

Eric D. Randall

Professional Summary

Twenty-three years of diverse law enforcement experience in the City of Newport News, Virginia (population 180,000), with emphasis on leadership, community policing, patrol operations, narcotics investigations, specialty units, training, tactical operations, and personnel development. Displays a dynamic ability to perform as an effective team leader, as well as a great motivator with the ability to inspire and stimulate team members to perform at the highest levels of achievement. Newport News Police department is comprised of 640 employees. The department has 465 sworn officers and 175 civilian personnel.

Skills and expertise include:

- Progressive and inspirational leader
- Highly committed to community policing principles
- Innovative in approaches to youth engagement
- Desire for problem solving
- Extremely effective communicator
- Dynamic leader with a visionary approach to leadership
- Excels in strategic planning for complex operations

Work Experience

**Assistant Chief of Police, 2019-Present – Investigations Bureau
Newport News Police Department – Newport News, VA**

- Serves as Acting Chief of Police in the absence of Chief of Police.
- Responsible for oversight and management of over 100 sworn and civilian personnel assigned to the Major Crimes, Special Investigations and Community Youth Outreach divisions.
- Excels as a principal leader within the agency charged with providing critical leadership for the police department and the community.
- Increased homicide clearance rates by 20% to exceed the national average.
- Exceeded national clearance rates in violent crime case clearances.
- Reorganized departments response to violent crime by creating a unit to focus on aggravated assaults.
- Implemented ShotSpotter Gunshot detection system.
- Global thinker who fosters an innovative work environment to highlight employee diverse talents.
- Developed internal policies and procedures that improved department response to gun violence.
- Designed an innovative response program to enhance department response to domestic violence by instituting civilian specialist to work alongside law enforcement to proactively reduce incidents of domestic abuse.
- Implementing a Real Time Crime Center and Intelligence Unit in 2021.

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- Enhanced the city's surveillance camera operational footprint by collaborating with the budget and evaluation department on Capital Improvement infrastructure needs.
- Effectively develop individual and departmental goals to support and promote high performance strategies to meet organizational needs, vision and values.
- Provides critical leadership and strategic focus for priorities to meet City, department, and community needs.
- Displays strong personnel commitment to successfully plan, organize and coordinate complex project activities.
- Critical thinker who is skilled in the implementation of modern law enforcement concepts based on national trend analysis; evaluates strategies, assesses outcomes and makes recommendations to city leadership with respect to the public safety concerns.
- Synergistic leader who excels at promoting innovation and critical thinking in developing holistic solutions to department and community issues.
- Serve as Bureau Commander responsible for effective employee relations, diversity and development.
- Implemented youth programs to improve effectiveness of communication with the community on a variety of topics.
- Exceptional ability to establish effective relationships with community stakeholders and the media; Thrives to personally meet with community groups to represent the city at various meetings and functions.
- Serves on the Hampton Roads High Intensity Drug Traffic Area (HIDTA) Command Group.
- Serves on the Hampton Road Human Trafficking Task Force Executive Committee.
- Collaborated with Human Services department to implement Human Services liaison program at police department.

**Assistant Chief of Police, 2017-2019 – Administration Bureau
Newport News Police Department – Newport News, VA**

- Served as Acting Chief of Police in the absence of Chief of Police.
- Responsible for oversight and management of over 90 sworn and civilian personnel assigned to the Administration Bureau comprised of Fiscal Services, Planning, Information Technology, Emergency Communications, Recruiting, Training, Public Information, and Internal Affairs.
- Excelled as a principal leader within the agency charged with providing critical leadership for the police department and the community.
- Dynamic leader that achieves optimal levels of personal performance in developing and administering department wide programs and systems.
- Created a police division with a sole focus on youth and community engagement and programs.
- Helped reduce department overtime spending in Fiscal year 2018.
- Implemented new police fleet replacement protocol by incorporating a shared leadership approach to purchasing and upfitting vehicles.
- Serve as Bureau Commander responsible for effective employee relations, diversity, and development.
- Experienced in management and oversight of the police department's \$50,000,000 budget; diligently monitored budget ensuring that purchasing and financial transactions are

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administered in accordance with department and local government administrative policies and procedures.

- Oversaw the City's Emergency Communications 911 Center responsible for all public safety communications for Police, Fire, and EMS.
- Effectively coordinated new 911 telephone system upgrade to Motorola Vesta System.
- Integrated tactical dispatching program.
- Coordinated radio integration with federal partners (DEA, FBI).

Police Captain, 2014-2017

Newport News Police Department – Newport News, VA

- Served as Acting Assistant Chief of Patrol Bureau in absence of Assistant Chief of Patrol Bureau.
- Served as Precinct Commander, responsible for oversight and management of over 90 police personnel.
- Effective utilization of community policing strategies; ability to employ problem solving techniques with a strategic focus.
- Achieved optimal levels of personnel performance to help reduce crime while continually examining operational and administrative effectiveness of personnel and processes.
- Maintained an impeccable relationship with Federal, State, and local law enforcement partners; excellent communicator who encourages a free exchange of ideas.
- Effectively implemented plans with harmony and collaboration.
- Serves as Incident Commander at critical incidents in the community.
- Review and Approved complex special operations, planned patrol operations and functions.
- Knowledgeable of current local and national trends in policing; developed problem-solving strategies to successfully intervene and prevent further criminal acts.
- Possesses sound judgment in monitoring and assessing budgetary needs.
- Fostered an environment of developing creative solutions to challenging problems, while exceling in seeking solutions.

Police Lieutenant, 2010-2014

Newport News Police Department – Newport News, VA

- Served as Acting Criminal Investigations Commander, responsible for oversight of over 50 personnel; responsible for the oversight and management of all criminal investigations.
- Served as Acting Precinct Commander, responsible for oversight of over 100 officers and detectives.
- Served as Precinct Watch Commander, responsible for oversight and management of over 30 officers and detectives.
- Responsible for the oversight and management of forensic services.
- Managed personnel allocation.
- Headed management of critical incidents to include the overall supervision of shift incidents.

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- Served as Incident Commander at critical incidents in the community.
- Knowledgeable of current trends and problems within assigned patrol sectors.
- Developed problem solving strategies to successfully intervene and prevent further criminal acts.
- Formulated detail oriented reports for investigative steps and measures taken within the investigative scope.
- Commanded numerous critical incidents to include hostage rescue and barricaded subjects.
- Coordinated multi-agency events.
- Wrote several new Standard Operating Procedures.
- Redesigned the command inventory control system.

Police Sergeant, 2006-2010

Newport News Police Department – Newport News, VA

- Commanded Federal Bureau of Investigation Top Gang Investigation (Dump Squad Investigation).
- Managed four federal task forces, where cases are prosecuted in Federal court; coordinated Title III Wire Intercept with multiple agencies, supervised the investigation of over 30 cold case homicides, supervised the investigation of multiple drug trafficking organizations.
- Served as Acting Special Investigation Section Commander.
- Supervised the investigations of the city's most violent offenders.
- Coordinated with multiple federal agencies.
- Planned and coordinated major narcotics and vice operations city wide; planned and coordinated major federal narcotics operations.
- Reviewed detectives training requests/career development, reviewed and trained detectives on new case law.
- Drafted and reviewed changes in policies.

Police Officer – Detective, 1998-2006

Newport News Police Department – Newport News, VA

- Coordinated buy/bust and prostitution operations city wide.
- Performed supervisory tasks such as precinct monthly reports, officer evaluations, creation of daily roster, and conducting briefings at meetings such as the bi-monthly crimes meeting.
- Instrumental in bringing the "Conducting a Complete Traffic Stops" course to the department, which provided patrol officers with new and improved techniques for use in highway interdiction of illegal drugs and criminal activity.
- Served as Explosive Breacher for the Tactical Operations Unit.
- Managed the police bike patrol fleet.
- Trained numerous probationary officers as a certified Field Training Officer.
- Served on the department's training committee.

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- Applied community-oriented policing concepts to precinct hot spots; promoted a working relationship with apartment community managers in precinct hot spots.
- Implemented crime analysis into patrol beat planning; analyzed crime weekly for trends in assigned beat.
- Composed many strategies at the precinct level for crime prevention.

United States Navy, 1991-2000

- Managed multimillion-dollar aircraft catapult service steam system overhaul which required collaboration with Newport News Shipbuilding.
- Managed USS Enterprise CVN 65 aircraft catapult engineering systems.
- Served as Chief Auxiliaries Operator for engineering systems.
- Qualified as only Controlled Material Handler for division.
- Designated engineering expert for aircraft catapult steam systems.
- Served as Quality Control Inspector.
- Served as Division Quality Assurance Officer.
- Helped organize "USS Enterprise Helping Hands" program was honored by President George H.W. Bush as one of his "Thousand Points of Light".
- Participated in Clean the Bay events.
- Served as Assistant Command Duty Officer.

EDUCATION & TRAINING

Saint Leo University Saint Leo, Florida
Degree: MS May 2018
Major: Criminal Justice

Saint Leo University Saint Leo, Florida
Degree: BA May 2013
Major: Criminal Justice

Saint Leo University Command Officer Management Program - April 2015

Police Executive Senior Management Institute for Police - June 2016
Research Forum Boston University

United States Navy Great Lakes, Illinois - December 1991
Engineering Systems School

Institute for Leadership in Changing Times – Virginia Police Chief’s Foundation
TEEX Enhanced All-Hazards Incident Management/Unified Command Course
TEEX Sports and Special Events Incident Management Course
U.S. Department of Justice COPs Office Procedural Justice for Law Enforcement Agencies
Investigative Round Table for Organized Crime
Tactical Explosive Breacher Course
FBI Basic Crisis Negotiation Course
FBI National Improvised Explosive and Familiarization Course

Critical Incident Response for Supervisors and Managers
Bomb Making Materials Awareness Course
Drug Investigations and Motorcycle Gangs
Basic Undercover School
Basic Criminal Investigation
Field Training Officer

Professional Memberships

International Association of Chiefs of Police (IACP)
National Organization of Black Law Enforcement Executives (NOBLE)
Virginia Association of Chiefs of Police (VACP)
Hampton Roads Association of Chiefs of Police
Hampton Roads NOBLE Chapter Member
Hampton Roads HIDTA Command Group Member
Hampton Road Human Trafficking Task Force Executive Committee Member

SPECIALIZED SKILLS

SWAT Tactical Commander
Tactical Operations Unit Operator
Hostage Crisis Negotiator
Tactical Explosive Breacher
Field Training Officer
Firearms Instructor
General Instructor
Enlisted Surface Warfare Specialist (U.S. Navy)

AWARDS & COMMENDATIONS

2017 Outstanding Community Service Award from Downtown Merchants Association
2014 Homeless Outreach Collaborative Team (HOTC) Outstanding Community Service Award
2012 William F. Corvello Leadership Award
2010 United States Attorney Public Service Award
2009 Federal Bureau of Investigation Top Gang Investigation (Dump Squad Investigation)
2009 Department of Justice Top Gang Investigation (Dump Squad Investigation)
2009 NOBLE Central Virginia Chapter Law Enforcement Achievement Award
2009 United States Attorney Excellence in Management Public Service Award
United States Navy and Marine Corp Achievement Medals
United States Navy Good Conduct Medal
National Defense Service Medal
Armed Forces Service Medal
United Nations Medal
Armed Forces Expeditionary Medal
Newport News Police Department's Life Saving Medal
Virginia Association of Chiefs of Police Life Saving Medal