



SPOKANE POLICE DEPARTMENT

CHIEF OF POLICE

FRANK STRAUB, Ph.D.

LETTER OF AWARD

To: Lt. Kevin King
From: Frank G. Straub, Chief of Police
Date: February 4, 2015
Re: Chief's Citation Award

The Spokane Police Department's Hiring Staff have been nominated to receive the Chief's Citation Award for their exemplary work for the Spokane Police Department. This award is intended to recognize members of a team or unit for their participation in an incident, event, series of events, or a project that resulted in a substantial, positive impact on the community or 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 the Hiring Staff were most deserving of this award.

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In less than two years, the Hiring Staff:

Processed **319** Entry Level Police Officer candidates and hired **24**
Processed **118** Lateral Police Officer candidates and hired **29**
Processed **44** Dispatchers and hired **6**
Processed **11** Evidence Technicians and hired **1**
Processed **60** Records Specialists and hired **7**

In addition to these numbers, the Hiring Staff also processed many Civilian personnel, Reserve Officers, Interns, Chaplains, Volunteers, and Temporary personnel. As a comparison, in the three years prior consisting of 2010 to 2012, the Spokane Police Department hired a total of 15 Entry Level and Lateral Police Officers.

Many people are involved in the various aspects of the process. With so many people being processed and at various stages, it became quite a juggling act in scheduling. Under Lt. King and Sgt. Overhoff's direction and leadership, they were able coordinate these efforts to meet various hiring deadlines. In addition, throughout this time the Hiring Staff made changes to many of the processes to ensure impartiality, consistency, and that the Spokane Police Department is hiring people of the highest quality.

It is important to note that during this time as well, the Academy staff was increasing the amount of department training, hosting many visits by Department of Justice representatives, and preparing for the return of the Basic Law Enforcement Academy to the Spokane Police Department.

In the last two years, the Academy has handled an increasing amount of responsibilities and still excelled at the task of finding quality people for the Spokane Police department at an exponentially higher rate than ever before. It is for this reason that the Hiring Staff is receiving the Chief's Citation Award.

I am very proud to present members of the Spokane Police Department's Hiring Staff with the Chief's Citation Award. The Hiring Staff unit will receive a plaque and members of the unit will be recognized at our annual Employee Awards Ceremony in February. A copy of this document will be placed in your department personnel file.

Frank Straub, Ph.D.
Chief of Police





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In addition to these numbers, the Hiring Staff also processed many Civilian personnel, Reserve Officers, Interns, Chaplains, Volunteers, and Temporary personnel. As a comparison, in the three years prior consisting of 2010 to 2012, the Spokane Police Department hired a total of 15 Entry Level and Lateral Police Officers.

Many people are involved in the various aspects of the process. With so many people being processed and at various stages, it became quite a juggling act in scheduling. Under Lt. King and Sgt. Overhoff's direction and leadership, they were able coordinate these efforts to meet various hiring deadlines. In addition, throughout this time the Hiring Staff made changes to many of the processes to ensure impartiality, consistency, and that the Spokane Police Department is hiring people of the highest quality.

It is important to note that during this time as well, the Academy staff was increasing the amount of department training, hosting many visits by Department of Justice representatives, and preparing for the return of the Basic Law Enforcement Academy to the Spokane Police Department.

In the last two years, the Academy has handled an increasing amount of responsibilities and still excelled at the task of finding quality people for the Spokane Police department at an exponentially higher rate than ever before. It is for this reason that the Hiring Staff is receiving the Chief's Citation Award.

I am very proud to present members of the Spokane Police Department's Hiring Staff with the Chief's Citation Award. The Hiring Staff unit will receive a plaque and members of the unit will be recognized at our annual Employee Awards Ceremony in February. A copy of this document will be placed in your department personnel file.

Frank Straub, Ph.D.
Chief of Police





SPOKANE POLICE DEPARTMENT

CHIEF OF POLICE

FRANK STRAUB, Ph.D.

LETTER OF AWARD

To: Jerry Keller
From: Frank G. Straub, Chief of Police
Date: February 4, 2015
Re: Chief's Citation Award

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