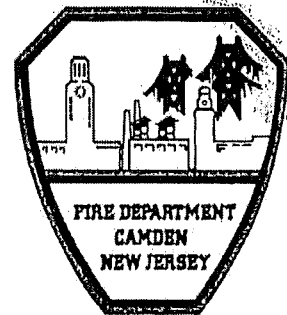




Kenneth L. Penn
CHIEF OF DEPARTMENT

CITY OF CAMDEN
FIRE DEPARTMENT
3rd & Federal Sts. Camden, N.J. 08102



File

February 8, 1996

Personnel Order #96-2

TRANSFERS

MEMBER	RANK	FROM	TO	EFFECTIVE DATE
Carbone, Pete	CHIEF TRAINING OFFICER	Fire Academy	Fire Academy	2/9/96 08:00 No A/L
Bird, Steve	CAPT	E1-P2	FMO	2/12/96 08:00 A/L 2/10/96 A/L 2/11/96
Crowder, Terry	CAPT	FMO	B1-P3	2/12/96 08:00 Report 08:00 A/L 2/9/96
Davis, Darryl	CAPT	E7-P1	B1-P2	2/10/96 08:00 Report 08:00 A/L 2/9/96
Dipascale, Mike	CAPT	R1-P1	B1-P4	2/10/96 08:00 Report 18:00 A/L 2/9/96
Kogut, Mark	CAPT	E3-P4	E7-P3	2/12/96 08:00 Report 08:00 A/L 2/9/96 A/L 2/10/96
Johnson, Rich	CAPT	E9-P3	FMO	2/12/96 08:00 Report 08:00 No A/L

Quinn, Tom	CAPT	Fire Academy	R1-P1	2/11/96 08:00 Report 18:00 A/L 2/9/96
Roberts, Ralph	CAPT	E3-P2	E9-P1	2/12/96 08:00 Report 18:00 A/L 2/10/96 A/L 2/11/96
Speas, Paul	CAPT	E9-P2	Fire Academy	2/12/96 08:00 Report 08:00 A/L 2/10/96 A/L 2/11/96
Tips, George	CAPT	E9-P1	E1-P2	2/13/96 08:00 Report 18:00 A/L 2/11/96 A/L 2/12/96
Wilson, Larry	CAPT	L3-P4	E7-P1	2/11/96 08:00 Report 18:00 A/L 2/9/96 A/L 2/10/96
Wilson, Maurice	CAPT	R1-P4	E9-P3	2/12/96 08:00 Report 08:00 A/L 2/9/96 A/L 2/10/96
Murtaugh, Ed	F/F	E10-P2	E3-P2	2/11/96 18:00 No A/L

BY ORDER OF:



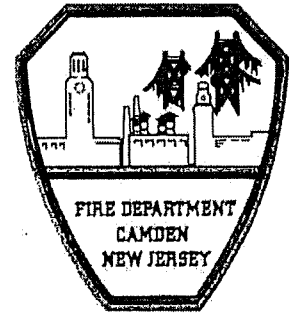
 Kenneth L. Penn
 Chief of Department, CFD

pc: Patrick Keating, Bus. Adm.
 Deputy Chiefs
 First Battalion Office
 Engine #1 Office
 Personnel concerned
 Fire Academy
 Personnel Department
 Member's File



Kenneth L. Penn
CHIEF OF DEPARTMENT

CITY OF CAMDEN
FIRE DEPARTMENT
3rd & Federal Sts. Camden, N.J. 08102



December 26, 1997

Personnel Order #97- 21

TRANSFER

<u>MEMBER</u>	<u>RANK</u>	<u>FROM</u>	<u>TO</u>	<u>EFFECTIVE DATE</u>
Santiago, R.	CAPT.	E1-P1	Fire Marshal's Office	12/30/97 08:00 hours No A/L

BY ORDER OF:

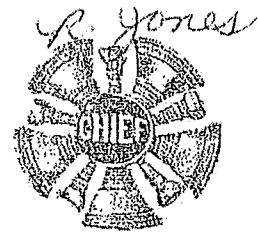
Francis K. Stinger

Francis K. Stinger,
Deputy Chief, CFD

pc: Gen. Preston Taylor, Business Administrator
Chief Kenneth L. Penn
Deputy Chief B. James Nash
Battalion Offices
Personnel Concerned
Member's File



CITY OF CAMDEN
FIRE DEPARTMENT
4 North 3rd Street Camden, New Jersey 08102



Joseph A. Marini
CHIEF OF DEPARTMENT

April 30, 2001

Personnel Order #2001-8

TRANSFER

MEMBER	RANK	FROM	TO	RANK	EFFECTIVE DATE
M. Wilson	Capt.	Staff	Staff	B/C	4/30/01
P. Matyjasik	Capt.	R-1, 4-P	B-1, 2-P	B/C	5/4/01 AL 5/2/01
S. Trzebuniak	Capt.	L-3, 4-P	B-1, 1-P	B/C	5/3/01 AL 5/2/01
F. Saia	FF.	F/A	E-9, 3-P	Capt.	5/1/01 AL 4/30/01
F. Sandrock	FF.	F/A	R-1, 2-P	Capt.	5/4/01 AL 4/30/01
E. Glassman	FF.	F/A	R-1, 4-P	Capt.	5/2/01 AL 4/30/01
R. Watkins	FF.	F/A	E-10, 1-P	Capt.	5/3/01 AL 4/30/01
J. Bain	FF.	F/A	L-1, 4-P	Capt.	5/2/01 AL 4/30/01
S. Balakas	FF.	F/A	L-3, 3-P	Capt.	5/1/01 AL 4/30/01
S. Serrano	FF.	F/A	E-11, 4-P	Capt.	5/2/01 AL 4/30/01

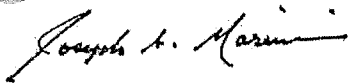
D. Johnson	FF.	F/A	E-1, 4-P	Capt.	5/2/01 AL 4/30/01
A. DeCaro	FF.	F/A	S-6, 4-P	Capt.	5/2/01 AL 4/30/01
R. Wrobel	FF.	F/A	E-10, 2-P	Capt.	5/4/01 AL 4/30/01
S. Kinky	FF.	F/A	E-9, 2-P	Capt.	5/4/01 AL 4/30/01
D. Baker	FF.	F/A	E-8, 2-P	Capt.	5/4/01 AL 4/30/01
D. Payne	FF.	F/A	S-6, 3-P	Capt.	5/1/01 AL 4/30/01
J. Merklein	FF.	F/A	L-1, 2-P	Capt.	5/4/01 AL 4/30/01
A. Smalls	FF.	F/A	E-1, 3-P	Capt.	5/1/01 AL 4/30/01
J. Fayer	FF.	F/A	E-9, 1-P	Capt.	5/3/01 AL 4/30/01
Mark Harper	FF.	F/A	E-11, 2-P	Capt.	5/4/01 AL 4/30/01
D. Dilks	FF.	F/A	L-2, 3-P	Capt.	5/1/01 AL 4/30/01
L. Buckingham	FF.	F/A	E-9, 4-P	Capt.	5/2/01 AL 4/30/01
A. Medina	FF.	F/A	S-6, 1-P	Capt.	5/3/01 AL 4/30/01
T. Minchin	FF.	F/A	S-6, 2-P	Capt.	5/4/01 AL 4/30/01
A. Ashley	FF.	F/A	E-7, 3-P	Capt.	5/1/01 AL 4/30/01

J. Ryan	FF.	F/A	E-8, 1-P	Capt.	5/3/01 AL 4/30/01
M. Martinez	FF.	F/A	E-7, 1-P	Capt.	5/3/01 AL 4/30/01
R. Mickles	FF.	F/A	L-1, 1-P	Capt.	5/3/01 AL 4/30/01
J. Flax	FF.	F/A	E-10, 4-P	Capt.	5/2/01 AL 4/30/01
R. Jones	Inspector	F/A	FMO	Capt.	5/1/01 AL 4/30/01
G. Candia	FF.	F/A	L-1, 3-P	Capt.	5/1/01 AL 4/30/01
L. Wilson	Capt.	E-7, 1-P	E-11, 1-P	Capt.	5/3/01
A. Phelps	Capt.	E-9, 4-P	L-3, 4-P	Capt.	5/2/01
T. Balabuch	FF.	S-6, 4-P	FMO	Inspector	5/1/01 AL 4/30/01
D. Still	FF.	E-8, 1-P	S-6, 1-P	FF.	5/7/01
L. Zayas	FF.	E-8, 1-P	E-7, 1-P	FF.	5/7/01
R. Schneeman	FF.	S-6, 1-P	E-8, 1-P	FF.	5/7/01
R. Jeminey	FF.	E-7, 1-P	E-8, 1-P	FF.	5/7/01
A. Cooper	FF.	E-10, 3-P	E-10, 1-P	FF.	5/7/01 AL 5/5/01
A. Figueroa	FF.	E-10, 4-P	E-11, 1-P	FF.	5/7/01 AL 5/6/01
V. Jackson	FF.	L-1, 3-P	E-11, 1-P	FF.	5/7/01 AL 5/5/01
O. Nunez	FF.	E-11, 3-P	R-1, 1-P	FF.	5/7/01 AL 5/5/01
L. Phelps Jr.	FF.	L-1, 1-P	R-1, 1-P	FF.	5/7/01

D. Pearson	Prov. Capt.	L-1, 3-P	L-1, 1-P	FF.	5/3/01 AL 5/1/01
B. Kellem	FF.	S-6, 3-P	L-1, 1-P	FF.	5/7/01 AL 5/5/01
B. Irving	FF.	L-3, 1-P	L-2, 1-P	FF.	5/7/01
C. Burgos	Prov. Capt.	L-3, 3-P	L-3, 1-P	FF.	5/3/01 AL 5/1/01
P. Harris	FF.	E-11, 2-P	E-10, 2-P	FF.	5/4/01
D. Diaz	FF.	E-7, 3-P	R-1, 2-P	FF.	5/8/01 AL 5/5/01
B. Beach	FF.	L-1, 1-P	R-1, 2-P	FF.	5/8/01 AL 5/7/01
C. Davis	Prov. Capt.	L-1, 2-P	L-1, 2-P	FF.	5/4/01
L. Wilson	FF.	S-6, 2-P	L-1, 2-P	FF.	5/4/01
D. Stratton	FF.	E-10, 1-P	L-1, 2-P	FF.	5/8/01 AL 5/7/01
P. Riley	FF.	E-9, 2-P	L-3, 2-P	FF.	5/4/01
M. Muniz	FF.	E-1, 3-P	S-6, 3-P	FF.	5/5/01
K. Folkman	FF.	E-11, 1-P	E-7, 3-P	FF.	5/9/01 AL 5/7/01
D. Smalls	FF.	E-8, 4-P	E-7, 3-P	FF.	5/9/01 AL 5/6/01
A. Magee	FF.	E-1, 2-P	E-8, 3-P	FF.	5/9/01 AL 5/8/01
C. Scott	FF.	E-10, 4-P	E-8, 3-P	FF.	5/9/01 AL 5/6/01
S. Streater	FF.	E-8, 2-P	E-10, 3-P	FF.	5/9/01 AL 5/8/01

A. Pinkston	FF.	E-8, 3-P	R-1, 3-P	FF.	5/5/01
O. Torres	FF.	E-8, 3-P	R-1, 3-P	FF.	5/5/01
D. Neiling	FF.	E-10, 3-P	L-1, 3-P	FF.	5/5/01
W. Matthews	FF.	E-9, 1-P	L-2, 3-P	FF.	5/9/01 AL 5/7/01
A. Lopez	FF.	E-10, 2-P	E-7, 4-P	FF.	5/6/01 AL 5/4/01
F. Bottalico	FF.	E-11, 4-P	E-9, 4-P	FF.	5/6/01
G. Young	Prov. Capt.	E-9, 2-P	E-10, 4-P	FF.	5/6/01 AL 5/4/01
G. Wilson	Prov. Capt.	S-6, 2-P	E-10, 4-P	FF.	5/6/01 AL 5/4/01
G. Reese	FF.	E-11, 1-P	E-11, 4-P	FF.	5/10/01 AL 5/7/01
J. Cunningham	Prov. Capt.	R-1, 2-P	R-1, 4-P	FF.	5/6/01 AL 5/4/01
J. Berrios	FF.	E-9, 4-P	R-1, 4-P	FF.	5/6/01
J. Broadwater	FF.	L-1, 2-P	R-1, 4-P	FF.	5/6/01 AL 5/4/01
J. Ante	FF.	E-10, 4-P	L-1, 4-P	FF.	5/6/01
G. Henry	FF.	L-3, 2-P	L-2, 4-P	FF.	5/6/01 AL 5/4/01
C. Farmer	Prov. Capt.	E-11, 2-P	L-2, 4-P	FF.	5/6/01 AL 5/4/01
O. Rodriguez	FF.	L-3, 4-P	L-2, 4-P	FF.	5/6/01
S. Belcher	FF.	L-1, 4-P	L-3, 4-P	FF.	5/6/01
B. Villegas	FF.	E-11, 4-P	L-3, 4-P	FF.	5/6/01

BY ORDER OF:



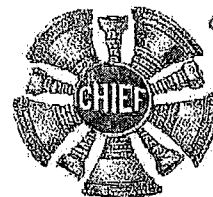
Joseph A. Marini
Chief of Department

Cc Deputy Chiefs
 Battalion Chiefs
 Units Concerned
 Personnel Concerned
 Files



CITY OF CAMDEN FIRE DEPARTMENT

4 North 3rd Street Camden, New Jersey 08102



Joseph A. Marini
CHIEF OF DEPARTMENT

20 August, 2001

Personnel Order #01-16

TRANSFERS & ASSIGNMENTS

MEMBER	RANK	FROM	TO	TITLE	EFFECTIVE DATE
T. Quinn	B.C.	Fire Admin.	Fire Admin.	Deputy Chief	8-27-01 0700 HRS No A.L.
P. Speas	B.C.	B3-P4	TC-P1	Deputy Chief	8-27-01 0700 HRS A.L. 8-26-01 0700 HRS 8-26-01 1900 HRS
G. Murphy	B.C.	B2-P2	TC-P2	Deputy Chief	8-28-01 0700 HRS No A.L.
K. Hailey	B.C.	Fire Admin.	TC-P3	Deputy Chief	8-29-01 0700 HRS No A.L.
P. Price	B.C.	Fire Admin.	TC-P4	Deputy Chief	8-30-01 0700 HRS No A.L.
P. Matyjasik	B.C.	B1-P2	*B1-P4	Battalion Chief	8-26-01 0700 HRS A.L. 8-30-01 0700 HRS 8-30-01 1900 HRS
S. Trzebuniak	B.C.	B1-P1	B2-P2	Battalion Chief	8-28-01 0700 HRS A.L. 8-27-01 0700 HRS 8-27-01 1900 HRS
R. Zieniuk	B.C.	B1-P3	*B1-P1	Battalion Chief	8-27-01 0700 HRS A.L. 8-25-01 0700 HRS 8-25-01 1900 HRS
R. Roberts	CPT.	Fire Train.	FMO	Captain	8-27-01 0700 HRS No A.L.
R. Santiago	CPT.	FMO	E11-P1	Captain	8-27-01 0700 HRS No A.L.



**CITY OF CAMDEN
FIRE DEPARTMENT
OFFICE OF THE FIRE MARSHAL**
4 North 3rd Street Camden, New Jersey 08102
PHONE (856) 757-7529 FAX 757-7243



Ralph R. Jones
Assistant Chief Fire Marshal

May 10, 2005

To: Joseph Marini, Chief of Department

From: Ralph R. Jones, Ass't Chief Fire Marshal (Supervising Fire Prevention Specialist)

Re: Resignation from current title

Sir, It is with deep regret that I am asking you [REDACTED] to return to my former title of Fire Captain in conjunction with a transfer. Thank you for your consideration in this matter.

Respectfully submitted,

Ralph R. Jones
Ralph R. Jones

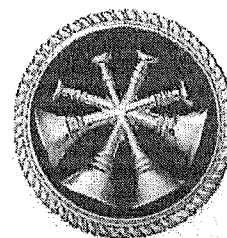
Cc Maurice Wilson, President of Local 2578



CITY OF CAMDEN

FIRE DEPARTMENT

4 North 3rd Street Camden, New Jersey 08102
Office (856) 757-7515 Fax (856) 757-7243



Thomas J. Quinn Jr.
Deputy Chief Operations

May 24, 2005

Personnel Order #2005-5

MEMBER	RANK	FROM	TO	RANK	EFFECTIVE DATE
Ralph Jones	A.C.F.M.	F.M.O.	E-11 - 4-P	Capt.	6/14/05
Braulio Villegas	Fire Inspector	F.M.O.	F.M.O.	Prov. A.C.F.M.	6/13/05
y Fayer	Capt.	E-9- 1-P	Fire Academy	Capt.	5/30/05
Arnaldo Medina	Capt.	E-11 - 4-P	Floater B-1 - 4-P	Capt.	6/14/05
Ramon Melendez	Capt.	L-1 - 1-P	E-9 - 1-P	Capt.	5/30/05
Thomas Minchin	Capt.	Floater B-1 - 1-P	L-1 - 1-P	Capt.	5/30/05

BY ORDER OF:


Thomas J. Quinn
Deputy Chief of Operations

Cc: Chief of Department
Deputy Chiefs
Battalion Chiefs
Units Concerned
Personnel Concerned
Files

CITY OF CAMDEN
MEMORANDUM

3 April, 2002

TO: All Personnel - All Units /Uniformed Force
FROM: Chief Joseph A. Marini /Fire Administration
RE: PROMOTIONAL APPOINTMENTS - CHIEF FIRE MARSHAL
ASST. FIRE MARSHAL

It is with great pleasure that the Department announces the promotional appointment of two (2) Captains to the ranks of Chief Fire Marshal and Assistant Chief Fire Marshal at the following specified date and time.

PROMOTIONAL CEREMONIES: Wednesday, 4-10-02, 1030 Hours

Office of the Municipal Clerk
1st Floor, Room #105
City Hall

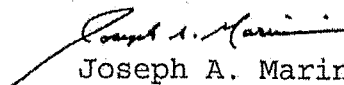
Captain Ralph A. Roberts to Chief Fire Marshal

Captain Ralph R. Jones, Jr. to Assistant Fire Marshal

Members cited for promotional appointment shall attend in the Class A Uniform as required. Such personnel whom are scheduled for Day Tour on the date of appointment shall be given Administrative Leave as appropriate.

Family and friends of those receiving appointments are cordially invited. As well off duty members of the Department are also encouraged to attend as a matter of professional courtesy. Oaths of Office shall retrogress official appointment dates as appropriate.

BY ORDER OF:


Joseph A. Marini
Chief of Department-CFD



CITY OF CAMDEN FIRE DEPARTMENT

4 North 3rd Street Camden, New Jersey 08102

Michael L. Harper
CHIEF OF DEPARTMENT

Jesse Flax
DEPUTY FIRE CHIEF

Jose Berrios
DEPUTY FIRE CHIEF

Samuel Balakas
DEPUTY FIRE CHIEF

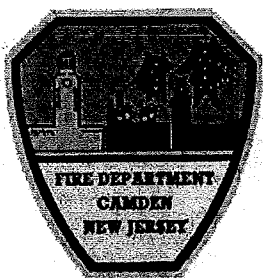
March 25, 2022

Personnel Order # 2022-5

	<u>RANK</u>	<u>FROM</u>	<u>TO</u>	<u>RANK</u>	<u>EFFECTIVE DATE</u>
Delgado, James	F.F.	L2-2P	E1-1P Temporary	Capt.	3-28-22

BY ORDER OF:

Michael L Harper
Chief of Department



CITY OF CAMDEN FIRE DEPARTMENT

4 North 3rd Street Camden, New Jersey 08102

Michael L. Harper
CHIEF OF DEPARTMENT

Jesse Flax
DEPUTY FIRE CHIEF

Jose Berrios
DEPUTY FIRE CHIEF

Samuel Balakas
DEPUTY FIRE CHIEF

April 21, 2022

Personnel Order # 2022-7

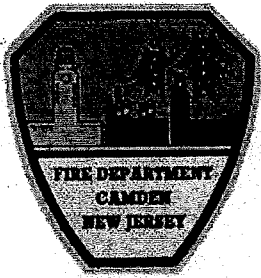
	<u>RANK</u>	<u>FROM</u>	<u>TO</u>	<u>RANK</u> <u>FO/FPSO</u>	<u>EFFECTIVE DATE</u>
Munoz, David	S.F.P.S. Provisional	F.M.O.	F.M.O.	* Provisional	4-11-22
Tull, Joseph	Capt.	E9-3P	F.M.O.	S.F.P.S.** Provisional	4-25-22
Munoz, Samuel	Capt.	E11-4P	B1-4P Floater	Capt.	4-25-22
Belcher, Shane	Capt.	E9-2P	E11-4P	Capt.	4-30-22
Vargas, Kyo	Capt.	B1-2P Floater	E9-2P	Capt.	4-28-22

*Fire Official/Fire Prevention Subcode Official – Chief Fire Marshal

**Supervising Fire Prevention Specialist – Assistant Chief Fire Marshal

BY ORDER OF:

Michael L Harper
Chief of Department



CITY OF CAMDEN FIRE DEPARTMENT

4 North 3rd Street Camden, New Jersey 08102

Michael L. Harper
CHIEF OF DEPARTMENT

Jesse Flax
DEPUTY FIRE CHIEF

Jose Berrios
DEPUTY FIRE CHIEF

Samuel Balakas
DEPUTY FIRE CHIEF

April 22, 2022

Personnel Order # 2022-8

	<u>RANK</u>	<u>FROM</u>	<u>TO</u>	<u>RANK</u>	<u>EFFECTIVE DATE</u>
Vincent, Edward	F.F.	L3-2P	E9-3P	Capt.	4-25-22

BY ORDER OF:

Michael L. Harper

Michael L Harper
Chief of Department



CITY OF CAMDEN FIRE DEPARTMENT

4 North 3rd Street Camden, New Jersey 08102

Michael L. Harper
CHIEF OF DEPARTMENT

Jesse Flax
DEPUTY FIRE CHIEF

Jose Berrios
DEPUTY FIRE CHIEF

Samuel Balakas
DEPUTY FIRE CHIEF

June 24, 2022

Personnel Order # 2022-9

	<u>RANK</u>	<u>FROM</u>	<u>TO</u>	<u>RANK</u>	<u>EFFECTIVE DATE</u>
Eckert, Robert	Capt.	F.A.	L1-1P	Capt.	6-27-22
Winthers, Milike	Capt.	L1-1P	E1-1P	Capt.	6-27-22
Delgado, James	Capt.	E1-1P	E9-3P	Capt.	6-28-22
Vincent, Edward	Capt.	E9-3P	B1-3P Floater	Capt.	6-28-22
Cintron, Edwin	F.F.	E8-4P	E11-4P	F.F.	6-25-22
Torres, Orlando	F.F.	L2-3P	E11-3P	F.F.	6-28-22
Gorce, David	F.F.	L1-4P	L2-4P	F.F.	6-29-22
Berrios, Jose	F.F.	E1-1P	S7-1P	F.F.	6-30-22
Harper III, Franklin	F.F.	S7-2P	L2-2P	F.F.	7-1-22
Bryson, Cole	F.F.	L3-3P	E1-3P	F.F.	6-28-22
Melvins, Rashon	F.F.	L3-3P	S7-3P	F.F.	6-28-22
Wooden II, Joseph	F.F.	E9-3P	L3-3P	F.F.	6-28-22
Santiago, Jonathan	F.F.	E8-3P	L1-3P	F.F.	6-28-22
Skipiton, Stephen	F.F.	L3-2P	S7-2P	F.F.	7-1-22

BY ORDER OF:

Michael L Harper – Chief of the Department

[REDACTED]

From: MiHarper@ci.camden.nj.us
Sent: Thursday, August 8, 2019 10:36 AM
To: JaRizzo@ci.camden.nj.us
Cc: JaAsunci@ci.camden.nj.us; LuRuiz@ci.camden.nj.us; BrVilleg@ci.camden.nj.us; christopher.ferrara@dca.nj.gov; DaMunoz@ci.camden.nj.us; RoAllen@ci.camden.nj.us; DaRossi@ci.camden.nj.us
Subject: RE: UCC FIRE SUBCODE COVERAGE FROM 8-14-2019 THRU 8-30-2019

I will make sure they know Jim.

From: James Rizzo
Sent: Thursday, August 08, 2019 10:29 AM
To: Michael Harper
Cc: Jason J. Asuncion; L. Frankie Ruiz, Director of Code Enforcement; Braulio Villegas, Chief Fire Marshall; christopher.ferrara@dca.nj.gov; David Munoz; Robert Allen; Daniel Rossi
Subject: RE: UCC FIRE SUBCODE COVERAGE FROM 8-14-2019 THRU 8-30-2019

Thanks Mike,

Please advise whomever is assigned, that they must report to me each day 1st thing in the morning.

I don't want to be left in the dark, on any given day, as to the availability of a Fire Sub-code Official.

We need to stop the casual atmosphere, when comes to performing this important function here.

Thank you for your continued cooperation

*JAMES R RIZZO, CONSTRUCTION OFFICIAL
BUILDING BUREAU, ROOM 403
CITY HALL, CAMDEN NJ 08102
JARIZZO@CI.CAMDEN.NJ.US*

From: Michael Harper <MiHarper@ci.camden.nj.us>
Sent: Thursday, August 08, 2019 9:40 AM
To: James Rizzo <JaRizzo@ci.camden.nj.us>
Cc: Jason J. Asuncion <JaAsunci@ci.camden.nj.us>; L. Frankie Ruiz, Director of Code Enforcement <LuRuiz@ci.camden.nj.us>; Braulio Villegas, Chief Fire Marshall <BrVilleg@ci.camden.nj.us>; christopher.ferrara@dca.nj.gov; David Munoz <DaMunoz@ci.camden.nj.us>; Robert Allen <RoAllen@ci.camden.nj.us>; Daniel Rossi <DaRossi@ci.camden.nj.us>
Subject: RE: UCC FIRE SUBCODE COVERAGE FROM 8-14-2019 THRU 8-30-2019

Jim,

Dave was on vacation but he is back and he will be acting in place of CFM Villegas unless something changes. As part of our normal procedure if Dave is on approved vacation/holiday leave and is not here on his normal work day we utilize FPS Robert Allen. He will perform the duty as it is done presently by Woody and it will not be full time because of their

other job responsibilities here in the Fire Marshal's office. As a reminder our Fire Marshal's work four 10 hour day weekly work schedules and Dave is off on Thursdays.

 **Michael L. Harper**
Fire Chief
Camden Fire Department

"Long time exposure to hazards without incident can lead to loss of appreciation of risk"

CONFIDENTIALITY NOTICE

The information contained in this communication from the Camden Fire Department is privileged and confidential and is intended for the sole use of the persons or entities who are the addressees. If you are not an intended recipient of this e-mail, the dissemination, distribution, copying or use of the information it contains is strictly prohibited. If you have received this communication in error, please immediately contact the Camden Fire Department at (856) 757-7520 to arrange for the return of this information.

From: James Rizzo
Sent: Thursday, August 08, 2019 9:20 AM
To: Michael Harper
Cc: Jason J. Asuncion; L. Frankie Ruiz, Director of Code Enforcement; Braulio Villegas, Chief Fire Marshall; christopher.ferrara@dca.nj.gov
Subject: UCC FIRE SUBCODE COVERAGE FROM 8-14-2019 THRU 8-30-2019

To all,

Please advise me who will be covering the UCC Fire Sub-code position **FROM 8-14-2019 THRU 8-30-2019.**

This position must be covered **full time** for the period of when the Fire Sub-code is on vacation.

Please make these arrangements now, and provide contingencies for any random sick calls, that may occur.

Going forward, this city needs a fulltime Fire Sub-code Official. This is not a part time position.

Thank you for your continued cooperation.

***JAMES R RIZZO, CONSTRUCTION OFFICIAL
BUILDING BUREAU, ROOM 403
CITY HALL, CAMDEN NJ 08102
JARIZZO@CI.CAMDEN.NJ.US***

September 24, 2018

As stated in our contract- The FM's work (4) Ten hour days as Fire Prevention Specialists. The following points detail our grievance to this order. The Fire Marshals demand an immediate grievance to this order. The following points highlight serious objections we have with order FDSO #18-1.

1. FDSO #18-1 violates our contract when it states that a Fire Marshal (Fire Prevention Specialist- FPS) will be detailed to a fire company and thus work at a different work title "Firefighter." The CBA does not state that we are to work 30 Hours as FPS and 10 as Firefighter. These titles are distinct from each other and each maintain their own description of work. Fire Prevention Specialists in the Camden Fire Department have never worked as Firefighters after being promoted into that position. Moreover, The FPS job description mentions firefighting in an "assist" capacity, which could be performed in a variety of methods not involving interior firefighting.
2. FDSO #18-1 states that a Fire Marshal who mutually exchanges duty nights with another Fire Marshal will be held responsible for any missed calls. The Fire Marshal on duty is solely responsible for his duty coverage and if warranted, the Duty Chief is the back-up.
3. FDSO#18-1 will have Fire Marshals who have been out of the line unit for up to 20 years placed back into full service as firefighters. This is an occupational hazard not fair to the FM's nor the line units. The safety concerns with this order are too many to detail at the present time. However, serious injury to FM's may occur due to the inconsistency of this detail and the lack of training critical and necessary to maintain optimal readiness as firefighters. The FM's request that PEOSHA regulations or other labor laws are not violated with our safety concerns.
4. FDSO #18-1 states that FM's will NOT receive any overtime makeups while performing Fire Marshal duties. Fire Administration cannot deny equitable opportunity for the FM's fair share of overtime.
5. FDSO #18-1 states that FM's detailed in the line units will "train" members in conducting non-life inspections. If FM's are detailed to line units they will be subjected to the supervision of the line Fire Captain. It is not the responsibility of any Fire Marshal to train while in the fire company.

These points are highlighted as serious concerns of the Fire Marshals. The affected Fire Marshal's demand that a grievance be submitted immediately.

Lewis Edwards _____

David Munoz _____

Robert Allen _____

Edwin Caraballo _____

Jennifer Barrientos-Morris _____

FIRE DEPARTMENT OF THE CITY OF CAMDEN	DATE OF ISSUE August 27, 2018	EFFECTIVE DATE September 4, 2018	FD SPECIAL ORDER #18-1
SUBJECT: Fire Marshal Office Operational Guidelines		AMENDS: All Orders and Directives, oral or written as inconsistent with this document and FD Memo dated 8-20-15.	
REFERENCE: CBA for IAFF Local 788 and 2578; NJ Civil Service Job Specifications		RESCINDS: N/A	

I. PURPOSE

To establish written guidelines for uniformed members assigned to the Fire Marshal's Office. This directive also regulates the deployment of members of the Fire Marshal's Office to field units (Engines, Ladders, etc.) to comply with their present NJ Civil Service UFD title.

II. POLICY

It remains the responsibility of the Camden Fire Administration to manage all fire department operations to ensure timely, thorough, and cost-effective preparation and conduct associated with operational positions within the fire department. To maintain competency in active firefighting and the functions associated with it, this policy will correspondingly require each member assigned to the Fire Marshal's office that holds a UFD title to work a specific amount of hours in line units. This will insure that they are meeting the established requirement for their positions.

III. PROCEDURE

A. Members assigned to the Fire Marshal's Office will work a four (4) day ten (10) hour work schedule per the current contract between the City of Camden and the local unions. The schedule of assigned days can sometimes be modified to assist with functions or events handled by the Fire Marshal's office. Roll Call will be conducted by the Fire Official/Fire Protection Subcode Official commonly known as the Chief Fire Marshal or his/her designee at 0700hrs. The "Roll Call" will simplify:

1. Accurate accounting of attendance for yearly and weekly timesheets.
2. An inspection of Fire Marshal staff for appearance and fitness for duty.
3. Dissemination and explanation of all orders, directives, memorandums and special details.
4. Assignments for personnel for their tour of duty including details to active fire companies and inspections.

B. Only one member from each bargaining unit (Local 788 & Local 2578) respectively will be allowed off on holiday/vacation day per shift. The exception will be the following days:

- | | |
|------------------|----------------------------|
| - New Year's Day | - Independence Day |
| - Good Friday | - Labor Day |
| - Easter | - Thanksgiving |
| - Mother's Day | - Post-Thanksgiving Friday |
| - Memorial Day | - Christmas |
| - Father's Day | |

C. One Fire Prevention Specialist, UFD or the Fire Official/Fire Protection Subcode Official, UFD will be scheduled as the on call "Duty Fire Marshal" each week and that individual will receive commensurate pay for performing that function. All hours worked by the Duty Fire Marshal will be documented on Special Duty Time Sheets to keep accurate record of times actually worked.

Each incident during off duty work hours will be documented for proper record of dates and times. The Duty Fire Marshal will receive hour for hour overtime pay for any hours worked that exceeds the established on call pay hours during their duty week. The Duty Fire Marshal is responsible for responding to any incident requiring a Fire Marshal response. Only the person who is assigned as the Duty Fire Marshal will be eligible for "on call" duty pay for off duty assignments. The following identifies certain specifics associated with the on call Duty Fire Marshal:

1. The duty week will began at 0700hrs on Mondays and end at 0659hrs the following Monday.
 2. For two or more incidents at the same time requiring a Fire Marshal response, the Chief Fire Marshal or designee is the backup for such incidents. He/she will be called if the Duty Fire Marshal cannot free up to respond to the other incident/s.
 - a. The backup Fire Marshal (unless they are already receiving on call pay) who responds to an additional incident will be paid a minimum of four hours overtime providing they stay for the complete four (4) hours otherwise they will be paid "hour for hour." All hours worked must be documented and confirmed via dispatch time and radio transmissions to the Communication Center/Alarm Room dispatchers.
 3. Members who have the "duty" can work mutual exchanges with other members of the Fire Marshal staff for coverage but only the assigned Duty Fire Marshal will receive the established on-call pay amount for the hours documented on the Special Duty slips.
 4. The Duty Fire Marshal is responsible for notifying the Camden County Communications Center and Battalion One that they have the duty for the week on Monday at 0700hrs. All mutual exchange notifications for the Duty Fire Marshal must be transferred to the Communication Center in a timely manner. The assigned on call Duty Fire Marshal will be responsible for lack of proper coverage when doing a mutual exchange of days/hours.
 5. The Duty Fire Marshal has a one (1) hour timeframe for their response to a required incident once notified by the proper authority.
- D. Any member of the Fire Marshal's office who holds a UFD - NJ Civil Service title associated with their permanent title will have to work a minimum of 10 hours per month in one of our active line units in the field. This will satisfy some of the below listed requirements from the New Jersey Civil Service Commission:
1. Participates in fire drills and other training courses.
 2. Responds to fire alarms, drives or accompanies fire apparatus, and assists other uniformed personnel in extinguishing fires.
 3. Operates and uses fire hoses and other firefighting equipment and apparatus.
 4. Performs special duty at theaters, schools, and other public gatherings to help maintain proper fire precautionary measures.
 5. Responds to calls concerning bomb threats and conducts bomb searches.

6. Inspects condition of fire protection apparatus in public and private buildings.
7. Inspects fire hydrants.
8. Performs rescue work.
9. Pumps out cellars.
10. Ability to perform strenuous physical activities such as lifting heavy firefighting equipment, climbing standard and aerial ladders, and lifting and carrying people and equipment for rescue and salvage.
11. Ability to work under conditions of heavy physical exertion in extreme heat and dust, in high and confined areas and smoke filled spaces, in all kinds of weather, and to maintain physical activity for prolonged periods of time.
12. Ability to use and maintain firefighting equipment and to apply the theory necessary for effective firefighting and equipment operation.
13. Ability to apply basic techniques of fighting fires and rendering first aid.

E. On the day they select, each member must notify the office of Battalion 1 no later than 0700hrs of their intention to work in a line unit to satisfy this policy. The Battalion Chief or Chief Officer doing the hiring will then inform them what vacancies are present and the Fire Marshal will select which unit they would like to work in for that tour of duty. *To insure availability, the Fire Marshal who has the duty for the week cannot work in a line unit or on overtime in the field during that time period.*

F. After the promulgation of this policy members of the Fire Marshal's Office will be authorized to work overtime in the line units (Engines, Ladders, etc.) pursuant to the normal staff overtime guidelines with the following restrictions:

1. Fire Marshals – UFD who have the duty or are on a special duty assignment from the Fire Marshal's office are not eligible for line overtime and will not receive makeups for missed opportunities.
2. Fire Marshals – UFD that are assigned to the Fire Marshal's office will be eligible for line overtime only on their scheduled days off from duty and the night tour before a scheduled day off.
3. The interested members will place their names on an assigned platoon based on seniority in grade. If the interested personnel exceed four members the least senior surplus member will place their name on the platoon with the least amount of assigned firefighters to assist with equal distribution of overtime per the current collective bargaining agreement.
4. At no time will a uniformed staff employee from the Fire Marshal's Office be granted a makeup for missed overtime opportunities in line companies unless it is due to a mistake by the Chief Officer doing the hiring for a specific tour of duty.

5. When a member of the Fire Marshal's Staff is detailed to a line company/unit they have the option of requesting relief at 1700 hours or staying until 1900 hours and receiving 2 hours pay in overtime for the additional hours beyond their normal work shift.
 - a. If the detailed UFD Fire Marshal chooses to leave at 1700 hours their night tour relief will have to report at 1700 hours to make the proper relief and accrue 2 additional overtime hours. *The only exception is when the relief is a regularly assigned member off duty during the "day tour" for an approved scheduled sick day, holiday, vacation, jury duty, training, etc. In those cases the FPS-UFD, Fire Marshal will have to stay on duty until 1900 hours and earn the two (2) hours overtime.
 - b. Once detailed to a line unit the UFD Fire Marshal will have to notify Battalion One immediately on their choice to be relieved at 1700hrs or 1900hrs.
6. When working in the field detailed UFD Fire Marshals will assist and train line units on doing non-life hazard inspections for the appropriate facilities in their response districts. This will enhance the knowledge, skills, and abilities for the line units to perform that function when the Fire Marshals are not present.
7. Hours worked on overtime in the field by members of the Fire Marshal's office can be used to satisfy the Civil Service UFD requirement just as long as there is a minimum of 10 hours recorded.

IV. RESPONSIBILITY

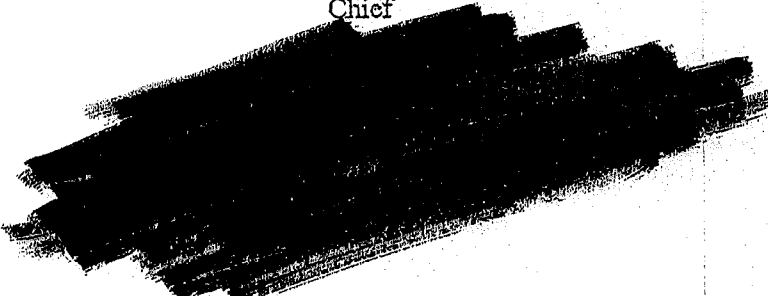
It shall remain the individual responsibility of each member assigned to the Fire Marshal's Office to ensure proper compliance herein. At no time will the Fire Marshal's office detail a member to the line units if it reduces the office to less than two regularly scheduled on duty Fire Inspector/Investigators.

An accurate posting of the name of the Duty Fire Marshal and all weekly, yearly, and individual timesheets are to be maintained by the Chief Fire Marshal/Fire Official/Fire Protection Subcode Official or in his/her absence a qualified designee.

By order of:

Michael L. Harper

Michael L. Harper
Chief



City of Camden

Fire Department

September 27, 2018

Grievance Response for Fire Marshals and FDSO #18-1:

This response is in reference to the grievance filed on September 24, 2018 by four members assigned to the Camden Fire Marshal's office which is a branch of the Camden Fire Department.

Item #1

The newly administered Fire Department Special Order #18-1 (FDSO #18-1) does not change the title of a Fire Prevention Specialist – UFD (FPS-UFD) in any manner and the pay for that title does not change when an FPS-UFD works in a line unit. The members assigned to the Fire Marshal's office will continue to work 4 – 10 hour day shifts when temporarily assigned to a line unit and that has not changed. The only exception is when their relief person is on a prescheduled sick, vacation, holiday or any other form of leave for their day tour of duty. In those instances the FPS-UFD working in the field will receive 2 hours overtime pay while waiting for relief. This is all explained in FDSO #18-1.

The UFD addition to the Civil Service Fire Prevention Specialist title requires anyone with that title to still perform functions that are directly associated with firefighting. If that were not the case then the title would just be Fire Prevention Specialist which is also a valid Civil Service title. The aspect that must be considered in that case is that the job would no longer be considered a risk or high hazard title. A Fire Prevention Specialist title without the UFD designation could be accomplished utilizing uniformed civilians and not trained firefighters. The salaries of the members working in the Fire Marshal's office including the Fire Official/Fire Subcode Official, in the city payroll documents, are structured at firefighter salaries and the additional pay is added to their salaries for the licenses they hold. Because of the UFD added to their titles they are paid "risk based" salaries. If they do not want to perform the tasks associated with their titles then the titles must and should be changed according to the risk.

Item #2

Fire Administration has always allowed the FPS-UFD members in the Fire Marshal's office to cover for each other when they have duty and are being paid on call pay. This is a form of mutual exchange and there must be checks and balances. When someone covers for another FPS-UFD and the covering person is unable to be reached the person who is receiving the pay to be on call must be the next person called since they are being paid for that responsibility. This is why they must be held accountable to call the appropriate agencies and personnel when someone is covering for them. In doing this they should insure that all of the proper contact information is transferred to the notification agencies (i.e. Communications Center). Chief Villegas is still the "back-up on call Fire Marshal."

Item #3

The members of the Fire Marshal's office are not being put into full service as firefighters, they are only being asked to satisfy their New Jersey Civil Service Job Specification to which they are paid for. Being considered a firefighter is indeed an occupational hazard and every member of the Camden Fire Department has been sworn to accept that hazard and perform as such for pay commensurate with their job-related titles. Every member of the Fire Marshal's office holds a NJ Firefighter 1 certification which in accordance with NJ-PEOSHA and the NJ Division of Fire Safety. Some of the members of the FM office also hold other titles associated with firefighting and certified training certificates.

Item #4

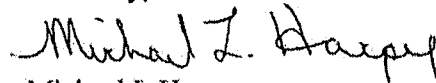
Fire Marshal members are not eligible for overtime make-ups in line units when they are performing Fire Marshal duties as a matter of fairness to the members assigned to the line units and for obvious reasons of unavailability. Members can also not earn overtime opportunities when they are already earning overtime or on call wages from the Fire Marshal's office.

Item #5

The line units occasionally assist the Fire Marshal's staff in doing non-life hazard inspections throughout the city so that their office meets the requirements set forth by the Division of Fire Safety. It also provides district and occupancy familiarization for the members of the fire department. If the line units are going to assist the Fire Marshal's office with the non-life hazard inspections it would be sensible for all of our members to be able to perform this task effectively and efficiently. The Fire Marshal staff has provided familiarization training in the past for the line units so having a FPS-UFD show them intimate knowledge on these inspections while working directly with them would be a great advantage. This would benefit the Fire Marshal's office, the residents of the City of Camden, and the rest of the members of the Camden Fire Department. The Fire Captains are fully aware of the fact that the FPS-UFD members working with them on occasional instances will assist them with training on doing non-life hazard inspections.

The grievance submitted on the listed items and topics in relation to FDSO #18-1 is without merit and hereby denied by Fire Administration.

Officially,



Michael L Harper
Chief

CONFIDENTIALITY NOTICE

The information contained in this communication from the Camden Fire Department is privileged and confidential and is intended for the sole use of the persons or entities who are the addressees. The dissemination, distribution, copying or use of the information it contains is strictly prohibited.

[REDACTED]

From: DaMunoz@ci.camden.nj.us
Sent: Wednesday, August 7, 2019 7:33 AM
To: RoAllen@ci.camden.nj.us; EdCaraba@ci.camden.nj.us; JeBarrie@ci.camden.nj.us; LeEdward@ci.camden.nj.us
Subject: Fire Marshall Office Grievance
Attachments: Fire Prevention Specialist.pdf

David Muñoz, MAS, EFO
Fire Prevention Specialist
Camden City Fire Marshal's Office
Camden, New Jersey 08102
856-757-7527
damunoz@ci.camden.nj.us

From: James Katz [mailto:JKatz@spearwilderman.com]
Sent: Tuesday, July 16, 2019 10:12 AM
To: Jason J. Asuncion <JaAsunci@ci.camden.nj.us>; BusAdmin (Website) <BusAdmin@ci.camden.nj.us>
Subject: Fire Marshall Office Grievance

Good morning Jason. Attached from IAFF Local 788 is a grievance challenging provisions relating to Fire Department Special Order 18-1, as it relates to the Fire marshal's Office. I have attached both the original Order and the Chief's response. Please let me know if you have any questions or concerns about this, or would be willing to meet with representatives from the Union regarding this matter. Please forward your response to my attention as soon as possible. Thanks. Jim

James Katz
Spear Wilderman, P.C.
1040 North Kings Highway, Suite 202
Cherry Hill, NJ 08034
Phone: (856) 482-8799
Fax: (856) 482-0343

CONFIDENTIALITY NOTICE: This e-mail transmission and the attachments accompanying it may contain confidential information from the law firm of Spear Wilderman, P.C. which is protected by the attorney-client privilege or the work product privilege. The information is intended only for the use of the intended recipient. If you are not the intended recipient, any disclosure, copying, distribution or the taking of any action in reliance on the contents of this information is strictly prohibited. Any unauthorized interception of this transmission is illegal. If you have received this transmission in error, please promptly notify the sender by reply e-mail, and then destroy all copies of the transmission.

[REDACTED]

From: DaMunoz@ci.camden.nj.us
Sent: Wednesday, August 7, 2019 7:33 AM
To: LeEdward@ci.camden.nj.us
Subject: FW: Fire Marshall Office Grievance
Attachments: Fire Prevention Specialist.pdf

David Muñoz, MAS, EFO
Fire Prevention Specialist
Camden City Fire Marshal's Office
Camden, New Jersey 08102
856-757-7527
damunoz@ci.camden.nj.us

From: James Katz [mailto:JKatz@spearwilderman.com]
Sent: Tuesday, July 16, 2019 10:12 AM
To: Jason J. Asuncion <JaAsunci@ci.camden.nj.us>; BusAdmin (Website) <BusAdmin@ci.camden.nj.us>
Subject: Fire Marshall Office Grievance

Good morning Jason. Attached from IAFF Local 788 is a grievance challenging provisions relating to Fire Department Special Order 18-1, as it relates to the Fire Marshall's Office. I have attached both the original order and the Chief's response. Please let me know if you have any questions or concerns about this, or would be willing to meet with representatives from the Union regarding this matter. Please forward your response to my attention as soon as possible. Thanks. Jim

James Katz
Spear Wilderman, P.C.
1040 North Kings Highway, Suite 202
Cherry Hill, NJ 08034
Phone: (856) 482-8799
Fax: (856) 482-0343

CONFIDENTIALITY NOTICE: This e-mail transmission and the attachments accompanying it may contain confidential information from the law firm of Spear Wilderman, P.C. which is protected by the attorney-client privilege or the work product privilege. The information is intended only for the use of the intended recipient. If you are not the intended recipient, any disclosure, copying, distribution or the taking of any action in reliance on the contents of this information is strictly prohibited. Any unauthorized interception of this transmission is illegal. If you have received this transmission in error, please promptly notify the sender by reply e-mail, and then destroy all copies of the transmission.

[REDACTED]

From: MiHarper@ci.camden.nj.us
Sent: Monday, November 2, 2020 8:29 AM
To: BrVilleg@ci.camden.nj.us
Cc: JaAsunci@ci.camden.nj.us; ElAgron@ci.camden.nj.us; DaMunoz@ci.camden.nj.us; LeEdward@ci.camden.nj.us; EdCaraba@ci.camden.nj.us; JeBarrie@ci.camden.nj.us; smunoz@iafflocal2578.org; petemaxperez1989@gmail.com; here2savedaday@aol.com; JeFlax@ci.camden.nj.us; DianeG@ci.camden.nj.us
Subject: RE: FMO Staffing

I have been in discussion with the Business Administrator trying to reestablish many of our positions we lost following the RIF. Everyone is fully aware of the current and pending vacancies we have and will have in the fire department. As soon as approval is given we will move on your requested actions but know that will also create vacancies in the company's FF Barrientos-Morris and FF E. Caraballo are coming from. Also I am sure you are aware that [REDACTED] until the end of January 2021.

Michael L. Harper

Fire Chief
Camden Fire Department

Knowledge is powerful when it is shared freely. When its lorded and hoarded it is divisive and destructive.

- Aaron Fields Seattle Fire Department

CONFIDENTIALITY NOTICE

The information contained in this communication from the Camden Fire Department is privileged and confidential and is intended for the sole use of the persons or entities who are the addressees. If you are not an intended recipient of this e-mail, the dissemination, distribution, copying or use of the information it contains is strictly prohibited. If you have received this communication in error, please immediately contact the Camden Fire Department at (856) 757-7520 to arrange for the return of this information.

From: Braulio Villegas, Chief Fire Marshall
Sent: Monday, November 2, 2020 8:19 AM
To: Michael Harper <MiHarper@ci.camden.nj.us>
Cc: Jason J. Asuncion <JaAsunci@ci.camden.nj.us>; Elizer Agron <ElAgron@ci.camden.nj.us>; David Munoz <DaMunoz@ci.camden.nj.us>; Lewis Edwards <LeEdward@ci.camden.nj.us>; Edwin Caraballo <EdCaraba@ci.camden.nj.us>; Jennifer Barrientos <JeBarrie@ci.camden.nj.us>; 'smunoz@iafflocal2578.org' <smunoz@iafflocal2578.org>; 'Pete Perez' <petemaxperez1989@gmail.com>; Ali Cooper, President IAFF Local 788 <here2savedaday@aol.com>
Subject: FMO Staffing

Chief Harper,

As you know, FPS Robert Allen has officially retired thus leaving another vacancy in my office. As done in the past, I'm respectfully requesting that FPS Edwin Caraballo, FPS Jennifer Barrientos, or both, be reinstated to the Fire Marshal's office until their paperwork (waivers) be approved. I thank you in advance for your attention to this matter and hope this could be done as soon as possible.

As always, thank you.

Respectfully,

 *Braulio Villegas, MS, CPM*

Chief Fire Marshal

Camden Fire Department

(856) 757-7510 (Office)

(856) 757-7243 (Fax)



[REDACTED]

From: BrVilleg@ci.camden.nj.us
Sent: Monday, November 2, 2020 8:38 AM
To: smunoz@iafflocal2578.org
Subject: FW: FMO Staffing

FYI...

Braulio Villegas, MS, CPM

Chief Fire Marshal
Camden Fire Department
(856) 757-7510 (Office)
(856) 757-7243 (Fax)

From: Michael Harper
Sent: Monday, November 02, 2020 8:29 AM
To: Braulio Villegas, Chief Fire Marshall <BrVilleg@ci.camden.nj.us>
Cc: Jason J. Asuncion <JaAsunci@ci.camden.nj.us>; Elizer Agron <ElAgron@ci.camden.nj.us>; David Munoz <DaMunoz@ci.camden.nj.us>; Lewis Edwards <LeEdward@ci.camden.nj.us>; Edwin Caraballo <EdCaraba@ci.camden.nj.us>; Jennifer Barrientos <JeBarrie@ci.camden.nj.us>; 'smunoz@iafflocal2578.org' <smunoz@iafflocal2578.org>; 'Pete Perez' <petemaxperez1989@gmail.com>; Ali Cooper, President IAFF Local 788 <here2savedaday@aol.com>; Jesse Flax <JeFlax@ci.camden.nj.us>; Diana Gonzalez <DianeG@ci.camden.nj.us>
Subject: RE: FMO Staffing

I have been in discussion with the Business Administrator trying to reestablish many of our positons we lost following the RIF. Everyone is fully aware of the current and pending vacancies we have and will have in the fire department. As soon as approval is given we will move on your requested actions but know that will also create vacancies in the company's FF Barrientos-Morris and FF E. Caraballo are coming from. Also I am sure you are aware that [REDACTED] until the end of January 2021.

Michael L. Harper

Fire Chief
Camden Fire Department

Knowledge is powerful when it is shared freely. When its lorded and hoarded it is divisive and destructive.

- Aaron Fields Seattle Fire Department

CONFIDENTIALITY NOTICE

The information contained in this communication from the Camden Fire Department is privileged and confidential and is intended for the sole use of the persons or entities who are the addressees. If you are not an intended recipient of this e-mail, the dissemination, distribution, copying or use of the information it contains is strictly prohibited. If you have received this communication in error, please immediately contact the Camden Fire Department at (856) 757-7520 to arrange for the return of this information.

From: Braulio Villegas, Chief Fire Marshall
Sent: Monday, November 2, 2020 8:19 AM
To: Michael Harper <MiHarper@ci.camden.nj.us>

Cc: Jason J. Asuncion <JaAsunci@ci.camden.nj.us>; Elizer Agron <ElAgron@ci.camden.nj.us>; David Munoz <DaMunoz@ci.camden.nj.us>; Lewis Edwards <LeEdward@ci.camden.nj.us>; Edwin Caraballo <EdCaraba@ci.camden.nj.us>; Jennifer Barrientos <JeBarrie@ci.camden.nj.us>; 'smunoz@iafflocal2578.org' <smunoz@iafflocal2578.org>; 'Pete Perez' <petemaxperez1989@gmail.com>; Ali Cooper, President IAFF Local 788 <here2savedaday@aol.com>

Subject: FMO Staffing

Chief Harper,

As you know, FPS Robert Allen has officially retired thus leaving another vacancy in my office. As done in the past, I'm respectfully requesting that FPS Edwin Caraballo, FPS Jennifer Barrientos, or both, be reinstated to the Fire Marshal's Office until their paperwork (waivers) be approved. I thank you in advance for your attention to this matter and hope this could be done as soon as possible.

As always, thank you.

Respectfully,

Braulio Villegas, MS, CPM

Chief Fire Marshal
Camden Fire Department
(856) 757-7510 (Office)
(856) 757-7243 (Fax)

[REDACTED]

From: Pete Perez <petemaxperez1989@gmail.com>
Sent: Monday, November 2, 2020 9:41 AM
To: Michael Harper
Subject: Re: FMO Staffing

Chief, thank you for the update, Have you had any communication with DCA confirming that the city has started the process of certification for Ff Carraballo and ff Barrientos.
Per my conversation with Ff Carraballo, he was told by Lisa in HR that DCA needed to approve the promotions.

On Mon, Nov 2, 2020, 8:31 AM Michael Harper <MiHarper@ci.camden.nj.us> wrote:

I have been in discussion with the Business Administrator trying to reestablish many of our positons we lost following the RIF. Everyone is fully aware of the current and pending vacancies we have and will have in the fire department. As soon as approval is given we will move on your requested actions but know that will also create vacancies in the company's FF Barrientos-Morris and FF E. Caraballo are coming from. Also I am sure you are aware that [REDACTED] until the end of January 2021.

Michael L. Harper

Fire Chief

Camden Fire Department

Knowledge is powerful when it is shared freely. When its lorded and hoarded it is divisive and destructive.

- *Aaron Fields Seattle Fire Department*

CONFIDENTIALITY NOTICE

The information contained in this communication from the Camden Fire Department is privileged and confidential and is intended for the sole use of the persons or entities who are the addressees. If you are not an intended recipient of this e-mail, the dissemination, distribution, copying or use of the information it contains is strictly prohibited. If you have received this communication in error, please immediately contact the Camden Fire Department at (856) 757-7520 to arrange for the return of this information.

From: Braulio Villegas, Chief Fire Marshall

Sent: Monday, November 2, 2020 8:19 AM

To: Michael Harper <MiHarper@ci.camden.nj.us>

Cc: Jason J. Asuncion <JaAsunci@ci.camden.nj.us>; Elizer Agron <ElAgron@ci.camden.nj.us>; David Munoz <DaMunoz@ci.camden.nj.us>; Lewis Edwards <LeEdward@ci.camden.nj.us>; Edwin Caraballo <EdCaraba@ci.camden.nj.us>; Jennifer Barrientos <JeBarrie@ci.camden.nj.us>; 'smunoz@iafflocal2578.org' <smunoz@iafflocal2578.org>; 'Pete Perez' <petemaxperez1989@gmail.com>; Ali Cooper, President IAFF Local 788 <here2savedaday@aol.com>

Subject: FMO Staffing

Chief Harper,

As you know, FPS Robert Allen has officially retired thus leaving another vacancy in my office. As done in the past, I'm respectfully requesting that FPS Edwin Caraballo, FPS Jennifer Barrientos, or both, be reinstated to the Fire Marshal's Office until their paperwork (waivers) be approved. I thank you in advance for your attention to this matter and hope this could be done as soon as possible.

As always, thank you.

Respectfully,

Braulio Villegas, MS, CPM

Chief Fire Marshal

Camden Fire Department

(856) 757-7510 (Office)

(856) 757-7243 (Fax)

[REDACTED]

From: JaAsunci@ci.camden.nj.us
Sent: Monday, November 2, 2020 1:05 PM
To: BrVilleg@ci.camden.nj.us; MiHarper@ci.camden.nj.us
Cc: ElAgron@ci.camden.nj.us; DaMunoz@ci.camden.nj.us; LeEdward@ci.camden.nj.us; EdCaraba@ci.camden.nj.us; JeBarrie@ci.camden.nj.us; smunoz@iafflocal2578.org; petemaxperez1989@gmail.com; here2savedaday@aol.com
Subject: RE: FMO Staffing

I'm currently working with the State DLGS to approve the two replacement promotions Waivers for FPS. They required additional information and cost-analysis.

Sincerely,

Jason J. Asuncion, Esq., MPA
Business Administrator
City of Camden | Department of Administration
City Hall, 520 Market Street, 4th Floor, Suite 409 | P.O. Box 95120
Camden, NJ 08101-5120
Email: JaAsunci@ci.camden.nj.us | Mobile: 609.330.2482 | Desk: 856.757.7150

From: Braulio Villegas, Chief Fire Marshall <BrVilleg@ci.camden.nj.us>
Sent: Monday, November 02, 2020 8:19 AM
To: Michael Harper <MiHarper@ci.camden.nj.us>
Cc: Jason J. Asuncion <JaAsunci@ci.camden.nj.us>; Elizer Agron <ElAgron@ci.camden.nj.us>; David Munoz <DaMunoz@ci.camden.nj.us>; Lewis Edwards <LeEdward@ci.camden.nj.us>; Edwin Caraballo <EdCaraba@ci.camden.nj.us>; Jennifer Barrientos <JeBarrie@ci.camden.nj.us>; 'smunoz@iafflocal2578.org' <smunoz@iafflocal2578.org>; 'Pete Perez' <petemaxperez1989@gmail.com>; Ali Cooper, President IAFF Local 788 <here2savedaday@aol.com>
Subject: FMO Staffing

Chief Harper,

As you know, FPS Robert Allen has officially retired thus leaving another vacancy in my office. As done in the past, I'm respectfully requesting that FPS Edwin Caraballo, FPS Jennifer Barrientos, or both, be reinstated to the Fire Marshal's Office until their paperwork (waivers) be approved. I thank you in advance for your attention to this matter and hope this could be done as soon as possible.

As always, thank you.

Respectfully,

Braulio Villegas, MS, CPM
Chief Fire Marshal
Camden Fire Department
(856) 757-7510 (Office)
(856) 757-7243 (Fax)

[REDACTED]

From: MiHarper@ci.camden.nj.us
Sent: Tuesday, November 3, 2020 2:09 PM
To: JeFlax@ci.camden.nj.us
Subject: FW: FMO Staffing

From: Jason J. Asuncion
Sent: Monday, November 2, 2020 1:05 PM
To: Braulio Villegas, Chief Fire Marshall <BrVilleg@ci.camden.nj.us>; Michael Harper <MiHarper@ci.camden.nj.us>
Cc: Elizer Agron <ElAgron@ci.camden.nj.us>; David Munoz <DaMunoz@ci.camden.nj.us>; Lewis Edwards <LeEdward@ci.camden.nj.us>; Edwin Caraballo <EdCaraba@ci.camden.nj.us>; Jennifer Barrientos <JeBarrie@ci.camden.nj.us>; 'smunoz@iafflocal2578.org' <smunoz@iafflocal2578.org>; 'Pete Perez' <petemaxperez1989@gmail.com>; Ali Cooper, President IAFF Local 788 <here2savedaday@aol.com>
Subject: RE: FMO Staffing

I'm currently working with the State DLGS to approve the two replacement promotions Waivers for FPS. They required additional information and cost-analysis.

Sincerely,

Jason J. Asuncion, Esq., MPA
Business Administrator
City of Camden | Department of Administration
City Hall, 520 Market Street, 4th Floor, Suite 409 | P.O. Box 95120
Camden, NJ 08101-5120
Email: JaAsunci@ci.camden.nj.us | Mobile: 609.330.2482 | Desk: 856.757.7150

From: Braulio Villegas, Chief Fire Marshall <BrVilleg@ci.camden.nj.us>
Sent: Monday, November 02, 2020 8:19 AM
To: Michael Harper <MiHarper@ci.camden.nj.us>
Cc: Jason J. Asuncion <JaAsunci@ci.camden.nj.us>; Elizer Agron <ElAgron@ci.camden.nj.us>; David Munoz <DaMunoz@ci.camden.nj.us>; Lewis Edwards <LeEdward@ci.camden.nj.us>; Edwin Caraballo <EdCaraba@ci.camden.nj.us>; Jennifer Barrientos <JeBarrie@ci.camden.nj.us>; 'smunoz@iafflocal2578.org' <smunoz@iafflocal2578.org>; 'Pete Perez' <petemaxperez1989@gmail.com>; Ali Cooper, President IAFF Local 788 <here2savedaday@aol.com>
Subject: FMO Staffing

Chief Harper,

As you know, FPS Robert Allen has officially retired thus leaving another vacancy in my office. As done in the past, I'm respectfully requesting that FPS Edwin Caraballo, FPS Jennifer Barrientos, or both, be reinstated to the Fire Marshal's Office until their paperwork (waivers) be approved. I thank you in advance for your attention to this matter and hope this could be done as soon as possible.

As always, thank you.

Respectfully,

Braulio Villegas, MS, CPM

Chief Fire Marshal

Hamden Fire Department

(856) 757-7510 (Office)

(856) 757-7243 (Fax)

[REDACTED]

From: DaMunoz@ci.camden.nj.us
Sent: Wednesday, November 18, 2020 9:26 AM
To: fm6munoz@aol.com
Subject: FW: CERTIFICATION FOR FIRE PREVENTION SPECIALIST

Importance: High

David Muñoz, MAS, EFO
Fire Prevention Specialist
Camden City Fire Marshal's Office
Camden, New Jersey 08102
856-757-7527
damunoz@ci.camden.nj.us

From: David Munoz
Sent: Monday, July 28, 2014 8:37 AM
To: fm6munoz@aol.com
Subject: FW: CERTIFICATION FOR FIRE PREVENTION SPECIALIST
Importance: High

From: Braulio Villegas, Chief Fire Marshall
Sent: Friday, July 25, 2014 3:36 PM
To: David Munoz
Subject: FW: CERTIFICATION FOR FIRE PREVENTION SPECIALIST
Importance: High

From: Michael Harper
Sent: Wednesday, July 23, 2014 12:47 PM
To: Robert Corrales, Business Administrator
Cc: Daniel Rossi; Lisa Picon; Glynn Jones; Braulio Villegas, Chief Fire Marshall; Lateefah Chandler
Subject: RE: CERTIFICATION FOR FIRE PREVENTION SPECIALIST
Importance: High

Robert,

Acting is not recognized as a Civil Service appointment so it requires no approval except by the Chief of the Fire Department or his designee per the Collective Bargaining Agreements. Civil Service recognizes Permanent, Provisional, and Temporary positions only. Our table of organization calls for six (6) personnel to be assigned to the Fire Marshal's office. One of those individuals is to serve as the Fire Official/Fire Protection Subcode Official – UFD who is Chief Fire Marshal Villegas who was promoted from an eligibility list promulgated on 10/04/2012. The remaining five (5) personnel assigned to the office are Fire Prevention Specialists – UFD and those persons were David Munoz, Lewis Edwards, Robert Allen, Edwin Caraballo (provisional), and Gregory Clark (acting). When the list came out we removed

Gregory Clark and replaced him with Jennifer Barrientos-Morris in an acting capacity until the permanent appointments were to be made.

- Edwin Caraballo was appointed as a "provisional" pending an exam after F.P.S. Theodore Ballabuch retired [REDACTED] February of 2013.
- Gregory Clark was assigned to the Fire Marshal's office following the promotion of Joseph Tull in October of 2013 and served in an acting capacity pending an exam for the position.
- Jennifer Barrientos-Morris was assigned as to the Fire Marshal's office on July 14, 2014 and replaced Gregory Clark [REDACTED] She has been an acting F.P.S. since that date.

We have been waiting for a Civil Service Commission exam for the Fire Prevention Specialist position for several years. I made a request to Ms. Tucker a long time ago to request Civil Service testing for several fire department positions. A new exam was finally given two months ago for the Fire Prevention Specialist position and all of the other testing has already been done. The positions in the Fire Marshal's office must always remain filled due to the workload and because it is the only revenue generating function the fire department has. Ms. Lisa Picon said she only has a waiver for one position for the Fire Marshal's office that was generated when F.P.S. Edwin Caraballo was appointed as a provisional in March of 2013. She said we need a waiver to fill the remaining open F.P.S. position created when Joseph Tull was promoted to Fire Captain and left the office.

Can you provide a waiver for the Fire Prevention Specialist position in question so we can promote these two individuals as soon as possible? If no waiver is necessary since the parties have already been certified can you authorize the two permanent appointments of Jennifer Barrientos-Morris and Edwin Caraballo as Fire Prevention Specialists – UFD for our department? Thank you for all of your help.

Michael L. Harper

Fire Chief
Camden Fire Department

"Long time exposure to hazards without incident can lead to loss of appreciation of risk"

CONFIDENTIALITY NOTICE

The information contained in this communication from the Camden Fire Department is privileged and confidential and is intended for the sole use of the persons or entities who are the addressees. If you are not an intended recipient of this e-mail, the dissemination, distribution, copying or use of the information it contains is strictly prohibited. If you have received this communication in error, please immediately contact the Camden Fire Department at (856) 757-7520 to arrange for the return of this information.

From: Lisa Picon
Sent: Wednesday, July 23, 2014 11:28 AM
To: Michael Harper
Cc: Daniel Rossi; Robert Corrales, Business Administrator
Subject: RE: CERTIFICATION FOR FIRE PREVENTION SPECIALIST

We only have authorization for 1 person. Gregory was never approved to act in the position.

From: Michael Harper
Sent: Wednesday, July 23, 2014 10:44 AM
To: Lisa Picon
Cc: Daniel Rossi
Subject: RE: CERTIFICATION FOR FIRE PREVENTION SPECIALIST

Both applicants need to be appointed. Edwin has been serving as a provisional since April 29, 2013 and Jennifer is replacing Gregory Clark who was acting pending the outcome of the exam in a vacant position created when Joseph Tull was appointed to a Fire Captain. Gregory Clark [REDACTED] placed by Jennifer Barrientos-Morris.

From: Lisa Picon

Sent: Wednesday, July 23, 2014 10:31 AM

To: Michael Harper

Subject: CERTIFICATION FOR FIRE PREVENTION SPECIALIST

We have received response from:

1. Jennifer Barrientos-Morris
2. Edwin Caraballo

Per the attached memorandum, please advise who you wish to appoint permanently to this position.

Thanks

Lisa Y. Picón

856-757-7414 or 856-757-7676

Fax: 856-541-2587

LiPicon@ci.camden.nj.us

[REDACTED]

From: BrVilleg@ci.camden.nj.us
Sent: Monday, November 23, 2020 4:38 PM
To: DaMunoz@ci.camden.nj.us
Subject: FW: FPS
Attachments: Camden Fire Dept_Organziation_Detailed 103020.pdf

Sent via the Samsung Galaxy S7, an AT&T 4G LTE smartphone

----- Original message -----

From: "Jason J. Asuncion" <JaAsunci@ci.camden.nj.us>
Date: 11/23/20 11:36 AM (GMT-05:00)
To: Michael Harper <MiHarper@ci.camden.nj.us>, "Braulio Villegas, Chief Fire Marshall" <BrVilleg@ci.camden.nj.us>
Subject: FW: FPS

With respect to Fire Prevention Specialist on attached Roster dated as of 10-30-20, 1 vacant FPS Inspector position for retired Robert Allen is currently processing through Civil Service for permanent replacement. The Lewis Edwards FPS Inspector Waiver is currently under review by DLGS.

D. Munoz is one of FPS Inspector positions. Who is 3rd "Vacant" Inspector position?

Sincerely,

Jason J. Asuncion, Esq., MPA
Business Administrator
City of Camden | Department of Administration
City Hall, 520 Market Street, 4th Floor, Suite 409 | P.O. Box 95120
Camden, NJ 08101-5120
Email: JaAsunci@ci.camden.nj.us | Mobile: 609.330.2482 | Desk: 856.757.7150

10-30-20


FIRE DEPARTMENT UNIFORMED & CIVILIAN STRENGTH - ORGANIZATIONAL ROSTER

FIRE ADMINISTRATION	
CHIEF	MI. HARPER
D.C.	J. FLAX
D.C.	VACANT
D.C.	VACANT

FIRE TRAINING
B.C. VACANT
CAPTAIN C. BROCCOLI

FIRE PREVENTION
CHIEF F.M. B. VILLEGAS
INSP. VACANT
INSP. L. EDWARDS retiring 12/1/20
INSP. D. MUNOZ
INSP. VACANT
INSP.

C
O
M
M
A
N
D

&

S
T
A
F
F

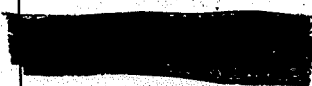
UNIFORMED STAFF
UNION PRESIDENTS
CAPTAIN S. MUNOZ
F.F. ALI COOPER

RECRUITMENT
B.C.
CAPTAIN

CIVILIAN STAFF
ADMIN SEC. B. APONTE
VACANT
VACANT

CURRENT LIGHT DUTY
CAPT.
F.F. D. HAILEY

DISABILITY

SUSPENSION


FIRE DEPARTMENT UNIFORMED & CIVILIAN STRENGTH - ORGANIZATIONAL ROSTER

F
I
R
S
T

P
L
A
T
O
O
N

<i>ENGINE #1</i>
<i>CAPTAIN R. ECKERT</i>
F.F. H. BENNETT
F.F. J. A. BERRIOS
F.F. E. MALAVE
F.F. F. PEREIRA

<i>SQUAD #7</i>
<i>CAPTAIN P. TALLY</i>
F.F. T. EMERY
F.F. A. PEREZ
F.F. E. TORRES
F.F. A. WILSON

<i>ENGINE #6</i>
<i>CAPTAIN G. ARROYO</i>
F.F. Ali COOPER
F.F. A. LOPEZ Jr.
F.F. VACANT
F.F. VACANT

<i>ENGINE #9</i>
<i>CAPTAIN C. EDWARDS</i>
F.F. J. BARRIE-MORRIS
F.F. W. CONCEPCION
F.F. D. FIGUEROA
F.F. A. GUZMAN

<i>ENGINE #10</i>
<i>CAPTAIN B. IRVING</i>
F.F. S. CARR
F.F. G. CLARK
F.F. R. RIVERA
F.F. J. TORRES

<i>ENGINE #11</i>
<i>CAPTAIN L. CHAPMAN</i>
F.F. E. CARABALLO
F.F. G. GUZMAN
F.F. R. OTERO
F.F. O. RODRIGUEZ

<i>LADDER #1</i>
<i>CAPTAIN K. FOLKMAN</i>
F.F. A. BANKS
F.F. J. CRUZ
F.F. Jo. MARTINEZ
F.F. D. MELENDEZ

<i>LADDER #2</i>
<i>CAPTAIN J. MARTIN</i>
F.F. D. DIAZ
F.F. W. JOHNSON
F.F. O. NUNEZ
F.F. L. PHELPS Jr.

<i>LADDER #3</i>
<i>CAPTAIN J. CHURCH</i>
F.F. A. DELGADO
F.F. O. MILLER
F.F. H. MOLINA
F.F. T. TUCKER

<i>FLOATERS</i>
<i>CAPTAIN VACANT</i>
F.F.
F.F.
F.F.
F.F.

<i>BATTALION #1</i>
<i>B.C. Ma. HARPER</i>

<i>BATTALION #2</i>
<i>B.C. D. BAKER</i>

FIRE DEPARTMENT UNIFORMED & CIVILIAN STRENGTH - ORGANIZATIONAL ROSTER

S
E
C
O
N
D

P
L
A
T
O
O
N

<i>ENGINE #1</i>
<i>CAPTAIN R. SCHNEEMAN</i>
F.F. C. BAZAN
F.F. A. MURRAY
F.F. E. RYAN
F.F. A. STEWART

<i>SQUAD #7</i>
<i>CAPTAIN M. MILLER</i>
F.F. D. GANS
F.F. F. HARPER, III
F.F. C. JOHNSON
F.F. L. WILSON

<i>ENGINE #6</i>
<i>CAPTAIN C. COLON</i>
F.F. Aa. COOPER
F.F. R. MUHAMMAD
F.F. VACANT
F.F. VACANT

<i>ENGINE #9</i>
<i>CAPTAIN S. BELCHER</i>
F.F. D. CLARKE
F.F. J. FIGUEROA
F.F. A. QUINONES
F.F. M. WILLIAMS

<i>ENGINE #10</i>
<i>CAPTAIN K. POLLARD</i>
F.F. M. BURKE
F.F. S. HARRIS
F.F. G. HENRY
F.F. C. SCOTT

<i>ENGINE #11</i>
<i>CAPTAIN F. THOMPSON</i>
F.F. VACANT
F.F. C. GOVAN
F.F. K. LEWIS
F.F. C. SANTIAGO

<i>LADDER #1</i>
<i>CAPTAIN J. BAIN</i>
F.F. W. PEREZ
F.F. D. PERRY
F.F. A. PLAZA
F.F. E. VINCENT

<i>LADDER #2</i>
<i>CAPTAIN M. LABAR</i>
F.F. Ja. DELGADO
F.F. T. DUFFY
F.F. G. HALL
F.F. G. LYONS

<i>LADDER #3</i>
<i>CAPTAIN E. TIRADO</i>
F.F. M. O'BRYANT
F.F. R. PAIGE
F.F. R. PENNINGTON
F.F. R. SCOTT

<i>FLOATERS</i>
<i>CAPTAIN VACANT</i>
F.F.
F.F.
F.F.
F.F.

<i>BATTALION #1</i>
<i>B.C. A. MAGEE</i> Redding 12/1/20

<i>BATTALION #2</i>
<i>B.C. D. DIXON</i>

FIRE DEPARTMENT UNIFORMED & CIVILIAN STRENGTH - ORGANIZATIONAL ROSTER

T
H
I
R
D

P
L
A
T
O
O
N

<i>ENGINE #1</i>
<i>CAPTAIN E. FRONTADO</i>
F.F. N. MUNOZ
F.F. L. RAMOS
F.F. A. TORRES
F.F. I. VELEZ

<i>SQUAD #7</i>
<i>CAPTAIN G. ANGEMI</i>
F.F. T. FLORES
F.F. C. JIMENEZ
F.F. Da. SMALLS
F.F. J. THOMPSON

<i>ENGINE #6</i>
<i>CAPTAIN F. BOTTALICO</i>
F.F. D. HAILEY
F.F. VACANT
F.F. VACANT
F.F. VACANT

<i>ENGINE #9</i>
<i>CAPTAIN J. TULL</i>
F.F. G. CARABALLO
F.F. W. MATTHEWS
F.F. K. VARGAS
F.F. R. VALENTIN

<i>ENGINE #10</i>
<i>CAPTAIN T. MILES</i>
F.F. M. BONNETTE
F.F. R. PRADO
F.F. D. TRUITT
F.F. K. WHITE

<i>ENGINE #11</i>
<i>CAPTAIN G. COLON</i>
F.F. E. MERCADO
F.F. J. NIEVES
F.F. T. JONES
F.F. L. ROMAN

<i>LADDER #1</i>
<i>CAPTAIN M. RAMOS</i>
F.F. N. HILDAGO
F.F. D. JOHNSON
F.F. J. MARTINEZ
F.F. T. WARD

<i>LADDER #2</i>
<i>CAPTAIN B. EMENECKER</i>
retiring 12/1/20
F.F. A. CHURCH
F.F. E. RAMOS
F.F. O. TORRES
F.F. G. TURNER

<i>LADDER #3</i>
<i>CAPTAIN J. MATOS</i>
F.F. R. MELVINS
F.F. D. O'REILLY
F.F. M. PINTO
F.F. J. WOODEN II

<i>FLOATERS</i>
<i>CAPTAIN VACANT</i>
F.F.
F.F.
F.F.
F.F.

<i>BATTALION #1</i>
B.C. S. BALAKAS

<i>BATTALION #2</i>
B.C. H. LEARY

FIRE DEPARTMENT UNIFORMED & CIVILIAN STRENGTH - ORGANIZATIONAL ROSTER

F
O
U
R
T
H

P
L
A
T
O
N

<i>ENGINE #1</i>
<i>CAPTAIN C. BAKER</i>
F.F. D. BARRETT
F.F. D. JACKSON
F.F. J. RIVERA
F.F. K. SELLERS

<i>SQUAD #7</i>
<i>CAPTAIN D. SEYBERT</i>
F.F. C. BRYSON
F.F. M. MERCADO
F.F. P. RILEY
F.F. De. SMALLS

<i>ENGINE #6</i>
<i>CAPTAIN M. DIVIETRO</i>
F.F. E. CINTRON
F.F. VACANT
F.F. VACANT
F.F. VACANT

<i>ENGINE #9</i>
<i>CAPTAIN C. BARRIENTOS</i>
F.F. M. BUNDY
F.F. A. CARABALLO
F.F. L. PERDOMO
F.F. L. SANCHEZ

<i>ENGINE #10</i>
<i>CAPTAIN B. FORD</i>
F.F. D. BEAN
F.F. C. CASTRO
F.F. D. DELGADO
F.F. A. MERCADO

<i>ENGINE #11</i>
<i>CAPTAIN S. MUNOZ</i>
F.F. F. CARABALLO
F.F. A. LOPEZ, Sr.
F.F. G. MEDINA
F.F. R. PRADO, JR.

<i>LADDER #1</i>
<i>CAPTAIN B. BEACH</i>
F.F. K. COOPER
F.F. D. GOREE
F.F. J. SANCHEZ
F.F. A. SPENCER

<i>LADDER #2</i>
<i>CAPTAIN E. STRATTON</i>
F.F. J. BROADWATER
F.F. O. CHANDLER
F.F. J. PERNO
F.F. M. WINTHERS

<i>LADDER #3</i>
<i>CAPTAIN A. FIGUEROA</i>
F.F. J. D. BAIN
F.F. G. DeJESUS
F.F. D. GONZALES
F.F. Ju. RAMOS

<i>FLOATERS</i>
<i>CAPTAIN VACANT</i>
F.F.
F.F.
F.F.
F.F.

<i>BATTALION #1</i>
<i>B.C. F. SANDROCK</i>

<i>BATTALION #2</i>
<i>B.C. J. BERRIOS</i>

[REDACTED]

From: DaMunoz@ci.camden.nj.us
Sent: Monday, November 23, 2020 4:53 PM
To: BrVilleg@ci.camden.nj.us
Subject: RE: FPS

Received.

David Muñoz, MAS, EFO
Fire Prevention Specialist
Camden City Fire Marshal's Office
Camden, New Jersey 08102
856-757-7527
damunoz@ci.camden.nj.us

From: Braulio Villegas, Chief Fire Marshall
Sent: Monday, November 23, 2020 4:38 PM
To: David Munoz <DaMunoz@ci.camden.nj.us>
Subject: FW: FPS

Sent via the Samsung Galaxy S7, an AT&T 4G LTE smartphone

----- Original message -----

From: "Jason J. Asuncion" <JaAsunci@ci.camden.nj.us>
Date: 11/23/20 11:36 AM (GMT-05:00)
To: Michael Harper <MiHarper@ci.camden.nj.us>, "Braulio Villegas, Chief Fire Marshall"
<BrVilleg@ci.camden.nj.us>
Subject: FW: FPS

With respect to Fire Prevention Specialist on attached Roster dated as of 10-30-20, 1 vacant FPS Inspector position for retired Robert Allen is currently processing through Civil Service for permanent replacement. The Lewis Edwards FPS Inspector Waiver is currently under review by DLGS.

D. Munoz is one of FPS Inspector positions. Who is 3rd "Vacant" Inspector position?

Sincerely,

Jason J. Asuncion, Esq., MPA
Business Administrator
City of Camden | Department of Administration
City Hall, 520 Market Street, 4th Floor, Suite 409 | P.O. Box 95120
Camden, NJ 08101-5120

Email: JaAsunci@ci.camden.nj.us | Mobile: 609.330.2482 | Desk: 856.757.7150



[REDACTED]

From: MiHarper@ci.camden.nj.us
Sent: Wednesday, November 25, 2020 9:42 AM
To: BrVilleg@ci.camden.nj.us
Cc: DaMunoz@ci.camden.nj.us; EdCaraba@ci.camden.nj.us; JeBarrie@ci.camden.nj.us; JeFlax@ci.camden.nj.us; BlancaA@ci.camden.nj.us; GrClark@ci.camden.nj.us; JeFlax@ci.camden.nj.us; here2savedaday@aol.com
Subject: RE: FMO Vacancies

Your request you are asking about has already been discussed and considered between Deputy Chief Flax and I. We will let you know if and when we move forward with it.

Michael L. Harper

Fire Chief
Camden Fire Department

Knowledge is powerful when it is shared freely. When its lorded and hoarded it is divisive and destructive.

- Aaron Fields Seattle Fire Department

CONFIDENTIALITY NOTICE

The information contained in this communication from the Camden Fire Department is privileged and confidential and is intended for the sole use of the persons or entities who are the addressees. If you are not an intended recipient of this e-mail, the dissemination, distribution, copying or use of the information it contains is strictly prohibited. If you have received this communication in error, please immediately contact the Camden Fire Department at (856) 757-7520 to arrange for the return of this information.

From: Braulio Villegas, Chief Fire Marshall
Sent: Wednesday, November 25, 2020 6:50 AM
To: Michael Harper <MiHarper@ci.camden.nj.us>
Cc: David Munoz <DaMunoz@ci.camden.nj.us>; Edwin Caraballo <EdCaraba@ci.camden.nj.us>; Jennifer Barrientos <JeBarrie@ci.camden.nj.us>; Jesse Flax <JeFlax@ci.camden.nj.us>; Blanca Aponte <BlancaA@ci.camden.nj.us>; Gregory Clark <GrClark@ci.camden.nj.us>
Subject: FMO Vacancies

Chief Harper,

As you know, FPS Edwards will soon *officially* retire. [REDACTED] respectfully request Firefighter Gregory Clark be transferred to the FM's office until she returns. In the past several years, FF Clark has been an asset to the department including the FM's Office. He is licensed, trained and certified as a fire investigator and is willing and able to perform the duties of the fire marshals. If approved, FF Clark will [REDACTED] immediately help conduct pending inspections and assist in fire investigations.

Thank you in advance for your consideration to this matter.

Braulio Villegas, MS, CPM

Chief Fire Marshal
Camden Fire Department
(856) 757-7510 (Office)
(856) 757-7243 (Fax)

[REDACTED]

From: BrVilleg@ci.camden.nj.us
Sent: Monday, December 7, 2020 11:07 AM
To: JeFlax@ci.camden.nj.us
Cc: MiHarper@ci.camden.nj.us; DaMunoz@ci.camden.nj.us; JeBarrie@ci.camden.nj.us; EdCaraba@ci.camden.nj.us
Subject: RE: Unit Designation

Okay...I'll advise them to begin cleaning their vehicles today.

Braulio Villegas, MS, CPM

Chief Fire Marshal
Camden Fire Department
(856) 757-7510 (Office)
(856) 757-7243 (Fax)

From: Jesse Flax
Sent: Monday, December 07, 2020 10:59 AM
To: Braulio Villegas, Chief Fire Marshall <BrVilleg@ci.camden.nj.us>
Cc: Michael Harper <MiHarper@ci.camden.nj.us>; David Munoz <DaMunoz@ci.camden.nj.us>; Jennifer Barrientos <JeBarrie@ci.camden.nj.us>; Edwin Caraballo <EdCaraba@ci.camden.nj.us>
Subject: RE: Unit Designation

Chief Villegas,

Based on these personnel changes that have taken place. A change in their department issued Vehicle and portable radio will have to take place as well. I would like to address this as soon as possible. In addition, all personal and departmental items should be removed from the vehicle they are leaving. Thank you

Jesse Flax
Deputy Fire Chief/ Operations
City of Camden, NJ
Office (856) 757-7517

From: Braulio Villegas, Chief Fire Marshall
Sent: Monday, December 7, 2020 10:45 AM
To: Jesse Flax <JeFlax@ci.camden.nj.us>
Cc: Michael Harper <MiHarper@ci.camden.nj.us>
Subject: Unit Designation

Chief Flax,

Due to the recent retirements, please update the FM's unit designation to reflect the changes.

M-2: David Muñoz
FM-3: Jennifer B-Morris
FM-4: Edwin Caraballo

FM-5: Vacant / **Gregory Clark**

FM-6: Vacant

As always, thank you...

Braulio Villegas, MS, CPM

Chief Fire Marshal

Camden Fire Department

(856) 757-7510 (Office)

(856) 757-7243 (Fax)

From: Michael Harper

Sent: Tuesday, December 08, 2020 11:22 AM

To: Braulio Villegas, Chief Fire Marshall <BrVilleg@ci.camden.nj.us>

Cc: David Munoz <DaMunoz@ci.camden.nj.us>; Jennifer Barrientos <JeBarrie@ci.camden.nj.us>; Edwin Caraballo <EdCaraba@ci.camden.nj.us>; Blanca Aponte <BlancaA@ci.camden.nj.us>; Battalion Two <BaTwo@ci.camden.nj.us>; Battalion One <BaOne@ci.camden.nj.us>; Engine One <EnOne@ci.camden.nj.us>; Engine Six <EnSix@ci.camden.nj.us>; Engine Eight <EnEight@ci.camden.nj.us>; Engine Nine <EnNine@ci.camden.nj.us>; Engine Ten <EnTen@ci.camden.nj.us>; Engine Eleven <EnEleven@ci.camden.nj.us>; Ladder One <LaOne@ci.camden.nj.us>; Ladder Two <LaTwo@ci.camden.nj.us>; Ladder Three <LaThree@ci.camden.nj.us>; Rescue One <ReOne@ci.camden.nj.us>; Keith L. Walker <KeWalker@ci.camden.nj.us>; Squad Seven <SqSeven@ci.camden.nj.us>; Mark Harper <MaHarper@ci.camden.nj.us>; Daniel Baker <DaBaker@ci.camden.nj.us>; Dwayne Dixon <DwDixon@ci.camden.nj.us>; Herbert Leary <HeLeary@ci.camden.nj.us>; Samuel Balakas <SaBalaka@ci.camden.nj.us>; Gilberto Colon <GiColon@ci.camden.nj.us>; Frank Sandrock <FrSandro@ci.camden.nj.us>; Jose Berrios <JoBerrio@ci.camden.nj.us>

Subject: FM Unit Designations

Please note changes in the Fire Marshal's Office.

Michael L. Harper

Fire Chief

Camden Fire Department

Knowledge is powerful when it is shared freely. When its lorded and hoarded it is divisive and destructive.

- Aaron Fields Seattle Fire Department

CONFIDENTIALITY NOTICE

The information contained in this communication from the Camden Fire Department is privileged and confidential and is intended for the sole use of the persons or entities who are the addressees. If you are not an intended recipient of this e-mail, the dissemination, distribution, copying or use of the information it contains is strictly prohibited. If you have received this communication in error, please immediately contact the Camden Fire Department at (856) 757-7520 to arrange for the return of this information.



CITY OF CAMDEN FIRE DEPARTMENT

4 North 3rd Street Camden, New Jersey 08102

Michael L. Harper
CHIEF OF DEPARTMENT

Jesse Flax
DEPUTY FIRE CHIEF

Braulio Villegas
CHIEF FIRE MARSHAL

December 8, 2020

Please make the following changes to unit identifications for our Fire Marshal's Office and have them added to the CAD system for the Alarm Room staff:

Fire Official/Fire Subcode Official Braulio "Woody" Villegas	FM - 1	City Cell Phone Office Phone	[REDACTED] 856-757-7510
Fire Prevention Specialist David Munoz	FM - 2	Cell Phone Office Phone	[REDACTED] 856-757-7527
Fire Prevention Specialist Jennifer Barrientos-Morris	FM - 3	Cell Phone Office Phone	[REDACTED] 856-757-7528
Fire Prevention Specialist Edwin Caraballo	FM - 4	Cell Phone Office Phone	[REDACTED] 856-757-7528
Firefighter Gregory Clark	FM - 5	Cell Phone Office Phone	[REDACTED] 856-757-7513

FM-6, FM-7, FM-8, and FM-9 will be used as backup numbers. All items shown in red are changes from the former designations and information.

Officially,

Michael L Harper
Fire Chief

Howard McCoach

From: JeFlax@ci.camden.nj.us
Sent: Wednesday, February 24, 2021 12:16 PM
To: 94Sales@gmail.com
Subject: FW: Winslow - Part Time Fire Inspector
Attachments: fps.listing.pdf

FM

From: Michael Harper

Sent: Tuesday, February 23, 2021 3:29 PM

To: Robert Scott <RoScott@ci.camden.nj.us>; Gabriel Caraballo <GaCaraba@ci.camden.nj.us>; Agripino Figueroa <AgFigueroa@ci.camden.nj.us>; Battalion One <BaOne@ci.camden.nj.us>; Battalion Two <BaTwo@ci.camden.nj.us>; Bernal Ford <BeFord@ci.camden.nj.us>; Blanca Aponte <BlancaA@ci.camden.nj.us>; Braulio Villegas, Chief Fire Marshall <BrVilleg@ci.camden.nj.us>; Brian Beach <BrBeach@ci.camden.nj.us>; Brian Irving <BrIrving@ci.camden.nj.us>; Carlos Colon <CaColon@ci.camden.nj.us>; Christopher Baker <ChBaker@ci.camden.nj.us>; Christopher Barrientos <ChBarrie@ci.camden.nj.us>; Christopher Edwards <ChEdward@ci.camden.nj.us>; Daniel Baker <DaBaker@ci.camden.nj.us>; Daniel Seybert <DaSeyber@ci.camden.nj.us>; David Munoz <DaMunoz@ci.camden.nj.us>; Dwayne Dixon <DwDixon@ci.camden.nj.us>; Eduardo Frontado <EdFronta@ci.camden.nj.us>; Edward Stratton <EdStratt@ci.camden.nj.us>; Edwin Caraballo <EdCaraba@ci.camden.nj.us>; Engine Eight <EnEight@ci.camden.nj.us>; Engine Eleven <EnEleven@ci.camden.nj.us>; Engine Nine <EnNine@ci.camden.nj.us>; Engine One <EnOne@ci.camden.nj.us>; Engine Six <EnSix@ci.camden.nj.us>; Engine Ten <EnTen@ci.camden.nj.us>; Ezequiel Tirado <EzTirado@ci.camden.nj.us>; Frank Bottalico <FrBottal@ci.camden.nj.us>; Frank Sandroek <FrSandro@ci.camden.nj.us>; Frank Thompson <FrThomps@ci.camden.nj.us>; Gabriel Angemi <GaAngemi@ci.camden.nj.us>; Gabriel Arroyo <GaArroyo@ci.camden.nj.us>; Gilberto Colon <GiColon@ci.camden.nj.us>; Gregory Clark <GrClark@ci.camden.nj.us>; Herbert Leary <HeLeary@ci.camden.nj.us>; Javier Matos <JaMatos@ci.camden.nj.us>; Jennifer Barrientos <JeBarrie@ci.camden.nj.us>; Jesse Flax <JeFlax@ci.camden.nj.us>; Joel Bain <JoBain@ci.camden.nj.us>; John Church <JoChurch@ci.camden.nj.us>; Jon Martin <JoMartin@ci.camden.nj.us>; Jose Berrios <JoBerrio@ci.camden.nj.us>; Joseph Tull <JoTull@ci.camden.nj.us>; Kevin Folkman <KeFolkma@ci.camden.nj.us>; Kevin Pollard <KePollar@ci.camden.nj.us>; Ladder One <LaOne@ci.camden.nj.us>; Ladder Three <LaThree@ci.camden.nj.us>; Ladder Two <LaTwo@ci.camden.nj.us>; Lawrence M. DiVietro <LaDiViet@ci.camden.nj.us>; Lydia Chapman <LyChapma@ci.camden.nj.us>; Mark Harper <MaHarper@ci.camden.nj.us>; Michael Labar <MiLabar@ci.camden.nj.us>; Michael Miller <MiMiller@ci.camden.nj.us>; Miguel Ramos <MiRamos@ci.camden.nj.us>; Phillip Tally <PhTally@ci.camden.nj.us>; Ralph Schneeman <RaSchnee@ci.camden.nj.us>; Rescue One <ReOne@ci.camden.nj.us>; Robert Eckert <RoEckert@ci.camden.nj.us>; Samuel Balakas <SaBalaka@ci.camden.nj.us>; Samuel Munoz <SaMunoz@ci.camden.nj.us>; Shane Belcher <ShBelche@ci.camden.nj.us>; Squad Seven <SqSeven@ci.camden.nj.us>; Tyrone Miles <TyMiles@ci.camden.nj.us>
Cc: Fire Light Duty <FireLD@ci.camden.nj.us>; Ciri Castro Jr (icfire9@yahoo.com) <icfire9@yahoo.com>; 'Pete Perez' <petemaxperez1989@gmail.com>; Samuel Munoz (smunoz@iafflocal2578.org) <smunoz@iafflocal2578.org>; iaaff.local.2578.secretary@gmail.com
Subject: Winslow - Part Time Fire Inspector

Job Posting Part Time Fire Prevention Specialist (Fire Inspector)

Salary: \$17.00 per hour

Hours: Variable hours not to exceed 24 hours

Schedule: As needed to include early afternoons, evenings, and weekends.

Qualifications

1. Minimum 1 year Fire service/code inspection experience
2. High School Diploma or Equivalent
2. Valid New Jersey Driver's License
3. New Jersey State Fire Inspector License
4. Knowledge of the NJ Uniform Fire Code
5. Knowledge of Emergency Software Products Inspection program
6. Basic Computer Knowledge

Description

The Winslow Township Fire District has announced an employment opportunity for part time Fire Prevention Specialist (Fire Inspector). These positions are classified with the NJ Civil Service Commission as Fire Prevention Specialist as an entry-level position. Duties will include the performance of fire code enforcement, inspections and public education details in the Township of Winslow under the direction of the Fire Official. The applicant should possess strong communication and problem solving skills and be able to work both independently and within a group. Interested applicants can obtain an employment application by picking up the application from the Winslow Township Fire District, 9 Cedar Brook Road, Sicklerville, NJ 08081 or requesting same via email to Business Manager, Lorraine Azzarano, lorrainea@winslowtwfpd.org. Completed applications shall include a copy of a resume, valid NJ Driver's License, valid NJ Fire Inspector License, high school diploma and any other vocational certifications. All applications are due in a sealed envelope and delivered to the attention of Fire Chief Marc S. Rigberg, Winslow Township Fire District, 9 Cedar Brook Road, Sicklerville, NJ by 5pm on or before Friday, March 19, 2021

THERE ARE NO FIREFIGHTING DUTIES ASSOCIATED WITH THIS POSITION

We consider applicants for all positions without regard to race, color, religion, creed, gender, national origin, age, disability, veteran status or any other legally protected status; we are an equal opportunity employer.

From: Michael Harper

Sent: Sunday, June 20, 2021 7:56 PM

To: Agripino Figueroa <AgFiguer@ci.camden.nj.us>; Battalion One <BaOne@ci.camden.nj.us>; Battalion Two <BaTwo@ci.camden.nj.us>; Bernal Ford <BeFord@ci.camden.nj.us>; Braulio Villegas, Chief Fire Marshall <BrVilleg@ci.camden.nj.us>; Brian Beach <BrBeach@ci.camden.nj.us>; Brian Irving <BrIrving@ci.camden.nj.us>; Carlos Colon <CaColon@ci.camden.nj.us>; Christopher Baker <ChBaker@ci.camden.nj.us>; Christopher Barrientos <ChBarrie@ci.camden.nj.us>; Christopher Edwards <ChEdward@ci.camden.nj.us>; Daniel Baker <DaBaker@ci.camden.nj.us>; Daniel Seybert <DaSeyber@ci.camden.nj.us>; Dwayne Dixon <DwDixon@ci.camden.nj.us>; Eduardo Frontado <EdFronta@ci.camden.nj.us>; Edward Stratton <EdStratt@ci.camden.nj.us>; Engine Eight <EnEight@ci.camden.nj.us>; Engine Eleven <EnEleven@ci.camden.nj.us>; Engine Nine <EnNine@ci.camden.nj.us>; Engine One <EnOne@ci.camden.nj.us>; Engine Six <EnSix@ci.camden.nj.us>; Engine Ten <EnTen@ci.camden.nj.us>; Ezequiel Tirado <EzTirado@ci.camden.nj.us>; Frank Bottalico <FrBottal@ci.camden.nj.us>; Frank Sandrock <FrSandro@ci.camden.nj.us>; Frank Thompson <FrThomps@ci.camden.nj.us>; Gabriel Angemi <GaAngemi@ci.camden.nj.us>; Gabriel Arroyo <GaArroyo@ci.camden.nj.us>; Gabriel Caraballo <GaCaraba@ci.camden.nj.us>; Gilberto Colon <GiColon@ci.camden.nj.us>; Herbert Leary <HeLeary@ci.camden.nj.us>; Javier Matos <JaMatos@ci.camden.nj.us>; Jesse Flax <JeFlax@ci.camden.nj.us>; Joel Bain <JoBain@ci.camden.nj.us>; John Church <JoChurch@ci.camden.nj.us>; Jon Martin <JoMartin@ci.camden.nj.us>; Jose Berrios <JoBerrio@ci.camden.nj.us>; Joseph Tull <JoTull@ci.camden.nj.us>; Kevin Folkman <KeFolkma@ci.camden.nj.us>; Kevin Pollard <KePollar@ci.camden.nj.us>; Ladder One <LaOne@ci.camden.nj.us>; Ladder Three <LaThree@ci.camden.nj.us>; Ladder Two <LaTwo@ci.camden.nj.us>; Lawrence M. DiVietro <LaDiViet@ci.camden.nj.us>; Lydia Chapman <LyChapma@ci.camden.nj.us>; Mark Harper <MaHarper@ci.camden.nj.us>; Michael Harper <MiHarper@ci.camden.nj.us>; Michael Labar <MiLabar@ci.camden.nj.us>; Michael Miller <MiMiller@ci.camden.nj.us>; Miguel Ramos <MiRamos@ci.camden.nj.us>; Phillip Tally <PhTally@ci.camden.nj.us>; Ralph Schneeman <RaSchnee@ci.camden.nj.us>; Rescue One <ReOne@ci.camden.nj.us>; Robert Eckert <RoEckert@ci.camden.nj.us>; Robert Scott <RoScott@ci.camden.nj.us>; Samuel Balakas <SaBalaka@ci.camden.nj.us>; Samuel Munoz <SaMunoz@ci.camden.nj.us>; Shane Belcher <ShBelche@ci.camden.nj.us>; Squad Seven <SqSeven@ci.camden.nj.us>; Tyrone Miles <TyMiles@ci.camden.nj.us>
Cc: Fire Light Duty <FireLD@ci.camden.nj.us>; Ciri Castro Jr (icfire9@yahoo.com) <icfire9@yahoo.com>; 'Pete Perez' <petemaxperez1989@gmail.com>; iaff.local.2578.secretary@gmail.com; Samuel Munoz (smunoz@iafflocal2578.org) <smunoz@iafflocal2578.org>; David Munoz <DaMunoz@ci.camden.nj.us>; Edwin Caraballo <EdCaraba@ci.camden.nj.us>; Gregory Clark <GrClark@ci.camden.nj.us>; Jennifer Barrientos <JeBarrie@ci.camden.nj.us>

Subject: Staffing

Michael L. Harper
Fire Chief



Camden Fire Department

Knowledge is powerful when it is shared freely. When its lorded and hoarded it is divisive and destructive.

- Aaron Fields Seattle Fire Department

CONFIDENTIALITY NOTICE

The information contained in this communication from the Camden Fire Department is privileged and confidential and is intended for the sole use of the persons or entities who are the addressees. If you are not an intended recipient of this e-mail, the dissemination, distribution, copying or use of the information it contains is strictly prohibited. If you have received this communication in error, please immediately contact the Camden Fire Department at (856) 757-7520 to arrange for the return of this information.



City of Camden

Fire Department

Memorandum

To: All Units/Members /Uniformed Force

From: Chief Michael Harper *MCH* /Fire Administration

Re: Staffing

Date: June 20, 2021

As most of you are aware the Fire Unions and Fire Administration recently had a favorable meeting with officials from the Department of Community Affairs (DCA). The conversation was centered around restoring our staffing levels to January 2020 levels which included restoring Staff Deputy Chiefs, a Battalion Chief and Fire Captain in the Fire Academy, additional Firefighters, and reinstating lost Fire Prevention Specialist positions.

While we thought the meeting was positive for the membership, I encourage everyone not to count their chickens before they hatch. All of the positions obviously come at a cost that has to be funded by the City. I am certain that our requests have been heard by the right people so we will pray that all goes well and in favor of our membership.

Because hiring and promotions will require assignment changes, I encourage anyone who would like to be transferred to another unit or company to "submit in writing" a transfer request to Chief Michael Harper. I will review them and consider each request for the good of the department. **Please do not submit a transfer request if you recently submitted a request in the past two weeks.** If you have a request on file that you would like to rescind then submit that in writing as well so it can be discarded. The deadline for any new requests will be Friday, June 25, 2021. It is imperative that this information be shared each day at roll call so that everyone is aware.

CONFIDENTIALITY NOTICE

The information contained in this communication from the Camden Fire Department is privileged and confidential and is intended for the sole use of the persons or entities who are the addressees. The dissemination, distribution, copying or use of the information it contains is strictly prohibited.

[REDACTED]

From: JaAsunci@ci.camden.nj.us
Sent: Monday, June 28, 2021 9:21 AM
To: LiPicon@ci.camden.nj.us
Subject: FW: Summary of meeting with Camden Fire Unions - 11 June 2021

Fyi. Please review below and comment with respect to recommended Fire Dept. positions, thanks.

Sincerely,

Jason J. Asuncion, Esq., MPA
Business Administrator
City of Camden | Department of Administration
City Hall, 520 Market Street, 4th Floor, Suite 409 | P.O. Box 95120
Camden, NJ 08101-5120
Email: JaAsunci@ci.camden.nj.us | Mobile: 609.330.2482 | Desk: 856.757.7150

From: Michael Harper <MiHarper@ci.camden.nj.us>
Sent: Monday, June 28, 2021 9:15 AM
To: Jason J. Asuncion <JaAsunci@ci.camden.nj.us>; Michelle Spearman <MiSpearman@ci.camden.nj.us>
Cc: Diana Gonzalez <DianeG@ci.camden.nj.us>
Subject: RE: Summary of meeting with Camden Fire Unions - 11 June 2021

Jason,

The items in the DCA Audit were addressed following the report that was issued. I was never consulted by any of the DCA personnel regarding the report so how they would reference positions in the fire department without speaking to me is questionable. The position of "Supervising Fire Prevention Specialist-UFD" was eliminated January 1, 2011 along with other fire department positions and fire companies. There was a request made for the City to hire a dedicated Fire Subcode Official instead of our Fire Marshal working out of two separate departments while only being paid by one. If my memory serves me correctly Ms. Hinson was objectionable to the city doing that although all of the other urban cities in the state function with a Fire Subcode Official who works out of their Building Bureaus. The position of a Fire Subcode Official falls under the Building Code Official similar to the Plumbing Code and Electrical Code Officials. Many people assume because they see the word Fire that it is a function that is governed by the fire department but it is not.

I will research my response to the audit and hopefully I have what Ms. Ilene Lampitt drafted as well. The secretary position for the Fire Marshal's office has always been requested even if it has to start off as a part time position.

Michael L. Harper
Fire Chief
Camden Fire Department

Knowledge is powerful when it is shared freely. When its lorded and hoarded it is divisive and destructive.

- Aaron Fields Seattle Fire Department

CONFIDENTIALITY NOTICE

The information contained in this communication from the Camden Fire Department is privileged and confidential and is intended for the sole use of the persons or entities who are the addressees. If you are not an intended recipient of this e-mail, the dissemination, distribution, copying or

use of the information it contains is strictly prohibited. If you have received this communication in error, please immediately contact the Camden Fire Department at (856) 757-7520 to arrange for the return of this information.

From: Jason J. Asuncion
Sent: Friday, June 25, 2021 12:54 PM
To: Michael Harper <MiHarper@ci.camden.nj.us>; Braulio Villegas, Chief Fire Marshall <BrVilleg@ci.camden.nj.us>; Michelle Spearman <MiSpearman@ci.camden.nj.us>
Cc: Diana Gonzalez <DianeG@ci.camden.nj.us>
Subject: FW: Summary of meeting with Camden Fire Unions - 11 June 2021

ASAP, please advise me as to status of the City's review of the attached DCA Audit from a few years ago. DLGS Monitor Richardella sent me the attached State letter dated 12-29-17, by strike out; City Admin. received a letter on 1-18-18 that was dated 12-29-16. I'm checking my email records as I understand former ACA Ilene Lampitt had responded to the State DCA to the flagged violations. Whether the ACA did/didn't respond, if there are remaining outstanding violations, particularly as seen in pgs. 2-6, CFD must immediately address same.

Chief Harper – as your 4-28-21 Transition Report to the Mayor addresses some of the issues discussed in the DCA Audit with respect to Fire Prevention Specialists (FPS) and Fire Marshal Office staff, please review the DCA Audit and note where action has been taking or not (or as advised in Transition Report) to date with respect to CFD LEA Operations, Finances and Ordinance issues flagged in the Audit. There's a DCA recommendation for a Secretary and Assistant Fire Marshal and I need your position with respect to same, particularly latter position. You have and continue to request additional secretarial support, which the City is currently working on. Appropriate DLGS Waivers will be processed, subject to internal approval.

Thanks for your input in this important matter.

Sincerely,

Jason J. Asuncion, Esq., MPA
Business Administrator
City of Camden | Department of Administration
City Hall, 520 Market Street, 4th Floor, Suite 409 | P.O. Box 95120
Camden, NJ 08101-5120
Email: JaAsunci@ci.camden.nj.us | Mobile: 609.330.2482 | Desk: 856.757.7150

From: Richardella, Rick (DCA) <Richard.Richardella@dca.nj.gov>
Sent: Friday, June 18, 2021 6:27 PM
To: Jason J. Asuncion <JaAsunci@ci.camden.nj.us>
Cc: Swain, William (DCA) <William.Swain@dca.nj.gov>
Subject: Fw: Summary of meeting with Camden Fire Unions - 11 June 2021

Jason,
Do you know if these issues were ever resolved that are mention in this report?
Rick

From: Samuel Munoz <smunoz@iafflocal2578.org>
Sent: Thursday, June 17, 2021 7:05 PM
To: Richardella, Rick (DCA) <Richard.Richardella@dca.nj.gov>
Subject: [EXTERNAL] Fwd: Summary of meeting with Camden Fire Unions - 11 June 2021

Get Outlook for iOS

From: Samuel Munoz <smunoz@iafflocal2578.org>

Sent: Saturday, June 12, 2021 7:54 AM

To: Richardella, Rick (DCA); Coburn, Patrick (DCA); Steve McConlogue; Ciri Castro Jr

Cc: Suarez, Jacquelyn

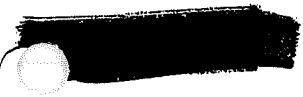
Subject: Summary of meeting with Camden Fire Unions - 11 June 2021

Good morning Chief Richardella,

It was a pleasure meeting you and Chief Coburn yesterday. We are ecstatic that we will be restoring our staffing to 196 and possibly adding new administrative assistant positions. I have attached a summary of the promotions discussed. The additional box item of Assistant Chief Fire Marshal is also included. Please see attached audit conducted by the DCA calling for the Assistant Chief Fire Marshal spot to be filled. I have highlighted the section for your convenience. I will followup with an email detailing everyone's contact information as requested. Please feel to contact me with any questions.

Respectfully,

Samuel Muñoz
President, IAFF Local 2578



City of Camden
Fire Department
Memorandum

To: All Units/Members

/Uniformed Force

From: Chief Michael Harper

MHA

/Fire Administration

Re: New Position Announcement

Date: July 27, 2021

The DCA and City Administration have agreed to restore some of the positions we lost through attrition and budgetary constraints. Most of those positions are covered by current Civil Service lists that have already been promulgated. There are two positions that will become available that do not have current Civil Service list so the positions will have to be filled provisionally until a test can be administered and promulgated. The following positions will be available:

- **Supervising Fire Prevention Specialist-UFD**
- **Fire Prevention Specialist-UFD**

The Civil Service Job Specifications for these positions is attached to this memo and anyone interested must submit a letter of interest as soon as possible to my office for review by the Fire Chief, Deputy Fire Chief, the Business Administrator and our DCA Representative for a provisional appointment waiting a test. Please pay particular attention to the requirements and experience needed for both positions and indicate which you are interested in. The UFD section of the job title indicates that you are required to function in firefighting duties as listed on the documents.

CONFIDENTIALITY NOTICE

The information contained in this communication from the Camden Fire Department is privileged and confidential and is intended for the sole use of the persons or entities who are the addressees. The dissemination, distribution, copying or use of the information it contains is strictly prohibited.



You are reading the State of New Jersey Job Descriptions. This is **not** a Job Vacancy Announcement.

Job Specification

SUPERVISING FIRE PREVENTION SPECIALIST, UFD

DEFINITION

Under direction of supervisory staff, supervises and works with a group of fire prevention, protection and firefighter personnel in the inspection of buildings to detect and eliminate fire hazards and to enforce provisions of relevant fire safety codes and related regulations; responds to fire alarms and participates in extinguishing fires; does related work as required.

NOTE: The examples of work for this title are for illustrative purposes only. A particular position using this title may not perform all duties listed in this job specification. Conversely, all duties performed on the job may not be listed.

EXAMPLES OF WORK:

Supervises the work of fire prevention, protection, and firefighter personnel in inspection of various buildings and structures to detect and eliminate fire hazards and to ensure that relevant fire safety codes and regulations are enforced.

Organizes, plans, and assigns work of fire prevention specialists who are responsible for inspection of buildings and structures for compliance with the NJ Uniform Fire Code or local fire safety code.

Plans, organizes, and revises work schedules to meet changes in workload considering factors such as peak loads and availability of manpower.

Coordinates activities with representatives of other units concerning matters of work accomplishment, priorities, and procedures.

Assigns work to employees or assigns employees to positions.

Assigns tasks to provide new employees with experience and training required to perform the work.

Explains work requirements, methods, and procedures, giving special instructions on difficult or different operations and answering technical questions about the work.

Oversees attendance and leave, typically including approval of ordinary sick and annual leave and vacation schedules.

Formulates and issues (individually or collectively with other

supervisors or specialists) written instructions and procedures and special instructions for nonroutine or complex assignments, or to clarify published guidelines.

Formulates training plans for employees.

Conducts informal training to broaden employee skills and to provide back up skills by cross training.

Recommends formal training when need is apparent.

Ensures all life hazard use structures are inspected in accord with the schedule established by the code.

Ensures permit applications have been issued for uses where permit is required in NJAC 5:18-2/7.

Assigns fire personnel to identify and register hazardous use structures and/or conduct registration survey. Interprets legal and technical regulations, and provides advice and assistance to municipal officials, owners, agents, tenants, and others on matters and questions pertaining to compliance with the NJ Uniform Fire Code or local fire code and regulations.

Reviews inspection and other reports originating from subordinates to ensure their completeness and accuracy.

Recommends appropriate administrative penalties in specific cases where violations have not been eliminated.

Makes recommendations as to the time required to effect compliance with orders in cases where an extension of time is requested by an owner.

Recommends alternatives and/or recommends the approval of alternatives to uniform fire code requirements that will be sufficient to meet the fire code standards.

Orders immediate evacuation of buildings, structures, or premises where there is actual danger to occupants or those in proximity pursuant to the authority in NJAC 5:18-2.17.

Assigns fire personnel to obtain information on particular buildings and/or structures necessary for the compliance section to prepare legal documents.

Assigns subordinates to perform special field investigations to verify presence of imminent hazards which may require vacating and/or closing of buildings/structures to effect abatement of violations of the fire safety code.

Speaks before public and private groups of owners, tenants, landlords, and others interested in or involved with fire safety code enforcement.

May confer with and speak before civic, school, and community organizations and groups concerning fire prevention methods.

May supervise a public information and education program designed to improve fire safety measures in the home, office buildings, industrial and commercial structures, and other locations.

May confer with public officials or civic representatives to improve fire safety education programs.

May give talks and demonstrations before adults and/or children on methods for ensuring proper use of fire safety procedures in the home, school, or other buildings.

Prepares and supervises preparation of clear, technically sound, accurate, and informative reports of inspections and other matters containing findings, conclusions, and recommendations.

Supervises maintenance of inspection records, reports, and files.

May conduct performance evaluations of assigned staff and recommends appropriate personnel actions based on these evaluations.

Prepares correspondence.

Participates in fire drills and other training courses.

Responds to fire alarms and drives or accompanies fire apparatus and assists other uniformed personnel in extinguishing fires.

Operates and uses fire hoses and other firefighting equipment and apparatus.

Performs special duty at theaters, schools, and other public gatherings to help maintain fire precautionary measures.

Responds to calls concerning bomb threats and conducts bomb searches.

Inspects condition of fire protection apparatus in public and private buildings.

Inspects fire hydrants.

Performs rescue work.

Pumps out cellars.

Receives fire alarms and notifies proper fire company.

Maintains records and files.

Will be required to learn to utilize various types of electronic and/or manual recording and information systems used by the agency, office, or related units.

REQUIREMENTS:

NOTE: Positions in this class may be filled through promotional examination procedures only. Candidates must meet those requirements and qualifications for promotion specified in Civil Service law, rules, and regulations.

EDUCATION:

Graduation from high school, vocational high school, or possession of an approved high school equivalent certificate.

EXPERIENCE:

Four (4) years of experience in one or more of the areas indicated below or some combination thereof: as a firefighter in a paid or volunteer fire company, or in inspection of buildings to detect fire hazards and enforce fire safety codes/regulations, or in investigation of fires to determine their cause, or in inspection of the construction of buildings and review of building construction plans/specifications to ensure compliance with fire protection codes/regulations, and/or in installation of fire protection equipment.

LICENSE AND CERTIFICATE

Possession of a current/valid Fire Inspector Certification issued by the NJ Department of Community Affairs will be required only where inspection of high rise and/or life hazard use structures are involved.

NOTE: Applicants who possess the higher level certification as a Fire Official are considered to have met the above certification requirement.

Appointees will be required to possess a driver's license valid in New Jersey only if the operation of a vehicle, rather than employee mobility, is necessary to perform the essential duties of the position.

AGE:

Not less than 18 years of age.

MEDICAL EXAMINATION

Appointees may be required to pass a thorough medical and psychiatric examination to be administered by the appointing authority. Any psychological, medical or physical condition or defect which would prevent efficient performance of the duties of the position, cause the appointee to be a hazard to themselves or others, or become aggravated as a result of performance of these duties will be cause for rejection.

KNOWLEDGE AND ABILITIES:

Knowledge of fire prevention measures required in residential, commercial, industrial, and other buildings and structures.

Knowledge of laws, rules, and regulations concerning all types of fire prevention measures.

Knowledge of practices and procedures of fire code enforcement.

Knowledge of fire safety systems of buildings and uses including but not limited to means of egress, fire suppression systems, fire alarm systems, and methods for limiting the flame spread, flammability, or combustibility of materials.

Knowledge of the safe use and maintenance of facilities, buildings, and uses of such structures which are subject to the NJ Uniform Fire Code.

Knowledge of the safe handling of materials which pose a fire

hazard.

Knowledge of standards for installation of fire detection, fire alarm, and suppression systems.

Knowledge of requirements for means of egress including exit access, exit discharge, and exit signs.

Knowledge of requirements of the NJ Uniform Fire Code and local fire codes regulating use and occupancy of buildings.

Knowledge of procedures used in inspection and evaluation of buildings and structures for fire hazards and fire safety.

Knowledge of the operation and maintenance of smoke detectors and alarms.

Knowledge of supervisory and management techniques, principles, and philosophy.

Knowledge of methods, administrative and operational procedures to be applied to ensure timely inspection and reinspection of buildings as required by the fire safety code.

Knowledge of code requirements related to fire ratings of structural components, arrangements, sizing, protection of means of egress, and flame spread.

Knowledge of laws and ordinances which are significant from the firefighting point of view.

Knowledge of methods likely to be effective in fighting various types of fires.

Knowledge of varied kinds of firefighting equipment and apparatus.

Knowledge of the location of schools, large buildings, streets, and fire alarm boxes in the municipality.
Knowledge of the types of fire alarm communications that are useful and feasible in the fire department.

Knowledge of procedures likely to be effective in enlisting support of citizens and others in taking fire precautionary measures.

Ability to recognize existing and potential fire safety hazards, call these to the attention of the proper persons, and prepare detailed reports and take necessary action.

Ability to comprehend, analyze, and interpret basic laws and regulations pertaining to fire safety, protection, and prevention.

Ability to establish cooperative working relationships with tenants, owners, municipal officials, and others interested in or concerned with the enforcement of laws relating to fire safety.

Ability to explain existing and potential fire safety hazards to owners, tenants, and others.

Ability to estimate the time required to abate violations and

establish realistic deadlines by which owners must complete the abatement of violations.

Ability to make field visits, inspections, and investigations.

Ability to issue work assignments, provide advice, assistance, and direction to personnel, and review and evaluate their work performance.

Ability to act as a witness in hearings and at court proceedings and give testimony under oath.

Ability to prepare clear, technically sound, accurate, and informative reports containing findings, conclusions, and recommendations.

Ability to maintain records, reports, and files.

Ability to prepare inspection reports in accord with established procedures and guidelines.

Ability to prepare correspondence in the course of official duties.

Ability to perform strenuous physical activities such as lifting heavy firefighting equipment, climbing standard and aerial ladders, lifting and carrying people and equipment for rescue and salvage.

Ability to work under conditions of heavy physical exertion in extreme heat and dust in high and confined areas and smoke filled spaces, and in all kinds of weather and to maintain physical activity for prolonged periods of time.

Ability to understand and carry out instructions.

Ability to function independently and without direct supervision.

Ability to think clearly and apply knowledge under stressful conditions and handle more than one task at a time.

Ability to work closely with people, including functioning as a team member, to exercise tact or diplomacy and display compassion, understanding, and patience.

Ability to use and maintain firefighting equipment and to apply the theory necessary for effective fire fighting and equipment operation.

Ability to apply the basic techniques of fighting fires and rendering first aid.

Ability to utilize various types of electronic and/or manual recording and information systems used by the agency, office, or related units.

Ability to read, write, speak, understand, and communicate in English sufficiently to perform the duties of this position. American Sign Language or Braille may also be considered as acceptable forms of communication.

Persons with mental or physical disabilities are eligible as

long as they can perform the essential functions of the job after reasonable accommodation is made to their known limitations. If the accommodation cannot be made because it would cause the employer undue hardship, such persons may not be eligible.

This job specification is applicable to the following title code:

Job Spec Code	Variant	State, Local or Common	Class of Service	Work Week	State Class Code	Local Class Code	Salary Range	Note
06353		L	C		N/A	16		-

This job specification is for **local** government use only.
Salary range is only applicable to state government.
Local salaries are established by individual local jurisdictions.

2/04/2006



You are reading the State of New Jersey Job Descriptions. This is **not** a Job Vacancy Announcement.

Job Specification

FIRE PREVENTION SPECIALIST, UFD

DEFINITION

Under direction inspects premises of buildings to detect and eliminate fire hazards and to enforce the provisions of relevant fire safety codes and related regulations, and responds to fire alarms and participates in extinguishing fires; does related work as required.

NOTE: The examples of work for this title are for illustrative purposes only. A particular position using this title may not perform all duties listed in this job specification. Conversely, all duties performed on the job may not be listed.

EXAMPLES OF WORK:

Inspects various buildings, structures, and premises to detect and eliminate fire hazards.

In accord with established regulations, guidelines, standards, and procedures, inspects buildings classified as highrise and life hazard use for compliance with the Uniform Fire Safety Code in accord with the schedule established by the Code.

Inspects fire extinguishing and fire protection equipment to ensure equipment is operable and prepares reports identifying deficiencies.

Observes tests of fire prevention or protection equipment in plants where explosive or flammable materials are processed or stored.

Observes tests of equipment and inspects storage conditions to ensure conformance to fire and safety codes.

Notes and investigates unsafe conditions and practices which might cause or increase fire hazards.

May instruct employees of business establishments in fire safety practices.

Inspects buildings of six stories or more that are used for human occupancy to ensure that such buildings are equipped with standpipes that have been installed in accord with applicable regulations.

Reports findings to Fire Official on authorized forms detailing violations and corrective action.

Inspects areas in which flammable or combustible materials are stored and reports undesirable conditions or takes steps to correct such conditions.

Serves penalty notices, orders, rulings, and other legal process including notices of violation.

Ensures that automatic fire alarm systems, when required, are present, operable, and properly maintained in accord with pertinent regulations.

Inspects buildings for proper and adequate means of egress as determined by use, design, and layout, and ensures that means of egress are accessible, safe, properly equipped and maintained, and meet the requirements of the New Jersey Uniform Fire Code or other relevant codes or ordinances.

Ensures that all exit and information signs are properly displayed and maintained and meet the requirements of the New Jersey Uniform Fire Code with regard to location, illumination, height, and so forth.

Reinspects buildings, structures, or premises that have been identified as having violation(s) of applicable fire codes and that constitute imminent hazard to the health, safety, or welfare of the occupants or intended occupants, firefighters, or the general public for abatement of said violation(s).

Reinspects buildings, structures, or premises within a prescribed time after they have been cited for violations to determine if the violations have been properly and completely abated.

Issues penalty notices for fire hazards not corrected on subsequent inspection.

Examines interiors and exteriors of buildings, structures, and premises to detect hazardous conditions or violations of fire regulations and laws.

Prepares reports of violations and penalty orders.

Discusses conditions with owner or agent and recommends safe methods of storing flammable or other hazardous materials.

Informs owner or agent of conditions requiring correction such as deficient egress facilities, improper fire protection equipment and faulty wiring, and issues violation notices.

Explains the New Jersey Uniform Fire Code and regulations to owners and provides advice on how to abate existing violations.

Ensures permit applications are obtained where Code requires and performs inspections on uses related to the permit.

Inspects to ensure that conditions of permit issued by the Fire Official are being complied with.

Works closely with fire officials, fire departments, and municipal officials in interpreting and applying the New Jersey

Uniform Fire Code and ensuring construction permits are obtained.

Prepares inspection reports which are complete and properly filed.

Prepares violation notices and orders to abate the violations which are served to owners.

Investigates complaints of alleged fire code violations and provides reports on findings, conclusions, and recommendations.

Investigates fires to determine origin, cause, and spread.

Maintains file of inspection records, prepares reports of activities, and coordinates activities with other officials responsible for ensuring fire and life safety.

Prepares and maintains accurate inspection records of actions taken, violations found, progress made, and other conditions observed and takes photographs pertinent to assignments.

Prepares clear, sound, accurate, and comprehensive reports of inspections and other reports containing findings, conclusions, and recommendations.

Maintains essential records and files.

Gives testimony in court and at hearings and acts as a witness in behalf of the local community.

Speaks before civic, school, and community organizations and groups on matters concerning fire prevention methods and to encourage the use of fire prevention methods by community residents.

Gives talks and demonstrations before adults and/or children on the methods for ensuring proper use of fire safety procedures in the home, school, or other buildings.

Participates in fire drills and other training courses.

Responds to fire alarms, drives or accompanies fire apparatus, and assists other uniformed personnel in extinguishing fires.

Operates and uses fire hoses and other firefighting equipment and apparatus.

Performs special duty at theaters, schools, and other public gatherings to help maintain proper fire precautionary measures.

Responds to calls concerning bomb threats and conducts bomb searches.

Inspects condition of fire protection apparatus in public and private buildings.

Inspects fire hydrants.

Performs rescue work.

Pumps out cellars.

Receives fire alarms and notifies proper fire company.

Keeps needed records.

Will be required to learn to utilize various types of electronic and/or manual recording and computerized information systems used by the agency, office, or related units.

REQUIREMENTS:

NOTE: Positions in this class may be filled through promotional examination procedures only. Candidates must meet those requirements and qualifications for promotion specified in Civil Service law, rules, and regulations.

EDUCATION:

Graduation from high school, vocational high school, or possession of an approved high school equivalency certificate.

LICENSE AND CERTIFICATION

Possession of a current and valid fire inspector certification issued by the New Jersey Department of Community Affairs.

NOTE: Applicants who possess the higher level certification as a Fire Official are considered to have met the above certification requirement.

Appointees will be required to possess a driver's license valid in New Jersey only if the operation of a vehicle, rather than employee mobility, is necessary to perform the essential duties of the position.

AGE:

Not less than 18 years of age.

MEDICAL EXAMINATION

As a prerequisite for appointment, appointees may be required to pass a thorough medical and psychiatric examination to be administered by the appointing authority. Any psychological, medical, or physical condition or defect which would prevent efficient performance of the duties of the position, cause appointees to be a hazard to themselves or others, or become aggravated as a result of performance of these duties will be cause for rejection.

KNOWLEDGE AND ABILITIES:

Knowledge of basic fire prevention measures required in residential, commercial, industrial, and other buildings and structures.

Knowledge of laws, rules, and regulations concerning all types of fire prevention measures.

Knowledge of practices and procedures of fire code enforcement.

Knowledge of fire safety systems of buildings and uses including but not limited to means of egress, fire suppression

systems, fire alarm systems, and methods for limiting the flame spread, flammability, or combustibility of materials.

Knowledge of the safe use and maintenance of facilities, buildings, and the uses of such structures which are subject to the New Jersey Uniform Fire Code.

Knowledge of safe handling of materials which pose a fire hazard.

Knowledge of modern standards for installation of fire detection, fire alarm, and suppression systems.

Knowledge of requirements for means of egress including exit, access, exit discharge, and exit signs.

Knowledge of requirements of the New Jersey Uniform Fire Code regulating use and occupancy of buildings.

Knowledge of procedures used in inspection and evaluation of buildings and structures for fire hazards and fire safety.

Knowledge of code requirements related to fire ratings of structural components, arrangement, sizing, protection of means of egress, and flamespread.

Knowledge of operation and maintenance of smoke detectors and alarms.

Knowledge of laws and ordinances which are significant from the firefighting point of view.

Knowledge of methods likely to be effective in fighting various types of fires.

Knowledge of varied kinds of firefighting equipment and apparatus.

Knowledge of the location of schools, large buildings, streets, and fire alarm boxes in the municipality.

Knowledge of types of fire alarm communications that are useful and feasible in the fire department.

Knowledge of procedures likely to be effective in enlisting support of citizens and others in taking fire precautionary measures.

Ability to comprehend and interpret basic laws and regulations.

Ability to make inspections to determine hazardous conditions.

Ability to recognize existing and potential fire safety hazards, call these to the attention of the proper persons, and prepare detailed reports thereon.

Ability to act as a witness in hearings and court procedures and give testimony under oath.

Ability to establish cooperative work relationships with

local police, fire officials, owners, agents, tenants, and other interested individuals.

Ability to make field visits, inspections, and investigations.

Ability to prepare inspection reports in accord with established procedures and guidelines.

Ability to maintain inspection and other records and files.

Ability to prepare correspondence relating to the work of the agency.

Ability to prepare clear, technically sound, accurate, and informative reports containing findings, conclusions, and recommendations.

Ability to perform strenuous physical activities such as lifting heavy firefighting equipment, climbing standard and aerial ladders, and lifting and carrying people and equipment for rescue and salvage.

Ability to work under conditions of heavy physical exertion in extreme heat and dust, in high and confined areas and smoke filled spaces, in all kinds of weather, and to maintain physical activity for prolonged periods of time.

Ability to understand and carry out instructions.

Ability to record information in written form.

Ability to function independently and without direct supervision.

Ability to think clearly and to apply knowledge under stressful conditions and to handle more than one task at a time.

Ability to work closely with people including functioning as a team member to exercise tact or diplomacy and display compassion, understanding, and patience.

Ability to use and maintain firefighting equipment and to apply the theory necessary for effective firefighting and equipment operation.

Ability to apply basic techniques of fighting fires and rendering first aid.

Ability to learn to utilize various types of electronic and/or manual recording and information systems used by the agency, office, or related units.

Ability to read, write, speak, understand, or communicate in English sufficiently to perform the duties of this position. American Sign Language or Braille may also be considered as acceptable forms of communication.

Persons with mental or physical disabilities are eligible as long as they can perform the essential functions of the job after reasonable accommodation is made to their known limitations. If the accommodation cannot be made because it would cause the employer

undue hardship, such persons may not be eligible.

This job specification is applicable to the following title code:

Job Spec Code	Variant	State, Local or Common	Class of Service	Work Week	State Class Code	Local Class Code	Salary Range	Note
06357		L	C		N/A	14		-

This job specification is for **local** government use only.
Salary range is only applicable to state government.
Local salaries are established by individual local jurisdictions.

[REDACTED]

From: LiPicon@ci.camden.nj.us
Sent: Tuesday, July 27, 2021 2:35 PM
To: MiHarper@ci.camden.nj.us
Cc: JaAsunci@ci.camden.nj.us
Subject: RE: Job Announcement

You don't have a waiver for Fire Prevention Specialist.

Lisa Y. Picon
City of Camden Personnel Office
520 Market St., Rm. 405, City Hall
Camden, NJ 08101
856-757-7676 or 856-757-7414
Fax: 856-541-2598
lipicon@ci.camden.nj.us
Cell #: 609-634-9715

-----Original Message-----

From: Michael Harper

Sent: Tuesday, July 27, 2021 2:33 PM

To: Fire Light Duty <FireLD@ci.camden.nj.us>; Agripino Figueroa <AgFiguer@ci.camden.nj.us>; Battalion One <BaOne@ci.camden.nj.us>; Battalion Two <BaTwo@ci.camden.nj.us>; Bernal Ford <BeFord@ci.camden.nj.us>; Braulio Villegas, Chief Fire Marshall <BrVilleg@ci.camden.nj.us>; Brian Beach <BrBeach@ci.camden.nj.us>; Brian Irving <Brlrving@ci.camden.nj.us>; Carlos Colon <CaColon@ci.camden.nj.us>; Christopher Baker <ChBaker@ci.camden.nj.us>; Christopher Barrientos <ChBarrie@ci.camden.nj.us>; Christopher Edwards <ChEdward@ci.camden.nj.us>; Daniel Baker <DaBaker@ci.camden.nj.us>; Daniel Seybert <DaSeyber@ci.camden.nj.us>; Dwayne Dixon <DwDixon@ci.camden.nj.us>; Eduardo Frontado <EdFronta@ci.camden.nj.us>; Edward Stratton <EdStratt@ci.camden.nj.us>; Engine Eight <EnEight@ci.camden.nj.us>; Engine Eleven <EnEleven@ci.camden.nj.us>; Engine Nine <EnNine@ci.camden.nj.us>; Engine One <EnOne@ci.camden.nj.us>; Engine Six <EnSix@ci.camden.nj.us>; Engine Ten <EnTen@ci.camden.nj.us>; Ezequiel Tirado <EzTirado@ci.camden.nj.us>; Frank Bottalico <FrBottal@ci.camden.nj.us>; Frank Sandroek <FrSandro@ci.camden.nj.us>; Frank Thompson <FrThomps@ci.camden.nj.us>; Gabriel Angemi <GaAngemi@ci.camden.nj.us>; Gabriel Arroyo <GaArroyo@ci.camden.nj.us>; Gabriel Caraballo <GaCaraba@ci.camden.nj.us>; Gilberto Colon <GiColon@ci.camden.nj.us>; Herbert Leary <HeLeary@ci.camden.nj.us>; Javier Matos <JaMatos@ci.camden.nj.us>; Jesse Flax <JeFlax@ci.camden.nj.us>; Joel Bain <JoBain@ci.camden.nj.us>; John Church <JoChurch@ci.camden.nj.us>; Jon Martin <JoMartin@ci.camden.nj.us>; Jose Berrios <JoBerrio@ci.camden.nj.us>; Joseph Tull <JoTull@ci.camden.nj.us>; Kevin Folkman <KeFolkma@ci.camden.nj.us>; Kevin Pollard <KePollar@ci.camden.nj.us>; Ladder One <LaOne@ci.camden.nj.us>; Ladder Three <LaThree@ci.camden.nj.us>; Ladder Two <LaTwo@ci.camden.nj.us>; Lawrence M. DiVietro <LaDiViet@ci.camden.nj.us>; Lydia Chapman <LyChapma@ci.camden.nj.us>; Mark Harper <MaHarper@ci.camden.nj.us>; Michael Harper <MiHarper@ci.camden.nj.us>; Michael Labar <MiLabar@ci.camden.nj.us>; Michael Miller <MiMiller@ci.camden.nj.us>; Miguel Ramos <MiRamos@ci.camden.nj.us>; Phillip Tally <PhTally@ci.camden.nj.us>; Ralph Schneeman <RaSchnee@ci.camden.nj.us>; Rescue One <ReOne@ci.camden.nj.us>; Robert Eckert <RoEckert@ci.camden.nj.us>; Robert Scott <RoScott@ci.camden.nj.us>; Samuel Balakas <SaBalaka@ci.camden.nj.us>; Samuel Munoz <SaMunoz@ci.camden.nj.us>; Shane Belcher <ShBelche@ci.camden.nj.us>; Squad Seven <SqSeven@ci.camden.nj.us>; Tyrone Miles <TyMiles@ci.camden.nj.us>; David Munoz <DaMunoz@ci.camden.nj.us>; Edwin Caraballo

<EdCaraba@ci.camden.nj.us>; Gregory Clark <GrClark@ci.camden.nj.us>; Jennifer Barrientos
<JeBarrie@ci.camden.nj.us>
Cc: Ciri Castro Jr (icfire9@yahoo.com) <icfire9@yahoo.com>; Samuel Munoz (smunoz@iafflocal2578.org)
<smunoz@iafflocal2578.org>; iaff.local.2578.secretary@gmail.com; 'Pete Perez' <petemaxperez1989@gmail.com>;
Jason J. Asuncion <JaAsunci@ci.camden.nj.us>; Diana Gonzalez <DianeG@ci.camden.nj.us>; Lisa Picon
<LiPicon@ci.camden.nj.us>; Johanna Conyer <JoConyer@ci.camden.nj.us>; Michelle Spearman
<MiSpearman@ci.camden.nj.us>
Subject: Job Announcement
Importance: High

Share this information at roll call with all of your coworkers. A prompt response is warranted.

Michael L. Harper
Fire Chief
Camden Fire Department
Knowledge is powerful when it is shared freely. When its lorded and hoarded it is divisive and destructive.
- Aaron Fields Seattle Fire Department

CONFIDENTIALITY NOTICE

The information contained in this communication from the Camden Fire Department is privileged and confidential and is intended for the sole use of the persons or entities who are the addressees. If you are not an intended recipient of this e-mail, the dissemination, distribution, copying or use of the information it contains is strictly prohibited. If you have received this communication in error, please immediately contact the Camden Fire Department at (856) 757-7520 to arrange for the return of this information.

[REDACTED]

From: MiHarper@ci.camden.nj.us
Sent: Tuesday, July 27, 2021 2:38 PM
To: LiPicon@ci.camden.nj.us
Cc: JaAsunci@ci.camden.nj.us
Subject: RE: Job Announcement

Okay. At least we will have a list of interested persons. FF Gregory Clark has been acting in place of Jennifer Barrientos-Morris for several months. [REDACTED]

Michael L. Harper
Fire Chief
Camden Fire Department
Knowledge is powerful when it is shared freely. When its lorded and hoarded it is divisive and destructive.
- Aaron Fields Seattle Fire Department

CONFIDENTIALITY NOTICE

The information contained in this communication from the Camden Fire Department is privileged and confidential and is intended for the sole use of the persons or entities who are the addressees. If you are not an intended recipient of this e-mail, the dissemination, distribution, copying or use of the information it contains is strictly prohibited. If you have received this communication in error, please immediately contact the Camden Fire Department at (856) 757-7520 to arrange for the return of this information.

-----Original Message-----

From: Lisa Picon
Sent: Tuesday, July 27, 2021 2:35 PM
To: Michael Harper <MiHarper@ci.camden.nj.us>
Cc: Jason J. Asuncion <JaAsunci@ci.camden.nj.us>
Subject: RE: Job Announcement

You don't have a waiver for Fire Prevention Specialist.

Lisa Y. Picon
City of Camden Personnel Office
520 Market St., Rm. 405, City Hall
Camden, NJ 08101
856-757-7676 or 856-757-7414
Fax: 856-541-2598
lipicon@ci.camden.nj.us
Cell #: 609-634-9715

-----Original Message-----

From: Michael Harper
Sent: Tuesday, July 27, 2021 2:33 PM

To: Fire Light Duty <FireLD@ci.camden.nj.us>; Agripino Figueroa <AgFiguer@ci.camden.nj.us>; Battalion One <BaOne@ci.camden.nj.us>; Battalion Two <BaTwo@ci.camden.nj.us>; Bernal Ford <BeFord@ci.camden.nj.us>; Braulio Villegas, Chief Fire Marshall <BrVilleg@ci.camden.nj.us>; Brian Beach <BrBeach@ci.camden.nj.us>; Brian Irving <BrIrving@ci.camden.nj.us>; Carlos Colon <CaColon@ci.camden.nj.us>; Christopher Baker <ChBaker@ci.camden.nj.us>; Christopher Barrientos <ChBarrie@ci.camden.nj.us>; Christopher Edwards <ChEdward@ci.camden.nj.us>; Daniel Baker <DaBaker@ci.camden.nj.us>; Daniel Seybert <DaSeyber@ci.camden.nj.us>; Dwayne Dixon <DwDixon@ci.camden.nj.us>; Eduardo Frontado <EdFronta@ci.camden.nj.us>; Edward Stratton <EdStratt@ci.camden.nj.us>; Engine Eight <EnEight@ci.camden.nj.us>; Engine Eleven <EnEleven@ci.camden.nj.us>; Engine Nine <EnNine@ci.camden.nj.us>; Engine One <EnOne@ci.camden.nj.us>; Engine Six <EnSix@ci.camden.nj.us>; Engine Ten <EnTen@ci.camden.nj.us>; Ezequiel Tirado <EzTirado@ci.camden.nj.us>; Frank Bottalico <FrBottal@ci.camden.nj.us>; Frank Sandrock <FrSandro@ci.camden.nj.us>; Frank Thompson <FrThomps@ci.camden.nj.us>; Gabriel Angemi <GaAngemi@ci.camden.nj.us>; Gabriel Arroyo <GaArroyo@ci.camden.nj.us>; Gabriel Caraballo <GaCaraba@ci.camden.nj.us>; Gilberto Colon <GiColon@ci.camden.nj.us>; Herbert Leary <HeLeary@ci.camden.nj.us>; Javier Matos <JaMatos@ci.camden.nj.us>; Jesse Flax <JeFlax@ci.camden.nj.us>; Joel Bain <JoBain@ci.camden.nj.us>; John Church <JoChurch@ci.camden.nj.us>; Jon Martin <JoMartin@ci.camden.nj.us>; Jose Berrios <JoBerrio@ci.camden.nj.us>; Joseph Tull <JoTull@ci.camden.nj.us>; Kevin Folkman <KeFolkma@ci.camden.nj.us>; Kevin Pollard <KePollar@ci.camden.nj.us>; Ladder One <LaOne@ci.camden.nj.us>; Ladder Three <LaThree@ci.camden.nj.us>; Ladder Two <LaTwo@ci.camden.nj.us>; Lawrence M. DiVietro <LaDiViet@ci.camden.nj.us>; Lydia Chapman <LyChapma@ci.camden.nj.us>; Mark Harper <MaHarper@ci.camden.nj.us>; Michael Harper <MiHarper@ci.camden.nj.us>; Michael Labar <MiLabar@ci.camden.nj.us>; Michael Miller <MiMiller@ci.camden.nj.us>; Miguel Ramos <MiRamos@ci.camden.nj.us>; Phillip Tally <PhTally@ci.camden.nj.us>; Ralph Schneeman <RaSchnee@ci.camden.nj.us>; Rescue One <ReOne@ci.camden.nj.us>; Robert Eckert <RoEckert@ci.camden.nj.us>; Robert Scott <RoScott@ci.camden.nj.us>; Samuel Balakas <SaBalaka@ci.camden.nj.us>; Samuel Munoz <SaMunoz@ci.camden.nj.us>; Shane Belcher <ShBelche@ci.camden.nj.us>; Squad Seven <SqSeven@ci.camden.nj.us>; Tyrone Miles <TyMiles@ci.camden.nj.us>; David Munoz <DaMunoz@ci.camden.nj.us>; Edwin Caraballo <EdCaraba@ci.camden.nj.us>; Gregory Clark <GrClark@ci.camden.nj.us>; Jennifer Barrientos <JeBarrie@ci.camden.nj.us>

Cc: Ciri Castro Jr (icfire9@yahoo.com) <icfire9@yahoo.com>; Samuel Munoz (smunoz@iafflocal2578.org) <smunoz@iafflocal2578.org>; iaff.local.2578.secretary@gmail.com; 'Pete Perez' <petemaxperez1989@gmail.com>; Jason J. Asuncion <JaAsunci@ci.camden.nj.us>; Diana Gonzalez <DianeG@ci.camden.nj.us>; Lisa Picon <LiPicon@ci.camden.nj.us>; Johanna Conyer <JoConyer@ci.camden.nj.us>; Michelle Spearman <MiSpearman@ci.camden.nj.us>

Subject: Job Announcement

Importance: High

Share this information at roll call with all of your coworkers. A prompt response is warranted.

Michael L. Harper

Fire Chief

Camden Fire Department

Knowledge is powerful when it is shared freely. When its lorded and hoarded it is divisive and destructive.

- Aaron Fields Seattle Fire Department

CONFIDENTIALITY NOTICE

The information contained in this communication from the Camden Fire Department is privileged and confidential and is intended for the sole use of the persons or entities who are the addressees. If you are not an intended recipient of this e-mail, the dissemination, distribution, copying or use of the information it contains is strictly prohibited. If you have received this communication in error, please immediately contact the Camden Fire Department at (856) 757-7520 to arrange for the return of this information.

[REDACTED]

From: GrClark@ci.camden.nj.us
Sent: Thursday, July 29, 2021 8:17 AM
To: MiHarper@ci.camden.nj.us
Subject: RE: Job Announcement

Good Morning Chief,

I would like to show my interest in the FPS position, a position that I'm currently detailed to since Dec 2020. I've worked in this position several times over the past 10 years doing inspections and being the duty fire marshal since 2014 on many occasion since completing the Arson Investigation Course when assigned to the FM Office. My experience in this position and continued education, and daily interaction with the community shows that I meet the required experience needed for this position.

Thank You FF/FM Gregory Clark

Original Message-----

From: Michael Harper

Sent: Tuesday, July 27, 2021 2:33 PM

To: Fire Light Duty <FireLD@ci.camden.nj.us>; Agripino Figueroa <AgFigueroa@ci.camden.nj.us>; Battalion One <BaOne@ci.camden.nj.us>; Battalion Two <BaTwo@ci.camden.nj.us>; Bernal Ford <BeFord@ci.camden.nj.us>; Braulio Villegas, Chief Fire Marshall <BrVilleg@ci.camden.nj.us>; Brian Beach <BrBeach@ci.camden.nj.us>; Brian Irving <BrIrving@ci.camden.nj.us>; Carlos Colon <CaColon@ci.camden.nj.us>; Christopher Baker <ChBaker@ci.camden.nj.us>; Christopher Barrientos <ChBarrie@ci.camden.nj.us>; Christopher Edwards <ChEdward@ci.camden.nj.us>; Daniel Baker <DaBaker@ci.camden.nj.us>; Daniel Seybert <DaSeyber@ci.camden.nj.us>; Dwayne Dixon <DwDixon@ci.camden.nj.us>; Eduardo Frontado <EdFronta@ci.camden.nj.us>; Edward Stratton <EdStratt@ci.camden.nj.us>; Engine Eight <EnEight@ci.camden.nj.us>; Engine Eleven <EnEleven@ci.camden.nj.us>; Engine Nine <EnNine@ci.camden.nj.us>; Engine One <EnOne@ci.camden.nj.us>; Engine Six <EnSix@ci.camden.nj.us>; Engine Ten <EnTen@ci.camden.nj.us>; Ezequiel Tirado <EzTirado@ci.camden.nj.us>; Frank Bottalico <FrBottal@ci.camden.nj.us>; Frank Sandrock <FrSandro@ci.camden.nj.us>; Frank Thompson <FrThomps@ci.camden.nj.us>; Gabriel Angemi <GaAngemi@ci.camden.nj.us>; Gabriel Arroyo <GaArroyo@ci.camden.nj.us>; Gabriel Caraballo <GaCaraba@ci.camden.nj.us>; Gilberto Colon <GiColon@ci.camden.nj.us>; Herbert Leary <HeLeary@ci.camden.nj.us>; Javier Matos <JaMatos@ci.camden.nj.us>; Jesse Flax <JeFlax@ci.camden.nj.us>; Joel Bain <JoBain@ci.camden.nj.us>; John Church <JoChurch@ci.camden.nj.us>; Jon Martin <JoMartin@ci.camden.nj.us>; Jose Berrios <JoBerrio@ci.camden.nj.us>; Joseph Tull <JoTull@ci.camden.nj.us>; Kevin Folkman <KeFolkma@ci.camden.nj.us>; Kevin Pollard <KePollar@ci.camden.nj.us>; Ladder One <LaOne@ci.camden.nj.us>; Ladder Three <LaThree@ci.camden.nj.us>; Ladder Two <LaTwo@ci.camden.nj.us>; Lawrence M. DiVietro <LaDiViet@ci.camden.nj.us>; Lydia Chapman <LyChapma@ci.camden.nj.us>; Mark Harper <MaHarper@ci.camden.nj.us>; Michael Harper <MiHarper@ci.camden.nj.us>; Michael Labar <MiLabar@ci.camden.nj.us>; Michael Miller <MiMiller@ci.camden.nj.us>; Miguel Ramos <MiRamos@ci.camden.nj.us>; Phillip Tally <PhTally@ci.camden.nj.us>; Ralph Schneeman <RaSchnee@ci.camden.nj.us>; Rescue One <ReOne@ci.camden.nj.us>; Robert Eckert <RoEckert@ci.camden.nj.us>; Robert Scott <RoScott@ci.camden.nj.us>; Samuel Balakas <SaBalaka@ci.camden.nj.us>; Samuel Munoz <SaMunoz@ci.camden.nj.us>; Shane Belcher <ShBelche@ci.camden.nj.us>; Squad Seven <SqSeven@ci.camden.nj.us>; Tyrone Miles <TyMiles@ci.camden.nj.us>; David Munoz <DaMunoz@ci.camden.nj.us>; Edwin Caraballo

<EdCaraba@ci.camden.nj.us>; Gregory Clark <GrClark@ci.camden.nj.us>; Jennifer Barrientos
<JeBarrie@ci.camden.nj.us>
Cc: Ciri Castro Jr (icfire9@yahoo.com) <icfire9@yahoo.com>; Samuel Munoz (smunoz@iafflocal2578.org)
<smunoz@iafflocal2578.org>; iaff.local.2578.secretary@gmail.com; 'Pete Perez' <petemaxperez1989@gmail.com>;
Jason J. Asuncion <JaAsunci@ci.camden.nj.us>; Diana Gonzalez <DianeG@ci.camden.nj.us>; Lisa Picon
<LiPicon@ci.camden.nj.us>; Johanna Conyer <JoConyer@ci.camden.nj.us>; Michelle Spearman
<MiSpearm@ci.camden.nj.us>
Subject: Job Announcement
Importance: High

Share this information at roll call with all of your coworkers. A prompt response is warranted.

Michael L. Harper
Fire Chief
Camden Fire Department
Knowledge is powerful when it is shared freely. When its lorded and hoarded it is divisive and destructive.
- Aaron Fields Seattle Fire Department

CONFIDENTIALITY NOTICE

The information contained in this communication from the Camden Fire Department is privileged and confidential and is intended for the sole use of the persons or entities who are the addressees. If you are not an intended recipient of this e-mail, the dissemination, distribution, copying or use of the information it contains is strictly prohibited. If you have received this communication in error, please immediately contact the Camden Fire Department at (856) 757-7520 to arrange for the return of this information.

Sent via the Samsung Galaxy S7, an AT&T 4G LTE smartphone

----- Original message -----

From: Michael Harper <MiHarper@ci.camden.nj.us>

Date: 8/2/21 10:21 AM (GMT-05:00)

To: "Braulio Villegas, Chief Fire Marshall" <BrVilleg@ci.camden.nj.us>

Cc: Jesse Flax <JeFlax@ci.camden.nj.us>, Jennifer Barrientos <JeBarrie@ci.camden.nj.us>, David Munoz <DaMunoz@ci.camden.nj.us>, Joseph Tull <JoTull@ci.camden.nj.us>, Lisa Picon <LiPicon@ci.camden.nj.us>, "Jason J. Asuncion" <JaAsunci@ci.camden.nj.us>, Diana Gonzalez <DianeG@ci.camden.nj.us>, Blanca Aponte <BlancaA@ci.camden.nj.us>, Edwin Caraballo <EdCaraba@ci.camden.nj.us>, Gregory Clark <GrClark@ci.camden.nj.us>

Subject: Interview for Positions

Chief Fire Marshal Villegas,

This week Deputy Chief Flax and I will be interviewing candidates for the Supervising Fire Prevention Specialist position which has been approved by the DCA and City Officials. We had three people submit letters of interest so far. We wanted to include you in this process so I will let you know which days we will perform the interviews. Presently it looks like we will select Wednesday August 4, 2021 for the interviews for that position. It is possible that we will include our DCA representative in the process if he becomes interested. I am attaching the Civil Service Job Specification for that position for your review. It does have the UFD requirements associated with this position. Additional Fire Prevention Specialists are also being considered for the FM Office to be at full staffing.

An approval was also given to hire a Keyboarding Clerk 1 to work out of the Fire Marshal's Office to assist with data entries, filing, and other administrative functions. We need to interview interested persons for that position as well.

Michael L. Harper

Fire Chief

Camden Fire Department

Knowledge is powerful when it is shared freely. When its lorded and hoarded it is divisive and destructive.

- Aaron Fields Seattle Fire Department

CONFIDENTIALITY NOTICE

The information contained in this communication from the Camden Fire Department is privileged and confidential and is intended for the sole use of the persons or entities who are the addressees. If you are not an intended recipient of this e-mail, the dissemination, distribution, copying or use of the information it contains is strictly prohibited. If you have received this communication in error, please immediately contact the Camden Fire Department at (856) 757-7520 to arrange for the return of this information.

[REDACTED]

From: DaMunoz@ci.camden.nj.us
Sent: Tuesday, August 24, 2021 7:59 AM
To: fm6munoz@aol.com
Subject: FPS Appointment Request

David Muñoz, MAS, EFO
Fire Prevention Specialist
Camden City Fire Marshal's Office
Camden, New Jersey 08102
856-757-7527
damunoz@ci.camden.nj.us

From: Braulio Villegas, Chief Fire Marshall
Sent: Wednesday, August 18, 2021 12:07 PM
To: Michael Harper <MiHarper@ci.camden.nj.us>; Jose Berrios <JoBerrio@ci.camden.nj.us>; Samuel Balakas <SaBalaka@ci.camden.nj.us>; Jesse Flax <JeFlax@ci.camden.nj.us>; David Munoz <DaMunoz@ci.camden.nj.us>
Cc: 'smunoz@iafflocal2578.org' <smunoz@iafflocal2578.org>; Ciri Castro Jr (icfire9@yahoo.com) <icfire9@yahoo.com>; Jason J. Asuncion <JaAsunci@ci.camden.nj.us>; 'Layne, Jack [DCA]' <Jack.Layne@dca.nj.gov>
Subject: RE: FPS Appointment Request

Chief Harper,

The fire department's organizational mission is "to preserve and enhance the quality of life in the City of Camden through effective fire prevention and the efficient delivery of emergency services." While fire suppression is crucial to a community, fire prevention in the form of code enforcement, investigation, and fire safety initiatives cannot be discounted or dismissed.

For you to suggest that City Administrators acted in haste when filling the SFPS (Assistant Chief Fire Marshal) position is disrespectful, careless, and without merit. The Mayor, Business Administrator, and State Monitors (DLGS) reviewed and determined the importance of filling this position. In addition, a state and county audit recommended reinstating the position (among other things). I stand by the state and city's decision to reinstate the position and encourage you to stop trying to undermine everyone.

The emails you've sent to the unions and entire department seeks to undermine the SFPS and my position within the fire department. We are a paramilitary organization and our titles are amended through the City of Camden Municipal Appellate. Your recent actions and communications reveal that you have chosen the path of undermining members of the department rather than remaining professional given your position as head of the fire department. Such behavior brings division and lowers morale within the organization. For this reason, I ask that you stop with the rhetoric and focus on leading the entire department to better serve our residents.

I plead to you to remember the rich department we represent and all the great people of Camden we serve and let's move the department forward as the City, DLGS, the unions, and myself desire.

Respectfully,
Chief Villegas

----- Original message -----

From: Michael Harper <MiHarper@ci.camden.nj.us>

From: DaMunoz@ci.camden.nj.us
Sent: Friday, September 3, 2021 9:24 AM
To: JoBerrio@ci.camden.nj.us
Subject: State FM Audit Letter
Attachments: Camden revisit letter.docx

Chief,

I attached the Audit letter from DFS Rep Elenio. Several items from list have been corrected.
For your records. If you have questions let me know.

David Munoz ACFM

From: Elenio, Paul [DCA] [mailto:Paul.Elenio@dca.nj.gov]
Sent: Wednesday, September 01, 2021 9:34 AM
To: David Munoz <DaMunoz@ci.camden.nj.us>
Subject: audit



Paul F. Elenio
Fire Code Assistance Representative
New Jersey Division of Fire Safety
101 S. Broad St.
PO Box 809
Trenton NJ 08625-809
609-633-6147 (office)
609-947-7524 (cell)
Paul.elenio@dca.nj.gov



Division of Fire Safety

Division Administration

TO: Louis Kilmer

FROM: Paul F. Elenio FCAR 2

DATE: 7/1/2021

SUBJECT: Monitoring Revisit Camden 0408

On Tuesday June 29th FCAR 1 Doyley and FCAR 2 Elenio conducted a monitoring revisit of Camden from their 2017 monitoring visit. The Bureau and the City have corrected some of the deficiencies noted, however there are still several that have not been corrected yet.

1. The Bureau remains understaffed as noted in the 2017 report. Currently the fire official has 3 inspectors, at the time of the visit there were 5 inspectors working.
2. The City has not appointed an Assistant Fire Marshal, nor have they hired clerical staff

3.

4.

5.

6.

REDACTED – NO RELATED TO REQUEST

7.

8.

FCARS Doyley and Elenio met with City Administrator Asuncion and Fire Chief Harper, both are committed to aggressively correct all open deficiencies. The Local Assistance Unit will continue to monitor the progress and provide updates as they become available.

From: Michael Harper

Sent: Tuesday, September 07, 2021 2:49 PM

To: Braulio Villegas, Chief Fire Marshall <BrVilleg@ci.camden.nj.us>

Cc: David Munoz <DaMunoz@ci.camden.nj.us>; Gregory Clark <GrClark@ci.camden.nj.us>; Edwin Caraballo <EdCaraba@ci.camden.nj.us>; Jesse Flax <JeFlax@ci.camden.nj.us>; Jose Berrios <JoBerrio@ci.camden.nj.us>; Samuel Balakas <SaBalaka@ci.camden.nj.us>; Blanca Aponte <BlancaA@ci.camden.nj.us>; Jennifer Barrientos <JeBarrie@ci.camden.nj.us>

Subject: FPS Jennifer Barrientos-Morris

Jennifer is scheduled to return to duty tomorrow September 8, 2021. Presently our staffing for the Fire Marshal's office is four (4) until the City approves additional Fire Prevention Specialists. In the meantime please have FF Greg Clark complete all of his projects, inspections, etc. as soon as possible. Unless there are waiver approvals prior to October 4, 2021 FF Clark will be reassigned to the line units to assist with staffing shortages.

Michael L. Harper

Fire Chief

Camden Fire Department

Knowledge is powerful when it is shared freely. When its lorded and hoarded it is divisive and destructive.

- Aaron Fields Seattle Fire Department

CONFIDENTIALITY NOTICE

The information contained in this communication from the Camden Fire Department is privileged and confidential and is intended for the sole use of the persons or entities who are the addressees. If you are not an intended recipient of this e-mail, the dissemination, distribution, copying or use of the information it contains is strictly prohibited. If you have received this communication in error, please immediately contact the Camden Fire Department at (856) 757-7520 to arrange for the return of this information.

From: Michael Harper

Sent: Wednesday, November 25, 2020 9:42 AM

To: Braulio Villegas, Chief Fire Marshall <BrVilleg@ci.camden.nj.us>

Cc: David Munoz <DaMunoz@ci.camden.nj.us>; Edwin Caraballo <EdCaraba@ci.camden.nj.us>; Jennifer Barrientos <JeBarrie@ci.camden.nj.us>; Jesse Flax <JeFlax@ci.camden.nj.us>; Blanca Aponte <BlancaA@ci.camden.nj.us>; Gregory Clark <GrClark@ci.camden.nj.us>; Jesse Flax <JeFlax@ci.camden.nj.us>; Ali Cooper, President IAFF Local 788 <here2savedaday@aol.com>

Subject: RE: FMO Vacancies

Your request you are asking about has already been discussed and considered between Deputy Chief Flax and I. We will let you know if and when we move forward with it.

Michael L. Harper

Fire Chief

Camden Fire Department

Knowledge is powerful when it is shared freely. When its lorded and hoarded it is divisive and destructive.

- Aaron Fields Seattle Fire Department

CONFIDENTIALITY NOTICE

The information contained in this communication from the Camden Fire Department is privileged and confidential and is intended for the sole use of the persons or entities who are the addressees. If you are not an intended recipient of this e-mail, the dissemination, distribution, copying or use of the information it contains is strictly prohibited. If you have received this communication in error, please immediately contact the Camden Fire Department at (856) 757-7520 to arrange for the return of this information.

From: Braulio Villegas, Chief Fire Marshall

Sent: Wednesday, November 25, 2020 6:50 AM

To: Michael Harper <MiHarper@ci.camden.nj.us>

Cc: David Munoz <DaMunoz@ci.camden.nj.us>; Edwin Caraballo <EdCaraba@ci.camden.nj.us>; Jennifer Barrientos <JeBarrie@ci.camden.nj.us>; Jesse Flax <JeFlax@ci.camden.nj.us>; Blanca Aponte <BlancaA@ci.camden.nj.us>; Gregory Clark <GrClark@ci.camden.nj.us>

Subject: FMO Vacancies

Chief Harper,

As you know, FPS Edwards will soon *officially* retire. With [REDACTED] respectfully request Firefighter Gregory Clark be transferred to the FM's office [REDACTED] in the past several years, FF Clark has been an asset to the department including the FM's Office. He is licensed, trained and certified as a fire investigator and is willing and able to perform the duties of the fire marshals. If approved, FF Clark will [REDACTED] immediately help conduct pending inspections and assist in fire investigations.

Thank you in advance for your consideration to this matter.



Braulio Villegas, MS, CPM

Chief Fire Marshal

Camden Fire Department

(856) 757-7510 (Office)

(856) 757-7243 (Fax)



[REDACTED]

From: EdCaraba@ci.camden.nj.us
Sent: Wednesday, September 8, 2021 7:33 AM
To: petemaxperez1989@gmail.com
Subject: FW: FPS Jennifer Barrientos-Morris

From: Michael Harper
Sent: Tuesday, September 7, 2021 2:49 PM
To: Braulio Villegas, Chief Fire Marshall <BrVilleg@ci.camden.nj.us>
Cc: David Munoz <DaMunoz@ci.camden.nj.us>; Gregory Clark <GrClark@ci.camden.nj.us>; Edwin Caraballo <EdCaraba@ci.camden.nj.us>; Jesse Flax <JeFlax@ci.camden.nj.us>; Jose Berrios <JoBerrio@ci.camden.nj.us>; Samuel Balakas <SaBalaka@ci.camden.nj.us>; Blanca Aponte <BlancaA@ci.camden.nj.us>; Jennifer Barrientos <JeBarrie@ci.camden.nj.us>
Subject: FPS Jennifer Barrientos-Morris

[REDACTED] Presently our staffing for the Fire Marshal's office is four (4) until the City approves additional Fire Prevention Specialists. In the meantime please have FF Greg Clark complete all of his projects, inspections, etc. as soon as possible. Unless there are waiver approvals prior to October 4, 2021 FF Clark will be reassigned to the line units to assist with staffing shortages.

Michael L. Harper

Fire Chief

Camden Fire Department

Knowledge is powerful when it is shared freely. When its lorded and hoarded it is divisive and destructive.

- Aaron Fields Seattle Fire Department

CONFIDENTIALITY NOTICE

The information contained in this communication from the Camden Fire Department is privileged and confidential and is intended for the sole use of the persons or entities who are the addressees. If you are not an intended recipient of this e-mail, the dissemination, distribution, copying or use of the information it contains is strictly prohibited. If you have received this communication in error, please immediately contact the Camden Fire Department at (856) 757-7520 to arrange for the return of this information.


From: BrVilleg@ci.camden.nj.us
Sent: Tuesday, September 21, 2021 8:17 AM
To: DaMunoz@ci.camden.nj.us
Subject: Employment Opportunity - Hackensack

Braulio Villegas, MS, CPM
Chief Fire Marshal
Camden Fire Department
(856) 757-7510 (Office)
(856) 757-7243 (Fax)

"Don't be afraid to think outside the box. Don't be afraid to fail big. To dream big" – Denzel Washington

From: Elenio, Paul [DCA] [mailto:Paul.Elenio@dca.nj.gov]
Sent: Monday, September 20, 2021 7:42 AM
Subject: FW: [EXTERNAL] [BCFPPA] - Employment Opportunity - Hackensack

From: bcfppa-mail-list@googlegroups.com <bcfppa-mail-list@googlegroups.com> On Behalf Of Bergen County Fire Prevention
Sent: Monday, September 20, 2021 6:57 AM
To: bcfppa-mail-list@googlegroups.com
Subject: [EXTERNAL] [BCFPPA] - Employment Opportunity - Hackensack

FIRE PREVENTION SPECIALIST- CITY OF HACKENSACK, Bergen County. Part-Time Position
Under the direction of the Fire Official, performs annual required fire inspections, investigates complaints and identifies/eliminates fire hazards. Candidate must enforce the NJ State Fire Code and local ordinances. Assists with registration of occupancies and pre-plan of structures. Applicant must possess a current Fire Inspector's License issued by the NJ Department of Community Affairs. Appointee will also be required to possess a valid NJ driver's license. Previous experience preferred. Schedule is flexible, with up to 20-25 hours of work per week. Pay rate is \$30/hour. Please email resume with availability to FireOfficial@hackensack.org.

--
You received this message because you are subscribed to the Google Groups "BCFPPA-Mail-List" group.
To unsubscribe from this group and stop receiving emails from it, send an email to bcfppa-mail-list+unsubscribe@googlegroups.com.
To view this discussion on the web visit https://groups.google.com/d/msgid/bcfppa-mail-list/CAEdsJ_u6ebczGJKQCQ8fDuWgch37qjenUdEyE%3DDvFJ534rQg%40mail.gmail.com.

From: David Munoz <fm6munoz@aol.com>
Sent: Thursday, October 7, 2021 4:59 PM
To: Ciri Castro
Cc: Braulio Villegas Chief Fire Marshall
Subject: Re: Fire Prevention Specialist Appointments

No worries Prez.

God bless you
David Munoz
Sent from my iPhone

On Oct 7, 2021, at 1:34 PM, Ciri Castro <icfire9@yahoo.com> wrote:

My apologies for not having you on the initial email.

----- Forwarded Message -----

From: Ciri Castro <icfire9@yahoo.com>
To: Jason J. Asuncion <jaasunci@ci.camden.nj.us>; Michael Harper <miharper@ci.camden.nj.us>
Cc: Jack Layne <jack.layne@dca.nj.gov>; Lisa Picon <lipicon@ci.camden.nj.us>; Johanna Conyer <joconyer@ci.camden.nj.us>
Sent: Thursday, October 7, 2021, 01:33:04 PM EDT
Subject: Fire Prevention Specialist Appointments

It has been brought to the Unions attention that the waivers for the position of FPS were approved and received by the City. The positions have yet to be filled without any clarification as to why. The Union is aware that there is no current list to refer to for appointment but there are items in our CBA that can help expedite movement to fill these positions as it will assist with the final number of new hires to be hired. As per our CBA, Article XXXII-Promotional Examinations; Sections 1, 2 and 3 and Article XXXIX-BIDDING SYSTEMS as the Chief of the Department has already begun this process so either one can be utilized for appointing personnel to the vacant positions.

Respectfully submitted,

Ciri Castro Jr.
IAFF-Local 788, President
<IAFF Local 788 Collective Bargaining Agreement 070320 FINAL Fully Executed 111220.pdf>

From: JaAsunci@ci.camden.nj.us
Sent: Friday, October 8, 2021 4:06 PM
To: MiHarper@ci.camden.nj.us
Cc: Jack.Layne@dca.nj.gov; Richard.Richardella@dca.nj.gov; MiSpearm@ci.camden.nj.us; EdTruebl@ci.camden.nj.us; LiPicon@ci.camden.nj.us; MaRiondi@ci.camden.nj.us; DianeG@ci.camden.nj.us
Subject: FW: Provisional Fire Prevention Specialist

Please review below inquiry and advise me as to Fire Administration's proposed process to fill the two (2) FPS positions. The City Administration's general position where there is no available Civil Service promotional list from which to appoint an employee to a higher ranking position and the applicable CFD Union's collective bargaining agreement nor City policy does not provide a selection process is that the decision-making be guided by: (1) possession of all necessary credentials, licenses, education, and years of experience as required for the FPS job title; and (2) seniority in the unit, where applicable.

If you have further insight, suggestion, or direction, please advise me accordingly. Have a good and safe Holiday weekend!

Sincerely,

Jason J. Asuncion, Esq., MPA
Business Administrator
City of Camden | Department of Administration
City Hall, 520 Market Street, 4th Floor, Suite 409 | P.O. Box 95120
Camden, NJ 08101-5120
Email: JaAsunci@ci.camden.nj.us | Mobile: 609.330.2482 | Desk: 856.757.7150

From: Ciri Castro <icfire9@yahoo.com>
Sent: Tuesday, October 05, 2021 4:38 PM
To: Jason J. Asuncion <JaAsunci@ci.camden.nj.us>; Lisa Picon <LiPicon@ci.camden.nj.us>
Cc: Jack Layne <jack.layne@dca.nj.gov>; Michael Harper <MiHarper@ci.camden.nj.us>; Michelle Spearman <MiSpearm@ci.camden.nj.us>; Pete Perez <petemaxperez1989@gmail.com>; Samuel Munoz <smunoz@iafflocal2578.org>
Subject: Provisional Fire Prevention Specialist

Good Afternoon Jason,

As per your email on Oct 1, 2021 @1237 as far as appointments for provisional positions as per past practice. Can we please get clarification on the proper procedure to fill the positions of Fire Prevention Specialist immediately so we can back fill the vacancies on the frontline and from the recent retirements and promotions with the next academy class.

Respectfully submitted,

Ciri Castro Jr.
IAFF-Local 788, President

[REDACTED]

From: JaAsunci@ci.camden.nj.us
Sent: Wednesday, October 20, 2021 12:06 PM
To: MaHarper@ci.camden.nj.us; LiPicon@ci.camden.nj.us
Cc: BrVilleg@ci.camden.nj.us; DaMunoz@ci.camden.nj.us; MaRiondi@ci.camden.nj.us; Jack.Layne@dca.nj.gov; William.Swain@dca.nj.gov; Richard.Richardella@dca.nj.gov
Subject: FW: Non-Life Inspection Update
Attachments: NON LIFE 2021 PLAN.docx

Please review below, provide status update, and respond accordingly. With City Council's adoption of the CY2021 Budget last night, the City will be moving forward expeditiously with remaining DLGS Waivers to effectuate priority personnel transaction across all City Depts., including CFD and its FM office.

Sincerely,

Jason J. Asuncion, Esq., MPA
Business Administrator
City of Camden | Department of Administration
City Hall, 520 Market Street, 4th Floor, Suite 409 | P.O. Box 95120
Camden, NJ 08101-5120
Email: JaAsunci@ci.camden.nj.us | Mobile: 609.330.2482 | Desk: 856.757.7150

From: Braulio Villegas, Chief Fire Marshall <BrVilleg@ci.camden.nj.us>
Sent: Wednesday, October 20, 2021 9:11 AM
To: Jason J. Asuncion <JaAsunci@ci.camden.nj.us>; Marc Riondino <MaRiondi@ci.camden.nj.us>
Cc: David Munoz <DaMunoz@ci.camden.nj.us>
Subject: FW: Non-Life Inspection Update

BA Asuncion,

As you're aware, the existing MOU between the city and state require fire companies do non-life hazard use inspections. Below you will find measures the FM's office have taken to ensure compliance. Assistant Chief FM David Munoz has taken initiative to ensure we have done our part to comply with the MOU. Chief Harper was again reminded of the need to have the fire companies begin the inspections as soon as possible to avoid noncompliance.

Please note that although waivers for the Fire Prevention Specialist and Clerk positions were approved, personnel have not been transferred to the office nor hired. The annual DCA report is due in January and inspections must be completed and fees collected by December 31st.

Though we will continue to work with what we have, our critical staffing level will negatively impact the DCA annual report. Please accept this email as an update. As always, thank you.

Respectfully,

Braulio Villegas
Chief Fire Marshal

----- Original message -----

From: David Munoz <DaMunoz@ci.camden.nj.us>

Date: 10/19/21 9:45 PM (GMT-05:00)

To: "Braulio Villegas, Chief Fire Marshal" <BrVilleg@ci.camden.nj.us>

Subject: Non-Life Inspection Update

Chief Villegas,

Hope all is well!

This serves as an update as to our earlier discussions regarding continuation of the Non-Life fire inspection program. The following update enables the Fire Department to be in compliance with the current Memorandum of Understanding along with fulfilling our organizational mission to effectively deliver fire prevention services via the method of Fire Company fire inspections.

What I have done thus far:

- ✓ Training of all fire companies during the week of October 5th. I delivered training on the basics of fire inspection of non-life commercial establishments. This was completed via the delivery of PowerPoint presentation to all company officers and firefighters.
- ✓ Inspection sheet was updated to identify most common fire code violations found in these businesses.
- ✓ Fire code violation list of common violations and their code citation was prepared to assist personnel during their inspections as well as their personal knowledge.
- ✓ Explained importance of documenting the fire inspection and the process for follow-up by the Fire Marshals Office

Proposed Plan to Chief of Department:

- ✓ I proposed a plan to the Fire Chief in which the non-life fire inspections will take approximately 6.5 weeks to complete. This plan involves the participation of all fire companies and would require 4-6 inspections per company, per work shift. (see attachment)
- ✓ Inspection plan recommendation is to begin as soon as possible. The goal is to complete the inspections by early December.

Pertinent items to consider:

- ✓ The Fire Marshal's secretary position has yet to be filled. The secretary will be extremely useful in entering fire inspection dates, billing, and processing payments.
- ✓ The Fire Prevention Specialist positions in our office have yet to be filled. These new Inspectors will provide immediate assistance in the non-life inspection program among the other required duties in the Fire Marshals Office.

Hopefully this update on the Non-life inspection program provides you an adequate framework of where we currently stand.

Respectfully,

David Muñoz, MAS, EFO
Assistant Chief Fire Marshal
Camden City Fire Marshal's Office

Camden, New Jersey 08102
856-757-7527
damunoz@ci.camden.nj.us



NON-LIFE INSPECTION PLAN 2021

FIRE COMPANY	INSPECTIONS IN DISTRICT	AVERAGE ASSIGNED	
Engine One	308	152	
Engine Ten	150	152	
Engine Nine	335	152	
Squad Seven	217	152	
Engine Eleven	87	152	
Engine Eight	120	152	
Ladder One		152	
Ladder Three		152	
4 DAYS A WEEK	EACH CO. 6 INSP PER DAY	24 INSP PER WEEK	
8 COMPANIES	48 INSP PER DAY	192 INSP PER WEEK	
TIME TO COMPLETE	6 1/2 WEEKS		
START	OCTOBER 19TH		
END	DECEMBER 3RD		

- Memorandum of Understanding (MOU) requires inspection program
- 1217 total Non-Life Inspections- this list will be updated as we go
- Training of Companies completed by ACFM Muñoz
- Billing & Processing of payments will be exhaustive & demanding

[REDACTED]

From: LiPicon@ci.camden.nj.us
Sent: Wednesday, October 20, 2021 12:51 PM
To: MiHarper@ci.camden.nj.us; JaAsunci@ci.camden.nj.us
Cc: Jack.Layne@dca.nj.gov; William.Swain@dca.nj.gov; Richard.Richardella@dca.nj.gov; JoConyer@ci.camden.nj.us; MiSpearm@ci.camden.nj.us; DianeG@ci.camden.nj.us; JeFlax@ci.camden.nj.us
Subject: RE: Camden Fire Department, Return to 196 Personnel Complement

He can't be made permanent. I can make him provisional pending the outcome of the promotional announcement. I will make the change effective 10/25/21.

Lisa Y. Picon

City of Camden Personnel Office
520 Market St., Rm. 405, City Hall
Camden, NJ 08101
856-757-7676 or 856-757-7414
Fax: 856-541-2598
lipicon@ci.camden.nj.us
Cell #: 609-634-9715

From: Michael Harper
Sent: Wednesday, October 20, 2021 12:29 PM
To: Lisa Picon <LiPicon@ci.camden.nj.us>; Jason J. Asuncion <JaAsunci@ci.camden.nj.us>
Cc: Layne, Jack [DCA] <Jack.Layne@dca.nj.gov>; 'Swain, William [DCA]' <William.Swain@dca.nj.gov>; Richardella, Rick [DCA] <Richard.Richardella@dca.nj.gov>; Johanna Conyer <JoConyer@ci.camden.nj.us>; Michelle Spearman <MiSpearm@ci.camden.nj.us>; Diana Gonzalez <DianeG@ci.camden.nj.us>; Jesse Flax <JeFlax@ci.camden.nj.us>
Subject: RE: Camden Fire Department, Return to 196 Personnel Complement

Lisa can we make Gregory Clark permanent now? He has been consistently working in the Fire Marshal's Office for a considerable amount of time. He has been working there in an acting capacity in place [REDACTED] since December 21, 2020. Out of all of the persons who showed interest in the 2 available positions he would definitely be chosen as number 1 since he has the requirements and he is also already a certified fire investigator with experience which none of the others who expressed interest have. We will interview them for credentials, experience, and seniority to determine who the other candidate would be but for now Gregory Clark is a no brainer for us. Let me know please and thank you.

Michael L. Harper

Fire Chief
Camden Fire Department

Knowledge is powerful when it is shared freely. When its lorded and hoarded it is divisive and destructive.

- Aaron Fields Seattle Fire Department

CONFIDENTIALITY NOTICE

The information contained in this communication from the Camden Fire Department is privileged and confidential and is intended for the sole use of the persons or entities who are the addressees. If you are not an intended recipient of this e-mail, the dissemination, distribution, copying or use of the information it contains is strictly prohibited. If you have received this communication in error, please immediately contact the Camden Fire Department at (856) 757-7520 to arrange for the return of this information.

From: Lisa Picon

Sent: Monday, October 18, 2021 3:36 PM

To: Jason J. Asuncion <JaAsunci@ci.camden.nj.us>

Cc: Layne, Jack [DCA] <Jack.Layne@dca.nj.gov>; 'Swain, William [DCA]' <William.Swain@dca.nj.gov>; Richardella, Rick [DCA] <Richard.Richardella@dca.nj.gov>; Michael Harper <MiHarper@ci.camden.nj.us>; Johanna Conyer <JoConyer@ci.camden.nj.us>; Michelle Spearman <MiSpearm@ci.camden.nj.us>; Diana Gonzalez <DianeG@ci.camden.nj.us>

Subject: RE: Camden Fire Department, Return to 196 Personnel Complement

Were these signed by DCA? I have not seen a signed copy.

Lisa Y. Picon

City of Camden Personnel Office
520 Market St., Rm. 405, City Hall
Camden, NJ 08101
856-757-7676 or 856-757-7414
Fax: 856-541-2598
lipicon@ci.camden.nj.us
Cell #: 609-634-9715

From: Jason J. Asuncion

Sent: Friday, October 08, 2021 2:23 PM

To: Lisa Picon <LiPicon@ci.camden.nj.us>

Cc: Layne, Jack [DCA] <Jack.Layne@dca.nj.gov>; 'Swain, William [DCA]' <William.Swain@dca.nj.gov>; Richardella, Rick [DCA] <Richard.Richardella@dca.nj.gov>; Michael Harper <MiHarper@ci.camden.nj.us>; Johanna Conyer <JoConyer@ci.camden.nj.us>; Michelle Spearman <MiSpearm@ci.camden.nj.us>; Diana Gonzalez <DianeG@ci.camden.nj.us>

Subject: FW: Camden Fire Department, Return to 196 Personnel Complement

Thank you. Have a good holiday off.

Sincerely,

Jason J. Asuncion, Esq., MPA
Business Administrator
City of Camden | Department of Administration
City Hall, 520 Market Street, 4th Floor, Suite 409 | P.O. Box 95120
Camden, NJ 08101-5120
Email: JaAsunci@ci.camden.nj.us | Mobile: 609.330.2482 | Desk: 856.757.7150

From: Lisa Picon <LiPicon@ci.camden.nj.us>

Sent: Friday, October 08, 2021 2:01 PM

To: Jason J. Asuncion <JaAsunci@ci.camden.nj.us>

Cc: 'Layne, Jack [DCA]' <Jack.Layne@dca.nj.gov>; Richardella, Rick [DCA] <Richard.Richardella@dca.nj.gov>; Swain, William [DCA] <William.Swain@dca.nj.gov>; Johanna Conyer <JoConyer@ci.camden.nj.us>; Michelle Spearman <MiSpearm@ci.camden.nj.us>; Diana Gonzalez <DianeG@ci.camden.nj.us>

Subject: RE: Camden Fire Department, Return to 196 Personnel Complement

See attached.

Lisa Y. Picon

City of Camden Personnel Office
520 Market St., Rm. 405, City Hall
Camden, NJ 08101
56-757-7676 or 856-757-7414
Fax: 856-541-2598
lipicon@ci.camden.nj.us
Cell #: 609-634-9715

From: Jason J. Asuncion

Sent: Friday, October 08, 2021 2:00 PM

To: Michael Harper <MiHarper@ci.camden.nj.us>

Cc: 'Layne, Jack [DCA]' <Jack.Layne@dca.nj.gov>; Richardella, Rick [DCA] <Richard.Richardella@dca.nj.gov>; Swain, William [DCA] <William.Swain@dca.nj.gov>; Johanna Conyer <JoConyer@ci.camden.nj.us>; Michelle Spearman <MiSpearman@ci.camden.nj.us>; Lisa Picon <LiPicon@ci.camden.nj.us>; Diana Gonzalez <DianeG@ci.camden.nj.us>

Subject: RE: Camden Fire Department, Return to 196 Personnel Complement

Thanks Jack. We'll scan all the City-executed CFD waivers to you today.

Sincerely,

Jason J. Asuncion, Esq., MPA
Business Administrator
City of Camden | Department of Administration
City Hall, 520 Market Street, 4th Floor, Suite 409 | P.O. Box 95120
Camden, NJ 08101-5120
mail: JaAsunci@ci.camden.nj.us | Mobile: 609.330.2482 | Desk: 856.757.7150

From: Michael Harper <MiHarper@ci.camden.nj.us>

Sent: Friday, October 08, 2021 1:45 PM

To: 'Layne, Jack [DCA]' <Jack.Layne@dca.nj.gov>; Jason J. Asuncion <JaAsunci@ci.camden.nj.us>

Cc: Richardella, Rick [DCA] <Richard.Richardella@dca.nj.gov>; Swain, William [DCA] <William.Swain@dca.nj.gov>; Johanna Conyer <JoConyer@ci.camden.nj.us>; Michelle Spearman <MiSpearman@ci.camden.nj.us>; Lisa Picon <LiPicon@ci.camden.nj.us>; Diana Gonzalez <DianeG@ci.camden.nj.us>

Subject: RE: Camden Fire Department, Return to 196 Personnel Complement

Thanks Jack you are greatly appreciated.

Michael L. Harper
Fire Chief

From: Layne, Jack [DCA] [<mailto:Jack.Layne@dca.nj.gov>]

Sent: Friday, October 8, 2021 1:39 PM

To: Michael Harper <MiHarper@ci.camden.nj.us>; Jason J. Asuncion <JaAsunci@ci.camden.nj.us>

Cc: Richardella, Rick [DCA] <Richard.Richardella@dca.nj.gov>; Swain, William [DCA] <William.Swain@dca.nj.gov>; Johanna Conyer <JoConyer@ci.camden.nj.us>; Michelle Spearman <MiSpearman@ci.camden.nj.us>; Lisa Picon <LiPicon@ci.camden.nj.us>; Diana Gonzalez <DianeG@ci.camden.nj.us>

Subject: RE: Camden Fire Department, Return to 196 Personnel Complement

will be in the office on Tuesday and will sign the waivers that need to be approved in order to ensure that we are moving forward.

Jack

From: Michael Harper <MiHarper@ci.camden.nj.us>
Sent: Friday, October 8, 2021 12:50 PM
To: Jason J. Asuncion <JaAsunci@ci.camden.nj.us>
Cc: Richardella, Rick [DCA] <Richard.Richardella@dca.nj.gov>; Layne, Jack [DCA] <Jack.Layne@dca.nj.gov>; Swain, William [DCA] <William.Swain@dca.nj.gov>; Johanna Conyer <JoConyer@ci.camden.nj.us>; Michelle Spearman <MiSpearman@ci.camden.nj.us>; Lisa Picon <LiPicon@ci.camden.nj.us>; Diana Gonzalez <DianeG@ci.camden.nj.us>
Subject: [EXTERNAL] RE: Camden Fire Department, Return to 196 Personnel Complement
Importance: High

CONFIDENTIALITY NOTICE
The information contained in this communication from the Camden Fire Department is privileged and confidential and is intended for the sole use of the persons or entities who are the addressees. If you are not an intended recipient of this e-mail, the dissemination, distribution, copying or use of the information it contains is strictly prohibited. If you have received this communication in error, please immediately contact the Camden Fire Department at (856) 757-7520 to arrange for the return of this information.

Michael L. Harper

Fire Chief
Camden Fire Department

Knowledge is powerful when it is shared freely. When its lorded and hoarded it is divisive and destructive.

- Aaron Fields Seattle Fire Department

CONFIDENTIALITY NOTICE

The information contained in this communication from the Camden Fire Department is privileged and confidential and is intended for the sole use of the persons or entities who are the addressees. If you are not an intended recipient of this e-mail, the dissemination, distribution, copying or use of the information it contains is strictly prohibited. If you have received this communication in error, please immediately contact the Camden Fire Department at (856) 757-7520 to arrange for the return of this information.

From: Lisa Picon
Sent: Friday, October 8, 2021 12:46 PM
To: Michael Harper <MiHarper@ci.camden.nj.us>; Jason J. Asuncion <JaAsunci@ci.camden.nj.us>
Cc: Richardella, Rick [DCA] <richard.richardella@dca.nj.gov>; Layne, Jack [DCA] <jack.layne@dca.nj.gov>; Swain, William [DCA] <william.swain@dca.nj.gov>; Johanna Conyer <JoConyer@ci.camden.nj.us>; Michelle Spearman <MiSpearman@ci.camden.nj.us>
Subject: RE: Camden Fire Department, Return to 196 Personnel Complement

I can't. The City has not received the Certification for Fire Captain. The Waiver for Joel Thompson has not been signed yet.

Lisa Y. Picon

City of Camden Personnel Office
520 Market St., Rm. 405, City Hall
Camden, NJ 08101
856-757-7676 or 856-757-7414
Fax: 856-541-2598
lipicon@ci.camden.nj.us
Cell #: 609-634-9715

From: Michael Harper
Sent: Friday, October 08, 2021 12:42 PM

To: Lisa Picon <LiPicon@ci.camden.nj.us>; Jason J. Asuncion <JaAsunci@ci.camden.nj.us>
Cc: Richardella, Rick [DCA] <richard.richardella@dca.nj.gov>; Layne, Jack [DCA] <jack.layne@dca.nj.gov>; Swain, William [DCA] <william.swain@dca.nj.gov>; Johanna Conyer <JoConyer@ci.camden.nj.us>; Michelle Spearman <MiSpearm@ci.camden.nj.us>
Subject: RE: Camden Fire Department, Return to 196 Personnel Complement.
Importance: High

Lisa we are preparing and organizing our ceremony. Can you confirm that David Diaz [REDACTED] and Joel Thompson [REDACTED] will be permanent Fire Captains by 10/21/2021? I am attaching their Incident Management Level 1 certificates in and they both submitted interest letters.

Michael L. Harper

Fire Chief
Camden Fire Department

Knowledge is powerful when it is shared freely. When its lorded and hoarded it is divisive and destructive.

- Aaron Fields Seattle Fire Department

CONFIDENTIALITY NOTICE

The information contained in this communication from the Camden Fire Department is privileged and confidential and is intended for the sole use of the persons or entities who are the addressees. If you are not an intended recipient of this e-mail, the dissemination, distribution, copying or use of the information it contains is strictly prohibited. If you have received this communication in error, please immediately contact the Camden Fire Department at (856) 757-7520 to arrange for the return of this information.

From: Lisa Picon

Sent: Friday, October 1, 2021 12:30 PM

To: Michael Harper <MiHarper@ci.camden.nj.us>; Jason J. Asuncion <JaAsunci@ci.camden.nj.us>

Cc: Richardella, Rick [DCA] <richard.richardella@dca.nj.gov>; Layne, Jack [DCA] <jack.layne@dca.nj.gov>; Swain, William [DCA] <william.swain@dca.nj.gov>; Samuel Munoz <smunoz@iafflocal2578.org>; Ciri Castro Jr <castrocirjr@gmail.com>; Johanna Conyer <JoConyer@ci.camden.nj.us>; Michelle Spearman <MiSpearm@ci.camden.nj.us>; Curtis Jenkins, Councilperson <CuJenkin@ci.camden.nj.us>; Dorri Brown <DoBrown@ci.camden.nj.us>; Marc Riordino <MaRiordi@ci.camden.nj.us>; Vincent Basara <ViBasara@ci.camden.nj.us>; Diana Gonzalez <DianeG@ci.camden.nj.us>; Ciri Castro Jr (icfire9@yahoo.com) <icfire9@yahoo.com>

Subject: RE: Camden Fire Department, Return to 196 Personnel Complement

David Diaz should be made permanent by then. [REDACTED]

Lisa Y. Picon

City of Camden Personnel Office
520 Market St., Rm. 405, City Hall
Camden, NJ 08101
856-757-7676 or 856-757-7414
Fax: 856-541-2598
lipicon@ci.camden.nj.us
Cell #: 609-634-9715

From: Michael Harper

Sent: Friday, October 01, 2021 12:21 PM

To: Lisa Picon <LiPicon@ci.camden.nj.us>; Jason J. Asuncion <JaAsunci@ci.camden.nj.us>
Cc: Richardella, Rick [DCA] <richard.richardella@dca.nj.gov>; Layne, Jack [DCA] <jack.layne@dca.nj.gov>; Swain, William [DCA] <william.swain@dca.nj.gov>; Samuel Munoz <smunoz@iafflocal2578.org>; Ciri Castro Jr <castrocirijr@gmail.com>; Johanna Conyer <JoConyer@ci.camden.nj.us>; Michelle Spearman <MiSpearman@ci.camden.nj.us>; Curtis Jenkins, Councilperson <CuJenkin@ci.camden.nj.us>; Dorri Brown <DoBrown@ci.camden.nj.us>; Marc Riondino <MaRiondi@ci.camden.nj.us>; Vincent Basara <ViBasara@ci.camden.nj.us>; Diana Gonzalez <DianeG@ci.camden.nj.us>; Ciri Castro Jr (icfire9@yahoo.com) <icfire9@yahoo.com>

Subject: RE: Camden Fire Department, Return to 196 Personnel Complement

We are planning a graduation and possibly a promotional ceremony for October 21, 2021. Will David Diaz (who is in an acting Captain capacity now) and the two additional FPS be able to be included? We do not include provisional and acting appointments in promotional ceremonies because they are not permanent appointments.

Michael L. Harper

Fire Chief

Camden Fire Department

Knowledge is powerful when it is shared freely. When its lorded and hoarded it is divisive and destructive.

- Aaron Fields Seattle Fire Department

CONFIDENTIALITY NOTICE

The information contained in this communication from the Camden Fire Department is privileged and confidential and is intended for the sole use of the persons or entities who are the addressees. If you are not an intended recipient of this e-mail, the dissemination, distribution, copying or use of the information it contains is strictly prohibited. If you have received this communication in error, please immediately contact the Camden Fire Department at (856) 757-7520 to arrange for the return of this information.

From: Lisa Picon

Sent: Friday, October 1, 2021 12:04 PM

To: 'Ciri Castro' <icfire9@yahoo.com>; Jason J. Asuncion <JaAsunci@ci.camden.nj.us>

Cc: Richardella, Rick [DCA] <richard.richardella@dca.nj.gov>; Layne, Jack [DCA] <jack.layne@dca.nj.gov>; Michael Harper <MiHarper@ci.camden.nj.us>; Swain, William [DCA] <william.swain@dca.nj.gov>; Samuel Munoz <smunoz@iafflocal2578.org>; Ciri Castro Jr <castrocirijr@gmail.com>; Johanna Conyer <JoConyer@ci.camden.nj.us>; Michelle Spearman <MiSpearman@ci.camden.nj.us>; Curtis Jenkins, Councilperson <CuJenkin@ci.camden.nj.us>; Dorri Brown <DoBrown@ci.camden.nj.us>; Marc Riondino <MaRiondi@ci.camden.nj.us>; Vincent Basara <ViBasara@ci.camden.nj.us>; Diana Gonzalez <DianeG@ci.camden.nj.us>

Subject: RE: Camden Fire Department, Return to 196 Personnel Complement

As clarification to ALL. It takes 6 months to **process** new hires. The City has already requested the Certification from Civil Service. We are not waiting for a new list to be generated. The class that just got hired took 7 months to process.

Should you require any further information feel free to contact me.

Lisa Y. Picon

City of Camden Personnel Office
520 Market St., Rm. 405, City Hall
Camden, NJ 08101

856-757-7676 or 856-757-7414

Fax: 856-541-2598

Cell #: 609-634-9715

From: Ciri Castro [<mailto:icfire9@yahoo.com>]

Sent: Friday, October 01, 2021 12:00 PM

To: Jason J. Asuncion <JaAsunci@ci.camden.nj.us>

Cc: Richardella, Rick [DCA] <richard.richardella@dca.nj.gov>; Layne, Jack [DCA] <jack.layne@dca.nj.gov>; Michael Harper <MiHarper@ci.camden.nj.us>; Swain, William [DCA] <william.swain@dca.nj.gov>; Samuel Munoz <smunoz@iafflocal2578.org>; Ciri Castro Jr <castrocirijr@gmail.com>; Johanna Conyer <JoConyer@ci.camden.nj.us>; Lisa Picon <LiPicon@ci.camden.nj.us>; Michelle Spearman <MiSpearman@ci.camden.nj.us>; Curtis Jenkins, Councilperson <CuJenkin@ci.camden.nj.us>; Dorri Brown <DoBrown@ci.camden.nj.us>; Marc Riondino <MaRiondi@ci.camden.nj.us>; Vincent Basara <ViBasara@ci.camden.nj.us>; Diana Gonzalez <DianeG@ci.camden.nj.us>

Subject: Re: Camden Fire Department, Return to 196 Personnel Complement

Thanks for the update Jason, for purpose of clarification, what are the reasons that it will take 6 months to process a class of 11 additional Recruits with the 5 previously approved Recruits for a second academy? The Union is concerned because currently there is an eligible hiring list that can be utilized for hiring that is set to expire in March of 2022. Those are City residents that have an opportunity to give back and work in their communities after waiting 4 years just to have a chance to work in the City they grew up in. It has been the past practice of the City and under Civil Service Guidelines that there is to be a current eligible hiring list at all times. It takes 6 months just to get a new test out and even longer to create an eligible hiring list, which will lead to over a year or more to hire, this is not an efficient way to adequately staff the Fire Department as per our meeting on June 11th. The City agreed with the DLGS that they would authorize additional funding for the hiring of 22 Recruits to get our staffing back to 196. We would like to thank the DLGS for their assistance in getting all the waivers approved. We have heard that through the budget passing the funds are immediately available to hire these new Recruits, these new hires will play a major roll in opening up additional companies and assist in our already depleted staff.

On Friday, October 1, 2021, 10:11:46 AM EDT, Ciri Castro Jr. <icfire9@yahoo.com> wrote:

Good morning Jason, any updates on the waivers and when they will be implemented?

Sent from my iPhone

On Oct 1, 2021, at 9:41 AM, Jason J. Asuncion <JaAsunci@ci.camden.nj.us> wrote:

STATUS UPDATE:

On 8-21-21, City Council approved the Introduced CY 2021 Municipal Budget. The next statutory step is the Public Hearing and 2nd Reading (Adoption) of the CY 2021 Budget at a Special Meeting to be held on Tuesday, 10-19-21 at 4:30 PM via a Zoom Virtual Meeting. At the Special Meeting, Mayor Carstarphen and the Administration underscored substantial Budget highlights, including returning the CFD to its optimal personnel complement of 196.

The DLGS Fiscal Oversight Team, Finance Dir. Conyer and I met on 9-29-21 and the necessary Waiver approvals have been secured to immediately begin the process to effectuate, in conjunction with Fire Chief Harper, Personnel/Lisa Picon and Civil Service, the pertinent promotions to Fire Capt. (1) and FPS (2) and new hires of Fire Fighters (11). The DCA/DLGS previously authorized a Supplemental Transitional Aid Addendum to fund all the fire personnel and hires necessary to return to Fire Chief Harper's optimal complement of 196.

The Fire Fighters will take 6 months to process through Civil Service and these 11 plus 5 previously approved FFs, total of 16, will constitute CFD's to-be-scheduled second Fire Academy class. Combined with the 6 FFs currently completing their Academy training, many thanks to DCA/DLGS for the aggregate total of 22 new FFs to protect the Camden community.

I will continue to keep all of you updated.

Sincerely,

Jason J. Asuncion, Esq., MPA

Business Administrator

City of Camden | Department of Administration

City Hall, 520 Market Street, 4th Floor, Suite 409 | P.O. Box 95120

Camden, NJ 08101-5120

Email: JaAsunci@ci.camden.nj.us | Mobile: 609.330.2482 | Desk: 856.757.7150

[REDACTED]

From: MiHarper@ci.camden.nj.us
Sent: Wednesday, October 20, 2021 2:49 PM
To: GrClark@ci.camden.nj.us
Cc: JeFlax@ci.camden.nj.us
Subject: Provisional Appointment

Greg,

As of October 25, 2021 you will be provisionally appointed as a Fire Prevention Specialist for our department. You will no longer have to submit acting slips while working in the office. You will be permanently appointed following the Civil Service announcement of the position.

Michael L. Harper

Fire Chief

Camden Fire Department

Knowledge is powerful when it is shared freely. When its lorded and hoarded it is divisive and destructive.

- Aaron Fields Seattle Fire Department

CONFIDENTIALITY NOTICE

The information contained in this communication from the Camden Fire Department is privileged and confidential and is intended for the sole use of the persons or entities who are the addressees. If you are not an intended recipient of this e-mail, the dissemination, distribution, copying or use of the information it contains is strictly prohibited. If you have received this communication in error, please immediately contact the Camden Fire Department at (856) 757-7520 to arrange for the return of this information.

[REDACTED]

From: MiHarper@ci.camden.nj.us
Sent: Wednesday, October 20, 2021 4:10 PM
To: LiPicon@ci.camden.nj.us; JaAsunci@ci.camden.nj.us
Cc: BrVilleg@ci.camden.nj.us; DaMunoz@ci.camden.nj.us; MaRiondi@ci.camden.nj.us; Jack.Layne@dca.nj.gov; William.Swain@dca.nj.gov; Richard.Richardella@dca.nj.gov
Subject: RE: Non-Life Inspection Update

Awesome thanks.

From: Lisa Picon
Sent: Wednesday, October 20, 2021 4:06 PM
To: Jason J. Asuncion <JaAsunci@ci.camden.nj.us>; Michael Harper <MiHarper@ci.camden.nj.us>
Cc: Braulio Villegas, Chief Fire Marshall <BrVilleg@ci.camden.nj.us>; David Munoz <DaMunoz@ci.camden.nj.us>; Marc Riondino <MaRiondi@ci.camden.nj.us>; 'Layne, Jack [DCA]' <Jack.Layne@dca.nj.gov>; 'Swain, William [DCA]' <William.Swain@dca.nj.gov>; 'Richardella, Rick [DCA]' <Richard.Richardella@dca.nj.gov>
Subject: RE: Non-Life Inspection Update

The Clerk for the FM's office is scheduled for a physical tomorrow. I have processed the CAMPS form to promote Gregory Clark to FPS effective 10/25/21. I am awaiting the name of the second FPS.

Lisa Y. Picon
City of Camden Personnel Office
520 Market St., Rm. 405, City Hall
Camden, NJ 08101
856-757-7676 or 856-757-7414
Fax: 856-541-2598
lipicon@ci.camden.nj.us
Cell #: 609-634-9715

From: Jason J. Asuncion
Sent: Wednesday, October 20, 2021 12:06 PM
To: Mark Harper <MaHarper@ci.camden.nj.us>; Lisa Picon <LiPicon@ci.camden.nj.us>
Cc: Braulio Villegas, Chief Fire Marshall <BrVilleg@ci.camden.nj.us>; David Munoz <DaMunoz@ci.camden.nj.us>; Marc Riondino <MaRiondi@ci.camden.nj.us>; 'Layne, Jack [DCA]' <Jack.Layne@dca.nj.gov>; 'Swain, William [DCA]' <William.Swain@dca.nj.gov>; 'Richardella, Rick [DCA]' <Richard.Richardella@dca.nj.gov>
Subject: FW: Non-Life Inspection Update

Please review below, provide status update, and respond accordingly. With City Council's adoption of the CY2021 Budget last night, the City will be moving forward expeditiously with remaining DLGS Waivers to effectuate priority personnel transaction across all City Depts., including CFD and its FM office.

Sincerely,

Jason J. Asuncion, Esq., MPA
Business Administrator

From: JaAsunci@ci.camden.nj.us
Sent: Thursday, October 28, 2021 6:31 PM
To: MiHarper@ci.camden.nj.us; LiPicon@ci.camden.nj.us
Cc: BrVilleg@ci.camden.nj.us; DaMunoz@ci.camden.nj.us; Jack.Layne@dca.nj.gov; William.Swain@dca.nj.gov; Richard.Richardella@dca.nj.gov; MaRiondi@ci.camden.nj.us
Subject: RE: Non-Life Inspection Update
Attachments: RE: Camden Fire Department, Return to 196 Personnel Complement; FW: Provisional Fire Prevention Specialist

Thank you for your collective efforts in processing the provisional appointment of Gregory Clark to FPS, one of two FPS positions recently approved by the DLGS to be filled. Both FPS positions and provisional appointment thereto are pending the outcome of NJ Civil Service policies and procedures towards appointees' provisional appointment. DLGS has inquired of the City Administration as to the status of all CFD personnel transactions authorized by DLGS Waiver, which is highlighted below.

Regarding the second FPS position, as I mentioned in my attached 10-8-21 email, the decision-making as to the provisional appointment of an FPS where there is "no available Civil Service promotional list from which to appoint an employee to a higher ranking position and the applicable CFD Union's collective bargaining agreement nor City policy does not provide a selection process is that the decision-making be guided by: (1) possession of all necessary credentials, licenses, education, and years of experience as required for the FPS job title; and (2) seniority in the unit, where applicable." Fire Chief Harper acknowledged aforesaid precepts in his attached 10-20-21 email "We will interview them [FPS candidates] for credentials, experience, and seniority to determine who the other candidate would be but for now Gregory Clark is a no brainer for us."

In reviewing the second FPS position with Personnel/Lisa P. I understand from Lisa that Fire Fighters Ciri Castro, Jr. and Asante Wilson are potential candidates for provisional appointment to the second FPS position as they hold the necessary credentials for same.

Given the above, unless there's another non-subjective consideration here with respect to the candidates' credentials, experience and/or seniority—Chief Harper, please immediately advise me of such--FF Castro is to be provisionally promoted to the second FPS position. Again, NJ Civil Service makes the final determination after its testing and other actions. Thus, other eligible candidates from CFD can freely submit for both FPS positions and another successful candidate(s) may in the end be permanently appointed FPS based on Civil Service's policies and procedures. As you may well appreciate in the aftermath of DLGS supporting your efforts to return CFD to its optimal personnel level, the City must move forward expeditiously with processing all DLGS-approved Waivers.

Sincerely,

Jason J. Asuncion, Esq., MPA
Business Administrator
City of Camden | Department of Administration
City Hall, 520 Market Street, 4th Floor, Suite 409 | P.O. Box 95120
Camden, NJ 08101-5120
Email: JaAsunci@ci.camden.nj.us | Mobile: 609.330.2482 | Desk: 856.757.7150

From: Lisa Picon <LiPicon@ci.camden.nj.us>

Sent: Wednesday, October 20, 2021 4:06 PM

To: Jason J. Asuncion <JaAsunci@ci.camden.nj.us>; Michael Harper <MiHarper@ci.camden.nj.us>

Cc: Braulio Villegas, Chief Fire Marshall <BrVilleg@ci.camden.nj.us>; David Munoz <DaMunoz@ci.camden.nj.us>; Marc Riondino <MaRiondi@ci.camden.nj.us>; 'Layne, Jack [DCA]' <Jack.Layne@dca.nj.gov>; 'Swain, William [DCA]' <William.Swain@dca.nj.gov>; 'Richardella, Rick [DCA]' <Richard.Richardella@dca.nj.gov>

Subject: RE: Non-Life Inspection Update

The Clerk for the FM's office is scheduled for a physical tomorrow. I have processed the CAMPS form to promote Gregory Clark to FPS effective 10/25/21. I am awaiting the name of the second FPS.

Lisa Y. Picon

City of Camden Personnel Office
520 Market St., Rm. 405, City Hall

Camden, NJ 08101

856-757-7676 or 856-757-7414

Fax: 856-541-2598

lipicon@ci.camden.nj.us

Cell #: 609-634-9715

From: Jason J. Asuncion

Sent: Wednesday, October 20, 2021 12:06 PM

To: Mark Harper <MaHarper@ci.camden.nj.us>; Lisa Picon <LiPicon@ci.camden.nj.us>

Cc: Braulio Villegas, Chief Fire Marshall <BrVilleg@ci.camden.nj.us>; David Munoz <DaMunoz@ci.camden.nj.us>; Marc Riondino <MaRiondi@ci.camden.nj.us>; 'Layne, Jack [DCA]' <Jack.Layne@dca.nj.gov>; 'Swain, William [DCA]' <William.Swain@dca.nj.gov>; 'Richardella, Rick [DCA]' <Richard.Richardella@dca.nj.gov>

Subject: FW: Non-Life Inspection Update

Please review below, provide status update, and respond accordingly. With City Council's adoption of the CY2021 Budget last night, the City will be moving forward expeditiously with remaining DLGS Waivers to effectuate priority personnel transaction across all City Depts., including CFD and its FM office.

Sincerely,

Jason J. Asuncion, Esq., MPA

Business Administrator

City of Camden | Department of Administration

City Hall, 520 Market Street, 4th Floor, Suite 409 | P.O. Box 95120

Camden, NJ 08101-5120

Email: JaAsunci@ci.camden.nj.us | Mobile: 609.330.2482 | Desk: 856.757.7150

From: Braulio Villegas, Chief Fire Marshall <BrVilleg@ci.camden.nj.us>

Sent: Wednesday, October 20, 2021 9:11 AM

To: Jason J. Asuncion <JaAsunci@ci.camden.nj.us>; Marc Riondino <MaRiondi@ci.camden.nj.us>

Cc: David Munoz <DaMunoz@ci.camden.nj.us>

Subject: FW: Non-Life Inspection Update

BA Asuncion,

As you're aware, the existing MOU between the city and state require fire companies do non-life hazard use inspections. Below you will find measures the FM's office have taken to ensure compliance. Assistant Chief FM David Munoz has taken initiative to ensure we have done our part to comply with the MOU. Chief Harper was again reminded of the need to have the fire companies begin the inspections as soon as possible to avoid noncompliance.

Please note that although waivers for the Fire Prevention Specialist and Clerk positions were approved, personnel have not been transferred to the office nor hired. The annual DCA report is due in January and inspections must be completed and fees collected by December 31st.

Though we will continue to work with what we have, our critical staffing level will negatively impact the DCA annual report. Please accept this email as an update. As always, thank you.

Respectfully,

Braulio Villegas
Chief Fire Marshal

----- Original message -----

From: David Munoz <DaMunoz@ci.camden.nj.us>

Date: 10/19/21 9:45 PM (GMT-05:00)

To: "Braulio Villegas, Chief Fire Marshall" <BrVilleg@ci.camden.nj.us>

Subject: Non-Life Inspection Update

Chief Villegas,

Hope all is well!

This serves as an update as to our earlier discussions regarding continuation of the Non-Life fire inspection program. The following update enables the Fire Department to be in compliance with the current Memorandum of Understanding along with fulfilling our organizational mission to effectively deliver fire prevention services via the method of Fire Company fire inspections.

What I have done thus far:

- ✓ Training of all fire companies during the week of October 5th. I delivered training on the basics of fire inspection of non-life commercial establishments. This was completed via the delivery of PowerPoint presentation to all company officers and firefighters.
- ✓ Inspection sheet was updated to identify most common fire code violations found in these businesses.
- ✓ Fire code violation list of common violations and their code citation was prepared to assist personnel during their inspections as well as their personal knowledge.
- ✓ Explained importance of documenting the fire inspection and the process for follow-up by the Fire Marshals Office

Proposed Plan to Chief of Department:

- ✓ I proposed a plan to the Fire Chief in which the non-life fire inspections will take approximately 6.5 weeks to complete. This plan involves the participation of all fire companies and would require 4-6 inspections per company, per work shift. (see attachment)

- ✓ Inspection plan recommendation is to begin as soon as possible. The goal is to complete the inspections by early December.

Pertinent items to consider:

- ✓ The Fire Marshal's secretary position has yet to be filled. The secretary will be extremely useful in entering fire inspection dates, billing, and processing payments.
- ✓ The Fire Prevention Specialist positions in our office have yet to be filled. These new Inspectors will provide immediate assistance in the non-life inspection program among the other required duties in the Fire Marshals Office.

Hopefully this update on the Non-life inspection program provides you an adequate framework of where we currently stand.

Respectfully,

Davidd Muñoz, MAS, EFO
Assistant Chief Fire Marshal
Camden City Fire Marshal's Office
Camden, New Jersey 08102
856-757-7527
damunoz@ci.camden.nj.us

----- Original message -----

From: David Munoz <DaMunoz@ci.camden.nj.us>
Date: 10/28/21 8:25 PM (GMT-05:00)
To: David Munoz <DaMunoz@ci.camden.nj.us>
Subject: FW: Non-Life Inspection Update

----- Original message -----

From: "Jason J. Asuncion" <JaAsunci@ci.camden.nj.us>
Date: 10/28/21 6:31 PM (GMT-05:00)
To: Michael Harper <MiHarper@ci.camden.nj.us>, Lisa Picon <LiPicon@ci.camden.nj.us>
Cc: "Braulio Villegas, Chief Fire Marshall" <BrVilleg@ci.camden.nj.us>, David Munoz <DaMunoz@ci.camden.nj.us>, "Layne, Jack [DCA]" <Jack.Layne@dca.nj.gov>, "Swain, William [DCA]" <William.Swain@dca.nj.gov>, "Richardella, Rick [DCA]" <Richard.Richardella@dca.nj.gov>, Marc Riondino <MaRiondi@ci.camden.nj.us>
Subject: RE: Non-Life Inspection Update

Thank you for your collective efforts in processing the provisional appointment of Gregory Clark to FPS, one of two FPS positions recently approved by the DLGS to be filled. Both FPS positions and provisional appointment thereto are pending the outcome of NJ Civil Service policies and procedures towards appointees' provisional appointment. DLGS has inquired of the City Administration as to the status of all CFD personnel transactions authorized by DLGS Waiver, which is highlighted below.

Regarding the second FPS position, as I mentioned in my attached 10-8-21 email, the decision-making as to the provisional appointment of an FPS where there is no available Civil Service promotional list from which to appoint an employee to a higher ranking position and the applicable CFD Union's collective bargaining agreement nor City policy does not provide a selection process is that the decision-making be guided by: (1) possession of all necessary credentials, licenses, education, and years of experience as required for the FPS job title; and (2) seniority in the unit, where applicable. Fire Chief Harper acknowledged aforesaid precepts in his attached 10-20-21 email "We will interview them [FPS candidates] for credentials, experience, and seniority to determine who the other candidate would be but for now Gregory Clark is a no brainer for us."

In reviewing the second FPS position with Personnel/Lisa P. I understand from Lisa that Fire Fighters Ciri Castro, Jr. and Asante Wilson are potential candidates for provisional appointment to the second FPS position as they hold the necessary credentials for same.

Given the above, unless there's another non-subjective consideration here with respect to the candidates' credentials, experience and/or seniority, Chief Harper, please immediately advise me of such--FF Castro is to be provisionally promoted to the second FPS position. Again, NJ Civil Service makes the final determination after its testing and other actions. Thus, other eligible candidates from CFD can freely submit for both FPS positions and another successful candidate(s) may in the end be permanently appointed FPS based on Civil Service's policies and procedures. As you may well appreciate in the aftermath of DLGS supporting your efforts to return CFD to its optimal personnel level, the City must move forward expeditiously with processing all DLGS-approved Waivers.

Sincerely,

Jason J. Asuncion, Esq., MPA
Business Administrator

City of Camden | Department of Administration
City Hall, 520 Market Street, 4th Floor, Suite 409 | P.O. Box 95120
Camden, NJ 08101-5120
Email: JaAsunci@ci.camden.nj.us | Mobile: 609.330.2482 | Desk: 856.757.7150

From: Lisa Picon <LiPicon@ci.camden.nj.us>
Sent: Wednesday, October 20, 2021 4:06 PM
To: Jason J. Asuncion <JaAsunci@ci.camden.nj.us>; Michael Harper <MiHarper@ci.camden.nj.us>
Cc: Braulio Villegas, Chief Fire Marshall <BrVilleg@ci.camden.nj.us>; David Munoz <DaMunoz@ci.camden.nj.us>; Marc Riondino <MaRiondi@ci.camden.nj.us>; 'Layne, Jack [DCA]' <Jack.Layne@dca.nj.gov>; 'Swain, William [DCA]' <William.Swain@dca.nj.gov>; 'Richardella, Rick [DCA]' <Richard.Richardella@dca.nj.gov>
Subject: RE: Non-Life Inspection Update

The Clerk for the FM's office is scheduled for a physical tomorrow. I have processed the CAMPS form to promote Gregory Clark to FPS effective 10/25/21. I am awaiting the name of the second FPS.

Lisa Y. Picon

City of Camden Personnel Office
520 Market St., Rm. 405, City Hall
Camden, NJ 08101
856-757-7676 or 856-757-7414
Fax: 856-541-2598
lipicon@ci.camden.nj.us
Cell #: 609-634-9715

From: Jason J. Asuncion
Sent: Wednesday, October 20, 2021 12:06 PM
To: Mark Harper <MaHarper@ci.camden.nj.us>; Lisa Picon <LiPicon@ci.camden.nj.us>
Cc: Braulio Villegas, Chief Fire Marshall <BrVilleg@ci.camden.nj.us>; David Munoz <DaMunoz@ci.camden.nj.us>; Marc Riondino <MaRiondi@ci.camden.nj.us>; 'Layne, Jack [DCA]' <Jack.Layne@dca.nj.gov>; 'Swain, William [DCA]' <William.Swain@dca.nj.gov>; 'Richardella, Rick [DCA]' <Richard.Richardella@dca.nj.gov>
Subject: FW: Non-Life Inspection Update

Please review below, provide status update, and respond accordingly. With City Council's adoption of the CY2021 Budget last night, the City will be moving forward expeditiously with remaining DLGS Waivers to effectuate priority personnel transaction across all City Depts., including CFD and its FM office.

Sincerely,

Jason J. Asuncion, Esq., MPA
Business Administrator
City of Camden | Department of Administration
City Hall, 520 Market Street, 4th Floor, Suite 409 | P.O. Box 95120
Camden, NJ 08101-5120
Email: JaAsunci@ci.camden.nj.us | Mobile: 609.330.2482 | Desk: 856.757.7150

From: Braulio Villegas, Chief Fire Marshall <BrVilleg@ci.camden.nj.us>
Sent: Wednesday, October 20, 2021 9:11 AM
To: Jason J. Asuncion <JaAsunci@ci.camden.nj.us>; Marc Riondino <MaRiondi@ci.camden.nj.us>
Cc: David Munoz <DaMunoz@ci.camden.nj.us>
Subject: FW: Non-Life Inspection Update

----- Original message -----

From: Michael Harper <MiHarper@ci.camden.nj.us>

Date: 10/28/21 9:12 PM (GMT-05:00)

To: "Jason J. Asuncion" <JaAsunci@ci.camden.nj.us>

Cc: Lisa Picon <LiPicon@ci.camden.nj.us>, "Braulio Villegas, Chief Fire Marshall"

<BrVilleg@ci.camden.nj.us>, David Munoz <DaMunoz@ci.camden.nj.us>, "Layne, Jack [DCA]"

<Jack.Layne@dca.nj.gov>, "Swain, William [DCA]" <William.Swain@dca.nj.gov>, "Richardella, Rick [DCA]"

<Richard.Richardella@dca.nj.gov>, Marc Riondino <MaRiondi@ci.camden.nj.us>, Jesse Flax

<JeFlax@ci.camden.nj.us>

Subject: Re: Non-Life Inspection Update

Jason we have more than those two persons of interest and FF Asante Wilson and some others have additional credentials for the position of Fire Prevention Specialist. As everyone is aware the provisional appointments without interviews and input from the Fire Chief [REDACTED]

The only person who has direct and intimate knowledge of every member in our fire department is the Fire Chief. It has always been my goal to protect the interest of the city based on my 34 1/2 years knowledge and experience. Through the interviews information is gathered that may include experience outside of the city which was not acknowledged for the Supervising Fire Prevention Specialist provisional appointment because we had no interviews. [REDACTED]

Chief Michael Harper

On Oct 28, 2021, at 6:31 PM, Jason J. Asuncion <JaAsunci@ci.camden.nj.us> wrote:

ï»¿

Thank you for your collective efforts in processing the provisional appointment of Gregory Clark to FPS, one of two FPS positions recently approved by the DLGS to be filled. Both FPS positions and provisional appointment thereto are pending the outcome of NJ Civil Service policies and procedures towards appointees' provisional appointment. DLGS has inquired of the City Administration as to the status of all CFD personnel transactions authorized by DLGS Waiver, which is highlighted below.

Regarding the second FPS position, as I mentioned in my attached 10-8-21 email, the decision-making as to the provisional appointment of an FPS where there is no available Civil Service promotional list from which to appoint an employee to a higher ranking position and the applicable CFD Union's collective bargaining agreement nor City policy does not provide a selection process is that the decision-making be guided by: (1) possession of all necessary credentials, licenses, education, and years of experience as required for the FPS job title; and (2) seniority in the unit, where applicable. Fire Chief Harper acknowledged aforesaid precepts in his attached 10-20-21 email "We will interview them [FPS candidates] for credentials, experience, and seniority to determine who the other candidate would be but for now Gregory Clark is a no brainer for us."

In reviewing the second FPS position with Personnel/Lisa P. I understand from Lisa that Fire Fighters Ciri Castro, Jr. and Asante Wilson are potential candidates for provisional appointment to the second FPS

OPRARequest

From: LaTonya N. Bland-Tull <lnbt@hagertyblandlaw.com>
Sent: Thursday, October 28, 2021 2:20 PM
To: OPRARequest
Subject: OPRA Request Form
Attachments: scan0023.pdf; lnbt.vcf

RECEIVED
2021 OCT 28 P 3:33
CLERK OFFICE
SUPERVISOR

Good afternoon,

Enclosed, please find a completed OPRA Request Form. Should you have any questions, please feel free to contact me. Thank you.

--

LaTonya N. Bland-Tull, Esquire
Partner

Hagerty & Bland-Tull Law LLC
523 Haddon Avenue
Collingswood, NJ 08108
Direct Dial: 856-359-5814
Fax: 856-522-1985
lnbt@hagertyblandlaw.com

Confidentiality Notice: This transmission is intended only for the correct addressee, and may contain privileged and/or confidential information from the law firm of Hagerty & Bland-Tull Law LLC. If you are not the intended recipient, please do not use, disseminate or copy this material. If you have received this transmission in error, please notify us immediately by telephone and permanently delete and destroy any copies. Thank you.



CITY OF CAMDEN
OPEN PUBLIC RECORDS ACT REQUEST FORM
520 Market Street, Rm. 105, Camden, NJ 08101
(856) 757-7223 & Fax (856) 757-7220
City Custodian: Municipal Clerk's Office
OPRAREQUEST@CI.CAMDEN.NJ.US



Important Notice

The last page of this form contains important information related to your rights concerning government records. Please read it carefully.

Requestor Information – Please Print

First Name LaTonya MI Last Name Bland-Tull
E-mail Address lnbt@hagertyblandlaw.com
Mailing Address 523 Haddon Avenue
City Collingswood State New Jersey Zip 08108
Telephone 856-359-5814 FAX 856-522-1985
Preferred Delivery: Pick Up US Mail On-Site Inspect Fax E-mail X
If you are requesting records containing personal information, please circle one: Under penalty of N.J.S.A. 2C:28-3, I certify that I HAVE / HAVE NOT been convicted of any indictable offense under the laws of New Jersey, any other state, or the United States.
Signature LaTonya Bland-Tull Date 10/28/21

Payment Information

Maximum Authorization Cost \$
Select Payment Method
Cash Check Money Order
Fees: Letter size pages - \$0.05 per page
Legal size pages - \$0.07 per page
Other materials (CD, DVD, etc) – actual cost of material
Delivery: Delivery / postage fees additional depending upon delivery type.
Extras: Special service charge dependent upon request.

Record Request Information: Please be as specific as possible in describing the records being requested. Also, please note that your preferred method of delivery will only be accommodated if the custodian has the technological means and the integrity of the records will not be jeopardized by such method of delivery.

All documents, including copies and duplications, and further including, without limitation, correspondence, papers, records, computer printouts, magnetic tapes, disks, or other electronically-stored information, emails, audio tapes, videotapes, transcripts of audio tapes or videotapes, films, photographs, checks, bank statements, orders, contracts, agreements, notes of telephone or other conversations, agendas, minutes, memorandums, announcements, forms, and any other information-containing paper, writing, or thing related to, in connection with, pertaining to, and/or about the consideration of, communications regarding, decisions related to, and actions taken with regard to the positions of Supervising Fire Prevention Specialist and Provisional Supervising Fire Prevention Specialist in 2020-the current date.

AGENCY USE ONLY

Est. Document Cost
Est. Delivery Cost
Est. Extras Cost
Total Est. Cost
Deposit Amount
Estimated Balance
Deposit Date

AGENCY USE ONLY

Disposition Notes
Custodian: If any part of request cannot be delivered in seven business days, detail reasons here.

In Progress - Open
Denied - Closed
Filled - Closed
Partial - Closed

AGENCY USE ONLY

Tracking Information		Final Cost	
Tracking #	<u> </u>	Total	<u> </u>
Rec'd Date	<u> </u>	Deposit	<u> </u>
Ready Date	<u> </u>	Balance Due	<u> </u>
Total Pages	<u> </u>	Balance Paid	<u> </u>
Records Provided			
Custodian Signature <u> </u>		Date <u> </u>	

1. All government records are subject to public access under the Open Public Records Act ("OPRA"), unless specifically exempt.
2. A request for access to a government record under OPRA must be in writing, hand-delivered, mailed, transmitted electronically, or otherwise conveyed to the appropriate custodian. N.J.S.A. 47:1A-5.g. The seven (7) business day response time does not commence until the records custodian receives the request form. If you submit the request form to any other officer or employee of the *Name of Agency*, that officer or employee must either forward the request to the appropriate custodian, or direct you to the appropriate custodian. N.J.S.A. 47:1A-5.h.
3. Requestors may submit requests anonymously. If you elect not to provide a name, address, or telephone number, or other means of contact, the custodian is not required to respond until you reappear before the custodian seeking a response to the original request.
4. The fees for duplication of a government record in printed form are listed on the front of this form. We will notify you of any special service charges or other additional charges authorized by State law or regulation before processing your request. Payment shall be made by cash, check or money order payable to the *Name of Agency*.
5. *You may be charged a 50% or other deposit when a request for copies exceeds \$25.* The *Name of Agency* custodian will contact you and advise you of any deposit requirements. You agree to pay the balance due upon delivery of the records. Anonymous requests in excess of \$5.00 require a deposit of 100% of estimated fees. Where a special service charge is warranted under OPRA, that amount will be communicated to you as required under the statute. You have the opportunity to review and object to the charge prior to it being incurred. If, however, you approve of the fact and amount of the special service charge, you may be required to pay a deposit or pay in full prior to reproduction of the documents.
6. Under OPRA, a custodian must deny access to a person who has been convicted of an indictable offense in New Jersey, any other state, or the United States, and who is seeking government records containing personal information pertaining to the person's victim or the victim's family. This includes anonymous requests for said information.
7. By law, the *Name of Agency* must notify you that it grants or denies a request for access to government records within seven (7) business days after the agency custodian of records receives the request. If the record requested is not currently available or is in storage, the custodian will advise you within seven (7) business days after receipt of the request when the record can be made available and the estimated cost for reproduction.
8. You may be denied access to a government record if your request would substantially disrupt agency operations and the custodian is unable to reach a reasonable solution with you.
9. If the *Name of Agency* is unable to comply with your request for access to a government record, the custodian will indicate the reasons for denial on the request form or other written correspondence and send you a signed and dated copy.
10. Except as otherwise provided by law or by agreement with the requester, if the agency custodian of records fails to respond to you within seven (7) business days of receiving a request, the failure to respond is a deemed denial of your request.
11. If your request for access to a government record has been denied or unfilled within the seven (7) business days required by law, you have a right to challenge the decision by the *Name of Agency* to deny access. At your option, you may either institute a proceeding in the Superior Court of New Jersey or file a complaint with the Government Records Council ("GRC") by completing the Denial of Access Complaint Form. You may contact the GRC by toll-free telephone at 866-850-0511, by mail at PO Box 819, Trenton, NJ, 08625, by e-mail at grc@dca.state.nj.us, or at their web site at www.state.nj.us/grc. The Council can also answer other questions about the law. All questions regarding complaints filed in Superior Court should be directed to the Court Clerk in your County.
12. Information provided on this form may be subject to disclosure under the Open Public Records Act.

REQUEST FOR RECORDS UNDER THE COMMON LAW

If, in addition to requesting records under OPRA, you are also requesting the government records under the common law, please check the box below.

A public record under the common law is one required by law to be kept, or necessary to be kept in the discharge of a duty imposed by law, or directed by law to serve as a memorial and evidence of something written, said, or done, or a written memorial made by a public officer authorized to perform that function, or a writing filed in a public office. The elements essential to constitute a public record are that it be a written memorial, that it be made by a public officer, and that the officer be authorized by law to make it.

☒ Yes, I am also requesting the documents under common law.

If the information requested is a "public record" under common law and the requestor has a legally recognized interest in the subject matter contained in the material, then the material must be disclosed if the individual's right of access outweighs the State's interest in preventing disclosure.

Please set forth your interest in the subject matter contained in the requested material:

This office represents an employee who is eligible for the position of Supervising Fire Prevention Specialist, UFD and who may be a Plaintiff in a claim regarding this matter.

Note that any challenge to a denial of a request for records under the common law cannot be made to the Government Records Council, as the Government Records Council only has jurisdiction to adjudicate challenges to denials of OPRA requests. A challenge to the denial of access under the common law can be made by filing an action in Superior Court.

[OFFICE USE ONLY]

Comment(s) _____

Julio of my Office will provide my responsive emails re: appointments of SFPS and FPS next Monday after we copy same.

Sincerely,

Jason J. Asuncion, Esq., MPA
Business Administrator
City of Camden | Department of Administration
City Hall, 520 Market Street, 4th Floor, Suite 409 | P.O. Box 95120
Camden, NJ 08101-5120
Email: JaAsunci@ci.camden.nj.us | Mobile: 609.330.2482 | Desk: 856.757.7150

From: Jason J. Asuncion
Sent: Friday, October 29, 2021 2:00 PM
To: Michelle Spearman <MiSpearman@ci.camden.nj.us>; Howard McCoach <HoMcCoac@ci.camden.nj.us>
Subject: FW: OPRA Request - by LaTonya Bland-Tull concerning Supervising Fire Prevention Specialist

CONFIDENTIAL ATTORNEY CLIENT COMMUNICATION

I am gathering my emails on the requested matter, some of which overlap with Personnel/Lisa P.

[REDACTED]

Fire Marshal Villegas should also be advised to provide response documents as he communicated extensively to Fire Chief Harper and City Administration regarding the needed SFPS and Fire Prevention Specialists (FPS) positions.

Sincerely,

Jason J. Asuncion, Esq., MPA
Business Administrator
City of Camden | Department of Administration

City Hall, 520 Market Street, 4th Floor, Suite 409 | P.O. Box 95120
Camden, NJ 08101-5120
Email: JaAsunci@ci.camden.nj.us | Mobile: 609.330.2482 | Desk: 856.757.7150

From: Howard McCoach <HoMcCoac@ci.camden.nj.us>
Sent: Friday, October 29, 2021 1:09 PM
To: Michael Harper <MiHarper@ci.camden.nj.us>; Jason J. Asuncion <JaAsunci@ci.camden.nj.us>; Michelle Spearman <MiSpearm@ci.camden.nj.us>; Lisa Picon <LiPicon@ci.camden.nj.us>; Marc Riondino <MaRiondi@ci.camden.nj.us>; Braulio Villegas, Chief Fire Marshall <BrVilleg@ci.camden.nj.us>
Cc: OPRARequest <OPRARequest@ci.camden.nj.us>; Luis "Lou" Pastoriza, City Clerk <LuPastor@ci.camden.nj.us>; Diana Gonzalez <DianeG@ci.camden.nj.us>; Dionne Hicks-Giles <DiHicks@ci.camden.nj.us>
Subject: RE: OPRA Request - by LaTonya Bland-Tull concerning Supervising Fire Prevention Specialist

Good afternoon Chief. Actually the OPRA requestor is requesting all records, e-mails, decisions etc. "related to, and actions taken with regard to the positions of Supervising Fire Prevention Specialist and Provisional Supervising Fire Prevention Specialist" from 2020 to the date of the OPRA request [October 28, 2021].

Regards, Howard

A Privileged and Confidential Communication from:
Howard McCoach, Esq.
Cell: [REDACTED]

Please note that this e-mail and all files transmitted with it are privileged, confidential, and protected from disclosure under applicable law. If the reader of this message is not the intended recipient, you are hereby notified that any reading, dissemination, distribution, copying, or other use of this communication or any of its attachments is strictly prohibited.

From: Michael Harper
Sent: Friday, October 29, 2021 1:02 PM
To: Howard McCoach <HoMcCoac@ci.camden.nj.us>; Jason J. Asuncion <JaAsunci@ci.camden.nj.us>; Michelle Spearman <MiSpearm@ci.camden.nj.us>; Lisa Picon <LiPicon@ci.camden.nj.us>; Marc Riondino <MaRiondi@ci.camden.nj.us>; Braulio Villegas, Chief Fire Marshall <BrVilleg@ci.camden.nj.us>
Cc: OPRARequest <OPRARequest@ci.camden.nj.us>; Luis "Lou" Pastoriza, City Clerk <LuPastor@ci.camden.nj.us>; Diana Gonzalez <DianeG@ci.camden.nj.us>; Dionne Hicks-Giles <DiHicks@ci.camden.nj.us>
Subject: RE: OPRA Request - by LaTonya Bland-Tull concerning Supervising Fire Prevention Specialist

Howard I have emails that don't appear to be listed in your documents. I will sort them out and send them to you. Am I to understand the requestor wants emails from 2020 to present?

Michael L. Harper
Fire Chief

Camden Fire Department

(856)757-7518 office

(609)705-7509 cell

Knowledge is powerful when it is shared freely. When its lorded and hoarded it is divisive and destructive.

- Aaron Fields Seattle Fire Department

CONFIDENTIALITY NOTICE

The information contained in this communication from the Camden Fire Department is privileged and confidential and is intended for the sole use of the persons or entities who are the addressees. If you are not an intended recipient of this e-mail, the dissemination, distribution, copying or use of the information it contains is strictly prohibited. If you have received this communication in error, please immediately contact the Camden Fire Department at (856) 757-7520 to arrange for the return of this information.

From: Howard McCoach

Sent: Friday, October 29, 2021 11:55 AM

To: Jason J. Asuncion <JaAsunci@ci.camden.nj.us>; Michael Harper <MiHarper@ci.camden.nj.us>; Michelle Spearman <MiSpearman@ci.camden.nj.us>; Lisa Picon <LiPicon@ci.camden.nj.us>; Marc Riondino <MaRiondi@ci.camden.nj.us>; Braulio Villegas, Chief Fire Marshall <BrVilleg@ci.camden.nj.us>

Cc: OPRAResult <OPRAResult@ci.camden.nj.us>; Luis "Lou" Pastoriza, City Clerk

<LuPastor@ci.camden.nj.us>; Diana Gonzalez <DianeG@ci.camden.nj.us>; Dionne Hicks-Giles

<DiHicks@ci.camden.nj.us>

Subject: OPRA Request - by LaTonya Bland-Tull concerning Supervising Fire Prevention Specialist

[REDACTED]

Regards, Howard

A Privileged and Confidential Communication from:

Howard McCoach, Esq.

Cell: [REDACTED]

Please note that this e-mail and all files transmitted with it are privileged, confidential, and protected from disclosure under applicable law. If the reader of this message is not the intended recipient, you are hereby notified that any reading, dissemination, distribution, copying, or other use of this communication or any of its attachments is strictly prohibited.

Good afternoon Chief Villegas. I understand that you may have documents responsive to this request. The OPRA requestor is requesting all records, e-mails, decisions etc. "related to, and actions taken with regard to the positions of Supervising Fire Prevention Specialist and Provisional Supervising Fire Prevention Specialist" from 2020 to the date of the OPRA request [October 28, 2021].

Can you please forward any records, e-mails, etc. that you have in your possession or on your e-mail system to me related to this OPRA request so I can review them for review and possible disclosure.

Thanks.

Regards, Howard

A Privileged and Confidential Communication from:

Howard McCoach, Esq.

Cell: [REDACTED]

Please note that this e-mail and all files transmitted with it are privileged, confidential, and protected from disclosure under applicable law. If the reader of this message is not the intended recipient, you are hereby notified that any reading, dissemination, distribution, copying, or other use of this communication or any of its attachments is strictly prohibited.

From: Howard McCoach

Sent: Friday, October 29, 2021 1:09 PM

To: Michael Harper <MiHarper@ci.camden.nj.us>; Jason J. Asuncion <JaAsunci@ci.camden.nj.us>; Michelle Spearman <MiSpearman@ci.camden.nj.us>; Lisa Picon <LiPicon@ci.camden.nj.us>; Marc Riondino <MaRiondi@ci.camden.nj.us>; Braulio Villegas, Chief Fire Marshall <BrVilleg@ci.camden.nj.us>

Cc: OPRARequest <OPRARequest@ci.camden.nj.us>; Luis "Lou" Pastoriza, City Clerk <LuPastor@ci.camden.nj.us>; Diana Gonzalez <DianeG@ci.camden.nj.us>; Dionne Hicks-Giles <DiHicks@ci.camden.nj.us>

Subject: RE: OPRA Request - by LaTonya Bland-Tull concerning Supervising Fire Prevention Specialist

Good afternoon Chief. Actually the OPRA requestor is requesting all records, e-mails, decisions etc. "related to, and actions taken with regard to the positions of Supervising Fire Prevention Specialist and Provisional Supervising Fire Prevention Specialist" from 2020 to the date of the OPRA request [October 28, 2021].

Regards, Howard

A Privileged and Confidential Communication from:

Howard McCoach, Esq.

Cell: [REDACTED]

Please note that this e-mail and all files transmitted with it are privileged, confidential, and protected from disclosure under applicable law. If the reader of this message is not the intended recipient, you are hereby notified that any reading, dissemination, distribution, copying, or other use of this communication or any of its attachments is strictly prohibited.

Subject: RE: OPRA Request - by LaTonya Bland-Tull concerning Supervising Fire Prevention Specialist

Howard I have emails that don't appear to be listed in your documents. I will sort them out and send them to you. Am I to understand the requestor wants emails from 2020 to present?

Michael L. Harper
Fire Chief
Camden Fire Department
(856)757-7518 office
(609)705-7509 cell

Knowledge is powerful when it is shared freely. When its lorded and hoarded it is divisive and destructive.

- Aaron Fields Seattle Fire Department

CONFIDENTIALITY NOTICE

The information contained in this communication from the Camden Fire Department is privileged and confidential and is intended for the sole use of the persons or entities who are the addressees. If you are not an intended recipient of this e-mail, the dissemination, distribution, copying or use of the information it contains is strictly prohibited. If you have received this communication in error, please immediately contact the Camden Fire Department at (856) 757-7520 to arrange for the return of this information.

From: Howard McCoach

Sent: Friday, October 29, 2021 11:55 AM

To: Jason J. Asuncion <JaAsunci@ci.camden.nj.us>; Michael Harper <MiHarper@ci.camden.nj.us>; Michelle Spearman <MiSpearman@ci.camden.nj.us>; Lisa Picon <LiPicon@ci.camden.nj.us>; Marc Riondino <MaRiondi@ci.camden.nj.us>; Braulio Villegas, Chief Fire Marshall <BrVilleg@ci.camden.nj.us>

Cc: OPRRequest <OPRRequest@ci.camden.nj.us>; Luis "Lou" Pastoriza, City Clerk <LuPastor@ci.camden.nj.us>; Diana Gonzalez <DianeG@ci.camden.nj.us>; Dionne Hicks-Giles <DiHicks@ci.camden.nj.us>

Subject: OPRA Request - by LaTonya Bland-Tull concerning Supervising Fire Prevention Specialist.

[illegible]

Regards, Howard

A Privileged and Confidential Communication from:

Howard McCoach, Esq.

Cell: [REDACTED]

Please note that this e-mail and all files transmitted with it are privileged, confidential, and protected from disclosure under applicable law. If the reader of this message is not the intended recipient, you are hereby notified that any reading, dissemination, distribution, copying, or other use of this communication or any of its attachments is strictly prohibited.



David Munoz, MAS, EFO
Assistant Chief Fire Marshal
Camden City Fire Department
4 North 3rd Street
Camden, New Jersey 08101

----- Original message -----

From: Michael Harper <MiHarper@ci.camden.nj.us>

Date: 11/5/21 1:13 PM (GMT-05:00)

To: Battalion Two <BaTwo@ci.camden.nj.us>, Battalion One <BaOne@ci.camden.nj.us>, Engine One <EnOne@ci.camden.nj.us>, Engine Eight <EnEight@ci.camden.nj.us>, Squad Seven <SqSeven@ci.camden.nj.us>, Engine Nine <EnNine@ci.camden.nj.us>, Engine Ten <EnTen@ci.camden.nj.us>, Engine Eleven <EnEleven@ci.camden.nj.us>, Ladder One <LaOne@ci.camden.nj.us>, Ladder Two <LaTwo@ci.camden.nj.us>, Ladder Three <LaThree@ci.camden.nj.us>, Rescue One <ReOne@ci.camden.nj.us>

Cc: Jesse Flax <JeFlax@ci.camden.nj.us>, Jose Berrios <JoBerrio@ci.camden.nj.us>, Samuel Balakas <SaBalaka@ci.camden.nj.us>, "Braulio Villegas, Chief Fire Marshall" <BrVilleg@ci.camden.nj.us>, David Munoz <DaMunoz@ci.camden.nj.us>

Subject: Personnel Transfer



Michael L. Harper
Fire Chief
Camden Fire Department

CONFIDENTIALITY NOTICE

The information contained in this communication from the Camden Fire Department is privileged and confidential and is intended for the sole use of the persons or entities who are the addressees. If you are not an intended recipient of this e-mail, the dissemination, distribution, copying or use of the information it contains is strictly prohibited. If you have received this communication in error, please immediately contact the Camden Fire Department at (856) 757-7520 to arrange for the return of this information.





CITY OF CAMDEN FIRE DEPARTMENT

4 North 3rd Street Camden, New Jersey 08102

Michael L. Harper
CHIEF OF DEPARTMENT

Jesse Flax
DEPUTY FIRE CHIEF

Jose Berrios
DEPUTY FIRE CHIEF

Samuel Balakas
DEPUTY FIRE CHIEF

November 5, 2021

Personnel Order # 2021-24

	<u>RANK</u>	<u>FROM</u>	<u>TO</u>	<u>RANK</u>	<u>EFFECTIVE DATE</u>
Pinto, Mariano	F.F.	L3-3P	E9-3P	F.F.	11-8-21
Castro, Ciri	F.F.	E9-3P	F.M.O.	F.P.S. Provisional	11-8-21
Clark, Gregory	F.F.	N/A	F.M.O.	F.P.S. Provisional	10-25-21

BY ORDER OF:

Michael L Harper
Chief of Department

Unfortunately Jason appears to be meeting with fire personnel and Lisa Picon and thus making determinations without getting any information from the Fire Chief. I am not sure why he and Ciri Castro (President of Firefighters Union Local 788) are viewing the status of any potential candidate with Lisa for the 2nd Fire Prevention Specialist position without my input or us completing the interviews. We have more than two candidates who are interested in the position and out of fairness and to be fully transparent we should allow them to interview as proposed. Some of these member have additional qualifications that would be helpful in that position.

[REDACTED]

Michael L. Harper

Fire Chief

Camden Fire Department

(856)757-7518 office

(609)705-7509 cell

Knowledge is powerful when it is shared freely. When its lorded and hoarded it is divisive and destructive.

- Aaron Fields Seattle Fire Department

CONFIDENTIALITY NOTICE

The information contained in this communication from the Camden Fire Department is privileged and confidential and is intended for the sole use of the persons or entities who are the addressees. If you are not an intended recipient of this e-mail, the dissemination, distribution, copying or use of the information it contains is strictly prohibited. If you have received this communication in error, please immediately contact the Camden Fire Department at (856) 757-7520 to arrange for the return of this information.

From: Layne, Jack [DCA] [mailto:Jack.Layne@dca.nj.gov]

Sent: Friday, October 29, 2021 10:53 AM

To: Jason J. Asuncion <JaAsunci@ci.camden.nj.us>; Michael Harper <MiHarper@ci.camden.nj.us>; Lisa Picon <LiPicon@ci.camden.nj.us>

Cc: Braulio Villegas, Chief Fire Marshall <BrVilleg@ci.camden.nj.us>; David Munoz <DaMunoz@ci.camden.nj.us>; Swain, William [DCA] <William.Swain@dca.nj.gov>; Richardella, Rick [DCA] <Richard.Richardella@dca.nj.gov>; Marc Riondino <MaRiondi@ci.camden.nj.us>

Subject: RE: Non-Life Inspection Update

Teamwork!

Thank you.

Jack

From: Jason J. Asuncion <JaAsunci@ci.camden.nj.us>

Sent: Thursday, October 28, 2021 6:31 PM

To: Michael Harper <MiHarper@ci.camden.nj.us>; Lisa Picon <LiPicon@ci.camden.nj.us>

Cc: Braulio Villegas, Chief Fire Marshall <BrVilleg@ci.camden.nj.us>; David Munoz <DaMunoz@ci.camden.nj.us>; Layne, Jack [DCA] <Jack.Layne@dca.nj.gov>; Swain, William [DCA]

----- Original message -----

From: David Munoz <DaMunoz@ci.camden.nj.us>

Date: 11/5/21 1:44 PM (GMT-05:00)

To: David Munoz <DaMunoz@ci.camden.nj.us>

Subject: FW: Personnel Transfer

David Munoz, MAS, EFO
Assistant Chief Fire Marshal
Camden City Fire Department
4 North 3rd Street
Camden, New Jersey 08101

----- Original message -----

From: David Munoz <DaMunoz@ci.camden.nj.us>

Date: 11/5/21 1:39 PM (GMT-05:00)

To: Michael Harper <MiHarper@ci.camden.nj.us>, Battalion Two <BaTwo@ci.camden.nj.us>, Battalion One <BaOne@ci.camden.nj.us>, Engine One <EnOne@ci.camden.nj.us>, Engine Eight <EnEight@ci.camden.nj.us>, Squad Seven <SqSeven@ci.camden.nj.us>, Engine Nine <EnNine@ci.camden.nj.us>, Engine Ten <EnTen@ci.camden.nj.us>, Engine Eleven <EnEleven@ci.camden.nj.us>, Ladder One <LaOne@ci.camden.nj.us>, Ladder Two <LaTwo@ci.camden.nj.us>, Ladder Three <LaThree@ci.camden.nj.us>, Rescue One <ReOne@ci.camden.nj.us>

Cc: Jesse Flax <JeFlax@ci.camden.nj.us>, Jose Berrios <JoBerrio@ci.camden.nj.us>, Samuel Balakas <SaBalaka@ci.camden.nj.us>, "Braulio Villegas, Chief Fire Marshall" <BrVilleg@ci.camden.nj.us>

Subject: RE: Personnel Transfer

Congratulations Inspectors Clark and Castro. Looking forward to working many years with you guys. Well done!!

David Munoz, MAS, EFO
Assistant Chief Fire Marshal
Camden City Fire Department
4 North 3rd Street
Camden, New Jersey 08101

----- Original message -----

From: Michael Harper <MiHarper@ci.camden.nj.us>

Date: 11/5/21 1:13 PM (GMT-05:00)

To: Battalion Two <BaTwo@ci.camden.nj.us>, Battalion One <BaOne@ci.camden.nj.us>, Engine One <EnOne@ci.camden.nj.us>, Engine Eight <EnEight@ci.camden.nj.us>, Squad Seven <SqSeven@ci.camden.nj.us>, Engine Nine <EnNine@ci.camden.nj.us>, Engine Ten <EnTen@ci.camden.nj.us>, Engine Eleven <EnEleven@ci.camden.nj.us>, Ladder One <LaOne@ci.camden.nj.us>, Ladder Two <LaTwo@ci.camden.nj.us>, Ladder Three <LaThree@ci.camden.nj.us>, Rescue One <ReOne@ci.camden.nj.us>

Cc: Jesse Flax <JeFlax@ci.camden.nj.us>, Jose Berrios <JoBerrio@ci.camden.nj.us>, Samuel Balakas <SaBalaka@ci.camden.nj.us>, "Braulio Villegas, Chief Fire Marshall" <BrVilleg@ci.camden.nj.us>, David Munoz <DaMunoz@ci.camden.nj.us>
Subject: Personnel Transfer

Michael L. Harper
Fire Chief
Camden Fire Department

CONFIDENTIALITY NOTICE

The information contained in this communication from the Camden Fire Department is privileged and confidential and is intended for the sole use of the persons or entities who are the addressees. If you are not an intended recipient of this e-mail, the dissemination, distribution, copying or use of the information it contains is strictly prohibited. If you have received this communication in error, please immediately contact the Camden Fire Department at (856) 757-7520 to arrange for the return of this information.