

LEDC Survey

Kimbrough, Bobby F. <kimbrob@fcso.us>

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To: **FCSO_All Employees** <All_Employees@fcso.us>

Good Afternoon Everyone:

I wanted to take a moment to say thank you to each of the FCSO Family members for the work that you do each and every day, not because anyone sees it but because it's how you serve and care for our community.

A special thank you to the Detention staff who participated in and honestly responded to the survey provided by our County Commissioners. The survey is public record, and soon the media will begin their coverage of the results.

The Detention Bureau is composed of almost half of our FCSO Family members, and the Detention Center is essentially a city within a city.

The County Commissioners allotted the money for an outside agency to conduct this survey, allowing the avenues for you to provide uncensored feedback. I was aware of some of the problems due to past conversations, but the results and responses from the survey have been eye-opening.

The issues highlighted in the survey are complex and deep-rooted. As the consultant noted, there is no easy solution or quick fix. With that, I need you to join me in brainstorming and creating solutions.

Due to the timing of the survey, some changes addressed in the survey have already occurred and we are seeing the impact and reaping the results of those changes. I recognize that very few of the questions were related to compensation, but I still saw the large number of responses that addressed salary and benefits. In addition, I also noted the extreme focus of the questions on management and leadership, and I am thankful for your honest responses.

The Detention Bureau is a large ship and it will not turn on a dime. I'm excited to be the Sheriff because I have the opportunity to turn this ship, to make the changes. I welcome your continued feedback, and I want you to know I'm excited about the future.

I took office in 2018 with an open-door policy and it has not changed. At the beginning of this year, I created physical office space for myself in the Detention Center. I am excited to continue interacting with Detention staff and learning firsthand what it is like to work in the Detention Center.

We know our Detention staff are an invaluable part of the FCSO Family and we want our community to realize that too.

Although this email mainly addresses the survey, the most important thing I want you to know is that I hear you and I am here for you.

Sheriff B.F. Kimbrough, Jr.
Forsyth County Sheriff's Office
301 N. Church Street
Winston-Salem, NC 27101
Office: 336-917-7327

E-mail: kimbrob@fcso.us

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