

Tulare Public Cemetery District

900 EAST KERN AVENUE**TULARE, CALIFORNIA 93274**PHONE (559) 686-5544

BOARD AGENDA

Special Board Meeting
September 7, 2021
1:00 P.M.

PRELIMINARIES:

- 1.1 Call to Order
- 1.2 Roll Call

NOTICE TO THE PUBLIC PUBLIC COMMENT PERIOD

AT THIS TIME, MEMBERS OF THE PUBLIC MAY COMMENT ON ANY ITEM THAT IS NOT ON THE AGENDA THAT IS WITHIN THE JURISDICTION OF THE BOARD. Under state law, matters presented under this item cannot be discussed or acted upon by the board at this time. For items appearing on the agenda, the public is invited to make comments at the time the item comes up for board consideration. Any person addressing the board will be limited to a maximum of three (3) minutes so that all interested parties have an opportunity to speak

OPEN SESSION – AGENDA ITEMS: (All items are subject to discussion and possible action by the Board of Trustees.)

- 2.1 Manager's Hiring Process Policy
- 2.2 PTO (Paid Time Off) Discussion/Action Continuation on (2.2)
- 2.3 Updating Groundmen Uniform
- 2.4 Manager's Implementation Report on Safety
- 2.5 Updating Mission Statement and Adding Vision and Values Statement

ADJOURNMENT:

OPEN SESSION AGENDA ITEMS NOTICE TO THE PUBLIC

ALL WRITINGS, MATERIALS AND INFORMATION PROVIDED TO THE BOARD FOR THEIR CONSIDERATION RELATING TO ANY OPEN SESSION AGENDA ITEMS OF THE MEETING ARE AVAILABLE FOR PUBLIC INSPECTION DURING NORMAL BUSINESS HOURS MONDAY THROUGH FRIDAY 8:00 AM – 5:00 PM AT THE ADMINISTRATION OFFICE OF THE DISTRICT LOCATED AT 900 E. KERN AVE., TULARE, CA 93274

IN COMPLIANCE WITH THE AMERICANS WITH DISABILITIES ACT, IF YOU SHOULD NEED SPECIAL ASSISTANCE TO PARTICIPATE IN THIS MEETING, PLEASE CONTACT THE BOARD OFFICE AT (559) 686-5544 FORTY-EIGHT (48) HOURS PRIOR TO THIS MEETING.

Rules of Decorum

- Meetings of the Tulare Cemetery District shall be conducted in an orderly manner to ensure that the public has a full opportunity to be heard and that the deliberative process of the Trustees is retained at all times.
- No person in the audience at a District meeting shall engage in disorderly, boisterous conduct or other acts which disturb, disrupt or otherwise impede the orderly conduct of any District meeting.
- The Chair shall request that a person who is breaching the rules of decorum be orderly and silent. If, after receiving a warning from the Chair, a person persists in disturbing the meeting, the Chair shall order him or her, to leave the District meeting.
- If such person does not remove himself or herself, the Penal Code provides that every person who, without authority of law, willfully disturbs or breaks up any meeting, not unlawful in its character, is guilty of a misdemeanor.

Addressing the Cemetery Board

- No person shall address the Trustees without first being recognized by the Chair.
- Each person shall confine his or her remarks to the agenda item.
- Each person shall limit his or her remarks for business items or oral communications to three minutes, with a total of 15 minutes allotted for the Public Comment Period unless further time is granted by the Chair.
- All remarks shall be addressed to the Trustees as a whole and not to any single member thereof, unless in response to a question from such member.
- No question may be asked of the Trustees without permission of the Chair.

Trustee Conduct

- The Tulare Public Cemetery Trustees agree to disagree.
- The Tulare Public Cemetery Trustees when desiring to speak shall address the Chair and confine their remarks to the questions under debate.
- The Tulare Public Cemetery Trustees will use respectful language, will not shout nor use aggressive behavior when communicating ideas, beliefs or comments.
- The Tulare Public Cemetery Trustees will not allow personal attacks on staff, each other, or the public.
- The Tulare Public Cemetery Trustees will not condone issues brought before the board that warrant public review without allowing the staff to review the situation and/or permission to add to the board agenda. Issues that warrant review, discussion and/or consideration of the legislative body shall be presented at an open and public meeting in a courteous and professional manner.
- The Tulare Public Cemetery Trustees will not condone grandstanding.
- The Tulare Public Cemetery Trustees will not belabor issues that have either been resolved or tabled to ensure continued productive discussions and decisions.
- The Tulare Public Cemetery Trustees will be proactive in addressing disagreements with fellow members or staff by directly addressing concerns with that member through meaningful and respectful dialogue.

- Revised -

****PROPOSED PTO - PAID TIME OFF****									
Employment YEARS PTO HOURS EARNED IN A YEARS	PTO DAYS EARNED IN A YEAR	PTO WEEKS EARNED IN A YEAR	SICK TIME 40 HOURS (5 DAYS) - Restart @ anniversary date	TOTAL HOURS FOR SICK TIME & PTO TOGETHER	PAID HOLIDAYS 12 DAYS PER YEAR	JURY DUTY 2 DAYS PER YEAR	BREAVEMENT 5 DAYS PER OCCURRENCE Eligible family members	Eligible family members • Parent • Stepparent • Spouse • Domestic Partner • Child • Grandchild • Grandparent • Brother • Sister • Stepchild • Mother-in-Law • Father-in-Law • Daughter-in-Law • Son-in-Law • Sister-in- Law • Brother-in-Law	Total Benefit Hours
Years Accrual Hours	HOURS DIVIDE BY 8 = DAYS	BASED ON 40 WORK WEEK			*New Year's Day *President's Day *Good Friday *Easter *Memorial Day *Independence Day *Labor Day *Veterans Day *Thanksgiving *Thanksgiving Friday *Christmas Eve *Christmas Day				
1 - 3 YEARS - 112 HRS	14	2 WEEKS 4 DAYS	+ 5 DAYS (40 hrs)	152	+ 12 DAYS (96 hrs)	+ 2 DAYS (16 hrs)	+ 5 DAYS (40 hrs)		304
3 - 5 YEARS - 136 HRS	17	3 WEEKS 2 DAYS	+ 5 DAYS (40 hrs)	176	+ 12 DAYS (96 hrs)	+ 2 DAYS (16 hrs)	+ 5 DAYS (40 hrs)		328
5 - 10 YEARS - 160 HRS	20	4 WEEKS	+ 5 DAYS (40 hrs)	200	+ 12 DAYS (96 hrs)	+ 2 DAYS (16 hrs)	+ 5 DAYS (40 hrs)		352
10 - 15 YEARS - 184 HRS	23	4 WEEKS 3 DAYS	+ 5 DAYS (40 hrs)	224	+ 12 DAYS (96 hrs)	+ 2 DAYS (16 hrs)	+ 5 DAYS (40 hrs)		376
15- 20 YEARS - 208 HRS	26	5 WEEKS 1 DAY	+ 5 DAYS (40 hrs)	248	+ 12 DAYS (96 hrs)	+ 2 DAYS (16 hrs)	+ 5 DAYS (40 hrs)		400
20+ YEARS - 232 HRS	29	5 WEEKS 4 DAYS	+ 5 DAYS (40 hrs)	272	+ 12 DAYS (96 hrs)	+ 2 DAYS (16 hrs)	+ 5 DAYS (40 hrs)		424

** December 1st cash out only 1/2 of Accrued PTO - 1 time a year only

** Grounds Crew - Black Out May 16 - 31 Every year No requests for Time Off

** Grounds Memorial Day - Required Work Day - Holiday becomes Floater to use at another time or paid on that same day along with the Time and 1/2 pay for hours worked

** Donation of PTO from one employee to another employee for a unforeseen circumstance with District Manager Approval

← **Added**

- Example - Color Change



 alamy stock photo

PE9AAD
www.alamy.com

Example



I.	Policy
II.	Purpose
III.	Eligibility
IV.	Procedures
V.	Definitions
VI.	Additional Contacts
VII.	Scope
VIII.	Authorization

SAFETY SHOE VOUCHER PROGRAM

I. POLICY

It is the policy of the Town of Davidson to provide employees with the necessary protective shoes. Occupational Safety and Health Administration (OSHA) regulations require that under various conditions protective footwear is required; to ensure the safety of employees, appropriate protective footwear must be worn by all persons when working areas where there is a danger of foot injuries from heavy fall or rolling objects, objects piercing the soles and/or against crushing or lacerations. The town offers this program as a benefit to employees.

II. PURPOSE

The purpose of the safety shoe voucher policy is to provide an annual voucher for the purchase of safety shoes for employees in the public works department.

III. ELIGIBILITY

Employees are eligible to participate in the voucher program when they meet one of the following categories:

- A. When the employee is hired into a position that requires protective footwear.
- B. Employees may purchase protective footwear when a department head certifies that the current pair of safety shoes is unfit for continued wear. The first pair of protective footwear purchased in the fiscal year will qualify for reimbursement as listed below. If the department head deems a second pair of protective footwear necessary, then the town will issue a voucher for half the cost or annual allotments which ever amount is less and the town employee will be responsible for the remainder.
- C. Under certain conditions where the protective footwear was damaged beyond normal wear and tear while the town employee was performing a specific task, then the Town Manager may authorize that the town to issue a voucher for a second pair of protective footwear.

Only one pair of safety footwear will be allotted per required employee each fiscal year (July 1 – June 30). Any replacement of safety footwear within the year period must be purchased at the expense of the employee unless specified above. At no time, under any circumstance, shall the employee be excused from wearing safety footwear when the position requires such.

If an employee is terminated within the probationary period, that person must reimburse the town for the full cost of his/her pair of safety footwear. The department head must notify the Human Resources Department should this action take place.

This policy does not apply to those departments where footwear is provided to meet specific uniform guidelines.

IV. PROCEDURE

At the beginning of each fiscal year, each public works employee will receive a voucher that will cover up to \$125.00 for one pair of safety shoes. Vouchers need to be submitted to the Human Resources Department. Employees will be issued one voucher and vouchers should not be shared with other employees. All shoes must meet the minimum requirements of the American National Standards Institute.

The town will contract with a shoe vendor that will come onsite to properly fit each public works employee. All shoe orders will be made through the contracted vendor and purchased with a town issued voucher. Employees may choose not to participate in the voucher program, but will be required to meet the protective footwear requirements.

Employees can be reimbursed one time per fiscal year (July 1 – June 30).

V. DEFINITIONS

A. Protective Footwear: Footwear that meets the requirements of the American National Standards Institute standards: ASTM F-2412-2005, ASTM F-2413-2005, ANSI Z41-1999 or ANSI Z41-1991, ANSI Z41-1991 as referenced by the Occupational Safety and Health Act (OSHA). The work boots may not be cowboy boots, athletic shoes, or hunting boots. In some positions such as the fire department a non-conductive tennis shoe-type is acceptable.

VI. ADDITIONAL CONTACTS

Human Resources

VII. SCOPE

As of October 23, 2017 this policy replaces and supersedes any previous policies or unwritten policies or practices covering the same subject.

VIII. AUTHORIZATION



Jamie Justice
Town Manager

Speeches (Archived)

/ OSHA STANDARD FOR EMPLOYER PAYMENT FOR PERSONAL PROTECTIVE EQUIPMENT

- **Information Date:** 11/14/2007
- **Presented To:** Call-in Press Conference
- **Speaker(s):** Edwin G. Foulke Jr.
- **Status:** Archived

OSHA ARCHIVE

- Info -

NOTICE: This is an OSHA Archive Document, and may no longer represent OSHA Policy. It is presented here as historical content, for research and review purposes only.

* Regarding Safety shoes
§ Other Required PPE

Call-in Press Conference Remarks As Prepared for

EDWIN G. FOULKE, JR.

Assistant Secretary of Labor
Occupational Safety and Health Administration (OSHA)

To Introduce the New
OSHA STANDARD FOR EMPLOYER PAYMENT
FOR PERSONAL PROTECTIVE EQUIPMENT

Wednesday, November 14, 2007

GOOD AFTERNOON. Thank you for calling in for this announcement from OSHA.

Today in the Federal Register, OSHA published a final rule on an important workplace safety and health issue.

Under this rule, employers will provide, at no cost to employees, almost all personal protective equipment - or, "PPE" - when the PPE is used to comply with OSHA standards.

We will examine the new standard - and the exceptions to the rule - during our discussion this afternoon.

Let me emphasize that the Department of Labor is responsible for promoting the health, safety and welfare of America's working men and women; and within the Department of Labor, OSHA is responsible for developing standards and guidance to help employers meet their legal responsibility to protect their employees.

PURPOSE OF DEVELOPING THE RULE

Over the years, there has been some confusion about whether or not employers are required to pay for personal protective equipment. Publishing this rule accomplishes three objectives:

- First, it implements the underlying requirement in the OSH Act that employers pay for workplace safety and health.
- Second, it creates a clear and consistent policy across OSHA's standards, reducing confusion about the items that employers are required to pay for.
- Third, and most important, OSHA estimates that the rule will result in over 21,000 fewer occupational injuries per year - such as head, foot and eye injuries, lacerations, and chemical burns that, in many cases, may be so severe that they can leave an employee permanently disabled.

IMPACT ON EMPLOYEES AND EMPLOYERS

This significant reduction in injuries through employer-payment of PPE is also expected to save society over \$200 million per year in such forms as reduced direct costs, including medical and insurance bills. This does not include additional benefits such as reduced pain and suffering for employees.

It is important to note that employers currently pay for 95 percent of PPE. Requiring payment for the additional 5 percent is expected to result in a cost of \$85 million to employers. A large percentage of these costs are due to cost shifting from employees to employers.

This shift is important. When employees pay for their own PPE,

- they are likely to purchase the wrong equipment,
- they may use the PPE beyond its expected service life, or
- they may avoid purchasing the equipment at all.

! Fact

When employers pay for PPE, they are more likely to select the right PPE for the hazards present in their workplaces. When employers pay for PPE, we have found that they also make sure that the equipment is maintained and replaced as necessary, and generally take more responsibility for PPE selection and use. It is this improvement in PPE usage that is expected to result in fewer injuries and fatalities.

PARAMETERS OF THE RULE

My next point is this: The final rule that we are announcing today addresses only the issue of who pays for PPE. The rule does not require employers to provide PPE where none has been required before.

In the simplest terms, the rule for employer payment of PPE only applies when equipment is used by an employer to comply with one of the PPE requirements in OSHA's standards. In some cases, the OSHA rules describe the exact PPE that is required, and in other cases the requirements are more general.

The rule contains several exceptions for ordinary safety-toe footwear and prescription safety eyewear, logging boots, ordinary clothing, and ordinary weather-related gear. The rule also addresses employee-owned PPE and replacement PPE. I will explain these exceptions in a moment.

HISTORY OF THE RULE

OSHA first issued a proposed rule for employer payment of PPE eight years ago, in March 1999. Through public hearings and comment periods, OSHA has worked to develop a standard that will provide clarity and fairness for employers and employees. Today, we believe that the Agency has succeeded.

While the clarifications in the new rule have added several paragraphs to the regulatory text, the rule provides employees no less protection than was provided by the 1999 proposed standard. At the same time, the rule clarifies the responsibilities of employers in a way that sets a reasonable PPE payment policy.

DETAILS OF THE RULE

I know that the journalists listening in on today's announcement want to ask questions. Before we do, let us look in more detail about the rulemaking and the individual provisions of the standard.

First, I would like to discuss the scope of the standard, both in terms of which employers and employees are covered and the types of equipment that are included.

INDUSTRY APPLICATIONS

The rulemaking affects most of OSHA's PPE standards. The rulemaking includes regulatory text tailored to for Part 1910 General Industry standards, Part 1926 Construction standards, Part 1915 Shipyard standards, Part 1917 Marine terminal standards, and Part 1918 Longshoring standards.

The regulatory text is almost the same for each of the industries. There are only small changes from one industry to the next. For example, the exception for logging boots in the general industry standard is not found in the construction or shipyard standards.

I would also like to emphasize that the rule only addresses the issue of who pays for PPE, not the types of PPE an employer must provide. What is or is not a violation of an OSHA PPE equipment requirement is unchanged by the rule.

UNIFORMS AND SANITARY CLOTHING

Next, I wish to make it clear that the rule only requires payment for PPE. It does not require payment for uniforms, caps, or other clothing worn solely to identify a person as an employee.

The rule also does not require payment for items worn to keep employees clean for purposes unrelated to safety or health. For example, blue jeans, aprons or other apparel, when worn solely to prevent clothing and/or skin from becoming soiled.

The rule also does not require payment for items worn for product safety, consumer safety, or patient safety and health, rather than employee safety and health. For example, some employers require food service employees to wear hairnets for food safety purposes.

1910 PROVISIONS - WHEN PPE IS REQUIRED

Now I would like to walk through the standard and explain the individual provisions. I will use the 1910 version, but the policies will be the same for all five industries.

The general payment provision, 1910.132(h)(1) states that payment is required for any PPE used by an employer to comply with one of the PPE requirements in OSHA's standards. If the PPE is not required, then the employer is not required to pay for it. When an employer selects a specific type of PPE to be used at the workplace to comply with a standard, the employer is required to pay for it.

SAFETY-TOE FOOTWEAR

The next paragraph, 1910.132(h)(2) states that the employer is not required to pay for non-specialty safety-toe protective footwear (including steel-toe shoes or steel-toe boots) and non-specialty prescription safety eyewear, provided that the employer permits such items to be worn off the job-site.

If the employer requires employees to keep non-specialty safety-toe protective footwear and non-specialty prescription

safety eyewear at the workplace, the employer must pay for the items.

If the safety-toe protective footwear (including steel-toe shoes or steel-toe boots) and prescription safety eyewear are non-standard "specialty" items, the employer must pay for them. For example, prescription eyeglass inserts for full-facepiece respirators, or non-skid shoes for floor strippers are specialty items so payment will be required.

METATARSAL GUARDS

Paragraph 1910.132(h)(3) addressed metatarsal protection.

OSHA allows employers to use metatarsal guards or footwear with built-in metatarsal protection when metatarsal protection is needed in the workplace. If the employer requires employees to wear metatarsal shoes or boots, the employer is required to pay for the footwear.

However, when the employer provides metatarsal guards and allows the employee, at his or her request, to use shoes or boots with built-in metatarsal protection, the employer is not required to pay for the metatarsal shoes or boots.

Employers may contribute to the cost of metatarsal shoes or boots should they choose to do so. Some employers currently offer their employees a choice between using a metatarsal guard provided and paid for by the employer or a metatarsal shoe or boot with some portion of the cost of the shoe or boot paid for by the employer, essentially establishing an allowance system, and this is an acceptable practice.

LOGGING BOOTS

Under 1910.132(h)(4) the employer is not required to pay for the logging boots required by 29 CFR §1910.266(d)(1)(v). The logging standard exempts these boots and the regulatory text here simply reflects that exemption.

EVERYDAY CLOTHING & WEATHER/TEMPERATURE ISSUES

Under 1910.132(h)(4) the employer is not required to pay for everyday clothing, such as long-sleeve shirts, long pants, street shoes, and normal work boots. This exception applies even when the employer requires employees to use these items, and the clothing provides protection from a workplace hazard.

Similarly, under 1910.132(h)(4), the employer is not required to pay for ordinary clothing, skin creams, or other items, used solely for protection from weather, such as winter coats, jackets, gloves, parkas, rubber boots, hats, raincoats, ordinary sunglasses, and sunscreen.

If ordinary weather gear is not sufficient to protect the employee, and special equipment or extraordinary clothing is needed to protect the employee from unusually severe weather conditions, the employer is required to pay for the protection. Clothing used to protect employees from artificial heat or cold is not part of this exception. For example, employees working in a freezer warehouse may need heavy coats. In this situation, the employer is required to pay for the protection.

REPLACEMENT PPE

Paragraph 1910.132(h)(5) addresses payment for replacement PPE. It states that the employer must pay for replacement PPE, except when the employee has lost or intentionally damaged the PPE.

The new standard does not address how often PPE is to be replaced. Replacement is determined by each standard that requires PPE.

EMPLOYEE-OWNED EQUIPMENT

The next paragraph addresses employee-owned equipment. It states that where an employee provides adequate protective equipment which he or she owns and brings to the worksite, the employer may allow the employee to use it and is not required to reimburse the employee for that equipment. However, the employer shall not require an employee to provide or pay for his or her own PPE, unless the PPE is excepted by another paragraph.

During the rulemaking, some employers stated that it is traditional in some industries for employees to supply their own PPE, especially when the employees move frequently from job to job. This part of the rule recognizes these traditions and does not require employers to pay for PPE in this situation. However,

- The employee's use of his or her own PPE must be completely voluntary.
- The employee can withdraw use of his or her own PPE at any time.
- If the employer allows an employee to use PPE they already own, the employer is still responsible for making sure the PPE is adequate, properly maintained, and sanitary, under the applicable PPE standard.

IMPLEMENTATION AND ENFORCEMENT

The last provision in the rule provides an enforcement deadline of six months from the date of publication. This six-month deadline will allow employers time to change their existing PPE payment policies to comply with the final rule.

Finally, the standard contains a note stating that if another rule specifies payment, the other rule will prevail.

The rule does not specify the method that employers must use to pay for PPE, and employers can choose any method that works for them. Many employers use allowances or reimbursement systems, or maintain a stock of PPE and hand it out to their employees. All these methods are acceptable, as long as the employee receives the PPE at no cost.

OSHA believes that the rule will benefit employers and employees alike by resolving this longstanding and contentious issue. We believe the rule will result in fewer injuries and fatalities, and we look forward to these safety benefits.

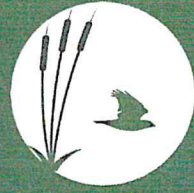
UNITED STATES DEPARTMENT OF LABOR

Occupational Safety & Health Administration
200 Constitution Ave NW
Washington, DC 20210
☎ 800-321-6742 (OSHA)
TTY
www.OSHA.gov

FEDERAL GOVERNMENT

White House
Severe Storm and Flood Recovery
Assistance
Disaster Recovery Assistance

Example



MENU



The GARDENS CEMETERY GETHSEMANE

The Gardens is a special place to honor and remember the people you love.

Vision, Mission, Values

Vision

To be the cemetery that embraces a culture of healing and compassionate care in every area of stewardship for the living and those that are resting here.



3:49

◀ Messages



thegardenscemetery.org



Mission

To honor the customs and traditions of our families and recognize them as an important part of the healing process, provide exceptional service, and respect each individual resting place with immaculate care.



Values



We understand the value of providing compassionate services to families that are grieving.







We serve the living by creating a safe, tranquil resting place for their loved ones.



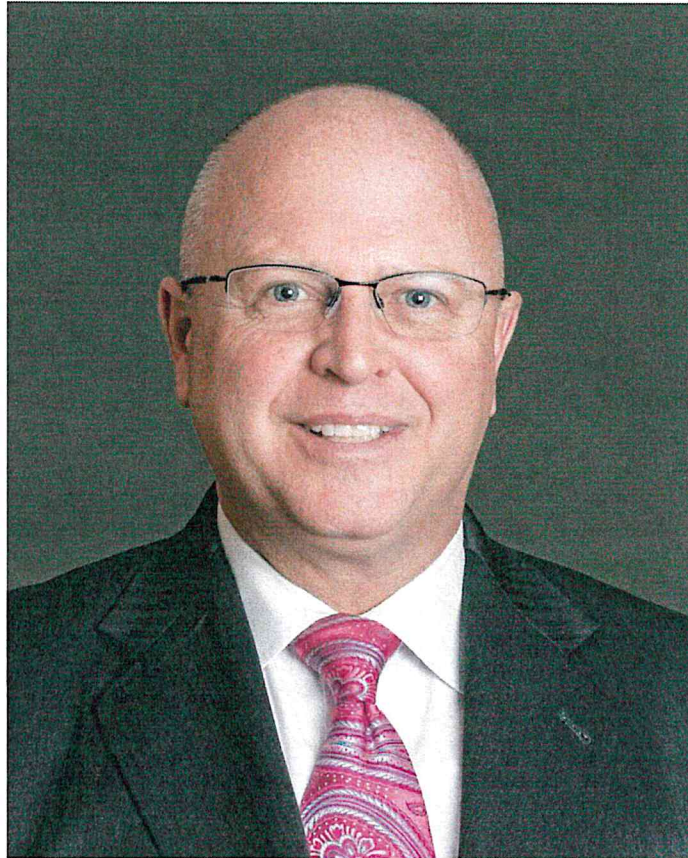
We respect the customs and traditions of our families and recognize them as an important part of their healing process.



-  We view our work as a ministry of healing.
-  We pledge to deliver dignified and respectful services beyond your expectations.
-  We value, support and encourage long term relationships with families that have gone beyond the initial stages of grief.
-  We promote and encourage our preferred partners in our ministry of compassionate care and healing as a way to promote the best possible outcomes for our families.

*A Message from the
President*

A Message from the President



Alan J. MacKinnon, CCE
Certified Cemetery Executive

When I think about my ministry here at The Gardens, I have to thank God for allowing me the opportunity to help people at one of the most vulnerable times in their lives. In the early years at the cemetery, I questioned God about his choice for my career. I told him I could be a dentist, a builder, or even a landscaper. But are you serious God, work at a cemetery? Over time I began to see how important it was for someone like me. who loves every human being.

most vulnerable times in their lives. In the early years at the cemetery, I questioned God about his choice for my career. I told him I could be a dentist, a builder, or even a landscaper. But are you serious God, work at a cemetery? Over time I began to see how important it was for someone like me, who loves every human being, to be here to help families when they lose a loved one. Please believe me when I say that I sincerely pledge the following to you:

- I will care for you and your loved ones for as long as I shall live.
- The family member you have entrusted in our care will be treated with the utmost respect.
- You and your loved one are part of our family here at The Gardens.
- We love you and will be here for you.
- We will continue to pray for God's Mercy and Blessings as you grieve.
- We will assist you in any way we can with the transition to building a healthy way of life after your loss.



*We understand the
value of providing
compassionate care
to families that are
grieving.*

We understand the value of providing compassionate care to families. You will notice the difference with your first visit to The Gardens where you will be welcomed into the living room of our visitor center and be treated as an honored guest. Our families say that our hospitality is second to none. Our door is always open during the day, even on the weekends. People can stop by for a cold drink, coffee or pastry, to use the always clean restrooms or just sit and relax. We serve guests and visitors by providing a safe, tranquil resting place for their loved ones and support them through a difficult time in their lives. We believe that cemeteries are for the living and actively encourage families to visit.

*“Hospitality is
Outstanding”*

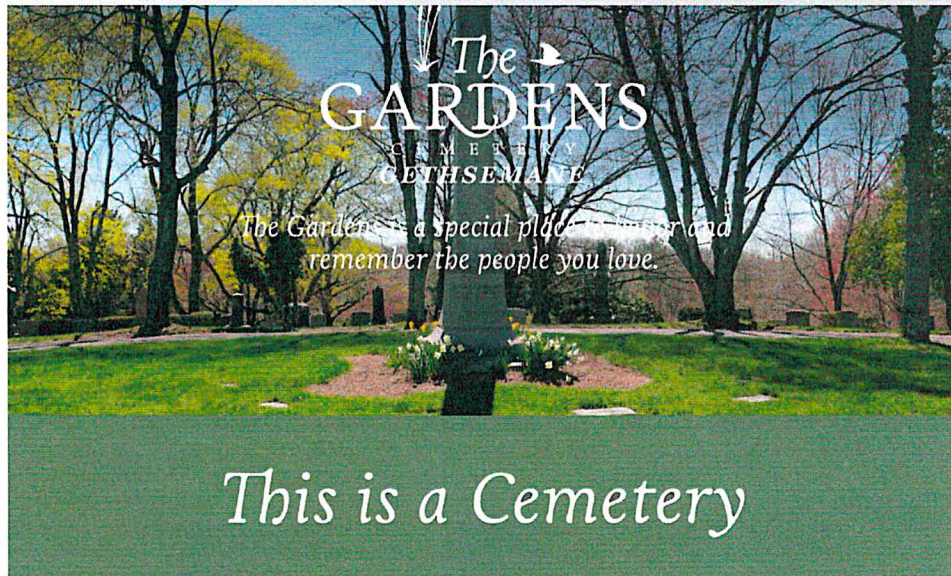
Christina Mallios



4:02



thegardenscemetery.org



Lives are commemorated – deaths are recorded
– families are reunited – memories are made
tangible – and love is undisguised. This is a
cemetery.

Communities accord respect, families bestow
reverence, historians seek information and our
heritage is thereby enriched.

Testimonies of devotion, pride and
remembrance are carved in stone to pay warm
tribute to accomplishments and to the life – not
death – of a loved one. The cemetery is a
homeland for family memorials that are a
sustaining source of comfort to the living.

A cemetery is a history of people – a perpetual
record of yesterday and a sanctuary of peace
and quiet today. A cemetery exists because
every life is worth loving and remembering –
always.