



Letter of Award Medal of Merit



To: Lieutenant Dave Staben
From: Craig N. Meidl, Chief of Police
Date: October 31, 2017
Re: 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.

SPD began the Collaborative Reform Initiative with the U.S.D.O.J. Community Oriented Policing Services (C.O.P.S.) Office in late 2013. The Collaborative Reform process involves a comprehensive agency review and identification of issues within an agency that may affect public trust. Department of Justice COPS representatives offer recommendations on how to resolve those issues and enhance the relationship between the police and the community.

SPD undertook significant reform efforts: the Training Director, then Lt. Kevin King, the Assistant Training Director, then Sergeant Shawn Kendall, and Ofc. Rob Boothe teamed up with then Lt. Justin Lundgren and the Office of Professional Accountability, then Dir. Tim Schwering, then Sgt. Dave Staben and Program Manager Kathy Armstrong to begin an overhaul of policies and review of uses of force. All use of force policies were reviewed and revised by a team of department subject matter experts and legal experts. Leaders from several departments in the area, including a mentor for state accreditation, used SPD's policies to guide the revision of their agencies policies.

Other significant effort included: SPD commissioned a patrol staffing study; a culture audit (soliciting input from 80-plus internal and external stakeholders on the scope, process, and reporting of the culture audit project); created a new Standard Operating Procedures manual with instructions for supervisors on the proper investigation of use of force, and provided training to all supervisors; improved training documentation with the purchase of specialized software to track department training more accurately and efficiently and other training enhancements including Procedural Justice training for all supervisors and instituting a new recertification for Critical Incident Team (CIT) training in partnership with local mental health professionals.

Lt. Staben, 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 awarded the Medal of Merit during the annual Employee Awards Ceremony in March 2018 and a copy of this letter will be placed in your personnel file.

A handwritten signature in black ink, appearing to read "Craig Meidl".

Craig Meidl
Chief of Police



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