POLICY/PURPOSE: [33.2.1a]
The goal of the Cedar Rapids Regional Police Academy is to help qualified recruits reach their potential as State of Iowa certified peace officers while adhering to the requirements set forth by the State of Iowa and the Iowa Law Enforcement Academy (ILEA).

It is the responsibility of the Cedar Rapids Regional Police Academy to provide a safe learning environment while at the same time providing realistic, rewarding, and practical training to prepare the recruit for their career in law enforcement. The academy will provide instruction to law enforcement recruits from agencies other than the Cedar Rapids Police Department (CRPD) if those recruits meet ILEA minimum standards. It is also the academy’s responsibility to graduate those recruits who meet the expectations and requirements set forth by their respective agencies as well as the State of Iowa and ILEA.

It is the recruit’s responsibility to respond to training in a positive manner, meet the expectations set through their course of studies, and graduate to begin a respectful and professional career.

The Cedar Rapids Regional Police Academy is certified by ILEA. As such, the training curriculum and instructors are approved by the ILEA Council. Standards of performance and conduct are prescribed by ILEA administrative rules.

PROCEDURE: [33.2.1b]
The Chief of Police is the agency head under whose authority the regional academy is operated. While students may be hired by other agencies, they will adhere to the authority of the CRPD Chief of Police while attending the regional academy.

A Training Director (approved by ILEA) handles the day-to-day operation of the academy, managing the curriculum, facilities, instructors, students, performance evaluations, etc. The Training Director may be assisted by other members of the training staff, both sworn and non-sworn, to include employees of the CRPD, the City of Cedar Rapids, and other agencies, organizations, or entities. The Training Director may also be assisted by the home agencies of non-CRPD recruits.

The Cedar Rapids Regional Police Academy will operate administratively by standards, procedures, and policies required by ILEA and/or the City of Cedar Rapids or the CRPD. The academy staff will attempt to accommodate requirements of other agencies that have recruits in attendance as deemed feasible. [33.2.1c, d]
An orientation handbook will be issued to all new recruits when the academy begins. Updates will be distributed throughout the length of the academy. CRPD personnel will also attend a new hire orientation with the City of Cedar Rapids Human Resources, prior to the beginning of the academy. [33.2.1e]