

DULUTH POLICE DEPARTMENT

2018 Annual Report



“Each interaction with a member of the Duluth Police Department should end with a greater sense of trust and appreciation of their commitment to their community.”





FROM THE CHIEF

MIKE TUSKEN



Pictured Above Right: Mike Tusken, Chief of Police

This year, the Duluth Police Department demonstrated organizational growth. We are learning, innovating and challenging convention in policing. We are proud to be different, better, and have staff who our citizens are proud to know and have confidence in serving them. I am proud and humbled to work among such a dedicated, talented and select corps of caring and compassionate people.

We have a mission that focuses on relationships, knowing the strength of our organization has always been and will always be, the community which we serve. Relationships foundationally change how we view problem solving and safety. We understand how forming partnerships in the community is a force multiplier to enhance our effectiveness.

We have challenges of addiction and mental illness that require a community response and partnerships. Our approach to both

of these challenges are rewriting the script for police responses. The opioid project technician hired this year is meeting people who suffer from the scourge of addiction where they are at and finding opportunities for treatment and a return to health. Many community partners support this position, and together we are saving lives!

We have a mental health unit pairing two officers with two embedded social workers who are doing daily interventions and therapy with people often forgotten, yet need a hand up from suffering from mental illness and/or substance abuse. This work is groundbreaking and enhancing the lives of people suffering.

When it comes to relationships, we believe it is always best to know us before you need us. This is why we participated in 2000 community engagements last year ranging from one on one meetings to groups. Sometimes we were working together to solve a problem and other times we were fishing with kids. One of our core beliefs is, "Every interaction leaves a lasting impression" and we frame our service and engagements with this in mind.

We are proud serving all who live, work and play in this beautiful city on the shores of the greatest of the Great Lakes, and we thank you for your support and commitment in helping us fulfill our mission to provide a safe Duluth for all!

Mike Tusken
Chief of Police



MISSION:

To provide a safe Duluth for all by strengthening relationships and serving in a respectful, caring, and selfless manner.

CORE BELIEFS:

- We recognize that our authority comes from our social contract with the community.
- People will believe that we are there to serve them if we are kind, caring and compassionate, and our actions match our words.
- People will trust us if they believe we are protecting their rights.
- Every interaction leaves a lasting impression.
- The safety of both our community and officers are paramount.



VALUES:

Fair
Accountable
Caring
Transparent



A SAFE DULUTH

We will make Duluth a safe place to live, work, and play. Our highly trained staff will work with communities to provide exceptional policing services throughout our city.

2018 STATS

105,438

Calls for service.

156

Sworn Personnel.

36

Civilian Personnel.

3%

Decrease in Part 1 Crimes which include aggravated assault, arson, auto theft, burglary, homicide, rape, theft and robbery.

7%

Decrease in burglaries from 2014-2018.

11%

Decrease in robberies from 2014-2018.

14%

Increase in vehicle thefts since 2016 due partly to the loss of a grant funded auto theft investigator position. The auto theft investigator grant was reinstated at the end of 2018.

Sexual Assault Kit Initiative to test previously untested sexual assault kits.

- **418** kits tested
- **20** cases referred to county attorney
- **10** suspects charged with criminal sexual conduct.
- **3** suspects pled guilty.



PREVENTION ENFORCEMENT

CompStat

- Weekly look at crime trends based upon data
- Intentional, directed resources to respond to “hot spot” areas

Patrol

Our officers not only respond to calls for service, but also participate in self-initiated field activities allowing for more contact with the community.

Patrol officers will be the first to respond to a 911 call. Their responsibilities encompass a large variety of tasks from traffic issues to homicides. They are trained to work with all members of the public to ensure Duluth is a safe place to work and play.

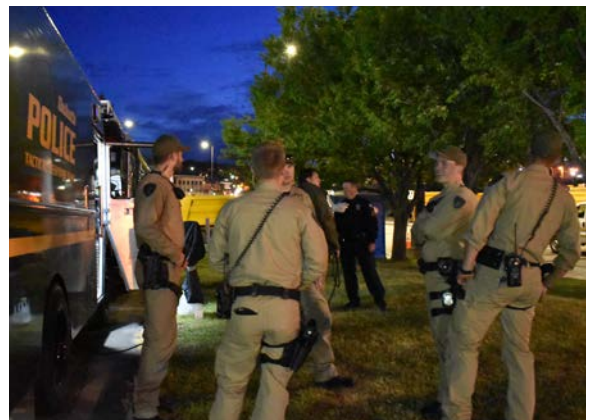
Investigations

Our investigators usually take over a case once it is referred to them by patrol. They perform detailed investigations and build cases to submit for charging.

Investigators take a “deeper dive” into crimes. They’ll conduct additional interviews, write search warrants, collect evidence, and prepare cases to present to prosecutors.

Administrative Unit

This unit works on technology innovations to streamline access to data as well as handles internal investigations.



2018 allowed for the consolidation of all department created digital evidence to be stored and gathered by one platform. AXON captures and stores our body camera, fleet, and evidence room videos saving time for officers. Why is this important? These programs help us maintain public trust through transparency, and ensure documentation for prosecution.



STRENGTHENING RELATIONSHIPS

We believe by investing our time and energy to strengthen community relationships the citizens of Duluth will trust we have their best interests at heart. Our officers participate in many different community events each year. You'll often find them hanging out with kids at after school programs, providing crime statistics at community club meetings, and collaborating with businesses and agencies to provide services to all of our citizens.

2,000

Community events attended.





THE DULUTH POLICE DEPARTMENT PRESENTS

Kids, Cops & Cars

Wednesday, August 15, 2018 • 11am - 2pm
Bayfront Festival Park

SPONSORS

- Kwik Trip
- Quikrete
- Black & Decker
- Call for Business Insurance
- Shoppers Drug Mart
- Local Food Bank
- Renal Center
- Therapy
- City of Duluth
- Public Works
- Police Department
- Fire Department
- Library
- YMCA
- YWC
- UPS
- The UPS Store
- AmorGas
- Advantage
- Ber
- KROGER
- WALMART

RESPECTFUL & CARING

The four tenants of procedural justice are FAIRNESS, VOICE, TRANSPARENCY, and IMPARTIALITY. We believe in treating everyone with dignity and respect. Our staff will always work with people to problem solve in a way that honors where each individual is coming from. We know every interaction we have with the public leaves a lasting impression.





THIS IS WHAT COMPASSIONATE SERVICE LOOKS LIKE

Victim Centered Services

We place the victim-survivor at the center of all decision-making, restore their dignity and sense of control, and increase their understanding of the criminal justice system. The victim-survivor sets the pace of their journey toward justice and healing.

Mental Health Initiatives

Our Mental Health Unit provides immediate diagnosis and treatment options for those experiencing mental health crises.

Crisis Intervention Training

Our officers have been trained in this innovative model to help persons with mental disorders and/or addictions access medical treatment rather than place them in the criminal justice system.

De-escalation Training

All officers have attended de-escalation training, which reduces the intensity of an interaction by slowing down, being compassionate, and using discretion. During every single citizen encounter, officers are working to de-escalate adverse or demanding circumstances.



Opioid Technician

Our opioid technician provides support for survivors of drug overdoses and works with them to take steps towards treatment.

SELFLESS

We will be at our best on your worst day. Our commitment to help others and make a difference in people's lives is what led us to law enforcement and what sustains us daily. Our officers can be dedicated to our city because their families support and sacrifice for them to do so. Staff not only serve the city at work, but a large majority volunteer their time for great causes.



A few of the volunteer events:

- Special Olympics
- Blue Santa
- Northern Lights Foundation
- Various Boards
- Cop on a Rooftop
- Polar Plunge
- Bentleyville
- Domiano Center
- Habitat for Humanity
- CHUM

WHAT OUR CITIZENS SAY



"I recently had to have emergency services for my mom. The officer who responded was so compassionate with her. His name was Officer Smith and I would just like to pass on a big thank you to him."

"I feel the need to commend one of the officers that showed me respect and empathy. Officer Aubart has gone above and beyond in making our neighborhood feel like a priority. He really has done a fantastic job listening and doing his best to make himself available for support. Knowing DPD has our back makes us more comfortable."

"I have to mention that when my significant other died, your officers were amazing. A young man named Officer LeDoux was incredible. I can't thank him enough. He stayed quite a while whether it was protocol to or not. I hope others in trying times are able to meet him."



RECRUITMENT & TRAINING

We are committed to having a police department that reflects those we serve and protect. We use character based hiring practices and choose those who are problem solvers, critical thinkers, and have empathy for others.





Photo credit: Rendulich Photography

Recruitment Tools:

- **Community Service Officers** – Law enforcement students who have been hired to acquire hands on job experience by staffing our front desk, collecting evidence, and assisting with administrative tasks.
- **Reserves** – Our volunteer unit that helps with traffic control during large events.
- **Park Rangers** – From May through September this group of potential recruits patrol our parks and the Canal Park area working with the public to build relationships.
- **Explorers** – High school students who are interested in the law enforcement profession participate in this group to gain an understanding of what this job entails.
- **Mentorship program** – Sworn personnel are teamed up with college students who are interested in pursuing professions in law enforcement.
- **Recruitment workshops** – Our officers attend these workshops at universities and high schools to talk with students about our department and careers available.

Training:

- **De-escalation** – Teaches officers to slow down, be compassionate, and use discretion

which may include walking away from a situation.

- **MILO Scenario** – Real life scenarios to reinforce de-escalation and use of force techniques.
- **Procedural Justice** – Procedural justice is the fairness of processes used by those in positions of authority. Citizens want to be treated fairly, have their voices heard, transparency, and impartially.



- **Fair and Impartial Policing** – Discusses how implicit biases can impact well-intentioned individuals outside their conscious awareness. Teaches officers the skills they need to reduce and manage their biases.
- **Crisis Intervention Training** – Uses actors to role-play scenarios to educate officers on best ways to deal with those experiencing a mental health crisis.

A HOLISTIC APPROACH TO DRUG ADDICTION



Drug addiction is a public health crisis that affects all of us. We utilize a three-pronged approach to drug addiction – treatment, education/prevention, and enforcement. Our community, like many communities across the country, has suffered from the scourge of addiction. In the last three years, Duluth experienced 258 overdoses, of those, 19 lost their lives. We are working hard with many partners to effect change.

34
Convictions.

671

Grams of heroin seized.
Street value \$107,360.

122

Grams of fentanyl seized. Street value \$19,520. This is a 45% increase from 2017. (2mg of fentanyl can be lethal.)

9,381

Grams of meth seized. Street value \$938,100. This is an 8 year high.

199

Number of drug task force search warrants.



A lethal dose of fentanyl.

SOURCE OF SUPPLY

- **Operation HBoyz**

35 defendants charged. The operation dismantled a million dollar heroin drug trafficking organization operating out of Minnesota, Wisconsin and Illinois.

- **Operation Jailbird**

The largest fentanyl case in Duluth history.

Seven defendants charged. Heroin, methamphetamine, prescription pills, 9 firearms and over \$21,000.00 in US currency seized.

- **Operation Ghostbusters**

11 defendants charged, 1.5 pounds of methamphetamine, 1 firearm and \$22,000 in US currency seized.

Enforcement

We are working diligently to limit source of supply with partnerships from several area agencies including the DEA, US Marshalls, and FBI.

Treatment

- Our opioid technician is dedicated to those struggling with addiction by making contact following an overdose, working with individuals to get them into treatment, long-term case management, and educational curriculum for schools.
- Our embedded social workers also work with addicts to find resources they need to recover.
- Since April of 2016, the DPD alone has saved 82 lives with the use of Naloxone Education/Prevention.



Pictured Above: Opioid Technician Jess McCarthy
Photo Credit: The Duluth News Tribune

- We are working collaboratively with the Opioid Abuse Response Strategies group.
- Kicked off our Opioids Suck campaign with high school students.
- Ensured all sworn personnel carry Naloxone and trained other city workers in the use of Naloxone.
- Began a citywide needle pick up program.

MENTAL HEALTH UNIT

We believe in working to decriminalize mental illness. In our efforts to do so, we paired up two officers with two licensed independent clinical social workers. This team has the ability to provide field diagnostics, treatment and referrals. Since February 2018, 252 referrals have been made to the mental health unit to provide those suffering from mental illness the dignity, respect, support and treatment they deserve.

Goals:

- **Reduce 911 calls for chronic consumers**
- **Increase co-response**
- **Reduce jail and hospital admissions**
- **Facilitate trauma informed response**
- **Improve quality of life**

A young, homeless man was experiencing untreated schizophrenia. The mental health unit's intervention allowed him to receive stabilizing treatment. This young man is now living independently and actively engaged with mental health services in the community.

The mental health unit responded to a woman who was experiencing paranoid fixed delusions. The mental health unit was able to bring in the treatment team and accomplish a med change with a psychiatric nurse Practitioner present. This was a successful, assertive co-community response to avoid hospitalization for the woman.



CIVILIAN SUPPORT

We employ 36 civilian staff that help sworn officers perform their job duties. Information is the lifeblood of policing and our records staff works tirelessly to keep information flowing.

Records Support – 110,000 incidents – that's 10,975 transcriptions

- This unit is motivated to provide timely information to sworn staff to pursue cases and hold suspects accountable.

Parking Monitors – Our six parking monitors work to preserve public safety and promote fair access

- This unit implemented a convenient parking payment option called Park Duluth - an app that allows parkers to use their smart phones to pay for parking.
- The parking staff do not have ticket quotas.
- A primary role of the parking staff is public education – they are trained to inform the public why statutes and ordinances are in place.

Animal Control

- They handle animal abuse cases, strays, and neighborhood nuisances
- Work to find owners and reunite them with their pets
- Partner with Animal Allies

Grant Partnerships

We believe in being good stewards of city tax dollars. In our efforts to do so, our grant coordinator aggressively pursues funding through many different sources, often collaborating with other agencies.

In 2018, we received approximately **\$2.8 million** in grant funds that helped pay for additional personnel; DWI officer, opioid technician, school resource officers and investigators.

Crime Analysts

These positions research and analyze information relating to criminal activities. They evaluate and compile data from a variety of sources to discover trends and changes in criminal activity. They also help establish criminal profiles. The vital information they provide helps build cases and provides invaluable information regarding public safety and during investigations.

Property and Evidence

These civilian support staff maintain all evidence and property. They ensure proper chain of custody, maintain records to ensure storage accuracy, provide computer tracking of property, deliver evidence to court, and properly dispose of property. This group is critical to ensuring evidence is available for investigators during the investigation period and for prosecutors at the time of trial.

