



GENERAL POLICE ORDER CLEVELAND DIVISION OF POLICE



EFFECTIVE DATE: AUGUST 11, 2003	REVISED DATE:	NO. PAGES: 1 of 2	NUMBER: 1.1.31
SUBJECT: <b style="text-align: center;">MENTORING PROGRAM			
ASSOCIATED MANUAL:		RELATED ORDERS:	
CHIEF OF POLICE: <b style="text-align: center;"><i>Edward F. Lohn, Chief</i>			

PURPOSE: To establish procedures for the Cleveland Division of Police Mentoring Program.

POLICY: The Cleveland Division of Police shall provide a Mentoring Program to ensure that newly promoted sergeants, assigned to the patrol section, are properly mentored by their contemporaries.

PROCEDURES:

- I.** Patrol officers promoted to the rank of sergeant will be detailed to the Police Academy for an initial training period of one week and will receive 40 hours of training.
- II.** After the initial training period, each new sergeant may be assigned to the patrol section in one of the six neighborhood police districts.
- III.** The Mentoring Program encompasses the first six days the new sergeant is assigned to the patrol section.
 - A.** During the first six working days the sergeant may be assigned to work four days alongside the Officer-In-Charge (OIC) of the district station, and two days alongside a sergeant or lieutenant acting as a sector supervisor. The incoming sergeant will observe, assist and learn the duties required.
 - B.** Assignments during the mentoring period shall be at the discretion of the district commander based on operational needs.
- IV.** District commanders shall ensure that the patrol captain within each district provides the necessary support to ensure the new sergeant may be directed and have questions answered by supervisors assigned to their platoon.

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- V. During the initial mentoring period, probationary sergeants will not be counted as either the OIC or sector supervisor. Veteran supervisors will fill these positions.
- VI. Non-probationary sergeants newly assigned to the patrol section may request to participate in the Mentoring Program if they have not been recently assigned to the patrol section.
- VII. District commanders shall ensure that non-probationary sergeants, who fit one of the above requisites, and request the program, may attend the Mentoring Program.