

OCA Journal

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Publication of the Ohio Cemetery Association

President's Message

Greeting fellow cemeterians!

Most people consider Labor Day as the unofficial close of summer, but not us! Our unofficial close to summer is the Annual Convention which happened during the first week of August. If you missed it, be sure to read the recap to see what you missed. If you were there thank you, thank you, thank you! It was as enjoyable as it was educational!



Paul O'Brien
President

Just because we have closed out summer don't think we're done. We will be hosting a Fall Maintenance event at Dover Burial Park on Thursday October 3. Educational sessions, equipment demonstrations await for attendees so mark your calendars today!

Also, be on the lookout for more information to come regarding enhancements for the membership.

Take care,

Paul O'Brien, OCA President
Operations Manager
Oak Hill Cemetery
Spring Grove Funeral Homes
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In this Issue

<i>President's Message</i>	<i>1</i>
<i>Perspectives On Planning</i>	<i>2</i>
<i>Upcoming Event</i>	<i>3</i>
<i>Annual Convention Recap</i>	<i>7</i>
<i>Golf Outing Recap</i>	<i>9</i>
<i>Update From Sedgwick</i>	<i>13</i>
<i>Welcome New Members</i>	<i>17</i>

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Perspectives On Planning



There are many different views and mindsets on operating and maintaining cemetery grounds. What are the goals and plans for the future? Is the status quo good enough, or do we expand our outreach to the community with offerings and expectations that could be difficult to achieve or fund? These are great questions to consider when looking ahead.

Planning plays a large role in not only day-to-day operations, but also long-term master plans. At times, these tasks seem hard to reach and feel unattainable. Every cemetery operation tries to achieve the same basic tasks. Where do we start? We want our grounds to be attractive to all who enter. Start small with your plans. The entrance to your grounds is a great place to begin. This is highly visible to everyone who passes by, whether they are entering your cemetery or not. Your entrance can be as extravagant as a rod iron gate or still just as beautiful, with a small planting area on both sides of the road as guests pull in. This view sets the tone for your visitors' first impression, which can leave a lasting effect.

Another important step in planning is considering what your customers and community members are looking for. Have any of the trends changed over the last couple of years? If so, what can I do to prepare for this trend? Talking with your local funeral homes may help you get a feeling of what families are doing for their final disposition decisions. As many of you know, cremation trends continue to rise yearly. How many of these cremations are being interred at a cemetery? What offerings do you have to meet this need? Do you have areas designated for future expansions? How much room does it take to have a columbarium placed? Are columbarium offerings all the same size? Planning ahead will help you meet these future needs. Don't second guess reaching out for help if you have an issue you are not familiar with or would like another opinion on. Utilize the experience and knowledge that our association members have achieved over the years.

No matter what type of cemetery you operate, budgeting for future projects can be achieved if planned properly. Depending on the cost of a certain project, try to spread the expenses out over a few years. This will alleviate a large impact on one specific fiscal year. Involve community members and committees to discuss plans and budgets. Getting buy-in at early planning stages will keep everyone informed and on task.

Again, we as cemeterians, strive to make the final resting place for our community members as picturesque, peaceful, and meaningful as possible. Set your goals early and strive to be the very best at everything you encounter.

Scott J. Harmon
City of Dover Cemeteries Superintendent
OCA Vice President

Upcoming Event: Fall Maintenance

DOVER BURIAL PARK FALL MAINTENANCE

THURSDAY, OCTOBER 3, 2024

AGENDA



8:30 – 9:00
DONUTS

REGISTRATION/COFFEE &

9:00 – 9:15

**WELCOME / ANNOUNCEMENTS/
INTRODUCTIONS**

SCOTT HARMON

DOVER BURIAL PARK

9:15 – 10:00

LAND/FORESTRY MANAGEMENT

CLUM –DAISHER FORESTRY

10:00 – 10:45

SITEONE

TURF MANAGEMENT

10:45 - 11:15

BREAK WITH SUPPLIERS

11:15 – 12:00

BEN ASKREN – ARBORIST

PROPER TRIMMING TECHNIQUES

12:00-1:30

LUNCH /DEMOS WITH SUPPLIERS

1:30-2:15

**CEMETERY GRANT PROGRAM
OHIO CEMETERY DISPUTE**

**KELLY NEER – OHIO DIVISION
OF REAL ESTATE**

Upcoming Event continued from page 3.

2:15 – 2:45

GRAVE LAYOUT/SOD CUTTING

DOVER BURIAL PARK

3:00

DOOR PRIZES/CONCLUSION



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FALL MAINTENANCE SEMINAR

DOVER BURIAL PARK

5651 N. Wooster Avenue EXT NW
Dover, OH 44622

HOST - SCOTT HARMON, OCA VICE PRESIDENT

THURSDAY, OCTOBER 3, 2024

8:30 a.m. – 3:00 p.m.

SPEAKERS/SUPPLIER PRODUCTS & SERVICES/EQUIPMENT DEMOS

CEMETERY NAME _____

ADDRESS _____

CITY _____ **STATE** _____ **ZIP** _____

PHONE _____ **EMAIL** _____

ATTENDEE NAMES

ATTENDEES ____ X \$25.00 = \$ _____

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If you have any questions, please contact

Jan Burrowes 937-885-0283 (Office) 937-604-0709 (Cell) email: jburrowes5@gmail.com

or your seminar host:

Scott Harmon 330-343-0011 scott.harmon@doverohio.com





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SUPPLIER NAME _____

ADDRESS _____

CITY _____ **STATE** _____ **ZIP** _____

PHONE _____ **EMAIL** _____

ATTENDEE NAMES



ATTENDEES _____ X \$25.00 = \$ _____

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Annual Convention Recap

Let's *recap* ↴

DID YOU KNOW???



The Ohio Cemetery Association hosts an annual convention for cemeterians from across the state to stay up to date on what's happening and to enjoy the company of others in this unique profession of ours. If you were there, thank you for attending and supporting the association.


In case you missed it, the week started off by blending suppliers and cemeterians for a golf event at Sharon Woods Golf Course. I like to call it an event because saying we played golf would imply we all had skills! Instead, it was more like a group of friends getting together on a golf course to have some fun and win some prizes. Jordan Weaver from Holland Supply was in charge of setting up the event and did so wonderfully! Thank you Jordan!

Tuesday brought a half day of classes, and a field day hosted by Spring Grove Cemetery and Arboretum. Classes ranged from cemetery design to burial rights (a class complete with a thorough examination of the Brady Bunch!).

The field day featured vendor meet and greets, equipment demonstrations and contests, and guided tours through the cemetery. A special thank you to the grounds staff and the public relations team at Spring Grove for hosting a great event!


Tuesday's fun didn't stop after the field day. We gathered back at the hotel where we enjoyed dinner and a murder mystery. Some



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Annual Convention Recap continued from page 7.

attendees got to dress up and play roles such as Spicy Pepperoni and Big Sausage! The butler didn't do it in this mystery but keep your eyes open for any ditzy power-hungry waitresses, you've been warned...

Wednesday started back up with classes and updates from the State level. Tim Long, OCA legal counsel, gave us the latest news on any law changes that may affect cemeteries. Laura Monick and Kelly Neer were on hand to give us an update on what the Ohio Cemetery Dispute Resolution Commission has been involved with.

I want to say thank you again to all of the guests who presented at the Ohio Cemetery Association's Annual Convention yet another successful and educational event!

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Golf Outing At Sharon Woods Recap

Submitted By Jordan Weaver, Holland Supply, Golf Chair



In an exciting day on the greens, Green Velvet Sod Farms clinched the top spot with an impressive score of -11 at this year's golf outing. The competition was fierce, and the camaraderie was even stronger, making for a memorable event.

The winner was Green Velvet Sod Farms at -11.

Special highlights included remarkable performances in our special contests:

- Closest to the pin: Chris Sutter – Green Velvet Sod Farms
- Closest to the pin: David Seifert – Green Velvet Sod Farms
- Long drive: Jordan Weaver – Holland Supply
- Long putt: Sean O'Regan – Woodland Cemetery (Dayton)

- Closest to the Pin: This year's honors were claimed by Chris Sutter and David Seifert, who each showcased exceptional precision and skill to secure their titles.

- Long Drive: The long drive competition saw some powerful swings, but none could match Jordan Weaver, whose formidable drive clinched the win.

- Long Putt: Sean O'Regan demonstrated a cool head and steady hand to take home the title in the long putt contest.



Alex Holmes, Frigid Fluid
Jordan Weaver, Holland
Supply

Congratulations to all the winners and participants for making the outing a tremendous success. We look forward to another great event next year!



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The advertisement features three bronze memorial plaques and a vase. The left plaque is for Sarah Anne Jones, dated November 9, 1940 to December 12, 2000, with a cross and floral design. The center plaque is for WATLEFON ALBERT and MATILDA, dated 1928, 2006, and 1930, with a laurel wreath. The right plaque is for Joseph Michael Thompson, dated Nov. 9, 1941 to Sep. 5, 1998, with a small portrait and a boat. A bronze vase sits in the center. The background is dark with gold bokeh.

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Update From Sedgwick



Claim Impact Reduction Program

formerly One Claim Program

The Claim Impact Reduction Program (CIRP) is a voluntary program that employers may participate in to limit the impact of a single significant claim for the duration the claim remains in their experience.

To participate in CIRP, you must have a single significant claim entering your experience for the first time. A significant claim is one whose total cost exceeds the total limited losses for an employer based on size and industry calculated for that policy year. You may only designate one significant claim every four years.

Eligibility requirements

- Be enrolled in a group-rating program.
- Have a single significant claim entering into the experience for the first time that prevents the TPA from renewing the policy in group experience rating the following year.
- Not have more than three minor claims, in addition to the significant claim, during the experience period.
- Be current (no more than 45 days past due) on any and all payments due to BWC as of the application deadline.
- Be current on the payment schedule of any part-pay agreement entered into for the payment of premiums or assessments.
- Not have cumulative lapses in workers' compensation coverage in excess of 40 days within the 12 months preceding the application deadline.
- Report actual payroll for the preceding policy year, and pay any premium due upon reconciliation of estimated premium and actual premium for that policy year no later than the application deadline.

How it works

An employer who meets all the eligibility requirements will receive the following upfront discount off the base rate:

- 20% during the first year in the program
- 15% in the second year
- 10% in the third year
- 5% in the fourth year

Update From Sedgwick continued from page 13.

Application deadline and additional program requirements

Private employers - Applications due by the last business day in January preceding the policy year that starts July 1.

Public employers - Applications due by the last business day in July preceding the policy year that starts Jan. 1.

To maintain eligibility in CIRP, employers must:

- Not allow the total cost of the three minor claims to exceed their total limited losses calculated for that policy year.
- Attend a half-day class or a three-hour online class offered by our Division of Safety & Hygiene each year.
- Complete training by the deadline, for private employers the last business day of March, for public employers the last business day of September.
- Remain current on any premiums, assessments or other monies due to BWC.

You must submit an application by the application deadline for your first year in the program. BWC will determine initial and ongoing eligibility based on claims activity during the experience period. Eligible employers will be enrolled in the program automatically in years 2 through 4. BWC maintains the right to remove an employer from the program if it does not meet eligibility requirements.

If you have any questions, contact our Sedgwick program manager, Rejeana Woolum-Napier, at 614-359-2403 or rejeana.woolum-napier@sedgwick.com.

Update From Sedgwick continued from page 14.

Noise monitoring

Monitoring noise levels in the workplace is essential to protecting employees' hearing and ensuring a conducive working environment. The Centers for Disease Control & Prevention has estimated that nearly 22 million workers are exposed to potentially damaging noise at work each year. Damaging noise levels can occur in many industries, including manufacturing, construction, agriculture, maintenance, landscaping & lawncare and even at sports venues.

High noise exposure can be damaging to the nerve endings of the inner ear. Continuous exposure to high levels may result in the nerve endings dying. Once the nerve endings have died, there is no way to reverse it, resulting in permanent hearing loss. In addition to potential hearing loss, excessive noise can also cause physical and mental stress. This stress can result in employees being tired and irritable. All this can affect productivity, efficiency, morale, as well as safety. This is why taking care of your employees' hearing is critical.

The Occupational Safety and Health Administration created the Hearing Conservation Standard to protect employees from high noise levels. 29 CFR 1910.95 (<https://www.osha.gov/laws-regs/regulations/standardnumber/1910/1910.95>) outlines the requirements that employers must follow to protect employees. The basic requirement of the standard states, if noise monitoring identifies employee exposure equal to or exceeding an 8-hour time-weighted average (TWA) of 85 decibels, then a Hearing Conservation Program must be implemented. Therefore, employers must evaluate the workplace to determine if there are elevated noise levels present.

In order to approximate or get an idea of what operations, activities, equipment or machinery may be contributing to elevated sound levels, a sound level meter or even certain noise measuring smartphone apps can be used. Both of these tools are designed to obtain real-time noise levels that employees are exposed to while work is being performed. Sound level meters can be purchased or rented from industrial equipment suppliers. The IOS sound level meter app, created by the National Institute of Occupational Safety and Health (NIOSH), can be downloaded at https://www.cdc.gov/niosh/noise/about/app.html?CDC_AAref_Val=https://www.cdc.gov/niosh/topics/noise/app.html. For android, there are a number of sound level meter apps that can be downloaded from the Google Play Store - https://play.google.com/store/search?q=sound+level+meter+app&c=apps&hl=en_US. The apps may not be as accurate as a sound level meter, but whichever device you use, be sure to follow the manufacturer's guidelines for proper operation and calibration.

These methods can be used to estimate whether noise levels are elevated, but only noise dosimeters should be used to obtain an 8-hour TWA, which is what OSHA uses as a basis for determining whether workers may be overexposed. Using dosimeters should be completed by a Certified Industrial Hygienist (CIH), Certified Safety Professional (CSP), an outside consulting firm or the Ohio Bureau of Workers Compensation. To obtain a good representation for testing employees, pick a day that would reflect a normal workday.

If the results are at or above the Permissible Exposure Limit (PEL) of 90 decibels, employers must implement a Hearing Conservation Program, require employees to wear hearing protection and investigate ways to lower decibel levels to below 90. If results are above the OSHA Action Level of 85 decibels, but below the 90 decibel PEL, employers must implement a Hearing Conservation Program and offer hearing protection to employees. If the results are below OSHA's Action Level of 85 decibels nothing is required from the employer. Keep in mind though, if new equipment is installed or changes to equipment occur, it may increase the noise levels in the area.

Using the Hierarchy of Controls, is the preferred order of actions to best control hazardous noise exposure to below 90 decibels. The actions are arranged in order of the most effective to the least effective ways to prevent exposure: elimination, substitution, engineering controls, administrative controls and personal protective equipment.

Update From Sedgwick continued from page 15.

If the resulting noise levels in the facility cannot be reduced to below the Action Level using the first controls, then a Hearing Conservation Program (HCP) must be implemented. Most HCP's will include the following:

1. Employee Notification
2. Observations of monitoring
3. Audiometric testing program
4. Baseline/Annual Audiograms
5. Evaluation of Audiograms
6. Standard Threshold Shift
7. Hearing Protectors
8. Training
9. Recordkeeping

An explanation of each part can be found in the OSHA Hearing Conservation Standard and there are brochures and documents issued by OSHA that will help implement a compliant program.

<https://www.osha.gov/sites/default/files/publications/osh3074.pdf>

There are many benefits to investigating the need for noise monitoring. Employee safety should be at the forefront, but other reasons include increased employee morale, production, efficiency, lower claim costs and an overall sense of a safe workplace. Remember, once an employee's hearing is lost, there is no way of getting it back.

If you need help identifying potential hazards in your workplace, please contact Andy Sawan, Risk Services Specialist at Sedgwick at andrew.sawan@sedgwick.com or 330-819-4728.



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