

# The On-Track Transit Labor Model

**On-Track**  
The Transit Work Rules, Wages and Service Analyzer

*Load Scenario*  
ATU first proposal

*Update Roster File*  
ATU Emp Final 1207

*Forecast Period*  
start: 2 2008  
months: 36

Set Base | New Rules

Show Results | Show All  
Show Rosters | Class Lookup

*Background*  
Service Levels  
Initial Bus/LRT Ops  
Bus Maintenance Emps  
LRT Maintenance Emps  
IS and Other Emps  
Turnover Rates  
Indirect Payroll Costs

*Wages*  
Wages and Progression  
Longevity Bonuses  
Minor Pay & Leave  
Pay for Performance

*Benefits*  
Health Benefits  
Vacation  
Holidays, Pers. Days  
Sick Leave  
Bereavement Leave  
Pensions, Other Fringe

*Run Rules*  
Straights & Splits  
Update Run Cut Files

*Warner Transportation Consulting*



***WARNER TRANSPORTATION CONSULTING, INC.***

Marc G. Warner, Ph.D.  
Principal

*Click any time on your browser back arrow key to return to the On-Track web page*

*A sample On-Track application:*

## Which operator wage progression would cost you more?

<u>A--Current Progression</u>			<u>B--Proposed Wage Compression</u>			
0	1ST 12 MOS	14.19	→	0	1ST 12 MOS	14.19
12	NEXT 6 MOS.	14.73	→	12	NEXT 12 MOS.	14.73
18	NEXT 6 MOS.	15.28		24	NEXT 12 MOS.	15.82
24	NEXT 6 MOS.	15.82	↗	36	THEREAFTER	18.55
30	NEXT 6 MOS.	16.36				
36	NEXT 6 MOS.	16.91				
42	NEXT 6 MOS.	17.46				
48	NEXT 6 MOS.	18.00				
54	THEREAFTER	18.55	↘			

A sample On-Track application:

# Which operator wage progression would cost you more?

## A--Current Progression

0 1ST 12 MOS 14.19

## B--Proposed Wage Compression

0 1ST 12 MOS 14.19

12 NEXT 12 MOS. 14.73

24 NEXT 12 MOS. 15.82

36 THEREAFTER 18.55

### Added costs incurred with Scenario A

straight paid hours worked	655,596	\$
platform OT	87,012	\$
voluntary OT	144,472	\$
spread premium	18,400	\$
vacation	40,703	\$
hoiday and personal days	34,472	\$
sick leave paid	6,433	\$
other paid absence	32,997	\$
state unemployment	5,107	\$
medicare	14,805	\$
social security	63,318	\$
pension	79,287	\$
sick leave cash out	1,179	\$

If your agency is like one recent On-Track user, **Scenario A** would annually cost you \$1.2 million more per year than scenario B. True, the operators reach the top wage faster in Scenario B, but the raises come every 12 months, not every 6 months as in Scenario A. At the agency examined, 37% of operators are in their first three years of service.

*OK, how about this one:*

## **Which sick leave package would cost you more?**

### A--No sick leave cash-out

- 12 sick days accrued per year.
- paid leave on 2nd day out.
- no cash-out of unused sick leave

### B--Sick leave cash-out

- 12 sick days accrued per year.
- paid leave on 2nd day out.
- annual cash-out of unused sick leave at 75% value

OK, how about this one:

## Which sick leave package would cost you more?

### A--No sick leave cash-out

- 12 sick days accrued per year.
- paid leave on 2nd day

<i>These costs go up in Scenario B</i>	
straight paid hours worked	55,390
sick leave cash out	20,829

<i>These costs go down in Scenario B</i>	
voluntary OT	-68,980
sick leave paid	-36,073
state unemployment	-186
medicare	-536
social security	-2,307
pension	-2,935

### B--Sick leave cash-out

- 12 sick days accrued per year.
- paid leave on 2nd day out.
- annual cash-out of unused sick leave at 75% value

If your agency is like a recent On-Track user, **Scenario A** would annually cost you \$34,798 more than Scenario B. In Scenario B, you pay for unused sick leave, but reduced absences save more in reduced overtime. (Note: extending annual sick leave cash-out to non-covered employees could offset these savings.)

*One more:*

## Which time-off package would cost you more?

A--Added holiday

- 1 personal day.
- Day after Thanksgiving is a recognized agency holiday.

B--Added personal day

- 2 personal days
- Day after Thanksgiving is not an agency holiday.

One more:

## Which time-off package would cost you more?

### A--Added holiday

- 1 personal day.
- Day after Thanksgiving is a recognized agency holiday.

### B--Added personal day

- 2 personal days
- Day after Thanksgiving is not an agency holiday.

<i>These costs go down in Scenario B</i>	
voluntary OT	-102,240
pension	-6,753
social security	-5,999
straight paid hours worked	-4,005
medicare	-1,401
state unemployment	-485

<i>These costs go up in Scenario B</i>	
holiday and personal days	4,008

If your agency is like a recent On-Track user, **Scenario A** would annually cost you \$116,875 more than Scenario B. The Day after Thanksgiving is a particularly expensive holiday where the agency continues to operate on a weekday schedule. A second personal day, however, leads to dispersed, controlled absences that the regular extraboard can largely handle.

# **On-Track**

## ***a computerized forecasting tool***

- For labor negotiations
- For general budgeting
- For tracking costs over time
- For determining optimal number of operators overall or across garages

### ***Key strengths of the model:***

comprehensive

accurate

easy to use

just for transit

on-going support

***guaranteed***

## *On-Track is Comprehensive*

Use On-Track to test all your labor scenarios:

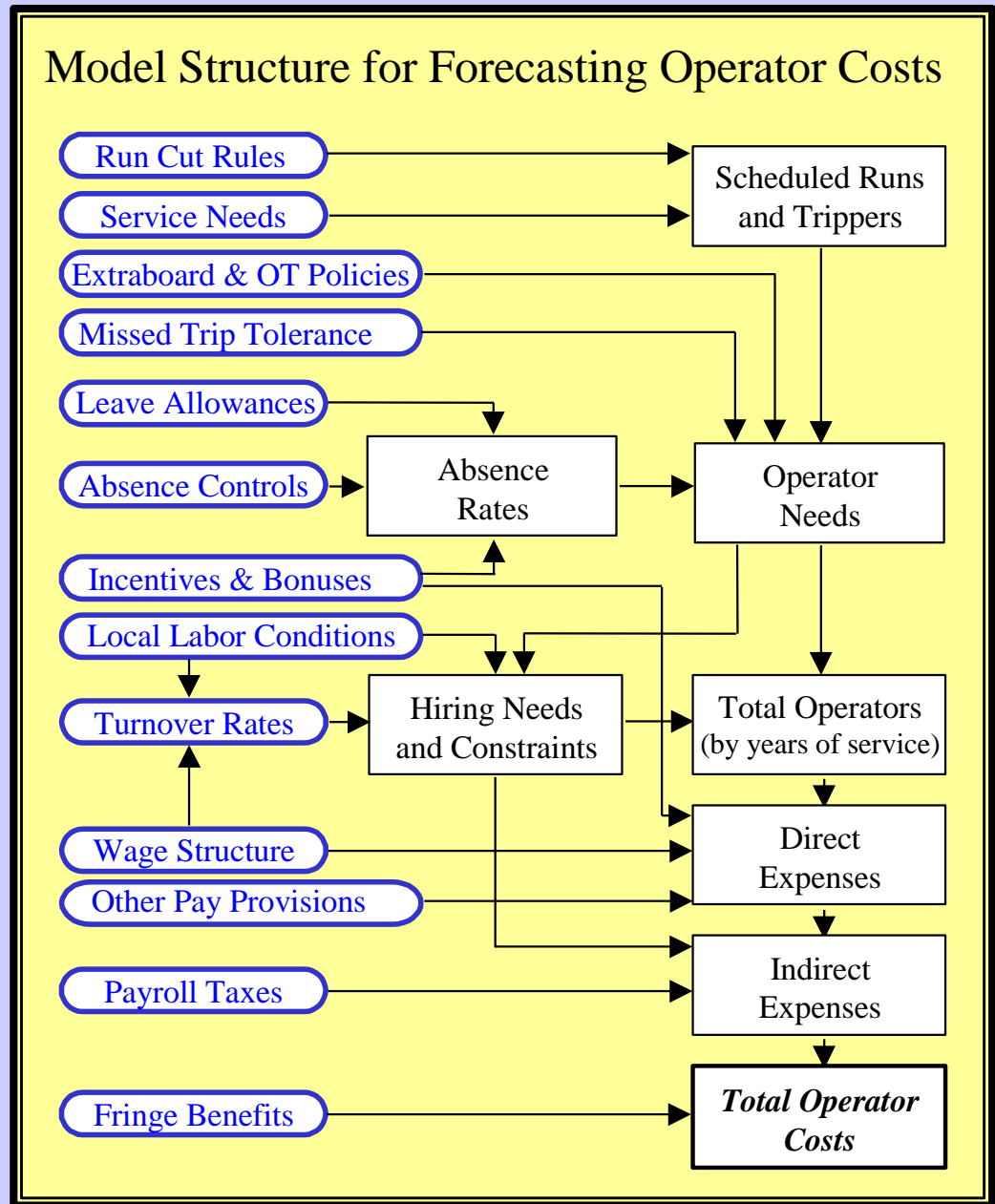
- **Wages**--Clerical wages up 3.5% on June 15; bus operator progression ladder extended to eight steps over 5 years
- **Differentials**--Premium for 3rd shift mechanics rises to \$.60
- **Service**--Trippers drop 14% in summer schedule, charters up 4%
- **Run rules**--Spread penalties begin after 10 1/2 hours; travel paid for all street reliefs; first-piece report time rises to 15 minutes
- **Medical**--Agency pays 85% of current premiums plus 50% of future increases; new vision program introduced
- **Sick days**--accrual drops to 10 days per year but pay begins on first day out and employees can cash-out every year

*Plus vacation, holiday, pension, turnover, payroll taxes, and practically every other cost item in your labor contract*

## On-Track is Accurate

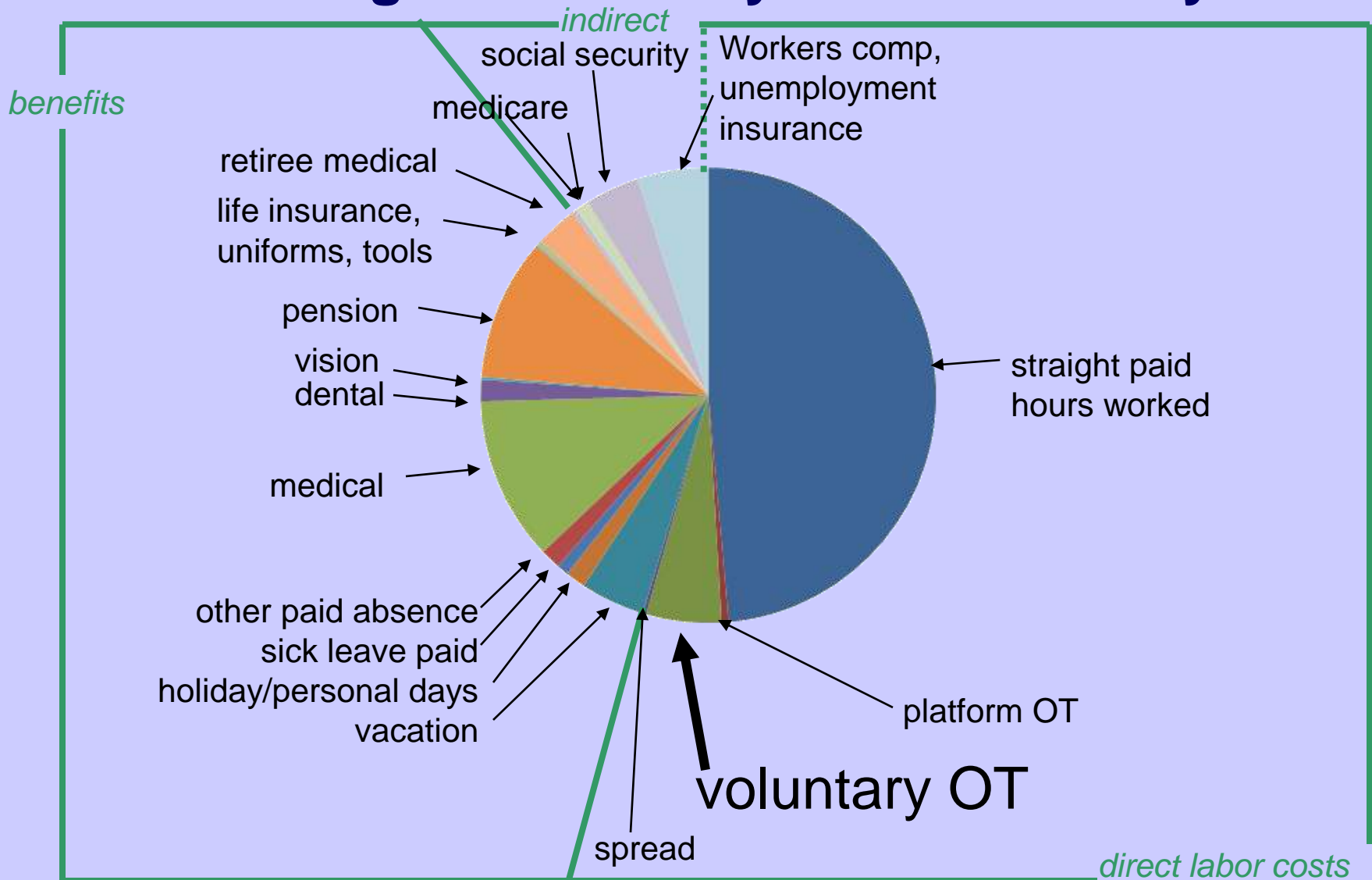
- Detailed
- Sophisticated
  - On-Track just for transit
  - based on 25 years in the industry
  - structure is logical, behaviorally sound
  - model calibrated for your agency

Capital Metro experience:  
On-Track forecasts  
within 0.2% of actual



On-Track is Accurate

# Accounting for voluntary overtime is key



## *On-Track is Accurate--consider how policies affect voluntary overtime*

### Service levels:

- scheduled runs and trippers
- charter and special events

### Leave policies:

- vacation
  - sick leave
  - bereavement, etc.
  - disciplinary steps and attendance control programs
- } *these change with operator tenure*

### Run rules:

- report and training time
- layover policies

### Structural issues:

- turnover and hiring opportunities
- training time and probation period
- extraboard scheduling

*On-Track captures all of these effects*

## On-Track is Systematic

On-Track methodically tracks your employees over time.

Quit rates reflect your turnover data, and layoff/attrition settings

New hires depend on service needs and forecast method

Full time operator		Garage:		1
hire mo.	hire yr.	quit mo.	quit yr.	
12	2008			
1	2009	5	2010	
3	2009			
1	2009			
10	2008			
12	2008	6	2010	
3	2009			
8	1985			
12	1984	3	2010	
5	1985			
6	1985	10	2011	
4	1985			
4	1985	11	2011	
11	2011			
7	2011			
9	2011			
10	2011			
10	2011			
10	2011			
10	2011			
10	2011			
11	2011	6	2012	
1	2012			

### Forecast Method:

As needed
  Adj
  Max
  Fixed

# On-Track is Easy to Use

Clear, intuitive forms to test new rules or values

## Wages

<input type="radio"/> dollars	month	10	10	10	10	10	10	10	10	10	10	
<input checked="" type="radio"/> percent	Raise	1	1	1	1	1	1	1	1	1	1	
<input type="radio"/> round to nearest cent	group	year	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
<input type="radio"/> round up to nearest cent	1 full time operators		3.00	3.00	3.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
<input checked="" type="checkbox"/> apply these rules	2 maintenance		3.00	3.00	3.00	1.50	1.50	1.50	1.50	1.50	1.50	1.50

## Indirect Labor Costs

Agency paid indirect costs payroll based	2009	2010	2011	2012	2013
	% cap	% cap	% cap	% cap	% cap
long term disability	0.36	0.36	0.36	0.36	0.36
fed unemp					
medicare					
social sec					
workers co					

## Holidays and Personal Days--ATU

	number recognized per year	added pay if working (1=straight)	schedule									
Agency paid	month	2009	2010	2011	2012	2013	wkdy=1	Sat=2	Sun=3	no svc=4		
fixed holidays	1	1	1	1	1	1	1.5	1.5	1.5	1.5	1.5	4
1 New Year's Day	1	1	1	1	1	1	1.5	1.5	1.5	1.5	1.5	4
2 Martin Luther King Day	1	1	1	1	1	1	1.5	1.5	1.5	1.5	1.5	4

## ATU Maintenance Differentials/Premiums

% Maintenance classification	% in shift/group	lead premium/shift 2 differential	shift 3 differential	\$ or %								
Lead Premium	8	1	1	1	1	8	1	1	1	1		
17 Master Mec	2	3	2009	2010	2011	2012	2013	2009	2010	2011	2012	2013
19 Communicat												
20 Communicat												
24 Master Faci												
46 Maintenanc												
14 Maintenanc												
26 Maintenanc												
38 Service Atte												

## Vacation

yrs. of service	days of vacation	hours paid per vacation day								
2002	2003	2004	2005	2006	2002	2003	2004	2005	2006	
1										
2										
6										
14										
26										
38										

## Straights & Splits

Run Components	Current guarantee	OT	% time	Effective: 1 2002 guarantee	OT	% time	Spread Penalties reg 4/40 beyond weekday	Current Sat	Sun	Spread Penalties Proposed reg 4/40 beyond weekday	Proposed Sat	Sun
regular FTO	8	8	check guarantee	8	8		<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> 10.5	1.5	1.5	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> 10.5	1.5	1.5
4/40	10	10		10	10		<input type="checkbox"/> <input type="checkbox"/>			<input type="checkbox"/> <input type="checkbox"/>		
straights							<input type="checkbox"/> <input type="checkbox"/>			<input type="checkbox"/> <input type="checkbox"/>		
report	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	100.0	5.0	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>			<input type="checkbox"/> <input type="checkbox"/>		
travel out	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	9.5	24.0	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>			<input type="checkbox"/> <input type="checkbox"/>		
travel in	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	31.6	20.3	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>			<input type="checkbox"/> <input type="checkbox"/>		
turn in	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	100.0	5.0	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>			<input type="checkbox"/> <input type="checkbox"/>		
splits--1st piece			0.0	0.0			<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	10.5	1.5	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	1.5	1.5
report	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	100.0	5.0	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>			<input type="checkbox"/> <input type="checkbox"/>		
travel out	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	6.5	17.2	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>			<input type="checkbox"/> <input type="checkbox"/>		
travel in	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	29.7	22.1	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>			<input type="checkbox"/> <input type="checkbox"/>		
turn in	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	100.0	5.0	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>			<input type="checkbox"/> <input type="checkbox"/>		
splits--2nd piece			0.0	0.0			<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	10.5	1.5	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	1.5	1.5
report	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	0.0	0.0	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>			<input type="checkbox"/> <input type="checkbox"/>		
travel out	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	30.0	22.4	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>			<input type="checkbox"/> <input type="checkbox"/>		
travel in	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	5.9	26.7	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>			<input type="checkbox"/> <input type="checkbox"/>		
turn in	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	0.0	0.0	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>			<input type="checkbox"/> <input type="checkbox"/>		

OT/Spread

New rules base  New Runs  Base Runs

Tripper rules

% bid/paid at OT now 65 proposed 65

factor 0.05

# On-Track is Easy to Use

### Health Benefits

1/1/02	monthly	% paid
% FTEs	premium	by agency

Blue Cross/Blue Sh  
emp only  
emp+child  
emp+spouse  
emp+family

Blue Choice  
emp only  
emp+child  
emp+spouse  
emp+family

Blue Choice Select  
emp only  
emp+child  
emp+spouse  
emp+family

Preferred Care  
emp only  
emp+child  
emp+spouse  
emp+family

Dental Program  
emp only  
emp+daps

Vision Program  
emp only  
emp+daps

### Charter and Special Event Service

charters	apply % change from previous year					special events	apply % change from previous year				
hours per month	2001	2002	2003	2004	2005	hours per month	2001	2002	2003	2004	2005
month	0	0	0	0	0	month	0	0	0	0	0

### Bereavement Leave

from:	7 2001	1 2002	number	rel wgt	now	fut
deceased	days paid	days unpd taken	per emp	death	score	score

### Sick Leave

Basic Sick Leave Rules

days out before sick pay begin

sick days accrued per year

rate paid on days sick (0-100%)

Other Sick Leave Factors

OT opportunity if not sick (Y/N)

Sick Leave Cash Out

### Minor Pay and Leave Provisions

pay rate (1=straight)	rule applies:	B 1997	7 2000
hrs per week	hrs per week	rate paid	rate paid
1 1.5	1 1.5	0.5 1	0.5 1
3 1	3 1	3 1	3 1

### Pay for Performance

Individual Performance	or	calc	pay	all hrs=1	Group Performance (paid to indiv)	all hrs=1
rate	%	months	months	hrs wk=2	goal (%)	rate
1 absenteeism		3	2		3	2

### Longevity Bonuses

current	years of step service	PTEs?	proposed	PTEs?
1 attendanc				
2 safety				
3 customer				
4 profession				

### Pensions and Other (non-medical) Fringe

Pension	2002	2003	2004	2005	2006	operations	maint	FT	PT	FT	PT	FT	PT	Other Pension Rules
premium pd by agency (%)	3	3	3	3	3	100	0	100	0					<input checked="" type="checkbox"/> Individual employee
life insurance-employee	36.80	37.90	39.04	40.21	41.42	100	0	100	0					<input type="checkbox"/> Top operator
acc death & dis	2.00	2.06	2.12	2.19	2.25	100	0	100	0					<input type="checkbox"/> Top in classification
felonious assault	0.25	0.26	0.27	0.27	0.28	100	100	0	0					<input checked="" type="checkbox"/> 1 yrs svc for contrib
long-term disability	10.00	10.30	10.61	10.93	11.26	100	0	100	0					<input checked="" type="checkbox"/> base 40 hours
uniforms-operations	39.50	39.50	39.50	39.50	39.50	95	95	0	0					<input checked="" type="checkbox"/> add spread, plot OF
uniforms (reg)-maint	34.40	34.40	34.40	34.40	34.40	0	0	100	0					<input checked="" type="checkbox"/> add voluntary OT
uniforms (coat)-maint	1.67	1.67	1.67	1.67	1.67	0	0	100	0					<input type="checkbox"/> add perf bonus
shoe allowance-maint	12.50	12.50	12.50	12.50	12.50	0	0	100	0					<input type="checkbox"/> add longevity bonus
tool allowance	44.00	54.00	64.00	64.00	64.00	0	0	67	0					<input checked="" type="checkbox"/> less unpd time-not LTD
tool insurance	3.00	3.09	3.18	3.28	3.38	0	0	67	0					<input type="checkbox"/> pay during disability
transportation passes	8.33	8.33	8.33	8.33	8.33	100	100	100	100					

We fill in all tables with existing rules

On-Track is Detailed

# Get results by year or month

**Results--Summary**

**Scenario: ATU proposal**

Save
Print
Graph
Compare

	12/03-11/04	12/04-11/05	/	/	/	5 year total
<b>Direct Labor Costs</b>						
straight paid hours worked	56,885,865	58,568,963	0	0	0	115,454,829
longevity bonus	0	0	0	0	0	
performance bonus	0	0	0	0	0	
platform OT	4,168,393	4,307,106	0	0	0	
voluntary OT	7,928,912	8,480,488	0	0	0	
spread	864,560	893,826	0	0	0	
vacation	3,330,880	3,513,469	0	0	0	
holiday and personal days	2,886,563	2,982,771	0	0	0	
sick leave paid	532,832	549,707	0	0	0	
other paid absence	2,737,943	2,824,821	0	0	0	
<b>Total Direct Labor Costs</b>	<b>79,335,948</b>	<b>82,121,151</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Indirect Labor Costs</b>						
state unemployment	395,267	409,133	0	0	0	
fed unemployment	105,302	104,999	0	0	0	
medicare	1,146,383	1,186,617	0	0	0	
social security	4,901,963	5,073,980	0	0	0	
other payroll tax	0	0	0	0	0	
new hire costs	0	0	0	0	0	
<b>Total Indirect Labor Costs</b>	<b>6,548,915</b>	<b>6,774,729</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Benefits</b>						
major medical	9,836,917	11,177,623				
dental	798,655	871,884				
vision	299,470	326,927				
pension	5,147,739	5,525,875				
sick leave cash out	97,627	101,008				
life insurance--employee	0	0				
felonious assault	9,693	9,871				
long-term disability	0	0				
uniforms--new operator	76,938	76,774				
uniforms--1 year op	222,356	227,875				
uniforms--mech and svc	74,829	77,069				
uniforms--custodians	4,238	4,369				
uniforms--other maint	37,672	38,798				
uniform--laundry	59,448	61,231				
tool allowance--grp I and II	100,256	103,272				
tool allowance--oth maint	32,129	33,088				
tool insurance	20,052	20,650				
monitor car reimbursement	31,747	32,693				
system-wide fringe	0	0				
	16,849,766	18,689,007				
<b>TOTAL</b>	<b>102,734,629</b>	<b>107,584,887</b>				

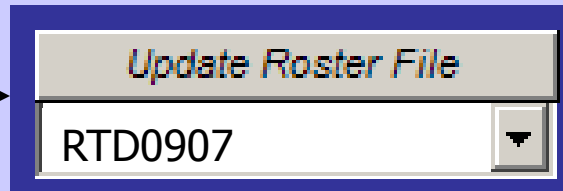
**All Covered Employees--All Costs**

**Bus and LRT Operators--voluntary OT**

## On-Track is Easy to Set up

Base data comes directly from . . .

- current labor agreements and benefit packages
- payroll system
- HASTUS or Trapeze



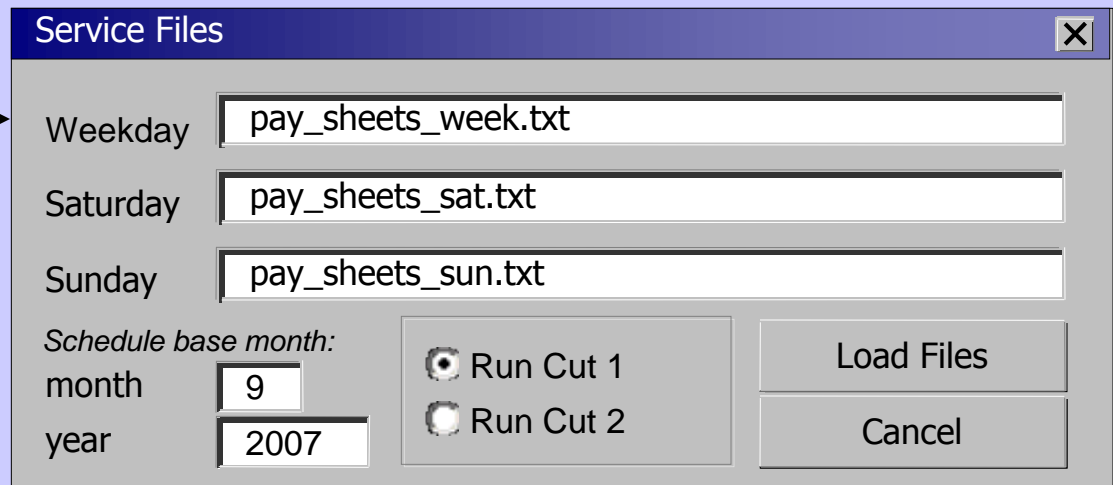
Update Roster File

RTD0907

Absence defaults--avg % of FTOs off		
	paid	unpaid
Sick leave	1.7	0.6
Non-sick, paid time	2.0	0.1
Non-sick, partly pd time	0.5	0.5
<i>Non-sick, unpaid time</i>		
FMLA	0.0	1.0
workers comp	0.0	2.2
suspensions	0.0	0.1
other	0.0	1.2
<b>Total absence</b>	<b>4.2</b>	<b>5.7</b>

Defaults (above)  Detailed data (below)

Absence file



Service Files

Weekday pay\_sheets\_week.txt

Saturday pay\_sheets\_sat.txt

Sunday pay\_sheets\_sun.txt

Schedule base month:  
month 9  
year 2007

Run Cut 1  
 Run Cut 2

Load Files  
Cancel

- We develop all the interfaces
- We set-up all initial rules and conditions

# Service files

2000		4		2000	
<b>Bus Service Provided--East Metro</b>					
start month	share of base runs	trippers	base month	9	2007
			weekdays	Saturdays	Sun
1	1	1	FT regular runs	244	96
5	1	0.85	FT 4/40 runs	0	0
9	1	1	PT runs	0	0
run components			hrs.min	hrs.min	hrs.min
<input checked="" type="radio"/> Summary ( ) <input type="radio"/> Manual (col P )		platform	2053.24	1068.10	847.48
Growth		sign-up	58.45	20.45	17.00
% yr to yr change		travel	38.53	16.28	15.47
2008		intervening	0.00	0.00	0.00
2009		make up	13.04	5.38	4.26
2010		deadhead cushion	0.00	0.00	0.00
2011		sprd penlty	57.26	1.49	1.36
2012		OT penalty	38.47	48.18	41.10
marginal extrbd effic fac.		0.85	tripper components		
% trippers bid at OT:		0	platform	366.48	0.00
half slips (hours/month)		0	sign-up	27.30	0.00
			travel	0.00	0.00

Fill in  
summary table  
or let On-Track  
read details

1 102.205

PLATTE DIVISION

PAGE 1

WEEKDAY

EFFECTIVE:: SEPT 1, 2007

DAY STRAIGHT RUNS

While Certain Types of Equipment are Assigned to Particular  
Runs, Other Types may be Substituted.

RUN	LINE	BLK	RUN REL	ON	OFF	HOURS	PAD	TRAVEL	SU	OT	SPD	INT	DHC	BAG	PAY	RUN
2001	0	3		3:47A	12:50P	9:03 (10:01)	0	0 11 15	32	0	0	0	0	0	10:01	2001
2002	0-0L-SHOP	4		4:38A	2:30P	9:52 (11:03)	0	0 0 15	56	0	0	0	0	0	11:03	2002
2003	0	5		4:17A	12:39P	8:22 (9:57)	0	0 9 15	11	0	0	0	0	0	8:57	2003

## Absence data

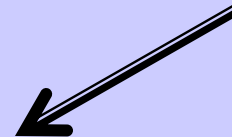
Absence defaults--avg % of FTOs off		
	paid	unpaid
Sick leave	1.7	0.6
Non-sick, paid time	2.0	0.1
Non-sick, partly pd time	0.5	0.5
<i>Non-sick, unpaid time</i>		
FMLA	0.0	1.0
workers comp	0.0	2.2
suspensions	0.0	0.1
other	0.0	1.2
<b>Total absence</b>	<b>4.2</b>	<b>5.7</b>

Defaults (above)    Detailed data (below)

Absence file



Fill in  
summary table  
or let On-Track  
read details



day out	months	off type
36587	53	1
36532	41	2
36560	169	2
36589	178	2
36560	2	3
36608	14	3
36532	41	3
36568	54	3
36579	91	3
36588	115	3
36586	164	3
36600	166	3
36560	171	3
36563	171	3
36599	171	3
36573	271	3
36595	2	4
36596	2	4
36575	2	4
36589	2	4
36590	2	4
36591	2	4

# Role of Warner Transportation Consulting

- Full model set up
  - Load current contract rules
  - Develop interface for agency data
  - Customize and calibrate model
- Training and user's manual
- Free and responsive support for three years

*We will do whatever it takes—including running your scenarios—to ensure that On-Track meets your needs*

# ***On-Track is guaranteed***

Use it for a week or two and if you are not absolutely convinced that it is the easiest to use and most accurate model available, pay only direct travel costs

**On-Track works!**

# For more information about On-Track

Please contact

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Warner Transportation Consulting, Inc.

marc@warnertransportation.com

413 585-5026

You can also get price and other information about On-Track at the [warnertransportation.com](http://warnertransportation.com) On-Track web page.

*Click on your browser back arrow key to return to the On-Track web page*