

From: Neill Clark <Neill.Clark@spartanj.net>
Sent: Saturday, November 8, 2025 7:36:50 AM
To: Fire Chief Ryan Odom <r.odom@spartanjfd.org>
Cc: James Zepp <James.Zepp@spartanj.org>; Anand Dash <Anand.Dash@kennedyslaw.com>
Subject: Re: Respectful Resolution and Continued Cooperation

Chief Odom:

Thank you for the letter and I am glad that we reached an amicable resolution and mutual understanding. I am confident that going forward members of the fire service will ensure that their behavior exemplifies- rather than detracts from- the mutual respect and trust between the firefighters and the citizens they serve. I am sorry that you felt my comment that some of your members online behavior caused me to question whether I would receive the same level of service as other members of the community. No member of the community-most of all the Mayor-should ever have to doubt whether members of the fire service possess such personal animus that it could influence the firefighter's job performance. Indeed, that is precisely why the Firefighter's Code of Ethics mandates that firefighters use social media responsibly in a manner that does not "discredit, dishonor or embarrass [the] organization, the fire service and the public."

Neill W. Clark
Mayor
Sparta Township

Get [Outlook for iOS](#)

From: Fire Chief Ryan Odom <r.odom@spartanjfd.org>
Sent: Wednesday, November 5, 2025 6:45 PM
To: Neill Clark <Neill.Clark@spartanj.net>
Cc: James Zepp <James.Zepp@spartanj.org>; Anand Dash <Anand.Dash@kennedyslaw.com>
Subject: Respectful Resolution and Continued Cooperation

Dear Mayor Clark,

As discussed during our recent meeting, I wanted to take the opportunity to summarize our conversation, address concerns that have since arisen, and reaffirm my commitment, and that of our department- to professionalism, mutual respect, and open communication.

It remains my sincere goal to maintain a positive and collaborative working relationship between the Township and the Fire Department. I trust that through continued dialogue, we can move forward productively and with shared respect for one another's responsibilities.

Thank you for your time and consideration.

Very respectfully,



**Ryan C.
Odom**

Fire Chief |
Sparta 1

Office: (973) 729-5080 x5050
Work Cell: (862) 344-2748
Email: r.odom@spartanifd.org

Sparta Township Fire Department

141 Woodport Road, Sparta NJ
07871

www.spartanifd.org



distribution, or use of any of the information contained in or attached to this transmission is strictly prohibited. If you have received this transmission in error, please forward same to sender and destroy the original transmission and its attachments without reading or saving it in any manner. Thank you.

CONFIDENTIALITY NOTICE: This electronic message contains information from the Township of Sparta, New Jersey. This email and any files attached may contain confidential information that is legally privileged. If you are not the intended recipient or a person/firm responsible for delivering it, you are hereby notified that any disclosure, copying, distribution, or use of any of the information contained in or attached to this transmission is strictly prohibited. If you have received this transmission in error, please forward same to sender and destroy the original transmission and its attachments without reading or saving it in any manner. Thank you.

CONFIDENTIALITY NOTICE: This electronic message contains information from the Township of Sparta, New Jersey. This email and any files attached may contain confidential information that is legally privileged. If you are not the intended recipient or a person/firm responsible for delivering it, you are hereby notified that any disclosure, copying, distribution, or use of any of the information contained in or attached to this transmission is strictly prohibited. If you have received this transmission in error, please forward same to sender and destroy the original transmission and its attachments without reading or saving it in any manner. Thank you.

This email has been scanned for viruses and malicious content by Kennedys email security service provided by Mimecast. For more information on email security, visit <http://www.mimecast.com>
