



Department of Public Safety  
Minnesota Office of Justice Programs

# Pathways to Policing (PTP) Grants 2026-2027

REQUEST FOR PROPOSALS (RFP)

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# Request for Proposals (RFP) Part 1: Overview

## 1.1 General Information

- Grant Name: Pathway to Policing Training Reimbursement Grants
- Source of Grant funds: MN Laws, Chapter 95, 2017 Minnesota Session Laws.
- [Minnesota Office of Justice Programs \(OJP\) Website](#)
- Open for Applications: February 25, 2026
- Application Due Date: April 2, 2026, at 4:00 PM

## 1.2 Program Description

The purpose of this request for proposals is to fund Pathway to Policing programs that bring persons with nontraditional backgrounds into law enforcement careers. Law enforcement agencies may apply for reimbursement grants to receive up to 50 percent of the cost of compensating and training Pathway to Policing participants who obtain state peace officer licensure. Reimbursement grants shall be proportionally allocated based on the number of grant applications approved.

## 1.3 Minnesota's Commitment to Diversity and Inclusion

It is State of Minnesota policy to ensure equity, diversity and inclusion in making competitive grant awards. See Executive Order [19.01](#).

The Policy on Rating Criteria for Competitive Grant Review establishes the expectation that grant programs intentionally identify how the grant serves diverse populations, especially populations experiencing inequities and/or disparities. See [OGM Policy 08-02](#).

## 1.4 Funding and Project Dates

- Funding: A total of \$720,000 is available for one-time funding. Awards may range from \$25,000-\$75,000. Applicants can request funding for up to three candidates. These are cost reimbursement grants.
- Match: A one-to-one match of local funds is required and must be included in the application budget.
- Project Dates: These grants will have a one-year grant period. With a start date of June 1, 2026, through June 30, 2027. Grants must begin operating within 90 days of award notice.

## 1.5 Eligible Applicants

State and local units of government (including cities, counties, townships) and Tribal governments are eligible to apply. Colleges and universities that operate law enforcement training programs are not eligible applicants. Individuals interested in a career in law enforcement are not eligible applicants.

## 1.6 Questions and Technical Assistance

- Please submit any questions regarding this RFP by email to [kristin.lail@state.mn.us](mailto:kristin.lail@state.mn.us). Questions and answers will be posted on the RFP Questions and Answers page on the grants page of the [OJP website](#).
- Application Information Session: OJP will offer an optional online information session for prospective applicants. Staff will provide a brief background on the Pathway to Policing grant program, walk through the RFP and application requirements, summarize the application review process and answer questions. Questions and answers from information sessions will be posted on the Questions and Answer page.

**Thursday, March 5, 2026, from 2:00pm – 3:00pm. [Register here](#)**

## RFP Part 2: Eligible Activities

### 2.1 Project Overview

Pathway to Policing programs provide a route for nontraditional candidates to be hired as licensed Peace Officers in Minnesota. Funding is intended to provide training for candidates who will be eligible to take the Minnesota Peace Officer Standards and Training (POST) exam during the grant project period. Grantees are eligible for the reimbursement of up to 50% of compensation, training and associated expenses.

Minnesota requires those aspiring to work in law enforcement to complete an educational program and pass a state board exam. Licensing itself only occurs when eligible candidates are appointed to a peace officer position and [Standards](#) for Peace Officer Eligibility are met.

Grantees identify eligible candidates who meet the standards for admission to a board-certified Professional Peace Officer Education (PPOE) program, as well as standards for license eligibility.

The Peace Officer Licensing Exam is administered to individuals who possess a post-secondary degree from a regionally accredited college or university and successfully complete a Minnesota PPOE program from a POST Board certified school. Tuition to PPOE Programs is an eligible grant expense.

Candidates may (but are not required to be) employed by the grantee as cadets or Community Service Officers during PPOE enrollment. Salary and fringe benefits for candidates are eligible grant expenses.

Other expenses eligible for reimbursement include: books, equipment, uniforms and other associated academic expenses. Candidate transportation and housing expenses during PPOE training may also be eligible for reimbursement.

Non-traditional candidates include, but are not limited to, those with a gender, race or cultural background underrepresented in the applicant's department. Career transition candidates without a criminal justice background can also be considered non-traditional candidates.

## RFP Part 3: Application Process and Instructions

### 3.1 Application Deadline

**All applications must be submitted using the [IGX](#) web-based system by 4:00 PM on April 2, 2026.** Applications cannot be submitted after this time. No paper submissions will be accepted.

### 3.2 Application Submission Instructions

Applications must be submitted via IGX, the Office of Justice Programs' (OJP) NEW online grants management system. [IGX](#) can also be accessed via the Office of Justice Programs [website](#).

#### **New to IGX? Steps to Get Started:**

1. Agency Administrator for organizations, [click New User? Register Here!](#) to create an account, register your organization and assign users.
2. Assigned users, log in with the Username and Password provided in the Member Assigned to Organization email.
3. Contact your Agency Administrator for assistance as needed. Visit [DPS Grant Management](#) or email questions to [GrantsMgmt.Shared.DPS@state.mn.us](mailto:GrantsMgmt.Shared.DPS@state.mn.us)

After the organization is registered, follow the [instructions](#) to complete an application in IGX.

### 3.3 Terms and Conditions, Grant Program Guidelines, OJP Grant Manual

As part of submitting this application in IGX, the applicant agency agrees to the Terms and Conditions of OJP Grantees as well as the Pathway to Policing Grant Guidelines. By agreeing to these in IGX, the applicant is confirming that they are making these commitments.

**Applicants are encouraged to review these documents with the appropriate agency staff prior to submitting the application in IGX.** Grantees agree to follow the OJP [Grant Manual](#), which provides basic information on policies and procedures for grant administration. These documents become, by reference, part of the formal grant contract agreement.

### 3.4 Application Content

#### **Program Documentation**

- Terms and Conditions: Review and acknowledge
- Grant Program Guidelines: Review and acknowledge

## Applicant Information

- Contact Information: Enter Authorized Representative contact information, assign IGX roles to the application and determine signature option.
- Grant Management Experience: Answer questions about grant management experience.

## Budget

- Budget Detail will be entered directly into IGX.  
All budget items must be reasonable and critical to your proposed activities. The budget should be consistent with your narrative, making it clear how each of the activities will be funded. The budget will cover the grant period, and all expenses must be listed and be directly related to the grant. When estimating costs, please show your calculations by including quantities, unit costs and other details. Only include grant funded expenses in the budget descriptions.

Directions for entering the budget are available in the [Application Guide](#). The [Budget Detail Requirements](#) will show you examples and specific requirements for each of the line items. Please note the example is from e-grants but content requirements are the same for IGX.

### PLEASE NOTE:

- If reimbursed expenses are later found to be ineligible, the grantee will be asked to repay those funds.
  - Budget line items include: Personnel, Payroll Taxes & Fringe, Contract Services, Travel, Training, Office Expenses, Program Expenses, Indirect Costs and Other Expenses. Not all line items need to be used.
  - Staffing considerations: Any grant funded staff who are not working on the grant fulltime will be required to track their grant hours and only be reimbursed for their grant-related hours.
- **Indirect Rate Documentation** (if applicable). Indirect costs, often referred to as overhead, are costs shared by the organization as a whole and most often are not able to be broken down within each program of the organization. Indirect costs can be requested in one of the following ways:
    - Entering such expenses directly into the applicable budget categories. In this case, applicant would not need to complete the indirect cost rate form.
    - Using a Federally Negotiated Indirect Costs Rate.
    - Using the 15% de Minimus Indirect Cost Rate.

If using an indirect cost rate, download, complete and upload the associated request form in IGX. The request form will calculate the allowable indirect costs amount that will be entered into the application's budget.

- **Budget Summary:** No action needed. This form will show the total budget information that was entered into the budget lines.

### 3.5 Application Information

#### ***Narrative (15 points):***

Address the following in a three-page maximum Word document with ¾” margins, single-spaced and with a 12-point font size. When ready to submit, **upload the narrative as an attachment in e-grants**. The narrative should include the following sections:

- **Community Overview:** Provide an overview of your jurisdiction, including location, population and demographics. Highlight any unique characteristics or challenges in the community that you serve. Explain how community input is reflected in agency priorities.
- **Agency Overview:** Note the authorized strength for your department and the current number of sworn officers. Provide an overview of agency staff demographics compared to community demographics. Present your local definition of a non-traditional peace officer candidate.
- **Recruitment and Training Plan:** Briefly describe your existing agency recruitment plan and how recruiting will be different for Pathway to Policing candidates. If known, identify the likely PPOE training program. If candidate(s) have been identified, provide a brief summary of their background and their interest in a career in law enforcement.

#### ***Budget (5 Points):***

Budget information will be entered directly into e-grants.

- Budget line items will generally include salary and fringe for cadets and program expense for tuition and related academic expenses.
- Matching funds are required in a 1:1 ratio for each line item.
- Tuition expenses should be listed under program expenses. More specifics on tuition amounts will be available when the candidate is enrolled, and budgets can be adjusted.
- Each candidate requested should have individual line items for program, salary and fringe.
- Include candidate’s actual pay and fringe calculations for the position.
- Applicants can, but are not required to, include a line item for books, equipment, uniforms or other associated academic expenses.
- Note that source documentation will be required for all items reimbursed.

## RFP Part 4: Grant Application Review Process

This is a competitive funding opportunity. The review and decision process involves three stages:

### 4.1 Committee Review and Scoring

A review committee will read, score, and discuss all proposals using a 20-point scale.

<b>PATHWAY TO POLICING 2026 - APPLICATION REVIEW (20 Points Total)</b>	
<b>Agency Name</b>	
<b>Amount requested</b>	
<b>Number of candidates</b>	
<b>Tell us about your Community</b>	<b>Points 2+2 +1=5</b>
Provide overview of jurisdiction including location, population and demographics	
Highlight any unique characteristics or challenges in the community served.	
Explain how community input is reflected in agency priorities.	
<b>Subtotal</b>	<b>0</b>
<b>Tell us about your agency</b>	<b>Points 1+2+2=5</b>
Note the authorized strength for your department and the current number of sworn officers.	
Provide overview of agency staff demographics and compare to community demographics	
Present your local definition of non-traditional peace officer candidate.	
<b>Subtotal</b>	<b>0</b>
<b>Recruitment and Training Plan</b>	<b>Points 1+2+1+1 = 5</b>
Briefly describe existing agency recruitment plan	
Explain how recruiting will be different for Pathway to Policing candidates	
If known, identify likely PPOE training program.	
If candidate(s) have been identified, provide brief summary of their background and interest.	
<b>Subtotal</b>	<b>0</b>

Budget and Matching Funds	Points 2+2+1=5
Line item provided for each category of expense and separate lines for each proposed candidate	
Calculations for each budget items provided including hourly rate and fringe employed during training.	
Match requirements reflected in budget and source noted.	
<b>Subtotal</b>	<b>0</b>
<b>APPLICATION TOTAL</b>	<b>0</b>

The committee will meet to discuss applications and will submit initial recommendations based on their review.

## 4.2 Staff Review

### *Budget and Proposal Review*

Staff will conduct a review of each proposed budget to assess its accuracy, reasonableness, and feasibility in relation to the proposed project activities. In addition, staff will evaluate the highest-ranked proposals based on the following factors:

- **Coordination with existing funding sources:** The extent to which the proposed activities align with or leverage existing federal, state, or local resources.
- **Past grantee performance:** If applicant has been a previous OJP grantee, were there timely and complete submission of required financial and programmatic reports, as well as overall compliance with grant requirements?
- **Capacity to implement within the grant period:** The applicant’s demonstrated ability to initiate activities promptly upon award and sustain implementation throughout the grant term.

## 4.3 Funding Decisions and Notification

The Commissioner of Public Safety will make the final funding decisions. All applicants will be notified of the award status via email.

## RFP Part 5: Post Award Requirements

- **Pre Award Risk Assessment and Financial Review.** In accordance with state and federal grant management policies it is required to consider a grant applicant's risk of noncompliance with grant requirements. State policy requires states to conduct a financial review prior to a grant award made of \$25,000 and higher to any organization. The necessary information for this is provided in the Organizational Financial Information form in the application.
- **Minnesota’s Commitment to Diversity and Inclusion in Procurement.** The State of Minnesota is committed to diversity and inclusion in its public procurement

process. The goal is to ensure that those providing goods and services to the State are representative of our Minnesota communities and include businesses owned by minorities, women, veterans, and those with substantial physical disabilities. Creating broader opportunities for historically under-represented groups provides for additional options and greater competition in the marketplace, creates stronger relationships and engagement within our communities, and fosters economic development and equality.

To further this commitment, the Department of Administration operates a program for Minnesota-based small businesses owned by minorities, women, veterans, and those with substantial physical disabilities. For additional information on this program, or to determine eligibility, please call 651-296- 2600 or go to the [OEP website](#).

- **Grant Contract Process.** After being selected for funding, OJP staff will work with the applicant to negotiate a final budget. The formal grant contract consists of the Grant Agreement, the Terms and Conditions, the Program Guidelines, as well as the work plan and budget. The Grant Agreement will be initiated, signed by grantee and OJP, and once fully executed it is then a legally binding agreement. Grant agreements not signed within 30 days of receipt may be canceled.
- **Progress Reporting.** Grantees will be required to submit regular narrative and data reports and data in a prescribed manner.
- **Grant Payments.** This is a cost reimbursement grant. Grantees will only be paid for eligible expenses (after the grant contract is fully executed) that are incurred and are consistent with the negotiated budget.
- **OJP Grant Manual.** Grantees, grantee subgrants and contracts agree to follow the OJP Grant Manual as part of the application process. The manual is a resource for how our office manages grants and covers topics such as grant administration policies, program modification policies, general accounting requirements, etc. [OJP Grant Manual](#)

## RIGHT OF CANCELLATION

The State reserves the right to cancel this solicitation if it is considered to be in its best interest. The State reserves the right to negotiate modifications to the application or to reject any and all applications received as a result of this Request for Proposals. The State does not intend to award a grant contract solely on the basis of any response made to this request, or pay for information solicited or obtained.