

From: george colacicco [mailto:georgecolacicco@sbcglobal.net]
Sent: Wednesday, August 30, 2006 9:28 AM
To: sunshine_reform_task_force@sanjoseca.gov
Subject: How about shining some light on your hiring practices ?

I recently applied for a position in housing, and received no feed back from the human resource personal handling that particular recruitment. After repeated emails for several weeks to Margaret Salazar, June Kim, and Carol Shell (her emails wouldn't go through) the HR person (Carol Shell) blew me off with an email that they were advertising nationally to fill the position even though I met the minimum qualifications. It was like she was telling me that no one locally could fill the position. Then she indicated that there were other openings in housing, where none were shown (I think she had a special list).

Now I don't expect much from your task force than I received from HR as a whole. But for city government who keeps talking out of both sides of their mouth about attracting jobs and being an equal opportunity employer, I would think they would start looking in there own back yard for personal. You have a city of one million people, and a county with a couple of million more, and the city feels they have to advertise nationally. The newspaper said I had until Thursday to get my complaints in so here it goes.

- 1) First of all there are two people in HR that handle each job description. Why does it take two ?
- 2) When I tried sending one of them an email (Carol Shell) it didn't go through, and was rejected, so I had to send another email to the other person in HR. Maybe that's why it take two people?
- 3) There is an opening date posted on the job description, but no end date for filling the position, other than "Until Filled". Obviously filling the position is not critical. Could this be a ploy for departments to increase their budget requirements with out filling the positions ?
- 4) Why not open up employment to the public at all levels ? There is open recruitment, and internal recruitment availabilities, and unless you already work for the city (Internal), you can't apply. However you can apply for an opening that indicates open to the public (but their policy seems they have to advertise nationally first). Seems to me the city is not doing it's part in providing employment to it's inhabitants, and with internal employment are ruling out more competent applicants to compete for

those openings. Could it be someone is trying to protect their own interests by promoting incompetence? Maybe its time the city level the playing field? Maybe it's time some of the sunshine laws show just how the HR department is behaving. We live in a city of one million people, the county with a couple of million more, and yet city government continues to talk out of both sides of their mouth regarding employment. But hey, don't take my word for it, here's the email Carol Shell sent me:

Dear Mr. Colacicco;

Thank you for your inquiry regarding our Senior Development Officer vacancy. We are currently running nationwide advertising for this unique vacancy, and awaiting the response from the advertising before reviewing the applicants. The Housing Dept. is currently running several other recruitments, and we will respond to your application as soon as possible.

Thank you for your patience. If you have further questions, please feel free to give me a call.

Carol J. Schell

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