

**ROBESON ELECTS WOMAN TO OFFICE**

**Miss Elizabeth Frye, of Red Springs, Becomes Welfare Officer**

Lumberton, Dec. 10.—Miss Elizabeth Frye, of Red Springs, was elected county welfare officer in Robeson when the office was re-established at a joint meeting of the county commissioners and the county board of education. The office was created in 1915, but was discontinued in Robeson last Spring and there was considerable demand that it be re-established.

W. B. Covington has resigned as county superintendent of roads in Robeson county after holding the position for two and a half years. Many good roads have been built in Robeson under the supervision of Mr. Covington, who is an experienced road man. He is a native of Rock

mond county and lives near Rockingham. He resigned in Robeson county in order to take a position with the Highway Commission. His successor has not yet been selected.

W. R. Ivey, of Maxton, has been elected keeper of the Robeson county jail, succeeding I. J. Flowers. Mr. Ivey will take charge of his new duties on January 1, 1922.

Frank Everett, of Parkton; Robeson county, is charged with killing Sunday, with a gun. He was arrested by J. T. McRae, Robeson county sheriff, at Parkton, and is held in jail at Rockingham. The charge was for killing a man about a week ago. It is said that the man was shot by another man who was 35 years old.

Plans have been perfected for organizing Robeson county as a unit of the State organization for the cooperative marketing of tobacco and cotton. Township meetings will be held in each of the 25 townships in the county on Saturday, December 17, and a final meeting will be held in Lumberton on December 21. County officers will be elected at this meeting.

An organization looking to the changing of the Wilmington (Charlotte Asheville) highway through Bladen county, parallel with the Seaboard railroad, has been perfected. Resolutions strongly endorsing the Bladen route instead of the route from Lumberton via Boardman and Whiteville were passed at a well-attended meeting held here.

**NEW PEE DEE RIVER BRIDGE COMPLETED**

**Great Barrier Between Stanley and Montgomery Removed; Celebration**

Albemarle, Dec. 10.—The great barrier between Stanley and Montgomery counties, which has existed for all time in the past, was removed yesterday when the new bridge across the Pee Dee River was completed and opened to traffic.

The bridge, which links the two counties closer, is also a connecting link in the highway between Raleigh and Charlotte, cutting the distance between those points by thirty or forty miles.

Another notable feature in connection with the completion of the bridge is that the State highway through Stanley and Montgomery counties also has been finished and is regarded as one of the best stretches of road in the State.

Arrangements are being made for a big celebration of the completion of the new bridge to be held at Swift Island, December 25. Frank Page, chairman of the State Highway Commission, has already promised to deliver the principal address for the occasion.

**SUNDAY SCHOOL CLASS THAT IS "DIFFERENT"**

Scotland Neck, Dec. 10.—Trinity Episcopal Sunday school here has what is considered by many of the church people in Scotland Neck to be one of the most unique Sunday school classes that has ever been organized. The teachings are of the Old Testament and the class delves into both the religious, historical and folk-lore of the nations that their respective lessons dwell upon. Mr. Stuart Smith, a prominent attorney and one of the leading figures in the church, is the teacher and his lectures and discussions each Sunday are of the highest type.

**Board Of Health Adopts New Plan For Co-Operation**

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rule, where the local work was a failure the county authorities were in position to take advantage of the responsibility assumed by the State in having either approved or, as is usually the case, recommended personnel and plan. Local criticism was answered with the statement that the county authorities followed the advice of the State Board of Health. In short, the old plan of work, where State exercised the right of approval of the personnel and plan, placed the Board of Health in the position of having to accept or at least having placed upon it, responsibility for most of the failures.

The second disadvantage of the former plan of cooperation with the county was that the subsidy by the State was conditioned very largely upon the establishment of a health officer in each county, and the employment of officers who might or might not carry the mutually agreed upon plan of work into satisfactory execution. The expenditure by the State was based upon office holding over a definite period of time. The State paid for time and not necessarily for service.

The third disadvantage was that the work, being of a scientific and technical character, could not be appreciated by the average intelligent citizen, so that it was difficult for those who paid the health officer to know whether or not he was rendering adequate service. Some simpler measure was needed to give the citizen some understanding of efficiency than that embodied in the old plan was most desirable in order that health officials might be made more responsible to those who employ them. Some common denominator of service, some expression of value that is intelligible to the average man was needed.

The State Board of Health has, for a long time, recognized these disadvantages of their former plan of State and county cooperation, and has been keenly sensitive to the strong sentiment in North Carolina for the very highest possible degree of local government with a minimum of state supervision and direction. For two years the Board has been at work on a few principles of cooperation that: (1) will permit the State to leave entirely to the counties the determination of both personnel and plan and at the same time prevent the State from a wasteful expenditure of funds; and (2) will necessitate the assumption by the local authorities of larger and more definitely fixed responsibilities for the management of their local health problem.

**The New Plan—Co-operation Based On Completed Service**

There is an old saying to the effect that there are two bad ways in which to pay a debt, one not to pay it, and the other to pay it in advance. As a rule the public pays in advance, pays not for service rendered but for service in prospect. Public officers are employed to do certain things. Some do the things for which they are employed and others fail to perform their prospective duties.

The old plan of State and county cooperation in health work, like practically all public service, included payment in advance of service. That is, an advance of service based upon the employment of personnel and the approval of a plan of work which might or might not be carried into effect. The new plan makes the State appropriation for county health work conditioned not on service to be rendered but on service that has been rendered. To do this it is necessary: (a) to analyze carefully the work of county health departments and to break down the general work of these departments into separate, individual, constituent pieces, and (b) to find a figure representing the reasonable cost for the performance of each item.

**Values Difficult But Costs Easily Determined**

Note carefully that the effort is not to determine the value of an item of work, but to find a reasonable cost for having it done. Cost and value are terms with very different meanings. Values are difficult to determine, but costs, relatively speaking, are easily determined. To illustrate: It is very difficult to determine the value of vaccination against typhoid fever. Such a determination would involve consideration of (a) the earning capacity of the average person vaccinated, (b) the relative expectancy of the average person vaccinated as against the average unvaccinated person—very difficult factors to estimate. On the other hand, to determine the cost of vaccination it is only necessary to know the sum of money expended for vaccinating a large number of people. If, in a certain county, five thousand persons are vaccinated in a campaign the total cost of which is two thousand dollars, the cost of each vaccination is 2,000 cents—500 persons—40¢ each. If this expenditure is found to hold for such work generally, then it may be accepted that the average cost of vaccinating against typhoid fever is approximately forty cents. But suppose we have no such basis of experience on which to determine the average cost of a certain item of health work. How then shall we proceed in determining costs? In such a case we have to resort (a) to estimating the time of the officer consumed in the doing of the item and (b) in determining from the salary paid the official the value of his time which is usually required in the performance of the item. To illustrate: a health officer receives \$3000 a year as a salary. He works 10 hours a day or 60 hours a week, which is 3120 hours a year. By dividing his total salary by the total number of hours which he gives to public service (3000 dollars—3120 hours—1.15 dollars) we find that the officer receives about \$1.15 per hour. Now, suppose we find further that a particular item of work, the cost equivalent of which we are trying to determine, requires as a rule about an hour and a quarter. This would mean that the item would be assigned a cost figure of \$1.25 or \$1.50. The presumption that the official will sacrifice quality of work for quantity of work would be reasonable if it were not possible to especially define in official regulations,

the scope and detail involved in each item and to check the official's record both as to quantity and specifications.

**Piece Work Principle Applied to Health Work**

The application of the piece work principle to the work of county health departments is possible when three conditions are fulfilled: (1) a list of established items of local health work; (2) cost figures determined for each item; and (3) a system of records and reports by the local officer provided which will show the number of each item performed for a given period of time. With these conditions complied with the cost value of a local health officer's work may be arrived at by simply adding his total cost credits. In dividing his total cost credits by his total expenditures (as illustrated in the three following paragraphs) for the value of the work performed with the dollar expended is determined.

ditional appropriation of \$2,400 to the county, that is, \$200. If, on the other hand, the amount of work performed by the county health department for one month amounted to only \$400 then the State should send its check for 400-6000 or 1.15 of its conditional appropriation, that is, a check for \$160 to the county. In short, in the proportion that the local health department fails to earn a dollar's worth of work for every dollar expended so does it lose its subsidy from the State.

With the State's assistance conditioned upon service rendered, and not upon the creation of office, the election of officers, and the adoption of plans of work, the State is in a position to entirely relieve the county authorities of the necessity of securing the State's approval of their personnel or plan. The county may elect or plan that suits it. The State cannot lose its money through the election of inefficient personnel or the adoption of an unwise plan, for the State bases its appropriation to the county on services rendered, and not on services to be rendered. In proportion as the county fails to render service, in exactly like proportion does the county fail to receive its subsidy.

**Why There Are No Educational Items and Values**

There are no cost credits allowed the health officer or nurse for approaching an individual on the street or elsewhere and suggesting to him having his family to the dispensary or to his ten minutes or for talking to him ten minutes on the subject of vaccination in order to impress him that he and his family are subsequently vaccinated; or for writing him on the subject of vaccination which results later in his being vaccinated; or for talking to a hundred individuals on the subject of vaccination and persuading a number to be vaccinated; or for writing to several thousand people through a newspaper column on the subject of vaccination, but the health officer's pay for all the educational work which he does with the individual, or with the group, or with the mass by explanation, demonstration, conversation, lecture, placard, handbill, newspaper, etc., is the credit allowed him on the EFFECT of his educational effort. If his educational efforts are worth anything, people are vaccinated, parents have their children's adenoids and tonsils removed, people report contagious diseases, people report venereal diseases, dispensary people make it possible for him to do all of the items of health work for which he is credited. And, on the other hand, his educational work is relatively worthless, the items of work performed fall off correspondingly. Education is a means and not an end in itself and, in bringing about the ends, items of health work rendered, the educational effort is rewarded in proportion to its efficiency.

**Would Fix Limit of County School Tax at 39 Cents**

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goes to the Senate Monday for consideration.

Following is the text of the educational bill offered yesterday:

**Text of Measure**

"Section 1. The tax rates levied for schools in the several counties of the State for the year 1921 in accordance with directions from the State Board of Education are hereby validated and declared legal rates for the support of the constitutional public school term of six months in the several counties of the State. The board of county commissioners of every other county participating in the State School Fund for the purpose of supplementing the Teachers Salary Fund, shall be required to levy for the Teachers Salary Fund for the school years 1921-22 and 1922-23, a tax rate of thirty-nine cents on the one hundred dollar valuation of property, real and personal for said purpose; or in lieu of such levy the board of county commissioners may borrow or raise money to provide for the said purpose. But if there be no money to provide for the said purpose, the board of county commissioners shall be a legal and binding obligation on the county.

**Legislative Grind**

The following new legislation was offered in the Senate yesterday:

S. B. 292, by Lambeth: To change the maximum of rewards for prisoners offered by the Governor from \$400 to \$2,500.

**Farmer Speaks for Bill**

Senator Varner made the principal speech in behalf of the bill, declaring that the State should be grateful to the Senator of Forsyth for this splendid idea. "I see nothing that tends more to a well ordered financial condition in North Carolina, with the limitations imposed by the Constitution, than this bill," he declared. Senator Varner predicted that the State will some day take the lead in the matter of financial stability as it has in roads and education and that a financial commission will be established by a constitutional amendment, but thought that Senator Sams had gone as far as could be done under the constitution.

**Cut Down Expenses**

"And the maximum rate for teachers' salaries that shall be required of each county referred to in this section for the school year 1922-23 shall not exceed the rate validated or authorized in section 1 of this act for the school year 1921-22; and the boards of county commissioners shall not be required to levy for the building and incidental fund for the year 1922-23 more than seven and one-half cents on a one hundred dollar valuation of all property, real and personal."

**Must Call Halt**

"We must call a halt in our pell-mell course and pay more and spend less," asserted Senator Varner. Senator Gallert expressed a disbelief in sinking funds and expressed a preference for serial bonds. He asserted that a number of counties have had sinking fund provisions inserted in bond issues bills on the statements of bond attorneys that such provisions would aid the sale of bonds, but need not be regarded.

**Does the Senator from Rutherford think that is exactly honest?"**

interfered Senator Varner. Senator Gallert did not approve the course, but saw no way around it. The bill was also supported in brief speeches by Senators McKinnis and Burgwyn, of Northampton. The Franklin county man thought that sinking funds were too often "sinking funds" and cited the recent experience in his county where the commissioners have been enjoined from levying a tax to provide a sinking fund.

had been exempted in addition to those. It is purely discretionary with the governing body of each municipality as to whether it shall avail itself of the provisions of the bill and the powers of the commission are solely recommendatory, but the provision granting extra territorial jurisdiction within a mile of the corporate limits was again under fire from Senators. However the bill received warm support and an attempt to limit its provisions to towns of 5,000 population or more was defeated.

**Speed Measure Passes**

The Walker bill increasing the speed limit for automobiles passed the Senate with opposition only from Senator Swain. The bill leaves the speed limit of ten miles an hour in business sections of cities and towns and increases the limit from 15 to 25 miles in residential sections and from 25 to 30 miles in the country.

**There is a Senator here who drives a car that does not violate the law and with speed gears making arrear in order to get fees the law ought to be changed,"**

declared Senator Walker. Only two important State-wide measures were introduced yesterday. Senator Lambeth offered a measure raising the maximum reward that can be offered for those charged with felonies from \$400 to \$2,500. The bill grows out of the case of J. Armfield, a defaulting bank president, from which he never rallied, but from which he is believed to have left the county and upon depositors of the bank are quite anxious to see again.

The other measure was offered by Senator Swain, and provides for still another State office, an inspector of railroad stations and trains, whom it is proposed to place under the Corporation Commission.

**Mrs. Mary Elizabeth Holy Dies at Home in Alamance**

Graham, Dec. 10.—Mrs. Mary Elizabeth Holy, wife of Gilbert M. Holy, died at her home in Albright township Wednesday morning. She suffered a stroke of apoplexy the day before, from which she never rallied. Mrs. Holy was in her 60th year and a daughter of the late John Honey. She is survived by her husband and the following children: E. F. of Albright township; Herbert, of Troy; Harris and Dewitt, of Charlotte; Mrs. A. J. Thompson, and Mrs. J. M. Sharp, of Mehane, beside a large family reconnection. She was a member of Mt. Hermon church and will be sorely missed in her church and in the community.

**Well Known Farmer Dies**

Reidsville, Dec. 10.—Thos. W. Kimbro, a well known farmer, died at his home two miles east of Reidsville, Wednesday morning, aged about 61 years. His death was caused by cancer of the stomach. He is survived by his widow and several grown sons and daughters. Funeral services were conducted by Rev. W. M. Monroes on Thursday afternoon at Wolf Island church and interment followed at the church cemetery.

**Former Priest Sentenced**

Lemars, Iowa, Dec. 10.—Rev. Father Wren, former priest at Akron, Iowa, convicted of attacking a 15-year-old girl was today sentenced to an indeterminate term in the Fort McHenry penitentiary for a new trial was denied. Counsel for Father Wren will appeal to the Iowa Supreme Court.

**Senate Bills Passed**

H. B. 101: To provide for consolidation of school districts in Alamance.

H. B. 119: To prohibit shooting of wild fowl in Dare.

H. B. 147: To reduce corporate limits of Wilmington.

H. B. 146-S. B. 83: To prohibit dumping of sawdust in Little River.

H. B. 148-S. B. 64: To increase powers of county commissioners in Robeson.

H. B. 149-S. B. 68: To amend county court laws in Rowan.

H. B. 157-S. B. 62: To regulate collection of taxes in Wilmington.

H. B. 158: To change time of courts in Teah District.

H. B. 162: To amend road laws in Caswell.

H. B. 173: To prohibit dumping of sawdust in streams in Cherokee and Graham counties.

H. B. 174: To prohibit slot machines in Watauga.

H. B. 175: To fix fees of sheriffs in Cabarrus.

H. B. 176: To amend road laws in Cabarrus.

H. B. 178: To amend schools laws in Buncombe.

H. 181: To abolish December term of court in Columbus.

H. B. 182: To regulate fishing in Waccamaw river.

H. B. 188: To increase the number of school committee men in Wallace.

H. B. 190: To amend Lincoln game laws.

H. B. 191: To permit town of Lenoir to sell certain lands.

H. B. 193: To provide cotton weaver for Fairmont.

H. B. 195: To provide for children's home in Union county.

H. B. 196: To fix compensation of deputy sheriff in Union.

H. B. 197: To provide for disposal

of unclaimed fees in Wake county.

H. B. 201: To allow Charlotte to condemn land for schools.

H. B. 202: To provide for county home in Randolph.

H. B. 211: To prohibit fish trapping in Cumberland.

H. B. 213: To regulate motor traffic in Cumberland.

H. B. 214: To fix compensation of chairman of county board in Cumberland.

H. B. 215: To provide cotton weigher and grader in Cumberland.

H. B. 216: To regulate fees of justices of the peace in Pamlico.

H. B. 223: To prohibit trapping of bear in Jackson.

H. B. 224: To fix compensation of Jackson county commissioner.

H. 228: To fix fees for sheriff of Bertie.

H. B. 233: To fix fees of justices of the peace in Onslow.

H. B. 255: Resolution providing for bond issue to cover school fund deficit.

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30x3 1/2	1918	\$4.75	30x3 1/2	\$4.90	30x3 1/2	\$5.00
30x4	1918	\$4.90	30x4	\$5.05	30x4	\$5.15
32x4	1918	\$5.15	32x4	\$5.30	32x4	\$5.40
32x4 1/2	1918	\$5.30	32x4 1/2	\$5.45	32x4 1/2	\$5.55
34x4	1918	\$5.55	34x4	\$5.70	34x4	\$5.80
34x4 1/2	1918	\$5.70	34x4 1/2	\$5.85	34x4 1/2	\$5.95
36x4	1918	\$5.95	36x4	\$6.10	36x4	\$6.20
36x4 1/2	1918	\$6.10	36x4 1/2	\$6.25	36x4 1/2	\$6.35
38x4	1918	\$6.35	38x4	\$6.50	38x4	\$6.60
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