

RANDAL WILSON

LEADER • INSTRUCTOR • SUPERVISOR

Narcotics, Investigation, Patrol, Academy and Liaison Experience Culminating in Mentorship and Management within the Cochise County Sheriff's Office (CCSO), AZ

LEADERSHIP PHILOSOPHY

Having the privilege of serving with the Cochise County Sheriff's Office (CCSO), AZ since 2001 has shaped my leadership philosophy. Today this philosophy focuses on completing the mission, keeping safety first and foremost on my mind, yet always keeping an eye on the community and developing our relationships within it.

QUALIFICATIONS

- 20+ years (2001) of Law Enforcement Officer (LEO) experience
- TS/SCI Security Clearance
- I have experience testifying in Justice Courts, Superior Courts, and Federal Courts since 2001
- Skilled writer and editor for reports, search warrants, and administration duties
- Certified by the Arizona Peace Officers Standards and Training Board (AZOPST) as a Background Investigator
- Leads by example and from the front
- Mission-oriented team member
- Supervisory and leadership experience for teams of 2 - 8 personnel with 100% safety record
- Liaising with community members and other law enforcement agencies, utilizing open communication
- 30-Hour OSHA Certification

EDUCATION

ASSOCIATE'S DEGREE, ADMINISTRATION OF CRIMINAL JUSTICE, Cochise College- May 2020

ACCOMPLISHMENTS

- Started the Southern Arizona Law Enforcement Training Academy from the ground up in 2019, from initial inception to current operations, as the appointed and sole driving force. Met all suspense deadlines and goals of acquiring and implementing AZPOST lesson plans, designing the academic calendar, and coordinating necessary facilities, equipment, and manpower. Additionally, I contributed to a grant application that was awarded \$4.1M for building upgrades.
- Supervised the Cochise County Sheriff's Narcotics team, resulting in record levels of seizures of both methamphetamines and heroin. Worked closely and effectively with state and federal agencies such as Alcohol Tobacco and Firearms, Drug Enforcement Administration, Sierra Vista Police Department, and AZ Department of Public Safety; our combined efforts resulted in the disruption and dismantling of drug trafficking organizations, not only locally in Cochise County but throughout the State of Arizona.

EMPLOYMENT TIMELINE

Jacob's (Amentum) Technologies (40 hours a week) Operations Manager/Portfolio Manager

2023-present

► *Operations Manager (TS-SCI Security Clearance)*

Responsible for completing written reports for training requirements across a vast government contract with approximately 500 employees. Ensuring all training requirements are met at a company level as well as the federal government level. All training requirements are put in a written report and submitted to the federal government for approval. Review and extrapolate task order progress from written monthly status reports. Complete a written report detailing the progress of all task orders for submission to the Program Manager.

Assist in procurement of supplies and equipment for 5 separate task orders. Evaluate and conduct a review of all procurement documentation, such as but not limited to a sole source justification, a statement of work, and estimates of cost. Support the team by reviewing all written proposals to ensure complete and accurate information is provided, thereby ensuring all requirements are met or exceeded. Prepare progress slides for a bi-weekly government meeting.

► **Executive Officer/ Program Manager (Captain)**

2021–2023

Responsible for writing and submitting State and Federal Grants for the Cochise County Sheriff's Office. Responsible for procurement of supplies and property for grants as well as maintaining a detailed property list and accountability of all funding and property provided to Cochise County Sheriff's Office. Demonstrated interpersonal skills managing EEO matters and federal-military coordination. Conducted and supervised administrative investigations requiring expert written communication and evidence analysis. Exercised performance management through employee evaluations, discipline, and investigative oversight. Applied technical competence in maintaining audit-ready grant and investigative documentation exceeding \$50M. Ensure accurate and concise quarterly reporting to grant funders, including details on purchased and encumbered equipment, as well as any remaining funding available within our grants.

► **Supervisor at Southeastern Arizona Law Enforcement Training Academy (SEALETA)**

2018–2021

Maintain a 17-week, 651-hour training curriculum featuring scenario-based training. Ensure effective communication with state agencies that recruit from the academy. Regularly update the curriculum to keep it relevant and foster strong relationships with participating agencies and AZPOST to achieve 100% compliance. Conducted internal investigations and audits for the Academy, ensuring the highest of standards were met by the cadets. Used problem solving to resolve policy violations and investigative inconsistencies. As the Academy Director, I was responsible for overseeing the termination process for academy recruits. Demonstrated interpersonal skills mentoring cadets and staff while enforcing standards. Applied technical competence in curriculum development and investigative instruction. Additionally, I prepared termination recommendations demonstrating strong written communication. Required to provide a comprehensive report detailing the reasons for dismissal and the related investigation findings to the Arizona Peace Officers Standards and Training.

► **Patrol Sergeant Benson Patrol District (Benson, AZ)**

2016–2018

Supervised 8 deputies covering a 24-hour patrol while continuing to respond to calls for service. Issued counseling statements, both written and verbal, as well as recommending more administrated punishment based on actions taken by deputies. Applied problem solving during complex calls and administrative investigations. Exercised performance management through employee evaluations, discipline, and investigative oversight. Authored training schedules for proficiency skills as well as scenario-based situations to ensure all deputies maintained their AZPOST certification. I conducted thorough administrative investigations to evaluate the validity of formal complaints lodged against deputies, detectives, detention staff, and administrative personnel. Upon concluding the investigation, I proposed a range of disciplinary actions, including termination, in response to the identified behaviors.

► **Narcotics Enforcement Team Sergeant; Cochise County Sheriff's Office, AZ**

2013–2016

Supervised a 6-deputy squad trained in all aspects of narcotics, ranging from undercover work, surveillance, counter surveillance, buy walks, and buy busts. Exercised interpersonal skills collaborating with DEA, ATF, DHS, and task force partners. Oversaw intelligence gathering and dissemination of gathered information and worked closely with other units from local, state, and federal agencies to combat growing drug issues within our communities. In my role as the supervisor of investigations, I effectively managed and delegated administrative investigations, ensuring their accuracy and thoroughness. My responsibilities included assessing whether to advance the investigation to a conclusion or to determine that it lacked merit.

► **Patrol Sergeant - Sierra Vista Patrol District (Sierra Vista, AZ)**

2012–2013

Served as direct supervisor for eight deputies. Provided counseling to deputies for corrective action or growth opportunities through an open-door policy. Completed all administrative duties on scheduling, training calendars, reports, etc. Continued to respond to calls for service alongside deputies. I conducted thorough administrative investigations to evaluate the validity of formal complaints lodged against deputies, detectives, detention staff, and administrative personnel. Upon concluding the investigation, I proposed a range of disciplinary actions, including termination, in response to the identified behaviors.

► **Master Deputy, Cochise County Sheriff's Office- Investigations Division**

2009–2012

Investigated and completed 67 Major Crime Cases, including writing/executing search warrants and seeing each case through to trial and/or prosecution. These cases ranged from large-scale burglaries up to and including homicide investigations. Conducted comprehensive administrative investigations requiring high technical competence, on deputies, departmental supervisors, detention personnel, and civilian staff. These investigations were initiated in response to

allegations concerning excessive force, sexual misconduct, theft, fraud, waste, and abuse, as well as participation in criminal activities. Utilized problem solving to break complex cases with limited leads.

► **Deputy Sheriff - Patrol Division- Sierra Vista, AZ**

2001–2009

Performed patrol functions, including maintaining order, enforcing laws, and protecting life and property, as well as assisting with initial and supplementary investigations of crimes. Displayed interpersonal skills interacting with the public in tense situations. Applied problem solving to resolve diverse incidents rapidly. Demonstrated technical competence in evidence handling and enforcement decisions. Produced accurate reports reflecting excellent written communication.

Sergeant (E5), United States Army

1992–2000

Completed enlistment stationed in Germany and Arizona. Served as a team leader (E5) and foreman of the motor pool.

AWARDS

Non-Bureau of Land Management (BLM) Law Enforcement Officer of the Year Award April 2011

- Awarded for the apprehension/prosecution of a suspect for the attempted homicide of 2 BLM Rangers

Unit Citation December 2009

- Awarded for the investigation, arrest, and prosecution of subjects involved in a commercial business burglary of 62 firearms. 53 of the 62 firearms were recovered

Distinguished Service Award December 2009

- Awarded to the CCSO SWAT team for many violent, critical incidents that took place in 2009

Life Saving Award (s) December 2007

- Awarded for performing life-saving measures on a male who had collapsed at a golf course
- Awarded for successful negotiations with a suicidal subject at the Carr Canyon Falls.

Unit Citation December 2007

- Awarded for conducting a burglary detail with two detectives, which led to the recovery of approximately \$250k in stolen property which yielded 11 arrests.

TRAINING HIGHLIGHTS

1. Primary Leadership and Development course (7th Army) 3/13 to 4/12/1996
2. Southern Arizona Law Enforcement Training Academy 4/16 to 8/10/2001
3. Building Searches 7/16/2001 (4 Hours)
4. Report writing refresher 7/16/2001 (4 Hours)
5. Standardized Field Sobriety Testing/HGN 9/6 to 9/8/2001 (24 Hours)
6. Introduction to Operational Planning for Interoperability drug Interdiction 7/16 to 7/17/2002 (16 Hours)
7. Law and Legal Updates 2002- Present (4 Hours)
8. Search and Seizure Updates 2002-Present (4 Hours)
9. Departmental Firearms Qualifications 2002-Present (8 Hours)
10. Tactical Rifle training 10/24/2002 (2 Hours)
11. Advanced Collision Investigations 8/4 to 8/8/2003 (40 Hours)
12. Advance Taser M26 Cert 11/3/2003 (4 Hours)
13. Terminal Operator Certification (TOC) 1/2004-Present (2 Hours)
14. Crime Scene Investigation 1/7/2004 (8 Hours)
 - Crime Scene Assessment
 - Crime Scene Overview/ Area
 - Crime Scene Security
 - Crime Scene Management
15. FATS, Target ID 3/16/2004 (2 Hours)
16. FTO Workshop 4/19 to 4/22/2004 (40 Hours)
17. Less Lethal Training 5/12/2004-Present (16 Hours)
 - Pepper Ball Launcher
 - X-26 Taser Certification
18. Interview and Interrogation 11/9 to 11/10/2004 (16 Hours)
19. Street Survival Seminar 11/16 to 11/17/2004(16 Hours)
20. Incident to Terrorism Bombing 2/24/2005 (8 Hours)
21. General Law Enforcement Instructor 3/7 to 3/11/2005 (40 Hours)
 - Domestic Violence Instructor
 - High Risk Vehicle Stop Instructor
 - ALICE Training Instructor
22. WMD/Counter Terrorism Responder 11/16/2005 (24 Hours)
23. Pima Regional S.W.A.T. Basic Operator Course 1/23 to 2/3/2006 (100 Hours)
24. Active Shooter/Warrant Service/Entries 3/7/2006 (8 Hours)
25. Mobile RMS & State Queries 3/14/2006 (2 Hours)
26. Advanced Accident Investigation Refresher 4/22 to 4/24/2006 (24 Hours)
27. Sniper Week West 10/5 thru 10/8/2006 (40 Hours)
28. Building Searches 6/16/2007 (4 Hours)
29. Report Writing Refresher 6/16/2007 (4 Hours)
30. Academy Staff/Instructor 10/2007 to 06/2008
31. Preventing LEO Suicides 11/24/2008 (2 Hours)
32. Legal Update 11/24/2008 (2 Hours)
33. Talking hands for Law Enforcement 11/18/2008 (4 Hours)
34. Driving Simulator 7/27/2009 (2 Hours)
35. Tactical Courtroom Preparation 9/2/2009 (8 Hours)
36. Background Investigations 10/6 to 10/7/2009 (32 Hours)
37. Driver training backing 11/9/2009 (3 Hours)
38. Reflex sight class patrol rifle 9/18/2009 (4 Hours)
39. Emotional Survival for LEO 2009 (4 Hours)
40. Basic Forensic Interviewing 02/12/2010 (7 Hours)
41. Advance Forensic Interviewing 03/08 to 03/12/2010(40 Hours)
42. Basic Death and Homicide Investigations 12/06 to 12/1/ 2010 (40 Hours)

43. Terrorist Liaison Officer Certification	03/14 to 03/18/2011 (40 Hours)
44. Traffic Reconstruction	08/22 to 08/26/2011 (40 Hours)
<ul style="list-style-type: none"> • Basic Traffic Collision • Advanced Traffic Collision • Accident Scene and Diagramming • Mathematical Formulas for Accident Investigation 	
45. Desert Snow Phase 7 (Drug Interdiction)	12/14 to 12/16/2011 (24 Hours)
<ul style="list-style-type: none"> • Roadside Interview/ Interrogation • Vehicle & Passenger Questioning • Evidence gathering • Vehicle Hidden Compartment Identification 	
46. Basic handgun fundamentals Cochise County Sheriff	01/2012 (8 Hours)
47. Off Duty Handgun Cochise County Sheriff	03/2012 (4 Hours)
48. Basic handgun fundamentals II Cochise County Sheriff	04/2012 (4 Hours)
49. Defensive Tactics Refresher Cochise County Sheriff	05/14/2012 (4 Hours)
50. Computer Voice Stress Certification	06/22/2012-Present (40 Hours Bi-Annually)
51. Basic Narcotics Investigations	05/2013 (40 Hours)
<ul style="list-style-type: none"> • Drug Identification • Marijuana Laws and Updates • Drug Sales (Weights) • Drug Terminology/ Slang • Working Buy Walks/ Buy Busts • Proper Surveillance Techniques 	
52. FEMA Certification IS-00100.b	11/04/2013 (16 Hours)
53. Narcotics Unit Supervisory Course	02/2014 (40 Hours)
<ul style="list-style-type: none"> • Managing Undercover Officers (UC's) • Identifying Issues and Concerns with UC's • Managing Undercover Funds • Managing Buy Walks/ Buy Busts • Electronic Surveillance • Surveillance and Counter Surveillance • Laws and Court Rulings for Electronic Tracking Devices 	
54. Proper Handling of Confidential Informants	08/2014 (24 Hours)
<ul style="list-style-type: none"> • Signing of Confidential Informants (CI) • Who can be a Confidential Informant • Managing Personnel and Confidential Informants • Payments to Confidential Informants • Termination of CI Contracts 	
55. Certified ALICE Training Instructor	07/14 to 7/15/2017 (16 Hours)
56. Cochise County Supervisor Training 101	10/14/2021 (8 Hours)