

FIRE ALARM BOXES

LARGE CITIES

GEORGIA



I N T R O D U C T I O N

This report covers a short study of fire alarm boxes for 10 of the 11 largest cities in the State.

This evaluation covers the effectiveness of the fire alarm box as part of the communication system for fire calls. Box coverage per 1,000 population is compared to total boxes in each city. Further comparison is made with false alarms to total alarms received through the fire alarm boxes in each city.

GMA wishes to acknowledge the rapid response of Fire Chiefs Carl Callaway, Thomas Eberhart, J. G. Fitzgerald, C. W. Ford, Dewey B. Foster, J. M. Kidd, A. D. Nixon, J. R. Parham, W. A. Register and Howard C. Schaffer, also the fire department staffs of each city who kindly completed this information and provided their many combined years of experience in the evaluation of this communication device. Equal appreciation goes to the entire GMA Staff who individually contributed to the development of this report.

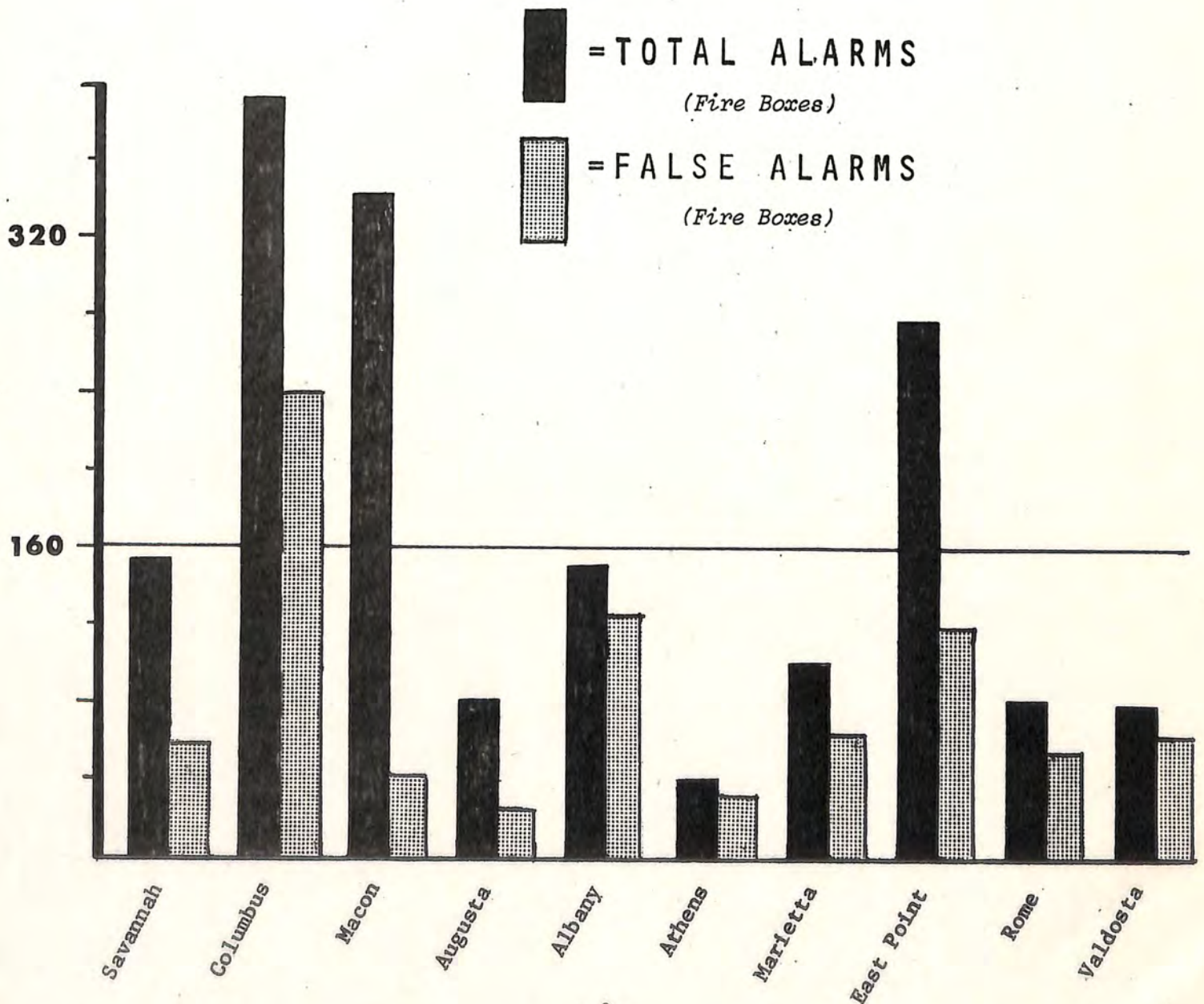
It is intended that this brief yet concise piece of basic information will contribute to improved effectiveness in municipal fire service.

W. Elmer George,
Executive Director

Jerry A. Singer
Director of Research
May, 1969

FIRE ALARM BOX USE
A Survey of Georgia's Largest Cities

The fire chiefs of Georgia's ten largest cities¹ favor the continued use of fire alarm boxes. Although false alarm rates are high the boxes are still considered the most effective and fastest means of communication to a fire department. The many valid calls received through the fire boxes result in the saving of lives and property value. This leaves the false alarms in the necessary nuisance category.



The survey revealed suggestions that boxes be removed from residential areas. Another area in which fire alarm boxes do not appear useful are certain industries with private alarm and sprinkler systems in use.

Several chiefs feel the conversion to a telephone alarm system might be better, but the costs are prohibitive. Savannah uses such a system through which the fire department, police department, or an ambulance can be summoned. For 212 such boxes, Savannah pays a yearly rental of \$11,448.

According to a report by the International City Managers' Association, the proper placing of fire alarm boxes in a city is important in effective fire control and in reducing false alarms.² Downtown office buildings are high value areas in which telephones cannot be reached at night. It is recommended that fire boxes be placed at two block intervals. High life hazard areas, such as schools, nursing homes, and hospitals, should be adequately covered. Fire boxes should be removed from residential areas where telephones are numerous. Slum areas are an obvious exception, since there are few available telephones.

According to the National Fire Protective Association 10% of all fires in the United States account for 90% of all property damage loss. It appears that the high value areas are most in need of easily reached fire alarm boxes. This is further substantiated by the assigning of deficiency points by the American Insurance Association. Concerning fire alarm boxes, the AIA assigns a maximum of 20 points for residential areas, 67 points for principal business districts and 40 points for other high value areas.³

Some cities have greatly reduced their percentage of false alarms by various means. Washington, D. C. reduced false alarms 45% in one month through an intensive education project with the public school children. Publicity given to the arrest and conviction of a few false alarm violators successfully reduced the overall false alarms in one city. Arrest of the guilty was a result of cameras placed on three of the city's fire alarm boxes.

Norfolk, Virginia found that 51% of all false alarms were placed on the weekends when children were out of school. Relocation of certain boxes greatly reduced the false alarms.

To receive the largest benefit from fire alarm boxes -- Consider:

1. What area needs the protection of fire boxes?
2. Where can fire boxes be eliminated and relocated?

To reduce the percentage of false alarms -- Determine:

1. Which boxes are most affected?
2. In those areas with most false alarms are telephones nearby?
3. Would these high false alarm boxes be more effective in another part of town?

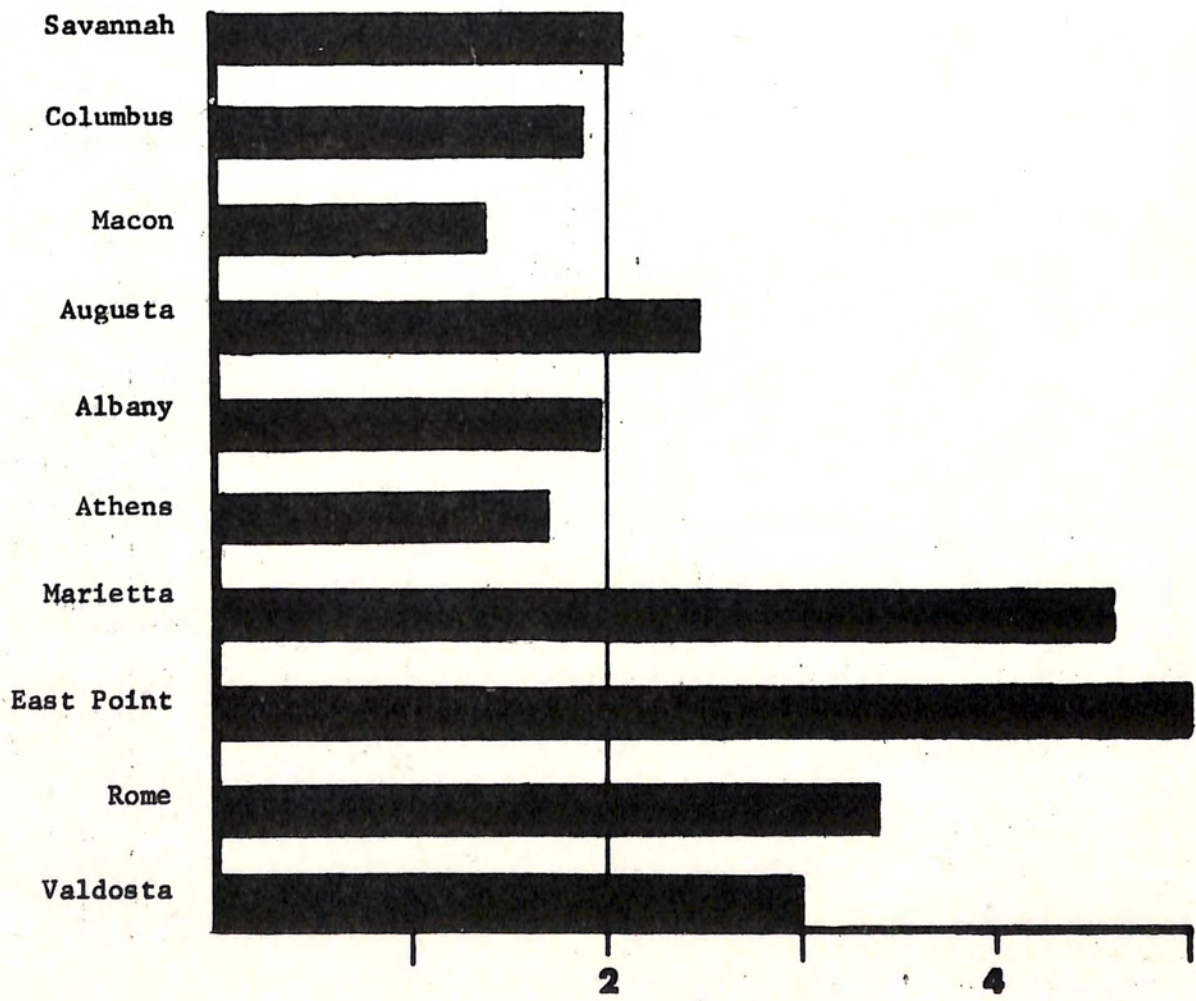
Another valid consideration might be the boxes in use per 1,000 population.

Use the following charts to see how your city compares.

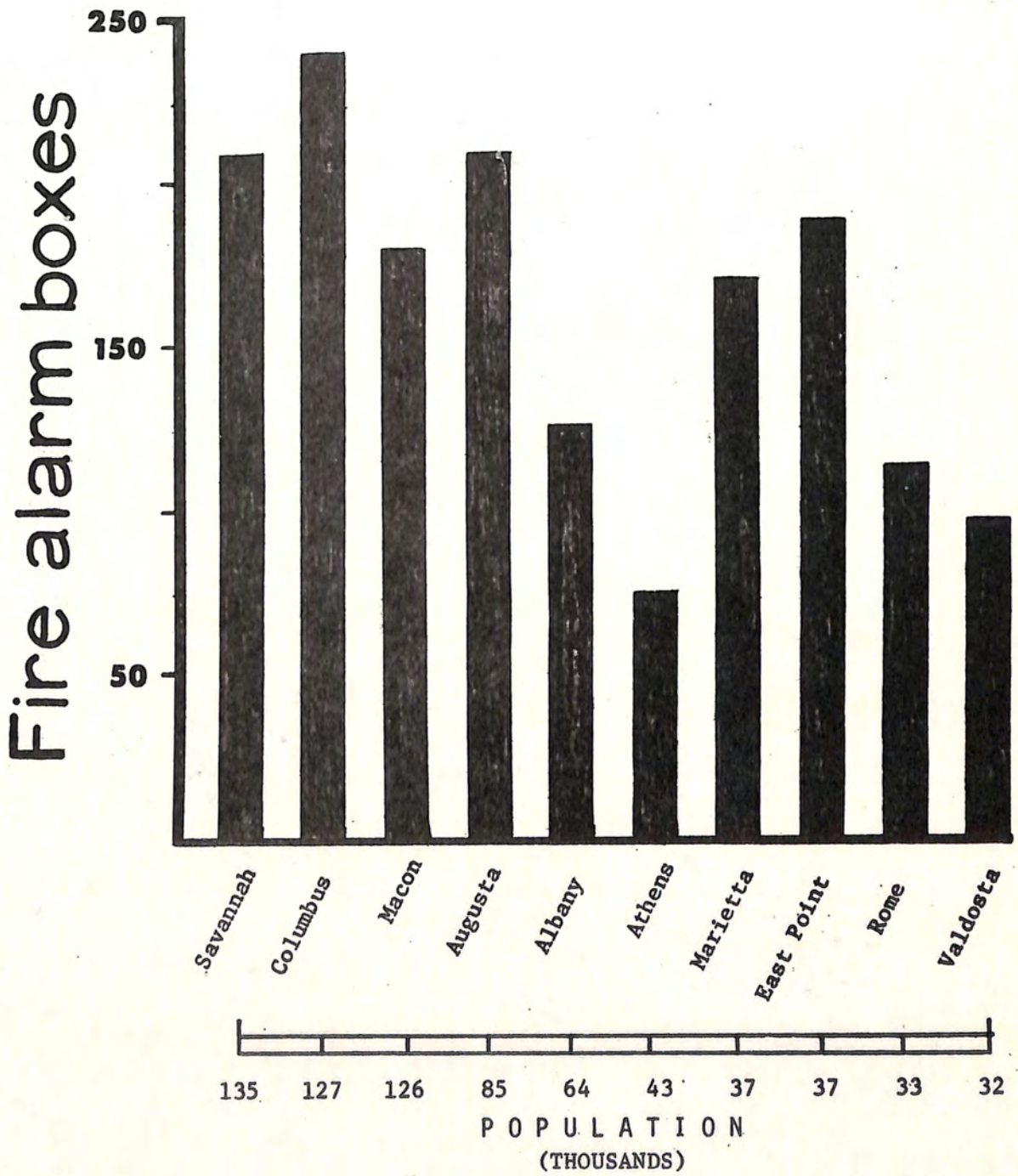
¹*Atlanta Excluded.*

²*"Fire Alarm Communications", Management Information Service. (Report 287) December 1967.*

³*Ibid*



Boxes per 1,000 population



<u>NAME OF CITY & NO. FIRE ALARM BOXES IN CITY</u>	<u>NO. OF FIRE CALLS</u>	<u>NO. VALID FIRE CALLS ANSWERED AS RESULT OF FIRE ALARM BOX</u>	<u>COST OF FIRE ALARM BOXES TO CITY</u>	<u>ARE BOXES RENTED?</u>	<u>WHO DOES CITY PAY FOR RENTAL OF FIRE ALARM LINES?</u>	<u>IF COST IS ADDITIONAL TO ANY OF PREVIOUS COSTS, STATE HOW MUCH IS PAID PER YEAR FOR LINE RENTAL</u>
Albany. 127	154	29	\$145.00, \$190.00 Auxiliary Side or Master Box	No	City Owned	-
Athens 75	41	11	\$200.00 Varies	No	-	-
Augusta 210	84	55	\$34,236.72 Annual	Yes	None	None
Columbus 241	394	152	\$200.00	No	None	None
East Point 190	302	182	\$172.50	No	None	-
Macon 182	366	323	\$250.00 (Box Only)	No	None	None
Marietta 172	106	39	\$250.00	No	None	-
Rome 115	84	26	\$250.00	No	-	None
Savannah 212 (Street Boxes)	157 (Year 1968)	89	-	Yes	Telephone Co.	\$4.50 per mo. per box \$11,448 per yr.
Valdosta 98	83	15	\$243.30	No	None	None City Owned

C O M M E N T S

"I feel every means possible should be used for the public to summon help in an emergency such as fire. Alarm boxes have been used for other emergencies other than fires. I think they are necessary. The most efficient emergency alarm equipment for the general public are emergency telephone boxes, but they are too expensive for most fire departments to install and the recurring charges are too high."

"It is necessary to properly maintain the system that carries the fire alarm boxes, service them and test them often. I know of no better way to have a fire alarm system."

"Fire constitutes the most destructive force encountered in an Urban Community. And yet, it is the most easily controlled when dealt with in its incipient stages.

The general public can sound a Fire Alarm quickly and easily by operating the PULL LEVER on the alarm box. A coded signal automatically flashes to the Fire Department in seconds. Complete fire defences are responding immediately.

We very definitely need them and they are effective even with the rate of False Alarms."

"A Municipal Fire Alarm System is reliable means of notifying a fire department that a fire emergency exists.

There are two basic elements in the communication requirements of a modern fire department:

- (a) An effective system of rapid communications between the operating units of the department.
 - (b) The devices which provide for prompt reporting of fires to the department upon discovery.
- (A) It is necessary for fire department officers to be able to communicate rapidly with the officers in charge of individual fire commands. These officers in turn must keep in touch with fire headquarters. A means of calling off-duty firemen to duty with minimum delay when emergency demands. It is also desirable that the communications system permit a fire department to contact departments in neighboring communities. For these various purposes all forms of communication are used in one way or another, including radio, telephone and telegraphic equipment and messenger service.
 - (B) The second basic element of fire department communications is the provision of means whereby a person discovering a fire may promptly report it to the fire department, utilizes the telephone, and the municipal street box fire alarm system.

The American Insurance Association grading schedule assigns the communication and fire alarm system five hundred fifty of 5,000 possible deficiency points. There

is some questions whether such a high percentage of the total points should be assigned to the street box system and related equipment, the purpose of the grading schedule is to measure factors involved in large fires or conflagrations. Actual fire experience shows that delayed alarms have resulted in many important fires in the large loss class.

Street fire alarm box systems are used in three out of five communities of more than 5,000 population in some areas of the United States. This ratio is much higher in some parts of the country where 9 out of 10 cities of more than 5,000 population have fire alarm systems.

Fire department communications and public fire alarm systems are supplemented by private fire alarm and supervisory systems.

Before a city discontinues their fire alarm system they should determine the effect removal will have on fire insurance rates within the city. Compare cost of leased service and municipal owned systems. The effect of delayed alarms."

"I do not think that there is any faster or more positive means for a department to receive and respond to an alarm. However, I feel that if we could cut out the unnecessary street boxes, this would definitely cut down on our false alarms, as over 50% of our box alarms in 1968 were false."

"In determining a city's classification according to American Insurance Association we must have fire alarm boxes. Due to the number of false alarms, I'm sure there must be a better way. Yes, this is a needed thing."

"We do need fire alarm boxes. They are effective. There is no better way. American Insurance Association requirement."

"Under the present insurance grading schedule, it is almost mandatory to have fire alarm boxes to achieve a low base insurance rating.

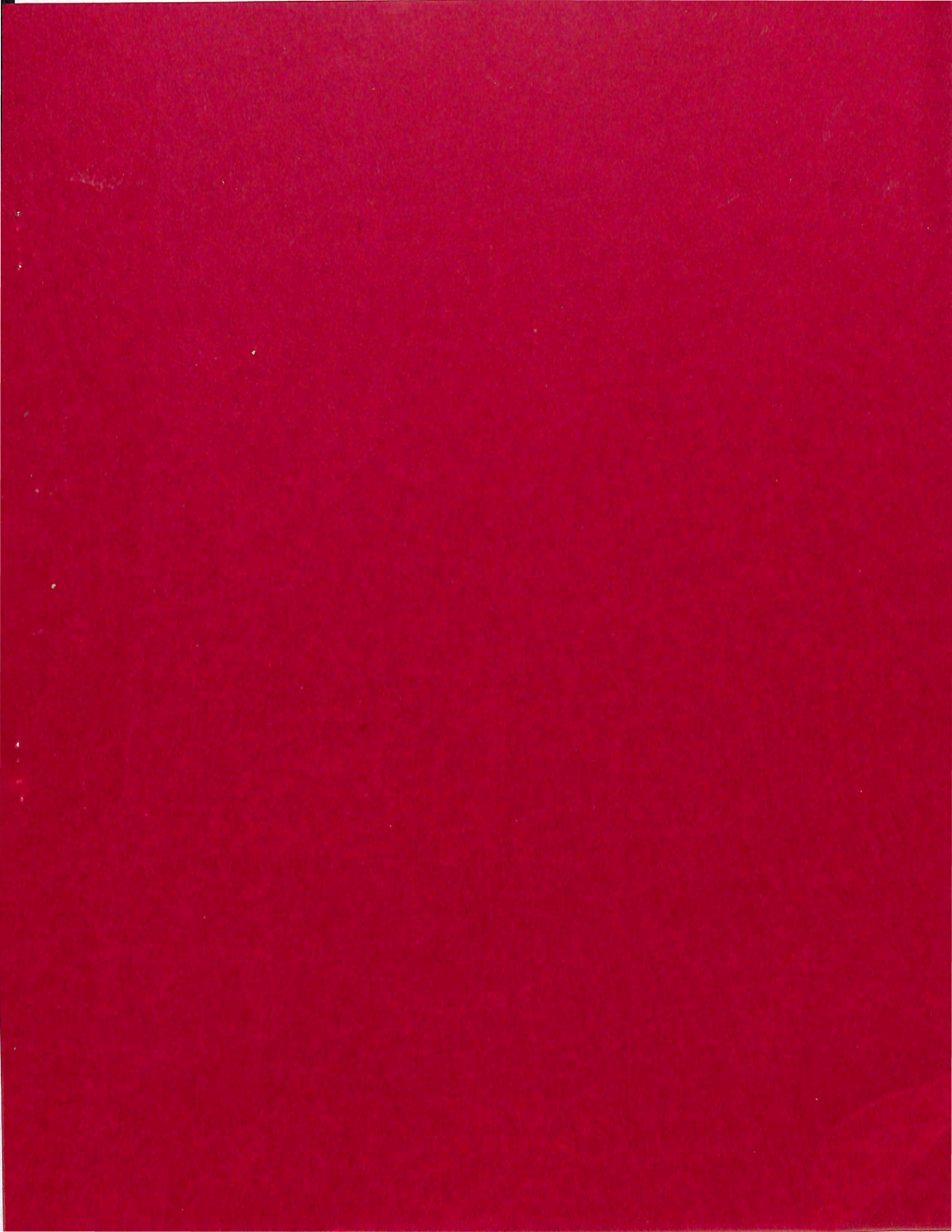
For the transmission of fire alarms, they are effective. But, in my opinion, the high cost of procurement, installation and maintenance for the number of valid alarms transmitted does not justify the expense, taking into consideration that the majority of homes and business areas have telephone service. Also, most cities have police patrol cars with radios at all times for transmission of fire calls."

"I think the fire alarm box in our residential areas is becoming less effective each year, because the number of alarms is gradually getting smaller each year. Also, many of the residents do not know the location of their nearest alarm box because they depend on the telephone for reporting fires.

I do think that our buildings with automatic sprinkler and other systems should have an alarm box connected with the fire department for several reasons which I will not go into.

I think we could have a better system but it would be expensive to make the change over."

"The telephone fire alarm system, in my opinion, is most effective in that the exact locations of fires and what is burning can be reported with fire equipment being dispatched accordingly. Phones in the fire alarm boxes are also used for emergencies other than fire such as for police, ambulance, etc."



CITY OF ATLANTA

DEPARTMENT OF FINANCE

501 CITY HALL

ATLANTA, GEORGIA 30303

May 20, 1969

File



CHARLES L. DAVIS
DIRECTOR OF FINANCE

EDGAR A. VAUGHN, JR.
DEPUTY DIRECTOR OF FINANCE

W. ROY SMITH
DEPUTY DIRECTOR OF FINANCE

JAMES R. FOUNTAIN, JR.
DEPUTY DIRECTOR OF FINANCE

Chief P. O. Williams
Fire Department
City of Atlanta
Atlanta, Georgia 30303

Dear Paul:

I am enclosing a copy of the International City Managers' Association management report on "Fire Department Operations During Civil Disorders." I have personally reviewed this material and found many helpful suggestions contained therein.

I trust the enclosed report will be beneficial to you in your operation of the Fire Department.

Sincerely,

Charles L. Davis

Charles L. Davis
Director of Finance

CLD:dhf
Enclosure
cc: Mr. R. Earl Landers

MIS

Management Information Service

International City Managers' Association / May 1969, Vol. 1 No. L-5



FIRE DEPARTMENT OPERATIONS DURING CIVIL DISORDERS

THE REPORT AT A GLANCE

Civil disorders accompanied by fire destruction are not new in this country. Nor are fire problems created by riots significantly different from those possible under nonriot conditions.

Yet fire fighting during civil disorders is obviously more difficult than under normal circumstances. The violent reaction of spectators, the duration of a riot, and the intense news coverage given serious disturbances add new dimensions of complexity.

Experience in dealing with fire problems caused by rioters suggests the need for establishing a task force system, under which a coordinated group of fire companies travels and operates as a self-sufficient unit throughout the emergency. Confinement of fires, rather than prevention of fire losses, and rotation of manpower to prevent fatigue are other key factors in effective fire fighting during riots. In addition, adequate communications and command posts are essential to keep tabs on fire developments.

City administrators should recognize that the typical fire department is inadequately manned and equipped to deal effectively with fire problems caused by riots. Among major elements in an emergency operations plan should be steps for police protection of fire fighters, provision of adequate fire alarm systems, plans for purchase of apparatus suited to riot conditions, and arrangements for calling fire-fighting assistance as needed.



Fire Department Operations During Civil Disorders

This report was prepared for MIS by Boyd A. Hartley, Associate Professor, Department of Fire Protection Engineering, Illinois Institute of Technology.

Location: A community of about 20,000 people on the East Coast. *Background:* There had been trouble in town and soldiers were on duty in the event of further trouble. Fire protection consisted of a volunteer fire department with outside sounding devices to indicate an alarm of fire. *Situation:* About 9:15 P.M. the alarm bells rang. The people of the community turned out to fight the fire and to watch the firemen. But it was a false alarm; there was no fire. Instead of going home, the crowd began to jeer at the soldiers, calling them names and throwing things. The soldiers eventually lost their composure and fired into the crowd, killing five people of whom three were volunteer firemen.

Sound familiar? Read on.

A tide of people swarming into the big cities were causing labor and welfare problems. "These people" were looked down upon, persecuted, and exploited in the labor market. Most were penniless, seeking out a bare existence in the slums. It was impossible for one of "these people" to succeed in business or politics; fire and police departments would not consider them for membership.

As "these people" became more numerous, they were shut off more and more from the social life of the community, keeping to themselves in their own slums and ghetto areas. In one large community, after several weeks of sensational rumors of immoral conditions and strange behavior among "these people," particularly in their churches, a mob formed and marched on the area in which they lived. The mob eventually destroyed the principal church, a four-story 80-foot-long building, by burning it to the ground while preventing firemen from fighting the fire.

On another occasion in the same city, a riot eventually resulted in ransacking of every house in the ghetto area, with windows broken, furniture thrown into the street, and shops smashed and destroyed.

In another city, some shots were fired at a political rally and the resulting riots lasted four days, with a school, three large churches, and blocks of buildings destroyed by fire.

The emotional response generated against the constant increase of "these people" was such that a national political party was formed and received considerable support from citizens, many of them well known, who had previously supported the existing two-party system. A nationally known political figure ran for president of the United States under the auspices of this party but, fortunately, was defeated.

Sound familiar again? Maybe, but I doubt you have recognized any of these situations.

The first was a riot in Boston on March 5, 1770, commonly known as the Boston Massacre. The incident was considered to be of particular influence in solidifying the inhabitants of the British colonies behind those advocating a rebellion, now better known as the revolutionary war.

The second series of incidents occurred as a result of Irish immigration into the United States in the middle of the nineteenth century. The riots described occurred in Boston in 1834 and 1837 and in Philadelphia in 1844; "these people" were Irish Catholic immigrants. There were a number of riots in those cities most affected by the immigration, and many of the riots resulted in destruction by fire and direct conflict between the firemen and gangs of Irish toughs as well as other normally peace-loving Irishmen defending their slum residences.

The political party founded on an antifoigner bias, especially anti-Irish and anti-Catholic, was the Native American party, commonly known as the Know-Nothings. Former President Millard Fillmore ran for another term on the Know-Nothing ticket and, fortunately, was unsuccessful.

A History of Riots

By now it is obvious that public riots are nothing new in this country. In fact, we have a long history of riots accompanied by fire destruction of property, beginning with our earliest history.

There was a wave of incendiarism in many cities in 1676, and a large fire occurred in Boston with some feeling that sermons by Reverend Increase Mather, better known for his later connection with the witchcraft trials, encouraged the arsonists. In 1715, before New York or Philadelphia had even one fire engine in service, Boston had a board of "fire wards" with responsibility not only for extinguishing fires but also for suppressing all disorders.

A series of fires in New York City in 1741 appeared to be caused by a conspiracy of Negro slaves and resulted in trials and executions with eventually 154 Negroes sent to jail, 13 burned at the stake, 18 hanged, and 70 transported. Twenty whites were jailed, 4 hanged, and 8 transported.

The Committee of Vigilance was founded in San Francisco in 1851 during the gold rush boom as a result of fires started by the criminal element known as Hounds, who robbed shops, stores, and homes in the path of the fires. The vigilante system spread through the gold rush area until eventually superseded by law and order.

Some of the worst riots in the history of this country occurred in 1863 as a result of opposition to the draft during the Civil War, with riots, fires, and demonstrations in cities and towns of New York, New Jersey, Wisconsin, Massachusetts, Pennsylvania, Ohio, Missouri, and Kentucky. Confederate saboteurs took advantage of the riots to destroy food and ammunition supplies and arms factories while encouraging the Northerners to fight among themselves. In New York City there were three days of draft riots during which 1,200 people lost their lives and many buildings in all parts of the city were destroyed by fire.

MANAGEMENT INFORMATION SERVICE

May 1969 - Vol. 1 No. L-5

Editor: Walter L. Webb

Management Information Service reports are published monthly by the International City Managers' Association, 1140 Connecticut Avenue, N.W., Washington, D.C. 20036. Copyright © 1969 by the International City Managers' Association. No part of this report may be reproduced without permission of the copyright owner.

Subscription rates (including inquiry-answering and additional services) are based on population of subscribing jurisdiction and will be furnished on request.

This report is intended primarily for subscribing jurisdictions above 25,000 population. Concurrent monthly reports, prepared primarily for jurisdictions below 25,000 population, are available from Management Information Service.

The Fire Problem

The fire problem created by a riot or civil disturbance is not much different from the problem that has been present in most cities all along but has been ignored under the philosophy that "it can't happen here." This statement is better understood by analysis of the fire problem normally present in every community.

TYPES OF FIRES

Most fires are small fires. The National Fire Protection Association defines a large-loss fire as one involving a loss of \$250,000 or more. The NFPA reports that about 10 percent of all fires in the United States and Canada account for 90 percent of all property-damage loss; conversely stated, 90 percent of the fires account for only 10 percent of the loss. Fires causing individual losses of \$250,000 or more represent less than 0.02 percent of the total number of fires but account for 20 percent to 25 percent of the total fire loss in any one year.

NFPA statistics for the calendar year 1967, the latest available at the time of this writing, bear out these general statements. In 1967, there were 471 fires in the United States and Canada that caused \$250,000 or more property damage each; the total number of fires that year was 960,900. Thus, the

large-loss fires were only 0.049 percent of the total, or about one-half of one-tenth of 1 percent. The total damage from these fires was estimated at \$443,471,000 out of a total fire loss of \$1,623,000,000. It is particularly noteworthy that only three of the large-loss fires contributed \$148 million of the total damage caused by large-loss fires during 1967.

Typical Small Fire. From these data and by analysis of the fire statistics of any given community it becomes clear that most fires within a city are extremely small, easily extinguished by a relatively small force of men and a few pieces of fire apparatus. If we add to the statistics of actual fires and fire losses the large number of fire department responses to false alarms, it is quite likely that nearly all actual-fire responses in any given community are to fires well below that classified as a large loss.

Unfortunately, many cities have restricted their fire departments to a size and efficiency that can easily handle this type of fire but would be poorly equipped or prepared to handle larger fires.

One-Building Fire. The next most serious fire situation in a community is the single large fire involving one occupancy or one building; this may or may not be a large-loss fire. Any city with one or more large buildings — whether an industrial property, an apartment house, a hotel, or a school — has the potential for this type of fire.

When such a large single-building fire occurs, the fire department will characteristically attempt to extinguish the fire as quickly as possible while at the same time minimizing the fire damage. To accomplish this, every effort is made to advance into the building and fight the fire from inside. If manpower permits, salvage operations are carried on during the extinguishment phase as well as during subsequent phases.

After extinguishment, the fire-damaged area will be overhauled to be certain of complete extinguishment and to eliminate the possibility of a rekindled fire. Even after overhaul, it is quite probable a few men will be left as a fire watch, with hose lines connected directly to hydrants. During every phase of the fire-fighting operation, passive spectators will be controlled without difficulty by a usually ample supply of policemen.

Multibuilding Fire. The next most serious fire situation is a single large fire involving several multistory or multioccupancy buildings. Again, essentially the same procedure must be followed as described above; only the magnitude of the fire problem has changed.

Several Large Fires. The most serious fire condition encountered, usually in only the largest communities, is several large fires at the same time, widely separated or at least not adjacent to one another.

Fires During Civil Disorders

The fire problem encountered during a riot or civil disorder is essentially one of those described above or a combination of them. However, additional factors complicate the problem.

- *First, the spectators are not passive bystanders and may be violently hostile.* As the police have a law enforcement problem of their own in attempting to quell the riot, they can devote only a limited force to protect the firemen.

- *Second, whereas the normal fire situation in a community can be expected to last only a matter of hours as the period during which maximum manpower is brought to bear, a riot and its accompanying fires may last for several days.* The duration of a disorder intensifies any problems caused by basic inadequacies of manpower, apparatus, and equipment.

- *Third, a riot is more spectacular than a large fire and, being a police problem as well as a fire problem, receives more publicity in the national news and communications media.* For example, the typical citizen is aware of the riots in Detroit in 1967, lasting for eight days and resulting in a fire loss estimated up to \$12 million, but hardly anyone outside the immediate area concerned is aware that a fire in a refinery in Lake Charles, La., burned for two weeks in 1967 and resulted in property damage of \$20.5 million!

OPERATIONAL PROBLEMS

Operational problems caused by riots and possible solutions have been recognized and discussed by the International Association of Fire Chiefs. A valuable pamphlet for every fire department official having command responsibilities is *Fire Fighting During Civil Disorders*, published by the IAFC in 1968.¹ This report goes into detail concerning operational problems that may be expected to occur in any given situation. Although written for the fire chief, it will be of value to other city administrators by making them more aware of fire department problems. The appendix to this MIS report, which is excerpted from the IAFC pamphlet, includes a checklist of recommended fire-fighting procedures during civil disorders.

Several operational features are noteworthy:

1. Experience indicates the best approach is establishment of a task force system under which a coordinated group of companies travels and operates as a single unit for the duration of the emergency.

¹Copies of this pamphlet are available at \$5 each from the IACF Headquarters Office, 232 Madison Avenue, New York, N.Y. 10016.

2. Because of the probable limited capability of the department, each task force must be self-sufficient; the task force must handle its assigned problem without recourse to any assistance.

3. The operations in many situations must be directed toward confinement of the fire to the building of origin, with extinguishment at less than a total loss of the building being improbable.

4. Communications must be maintained and command posts established to determine what is happening and what must be done next.

5. The possible duration of the riot or civil disorder forces establishment of a system for rotation of manpower to avoid undue fatigue and for continuous use of fire apparatus.

What Can the City Administration Do?

Many fire chiefs have recognized the necessity for a more adequate and better trained and equipped fire force than is presently available in the community. All too often, fire chiefs' requests for increased fire protection have been ignored because of costs or the size of fire normally encountered.

The city administrator must recognize that a small fire department (in relation to the needs and fire hazards of the community) can extinguish only small fires and will be overwhelmed when a large fire occurs, whether caused by a civil disorder or not.

The American Insurance Association in its Special Interest Bulletin No. 319 published in January 1969, states that "except for the fire departments in a few of the larger cities, none are adequately manned, with the result that in many instances the on-duty fire force may not be able to control a serious fire without the assistance of off-duty members or outside aid."

Ask yourself or your fire chief this question: If the two largest buildings in our community were burning down at the same time, would our fire department be able to extinguish both fires? If the answer is yes, you *may* be able to overcome the fire problems encountered during a riot, if it does not last too long.

OPERATIONS PLAN

Possibly the most important function of the city administrator is to see that complete and detailed plans are drawn up for every predictable situation that may occur during, or result from, a civil disorder. Obviously not every situation can be covered in this short report, but the following comments give some indication of the scope of and necessity for planning civil disturbance operations.

Police-Fire Cooperation. First and foremost, there must be cooperation among all city departments and particularly between the fire department and the police department. Fire fighters should not be expected to provide their own protection against injury while fighting fires and should not be permitted to bear arms of any description. Protection is a police function. If the police or other enforcement agencies cannot provide the necessary protection, fire-fighting personnel should leave the riot area and allow the individual buildings to burn, directing their efforts to preventing the fire from extending beyond the riot area.

Fire Apparatus. Apparatus purchased in the future must be selected with riot situations in mind, for even though a riot or civil disorder may not have occurred, many cities report an increasing number of incidents of harassment of firemen. All equipment carried on fire vehicles should be in closed compartments. Every vehicle must have protection for firemen, such as closed cabs of possibly six-man size with shatterproof glass all around, or protective screens of wire netting, plastic, wood, metal, or other satisfactory material. As fires will probably be fought from outside of buildings and with minimum manpower, every pumper should have a vehicle-mounted turret nozzle.

The list of design features could be continued at some length. In addition, spare parts must be stockpiled in order to be immediately available. For example, a good supply of tires must be on hand, as a carpet of broken glass will probably lie between the fire station and the building on fire.

Fire Alarms. It is predictable that all methods of receiving alarms from the general public will be swamped and overwhelmed at an early stage of a riot. A community of any size having only a few fire alarm operators on duty can fully expect to lose control of the fire situation and never regain it. The limited number of trunks usually available on the switchboard of fire departments will prove to be totally inadequate for the purpose, and many citizens will be unable to call the fire department to report fires.

The public telephone system also will likely be overwhelmed by the number of phone calls placed during a riot. In addition, it is quite possible that the telephone system will be destroyed either by sabotage or fire in the riot area, causing exposed wires on buildings, in alleys, or on streets. Thus, underground construction of circuits is not only aesthetically pleasing but also highly practical as a protection against damage.

A municipal fire alarm system is an asset, particularly as a means of receiving alarms of fire from locations outside the riot area. It should be noted that a telegraph-type fire alarm box works on a clockwork mechanism having an operating spring that will run

down if the box is operated repeatedly without being rewound.

All fire alarm calls received must be investigated in some way. Once a riot starts, the police should investigate all calls from the riot area; the fire department should respond only after it is certain there is a fire to be fought.

Fire-Fighting Assistance. It is vital that written arrangements be made in advance for whatever aid may be available from nearby communities. This has been an important factor in the ability to provide fire protection during riots. However, it must also be kept in mind that riots may occur in more than one city, and outside aid may be busy with problems of their own. Therefore, assistance from other communities should be depended upon for only a minimum amount of help.

Arrangements for assistance need not be limited to other communities or government installations such as naval bases. It is possible that many cities could get assistance from the citizens of the community and, in

some cases, from the inhabitants of the riot area. There have been many occasions when the nonmilitant residents of an area have helped firemen by hauling hose and preventing theft of equipment.

In New York City, Engine Company 28 on the lower East Side responds to alarms accompanied by a fire department patrol car carrying four Puerto Ricans and a Negro, aged 16 to 21, who guard the truck and other equipment to prevent theft, try to see that firemen are not attacked, help in directing traffic and giving first aid, and act as interpreters.

The city administrator should also see that the fire chief and his staff attend conferences and meetings, both national and regional, where they may listen to speakers and talk with personnel from other cities to learn what can be done to fight fires during riots.

Again it should be emphasized that the fire situation caused by a civil disorder is probably no worse than could be encountered during times of civil order. The fact that it occurs during a civil disorder merely complicates and intensifies the hazards.

APPENDIX

Fire-Fighting Procedures During Civil Disorders*

The following important points should be considered in developing plans for civil disturbance operations.

Fire Problems

1. Police problems should be watched closely for possible development into fire problems.
2. Time interval between police and fire problems may be a matter of an hour or days.
3. Helicopters or small planes are effective in evaluating the dimension and direction of the fire problem. Activate plans for their use.

Command Posts

1. Number required based on local fire problem(s).
2. Define probable areas in advance.

3. Site selection based on:
 - a. Ample parking space
 - b. Wide roads for maneuvering
 - c. Accessibility
 - d. Communications capabilities
 - e. Living accommodations
 - f. Cooking facilities
 - g. Toilet facilities
 - h. Medical facilities
 - i. Command operations rooms
 - j. Secure area
 - k. Near trouble areas
 - l. Fuel dispensing facilities
 - m. Mechanical repair facilities

Communications

1. Prepare communications plan and determine where supplementary communications are available. Civil Defense may be helpful.
2. Obtain extra portable radio units. These are at a premium at such times.
3. Inform all personnel of any special signals to be employed to designate civil disturbance.

*Extracted from *Fire Fighting During Civil Disorders* (pp. 58-59), published in 1968 by the International Association of Fire Chiefs.

4. Keep one radio channel clear for operational command purposes. If supplementary channels are not now available, start a program to obtain them.
5. Messages must be screened and those of extreme importance should be transmitted by telephone, not radio, for security reasons.
6. A system of hand signals should be used by department officers to direct fire fighters.

Personnel

Relief and Feeding

1. Plan for relief of crews on a regular basis so that men do not become exhausted.
2. Do not overlook planning for feeding crews. Civil Defense authorities can probably be of great assistance.

Recall

1. Plan for speedy recall of off-duty men and a manning schedule for splitting two-piece companies and activating reserve apparatus.
2. Plan for reassignment of men in salvage companies, etc., that may be necessary during such times.

Protection

1. Identify protective measures and procedures for implementation during times of tension.
2. Notify police to obtain armed guards for active units.
3. Order all men to wear full protective equipment, including face shields, if available.
4. Warn all men not to operate alone in the event of trouble; officers to pay particular attention to pump operators and hydrant men.
5. Order all men and officers to wear same colored protective clothing and helmets when disorder signal is received. This includes chief officers.
6. Prepare an evacuation plan for stations in critical areas.
7. Assign a fire fighter with good first aid knowledge to each apparatus.

Mutual Aid

1. Do not call mutual aid until after your own men are recalled.
2. Advise all mutual aid companies that may be called of your plans and their place in them.
 - a. Type of equipment which may be needed.
 - b. Double manning for units to provide for relief.
 - c. Location to respond to for convoy directions.
3. Advise mutual aid companies as to where to assemble in convoys for later response to predetermined assembly areas.

Operations

1. Set forth on-site operational activities to be implemented if a civil disturbance emergency occurs.

2. Provide written documentation of authorities and responsibilities of key participants in the plan.
3. Provide basic guidance for gathering intelligence and for activating communications necessary to make timely and effective decisions.
4. Provide maps and inventories necessary to make effective decisions and take effective action.
5. Identify priorities to be considered in local fire defense.
6. Fire service and law enforcement agencies must work together to solve the problems.
7. Frequent briefings must be held with Federal, State, County, and local law enforcement agencies to keep aware of any possible condition that might arise.
8. Coordinate all plans with local police, sheriff, and National Guard and jointly plan police protection for all task force units.
9. Plan a basic task force of two pumpers, one ladder, and one chief officer for operations. A third pumper may be substituted if ladder company shortage exists.
10. All task force companies should immediately remove axes, bars, nozzles, and other equipment from exterior of apparatus and place them in compartments or otherwise under cover.
11. All open-cab apparatus should immediately be protected by means of shields previously prepared and in readiness.
12. Provide mutual aid and command arrangements necessary for effective fire defense.
13. Don't commit your forces until certain of need. Make certain armed guards are on hand.
14. Decide whether or not to respond to obvious false alarms.
15. Warn all officers not to respond with red lights or sirens where mobs are gathered.
16. Order fire station doors closed and maintain only a minimum of illumination.
17. Chief officers may have to move from one location to another due to the numbers of fires.
18. When an area is considered unsafe, fire alarms should not be answered in that area.
19. Units attacked upon responding to an alarm should leave at once.
20. Task forces should respond to and return from all calls as a group.
21. Use hit and run tactics.
 - a. Task forces should attempt to knock down and black out fires as quickly as possible with heavy streams. Small fires should be attacked with preconnected lines to maintain mobility.
 - b. Keep men together and operate as closely as possible to apparatus.
 - c. Keep hose lines to minimum length.
 - d. Use straight streams for best reach.
 - e. Make maximum use of wagon pipes, turrets, etc. If mutual aid is required, make your call immediately.
 - f. Do not overhaul or even think of salvage.
 - g. Never let men operate alone - at least two men should always be with the apparatus.
 - h. When fire is blacked out, pick up and get out of the area as quickly as possible.
22. Provide policies for training personnel as necessary to cope with potential local fire threat.

Fire Dept.

October 29, 1969

Chief C. H. Hildebrand, Jr.
Atlanta Fire Department
46 Courtland Street, S. E.
Atlanta, Georgia

Dear Chief:

I am indebted to you for having sent me a copy of the Annual Report of the Fire Department. I shall pass it around the premises. It is most complete and the taxpayer can read it and answer all the questions, and I know it is prepared with no small amount of work.

I have been in Atlanta seventy-seven years, they say, and with this company almost sixty years. I have known many firemen in my time and remember when many of the various houses were built, and when Assistant Chief Bill Cummings lived in the block near me at Pulliam Street and Georgia Avenue. By the way, the fire bell in one of the boxes was actually repeated in his residence. One of the things all of us carried in those days was a card with the number of the fire alarm boxes and their street address.

You have a right to be proud of your department and so has our Mayor, for whom I have a profound respect.

Sincerely yours,


George W. West

GWW:sac

cc: Mayor Ivan Allen ✓

"I'm"
you are
great. ! - Geo.

behind the news

National Economic Council, Inc.
230 Park Avenue
New York, N. Y. 10017

August, 1969
No. 4

BILL COULD WRECK FEDERAL RESERVE

TWENTY-FIVE BANKERS — the largest in the nation were asked to hold the line on interest rates by Treasury Secretary David M. Kennedy on July 27.

However, no promises were made, and small businessmen have begun to worry since last month's 8½% historic increase on lending interest.

Chairman Wright Patman (D., Texas) of the House Banking Committee, called on Nixon to decide whether the Secretary should be removed from office. He said:

"The Secretary had the 25 largest bankers in the room for 2½ hours and he could not bring himself to speak up for the American public and ask for a roll back in interest rates. In my opinion, the Secretary has abdicated his office."

William McChesney Martin attended the meeting, and was reported as smiling throughout the meeting . . . But Wright Patman may have the last laugh on Martin.

Patman introduced a bill (H.R. 27) which may destroy the Central Banking System which has looted the world, and made perpetual debtors of all Americans — the most productive people since time began.

Patman made Martin admit in a Congressional hearing that the Federal Reserve holds \$52 billion in Government Securities paid for in full, but on which the American people are still paying interest.

Patman pointed out that this should be subtracted from the national debt.

If the Federal Reserve System breaks up and Congress regains its Constitutional right to mint money, the United States would fast become financially solvent.

An organization of international money-lenders and users, who have usurped the right of the American people to coin their own money, and have made the American people pay for it, now have been caught charging the American people for a debt that has already been paid.

The international bankers will no doubt put millions out to destroy the new bill. That will be a small price to pay for their hold over this country.

DELLINGER: "THE MAN IN RED" at PARIS TALKS

NEW LEFT LEADER David Dellinger's representing the United States of America in prisoner negotiation with the North Vietnamese in Paris, has shocked Americans, and utterly shaken members' of Congress faith in Secretary of State, William P. Rogers.

Members of the House Committee on Internal Security, under the prodding of Representative Albert Watson (R., S. C.), demanded "an explanation of this sordid and unbelievable episode".

Representative Watson wrote to Rogers: "As a member of the House Committee on Internal Security, I have had an opportunity to question Dellinger at length . . . He is dedicated to the overthrow of the United States Government . . . By his own admission, the radical brand of communism is appealing to him. To even entertain the idea of allowing David Dellinger to in any way, officially or unofficially, represent the United States is one of the most preposterous schemes I've heard in my over twenty years of public service."

Dellinger was under indictment for his criminal acts in inciting a riot, violation of Title 18, Section 2101 of the United States Code, at the time he represented the United States.

ANTI-SEMITISM AT ALL TIME HIGH IN THE U.S.

ANTI-SEMITISM IS AT ALL TIME HIGH in the United States, according to the Jewish Times.

Boris Smolar, a columnist in the Times, noted that many white Christians and Negroes openly and strongly are anti-Jewish.

"It (anti-semitism) is beginning to show signs of becoming an acceptable subject after falling into disrepute for more than a quarter of a century", he said.

The National Jewish Community Relations Advisory Council blamed the new open feeling against Jews on Arab propaganda in this country.

The N.C.R.A.C. predicted the expansion of this anti-Jewish propaganda in "every sphere of American public life, including campuses, churches, church organizations, the mass media and public forums".

According to the NEC's study on this problem we have found only one Arab organization which puts out much anti-Jewish propaganda, and that is only on the Israeli question. This organization is the Arab Palestine Delegation to the U.N.

According to our study the growing anti-semitic feeling has several causes:

(1) Israeli aggression against the Arabs. In spite of massive propaganda by the powerful Jewish-owned press and television for Israel's seizure of Arab lands, Americans feel that Israel under the protection of the U.S. has been a war-monger of the worst type, and that American Jews are aiding and abetting what is even against the best interests of the United States.

(2) Many liberal and left-wing groups such as The Anti-Defamation League, Civil Liberties Union, Lawyers Guild, League for Industrial Democracy, American League for Peace and Democracy, American Committee for Protection of Foreign Born, American Peace Crusade, Americans for

Democratic Action are composed largely of Jews.

Revolutionary groups of the New Left as S.D.S. are reported to be one-half to two-thirds Jewish. The average American feels that many of these organizations are led by Jews.

(3) Jewish owned newspapers, magazines, T.V., and movies, and Jewish writers, book authors, and motion picture producers, often support or are identified with pornography.

(4) Jewish insistence in many cities and towns on abolishing Christian traditions in schools and public places. These predominantly Christian towns resent being forced to abandon the Christmas tree, the singing of Carols and prayer in the schools.

(5) Forcing of membership for Jews by political pressure on hitherto private clubs.

(6) Political harassment by the Anti-Defamation League etc., of conservative organizations who are not anti-Jewish, but simply patriotic. Also political pressure keeps these groups from gaining tax exemption, and further harasses their donors. About 80% of all Americans are conservative.

JAVITS AND 23 OTHERS PRO-COMMUNIST BY VOTING RECORD

SENATOR JACOB JAVITS led the way "in giving aid and comfort to the enemy" in the 90th Congress.

On eighteen anti-communist bills, Javits voted 18 times for the communists.

Some of these bills are: Giving the President discretionary authority to give aid to communist countries, other than the Soviet Union, even if they export arms and strategic weapons to the Soviet Union and Red China. (Voted Yes); Barring foreign aid to countries trading arms and strategic materials to communist countries. (No); Permitting the President to give or sell surplus food to communist countries (Yes); Barring aid to Nations trading in strategic materials with the communist block (No); Amendment authorizing the President to allow aid to communist countries at his discretion. (Yes);

To delay date of ratification of the NUCLEAR TEST BAN TREATY until it was revised to provide for adequate on-site inspection (No); That Soviet Consular Treaty not take effect until Soviet aid to North Vietnam cease (No).

Full immunity from criminal prosecution for Soviet and U.S. personnel assigned to future consulates, and to authorize the establishment of such consulates (Yes); Soviet Space Treaty: Treaty banning the use of outer space for military purposes, but not providing for inspection to insure Soviet compliance (Yes);

Twenty-three other senators having almost the same voting record are: Sparkman of Alabama; Inouye of Hawaii; Ribicoff of Connecticut; Muskie of Maine; Hart of Michigan; Griffin of Michigan; McCarthy of Minnesota; Mondale of Minnesota (late comer); Metcalf of Montana; Case of New Jersey; Williams of New Jersey; Kennedy of New York (deceased); Burdick of North Dakota; Monroney of Oklahoma; Harris of Oklahoma; Clark of Pennsylvania; Pastore of Rhode Island; Pell of Rhode Island; Gore of Tennessee; Baker of Tennessee; Moss of Utah; Randolph of West Virginia; McGee of Wyoming.

The highest rating anti-communist Congressmen are: McClellan (Ark.), Williams (Del.), Russell (Ga.), Jordan (Idaho), Eastland and Stennis (Miss.), Curtis and Hruska (Neb.), Thurmond (S.C.), Mundt (S.D.), Tower (Texas), Bennett (Utah), Smith (Me.).

TAXPAYERS REVOLT COMING

A TAX REVOLT by the American people is brewing. Citizens may absolutely refuse to pay taxes, according to The New York State Taxpayer.

More and more people, finding that taxes are too heavy are going on the relief doles. Savings have dropped and business expansion is slowing down.

In 1969, the American worker will labor two hours and 34 minutes of his 8-hour working day to pay his federal, state and local taxes — the largest single item in the budget.

Housing costs him 1 hour; food and tobacco, 56 minutes; transportation, 40 minutes; clothing, 25 minutes; medical bills 21 minutes; recreation 18 minutes; all others, 1 hour and 46 minutes.

Meanwhile the value of the dollar sinks lower and lower, and the tax reform is just talk. Taxing bodies refuse to cut back their expenditures to combat inflation and bolster the economy. Few Congressmen listen to their taxpayers' laments. All that spending-money for bigger and bigger government is too tempting.

Martin A. Larson, in his book, "The Great Tax Fraud," calls the income tax "An empire of injustice".

Under the schedule of fiscal 1969, the levy upon personal incomes reaches 49.% at \$18,000, 68.2% at \$50,000 and 77% at \$100,000.

Mr. Larson, who pointed out the loopholes and the inequities of tax, says; "if ten principal types of legal tax avoidance were abolished, the National Treasury would have \$20 billion more annually, even while excusing 80% of all our people from all direct federal taxation."

Larson demonstrates that honesty with the Internal Revenue Service is almost certain to plunge an independent business man into ruin.

Tax lawyers' latest clients are just plain taxpayers organizing into corporations to fight the unfair tax.

CONGRESSMEN ON A CONSTITUTIONAL CRISIS—THE POWELL DECISION

"Chief Justice Warren in his swan song has given the American people his final insult, a license to any Member of this body to misappropriate public tax funds under judicial protection from the wrath of honest men.

If this House is to bow to court orders controlling the conduct of its internal business—the separation of powers—the Constitution itself is dead.

If we bow to the orders of the Supreme Court it necessarily follows that we become subservient to the orders of any lesser Federal judge". . . Rarick (Rep. La.)

The Founding Fathers provided that the judiciary, the legislative, and the executive departments are equal, coordinate, and independent in their powers and judgment. And, if I can comprehend plain language, that document also provides that the House shall be the judge of the qualifications of its own Members.

Finally, so far as I am concerned, I believe that the House should take the attitude of a former great President of the United States, Andrew Jackson. After the Supreme Court had reached a decision in Worcester against Georgia, March 3, 1832, which he thought infringed upon constitutional rights of the Executive, President Jackson said:

John Marshall has made his decision. Now let him enforce

it." . . . Colmer (Rep. Miss.)

"Permissiveness is thus sanctioned for the highest places in American life. Two years ago the gentleman from New York (Mr. Powell) was a fugitive from justice. As such, he would have been barred from induction into military service. Yet the Court finds he was entitled to sit in a legislative body which orders other men into service" . . . Van Deerlin (Rep. Cal.)

DEAD BLONDES TELL NO TALES

TEDDY KENNEDY'S STRANGE INTERLUDE WITH A BLONDE may not affect his popularity very long . . . Our sources report that the KK machine has already greased up for the line-up of contenders for President in 1972: Democrats, Republicans and Independents.

Governor Ronald Reagan, Senator Edmund Muskie and George Wallace: Watch for special smears carefully done on each.

Did Jack's eye for a pretty girl ruin his chances for presidency? . . . And Bob's romantic involvement with Marilyn Monroe. That was shut up and glossed over. Dead blondes tell no tales.

THE MAN WHO KILLED MARTIN LUTHER KING

Christian Century, a *leading non-denominational* weekly recently proposed on its editorial page *that churches — Protestant and Catholic — canonize Martin Luther King.*

On June 2, on the House floor, Rep. Robert A. Liggitt, *eulogized King, "as a leader in the fight against communism"*.

Throughout the United States *efforts are being made to make King look like a saint.* More has been done to make King a martyr than has been done to save the Rosenbergs or any other communist sympathizer.

Even before his death, Congressmen knew the score about King. They were saying:

"They've got to kill him. Everybody knows too much about King. You can't have a tarnished hero, but you could have a tarnished martyr"

The F.B.I. disclosed its wiretappings on King, over Justice Department objections at a Federal District Court this June 4, showing King participating and planning violence with Black Muslim leaders.

A confidential report by the F.B.I. in 1967 was in the hands of three Congressional Committees *showing that King was a Communist agent, receiving sums and taking instructions which he faithfully carried out.* Congressmen planned to summon King.

The F.B.I. had proof King violated the Mann Act (white slavery) of the U.S. Criminal Code. Neither Attorney Generals Katzenbach, nor Ramsey Clark would allow the F.B.I. to present this evidence to a Federal Grand Jury.

Congressman George W. Andrews placed an account of King's national car theft ring in the Congressional Record in 1966, but the *Justice Department had instructions from L.B.J. to protect his image, and refused to let the F.B.I. arrest him.*

Dr. King revealed in his own words that he gave plans to Stokely Carmichael to set up black militant organizations in order to dislocate the functioning of major cities without destroying them. *King trained subversives in the techniques of violence that looked non-violent.*

The F.B.I., although a branch of the Justice Department, refused to keep quiet about King and Americans learned the truth.

Who killed King? *Someone who wanted a martyr and the passage of the 1968 Civil Rights Bill.*

King had almost lost his usefulness to the international conspiracy to destroy the U.S. Money quit coming in from Negroes and white "little givers". The full cost of his activities fell back to the Warburgs, Soviet agents and a little gang of communist professional revolutionists who first launched King into orbit.

The only way to make King look good was as a corpse.

Was Ray a paid killer for those who needed a martyr? Or was he framed by one of the very ruthless and dangerous enemies of America who killed King?

NEW HOUSE BILL GIVES HEW \$12,000,000 FOR FORCING INTEGRATION: \$344,000 TO PROTECT AGAINST OVERTHROW OF UNITED STATES

A Bill for Four Government Departments — State, Justice, and Commerce, the Judiciary — "and related agencies for the fiscal year ending June 30, 1970, and for other purposes" has just been passed. This catch-all bill was fought by some of the more sophisticated members of Congress.

"Other purposes" sneaked into the bill are: Obligations of membership in international multilateral organizations — \$130,187,000; community relations services — \$3,077,000; minority business enterprises — \$1,200,000; commission on civil rights — \$2,650,000; civil rights education, HEW — \$12,000,000; equal employment opportunity commission — \$10,000,000.

The Hon. John R. Rarick of Louisiana said in the House of Representatives on July 24, 1969:

"Moneywise, our people at home will conclude that we are 36 times more determined to fight them than we are to protect them from the ever-growing threat of communist tyranny"

Rarick says that the civil rights money is *not for education toward integration*, but like all HEW monies, is used to *strongarm citizens into compliance.*

ADA AND THE ABM ASSASSINS

AMERICANS FOR DEMOCRATIC ACTION are trying to kill the ABM in their biggest fundraising drive to date. ADL, with a huge picture of homely Arthur Schlesinger on its latest direct mail piece, states:

"*ADA organizers are forming and helping anti-ABM community groups throughout the country. ADA legislative representatives work daily on Capitol Hill in close contact with the increasing number of senators and congressmen who share our doubts about the infallibility of the military mind.*"

Such persons as these appear on the Board of ADA: Reinhold Niebuhr, honorary chairman; *John Kenneth Galbraith*, national chairman; Meyer Berger, treasurer; vice chairmen, *Walter P. Reuther* ("Yours for a Soviet America"), Hans G. Morgenthau, David Dubinsky, Joseph L. Rauh, Jr., Marvin Rosenberg.

Many of the people on this board appear on countless other boards of leftwing organizations which are interested in World Government, destroying American sovereignty, building up the welfare state, and heavy taxation, unlimited

government spending, and anything except preserving the strength of the United States in a communist-expanding world.

Polls show that the public is backing President Nixon's proposed ABM system. 8 out of 10 Americans prefer over to under nuclear capability.

Yet Congressmen state that their mail is running 8 to 1 against ABM. That means a vocal and active minority is putting on the pressure to leave America defenseless.

Yet our entire defense system is under attack. R.O.T.C., university projects for military research, scientific research all are being attacked.

NEW TYPES OF REVOLUTIONARIES

YOUNG PEOPLE HAVE FOUND A SQUARE REVOLUTIONARY they are proud to follow. He follows the Jefferson brand of revolt. His name is Ed Butler, and he publishes a rapidly growing publication called "Square Magazine".

Mr. Butler believes that leaders of S.D.S. want to set up a Marxist dictatorship. His slogan is "Strike back" and youngsters across the nation are joining up to help him.

* * * * *

The National Youth Alliance represents America's young conservatives. On its Board are young college professors, news analysts, writers, military heroes and just plain clean-cut American kids.

* * * * *

Council on Dangerous Drugs promises to be one of the

most effective anti-drug organizations created. It aims at the young people in grade schools, high schools and colleges.

Its bulletins are shocking, but they lay it on the line as to what happens to kids who take drugs.

The raw facts are there, and they are backed up by experts.

Write to them at 3875 Wilshire Boulevard, Los Angeles, California, if you would like to help.

WARNING: ON THE DECLINE AND FALL OF A NATION

"We are taxed in our bread and our wine, in our incomes and our investments, on our land and on our property not only for base creatures who do not deserve the name of men, but for foreign nations, complaisant nations who will bow to us and accept our largesse and promise us to assist in the keeping of the peace — these mendicant nations who will destroy us when we show a moment of weakness or our treasury is bare, and surely it is becoming bare! We are taxed to maintain legions on their soil, in the name of law and order and the Pax Romana, a document which will fall into dust when it pleases our allies and our vassals. We keep them in precarious balance only with our gold. Is the heartblood of our nation worth these? Were they bound to us with ties of love, they would not ask our gold. They take our very flesh, and they hate and despise us. And who shall say we are worthy of more? . . . When a government becomes powerful it is destructive, extravagant and violent; it is an usurer which takes bread from innocent mouths and deprives honorable men of their substance, for votes with which to perpetuate itself." — Cicero, 54 B.C.

Extra copies of this Bulletin 15¢ each; 8 for \$1.00; 100 for \$10.00; 1,000 for \$65.00

National Economic Council, Inc., 230 Park Avenue, New York, N. Y. 10017

Atlanta Fire Dept.

Sir:

Within the next few weeks there will be two retirements in the Atlanta Fire Department. The Chief and 1st Asst Chief.

We have a Alderman on the Board of Firemasters that has a personal friend who he wants to make Chief of the department. This would be fine if he was the most qualified man.

This Alderman is more interested with his personal gains than with the city interest.

The Chief of the Atlanta Fire Department is a very important position and with times like they are today it would be a shame for the Mayor and Board of Firemasters to sit back and let this Alderman appoint his friend brother when there is better ~~material~~ available.

Why not interview some of the Division Heads in the Fire Department and select the most qualified man.

Speak up, do not let this Alderman lower the moral of the department anymore.

Such things as this is why the moral is so low in the Fire Department today.

The other Chief Officers in the department will not even be considered for this position because they do not have a brother who is connected with this Alderman.

Five

BIOGRAPHICAL SKETCH

P. O. WILLIAMS

Born in Winchester, Tennessee on January 27, 1916, Chief Paul Ottis Williams attended public school in Adairsville, Georgia; and Tech High School in Atlanta, Georgia.

Chief Williams interrupted his career in the Atlanta Fire Department which began September 1, 1942, to serve in the U. S. Navy for three years during World War II. Upon his return, he worked his way through the ranks to his present position. He was appointed Fire Engineer 7/2/48, promoted to the rank of Lieutenant 10/1/52, Captain 1/4/57, Battalion Chief 1/11/62, and Deputy Chief 3/2/67. On April 1, 1969, Chief Williams will have attained his life long ambition of being Chief of the Atlanta Fire Department.

Married to the former Christine Holland on July 1, 1936, they are the parents of two children: daughter Betty Jane who is a senior at Sylvan High School, and son Paul Jr. who is attending the University of Georgia. With a devotion to family, Chief Williams enjoys camping and fishing trips with his family, has devoted much time to work with the boy scouts, and is a member of the Capitol View Methodist Church.

Ever alert to the needs of a progressive Fire Department, Chief Williams attended a Seminar at the University of Georgia on Fire Administration in 1968 and is presently attending weekly classes on Executive Development in Municipal Governments conducted as a part of the University of Georgia System.

51
Earl Landers

Metropolitan Cities That Do Not Operate a Fire Department Shop.

The following question was asked of each municipality that is covered by this survey. "As the Chief of your department, would you give your candid opinion as to which method is more efficient?"

Cincinnati, Ohio
Chief B. A. Lugannani

Comment: There are good arguments pro and con on both methods of maintaining equipment. However, all factors being equal, I think there can be little question that when the repair shop is part of the Fire Department, the quality and quantity of the work are far superior to that obtained from an agency responsible for the maintenance of a wide variety of automotive equipment. A comparison of Fire Department maintenance shops in Cincinnati and Columbus, Ohio readily demonstrates this. The Columbus shops are well maintained, with mechanics trained in the servicing of fire equipment only, who devote their entire time to meeting the needs of the Fire Service and who are subject to Fire Department discipline. In Cincinnati the area designated as the Fire Division shop is shared with street sweepers, a tire shop and a wash rack. The general appearance is more that of a truck junkyard than of an efficient, well maintained repair shop. Although mechanics are supposed to be assigned to Fire apparatus, there is frequent transferring of personnel so that some men whose major mechanical experience is that gained in the lawn mower and small car shop are assigned as Fire equipment mechanics under supervisors with little more experience. Over the years, the Fire Division has lost practically all effective control over this agency. The situation in general is far from satisfactory.

There is an area, however, which a Fire Chief cannot ignore in evaluating a centralized maintenance shop. This is the area of economy to the municipal operation. Unquestionably the maintenance of separate repair agencies--personnel, equipment, buildings, etc.--for each City department cannot help but be more costly than when they are centralized, taking advantage of the economies that are achieved through the consolidation of personnel, equipment and buildings. Although the centralized agency will probably never serve an individual department or division as effectively, as one of its own, I believe it can be operated with a degree of efficiency that would be acceptable, if a City Administration establishes controls that restrict the maintenance facility to a service organization and insure the operating agencies of supervisory control over their own work and full control over selection and approval of their equipment

For a Fire Department that for years has maintained a high level of efficiency and discipline, and recently attained a Class One A.I.A. rating, our present maintenance facility is an eyesore and a disgrace. City Administration is becoming aware of this, and it is anticipated that some corrective action will be forthcoming.

Metropolitan Cities That Do Not Operate a Fire Department Shop.

The following question was asked of each municipality that is covered by this survey. "As the Chief of your department, would you give your candid opinion as to which method is more efficient?"

Cincinnati, Ohio
Chief B. A. Lugannani

Comment: There are good arguments pro and con on both methods of maintaining equipment. However, all factors being equal, I think there can be little question that when the repair shop is part of the Fire Department, the quality and quantity of the work are far superior to that obtained from an agency responsible for the maintenance of a wide variety of automotive equipment. A comparison of Fire Department maintenance shops in Cincinnati and Columbus, Ohio readily demonstrates this. The Columbus shops are well maintained, with mechanics trained in the servicing of fire equipment only, who devote their entire time to meeting the needs of the Fire Service and who are subject to Fire Department discipline. In Cincinnati the area designated as the Fire Division shop is shared with street sweepers, a tire shop and a wash rack. The general appearance is more that of a truck junkyard than of an efficient, well maintained repair shop. Although mechanics are supposed to be assigned to Fire apparatus, there is frequent transferring of personnel so that some men whose major mechanical experience is that gained in the lawn mower and small car shop are assigned as Fire equipment mechanics under supervisors with little more experience. Over the years, the Fire Division has lost practically all effective control over this agency. The situation in general is far from satisfactory.

There is an area, however, which a Fire Chief cannot ignore in evaluating a centralized maintenance shop. This is the area of economy to the municipal operation. Unquestionably the maintenance of separate repair agencies--personnel, equipment, buildings, etc.--for each City department cannot help but be more costly than when they are centralized, taking advantage of the economies that are achieved through the consolidation of personnel, equipment and buildings. Although the centralized agency will probably never serve an individual department or division as effectively as one of its own, I believe it can be operated with a degree of efficiency that would be acceptable, if a City Administration establishes controls that restrict the maintenance facility to a service organization and insure the operating agencies of supervisory control over their own work and full control over selection and approval of their equipment

For a Fire Department that for years has maintained a high level of efficiency and discipline, and recently attained a Class One A.I.A. rating, our present maintenance facility is an eyesore and a disgrace. City Administration is becoming aware of this, and it is anticipated that some corrective action will be forthcoming.

It may be of some value to relate some of our background in this area. Until shortly after the end of World War II, the Fire Division did have its own repair shop, with most personnel being part of the uniformed ranks. At that time, in an economy move, the City centralized the maintenance shops under one Municipal Garage operation. However, the Fire Division retained a supervisory position in the Municipal Garage with supervisory authority over the mechanics working on Fire apparatus and with some voice in the transfer of men in and out of the Fire Department repair section. This man, under the Fire Chief, had full control over practically all matters concerning Fire equipment. His position carried the title of Supervisor of Fire Apparatus and Equipment and had rank equal to a Battalion Chief.

In January, 1966, over strenuous objection of the Fire Division, this position was abolished, and all operational control over the repair facilities by the Fire Division was taken away. Since then, we have been able to show the need for filling the vacated position, but it has been reestablished at the rank of Lieutenant. The new position, however, has no supervisory authority and little control over the shop work related to Fire Department equipment and as to other duties and responsibilities assigned to the former position at the Municipal Garage. There has been strong opposition from the man in charge of municipal facilities to the presence of any Fire Division personnel in his operation.

San Francisco, California.
Chief William Murray.

Comment: If we had our own maintenance shop it would be more efficient.

Jacksonville, Florida.
Chief J. J. Hubbard.

We operated our own maintenance shop until November 1968. It is now under the City Motor Pool. It is my opinion that if we had our own shop under Fire Department Supervision it would be more efficient.

Fairfax County, Virginia.
Chief W. H. Burton, Jr.

Comment: Centralized repair shop for all the municipality may work efficiently for the Fire Service, but I do not believe this would be possible without close control by the Fire Service. Such control will necessitate a well qualified Superintendent of Fire Equipment and other personnel, all under the control of the Fire Chief.

Minneapolis, Minnesota.
Chief K. W. Hall.

Comment: Our Maintenance of Fire Apparatus is conducted by the Equipment Division of the Department of Public Works. We are satisfied with the service and feel that it is more efficient and economical than it was when under the Fire Department. This is partly due to having to use the shop to employ various disabled fire fighters whereas this is not possible now. ✓

Pittsburgh, Pennsylvania.
Chief Harry J. Keller.

Comment: No, we do not operate our Maintenance Shop. It is my opinion it would be better under the Fire Department Supervision.

Newark, New Jersey.
Chief J. M. Redden.

Comment: I find that centralized maintenance, as opposed to a Fire Department operated shop, to be a severe detriment to Fire Department operations.

Cleveland, Ohio.

Comment: A separate and complete maintenance would be more efficient.

New Haven, Connecticut.
Chief Frank Sweeny.

Comment: No Department takes care of its equipment like the Fire Service. You will not be satisfied with a City operated repair complex.

Jersey City, New Jersey.
Chief R. A. Gibney.

Comment: A central garage maintained by the Department of Public Works maintains our equipment. This arrangement has been in existence short period of time. Unable to say which method is more efficient.

New Orleans, Louisiana

Comment: A shop operated by the Fire Department for Fire Department equipment is the only way a large Department can keep equipment rolling.

52
Salt Lake City, Utah.

Comment: Public Safety Garage comprises: Fire Department, Police Department, and Board of Health, all under the direction of the Fire Department Master Mechanic. We think our system of public safety works very well. We always have our fire apparatus under our supervision.

Tulsa, Oklahoma.
Chief E. S. Hawkins.

Comment: We had our own shop for some 50 years, but for many reasons--cost, help, etc., we joined a Central City Maintenance Shop. A Fire Department Shop is more efficient when adequate quarters and personnel can be provided. Most cities are growing so rapidly that a Central Garage is a must. We have a firm understanding that our emergency equipment comes first.

Richmond, Virginia.
Chief Sherry.

Comment: I think a separate Maintenance Shop is more efficient and more economical.

Fire Dept.

The undersigned are residents of the Seminole Court Apartments. The building at 585 Seminole Ave., N. E., directly South of the apartments, is to be razed in the near future because of the Expressway. Several other buildings in this neighborhood have been razed by Hudgins and Company, and the combustible materials were burned at the site. However, the law limiting the size of the fire to 10 feet in diameter was not obeyed, the fires were often 40 to 50 feet in diameter, and the material was not completely burned but was doused with water and left smouldering for several days. Also, the burned-out debris was not taken away. This caused an unpleasant odor, and is harmful to the health.

Because of the danger of fire to the Seminole Court Apartments, whose upper floors are constructed of wood, and the failure of the contractors to observe the law, we are respectfully petitioning you to refuse a permit to the contractors to burn the combustible material when razing the building at 585 Seminole Ave., N. E.

<u>NAME</u>	<u>ADDRESS</u>
Mrs. Esther J. Kollar	591 Seminole Ave., N.E., Apt. D-2
Sylvia G. Harris	601 Seminole, ave. N.E. apt D.
Miss Ince Hami	601 Seminole, ave N.E. apt D
Echel Gibson	591 Seminole ave NE apt C
Dorothy E. Atkinson	591 Seminole ave. N.E. Apt. C
Raymond H. Stegall	593 SEMINOLE AVE NE. Apt. A
Mrs. H. H. Hearn	597 Seminole ave NE
Irene J. Norman	595 Seminole av
Nellie Crowe	595 Seminole ave - N.E., apt. C.
Gladys Harmon	597 Seminole ave, N.E. apt. D
J. Don Muller	599 Seminole Ave apt C
Sue Platt	603 Seminole Ave apt. B.
Mrs. Lillian Haddock	591 Seminole ave apt A N.E.
Chas. J. Hollingsworth	591 Seminole Ave NE Apt B

CONSOLIDATED MONTHLY REPORT

FIRE DEPARTMENT

For the month of December 19 68

A CLASSIFICATION OF ALARMS	This Month	Last Month	This Month Last Year	This Year to Date	Last Year to Date
How Alarms Were Received:					
Box	136	198	117	2045	1268
Telephone	1020	811	641	9776	8224
Auxiliary and Miscellaneous	157	122	114	1736	1459
Total Alarms	1313	1131	872	13557	10951
FIRES					
In Buildings	186	168	154	2059	1796
Brush or Grass	371	197	102	2683	2113
Rubbish near Buildings	11	14	5	105	136
Rubbish in Vacant Lots	1	6	1	16	20
Dumps	1			25	24
Miscellaneous Fires Outdoors	48	38	18	485	327
Vehicles in Street	117	99	128	1545	1392
Total Fires	735	522	408	6918	5808
CALLS OTHER THAN FIRES					
Rescue or Emergency	263	224	208	2501	1838
Needless Calls	72	100	62	872	1095
Accidental Alarms	31	31	34	369	319
False Alarms	161	219	132	2382	1495
Total Calls Other Than Fires	527	574	436	6124	4747
Total Alarms in City	1262	1096	844	13042	10555
OUT-OF-CITY CALLS					
Special Aid					
Contract Aid	51	35	28	515	396
Mutual Aid					
Total Out-of-City Calls	51	35	28	515	396
Total Alarms	1313	1131	872	13557	10951

B DIRECT FIRE LOSS	This Month	Same Month Last Year	This Year to Date	Last Year to Date
Fire Loss (Best Figures to Date)	646548	335232	7702317	4715912
Persons Killed by Fire	17	3	39	18
Persons Injured	18	5	107	107

C INDEX FIGURES	This Year to Date	Last Year to Date
Fires per 1000 population	4.11	3.50
Fires per \$1,000,000 valuation	.55	.50
Fires per 1000 buildings	9.34	8.14
Fire loss per capita	15.00	9.05
Fire loss per \$1,000,000 valuation	2034.68	1296.05
Average Fire loss per building fire	3643.46	2586.33

D LOSS BY SIZE OF FIRE	This Year to Date		Last Year	
	% of Fires	% of Loss	% of Fires	% of Loss
Over \$15,000	3.20	77.05	2.61	66.41
\$5,000 to \$15,000	5.71	12.56	5.17	16.40
\$1,000 to \$5,000	10.91	7.75	13.28	13.04
\$100 to \$1,000	20.18	2.55	19.79	3.29
Less than \$100	5.18	.09	9.06	.36
No Loss	54.82		50.09	

Additional data used in C above:
 Population 500,100
 Valuation of Real Estate, corrected to true value \$ 3,687,440,561
 Buildings in city 220,676
 Note: Building fires and losses only are used in C and D.

E ANALYSIS OF LOSS FIGURES		This Year to Date	Last Year to Date
FIRES IN BUILDINGS			
Insurance Carried on Property Involved in Fires		478217089	264756634
Preliminary Estimates of Insurance Losses		7029388	4201190
Total Valuation of Property Involved in Fires		613913878	327921026
Insurance Losses Adjusted		4023251	3360820
Insurance Losses Pending (Preliminary Estimates)		3520698	1031732
Estimated Uninsured Losses		472508	252509
Best Figures to Date		7501896	4645061
OUTDOOR FIRES (Automobiles, Grass, Misc.)			
Best Figures to Date		200421	70851
Totals		7702317	4715912

F CAUSES OF FIRES IN BUILDINGS	No. of Fires This Month	This Year to Date			Last Year to Date		
		No. of Fires	Loss (Best Figure)	% of Total Loss	No. of Fires	Loss (Best Figure)	% of Total Loss
1. Chimneys, Soot Burning		1					
2. Defective or Overheated Chimneys, Flues	5	27	36767	.489	22	20615	.443
3. Sparks on Wooden Shingle Roofs					1		
4. Sparks on Other Roofing					1		
5. Defective Heaters	9	41	99201	1.319	29	65225	1.406
6. Rubbish Near Heaters		11	7945	.105	10	27835	.598
7. Combustibles Near Heaters	15	152	238547	3.172	114	173953	3.739
8. Open Lights, Flames	2	14	216100	2.874	9	2590	.055
9. Hot Ashes					4	1700	.036
10. Oil Burners		1	275	.003	5	8800	.189
11. Starting Fires, Kerosene, Gasoline		1			2	10805	.232
12. Careless Smoking	42	535	476846	6.342	477	36473	7.765
13. Children with Matches	12	132	65173	.866	172	169190	3.637
14. Other Careless Use of Matches	6	58	47683	.634	63	31765	.682
15. Defective Electric Wiring	14	151	155995	2.074	149	293148	1.302
16. Electric Appliances and Motors	12	122	251355	3.343	84	71390	1.534
17. Home Dry Cleaning		1	250	.003	1		
18. Other Use of Flammable Liquids	6	66	160943	2.140	64	131727	2.832
19. Lamps and Stoves					2		
20. Gas and Appliances	3	51	11015	.146	28	47520	1.021
21. Grease on Stoves	16	167	207151	2.755	141	245019	5.267
22. Spontaneous Ignition	1	4	475	.006	8	4580	.098
23. Fireworks							
24. Lightning—Rodded Buildings		1					
25. Lightning—Not Rodded		17	46621	.620	9	21155	.454
26. Thawing Pipes					2	120	.002
27. Sparks from Machinery	1	22	20925	.278	16	21500	.677
28. Incendiary	6	165	571149	7.596	134	404631	8.699
29. Miscellaneous Known Causes	13	105	116600	1.550	90	212349	4.565
30. Suspicious		2			2	2040	.043
31. Unknown	23	212	4770880	63.452	157	2306231	49.583
Total Building Fires	186	2059	7501896		1796	4645061	

December 1968

G INSPECTIONS, FIRES, AND LOSSES BY OCCUPANCIES

Occupancy of Building	This Year to Date			Last Year to Date		
	Inspections	Fires	Losses	Inspections	Fires	Losses
I. PUBLIC BUILDINGS						
a. Government Buildings	192	2	65200	156	2	
b. Hospitals and Institutions	489	17	5714	451	13	12867
c. Schools	1290	18	246819	1078	10	166100
d. Churches	629	10	52258	658	15	489465
e. Amusement Buildings	1077	17	145650	815	6	64190
II. DWELLING OCCUPANCIES						
a. Hotels	281	78	17715	225	85	43319
b. Lodging Houses	337	23	45495	393	25	16095
c. Apartments	5639	507	504710	5122	419	492204
d. Dwellings	164	876	1487918	97	805	1306526
e. Stores and Dwellings	84	6	2550	72	4	58200
III. MERCANTILES						
a. Office Buildings	1192	45	2439975	1567	48	275950
b. Small Retail Stores	4317	116	424810	3818	52	137790
c. Restaurants	971	68	160275	941	57	244877
d. Large Single Occupancy Mercantiles	496	4	2300	398	5	2500
e. Multiple Occupancy Mercantiles	159	6	14000	153	3	
f. Wholesale Houses	1124	7	34075	770	5	73000
g. Storage Warehouses	1098	50	1226918	1053	23	133100
IV. MANUFACTURING						
a. Textile, Fabric Workers	298	24	50190	234	16	23550
b. Metal Workers	552	17	116101	547	8	5800
c. Wood Workers	154	6	27700	166	8	25000
d. Food Products	171	3		137	5	150
e. Chemical Works	93	2	250	118	4	80873
f. Flammable Liquids and Gases	987	25	2656	943	29	7625
g. Multiple Occupancy Manufacturing	77			31	2	
h. Miscellaneous Manufacturing	568	7	254000	630	15	558599
V. MISCELLANEOUS BLDGS.						
a. Lumber Yards	123	1	5000	67		
b. Railroad, Wharf Property	11	2		29	1	7500
c. Bulk Oil Storage	3			8		
d. Public Garages and Filling Stations	1147	18	5595	899	26	141380
e. Private Garages	1183	44	34712	1420	60	241241
f. Miscellaneous Structures	703	60	129310	583	45	37160
Total in Buildings	25659	2059	7501896	23579	1796	4645061

H FIRES AND LOSSES BY TYPE OF BUILDING

Type of Building	Fires to Date		Losses to Date	
	This Year	Last Year	This Year	Last Year
BUILDING IN WHICH FIRE STARTED				
Fire-Resistive:				
Reinforced Concrete	77	103	242393	651283
Protected Steel Frame	33	2	2288576	2460
Not Fire-Resistive*:				
Brick or Stone Walls	928	850	3256174	2761897
Iron-Clad	31	27	52637	174230
Concrete Block or Tile Walls	58	39	260910	28381
Wood Frame	920	750	1292411	960577
Not Classified	12	19	20045	12998
Totals in Buildings Where Started	2059	1796	7413146	4591826
Exposure Losses (Number of the above fires which spread to other buildings, and losses in these other buildings):	29	22	88750	53235
Total Losses			7501896	4645061
* Interior construction mostly wood or with unprotected steel members.				
Plans checked for new and alteration	6	5	188	167
Fire alarm systems new		2	7	10
Exit light systems new		1	6	14
Fire alarms and exit lights (Exist)	39	65	771	430

I FOLLOW-UP ON INSPECTIONS AND OTHER FIRE PREVENTION WORK

Number of Cases in Which the Following Work Was Done	This Month	Last Month	This Year to Date	Last Year to Date
Inspections by company personnel	582	180	1503	1533
Inspections by Fire Prevention Bureau	2056	2180	25659	23577
Total re-inspections	363	237	3530	3144
Gas and fuel oil inspections	16	13	299	170
New buildings inspected	16	22	326	157
Boiler inspections of fires in buildings	142	133	1403	1132
Oil burners inspected			1	
Bottle gas inspections			4	3
Zoning inspections				
Complaints received	78	37	647	625
Violations found	571	574	6901	6609
Extensions of time granted	33	19	343	346
Notices of violations issued	338	297	3012	1297
Liability notices served	151	229	2396	2175
Violations corrected	457	406	5063	4986
Conditions referred to other departments	15	27	306	351
Court actions instituted	3	1	21	18
Arrests made				4
Convictions	1		24	10
Fire drills supervised	1	7	33	34
Radio talks			26	95
Other talks and lectures: Number	25	38	402	249
Total audience	3000	3720	46246	32808
Photographs taken: for Fire Prev. Bureau	54		482	352
Other	12	23	197	188
School Exit Drills Supervised		3	138	107
Dynamite Permits	1	2	18	22
Burning Permits issued	87	67	1216	1386
Permits Issued	12	29	418	536

J INVESTIGATION OF FIRES	This Month	Last Month	This Year to Date	Last Year to Date
Total Fires Investigated	25	28	317	319
Determined Accidental	13	9	121	140
Determined Suspicious			2	5
Undetermined Origin	6	3	48	55
Incendiary	6	16	144	119
Incendiary Fires:				
Fires for which Arrests were Made	2	1	22	31
Number of Arrests	2	1	18	34
Cases in which Convictions were Secured	1	1	21	15
Number of Convictions	1	1	21	15
False Alarms:				
Alarms for which Arrests were Made			11	5
Cases in which Convictions were Secured			6	2
Misdemeanors (in connection with fires):			1	26
Convictions		1	2	11
Not Classified			2	

Remarks on Investigation Work:

December 1968

K PERSONNEL DATA

Manpower	This Month	Last Month	Same Month Last Year	Changes	This Month	This Year to Date	Last Year to Date
Total Personnel at End of Month	911	911	895	Appointments	9	173	247
Total Days Lost for Sickness	880	352½	439	Resignations	6	102	97
Total Days Lost for Injury	84	87	147	Retirements	2	20	5
Average Daily Absences				Dismissals	3	50	82
Smallest Fighting Force on Duty				Deaths	1	4	
Largest Fighting Force on Duty				Promotions	3	49	240
Total Days Vacation	90½	490	53	Demotions		4	7
Days off, Personal	14	17	24	Military Leaves	2	31	40
Military Leave, Days off	10	22	20	Ret.Mil.Lv.	2	16	18
Suspensions, Days off	7	21	2	Reemployed	6	32	95
Duty out-of-City, Days off				Suspended	5	20	22
Holidays	240	441	178	Reclassified			42
Loaned from Ext. Div.	21	40	21				

December 1968

L HOW ALL FIRES WERE CONTROLLED	This Month	This Year to Date	Last Year to Date
	Out before arrival of apparatus	76	767
By occupants (with extinguishers, hose lines, etc.)	22	410	321
Automatic sprinklers controlled fire	5	98	75
Automatic sprinklers held fire in check Heads Replaced	15	414	214
By Fire Department, using: Standpipe Systems	3	20	20
Water solution extinguishers			
Pump cans		2	4
Foam extinguishers	1	2	
Carbon Tetrachloride units			
CO ₂ or dry-chemical gas units	17	205	180
Other type extinguishers		9	5
Burned off	1	163	45
Booster line with fog	475	4098	3635
Booster line with fog and wet water			
One 1½-inch hose line with fog	3	131	117
One 1½-inch hose line with fog & wet water			
Two or more 1½-inch hose line with fog	64	776	622
Two or more 1½-inch hose line with fog & wet water			22
One 2½-inch hose line with fog	11	110	111
One 2½-inch hose line with straight stream	6	104	52
Two or more 2½-inch hose line with fog	2	92	110
Two or more 2½-inch hose line with straight streams	4	123	42
Other equipment Brooms	5	52	62
Garden hose	11	102	77
Pulling switches or fuses	21	130	160
Rakes	4	22	23
Total Fires			

M USE OF EQUIPMENT	At Fires		At Drills	
	This Year to Date	Last Year to Date	This Year to Date	Last Year to Date
Feet of booster hose used	745634	588167		
Feet of 1½-inch hose used	283950	257585		
Feet of 2½-inch hose used	531475	459200		
Feet of ladders used	37279	40631		
Number of salvage covers spread	1011	867		
Gallons of water used (estimate)				
Gallons of Wet Water used (estimate)				
CO ₂ (lbs.)	2220	1878		
Chemical foam (lbs.)				
Gas masks	707	525		
Resc. by Ladder Co.'s	206	200		
Smoke Ejectors	100	22		

N MISCELLANEOUS WORK	This Month	This Year to Date	Last Year to Date
	Fire alarm boxes tested	15	1007
Fire alarm boxes painted	1	95	91
Underground cable installed (feet)		14271	16156
Underground cable removed (feet)		1420	990
Aerial wire installed (feet)	900	42334	26878
Aerial wire removed (feet)		10759	8209
Hydrants moved for various reasons (Referred to Water Department)			
Individual cut-off valves installed on existing hydrants (Referred WD)			
New hydrants installed (Referred WD)			

December 1968

EQUIPMENT USED BY SQUAD CAR

	This Month	Last Month	This Year to Date	Last Year to Date
No. of Runs	42	37	432	341
Bandages				
First Aid	3	4	32	30
Inhalators & Resc.	10	10	53	32
Splints				
Blankets				
Diving Hoods				
Oxygen Masks				
Mileage				

ESTIMATED MILES SAVED BY CANCELLATION VIA RADIO

This Month	Last Month	This Year to Date	Last Year to Date

REMARKS (Use space below for comments or explanation of important or unusual items in any section, A to O, above.)

December 1968

WORK OF FIRE COMPANIES

	THIS MONTH				THIS YEAR				LAST YEAR			
	P	T	C	R-42 S	P	T	C	R-432 S	P	T	C	R-341 S
1	67	31			971	478			583	283		
2	96				815				525			
3	54				743				483			
4	57	47	89		763	630	1137		575	436	800	
5	96	53			1266	871			956	647		
6	88				996				826			
7	90	71			1161	814			785	521		
8	33	29			522	398			398	291		
9	40				465				276			
10	107	62	121		1000	694	1486		766	486	1086	
11	79	72	108		808	717	1156		596	476	980	
12	64	72			790	786			625	537		
13	67				617				489			
14	34				363				311			
15	61				588				467			
16	97	80	89		1138	968	1130		734	514	667	
17	80		86		765		817		551		621	
18	44				431				320			
19	62				534				517			
20	45				452				424			
21	40	18			465	309			408	246		
22	73				845				609			
23	50	48			507	547			344	389		
R-1	19				242				254			
R-2	57				583				472			
R-3	53				603				488			
R-4	15				139				179			
Y-1	19				241				251			
Y-2	18				231				245			
25	56	37			389	315			293	230		
26	39		37		397		406		344		302	
27	14				262				216			
28	54				631				424			
29	47	38			534	355			468	346		
30	59	23			537	243			446	227		
31	11				140				157			
32	29	15			322	83			249			
33	20				183				130			
34	9				101				65			
R-2	3				4							



C. H. HILDEBRAND, JR.
Chief

CITY OF ATLANTA

DEPARTMENT of FIRE

46 COURTLAND ST., S. E.

Atlanta, Georgia

January 1, 1969

RECEIVED

DEC 31 1968

ATLANTA FIRE DEPT.

TO: Chief of Department
FROM: Chief of Training
SUBJECT: Monthly Report

Dear Sir:

During the month of December the annual pumper tests were completed and a copy of the results and maintenance needed for each apparatus was forwarded to the shop division office.

The Educational Training Program schedule was completed and examinations were administered to all company personnel ranking from private through captain. A new training schedule was issued for the first quarter of the year. The safety paper was printed and issued also.

Respectfully submitted,

R. W. McGill, Chief of Training
Atlanta Fire Department

RWM:fm



C. H. HILDEBRAND, JR.
Chief

CITY OF ATLANTA

DEPARTMENT of ~~FIRE~~

46 COURTLAND ST., S. E.

Atlanta, Georgia

February 19, 1969

Honorable Ivan Allen, Jr.
Mayor, City of Atlanta
City Hall
Atlanta, Georgia 30303

Dear Mayor Allen:

I am deeply grateful for the confidence and trust displayed by naming me to the honored position of Chief of the Atlanta Fire Department to become effective April 1, 1969.

I appreciate your support and pledge to you my untiring efforts toward a realistic continuing progressive program for this department which will meet the demands and needs of these changing times.

That my years of service are being climaxed in this manner is my life long ambition and the greatest challenge of my life. Thank you for making this opportunity possible for me.

Sincerely,

P. O. Williams
P. O. WILLIAMS, Actg. Chief
Atlanta Fire Department

POW:11a

File



CITY OF ATLANTA

DEPARTMENT of FIRE

46 COURTLAND ST., S. E.

Atlanta, Georgia

February 20, 1969

C. H. HILDEBRAND, JR.
Chief

Mr. Earl Landers
Adm. Asst. to the Mayor
City Hall
Atlanta, Georgia 30303

Dear Mr. Landers:

I am deeply grateful to you for the confidence and trust displayed in supporting me in my bid for the honored position of Chief of the Atlanta Fire Department to become effective April 1, 1969.

To attain this position is a culmination of a life long ambition to which I pledge my untiring efforts toward a realistic continuing progressive program for this department which will meet the demands and needs of these changing times.

Sincerely,

P. O. Williams
P. O. WILLIAMS, Actg. Chief
Atlanta Fire Department

POW:11a

CITY OF ATLANTA
DEPARTMENT OF LAW
2614 FIRST NATIONAL BANK BUILDING
ATLANTA, GEORGIA 30303

June 26, 1969

Chief P. O. Williams
Atlanta Fire Department
46 Courtland Street, S. E.
Atlanta, Georgia 30303

Dear Chief:

Your letter of June 25, 1969 requests an opinion as to what steps the Fire Department should take in the event that Fulton County constructs and mans fire stations in the unincorporated area of Fulton County pursuant to Act No. 322 of the 1969 Session of the Georgia Legislature.

Please be advised that the above mentioned act increased the number of fire stations to not over four and increased the amount of money that may be spent by Fulton County for fire prevention service. Previous sessions of the Legislature have already removed the responsibility of the City of Atlanta Fire Department to supervise the operation of fire stations built and maintained by Fulton County.

If you need any further information, please advise.

Yours very truly,

Ralph C. Jenkins
Associate City Attorney

RCJ/jk

BC: Mayor Ivan Allen, Jr.



P.O. WILLIAMS
CHIEF

CITY OF ATLANTA

DEPARTMENT of FIRE

46 COURTLAND ST., S. E.

Atlanta, Georgia

June 26, 1969

Honorable Ivan Allen, Jr.
Mayor, City of Atlanta
City Hall
Atlanta, Georgia 30303

Dear Mayor Allen:

This is to advise that I will be on vacation from
June 30 until my return on July 14, 1969.

1st Deputy Chief J. I. Gibson will be in charge of
the department during my absence.

Respectfully submitted,

P.O. Williams
P. O. WILLIAMS
Chief Fire Department

POW:11a



PIEDMONT DRIVING CLUB • 1215 PIEDMONT AVENUE, N. E. • ATLANTA, GEORGIA 30309

July 7, 1969

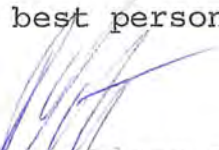
The Honorable Ivan Allen
Mayor, City of Atlanta
City Hall
Atlanta, Georgia

Dear Sir:

This past Sunday, we found it advisable to call on the Atlanta Fire Department for assistance during an emergency, at our swimming pool.

Even though our own lifeguard and a physician in attendance at the pool were able to prevent a tragedy, I would like, on behalf of the Piedmont Driving Club, to extend our sincere appreciation to the Atlanta Fire Department. The speed with which they responded to the call, the courtesy, and genuine concern and spirit of helpfulness displayed by the members of the department were most comforting and appreciated. In addition, a police cruiser arrived at the same time to render whatever assistance would have been necessary.

With best personal regards,


B. Walter Schytte
Manager

BWS/nf

cc: Mr. P. O. Williams
Chief, Atlanta Fire Department

51
MINUTES OF THE BOARD OF FIRE MASTERS MEETING, July 28, 1969.

The following members were present:

Mr. W. T. Knight, Mr. Jack Summers, Mr. Q. V. Williamson.

Motion by Mr. Summers, seconded by Mr. Williams, that the minutes of the last meeting be approved. Motion carried.

The Board was informed of the following assignments to regular positions:

See Attachment #1.

Motion by Mr. Williamson, seconded by Mr. Summers that these assignments be approved. Motion carried.

The Board was informed of the following re-employments:

See Attachment #1.

Motion by Mr. Summers, seconded by Mr. Williamson, that these re-employments be approved. Motion carried.

Requests for military leave was read to the Board for the following:

See Attachment #1.

Motion by Mr. Williamson, seconded by Mr. Summers, that these military leaves be approved. Motion carried.

The Board was informed of the following personnel that have returned from military leave:

See Attachment #2.

Motion by Mr. Williamson, seconded by Mr. Summers, that these personnel be reinstated to their positions in the Fire Department. Motion carried.

The Board was informed of the following resignations:

See Attachment #2.

Motion by Mr. Williamson, seconded by Mr. Summers, that these resignations be accepted. Motion carried.

The Board was informed of the following dismissals:

See Attachment #2.

Motion by Mr. Williamson, seconded by Mr. Summers, that the Board concur in these dismissals. Motion carried.

The Board was informed of the following retirements:

Fire Investigator E. F. Davis, effective 6-1-69.
Lieutenant J. C. Wingo, #21, effective 6-10-69.
Deputy Chief D. W. Garrett, #4, effective 7-17-69.

The Board was informed of the non-service connected disability pension of W. C. Lamb, #15, effective 6-9-69.

A 6 months leave of absence was requested for Fire Investigator F. E. Stonecypher, effective 6-11-69, for assignment to the Law Department.

Motion by Mr. Williamson, seconded by Mr. Summers, that this leave of absence be approved. Motion carried.

The Board was informed that the War Service Appointment as Fire Apparatus Operator of L. L. Wood, #29, had been withdrawn, effective 7-1-69, due to the return from military leave of the regular Fire Apparatus Operator.

The Board concurred in this action.

The Board was informed of the following disciplinary actions:

W. L. Kemp, #11, suspended 3 days, effective 6-22-69, for violation of the Rules and Regulations of the Department.

J. R. Colbert, #4, suspended 1 day, 6-24-69, for violation of the Rules and Regulations of the Department.

C. E. White, #8, suspended 4 days, effective 7-19-69, for violation of the Rules and Regulations of the Department.

C. A. Livingston, #37, suspended 4 days, effective 7-19-69, for violation of the Rules and Regulations of the Department.

Motion by Mr. Summers, seconded by Mr. Williamson, that the disciplinary action taken by the Chief be approved. Motion carried.

Sick Leave Extensions were requested for the following:

H. D. Smith, #11, 30 calendar days, 5-17-69 through 6-15-69.
J. H. Grant, Shop, 14 calendar days, 6-2-69 through 6-15-69.
R. S. Marbut, #23, 27 calendar days, 6-1-69 through 6-26-69.
H. T. Proctor, Signal, 3 calendar days, 6-9-69 through 6-11-69.
C. R. Hitchcock, #8, 90 calendar days, 6-12-69 through 9-9-69.
R. W. Pealor, #6, 25 calendar days, 6-17-69 through 7-11-69.

Motion by Mr. Williamson, seconded by Mr. Summers, that these extensions be approved. Motion carried.

The Chairman informed the Board that the following promotions were to be made:

- 1 Deputy Chief
- 1 Battalion Chief
- 1 Captain
- 2 Lieutenants
- 2 Fire Investigators I

The Chairman asked Chief Williams for his recommendations:

Chief Williams recommended Battalion Chief A. P. Black, top man on the eligible list as certified by the Personnel Board, to be promoted to Deputy Chief effective 7-17-69.

Motion by Mr. Summers, seconded by Mr. Williamson, that Battalion Chief A. P. Black be promoted to Deputy Chief effective 7-17-69.

FOR: Summer, Williamson, Knight.

Chief Williams recommended Captain J. R. Pittman, top man on the eligible list as certified by the Personnel Board, to be promoted to Battalion Chief effective 7-17-69.

Motion by Mr. Williamson, seconded by Mr. Summers, that Captain J. R. Pittman be promoted to Battalion Chief effective 7-17-69.

FOR: Williamson, Summers, Knight.

Chief Williams recommended Lieutenant P. W. Mauldin, top man on the eligible list as certified by the Personnel Board, to be promoted to Captain effective 7-17-69.

Motion by Mr. Williamson, seconded by Mr. Summers, that Lieutenant P. W. Mauldin be promoted to Captain effective 7-17-69.

FOR: Williamson, Summers, Knight.

Chief Williams recommended Fire Apparatus Operator L. L. Chapman, certified by the Personnel Board, to be promoted to Lieutenant (Aide), effective 7-17-69.

Motion by Mr. Williamson, seconded by Mr. Summers, that Fire Apparatus Operator L. L. Chapman be promoted to Lieutenant (Aide) effective 7-17-69.

FOR: Williamson, Summers, Knight.

Chief Williams recommended R. T. White, top man on the eligible list as certified by the Personnel Board, to be promoted to Lieutenant effective 7-17-69.

Motion by Mr. Summers, seconded by Mr. Williamson, that R. T. White be promoted to Lieutenant effective 7-17-69.

FOR: Summers, Williamson, Knight.

Chief Williams recommended Fire Apparatus Operator J. G. Hill, top man on the eligible list as certified by the Personnel Board, to be promoted to Fire Investigator I, effective 6-2-69.

Motion by Mr. Summers, seconded by Mr. Williamson, that Fire Apparatus Operator J. G. Hill be promoted to Fire Investigator I effective 6-2-69.

FOR: Summers, Williamson, Knight.

Chief Williams recommended S. A. Moss, top man on the eligible list as certified by the Personnel Board, to be promoted to Fire Investigator I, effective 6-11-69.

Motion by Mr. Williamson, seconded by Mr. Summers, that S. A. Moss be promoted to Fire Investigator I, effective 6-11-69.

FOR: Williamson, Summers, Knight.

Chief Williams showed a draft of the proposed new Rule Book for the Department to the Board and explained that it was to be refined and prepared for presentation to each Board Member for study after which time they will be requested to adopt it. Chief Williams explained that copies of rule books from some of the most progressive cities had been researched and that this proposed rule book would be up-to-date and comprehensive.

Captain C. H. Ellis, and Captain P. E. Johnson appeared before the Board representing Local 134, IAFF, and presented a resolution requesting restoration of seniority rights. (A copy of this resolution is attached).

Captain Ellis pointed out the fact that one of the primary objectives of Local 134 was seniority and urged favorable consideration of their resolution. He further stated that a survey he had made indicated that the morale was very good at the present time and restoration of seniority would increase the good morale and more solidify the ranks and team spirit within the Department.

Min. of Bd. F.M.Mtg.
July 28, 1969
Page #5

Mr. Knight thanked Captain Ellis for his appearance before the Board and assured him that the resolution would be given very careful consideration.

Meeting Adjourned.

ASSIGNMENT TO REGULAR POSITION:

L. E. Wood	Effective	5-27-69	
C. A. Livingston	"	5-27-69	
B. W. Shiver	"	6-3-69	
H. F. Henley	"	6-3-69	
B. R. Worsham	"	6-3-69	
A. S. Willingham	"	6-3-69	
J. R. Morris	"	6-5-69	
W. C. Jones	"	6-5-69	
R. J. Nollie	"	6-7-69	
K. P. Nash	"	6-7-69	
Carol J. Burge, Steno.	"	6-9-69	
Martha J. Ray, Typist	"	6-9-69	
R. W. Tinker	"	6-11-69	
J. A. Smith	"	6-11-69	
B. L. Brammer	"	6-17-69	
P. R. Pace	"	6-17-69	
C. L. Reese	"	6-17-69	
J. R. Hardy	"	6-17-69	
G. L. Winfrey	"	6-18-69	
D. L. Guy	"	6-19-69	
G. A. Maner	"	6-19-69	
J. A. Prince	"	6-19-69	
J. E. Jones, Bldg. Cust.	"	6-20-69	
P. A. Chovan	"	7-3-69	
C. E. White	"	7-8-69	
Sanford Cameron	"	7-9-69	Total - 26

RE-EMPLOYMENTS:

K. W. Biggs	Effective	6-3-69	
S. L. House	"	6-5-69	
G. W. Gibson	"	6-12-69	
H. E. McCoy, Auto Mech.	"	6-24-69	
S. L. Smith	"	7-9-69	Total - 5

MILITARY LEAVE REQUESTS:

D. F. Robinson	Effective	5-22-69	
F. C. Bradley	"	6-4-69	
J. V. Harris	"	6-6-69	Total - 3

RETURNED FROM MILITARY LEAVE:

D. A. Millar	Effective	6-16-69	
C. A. Noel	"	6-25-69	
W. E. Coker	"	7-1-69	
L. R. Atchley	"	7-5-69	
R. E. Stephens	"	7-11-69	
S. E. Tolbert	"	7-15-69	Total - 6

RESIGNATIONS:

Nathaniel Maddox, #16	Effective	5-26-69	
J. C. Cooper, #15	"	5-26-69	
Peter Sheller, #1	"	5-28-69	
F. A. Smith, #33	"	6-1-69	
L. E. Burkett, #8	"	6-6-69	
H. D. Mills, #13	"	6-7-69	
W. C. Adams, #5	"	6-15-69	
S. L. Smith, #18	"	6-21-69	
L. H. Yancey, #30	"	6-24-69	
W. L. Kemp, #11	"	6-27-69	
R. S. Marbut, #23	"	6-27-69	
M. D. Kelley, #12	"	6-27-69	
Leothus Slaughter, #5	"	6-29-69	
P. A. Copeland, #24	"	6-30-69	
R. C. Wallace, #25	"	7-3-69	
J. M. Odom III, #30	"	7-8-69	
J. T. Cleveland, #23	"	7-15-69	Total - 17

DISMISSALS:

W. C. Jones, #31	Effective	6-5-69	
R. G. Buchanan, #22	"	6-6-69	
H. F. Henley, #8	"	6-11-69	
G. L. Winfrey, #12	"	7-3-69	Total - 4



INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS
881 PEACHTREE STREET, N. E. - SUITE 234
ATLANTA, GEORGIA - 30309

The following resolution was adopted by majority vote at the regular meeting in July, and is herewith presented to the Board of Fire Masters for consideration:

WHEREAS; For many years, the Rules and Regulation of the Atlanta Fire Department have provided that a member may terminate his employment with the department for a period of up to six months without loss of seniority, and

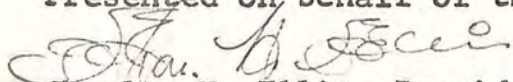
WHEREAS; these rules and regulations were changed on September 12th, 1966 to provide that all members leaving the services of the department for any time would loose all seniority rights, and

WHEREAS; time has passed, and situations have changed, and meanings and intentions of the above changes in the Rules and Regulations have made it necessary, and the feeling has been generated among our members to correct many inequities caused by these changes, Therefore

BE IT RESOLVED; That Local 134 of the International Association of Fire Fighters petition the Board of Fire Masters of the Atlanta Fire Department, thru this resolution, to ~~revert back to the Rules and Regulations that were in effect immediately prior to September 1966.~~ And,

BE IT FURTHER RESOLVED; that all members of the Atlanta Fire Department be accorded all seniority rights as provided by those Rules and Regulations which were in effect September 2nd, 1966.

Presented on behalf of the membership of the Local


Charles H. Ellis, President



P.O. WILLIAMS
CHIEF

CITY OF ATLANTA

DEPARTMENT of FIRE
46 COURTLAND ST., S. E.
Atlanta, Georgia

Fire Dept.

August 15, 1969

Memo to: All Personnel
From: Chief of Fire Department
Subject: Reiteration of Fire Department Policies

Fire Department officers shall address the firemen under their command by their surnames.

Firemen shall address their superior officers or acting officers by rank.

Qualified men will be assigned on a rotating basis to the capacity as acting officer or extra apparatus operator.

Fill-ins will also be done on rotating basis with consistent records kept at each engine house on an individual shift basis as opposed to a station.

By order of:

P. O. Williams
P. O. WILLIAMS, Chief
Atlanta Fire Department

POW:11a



P.O. WILLIAMS
CHIEF

CITY OF ATLANTA

DEPARTMENT of FIRE

46 COURTLAND ST., S. E.

Atlanta, Georgia

August 15, 1969

Honorable Ivan Allen, Jr.
Mayor, City of Atlanta
City Hall
Atlanta, Georgia 30303

Dear Mayor Allen:

We have been dealing with Community Relations and have accepted some of their suggestions relative to eliminating some problems. Various policies and facts pertaining to this department are attached.

It is interesting to note the following excerpt from the Report of the United States Commission on Civil Rights 1969, entitled For All the People...By All the People which has just reached this office:

"Despite the belated admission of firemen into the Atlanta department and the elaborate procedures which surrounded their introduction, the Atlanta Fire Department had a larger proportion of Negroes in uniform than any other central city in the survey and a higher degree of integration than many."

We are in the process of re-writing the Rules and Regulations of the Atlanta Fire Department to eliminate any inequities in the old book, to eliminate any possibility of discrimination or the possibility of any officer over-reacting with authority. As soon as this has been completed, it will be presented to the Board of Fire Masters for their approval and adoption.

We would like to stress that any fireman who has grievances, has three methods by which to air them in this office: by completing a Form 52 (Special Request), go through the Company Officers and Battalion Chief, or by use of a Suggestion Form available in all stations. Any justifiable grievances will be straightened out.

Yours very truly,

P.O. Williams
P. O. WILLIAMS, Chief
Atlanta Fire Department

POW:11a

Enclosure

cc: Mr. W. T. Knight, Chairman Board of Fire Masters
"HELP SAVE LIFE AND PROPERTY BY PREVENTING FIRES"

The Atlanta Fire Department's only interest is in the protection of lives and property from fire. The citizens of Atlanta should have and deserve the best fire protection available. In order to accomplish this, we must have the best trained, qualified, and experienced personnel in responsible positions regardless of race, creed, or color.

Fire Department officership must have leadership. One cannot gain leadership if standards have to be lowered so one can qualify. Subordinates will not look upon such an officer as a leader. Life and property is at stake. Decisions and actions of a fire officer are based on knowledge and experience of the job. Therefore, standards and qualifications must be kept high. Rather than lower the standards, they should be raised.

PROMOTIONAL POLICIES:

Promotions in the Fire Department are made according to merit and fitness.

The promotional system of the Atlanta Fire Department is set by law. Anyone meeting the qualifying standards as set forth by the Promotional Board will be promoted regardless of race, creed, or color. We will not and do not discriminate for or against anyone meeting the qualifying standards of this system.

Promotional examinations for Fire Lieutenants are held every two years. To qualify, a man must have had five years service in the Fire Department. After the examination, the applicants are listed according to their scores from a combination of the written test, training school average, and seniority points. This list is divided into groups of 20. The first 20 men are rated at oral interviews, and this score is added to their grades from the above three items. Promotions from this list are made in order of the applicant's final score.

So far, the first 7 men have been promoted from the Lieutenant's examination held in March of 1969. The first black firemen started to work in April 1963, so that this is the first year (1969) any of them have been eligible to apply for promotion to Lieutenant. There were 153 applicants, of whom 6 were black. The first black applicant is in the 6th group of 20 or approximately position 102 on the list.

Promotions to Fire Apparatus Operator are made by appointment. The Captain at each station makes these selections subject to the approval of the Battalion Chief. The men must have had at least two years service with the Fire Department and have passed the required driving tests at the Training School. There are nine black firemen in these positions.

HIRING PRACTICES:

Eligible lists for Firemen are established every week after the weekly interviews. (During March, April, and July of this year, interviews were held every two weeks.) As vacancies occur, the Fire Department calls the men on a list in the order of their scores. Each person on the list of a certain date is contacted and offered employment before moving to the next chronological list. Once a man is on the eligible list, he is not by-passed unless the Fire Department is unable to contact him by telephone or letter.

Through July 25, of this year, 60 white men were put on the eligible list and 57 black men. Of these, 45 white men have been employed and 41 black men.

Of the 867 men in the extinguishing division, over 19% or 165 are black. Nine of these are Fire Apparatus Operators and 25 are on Military Leave. Firemen that leave the department for military service are reinstated when they return (this is a Federal Law) and are usually returned to the same station from which they left.

RECREATION CLUB:

In January of 1959, a group of firemen leased a 5.7 acre tract of land at Lake Allatoona from the government and organized a club which was called Atlanta Firemen's Recreation Club. However, the Fire Department nor the City of Atlanta has any jurisdiction over the activities of this club. It is a private organization controlled by a Board of Trustees composed of eleven men, who adhere to the wishes of the majority of the members, and is supported entirely by dues paid by the members and maintained through volunteer services of the members.

RULES
FIRE PROMOTION BOARD
CITY OF ATLANTA

Revised March 1967

11. An examination for Fire Captain will be held annually and the register established will be valid for one year.
12. Examinations for all other classes of positions will be held when the Board deems a list necessary, and the registers established will be valid for one year. The life of such registers may be extended for an additional year if the Board deems it practical and expedient to do so.
13. Satisfactory completion of a performance test of driving skill under the supervision of the Fire Training Chief is a prerequisite to applying for promotion to Fire Rescue Lieutenant.
14. When a man on an eligible register for a higher position than his present class declines an assignment which would allow him to act as an alternate for the higher position, his name will be moved down on the eligible list below the name of the man who accepts the assignment.
15. If a qualified eligible is serving in a permanent vacancy in a temporary capacity at the time of a new examination, he will not be required to take any further examination.
16. The Fire Alarm Superintendent will qualify men for the position of Fire Dispatcher and will furnish the Fire Promotion Board a list of qualified applicants and their grades.
17. Non-firefighting personnel desiring to return to firefighting must serve one year as full-pay Firemen before being eligible to compete in promotional examinations. Members of the Training Division are considered to be firefighting personnel.
18. Upon return to the Fire Department, reemployed Firemen, including those who were formerly on the eligible register for Fire Lieutenant or other promotional registers, must serve one year as full-pay firemen before being eligible to compete in promotional examinations.
19. Seniority will be recognized by the addition to the final attained passing grade of one-half ($\frac{1}{2}$) point for each year of service in the Fire Department beyond the first five (5) years to a maximum of five (5) points in any case. For promotion to the rank of Captain and higher, seniority will be recognized by giving one-half ($\frac{1}{2}$) point for each year of service on next lower rank only, to a maximum of five (5) points.
20. In the event of a tie in final grades after addition of seniority points, the man with the highest seniority will be placed highest on the eligible register. If seniority points are the same, the man with the highest written grade will be placed highest on the eligible register.
21. Fire Department personnel serving in the armed forces will accrue seniority as though serving in the Fire Department.
22. Fire Department personnel on military leave may be given the promotional examination for which they are eligible and will be notified of the opening and closing dates of application for all examinations for classes to which they may apply.

23. Linemen, machinists, fire equipment mechanics, and fire carpenters may be qualified by the Personnel Department from open competitive registers. Fire Department personnel who qualify may be certified ahead of others on the list if desired. Fire Department personnel may be qualified by the Personnel Department from promotional examinations from within the Fire Department.
24. A schedule of eligibility for promotion and who may apply for the various classes is shown in Table I.
25. Examinations will be conducted according to the schedule of weights and phases listed in Table II.

T A B L E I

SCHEDULE OF ELIGIBILITY FOR PROMOTION

FOR PROMOTION TO:	WHO MAY APPLY:
Fire Apparatus Operator	Firemen who have completed two years of service.
Fire Rescue Lieutenant	All fire fighting personnel who have completed five years of service in the Fire Department.
Fire Dispatcher	All fire fighting personnel who have completed five years of service in the Department and have had one year of service in the Signal Division of the Fire Department.
Fire Lieutenant	All fire fighting personnel who have completed five years of service in the Department.
Fire Captain	Fire Lieutenants with at least 3 years' service as Lieutenant.
Fire Drill Instructor, Chief	All Fire Captains
Fire Battalion Chief	Fire Captains with at least 3 years' service as Captain.
First Deputy & Deputy Fire Chief	All Fire Battalion Chiefs
Fire Investigator I	All fire fighting personnel and fire dispatchers who have completed five years of service in the Fire Department.
Fire Investigator II	Fire Investigators with one year of service as an Investigator.
Assistant Fire Marshal	Fire Investigators with 3 years' service as Investigator.
Fire Marshal	Assistant Fire Marshals and Fire Investigators with 3 years' service.

CITY OF ATLANTA

8 August 1969

Memorandum Regarding Discrimination Against Black Firemen Of Atlanta

To: Mayor Ivan Allen, Chairman Board of Firemasters, Alderman Wm. T. Knight and Atlanta Fire Chief Paul O. Williams

From: Black Firemen of Atlanta

The Black firefighters of Atlanta are dedicated municipal employees, concerned with the safety and welfare of our city and all of its citizens. During the years of our tenure as firemen we have been subjected to discrimination and abuses as outlined below. We request that immediate action be taken to correct these practices, and that on or before Monday, August 18, 1969 that we receive a formal report on your actions in correcting the actions cited herein:

I. HIRING PRACTICES

The ratio of Black Firemen to White Firemen does not correspond to the population of Black citizens in Atlanta. There are about 90 to 100 Black Firemen in a department of more than 900 men. Black Firemen that are drafted into the armed services are replaced by white firemen.

165
02
867

II. SEGREGATED SLEEPING & LOCKER ARRANGEMENTS

Lockers and beds of Black Firemen are placed in the back or away from the white firemen.

III. RECREATION CLUB

The membership was closed the year Black Firemen were hired in 1963. Land was given to the club by the government on Lake Allatoona. (13 acres)

IV. PROMOTIONAL DISCRIMINATION

(City not fire dept has no authority or control over Atlanta Firemen's Recreation Club)

Black Firemen should be included in every department. White firemen with less time and experience are promoted to driver positions. Black Firemen with 5 and 6 years should be promoted to Lieutenants, because the entire officer cabinet is made up of all white officers. Most of these officers have been known to force their prejudices on Black Firemen. We are aware of the test for Lieutenants, but in a time of an emergency men have been promoted wholesale from private to captains within a year, thus setting proper precedent. We consider this an emergency because of the overall discrimination in the department. White drivers are giving up their positions because they know future Lieutenants are going to be appointed by Chiefs. This is true because in the last captain's test the aides of all the chiefs dominated the list. Some of these Lieutenants didn't place in the top 40 on the Lieutenants list. Now they are captains.

V. EXPERIENCE AND LENGTH OF TIME ON THE DEPARTMENT

Acting officers, we feel that every Black Firemen with the time and experience, equal to any white firemen, should be given the opportunity to be an acting officer. This applies to extra drivers. House duties should be picked according to seniority. (Aug 11 5 memo from chief)

VI. STANDARD SET OF RULES FOR ALL CAPTAINS

Each shift is operated different, captain authority has no limit. He forces personal prejudices on Black Firemen. Transfer of men to other stations.

(Chief rewrite the rule book to apply to all)

FOR CONTACT: Fireman William Hamer
195 Hermer Circle, N. W.
Atlanta, Georgia 30311
Telephone - 794-2244

or
Fire Station 16 on C Shift
Telephone 523-5786



P.O. WILLIAMS
CHIEF

CITY OF ATLANTA

DEPARTMENT of FIRE

46 COURTLAND ST., S. E.

Atlanta, Georgia

August 15, 1969

Memo to: All Personnel
From: Chief of Fire Department
Subject: Reiteration of Fire Department Policies

Fire Department officers shall address the firemen under their command by their surnames.

Firemen shall address their superior officers or acting officers by rank.

Qualified men will be assigned on a rotating basis to the capacity as acting officer or extra apparatus operator.

Fill-ins will also be done on rotating basis with consistent records kept at each engine house on an individual shift basis as opposed to a station.

By order of:

P. O. Williams
P. O. WILLIAMS, Chief
Atlanta Fire Department

POW:11a



P.O. WILLIAMS
CHIEF

CITY OF ATLANTA

DEPARTMENT of FIRE

46 COURTLAND ST., S. E.

Atlanta, Georgia

August 15, 1969

Honorable Ivan Allen, Jr.
Mayor, City of Atlanta
City Hall
Atlanta, Georgia 30303

Dear Mayor Allen:

We have been dealing with Community Relations and have accepted some of their suggestions relative to eliminating some problems. Various policies and facts pertaining to this department are attached.

It is interesting to note the following excerpt from the Report of the United States Commission on Civil Rights 1969, entitled For All the People...By All the People which has just reached this office:

"Despite the belated admission of firemen into the Atlanta department and the elaborate procedures which surrounded their introduction, the Atlanta Fire Department had a larger proportion of Negroes in uniform than any other central city in the survey and a higher degree of integration than many."

We are in the process of re-writing the Rules and Regulations of the Atlanta Fire Department to eliminate any inequities in the old book, to eliminate any possibility of discrimination or the possibility of any officer over-reacting with authority. As soon as this has been completed, it will be presented to the Board of Fire Masters for their approval and adoption.

We would like to stress that any fireman who has grievances, has three methods by which to air them in this office: by completing a Form 52 (Special Request), go through the Company Officers and Battalion Chief, or by use of a Suggestion Form available in all stations. Any justifiable grievances will be straightened out.

Yours very truly,

P.O. Williams
P. O. WILLIAMS, Chief
Atlanta Fire Department

POW:11a

Enclosure

cc: Mr. W. T. Knight, Chairman Board of Fire Masters
"HELP SAVE LIFE AND PROPERTY BY PREVENTING FIRES"

The Atlanta Fire Department's only interest is in the protection of lives and property from fire. The citizens of Atlanta should have and deserve the best fire protection available. In order to accomplish this, we must have the best trained, qualified, and experienced personnel in responsible positions regardless of race, creed, or color.

Fire Department officership must have leadership. One cannot gain leadership if standards have to be lowered so one can qualify. Subordinates will not look upon such an officer as a leader. Life and property is at stake. Decisions and actions of a fire officer are based on knowledge and experience of the job. Therefore, standards and qualifications must be kept high. Rather than lower the standards, they should be raised.

PROMOTIONAL POLICIES:

Promotions in the Fire Department are made according to merit and fitness.

The promotional system of the Atlanta Fire Department is set by law. Anyone meeting the qualifying standards as set forth by the Promotional Board will be promoted regardless of race, creed, or color. We will not and do not discriminate for or against anyone meeting the qualifying standards of this system.

Promotional examinations for Fire Lieutenants are held every two years. To qualify, a man must have had five years service in the Fire Department. After the examination, the applicants are listed according to their scores from a combination of the written test, training school average, and seniority points. This list is divided into groups of 20. The first 20 men are rated at oral interviews, and this score is added to their grades from the above three items. Promotions from this list are made in order of the applicant's final score.

So far, the first 7 men have been promoted from the Lieutenant's examination held in March of 1969. The first black firemen started to work in April 1963, so that this is the first year (1969) any of them have been eligible to apply for promotion to Lieutenant. There were 153 applicants, of whom 6 were black. The first black applicant is in the 6th group of 20 or approximately position 102 on the list.

Promotions to Fire Apparatus Operator are made by appointment. The Captain at each station makes these selections subject to the approval of the Battalion Chief. The men must have had at least two years service with the Fire Department and have passed the required driving tests at the Training School. There are nine black firemen in these positions.

HIRING PRACTICES:

Eligible lists for Firemen are established every week after the weekly interviews. (During March, April, and July of this year, interviews were held every two weeks.) As vacancies occur, the Fire Department calls the men on a list in the order of their scores. Each person on the list of a certain date is contacted and offered employment before moving to the next chronological list. Once a man is on the eligible list, he is not by-passed unless the Fire Department is unable to contact him by telephone or letter.

Through July 25, of this year, 60 white men were put on the eligible list and 57 black men. Of these, 45 white men have been employed and 41 black men.

Of the 867 men in the extinguishing division, over 19% or 165 are black. Nine of these are Fire Apparatus Operators and 25 are on Military Leave. Firemen that leave the department for military service are reinstated when they return (this is a Federal Law) and are usually returned to the same station from which they left.

RECREATION CLUB:

In January of 1959, a group of firemen leased a 5.7 acre tract of land at Lake Allatoona from the government and organized a club which was called Atlanta Firemen's Recreation Club. However, the Fire Department nor the City of Atlanta has any jurisdiction over the activities of this club. It is a private organization controlled by a Board of Trustees composed of eleven men, who adhere to the wishes of the majority of the members, and is supported entirely by dues paid by the members and maintained through volunteer services of the members.

RULES
FIRE PROMOTION BOARD
CITY OF ATLANTA

Revised March 1967

11. An examination for Fire Captain will be held annually and the register established will be valid for one year.
12. Examinations for all other classes of positions will be held when the Board deems a list necessary, and the registers established will be valid for one year. The life of such registers may be extended for an additional year if the Board deems it practical and expedient to do so.
13. Satisfactory completion of a performance test of driving skill under the supervision of the Fire Training Chief is a prerequisite to applying for promotion to Fire Rescue Lieutenant.
14. When a man on an eligible register for a higher position than his present class declines an assignment which would allow him to act as an alternate for the higher position, his name will be moved down on the eligible list below the name of the man who accepts the assignment.
15. If a qualified eligible is serving in a permanent vacancy in a temporary capacity at the time of a new examination, he will not be required to take any further examination.
16. The Fire Alarm Superintendent will qualify men for the position of Fire Dispatcher and will furnish the Fire Promotion Board a list of qualified applicants and their grades.
17. Non-firefighting personnel desiring to return to firefighting must serve one year as full-pay Firemen before being eligible to compete in promotional examinations. Members of the Training Division are considered to be firefighting personnel.
18. Upon return to the Fire Department, reemployed Firemen, including those who were formerly on the eligible register for Fire Lieutenant or other promotional registers, must serve one year as full-pay firemen before being eligible to compete in promotional examinations.
19. Seniority will be recognized by the addition to the final attained passing grade of one-half ($\frac{1}{2}$) point for each year of service in the Fire Department beyond the first five (5) years to a maximum of five (5) points in any case. For promotion to the rank of Captain and higher, seniority will be recognized by giving one-half ($\frac{1}{2}$) point for each year of service on next lower rank only, to a maximum of five (5) points.
20. In the event of a tie in final grades after addition of seniority points, the man with the highest seniority will be placed highest on the eligible register. If seniority points are the same, the man with the highest written grade will be placed highest on the eligible register.
21. Fire Department personnel serving in the armed forces will accrue seniority as though serving in the Fire Department.
22. Fire Department personnel on military leave may be given the promotional examination for which they are eligible and will be notified of the opening and closing dates of application for all examinations for classes to which they may apply.

23. Linemen, machinists, fire equipment mechanics, and fire carpenters may be qualified by the Personnel Department from open competitive registers. Fire Department personnel who qualify may be certified ahead of others on the list if desired. Fire Department personnel may be qualified by the Personnel Department from promotional examinations from within the Fire Department.
24. A schedule of eligibility for promotion and who may apply for the various classes is shown in Table I.
25. Examinations will be conducted according to the schedule of weights and phases listed in Table II.

T A B L E I

SCHEDULE OF ELIGIBILITY FOR PROMOTION

FOR PROMOTION TO:	WHO MAY APPLY:
Fire Apparatus Operator	Firemen who have completed two years of service.
Fire Rescue Lieutenant	All fire fighting personnel who have completed five years of service in the Fire Department.
Fire Dispatcher	All fire fighting personnel who have completed five years of service in the Department and have had one year of service in the Signal Division of the Fire Department.
Fire Lieutenant	All fire fighting personnel who have completed five years of service in the Department.
Fire Captain	Fire Lieutenants with at least 3 years' service as Lieutenant.
Fire Drill Instructor, Chief	All Fire Captains
Fire Battalion Chief	Fire Captains with at least 3 years' service as Captain.
First Deputy & Deputy Fire Chief	All Fire Battalion Chiefs
Fire Investigator I	All fire fighting personnel and fire dispatchers who have completed five years of service in the Fire Department.
Fire Investigator II	Fire Investigators with one year of service as an Investigator.
Assistant Fire Marshal	Fire Investigators with 3 years' service as Investigator.
Fire Marshal	Assistant Fire Marshals and Fire Investigators with 3 years' service.

August 18, 1969

MEMORANDUM

FROM: Dan Sweat

Chief Williams has written a letter to Mayor Allen submitting information which addresses itself to the "Memorandum Regarding Discrimination Against Black Firemen of Atlanta" presented to the Mayor and Fire Department officials on August 8th.

The letter contains attachments which includes a summary and analysis of promotional policies, a description of firing practices and a statement of exploration regarding the Atlanta Firemen's Recreation Club. Also included is an August 15th memo from Chief Williams to all personnel of the Atlanta Fire Department reiterating Fire Department policies involving the proper form of verbal address of firemen and superior officers and assignment of fire station personnel as acting officers or extra apparatus operators.

I have given copies of all correspondence between Chief Williams and Mayor Allen to Mr. William Hamer, Fireman at Station 16, Spokesman for the Black Fireman.

DS:lrd

Fire Dept.

August 18, 1969

MEMORANDUM

FROM: Dan Sweat

Chief Williams has written a letter to Mayor Allen submitting information which addresses itself to the "Memorandum Regarding Discrimination Against Black Firemen of Atlanta" presented to the Mayor and Fire Department officials on August 8th.

The letter contains attachments which includes a summary and analysis of promotional policies, a description of firing practices and a statement of exploration regarding the Atlanta Firemen's Recreation Club. Also included is an August 15th memo from Chief Williams to all personnel of the Atlanta Fire Department reiterating Fire Department policies involving the proper form of verbal address of firemen and superior officers and assignment of fire station personnel as acting officers or extra apparatus operators.

I have given copies of all correspondence between Chief Williams and Mayor Allen to Mr. William Hamer, Fireman at Station 16, Spokesman for the Black Firemen.

DS:lrd



P.O. WILLIAMS
CHIEF

CITY OF ATLANTA

DEPARTMENT of FIRE
46 COURTLAND ST., S. E.
Atlanta, Georgia

August 15, 1969

Memo to: All Personnel
From: Chief of Fire Department
Subject: Reiteration of Fire Department Policies

Fire Department officers shall address the firemen under their command by their surnames.

Firemen shall address their superior officers or acting officers by rank.

Qualified men will be assigned on a rotating basis to the capacity as acting officer or extra apparatus operator.

Fill-ins will also be done on rotating basis with consistent records kept at each engine house on an individual shift basis as opposed to a station.

By order of:

P. O. Williams
P. O. WILLIAMS, Chief
Atlanta Fire Department

POW:11a



P.O. WILLIAMS
CHIEF

CITY OF ATLANTA

DEPARTMENT of FIRE

46 COURTLAND ST., S. E.

Atlanta, Georgia

August 15, 1969

Honorable Ivan Allen, Jr.
Mayor, City of Atlanta
City Hall
Atlanta, Georgia 30303

Dear Mayor Allen:

We have been dealing with Community Relations and have accepted some of their suggestions relative to eliminating some problems. Various policies and facts pertaining to this department are attached.

It is interesting to note the following excerpt from the Report of the United States Commission on Civil Rights 1969, entitled For All the People...By All the People which has just reached this office:

"Despite the belated admission of firemen into the Atlanta department and the elaborate procedures which surrounded their introduction, the Atlanta Fire Department had a larger proportion of Negroes in uniform than any other central city in the survey and a higher degree of integration than many."

We are in the process of re-writing the Rules and Regulations of the Atlanta Fire Department to eliminate any inequities in the old book, to eliminate any possibility of discrimination or the possibility of any officer over-reacting with authority. As soon as this has been completed, it will be presented to the Board of Fire Masters for their approval and adoption.

We would like to stress that any fireman who has grievances, has three methods by which to air them in this office: by completing a Form 52 (Special Request), go through the Company Officers and Battalion Chief, or by use of a Suggestion Form available in all stations. Any justifiable grievances will be straightened out.

Yours very truly,

P. O. Williams
P. O. WILLIAMS, Chief
Atlanta Fire Department

POW:11a

Enclosure

cc: Mr. W. T. Knight, Chairman Board of Fire Masters
"HELP SAVE LIFE AND PROPERTY BY PREVENTING FIRES"

The Atlanta Fire Department's only interest is in the protection of lives and property from fire. The citizens of Atlanta should have and deserve the best fire protection available. In order to accomplish this, we must have the best trained, qualified, and experienced personnel in responsible positions regardless of race, creed, or color.

Fire Department officership must have leadership. One cannot gain leadership if standards have to be lowered so one can qualify. Subordinates will not look upon such an officer as a leader. Life and property is at stake. Decisions and actions of a fire officer are based on knowledge and experience of the job. Therefore, standards and qualifications must be kept high. Rather than lower the standards, they should be raised.

PROMOTIONAL POLICIES:

Promotions in the Fire Department are made according to merit and fitness.

The promotional system of the Atlanta Fire Department is set by law. Anyone meeting the qualifying standards as set forth by the Promotional Board will be promoted regardless of race, creed, or color. We will not and do not discriminate for or against anyone meeting the qualifying standards of this system.

Promotional examinations for Fire Lieutenants are held every two years. To qualify, a man must have had five years service in the Fire Department. After the examination, the applicants are listed according to their scores from a combination of the written test, training school average, and seniority points. This list is divided into groups of 20. The first 20 men are rated at oral interviews, and this score is added to their grades from the above three items. Promotions from this list are made in order of the applicant's final score.

So far, the first 7 men have been promoted from the Lieutenant's examination held in March of 1969. The first black firemen started to work in April 1963, so that this is the first year (1969) any of them have been eligible to apply for promotion to Lieutenant. There were 153 applicants, of whom 6 were black. The first black applicant is in the 6th group of 20 or approximately position 102 on the list.

Promotions to Fire Apparatus Operator are made by appointment. The Captain at each station makes these selections subject to the approval of the Battalion Chief. The men must have had at least two years service with the Fire Department and have passed the required driving tests at the Training School. There are nine black firemen in these positions.

HIRING PRACTICES:

Eligible lists for Firemen are established every week after the weekly interviews. (During March, April, and July of this year, interviews were held every two weeks.) As vacancies occur, the Fire Department calls the men on a list in the order of their scores. Each person on the list of a certain date is contacted and offered employment before moving to the next chronological list. Once a man is on the eligible list, he is not by-passed unless the Fire Department is unable to contact him by telephone or letter.

Through July 25, of this year, 60 white men were put on the eligible list and 57 black men. Of these, 45 white men have been employed and 41 black men.

Of the 867 men in the extinguishing division, over 19% or 165 are black. Nine of these are Fire Apparatus Operators and 25 are on Military Leave. Firemen that leave the department for military service are reinstated when they return (this is a Federal Law) and are usually returned to the same station from which they left.

RECREATION CLUB:

In January of 1959, a group of firemen leased a 5.7 acre tract of land at Lake Allatoona from the government and organized a club which was called Atlanta Firemen's Recreation Club. However, the Fire Department nor the City of Atlanta has any jurisdiction over the activities of this club. It is a private organization controlled by a Board of Trustees composed of eleven men, who adhere to the wishes of the majority of the members, and is supported entirely by dues paid by the members and maintained through volunteer services of the members.

RULES
FIRE PROMOTION BOARD
CITY OF ATLANTA

Revised March 1967

11. An examination for Fire Captain will be held annually and the register established will be valid for one year.
12. Examinations for all other classes of positions will be held when the Board deems a list necessary, and the registers established will be valid for one year. The life of such registers may be extended for an additional year if the Board deems it practical and expedient to do so.
13. Satisfactory completion of a performance test of driving skill under the supervision of the Fire Training Chief is a prerequisite to applying for promotion to Fire Rescue Lieutenant.
14. When a man on an eligible register for a higher position than his present class declines an assignment which would allow him to act as an alternate for the higher position, his name will be moved down on the eligible list below the name of the man who accepts the assignment.
15. If a qualified eligible is serving in a permanent vacancy in a temporary capacity at the time of a new examination, he will not be required to take any further examination.
16. The Fire Alarm Superintendent will qualify men for the position of Fire Dispatcher and will furnish the Fire Promotion Board a list of qualified applicants and their grades.
17. Non-firefighting personnel desiring to return to firefighting must serve one year as full-pay Firemen before being eligible to compete in promotional examinations. Members of the Training Division are considered to be firefighting personnel.
18. Upon return to the Fire Department, reemployed Firemen, including those who were formerly on the eligible register for Fire Lieutenant or other promotional registers, must serve one year as full-pay firemen before being eligible to compete in promotional examinations.
19. Seniority will be recognized by the addition to the final attained passing grade of one-half ($\frac{1}{2}$) point for each year of service in the Fire Department beyond the first five (5) years to a maximum of five (5) points in any case. For promotion to the rank of Captain and higher, seniority will be recognized by giving one-half ($\frac{1}{2}$) point for each year of service on next lower rank only, to a maximum of five (5) points.
20. In the event of a tie in final grades after addition of seniority points, the man with the highest seniority will be placed highest on the eligible register. If seniority points are the same, the man with the highest written grade will be placed highest on the eligible register.
21. Fire Department personnel serving in the armed forces will accrue seniority as though serving in the Fire Department.
22. Fire Department personnel on military leave may be given the promotional examination for which they are eligible and will be notified of the opening and closing dates of application for all examinations for classes to which they may apply.

23. Linemen, machinists, fire equipment mechanics, and fire carpenters may be qualified by the Personnel Department from open competitive registers. Fire Department personnel who qualify may be certified ahead of others on the list if desired. Fire Department personnel may be qualified by the Personnel Department from promotional examinations from within the Fire Department.
24. A schedule of eligibility for promotion and who may apply for the various classes is shown in Table I.
25. Examinations will be conducted according to the schedule of weights and phases listed in Table II.

52
T A B L E I

SCHEDULE OF ELIGIBILITY FOR PROMOTION

FOR PROMOTION TO:	WHO MAY APPLY:
Fire Apparatus Operator	Firemen who have completed two years of service.
Fire Rescue Lieutenant	All fire fighting personnel who have completed five years of service in the Fire Department.
Fire Dispatcher	All fire fighting personnel who have completed five years of service in the Department and have had one year of service in the Signal Division of the Fire Department.
Fire Lieutenant	All fire fighting personnel who have completed five years of service in the Department.
Fire Captain	Fire Lieutenants with at least 3 years' service as Lieutenant.
Fire Drill Instructor, Chief	All Fire Captains
Fire Battalion Chief	Fire Captains with at least 3 years' service as Captain.
First Deputy & Deputy Fire Chief	All Fire Battalion Chiefs
Fire Investigator I	All fire fighting personnel and fire dispatchers who have completed five years of service in the Fire Department.
Fire Investigator II	Fire Investigators with one year of service as an Investigator.
Assistant Fire Marshal	Fire Investigators with 3 years' service as Investigator.
Fire Marshal	Assistant Fire Marshals and Fire Investigators with 3 years' service.

CITY OF ATLANTA

8 August 1969

Memorandum Regarding Discrimination Against Black Firemen Of Atlanta

To: Mayor Ivan Allen, Chairman Board of Firemasters, Alderman Wm. T. Knight and Atlanta Fire Chief Paul O. Williams

From: Black Firemen of Atlanta

The Black firefighters of Atlanta are dedicated municipal employees, concerned with the safety and welfare of our city and all of its citizens. During the years of our tenure as firemen we have been subjected to discrimination and abuses as outlined below. We request that immediate action be taken to correct these practices, and that on or before Monday, August 18, 1969 that we receive a formal report on your actions in correcting the actions cited herein:

I. HIRING PRACTICES

The ratio of Black Firemen to White Firemen does not correspond to the population of Black citizens in Atlanta. There are about 90 to 100 Black Firemen in a department of more than 900 men. Black Firemen that are drafted into the armed services are replaced by white firemen.

165
09
867

II. SEGREGATED SLEEPING & LOCKER ARRANGEMENTS

Lockers and beds of Black Firemen are placed in the back or away from the white firemen.

III. RECREATION CLUB

The membership was closed the year Black Firemen were hired in 1963. Land was given to the club by the government on Lake Allatoona. (13 acres)

IV. PROMOTIONAL DISCRIMINATION

Black Firemen should be included in every department. White firemen with less time and experience are promoted to driver positions. Black Firemen with 5 and 6 years should be promoted to Lieutenants, because the entire officer cabinet is made up of all white officers. Most of these officers have been known to force their prejudices on Black Firemen. We are aware of the test for Lieutenants, but in a time of an emergency men have been promoted wholesale from private to captains within a year, thus setting proper precedent. We consider this an emergency because of the overall discrimination in the department. White drivers are giving up their positions because they know future Lieutenants are going to be appointed by Chiefs. This is true because in the last captain's test the aides of all the chiefs dominated the list. Some of these Lieutenants didn't place in the top 40 on the Lieutenants list. Now they are captains.

(City not fire dept has no authority or control over Atlanta Firemen's Recreation Club)

V. EXPERIENCE AND LENGTH OF TIME ON THE DEPARTMENT

Acting officers, we feel that every Black Firemen with the time and experience, equal to any white firemen, should be given the opportunity to be an acting officer. This applies to extra drivers. House duties should be picked according to seniority.

(Aug 15 memo from chief)

VI. STANDARD SET OF RULES FOR ALL CAPTAINS

Each shift is operated different, captain authority has no limit. He forces personal prejudices on Black Firemen. Transfer of men to other stations.

(Chief rewrites the rule book to apply to all)

FOR CONTACT: Fireman William Hamer
195 Hermer Circle, N. W.
Atlanta, Georgia 30311
Telephone - 794-2244

or
Fire Station 16 on C Shift
Telephone 523-5786

51
August 18, 1969

MEMORANDUM

FROM: Dan Sweat

Chief Williams has written a letter to Mayor Allen submitting information which addresses itself to the "Memorandum Regarding Discrimination Against Black Firemen of Atlanta" presented to the Mayor and Fire Department officials on August 8th.

The letter contains attachments which includes a summary and analysis of promotional policies, a description of firing practices and a statement of exploration regarding the Atlanta Firemen's Recreation Club. Also included is an August 15th memo from Chief Williams to all personnel of the Atlanta Fire Department reiterating Fire Department policies involving the proper form of verbal address of firemen and superior officers and assignment of fire station personnel as acting officers or extra apparatus operators.

I have given copies of all correspondence between Chief Williams and Mayor Allen to Mr. William Hamer, Fireman at Station 16, Spokesman for the Black Firemen.

DS:lrđ



P.O. WILLIAMS
CHIEF

CITY OF ATLANTA

DEPARTMENT of FIRE
46 COURTLAND ST., S. E.
Atlanta, Georgia

August 15, 1969

Memo to: All Personnel
From: Chief of Fire Department
Subject: Reiteration of Fire Department Policies

Fire Department officers shall address the firemen under their command by their surnames.

Firemen shall address their superior officers or acting officers by rank.

Qualified men will be assigned on a rotating basis to the capacity as acting officer or extra apparatus operator.

Fill-ins will also be done on rotating basis with consistent records kept at each engine house on an individual shift basis as opposed to a station.

By order of:

P. O. Williams
P. O. WILLIAMS, Chief
Atlanta Fire Department

POW:11a



P.O. WILLIAMS
CHIEF

CITY OF ATLANTA

DEPARTMENT of FIRE
46 COURTLAND ST., S. E.
Atlanta, Georgia

August 15, 1969

Honorable Ivan Allen, Jr.
Mayor, City of Atlanta
City Hall
Atlanta, Georgia 30303

Dear Mayor Allen:

We have been dealing with Community Relations and have accepted some of their suggestions relative to eliminating some problems. Various policies and facts pertaining to this department are attached.

It is interesting to note the following excerpt from the Report of the United States Commission on Civil Rights 1969, entitled For All the People...By All the People which has just reached this office:

"Despite the belated admission of firemen into the Atlanta department and the elaborate procedures which surrounded their introduction, the Atlanta Fire Department had a larger proportion of Negroes in uniform than any other central city in the survey and a higher degree of integration than many."

We are in the process of re-writing the Rules and Regulations of the Atlanta Fire Department to eliminate any inequities in the old book, to eliminate any possibility of discrimination or the possibility of any officer over-reacting with authority. As soon as this has been completed, it will be presented to the Board of Fire Masters for their approval and adoption.

We would like to stress that any fireman who has grievances, has three methods by which to air them in this office: by completing a Form 52 (Special Request), go through the Company Officers and Battalion Chief, or by use of a Suggestion Form available in all stations. Any justifiable grievances will be straightened out.

Yours very truly,

P.O. Williams
P. O. WILLIAMS, Chief
Atlanta Fire Department

POW:11a

Enclosure

cc: Mr. W. T. Knight, Chairman Board of Fire Masters
"HELP SAVE LIFE AND PROPERTY BY PREVENTING FIRES"

The Atlanta Fire Department's only interest is in the protection of lives and property from fire. The citizens of Atlanta should have and deserve the best fire protection available. In order to accomplish this, we must have the best trained, qualified, and experienced personnel in responsible positions regardless of race, creed, or color.

Fire Department officership must have leadership. One cannot gain leadership if standards have to be lowered so one can qualify. Subordinates will not look upon such an officer as a leader. Life and property is at stake. Decisions and actions of a fire officer are based on knowledge and experience of the job. Therefore, standards and qualifications must be kept high. Rather than lower the standards, they should be raised.

PROMOTIONAL POLICIES:

Promotions in the Fire Department are made according to merit and fitness.

The promotional system of the Atlanta Fire Department is set by law. Anyone meeting the qualifying standards as set forth by the Promotional Board will be promoted regardless of race, creed, or color. We will not and do not discriminate for or against anyone meeting the qualifying standards of this system.

Promotional examinations for Fire Lieutenants are held every two years. To qualify, a man must have had five years service in the Fire Department. After the examination, the applicants are listed according to their scores from a combination of the written test, training school average, and seniority points. This list is divided into groups of 20. The first 20 men are rated at oral interviews, and this score is added to their grades from the above three items. Promotions from this list are made in order of the applicant's final score.

So far, the first 7 men have been promoted from the Lieutenant's examination held in March of 1969. The first black firemen started to work in April 1963, so that this is the first year (1969) any of them have been eligible to apply for promotion to Lieutenant. There were 153 applicants, of whom 6 were black. The first black applicant is in the 6th group of 20 or approximately position 102 on the list.

Promotions to Fire Apparatus Operator are made by appointment. The Captain at each station makes these selections subject to the approval of the Battalion Chief. The men must have had at least two years service with the Fire Department and have passed the required driving tests at the Training School. There are nine black firemen in these positions.

HIRING PRACTICES:

Eligible lists for Firemen are established every week after the weekly interviews. (During March, April, and July of this year, interviews were held every two weeks.) As vacancies occur, the Fire Department calls the men on a list in the order of their scores. Each person on the list of a certain date is contacted and offered employment before moving to the next chronological list. Once a man is on the eligible list, he is not by-passed unless the Fire Department is unable to contact him by telephone or letter.

Through July 25, of this year, 60 white men were put on the eligible list and 57 black men. Of these, 45 white men have been employed and 41 black men.

Of the 867 men in the extinguishing division, over 19% or 165 are black. Nine of these are Fire Apparatus Operators and 25 are on Military Leave. Firemen that leave the department for military service are reinstated when they return (this is a Federal Law) and are usually returned to the same station from which they left.

RECREATION CLUB:

In January of 1959, a group of firemen leased a 5.7 acre tract of land at Lake Allatoona from the government and organized a club which was called Atlanta Firemen's Recreation Club. However, the Fire Department nor the City of Atlanta has any jurisdiction over the activities of this club. It is a private organization controlled by a Board of Trustees composed of eleven men, who adhere to the wishes of the majority of the members, and is supported entirely by dues paid by the members and maintained through volunteer services of the members.

RULES
FIRE PROMOTION BOARD
CITY OF ATLANTA

Revised March 1967

11. An examination for Fire Captain will be held annually and the register established will be valid for one year.
12. Examinations for all other classes of positions will be held when the Board deems a list necessary, and the registers established will be valid for one year. The life of such registers may be extended for an additional year if the Board deems it practical and expedient to do so.
13. Satisfactory completion of a performance test of driving skill under the supervision of the Fire Training Chief is a prerequisite to applying for promotion to Fire Rescue Lieutenant.
14. When a man on an eligible register for a higher position than his present class declines an assignment which would allow him to act as an alternate for the higher position, his name will be moved down on the eligible list below the name of the man who accepts the assignment.
15. If a qualified eligible is serving in a permanent vacancy in a temporary capacity at the time of a new examination, he will not be required to take any further examination.
16. The Fire Alarm Superintendent will qualify men for the position of Fire Dispatcher and will furnish the Fire Promotion Board a list of qualified applicants and their grades.
17. Non-firefighting personnel desiring to return to firefighting must serve one year as full-pay Firemen before being eligible to compete in promotional examinations. Members of the Training Division are considered to be firefighting personnel.
18. Upon return to the Fire Department, reemployed Firemen, including those who were formerly on the eligible register for Fire Lieutenant or other promotional registers, must serve one year as full-pay firemen before being eligible to compete in promotional examinations.
19. Seniority will be recognized by the addition to the final attained passing grade of one-half ($\frac{1}{2}$) point for each year of service in the Fire Department beyond the first five (5) years to a maximum of five (5) points in any case. For promotion to the rank of Captain and higher, seniority will be recognized by giving one-half ($\frac{1}{2}$) point for each year of service on next lower rank only, to a maximum of five (5) points.
20. In the event of a tie in final grades after addition of seniority points, the man with the highest seniority will be placed highest on the eligible register. If seniority points are the same, the man with the highest written grade will be placed highest on the eligible register.
21. Fire Department personnel serving in the armed forces will accrue seniority as though serving in the Fire Department.
22. Fire Department personnel on military leave may be given the promotional examination for which they are eligible and will be notified of the opening and closing dates of application for all examinations for classes to which they may apply.

23. Linemen, machinists, fire equipment mechanics, and fire carpenters may be qualified by the Personnel Department from open competitive registers. Fire Department personnel who qualify may be certified ahead of others on the list if desired. Fire Department personnel may be qualified by the Personnel Department from promotional examinations from within the Fire Department.
24. A schedule of eligibility for promotion and who may apply for the various classes is shown in Table I.
25. Examinations will be conducted according to the schedule of weights and phases listed in Table II.

T A B L E I

SCHEDULE OF ELIGIBILITY FOR PROMOTION

FOR PROMOTION TO:	WHO MAY APPLY:
Fire Apparatus Operator	Firemen who have completed two years of service.
Fire Rescue Lieutenant	All fire fighting personnel who have completed five years of service in the Fire Department.
Fire Dispatcher	All fire fighting personnel who have completed five years of service in the Department and have had one year of service in the Signal Division of the Fire Department.
Fire Lieutenant	All fire fighting personnel who have completed five years of service in the Department.
Fire Captain	Fire Lieutenants with at least 3 years' service as Lieutenant.
Fire Drill Instructor, Chief	All Fire Captains
Fire Battalion Chief	Fire Captains with at least 3 years' service as Captain.
First Deputy & Deputy Fire Chief	All Fire Battalion Chiefs
Fire Investigator I	All fire fighting personnel and fire dispatchers who have completed five years of service in the Fire Department.
Fire Investigator II	Fire Investigators with one year of service as an Investigator.
Assistant Fire Marshal	Fire Investigators with 3 years' service as Investigator.
Fire Marshal	Assistant Fire Marshals and Fire Investigators with 3 years' service.

CITY OF ATLANTA

8 August 1969

Memorandum Regarding Discrimination Against Black Firemen Of Atlanta

To: Mayor Ivan Allen, Chairman Board of Firemasters, Alderman Wm. T. Knight and Atlanta Fire Chief Paul O. Williams

From: Black Firemen of Atlanta

The Black firefighters of Atlanta are dedicated municipal employees, concerned with the safety and welfare of our city and all of its citizens. During the years of our tenure as firemen we have been subjected to discrimination and abuses as outlined below. We request that immediate action be taken to correct these practices, and that on or before Monday, August 18, 1969 that we receive a formal report on your actions in correcting the actions cited herein:

I. HIRING PRACTICES

The ratio of Black Firemen to White Firemen does not correspond to the population of Black citizens in Atlanta. There are about 90 to 100 Black Firemen in a department of more than 900 men. Black Firemen that are drafted into the armed services are replaced by white firemen.

165
of
867

II. SEGREGATED SLEEPING & LOCKER ARRANGEMENTS

Lockers and beds of Black Firemen are placed in the back or away from the white firemen.

III. RECREATION CLUB

The membership was closed the year Black Firemen were hired in 1963. Land was given to the club by the government on Lake Allatoona. (13 acres)

IV. PROMOTIONAL DISCRIMINATION

(city vol fire dept has no authority or control over Atlanta Firemen's Recruitment Club)

Black Firemen should be included in every department. White firemen with less time and experience are promoted to driver positions. Black Firemen with 5 and 6 years should be promoted to Lieutenants, because the entire officer cabinet is made up of all white officers. Most of these officers have been known to force their prejudices on Black Firemen. We are aware of the test for Lieutenants, but in a time of an emergency men have been promoted wholesale from private to captains within a year, thus setting proper precedent. We consider this an emergency because of the overall discrimination in the department. White drivers are giving up their positions because they know future Lieutenants are going to be appointed by Chiefs. This is true because in the last captain's test the aides of all the chiefs dominated the list. Some of these Lieutenants didn't place in the top 40 on the Lieutenants list. Now they are captains.

V. EXPERIENCE AND LENGTH OF TIME ON THE DEPARTMENT

Acting officers, we feel that every Black Firemen with the time and experience, equal to any white firemen, should be given the opportunity to be an acting officer. This applies to extra drivers. House duties should be picked according to seniority. (Aug 15 memo from chief)

VI. STANDARD SET OF RULES FOR ALL CAPTAINS

Each shift is operated different, captain authority has no limit. He forces personal prejudices on Black Firemen. Transfer of men to other stations.

(Chief reverts the rule back to apply to all)

FOR CONTACT: Fireman William Hamer
195 Hermer Circle, N. W.
Atlanta, Georgia 30311
Telephone - 794-2244

or
Fire Station 16 on C Shift
Telephone 523-5786

CITY OF ATLANTA

8 August 1969

Memorandum Regarding Discrimination Against Black Firemen Of Atlanta

To: Mayor Ivan Allen, Chairman Board of Firemasters, Alderman Wm. T. Knight and Atlanta Fire Chief Paul O. Williams

From: Black Firemen of Atlanta

The Black firefighters of Atlanta are dedicated municipal employees, concerned with the safety and welfare of our city and all of its citizens. During the years of our tenure as firemen we have been subjected to discrimination and abuses as outlined below. We request that immediate action be taken to correct these practices, and that on or before Monday, August 18, 1969 that we receive a formal report on your actions in correcting the actions cited herein:

I. HIRING PRACTICES

The ratio of Black Firemen to White Firemen does not correspond to the population of Black citizens in Atlanta. There are about 90 to 100 Black Firemen in a department of more than 900 men. Black Firemen that are drafted into the armed services are replaced by white firemen.

165
of
867

II. SEGREGATED SLEEPING & LOCKER ARRANGEMENTS

Lockers and beds of Black Firemen are placed in the back or away from the white firemen.

III. RECREATION CLUB

The membership was closed the year Black Firemen were hired in 1963. Land was given to the club by the government on Lake Allatoona. (13 acres)

IV. PROMOTIONAL DISCRIMINATION

(city not fire dept has no authority or control over Atlanta Firemen's Recreation Club)

Black Firemen should be included in every department. White firemen with less time and experience are promoted to driver positions. Black Firemen with 5 and 6 years should be promoted to Lieutenants, because the entire officer cabinet is made up of all white officers. Most of these officers have been known to force their prejudices on Black Firemen. We are aware of the test for Lieutenants, but in a time of an emergency men have been promoted wholesale from private to captains within a year, thus setting proper precedent. We consider this an emergency because of the overall discrimination in the department. White drivers are giving up their positions because they know future Lieutenants are going to be appointed by Chiefs. This is true because in the last captain's test the aides of all the chiefs dominated the list. Some of these Lieutenants didn't place in the top 40 on the Lieutenants list. Now they are captains.

V. EXPERIENCE AND LENGTH OF TIME ON THE DEPARTMENT

Acting officers, we feel that every Black Firemen with the time and experience, equal to any white firemen, should be given the opportunity to be an acting officer. This applies to extra drivers. House duties should be picked according to seniority. (Aug. 15 memo from Chief)

VI. STANDARD SET OF RULES FOR ALL CAPTAINS

Each shift is operated different, captain authority has no limit. He forces personal prejudices on Black Firemen. Transfer of men to other stations.

(Chief rewriting the rule book to apply to all)

FOR CONTACT: Fireman William Hamer
195 Hermer Circle, N. W.
Atlanta, Georgia 30311
Telephone - 794-2244

or
Fire Station 16 on C Shift
Telephone 523-5786



P.O. WILLIAMS
CHIEF

CITY OF ATLANTA

DEPARTMENT of FIRE

46 COURTLAND ST., S. E.

Atlanta, Georgia

August 15, 1969

Memo to: All Personnel
From: Chief of Fire Department
Subject: Reiteration of Fire Department Policies

Fire Department officers shall address the firemen under their command by their surnames.

Firemen shall address their superior officers or acting officers by rank.

Qualified men will be assigned on a rotating basis to the capacity as acting officer or extra apparatus operator.

Fill-ins will also be done on rotating basis with consistent records kept at each engine house on an individual shift basis as opposed to a station.

By order of:

P. O. Williams
P. O. WILLIAMS, Chief
Atlanta Fire Department

POW:11a



P.O. WILLIAMS
CHIEF

CITY OF ATLANTA

DEPARTMENT of FIRE

46 COURTLAND ST., S. E.

Atlanta, Georgia

August 15, 1969

Honorable Ivan Allen, Jr.
Mayor, City of Atlanta
City Hall
Atlanta, Georgia 30303

Dear Mayor Allen:

We have been dealing with Community Relations and have accepted some of their suggestions relative to eliminating some problems. Various policies and facts pertaining to this department are attached.

It is interesting to note the following excerpt from the Report of the United States Commission on Civil Rights 1969, entitled For All the People...By All the People which has just reached this office:

"Despite the belated admission of firemen into the Atlanta department and the elaborate procedures which surrounded their introduction, the Atlanta Fire Department had a larger proportion of Negroes in uniform than any other central city in the survey and a higher degree of integration than many."

We are in the process of re-writing the Rules and Regulations of the Atlanta Fire Department to eliminate any inequities in the old book, to eliminate any possibility of discrimination or the possibility of any officer over-reacting with authority. As soon as this has been completed, it will be presented to the Board of Fire Masters for their approval and adoption.

We would like to stress that any fireman who has grievances, has three methods by which to air them in this office: by completing a Form 52 (Special Request), go through the Company Officers and Battalion Chief, or by use of a Suggestion Form available in all stations. Any justifiable grievances will be straightened out.

Yours very truly,

P.O. Williams
P. O. WILLIAMS, Chief
Atlanta Fire Department

POW:11a

Enclosure

cc: Mr. W. T. Knight, Chairman Board of Fire Masters
"HELP SAVE LIFE AND PROPERTY BY PREVENTING FIRES"

The Atlanta Fire Department's only interest is in the protection of lives and property from fire. The citizens of Atlanta should have and deserve the best fire protection available. In order to accomplish this, we must have the best trained, qualified, and experienced personnel in responsible positions regardless of race, creed, or color.

Fire Department officership must have leadership. One cannot gain leadership if standards have to be lowered so one can qualify. Subordinates will not look upon such an officer as a leader. Life and property is at stake. Decisions and actions of a fire officer are based on knowledge and experience of the job. Therefore, standards and qualifications must be kept high. Rather than lower the standards, they should be raised.

PROMOTIONAL POLICIES:

Promotions in the Fire Department are made according to merit and fitness.

The promotional system of the Atlanta Fire Department is set by law. Anyone meeting the qualifying standards as set forth by the Promotional Board will be promoted regardless of race, creed, or color. We will not and do not discriminate for or against anyone meeting the qualifying standards of this system.

Promotional examinations for Fire Lieutenants are held every two years. To qualify, a man must have had five years service in the Fire Department. After the examination, the applicants are listed according to their scores from a combination of the written test, training school average, and seniority points. This list is divided into groups of 20. The first 20 men are rated at oral interviews, and this score is added to their grades from the above three items. Promotions from this list are made in order of the applicant's final score.

So far, the first 7 men have been promoted from the Lieutenant's examination held in March of 1969. The first black firemen started to work in April 1963, so that this is the first year (1969) any of them have been eligible to apply for promotion to Lieutenant. There were 153 applicants, of whom 6 were black. The first black applicant is in the 6th group of 20 or approximately position 102 on the list.

Promotions to Fire Apparatus Operator are made by appointment. The Captain at each station makes these selections subject to the approval of the Battalion Chief. The men must have had at least two years service with the Fire Department and have passed the required driving tests at the Training School. There are nine black firemen in these positions.

HIRING PRACTICES:

Eligible lists for Firemen are established every week after the weekly interviews. (During March, April, and July of this year, interviews were held every two weeks.) As vacancies occur, the Fire Department calls the men on a list in the order of their scores. Each person on the list of a certain date is contacted and offered employment before moving to the next chronological list. Once a man is on the eligible list, he is not by-passed unless the Fire Department is unable to contact him by telephone or letter.

Through July 25, of this year, 60 white men were put on the eligible list and 57 black men. Of these, 45 white men have been employed and 41 black men.

Of the 867 men in the extinguishing division, over 19% or 165 are black. Nine of these are Fire Apparatus Operators and 25 are on Military Leave. Firemen that leave the department for military service are reinstated when they return (this is a Federal Law) and are usually returned to the same station from which they left.

RECREATION CLUB:

In January of 1959, a group of firemen leased a 5.7 acre tract of land at Lake Allatoona from the government and organized a club which was called Atlanta Firemen's Recreation Club. However, the Fire Department nor the City of Atlanta has any jurisdiction over the activities of this club. It is a private organization controlled by a Board of Trustees composed of eleven men, who adhere to the wishes of the majority of the members, and is supported entirely by dues paid by the members and maintained through volunteer services of the members.

RULES
FIRE PROMOTION BOARD
CITY OF ATLANTA

Revised March 1967

11. An examination for Fire Captain will be held annually and the register established will be valid for one year.
12. Examinations for all other classes of positions will be held when the Board deems a list necessary, and the registers established will be valid for one year. The life of such registers may be extended for an additional year if the Board deems it practical and expedient to do so.
13. Satisfactory completion of a performance test of driving skill under the supervision of the Fire Training Chief is a prerequisite to applying for promotion to Fire Rescue Lieutenant.
14. When a man on an eligible register for a higher position than his present class declines an assignment which would allow him to act as an alternate for the higher position, his name will be moved down on the eligible list below the name of the man who accepts the assignment.
15. If a qualified eligible is serving in a permanent vacancy in a temporary capacity at the time of a new examination, he will not be required to take any further examination.
16. The Fire Alarm Superintendent will qualify men for the position of Fire Dispatcher and will furnish the Fire Promotion Board a list of qualified applicants and their grades.
17. Non-firefighting personnel desiring to return to firefighting must serve one year as full-pay Firemen before being eligible to compete in promotional examinations. Members of the Training Division are considered to be firefighting personnel.
18. Upon return to the Fire Department, reemployed Firemen, including those who were formerly on the eligible register for Fire Lieutenant or other promotional registers, must serve one year as full-pay firemen before being eligible to compete in promotional examinations.
19. Seniority will be recognized by the addition to the final attained passing grade of one-half ($\frac{1}{2}$) point for each year of service in the Fire Department beyond the first five (5) years to a maximum of five (5) points in any case. For promotion to the rank of Captain and higher, seniority will be recognized by giving one-half ($\frac{1}{2}$) point for each year of service on next lower rank only, to a maximum of five (5) points.
20. In the event of a tie in final grades after addition of seniority points, the man with the highest seniority will be placed highest on the eligible register. If seniority points are the same, the man with the highest written grade will be placed highest on the eligible register.
21. Fire Department personnel serving in the armed forces will accrue seniority as though serving in the Fire Department.
22. Fire Department personnel on military leave may be given the promotional examination for which they are eligible and will be notified of the opening and closing dates of application for all examinations for classes to which they may apply.

23. Linemen, machinists, fire equipment mechanics, and fire carpenters may be qualified by the Personnel Department from open competitive registers. Fire Department personnel who qualify may be certified ahead of others on the list if desired. Fire Department personnel may be qualified by the Personnel Department from promotional examinations from within the Fire Department.
24. A schedule of eligibility for promotion and who may apply for the various classes is shown in Table I.
25. Examinations will be conducted according to the schedule of weights and phases listed in Table II.

Xerox WorkCentre Network Scanning Confirmation Report

XEROX

Job Details:

Job Information

User Name: LaMar
Job Name: Scan Job 2794
Device Name: XRX0000AA7E65FF
Submission Date: 06/11/10
Submission Time: 05:52 PM

Template Information

Name: DEFAULT.XST
Owner: —
Description: —

File Settings

Format: Image-Only PDF
Images Filed: 0
Bytes Filed: 0

Scan Settings

Images Scanned: 2
Original Type: MIXED
Original Size: AUTO
Auto Exposure: 0
Lighten/Darken: 4
Contrast: 4
Sharpness: 4
Sides Imaged: ONE SIDED
Resolution: RES 300 x 300
Bits per Pixel: 1
Output Color: BLACK_AND_WHITE
Compression Quality: 128
Compression: MRC_2LAYER_MULTI

Job Status:

0 out of 1 filed successfully.

Destination 1: Status..... FAILED
Unable to detect the original to be scanned or the size of the original.
Friendly Name: CITY COUNCIL DEPARTMENT
Server Name: ACOUNNEW:139
Path: /SCAN
Protocol: SMB
Filing Policy: NEW_AUTO_GENERATE
Document Name:

Destination 2: Status.....
Status Details:
Friendly Name:
Server Name:
Path:
Protocol:
Filing Policy:
Document Name:

Destination 3: Status.....
Status Details:
Friendly Name:
Server Name:
Path:
Protocol:
Filing Policy:
Document Name:

Destination 4: Status.....
Status Details:
Friendly Name:
Server Name:
Path:
Protocol:
Filing Policy:
Document Name:

Destination 5: Status.....
Status Details:
Friendly Name:
Server Name:
Path:
Protocol:
Filing Policy:
Document Name:

Destination 6: Status.....
Status Details:
Friendly Name:
Server Name:
Path:
Protocol:
Filing Policy:
Document Name:

T A B L E I

SCHEDULE OF ELIGIBILITY FOR PROMOTION

FOR PROMOTION TO:	WHO MAY APPLY:
Fire Apparatus Operator	Firemen who have completed two years of service.
Fire Rescue Lieutenant	All fire fighting personnel who have completed five years of service in the Fire Department.
Fire Dispatcher	All fire fighting personnel who have completed five years of service in the Department and have had one year of service in the Signal Division of the Fire Department.
Fire Lieutenant	All fire fighting personnel who have completed five years of service in the Department.
Fire Captain	Fire Lieutenants with at least 3 years' service as Lieutenant.
Fire Drill Instructor, Chief	All Fire Captains
Fire Battalion Chief	Fire Captains with at least 3 years' service as Captain.
First Deputy & Deputy Fire Chief	All Fire Battalion Chiefs
Fire Investigator I	All fire fighting personnel and fire dispatchers who have completed five years of service in the Fire Department.
Fire Investigator II	Fire Investigators with one year of service as an Investigator.
Assistant Fire Marshal	Fire Investigators with 3 years' service as Investigator.
Fire Marshal	Assistant Fire Marshals and Fire Investigators with 3 years' service.

T A B L E I I
SCHEDULE OF EXAMINATION WEIGHTS AND PHASES

	ORAL EXAM	TNG SCHOOL AVERAGE	WRITTEN EXAM
Fire Apparatus Operator	(Appointed by Chief)		
Fire Rescue Lieutenant	(Appointed by Chief)		
Fire Lieutenant	25%	25%	50%
Fire Captain	70%	30%	
Fire Battalion Chief	70%	30%	
Fire Training Chief	35%	30%	35%
Deputy & First Deputy Fire Chief	100%		
Fire Investigator I	50%		50%
Fire Investigator II	100%		
Fire Marshal	100%		
Fire Dispatcher	(Qualified by Fire Alarm Superintendent)		

Because of the infrequency of vacancies and the specialized nature of the work requirements and examination procedures for the positions of Fire Alarm Superintendent, Fire Equipment Superintendent, Fire Dispatcher Supervisor, and Assistant Fire Equipment Superintendent will be set when such vacancies occur.

51
August 18, 1969

MEMORANDUM

FROM: Dan Sweat

Chief Williams has written a letter to Mayor Allen submitting information which addresses itself to the "Memorandum Regarding Discrimination Against Black Firemen of Atlanta" presented to the Mayor and Fire Department officials on August 8th.

The letter contains attachments which includes a summary and analysis of promotional policies, a description of firing practices and a statement of exploration regarding the Atlanta Firemen's Recreation Club. Also included is an August 15th memo from Chief Williams to all personnel of the Atlanta Fire Department reiterating Fire Department policies involving the proper form of verbal address of firemen and superior officers and assignment of fire station personnel as acting officers or extra apparatus operators.

I have given copies of all correspondence between Chief Williams and Mayor Allen to Mr. William Hamer, Fireman at Station 16, Spokesman for the Black Firemen.

DS:lrd



SHEPARD

Decorating company

16 YONGE ST. S. E., ATLANTA, GA. 30312

(404) 525-8441



File

April 14, 1969

*Discussed with
Bill Knight. 4/21/69*

Chief J. F. Seagraves
Fire Marshall
46 Courtland Street S. E.
Atlanta, Georgia

Dear Chief Seagraves:

We at Shepards do hereby request equal and fair treatment under the "City of Atlanta Fire Code."

"To wit" the Atlanta Fire Department has since 1963 required our Company to use flameproofed material in all our decorations. This means that we had to take the following steps:

1. Stop using cloth purchased from local tax paying merchants. We now purchase all our cloth from New York City merchants.
2. We had to throw away over \$6,000 worth of overhead drapes used at the Southeastern Fair and other locations because it was not flameproofed.
3. All of our table covers had to be torn up and used as rags. This item cost my Company over \$5,000 annually due to the Dental Shows and other large table shows.
4. All of our plastic plants had to be junked and live plants used on our shows. However the "Home Show" can still use such plants. Hotels still use non-flameproof plants.

On the other hand the following items have been reported with no action taken.

1. Aaron Rents was reported on three (3) separate occasions for not using flameproofed cloth.
 - A. G.E.A. - March 1967
 - B. Mart Gift Show - January 1969
 - C. Shoe Show - April 10, 1969

Continued On Page Two

C
O
P
Y



SHEPARD

decorating company

16 YONGE ST. S. E., ATLANTA, GA. 30312

(404) 525-8441

Chief J. F. Seagraves
Fire Marshall



On the last show eleven (11) exits were found blocked and the floor plan was not approved. However Aaron was allowed to continue using non-flameproof cloth. This is in violation of the City Fire Code.

Aaron does not get their floor plans approved as required

2. That the Atlanta Merchandise Mart exhibit floor does not meet the minimum requirements for aisles and fire exits as set forth by your department.
3. That the 1968 and 1969 Camping Show and Boat Show has less cross aisles and smaller than required on other shows, even though these shows have a larger public attendance than other shows.
4. The Southeastern Hospital Association requested that we submit a floor plan showing a larger number of booths in the Marriott exhibit hall than would meet the standards set forth by your office. Our competitor meet their requirements and had 6 foot and 7 foot aisles. When we pointed out to your office that the floor was not layed out as per your approved plan no action was taken.

We could site case after case of non compliance with the Atlanta Fire Code as you have explained it to our Company. Your ruling against non-flameproof cloth alone has cost our Company better than \$10,000 plus per year.

We do hereby request the following:

1. That the Fire Code either be enforced equally or forgotten.
2. That one man, other than yourself, be charged with the responsibility of inspecting each show. No matter when the show is held. This this man by charged with the following duties.
 - A. That all exits are clear and open.
 - B. That no fire hazard is present.
 - C. That all City of Atlanta Codes are met.
 - D. That the floor plan is approved before the show opens.
 - E. That no set working hours are kept. He should be present on a show be it night, Saturday or Sunday.

CONTINUED ON PAGE THREE

Convention Service Contractors

C
O
P
Y



SHEPARD

decorating company

16 YONGE ST. S. E., ATLANTA, GA. 30312

(404) 525-8441



Page Three - Continued

Chief J. F. Seagraves
Fire Marshall

We have moved our City into the big league convention arena. Lets not tarnish our image by ill-defined and/or hap-hazard enforcement of our fire code.

In closing I wish to commend you Chief Seagraves and your department in the outstanding job you have done in fire prevention. My complaints are not directed at you or your men. I just feel that enforcement has been almost an honor system.

We need someone who is not bogged down with other fire prevention duties to oversee the convention industry. We do not want another Winecoff or McCormick fire in Atlanta.

I will await your reply, I remain

Sincerely yours,

C. J. Lynch, lll

CJL/raw

P.S. I have taken the liberty of writing you as you once said you have to act on all written request.

- cc: Mayor Ivan Allen ✓
- cc: Chief P. O. Williams
- cc: Mr. Bill Knight - City Councilman
- cc: Mr. Jim Hurst - Convention Bureau

C
O
P
Y

CITY OF ATLANTA

8 August 1969

Memorandum Regarding Discrimination Against Black Firemen Of Atlanta

To: Mayor Ivan Allen, Chairman Board of Firemasters, Alderman Wm. T. Knight and Atlanta Fire Chief Paul O. Williams

From: Black Firemen of Atlanta

The Black firefighters of Atlanta are dedicated municipal employees, concerned with the safety and welfare of our city and all of its citizens. During the years of our tenure as firemen we have been subjected to discrimination and abuses as outlined below. We request that immediate action be taken to correct these practices, and that on or before Monday, August 18, 1969 that we receive a formal report on your actions in correcting the actions cited herein:

I. HIRING PRACTICES

The ratio of Black Firemen to White Firemen does not correspond to the population of Black citizens in Atlanta. There are about 90 to 100 Black Firemen in a department of more than 900 men. Black Firemen that are drafted into the armed services are replaced by white firemen.

165
09
867

II. SEGREGATED SLEEPING & LOCKER ARRANGEMENTS

Lockers and beds of Black Firemen are placed in the back or away from the white firemen.

III. RECREATION CLUB

The membership was closed the year Black Firemen were hired in 1963. Land was given to the club by the government on Lake Allatoona. (13 acres)

IV. PROMOTIONAL DISCRIMINATION

(City not fire dept has no authority or control over Atlanta Firemen's Recreation Club)

Black Firemen should be included in every department. White firemen with less time and experience are promoted to driver positions. Black Firemen with 5 and 6 years should be promoted to Lieutenants, because the entire officer cabinet is made up of all white officers. Most of these officers have been known to force their prejudices on Black Firemen. We are aware of the test for Lieutenants, but in a time of an emergency men have been promoted wholesale from private to captains within a year, thus setting proper precedent. We consider this an emergency because of the overall discrimination in the department. White drivers are giving up their positions because they know future Lieutenants are going to be appointed by Chiefs. This is true because in the last captain's test the aides of all the chiefs dominated the list. Some of these Lieutenants didn't place in the top 40 on the Lieutenants list. Now they are captains.

V. EXPERIENCE AND LENGTH OF TIME ON THE DEPARTMENT

Acting officers, we feel that every Black Firemen with the time and experience, equal to any white firemen, should be given the opportunity to be an acting officer. This applies to extra drivers. House duties should be picked according to seniority. (Aug. 15 memo from Chief)

VI. STANDARD SET OF RULES FOR ALL CAPTAINS

Each shift is operated different, captain authority has no limit. He forces personal prejudices on Black Firemen. Transfer of men to other stations.

(Chief rewrites the rule book to apply to all)

FOR CONTACT: Fireman William Hamer
195 Hermer Circle, N. W.
Atlanta, Georgia 30311
Telephone - 794-2244

or
Fire Station 16 on C Shift
Telephone 523-5786

CITY OF ATLANTA

8 August 1969

Memorandum Regarding Discrimination Against Black Firemen Of Atlanta

To: Mayor Ivan Allen, Chairman Board of Firemasters, Alderman Wm. T. Knight and Atlanta Fire Chief Paul O. Williams

From: Black Firemen of Atlanta

The Black firefighters of Atlanta are dedicated municipal employees, concerned with the safety and welfare of our city and all of its citizens. During the years of our tenure as firemen we have been subjected to discrimination and abuses as outlined below. We request that immediate action be taken to correct these practices, and that on or before Monday, August 18, 1969 that we receive a formal report on your actions in correcting the actions cited herein:

I. HIRING PRACTICES

The ratio of Black Firemen to White Firemen does not correspond to the population of Black citizens in Atlanta. There are about 90 to 100 Black Firemen in a department of more than 900 men. Black Firemen that are drafted into the armed services are replaced by white firemen.

165
09
867

II. SEGREGATED SLEEPING & LOCKER ARRANGEMENTS

Lockers and beds of Black Firemen are placed in the back or away from the white firemen.

III. RECREATION CLUB

The membership was closed the year Black Firemen were hired in 1963. Land was given to the club by the government on Lake Allatoona. (13 acres)

IV. PROMOTIONAL DISCRIMINATION

Black Firemen should be included in every department. White firemen with less time and experience are promoted to driver positions. Black Firemen with 5 and 6 years should be promoted to Lieutenants, because the entire officer cabinet is made up of all white officers. Most of these officers have been known to force their prejudices on Black Firemen. We are aware of the test for Lieutenants, but in a time of an emergency men have been promoted wholesale from private to captains within a year, thus setting proper precedent. We consider this an emergency because of the overall discrimination in the department. White drivers are giving up their positions because they know future Lieutenants are going to be appointed by Chiefs. This is true because in the last captain's test the aides of all the chiefs dominated the list. Some of these Lieutenants didn't place in the top 40 on the Lieutenants list. Now they are captains.

(city vol. fire dept has no authority or control over Atlanta Firemen's Recreation Club)

V. EXPERIENCE AND LENGTH OF TIME ON THE DEPARTMENT

Acting officers, we feel that every Black Firemen with the time and experience, equal to any white firemen, should be given the opportunity to be an acting officer. This applies to extra drivers. House duties should be picked according to seniority.

(Aug 15 memo from Chief)

VI. STANDARD SET OF RULES FOR ALL CAPTAINS

Each shift is operated different, captain authority has no limit. He forces personal prejudices on Black Firemen. Transfer of men to other stations.

(Chief rewrites the rule book to apply to all)

FOR CONTACT: Fireman William Hamer
195 Hermer Circle, N. W.
Atlanta, Georgia 30311
Telephone - 794-2244

or
Fire Station 16 on C Shift
Telephone 523-5786



P.O. WILLIAMS
CHIEF

CITY OF ATLANTA

DEPARTMENT of FIRE

46 COURTLAND ST., S. E.

Atlanta, Georgia

August 15, 1969

Memo to: All Personnel
From: Chief of Fire Department
Subject: Reiteration of Fire Department Policies

Fire Department officers shall address the firemen under their command by their surnames.

Firemen shall address their superior officers or acting officers by rank.

Qualified men will be assigned on a rotating basis to the capacity as acting officer or extra apparatus operator.

Fill-ins will also be done on rotating basis with consistent records kept at each engine house on an individual shift basis as opposed to a station.

By order of:

P. O. Williams
P. O. WILLIAMS, Chief
Atlanta Fire Department

POW:11a



P. O. WILLIAMS
CHIEF

CITY OF ATLANTA

DEPARTMENT of FIRE

46 COURTLAND ST., S. E.

Atlanta, Georgia

August 15, 1969

Honorable Ivan Allen, Jr.
Mayor, City of Atlanta
City Hall
Atlanta, Georgia 30303

Dear Mayor Allen:

We have been dealing with Community Relations and have accepted some of their suggestions relative to eliminating some problems. Various policies and facts pertaining to this department are attached.

It is interesting to note the following excerpt from the Report of the United States Commission on Civil Rights 1969, entitled For All the People...By All the People which has just reached this office:

"Despite the belated admission of firemen into the Atlanta department and the elaborate procedures which surrounded their introduction, the Atlanta Fire Department had a larger proportion of Negroes in uniform than any other central city in the survey and a higher degree of integration than many."

We are in the process of re-writing the Rules and Regulations of the Atlanta Fire Department to eliminate any inequities in the old book, to eliminate any possibility of discrimination or the possibility of any officer over-reacting with authority. As soon as this has been completed, it will be presented to the Board of Fire Masters for their approval and adoption.

We would like to stress that any fireman who has grievances, has three methods by which to air them in this office: by completing a Form 52 (Special Request), go through the Company Officers and Battalion Chief, or by use of a Suggestion Form available in all stations. Any justifiable grievances will be straightened out.

Yours very truly,

P. O. Williams
P. O. WILLIAMS, Chief
Atlanta Fire Department

POW:11a

Enclosure

cc: Mr. W. T. Knight, Chairman Board of Fire Masters
"HELP SAVE LIFE AND PROPERTY BY PREVENTING FIRES"

The Atlanta Fire Department's only interest is in the protection of lives and property from fire. The citizens of Atlanta should have and deserve the best fire protection available. In order to accomplish this, we must have the best trained, qualified, and experienced personnel in responsible positions regardless of race, creed, or color.

Fire Department officership must have leadership. One cannot gain leadership if standards have to be lowered so one can qualify. Subordinates will not look upon such an officer as a leader. Life and property is at stake. Decisions and actions of a fire officer are based on knowledge and experience of the job. Therefore, standards and qualifications must be kept high. Rather than lower the standards, they should be raised.

PROMOTIONAL POLICIES:

Promotions in the Fire Department are made according to merit and fitness.

The promotional system of the Atlanta Fire Department is set by law. Anyone meeting the qualifying standards as set forth by the Promotional Board will be promoted regardless of race, creed, or color. We will not and do not discriminate for or against anyone meeting the qualifying standards of this system.

Promotional examinations for Fire Lieutenants are held every two years. To qualify, a man must have had five years service in the Fire Department. After the examination, the applicants are listed according to their scores from a combination of the written test, training school average, and seniority points. This list is divided into groups of 20. The first 20 men are rated at oral interviews, and this score is added to their grades from the above three items. Promotions from this list are made in order of the applicant's final score.

So far, the first 7 men have been promoted from the Lieutenant's examination held in March of 1969. The first black firemen started to work in April 1963, so that this is the first year (1969) any of them have been eligible to apply for promotion to Lieutenant. There were 153 applicants, of whom 6 were black. The first black applicant is in the 6th group of 20 or approximately position 102 on the list.

Promotions to Fire Apparatus Operator are made by appointment. The Captain at each station makes these selections subject to the approval of the Battalion Chief. The men must have had at least two years service with the Fire Department and have passed the required driving tests at the Training School. There are nine black firemen in these positions.

HIRING PRACTICES:

Eligible lists for Firemen are established every week after the weekly interviews. (During March, April, and July of this year, interviews were held every two weeks.) As vacancies occur, the Fire Department calls the men on a list in the order of their scores. Each person on the list of a certain date is contacted and offered employment before moving to the next chronological list. Once a man is on the eligible list, he is not by-passed unless the Fire Department is unable to contact him by telephone or letter.

Through July 25, of this year, 60 white men were put on the eligible list and 57 black men. Of these, 45 white men have been employed and 41 black men.

Of the 867 men in the extinguishing division, over 19% or 165 are black. Nine of these are Fire Apparatus Operators and 25 are on Military Leave. Firemen that leave the department for military service are reinstated when they return (this is a Federal Law) and are usually returned to the same station from which they left.

RECREATION CLUB:

In January of 1959, a group of firemen leased a 5.7 acre tract of land at Lake Allatoona from the government and organized a club which was called Atlanta Firemen's Recreation Club. However, the Fire Department nor the City of Atlanta has any jurisdiction over the activities of this club. It is a private organization controlled by a Board of Trustees composed of eleven men, who adhere to the wishes of the majority of the members, and is supported entirely by dues paid by the members and maintained through volunteer services of the members.

RULES
FIRE PROMOTION BOARD
CITY OF ATLANTA

Revised March 1967

11. An examination for Fire Captain will be held annually and the register established will be valid for one year.
12. Examinations for all other classes of positions will be held when the Board deems a list necessary, and the registers established will be valid for one year. The life of such registers may be extended for an additional year if the Board deems it practical and expedient to do so.
13. Satisfactory completion of a performance test of driving skill under the supervision of the Fire Training Chief is a prerequisite to applying for promotion to Fire Rescue Lieutenant.
14. When a man on an eligible register for a higher position than his present class declines an assignment which would allow him to act as an alternate for the higher position, his name will be moved down on the eligible list below the name of the man who accepts the assignment.
15. If a qualified eligible is serving in a permanent vacancy in a temporary capacity at the time of a new examination, he will not be required to take any further examination.
16. The Fire Alarm Superintendent will qualify men for the position of Fire Dispatcher and will furnish the Fire Promotion Board a list of qualified applicants and their grades.
17. Non-firefighting personnel desiring to return to firefighting must serve one year as full-pay Firemen before being eligible to compete in promotional examinations. Members of the Training Division are considered to be firefighting personnel.
18. Upon return to the Fire Department, reemployed Firemen, including those who were formerly on the eligible register for Fire Lieutenant or other promotional registers, must serve one year as full-pay firemen before being eligible to compete in promotional examinations.
19. Seniority will be recognized by the addition to the final attained passing grade of one-half ($\frac{1}{2}$) point for each year of service in the Fire Department beyond the first five (5) years to a maximum of five (5) points in any case. For promotion to the rank of Captain and higher, seniority will be recognized by giving one-half ($\frac{1}{2}$) point for each year of service on next lower rank only, to a maximum of five (5) points.
20. In the event of a tie in final grades after addition of seniority points, the man with the highest seniority will be placed highest on the eligible register. If seniority points are the same, the man with the highest written grade will be placed highest on the eligible register.
21. Fire Department personnel serving in the armed forces will accrue seniority as though serving in the Fire Department.
22. Fire Department personnel on military leave may be given the promotional examination for which they are eligible and will be notified of the opening and closing dates of application for all examinations for classes to which they may apply.

23. Linemen, machinists, fire equipment mechanics, and fire carpenters may be qualified by the Personnel Department from open competitive registers. Fire Department personnel who qualify may be certified ahead of others on the list if desired. Fire Department personnel may be qualified by the Personnel Department from promotional examinations from within the Fire Department.
24. A schedule of eligibility for promotion and who may apply for the various classes is shown in Table I.
25. Examinations will be conducted according to the schedule of weights and phases listed in Table II.

T A B L E I

SCHEDULE OF ELIGIBILITY FOR PROMOTION

FOR PROMOTION TO:	WHO MAY APPLY:
Fire Apparatus Operator	Firemen who have completed two years of service.
Fire Rescue Lieutenant	All fire fighting personnel who have completed five years of service in the Fire Department.
Fire Dispatcher	All fire fighting personnel who have completed five years of service in the Department and have had one year of service in the Signal Division of the Fire Department.
Fire Lieutenant	All fire fighting personnel who have completed five years of service in the Department.
Fire Captain	Fire Lieutenants with at least 3 years' service as Lieutenant.
Fire Drill Instructor, Chief	All Fire Captains
Fire Battalion Chief	Fire Captains with at least 3 years' service as Captain.
First Deputy & Deputy Fire Chief	All Fire Battalion Chiefs
Fire Investigator I	All fire fighting personnel and fire dispatchers who have completed five years of service in the Fire Department.
Fire Investigator II	Fire Investigators with one year of service as an Investigator.
Assistant Fire Marshal	Fire Investigators with 3 years' service as Investigator.
Fire Marshal	Assistant Fire Marshals and Fire Investigators with 3 years' service.



P.O. WILLIAMS
CHIEF

CITY OF ATLANTA

DEPARTMENT of FIRE

46 COURTLAND ST., S. E.

Atlanta, Georgia

August 15, 1969

Memo to: All Personnel
From: Chief of Fire Department
Subject: Reiteration of Fire Department Policies

Fire Department officers shall address the firemen under their command by their surnames.

Firemen shall address their superior officers or acting officers by rank.

Qualified men will be assigned on a rotating basis to the capacity as acting officer or extra apparatus operator.

Fill-ins will also be done on rotating basis with consistent records kept at each engine house on an individual shift basis as opposed to a station.

By order of.

P. O. Williams
P. O. WILLIAMS, Chief
Atlanta Fire Department

POW:11a



P.O. WILLIAMS
CHIEF

CITY OF ATLANTA

DEPARTMENT of FIRE

46 COURTLAND ST., S. E.

Atlanta, Georgia

August 15, 1969

Honorable Ivan Allen, Jr.
Mayor, City of Atlanta
City Hall
Atlanta, Georgia 30303

Dear Mayor Allen:

We have been dealing with Community Relations and have accepted some of their suggestions relative to eliminating some problems. Various policies and facts pertaining to this department are attached.

It is interesting to note the following excerpt from the Report of the United States Commission on Civil Rights 1969, entitled For All the People...By All the People which has just reached this office:

"Despite the belated admission of firemen into the Atlanta department and the elaborate procedures which surrounded their introduction, the Atlanta Fire Department had a larger proportion of Negroes in uniform than any other central city in the survey and a higher degree of integration than many."

We are in the process of re-writing the Rules and Regulations of the Atlanta Fire Department to eliminate any inequities in the old book, to eliminate any possibility of discrimination or the possibility of any officer over-reacting with authority. As soon as this has been completed, it will be presented to the Board of Fire Masters for their approval and adoption.

We would like to stress that any fireman who has grievances, has three methods by which to air them in this office: by completing a Form 52 (Special Request), go through the Company Officers and Battalion Chief, or by use of a Suggestion Form available in all stations. Any justifiable grievances will be straightened out.

Yours very truly,

P.O. Williams
P. O. WILLIAMS, Chief
Atlanta Fire Department

POW:11a

Enclosure

cc: Mr. W. T. Knight, Chairman Board of Fire Masters
"HELP SAVE LIFE AND PROPERTY BY PREVENTING FIRES"

The Atlanta Fire Department's only interest is in the protection of lives and property from fire. The citizens of Atlanta should have and deserve the best fire protection available. In order to accomplish this, we must have the best trained, qualified, and experienced personnel in responsible positions regardless of race, creed, or color.

Fire Department officership must have leadership. One cannot gain leadership if standards have to be lowered so one can qualify. Subordinates will not look upon such an officer as a leader. Life and property is at stake. Decisions and actions of a fire officer are based on knowledge and experience of the job. Therefore, standards and qualifications must be kept high. Rather than lower the standards, they should be raised.

PROMOTIONAL POLICIES:

Promotions in the Fire Department are made according to merit and fitness.

The promotional system of the Atlanta Fire Department is set by law. Anyone meeting the qualifying standards as set forth by the Promotional Board will be promoted regardless of race, creed, or color. We will not and do not discriminate for or against anyone meeting the qualifying standards of this system.

Promotional examinations for Fire Lieutenants are held every two years. To qualify, a man must have had five years service in the Fire Department. After the examination, the applicants are listed according to their scores from a combination of the written test, training school average, and seniority points. This list is divided into groups of 20. The first 20 men are rated at oral interviews, and this score is added to their grades from the above three items. Promotions from this list are made in order of the applicant's final score.

So far, the first 7 men have been promoted from the Lieutenant's examination held in March of 1969. The first black firemen started to work in April 1963, so that this is the first year (1969) any of them have been eligible to apply for promotion to Lieutenant. There were 153 applicants, of whom 6 were black. The first black applicant is in the 6th group of 20 or approximately position 102 on the list.

Promotions to Fire Apparatus Operator are made by appointment. The Captain at each station makes these selections subject to the approval of the Battalion Chief. The men must have had at least two years service with the Fire Department and have passed the required driving tests at the Training School. There are nine black firemen in these positions.

HIRING PRACTICES:

Eligible lists for Firemen are established every week after the weekly interviews. (During March, April, and July of this year, interviews were held every two weeks.) As vacancies occur, the Fire Department calls the men on a list in the order of their scores. Each person on the list of a certain date is contacted and offered employment before moving to the next chronological list. Once a man is on the eligible list, he is not by-passed unless the Fire Department is unable to contact him by telephone or letter.

Through July 25, of this year, 60 white men were put on the eligible list and 57 black men. Of these, 45 white men have been employed and 41 black men.

Of the 867 men in the extinguishing division, over 19% or 165 are black. Nine of these are Fire Apparatus Operators and 25 are on Military Leave. Firemen that leave the department for military service are reinstated when they return (this is a Federal Law) and are usually returned to the same station from which they left.

RECREATION CLUB:

In January of 1959, a group of firemen leased a 5.7 acre tract of land at Lake Allatoona from the government and organized a club which was called Atlanta Firemen's Recreation Club. However, the Fire Department nor the City of Atlanta has any jurisdiction over the activities of this club. It is a private organization controlled by a Board of Trustees composed of eleven men, who adhere to the wishes of the majority of the members, and is supported entirely by dues paid by the members and maintained through volunteer services of the members.

RULES
FIRE PROMOTION BOARD
CITY OF ATLANTA

Revised March 1967

11. An examination for Fire Captain will be held annually and the register established will be valid for one year.
12. Examinations for all other classes of positions will be held when the Board deems a list necessary, and the registers established will be valid for one year. The life of such registers may be extended for an additional year if the Board deems it practical and expedient to do so.
13. Satisfactory completion of a performance test of driving skill under the supervision of the Fire Training Chief is a prerequisite to applying for promotion to Fire Rescue Lieutenant.
14. When a man on an eligible register for a higher position than his present class declines an assignment which would allow him to act as an alternate for the higher position, his name will be moved down on the eligible list below the name of the man who accepts the assignment.
15. If a qualified eligible is serving in a permanent vacancy in a temporary capacity at the time of a new examination, he will not be required to take any further examination.
16. The Fire Alarm Superintendent will qualify men for the position of Fire Dispatcher and will furnish the Fire Promotion Board a list of qualified applicants and their grades.
17. Non-firefighting personnel desiring to return to firefighting must serve one year as full-pay Firemen before being eligible to compete in promotional examinations. Members of the Training Division are considered to be firefighting personnel.
18. Upon return to the Fire Department, reemployed Firemen, including those who were formerly on the eligible register for Fire Lieutenant or other promotional registers, must serve one year as full-pay firemen before being eligible to compete in promotional examinations.
19. Seniority will be recognized by the addition to the final attained passing grade of one-half ($\frac{1}{2}$) point for each year of service in the Fire Department beyond the first five (5) years to a maximum of five (5) points in any case. For promotion to the rank of Captain and higher, seniority will be recognized by giving one-half ($\frac{1}{2}$) point for each year of service on next lower rank only, to a maximum of five (5) points.
20. In the event of a tie in final grades after addition of seniority points, the man with the highest seniority will be placed highest on the eligible register. If seniority points are the same, the man with the highest written grade will be placed highest on the eligible register.
21. Fire Department personnel serving in the armed forces will accrue seniority as though serving in the Fire Department.
22. Fire Department personnel on military leave may be given the promotional examination for which they are eligible and will be notified of the opening and closing dates of application for all examinations for classes to which they may apply.

23. Linemen, machinists, fire equipment mechanics, and fire carpenters may be qualified by the Personnel Department from open competitive registers. Fire Department personnel who qualify may be certified ahead of others on the list if desired. Fire Department personnel may be qualified by the Personnel Department from promotional examinations from within the Fire Department.
24. A schedule of eligibility for promotion and who may apply for the various classes is shown in Table I.
25. Examinations will be conducted according to the schedule of weights and phases listed in Table II.

T A B L E I

SCHEDULE OF ELIGIBILITY FOR PROMOTION

FOR PROMOTION TO:	WHO MAY APPLY:
Fire Apparatus Operator	Firemen who have completed two years of service.
Fire Rescue Lieutenant	All fire fighting personnel who have completed five years of service in the Fire Department.
Fire Dispatcher	All fire fighting personnel who have completed five years of service in the Department and have had one year of service in the Signal Division of the Fire Department.
Fire Lieutenant	All fire fighting personnel who have completed five years of service in the Department.
Fire Captain	Fire Lieutenants with at least 3 years' service as Lieutenant.
Fire Drill Instructor, Chief	All Fire Captains
Fire Battalion Chief	Fire Captains with at least 3 years' service as Captain.
First Deputy & Deputy Fire Chief	All Fire Battalion Chiefs
Fire Investigator I	All fire fighting personnel and fire dispatchers who have completed five years of service in the Fire Department.
Fire Investigator II	Fire Investigators with one year of service as an Investigator.
Assistant Fire Marshal	Fire Investigators with 3 years' service as Investigator.
Fire Marshal	Assistant Fire Marshals and Fire Investigators with 3 years' service.

Handwritten initials and a checkmark in red ink.

September 3, 1969

Mr. Cobb T. Edwards, President
Georgia Art Supply Company, Inc.
280 Garnett Street, S. W.
Atlanta, Georgia 30303

Dear Mr. Edwards:

Thank you very much for your letter of September 2,
concerning the fire at Georgia Art Supply Company.

I am certainly very sorry for the damage caused your
company, however, I am pleased that our City Fire
Department was helpful in preventing further damage.

I am sending your letter to Chief P. O. Williams, so
that he may know of the special cooperation by the
three firemen you mentioned.

Sincerely yours,

Ivan Allen, Jr.
Mayor

IAJr:lrd

CC: Chief P. O. Williams

September 26, 1969

Mr. William H. Hamer
Brothers Combined Social Club
425 Chapple Road, NW
Atlanta, Georgia

Dear Mr. Hamer:

I have received and reviewed your letter of September 25, concerning matters which will be considered at the meeting of the Board of Fire Masters on Monday, September 29.

Because of a previous commitment of long standing, I will be unable to personally attend this meeting. I am, however, sending as my representative, George Berry, Deputy Chief Administrative Officer. I have also asked Mr. Nat Welch, Executive Director of the Community Relations Commission, to be in attendance at this meeting.

Sincerely yours,

Ivan Allen, Jr.
Mayor

IAJr:sm

cc: Members Bd. Fire Masters
P. O. Williams
✓ George Berry
Nat Welch

51
September 25, 1969

The Honorable Ivan Allen, Jr., Mayor
City of Atlanta
City Hall
Atlanta, Georgia 30303

Dear Mayor Allen:

This letter is in response to the letter of August 15, 1969 addressed to you by Chief P. O. Williams of the Atlanta Fire Department.

You will recall that at the meeting which prompted that letter, many of the Atlanta firemen expressed to you their grievances over discriminatory practices in the Atlanta Fire Department. We are certain that you are unaware of the extent of the racial discrimination practiced in the Atlanta Fire Department. The purpose of this letter is, first, to summarize certain major grievances in the light of Chief Williams' letter, and secondly, to request that you attend the meeting of the Board of Fire Masters on Monday, September 29th, when these matters will be considered.

This letter will emphasize three specific courses of action in which the black firemen of Atlanta are interested. Although this list is not exhaustive, it is believed that action in these three areas will demonstrate good faith on the part of the City and on the part of the senior officials in the Fire Department, and will also make it possible to work effectively toward resolution of the other grievances of the black firemen.

First, on promotional practices. In his letter of August 15, 1969, Chief Williams stated that the promotional system of the Atlanta Fire Department is set by law. This is true. The Code of Ordinances of the City of Atlanta requires that all hiring and promotional practices by City Departments shall be on a non-discriminatory basis. It is not true, however, that this law is always followed in practice. As Thomas Jefferson observed: "The execution of the laws is more important than the making of them."

In his letter, Chief Williams states that promotional examinations for Fire Lieutenants are held every two years. In the past, such examinations have been held at varying intervals of time, from six months to as much as two years. The most recent such examination was last March. As Chief Williams states, there are no black firemen high enough on the promotional list which resulted from that examination to anticipate any promotions of black firemen to Lieutenants within the foreseeable future.

For the reasons summarized below, it is the position of the black firemen that the examination given in March, 1969, was unfairly administered, and that there were both overt and covert methods of favoring white firemen who took this exam.

For example, at the time prior to the test in March, many white firemen were seen studying copies of an examination folder, and discussing among themselves questions that would be on the exam. Whether these were actual copies of the exam to be given, copies of examination booklets from which the questions would be taken, or copies of previous examinations, it is not known because none of them were made available to any black firemen. The only textbooks available to the black firemen for study were the one set of regulations and fire fighting procedures available at each station, to which the black firemen had only limited access.

Moreover, the written examination is not the only grade upon which promotion is based. In addition to the written examination score, firemen are graded at the training tower and the score given them there can only help their grade, not detract from it. Scores given at the training tower are entirely subjective and the only graders are white officers. The white firemen who are favored by the officers receive higher scores.

Even if a black fireman were to score in the top twenty of all the Atlanta firemen on the written and training tower tests, there is an oral interview to determine the order in which the top twenty will be promoted. It would be an easy matter, under this system, to place the black firemen at the bottom of the list, and before that point was reached in promotions, to call for another Lieutenant's examination, which would "reshuffle the deck." No other reason for breaking down the promotion list into groups of twenty suggests itself.

It must also be remembered that white firemen receive encouragement and special instruction from the white officers who want to see them succeed. There is no such encouragement to black firemen even to take the examination, much less is there any special instruction or advice on taking the examination given to black firemen. The numerous instances of discrimination in the Department make it clear to the black firemen that the leadership of the Department is committed to a policy of making certain the black firemen are not to be judged on an equal basis with white firemen.

On the basis of the foregoing analysis it is difficult for us not to believe two things. First, the examination for promotions given in March, 1969, for fire lieutenant was not fairly administered as between black firemen and white firemen. Black firemen were expressly discriminated against in that copies of the examination were not made available to them, and in that they were graded down at the training tower. Black firemen were more subtly discriminated against in that they did not receive the encouragement to take the examination and the assurances that the examination would be fairly administered. Given these disadvantages, which were apparent to all black firemen, the motivation of the black firemen who took the examination was understandably low.

Again, we wish to point out that promotions have been made within the Fire Department in the last few years on an emergency basis, promoting persons who did not have the required length of time in grade. The

present situation is a crisis of confidence by black firemen in the administration of the Fire Department, and is an emergency which would justify the immediate appointment of several black firemen to officer status. In addition, for the benefit of all the black firemen who desire to see fair, non-discriminatory administration of the promotion process, no promotions to Lieutenant should be made on the basis of the March, 1969 examination, and promotions already made on the basis of that examination should be rescinded. A new examination should be held, administered under the supervision of an outside agency to guarantee its fair, non-discriminatory administration. All black firemen should be given the same access to study materials as white firemen. Only after such a departmentwide examination is given, should any further promotions be made in the Fire Department.

Second, we believe the rules of the Department are, as a matter of policy, being unfairly administered to discourage blacks from remaining in the Fire Department. There are numerous examples, known to every black fireman, of unfair administration of the rules of the Department. For example, black firemen will be reported and disciplined for being a few minutes late reporting for duty. White firemen who are late for a longer period of time are not reported and disciplined. In order to put an end to this petty abuse of rank, there must be created in the Fire Department a grievance procedure whereby such specific discriminatory practices can be called to the attention of higher officials, and dealt with in some specific fashion. There is no such grievance procedure which has the confidence of the black firemen at present. In his letter of August 15, 1969, Chief Williams said there are, in fact, three methods by which to air grievances. There are (1) completing a special request, (2) going through company officers and battalion chiefs, and (3) using the suggestion form available in all stations. The problem is, that after using these methods, nothing is done. There must be a nonpartisan committee, preferably with both outside and black officer participation, which would publicly hear all complaints, and which will follow a consistent pattern of punishing and suspending those officers who practice petty discrimination. Without such a grievance procedure, the black firemen feel that there is no hope of ending the petty discrimination which presently pervades the Department.

In addition to the unfair administration of the present rules, we feel that discrimination is being built into the proposed new rules promulgated at the last meeting of the Board of Fire Masters. In his letter of August 15, 1969, Chief Williams stated that "we are in the process of rewriting the rules and regulations of the Atlanta Fire Department to eliminate any inequities in the old book, to eliminate any possibility of discrimination or the possibility of any officer over-reacting with authority."

Section 21, Paragraph 1 of the proposed new rules, relating to re-employment, provides that any employee who resigns or is dismissed from this Department may have his name placed on the re-employed list for re-employment within three (3) years from the termination of his services and that any member who is so re-employed may be credited with all former

2

service in the class in which he is re-employed. The present period for which this privilege of credit for former service is allowed is six (6) months. The effect of the adoption of any such rule would be to place all of the white firemen who left as a result of the strike less than three years ago, and in whose place many black firemen were employed, ahead of the black firemen in seniority. To the minds of the black firemen, such an unjust result, achieved with a mere "flick of the pen," is an important and significant manifestation of the bad faith of the present administration of the Fire Department with respect to black employees. You, as Mayor of this City, are urged to use your influence to prevent any such change in the regulations of the Fire Department which would place all black firemen at the bottom of the list in terms of seniority.

Within the confines of the above problems, there are many specific grievances and complaints of Atlanta black firemen. The purpose of the black firemen of Atlanta is to serve their City well and to protect its citizens from the dangers of fire and other hazards for which the Fire Department was organized. However, the black firemen of Atlanta are not able to serve their City effectively in the present atmosphere of discrimination and unjust treatment that pervades the Atlanta Fire Department.

Your earnest attention to the above matters is urged.

Yours very truly,



William Hamer, for
BROTHERS COMBINED SOCIAL CLUB

cc: Members of Board of Fire Masters
Chief P. O. Williams

51

J. N.

September 16, 1969

Mr. Robert M. O'Hara
President
Mead Packaging
P. O. Box 4417
Atlanta, Georgia 30302

Dear Bob,

Thank you for your letter of September 12, regarding the recent fire at Mead Packaging.

I am very sorry that the fire occurred, but I am pleased that the Atlanta Fire Department could be of service.

I am sending a copy of your letter to Chief P. O. Williams of the Fire Department.

Sincerely,

Ivan Allen, Jr.
Mayor

IAJr:lrđ

CC: Chief P. O. Williams



MEAD PACKAGING P. O. BOX 4417, ATLANTA, GEORGIA 30302

September 12, 1969

The Honorable Ivan Allen
Mayor of the City of Atlanta
40 Pryor Street, Southwest
Atlanta, Georgia

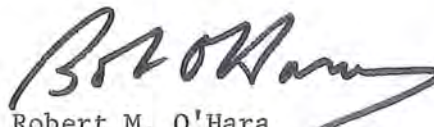
Dear Ivan:

Enough time has passed since that momentous night to be able to sit back and properly write a thank-you letter to you to express our deepest appreciation for the contribution and outstanding efforts of the fire and associated departments of the City of Atlanta. We know that it is impossible to write letters or to verbally thank each of the many individuals who contributed so much to have the fire quickly and completely contained.

We had hoped that our advertisement in the Journal had been a small effort along these lines, but I did want to write you personally to thank you from all of us at Mead Packaging for the immediate and whole-hearted assistance. Please use this letter as an extension of our thanks to all the many dedicated people under you.

We are proud to be citizens of the City of Atlanta, and we can assure you that we will do everything in our power to make the city's growth in the future match the outstanding record it has amassed in the past.

Cordially,


Robert M. O'Hara
President

ih

2 1

September 26, 1969

Mr. William H. Hamer
Brothers Combined Social Club
425 Chapple Road, NW
Atlanta, Georgia

Dear Mr. Hamer:

I have received and reviewed your letter of September 25, concerning matters which will be considered at the meeting of the Board of Fire Masters on Monday, September 29.

Because of a previous commitment of long standing, I will be unable to personally attend this meeting. I am, however, sending as my representative, George Berry, Deputy Chief Administrative Officer. I have also asked Mr. Nat Welch, Executive Director of the Community Relations Commission, to be in attendance at this meeting.

Sincerely yours,

Ivan Allen, Jr.
Mayor

IAJr:sm

cc: *members Bd Fire Masters*
P. O. Williams
George Berry
Nat Welch

J. W. PINKSTON, JR.
Executive Director

DOUGLAS B. KENDRICK, M. D.
Medical Director

WESTON D. BERGMAN, JR.
Assistant Director

ROBERT E. CUNDIFF
Assistant Director

FRED M. WALKER
Consultant

MARY F. WOODY, R.N.
Assistant Director-
Director of Nursing



Grady Memorial Hospital

80 BUTLER STREET, S. E., ATLANTA, GEORGIA 30303
TELEPHONE • (404) 523-4711

A handwritten signature in blue ink, appearing to read "J. W. Pinkston, Jr.", written in a cursive style.

November 8, 1969

P. O. Williams, Chief
Atlanta Fire Department
46 Courtland Street, S.E.
Atlanta, Georgia 30303

Dear Chief Williams:

We deeply appreciate the magnificent service rendered by your Department at the time of the disastrous fire at our laundry. The special efforts of your men to keep such an extensive fire from spreading to adjacent buildings certainly helps our feelings tremendously this day. We give them all our unanimous vote of thanks.

All members of our organization were most concerned for the safety of the firemen on Thursday evening. We will make every effort to see that the best possible care is given to those who were injured.

Please feel free to call on us if we may be of any service to you.

Sincerely,

A handwritten signature in blue ink, appearing to read "J. W. Pinkston, Jr.", written in a cursive style.

J. W. Pinkston, Jr.
Executive Director

✓ Copy to Mayor Ivan Allen

Fire Dept

December 4, 1969

Fire Chief
City of Atlanta
46 Courtland Street S. E.
Atlanta, Georgia

Dear Sir:

Last night, we thought we were having a fire in our building when our alarm box sounded. As it turned out, this was a false alarm.

We would like to express our appreciation to the firemen of Station 29 who responded to our call in such a quick and courteous manner.

We were all quite alarmed at the time and thankful to learn there was no fire.

We appreciate your good service.

Sincerely,

Residents of 430 Lindbergh Drive N. E.
"A" Building

cc: Mayor Ivan Allen
Fire Station 29

Fire Dept.

December 22, 1969

Mrs. Jackie Thompson
3204 Laura Lane
Lithia Springs, Georgia 30057

Dear Mrs. Thompson:

Thank you very much for your kind letter of December 17th telling me of the help you received from Captain Ragsdale and the men at Fire Station # 1.

I am certainly pleased that our people could assist you, and I am forwarding your letter to Chief P. O. Williams for his information.

With best wishes for the holiday season, I am

Sincerely yours,

Ivan Allen, Jr.
Mayor

IAJr:lrd

CC: Chief P. O. Williams

51
Fire Dept.

MINUTES OF THE BOARD OF FIRE MASTERS MEETING
DECEMBER 29, 1969

The following members were present:

Mr. W. T. Knight
Mr. Q. V. Williamson
Mr. Cecil Turner

Mr. Ralph Jenkins, Associate City Attorney, was present.

Messrs Sutherland, Weaver, Wilson and Mrs. Van Houten from the City Personnel Department were in attendance.

Mr. W. H. Hamer and Attorneys, Mr. Goldstein and Mr. Helms representing the Brothers Combined Social Club were present.

Reverend Samuel Williams, Mr. Nat Welch and a delegation of members of the Community Relations Committee were present.

Mr. Mike Wright of the Atlanta Journal, Mr. Art Schultz of W. S. B. Radio and many others from the news media and radio and TV were in attendance.

Members of the International Association of Fire Fighters Atlanta Local 134 were represented by President C. E. Ellis, Committee Members J. E. Whitley, J. G. McEver and J. L. Pennington.

Reverend Samuel Williamson presented to the Board a report, The Grievances of Black Firemen, from the Community Relations Commission. He apologized for the delay in presenting the report but due to the shortage of workers, it was impossible to prepare this report any earlier. Reverend Williamson touched on a few points in the report.

1. Hiring
2. Promotions
3. Personal Indignities
4. Assignment to Duties
5. Assignment to Stations
6. Firemen's Recreation Club
7. Grievance Procedures

MINUTES OF THE BOARD OF FIRE MASTERS MEETING
DECEMBER 29, 1969
PAGE -2-

Mr. Knight explained to the Community Relations Committee that they would accept this report and evaluate it and pass the findings on to the new Board of Firemasters for 1970.

An Ordinance by Alderman Cecil Turner was presented and received an adverse decision.

Members of Local 134 presented a Resolution requesting that a position be created as Chaplain of the Atlanta Fire Department. This was taken under consideration by the Board.

Mr. Turner made a motion, seconded by Mr. Williamson, that a Resolution be sent to the Board of Aldermen in regard to Reverend Bill Allison. Motion carried.

A motion by Mr. Turner, seconded by Mr. Williamson, that the new Rules and Regulations be adopted after paragraph 4, section 21, was deleted in lieu of paragraph 4 of Rule Book of February 26, 1968 under Re-employment. Any member who is discharged, resigns or leaves the Department for any reason and is re-employed shall lose any house seniority he had as a result of his prior service. Also a change in Section 22, page 60, "Uniforms" . The hair will be short and neatly trimmed; the mustache (if worn) will be short and neatly trimmed. No beards will be permitted. Motion carried.

The Board was informed of the following assignments to regular positions:

C. G. Winn, #11	Effective	11/26/69
R. E. Franklin, #34	"	11/26/69
J. D. Rose, #9	"	11/28/69
M. D. Bozeman, #9	"	12/1/69
S. R. Jackson, #11	"	12/4/69
B. J. Haynes, #9	"	12/10/69
W. R. Wise, #16	"	12/10/69
H. H. Davis, #26	"	12/14/69
F. E. White, #1	"	12/15/69
J. A. Yancey, Jr., #33	"	12/15/69

Motion by Mr. Williamson, seconded by Mr. Turner, that these assignments be approved. Motion carried.

MINUTES OF THE BOARD OF FIRE MASTERS MEETING
DECEMBER 29, 1969
PAGE -3-

The Board was informed of the following re-employed Firemen:

J. G. Ellis, #26	Effective	11/24/69
Leon Walker, #35	"	12/13/69

Motion by Mr. Williamson, seconded by Mr. Turner, that these re-employments be approved. Motion carried.

The Board was informed of the following personnel who have returned from Military Leave:

A. L. Smith, #6	Effective	11/25/69
H. P. Long, #1	"	11/26/69
T. E. Dean, #7	"	12/12/69

The Board concurred in the reinstatement of these men.

Request for Military Leave for the following men was made to the Board:

D. M. Roberts, #35	Effective	11/25/69
F. L. Streetman, #3	"	12/2/69
L. L. Gardner, #28	"	12/4/69

The Board concurred in the granting of these Military Leaves.

The Board was informed of the following re-employed probationary Firemen:

J. S. Martin, #27	Effective	12/15/69
-------------------	-----------	----------

Motion by Mr. Williamson, seconded by Mr. Turner, that this re-employment be approved. Motion carried.

The Board was informed of the following resignations:

D. A. Griffin, #27	Effective	11/22/69
J. J. Stanley, Jr., #11	"	11/23/69
M. L. Oliphant, #7	"	11/30/69
Ronald Smith, #1	"	12/4/69
Clarence Porter, Jr., #9	"	12/4/69
J. E. Jones, Custodial Worker	"	12/11/69

Motion by Mr. Williamson, seconded by Mr. Turner, that these resignations be accepted. Motion carried.

MINUTES OF THE BOARD OF FIRE MASTERS MEETING
DECEMBER 29, 1969
PAGE -4-

The Board was informed of the following resignations while on Military Leave:

J. V. Harris, #29	Effective	11/28/69
T. W. Kent, #7, F. A. O.	"	12/15/69

The Board concurred on these resignations.

The Board was informed of the following man who was permitted to resign:

J. H. Colbert, #4	Effective	12/8/69
-------------------	-----------	---------

The Board concurred on this resignation.

The Board was informed of the following men who were dismissed for failure to return to work following 90 days expiration for Military Service as required by Law:

R. L. Moore, #17	Effective	11/25/69
F. M. Whitehead, #8	"	11/25/69
Tommy Resmando, #27	"	11/25/69

Motion by Mr. Williamson, seconded by Mr. Turner, that these dismissals be accepted. Motion carried.

The Board was informed of the following dismissals:

M. W. Clark, #5	Effective	12/4/69
J. G. Ellis, #26	"	12/4/69

Motion by Mr. Turner, seconded by Mr. Williamson, that these dismissals be approved. Motion carried.

The Board was informed of the following men who were on suspension:

R. A. Watson, #31, suspended 3 days, 12/1/69 through 12/3/69, for violation of the Rules and Regulations of the Department.

M. T. Gaultney, Iv., #19, suspended one day, 12/4/69 through 12/5/69, for violations of the Rules and Regulations of the Department.

Motion by Mr. Williamson, seconded by Mr. Turner, that the action

MINUTES OF THE BOARD OF FIRE MASTERS MEETING
DECEMBER 29, 1969
PAGE -5-

taken by the Chief be approved. Motion carried.

Sick leave extensions were requested for the following men:

C. F. McCravey, #27	12 calendar days	12/20/69 thru 12/31/69
Turner Pritchett, #35	10 calendar days	12/22/69 thru 12/31/69
W. T. Saunders, #12	19 calendar days	12/13/69 thru 12/31/69

Motion by Mr. Williamson, seconded by Mr. Turner, that these extensions be granted. Motion carried.

The Board was informed of the following service retirement:

J. E. Allen, #31	Effective	11/20/69
------------------	-----------	----------

The Board was informed of the following extension of Leave of Absence:

F. E. Stonecypher, Fire Investigator I, presently on Leave of Absence, be granted an additional 6 months. 6/11/70.

Motion by Mr. Williamson, seconded by Mr. Turner, that this leave be granted. Motion carried.

Chief Williams expressed his appreciation for the cooperation of this Board of Firemasters for helping him with his problems as Chief of the Department.

The Minutes of the meeting of the Board of Fire Masters held on November 24, 1969, are hereby amended as follows:

J. R. Sangster sick leave extension 35 calendar days and 24 work days, beginning November 26, 1969 through December 31, 1969.

Meeting Adjourned.