



2025 Letter of Award Professional Employee of the 4th Quarter

To: Jourdan Neal
From: Kevin Hall, Chief of Police
Date: January 14, 2026
Re: 2025 Employee of the 4th Quarter Award

Dispatch Supervisor Kim Blashill recently nominated you for the 2025 Professional Employee of the 4th 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. In her nomination, Kim included:

"Jourdan Neal brings more than just professionalism to our dispatch center—she brings heart, innovation, and a true team-first mindset that continues to elevate everyone around her.

Jourdan consistently goes above and beyond in her role as a dispatcher, showing an unwavering commitment to her team and the mission we serve. She's dependable under pressure, supportive to her peers, and always ready to step up when the moment calls for it. But what sets Jourdan apart is how much she gives back to our team outside of her core responsibilities.

She is a dedicated member of our training team, playing a critical role in helping mold our new hires into confident, capable dispatchers. Jourdan brings patience, clarity, and a deep understanding of the job to every training interaction. She doesn't just teach procedures—she instills a sense of purpose and pride in the role. Our new team members consistently mention her guidance as one of the most impactful parts of their training experience.

This past year, Jourdan also played a key role in helping create a recruitment campaign specifically for our unit. She recognized the importance of finding individuals who not only meet the technical demands of the job but also reflect the values and teamwork that define us. Her creativity and insight helped shape a campaign that authentically captures who we are—and who we're looking to bring in.

Jourdan has also taken the lead in launching several wellness initiatives focused on supporting our team's overall health—mentally, emotionally, and professionally. From advocating for peer support efforts to helping coordinate wellness resources, she's made it clear that taking care of each other is just as important as taking care of our community. She has researched and proposed programs that encourage peer support, stress management, and open conversations about wellbeing—helping to create a culture where people feel seen, supported, and valued.

Jourdan is more than a strong dispatcher—she's a motivator, a mentor, and a driving force behind the positive growth of our unit."

Jourdan, you exemplify the best in an employee with your dedication to your profession, work ethic and compassion for your team. 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 on March 11, 2026, and a copy of this letter will be placed in your employee file.

Sincerely,

A handwritten signature in blue ink, appearing to read "Kevin Hall".

Kevin Hall
Chief of Police