



# SPOKANE POLICE DEPARTMENT

## CHIEF OF POLICE

FRANK STRAUB, Ph.D.

To: Sarah Lynds  
From: Frank Straub, Ph.D., Chief of Police  
Date: August 11, 2015  
Re: 2<sup>nd</sup> Quarter Employee of the Year

Recently, Assistant Chief Rick Dobrow nominated Sarah Lynds for Employee of the 2<sup>nd</sup> Quarter, 2015. 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 Sarah is most deserving of this recognition. Some highlights from Assistant Chief Dobrow's nomination:

*"During Sarah's short tenure with the Spokane Police Division she has sustained an amazing level of superior performance of her assigned duties and more. Sarah, having a strong background in accounting and auditing, was immediately tasked with leading the Spokane Police Division's finance and budget unit. Sarah has been involved with and made remarkable progress toward reforms in the following areas:*

- Overtime expenditures
- Purchasing
- Budget development
- Grants
- Telestaff revisions
- Working with City Finance
- Systems development
- Organizational communications

*The work done by Sarah has taken great dedication and time. It has not been overlooked that Sarah is still sending emails at hours where most of us have been in bed for hours. Sarah has worked tirelessly to get a handle on the Police Division's finances in a way that has not been attempted in my twenty plus years with SPD.*

*Sarah is a collaborator and has brought members of the executive team, senior staff and other organizational leaders into conversations regarding finances. As a direct result of her efforts, overtime expenses have been significantly reduced, wasteful purchasing practices have been curbed and overall organizational financial awareness achieved. More work needs to be done, however; I am confident that under Sarah's leadership, going into the future, the Spokane Police Division will be in the best financial situation possible."*

Sarah, your leadership and dedication set an excellent example for all employees. We are fortunate to have such a dependable, innovative, and dedicated professional and you are very deserving of recognition. Along with this document, you are being issued a framed certificate. You will also be given the Employee of the 2<sup>nd</sup> Quarter plaque at our annual Employee Awards Ceremony in 2016. A copy of this document will be placed in your personnel file.

A handwritten signature in black ink, appearing to read "Frank G. Straub".

Frank G. Straub, Ph.D.  
Chief of Police

