



Letter of Award Employee of the Quarter

To: Devin Hannas
From: Craig N. Meidl, Chief of Police
Date: February 5, 2019
Re: 2018 Employee of the 4th Quarter Award

Devin,

Crystal Rodgers recently nominated you for the 2018 Employee of the 4th 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. In her nomination, Crystal included:

"I would like to nominate Devin Hannas for employee of the quarter. Devin is our "LERMS Lead" and as such, he has become instrumental in correcting our NIBRS reporting.

The FBI requires a sustained error rate of 4% or less for three separate data submissions. We started 2018 with an error rate of about 5.5%. Our most recent reporting had our error rate down to a mere 1.65%. The errors can be caught and corrected, which is part of Devin's duties. However, instead of just finding errors and submitting corrections, Devin began researching the "why." He was able to determine areas that were causing the most common IBR errors. From here, he suggested different ways we could avoid them. In some instances, updates were made in Mobile so that the fields would auto-populate and the error could no longer be made. Other common errors were evaluated to see what Records would be able to correct. These changes have not only helped Records staff, but have also allowed less reports to be kicked back out into the field. In the past, it would take Devin days, sometimes even weeks, of IBR clean-up before we could submit our data to WASPC. The past submission only required 3 hours of work. While this is incredible work by all of Records, I do believe that the initiative Devin took to go beyond his job and find ways to improve the process has made a significant impact on this.

Others outside of SPD have recognized the value that Devin's hard work brings, as well. He was just recently confirmed for a second term on Tyler's New World Public Safety LERMS Advisory Group based on his skills using the software and his ability to brainstorm innovative solutions to workflow issues. Having this voice within the Advisory Group has been extremely valuable for SPD. Ms. Shawna Ernst, our New World IT System Manager says, "Devin is a fantastic LERMS lead. He is knowledgeable, patient, and has taken the time to understand the needs of users from Patrol to Investigations to Crime Analysis".

Devin, you exemplify the best in an employee with your commitment and dedication to your profession, work ethic and passion for team work. 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