

Police Chief Wayne Jerman

Cedar Rapids Accomplishments



Wayne Jerman retired from the Cedar Rapids Police Department after 44 years in public service, more than 10 years with the City of Cedar Rapids, and 33 years as a police officer at the Montgomery County, Maryland Department of Police. He retired from Montgomery County at the rank of Assistant Chief, serving as Chief of two bureaus; the Investigative Services Bureau from 2007-2010, and as Chief of the Field Services Bureau from 2010-2012.

On October 29, 2012, Chief Jerman was sworn in as the 43rd chief in the history of the Cedar Rapids Police Department. His educational background includes a Bachelor of Science degree from the University of Maryland and an MBA from Frostburg State University. He is a graduate of the FBI National Academy Session 236, and completed the FBI's National Executive Institute, Session 35 in September, 2012.

Jerman's accomplishments during his tenure at the Cedar Rapids Police Department are numerous, covering a range of priorities including department training, mentorship support, and leadership; targeted efforts to address gun violence, mental health, and support victims of crimes; enhanced community involvement in policing practices; improvements to facilities and technology; and achieving full advanced accreditation by the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA).

Jerman created a Peer Support Team to assist officers following traumatic events and brought ICAT de-escalation training to the Department. He formed the Community Services Division to enhance delivery of services to city neighborhoods. He led the Department as the first in the State of Iowa to offer Implicit Bias Training to officers, long before being mandated by the State.

To address gun violence, mental health issues, and support victims of crime, Jerman created several programs and initiatives. The Police Community Action Team (PCAT) is the most visible of proactive policing. This team of officers are deployed in identified areas of the City and focus on crime and quality-of-life issues. Jerman expanded Crisis Intervention Training, which trains officers to assist in calls for service involving residents experiencing emotional distress. Jerman established a partnership with Foundation 2 to create Mental Health Liaisons for the Police

Department; this program has been mirrored by other agencies throughout the State. Under his leadership, the Department established a lethality assessment program to help officers responding to domestic violence calls for service, providing resources and safety to victims of domestic violence. Human trafficking awareness was increased by the CRPD during Jerman's tenure through expanded City policies and partnership with Chains Interrupted. Jerman increased the Department's participation in Federal law enforcement efforts by dedicating investigators to join the US Marshal's Fugitive Task Force and the ATF Task Force.

Jerman promoted efforts to enhance community involvement in policing practices. To that end, he promoted the establishment of the Secure and Friendly Environments in Cedar Rapids (SAFE-CR) program, streamlining the City's ability to address detrimental conditions in neighborhoods. Jerman improved digital communications efforts by spurring the creation of a social media team to post updates to Facebook, Twitter and join the Nextdoor platform. He built the Police Chief's Advisory Committee, consisting of community members engaged in input and review of policies, training, and Department programs. Jerman was instrumental in the establishment of the Citizen Review Board. Jerman expanded and solidified partnerships with the US Attorney's Office to ensure strict penalties for serious, gun-related crimes and partnered with the USAO on the Eastern Iowa Heroin Initiative. With Jerman's guidance, the Department expanded the School Resource Officer program to include officers at Polk Alternative School, Metro High School, and the College Community School District, and established a College Resource Officer at Kirkwood Community College. The Chief led the acquisition and issuance of NARCAN to patrol officers, saving the lives of several community members. Under his guidance, the Department implemented the Group Violence Intervention Initiative (GVI), a partnership with outside agencies to reduce violent crimes. To enhance future leadership within the Department, Jerman sent several executive officers to the Senior Management in Policing Institute (SMIP) presented by the Police Executive Research Forum (PERF).

Jerman's contributions to improve facilities and technology include the establishment of body-worn cameras for officers; increased station and facility security following an Enhanced Site Security Assessment; and upgrades to the Department's firearms range. Jerman also directed and oversaw the update to the City's video recording ordinance required for certain commercial establishments. The Chief led the Department to obtain an armored rescue vehicle at no cost to taxpayers, acquired a FARO digital scanner to capture accurate images of crime scenes and sites of vehicle collisions; acquired the NIBIN system to compare

ballistic evidence against a national registry of firearms, and obtained a state-of-the-art use-of-force simulator for officer training.

Chief Jerman is an Executive Fellow for the National Policing Institute and an active member of several professional organizations, including the Police Executive Research Forum (PERF), the International Association of Chiefs of Police (IACP), and the Iowa Police Chiefs Association (IPCA), where he was recognized as the 2021 Iowa Police Chiefs Association Executive of the Year.

