



NOTICE IS HEREBY GIVEN that a Regular meeting of the Board of Directors of the Eagle Valley Transportation Authority d/b/a Core Transit, Eagle County, Colorado, has been scheduled to take place in the Avon Council Chambers, 100 Mikaela Way, Avon, CO on Wednesday, October 8, beginning at 12:00 pm.
The agenda for the meeting follows.

The Core Transit Board welcomes everyone to its meetings. A hybrid of an in-person meeting with an online Zoom platform is employed. Members of the public are invited to attend either in person or via Zoom. [Please click here to join the zoom meeting.](#)

BUSINESS MEETING AGENDA

1. Call to Order – 12:00pm
2. Consideration of Changes to Agenda
3. Board Comment
4. Public Comment – 12:05pm
Comments from the public are welcomed during public comment for any topics with the Authority's purview not included in the business agenda. Please state your name & community of residence. Please limit public comments to three minutes or less per individual. If the public is unable to attend the meeting, public comment can be shared via email at Board@coretransit.org.

CONSENT AGENDA

5. Consent Agenda – 12:15pm
 - a. September 10, 2025, Regular Meeting Minutes
 - b. Financial Statements

- c. Payables List
- d. 2026 Holiday List
- e. CDOT FASTER grant contract for 1 hybrid bus
- f. Health Insurance Renewal

PRESENTATIONS

6. Presentations – 12:15pm

a. Budget Presentation

Director of Finance Sanjok Timilsina will present a first draft of the FY2026 budget.

BUSINESS

7. Business – 1:00pm

a. Birds of Prey

Deputy Director Scott Robinson will present a proposal for sponsorship of Birds of Prey.

b. Youth Fare Free

Executive Director Tanya Allen will present a proposal to extend the Youth Fare-Free program through the winter season.

STAFF REPORTS

8. Staff Reports – 1:30 pm

- a.** Administrative Division Report
- b.** Operations Report
- c.** Director's Comments

ADJOURNMENT

9. Adjournment – 2:00pm

The next regular meeting of the Core Transit Board will be held Wednesday, November 12, 2025, at 12:00pm, in the Avon Council Chambers.

YOUR BOARD MEMBERSHIP

Core Transit Board

Earle Bidez, Chair | *Town of Minturn*
Rich Carroll, Vice Chair | *Town of Avon*
Bryan Woods | *Town of Eagle*
Jeanne McQueeney, | *Eagle County*
Dave Eickholt | *Beaver Creek Metro*
Barry Davis | *Town of Vail*
Garrett Alexander | *Town of Red Cliff*

Core Transit Board Alternates

Kevin Hyatt | *Town of Avon*
Ray Shei | *Beaver Creek Metro*
Matt Scherr | *Eagle County*
Brian Rodine | *Town of Minturn*
Duke Gerber | *Town of Red Cliff*
Pete Seibert | *Town of Vail*

ACCESSIBILITY INFORMATION

Posting Certification:

I hereby certify that a copy of the foregoing Notice of Regular Meeting was, by me personally, posted to the Core Transit Website (coretransit.org) at least seven (7) days prior to the meeting to meet the open records meeting law requirement of full and timely notice pursuant to Section 24-6-402(2)(c)(I), C.R.S..

/s/ Amy Burford

**MINUTES OF THE
EAGLE VALLEY TRANSPORTATION AUTHORITY d/b/a Core Transit
BOARD OF DIRECTORS MEETING
September 10, 2025**

A meeting of the Eagle Valley Transportation Authority (“Authority”) Board of Directors (“Board”) was held on September 10, 2025, at 6:00 p.m. The meeting was held in person at the Avon Council Chambers located at 100 Mikaela Way, Town of Avon, Colorado, 81620, and on Zoom. Notice of the meeting was posted on September 3, 2025, and included agenda items, location, and time, as well as the teleconference information needed to participate in the public portion of the meeting. The Notice of Board of Directors Meeting dated September 3, 2025, and the certification of posting are attached hereto.

ATTENDANCE

Directors in Attendance:

Chair: Director Earle Bidez, Mayor, Town of Minturn

Vice Chair Director Rich Carroll, Councilor, Town of Avon

Director Dave Eickholt, Beaver Creek Metro District

Director Jeanne McQueeney, Commissioner, Eagle County

Director Bryan Woods, Councilor, Town of Eagle

Director Garrett Alexander, Member of the Board of Trustees of the Town of Red Cliff

Directors Absent:

Director Barry Davis, Councilor, Town of Vail

Attendance:

Scott Robinson, Deputy Director, Core Transit

Dayana Herr, Marketing, Communications & Customer Relations Manager, Core Transit

Aryn Schlichting, Director of People & Culture, Core Transit

Scott Robinson, Deputy Director, Core Transit

Dave Snyder, Director of Transportation, Core Transit

Lance Trujillo, Director of Innovation and IT, Core Transit

Sanjok Timilsina, Director of Finance, Core Transit

Dave Levy, Planning Manager, Core Transit

Amy Burford, Executive Assistant & Special Projects Coordinator, Core Transit

Zoe Goldstein, Vail Daily

Stephanie Samuelson, Vail, CO

Tim McMahon, Avon, CO

Brad Morein, Edwards, CO

Shelley Hall, Vail, CO

Attendance on Zoom:

Kathryn Winn, Core Transit Legal Counsel, Attorney, Collins Cole Winn & Ulmer, PLLC

Ray Shei, Alternate Director, Beaver Creek Metro District

Patrick Picard, Fehr & Peers

APPROVAL OF THE AGENDA

Director Carroll motioned to add item 7b. Personnel Committee Resolution 2025-09 and item 7c. SB-230 Letter of Support to the consent agenda. Director Woods seconded the motion, which passed with a unanimous 6-0 vote.

BOARD COMMENT

Director Bidez asked Deputy Director Scott Robinson to provide an update on the union election process. Deputy Director Robinson reported that staff is still awaiting official notification from the state on whether the election will be conducted by mail or in person.

Director McQueeney celebrated the Marketing and Customer Service team for their efforts during Rider Appreciation Week.

PUBLIC COMMENT

Shelley Hall of Vail shared her positive experience riding the Valley Express route and mentioned the benefit of the new West Vail stop.

Tim McMahon of Avon highlighted Suicide Prevention Awareness Day and inquired about bus service for the Yeti games when they are relocated from Vail.

Stephanie Samuelson shared her experience with the Vail Transportation Center and her interactions with community members.

CONSENT AGENDA

Director Bidez presented the following as part of the consent agenda for approval:

5.1. August 13, 2025, regular meeting minutes

5.2. Financial statements

5.3. July payables

5.4. Personnel Committee Resolution 2025-09

5.5. SB-230 Letter of Support

Director Carroll motioned to approve the consent agenda as presented. Director Woods seconded the motion, which passed with a unanimous 6-0 vote.

AGENDA ITEMS

6. Presentations

6.1 Winter Schedule Updates and Summer Schedule Feedback

Planning Manager Dave Levy reviewed the highlights of the Winter 2025–2026 schedule development timeline. He outlined the key steps leading up to the launch, including the rider survey, public outreach, and operator consultations, and confirmed that the winter schedule will begin on November 23. He also shared takeaways from the Winter 2024–2025 survey, noting that express services are widely used and valued, and that there is growing demand for service in Eagle and Minturn. He explained that the Winter 2025–2026 schedule aims to improve efficiency through schedule and pattern adjustments, reduce deadhead time, address driver needs, and enhance customer service. He also highlighted several schedule decisions, such as maintaining summer service increases for Leadville and Minturn and offering more desirable shifts for operators.

Business

7.1 10-Year Transit Plan Adoption

Planning Manager Levy reviewed the 14-month project and acknowledged the contributions of all staff involved. He emphasized the organization's excitement for a community-led plan with clear capital priorities designed to make a positive impact. He highlighted that one of the most important elements of the plan was community input, noting that residents expressed a strong desire for more frequent service, additional bus shelters, and improved customer service. He also reviewed upcoming key improvements, including new routes, increased frequency, and expanded service in Leadville, Dotsero and Minturn. He

shared the current project status including an Executive Summary which is now available to the public, and the final draft of the 10-Year Transit Development and Capital Plan has been completed.

Director Carroll motioned to approve the 10-Year Transit Development and Capital Plan, “Transforming Your Trip”. Director Woods seconded the motion, which passed with a unanimous 6-0 vote.

8. Staff Reports

Deputy Director Robinson reported that the August sales tax deposit was up about 3.4% compared with last year. He reminded the Board about the Oct. 29 budget work session, which will also include a facility tour. He noted that supervisory staff have been taking more management courses and are embracing these opportunities for professional development.

Director of Transportation Dave Snyder reported that ridership in August 2025 increased 1.5% compared with August 2024. He noted there was one preventable accident in August and emphasized that safety remains a top priority for operations. He explained that the engines in hybrid buses are slightly smaller than those in diesel buses and that staff are operating the hybrids on Highway 6 routes.

ADJOURNMENT

Director Woods made a motion to adjourn the meeting at 6:46 pm. Director Alexander seconded the motion which passed with a unanimous 6-0 vote.

Eagle Valley Transportation Authority (dba Core Transit)

CASH POSITION

Year to Date and as of August 31, 2025

Adjusted as of September 30, 2025

Maturity Date Account Activity Item Description	CASH		INVESTMENTS							TOTAL ALL ACCOUNTS
	1st Bank		CSIP				Multi-Bank		Colotrust	
	Checking	Savings	4.0000% 9/4/2026 Savings-Term	4.0900% 8/17/2026 Savings-Term	4.0400% 9/19/2025 Savings-Term	4.3500% LGIP	3.9600% 10/2/2025 Tresuries	Varies Varies CDs	4.3600% Plus+	
BEGINNING BANK BALANCE	\$ 829,195	\$ 506,113	\$ -	\$ -	\$ 4,000,000	\$ 10,986	\$ 3,489,997	\$ -	\$ 6,557,748	\$ 15,394,039
YTD credits - Total deposits, wires and transfers	21,011,715	307,154	-	2,000,000	-	10,492,703	4,340,893	4,136,000	28,908,915	71,197,380
YTD debits - Total vouchers, wires and transfers	(21,697,954)	(310,713)	-	-	-	(10,393,949)	-	-	(22,578,000)	(54,980,616)
YTD bank balance	142,956	502,554	-	2,000,000	4,000,000	109,739	7,830,890	4,136,000	12,888,663	31,610,802
Plus deposits/transfers in transit	457,000	-	-	-	-	-	-	-	-	457,000
Less outstanding checks/transfers	(479,204)	-	-	-	-	-	-	-	(457,000)	(936,204)
Cash Balance as of August 31, 2025	120,752	502,554	-	2,000,000	4,000,000	109,739	7,830,890	4,136,000	12,431,663	31,131,599
Current period activity										
Add - deposits, wires and transfers	1,616,057	1,367	2,000,000	-	-	12,671,970	2,070,815	5,652,000	2,330,251	26,342,460
Subtract - vouchers, wires and transfers	(1,689,384)	-	-	-	(4,000,000)	(9,673,315)	-	-	(10,529,000)	(25,891,699)
Total current period adjustments	(73,327)	1,367	2,000,000	-	(4,000,000)	2,998,655	2,070,815	5,652,000	(8,198,749)	450,760
Restricted to Housing	-	-	2,000,000		-	-	-	-	58,111	2,058,111
Restricted to Capital	-	-		2,000,000	-	-	-	9,788,000	2,873,800	14,661,800
General Fund	47,425	503,921	-	-	-	3,108,395	9,901,705	-	1,301,002	14,862,448
Adjusted balance as of September 30, 2025	\$ 47,425	\$ 503,921	\$ 2,000,000	\$ 2,000,000	\$ -	\$ 3,108,395	\$ 9,901,705	\$ 9,788,000	\$ 4,232,913	31,582,359



My Monthly Budget Report

Group Summary

For Fiscal: FY25 Period Ending: 08/31/2025

Account Typ...	August Budget	August Activity	Variance Favorable (Unfavorable)	Percent Remaining	YTD Budget	YTD Activity	Variance Favorable (Unfavorable)	Percent Remaining	Total Budget
Fund: 01 - General Fund									
Revenue	2,134,155.72	2,355,600.45	221,444.73	10.38%	18,611,174.70	20,199,575.47	1,588,400.77	8.53%	25,943,216.00
Expense	1,787,669.96	1,868,879.01	(81,209.05)	-4.54%	16,853,195.05	16,682,755.12	170,439.93	1.01%	25,342,266.00
Total Fund: 01 - General Fund:	346,485.76	486,721.44	140,235.68		1,757,979.65	3,516,820.35	1,758,840.70		600,950.00
Fund: 02 - Capital Fund									
Revenue	0.00	200.00	200.00	0.00%	1,500,000.00	11,856,790.91	10,356,790.91	690.45%	1,994,000.00
Expense	12,911.50	0.00	12,911.50	100.00%	6,578,897.00	5,725,292.99	853,604.01	12.97%	7,313,605.00
Total Fund: 02 - Capital Fund:	(12,911.50)	200.00	13,111.50		(5,078,897.00)	6,131,497.92	11,210,394.92		(5,319,605.00)
Fund: 03 - Air Fund									
Revenue	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%	1,200,000.00
Expense	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%	1,200,000.00
Total Fund: 03 - Air Fund:	0.00	0.00	0.00		0.00	0.00	0.00		0.00
Fund: 04 - Housing Fund									
Revenue	29,750.98	22,199.67	(7,551.31)	-25.38%	558,007.84	563,933.52	5,925.68	1.06%	677,155.00
Expense	50,083.81	48,764.34	1,319.47	2.63%	440,670.48	395,106.36	45,564.12	10.34%	641,246.00
Total Fund: 04 - Housing Fund:	(20,332.83)	(26,564.67)	(6,231.84)		117,337.36	168,827.16	51,489.80		35,909.00
Report Total:	313,241.43	460,356.77	147,115.34		(3,203,579.99)	9,817,145.43	13,020,725.42		(4,682,746.00)

Fund Summary

Fund	August Budget	August Activity	Variance Favorable (Unfavorable)	Percent Remaining	YTD Budget	YTD Activity	Variance Favorable (Unfavorable)	Percent Remaining	Total Budget
01 - General Fund	346,485.76	486,721.44	140,235.68		1,757,979.65	3,516,820.35	1,758,840.70		600,950.00
02 - Capital Fund	(12,911.50)	200.00	13,111.50		(5,078,897.00)	6,131,497.92	11,210,394.92		(5,319,605.00)
03 - Air Fund	0.00	0.00	0.00		0.00	0.00	0.00		0.00
04 - Housing Fund	(20,332.83)	(26,564.67)	(6,231.84)		117,337.36	168,827.16	51,489.80		35,909.00
Report Total:	313,241.43	460,356.77	147,115.34		(3,203,579.99)	9,817,145.43	13,020,725.42		(4,682,746.00)



My Monthly Budget Report

Group Summary

For Fiscal: FY25 Period Ending: 08/31/2025

Departmen...	August Budget	August Activity	Variance Favorable (Unfavorable)	Percent Remaining	YTD Budget	YTD Activity	Variance Favorable (Unfavorable)	Percent Remaining	Total Budget
Fund: 01 - General Fund									
Expense									
00 - Assets	0.00	0.00	0.00	0.00%	1,820,000.00	1,820,000.00	0.00	0.00%	3,020,000.00
10 - Admin of Vehicle Operations	183,940.22	193,179.05	(9,238.83)	-5.02%	1,492,771.76	1,541,111.76	(48,340.00)	-3.24%	2,264,142.00
11 - Vehicle Ops	426,126.38	455,033.91	(28,907.53)	-6.78%	3,453,483.41	3,738,482.79	(284,999.38)	-8.25%	5,173,463.00
12 - Admin of Paratransit	1,738.66	0.00	1,738.66	100.00%	18,909.28	0.00	18,909.28	100.00%	25,860.00
13 - Paratransit Operations	25,197.69	23,689.12	1,508.57	5.99%	201,581.52	184,008.81	17,572.71	8.72%	302,383.00
14 - Safety and Training	24,496.90	26,189.52	(1,692.62)	-6.91%	204,475.20	195,634.12	8,841.08	4.32%	314,472.00
21 - Admin of Fleet Mainenance	125,779.39	99,536.24	26,243.15	20.86%	1,011,735.12	925,546.81	86,188.31	8.52%	1,515,427.00
22 - Fleet Maintenance	243,871.42	255,930.78	(12,059.36)	-4.94%	1,973,071.36	2,114,604.68	(141,533.32)	-7.17%	2,869,576.00
31 - Facility Maintenance MSC	1,833.00	0.00	1,833.00	100.00%	14,664.00	6,839.42	7,824.58	53.36%	22,000.00
32 - Facility Maintenance Leadville	3,392.47	365.84	3,026.63	89.22%	27,139.76	11,423.74	15,716.02	57.91%	40,720.00
33 - Facility Maintenance Avon	22,030.84	31,452.80	(9,421.96)	-42.77%	176,246.72	212,400.05	(36,153.33)	-20.51%	264,476.00
41 - Facility Maintenance Stops	22,254.25	42,667.14	(20,412.89)	-91.73%	181,784.00	159,039.69	22,744.31	12.51%	272,078.00
50 - General & Administration	378,055.32	353,663.33	24,391.99	6.45%	2,920,307.56	2,774,738.70	145,568.86	4.98%	4,562,982.00
51 - Finance	209,634.89	221,971.76	(12,336.87)	-5.88%	1,737,579.12	1,649,903.04	87,676.08	5.05%	2,576,934.00
52 - IT	59,258.13	51,674.95	7,583.18	12.80%	510,465.04	494,925.12	15,539.92	3.04%	743,047.00
53 - Planning	27,734.62	80,799.68	(53,065.06)	-191.33%	766,876.96	575,489.57	191,387.39	24.96%	860,908.00
54 - Marketing & Customer Service	32,325.78	32,724.89	(399.11)	-1.23%	342,104.24	278,606.82	63,497.42	18.56%	513,798.00
Total Expense:	1,787,669.96	1,868,879.01	(81,209.05)	-4.54%	16,853,195.05	16,682,755.12	170,439.93	1.01%	25,342,266.00
Total Fund: 01 - General Fund:	1,787,669.96	1,868,879.01	(81,209.05)	-4.54%	16,853,195.05	16,682,755.12	170,439.93	1.01%	25,342,266.00
Report Total:	1,787,669.96	1,868,879.01	(81,209.05)	-4.54%	16,853,195.05	16,682,755.12	170,439.93	1.01%	25,342,266.00



My Monthly Budget Report

Account Summary

For Fiscal: FY25 Period Ending: 08/31/2025

		August Budget	August Activity	Variance Favorable (Unfavorable)	Percent Remaining	YTD Budget	YTD Activity	Variance Favorable (Unfavorable)	Percent Remaining	Total Budget
Fund: 01 - General Fund										
Revenue										
Department: 10 - Admin of Vehicle Operations										
01-10-401010-1000	Farebox Revenue	8,000.00	0.00	(8,000.00)	-100.00%	72,500.00	22,970.04	(49,529.96)	-68.32%	108,000.00
01-10-401010-1100	Employer Bulk Pass Sales	3,000.00	1,625.00	(1,375.00)	-45.83%	24,000.00	20,972.00	(3,028.00)	-12.62%	36,000.00
01-10-401010-1200	Direct Pass Sales Revenue	800.00	4,597.00	3,797.00	474.63%	6,400.00	8,570.15	2,170.15	33.91%	9,600.00
01-10-401010-1400	Mobile Fare Sales	7,000.00	12,617.21	5,617.21	80.25%	65,000.00	101,514.25	36,514.25	56.18%	96,000.00
01-10-407010-1175	On Board Bus Advertising	833.00	2,998.80	2,165.80	260.00%	6,664.00	9,724.52	3,060.52	45.93%	10,000.00
01-10-407040-1000	Interest Revenue	92,256.06	114,886.40	22,630.34	24.53%	360,061.42	775,833.93	415,772.51	115.47%	650,000.00
01-10-407090-0000	Miscellaneous Revenue	0.00	1,447.00	1,447.00	0.00%	0.00	10,133.93	10,133.93	0.00%	0.00
01-10-407990-0000	Rent Income	0.00	1,200.00	1,200.00	0.00%	0.00	5,400.00	5,400.00	0.00%	0.00
01-10-408020-0100	Core Sales Tax Revenue	1,100,000.00	1,142,478.98	42,478.98	3.86%	9,305,000.00	9,544,482.61	239,482.61	2.57%	12,600,000.00
01-10-408020-0200	Core DMV Sales Tax Revenue	0.00	7,845.55	7,845.55	0.00%	0.00	55,976.35	55,976.35	0.00%	0.00
01-10-409010-0200	ECO Sales Tax Revenue	905,000.00	1,049,898.51	144,898.51	16.01%	8,155,000.00	9,007,711.43	852,711.43	10.46%	11,748,000.00
01-10-413990-1030	SEC 5304 Operating Revenue	0.00	0.00	0.00	0.00%	32,000.00	0.00	(32,000.00)	-100.00%	32,000.00
01-10-413990-1200	SEC 5311 Operating Revenue	0.00	0.00	0.00	0.00%	446,416.00	446,416.00	0.00	0.00%	446,416.00
01-10-413990-1900	Other grants revenue	0.00	0.00	0.00	0.00%	0.00	58,990.26	58,990.26	0.00%	0.00
01-10-414040-0001	Service Agreement Revenue - MIRA	9,166.66	7,906.00	(1,260.66)	-13.75%	73,333.28	66,080.00	(7,253.28)	-9.89%	110,000.00
01-10-414040-0002	Service Agreement Revenue - HHS	8,100.00	8,100.00	0.00	0.00%	64,800.00	64,800.00	0.00	0.00%	97,200.00
Total Department: 10 - Admin of Vehicle Operations:		2,134,155.72	2,355,600.45	221,444.73	10.38%	18,611,174.70	20,199,575.47	1,588,400.77	8.53%	25,943,216.00
Total Revenue:		2,134,155.72	2,355,600.45	221,444.73	10.38%	18,611,174.70	20,199,575.47	1,588,400.77	8.53%	25,943,216.00
Expense										
Department: 00 - Assets										
01-00-516000-1000	Transfer toTransit Capital Fund	0.00	0.00	0.00	0.00%	1,500,000.00	1,500,000.00	0.00	0.00%	1,500,000.00
01-00-516000-2000	Transfer out to Air Fund	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%	1,200,000.00
01-00-516000-3000	Transfer out to Housing Fund	0.00	0.00	0.00	0.00%	320,000.00	320,000.00	0.00	0.00%	320,000.00
Total Department: 00 - Assets:		0.00	0.00	0.00	0.00%	1,820,000.00	1,820,000.00	0.00	0.00%	3,020,000.00
Department: 10 - Admin of Vehicle Operations										
01-10-501020-0500	AVO Admin Salaries	116,667.31	96,957.11	19,710.20	16.89%	933,338.48	758,418.45	174,920.03	18.74%	1,400,568.00
01-10-501020-1610	AVO Admin Salaries - OT	10,383.33	27,968.42	(17,585.09)	-169.36%	83,066.64	96,104.91	(13,038.27)	-15.70%	124,600.00
01-10-502010-0010	AVO Medicare Tax	1,842.91	2,080.48	(237.57)	-12.89%	14,743.28	13,847.85	895.43	6.07%	22,115.00
01-10-502010-0020	AVO Social Security Taxes	7,880.00	8,895.81	(1,015.81)	-12.89%	63,040.00	63,577.87	(537.87)	-0.85%	94,560.00
01-10-502020-2000	AVO Retirement	10,163.68	7,418.54	2,745.14	27.01%	81,309.44	55,706.35	25,603.09	31.49%	122,013.00
01-10-502070-0010	AVO Unemployment Taxes	0.00	2.86	(2.86)	0.00%	0.00	680.39	(680.39)	0.00%	0.00
01-10-502090-0000	AVO Sick Pay	0.00	2,432.33	(2,432.33)	0.00%	0.00	29,858.34	(29,858.34)	0.00%	0.00

My Monthly Budget Report

For Fiscal: FY25 Period Ending: 08/31/2025

		August Budget	August Activity	Variance Favorable (Unfavorable)	Percent Remaining	YTD Budget	YTD Activity	Variance Favorable (Unfavorable)	Percent Remaining	Total Budget
01-10-502100-0000	AVO Holiday Pay	0.00	3,236.84	(3,236.84)	0.00%	0.00	46,588.14	(46,588.14)	0.00%	0.00
01-10-502110-0000	AVO Vacation Pay	0.00	8,146.16	(8,146.16)	0.00%	0.00	44,816.75	(44,816.75)	0.00%	0.00
01-10-503030-0011	AVO Software/Network Fees	2,670.00	2,108.53	561.47	21.03%	21,360.00	21,275.04	84.96	0.40%	32,040.00
01-10-503030-0013	AVO Uniforms	1,125.00	1,342.96	(217.96)	-19.37%	9,000.00	36,509.21	(27,509.21)	-305.66%	13,500.00
01-10-503030-3250	AVO Consulting - ITS	13,333.00	18,921.75	(5,588.75)	-41.92%	106,664.00	116,303.25	(9,639.25)	-9.04%	159,996.00
01-10-503040-0000	AVO Temporary Help Services	0.00	0.00	0.00	0.00%	15,000.00	19,940.00	(4,940.00)	-32.93%	40,000.00
01-10-503990-0003	AVO Printing Expense	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%	300.00
01-10-504990-0001	AVO Office Supplies General	500.00	72.59	427.41	85.48%	5,000.00	3,109.50	1,890.50	37.81%	8,000.00
01-10-504990-0010	Computer Supplies	2,166.66	0.00	2,166.66	100.00%	17,333.28	4,468.10	12,865.18	74.22%	26,000.00
01-10-504990-0011	AVO Materials & Supplies	250.00	0.00	250.00	100.00%	2,000.00	7,120.90	(5,120.90)	-256.05%	3,000.00
01-10-509020-0000	AVO Travel - Meetings/Seminars	0.00	224.18	(224.18)	0.00%	5,250.00	10,963.33	(5,713.33)	-108.83%	5,250.00
01-10-509020-0001	AVO Training/Workshop	0.00	1,350.00	(1,350.00)	0.00%	0.00	17,449.94	(17,449.94)	0.00%	7,500.00
01-10-509020-1000	AVO Employee Meeting & Event Expense	625.00	2,005.16	(1,380.16)	-220.83%	5,000.00	8,503.95	(3,503.95)	-70.08%	7,500.00
01-10-509020-1001	AVO Staff Approved Donations	1,250.00	0.00	1,250.00	100.00%	10,000.00	1,049.90	8,950.10	89.50%	15,000.00
01-10-509020-1002	AVO Miscellaneous Employee Reimburs...	83.33	117.60	(34.27)	-41.13%	666.64	1,390.97	(724.33)	-108.65%	1,000.00
01-10-509080-1000	Processing Fees	0.00	682.98	(682.98)	0.00%	0.00	4,838.95	(4,838.95)	0.00%	0.00
01-10-509080-2000	Treasurer Fees	0.00	9,214.75	(9,214.75)	0.00%	0.00	78,589.67	(78,589.67)	0.00%	0.00
01-10-509990-0004	AVO Bus Rodeo Expenditures	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%	1,200.00
01-10-514000-1000	AVO Vehicle Operating Leases	15,000.00	0.00	15,000.00	100.00%	120,000.00	100,000.00	20,000.00	16.67%	180,000.00
Total Department: 10 - Admin of Vehicle Operations:		183,940.22	193,179.05	(9,238.83)	-5.02%	1,492,771.76	1,541,111.76	(48,340.00)	-3.24%	2,264,142.00
Department: 11 - Vehicle Ops										
01-11-501010-1020	VO Operator Wages OT	24,008.26	56,413.26	(32,405.00)	-134.97%	194,760.03	425,988.35	(231,228.32)	-118.72%	291,730.00
01-11-501020-1010	VO Operator Wages - FT	344,132.83	298,986.23	45,146.60	13.12%	2,791,680.70	2,421,369.07	370,311.63	13.26%	4,181,649.00
01-11-502010-0010	VO Medicare Tax	5,338.04	5,909.78	(571.74)	-10.71%	43,303.35	48,787.05	(5,483.70)	-12.66%	64,864.00
01-11-502010-0020	VO Social Security Taxes	22,824.75	25,269.50	(2,444.75)	-10.71%	185,159.33	208,606.91	(23,447.58)	-12.66%	277,350.00
01-11-502020-2000	VO Retirement	29,822.50	33,808.97	(3,986.47)	-13.37%	238,580.00	277,435.19	(38,855.19)	-16.29%	357,870.00
01-11-502070-0010	VO Unemployment Taxes	0.00	135.74	(135.74)	0.00%	0.00	3,465.26	(3,465.26)	0.00%	0.00
01-11-502070-0040	VO Holiday Pay	0.00	9,367.41	(9,367.41)	0.00%	0.00	145,979.16	(145,979.16)	0.00%	0.00
01-11-502090-0000	VO Sick Pay	0.00	9,246.60	(9,246.60)	0.00%	0.00	84,195.43	(84,195.43)	0.00%	0.00
01-11-502110-2010	VO Operator Vacation Pay	0.00	15,847.42	(15,847.42)	0.00%	0.00	121,412.51	(121,412.51)	0.00%	0.00
01-11-509020-1001	VO Miscellaneous Expense	0.00	49.00	(49.00)	0.00%	0.00	847.00	(847.00)	0.00%	0.00
01-11-509020-1002	VO Miscellaneous Employee Reimburs...	0.00	0.00	0.00	0.00%	0.00	396.86	(396.86)	0.00%	0.00
Total Department: 11 - Vehicle Ops:		426,126.38	455,033.91	(28,907.53)	-6.78%	3,453,483.41	3,738,482.79	(284,999.38)	-8.25%	5,173,463.00
Department: 12 - Admin of Paratransit										
01-12-503990-0001	APO Paratransit Contract Svs - Towing	166.66	0.00	166.66	100.00%	1,333.28	0.00	1,333.28	100.00%	2,000.00
01-12-503990-0006	APO Contract Services	667.00	0.00	667.00	100.00%	10,336.00	0.00	10,336.00	100.00%	13,000.00
01-12-504010-2001	APO Paratransit Fuel - Unleaded	505.00	0.00	505.00	100.00%	4,040.00	0.00	4,040.00	100.00%	6,060.00
01-12-504990-0006	APO Paratransit Repair Parts	400.00	0.00	400.00	100.00%	3,200.00	0.00	3,200.00	100.00%	4,800.00
Total Department: 12 - Admin of Paratransit:		1,738.66	0.00	1,738.66	100.00%	18,909.28	0.00	18,909.28	100.00%	25,860.00
Department: 13 - Paratransit Operations										
01-13-501010-1010	PVO Paratransit Operator Wages	19,613.75	12,305.14	7,308.61	37.26%	156,910.00	130,930.68	25,979.32	16.56%	235,365.00

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		August Budget	August Activity	Variance Favorable (Unfavorable)	Percent Remaining	YTD Budget	YTD Activity	Variance Favorable (Unfavorable)	Percent Remaining	Total Budget
01-13-501010-1020	PVO Paratransit Operator Wages - OT	2,174.04	548.06	1,625.98	74.79%	17,392.32	5,423.40	11,968.92	68.82%	26,099.00
01-13-502010-0010	PVO Medicare Tax	315.91	319.10	(3.19)	-1.01%	2,527.28	2,476.64	50.64	2.00%	3,791.00
01-13-502010-0020	PVO Social Security Taxes	1,350.91	1,364.37	(13.46)	-1.00%	10,807.28	10,589.73	217.55	2.01%	16,211.00
01-13-502020-2000	PVO Retirement	1,743.08	1,021.79	721.29	41.38%	13,944.64	6,442.67	7,501.97	53.80%	20,917.00
01-13-502070-0010	PVO Unemployment Taxes	0.00	0.00	0.00	0.00%	0.00	140.43	(140.43)	0.00%	0.00
01-13-502090-0000	PVO Sick Pay	0.00	4,769.87	(4,769.87)	0.00%	0.00	10,912.53	(10,912.53)	0.00%	0.00
01-13-502100-0000	PVO Operator Holiday Pay	0.00	463.36	(463.36)	0.00%	0.00	7,632.61	(7,632.61)	0.00%	0.00
01-13-502110-2010	PVO Vacation Pay	0.00	2,897.43	(2,897.43)	0.00%	0.00	9,460.12	(9,460.12)	0.00%	0.00
Total Department: 13 - Paratransit Operations:		25,197.69	23,689.12	1,508.57	5.99%	201,581.52	184,008.81	17,572.71	8.72%	302,383.00
Department: 14 - Safety and Training										
01-14-501020-0500	ST Admin Salaries	15,146.91	15,072.14	74.77	0.49%	121,175.28	103,064.75	18,110.53	14.95%	181,763.00
01-14-501020-1610	ST Staff OT	818.83	678.13	140.70	17.18%	6,550.64	4,945.94	1,604.70	24.50%	9,826.00
01-14-502010-0010	ST Medicare Tax	231.50	244.76	(13.26)	-5.73%	1,852.00	2,013.40	(161.40)	-8.71%	2,778.00
01-14-502010-0020	ST Social Security Taxes	989.83	1,046.55	(56.72)	-5.73%	7,918.64	7,312.79	605.85	7.65%	11,878.00
01-14-502020-2000	ST Retirement	1,277.25	1,131.66	145.59	11.40%	10,218.00	8,389.25	1,828.75	17.90%	15,327.00
01-14-502070-0010	ST Unemployment Taxes	0.00	0.00	0.00	0.00%	0.00	82.29	(82.29)	0.00%	0.00
01-14-502090-0000	ST Sick Pay	0.00	0.00	0.00	0.00%	0.00	1,196.67	(1,196.67)	0.00%	0.00
01-14-502100-0000	ST Holiday Pay	0.00	545.22	(545.22)	0.00%	0.00	3,835.72	(3,835.72)	0.00%	0.00
01-14-502110-0000	ST Vacation Pay	0.00	0.00	0.00	0.00%	0.00	6,171.81	(6,171.81)	0.00%	0.00
01-14-503030-0001	ST ID Badge Supplies	50.00	0.00	50.00	100.00%	300.00	0.00	300.00	100.00%	500.00
01-14-503030-0003	ST Medical - Exams and Testing	1,916.66	2,635.50	(718.84)	-37.50%	15,333.28	19,981.25	(4,647.97)	-30.31%	23,000.00
01-14-503030-0010	ST Contracted Services	0.00	1,975.00	(1,975.00)	0.00%	0.00	6,168.00	(6,168.00)	0.00%	12,000.00
01-14-503030-3250	ST Consulting	0.00	0.00	0.00	0.00%	3,000.00	0.00	3,000.00	100.00%	3,000.00
01-14-503070-0000	ST Security Services	625.00	0.00	625.00	100.00%	5,000.00	0.00	5,000.00	100.00%	7,500.00
01-14-503070-0001	ST Substance Abuse Program Audits	0.00	0.00	0.00	0.00%	2,000.00	0.00	2,000.00	100.00%	2,000.00
01-14-503070-0005	ST Camera Maintenance Agreement	1,600.00	0.00	1,600.00	100.00%	16,400.00	18,506.50	(2,106.50)	-12.84%	22,800.00
01-14-504990-0001	ST Office Supplies - General	83.30	1,358.77	(1,275.47)	-1,531.18%	666.40	6,486.68	(5,820.28)	-873.39%	1,000.00
01-14-504990-0009	ST Materials & Supplies	83.30	0.00	83.30	100.00%	666.40	110.43	555.97	83.43%	1,000.00
01-14-504990-0010	ST Training Supplies	112.45	0.00	112.45	100.00%	899.60	2,933.59	(2,033.99)	-226.10%	1,350.00
01-14-504990-1000	ST Emergency Preparedness Supplies	83.30	0.00	83.30	100.00%	666.40	1,099.92	(433.52)	-65.05%	1,000.00
01-14-509010-0000	ST Memberships & Subscriptions	83.30	0.00	83.30	100.00%	666.40	350.00	316.40	47.48%	1,000.00
01-14-509020-0000	ST Travel - Meetings/Seminars	145.77	601.79	(456.02)	-312.84%	1,166.16	747.69	418.47	35.88%	1,750.00
01-14-509020-0001	ST Training/Workshop	166.60	900.00	(733.40)	-440.22%	1,332.80	2,139.88	(807.08)	-60.56%	2,000.00
01-14-509020-1000	ST Employee Expenses	83.30	0.00	83.30	100.00%	666.40	0.00	666.40	100.00%	1,000.00
01-14-509990-0002	ST Miscellaneous Expense	499.80	0.00	499.80	100.00%	3,998.40	97.56	3,900.84	97.56%	6,000.00
01-14-509990-0004	ST Consulting General	499.80	0.00	499.80	100.00%	3,998.40	0.00	3,998.40	100.00%	6,000.00
Total Department: 14 - Safety and Training:		24,496.90	26,189.52	(1,692.62)	-6.91%	204,475.20	195,634.12	8,841.08	4.32%	314,472.00
Department: 21 - Admin of Fleet Maintenance										
01-21-501020-0500	AVMO Admin Salaries	8,131.74	7,658.26	473.48	5.82%	65,053.92	37,050.58	28,003.34	43.05%	97,620.00
01-21-502010-0010	AVMO Medicare Tax	117.86	121.17	(3.31)	-2.81%	942.88	992.23	(49.35)	-5.23%	1,415.00
01-21-502010-0020	AVMO Social Security Taxes	504.13	518.08	(13.95)	-2.77%	4,033.04	2,437.16	1,595.88	39.57%	6,052.00

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		August Budget	August Activity	Variance Favorable (Unfavorable)	Percent Remaining	YTD Budget	YTD Activity	Variance Favorable (Unfavorable)	Percent Remaining	Total Budget
01-21-502020-2000	AVMO Retirement	650.57	0.00	650.57	100.00%	5,204.56	761.35	4,443.21	85.37%	7,810.00
01-21-502070-0010	AVMO Unemployment Taxes	0.00	0.00	0.00	0.00%	0.00	45.62	(45.62)	0.00%	0.00
01-21-502100-0000	AVMO Holiday Pay	0.00	176.93	(176.93)	0.00%	0.00	927.85	(927.85)	0.00%	0.00
01-21-502110-0000	AVMO Vacation Pay	0.00	0.00	0.00	0.00%	0.00	5,631.85	(5,631.85)	0.00%	0.00
01-21-503040-0000	AVMO Temporary Help Services	6,240.00	0.00	6,240.00	100.00%	49,920.00	21,038.00	28,882.00	57.86%	74,880.00
01-21-503990-0007	AVMO Outside Repair - Support Vehicle	187.42	0.00	187.42	100.00%	1,499.36	0.00	1,499.36	100.00%	2,250.00
01-21-504010-0101	AVMO Lubricants - Oil	2,998.80	897.00	2,101.80	70.09%	23,990.40	21,595.10	2,395.30	9.98%	36,000.00
01-21-504010-2001	AVMO Fuel - Unleaded	1,799.28	6,273.59	(4,474.31)	-248.67%	14,394.24	59,791.85	(45,397.61)	-315.39%	21,600.00
01-21-504010-2002	AVMO Fuel - Diesel	104,958.00	83,891.21	21,066.79	20.07%	839,664.00	775,260.23	64,403.77	7.67%	1,260,000.00
01-21-504990-0001	AVMO Office Supplies - General	0.00	0.00	0.00	0.00%	2,500.00	14.99	2,485.01	99.40%	2,500.00
01-21-509020-0000	AVMO Travel - Meetings/Seminars	0.00	0.00	0.00	0.00%	3,000.00	0.00	3,000.00	100.00%	3,000.00
01-21-509020-1000	AVMO Employee Event Expenses	191.59	0.00	191.59	100.00%	1,532.72	0.00	1,532.72	100.00%	2,300.00
Total Department: 21 - Admin of Fleet Maintenance:		125,779.39	99,536.24	26,243.15	20.86%	1,011,735.12	925,546.81	86,188.31	8.52%	1,515,427.00
Department: 22 - Fleet Maintenance										
01-22-501020-1200	VMO Fleet Care Tech Salaries	14,615.83	14,782.32	(166.49)	-1.14%	116,926.64	96,299.22	20,627.42	17.64%	175,390.00
01-22-501020-1210	VMO Fleet Care Tech - OT	1,620.66	18.96	1,601.70	98.83%	12,965.28	6,501.04	6,464.24	49.86%	19,448.00
01-22-502010-0010	VMO Medicare Tax	235.41	225.02	10.39	4.41%	1,883.28	1,663.73	219.55	11.66%	2,825.00
01-22-502010-0020	VMO Social Security Taxes	1,006.66	962.21	44.45	4.42%	8,053.28	7,113.99	939.29	11.66%	12,080.00
01-22-502020-2000	VMO Retirement	1,298.91	760.86	538.05	41.42%	10,391.28	4,423.77	5,967.51	57.43%	15,587.00
01-22-502070-0010	VMO Unemployment Taxes	0.00	9.07	(9.07)	0.00%	0.00	144.64	(144.64)	0.00%	0.00
01-22-502090-0000	VMO Sick Pay	0.00	0.00	0.00	0.00%	0.00	1,826.48	(1,826.48)	0.00%	0.00
01-22-502100-0000	VMO Holiday Pay	0.00	434.96	(434.96)	0.00%	0.00	5,002.94	(5,002.94)	0.00%	0.00
01-22-502110-0000	VMO Vacation Pay	0.00	0.00	0.00	0.00%	0.00	4,158.65	(4,158.65)	0.00%	0.00
01-22-503030-0014	VMO Uniforms	0.00	0.00	0.00	0.00%	1,000.00	1,000.00	0.00	0.00%	1,000.00
01-22-503050-0001	VMO Fire Extinguishers	0.00	0.00	0.00	0.00%	12,000.00	329.99	11,670.01	97.25%	12,000.00
01-22-503050-0002	VMO Radio Maintenance	0.00	0.00	0.00	0.00%	20,500.00	0.00	20,500.00	100.00%	22,000.00
01-22-503050-0003	VMO Equipment Repairs - Shop Equipm...	0.00	0.00	0.00	0.00%	22,250.00	0.00	22,250.00	100.00%	23,000.00
01-22-503990-0004	VMO Contract Svc - Maint	201,333.33	232,133.53	(30,800.20)	-15.30%	1,610,666.64	1,949,678.38	(339,011.74)	-21.05%	2,416,000.00
01-22-503990-0006	VMO Contract Services - Towing	2,082.50	1,500.00	582.50	27.97%	16,660.00	23,200.00	(6,540.00)	-39.26%	25,000.00
01-22-504990-0015	VMO Cosmetic Maintenance Exterior	12,500.00	1,593.70	10,906.30	87.25%	50,000.00	1,742.41	48,257.59	96.52%	50,000.00
01-22-504990-0016	VMO Cleaning Supplies - Vehicles	1,199.52	3,510.15	(2,310.63)	-192.63%	9,596.16	9,217.84	378.32	3.94%	14,400.00
01-22-504990-0017	VMO Shop Supplies Misc	0.00	0.00	0.00	0.00%	5,000.00	1,333.14	3,666.86	73.34%	5,000.00
01-22-504990-0018	VMO Mechanic Tools/Shoes	0.00	0.00	0.00	0.00%	6,350.00	0.00	6,350.00	100.00%	6,350.00
01-22-504990-0019	VMO Small Tools & Equipment	124.95	0.00	124.95	100.00%	999.60	55.59	944.01	94.44%	1,500.00
01-22-504990-0020	VMO Decals - Fixed Route	0.00	0.00	0.00	0.00%	5,000.00	0.00	5,000.00	100.00%	5,000.00
01-22-504990-0021	VMO Repair Parts - Fixed Route	7,812.00	0.00	7,812.00	100.00%	62,496.00	744.95	61,751.05	98.81%	62,496.00
01-22-509990-0004	VMO Permits & Licenses	41.65	0.00	41.65	100.00%	333.20	167.92	165.28	49.60%	500.00
Total Department: 22 - Fleet Maintenance:		243,871.42	255,930.78	(12,059.36)	-4.94%	1,973,071.36	2,114,604.68	(141,533.32)	-7.17%	2,869,576.00
Department: 31 - Facility Maintenance MSC										
01-31-503050-0010	FAM-M Contract Svc - General	1,000.00	0.00	1,000.00	100.00%	8,000.00	6,839.42	1,160.58	14.51%	12,000.00

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01-31-504030-0100 FAM-M Plumbing Related Expenditures	833.00	0.00	833.00	100.00%	6,664.00	0.00	6,664.00	100.00%	10,000.00
Total Department: 31 - Facility Maintenance MSC:	1,833.00	0.00	1,833.00	100.00%	14,664.00	6,839.42	7,824.58	53.36%	22,000.00
Department: 32 - Facility Maintenance Leadville									
01-32-503050-0010 FAM-L Contract Svc - General	1,250.00	0.00	1,250.00	100.00%	10,000.00	9,139.03	860.97	8.61%	15,000.00
01-32-503060-0600 FAM-L Contract Services - A/C	1,499.40	0.00	1,499.40	100.00%	11,995.20	0.00	11,995.20	100.00%	18,000.00
01-32-504990-0031 FAM-L Cleaning Supplies - Leadville	83.30	0.00	83.30	100.00%	666.40	21.99	644.41	96.70%	1,000.00
01-32-505020-0001 FAM-L Utilities - Leadville	559.77	365.84	193.93	34.64%	4,478.16	2,262.72	2,215.44	49.47%	6,720.00
Total Department: 32 - Facility Maintenance Leadville:	3,392.47	365.84	3,026.63	89.22%	27,139.76	11,423.74	15,716.02	57.91%	40,720.00
Department: 33 - Facility Maintenance Avon									
01-33-503050-0010 FAM-A Contract Svc - General	11,846.25	21,636.80	(9,790.55)	-82.65%	94,770.00	140,659.50	(45,889.50)	-48.42%	142,212.00
01-33-504030-0200 FAM-A Electrical Related Expenditures	416.50	0.00	416.50	100.00%	3,332.00	3,028.55	303.45	9.11%	5,000.00
01-33-512060-0000 FAM-A Leases and Rentals-Oper Yards or..	9,768.09	9,816.00	(47.91)	-0.49%	78,144.72	68,712.00	9,432.72	12.07%	117,264.00
Total Department: 33 - Facility Maintenance Avon:	22,030.84	31,452.80	(9,421.96)	-42.77%	176,246.72	212,400.05	(36,153.33)	-20.51%	264,476.00
Department: 41 - Facility Maintenance Stops									
01-41-501020-0500 MPS Admin Salaries	6,900.00	4,503.20	2,396.80	34.74%	55,200.00	17,964.02	37,235.98	67.46%	82,800.00
01-41-501020-1610 MPS Admin - OT	0.00	52.24	(52.24)	0.00%	0.00	57.38	(57.38)	0.00%	0.00
01-41-502010-0010 MPS Medicare Tax	100.04	66.42	33.62	33.61%	800.32	252.13	548.19	68.50%	1,201.00
01-41-502010-0020 Social Security Taxes	427.66	283.99	143.67	33.59%	3,421.28	1,078.08	2,343.20	68.49%	5,134.00
01-41-502020-2000 MPS Retirement	551.77	230.89	320.88	58.15%	4,414.16	883.16	3,531.00	79.99%	6,624.00
01-41-502070-0010 MPS unemployment	0.00	9.16	(9.16)	0.00%	0.00	9.56	(9.56)	0.00%	0.00
01-41-502100-0000 MPS - Holiday pay	0.00	136.00	(136.00)	0.00%	0.00	136.00	(136.00)	0.00%	0.00
01-41-503050-0010 MPS Contract Svc - General	9,776.58	37,075.00	(27,298.42)	-279.22%	78,212.64	137,512.86	(59,300.22)	-75.82%	117,319.00
01-41-503060-0250 MPS Equipment Rental	0.00	0.00	0.00	0.00%	3,750.00	0.00	3,750.00	100.00%	5,000.00
01-41-504010-1000 MPS Supplies & Materials	416.50	291.19	125.31	30.09%	3,332.00	(1,186.84)	4,518.84	135.62%	5,000.00
01-41-504010-2001 MPS Fuel - Unleaded	999.60	0.00	999.60	100.00%	7,996.80	0.00	7,996.80	100.00%	12,000.00
01-41-504990-0029 MPS Bus Stop Supplies	2,915.50	19.05	2,896.45	99.35%	23,324.00	2,333.34	20,990.66	90.00%	35,000.00
01-41-505020-0001 MPS Utilites - Shelters	166.60	0.00	166.60	100.00%	1,332.80	0.00	1,332.80	100.00%	2,000.00
Total Department: 41 - Facility Maintenance Stops:	22,254.25	42,667.14	(20,412.89)	-91.73%	181,784.00	159,039.69	22,744.31	12.51%	272,078.00
Department: 50 - General & Administration									
01-50-501020-0500 ADMIN Admin Salaries	85,094.61	76,221.85	8,872.76	10.43%	680,756.88	598,825.09	81,931.79	12.04%	1,021,544.00
01-50-501020-1610 ADMIN Salaries - OT	0.00	53.79	(53.79)	0.00%	0.00	791.32	(791.32)	0.00%	0.00
01-50-502010-0010 ADMIN Medicare Tax	1,234.33	1,337.35	(103.02)	-8.35%	9,874.64	10,456.43	(581.79)	-5.89%	14,812.00
01-50-502010-0020 ADMIN Social Security Taxes	5,278.00	5,718.25	(440.25)	-8.34%	42,224.00	44,710.00	(2,486.00)	-5.89%	63,336.00
01-50-502020-2000 ADMIN Retirement	6,810.33	7,890.20	(1,079.87)	-15.86%	54,482.64	63,182.73	(8,700.09)	-15.97%	81,724.00
01-50-502070-0010 ADMIN Unemployment Taxes	0.00	0.00	0.00	0.00%	0.00	342.63	(342.63)	0.00%	0.00
01-50-502090-0000 ADMIN Sick Pay	0.00	594.07	(594.07)	0.00%	0.00	7,930.51	(7,930.51)	0.00%	0.00
01-50-502100-0000 ADMIN Holiday Pay	0.00	2,323.03	(2,323.03)	0.00%	0.00	25,121.49	(25,121.49)	0.00%	0.00
01-50-502110-0000 ADMIN Vacation Pay	0.00	7,419.29	(7,419.29)	0.00%	0.00	50,100.50	(50,100.50)	0.00%	0.00
01-50-503020-0000 ADMIN Public Notices	41.66	0.00	41.66	100.00%	333.28	52.16	281.12	84.35%	500.00
01-50-503030-0001 ADMIN Benefit Management Expenses	4,081.70	2,600.00	1,481.70	36.30%	32,653.60	20,620.00	12,033.60	36.85%	49,000.00
01-50-503030-0002 ADMIN Legal Svcs - Labor Counsel	1,209.93	4,809.50	(3,599.57)	-297.50%	9,679.44	83,650.22	(73,970.78)	-764.21%	14,525.00

My Monthly Budget Report

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		August Budget	August Activity	Variance Favorable (Unfavorable)	Percent Remaining	YTD Budget	YTD Activity	Variance Favorable (Unfavorable)	Percent Remaining	Total Budget
01-50-503030-0005	ADMIN Legal Svcs - General	9,662.80	5,503.00	4,159.80	43.05%	77,302.40	36,116.00	41,186.40	53.28%	116,000.00
01-50-503030-0006	ADMIN Legal Svcs - Special	937.50	0.00	937.50	100.00%	7,500.00	0.00	7,500.00	100.00%	11,250.00
01-50-503030-0013	Admin Uniform	0.00	0.00	0.00	0.00%	0.00	753.42	(753.42)	0.00%	0.00
01-50-503030-3250	ADMIN Consulting	200.00	13,290.00	(13,090.00)	-6,545.00%	30,200.00	41,686.47	(11,486.47)	-38.03%	31,000.00
01-50-503030-3290	ADMIN Payroll & HRIS fee	1,648.00	1,513.09	134.91	8.19%	13,184.00	13,186.91	(2.91)	-0.02%	19,776.00
01-50-504990-0001	ADMIN Office Supplies - General	2,865.52	2,146.04	719.48	25.11%	22,924.16	7,656.99	15,267.17	66.60%	34,400.00
01-50-504990-0002	ADMIN Office Supplies - Postage	129.03	66.68	62.35	48.32%	1,032.24	1,165.61	(133.37)	-12.92%	1,549.00
01-50-504990-0003	ADMIN Office Supplies - Copy Machine	608.09	0.00	608.09	100.00%	4,864.72	2,711.44	2,153.28	44.26%	7,300.00
01-50-508010-0000	ADMIN Purchased Transportation Servic...	140,000.00	133,932.23	6,067.77	4.33%	1,120,000.00	1,062,879.94	57,120.06	5.10%	1,680,000.00
01-50-509010-0000	ADMIN Memberships & Subscriptions	20,000.00	1,119.00	18,881.00	94.41%	54,065.00	67,850.93	(13,785.93)	-25.50%	54,065.00
01-50-509020-0000	ADMIN Travel - Meetings/Seminars	150.00	2,462.33	(2,312.33)	-1,541.55%	9,700.00	8,837.75	862.25	8.89%	14,800.00
01-50-509020-0001	ADMIN Training/Workshop	4,000.00	0.00	4,000.00	100.00%	7,200.00	1,455.00	5,745.00	79.79%	7,200.00
01-50-509020-0002	ADMIN Board Meeting Expense	1,037.08	303.97	733.11	70.69%	8,296.64	11,553.75	(3,257.11)	-39.26%	12,450.00
01-50-509020-0004	ADMIN Employee Development Program	875.00	3,000.00	(2,125.00)	-242.86%	13,500.00	11,604.00	1,896.00	14.04%	19,000.00
01-50-509020-1000	ADMIN Employee Event Expenses	0.00	860.89	(860.89)	0.00%	7,750.00	9,348.45	(1,598.45)	-20.63%	27,750.00
01-50-509020-1001	ADMIN Employee Wellness Plan Expense	3,000.00	0.00	3,000.00	100.00%	3,000.00	0.00	3,000.00	100.00%	36,000.00
01-50-509080-0000	ADMIN Recruiting Employees	3,456.66	11,704.64	(8,247.98)	-238.61%	27,653.28	44,577.00	(16,923.72)	-61.20%	41,480.00
01-50-509080-0100	ADMIN Employee Recognition	2,400.00	40.94	2,359.06	98.29%	15,450.00	11,554.12	3,895.88	25.22%	203,500.00
01-50-512120-0000	ADMIN Leases and Rentals	83,335.08	68,753.19	14,581.89	17.50%	666,680.64	536,017.84	130,662.80	19.60%	1,000,021.00
Total Department: 50 - General & Administration:		378,055.32	353,663.33	24,391.99	6.45%	2,920,307.56	2,774,738.70	145,568.86	4.98%	4,562,982.00
Department: 51 - Finance										
01-51-501020-0500	ACCT-RM Admin Salaries	21,316.30	19,016.33	2,299.97	10.79%	170,530.40	110,362.16	60,168.24	35.28%	255,898.00
01-51-502010-0010	ACCT-RM Medicare Tax	309.12	304.08	5.04	1.63%	2,472.96	1,811.13	661.83	26.76%	3,711.00
01-51-502010-0020	ACCT-RM Social Security Taxes	1,321.63	1,300.18	21.45	1.62%	10,573.04	7,744.09	2,828.95	26.76%	15,866.00
01-51-502020-2000	ACCT-RM Retirement	1,705.31	2,024.48	(319.17)	-18.72%	13,642.48	11,996.10	1,646.38	12.07%	20,472.00
01-51-502070-0010	ACCT-RM Unemployment Taxes	1,832.60	0.00	1,832.60	100.00%	14,660.80	4,134.48	10,526.32	71.80%	22,000.00
01-51-502090-0000	ACCT RM - Sick Pay	0.00	154.26	(154.26)	0.00%	0.00	1,911.33	(1,911.33)	0.00%	0.00
01-51-502100-0000	ACCT RM - Holiday Pay	0.00	457.14	(457.14)	0.00%	0.00	3,350.38	(3,350.38)	0.00%	0.00
01-51-502110-0000	ACCT RM - Vacation Pay	0.00	617.02	(617.02)	0.00%	0.00	6,060.05	(6,060.05)	0.00%	0.00
01-51-503020-0000	ACCT-RM Public Notices	41.65	0.00	41.65	100.00%	333.20	0.00	333.20	100.00%	500.00
01-51-503030-0009	ACCT-RM Contracted Services	0.00	0.00	0.00	0.00%	30,000.00	69,017.39	(39,017.39)	-130.06%	30,000.00
01-51-503030-0015	ACCT-RM Audit Services	0.00	2,000.00	(2,000.00)	0.00%	30,500.00	28,885.00	1,615.00	5.30%	30,500.00
01-51-503030-3250	ACCT-RM Consulting	3,750.00	0.00	3,750.00	100.00%	30,000.00	21,871.25	8,128.75	27.10%	45,000.00
01-51-506030-0000	ACCT-RM Insurance - General & Auto Li...	32,950.25	31,968.08	982.17	2.98%	263,602.00	260,684.00	2,918.00	1.11%	395,403.00
01-51-506040-0000	ACCT-RM Insurance - Deductible	4,165.00	0.00	4,165.00	100.00%	33,320.00	0.00	33,320.00	100.00%	50,000.00
01-51-506040-1000	ACCT-RM Insurance - WC	19,325.26	18,706.00	619.26	3.20%	154,602.08	111,223.00	43,379.08	28.06%	231,996.00
01-51-506080-0000	ACCT-RM Insurance - CEBT	119,482.18	131,210.24	(11,728.06)	-9.82%	955,857.44	993,296.04	(37,438.60)	-3.92%	1,434,360.00
01-51-509010-0000	ACCT-RM Memberships & Subscriptions	3,269.16	14,069.00	(10,799.84)	-330.36%	26,153.28	14,229.00	11,924.28	45.59%	39,230.00
01-51-509020-0000	ACCT-RM - Meetings/Training	166.43	105.51	60.92	36.60%	1,331.44	155.83	1,175.61	88.30%	1,998.00
01-51-509020-0002	ACCT RM - Mileage Reimbursement	0.00	0.00	0.00	0.00%	0.00	2,065.16	(2,065.16)	0.00%	0.00

My Monthly Budget Report

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		August Budget	August Activity	Variance Favorable (Unfavorable)	Percent Remaining	YTD Budget	YTD Activity	Variance Favorable (Unfavorable)	Percent Remaining	Total Budget
01-51-509080-1000	ACCT RM - Bank Fees	0.00	39.44	(39.44)	0.00%	0.00	1,106.65	(1,106.65)	0.00%	0.00
	Total Department: 51 - Finance:	209,634.89	221,971.76	(12,336.87)	-5.88%	1,737,579.12	1,649,903.04	87,676.08	5.05%	2,576,934.00
Department: 52 - IT										
01-52-501020-0500	IT Admin Salaries	26,688.40	24,172.33	2,516.07	9.43%	213,507.20	186,400.97	27,106.23	12.70%	320,389.00
01-52-501020-1610	IT - Salaries OT	0.00	512.37	(512.37)	0.00%	0.00	6,881.37	(6,881.37)	0.00%	0.00
01-52-502010-0010	IT Medicare Tax	387.01	404.21	(17.20)	-4.44%	3,096.08	3,216.87	(120.79)	-3.90%	4,646.00
01-52-502010-0020	IT Social Security Taxes	1,654.67	1,728.33	(73.66)	-4.45%	13,237.36	13,755.23	(517.87)	-3.91%	19,864.00
01-52-502020-2000	IT Retirement	2,135.06	2,393.88	(258.82)	-12.12%	17,080.48	18,893.74	(1,813.26)	-10.62%	25,631.00
01-52-502070-0010	IT Unemployment Taxes	0.00	0.00	0.00	0.00%	0.00	134.69	(134.69)	0.00%	0.00
01-52-502090-0000	IT Sick Pay	0.00	194.91	(194.91)	0.00%	0.00	6,068.43	(6,068.43)	0.00%	0.00
01-52-502100-0000	IT Holiday Pay	0.00	1,088.05	(1,088.05)	0.00%	0.00	8,545.59	(8,545.59)	0.00%	0.00
01-52-502110-0000	IT Vacation Pay	0.00	963.12	(963.12)	0.00%	0.00	7,137.04	(7,137.04)	0.00%	0.00
01-52-503020-0006	IT Communications	4,500.00	5,015.07	(515.07)	-11.45%	65,000.00	34,933.85	30,066.15	46.26%	83,000.00
01-52-503030-0009	IT Contracted Services	17,000.00	12,042.40	4,957.60	29.16%	117,500.00	100,779.83	16,720.17	14.23%	167,500.00
01-52-503030-0011	IT Computer/Networks Software Agmt	4,416.66	623.94	3,792.72	85.87%	35,333.28	85,786.38	(50,453.10)	-142.79%	53,000.00
01-52-503030-3250	IT Consulting	0.00	0.00	0.00	0.00%	6,000.00	3,380.66	2,619.34	43.66%	12,000.00
01-52-503050-0000	IT Office Equipment Maintenance	166.60	175.36	(8.76)	-5.26%	1,332.80	1,182.78	150.02	11.26%	2,000.00
01-52-504990-0010	IT Computer Supplies	1,000.00	263.16	736.84	73.68%	21,500.00	7,662.61	13,837.39	64.36%	28,000.00
01-52-506080-0000	IT - Cyber Insurance	1,259.75	1,097.27	162.48	12.90%	10,078.00	8,772.57	1,305.43	12.95%	15,117.00
01-52-509020-0000	IT Travel - Meetings/Seminars	49.98	1,000.55	(950.57)	-1,901.90%	399.84	1,000.55	(600.71)	-150.24%	600.00
01-52-509020-0001	IT Training/Workshop	0.00	0.00	0.00	0.00%	6,400.00	391.96	6,008.04	93.88%	11,300.00
	Total Department: 52 - IT:	59,258.13	51,674.95	7,583.18	12.80%	510,465.04	494,925.12	15,539.92	3.04%	743,047.00
Department: 53 - Planning										
01-53-501020-0500	PL Admin Salaries	16,559.79	16,495.31	64.48	0.39%	132,478.32	114,042.98	18,435.34	13.92%	198,797.00
01-53-502010-0010	PL Medicare Tax	240.15	606.35	(366.20)	-152.49%	1,921.20	3,242.45	(1,321.25)	-68.77%	2,883.00
01-53-502010-0020	PL Social Security Taxes	1,026.67	2,592.69	(1,566.02)	-152.53%	8,213.36	13,864.06	(5,650.70)	-68.80%	12,325.00
01-53-502020-2000	PL Retirement	1,324.80	1,231.13	93.67	7.07%	10,598.40	8,195.34	2,403.06	22.67%	15,904.00
01-53-502070-0010	PL Unemployment Taxes	0.00	14.64	(14.64)	0.00%	0.00	177.29	(177.29)	0.00%	0.00
01-53-502100-0000	PL Holiday Pay	0.00	391.58	(391.58)	0.00%	0.00	2,741.70	(2,741.70)	0.00%	0.00
01-53-502110-0000	PL Vacation Pay	0.00	454.30	(454.30)	0.00%	0.00	4,374.29	(4,374.29)	0.00%	0.00
01-53-503030-3250	PL Consulting	7,500.00	57,999.72	(50,499.72)	-673.33%	610,000.00	427,837.50	182,162.50	29.86%	625,000.00
01-53-509020-0000	PL Travel - Meetings/Seminars	83.21	1,013.96	(930.75)	-1,118.56%	665.68	1,013.96	(348.28)	-52.32%	999.00
01-53-509020-0001	PL Training/Workshop	1,000.00	0.00	1,000.00	100.00%	3,000.00	0.00	3,000.00	100.00%	5,000.00
	Total Department: 53 - Planning:	27,734.62	80,799.68	(53,065.06)	-191.33%	766,876.96	575,489.57	191,387.39	24.96%	860,908.00
Department: 54 - Marketing & Customer Service										
01-54-501020-0500	MCS Admin Salaries	25,371.01	17,667.94	7,703.07	30.36%	202,968.08	159,525.73	43,442.35	21.40%	304,574.00
01-54-501020-1610	MCS Salaries - OT	0.00	1,517.99	(1,517.99)	0.00%	0.00	4,142.66	(4,142.66)	0.00%	0.00
01-54-502010-0010	MCS Medicare Tax	367.85	0.00	367.85	100.00%	2,942.80	1,276.82	1,665.98	56.61%	4,416.00
01-54-502010-0020	MCS Social Security Taxes	1,573.03	0.00	1,573.03	100.00%	12,584.24	5,459.39	7,124.85	56.62%	18,884.00
01-54-502020-2000	MCS Retirement	2,029.68	1,772.44	257.24	12.67%	16,237.44	14,694.79	1,542.65	9.50%	24,366.00
01-54-502070-0010	MCS Unemployment Taxes	0.00	0.00	0.00	0.00%	0.00	149.08	(149.08)	0.00%	0.00

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		August Budget	August Activity	Variance Favorable (Unfavorable)	Percent Remaining	YTD Budget	YTD Activity	Variance Favorable (Unfavorable)	Percent Remaining	Total Budget
01-54-502090-0000	MCS Sick Pay	0.00	(171.43)	171.43	0.00%	0.00	2,182.23	(2,182.23)	0.00%	0.00
01-54-502100-0000	MCS Holiday Pay	0.00	702.70	(702.70)	0.00%	0.00	8,124.55	(8,124.55)	0.00%	0.00
01-54-502110-0000	MCS Vacation Pay	0.00	4,029.76	(4,029.76)	0.00%	0.00	11,853.40	(11,853.40)	0.00%	0.00
01-54-503030-3240	MCS Contracted Services	750.00	4,657.50	(3,907.50)	-521.00%	44,600.00	40,685.43	3,914.57	8.78%	50,100.00
01-54-503030-3260	MCS Advertising	1,546.00	394.84	1,151.16	74.46%	23,316.00	4,844.99	18,471.01	79.22%	41,248.00
01-54-503030-3270	MCS Events Expenses	0.00	1,187.54	(1,187.54)	0.00%	3,800.00	13,223.66	(9,423.66)	-247.99%	6,000.00
01-54-503990-0003	MCS Printing Expense	200.00	85.75	114.25	57.13%	20,750.00	3,496.54	17,253.46	83.15%	39,350.00
01-54-504990-0002	MCS Office Supplies	200.00	157.75	42.25	21.13%	8,600.00	4,279.40	4,320.60	50.24%	16,400.00
01-54-509010-0000	MCS Memberships & Subscriptions	104.95	682.00	(577.05)	-549.83%	839.60	2,105.00	(1,265.40)	-150.71%	1,260.00
01-54-509020-0000	MCS Travel - Meetings/Seminars	0.00	40.11	(40.11)	0.00%	4,000.00	1,850.90	2,149.10	53.73%	5,000.00
01-54-509020-0001	MCS - Training Workshop	183.26	0.00	183.26	100.00%	1,466.08	712.25	753.83	51.42%	2,200.00
Total Department: 54 - Marketing & Customer Service:		32,325.78	32,724.89	(399.11)	-1.23%	342,104.24	278,606.82	63,497.42	18.56%	513,798.00
Total Expense:		1,787,669.96	1,868,879.01	(81,209.05)	-4.54%	16,853,195.05	16,682,755.12	170,439.93	1.01%	25,342,266.00
Total Revenues		2,134,155.72	2,355,600.45	221,444.73	10.38%	18,611,174.70	20,199,575.47	1,588,400.77	8.53%	25,943,216.00
Total Fund: 01 - General Fund:		346,485.76	486,721.44	140,235.68		1,757,979.65	3,516,820.35	1,758,840.70		600,950.00
Fund: 02 - Capital Fund										
Revenue										
Department: 00 - Assets										
02-00-408020-0100	Transfer from General Fund	0.00	0.00	0.00	0.00%	1,500,000.00	1,500,000.00	0.00	0.00%	1,500,000.00
Total Department: 00 - Assets:		0.00	0.00	0.00	0.00%	1,500,000.00	1,500,000.00	0.00	0.00%	1,500,000.00
Department: 09 - Revenue										
02-09-407040-1000	Interest allocation in capital fund	0.00	0.00	0.00	0.00%	0.00	234,629.90	234,629.90	0.00%	0.00
02-09-407990-1000	Gain/Loss on sale of assets	0.00	200.00	200.00	0.00%	0.00	37,271.00	37,271.00	0.00%	0.00
Total Department: 09 - Revenue:		0.00	200.00	200.00	0.00%	0.00	271,900.90	271,900.90	0.00%	0.00
Department: 60 - Vehicles										
02-60-413990-2036	FTA 5339 Capital revenue	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%	494,000.00
Total Department: 60 - Vehicles:		0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%	494,000.00
Department: 61 - Facilities										
02-61-409010-0200	ECO Transit Reserve Transfers	0.00	0.00	0.00	0.00%	0.00	10,084,890.01	10,084,890.01	0.00%	0.00
Total Department: 61 - Facilities:		0.00	0.00	0.00	0.00%	0.00	10,084,890.01	10,084,890.01	0.00%	0.00
Total Revenue:		0.00	200.00	200.00	0.00%	1,500,000.00	11,856,790.91	10,356,790.91	690.45%	1,994,000.00
Expense										
Department: 60 - Vehicles										
02-60-522000-0000	Capital Outlay - Revenue Vehicles	0.00	0.00	0.00	0.00%	4,975,605.00	5,036,283.62	(60,678.62)	-1.22%	5,658,605.00
02-60-522000-0001	Capital Outlay - Service Vehicles	0.00	0.00	0.00	0.00%	150,000.00	197,524.79	(47,524.79)	-31.68%	150,000.00
02-60-522000-0002	Capital Outlay - Refurbished Revenue V...	0.00	0.00	0.00	0.00%	1,350,000.00	447,209.60	902,790.40	66.87%	1,350,000.00
Total Department: 60 - Vehicles:		0.00	0.00	0.00	0.00%	6,475,605.00	5,681,018.01	794,586.99	12.27%	7,158,605.00
Department: 62 - Equipment										
02-62-522000-0009	Capital Outlay - Communication/Inform...	11,245.50	0.00	11,245.50	100.00%	89,964.00	0.00	89,964.00	100.00%	135,000.00

My Monthly Budget Report

For Fiscal: FY25 Period Ending: 08/31/2025

		August Budget	August Activity	Variance Favorable (Unfavorable)	Percent Remaining	YTD Budget	YTD Activity	Variance Favorable (Unfavorable)	Percent Remaining	Total Budget
02-62-522000-0010	Capital Outlay- Other Capital Investment	1,666.00	0.00	1,666.00	100.00%	13,328.00	44,274.98	(30,946.98)	-232.20%	20,000.00
	Total Department: 62 - Equipment:	12,911.50	0.00	12,911.50	100.00%	103,292.00	44,274.98	59,017.02	57.14%	155,000.00
	Total Expense:	12,911.50	0.00	12,911.50	100.00%	6,578,897.00	5,725,292.99	853,604.01	12.97%	7,313,605.00
	Total Revenues	0.00	200.00	200.00	0.00%	1,500,000.00	11,856,790.91	10,356,790.91	690.45%	1,994,000.00
	Total Fund: 02 - Capital Fund:	(12,911.50)	200.00	13,111.50		(5,078,897.00)	6,131,497.92	11,210,394.92		(5,319,605.00)
Fund: 03 - Air Fund										
Revenue										
Department: 70 - Airport Transfers										
03-70-408020-0100	Transfer From General Fund	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%	1,200,000.00
	Total Department: 70 - Airport Transfers:	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%	1,200,000.00
	Total Revenue:	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%	1,200,000.00
Expense										
Department: 70 - Airport Transfers										
03-70-508010-0000	Minimum Revenue Guarantees	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%	1,200,000.00
	Total Department: 70 - Airport Transfers:	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%	1,200,000.00
	Total Expense:	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%	1,200,000.00
	Total Revenues	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%	1,200,000.00
	Total Fund: 03 - Air Fund:	0.00	0.00	0.00		0.00	0.00	0.00		0.00
Fund: 04 - Housing Fund										
Revenue										
Department: 00 - Assets										
04-00-408020-0100	Transfer from General Fund	0.00	0.00	0.00	0.00%	320,000.00	320,000.00	0.00	0.00%	320,000.00
	Total Department: 00 - Assets:	0.00	0.00	0.00	0.00%	320,000.00	320,000.00	0.00	0.00%	320,000.00
Department: 80 - Admin of Housing Programs										
04-80-407990-2000	Rent - Leased Properties	0.00	3,496.71	3,496.71	0.00%	0.00	4,895.40	4,895.40	0.00%	0.00
	Total Department: 80 - Admin of Housing Programs:	0.00	3,496.71	3,496.71	0.00%	0.00	4,895.40	4,895.40	0.00%	0.00
Department: 81 - Quail Run 1										
04-81-407990-2000	Quail run 106-4 &107-2 rent income	4,373.16	4,061.11	(312.05)	-7.14%	34,985.28	37,006.26	2,020.98	5.78%	52,499.00
	Total Department: 81 - Quail Run 1:	4,373.16	4,061.11	(312.05)	-7.14%	34,985.28	37,006.26	2,020.98	5.78%	52,499.00
Department: 91 - Housing Ops LCV										
04-91-407990-2000	LCV - rent income	5,685.72	3,270.00	(2,415.72)	-42.49%	45,485.76	49,443.84	3,958.08	8.70%	68,256.00
	Total Department: 91 - Housing Ops LCV:	5,685.72	3,270.00	(2,415.72)	-42.49%	45,485.76	49,443.84	3,958.08	8.70%	68,256.00
Department: 92 - Housing Ops Gypsum Apt										
04-92-407990-2000	KRC - rent income	1,439.42	1,450.00	10.58	0.74%	11,515.36	10,561.21	(954.15)	-8.29%	17,280.00
	Total Department: 92 - Housing Ops Gypsum Apt:	1,439.42	1,450.00	10.58	0.74%	11,515.36	10,561.21	(954.15)	-8.29%	17,280.00

My Monthly Budget Report

For Fiscal: FY25 Period Ending: 08/31/2025

	August Budget	August Activity	Variance Favorable (Unfavorable)	Percent Remaining	YTD Budget	YTD Activity	Variance Favorable (Unfavorable)	Percent Remaining	Total Budget
Department: 93 - Housing Ops All Other Locations									
04-93-407990-2000 Riverdance - rent expense	2,878.84	903.23	(1,975.61)	-68.63%	23,030.72	29,312.65	6,281.93	27.28%	34,560.00
Total Department: 93 - Housing Ops All Other Locations:	2,878.84	903.23	(1,975.61)	-68.63%	23,030.72	29,312.65	6,281.93	27.28%	34,560.00
Department: 94 - Broadway									
04-94-407990-2000 Broadway - rent income	2,339.06	1,046.77	(1,292.29)	-55.25%	18,712.48	15,384.78	(3,327.70)	-17.78%	28,080.00
Total Department: 94 - Broadway:	2,339.06	1,046.77	(1,292.29)	-55.25%	18,712.48	15,384.78	(3,327.70)	-17.78%	28,080.00
Department: 95 - Miller Road									
04-95-407990-2000 CMC - rent income	4,318.27	4,582.15	263.88	6.11%	34,546.16	37,679.24	3,133.08	9.07%	51,840.00
Total Department: 95 - Miller Road:	4,318.27	4,582.15	263.88	6.11%	34,546.16	37,679.24	3,133.08	9.07%	51,840.00
Department: 96 - Eby Creek									
04-96-407990-2000 Overlook @ Eby creek - rent income	4,318.27	3,389.70	(928.57)	-21.50%	34,546.16	39,134.23	4,588.07	13.28%	51,840.00
Total Department: 96 - Eby Creek:	4,318.27	3,389.70	(928.57)	-21.50%	34,546.16	39,134.23	4,588.07	13.28%	51,840.00
Department: 97 - Housing Operations The Pike									
04-97-407990-2000 The Pike - rent income	4,398.24	0.00	(4,398.24)	-100.00%	35,185.92	20,515.91	(14,670.01)	-41.69%	52,800.00
Total Department: 97 - Housing Operations The Pike:	4,398.24	0.00	(4,398.24)	-100.00%	35,185.92	20,515.91	(14,670.01)	-41.69%	52,800.00
Total Revenue:	29,750.98	22,199.67	(7,551.31)	-25.38%	558,007.84	563,933.52	5,925.68	1.06%	677,155.00
Expense									
Department: 80 - Admin of Housing Programs									
04-80-503030-3250 Housing Project _ Consulting Fee	0.00	0.00	0.00	0.00%	40,000.00	0.00	40,000.00	100.00%	40,000.00
04-80-503050-0010 Contract Services General	916.30	581.88	334.42	36.50%	7,330.40	2,911.88	4,418.52	60.28%	11,000.00
04-80-505020-0001 WIFI And Utilites	2,915.50	963.71	1,951.79	66.95%	23,324.00	8,606.93	14,717.07	63.10%	35,000.00
04-80-509900-0001 Employee housing onboarding expense	0.00	1,760.25	(1,760.25)	0.00%	0.00	1,760.25	(1,760.25)	0.00%	0.00
Total Department: 80 - Admin of Housing Programs:	3,831.80	3,305.84	525.96	13.73%	70,654.40	13,279.06	57,375.34	81.21%	86,000.00
Department: 81 - Quail Run 1									
04-81-504990-0011 Materials & Supplies	833.00	44.67	788.33	94.64%	6,664.00	6,347.74	316.26	4.75%	10,000.00
04-81-510125-0000 HOA Dues	599.76	720.00	(120.24)	-20.05%	4,798.08	5,760.00	(961.92)	-20.05%	7,200.00
Total Department: 81 - Quail Run 1:	1,432.76	764.67	668.09	46.63%	11,462.08	12,107.74	(645.66)	-5.63%	17,200.00
Department: 91 - Housing Ops LCV									
04-91-504990-0011 LCV - Materials & Supplies	108.29	150.35	(42.06)	-38.84%	866.32	470.35	395.97	45.71%	1,300.00
04-91-512130-0000 LCV - Rent Expense	6,637.17	7,440.96	(803.79)	-12.11%	53,097.36	57,340.98	(4,243.62)	-7.99%	79,678.00
Total Department: 91 - Housing Ops LCV:	6,745.46	7,591.31	(845.85)	-12.54%	53,963.68	57,811.33	(3,847.65)	-7.13%	80,978.00
Department: 92 - Housing Ops Gypsum Apt									
04-92-504990-0011 KRC - Materials & Supplies	108.33	0.00	108.33	100.00%	866.64	87.16	779.48	89.94%	1,300.00
04-92-512130-0000 KRC - rent expense	2,798.88	4,300.00	(1,501.12)	-53.63%	22,391.04	27,402.64	(5,011.60)	-22.38%	33,600.00
Total Department: 92 - Housing Ops Gypsum Apt:	2,907.21	4,300.00	(1,392.79)	-47.91%	23,257.68	27,489.80	(4,232.12)	-18.20%	34,900.00
Department: 93 - Housing Ops All Other Locations									
04-93-504990-0011 Riverdance - Materials & Supplies	108.29	0.00	108.29	100.00%	866.32	0.00	866.32	100.00%	1,300.00

My Monthly Budget Report

For Fiscal: FY25 Period Ending: 08/31/2025

	August Budget	August Activity	Variance Favorable (Unfavorable)	Percent Remaining	YTD Budget	YTD Activity	Variance Favorable (Unfavorable)	Percent Remaining	Total Budget
04-93-512130-0000 Riverdance - Rent Expense	4,506.19	4,800.00	(293.81)	-6.52%	36,049.52	54,210.00	(18,160.48)	-50.38%	54,096.00
Total Department: 93 - Housing Ops All Other Locations:	4,614.48	4,800.00	(185.52)	-4.02%	36,915.84	54,210.00	(17,294.16)	-46.85%	55,396.00
Department: 94 - Broadway									
04-94-504990-0011 Broadway - Materials & Supplies	108.29	501.60	(393.31)	-363.20%	866.32	501.60	364.72	42.10%	1,300.00
04-94-512130-0000 Broadway - rent expense	2,598.96	3,000.00	(401.04)	-15.43%	20,791.68	24,000.00	(3,208.32)	-15.43%	31,200.00
Total Department: 94 - Broadway:	2,707.25	3,501.60	(794.35)	-29.34%	21,658.00	24,501.60	(2,843.60)	-13.13%	32,500.00
Department: 95 - Miller Road									
04-95-504990-0011 CMC - Materials & Supplies	108.29	0.00	108.29	100.00%	866.32	0.00	866.32	100.00%	1,300.00
04-95-512130-0000 CMC - rent expense	9,944.02	10,611.89	(667.87)	-6.72%	79,552.16	81,047.89	(1,495.73)	-1.88%	119,376.00
Total Department: 95 - Miller Road:	10,052.31	10,611.89	(559.58)	-5.57%	80,418.48	81,047.89	(629.41)	-0.78%	120,676.00
Department: 96 - Eby Creek									
04-96-504990-0011 Overlook @ Eby creek - Materials & Sup...	108.29	1,456.50	(1,348.21)	-1,245.00%	866.32	1,616.50	(750.18)	-86.59%	1,300.00
04-96-512130-0000 Overlook @ Eby creek - rent expense	8,939.42	9,941.03	(1,001.61)	-11.20%	71,515.36	79,089.15	(7,573.79)	-10.59%	107,316.00
Total Department: 96 - Eby Creek:	9,047.71	11,397.53	(2,349.82)	-25.97%	72,381.68	80,705.65	(8,323.97)	-11.50%	108,616.00
Department: 97 - Housing Operations The Pike									
04-97-504990-0011 The Pike - Materials & Supplies	108.29	0.00	108.29	100.00%	866.32	0.00	866.32	100.00%	1,300.00
04-97-512130-0000 The Pike rent expense	8,636.54	2,491.50	6,145.04	71.15%	69,092.32	43,953.29	25,139.03	36.38%	103,680.00
Total Department: 97 - Housing Operations The Pike:	8,744.83	2,491.50	6,253.33	71.51%	69,958.64	43,953.29	26,005.35	37.17%	104,980.00
Total Expense:	50,083.81	48,764.34	1,319.47	2.63%	440,670.48	395,106.36	45,564.12	10.34%	641,246.00
Total Revenues	29,750.98	22,199.67	(7,551.31)	-25.38%	558,007.84	563,933.52	5,925.68	1.06%	677,155.00
Total Fund: 04 - Housing Fund:	(20,332.83)	(26,564.67)	(6,231.84)		117,337.36	168,827.16	51,489.80		35,909.00
Report Total:	313,241.43	460,356.77	147,115.34		(3,203,579.99)	9,817,145.43	13,020,725.42		(4,682,746.00)



Eagle Valley Transportation Authority, CO

My Check Report

By Check Number

Date Range: 08/01/2025 - 08/31/2025

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
Bank Code: 99 - First Bank AP-99 - First Bank Checking AP						
COLLETT	Collett Enterprises, Inc.	08/01/2025	Regular	0.00	1,650.50	10467
CSDPLP	Colorado Special Districts Property & Liability P	08/01/2025	Regular	0.00	492.00	10468
ECFM	Eagle County Facilities Management	08/01/2025	Regular	0.00	68,753.19	10469
EC Fleet	Eagle County Fleet Services	08/01/2025	Regular	0.00	164,691.29	10470
ECH&D	Eagle County Housing & Development	08/01/2025	Regular	0.00	9,948.00	10471
ECH&D	Eagle County Housing & Development	08/01/2025	Regular	0.00	3,000.00	10472
EVBH	Eagle Valley Mental Health	08/01/2025	Regular	0.00	1,545.50	10473
Fedex	FEDEX FREIGHT, INC	08/01/2025	Regular	0.00	2,961.21	10474
NAPA	Glenwood Spring Auto Parts Inc.	08/01/2025	Regular	0.00	839.80	10475
ACE	Gypsum Eagle Ace Hardware LLC	08/01/2025	Regular	0.00	30.13	10476
Love in Practice	Karah Maloley	08/01/2025	Regular	0.00	3,589.00	10477
LAKE CREEK	Lake Creek Village Apt	08/01/2025	Regular	0.00	7,440.96	10478
QUAIL RUN	Quail Run	08/01/2025	Regular	0.00	720.00	10479
RIVER DANCE	River Dance	08/01/2025	Regular	0.00	4,800.00	10480
SSI	Signature Signs, Inc.	08/01/2025	Regular	0.00	3,142.30	10481
SayNoMore	SNMP Inc	08/01/2025	Regular	0.00	8,945.15	10482
SP PLUS	SP Plus	08/01/2025	Regular	0.00	121,995.61	10483
AVON	Town of Avon	08/01/2025	Regular	0.00	41,603.17	10484
TRYBE	Trybe Property Management	08/01/2025	Regular	0.00	9,941.03	10485
UNIFIRST	UniFirst Corporation	08/01/2025	Regular	0.00	4,371.06	10486
Xcel	Xcel Energy	08/01/2025	Regular	0.00	70.94	10487
ARTHUR N GAUDET	Arthur N Gaudet & Associates Inc.	08/08/2025	Regular	0.00	12,000.00	10488
BLUE MONSTER	Blue Monster Service LLC	08/08/2025	Regular	0.00	850.00	10489
Chargepoint	ChargePoint, Inc	08/08/2025	Regular	0.00	3,028.55	10490
CLEVER	CLEVER DEVICES	08/08/2025	Regular	0.00	60,799.00	10491
CCFW&U	Collins Cole Flynn Winn & Ulmer	08/08/2025	Regular	0.00	41,230.97	10492
Doctors on Call	Guy J. Kovacevich, M.D, P.C.	08/08/2025	Regular	0.00	1,080.00	10493
ACE	Gypsum Eagle Ace Hardware LLC	08/08/2025	Regular	0.00	746.02	10494
KRC PROPERTIES	KRC Properties	08/08/2025	Regular	0.00	4,300.00	10495
PARKVILLE WD	Parkville Water District	08/08/2025	Regular	0.00	82.60	10496
RAE	RAE Security, Inc.	08/08/2025	Regular	0.00	1,789.29	10497
Shades Of Green	Scott A Green	08/08/2025	Regular	0.00	12,775.00	10498
PIKE	The Pike	08/08/2025	Regular	0.00	2,491.50	10499
AVON	Town of Avon	08/08/2025	Regular	0.00	35,078.90	10500
TYLER TECH	Tyler Technologies, Inc.	08/08/2025	Regular	0.00	362.50	10501
CGCS	Capitol Government Contract Specialists	08/15/2025	Regular	0.00	5,690.50	10502
COLLETT	Collett Enterprises, Inc.	08/15/2025	Regular	0.00	522.36	10503
EVBH	Eagle Valley Mental Health	08/15/2025	Regular	0.00	1,611.50	10504
FEHR & PEERS	Fehr & Peers	08/15/2025	Regular	0.00	109,455.76	10505
Gillig	GILLIG LLC	08/15/2025	Regular	0.00	5,036,283.62	10506
GRAVES	Graves Consulting, LLC	08/15/2025	Regular	0.00	6,045.00	10507
ACE	Gypsum Eagle Ace Hardware LLC	08/15/2025	Regular	0.00	310.88	10508
All Seasons Rental	JMRJ Tools & Equipment LLC	08/15/2025	Regular	0.00	916.44	10509
PSE	Personnel Safety Enterprises, Inc	08/15/2025	Regular	0.00	171.00	10510
SSI	Signature Signs, Inc.	08/15/2025	Regular	0.00	1,275.40	10511
APTA	American Public Transportation Association	08/22/2025	Regular	0.00	1,099.00	10512
COLLETT	Collett Enterprises, Inc.	08/22/2025	Regular	0.00	897.00	10513
CSDPLP	Colorado Special Districts Property & Liability P	08/22/2025	Regular	0.00	2,000.00	10514
Elite	Elite Asphalt Services LLC	08/22/2025	Regular	0.00	24,300.00	10515
Employers C	Employers Council	08/22/2025	Regular	0.00	1,000.00	10516
ISTONISH	Istonish, Inc.	08/22/2025	Regular	0.00	7,737.09	10517
PROCOM	Procom LLC	08/22/2025	Regular	0.00	1,170.50	10518
SSI	Signature Signs, Inc.	08/22/2025	Regular	0.00	318.30	10519
Transdev	Transdev Fleet Services, Inc	08/22/2025	Regular	0.00	142,947.72	10520

My Check Report
Date Range: 08/01/2025 - 08/31/2025

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
UNIFIRST	UniFirst Corporation	08/22/2025	Regular	0.00	3,312.01	10521
BLUE MONSTER	Blue Monster Service LLC	08/28/2025	Regular	0.00	250.00	10522
CONSUELO HERNANDE	Consuelo Hernandez	08/28/2025	Regular	0.00	520.00	10523
CRS	CRS of Colorado	08/28/2025	Regular	0.00	193.00	10524
ECFM	Eagle County Facilities Management	08/28/2025	Regular	0.00	68,753.19	10525
EC Fleet	Eagle County Fleet Services	08/28/2025	Regular	0.00	134,267.79	10526
Employers C	Employers Council	08/28/2025	Regular	0.00	9,656.25	10527
J HERVERT	James Hervert	08/28/2025	Regular	0.00	1,700.00	10528
KRC PROPERTIES	KRC Properties	08/28/2025	Regular	0.00	4,300.00	10529
QUAIL RUN	Quail Run	08/28/2025	Regular	0.00	720.00	10530
EML	Ramona Angelica Loya Olivas	08/28/2025	Regular	0.00	3,750.00	10531
RIVER DANCE	River Dance	08/28/2025	Regular	0.00	4,800.00	10532
Shades Of Green	Scott A Green	08/28/2025	Regular	0.00	12,775.00	10533
SSI	Signature Signs, Inc.	08/28/2025	Regular	0.00	1,575.00	10534
SP PLUS	SP Plus	08/28/2025	Regular	0.00	136,758.15	10535
AVON	Town of Avon	08/28/2025	Regular	0.00	42,737.70	10536
TRYBE	Trybe Property Management	08/28/2025	Regular	0.00	12,169.00	10537
WESTERN PAPER	Western Paper Distributors	08/28/2025	Regular	0.00	344.26	10538
Xcel	Xcel Energy	08/28/2025	Regular	0.00	283.24	10539
CEBT	CEBT Payments	08/11/2025	Bank Draft	0.00	136,720.75	DFT0000044
FB CC	FirstBank CC	08/21/2025	Bank Draft	0.00	64,475.97	DFT0000045

Bank Code 99 - First Bank AP Summary

Payment Type	Payable Count	Payment Count	Discount	Payment
Regular Checks	103	73	0.00	6,419,761.83
Manual Checks	0	0	0.00	0.00
Voided Checks	0	0	0.00	0.00
Bank Drafts	2	2	0.00	201,196.72
EFT's	0	0	0.00	0.00
	105	75	0.00	6,620,958.55

All Bank Codes Check Summary

Payment Type	Payable Count	Payment Count	Discount	Payment
Regular Checks	103	73	0.00	6,419,761.83
Manual Checks	0	0	0.00	0.00
Voided Checks	0	0	0.00	0.00
Bank Drafts	2	2	0.00	201,196.72
EFT's	0	0	0.00	0.00
	105	75	0.00	6,620,958.55

Fund Summary

Fund	Name	Period	Amount
99	Pooled Cash Fund	8/2025	6,620,958.55
			6,620,958.55



To: The Eagle Valley Transportation Authority d/b/a Core Transit Board

From: Aryn Schlichting, Director of People & Culture

Meeting Date: OCTOBER 2026

SUBJECT: 2026 Holiday Schedule

RECOMMENDED ACTIONS: Motion to adopt the 2026 holiday schedule as proposed.

BACKGROUND: Per our handbook, the board must approve the holiday schedule annually. To ensure consistency and clarity, we recommend keeping the same 13 holidays and 1 floating holiday as in previous years.

PROPOSED HOLIDAY SCHEDULE

- New Year's Day
- Martin Luther King Jr. Day
- Presidents' Day
- Memorial Day
- Juneteenth National Independence Day
- Independence Day
- Labor Day
- Columbus Day / Indigenous Peoples' Day
- Veterans Day
- Thanksgiving Day
- Day After Thanksgiving
- Christmas Eve
- Christmas Day
- Floating Holiday: To be taken within the year, subject to manager's approval.



FINANCIAL CONSIDERATIONS:

The 14 paid holidays have been included in the budget. This excludes exempt employees, who are not eligible for double pay and can flex their hours worked.



To: The Core Transit Board

From: Tanya Allen, Executive Director

Meeting Date: 10/08/2025

SUBJECT: CDOT FASTER Grant Contract for 1 Hybrid Bus

RECOMMENDED ACTIONS: Approve the CDOT FASTER funded grant for 1 hybrid bus.

Background

Core Transit was awarded \$860,800 in FY2025 CDOT FASTER funds for the purchase of a new hybrid bus. This represents 80% of the total anticipated vehicle cost, with Core Transit providing \$215,200 in local match. This bus will likely arrive in 2027 (pending order dates and production timelines).

FINANCIAL CONSIDERATIONS: The \$215,200 in local match will be budgeted in the transit capital fund.

ATTACHMENTS:

1. FASTER Funded Bus Grant Contract

STATE OF COLORADO GRANT AGREEMENT
COVER PAGE

State Agency		Agreement Number/PO Number	
Department of Transportation		Routing #: 26-HTR-ZL-00002	
		PO #: 491003971	
Grantee		Agreement Performance Beginning Date	
Eagle Valley Transportation Authority (EVTA) d/b/a		The Effective Date	
Core Transit		Initial Agreement Expiration Date	
Grant Agreement Amount		June 30, 2027	
FASTER Funds Maximum Amount		Fund Expenditure End Date	
State FASTER Funds	\$860,800.00	June 30, 2027	
(80% or less)		Agreement Authority	
Local Funds (20% of more)	\$215,200.00	Authority to enter into this Agreement exists in	
		CRS §§43-1-106, 43-1-110, 43-1-117, 43-2-	
		101(4)(c), 43-4-811(2), SB18-001, SB17-228 and	
		SB17-267.	
Agreement Total	\$860,800.00		

Agreement Purpose
The purpose of this Grant is for CDOT to disburse FASTER Program Funds to Grantee to conduct work within the provisions of this Grant.

- Exhibits and Order of Precedence**
The following Exhibits and attachments are included with this Agreement:
1. Exhibit A, Statement of Work and Budget.
 2. Exhibit B, Sample Option Letter.
 3. Exhibit C, Title VI-Civil Rights.

- In the event of a conflict or inconsistency between this Agreement and any Exhibit or attachment, such conflict or inconsistency shall be resolved by reference to the documents in the following order of priority:
1. Exhibit C, Title VI-Civil Rights.
 2. Colorado Special Provisions in §17 of the main body of this Agreement.
 3. The provisions of the other sections of the main body of this Agreement.
 4. Exhibit A, Statement of Work and Budget.
 5. Executed Option Letters (if any).

Principal Representatives
For the State:
Erin Kelican
Division of Transit and Rail
2829 W. Howard Place
Denver, CO 80204
Erin.Kelican@state.co.us

For Grantee:
Tanya Allen
Eagle Valley Transportation Authority (EVTA)
d/b/a Core Transit
3289 Cooley Mesa Road
PO Box 1070
Gypsum, CO 81637
tanya.allen@coretransit.org

SIGNATURE PAGE

THE PARTIES HERETO HAVE EXECUTED THIS AGREEMENT

Each person signing this Agreement represents and warrants that the signer is duly authorized to execute this Agreement and to bind the Party authorizing such signature.

GRANTEE

Eagle Valley Transportation Authority (EVTA) d/b/a
Core Transit

STATE OF COLORADO

Jared S. Polis, Governor
Colorado Department of Transportation
Shoshana M. Lew, Executive Director

By: _____
Earle Bidez, Core Transit Board Chair

By: _____
Keith Stefanik P.E., Chief Engineer

Date: _____

Date: _____

In accordance with §24-30-202, C.R.S., this Contract is not valid until signed and dated below by the State Controller or an authorized delegate.

STATE CONTROLLER

Robert Jaros, CPA, MBA, JD

By: _____
Department of Transportation

Effective Date: _____

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1. PARTIES

This Agreement is entered into by and between Grantee named on the Cover Page for this Agreement (the “Grantee”), and the STATE OF COLORADO acting by and through the State agency named on the Cover Page for this Agreement (the “State”). Grantee and the State agree to the terms and conditions in this Agreement.

2. TERM AND EFFECTIVE DATE

A. Effective Date

This Agreement shall not be valid or enforceable until the Effective Date, and the Grant Funds shall be expended by the Fund Expenditure End Date shown on the Cover Page for this Agreement. The State shall not be bound by any provision of this Agreement before the Effective Date, and shall have no obligation to pay Grantee for any Work performed or expense incurred before the Effective Date, except as described in §5.D, or after the Fund Expenditure End Date. If the Work will be performed in multiple phases, the period of performance start and end date of each phase is detailed under the Project Schedule in Exhibit A.

B. Initial Term

The Parties’ respective performances under this Agreement shall commence on the Agreement Performance Beginning Date shown on the Cover Page for this Agreement and shall terminate on the Initial Agreement Expiration Date shown on the Cover Page for this Agreement (the “Initial Term”) unless sooner terminated or further extended in accordance with the terms of this Agreement.

C. Extension Terms - State’s Option

The State, at its discretion, shall have the option to extend the performance under this Agreement beyond the Initial Term for a period, or for successive periods, of one year or less at the same rates and under the same terms specified in this Agreement (each such period an “Extension Term”). In order to exercise this option, the State shall provide written notice to Grantee in a form substantially equivalent to Sample Option Letter attached to this Agreement.

D. End of Term Extension

If this Agreement approaches the end of its Initial Term, or any Extension Term then in place, the State, at its discretion, upon written notice to Grantee in a form substantially equivalent to the Sample Option Letter attached to this Agreement, may unilaterally extend such Initial Term or Extension Term for a period not to exceed two months (an “End of Term Extension”), regardless of whether additional Extension Terms are available or not. The provisions of this Agreement in effect when such notice is given shall remain in effect during the End of Term Extension. The End of Term Extension shall automatically terminate upon execution of a replacement Agreement or modification extending the total term of this Agreement.

E. Early Termination in the Public Interest

The State is entering into this Agreement to serve the public interest of the State of Colorado as determined by its Governor, General Assembly, or Courts. If this Agreement ceases to further the public interest of the State, the State, in its discretion, may terminate this Agreement in whole or in part. A determination that this Agreement should be terminated in the public interest shall not be equivalent to a State right to terminate for convenience. This subsection shall not apply to a termination of this Agreement by the State for Breach of Agreement by Grantee, which shall be governed by **§12.A.i**.

i. Method and Content

The State shall notify Grantee of such termination in accordance with **§14**. The notice shall specify the effective date of the termination and whether it affects all or a portion of this Agreement, and shall include, to the extent practicable, the public interest justification for the termination.

ii. Obligations and Rights

Upon receipt of a termination notice for termination in the public interest, Grantee shall be subject to the rights and obligations set forth in **§12.A.i.a**.

iii. Payments

If the State terminates this Agreement in the public interest, the State shall pay Grantee an amount equal to the percentage of the total reimbursement payable under this Agreement that corresponds to the percentage of Work satisfactorily completed and accepted, as determined by the State, less payments previously made. Additionally, if this Agreement is less than 60% completed, as determined by the State, the State may reimburse Grantee for a portion of actual out-of-pocket expenses, not otherwise reimbursed under this Agreement, incurred by Grantee which are directly attributable to the uncompleted portion of Grantee's obligations, provided that the sum of any and all reimbursement shall not exceed the Grant Maximum Amount payable to Grantee hereunder.

F. Grantee's Termination Under State Requirements

Grantee may request termination of this Grant by sending notice to the State, which includes the reasons for the termination and the effective date of the termination. If this Grant is terminated in this manner, then Grantee shall return any advanced payments made for work that will not be performed prior to the effective date of the termination.

3. DEFINITIONS

The following terms shall be construed and interpreted as follows:

- A. **"Agreement"** means this agreement, including all attached Exhibits, all documents incorporated by reference, all referenced statutes, rules and cited authorities, and any future modifications thereto.
- B. **"Breach of Agreement"** means the failure of a Party to perform any of its obligations in accordance with this Agreement, in whole or in part or in a timely or satisfactory manner. The institution of proceedings under any bankruptcy, insolvency, reorganization or similar law, by or against Grantee, or the appointment of a receiver or similar officer for Grantee or any of its property, which is not vacated or fully stayed within 30 days after the institution of such proceeding, shall also constitute a breach. If Grantee is debarred or suspended under §24-109-105, C.R.S., at any time during the term of this Agreement, then such debarment or suspension shall constitute a breach.
- C. **"Budget"** means the budget for the Work described in Exhibit A.
- D. **"Business Day"** means any day other than Saturday, Sunday, or a legal holiday as listed in §24-11-101(1), C.R.S.
- E. **"CORA"** means the Colorado Open Records Act, §§24-72-200.1, et seq., C.R.S.
- F. **"Deliverable"** means the outcome to be achieved or output to be provided, in the form of a tangible or intangible Good or Service that is produced as a result of Grantee's Work that is intended to be delivered by Grantee.

- G. **“Effective Date”** means the date on which this Agreement is approved and signed by the Colorado State Controller or designee, as shown on the Signature Page for this Agreement.
- H. **“End of Term Extension”** means the time period defined in §2.D.
- I. **“Exhibits”** means the exhibits and attachments included with this Agreement as shown on the Cover Page for this Agreement.
- J. **“Extension Term”** means the time period defined in §2.C.
- K. **“Goods”** means any movable material acquired, produced, or delivered by Grantee as set forth in this Agreement and shall include any movable material acquired, produced, or delivered by Grantee in connection with the Services.
- L. **“Grant Funds”** means the funds that have been appropriated, designated, encumbered, or otherwise made available for payment by the State under this Agreement.
- M. **“Grant Maximum Amount”** means an amount equal to the total of Grant Funds for this Agreement.
- N. **“Incident”** means any accidental or deliberate event that results in or constitutes an imminent threat of the unauthorized access, loss, disclosure, modification, disruption, or destruction of any communications or information resources of the State, which are included as part of the Work, as described in §§24-37.5-401, et seq., C.R.S. Incidents include, without limitation (i) successful attempts to gain unauthorized access to a State system or State Records regardless of where such information is located; (ii) unwanted disruption or denial of service; (iii) the unauthorized use of a State system for the processing or storage of data; or (iv) changes to State system hardware, firmware, or software characteristics without the State’s knowledge, instruction, or consent.
- O. **“Initial Term”** means the time period defined in §2.B.
- P. **“Matching Funds”** (Local Funds) means the funds provided by Grantee as a match required to receive the Grant Funds.
- Q. **“Party”** means the State or Grantee, and “Parties” means both the State and Grantee.
- R. **“PII”** means personally identifiable information including, without limitation, any information maintained by the State about an individual that can be used to distinguish or trace an individual’s identity, such as name, social security number, date and place of birth, mother’s maiden name, or biometric records. PII includes, but is not limited to, all information defined as personally identifiable information in §§24-72-501 and 24-73-101, C.R.S.
- S. **“Services”** means the services to be performed by Grantee as set forth in this Agreement, and shall include any services to be rendered by Grantee in connection with the Goods.
- T. **“State Confidential Information”** means any and all State Records not subject to disclosure under CORA. State Confidential Information shall include, but is not limited to PII, and State personnel records not subject to disclosure under CORA. State Confidential Information shall not include information or data concerning individuals that is not deemed confidential but nevertheless belongs to the State, which has been communicated, furnished, or disclosed by the State to Grantee which (i) is subject to disclosure pursuant to CORA; (ii) is already known to Grantee without restrictions at the time of its disclosure to Grantee; (iii) is or subsequently becomes publicly available without breach of any obligation owed by Grantee to the State; (iv) is disclosed to Grantee, without confidentiality obligations, by a third party who has the right to disclose such information; or (v) was independently developed without reliance on any State Confidential Information.
- U. **“State Fiscal Rules”** means the fiscal rules promulgated by the Colorado State Controller pursuant to §24-30-202(13)(a), C.R.S.
- V. **“State Fiscal Year”** means a 12 month period beginning on July 1 of each calendar year and ending on June 30 of the following calendar year. If a single calendar year follows the term, then it means the State Fiscal Year ending in that calendar year.
- W. **“State Records”** means any and all State data, information, and records, regardless of physical form.
- X. **“Subcontractor”** means any third party engaged by Grantee to aid in performance of the Work. “Subcontractor” also includes sub-grantees of Grant Funds.

- Y. **“Work”** means the Goods delivered and Services performed pursuant to this Agreement.
- Z. **“Work Product”** means the tangible and intangible results of the Work, whether finished or unfinished, including drafts. Work Product includes, but is not limited to, documents, text, software (including source code), research, reports, proposals, specifications, plans, notes, studies, data, images, photographs, negatives, pictures, drawings, designs, models, surveys, maps, materials, ideas, concepts, know-how, information, and any other results of the Work. “Work Product” does not include any material that was developed prior to the Effective Date that is used, without modification, in the performance of the Work.

Any other term used in this Agreement that is defined elsewhere in this Agreement or in an Exhibit shall be construed and interpreted as defined in that section.

4. STATEMENT OF WORK

Grantee shall complete the Work as described in this Agreement and in accordance with the provisions of Exhibit A.

A. The State shall have no liability to compensate Grantee for the delivery of any goods or the performance of any services that are not specifically set forth in this Agreement.

5. PAYMENTS TO GRANTEE

A. Grant Maximum Amount

Payments to Grantee are limited to the unpaid, obligated balance of the Grant Funds. The State shall not pay Grantee any amount under this Agreement that exceeds the Grant Maximum Amount for that State Fiscal Year shown on the Cover Page of this Agreement as “FASTER Funds Maximum Amount”.

B. Payment Procedures

i. Invoices and Payment

- a. The State shall pay Grantee in the amounts and in accordance with the conditions set forth in Exhibit A.
- b. Grantee shall initiate payment requests by invoice to the State, in a form and manner approved by the State.
- c. Any advance payment allowed under this Agreement, shall comply with State Fiscal Rules and be made in accordance with the provisions of this Agreement and its Exhibits. Eligibility and submission for advance payment is subject to State approval and must include approved documentation in the form and manner set forth and approved by the State.
- d. The State shall pay each invoice within 45 days following the State’s receipt of that invoice, so long as the amount invoiced correctly represents Work completed by Grantee and previously accepted by the State during the term that the invoice covers. If the State determines that the amount of any invoice is not correct, then Grantee shall make all changes necessary to correct that invoice.
- e. The acceptance of an invoice shall not constitute acceptance of any Work performed or Deliverables provided under this Agreement.

ii. Interest

Amounts not paid by the State within 45 days of the State’s acceptance of the invoice shall bear interest on the unpaid balance beginning on the 45th day at the rate of 1% per month, as required by §24-30-202(24)(a), C.R.S., until paid in full; provided, however, that interest shall not accrue on unpaid amounts that the State disputes in writing. Grantee shall invoice the State separately for accrued interest on delinquent amounts, and the invoice shall reference the delinquent payment, the number of days’ interest to be paid and the interest rate.

iii. Payment Disputes

If Grantee disputes any calculation, determination or amount of any payment, Grantee shall notify the State in writing of its dispute within 30 days following the earlier to occur of Grantee’s receipt of the payment or notification of the determination or calculation of the payment by the State. The State will review the information presented by Grantee and may make changes to its determination based on this review. The calculation, determination or payment amount that results from the State’s review shall not be subject to additional dispute under this subsection. No payment subject to a dispute under this

subsection shall be due until after the State has concluded its review, and the State shall not pay any interest on any amount during the period it is subject to dispute under this subsection.

iv. Available Funds-Contingency-Termination

The State is prohibited by law from making commitments beyond the term of the current State Fiscal Year. Payment to Grantee beyond the current State Fiscal Year is contingent on the appropriation and continuing availability of Grant Funds in any subsequent year (as provided in the Colorado Special Provisions). If federal funds or funds from any other non-State funds constitute all or some of the Grant Funds, the State's obligation to pay Grantee shall be contingent upon such non-State funding continuing to be made available for payment. Payments to be made pursuant to this Agreement shall be made only from Grant Funds, and the State's liability for such payments shall be limited to the amount remaining of such Grant Funds. If State, federal or other funds are not appropriated, or otherwise become unavailable to fund this Agreement, the State may, upon written notice, terminate this Agreement, in whole or in part, without incurring further liability. The State shall, however, remain obligated to pay for Services and Goods that are delivered and accepted prior to the effective date of notice of termination, and this termination shall otherwise be treated as if this Agreement were terminated in the public interest as described in **§2.E**.

C. Matching Funds

Grantee shall provide Matching Funds as provided in **§5.A** and Exhibit A. Grantee shall have raised the full amount of Matching Funds prior to the Effective Date and shall report to the State regarding the status of such funds upon request. Grantee's obligation to pay all or any part of any Matching Funds, whether direct or contingent, only extends to funds duly and lawfully appropriated for the purposes of this Agreement by the authorized representatives of Grantee and paid into Grantee's treasury or bank account. Grantee represents to the State that the amount designated "Grantee's Matching Funds" in Exhibit A has been legally appropriated for the purposes of this Agreement by its authorized representatives and paid into its treasury or bank account. Grantee does not by this Agreement irrevocably pledge present cash reserves for payments in future fiscal years, and this Agreement is not intended to create a multiple-fiscal year debt of Grantee. If Grantee is a public entity, Grantee shall not pay or be liable for any claimed interest, late charges, fees, taxes or penalties of any nature, except as required by Grantee's laws or policies.

D. Reimbursement of Grantee Costs

- i. Any costs incurred by Grantee prior to the Effective Date shall not be reimbursed.
- ii. The State shall reimburse Grantee's allowable costs, not exceeding the Grant Maximum Amount shown on the Cover Page of this Agreement and on Exhibit A for all allowable costs described in this Agreement and shown in Exhibit A, except that Grantee may adjust the amounts between each line item of Exhibit A without formal modification to this Agreement as long as the Grantee provides notice to the State of the change, the change does not modify the Grant Maximum Amount of this Agreement or the Grant Maximum Amount for any State Fiscal Year, and the change does not modify any requirements of the Work.
- iii. The State shall only reimburse allowable costs described in this Agreement and shown in the Budget if those costs are:
 - a. Reasonable and necessary to accomplish the Work and for the Goods and Services provided; and
 - b. Equal to the actual net cost to Grantee (i.e. the price paid minus any items of value received by Grantee that reduce the cost actually incurred.)
- iv. Grantee's costs for Work performed after the Fund Expenditure End Date shown on the Signature and Cover Page for this Agreement, or after any phase performance period end date for a respective phase of the Work, shall not be reimbursable. Grantee shall initiate any payment request by submitting invoices to the State in the form and manner set forth and approved by the State.

E. Close-Out

Grantee shall close out this Award within 45 days after the Fund Expenditure End Date shown on the Cover Page for this Agreement. To complete close-out, Grantee shall submit to the State all Deliverables (including documentation) as defined in this Agreement and Grantee's final reimbursement request or invoice. The State

will withhold 5% of allowable costs until all final documentation has been submitted and accepted by the State as substantially complete.

6. REPORTING - NOTIFICATION

A. Quarterly Reports

In addition to any reports required pursuant to any other Exhibit, for any Agreement having a term longer than three months, Grantee shall submit, on a quarterly basis, a written report specifying progress made for each specified performance measure and standard in this Agreement. Such progress report shall be in accordance with the procedures developed and prescribed by the State. Progress reports shall be submitted to the State not later than five Business Days following the end of each calendar quarter or at such time as otherwise specified by the State.

B. Litigation Reporting

If Grantee is served with a pleading or other document in connection with an action before a court or other administrative decision making body, and such pleading or document relates to this Agreement or may affect Grantee's ability to perform its obligations under this Agreement, Grantee shall, within 10 days after being served, notify the State of such action and deliver copies of such pleading or document to the State's Principal Representative identified on the Cover Page for this Agreement.

C. Performance and Final Status

Grantee shall submit all financial, performance and other reports to the State no later than 45 calendar days after the end of the Initial Term if no Extension Terms are exercised, or the final Extension Term exercised by the State, containing an evaluation and review of Grantee's performance and the final status of Grantee's obligations hereunder.

D. Violations Reporting

Grantee shall disclose, in a timely manner, in writing to the State, all violations of State criminal law involving fraud, bribery, or gratuity violations potentially affecting the Federal Award. The State may impose any penalties for noncompliance allowed under 2 CFR Part 180 and 31 U.S.C. 3321, which may include, without limitation, suspension or debarment.

7. GRANTEE RECORDS

A. Maintenance

Grantee shall make, keep, maintain, and allow inspection and monitoring by the State of a complete file of all records, documents, communications, notes and other written materials, electronic media files, and communications, pertaining in any manner to the Work and the delivery of Services (including, but not limited to, the operation of programs) or Goods hereunder (collectively, the "Grantee Records"). Grantee shall maintain such records for a period of three years following the date of submission to the State of the final expenditure report, or if this Award is renewed quarterly or annually, from the date of the submission of each quarterly or annual report, respectively (the "Record Retention Period"). If any litigation, claim, or audit related to this Award starts before expiration of the Record Retention Period, the Record Retention Period shall extend until all litigation, claims, or audit findings have been resolved and final action taken by the State or Federal Awarding Agency. The Federal Awarding Agency, a cognizant agency for audit, oversight or indirect costs, and the State, may notify Grantee in writing that the Record Retention Period shall be extended. For records for real property and equipment, the Record Retention Period shall extend three years following final disposition of such property.

B. Inspection

Grantee shall permit the State and any other duly authorized agent of the State to audit, inspect, examine, excerpt, copy and transcribe Grantee Records during the Record Retention Period. Grantee shall make Grantee Records available during normal business hours at Grantee's office or place of business, or at other mutually agreed upon times or locations, upon no fewer than two Business Days' notice from the State, unless the State determines that a shorter period of notice, or no notice, is necessary to protect the interests of the State.

C. Monitoring

The State and any other duly authorized agent of the State, in its discretion, may monitor Grantee's performance of its obligations under this Agreement using procedures as determined by the State. The State shall have the right, in its sole discretion, to change its monitoring procedures and requirements at any time during the term of this Agreement. The State shall monitor Grantee's performance in a manner that does not unduly interfere with Grantee's performance of the Work.

D. Final Audit Report

Grantee shall promptly submit to the State a copy of any final audit report of an audit performed on Grantee's records that relates to or affects this Agreement or the Work, whether the audit is conducted by Grantee or a third party.

8. CONFIDENTIAL INFORMATION - STATE RECORDS

A. Confidentiality

Grantee shall keep confidential, and cause all Subcontractors to keep confidential, all State Records, unless those State Records are publicly available. Grantee shall not, without prior written approval of the State, use, publish, copy, disclose to any third party, or permit the use by any third party of any State Records, except as otherwise stated in this Agreement, permitted by law or approved in writing by the State. Grantee shall provide for the security of all State Confidential Information in accordance with all applicable laws, rules, policies, publications, and guidelines. Grantee shall immediately forward any request or demand for State Records to the State's Principal Representative identified on the Cover Page of this Agreement.

B. Other Entity Access and Nondisclosure Agreements

Grantee may provide State Records to its agents, employees, assigns and Subcontractors as necessary to perform the Work, but shall restrict access to State Confidential Information to those agents, employees, assigns and Subcontractors who require access to perform their obligations under this Agreement. Grantee shall ensure all such agents, employees, assigns, and Subcontractors sign agreements containing nondisclosure provisions at least as protective as those in this Agreement, and that the nondisclosure provisions are in force at all times the agent, employee, assign or Subcontractor has access to any State Confidential Information. Grantee shall provide copies of those signed nondisclosure provisions to the State upon execution of the nondisclosure provisions if requested by the State.

C. Use, Security, and Retention

Grantee shall use, hold and maintain State Confidential Information in compliance with any and all applicable laws and regulations only in facilities located within the United States, and shall maintain a secure environment that ensures confidentiality of all State Confidential Information. Grantee shall provide the State with access, subject to Grantee's reasonable security requirements, for purposes of inspecting and monitoring access and use of State Confidential Information and evaluating security control effectiveness. Upon the expiration or termination of this Agreement, Grantee shall return State Records provided to Grantee or destroy such State Records and certify to the State that it has done so, as directed by the State. If Grantee is prevented by law or regulation from returning or destroying State Confidential Information, Grantee warrants it will guarantee the confidentiality of, and cease to use, such State Confidential Information.

D. Incident Notice and Remediation

If Grantee becomes aware of any Incident, Grantee shall notify the State immediately and cooperate with the State regarding recovery, remediation, and the necessity to involve law enforcement, as determined by the State. Unless Grantee can establish that Grantee, and its agents, employees, and Subcontractors are not the cause or source of the Incident, Grantee shall be responsible for the cost of notifying each person who may have been impacted by the Incident. After an Incident, Grantee shall take steps to reduce the risk of incurring a similar type of Incident in the future as directed by the State, which may include, but is not limited to, developing and implementing a remediation plan that is approved by the State at no additional cost to the State. The State may adjust or direct modifications to this plan, in its sole discretion and Grantee shall make all modifications as directed by the State. If Grantee cannot produce its analysis and plan within the allotted time, the State, in its sole discretion, may perform such analysis and produce a remediation plan, and Grantee shall reimburse the State for the reasonable costs thereof. The State may, in its sole discretion and at Grantee's sole expense, require Grantee to engage the services of an independent, qualified, State-approved

third party to conduct a security audit. Grantee shall provide the State with the results of such audit and evidence of Grantee's planned remediation in response to any negative findings.

E. Data Protection and Handling

Grantee shall ensure that all State Records and Work Product in the possession of Grantee or any Subcontractors are protected and handled in accordance with the requirements of this Agreement, including the requirements of any Exhibits hereto, at all times. As used in this section, the protections afforded Work Product only apply to Work Product that requires confidential treatment.

F. Safeguarding PII

If Grantee or any of its Subcontractors will or may receive PII under this Agreement, Grantee shall provide for the security of such PII, in a manner and form acceptable to the State, including, without limitation, State non-disclosure requirements, use of appropriate technology, security practices, computer access security, data access security, data storage encryption, data transmission encryption, security inspections, and audits. Grantee shall be a "Third-Party Service Provider" as defined in §24-73-103(1)(i), C.R.S., and shall maintain security procedures and practices consistent with §§24-73-101, *et seq.*, C.R.S.

9. CONFLICTS OF INTEREST

A. Actual Conflicts of Interest

Grantee shall not engage in any business or activities, or maintain any relationships that conflict in any way with the full performance of the obligations of Grantee under this Agreement. Such a conflict of interest would arise when a Grantee or Subcontractor's employee, officer or agent were to offer or provide any tangible personal benefit to an employee of the State, or any member of his or her immediate family or his or her partner, related to the award of, entry into or management or oversight of this Agreement.

B. Apparent Conflicts of Interest

Grantee acknowledges that, with respect to this Agreement, even the appearance of a conflict of interest shall be harmful to the State's interests. Absent the State's prior written approval, Grantee shall refrain from any practices, activities or relationships that reasonably appear to be in conflict with the full performance of Grantee's obligations under this Agreement.

C. Disclosure to the State

If a conflict or the appearance of a conflict arises, or if Grantee is uncertain whether a conflict or the appearance of a conflict has arisen, Grantee shall submit to the State a disclosure statement setting forth the relevant details for the State's consideration. Failure to promptly submit a disclosure statement or to follow the State's direction in regard to the actual or apparent conflict constitutes a breach of this Agreement.

D. Grantee acknowledges that all State employees are subject to the ethical principles described in §24-18-105, C.R.S. Grantee further acknowledges that State employees may be subject to the requirements of §24-18-105, C.R.S., with regard to this Agreement. For the avoidance of doubt, an actual or apparent conflict of interest shall exist if Grantee employs or contracts with any State employee, any former State employee within six months following such employee's termination of employment with the State, or any immediate family member of such current or former State employee. Grantee shall provide a disclosure statement as described in §9.C. no later than ten days following entry into a contractual or employment relationship as described in this section. Failure to timely submit a disclosure statement shall constitute a Breach of Agreement. Grantee may also be subject to such penalties as are allowed by law.

10. INSURANCE

Grantee shall obtain and maintain, and ensure that each Subcontractor shall obtain and maintain, insurance as specified in this section at all times during the term of this Agreement. All insurance policies required by this Agreement that are not provided through self-insurance shall be issued by insurance companies as approved by the State.

A. Workers' Compensation

Workers' compensation insurance as required by state statute, and employers' liability insurance covering all Grantee or Subcontractor employees acting within the course and scope of their employment.

B. General Liability

Commercial general liability insurance covering premises operations, fire damage, independent contractors, products and completed operations, blanket contractual liability, personal injury, and advertising liability with minimum limits as follows:

- i. \$1,000,000 each occurrence;
- ii. \$1,000,000 general aggregate;
- iii. \$1,000,000 products and completed operations aggregate; and
- iv. \$50,000 any 1 fire.

C. Automobile Liability

Automobile liability insurance covering any auto (including owned, hired and non-owned autos) with a minimum limit of \$1,000,000 each accident combined single limit.

D. Protected Information

Liability insurance covering all loss of State Confidential Information, such as PII, PHI, PCI, Tax Information, and CJI, and claims based on alleged violations of privacy rights through improper use or disclosure of protected information with minimum limits as follows:

- i. \$1,000,000 each occurrence; and
- ii. \$2,000,000 general aggregate.

E. Professional Liability Insurance

Professional liability insurance covering any damages caused by an error, omission or any negligent act with minimum limits as follows:

- i. \$1,000,000 each occurrence; and
- ii. \$1,000,000 general aggregate.

F. Crime Insurance

Crime insurance including employee dishonesty coverage with minimum limits as follows:

- i. \$1,000,000 each occurrence; and
- ii. \$1,000,000 general aggregate.

G. Additional Insured

The State shall be named as additional insured on all commercial general liability policies (leases and construction contracts require additional insured coverage for completed operations) required of Grantee and Subcontractors.

H. Primacy of Coverage

Coverage required of Grantee and each Subcontractor shall be primary over any insurance or self-insurance program carried by Grantee or the State.

I. Cancellation

All insurance policies shall include provisions preventing cancellation or non-renewal, except for cancellation based on non-payment of premiums, without at least 30 days prior notice to Grantee and Grantee shall forward such notice to the State in accordance with §14 within 7 days of Grantee's receipt of such notice.

J. Subrogation Waiver

All insurance policies secured or maintained by Grantee or its Subcontractors in relation to this Agreement shall include clauses stating that each carrier shall waive all rights of recovery under subrogation or otherwise against Grantee or the State, its agencies, institutions, organizations, officers, agents, employees, and volunteers.

K. Public Entities

If Grantee is a "public entity" within the meaning of the Colorado Governmental Immunity Act, §24-10-101, *et seq.*, C.R.S. (the "GIA"), Grantee shall maintain, in lieu of the liability insurance requirements stated above, at all times during the term of this Agreement such liability insurance, by commercial policy or self-

insurance, as is necessary to meet its liabilities under the GIA. If a Subcontractor is a public entity within the meaning of the GIA, Grantee shall ensure that the Subcontractor maintain at all times during the terms of this Grantee, in lieu of the liability insurance requirements stated above, such liability insurance, by commercial policy or self-insurance, as is necessary to meet the Subcontractor's obligations under the GIA.

L. Certificates

For each insurance plan provided by Grantee under this Agreement, Grantee shall provide to the State certificates evidencing Grantee's insurance coverage required in this Agreement prior to the Effective Date. Grantee shall provide to the State certificates evidencing Subcontractor insurance coverage required under this Agreement prior to the Effective Date, except that, if Grantee's subcontract is not in effect as of the Effective Date, Grantee shall provide to the State certificates showing Subcontractor insurance coverage required under this Agreement within seven Business Days following Grantee's execution of the subcontract. No later than 15 days before the expiration date of Grantee's or any Subcontractor's coverage, Grantee shall deliver to the State certificates of insurance evidencing renewals of coverage. At any other time during the term of this Agreement, upon request by the State, Grantee shall, within seven Business Days following the request by the State, supply to the State evidence satisfactory to the State of compliance with the provisions of this section.

11. BREACH OF AGREEMENT

In the event of a Breach of Agreement, the aggrieved Party shall give written notice of Breach of Agreement to the other Party. If the notified Party does not cure the breach, at its sole expense, within 30 days after the delivery of written notice, the Party may exercise any of the remedies as described in §12 for that Party. Notwithstanding any provision of this Agreement to the contrary, the State, in its discretion, need not provide notice or a cure period and may immediately terminate this Agreement in whole or in part or institute any other remedy in this Agreement in order to protect the public interest of the State; or if Grantee is debarred or suspended under §24-109-105, C.R.S., the State, in its discretion, need not provide notice or cure period and may terminate this Agreement in whole or in part or institute any other remedy in this Agreement as of the date that the debarment or suspension takes effect.

12. REMEDIES

A. State's Remedies

If Grantee is in breach under any provision of this Agreement and fails to cure such breach, the State, following the notice and cure period set forth in §11, shall have all of the remedies listed in this section in addition to all other remedies set forth in this Agreement or at law. The State may exercise any or all of the remedies available to it, in its discretion, concurrently or consecutively.

i. Termination for Breach of Agreement

In the event of Grantee's uncured breach, the State may terminate this entire Agreement or any part of this Agreement. Grantee shall continue performance of this Agreement to the extent not terminated, if any.

a. Obligations and Rights

To the extent specified in any termination notice, Grantee shall not incur further obligations or render further performance past the effective date of such notice, and shall terminate outstanding orders and subcontracts with third parties. However, Grantee shall complete and deliver to the State all Work not cancelled by the termination notice, and may incur obligations as necessary to do so within this Agreement's terms. At the request of the State, Grantee shall assign to the State all of Grantee's rights, title, and interest in and to such terminated orders or subcontracts. Upon termination, Grantee shall take timely, reasonable and necessary action to protect and preserve property in the possession of Grantee but in which the State has an interest. At the State's request, Grantee shall return materials owned by the State in Grantee's possession at the time of any termination. Grantee shall deliver all completed Work Product and all Work Product that was in the process of completion to the State at the State's request.

b. Payments

Notwithstanding anything to the contrary, the State shall only pay Grantee for accepted Work received as of the date of termination. If, after termination by the State, the State agrees that Grantee

was not in breach or that Grantee's action or inaction was excusable, such termination shall be treated as a termination in the public interest, and the rights and obligations of the Parties shall be as if this Agreement had been terminated in the public interest under **§2.E**.

c. Damages and Withholding

Notwithstanding any other remedial action by the State, Grantee shall remain liable to the State for any damages sustained by the State in connection with any breach by Grantee, and the State may withhold payment to Grantee for the purpose of mitigating the State's damages until such time as the exact amount of damages due to the State from Grantee is determined. The State may withhold any amount that may be due Grantee as the State deems necessary to protect the State against loss including, without limitation, loss as a result of outstanding liens and excess costs incurred by the State in procuring from third parties replacement Work as cover.

ii. Remedies Not Involving Termination

The State, in its discretion, may exercise one or more of the following additional remedies:

a. Suspend Performance

Suspend Grantee's performance with respect to all or any portion of the Work pending corrective action as specified by the State without entitling Grantee to an adjustment in price or cost or an adjustment in the performance schedule. Grantee shall promptly cease performing Work and incurring costs in accordance with the State's directive, and the State shall not be liable for costs incurred by Grantee after the suspension of performance.

b. Withhold Payment

Withhold payment to Grantee until Grantee corrects its Work.

c. Deny Payment

Deny payment for Work not performed, or that due to Grantee's actions or inactions, cannot be performed or if they were performed are reasonably of no value to the State; provided, that any denial of payment shall be equal to the value of the obligations not performed.

d. Removal

Demand immediate removal of any of Grantee's employees, agents, or Subcontractors from the Work whom the State deems incompetent, careless, insubordinate, unsuitable, or otherwise unacceptable or whose continued relation to this Agreement is deemed by the State to be contrary to the public interest or the State's best interest.

e. Intellectual Property

If any Work infringes, or if the State in its sole discretion determines that any Work is likely to infringe, a patent, copyright, trademark, trade secret or other intellectual property right, Grantee shall, as approved by the State (i) secure that right to use such Work for the State and Grantee; (ii) replace the Work with noninfringing Work or modify the Work so that it becomes noninfringing; or, (iii) remove any infringing Work and refund the amount paid for such Work to the State.

B. Grantee's Remedies

If the State is in breach of any provision of this Agreement and does not cure such breach, Grantee, following the notice and cure period in **§11** and the dispute resolution process in **§13** shall have all remedies available at law and equity.

13. DISPUTE RESOLUTION

A. Initial Resolution

Except as herein specifically provided otherwise, disputes concerning the performance of this Agreement which cannot be resolved by the designated Agreement representatives shall be referred in writing to a senior departmental management staff member designated by the State and a senior manager designated by Grantee for resolution.

B. Resolution of Controversies

If the initial resolution described in **§13.A** fails to resolve the dispute within 10 Business Days, Grantee shall submit any alleged breach of this Agreement by the State to the Procurement Official of the State Agency named on the Cover Page of this Agreement as described in §24-101-301(30), C.R.S., for resolution following the same resolution of controversies process as described in §§24-106-109, and 24-109-101.1 through 24-109-505, C.R.S., (collectively, the “Resolution Statutes”), except that if Grantee wishes to challenge any decision rendered by the Procurement Official, Grantee’s challenge shall be an appeal to the executive director of the Department of Personnel and Administration, or their delegate, in the same manner as described in the Resolution Statutes before Grantee pursues any further action. Except as otherwise stated in this Section, all requirements of the Resolution Statutes shall apply including, without limitation, time limitations regardless of whether the Colorado Procurement Code applies to this Agreement.

14. NOTICES and REPRESENTATIVES

Each individual identified as a Principal Representative on the Cover Page for this Agreement shall be the principal representative of the designating Party. All notices required or permitted to be given under this Agreement shall be in writing, and shall be delivered **(A)** by hand with receipt required, **(B)** by certified or registered mail to such Party’s principal representative at the address set forth on the Cover Page for this Agreement or **(C)** as an email with read receipt requested to the principal representative at the email address, if any, set forth on the Cover Page for this Agreement. If a Party delivers a notice to another through email and the email is undeliverable, then, unless the Party has been provided with an alternate email contact, the Party delivering the notice shall deliver the notice by hand with receipt required or by certified or registered mail to such Party’s principal representative at the address set forth on the Cover Page for this Agreement. Either Party may change its principal representative or principal representative contact information, or may designate specific other individuals to receive certain types of notices in addition to or in lieu of a principal representative, by notice submitted in accordance with this section without a formal amendment to this Agreement. Unless otherwise provided in this Agreement, notices shall be effective upon delivery of the written notice.

15. RIGHTS IN WORK PRODUCT AND OTHER INFORMATION

A. Work Product

Whether or not Grantee is under contract with the State at the time, Grantee shall execute applications, assignments, and other documents, and shall render all other reasonable assistance requested by the State, to enable the State to secure patents, copyrights, licenses and other intellectual property rights related to the Work Product. The Parties intend the Work Product to be works made for hire. Grantee assigns to the State and its successors and assigns, the entire right, title, and interest in and to all causes of action, either in law or in equity, for past, present, or future infringement of intellectual property rights related to the Work Product and all works based on, derived from, or incorporating the Work Product.

B. Exclusive Property of the State

Except to the extent specifically provided elsewhere in this Agreement, all State Records, documents, text, software (including source code), research, reports, proposals, specifications, plans, notes, studies, data, images, photographs, negatives, pictures, drawings, designs, models, surveys, maps, materials, ideas, concepts, know-how, and information provided by or on behalf of the State to Grantee are the exclusive property of the State (collectively, “State Materials”). Grantee shall not use, willingly allow, cause or permit Work Product or State Materials to be used for any purpose other than the performance of Grantee’s obligations in this Agreement without the prior written consent of the State. Upon termination of this Agreement for any reason, Grantee shall provide all Work Product and State Materials to the State in a form and manner as directed by the State.

C. Exclusive Property of Grantee

Grantee retains the exclusive rights, title, and ownership to any and all pre-existing materials owned or licensed to Grantee including, but not limited to, all pre-existing software, licensed products, associated source code, machine code, text images, audio and/or video, and third-party materials, delivered by Grantee under this Agreement, whether incorporated in a Deliverable or necessary to use a Deliverable (collectively, “Grantee Property”). Grantee Property shall be licensed to the State as set forth in this Agreement or a State approved license agreement: (i) entered into as exhibits to this Agreement, (ii) obtained by the State from the applicable third-party vendor, or (iii) in the case of open source software, the license terms set forth in the applicable open source license agreement.

16. GENERAL PROVISIONS

A. Assignment

Grantee's rights and obligations under this Agreement are personal and may not be transferred or assigned without the prior, written consent of the State. Any attempt at assignment or transfer without such consent shall be void. Any assignment or transfer of Grantee's rights and obligations approved by the State shall be subject to the provisions of this Agreement.

B. Subcontracts

Grantee shall not enter into any subgrant or subcontract in connection with its obligations under this Agreement without providing notice to the State. The State may reject any such Subcontractor, and Grantee shall terminate any subcontract that is rejected by the State and shall not allow any Subcontractor to perform any work after that Subcontractor's subcontract has been rejected by the State. Grantee shall submit to the State a copy of each such subgrant or subcontract upon request by the State. All subgrants and subcontracts entered into by Grantee in connection with this Agreement shall comply with all applicable federal and state laws and regulations, shall provide that they are governed by the laws of the State of Colorado, and shall be subject to all provisions of this Agreement.

C. Binding Effect

Except as otherwise provided in **§16.A.**, all provisions of this Agreement, including the benefits and burdens, shall extend to and be binding upon the Parties' respective successors and assigns.

D. Authority

Each Party represents and warrants to the other that the execution and delivery of this Agreement and the performance of such Party's obligations have been duly authorized.

E. Captions and References

The captions and headings in this Agreement are for convenience of reference only, and shall not be used to interpret, define, or limit its provisions. All references in this Agreement to sections (whether spelled out or using the § symbol), subsections, exhibits or other attachments, are references to sections, subsections, exhibits or other attachments contained herein or incorporated as a part hereof, unless otherwise noted.

F. Counterparts

This Agreement may be executed in multiple, identical, original counterparts, each of which shall be deemed to be an original, but all of which, taken together, shall constitute one and the same agreement.

G. Entire Understanding

This Agreement represents the complete integration of all understandings between the Parties related to the Work, and all prior representations and understandings related to the Work, oral or written, are merged into this Agreement. Prior or contemporaneous additions, deletions, or other changes to this Agreement shall not have any force or effect whatsoever, unless embodied herein.

H. Digital Signatures

If any signatory signs this Agreement using a digital signature in accordance with the Colorado State Controller Contract, Grant and Purchase Order Policies regarding the use of digital signatures issued under the State Fiscal Rules, then any agreement or consent to use digital signatures within the electronic system through which that signatory signed shall be incorporated into this Agreement by reference.

I. Modification

Except as otherwise provided in this Agreement, any modification to this Agreement shall only be effective if agreed to in a formal amendment to this Agreement, properly executed and approved in accordance with applicable Colorado State law and State Fiscal Rules. Modifications permitted under this Agreement, other than Agreement amendments, shall conform to the policies issued by the Colorado State Controller.

J. Statutes, Regulations, Fiscal Rules, and Other Authority

Any reference in this Agreement to a statute, regulation, State Fiscal Rule, fiscal policy or other authority shall be interpreted to refer to such authority then current, as may have been changed or amended since the Effective Date of this Agreement.

K. External Terms and Conditions

Notwithstanding anything to the contrary herein, the State shall not be subject to any provision included in any terms, conditions, or agreements appearing on Grantee's or a Subcontractor's website or any provision incorporated into any click-through or online agreements related to the Work unless that provision is specifically referenced in this Agreement.

L. Severability

The invalidity or unenforceability of any provision of this Agreement shall not affect the validity or enforceability of any other provision of this Agreement, which shall remain in full force and effect, provided that the Parties can continue to perform their obligations under this Agreement in accordance with the intent of this Agreement.

M. Survival of Certain Agreement Terms

Any provision of this Agreement that imposes an obligation on a Party after termination or expiration of this Agreement shall survive the termination or expiration of this Agreement and shall be enforceable by the other Party.

N. Taxes

The State is exempt from federal excise taxes under I.R.C. Chapter 32 (26 U.S.C., Subtitle D, Ch. 32) (Federal Excise Tax Exemption Certificate of Registry No. 84-730123K) and from State and local government sales and use taxes under §§39-26-704(1), *et seq.*, C.R.S. (Colorado Sales Tax Exemption Identification Number 98-02565). The State shall not be liable for the payment of any excise, sales, or use taxes, regardless of whether any political subdivision of the State imposes such taxes on Grantee. Grantee shall be solely responsible for any exemptions from the collection of excise, sales or use taxes that Grantee may wish to have in place in connection with this Agreement.

O. Third Party Beneficiaries

Except for the Parties' respective successors and assigns described in **§16.A.**, this Agreement does not and is not intended to confer any rights or remedies upon any person or entity other than the Parties. Enforcement of this Agreement and all rights and obligations hereunder are reserved solely to the Parties. Any services or benefits which third parties receive as a result of this Agreement are incidental to this Agreement, and do not create any rights for such third parties.

P. Waiver

A Party's failure or delay in exercising any right, power, or privilege under this Agreement, whether explicit or by lack of enforcement, shall not operate as a waiver, nor shall any single or partial exercise of any right, power, or privilege preclude any other or further exercise of such right, power, or privilege.

Q. CORA Disclosure

To the extent not prohibited by federal law, this Agreement and the performance measures and standards required under §24-106-107, C.R.S., if any, are subject to public release through the CORA.

R. Standard and Manner of Performance

Grantee shall perform its obligations under this Agreement in accordance with the highest standards of care, skill and diligence in Grantee's industry, trade, or profession.

S. Licenses, Permits, and Other Authorizations.

- i. Grantee shall secure, prior to the Effective Date, and maintain at all times during the term of this Agreement, at its sole expense, all licenses, certifications, permits, and other authorizations required to perform its obligations under this Agreement, and shall ensure that all employees, agents and Subcontractors secure and maintain at all times during the term of their employment, agency or Subcontractor, all license, certifications, permits and other authorizations required to perform their obligations in relation to this Agreement.
- ii. Grantee, if a foreign corporation or other foreign entity transacting business in the State of Colorado, shall obtain prior to the Effective Date and maintain at all times during the term of this Agreement, at its sole expense, a certificate of authority to transact business in the State of Colorado and designate a registered agent in Colorado to accept service of process.

T. Federal Provisions

Grantee shall comply with all applicable requirements of Exhibit C at all times during the term of this Agreement.

U. Accessibility

- i. Grantee shall comply with and the Work Product provided under this Agreement shall be in compliance with all applicable provisions of §§24-85-101, et seq., C.R.S., and the Accessibility Standards for Individuals with a Disability, as established by the Governor's Office of Information Technology (OIT), pursuant to Section §24-85-103 (2.5), C.R.S. Grantee shall also comply with all State of Colorado technology standards related to technology accessibility and with Level AA of the most current version of the Web Content Accessibility Guidelines (WCAG), incorporated in the State of Colorado technology standards.
- ii. The State may require Grantee's compliance to the State's Accessibility Standards to be determined by a third party selected by the State to attest to Grantee's Work Product and software is in compliance with §§24-85-101, et seq., C.R.S., and the Accessibility Standards for Individuals with a Disability as established by OIT pursuant to Section §24-85-103 (2.5), C.R.S.

17. COLORADO SPECIAL PROVISIONS (COLORADO FISCAL RULE 3-3)

These Special Provisions apply to all agreements except where noted in italics.

A. STATUTORY APPROVAL. §24-30-202(1), C.R.S.

This Agreement shall not be valid until it has been approved by the Colorado State Controller or designee. If this Agreement is for a Major Information Technology Project, as defined in §24-37.5-102(2.6), C.R.S., then this Agreement shall not be valid until it has been approved by the State's Chief Information Officer or designee..

B. FUND AVAILABILITY. §24-30-202(5.5), C.R.S.

Financial obligations of the State payable after the current State Fiscal Year are contingent upon funds for that purpose being appropriated, budgeted, and otherwise made available.

C. GOVERNMENTAL IMMUNITY.

Liability for claims for injuries to persons or property arising from the negligence of the State, its departments, boards, commissions committees, bureaus, offices, employees and officials shall be controlled and limited by the provisions of the Colorado Governmental Immunity Act, §24-10-101, *et seq.*, C.R.S.; the Federal Tort Claims Act, 28 U.S.C. Pt. VI, Ch. 171 and 28 U.S.C. 1346(b), and the State's risk management statutes, §§24-30-1501, *et seq.*, C.R.S. No term or condition of this Agreement shall be construed or interpreted as a waiver, express or implied, of any of the immunities, rights, benefits, protections, or other provisions, contained in these statutes.

D. INDEPENDENT CONTRACTOR.

Grantee shall perform its duties hereunder as an independent contractor and not as an employee. Neither Grantee nor any agent or employee of Grantee shall be deemed to be an agent or employee of the State. Grantee shall not have authorization, express or implied, to bind the State to any agreement, liability or understanding, except as expressly set forth herein. **Grantee and its employees and agents are not entitled to unemployment insurance or workers compensation benefits through the State and the State shall not pay for or otherwise provide such coverage for Grantee or any of its agents or employees. Grantee shall pay when due all applicable employment taxes and income taxes and local head taxes incurred pursuant to this Agreement. Grantee shall (i) provide and keep in force workers' compensation and unemployment compensation insurance in the amounts required by law, (ii) provide proof thereof when requested by the State, and (iii) be solely responsible for its acts and those of its employees and agents.**

E. COMPLIANCE WITH LAW.

Grantee shall comply with all applicable federal and State laws, rules, and regulations in effect or hereafter established, including, without limitation, laws applicable to discrimination and unfair employment practices.

F. CHOICE OF LAW, JURISDICTION, AND VENUE.

Colorado law, and rules and regulations issued pursuant thereto, shall be applied in the interpretation, execution, and enforcement of this Agreement. Any provision included or incorporated herein by reference which conflicts with said laws, rules, and regulations shall be null and void. All suits or actions related to this Agreement shall be filed and proceedings held in the State of Colorado and exclusive venue shall be in the City and County of Denver.

G. PROHIBITED TERMS.

Any term included in this Agreement that requires the State to indemnify or hold Grantee harmless; requires the State to agree to binding arbitration; limits Grantee's liability for damages resulting from death, bodily injury, or damage to tangible property; or that conflicts with this provision in any way shall be void ab initio. Nothing in this Agreement shall be construed as a waiver of any provision of §24-106-109, C.R.S.

H. SOFTWARE PIRACY PROHIBITION.

State or other public funds payable under this Agreement shall not be used for the acquisition, operation, or maintenance of computer software in violation of federal copyright laws or applicable licensing restrictions. Grantee hereby certifies and warrants that, during the term of this Agreement and any extensions, Grantee has and shall maintain in place appropriate systems and controls to prevent such improper use of public funds. If the State determines that Grantee is in violation of this provision, the State may exercise any remedy available at law or in equity or under this Agreement, including, without limitation, immediate termination of this Agreement and any remedy consistent with federal copyright laws or applicable licensing restrictions.

I. EMPLOYEE FINANCIAL INTEREST/CONFLICT OF INTEREST. §§24-18-201 and 24-50-507, C.R.S.

The signatories aver that to their knowledge, no employee of the State has any personal or beneficial interest whatsoever in the service or property described in this Agreement. Grantee has no interest and shall not acquire any interest, direct or indirect, that would conflict in any manner or degree with the performance of Grantee's services and Grantee shall not employ any person having such known interests.

J. VENDOR OFFSET AND ERRONEOUS PAYMENTS. §§24-30-202(1) and 24-30-202.4, C.R.S.

[Not applicable to intergovernmental agreements] Subject to §24-30-202.4(3.5), C.R.S., the State Controller may withhold payment under the State's vendor offset intercept system for debts owed to State agencies for: (i) unpaid child support debts or child support arrearages; (ii) unpaid balances of tax, accrued interest, or other charges specified in §§39-21-101, et seq., C.R.S.; (iii) unpaid loans due to the Student Loan Division of the Department of Higher Education; (iv) amounts required to be paid to the Unemployment Compensation Fund; and (v) other unpaid debts owing to the State as a result of final agency determination or judicial action. The State may also recover, at the State's discretion, payments made to Grantee in error for any reason, including, but not limited to, overpayments or improper payments, and unexpended or excess funds received by Grantee by deduction from subsequent payments under this Agreement, deduction from any payment due under any other contracts, grants or agreements between the State and Grantee, or by any other appropriate method for collecting debts owed to the State.

K. PUBLIC CONTRACTS FOR SERVICES. §§8-17.5-101, et seq., C.R.S.

[Not applicable to agreements relating to the offer, issuance, or sale of securities, investment advisory services or fund management services, sponsored projects, intergovernmental agreements, or information technology services or products and services] Grantee certifies, warrants, and agrees that it does not knowingly employ or contract with an illegal alien who will perform work under this Agreement and will confirm the employment eligibility of all employees who are newly hired for employment in the United States to perform work under this Agreement, through participation in the E-Verify Program or the State verification program established pursuant to §8-17.5-102(5)(c), C.R.S., Grantee shall not knowingly employ or contract with an illegal alien to perform work under this Agreement or enter into a contract with a Subcontractor that fails to certify to Grantee that the Subcontractor shall not knowingly employ or contract with an illegal alien to perform work under this Agreement. Grantee (i) shall not use E-Verify Program or the program procedures of the Colorado Department of Labor and Employment ("Department Program") to undertake pre-employment screening of job applicants while this Agreement is being performed, (ii) shall notify the Subcontractor and the contracting State agency or institution of higher education within three days if Grantee has actual knowledge that a Subcontractor is employing or contracting with an illegal alien for work under this Agreement, (iii) shall terminate the subcontract if a Subcontractor does not stop employing or contracting with the illegal alien within three days of receiving the notice, and (iv) shall comply with reasonable requests made in the course of an investigation, undertaken pursuant to §8-17.5-102(5), C.R.S., by the Colorado Department of Labor and Employment. If Grantee participates in the Department program, Grantee shall deliver to the contracting State agency, Institution of Higher Education or political subdivision, a written, notarized affirmation, affirming that Grantee has examined the legal work status of such employee, and shall comply with all of the other requirements of the Department program. If Grantee fails to comply with any requirement of this provision or §§8-17.5-101, et seq., C.R.S., the contracting State agency, institution of

higher education or political subdivision may terminate this Agreement for breach and, if so terminated, Grantee shall be liable for damages.

L. PUBLIC CONTRACTS WITH NATURAL PERSONS. §§24-76.5-101, *et seq.*, C.R.S.

Grantee, if a natural person eighteen (18) years of age or older, hereby swears and affirms under penalty of perjury that Grantee (i) is a citizen or otherwise lawfully present in the United States pursuant to federal law, (ii) shall comply with the provisions of §§24-76.5-101, *et seq.*, C.R.S., and (iii) has produced one form of identification required by §24-76.5-103, C.R.S., prior to the Effective Date of this Agreement.

EXHIBIT A, STATEMENT OF WORK AND BUDGET

Project Description	2025-FASTER: One (1) 40' Bus Replacement		
Project End Date	June 30, 2027		
Subrecipient	Eagle Valley Transportation Authority (EVTA) d/b/a Core Transit	UEID #	J2P4UP7CRH49
Contact Name	Tanya Allen	Vendor #	2100915
Address	3289 Cooley Mesa Road PO Box 1070 Gypsum, CO 81637	Phone #	(970) 376-2088
Email	tanya.allen@coretransit.org	Indirect Rate	N/A
WBS*	26884.10.50	ALI	11.12.01
Total Project Budget			\$1,076,000.00
State FASTER Funds (at 80% or less)			\$860,800.00
Local Funds (at 20% or more)			\$215,200.00
Total Project Amount Encumbered via this Grant Agreement			\$860,800.00

*The WBS numbers may be replaced without changing the amount of the grant at CDOT's discretion.

A. Project Description

EVTA shall use 2025 FASTER funds, along with local matching funds, to purchase One (1) 40' Bus as more fully described below. The purchase will support the goals of the Statewide Transit Plan.

EVTA shall use capital funds to purchase the following ADA compliant vehicle(s) (Capital Asset(s)):

ALI	QTY	Fuel Type	Description	FASTER Amount
11.12.01	1	Hybrid Diesel	Bus - STD 40 FT	\$860,800.00

The Capital Asset(s) being purchased is/are to replace the following existing fleet vehicle(s):

VIN	Fleet ID	COTRAMS Inventory	Year	Make	Model
15GGD2715E1183077	890	INV-00007977	2014	GIL - Gillig Corporation	LF40 BRT (G27D)

B. Performance Standards

1. Project Milestones

Milestone Description	Original Estimated Completion Date
Submit Procurement Concurrence Request (PCR) in COTRAMS for Project Manager Approval	10/1/2025
Submit Purchase Authorization (PA) and solicitation docs in COTRAMS for Project Manager Approval	11/1/2025
Take Delivery of (First) Vehicle/Equipment/Project Property	11/1/2026
Take Delivery of and Accept All Vehicles/Equipment/Project Property	12/1/2026

Submit Reimbursement Request in COTRAMS	2/1/2027
IMPORTANT NOTE: All milestones in this Statement of Work (except for the final reimbursement request) must be completed no later than the expiration date of this Grant Agreement: June 30, 2027.	

2. EVTA shall use the Capital Asset(s) purchased in its transit operations and shall perform regularly recurring maintenance with specific performance measures tied to EVTA's written maintenance plans, including manufacturer's recommendations and warranty program(s). EVTA will measure whether this project is successful and improves the efficiency, effectiveness, and safety of transportation.
3. Performance will be reviewed throughout the duration of this Grant Agreement. EVTA shall report to the CDOT Project Manager whenever one or more of the following occurs:
 - a. Budget or schedule changes;
 - b. Scheduled milestone or completion dates are not met;
 - c. Identification of problem areas and how the problems will be resolved; and/or
 - d. Expected impacts and the efforts to recover from delays.
4. EVTA shall submit all required reimbursements and project documents, including the assignment of "Colorado Department of Transportation" as the lienholder on the Capital Asset(s), as a condition of project closeout.

C. Project Budget

1. The Total Project Budget is \$1,076,000.00. CDOT will pay no more than 80% of the eligible, actual project costs, up to the maximum amount of \$860,800.00. CDOT will retain any remaining balance of the state share of FASTER Funds. EVTA shall be solely responsible for all costs incurred in the project in excess of the amount paid by CDOT from FASTER Funds for the state share of eligible, actual costs. For CDOT accounting purposes, the FASTER Funds of \$860,800.00 will be encumbered for this Grant Agreement.
2. No refund or reduction of the amount of EVTA's share to be provided for the project will be allowed unless there is at the same time a refund or reduction of the state share of a proportionate amount.
3. EVTA may use eligible federal funds for the Local Funds share. EVTA's share, together with the State FASTER Funds share, shall be enough to ensure payment of the Total Project Budget.
4. Per the terms of this Grant Agreement, CDOT will have no obligation to provide state funds for use on this project. CDOT will administer FASTER funds for this project under the terms of this Grant Agreement, provided that the state share of FASTER funds to be administered by CDOT are made available and remain available. EVTA shall initiate and prosecute to completion all actions necessary to enable EVTA to provide its share of the Total Project Budget at or prior to the time that such funds are needed to meet the Total Project Budget.

D. Procurement

Procurement of the Capital Asset(s) by EVTA shall comply with state procurement procedures and the DTR Quick Procurement Guide. In addition to the state requirements outlined below, state and federal procedures for purchase of the Capital Asset(s), including 2 CFR 200.320 (where applicable) shall be followed and outlined prior to procurement.

1. The first step in the procurement process will be to obtain an Independent Cost Estimate (ICE).
2. The second step, *and prior to soliciting a vendor*, will be to obtain Procurement Concurrence Request (PCR) approval from the CDOT Project Manager through COTRAMS. The request for PCR approval must include a copy of the proposed solicitation documents and the ICE.

3. The third step, *and prior to entering into a purchasing agreement or contract with the selected vendor*, will be to obtain Purchase Authorization (PA) approval from the CDOT Project Manager through COTRAMS. The request for PA approval must include a copy of the final solicitation documents (e.g. documented quote, quick bid, response(s) to RFP/IFB).
4. Upon delivery, EVTA shall be responsible for having the Capital Asset(s) inspected and accepted within **fifteen (15) calendar days of delivery**. If defects prevent acceptance of the Capital Asset(s), EVTA will contact the vendor to resolve any defects and notify CDOT.
5. EVTA shall be responsible for reimbursing the selected vendor within **forty-five (45) calendar days of acceptance** of the Capital Asset(s).

E. Reimbursement Eligibility

Requests for reimbursement for eligible project costs will be paid to EVTA upon submission of a complete reimbursement packet in COTRAMS for those eligible costs incurred during the Grant Agreement effective dates.

Accepted reimbursement packets will include the following completed documents:

- Independent Cost Estimate (ICE)
- Procurement Concurrence Request (PCR)
- Purchase Authorization (PA)
- Signed Notice of Acceptance (NA)
- Signed Security Agreement (SA)
- Application for Title showing “Colorado Department of Transportation” as the lienholder
- Invoice
- Proof of Payment
- Post Delivery Certifications

EVTA shall submit the final request for reimbursement within sixty (60) calendar days of acceptance of the Capital Asset(s) and submit a Grant Closeout and Liquidation (GCL) Form in COTRAMS within fifteen (15) calendar days of issuance of the final reimbursement payment.

F. State Interest-Service Life

The useful life of rolling stock begins on the date the vehicle is placed in revenue service and continues until it is removed from revenue service. The useful life in years refers to total time in transit revenue service, not time spent stockpiled or otherwise unavailable for regular transit use. The useful life in miles refers to total miles in transit revenue service. Non-revenue miles and periods of extended removal from service do not count towards useful life. Changes in operating circumstances, including unforeseen difficulty maintaining vehicles, higher cost of fuel, and changes in local law limiting where vehicles can be operated are not exemptions from useful life requirements.

Minimum useful life is the minimum number of years or miles, whichever comes first, that must be accumulated in revenue service before the Capital Asset(s) can be disposed of, in accordance with the State Management Plan.

CDOT maintains its share of the remaining state interest upon disposition of the Capital Asset(s) before the minimum useful life has been met or for a fair market value greater than \$5,000 after the minimum useful life has been met, according to the provisions of the State Management Plan.

EVTA shall not dispose or otherwise release the Capital Asset(s) to any other party while there is state interest in the Capital Asset(s) without prior approval from the CDOT Project Manager. EVTA is responsible for making the request to the CDOT Project Manager in a timely manner, providing appropriate documentation, if indicated, when a disposition and lien release is being requested in order to allow CDOT to process the release of any lien(s).

CDOT and EVTA will work in conjunction with Department of Revenue to assure the lien is released according to state rules.

G. Training

In an effort to enhance transit safety, EVTA and any subrecipients and subcontractors shall make a good faith effort to ensure that appropriate training of agency and contracted personnel is occurring and that personnel are up to date in appropriate certifications. In particular, EVTA shall ensure that driving personnel are provided professional training in defensive driving and training on the handling of mobility devices and transporting older adults and individuals with disabilities.

H. Safety Data

EVTA and any subrecipients and subcontractors shall maintain and submit, as requested, data related to bus safety. This may include, but not be limited to, the number of vehicle accidents within certain measurement parameters set forth by CDOT, the number and extent of passenger injuries or claims, and the number and extent of employee accidents, injuries and incidents.

I. Restrictions on Lobbying

EVTA is certifying that it complies with 2 CFR 200.450 by entering into this Grant Agreement.

J. Special Conditions

1. EVTA shall comply with all requirements imposed by CDOT on EVTA so that the state award is used in accordance with state statutes, regulations, and the terms and conditions of the state award.
2. EVTA shall permit CDOT and their auditors to have access to EVTA's records and financial statements as necessary, with reasonable advance notice.
3. Except as provided in this Grant Agreement, EVTA shall not be reimbursed for any purchase, issued purchase order, or leased capital equipment prior to the execution of this Grant Agreement.
4. EVTA shall document any loss, damage, or theft of FTA- or state-funded property, equipment, or rolling stock in COTRAMS.
5. EVTA shall ensure that it does not exclude from participation in, deny the benefits of, or subject to discrimination any person in the United States on the ground of race, color, national origin, sex, age or disability in accordance with Title VI of the Civil Rights Act of 1964.
6. EVTA shall provide transportation services to persons with disabilities, in accordance with Americans with Disabilities Act of 1990, as amended, 42 U.S.C. § 12101 et seq.
7. EVTA shall agree to maintain documentation that supports compliance with the Americans with Disabilities Act (ADA) and produce said documentation to CDOT upon request.
8. EVTA shall develop and maintain an ADA Program in accordance with 28 CFR Part 35, Nondiscrimination on the Basis of Disability in State and Local Government Services, FTA Circular 4710.1, and any additional requirements established by CDOT for transit grant subrecipients.

EXHIBIT B, SAMPLE OPTION LETTER

State Agency Department of Transportation	Option Letter Number Insert the Option Number (e.g. "1" for the first option)
Grantee Eagle Valley Transportation Authority (EVTA) d/b/a Core Transit	Original Agreement Number Insert CMS number or Other Contract Number of the Original Contract
Current Grant Agreement Amount FASTER Funds Maximum Amount	Option Agreement Number Insert CMS number or Other Contract Number of this Option
Initial Term	
State Fiscal Year 20xx	\$0.00
Extension Terms	
State Fiscal Year 20xx	\$0.00
State Fiscal Year 20xx	\$0.00
State Fiscal Year 20xx	\$0.00
State Fiscal Year 20xx	\$0.00
Local Funds	\$0.00
Total for All State Fiscal Years	\$0.00
	Agreement Performance Beginning Date The later of the Effective Date or Month, Day, Year
	Current Agreement Expiration Date Month, Day, Year

1. **OPTIONS:**

A. Option to extend for an Extension Term or End of Term Extension.
2. **REQUIRED PROVISIONS:**

A. **For use with Option 1(A):** In accordance with Section(s) 2.B/2.C of the Original Agreement referenced above, the State hereby exercises its option for an additional term/end of term extension, beginning Insert start date and ending on the current agreement expiration date shown above, at the rates stated in the Original Agreement, as amended.
3. **OPTION EFFECTIVE DATE:**

A. The effective date of this Option Letter is upon approval of the State Controller or , whichever is later.

STATE OF COLORADO
Jared S. Polis, Governor
Department of Transportation
Shoshana M. Lew, Executive Director

In accordance with §24-30-202, C.R.S., this Option Letter is not valid until signed and dated below by the State Controller or an authorized delegate.

STATE CONTROLLER
Robert Jaros, CPA, MBA, JD

By:_____

By:_____

Department of Transportation

Name:_____

Title:_____

Date:_____

Option Letter Effective Date:_____

EXHIBIT C, TITLE VI – CIVIL RIGHTS

Nondiscrimination Requirements

The Parties shall not exclude from participation in, deny the benefits of, or subject to discrimination any person in the United States on the ground of race, color, national origin, sex, age or disability. During the performance of this Agreement, the Grantee, for itself, its assignees and successors in interest (hereinafter referred to as the “Grantee”) agrees as follows:

- (1) **Compliance with Regulations:** The Grantee shall comply with the Regulation relative to nondiscrimination in federally-assisted programs of the Department of Transportation (hereinafter, "DOT") Title 49, Code of Federal Regulations, Part 21, as they may be amended from time to time, (hereinafter referred to as the “Regulations”), which are herein incorporated by reference and made a part of this Agreement.
- (2) **Nondiscrimination:** The Grantee, with regard to the Work performed by it during the Agreement, shall not discriminate on the grounds of race, color, national origin, or sex in the selection and retention of subgrantees, including procurements of materials and leases of equipment. The Grantee shall not participate either directly or indirectly in the discrimination prohibited by section 21.5 of the Regulations, including employment practices when the Agreement covers a program set forth in Appendix B of the Regulations.
- (3) **Solicitations for Subgrantees, Including Procurements of Materials and Equipment:** In all solicitations either by competitive bidding or negotiation made by the Grantee for Work to be performed under a subcontract, including procurements of materials or leases of equipment, each potential subgrantee or supplier shall be notified by the Grantee of the Grantee's obligations under this Agreement and the Regulations relative to nondiscrimination on the grounds of race, color, national origin or sex.
- (4) **Information and Reports:** The Grantee shall provide all information and reports required by the Regulations or directives issued pursuant thereto, and shall permit access to its books, records, accounts, other sources of information, and its facilities as may be determined by the Colorado Department of Transportation to be pertinent to ascertain compliance with such Regulations, orders and instructions. Where any information required of a Grantee is in the exclusive possession of another who fails or refuses to furnish this information the Grantee shall so certify to the Colorado Department of Transportation as appropriate, and shall set forth what efforts it has made to obtain the information.
- (5) **Sanctions for Noncompliance:** In the event of the Grantee's noncompliance with the nondiscrimination provisions of this Agreement, the Colorado Department of Transportation shall impose such contract sanctions as it may determine to be appropriate, including, but not limited to:
 - (a) withholding of payments to the Grantee under the Agreement until the Grantee complies, and/or
 - (b) cancellation, termination or suspension of the Agreement, in whole or in part.
- (6) **Incorporation of Provisions:** The Grantee shall include the provisions of paragraphs (1) through (6) in every subcontract, including procurements of materials and leases of equipment, unless exempt by the Regulations, or directives issued pursuant thereto.

The Grantee shall take such action with respect to any subcontract or procurement as the Colorado Department of Transportation may direct as a means of enforcing such provisions including sanctions for non-compliance; provided, however, that, in the event a Grantee becomes involved in, or is threatened with, litigation with a subgrantee or supplier as a result of such direction, the Grantee may request the Colorado Department of Transportation to enter into such litigation to protect the interests of the Colorado Department of Transportation.



To: The Eagle Valley Transportation Authority d/b/a Core Transit Board

From: Aryn Schlichting, Director of People & Culture

Meeting Date: OCTOBER 2026

SUBJECT: CEBT - Health Insurance Renewal

RECOMMENDED ACTIONS: Approve CEBT to continue as the authority's health insurance provider and authorize the Director of People & Culture to sign renewal agreements for 2026.

BACKGROUND:

We have previously updated the Board and the Personnel Committee with our recommendation to keep Health Insurance, employee premiums and other associated benefits unchanged for 2026.

Our strategy is to put people first, which includes offering competitive benefits. In August of 2024, we successfully onboarded employees to a new healthcare plan through CEBT, along with a comprehensive benefits package aligned with what Eagle County offers. With the support of the board, we would like to continue this plan unchanged for the upcoming year.

Feedback on the benefits has been overwhelmingly positive, and the plan continues to be a valuable tool for attracting and retaining employees.

We have been notified of a 17% increase in the CEBT Health Pool rate effective January 1, 2026. This increase is higher than anticipated based on recent years, but consistent with trends across the industry. It reflects the post-COVID rise in healthcare utilization and inflation and is in line with trends in the overall health insurance marketplace.



Historically, the CEBT Health Pool has outperformed the industry, with rate increases ranging from 2% to 13.5% over the past decade, averaging 5.3%, and even providing dividends in three of those years.

We propose to absorb the cost of this increase and include it in the 2026 budget we present to the board for approval.

We will communicate to employees that the organization is covering this increased expense while exploring sustainable cost-saving options for the future. Our immediate focus is ensuring employees are aware of and utilizing their benefits, including access to the free health center in Gypsum.

We have discussed this with the personnel committee and they support the current staff recommendation.

FINANCIAL CONSIDERATIONS:

The full cost of benefits administration is included in the FY26 budget, with no premium changes for employees and a 17% overall increase. The estimated increase to our Health Insurance premiums based on this approach will be \$243,841 in FY26.

ATTACHMENTS:

1. CEBT Renewal Proposal



January 1st, 2026 RENEWAL

**Eagle Valley Transportation Authority
BRANCH 75X7**

MEMORANDUM

TO: Eagle Valley Transportation Authority

FROM: WTW

SUBJECT: CEBT January 1, 2026 Special District Association Renewal

Enclosed is the CEBT SDA Health Pool rate and benefit renewal information for your review. **To complete the renewal process, please submit your renewal online by October 10th, 2025:**

You will notice that the SDA Health Pool rate increase for January 1, 2026, is higher than in recent years, at **17%**. The SDA Health Pool has outperformed the general health benefit industry for many years. Still, due to what appears to be a post-COVID increase in healthcare utilization coupled with higher inflation, this year's rate increase is about the same as that of the general health insurance marketplace. From a historical perspective, over the past 10 years, the rate increases for the SDA Health Pool have ranged from 2% to 13.5% with an overall average of 5.3% which is well below the industry average, not to mention 3 years with dividends from CEBT over that same 10-year period. We understand this year's rate increase will add more strain to an already tight 2026 budget, so feel free to contact your CEBT Account Manager or Producer to discuss plan options from CEBT. Your renewal packet includes a CEBT Plan Summary outlining the basic benefits of each medical plan offering and a Renewal Rate Sheet with current and renewal rates for each plan. Please review these materials carefully and follow the instructions below to complete the CEBT renewal process.

To quickly and conveniently accept your renewal, you will log in to the CEBT Online Community Portal to **Renew Online**. Once you have reviewed your renewal information, navigate to the **Renewal tab** and click **"Ready to Renew"**. Upon attestation that you have reviewed and agreed to the rates and renewal information presented in the packet, you will select the plan options for next year's elections. If you wish to keep all the same plan offerings, you will indicate "No Changes" and complete your renewal. If you *would* like to change any plan offering, **please check the box next to all plans you intend to offer and/or uncheck any plans you wish to remove for next year.**

The **Renewal Rate sheet** within the renewal packet contains current and renewal rates and the percentage increase for all CEBT plans available to you. Your group's current Plan Elections are highlighted in blue at the top of the page for reference.

The **CEBT Plan Summary** page lists all the plans available through CEBT and highlights the benefits of each plan offering. Please review and refer to this page when making your renewal selections online in the Community portal. You may choose up to three medical plans.

The **CEBT Benefit & Administrative Changes** sheet outlines each of the plan changes that will take effect January 2026, as well as a reminder of recent plan changes. Please read this sheet carefully to ensure you fully understand the changes taking place and communicate all necessary changes to all eligible employees.

A copy of WTW's Health & Benefits Brokerage Terms, Conditions, and Disclosures is enclosed. This document outlines the details of the relationship between your organization and WTW as your broker/consultant. This information does not need to be signed or returned, but please retain it for your files.

Open enrollment supplies are administered electronically through the Community portal under the **Resource Center** tab. This is where all enrollment-related documents (i.e. benefit summaries, program flyers, etc.) are housed with easy

accessibility. Once your renewal is **accepted electronically**, you will receive an email notifying you that your renewal has been processed and enrollment documents are available. If you require printed supplies, please open a Support Case to order your supplies via the “Order Supplies” button within the Renewal or Resource Center tabs.

We appreciate the opportunity to serve you, your employees, and their families. Although this year’s rate increase is higher than usual, CEBT remains financially strong with a fully funded reserve for run-out claims and a plan stabilization reserve for unexpectedly high claims and other expenses. We look forward to receiving your renewal and continuing to offer the exceptional service you’ve come to expect from WTW and CEBT. If you have any questions or need more information about different plan designs, please contact your CEBT account representative at (303) 773-1373 or (800) 332-1168.



CEBT JANUARY 2026 RATE RENEWAL

Medical Renewal

Projected for 12/31/2025	Claims	Contributions	Loss Ratio	L/R
Eleven months ended --> 5/31/2025	289,099,661	281,292,770		
Self-funded Claims >\$750k	(1,882,218)			
Less: Rx Rebates	(22,000,000)			
Self-Funded Plan Subtotal	265,217,443	281,292,770		94.3%
Plus: Kaiser Plans 5/1/2024-3/31/2025	17,564,759	21,025,175	83.5%	93.5%
Kaiser Claims >\$750k	-			93.5%
Remove termed groups	(3,223,640)	(2,303,419)	140.0%	93.2%
Plus: IBNR for newer groups	2,346,063			94.0%
Plus: Cost of CEBT Health Centers	4,147,634			95.3%
Adjusted Loss ratio for active groups	286,052,259	300,014,526	95.3%	
Projected change through 12/31/2025			0.00%	
12/31/2025 Projected Adjusted Loss Ratio			95.3%	
Assumed Medical/Rx Trend	8.00%	X	1.080	
Plan Administration Expense	6.60%			
Stop Loss Premium	1.90%			
Add for PSR and IBNR deficiency	1.25%			
Total admin, SL and reserve load	9.75%	/	0.9025	
			114.10%	
Overall rate increase for CEBT			14.10%	

Adjustments to the rate increase

Other Revenue Sources	
Investment income of \$2,000,000	0.0
Benefit changes (none)	<u>0%</u>
	<u>14.1%</u>

Overall CEBT Rate Renewal	14.1%
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Medical Renewal Brackets

	<u>*Adjusted Loss Ratio</u>	<u>January 2026 Rate Adjustments</u>
1	77.99% or lower	5.50%
2	78% to 82.99%	8.00%
3	83% to 87.99%	11.00%
4	88% to 92.99%	13.50%
5	93% to 97.99%	17.00%
6	98% to 102.99%	20.00%
7	103% +	24.00%

*Adjusted Loss Ratio includes contributions and claims from CEBT Kaiser Plans, Health Center operating costs, stop loss claim credit and large claim credit, if any apply.

HRP – Adjust HRP rates by the same percentage for each group as their other medical plans.

Dental and Vision Renewal

Renewal Brackets for January 2026

	<u>Loss ratio</u>	<u>Dental</u>	<u>Vision</u>
1	77.99% or lower	0.0%	0.0%
2	78% to 87.99%	3.0%	0.0%
3	88% to 92.99%	5.0%	0.0%
4	93% to 102.99%	10.0%	0.0%
5	103% +	15.0%	10.0%

Life Insurance Renewal

Group Term Life and AD&D - No rate change



CEBT Utilization Report

SDA Pool

July 2024 to June 2025

MONTH	MEDICAL ENROLLMENT	CONTRIBUTIONS	PAID CLAIMS	RX CLAIMS	TOTAL PAID CLAIMS	LOSS RATIO	12 MONTH ROLLING LOSS RATIO
July 2024	3,012	\$ 4,069,994	\$ 4,176,543	\$ 815,285	\$ 4,991,828	122.6%	109.8%
August 2024	3,033	\$ 4,120,264	\$ 3,097,516	\$ 754,782	\$ 3,852,299	93.5%	109.3%
September 2024	3,098	\$ 4,204,902	\$ 3,293,251	\$ 746,832	\$ 4,040,083	96.1%	110.3%
October 2024	3,106	\$ 4,215,439	\$ 3,340,261	\$ 883,578	\$ 4,223,838	100.2%	108.9%
November 2024	3,133	\$ 4,269,878	\$ 4,482,301	\$ 852,580	\$ 5,334,881	124.9%	110.9%
December 2024	3,142	\$ 4,289,348	\$ 4,960,042	\$ 950,577	\$ 5,910,620	137.8%	114.0%
January 2025	2,993	\$ 4,587,668	\$ 3,915,163	\$ 856,864	\$ 4,772,027	104.0%	112.8%
February 2025	3,014	\$ 4,644,805	\$ 2,451,096	\$ 859,304	\$ 3,310,400	71.3%	109.7%
March 2025	3,023	\$ 4,631,829	\$ 6,303,663	\$ 922,501	\$ 7,226,164	156.0%	114.7%
April 2025	3,026	\$ 4,625,865	\$ 3,196,133	\$ 902,340	\$ 4,098,473	88.6%	110.6%
May 2025	3,034	\$ 4,648,056	\$ 4,079,253	\$ 925,626	\$ 5,004,879	107.7%	109.1%
June 2025	3,029	\$ 4,621,346	\$ 4,406,233	\$ 891,477	\$ 5,297,710	114.6%	109.7%
Grand Total		\$ 52,929,395	\$ 47,701,456	\$ 10,361,746	\$ 58,063,202	109.7%	
Total Claims > \$750k					(\$- 1,352,840)		
Net Total					\$ 56,710,362	107.1%	



CEBT Utilization Report

SDA Pool

July 2024 to June 2025

COVERAGE	AVERAGE ENROLLMENT	CONTRIBUTIONS	PAID CLAIMS	RX CLAIMS	TOTAL PAID CLAIMS	LOSS RATIO	TOTAL CLAIMS > \$750K	NET LOSS RATIO
Medical								
PPO2	218	\$ 4,504,512	\$ 3,693,556	\$ 540,203	\$ 4,233,759	94.0%	\$ 0	94.0%
PPO3	381	\$ 6,858,957	\$ 8,719,201	\$ 1,382,721	\$ 10,101,922	147.3%	(\$- 1,009,128)	132.6%
PPO4	570	\$ 8,988,596	\$ 8,273,761	\$ 2,562,944	\$ 10,836,705	120.6%	\$ 0	120.6%
PPO5	177	\$ 2,971,778	\$ 2,126,851	\$ 665,633	\$ 2,792,485	94.0%	\$ 0	94.0%
PPO6	123	\$ 1,714,684	\$ 1,220,174	\$ 239,931	\$ 1,460,106	85.2%	\$ 0	85.2%
PPO7	32	\$ 381,482	\$ 186,304	\$ 223,849	\$ 410,153	107.5%	\$ 0	107.5%
PPO8	91	\$ 1,143,495	\$ 799,599	\$ 74,272	\$ 873,871	76.4%	\$ 0	76.4%
Total PPO	1,593	\$ 26,563,504	\$ 25,019,446	\$ 5,689,554	\$ 30,709,000	115.6%	(\$- 1,009,128)	111.8%
EPO Select 1	147	\$ 2,524,629	\$ 2,384,245	\$ 786,778	\$ 3,171,023	125.6%	\$ 0	125.6%
EPO3	408	\$ 7,098,193	\$ 5,213,230	\$ 1,507,932	\$ 6,721,163	94.7%	\$ 0	94.7%
EPO4	430	\$ 7,095,255	\$ 6,297,031	\$ 1,333,257	\$ 7,630,287	107.5%	\$ 0	107.5%
EPO5	81	\$ 1,179,134	\$ 1,469,407	\$ 190,617	\$ 1,660,024	140.8%	\$ 0	140.8%
EPO6	40	\$ 449,199	\$ 294,800	\$ 6,465	\$ 301,265	67.1%	\$ 0	67.1%
Total EPO	1,106	\$ 18,346,410	\$ 15,658,713	\$ 3,825,048	\$ 19,483,761	106.2%	\$ 0	106.2%
HD2800	33	\$ 359,937	\$ 115,433	\$ 81,467	\$ 196,900	54.7%	\$ 0	54.7%
HD3500	179	\$ 2,618,654	\$ 2,764,784	\$ 455,279	\$ 3,220,063	123.0%	(\$- 343,712)	109.8%
HDHP2	64	\$ 1,051,896	\$ 742,689	\$ 187,190	\$ 929,879	88.4%	\$ 0	88.4%
HDHP25	28	\$ 239,387	\$ 254,871	\$ 31,435	\$ 286,306	119.6%	\$ 0	119.6%
HDHP3	1	\$ 11,744	\$ 1,278	\$ 0	\$ 1,278	10.9%	\$ 0	10.9%
HDHP4	3	\$ 49,953	\$ 10,959	\$ 10	\$ 10,969	22.0%	\$ 0	22.0%
HDHP5	39	\$ 453,969	\$ 218,724	\$ 91,764	\$ 310,489	68.4%	\$ 0	68.4%
Total HD	348	\$ 4,785,540	\$ 4,108,739	\$ 847,144	\$ 4,955,883	103.6%	(\$- 343,712)	96.4%
HRP	6	\$ 18,975	(\$- 27)	\$ 0	(\$- 27)	-0.1%	\$ 0	- 0.1%
Total Medical	3,054	\$ 49,714,428	\$ 44,786,871	\$ 10,361,746	\$ 55,148,617	110.9%	(\$- 1,352,840)	108.2%



CEBT Utilization Report

SDA Pool

July 2024 to June 2025

COVERAGE	AVERAGE ENROLLMENT	CONTRIBUTIONS	TOTAL PAID CLAIMS	LOSS RATIO
Dental				
Dental A	2,061	\$ 2,029,234	\$ 1,816,485	89.5%
Dental B	769	\$ 620,741	\$ 624,618	100.6%
Dental C	218	\$ 143,332	\$ 151,006	105.4%
Total Dental	3,048	\$ 2,793,307	\$ 2,592,109	92.8%
Vision				
Vision A	320	\$ 30,139	\$ 30,630	101.6%
Vision B	1,075	\$ 141,408	\$ 111,849	79.1%
Vision C	1,564	\$ 250,112	\$ 179,995	72.0%
Total Vision	2,960	\$ 421,659	\$ 322,475	76.5%
Life				
EE Supp Life	543	\$ 161,240		
Life A	3,536	\$ 575,988		



BRANCH
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Eagle Valley Transportation Authority

Renewal and Optional Monthly Rates Effective January 01, 2026

Current Plans: PPO3; PPO4; Dental A; Vision C; Life A; EE Supp Life; Spouse Supp Life; Dep Supp Life; STD SDA; LTD2; EAP Active

Current Network: United Choice Plus

Life Coverage: 2.5*Salary

**New plan effective January 1, 2026*

		EE Only	EE +Spouse	EE + Child	EE +Children	EE +Family	Percent change
Medical (PPO2)	current	\$1,182	\$2,600	\$2,483	\$2,483	\$2,961	
(\$500 deductible)	renewal	\$1,383	\$3,042	\$2,905	\$2,905	\$3,464	17.00%
Medical (PPO3)	current	\$976	\$2,144	\$2,046	\$2,046	\$2,440	
(\$1,000 deductible)	renewal	\$1,142	\$2,508	\$2,394	\$2,394	\$2,855	17.00%
Medical (PPO4)	current	\$897	\$1,970	\$1,882	\$1,882	\$2,240	
(\$1,500 deductible)	renewal	\$1,049	\$2,305	\$2,202	\$2,202	\$2,621	17.00%
Medical (PPO5)	current	\$823	\$1,816	\$1,734	\$1,734	\$2,062	
(\$2,500 deductible)	renewal	\$963	\$2,125	\$2,029	\$2,029	\$2,413	17.00%
Medical (PPO6)	current	\$759	\$1,672	\$1,592	\$1,592	\$1,900	
(\$3,000 deductible)	renewal	\$888	\$1,956	\$1,863	\$1,863	\$2,223	17.00%
Medical (PPO7)	current	\$698	\$1,538	\$1,466	\$1,466	\$1,747	
(\$4,000 deductible)	renewal	\$817	\$1,799	\$1,715	\$1,715	\$2,044	17.00%
Medical (PPO8)	current	\$664	\$1,462	\$1,392	\$1,392	\$1,657	
(\$5,000 deductible)	renewal	\$777	\$1,711	\$1,629	\$1,629	\$1,939	17.00%
Medical (PPO9)	current						
(\$6,000 deductible)	renewal	\$746	\$1,643	\$1,564	\$1,564	\$1,861	
Medical (Surest 5)	current						
(\$3,000 hospital copay)	renewal	\$1,007	\$2,213	\$2,114	\$2,114	\$2,516	
Medical (Surest 7)	current						
(\$5,500 hospital copay)	renewal	\$797	\$1,754	\$1,672	\$1,672	\$1,993	
Medical (Surest 9)	current						
(\$5,500 hospital copay)	renewal	\$765	\$1,684	\$1,605	\$1,605	\$1,913	
Medical (EPO3)	current	\$897	\$1,970	\$1,882	\$1,882	\$2,240	
(\$1,000 hospital copay)	renewal	\$1,049	\$2,305	\$2,202	\$2,202	\$2,621	17.00%
Medical (EPO4)	current	\$814	\$1,789	\$1,707	\$1,707	\$2,027	
(\$1,500 hospital copay)	renewal	\$952	\$2,093	\$1,997	\$1,997	\$2,372	17.00%
Medical (EPO5)	current	\$773	\$1,698	\$1,624	\$1,624	\$1,927	
(\$2,500 hospital copay)	renewal	\$904	\$1,987	\$1,900	\$1,900	\$2,255	17.00%

Medical (EPO6) (\$3,000 hospital copay)	current	\$742	\$1,631	\$1,558	\$1,558	\$1,850	
	renewal	\$868	\$1,908	\$1,823	\$1,823	\$2,165	17.00%
Medical (EPO7) (\$3,500 hospital copay)	current						
	renewal	\$838	\$1,841	\$1,759	\$1,759	\$2,089	
Medical (HDHP2) (\$2,000 deductible)	current	\$768	\$1,692	\$1,615	\$1,615	\$1,922	
	renewal	\$899	\$1,980	\$1,890	\$1,890	\$2,249	17.00%
Medical (HDHP25) (\$2,500 deductible)	current	\$750	\$1,654	\$1,578	\$1,578	\$1,877	
	renewal	\$878	\$1,935	\$1,846	\$1,846	\$2,196	17.00%
Medical (HD2800) (\$2,800 deductible)	current	\$745	\$1,640	\$1,565	\$1,565	\$1,861	
	renewal	\$872	\$1,919	\$1,831	\$1,831	\$2,177	17.00%
Medical (HDHP3) (\$3,000 deductible)	current	\$734	\$1,615	\$1,542	\$1,542	\$1,834	
	renewal	\$859	\$1,890	\$1,804	\$1,804	\$2,146	17.00%
Medical (HD3500) (\$3,500 deductible)	current	\$692	\$1,524	\$1,454	\$1,454	\$1,732	
	renewal	\$810	\$1,783	\$1,701	\$1,701	\$2,026	17.00%
Medical (HDHP4) (\$4,000 deductible)	current	\$672	\$1,479	\$1,412	\$1,412	\$1,681	
	renewal	\$786	\$1,730	\$1,652	\$1,652	\$1,967	17.00%
Medical (HDHP5) (\$5,000 deductible)	current	\$634	\$1,397	\$1,334	\$1,334	\$1,587	
	renewal	\$742	\$1,634	\$1,561	\$1,561	\$1,857	17.00%
Medical (HDHP6) (\$6,000 deductible)	current						
	renewal	\$718	\$1,580	\$1,509	\$1,509	\$1,796	
Dental Plan A (w/ortho) (\$2,000 annual max)	current	\$42	\$85	\$106	\$106	\$144	
	renewal	\$44	\$89	\$111	\$111	\$151	5.00%
Dental Plan B (w/ortho) (\$1,500 annual max)	current	\$33	\$69	\$94	\$94	\$127	
	renewal	\$35	\$72	\$99	\$99	\$133	5.00%
Dental Plan C (w/o ortho) (\$1,500 annual max)	current	\$33	\$69	\$70	\$70	\$103	
	renewal	\$35	\$72	\$74	\$74	\$108	5.00%
Vision Plan A (UMR)	current	\$5	\$8	\$9	\$9	\$13	
	renewal	\$5	\$8	\$9	\$9	\$13	0.00%
Vision Plan B (VSP) (12/12/24)	current	\$6	\$11	\$12	\$12	\$20	
	renewal	\$6	\$11	\$12	\$12	\$20	0.00%
Vision Plan C (VSP) (12/12/12)	current	\$7	\$13	\$14	\$14	\$24	
	renewal	\$7	\$13	\$14	\$14	\$24	0.00%

Employee Life Rate: 0.1414

(Per \$1,000 in Coverage)

Dependent Life Rate: 0.96

(\$5,000/Spouse & \$2,000/Child)

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CEBT PLAN SUMMARY

Eagle Valley Transportation Authority

Current Plans Offered: PPO3; PPO4; Dental A; Vision C; Life A; EE Supp Life; Spouse Supp Life; Dep Supp Life; STD SDA; LTD2; EAP Active

Group Life Coverage: 2.5*Salary

Please renew by October 10th, 2025. This should be done in the CEBT Community Portal under the Renewal tab.

To begin your renewal, please select the **"Ready to Renew"** button and follow the steps outlined below:

- Accept the attestation which states that you have reviewed and accept the terms of the renewal as presented in the Renewal Packet.
- On the following page, you will see all available plans with your current plans checked. Please use the list of available plans outlined below as a reference when choosing your renewal plan selections.
- If you do not want to make changes to your plan offerings for the next renewal year, please select "No Plan Changes."
- If you do want to make plan changes, please ensure that all plans you wish to offer are checked. To do this you will uncheck any plans you intend to drop and check, or select, any plans you want to keep and/or add.
- You will then proceed to the signature section. Select the appropriate signer's name from the drop-down list. If you are signing on behalf of an approved signer, please select that person's name and then submit.
- Once submitted the renewal is complete and will be returned to WTW for processing.

OPEN ENROLLMENT

- Dates are determined by the employer group and should be held sometime between October and mid-November.
- To ensure ID cards are received on or before **January 1st, 2026**, enrollment changes should be returned to WTW no later than **November 14th, 2025.**
- Once your renewal has been submitted, open enrollment supplies will be updated online in the Resource Center of the CEBT Community portal.
- Printed Supplies will be sent on a request-only basis and can be done by clicking on the "Request Supplies" link in the Renewals tab or the Resource Center tab.

In accordance with your participation agreement, written notice of termination must be received by November 1st, 2025, or run-out claims will not be paid by CEBT.

*** For upcoming plan changes, please refer to the CEBT Benefit & Administrative Changes Document**

MEDICAL PLAN	OFFICE VISIT (primary/specialist)	INPATIENT HOSPITAL	DEDUCTIBLE (single/family)	MAXIMUM OOP (single/family)
PPO Medical Plans (UMR)				
PPO2	\$30/\$30	Deductible 80/20	\$500/\$1,000	\$2,000/\$4,000
PPO3	\$35/\$35	Deductible 80/20	\$1,000/\$2,000	\$3,000/\$6,000
PPO4	\$40/\$40	Deductible 80/20	\$1,500/\$3,000	\$4,000/\$8,000
PPO5	\$45/\$45	Deductible 80/20	\$2,500/\$5,000	\$4,500/\$9,000
PPO6	\$50/\$50	Deductible 80/20	\$3,000/\$6,000	\$5,000/\$10,000
PPO7	\$55/\$55	Deductible 80/20	\$4,000/\$8,000	\$5,000/\$10,000
PPO8	\$55/\$55	Deductible 100%	\$5,000/\$10,000	\$5,000/\$10,000
PPO9	\$65/\$65	Deductible 100%	\$6,000/\$12,000	\$6,000/\$12,000

EPO Medical Plans (UMR)				
EPO3	\$40/\$55	\$1,000	\$0	\$5,000/\$10,000
EPO4	\$45/\$60	\$1,500	\$0	\$5,500/\$11,000
EPO5	\$50/\$65	\$2,500	\$0	\$6,000/\$12,000
EPO6	\$55/\$70	\$3,000	\$0	\$6,500/\$13,000
EPO7	\$65/\$80	\$3,500	\$0	\$7,000/\$14,000
High Deductible Health Plans (UMR)				
HDHP2	Deductible 80/20	Deductible 80/20	\$2,000/\$4,000 (Non-Embedded)	\$4,000/\$8,000
HDHP25	Deductible 80/20	Deductible 80/20	\$2,500/\$5,000 (Non-Embedded)	\$4,500/\$9,000
HD2800	Deductible 80/20	Deductible 80/20	\$2,800/\$5,600 (Non-Embedded)	\$5,000/\$10,000
HDHP3	Deductible 80/20	Deductible 80/20	\$3,000/\$6,000 (Non-Embedded)	\$5,000/\$10,000
HD3500	Deductible 80/20	Deductible 80/20	\$3,500/\$7,000	\$5,000/\$10,000
HDHP4	Deductible 80/20	Deductible 80/20	\$4,000/\$8,000	\$5,000/\$10,000
HDHP5	Deductible 100%	Deductible 100%	\$5,000/\$10,000	\$5,000/\$10,000
HDHP6	Deductible 100%	Deductible 100%	\$6,000/\$12,000	\$6,000/\$12,000
Surest Medical Plans (UHC)				
Surest 5	\$15 - \$100/\$15 - \$100	\$200 - \$3,000	\$0	\$5,000/\$10,000
Surest 7	\$45 - \$155/\$45 - \$155	\$400 - \$5,500	\$0	\$7,000/\$14,000
Surest 9	\$45 - \$155/\$45 - \$155	\$400 - \$5,500	\$0	\$9,000/\$18,000
Dental Plans (Delta Dental of Colorado)				
Plan A \$2,000 annual benefit maximum/ \$2,000 Ortho lifetime maximum (includes adult ortho)				
Plan B \$1,500 annual benefit maximum/ \$1,500 Ortho lifetime maximum (child only)				
Plan C \$1,500 annual benefit maximum/ No Ortho				
Vision Plans (UMR & VSP)				
Plan A (UMR) 12/24/24 \$150 frames, no network				
Plan B (VSP) 12/12/24, \$160 frames, \$15 copay at VSP providers				
Plan C (VSP) 12/12/12, \$175 frames, \$10 copay at VSP providers				
Life Insurance Plans (The Standard Insurance Company)				
Basic Group Life (Life A) Volume \$20k min to \$450k max (Employer Paid)				
Dependent Group Life (Dep Life A) Volume \$5k Spouse, \$2k Child (Employer Paid)				
Voluntary Life (Supp Life) Volume \$500k max Employee, \$250k max Spouse, \$20k max Child				



CEBT BENEFIT & ADMINISTRATIVE CHANGES

(Effective January 1, 2026)

CEBT Plans

The following CEBT plans will be new plan options available, **effective January 1, 2026**:

Plan Name	PCP / Specialist Copay	Deductible (Individual / Family)	Out-Of-Pocket Max (Individual / Family)
EPO Select 2	PCP \$0 (T1) / \$100 (T2) Spec \$100 (T1) / \$200 (T2)	N/A	Ind \$5,000 Fam \$10,000 (T1) Ind \$10,000 Fam \$20,000 (T2)
EPO Select 3	PCP \$0 (T1) / \$125 (T2) Spec \$150 (T1) / \$250 (T2)	N/A	Ind \$6,000 Fam \$12,000 (T1) Ind \$10,000 Fam \$20,000 (T2)

July 1, 2025, Plan Change Reminders

UPDATED | Telemedicine (CEBT HDHP Plans Only)—The HDHP telehealth safe harbor was permanently extended as part of the Budget Reconciliation Act on July 4. This resulted in services through Teladoc and the CEBT Health & Wellness Centers waiving cost share for members on CEBT high-deductible health plans (HDHP).

Lantern Infusion Care—A site-of-care management program for infusion therapy through Lantern will be available for those enrolled in the CEBT PPO, EPO, HD, and Surest plans. This program allows for lower negotiated rates on infusions either in-home or at ambulatory infusion centers, providing members access to the most appropriate site of care with no member cost share on the PPO, EPO, and Surest plans and after deductible on HDHP plans. Being treated outside of a hospital setting, members will have access to personalized support from a clinical care team to educate and guide them during their infusion therapy journey.

PrudentRx Specialty Drug Cost Savings Program—PrudentRx is a copay assistance program designed to help with the out-of-pocket costs of specialty medications under Caremark's prescription drug benefits on the CEBT PPO and EPO plans. Through this program, members will have access to manufacturer copay assistance programs, reducing the out-of-pocket costs to \$0 for certain eligible specialty drugs.



WTW & CEBT COMMISSION SCHEDULE

Below is a schedule of our commission compensation from your Employee Benefits Placement. *You may not have all the products listed.*

- CEBT Medical, Dental and Vision are based on the number of employees covered by the medical plan, according to the following scale. If no medical plan exists, the dental or vision plans will be used to determine the commission scale.

# OF COVERED EMPLOYEES	COMMISSION %
001 – 099	3.4 %
100 – 249	2.9 %
250 – 499	2.4 %
500 – 999	1.9 %
1,000 +	1.4 %

- CEBT Employer Paid Life Insurance 3%
- CEBT Voluntary Life Insurance 10%
- Special District Association Disability program
Long & Short Term 9%
- CEBT Small Group Disability program commission is based on the following scale:

LONG TERM	
Annual Premium	
First \$15,000 (\$0 - \$15,000)	15 %
Next \$10,000 (\$15,001 - \$25,000)	10 %
Next \$25,000 (\$25,001 - \$50,000)	5 %
Amount over \$50,000	1 %
SHORT TERM	
Annual Premium	
First \$2,000 (\$0 - \$2,000)	15 %
Next \$8,000 (\$2,001 - \$10,000)	10 %
Next \$15,000 (\$10,001 - \$25,000)	6 %
Next \$25,000 (\$25,001 - \$50,000)	4 %
Next \$50,000 (\$50,001 - \$100,000)	2 %
Next \$150,000 (\$100,001 - \$250,000)	1 %
Amount over \$250,000	0.5 %

If you have any questions or concerns regarding our compensation, please don't hesitate to call us.



Health & Benefits Brokerage Terms, Conditions & Disclosures

Your decision to purchase insurance coverages, products, and/or services through a WTW company is subject to the following terms and conditions (the “**Brokerage Terms**”).

1. Brokerage Terms and Conditions

- 1.1. The services we provide to you will rely in significant part on the facts, information and direction provided by you or your authorized representatives. You must provide us with complete and accurate information regarding your loss experience, risk exposures, and changes in the analysis or scope of your risk exposures and any other information reasonably requested by us or insurers. It is important that you advise us of any changes in your business operations that may affect our services or your insurance coverages. Therefore, all information which is material to your coverage requirements or which might influence insurers in deciding to accept your business, finalizing the terms to apply and/or the cost of cover, or deciding to pay a claim, must be disclosed. Failure to make full disclosure of material facts might potentially allow insurers to avoid liability for a particular claim or to void the policy. This duty of disclosure applies equally at renewal or modification of your existing coverage and upon placement of new lines of coverage. You agree that WTW will not be responsible for any consequences arising from any delayed, inaccurate or incomplete information.
- 1.2. An insurer quote is an offer to provide coverage. Offers can be modified or withdrawn prior to your acceptance through your order to bind coverage. The quote itself is not a legally binding commitment or a confirmation of actual coverage. Should you choose to bind coverage, we will secure a formal commitment typically in the form of a binder on a form issued or approved by the insurer(s) at issue. The quotes we will provide to you are based upon the information that you have provided to us. If you discover that previously submitted information is inaccurate or incomplete, please advise us immediately so that we can attempt to revalidate terms with insurers.
- 1.3. At the time of binding, we review the financial soundness of the insurers we recommend to provide your coverages based on publicly available information, including that produced by well-recognized rating agencies. Upon request, we will provide you with our analysis of such insurers. We do not guarantee or warrant the solvency of any insurer or any intermediary that we may use to place your coverage.
- 1.4. If you have a multi-year policy, it is important that you understand the limitations associated with the coverage options and the possibility that the financial strength of the insurer may change throughout the term of the policy. We recommend that you review the insurer's ratings for any downgrades during the term of this multi-year policy.
- 1.5. The final decisions with respect to all matters relating to your insurance coverages, risk management, and loss control needs and activities are yours. We will procure the insurance coverage chosen by you, including the limits you choose, prepare or forward insurance binders, if applicable, and review and transmit policies to you.
- 1.6. We will review all binders, policies and endorsements to confirm their accuracy and conformity to negotiated specifications and your instructions and advise you of any errors in, or recommended changes to, such documents. You agree that you will also review all such documents and promptly advise us of any questions you have or of any document or provision which you believe may not be in accordance with your instructions as soon as possible, and in no event longer than two weeks, after you receive them. Your coverage is defined by the terms and conditions detailed in your insurance policies and endorsements. Your review of these documents, and any review you may seek from outside legal counsel or insurance consultants, is expected and essential.
- 1.7. You must timely and properly report all claims in accordance with your insurance policies. You agree that we are not responsible for reporting claims on your behalf. Failure to timely and properly report a claim may jeopardize coverage for the claim. In addition, you should retain copies of all insurance policies and coverage documents as well as claims-reporting instructions after termination of the policies because in some cases you may need to report claims after termination of a policy.
- 1.8. Our compensation may be revised if you request a change in the coverages and/or services we provide under the SOW or these Brokerage Terms and we enter into a written agreement documenting any change in coverages, services and compensation. If we are compensated by commissions paid by insurers, we will be entitled to retain the commissions for new coverages, revised coverages, or other material change in coverages.

- 1.9. Unless otherwise agreed in writing, in the event of termination, we will be entitled to receive and retain any commissions payable under the terms of our commission agreements with the insurers in relation to policies placed by us, whether or not the commissions have been received by us.
- 1.10. Our obligation to render services to you ceases on: (a) the effective date of termination of the SOW, or (b) if you have not entered into a SOW, the earlier of: (i) 60 days prior written notice by either party terminating the services, or (ii) with respect to any coverage subject to these Brokerage Terms, the effective date of a change in your broker of record for that coverage (the “**Termination Date**”). Nevertheless, we will take reasonable steps to assist in the orderly transition of matters to you or to a new insurance broker. Claims and premium or other adjustments may arise after the Termination Date, and we have no responsibility to handle these things after our relationship ends. Such items are normally handled by the insurance broker serving you at the time the claim or adjustment arises. However, we will consider providing such services after the Termination Date for mutually agreed additional compensation. Nevertheless, we will process all remaining deposit premium installments on the policy(ies) in effect on the Termination Date.
- 1.11. The insurance market is complex, and there could be other relationships which are not described in this document which might create conflicts of interest. If a conflict arises for which there is no practicable way of complying with this commitment, we will promptly inform you and withdraw from the engagement, unless you wish us to continue to provide the services and provide your written consent. Please let us know in writing if you have concerns or we will assume that you understand and consent to our providing our services pursuant to these Brokerage Terms.
- 1.12. If we are assisting you with stop loss coverage, you understand and agree that we are acting as an independent consultant/broker in assisting you with the placement of stop loss coverage. You further agree that our role is limited to assistance in resolution of broad issues or systemic disputes between you and your selected carrier relative to dissatisfaction with a carrier’s products or services, including processing of claims, delayed payment of claims, missing/incorrect data feeds, and gaps or omissions between any final proposal document and implemented coverage. We are not able to provide an opinion on whether any particular complete or partial claim denial, is appropriate. Our role relative to any specific claim disputes would be limited to facilitation of a discussion between the stop loss carrier, medical/prescription drug administrator, and you to outline the issues and identify next steps and responsible parties. For avoidance of doubt, facilitation of specific claim disputes among the parties is not included in our services, unless specifically outlined in a separate statement of work and scope of services. If you would like us to perform that function, please let us know and we will work with you to determine the scope and fees for such work.

2. Brokerage Disclosures

- 2.1. If a WTW affiliate or office located outside of the United States or Canada serves as an intermediary in the placement of your coverages, it will also earn and retain compensation for providing those services which compensation may not be included in the fee.
- 2.2. To the extent WTW is compensated by commissions paid to us by insurers, they will be earned for the entire policy period at the time we place policies for you. We will be paid the commission percentage stated for the placement of your insurance as indicated and will receive the same commission percentage for all subsequent renewals of this policy unless a different commission percentage is disclosed to you, or unless the insurer changes its commission rates, in which case the new commission rate will be disclosed to you before placement of the policy.
- 2.3. The compensation that will be paid to WTW will vary based on the insurance contract it sells. Depending on the insurer and insurance contract you select, compensation may be paid by the insurer selling the insurance contract or by another third party. Such compensation may be contingent and may vary depending on a number of factors, including the insurance contract and insurer you select. In some cases, other factors such as the volume of business WTW provides to the insurer or the profitability of insurance contracts WTW provides to the insurer also may affect compensation. WTW may accept this compensation in locations where it is legally permissible and meets standards and controls to address conflicts of interest. Whether or how much insurers may pay in contingent compensation does not play any role in WTW’s placement recommendations on behalf of its clients. WTW will decline to accept contingent compensation from an insurer if such compensation cannot be attributed or allocated by the insurer to a particular client. If you prefer that we not accept contingent compensation related to your policy, please notify us in writing and we will request that your insurer(s) exclude your business from their contingent payment calculations.
- 2.4. Upon request, WTW will provide you with additional information about the compensation WTW expects to receive based in whole or in part on your purchase of insurance, and (if applicable) the compensation expected to be received based in whole or in part on any alternative quotes presented to you.



- 2.5. WTW may place your insurance or other business with members of a panel of insurers or other vendors. WTW develops panels of insurers and vendors in certain market segments. Participating insurers and vendors are reviewed on a variety of factors. Commission or fee rates on panel placements may be higher than rates paid on business placed outside of the panel process. WTW discloses its commission rates to clients on quotes obtained through the panel process prior to binding the coverage. In some instances, insurers or vendors pay an administration or management fee to participate in the panel process or for additional reporting. In some instances, WTW may earn a referral fee for referring your business to certain vendors.
- 2.6. In some cases, the use of a wholesale broker may be beneficial to you. We will not directly or indirectly place or renew your insurance business through a wholesale broker unless we first disclose to you in writing any compensation we or our corporate parents, subsidiaries or affiliates will receive as a result. If wholesalers, underwriting managers or managing general agents have a role in providing insurance products and services to you, they will also earn and retain compensation for their role in providing those products and services. If any such parties are corporate parents, subsidiaries or affiliates of ours, any compensation we or our corporate parents, subsidiaries or affiliates will receive will be included in the total compensation we disclose to you. If such parties are not affiliated with us, and if you desire more information regarding the compensation those parties will receive, please contact us and we will assist you in obtaining this information.
- 2.7. Commission schedules and other compensation arrangements related to our services on your behalf may change over time and may not always be congruent with your specific policy period. WTW will provide you with accurate information to the best of our knowledge when information is presented to you, but it is possible that compensation arrangements may change over time. We will update you on any changes to our compensation prior to your renewal and will do so at any time upon your request.
- 2.8. As an insurance intermediary, we normally act for you. However, we or our corporate parents, subsidiaries or affiliates may also provide services to insurers for which we may earn compensation. These services may include, for example, acting as a managing general agent, program manager or in other similar capacities which give us binding authority enabling us to accept business on their behalf and immediately provide coverage for a risk or providing third party administration and other services to insurers. Contracts with these insurers may grant us certain rights or create certain obligations regarding the marketing of insurance by the insurers. When we place your insurance business in such a situation as we will receive compensation related to these services from an insurer, we will inform you and disclose that we may receive compensation. In addition, these services may include providing services to insurers as a client. For example, we or they may provide consulting, brokerage, outsourced administration or reinsurance services to insurer clients. In such cases we or they will be compensated, separately for the services provided to those insurer clients. Some of these insurer clients may happen to be insurers with whom we place your insurance coverages. The services provided to you and the services provided to our insurer clients are separate and any compensation earned for the services provided to insurer clients are separate from and in addition to the compensation we earn for the services we provide you under these Brokerage Terms.
- 2.9. We are members of a major international group of companies. In addition to the commissions received by us from insurers for placement of your insurance coverages, other parties, such as excess and surplus lines brokers, wholesale brokers, reinsurance intermediaries, underwriting managers and similar parties (some of which may be owned in whole or in part by our corporate parents or affiliates), may earn and retain usual and customary commissions for their role in providing insurance products or services to you under their separate contracts with insurers or reinsurers.
- 2.10. To comply with applicable anti-money laundering regulations there are times when we may ask clients to confirm (or reconfirm) their identity. We may need to do this at the time you become a client or have been one for some time or for example, when checking details on proposal forms and transferring claims payments. This information may be shared with other subsidiaries of WTW PLC and where we deem necessary with regulatory or law enforcement bodies. Please note that we are prohibited from disclosing to you any report we may make based on knowledge or suspicion of money laundering, including the fact that such a report has been made.

We have systems that protect our clients and ourselves against fraud and other crime and we may utilize the services of third parties in order to identify and verify clients. Client information can be used to prevent crime and trace those responsible. We may check your details against financial crime databanks. If false or inaccurate information is provided, we may be obliged to pass such details to relevant regulatory agencies that may use this information.

3. Disclosures only applicable in the United States.



- 3.1. The Consolidated Appropriations Act, 2021 (CAA) amends ERISA by requiring brokers and consultants to disclose both direct and indirect compensation received in relation to services provided to the group health plan. In general, direct compensation received by us is any fee you pay to us using plan assets and indirect compensation is generally any other compensation we receive in connection with our services to the plan as your broker or consultant. The description of our services and our compensation (direct, indirect, or other compensation) we receive in connection with the services we provide to you can be found in one or all of the following documents, as applicable to our arrangement: Master Services Agreement/Terms and Conditions, Statement(s) of Work, Brokerage Terms, Conditions and Disclosures Document, Additional Insurance Terms & Disclosure Document and/or a stand-alone Compensation Disclosure Document. For additional information regarding the above disclosure requirements, please see ERISA Section 408(b)(2)(B).
- 3.2. WTW and its employees may receive indirect compensation from plan vendors and service providers (such as insurers or third party administrators) that is not in connection with any particular client. This incidental compensation includes items such as promotional and holiday gifts, meals, tickets to a sporting or entertainment event, or expense reimbursement in connection with educational meetings, client workshops or events, or marketing or advertising initiatives, including services for identifying prospective clients. Plan vendors and service providers may also pay or reimburse WTW for the costs associated with education or training events that may be attended by WTW employees and WTW-sponsored conferences and events. Based upon historical data and on a per client basis, WTW estimates the value of the above compensation is less than \$100 per client annually.
- 3.3. If and to the extent that any portion of WTW's compensation is to be paid by or on behalf of any employee health or other welfare benefit plan ("Plan"), including commissions derived from Plan assets, then you will secure the approval of the applicable Plan fiduciaries for such portion of our compensation. You, and if applicable, the Plan fiduciaries, and not WTW, will determine whether any payment utilizing, or deriving from, Plan assets is appropriate. Based on historical market data, we estimate that our commissions may range from 0% to 20% of premium depending on lines of coverages selected, the insurer selected, and geographical location. Based on historical market data, we estimate that directed fees we may receive from insurers/third party administrators in connection with your self-funded plans may range between \$0 and \$10 per employee per month or between 0% and 5% of monthly fees. Refined estimates of the amounts we might earn as described in this paragraph will be discussed with you and disclosed to you prior to placement.
- 3.4. WTW will provide details concerning its charges to enable you, and if applicable, the Plan fiduciaries to make such determinations, but any information that WTW provides to you with its invoices or otherwise should not be construed as advice regarding the appropriate use of Plan assets. You, and if applicable, the Plan fiduciaries are encouraged to consult with legal counsel regarding such matters. Unless you tell us otherwise, in providing our services we will assume that the employee welfare benefits you provide to your employees and with respect to which we provide services have been wrapped into a single Plan. To the extent that you or your Plan enter into an administrative services only contract with a third party administrator pursuant to which WTW receives a directed fee, you represent that all administrative fees are paid by you out of your general assets and will not be charged to the Plan.
- 3.5. As further explained in section 3.3, we may receive contingent compensation in relation to our brokerage services we provide to you. Based on historical market data, we estimate that our contingent compensation may range from 0% to 5% of the total premium placed for all lines of coverage.
- 3.6. We may also receive additional compensation from certain carriers depending on the line of business that we place for you. This additional compensation is distinct from contingent compensation and is additional compensation we receive in addition to the standard commission rate offered by carriers based upon pre-negotiated commission rates with carriers at a corporate level or in connection with the services we provide to you in section 3.5. Based upon historical market data, our additional compensation may be between 0% and 6% of the premium placed on particular lines of coverage and the carrier you choose. The amount of this compensation, if applicable, will be discussed with you and disclosed to you prior to placement.
- 3.7. WTW is not being engaged as a fiduciary or to provide investment advice and does not and will not perform or assume any fiduciary or trust responsibilities or liability in connection with the performance of the services. You agree that the services to be performed by WTW under an applicable Statement of Work are ministerial and not fiduciary in nature, that WTW has no discretionary authority or control with respect to the management or administration of your employee benefit plan(s) or any Plan assets, that WTW is not providing any advice with respect to products that may have an investment component, and that WTW's compensation has not been set at levels intended to compensate it for assuming fiduciary liability. You retain full responsibility for decisions to purchase or not purchase insurance policies, all claims for benefits against the Plan and any other discretionary decisions by the Plan or any fiduciary, trustee, Plan administrator, or Plan committee.



- 3.8. You agree that any enrollment or census data provided to WTW will be provided by you in your role as an employer. You agree that you are responsible for your own access to and use of employee data, and that all persons whom you direct or request WTW to share employee data with are authorized to receive the employee data.
- 3.9. In the event that you and/or any of the employee benefit plans sponsored by you need to enter into business associate agreements with WTW to satisfy the requirements of the Health Insurance Portability and Accountability Act, the regulations implementing that Act (the "Standards for Privacy of Individually Identifiable Health Information," codified at 45 C.F.R. parts 160 and 164), or any other similar law, the parties will execute an agreement in compliance with these requirements.
- 3.10. If any of our affiliates or subcontractors receive compensation related to these services on a transaction basis as that term is defined in ERISA Section 408(b)(2)(B), we will identify the affiliate and/or subcontractor receiving such compensation. This Agreement or your agreement with that affiliate or subcontractor will detail the services those entities are providing to you and their compensation.
- 3.11. The Texas Department of Insurance maintains a toll-free telephone number (1-800-252-3439) which you may call if you have complaints regarding fees charged by any insurance producer. You also may contact the Texas Department of Insurance at ConsumerProtection@tdi.state.tx.us. The Texas Department of Insurance's website is www.tdi.state.tx.us and its mailing address is P.O. Box 149104, Austin, TX 78714-9104.

4. General Terms and Conditions

- 4.1. **Taxes.** Any fees or rates quoted or estimated shall be exclusive of income tax or of any sales, ad valorem, value added tax or any similar tax unless such tax is required to be included pursuant to a statutory requirement. If required, WTW will add the relevant tax to the invoice, separately stated, and remit such tax to the appropriate authority.

- 4.2. **Our Responsibilities.** We shall provide the Services in a professional manner with reasonable skill and care and in accordance with all laws and regulations applicable to us. We will assign to the project team, members of our staff with adequate education, training and experience to perform the tasks assigned to them. We will use reasonable endeavors to meet any agreed timetable.

The work product we produce in the course of providing the services (the "Work Product") will not infringe any intellectual property right of any third party. Unless otherwise expressly agreed in writing, we do not accept any fiduciary or trust responsibilities or related liability in connection with the performance of the Services. We do not provide legal, accounting or tax advice.

- 4.3. **Your Responsibilities.** You will provide us, in a timely manner, with all documentation, information, access to your personnel, access to your premises (if applicable) and cooperation reasonably required to provide the services. Any delay or failure to provide such documentation, information, access to your personnel or cooperation may result in: (a) a revision to any agreed timetable; and (b) if we are required to perform any additional work as a result, additional fees being charged. We will rely on the documentation and information provided by you or your representatives and we do not take responsibility for verifying the accuracy or completeness of it. You may rely only upon our final Work Product and not on any drafts or oral statements made by us in the course of performing the Services.

You represent that you are in compliance, and will continue to comply, with all laws, rules, regulations or government authority guidance applicable to you. If WTW determines that the services WTW performs for you relate to operations or activities prohibited by or inconsistent with any applicable law, rule, regulation or government authority guidance, it reserves the right to immediately terminate these Brokerage Terms in its entirety and/or decline to provide certain services.

- 4.4. **Intellectual Property Rights and Work Product.** You shall retain ownership of all original data and materials provided to us by you or your representatives, and the intellectual property rights in that data and materials. You will have the right to use, reproduce and adapt the copies of the Work Product for internal purposes within your organization. We shall retain the intellectual property rights in the Work Product, and the skills, know-how and methodologies used or acquired by us during the course of providing any of the services.

The services, including the Work Product, are provided solely for the intended purpose, and may not be referenced or distributed to any other party without our prior written consent. You may distribute the Work Product to your affiliates, provided that you ensure that each such affiliate complies with the terms and conditions of these Brokerage Terms and any applicable Statement of Work, as if it were a party to them, and you remain responsible for such compliance.

You shall not refer to us or include any of the Work Product in any shareholder communication or in any offering materials (or fairness opinion provided by your professional advisers) prepared in connection with the public offering or private placement of any security, unless otherwise agreed in writing.

- 4.5. **Confidentiality and Data Privacy.** Each Party (the “**Recipient**”) shall protect all confidential information which the other Party (the “**Discloser**”) provides to it (whether orally, in writing or in any other form) (“**Confidential Information**”) using the same standards as the Recipient applies to its own comparable confidential information, but in no event less than reasonable measures. Confidential Information shall not include information that is: (a) already known to the Recipient at the time of disclosure; (b) in the public domain or publicly available; (c) provided to it by a third party who is under no such obligation of confidentiality; (d) independently developed by it; or (e) is required to be disclosed by court order, regulatory authority or other legal process, provided that prior to disclosing any Confidential Information, the Recipient shall, if permitted by law, notify, and cooperate with the Discloser, at Discloser’s expense, to lawfully limit and/or obtain appropriate protective orders with respect to such portion(s) of the Confidential Information which is the subject of any such required disclosure. Each Party may disclose Confidential Information to its legal advisers to protect its own legitimate interests or to comply with any legal or regulatory requirements.

In the course of providing the services, the Parties acknowledge that you may provide us with information about an identifiable individual or information which relates to a natural person and allows that person to be identified, including your customer or employee information (“**Personal Data**”). It is further acknowledged that we are a global business and that we may transmit your information, including Personal Data within our global network of offices to our affiliates and providers of IT outsourcing who will be subject to appropriate data protection standards. You represent that Willis Towers Watson is authorized to receive and process any such Personal Data and that you have obtained any necessary consents from third parties, including the individual to whom such Personal Data relates, that may be required for us to use the Personal Data for the purpose of providing the Services. Irrespective of where we receive or hold Personal Data on your behalf, we will take appropriate technical, physical and organizational/administrative measures to protect it against accidental or unlawful destruction or accidental loss or unauthorized alteration, disclosure or access. Each Party shall comply with the provisions and obligations imposed on it by applicable data privacy legislation and regulations.

You agree that we may maintain, process and transfer your Confidential Information and Personal Data to perform the services, and for other reasonable ancillary purposes, unless you instruct otherwise. We may retain such information and data as may be required by applicable law, regulation, or our record retention and business continuity policies and procedures.

In addition, you hereby grant us permission to use data we receive from you or your representatives in the course of the services for use in industry benchmarking studies, trend analyses and research. We may use the results of these studies, analyses and research for various purposes, including articles and studies for distribution to our other clients and prospects. Any such articles or studies will not disclose your participation or mention the inclusion of your information to any other party. Any findings from these studies that may show individual participant results will be on a blinded basis, and not attribute any finding to a specific participant.

4.6. **Limitation of Liability.**

(a) If the services do not conform to the requirements agreed between the Parties, you shall notify us promptly and we shall re-perform any non-conforming services at no additional charge or, at our option, refund the portion of the fees paid with respect to such non-conforming Services. The re-performance of the Services or refund of the applicable fees is intended to provide an adequate remedy for any failure on our part to adhere to the requirements agreed between the Parties for the performance of services. Whether or not such re-performance or refund would provide an adequate remedy for any loss or damage suffered by you or any third party, the aggregate liability taken together of Willis Towers Watson, our affiliates and our and their respective employees, directors, officers, agents and subcontractors (“**Related Persons**”) arising from or in any way connected with the services, whether in contract, tort (including, without limitation, negligence), or for breach of statutory duty or otherwise, shall not exceed in aggregate the greater of (i) \$250,000 or (ii) the total amount of the fees paid to us for the services provided pursuant to that Statement of Work during any 12-month period beginning with the commencement of that Statement of Work, unless otherwise agreed in writing. Notwithstanding the above, the foregoing shall not limit the liability of Willis Towers Watson or the Related Persons in the case of: (i) death or personal injury resulting from our or our Related Person’s negligence; (ii) willful misconduct; (iii) fraud; or (iv) other liability to the extent that the same may not be excluded or limited as a matter of law.

(b) In no event shall we or any of our Related Persons or affiliates be liable for any incidental, special, punitive, or consequential damages of any kind (including, without limitation, loss of income, loss of profits, or other pecuniary loss), except to the extent such liability may not be excluded as a matter of law.

(c) Where we are jointly liable to you with another party, we shall to the extent permitted by law only be liable for those losses that correspond directly with our share of responsibility for the losses in question.

- 4.7. **Third Parties.** For the avoidance of doubt, section 4.6 confers rights on the Related Persons which may be enforced by any of them. Otherwise, no person who is not a party to these Brokerage Terms shall have the right to enforce any of these terms. We accept no responsibility for any consequences arising from any third party relying on the Work Product. If we agree to provide the Work Product to a third party, you are responsible for ensuring that the third party is made aware of the fact that they are not entitled to rely upon it. You agree to reimburse us for all costs (including reasonable legal fees) that we incur in responding to any requests or demands from third parties, pursuant to legal process or otherwise, for data or information related to the services.
- 4.8. **Termination.** Except as may otherwise be agreed in an applicable Statement of Work or other written agreement, either Party may terminate these Brokerage Terms or any Statement of Work on 30 days' written notice to the other Party. We shall be entitled to be paid for services rendered up to the effective date of any such termination, and for expenses incurred. Any provision of these Brokerage Terms or any Statement of Work that would be reasonably intended to apply after termination will do so, including sections 4.4, 4.5, 4.6, 4.7, 4.12, and 4.13.
- 4.9. **Force Majeure.** Neither Party shall be liable for any delay or non-performance of its obligations arising under any Statement of Work caused by an event beyond its control (a "**Force Majeure Event**") provided that the Party affected gives prompt notice in writing to the other Party of such Force Majeure Event and uses all reasonable endeavors to continue to perform its obligations. Either Party may terminate any Statement of Work by written notice to the other with immediate effect if such Force Majeure Event continues for more than 3 months.
- 4.10. **Miscellaneous.** In respect of each project, these Brokerage Terms, together with the applicable Statement of Work, sets out the complete and exclusive statement of agreement and understanding between the Parties, which supersedes and excludes all prior or contemporaneous proposals, understandings, agreements or representations, whether oral or written, with respect to the subject matter of the Statement of Work in question. Any modifications of or amendments to these Brokerage Terms or a Statement of Work or a change to the services must be in writing and agreed by the Parties. Should any provisions of these Brokerage Terms or any provisions of a Statement of Work be declared void, illegal or otherwise unenforceable, the remainder shall survive unaffected.

Neither Party may assign or delegate any of its rights or obligations to any third party without the prior written consent of the other Party. Notwithstanding the foregoing, either Party may assign or delegate any of its rights and obligations to an affiliate. We reserve the right to employ subcontractors to assist in providing Services and to pass to them any information and materials they need to perform their work. Where we use affiliates or subcontractors to provide the Services, we will remain ultimately responsible for the provision of the Services.

Neither Party shall have any liability in respect of any statement (except in the case of fraud where the liability of each Party to the other shall be unlimited) made by such Party or on its behalf to the other Party which is not contained in these Brokerage Terms or in the applicable Statement of Work and each Party acknowledges that it has not entered into these Brokerage Terms or any Statement of Work, or will enter into a Statement of Work, in reliance on any representation by the other Party which is not contained in these Brokerage Terms or the applicable Statement of Work.

We do not tolerate unethical behavior either in our own activities or in those with whom we seek to do business. We will comply with applicable laws, regulations, and rules.

- 4.11. **Sanctions and Export Control.** Sanctions and export control laws from Canada, the EU, United States, and other government authorities prohibit companies, including WTW, from conducting business in certain jurisdictions or with certain individuals. The restrictions may differ based on your business activity, ownership structure, and the location or nationality of your employees. Please inform us of any insurance or service requirements you have which touch upon goods, countries, entities or individuals subject to any sanctions or export controls. We will comply with all applicable sanctions and export control laws, and we are not responsible for actions taken by third parties based on their own sanctions or export control constraints.
- 4.12. **Dispute Resolution.** The parties agree to work in good faith to resolve any disputes arising out of or in connection with the services provided under these Brokerage Terms. If a dispute cannot be resolved it will be submitted to non-binding mediation to be conducted by (in the US) Judicial Arbitration and Mediation Services (JAMS) or (in Canada) the National Mediation Rules of the ADR Institute of Canada then in force before either party pursues other remedies hereunder. If the mediation does not resolve the dispute and a party or both parties wish to pursue other remedies, the parties agree that their legal dispute will be resolved

without a jury trial and agree not to request or demand a jury trial. To the fullest extent permitted by applicable law, the parties hereby irrevocably waive any right they may have to demand a jury trial.

To the extent the foregoing jury trial waiver is not enforceable under the governing law, except as provided below, any dispute arising out of or in connection with these Brokerage Terms which the parties are unable to resolve between themselves or through mediation as provided above, will be resolved by binding arbitration in the state or province as provided for in Section 4.13 below, or other mutually agreed location, before a panel of three arbitrators in accordance with the (in the US) Commercial Arbitration Rules of the American Arbitration Association or (in Canada) the Canadian Arbitration Rules of the ICDR Canada. Under these circumstances, the arbitration proceeding will be the sole and exclusive means for resolving any dispute between the parties, except for any dispute involving the ownership or use of work product or intellectual property, provided that either party may seek an injunction or other equitable relief if such action is necessary to avoid irreparable damage or to preserve the status quo. Each party will have the right to select one of the arbitrators and the two arbitrators so selected will agree on the choice of the third arbitrator. Each party will bear the expenses of the arbitrator it selects and one-half of the expenses of the third arbitrator and other costs related to the arbitration. Judgment on the award rendered by the arbitrators will be final and binding and may be entered in any court having jurisdiction thereof. The arbitration proceeding will be confidential.

- 4.13. **Governing Law.** Any controversy, dispute or claim of any kind between the parties will be governed by and interpreted in accordance with the laws of the jurisdiction where the Willis Towers Watson office principally responsible for providing the services to you under the particular Statement of Work is located, without regard to any provisions governing conflicts of laws; provided that if such office is located outside of Canada or the US, the governing law will be that of (in the US) the State of New York or (in Canada) the Province of Ontario without regard to (as applicable) New York's or Ontario's provisions governing conflicts of laws.

5. Disclosures only applicable in Canada.

- 5.1. It is the express wish of the parties that these Brokerage Terms and any related documents be drawn up in and executed in English. Les parties souhaitent expressément que cette entente et tous les documents s'y rapportant soient rédigés et signés en anglais.

6. Inquiries and Complaints

- 6.1. Your satisfaction is important to us. If you have questions or complaints, please inform the person who handles your business or contact the head of our office. Alternatively, you may call toll free 1-866-704-5115.



To: The Eagle Valley Transportation Authority d/b/a Core Transit Board
From: Sanjok Timilsina, Finance Director

Meeting Date: 10/08/2025

SUBJECT: FY26 Budget – Budget Draft Delivery

RECOMMENDED ACTIONS: N/A – For informational purposes only.

Per Colorado budget law, local governments are required to submit a proposed budget to their governing board for consideration by October 15 each year. This is the first step towards the budget adoption. The deadline to formally adopt the budget with appropriations by fund for the ensuing year is December 31. The budget for the governmental funds is presented on a modified accrual basis of accounting which is consistent with the U.S. GAAP.

Staff presented a budget transmittal letter along with the fiscal year 2026 budget document. The budget document includes summaries of revenues and expenditures for the Authority's General Fund, Transit Capital Fund, Air Fund and Housing Service Fund. FY 2026 projected revenues and proposed expenditures are presented for each fund along with the comparable data from FY 2024 actual amount, FY 2025 adopted budget, forecasts, and year to date August 2025 actual.

FINANCIAL CONSIDERATIONS: N/A



BUDGET TRANSMITTAL LETTER

October 8, 2025

Eagle Valley Transportation Authority (dba Core Transit) Board of Directors and Citizens:

The proposed budget for Fiscal Year 2026 is hereby submitted for your consideration.

The budget document presents Eagle Valley Transportation Authority (the 'Authority') expenditure plan for FY 2026 and identifies the resources and revenues available to fund it. The 2026 budget represents the funding of the priorities and policies established by the Authority's Board of Directors (the "Board"). The FY 2026 budget has been prepared in accordance with the following guidelines that are consistent with local government best practices and in alignment with the Authority's five-year strategic plan:

- Present a balanced budget;
- Maintain a minimum Fund balance per the board approved fund balance and reserve policy;
- Prioritize competitive compensation and benefits per the board approved total compensation philosophy;
- Maintain and enhance the current level of service per the ten-year transit plan;
- Maintain and enhance all assets owned by the Authority; and
- Planning for the Authority's long-term facility needs ("forever home").

Introduction

Overview:

The Eagle Valley Transportation Authority dba Core Transit (the "Authority") was formed by an intergovernmental agreement dated as of September 1, 2022 between the Beaver Creek Metropolitan District, the Town of Avon, the Town of Eagle, the Town of Minturn, the Town of Red Cliff, the Town of Vail, the Town of Gypsum and Eagle County, Colorado (collectively the Members). The Authority was created as a regional transportation authority pursuant to Title 43, Article 4, Part 6 of the Colorado Revised Statutes, as amended (Act). On November 8, 2022, the electors in six



jurisdictions authorized establishment of the Authority and approved an initial sales tax of 0.50% to be imposed in all areas within the Authority's boundaries for general operating purposes. Voters in the Town of Gypsum rejected the ballot measure, excluding Gypsum from the Authority. The IGA also provides that Eagle County Government will pay to the Authority a proportion of the proceeds of the existing Eagle County Regional Transit Authority (ECRTA) 0.5% transportation sales tax (ECO Transit Tax) to be used for the financing, construction, operation and maintenance of mass transportation systems within Eagle County.

Mission:

We will provide everyone in our community with user-friendly transportation solutions that are safe, rewarding, and reliable.

Vision:

We will become the #1 choice for getting around our region because our services are so outrageously beneficial.

Fiscal Year 2025 Accomplishments

Fiscal Year 2025 marked the first full year of operations for the Authority. As a year of transition, it provided valuable opportunities for learning and adaptation while establishing a foundation for long-term success. Despite the challenges inherent of this phase, the Authority achieved several important milestones and realized notable successes, as outlined below.

[Ten-year Transit Plan](#) – The Authority engaged a third-party consultant to develop a comprehensive ten-year transit plan. The plan was presented to the Board in September 2025 and was formally adopted at that time. It prioritizes service expansion, transit development, capital investment and continued operational improvements. It will direct the growth and development of our regional transit system through 2035. It is both a response for today's needs and a foundation for a more connected and resilient future in Eagle County.

The Plan provides the Authority with clear service and capital priorities, service and capital cost estimates, and a roadmap for implementation. It includes a Service Plan that focuses on route reconfigurations, route expansions, and service-demand alignments. Furthermore, it also includes a Capital Plan which identifies and prioritizes capital needs across key investment categories including fleet replacement and expansion, maintenance and operations facilities, bus stop



infrastructure, and technology systems. Together, the Service Plan and Capital Plan provide the Authority with a practicable and sustainable path to improve service quality, meet growing demand, serve evolving ridership needs, and support long-term regional mobility goals. The Plan is guided by the Authority's mission, vision, and five overarching goals identified in the five-Year Strategic Plan.

[Five-year strategic plan](#) – The Authority has articulated a five-year strategic plan that complements its ten-year transit plan. It was formally adopted in May 2025. Centered on its mission to deliver “user-friendly transportation solutions that are safe, rewarding, and reliable,” the plan envisions becoming the region’s premiere choice for mobility by offering services that are welcoming, accessible, dependable and rewarding. It is grounded in Core Transit’s core values and brand promises, and provides a guiding framework for prioritizing initiatives, allocating resources, and measuring progress.

The strategy is organized around five high-level goals: (1) Put our team first by investing in staffing, retention, wellness, and professional development; (2) Build Core Transit to last through scalable systems, facility development, financial sustainability, and new revenue opportunities; (3) Be safe, trustworthy, and accountable via transparency, safety culture, and accurate public communication; (4) Improve the transit experience using customer feedback, enhanced fleet and infrastructure, and coordination with other providers; and (5) Best serve our community by strengthening air service partnerships, responding to emergent mobility needs, and expanding equitable service to underserved areas.

[Successful transition from ECO department of Eagle County Government to an independent regional transportation authority](#) – The Authority took over operation from Eagle County on August 4, 2024. On December 20, 2024, the Authority and Eagle County (the “County”) entered into an Intergovernmental Agreement (IGA) to govern the collection, transfer, and use of the County's Mass Transportation Sales Tax proceeds, as authorized by voters in the 1995 Ballot Question. Under the terms of the IGA, the County will collect sales tax revenues designated for mass transit and transfer these proceeds to the Authority for exclusive use in supporting public transit services within the Eagle River Valley. The County will retain 10% of the County Mass Transportation tax, after payment of 1% treasurer’s fee, Aviation Tax and RFTA funds, for the purpose of maintaining the ECO trails program.

On July 10, 2025, pursuant to this IGA, the Authority received \$10,319,520 from Eagle County, which includes \$234,630 related to 2025 year-to-date interest income. This fund is assigned to be used toward future forever home.



Increased ridership and improved rider experience – Fiscal Year 2025 has been a period of measurable progress for improving the quality and reliability of service for our patrons. Year-to-date ridership has increased by 39% compared to the same period in 2024, demonstrating growing community confidence in the Authority's services. To support this momentum, the Authority launched a custom-built bilingual website tailored to public transit needs, featuring a bilingual live chat function for immediate assistance. In addition, fully bilingual customer service staff ensure accessibility for all riders. Operational improvements have enhanced trip completion, efficiency, and reliability, while an internal focus on creating a welcoming and supportive work environment for employees has empowered staff to extend the same level of care and hospitality to our customers.

Safety continues to be the Authority's highest priority—for riders, bus operators, equipment, and all others on the road. Bus operators undergo a comprehensive six-to-eight-week training program, must pass a medical examination, and earn certifications in defensive driving, drug and alcohol awareness, and operating in inclement weather, among other requirements. This rigorous preparation ensures that each trip is conducted with professionalism and care, reinforcing our commitment to providing safe, reliable, and customer-focused transit services across the region.

Enhanced financial reporting and transparency – During Fiscal Year 2025, the Authority made significant progress in strengthening its financial management and reporting practices. The Authority launched its own accounting software and transitioned key accounting and financial responsibilities in-house. Once fully operational, this system will provide taxpayers with an interactive portal through the Authority's website, offering clear and transparent access to financial performance information.

In addition, the Authority developed a five-year capital plan to align resources with long-term infrastructure and operational needs more effectively. A five-year investment ladder was also established to support strong cash flow management while generating stable and predictable interest income. These initiatives collectively enhance the Authority's ability to manage resources responsibly, ensure transparency, and maintain the public's trust in its financial stewardship.

Development of policies and procedures – As Fiscal Year 2025 marked the Authority's first full year of operations, significant effort has been dedicated to establishing foundational policies and procedures. Well-designed policies are critical



to ensuring operational efficiency, consistency, and long-term organizational stability. Staff have worked diligently to identify areas for improvement and to develop policies that strengthen daily operations while aligning with best practices.

The objective of this effort is to establish a comprehensive framework that supports the Authority's mission, enhances accountability, and mitigates potential risks in the future. By putting these policies in place early, the Authority is building a strong foundation for continued growth, efficiency, and effective service delivery.

Fiscal Year 2026 Budget

Summaries of revenues and expenditures are included for the Authority's General Fund, Transit Capital Fund, Air Fund and Housing Service Fund. The financial information provided under the Budget Summary section includes FY 2024 actual amount, FY 2025 adopted budget, forecasts, year to date actual and FY 2026 projected revenues and proposed expenditures. Budget details were prepared by each department managers and directors in consultation with the Executive Director, Deputy Director, Director of Finance, and Director of Transportation.

Staff have worked diligently to draft the proposed budget that provides transit services in an efficient and effective manner. The balanced budget meets all legal obligations mandated by federal, state, and local laws. It is set forth as the financial plan and operations guide used to communicate to the citizens of Eagle Valley Transportation Authority.

Fund Structures

The Authority's activity is reported as a governmental fund, which focuses on how money flows into and out of those funds and the balances left at year-end that are available for spending in future periods. The Authority maintains the following governmental funds:

The General Fund is the Authority's primary operating fund. It accounts for all financial resources of the general government, except those required to be accounted for in other funds.

The Transit Capital Fund accounts for financial resources that are restricted, committed or assigned to expenditure for capital outlays, including the acquisition or construction of capital facilities and other capital assets.



The Air Fund is a special revenue fund that accounts for financial resources to be used towards annual contributions to the EGE Air Alliance.

The Housing Service Fund is a special revenue fund that accounts for all financial resources to be used for housing-related revenue and expenses.

Revenue Sources

Sales Tax Revenue: The Authority receives most of its revenue from two main sales tax collections: the 0.5% EVTA/Core Transit Sales Tax and the County-wide 0.5% Mass Transit Sales Tax that previously funded ECO Transit. It's important to note the details of each collection.

County-wide 0.5% Mass Transit Sales Tax (aka the "ECO" Sales Tax):

- Collected by Eagle County Government (ECG) throughout all of Eagle County.
- The portion of this tax collected in the Roaring Fork Valley is transferred to the Roaring Fork Transportation Authority (RFTA) to fund transit and trails in the RFTA service area.
- The ballot language authorizing this tax requires that a minimum of 10% be set aside for trail purposes.
- Per the Finance IGA signed on December 20, 2024, Eagle County Government will retain 10% of this annually to support activities related to the Eagle Valley Trail
- Per state law, there is a 1% treasurer fee retained by ECG calculated on the amount due to the Authority.

EVTA/Core Transit Sales Tax:

- Collected by the Department of Revenue on behalf of Core Transit in our member jurisdiction boundaries only (excludes Town of Gypsum and portions of Eagle County in Roaring Fork Valley).
- Deposited monthly directly into a Core Transit bank account.

Staff recommendation for 2026 sales tax revenue projections: Staff have worked with member jurisdictions to determine a conservative estimate for 2026 sales tax collections. Staff also received economic data from the Vail Valley Partnership. All of the research conducted by staff led to the current recommendation of flat sales tax growth from 2025 actual to 2026. This represents an increase of 1% from FY 2025 budget to FY 2026.



Grant Revenue: Core Transit expects to receive \$459,809 in regular 5311 Admin/Operating grant assistance from the Federal Transit Administration (FTA) in 2026. 5311 funding is a formula-based amount, received annually and administered via CDOT. It is reimbursement based and is used to offset qualified operating costs, such as salaries, wages, and benefits. The current amount is based on CDOT estimates and will be finalized later in the year.

Capital grant revenue of \$494,000 under FTA 5339 grant is estimated in the Transit Capital Fund. This grant was awarded in a prior fiscal year to be used for the purchase of one diesel bus, expected to be delivered in 2026.

Fare Revenue: The Authority continues to collect fare revenue on routes serving non-member jurisdictions (Town of Gypsum and Lake County/Leadville).

Investment Revenue: As discussed above, staff created an investment ladder which ensure consistent investment return while fulfilling the Authority's cash flow need.

Other Revenue: Other revenue includes revenue from contracted service with the MIRA bus, Eagle County Healthy Aging, and on-board advertising. It also includes other miscellaneous revenue.

Expenditure Overview

Compensation – The transportation industry is a service-oriented industry that recognizes the connection between investing in employees and delivering safe, welcoming, and dependable service. As a result, this area accounts for a significant portion of our operating expenditures - about 59%. This amount includes Wages, Overtime, Employer paid taxes, Retirement Funding, Workers Compensation Insurance and Health Insurance premiums for employees (less any employee contributions). The draft budget accounts for 106 full-time and seasonal employees, with the expectation of some difference between summer and winter staffing levels.

Staff contracted with a third-party consultant to conduct compensation market study. The consultant presented the findings to the internal personnel committee, which included a recommend market increase of 2.50% and merit increase (step plan) of 3.5%, totaling a 6% increase. The recommendation also includes additional adjustments to specific positions that are undervalued with respect to the market. We have incorporated these recommended changes into the draft budget.



The proposed budget is consistent with the board approved compensation policy which intends to attract retain and reward a workforce who wish to contribute to the mission, vision, and values of the Authority, provide a highly competitive compensation package that aligns with the unique industry needs and offer a comprehensive benefits package featuring health plans, retirement plans, wellness programs and employee housing support.

Health care coverage costs – The Authority’s priority is to put people first, which includes providing competitive benefits to attract and retain employees. In August 2024, staff were successfully onboarded to a new healthcare plan through CEBT, along with a comprehensive benefits package aligned with Eagle County Government. Feedback has been highly positive, and the plan has proven to be an effective tool in supporting Goal #1 of the Authority’s five-year strategic plan to put our people first. With the support of the Board, the Authority intends to maintain this plan unchanged for the upcoming year.

Effective January 1, 2026, CEBT has announced a 17% rate increase in the Health Pool. While this increase is higher than recent years, it aligns with broader industry trends driven by post-COVID healthcare utilization and inflation. Staff proposes to absorb the full cost of this increase in the FY 2026 budget and communicate to employees that the additional expense will be covered. At the same time, efforts will continue to ensure employees fully utilize their benefits and to explore sustainable cost-saving measures moving forward.

Property and Liability Insurance – The Authority anticipates a significant increase in property and liability insurance premiums, reflecting broader industry trends. For FY 2026, premiums are projected to rise by approximately 10% compared to FY 2025 actuals. Staff have been reviewing loss run data and working with the insurance broker to identify potential strategies for reducing premiums.

Purchased Transportation Services – Purchased Transportation expenses reflect the continued use of SP+ as a contractor augmenting Core’s transit operation on selected routes. It is anticipated to remain flat compared to FY 2025 budget.



Vehicle Maintenance Service Agreement – The Authority maintains fleet maintenance agreements with Eagle County, TransDev Fleet Services Inc., and the Town of Avon. With the addition of five new hybrid buses and the continued phase-out of older vehicles, staff anticipate a decrease in maintenance expenditures compared to the FY 2025 budget.

Fund Balances

General Fund – With an actual beginning fund balance of \$13,591,327, the General Fund is projected to end FY 2025 with an ending fund balance of \$16,287,726. Within that ending fund balance, there is an operating reserves of \$7,940,235 which is required by fund balance and reserve policy and restricted fund balance of \$680,592 required by Tabor. The remaining fund balance of \$7,666,899 is unrestricted fund balance. The FY 2026 beginning fund balance is projected to be \$16,287,726. A surplus of \$98,074 is proposed. The total fund balance at the end of FY 2026 is projected to be \$16,385,800 including \$696,265 of Tabor restricted reserve and \$8,123,089 of operating reserve per the reserve policy.

Transit capital fund: The FY 2026 beginning fund balance is projected to be \$14,414,528. After including a proposed surplus of \$416,500, the FY 2026 ending fund balance of the Transit Capital Fund is projected to be \$14,831,028.

Air Fund: The Air Fund primarily functions as a custodial fund. The Minimum Guaranteed Revenue (MRG) balance is budgeted within this fund, transferred from the General Fund, and subsequently disbursed to the EGE Alliance. As a result, both the beginning and ending fund balances for the Air Fund are maintained at zero.

Housing Service Fund: With the beginning fund balance of \$1,964,148 and a proposed budget surplus of \$1,023, the FY 2026 ending fund balance is projected to be \$1,965,171.



Fund Balance and Reserve Policy: The board approved a fund balance and reserve policy in May 2025. The Fund Balance and Reserve Policy establishes a targeted operating reserve to be 35% of the annual budgeted operating expenditures. The proposed operating expenditure is \$23,208,825. The required operating reserve of \$8,123,089 is presented separately along with other fund balance categories. This meets the policy's goal.

The Fund Balance and Reserve Policy also requires the minimum assigned fund balance levels in Transit Capital Fund and Housing Fund to be \$8M and \$1M respectively. The ending fund balance of \$14,831,028 and \$1,965,171 respectively in Transit Capital Fund and Housing Fund meet this requirement.

Conclusion

While FY 2024 was a year of transition which saw the Authority assumed full responsibility for regional transit operations, FY 2025 has been a year of solidifying its position while seeing continuous growth. The growth is both internal in term of number of staff, increased revenue hours and external in term of ridership. The Authority expanded fare-free service on key routes, including Highway 6, Minturn, & Valley Routes while enhancing service frequency and adding express routes. The Authority also continue to be a trusted transit services provider with a 99% trip completion rate.

The Authority knows that its staff are the most valuable assets, and their dedication is the cornerstone of its success. To ensure they can continue delivering exceptional service to our patrons, it is imperative that they themselves are supported with a world-class work environment. This aligns with the pay structure and benefits that are proposed in this budget.

The Authority is facing challenges of high inflation, and labor shortages which have led to increased cost of doing business. It is navigating these challenges by a thoughtful and efficient use and allocation of its resources which ensures services best meet community needs. The Authority is committed to continue providing reliable transit services while managing resources wisely and the 2026 budget enables the Authority to do just that.



Acknowledgements

My sincere thanks go to Scott Robinson (Deputy Director), Dave Snyder (Director of Transportation), Sanjok Timilsina (Finance Director), and all the full-time staff who worked hard to prepare this budget. I am grateful to all for their time and work on this year's proposed budget.

Respectfully submitted,

Tanya Allen
Executive Director
Eagle Valley Transportation Authority

Eagle Valley Transportation Authority dba Core Transit
Statement of Revenues, Expenditures and Change in Fund Balance
Actual, Budget and Forecast for the Periods Indicated
Modified Accrual Budgetary Basis
General Fund

	2024	2025		YTD as of 8/31/2025		Variance	2026	Variance
Revenue	Actual	Approved Budget	Forecast	Budget	Actual	Favorable/ (Unfavor)	Proposed Budget	Favorable/ (Unfavor)
Farebox Revenue	45,417	108,000	22,970	72,500	22,970	(49,530)	-	(108,000)
Employer Bulk Pass Sales	13,316	36,000	36,000	24,000	20,972	(3,028)	37,800	1,800
Direct Pass Sales Revenue	7,529	9,600	10,500	6,400	8,570	2,170	10,080	480
Mobile Fare Sales	27,919	96,000	140,000	65,000	101,514	36,514	152,250	56,250
On Board Bus Advertising	10,074	10,000	11,000	6,664	9,725	3,061	2,000	(8,000)
Interest Revenue	983,272	650,000	1,050,000	360,061	775,834	415,773	900,000	250,000
Miscellaneous Revenue	1,100	-	11,500	-	10,134	10,134	11,000	11,000
Rent Income	3,000	-	7,200	-	5,400	5,400	9,900	9,900
Core Transit Sales Tax	12,675,258	12,600,000	12,900,000	9,305,000	9,544,483	239,483	12,726,000	126,000
Core DMV Sales Tax	83,094	-	80,000	-	55,976	55,976	78,000	78,000
ECO Transit Sales Tax Transfers	4,979,548	11,748,000	12,800,000	8,155,000	9,007,711	852,711	12,564,000	816,000
SEC 5304 Operating Revenue	-	32,000	80,000	32,000	-	(32,000)	-	(32,000)
SEC 5311 Operating Revenue	-	446,416	646,416	446,416	446,416	-	459,809	13,393
ECO Transit Reserve Transfers	1,551,737	-	-	-	-	-	-	-
Service Agreement Revenue	28	-	-	-	-	-	-	-
Other grant revenue	-	-	117,000	-	58,990	58,990	-	-
Service Agreement Revenue - MIRA	36,010	110,000	93,000	73,333	66,080	(7,253)	84,000	(26,000)
Service Agreement Revenue - HHS	34,567	97,200	97,200	64,800	64,800	-	102,060	4,860
Total Revenue	20,451,869	25,943,216	28,102,786	18,611,175	20,199,575	1,588,401	27,136,899	1,193,683
Expenditures								
Admin of Vehicle Operations	669,610	2,264,142	2,298,288	1,492,772	1,541,112	(48,340)	2,332,135	(67,993)
Vehicle Operations	2,949,721	5,173,463	5,649,470	3,453,483	3,738,483	(284,999)	6,100,226	(926,763)
Admin of Paratransit Operations	470	25,860	23,860	18,909	-	18,909	26,360	(500)
Paratransit Operations	65,671	302,383	258,651	201,582	184,009	17,573	183,849	118,534
Safety and Training	132,312	314,472	300,863	204,475	195,634	8,841	334,719	(20,247)
Admin of Fleet Maintenance	516,571	1,515,427	1,405,910	1,011,735	925,547	86,188	1,526,848	(11,421)
Fleet Maintenance	1,041,090	2,869,576	3,170,337	1,973,071	2,114,605	(141,533)	2,729,512	140,064
Facilities Maintenance	389,916	599,274	607,902	399,834	389,703	10,277	664,411	(65,137)
General & Admin	3,320,712	4,565,482	4,423,318	2,920,308	2,774,739	145,569	4,765,354	(199,872)
Finance	1,043,208	2,576,934	2,486,621	1,737,579	1,649,903	87,676	2,747,214	(170,280)
Information Technology	598,650	743,047	767,801	510,465	494,925	15,540	822,033	(78,986)
Planning	320,922	860,908	826,793	766,877	575,490	191,387	384,167	476,741
Marketing and Customer service	435,426	513,798	466,575	342,104	278,607	63,497	591,997	(78,199)
Total Expenditures before capital	11,484,279	22,324,766	22,686,387	15,033,195	14,862,755	170,585	23,208,825	(884,059)
Capital Expenditures								
Fund transfer to/(from) Housing Fund	1,000,000	320,000	320,000	320,000	320,000	-	330,000	(10,000)
Fund transfer to/(from) Capital Fund	1,725,088	1,500,000	1,500,000	1,500,000	1,500,000	-	2,000,000	(500,000)
Fund transfer to/(from) Air Fund	700,855	1,200,000	900,000	-	-	-	1,500,000	(300,000)
Excess revenue over/(under) Exp.	5,541,647	598,450	2,696,399	1,757,980	3,516,820	1,758,986	98,074	2,887,742
Beginning Fund Balance	8,049,680	11,229,687	13,591,327	11,229,687	13,591,327		16,287,726	
Ending Fund Balance	13,591,327	11,828,137	16,287,726	12,987,667	17,108,147		16,385,800	
Fund Balance Breakdown								
Tabor Restricted	344,528	669,743	680,592	669,743	669,743		696,265	
Operating Reserve	4,019,498	7,813,668	7,940,235	7,813,668	7,813,668		8,123,089	
Unrestricted	9,227,301	3,344,726	7,666,899	4,504,256	8,624,736		7,566,447	

Eagle Valley Transportation Authority dba Core Transit
Statement of Revenues, Expenditures and Change in Fund Balance
Actual, Budget and Forecast for the Periods Indicated
Modified Accrual Budgetary Basis
Housing Fund

Account Name	2024	2025		YTD as of 8/31/2025		Variance	2026	Variance
	Actual	Approved Budget	Forecast	Budget	Actual	Favorable/ (Unfavor)	Proposed Budget	Favorable/ (Unfavor)
Rent - Leased Properties	62,890	-	-	-	-	-	-	-
Rent - Leased Properties	-	-	-	-	4,895	4,895	-	-
Rent-owned properties-quail run 106-4 &107-2	17,148	52,499	52,499	34,985	37,006	2,021	58,332	5,833
Rent-leased properties-lake creek village	13,867	68,256	70,000	45,486	49,444	3,958	67,385	(871)
Rent-owned properties-Gypsum Apt	2,400	17,280	17,280	11,515	10,561	(954)	27,000	9,720
Rent-leased properties-riverdance	10,477	34,560	38,000	23,031	29,313	6,282	49,600	15,040
Rent-leased properties-broadway	10,471	28,080	25,000	18,712	15,385	(3,328)	26,520	(1,560)
Rent-leased properties-miller ranch rd.	11,554	51,840	51,840	34,546	37,679	3,133	60,480	8,640
Rent-leased properties-ebay creek	4,797	51,840	53,000	34,546	39,134	4,588	67,200	15,360
Rent Leased Properties The Pike	3,964	52,800	30,000	35,186	20,516	(14,670)	52,212	(588)
Total Revenue	137,567	357,155	337,619	238,008	243,934	5,926	408,729	51,574
Expenditures								
Housing Project - Consulting Fee	10,425	40,000	-	40,000	-	40,000	40,000	-
Contract Services General	3,397	11,000	7,000	7,330	2,912	4,419	11,000	-
WIFI And Utilites	-	35,000	14,000	23,324	8,607	14,717	9,000	26,000
Employee housing onboarding expense	-	-	2,500	-	1,760	(1,760)	2,960	(2,960)
Materials & Supplies	9,207	10,000	10,000	6,664	6,348	316	10,000	-
HOA Dues	-	7,200	7,200	5,664	5,760	(96)	8,640	(1,440)
LCV - Materials & Supplies	-	1,300	1,300	-	470	(470)	1,300	-
LCV - Rent Expense	82,463	79,678	79,678	53,964	57,811	(3,848)	126,696	-
KRC - Materials & Supplies	-	1,300	1,300	867	87	779	1,300	-
KRC - Rent Expense	-	33,600	36,000	22,391	27,403	(5,012)	48,500	(14,900)
Riverdance - Materials & Supplies	-	1,300	300	866	-	866	1,300	-
Riverdance - Rent Expense	100,142	54,096	78,000	36,050	54,210	(18,160)	81,220	(27,124)
Broadway - Materials & Supplies	-	1,300	1,300	866	502	365	1,300	-
Broadway - Rent Expense	600	31,200	36,000	20,792	24,000	(3,208)	36,000	(4,800)
CMC - Materials & Supplies	-	1,300	-	866	-	866	1,300	-
CMC - Rent Expense	80	119,376	119,376	79,552	81,048	(1,496)	122,692	(3,316)
Overlook @ Eby creek - Materials & Supplies	-	1,300	2,500	866	1,617	(750)	1,300	-
Overlook @ Eby creek - Rent Expense	39,702	107,316	111,000	71,515	79,089	(7,574)	117,563	(10,247)
The Pike - Materials & Supplies	-	1,300	300	866	-	866	1,300	-
The Pike Rent Expense	2,268	103,680	75,000	69,092	43,953	25,139	114,335	(10,655)
Total Expenditures	248,284	641,246	582,754	441,537	395,577	45,960	737,706	(49,442)
Revenue Over/(Under) Expenditures	(110,717)	(284,091)	(245,135)	(203,529)	(151,643)	51,886	(328,977)	(44,886)
Transfer from General Fund	(1,000,000)	(320,000)	(320,000)	(320,000)	(320,000)	-	(330,000)	10,000
Fund Balance - Beginning	1,000,000	2,058,942	1,889,283	2,058,942	1,889,283		1,964,148	
Fund Balance - Ending	1,889,283	2,094,851	1,964,148	2,175,413	2,057,640		1,965,171	

Eagle Valley Transportation Authority dba Core Transit
Statement of Revenues, Expenditures and Change in Fund Balance
Actual, Budget and Forecast for the Periods Indicated
Modified Accrual Budgetary Basis
Transit Capital Fund

Account Name	2024	2025		YTD as of 8/31/2025		Variance	2026	Variance
	Actual	Approved Budget	Forecast	Budget	Actual	Favorable/ (Unfavor)	Proposed Budget	Favorable/ (Unfavor)
Capital Outlay - Revenue Vehicles	-	5,658,605	5,036,284	4,975,605	5,036,284	(60,679)	760,000	4,898,605
Capital Outlay - Service Vehicles	90,248	150,000	197,525	150,000	197,525	(47,525)	55,000	95,000
Capital Outlay - Passenger Stations			-	-	-	-	125,000	(125,000)
Capital Outlay - Maintenance Buildings			-	-	-	-	100,000	(100,000)
Capital Outlay - Other Capital Investment			-	-	-	-	450,000	(450,000)
Capital Outlay - Refurbished Revenue Vehicles	-	1,350,000	447,210	1,350,000	447,210	902,790	-	1,350,000
Capital Outlay - Communication/Information System:	-	135,000	50,000	89,964	-	89,964	537,500	(402,500)
Capital Outlay- Other Capital Investment	39,143	20,000	244,275	13,328	44,275	(30,947)	50,000	(30,000)
Total Capital Expenditures	129,391	7,313,605	5,975,294	6,578,897	5,725,293	853,604	2,077,500	5,236,105
Transfer from GF	(1,725,088)	(1,500,000)	(1,500,000)	(1,500,000)	(1,500,000)	-	(2,000,000)	500,000
FTA 5339 Capital Revenue	-	(494,000)	-	-	-	-	(494,000)	-
Gain/Loss on sale of assets	-	-	(40,000)	-	(37,271)	37,271	-	-
Interest Income	-	-	(234,630)	-	(234,630)	234,630	-	-
ECO Transit Reserve Transfers	(4,934,605)	-	(10,084,890)	-	(10,084,890)	10,084,890	-	-
Total Other Financing Sources	(6,659,693)	(1,994,000)	(11,859,520)	(1,500,000)	(11,856,791)	10,356,791	(2,494,000)	500,000
Excess of Revenues and Other financing sources								
Over (Under) Expenditures	6,530,302	(5,319,605)	5,884,226	(5,078,897)	6,131,498	11,210,395	416,500	(5,736,105)
Fund Balance - Beginning	2,000,000	8,773,511	8,530,302	8,773,511	8,530,302		14,414,528	
Fund Balance - Ending	8,530,302	3,453,906	14,414,528	3,694,614	14,661,800		14,831,028	(11,377,122)

Eagle Valley Transportation Authority dba Core Transit
 Statement of Revenues, Expenditures and Change in Fund Balance
 Actual, Budget and Forecast for the Periods Indicated
 Modified Accrual Budgetary Basis
Air Fund

Account Name	2024	2025		YTD as of 8/31/2025		Variance	2026	Variance
	Actual	Approved Budget	Forecast	Budget	Actual	Favorable/ (Unfavor)	Proposed Budget	Favorable/ (Unfavor)
Minimum Revenue Guarantees	700,855	1,200,000	900,000	-	-	-	1,500,000	(300,000)
Total Capital Expenditures	700,855	1,200,000	900,000	-	-	-	1,500,000	(300,000)
Transfer From General Fund	(700,855)	(1,200,000)	(900,000)	-	-	-	(1,500,000)	300,000
Excess of Revenues and Other financing sources Over (Under) Expenditures	-	-	-	-	-	-	-	-
Fund Balance - Beginning	-	-	-	-	-		-	
Fund Balance - Ending	-	-	-	-	-		-	-

Eagle Valley Transportation Authority dba Core Transit
Statement of Revenues, Expenditures and Change in Fund Balance
Actual, Budget and Forecast for the Periods Indicated
Modified Accrual Budgetary Basis
General Fund - Revenue

Account Name	2024	2025		YTD as of 8/31/2025		Variance	2026	Variance
	Actual	Approved Budget	Forecast	Budget	Actual	Favorable/ (Unfavor)	Proposed Budget	Favorable/ (Unfavor)
Farebox Revenue	45,417	108,000	22,970	72,500	22,970	(49,530)	-	(108,000)
Employer Bulk Pass Sales	13,316	36,000	36,000	24,000	20,972	(3,028)	37,800	1,800
Direct Pass Sales Revenue	7,529	9,600	10,500	6,400	8,570	2,170	10,080	480
Mobile Fare Sales	27,919	96,000	140,000	65,000	101,514	36,514	152,250	56,250
On Board Bus Advertising	10,074	10,000	11,000	6,664	9,725	3,061	2,000	(8,000)
Interest Revenue	983,272	650,000	1,050,000	360,061	775,834	415,773	900,000	250,000
Miscellaneous Revenue	-	-	11,500	-	10,134	10,134	11,000	11,000
Rent Income	3,000	-	7,200	-	5,400	5,400	9,900	9,900
Core Transit Sales Tax	12,675,258	12,600,000	12,900,000	9,305,000	9,544,483	239,483	12,726,000	126,000
Core DMV Sales Tax	83,094	-	80,000	-	55,976	55,976	78,000	78,000
ECO Transit Sales Tax Transfers	4,979,548	11,748,000	12,800,000	8,155,000	9,007,711	852,711	12,564,000	816,000
SEC 5304 Operating Revenue	-	32,000	80,000	32,000	-	(32,000)	-	(32,000)
SEC 5311 Operating Revenue	-	446,416	646,416	446,416	446,416	-	459,809	13,393
ECO Transit Reserve Transfers	1,551,737	-	-	-	-	-	-	-
Service Agreement Revenue	28	-	-	-	-	-	-	-
Other grant revenue	-	-	117,000	-	58,990	58,990	-	-
Service Agreement Revenue - MIRA	36,010	110,000	93,000	73,333	66,080	(7,253)	84,000	(26,000)
Service Agreement Revenue - HHS	34,567	97,200	97,200	64,800	64,800	-	102,060	4,860
Total Revenue	20,450,769	25,943,216	28,102,786	18,611,175	20,199,575	1,588,401	27,136,899	1,193,683

Eagle Valley Transportation Authority dba Core Transit
Statement of Revenues, Expenditures and Change in Fund Balance
Actual, Budget and Forecast for the Periods Indicated
Modified Accrual Budgetary Basis
General Fund - Admin of Vehicle Operations

Account Name	2024	2025		YTD as of 8/31/2025		Variance	2026	Variance
	Actual	Approved Budget	Forecast	Budget	Actual	Favorable/ (Unfavor)	Proposed Budget	Favorable/ (Unfavor)
Expenditures								
AVO Admin Salaries	354,950	1,400,568	1,275,000	933,338	758,418	174,920	1,512,207	(111,639)
AVO Admin Salaries - OT	20,003	124,600	140,000	83,067	96,105	(13,038)	102,162	22,438
AVO Medicare Tax	7,665	22,115	20,518	14,743	13,848	895	24,517	(2,402)
AVO Social Security Taxes	28,407	94,560	87,730	63,040	63,578	(538)	104,830	(10,270)
AVO Retirement	26,481	122,013	94,500	81,309	55,706	25,603	158,865	(36,852)
AVO Unemployment Taxes	505	-	-	-	680	(680)	8,454	(8,454)
AVO Sick Pay	13,935	-	-	-	29,858	(29,858)	-	-
AVO Holiday Pay	51,331	-	75,000	-	46,588	(46,588)	76,440	(76,440)
AVO Vacation Pay	6,200	-	-	-	44,817	(44,817)	-	-
AVO Benefit Expense	1,800	-	-	-	-	-	-	-
Total Personnel Expenditures	511,277	1,763,856	1,692,748	1,175,498	1,109,599	65,899	1,987,475	(223,619)
Other Expenditures								
Software/Network Fees	8,219	32,040	32,040	21,360	21,275	85	27,660	4,380
AVO Uniforms	30,073	13,500	37,000	9,000	36,509	(27,509)	18,000	(4,500)
AVO Consulting	-	159,996	170,000	106,664	116,303	(9,639)	167,000	(7,004)
AVO Temporary Help Services	5,940	40,000	30,000	15,000	19,940	(4,940)	-	40,000
AVO Printing Expense	-	300	-	-	-	-	5,000	(4,700)
AVO Office Supplies General	1,390	8,000	8,000	5,000	3,110	1,891	8,000	-
Computer Supplies	-	26,000	18,000	17,333	4,468	12,865	34,000	(8,000)
AVO Materials & Supplies	2,243	3,000	10,000	2,000	7,121	(5,121)	8,000	(5,000)
AVO Travel - Meetings/Seminars	3,422	5,250	15,000	5,250	10,963	(5,713)	16,000	(10,750)
AVO Training/Workshop	7,500	7,500	20,000	-	17,450	(17,450)	15,000	(7,500)
AVO Employee Meeting & Event Expense	1,551	7,500	12,000	5,000	8,504	(3,504)	11,000	(3,500)
AVO Staff Approved Donations	5,338	15,000	15,000	10,000	1,050	8,950	20,000	(5,000)
AVO Miscellaneous Employee Reimbursements	220	1,000	1,500	667	1,391	(724)	1,000	-
Processing Fees	1,336	-	9,000	-	4,839	(4,839)	12,000	(12,000)
Treasurer Fees	49,795	-	128,000	-	78,590	(78,590)	-	-
AVO Bus Rodeo Expenditures	1,306	1,200	-	-	-	-	2,000	(800)
AVO Vehicle Operating Leases	40,000	180,000	100,000	120,000	100,000	20,000	-	180,000
Total Other Expenditures	158,333	500,286	605,540	317,274	431,513	(114,239)	344,660	155,626
Total Expenditures	669,610	2,264,142	2,298,288	1,492,772	1,541,112	(48,340)	2,332,135	(67,993)

Eagle Valley Transportation Authority dba Core Transit
Statement of Revenues, Expenditures and Change in Fund Balance
Actual, Budget and Forecast for the Periods Indicated
Modified Accrual Budgetary Basis
General Fund - Vehicle Operations

Account Name	2024	2025		YTD as of 8/31/2025		Variance	2026	Variance
	Actual	Approved Budget	Forecast	Budget	Actual	Favorable/ (Unfavor)	Proposed Budget	Favorable/ (Unfavor)
Expenditures								
VO Operator Wages Overtime - FT	249,527	291,730	570,000	194,760	425,988	(231,228)	569,022	(277,292)
VO Operator Wages - FT	2,001,488	4,181,649	4,110,000	2,791,681	2,421,369	370,312	4,377,092	(195,443)
VO Medicare Tax	38,654	64,864	67,860	43,303	48,787	(5,484)	75,564	(10,700)
VO Social Security Taxes	164,601	277,350	290,160	185,159	208,607	(23,448)	323,099	(45,749)
VO Retirement	192,796	357,870	349,200	238,580	277,435	(38,855)	464,226	(106,356)
VO Unemployment Taxes	5,259	-	5,000	-	3,465	(3,465)	26,056	(26,056)
VO Holiday Pay	188,952	-	255,000	-	145,979	(145,979)	265,167	(265,167)
VO Sick Pay	50,477	-	-	-	84,195	(84,195)	-	-
VO Operator Vacation Pay	57,572	-	-	-	121,413	(121,413)	-	-
VO Miscellaneous Employee Expense	-	-	1,500	-	847	(847)	-	-
VO Miscellaneous Employee Reimbursement	394	-	750	-	397	(397)	-	-
Total Personnel Expenditures	2,949,721	5,173,463	5,649,470	3,453,483	3,738,483	(284,999)	6,100,226	(926,763)
Total Expenditures	2,949,721	5,173,463	5,649,470	3,453,483	3,738,483	(284,999)	6,100,226	(926,763)

Eagle Valley Transportation Authority dba Core Transit
Statement of Revenues, Expenditures and Change in Fund Balance
Actual, Budget and Forecast for the Periods Indicated
Modified Accrual Budgetary Basis
General Fund - Paratransit

Account Name	2024	2025		YTD as of 8/31/2025		Variance	2026	Variance
	Actual	Approved Budget	Forecast	Budget	Actual	Favorable/ (Unfavor)	Proposed Budget	Favorable/ (Unfavor)
Expenditures								
PVO Paratransit Operator Wages	48,813	235,365	205,000	156,910	130,931	25,979	137,045	98,320
PVO Paratransit Operator Wages - OT	1,192	26,099	12,000	17,392	5,423	11,969	10,964	15,135
PVO Medicare Tax	891	3,791	3,147	2,527	2,477	51	2,272	1,519
PVO Social Security Taxes	3,809	16,211	13,454	10,807	10,590	218	9,716	6,495
PVO Retirement	875	20,917	15,050	13,945	6,443	7,502	14,574	6,343
PVO Unemployment Taxes	66	-	-	-	140	(140)	784	(784)
PVO Sick Pay	2,968	-	-	-	10,913	(10,913)	-	-
PVO Operator Holiday Pay	6,273	-	10,000	-	7,633	(7,633)	8,494	(8,494)
PVO Vacation Pay	783	-	-	-	9,460	(9,460)	-	-
Total Personnel Expenditures	65,671	302,383	258,651	201,582	184,009	17,573	183,849	118,534
Other Expenditures								
APO Paratransit Contract Svs - Towing	-	2,000	-	1,333	-	1,333	2,000	-
APO Contract Services	430	13,000	13,000	10,336	-	10,336	13,500	(500)
APO Paratransit Fuel - Unleaded	-	6,060	6,060	4,040	-	4,040	6,060	-
APO Paratransit Repair Parts	40	4,800	4,800	3,200	-	3,200	4,800	-
Total Other Expenditures	470	25,860	23,860	18,909	-	18,909	26,360	(500)
Total Expenditures	66,142	328,243	282,511	220,491	184,009	36,482	210,209	118,034

Eagle Valley Transportation Authority dba Core Transit
Statement of Revenues, Expenditures and Change in Fund Balance
Actual, Budget and Forecast for the Periods Indicated
Modified Accrual Budgetary Basis
General Fund - Safety and Training

Account Name	2024	2025		YTD as of 8/31/2025		Variance	2026	Variance
	Actual	Approved Budget	Forecast	Budget	Actual	Favorable/ (Unfavor)	Proposed Budget	Favorable/ (Unfavor)
Expenditures								
ST Admin Salaries	73,215	181,763	170,000	121,175	103,065	18,111	193,555	(11,792)
ST Staff OT	4,964	9,826	9,000	6,551	4,946	1,605	6,920	2,906
ST Medicare Tax	1,242	2,778	2,683	1,852	2,013	(161)	2,907	(129)
ST Social Security Taxes	5,308	11,878	11,470	7,919	7,313	606	12,429	(551)
ST Retirement	5,730	15,327	14,960	10,218	8,389	1,829	19,356	(4,029)
ST Unemployment Taxes	148	-	-	-	82	(82)	1,002	(1,002)
ST Sick Pay	2,476	-	-	-	1,197	(1,197)	-	-
ST Holiday Pay	4,218	-	6,000	-	3,836	(3,836)	-	-
ST Vacation Pay	1,385	-	-	-	6,172	(6,172)	-	-
Total Personnel Expenditures	98,686	221,572	214,113	147,715	137,013	10,702	236,169	(14,597)
Other Expenditures								
ST ID Badge Supplies	-	500	500	300	-	300	500	-
ST Medical - Exams and Testing	8,146	23,000	28,000	15,333	19,981	(4,648)	30,000	(7,000)
ST Contracted Services	10,546	12,000	12,000	-	6,168	(6,168)	12,000	-
ST Consulting	-	3,000	-	3,000	-	3,000	-	3,000
ST Security Services	-	7,500	-	5,000	-	5,000	-	7,500
ST Substance Abuse Program Audits	-	2,000	2,000	2,000	-	2,000	2,000	-
ST Camera Maintenance Agreement	-	22,800	22,800	16,400	18,507	(2,107)	22,800	-
ST Office Supplies - General	-	1,000	7,500	666	6,487	(5,820)	4,000	(3,000)
ST Materials & Supplies	-	1,000	1,000	666	110	556	2,000	(1,000)
ST Training Supplies	1,134	1,350	3,500	900	2,934	(2,034)	3,000	(1,650)
ST Emergency Preparedness Supplies	-	1,000	1,700	666	1,100	(434)	5,000	(4,000)
ST Memberships & Subscriptions	-	1,000	1,000	666	350	316	1,000	-
ST Travel - Meetings/Seminars	2,650	1,750	1,750	1,166	748	418	1,750	-
ST Training/Workshop	1,550	2,000	3,000	1,333	2,140	(807)	1,000	1,000
ST Employee Expenses	-	1,000	1,000	666	-	666	500	500
ST Bus Rodeo Expenditures	9,600	6,000	1,000	3,998	98	3,901	13,000	(7,000)
ST Consulting General	-	6,000	-	3,998	-	3,998	-	6,000
Total Other Expenditures	33,626	92,900	86,750	56,761	58,622	(1,861)	98,550	(5,650)
Total Expenditures	132,312	314,472	300,863	204,475	195,634	8,841	334,719	(20,247)

Eagle Valley Transportation Authority dba Core Transit
Statement of Revenues, Expenditures and Change in Fund Balance
Actual, Budget and Forecast for the Periods Indicated
Modified Accrual Budgetary Basis
General Fund - Admin of Vehicle Maintenance

Account Name	2024	2025		YTD as of 8/31/2025		Variance	2026	Variance
	Actual	Approved Budget	Forecast	Budget	Actual	Favorable/ (Unfavor)	Proposed Budget	Favorable/ (Unfavor)
Expenditures								
AVMO Admin Salaries	42,248	97,620	65,000	65,054	37,051	28,003	99,956	(2,336)
AVMO Medicare Tax	648	1,415	964	943	992	(49)	1,449	(34)
AVMO Social Security Taxes	2,771	6,052	4,123	4,033	2,437	1,596	6,197	(145)
AVMO Retirement	1,599	7,810	4,323	5,205	761	4,443	9,996	(2,186)
AVMO Unemployment Taxes	80	-	-	-	46	(46)	500	(500)
AVMO Holiday Pay	1,451	-	1,500	-	928	(928)	-	-
AVMO Vacation Pay	-	-	-	-	5,632	(5,632)	-	-
Total Personnel Expenditures	48,798	112,897	75,910	75,234	47,847	27,388	118,098	(5,201)
Other Expenditures								
AVMO Temporary Help Services	-	74,880	35,000	49,920	21,038	28,882	-	74,880
AVMO Outside Repair - Support Vehicle	-	2,250	-	1,499	-	1,499	2,250	-
AVMO Lubricants - Oil	12,644	36,000	36,000	23,990	21,595	2,395	40,000	(4,000)
AVMO Fuel - Unleaded	18,865	21,600	85,000	14,394	59,792	(45,398)	80,000	(58,400)
AVMO Fuel - Diesel	435,864	1,260,000	1,170,000	839,664	775,260	64,404	1,260,000	-
AVMO Fuel - Electricity	-	-	-	-	-	-	20,000	(20,000)
AVMO Office Supplies - General	400	2,500	2,500	2,500	15	2,485	2,000	500
AVMO Travel - Meetings/Seminars	-	3,000	-	3,000	-	3,000	3,000	-
AVMO Employee Event Expenses	-	2,300	1,500	1,533	-	1,533	1,500	800
-	-	-	-	-	-	-	-	-
Total Other Expenditures	467,773	1,402,530	1,330,000	936,501	877,700	58,801	1,408,750	(6,220)
Total Expenditures	516,571	1,515,427	1,405,910	1,011,735	925,547	86,188	1,526,848	(11,421)

Eagle Valley Transportation Authority dba Core Transit
Statement of Revenues, Expenditures and Change in Fund Balance
Actual, Budget and Forecast for the Periods Indicated
Modified Accrual Budgetary Basis
General Fund - Vehicle Maintenance

Account Name	2024	2025		YTD as of 8/31/2025		Variance	2026	Variance
	Actual	Approved Budget	Forecast	Budget	Actual	Favorable/ (Unfavor)	Proposed Budget	Favorable/ (Unfavor)
Expenditures								
VMO Fleet Care Tech Salaries	72,815	175,390	160,000	116,927	96,299	20,627	235,629	(60,239)
VMO Fleet Care Tech - OT	2,145	19,448	12,000	12,965	6,501	6,464	18,850	598
VMO Medicare Tax	1,268	2,825	2,625	1,883	1,664	220	3,885	(1,060)
VMO Social Security Taxes	5,422	12,080	11,222	8,053	7,114	939	16,611	(4,531)
VMO Retirement	3,429	15,587	10,140	10,391	4,424	5,968	24,907	(9,320)
VMO Unemployment Taxes	197	-	-	-	145	(145)	1,340	(1,340)
VMO Sick Pay	1,714	-	-	-	1,826	(1,826)	-	-
VMO Holiday Pay	6,956	-	9,000	-	5,003	(5,003)	13,440	(13,440)
VMO Vacation Pay	3,293	-	-	-	4,159	(4,159)	-	-
Total Personnel Expenditures	97,239	225,330	204,987	150,220	127,134	23,085	314,662	(89,332)
Other Expenditures								
VMO Uniforms	487	1,000	1,000	1,000	1,000	-	1,000	-
VMO Fire Extinguishers	-	12,000	10,000	12,000	330	11,670	6,000	6,000
VMO Radio Maintenance	7,958	22,000	22,000	20,500	-	20,500	2,100	19,900
VMO Equipment Repairs - Shop Equipment	-	23,000	15,000	22,250	-	22,250	7,500	15,500
VMO Contract Svc - Maint	925,184	2,416,000	2,850,000	1,610,667	1,949,678	(339,012)	2,300,000	116,000
VMO Contract Services - Towing	7,650	25,000	32,000	16,660	23,200	(6,540)	35,000	(10,000)
VMO Cosmetic Maintenance Exterior	-	50,000	2,500	50,000	1,742	48,258	30,000	20,000
VMO Cleaning Supplies - Vehicles	683	14,400	14,000	9,596	9,218	378	14,400	-
VMO Shop Supplies Misc	1,890	5,000	3,500	5,000	1,333	3,667	5,000	-
VMO Mechanic Tools/Shoes	-	6,350	6,350	6,350	-	6,350	6,350	-
VMO Small Tools & Equipment	-	1,500	1,500	1,000	56	944	1,500	-
VMO Decals - Fixed Route	-	5,000	5,000	5,000	-	5,000	5,000	-
VMO Repair Parts - Fixed Route	-	62,496	2,000	62,496	745	61,751	-	62,496
VMO Permits & Licenses	-	500	500	333	168	165	1,000	(500)
Total Other Expenditures	943,851	2,644,246	2,965,350	1,822,852	1,987,470	(164,619)	2,414,850	229,396
Total Expenditures	1,041,090	2,869,576	3,170,337	1,973,071	2,114,605	(141,533)	2,729,512	140,064

Eagle Valley Transportation Authority dba Core Transit
Statement of Revenues, Expenditures and Change in Fund Balance
Actual, Budget and Forecast for the Periods Indicated
Modified Accrual Budgetary Basis
General Fund - Facilities Maintenance

Account Name	2024	2025		YTD as of 8/31/2025		Variance	2026	Variance
	Actual	Approved Budget	Forecast	Budget	Actual	Favorable/ (Unfavor)	Proposed Budget	Favorable/ (Unfavor)
Expenditures								
FAM-M Contract Svc - General	8,848	12,000	12,000	8,000	6,839	1,161	12,000	-
FAM-M Plumbing Related Expenditures	-	10,000	5,000	6,664	-	6,664	10,000	-
Total FM Expenditures - MSC	8,848	22,000	17,000	14,664	6,839	7,825	22,000	-
Expenditures								
FAM-L Contract Svc - General	10,597	15,000	15,000	10,000	9,139	861	15,000	-
FAM-L Contract Services - A/C	-	18,000	10,000	11,995	-	11,995	7,500	10,500
FAM-L Cleaning Supplies - Leadville	-	1,000	200	666	22	644	5,000	(4,000)
FAM-L Utilities - Leadville	2,520	6,720	4,000	4,478	2,263	2,215	8,000	(1,280)
FAM-L Leases and Rentals	133,576	-	-	-	-	-	-	-
Total FM Expenditures - Leadville	146,693	40,720	29,200	27,140	11,424	15,716	35,500	5,220
Expenditures								
FAM-A Contract Svc - General	-	142,212	190,000	94,770	140,660	(45,890)	185,000	(42,788)
FAM-A Electrical Related Expenditures	-	5,000	5,000	3,332	3,029	303	5,000	-
FAM-A Leases and Rentals-Oper Yards or Stations	73,699	117,264	117,264	78,145	68,712	9,433	110,000	7,264
Total FM Expenditures - Avon	73,699	264,476	312,264	176,247	212,400	(36,153)	300,000	(35,524)
FM stops - Personnel								
MPS Admin Salaries	-	82,800	42,000	55,200	17,964	37,236	74,963	7,837
MPS Admin - OT	-	-	-	-	57	(57)	5,997	(5,997)
MPS Medicare Tax	-	1,201	631	800	252	548	1,174	27
Social Security Taxes	-	5,134	2,697	3,421	1,078	2,343	5,020	114
MPS Retirement	-	6,624	2,610	4,414	883	3,531	7,496	(872)
MPS unemployment	-	-	-	-	10	(10)	405	(405)
MPS Holiday pay	-	-	1,500	-	136	(136)	4,056	(4,056)
Total FM Expenditures - Stops	-	95,759	49,438	63,836	20,380	43,601 #	99,111	(731)
FM Stops - Other Expenditures								
MPS Contract Svc - General	101,828	117,319	180,000	78,213	137,513	(59,300)	153,300	(35,981)
MPS Equipment Rental	1,250	5,000	-	3,750	-	3,750	5,000	-
MPS Supplies & Materials	30,409	5,000	5,000	3,332	(1,187)	4,519	5,000	-
MPS Fuel - Unleaded	-	12,000	3,000	7,997	-	7,997	-	12,000
MPS Fuel - Diesel	-	-	-	-	-	-	12,000	(12,000)
MPS Uniform	-	-	-	-	-	-	500	(500)
MPS Bus Stop Supplies	917	35,000	10,000	23,324	2,333	20,991	30,000	5,000
MPS Utilites - Shelters	150	2,000	2,000	1,333	-	1,333	2,000	-
MPS Leases and Rentals	26,123	-	-	-	-	-	-	-
Total Other Expenditures - Stops	160,676	176,319	200,000	117,948	138,659	(20,711) #	207,800	(35,564)
Total FM Stops Expenditures	160,676	272,078	249,438	181,784	159,040	22,890 0	306,911	(35,564)
Total FM Expenditures	389,916	599,274	607,902	399,834	389,703	10,277 0	664,411	(35,564)

Eagle Valley Transportation Authority dba Core Transit
Statement of Revenues, Expenditures and Change in Fund Balance
Actual, Budget and Forecast for the Periods Indicated
Modified Accrual Budgetary Basis
General Fund - General & Admin

Account Name	2024	2025		YTD as of 8/31/2025		Variance	2026	Variance
	Actual	Approved Budget	Forecast	Budget	Actual	Favorable/ (Unfavor)	Proposed Budget	Favorable/ (Unfavor)
Expenditures								
ADMIN Admin Salaries	695,848	1,021,544	996,544	680,757	598,825	81,932	1,118,698	(97,154)
ADMIN Salaries - OT	647	-	1,500	-	791	(791)	2,111	(2,111)
ADMIN Medicare Tax	12,315	14,812	15,052	9,875	10,456	(582)	15,962	(1,150)
ADMIN Social Security Taxes	48,167	63,336	64,359	42,224	44,710	(2,486)	68,250	(4,914)
ADMIN Retirement	58,959	81,724	93,289	54,483	63,183	(8,700)	109,870	(28,146)
ADMIN Unemployment Taxes	859	-	-	-	343	(343)	5,504	(5,504)
ADMIN Worker's Compensation	53,192	-	-	-	-	-	-	-
ADMIN Sick Pay	5,968	-	-	-	7,931	(7,931)	-	-
ADMIN Holiday Pay	24,825	-	40,000	-	25,121	(25,121)	-	-
ADMIN Vacation Pay	40,323	-	-	-	50,101	(50,101)	-	-
ADMIN Benefit Expense	58,552	-	-	-	-	-	-	-
Total Personnel Expenditures	999,656	1,181,416	1,210,743	787,338	801,461	(14,123)	1,320,395	(138,979)
Other Expenditures								
ADMIN Public Notices	37	500	500	333	52	281	-	500
ADMIN Benefit Management Expenses	1,969	49,000	33,000	32,654	20,620	12,034	71,300	(22,300)
ADMIN Legal Svcs - Labor Counsel	2,000	14,525	105,000	9,679	83,650	(73,971)	10,560	3,965
ADMIN Legal Svcs - General	204,894	116,000	75,000	77,302	36,116	41,186	115,800	200
ADMIN Legal Svcs - Special	153	11,250	-	7,500	-	7,500	11,250	-
ADMIN Uniform	-	-	800	-	753	(753)	4,350	(4,350)
ADMIN Consulting	151,467	31,000	50,000	30,200	41,686	(11,486)	50,000	(19,000)
ADMIN Organizational Services	-	19,776	19,776	13,184	13,187	(3)	19,776	-
ADMIN Printing Expense	643	1,100	-	-	-	-	2,350	(1,250)
ADMIN Office Supplies - General	5,887	34,400	34,400	22,924	7,657	15,267	23,416	10,984
ADMIN Office Supplies - Postage	635	1,549	1,549	1,032	1,166	(133)	-	1,549
ADMIN Office Supplies - Copy Machine	-	7,300	7,300	4,865	2,711	2,153	6,400	900
ADMIN Purchased Transportation Services	1,618,930	1,680,000	1,620,000	1,120,000	1,062,880	57,120	1,680,000	-
ADMIN Memberships & Subscriptions	20,203	54,065	75,000	54,065	67,851	(13,786)	70,825	(16,760)
ADMIN Travel - Meetings/Seminars	9,804	14,800	14,800	9,700	8,838	862	11,800	3,000
ADMIN Training/Workshop	-	7,200	7,200	7,200	1,455	5,745	15,300	(8,100)
ADMIN Board Meeting Expense	12,158	12,450	18,000	8,297	11,554	(3,257)	12,450	-
ADMIN Employee Development Program	300	19,000	19,000	13,500	11,604	1,896	36,700	(17,700)
ADMIN Employee Event Expenses	5,370	27,750	27,750	7,750	9,348	(1,598)	23,850	3,900
ADMIN Employee Wellness Plan Expense	-	36,000	36,000	3,000	-	3,000	52,500	(16,500)
ADMIN Recruiting Employees	24,727	41,480	54,000	27,653	44,577	(16,924)	55,000	(13,520)
ADMIN Employee Recognition	14,940	203,500	203,500	15,450	11,554	3,896	207,080	(3,580)
Treasurer's fee	-	-	-	-	-	-	127,501	(127,501)
ADMIN Miscellaneous Expense	1,365	1,400	-	-	-	-	1,400	-
ADMIN Leases and Rentals - Other General Admin	200,252	1,000,021	810,000	666,681	536,018	130,663	835,351	164,670
Total Other Expenditures	2,275,735	3,384,066	3,212,575	2,132,969	1,973,278	159,691	3,444,959	(60,893)
Total Expenditures	3,275,392	4,565,482	4,423,318	2,920,308	2,774,739	145,569	4,765,354	(199,872)

Eagle Valley Transportation Authority dba Core Transit
Statement of Revenues, Expenditures and Change in Fund Balance
Actual, Budget and Forecast for the Periods Indicated
Modified Accrual Budgetary Basis
General Fund - Finance and Risk Management

Account Name	2024	2025		YTD as of 8/31/2025		Variance	2026	Variance
	Actual	Approved Budget	Forecast	Budget	Actual	Favorable/ (Unfavor)	Proposed Budget	Favorable/ (Unfavor)
Expenditures								
ACCT-RM Admin Salaries	148,368	255,898	185,000	170,530	110,362	60,168	259,537	(3,639)
ACCT-RM Medicare Tax	2,677	3,711	2,762	2,473	1,811	662	3,763	(52)
ACCT-RM Social Security Taxes	11,446	15,866	11,811	10,573	7,744	2,829	16,091	(225)
ACCT-RM Retirement	11,144	20,472	17,145	13,642	11,996	1,646	25,954	(5,482)
ACCT-RM Unemployment Taxes	272	22,000	7,000	14,661	4,134	10,526	1,298	20,702
ACCT RM - Sick Pay	814	-	-	-	1,911	(1,911)	-	-
ACCT RM - Holiday Pay	3,453	-	5,500	-	3,350	(3,350)	-	-
ACCT RM - Vacation Pay	10,568	-	-	-	6,060	(6,060)	-	-
Admin Benefit Expense	16,668	-	-	-	-	-	-	-
Total Personnel Expenditures	205,409	317,947	229,218	211,880	147,370	64,510	306,643	11,304
Other Expenditures								
ACCT-RM Public Notices	-	500	500	333	-	333	500	-
ACCT-RM Contracted Services	141,500	30,000	72,000	30,000	69,017	(39,017)	15,000	15,000
ACCT-RM Audit Services	9,000	30,500	29,000	30,500	28,885	1,615	30,000	500
ACCT-RM Consulting	56,959	45,000	30,000	30,000	21,871	8,129	-	45,000
ACCT-RM Insurance - General & Auto Liability	159,292	395,403	445,403	263,602	260,684	2,918	484,843	(89,440)
ACCT-RM Insurance - Losses	1,000	50,000	-	33,320	-	33,320	-	50,000
ACCT-RM Insurance Premium - WC	18,754	231,996	180,000	154,602	111,223	43,379	191,997	39,999
ACCT-RM Insurance - Admin	450,031	1,434,360	1,460,000	955,857	993,296	(37,439)	1,678,201	(243,841)
ACCT-RM Memberships & Subscriptions	-	39,230	35,000	26,153	14,229	11,924	36,230	3,000
ACCT-RM Travel - Meetings/Seminars	415	1,998	1,000	1,331	156	1,176	2,000	(2)
ACCT RM - Mileage Reimbursement	68	-	2,500	-	2,065	(2,065)	-	-
ACCT RM - Bank Adjustments/Fees	780	-	2,000	-	1,107	(1,107)	1,800	(1,800)
Total Other Expenditures	837,799	2,258,987	2,257,403	1,525,699	1,502,533	23,166	2,440,571	(181,584)
Total Expenditures	1,043,208	2,576,934	2,486,621	1,737,579	1,649,903	87,676	2,747,214	(170,280)

Eagle Valley Transportation Authority dba Core Transit
Statement of Revenues, Expenditures and Change in Fund Balance
Actual, Budget and Forecast for the Periods Indicated
Modified Accrual Budgetary Basis
General Fund - Information Technology

Account Name	2024	2025		YTD as of 8/31/2025		Variance	2026	Variance
	Actual	Approved Budget	Forecast	Budget	Actual	Favorable/ (Unfavor)	Proposed Budget	Favorable/ (Unfavor)
Expenditures								
IT Admin Salaries	185,976	320,389	305,000	213,507	186,401	27,106	327,163	(6,774)
IT - Salaries OT	3,810	-	10,500	-	6,881	(6,881)	13,028	(13,028)
IT Medicare Tax	3,292	4,646	4,749	3,096	3,217	(121)	4,933	(287)
IT Social Security Taxes	14,078	19,864	20,305	13,237	13,755	(518)	21,092	(1,228)
IT Retirement	15,454	25,631	28,530	17,080	18,894	(1,813)	32,716	(7,085)
IT Unemployment Taxes	303	-	-	-	135	(135)	1,701	(1,701)
IT Sick Pay	2,412	-	-	-	6,068	(6,068)	-	-
IT Holiday Pay	6,546	-	12,000	-	8,546	(8,546)	-	-
IT Vacation Pay	8,480	-	-	-	7,137	(7,137)	-	-
Admin Benefit Expense	12,815	-	-	-	-	-	-	-
Total Personnel Expenditures	253,166	370,530	381,084	246,921	251,034	(4,113)	400,633	(30,103)
Other Expenditures								
IT Communications	29,566	83,000	60,000	65,000	34,934	30,066	115,000	(32,000)
IT Contracted Services	144,458	167,500	160,000	117,500	100,780	16,720	107,000	60,500
IT Computer/Networks Software Agmt	150,633	53,000	110,000	35,333	85,786	(50,453)	109,000	(56,000)
IT Consulting	-	12,000	12,000	6,000	3,381	2,619	24,000	(12,000)
IT Office Equipment Maintenance	421	2,000	2,000	1,333	1,183	150	4,000	(2,000)
IT Computer Supplies	10,463	28,000	18,000	21,500	7,663	13,837	22,000	6,000
IT - Cyber Insurance	9,859	15,117	15,117	10,078	8,773	1,305	16,000	(883)
IT Travel - Meetings/Seminars	85	600	600	400	1,001	(601)	12,400	(11,800)
IT Training/Workshop	-	11,300	9,000	6,400	392	6,008	12,000	(700)
Total Other Expenditures	345,484	372,517	386,717	263,544	243,891	19,653	421,400	(48,883)
Total Expenditures	598,650	743,047	767,801	510,465	494,925	15,540	822,033	(78,986)

Eagle Valley Transportation Authority dba Core Transit
Statement of Revenues, Expenditures and Change in Fund Balance
Actual, Budget and Forecast for the Periods Indicated
Modified Accrual Budgetary Basis
General Fund - Planning

Account Name	2024	2025		YTD as of 8/31/2025		Variance	2026	Variance
	Actual	Approved Budget	Forecast	Budget	Actual	Favorable/ (Unfavor)	Proposed Budget	Favorable/ (Unfavor)
Expenditures								
PL Admin Salaries	48,168	198,797	190,000	132,478	114,043	18,435	220,539	(21,742)
PL Medicare Tax	751	2,883	2,828	1,921	3,242	(1,321)	3,198	(315)
PL Social Security Taxes	3,210	12,325	12,090	8,213	13,864	(5,651)	13,673	(1,348)
PL Retirement	2,264	15,904	12,675	10,598	8,195	2,403	22,054	(6,150)
PL Unemployment Taxes	89	-	-	-	177	(177)	1,103	(1,103)
PL Holiday Pay	2,728	-	5,000	-	2,742	(2,742)	-	-
PL Vacation Pay	1,505	-	-	-	4,374	(4,374)	-	-
Total Personnel Expenditures	58,713	229,909	222,593	153,211	146,638	6,573	260,567	(30,658)
Other Expenditures								
PL Consulting	231,499	625,000	600,000	610,000	427,838	182,163	50,000	575,000
Contracted Services	30,710	-	-	-	-	-	68,000	(68,000)
PL Travel - Meetings/Seminars	-	999	1,200	666	1,014	(348)	2,000	(1,001)
PL Training/Workshop	-	5,000	3,000	3,000	-	3,000	3,600	1,400
Total Other Expenditures	262,209	630,999	604,200	613,666	428,851	184,814	123,600	507,399
Total Expenditures	320,922	860,908	826,793	766,877	575,490	191,387	384,167	476,741

Eagle Valley Transportation Authority dba Core Transit
Statement of Revenues, Expenditures and Change in Fund Balance
Actual, Budget and Forecast for the Periods Indicated
Modified Accrual Budgetary Basis
General Fund - Marketing

Account Name	2024	2025		YTD as of 8/31/2025		Variance	2026	Variance
	Actual	Approved Budget	Forecast	Budget	Actual	Favorable/ (Unfavor)	Proposed Budget	Favorable/ (Unfavor)
Expenditures								
MCS Admin Salaries	92,670	304,574	280,000	202,968	159,526	43,442	339,363	(34,789)
MCS Salaries - OT	42	-	6,500	-	4,143	(4,143)	10,671	(10,671)
MCS Medicare Tax	1,662	4,416	4,328	2,943	1,277	1,666	5,075	(659)
MCS Social Security Taxes	7,105	18,884	18,507	12,584	5,459	7,125	21,702	(2,818)
MCS Retirement	8,113	24,366	20,440	16,237	14,695	1,543	33,936	(9,570)
MCS Unemployment Taxes	153	-	-	-	149	(149)	1,750	(1,750)
MCS Sick Pay	1,231	-	-	-	2,182	(2,182)	-	-
MCS Holiday Pay	5,645	-	12,000	-	8,125	(8,125)	6,240	(6,240)
MCS Vacation Pay	6,519	-	-	-	11,853	(11,853)	-	-
MCS Benefit Expense	6,109	-	-	-	-	-	-	-
Total Personnel Expenditures	129,249	352,240	341,775	234,733	207,409	27,324	418,737	(66,497)
Other Expenditures								
MCS Contracted Services	231,452	50,100	50,100	44,600	40,685	3,915	49,940	160
MCS Advertising	39,967	41,248	20,000	23,316	4,845	18,471	32,720	8,528
MCS Events Expenses	11,707	6,000	15,000	3,800	13,224	(9,424)	21,340	(15,340)
MCS Printing Expense	22,454	39,350	20,000	20,750	3,497	17,253	31,800	7,550
MCS Office Supplies - Postage	499	16,400	10,000	8,600	4,279	4,321	22,400	(6,000)
MCS Memberships & Subscriptions	-	1,260	2,500	840	2,105	(1,265)	3,360	(2,100)
MCS Travel - Meetings/Seminars	99	5,000	5,000	4,000	1,851	2,149	9,000	(4,000)
Training Workshop	-	2,200	2,200	1,466	712	754	2,700	(500)
Total Other Expenditures	306,177	161,558	124,800	107,372	71,198	36,174	173,260	(11,702)
Total Expenditures	435,426	513,798	466,575	342,104	278,607	63,497	591,997	(78,199)



To: The Eagle Valley Transportation Authority d/b/a Core Transit Board
From: Scott Robinson, Core Transit Deputy Director

Meeting Date: 10/08/2025

SUBJECT: Birds of Prey In-Kind Sponsorship Request

RECOMMENDED ACTIONS: Approve in-kind sponsorship for the Birds of Prey World Cup event of up to a maximum of \$24,000 in donated transit service over four days.

BACKGROUND:

The annual Birds of Prey World Cup event organized by the Vail Valley Foundation (VVF) is taking place in early December. The event will span a total of four days from December 4-7, 2025.

Core Transit supported this event last year at an amount of \$25,000 for in-kind services. VVF is requesting Core Transit provide similar levels of support for guest circulation this year. Our operations team has confirmed that up to three vehicles may be possible based on projected staffing and equipment, with a final determination to be made closer to the event.

The estimated cost for these three vehicles—including fuel, driver, and overhead—is \$250 per vehicle/per hour. With four days of service at eight hours each, that adds up to 96 total service hours, for a total value of \$24,000.

The current donation policy limits discretionary staff approval \$2,500 of donated transit services. The value of this service exceeds this amount and thus must be brought to the board for discussion and approval at staff discretion. We believe this is worthy of board consideration given the importance of this event to our broader



community and our previous participation. Staff view active involvement in this event as an opportunity to highlight our system, challenge traditional perceptions about the best way to travel to and from the event and support our community's sustainability goals. We will launch our own campaign alongside the VVF to promote taking our system to the races rather than driving.

In addition, this request includes sponsorship opportunities in exchange for our support that provide additional value. These include:

1. Rights to use event marks/logos, w/VVF approval
2. Logo listing on website – Official Partners section
3. Inclusion of Core Transit Routes to Beaver Creek on Birds of Prey website listed under Parking & Transportation on event website
4. Logo in rotation on Videoboard logo loop
5. 6x VIP tickets per race day (24 total tickets)
6. 6x VIP bags

Last year's raffle of two VIP tickets per day was very well received by staff. This year, staff requested four additional tickets so more staff could enjoy the races, choosing this in place of a less appealing marketing benefit.

FINANCIAL CONSIDERATIONS: Transit service would be provided as an in-kind donation for sponsorship opportunities consistent with Core Transit's mission and goals.

ATTACHMENTS: n/a



To: The Core Transit Board
From: Tanya Allen, Executive Director

Meeting Date: 10/8/2025

SUBJECT: Extending the Youth Fare-Free Program through the Winter Season

RECOMMENDED ACTIONS: Motion to approve a temporary extension of the Youth Fare Free Program through the end of the winter season

Core Transit staff are seeking Board approval to temporarily extend the Youth Fare Free travel program through the end of the winter season (April 11, 2026).

Background:

In November 2024 Core Transit began providing fare-free travel for youth traveling to or from the non-member communities of Gypsum and Leadville. This was funded by a state grant in the amount of \$117,980.50. Current funding for the program was intended to last through 10/31/25. While we had hoped this funding would be renewed annually, the State decided not to renew this grant program for 2026 due to budgetary constraints. Continuing this valuable program will require us to identify alternate funding.

Funding:

The temporary extension we are proposing can be funded by the \$77,850 net difference between our budgeted 2025 fare revenues (\$249,600) and the combined total of our projected 2025 fare revenues (\$209,470) and the \$117,980 of additional unbudgeted revenue received from the state grant. This state funding effectively backfilled anticipated youth fare revenue of \$2/ride included in our 2025 budget, while providing an additional \$77,850 to otherwise offset the costs of youth travel.



The grant dollar amount was based on a projection of 21,451 youth rides provided by Core Transit. Core Transit was compensated at a rate of \$5 per projected ride, which exceeded our \$2 cash/\$1 mobile youth fare in place at the time. Using the existing grant formula, the additional net revenue can fund approximately 15,570 rides, or between 6 and 7 months of travel.

Impact:

The program has been a success in terms of both ridership and community feedback. Core Transit estimates that we have given approximately 22,630 rides through August 30, 2025. This equates to an average of 2,263 youth rides per month, which exceeds original program projections. We have received positive feedback from parents throughout the region, particularly those in member jurisdiction Eagle whose children attend Eagle Valley High School and frequently visit recreation facilities in Gypsum. Youth who ride often encourage their friends and family to ride, and graduate to becoming lifelong users of the system.

Additional demand created by the youth fare-free program (roughly 15-20% based on our counts) has not created any new operational challenges or need for additional service. Much youth travel is counter directional and/or non-peak, meaning that most new youth riders are filling previously empty seats and improving our overall operational efficiency. In addition, the program is appreciated by our operators, who no longer have to collect fares from youth traveling to/from these zones.

Next Steps:

Staff have initiated discussions with the Towns of Gypsum and Leadville about potential contributions that could fund the program for 2026. We are optimistic that some funding that will allow us to continue this valuable program.

We propose revisiting the future of the youth fare-free program early next year, after we know the outcome of these conversations. We also recommend discussing the future of the youth fare free travel program as part of a broader conversation about fares and fare policy moving



forward. Discussing these issues together early next year will give us time to properly notice any changes in advance of the summer season.

Attachments:

1. Youth Fare Free Transit Grant Agreement

Youth Fare-Free Transit Grant Award Letter and Agreement

Oct. 18, 2024

Core Transit
3289 Cooley Mesa Road Box 1070
Gypsum, CO

Grant Number: YFTG0124

Dear Dave,

Congratulations, Core Transit, hereafter known as subgrantee, has been awarded a Youth Fare-Free Transit Grant through the Zero Fare Transit Grants Program in the amount of \$117,980.50 to be used toward providing Free Transit Services to Youth Riders during the program period of November 1, 2024 to October 31, 2025. The Grantee is providing \$0 in matching funds for the project.


This Award Letter and Agreement, hereafter known as Agreement, outlines the terms and conditions of accepting the grant. Please read the Agreement carefully, sign, and return to autumn@coloradotransit.com.

Upon signing this Agreement, subgrantee agrees to the following terms:

- Subgrantee will notify CASTA if there is any change in your ability to execute the terms of the grant;
- Subgrantee attests that it is committed to providing the free transit services to youth riders during the program period.
- Subgrantee will be held to the policies and procedure set forth in the 5.7 ZERO FARE TRANSIT GRANTS PROGRAM
- Grantee will utilize the grant funds for the purposes submitted in the grant application (attached) and only for activities that meet the Eligible Use of Grants Section 2 of CASTA Operating Procedure 5.7 ZERO FARE TRANSIT GRANTS PROGRAM and Colorado Revised Statutes Section 24-38.5-114 Zero fare transit grant programs.

Congratulations again on receiving this grant. We look forward to working with you during this Ozone Season.

Sincerely,

Authorized Signature of Grantor:  Date: 10/17/2024

CASTA Executive Director

Authorized Signature of Grantee:  Date: 10/21/2024

Agency Official

Attachments:

- [Operating Procedure 5.7 OZONE SEASON TRANSIT GRANT PROGRAM](#)
- [Subgrantee Reimbursement Request Uniform Guidance](#)
- [Subgrantee Application](#)



Core Transit
Monthly Admin Board Report
Reporting Month: October 2025

NAME: Aryn Schlichting

MONTH: October 2025

DIRECTOR OF PEOPLE & CULTURE REPORT

Key Highlights:

- Successfully conducted 3rd Quarter All Staff meetings focusing on operator de-escalation training, pay policy transparency, and safe driving incentives.
- Completed the Compensation Study and Pay Equity Study to shape 2026 wage structures and budget.
- Focused on winter staffing with strategies to hire long-term, community-focused employees.

Impact, Outcome, and Strategic Alignment:

Quarterly Meetings:

The quarterly meetings emphasized operator training in de-escalation techniques, ensuring our team is equipped to handle challenging situations with professionalism and incorporate active listening, which is a key aspect to de-escalation, into our culture. These efforts support **Goal 3: Be safe, trustworthy, and accountable**. During these meetings we also provided transparency to operators on pay policies, answered questions and introduced the safe driving incentive program. These initiatives directly support strategic goals shaped by our January 2025 employee survey, emphasizing the need for increased training and improved trust.

Compensation and Pay Equity:

Our engagement with the compensation consultant, Graves Consulting, focused on two key areas. First, they conducted an evaluation of our pay structure to assess market competitiveness. Second, they reviewed current individual wages to ensure compliance with Colorado's Equal Pay laws. Both reviews have been completed, and their recommendations will be presented during the October Budget workshop.

Staffing and Recruitment Update:

At this time of year, we're focused on hiring. We're refining our processes, prioritizing candidates who want to build careers in our community, and maintaining our strong commitment to making quality hires. This work supports **Goal 1: Put our team first**, through the supporting tactic to staff strategically to ensure reliable service and prevent burnout.

To maintain quality of hires we have evolved to a two-step interview process. This includes an initial phone screen to assess basic qualifications and alignment with Core Transit's values. It is followed by a one-hour interview with skill-based exercises to evaluate learning ability, instruction-following, guest service aptitude, and team-based problem-solving. All of this is followed by a comprehensive pre-employment process, including background checks, drug screenings, and reference checks. This ensures we hire candidates who can deliver on our service promises and build trust with the community.

Housing Initiatives:

Our housing program remains vital in supporting external hires. Current efforts are focused on managing move-ins, addressing shared living challenges, prioritizing one-bedroom units and apartment cleanliness. Our current housing capacity is appropriate, with two units now available for new hires.

Looking Ahead:

- Continue to focus on staffing: prioritize advertising to candidates who want careers in our community, onboard new drivers, and evaluate housing to ensure adequate winter staffing.
- Strategic Goal Planning to align with the 2026 budget request.
- Safety and accident-free recognition breakfast in October.
- Development of non-driving staff performance bonus.

NAME: Lance Trujillo

MONTH: October 2025

IT REPORT

Key Highlights:

- ITS Needs Assessment
- IT Generalist Position
- Upcoming Technology KPI's

Impact, Outcome, and Strategic Alignment:

ITS Needs Assessment Update

IT and Operations continue to work on our ITS Needs Assessment to gather input to identify technology gaps to improve experience and support future upgrades. We are surveying staff to ensure technology gaps are identified directly by end users. This project will support our commitment to transit technology, advancing both **Goal 4: Improve our transit experience** and **Goal 1: Put our team first**.

IT Generalist Update

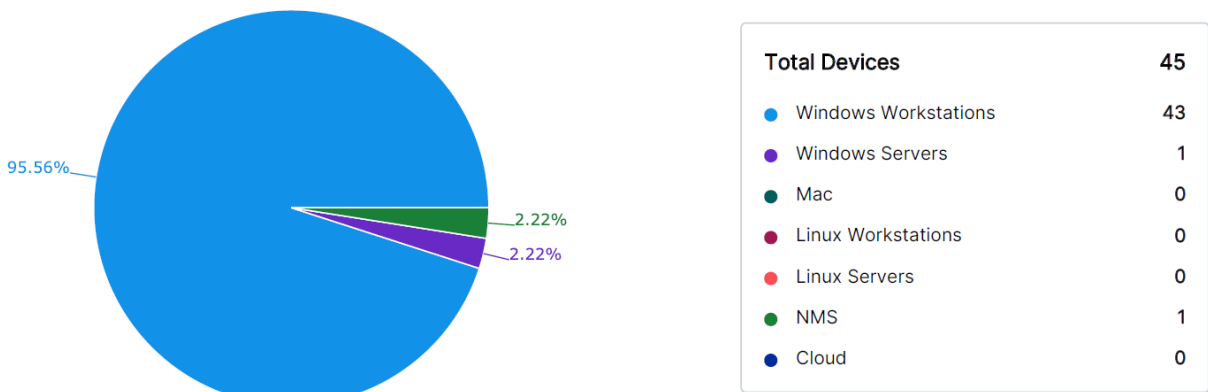
We are creating a transition plan to move the ITS Technician position to IT Generalist. This position change centers around providing better internal services, redundancy to the Director of Innovation and IT and improving the skillset of staff members on the IT team.

The technology team spent a great deal of time in the last year migrating technology. Now we have seen our agency needs change from providing strictly transit technology to a complete IT system. The move to a cashless fare system in 2025 freed up additional time that can now be leveraged on the IT business needs of Core Transit. The transition to the IT Generalist position will include professional development resources and team building efforts to strengthen communication and trust that will help staff members grow into their new position. The IT Generalist position will start in January 2026.

KPI's

Upcoming board reports from IT will feature more statistical data related to ongoing IT efforts. Some of these KPI's will include network usage, support ticket data, and other information that will be useful in tracking the IT Departments workload and overall technology efforts. The KPI's will also tie back to the strategic plan.

To begin introducing board-level KPIs, this month we are including a baseline measure for the total devices managed by Istonish, Core Transit's Managed Service Provider (MSP).



Looking Ahead:

- Complete the ITS Needs Assessment in October 2025.
- Continue the skills progression and team building efforts to transition staff to the IT Generalist position starting in January 2026.
- Build a reoccurring KPI report for inclusion in monthly IT reports.

NAME: Dayana Herr

MONTH: October 2025

**MARKETING, COMMUNICATIONS & CUSTOMER SERVICE MANAGER
REPORT**

Key Highlights:

- The new Core Transit website is now live for riders, and we will officially launch it to the public early next week.
- Introduced the bilingual live chat feature, providing real-time support during office hours and AI chatbot assistance after hours.
- Rolled out the updated bilingual phone tree for our primary phone number, giving riders faster and more accessible pathways to the right staff.
- Launched promotion of the Summer Schedule Survey, which will remain open through October to gather feedback for 2026 planning.
- Participated in our last major summer event, Fiesta Americas, with strong engagement from the Hispanic community.

Impact, Outcome, and Strategic Alignment:

The new Core Transit website marks a major step forward in how riders connect with us. With improved navigation, bilingual content, and new tools like live chat, this project directly supports **Goal 3: Be safe, trustworthy and accountable**, through the supporting tactic to ensure all information we share is accurate, transparent and easily understood. It is designed as a reliable tool for trip planning, updates, and customer support.

The new bilingual phone tree makes it easier for riders to connect in their preferred language. Calls are routed to customer service for quick support, with dispatch stepping in only when immediate assistance is needed. This improves the rider experience while giving dispatchers more time to focus on operations, supporting our goal to improve our transit experience with exceptional bilingual, bicultural customer service that reflects our community.

Promotion of the Summer Schedule Survey is underway, giving riders the chance to share their input across our services. This supports our goal to best serve our community by using KPIs and customer feedback to drive service improvements. Feedback from the survey will guide the Summer 2026 schedule to ensure it reflects the needs and priorities of the riders who depend on our system.

Our participation in Fiesta Americas closed out the summer season with strong engagement from the Hispanic community. Supporting our goal to improve our transit experience with exceptional bilingual, bicultural customer service that reflects our community.

In the news/Blog Post:

- [Within 10 years, Core Transit will get more riders where they want to go in Eagle County](#)
- [Dentro de 10 años, Core Transit llevará a más pasajeros a donde quieren ir en el condado de Eagle](#)
- [Core Transit unionization effort still waiting for state to set election date](#)
- [Last DJ September Radio Interview](#)

Looking Ahead:

- We will officially launch the new website to the public early next week.
- We will begin rolling out communications and assets for the Winter Schedule to prepare for its launch.
- We will review and analyze rider feedback from the Summer Schedule Survey once it closes at the end of October.

NAME: Dave Levy

MONTH: October 2025

PLANNING MANAGER REPORT

Key Highlights:

The Planning Department is advancing work on four key initiatives:

- The 10 Year Transit Development and Capital Plan: Implementation Planning
- The 10 Year Transit Development and Capital Plan: Stakeholder Re-Engagement
- Bus Stop Policy Updates

Impact, Outcome, and Strategic Alignment:

The 10 Year Transit Development and Capital Plan: Implementation Planning

The 10 Year Transit Development and Capital Plan was adopted by the Core Transit Board on September 10, 2025. Staff is now focused on developing an implementation plan for Phase 1 of the 10-Year Plan.

Initial implementation planning will focus on determining departmental objectives and conducting material and time needs assessments for three key aspects of implementation: scheduling, staff training, and communications.

From this work staff will determine a feasible launch date for Phase 1, key tasks and timelines, and resource requirements.

The 10 Year Transit Development and Capital Plan: Stakeholder Re-Engagement

Core Transit received critical input for the development of the 10-Year Plan from community stakeholders such as municipalities, businesses, and essential service providers. Over the next 60-days we will re-engage with stakeholders to thank them for their contribution to the project and discuss impacts of the plan on their specific interests.

This initiative supports **Goal 3: Be safe, trustworthy, and accountable**, through the supporting tactic to tell our story, highlighting the economic, social, and environmental impacts of our work.

Bus Stop Policy Development

Demand for transit service in Eagle County is evolving based on housing supply and commercial growth. In response to the growing number of requests for new stop locations, Core Transit will update its bus stop location policy with clear technical and operational criteria to ensure equitable and consistent analyses of these requests.

Updating our new bus stop policy supports **Goal 2: Build Core Transit to last**, through the supporting tactic to use systems-oriented, documented, and scalable decision-making procedures.

Looking Ahead:

- CDOT evaluation of our SB230 Funding Program application for 2026 should be completed and the award will be accounted for in the 2026 operations budget.
- Summer 2025 schedule survey results will be analyzed and applied to the Summer 2026 schedule planning process.

NAME: Scott Robinson

MONTH: October 2025

Deputy Director REPORT

Key Highlights:

- Investment ladder / Treasurer duties
- FY 2026 Budget Development
- Attended APTA TRANSform in Boston
- Continuing to connect with staff on all levels of the organization

Impact, Outcome and Strategic Alignment:

The investment committee is pleased to report we were able to invest our targeted \$22.8M which will mature between 1-5 years from now. The \$3.6M remaining for 2025 matures this month. We have a combination of term investments with CSIP, US Treasuries and CDs, which are all acceptable investments per our investment policy. Below is the high-level break down of our investments. We'll continue to provide more detailed reports with monthly board packet financials.

Investment ladder plan

Year	Maturity value
2025	3,600,000
2026	4,000,000
2027	3,188,000
2028	2,943,000
2029	3,958,000
2030	5,110,000
<hr/>	
Total	\$22,799,000

Transparent communication surrounding the Authority's financial status is vital to building trust with our community and staff. I have

been working alongside Sanjok and our department directors to continue refining our FY26 budget requests based on 2025 projections and 2026 needs. We also worked with staff to connect our strategic plan to FY26 requests when appropriate and this will be shared with the board at the October 29 budget work session.

Being able to spend time at APTA TRANSform was an excellent opportunity to meet some of our key vendors, connect with other transit professionals and attend some thought-provoking sessions. I have been sharing the experience and knowledge with staff since my return.

September was a busy month with five safety meetings scheduled. This provided me an opportunity to connect with staff and listen to what was on their minds. Building trust through relationships will be key to achieving our strategic **Goal 1: Put our team first.**

Looking Ahead:

- Prepare for Oct 29 Budget Work Session
- Continue to support staff and connect with them
- Refine our Emergency Action Plan and train key staff on it

NAME: Tanya Allen

MONTH: October 2025

Executive Director REPORT

Key Highlights:

- FY 2026 Budget Development and Strategic Plan Alignment
- Encouraging staff networking and professional development

Impact, Outcome and Strategic Alignment:

It's budget season! As we prepare for the October 29 budget session I am continuing to work with staff on refining 2026 projects, ensuring alignment with the strategic plan, and developing KPIs to be used to gauge our progress. This activity cuts across all strategic goals and helps anchor those high level aspirations in concrete, measurable action.

Over the course of my career in transit I've benefited from the knowledge I've gained at conferences and the relationships I've built with colleagues in Colorado and across the country. I consistently encourage staff participation in these events, though operational realities often make this challenging. This year's fall Colorado Association of Transit Agencies (CASTA) conference was held in Avon, and I'm pleased that we were able to send several staff members, including some who had not previously attended a transit conference. We had two staff members – Operations Specialist Al Lee and Fleet Asset Supervisor Will Hensley – graduate from the prestigious LEAD Academy, a six-month leadership development program, while Director of Transportation Dave Snyder obtained his Certified Community Transit Manager certification, topping off his extensive transportation industry knowledge with this public transit specific credential. This activity supports our number one strategic goal of putting our team first by investing in training, skill building, and pathways for career development.

Looking Ahead:

- Prepare for Oct 29 Budget Work Session

- Preparation for fare policy conversations
- 2026 Retreat planning

Core Transit Operations Update

October 2025



Core Transit Ridership Update

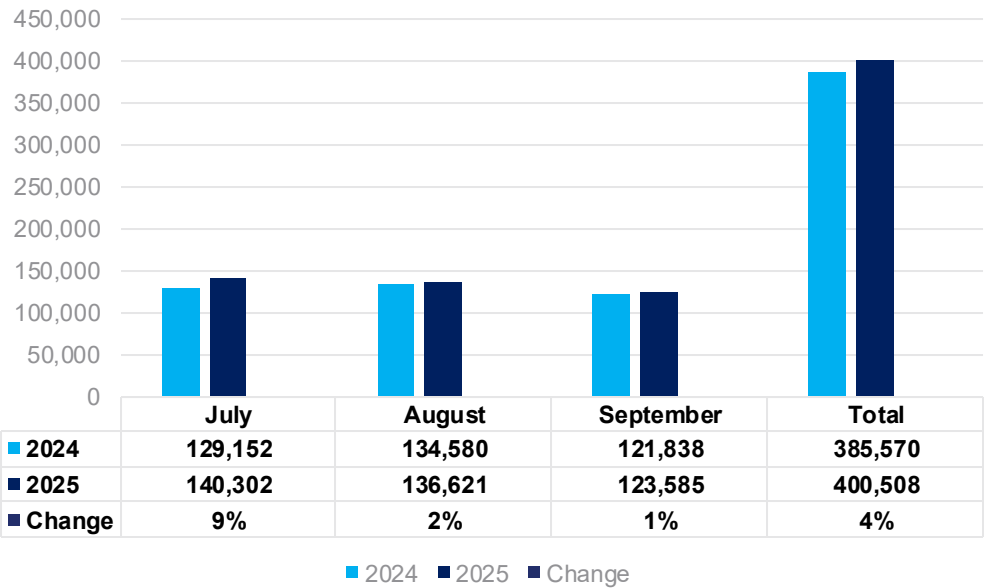
System Ridership

September 2025 123,585

September 2024 121,838

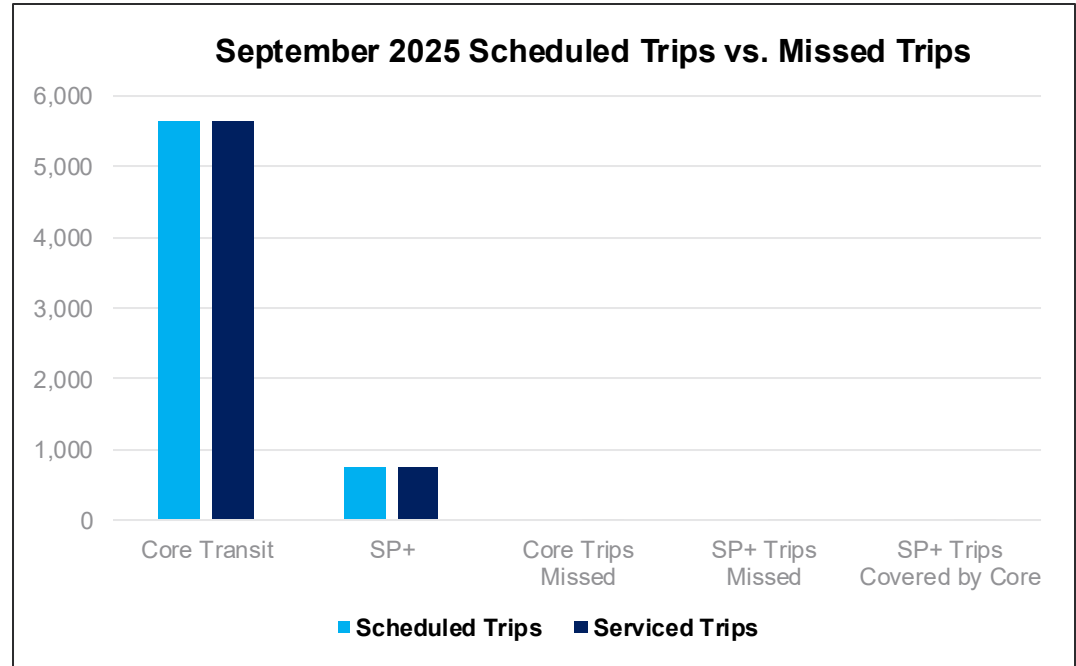
YOY Change +1%

Core Transit Ridership: Last Three Months



September 2025 Route Performance

- Core Transit: 99.93% completion rate (only 4 of 5,640 scheduled trips missed)
- No shadow buses were used in September
- SP+: 99.73% completion rate (only 2 of 750 scheduled trips missed; Core covered one trip)
- 6,384 / 6,390 total scheduled trips serviced (99.91%)



Core Transit Update – Safety

Preventable Accidents

- Jan - September 2025 preventable accidents: 23
- Jan - September 2024 preventable accidents: 22

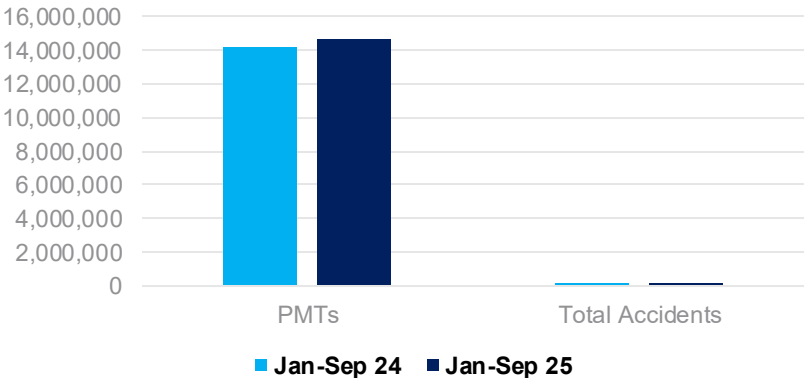
YTD Total Accidents Per Passenger Miles Traveled

- 2024 – 1 / 544,523 miles
- 2025 – 1 / 544,611 miles

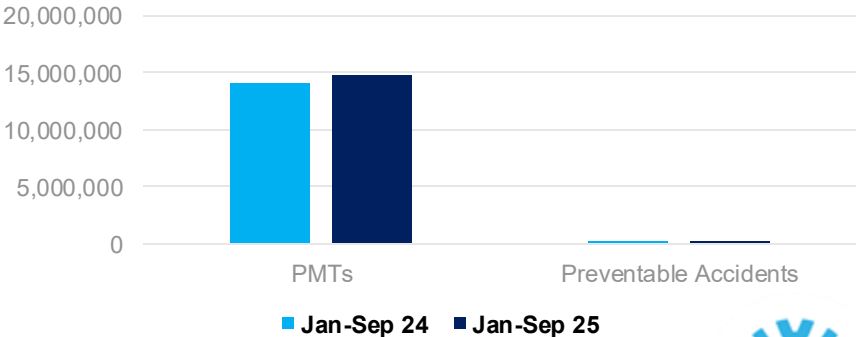
YTD Preventable Accidents Per Passenger Miles Traveled

- 2024 – 1 / 707,880 miles
- 2025 – 1 / 735,224 miles


Total Accidents Per Passenger Miles Traveled (PMT)



Preventable Accidents Per Passenger Miles Traveled (PMT)



Core Transit Update – Operators

Directly Operated Service / Summer Schedule Requirements		Contract Service	Status
Minimum required number of Drivers	52 (includes extra board)	Operators available/Operators needed	8/8 (fully staffed)
Current Number of Drivers	Status		
Full-time Operators	44		
Part-time Operators	2-FTE		
Seasonal Operators	1		
Operators available/Operators needed	47/52 (90% staffed)		
Operators in training	4 (11 additional trainees begin a new class in October)		



Core Transit Update – Maintenance

Category	September Fleet Status
Fleet Status	82% in service
PM Compliance	100% of fleet
Breakdowns Impacting Service	2 mechanical problems (included in missed trips)



THANK
YOU

