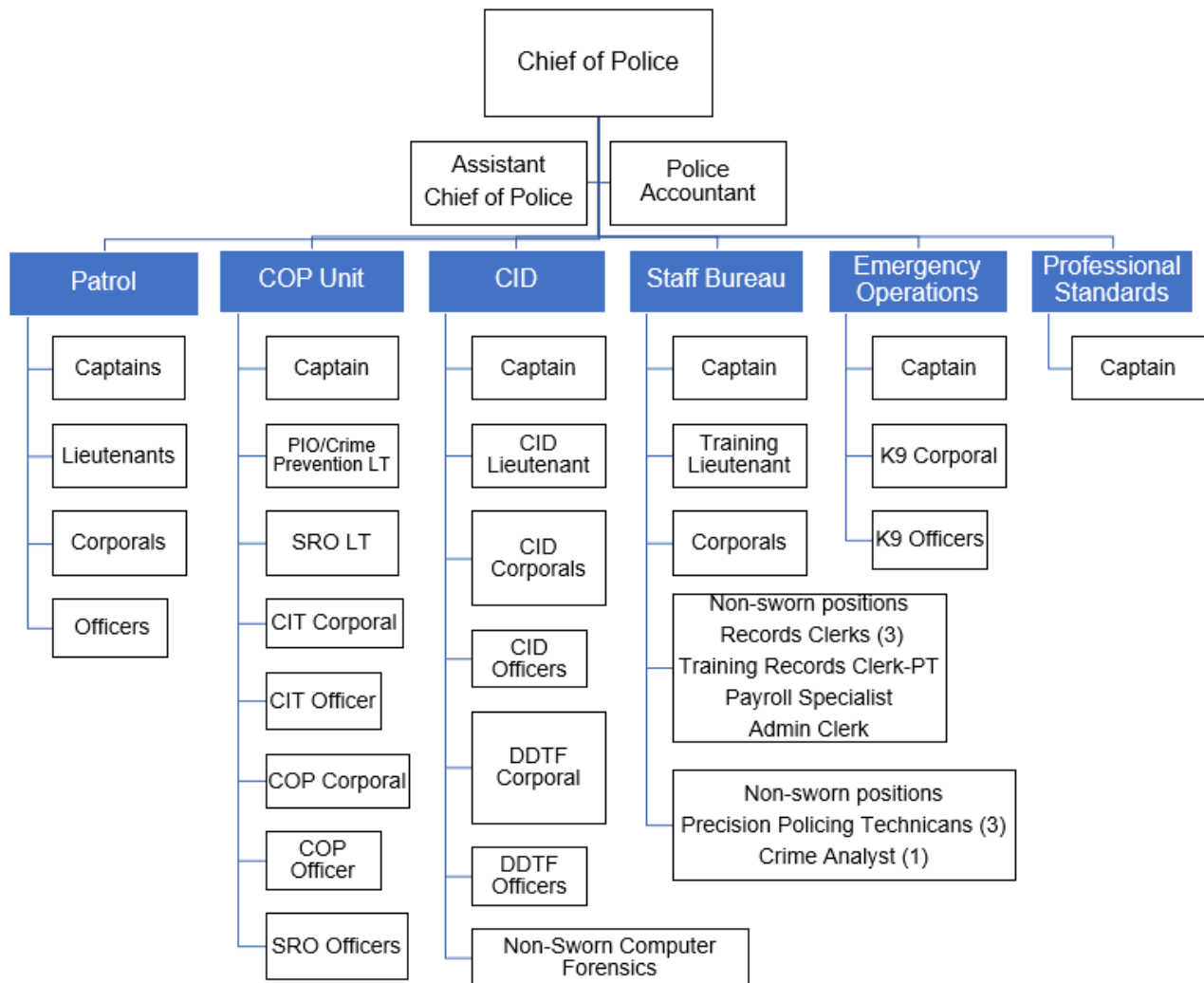
29. County Contributions increased from \$298,242 in FY 2025 to \$349,767 in FY 2026. This line item represents reimbursements from the Dubuque County Sheriff's Department for sharing the cost of the Records Supervisor salary and benefits. There is a decrease in expected revenue with the

DARE program discontinuation; however, the increase overall is larger due to 2 softwares increasing in price, therefore, reimbursements will be larger as well.

30. Lease - DRA Distribution is increased from \$6,000 in FY 2025 to \$9,162 in FY 2026 based on agreement terms and increase of events slatted in FY 2026 compared to FY 2024. The FY 2024 actual was \$6,128. This line item represents revenue paid to the Police Department for security services provided during concerts at Q Casino.
31. Federal Grants increased from \$216,438 in FY 2025 to \$243,519 in FY 2026 based on expected grants. FY 2024 actual was \$216,512. In FY 2026, the Police Department is anticipating receiving various federal and federal pass-through to state grants, including: Community Oriented Policing Services (COPS) Hiring grant, Community Oriented Policing Services (COPS) Law Enforcement and Mental Health and Wellness Assistance grant (LEMHWA), Dubuque Drug Task Force (DDTF) grant, Patrick Leahy Bulletproof Vests grant, Meth and Heroin grants, and Justice Assistance grants.
32. State Grants increased from \$0 in FY 2025 to \$39,225 in FY 2026 based on a new Iowa Department of Transportation State Highway grant (\$30,000) and a new alcohol/tobacco grant (\$9,225).
33. Iowa District Court Fines decreased from \$227,212 in FY 2025 to \$186,009 in FY 2026 based on FY 2024 actual of \$186,009. This line item represents court fines and fees that have been paid to the Police Department, including citations and surcharges.
34. Forfeitures/Penalties decreased from \$8,725 in FY 2025 to \$5,030 in FY 2026 based on FY 2024 actual of \$5,030. This line item includes miscellaneous penalties and fees, such as false alarm penalties and inspection penalties.
35. Reimbursements increased from \$59,126 in FY 2025 to \$406,387 in FY 2026. This line item has historically fluctuated. The FY 2024 actual was \$412,256. The FY 2025 budget was based on FY 2023 actuals and included revenue related to various reimbursements, including: training expenses that are paid back to the Police Department if an employee's departure is before the agreement terms are met, revenues received from housing background checks, reimbursements for equipment purchases, tobacco compliance, uniform purchases, incidentals from the Dubuque County Sheriff, and reimbursement for Dubuque County taxes. The FY 2026 budget includes \$17,990 for those various reimbursements based on FY 2024 actuals, as well as \$388,397 paid to the City from the Dubuque Community School District for the School Resource Officer (SRO) program, which is also based on FY 2024 actuals. The payment for the SRO was previously budgeted in the Private Contributions revenue line item, however, the revenue was historically coded to this line item once received. Therefore, the budget for the SRO program was moved to this line item for FY 2026.

DUBUQUE POLICE DEPARTMENT

The Mission of the Dubuque Police Department is to provide a safe and secure environment for citizens, visitors and guests so they can experience a stable, thriving community free of danger, injury or threat of harm.



SUCCESS IS ABOUT PEOPLE, PLANNING, AND PARTNERSHIPS LEADING TO OUTCOMES

People

Dubuque Police Department offers seven opportunities for the community to become involved in policing: Auxiliary Police, Citizen's Police Academy, Youth Academy, School Resource Officers, Social Media Outreach, Dubuque Police Ride Along Program, and Police Explorer Program.



Partnerships

The Dubuque Police Department utilizes partnerships with other federal, local, and state entities, private organizations and individuals to support the City Council Goal of Livable Neighborhoods.



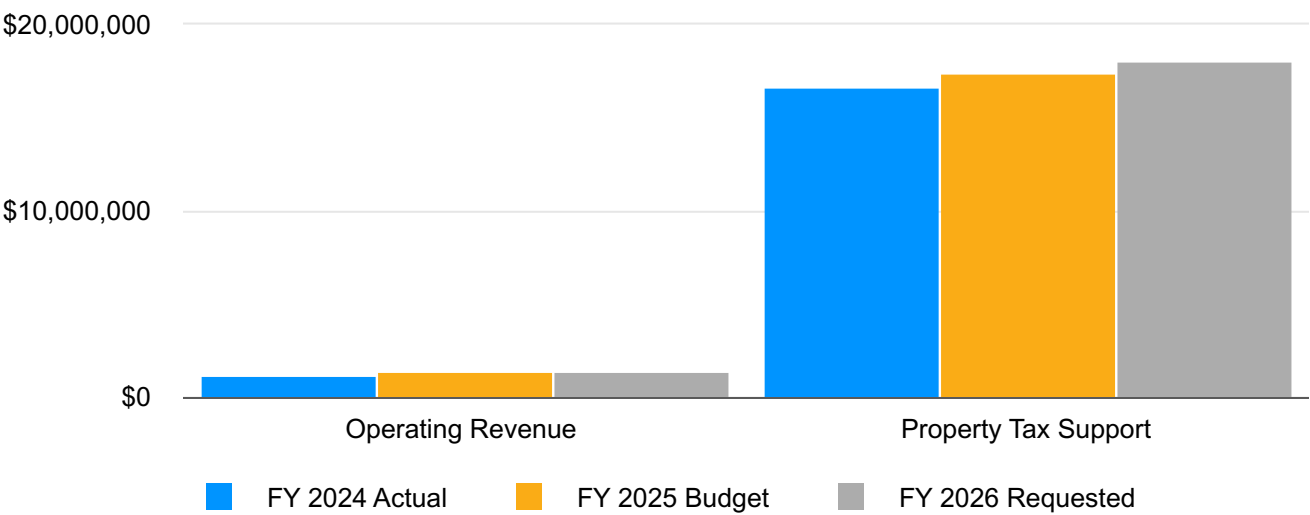
Planning

The Dubuque Police Department supports the City Council Goal of Vibrant Community: Healthy and Safe by working with all City Departments and community partners to ensure professional police service.

DUBUQUE POLICE DEPARTMENT

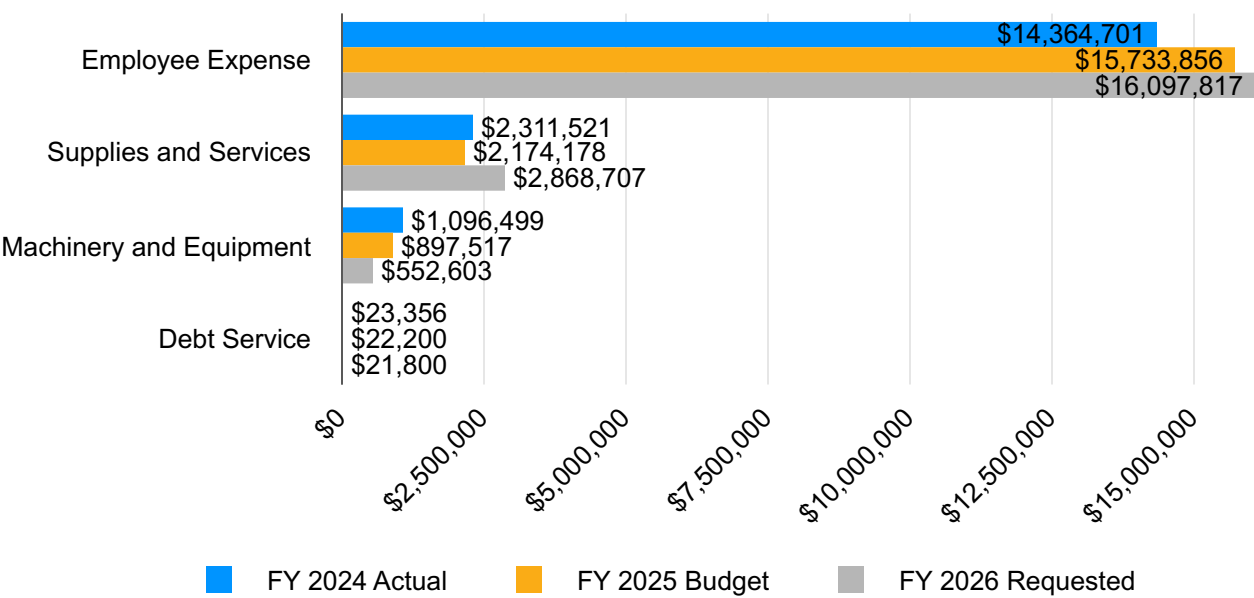
	FY 2024	FY 2025	FY 2026
Full-Time Equivalent	125.75	125.75	124.75

Revenue and Property Tax Support



The Police Department is supported by 124.75 full-time equivalent employees, which accounts for 82.38% of the department expense as seen below. Overall, the department's expenses are expected to increase by 3.79% in FY 2026 compared to FY 2025.

Expenditures by Category by Fiscal Year



DUBUQUE POLICE DEPARTMENT

Administration

Overview

The Police Department is responsible for providing community service and protection, creating a safe and secure environment for the citizens we serve. It also provides for maintenance, equipment, materials, supplies and repairs necessary for the operation of the department at the Dubuque Law Enforcement Center, as well as completing all requirements to maintain our status as an accredited law enforcement agency. Service is provided 24/7. Police Administration oversees the following divisions within the department: Community Oriented Policing, Criminal Investigation, Patrol, Staff Services, Special Units and Professional Standards. Staff Services encompasses Records and Identification and Training activities.

Administration Funding Summary			
	FY 2024 Actual	FY 2025 Budget	FY 2026 Recomm'd
Expenditures	\$1,335,049	\$1,103,258	\$1,110,276
Resources	\$—	\$—	\$—

Administration Position Summary	
	FY 2026
Police Chief	1.00
Assistant Police Chief	1.00
Police Accountant	—
Total FT Equivalent Employees	2.00

Performance Measures

Financially Responsible, High-Performance City Organization: Sustainable, Equitable, and Effective Service Delivery

	Performance Measure (KPI)	Target	FY 2023 Actual	FY 2024 Actual	FY 2025 Estimated	Performance Indicator
1	Activity Objective: Encourage all to feel safe in the community by providing expedient and efficient customer service and by staffing and training quality, diverse applicants.					
	# of calls for service handled per fiscal year	55,000	53,445	49,873	55,000	Goal Met
	# of officer applicants received (# hired per calendar year)	100 (12)	95 (10)	155 (11)	130 (12)	Goal Met

DUBUQUE POLICE DEPARTMENT

Community Oriented Policing

Mission & Services

[Community Oriented Policing](#) promotes positive relationships between police and community, establishing a problem-solving philosophy by addressing the causes of crime and encourages long-term innovative problem solving, and improving law enforcement-community partnerships with better quality communication. This activity enhances police services by shifting the focus of police work from responding to individual incidents to addressing problems identified by the community and emphasizing the use of problem-solving approaches to supplement traditional law enforcement. This is demonstrated by [involvement with the City of Dubuque Housing Department](#), [School Resource Officers](#), Public Information, and involvement with landlords and neighborhood associations.

Community Oriented Policing Funding Summary			
	FY 2024 Actual	FY 2025 Budget	FY 2026 Recomm'd
Expenditures	\$1,610,973	\$2,043,325	\$2,126,511
Resources	\$11,389	\$357,445	\$41,425

Community Oriented Policing Position Summary	
	FY 2026
Police Captain	1.00
Police Lieutenant	2.00
Police Corporal	1.00
DARE Police Officer	
School Resource Officer	—
Police Officer	11.00
Total FT Equivalent Employees	15.00

Performance Measures

City Council Goal: Partnership for a Better Dubuque: Building Our Community that is Viable, Livable, and Equitable

	Performance Measure (KPI)	Target	FY 2023 Actual	FY 2024 Actual	FY 2025 Estimated	Performance Indicator
1	Activity Objective: Public—Police engagement through neighborhood associations, landlord associations, and other community-based groups.					
	# of background checks performed for landlords*	6,000	5,619	4,635	6,000	Goal Met
	# of Facebook followers	15,000	13,823	22,313	14,000	Goal in Progress

*The diminished number of checks can be attributed to COVID

DUBUQUE POLICE DEPARTMENT

Criminal Investigation

Mission & Services

The [Criminal Investigation Division](#) (CID) conducts in-depth investigations into major crimes that occur, including death investigations, sexual abuse, robbery, arson, child abuse, dependent adult abuse, kidnapping, serious assault, major financial crime and computer-related crimes. CID is also assigned staff who work primarily in narcotics enforcement and are assigned to the [Dubuque Drug Task Force](#) (DDTF).

Criminal Investigation Funding Summary			
	FY 2024 Actual	FY 2025 Budget	FY 2026 Recomm'd
Expenditures	\$1,738,703	\$1,915,703	\$2,022,199
Resources	\$10,610	\$9,400	\$10,610

Criminal Investigation Position Summary	
	FY 2026
Police Captain	1.00
Police Lieutenant	1.00
Police Corporal	5.00
Patrol Officer	5.00
Total FT Equivalent Employees	12.00

Performance Measures

City Council Goal: Vibrant Community: Healthy & Safe

Performance Measure (KPI)	Target	CY22 Actual	CY23 Actual	CY24 Actual	Performance Indicator
1 Activity Objective: Reduce criminal shots fired					
Shots Fired	7	15	7	17	Goal Met

DUBUQUE POLICE DEPARTMENT

Patrol

Mission & Services

Prevent and control misconduct that is threatening to life, property and public order by responding to reports of crimes, accidents and other emergencies, identifying criminal activity and hazardous conditions, and taking appropriate action.

Patrol Funding Summary			
	FY 2024 Actual	FY 2025 Budget	FY 2026 Recomm'd
Expenditures	\$10,674,895	\$11,053,381	\$11,021,101
Resources	\$995,101	\$663,242	\$1,019,960

Patrol Position Summary	
	FY 2026
Police Captain	3.00
Police Lieutenant	9.00
Police Corporal	7.00
Patrol Officer	56.00
Total FT Equivalent Employees	75.00

Performance Measures

City Council Goal: Vibrant Community: Healthy and Safe

Performance Measure (KPI)	Target	CY 2022	CY 2023	CY 2024	Performance Indicator
1 Activity Objective: Ensure a safe and secure community environment.					
# of Part I Crimes Against Persons	<226	226	139	253	Goal Not Met
# of Part I Property Crimes	<1244	1244	1317	853	Goal Met

*Based on bi-annual GDDC survey

DUBUQUE POLICE DEPARTMENT

Staff Services

Mission & Services

Staff Services encompasses several activities. One supervisor with the rank of Captain oversees Staff Services, Training, and Records and Identification. Daily operations include providing clerical support to all divisions, training, Traffic Unit, accreditation and maintaining official records of the Police Department.

Staff Services Funding Summary			
	FY 2024 Actual	FY 2025 Budget	FY 2026 Recomm'd
Expenditures	\$2,074,265	\$2,667,298	\$2,816,381
Resources	\$118,643	\$328,715	\$335,310

Staff Services Position Summary	
	FY 2026
Police Captain	2.00
Police Corporal - Staff Services	1.00
Police Corporal - Records	1.00
Police Lieutenant - Training	1.00
Patrol Officer	—
Records Supervisor	1.00
Records Clerk - FT	2.00
Records Clerk - PT	1.24
Payroll Specialist	—
Police Precision Technical	3.00
Data Analyst	1.00
Clerical Assistant	0.75
Community Resource Officer	2.76
Clerk Typist	1.00
Total FT Equivalent Employees	17.75

Performance Measures

City Council Goal: Vibrant Community: Healthy and Safe

	Performance Measure (KPI)	Target	CY22 Actual	CY23 Actual	CY24 Actual	Performance Indicator
1	Activity Objective: Maintain the appropriate level of policy, personnel, and fleet to perform duties.					
	Maintain accreditation (compliance with all 484 standards)	100%	Yes	Yes	Yes	Goal Met
	Traffic Contacts	8,500	7475	8147	7,083	Goal In Progress
	Traffic Accident Investigations	< 1,500	1510	1397	1,480	Goal Met

*Due to staffing issues, the Traffic Unit is currently not staffed.

**Recommended Operating Revenue Budget - Department Total
11 - POLICE**

Fund/Account/Account Title	FY23 Actual Revenue	FY24 Actual Revenue	FY25 Adopted Budget	FY26 Recomm'd Budget
100 - General				
4A - Charges for Services				
41400 - Misc Permits	0	0	0	0
43215 - Lease - DRA Distrib	(4,055)	(6,128)	(6,000)	(9,162)
45300 - Forfeitures/Penalties	(8,725)	(5,030)	(8,725)	(5,030)
45500 - Miscellaneous Chg for Svcs	(1,124)	(7,822)	(1,124)	(1,056)
45510 - Reports	(19,448)	(4,897)	(19,448)	(4,897)
45515 - Background Checks	0	0	0	0
47100 - Reimbursements	(620,599)	(412,256)	(59,126)	(406,387)
47150 - Refunds	0	(2,100)	0	0
47160 - Unclaimed Property	0	(260)	0	0
47200 - Insurance Settlements	(457)	(85,322)	0	0
47450 - Sale of Salvage	0	0	0	0
47700 - District Court Fines	(227,212)	(186,009)	(227,212)	(186,009)
47750 - Parking Violation Fees	(20,000)	0	(20,000)	(20,000)
47800 - Miscellaneous Fines	(7,620)	(13,635)	(7,620)	(13,635)
4A - Charges for Services Total	(909,240)	(723,459)	(349,255)	(646,176)
4B - Grants/Contrib				
44000 - Federal Grants	(77,299)	(216,512)	(216,438)	(243,519)
44400 - State Grants	0	0	0	(39,225)
44650 - County Contributions	(186)	(84,650)	(298,242)	(349,767)
47000 - Contrib - Public Sources	0	0	0	0
47050 - Contrib - Private Sources	(115,182)	(116,123)	(431,759)	(104,735)
4B - Grants/Contrib Total	(192,667)	(417,285)	(946,439)	(737,246)
4K - Unrest Invest Earn				
43000 - Interest	(55)	(81)	(55)	(97)
4K - Unrest Invest Earn Total	(55)	(81)	(55)	(97)
4M - Gain on Disposal				
48100 - Sale of Personal Property	(63,108)	(868)	(63,108)	(63,108)
4M - Gain on Disposal Total	(63,108)	(868)	(63,108)	(63,108)
200 - Debt Service				
4N - Transfers				
49100 - Transfer In General Fund	(56,456)	(23,356)	(22,200)	(21,800)
4N - Transfers Total	(56,456)	(23,356)	(22,200)	(21,800)
4O - Eliminated for GW				
48200 - Proceeds from GO Debt	0	0	0	0

Recommended Operating Revenue Budget - Department Total
11 - POLICE

Fund/Account/Account Title	FY23 Actual Revenue	FY24 Actual Revenue	FY25 Adopted Budget	FY26 Recomm'd Budget
48205 - Bond Discount/Premium	0	0	0	0
4O - Eliminated for GW Total	0	0	0	0
171 - Police Canine/Stylemaster				
4B - Grants/Contrib				
47050 - Contrib - Private Sources	0	0	0	0
4B - Grants/Contrib Total	0	0	0	0
4K - Unrest Invest Earn				
43000 - Interest	(115)	(292)	(115)	(347)
4K - Unrest Invest Earn Total	(115)	(292)	(115)	(347)
POLICE - Total	(1,221,640)	(1,165,341)	(1,381,172)	(1,468,774)

Recommended Operating Expenditure Budget - Department Total
11 - POLICE

Fund/Account/Account Title	FY23 Actual Expense	FY24 Actual Expense	FY25 Adopted Budget	FY26 Recomm'd Budget
6A - Salaries & Wages				
100 - General				
60100 - Salaries-Regular Full Time	8,150,615	8,627,400	10,473,494	10,747,878
60200 - Salaries - Regular Part Time	28,452	15,174	78,056	88,785
60300 - Hourly Wages - Temp/Seasonal	48,910	61,201	89,750	89,405
60400 - Overtime	672,040	703,398	128,757	128,757
60410 - Overtime - Holiday	0	3,623	0	0
60620 - Special Pay - Holiday	384,614	404,311	392,217	374,835
60630 - Special Pay Sick Lv Payout Ret	161,807	95,923	86,888	86,567
60635 - Special Pay Sick Lv Payout 50%	40,195	45,136	42,206	46,490
60640 - Special Pay - Vacation Payout	59,154	79,967	0	0
60650 - Special Pay - Standby/On-Call	0	0	0	0
60660 - Special Pay - Shift Diff	0	0	0	0
60700 - Special Pay - Witness/Jury	16,180	13,335	18,034	13,736
60710 - Special Pay - Parental Leave	134,460	144,061	0	0
60720 - Spec Pay - Meals No Overnight	448	323	459	324
6A - Salaries & Wages Total	9,696,875	10,193,852	11,309,861	11,576,777
6B - Employee Benefits				
100 - General				
61100 - FICA - City Contribution	161,014	166,399	198,441	218,328
61300 - IPERS - City Contribution	38,098	33,304	39,605	69,224
61410 - Pension - MFPRSI	2,001,355	2,008,475	2,369,212	2,408,431
61430 - Pension - Police	0	0	0	0
61510 - Health Insurance	1,606,285	1,651,465	1,617,472	1,604,049
61540 - Life Insurance	5,082	4,971	5,566	5,520
61600 - Workers' Compensation	738	752	799	787
61615 - Insurance Premium	70,338	77,214	0	0
61625 - Exccess Workers' Comp	0	0	78,974	92,532
61700 - Unemployment Compensation	0	1,668	1,203	834
61810 - Uniform Allowance	48,146	49,995	61,600	58,300
61990 - Other Benefits & Costs	5,693	0	3,380	3,380
61992 - Physicals	23,606	21,160	25,755	22,440
61994 - Police/Fire Injuries	54,887	155,446	21,988	37,215
6B - Employee Benefits Total	4,015,243	4,170,849	4,423,995	4,521,040
6C - Staff Development				
100 - General				

Recommended Operating Expenditure Budget - Department Total
11 - POLICE

Fund/Account/Account Title	FY23 Actual Expense	FY24 Actual Expense	FY25 Adopted Budget	FY26 Recomm'd Budget
62100 - Association Dues	3,176	3,617	3,288	3,718
62200 - Subscriptions	0	0	6,062	3,180
62400 - Meetings & Conferences	5,815	15,104	12,248	11,996
62500 - Education Reimbursement	227,836	248,846	288,209	298,527
171 - Police Canine/Stylemaster				
62500 - Education Reimbursement	0	0	0	0
6C - Staff Development Total	236,828	267,567	309,807	317,421
6D - Repair/Maint/Util				
100 - General				
63100 - Building Maintenance	385,571	257,014	385,571	286,355
63311 - Vehicle Ops - Diesel	0	0	0	0
63312 - Vehicle Ops - Gasoline	149,185	158,371	118,821	141,225
63320 - Vehicle Repair - Internal	141,468	172,992	144,297	148,541
63321 - Vehicle Repair - Outsourced	13,167	8,996	13,430	9,177
63322 - Vehicle Repair - Accident	0	2,500	3,402	2,765
63400 - Equipment Maint/Repair	6,069	5,163	6,191	5,267
63730 - Telecommunications	20,941	50,212	39,877	44,203
171 - Police Canine/Stylemaster				
63321 - Vehicle Repair - Outsourced	58	75	59	76
6D - Repair/Maint/Util Total	716,460	655,323	711,648	637,609
6E - Contractual Svcs				
100 - General				
64010 - Accounting & Auditing	0	0	0	0
64020 - Advertising	2,703	71	285	71
64040 - Collections	120	0	120	0
64050 - Recording Fees	5,739	3,625	5,739	3,625
64080 - Insurance - Property	1,053	1,053	1,915	1,972
64081 - Insurance - Liability	54,683	63,354	77,068	71,170
64082 - Insurance - Police Liability	82,588	87,483	113,728	109,441
64130 - Payments to Other Agencies	74,679	67,363	74,679	79,371
64140 - Printing	3,280	1,119	3,345	1,153
64145 - Copying	8,412	12,372	8,413	5,986
64160 - Rental - Land/Bldgs/Parking	41,107	47,745	49,426	46,215
64190 - Technology Services	234,989	277,847	257,864	1,075,194
64191 - IT Recharges	196,537	293,539	315,760	309,029
64195 - Credit Card Charge	29	0	29	0
64890 - Background Check	38,113	32,547	50,407	51,581
64900 - Other Professional Service	13,790	7,945	77,576	48,186

Recommended Operating Expenditure Budget - Department Total
11 - POLICE

Fund/Account/Account Title	FY23 Actual Expense	FY24 Actual Expense	FY25 Adopted Budget	FY26 Recomm'd Budget
64955 - Civil Service	0	0	0	0
64980 - Technology Equip Maint Cont	88	0	92	0
64990 - Other Contractual Service	0	0	0	0
200 - Debt Service				
64900 - Other Professional Service	0	0	0	0
6E - Contractual Svcs Total	757,908	896,063	1,036,446	1,802,994
6F - Commodities				
100 - General				
65025 - Program Materials	13,101	11,130	13,570	10,130
65045 - Technology Equipment	204,998	461,209	287,380	65,092
65050 - Other Equipment	1,261	3,896	3,105	3,105
65052 - Police Equipment	216,086	137,311	179,195	94,525
65054 - Safety Equipment	3,209	29,808	38,364	32,130
65060 - Office Supplies	10,559	5,092	10,439	5,193
65070 - Operating Supplies	0	0	0	0
65080 - Postage/Shipping	3,391	3,612	3,560	3,975
65925 - Uniform Purchase	57,590	56,342	21,805	21,805
65935 - Employee Recognition	1,599	2,362	1,700	2,181
65955 - Ammunition	42,275	109,672	55,088	55,157
65990 - Other Supplies	8,580	12,242	10,115	12,242
65999 - Cash Over and Short	0	0	0	0
171 - Police Canine/Stylemaster				
65052 - Police Equipment	0	0	0	0
6F - Commodities Total	562,648	832,675	624,321	305,535
6G - Capital Outlay				
100 - General				
67100 - Vehicles	121,125	388,956	383,990	352,268
67210 - Furniture/Fixtures	3,349	73,406	5,483	5,483
67250 - Office Equipment	60	1,914	0	0
67270 - Other Capital Equipment	0	0	0	0
6G - Capital Outlay Total	124,533	464,276	389,473	357,751
6H - Debt Service				
200 - Debt Service				
68010 - Principal Payment	52,800	20,000	20,000	20,000
68020 - Interest Payments	3,097	3,356	2,200	1,800
68980 - Financial Consultant	0	0	0	0
68990 - Paying Agent Fees	0	0	0	0

Recommended Operating Expenditure Budget - Department Total

11 - POLICE

Fund/Account/Account Title	FY23 Actual Expense	FY24 Actual Expense	FY25 Adopted Budget	FY26 Recomm'd Budget
6H - Debt Service Total	55,897	23,356	22,200	21,800
POLICE - Total	16,166,392	17,503,961	18,827,751	19,540,927

Recommended Expenditure Budget Report by Activity & Funding Source
11 - POLICE

Fund/Activity	FY24 Actual Expense	FY25 Adopted Budget	FY26 Recomm'd Budget
1101 - Administration			
100 - General			
6A - Salaries & Wages	383,745	378,012	432,690
6B - Employee Benefits	378,256	250,450	285,114
6C - Staff Development	33,777	15,103	26,857
6D - Repair/Maint/Util	264,071	391,739	293,412
6E - Contractual Svcs	56,696	61,038	66,856
6F - Commodities	218,504	6,916	5,347
6G - Capital Outlay	0	0	0
1101 - Administration Total	1,335,049	1,103,258	1,110,276
1102 - DARE			
100 - General			
6A - Salaries & Wages	0	77,779	74,884
6B - Employee Benefits	13,423	31,581	32,033
6C - Staff Development	3,842	500	0
6D - Repair/Maint/Util	0	60	0
6E - Contractual Svcs	1,044	1,500	0
6F - Commodities	5,252	10,847	5,252
1102 - DARE Total	23,561	122,267	112,169
1103 - Staff Services			
100 - General			
6A - Salaries & Wages	462,197	842,421	645,444
6B - Employee Benefits	193,414	281,952	197,026
6C - Staff Development	6,212	2,942	2,694
6D - Repair/Maint/Util	1,497	1,076	2,114
6E - Contractual Svcs	296,626	368,205	531,251
6F - Commodities	1,759	5,553	1,733
6G - Capital Outlay	75,320	5,483	5,483
1103 - Staff Services Total	1,037,026	1,507,632	1,385,745
1104 - Records and ID			
100 - General			
6A - Salaries & Wages	275,131	354,532	378,859
6B - Employee Benefits	108,780	121,370	127,223
6C - Staff Development	0	0	0
6D - Repair/Maint/Util	0	0	0

Recommended Expenditure Budget Report by Activity & Funding Source
11 - POLICE

Fund/Activity	FY24 Actual Expense	FY25 Adopted Budget	FY26 Recomm'd Budget
6E - Contractual Svcs	213,954	236,085	479,793
6F - Commodities	9,301	11,084	8,564
1104 - Records and ID Total	607,167	723,071	994,439
1105 - Police Training			
100 - General			
6A - Salaries & Wages	146,099	127,393	131,167
6B - Employee Benefits	47,235	42,444	44,040
6C - Staff Development	119,186	211,649	204,871
6E - Contractual Svcs	262	21	262
6F - Commodities	117,290	55,088	55,857
6G - Capital Outlay	0	0	0
1105 - Police Training Total	430,071	436,595	436,197
1106 - Criminal Investigation			
100 - General			
6A - Salaries & Wages	1,164,597	1,294,174	1,345,135
6B - Employee Benefits	438,480	472,583	501,740
6C - Staff Development	8,246	12,601	12,601
6D - Repair/Maint/Util	30,318	32,890	33,500
6E - Contractual Svcs	32,995	29,450	49,219
6F - Commodities	1,501	4,122	5,429
6G - Capital Outlay	0	0	0
1106 - Criminal Investigation Total	1,676,136	1,845,820	1,947,624
1107 - Community Orientated Police			
100 - General			
6A - Salaries & Wages	1,048,468	1,326,372	1,393,304
6B - Employee Benefits	447,873	509,859	529,723
6C - Staff Development	18,430	14,210	14,615
6D - Repair/Maint/Util	7,907	7,520	7,913
6E - Contractual Svcs	8,504	5,194	7,253
6F - Commodities	10,645	7,579	11,210
6G - Capital Outlay	45,585	50,324	50,324
1107 - Community Orientated Police Total	1,587,412	1,921,058	2,014,342
1108 - Homeland Security			
100 - General			

Recommended Expenditure Budget Report by Activity & Funding Source
11 - POLICE

Fund/Activity	FY24 Actual Expense	FY25 Adopted Budget	FY26 Recomm'd Budget
6A - Salaries & Wages	0	0	0
6F - Commodities	0	0	0
1108 - Homeland Security Total	0	0	0
1109 - Police Patrol			
100 - General			
6A - Salaries & Wages	6,621,375	6,909,075	6,890,324
6B - Employee Benefits	2,530,452	2,713,751	2,688,095
6C - Staff Development	73,192	47,548	55,783
6D - Repair/Maint/Util	351,455	278,304	300,594
6E - Contractual Svcs	223,415	265,070	593,785
6F - Commodities	451,291	505,864	190,576
6G - Capital Outlay	343,371	333,666	301,944
1109 - Police Patrol Total	10,594,550	11,053,278	11,021,101
1110 - Casino Security			
100 - General			
6A - Salaries & Wages	4,763	0	0
6B - Employee Benefits	846	0	0
1110 - Casino Security Total	5,609	0	0
1111 - Emergency Room Security			
100 - General			
6A - Salaries & Wages	65,542	0	0
6B - Employee Benefits	9,187	0	0
1111 - Emergency Room Security Total	74,729	0	0
1112 - 1948 Stylemaster Trust			
171 - Police Canine/Stylemaster			
6D - Repair/Maint/Util	75	59	76
1112 - 1948 Stylemaster Trust Total	75	59	76
1113 - Canine Trust			
171 - Police Canine/Stylemaster			
6C - Staff Development	0	0	0
6F - Commodities	0	0	0
1113 - Canine Trust Total	0	0	0
1114 - Alcohol Compliance			
100 - General			

Recommended Expenditure Budget Report by Activity & Funding Source
11 - POLICE

Fund/Activity	FY24 Actual Expense	FY25 Adopted Budget	FY26 Recomm'd Budget
6A - Salaries & Wages	0	0	0
6B - Employee Benefits	0	0	0
6F - Commodities	0	0	0
1114 - Alcohol Compliance Total	0	0	0
1116 - Precision Policing			
100 - General			
6A - Salaries & Wages	0	0	284,970
6B - Employee Benefits	0	0	116,046
1116 - Precision Policing Total	0	0	401,016
1150 - Grants			
100 - General			
6A - Salaries & Wages	21,934	103	0
6B - Employee Benefits	2,902	5	0
6C - Staff Development	4,683	5,254	0
6E - Contractual Svcs	62,567	69,883	74,575
6F - Commodities	17,133	17,268	21,567
1150 - Grants Total	109,219	92,513	96,142
1180 - Debt Service			
200 - Debt Service			
6E - Contractual Svcs	0	0	0
6H - Debt Service	23,356	22,200	21,800
1180 - Debt Service Total	23,356	22,200	21,800
1199 - Pcard Clearing			
100 - General			
6F - Commodities	0	0	0
1199 - Pcard Clearing Total	0	0	0
POLICE TOTAL	17,503,961	18,827,751	19,540,927

CITY OF DUBUQUE, IOWA
DEPARTMENT DETAIL - PERSONNEL COMPLEMENT

11 POLICE DEPARTMENT

FD	JC	WP-GR	JOB CLASS	FY 2026	
				FTE	BUDGET
60100 Full Time Employee Expense					
100	4285	GE-46P	POLICE CHIEF	1.00	\$ 200,414
100	4275	GE-44P	ASSISTANT POLICE CHIEF	1.00	\$ 158,776
100	4265	GE-38P	POLICE CAPTAIN	7.00	\$ 1,005,168
100	4255	GE-36P	POLICE LIEUTENANT	13.00	\$ 1,619,823
100	5565	GE-11	ACCOUNTANT	1.00	\$ 63,799
100	8425	P-02	POLICE CORPORAL	15.00	\$ 1,494,688
100	8415	P-01	POLICE PATROL OFFICER	72.00	\$ 5,624,841
100	4290	GE-09	PAYROLL SPECIALIST	1.00	\$ 64,180
100	5315	GE-08	POLICE CENTER TECH	3.00	\$ 157,275
			CRIMINAL COMPUTER		
100	5375	GE-13	FORENSICS	1.00	\$ 70,721
100	5370	GE-10	CRIMINAL ANALYST	1.00	\$ 56,974
100	5020	GE-05	CLERK TYPIST	1.00	\$ 51,011
100	5310	GE-06	RECORDS CLERK	2.00	\$ 99,664
			RECORDS ROOM		
100	5275	GE-10	SUPERVISOR	1.00	\$ 80,544
TOTAL FULL TIME EMPLOYEES				120.00	\$10,747,878
60200 Part Time Employee Expense					
100	5310	GE-06	RECORDS CLERK	1.24	\$ 61,791
100	5365	GE-02	CLERICAL ASST	0.75	\$ 26,994
TOTAL PART TIME EMPLOYEES				1.99	\$ 88,785
60300 Seasonal Employee Expense					
			COMMUNITY RESOURCE		
100		GE-02	OFFICER	2.76	\$ 89,405
TOTAL SEASONAL EMPLOYEES				2.76	\$ 89,405
TOTAL POLICE DEPT.				124.75	\$10,926,068

CITY OF DUBUQUE, IOWA
ACTIVITY PERSONNEL COMPLEMENT SUMMARY

						FY 2026	
ACCT	FD	JC	WP-GR	POSITION CLASS		FTE	BUDGET
Police Administration-FT							
				ASSISTANT			
1101	60100	100	4275	GE-44P	POLICE CHIEF	1.00	\$ 158,776
1101	60100	100	5565	GE-11	ACCOUNTANT	1.00	\$ 63,799
1101	60100	100	4285	GE-46P	POLICE CHIEF	1.00	\$ 200,414
				Total		3.00	\$ 422,989
DARE Program-FT							
1102	60100	100	8415	P-01	POLICE PATROL OFFICER	1.00	\$ 69,255
				Total		1.00	\$ 69,255
Staff Services-FT							
1103	60100	100	5020	GE-05	CLERK TYPIST	1.00	\$ 51,011
1103	60100	100	4265	GE-38P	POLICE CAPTAIN	2.00	\$ 288,118
1103	60100	100	8425	P-02	POLICE CORPORAL	1.00	\$ 105,881
1103	60100	100	4290	GE-09	PAYROLL SPECIALIST	1.00	\$ 64,180
				Total		5.00	\$ 509,190
Staff Services-Seasonal							
1103	60300	100		GE-02	COMMUNITY RESOURCE OFFICER	2.76	\$ 89,405
				Total		2.76	\$ 89,405
Records and ID-FT							
1104	60100	100	8425	P-02	POLICE CORPORAL	1.00	\$ 105,881
1104	60100	100	5310	GE-06	RECORDS CLERK	2.00	\$ 99,664
1104	60100	100	5275	GE-10	RECORDS ROOM SUPERVISOR	1.00	\$ 80,544
				Total		4.00	\$ 286,089
Records and ID-PT							
1104	60200	100	5310	GE-06	RECORDS CLERK	1.24	\$ 61,791
1104	60200	100	5365	GE-02	CLERICAL ASST	0.75	\$ 26,994
				Total		1.99	\$ 88,785
Police Training-FT							
1105	60100	100	4255	GE-36P	POLICE LIEUTENANT	1.00	\$ 118,921
				Total		1.00	\$ 118,921
Criminal Investigation-FT							
1106	60100	100	4265	GE-38P	POLICE CAPTAIN	1.00	\$ 145,357

CITY OF DUBUQUE, IOWA
ACTIVITY PERSONNEL COMPLEMENT SUMMARY

ACCT	FD	JC	WP-GR	POSITION CLASS	FY 2026	
					FTE	BUDGET
1106	60100	100	8425	P-02 POLICE CORPORAL	5.00	\$ 493,474
1106	60100	100	4255	GE-36P POLICE LIEUTENANT	1.00	\$ 142,761
1106	60100	100	8415	P-01 POLICE PATROL OFFICER	5.00	\$ 455,728
Total					12.00	\$ 1,237,320
COP Program - FT						
1107	60100	100	4265	GE-38P POLICE CAPTAIN	1.00	\$ 145,357
1107	60100	100	8425	P-02 POLICE CORPORAL	1.00	\$ 102,572
1107	60100	100	4255	GE-36P POLICE LIEUTENANT	2.00	\$ 252,998
1107	60100	100	8415	P-01 POLICE PATROL OFFICER	10.00	\$ 817,177
Total					14.00	\$ 1,318,104
Police Patrol-FT						
1109	60100	100	4265	GE-38P POLICE CAPTAIN	3.00	\$ 426,336
1109	60100	100	8425	P-02 POLICE CORPORAL	7.00	\$ 686,880
1109	60100	100	4255	GE-36P POLICE LIEUTENANT	9.00	\$ 1,105,143
1109	60100	100	8415	P-01 POLICE PATROL OFFICER	56.00	\$ 4,282,681
Total					75.00	\$ 6,501,040
Precision Policing-FT						
1116	60100	100	5315	GE-08 POLICE CENTER TECH	3.00	\$ 157,275
1116	60100	100	5375	GE-13 CRIMINAL COMPUTER FORENSICS	1.00	\$ 70,721
1116	60100	100	5370	GE-10 CRIMINAL ANALYST	1.00	\$ 56,974
Total					5.00	\$ 284,970
TOTAL POLICE DEPARTMENT					124.75	\$10,926,068

This page intentionally left blank.