

# What Upshur County Needs

## Money

We need more money in our annual budget, the maintenance program has been neglected for many years, the price of materials has raised, and we cannot catch up on the current budget.

We need higher starting wages. You can't entice a good applicant when he is still making twice the wages in the private sector.

We need higher wages to retain current employees. My employees are getting job offers everyday for several dollars on the hour more.

We need a higher equipment budget. Again, the price of equipment has went up tremendously over the years and the budget to replace it has not.

## Equipment

We need more equipment added to our fleet. Four to six single axle and two tandem axle trucks, two loaders, gradall, another skid steer, two more boom mowers, another backhoe, broom tractor, crew cab and single cab trucks to pilot mowers with.

We need to replace the equipment more often. Keeping a dump truck 12 to 14 years with todays technology makes them hard to get parts for and hard to work on. With the work we put them through they are wore out in 5 and spend more time down then working for us.

We need more flexibility when buying parts. When the company that has the contract is out of state and takes 5 days to get your part when I can drive across the street and get it same day makes no sense.

We need more flexibility when renting equipment. When you have to go with low bid on the contract you are getting the least reliable equipment and spending half your time waiting for it to be fixed, if it ever is.

## Manpower

First and foremost we need a faster hiring process. I have been waiting 3 weeks for approval from Charleston for a temporary employee. Having to wait 4 to 6 weeks to get a permanent employee approved after the interview is not practical.

We need more employees to be able not only to operate the equipment we have but to put in any added equipment we are able to get. Trying to maintain 650 road miles with 33 boots on the ground operators is an overwhelming task.

We need to focus on what we are here to do, maintenance. We are not equipped to pave or trim trees effectively. It takes every man I have to perform a paving operation and when paving I am not working on the core plan.

Being a Government organization, we will never have the flexibility of the private sector but for things to improve there has to be some changes. Thank you