



The City of Cloquet, Minnesota, seeks its next Chief of Police

2026 Salary: \$105,053 to \$137,054

Community



The City of Cloquet, Minnesota, is the largest city in Carlton County with an estimated 2025 population of 12,399. Located along the St. Louis River, the City is situated just south of the southwestern tip of Lake Superior. The City enjoys excellent accessibility to I-35 and State Highways 33 and 210. It is located only 15 minutes south of Duluth and two hours north of the Minneapolis-St. Paul metropolitan area.

Cloquet residents enjoy a small-town atmosphere with a distinct identity. Annual parades and festivals, along with a well-established system of parks and trails, attract visitors from the immediate region. The community takes pride in supporting the Cloquet public schools. Health services are available through the Community Memorial Hospital, and both Essentia Health and Aspirus St Lukes Clinics.

As part of the Duluth, Minnesota, and Superior, Wisconsin, metropolitan area, Cloquet residents enjoy a strong economy and stable population with access to many urban amenities including theaters, museums, state recreational areas, medical centers, and institutions of higher education, including the University of Minnesota Duluth, the College of St. Scholastica, and technical colleges such as Lake Superior College and Fond du Lac Tribal and Community College.

Cloquet's history and commerce have been shaped by its location and the abundance of nearby forests. Originally established as a group of settlements around three sawmills, the City is known today as the City of Wood Industries with the presence of Sappi and USG, which produce paper products and contribute significantly to the City's economic base.





Part of the Fond du Lac Band of the Lake Superior Chippewa Reservation falls within the City limits. The reservation is a sovereign nation. Its tribal government provides education, health and human services, housing, and public safety to its members. The Fond du Lac Reservation is the largest employer in the Cloquet area. It owns and operates a school, medical and dental clinic, convenience store, and police department within the municipal limits of Cloquet. It also owns and operates a casino, hotel, and golf course just outside the City limits.

Fond du Lac Tribal and Community College continues to grow each year, adding new programs and four-year degree programs to its curriculum.

The Organization

The City of Cloquet is organized as a Statutory Plan A form of government providing a weak Mayor/Council and a City Administrator. All policy decisions and legislative activities are the responsibility of the Council. Administrative duties and operational oversight and coordination are delegated to the City Administrator. The City Council is comprised of one Mayor and six Councilors, one elected at large and five from geographical districts.

The City provides a full range of governmental services including police, street maintenance and construction, planning, building inspections and economic development, a library, parks and trails, and water and sewer utilities. Fire services are provided by the Cloquet Area Fire District. The City has 80 employees assigned to five departments. Law enforcement and public works employees are represented by unions.



The Cloquet Police Department



The Cloquet Police Department provides law enforcement services to all citizens and visitors. These services are also provided to those portions of the Fond du Lac Reservation located within the City's boundaries; the City also provides police services under contract to the City of Scanlon. In addition, the Cloquet Police Department has concurrent jurisdiction with the Fond du Lac Police Department for reservation areas within the City limits and provides backup as needed to the Carlton County Sheriff's Office and the Minnesota State Patrol.

The Police Department has an authorized strength of 24 sworn officers and two administrative support employees and responds to approximately 11,000 calls annually. Sworn officers include the Police Chief, two Police Commanders, four Patrol Sergeants, three Detectives, 13 additional Police Officers, including the K-9 Officer, and one School Resource Officer. 24/7 services are provided based on a 12-hour schedule. Dispatch services are provided under an agreement with the Carlton County Sheriff's Office. The Police Department's operating budget is \$4.5 million.

In June 2012, the Cloquet City Council determined that a police civil service commission was no longer needed and created the Citizens Advisory Board. The Citizens Advisory Board is responsible for assisting the Police Department with disciplinary procedures, public complaints, and hiring procedures as well as providing an objective community perspective to the Police Chief in handling these matters.

The Position

The Police Chief reports to the City Administrator and performs administrative and managerial work involving the protection and safety of the community through prevention and control of crime, preserving peace, and providing emergency services. Major responsibilities include:

- Serving as a member of the City's senior management team to ensure overall integration of department activities with other City functions.
- Planning, organizing, directing, and reviewing department operations.
- Setting short- and long-range goals.
- Cooperating with federal, state, and local law enforcement agencies.
- Coordinating concurrent jurisdiction of law enforcement matters with the Fond du Lac Police Department.
- Establishing and overseeing policies, procedures, rules and regulations, and standards and practices for the department to ensure safe and efficient operations.
- Developing and overseeing special programs including community policing, crime prevention, and drug programs.
- Implementing, monitoring, and evaluating plans and programs.
- Directing and managing the Police Department.
- Establishing, training, and staffing work units to implement policing strategy and optimize resources.
- Preparing and administering the annual department budget.
- Coordinating activities with outside organizations and the community.
- Serving as the Emergency Management Director for the City.
- Communicating regularly with City officials and local and regional media on law enforcement issues, concerns, and accomplishments.
- Overseeing various technological needs of the department.

Position Qualifications

Bachelor's degree from a four-year college or university in Police Administration, Criminal Justice, or related field; master's degree preferred. Eight or more years of progressive police experience as a licensed police officer, including at least four years in a police supervisory capacity; command experience is preferred. Equivalent education and experience will be considered. Qualified candidates must demonstrate leadership abilities including experience improving operational effectiveness and implementing change. Must have experience in establishing department goals and performance standards, budget development, administration, and human resources and staffing. Excellent communication skills and effective interpersonal skills are required. Experience working in a union environment is preferred.

Desired Qualities

Leadership & Character

- High integrity, honesty, and ethical standards.
- Humble, servant-minded leader who leads by example.
- Fair, approachable, and accountable.
- Calm, professional, and resilient under pressure and criticism.

Communication & Relationships

- Strong communicator with staff, Council, residents, and partner agencies.
- Transparent, accessible, and responsive.
- Builds trust and fosters collaborative relationships.

Community Focus

- Committed to community-oriented policing.
- Visible and engaged in the community.
- Proactive in addressing issues, building trust, and sustaining positive relationships.

Department Leadership

- Supports, mentors, and develops employees.
- Promotes accountability, professionalism, and teamwork.
- Committed to recruitment, retention, training, and morale.

Experience & Management Skills

- Strong law enforcement and patrol background.
- Balances operational involvement with administrative responsibilities.
- Demonstrates sound budgeting, personnel, and organizational management skills.
- Respected leader who articulates a clear vision, builds support for that vision, and leads others in achieving it.



Leadership Opportunities / Future Challenges

Leadership opportunities for the next Police Chief include:

- Get to know Police Department personnel by listening to the ideas and concerns of employees and building a positive relationship with members of the department.
- Get to know the community and be involved in community organizations and events. Expand community policing by placing increased focus on getting officers out of the car and meeting with neighborhoods to address public safety issues. The Chief of Police should also be strongly invested in service to the community and constantly seek new ways to positively interact with it.
- Establish clear department goals and professional performance expectations and hold employees accountable for meeting them.
- Continuously develop and administer a comprehensive, effective training regimen to help employees perform their work safely, efficiently, and in a cost-effective manner. Develop the core resources and a leadership plan to develop existing staff for supervisory and management-level positions.
- Demonstrate a commitment to addressing staff concerns. Actively build a community base demonstrating approachability, fostering confidence in you and your department.
- Promote a culture that recognizes the mental and physical demands of law enforcement by supporting officer wellness, identifying concerns early, and ensuring access to appropriate resources and support.

Compensation

The 2026 salary range is \$105,053 to \$137,054, dependent on qualifications and experience. The City offers a comprehensive benefits package that includes employer-supported medical, dental, and vision coverage, life and AD&D insurance, PERA retirement, optional flexible spending and 457 deferred compensation plans, vacation and earned sick and safe time, 12 paid holidays plus one floating holiday, and an employee assistance program.

Application Process

Visit <https://daviddrown.hiringplatform.com/428920-cloquet-police-chief/1615657-application-form/en> and complete the application process by October 29, 2026.

Please direct any questions to Pat Melvin at pat@daviddrown.com or 612-385-7162.



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