

- ii. Doug Sheehan said that the workers feel that they are entitled to the 3% Cost of Living Increase (or whatever percentage the town employees get) that is being negotiated with town employees. Their pay is not close to what town employees get.
- iii. Lou Gabranski advised that the town percentage has not been decided yet, but will be retroactive to July 1, 2014. Any prior raises were last year or merit raises. There have not been any raises this year.
- iv. Marty Nitka said that Doug Sheehan advised that the cemetery employees would accept whatever percentage the town employees receive.
- v. Lou Gabranski said that he does not know when the town will settle the amount.
- vi. **MOTION by Marty Nitka and seconded by Lou Gabranski to approve raises for cemetery employees equal to the percentage of the general staff increase for town employees retroactive to July 1, 2014.**
- vii. Herb Van Guilder said that there was a situation regarding disillusionment told to a cemetery employee by a commissioner regarding lack of past raises. He said that he has documentation that they have received increases. He said he will support this proposed increase, but is upset by this situation.
- viii. Nataile Gruber advised that she had been told by an administrative employee that no raises had been given.
- ix. Doug Sheehan said that there has only been one employee that has been here since 2010.
- x. Marty Nitka called for a Point of Order, stating there is a motion on the floor and this issue is not pertinent to that motion and is a separate issue.
- xi. Herb Van Guilder said that one staff member is ready to quit.
- xii. Lou Gabranski said that a worker had called him at home and said all of the employees are ready to quit.
- xiii. Herb Van Guilder said that Cemetery raises start in May.
- xiv. Marty Nitka said that the sexton is in favor of the raise and all of this board's members also seem to be in favor of the raise.
- xv. **Motion passed unanimously.**
- xvi. Lou Gabranski said that each category should receive the same percentage.
- xvii. Herb Van Guilder said that most municipal employees are union members and all employees get the raise. He added that cemetery staff members are not town employees.
- xviii. Marty Nitka asked if there was a pay scale for cemetery employees.
- xix. Herb Van Guilder said we have followed, somewhat, town employees. We don't have a pay scale. The Chair and previous sextons have made decisions regarding increases.

C. ROADWORK REPORT

- i. Herb VanGuilder advised he assumes that everyone is happy with the paving.
- ii. Lou Gabranski said he would like to see the whole cemetery (roads) paved.
- iii. Herb Van Guilder said he has asked Frank Heald to review the job. He added that at the meeting on April 23, 2014, the board had approved the amount of \$42,050 for the work to be done and had authorized the chair to negotiate a lower amount if possible. He was able to have the price lowered to \$33,076, a savings of \$8,974.

4. NEW BUSINESS

A. DISCUSS LEGAL WORK AND APPOINT A LAWYER

- i. Herb VanGuilder advised that this is a moot point since the town attorney will handle the transaction.
- ii. Marty Nitka asked who would contact Chris Callahan.
- iii. Herb Van Guilder said he and Frank Heald.
- iv. **MOTION by Lou Gabranski and seconded by Marty Nitka to authorize Herb Van Guilder to serve as contact for the Cemetery Commission in the discussions with Chris Callahan until the documents for the "trespass land" have been executed. Motion passed unanimously.**

B. SEXTON'S REPORT

- i. Doug Sheehan said that he had given the report to Pam to send out.
- ii. Herb Van Guilder said that he had a question regarding item 5 and the total cost for the tree work
- iii. Doug Sheehan said that the lowest price, so far, was from Vaillancourt. He said that all of the tree people have said that the whole tree needs to come down.

Take down the tree	Take down the tree and remove the brush	Take down the tree, remove brush and wood
\$1,900	\$2,300	\$2,800

- iv. Herb VanGuilder said that we removed part of the tree after the storm. We should have Vaillancourt re-estimate the cost.
- v. Doug Sheehan said he would have them do the re-estimate. He added that Knox was a no-show. They were supposed to come and look at it, but did not show up. He said that the light department uses GM Tree and they do good work. He said that Jason B. wanted \$3,700.
- vi. Marty Nitka suggested that the board authorize Doug Sheehan to get them the best deal.
- vii. Doug Sheehan said there was no damage to any stones when the branches fell, but that may not be the case if we have another storm. He said that Vaillancourt had said it would take about a month and a half for them to get to the cemetery. It is almost that now.
- viii. Nataile Gruber said to let Doug Sheehan handle it.
- ix. Marty Nitka asked about the item regarding re-purchasing of lots.
- x. Doug Sheehan said that we buy them back for what the people paid.
- xi. Marty Nitka, referring to the yellow cemetery booklet, said that it needs to be updated.
- xii. Herb Van Guilder said the sexton could work on that in the winter.
- xiii. Marty Nitka suggested using the yellow booklet as a guide and add to it.
- xiv. Herb VanGuilder said if the sexton works on it during the winter, the commissioners could review it in the spring.
- xv. Doug Sheehan said that he has found a lot of errors in deeds, some simple, and some location errors.
- xvi. Herb Van Guilder said they would put that on the agenda for the next meeting.
- xvii. Lou Gabranski said that the exit is dangerous and they should look into another exit.
- xviii. Herb Van Guilder said the chair was trying to purchase the land to Dug Road from Okemo. It would have made a good exit and better for EMS vehicles. He said that the mirror that staff put up does help.
- xix. Marty Nitka said that it is very helpful to have the sexton at the meeting and thanked Doug Sheehan for coming.
- xx. Herb Van Guilder said that according to the minutes of 9/15/2010, the sexton - Doug Sheehan does not get paid for attending meetings.
- xxi. Marty Nitka said they should defer to the sexton as to whether he wants to be paid.
- xxii. Doug Sheehan said he does not want to be paid, but does not want to come if the meeting drags out to 2 hours.
- xxiii. Marty Nitka suggested putting the sexton as first on the agenda.
- xxiv. Doug Sheehan said he does not want to be paid and would rather see the money go to staff.

C. DISCUSS NEW BURIAL REQUEST

- i. Herb VanGuilder advised that he was contacted by Earl Washburn who inquired about scattering some of the ashes of his sister on the grave of their parents. Herb Van Guilder said that he had told Mr. Washburn to contact Doug Sheehan.
- ii. Doug Sheehan said that no one had contacted him.
- iii. Herb Van Guilder said that they have never had a request like this before.
- iv. Lou Gabranski asked if it is legal.
- v. Marty Nitka said yes. He asked if this was a formal request from the family to put on the agenda. Mr. Washburn did not contact the sexton, so it is not a formal request and this board does not need to act.
- vi. Doug Sheehan asked what he should do if they do contact him.
- vii. **MOTION by Marty Nitka and seconded by Nataile Gruber to take no action.**
- viii. Herb Van Guilder said that he disagrees. If a person calls the chair, we should address it.
- ix. Marty Nitka said that Herb Van Guilder received a call from Earl Washburn and told him to contact the sexton. They did not; therefore it was not a formal request.
- x. Herb Van Guilder said that then he will not put these notices on the agenda. He said that it behooves the commissioners and sexton to help people with their requests.
- xi. Lou Gabranski asked Doug Sheehan if people can contact him.
- xii. Doug Sheehan said that he is at the cemetery until three and retrieves messages from home.
- xiii. Lou Gabranski said that people should go through the sexton.
- xiv. Doug Sheehan said that he stayed later today because the paper said that they were burying her today. He added that it may be against the law to scatter ashes in Vermont.
- xv. **Motion passed, 3 in favor, Herb Van Guilder against.**

D. TRUSTEE OF PUBLIC FUNDS REPORT

- i. Herb VanGuilder advised that the trustee of public funds has informed him that the Cemetery Commission would be getting about \$1,000 for last year and probably a nominal amount of money for this year.

E. STORM DAMAGE REPORT

- i. Herb VanGuilder said they discussed storm damage (trees.)

F. CHAIRMAN'S REPORT

- i. Nataile Gruber said that Herb Van Guilder has to stop spending so much time at the cemetery. She added that he goes up there and yells at the employees.
- ii. Herb Van Guilder said that he can go up there anytime he wants. It is a public cemetery. He goes up in the morning with this coffee.
- iii. Nataile Gruber said they tell her that he goes up there and yells at them.
- iv. Herb Van Guilder denied this.
- v. Doug Sheehan said that Herb Van Guilder was there the other day complaining about use of grass seed.
- vi. Herb VanGuilder said that he spoke to the sexton and one other employee. They used 50 pounds of grass seed.
- vii. Doug Sheehan said that use it every time there is a burial and along the newly paved road.
- viii. Herb Van Guilder said he will go through the sexton.
- ix. Marty Nitka suggested that all communication should be through the sexton, and not directly to the employees.
 - x. Doug Sheehan said that the employees feel that Herb Van Guilder is spying on them.
 - xi. Lou Gabranski said that the employees tell him the same thing.
 - xii. Herb Van Guilder suggested that they have a special meeting to discuss this.
 - xiii. Marty Nitka said that Herb Van Guilder's communication should be through the sexton.
 - xiv. Herb Van Guilder said unless the employees come to him. He will tell them to go to the sexton.

5. **SET DATE FOR NEXT MEETING**

- A. The next regular meeting will be on September 17, 2014 at 5:00 p.m.

6. **SIGN WARRANT ORDERS**

- A. Herb VanGuilder reminded commissioners to go into the office regularly to sign warrant orders.

7. **ADJOURN**

- A. **MOTION by Marty Nitka and seconded by Nataile Gruber to adjourn this meeting. Motion passed unanimously.**
- B. Meeting adjourned at 6:12 p.m.

Respectfully submitted,

Lisha Klaiber

Herbert VanGuilder, Chairman

Marty Nitka

Lou Gabranski

Brett Sanderson

Nataile Gruber