New Cadets Are The First of Their Class

Pioneering new territory isn’t always easy, but Logan Nelson, Drake Brennan, and James Loper say that the new Police Cadet Program of the Grants Pass Department of Public Safety has been full of more rewards, than it has been faced with challenges.

As the inaugural class of cadets for the fledgling program, the three new recruits have spent their days in countless hours of training.

“I’ve definitely learned a lot more in the last couple of months than in my entire military career,” said Loper, a former soldier with the US Army. All three men agree that there is a learning curve to tackle in the program, but they also share the opinion that the program has been an extreme benefit to their future plans to pursue careers in law enforcement.

“I actually enjoy coming to work every day,” said Loper, who drives in from nearby Roseburg.

Learning and growing with the developing program has been an enjoyable part of the experience, said Brennan, who is proud to be in the first class of cadets.

“It’s kind of fun that way. When you come in and ask ‘what are we doing today?’” Brennan said.

The new Cadet Program is the brainchild of Public Safety Director Warren Hensman, who modeled the program after a similar one that exists in Ashland, said Sgt. Ed Burke.

Burke helps to coordinate and facilitate the program and training for a position he describes as a quasi-position between sworn officers and Community Service Officers.

“Unfortunately, they were kind of the guinea pigs,” said Burke.

These three guys wouldn’t have it any other way, they said. “(Burke has been) pretty cool,” said Loper.

Award recipients were selected through a competitive process involving a range of criteria including innovation, project/individual impact, contribution to the economic development profession, and leadership.

“Jon Bowen’s passion to highlight the City of Grants Pass in a positive direction has been an ongoing endeavor of discipline and accomplishment. He works diligently to find new ways to showcase the quality of place here in Grants Pass,” said Susan Seereiter, business advocate for the city’s Economic Development Department.

“It’s an honor to be recognized by our peers from around the state for our marketing of Grants Pass. All of us in the City work hard in providing a great experience to both our residents and visitors,” said Bowen. “Getting this recognition reaffirms that we’re on the right track and others recognize our efforts,” he said.

Bowen’s nomination for the award included input from Seereiter’s counterparts in Washington and Northern California, as well as a letter of recommendation from Brad Niva of Travel Southern Oregon. The Live Rogue branding has made an impact in surrounding regions, (See “CADETS” page 8)
One question that comes up to me quite a bit is: What is a City Manager? The best way to answer that is to explain our City’s form of government. There are two primary forms of municipal government, council-manager and strong mayor.

What is the council-manager form of government?
The council-manager form is the most popular structure of government in the US among municipalities with populations of 2,500 or more. It is one of several ways in which US municipalities and counties can organize.

Under this form, residents elect a governing body - including a chief elected official, such as a mayor - to adopt legislation and set policy. The governing body then hires a manager or administrator with broad executive authority to carry out those policies and oversee the local government’s day-to-day operations.

What’s so special about the council-manager form of government?
Born out of the U.S. progress reform movement at the turn of the 20th century, the council-manager form was created to combat corruption and unethical activity within local government by promoting non-political management that is effective, transparent, responsive, and accountable.

The council-manager form of government recognizes the critical role of elected officials as policy makers who focus on mapping out a collective vision for the community and establishing the policies that govern it. The form also recognizes the need for a highly-qualified individual who is devoted exclusively to the delivery of services to residents.

Think about the structure used by many corporations, in which the board of directors hires an experienced CEO, who is granted broad, executive authority to run the organization. While these boards establish the company’s overall policy direction, the CEO oversees implementation of that policy.

What types of communities use the council-manager form of government?
Today, more than 120 million people in the U.S. live in municipalities that operate under the council-manager form. Fifty-four percent of the more than 4,300 U.S. municipalities with populations of 10,000 or more use the form, as do 59 percent of the 347 municipalities with populations greater than 100,000. More than 800 counties also employ a similar system.

How does the council-manager government benefit communities?
- **Flexibility** - The council-manager form can adapt to local needs and demands. While governing bodies in some council-manager communities are elected at large, others are elected by ward as occurs here in Grants Pass or by a combination of an at-large-and-by-district system to respond to local needs.

- **Clearly Defined Roles** - Under the council-manager form, there is a clear distinction between my administrative role as the manager and the political and policy roles of the governing body (Mayor and Council).

The day-to-day operations of the local government organization reside with the appointed manager, allowing elected officials to devote their time and energy to policy development and the assessment of the effectiveness of those policies within the community.

- **A Roadmap for Success** - The council-manager form is the system of local government under which professional management is most likely to succeed. Under this system, professional managers can focus on service delivery, policy implementation, and performance management and can align the local government’s services with the values, mission, and policy goals defined by the community and elected officials.

The Role of the Mayor
Depending on the community, the mayor may vote with council. In Grants Pass, the mayor votes only when a tie vote occurs with Council. The mayor facilitates council meetings, is the public face of the community who presides at meetings, assigns agenda items to committees, facilitates communication and understanding between elected and appointed officials, and assists the governing body in setting goals and advocating policy decisions.

The Role of Elected Officials (City Council)
Under the council-manager form, the elected officials (e.g. the council) are the legislative body and the community’s policy makers. Power is centralized in this body, which approves the budget and adopts local laws and regulations, for example. The Council also focuses on the community’s big-picture goals, such as community growth and sustainability. The council hires a professional city manager based on that person’s education, experience, skills, and abilities and not on their political allegiances. The council supervises the manager’s performance, and if that person is not responsive and effective in their role, the elected officials have the authority to remove them at any time.

**The Manager’s Role**
I serve as the governing body’s chief advisor by providing complete and objective information about local operations, discussing options, offering an assessment of the long-term consequences of decisions, and making policy recommendations. I carry out the policies established by the governing body, serve as budget officer, and with my staff, I prepare a budget for the governing body’s consideration. I am also responsible for recruiting, (See “MANAGER” page 9)

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**TYPO TALLY!**
A wise editor once said: “Typos are here for those who won’t be happy until they find one.”

Thousands of words composed of thousands of letters means we are bound to get a few out of place. Let us know when you find them!

Email us with how many you find. You could see your name in this box next month as the top Typo Tally Counter!

Thank you to Ward Warren, who found a date typo in last month’s front page story about Holiday Events in Downtown Grants Pass.

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**GP Now**
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Not Just a Facade

It is the second oldest surviving building in downtown Grants Pass. Built in 1890, the First National Bank Building, is predated by the Sherer-Judson Building on 6th Street by just one year. Throughout the last century, the First National Bank Building, 208 NW 6th St., at the corner of 6th and “F” streets, has been home to the original bank it was built to be, a pharmacy, and various retail uses.

Today, the 11,000-square-foot building with its Victorian Eclectic architecture is under the ownership of Ward Warren. For the last eight years, Warren has managed the building as a “business incubator” and active mixed-use space which currently houses five separate businesses.

“We are 100 percent occupied with successful businesses, and we have had multiple recurring lease renewals,” said Warren.

It wasn’t long ago when Warren decided the building needed a facelift. An expansive awning fronting the corner building was deteriorating and exterior paint was fading fast. That prompted Warren to apply for a Building Façade Matching Grant from the City of Grants Pass Economic Development Department.

“I believe that this is the biggest awning in downtown,” Warren said.

When Warren’s grant application was approved, he qualified for $5,000 in matching funds from the City, which covered about one-third of the approximate overall project cost of $15,000.

“Every little bit helps,” said Warren.

He hired a company to come in and remove the entire awning structure on both frontage sides of the building. They trucked it out, replaced the aging awning with bright new canvas, and reinstalled the structure.

“I prefer canvas awning for the look and feel of the Downtown District,” said Warren, who also serves on the City’s Historical Buildings and Sites Commission (HBSC).

He also rehabbed the aging Old Town Marketplace sign on the 6th Street side of the building.

“When it’s a ‘like repair or replacement’ there is no review necessary (by the HBSC),” he said.

The new sign and awning brought attention to the building’s paint and a fading mural on its south wall.

“The building looked so good, but the historic mural was faded so badly, it was basically down to shades of grey,” said Warren.

So he brought in a muralist who was able to assess some of the original colors from the remaining paint, and Warren spent approximately an additional $5,000 to restore the mural and exterior paint of the building.

“I also had him clear coat it to protect it,” Warren said, pointing out that the sun beats down on that wall throughout the year.

(See “FACADE” page 7)
Values are the Focus at City Hall

Employees at Grants Pass City Hall strive to follow a set of established values in their service to the community and their fellow workers. In 2014, this set of core values was codified with an approved mission, vision, and detailed descriptions of set performance goals to provide city employees with defined guidelines to adhere to in the daily performance of their work.

Led by City Manager Aaron Cubic, a group of more than 30 city employees representing all city departments, attended a workshop designed to develop a mission statement, cohesive vision, and set of ideal precepts to follow.

“I was truly excited with the response and content of the workshop. I found it energizing, thought provoking and inspirational. This turned out to be a great team building exercise with all the sharing of personal experience, expertise and ideas,” said Cubic.

A second workshop was conducted to follow up on ideas and drafts resulting from the first gathering. The workshop consisted of both small-group and large-group discussions to determine the city’s core values. Six core values were selected and worked into an acronym: ivalue.

Integrity - We conduct our work in a way that is ethical, trustworthy, and professional.

Vision - The organization focuses on actively discovering and creating new ways of doing things.

Accountability - We are stewards of the public trust, accountable to the needs of Council, citizens, and our colleagues.

Leadership - The opportunity to lead is available to all who desire it. Our leadership focuses on outstanding results for the betterment of the individual, the organization, and the community.

United - We consistently seek opportunities for coordination and collaboration, working together as a team.

Excellence - Maintaining the highest level of performance.

The ivalue system also includes an element implemented so that city employees can recommend their fellow workers for recognition for a job well done and adherence to the ivalue precepts. A logo was developed to match the strength of the values contained in the system, and to provide daily reminders to city staff about the importance of adhering to these values every day.

John Blackett has 22 Years On the City Parks Crew

“I’m not an office guy,” said municipal parks employee John Blackett.

Blackett has been with the Grants Pass Parks and Community Development Department for 22 years. During that time, he has worked at each of the city’s seven parks, caring for park equipment, buildings, lawns and landscaping. He has spent the last four years as part of a two-man crew assigned to Reinhart Volunteer Park, where he says one of his favorite duties is pruning trees and caring for the plants.

Blackett is no stranger to botany and horticulture. Before joining the city team, he completed courses in plants and landscaping at Rogue Community College. He also served five years with a private landscaping company.

Blackett takes great pride in his work, and he finds a sense of fulfillment when residents visit Reinhart Park.

“The people are regulars. They walk it every day, and they just stop and tell you how nice it is,” said Blackett.

Sometimes residents will stop to inquire about the types of plants and flowers being used in the landscaping at the park, he said.

“Some people want to plant the same stuff in their yards,” said Blackett.

One of the greatest challenges the job is keeping the fields in good condition, he said.

Irrigation is a big part of it in the summer. Systems are starting to age, and chasing down broken valves, automatic timers, and leaks throughout 57 acres, can be challenging,” said Blackett.

Sometimes it can take a few days before a problem reveals itself on the lawns and fields. When they spot a section that’s “getting a little ugly looking,” they know they have a problem to hunt down and repair, he said.

Working at a busy park such as Reinhart can also present challenges when the park is in frequent use.

“When the park is busy, it limits where you can work with certain equipment,” said Blackett, adding that citizen safety is important.

When you work at the park every day and take pride in your work, it creates a personal connection to the park, said Blackett. Issues such as illegal behavior, vandalism and graffiti at the park, can be upsetting, he said.

Over the years, Blackett has seen a lot of damage from people flushing inappropriate items down the toilets, to people stealing the batteries out of automatic flushing devices, and other random acts of vandalism that cost the city time and money.

“It’s hard not to take it personally when somebody vandalizes the parks. Not just because of the work, but because of the pride in the work,” Blackett said. “People just damage stuff for no reason.”

In one incident, Blackett said he planted a new flower bed full of plants and flowers, only to later find the work raided by thieves.

“I spent about three days preparing and installing a new landscape area at Reinhart Park by myself. On a Friday it was all done - plants and irrigation in and all barked. It looked really nice. I went home on that Friday with a great feeling of accomplishment,” he said.

Blackett has been with the city for 22 years and has spent five years with a private landscaping company. He also served five years on the Rogue Community College board of trustees, and worked for five years as a landscaper at Rogue Community College. He also served five years with a private landscaping company.

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(See “BLACKETT” page 11)
Adopt-A-Street

The City of Grants Pass would like to challenge local civic groups, businesses and residents to adopt a section of city street and to hold quarterly events to pick up debris. Street teams can show their civic pride, while also helping to keep the city clean.

The Adopt-A-Street Program of the Public Works Department gives citizens the opportunity to take ownership of a street of their choice (as long as it is a city street), organize regular litter pickups and contribute to a cleaner, healthier Grants Pass.

“Picking up refuse along our City streets will keep it out of the stormwater system, and out of the creeks and rivers ensuring our waterways are maintained at an optimum level,” said Jason Canady, director of Public Works.

Adopt-A-Street members participate in cleanup efforts at their adopted sites at least quarterly (four times per year). Cleanups are scheduled by each group/individual at their convenience. In exchange for a two-year commitment of organizing litter pickup, a customized sign will be installed at each end of the adopted section of street to announce the name of the adopting group and to honor their community service.

The City of Grants Pass will supply some safety vests, trash bags, and safety guidelines for the participants. In a few easy steps, those interested can be a part of a team.

Setting up the Team
1. Choose a minimum of two City blocks to keep clean. You can verify that the street is available by visiting the City Street Map on the Adopt-A-Street page of the City’s website.
   a. Residents can search by address.
   b. Only streets in blue can be adopted.
   c. Green streets are sections that have already been adopted.
2. Read, complete, and sign the Agreement of Terms and Conditions, and return the form to the City of Grants Pass Public Works Department at City Hall, 101 NW “A” St., Room 205. You will receive confirmation of your request within seven days.
3. Read and sign the Safety Guidelines, also at the website.
4. When your request is approved, print the Liability Release form, and have each member sign the form. It is not necessary to list children’s names. Return the form to the City of Grants Pass Public Works Department. The Group Leader should have new volunteers sign the form and turn it into the Public Works Department.
5. Once you have been approved, choose the name you would like to have placed on your sign, and show your civic pride by organizing your clean-up days.

Additional information is available at grantspassoregon.gov.

On the heels of some recent communication and control issues resulting in a few “hair-raising” events for the operating staff, the city’s Water Treatment Plant received an important update to its Supervisory Control and Data Acquisition (SCADA) system last month, said Public Works Director Jason Canady.

Canady and the technicians in the city’s Information Technology Department, along with some assistance from RH2 Engineering, were able to get the retiring system back online and stable, but the issues resulted in advancing the timeline to upgrade the system.

The SCADA system servers, human machine interfaces (HMI), networking hardware and software applications working in conjunction with the programable logic controller (PLC), as well as switches and other automation components enable a single operator to oversee the operation of the water plant.

“The SCADA is sort of the eyes of the plant,” said Canady. It allows the operator to see everything that is going on with the plant, including distribution and collection operations, he said.

“Every piece of operating data and asset status is also collected and used for analysis and compliance reporting,” said plant Superintendent Larry Smith.

The new system is an upgraded software version of the previous Rockwell Suite, said Smith.

The retiring system operates on a 32-bit platform currently phasing out in industrial applications. The last 32-bit operating systems released by Microsoft were Windows 7 and Windows Server 2008. Windows 7 will no longer be supported after January 2020.

“The new system operates on a 64-bit platform which provides increased system reliability, increased communication speeds, and a more robust software suite,” Smith said.

In addition to the HMI, the software suite provides the facility with a custom report building application, as well as the ability to custom build trending and data analysis.

“This will enable the operating staff to analyze the standard operating parameters to evaluate the effectiveness, efficiency and cost of operating the Water Treatment Plant as well as the Distribution System Reservoirs and Pump Stations,” said Smith.

Both the city’s water and wastewater plants operate using this system.
Coffee With a Cop

A steady stream of citizens poured into Rogue Roasters Thursday, Dec. 12, to enjoy Coffee with a Cop. The quarterly events hosted at a rotation of local coffee houses are designed to allow citizens the opportunity to interface with law enforcement officers, discuss pertinent issues and concerns, or simply socialize with a local police officer. Several members of Grants Pass Public Safety were in attendance to visit with residents, answer questions, and discuss law enforcement trends.

For Jane Banick, it was an opportunity to catch up with Officer Ken Frownfelter, who shares some humor with police officers and what they do for us,” said Banick, who shared some humor with Frownfelter as she assured him she wasn’t “drinking too much.”

“I think this is a very good way for the community to be exposed to the officers and what they do for us,” said Banick, who shared some humor with Frownfelter as she assured him she wasn’t “drinking too much.”

“It’s really just mint tea,” Banick said with a smile.

For Dan Sorenson, the event served as an opportunity to discuss recent developments in laws affecting traffic stops.

“I saw something on the news about the new road blocks facing officers, and I wanted to know how they are planning to implement those changes,” said Sorenson. “It seems like the judges want to lean towards the criminals,” he said.

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Sorenson was just one of many who stopped in to support and encourage the officers, while congratulating them for a job well done, said Officer Tim Artoff.

“We’re had a lot of support today, and people thanking us for serving,” Artoff said.

Brian Carvalho is a local dog trainer who just happened in for a cup of coffee, and engaged the officers in discussion about K-9 patrols and police dogs.

“I usually always say ‘Hi’ to law enforcement,” said Carvalho.

Vern Hammill came in specifically to see the officers and ask questions about patrols.

“For Dispatch Operations Manager Marci Haack, moving to the new Public Safety Center is bittersweet. Haack spent her 18 years with the Grants Pass Department of Public Safety deep inside the old Justice Center where dispatchers were regularly crowded together as they answer 911 calls, dispatch emergency units, and monitor situations both visually and audibly until assistance arrives to the scene.

“This is all I know,” said Haack Dec. 10, the last day of operations in the old location.

She and 911 Contract Manager Kristen Guenther have been busy preparing the dispatch center for its move into the new Public Safety Center. It has been a multi-phased process requiring the coordination of various vendors, departments, and personnel to make sure the transfer is smooth and without any interruption to service.

“The goal is to make it seamless to the public,” said Haack.

Seamless is important. Throughout Josephine County, the 911 contract and Primary Safety Answering Point (PSAP) is facilitated by Grants Pass Public Safety. In addition to handling dispatch for local police and emergency ambulance services, our local 911 also serves as the dispatcher for Grants Pass Fire, Rural Metro, Williams Fire, Wolf Creek Fire, Illinois Valley Fire, and the after-hours line for Oregon Department of Forestry.

All the more reason why it was time to move the PSAP to a new facility, said Haack.

“This has been planned for many years,” she said.

Budgeting for the move has been in process for more than 10 years, Haack said, and approximately eight years ago the aging facility was deemed “insufficient to remain as a PSAP.”

Yet on the day of the move, there was a considerable amount of nostalgia to be felt by those who have served in the original location. Dispatcher Dena De-Mello remembers fielding the county’s-first-ever 911 call on Sept. 11, 1988. No one could recall the exact nature of that first call, but there have been more than a few memorable moments over the years, said Haack.

“One time a man called 911 to complain that his ‘placenta’ was hurting,” said Haack.

“Even after the paramedics got to him, he kept telling them the same thing all the way to the hospital,” she said.

Another memorable time was when a series of calls came flooding in to report a “green ball of flame exploding in the sky,” which turned out to be a meteor that landed off the coast, Haack said.

One time, it was Northern Lights that sparked a flurry of calls reporting that the nearby mountain ranges were on fire because people could see the glow over the ridge, said Guenther.

Many calls are memorable due to the tragic circumstances they involve. Dispatchers are commonly on the line with people who are suffering severe trauma, and sometimes must remain on the line while horrendous crimes are being committed to victims on the other end of the phone while help is on the way. In many instances, dispatchers are on the line while the person at the other end is taking their last breath.

“So many, I couldn’t even tell you,” said Haack.

It is a difficult job requiring eight months to a year of on-the-job training, and a “special personality” to handle the tragic circumstances dispatchers face every day.

“It affects your family life – your relationships with your spouse and your kids,” said Haack.
Community

More Than Bark and Glitz

Shannon Holder has been in her current location for nearly three years. She first created her personal style of branding, Gallop and Glitz, in 1999. For years her store was part of a co-operative where she and other entrepreneurs rented individual space inside a collective marketplace. When the space at 224 SW 6th Street opened, she and Ann Jackson, owner of Bark Ave., joined forces. The result was the creation of Ann & Shan’s.

“(Ann) got top billing because it sounded good, and ‘A’ is great when it comes to alphabetical order,” said Holder.

The unique combination is part of what makes the business so successful, and remaining unique is an important aspect of her business model, Holder said. Though tried and true brands and items will always be a feature of the store, Holder commonly travels up and down the coast, and even back East looking for products that suit her loyal clientele.

“There’s lots of brands I want to bring in. I have lots of plans, I just don’t have the room,” she said.

Holder also travels to trade shows and expos on a regular basis. Recently, she returned from a near two-week stint at the National Finals Rodeo in Las Vegas. In January, she will be in Red Bluff, CA, and in April, she will venture to Arizona for an annual show there. She also displays her merchandise at various music festivals, often doing one show every month.

“I’ve cut down because this (location) has been so successful,” said Holder.

For additional information, contact Business Advocate Susan Seereiter, or visit grantspass-oregon.gov.

Facade... (from page 3)

Warren points to the improved façade as a much-needed addition to the attractiveness and vitality of downtown, and the appeal of the building to its tenants and their customers.

“I encourage other building owners to make similar repairs and improvements to their buildings because it makes our historic downtown more attractive,” said Warren.

The purpose of the facade improvement grant is to provide for the restoration and renovation of these buildings. Eligible buildings include commercial structures within the Central Business District, as well as those along 6th and 7th streets between the I-5 interchange and the Rogue River.

Ineligible projects include working capital, inventory, acquisition, financing, landscaping, interior renovations, and modern signage. Properties with existing code violations are prohibited from participation unless the proposed project will address and correct the existing issues.

Applicants must submit a completed application and required detailed information with particulars on the feasibility of the project. All applications will be reviewed on a quarterly basis. Applications are due by the final day of each calendar quarter. Awards will be made before the end of the immediately following calendar quarter and monies will be issued based on compliance with established criteria. The program will continue each quarter until monies are exhausted.

Priority for the grants will be awarded to projects showing significant improvements to the property that will lead to prospective and likely reuse.

Applications and guidelines for the program are available at Grants Pass Administrative Department, 101 NW “A” St.

For additional information, contact Business Advocate Susan Seereiter, or visit grantspass-oregon.gov.

Businesses Located in Old Town Marketplace

208 NW 6th St.
Old Town Mail House
Speakeasy Taproom & Wine Bar
The Wig Shop by Misch
Jamie’s Barbershop
Hand Blown Glass by Hansen

Historical Mural on the “F” Street side of 208 NW 6th St.

A display window at Ann & Shan’s features holiday merchandise.
Cadets… (from page 1)

open with everything as the pro-
gram has shaped and formed,”
said Brennan, and being the first
three in the program is some-
thing they are all very proud of,
said the department.

“When we had our meeting
with the chief (Hensman), he
reminded us that we are the first
members of the program. He
has such a way of encouraging
you and inspiring you. When
he gave us that speech, I think I
was ready to run through a brick
wall,” said Brennan.

Some of the more challeng-
ing aspects of the program in-
volve learning how to use and
pay attention to the radio sys-
tem and communications, said
Nelson.

“I’m starting to get down
regular communication over the
air,” he said. “Putting names to
faces” is another aspect he is
getting used to.

“Figuring out our roles,” and
how they fit into the overall op-
eration of the department has
presented another area of focus
for them, said Brennan.

Currently the cadets are as-
signed to foot patrols of the
Downtown Historic District, as
well as local parks. Equipped
with radios, standard issue
communications equipment and
OC pepper spray, they are not
assigned any firearms and do
not have the arresting powers
of sworn officers. Extensive de-
defensive training is a part of the
position in case of need, but a
major part of what the cadets
do comes through assessing
situations in order to determine
when to call for a responding
unit.

“A big part of the training is
figuring out when we can han-
dle situations, or need an officer
en route,” Brennan said.

Parking enforcement is part of
their duties and essential
training. Part of handling
parking enforcement involves
“reading situations” to deter-
mine whether to give a warning
to someone, or to issue a cita-
tion, said Brennan.

“Learning the discretionary
aspects of law enforcement is
important,” said Loper, who
refers to working the Osprey
Parking Lot as the “meat and
potatoes” of the downtown area.

Loper said his favorite part
of the job is interfacing with
downtown merchants and local
residents.

“Even having contact with
some of the local transients on
the street” can be rewarding, he
said.

“Just asking them how they are,
and providing them the in-
formation they need is impor-
tant,” said Loper.

Nelson said one of his favor-
ite parts of the job has been get-
ting to know the officers in the
department.

“Getting to see that human
side of the badge is important
for me,” said Nelson.

Part of cadet training in-
cludes riding along with sworn
officers on regular patrols,
which sometimes calls for them
to assist officers how they can.

“We caught up to a guy who
foot bailed on an officer during
a traffic stop,” said Nelson. Of-
ficers later discovered the sub-
ject had an outstanding warrant
for his arrest.

They also assisted with a re-
cent drug bust after witnessing
suspicious behavior by two in-
dividuals in a convenience store
parking lot. When the subjects
saw the cadets, they made a
hasty attempt to leave the scene
without putting on their seat
belts. Cadets alerted officers to
the situation and officers dis-
covered 11 pounds of marijuana
and unknown quantities of
methamphetamine in the vehi-
cle.

“His is the best job to figure
out if you like it (law enforce-
ment),” said Loper.

The community oriented po-
lcing aspect of the job is also
rewarding, they said. Particip-
ation in community outreach
programs such as safe trick-or-
treating for Halloween, Coffee
With A Cop, and serving hol-
day lunches at local schools
have been a side-benefit of the
job, said Brennan.

Nelson said helping those in
need is another aspect he ap-
preciates, recalling a recent in-
cident with a male subject who
flagged the cadets down to tell
them he was having thoughts
about harming himself.

“We made sure he remained
engaged with us in communica-
tion and stayed with him until
he received the assistance he
needed,” said Loper.

“He just needed someone to
talk to who would listen to him
until help arrived,” said Nelson.
Burke said the department
hopes to expand the cadet pro-
gram to include five positions
total. New positions are likely
to be posted in January, he said.

Brennan has already passed
the interview process to event-
tually become a sworn officer
with the department. Once he
completes his full evaluation,
he will enter the academy to be-
gin his standard police training.

Nelson and Loper will move
into senior positions as cadets
and assist in the training of new
cadets while they wait for open-
ings to post where they can ap-
ply to become sworn officers as
well.

None of the three men appear
to be daunted by the number
of tragic situations and crime
scene visuals officers must en-
dure as part of their regular
duties.

“It can have an affect on
everyone, but the whole key is be-
ing able to talk about it – work
through it,” said Brennan.

“To bounce back,” said Lop-
er.

“We’re all humans. We just
have to find ways to cope with
that stuff as humans,” Brennan
said.

Nelson agrees and wants to
make sure that residents know
the cadets are here to help them
how they can.

“We’re here to help educate
people and help them get the re-
sources they need,” he said.

“Don’t be afraid to come up
and talk to us,” said Brennan.

Feral Cats: A Community Problem

Many communities across
the country have experienced a
problem with feral cat popula-
tions, and Grants Pass is no dif-
ferent. According to estimations
of organizations such as the Hu-
mane Society and the American
Society for the Prevention of
Cruelty to Animals (ASPCA),
there are as many as 60 million
free roaming, or feral cats in the
U.S.

Multiple programs and uni-
versity studies have demon-
strated that feral cat populations
cannot be eliminated but must
rather be mitigated through suc-
cessful management programs.

In Grants Pass, and throughout
Josephine County, the coun-
ty’s Divisions of Health, Envi-
rornmental Health and Animal
Shelter serve as the lead agen-
cies in controlling local feral cat
populations.

Working in conjunction with
local nonprofits such as the
Rogue Valley Humane Society
(RVHS), Shelter Friends, and
the Toby Fund, the County’s
Animal Shelter uses available
resources to conduct Trap-Neu-
ter-Release (TNR) programs in
their efforts to keep feral
cat populations under control.
These programs can cost be-
tween $45 and $120 per cat,
quickly depleting available
funds.

According to RVHS, one fe-
male feral cat can have as many
as 20,000 descendants over a
five-year period.

Cats that are successfully
processed through a TNR pro-
gram, are spayed or neutered
and vaccinated against rabies
before having a section of their
ear tipped and then being re-
leased back into the commu-
nity. Studies demonstrate that
colonies of TNR cats help keep
new cats from moving into the
areas already occupied by a fe-
ral cat colony.

Community partnerships
and adequate funding are criti-
cal to the success of TNR pro-
grams. Each year, RVHS and
other nonprofits with similar
missions, conduct fund raising
activities and events to raise
further awareness and solicit
donations needed to keep local
TNR programs functioning.

Donors and volunteers are al-
ways needed throughout the
year to assist with the effort of
controlling feral cat colonies.

The organization also con-
ducts a Barn Buddies adoption
program designed to place feral
cats in rural homes where they
can assist with insect and rodent
control at sites such as farms,
breweries, distilleries, garages,
storage facilities and others.
Feral cats adopted through the
Barn Buddies program are al-
ready spayed or neutered, vac-
cinated, and ear-tipped. There
are no adoption fees.

To learn more about how you
can volunteer, donate funds, or
adopt a feral cat, visit rogueval-
leyhumanesociety.org, or email:
barnkitty@roguevalley-
humanesociety.org.
Start Your Weekend Here

Kelsey Yoho met her husband, Troy, while they were both at West Point Academy. When the two Army veterans decided it was time for a change from their military lives, Troy, originally from Texas, agreed to follow Kelsey back to her roots here in Grants Pass. The couple had an idea about starting a craft brewery, and Kelsey knew exactly who to contact to get the ball rolling.

Ashley and Brandon Crews have known Kelsey since their early childhood days attending North Middle School together. The three friends graduated from Grants Pass High School before Kelsey went off to West Point, Ashley pursued a local career in management, and Brandon became a brewer.

“It’s more than just a place to come in and have a drink.”

“We all had a different skill set,” said Kelsey. It wasn’t long before a casual dinner at a local downtown restaurant became a solid plan to create the Weekend Beer Company.

“We got together and figured out that we had two brewery plans in the same place,” Kelsey said.

The two couples discussed their plans and determined what they needed to accomplish their goals was each other.

“We realized we were both missing what the other couple had,” she said.

In another astounding coincidence, they even fell upon the same name for the new brewery.

“It was actually surprising. I remember saying we wanted to name it the Weekend Beer Company because we were going to open the business ‘even if we have to brew on the weekends,’” and Ashley said to Brandon, “did you tell her our idea?” It was uncanny,” said Kelsey.

Early challenges included finding the correct space and navigating the planning process, which included a change of use from a warehouse designation to manufacturing and retail, she said. The next 18 months were consumed with planning, designs, installations, inspections, and all that comes with opening a new business.

“We all had a very similar vision of what we wanted. We wanted the industrial feel – to feel like we were in the brewery,” Kelsey said.

The team commissioned local artist, Jayne May Agnes, to design their logo. Décor was selected from an eclectic mix of family odds and ends. Flags were hung in the space to honor and represent the branches of the US military, said Kelsey, proving that you can take the business owner out of the Army, but you can’t take the Army out of the business owner.

Duties at the brewery were divided among the four with Kelsey serving as manager and accountant, Troy handling the facilities, Ashley tackling public relations and marketing, and Brandon brewing the beer.

“Like every good thing, it was a collaboration,” said Kelsey.

All four of them serve as the only employees, working behind the bar of the tap room, serving brews, answering questions, and providing customer service.

Manager...

Avoid Failures to Launch

Entrepreneurs who wish to get a business started in Southern Oregon can find resources at Southern Oregon Regional Economic Development, Inc. (SOREDI), a designated economic development district for Josephine and Jackson counties.

The SOREDI mission is to advance business in Southern Oregon in order to foster economic vitality by helping entrepreneurs launch a new business, relocate an existing business, and prosper in the community.

SOREDI’s Launch Talk series is designed to provide local entrepreneurs a monthly meeting where they can mingle with other business owners, network with available local resource providers, and find inspiration from local business success stories.

Launch Talks generally occur the first week of the month at a variety of business-friendly locations. The next Launch Talk is Feb. 5. For details of the program and location information, visit: www.soredi.org/events.

Economic Development
The Grants Pass City Council will revisit changes to its Housing Code at their regular meeting Feb. 5. Two workshop sessions, Jan. 13 and 27, will precede the meeting so the council can iron out amendments to the code affecting transitional housing.

A motion to table the discussion put forward by Councilor Clint Scherf and seconded by Councilor Rick Riker resulted in a 3-3 tie vote. Councilors Tyler Flaming and Valerie Love were absent.

Breaking the tie vote in favor of postponing the decision until Feb. 5, Mayor Roy Lindsay said he was voting in favor of taking additional time to make a proper decision with the deliberation of the full council.

Lindsay said passing the motion to table the item would provide time to resolve issues that have been raised that “half the council feels we should explore.”

“It’s really important to look at them,” said Lindsay.

“The Transitional Housing Code is rather challenging and quite often references other codes, including Parks and Recreation Codes,” said Director of Parks and Community Development Lora Glover.

Glover will make presentations at the upcoming workshops to assist the council with understanding how the codes relate to one another.

“We’re going to try to break it down into code sections, and really explain how the codes work out,” Glover said.

During the discussion at their Dec. 18 meeting, councilors expressed a desire to have a better understanding of how various codes affect transitional housing design elements and requirements. Glover said she will provide information to the Council on elements such as number of units allowed per site, community restroom and shower facilities, and possible restrictions on lengths of stays in transitional housing units.

“We’re going to provide them with some of the answers they have been looking for so that they may make an informed decision,” said Glover.

Council workshops are held at 11:45 a.m. Mondays in Council Chambers, 101 NW “A” St., Grants Pass.

Will the Ducks win the Rose Bowl, and what will be the score?
“They will not win. 54-38, Wisconsin.”
- Kevin Markovich
“Want them to win, but I’m going to say, ‘No.’ 41-23, Wisconsin.”
- Maggie Jacobson
“They will win! 27-23 Ducks.”
- Gary Gross
“They throttled Utah so bad, I think they’ll win. 31-24, Ducks.”
- Neil Loftsgard

People describe the environment as exactly what we were going for,” said Brandon.

He started his brewing career in 2008, when he worked for a major Portland brewery. In 2011, Brandon journeyed to England where he spent two months in an intensive program learning to perfect his craft.

“In general, most American craft beer is British style,” said Brandon. “Though we have more German styles than most craft breweries,” he said.

The four staple brews at Weekend Beer Company include their Slow Your Row Kolsch, American Wheat, Wochenade Alt, and ever popular Weekend IPA.

“You’re always going to be brewing IPA,” said Brandon.

Additional brews are often inspired by the season, and Brandon said he almost “always has something dark on tap.”

“This is a very flexible market that is constantly shifting. There is definitely still room for growth in the industry, but it needs to be flexible,” he said.

Some of the beers at Weekend Beer Company, such as their Weekend IPA, are so popular, Brandon has had difficulty keeping up with demand. Other styles have moved at a less rapid pace, he said. New styles include a few brews that have been placed into used wine barrels for final conditioning.

At full pace, Brandon said the brewery can produce approximately 675 barrels of beer per year, an equivalent to more than 170,000 pints.

All four partners agree that the most difficult part of the business is juggling all that beer with the responsibilities of marriage and family. Ashley and Brandon Crews have three small children, ages 6 and under. Kelsey and Troy Yoho are parents to an 8-month-old baby boy.

“Life is just a different kind of crazy,” said Kelsey. Still, the rewards make it worth the sacrifice, she said.

Brandon agrees.
“I love the fact that people actually like being here,” he said.

“I love the personal interactions — the people who come back in — they become part of your family,” said Kelsey.

The thriving brewery celebrated its one-year anniversary Nov. 23. Along with new styles of beer and additional special events at the brewery, future plans include wider distribution, with some testing already occurring in Ashland and Medford, said Brandon. You can already find their American Wheat on tap at Blac-N-Bleu Bistro in Roseburg, he said.

Table games and board games line the shelves of the common area. Television screens feature sports and movies. A play area for kids is set up in the back corner of the tap room, and Valentino’s food truck is stationed on the Fifth Street side of the building to serve food to hungry patrons.

Families are welcome, celebrating special events is welcomed, and patrons can even “pay it forward” by leaving a drink credit for a friend or colleague to use at a future date.

“It’s more than just a place to come in and have a drink,” said Kelsey.
Inside the Blue Door

Juggling 40-50 regular hair and beauty clients three days per week, while also managing a thriving salon and boutique is not an easy task, said Brooke Gilmore. But, nonetheless, she finds the joy in what she does.

“It’s fun. I do love it,” she said.

Gilmore celebrated her second anniversary as the owner of Blue Door Salon and Boutique Jan. 1. The unique shop at 420 SW 6th St. is part beauty salon, part specialty gift store with two long walls of salon stations and myriad beauty products, clothing items, home décor, and souvenirs available for purchase.

“They go really hand in hand. Both sides run really well together,” Gilmore said.

The secret of her success is in the members of her team, said Gilmore. One aesthetician, three nail techs, eight stylists, one barber, and four frontline employees all must work together to keep the business running smoothly.

“Everybody gets along really well, but there are 18 of us,” said Gilmore. Team cohesion is crucially important, she said.

“I’m very particular about who I invite to the team. One wrong person can upset the entire apple cart,” Gilmore said.

Gilmore has been a stylist for five years. She started her career in personal beauty as an aesthetician and airbrush make-up artist. True to popular belief, hair stylists also often serve as counselors and confidants to their clients in the chair, she said.

On occasion, she and her other stylists also serve as emergency corrective beauty engineers, most commonly after someone has attempted to color their own hair at home, she said. They are also reverse beauty engineers when a cli-

(See “SALON” page 12)

Sister City Committee

The City of Grants Pass and Rubtsovsk, Siberia, will celebrate 30 years of friendship this year as part of the Sister City relationship between the two communities. A sister city is a long-term partnership between two communities in two countries.

A sister city relationship is officially recognized when the highest-elected or appointed officials from both communities sign off on an agreement.

The Grants Pass Sister City Committee was formed in 1990, after white-water rafters from the two cities met at an international competition during the late years of the Cold War. Candace Bartow and Lev Korshunov, then respectively the mayors of Grants Pass and Rubtsovsk, signed the agreement in 1990, “to develop friendship between people of the Soviet Union and the United States and to stimulate economic and cultural cooperation.”

Since then, the two Sister City Committees have facilitated visits of more than 200 citizens between the two cities. Pen pals and email pals continue to correspond; books have been donated to each other’s libraries; special sewing machines for the blind and medical supplies were donated and delivered, and videos and gifts have been exchanged across the board.

“We would like to get the word out about Sister City and invite interested people to come, to join, get on the board,

Blackett...(from page 4)

Then the story drastically changed.

“So on the following Monday, I was doing the morning checks at the park and I was really disappointed to see that somebody had stolen every single plant. That pretty much ruined my day and wasted a lot of money,” said Blackett.

Residents and regular park users can help keep parks safe and clean, said Blackett.

“A lot of the people who use the park are regulars, and they keep their eyes open, and that helps,” he said.

In the summer, the department brings in local high school and college students as part-time assistance to keep the park in good condition.

“If we didn’t have those kids, it would be really tough for us,” said Blackett.

Deferred maintenance is another issue they regularly face, he said.

“Some of our parks are 25 to 27 years old. That’s a lot of time for equipment and fields that are used constantly,” Blackett said, adding that large equipment remains in use longer than the industry standard in order to maximize its lifespan and save the city money.

“We manage ok, but it does make things more difficult,” said Blackett.

“A lot of people have a certain vision of what a government worker is, and none of us are like that. We all work very hard every day to keep things nice for our community. The day-to-day employees really care,” Blackett said.

This is Blackett’s final month on the job. He is scheduled to retire at the end of January. He and his wife like to travel, and even though he says that landscaping is the last thing he wants to do when he gets home from a long day, he is planning to assist his daughter with the landscaping plans at the new home she is building.

“For years, I lived out on five acres. That was a lot of work. You don’t want to spend your weekends doing the same thing you do all day during the week,” said Blackett, who now lives in the city on a much smaller property.

After retirement, he says he plans to take up the hobby of caring for bonsai trees again.

“It’s really fun to do. It’s relaxing. You’re very concentrated on that one thing at the time,” Blackett said.

In the meantime, Blackett intends to continue caring for Reinhardt Park and interacting with the residents who visit the park.

“My motivation is that people can come into our parks and think, ‘Wow, this is a great place to be.’ That people enjoy what we work to make beautiful,” is one of the best rewards of the job, he said.

“When people comment on that, I like that,” said Blackett.
Dispatch...

(from page 6)

Haack. Desensitizing to some degree is required, she said.

“If I cried after every sad call, I couldn’t do this job,” Haack said.

Guenther said the key for her is in remembering what the job truly is, and what a dispatcher can and cannot do.

“I know I’m not going to be able to stop the bad stuff that is happening. By the time they call us, the bad stuff is already happening. My role is to make things as good as possible and try to limit the bad stuff that is happening,” said Guenther.

“We are there to comfort them on the most horrific day of their life,” she said.

The Grants Pass PSAP receives between 150 and 300 calls every 24-hour period. In the event of a major occurrence, such as the fires that blazed in July 2017, more than 1,000 calls can come in per day, said Haack.

More than 75 percent of 911 calls come from a cell phone. That can be problematic if the caller does not know their location. Technology allows for dispatchers to attempt to triangulate where a cell phone signal is coming from, but that process can take time the caller doesn’t always have. Haack recalls listening to a man die on the phone from injuries he received in an off-road vehicle accident when emergency crews struggled to find him off an unnamed fire access road.

“When the firefighters got there, he still had his cell phone in his hand,” she said.

Beyond identifying location, dispatchers are meticulously trained to ask a series of questions of each caller designed to provide responders with as much information as possible. While units are on the way, the dispatcher continues to update them with the information they glean from the caller. At the same time, the dispatcher is monitoring any public safety cameras that may be in the area of the incident. Grants Pass has 112 cameras in 25 locations which are readily accessible to dispatchers on monitors throughout the PSAP.

The new 2,000-square-foot facility will be equipped with six full-size monitors that can display as many as 12 camera views at a time. These can be used to inform responding units about traffic conditions, crowd conditions, crime scene details, and more.

The new facility will be able to accommodate as many as eight dispatchers at a time to facilitate training and use in case of a major emergency. There are generally at least three active dispatchers working in 12-hour shifts at any given moment.

During the transition from one PSAP to another, three dispatchers moved to the secondary or backup PSAP, while three remained in place in the old location. Once operations commenced at the secondary location, the old location was disassembled and moved to the new Public Safety Center.

Operations continued at the secondary center for five days, while the new PSAP underwent final installation and extensive testing.

Once operations were in full swing at the new facility, reserve equipment was moved to the secondary PSAP, where plans to remodel and upgrade that facility will commence. Haack and Guenther compare dispatcher equipment and work stations to police patrol units, which are placed into reserve duty when new units are acquired, and older units are retired.

“That’s our patrol car for 12 hours a day,” said Guenther.

The old location in the dark recesses of an aging building were more like a beat-up jalopy. Pieces of fabric were hung over the fluorescent lighting fixtures to diminish the harsh light, and ceiling panels were painted with blue sky and puffy clouds in an effort to add some cheery ambiance. Computer servers were kept in a utility closet that commonly suffered leaks from the restrooms on the second floor above, and at least one work station was so confined, there was hardly space to move a chair in and out from the desk.

The new facility has sky lights above to let in some natural light. Work stations are separated in organized rows where everyone can see the room and the monitor screens on the walls. Computer servers are now in their own secure and temperature-controlled room.

“The difference is literally night and day,” said Haack.

Salon...

(from page 11)

...Salon...

brings in a photograph of a hairstyle they wish the salon to replicate.

“It’s helpful because we can see exactly what they’re thinking,” said Gilmore, even though “everyone’s hair is different—different texture, different length, etc,” she said.

Having just come through the busy holiday season when clients want to look their best for holiday parties and family photos, Gilmore will return to spending a bulk of her time managing the “front side” of the business, keeping inventory, ordering new stock, and merchandising.

“We have so many different brands, so it’s unique,” said Gilmore.

Deciding what to offer her customers is also a constantly shifting task, keeping up with trends, fielding vendors, ordering new products, and assessing what sells best, she said.

“I also like to answer client requests (for products),” Gilmore said.

Most rewarding for her is being a part of the Downtown Historic District Merchants and the thriving tourism that exists in the district.

“I’m a big proponent of shopping local and supporting local businesses,” said Gilmore.