



Letter of Award Officer of the 3rd Quarter 2023

To: Officer Michele Kernkamp
From: Craig N. Meidl, Chief of Police
Date: November 2, 2023
Re: 2023 Officer of the 3rd Quarter Award

Sergeant Kevin Vaughn recently nominated you for the 2023 Officer of the 3rd 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. Sgt. Vaughn's nomination included:

"This is my first-year supervising Officer Kernkamp. I immediately recognized Officer Kernkamp had a work ethic which exemplified a commitment to provide excellence in policing. Officer Kernkamp is the senior officer on the team having numerous years on this department and previous experience at another agency. One would expect an Officer in her later years to slow down and be less enthusiastic for police work, but Officer Kernkamp shows up every day with a superior attitude and a work ethic second to none.

Officer Kernkamp's work product is an example of how to do police work. Her investigation skills are very thorough leaving no lead or opportunity to solve left behind. Large call loads commonly make patrol officers rush through calls to go to the next. This mindset hinders officers' ability to fully investigate crimes leaving follow up for detectives or the case being dropped due to insufficient evidence. Officer Kernkamp routinely seeks out the next step to identify suspects and develop strong evidence to arrest and convict. Many of Officer Kernkamp's investigations have led to arrests of individuals who routinely violate the safety and security of our citizens.

Officer Kernkamp has an excellent rapport with the public. She is empathetic and truly cares in building partnerships to better the lives of our community. Officer Kernkamp is able to build these partnerships through her superior communication skills. Regardless of being a victim, witness, or suspect, Officer Kernkamp is able to establish bonds to garner acceptance or compliance.

Officer Kernkamp is also a senior member of the crises negotiation team. She is routinely summoned to respond to high priority incidents which occur all hours of the day. Public officials and policy makers have embraced de-escalation as the key to safer interactions between police and the public. Officer Kernkamp's use of purposeful action, verbal communication, and body language is able to calm potentially dangerous situations and prevent escalation in police use of force.

Officer Kernkamp is a shining example of commitment to the profession and those she serves."

Officer Kernkamp, you exemplify the best in an employee with your commitment and dedication to your profession and work ethic. 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 2024 and a copy of this letter will be placed in your employee file.

Sincerely,

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

Craig N. Meidl
Chief of Police