

# Highlands Newspaper

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Thursday, Nov. 29, 2018

## Compromise reached for Main Street

After commissioners nixed the NC DOT plan for beautifying Main Street that involved the center walkway and parallel parking, the Land Use Committee was asked to get with the agency to see

if the town's original plan could be resurrected. It involved curbed, tree planters set at the ends of a few center, diagonal parking spaces from 3rd to 5th streets.

Originally, NC DOT rejected

the plan because the agency requires eight feet from a tree trunk to the travel-way on roads posted at 25 mph or less.

Monday afternoon, Andy

•See MAIN STREET page 2

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## Christmas festivities begin!



Highlands annual Christmas Parade is Saturday from 11a to noon on Main Street. After and during the parade there are numerous events going on. A BBQ lunch in Jones Hall at the Episcopal church from 11:30am to 1:30pm. It's the third annual Food Pantries Christmas. For a \$10 donation per meal, it's a BBQ sandwich, beans, slaw and potato chips, plus a drink. There's Christmas Caroling at First Presbyterian Church at 1pm, Mozart's *The Magic Flute* at 2pm, Live via Satellite at the PAC featuring the Metropolitan Opera (NYC). Tickets are available at the door. Children are free. At First Presbyterian Church, it's the Smoky Mountain Brass Quintet's free Christmas Concert at 4pm and Chefs in the House at OEI's The Farm with Pitmaster Rodney Scott. Santa and Mrs. Claus will be in K-H Founders Park on Pine Street to hear wishes until 4 p.m. after the parade.

— Photo by Kim Lewicki

## Cross topper compromise reached for town tree

*For this year only, all faiths are invited to participate*

Twice now in recent weeks a Facebook debate based on misinformation fueled a movement — this time to put a cross back on top of the town Christmas tree in K-H Founders Park. (The previous debate was about Main Street beautification plans.)

The cross was on the Christmas tree at the town lighting Saturday night but was removed and according to town officials, the symbol of the cross was not the reason.

Last year, the wind caught the star topper on the original Christmas tree in the park and snapped the top off — an action that affected the growth of the tree, said Town Manager Josh Ward. The tree suffered other problems as well, which is why a new tree was sought and planted elsewhere in the park.

•See CROSS page 7

## Highlands 3rd highway marker goes up near Historical Village



Folks gathered along the roadside near the Highlands Historical Society on N. 4th Street last Tuesday morning for the unveiling of Highlands' third NC Highway Historical Marker — which represents three of the 12 markers in Macon County — this one honoring Mary Lapham for her innovative method of curing tuberculosis. Historical Society Archivist Ran Shaffner said Lapham's lung collapse therapy method resulted in helping hundreds of patients who were deemed lost causes. "Lapham was the first physician in the U.S. to adopt this treatment successfully," he said.

— Photo by Brian O'Shea

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# • THE PLATEAU's POSITION •

## • MAYOR ON DUTY •

### Clarifying the Christmas Tree topper issue

Plans for the new town Christmas Tree began over a year ago. The tree was transported from Spruce Pine and replanted in the park in late winter. Professional arborists informed the parks and recreation committee that winter was the perfect time to relocate a large tree. Our staff and the committee were also advised not to trim the limbs of the tree, nor heavily decorate it this first year. Placing an ornament at the top of the lead branch this first year was not to be done.



Highlands Mayor  
Patrick Taylor

of the town Christmas tree was not driven by animus toward any specific religious symbol. My discussions with the town manager at the town lighting that someone overheard, were in the context of why the original plan had not been followed, and who had arbitrarily decided to place the cross on top of this fragile tree. My response was out of frustration and momentary confusion. I apologize if anyone took offense.

My best information is that the self-fabricated cross was placed on the tree by a town employee after the tree had been officially decorated by the town crew. Apparently, he failed to understand that when the decision was made not to top the tree with the star owned by the town, that meant no topping whatsoever. The employee had no authorization to do what was done. I suspect if the cross had never been placed on the tree, this controversy would not have developed.

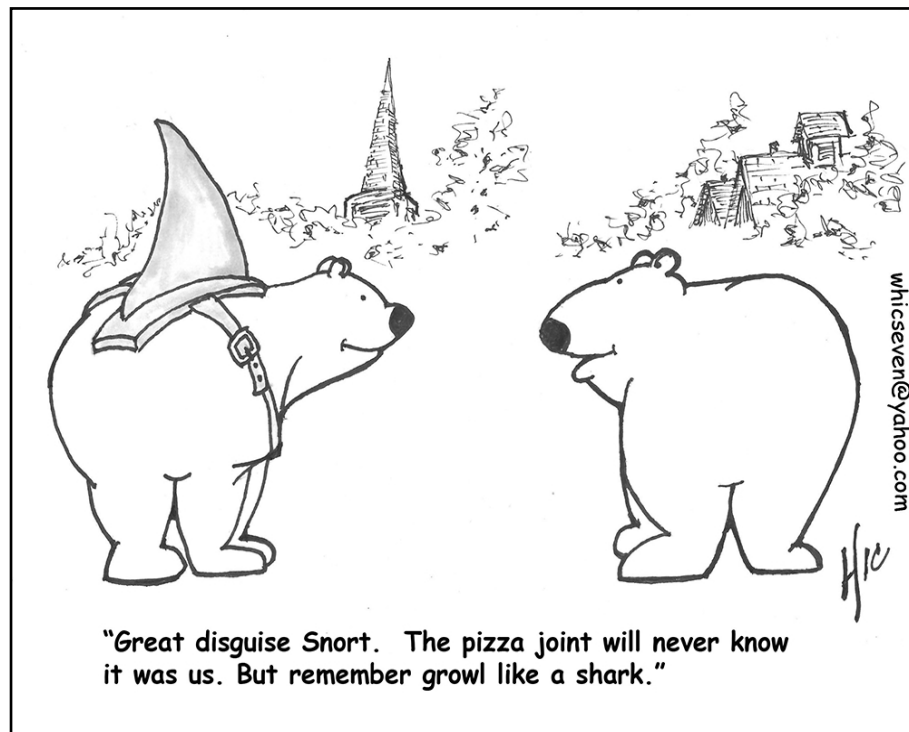
With that said, the group that held a vigil around the Christmas Tree on Monday night feel very strongly that removing the cross was a symbolic example of marginalization of the Christian faith at this Christmas season. I have had a cordial and candid meeting with Reverend Ford of First Baptist Church who has been the leader of the group. I have also had individual conversations with town board members to get their input.

Over fear of damaging the tree, I took the lead and had the cross removed from the tree. I am the person who now will initiate a compromise by having the cross placed lower on the tree in a location that will not damage the new top. The cross will be on the tree for this Christmas only. Other faiths are invited to put a symbol on the tree, as well.

As this new tree grows and matures this coming year, a system to secure a top ornament will be developed and reviewed. If feasible, next year the tree will be topped with the traditional star. The current lights and Christmas ball ornaments will be the decorations for the tree. The tree will be professionally trimmed next year as planned. During the coming months the Town Board may want to review these procedures and plans.

I deeply regret the decoration of the tree has become a divisive issue in our community. This is the time of the year where communities, families and friends should come together in love, affection and respect for one another, regardless of faith. See you at the Christmas parade on Saturday morning.

## • Hic's VIEW •



"Great disguise Snort. The pizza joint will never know it was us. But remember growl like a shark."

### ...MAIN STREET continued from page 1

Russell, district engineer with NC DOT attended the Land Use Committee meeting at the Community Building to hash out possibilities.

In attendance were committee members Commissioners Donnie Calloway, John Dotson and Eric Pierson as well as Town Manager Josh Ward, Town Engineer Lamar Nix and three Chamber representatives – Bob Kieleyka, Jerry Moore and Amanda Sullivan.

Originally, Russell said for safety rea-

sons, should a vehicle run off the road, the NC DOT policy on urban landscaping and tree planting stipulates that there be a clear recovery area of eight feet from the travel-way for a tree four inches or larger at the base..

However, by the time the discussion was over, Russell said he "felt optimistic" about getting permission from the Roadside Environmental Unit to reduce the travel-way encroachment to five or six feet

•See MAIN STREET page 6

### Highlands Newspaper

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#### Letter Policy:

We reserve the right to reject or edit letters-to-the-editor. No anonymous letters will be accepted. Views expressed are not necessarily those of Highlands Newspaper.

## • WEATHER •

	Friday 11/30		Saturday 12/1		Sunday 12/2	
	Daytime	Overnight	Daytime	Overnight	Daytime	Overnight
Temp	60 F	39 F	52 F	48 F	61 F	42 F
RealFeel	50 F	40 F	52 F	39 F	62 F	49 F
Winds	4 g 6	3 g 5	3 g 5	4 g 6	6 g 10	5 g 7
T-Storms	20%	20%	19%	20%	40%	2%
Rainfall	0.09	0.1	0.23	0.38	0.05	0
Snowfall	0	0	0	0	0	0

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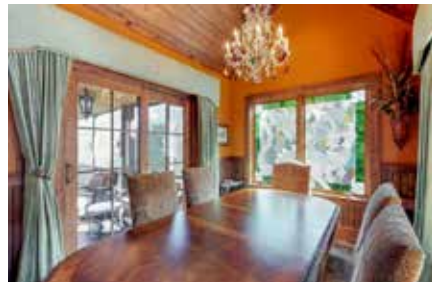
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**HIGHLANDS COUNTRY CLUB** Located on a cul-de-sac in prestigious Highlands Country Club, this property was built with privacy in mind. It features a view of Satulah Mountain as well as long range views from nearly every room. This cottage style home has three levels. The main level features the kitchen, living room with fireplace, dining room, master bedroom and bath along with a huge screened porch outdoor "living room" and additional porch areas that are not under cover. The lower level has a second living room with fireplace, second outdoor deck area, and two guest bedrooms. The loft is perfect as an office or overflow sleeping quarters for the kids. HCC memberships are available but not mandatory for home ownership.

**MLS# 89665 | Offered for \$1,049,000**



**SCALY MOUNTAIN** Amazing views from this contemporary home in King Mountain located on the Atlanta side of Highlands about six miles from Main Street. The property backs to the Nantahala National Forest and has beautiful rock outcrop-pings on nearly level land. The home was designed by renowned architect Jim Fox and has lots of interesting angles and spaces. The focal point in the living room is a sunken fireplace with comfortable seating. The master level is upstairs and includes an office with lots of windows. The lower level boasts a family room with glass all around plus two sleeping areas.

**MLS# 89729 | Offered for \$895,000**



**HIGHLANDS IN-TOWN** Wonderful two-story cottage overlooking splashy Mill Creek. Tucked in at the end of a cul-de-sac, it is hard to believe you are just two blocks from Main Street and an easy walk to dining, theatre, and shopping. The main level features a master bedroom with a great bath plus a second suite. The large kitchen is open to the great room and has granite countertops. From the great room there is access to either open decking or a roomy screened porch. Upstairs is a second master suite making this the perfect home for two couples to share.

**MLS# 89695 | Offered for \$699,000**



**TRILLIUM LINKS & LAKE CLUB** Well-built and well-maintained home with long range views. The perfect combination of master suite and living spaces on the main level and two en suite bedrooms and an office upstairs. Connected single carport. Large back deck with outdoor fireplace and screened in section. Updated finishes. New roof in 2017. Underground fence for the four-legged family members. Beautiful new landscaping with flower garden full of perennials. Move-in ready. Trillium Links & Lake Club offers wonderful golf and a private lake club with dock space.

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## ...MAIN STREET from page 2

instead of eight. Nix said the maximum he could get with the desired design was five feet.

If the answer is no, then Nix said the other option was a tree planter or two, each in the middle of a parking space down the middle of each block – 3rd to 4th and 4th to 5th streets.

Unlike the preferred scenario, that design would severely shorten the spaces occupied by the trees – not take them away but make them more suitable for motorcycles or mini-cars, something Bob Mills of Nancys Fancys thought would be a good thing.

Though some don't want any changes to Main Street, by the end of the 45-minute discussion everyone agreed a few extra trees on Main Street either at the ends of a few spaces or in the middle, if that is the only option ... would be OK.

"I don't think everyone is against a tree or two; I think it's the overkill that got to everyone. I am still not for all those trees with curbing, but a tree or two, I would look at that," said Commissioner Calloway who was originally adamantly opposed to changing the street.

Chamber member and Director of Marketing and Public Relations for OEI Amanda Sullivan said she was glad a compromise had been reached.

"I love that we are coming to some sort of compromise where we have some green features down Main Street. This makes it easier to do some photography and market the downtown area in a visually compelling way," she said. "I think what people have come around to is a viable solution if we can make it work. From a marketing perspective, I love the idea of being able to shoot a business across Main Street

•See MAIN STREET page 11

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# ...CROSS continued from page 1

“Once the top snaps off, it just bushes out and never gets its shape back,” said Ward. “We want to be careful with this new tree until the top is strong enough to withstand the wind.”

At the advice of an arborist, the Rec Park Committee, made up of Commissioners Amy Patterson and Brian Stiehler, instructed the town not to put anything on the top of the new tree for at least a year.

However, Ward said while decorating the tree, the town's electric crew thought something should be on top, so they put up a cross thinking the wind would pass around it rather than push against it.

Mayor Pat Taylor said when he saw the cross Saturday night, he was concerned – not because it was a cross, though he believes the star the town traditionally puts atop its tree is more ecumenical in nature

– but because the town was instructed not to chance the top snapping off. That being said, the action was unauthorized.

“Obviously, people have misunderstood the reason for the removal of the cross; it was done to protect the tree,” said the mayor.

Commissioner Brian Stiehler, who is an agronomist and horticulturalist, and who was involved in the selection and placement of the new tree in the park, said it's critical at this point not to do anything to destroy the shape of the tree from here on out.

“Once the top snaps off, it grows into a bush and isn't a tree anymore,” he said.

Over the year, the new Christmas tree will be professionally trimmed and if it is strong enough next year, the star will likely be put on top.

•See CROSS page 8



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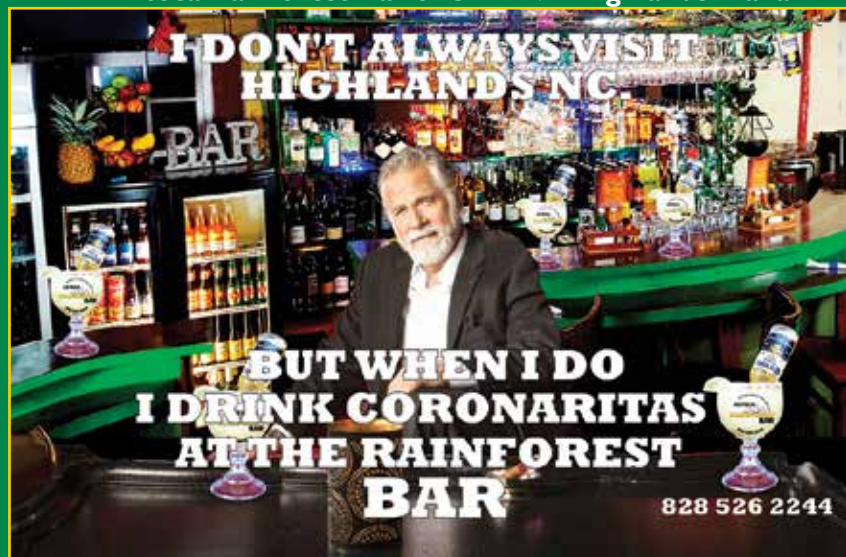
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#### FRIDAY, DECEMBER 21

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#### MONDAY, DECEMBER 24

##### CHRISTMAS EVE CANDLELIGHT &

##### COMMUNION SERVICE

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## ...CROSS continued from page 7

"I hate that this has been blown up this way. It's a big misunderstanding," said Stiehler. "Even on the mayor's weekly broadcast he told people not to expect anything on the top of the tree this year."

Though some are saying taking the cross down is like taking "Christ" out of Christmas, there are others who prefer a star.

For many, the star represents the symbol of Advent – the coming of the Messiah – and the cross represents his death and resurrection.

Highlands, like most towns and cities is comprised of all kinds of people of all kinds of faiths – Jews, Catholics, Muslims, Buddhists, and a myriad of Protestant denominations. In any case, many relate to the star in an ecumenical way.

In fact, Commissioner Stiehler, who wasn't at the tree lighting this year, got two calls later that night from citizens concerned that a cross was on the tree instead of the traditional star.

However, Monday night,

about 30 people gathered in the park to peacefully protest the removal of the cross and requested it be put back on top of the tree.

Opening with the hymn *Amazing Grace*, Dr. Mark Ford, pastor of First Baptist Church Highlands, spoke to the crowd – many of whom were his parishioners.

"We are here on this cold night to declare that Christmas is about Christ who came for one reason; he came to show the love of God and to die for our sins.

"And because of that, we think this Christmas tree should have THE symbol of Christ on it which is the cross.

"I would declare to you as Christians, we have suffered enough and have been marginalized by society. We are seeing ourselves pushed to the margins by political correctness and by political institutions and even other religious institutions that basically want us to be quiet.

"I understand why. But I would say to you, as Christians we

may get pushed to the margins, but we should go with the clear message that we believe in Jesus Christ and he is the reason for this season.

"We need to keep praying and expressing our sentiments. We are not here in any form of violence or any form of anger, we are here to say to our mayor and our town, please put the cross back on this tree because in this public square in this day I believe we have a right to have that cross up there.

"The explanation that was given to me by the mayor was that to put any kind of topper on the tree it may damage that tree. Because of that they were going to hold off putting any kind of topper up there, star or cross.

"And if that is the "legitimate" reason, and the reason we can't have anything up there because we are worried about the health of this tree, I would ask, if nothing else, bring it down a foot or two and put it out front and let the whole world still see that the reason for the symbols like Christmas trees and wreaths is because of Christ.

"So, mayor, please put the

•See CROSS page 16

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---

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Whether your family prefers turkey, ham or tofu turkey, we wish western North Carolina a very safe, restful, gratitude-filled holiday season.

At HCA Healthcare we are reflecting on loved ones near and far, and are thankful to help so many patients and families throughout the year.



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# • HIGHLANDS AREA EVENTS •

## Ongoing Through Dec. 29

• At the Hudson Library, The Modern Quilt Guild of Franklin NC challenged their members to create a wall hanging to demonstrate and highlight Modern Quilting. The challenge chosen by the members consisted of a landscape image of the Franklin area and a fabric palette of seven colors. Each quilters wall hanging had to use six of the seven colors and reflect the Modern Quilt movement. Eleven quilt are displayed in the Community Room showing each persons answer to the challenge. Most interesting to see the differing results from each person even with the commonalities of color and reference.

## Through Dec 30

• At The Bascom, interweaving Southern Baskets. The art of basketry, including examples of Native American works and fine art bas-

kets.

## Sat., Dec. 1

• Annual Olde Mountain Christmas Parade on Main Street beginning at 11 a.m.

• Christmas Caroling at First Presbyterian Church at 1 p.m.

• A BBQ lunch in Jones Hall at the Episcopal church from 11:30 a.m. to 1:30 p.m. It's the third annual Food Pantries Christmas. For a \$10 donation per meal, you'll get a box containing a barbecue sandwich, beans, slaw and potato chips, plus a drink -- soda or water.

• At PAC, Mozart's The Magic Flute at 2pm. Live via Satellite featuring the Metropolitan Opera (NYC) with a pre-opera discussion 30 minutes prior. (After the Highlands Christmas Parade) Tickets are available online: [www.highlandspac.org](http://www.highlandspac.org), at the door or by calling: 828.526.9047.

• At First Presbyterian Church, Smoky Mountain Brass Quintet

Christmas Concert @ 4pm (admission is free)

• Chefs in the House at The Farm at Old Edwards. Parade night party with Pitmaster Rodney Scott.

## Mon., Dec. 3

• The community is invited to attend a retirement celebration honoring Herbert Plauche, MD, on Monday, from 1 to 3 pm at Highlands-Cashiers Hospital in the Jane Woodruff Clinic, Third Floor Reception Area at 209 Hospital Drive in Highlands. Refreshments will be served. Guests are encouraged to park and enter from the 3rd floor. Please RSVP to Brittany Dryman at 828-526-1345.

## Thurs., Dec. 6

• Highlands School Winter Concert at 6 pm in Highlands School Old Gym. K-8 students will perform a mix of winter and holiday music.

• Lively Kirtan and Bhagavad Gita Discourse at 3 pm. Learn transcendental Sanskrit mantras led by a traditional harmonium artist and discover eastern philosophy of spirituality. Joining in the downstairs hall of the Spiritual Light Center, 80 Heritage Hollow Drive Franklin, NC 28734. For interest or any questions

in advance, call (828) 526-4818. If calling the day of the event, please call (828) 371-6803. Free gathering, come as you are!

## Sat. & Sun., Dec. 8-9

• Highlands Community Choral will present "An Appalachian Christmas" concert at 5PM in the HUMC sanctuary. A reception follows the Sunday concert.. Cost is free.

## Sat., Dec. 8

• At PAC, The Madness of King George by Alan Bennett at 1 p.m. Live via Satellite Series featuring the National Theatre (London.) with a pre-opera discussion 30 minutes prior. Tickets are available online: [www.highlandspac.org](http://www.highlandspac.org), at the door or by calling: 828.526.9047.

## Thurs., Dec. 13

• Town Board meeting at 7 p.m. in the Community Building.

## Mon. Dec. 17

• HCP presents its free annual holiday program of music and readings on Thursday, December 13, at Highlands Performing Arts Center, beginning at 7 p.m. and again at the Cashiers Library on Monday, December 17, at 7 p.m.



## The Magic Flute is at PAC after the parade

All children are admitted for FREE.

The Highlands Performing Arts Center will present the MET Opera's classic, The Magic Flute on Saturday, December 1 at 2pm.

Come to the Highlands Christmas Parade at 11am, the Bar-B-Que lunch at the Church of the Incarnation to benefit the Food Panty following the parade and then to PAC to see the fairy tale opera, The Magic Flute by Mozart.

Julie Taymor's dazzling production returns in an encore presentation of the company's first-ever Live in HD transmission. James Levine conducts a winning ensemble including tenor Matthew Polenzani, baritone Nathan Gunn, and bass René Pape in this abridged, English-language version of Mozart's classic fable. Tickets are available online: [highlandspac.org](http://highlandspac.org), at the door or by calling: 828.526.9047. Highlands Performing Arts Center, 507 Chestnut Street, Highlands NC 28741

## Pair of events at First Presbyterian on Sat., Dec. 1

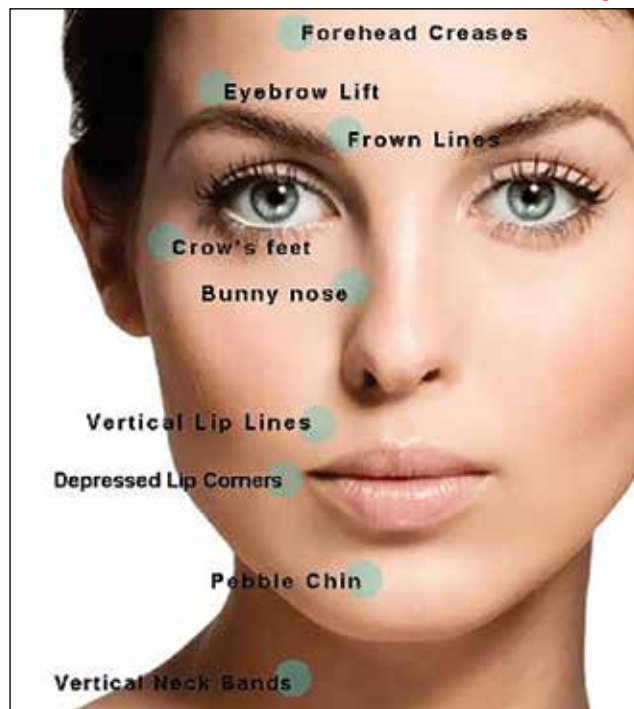
Everyone is cordially invited to a Christmas Carol Sing at Highlands First Presbyterian Church at 1pm on Sat., Dec. 1 after the parade.

Stell Huie will be song leader with Angie Jenkins at the piano. If you enjoy singing familiar Christmas carols, you will want to make this a part of your Christmas tradition.

Then at 4pm, the award winning Smoky Mountain Brass Quintet will present a free concert.

The church is at the corner of Main and 5th streets. Handicapped accessible entrances are on 5th Street and on Church Street.

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Highlands Cashiers PLAYERS and Highlands Performing Arts Center  
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*Holiday Program*  
Stories, Poems & Music of the area, featuring HCP actors  
and *The Mountain Voices*  
Thursday, December 13 at 7 pm, Highlands PAC  
Monday, December 17 at 7 pm, Cashiers Library  
**FREE TO ALL— Our Gift to the Community**





## Appalachian Christmas Chorale is set for Dec 8 & 9

By Luke Osteen

This year's Highlands Community Chorale's Christmas performance, "An Appalachian Christmas: Traditions Old and New" is a calculated celebration of the musical heritage of this little corner of the Blue Ridge Mountains.

"It's really the music that lies beneath our feet – these songs are in the soil and they pop up," says Chorale Director Les Scott. "The sound we're going to present isn't bluegrass. Bluegrass came about in the 1940s. This is old-time music, plain and simple. It runs deep in this area and it resonates, even today."

The songs performed for "An Appalachian Christmas" were spared the fate of fading from memory by the careful scholarship of John Jacob Niles. Roaming the Southern Appalachians in the 1920s and 30s, Niles would transcribe the songs that he heard in rural churches, mountain homes, and tent revivals. Thanks to his labors, many of these deeply spiritual songs have been celebrated around the world. Niles himself helped to foster their acceptance. To stress their value, whenever he performed these songs with his self-made dulcimers, he was always attired in white tie and tails.

Furthering the concert's roots in the traditions of Highlands and Cashiers will be Naomi Chastain's recollections of Christmas as celebrated by her family just this side of the Georgia Line. The Christmases she recounts

were simple by today's standards, yet leavened with laughter and love, such as she and her friends pulling Christmas Eve pranks throughout the community – pranks like leaving a neighbor's cow in a stall in place of a family's work horse, or rousing sleepy farmhouse-dwellers in the middle of the night by yelling and beating pots and pans – "serenading" they called it. Ms. Chastain's recollections of those times are delivered with such honest affection that the years melt away and the entire audience is amidst that band of merry-makers.

Also strengthening the Appalachian connection are the readings scattered throughout the evening. These include stories from people in the Foxfire community, and homilies from Dr. Fred Craddock, internationally-recognized theologian and pastor of Cherry Log Community Church, just outside of Blue Ridge, Georgia. Gospel readings are taken from Dr. Clarence Jordan's "Cotton Patch Gospels," a reverent southern retelling of the familiar Nativity accounts.

All the joyful voices, all the readings, all the universal themes embedded in the performance, are built upon an Appalachian orchestral sound created by Scott.

"We'll have guitars and banjos, fiddles, dulcimers, mandolins, a military drum, spoons and a washboard," he says. "It'll be a mountain sound, but it'll full and rich and reverent, as you would have found it 100 years ago."

Come celebrate the music of Christmas with the Chorale on Saturday, December 8, at 5 p.m. or on Sunday, December 9, at 5 p.m. at Highlands United Methodist Church, located at 315 Main Street. There'll be a reception following the Sunday performance.

Admission is free, but donations are accepted. For more information, call (828) 526-3376.

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Highlands  
Playhouse

## ...MAIN STREET from page 6

underneath a tree lit with lights or with fall color in the foreground. It really represents Highlands and the reason people come here. All the studies show people are spending more time downtown and they actually are spending more money."

Once the public was invited to speak to the issue, OEI General Manager Jack Austin said he believes more trees on Main Street would make it even more beautiful than it is and suggested "greening it up" would heighten its appeal.

"Architctural Digest did its list of 'Prettiest Small Towns in America' recently. Highlands wasn't on it and Cashiers was number 30-something. It's a matter of opinion and perception," he said.

In the end, depending on what NC DOT says about the encroachment issue, the Land Use Committee decided that any new trees on Main Street would be set within a grate flush with the road which eliminates the problem of curbing obstacles for pedestrians or drivers. To protect the trees – without curbing – wrought iron tree guards would be installed.

Russell said he was sure he could have an answer concerning the travel-way encroachment within a week or two.

Once the town knows which direction to take, visuals will be drawn up for the public to see both prior to and at the Dec. 13 Town Board meeting at which time a final decision will be made.

Owner of Southern Way Harry Bears who would rather Main Street be left as it is, offered his perspective.

"Main Street is beautiful. It's never been a parking lot. If you guys want to put some trees up that's fine. But it's a beautiful place as it is. Cashiers would love to have our problems. This is Main Street. This is the magic. This is the golden goose. This is all of it. Please be careful what you do to it because we are very, very lucky people."

Chamber member and owner of Kilwins Jerry Moore said a couple of aesthetic trees on the main block areas of Main Street without losing parking, without creating obstacles and still being able to pull through is something he and others could live with.

"But I agree with Harry. If we did nothing, we would still be an amazing awesome town. But I am not against enhancing things. This is tweaking not reinventing Main Street because it's pretty awesome just the way it is," he said.

– Kim Lewicki

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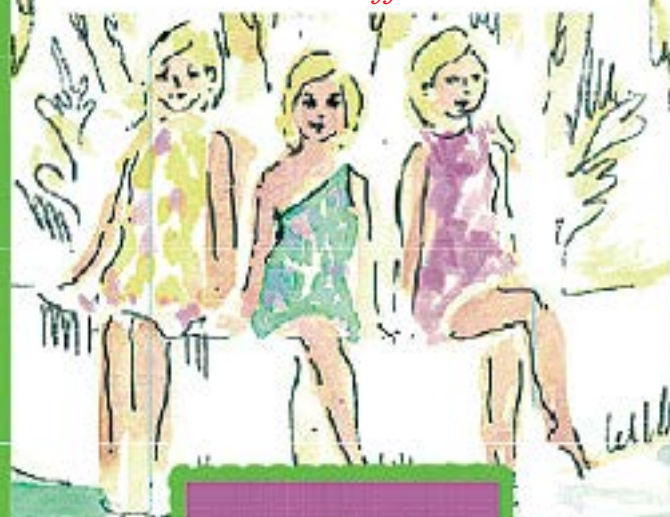
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## Harris Regional accepting applications for 2019 Ascent Partnership nurse practitioner tuition support program

Harris Regional Hospital and Swain Community Hospital are joining Western Carolina University to announce a call for applicants for The Ascent Partnership nurse practitioner tuition support program

for the 2019 fall semester start.

The Ascent Partnership is the formal relationship between WCU and the hospitals. In the partnership, the hospitals provide full tuition coverage each year for two selected nurse practitioner students who commit to a minimum of three years of employment by the hospitals after graduation.

Since The Ascent Partnership began in 2015, three WCU nurse practitioner students have successfully participated in the program. The program's first graduate, Carrie Saunders, FNP, cares for patients at Harris Regional Hospital Urgent Care in the Walmart Plaza. Caroline Rooney, RN and Hannah Caplinger, RN are expected to complete the nurse practitioner program in August 2019.

The main requirement for consideration of partnership funding is for the student to have been formally accepted to the WCU nurse practitioner program. An application, interview, and reference process are also included.

To apply please visit [www.myharris-regional.com/ascent](http://www.myharris-regional.com/ascent) or (828) 586-7100.



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# • BIZ/ORG NEWS •

## Pat Allen Realty Group awarded membership in exclusive Leading Real Estate Companies of the World®



Pat Allen of Pat Allen Realty Group is pleased to announce their affiliation with Leading Real Estate Companies of the World®. "This is truly an honor since it is by invitation only," says Pat.

With members in over 70 countries, LeadingRE has connections in all corners of the world –with membership extended only to firms that are proven leaders in the markets they serve and share values encompassing local insight, global worldview, trusted experience, high performance and community giving. At a time when a lot of people talk about being "global," LeadingRE truly lives it – having built a powerful international presence long before being global was in fashion.

"Being a local and independent firm allows us to concentrate on our specific area," says Pat. "We work full-time and understand the obligations we have to our clients. We don't overprice to secure listings and fully assist our clients throughout the buying or selling process, in efforts to assist them in making the right decisions for them, keeping their best interests in mind. This is not a hobby, but a profession that requires knowledge and experience and we take our job seriously. We train our brokers to make sure our clients are well represented from the beginning of our

relationships until well after our successful closings. Our willingness to work as a team and not compete with each other sets us apart from other firms."

Pat Allen Realty Group's ongoing involvement in the local community and its willingness to give back was one of the reasons Leading Real Estate Companies of the World chose Pat Allen Realty Group to represent them in the area. Pat Allen Realty Group sponsors multiple non-profits and serves on various boards in support of the entire plateau. Other factors of consideration were the firm's demonstration of strong local insight as well as the consistent growth Pat Allen Realty Group has shown year over year. The firm's success is strongly attributed to the basis of the company's core values, which include providing exceptional customer service to its clients and approaching all with honesty and integrity.

"Being selected as a member of Leading Real Estate Company of the World® takes us to a new level and we are here to help with your wants, needs and desires. Thank you all for your support in the past that has led to our current successes. We look forward to a bright future! Stop by Pat Allen Realty Group at 295 Dillard Road and meet our team, says Pat. We are here for you."

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## ...CROSS from page 8

cross back up and do it for the people of this town who still have faith in Christ," said Pastor Ford.

Once the town realized the original tree planted in the park wasn't healthy and therefore not growing, another tree was sought and a new location in the park decided upon. It debuted at the town lighting, Saturday, Nov. 24.

Art and Angela William paid for the new tree – somewhere in the vicinity of

\$12,000 – and in-kind services from various companies in town took care of transporting it, digging the hole and planting the tree.

"We want to protect the tree. Why jeopardize it?" said Stiehler.

In the spirit of compromise, however – for this year only – Mayor Taylor has now said the cross can be placed lower on the tree where it won't damage the new top. In addition, other faiths have been invited to put a symbol on the tree, too.

– Kim Lewicki

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First Baptist Church Highlands Pastor Dr. Mark Ford addresses the crowd.

– Photo by Kim Lewicki

## H.A.N.D.S. & LAKESIDE RESTAURANT presents

### Highlands Annual Christmas Dinner

at Highlands Country Club

Adults \$50 | Children under 12 \$15  
Children 5 and under eat free.

11am- 5pm  
Christmas Day  
Dec. 25

Charity Fundraiser To Benefit Local Nonprofits.

Mouth-watering, traditional Christmas buffet featuring turkey, ham, tenderloin, shrimp & grits, all the fixin's and magnificent desserts prepared by Highlands finest volunteer staff.



Seating by reservation only.  
To reserve, call 828-526-9419.

"It came without ribbons. It came without tags. It came without packages, boxes, or bags. Maybe Christmas doesn't come from a store.

Maybe Christmas means a little bit more."

– How the Grinch Stole Christmas, by Dr. Seuss



# • BIZ/ORG NEWS •

## Romberg named BIC of Landmark's Highlands office

Carol Wilson, General Manager of Landmark Realty and Vacation Rentals, announced that Carl Romberg of Highlands has been chosen as the new Broker in Charge for the Landmark office in Highlands.

"We know that Carl is a true asset and will put his extensive business and real estate experience to work for us in Highlands," Wilson said. "Landmark was founded on the Plateau in 2004 offering boutique real estate services and we know that Carl will make a



valuable contribution to our leadership team and the real estate community of the Plateau as we continue to expand and grow."

Prior to his appointment to Broker in Charge, Romberg served as a Realtor in the Highlands office since April of 2016 when he made Highlands his primary residence rather than a beloved second home for 15 years.

Carl is a native of Northeast Georgia and grew up with a love of the outdoors and the mountains, inspired by family trips and via his journey to become an Eagle Scout. He attended the Georgia Institute of Technology and received a Bachelor of Science in Industrial Management while actively exploring his love of architecture, landscape and design. Carl bought his first home, renovated it and resold it within a year of his college graduation. He parlayed the proceeds into another home and built his real estate expertise and portfolio while serving as a fulltime project manager for Marthame Sanders and Company specializing

and sell investment homes.

The family business brought him back to Gainesville, GA for 15 years. As a third generation owner of City Ice Company, Carl served as the Chief Financial Officer of Citisco, Inc. and Direct South, Inc. and focused on financial and operational management. Upon the sale of the business, Carl moved to Highlands full-time instead of a seasonal resident and began to focus solely on the business of real estate. Working on a full portfolio of real estate listings and serving as a trusted and experienced resource for buyer, sellers and investment rentals. Romberg is well regarded for his tireless work ethic and his desire to consistently exceed the expectations of his clients and colleagues.

Carl and his spouse, Bret Herbert, live in Highlands with their dog, Lucy. They enjoy gardening and entertaining and frequent visits from their daughters. Carl has always been active in the community with a specific focus on the North Georgia Food Bank, the United Way and the local Chamber of Commerce. He has a passion for the visual arts and community visioning.

## Ice Rink at K-H Founders Park Hours

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1-8 pm,

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1-10 pm

**SUNDAY**

1-5 pm.

**Skating is \$5 including skates.**

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# • BIZ/ORG NEWS •

## Sheriff Robert Hollands speaks at Rotary



Macon County Sheriff Robbie Holland, spoke at the Rotary Club of Highlands on Nov. 13. He was introduced by Rotary Club member, Brian McClellan. Sheriff Holland discussed the Shop with a Cop program, which he started 25 years ago. The program has grown from initially 16 children to now between 300 to 400 children, who are each given a \$100 gift certificate to use to buy Christmas presents for themselves, and at least one other person. Children are identified by law enforcement officers in the county. All of the children involved are taken to local stores by a law enforcement officer, who can assist with their shopping and, if necessary, even supplement the money needed to make purchases. Holland said the Rotary Club of Highlands has helped longer and more than any other organization.

## HCP presents Annual Holiday Program

Need to rev up a little extra holiday spirit this season? The Highlands Cashiers Players' free annual holiday program of music and dramatic readings will fill the bill!

This year's program, coordinated by Vangie Rich, begins at 7p.m. on Dec. 13 at Highlands Performing Center, co-sponsor of the event.

A 12-voice ensemble from The Mountain Voices chorus, directed by Beverly Barnett, will sing selections from the Voices' Christmas program. Local musicians include Susan Clearman playing the accordion, Les Scott playing the dulcimer, Lynleigh McLain and her dad Gregg singing a medley of seasonal songs. Lori Bee and sister April Mueller with Dave Mueller playing the mandolin will introduce a new song by Betty Holt, Christmas in Highlands.

Reading their original stories are Luke O'Steen and Vangie Rich and from the Highlands Writers group, Lee Lyons, Wayne Coleman, Jeannie Chambers, and Bud Katz. After the program, a reception with hot cider, cookies and such will be held for audience and performers downstairs at PAC, 507 Chestnut Street.

This program, minus the Mountain Voices, but plus the bell ringers from the Cashiers Methodist Church, will also be performed on Monday, Dec. 17, at the Cashiers Library, 249 Frank Allen Road, co-sponsored by The Friends of the Albert Carlton Cashiers Library. Both programs are free to everyone. No tickets are needed. It's the Players Christmas gift to the communities.

Both programs are dedicated to the memory of Adair Simon, late president of HCP.

## Proverbs 3:5

### BLUEVALLEY BAPTIST CHURCH

Rev. Oliver Rice, Pastor (706) 782-3965

Sundays: School: 10 a.m., Worship: 11

Sunday night services every 2nd & 4th Sunday at 7

Wednesdays: Mid-week prayer meeting: 7 p.m.

### BUCK CREEK BAPTIST CHURCH

828-269-3546 • Rev. Jamie Passmore, Pastor

Sundays: School: 10 a.m.; Worship: 11

### CHAPEL OF THE SKY

Sky Valley, GA • 706-746-2999

Sundays: 10 a.m.: Worship

Holy Communion 1st & 3rd Sundays

### CHRIST ANGLICAN CHURCH

Rector: Jim Murphy, 252-671-4011

464 US Hwy 64 east, Cashiers

9:30a Sunday School; 10:30a Worship Service.

Mon. 6p Bible Study & Supper in homes

### CHRIST CHURCH OF THE VALLEY, CASHIERS

Pastor Brent Metcalf • 743-5470

Sun. 10:45am, S.S. 9:30am. Wed. 6pm supper and teaching.

Tues. Guys study 8am, Gals 10am.

### CLEAR CREEK BAPTIST CHURCH

Pastor Jim Kinard

Sundays: School: 10 a.m.; Worship: 11 a.m.

1st & 3rd Sunday night Service: 7 p.m.

Wednesdays – Supper at 6 p.m.

### COMMUNITY BIBLE CHURCH

www.cbchighlands.com • 526-4685

3645 Cashiers Rd, Highlands, NC • Sr. Pastor Gary Hewins

Sun.: 9:30am: Sunday School 10:30am: Middle & High School;

10:45am: Child. Program, 10:45am: Worship Service

Wed.: 5pm Dinner (\$7 adult, \$2 child), 6pm CBC U.

### EPISCOPAL CHURCH OF THE INCARNATION

Rev. W. Bentley Manning • 526-2968

Monday-Friday: Morning Prayer at 8:15a. Sundays: 8 am

Holy Eucharist Rite I; 9 am Sunday School; 10:30 am Holy

Eucharist Rite II. Childcare available at 10:30

### FIRST BAPTIST CHURCH HIGHLANDS

828-526-4153 • www.fbchighlands.org

Dr. Mark Ford, Pastor

220 Main Street, Highlands

Sun.: Worship 10:45 am; Sun.: Bible Study 9:30 am

Wed.: Men's Bible Study 8:30 am; Prayer Mtg 6:15 pm;

Choir 5p

### FIRST PRESBYTERIAN CHURCH

Curtis Fussell & Emily Wilmarth, pastors

526-3175 • fpchighlands.org

Sun.: Worship & Communion: 8:30 & 11 a.m.; School: 9:30

Mondays: 8 a.m.: Men's Prayer Group & Breakfast

Wednesdays: Choir: 6p

### GOLDMINE BAPTIST CHURCH

(Off Franklin/Highlands Rd)

Sunday School: 10 am, Worship Service: 11 am

### GRACE COMMUNITY CHURCH OF CASHIERS

Non-Denominational-Contemporary Worship

242 Hwy 107N, 1/4 miles from Crossroads in Cashiers

www.gracecashiers.com • Pastor Steve Doerter: 743-9814

Services: Sundays 10am - Wed. - 7pm; Dinner - Wed. 6pm

### HAMBURG BAPTIST CHURCH

Hwy 107N. • Glenville, NC • 743-2729 • Pr. Nathan

Johnson

Sunday: School 9:45a, Worship 11a & 7p, Bible Study 6p

Wed. Kidsquest 6p.; Worship 7p.

# • PLACES TO WORSHIP •

John 3:16

### HIGHLANDS ASSEMBLY OF GOD

Randy Reed, Pastor 828-421-9172 • 165 S. Sixth Street

Sundays: Worship: 11

### HIGHLANDS CENTRAL BAPTIST CHURCH

Pastor Dan Robinson

670 N. 4th Street (next to the Highlands Civic Center)

Sun.: Bible Study 10a; Morning Worship 10:45a., Evening

Worship, 6p. Wednesday: Prayer Service, 6:30 p.

### HIGHLANDS UNITED METHODIST CHURCH

Pastor Randy Lucas 526-3376

Sun: School 9:45a.; Worship 9:09, 10:50.; Youth 5:30 p.

Wed: Supper: 5:15; youth, & adults activities: 6; Handbell

rehearsal, 6:15; Choir Rehearsal 7. (nursery provided); 7pm

Intercessory Prayer Ministry

### HOLY FAMILY LUTHERAN CHURCH: ELCA

Chaplain Margaret Howell • 2152 Dillard Road • 526-9741

LutheranChurchoftheHolyFamily.yolasite.com

Sun: School and Adult discussion group 9:30 a.m.;

Worship/Communion: 10:30

HEALING SERVICE on the 5th Sunday of the month.

### MACEDONIA BAPTIST CHURCH

8 miles south of Highlands on N.C. 28 S in Satolah

Pastor Zane Talley

Sundays: School: 10 a.m.; Worship: 11, Choir: 6 p.m.

Wed: Bible Study and Youth Mtg.: 7 p.m.

### MOUNTAIN SYNAGOGUE

at St. Cyprian's Episcopal Church, Franklin • 828-524-9463

### MOUNTAIN BIBLE CHURCH

743-2583 • Independent Bible Church

Sun: 10:30 a.m. at Big Ridge Baptist Church,

4224 Big Ridge Road (4.5 miles from NC 107)

Weds: Bible Study 6:30 p.m.; Youth Group 6 p.m.

### OUR LADY OF THE MOUNTAINS

### CATHOLIC CHURCH

Rev. Father Casmir – 526-2418

Mass: Sun: 11 a.m.; Sat. at 4p

### SCALY MOUNTAIN BAPTIST CHURCH

Rev. Marty Kilby

Sundays: School – 10 a.m.; Worship – 11 a.m. & 7

Wednesdays: Prayer Mtg.: 7 p.m.

### SCALY MOUNTAIN CHURCH OF GOD

290 Buck Knob Road; Pastor Donald G. Bates • 526-3212

Sun.: School: 10 a.m.; Worship: 10:45 a.m.; Worship: 6 p.m.

### SHORTOFF BAPTIST CHURCH

Pastor Rev. Andy Cloer

Sundays: School: 10 a.m.; Worship: 11 a.m.

Wednesdays: Prayer & Bible Study: 6 p.m.

### COMMUNITY BIBLE CHURCH OF SKY VALLEY

706.746.3144 • 696 Sky Valley Way #447, Pastor Gary Hewins

Worship: Sun. 9 a.m., with Holy Communion the 1st & 3rd

Sun.; Tues: Community Supper 5:30 followed by Bible Study.

### THE CHURCH OF THE GOOD SHEPHERD

1448 Highway 107 South, Office: 743-2359 • Rev. Rob Wood

June-Sept: Sunday Services: Rite I, 8a, Rite II, 9:15 & 11a

Nursery available for Rite II services

Sept 6-Oct 25- Informal Evening Eucharist 5:30 p.m.

Thursday: Noon Healing Service with Eucharist.

### UNITARIAN UNIVERSALIST FELLOWSHIP

85 Sierra Drive, Franklin • ufranklin.org

Sunday Worship - 11 a.m.

### WHITESIDE PRESBYTERIAN CHURCH

Rev. Sam Forrester/Cashiers

Sunday School: 10 am, Worship Service: 11 am



# • CLASSIFIEDS •

## ESTATE SALE

**DEC. 5, 4-6P AND DEC. 9, 10A TO**

**IP.** Six complete hotel suites for sale - king beds, sofa beds, tables, chairs, curtains, TV's & more! Mountain Brook Suites. 411 N. 4th Street, Highlands. Cash only & pick up immediately. 404-323-9444.

## WANTED

**LOOKING TO BUY ANTIQUE GOLF CLUBS AND GUNS;** collections considered. Call Robert 828-526-7888, (st. 7/12)

## HELP WANTED

### LOCAL TREE COMPANY HIRING

- Jesse's Tree Service, LLC, local to the Highlands, NC area, seeking both tree climbers and grounds/cleanup crew. Past experience a plus but company will train. Salary is based on experience. We are looking for reliable, drug-free, hardworking individuals. Driver's license and a clean driving record a plus. If interested, please call owner Jesse Finley at 828-342-1974 to set up an interview. (Dec. 8)

### P/T CLEANER NEED TO CLEAN

### A OFFICE BUILDING IN CASHIERS

daytime position pays 16.00 An hour; must pass background check and D/S contact Bob at RNLUNDYGVP@GMAIL.COM (st. 11/15)

### BAKE MY DAY

is hiring all positions. Full/Part-Time. Please contact Ashley at 828-487-4633 or come visit us at 137 Min Street, Highlands. (st. 10/25)

### THE LOG CABIN RESTAURANT

is seeking bookkeeper/office manager, server/server assistant, maintenance person, and line cook. Call 828-526-5777. www.logcabinhighlands.com. (st. 10/25)

### HOUSEKEEPING

**PROFESSIONALS** at Highlands-Cashiers Hospital. Generous shift differentials, paid time off, health insurance, and retirement benefits for full time roles. Apply today: missionhealth.org/careers. (st. 9/13)

### BUSY, FAST-PACED RETAIL

**STORE** needs someone with a good work ethic and good customer service skills for a part time position. Being comfortable working with computers is essential. Occasional Saturday work will be needed. Please send all

• See CLASSIFIEDS page 20

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Office: 828-526-8784

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## • CLASSIFIEDS •

inquiries to: info@biz-spot.net (st. 7/26)

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Please come in person to 521 east Main Street in Highlands to apply or call 828-526-2400.

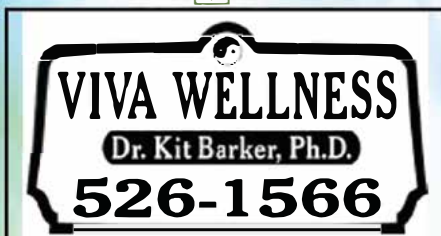
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• See CLASSIFIEDS page 21

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# • CLASSIFIEDS •

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• See CLASSIFIEDS page 22

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# • CLASSIFIEDS •

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## **HIGHLANDS-CASHIERS**

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## **HIGH COUNTRY PHO-**

**TO/KEVIN VINSON:** scanning photos, slides & negatives to CD or DVD for easier viewing. Video transfer to DVD. Everything done in house. Leave message at 828-526-5208. (st. 8/9)

## **REAL ESTATE FOR SALE**

## **FLAT MOUNTAIN/**

**BRUSH CREEK ACREAGE FOR SALE BY OWNER.** 13.2 total acres, old mountain homestead. Beautiful views, several great building sites, old livable farm house, small studio size cabin, rental income possible, some pasture and some woods, partial fenced, well water, three different roads to enter property, sub-dividable, amazing potential on this tract of land. Please call 706-400-2596 or email vchambers60@yahoo.com for more info. \$800,000 OBO (12/20)

## **3.20 ACRES UNRE-**

**STRICTED.** Power underground, borders National forest, 190 degree view. 10 min to Main Street. 3 septic fields, 1 well 7 g p.m. 2 house foundations established and approved by county inspectors. 2Bed/2Bath Clayton home livable while building. Spring rights and more land available. For beautiful sunsets contact gracefamilia@yahoo.com. (st. 9/21)

## **1.21 ACRES FOR SALE**

**BY OWNER - OTTO, NC** - \$28,000. Lot 12 Quail Haven Road. Otto, NC. Price not firm...open for negotiation. Please email if interested to ddmars15@aol.com or call/text to 239-980-0531. Please leave a message. (st. 7/20)

## **RENTALS**

## **ONE BEDROOM, ONE**

**BATH** with bonus room, in Rocky Knob. \$800 a month, yearly lease. 828 484 9290 or cell 828 333 2457. (st. 11/15)

**IN TOWN,** upper level One Bedroom apartment \$800 includes utilities. Chambers Realty & Vacation Rentals 828-526-3717. (st. 10/11)



## **NEWLY GORGEOUSLY RENOVATED 3 BEDROOM**

**2 BATH** in Highland Falls Country Club. 24-hr gated security, Meticulously maintained grounds. Nantahala Forest and several waterfalls within the country club. 2 miles to Highlands' Main Street's boutique shopping and gourmet restaurants. Top of the line appliances, gas stove, quartz counter tops. Mountain chic at its finest. 6-month rental for December-May. \$3,000/mth. 678-360-2296. (st. 11/1)

**IN TOWN,** Three bedroom/ two bath home in Mirror Lake area. FURNISHED. \$1400. not including utilities. Yard and screened porch. Annual lease. NO pets. No Smokers. Chambers Realty & Vacation Rentals 828-526-3717. (st. 10/11)



**VACATION RENTAL:** In-town Highlands 3bd/3ba. \$420 nightly. Visit our web site for more details, 29brockcourt.wordpress.com/ or call Chambers Agency 828-526-3717. Open year-round. (st. 11/21)

**SOUTHERN BELLS RESTAURANT** on Cashiers Road for lease. Experienced restaurateurs only. Call 706-782-6252. (st. 5/3)

**FALLS ON MAIN** - Up and Down units available. Call 706-782-6252. (st. 5/3).

# **Code Enforcement Official/Animal Control Officer/Police Officer**

## **Primary Reason Why Classification Exists**

Performs responsible professional work interpreting, applying and enforcing the unified development ordinance (UDO) and the code of ordinances for the Town. Performs duties as animal control officer. Takes enforcement action as needed as a sworn North Carolina Law Enforcement Officer.

## **Distinguishing Features of the Class**

An employee in this class performs inspections to ensure compliance with the unified development ordinance. The employee will be required to check for violations following complaints and takes appropriate enforcement action when violations and/or fines have not been resolved by the offender. Work also includes interpreting and explaining ordinances and codes to the public and working with owners to comply with the local rules and regulations. Work requires considerable knowledge of local and related state laws, ordinances, and environmental issues, and extensive public contact skills and conflict resolution skills. In addition, the employee will work closely with the Planning and Development Director to identify properties that have been issued zoning certificates and any other approval required. Work also includes processing enforcement paperwork and may require appearance in court cases. The employee is exposed to inside and outside environmental conditions and irate citizens. The employee will be required to be trained in the handling of animals pertaining to the duties of an animal control officer. The employee will be required to be a sworn North Carolina law enforcement officer and take appropriate enforcement action as needed. Work is supervised by the Chief of Police and/or appropriate rank and file according to Highlands Police Policy.

## **Illustrative Examples of Work**

- Makes on-site inspections during development to ensure compliance with the UDO including, setbacks, public water supply watershed requirements, landscaping, colors, screening, and related appearance issues; enforces sign regulations, subdivision, and flood plain requirements; works with owners on remediation of non-compliance.
- Enforces nuisance regulations, such as, junk vehicles, overgrown lots, and unauthorized accumulations of materials and debris.
- Responds to complaints, investigates and enforces compliance.
- Assists the Planning and Development Director with code issues that should be reviewed for clarity or changes.
- Follows up on actions taken and assures that citizens comply with local ordinances.
- Establishes and maintains records of work activities and follow-up actions.
- Responds to complaints of nuisance animals, ability to quarantine nuisance animals and transport to county shelter.
- Serve as fill-in patrol officer when needed.

## **Additional Job Duties**

- Backs up other department staff.
- Performs related duties as required.

## **Knowledge, Skills, and Abilities**

Must have the ability to interpret local ordinances, rules, and regulations, as well as, the ability to interpret technical plans and drawings related to ordinances. Needs to have skill in conflict resolution. Must be able to work effectively with employees and the general public in code enforcement situations. Should also have the ability to communicate effectively in oral and written forms; to interpret planning, zoning and building inspection policies to officials and the general public; and has the ability to document and complete required records and reports. Demonstrated personal and professional integrity in establishing and maintaining effective working relationships with contractors, developers, property owners, other Town staff, officials, and the general public.

## **Physical Requirements**

Employee must be able to perform the basic life operational functions of climbing, balancing, kneeling, reaching, standing, walking, lifting, fingering, grasping, talking, and hearing. Employee must also be able to perform medium work exerting up to 50 pounds of force occasionally, and/or up to 20 pounds frequently, and/or up to 10 pounds of force constantly to move objects. Employee is required to have close visual acuity to prepare and analyze data and figures, operate a computer terminal, operate a motor vehicle, perform field site inspections, and use measurement devices. Employee must be able to speak with others, have spoken words, and read words and data.

## **Working Conditions**

Employee is subject to inside and outside working conditions. Most of the work is performed outside in both cold and hot weather conditions. The employee is subject to noise which may cause the employee to shout in order to be heard above the ambient noise level. Employee is subject to atmospheric conditions such as fumes, odors, dusts, mists, gases, or poor ventilation and to injury by walking on uneven grounds, high weeds, and dilapidated buildings.

## **Education and Experience**

Graduation from high school or GED equivalency; some experience in law enforcement work is desired and an Associate's or Bachelor's degree in Criminal Justice or related field is preferred. Two years of continuous service with the Highlands Police Department is preferred.

## **Special Requirement**

- Possession of valid driver's license.
- Must obtain (and maintain) Basic Law Enforcement Certification (BLET) as a law enforcement officer by the North Carolina Criminal Justice Education & Training Standards Commission (required to be continuously employed)
- Ability to obtain North Carolina Certified Zoning Official status

## **Salary**

- \$32,240. with North Carolina Law Enforcement benefits and take-home vehicle. DOE and/DOQ.

## **Work Schedule**

- Flex shift with on-call responsibilities mandatory.
- FLSA Status: nonexempt (FLSA 7k exemption) in which overtime is not due unless the employee actually works in excess of 86 hours in a 14-day work period.

## **Disclaimer**

This classification specification has been designed to indicate the general nature and level of work performed by employees within this classification. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities, and qualifications required of employees to perform the job. The Physical Requirements and Working Conditions section of this classification may vary from position to position and a more thorough description of these elements can be found in the employee's Position Analysis Questionnaire (PAQ). The Town of Highlands reserves the right to assign or otherwise modify the duties assigned to this classification. (st. 11/29)



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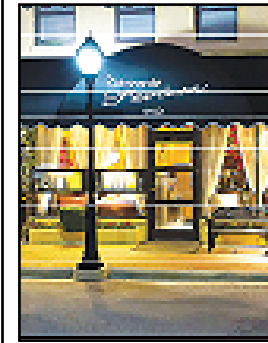
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