

# ***2010 EMPLOYEE OF THE 1ST QUARTER***

## ***SERGEANT TOM HENDREN***

**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 nomination; it was clear that Sergeant Tom Hendren was most deserving of this recognition.**

Sgt. Hendren has supervised the Special Investigative Unit for three years. He is the primary instructor for the entire department in the area of Criminal Procedures and must not only keep abreast of statutory law but also the ever-changing case law. The training he provides is not simply a matter of "sending out the changes." He must tailor his training depending on what the new material might be, its complexity and what effect it may have on other areas of law and law enforcement procedures. The training arenas that he operates in include our annual in-service training, new recruit training, special training bulletins that are published, etc. In the last three to six months, we have seen a number of confusing and restrictive case law that we now have to operate within. Sgt. Hendren has not hesitated to accept the challenges and move forward with training and solutions.

Sgt. Hendren has established a very positive and effective relationship with City Legal and the Spokane County Prosecutors Office to ensure the accuracy and effectiveness of the training he provides. He has also worked well with the command staff of our department to ensure he is providing the training that is consistent with the department's vision and mission.

Due to significant budget issues, Sgt. Hendren has taken an active role with the Detectives in SIU, working in the guidelines established by the Chief and command staff. He has been very fiscally responsible and conservative in his use of funds and overtime in the unit. The final report regarding the use of the overtime hours bank for SIU that was published for year-end 2009 showed that SIU used only 13% of its authorized hours. While SIU did have some other funds available to use for meth related crimes and training, the fact that our overtime usage was only at 13% was clear evidence that Sgt. Hendren not only recognized the budget concerns, but embraced the philosophy of working through the crisis. The allotted overtime hours dedicated to SIU for 2010 was cut drastically. This has not deterred Sgt. Hendren. So far for 2010, he continues to closely monitor these funds and continues to be very fiscally responsible in their use.

In 2009, SIU was faced with the probability of losing several positions due to the budget crisis and departmental cutbacks. Sgt. Hendren immediately began making plans for presentation to reorganize the unit so that the cutbacks would have the least amount of impact possible. While we only lost one position, the proactive response by Sgt. Hendren demonstrated his problem solving mindset and capabilities and his dedication to the unit. The same challenges exist for 2010. He continues to ensure that assets and resources assigned to SIU are used efficiently and effectively. Sgt. Hendren continues to be a very effective supervisor in the unit. His tactics and decision making are very sound. Other units in the department look to him for guidance in plain clothes operations as the ACT program in the patrol division has done.

**Congratulations, Sergeant Hendren!**