



Letter of Award 2018 Employee of the 3rd Quarter

To: Sergeant Nate Spiering
From: Craig N. Meidl, Chief of Police
Date: November 5, 2018
Re: Employee of the 3rd Quarter Award

Lt. Mike McNab recently nominated you for the 2018 Employee of the 3rd Quarter Award. Employee of the Quarter nominations are based on either a specific act of unusual meritorious service, a specific project of significance to the community, City, or Department, or sustained superior performance of assigned duties. When the Special Awards Committee reviewed the nominations, it was clear that you are most deserving of this recognition.

Lt. McNab wrote, "Sgt. Nate Spiering is a supervisor on swing-shift patrol - a team of ten officers. Sgt. Spiering's team is effective, hard working, professional, compassionate, dedicated to service, and committed to excellence. Organizations choose our leaders but leaders often do not choose their followers. The character and competence of this team is a by-product of Sgt. Spiering's qualities as an individual and an example of exemplary leadership.

Sgt. Spiering has been closely involved with the implementation of a new software system for Dispatch and Police Records. He volunteered to be on the front end of learning this new system and developing training for all of our officers to use it effectively. As with any new comprehensive system, there have been many challenges along the way. Sgt. Spiering has been instrumental in working through these challenges and designing training for the officers who use the programs.

In addition to leading a patrol team, Sgt. Spiering is SPD's liaison to our partnership with community mental health; commonly known as our Crisis Intervention Team. Sgt. Spiering is truly a gift to this program. He organizes and participates in Crisis Intervention training. He also leads a team of officers who are dedicated to improving their skills in serving those who are in mental crisis known as our Enhanced Crisis Intervention Team. The ECIT team receives regular training organized and designed by Sgt. Spiering.

Most recently Sgt. Spiering has taken the lead in implementing a new partnership with mental health services known as the Community Diversion Unit. This new program embeds mental health professionals with patrol officers. Sgt. Spiering has been committed to seeing the success of this program. He has devoted many hours outside of his normal duties to iron-out the endless details to make this program a success. It is clear Sgt. Spiering has a great deal of compassion for helping the mentally ill and those in crisis. He recognizes the value and necessary partnership between law enforcement and mental health professionals. Sgt. Spiering's dedication to this department, its officers and our community makes him more than deserving of this recognition."

Sergeant Spiering, you exemplify the best in an employee with your commitment and dedication to your profession, work ethic and compassion for those in crisis. The Spokane Police Department is fortunate to have such an employee, and you are worthy of this recognition. You will receive a plaque at our annual award ceremony in March 2019 and a copy of this letter will be placed in your employee file.

Sincerely,

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

Craig N. Meidl, Chief of Police