Hughes

4 Fort Bend County Sheriff 2020

LETTER OF INTENT UPON BEING ELECTED FBCO SHERIFF

Breaking barriers & building a strong Fort Bend County

I am Lieutenant Geneane Hughes, a proud resident of Fort Bend County and the matriarch of a beautiful family of four children and three grandchildren. I began my career in public service immediately after graduating from high school by joining the United States Army. After earning an Honorable Discharge, I continued my affinity for public service in my hometown of Philadelphia, where I joined the Philadelphia Police Department. As a leader, I was exposed to areas suffering from high degrees of crime and poor community relations. I had a desire to become an active and productive voice of leadership that assisted in improving community relations. During my eleven years of service, these recurring social-economic issues were the driving force that prompted me to the position of Sergeant.

My passion for serving the community continued with me when I moved to Texas, which allowed me to serve in a commander position for the Missouri City Police Department. During my ten years of service to the citizens of Missouri City, I gained invaluable experience leading Police Administration, Internal Affairs, Victims Assistance, the Community Liaison Program, and the Field Training Program.
In addition to my expertise in law enforcement, I hold a Bachelor of Science in Business Management and a Master's in Science of Public Administration/Emergency Management. I am currently a Doctoral Student in Public Administration and Organizational Leadership. As a lifelong learner, I enhanced my professionalism as a law enforcement leader by completing the prestigious Federal Bureau of Investigations National Academy. I also attended the Northwestern University School of Police Staff and Command, the Law Enforcement Management Institute, and the Women in Executive Law Enforcement Institute.

As a candidate for Fort Bend County Sheriff, I feel impelled to communicate with all FBCO Sheriff Office employees. I would like to know each employee, hearten that change is not always negative, and put employees' moral first. When your team is happy, it reflects on the communities we serve. I am an unpretentious person that has walked in your shoes when anticipating change in an organization. I can affirm that I will remain the same modest person that will assist you in your pursuit of personal growth — utilizing everyone's perspectives to move the Sheriff's Department forward. When I am elected Sheriff of Fort Bend County, I will immediately assemble a board of diverse Deputies that will assist in adjusting policies/procedures that fit our current concerns. I am fully aware of the vulnerabilities of under-staffing, so I will focus on recruitment and retention to aid in decreasing burnout that is often felt. Time off is essential for you and your family. We have to do a better job of creating a fair system to ensure all Fort Bend County Sheriff employees have adequate time off. Key points must be addressed to make sure you are happy working for our team.

I will host an open forum on two different days in various areas of the County to provide you a platform to voice your opinions. The first one will be Tuesday, December 10th, 2019 (Please see the flyer for the event on my website). With this innovative change, one of my goals is making sure our agency stays elite. I believe a comfortable Deputy Sheriff will provide excellent customer service to the community and justice systems they serve. I want to provide them with some amenities that will make their job more pleasant and agreeable.

Immediate Changes to Policy (no later than within my first 90 days):

1. *Facial hair will be allowed as long as it is groomed and neat.*
2. *I will enact a Board of Deputies, Sergeant and below only, and I will do a consensus from the employees to develop a professional but comfortable uniform. This uniform policy will provide the Deputies with more options on daily wear.*
3. *Visible Tattoos will be allowed as long as they are approved by supervisors to ensure they are not antagonizing, derogatory, or sexual in nature that may offend anyone.*
4. *An immediate review of the process of people assigned to jail by the Board of Sheriff Deputies/Corrections.*
5. *Review of take-home car policy for field training officers to ensure they have generous incentives for their hard work.*
6. *Supervisors living within the county in significant positions will have take-home vehicles. (Patrol, specialized units, etc.)*
7. *A total renovation of Recognition Policy to ensure that Deputies are not treated unreasonably and to ensure the safety of the public and Deputies alike.*
8. *I will enact a Board of 9 Deputies from various divisions within the department. They will serve as an honest voice for all Deputies to ensure that I don't forget the backbone of our agency. During these meetings, I will listen to constructive ideas on how to make sure our department is running efficiently and to make things better.*
9. *Also, to start a program to recognize "Deputy of the quarter." I will come up with a plan that recognizes and encourages deputies the dedication to work hard and give the community the best service possible.*
10. *I will increase the number of patrol deputies on the street, so they have the option to be proactive instead of reactive.*

In advance, thank you for your support!
Candidate for Fort Bend County Sheriff, Geneane Hughes

BUILDING A STRONG FORT BEND COUNTY TOGETHER!!!!

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