



WINNER of the Weed Lions Club speaking contest who will represent Weed at the Lions Club District Contest to be held at Yreka Wednesday night, March 19, was Christina Kersey, Weed High School junior, center. She received the certificate of merit from Gerald Kubli, chairman of the contest for the local club, left, Dr. H. L. Vidricksen, president of the Weed Lions Club, is shown at the right.

— Photo by Gaynor, Weed

Speech Event Winner Told

WEED—Christina Kersey, Weed High School junior and daughter of Mr. and Mrs. John Kersey, Weed, was named winner of the Weed Lions Club speaking contest.

She will represent the Weed High School at the zone competition to be held within the next two weeks with contestants from other zone communities participating.

The winner was selected over five other students with "Community Service, a Way of Life" the topic of this year's annual speech.

FORESTERS MEETING

LAKEVIEW — There will be a meeting of the Shasta-Cascade Chapter of the Society of American Foresters in Lakeview Friday, March 14. The program will begin with a dinner at 7:30 at Hunters Lodge followed by a discussion on the latest developments in aerial fire control. A special speaker for the program will be Carl Wilson from the California Forest and Range Experiment Station at Berkeley. William Knechtel is in charge of arrangements.

The local contenders with their Weed High School instructors, Mrs. Marjorie McCracken and E. J. Franklin, were guests of the Weed Lions Club at the March 5 meeting held at the Y-Cafe. Other contestants were Elaine Henry, Frank DeMarco, Sharron Pilon, Georganna Scribner and Linda Tonkin.

Judges for the local contest were Harvey Campbell, Judge Kenneth T. Stone and Arthur Fish.

KF Police Survey

Editor's Note: This is the second in a series of articles summarizing in more detail the recently completed evaluation report on the Klamath Falls Police Department compiled by Inspector Richard Young of the Berkeley, California, Police Department.

By FLOYD L. WYNNE
PART 2—Personnel

In outlining the need for a sound personnel system, Inspector Young listed the essentials as classification of positions, compensation plan, selection on a merit basis, an adequate training program, administration of a sound service rating system, regulation of working conditions, satisfactory disciplinary machinery, and a sound retirement system.

Young's report said, "The city of Klamath Falls does not have a central personnel officer." He further recommends that such department, if established, should be divided between the police department and the central personnel agency.

He points out that at present the department consists of chief, assistant chief, detective, sergeants, patrolmen, foot and auto patrolmen, a civilian stenographer, matron, traffic clerk and meter repairman.

CONSIDER MAILER PLAY

NEW YORK — Novelist Norman Mailer is trying his hand at playwriting for the first time with an adaptation of "Deer Park." The script is being considered now by a Broadway producer. Mailer, whose first novel "The Naked and the Dead" was also a best-seller, describes in "Deer Park" impressions of Hollywood and eight individuals in the movie colony.

In the proposed reorganization of the department there will be a chief, two lieutenants, patrol as well as detective sergeants, patrolmen and policewomen.

Duties of each of these categories are outlined in the report. General rules outlined for all members of the department include the following: (a) Proper execution of assigned duties, (b) prevention of crime, (c) suppression of crime, (d) enforcement of laws, (e) arrest of offenders, depending on nature of officer's specific assignment, (f) maintenance of proper public relations, (g) maintenance of discipline, (h) adherence to rules, regulations, order and procedures among subordinates, (i) reporting promptly, through channels, developments that may unusually affect public or official relations, (j) initiating police action when necessary, and (k) the proper care and use of departmental equipment, supplies and facilities.

Regarding salaries, the report pointed out that as of January 1, 1958 the monthly salary for members of the department were as follows: Chief \$475 plus \$20 per month as uniform allowance; assistant chief \$405 plus \$20 uniform allowance; sergeant \$361 plus \$20 uniform allowance and \$2.50 monthly for those assigned to traffic duty; detective \$361 plus \$20 monthly uniform allowance; patrolmen (top level) \$341 plus \$20 monthly uniform allowance, \$2.50 for patrolmen assigned to traffic duty and \$5 monthly to those assigned to complaint desk duty.

Stenographer - matron pay is listed at \$280, female clerk at \$250 and meter maintenance man \$235. Young stated, "The writer made a comparison study of the salary

paid police officers in the 10 Oregon cities in the population group, 10,000 to 25,000.

Such a comparison, the report continued, would show that Klamath Falls salaries would have to be increased by the following per cent in order to bring them up to the average of all these cities: Chief 8.8 per cent, assistant chief 11.6, sergeant 10.9, patrolman 8.2 and policewoman-matron 5 per cent.

He recommends the practice of the uniform allowance be discontinued since a recent ruling of the Bureau of Internal Revenue makes all monies received whether salary, expense money or allowances as taxable incomes.

The report continues, "The mayor has advised that a change of policy in this regard is now being considered by the city council. It is proposed to remove the \$20 which was added to the uniform and clothing allowances several years ago and include this money as part of the base salary. The city will continue to provide the necessary uniforms in the future, but will not provide any monetary allowance as it has in the past."

By chart form, the report points out the amount of money needed to bring the officers up to considered average after the uniform money as listed was added to their salaries. The amounts were \$31.75 for chief, \$37 for assistant, \$19.33 for sergeant, and \$8.08 for patrolmen.

A comparison was made also

with the base minimum salary for a police officer as against salaries paid to building construction laborers, carpenters, electricians, plumbers, fry cooks and teamsters. The study shows that the base minimum salary of the police officer is lower than every other occupation except fry cook and the base maximum salary is lower than all others.

Young stated, "The city's policy should be to pay a rate at least as high as the average employer in the community for the same service." He also stated that when a private employer is unable to meet his total payroll he decreases his force. "The city," he suggested, "should adopt the same policy insofar as practical. That is, reasonable salaries should be paid to personnel it can afford to hire, but it should hire only the number of personnel it can reasonably compensate."

A questionnaire to the department showed that at least 12 mem-

bers said they had part time employment outside the department. Several others advised they had sources of income outside their employment. "In addition to this it was learned, with the exception of two or three officers," the report stated, "that those officers who did not have outside employment were married to spouses who were gainfully employed."

Young recommended (1) that the city adopt the final recommended salary schedule, namely: Chief \$525, assistant \$451, lieutenant \$450, sergeant \$410, patrolman \$375 and policewoman \$285; (2) that employment outside the department should be restricted to pursuits which will not affect the time or quality of police duty nor cast discredit upon or create embarrassment for the city government; (3) additional allowances of \$5 per month for complaint desk and \$2.50 for traffic duty be eliminated; (4) portions of the uniform allowance be included as part of

the base salary; (5) that the city discontinue the uniform allowance but provide uniforms as necessary; (6) that in the future the top patrolman's salary be considered as a working base and that percentage differentials for all other ranks of the department be figured from this base, and (7) that as a matter of future police, the city set the top grade patrolman's salary at the average of the two highest salaries for this grade paid by Oregon cities in the 10,000 to 25,000 population group.

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CONDENSED STATEMENT OF CONDITION AS OF DECEMBER 31, 1957

Resources		Obligations and Surplus Funds	
BONDS AND STOCKS		POLICY RESERVE FUNDS	
U. S. Government obligations	\$ 383,547,934	General insurance and annuity reserves	\$7,239,349,047
Public utility bonds	877,631,482	Policy proceeds held on deposit for policyowners and beneficiaries	368,981,271
Railroad obligations	725,956,501	Other policy reserves	58,533,280
Industrial obligations	2,457,328,527	Dividend and annuity payments left on deposit with the Society at interest	262,504,713
Other bonds	\$77,898,245	Policy claims in process of payment	\$6,385,164
Preferred and guaranteed stocks	181,702,228	Premiums paid in advance by policyowners	14,821,794
Common stocks	10,628,131	Dividends due and unpaid to policyowners	14,821,794
MORTGAGES AND REAL ESTATE		Dividends apportioned for distribution in following year	143,725,379
Residential and business mortgages	2,442,105,723	OTHER LIABILITIES	
Home mortgages	372,828,877	Taxes - federal, state and other	33,410,000
Home and branch office buildings	19,996,508	Expenses accrued, unearned interest and other obligations	15,313,429
Housing development and other real estate purchased for investment	181,011,141	Mandatory security valuation reserve	\$7,754,338
Other residential and business properties	609,886	Total obligations	\$8,311,264,350
OTHER ASSETS		SURPLUS FUNDS TO POLICYOWNERS	
Cash	71,526,272	To cover unforeseen contingencies	\$64,462,546
Transportation equipment	109,240,866	Total obligations and surplus funds	\$8,375,726,896
Loans to policyowners	223,475,347		
Premiums in process of collection	83,324,689		
Interest and rentals due and accrued and other assets	76,912,341		
TOTAL ADMITTED ASSETS	\$8,875,726,896		

In accordance with requirements of law all bonds subject to amortization are stated at their amortized value and all other bonds and stocks are stated at the values prescribed by the National Association of Insurance Commissioners which are based on market quotations as of December 31, 1957. In addition, as required, a security valuation reserve is included among the liabilities.

*Excluding \$1,094,114 on deposit with public authorities.

THE EQUITABLE LIFE ASSURANCE SOCIETY OF THE UNITED STATES, 393 Seventh Avenue, New York 1, N. Y.

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