

Curriculum Vitae

CHARLES RAMBO

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PROFILE

Accomplished criminal justice innovator with 28-years of real-world experience in major county law enforcement operations, investigations, intelligence, judicial process, corrections, academy instruction and faith-based initiatives. Proven training and management results in combating the source of crime and disorder through Compstat performance management. Solid expertise in public safety labor management providing direction and execution of people leadership best practices.

KEY ACCOMPLISHMENTS

Cited in Law & Order Magazine

Launched and administered Compstat, a law enforcement data-driven accountability system recognized by the Harvard Kennedy School of Government as an Innovations in Government into the Fulton County Sheriff's Office. In less than nine months of implementation, the Federal Court Monitor issued unprecedented 97% compliance ratings leading to the release of the 2,300-bed county jail from a federal consent decree order.

Best-in-Class Management Curriculum Development

Designed and delivered best-in-class training for law enforcement professionals from various policing organizations in evidence-based management, human resources, civil liability, and other core public safety management processes.

Expert Train-the-Trainer Evaluator

Taught, evaluated and mentored statewide peace officers for certification as Georgia POST Field Training Officer and Instructor Trainers.

Inter-Governmental Public Safety Labor Relations

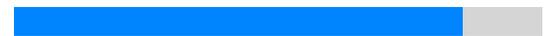
Testified before local, state, and federal legislators on racial profiling prevention, community policing, homeland security, parity compensation, working conditions, and other public safety policy issues.

Keynote Speaker on Public Safety Related HR Practices

Presented to the National Association of African Americans in Human Resources (NAAHR - Atlanta Chapter) on improved management processes by single-handedly training Sheriff executives, managers, and supervisors on key performance indicators, sexual harassment prevention, progressive discipline, performance evaluation and labor relations.

LEVELS OF EXPERTISE

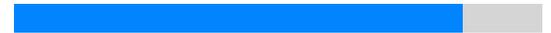
Strategic Planning & Direction



Compstat Analytics



Leadership Development



Employment Law & Labor Relations



Policy Research & Development



Governmental Affairs & Media Relations



Criminal Investigations & Intelligence



Public Safety Curriculum Development & Design



Community Oriented Policing



Dignitary Protection & Tactical Operations



EDUCATION & MILITARY SERVICE

Gupton-Jones Mortuary College

Diploma, Mortuary Science, Atlanta, GA

United States Air Force

Sergeant, Honorable Discharge, Dobbins AFB, GA

PROFESSIONAL CERTIFICATIONS AND DEVELOPMENT

Georgia Peace Officers Standards and Training Council (not limited to)

Basic, Intermediate and Advanced Peace Officer
Senior Deputy Sheriff
General, Advanced and Senior Training Instructor
Basic and Command Level Field Training Officer
Background, Sex Crimes, Criminal, Homicide and Fraud Investigations
Gang Investigations
Special Weapons and Tactics
High-Risk Warrant Execution
Advanced Firearms

United States Department of Homeland Security

Intelligence Analyst
Dignitary Protection

Fulton County Government Office of Equal Employment Opportunity

Diversity Facilitator Trainer

REAL-WORLD EXPERIENCE AND RESULTS

Emergency Management Coordinator

2012-Present

The Olivet Church of Christ

- Oversee the emergency functions of this 1200-member church, including Nurses Guild, Parking Ministry, pastoral and physical security.
- Authored Emergency Management Protocol and Procedures, delivering a detailed plan of action for medical and safety occurrences satisfying the lender's loan approval requirements for the \$3M new facility construction.
- Conduct background investigations and prepare reports providing detailed information on which church administrators can leverage to make hiring and other operational decisions. Advise on trends impacting the community and congregants and provide recommendations on mitigating potential threats.
- Develop and deliver training to operating ministries on emergency management procedures, and workplace ethics.
- Plan and organize community education forums related to law enforcement interaction for youth and adults. Collaborated with local law enforcement agencies to appear at town hall meetings as a means of strengthening the relationship between law enforcement and citizens.

Lieutenant

1989-2014

Fulton County Sheriff's Office

- Demonstrated public and political policy expertise in the Office of Sheriff. Progressive management, supervision and training of 1,100+ personnel in law enforcement, judicial process, investigations, corrections and training academy functions.
- Trained and directed all functions of the Compstat management system into the Fulton County Sheriff's Office. Commended by the plaintiff's counsel and federal court monitor for implementing the system as steps in the right direction toward the release of the county jail being from supervision of the United States Federal District Court.

- Established performance indicators for 100+ Majors, Captains, Lieutenants in the evidence-based management processes of Compstat for day-to-day operations. Co-chaired weekly Compstat control meetings with the Lieutenant Colonel guiding captains, lieutenants, and sergeants to justify results in graphs, charts, and other multi-media presentations. In less than one year, compliance ratings were boosted to 97%-95% as detailed in quarterly reports by the federal monitor to the senior federal district judge.
- Prepared persuasive intelligence white papers with analysis, findings, and recommendations resulting in:
 - ▶ \$5 M budget approval for lock replacements at the Fulton County Jail.
 - ▶ Senior Superior Court Judge defending the courts and Sheriff's Office against political scrutiny over release of high-value inmates.
 - ▶ Reliable executive level briefings to the Sheriff and Deputy Chiefs on street gang activities.
- Implemented the Sheriff Tactical Intelligence Network Group (STING) for detecting and disrupting the source of major gang activities in the metro Atlanta area. Coordinated local, state, and federal law enforcement agencies in briefings disseminating accurate intelligence targeting illegal activities by security threat groups operating between the county jail, state prisons, and communities.
- Served on the use-of-force board reviewing and making recommendations on agency-wide incidents.
- Provided strategic direction as a shift commander in law enforcement and correctional operations.
- Conducted complex misdemeanor and felony arrests and investigations using the behavioral model of forensic interview (confrontational and informational).
- Facilitated boot camp styled training as a Drill Sergeant to recruits attending basic law enforcement and jail certification courses.
- Trained civilian and sworn officers in law enforcement, judicial process, investigations, criminal intelligence, corrections, and academy instruction functions at regional law enforcement academies.
- Served as coordinator of the Field Training Officer program. Redesigned 8-week new hire field training program to include policy development, curriculum design, performance evaluations, progressive disciplinary, and daily observation reports.
- Facilitated risk management and compliance training on EEO-compliant procedures and anti-discrimination policies, including FMLA, ADA, and Pregnancy Discrimination Act.

National Vice-President

1997-2005

International Brotherhood of Police Officers - Boston, MA

- Appointed to the national role after successfully serving four years as local president.
- Prepared white paper salary analysis for elected county and state officials during two major salary studies conducted by independent contractors resulting in \$2,500 - \$15,000 individual salary raises for Office of Sheriff employees.
- Served on the transition committee to restructure headquarters operations consistent with recommendations by the United States Department of Labor under a \$20 M budget.
- Provided oversight of southeast regional operations to include Atlanta Police, Gwinnett County Police, Dekalb Police, Chattanooga Police, East Point Police, and Fulton County Sheriff for employee grievance, internal affairs, and adverse action hearings
- Participated in an exclusive roundtable forum at the United States Department of Justice with the U.S. Attorney General and executive members of the Civil rights Division on racial profiling prevention.
- Conducted high profile interviews with international and national media. Extensive interaction with elected officials at federal, state and local levels on public and political policy issues.

Consultant

1998-2001

Morehouse College Police Department - Atlanta, GA

- Provided strategic management recommendations to the Chief of Police to improve campus safety needs.
- Lectured EEOC diversity training to the police agency executives, managers and supervisors.
- Researched and developed policy and procedures consistent with the Commission Accreditation of Law Enforcement Agency Standards.
- Developed job descriptions to align with contemporary law enforcement skill, knowledge and abilities.
- Lectured on "Steps of Conflict Resolution" to over 1000 students as a part of crisis intervention management.

LECTURE AND WHITE PAPER PRESENTATIONS

Countermeasures Against Organized Gang Cultures Demonstrated the STING concept using the Network Associations Analysis before a panel of the Department of Homeland Security at the Federal Law Enforcement Training Center.

Deviation, Rule Breakers v. Rule Makers Clinical for students enrolled in DeVry University's Sociology Degree program (Henry County Campus) to interact with maximum security inmates at the Fulton County Jail.

Racial Profiling, The Unspoken Timeline of Biased Based Policing Presentation to students enrolled in DeVry University's Sociology Degree program about the impact of racial profiling on society and the criminal justice system.

Deviation, Rule Breakers v. Rule Makers Clinical for students enrolled in DeVry University's Sociology Degree program (Gwinnett County Campus) to interact with maximum security inmates at the Fulton County Jail.

A Different Kind of Terrorism Roundtable discussion among elected and appointed state judicial officers about the STING unit's success in managing the gang culture in the Fulton County Jail. Fulton County Population Control Meeting.

A Different Kind of Terrorism Roundtable gang intelligence sharing strategies among federal, state and local law enforcement officials to combat street gang activities in jails and streets. Fulton County Jail.

Leadership Inside/Out Keynote speaker before the African Americans in Human Resources Scholarship Banquet on the results of Compstat.

Human Needs are Human Rights Human rights training prepared for a delegation of senior officials from the Nigerian Prison Service.

Countering Correctional Insurgency After action report presented to the Fulton County Sheriff on intelligence and direct action in a one-day operation targeting violent gang activities in the Fulton County Jail.

The Challenge to Change White paper quarterly analysis presented to the Fulton County Sheriff of the implementation of Compstat and successes.

PROJECTS AND PUBLICATIONS

Curriculum and Organizational Policing Seminars: Best in class Management practices approved by Georgia POST.

Protecting the Worship Environment in the 21st Century: Faith Based Protective Measures.

Beyond a Reasonable Doubt: Four Steps to Investigative Report Writing.

The Challenge to Change: Introduction to Compstat.

Staying Ahead of the Threat: Correctional Oriented Policing in the Fulton County Jail.

Leadership, the Fulton County Sheriff's Way: Managing and Supervising in the Office of Sheriff.

Preserving Constitutional Traditions: Introduction to the Office of the Sheriff and Constitutions.

Operation 901 : Restoring normalcy to the county jail maximum security unit after inmate shooting in the Fulton County Jail.

Sheriff Field Training Officer Manual

Strategic Tactical Intelligence Network against Gangs: Gang Intelligence Mobile and Database Tracking System

MEDIA APPEARNCES

Fox-5 News, WSB News, 11 Alive News, CBS 46 News on local public safety news stories

WGST Radio, WAOK Radio, V-103 Radio on local public safety news stories

MSNBC Countdown with Keith Olberman and Fox News Geraldo at Large on Fulton County Courthouse Shooting

CNN on national public safety initiatives with federal legislators

Atlanta Interfaith Broadcast and Reggie Gay Gospel Show on faith-based emergency management

Cited in news stories by the AP and numerous nationwide print publications on public safety stories

PROFESSIONAL AFFILIATIONS

National Sheriff's Association

Georgia Sheriff's Association

Georgia Gang Investigators Association

DeVry University Criminal Justice Program Advisory Board Member

COMMUNITY OUTREACH

Delta Sigma Theta Gwinnet County Chapter – Male Youth Symposium

Fulton County Police Explorers – Preparation for Law Enforcement Skills Competition

Clayton County Board of Health – Anti-Gang Workshop Street Talk for parents and teenagers

Olivet Church – Conduct community and faith based seminars for at risk youth on criminal justice issues

PERSONAL INTEREST

Aspiring Jazz Drummer

Videography

Gourmet Cooking