

## "No personal ill feeling" behind demotion of fire captain

Fire Chief James Q. Smith's recommendation to the Civil Service Board for reduction in rank for Capt. T. C. Elliott will be considered by the Board at a special meeting on Monday, June 25, 7:30 p.m.

"There is no personal ill-feeling whatever behind my recommendation and I do not wish to stir up any within the department, but it is my conviction that it would be better for the department if Elliott didn't have to carry the great responsibility that goes with a captain's work", chief Smith says to the HERALD.

"Elliott is a very good man and I think a lot of him, but he seems to lack the leadership ability that is necessary for a captain," Smith continues. "He is courageous and he is a good man when under the order of someone but when on his own it is hard for him to make decisions and he is inclined to ask for advice from his subordinates. Sometimes he prefers to do things himself than to give orders for someone to do it or order

someone to help him with the assignment", Smith continues.

In a letter to the Civil Service Board, the Fire Chief said that Elliott's hesitation to make decisions was partly the cause of fire man Clyde Hiner getting hurt at the high school fire.

The Chief also told The Herald he never felt at ease when Elliott was in charge of the shift and that he hardly dared to leave the department during those hours.

Fire Dept

## Chief Smith's letter to the CSB

Fire Chief James Q. Smith's letter to the Civil Service Board requesting the demotion of Captain T. C. Elliott reads as follows:

Dear Sirs:

This is not a personal or a prejudice act on my part but to the best of my belief for the betterment of the department as a whole. I am asking that Captain T. C. Elliott be reduced in rank to that of Engineer, and place someone else in charge of that shift.



James Q. Smith

I am submitting the following reasons:

1. Rule No. IX Article 5 page 46 Rules and Regulations, Civil Service Board, City of Winter Park, Florida:

No member shall sleep or cook on the apparatus floor, or sleep in the department building in daytime without the permission of the chief. Captain Elliott has been caught five (5) times in the past three (3) weeks.

2. Rule X Article 10 page 48

Not neglect or shirk any duties:

I have to tell him more than once to get anything done. If it is to be done at the present he will get up and do it by himself rather than give an order for someone to do or help him complete the assignment. If it is to be carried out in the future you have to keep reminding him when it is to be done. He just has to be told to do his work.

3. Rule XIII Section I Article K:

That he is incompetent, negligent or inefficient in the performance of his duties of his position. He will not make any decisions on his own, he either asks me to make the decision or he will ask one of the subordinates on his shift. He was partly the cause of Clyde Hiner getting hurt at the high school fire.

4. In accordance with Rule XIII Section 2 Reduction:

For infraction of departmental rules, conduct unbecoming a city employee, inefficiency or for other justifiable causes not enumerated, the Board, or the Chief of the Police, or the Chief of the Fire Department, in accordance with the City Charter and Civil Service Law, shall be empowered to reduce an employee to a lower grade.

I would like for you to come down to the station and talk to some of the men that work under him.

Thanking you for your earnest and immediate attention to this matter.

Respectfully Yours;

J. Q. Smith, Chief  
Fire Department