



**CV**

Charles Rambo  
Criminal Justice Consultant

## EXECUTIVE SUMMARY

Accomplished law enforcement professional with over 30 years of proven expertise in major county Sheriff administration, delivering evidence-based results and operational excellence. Renowned for constitutional competence in providing non-attorney consultation on law enforcement operations, policy implementation, and administrative oversight.



## CORE COMPETENCIES

- Constitutional Duties of Sheriff
- Intergovernmental Relations
- Managerial Training on HR/EEOC
- Planning & Research
- Statistical Analysis/Databases
- Intelligence & Tactical Operations
- Criminal & Internal Investigations
- Media & Community Relations
- Talent Development
- Instructional Systems Design
- Mental Health Procedures
- Youth Mentoring

## CERTIFICATIONS & EDUCATION

### Georgia Peace Officers Standards & Training Council (not limited to):

- Management Module 120
- Supervision Module 120
- Senior Instructor
- Senior Deputy Sheriff
- Command Level FTO
- Special Weapons & Tactics
- Gang Investigations
- Criminal Investigations
- Sex Crimes Investigations
- Homicide Investigations
- Executive Protection
- Terrorism/Incident Command
- Advanced Peace Officer
- Intermediate Peace Officer
- Basic Peace Officer

### Federal

- Intelligence Analyst - U.S. Department of Homeland Security
- Part 107 Drone Pilot - Federal Aviation Administration

### College

Gupton-Jones College, Mortuary Science, Diploma. 1988



## PROFESSIONAL AFFILIATIONS

- National Sheriffs' Association
- Georgia Sheriffs' Association
- Georgia Gang Investigators Association
- Transformation Leadership Collaboration, At-Large Board Member
- DeVry Criminal Justice Program, Advisory Board (Past)

## AWARDS & RECOGNITION

- *Pinnacle Leadership Award 2017*- Honored by the Fortitude Educational Development Center for law enforcement contributions to community.
- *Navigating the World of Black and Blue as a Black Police Officer* - Featured on 11 Alive News during Black History month.
- *Point of Light* - Recognized by the late Dr. Joseph Lowery at the People's Agenda for leadership during the 2005 Fulton County Courthouse shooting.
- Conducted tours of the Fulton County Jail for delegations from Nigeria, Japan, South America, and Fulton Grand Jury observing humane conditions.
- Commended by the federal monitor and Plaintiff's Counsel for introducing "steps in the right direction" to comply with the federal consent order over the county jail.
- Complimented by a state court judge for conducting a scenario-based approach to mock trials and discovery for law enforcement students.

## MEDIA & CIVIC ENGAGEMENT

- Invited guest speaker at Crown Forums-Morehouse College.
- Recognized as an expert providing reliable mass media commentary on law enforcement related issues.
- Guest panelist for the Male Mentorship Forum sponsored by the Gwinnett County Chapter of Delta Sigma Theta.
- Developed and moderated *Know Your Rights and Exercise Common Sense*, a forum educating youth on interacting with law enforcement officers sponsored by the Fayette County N.A.A.C.P. Juvenile Justice Committee.
- Guest law enforcement panelist on *State of Black Men in America* at Morehouse College.
- Guest law enforcement panelist on *State of Black Gay America* Summit at LGBTQ Institute.
- Annual guest law enforcement speaker at *Stop the Violence* for the community-based L.I.N.K.S organization at Welcome All Park.





- Guest law enforcement speaker and panelist at the Fulton Leadership Academy for male youth empowerment.
- Featured on the Atlanta Interfaith Broadcast (AIB) for delivering workshops *Covering Your Covering*, emergency management workshops at houses of worship
- Guest lecturer on Compstat an Intelligence Led Policing Solution for the 21st Century, Clark-Atlanta University Criminal Justice Program

## **RAL WORLD EXPERTISE**

**Chief Development Officer | Present**  
**Rambo Solutions, LLC d/b/a Criminal Justice Learning Online**  
**Atlanta, GA**

Provide subject matter expertise to legal, corporate, government, collegiate, and houses of worship to include:

- Expert witness testimony and reports.
- Policy development for Emergency Management implementation.
- Cutting-edge training multi-media for instructors and professional lecturers.
- Instructor-led and online courses accredited by the Georgia POST Council.
- Mass media and public commentary on law enforcement stories
- Consultation for dignitary protection and VIP events.

**Emergency Management Coordinator | 2011-Present**  
**The Olivet Church of Christ**  
**Fayetteville, GA**

Collaborate with Senior Pastor, Senior Elder, and House Counsel to develop policies guiding employees and congregants on proactive safety measures.

- Develop emergency management manual detailing a plan of action for medical and safety scenarios that met the lender's requirements to secure \$3 million for new facility construction.
- Implement and train ministries on operating policies and procedures for re-opening the church during the COVID-19 pandemic.
- Prepare investigative reports providing detailed information for church management to make informed human resource and operational decisions.
- Perform ad-hoc trustee duties.
- Facilitate background investigations and training for Children & Youth Ministry volunteers.
- Provide advice from current events and crime trends to mitigate potential threats to the church and its' services.
- Co-facilitate church forums with local law enforcement agencies to improve the relationship between peace officers and citizens.



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## A LEADER'S **PRESENCE** AND **RESULTS** MAKES ROOM FOR HIS FINEST HOUR

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**Lieutenant - Retired | 1989-2016**  
**Fulton County Sheriff's Office**  
**Atlanta, GA**

Trained, directed, and managed 1,100 civilian and sworn personnel through human resource, academy instruction, corrections, investigations, intelligence, law enforcement, judicial process and community relations functions.

### **Organizational Development**

- Headed the implementation and training of *Compstat, an Innovation in Government* as recognized by Harvard's John F. Kennedy School of Government and the Ford Foundation.
- Facilitated sexual harassment, legal update, civil liability, and employment law training for new hire, inservice, and management courses.
- Indoctrinated and mentored recruits as a Drill instructor enrolled in Georgia POST basic law enforcement and jailer certifications.
- Conducted intensive mock trials for recruits and veteran officers to improve response to calls for service, evidence collection, report writing, and courtroom testimony.
- Redefined the Field Training Officer program to reflect Daily Observation Reports specific to duties appertain to Sheriff duties.
- Inspired critical thinking during socratic-based workshops in line staff and managerial courses on use of force escalation, de-escalation, and documentation.
- Educated peace officers on the emerging trends of hybrid crime in the Organized Crime/Street Gang course.

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### **Corrections**

- Conducted an in-depth S.W.O.T. analysis of administrative and operational gaps contributing to non-compliance with the federal consent decree.
- Co-chaired control meetings among command staff, commanders, and vendors evaluating evidence based presentations from a balanced scorecard about operations. In less than six-months, the jail achieved 95%+ratings in key compliance ratings with the federal consent decree.







- Conceptualized a strategic plan of *Correctional Oriented Policing* and *Operation 901* restructuring major jail functions that restored long-term internal discipline and order among 2900+ inmates.
  - Transformed the special needs housing pods holding 240+ inmates diagnosed with mental health disorders, infectious diseases, and physical impairments into a high standard of humane conditions.
  - Streamlined the inmate disciplinary system ensuring rule infractions
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#### **Investigations & Intelligence**

- Documented criminal cases with solid probable cause resulting in 97% conviction rate (plea deals) in state and superior courts.
  - Analyzed incident reports as a committee member of the agency-wide use of force board.
  - Spearheaded the Sheriff Tactical Intelligence Network to detect and deter criminal street gangs operating between the county jail, state prisons and communities.
  - Designed a state of the art *Blacklist* database using mobile technology to collect and disseminate gang-related evidence to federal, state and local agencies.
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#### **Law Enforcement/Judicial Process**

- Performed general patrol and traffic enforcement functions, service of precepts, writs and execution of criminal warrants in municipalities and unincorporated areas.
  - Prepared a white paper Intelligence Brief for the Senior Judge to diffuse unchallenged misinformation by a mayor concerning high profile suspects being released into the community.
  - Participated in special operations focused on the apprehension of high-risk criminals, probationers and non-compliant sex offenders.
  - Extradited high-risk fugitives and inmates from other states to Fulton County for criminal prosecution or appeals.
  - Executed Orders to Apprehend of the Probate Court or a physician's 1013 certificate in taking custody of mentally ill persons to an emergency receiving facility.
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#### **Community Outreach**

- Inspired youth K-12 in visits to classrooms for anti-bullying and anti-crime interventions.
- Trained the Fulton County Police Explorers in tactical responses for competition at the Law Enforcement Explorers event.
- Facilitated gang awareness presentations for clergy.



**National Vice-President | 1997-2008**  
**International Brotherhood of Police Officers**  
**Quincy, Mass**

Elevated to the board of directors and later elected to a national-vice president with oversight of the Southeastern region for members serving in the Fulton County Sheriff's Office, Atlanta Police Department, East Point Police Department, Gwinnett County Police Department, Dekalb County Police Department, and Chattanooga, Tennessee Police Department.

- Appointed to the transition committee for restructuring headquarters operations as outlined in key compliances directed by the U.S. Department of Labor.
- Invited to the United States Department of Justice to attend a small group forum with the Attorney General and Civil Rights division on racial profiling. Leveraging the findings to create the first Racial Profiling Prevention & Awareness curriculum taught to thousands of Georgia peace officers.
- Lobbied senators and congressional leaders in Washington D.C. in funding *Community Oriented Policing* and *Making America Safe* initiatives.
- Prepared two white paper analysis and recommendations to the Sheriff outlining pro-active measure to improve the courthouse security plan before and after the 2005 courthouse shooting.
- Influenced county commissioners and county manager for the successful transfer of the public safety training center from the dilapidated Campbell Drive location to Mark Road location
- Served three terms as Local president of the Fulton County Deputies Local 453—increased membership from 105 to 300 members in less than one year.
- Improved union representation (Weingarten Rights) in employee grievance, internal affairs, and pre-deprivation hearings resulting in a 90% reversal of recommended sanctions.
- Researched and prepared a comparative white paper study submitted to the Fulton County Board of Commissioners, resulting in pay increases of up to \$15,000.00 for Sheriff Deputies.
- Appointed as Chairman of the Fulton County Public Safety Labor Coalition, a combined group of labor organizations representing county sheriff deputies, police officers, deputy marshals, firefighters, and 911 communication operators for improvements in working conditions and compensation.

**Consultant | 1998-2004**  
**Morehouse College Police Department**  
**Atlanta, GA**

Collaborated with the Vice President, Chief of Police, and Dean of Student Affairs to reform campus policing practices and student relations through training and CALEA policy development.

**Sergeant | Honorable Discharge | 1986-1994**  
**United States Air Force Reserve**  
**Dobbins AFB, GA**

Served as a mortuary affairs specialist and weapons courier in stateside and overseas reserve missions. Deployed to Operation Just Cause in the Republic of Panama.





## WHITE PAPERS & PUBLICATIONS

- Georgia Contraband and Violence Elimination Act (May 2024) – proposed legislation before the Georgia Senate Subcommittee on the Fulton County Jail to introduce enhanced legislation to mitigate jail violence
- Lock Initiative: (November 2013) – Conclusive white paper report presented before the Fulton County Board of Commissioners resulting in \$5 million in funding to replace faulty cell door locks.
- *Balancing Jail Consent Decree Compliance and Safe Communities (September 2013)* — White paper intelligence report provided to the senior Fulton County Superior Court judge countering baseless claims by the Atlanta mayor about high-value inmates housed in the county Jail.
- *Criminal Deviance-Rule Breakers-Law Breakers* , Devry University (2011) on-site clinical hosted for students enrolled in the Sociology Decree Program to observe conditions and interview inmates.
- Law & Order Magazine, *Compstat Too Big for Small Agencies (March 2011)* — Featured accomplishments of Compstat implementation in the Fulton Sheriff's Office. *Leadership from the Inside Out (November 2010)* — Featured keynote speaker highlighting the HR concepts of Compstat before the National Association of African Americans in Human Resources -
- *Human Needs are Human Rights (April 2010)* — Human rights training prepared for delegation of senior officials from the Nigeria, Africa Prison Service.
- *Operation 901- Countering Correctional Insurgency (February 2010)* — After action report to the Sheriff on measures implemented to counter criminal street gang cultures/activities influence in the jail.
- *The Keys to Federal Consent Decree Compliance (December 2006)* — White paper analysis and recommendations presented to the Sheriff-Elect to achieve jail consent decree compliance.
- *Seize the Moment (September 2007)* — White paper analysis and presentation before the Blue-Ribbon Joint Commission Study on Fulton County defeating special interest groups and legislative efforts to abolish or appoint the Office of Fulton County Sheriff from an elected position.
- *Serious Work Ahead Part I and II (March 2005)* — White paper analysis and recommendations presented for security improvements in the aftermath of the courthouse shooting.