

Behind The CEO and Founder

Firefighter's ABC's



This a personal letter of reference for Russell Hayden. I have personally known Russell for over twenty years. During this time, he has consistently demonstrated a life lived with the highest sense of integrity and an untiring commitment to excellence.

Russell is one of these unique individuals who had done so many things well it is difficult to know where to begin. He has sound developmental skills and exceptional qualities as a leader.

He designed, developed and implemented the Recruitment Program for the San Jose Fire Department. Starting with a novel idea and a very small budget, Russell formed partnerships with the community and built the position into one of the premier programs in the county.



It is our loss that due to budget reasons we no longer have the position.....

Nicolas Thomas Deputy Fire Chief - San Jose Fire Department

Russell was employed with San Jose Fire Department from 3/75 through 1/04.

During that span of time he held various ranks and positions which included the following ranks:

- Firefighter
 - Fire Engineer
 - Fire Inspector
 - Positions
- Company Liaison Officer
 - Public Education Officer
 - Public Information Officer
 - Recruitment Officer

Russell excelled in his duties in all of these positions and was twice named as employee of the year as a member of the Hazardous Materials Program and again as the Recruitment Officer.....

Captain Steve Padilla SJFD

I have known Russell since 1984 and have worked with him professionally as a colleague for over 18 years....

Russell is a high-performing employee regardless of who is his employer, what is his job title or specific duties and responsibilities. His work ethic is exemplary and can be observed and verified by his behavior in the following five key attributes:

- **Adaptability:** Russell consistently demonstrates the ability to be flexible, shift gears and quickly re-prioritize while maintaining effectiveness in varying environments and with various people.
- **Ability to Learn:** Russell consistently demonstrates the ability and willingness to improve personal and professional development. He is willing to learn new skill/concepts, master the skills quickly and apply it to job-related tasks.
- **Judgment and Problem Solving:** Russell consistently demonstrates his problem-solving ability, use of data collection strategies and relevant data to make decisions. He identifies problems/issues and compares data from different sources to determine possible alternatives or solutions.
- **Initiative:** Russell is a self-starter, effectively organizes any special project and takes an active role in all situations to achieve the highest quality result.
- **Interpersonal Skills:** Russell maintains good work relationships with customers, co-workers, and supervisors through communication and cooperation, acting out of consideration and sensitivity for the feelings and needs of others.....



Nita Rabe-Uyeno Parking Administrator

Off-Street Parking Services Department of Transportation

City of San Jose

On behalf of the Officers of the Southwest Region of the International Association of Black Professional Fire Fighters I want to thank you for your service as President of the Santa Clara County Black Firefighters Association Inc.....

Keith Cormier, Director IABPFF Southwest Region

.....The inspection process resulted in changes in how we operate as a District. We are implementing procedures and site requirements such as semester self inspections that will improve our school safety. The deficiency charts give us a benchmark and guidance for the future. The experience has been invaluable to the students and staff of the East Side Union High School District. Frankly, what started as a burden turned into a blessing.....

Alan Garo Director of Facilities

Dave Sykes Assistant Director of Telecom/Security

.....Your willingness to step up and tackle this new task, while maintaining your current workload, is a testament to your professionalism and work ethic. With the fire service continuously evolving, the Bureau of Fire Prevention is fortunate to have an employee such as yourself, ready to adapt to ongoing changes and services that we provide.

Thank you, your contribution was appreciated.....

Lacy Atkinson, Deputy Fire Chief San Jose Fire Department

Russell Hayden loves the Fire Service and is committed to recruiting the best individuals possible into the career he loves so much. He is very enthusiastic in this endeavor and has employed many innovative programs to gain the interest of prospective new recruits and assist them in preparing themselves for the process of testing through selection and even beyond.

Russell has been a real leader and true asset for our department in its recruitment efforts and I am sure could help any other department start or revitalize its recruitment program as well.....

Assistant Fire Chief Dale Foster

San Jose Fire Department



When the San Jose Fire Department received funding for the recruitment program we held interview for the position and Russell Hayden was clearly the right choice to start our new program. Russell brought not only a great deal of experience but also a great excitement to the position.

I strongly recommend Russell Hayden for any Recruitment, Public Education, or Public Information position that might be available.....

Deputy Fire Chief William Garringer

San Jose Fire Department

.....Simply state, Russell Hayden, during his 30-year fire service career, has made a difference.

Should an opening occur, I highly recommend your consideration of Russell Hayden as a strong candidate for the position of Recruitment Officer.....

Gerald A. Simon, Fire Chief

City of Oakland

Mr. Hayden is currently the Recruitment Officer for the San Jose Fire Department. In his management of the recruitment division, Russell developed the current recruitment program and mentors several interns that assist within multiple areas of the fire department.

I have known him to be consistently evaluated above standard in his performance evaluations.....

Michael E. Smith Fire Chief'

City of Fresno

Dear Russell,

I wanted to take a moment before I leave to thank you for your dedication to the San Jose Fire Department over the years. I am especially appreciative of what you have accomplished in several special assignments over the last few years....

Your most recent accomplishment, and perhaps the most far reaching results, is the excellent recruitment program you have set up for the department.

Once again, your professionalism and dedication were evident as you launched yourself into the program. Your organizational skills were evident while you set up an office, designed and acquired a recruitment van, obtaining a donation from Adobe.

Thank you, Russ, for all your hard work, dedication, and for helping to make the San Jose Fire Department the excellent organization that it is today. You have always been a tremendous asset to the Department, and I have really enjoyed working with you.

Sincerely,

Robert Dorman, Fire Chief

San Jose Fire Department

Behind the CEO



Dear Mr. Hayden

....Only after talking to a friend who works for the County was I able to seek volunteer services for my logistical needs. As you know Mr. Hayden, my friend put me in touch with you.

Mr. Hayden, please bring this matter to the attention of the proper authority in order that other citizens not feel helpless and not to be able to be served.

Sincerely,

Vivian Younger



It is my hope that this information provides you with the pulse of the founder.

For a full copy of these letters or additional comments please contact me at RussellHayden@FirefightersABCs.com

Regards.

Russell G. Hayden, CEO

www.FirefightersABCs.com

*All That I Am I Owe
I Live Eternally In the Red*



“A Short Story”