



## Letter of Award Distinguished Service Medal



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

Lt. Matt Cowles nominated you for 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. When the Special Awards Committee reviewed this nomination, it was clear that you are most deserving of this award. The following is just a small portion of examples from Lt. Cowles nomination:

"Sgt. Yamada began his time with the Spokane Police Department in March of 1995. Since then, he has spent most of his time working patrol with some time serving as the 'Administrative Sergeant' helping admin with quartermaster functions and special commissions. Sgt. Yamada is currently assigned to day shift patrol, where he has served as a patrol sergeant for several years.

I would often see Sgt. Yamada in the office working past his normal work day. He would remain at work and in the office hours after his shift ended. I would engage Sgt. Yamada and remind him that there would be time to work tomorrow, or joke that there were no prizes for over-achieving! He would always insist that he had projects he wanted to wrap up, and that he was happy to get them done. Often he was crunching numbers about the activities of his team, or looking at legal or policy updates. He would often engage me in debate over the latest in legal and policy changes.

An easy example of his level of commitment to his officers can be seen when an Officer is applying for a specialty unit. Sgt. Yamada is not content with hand writing a quick note of approval on the form. Instead, Sgt. Yamada will always take the time to write a separate and thorough document. He keeps meticulous track of the successes of his officers. These include their community outreach projects, as well as their patrol related specials and commendations. Sgt. Yamada is also very familiar with the data management systems. He will reference these in his recommendations showing the work ethic of the officer as they relate to their peers.

Sgt. Yamada is always at the forefront on insuring that his team is quick to satisfy the most basic requirements such as CIT, FST's, Policy acknowledgements, and other administrative tasks. This seems a mundane point, however, by maintaining high standards on the small details Sgt. Yamada is able to lead his team beyond minutia to stay focused on the higher objectives of service and compassion. Sgt. Yamada's patrol team always has a high level of morale and productivity.

Sgt. Yamada and his team take the hot spots to the next level with well thought out and directed operations. He has a commitment to the neighborhood policing model that his team has adopted. Sgt. Yamada is computer savvy enough to provide detailed briefings of the team's activities and the effects of their presence.

His commitment and exceptional work product have been a staple for many years. It is my pleasure to nominate him for this award. His level of commitment and perennial dedication are done without regard to reputation or recognition. Because of this, I believe he is even more deserving of the medal."

Sgt. Yamada, 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