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The Track Guy NEWSLETTER

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Some Bid Results

South Ferry Project, New York City

1.	Judlau	122,400,000
2.	Gotlieb/Skanska	123,400,000
3.	DCI	132,900,000
4.	Railworks	139,000,000

Port of Tacoma, WA

1.	Railworks	7,140,000

Metrolink Double Main, LA

1.	FCI Constructors	12,600,000
2.	Shimmick	13,170,000
3.	Herzog	17,680,000

Spur Track, North Vernon, IN

1.	Railworks	228,200
2.	Associated RR Contractor	228,300
3.	All Track Inc.	241,000

Track Guy Consultants

The new look on our web site has turned out exceptional. Web-Makeovers.com has done an outstanding job and the search engines are now beginning to pick us up. We have learned that the encoding under a web site is very important to the search engines. They send out "spiders" to the site and if the right stuff is not there, then these cyberspace insects tell the search engine to leave it alone. Just like trying to represent yourself in a court of law. If you don't have a lawyer, then the judge doesn't think too kindly of you. First hand lesson learned on this one. We are preparing for our Trackwork 101 tour to Orlando, Atlanta, St. Louis, Houston, Los Angeles, Portland, Denver and Pittsburgh. If you need details, visit our web site or give us a call. Last year we received a 4.81 rating on a scale of 1-5. We had a wonderful time traveling the country. Please register early if you plan on attending this year.

Our trade show booth turned out better than we thought and we are ready for Louisville in September. Visit us at Booth #1551 at the REMSA Show and pick up some inspiration from some of the great leaders in United States history.

Last month we participated on a peer review committee for a large Transportation agency. They are updating their standards to reflect newer innovations and materials. Any agency with standards older than 10 years should think about this. We have come along way in the last decade.

Spotlight: Managing 4 Generations

This is the first time ever that 4 generations have worked together in the workplace. There are volumes of information out there about how to deal with these completely different values and turn the group into a well oiled machine that works together without conflict. Training of senior managers is vital or the younger ones will just move on and not think twice about it. Retention of employees is the number one concern amongst all business. We will summarize some of what we have learned so no one get offended please, we did not make this up. The 4 distinct generations are:

Traditionalists: (born 1922-1943) ages 84 to 63 in 2006
Baby Boomers: (born 1944-1960) ages 62 to 46 in 2006
Generation X: (born 1961-1980) ages 45 to 26 in 2006
Millenials or Gen Y: (born 1981-2000) ages 25 to 6 in 2006

There are 27 million Traditionalists, 76 million Boomers, 60 million Xers and 74 million Nexters. They all have stereotypical characteristics, values, motivations, work styles, leadership styles, communication styles, recognition, family, loyalty and technology. We don't have enough room to discuss all this but we will offer some values. Just think if each person on your team had enthusiasm, energy, shares fresh ideas and new approaches, displays wisdom from experience, complete loyalty and refuses to loss. Well it ain't likely to happen but each generation has a piece of the pie so it is the challenge of all managers to meld these traits to make the best of the best. So what are those values?:

Traditionalists: Hard work, dedication & sacrifice, respect for rules, duty before pleasure and honor.
Boomers: Optimism, team orientation, personal gratification, involvement and personal growth.
Xers: Diversity, techno literacy, fun, informality, self-reliance and pragmatism.
Millenials: Optimistic, feel sense of civic duty, confident, achievement oriented and respect for diversity.

We have some room left so let's talk about what feedback means. Traditionalists will seek no applause but appreciates a subtle acknowledgement that they have made a difference. The Boomers are often giving feedback to others but seldom receiving, especially positive feedback. The Xers need positive feedback to let them know they're on the right track. The Millenials are used to praise and may mistake silence for disapproval. They need to know what they're doing right and what they're doing wrong. So you don't reward an Xer with a plaque, you give them an adventure holiday and save the plaque for the Traditionalist. The Boomer needs public recognition or a very nice travel bag. Ask yourself a question. How old were you when you first used a computer? The boomer will say 40 and the Xer will say 3. We at Track Guy do offer a Training module for managing the generations and it is part of our Trackwork 107 seminar.

Ask The Track Guy

This is where you, the reader get to ask questions about Railroad Track engineering, design, construction, maintenance or anything to do with Trackwork. Simply write or e-mail a question and we will answer in a timely manner. Some questions will be published here.

Where have they all gone?

We get asked all the time where people have ended up after getting fired, laid off or just leaving a company. We will NOT address the circumstances but simply give names and where they are today. We have seen some big turnovers on the Contractor side of the fence. We are not sure why because of the boom in Railroad Track construction and maintenance but it seems that the track guys do not sit around too long before they are grabbed up. We are asked all the time if we know of any Project Managers, Superintendents, Foreman or anyone that has some experience with the Railroad Industry that are available. My friend, Phil Stout seemed to have had them all at one time. The Stout family has mentored many of us on the front lines. So where are they now? Dan Foth-JJC, John Zuspan-TGC, Greg Marsteller-Delta RR Construction, RT Swindal-GREX, Forrest Hendrix-KCS, Bill Dorris-Railworks, Rick Burkhart-Railworks, Ralph Golick-Delta, Jim Chambliss-Railworks, Randy Shultz-Skanska USA, Mark Lindstrom-Lakeshore Paving, Lee Williams-BBRI, Dave Snyder-Railworks, Harold MacMillion-Railworks, Frank Schaffold-GW Peoples, George Anderson-Amtrak of Maryland, Vinnie Vaccarello-ARS. This is a partial list and to the best of our knowledge.

Where can we get the funding for all the Projects?

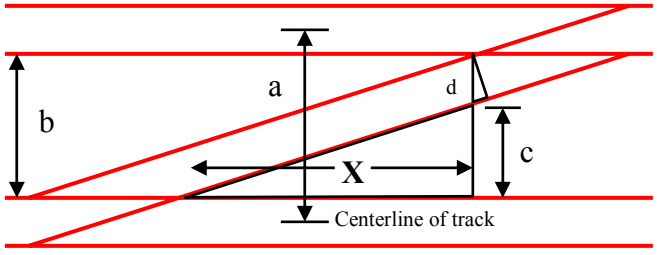
The citizens are screaming for more funding of transportaion projects all over the country and are willing to help flip the bill. There have passed referendums in every major city. Half cent increases in sales taxes have generated millions of dollars to fund projects. When President Bush announced that the federal funding level was reduced from 80% to 50%, some people thought this was a devastating blow, but it has turned out to be a good thing since local and state governments have stepped up to finish these projects. Car rental surcharges are adding millions. Private Partnership is a tremendous tool and the Design Build concept is getting the job done now instead of waiting 6 years for design completion before a major project even starts. The $1.2B system at Kennedy Airport was funded from a surcharge on every airline ticket bought. Dallas Texas has a program to double their trackage by 2013. Salt Lake, Denver, Phoenix, New York City, Portland, Seattle, Pittsburgh, Los Angeles and many other cities continue to build for the future. It has been realized that simply widening roads will not solve the congestion problem.

An interesting article in the March 13, 2006 publication of ENR interviewed many of the transportation executives and the responses where right on the mark. John Horsley (AASHTO) says "2006 will be a banner year in America". Robert Flanagan (MDOT) says "We have a 30% increase in funding of $13B over the next 6 years, but I tend to think that will not keep up with investment needs". They even interviewed Jeff Levy (President/ CEO of Railworks). ENR is a very biased Highway publication. The GCA is also talking to us at the NRC about joining together. Al Landes (Herzog) is spearheading that movement. We are truly in a rail renaissance. If you have any creative ideas on funding, contact Al. In the May 2, 2005 issue of ENR there was a special feature called "Mass Transit Moving Ahead"

How can you determine the distance from frog to frog on a standard crossover if you only know the track centers?

We also need to know the number of the frog and the gauge. As we know, the number of the frog means that for every unit of spread there is the frog number traveled. A #20 frog means that for every 20' of longitudinal measurement, the offset is 1' or 20" is 1" or 20cm is 1cm. The units must be the same. It is the same principle as pitch on the roof for those of you who have spent summers sweating on a roof between semesters doing shingles. It is very important to have tangent track between turnouts in a crossover. Having a little dogleg between frogs is not good. Most of us that build don't carry calculators loaded with a sin or cosine button, nor do we remember what the functions mean. Opposite over hypotenuse? Angle times adjacent? Sin of the angle equals opposite? I like to keep it simple. The KISS method (keep it simple stupid) has worked for me for many years. So how do we do it? Refer to the sketch below.

The objective is to determine "X". As you see, c = b-d and b=a-the gage. Therefore c equals the track centers minus twice the gage. Many of you realized that d is not exactly gage. Without



getting into pathagoreans theorem, d = gage for a number 20 turnout and gage plus 11/16" for a #6 turnout. So, you will certainly be within a few inches (#20-4",#5-6") using this. Therefore the distance from frog to frog (**X**) is the number of the frog times the track centers minus twice the gage. **Frog# x (centers-2gage).** Do the subtraction first. We are dealing with theoretical point of frog. This is an excellent tool for layout only. Refer to the crossover tables to be exact for actual construction.