

From: Neill Clark

Sent: Sunday, November 2, 2025 5:49:47 PM

To: James Zepp <james.zepp@spartanj.org>; Anand Dash <anand.dash@kennedyslaw.com>

Cc: Fire Chief Ryan Odom <r.odom@spartanjfd.org>

Subject: Concerning Conduct by Members of Fire Department

Jim and Anand:

I am writing to express my concern over recent conduct by current, former and/or affiliated members of the Sparta Fire Department ("SFD"). While I don't question and do appreciate SFD's ability to do their jobs, recent off-duty behavior raises concerns over SFD's professionalism, decorum, and adherence to their own ethical guidelines.

Such worrisome conduct by current, former or affiliated SFD members includes: 1) arrest for assaulting a police officer; 2) being issued a cease and desist letter for posting about a document that the Township has reason to believe is privileged attorney work product (see attached September 9, 2025 Letter to James Castimore); 3) unprofessional and harassing behavior toward Township officials as brought to my attention via e-mail by Captain Odom on March 14, 2025; and 4) posting derogatory comments about the Mayor that appear to violate SFD's ethical guidelines (screen shots attached).

For a department that relies on contributions from the public, the behavior described above erodes the public's trust in SFD. If such conduct becomes more widely known, public trust in SFD will be significantly diminished, which could suppress donations and imperil the financial viability of SFD. It also raises concern over the screening process for SFD candidates as one would think sound judgment would be an important requirement in such an important, public facing job.

I want a meeting with the Township Manager, Township Attorney, and some officers from SFD, to discuss this issue.

Neill W. Clark
Mayor
Sparta Township

Get [Outlook for iOS](#)

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>
