



# SPOKANE POLICE DEPARTMENT

CHIEF OF POLICE  
FRANK STRAUB, Ph.D.

To: Captain Judi Carl  
From: Chief Frank Straub  
Date: May 13, 2014  
Re: Medal of Merit Award

Captain Judi Carl was recently nominated by former Asst. Chief Craig Meidl for the Medal of Merit Award. The Medal of Merit is awarded to members of the Spokane Police Department who distinguish themselves by meritorious achievement or meritorious service. The meritorious actions must clearly surpass that which is normally required or expected. This service or achievement need not be unique but must be exceptional and superior. It is apparent that Captain Carl is more than deserving of this award.

Assistant Chief Meidl wrote:

*"Please accept this letter as my recommendation of Captains Judi Carl and Dave Richards for awards related to their efforts at accrediting the Spokane Police Department through the Washington Association of Sheriffs and Police Chiefs Association (WASPC)."*

*The purpose of the WASPC Accreditation Program is to recognize agencies operating under industry best practices and standards. There are 132 accreditation standards covering nineteen major law enforcement areas:*

1. Goals and Objectives
2. Role and Authority
3. Use of Force
4. Management, Staffing, Organization, and Utilization of Personnel
5. Records Management
6. Information Technology
7. Unusual Occurrences
8. Health and Safety
9. Management
10. Recruitment and Selection
11. Training
12. Performance Evaluation
13. Code of Conduct
14. Internal Affairs
15. Patrol Function
16. Traffic Function
17. Investigative Function
18. Evidence and Property Control Function
19. Prisoner Security

*Captain Carl was assigned this task January of 2013. She was given limited direction and took great initiative in researching the logistics and requirements of accrediting the Spokane Police Department. In addition to showing initiative and drive in accomplishing this task, she was given limited staff to assist her. She worked*





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*long hours, often into the evening, and frequently on her own time. As she transitioned the process over to Capt. Richards so she could assume Downtown Precinct duties, she stayed involved in the process.*

*Capt. Richards became involved in the process upon Capt. Carl's reassignment to the Downtown Police Precinct. Though the process was already well-underway when he was assigned to be the lead, he stayed involved and focused on ensuring the process was completed.*

*During the "mock" accreditation conducted by outside evaluators, every evaluator had high praise for the thoroughness and quality of the documentation provided to accredit the Spokane Police Department. Many of the evaluators indicated that this was the first mock they had been involved in where every standard was appropriately documented and the agency being evaluated would have passed all accreditation standards on the first attempt had it been the official accreditation.*

*Additionally, I am requesting that Shannon Hallam be given a letter of commendation based on the high praise the evaluators had for her documentation of the "Evidence and Property Control Function". The lead evaluator for this section said he usually writes several pages of notes indicating areas where the Property facility needs to improve to pass accreditation standards. In the case of Spokane Police Department's Property facility, he said he knew instantly upon reviewing the material that this documentation was exceptionally well prepared. He wrote three observations of areas that could strengthen the Property accreditation standards, but were by no means required. This was unheard of in his experience, as typically the Property storage facilities he has reviewed require significant work after the mock evaluation to meet standards."*

Captain Carl, you have certainly distinguished yourself in the area of meritorious achievement, and I am proud to recognize you with the Medal of Merit Award. You will be given the Medal of Merit at our annual Employee Awards Ceremony. A copy of this document will be placed in your department personnel file.

Frank Straub, Ph.D.  
Chief of Police

