



## Letter of Award Distinguished Service Medal



To: Sergeant Nate Spiering  
From: Craig N. Meidl, Chief of Police  
Date: February 1, 2021  
Re: Distinguished Service Medal

Recently, SPD K9 Unit Handlers nominated you for the Medal of Merit Award, however, when the Special Awards Committee reviewed the nomination, it was clear that you are more deserving of the Distinguished Service Medal. The Distinguished Service Medal (DSM) is awarded to employees who have demonstrated outstanding sustained and exemplary performance along with diligence and devotion to duty. The performance should exceed normal demands required or expected over an extended period of time. Below are just a few examples provided in the nomination from the K9 Handlers and additional items by Capt. Griffiths:

"Sgt. Spiering began work with SPD in 1998. He has spent the vast majority of his career in the Patrol Division working as a patrol team Officer, Corporal or Sergeant. In that capacity, he has delivered the core service that citizens expect from their police department. Nate quickly established a reputation for being a model Corporal by being a great leader, mentor and team coach. During the transition to New World, in addition to his patrol assignment, Nate conducted rollcall, in-service and supervisor trainings, along with attending numerous meetings to fix specific problems.

Nate was later promoted to Sergeant and again remained in the Patrol Division where he was asked to revamp the Enhanced Crisis Intervention Team and incorporate less lethal tools, motivational interviewing and patrol tactics to improve SPD's response to people in crisis. Nate accepted the challenge and quickly developed a training program for officers and supervisors that ultimately laid the foundation for what has become the very successful Behavioral Health Unit.

Nate was later selected to the K-9 Unit. His exceptional performance in that assignment is noted by the nomination written by the K-9 Handlers he currently supervises. A sampling of their nomination included the following:

"Sgt. Spiering has been assigned as Supervisor to the K9 Unit for approximately 2 years and entered into the unit supervisor position with no background or experience in police K9s. Sgt. Spiering has thrown himself head first into this supervisory position to learn everything about the innermost workings of the K9 Unit and the multi-faceted roles the Unit provides to the Department and the community. Sgt. Spiering, from the moment he took over this new position, and continuing with it to this day, has gone far above and beyond what his normal outlined duties entail. Through his relentless attention to detail, proactive and thorough approaches, and supportive leadership style, the SPD K9 Unit not just maintains its reputation but exceeds it as a well-organized, consistent and reliable unit within the PNW.

2020 has inarguably been a difficult and challenging year for all law enforcement agencies in the United States. And without a doubt the public views and actions across the country this year have made it more crucial than ever to meet these adversities with tact and professional foresight. Sgt. Spiering has embodied this. He has been the ideal model for how to effectively and professionally listen to issues being raised by the nation/community and respond productively. As a strong leader he has listened to his troops and ensures he becomes as fully enveloped in the issues they present him with as they are. This has allowed him to spearhead many local issues this year that have threatened the existence of the Departments' K9 Unit. He was crucial in further closing the communication gap between local officials and the K9 Unit, ultimately providing facts about LE Use of Force and police work and clearing up misinformation that many elected officials and community members quite honestly had never been educated on.

It is not an exaggeration to say that Sgt. Spiering is responsible for keeping the Unit in existence."

Sgt. Spiering, I am proud to present you with the Distinguished Service Award. A copy of this letter will be placed in your personnel file.

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

Craig Meidl  
Chief of Police