Duluth Police Department

2027 - 2030 Recruitment Plan



THE CITY OF DULUTH MINNESOTA

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Mission Statement

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

Values

Fair
Accountable
Caring
Transparent

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.

Message from Chief Mike Ceynowa



The Duluth Police Department is the third largest municipal police department in Minnesota. We continue to be on the leading edge of innovative programs and technology. Every day, we strive to provide a safe community for all who live, work, and play within the City of Duluth.

DPD has made tremendous efforts in our recruitment efforts. We are close to being fully staffed and are focused on retention efforts. Keeping high-quality officers committed to the City of Duluth is our top priority.

This document details steps we are taking to continue to recruit and retain a professional and diverse workforce. We have also mapped our different hiring paths to becoming a Duluth Police Officer for the City of Duluth, which includes new hires and laterals. Our recruitment website also provides additional documents, which outline wages/benefits, demographics, training and recruit academy, Duluth's lifestlye, and more.

-City of Duluth Police Chief Mike Ceynowa

Demographics

We strive for diversity in our hiring and aim to recruit, hire, promote, and retain police officers who are representative of the people in the community.

Below is a breakdown of the demographics of the City of Duluth based on the 2020 Census data and demographics of sworn staff at DPD. Data gathering of staff at DPD is perceived race.

2020 US Census Population- City of Duluth		2026 DPD Sworn Staff	
86,697		140	
Female	**Male**	**Female**	**Male**
50.8%	49.2%	20%	80%
White	**Black or African American**	**White**	**Black or African American**
85%	3.6%	92.14%	4.29%
American Indian & Alaska Native	**Asian**	**Native American**	**Asian**
2.6%	1.6%	.71%	1.43%
Two or More Races	**Hispanic or Latino**	**Two or More Races**	**Hispanic or Latino**
6.5%	2.4%	Data not collected	.71%

2026 Full Time Peace Officers in Minnesota

10,875

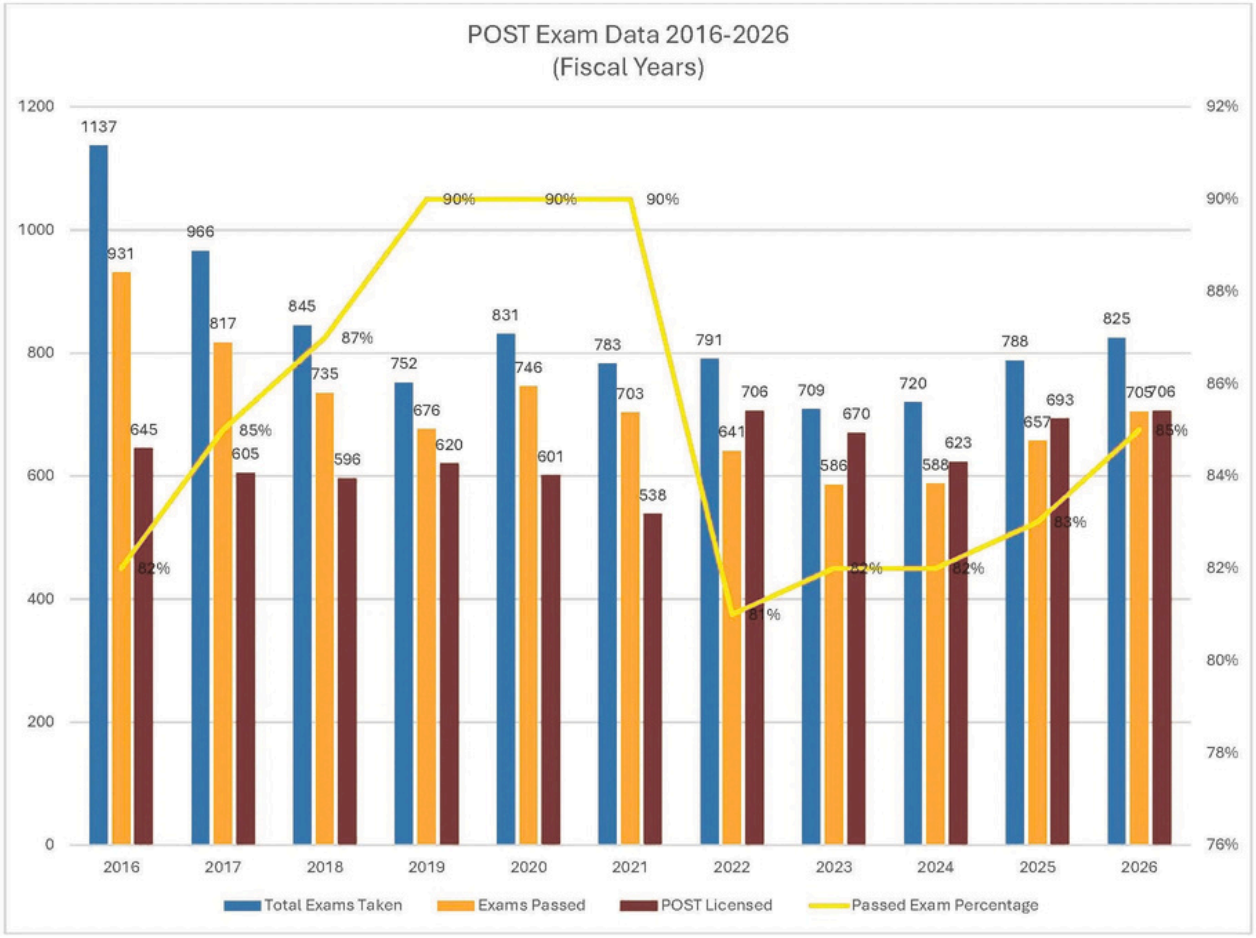
Female	Male
13% 1,434	87% 9,441

*The POST Board does not gather inofrmation on race or ethnicity of peace officers.

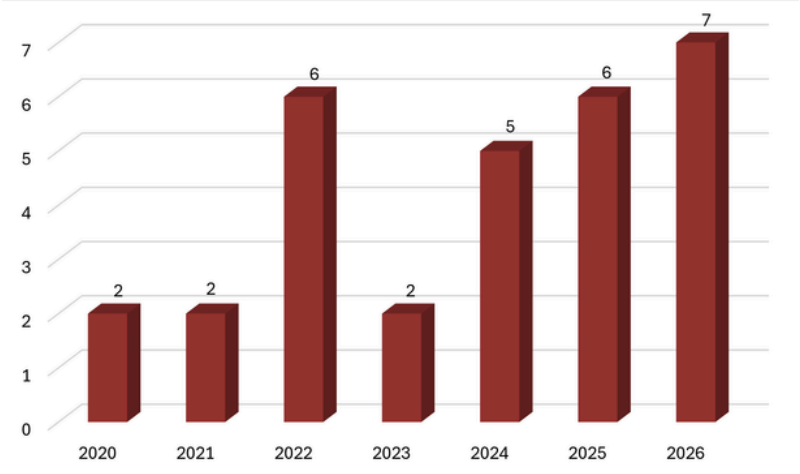
Future Outlook

In Minnesota, law enforcement agencies continue to have multiple openings vying for the same pool of candidates who are POST-licensed.

The below graph showcases the number of individuals who took the POST test and passed the exam from 2016-2026.



Recruitment Sergeant & CSO Program



The above graph showcases the number of CSOs that were hired as sworn officers at the Duluth Police Department.

The Duluth Police Department has had a dedicated Recruitment Sergeant since 2024. This Sergeant focuses on recruitment efforts and works with a recruitment committee to reach out to qualified candidates. This position has proven beneficial in recruiting qualified candidates who are representative of the community it serves.

The Community Service Officer Program is also overseen by the Recruitment Sergeant. This program has evolved into an important recruitment tool for the Duluth Police Department and results in a broader base of experience, expedited training, and in-depth knowledge of departmental procedures for officers who were previously a CSO.

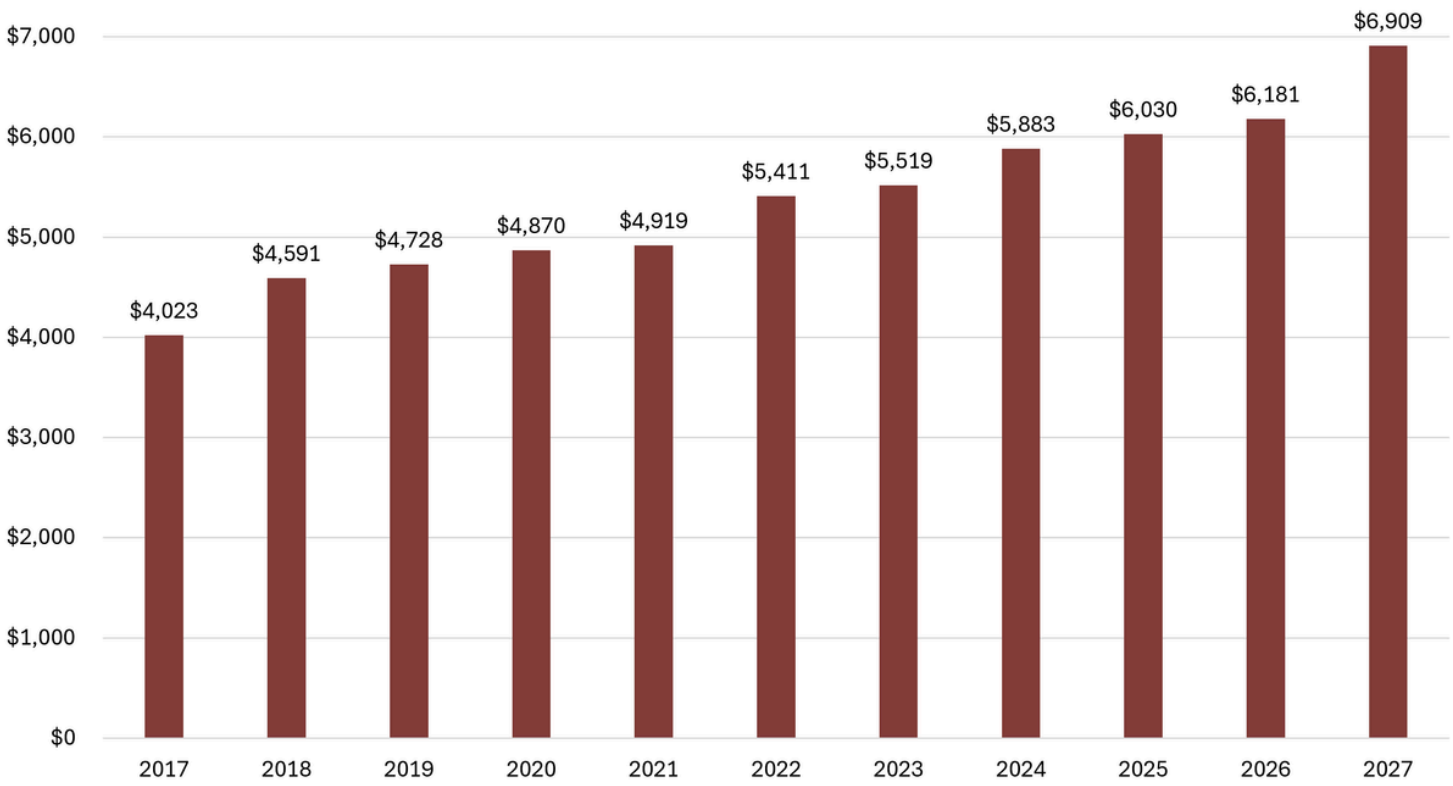
Competitive Packages

At the Duluth Police Department, we are having conversations with City leadership to be able to hire six months ahead as we anticipate departures. This will allow us to continue to remain fully staffed and retain high-quality officers.

A few other things DPD offers our staff is a competitive benefit and wage package along with a good labor union contract. Below showcases the packages offered to sworn members.

Vacation Time: 80 hours/year
Sick Time: 60 days/year
Personal Time: 48 hours/year
MN Health Care Savings Plan: Employer contributes $12,000 after three years plus an additional 3% of base monthly salary
Dental Insurance: Employer pays 100% of low option single coverage
Medical Insurance: Employer pays 90% monthly premium for single coverage and 80% for family coverage
Cafeteria Plan: Single coverage - $304/month & Family coverage - $229/month
Longevity Award: 4% longevity steps at 7 and 14 years
Life Insurance: Employer pays $50,000
MASTER COP Program: Up to 11% pay increase - eligible after completion of three years
Lateral Police Officer Basic Pay: $8,326/month
Police Officer Pay:
Year 1 (Step A) - $6,909/month Year 2 (Step C) - $7,327/month Year 3 (Step E) - $8,326/month

The graph below compares the trend of wages the past 10 years for a basic police officer step A.



New Recruit Officer

Duluth Police Officer candidates go through a comprehensive four-month hiring process. Once hired, recruits go through a 380-hour training academy followed by a minimum four-months in the Field Training Officer Program.

Starting Pay: $6,909/month - $82,908/year
Vacation Time: 80 hours/year
Sick Time: 60 days/year
Personal Time: 48 hours/year

Lateral Officer

Out-of-state lateral officer candidates must meet eligibility requirements per MN POST standards for reciprocity. In-state lateral officer candidates must have a POST license in good standing and a minimum of three years of prior experience.

Lateral officers are required to complete the four-month hiring process. Depending on officers' prior experience, lateral officers may go through a shortened Field-Training Officer Program.

Starting Pay: $8,326/month - $99,912/year
Vacation Time: 80 hours/year
Sick Time: 60 days/year
Personal Time: 48 hours/year

Prior experience from other agencies will be counted towards years of service at DPD and applied to:

- Longevity Pay - 4% longevity steps at 7 and 14 years
- Vacation Hour Accrual Rate
- Promotional Opportunities (eligible after probationary period)
- Master COP Program - up to 11% pay increase (eligible after probationary period)



Members of the Metro-SWAT Team during a training.



Officers walking on the Lakewalk during an extra patrol.

Opportunities & Special Assignments

The Duluth Police Department has numerous opportunities and special assignments. These include; Metro-SWAT, Drone Unit, K9, Crime Scene Investigations, Major Crimes Unit, Community Engagement-Problem Oriented Policing Unit, Behavioral Health Unit, Honor Guard, the Lake Superior Violent Offender Task Force, and so much more.



A member of the Metro-SWAT during a training.



K9 Fitz taking a bite from another officer during an event.



An officer utilizing a drone during a call.

Work With and For Your Community

The Duluth Police Department has been on the leading edge of innovative programs, and will continue to pursue new methods to meet the needs of our community. In 2026, the Duluth Police Department implemented AXON Draft One and the Skydio DFR Program. DPD also received its first-ever armored rescue vehicle in 2026 as well. This vehicle gives officers the ability to slow high-risk situations down and to have the protection to do so for the safety of all.



Lenco Bearcat G3 armored rescue vehicle.



Skydio Drone as First Responder Program.

When considering DPD, you not only get to work at a department that focuses on community and the latest best practices, but you get the lifestyle Duluth has to offer. You get a destination community that is geographically unique in size and location that offers sports, arts and entertainment, outdoor recreation, and a front row seat to Lake Superior.

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