



# JOIN THE

## DUBUQUE POLICE

### DEPARTMENT

FY26 Salary Range:

**\$65,956 – \$84,572** 

#### Benefits and opportunities include:

- Four 10-hour work schedules
- Fully paid academy training
- Comprehensive Health Insurance: City covers 85% of premium, no deductibles, and annual out-of-pocket maximums of \$800 for single and \$2,400 for family.
- Paid vacation & sick time
- 12 weeks paid parental leave
- Initial uniform and equipment plus annual uniform allowance
- Specialty units
- Advance your education and earn your degree while working
- 5% education bonus paid biweekly
- Longevity bonuses paid biweekly
- Abundant overtime opportunities
- Retirement: Pension benefits available at age 55 with maximum benefit being 82% of earnable compensation at 30 years of service.
- 50-mile residency allowance

Questions? Contact  
Captain Scott Baxter

563-589-4422 or  
sbaxter@cityofdubuque.org



#### Lateral Transfer Program!

**\$67,745 – \$84,572**  
(6 months – 9 ½ years)

#### \$5,000 bonus for certified officers

Certified and previously certified full-time officers may be eligible. Additional vacation and sick leave provided to officers with at least one year of experience.

### APPLY TODAY!

Applications  
accepted  
year-round!

Testing conducted  
as needed.



[cityofdubuque.org/JoinDPD](https://cityofdubuque.org/JoinDPD)

**GUIDING  
PRINCIPLES**

ACT WITH  
**INTEGRITY**

ACT WITH  
**COMPASSION**

ACT WITH  
**COMPETENCE**

ACT WITH  
**OPEN MINDS**

THE CITY OF  
**DUBUQUE**  
Mastership on the Mississippi

  
@DubuquePD