



Letter of Award

To: Officer Tyler Heiman
From: Craig N. Meidl - Chief of Police
Date: July 25, 2022
Re: Chief's Citation Award

This award is intended to recognize members of a team or unit for participating in an incident, event, or series of events, or project which has a substantial, positive impact on the community or police department. It must be superior in nature and further the department's mission and overall effectiveness. When the Special Awards Committee reviewed this nomination, it was clear that members of the Recruitment Team are most deserving of this award.

The Spokane Police Department Recruitment Team furthered the department's mission and overall effectiveness by continuing to recruit the most qualified applicants to become Spokane Police Officers through innovative ideas and approaches to recruiting police officers during a time when recruiting officers has shown to be challenging. The Recruitment Team was able to increase the number of candidates who took the Public Safety Test from previous years. For example, in 2019, 414 candidates took the Public Safety Test (PST), with 381 passing. In 2021, with this recruitment team, 762 candidates took the PST, with 671 passing.

Not only did the number of candidates increase, but the diversity of candidates increased from previous years. In 2021, there was an increase of African American candidates (48 vs. 12), Hispanic (980 vs 29), Asian (19 vs. 15), Native American (9 vs. 4), two or more races (57 vs. 25) and females (78 vs. 47). In late 2021, the police department received a hiring grant from CJTC (Criminal Justice Training Commission) and this team is traveling to different states to recruit. In February 2022, we saw an increase in the number of candidates taking the PST from previous Februarys (2019, 2020, 2021), as well as an increase in female, African American and Hispanic candidates.

The efforts and results of this Recruitment Team are in keeping with not only the Mission, Vision and Values of the Spokane Police Department, but also with Goal #7 of the department's 2022-2023 Strategic Plan of developing and retaining a qualified, diverse workforce that represents the community in which we live, work and play.

Officer Heiman, as a member of the Recruitment Team, I am honored to present you with the Chief's Citation Award. You will be recognized at our annual awards ceremony and a copy of this document will be placed in your personnel file.

Sincerely,

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

Craig Meidl
Chief of Police

