

THERESA GIANNETTO

When Mrs. Giannetto was hired as the Records Division Manager there were many challenges for her to face. Since she was hired in July of 2006, we have come to expect excellence in our now revamped records division. This excellence deserves to be recognized and rewarded, and although it is the result of all of the employees in records working hard and working well together, this excellence is also the result of the singular vision, dedication, work ethic, and the established and achieved goals of our records manager, Ms. Giannetto.



When hired, she immediately began to address the personnel and training issues that records had traditionally presented. She insisted on all of the employees being cross trained for multiple functions within records. This resulted in efficiencies and effectiveness in many of the work areas as personnel could now be moved from one work area to another when needed. She has worked diligently for the last three years to improve the quality of supervision for all of the shifts, revamped the hiring and training process, and set reasonable production standards. While accomplishing this, she has also dealt with every one of her employees fairly and directly. Without exception, every employee in records knows what is expected of them and are now working together in an atmosphere of cooperation. Records recently accomplished a unit goal that has been years in the journey, they are completely current with all of our records entry. Although an immense accomplishment, it is only part of the tribute to recognize Ms. Giannetto's leadership and abilities. One of the areas in which records has traditionally failed is in the annual audit - and has for the past 20 plus years! Every year the police department was playing "catch up" after the completion of this audit, as there were many areas in which the department was falling short and had to spend time correcting both our records and our procedures. The main reason for this nomination of Theresa Giannetto for the Medal of Merit is this:

Our records division passed our annual audit for the first time in recent memory!

The amount of work (months of preparation and research for the audit every year), and the extremely detailed knowledge of WAC, RCW and other regulations that Theresa brings to this audit process cannot be underestimated. Our department's record division having passed the annual audit is a tribute to all of the changes wrought by Ms. Giannetto detailed above, and her work over the last three years to get us to this point. Her dedication to her TAC officer duties (for many hundreds of employees), to her insistence on detailed and accurate entry of reports and for tracking warrants, her ability to build effective teams, and her singular vision of putting the department in a position to pass this audit are well deserving of this award. Theresa will also be given the Medal of Merit at our annual Employee Awards Ceremony.



The Medal of Merit is awarded to employees who distinguish themselves by meritorious achievement or service. Meritorious actions are those which clearly surpass that which is normally required or expected.