



# SPOKANE POLICE DIVISION

## CHIEF OF POLICE

### CRAIG N. MEIDL

To: Sergeant Dan Waters  
From: Craig Meidl, Chief of Police  
Date: May 17, 2017  
Re: Medal of Merit Award

Sergeant Waters,

Recently, Dir. Jacqui MacConnell and Kathy Armstrong nominated you for the Employee of the 1<sup>st</sup> Quarter, however, when the Special Awards Committee reviewed the nomination, it was clear that the nomination was more accurately descriptive of the Medal of Merit Award. The Medal of Merit is awarded to members of the Spokane Police Department who distinguish themselves by meritorious achievement or meritorious service. The meritorious actions must clearly surpass that which is normally required or expected. This service or achievement need not be unique but must be exceptional and superior. Excerpts from the nomination:

"Sergeant Dan Waters is worthy of recognition for the incredible work he has done with Crisis Intervention Training (CIT). Sergeant Waters has been involved with CIT since its inception and attended the inaugural class. For the past 15 years, he has been actively involved in CIT efforts and community collaboration with behavioral health professionals:

- As the CIT coordinator for our region, Sergeant Waters is instrumental in CIT's success, not only for Spokane Police Department's CIT program, but also the greater Northwest. He is the resident CIT expert, and is often sought out by others across the state for consultation, support, and advice on CIT-related matters. He has presented at the Regional CIT conference and the 2015 and 2016 TEAM (Together Everyone Achieves More) Conference, a collaborative effort between law enforcement, fire/EMS and behavioral health professionals.
- One of Sergeant Waters' notable achievements is the development and implementation of SPD's CIT refresher training program with Frontier Behavioral Health. The program fulfills a DOJ recommendation and strengthens partnerships between officers and mental health professionals.
- Sergeant Waters' is heavily involved in many collaborative projects with agencies on the Spokane Police Mental Health Steering Committee.
- Sergeant Waters' involvement in the Disability Resource Team (DRT) has built bridges with organizations that serve people with disabilities. The DRT is a multi-disciplinary team of advocates and criminal justice professionals that works to identify and fill gaps on multiple levels of the criminal justice system for people with intellectual and developmental disabilities.
- Sergeant Waters is also a member of the Suicide Prevention Coalition and the Isaac Foundation, which serves individuals on the autism spectrum and their families.
- Sergeant Waters is committed to community outreach and often attends public forums and events, making a positive impact on many citizens who might be cautious of the police.
- Sergeant Waters has been a driving force behind Enhanced CIT, with Sergeant Crane, serving as a Motivational Interviewing (MI) trainer, and mentoring officers who are developing MI communication techniques.
- He served the department for years as a member of the Peer Assistance Team, the TAC team, and is also a long-time member of the Hostage Negotiation Team.

All of this work is in addition to his regularly-assigned duties. Sergeant Waters demonstrates a high level of professionalism and commitment to our department and to those we serve and protect."

Sgt. Waters, you have certainly distinguished yourself in the area of meritorious achievement and I am proud to recognize you with the Medal of Merit Award. You will be given the Medal of Merit at the 21<sup>st</sup> Annual Employee Awards Ceremony in March 2018. A copy of this document will be placed in your department personnel file.

Craig Meidl  
Chief of Police

