

**CITY OF SPOKANE EMPLOYEE OF THE MONTH  
OCTOBER 2010**

**Tom Michaud, Crime Analyst**

During his three years as a Crime Analyst, Tom has become respected for his opinions and the information he provides to the Police Department. He is dedicated, thorough, and continually works to improve the information he provides to others in our agency. Tom's value to the department is recognized by many. Even with the consistent and accomplished work product from Tom, it is his most recent project for which he is nominated for employee of the month.



Over the past few years our department has tried to improve meaningful communications between crime analysis, the patrol division and investigations. There seemed to be many obstacles that stood in the way of providing timely, actionable intelligence to patrol officers; (shift configuration, hours worked, time, distance, etc.) Tom took the point in Crime Analysis to develop a computer forum to promote communication. The forum is an internal message board where Crime Analysis, Patrol, and Investigations can communicate with one another. Crime bulletins, problem areas, people and crime trends are all posted by both Crime Analysis and Patrol.

The forum allows instant feedback and communication with users that can be observed by all who view it. In turn, the information used to fight crime is more timely, accurate and valuable. There is no doubt that the vision Crime Analysis had for the Forum over four years ago would not be a reality today if not for the tremendous work done by Tom. After years of this extensive project sitting on the backburner, Tom took the initiative to make the vision a reality in just a few months. He coordinated meetings with the various stakeholders to get their input and solicit their expertise. This has included LEIS, Patrol, Investigations, and Administration. Once development was initiated, he worked very closely with both LEIS and the Patrol Captain in order to ensure the software best fit the needs of its users.

Once the Forum was set up and available for use, Tom continued to promote its use and train users. He asked if he could flex some of his days so he could come in and train/brief patrol during their roll calls. He recently asked what he would need to do in order to get time at an in-service to further train users on the forum. He serves as the main Administrator of the Forum and is constantly adding new information and responding to feedback & trends patrol observes.

Tom recognizes the forum is still in the growth stage and consequently continues to market its use. He is always seizing opportunities to energize and stimulate more involvement from new and existing users. He recognizes maximum success and value will be achieved once more users become comfortable as regular contributors. Tom should be very proud of this tool that could not have been implemented without his work and initiative. He accomplished all this while still balancing his many other responsibilities at a very high level.

**Congratulations Tom!**

**Your service and commitment to the City of Spokane and  
the community are greatly appreciated.**