

	Position Group	26. To what extent do you agree with the following statement: I would recommend the CCRC as a good place to work.
1	Other	Love it here
2	SEIU	-Completely agree
3	SEIU	-No workplace is perfect, but CCRC is one of the better places for a working mom
4	SEIU	I have to many. Life if what you make it. Hard work will get you places.
5	SEIU	Yes - I would recommend and have recommended people to apply for a job at CCRC on the basis that it is a good place to work.
6	SEIU	Somewhat agree
7	SEIU	I agree to a great extent
8	Teamsters	-It has provided a very stable income/benefit package for my family for many years. I am in the last trimester of my career with the way things are being run, however, I would shy away from saying it is a good place to work.
9	Teamsters	-I would not recommend this job to anyone. The job itself is great, but the work conditions/atmosphere are the reasons I would not recommend CCRC.
10	Teamsters	Under the current conditions I would NOT recommend it at all.
11	Teamsters	Yes, with some changes.
12	Teamsters	I disagree, it could be a good place to work but at the present time it has not been. Extreme tension between workers and management.
13	Teamsters	Disagree. With current management I would not recommend anyone to work here.
14	Teamsters	NO
15	Teamsters	At this point in time, I would say I disagree completely. With the right people in place it has the potential to be a very good place to work, but it needs some drastic changes.
16	Teamsters	Not as good as it used to be. Feel as if management is looking to discipline or fire someone almost daily.
17	Teamsters	I do not agree right now. I don't think the pay and benefits are that bad but the current atmosphere is not very good.
18	Teamsters	It would be a good place to work if management cared about the employees and not themselves.
19	Teamsters	When I came here I really thought so, but quickly felt the tension, you could have cut it with a knife.
20	Teamsters	I would agree. Some employees are difficult to work with. Too much gossip. But overall a good place to work.
21	Teamsters	Not right now, too much conflict going on in workplace.
22	Teamsters	I would not recommend anyone to work here!
23	Teamsters	Extremely untrue. It doesn't matter your knowledge or work ethic. It all depends on if you go along with management. Right or wrong.
24	Teamsters	Not at all.
25	Teamsters	NO
26	Teamsters	Not right now
27	Teamsters	Strongly agree
28	Teamsters	The pay and benefits are good. The politics, methods of doing things, and some materials are not always as good. Most of the people are good to work with. I do not like this management structure.
29	Teamsters	Not with management we have now
30	Teamsters	Sad to say, but with all the turmoil going on it's hard to be positive about going to work. I hope and pray that something good comes out of all of this. We can't keep going the way it is.

	Position Group	26. To what extent do you agree with the following statement: I would recommend the CCRC as a good place to work.
31	Teamsters	Very good
32	Teamsters	Very very nice place to work!
33	Teamsters	I would not/have not recommended this place to others. To me, the mind games are more fatiguing than the work. The games are from both sides but supervision deals with it by making more games instead of stopping them.
34	Teamsters	In years past I would say to anyone that CCRC is a good place to work, but at the current time I would not. I don't like telling people where I work because all I hear is complaints about the roads.
35	Teamsters	Only for pay and benny.
36	Teamsters	Yes
37	Teamsters	One of the worst places I have ever worked - politics sucks
38	Teamsters	Needs work
39	Teamsters	Yes

	Position Group	27. What I like best about working for the CCRC is:
1	Other	Every day is a new challenge
2	SEIU	-It is a hands-on way to help the community
3	SEIU	-The flexibility with work schedules. The fact that I am allowed to take a project all the way to construction.
4	SEIU	I enjoy my job at CCRC due to the assorted job functions. Yes - all employees have job descriptions but if someone is not available most employees are knowledgeable in each other's positions to answer questions.
5	SEIU	Public service.
6	SEIU	Variety with my job/position, flexibility with schedule. Good insurance/benefits and time off (vacation).
7	SEIU	Cohesion and support amongst co-workers. Improved management continues to lead us vs. the last administration where there was no leadership.
8	Teamsters	-The work itself. Being outside. Working for the citizens and much variety of work. Lets you feel you can make a difference and that people will notice (usually with improvement).
9	Teamsters	-Some of my co-workers and a variety of jobs. I like to feel that everyday I am making the roads better, but sometimes because of the materials we have we are making them worse.
10	Teamsters	Enjoy working on the roads. But they do not let us do our jobs to the best of our ability. Would like to work in our own routes (winter) because we know the roads needs. More pride in their own areas.
11	Teamsters	That there is a lot of opportunity to learn and do different things. The work changes from season to season.
12	Teamsters	Good benefits. Great work schedule, enough overtime, bank time benefit. Variety of jobs to do, hoping to make a difference in my community, and sometimes educate the public.
13	Teamsters	Doing different jobs and doing them to the very best
14	Teamsters	Being outside
15	Teamsters	Being able to work outside every other Wednesday
16	Teamsters	Overall, the job
17	Teamsters	Working outside, the time off vacation and bank time, some of the employees
18	Teamsters	I don't know. My background is construction and that is what I love to do, but every day it's go shovel crap into a hole on a road that is beyond repair, then turn around and do it again in a month. I feel like I'm wasting my time every day.
19	Teamsters	The thanks I get from the public when I'm out working. The benefits are very good also.
20	Teamsters	Being able to help my community, being able to be outside and snowplowing.
21	Teamsters	Being outdoors and variety of different jobs to do. Good benefits and fair pay.
22	Teamsters	I like working outdoors the most. I have never worked indoors, like in a factory. I like working on more of our bigger projects because the supervisors aren't on the job site the whole time so it gives us some freedom to make decisions on the go.
23	Teamsters	I like plowing snow because we are alone in our trucks.
24	Teamsters	I like people; I guess I would have to say the friends I've made make the experience worth it.
25	Teamsters	Work outside
26	Teamsters	Work by myself. Too much conflict working with coworkers or gossip of workplace/coworkers.
27	Teamsters	Nothing, now that I see everything we do is a waste of time or is to benefit a buddy or relative of someone in management.
28	Teamsters	For the most part is a 40 hour work week. My last job I worked, 60-70 hours a week was very difficult to spend time with family.

	Position Group	27. What I like best about working for the CCRC is:
29	Teamsters	Working in my home town area & TRYING to serve my own community.
30	Teamsters	The different jobs
31	Teamsters	I like working 2nd shift to stay away from all the drama; hours.
32	Teamsters	Pay and benefits. I also like working on a lot of different equipment rather than one make and model all the time. Also like the change from winter months (snow plow trucks) to spring (mowers, excavating equipment). Different equipment most of the year.
33	Teamsters	Time off and work hours
34	Teamsters	There are certain jobs that at the end of the day you look back and have accomplished something. I like to plow snow. And we have good benefits.
35	Teamsters	Vacation time, pay and type of work I do
36	Teamsters	Working outdoors. Good pay, insurance, retirement, and co-workers
37	Teamsters	Being outside

	Position Group	28. Things that the CCRC should do to make this a better workplace are:
1	Other	Discipline the 3-4 employees that cause problems by starting rumors and spreading lies
2	SEIU	I have worked at CCRC for 18 yrs and it is a GREAT place to work
3	SEIU	-Equalize work loads or pay based on work loads
4	SEIU	Proper funding.
5	SEIU	As an employee for the past several years it has always been very disheartening and obvious that there are so many separations amongst employees, such as SEIU and Teamsters and separations within the Teamsters. My feelings are, we were all hired to perform the same job duties and that is to provide service to the residents of Calhoun County!
6	SEIU	Better communication and need to make employees more aware of advancement opportunities (or lack thereof)
7	SEIU	I am very satisfied working here.
8	SEIU	Know what is going to take place. This situation has certainly put a strain on everyone's emotions - not knowing what is going to happen and if jobs are going to be cut is the biggest issue.
9	Teamsters	-Integrity at the top. Accountability that can trickle down through the organization. Also to instill pride and sense of duty - better training. Big lack of appreciation for a job well done.
10	Teamsters	-Train employees on equipment and jobs. Have standards for jobs. Promote team work.
11	Teamsters	Change management structure. Make lead men accountable, or do away with them, so that employees deal with Supervisor.
12	Teamsters	Get rid of the drama, rumors, back stabbing and the favoritism
13	Teamsters	Replace the supervisors; treat the Teamsters better.
14	Teamsters	Eliminate self serving management & their chosen few cult like followers who loot the local citizens for all they can get away with. Hire qualified local people who have personal interest in local road conditions and can respond to emergency calls quicker than people from Quincy.
15	Teamsters	There is not enough ink in my pen to list everything. But for starters have some management that's honest and professional; with some experience.
16	Teamsters	Hire competent management and manage with morals & integrity; make work rules that apply to all employees!
17	Teamsters	Get rid of the drama
18	Teamsters	Change retirement age to 55 years to get rid of the old-timers.
19	Teamsters	There is absolutely no planning; checking of the oil or stone (products used on the Durapatcher).
20	Teamsters	Treat the employees better.
21	Teamsters	Give job assignments by seniority and start using the interest sheets again. One other thing I would like to see is the bathroom remodeled or a locker room we can change in that's not all wet or dirty.
22	Teamsters	Treat everyone fairly, not just the few favorites. Quit making policy changes weekly to get people in trouble. Start disciplining everyone the same. Listen to employees more.
23	Teamsters	Put educated and qualified people in management positions. Try to be a proactive organization instead of a reactive one. Start treating their employees better.
24	Teamsters	Better communication with management. I feel we cannot offer any ideas to management at this time. They refuse to listen.
25	Teamsters	Take serious action to fix these roads correctly and formulate a plan of maintenance that will prevent this from happening again.
26	Teamsters	Treat everyone the same and with respect.

	Position Group	<b>28. Things that the CCRC should do to make this a better workplace are:</b>
27	Teamsters	Allow people to work in their own routes all year round. Cut out the friend and family favoritism. Treat everyone equal. Run it like a business instead of taking care of your friends. Do away with the GPS system. Trust your employees--it is a wasted expense.
28	Teamsters	Treat people fairly and with respect and equally and go by seniority.
29	Teamsters	Need to improve morale (clean the place up). Make people feel appreciated. Treat people fairly. It seems the bosses breed hate and discontent.
30	Teamsters	Ask the people that don't like here to leave.
31	Teamsters	Get everybody to work together and stop the bitching and backstabbing, whining and crying, because it is like "Days of Our Lives"--stay tuned!
32	Teamsters	Stop hiring friends & family. Follow work rules with everybody, be open about the what's and why's. Bi-weekly or monthly meetings/discussions with all employees. Have seniority count for job assignments/bids. Make supervisors accountable for their actions, as you would the regular employees.
33	Teamsters	1. Take employee feedback. 2. We only need one boss to run the workforce. 3. Improve employee morale. 4. Go by seniority. 5. Have an open mind on doing the work, both management and Teamsters. 6. Management and Teamsters need to come to work and treat the workforce with respect, whether they like each other or not.
34	Teamsters	Give a S___ about what it is we are supposed to do
35	Teamsters	Hire someone in management with road repair experience.
36	Teamsters	Start doing things right and not half ass
37	Teamsters	Stop harassment by some bosses
38	Teamsters	Fire certain staff members (paraphrased...)

	Position Group	29. What needs to change in order to improve the Calhoun County roads is?
1	Other	More funding! We suffer with \$4 gas just like everyone else.
2	SEIU	Blacktop is \$63 a ton placed. Bigger budget, which is a state-wide problem. Really need a 7 year cycle. Funding 75 miles of primary sealing, 95 miles of local sealing, every year.
3	SEIU	-Increase funding at State/Local levels. Gas tax needs to change, but so does township participation. Act 51 requires local roads to be funded by CCRC and another source - typically the townships.
4	SEIU	Increase in gas tax and/or implement a county road millage.
5	SEIU	-Money - it appears for CCRC and most of the TWP's lack funding needed to make road improvements. We continue to stretch our dollars as far as possible to save what is there now and it doesn't seem to be enough at this point.
6	SEIU	More funding. Townships and County funding or contributing to the roads.
7	SEIU	Money. Township match participation is severely lacking, yet mandatory.
8	SEIU	More funding for roads. More townships 50% matching. Make people aware that their taxes do not go towards fixing roads
9	Teamsters	Buy the right materials to do the job right the first time.
10	Teamsters	Does it really take 3 bosses to walk around to 35-40 people to give out orders in the A.M.? I hate to see anyone lose their job but one hand doesn't know what the other hand's doing. We need someone that cares about the road conditions and the people.
11	Teamsters	Funding in the right place, & management.
12	Teamsters	Get rid of all management and start over.
13	Teamsters	Get the government out of the way and let the workers have the power to do the work. It's hard to be a boss and a friend too. The boss needs the training and discipline to be able to do this. The money that's up in Lansing and down in D.C. needs to get here--how to do this I don't know.
14	Teamsters	Have a master plan or idea, and work toward that idea. Work on a lot of the little things like honesty, attitude, methods of doing things. If we do that, some things may start to fall in place.
15	Teamsters	Hire an experienced road manager.
16	Teamsters	How we do our work. Have a plan to fix the roads. Allow the workers to work in groups to get more done. Trim trees. Have more funding from the state. Quit doing projects that have no bearing on the roads. Stop using the wrong equipment to repair the roads.
17	Teamsters	I've only been a part of CCRC for 7 yrs, but there are many quality individuals that can black patch (much faster than using a shovel); there is berming, trimming back trees, pitching.
18	Teamsters	-Management (people who know what they are doing and who care about the work to repair the roads - not just getting by year to year. Also need good material (hot mix, cold patch, stone, etc...) Training - been here 2 years and no training at all.
19	Teamsters	Management and workers who take their responsibilities to the community serious, and not concentrate solely on what they can gain personally.
20	Teamsters	Management that cares about the roads and the safety of the citizens of Calhoun County.
21	Teamsters	Management! Hire management that is concerned about the roads & citizens and not their best interest or their friends & family!
22	Teamsters	My opinion is that if the management changes or not, we need someone that is above our supervisors that has an engineering background that makes the decisions on how a project gets done. Not let the supervisor try to find a way to do a job, someone that already knows how to do the job.
23	Teamsters	Need more funds.

	Position Group	29. What needs to change in order to improve the Calhoun County roads is?
24	Teamsters	Need to purchase better quality materials. Needs to be reorganized. Need qualified supervision road experience. Equipment upgrades not hyped up trucks for supervisors. Need to get water off the roads. Trees need to be cut back away from the roads so the sun can dry out the roads.
25	Teamsters	New management
26	Teamsters	-No matter what happens, funding sources need to be improved. However, there needs to be better use of resources that are currently available. All gov agencies have a problem with nepotism (good old boys club)
27	Teamsters	Put managers in charge who know how to build and maintain roads, or hire engineer with road building experience to oversee projects, and day to day operations.
28	Teamsters	The county needs supervisors, managers and engineers well versed in road repair. They need accountability and standards set for them. They also need a five or ten year plan on how to improve the county's roads, and they need to find better ways to spend their money. Right now they spend it like they have a bottomless bank account and it gets wasted on half-thought out ideas.
29	Teamsters	The whole process as we know it.
30	Teamsters	To stop the rumors and get everybody working together to make it a good place for work
31	Teamsters	Trying to save the good roads using the skills of some of the workers; paver patching; truck paving; cutting the berm to let the water off; trimming the trees to let the sun in.
32	Teamsters	Unsure. Up the gas tax; get rid of the cold patch; use hot patch. Use the durapatcher if utilized right; right oil; right stone.
33	Teamsters	We need a manager and supervisors that know how to build and repair roads the correct way. Training employees in the proper ways to patch, grade gravels, cut trees, etc. helps employees to do those jobs in a consistent manner. Then employees need the proper tools to do the job as efficiently as possible.
34	Teamsters	We need people in management who actually have road building knowledge and experience.
35	Teamsters	Wiser use of our funds, materials, and time. I hate doing things half a**. I love to work but not when nothing ever gets improved and the best way to describe how the Road Commission runs is "organized chaos."
36	Teamsters	You need to get rid of the old and outdated equipment and trucks.
37	Teamsters	At present it has caused cancer that is terminal if not addressed. Free ride for some needs to stop.
38	Teamsters	Care
39	Teamsters	Hire someone in management with road repair experience
40	Teamsters	Supervisors need to have knowledge about maintaining roads
41	Teamsters	Keep BC garages open year round. Know how to spend money better for roads.
42	Teamsters	Fire appropriate personnel

Position Group	30. If Calhoun County were to absorb the functions and duties of the CCRC, what do you see as the:
	<b>a) advantages?</b>
1 Other	I really don't think there would be any
2 SEIU	At this point in time I do not see any advantages to the County absorbing CCRC primarily based upon the issues of financial difficulties & a small group of disgruntled employees! Neither one of those issues will be solved with new management!
3 SEIU	Better chance for millage. County will have ownership of road issues.
4 SEIU	I am open to thoughts and ideas. Otherwise, no advantages come to mind at this time.
5 SEIU	-May be able to eliminate duplicate services, such as the Board, HR, Payroll, AP.
6 SEIU	More County funding for the roads
7 SEIU	More money to pay bills.
8 Teamsters	Accountability of the management and the ability of the public to do something about it if they do not perform.
9 Teamsters	Better employee/management relations. Management being held accountable for their actions.
10 Teamsters	Better money management; better organization; more open to employee input; more open to constructive criticism, less retribution for it.
11 Teamsters	Better working conditions
12 Teamsters	Can reorganize management. Reduce departments that are doubled where you can. Why does a place with 47 employees need two computer technicians? May be able to combine and save on insurances.
13 Teamsters	-Changing of management to one who cares about the roads and what is best for the County and workers.
14 Teamsters	Do not know
15 Teamsters	Eliminate self-serving corruption in management, & restore proper priorities with road work and public service at top of list instead of bottom. Do not replace management with more crooked weasels finding themselves in positions of authority with nobody to answer to. Make them have ACCOUNTABILITY without cult following.
16 Teamsters	Have hope for a good workplace and hope for better roads in the future, for all county citizens.
17 Teamsters	Hopefully whoever takes charge will know what needs to happen to fix our horrible roads and we can all get to work and at the end of the day I can feel like I accomplished something.
18 Teamsters	I believe 1) morale would increase; 2) leadership with a plan; 3) I believe you have the desire to listen to ideas of the workforce and together we would work together to turn CCRC around.
19 Teamsters	-I don't believe anyone at CCRC has been given near enough information on this matter to answer these questions.
20 Teamsters	I don't know
21 Teamsters	I hope it could only get better. The UNKNOWN is SO SCARY!
22 Teamsters	I hope the way we are managed. Better decisions from the top all the way down to the crews on the road. A plan that will help the roads and deficit and budget.
23 Teamsters	I think there would be more accountability, integrity and honesty. I feel that my job security would be better and I believe the county would put the right people in place to make the Road Commission successful.
24 Teamsters	I'm not really sure. I think those individuals running the road crew would be elected officials instead of appointed. Those running for that office or seat would have to show the people of the county that they deserve or have the ability to do the job to be elected/re-elected.

	Position Group	30. If Calhoun County were to absorb the functions and duties of the CCRC, what do you see as the:
25	Teamsters	I'm not sure what the advantages or disadvantages will be. I just know if it happens everyone will have to work together and take it as we go and learn as we go.
26	Teamsters	It will reduce administrative cost on all levels. It will improve employee morale for a short term. Get a plan in place to fix county roads.
27	Teamsters	Management
28	Teamsters	Maybe hire someone with the right experience
29	Teamsters	Maybe we will have accountability for all employees and bring some integrity & morals to the Road Commission
30	Teamsters	None
34	Teamsters	Not sure, but can't get any worse
35	Teamsters	Really none; it's just passing the buck.
36	Teamsters	That everyone would be treated equally
37	Teamsters	The roads and the citizens would be number one priority. Getting new management that treats the employees with respect.
38	Teamsters	-To have ability to reverse destructive practices using whatever means necessary - maybe reverse brain drain practices. Hiring based on ability rather than association
39	Teamsters	Unsure
		<b>b) disadvantages</b>
1	Other	More people trying to "fix" a problem that doesn't exist
2	SEIU	-It would add a tremendous amount of calls/e-mails to the County about things that are very specialized - causing un-needed confusion every election as new commissioners learn the road portion of the job.
3	SEIU	Positions will be eliminated and I feel there won't be that large of a savings to justify the cuts!
4	SEIU	Potential staff eliminations
5	SEIU	Politicians scapegoating, then vacating office when they realize the problem wasn't the organizational structure after all. I can go with more, but that is what I foresee here.
6	SEIU	People could lose their jobs.
7	Teamsters	-Afraid the benefits will change. We have good benefits. Other than that there are no disadvantages I see.
8	Teamsters	At this point in time, I can't see any disadvantages. I believe being absorbed by the County is critical, or the roads will only get worse and some good employees will lose their jobs.
9	Teamsters	Don't know
10	Teamsters	Having elected officials running CCRC. Possibly doing only certain projects that only pertain to their areas. More contracting of road work out. Consistent turmoil and uncertainty due to elections.
11	Teamsters	If switched, unknown wages, insurance, union, work hours
12	Teamsters	Long term plans could be derailed as opposing parties take office in elections (Dems vs. Republicans). One board starts long term plans but next board elected changes those and starts their own plan.
13	Teamsters	Lose my job if they downsize the workforce; I'm afraid I'll get cut.
14	Teamsters	None

	Position Group	30. If Calhoun County were to absorb the functions and duties of the CCRC, what do you see as the:
15	Teamsters	None
16	Teamsters	None that I can see!
17	Teamsters	NONE!!!
18	Teamsters	Our pay and benefits. I think there are more positives than negatives.
19	Teamsters	Pay, retirement, vacations
20	Teamsters	People that don't know the job or roads. Management should work on the roads to know what it takes to do the job as needed.
21	Teamsters	Promoting people within and nothing changing.
24	Teamsters	Roads will not get the attention they need.
25	Teamsters	This has been let go for so long, the hole is so deep it is going to be a long time process to make things right.
26	Teamsters	Tough job for someone(s) to reset course.
27	Teamsters	Who down there knows the roads better than the CCRC? It would be a long road for anything to change. I see it as a way for a few to get even with the boss even if it calls for them to cut their own---
28	Teamsters	With the shape that the CCRC is in at this time I don't believe there is a disadvantage.
29	Teamsters	It will be more work and a pain for the County and management. I know it may mean loses for myself, but can our roads afford to stay on the same path they are on?
30	Teamsters	No one with road repair experience
31	Teamsters	More politics

	Position Group	31. Any other comments that you would like the Calhoun County Road Commission Task Force to be aware of?
1	Other	The people who work here are great at what they do. Unfortunately a few problem employees caused a ruckus.
2	SEIU	Funds have not been misappropriated since the current management has been here. We had been working in a hostile environment with micromanagement. Review all of the facts before making a decision. Don't just take the words of disgruntled employees whose work ethics and history may not be the best.
3	SEIU	I am concerned about my co-workers and myself losing our jobs if CCRC was absorbed by the County. I hope if this happens, then positions would be eliminated through attrition (i.e. such as retirement).
4	SEIU	I have worked as a teamster and am now working as an SEIU member and I really do believe if CCRC just had more funding and more help with match money from the townships we could do a great deal more of road improvements as well as a lot more preventative maintenance. With our current funding and small road crew staff it is very difficult to do what you know needs to be done from day to day. Thank you for your time!
5	SEIU	Overall, I would like to stress that I feel the task force needs to look at the big picture regarding the employees. It is very obvious that there are a handful of the employees that are unhappy, but the majority of us think the new management team has brought very positive changes. The atmosphere in the office prior to Mr. Henning was horrible. He has done many things to improve morale. I cannot speak much to the finance side, except to say--since prior manager left we have not hired a consulting firm to do road designs. This has been done in house, saving thousands and thousands of dollars per project. I would agree, a new or fresh look can allow or lead to positive things, but please do not make major changes until you are certain that those changes will be beneficial.
6	SEIU	Thank you for allowing all employees to voice our opinions, instead of talking with a few of the employees!
7	SEIU	The voices of a few disgruntled co-workers are not representative of staff and employees here. I've worked with those individuals and maintain strong opinions of their work habits and attitudes.
8	Teamsters	A good quarter of employees are just as crooked as the bosses.
9	Teamsters	Any employee who has cooperated with the task force or a particular commissioner is doomed in a very short time if the County Board does not move soon. Please notice copies of my harassment charge against one of their special people and how they responded.
10	Teamsters	Employees should not feel like they are being targeted by whom they associate with. Promote an atmosphere that does not include the good ole boys club. Allow for difference of opinions--we should be able to agree & disagree without being targeted.
11	Teamsters	I am extremely grateful for the objective look that has been ongoing from the initial bill passing to the follow through of the task force. There is a big divide in personnel of which you will be seeing from the survey. Be rest assured that for this many people to come forward, there is a much deeper problem
12	Teamsters	I believe the task force has at this time more than enough reasons to take over the road commission. Just do it and get it over! Thank you for your time.
13	Teamsters	I have never seen so much retaliation come from management.
14	Teamsters	I hope it stays as the CCRC. I like working under Kevin Henning and supervisors.
15	Teamsters	I think BC is running good.
16	Teamsters	I think the foremen's trucks should stay at the yard when not on call or on vacation.

	Position Group	<b>31. Any other comments that you would like the Calhoun County Road Commission Task Force to be aware of?</b>
17	Teamsters	I think the task force has done a good job and heard most of the big issues. I would like better OPEN communication. Would like you to look at hiring practices, and management structure (lead man included). Thank you for letting us have input.
18	Teamsters	I will do whatever it takes to help you make the RC better. Calhoun County is where I have lived my entire life and I care about the County. Other Counties should be asking us what we do - Calhoun County should be the standard for the State.
19	Teamsters	I would like to thank all of you for all of your time and dedication you have put into this.
20	Teamsters	I would really like to vent about chainsaws. About 5 to 8 years ago they bought a bunch of Stihl chainsaws and most of them are gone. I told one supervisor about a saw that was gone one day and brought back a couple days later broken, and another saw missing. He said he would look into it and nothing was ever done about it. It upsets me knowing there is a couple thousand dollars worth of saws missing and they don't care but we still have to do the job knowing we had the tools at one time.
21	Teamsters	I've only been here 7 yrs, but I've seen good men treated like dogs--almost criminal. On a personal note I would like to thank you for all the work you have put in. I can't imagine the time and stress on your lives and families.
22	Teamsters	Look at the work history of our management. Do any of them even have experience in road construction other than what they've got from being here? Look at the condition of our roads. Have they done a good job? To me the answer is clear as to what needs to happen.
23	Teamsters	Management continues to lie and waste money. Will not listen to sr. employees that have knowledge and experience. The only way it will work is it needs to be a complete takeover. Need to get the public hearings completed ASAP. The longer you take the more money that is wasted, and destruction that can be done. Would like to have more conversations with the task force members. There is so much more to discuss.
24	Teamsters	Stop politics and get townships to participate in local road funding.
25	Teamsters	Teamwork is not just important, but essential in my workplace. There is no "I" in team and favoritism should not be tolerated. As a team, we should all be on the same page and working together toward the same common goal, instead of working against one another. The bottom line is the best interest for improvement of Calhoun County roads. At this point, if serious managerial changes are not made, our roads will continue to deteriorate rather than improve. All of us are aware that due to the budget, sacrifices will have to be made in order to achieve this goal. Based on the attendance at these meetings, we're showing we are all willing to make them as long as the necessary changes are made in management.
26	Teamsters	and that of many others, that the management staff has been promoted beyond their capabilities. Many do not have the qualifications required to run a successful multi-million dollar road commission, as evidenced by the declining condition of our roads. It seems senseless to me to have a manager with a team of supervisors that lack the skills, integrity and best interests of this county and the people who drive on these roads in a management position. There are some good employees at the road commission that are prepared to do whatever it takes to improve the road system in this county but we need the right leaders to get us on the right track. Most employees stand ready to usher in a new era at the road commission, to right the wrongs of the past, build on a future with teamwork and pride therefore providing the best service possible to this county. I think this takeover is necessary to correct the dire situation at the road commission. Looking at the road commission's monetary situation, the misuse of funding and the condition of our roads, it is obvious that what needs to be happening at the road commission is not happening. Unless dramatic change occurs, the condition of our roads and the safety of the people who drive on them will be in jeopardy.
27	Teamsters	Thank you.
28	Teamsters	The issue to absorb or not needs to come to a head, for the good of the crews. Not knowing what's going to happen is really bothering some. Others are fighting like kids.

	Position Group	31. Any other comments that you would like the Calhoun County Road Commission Task Force to be aware of?
29	Teamsters	The longer things take, every day gets worse, not only for us (the employees), but the money problems and the citizens of Calhoun County suffer.
30	Teamsters	The road commission liability/property insurance and workers comp insurance is now handled through a "pool" with most other road commissions. I wasn't sure that if we dissolve the CCRC, would that affect how we are insured.
31	Teamsters	This is the most unprofessional place I have ever worked at and the most unorganized place. I have never heard so many racial and sexual comments made by any management or employees I have worked with in the past.
32	Teamsters	This road commission is the worst of all road commissions. Just look at the building, the ground around the place, the trucks, equipment, and the roads.
33	Teamsters	Watch, look and learn.
34	Teamsters	We need a plan!!!
35	Teamsters	Why 3 supervisors on 1 shift? Why do we pay 2 mechanics leader pay when 1 doesn't have certification?
36	Teamsters	Work ethic/morale needs to be brought up in all workers.