



2025 Letter of Award Officer of the 4th Quarter

To: Officer Jesse Molina
From: Kevin Hall, Chief of Police
Date: January 14, 2026
Re: 2025 Officer of the 4th Quarter Award

Sergeant David Stone recently nominated you for the 2025 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 his nomination, Sgt. Stone included:

"Throughout this quarter, Officer Molina has consistently demonstrated excellence in all aspects of policing. He has received numerous accolades from other supervisors for the quality, accuracy, and thoroughness of his police reports, as well as for his diligence and effectiveness in solving a wide range of cases.

In addition to his patrol responsibilities, he serves as a Defensive Tactics Instructor, selflessly teaching after completing his graveyard shifts and on his days off. Despite the physical and mental demands of this schedule, Officer Molina continues to perform at a high level, setting a strong example for others. Although not assigned as a Field Training Officer, he willingly stepped in to train a new officer throughout this past quarter while their FTO was off. Officer Molina taught with professionalism, patience, with outstanding results.

Officer Molina is a member of the SWAT team. As a Swat Officer, he did not miss a single callout during this period, demonstrating reliability, readiness, and commitment to team and mission. He consistently places the needs of the department and community above his own, working long hours while remaining focused, dependable, and humble.

Additionally, Officer Molina attended the Spokane Fire Department's EMT school—an intense and highly demanding course of instruction. He successfully earned his National EMT certification in less than one month. This achievement required significant academic focus, mental endurance, and personal sacrifice. His ability to excel under such demanding circumstances reflects his dedication to this profession, department, and community. These skills learned were not for his benefit but for the benefit of teaching our department, serving as a Swat EMT/medic, and teaching community members about medical safety.

He is the embodiment of a quiet professional—never seeking recognition yet consistently delivering exceptional performance."

Officer Molina, you exemplify the best in an employee with your commitment and dedication to your profession, work ethic and passion for team work. 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", is written over a horizontal line.

Kevin Hall
Chief of Police