

WOMEN'S CLUBS AT PINEHURST MAY 4-6.

H. W. Chase as joint hostesses. Luncheon conferences will be held Wednesday by the Health and Public Welfare departments with Mrs. R. L. Allen and Mrs. W. T. Shore as joint hostesses and by the Press and Publicity committee with Mrs. J. Henry Highsmith presiding.

One of the most enjoyable features planned for the delegates and visiting club women, will be the Federation dinner at the Carolina Hotel Wednesday evening.

The key note of the approaching Convention will be "The American Home." This is the new department of the General Federation and one that Mrs. Sherman is emphasizing.

Dr. Louise Stanley, head of the Bureau of Household Economics, Department of Agriculture of the U. S. Government, will speak Tuesday afternoon at a section given over to our Department of Home Economics, and our Home Demonstration delegates. This bids fair to be a most interesting session.

On Wednesday evening, Ida Clyde Clark, well known lecturer and journalist, will speak on "A New Woman Looks at an Old World." She was one of the speakers at the Biennial in Los Angeles and made a most fascinating address. A native of Tennessee, she has our Southern viewpoint, developed by wide contact with affairs and people.

SANDHILL BILLIES AT STATE COLLEGE

(Continued from page 1)

There were several interesting talks made by the old as well as the new members. Henry Steele, the retiring president asked for greater cooperation, loyalty, and honest support of the members in putting State College before prospective students. He said, "that our club will rise only as high as you fellows aspire to have it."

"It should be very gratifying to you to know that Moore County stands fifth in number having 27 enrolled at State College now," said N. M. Smith, of Vass. We are surpassed only by Iredell with 33, Mecklenburg 43, Buncombe and Guilford tied with 48, and Wake leading with 112. Wake is in the lead so far because instructors taking post graduate work are considered as Wake students. Furthermore we are competing with such cities as Charlotte, Greensboro, Asheville, and Statesville, all of which have large enrollment here. Do these facts mean anything to us and to our County?

The Sandhill Club is nothing more than an organization to help new students and to encourage fellowship among the members. With this in mind the following suggestions were made: That we all send all available literature concerning State College to high schools students. That we assist new students more when they first come to State College. That we each ask at least one boy to come and spend the week-end with us, at that time we shall have a Sandhill Club meeting. That we have a general meeting of the Club this summer and have the Alumni present.

McLEAN EXPLAINS WAGE COMMISSION

(Continued from page 1)

well why I recommend the creation of a Salary and Wage Commission, and the public, I think, understood it at that time.

"Reports made to the General Assembly at its request showed great inequalities in the Salaries paid in the various Departments to persons doing the same class of work. For instance, ordinary stenographers in some of the Departments were receiving Two Hundred dollars a month, and in others, stenographers were receiving One to One Hundred and Fifty dollars a month for the same class of work. There was very little, if any, attention paid to the question of ability or meritorious service. Some salaries were entirely too high. It was freely charged in some of the Departments that employees doing clerical and other work had no regular hours of service, rate of pay, time allowed for sick leave, or time allowed for vacation leave. It was also charged that some of the Departments had more help than was needed. It was also charged that the conditions existing were causing confusion and dissatisfaction in some of the Departments. The unsatisfactory conditions were generally discussed by Members of the General Assembly, and some of the conditions were much exaggerated.

"In order to remove any just causes of complaint and at the same time do justice to the taxpayers as well as to all persons employed by the State, I decided that an Administrative Com-

mission should be appointed and given power to make a thorough investigation of the conditions, classify persons in the same employment, as far as possible, and remove the inequalities complained of. I asked the General Assembly to appoint a Salary and Wage Commission, and I have appointed as Members of that Commission five of as fair-minded business men as can be found in North Carolina. They have had wide experience. Most of them have served as employees themselves, and in recent years have had experience in employing every class of clerical, technical, professional help. They have entered upon the discharge of their duties in a wholehearted and patriotic effort to perform a distinct public service. Obviously, there are many technical, professional and scientific workers in certain institutions in the State whose salaries cannot be fixed as a class. Many of them are in a class by themselves.

"Personnel classification, such as is to be attempted by the Salary and Wage Commission, is not now in Government administration. In the Federal Government and in practically every progressive State in the Union where real effort has been made to apply sound methods of Government, it has been found necessary to take definite steps to have the salaries and wages of Government employees brought in to more direct relationship with the duties and responsibilities involved in the various positions and the qualifications necessary to their proper performance. Unless this is done, many cases will be found, as many were found in our State Government, where some employees received far more than others equally capable and where the work was substantially identical. It often happens that the harder working, more efficient employee will be the one receiving the smaller pay, because of lack of political or other personal influence.

"The effort on the part of some designing persons to discredit in advance the work of the Commission by trying to create the impression that the purpose of the Commission is to arbitrarily reduce all salaries or to fix a flat salary for each class of work without regard to the elements of experience, ability and hours of service is wholly unjustified. The purpose of the General Assembly, and I have no doubt that the able Commission will carry out that purpose, was to establish a system of personnel classification, by fixing for each class of employees a fair range of salaries so that the amount paid to any employee between a minimum and maximum will depend upon his or her experience and general efficiency. It is expected that there will be established uniform hours of service for all of the Departments and that salary rates will, as a rule, be based upon standard hours of service and other conditions of employment, such as regulations concerning vacation leave and sick leave, just as has already been done by the United States Government and the Government of every other progressive State in the Union except North Carolina. This will be fair to the taxpayers and no fair-minded office holder or employee should object to it. In fact, the faithful and efficient employee should welcome such a plan

as the only hope of reward for faithful and meritorious service performed.

Asked as whether or not he expected the action of the Commission to result in any material reduction in salaries, Governor McLean said: "When I asked for the appointment of this Commission, I had no knowledge as to the salary and wage situation, except that given me by my members of the Legislature and the newspapers, and the charge made then was not that all salaries were too high, but that salaries of some of the employees in some Departments were from twenty-five to fifty per cent higher than salaries of other employees in other Departments doing the same class of work. I am reliably informed that the appointment of the Commission has already had the effect of correcting many of the cases in which public criticism was directed against unfairly high salaries in some Departments.

"Now that these inequalities have to some extent been eliminated, it is entirely possible that an important

result of the Commission's work will be to perfect a classification system that will prevent the recurrence of unfair discrimination and favoritism in the future and particularly of developing a system of personnel administration which will be effective in carrying out the plan for a new Budget system and the inauguration of other business reforms in our State Government. I desire to emphasize the fact that there is no disposition on my part, or on the part of the Salary and Wage Commission, to treat any employee of the State unfairly. The main purpose is to give North Carolina a classification and a salary equalization system such as the United States Government and most of the progressive City and State Governments have had since the year 1910. I believe that the people of North Carolina will give the able and fair-minded gentlemen who constitute the Salary and Wage Commission their united support and thus render futile the attempts of a few who are actuated by ulterior motives, to pre-

vent North Carolina from aligning herself with other progressive Governments which are putting fair, just and business like methods into the administration of State Government."



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SANITARY STEAM PRESSER

We have a modern Steam Presser in our Pressing and Cleaning Department, and do the very best work, on ladies' as well as gentlemen's clothes.

Vass Barber Shop
Beasley Building VASS, N. C.

OPENING of Lakeview, N. C. Saturday, May 2, 1925

Under new management, with improved conditions and extended facilities for caring for the steadily enlarging patronage.

Lakeview, the Popular Sandhill RESORT

On the Seaboard Air Line and State Highway in Moore County, will open Saturday, May 2, with a dance at the Pavillion, Barbecue and Brunswick Stew, and all the amusements and entertainments for which this resort has been famous.

J. E. McKeithan and C. L. Cockman, have leased Lakeview from Mr. Barber, and have arranged for everything on the highest possible scale of clean and wholesome attraction.

The hotel, opened last summer for the first time, will be in the hands of E. L. Ramsey and A. B. Lingle, whose success with a chain of restaurants in Greensboro, Salisbury, Sanford, and other places in the state, has established their reputation for doing things right. The rooming department of the hotel will be in charge of Mr. and Mrs. Clarence Lingle, who know how to care for the people.

The cafe will be open every night until 1 o'clock, a. m., and at the restaurant at the pavillion quick lunches, soft drinks, fruits, etc., may be had at all times.

A feature at all times will be a **BARBECUE LUNCH and BRUNSWICK STEW** made as these people know how to prepare real food.

Dancing Tuesday and Saturday Nights from 8 to 12. Bath Houses open all the time. Music by the Waldo Lamotte Orchestra of Columbia, which has made a positive hit in this section, and will enliven the summer.

Two twelve-passenger gasoline boats, and twelve row boats for hire. Six cottages for rent. Places for Tent campers. Large cottages with cots for group of campers. Picnic parties welcome at all times, and every effort will be made to ensure their pleasure and comfort while on the grounds.

It is the intention of the management to offer at Lakeview a more attractive season than was ever possible before, as Mr. Barber has greatly increased the facilities for serving the people. The beach is one of the best in the state. The grounds are all that could be desired. The bath houses are new and large, the hotel is new and modern, and a resident officer living on the grounds will preserve order and look after the comfort of the visitors.

Grounds free to every body. Good roads from every direction, the main state highway passing the lake. Seaboard railroad station by the water side.

Lakeview has been a popular favorite for many years, but with the many decided improvements and the new buildings that have been provided this summer will offer more attractions than was ever possible in the past. We propose to do everything possible to increase the patronage and please the people, as the aim of Lakeview is to work for the future all the time, and make of it the great resort that its natural advantages permit.

J. E. McKEITHAN, C. L. COCKMAN, Managers.

REV. M. D. McNEILL

(Continued from page 1)

leading spirit, going in and out among his people, advising when advice was needed, comforting when the sad days came, and ever living before them a life so beautiful and uplifting that results were bound to follow.

During his service here the church membership grew from twenty-nine to one hundred and twenty. The Sunday School is active and doing a splendid work. Although Mr. McNeill could attend this Sunday School only one Sunday each month, he always manifested a great interest in it, and even the children seemed to realize how near it was to his heart. When they were to receive pins or Bibles as rewards for their work, they preferred to wait a week or two if necessary in order that their pastor might be the one to present them.

Mr. McNeill will continue to serve the same group of churches with the exception of Vass. The organization of a church at Lakeview made the formation of a new group necessary, so Lakeview, Vass and Union were grouped together, and will be served by the Rev. D. McD. Monroe. Although the ties of pastor and people have been severed, Mr. McNeill will continue to hold an enviable place in the hearts of the people of Vass, not only of his own denomination, but of all denominations.

You can look back upon the path of a man, and determine what sort of man he has been. Oh that there were more men such as he!—B. C. S.

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