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I've been a state employee for 34 years and every contract that we have been receiving seems to be like we are falling behind compared to our neighboring employees in the same work force. Benefits have eroded and the staffing had decreased as well. Also the states ability to refill positions in the M&O area have decreased do to higher paying jobs nearby and the long wait to get interviews and actually be accepted and start working. The governor was more interested for the UPS getting a fair contract while the people that work for her providing the needs to keep roads open and public safe are not getting a fair contract and she doesn't wanna step up for her own working people and the needs of the public. we have seen a decrease in work performance due to lack of staffing in the actually field of work. Roads, ditches, cleaning of guard rails along with other things are not getting cleaned and accomplished because we are so short handed and have a lot on our workplan with little help. we need to get higher pay in order to get more applicants and the process of hiring someone needs to be processed faster so the applicants don't back out do to the long wait.