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Tommy Ingram
Senior Vice President of Executive Recruitment
Strategic Government Resources

Dear Mr. Ingram

Please accept this letter and attached resume as my desire to be considered for the position of Chief of Police for the City of Spokane. Having been with the Spokane Police Department for over 22 years, I have obtained significant experience within virtually all areas of the department.

Over the last several years the Spokane Police Department has been through a remarkable transition as we have worked through recommendations made by the Use of Force Commission, the DOJ COPS Collaborative Reform, increased staffing levels, and expanded community outreach. We are in the final stages of implementing the last of the recommendations from the UOF Commission and Collaborative Reform. I am honored to have played a role in ensuring that all recommendations are not only implemented, but also expanded and modified to ensure that the Spokane Police Department remains at the leading edge of best practices.

Since December 2015 I have been the Assistant Chief for the Spokane Police Department. In March 2016, with the retirement of Chief Rick Dobrow, I became the "Operations" Chief as our department began a nation-wide search for a new Chief of Police. During this time we have continued with our nationally recognized programs, including the Youth and Police Initiative, Police Athletic League (PAL) and Police Faith Alliance. Due to the success of the Youth and Police Initiative, we have expanded this program into the middle schools (initially only offered at high schools). We also graduated over 300 youth from this summer's Police Athletic League, a record number for Spokane. Lastly we increased the number of activities offered at PAL from one activity the first year (basketball) to a record five activities this year (basketball, flag football, soccer, running, and golf). The number of officers volunteering to participate in PAL have increased annually as our officers have realized and appreciated the impact their presence has on the youth of Spokane.

Last year as the Northside Precinct Captain, my precinct was responsible for 68% of the calls for the City of Spokane. Utilizing a team approach, and working with other units within the department as well as agencies outside the department, we were able to realize significant decreases in major crime categories, including (approximately):

- 37% reduction in commercial robberies
- 21% reduction in robberies of persons
- 21% reduction in residential burglaries
- 23% reduction in vehicle thefts

To be successful, today's police chief must be familiar with and implement recommendations from the President's Task Force on 21st Century Policing. This in-depth study is considered today's framework for "best practices". The six pillars outlined in the report are considered a roadmap for police departments to be effective in engaging their communities and provide a holistic approach to both internal and external operations. Since my time as the operations and interim Chief, we have maintained and effectively implemented many of the recommendations from this report in each of the six categories:

- **Building trust and legitimacy**

- We have an agreement with DOJ COPS to send Spokane police officers to a train-the-trainer program for procedural justice. These officers will then train all of SPD on procedural justice, as well as offer this training to other local agencies.
- I initiated public Compstat presentations in the spring of 2016 where we invited the community to attend these presentations to observe first-hand what our officers are doing to address crime and keep their communities safe. These presentations will continue on a quarterly basis.
- I participate in monthly evening public forums throughout the City of Spokane to "build bridges" with various community groups, including African American and Native American groups. Questionnaires were presented at these forums to gauge the level of trust the community has with SPD, and this data will provide a foundation to measure our progress as we continue these public forums.

- **Policy and Oversight**

- The Spokane Police Department now mandates a complete review of the entire policy manual on an annual basis. This review is intended to ensure we are maintaining nationally recognized "best practices". While we don't wait for the annual review to change policies as we determine changes are needed, this updated policy ensures that every policy is scrutinized at a minimum on an annual basis.
- All Spokane Police Department supervisors received implicit bias training in the spring of 2016. The remainder of the department will receive this training at the beginning of 2017.
- The Spokane Police Department is currently undergoing a Disproportionate Minority Contact study. The initial results indicate a disproportionate number of minorities are contacted by SPD. I initiated contact with a prominent member of the African American community to assist SPD with reviewing the data (once complete) and to provide a review of SPD's policies, procedures, and training to address any internal deficiencies revealed by the report.

- **Technology and Social Media**

- I was part of the panel that selected a civilian Public Safety Communications Manager to assist with our strategic communications plan, with the intent to help us effectively engage with all of our community groups using all available media. Part of this strategy will include explanations about police practices to help the community understand what their police department can do for them, as well as address any recurring concerns heard from the community.
- I am a board member of the Public Safety IT Governance Committee, which is responsible for ensuring that our new CAD/RMS system is implemented properly and with appropriate support from all stakeholders.

- **Community Policing and Crime Reduction**
 - As noted above, I implemented quarterly public Compstat meetings, allowing the public to observe efforts by their police department to reduce crime. In addition, those in attendance are given an opportunity to ask questions or address concerns specific to their neighborhoods.
 - This summer we obtained a record number of youth graduates from our Police Athletic League, as well as a record number of activities offered to youth. I am currently examining staffing levels on our department to increase our Community Outreach unit, which will allow us to expand and increase the programs we offer and the groups we connect with.

- **Training and Education**
 - We will finish training the department on Implicit Bias training the first quarter of 2017.
 - We will implement department-wide procedural justice training upon completion of the train-the-trainer program offered by DOJ COPS (February 2017)
 - Every Spokane Police officer has received Crisis Intervention Training (CIT). This practice will continue. In addition, I am exploring expansion of our Enhanced CIT training to include more officers. This training will take SPD officers to a new level in responding to those suffering from a mental health crisis. We have also invited surrounding law enforcement and social services agencies to participate with us in this training (hosted by SPD).
 - I scheduled several members from our Faith Alliance to provide a block of instruction at this fall's in-service on minority relations. This block of instruction will be a department-wide effort to "bridge the gap" between Spokane police and the minority community. It is designed to be non-confrontational and allow a dialogue that will increase understanding of the various perspectives each group experiences during law enforcement contacts.

- **Officer Wellness and Safety**
 - It is the policy of the Spokane Police Department that all officers will wear their body armor, as well as engage their seatbelts while operating a police vehicle.
 - In addition, all officers are authorized 2 hours per week of on-duty workout time (as staffing allows). Fitness is important for not only the physical health of our employees, but also the mental health and stress reduction that comes from participating in a fitness regime.

As noted above, I am committed to crime reduction, community partnerships and engagement, continual evolution to maintain best policing practices, transparency and ongoing efforts towards police legitimacy. I am confident that with our commitment to excellence, the Spokane Police Department will soon be nationally recognized as a premier law enforcement agency that others seek to emulate. That commitment to excellence starts with the Chief of Police, and I am honored and privileged to be considered for this position.

Sincerely,


Craig Meidl

Experience

Spokane Police Department (1994 to Present)

PATROL OFFICER / TAC TEAM / SPECIAL INVESTIGATIONS UNIT / SWAT TEAM / TRAFFIC UNIT / DETECTIVE / PATROL SERGEANT / SRO SERGEANT / TRAFFIC SERGEANT / PATROL LIEUTENANT (SHIFT COMMANDER) / PRECINCT COMMANDER / CIT COMMANDER / INTERNAL AFFAIRS LIEUTENANT / LIAISON TO OFFICE OF POLICE OMBUDSMAN / NORTH PRECINCT CAPTAIN / MAJOR IN CHARGE OF OPERATIONS SUPPORT BUREAU / ASSISTANT CHIEF OF POLICE

Interim "Operations" Chief of Police (March 2016 – current)

- Work closely with the community through public committees, boards, and other community groups.
 - Faith Leaders Alliance
 - Police Advisory Committee
 - N.A.A.C.P.
 - TheZone Project
 - Monthly community forums to "bridge the gap" with minority communities
- Work closely with federal, state, and local law enforcement to develop and maintain overall public safety collaboration and interagency coordinated events.
 - Inland Northwest Law Enforcement Group (I.N.L.E.G.)
 - Host monthly Crime Control strategy meetings (attendees include U.S. Attorney, all local Federal law enforcement partners and Prosecutors)
 - Law Enforcement-Fire Monthly Leadership Group
 - Spokane County Emergency Services Communications Policy Board
 - Spokane Regional Safe Streets Task Force Policy Board
 - Jail Capacity Committee
 - Area Chief's and Sheriff's Luncheon Group

Assistant Chief of Police (December 2012 – January 2014; December 2015 – February 2016)

- Point person with DOJ COPS Collaborative Reform implementation (42 recommendations).
- Manage day-to-day operations of approximately 400 employees.
- Coordinate, implement, and ensure compliance with policies, procedures, training, and directives from Chief of Police.
- Responsible for internal affairs investigations, chain of command or administrative review panel recommendations of discipline, final decision maker on majority of discipline decisions.
- Assumed overall command of police department in absence of Chief of Police.

Captain (2015)

- North Precinct Commander
 - 68% of all City of Spokane calls for service
 - Responsibilities included:
 - On-going establishment and review of area hotspots
 - Assignment of property crimes cases to investigators
 - Lead liaison for outreach to various community groups
 - Coordination and supervision of Neighborhood Resource Officers to address ongoing neighborhood issues (chronic nuisance houses, abandoned houses, drug houses)

- Achieved significant reductions in property crimes.
 - 37% reduction in commercial robberies
 - 21% reduction in robberies of persons
 - 21% reduction in residential burglaries
 - 23% reduction in vehicle thefts
 - 7% reduction in commercial burglaries

Major of Operations Support Bureau (2011 – 2012)

- Primary responsibility included day-to-day management and control for the Operations Support Bureau. The Operations Support Bureau consists of Investigations, Property and Evidence Facility, Crime Analysis, Records, Training, Special Op's Group (SOG), Police Planning, Volunteer Services, Special Events, Community Services, COPS community outreach program, and Administrative Services.
- Chair for Deadly Force Review Boards
- Member of Police Advisory Committee board
- Member of Spokane Crimestoppers Board
- Council presentations on contracts, budgets, etc.
- Bargaining team for City of Spokane involving wages and benefits for Police Guild and Lieutenants and Captains Association

Lieutenant (2007; 2014)

- Shift commander responsible for day-to-day operations of 4 Patrol Teams, including deployment of resources, staffing, and discipline recommendations.
- SWAT Commander
- Asset seizure and forfeiture Hearing Examiner
- Crisis Intervention Team Commander
- K9 Unit Lieutenant
- Internal Affairs Lieutenant
 - Internal audits of department units for compliance with law and/or financial accountability
 - Work with City Attorneys on claims filed against SPD
 - Department liaison to Office of Police Ombudsman

Sergeant (2001)

- Patrol Team Sergeant
- Traffic Unit Sergeant
 - Highway 291 Corridor Safety Project Committee
 - Spokane County Traffic Safety Commission
 - Spokane County Evacuation Committee
- School Resource Officer Sergeant
 - Liaison between Spokane Public School District and SPD using monthly meetings to facilitate communication
 - Liaison for Youth Access and Prevention Task Force, a collaborative effort between the health district, school district, and local law enforcement to reduce juveniles' exposure and access to tobacco products

Detective (2000)

- Property crimes investigations.

Military experience

United States Marine Corps Active Reserves (1989 to 1995)

- 'B' Company, 4th Tank Battalion, 4th Marine Division (Yakima, WA)
- Desert Shield / Desert Storm (12/1990-5/1991) [2nd TnkBn, 2nd MarDiv, HQ Co)
 - Awards include: Combat Action Ribbon, Navy Unit Commendation, Meritorious Unit Commendation, Southwest Asia Medal, Sea Service Deployment Ribbon and Kuwaiti Liberation Medal.
 - Reserve Supply Chief for 'B' Company; supervised Marines attached to Supply Unit; issued, recovered, and recorded equipment issued to over 100 Marines; recorded and monitored stock on hand for Company; tracked stock and reordered as needed

Education

Senior Management Institute for Police (June 2013)

Gonzaga University (2012)

- Master of Arts in Organizational Leadership
 - Emphasis in Servant Leadership

WSCJTC Leadership of Police Organizations (2009)

FBI National Academy [Session #235] (2008)

Central Washington University (1993)

- Bachelor of Arts
 - Major: Law & Justice
 - Minor: Sociology

FEMA Training (varies)

- Decision Making & Problem Solving (IS 241); Leadership and Influence (IS 240); Emergency Program Manager, An Orientation to the Position (IS 001); NIMS [IS 800, IS 700, IS 200, IS 100]