



Letter of Award 2021 Employee of the Year

To: Officer Tim Schwering
From: Craig N. Meidl, Chief of Police
Date: January 27, 2022
Re: 2021 Employee of the Year Award

Officer Tim Schwering was nominated and received the Employee of the 4th Quarter Award in 2021 by both Lt. Shawn Kendall and Sgt. Vic Carroll. In their nominations, they wrote:

"Tim joined the North Precinct in January of 2021. With him, he brought a reputation of thoroughness, relentless dedication and a passion for problem solving during his time in patrol. He has lived up to this reputation and more.

Tim has been assigned to the Logan Neighborhood in Spokane. Tim deployed himself into his neighborhood, quickly identifying areas of concern. His thoroughness to process, organization, data collection and communication skills helped him create and implement strategies that greatly improved the quality of life for those impacted by these issues.

Tim works closely with our Civil Enforcement Unit, implementing strategies that hold problem locations and people accountable. He also works closely with our business and education organizations, assisting them in crime prevention recommendations and criminal investigations.

Last April, Tim had an idea to utilize calls-for-service and crime data to identify his top problem locations. After identifying these addresses, he would deploy quality-of-life improvement and accountability tactics in hopes to lower the calls-for-service at these locations. After a four-month test run, we evaluated the impact. The results were amazing. We looked at 15 different properties where Tim utilized this strategy. We went from 211 calls-for-service per month (when combining all of the properties) down to 15. Many of these locations dropped to zero. The highest calls-for-service location during this test phase had 45 per month. After Tim's deployment, it had zero calls per month. Based on this success, we now utilize this tactic with all of our NRO's.

This out-of-the-box thinking is just one example of what Tim brings to the North precinct and SPD. He routinely calls during his days off to share concerns and, most importantly, solutions. Tim works with many other departments within the city. He coordinates street signage, tows abandoned vehicles that Parking does not get to (over 200 in 7 months), coordinates the vacating of properties that have become a haven for crime, and much more. His fresh approach has definitely helped shape north-side NRO tactics.

The Chief of Police selects the Employee of the Year Award from all four of the Employee of the Quarter recipients for that year. Officer Schwering, I am proud to present *you* with the Employee of the Year Award for 2021. You exemplify the best in an employee with your commitment and dedication to your profession, work ethic and passion for crime prevention. Congratulations.

Sincerely,

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

Craig N. Meidl
Chief of Police