

## HIRING A CONSULTANT

Based upon our experience and comments from our customers, we hope that the following suggestions will prove helpful when hiring consultants:

- Employ an independent firm that offers non-biased perspectives. For example, would a public sector trade organization ever recommend a private sector solution? –
- Does the consultant offer real-world experience that is applicable to the engagement? For example: has the consultant ever run the type of program being reviewed; has the consultant ever negotiated a labor agreement; has the consultant ever submitted a bid; can the consultant offer references from similar types of programs? All too often, persons with narrow experiences attempt to call themselves consultants offering a broad range of services.
- Avoid firms that sell products as well as consulting services. The most common example of this is computer hardware/software sales persons that claim to offer efficiency studies. Guess what their solution to inefficiency is going to be?
- Always check references. Was past work performed on time? Were expectations met? Would previous clients hire the consultant again? Was there company support in the event of illness, etc?
- Get firm quotes for the work to be performed, and set a cap on expenses.

The right consultant can be a true resource for your organization. Call the consultants at **TAS** today. We offer the experience, the references, and the results ... consulting services are all we offer, and we deliver!

## THE NEXT STEP

Contact **TAS** at 1-800-233-3251 to discuss your specific needs and to request a written proposal.

# TAS

*Serving school districts, agencies, associations, and higher education throughout the United States.*

Offices in New York and Florida, serving the U.S.

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# TARGETED SERVICES

# TAS

[www.TransportationAdvisoryServices.com](http://www.TransportationAdvisoryServices.com)

## ABOUT TAS

**TAS** is a full service student transportation consulting and advisory firm. Since 1987, the consultants of Transportation Advisory Services (**TAS**) have performed a wide range of transportation studies for over 500 school districts and agencies in 21 states, including overall district-operated efficiency reviews; assistance in district-contractor relationships; labor negotiation recommendations; shared service studies; program cost analysis; management review and development; alternative transportation methodology; cost control; operations/routing review; and bid process controls.

**TAS** has developed a roster of highly respected “on-staff” and “as-needed” consultants to offer our customers the finest advisory services available. **TAS** consultants offer real world, practical experience. We are committed to listening to our customer needs ... recommending creative justifiable solutions ... and assisting in the implementation of any program changes. Throughout our studies, we keep an eye on the demographic, political and financial basis of the district in order to ensure that the result of our engagement is a successful student transportation program.

### SCOPE

Districts occasionally have unique challenges that require professional assistance from acknowledged third-party student transportation experts. Over the years, **TAS** consultants have assisted in a number of areas, including:

### REDISTRICTING

- Bell time analysis
- Attendance zone reviews
- Tier structure options
- Fleet impact
- Labor issues
- Cost projections

### TROUBLESHOOTING

- Contractor performance
- Labor problems
- Contract default
- Driver shortages
- Management issues

### FLEET EVALUATIONS

- Utilization
- Replacement Schedules
- Maintenance concerns

### CONTRACTOR MANAGEMENT

- Contract compliance
- Cost management
- Contract Negotiations
- Contract Development
- Specification issues
- Compliance issues
- Performance concerns
- Renew vs Rebid Analysis

### SOFTWARE SELECTION

- Needs analysis
- Vendor options
- Vendor interviews
- Staff needs
- Cost payback review

### COORDINATED PROGRAM OPERATION

- BOCES; ESC; IU
- Evaluate services offered
- Market reviews
- New program development

### PRESENTATIONS

- Pro's and Con's of Privatization
- Benchmarking
- Develop Effective Bid Specifications
- Options for Cost Efficiencies
- Recruiting and Retaining Drivers

### METHODOLOGY

Each *Targeted Study* entails a customized approach developed after consultation with our client. **TAS** will provide a detailed proposal, including costs and timelines, based upon the information that we gain in our client interview. **TAS** will:

- Provide background information on our firm, including a list of all past clients... not just a “refined list”.
- Submit our Code of Ethics.
- Offer professional, experienced student transportation consulting services that have proven results.

### BENEFITS

**TAS** will provide our clients with quality, responsive service from consultants who are not burdened by conflicts of interest. Our focus is not on a number of industries... we are student transportation experts.