

Road Department

Mr. Crumbley and I along with Vicki sat down and discussed the plans that need to be made for the operation of the Road Department.

There have been several telephone calls to Commissioners and me concerning various road work in the County. Rather than go into detail about the problems, I would like to offer to you the responses and actions taken to correct some of the issues.

Webb Mathis Road – This problem had been going on since June 21. I believe the work that has been done now, has satisfied the FEMA requirement and hopefully the residence in the area will be satisfied as well, if not, we will work on it some more. Outfall ditches that were causing a problem have been opened up. The road could not be packed until all the water has drained. The purpose is if the road had been packed, the water still draining would have wicked into the new soil destabilizing the work already completed. With the outfall ditches opened excess rain water will hopefully shed off the road and the water that doesn't shed will help harden the new soil as it dries out. Gravel, sand and clay have been mixed, therefore; it shouldn't cause a clay disaster.

Commissioner Rowe was given a list of roads by the Postal Carrier. This list was not only roads in his district but others as well. It is my understanding that these roads have been addressed.

2 of the mowers were broke down at the time of our discussion. One had a cable that was broken and the other had a bolt missing. According to Mr. Tucker, our mechanic the bolt had to be purchased from Nashville, no one in Adel had it.

At the time of our discussion: 1 of the primary motor grader operators is out due to illness.

Mr. Bennett is filling in. He had trained a few weeks ago for times such as this.

Mr. Lester's motor grader is currently broken down. He is in the shop assisting with it at this time.
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Mr. Franklin is currently opening outfall ditches on Webb Mathis Road he has an assistant.

Once the easements have been signed, hopefully this weekend, we will be working on outfall ditches on Tunison Road.

Mr. Lindsey and Mr. Crumbley installed a pipe at Hutchinson Mill Pond in the road ditch that is correcting a problem there.

Mr. Crumbey and Larry Sanders, County Engineer met and discussed the type of pipe that needs to be placed on Kinard Bridge Road. There is an area between Crumpton Road and Lakeview Church Road where the pipe underneath the road has deteriorated to the point the road is caving in. This is the same area that had to be addressed 2 or 3 years ago.

Mr. Crumbley has said he plans to have a crew replace those pipe as soon as all the logistics can be worked out. Locate has to be called in, pipe have to be ordered and detour signs have to be discussed with DOT. They will have to notify the semi-trucks that use that road at the interstate rather than have

them come down Kinard Bridge Road and not be able to turn around. Mr. Crumbley is trying to coordinate this project so they can do the work in the shortest amount of time possible.

Now, Mr. Crumbley and I have discussed his operating in a Supervisory Role rather than the laborer/operator. He understands that he has to have a plan and has to relay that to his department.

We discussed some issues he is having with employees. If they are not willing to follow his command he is going to have to follow the disciplinary procedure in our Personnel Manual if simply giving instructions is not working.

He has talked to the employees and emphasized the importance of starting to work at 7:00 a.m. not clocking in and waiting 30 – 45 minutes before they begin the workday. He understands that he is going to have to put together a plan which should allow the employees to know what they are supposed to accomplish at all times. In saying that there is no reason mower operators or motor grader operators don't know what their jobs are and there is no reason they don't leave the shop by 7:15 at the most to get to their machines, unless they are broke down. That is just an example, I am not saying that any of those equipment operators have delayed their work day.

I will say though that at 8:05, Friday, July 13, 2018 machines were still sitting at the Antioch Rd Dumpsite when I came by.

One of his goals is to be sure all missing STOP signs and road name signs are installed properly. We have a considerable number of signs missing right now.

Mr. Lindsey is currently cleaning out ditches and pipe. The trailer that Mr. Lindsey is hauling the **machine on is dangerous**. According to Mr. Crumbley the trailer raises up off the ground at the front end while the machine is being unloaded. That trailer needs to be repaired or replaced.

Another plan that Mr. Crumbley has is reviewing the condition of the roads and prioritizing those that need the most attention. Some roads are washed in the north end of the county due to the amount of rain that has fallen in the last month. He will also include the roads the Board members have told him about and prepare a plan to address each one. He will present it to the Board and if you approve it that will be his plan of action in the next few weeks; unless there is a major weather event that may change the plan; as you are well aware that can happen at any moment.

We have prepared new log books for the graders to use. They have used these log books for years in order to keep a record of the roads that have been graded or ditched. It is the operator's responsibility to keep good records and to let the supervisor know if and when they need new ones. Changing them out quarterly should be sufficient. The operators have to be responsible for these documents and they have to tell their supervisor when they need new ones if they are not going to be changed out quarterly.

There is a lot of work to be done. He cannot do this alone, the employees in the Road Department must be willing to do their jobs to the best of their ability. They represent the Board just like Mr. Crumbley does. It doesn't matter if they like him or not. YOU hired him to be the supervisor, so they ALL need to get in line and listen to him, he is not making these messes himself.

His plan now is to have Rusty be in charge of the Kinard Bridge Road project once everything is in place. Several other employees will also have to be part of this project. Some of the employees will have to be there simply for safety. It doesn't matter how well you notify the traveling public, some won't pay attention.

Mr. Crumbley understands that he is going to have to prepare a plan of action, however; to do that his employees are going to have to assist one another in some cases for him to have time to make a plan.