



Curricula Vitae

# CHARLES RAMBO

Law Enforcement Consultant, Instructor and Expert Witness

## PROFILE SUMMARY

Highly qualified, industry-recognized law enforcement professional with over three decades of experience in the public and political policy of Sheriff's Office functions. Capable of providing expert testimony and consultation for both plaintiff and defendant counsel in areas of training systems; use of force; negligence; predictive analysis; federal consent decree compliance; criminal procedures; recruiting, retention and talent management; supervision and performance evaluation; public relations; and faith-based emergency management. Subject matter expertise often sought for both print and televised media. Frequently invited as a law enforcement presenter at regional academies and public forums.

## CERTIFICATIONS & EDUCATION

### Georgia Peace Officers Standards & Training Council

#### Instruction

- Field Training Officer
- General Instructor
- Senior Instructor

#### Career Development

- Intermediate Peace Officer
- Advanced Peace Officer
- Senior Deputy Sheriff
- Special Weapons and Tactics
- Intelligence & Investigations
- Management Module 120
- Supervision Module 120

#### Weapons Certifications

- Glock
- ASP Baton
- Taser
- OC Spray

### United States Department of Homeland Security

- Intelligence Analyst
- Executive Protection

### Federal Aviation Administration

Part 107 Remote Pilot

### Gupton-Jones College

Diploma, Mortuary Science 1988

## CONTACT



[charles@rambosolutions.co](mailto:charles@rambosolutions.co)



[criminaljusticelearning.onlin](http://criminaljusticelearning.onlin)



[linkedin.com/charlesrambo](https://linkedin.com/charlesrambo)

## CORE COMPETENCIES

- Office of Sheriff
- Law Enforcement Management
- Use of Force
- Supervisor Liability
- Internal Affairs
- Anti-Racial Profiling
- Investigative Report Writing
- EEOC Compliance
- Constitutional Law
- Media & Community Relations
- Instructional Design Systems
- Train-the-Trainer
- Research & Development
- Human Resources/Labor Relations
- Compstat Analytics

## CHARLES RAMBO

*Law Enforcement Consultant, Instructor and Expert Witness*

### TESTIMONY & DISCOVERY EXPERIENCE

- Testified in felony and misdemeanor court proceedings resulting in 97% convictions.
- Deposed in civil lawsuits.
- Testified before Georgia legislators on key law enforcement House Resolutions.
- Challenged critical errors in disciplinary and internal affairs files for peace officers during Loudermill hearings resulting in 90% reversal of adverse action.

### PROFESSIONAL EXPERIENCE

**Rambo Solutions, LLC**  
**DBA Criminal Justice**  
**Learning Online**  
**Atlanta, GA**

#### **Chief Development Officer**

**2000-Present**

- Corporate, government, and collegiate consultation for management and supervisory development.
- Management support and policy development to houses of worship for Emergency Management implementation.
- Develop cutting-edge training material for instructors and professional lecturers.
- Publish instructor-led and online courses accredited by the Georgia POST Council.
- Subject matter expertise featured in print and broadcast media on law enforcement stories related to the use of force, training, and management practices.
- Guest instructor at the Fulton County Public Safety Training Center mentoring new Field Training Officers, instructors, supervisors, and managers.
- Security consultation for dignitaries and VIP events.

**The Olivet Church**  
**of Christ**  
**Fayetteville, GA**

#### **Emergency Management Coordinator**

**2012-Present**

- Collaborate with 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.
- Prepare investigative reports providing detailed information for church management to make informed human resource and operational decisions.

## CHARLES RAMBO

Law Enforcement Consultant, Instructor and Expert Witness

### Fulton County Sheriff's Office Atlanta, GA

- Facilitate background investigations and training for volunteers with the Children & Youth Ministry.
- Provide advice on trends to mitigate potential threats to the church and the local community.
- Co-facilitate church forums with local law enforcement agencies to improve the relationship between peace officers and citizens.

### Lieutenant- Retired

1989-2017

Managed and trained 1,100 civilian and sworn personnel in law enforcement, judicial process, investigations, criminal intelligence, corrections, and academy instruction functions.

#### Law Enforcement

- Performed general patrol functions in municipalities and unincorporated areas.
- Participated in special operations focused on the apprehension of non-compliant sex offenders, probationers, and other criminal warrants.
- Extradited fugitives and high-risk inmates back to Fulton County for criminal prosecution or appeals.
- Executed orders of the Probate Court or a physician's 1013 certificate in taking custody of mentally ill persons to an emergency receiving facility.

#### Investigations & Intelligence

- Documented criminal cases with solid facts and circumstances resulting in 97% conviction rate in state and superior courts.
- Pioneered the Sheriff's Tactical Intelligence Network Group (STING) for the interdiction of organized criminal street gangs operating between the county jail, state prisons, and Fulton regional counties.

#### Corrections

- Spearheaded an in-depth S.W.O.T. analysis of administrative and operational gaps contributing to non-compliance with the federal consent decree.
- Headed the implementation of *Compstat* in the county jail. *Compstat is recognized by Harvard's John F. Kennedy School of Government and the Ford Foundation as an Innovation in Government initiative.* Within 6 months of implementation, the jail achieved 95%+ compliance ratings with the federal consent decree.

## CHARLES RAMBO

*Law Enforcement Consultant, Instructor and Expert Witness*

- Strategized major jail functions under *Correctional Oriented Policing* that restored long-term internal discipline and order.
- Transformed the special needs housing pods holding 240+ inmates diagnosed with mental health disorders, infectious diseases, and physical disabilities into a humane environment.
- Streamlined the inmate disciplinary review hearings to ensure due process was consistent with rule infractions and sanctions for administrative segregation.

### *Training Academy*

- Drill instructor mentoring recruits enrolled in Georgia POST basic law enforcement and jailer certifications.
- Coordinator of the Field Training Officer program after revising manual to reflect Daily Observation Reports specific to Sheriff's Office competencies.
- Panel member for the agency-wide committee evaluating the justification of the use of force. Led socratic-based discussion in line staff and managerial courses on proper escalation, de-escalation, and documentation.
- Guest instructor at various regional law enforcement academies in the Georgia POST Supervision 120 and Management 120 courses.

### **International Brotherhood of Police Officers Quincy, Mass**

### **National Vice-President**

**1997-2008**

- Elected to 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 90% reversal of recommended sanctions.
- Appointed to the transition committee for restructuring headquarter's operations as outlined in key compliances by the U.S. Department of Labor.
- Elevated to the board of directors and later elected to 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, Gwinnet County Police Department,

## CHARLES RAMBO

*region to include local units serving members in the Fulton County Sheriff's Office, Atlanta*

Dekalb County Police Department, and Chattanooga Police Department.

- Researched and prepared a comparative white paper study submitted to the Fulton County Board of Commissioners resulting in pay increases for Sheriff Deputies of up to \$15,000 each.
- Served 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.
- 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, created the first Racial Profiling Prevention & Awareness curriculum taught to thousands of Georgia peace officers.

**Morehouse College  
Police Department  
and the Office of  
Student Affairs  
Atlanta, GA**

**Consultant**

**1998-2004**

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

**United States  
Air Force Reserve  
Dobbins AFB, GA**

**Sergeant - Honorable Discharge**

**1986-1994**

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.

## BOARD OF DIRECTORS & PROFESSIONAL ASSOCIATIONS

- Transformation Leadership Collaboration, Board Member
- DeVry Criminal Justice Program, Advisory Board (past)
- National Sheriffs' Association
- Georgia Sheriffs' Association
- Georgia Tactical Officers' Association
- Georgia Gang Investigators Association
- International Law Enforcement Educators and Trainers Association

## AWARDS & RECOGNITION

- 2011. Law & Order Magazine, *Compstat Too Big for Small Agencies*, featured accomplishments of Compstat implementation in the Fulton Sheriff's Office.
- 2011. Fortitude Educational Development Center. *Pinnacle Leadership Award*.
- 2021. 11 Alive News, *Navigating the World of Black and Blue as a Black Police Officer*.
- Commended by the federal monitor and Plaintiff's Counsel for introducing "Steps in the Right Direction" to comply with the federal consent decree order over the County Jail.
- Complimented by state court judge for conducting a scenario based approach to mock trials and Discovery for law enforcement students.

## COMMUNITY ENGAGEMENT

- Guest panelist. Guyana Association of Georgia, Inc Youth Symposium (DeKalb County), *Living in the Age of Police Brutality, Our Fragile Relationship with Law Enforcement*.
- Guest panelist. Gwinnett County Chapter of Delta Sigma Theta, *Male Mentorship Forum*.
- Guest panelist. Fayette County N.A.A.C.P. Juvenile Justice Committee, *Know Your Rights and Exercise Common Sense*, forum educating youth on interacting with law enforcement officers.
- Guest Panelist. Morehouse College, *State of Black Men in America*.
- Annual guest law enforcement speaker. *Stop the Violence* for the neighborhood-based L.I.N.K.S organization of South Fulton County.
- Guest law enforcement speaker and panelist. Fulton Leadership Academy, *Male Youth Empowerment*.
- Featured guest. Atlanta Interfaith Broadcast (AIB), *Covering Your Covering* to pastors and church leaders to implement security programs in houses of worship.

## WHITE PAPERS & LECTURES

- 2022. Rambo, Charles and Sense of Equity, Inc. *The Role of Peace Officers in Mental Health*, Zoom training with clinical psychologist, counselors and case workers.
- 2013. Rambo, Charles. *Balancing Public and Political Policy over Jail Initiatives*. Conclusive white paper report presented before the Fulton County Board of Commissioners resulting in \$5 million in funding to replace faulty cell door locks.
- 2013. Rambo, Charles. *Balancing Jail Consent Decree Compliance and Safe Communities* 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.
- 2010. Rambo, Charles. *Leadership from the Inside Out*, featured keynote speaker highlighting the HR concepts of Compstat before the National Association of African Americans in Human Resources - Atlanta Chapter.
- 2010. Rambo, Charles. *Human Needs are Human Rights*, Human rights training prepared for delegation of senior officials from the Nigeria, Africa Prison Service.
- 2010. Rambo, Charles. *Operation 901 – Countering Correctional Insurgency*, after action report presented to the Sheriff on intelligence and direct action in a one-day operation targeting multi gang leadership influence in the Fulton County Jail.
- 2008. Rambo, Charles. *The Keys to Federal Consent Decree Compliance*, analysis and recommendations presented to the Sheriff-Elect to achieve jail consent decree compliance.
- 2007. Rambo, Charles. *Seize the Moment*, 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.
- 2005. Rambo, Charles. *Serious Work Ahead Part I and II*, analysis and recommendations presented for security improvements in the aftermath of the courthouse shooting.

CHARLES  
**RAMBO**

*Law Enforcement Consultant, Instructor and Expert Witness*

## **ACCREDITED PUBLICATIONS & WEBINARS**

- Rambo, Charles. Apple iTunes. Seven interactive iBooks on law enforcement management practices, community gang awareness, and racial profiling.
- Rambo, Charles. Udemy. Seven interactive webinars on law enforcement management practices, and racial profiling with enrollment of 1,000+ world-wide students.