

TCB Questions:

1. Why are you running for sheriff?
2. You [said before](#) that you retired in 2014 from GCSO. You also mentioned that you had been in law enforcement for 30 years. Can you tell me the biggest things you learned during your 30 year career?
3. What made you want to come out of retirement to run for sheriff?
4. What do you think are the biggest issues facing the department right now?
5. As you know, people are increasingly concerned about policing and how it impacts communities of color. What response would you have for people who are advocating for defunding or reforming the police?
6. What do you think the GCSO should be spending the most money on?
7. Some people are also concerned about what seems to be an increase in police surveillance. The N&R recently reported how the GPD will be increasing the number of license plate readers in the city. What role do you think the GCSO plays in terms of surveillance and what are your thoughts on these practices/technology?
8. There have been a few notable deaths in local jails in the past few years, including in Guilford County. What would you do to improve jail conditions and prevent these deaths?
9. Why do you think people should vote for you compared to your opponent?
10. Anything else you would like to mention?
11. How do you think the changing laws around abortion affected GCSO policies and the agency as an agency operating in one of the last abortion-protected states in the South?

Phil Byrd Answers:

Question #1. I am a lifelong resident of Guilford County. I served my entire career as a Deputy Sheriff in Guilford County. I also have watched in the past few years, Greensboro in particular, continue to spiral out of control with violent crime. Gun violence is relentless in our city. I have not seen any leadership response to the communities being affected. Just the continued rise in violence. I have a vested interest in having a safe County, my family lives, shops and enjoys the same city as you and your family. We need an advocate Sheriff for our communities just as much as we need leader to work within our communities. Safe communities do not just happen on their own, it takes a collaborative effort of "stake holders" to make it happen and a leader to accept the challenge of building the trust and broad support of the community leaders.

Question #2 What I have learned over my 30-year career is, you never stop learning and you must resolve problems together. Singular thought resolution only breeds failure in policies if you

have no support. I have always first started by identifying the problems, who, or what entity does the problem affect and allow them to be part of the equation in determining the best options in resolution. The answers to many problems exist within the community, however failing to bring the community into the equation for answers and a response, will further divide a community. Of course, every day-to-day activity of a law enforcement agency is not a community decision, if it were, we would not need any leadership in place. I specifically reference quality of life issues. Issues that may reflect negatively on a law enforcement agency and divide the police even further from whom we protect. One of the biggest mistakes an agency can make is NOT being Transparent. This is a big word during campaign seasons, but it also is a factor that has resonated across this county in the past few years. Agencies need to pay attention to the meaning.

Question #3 I do not believe the Sheriffs Office is heading in the right direction for the needs of our communities, or departmental staff. I have seen the morale break-down over the past 3.8 years, and in return the lack of interest in officers remaining with the Sheriff's Office and the hardship it has been in hiring qualified applicants. Our Jail in Greensboro is a serious crisis for Inmates as well as it Officers. I saw our City torn apart during 2020, with no response, or actions from our current Sheriff. The damage and violence to our downtown businesses was unacceptable. I support peaceful protest and demonstrations. I always have. What I witnessed was not even close. Protect & Serve our communities.... this is still a valid and sound philosophy today, as it was yesterday.

Question #4 The biggest issue facing the Guilford County Sheriffs Office is retaining staff and hiring qualified officers. Staffing levels must be raised to operated safely in the field operations as well as the jail setting. We must bring trust to at leadership level before any substantial improvements in this area will stabilize. No further progress in any level of service will improve until there is a change in leadership.

Question #5 Defunding the police has already costed lives in other parts of the country. The fact is we must have police in our communities. There is a very thin line between chaos and crime and living in safe and peaceful communities. What we must do is change the dynamics of policing. This is mainly through collaboration, Transparency, involving community in problem solving. If you noticed, I said community, NOT just the community leaders. The affected members of our communities MUST have a voice. Must be part of the resolution. With NO buy-in for any practice or strategy you will continue to have the same separation we see today. Community Policing is not a new concept, it is a forgotten concept.

Question #6 Most citizens do not realize that about 90% of a budget is personnel cost, very little money is set aside to take on community task, or spending in a way that enhances the quality of life by a monetary investment. We should be putting our emphasizes on building the sense of "community" back. We should be bridging the models of policing "with" the neighborhoods. Every neighborhood may have a different set of issues. Do their issues change? Do we listen more than we speak? The money will be well spent educating our youth, and participating in youth programs. Developing mentor programs, and programs for adults to attend on a regular

basis to be informed, and be part of what we do in our Sheriff's Office. Not just a once- a year youth academy.

Question #7 The technology for License Readers isn't new technology. Surveillance is a broad term. There were Traffic light cameras in the city a few years back to detect stop violations, a form of surveillance. We have to weigh out the privacy aspect and "safety and value" in keeping citizens safe. You will find two different sides to this practice. I have the concern of how the information is used, as I am sure most of the readers are to this question. I understand the concept, I also understand some peoples' concerns with this technology being used.

I will have to know more on what information is being targeted and where this information goes. I also want to express that the same information a reader is obtaining is already in a data base that can be obtained from anywhere in this country. So in reality its not calculating or pulling from sources to obtain information about an individual. It is determining at a particular time a violation and identifying a violator. If I am elected Sheriff, I do not see as I have a role as to whether or not this technology is utilized unless there is a violation of law. I believe that the weight of concern from citizens should be voiced and the acting agenc(ies) must address the concerns of its citizens.

Question #8 Deaths in the Jail. I am very concerned with the death's occurring in the Guilford County Jails the past 3 three years. Two concerns. Policy, and Staffing shortages. Policy can directly affect the well being of inmates, their medical treatment, and observatory status. Staffing is on the heels of policy. You can not adequately adhere to policy when you have severe staffing shortages. Did these two areas cause any of the conditions? I dont know the specifics of any of the deaths. I give you two areas of concern that must be addressed to assure these are not primary causes. Two improvements, Jail Staffing, and Policy review and establish the best practices to ensure inmate safety.

Question #9 I belive I have the qualities of a leader that are missing from the current Sheriff. I also believe I have the best interest of every citizen in this county in mind. I believe my dedication and commitment to the citizens of Guilford County for 30 years have been expressed here in this answer session. I have the wiliness to bring " sense of community" back as a partnership to solve our increasing violence and struggles each community shares.

Question #10 When you make your decision to vote for a candidate, make sure you vote from your heart not a Party. We have much divide in our country and our in our local leaders. We are loosing as a community to this unproductive political environment. Guilford County is better than this.

Question #11: It should not affect the current Sheriff's Policy, nor should it mine in how the Sheriff's Office operates. We are not law makers, and I have not seen any change in NC Law surrounding abortion rights