

**From:** Tim Sashko [tsashko@govhrusa.com](mailto:tsashko@govhrusa.com)  
**Subject:** Re: [EXTERNAL] ILCMA Article  
**Date:** February 1, 2021 at 12:02 PM  
**To:** Anita Rookard [ARookard@augustaga.gov](mailto:ARookard@augustaga.gov)

TS

OK - just a heads up. Changing the Position Announcement after posting is almost in most cases impossible since it is considered a new ad. But don't worry about it too much. Job descriptions and other factors change all the time during recruitments and typically have no effect on candidate choice. Regardless in this case, having an EMA background is a plus regardless of being a job description item. You are very safe!

Tim

T.E Sashko  
Vice-President



[630 Dundee Road, Suite 130](#)  
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On Mon, Feb 1, 2021 at 10:17 AM Anita Rookard <[ARookard@augustaga.gov](mailto:ARookard@augustaga.gov)> wrote:

Hold on! Don't change yet.

Anita

**From:** Tim Sashko <[tsashko@govhrusa.com](mailto:tsashko@govhrusa.com)>  
**Sent:** Thursday, January 28, 2021 4:09 PM  
**To:** Anita Rookard <[ARookard@augustaga.gov](mailto:ARookard@augustaga.gov)>  
**Subject:** Re: [EXTERNAL] ILCMA Article

Not a problem. We won't have candidate questions from applying for a while, so the Commission will likely have made some decisions by then. All the best!!

Tim

T.E Sashko  
Vice-President



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On Thu, Jan 28, 2021 at 2:54 PM Anita Rookard <[ARookard@augustaga.gov](mailto:ARookard@augustaga.gov)> wrote:

Tim,

The range for the position is \$111,121-166,681 but do not make it public.

FOR YOUR RECORDS! I am still waiting to hear form the Commission.

Anita

**From:** Tim Sashko <[tsashko@govhrusa.com](mailto:tsashko@govhrusa.com)>  
**Sent:** Thursday, January 28, 2021 3:45 PM  
**To:** Anita Rookard <[ARookard@augustaga.gov](mailto:ARookard@augustaga.gov)>  
**Subject:** Re: [EXTERNAL] ILCMA Article

Here you go!

I struck out from the original listing those we didn't use per your direction.

Tim

T.E Sashko

Vice-President



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On Thu, Jan 28, 2021 at 2:30 PM Anita Rookard <[ARookard@augustaga.gov](mailto:ARookard@augustaga.gov)> wrote:

Tim,

Please send me the list of sites for the posting.

Thanks

---

**From:** Tim Sashko <[tsashko@govhrusa.com](mailto:tsashko@govhrusa.com)>  
**Sent:** Thursday, January 28, 2021 3:15 PM  
**To:** Anita Rookard <[ARookard@augustaga.gov](mailto:ARookard@augustaga.gov)>  
**Subject:** [EXTERNAL] ILCMA Article

Anita, thanks for the time today! I have attached the position paper our President wrote for the Illinois CMA publication and may help with the Commission discussion. Take care!

Tim

T.E Sashko

Vice-President



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AED:104.1

From: Anita Rookard MAILER-DAEMON  
Subject: RE: [EXTERNAL] Quick Update  
Date: March 17, 2021 at 8:39 AM  
To: Tim Sashko tsashko@govhrusa.com

AR

Good Morning after 4:00pm would be better.

Anita

Anita Rookard MBA, MPA



Director of Human Resources

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---

**From:** Tim Sashko <tsashko@govhrusa.com>  
**Sent:** Tuesday, March 16, 2021 5:56 PM  
**To:** Anita Rookard <ARookard@augustaga.gov>  
**Subject:** [EXTERNAL] Quick Update

I had hoped to call you today, but John and I were doing interviews for your project (will be done tomorrow) and I had numerous meetings in-between. We still have one candidate to go for you tonight at 6:30 your time.

Things are going well! We will "likely" bring around (10) candidates for consideration, but not fully vetted yet.

They are doing well and I believe we are in really good shape and have no worries. Everyone has really strong work histories and backgrounds and moving them from the "paper" view to "live" has been very much aligned with our anticipation.

So, I can buzz on Wednesday between 10-11 your time, or after about 4:00 your time if you want to connect. Just let me know!

Thanks!

Tim

T.E Sashko  
Vice-President



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**From:** Anita Rookard MAILER-DAEMON   
**Subject:** RE: [EXTERNAL] Phone call  
**Date:** March 23, 2021 at 8:24 AM  
**To:** Tim Sashko [tsashko@govhrusa.com](mailto:tsashko@govhrusa.com), John Storm [jstorm@govhrusa.com](mailto:jstorm@govhrusa.com)

AR

Good Morning,

I am available at 11:00 am, will you call me or should I call you?

Anita

Anita Rookard MBA, MPA



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**From:** Tim Sashko <[tsashko@govhrusa.com](mailto:tsashko@govhrusa.com)>

**Sent:** Monday, March 22, 2021 8:39 PM

**To:** Anita Rookard <[ARookard@augustaga.gov](mailto:ARookard@augustaga.gov)>; John Storm <[jstorm@govhrusa.com](mailto:jstorm@govhrusa.com)>

**Subject:** Re: [EXTERNAL] Phone call

Hi there, left a message and we will connect Tuesday. We do need to discuss process. At this point we've interviewed the candidates, the due diligence on work history, social media, etc. is underway right now and will be finished this week. From that point we would present the candidates ( at this point it looks like 11 total) that will be in two Tiers. Tier 1 is the top candidates, likely 7-8. Tier 2 are very solid candidates and are there for consideration. They usually don't rise to the top unless we run into any problems with the Tier 1 group.

With that presentation on our schedule (Week of March 29th) the selection of who moves forward and quantity is very typically in the clients hands with our guidance from the meeting we will have on this group. After that selection of candidates, that is when we'd engage the other chiefs with a "sized down" group for interviews to not repeat what John and I just did (number of candidates). My guess is like 6-7 at the top end of the reasonable next step of moving to the top of the pyramid at this point. It's going to be a hard decision, you have a lot of talent, but there is only one position to fill.

We also need to discuss the format related to the questions the chief's panel will conduct when we get to that point and most certainly, your participation will be very appropriate.

I would also like to discuss what I call the "process pyramid" as we get to these finalists and the approach we should have with the "purpose" of the next level of interviews, etc. We have to start the planned transition from technical and professional skills to the personal aspects of who they are. John and I have already vetted all of the technical, program, initiatives, budget, HR and many other subjects. We certainly can overlay some of this, but

we can discuss when we get together.

More to follow in our discussion and we will have this all locked down then.

Look forward to connecting Tuesday. I do have three time frames booked already.

11:00 - 12:00 your time

1:00 - 2:00 your time

3:00 - 4:00 your time

Hopefully that won't be too much of a hindrance to connect.

Tim

T.E Sashko  
Vice-President



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On Mon, Mar 22, 2021 at 4:27 PM Anita Rookard <[ARookard@augustaga.gov](mailto:ARookard@augustaga.gov)> wrote:

Tim,

I did not received a call, I would really like to follow up with you. The I would like to know where we are to update the Administrator and Commission.

The Administrator and I would like to listen to the interviews with the other Fire Chiefs. When are they going to be scheduled?

Anita

Anita Rookard MBA, MPA



Director of Human Resources



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<http://www.augustaga.gov>

**From:** Tim Sashko <[tsashko@govhrusa.com](mailto:tsashko@govhrusa.com)>  
**Sent:** Monday, March 22, 2021 12:39 PM  
**To:** Anita Rookard <[ARookard@augustaga.gov](mailto:ARookard@augustaga.gov)>  
**Subject:** Re: [EXTERNAL] Phone call

That will work. Might be closer to 4:15 your time, I have team interviews for another project that runs from 2:00 - 3:00 my time and while it shouldn't run over too much, it could. Thank you and I'll buzz your office number??

Tim

T.E Sashko  
Vice-President



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On Mon, Mar 22, 2021 at 11:34 AM Anita Rookard <[ARookard@augustaga.gov](mailto:ARookard@augustaga.gov)> wrote:

Can we catch up at 4:00 pm today?  
Anita

Anita Rookard MBA, MPA



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**From:** Tim Sashko <[tsashko@govhrusa.com](mailto:tsashko@govhrusa.com)>  
**Sent:** Monday, March 22, 2021 12:32 PM  
**To:** Anita Rookard <[ARookard@augustaga.gov](mailto:ARookard@augustaga.gov)>  
**Subject:** [EXTERNAL] Phone call

Checking in for a good time today or tomorrow to catch up.

Hope all is well and the storms weren't too bad last week!

Tim

T.E Sashko  
Vice-President



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**From:** Tim Sashko [tsashko@govhrusa.com](mailto:tsashko@govhrusa.com)   
**Subject:** Re: [EXTERNAL] Area Chiefs  
**Date:** March 26, 2021 at 8:31 AM  
**To:** Anita Rookard [ARookard@augustaga.gov](mailto:ARookard@augustaga.gov), John Storm [jstorm@govhrusa.com](mailto:jstorm@govhrusa.com)

TS

Anita, attached are the requested documents.

Just to confirm, we have not done any backgrounds, performed due diligence, interviews or any other components of the recruitment process of these candidates with the exception of Chief Benson. He has been in processes before, but given the needs of the department based on all factors we've evaluated, we felt the field we provided suited your needs the best. If any of these candidates were selected, it would likely be about 2 weeks to get them processed like the other candidates we have produced at the earliest, so clearly would not be ready for next week. I should be available between 12:30 - 2:00 your time today to talk - please let me know what works, one of those crazy days and I was sick most of the day yesterday, so a little behind for the week.. Thanks!

Tim

T.E Sashko  
Vice-President



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On Thu, Mar 25, 2021 at 4:04 PM Anita Rookard <[ARookard@augustaga.gov](mailto:ARookard@augustaga.gov)> wrote:

I would, can we talk tomorrow after 11:00am?

Anita

Anita Rookard MBA, MPA



Director of Human Resources

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**From:** Tim Sashko <[tsashko@govhrusa.com](mailto:tsashko@govhrusa.com)>  
**Sent:** Thursday, March 25, 2021 4:51 PM  
**To:** Anita Rookard <[ARookard@augustaga.gov](mailto:ARookard@augustaga.gov)>  
**Subject:** Re: [EXTERNAL] Area Chiefs

I only have resumes for them since they were not selected and they would be incomplete files compared to what we sent. We only

fully process Tier 1 and Tier 2 candidates. The spreadsheet probably has more information than their resumes do, but can send them later on. Do you still want them?

I have interviews until around 5:30, so wouldn't get to it until then.

Tim

T.E Sashko

Vice-President



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On Thu, Mar 25, 2021 at 3:24 PM Anita Rookard <[ARookard@augustaga.gov](mailto:ARookard@augustaga.gov)> wrote:

I have a few people on the list that I would like to ask about, or can you send me their profile?

Greg Benson

Antonio Burden

Richard Jones

Steven McWhorter

Anita

Anita Rookard MBA, MPA



Director of Human Resources

Human Resources Department | 535 Telfair Street, Suite 400 | Augusta, GA 30901

**From:** Tim Sashko <[tsashko@govhrusa.com](mailto:tsashko@govhrusa.com)>  
**Sent:** Thursday, March 25, 2021 4:14 PM  
**To:** Anita Rookard <[ARookard@augustaga.gov](mailto:ARookard@augustaga.gov)>  
**Subject:** [EXTERNAL] Area Chiefs

Anita, I have (3) of the (4) chiefs confirmed for conducting the interviews. The former chief of Atlanta has not returned my calls (maybe on vacation??).

Do we have any updates yet? I just want to get prepared, many schedule conflicts are in play with the shorter notice on this and I have a lot of coordinating to do once candidates are selected.

I have one of my routine cancer treatments on Monday and want to get as much done as possible before then. Just trying to get ahead of the curve.

Thanks!

Tim

T.E Sashko  
Vice-President



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Resume\_2021\_  
Deputy...n\_.pdf

**From:** Tim Sashko [tsashko@govhrusa.com](mailto:tsashko@govhrusa.com)   
**Subject:** Re: [EXTERNAL] Final Matrix  
**Date:** March 8, 2021 at 9:03 AM  
**To:** Anita Rookard [ARookard@augustaga.gov](mailto:ARookard@augustaga.gov)  
**Cc:** John Storm [jstorm@govhrusa.com](mailto:jstorm@govhrusa.com)

TS

Will do. I should be able to get to you around 3:00 your time if that works for you! Busy, full morning, so after lunch for sure. Take care and look forward to connecting later.

Tim

T.E Sashko  
Vice-President



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On Mon, Mar 8, 2021 at 7:36 AM Anita Rookard <[ARookard@augustaga.gov](mailto:ARookard@augustaga.gov)> wrote:

Good Morning Tim,

Would you give me a call later today, I would like to talk about the next steps. I am in the office today and in the morning.

Anita

Anita Rookard MBA, MPA



Director of Human Resources

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---

**From:** Tim Sashko <[tsashko@govhrusa.com](mailto:tsashko@govhrusa.com)>  
**Sent:** Monday, March 8, 2021 12:08 AM  
**To:** Anita Rookard <[ARookard@augustaga.gov](mailto:ARookard@augustaga.gov)>  
**Cc:** John Storm <[jstorm@govhrusa.com](mailto:jstorm@govhrusa.com)>  
**Subject:** [EXTERNAL] Final Matrix



Good evening Anita!

Attached is the final matrix of candidates. We have a lot to do with interviews, etc., so this is just the final list from the recruitment period. We had 51 candidates.

We will be doing interviews the next couple of weeks and I'll keep you abreast of what the progress is. We believe this has been very successful and confident on a very positive outcome.

Be safe and take care!

Tim and John

T.E Sashko

Vice-President



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From: Anita Rookard MAILER-DAEMON   
Subject: FW: Candidates  
Date: March 26, 2021 at 1:24 PM  
To: Tim Sashko [tsashko@govhrusa.com](mailto:tsashko@govhrusa.com)

AR

Tim,

I believe we have come up with 7 good candidate. I believe I have everyone but Adam House.

I will give you a call to discuss.  
Anita

Anita Rookard MBA, MPA



Director of Human Resources

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---

**From:** Odie Donald <[ODonald@augustaga.gov](mailto:ODonald@augustaga.gov)>  
**Sent:** Friday, March 26, 2021 1:00 PM  
**To:** Anita Rookard <[ARookard@augustaga.gov](mailto:ARookard@augustaga.gov)>  
**Subject:** Canidates

Good afternoon Director Rookard,

I'd like to confirm the following as candidates of interest  
Marion Blackwell  
Anthony Jackson  
Carl Randolph, Sr.  
Mickil Smith  
Sterling jones

I was also interested in the following although not included in packet.  
Antonio Burden (DeKalb County, GA)  
Adam House (Sacramento, CA)

*In Service,*

Odie Donald II, MBA  
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AED:104.1



**Subject:** Re: [EXTERNAL] FW: Email from Odie Donald  
**Date:** Thursday, May 13, 2021 at 5:52:58 PM Eastern Daylight Time  
**From:** Odie Donald  
**To:** Joe Edge, Scott Hudson  
**Attachments:** image001.png, image002.png, image003.png, image004.png, image005.jpg

Good evening,

While multiple team members narrow down the list, ultimately, I authorize the recommended list of initial interviews of all executive candidates including all who were included in this process.

*Regards,*

Odie Donald II, MBA  
Administrator  
Augusta – Richmond County  
535 Telfair Street, Suite 910  
(706) 821-2400 Office  
[odonald@augustaga.gov](mailto:odonald@augustaga.gov)



---

**From:** Joe Edge <joe.edge@theaugustapress.com>  
**Date:** Thursday, May 13, 2021 at 5:29 PM  
**To:** Odie Donald <ODonald@augustaga.gov>, Scott Hudson <scott@theaugustapress.com>  
**Subject:** Re: [EXTERNAL] FW: Email from Odie Donald

Thank you. It doesn't answer who specifically chose to add those 2 people. That's what we are asking. I understand the process and appreciate the clarification. But who specifically pulled those 2 out and added them. That's our question. Was it a group in the city? Was it you? A commissioner? that's the question. Its just odd that they were pulled out and added since GOVHR didn't deem either of them worthy of an interview. I again appreciate the clarification, but it doesn't answer the question as to who in the city chose to add them. The only point of reference we have is an email from you saying to add them. That's all we want to clarify.

---

**From:** Odie Donald <ODonald@augustaga.gov>  
**Date:** Thursday, May 13, 2021 at 5:21 PM  
**To:** Joe Edge <joe.edge@theaugustapress.com>, Scott Hudson <scott@theaugustapress.com>  
**Subject:** Re: [EXTERNAL] FW: Email from Odie Donald

Good afternoon,

No sir. No outside entity other than your contracted vendor would be able to provide someone for consideration. If an organization did, I'd imagine you could be found in breach of contract. I specifically responded to your inquiry that GOVHR vetted candidates on our behalf of the City (copied below in yellow).

Augusta via GOVHR vetted interested candidates.

Your inquiry asked who chose candidates. My response was GOVHR, but I also provided you insights into the overall process in an attempt to give you insights into how Augusta received info, and how candidates were selected. Your inquiry made me think you were not aware of the recruitment process. So, I was attempting to be responsive and inform you of the process at a high level.

You also asked how two candidates were added to the interview list. While all candidates were added the same way (a review of their credentials), my response was "Of those candidates, the two additional listed were considered quality potential candidates (based on years of service, staff size, budget size, and/or similar community) and information and further vetting was requested (per the email in Mr. Hudson's original attachment)." An example from the above would be community size (e.g. Sacramento, CA 500,000+, DeKalb County 690,000+) wherein the size of the organizations are both larger than Richmond County.

That should answer the interview question and the basis.

*Regards,*

Odie Donald II, MBA  
Administrator  
Augusta – Richmond County  
535 Telfair Street, Suite 910  
(706) 821-2400 Office  
[odonald@augustaga.gov](mailto:odonald@augustaga.gov)



---

**From:** Joe Edge <joe.edge@theaugustapress.com>  
**Date:** Thursday, May 13, 2021 at 4:57 PM  
**To:** Odie Donald <ODonald@augustaga.gov>, Scott Hudson <scott@theaugustapress.com>  
**Subject:** Re: [EXTERNAL] FW: Email from Odie Donald

Sorry. If you want to talk through this on phone might be easier. I highlighted a section below. Are you saying that the city "received" candidates outside of GOVHR that were added and that is how those 2 were added? We have emails from GOVHR that say that they had files on both of those candidates, but both were not considered since they were not Tier 1 or even Tier 2. So were those 2 "received" by the city separately outside of GOVHR then added to the list? I am not understanding if GOVHR sent you those 2 gentlemen as candidates or the city added them to GOVHR's list. Again if you prefer to have a 5 minute phone conversation that might be easier. My cell is 7066272789.

---

**From:** Odie Donald <ODonald@augustaga.gov>  
**Date:** Thursday, May 13, 2021 at 4:52 PM  
**To:** Joe Edge <joe.edge@theaugustapress.com>, Scott Hudson <scott@theaugustapress.com>  
**Subject:** Re: [EXTERNAL] FW: Email from Odie Donald

Greetings,

It appears that I have assumed you were more up to speed on the recruitment process. My apologies

for making that assumption. It may help for you to know that GOVHR received applications throughout the application period, which from my experience as both a candidate and practitioner is common practice. This means that candidates are evaluated and provided to the client (in this case Augusta) throughout the process. Augusta via GOVHR vetted interested candidates.

While the vendor provided an initial list of vetted candidates, **the City received candidates** who might be of interest for consideration and were actively being vetted. Of those candidates, the two additional listed were considered quality potential candidates (based on years of service, staff size, budget size, and/or similar community) and information and further vetting was requested (per the email in Mr. Hudson's original attachment).

Does this help?

*Regards,*

Odie Donald II, MBA  
Administrator  
Augusta – Richmond County  
535 Telfair Street, Suite 910  
(706) 821-2400 Office  
[odonald@augustaga.gov](mailto:odonald@augustaga.gov)



---

**From:** Joe Edge <joe.edge@theaugustapress.com>

**Date:** Thursday, May 13, 2021 at 4:21 PM

**To:** Odie Donald <ODonald@augustaga.gov>, Scott Hudson <scott@theaugustapress.com>

**Subject:** Re: [EXTERNAL] FW: Email from Odie Donald

Mr. Donald thanks for the response. Since I was ccd on the email I figured I might ask a follow up question. I understand you had no direct contact with GOVHR. Thank you for clarifying that procurement selected them. We will check with Ms. Sams on that. My follow up question is who selected Mr. Burden and Mr. House's resumes to get additional info? The email came from you to request that they be added to the list. The email went from you to the HR dept of Augusta. We just want to know who selected their emails out of the 51 candidates that were selected by GOVHR. Both of those gentlemen very well may be great candidates but GOVHR didn't deem either of them qualified to receive an interview so we would just like to know what initiated them being added to the interview list. The email came from you. Does that mean that you hand picked them to be interviewed out of others? Or did that request come from someone else in the city government. Thanks again for the response.

Joe Edge

---

**From:** Odie Donald <ODonald@augustaga.gov>

**Date:** Thursday, May 13, 2021 at 4:02 PM

**To:** Scott Hudson <scott@theaugustapress.com>

**Cc:** Joe Edge <joe.edge@theaugustapress.com>

**Subject:** Re: [EXTERNAL] FW: Email from Odie Donald

Greetings Mr. Hudson,

Your current inquiry is very different than your inquiry via telephone. Via telephone you asked about how we received information from the firm regarding candidates, for which I was not involved. For your awareness, I have not had any direct correspondence with GOVHR, and prior to this, have never had the pleasure of working with or retaining them. Previous requests from the Augusta Press for information have confirmed that.

To provide you context into the process and the attachment in your initial correspondence, the response follows a review of candidate profiles. That message is my request for more info on two candidates who serve in jurisdictions of similar geography and/or operational similarities (e.g. staff size, budget, etc.).

In response to your inquiry related to why GOVHR was chosen, the response is quite simple, they were awarded the business via the procurement process. I doubt that the SOW required a firm that specializes in minority sourcing or gave extra points for that. While that is an assumption, the basis of the assumption is that despite women and minorities providing great benefit to the fire service, I am not aware of any female candidates who expressed an interest in leading our fire service (or made it to my desk for consideration).

*Regards,*

Odie Donald II, MBA  
Administrator  
Augusta – Richmond County  
535 Telfair Street, Suite 910  
(706) 821-2400 Office  
[odonald@augustaga.gov](mailto:odonald@augustaga.gov)



---

**From:** Scott Hudson <scott@theaugustapress.com>  
**Date:** Thursday, May 13, 2021 at 3:34 PM  
**To:** Odie Donald <ODonald@augustaga.gov>  
**Cc:** Joe Edge <joe.edge@theaugustapress.com>  
**Subject:** [EXTERNAL] FW: Email from Odie Donald

Hi Mr. Donald,

Please review the email that is attached. You told me on the phone that you were not really all that involved in the process, but this email shows that you specifically asked for Burden information even though he was not in the packet. So, why then did you request Burden to be added when he is identified as not being a Tier one or Tier two candidate by GOVHR?

Also, why is the city using a firm that specializes in hiring women and minority candidates (it says that on their website). I am aware of one former Augusta firefighter who has 25 years experience and is a level four firefighter and he says he never received a response at all. He is white.



It would be great if you can explain these things. Even though you say you have not been involved much in the selection process, it is clear from the email chain that you were involved and specifically asked for Burden.

Scott Hudson  
The Augusta Press

---

**From:** Joe Edge <joe.edge@theaugustapress.com>  
**Sent:** Thursday, May 13, 2021 3:21 PM  
**To:** Scott Hudson <scott@theaugustapress.com>  
**Subject:** Email from Odie

**Joe Edge**  
Publisher


**The Augusta PRESS**  
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*Augusta, GA 30901*  
[www.TheAugustaPRESS.com](http://www.TheAugustaPRESS.com)  
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**THE AUGUSTA PRESS**

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AED:104.1

**From:** Anita Rookard MAILER-DAEMON   
**Subject:** RE: [EXTERNAL] Augusta Fire Chief Interview Update  
**Date:** April 13, 2021 at 5:04 PM  
**To:** Tim Sashko [tsashko@govhrusa.com](mailto:tsashko@govhrusa.com)

AR

Tim,

Can you give me a quick call? Will you change the date on the final candidates packet and send that to me.

I need to send it to the Commission ASAP.  
Anita

Anita Rookard MBA, MPA



Director of Human Resources

Human Resources Department | 535 Telfair Street, Suite 400 | Augusta, GA 30901

[ARookard@augustaga.gov](mailto:ARookard@augustaga.gov) | (706) 821-4257 | (706) 821-2867 |

[:http://www.augustaga.gov](http://www.augustaga.gov)

---

**From:** Tim Sashko <[tsashko@govhrusa.com](mailto:tsashko@govhrusa.com)>  
**Sent:** Tuesday, April 13, 2021 3:03 PM  
**Subject:** [EXTERNAL] Augusta Fire Chief Interview Update

Chiefs, one important item for your personal attention needs.

The interview on Thursday will consist of the Commission. With that, there is the potential of full disclosure as a candidate for this process. Please make sure you are positioned as you would like to be as a candidate for any public statements that can be developed from the process Thursday.

If you have any questions, please feel free to contact me.

Tim

T.E Sashko  
Vice-President



**630 Dundee Road, Suite 225 Northbrook, IL 60062**  
**Direct Line:** (847)380-3240 x123 **Mobile:** (847)561-3886

Direct Line: (677) 500-5270 x120 MOBILE: (677) 501-5000

Email: [tsashko@govhrusa.com](mailto:tsashko@govhrusa.com)

[www.GovHRusa.com](http://www.GovHRusa.com)

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**From:** Tim Sashko [tsashko@govhrusa.com](mailto:tsashko@govhrusa.com)  
**Subject:** [EXTERNAL] Re: FW: Candidates  
**Date:** March 26, 2021 at 2:30 PM  
**To:** Anita Rookard [ARookard@augustaga.gov](mailto:ARookard@augustaga.gov), John Storm [jstorm@govhrusa.com](mailto:jstorm@govhrusa.com)

TS

Hi there. Just a heads up that my time window is dwindling for the remainder of the day. I'm not sure about the reference to Adam House, that was not something in the list you had provided. He did not rank well at all, so uncertain as to the direction. Will you still be able to call today? I'm just worried about setting up times, etc. with potential candidates, especially with those we've already indicated were not moving forward based on the original rating and having to try to pull this together for Tuesday or Wednesday - All of the new resumes selected have had no contact with us.

There were some candidate conflicts that I have to work around depending on who is chosen and there were also time ranges for the Fire Chiefs doing the interviews. I have also not received any questions back from them and uncertain as to the direction of who will be responsible for the oral interview question bank. Just trying to get ahead of this since it was condensed this week.

Thank you and hope all is well.

Tim

T.E Sashko  
Vice-President



[630 Dundee Road, Suite 130](#)  
[Northbrook, IL 60062](#)  
Direct Line: 224-282-8318  
Mobile: 847-561-3886  
Main Line: 847-380-3240  
Fax: 866-401-3100  
Email: [tsashko@govhrusa.com](mailto:tsashko@govhrusa.com)  
[www.GovHRusa.com](http://www.GovHRusa.com)

On Fri, Mar 26, 2021 at 12:24 PM Anita Rookard <[ARookard@augustaga.gov](mailto:ARookard@augustaga.gov)> wrote:

Tim,

I believe we have come up with 7 good candidate. I believe I have everyone but Adam House.

I will give you a call to discuss.

Anita

Anita Rookard MBA, MPA



Director of Human Resources

Human Resources Department | 535 Telfair Street Suite 400 | Augusta GA 30901

Human Resources Department | 600 Tenth Street, Suite 100 | Augusta, GA 30601

[ARookard@augustaga.gov](mailto:ARookard@augustaga.gov) | (706) 821-4257 | (706) 821-2867 |  
<http://www.augustaga.gov>

---

**From:** Odie Donald <[ODonald@augustaga.gov](mailto:ODonald@augustaga.gov)>  
**Sent:** Friday, March 26, 2021 1:00 PM  
**To:** Anita Rookard <[ARookard@augustaga.gov](mailto:ARookard@augustaga.gov)>  
**Subject:** Canidates

Good afternoon Director Rookard,

I'd like to confirm the following as candidates of interest

Marion Blackwell

Anthony Jackson

Carl Randolph, Sr.

Mickil Smith

Sterling jones

I was also interested in the following although not included in packet.

Antonio Burden (DeKalb County, GA)

Adam House (Sacramento, CA)

*In Service,*

Odie Donald II, MBA

Administrator

Augusta-Richmond County

535 Telfair Street, Suite 910

(706) 821-2898 Office

[odonald@augustaga.gov](mailto:odonald@augustaga.gov)




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**From:** Tim Sashko [tsashko@govhrusa.com](mailto:tsashko@govhrusa.com)   
**Subject:** [EXTERNAL] Re: FW: Canidates  
**Date:** March 26, 2021 at 6:15 PM  
**To:** Anita Rookard [ARookard@augustaga.gov](mailto:ARookard@augustaga.gov)

TS

Here are the two resumes.

Tim

T.E Sashko  
Vice-President



[630 Dundee Road, Suite 130](#)  
[Northbrook, IL 60062](#)  
Direct Line: 224-282-8318  
Mobile: 847-561-3886  
Main Line: 847-380-3240  
Fax: 866-401-3100  
Email: [tsashko@govhrusa.com](mailto:tsashko@govhrusa.com)  
[www.GovHRusa.com](http://www.GovHRusa.com)

On Fri, Mar 26, 2021 at 2:59 PM Anita Rookard <[ARookard@augustaga.gov](mailto:ARookard@augustaga.gov)> wrote:

Here are the 5

Anita Rookard MBA, MPA



Director of Human Resources

Human Resources Department | 535 Telfair Street, Suite 400 | Augusta, GA 30901

[ARookard@augustaga.gov](mailto:ARookard@augustaga.gov) | (706) 821-4257 | (706) 821-2867 |  
<http://www.augustaga.gov>

---

**From:** Odie Donald <[ODonald@augustaga.gov](mailto:ODonald@augustaga.gov)>  
**Sent:** Friday, March 26, 2021 1:00 PM  
**To:** Anita Rookard <[ARookard@augustaga.gov](mailto:ARookard@augustaga.gov)>  
**Subject:** Canidates

Good afternoon Director Rookard,

I'd like to confirm the following as candidates of interest

Marion Blackwell

Anthony Jackson  
Carl Randolph, Sr.  
Mickil Smith  
Sterling jones

I was also interested in the following although not included in packet.

Antonio Burden (DeKalb County, GA)

Adam House (Sacramento, CA)

*In Service,*

Odie Donald II, MBA  
Administrator  
Augusta-Richmond County  
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