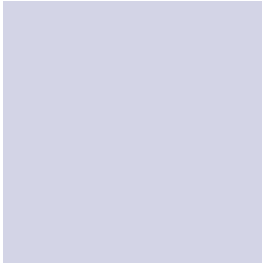




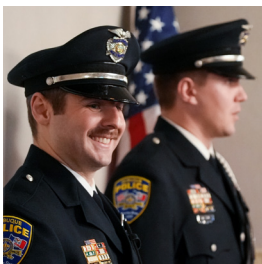
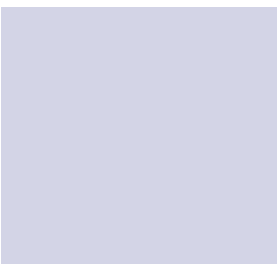
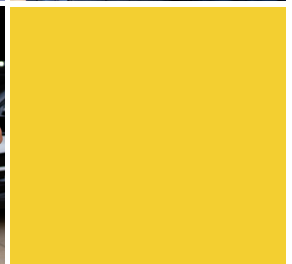
2024

DUBUQUE POLICE DEPARTMENT ANNUAL REPORT



Mission Statement

Enhancing community livability by providing equitable community service and protection through integrity, compassion, and competence.



Dubuque has had a **44% reduction in overall crime** from 2015-2024



Crime Clearance Rate

for Crimes
Against
Property

91%

Dubuque

NATIONAL
13%

**GUIDING
PRINCIPLES**

ACT WITH
INTEGRITY

ACT WITH
COMPASSION

ACT WITH
COMPETENCE

ACT WITH
OPEN MINDS



**Police Chief
Jeremy Jensen**

CHIEF'S MESSAGE

The Dubuque Police Department is dedicated to delivering exceptional police services, a commitment realized through robust community partnerships. Our annual report serves as a tool for both the department and the community, offering valuable insights into trends, informing resource allocation decisions, and highlighting opportunities for supporting our community.

What insights does the report offer? It underscores Dubuque as a safe community...one of the safest in Iowa, which continues to rank as one of the safest states in the country. This report also showcases our department's dedication to transparency and excellence, and reaffirms our unwavering commitment to serving the people with integrity and care.

Dubuque CITY COUNCIL



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Dubuque's Approach to PUBLIC SAFETY

The goal of the City's approach to public safety is to make Dubuque the safest community possible with the understanding that community safety is not just about injury prevention and crime prevention; it is about increasing well-being and building a vibrant, engaged, and equitable community.

The Dubuque Police Department has an authorized staff of **109 sworn officers** and **12 civilian positions** across six divisions:

- Administration & Staff Services
- Community-Oriented Policing
- Criminal Investigations
- Emergency Operations
- Patrol
- Records

Working to ensure residents experience an increased sense of well-being, a sustainable quality of life, a reduction in the numbers and cost of injuries, the preservation of income and assets, and improved perceptions of safety is a top priority for Dubuque city government.

Accredited For Over 30 Years

The Dubuque Police Department has been accredited by the **Commission on Accreditation of Law Enforcement Agencies (CALEA)** since 1993. The department has to demonstrate compliance with 459 standards to retain accredited status.

Accreditation is an important achievement as it tells the citizens and persons dealing with the department that it is operating consistent with best practice professional standards.

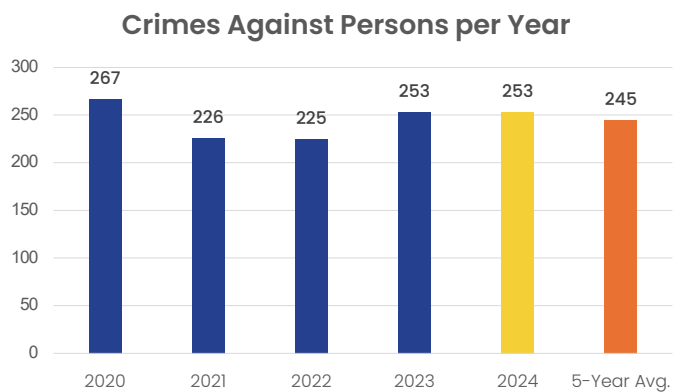
Responding to COMMUNITY NEEDS



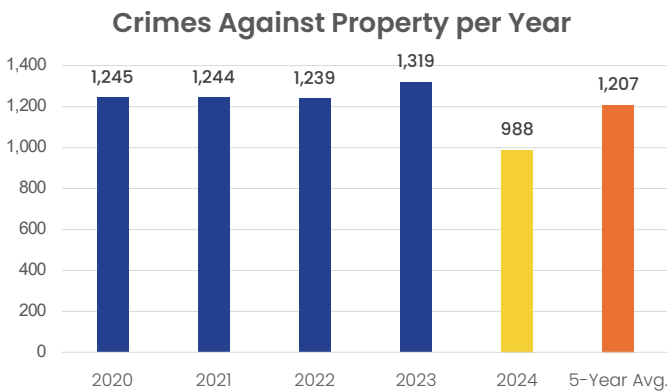
Dubuque Police Department: There When You Need Them

Part I Crimes

The U.S. Federal Bureau of Investigation’s Uniform Crime Reporting (UCR) Program collects data about Part I offenses in order to measure the level and scope of crime occurring throughout the nation. The program collects data on these offenses because they are serious crimes, they occur with regularity in all areas of the country, and they are likely to be reported to police.



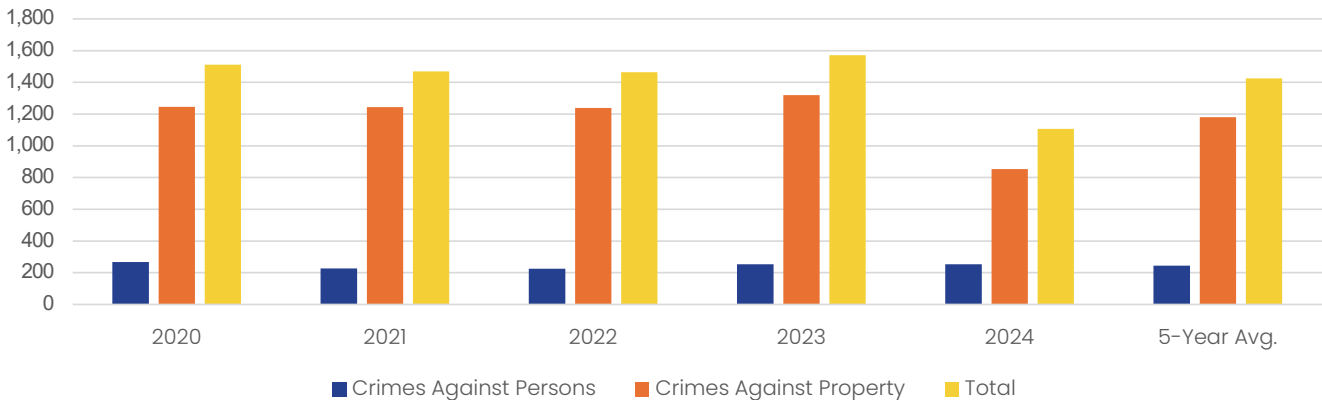
	2023	2024
Aggravated Assault	171	159
Sexual Assault	73	79
Robbery	7	14
Murder	2	1
Total	253	253



	2023	2024
Theft of Motor Vehicle	46	55
Arson	8	6
Burglary	237	270
Theft	1,028	657
Total	1,319	988

A robbery happens to a person and a burglary happens to a place (home, garage, car, etc.). From 2020 to 2024, reported sexual assaults in Dubuque decreased by approximately 25%.

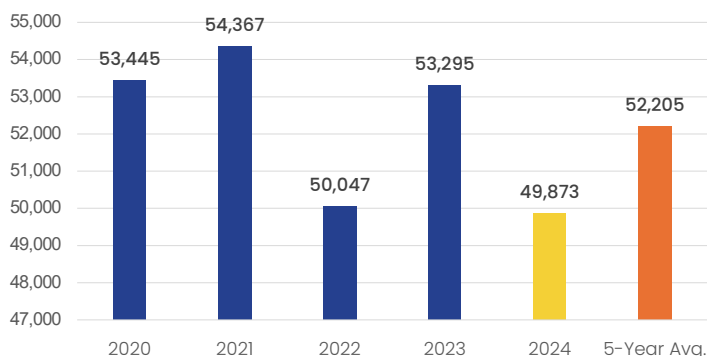
Part I Crimes & Totals per Year



Calls for Service

Calls for service fell by 6.4% from 2023 to 2024. Because of the 24/7 nature of law enforcement, the Dubuque Police Department continues to respond to calls for service ranging from nuisance calls to the Part I crimes listed in the chart on page 3.

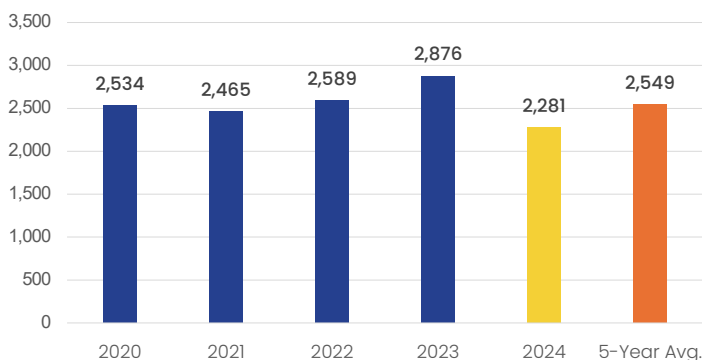
Calls for Service per Year



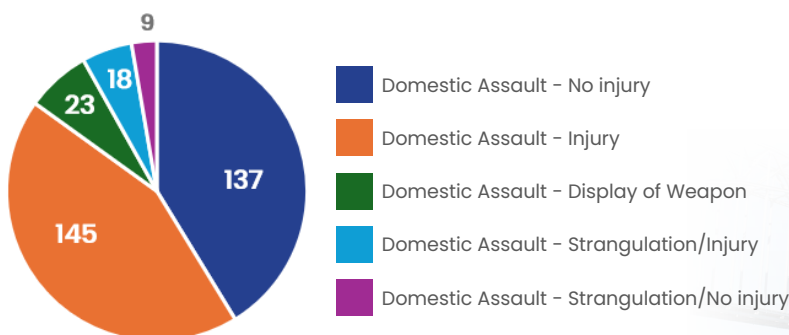
Arrests

Data includes custodial arrests as well as arrests when suspects were cited and released. This does not include simple misdemeanor traffic violations. Arrests range from simple misdemeanors such as public intoxication to Class A felonies such as murder.

Arrests per Year



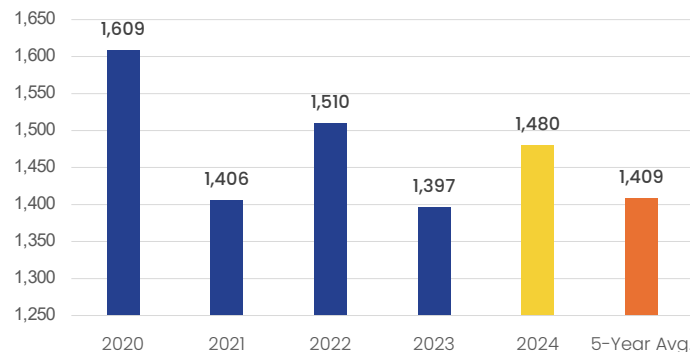
2024 Domestic Assaults by Offense



Traffic Crashes

Traffic crashes consist of property damage, personal injury, and fatality crashes. **In 2024, there were seven fatality crashes, representing a significant increase from 2023 (one).** Sixteen other crashes resulted in serious injuries. Overall, 239 injuries were reported. Speed and distracted driving were factors in many of these incidents. Rear-end crashes were the most common type of collision in 2024.

Traffic Crashes by Year



Secure Dubuque

Secure Dubuque is a community partnership program that gives residents the option to register their home surveillance system with the Dubuque Police Department. In the event a crime occurs in the area, footage from the system could be of assistance to the department, increasing the efficiency of the investigation. Personal surveillance systems can include security cameras and doorbell cameras. Visit www.cityofdubuque.org/securedubuque to learn more.

Submit a Tip

If you would like to report criminal or suspicious activity to police, or have information about a crime that police are investigating, submit a tip at www.cityofdubuque.org/police. In a non-emergency situation, call 563-589-4415. As always, if the situation is an emergency, call 911.

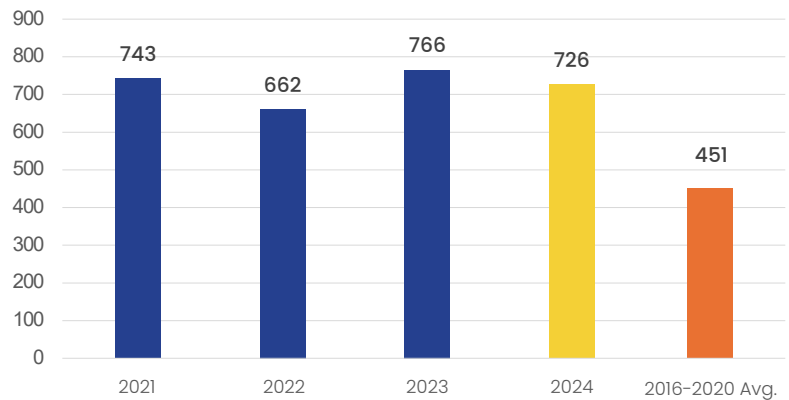




Crisis Intervention Team

The Dubuque Police Department's Crisis Intervention Team (CIT) aims to use the Secondary Responder model to assist individuals who may be experiencing a brain health or substance abuse crisis. In situations where first responders identify the subject is dealing with these issues, a secondary responder trained to specifically deal with mental health, substance abuse, and homelessness provides assistance and follow-up.

Brain Health Calls by Year



Community-Oriented Policing

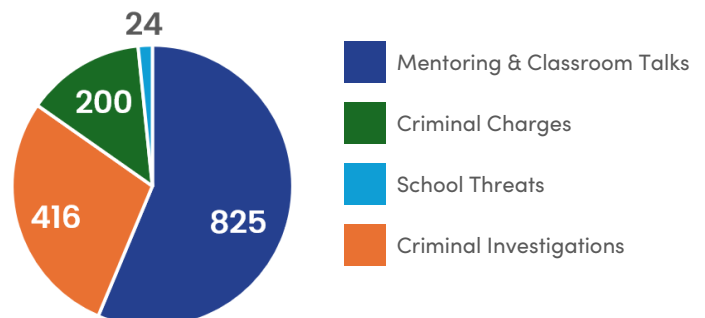
The Dubuque Police Department subscribes to the Community Oriented Policing strategy of working directly with residents to address crime, perceptions of police, and overall community quality of life through positive police interactions and relationship building in the community. DPD's Community Policing Division includes three bicycle patrol unit officers, six School Resource Officers, and a crime prevention and public information unit.



School Resource Officers

Six School Resource Officers (SROs) serve within all public schools within the Dubuque city limits, as well as Holy Family Catholic Schools on a limited basis, providing support ranging from counseling and mentoring to addressing crimes committed on campus. SROs are paid 50% by Dubuque Community Schools and are vital members of their school's administrative team, helping to solve problems in the school community, while being an educational resource and positive role model for students.

2024 School Resource Officer Activities





Professional Standards

All allegations of employee misconduct or complaints made against the Department, including anonymous complaints, are appropriately received, recorded, and investigated.

Complaints which are less serious in nature, such as alleged rudeness, tardiness, etc. are referred to and investigated by the employee's immediate supervisor.

Complaints of a serious nature, such as, allegations of criminal misconduct, corruption, excessive force, breach of civil rights, or ongoing negative behavior are referred to the Police Chief, Assistant Chief, or Professional Standards Supervisor for formal investigation. Thirty-nine complaint cases were completed in 2024:

- 38 cases were initiated by citizens, one was initiated by a DPD employee. Three cases rose to the level of a Formal Investigation.
- 36 cases remained at the Inquiry or Informal Complaint level. Five of these cases were founded.
- 32 complaints were for poor job performance. Only one complaint of excessive force was submitted, which was deemed unfounded.
- 31 of 39 complaints were deemed unfounded once the investigation had concluded.

Due to the use of body worn cameras and in-car camera systems, Professional Standards investigators are able to accurately review most officer/citizen interactions.

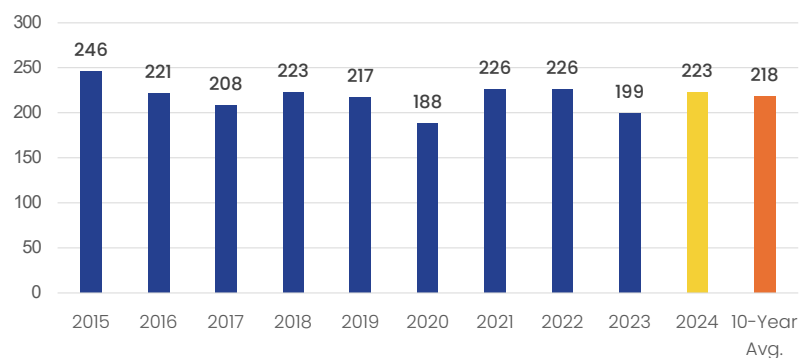
Use of Force

Dubuque Police Department policy states a Use of Force Report is to be applied under the following circumstances:

All incidents requiring the application of force involving lethal or less-lethal weapons will be reported in writing to the chief of police. A Reportable Use of Force report will be submitted in all cases where an injury or death results from, or is alleged to have resulted from, actions by an employee of the department whether through the use of lethal, less-lethal, or weaponless physical force; or when physical force is used at a level greater than soft hand techniques or simple handcuffing.

Officers will file a use of force report through their immediate commanding officer, detailing any incident in which the officer draws and displays a departmental firearm. A use of force report will generally not be required in instances where an officer draws a weapon as a safety precaution, such as during a building search.

Use of Force Incidents by Year



2024 Percentage of Arrests Involving Use of Force

Arrests without Use of Force	91.3%
Arrests with Use of Force	8.7%

2024 Taser Deployment & Voluntary Compliance

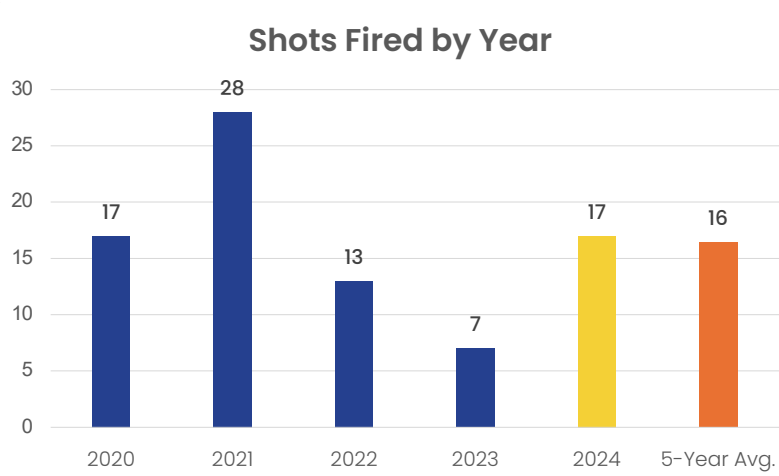
Voluntary Compliance Obtained	61%
Voluntary Compliance Not Attained	39%



Incidents of Shots Fired

In 2024, the Dubuque Police Department responded to 17 incidents of shots fired. While there was an increase from 2023, the number of incidents in 2024 is in line with the five-year average. Maintaining a low number of shots fired incidents is a result of several factors, including an extensive public safety camera network and diligent police work. This is far below other similar-sized cities in the Midwest.

Additionally, a Dubuque police officer is assigned as a Task Force Officer (TFO) to the Bureau of Alcohol, Tobacco, and Firearms. In 2024, this officer investigated 35 Federal firearms violations.



Dubuque Drug Task Force (DDTF)

The Dubuque Police Department is in a joint drug task force with the Dubuque County Sheriff's Department. While marijuana accounts for the majority of drug investigations, opioids and drug overdoses constitute additional issues of concern.

The most concerning drug currently is Fentanyl, which is being found in all types of drugs and is being made to look like common over-the-counter drugs or even candy. Fentanyl was a contributing factor in all of the opioid death cases in 2024. However, the continued investigative focus on Fentanyl contributed to a 31% decrease in overdoses and a 57% reduction in opioid deaths from 2023.



Drug Investigations - 2024

General Investigations	323
Overdose Investigations	20
Opioid Death Investigations	3

In addition to investigations, DDTF made **20 educational presentations** to the public.



PRECISION POLICING CENTER ESTABLISHED

New Initiative Leverages Advanced Technology and Real-Time Data

As police departments around the country continue to address staff recruitment and retention challenges, many are seeking new solutions to continue to maintain public safety and respond to service requests. The Dubuque Police Department is no different and has identified “leveraging technology” as a partial solution and departmental priority in response to these challenges.

To better leverage new technology and utilize real-time data, the mayor and city council recently approved the creation of a Precision Policing Center (PPC). It is expected to serve as a critical “force multiplier” for the department, supporting rapid police response, informed decision-making, and proactive crime prevention. This is also supporting officer safety.

The PPC was established in late 2024 and staff have begun implementing total system integration software, which links several existing technologies, including the City’s traffic and security camera system. This robust camera network is being enhanced by the addition of authorized private security cameras, live feeds from police body-worn cameras, and the department’s automated license plate reader cameras.



These tools, while all force multipliers which have been shown to improve crime response and resolution on their own, they are much more effective and efficient when integrated through this more comprehensive system.

The police department’s drones can also be deployed by staff in coordination with the PPC. In many situations, a drone can be activated and flown to the location of an incident prior to officer response, allowing police to have “eyes” on the situation. Video relayed by the drones can assist command staff in their decision-making, allowing for a more efficient and effective use of staff resources. This is also a tool that can be used to support the fire department and emergency management.

The integration of all of these tools and technology is providing officers with a more comprehensive view of ongoing incidents, as well as real-time intelligence to better prepare for and respond to potential threats.

To pursue the objectives of the PPC and support the work of the entire police department, the PPC is staffed by five non-sworn (civilian) employees in three roles: three Precision Policing Center Technicians, one Crime Analyst, and one Criminal Computer Forensics.

PPC Technicians

- Data monitoring and analysis, technology management, and incident documentation.
- Monitor live feeds from security cameras, license plate readers, and other surveillance systems.
- Identify signs of criminal activity or emerging threats.
- Serve as a communication hub between field officers and the PPC, relaying real-time information and updates during ongoing incidents.
- Log actions taken and data reviewed to support after-action reviews and legal proceedings.

- Coordination of activities with the City traffic and security camera system.

Crime Analyst

- Data-driven position focused on data analysis, reporting, pattern recognition, and intelligence gathering.
- Review crime data to identify trends, patterns, and potential hot spots, using statistical and geographic analysis tools to support decision-making.
- Gather, evaluate, and analyze intelligence from various sources, including public tips, social media, and law enforcement databases, to support ongoing investigations and proactive crime prevention.
- Work closely with all members of the police department, PPC Technicians, and other stakeholders to ensure that analytical insights are integrated into daily operations.

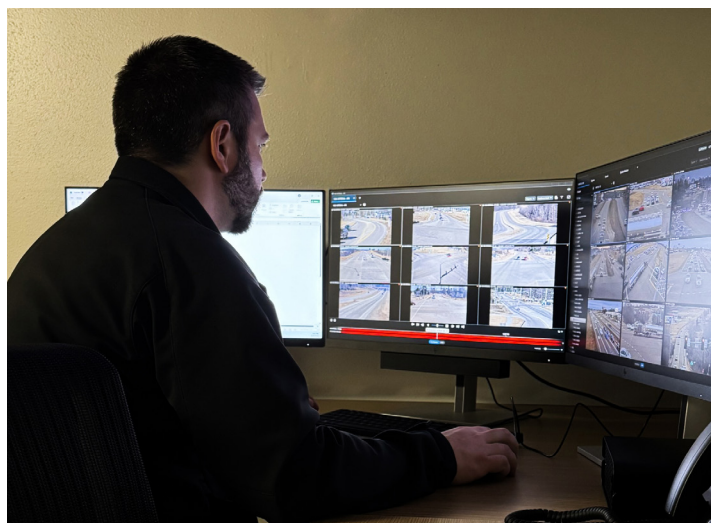
Criminal Computer Forensics

- Process computer forensics, including both mobile devices and desktop/laptop computers.
- Position created to provide more timely support of efforts previously outsourced to other agencies, leading to faster response times.
- Report operationally to the police department with some technical aspects involving the City's information technology (IT) department.

Benefits of the non-sworn positions are that they can be very specialized, do not need an extensive field training program and are more suited to on-the-job training, and do not have state-mandated academy requirements. To fund these positions and related software and hardware purchases for the PPC, the department shifted funding from six unfilled/vacant sworn officer positions. The police department has also received a scholarship from the Crime Analyst in Residence (CAR) program which provides free training, support and technical assistance in building a crime analyst position and program.

"The department's overall goal is to create a safe and secure environment for the residents we serve," said Dubuque Police Chief Jeremy Jensen. "The addition of the Precision Policing Center provides critical support to our efforts and is an example of the City's commitment to modern policing and adapting to the changing needs of our profession."

The PPC is located within the Dubuque Law Enforcement Center and it is expected to be fully staffed and operational by the end of April 2025.

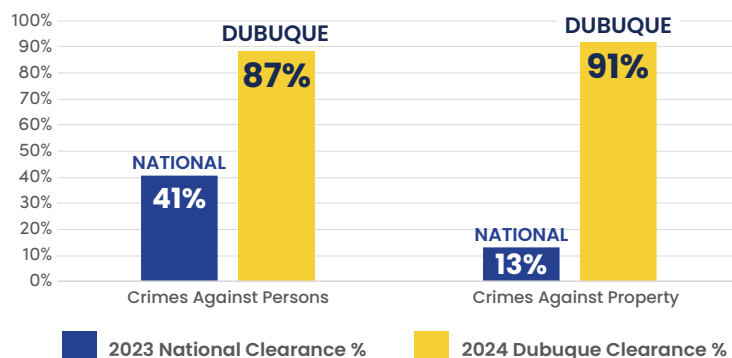


Dubuque PPC Objectives:

- Improve Response Times
- Enhance Situational Awareness
- Proactive Crime Prevention
- Police Force Multiplier
- Enhanced Officer Safety
- Increased Efficiency
- Proactive Policing
- Improved Resource Allocation
- Enhanced Public Trust
- Support for Investigations

The Dubuque Police Department excels in solving crimes.

Crime Resolution Comparison



The calculation of the resolution rate of the Dubuque Police Department encompasses cases which have been suspended due to exhausted leads, thus halting further investigation. It is important to note that the methodology of calculating the national resolution data may differ from Dubuque's.

LEVERAGING TECHNOLOGY

Traffic Cameras & License Plate Readers

Dubuque continues to boast one of the most robust municipally-owned camera systems in the country. Dubuque's system, utilizing Milestone System technology, has significantly contributed to Dubuque's high crime resolution rate.

In 2024, the Dubuque City Council approved the Police Department's request to implement a license plate reader (LPR) camera system, utilizing the Flock Corporation's national network.

The system uses 22 cameras installed at Dubuque's major intersections and entry points to record vehicle license plate data. The technology serves as a force multiplier for the department, helping authorities identify and track wanted vehicles and aiding in criminal investigations.

Dubuque's LPRs are set up to only capture license plate numbers and vehicle information, such as vehicle make, model, and color. They do not have facial recognition technology and cannot identify drivers based on gender, age, or race.

License plate numbers captured by the system are cross referenced with the National Crime Information Center database of missing persons and criminal



information. They can also be checked for any active Amber Alerts.

In December 2024, LPRs were used in the arrest of an out-of-state murder suspect traveling in Dubuque. Police were notified that 30-year-old Steven Burrell could be in the city the day after a warrant was issued for his arrest on a North Dakota charge of Conspiracy to Commit Murder. An LPR identified a vehicle tied to Burrell, who was arrested that day at a local gas station.

Through their first few months of implementation, the LPRs have recognized an average of roughly 250,000 vehicles each month.

Real-Time Intelligence Gathering

The police department also utilizes Axon Fusus, a "real-time crime center" platform designed to help agencies respond to critical incidents more efficiently and effectively. The software accesses real-time intelligence through video and data feeds from a variety of sources and applications.

This intelligence is primarily developed using the City of Dubuque's existing camera network. It can then be expanded and enhanced by citizens and organizations who are given the opportunity to become part of the network by simply installing a low-cost device within their security camera system.

The software can integrate camera systems from full or selective access to their camera feeds, expanding the existing network exponentially.

Axon Fusus also allows for enhanced mutual aid through collaboration with neighboring agencies during events, natural disasters, and critical incidents which cross jurisdictional borders. Community members can also share live video streams, and submit multimedia text tips through the platform.

Other notable capabilities include the ability to issue mass notifications and alerts, crime analysis through the use of heat mapping, vehicle tracking from camera to camera, and a live 911 feed which can be accessed by officers within their patrol vehicles and by personnel working in the Precision Policing Center. Citizens, businesses, schools, hospitals, and more. These entities are given the option to allow police personnel working in the Precision Policing Center.



CELEBRATING POLICE WOMEN

The Dubuque Police Department will join its colleagues from the Dubuque County Sheriff's Office to host the Iowa Association of Women Police's (IaAWP) annual conference in March of 2026 at Q Casino + Resort's new conference center. This will be the first time Dubuque has hosted the conference since 2008.

Local organizers have compiled a schedule of sessions and speakers to cover topics including case studies, officer wellness and resiliency, and brain health. Dubuque officers will lead some of the sessions, though other speakers will be coming from agencies across the country, including the Federal Bureau of Investigation.

The Iowa Association of Women Police was created in 1982 and serves as the state's affiliate of the International Association of Women Police. IaAWP's stated goals include:

- Promoting professionalism through excellence and training,
- Serving as a network for learning and mentorship,
- Creating a pool of knowledge for every member,
- Increasing the number of qualified women hired for law enforcement positions,
- Training members for promotions to leadership roles in their departments.

30x30 Women in Policing Initiative

The 30×30 initiative is a national coalition of police leaders, researchers, and professional organizations formed to support and advance the representation, experiences, and well-being of women in policing agencies across the U.S. and beyond. The Dubuque Police Department is participating in the initiative and its goal to increase the number of female police officers to represent 30% of the department's sworn officers by 2030.

Dubuque is already ahead of the curve. Women currently make up 21% of DPD's officers compared to the nationwide average of 14%.

Research has shown that female police officers are less likely to use excessive force, be named in complaints or lawsuits, and are perceived by the public as more honest and compassionate.



WHO CARES?
We care!



Incredible benefits package
plus salary range of:

\$64,979 – \$78,852

Benefits and opportunities include:

- Four 10-hour work schedules
- Fully paid academy training
- Comprehensive health insurance
- 10 days paid vacation in first year
- 12 days paid sick time
- 12 paid holidays
- 12 weeks paid parental leave
- Initial uniform & equipment plus annual uniform allowance
- Longevity bonuses
- Specialty units
- 50-mile residency allowance
- 5% education bonus
- Overtime
- \$5,000 bonus for Certified Officers
- Tuition Assistance Program
- Deferred Compensation Program
- Full pension at age 55 with 30 years of service

Join the
**Dubuque Police
Department!**

Applications are now accepted
year-round with testing
opportunities multiple
times per year.



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