

CITY OF CAMDEN
MEMORANDUM

30 May, 2006

TO: B.C. Michael Harper /Secretary IAFF #2578
FROM: Chief Joseph A. Marini /Fire Administration
RE: FIRE FIGHTER RECRUITMENT

Dear Mike:

I have reviewed correspondence in the above captioned matter regarding potential concerns among Union membership. Please share with the respective Unions the recruitment process for their understanding.

The current Recruitment Staff is comprised of three (3) members at the rank of fire fighter, two black and one Hispanic of ethnic composition. The principal functions of the Recruitment Staff are:

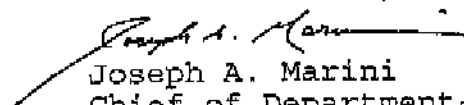
1. Advertise employment opportunities in the Uniformed Force.
2. Enlist solicitation for candidate applications.
3. Coordinate candidate preparation for examinations.

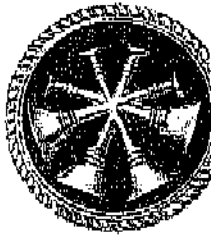
The foregoing functions pose no remarkable circumstance for bias conduct. The recruitment process however has nothing to do with selection and placement which concerns entirely the hiring process.

The hiring process comprised of candidate screening and selection is not a function of the Fire Department but rather the principal responsibility of Department of Administration, Bureau of Personnel Services. The Business Administrator and Appointing Authority holds sole dominion over the hiring process, with ancillary participation by Fire Administration. Recruitment Staff is not involved in any facet or function of the hiring process.

In matters of enhanced representation for recruitment, I shall direct the Chief of Administration to designate a white fire fighter as additional member of the Recruitment Staff in compliance with the Union's request. Thank you for your interest.

Sincerely,


Joseph A. Marini
Chief of Department-CFD



Kevin C. Hailey
Deputy Chief of
Administration



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June 27, 2006

Memorandum

To: All Personnel concerned

From: Kevin C. Hailey, Deputy Chief of Administration *KCH*

Re.: Solicitation for White Recruitment Officer position.

In response to a joint request from Local 788 & Local 2578 Secretary Michael Harper dated May 22, 2006 requesting that a "white" firefighter be appointed to the Recruitment team; Chief of Department Marini has mandated in his reply to Battalion Chief Harper dated May 30, 2006 that I appoint a "white" firefighter to the Recruitment Team (**see attachments**).

While I am willing to designate a member, we would prefer that the person appointed be a willing participant. Any "white" member interested in assisting the recruitment Officers must reply to me in writing prior to Wednesday, July 5, 2006 or I will appoint someone to the position.

This position requires (4) four (10 hour days) as a work schedule and some weekends to be worked as needed.

By direction of:

Kevin C. Hailey

Kevin C. Hailey
Deputy Chief of Administration

C.: Joseph A. Marini, Chief of Department
Thomas J. Quinn, Deputy Chief of Operations
Maurice R. Wilson, President of Local 2578
Kenneth L. Chambers, President of Local 788