



CITY OF ATLANTA  
**COMMUNITY IMPROVEMENT PROGRAM**

CITY HALL ■ 68 MITCHELL STREET, S.W. ■ ATLANTA, GEORGIA 30303 ■ 522-4463

IVAN ALLEN, JR.  
Mayor, City of Atlanta

August 10, 1966

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Director

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Executive Director  
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of Greater Atlanta, Inc.  
5 Forsyth Street, N.W.  
Atlanta, Georgia 30303

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Dear Mrs. Paschall:

Thank you for your recent letter concerning personnel policies relative to the undertaking of the Atlanta Community Improvement Program and specifically to the employment of Negroes. Your letter offers us an opportunity to report on sound progress in this regard.

One of the clauses appearing in the contract between the City of Atlanta and the United States of America for the federal grant funds reads as follows:

"...Equal Employment Opportunity. -- In the carrying out of the work covered by this Contract, the Public Body will not discriminate against any employee or applicant for employment because of race, creed, color, or national origin. The Public Body will take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, creed, color, or national origin. Such action shall include, but not be limited to, the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The Public Body agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the

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Government setting forth the provisions of this nondiscrimination clause. The Public Body will, in all solicitations or advertisements for employees placed by or on behalf of the Public Body, state that all qualified applicants will receive consideration for employment without regard to race, creed, color, or national origin. The Public Body will incorporate the foregoing requirements of this paragraph in all of its contracts for work covered by this Contract, other than contracts for construction and contracts for standard commercial supplies or raw materials, and will require all of its contractors for such work to incorporate such requirements in all subcontracts for work covered by this Contract..."

In retaining the services of professional consultants to undertake the sundry work items contained in the format of the CIP, subsequent contracts have been executed. Each contract drawn between the City of Atlanta and the professional consultants contains the same language set forth above.

The Community Improvement Program has a permanent staff of six persons in addition to the director. All are City employees - paid by the City of Atlanta and subject to the City's personnel policies. These six persons on the permanent staff consist of two professional planners, two assistant planners, an administrative secretary and a Clerk III. The Clerk III is a Negro. He is but one of three appointments on the permanent staff made by the director since he was employed. Prior to my arrival the entire permanent staff had been selected and were on the job working. Although the positions Clerk III and Assistant Planner are sub-professional classifications, the potential for moving up to professional levels is wide open, depending on experience, education and abilities. Concerning salary ranges for these positions and any others in which you may be interested, we suggest that you address your questions to the City of Atlanta Personnel Department.

Due to the nature of the Atlanta CIP, it has been necessary for the City to employ temporary college and high school students. During the summer and early fall of 1965, the CIP staff assembled a task force of approximately 70 people to undertake a city-wide inventory of parcels of land in Atlanta and compile 38 units of information about each parcel (e.g., building conditions, ownership, land use, zoning classification, etc.). This inventory was undertaken in conjunction with the installation of the City's electronic data processing equipment. In assembling the "task force", we sought a combination of college students from the local area and high school students enrolled in the In-School Program of Economic Opportunity Atlanta, Inc., the local anti-poverty program. The Atlanta Personnel Department sent notices to all colleges in the metropolitan area and the response by the college students for approximately 40 jobs was overwhelming. White and Negro college



students applied. Recruitment, testing, screening and certification were handled through and supervised by the Atlanta Personnel Department. Selection of the 40 college students was the prerogative of the CIP staff. The result was a bi-racial group of college students which constituted a large portion of the task force. Economic Opportunity Atlanta, Inc., provided us with 25 to 30 high school students through their In-School Program - all of whom were Negroes. Although we are not recruiting at the present time, our record speaks for itself insofar as recruiting Negroes is concerned. Our experience in employing Negroes and whites in a team effort has wrought meaningful results.

In response to your question concerning the "policy-working board", apparently you have reference here to the Board of Aldermen of the City of Atlanta. As you know, this is a 17 member board, one of whom is a Negro, Mr. Q. V. Williamson of the Third Ward.

As mentioned earlier, each of our consultants are bound by a contractual clause relative to equal opportunity in employment. To our knowledge each has offered Negroes employment and are living up to this contractual requirement. The City's contract with each consultant is not predicated on their submission of detailed payroll records or substantiated by racial composition relative to payments for work performed. Instead, each consultant bills the City based on the percentage of work he has completed in proportion to the total cost of the contract. Should you have evidence that the aforementioned equal opportunity in employment clause is being or has been violated by one of the City's consultants on work contracted for under this program, we would appreciate your forwarding it to us for investigation.

The time limit for completing all of the work items contained in the Atlanta Community Improvement Program is twenty-seven months. We are currently in the twentieth month of the program. As I mentioned in my letter to you of February 4, 1966, we have worked very closely for some time now with two citizens groups as the CIP has progressed. These are the Mayor's Citizens Advisory Committee on Urban Renewal and a CIP sub-committee of that group. Both of these groups are bi-racial. For some time now, the City along with the citizens groups mentioned above have recognized the need for broader citizen involvement, thinking and reaction to CIP findings and recommendations. Generally speaking, such citizen involvement in other cities having undertaken similar programs has awaited the completion of the entire program. Early this fall, prior to the completion of the program, the City of Atlanta is planning to conduct, on a city-wide level, and then perhaps for local neighborhood associations, civic organizations, etc., a series of four seminars on the Atlanta Community Improvement Program. These four seminars will treat the topical areas:



Mrs. Eliza Paschall

- 4 -

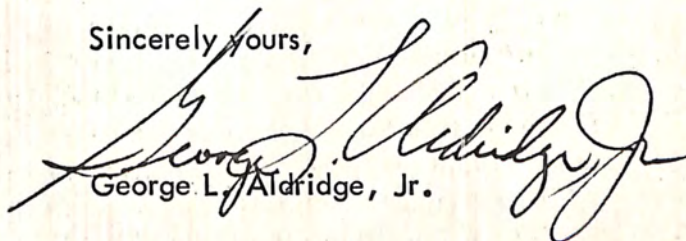
August 10, 1966

- (1) Government and law
- (2) The physical environment
- (3) The economic environment, and
- (4) The people

These seminars should serve to promote broader understanding of the City's problems, its resources, what the future holds for the City of Atlanta - and the role of Atlanta's citizens in that future.

Once again, thank you for the opportunity of reporting on what we consider a good record in bi-racial employment practices. We are looking forward to this fall and to our seminars with the citizens of Atlanta.

Sincerely yours,



George L. Aldridge, Jr.

GLA, Jr/lm

cc:

The Honorable Robert Weaver  
Secretary  
Department of Housing and Urban Development  
Washington, D. C.

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

The Honorable Q. V. Williamson  
Alderman, Third Ward  
City of Atlanta, Georgia

bc:

Rodney Cook  
Dan Sweat ✓  
Earl Landers  
Collier Gladin  
Robert Lyle