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 **Eagle County Room, 500 Broadway, Eagle, CO** on Wednesday, November 18, 2026, 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
   a. Roll Call

2. Consideration of Changes to Agenda

3. Board Comment

4. Conflict of Interest Statements
   Board members are expected to comply with all applicable conflict of interest laws, as well as avoid actions or decisions that may create the appearance of impropriety or conflict. At this time, any Board member with a potential conflicting interest in any item on today's agenda should declare that and recuse themselves from voting. A "potential conflicting interest" exists where a Director owns or controls, directly or indirectly, a substantial interest in any non-governmental entity participating in a financial or equivalent transaction with the Authority.

5. 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

6. Consent Agenda – 12:10pm
   a. October 29, 2026, regular meeting minutes
   b. Financial statements
   c. Payables list
   d. EVTA IGA First Amendment Approval
   e. CDOT 5339 Grant agreement approval – 5 bus purchase
   f. Gillig Bus Purchase Order
   g. FTA 5339 Grant Submission Approval
   h. Title VI Policy Update
   i. Employee Handbook Updates

PRESENTATION

7. Presentation– 12:15 pm
   a. **FY2026 Budget Amendment | PUBLIC HEARING**
      Director of Finance Sanjok Timilsina will present a proposed FY2026 budget amendment. Chair Rich Carroll will open the budget hearing for public comment. After public comment, Chair Carroll will close the budget hearing.

   b. **FY2027 Budget Presentation, Adoption & Resolution | PUBLIC HEARING**
      Staff will present the FY2027 budget for board consideration and a public hearing. Chair Rich Carroll will open the budget hearing for public comment. After public comment, Chair Carroll will close the budget hearing.

STAFF REPORTS

8. Staff Reports – 12:45 pm
    - **a.** Administrative Division Report
    - **b.** Operations Report
    - **c.** Director's Comments

9. Additional Board Comments and New Business for Next Meeting

EXECUTIVE SESSION

10. Executive Session -1:00 pm
    Executive session pursuant to C.R.S § 24-6-402(4)(e) for the purpose of determining positions relative to matters that may be subject to negotiations concerning the terms and conditions of the General Counsel's professional services engagement.

ADJOURNMENT

11. Adjournment – 2:00 pm
    Please note the board will adjourn from the executive session and will not return to The Eagle County Room.

    The next regular meeting of the Core Transit Board will be held Wednesday, December 9, 2026, at 12:00pm, in the ***Avon Council Chambers.***

YOUR BOARD MEMBERSHIP

Core Transit Board
Rich Carroll, Chair | Town of Avon
Jeanne McQueeney, Vice Chair | *Eagle County*
Dave Eickholt | *Beaver Creek Metro*
Bryan Woods | *Town of Eagle*
Spence Neubauer | *Town of Minturn*
Garrett Alexander | *Town of Red Cliff*
Kim Langmaid | *Town of Vail*

Core Transit Board Alternates

Kevin Hyatt | *Town of Avon*
Ray Shei | *Beaver Creek Metro*
Matt Scherr | *Eagle County*
Scott Schreiner | *Town of Eagle*
Vacant | *Town of Minturn*
Duke Gerber | *Town of Red Cliff*
Barry Davis | *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
OCTOBER 29, 2026

A meeting of the Eagle Valley Transportation Authority ("Authority") Board of Directors ("Board") was held on October 29, 2026, at 8:00 a.m. The meeting was held in person at the Eagle County Maintenance Service Center (MSC), Large Conference Room, Building B, located at 3289 Cooley Mesa Rd, Gypsum, Colorado, 81637, and on Zoom. Notice of the meeting was posted on October 22, 2026, 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 October 22, 2026, and the certification of posting are attached hereto.

ATTENDANCE

Directors in Attendance:

Chair: Director Rich Carroll, Councilor, Town of Avon; Vice Chair: Director Jeanne McQueeney Commissioner, Eagle County; Director Dave Eickholt, Beaver Creek Metro District; Director Bryan Woods, Mayor, Town of Eagle; Director Spence Neubauer, Councilor, Town of Minturn; Director Kim Langmaid, Councilor, Town of Vail; Director Garrett Alexander, Member of the Board of Trustees of the Town of Red Cliff

Attendance:

Tanya Allen, Executive Director, Core Transit; Scott Robinson, Deputy Director, Core Transit; Dave Snyder, Director of Transportation, Core Transit; Aryn Schlichting, Director of People and Culture, Core Transit; Amy Burford, Executive Assistant and Special Projects Coordinator, Core Transit; Sanjok Timilsina, Director of Finance, Core Transit; Lance Trujillo, Director of Innovation and IT, Core Transit; Dayana Herr, Marketing, Communications & Customer Relations Manager, Core Transit; Dave Levy, Planning Manager, Core Transit; Mike Schuering, Operations and Demand Response Supervisor, Core Transit; Ray Shei, Alternate

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	Director, Beaver Creek Metro District; Matt Scherr, Alternate Director, Eagle County; Scott Schreiner, Alternate Director, Town of Eagle; Peggy Wolfe, VP of Operations, Vail Valley Foundation; Stephanie Samuelson, Vail, CO; Grace Samuelson, Vail, CO **Attendance on Zoom:** Tati Wernicke, People & Culture Generalist, Core Transit; Kathryn Winn, Core Transit Legal Counsel, Attorney, Collins Cole Winn & Ulmer, PLLC
APPROVAL OF THE AGENDA	Vice Chair McQueeney presided over the meeting in Rich Carroll's absence. She asked whether there were any changes to the agenda. There were none.
BOARD COMMENT	There were none.
CONFLICT OF INTEREST STATEMENTS	There were none.
PUBLIC COMMENT	Stephanie Samuelson of Vail read a notice regarding the Labor Peace Act. Grace Samuelson of Vail spoke in support of her mother, Stephanie Samuelson. Peggy Wolfe of the Vail Valley Foundation thanked Core Transit for providing transportation support for the Birds of Prey event and shared details about the upcoming event in December.
CONSENT AGENDA	**6. Consent Agenda** Director McQueeney presented the following items as part of the consent agenda for approval: **6.1.** September 9, 2026, regular meeting minutes **6.2.** Financial statements

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	6.3. Payables list **6.4** CDOT 5339 Grant Contract approval **6.5** Core Transit Holidays **6.6** Birds of Prey In-Kind Donation **6.7** Drug and Alcohol Policy Updates Director Woods motioned to approve the consent agenda for approval. Director Eickholt seconded the motion, which passed with a unanimous 5-0 vote.
	7. Staff Reports Director Alexander entered the meeting. Deputy Director Scott Robinson reported a strong 2026 budget outlook and highlighted the new budget book. He shared updates on the completed bus software upgrade, ongoing open enrollment, and successful rider app rollout. He noted that staff also participated in a tabletop emergency action plan exercise. Director of Transportation Dave Snyder shared September ridership and maintenance trends. He reported a 19% year-to-date reduction in accidents and noted that the department is fully staffed. Executive Director Allen congratulated the team on completing the triennial CDOT audit. She noted that the November meeting will be held on a different date and at a different location. Director Carroll entered the meeting.
ADDITIONAL BOARD COMMENTS and NEW BUSINESS	There were none.

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ADJOURNMENT	Director Woods motioned to adjourn. Director Eickholt seconded the motion, which passed with a unanimous 7-0 vote. The meeting adjourned at 8:23 a.m.

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Eagle Valley Transportation Authority (dba Core Transit)
CASH POSITION
Year to Date and as of September 30, 2026
Adjusted as of October 31, 2026

	CASH								
	NBH	PNC bank	CSIP			Multi-Bank		Colotrust	
Maturity Date	3.5600%		4.0000% 9/4/2026	4.0900% 8/17/2026	3.9600%	Varies Varies	Varies Varies	4.0439%	TOTAL ALL
Account Activity Item Description	Checking	Checking	Savings-Term	Savings-Term	LGIP	Treasuries	CDs	Plus+	ACCOUNTS
BEGINNING BANK BALANCE	$ -	$ 61,004	$ 2,000,000	$ 2,000,000	$ 3,140,426	$ 7,405,750	$ 9,789,722	$ 6,298,772	$ 30,695,674
YTD credits - Total deposits, wires and transfers	6,298,081	9,518,911	-	-	4,299,096	3,865,817	1,591,000	20,694,645	46,267,549
YTD debits - Total vouchers, wires and transfers	(4,408,932)	(9,579,914)	(2,000,000)	(2,000,000)	(3,806,700)	(1,679,989)	(261,721)	(16,902,010)	(40,639,266)
YTD bank balance	1,889,149	-	-	-	3,632,822	9,591,579	11,119,001	10,091,407	36,323,958
Plus deposits/transfers in transit		-	-	-				-	-
Less outstanding checks/transfers	(151,394)	-	-	-	-			-	(151,394)
Cash Balance as of September 30, 2026	**1,737,755**	**-**	**-**	**-**	**3,632,822**	**9,591,579**	**11,119,001**	**10,091,407**	**36,172,563**
Current period activity									
Add - deposits, wires and transfers	988,605	-	-	-	12,224	21,829	-	2,146,057	3,168,715
Subtract - vouchers, wires and transfers	(815,317)	-	-	-	-	(15,091)	-	(1,703,000)	(2,533,407)
Total current period adjustments	173,288	-	-	-	12,224	6,739	-	443,057	635,308
Restricted to Housing	-	-	-		2,000,000	-	-	-	2,000,000
Restricted to Capital	-	-		-	-	-	11,119,001	9,161,800	20,280,801
General Fund	1,911,043	-	-	-	1,645,046	9,598,318	-	1,372,664	14,527,070
Adjusted balance as of October 31, 2026	**$ 1,911,043**	**$ -**	**$ -**	**$ -**	**$ 3,645,046**	**$ 9,598,318**	**$ 11,119,001**	**$ 10,534,464**	**36,807,871**

Eagle Valley Transportation Authority, CO

My Monthly Budget Report

Group Summary

For Fiscal: FY26 Period Ending: 09/30/2026

Account Typ…		September Budget	September Activity	Variance Favorable (Unfavorable)	Percent Remaining	YTD Budget	YTD Activity	Variance Favorable (Unfavorable)	Percent Remaining	Total Budget
Fund: 01 - General Fund										
Revenue		2,125,166.58	2,186,606.01	61,439.43	2.89%	21,752,037.01	22,709,180.87	957,143.86	4.40%	27,546,899.00
Expense		1,912,510.60	1,931,035.30	(18,524.70)	-0.97%	19,618,574.84	19,081,556.26	537,018.58	2.74%	27,032,104.00
	Total Fund: 01 - General Fund:	**212,655.98**	**255,570.71**	**42,914.73**		**2,133,462.17**	**3,627,624.61**	**1,494,162.44**		**514,795.00**
Fund: 02 - Capital Fund										
Revenue		0.00	0.00	0.00	0.00%	2,000,000.00	2,000,000.00	0.00	0.00%	2,494,000.00
Expense		97,772.50	94,703.67	3,068.83	3.14%	1,595,452.50	530,007.88	1,065,444.62	66.78%	1,822,500.00
	Total Fund: 02 - Capital Fund:	**(97,772.50)**	**(94,703.67)**	**3,068.83**		**404,547.50**	**1,469,992.12**	**1,065,444.62**		**671,500.00**
Fund: 03 - Air Fund										
Revenue		0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%	1,500,000.00
Expense		0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%	1,500,000.00
	Total Fund: 03 - Air Fund:	**0.00**	**0.00**	**0.00**		**0.00**	**0.00**	**0.00**		**0.00**
Fund: 04 - Housing Fund										
Revenue		34,048.85	33,965.98	(82.87)	-0.24%	634,439.65	595,396.06	(39,043.59)	-6.15%	738,729.00
Expense		56,083.75	64,637.75	(8,554.00)	-15.25%	560,989.31	503,111.20	57,878.11	10.32%	737,706.00
	Total Fund: 04 - Housing Fund:	**(22,034.90)**	**(30,671.77)**	**(8,636.87)**		**73,450.34**	**92,284.86**	**18,834.52**		**1,023.00**
	Report Total:	**92,848.58**	**130,195.27**	**37,346.69**		**2,611,460.01**	**5,189,901.59**	**2,578,441.58**		**1,187,318.00**

Fund Summary

Fund	September Budget	September Activity	Variance Favorable (Unfavorable)	Percent Remaining	YTD Budget	YTD Activity	Variance Favorable (Unfavorable)	Percent Remaining	Total Budget
01 - General Fund	212,655.98	255,570.71	42,914.73		2,133,462.17	3,627,624.61	1,494,162.44		514,795.00
02 - Capital Fund	(97,772.50)	(94,703.67)	3,068.83		404,547.50	1,469,992.12	1,065,444.62		671,500.00
03 - Air Fund	0.00	0.00	0.00		0.00	0.00	0.00		0.00
04 - Housing Fund	(22,034.90)	(30,671.77)	(8,636.87)		73,450.34	92,284.86	18,834.52		1,023.00
Report Total:	**92,848.58**	**130,195.27**	**37,346.69**		**2,611,460.01**	**5,189,901.59**	**2,578,441.58**		**1,187,318.00**

Eagle Valley Transportation Authority, CO

My Monthly Budget Report

Group Summary

For Fiscal: FY26 Period Ending: 09/30/2026

Departmen…	September Budget	September 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%	2,330,000.00	2,330,000.00	0.00	0.00%	3,830,000.00
10 - Admin of Vehicle Operations	200,583.31	200,153.88	429.43	0.21%	1,738,289.00	1,701,601.94	36,687.06	2.11%	2,332,135.00
11 - Vehicle Ops	506,737.59	520,533.12	(13,795.53)	-2.72%	4,484,998.23	4,406,511.40	78,486.83	1.75%	6,100,226.00
12 - Admin of Paratransit	1,071.66	15.88	1,055.78	98.52%	19,094.94	8,652.69	10,442.25	54.69%	26,360.00
13 - Paratransit Operations	12,233.90	17,678.38	(5,444.48)	-44.50%	143,191.61	158,770.64	(15,579.03)	-10.88%	183,849.00
14 - Safety and Training	25,349.52	14,700.92	10,648.60	42.01%	246,645.68	213,817.46	32,828.22	13.31%	334,719.00
21 - Admin of Fleet Mainenance	126,936.58	176,667.32	(49,730.74)	-39.18%	1,145,429.22	1,390,236.17	(244,806.95)	-21.37%	1,526,848.00
22 - Fleet Maintenance	225,733.05	332,001.04	(106,267.99)	-47.08%	2,048,800.36	1,856,397.92	192,402.44	9.39%	2,729,512.00
31 - Facility Maintenance MSC	1,833.00	0.00	1,833.00	100.00%	16,497.00	3,191.42	13,305.58	80.65%	22,000.00
32 - Facility Maintenance Leadville	2,957.15	3,026.87	(69.72)	-2.36%	26,614.35	31,905.42	(5,291.07)	-19.88%	35,500.00
33 - Facility Maintenance Avon	24,990.00	18,703.00	6,287.00	25.16%	224,910.00	225,190.00	(280.00)	-0.12%	300,000.00
41 - Facility Maintenance Stops	25,064.46	21,340.29	3,724.17	14.86%	229,540.47	211,658.35	17,882.12	7.79%	306,911.00
50 - General & Administration	382,897.61	267,378.24	115,519.37	30.17%	3,561,273.19	3,205,254.89	356,018.30	10.00%	4,765,354.00
51 - Finance	226,552.74	238,457.03	(11,904.29)	-5.25%	2,067,974.66	2,168,240.09	(100,265.43)	-4.85%	2,747,214.00
52 - IT	63,377.65	60,187.59	3,190.06	5.03%	631,172.71	589,000.31	42,172.40	6.68%	835,033.00
53 - Planning	43,687.86	20,914.32	22,773.54	52.13%	288,022.74	190,527.73	97,495.01	33.85%	384,167.00
54 - Marketing & Customer Service	42,504.52	39,277.42	3,227.10	7.59%	416,120.68	390,599.83	25,520.85	6.13%	572,276.00
Total Expense:	**1,912,510.60**	**1,931,035.30**	**(18,524.70)**	**-0.97%**	**19,618,574.84**	**19,081,556.26**	**537,018.58**	**2.74%**	**27,032,104.00**
Total Fund: 01 - General Fund:	**1,912,510.60**	**1,931,035.30**	**(18,524.70)**	**-0.97%**	**19,618,574.84**	**19,081,556.26**	**537,018.58**	**2.74%**	**27,032,104.00**
Report Total:	**1,912,510.60**	**1,931,035.30**	**(18,524.70)**	**-0.97%**	**19,618,574.84**	**19,081,556.26**	**537,018.58**	**2.74%**	**27,032,104.00**

		September Budget	September 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										
01-10-401010-1100	Employer Bulk Pass Sales	1,747.62	4,109.00	2,361.38	135.12%	32,138.29	25,098.00	(7,040.29)	-21.91%	37,800.00
01-10-401010-1200	Direct Pass Sales Revenue	840.00	2,364.00	1,524.00	181.43%	7,560.00	21,749.10	14,189.10	187.69%	10,080.00
01-10-401010-1400	Mobile Fare Sales	13,585.12	13,823.78	238.66	1.76%	107,127.19	130,518.80	23,391.61	21.84%	152,250.00
01-10-407010-1175	On Board Bus Advertising	166.60	0.00	(166.60)	-100.00%	1,499.40	4,614.64	3,115.24	207.77%	2,000.00
01-10-407040-1000	Interest Revenue	75,000.00	111,942.71	36,942.71	49.26%	675,000.00	1,005,434.61	330,434.61	48.95%	900,000.00
01-10-407090-0000	Miscellaneous Revenue	916.30	12.00	(904.30)	-98.69%	8,246.70	9,317.68	1,070.98	12.99%	11,000.00
01-10-407990-0000	Rent Income	824.67	2,497.75	1,673.08	202.88%	7,422.03	22,479.75	15,057.72	202.88%	9,900.00
01-10-408020-0100	Core Sales Tax Revenue	1,017,973.21	1,039,304.57	21,331.36	2.10%	10,478,760.59	10,420,995.04	(57,765.55)	-0.55%	12,900,000.00
01-10-408020-0200	Core DMV Sales Tax Revenue	7,585.48	5,658.15	(1,927.33)	-25.41%	55,809.85	53,315.58	(2,494.27)	-4.47%	78,000.00
01-10-409010-0200	ECO Sales Tax Revenue	991,028.79	991,029.00	0.21	0.00%	9,779,174.85	9,989,514.78	210,339.93	2.15%	12,800,000.00
01-10-413990-1200	FTA 5311 Operating Revenue	0.00	0.00	0.00	0.00%	459,809.00	859,809.00	400,000.00	86.99%	459,809.00
01-10-413990-1950	Contributions from other entities	0.00	0.00	0.00	0.00%	0.00	30,750.00	30,750.00	0.00%	0.00
01-10-414040-0001	Service Agreement Revenue - MIRA	6,997.20	7,360.05	362.85	5.19%	62,974.80	59,038.89	(3,935.91)	-6.25%	84,000.00
01-10-414040-0002	Service Agreement Revenue - HHS	8,501.59	8,505.00	3.41	0.04%	76,514.31	76,545.00	30.69	0.04%	102,060.00
	Total Department: 10 - Admin of Vehicle Operations:	**2,125,166.58**	**2,186,606.01**	**61,439.43**	**2.89%**	**21,752,037.01**	**22,709,180.87**	**957,143.86**	**4.40%**	**27,546,899.00**
	Total Revenue:	**2,125,166.58**	**2,186,606.01**	**61,439.43**	**2.89%**	**21,752,037.01**	**22,709,180.87**	**957,143.86**	**4.40%**	**27,546,899.00**
Expense										
Department: 00 - Assets										
01-00-516000-1000	Transfer out to Capital Fund	0.00	0.00	0.00	0.00%	2,000,000.00	2,000,000.00	0.00	0.00%	2,000,000.00
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%	1,500,000.00
01-00-516000-3000	Transfer out to Housing Fund	0.00	0.00	0.00	0.00%	330,000.00	330,000.00	0.00	0.00%	330,000.00
	Total Department: 00 - Assets:	**0.00**	**0.00**	**0.00**	**0.00%**	**2,330,000.00**	**2,330,000.00**	**0.00**	**0.00%**	**3,830,000.00**
Department: 10 - Admin of Vehicle Operations										
01-10-501020-0500	AVO Admin Salaries	126,722.94	125,735.78	987.16	0.78%	1,139,906.15	1,084,850.29	55,055.86	4.83%	1,512,207.00
01-10-501020-1610	AVO Admin Salaries - OT	8,310.09	18,656.77	(10,346.68)	-124.51%	76,990.81	150,556.38	(73,565.57)	-95.55%	102,162.00
01-10-502010-0010	AVO Medicare Tax	2,042.26	2,276.64	(234.38)	-11.48%	18,380.34	18,835.39	(455.05)	-2.48%	24,517.00
01-10-502010-0020	AVO Social Security Taxes	8,732.33	9,734.69	(1,002.36)	-11.48%	78,590.97	80,537.77	(1,946.80)	-2.48%	104,830.00
01-10-502020-2000	AVO Retirement	13,233.45	12,194.50	1,038.95	7.85%	119,101.05	104,418.01	14,683.04	12.33%	158,865.00
01-10-502070-0010	AVO Unemployment Taxes	704.21	0.00	704.21	100.00%	6,337.89	2,256.40	4,081.49	64.40%	8,454.00
01-10-502100-0000	AVO Holiday Pay	5,460.00	6,851.28	(1,391.28)	-25.48%	43,680.00	43,854.15	(174.15)	-0.40%	76,440.00
01-10-503030-0011	AVO Software/Network Fees	2,304.07	2,113.76	190.31	8.26%	20,736.63	19,175.42	1,561.21	7.53%	27,660.00
01-10-503030-0013	AVO Uniforms	1,500.00	4,490.78	(2,990.78)	-199.39%	12,053.40	21,236.02	(9,182.62)	-76.18%	18,000.00

		September Budget	September Activity	Variance Favorable (Unfavorable)	Percent Remaining	YTD Budget	YTD Activity	Variance Favorable (Unfavorable)	Percent Remaining	Total Budget
01-10-503030-3250	AVO Consulting - ITS	13,911.10	13,905.09	6.01	0.04%	125,199.90	125,145.81	54.09	0.04%	167,000.00
01-10-503990-0003	AVO Printing Expense	416.66	0.00	416.66	100.00%	3,749.94	0.00	3,749.94	100.00%	5,000.00
01-10-504990-0001	AVO Office Supplies General	1,500.00	86.37	1,413.63	94.24%	6,500.00	717.06	5,782.94	88.97%	8,000.00
01-10-504990-0010	Computer Supplies	2,832.20	0.00	2,832.20	100.00%	25,489.80	59.99	25,429.81	99.76%	34,000.00
01-10-504990-0011	AVO Materials & Supplies	666.40	836.08	(169.68)	-25.46%	5,997.60	2,759.15	3,238.45	54.00%	8,000.00
01-10-509020-0000	AVO Travel - Meetings/Seminars	3,998.40	1,101.37	2,897.03	72.45%	9,331.72	4,610.38	4,721.34	50.59%	16,000.00
01-10-509020-0001	AVO Training/Workshop	1,250.00	0.00	1,250.00	100.00%	11,250.00	22,992.48	(11,742.48)	-104.38%	15,000.00
01-10-509020-1000	AVO Employee Meeting & Event Expense	916.30	1,501.74	(585.44)	-63.89%	8,246.70	9,112.35	(865.65)	-10.50%	11,000.00
01-10-509020-1001	AVO Staff Approved Donations	5,000.00	0.00	5,000.00	100.00%	15,000.00	2,425.00	12,575.00	83.83%	20,000.00
01-10-509020-1002	AVO Miscellaneous Employee Reimburs...	83.30	0.00	83.30	100.00%	749.70	140.70	609.00	81.23%	1,000.00
01-10-509080-1000	Processing Fees	999.60	669.03	330.57	33.07%	8,996.40	6,666.52	2,329.88	25.90%	12,000.00
01-10-509990-0004	AVO Bus Rodeo Expenditures	0.00	0.00	0.00	0.00%	2,000.00	1,252.67	747.33	37.37%	2,000.00
	Total Department: 10 - Admin of Vehicle Operations:	**200,583.31**	**200,153.88**	**429.43**	**0.21%**	**1,738,289.00**	**1,701,601.94**	**36,687.06**	**2.11%**	**2,332,135.00**
Department: 11 - Vehicle Ops										
01-11-501010-1020	VO Operator Wages OT	51,311.94	50,652.66	659.28	1.28%	410,347.55	506,550.25	(96,202.70)	-23.44%	569,022.00
01-11-501020-1010	VO Operator Wages - FT	362,478.13	380,956.59	(18,478.46)	-5.10%	3,259,155.05	3,191,309.33	67,845.72	2.08%	4,377,092.00
01-11-502010-0010	VO Medicare Tax	6,252.40	7,007.40	(755.00)	-12.08%	54,180.05	57,603.92	(3,423.87)	-6.32%	75,564.00
01-11-502010-0020	VO Social Security Taxes	26,914.14	29,962.54	(3,048.40)	-11.33%	242,227.26	246,306.15	(4,078.89)	-1.68%	323,099.00
01-11-502020-2000	VO Retirement	38,670.02	31,479.14	7,190.88	18.60%	348,030.18	265,081.65	82,948.53	23.83%	464,226.00
01-11-502070-0010	VO Unemployment Taxes	2,170.46	207.26	1,963.20	90.45%	19,534.14	9,168.28	10,365.86	53.07%	26,056.00
01-11-502070-0040	VO Holiday Pay	18,940.50	20,218.53	(1,278.03)	-6.75%	151,524.00	131,221.69	20,302.31	13.40%	265,167.00
01-11-509020-1001	VO Miscellaneous Expense	0.00	49.00	(49.00)	0.00%	0.00	(820.50)	820.50	0.00%	0.00
01-11-509020-1002	VO Miscellaneous Employee Reimburs...	0.00	0.00	0.00	0.00%	0.00	90.63	(90.63)	0.00%	0.00
	Total Department: 11 - Vehicle Ops:	**506,737.59**	**520,533.12**	**(13,795.53)**	**-2.72%**	**4,484,998.23**	**4,406,511.40**	**78,486.83**	**1.75%**	**6,100,226.00**
Department: 12 - Admin of Paratransit										
01-12-503990-0001	APO Paratransit Contract Svs - Towing	166.66	0.00	166.66	100.00%	1,499.94	0.00	1,499.94	100.00%	2,000.00
01-12-503990-0006	APO Contract Services	0.00	0.00	0.00	0.00%	9,450.00	8,553.13	896.87	9.49%	13,500.00
01-12-504010-2001	APO Paratransit Fuel - Unleaded	505.00	0.00	505.00	100.00%	4,545.00	0.00	4,545.00	100.00%	6,060.00
01-12-504990-0001	APO Office Supplies - General	0.00	15.88	(15.88)	0.00%	0.00	15.88	(15.88)	0.00%	0.00
01-12-504990-0006	APO Paratransit Repair Parts	400.00	0.00	400.00	100.00%	3,600.00	83.68	3,516.32	97.68%	4,800.00
	Total Department: 12 - Admin of Paratransit:	**1,071.66**	**15.88**	**1,055.78**	**98.52%**	**19,094.94**	**8,652.69**	**10,442.25**	**54.69%**	**26,360.00**
Department: 13 - Paratransit Operations										
01-13-501010-1010	PVO Paratransit Operator Wages	8,435.63	14,035.48	(5,599.85)	-66.38%	109,613.87	125,650.11	(16,036.24)	-14.63%	137,045.00
01-13-501010-1020	PVO Paratransit Operator Wages - OT	913.66	228.12	685.54	75.03%	8,222.94	4,226.84	3,996.10	48.60%	10,964.00
01-13-502010-0010	PVO Medicare Tax	189.25	226.30	(37.05)	-19.58%	1,703.25	1,994.20	(290.95)	-17.08%	2,272.00
01-13-502010-0020	PVO Social Security Taxes	809.34	967.60	(158.26)	-19.55%	7,284.06	8,526.57	(1,242.51)	-17.06%	9,716.00
01-13-502020-2000	PVO Retirement	1,214.01	1,477.86	(263.85)	-21.73%	10,926.09	13,069.85	(2,143.76)	-19.62%	14,574.00
01-13-502070-0010	PVO Unemployment Taxes	65.30	0.00	65.30	100.00%	587.70	254.66	333.04	56.67%	784.00
01-13-502100-0000	PVO Operator Holiday Pay	606.71	743.02	(136.31)	-22.47%	4,853.70	5,048.41	(194.71)	-4.01%	8,494.00
	Total Department: 13 - Paratransit Operations:	**12,233.90**	**17,678.38**	**(5,444.48)**	**-44.50%**	**143,191.61**	**158,770.64**	**(15,579.03)**	**-10.88%**	**183,849.00**

		September Budget	September Activity	Variance Favorable (Unfavorable)	Percent Remaining	YTD Budget	YTD Activity	Variance Favorable (Unfavorable)	Percent Remaining	Total Budget
Department: 14 - Safety and Training										
01-14-501020-0500	ST Admin Salaries	16,129.58	8,469.19	7,660.39	47.49%	145,166.22	138,261.66	6,904.56	4.76%	193,555.00
01-14-501020-1610	ST Staff OT	576.43	714.08	(137.65)	-23.88%	5,187.87	8,718.53	(3,530.66)	-68.06%	6,920.00
01-14-502010-0010	ST Medicare Tax	242.15	137.40	104.75	43.26%	2,179.35	2,133.50	45.85	2.10%	2,907.00
01-14-502010-0020	ST Social Security Taxes	1,035.33	587.50	447.83	43.25%	9,317.97	9,122.61	195.36	2.10%	12,429.00
01-14-502020-2000	ST Retirement	1,612.35	846.93	765.42	47.47%	14,511.15	13,705.20	805.95	5.55%	19,356.00
01-14-502070-0010	ST Unemployment Taxes	83.46	0.00	83.46	100.00%	751.14	311.92	439.22	58.47%	1,002.00
01-14-503030-0001	ST ID Badge Supplies	50.00	0.00	50.00	100.00%	350.00	0.00	350.00	100.00%	500.00
01-14-503030-0003	ST Medical - Exams and Testing	2,500.00	3,536.50	(1,036.50)	-41.46%	22,500.00	22,476.75	23.25	0.10%	30,000.00
01-14-503030-0010	ST Contracted Services	0.00	12.95	(12.95)	0.00%	0.00	5,133.39	(5,133.39)	0.00%	12,000.00
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%	18,000.00	0.00	18,000.00	100.00%	22,800.00
01-14-504990-0001	ST Office Supplies - General	333.20	0.00	333.20	100.00%	2,998.80	1,591.40	1,407.40	46.93%	4,000.00
01-14-504990-0009	ST Materials & Supplies	166.60	396.37	(229.77)	-137.92%	1,499.40	396.37	1,103.03	73.56%	2,000.00
01-14-504990-0010	ST Training Supplies	249.90	0.00	249.90	100.00%	2,249.10	2,283.16	(34.06)	-1.51%	3,000.00
01-14-504990-1000	ST Emergency Preparedness Supplies	416.50	0.00	416.50	100.00%	3,748.50	1,719.70	2,028.80	54.12%	5,000.00
01-14-509010-0000	ST Memberships & Subscriptions	83.30	0.00	83.30	100.00%	749.70	1,362.74	(613.04)	-81.77%	1,000.00
01-14-509020-0000	ST Travel - Meetings/Seminars	145.77	0.00	145.77	100.00%	1,311.93	0.00	1,311.93	100.00%	1,750.00
01-14-509020-0001	ST Training/Workshop	83.30	0.00	83.30	100.00%	749.70	2,055.00	(1,305.30)	-174.11%	1,000.00
01-14-509020-1000	ST Employee Expenses	41.65	0.00	41.65	100.00%	374.85	422.16	(47.31)	-12.62%	500.00
01-14-509990-0002	ST Bus Roadeo expense	0.00	0.00	0.00	0.00%	13,000.00	4,123.37	8,876.63	68.28%	13,000.00
	Total Department: 14 - Safety and Training:	**25,349.52**	**14,700.92**	**10,648.60**	**42.01%**	**246,645.68**	**213,817.46**	**32,828.22**	**13.31%**	**334,719.00**
Department: 21 - Admin of Fleet Mainenance										
01-21-501020-0500	AVMO Admin Salaries	8,326.33	7,662.30	664.03	7.98%	74,936.97	71,488.23	3,448.74	4.60%	99,956.00
01-21-502010-0010	AVMO Medicare Tax	120.70	129.43	(8.73)	-7.23%	1,086.30	1,160.04	(73.74)	-6.79%	1,449.00
01-21-502010-0020	AVMO Social Security Taxes	516.21	553.45	(37.24)	-7.21%	4,645.89	4,960.28	(314.39)	-6.77%	6,197.00
01-21-502020-2000	AVMO Retirement	832.66	401.87	430.79	51.74%	7,493.94	3,649.44	3,844.50	51.30%	9,996.00
01-21-502070-0010	AVMO Unemployment Taxes	41.65	0.00	41.65	100.00%	374.85	152.60	222.25	59.29%	500.00
01-21-502100-0000	AVMO Holiday Pay	0.00	375.08	(375.08)	0.00%	0.00	1,500.32	(1,500.32)	0.00%	0.00
01-21-503990-0007	AVMO Outside Repair - Support Vehicle	187.42	2,912.53	(2,725.11)	-1,454.01%	1,686.78	3,840.92	(2,154.14)	-127.71%	2,250.00
01-21-504010-0101	AVMO Lubricants - Oil	3,332.00	957.00	2,375.00	71.28%	29,988.00	24,479.93	5,508.07	18.37%	40,000.00
01-21-504010-2001	AVMO Fuel - Unleaded	6,664.00	12,596.86	(5,932.86)	-89.03%	59,976.00	60,230.00	(254.00)	-0.42%	80,000.00
01-21-504010-2002	AVMO Fuel - Diesel	104,958.00	150,221.14	(45,263.14)	-43.13%	944,622.00	1,207,881.78	(263,259.78)	-27.87%	1,260,000.00
01-21-504010-2003	AVMO Fuel - Electricity	1,666.00	759.72	906.28	54.40%	14,994.00	7,890.16	7,103.84	47.38%	20,000.00
01-21-504990-0001	AVMO Office Supplies - General	166.66	0.00	166.66	100.00%	1,499.94	81.91	1,418.03	94.54%	2,000.00
01-21-509020-0000	AVMO Travel - Meetings/Seminars	0.00	21.75	(21.75)	0.00%	3,000.00	1,042.89	1,957.11	65.24%	3,000.00
01-21-509020-1000	AVMO Employee Event Expenses	124.95	76.19	48.76	39.02%	1,124.55	1,877.67	(753.12)	-66.97%	1,500.00
	Total Department: 21 - Admin of Fleet Mainenance:	**126,936.58**	**176,667.32**	**(49,730.74)**	**-39.18%**	**1,145,429.22**	**1,390,236.17**	**(244,806.95)**	**-21.37%**	**1,526,848.00**
Department: 22 - Fleet Maintenance										
01-22-501020-1200	VMO Fleet Care Tech Salaries	19,627.89	19,585.22	42.67	0.22%	176,651.01	177,608.60	(957.59)	-0.54%	235,629.00
01-22-501020-1210	VMO Fleet Care Tech - OT	1,570.20	1,748.97	(178.77)	-11.39%	14,131.80	14,386.49	(254.69)	-1.80%	18,850.00

		September Budget	September Activity	Variance Favorable (Unfavorable)	Percent Remaining	YTD Budget	YTD Activity	Variance Favorable (Unfavorable)	Percent Remaining	Total Budget
01-22-502010-0010	VMO Medicare Tax	323.62	346.20	(22.58)	-6.98%	2,912.58	2,937.76	(25.18)	-0.86%	3,885.00
01-22-502010-0020	VMO Social Security Taxes	1,383.69	1,480.26	(96.57)	-6.98%	12,453.21	12,561.22	(108.01)	-0.87%	16,611.00
01-22-502020-2000	VMO Retirement	2,074.75	1,623.41	451.34	21.75%	18,672.75	14,199.83	4,472.92	23.95%	24,907.00
01-22-502070-0010	VMO Unemployment Taxes	111.62	11.02	100.60	90.13%	1,004.58	490.72	513.86	51.15%	1,340.00
01-22-502100-0000	VMO Holiday Pay	960.00	1,014.30	(54.30)	-5.66%	7,680.00	7,299.30	380.70	4.96%	13,440.00
01-22-503030-0014	VMO Uniforms	0.00	0.00	0.00	0.00%	1,000.00	236.92	763.08	76.31%	1,000.00
01-22-503050-0001	VMO Fire Extinguishers	500.00	0.00	500.00	100.00%	4,500.00	6,076.90	(1,576.90)	-35.04%	6,000.00
01-22-503050-0002	VMO Radio Maintenance	143.01	0.00	143.01	100.00%	2,100.00	0.00	2,100.00	100.00%	2,100.00
01-22-503050-0003	VMO Equipment Repairs - Shop Equipm...	625.00	0.00	625.00	100.00%	5,625.00	19,070.53	(13,445.53)	-239.03%	7,500.00
01-22-503990-0004	VMO Contract Svc - Maint	191,590.00	300,566.24	(108,976.24)	-56.88%	1,724,310.00	1,541,901.34	182,408.66	10.58%	2,300,000.00
01-22-503990-0006	VMO Contract Services - Towing	2,915.50	3,361.03	(445.53)	-15.28%	26,239.50	27,002.82	(763.32)	-2.91%	35,000.00
01-22-504990-0015	VMO Cosmetic Maintenance Exterior	2,500.00	0.00	2,500.00	100.00%	22,500.00	15,671.98	6,828.02	30.35%	30,000.00
01-22-504990-0016	VMO Cleaning Supplies - Vehicles	1,199.52	0.00	1,199.52	100.00%	10,795.68	6,911.88	3,883.80	35.98%	14,400.00
01-22-504990-0017	VMO Shop Supplies Misc	0.00	1,677.40	(1,677.40)	0.00%	5,000.00	4,478.87	521.13	10.42%	5,000.00
01-22-504990-0018	VMO Mechanic Tools/Shoes	0.00	169.95	(169.95)	0.00%	6,350.00	1,084.37	5,265.63	82.92%	6,350.00
01-22-504990-0019	VMO Small Tools & Equipment	124.95	417.04	(292.09)	-233.77%	1,124.55	1,698.48	(573.93)	-51.04%	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	0.00	0.00	0.00	0.00%	0.00	2,378.86	(2,378.86)	0.00%	0.00
01-22-509990-0004	VMO Permits & Licenses	83.30	0.00	83.30	100.00%	749.70	401.05	348.65	46.51%	1,000.00
	Total Department: 22 - Fleet Maintenance:	**225,733.05**	**332,001.04**	**(106,267.99)**	**-47.08%**	**2,048,800.36**	**1,856,397.92**	**192,402.44**	**9.39%**	**2,729,512.00**
Department: 31 - Facility Maintenance MSC										
01-31-503050-0010	FAM-M Contract Svc - General	1,000.00	0.00	1,000.00	100.00%	9,000.00	0.00	9,000.00	100.00%	12,000.00
01-31-504030-0100	FAM-M maintenance expenditures	833.00	0.00	833.00	100.00%	7,497.00	3,191.42	4,305.58	57.43%	10,000.00
	Total Department: 31 - Facility Maintenance MSC:	**1,833.00**	**0.00**	**1,833.00**	**100.00%**	**16,497.00**	**3,191.42**	**13,305.58**	**80.65%**	**22,000.00**
Department: 32 - Facility Maintenance Leadville										
01-32-503050-0010	FAM-L Contract Svc - General	1,249.50	2,308.90	(1,059.40)	-84.79%	11,245.50	22,466.50	(11,221.00)	-99.78%	15,000.00
01-32-503060-0600	FAM-L Contract Services	624.75	0.00	624.75	100.00%	5,622.75	1,205.00	4,417.75	78.57%	7,500.00
01-32-504990-0031	FAM-L Cleaning Supplies - Leadville	416.50	0.00	416.50	100.00%	3,748.50	803.55	2,944.95	78.56%	5,000.00
01-32-505020-0001	FAM-L Utilities - Leadville	666.40	717.97	(51.57)	-7.74%	5,997.60	7,430.37	(1,432.77)	-23.89%	8,000.00
	Total Department: 32 - Facility Maintenance Leadville:	**2,957.15**	**3,026.87**	**(69.72)**	**-2.36%**	**26,614.35**	**31,905.42**	**(5,291.07)**	**-19.88%**	**35,500.00**
Department: 33 - Facility Maintenance Avon										
01-33-503050-0010	FAM-A Contract Svc - General	15,410.50	5,518.00	9,892.50	64.19%	138,694.50	106,525.00	32,169.50	23.19%	185,000.00
01-33-504030-0200	FAM-A Electrical Related Expenditures	416.50	0.00	416.50	100.00%	3,748.50	0.00	3,748.50	100.00%	5,000.00
01-33-512060-0000	FAM-A Leases and Rentals-Oper Yards or..	9,163.00	13,185.00	(4,022.00)	-43.89%	82,467.00	118,665.00	(36,198.00)	-43.89%	110,000.00
	Total Department: 33 - Facility Maintenance Avon:	**24,990.00**	**18,703.00**	**6,287.00**	**25.16%**	**224,910.00**	**225,190.00**	**(280.00)**	**-0.12%**	**300,000.00**
Department: 41 - Facility Maintenance Stops										
01-41-501020-0500	MPS Admin Salaries	6,244.41	6,628.24	(383.83)	-6.15%	56,199.69	59,025.40	(2,825.71)	-5.03%	74,963.00
01-41-501020-1610	MPS Admin - OT	499.55	152.79	346.76	69.41%	4,495.95	5,449.07	(953.12)	-21.20%	5,997.00
01-41-502010-0010	MPS Medicare Tax	97.79	101.84	(4.05)	-4.14%	880.11	936.87	(56.76)	-6.45%	1,174.00
01-41-502010-0020	Social Security Taxes	418.16	435.44	(17.28)	-4.13%	3,763.44	4,005.86	(242.42)	-6.44%	5,020.00
01-41-502020-2000	MPS Retirement	624.41	691.66	(67.25)	-10.77%	5,619.69	5,862.30	(242.61)	-4.32%	7,496.00

		September Budget	September Activity	Variance Favorable (Unfavorable)	Percent Remaining	YTD Budget	YTD Activity	Variance Favorable (Unfavorable)	Percent Remaining	Total Budget
01-41-502070-0010	MPS unemployment	33.73	0.00	33.73	100.00%	303.57	136.30	167.27	55.10%	405.00
01-41-502100-0000	MPS - Holiday pay	289.71	288.32	1.39	0.48%	2,317.72	2,212.53	105.19	4.54%	4,056.00
01-41-503050-0010	MPS Contract Svc - General	12,775.00	13,042.00	(267.00)	-2.09%	114,975.00	117,712.50	(2,737.50)	-2.38%	153,300.00
01-41-503060-0250	MPS Equipment Rental	0.00	0.00	0.00	0.00%	3,750.00	633.70	3,116.30	83.10%	5,000.00
01-41-504010-1000	MPS Supplies & Materials	416.50	0.00	416.50	100.00%	3,748.50	5,278.89	(1,530.39)	-40.83%	5,000.00
01-41-504010-2002	MPS Fuel - Diesel	999.60	0.00	999.60	100.00%	8,996.40	0.00	8,996.40	100.00%	12,000.00
01-41-504030-0600	MPS - uniform	0.00	0.00	0.00	0.00%	500.00	490.07	9.93	1.99%	500.00
01-41-504990-0029	MPS Bus Stop Supplies	2,499.00	0.00	2,499.00	100.00%	22,491.00	9,464.86	13,026.14	57.92%	30,000.00
01-41-505020-0001	MPS Utilites - Shelters	166.60	0.00	166.60	100.00%	1,499.40	450.00	1,049.40	69.99%	2,000.00
Total Department: 41 - Facility Maintenance Stops:		**25,064.46**	**21,340.29**	**3,724.17**	**14.86%**	**229,540.47**	**211,658.35**	**17,882.12**	**7.79%**	**306,911.00**
Department: 50 - General & Administration										
01-50-501020-0500	ADMIN Admin Salaries	93,187.54	92,455.57	731.97	0.79%	838,687.86	828,855.91	9,831.95	1.17%	1,118,698.00
01-50-501020-1610	ADMIN Salaries - OT	175.84	0.00	175.84	100.00%	1,582.56	678.68	903.88	57.12%	2,111.00
01-50-502010-0010	ADMIN Medicare Tax	1,329.63	1,526.97	(197.34)	-14.84%	11,966.67	12,702.84	(736.17)	-6.15%	15,962.00
01-50-502010-0020	ADMIN Social Security Taxes	5,685.22	5,021.80	663.42	11.67%	51,166.98	52,102.38	(935.40)	-1.83%	68,250.00
01-50-502020-2000	ADMIN Retirement	9,152.17	9,108.83	43.34	0.47%	82,369.53	81,617.33	752.20	0.91%	109,870.00
01-50-502070-0010	ADMIN Unemployment Taxes	458.48	0.00	458.48	100.00%	4,126.32	1,527.59	2,598.73	62.98%	5,504.00
01-50-503030-0001	ADMIN Benefit Management Expenses	5,939.29	2,600.00	3,339.29	56.22%	53,453.61	33,416.50	20,037.11	37.49%	71,300.00
01-50-503030-0002	ADMIN Legal Svcs - Labor Counsel	879.64	562.50	317.14	36.05%	7,916.76	14,214.89	(6,298.13)	-79.55%	10,560.00
01-50-503030-0005	ADMIN Legal Svcs - General	9,646.14	3,251.00	6,395.14	66.30%	86,815.26	53,234.50	33,580.76	38.68%	115,800.00
01-50-503030-0006	ADMIN Legal Svcs - Special	937.12	0.00	937.12	100.00%	8,434.08	6,514.00	1,920.08	22.77%	11,250.00
01-50-503030-0013	Admin Uniform	362.35	0.00	362.35	100.00%	3,261.15	0.00	3,261.15	100.00%	4,350.00
01-50-503030-3250	ADMIN Consulting	12,500.00	830.45	11,669.55	93.36%	50,000.00	21,064.00	28,936.00	57.87%	50,000.00
01-50-503030-3290	ADMIN Payroll & HRIS fee	1,647.34	1,712.44	(65.10)	-3.95%	14,826.06	15,874.34	(1,048.28)	-7.07%	19,776.00
01-50-503990-0003	ADMIN Printing Expense	195.75	0.00	195.75	100.00%	1,761.75	0.00	1,761.75	100.00%	2,350.00
01-50-504990-0001	ADMIN Office Supplies - General	1,950.55	295.31	1,655.24	84.86%	17,554.95	3,684.61	13,870.34	79.01%	23,416.00
01-50-504990-0003	ADMIN Office Supplies - Copy Machine	533.12	0.00	533.12	100.00%	4,798.08	3,882.46	915.62	19.08%	6,400.00
01-50-504990-1001	Contributions	0.00	15,314.00	(15,314.00)	0.00%	0.00	15,314.00	(15,314.00)	0.00%	0.00
01-50-508010-0000	ADMIN Purchased Transportation Servic...	130,000.00	0.00	130,000.00	100.00%	1,270,000.00	1,035,836.09	234,163.91	18.44%	1,680,000.00
01-50-509010-0000	ADMIN Memberships & Subscriptions	5,902.08	1,242.45	4,659.63	78.95%	53,118.72	90,150.42	(37,031.70)	-69.71%	70,825.00
01-50-509020-0000	ADMIN Travel - Meetings/Seminars	983.33	960.37	22.96	2.33%	8,849.97	7,603.90	1,246.07	14.08%	11,800.00
01-50-509020-0001	ADMIN Training/Workshop	4,000.00	605.00	3,395.00	84.88%	11,500.00	3,932.47	7,567.53	65.80%	15,300.00
01-50-509020-0002	ADMIN Board Meeting Expense	1,037.08	235.80	801.28	77.26%	9,333.72	10,027.42	(693.70)	-7.43%	12,450.00
01-50-509020-0004	ADMIN Employee Development Program	3,057.11	2,000.00	1,057.11	34.58%	27,513.99	8,371.20	19,142.79	69.57%	36,700.00
01-50-509020-1000	ADMIN Employee Event Expenses	1,669.50	1,700.17	(30.67)	-1.84%	17,649.00	16,240.32	1,408.68	7.98%	23,850.00
01-50-509020-1001	ADMIN Employee Wellness Plan Expense	4,375.00	32,550.00	(28,175.00)	-644.00%	39,375.00	32,550.00	6,825.00	17.33%	52,500.00
01-50-509080-0000	ADMIN Recruiting Employees	5,583.33	3,221.84	2,361.49	42.30%	39,749.97	27,118.99	12,630.98	31.78%	55,000.00
01-50-509080-0100	ADMIN Employee Recognition	2,070.80	9,463.55	(7,392.75)	-357.00%	120,106.40	103,065.08	17,041.32	14.19%	207,080.00
01-50-509080-2000	Treasurer fees	9,910.00	11,904.40	(1,994.40)	-20.13%	97,792.00	102,569.74	(4,777.74)	-4.89%	127,501.00
01-50-509990-0002	ADMIN Miscellaneous Expense	116.62	0.00	116.62	100.00%	1,049.58	201.32	848.26	80.82%	1,400.00
01-50-512120-0000	ADMIN Leases and Rentals	69,612.58	70,815.79	(1,203.21)	-1.73%	626,513.22	622,903.91	3,609.31	0.58%	835,351.00

		September Budget	September Activity	Variance Favorable (Unfavorable)	Percent Remaining	YTD Budget	YTD Activity	Variance Favorable (Unfavorable)	Percent Remaining	Total Budget
Total Department: 50 - General & Administration:		**382,897.61**	**267,378.24**	**115,519.37**	**30.17%**	**3,561,273.19**	**3,205,254.89**	**356,018.30**	**10.00%**	**4,765,354.00**
Department: 51 - Finance										
01-51-501020-0500	ACCT-RM Admin Salaries	21,619.43	21,026.98	592.45	2.74%	194,574.87	190,867.08	3,707.79	1.91%	259,537.00
01-51-502010-0010	ACCT-RM Medicare Tax	313.45	306.25	7.20	2.30%	2,821.05	2,733.74	87.31	3.09%	3,763.00
01-51-502010-0020	ACCT-RM Social Security Taxes	1,340.38	1,309.52	30.86	2.30%	12,063.42	11,689.33	374.09	3.10%	16,091.00
01-51-502020-2000	ACCT-RM Retirement	2,161.96	2,102.70	59.26	2.74%	19,457.64	19,086.73	370.91	1.91%	25,954.00
01-51-502070-0010	ACCT-RM Unemplyement Taxes	108.12	0.00	108.12	100.00%	973.08	363.34	609.74	62.66%	1,298.00
01-51-503020-0000	ACCT-RM Public Notices	250.00	0.00	250.00	100.00%	250.00	0.00	250.00	100.00%	500.00
01-51-503030-0009	ACCT-RM Contracted Services	1,250.00	0.00	1,250.00	100.00%	12,250.00	4,917.32	7,332.68	59.86%	15,000.00
01-51-503030-0015	ACCT-RM Audit Services	0.00	0.00	0.00	0.00%	30,000.00	30,000.00	0.00	0.00%	30,000.00
01-51-506030-0000	ACCT-RM Insurance - General & Auto Li...	40,387.42	31,412.50	8,974.92	22.22%	363,486.78	287,272.54	76,214.24	20.97%	484,843.00
01-51-506040-0000	ACCT-RM Insurance - Deductible	0.00	0.00	0.00	0.00%	0.00	1,000.00	(1,000.00)	0.00%	0.00
01-51-506040-1000	ACCT-RM Insurance - WC	15,993.35	15,150.00	843.35	5.27%	143,940.15	175,750.00	(31,809.85)	-22.10%	191,997.00
01-51-506080-0000	ACCT-RM Insurance - CEBT	139,794.14	163,709.74	(23,915.60)	-17.11%	1,258,147.26	1,416,352.46	(158,205.20)	-12.57%	1,678,201.00
01-51-509010-0000	ACCT-RM Memberships & Subscriptions	3,017.95	2,774.00	243.95	8.08%	27,161.55	25,667.80	1,493.75	5.50%	36,230.00
01-51-509020-0000	ACCT-RM - Meetings/Training	166.60	135.44	31.16	18.70%	1,499.40	1,375.34	124.06	8.27%	2,000.00
01-51-509080-1000	ACCT RM - Bank Fees	149.94	529.90	(379.96)	-253.41%	1,349.46	1,164.41	185.05	13.71%	1,800.00
	Total Department: 51 - Finance:	**226,552.74**	**238,457.03**	**(11,904.29)**	**-5.25%**	**2,067,974.66**	**2,168,240.09**	**(100,265.43)**	**-4.85%**	**2,747,214.00**
Department: 52 - IT										
01-52-501020-0500	IT Admin Salaries	27,252.67	27,184.82	67.85	0.25%	245,274.03	248,053.47	(2,779.44)	-1.13%	327,163.00
01-52-501020-1610	IT - Salaries OT	1,085.23	1,944.30	(859.07)	-79.16%	9,767.07	8,359.22	1,407.85	14.41%	13,028.00
01-52-502010-0010	IT Medicare Tax	410.91	432.17	(21.26)	-5.17%	3,698.19	3,737.07	(38.88)	-1.05%	4,933.00
01-52-502010-0020	IT Social Security Taxes	1,756.96	1,847.86	(90.90)	-5.17%	15,812.64	15,978.92	(166.28)	-1.05%	21,092.00
01-52-502020-2000	IT Retirement	2,725.24	2,466.62	258.62	9.49%	24,527.16	22,508.59	2,018.57	8.23%	32,716.00
01-52-502070-0010	IT Unemployment Taxes	141.69	0.00	141.69	100.00%	1,275.21	498.81	776.40	60.88%	1,701.00
01-52-503020-0006	IT Communications	7,083.33	8,871.77	(1,788.44)	-25.25%	93,749.97	74,645.20	19,104.77	20.38%	115,000.00
01-52-503030-0009	IT Contracted Services	8,913.10	7,842.15	1,070.95	12.02%	80,217.90	73,596.63	6,621.27	8.25%	107,000.00
01-52-503030-0011	IT Computer/Networks Software Agmt	9,079.70	6,522.89	2,556.81	28.16%	81,717.30	71,137.29	10,580.01	12.95%	109,000.00
01-52-503030-3250	IT Consulting	0.00	499.58	(499.58)	0.00%	25,500.00	40,550.22	(15,050.22)	-59.02%	34,000.00
01-52-503050-0000	IT Office Equipment Maintenance	333.20	265.15	68.05	20.42%	2,998.80	1,146.08	1,852.72	61.78%	4,000.00
01-52-504990-0010	IT Computer Supplies	1,980.00	(40.63)	2,020.63	102.05%	14,080.00	14,042.72	37.28	0.26%	22,000.00
01-52-506080-0000	IT - Cyber Insurance	1,332.80	1,114.03	218.77	16.41%	11,995.20	9,975.99	2,019.21	16.83%	16,000.00
01-52-509020-0000	IT Travel - Meetings/Seminars	1,282.82	1,096.87	185.95	14.50%	11,559.24	4,558.13	7,001.11	60.57%	15,400.00
01-52-509020-0001	IT Training/Workshop	0.00	140.01	(140.01)	0.00%	9,000.00	211.97	8,788.03	97.64%	12,000.00
	Total Department: 52 - IT:	**63,377.65**	**60,187.59**	**3,190.06**	**5.03%**	**631,172.71**	**589,000.31**	**42,172.40**	**6.68%**	**835,033.00**
Department: 53 - Planning										
01-53-501020-0500	PL Admin Salaries	18,370.89	18,176.25	194.64	1.06%	165,338.01	164,939.06	398.95	0.24%	220,539.00
01-53-502010-0010	PL Medicare Tax	266.39	272.27	(5.88)	-2.21%	2,397.51	2,419.96	(22.45)	-0.94%	3,198.00
01-53-502010-0020	PL Social Security Taxes	1,138.96	1,164.15	(25.19)	-2.21%	10,250.64	10,347.23	(96.59)	-0.94%	13,673.00
01-53-502020-2000	PL Retirement	1,837.09	1,301.65	535.44	29.15%	16,533.81	11,808.33	4,725.48	28.58%	22,054.00
01-53-502070-0010	PL Unemployment Taxes	91.87	0.00	91.87	100.00%	826.83	326.46	500.37	60.52%	1,103.00

		September Budget	September Activity	Variance Favorable (Unfavorable)	Percent Remaining	YTD Budget	YTD Activity	Variance Favorable (Unfavorable)	Percent Remaining	Total Budget
01-53-503030-0009	PL - Contracted Services	17,000.00	0.00	17,000.00	100.00%	51,000.00	0.00	51,000.00	100.00%	68,000.00
01-53-503030-3250	PL Consulting	4,166.66	0.00	4,166.66	100.00%	37,499.94	0.00	37,499.94	100.00%	50,000.00
01-53-509020-0000	PL Travel - Meetings/Seminars	240.00	0.00	240.00	100.00%	1,440.00	686.69	753.31	52.31%	2,000.00
01-53-509020-0001	PL Training/Workshop	576.00	0.00	576.00	100.00%	2,736.00	0.00	2,736.00	100.00%	3,600.00
	Total Department: 53 - Planning:	**43,687.86**	**20,914.32**	**22,773.54**	**52.13%**	**288,022.74**	**190,527.73**	**97,495.01**	**33.85%**	**384,167.00**
Department: 54 - Marketing & Customer Service										
01-54-501020-0500	MCS Admin Salaries	26,398.26	26,069.11	329.15	1.25%	237,584.34	240,145.00	(2,560.66)	-1.08%	316,906.00
01-54-501020-1610	MCS Salaries - OT	554.44	148.31	406.13	73.25%	4,989.96	3,558.07	1,431.89	28.70%	6,656.00
01-54-502010-0010	MCS Medicare Tax	422.74	411.23	11.51	2.72%	3,804.66	3,652.73	151.93	3.99%	5,075.00
01-54-502010-0020	MCS Social Security Taxes	1,807.77	1,758.32	49.45	2.74%	16,269.93	15,618.45	651.48	4.00%	21,702.00
01-54-502020-2000	MCS Retirement	2,826.86	2,550.17	276.69	9.79%	25,441.74	22,847.49	2,594.25	10.20%	33,936.00
01-54-502070-0010	MCS Unemployment Taxes	145.77	0.00	145.77	100.00%	1,311.93	541.64	770.29	58.71%	1,750.00
01-54-502100-0000	MCS Holiday Pay	519.79	1,464.43	(944.64)	-181.73%	4,678.11	8,718.37	(4,040.26)	-86.37%	6,240.00
01-54-503030-3240	MCS Contracted Services	2,161.66	3,628.50	(1,466.84)	-67.86%	41,454.94	31,220.24	10,234.70	24.69%	49,940.00
01-54-503030-3260	MCS Advertising	1,726.66	1,391.95	334.71	19.38%	21,539.94	16,969.80	4,570.14	21.22%	32,720.00
01-54-503030-3270	MCS Events Expenses	2,778.33	333.87	2,444.46	87.98%	19,004.97	24,963.11	(5,958.14)	-31.35%	21,340.00
01-54-503990-0003	MCS Printing Expense	800.00	0.00	800.00	100.00%	13,550.00	7,216.09	6,333.91	46.74%	31,800.00
01-54-504990-0002	MCS Office Supplies	500.00	789.42	(289.42)	-57.88%	10,000.00	4,090.14	5,909.86	59.10%	22,400.00
01-54-509010-0000	MCS Memberships & Subscriptions	842.24	443.03	399.21	47.40%	7,580.16	8,275.71	(695.55)	-9.18%	10,111.00
01-54-509020-0000	MCS Travel - Meetings/Seminars	750.00	(145.92)	895.92	119.46%	6,750.00	1,476.70	5,273.30	78.12%	9,000.00
01-54-509020-0001	MCS - Training Workshop	270.00	435.00	(165.00)	-61.11%	2,160.00	1,306.29	853.71	39.52%	2,700.00
	Total Department: 54 - Marketing & Customer Service:	**42,504.52**	**39,277.42**	**3,227.10**	**7.59%**	**416,120.68**	**390,599.83**	**25,520.85**	**6.13%**	**572,276.00**
	Total Expense:	**1,912,510.60**	**1,931,035.30**	**(18,524.70)**	**-0.97%**	**19,618,574.84**	**19,081,556.26**	**537,018.58**	**2.74%**	**27,032,104.00**
	Total Revenues	**2,125,166.58**	**2,186,606.01**	**61,439.43**	**2.89%**	**21,752,037.01**	**22,709,180.87**	**957,143.86**	**4.40%**	**27,546,899.00**
	Total Fund: 01 - General Fund:	**212,655.98**	**255,570.71**	**42,914.73**		**2,133,462.17**	**3,627,624.61**	**1,494,162.44**		**514,795.00**
Fund: 02 - Capital Fund										
Revenue										
Department: 00 - Assets										
02-00-408020-0100	Transfer from General Fund	0.00	0.00	0.00	0.00%	2,000,000.00	2,000,000.00	0.00	0.00%	2,000,000.00
	Total Department: 00 - Assets:	**0.00**	**0.00**	**0.00**	**0.00%**	**2,000,000.00**	**2,000,000.00**	**0.00**	**0.00%**	**2,000,000.00**
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**
	Total Revenue:	**0.00**	**0.00**	**0.00**	**0.00%**	**2,000,000.00**	**2,000,000.00**	**0.00**	**0.00%**	**2,494,000.00**
Expense										
Department: 60 - Vehicles										
02-60-522000-0000	Capital Outlay - Revenue Vehicles	0.00	0.00	0.00	0.00%	760,000.00	0.00	760,000.00	100.00%	760,000.00
02-60-522000-0001	Capital Outlay - Service Vehicles	0.00	0.00	0.00	0.00%	55,000.00	0.00	55,000.00	100.00%	55,000.00

		September Budget	September Activity	Variance Favorable (Unfavorable)	Percent Remaining	YTD Budget	YTD Activity	Variance Favorable (Unfavorable)	Percent Remaining	Total Budget
02-60-522000-0002	Capital Outlay - Refurbished/Rebuilt Rev...	0.00	94,703.67	(94,703.67)	0.00%	0.00	276,337.11	(276,337.11)	0.00%	0.00
	Total Department: 60 - Vehicles:	**0.00**	**94,703.67**	**(94,703.67)**	**0.00%**	**815,000.00**	**276,337.11**	**538,662.89**	**66.09%**	**815,000.00**
Department: 61 - Facilities										
02-61-522000-0003	Capital Outlay - Passenger Stations	10,412.50	0.00	10,412.50	100.00%	93,712.50	0.00	93,712.50	100.00%	125,000.00
02-61-522000-0005	Capital Outlay - Maintenance Buildings	0.00	0.00	0.00	0.00%	50,000.00	0.00	50,000.00	100.00%	50,000.00
02-61-522000-0006	Capital Outlay - Other Capital Investment	37,485.00	0.00	37,485.00	100.00%	337,365.00	0.00	337,365.00	100.00%	450,000.00
	Total Department: 61 - Facilities:	**47,897.50**	**0.00**	**47,897.50**	**100.00%**	**481,077.50**	**0.00**	**481,077.50**	**100.00%**	**625,000.00**
Department: 62 - Equipment										
02-62-522000-0009	Capital Outlay - Communication/Inform...	49,875.00	0.00	49,875.00	100.00%	249,375.00	215,626.00	33,749.00	13.53%	332,500.00
02-62-522000-0010	Capital Outlay- Other Capital Investment	0.00	0.00	0.00	0.00%	50,000.00	38,044.77	11,955.23	23.91%	50,000.00
	Total Department: 62 - Equipment:	**49,875.00**	**0.00**	**49,875.00**	**100.00%**	**299,375.00**	**253,670.77**	**45,704.23**	**15.27%**	**382,500.00**
	Total Expense:	**97,772.50**	**94,703.67**	**3,068.83**	**3.14%**	**1,595,452.50**	**530,007.88**	**1,065,444.62**	**66.78%**	**1,822,500.00**
	Total Revenues	**0.00**	**0.00**	**0.00**	**0.00%**	**2,000,000.00**	**2,000,000.00**	**0.00**	**0.00%**	**2,494,000.00**
	Total Fund: 02 - Capital Fund:	**(97,772.50)**	**(94,703.67)**	**3,068.83**		**404,547.50**	**1,469,992.12**	**1,065,444.62**		**671,500.00**
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%	1,500,000.00
	Total Department: 70 - Airport Transfers:	**0.00**	**0.00**	**0.00**	**0.00%**	**0.00**	**0.00**	**0.00**	**0.00%**	**1,500,000.00**
	Total Revenue:	**0.00**	**0.00**	**0.00**	**0.00%**	**0.00**	**0.00**	**0.00**	**0.00%**	**1,500,000.00**
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%	1,500,000.00
	Total Department: 70 - Airport Transfers:	**0.00**	**0.00**	**0.00**	**0.00%**	**0.00**	**0.00**	**0.00**	**0.00%**	**1,500,000.00**
	Total Expense:	**0.00**	**0.00**	**0.00**	**0.00%**	**0.00**	**0.00**	**0.00**	**0.00%**	**1,500,000.00**
	Total Revenues	**0.00**	**0.00**	**0.00**	**0.00%**	**0.00**	**0.00**	**0.00**	**0.00%**	**1,500,000.00**
	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%	330,000.00	330,000.00	0.00	0.00%	330,000.00
	Total Department: 00 - Assets:	**0.00**	**0.00**	**0.00**	**0.00%**	**330,000.00**	**330,000.00**	**0.00**	**0.00%**	**330,000.00**
Department: 81 - Quail Run 1										
04-81-407990-2000	Quail run 106-4 &107-2 rent income	4,859.05	4,964.00	104.95	2.16%	43,731.45	45,093.41	1,361.96	3.11%	58,332.00
	Total Department: 81 - Quail Run 1:	**4,859.05**	**4,964.00**	**104.95**	**2.16%**	**43,731.45**	**45,093.41**	**1,361.96**	**3.11%**	**58,332.00**

		September Budget	September Activity	Variance Favorable (Unfavorable)	Percent Remaining	YTD Budget	YTD Activity	Variance Favorable (Unfavorable)	Percent Remaining	Total Budget
Department: 91 - Housing Ops LCV										
04-91-407990-2000	LCV - rent income	5,613.17	4,905.83	(707.34)	-12.60%	50,518.53	42,419.56	(8,098.97)	-16.03%	67,385.00
Total Department: 91 - Housing Ops LCV:		**5,613.17**	**4,905.83**	**(707.34)**	**-12.60%**	**50,518.53**	**42,419.56**	**(8,098.97)**	**-16.03%**	**67,385.00**
Department: 92 - Housing Ops Gypsum Apt										
04-92-407990-2000	KRC - rent income	2,249.10	800.00	(1,449.10)	-64.43%	20,241.90	15,477.44	(4,764.46)	-23.54%	27,000.00
Total Department: 92 - Housing Ops Gypsum Apt:		**2,249.10**	**800.00**	**(1,449.10)**	**-64.43%**	**20,241.90**	**15,477.44**	**(4,764.46)**	**-23.54%**	**27,000.00**
Department: 93 - Riverdance										
04-93-407990-2000	Riverdance - rent revenue	4,131.68	1,600.00	(2,531.68)	-61.27%	37,185.12	14,400.00	(22,785.12)	-61.27%	49,600.00
Total Department: 93 - Riverdance:		**4,131.68**	**1,600.00**	**(2,531.68)**	**-61.27%**	**37,185.12**	**14,400.00**	**(22,785.12)**	**-61.27%**	**49,600.00**
Department: 94 - Broadway										
04-94-407990-2000	Broadway - rent income	2,209.11	2,208.33	(0.78)	-0.04%	19,881.99	18,731.54	(1,150.45)	-5.79%	26,520.00
Total Department: 94 - Broadway:		**2,209.11**	**2,208.33**	**(0.78)**	**-0.04%**	**19,881.99**	**18,731.54**	**(1,150.45)**	**-5.79%**	**26,520.00**
Department: 95 - Miller Road										
04-95-407990-2000	CMC - rent income	5,037.98	5,218.25	180.27	3.58%	45,341.82	45,371.50	29.68	0.07%	60,480.00
Total Department: 95 - Miller Road:		**5,037.98**	**5,218.25**	**180.27**	**3.58%**	**45,341.82**	**45,371.50**	**29.68**	**0.07%**	**60,480.00**
Department: 96 - Eby Creek										
04-96-407990-2000	Overlook @ Eby creek - rent income	5,597.76	6,504.47	906.71	16.20%	50,379.84	47,116.90	(3,262.94)	-6.48%	67,200.00
Total Department: 96 - Eby Creek:		**5,597.76**	**6,504.47**	**906.71**	**16.20%**	**50,379.84**	**47,116.90**	**(3,262.94)**	**-6.48%**	**67,200.00**
Department: 97 - Housing Operations The Pike										
04-97-407990-2000	The Pike - rent income	4,351.00	2,347.60	(2,003.40)	-46.04%	37,159.00	7,431.07	(29,727.93)	-80.00%	52,212.00
Total Department: 97 - Housing Operations The Pike:		**4,351.00**	**2,347.60**	**(2,003.40)**	**-46.04%**	**37,159.00**	**7,431.07**	**(29,727.93)**	**-80.00%**	**52,212.00**
Department: 98 - Parkside										
04-98-407990-2000	Parkside rent income	0.00	4,817.50	4,817.50	0.00%	0.00	28,754.64	28,754.64	0.00%	0.00
Total Department: 98 - Parkside:		**0.00**	**4,817.50**	**4,817.50**	**0.00%**	**0.00**	**28,754.64**	**28,754.64**	**0.00%**	**0.00**
Department: 99 - Housing - Eagle										
04-99-407990-2000	Eagle lock off rent income	0.00	600.00	600.00	0.00%	0.00	600.00	600.00	0.00%	0.00
Total Department: 99 - Housing - Eagle:		**0.00**	**600.00**	**600.00**	**0.00%**	**0.00**	**600.00**	**600.00**	**0.00%**	**0.00**
Total Revenue:		**34,048.85**	**33,965.98**	**(82.87)**	**-0.24%**	**634,439.65**	**595,396.06**	**(39,043.59)**	**-6.15%**	**738,729.00**
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	630.00	286.30	31.25%	8,246.70	5,745.00	2,501.70	30.34%	11,000.00
04-80-505020-0001	WIFI And Utilites	749.70	1,821.05	(1,071.35)	-142.90%	6,747.30	11,356.42	(4,609.12)	-68.31%	9,000.00
Total Department: 80 - Admin of Housing Programs:		**1,666.00**	**2,451.05**	**(785.05)**	**-47.12%**	**54,994.00**	**17,101.42**	**37,892.58**	**68.90%**	**60,000.00**
Department: 81 - Quail Run 1										
04-81-504990-0011	Materials & Supplies	833.00	8,343.22	(7,510.22)	-901.59%	7,497.00	10,272.69	(2,775.69)	-37.02%	10,000.00
04-81-510125-0000	HOA Dues	719.71	720.00	(0.29)	-0.04%	6,477.39	6,480.00	(2.61)	-0.04%	8,640.00

		September Budget	September Activity	Variance Favorable (Unfavorable)	Percent Remaining	YTD Budget	YTD Activity	Variance Favorable (Unfavorable)	Percent Remaining	Total Budget
04-81-512130-0000	Quail run misc. expense	246.56	0.00	246.56	100.00%	2,219.04	0.00	2,219.04	100.00%	2,960.00
	Total Department: 81 - Quail Run 1:	**1,799.27**	**9,063.22**	**(7,263.95)**	**-403.72%**	**16,193.43**	**16,752.69**	**(559.26)**	**-3.45%**	**21,600.00**
Department: 91 - Housing Ops LCV										
04-91-504990-0011	LCV - Materials & Supplies	108.29	0.00	108.29	100.00%	974.61	2,423.19	(1,448.58)	-148.63%	1,300.00
04-91-512130-0000	LCV - Rent Expense	10,553.77	7,738.95	2,814.82	26.67%	94,983.93	67,988.23	26,995.70	28.42%	126,696.00
	Total Department: 91 - Housing Ops LCV:	**10,662.06**	**7,738.95**	**2,923.11**	**27.42%**	**95,958.54**	**70,411.42**	**25,547.12**	**26.62%**	**127,996.00**
Department: 92 - Housing Ops Gypsum Apt										
04-92-504990-0011	KRC - Materials & Supplies	108.33	0.00	108.33	100.00%	974.97	67.93	907.04	93.03%	1,300.00
04-92-512130-0000	KRC - rent expense	4,040.05	4,395.00	(354.95)	-8.79%	36,360.45	38,795.00	(2,434.55)	-6.70%	48,500.00
	Total Department: 92 - Housing Ops Gypsum Apt:	**4,148.38**	**4,395.00**	**(246.62)**	**-5.94%**	**37,335.42**	**38,862.93**	**(1,527.51)**	**-4.09%**	**49,800.00**
Department: 93 - Riverdance										
04-93-504990-0011	Riverdance - Materials & Supplies	108.29	0.00	108.29	100.00%	974.61	0.00	974.61	100.00%	1,300.00
04-93-512130-0000	Riverdance - Rent Expense	6,765.62	2,400.00	4,365.62	64.53%	60,890.58	22,480.00	38,410.58	63.08%	81,220.00
	Total Department: 93 - Riverdance:	**6,873.91**	**2,400.00**	**4,473.91**	**65.09%**	**61,865.19**	**22,480.00**	**39,385.19**	**63.66%**	**82,520.00**
Department: 94 - Broadway										
04-94-504990-0011	Broadway - Materials & Supplies	108.29	0.00	108.29	100.00%	974.61	779.32	195.29	20.04%	1,300.00
04-94-512130-0000	Broadway - rent expense	2,998.80	3,000.00	(1.20)	-0.04%	26,989.20	27,000.00	(10.80)	-0.04%	36,000.00
	Total Department: 94 - Broadway:	**3,107.09**	**3,000.00**	**107.09**	**3.45%**	**27,963.81**	**27,779.32**	**184.49**	**0.66%**	**37,300.00**
Department: 95 - Miller Road										
04-95-504990-0011	CMC - Materials & Supplies	108.29	0.00	108.29	100.00%	974.61	375.41	599.20	61.48%	1,300.00
04-95-512130-0000	CMC - rent expense	10,220.24	10,800.00	(579.76)	-5.67%	91,982.16	92,088.00	(105.84)	-0.12%	122,692.00
	Total Department: 95 - Miller Road:	**10,328.53**	**10,800.00**	**(471.47)**	**-4.56%**	**92,956.77**	**92,463.41**	**493.36**	**0.53%**	**123,992.00**
Department: 96 - Eby Creek										
04-96-504990-0011	Overlook @ Eby creek - Materials & Sup...	108.29	0.00	108.29	100.00%	974.61	36.26	938.35	96.28%	1,300.00
04-96-512130-0000	Overlook @ Eby creek - rent expense	9,792.99	13,191.53	(3,398.54)	-34.70%	88,136.91	118,303.14	(30,166.23)	-34.23%	117,563.00
	Total Department: 96 - Eby Creek:	**9,901.28**	**13,191.53**	**(3,290.25)**	**-33.23%**	**89,111.52**	**118,339.40**	**(29,227.88)**	**-32.80%**	**118,863.00**
Department: 97 - Housing Operations The Pike										
04-97-504990-0011	The Pike - Materials & Supplies	108.29	0.00	108.29	100.00%	974.61	424.14	550.47	56.48%	1,300.00
04-97-512130-0000	The Pike rent expense	7,488.94	3,130.00	4,358.94	58.21%	83,636.02	48,993.36	34,642.66	41.42%	114,335.00
	Total Department: 97 - Housing Operations The Pike:	**7,597.23**	**3,130.00**	**4,467.23**	**58.80%**	**84,610.63**	**49,417.50**	**35,193.13**	**41.59%**	**115,635.00**
Department: 98 - Parkside										
04-98-512130-0000	Parkside rent expense	0.00	7,000.00	(7,000.00)	0.00%	0.00	48,035.11	(48,035.11)	0.00%	0.00
	Total Department: 98 - Parkside:	**0.00**	**7,000.00**	**(7,000.00)**	**0.00%**	**0.00**	**48,035.11**	**(48,035.11)**	**0.00%**	**0.00**

Group Summary

Departmen…		September Budget	September Activity	Variance Favorable (Unfavorable)	Percent Remaining	YTD Budget	YTD Activity	Variance Favorable (Unfavorable)	Percent Remaining	Total Budget
Fund: 01 - General Fund										
Revenue										
10 - Admin of Vehicle Operations		2,125,166.58	2,186,606.01	61,439.43	2.89%	21,752,037.01	22,709,180.87	957,143.86	4.40%	27,546,899.00
	Total Revenue:	**2,125,166.58**	**2,186,606.01**	**61,439.43**	**2.89%**	**21,752,037.01**	**22,709,180.87**	**957,143.86**	**4.40%**	**27,546,899.00**
Expense										
00 - Assets		0.00	0.00	0.00	0.00%	2,330,000.00	2,330,000.00	0.00	0.00%	3,830,000.00
10 - Admin of Vehicle Operations		200,583.31	200,153.88	429.43	0.21%	1,738,289.00	1,701,601.94	36,687.06	2.11%	2,332,135.00
11 - Vehicle Ops		506,737.59	520,533.12	(13,795.53)	-2.72%	4,484,998.23	4,406,511.40	78,486.83	1.75%	6,100,226.00
12 - Admin of Paratransit		1,071.66	15.88	1,055.78	98.52%	19,094.94	8,652.69	10,442.25	54.69%	26,360.00
13 - Paratransit Operations		12,233.90	17,678.38	(5,444.48)	-44.50%	143,191.61	158,770.64	(15,579.03)	-10.88%	183,849.00
14 - Safety and Training		25,349.52	14,700.92	10,648.60	42.01%	246,645.68	213,817.46	32,828.22	13.31%	334,719.00
21 - Admin of Fleet Mainenance		126,936.58	176,667.32	(49,730.74)	-39.18%	1,145,429.22	1,390,236.17	(244,806.95)	-21.37%	1,526,848.00
22 - Fleet Maintenance		225,733.05	332,001.04	(106,267.99)	-47.08%	2,048,800.36	1,856,397.92	192,402.44	9.39%	2,729,512.00
31 - Facility Maintenance MSC		1,833.00	0.00	1,833.00	100.00%	16,497.00	3,191.42	13,305.58	80.65%	22,000.00
32 - Facility Maintenance Leadville		2,957.15	3,026.87	(69.72)	-2.36%	26,614.35	31,905.42	(5,291.07)	-19.88%	35,500.00
33 - Facility Maintenance Avon		24,990.00	18,703.00	6,287.00	25.16%	224,910.00	225,190.00	(280.00)	-0.12%	300,000.00
41 - Facility Maintenance Stops		25,064.46	21,340.29	3,724.17	14.86%	229,540.47	211,658.35	17,882.12	7.79%	306,911.00
50 - General & Administration		382,897.61	267,378.24	115,519.37	30.17%	3,561,273.19	3,205,254.89	356,018.30	10.00%	4,765,354.00
51 - Finance		226,552.74	238,457.03	(11,904.29)	-5.25%	2,067,974.66	2,168,240.09	(100,265.43)	-4.85%	2,747,214.00
52 - IT		63,377.65	60,187.59	3,190.06	5.03%	631,172.71	589,000.31	42,172.40	6.68%	835,033.00
53 - Planning		43,687.86	20,914.32	22,773.54	52.13%	288,022.74	190,527.73	97,495.01	33.85%	384,167.00
54 - Marketing & Customer Service		42,504.52	39,277.42	3,227.10	7.59%	416,120.68	390,599.83	25,520.85	6.13%	572,276.00
	Total Expense:	**1,912,510.60**	**1,931,035.30**	**(18,524.70)**	**-0.97%**	**19,618,574.84**	**19,081,556.26**	**537,018.58**	**2.74%**	**27,032,104.00**
	Total Revenues	**2,125,166.58**	**2,186,606.01**	**61,439.43**	**2.89%**	**21,752,037.01**	**22,709,180.87**	**957,143.86**	**4.40%**	**27,546,899.00**
	Total Fund: 01 - General Fund:	**212,655.98**	**255,570.71**	**42,914.73**		**2,133,462.17**	**3,627,624.61**	**1,494,162.44**		**514,795.00**
Fund: 02 - Capital Fund										
Revenue										
00 - Assets		0.00	0.00	0.00	0.00%	2,000,000.00	2,000,000.00	0.00	0.00%	2,000,000.00
60 - Vehicles		0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%	494,000.00
	Total Revenue:	**0.00**	**0.00**	**0.00**	**0.00%**	**2,000,000.00**	**2,000,000.00**	**0.00**	**0.00%**	**2,494,000.00**
Expense										
60 - Vehicles		0.00	94,703.67	(94,703.67)	0.00%	815,000.00	276,337.11	538,662.89	66.09%	815,000.00
61 - Facilities		47,897.50	0.00	47,897.50	100.00%	481,077.50	0.00	481,077.50	100.00%	625,000.00
62 - Equipment		49,875.00	0.00	49,875.00	100.00%	299,375.00	253,670.77	45,704.23	15.27%	382,500.00
	Total Expense:	**97,772.50**	**94,703.67**	**3,068.83**	**3.14%**	**1,595,452.50**	**530,007.88**	**1,065,444.62**	**66.78%**	**1,822,500.00**
	Total Revenues	**0.00**	**0.00**	**0.00**	**0.00%**	**2,000,000.00**	**2,000,000.00**	**0.00**	**0.00%**	**2,494,000.00**
	Total Fund: 02 - Capital Fund:	**(97,772.50)**	**(94,703.67)**	**3,068.83**		**404,547.50**	**1,469,992.12**	**1,065,444.62**		**671,500.00**

Departmen…		September Budget	September Activity	Variance Favorable (Unfavorable)	Percent Remaining	YTD Budget	YTD Activity	Variance Favorable (Unfavorable)	Percent Remaining	Total Budget
Fund: 03 - Air Fund										
Revenue										
70 - Airport Transfers		0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%	1,500,000.00
	Total Revenue:	**0.00**	**0.00**	**0.00**	**0.00%**	**0.00**	**0.00**	**0.00**	**0.00%**	**1,500,000.00**
Expense										
70 - Airport Transfers		0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%	1,500,000.00
	Total Expense:	**0.00**	**0.00**	**0.00**	**0.00%**	**0.00**	**0.00**	**0.00**	**0.00%**	**1,500,000.00**
	Total Revenues	**0.00**	**0.00**	**0.00**	**0.00%**	**0.00**	**0.00**	**0.00**	**0.00%**	**1,500,000.00**
	Total Fund: 03 - Air Fund:	**0.00**	**0.00**	**0.00**		**0.00**	**0.00**	**0.00**		**0.00**
Fund: 04 - Housing Fund										
Revenue										
00 - Assets		0.00	0.00	0.00	0.00%	330,000.00	330,000.00	0.00	0.00%	330,000.00
81 - Quail Run 1		4,859.05	4,964.00	104.95	2.16%	43,731.45	45,093.41	1,361.96	3.11%	58,332.00
91 - Housing Ops LCV		5,613.17	4,905.83	(707.34)	-12.60%	50,518.53	42,419.56	(8,098.97)	-16.03%	67,385.00
92 - Housing Ops Gypsum Apt		2,249.10	800.00	(1,449.10)	-64.43%	20,241.90	15,477.44	(4,764.46)	-23.54%	27,000.00
93 - Riverdance		4,131.68	1,600.00	(2,531.68)	-61.27%	37,185.12	14,400.00	(22,785.12)	-61.27%	49,600.00
94 - Broadway		2,209.11	2,208.33	(0.78)	-0.04%	19,881.99	18,731.54	(1,150.45)	-5.79%	26,520.00
95 - Miller Road		5,037.98	5,218.25	180.27	3.58%	45,341.82	45,371.50	29.68	0.07%	60,480.00
96 - Eby Creek		5,597.76	6,504.47	906.71	16.20%	50,379.84	47,116.90	(3,262.94)	-6.48%	67,200.00
97 - Housing Operations The Pike		4,351.00	2,347.60	(2,003.40)	-46.04%	37,159.00	7,431.07	(29,727.93)	-80.00%	52,212.00
98 - Parkside		0.00	4,817.50	4,817.50	0.00%	0.00	28,754.64	28,754.64	0.00%	0.00
99 - Housing - Eagle		0.00	600.00	600.00	0.00%	0.00	600.00	600.00	0.00%	0.00
	Total Revenue:	**34,048.85**	**33,965.98**	**(82.87)**	**-0.24%**	**634,439.65**	**595,396.06**	**(39,043.59)**	**-6.15%**	**738,729.00**
Expense										
80 - Admin of Housing Programs		1,666.00	2,451.05	(785.05)	-47.12%	54,994.00	17,101.42	37,892.58	68.90%	60,000.00
81 - Quail Run 1		1,799.27	9,063.22	(7,263.95)	-403.72%	16,193.43	16,752.69	(559.26)	-3.45%	21,600.00
91 - Housing Ops LCV		10,662.06	7,738.95	2,923.11	27.42%	95,958.54	70,411.42	25,547.12	26.62%	127,996.00
92 - Housing Ops Gypsum Apt		4,148.38	4,395.00	(246.62)	-5.94%	37,335.42	38,862.93	(1,527.51)	-4.09%	49,800.00
93 - Riverdance		6,873.91	2,400.00	4,473.91	65.09%	61,865.19	22,480.00	39,385.19	63.66%	82,520.00
94 - Broadway		3,107.09	3,000.00	107.09	3.45%	27,963.81	27,779.32	184.49	0.66%	37,300.00
95 - Miller Road		10,328.53	10,800.00	(471.47)	-4.56%	92,956.77	92,463.41	493.36	0.53%	123,992.00
96 - Eby Creek		9,901.28	13,191.53	(3,290.25)	-33.23%	89,111.52	118,339.40	(29,227.88)	-32.80%	118,863.00
97 - Housing Operations The Pike		7,597.23	3,130.00	4,467.23	58.80%	84,610.63	49,417.50	35,193.13	41.59%	115,635.00
98 - Parkside		0.00	7,000.00	(7,000.00)	0.00%	0.00	48,035.11	(48,035.11)	0.00%	0.00
99 - Housing - Eagle		0.00	1,468.00	(1,468.00)	0.00%	0.00	1,468.00	(1,468.00)	0.00%	0.00
	Total Expense:	**56,083.75**	**64,637.75**	**(8,554.00)**	**-15.25%**	**560,989.31**	**503,111.20**	**57,878.11**	**10.32%**	**737,706.00**
	Total Revenues	**34,048.85**	**33,965.98**	**(82.87)**	**-0.24%**	**634,439.65**	**595,396.06**	**(39,043.59)**	**-6.15%**	**738,729.00**
	Total Fund: 04 - Housing Fund:	**(22,034.90)**	**(30,671.77)**	**(8,636.87)**		**73,450.34**	**92,284.86**	**18,834.52**		**1,023.00**
	Report Total:	**92,848.58**	**130,195.27**	**37,346.69**		**2,611,460.01**	**5,189,901.59**	**2,578,441.58**		**1,187,318.00**

Eagle Valley Transportation Authority, CO

My Monthly Budget Report

Account Summary

For Fiscal: FY26 Period Ending: 09/30/2026

		September Budget	September Activity	Variance Favorable (Unfavorable)	Percent Remaining	YTD Budget	YTD Activity	Variance Favorable (Unfavorable)	Percent Remaining	Total Budget
Fund: 01 - General Fund										
Expense										
Department: 10 - Admin of Vehicle Operations										
01-10-503030-0011	AVO Software/Network Fees	2,304.07	2,113.76	190.31	8.26%	20,736.63	19,175.42	1,561.21	7.53%	27,660.00
01-10-503030-3250	AVO Consulting - ITS	13,911.10	13,905.09	6.01	0.04%	125,199.90	125,145.81	54.09	0.04%	167,000.00
01-10-504990-0010	Computer Supplies	2,832.20	0.00	2,832.20	100.00%	25,489.80	59.99	25,429.81	99.76%	34,000.00
01-10-509080-1000	Processing Fees	999.60	669.03	330.57	33.07%	8,996.40	6,666.52	2,329.88	25.90%	12,000.00
	Total Department: 10 - Admin of Vehicle Operations:	**20,046.97**	**16,687.88**	**3,359.09**	**16.76%**	**180,422.73**	**151,047.74**	**29,374.99**	**16.28%**	**240,660.00**
Department: 12 - Admin of Paratransit										
01-12-503990-0006	APO Contract Services	0.00	0.00	0.00	0.00%	9,450.00	8,553.13	896.87	9.49%	13,500.00
	Total Department: 12 - Admin of Paratransit:	**0.00**	**0.00**	**0.00**	**0.00%**	**9,450.00**	**8,553.13**	**896.87**	**9.49%**	**13,500.00**
Department: 14 - Safety and Training										
01-14-503070-0005	ST Camera Maintenance Agreement	1,600.00	0.00	1,600.00	100.00%	18,000.00	0.00	18,000.00	100.00%	22,800.00
	Total Department: 14 - Safety and Training:	**1,600.00**	**0.00**	**1,600.00**	**100.00%**	**18,000.00**	**0.00**	**18,000.00**	**100.00%**	**22,800.00**
Department: 22 - Fleet Maintenance										
01-22-503050-0002	VMO Radio Maintenance	143.01	0.00	143.01	100.00%	2,100.00	0.00	2,100.00	100.00%	2,100.00
	Total Department: 22 - Fleet Maintenance:	**143.01**	**0.00**	**143.01**	**100.00%**	**2,100.00**	**0.00**	**2,100.00**	**100.00%**	**2,100.00**
Department: 50 - General & Administration										
01-50-504990-0003	ADMIN Office Supplies - Copy Machine	533.12	0.00	533.12	100.00%	4,798.08	3,882.46	915.62	19.08%	6,400.00
	Total Department: 50 - General & Administration:	**533.12**	**0.00**	**533.12**	**100.00%**	**4,798.08**	**3,882.46**	**915.62**	**19.08%**	**6,400.00**
Department: 52 - IT										
01-52-501020-0500	IT Admin Salaries	27,252.67	27,184.82	67.85	0.25%	245,274.03	248,053.47	(2,779.44)	-1.13%	327,163.00
01-52-501020-1610	IT - Salaries OT	1,085.23	1,944.30	(859.07)	-79.16%	9,767.07	8,359.22	1,407.85	14.41%	13,028.00
01-52-502010-0010	IT Medicare Tax	410.91	432.17	(21.26)	-5.17%	3,698.19	3,737.07	(38.88)	-1.05%	4,933.00
01-52-502010-0020	IT Social Security Taxes	1,756.96	1,847.86	(90.90)	-5.17%	15,812.64	15,978.92	(166.28)	-1.05%	21,092.00
01-52-502020-2000	IT Retirement	2,725.24	2,466.62	258.62	9.49%	24,527.16	22,508.59	2,018.57	8.23%	32,716.00
01-52-502070-0010	IT Unemployment Taxes	141.69	0.00	141.69	100.00%	1,275.21	498.81	776.40	60.88%	1,701.00
01-52-503020-0006	IT Communications	7,083.33	8,871.77	(1,788.44)	-25.25%	93,749.97	74,645.20	19,104.77	20.38%	115,000.00
01-52-503030-0009	IT Contracted Services	8,913.10	7,842.15	1,070.95	12.02%	80,217.90	73,596.63	6,621.27	8.25%	107,000.00
01-52-503030-0011	IT Computer/Networks Software Agmt	9,079.70	6,522.89	2,556.81	28.16%	81,717.30	71,137.29	10,580.01	12.95%	109,000.00
01-52-503030-3250	IT Consulting	0.00	499.58	(499.58)	0.00%	25,500.00	40,550.22	(15,050.22)	-59.02%	34,000.00
01-52-503050-0000	IT Office Equipment Maintenance	333.20	265.15	68.05	20.42%	2,998.80	1,146.08	1,852.72	61.78%	4,000.00
01-52-504990-0010	IT Computer Supplies	1,980.00	(40.63)	2,020.63	102.05%	14,080.00	14,042.72	37.28	0.26%	22,000.00
01-52-506080-0000	IT - Cyber Insurance	1,332.80	1,114.03	218.77	16.41%	11,995.20	9,975.99	2,019.21	16.83%	16,000.00

		September Budget	September Activity	Variance Favorable (Unfavorable)	Percent Remaining	YTD Budget	YTD Activity	Variance Favorable (Unfavorable)	Percent Remaining	Total Budget
01-52-509020-0000	IT Travel - Meetings/Seminars	1,282.82	1,096.87	185.95	14.50%	11,559.24	4,558.13	7,001.11	60.57%	15,400.00
01-52-509020-0001	IT Training/Workshop	0.00	140.01	(140.01)	0.00%	9,000.00	211.97	8,788.03	97.64%	12,000.00
	Total Department: 52 - IT:	**63,377.65**	**60,187.59**	**3,190.06**	**5.03%**	**631,172.71**	**589,000.31**	**42,172.40**	**6.68%**	**835,033.00**
	Total Expense:	**85,700.75**	**76,875.47**	**8,825.28**	**10.30%**	**845,943.52**	**752,483.64**	**93,459.88**	**11.05%**	**1,120,493.00**
	Total Fund: 01 - General Fund:	**85,700.75**	**76,875.47**	**8,825.28**	**10.30%**	**845,943.52**	**752,483.64**	**93,459.88**	**11.05%**	**1,120,493.00**
	Report Total:	**85,700.75**	**76,875.47**	**8,825.28**	**10.30%**	**845,943.52**	**752,483.64**	**93,459.88**	**11.05%**	**1,120,493.00**

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
Bank Code: 99 - NBH AP-99 - NBH checking Bank AP						
CLEVER	CLEVER DEVICES	09/04/2026	Regular	0.00	181,460.25	2179
CCFW&U	Collins Cole Flynn Winn & Ulmer	09/04/2026	Regular	0.00	14,622.50	2180
CONSUELO HERNANDE	Consuelo Hernandez	09/04/2026	Regular	0.00	630.00	2181
CPG	Convergent Print Group LLC	09/04/2026	Regular	0.00	4,176.60	2182
ECG Radio	Eagle County Government	09/04/2026	Regular	0.00	21,437.39	2183
ECH&D	Eagle County Housing & Development	09/04/2026	Regular	0.00	10,800.00	2184
ECH&D	Eagle County Housing & Development	09/04/2026	Regular	0.00	3,000.00	2185
ECH&D	Eagle County Housing & Development	09/04/2026	Regular	0.00	7,000.00	2186
Johnson Mark	Johnson Mark LLC	09/04/2026	Regular	0.00	517.01	2187
Jefferson Capitol	Judgment Creditor - Jefferson Capital Systems, I	09/04/2026	Regular	0.00	549.60	2188
KNS	KNS Broadcasting	09/04/2026	Regular	0.00	462.00	2189
KRC PROPERTIES	KRC Properties	09/04/2026	Regular	0.00	4,395.00	2190
LAKE CREEK	Lake Creek Village Apt	09/04/2026	Regular	0.00	7,738.95	2191
LEADVILLE SD	Leadville Sanitation District	09/04/2026	Regular	0.00	104.00	2192
PARKVILLE WD	Parkville Water District	09/04/2026	Regular	0.00	197.67	2193
PSI	Plumbing Systems Inc.	09/04/2026	Regular	0.00	298.00	2194
RAM	Red Arrow Corporation	09/04/2026	Regular	0.00	2,326.50	2195
Son Ray	Son Ray LLC	09/04/2026	Regular	0.00	13,191.53	2196
SP PLUS	SP Plus	09/04/2026	Regular	0.00	126,753.72	2197
SIPA	Statewide Internet Portal Authority	09/04/2026	Regular	0.00	2,057.32	2198
AVON	Town of Avon	09/04/2026	Regular	0.00	20,177.60	2199
Xcel	Xcel Energy	09/04/2026	Regular	0.00	4.65	2200
Eagle Lock off	Anthony Paul King	09/10/2026	Regular	0.00	3,268.00	2201
BLUE MONSTER	Blue Monster Service LLC	09/10/2026	Regular	0.00	534.00	2202
Clean Up	Clean Up Janitorial Services LLC	09/10/2026	Regular	0.00	695.00	2203
COLLETT	Collett Enterprises, Inc.	09/10/2026	Regular	0.00	1,551.00	2204
CSDPLP	Colorado Special Districts Property & Liability P	09/10/2026	Regular	0.00	1,263.44	2205
EVBH	Eagle Valley Mental Health	09/10/2026	Regular	0.00	1,433.50	2206
GIRARDI'S	Girardi's Towing Inc.	09/10/2026	Regular	0.00	1,800.00	2207
Doctors on Call	Guy J. Kovacevich, M.D, P.C.	09/10/2026	Regular	0.00	120.00	2208
ACE	Gypsum Ace Hardware LLC	09/10/2026	Regular	0.00	199.99	2209
SSI	Signature Signs, Inc.	09/10/2026	Regular	0.00	1,584.00	2210
VAIL DAILY	Vail Daily	09/10/2026	Regular	0.00	2,751.33	2211
COLLETT	Collett Enterprises, Inc.	09/18/2026	Regular	0.00	957.00	2212
CMC	Colorado Mountain College	09/18/2026	Regular	0.00	435.00	2213
ECFM	Eagle County Facilities Management	09/18/2026	Regular	0.00	70,815.79	2214
GIRARDI'S	Girardi's Towing Inc.	09/18/2026	Regular	0.00	1,800.00	2215
Colorado DOT	Jessica Guthrie	09/18/2026	Regular	0.00	1,680.00	2216
Johnson Mark	Johnson Mark LLC	09/18/2026	Regular	0.00	517.01	2217
Jefferson Capitol	Judgment Creditor - Jefferson Capital Systems, I	09/18/2026	Regular	0.00	549.60	2218
PROCOM	Procom LLC	09/18/2026	Regular	0.00	1,483.00	2219
Shades Of Green	Scott A Green	09/18/2026	Regular	0.00	12,775.00	2220
PIKE	The Pike	09/18/2026	Regular	0.00	3,130.00	2221
Thermo King	Thermo King of Dallas LLC	09/18/2026	Regular	0.00	8,509.85	2222
Xcel	Xcel Energy	09/18/2026	Regular	0.00	198.79	2223
CGCS	Capitol Government Contract Specialists	09/25/2026	Regular	0.00	1,057.08	2224
CCFW&U	Collins Cole Flynn Winn & Ulmer	09/25/2026	Regular	0.00	4,021.00	2225
Colorado DOT	Jessica Guthrie	09/25/2026	Regular	0.00	120.00	2226
PSI	Plumbing Systems Inc.	09/25/2026	Regular	0.00	1,156.90	2227
SayNoMore	SNMP Inc	09/25/2026	Regular	0.00	2,126.92	2228
Thermo King	Thermo King of Dallas LLC	09/25/2026	Regular	0.00	3,392.61	2229
AVON	Town of Avon	09/25/2026	Regular	0.00	67,848.81	2230
UNIFIRST	UniFirst Corporation	09/25/2026	Regular	0.00	1,642.70	2231
CEBT	CEBT Payments	09/10/2026	Bank Draft	0.00	173,536.80	DFT0000186

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
PINNACOL	Pinnacol Assurance	09/21/2026	Bank Draft	0.00	15,150.00	DFT0000187
PAYLOCITY	Paylocity	09/21/2026	Bank Draft	0.00	1,712.44	DFT0000188

Bank Code 99 - NBH AP Summary

Payment Type	Payable Count	Payment Count	Discount	Payment
Regular Checks	67	53	0.00	621,317.61
Manual Checks	0	0	0.00	0.00
Voided Checks	0	0	0.00	0.00
Bank Drafts	3	3	0.00	190,399.24
EFT's	0	0	0.00	0.00
	70	**56**	**0.00**	**811,716.85**

All Bank Codes Check Summary

Payment Type	Payable Count	Payment Count	Discount	Payment
Regular Checks	67	53	0.00	621,317.61
Manual Checks	0	0	0.00	0.00
Voided Checks	0	0	0.00	0.00
Bank Drafts	3	3	0.00	190,399.24
EFT's	0	0	0.00	0.00
	70	**56**	**0.00**	**811,716.85**

Fund Summary

Fund	Name	Period	Amount
99	Pooled Cash Fund	9/2026	811,716.85
			811,716.85

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

Meeting Date: 11/18/2026
SUBJECT: First Amendment to the Eagle Valley Transportation Authority Intergovernmental Agreement

RECOMMENDED ACTIONS: Approve the First Amendment to the Intergovernmental Agreement.

Background

The First Amendment formalizes the IGA amendment previously approved by the Board and all Member entities. See the attached memorandum from legal counsel for additional background.

Attachments:

1. Memorandum from legal counsel
2. First Amendment to the IGA
3. Exhibit A: Core Transit Resolution approving the amendment
4. Exhibit B: Members signed resolutions

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COLLINS | COLE WINN | ULMER

MEMORANDUM

November 9, 2026

ATTORNEY-CLIENT COMMUNICATION

VIA E-MAIL

TO: Board of Directors
Eagle Valley Transportation Authority

FROM: Kathryn Winn

RE: Agenda Item: First Amendment to IGA

Before the Board today is the First Amendment to the Eagle Valley Transportation Authority Intergovernmental Agreement. This First Amendment does not ask the Board to decide anything new. It is the culmination of a process this Board already approved and set in motion earlier this year.

On July 8, 2026, the Board adopted Resolution No. 2026-06, determining that Section 12.01 of the IGA should be clarified to remove ambiguity, and approving the amendment to that section. In doing so, the Board also initiated the member-approval process that Section 12.01 requires. An amendment must be approved by Board resolution and then ratified by the governing bodies of the Members.

In the months since, each Member entity independently approved the amendment through its own governing body. With those approvals now in hand, the amendment has become effective.

The First Amendment before you simply memorializes the amendment in a single executed instrument. It restates Section 12.01 as amended, confirms that the required Member approvals were obtained, and attaches those approving resolutions. Every other provision of the IGA remains unchanged. Once approved, a copy of the First Amendment will be sent to all Member entities for their records.

In short, the Board approved the substance of this amendment in July; today's action formalizes it. The First Amendment is for your consideration as part of the consent agenda. If you have questions, any Board Member can move it to the regular agenda.

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FIRST AMENDMENT TO THE
EAGLE VALLEY TRANSPORTATION AUTHORITY INTERGOVERNMENTAL AGREEMENT

THIS FIRST AMENDMENT TO THE EAGLE VALLEY TRANSPORTATION AUTHORITY INTERGOVERNMENTAL AGREEMENT ("First Amendment") is effective as of July 28, 2026, by the EAGLE VALLEY TRANSPORTATION AUTHORITY, a Colorado regional transportation authority (the "Authority"), acting by and through its Board of Directors (the "Board").

RECITALS

WHEREAS, the Authority was created by the Eagle Valley Transportation Authority Intergovernmental Agreement, dated as of September 1, 2022 (the "Authority IGA"), by and among the Beaver Creek Metropolitan District; the Town of Avon, Colorado; Eagle County, Colorado; the Town of Eagle, Colorado; the Town of Gypsum, Colorado; the Town of Minturn, Colorado; the Town of Red Cliff, Colorado; and the Town of Vail, Colorado (collectively, the "Members"), establishing the Authority as a Colorado regional transportation authority pursuant to the Regional Transportation Law, Title 43, Article 4, Part 6, Colorado Revised Statutes, as amended; and

WHEREAS, Section 12.01 of the Authority IGA provides that the Authority IGA may be amended only by a resolution approved by the Board, which shall, before becoming effective, also be approved by a majority affirmative vote of the Governing Bodies of all Members minus one; and

WHEREAS, the Board determined that amendment of Section 12.01 of the Authority IGA was appropriate and necessary to remove ambiguity and clarify the process to amend the Authority IGA, and on July 8, 2026, adopted Resolution No. 2026-06 approving the amendment to Section 12.01 set forth in this First Amendment, attached hereto as Exhibit A; and

WHEREAS, following adoption of Resolution No. 2026-06, each of the Members approved the amendment to Section 12.01 by resolution of its Governing Body, satisfying the requirement that the amendment be approved by a majority affirmative vote of the Governing Bodies of all Members minus one. Copies of Resolution No. 2026-06 and the approving resolutions of the Members are attached collectively as Exhibit B; and

WHEREAS, this First Amendment is executed to memorialize the amendment to Section 12.01 of the Authority IGA approved through the foregoing process.

NOW, THEREFORE, the Board of Directors of the Eagle Valley Transportation Authority agrees as follows:

1. Incorporation of Recitals. The Recitals above are incorporated herein and confirmed as providing support for this First Amendment.

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2. Amendment to Section 12.01. Section 12.01 of the Authority IGA is amended and restated in its entirety to read as follows:

> **Section 12.01. Amendments Generally**. This Agreement, except as may be limited in this Article 12, may be amended only by a resolution approved by the Authority Board, which shall, before becoming effective, also be approved by a majority affirmative vote of each of the Governing Bodies of all Members minus one.

3. No Other Modifications. Except as modified by this First Amendment, the provisions of the Authority IGA shall remain unchanged and in full force and effect and fully binding on the Members, their respective successors and assigns, and the Authority IGA, and this First Amendment shall be construed together as a single integrated document.

4. Severability. If any part, section, subsection, sentence, clause or phrase of this First Amendment is for any reason held to be invalid, such invalidity shall not affect the validity of the remaining provisions.

5. Effective Date. This First Amendment is effective July 28, 2026, the date on which the amendment to Section 12.01 was approved by the Governing Bodies of all Members, consistent with Authority Resolution No. 2026-06.

ADOPTED this 18th day of November, 2026.

EAGLE VALLEY TRANSPORTATION AUTHORITY

By: _____

Rich Carroll, Board Chair

ATTEST:

_____

Amy Burford, Secretary

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EXHIBIT A
RESOLUTION No. 2026-06

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EAGLE VALLEY TRANSPORTATION DISTRICT

RESOLUTION NO. 2026-_06__

A RESOLUTION AMENDING SECTION 12.01 OF THE EAGLE VALLEY TRANSPORTATION AUTHORITY INTERGOVERNMENTAL AGREEMENT

WHEREAS, Eagle Valley Transportation Authority ("Authority") was created by the Eagle Valley Transportation Authority Intergovernmental Agreement by and among Beaver Creek Metropolitan District; Town of Avon, Colorado; Eagle County, Colorado; Town of Eagle, Colorado; Town of Minturn, Colorado; Town of Red Cliff, Colorado; and Town of Vail, Colorado, dated as of September 1, 2022 (the "Authority IGA"), providing for the establishment of the Authority as a Colorado regional transportation authority pursuant to the Regional Transportation Law, Title 43, Article 4, Part 6, Colorado Revised Statutes, as amended; and

WHEREAS, pursuant to Section 43-4-604(3)(i), C.R.S., the Board of Directors of the Authority ("Board") may amend the Authority IGA pursuant to the amendment procedures specified in the Authority IGA; and

WHEREAS, the Board desires to amend the Authority IGA to remove ambiguity in Section 12.01 and clarify the process to amend the Authority IGA; and

WHEREAS, the intended process for amending the Authority IGA requires initiation of the amendment by resolution of the Board, followed by approval of at least all member entities minus one; and

WHEREAS, the Board hereby finds and determines that amendment of the IGA is appropriate and necessary for the operation of the Authority.

NOW THEREFORE, BE IT RESOLVED by the Board of Directors of the Eagle Valley Transportation Authority as follows:

1. Incorporation of Recitals. The Recitals above are incorporated herein and confirmed as providing support for amendment of the Authority IGA.

2. Approval of Commencement of IGA Amendment Process. The Board hereby amends Section 12.01 of the IGA to read as follows:

> **Section 12.01. Amendments Generally.** This Agreement, except as may be limited in this Article 12, may be amended only by a resolution approved by the Authority Board, which shall, before becoming effective, also be

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approved by a majority affirmative vote of each of the Governing Bodies of all Members minus one.

3. Severability. If any part, section, subsection, sentence, clause or phrase of this Resolution is for any reason held to be invalid, such invalidity shall not affect the validity of the remaining provisions.

4. Effective Date. This Resolution and the amendment of the IGA shall take effect and be enforced immediately upon approval of the amendment by the governing bodies of all member entities minus one.

ADOPTED this 08 day of July, 2026.

EAGLE VALLEY TRANSPORTATION AUTHORITY

Rich Carroll
Rich Carroll (Jul 8, 2026 17:57:58 MDT)

Rich Carroll, Board Chair

ATTEST:

Amy Burford

Amy Burford, Secretary

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EXHIBIT B
APPROVING RESOLUTIONS

The following resolutions are attached to as providing authorization for this First Amendment:

1. Resolution No. 2026-28 of the Town Council of the Town of Vail, Colorado approving the amendment. (adopted July 21, 2026).

2. Resolution No. 2026-7-22 of the Board of Directors of the Beaver Creek Metropolitan District approving the amendment. (adopted July 22, 2026).

3. Resolution No. 2026-058 of the Board of County Commissioners of Eagle County, Colorado approving the amendment. (adopted July 28, 2026).

4. Resolution No. 26-10 of the Town Council of the Town of Avon, Colorado approving the amendment. (adopted July 28, 2026).

5. Resolution No. 2026-06 of the Eagle Valley Transportation Authority, amending the Authority IGA. (adopted July 8, 2026).

6. Resolution No. 2026-49 of the Town Council of the Town of Eagle, Colorado approving the amendment. (adopted July 28, 2026).

7. Resolution No. 2026-39 of the Town Council of the Town of Minturn, Colorado approving the amendment. (adopted July 15, 2026).

8. Resolution No. 2026-14 of the Board of Trustees of the Town of Red Cliff, Colorado approving the amendment. (adopted July 21, 2026).

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RESOLUTION NO. 28,

SERIES OF 2026

A RESOLUTION OF TOWN OF VAIL APPROVING AN AMENDMENT OF SECTION 12.01 OF THE EAGLE VALLEY TRANSPORTATION AUTHORITY INTERGOVERNMENTAL AGREEMENT

WHEREAS, Eagle Valley Transportation Authority ("Authority") was created by the Eagle Valley Transportation Authority Intergovernmental Agreement, which was entered into by and among Beaver Creek Metropolitan District; Town of Avon, Colorado; Eagle County, Colorado; Town of Eagle, Colorado; Town of Minturn, Colorado; Town of Red Cliff, Colorado; and Town of Vail, Colorado, dated as of September 1, 2022 (the "Authority IGA"), providing for the establishment of the Authority as a Colorado regional transportation authority pursuant to the Regional Transportation Law, Title 43, Article 4, Part 6, Colorado Revised Statutes, as amended; and

WHEREAS, pursuant to Section 43-4-604(3)(i), C.R.S., the Board of Directors of the Authority ("Authority Board") may amend the Authority IGA t pursuant to the amendment procedures specified in the Authority IGA; and

WHEREAS, the members of the Authority desire to amend the Authority IGA to remove ambiguity in Section 12.01 and clarify the process to amend the Authority IGA; and

WHEREAS, the intended process for amending the Authority IGA requires initiation of the amendment by resolution of the Board, followed by approval of at least all member entities minus one; and

WHEREAS, the Authority Board has approved and initiated an amendment of Section 12.01 of the Authority IGA via resolution; and

WHEREAS, Town of Vail hereby finds and determines that amendment of the IGA is appropriate and necessary for the operation of the Authority.

NOW THEREFORE, BE IT RESOLVED by Town of Vail as follows:

1. Incorporation of Recitals. The Recitals above are incorporated herein and confirmed as providing support for amendment of the Authority IGA.

2. Approval of Amendment to Section 12.01. The Town of Vail hereby approves the amendment of Section 12.01 of the IGA to read as follows:

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Section 12.01. Amendments Generally. This Agreement, except as may be limited in this Article 12, may be amended only by a resolution approved by the Authority Board, which shall, before becoming effective, also be approved by a majority affirmative vote of each of the Governing Bodies of all Members minus one.

3. Severability. If any part, section, subsection, sentence, clause or phrase of this Resolution is for any reason held to be invalid, such invalidity shall not affect the validity of the remaining provisions.

4. Effective Date. This Resolution shall take effect and be enforced immediately upon its approval.

ADOPTED this 21st day of July, 2026.

Town of Vail

Barry Davis, Mayor

ATTEST:

Stephanie Kauffman, Town Clerk

BEAVER CREEK METROPOLITAN DISTRICT

RESOLUTION NO. 2026-7-22

A RESOLUTION OF BEAVER CREEK METROPOLITAN DISTRICT APPROVING AN AMENDMENT OF SECTION 12.01 OF THE EAGLE VALLEY TRANSPORTATION AUTHORITY INTERGOVERNMENTAL AGREEMENT

WHEREAS, Eagle Valley Transportation Authority ("Authority") was created by the Eagle Valley Transportation Authority Intergovernmental Agreement, which was entered into by and among Beaver Creek Metropolitan District ("BCMD"); Town of Avon, Colorado; Eagle County, Colorado; Town of Eagle, Colorado; Town of Minturn, Colorado; Town of Red Cliff, Colorado; and Town of Vail, Colorado, dated as of September 1, 2022 (the "Authority IGA"), providing for the establishment of the Authority as a Colorado regional transportation authority pursuant to the Regional Transportation Law, Title 43, Article 4, Part 6, Colorado Revised Statutes, as amended; and

WHEREAS, pursuant to Section 43-4-604(3)(i), C.R.S., the Board of Directors of the Authority ("Authority Board") may amend the Authority IGA pursuant to the amendment procedures specified in the Authority IGA; and

WHEREAS, the members of the Authority desire to amend the Authority IGA to remove ambiguity in Section 12.01 and clarify the process to amend the Authority IGA; and

WHEREAS, the intended process for amending the Authority IGA requires initiation of the amendment by resolution of the Board, followed by approval of at least all member entities minus one; and

WHEREAS, the Authority Board has approved and initiated an amendment of Section 12.01 of the Authority IGA via resolution; and

WHEREAS, the BCMD hereby finds and determines that amendment of the IGA is appropriate and necessary for the operation of the Authority.

NOW THEREFORE, BE IT RESOLVED by BCMD as follows:

1. Incorporation of Recitals. The Recitals above are incorporated herein and confirmed as providing support for amendment of the Authority IGA.

2. Approval of Amendment to Section 12.01. The BCMD hereby approves the amendment of Section 12.01 of the IGA to read as follows:

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Section 12.01. Amendments Generally. This Agreement, except as may be limited in this Article 12, may be amended only by a resolution approved by the Authority Board, which shall, before becoming effective, also be approved by a majority affirmative vote of each of the Governing Bodies of all Members minus one.

3. Severability. If any part, section, subsection, sentence, clause or phrase of this Resolution is for any reason held to be invalid, such invalidity shall not affect the validity of the remaining provisions.

4. Effective Date. This Resolution shall take effect and be enforced immediately upon its approval.

ADOPTED on the 22nd day of July 2026.

BEAVER CREEK METROPOLITAN DISTRICT

Dave Eickholt, President / Chairman

ATTEST:

Kevin Hillgren, Secretary

4922-0534-7270, v. 1

Docusign Envelope ID: 21B65C10-09DC-820B-833F-76B69F7B8714

Commissioner McQueeney moved adoption of the following resolution:

BOARD OF COUNTY COMMISSIONERS
COUNTY OF EAGLE, STATE OF COLORADO

RESOLUTION NO. 2026-058

A RESOLUTION OF EAGLE COUNTY, COLORADO APPROVING AN AMENDMENT OF SECTION 12.01 OF THE EAGLE VALLEY TRANSPORTATION AUTHORITY INTERGOVERNMENTAL AGREEMENT

WHEREAS, Eagle Valley Transportation Authority ("Authority") was created by the Eagle Valley Transportation Authority Intergovernmental Agreement, which was entered into by and among Beaver Creek Metropolitan District; Town of Avon, Colorado; Eagle County, Colorado; Town of Eagle, Colorado; Town of Minturn, Colorado; Town of Red Cliff, Colorado; and Town of Vail, Colorado, dated as of September 1, 2022 (the "Authority IGA"), providing for the establishment of the Authority as a Colorado regional transportation authority pursuant to the Regional Transportation Law, Title 43, Article 4, Part 6, Colorado Revised Statutes, as amended; and

WHEREAS, pursuant to Section 43-4-604(3)(i), C.R.S., the Board of Directors of the Authority ("Authority Board") may amend the Authority IGA pursuant to the amendment procedures specified in the Authority IGA; and

WHEREAS, the members of the Authority desire to amend the Authority IGA to remove ambiguity in Section 12.01 and clarify the process to amend the Authority IGA; and

WHEREAS, the intended process for amending the Authority IGA requires initiation of the amendment by resolution of the Board, followed by approval of at least all member entities minus one; and

WHEREAS, the Authority Board has approved and initiated an amendment of Section 12.01 of the Authority IGA via resolution; and

WHEREAS, the Board of County Commissioners for the County of Eagle, State of Colorado (the "Board") hereby finds and determines that amendment of the IGA is appropriate and necessary for the operation of the Authority.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF EAGLE COUNTY, COLORADO:

1. Incorporation of Recitals. The Recitals above are incorporated herein and confirmed as providing support for amendment of the Authority IGA.

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Docusign Envelope ID: 21B65C10-09DC-820B-833F-76B69F7B8714

2. Approval of Amendment to Section 12.01. The Board hereby approves the amendment of Section 12.01 of the IGA to read as follows:

> **Section 12.01. Amendments Generally.** This Agreement, except as may be limited in this Article 12, may be amended only by a resolution approved by the Authority Board, which shall, before becoming effective, also be approved by a majority affirmative vote of each of the Governing Bodies of all Members minus one.

3. Severability. If any part, section, subsection, sentence, clause or phrase of this Resolution is for any reason held to be invalid, such invalidity shall not affect the validity of the remaining provisions.

4. Effective Date. This Resolution shall take effect and be enforced immediately upon its approval.

[Rest of page intentionally left blank]

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MOVED, READ AND ADOPTED by the Board of County Commissioners of Eagle County, Colorado at its regular meeting held this 28th day of July, 2026.

Signed by:

COUNTY OF EAGLE, STATE OF COLORADO, By and Through Its BOARD OF COUNTY COMMISSIONERS

ATTEST:

Signed by:
Becky Close
8A2EC4A0CA7D4CE...
Becky Close, Clerk to the Board

By:

Signed by:
Tom Boyd
CD9995F4BE5E448...
Tom Boyd
Chair

Signed by:
Matt Scherr
81E7B2D718E0473...
Matt Scherr
Commissioner

DocuSigned by:
Jeanne McQueeney
CA4AC128F8AA47A...
Jeanne McQueeney
Commissioner

Commissioner Scherr seconded adoption of the foregoing resolution. The roll having been called, the vote was as follows:

Commissioner Boyd	Aye
Commissioner Scherr	Aye
Commissioner McQueeney	Aye

This resolution passed by 3/0 vote of the Board of County Commissioners of the County of Eagle, State of Colorado.

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TOWN OF MINTURN, COLORADO
RESOLUTION NO. 39 – SERIES 2026

A RESOLUTION OF THE TOWN OF MINTURN APPROVING AN AMENDMENT OF SECTION 12.01 OF THE EAGLE VALLEY TRANSPORTATION AUTHORITY INTERGOVERNMENTAL AGREEMENT

WHEREAS, Eagle Valley Transportation Authority ("Authority") was created by the Eagle Valley Transportation Authority Intergovernmental Agreement, which was entered into by and among Beaver Creek Metropolitan District; Town of Avon, Colorado; Eagle County, Colorado; Town of Eagle, Colorado; Town of Minturn, Colorado; Town of Red Cliff, Colorado; and Town of Vail, Colorado, dated as of September 1, 2022 (the "Authority IGA"), providing for the establishment of the Authority as a Colorado regional transportation authority pursuant to the Regional Transportation Law, Title 43, Article 4, Part 6, Colorado Revised Statutes, as amended; and

WHEREAS, pursuant to Section 43-4-604(3)(i), C.R.S., the Board of Directors of the Authority ("Authority Board") may amend the Authority IGA pursuant to the amendment procedures specified in the Authority IGA; and

WHEREAS, the members of the Authority desire to amend the Authority IGA to remove ambiguity in Section 12.01 and clarify the process to amend the Authority IGA; and

WHEREAS, the intended process for amending the Authority IGA requires initiation of the amendment by resolution of the Board, followed by approval of at least all member entities minus one; and

WHEREAS, the Authority Board has approved and initiated an amendment of Section 12.01 of the Authority IGA by resolution; and

WHEREAS, the Town of Minturn hereby finds and determines that amendment of the IGA is appropriate and necessary for the operation of the Authority.

NOW THEREFORE, BE IT RESOLVED by the Town of Minturn as follows:

1. Incorporation of Recitals. The Recitals above are incorporated herein and confirmed as providing support for amendment of the Authority IGA.

2. Approval of Amendment to Section 12.01 of the Authority IGA The Town of Minturn hereby approves the amendment of Section 12.01 of the IGA to read as follows:

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Section 12.01. Amendments Generally. This Agreement, except as may be limited in this Article 12, may be amended only by a resolution approved by the Authority Board, which shall, before becoming effective, also be approved by a majority affirmative vote of each of the Governing Bodies of all Members minus one.

3. Severability. If any part, section, subsection, sentence, clause or phrase of this Resolution is for any reason held to be invalid, such invalidity shall not affect the validity of the remaining provisions.

4. Effective Date. This Resolution shall take effect and be enforced immediately upon its approval.

ADOPTED this 15th day of JULY, 2026.

TOWN OF MINTURN, COLORADO

Eric Gotthelf, Mayor

ATTEST:

Jay Brunvand, Clerk-Treasurer

TOWN OF MINTURN, COLORADO SEAL 1904

EAGLE VALLEY TRANSPORTATION DISTRICT

RESOLUTION NO. 2026-06

A RESOLUTION AMENDING SECTION 12.01 OF THE EAGLE VALLEY TRANSPORTATION AUTHORITY INTERGOVERNMENTAL AGREEMENT

WHEREAS, Eagle Valley Transportation Authority ("Authority") was created by the Eagle Valley Transportation Authority Intergovernmental Agreement by and among Beaver Creek Metropolitan District; Town of Avon, Colorado; Eagle County, Colorado; Town of Eagle, Colorado; Town of Minturn, Colorado; Town of Red Cliff, Colorado; and Town of Vail, Colorado, dated as of September 1, 2022 (the "Authority IGA"), providing for the establishment of the Authority as a Colorado regional transportation authority pursuant to the Regional Transportation Law, Title 43, Article 4, Part 6, Colorado Revised Statutes, as amended; and

WHEREAS, pursuant to Section 43-4-604(3)(i), C.R.S., the Board of Directors of the Authority ("Board") may amend the Authority IGA pursuant to the amendment procedures specified in the Authority IGA; and

WHEREAS, the Board desires to amend the Authority IGA to remove ambiguity in Section 12.01 and clarify the process to amend the Authority IGA; and

WHEREAS, the intended process for amending the Authority IGA requires initiation of the amendment by resolution of the Board, followed by approval of at least all member entities minus one; and

WHEREAS, the Board hereby finds and determines that amendment of the IGA is appropriate and necessary for the operation of the Authority.

NOW THEREFORE, BE IT RESOLVED by the Board of Directors of the Eagle Valley Transportation Authority as follows:

1. Incorporation of Recitals. The Recitals above are incorporated herein and confirmed as providing support for amendment of the Authority IGA.

2. Approval of Commencement of IGA Amendment Process. The Board hereby amends Section 12.01 of the IGA to read as follows:

> **Section 12.01. Amendments Generally.** This Agreement, except as may be limited in this Article 12, may be amended only by a resolution approved by the Authority Board, which shall, before becoming effective, also be

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approved by a majority affirmative vote of each of the Governing Bodies of all Members minus one.

3. Severability. If any part, section, subsection, sentence, clause or phrase of this Resolution is for any reason held to be invalid, such invalidity shall not affect the validity of the remaining provisions.

4. Effective Date. This Resolution and the amendment of the IGA shall take effect and be enforced immediately upon approval of the amendment by the governing bodies of all member entities minus one.

ADOPTED this 08 day of July, 2026.

EAGLE VALLEY TRANSPORTATION AUTHORITY

Rich Carroll
Rich Carroll (Jul 8, 2026 17:57:58 MDT)

Rich Carroll, Board Chair

ATTEST:

Amy Burford

Amy Burford, Secretary

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Resolution Amending IGA creating Authority

Final Audit Report 2026-07-08

Created:	2026-07-08
By:	Amy Burford (amy.burford@evta.org)
Status:	Signed
Transaction ID:	CBJCHBCAABAAay39W-ltQtRWdvTXzlAscmZcFTv9GdFx

"Resolution Amending IGA creating Authority" History

Document created by Amy Burford (amy.burford@evta.org)
2026-07-08 - 8:34:54 PM GMT

Document emailed to Rich Carroll (rcarroll@avon.org) for signature
2026-07-08 - 8:34:58 PM GMT

Email viewed by Rich Carroll (rcarroll@avon.org)
2026-07-08 - 8:35:17 PM GMT

Document e-signed by Rich Carroll (rcarroll@avon.org)
Signature Date: 2026-07-08 - 11:57:58 PM GMT - Time Source: server - Signature Appearance Selected: TYPE

Agreement completed.
2026-07-08 - 11:57:58 PM GMT

MEMORANDUM

July 8, 2026

TO: Eagle Valley Transportation Authority Members

FROM: Tanya Allen, Executive Director

RE: Eagle Valley Transportation Authority Intergovernmental Agreement Amendment

I am writing to inform you that Core Transit's Board has formally initiated the process to amend the Intergovernmental Agreement ("IGA") that established the Eagle Valley Transportation Authority.

At its July 8th meeting, the Board adopted the enclosed Resolution initiating the amendment. The purpose is to address and resolve a potential area of ambiguity in the existing language. Specifically, the intent is to clarify that any amendment of the IGA requires approval of all member entities minus one, which was the intent of the members when drafting the IGA. At this time, there is no single substantive amendment being proposed; rather, this process is intended to ensure clarity, consistency, and shared understanding among all parties.

As part of this effort, the Authority seeks to work collaboratively with each member entity to review and clarify the amendment provision of the IGA. I met individually with each member entity's Manager/Executive Director to discuss the intent of this effort and to answer preliminary questions. We appreciate your engagement and input during those discussions.

Enclosed with this letter, please find the following materials:

- A copy of the Board Resolution initiating the IGA amendment process; and
- A template Resolution for use by your governing body to formally approve participation in the IGA amendment process.

We respectfully request that your governing body review these materials and consider adoption of the enclosed template Resolution at an upcoming meeting. Your participation is an important step in ensuring a coordinated and efficient amendment process.

If you have any questions or would like additional information, please do not hesitate to contact me. Thank you for your continued partnership and support of Core Transit.

Sincerely,

Tanya Allen
Executive Director
Eagle Valley Transportation Authority

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To: Mayor and Town Council
From: Rob Gutierrez, Town Manager
Date: July 10, 2026
Agenda Item: Resolution 39 – 2026 CORE Transit IGA Amendment

Background

The Eagle Valley Transportation Authority (EVTA) has requested that each member jurisdiction consider approval of an amendment to Section 12.01 of the EVTA Intergovernmental Agreement (IGA). According to the materials provided by CORE Transit, the proposed amendment is intended to clarify the original intent of the IGA by specifying that amendments require approval by the Authority Board and approval by all member entities minus one.

Additional Information Requested

In preparing this item for Council, staff noted that the memorandum provided by CORE Transit states that the proposed amendment reflects the original intent of the parties when the IGA was drafted. However, the materials provided to member jurisdictions do not include any supporting background explaining the basis for that conclusion, such as drafting history, legal analysis, committee discussions, or other contemporaneous documentation.

Accordingly, staff has requested additional information from CORE Transit regarding the basis for the statement that the proposed amendment reflects the original intent of the IGA. Specifically, staff requested any supplemental information that demonstrates or explains the original intent of Section 12.01 so that the Town's staff report accurately reflects the information provided by CORE Transit and Council has a complete understanding of the proposed amendment.

Any additional information received from CORE Transit prior to the Council meeting will be provided to Council as a supplemental attachment or presented during the meeting.

Sincerely,

Rob Gutierrez
Town Manager

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TOWN OF RED CLIFF
RESOLUTION 14, SERIES 2026

A RESOLUTION APPROVING AN AMENDMENT OF SECTION 12.01 OF THE EAGLE VALLEY TRANSPORTATION AUTHORITY INTERGOVERNMENTAL AGREEMENT

WHEREAS, Eagle Valley Transportation Authority ("Authority") was created by the Eagle Valley Transportation Authority Intergovernmental Agreement, which was entered into by and among Beaver Creek Metropolitan District; Town of Avon, Colorado; Eagle County, Colorado; Town of Eagle, Colorado; Town of Minturn, Colorado; Town of Red Cliff, Colorado; and Town of Vail, Colorado, dated as of September 1, 2022 (the "Authority IGA"), providing for the establishment of the Authority as a Colorado regional transportation authority pursuant to the Regional Transportation Law, Title 43, Article 4, Part 6, Colorado Revised Statutes, as amended; and

WHEREAS, pursuant to Section 43-4-604(3)(i), C.R.S., the Board of Directors of the Authority ("Authority Board") may amend the Authority IGA pursuant to the amendment procedures specified in the Authority IGA; and

WHEREAS, the members of the Authority desire to amend the Authority IGA to remove ambiguity in Section 12.01 and clarify the process to amend the Authority IGA; and

WHEREAS, the intended process for amending the Authority IGA requires initiation of the amendment by resolution of the Board, followed by approval of at least all member entities minus one; and

WHEREAS, the Authority Board has approved and initiated an amendment of Section 12.01 of the Authority IGA via resolution; and

WHEREAS, the Town of Red Cliff hereby finds and determines that amendment of the IGA is appropriate and necessary for the operation of the Authority.

NOW THEREFORE, BE IT RESOLVED by the Town of Red Cliff as follows:

1. Incorporation of Recitals. The Recitals above are incorporated herein and confirmed as providing support for amendment of the Authority IGA.

2. Approval of Amendment to Section 12.01. The Town of Red Cliff hereby approves the amendment of Section 12.01 of the IGA to read as follows:

> **Section 12.01. Amendments Generally.** This Agreement, except as may be limited in this Article 12, may be amended only by a resolution approved by the Authority Board, which shall, before becoming effective, also be approved by a majority affirmative vote of each of the Governing Bodies of all Members minus one.

3. Severability. If any part, section, subsection, sentence, clause or phrase of this Resolution is for any reason held to be invalid, such invalidity shall not affect the validity of the remaining provisions.

4. Effective Date. This Resolution shall take effect and be enforced immediately upon its approval.

INTRODUCED, READ, APPROVED, ADOPTED AND RESOLVED this 21st day of July, 2026.

By: _____
Mayor Duke Gerber

ATTEST:

_____
Melissa Matthews, Administrator/Clerk

AVON
COLORADO

RESOLUTION 26-10

APPROVING AN AMENDMENT OF SECTION 12.01 OF THE EAGLE VALLEY TRANSPORTATION AUTHORITY INTERGOVERNMENTAL AGREEMENT

WHEREAS, Eagle Valley Transportation Authority ("Authority") was created by the Eagle Valley Transportation Authority Intergovernmental Agreement, which was entered into by and among Beaver Creek Metropolitan District; Town of Avon, Colorado; Eagle County, Colorado; Town of Eagle, Colorado; Town of Minturn, Colorado; Town of Red Cliff, Colorado; and Town of Vail, Colorado, dated as of September 1, 2022 (the "Authority IGA"), providing for the establishment of the Authority as a Colorado regional transportation authority pursuant to the Regional Transportation Law, Title 43, Article 4, Part 6, Colorado Revised Statutes, as amended; and

WHEREAS, pursuant to Section 43-4-604(3)(i), C.R.S., the Board of Directors of the Authority ("Authority Board") may amend the Authority IGA t pursuant to the amendment procedures specified in the Authority IGA; and

WHEREAS, the members of the Authority desire to amend the Authority IGA to remove ambiguity in Section 12.01 and clarify the process to amend the Authority IGA; and

WHEREAS, the intended process for amending the Authority IGA requires initiation of the amendment by resolution of the Board, followed by approval of at least all member entities minus one; and

WHEREAS, the Authority Board has approved and initiated an amendment of Section 12.01 of the Authority IGA via resolution; and

WHEREAS, Town of Avon hereby finds and determines that amendment of the IGA is appropriate and necessary for the operation of the Authority.

NOW, THEREFORE, BE IT RESOLVED BY THE TOWN OF AVON that the Avon Town Council hereby as follows:

1. Incorporation of Recitals. The Recitals above are incorporated herein and confirmed as providing support for amendment of the Authority IGA.

2. Approval of Amendment to Section 12.01. The Town of Avon hereby approves the amendment of Section 12.01 of the IGA to read as follows:

> **Section 12.01. Amendments Generally.** This Agreement, except as may be limited in this Article 12, may be amended only by a resolution approved by the Authority Board, which shall, before becoming effective, also be approved by a

majority affirmative vote of each of the Governing Bodies of all Members minus one.

3. Severability. If any part, section, subsection, sentence, clause or phrase of this Resolution is for any reason held to be invalid, such invalidity shall not affect the validity of the remaining provisions.

4. Effective Date. This Resolution shall take effect and be enforced immediately upon its approval.

ADOPTED July, 28, 2026 by the AVON TOWN COUNCIL

By: _____ **Attest:** _____

Tamra N. Underwood, Mayor **Miguel Jauregui Casanueva, Town Clerk**

TOWN OF AVON SEAL COLORADO

TOWN OF EAGLE, COLORADO
RESOLUTION NO. 49
(Series of 2026)

A RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF EAGLE, COLORADO APPROVING AN AMENDMENT OF SECTION 12.01 OF THE EAGLE VALLEY TRANSPORTATION AUTHORITY INTERGOVERNMENTAL AGREEMENT

WHEREAS, Eagle Valley Transportation Authority ("Authority") was created by the Eagle Valley Transportation Authority Intergovernmental Agreement, which was entered into by and among Beaver Creek Metropolitan District; Town of Avon, Colorado; Eagle County, Colorado; Town of Eagle, Colorado; Town of Minturn, Colorado; Town of Red Cliff, Colorado; and Town of Vail, Colorado, dated as of September 1, 2022 (the "Authority IGA"), providing for the establishment of the Authority as a Colorado regional transportation authority pursuant to the Regional Transportation Law, Title 43, Article 4, Part 6, Colorado Revised Statutes, as amended; and

WHEREAS, pursuant to Section 43-4-604(3)(i), C.R.S., the Board of Directors of the Authority ("Authority Board") may amend the Authority IGA t pursuant to the amendment procedures specified in the Authority IGA; and

WHEREAS, the members of the Authority desire to amend the Authority IGA to remove ambiguity in Section 12.01 and clarify the process to amend the Authority IGA; and

WHEREAS, the intended process for amending the Authority IGA requires initiation of the amendment by resolution of the Board, followed by approval of at least all member entities minus one; and

WHEREAS, the Authority Board has approved and initiated an amendment of Section 12.01 of the Authority IGA via resolution; and

WHEREAS, the Town of Eagle hereby finds and determines that amendment of the IGA is appropriate and necessary for the operation of the Authority.

NOW THEREFORE, BE IT RESOLVED by the Town Council of the Town of Eagle as follows:

1. Incorporation of Recitals. The Recitals above are incorporated herein and confirmed as providing support for amendment of the Authority IGA.

2. Approval of Amendment to Section 12.01. The Town of Eagle hereby approves the amendment of Section 12.01 of the IGA to read as follows:

> **Section 12.01. Amendments Generally.** This Agreement, except as may be limited in this Article 12, may be amended only by a resolution approved by the Authority Board, which shall, before becoming effective, also be approved by a majority affirmative vote of each of the Governing Bodies of all Members minus one.

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3. Severability. If any part, section, subsection, sentence, clause or phrase of this Resolution is for any reason held to be invalid, such invalidity shall not affect the validity of the remaining provisions.

4. Effective Date. This Resolution shall take effect and be enforced immediately upon its approval.

ADOPTED this 28 day of July, 2026.

Town of Eagle, Colorado

Bryan Woods, Mayor

ATTEST:

Camille Deering, Town Clerk

OFFICIAL TOWN OF EAGLE Est. 1905 SEAL

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To: The Core Transit Board
From: Dave Snyder, Director of Transportation

Meeting Date: 10/29/2026
SUBJECT: 5339 (c.) Grant Agreement for Purchase of Five (5) Hybrid Buses

RECOMMENDED ACTIONS: Approve signature of the CDOT/FTA 5339 (c.) Grant Agreement for the purchase of 5 hybrid buses.

Background

The 5339 (c.) Grant Agreement provides federal funding under 49 USC §5339 (c.) for the purchase or lease of zero-emission and low-emission transit buses. The grant will help fund the purchase of five (5) Gillig hybrid buses for Core Transit, with Federal funds in the amount of $4,573,000. Core Transit will be responsible for the balance of $1,773,465 which includes our normal 20% match of $807,000, plus an additional $966,465 on top of our standard annual formula allotment based on recent increases in vehicle costs. We anticipate that these vehicles will be delivered in 2028. This grant was originally awarded to Core Transit in 2024 but experienced some contracting delays. Matching funds will be drawn from the Transit Capital account which has a current balance of $20,280,801. This outlay is included in the 5-year capital plan.

Attachments:

1. CDOT/FTA 5339 (c.) Grant Agreement

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STATE OF COLORADO SUBAWARD AGREEMENT

COVER PAGE

State Agency
Department of Transportation

Subrecipient
Eagle Valley Transportation Authority dba Core Transit

Subaward Agreement Amount

Federal Funds-Operating	
Maximum Amount (80%)	$4,573,000.00
Local Funds-Operating	
Local Match Amount (20%)	$807,000.00
Agreement Total	$5,380,000.00

Agreement Number / PO Number
27-HTR-ZL-00021 / 491004244

Agreement Performance Beginning Date
The Effective Date

Initial Agreement Expiration Date
April 1, 2029

Fund Expenditure End Date
April 1, 2029

Agreement Authority
Authority to enter into this Agreement exists in CRS §§43-1-106, 43-1-110, 43-1-117.5, 43-1-701, 43-1-702 and 43-2-101(4)(c), appropriated and otherwise made available pursuant to the FAST ACT, MAP-21, SAFETEA_LU, 23 USC §104, 23 USC §149, 49 USC §5307(a)(2) and (3).

Agreement Purpose
In accordance with 49 USC § 5339(c.), the purpose of this agreement is to provide funding to state and local governmental authorities for the purchase or lease of zero-emission and low-emission transit buses; as well as acquisition, construction, and leasing of required supporting facilities. The work to be completed under this agreement by the Grantee is more specifically described in Exhibit A.

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 – Federal Provisions.
4. Exhibit D – Required Federal Contract/Agreement Clauses.
5. Exhibit E – Verification of Payment.

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 – Federal Provisions.
2. Exhibit D – Required Federal Contract/Agreement Clauses.
3. Colorado Special Provisions in §17 of the main body of this Agreement.
4. The provisions of the other sections of the main body of this Agreement.
5. Exhibit A – Statement of Work and Budget.
6. Executed Option Letters (if any).

Principal Representatives

For the State:
Erin Kelican
Division of Transit and Rail
Colorado Dept. of Transportation
2829 W. Howard Place
Denver, CO 80204
erin.kelican@state.co.us

For Subrecipient:
Tanya Allen
Eagle Valley Transportation Authority dba Core Transit
3289 Cooley Mesa Road
PO Box 1070
Gypsum, CO 81637
tanya.allen@coretransit.org

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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.

SUBRECIPIENT
Eagle Valley Transportation Authority dba Core Transit

By: _____

Name: _____

Title: _____

Date: _____

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

By: _____

Name: _____

Title: _____

Date: _____

Second Subrecipient Signature, If Needed
Eagle Valley Transportation Authority dba Core Transit

By: _____

Name: _____

Title: _____

Date: _____

In accordance with §24-30-202, C.R.S., this Agreement 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 Subrecipient named on the Cover Page for this Agreement (the "Subrecipient"), and the STATE OF COLORADO acting by and through the State agency named on the Cover Page for this Agreement (the "State"). Subrecipient 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 Subrecipient for any Work performed or expense incurred before the Effective Date, except as described in **§5.D**, or after the Fund Expenditure End Date.

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 Subrecipient in a form substantially equivalent to the 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 Subrecipient 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 Subrecipient, which shall be governed by **§12.A.i**.

i. Method and Content

The State shall notify Subrecipient 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.

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ii. Obligations and Rights

Upon receipt of a termination notice for termination in the public interest, Subrecipient 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 Subrecipient 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 Subrecipient for a portion of actual out-of-pocket expenses, not otherwise reimbursed under this Agreement, incurred by Subrecipient which are directly attributable to the uncompleted portion of Subrecipient's obligations, provided that the sum of any and all reimbursement shall not exceed the Subaward Maximum Amount payable to Subrecipient hereunder.

F. Subrecipient's Termination Under Federal Requirements

Subrecipient may request termination of this Agreement by sending notice to the State, or to the Federal Awarding Agency with a copy to the State, which includes the reasons for the termination and the effective date of the termination. If this Agreement is terminated in this manner, then Subrecipient 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 subaward agreement, including all attached Exhibits, all documents incorporated by reference, all referenced statutes, rules and cited authorities, and any future modifications thereto.

B. "**Award**" means an award by a Recipient to a Subrecipient funded in whole or in part by a Federal Award. The terms and conditions of the Federal Award flow down to the Award unless the terms and conditions of the Federal Award specifically indicate otherwise.

C. "**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 Subrecipient, or the appointment of a receiver or similar officer for Subrecipient 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 Subrecipient 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.

D. "**Budget**" means the budget for the Work described in Exhibit A.

E. "**Business Day**" means any day other than Saturday, Sunday, or a legal holiday as listed in §24-11-101(1), C.R.S.

F. "**CORA**" means the Colorado Open Records Act, §§24-72-200.1, *et. seq.*, C.R.S.

G. "**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 Subrecipient's Work that is intended to be delivered by Subrecipient.

H. "**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.

I. "**End of Term Extension**" means the time period defined in **§2.D**.

J. "**Exhibits**" means the exhibits and attachments included with this Agreement as shown on the Cover Page for this Agreement.

K. "**Extension Term**" means the time period defined in **§2.C**.

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L. "**Federal Award**" means an award of Federal financial assistance or a cost-reimbursement contract, under the Federal Acquisition Regulations or by a formula or block grant, by a Federal Awarding Agency to the Recipient. "Federal Award" also means an agreement setting forth the terms and conditions of the Federal Award. The term does not include payments to a Subrecipient or payments to an individual that is a beneficiary of a Federal program.

M. "**Federal Awarding Agency**" means a Federal agency providing a Federal Award to a Recipient. Federal Transit Administration (FTA) is the Federal Awarding Agency for the Federal Award which is the subject of this Agreement.

N. "**FTA**" means Federal Transit Administration.

O. "**Goods**" means any movable material acquired, produced, or delivered by Subrecipient as set forth in this Agreement and shall include any movable material acquired, produced, or delivered by Subrecipient in connection with the Services.

P. "**Grant Funds**" means the funds that have been appropriated, designated, encumbered, or otherwise made available for payment by the State under this Agreement.

Q. "**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.

R. "**Initial Term**" means the time period defined in **§2.B**.

S. "**Master Agreement**" means the FTA Master Agreement document incorporated by reference and made part of FTA's standard terms and conditions governing the administration of a project supported with federal assistance awarded by FTA.

T. "**Matching Funds**" (Local Funds, or Local Match) means the funds provided by Subrecipient as a match required to receive the Grant Funds and includes in-kind contribution.

U. "**Party**" means the State or Subrecipient, and "Parties" means both the State and Subrecipient.

V. "**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.

W. "**Recipient**" means the State agency shown on the Signature and Cover Pages of this Agreement, for the purposes of this Federal Award.

X. "**Services**" means the services to be performed by Subrecipient as set forth in this Agreement and shall include any services to be rendered by Subrecipient in connection with the Goods.

Y. "**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 Subrecipient which (i) is subject to disclosure pursuant to CORA; (ii) is already known to Subrecipient without restrictions at the time of its disclosure to Subrecipient; (iii) is or subsequently becomes publicly available without breach of any obligation owed by Subrecipient to the State; (iv) is disclosed to Subrecipient, 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.

Z. "**State Fiscal Rules**" means the fiscal rules promulgated by the Colorado State Controller pursuant to §24-30-202(13)(a), C.R.S.

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AA. "**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.

BB. "**State Records**" means any and all State data, information, and records regardless of physical form.

CC. "**Subaward Maximum Amount**" means an amount equal to the total of Grant Funds for this Agreement.

DD. "**Subcontractor**" means any third party engaged by Subrecipient to aid in performance of the Work. "Subcontractor" also includes sub-recipients of Grant Funds.

EE. "**Subrecipient**" means a non-Federal entity that receives a sub-award from a Recipient to carry out part of a Federal program but does not include an individual that is a beneficiary of such program. A Subrecipient may also be a recipient of other Federal Awards directly from a Federal Awarding Agency. For the purposes of this Agreement, Contractor is a Subrecipient.

FF. "**Uniform Guidance**" means the Office of Management and Budget Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards, 2 CFR Part 200, commonly known as the "Super Circular, which supersedes requirements from OMB Circulars A-21, A-87, A-110, A-122, A-89, A-102, and A-133, and the guidance in Circular A-50 on Single Audit Act follow-up.

GG. "**Work**" means the Goods delivered and Services performed pursuant to this Agreement.

HH. "**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 AND BUDGET

Subrecipient shall complete the Work as described in this Agreement and in accordance with the provisions of Exhibit A. The State shall have no liability to compensate Subrecipient for the delivery of any goods or the performance of any services that are not specifically set forth in this Agreement.

5. PAYMENTS TO SUBRECIPIENT

A. Subaward Maximum Amount

Payments to Subrecipient are limited to the unpaid, obligated balance of the Grant Funds. The State shall not pay Subrecipient any amount under this Agreement that exceeds the Subaward Maximum Amount shown on the Cover Page of this Agreement as "Federal Funds Maximum Amount".

B. Payment Procedures

i. Invoices and Payment

a. The State shall pay Subrecipient in the amounts and in accordance with the schedule and other conditions set forth in Exhibit A.

b. Subrecipient shall initiate payment requests by invoice to the State, in a form and manner approved by the State.

c. 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 Subrecipient 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 Subrecipient shall make all changes necessary to correct that invoice.

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d. 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. Subrecipient 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 Subrecipient disputes any calculation, determination or amount of any payment, Subrecipient shall notify the State in writing of its dispute within 30 days following the earlier to occur of Subrecipient'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 Subrecipient 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 Subrecipient 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 Subrecipient 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**.

v. Federal Recovery

The close-out of a Federal Award does not affect the right of the Federal Awarding Agency or the State to disallow costs and recover funds on the basis of a later audit or other review. Any cost disallowance recovery is to be made within the Record Retention Period, as defined below.

C. Matching Funds

Subrecipient shall provide Matching Funds as provided in Exhibit A. Subrecipient 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. Subrecipient'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 Subrecipient and paid into Subrecipient's treasury or bank account. Subrecipient represents to the State that the amount designated "Subrecipient'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. Subrecipient 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 Subrecipient. Subrecipient shall not pay or be

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liable for any claimed interest, late charges, fees, taxes or penalties of any nature, except as required by Subrecipient's laws or policies.

D. Reimbursement of Subrecipient Costs

i. The State shall reimburse Subrecipient for the federal share of properly documented allowable costs related to the Work after review and approval thereof, subject to the provisions of **§5,** this Agreement, and Exhibit A. However, any costs incurred by Subrecipient prior to the Effective Date shall not be reimbursed absent specific allowance of pre-award costs and indication that the Federal Award funding is retroactive. The State shall pay Subrecipient for costs or expenses incurred or performance by the Subrecipient prior to the Effective Date, only if (1) the Grant Funds involve federal funding and (2) federal laws, rules, and regulations applicable to the Work provide for such retroactive payments to the Subrecipient. Any such retroactive payments shall comply with State Fiscal Rules and be made in accordance with the provisions of this Agreement.

ii. The State shall reimburse Subrecipient's allowable costs, not exceeding the Subaward 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 Subrecipient may adjust the amounts between each line item of Exhibit A without formal modification to this Agreement as long as the Subrecipient provides notice to the State of the change, the change does not modify the Subaward Maximum Amount or the Subaward Maximum Amount for any federal fiscal year or 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 Subrecipient (i.e. the price paid minus any items of value received by Subrecipient that reduce the cost actually incurred).

iv. Subrecipient's costs for Work performed after the Fund Expenditure End Date shown on the Cover Page for this Agreement, or after any phase performance period end date for a respective phase of the Work, shall not be reimbursable. Subrecipient 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

Subrecipient 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, Subrecipient shall submit to the State all Deliverables (including documentation) as defined in this Agreement and Subrecipient'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. If the Federal Awarding Agency has not closed this Federal Award within one year and 90 days after the Fund Expenditure End Date shown on the Cover Page for this Agreement due to Subrecipient's failure to submit required documentation, then Subrecipient may be prohibited from applying for new Federal Awards through the State until such documentation is submitted and accepted.

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, Subrecipient 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.

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B. Litigation Reporting

If Subrecipient 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 Subrecipient's ability to perform its obligations under this Agreement, Subrecipient 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

Subrecipient 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 Subrecipient's performance and the final status of Subrecipient's obligations hereunder.

D. Violations Reporting

Subrecipient shall disclose, in a timely manner, in writing to the State and the Federal Awarding Agency, all violations of federal or State criminal law involving fraud, bribery, or gratuity violations potentially affecting the Federal Award. The State or the Federal Awarding Agency 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. SUBRECIPIENT RECORDS

A. Maintenance

Subrecipient 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 "Subrecipient Records"). Subrecipient 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 Subrecipient 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

Subrecipient shall permit the State, the federal government, and any other duly authorized agent of a governmental agency to audit, inspect, examine, excerpt, copy and transcribe Subrecipient Records during the Record Retention Period. Subrecipient shall make Subrecipient Records available during normal business hours at Subrecipient'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, the federal government, and any other duly authorized agent of a governmental agency, in its discretion, may monitor Subrecipient's performance of its obligations under this Agreement using procedures as determined by the State or that governmental entity. Subrecipient shall allow the State to perform all monitoring required by the Uniform Guidance, based on the State's risk analysis of Subrecipient and this Agreement. The State shall have the right, in its sole discretion, to change its monitoring procedures and requirements at any time

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during the term of this Agreement. The State shall monitor Subrecipient's performance in a manner that does not unduly interfere with Subrecipient's performance of the Work.

D. Final Audit Report

Subrecipient shall promptly submit to the State a copy of any final audit report of an audit performed on Subrecipient's records that relates to or affects this Agreement or the Work, whether the audit is conducted by Subrecipient or a third party. Additionally, if Subrecipient is required to perform a single audit under 2 CFR 200.501, *et. seq.*, then Subrecipient shall submit a copy of the results of that audit to the State within the same timelines as the submission to the federal government.

8. CONFIDENTIAL INFORMATION - STATE RECORDS

A. Confidentiality

Subrecipient shall keep confidential, and cause all Subcontractors to keep confidential, all State Records, unless those State Records are publicly available. Subrecipient 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. Subrecipient shall provide for the security of all State Confidential Information in accordance with all applicable laws, rules, policies, publications, and guidelines. Subrecipient shall immediately forward any request or demand for State Records to the State's Principal Representative identified on the Cover Page of the Agreement.

B. Other Entity Access and Nondisclosure Agreements

Subrecipient 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. Subrecipient 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. Subrecipient 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

Subrecipient 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. Subrecipient shall provide the State with access, subject to Subrecipient'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, Subrecipient shall return State Records provided to Subrecipient or destroy such State Records and certify to the State that it has done so, as directed by the State. If Subrecipient is prevented by law or regulation from returning or destroying State Confidential Information, Subrecipient warrants it will guarantee the confidentiality of, and cease to use, such State Confidential Information.

D. Incident Notice and Remediation

If Subrecipient becomes aware of any Incident, Subrecipient 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 Subrecipient can establish that Subrecipient and its agents, employees, and Subcontractors are not the cause or source of the Incident, Subrecipient shall be responsible for the cost of notifying each person who may have been impacted by the Incident. After an Incident, Subrecipient 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 Subrecipient shall make all modifications as directed by the State.

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If Subrecipient 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 Subrecipient shall reimburse the State for the reasonable costs thereof. The State may, in its sole discretion and at Subrecipient's sole expense, require Subrecipient to engage the services of an independent, qualified, State-approved third party to conduct a security audit. Subrecipient shall provide the State with the results of such audit and evidence of Subrecipient's planned remediation in response to any negative findings.

E. Data Protection and Handling

Subrecipient shall ensure that all State Records and Work Product in the possession of Subrecipient 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 Subrecipient or any of its Subcontractors will or may receive PII under this Agreement, Subrecipient 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. Subrecipient 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

Subrecipient 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 Subrecipient under this Agreement. Such a conflict of interest would arise when a Subrecipient 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

Subrecipient 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, Subrecipient shall refrain from any practices, activities or relationships that reasonably appear to be in conflict with the full performance of Subrecipient's obligations under this Agreement.

C. Disclosure to the State

If a conflict or the appearance of a conflict arises, or if Subrecipient is uncertain whether a conflict or the appearance of a conflict has arisen, Subrecipient 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. Subrecipient acknowledges that all State employees are subject to the ethical principles described in §24-18-105, C.R.S. Subrecipient 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 Subrecipient 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. Subrecipient 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

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constitute a Breach of Agreement. Subrecipient may also be subject to such penalties as are allowed by law.

10. INSURANCE

Subrecipient 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 Subrecipient 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. 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 Subrecipient and Subcontractors.

E. Primacy of Coverage

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

F. 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 Subrecipient and Subrecipient shall forward such notice to the State in accordance with **§14** within seven days of Subrecipient's receipt of such notice.

G. Subrogation Waiver

All insurance policies secured or maintained by Subrecipient 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 Subrecipient or the State, its agencies, institutions, organizations, officers, agents, employees, and volunteers.

H. Public Entities

If Subrecipient is a "public entity" within the meaning of the Colorado Governmental Immunity Act, §24-10-101, *et seq.*, C.R.S. (the "GIA"), Subrecipient 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, Subrecipient shall ensure that the Subcontractor maintain at all times during the terms of this Subrecipient, in lieu

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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.

I. Certificates

For each insurance plan provided by Subrecipient under this Agreement, Subrecipient shall provide to the State certificates evidencing Subrecipient's insurance coverage required in this Agreement prior to the Effective Date. Subrecipient shall provide to the State certificates evidencing Subcontractor insurance coverage required under this Agreement prior to the Effective Date, except that, if Subrecipient's subcontract is not in effect as of the Effective Date, Subrecipient shall provide to the State certificates showing Subcontractor insurance coverage required under this Agreement within seven Business Days following Subrecipient's execution of the subcontract. No later than 15 days before the expiration date of Subrecipient's or any Subcontractor's coverage, Subrecipient 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, Subrecipient 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 to the other Party. If the notified Party does not cure the Breach of Agreement, 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 Subrecipient 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 Subrecipient 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 Subrecipient's uncured breach, the State may terminate this entire Agreement or any part of this Agreement. Additionally, if Subrecipient fails to comply with any terms of the Federal Award, then the State may, in its discretion or at the direction of a Federal Awarding Agency, terminate this entire Agreement or any part of this Agreement. Subrecipient 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, Subrecipient 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, Subrecipient 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, Subrecipient shall assign to the State all of Subrecipient's rights, title, and interest in and to such terminated orders or subcontracts. Upon termination, Subrecipient shall take timely, reasonable and necessary action to protect and preserve property in the possession of Subrecipient but in which the State has an interest. At the State's request, Subrecipient shall return

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materials owned by the State in Subrecipient's possession at the time of any termination. Subrecipient 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 Subrecipient for accepted Work received as of the date of termination. If, after termination by the State, the State agrees that Subrecipient was not in breach or that Subrecipient'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, Subrecipient shall remain liable to the State for any damages sustained by the State in connection with any breach by Subrecipient, and the State may withhold payment to Subrecipient for the purpose of mitigating the State's damages until such time as the exact amount of damages due to the State from Subrecipient is determined. The State may withhold any amount that may be due Subrecipient 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 Subrecipient's performance with respect to all or any portion of the Work pending corrective action as specified by the State without entitling Subrecipient to an adjustment in price or cost or an adjustment in the performance schedule. Subrecipient 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 Subrecipient after the suspension of performance.

b. Withhold Payment

Withhold payment to Subrecipient until Subrecipient corrects its Work.

c. Deny Payment

Deny payment for Work not performed, or that due to Subrecipient'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 Subrecipient'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, Subrecipient shall, as approved by the State **(i)** secure that right to use such Work for the State and Subrecipient; **(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.

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B. Subrecipient's Remedies

If the State is in breach of any provision of this Agreement and does not cure such breach, Subrecipient, 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 Subrecipient for resolution.

B. Resolution of Controversies

If the initial resolution described in **§13.A** fails to resolve the dispute within 10 Business Days, Subrecipient 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 Subrecipient wishes to challenge any decision rendered by the Procurement Official, Subrecipient'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 Subrecipient 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

Subrecipient agrees to provide to the State a royalty-free, non-exclusive and irrevocable license to reproduce publish or otherwise use and to authorize others to use the Work Product described herein, for the Federal Awarding Agency's and State's purposes. All Work Product shall be delivered to the State by Subrecipient upon completion or termination hereof.

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 Subrecipient are the exclusive property of the State (collectively, "State

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Materials"). Subrecipient shall not use, willingly allow, cause or permit Work Product or State Materials to be used for any purpose other than the performance of Subrecipient's obligations in this Agreement without the prior written consent of the State. Upon termination of this Agreement for any reason, Subrecipient 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 Subrecipient

Subrecipient retains the exclusive rights, title, and ownership to any and all pre-existing materials owned or licensed to Subrecipient 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 Subrecipient under this Agreement, whether incorporated in a Deliverable or necessary to use a Deliverable (collectively, "Subrecipient Property"). Subrecipient 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

Subrecipient'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 Subrecipient's rights and obligations approved by the State shall be subject to the provisions of this Agreement.

B. Subcontracts

Subrecipient shall not enter into any subaward or subcontract in connection with its obligations under this Agreement without the prior, written approval of the State. Subrecipient shall submit to the State a copy of each such subaward or subcontract upon request by the State. All subawards and subcontracts entered into by Subrecipient 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. If the entity with whom Subrecipient enters into a subcontract or subaward would also be considered a Subrecipient, then the subcontract or subaward entered into by Subrecipient shall also contain provisions permitting both Subrecipient and the State to perform all monitoring of that Subcontractor in accordance with the Uniform Guidance.

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.

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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 Subrecipient'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 Subrecipient. Subrecipient shall be solely responsible for any exemptions from the collection of excise, sales or use taxes that Subrecipient 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.

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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

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

S. Licenses, Permits, and Other Authorizations

i. Subrecipient 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. Subrecipient, 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

Subrecipient shall comply with all applicable requirements of Exhibits C and D 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.

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

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

A. Statutory Approvals. §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 Parties, 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 Provisions.
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.

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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.

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EXHIBIT A, STATEMENT OF WORK AND BUDGET

Project Description*	2024-5339(c): Five (5) Bus Replacements		
Federal Awarding Agency		Federal Transit Administration (FTA)	
Year of Funding and Federal Funding Source		FFY 2024 FTA-5339	
CFDA Title	Bus and Bus Facilities Grants Program		
CFDA #	20.526	**FAIN****	To Be Determined
Federal Award Date**		To Be Determined	
CDOT Awarding Official		Chief Engineer	
Address	2829 W. Howard Place Denver, CO 80204	**Phone#**	(303) 757-9170
Subaward/Project Period of Performance and Budget Period Start Date		The Effective Date	
Subaward/Project Period of Performance and Budget Period End Date		April 1, 2029	
Subrecipient	Eagle Valley Transportation Authority dba 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***	24-39-08544.EVTA.111	**ALI**	11.12.01
Total Project Budget			**$5,380,000.00**
Federal FTA-5339 Funds (at 80% or less)			$4,573,000.00
Local Funds (at 20% or more)			$807,000.00
Total Project Amount Encumbered via this Subaward Agreement			**$5,380,000.00**

*This is not a research and development grant.
**The FAIN and/or Federal Award Date are not available at the time of execution of this Subaward Agreement. This information will be maintained in COTRAMS, CDOT's transit awards management system, and will be provided there to Core Transit once obtained.
***The WBS numbers may be replaced without changing the amount of the grant at CDOT's discretion.

A. Project Description

Core Transit shall use FTA-5339 capital funds, along with local matching funds, to complete the Five (5) Bus Replacements project as more fully described below. The project will support the goals of the Statewide Transit Plan.

Core Transit shall use capital funds to purchase the following vehicle(s) (Capital Asset(s)):

ALI	QTY	Fuel Type	Description	ADA Compliance	FTA Amount
11.12.01	5	Hybrid Diesel-Electric	Bus Replacement STD 40 FT	ADA Compliant	$4,573,000

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The Capital Asset(s) being purchased is/are replacing the following existing fleet vehicles:

VIN	Vehicle ID	COTRAMS Inventory	Year	Make/Manufacturer	Model
15GGD2710D1183048	886	INV-00004227	2013	GIL - Gillig Corporation	LF40 BRT (G27D)
15GGD2710C1179953	885	INV-00004226	2012	GIL - Gillig Corporation	LF40 BRT (G27D)
15GGD2719D1183050	888	INV-00004229	2013	GIL - Gillig Corporation	LF40 BRT (G27D)
15GGD2715A1177757	884	INV-00001218	2010	GIL - Gillig Corporation	LF40 BRT (G27D)
15GGD2712D1183049	887	INV-00004228	2013	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	**10/1/2026**
Submit Purchase Authorization (PA) and solicitation docs in COTRAMS for Project Manager Approval	**11/15/2026**
Take Delivery of (First) Vehicle/Equipment/Project Property	**2/1/2029**
Take Delivery of and Accept All Vehicles/Equipment/Project Property	**3/15/2029**
Submit Reimbursement Request in COTRAMS	**4/1/2029**

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 Subaward Agreement: **April 1, 2029**.

2. Core Transit shall attend a Post-award Kick-off Meeting with CDOT staff. The CDOT Project Manager will schedule the Post-award Kick-off Meeting to be held no later than thirty (30) calendar days after the Effective Date of this Subaward Agreement. The Post-award Kick-off Meeting will include, at a minimum, the following:

   a. Review of this Subaward Agreement, including project milestones and performance standards;
   b. Discussion of anticipated procurement(s), including required federal clauses and certifications; and
   c. Discussion of relevant federal requirements, including, but not limited to, Buy America Act (BAA), Americans with Disabilities Act (ADA), Title VI, and Disadvantaged Business Enterprise.

3. Core Transit shall use the Capital Asset(s) purchased in its transit operations and shall perform regularly recurring maintenance with specific performance measures tied to Core Transit's written maintenance plans, including manufacturer's recommendations and warranty program(s). Core Transit will measure whether this project is successful and improves the efficiency, effectiveness, and safety of transportation.

4. Performance will be monitored throughout the duration of this Subaward Agreement. Core Transit 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.

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5. Core Transit 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 $5,380,000.00. CDOT will pay no more than 80% of the eligible, actual project costs, up to the maximum amount of $4,573,000.00. CDOT will retain any remaining balance of the federal share of FTA-5339 Funds. Core Transit shall be solely responsible for all costs incurred in the project in excess of the amount paid by CDOT from Federal Funds for the federal share of eligible, actual costs. For CDOT accounting purposes, the Federal Funds of $4,573,000.00 (80%) and matching Local Funds of $807,000.00 (20%), will be encumbered for this Subaward Agreement.

2. No refund or reduction of the amount of Core Transit's share to be provided will be allowed unless there is at the same time a refund or reduction of the federal share of a proportionate amount.

3. Core Transit may use eligible federal funds for the Local Funds share, but those funds cannot be from other Federal Department of Transportation (DOT) programs. Core Transit's share, together with the Federal Funds share, shall be enough to ensure payment of the Total Project Budget.

4. Per the terms of this Subaward Agreement, CDOT will have no obligation to provide state funds for use on this project. CDOT will administer Federal Funds for this project under the terms of this Subaward Agreement, provided that the federal share of FTA funds to be administered by CDOT are made available and remain available. Core Transit shall initiate and prosecute to completion all actions necessary to enable Core Transit 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 Core Transit shall comply with state procurement procedures, the DTR Quick Procurement Guide, as well as FTA's requirements and 2 CFR 200.320. In addition to the state requirements outlined below, state and FTA procedures (where applicable) for purchase of the Capital Asset(s) shall be followed and outlined prior to purchase.

1. The first step in the procurement process will be to obtain an Independent Cost Estimate (ICE) *for each procurement to be undertaken in this project*.

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 *for each procurement to be undertaken in this project*. 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 *for each procurement to be undertaken in this project*. 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). The PA must identify a manufacturer found on the FTA's certified transit vehicle manufacturer (TVM) list. Only those TVM's listed on FTA's TVM list, or that have submitted a goal methodology to FTA that has been approved or has not been disapproved, at the time of solicitation are eligible to bid on FTA funded vehicle procurements.

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4. Upon delivery, Core Transit 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), Core Transit shall contact the vendor to resolve any defects and notify CDOT.

5. Core Transit shall be responsible for reimbursing the selected vendor(s) within **forty-five (45) calendar days after acceptance** of the Capital Asset(s).

E. Allowable Costs

Core Transit shall agree to adhere to the provisions for allowable and unallowable costs cited in the following regulations: 2 CFR 200.420 through 200.476; Chapter VI of FTA Circular 5010.1 Master Agreement, Section 6 "Non-Federal Share;" and 2 CFR 200.102. Other applicable requirements for cost allowability not cited previously shall also be considered.

F. Reimbursement Eligibility

Requests for reimbursement for eligible project costs will be paid to Core Transit upon submission of a complete reimbursement packet in COTRAMS for those eligible costs incurred within the period of performance of this Subaward Agreement.

Accepted reimbursement packets will include the following completed documents:

- Invoice
- Proof of Payment
- 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
- Post Delivery Certifications

Core Transit shall submit the final request for reimbursement within forty-five (45) 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 receipt of the final reimbursement payment from CDOT.

G. Federal 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 Chapter IV of FTA Circular 5010.1.

FTA maintains its share of the federal interest of the Capital Asset(s) both before the minimum useful life has been met and for a fair market value greater than $10,000 after the minimum useful life has been met, per the provisions of Chapter IV of FTA Circular 5010.1. Federal interest in the Capital Asset(s) is maintained until the Capital Asset(s) is permanently removed from revenue service and/or disposed of.

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

CDOT and Core Transit will work in conjunction with the Department of Revenue to ensure any lien(s) is released according to state rules.

H. Training

In an effort to enhance transit safety, Core Transit and any subrecipients and contractors 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, Core Transit 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.

I. Safety Data

Core Transit and any subrecipients and contractors shall maintain and submit, as requested, data related to bus safety. This may include, but not be limited to, the number of vehicle crashes 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.

J. Restrictions on Lobbying

Core Transit is certifying that it complies with 2 CFR 200.450 by entering into this Subaward Agreement.

K. Special Conditions

1. Core Transit shall comply with all requirements imposed by CDOT on Core Transit so that the federal award is used in accordance with federal statutes, regulations, and the terms and conditions of the federal award.

2. Core Transit shall permit CDOT and their auditors to have access to Core Transit's records and financial statements as necessary, with reasonable advance notice.

3. Core Transit shall comply with the record retention requirements outlined in 2 CFR 200.334 and FTA Circular 5010.1.

4. Except as provided in this Subaward Agreement, Core Transit shall not be reimbursed for any purchase, issued purchase order, or leased capital equipment prior to the execution of this Subaward Agreement.

5. Core Transit shall not request reimbursement for costs on this project from more than one Federal Awarding Agency or other federal awards (i.e., no duplicate billing).

6. Core Transit shall obtain CDOT approval, in writing, if FTA funds are intended to be used for payment of a lease or for third-party contracts.

7. Core Transit shall document any loss, damage, or theft of FTA- or state-funded property, equipment, or rolling stock in COTRAMS.

8. Core Transit shall advertise its service as available to the general public and shall not explicitly limit service by trip purpose or client type.

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9. Core Transit shall comply with FTA Drug and Alcohol Regulations, to include on time submission to FTA's Drug and Alcohol Management Information System (DAMIS).

10. Core Transit shall ensure subrecipients and/or contractors (if any) comply with FTA Drug and Alcohol Regulations.

11. Core Transit shall comply with and accept all applicable terms and conditions contained in the U.S. Department of Transportation FTA Master Agreement dated November 26, 2025 (Master Agreement), or any amendments thereto.

12. Core Transit 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.

13. Core Transit shall seek to ensure non-discrimination in its programs and activities by developing and maintaining a Title VI Program in accordance with the "Requirements for FTA Subrecipients" in CDOT's Title VI Program Plan and FTA Circular 4702.1, "Title VI Requirements and Guidelines for FTA Recipients." Core Transit shall also facilitate FTA's compliance with Executive Order 14173, "Ending Illegal Discrimination and Restoring Merit-Based Opportunity."

14. Core Transit 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.

15. Core Transit shall ensure that it does or will comply with the Americans with Disabilities Act, Section 504 of the Rehabilitation Act, FTA guidance, and any other federal, state, and/or local laws, rules and/or regulations. In any contract utilizing federal funds, land, or other federal aid, Core Transit shall require its subrecipients and/or contractors to provide a statement of written assurance that they will comply with Section 504 and not discriminate on the basis of disability.

16. Core Transit shall develop and maintain an Americans with Disabilities Act (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 FTA subrecipients.

17. Core Transit shall agree to maintain documentation that supports compliance with the ADA and produce said documentation to CDOT upon request.

18. Core Transit shall adopt a Transit Asset Management Plan that complies with regulations implementing 49 U.S.C. § 5326(d). Core Transit shall maintain and report annually to the National Transit Database (NTD) all required financial, service, and/or performance data related to the Capital Asset(s).

19. Core Transit shall include nondiscrimination language and the Disadvantaged Business Enterprise (DBE) assurance in all contracts and solicitations in accordance with DBE regulations, 49 CFR Part 26, and CDOT's DBE program.

20. Core Transit agrees that any incidental use (e.g. meal or package delivery) of the Capital Asset(s) shall not reduce the quality or availability of its regular public transportation service.

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EXHIBIT B, SAMPLE OPTION LETTER

State Agency Department of Transportation	**Option Letter Number** Insert the Option Number (e.g. "1" for the first option)
Subrecipient Insert Subrecipient's Full Legal Name, including "Inc.", "LLC", etc...	**Original Agreement Number** Insert CMS number or Other Contract Number of the Original Contract
Subaward Agreement Amount	**Option Agreement Number** Insert CMS number or Other Contract Number of this Option
Federal Funds	
Maximum Amount (%) $0.00	
Local Funds	**Agreement Performance Beginning Date** The later of the Effective Date or Month, Day, Year
Local Match Amount (%) $0.00	
Agreement Total $0.00	**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

By:_____

Name:_____

Title:_____

Date: _____

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:_____
__
Department of Transportation

Option Letter Effective Date:
_____

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EXHIBIT C, FEDERAL PROVISIONS

1. APPLICABILITY OF PROVISIONS

1.1. The Grant to which these Federal Provisions are attached has been funded, in whole or in part, with an Award of Federal funds. In the event of a conflict between the provisions of these Federal Provisions, the Special Provisions, the body of the Grant, or any attachments or exhibits incorporated into and made a part of the Grant, the provisions of these Federal Provisions shall control.

1.2. The State of Colorado is accountable to Treasury for oversight of their subrecipients, including ensuring their subrecipients comply with federal statutes, Award Terms and Conditions, Treasury's Final Rule, and reporting requirements, as applicable.

1.3. Additionally, any subrecipient that issues a subaward to another entity (2nd tier subrecipient), must hold the 2nd tier subrecipient accountable to these provisions and adhere to reporting requirements.

1.4. These Federal Provisions are subject to the Award as defined in §2 of these Federal Provisions, as may be revised pursuant to ongoing guidance from the relevant Federal or State of Colorado agency or institutions of higher education.

2. DEFINITIONS.

2.1. For the purposes of these Federal Provisions, the following terms shall have the meanings ascribed to them below.

2.1.1. "Award" means an award of Federal financial assistance, and the Grant setting forth the terms and conditions of that financial assistance, that a non-Federal Entity receives or administers.

2.1.2. "Entity" means:

2.1.2.1. a Non-Federal Entity;

2.1.2.2. a foreign public entity;

2.1.2.3. a foreign organization;

2.1.2.4. a non-profit organization;

2.1.2.5. a domestic for-profit organization (for 2 CFR parts 25 and 170 only);

2.1.2.6. a foreign non-profit organization (only for 2 CFR part 170) only);

2.1.2.7. a Federal agency, but only as a Subrecipient under an Award or Subaward to a non-Federal entity (or 2 CFR 200.1); or

2.1.2.8. a foreign for-profit organization (for 2 CFR part 170 only).

2.1.3. "Executive" means an officer, managing partner or any other employee in a management position.

2.1.4. "Expenditure Category (EC)" means the category of eligible uses as defined by the US Department of Treasury in "Appendix 1 of the Compliance and Reporting Guidance, State and Local Fiscal Recovery Funds" report available at www.treasury.gov.

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2.1.5. "Federal Awarding Agency" means a Federal agency providing a Federal Award to a Recipient as described in 2 CFR 200.1

2.1.6. "Grant" means the Grant to which these Federal Provisions are attached.

2.1.7. "Grantee" means the party or parties identified as such in the Grant to which these Federal Provisions are attached.

2.1.8. "Non-Federal Entity means a State, local government, Indian tribe, institution of higher education, or nonprofit organization that carries out a Federal Award as a Recipient or a Subrecipient.

2.1.9. "Nonprofit Organization" means any corporation, trust, association, cooperative, or other organization, not including IHEs, that:

2.1.9.1. Is operated primarily for scientific, educational, service, charitable, or similar purposes in the public interest;

2.1.9.2. Is not organized primarily for profit; and

2.1.9.3. Uses net proceeds to maintain, improve, or expand the operations of the organization.

2.1.10. "OMB" means the Executive Office of the President, Office of Management and Budget.

2.1.11. "Pass-through Entity" means a non-Federal Entity that provides a Subaward to a Subrecipient to carry out part of a Federal program.

2.1.12. "Prime Recipient" means the Colorado State agency or institution of higher education identified as the Grantor in the Grant to which these Federal Provisions are attached.

2.1.13. "Subaward" means an award by a Prime Recipient to a Subrecipient funded in whole or in part by a Federal Award. The terms and conditions of the Federal Award flow down to the Subaward unless the terms and conditions of the Federal Award specifically indicate otherwise in accordance with 2 CFR 200.101. The term does not include payments to a Contractor or payments to an individual that is a beneficiary of a Federal program.

2.1.14. "Subrecipient" or "Subgrantee" means a non-Federal Entity (or a Federal agency under an Award or Subaward to a non-Federal Entity) receiving Federal funds through a Prime Recipient to support the performance of the Federal project or program for which the Federal funds were awarded. A Subrecipient is subject to the terms and conditions of the Federal Award to the Prime Recipient, including program compliance requirements. The term does not include an individual who is a beneficiary of a federal program. For SLFRF Grants, a subrecipient relationship continues to exist for Expenditure Category 6.1 Revenue Replacement.

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2.1.15. "System for Award Management (SAM)" means the Federal repository into which an Entity must enter the information required under the Transparency Act, which may be found at http://www.sam.gov. "Total Compensation" means the cash and noncash dollar value earned by an Executive during the Prime Recipient's or Subrecipient's preceding fiscal year (see 48 CFR 52.204-10, as prescribed in 48 CFR 4.1403(a)) and includes the following:

2.1.15.1. Salary and bonus;

2.1.15.2. Awards of stock, stock options, and stock appreciation rights, using the dollar amount recognized for financial statement reporting purposes with respect to the fiscal year in accordance with the Statement of Financial Accounting Standards No. 123 (Revised 2005) (FAS 123R), Shared Based Payments;

2.1.15.3. Earnings for services under non-equity incentive plans, not including group life, health, hospitalization or medical reimbursement plans that do not discriminate in favor of Executives and are available generally to all salaried employees;

2.1.15.4. Change in present value of defined benefit and actuarial pension plans;

2.1.15.5. Above-market earnings on deferred compensation which is not tax-qualified;

2.1.15.6. Other compensation, if the aggregate value of all such other compensation (e.g., severance, termination payments, value of life insurance paid on behalf of the employee, perquisites or property) for the Executive exceeds $10,000.

2.1.16. "Transparency Act" means the Federal Funding Accountability and Transparency Act of 2006 (Public Law 109-282), as amended by §6202 of Public Law 110-252.

2.1.17. "Uniform Guidance" means the Office of Management and Budget Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards. The terms and conditions of the Uniform Guidance flow down to Awards to Subrecipients unless the Uniform Guidance or the terms and conditions of the Federal Award specifically indicate otherwise.

2.1.18. "Unique Entity ID Number" means the Unique Entity ID established by the federal government for a Grantee at https://sam.gov/content/home

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3. COMPLIANCE.

3.1. Grantee shall comply with all applicable provisions of the Transparency Act and the regulations issued pursuant thereto, all provisions of the Uniform Guidance, and all applicable Federal Laws and regulations required by this Federal Award. Any revisions to such provisions or regulations shall automatically become a part of these Federal Provisions, without the necessity of either party executing any further instrument. The State of Colorado, at its discretion, may provide written notification to Grantee of such revisions, but such notice shall not be a condition precedent to the effectiveness of such revisions.

3.2. Per US Treasury Final Award requirements, grantee programs or services must not include terms or conditions that undermine efforts to stop COVID-19 or discourage compliance with recommendations and CDC guidelines.

4. SYSTEM FOR AWARD MANAGEMENT (SAM) AND UNIQUE ENTITY ID SYSTEM (UEI) REQUIREMENTS.

4.1. SAM. Grantee shall maintain the currency of its information in SAM until the Grantee submits the final financial report required under the Award or receives final payment, whichever is later. Grantee shall review and update SAM information at least annually.

4.2. UEI. Grantee shall provide its Unique Entity ID to its Prime Recipient, and shall update Grantee's information in SAM.gov at least annually.

5. TOTAL COMPENSATION.

5.1. Grantee shall include Total Compensation in SAM for each of its five most highly compensated Executives for the preceding fiscal year if:

5.1.1. The total Federal funding authorized to date under the Award is $30,000 or more; and

5.1.2. In the preceding fiscal year, Grantee received:

5.1.2.1. 80% or more of its annual gross revenues from Federal procurement Agreements and Subcontractors and/or Federal financial assistance Awards or Subawards subject to the Transparency Act; and

5.1.2.2. $30,000,000 or more in annual gross revenues from Federal procurement Agreements and Subcontractors and/or Federal financial assistance Awards or Subawards subject to the Transparency Act; and

5.1.2.3. 5.1.2.3 The public does not have access to information about the compensation of such Executives through periodic reports filed under section 13(a) or 15(d) of the Securities Exchange Act of 1934 (15 U.S.C. 78m(a), 78o(d) or § 6104 of the Internal Revenue Code of 1986.

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6. REPORTING.

6.1. If Grantee is a Subrecipient of the Award pursuant to the Transparency Act, Grantee shall report data elements to SAM and to the Prime Recipient as required in this Exhibit. No direct payment shall be made to Grantee for providing any reports required under these Federal Provisions and the cost of producing such reports shall be included in the Grant price. The reporting requirements in this Exhibit are based on guidance from the OMB, and as such are subject to change at any time by OMB. Any such changes shall be automatically incorporated into this Grant and shall become part of Grantee's obligations under this Grant.

7. EFFECTIVE DATE AND DOLLAR THRESHOLD FOR FEDERAL REPORTING.

7.1. Reporting requirements in §8 below apply to new Awards as of October 1, 2010, if the initial award is $30,000 or more. If the initial Award is below $30,000 but subsequent Award modifications result in a total Award of $30,000 or more, the Award is subject to the reporting requirements as of the date the Award exceeds $30,000. If the initial Award is $30,000 or more, but funding is subsequently de-obligated such that the total award amount falls below $30,000, the Award shall continue to be subject to the reporting requirements. If the total award is below $30,000 no reporting required; if more than $30,000 and less than $50,000 then FFATA reporting is required; and, $50,000 and above SLFRF reporting is required.

7.2. The procurement standards in §9 below are applicable to new Awards made by Prime Recipient as of December 26, 2015. The standards set forth in §11 below are applicable to audits of fiscal years beginning on or after December 26, 2014.

8. SUBRECIPIENT REPORTING REQUIREMENTS. [INTENTIONALLY DELETED]

9. PROCUREMENT STANDARDS.

9.1. Procurement Procedures. A Subrecipient shall use its own documented procurement procedures which reflect applicable State, local, and Tribal laws and applicable regulations, provided that the procurements conform to applicable Federal law and the standards identified in the Uniform Guidance, including without limitation, 2 CFR 200.318 through 200.327 thereof.

9.2. Domestic preference for procurements (2 CFR 200.322). As appropriate and to the extent consistent with law, the non-Federal entity should, to the greatest extent practicable under a Federal award, provide a preference for the purchase, acquisition, or use of goods, products, or materials produced in the United States (including but not limited to iron, aluminum, steel, cement, and other manufactured products). The requirements of this section must be included in all subawards including all Agreements and purchase orders for work or products under this award.

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9.3. Procurement of Recovered Materials. If a Subrecipient is a State Agency or an agency of a political subdivision of the State, its Contractors must comply with section 6002 of the Solid Waste Disposal Act, as amended by the Resource Conservation and Recovery Act. The requirements of Section 6002 include procuring only items designated in guidelines of the Environmental Protection Agency (EPA) at 40 CFR part 247, that contain the highest percentage of recovered materials practicable, consistent with maintaining a satisfactory level of competition, where the purchase price of the item exceeds $10,000 or the value of the quantity acquired during the preceding fiscal year exceeded $10,000; procuring solid waste management services in a manner that maximizes energy and resource recovery; and establishing an affirmative procurement program for procurement of recovered materials identified in the EPA guidelines.

10. ACCESS TO RECORDS.

10.1. A Subrecipient shall permit Prime Recipient and its auditors to have access to Subrecipient's records and financial statements as necessary for Recipient to meet the requirements of 2 CFR 200.332 (Requirements for pass-through entities), 2 CFR 200.300 (Statutory and national policy requirements) through 2 CFR 200.309 (Period of performance), and Subpart F-Audit Requirements of the Uniform Guidance.

11. SINGLE AUDIT REQUIREMENTS.

11.1. If a Subrecipient expends $750,000 or more in Federal Awards during the Subrecipient's fiscal year, the Subrecipient shall procure or arrange for a single or program-specific audit conducted for that year in accordance with the provisions of Subpart F-Audit Requirements of the Uniform Guidance, issued pursuant to the Single Audit Act Amendments of 1996, (31 U.S.C. 7501-7507). 2 CFR 200.501.

11.1.1. Election. A Subrecipient shall have a single audit conducted in accordance with Uniform Guidance 2 CFR 200.514 (Scope of audit), except when it elects to have a program-specific audit conducted in accordance with 2 CFR 200.507 (Program-specific audits). The Subrecipient may elect to have a program-specific audit if Subrecipient expends Federal Awards under only one Federal program (excluding research and development) and the Federal program's statutes, regulations, or the terms and conditions of the Federal award do not require a financial statement audit of Prime Recipient. A program-specific audit may not be elected for research and development unless all of the Federal Awards expended were received from Recipient and Recipient approves in advance a program-specific audit.

11.1.2. Exemption. If a Subrecipient expends less than $750,000 in Federal Awards during its fiscal year, the Subrecipient shall be exempt from Federal audit requirements for that year, except as noted in 2 CFR 200.503 (Relation to other audit requirements), but records shall be available for review or audit by appropriate officials of the Federal agency, the State, and the Government Accountability Office.

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11.1.3. Subrecipient Compliance Responsibility. A Subrecipient shall procure or otherwise arrange for the audit required by Subpart F of the Uniform Guidance and ensure it is properly performed and submitted when due in accordance with the Uniform Guidance. Subrecipient shall prepare appropriate financial statements, including the schedule of expenditures of Federal awards in accordance with 2 CFR 200.510 (Financial statements) and provide the auditor with access to personnel, accounts, books, records, supporting documentation, and other information as needed for the auditor to perform the audit required by Uniform Guidance Subpart F-Audit Requirements.

12. GRANT PROVISIONS FOR SUBRECIPIENT AGREEMENTS.

12.1. In addition to other provisions required by the Federal Awarding Agency or the Prime Recipient, Grantees that are Subrecipients shall comply with the following provisions. Subrecipients shall include all of the following applicable provisions in all Subcontractors entered into by it pursuant to this Grant.

12.1.1. [Applicable to federally assisted construction Agreements.] Equal Employment Opportunity. Except as otherwise provided under 41 CFR Part 60, all Agreements that meet the definition of "federally assisted construction Agreement" in 41 CFR Part 60-1.3 shall include the equal opportunity clause provided under 41 CFR 60-1.4(b), in accordance with Executive Order 11246, "Equal Employment Opportunity" (30 FR 12319, 12935, 3 CFR Part, 1964-1965 Comp., p. 339), as amended by Executive Order 11375, "Amending Executive Order 11246 Relating to Equal Employment Opportunity," and implementing regulations at 41 CFR part 60, Office of Federal Agreement Compliance Programs, Equal Employment Opportunity, Department of Labor.

12.1.2. [Applicable to on-site employees working on government-funded construction, alteration and repair projects.] Davis-Bacon Act. Davis-Bacon Act, as amended (40 U.S.C. 3141-3148).

12.1.3. Rights to Inventions Made Under a grant or agreement. If the Federal Award meets the definition of "funding agreement" under 37 CFR 401.2 (a) and the Prime Recipient or Subrecipient wishes to enter into an Agreement with a small business firm or nonprofit organization regarding the substitution of parties, assignment or performance of experimental, developmental, or research work under that "funding agreement," the Prime Recipient or Subrecipient must comply with the requirements of 37 CFR Part 401, "Rights to Inventions Made by Nonprofit Organizations and Small Business Firms Under Government Grants, Agreements and Cooperative Agreements," and any implementing regulations issued by the Federal Awarding Agency.

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12.1.4. Clean Air Act (42 U.S.C. 7401-7671q.) and the Federal Water Pollution Control Act (33 U.S.C. 1251-1387), as amended. Agreements and subgrants of amounts in excess of $150,000 must contain a provision that requires the non-Federal awardees to agree to comply with all applicable standards, orders or regulations issued pursuant to the Clean Air Act (42 U.S.C. 7401-7671q) and the Federal Water Pollution Control Act as amended (33 U.S.C. 1251-1387). Violations must be reported to the Federal Awarding Agency and the Regional Office of the Environmental Protection Agency (EPA).

12.1.5. Debarment and Suspension (Executive Orders 12549 and 12689). A Agreement award (see 2 CFR 180.220) must not be made to parties listed on the government wide exclusions in SAM, in accordance with the OMB guidelines at 2 CFR 180 that implement Executive Orders 12549 (3 CFR part 1986 Comp., p. 189) and 12689 (3 CFR part 1989 Comp., p. 235), "Debarment and Suspension." SAM Exclusions contains the names of parties debarred, suspended, or otherwise excluded by agencies, as well as parties declared ineligible under statutory or regulatory authority other than Executive Order 12549.

12.1.6. Byrd Anti-Lobbying Amendment (31 U.S.C. 1352). Contractors that apply or bid for an award exceeding $100,000 must file the required certification. Each tier certifies to the tier above that it will not and has not used Federal appropriated funds to pay any person or organization for influencing or attempting to influence an officer or employee of any agency, a member of Congress, officer or employee of Congress, or an employee of a member of Congress in connection with obtaining any Federal Agreement, grant or any other award covered by 31 U.S.C. 1352. Each tier must also disclose any lobbying with non-Federal funds that takes place in connection with obtaining any Federal award. Such disclosures are forwarded from tier to tier up to the non-Federal award.

12.1.7. Never Contract with the Enemy (2 CFR 200.215). Federal awarding agencies and recipients are subject to the regulations implementing "Never Contract with the Enemy" in 2 CFR part 183. The regulations in 2 CFR part 183 affect covered Agreements, grants and cooperative agreements that are expected to exceed $50,000 within the period of performance, are performed outside the United States and its territories, and are in support of a contingency operation in which members of the Armed Forces are actively engaged in hostilities.

12.1.8. Prohibition on certain telecommunications and video surveillance services or equipment (2 CFR 200.216). Grantee is prohibited from obligating or expending loan or grant funds on certain telecommunications and video surveillance services or equipment pursuant to 2 CFR 200.216.

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12.1.9. Title VI of the Civil Rights Act. The Subgrantee, Contractor, Subcontractor, transferee, and assignee shall comply with Title VI of the Civil Rights Act of 1964, which prohibits recipients of federal financial assistance from excluding from a program or activity, denying benefits of, or otherwise discriminating against a person on the basis of race, color, or national origin (42 U.S.C. § 2000d et seq.), as implemented by the Department of Treasury's Title VI regulations, 31 CFR Part 22, which are herein incorporated by reference and made a part of this Agreement (or agreement). Title VI also includes protection to persons with "Limited English Proficiency" in any program or activity receiving federal financial assistance, 42 U.S. C. § 2000d et seq., as implemented by the Department of the Treasury's Title VI regulations, 31 CRF Part 22, and herein incorporated by reference and made part of this Agreement or agreement.

13. CERTIFICATIONS.

13.1. Subrecipient Certification. Subrecipient shall sign a "State of Colorado Agreement with Recipient of Federal Recovery Funds" Certification Form in Exhibit E and submit to State Agency with signed grant agreement.

13.2. Unless prohibited by Federal statutes or regulations, Prime Recipient may require Subrecipient to submit certifications and representations required by Federal statutes or regulations on an annual basis. 2 CFR 200.208. Submission may be required more frequently if Subrecipient fails to meet a requirement of the Federal award. Subrecipient shall certify in writing to the State at the end of the Award that the project or activity was completed or the level of effort was expended. 2 CFR 200.201(3). If the required level of activity or effort was not carried out, the amount of the Award must be adjusted.

14. EXEMPTIONS.

14.1. These Federal Provisions do not apply to an individual who receives an Award as a natural person, unrelated to any business or non-profit organization he or she may own or operate in his or her name.

14.2. A Grantee with gross income from all sources of less than $300,000 in the previous tax year is exempt from the requirements to report Subawards and the Total Compensation of its most highly compensated Executives.

15. EVENT OF DEFAULT AND TERMINATION.

15.1. Failure to comply with these Federal Provisions shall constitute an event of default under the Grant and the State of Colorado may terminate the Grant upon 30 days prior written notice if the default remains uncured five calendar days following the termination of the 30-day notice period. This remedy will be in addition to any other remedy available to the State of Colorado under the Grant, at law or in equity.

15.2. Termination (2 CFR 200.340). The Federal Award may be terminated in whole or in part as follows:

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15.2.1. By the Federal Awarding Agency or Pass-through Entity, if a Non-Federal Entity fails to comply with the terms and conditions of a Federal Award;

15.2.2. By the Federal awarding agency or Pass-through Entity, to the greatest extent authorized by law, if an award no longer effectuates the program goals or agency priorities;

15.2.3. By the Federal awarding agency or Pass-through Entity with the consent of the Non-Federal Entity, in which case the two parties must agree upon the termination conditions, including the effective date and, in the case of partial termination, the portion to be terminated;

15.2.4. By the Non-Federal Entity upon sending to the Federal Awarding Agency or Pass-through Entity written notification setting forth the reasons for such termination, the effective date, and, in the case of partial termination, the portion to be terminated. However, if the Federal Awarding Agency or Pass-through Entity determines in the case of partial termination that the reduced or modified portion of the Federal Award or Subaward will not accomplish the purposes for which the Federal Award was made, the Federal Awarding Agency or Pass-through Entity may terminate the Federal Award in its entirety; or

15.2.5. By the Federal Awarding Agency or Pass-through Entity pursuant to termination provisions included in the Federal Award.

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EXHIBIT D, REQUIRED FEDERAL CONTRACT/AGREEMENT CLAUSES

Section 3(l) – No Federal government obligations to third-parties by use of a disclaimer

No Federal/State Government Commitment or Liability to Third Parties. Except as the Federal Government or CDOT expressly consents in writing, the Subrecipient agrees that:

(1) The Federal Government or CDOT does not and shall not have any commitment or liability related to the Underlying Agreement, to any Third party Participant at any tier, or to any other person or entity that is not a party (FTA, CDOT or the Subrecipient) to the underlying Agreement, and

(2) Notwithstanding that the Federal Government or CDOT may have concurred in or approved any Solicitation or Third party Agreement at any tier that may affect the underlying Agreement, the Federal Government and CDOT does not and shall not have any commitment or liability to any Third Party Participant or other entity or person that is not a party (FTA, CDOT, or the Subrecipient) to the underlying Agreement.

Section 4(f) – Program fraud and false or fraudulent statements and related acts

False or Fraudulent Statements or Claims.

(1) Civil Fraud. The Subrecipient acknowledges and agrees that:

(a) Federal laws, regulations, and requirements apply to itself and its Agreement, including the Program Fraud Civil Remedies Act of 1986, as amended, 31 U.S.C. § 3801 et seq., and U.S. DOT regulations, "Program Fraud Civil Remedies," 49 CFR part 31.

(b) By executing the Agreement, the Subrecipient certifies and affirms to the Federal Government the truthfulness and accuracy of any claim, statement, submission, certification, assurance, affirmation, or representation that the Subrecipient provides to the Federal Government and CDOT.

(c) The Federal Government and CDOT may impose the penalties of the Program Fraud Civil Remedies Act of 1986, as amended, and other applicable penalties if the Subrecipient presents, submits, or makes available any false, fictitious, or fraudulent information.

(2) Criminal Fraud. The Subrecipient acknowledges that 49 U.S.C. § 5323(*l*)(1) authorizes the Federal Government to impose the penalties under 18 U.S.C. § 1001 if the Subrecipient provides a false, fictitious, or fraudulent claim, statement, submission, certification, assurance, or representation in connection with a federal public transportation program under 49 U.S.C. chapter 53 or any other applicable federal law.

Section 9. Record Retention and Access to Sites of Performance.

(a) Types of Records. The Subrecipient agrees that it will retain, and will require its Third party Participants to retain, complete and readily accessible records related in whole or in part to the underlying Agreement, including, but not limited to, data, documents, reports, statistics, subagreements, leases, third party contracts, arrangements, other third party agreements of any type, and supporting materials related to those records.

(b). Retention Period. The Subrecipient agrees to comply with the record retention requirements in the applicable U.S. OT Common Rule. Records pertaining to its Award, the accompanying underlying Agreement, and any Amendments thereto must be retained from the day the underlying Agreement was signed by the authorized FTA (or State) official through the course of the Award, the accompanying Agreement, and any Amendments thereto until three years after the Subrecipient has submitted its last or final expenditure report, and other pending matters are closed.

(c) Access to Recipient and Third party Participant Records. The Subrecipient agrees and assures that each Subrecipient, if any, will agree to:

(1) Provide, and require its Third Party Participants at each tier to provide, sufficient access to inspect and audit records and information related to its Award, the accompanying Agreement, and any Amendments thereto to the U.S. Secretary of Transportation or the Secretary's duly authorized representatives, to the Comptroller General of the United States, and the Comptroller General's duly authorized representatives, and to the Subrecipient and each of its Subrecipients,

(2) Permit those individuals listed above to inspect all work and materials related to its Award, and to audit any information related to its Award under the control of the Subrecipient or Third party Participant within books, records, accounts, or other locations, and

(3) Otherwise comply with 49 U.S.C. § 5325(g), and federal access to records requirements as set forth in the applicable U.S. DOT Common Rules.

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(d) Access to the Sites of Performance. The Subrecipient agrees to permit, and to require its Third party Participants to permit, FTA and CDOT to have access to the sites of performance of its Award, the accompanying Agreement, and any Amendments thereto, and to make site visits as needed in compliance with State and the U.S. DOT Common Rules.

(e) Closeout. Closeout of the Award does not alter the record retention or access requirements of this section of the Master Agreement.

3(G) – Federal Changes

Application of Federal, State, and Local Laws, Regulations, Requirements, and Guidance.
The Subrecipient agrees to comply with all applicable federal requirements and federal guidance. All standards or limits are minimum requirements when those standards or limits are included in the Recipient's Agreement or this Master Agreement. At the time the FTA Authorized Official (or CDOT) awards federal assistance to the Subrecipient in support of the Agreement, the federal requirements and guidance that apply then may be modified from time to time and will apply to the Subrecipient or the accompanying Agreement, except as FTA determines otherwise in writing.

12 – Civil Rights

(c) Nondiscrimination – Title VI of the Civil Rights Act. The Subrecipient agrees to, and assures that each Third party Participant, will:
- (1) Prohibit discrimination on the basis of race, color, or national origin,
- (2) Comply with:
  - (i) Title VI of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000d et seq.;
  - (ii) U.S. DOT regulations, "Nondiscrimination in Federally-Assisted Programs of the Department of Transportation – Effectuation of Title VI of the Civil Rights Act of 1964," 49 CFR part 21; and
  - (iii) Federal transit law, specifically 49 U.S.C. § 5332; and
- (3) Follow:
  - (i) The most recent edition of FTA Circular 4702.1, "Title VI Requirements and Guidelines for Federal Transit Administration Recipients," to the extent consistent with applicable federal laws, regulations, requirements, and guidance;
  - (ii) U.S. DOJ, "Guidelines for the enforcement of Title VI, Civil Rights Act of 1964," 28 CFR § 50.3; and
  - (iii) All other applicable federal guidance that may be issued.

(d) Equal Employment Opportunity.
- (1) Federal Requirements and Guidance. The Subrecipient agrees to, and assures that each Third Party Participant will prohibit discrimination on the basis of race, color, religion, sex, sexual orientation, gender identity, or national origin, and:
  - (i) Comply with Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e et seq.;
  - (ii) Comply with Title I of the Americans with Disabilities Act of 1990, as amended, 42 U.S.C. §§ 12101, et seq.;
  - (iii) Facilitate compliance with Executive Order No. 11246, "Equal Employment Opportunity" September 24, 1965 (42 U.S.C. § 2000e note), as amended by any later Executive Order that amends or supersedes it in part and is applicable to federal assistance programs;
  - (iv) Comply with federal transit law, specifically 49 U.S.C. § 5332, as provided in section 12 of the Master Agreement;
  - (v) FTA Circular 4704.1 "Equal Employment Opportunity (EEO) Requirements and Guidelines for Federal Transit Administration Recipients;" and
  - (vi) Follow other federal guidance pertaining to EEO laws, regulations, and requirements.
- (2). Specifics. The Subrecipient agrees to, and assures that each Third Party Participant will:
  - (i) Affirmative Action. Take affirmative action that includes, but is not limited to:
    - (A) Recruitment advertising, recruitment, and employment;
    - (B) Rates of pay and other forms of compensation;
    - (C) Selection for training, including apprenticeship, and upgrading; and
    - (D) Transfers, demotions, layoffs, and terminations; but
  - (ii) Indian Tribe. Recognize that Title VII of the Civil Rights Act of 1964, as amended, exempts Indian Tribes under the definition of "Employer," and

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(3) Equal Employment Opportunity Requirements for Construction Activities. Comply, when undertaking "construction" as recognized by the U.S. Department of Labor (U.S. DOL), with:
  (i) U.S. DOL regulations, "Office of Federal Contract Compliance Programs, Equal Employment Opportunity, Department of Labor," 41 CFR chapter 60; and
  (ii) Executive Order No. 11246, "Equal Employment Opportunity in Federal Employment," September 24, 1965, 42 U.S.C. § 2000e note, as amended by any later Executive Order that amends or supersedes it, referenced in 42 U.S.C. § 2000e note.

(h) Nondiscrimination on the Basis of Disability. The Subrecipient agrees to comply with the following federal prohibitions against discrimination on the basis of disability:
  (1) Federal laws, including:
    (i) Section 504 of the Rehabilitation Act of 1973, as amended, 29 U.S.C. § 794, which prohibits discrimination on the basis of disability in the administration of federally assisted Programs, Projects, or activities;
    (ii) The Americans with Disabilities Act of 1990 (ADA), as amended, 42 U.S.C. § 12101 et seq., which requires that accessible facilities and services be made available to individuals with disabilities:
      (A) For FTA Recipients generally, Titles I, II, and III of the ADA apply; but
      (B) For Indian Tribes, Titles II and III of the ADA apply, but Title I of the ADA does not apply because it exempts Indian Tribes from the definition of "employer;"
    (iii) The Architectural Barriers Act of 1968, as amended, 42 U.S.C. § 4151 et seq., which requires that buildings and public accommodations be accessible to individuals with disabilities;
    (iv) Federal transit law, specifically 49 U.S.C. § 5332, which now includes disability as a prohibited basis for discrimination; and
    (v) Other applicable federal laws, regulations, and requirements pertaining to access for seniors or individuals with disabilities.
  (2) Federal regulations and guidance, including:
    (i) U.S. DOT regulations, "Transportation Services for Individuals with Disabilities (ADA)," 49 CFR part 37;
    (ii) U.S. DOT regulations, "Nondiscrimination on the Basis of Disability in Programs and Activities Receiving or Benefiting from Federal Financial Assistance," 49 CFR part 27;
    (iii) Joint U.S. Architectural and Transportation Barriers Compliance Board (U.S. ATBCB) and U.S. DOT regulations, "Americans With Disabilities (ADA) Accessibility Specifications for Transportation Vehicles," 36 CFR part 1192 and 49 CFR part 38;
    (iv) U.S. DOT regulations, "Transportation for Individuals with Disabilities: Passenger Vessels," 49 CFR part 39;
    (v) U.S. DOJ regulations, "Nondiscrimination on the Basis of Disability in State and Local Government Services," 28 CFR part 35;
    (vi) U.S. DOJ regulations, "Nondiscrimination on the Basis of Disability by Public Accommodations and in Commercial Facilities," 28 CFR part 36;
    (vii) U.S. EEOC, "Regulations to Implement the Equal Employment Provisions of the Americans with Disabilities Act," 29 CFR part 1630;
    (viii) U.S. Federal Communications Commission regulations, "Telecommunications Relay Services and Related Customer Premises Equipment for Persons with Disabilities," 47 CFR part 64, Subpart F;
    (ix) U.S. ATBCB regulations, "Electronic and Information Technology Accessibility Standards," 36 CFR part 1194;
    (x) FTA regulations, "Transportation for Elderly and Handicapped Persons," 49 CFR part 609;
    (x) FTA Circular 4710.1, "Americans with Disabilities Act: Guidance;" and
    (xi) Other applicable federal civil rights and nondiscrimination regulations and guidance.

Incorporation of FTA Terms – 16.a.

(a) Federal Laws, Regulations, Requirements, and Guidance. The Subrecipient agrees:
  (1) To comply with the requirements of 49 U.S.C. chapter 53 and other applicable federal laws, regulations, and requirements in effect now or later that affect its third party procurements;
  (2) To comply with the applicable U.S. DOT Common Rules; and

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(3) To follow the most recent edition and any revisions of FTA Circular 4220.1, "Third Party Contracting Guidance," to the extent consistent with applicable federal laws, regulations, requirements, and guidance.

Energy Conservation – 26.j

(a) Energy Conservation. The Subrecipient agrees to, and assures that its Subrecipients, will comply with the mandatory energy standards and policies of its state energy conservation plans under the Energy Policy and Conservation Act, as amended, 42 U.S.C. § 6321 et seq., and perform an energy assessment for any building constructed, reconstructed, or modified with federal assistance required under FTA regulations, "Requirements for Energy Assessments," 49 CFR part 622, subpart C.

Applicable to Awards exceeding $10,000

Section 11. Right of the Federal Government to Terminate.

(a) Justification. After providing written notice to the Subrecipient, the Subrecipient agrees that the Federal Government may suspend, suspend then terminate, or terminate all or any part of the federal assistance for the Award if:
   (1) The Subrecipient has failed to make reasonable progress implementing the Award;
   (2) The Federal Government determines that continuing to provide federal assistance to support the Award does not adequately serve the purposes of the law authorizing the Award; or
   (3) The Subrecipient has violated the terms of the Agreement, especially if that violation would endanger substantial performance of the Agreement.

(b) Financial Implications. In general, termination of federal assistance for the Award will not invalidate obligations properly incurred before the termination date to the extent that the obligations cannot be canceled. The Federal Government may recover the federal assistance it has provided for the Award, including the federal assistance for obligations properly incurred before the termination date, if it determines that the Subrecipient has misused its federal assistance by failing to make adequate progress, failing to make appropriate use of the Project property, or failing to comply with the Agreement, and require the Subrecipient to refund the entire amount or a lesser amount, as the Federal Government may determine including obligations properly incurred before the termination date.

(c) Expiration of the Period of Performance. Except for a Full Funding Grant Agreement, expiration of any period of performance established for the Award does not, by itself, constitute an expiration or termination of the Award; FTA may extend the period of performance to assure that each Formula Project or related activities and each Project or related activities funded with "no year" funds can receive FTA assistance to the extent FTA deems appropriate.

Applicable to Awards exceeding $25,000

From Section 4. Ethics.

(a) Debarment and Suspension. The Subrecipient agrees to the following:
   (1) It will comply with the following requirements of 2 CFR part 180, subpart C, as adopted and supplemented by U.S. DOT regulations at 2 CFR part 1200.
   (2) It will not enter into any "covered transaction" (as that phrase is defined at 2 CFR §§ 180.220 and 1200.220) with any Third Party Participant that is, or whose principal is, suspended, debarred, or otherwise excluded from participating in covered transactions, except as authorized by-
      (i) U.S. DOT regulations, "Nonprocurement Suspension and Debarment," 2 CFR part 1200;
      (ii) U.S. OMB regulatory guidance, "Guidelines to Agencies on Government-wide Debarment and Suspension (Nonprocurement)," 2 CFR part 180; and
      (iii) Other applicable federal laws, regulations, or requirements regarding participation with debarred or suspended Subrecipients or Third Party Participants.
   (3) It will review the U.S. GSA "System for Award Management – Lists of Parties Excluded from Federal Procurement and Nonprocurement Programs," if required by U.S. DOT regulations, 2 CFR part 1200.
   (4) It will that its Third Party Agreements contain provisions necessary to flow down these suspension and debarment provisions to all lower tier covered transactions.

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(5) If the Subrecipient suspends, debars, or takes any similar action against a Third Party Participant or individual, the Subrecipient will provide immediate written notice to the:
(i) FTA Regional Counsel for the Region in which the Subrecipient is located or implements the underlying Agreement,
(ii) FTA Headquarters Manager that administers the Grant or Cooperative Agreement, or
(iii) FTA Chief Counsel.

Applicable to Awards exceeding the simplified acquisition threshold ($100,000-see Note)
Note: Applicable when tangible property or construction will be acquired

Section 15. Preference for United States Products and Services.

Except as the Federal Government determines otherwise in writing, the Subrecipient agrees to comply with FTA's U.S. domestic preference requirements and follow federal guidance, including:

Buy America. The domestic preference procurement requirements of 49 U.S.C. § 5323(j), and FTA regulations, "Buy America Requirements," 49 CFR part 661, to the extent consistent with 49 U.S.C. § 5323(j).

Section 39. Disputes, Breaches, Defaults, and Litigation.

(a) FTA Interest. FTA has a vested interest in the settlement of any violation of federal law, regulation, or disagreement involving the Award, the accompanying underlying Agreement, and any Amendments thereto including, but not limited to, a default, breach, major dispute, or litigation, and FTA reserves the right to concur in any settlement or compromise.
(b) Notification to FTA; *Flow Down Requirement*. If a current or prospective legal matter that may affect the Federal Government emerges, the Subrecipient must promptly notify the FTA Chief Counsel and FTA Regional Counsel for the Region in which the Subrecipient is located. The Subrecipient must include a similar notification requirement in its Third Party Agreements and must require each Third Party Participant to include an equivalent provision in its subagreements at every tier, for any agreement that is a "covered transaction" according to 2 C.F.R. §§ 180.220 and 1200.220.
(1) The types of legal matters that require notification include, but are not limited to, a major dispute, breach, default, litigation, or naming the Federal Government as a party to litigation or a legal disagreement in any forum for any reason.
(2) Matters that may affect the Federal Government include, but are not limited to, the Federal Government's interests in the Award, the accompanying Underlying Agreement, and any Amendments thereto, or the Federal Government's administration or enforcement of federal laws, regulations, and requirements.
(3) *Additional Notice to U.S. DOT Inspector General*. The Subrecipient must promptly notify the U.S. DOT Inspector General in addition to the FTA Chief Counsel or Regional Counsel for the Region in which the Subrecipient is located, if the Subrecipient has knowledge of potential fraud, waste, or abuse occurring on a Project receiving assistance from FTA. The notification provision applies if a person has or may have submitted a false claim under the False Claims Act, 31 U.S.C. § 3729, et seq., or has or may have committed a criminal or civil violation of law pertaining to such matters as fraud, conflict of interest, bid rigging, misappropriation or embezzlement, bribery, gratuity, or similar misconduct involving federal assistance. This responsibility occurs whether the Project is subject to this Agreement or another agreement between the Subrecipient and FTA, or an agreement involving a principal, officer, employee, agent, or Third Party Participant of the Subrecipient. It also applies to subcontractors at any tier. Knowledge, as used in this paragraph, includes, but is not limited to, knowledge of a criminal or civil investigation by a Federal, state, or local law enforcement or other investigative agency, a criminal indictment or civil complaint, or probable cause that could support a criminal indictment, or any other credible information in the possession of the Subrecipient. In this paragraph, "promptly" means to refer information without delay and without change. This notification provision applies to all divisions of the Subrecipient, including divisions tasked with law enforcement or investigatory functions.
(c) Federal Interest in Recovery. The Federal Government retains the right to a proportionate share of any proceeds recovered from any third party, based on the percentage of the federal share for the Agreement. Notwithstanding the preceding sentence, the Subrecipient may return all

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liquidated damages it receives to its Award Budget for its Agreement rather than return the federal share of those liquidated damages to the Federal Government, provided that the Subrecipient receives FTA's prior written concurrence.

(d) Enforcement. The Subrecipient must pursue its legal rights and remedies available under any third party agreement, or any federal, state, or local law or regulation.

Applicable to Awards exceeding $100,000 by Statute

From Section 4. Ethics.

a. Lobbying Restrictions. The Subrecipient agrees that neither it nor any Third Party Participant will use federal assistance to influence any officer or employee of a federal agency, member of Congress or an employee of a member of Congress, or officer or employee of Congress on matters that involve the underlying Agreement, including any extension or modification, according to the following:
   (1) Laws, Regulations, Requirements, and Guidance. This includes:
      (i) The Byrd Anti-Lobbying Amendment, 31 U.S.C. § 1352, as amended;
      (ii) U.S. DOT regulations, "New Restrictions on Lobbying," 49 CFR part 20, to the extent consistent with 31 U.S.C. § 1352, as amended; and
      (iii) Other applicable federal laws, regulations, requirements, and guidance prohibiting the use of federal assistance for any activity concerning legislation or appropriations designed to influence the U.S. Congress or a state legislature; and
   (2) Exception. If permitted by applicable federal law, regulations, requirements, or guidance, such lobbying activities described above may be undertaken through the Subrecipient's or Subrecipient's proper official channels.

Section 26. Environmental Protections – Clean Air and Clean Water

(d) Other Environmental Federal Laws. The Subrecipient agrees to comply or facilitate compliance, and assures that its Third Party Participants will comply or facilitate compliance, with all applicable federal laws, regulations, and requirements, and will follow applicable guidance, including, but not limited to, the Clean Air Act, Clean Water Act, Wild and Scenic Rivers Act of 1968, Coastal Zone Management Act of 1972, the Endangered Species Act of 1973, Magnuson Stevens Fishery Conservation and Management Act, Resource Conservation and Recovery Act, Comprehensive Environmental Response, Compensation, and Liability Act, Executive Order No. 11990 relating to "Protection of Wetlands," and Executive Order No. 11988, as amended, "Floodplain Management."

Applicable with the Transfer of Property or Persons

Section 15. Preference for United States Products and Services.

Except as the Federal Government determines otherwise in writing, the Subrecipient agrees to comply with FTA's U.S. domestic preference requirements and follow federal guidance, including:

(a) Buy America. The domestic preference procurement requirements of 49 U.S.C. § 5323(j), and FTA regulations, "Buy America Requirements," 49 CFR part 661, to the extent consistent with 49 U.S.C. § 5323(j);

(c) Cargo Preference. Preference – Use of United States-Flag Vessels. The shipping requirements of 46 U.S.C. § 55305, and U.S. Maritime Administration regulations, "Cargo Preference – U.S.-Flag Vessels," 46 CFR part 381; and

(d) Fly America. The air transportation requirements of Section 5 of the International Air Transportation Fair Competitive Practices Act of 1974, as amended, 49 U.S.C. § 40118, and U.S. General Services Administration (U.S. GSA) regulations, "Use of United States Flag Air Carriers," 41 CFR §§ 301-10.131 – 301-10.143.

Applicable to Construction Activities

Section 24. Employee Protections.

a. Awards Involving Construction. The Subrecipient agrees to comply and assures that each Third Party Participant will comply with all federal laws, regulations, and requirements providing protections for construction employees involved in each Project or related activities with federal assistance provided through the underlying Agreement, including the:

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(1) Prevailing Wage Requirements of:
  (i) Federal transit laws, specifically 49 U.S.C. § 5333(a), (FTA's "Davis-Bacon Related Act");
  (ii) The Davis-Bacon Act, 40 U.S.C. §§ 3141 – 3144, 3146, and 3147; and
  (iii) U.S. DOL regulations, "Labor Standards Provisions Applicable to Contracts Covering Federally Financed and Assisted Construction (also Labor Standards Provisions Applicable to Nonconstruction Contracts Subject to the Contract Work Hours and Safety Standards Act)," 29 CFR part 5.

(2) Wage and Hour Requirements of:
  (i) Section 102 of the Contract Work Hours and Safety Standards Act, as amended, 40 U.S.C. § 3702, and other relevant parts of that Act, 40 U.S.C. § 3701 et seq.; and
  (ii) U.S. DOL regulations, "Labor Standards Provisions Applicable to Contracts Covering Federally Financed and Assisted Construction (also Labor Standards Provisions Applicable to Nonconstruction Contracts Subject to the Contract Work Hours and Safety Standards Act)," 29 CFR part 5.

(3) "Anti-Kickback" Prohibitions of:
  (i) Section 1 of the Copeland "Anti-Kickback" Act, as amended, 18 U.S.C. § 874;
  (ii) Section 2 of the Copeland "Anti-Kickback" Act, as amended, 40 U.S.C. § 3145; and
  (iii) U.S. DOL regulations, "Contractors and Subcontractors on Public Building or Public Work Financed in Whole or in Part by Loans or Grants from the United States," 29 CFR part 3.

(4) Construction Site Safety of:
  (i) Section 107 of the Contract Work Hours and Safety Standards Act, as amended, 40 U.S.C. § 3704, and other relevant parts of that Act, 40 U.S.C. § 3701 et seq.; and
  (ii) U.S. DOL regulations, "Recording and Reporting Occupational Injuries and Illnesses," 29 CFR part 1904; "Occupational Safety and Health Standards," 29 CFR part 1910; and "Safety and Health Regulations for Construction," 29 CFR part 1926.

From Section 16

(n) Bonding. The Subrecipient agrees to comply with the following bonding requirements and restrictions as provided in federal regulations and guidance:
  (1) Construction. As provided in federal regulations and modified by FTA guidance, for each Project or related activities implementing the Agreement that involve construction, it will provide bid guarantee bonds, contract performance bonds, and payment bonds.
  (2) Activities Not Involving Construction. For each Project or related activities implementing the Agreement not involving construction, the Subrecipient will not impose excessive bonding and will follow FTA guidance.

From Section 23

(b) Seismic Safety. The Subrecipient agrees to comply with the Earthquake Hazards Reduction Act of 1977, as amended, 42 U.S.C. § 7701 et seq., and U.S. DOT regulations, "Seismic Safety," 49 CFR part 41, specifically, 49 CFR § 41.117.

Section 12 Civil Rights D(3)

Equal Employment Opportunity Requirements for Construction Activities. Comply, when undertaking "construction" as recognized by the U.S. Department of Labor (U.S. DOL), with:
  (i.) U.S. DOL regulations, "Office of Federal Contract Compliance Programs, Equal Employment Opportunity, Department of Labor," 41 CFR chapter 60, and
  (ii) Executive Order No. 11246, "Equal Employment Opportunity in Federal Employment," September 24, 1965, 42 U.S.C. § 2000e note (30 Fed. Reg. 12319, 12935), as amended by any later Executive Order that amends or supersedes it, referenced in 42 U.S.C. § 2000e note.

Applicable to Nonconstruction Activities

From Section 24. Employee Protections

(b) Awards Not Involving Construction. The Subrecipient agrees to comply and assures that each Third Party Participant will comply with all federal laws, regulations, and requirements providing wage and hour protections for nonconstruction employees, including Section 102 of the Contract Work

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Hours and Safety Standards Act, as amended, 40 U.S.C. § 3702, and other relevant parts of that Act, 40 U.S.C. § 3701 et seq., and U.S. DOL regulations, "Labor Standards Provisions Applicable to Contracts Covering Federally Financed and Assisted Construction (also Labor Standards Provisions Applicable to Nonconstruction Contracts Subject to the Contract Work Hours and Safety Standards Act)," 29 CFR part 5.

Applicable to Transit Operations

a. Public Transportation Employee Protective Arrangements. As a condition of award of federal assistance appropriated or made available for FTA programs involving public transportation operations, the Subrecipient agrees to comply and assures that each Third Party Participant will comply with the following employee protective arrangements of 49 U.S.C. § 5333(b):
   (1) U.S. DOL Certification. When its Awarded, the accompanying Agreement, or any Amendments thereto involve public transportation operations and are supported with federal assistance appropriated or made available for 49 U.S.C. §§ 5307 – 5312, 5316, 5318, 5323(a)(1), 5323(b), 5323(d), 5328, 5337, 5338(b), or 5339, or former 49 U.S.C. §§ 5308, 5309, 5312, or other provisions of law as required by the Federal Government, U.S. DOL must provide a certification of employee protective arrangements before FTA may provide federal assistance for that Award. The Subrecipient agrees that the certification issued by U.S. DOL is a condition of the underlying Agreement and that the Subrecipient must comply with its terms and conditions.
   (2) Special Warranty. When its Agreement involves public transportation operations and is supported with federal assistance appropriated or made available for 49 U.S.C. § 5311, U.S. DOL will provide a Special Warranty for its Award, including its Award of federal assistance under the Tribal Transit Program. The Subrecipient agrees that its U.S. DOL Special Warranty is a condition of the underlying Agreement and the Subrecipient must comply with its terms and conditions.
   (3) Special Arrangements for Agreements for Federal Assistance Authorized under 49 U.S.C. § 5310. The Subrecipient agrees, and assures that any Third Party Participant providing public transportation operations will agree, that although pursuant to 49 U.S.C. § 5310, and former 49 U.S.C. §§ 5310 or 5317, FTA has determined that it was not "necessary or appropriate" to apply the conditions of 49 U.S.C. § 5333(b) to any Subagreement participating in the program to provide public transportation for seniors (elderly individuals) and individuals with disabilities, FTA reserves the right to make case-by- case determinations of the applicability of 49 U.S.C. § 5333(b) for all transfers of funding authorized under title 23, United States Code (flex funds), and make other exceptions as it deems appropriate.

Section 28. Charter Service.

(a) Prohibitions. The Recipient agrees that neither it nor any Third Party Participant involved in the Award will engage in charter service, except as permitted under federal transit laws, specifically 49 U.S.C. § 5323(d), (g), and (r), FTA regulations, "Charter Service," 49 CFR part 604, any other Federal Charter Service regulations, federal requirements, or federal guidance.

(b) Exceptions. Apart from exceptions to the Charter Service restrictions in FTA's Charter Service regulations, FTA has established the following additional exceptions to those restrictions:
   (1) FTA's Charter Service restrictions do not apply to equipment or facilities supported with federal assistance appropriated or made available for 49 U.S.C. § 5307 to support a Job Access and Reverse Commute (JARC)-type Project or related activities that would have been eligible for assistance under repealed 49 U.S.C. § 5316 in effect in Fiscal Year 2012 or a previous fiscal year, provided that the Subrecipient uses that federal assistance for FTA program purposes only, and
   (2) FTA's Charter Service restrictions do not apply to equipment or facilities supported with the federal assistance appropriated or made available for 49 U.S.C. § 5310 to support a New Freedom-type Project or related activities that would have been eligible for federal assistance under repealed 49 U.S.C. § 5317 in effect in Fiscal Year 2012 or a previous fiscal year, provided the Subrecipient uses that federal assistance for program purposes only.

(c) Violations. If it or any Third Party Participant engages in a pattern of violations of FTA's Charter Service regulations, FTA may require corrective measures and remedies, including withholding an amount of federal assistance as provided in FTA's Charter Service regulations, 49 CFR part 604, appendix D, or barring it or the Third Party Participant from receiving federal assistance provided in 49 U.S.C. chapter 53, 23 U.S.C. § 133, or 23 U.S.C. § 142.

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Section 29. School Bus Operations.

(a) *Prohibitions*. The Subrecipient agrees that neither it nor any Third Party Participant that is participating in its Award will engage in school bus operations exclusively for the transportation of students or school personnel in competition with private school bus operators, except as permitted by federal transit laws, 49 U.S.C. § 5323(f) or (g), FTA regulations, "School Bus Operations," 49 CFR part 605, and any other applicable federal "School Bus Operations" laws, regulations, federal requirements, or applicable federal guidance.

(b) *Violations*. If a Subrecipient or any Third Party Participant has operated school bus service in violation of FTA's School Bus laws, regulations, or requirements, FTA may require the Subrecipient or Third Party Participant to take such remedial measures as FTA considers appropriate, or bar the Subrecipient or Third Party Participant from receiving federal transit assistance.

From Section 35 Substance Abuse

c. Alcohol Misuse and Prohibited Drug Use.

(1) Requirements. The Subrecipient agrees to comply and assures that its Third Party Participants will comply with:
  (i) Federal transit laws, specifically 49 U.S.C. § 5331;
  (ii) FTA regulations, "Prevention of Alcohol Misuse and Prohibited Drug Use in Transit Operations," 49 CFR part 655; and
  (iii) Applicable provisions of U.S. DOT regulations, "Procedures for Transportation Workplace Drug and Alcohol Testing Programs," 49 CFR part 40.

(2) Remedies for Non-Compliance. The Subrecipient agrees that if FTA determines that the Subrecipient or a Third Party Participant receiving federal assistance under 49 U.S.C. chapter 53 is not in compliance with 49 CFR part 655, the Federal Transit Administrator may bar that Subrecipient or Third Party Participant from receiving all or a portion of the federal transit assistance for public transportation it would otherwise receive.

Applicable to Planning, Research, Development, and Documentation Projects

Section 17. Patent Rights.

a. General. The Subrecipient agrees that:

(1) Depending on the nature of the Agreement, the Federal Government may acquire patent rights when the Subrecipient or Third Party Participant produces a patented or patentable invention, improvement, or discovery;

(2) The Federal Government's rights arise when the patent or patentable information is conceived or reduced to practice with federal assistance provided through the underlying Agreement; or

(3) When a patent is issued or patented information becomes available as described in the preceding section 17(a)(2) of this Master Agreement, the Subrecipient will notify FTA immediately and provide a detailed report satisfactory to FTA.

b. Federal Rights. The Subrecipient agrees that:

(1) Its rights and responsibilities, and each Third Party Participant's rights and responsibilities, in that federally assisted invention, improvement, or discovery will be determined as provided in applicable federal laws, regulations, requirements, and guidance, including any waiver thereof, and

(2) Unless the Federal Government determines otherwise in writing, irrespective of its status or the status of any Third Party Participant as a large business, small business, state government, state instrumentality, local government, Indian tribe, nonprofit organization, institution of higher education, or individual, the Subrecipient will transmit the Federal Government's patent rights to FTA, as specified in 35 U.S.C. § 200 et seq., and U.S. Department of Commerce regulations, "Rights to Inventions Made by Nonprofit Organizations and Small Business Firms Under Government Grants, Contracts and Cooperative Agreements," 37 CFR part 401.

c. License Fees and Royalties. Consistent with the applicable U.S. DOT Common Rules, the Subrecipient agrees that license fees and royalties for patents, patent applications, and inventions produced with federal assistance provided through the Agreement are program income and must be used in compliance with applicable federal requirements.

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Section 18. Rights in Data and Copyrights.

(a) *Definition of "Subject Data."* As used in this section, "subject data" means recorded information whether or not copyrighted, and that is delivered or specified to be delivered as required by the Agreement. Examples of "subject data" include, but are not limited to computer software, standards, specifications, engineering drawings and associated lists, process sheets, manuals, technical reports, catalog item identifications, and related information, but do not include financial reports, cost analyses, or other similar information used for performance or administration of the underlying Agreement.

(b) *General Federal Restrictions*. The following restrictions apply to all subject data first produced in the performance of the Agreement:
   (1) *Prohibitions*. The Subrecipient may not publish or reproduce any subject data, in whole, in part, or in any manner or form, or permit others to do so.
   (2) *Exceptions*. The prohibitions do not apply to publications or reproductions for the Subrecipient's own internal use, an institution of higher learning, the portion of subject data that the Federal Government has previously released or approved for release to the public, or the portion of data that has the Federal Government's prior written consent for release.

(c) *Federal Rights in Data and Copyrights*. The Subrecipient agrees that:
   (1) *General*. It must provide a license to its "subject data" to the Federal Government that is royalty-free, non-exclusive, and irrevocable. The Federal Government's license must permit the Federal Government to reproduce, publish, or otherwise use the subject data or permit other entities or individuals to use the subject data provided those actions are taken for Federal Government purposes, and
   (2) *U.S. DOT Public Access Plan – Copyright License*. The Subrecipient grants to U.S. DOT a worldwide, non-exclusive, non-transferable, paid-up, royalty-free copyright license, including all rights under copyright, to any and all Publications and Digital Data Sets as such terms are defined in the U.S. DOT Public Access plan, resulting from scientific research funded either fully or partially by this funding agreement. The Subrecipient herein acknowledges that the above copyright license grant is first in time to any and all other grants of a copyright license to such Publications and/or Digital Data Sets, and that U.S. DOT shall have priority over any other claim of exclusive copyright to the same.

(d) *Special Federal Rights in Data for Research, Development, Demonstration, Deployment, Technical Assistance, and Special Studies Programs*. In general, FTA's purpose in providing federal assistance for a research, development, demonstration, deployment, technical assistance, or special studies program is to increase transportation knowledge, rather than limit the benefits of the Award to the Subrecipient and its Third Party Participants. Therefore, the Subrecipient agrees that:
   (1) *Publicly Available Report*. When an Award providing federal assistance for any of the programs described above is completed, it must provide a report of the Agreement that FTA may publish or make available for publication on the Internet.
   (2) *Other Reports*. It must provide other reports related to the Award that FTA may request.
   (3) *Availability of Subject Data*. FTA may make available its copyright license to the subject data, and a copy of the subject data to any FTA Recipient or any Third Party Participant at any tier, except as the Federal Government determines otherwise in writing.
   (4) *Identification of Information*. It must identify clearly any specific confidential, privileged, or proprietary information submitted to FTA.
   (5) *Incomplete*. If the Award is not completed for any reason whatsoever, all data developed with federal assistance for the Award becomes "subject data" and must be delivered as the Federal Government may direct.
   (6) *Exception*. This section does not apply to an adaptation of any automatic data processing equipment or program that is both for the Subrecipient's use and acquired with FTA capital program assistance.

(e) *License Fees and Royalties*. Consistent with the applicable U.S. DOT Common Rules, the Subrecipient agrees that license fees and royalties for patents, patent applications, and inventions produced with federal assistance provided through the Agreement are program income and must be used in compliance with federal applicable requirements.

(f) *Hold Harmless*. Upon request by the Federal Government, the Subrecipient agrees that if it intentionally violates any proprietary rights, copyrights, or right of privacy, and if its violation under the preceding section occurs from any of the publication, translation, reproduction, delivery, use or

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disposition of subject data, then it will indemnify, save, and hold harmless against any liability, including costs and expenses of the Federal Government's officers, employees, and agents acting within the scope of their official duties. The Subrecipient will not be required to indemnify the Federal Government for any liability described in the preceding sentence, if the violation is caused by the wrongful acts of federal officers, employees or agents, or if indemnification is prohibited or limited by applicable state law.

(g) *Restrictions on Access to Patent Rights*. Nothing in this section of this Master Agreement (FTA MA(23)) pertaining to rights in data either implies a license to the Federal Government under any patent, or may be construed to affect the scope of any license or other right otherwise granted to the Federal Government under any patent.

(h) *Data Developed Without Federal Assistance or Support*. The Subrecipient agrees that in certain circumstances it may need to provide to FTA data developed without any federal assistance or support. Nevertheless, this section generally does not apply to data developed without federal assistance, even though that data may have been used in connection with the Award. The Subrecipient agrees that the Federal Government will not be able to protect data developed without federal assistance from unauthorized disclosure unless that data is clearly marked "Proprietary," or "Confidential."

(i) *Requirements to Release Data*. The Subrecipient understands and agrees that the Federal Government may be required to release data and information the Subrecipient submits to the Federal Government as required under:

(1). The Freedom of Information Act (FOIA), 5 U.S.C. § 552,

(2) The U.S. DOT Common Rules,

(3) U.S. DOT Public Access Plan, which provides that the Subrecipient agrees to satisfy the reporting and compliance requirements as set forth in the U.S. DOT Public Access plan, including, but not limited to, the submission and approval of a Data Management Plan, the use of Open Researcher and Contributor ID (ORCID) numbers, the creation and maintenance of a Research Project record in the Transportation Research Board's (TRB) Research in Progress (RiP) database, and the timely and complete submission of all required publications and associated digital data sets as such terms are defined in the DOT Public Access plan. Additional information about how to comply with the requirements can be found at: http://ntl.bts.gov/publicaccess/howtocomply.html, or

(4) Other federal laws, regulations, requirements, and guidance concerning access to records pertaining to the Award, the accompanying Agreement, and any Amendments thereto.

Miscellaneous Special Requirements

From Section 12. Civil Rights.

(e) *Disadvantaged Business Enterprise*. To the extent authorized by applicable federal laws, regulations, or requirements, the Subrecipient agrees to facilitate, and assures that each Third Party Participant will facilitate, participation by small business concerns owned and controlled by socially and economically disadvantaged individuals, also referred to as "Disadvantaged Business Enterprises" (DBEs), in the Agreement as follows:

(1) *Statutory and Regulatory Requirements*. The Subrecipient agrees to comply with:

(i) Section 11101(e) of IIJA;

(ii) U.S. DOT regulations, "Participation by Disadvantaged Business Enterprises in Department of Transportation Financial Assistance Programs," 49 CFR part 26; and

(iii) Federal transit law, specifically 49 U.S.C. § 5332, as provided in section 12 of this Master Agreement.

(2) *DBE Program Requirements*. A Subrecipient that receives planning, capital and/or operating assistance and that will award prime third party contracts exceeding $250,000 the requirements of 49 CFR part 26.

(3) *Special Requirements for a Transit Vehicle Manufacturer (TVM)*. The Subrecipient agrees that:

(i) *TVM Certification*. Each TVM, as a condition of being authorized to bid or propose on FTA-assisted transit vehicle procurements, must certify that it has complied with the requirements of 49 CFR part 26; and

(ii) *Reporting TVM Awards*. Within 30 days of any third party contract award for a vehicle purchase, the Subrecipient must submit to FTA the name of the TVM contractor and the total dollar value of the third party contract, and notify FTA that this information has been attached to FTA's electronic award management system. The Subrecipient must also submit

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additional notifications if options are exercised in subsequent years to ensure that the TVM is still in good standing.

(4) *Assurance*. As required by 49 CFR § 26.13(a):
  (i) *Recipient Assurance*. The Subrecipient agrees and assures that:
    (A) It must not discriminate on the basis of race, color, national origin, or sex in the award and performance of any FTA or U.S. DOT-assisted contract, or in the administration of its DBE program or the requirements of 49 CFR part 26;
    (B) It must take all necessary and reasonable steps under 49 CFR part 26 to ensure nondiscrimination in the award and administration of U.S. DOT-assisted contracts;
    (C) Its DBE program, as required under 49 CFR part 26 and as approved by U.S. DOT, is incorporated by reference and made part of the Underlying Agreement; and
    (D) Implementation of its DBE program approved by U.S. DOT is a legal obligation and failure to carry out its terms shall be treated as a violation of this Master Agreement.
  (ii) *Subrecipient/Third Party Contractor/Third Party Subcontractor Assurance*. The Subrecipient agrees and assures that it will include the following assurance in each subagreement and third party contract it signs with a Subrecipient or Third Party Contractor and agrees to obtain the agreement of each of its Subrecipients, Third Party Contractors, and Third Party Subcontractors to include the following assurance in every subagreement and third party contract it signs:
    (A) The Subrecipient, each Third Party Contractor, and each Third Party Subcontractor must not discriminate on the basis of race, color, national origin, or sex in the award and performance of any FTA or U.S. DOT-assisted subagreement, third party contract, and third party subcontract, as applicable, and the administration of its DBE program or the requirements of 49 CFR part 26;
    (B) The Subrecipient, each Third Party Contractor, and each Third Party Subcontractor must take all necessary and reasonable steps under 49 CFR part 26 to ensure nondiscrimination in the award and administration of U.S. DOT-assisted subagreements, third party contracts, and third party subcontracts, as applicable;
    (C) Failure by the Subrecipient and any of its Third Party Contractors or Third Party Subcontractors to carry out the requirements of subparagraph 12.e(4)(b) (of FTA MA(23)) is a material breach of their subagreement, third party contract, or third party subcontract, as applicable; and
    (D) The following remedies, or such other remedy as the Subrecipient deems appropriate, include, but are not limited to, withholding monthly progress payments; assessing sanctions; liquidated damages; and/or disqualifying the Subrecipient, Third Party Contractor, or Third Party Subcontractor from future bidding as non-responsible.

(5) *Remedies*. Upon notification to the Subrecipient of its failure to carry out its approved program, FTA or U.S. DOT may impose sanctions as provided for under 49 CFR part 26, and, in appropriate cases, refer the matter for enforcement under either or both 18 U.S.C. § 1001, and/or the Program Fraud Civil Remedies Act of 1986, 31 U.S.C. § 3801 et seq.

From Section 12. Civil Rights.

(h) Nondiscrimination on the Basis of Disability. The Subrecipient agrees to comply with the following federal prohibitions against discrimination on the basis of disability:
  (1) Federal laws, including:
    (i) Section 504 of the Rehabilitation Act of 1973, as amended, 29 U.S.C. § 794, which prohibits discrimination on the basis of disability in the administration of federally assisted Programs, Projects, or activities;
    (ii) The Americans with Disabilities Act of 1990 (ADA), as amended, 42 U.S.C. § 12101 et seq., which requires that accessible facilities and services be made available to individuals with disabilities:
      (A) For FTA Recipients generally, Titles I, II, and III of the ADA apply,; but
      (B) For Indian Tribes, Titles II and III of the ADA apply, but Title I of the ADA does not apply because it exempts Indian Tribes from the definition of “employer;”
    (iii) The Architectural Barriers Act of 1968, as amended, 42 U.S.C. § 4151 et seq., which requires that buildings and public accommodations be accessible to individuals with disabilities;

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(iv) Federal transit law, specifically 49 U.S.C. § 5332, which now includes disability as a prohibited basis for discrimination; and
(v) Other applicable federal laws, regulations, and requirements pertaining to access for seniors or individuals with disabilities.

(2) Federal regulations and guidance, including:
(i) U.S. DOT regulations, "Transportation Services for Individuals with Disabilities (ADA)," 49 CFR part 37;
(ii) U.S. DOT regulations, "Nondiscrimination on the Basis of Disability in Programs and Activities Receiving or Benefiting from Federal Financial Assistance," 49 CFR part 27;
(iii) Joint U.S. Architectural and Transportation Barriers Compliance Board (U.S. ATBCB) and U.S. DOT regulations, "Americans With Disabilities (ADA) Accessibility Specifications for Transportation Vehicles," 36 CFR part 1192 and 49 CFR part 38;
(iv) U.S. DOT regulations, "Transportation for Individuals with Disabilities: Passenger Vessels," 49 CFR part 39;
(v) U.S. DOJ regulations, "Nondiscrimination on the Basis of Disability in State and Local Government Services," 28 CFR part 35;
(vi) U.S. DOJ regulations, "Nondiscrimination on the Basis of Disability by Public Accommodations and in Commercial Facilities," 28 CFR part 36;
(vii) U.S. EEOC, "Regulations to Implement the Equal Employment Provisions of the Americans with Disabilities Act," 29 CFR part 1630;
(viii) U.S. Federal Communications Commission regulations, "Telecommunications Relay Services and Related Customer Premises Equipment for Persons with Disabilities," 47 CFR part 64, Subpart F;
(ix) U.S. ATBCB regulations, "Electronic and Information Technology Accessibility Standards," 36 CFR part 1194;
(x) FTA regulations, "Transportation for Elderly and Handicapped Persons," 49 CFR part 609,
(xi) FTA Circular 4710.1, "Americans with Disabilities Act: Guidance;" and
(xii) Other applicable federal civil rights and nondiscrimination regulations and guidance.

Section 16. Procurement.

(a) *Federal Laws, Regulations, Requirements, and Guidance*. The Subrecipient agrees:
(1) To comply with the requirements of 49 U.S.C. chapter 53 and other applicable federal laws, regulations, and requirements in effect now or later that affect its third party procurements;
(2) To comply with the applicable U.S. DOT Common Rules; and
(3) To follow the most recent edition and any revisions of FTA Circular 4220.1, "Third Party Contracting Guidance," to the extent consistent with applicable federal laws, regulations, requirements, and guidance.

State Requirements

Section 37. Special Notification Requirements for States.

(a) *Types of Information*. To the extent required under federal law, the State, agrees to provide the following information about federal assistance awarded for its State Program, Project, or related activities:
(1) The Identification of FTA as the federal agency providing the federal assistance for a State Program or Project;
(2) The Catalog of Federal Domestic Assistance Number of the program from which the federal assistance for a State Program or Project is authorized; and
(3) The amount of federal assistance FTA has provided for a State Program or Project.

(b) *Documents*. The State agrees to provide the information required under this provision in the following documents: (1) applications for federal assistance, (2) requests for proposals, or solicitations, (3) forms, (4) notifications, (5) press releases, and (6) other publications.

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EXHIBIT E, VERIFICATION OF PAYMENT

This checklist is to assist the Subrecipient in preparation of its billing packets to State. This checklist is provided as guidance and is subject to change by State. State shall provide notice of any such changes to Subrecipient. All items may not apply to your particular entity. State's goal is to reimburse Subrecipients as quickly as possible and a well organized and complete billing packet helps to expedite payment.

☐ **Verification of Payment** –

✓ General Ledger Report must have the following:
- Identify check number or EFT number;
- If no check number is available, submit Accounts Payable Distribution report with the General Ledger;
- In-Kind (must be pre-approved by State) and/or cash match;
- Date of the report;
- Accounting period;
- Current period transactions; and
- Account coding for all incurred expenditures.

✓ If no General Ledger Report, all of the following are acceptable:
- copies of checks;
- check registers; and
- paycheck stub showing payment number, the amount paid, the check number or electronic funds transfer (EFT), and the date paid.

✓ State needs to ensure that expenditures incurred by the local agencies have been paid by Party ***before*** State is invoiced by Party.

✓ Payment amounts should match the amount requested on the reimbursement. Additional explanation and documentation is required for any variances.

☐ **In-Kind or Cash Match – If an entity wishes to use these types of match, they must be approved by State prior to any Work taking place.**

✓ If in-kind or cash match is being used for the Local Match, the in-kind or cash match portion of the project must be included in the project application and the statement of work attached to the Agreement or purchase order. FTA does not require pre-approval of in-kind or cash match, but State does.

✓ General ledger must also show the in-kind and/or cash match.

☐ **Indirect costs – If an entity wishes to use indirect costs, the rate must be approved by State prior to applying it to the reimbursements.**

✓ If indirect costs are being requested, an approved indirect letter from State or your cognizant agency for indirect costs, as defined in 2 CCR §200. 19, must be provided. The letter must state what indirect costs are allowed, the approved rate and the time period for the approval. The indirect cost plan must be reconciled annually and an updated letter submitted each year thereafter.

☐ **Fringe Benefits- Considered part of the Indirect Cost Rate and must be reviewed and approved prior to including these costs in the reimbursements.**

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✓ Submit an approval letter from the cognizant agency for indirect costs, as defined in 2 CCR §200. 19, that verifies fringe benefit, or

✓ Submit the following fringe benefit rate proposal package to State Audit Division:

- Copy of Financial Statement;
- Personnel Cost Worksheet;
- State of Employee Benefits; and
- Cost Policy Statement.

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To: The Core Transit Board
From: Dave Snyder, Director of Transportation

Meeting Date: 11/18/2026

SUBJECT: Purchase of five (5) 40’ diesel hybrid low floor buses

RECOMMENDED ACTIONS: Approve the purchase order with Gillig, LLC for five (5) 40’ diesel hybrid low floor buses for $6,346,465 and authorize the Executive Director or Treasurer to approve final invoice adjustments of up to 3% above the $6,346,465 amount.

Background

Core Transit is purchasing five (5) 40’ diesel hybrid low floor buses using a “piggyback” option on an existing State of Washington contract. Using this contract, which meets FTA procurement rules, allows us to speed up our procurement process and access better pricing than would normally be available to an agency of our size. This purchase will be partially funded through a federal grant, which was previously approved.

The grant will cover $4,573,000 of the total purchase price, with $1,773,465 coming from the transit capital fund.

The estimated delivery timeframe for these five (5) diesel hybrid low floor buses is late first quarter of 2028.

Given price fluctuations on parts due to tariffs and other manufacturer price changes, if required the Executive Director or Treasurer can approve a final invoice adjustment of up to 3% above the original approved vehicle quote amount at their discretion.

FINANCIAL CONSIDERATIONS: The grant will cover $4,573,000 of the

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total purchase price, with $1,773,465 coming from the transit capital fund. This purchase was originally budgeted at $5,380,000 based on the estimate at the time of the initial grant application and will require an adjustment in the budget.

Attachments:

1. Vehicle Price Quote
2. Vehicle Price Variance/Specification Summary
3. Purchase Order for five (5) 40’ diesel hybrid low floor buses

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GILLIG

September 18, 2026

Tanya Allen
Regional Transit Director
CORE Transportation Authority
3289 Cooley Mesa Road
Gypsum CO 81637

Dear Tanya,

Thank you for your interest in purchasing (5) 40' Diesel Hybrid Low Floor Buses by utilizing the State of WA DES Contract No. 04824-01.

Attached you will find the price variance/price summary that would pertain to your order.

(5) 40' DIESEL HYBRID LOW FLOOR BUSES@$1,269,293 each

This price is valid for 60 days and is FOB Gypsum CO. Prices exclude any taxes and license fees. The production start date of this order will begin within 23 – 26 months from receipt of purchase order.

The current Administration has recently placed substantial tariffs on goods imported into the United States, and there have been indications that additional or different tariffs may be imposed. Although we are actively working with our suppliers to determine the financial impact these tariffs may ultimately have on our material and production costs, we believe in some cases (bus configuration) it will add a significant cost to the bus price which GILLIG is unable to absorb. As a valued partner, you have our commitment and assurance that we will do everything possible to minimize the impact as we navigate this developing situation. However, contact modifications and price adjustments will likely be necessary to offset any cost increases due to these tariffs.

We thank you for this opportunity and appreciate your interest in GILLIG and our products. We at GILLIG look forward to building another order for CORE Transportation Authority and in so doing, continuing to build our lasting partnership. Working together, GILLIG is confident we can manage the tariff situation and continue to build and deliver the best transit buses in the industry along with the highest level of customer satisfaction.

Should you have any questions, please do not hesitate to contact me at (510) 303-0202.

Sincerely,

Joe Saldana

Joe Saldana
Regional Sales Manager

PRICE VARIANCE
9/17/2026
GYPSUM, CO PIGGYBACK - STATE OF WASHINGTON - NO. 04824-01
(5) 40' ALLISON E-GEN FLEX HYBRID LOW FLOOR BRT, SN: TBD

ITEM	STATE OF WASHINGTON	GYPSUM, CO	VARIANCE
BODY STYLE	STANDARD LOW FLOOR	BRT FRONT AND REAR CAP ONLY	14,250.00
ENGINE MODEL	CUMMINS B7.2	REQUIRED	-
ENGINE PRIMARY OIL FILTER	ATMUS LF9486	REQUIRED	-
ENGINE AUXILIARY OIL FILTER	NOT INCLUDED	NOT REQUIRED	-
COOLANT	PEAK FLEET CHARGE SCA PRECHARGED IAT (ETHYLENE GLYCOL)	REQUIRED	-
PRIMARY FUEL FILTER	DAVCO DIESEL PRO 245, HEATED, W/ DANFOSS FC350 HOSE	REQUIRED	-
SECONDARY FUEL FILTER	ATMUS	REQUIRED	-
ENGINE BLOCK HEATER	NOT INCLUDED	PHILLIPS TEMRO ZEROSTART 120V @ 750W	130.00
ENGINE STARTER MOTOR	NOT INCLUDED	NOT REQUIRED	-
AIR CLEANER AIR RESTRICTION INDICATOR	DONALDSON INFORMER X002277 (15" - 25" H2O)	REQUIRED	-
RADIATOR / FAN STYLE	MODINE HYBRID ALUMINUM TANK E-FAN	EMP MH5	1,796.00
RADIATOR / CHARGE AIR COOLER (CAC) FINISH / PROTECTION (E-COAT)	NOT INCLUDED	REQUIRED	2,508.00
RADIATOR TANK GUARD	NOT INCLUDED	NOT REQUIRED	-
ALTERNATOR	(2) VANNER HYBRID BELTLESS ALTERNATOR (HBA)	(2) VANNER HYBRID BELTLESS ALTERNATOR (HBA)	-
ENGINE OIL EXTRACTION PORT FITTING	NEEDLE SAMPLING	NOT REQUIRED	(63.00)
ENGINE OIL PAN DRAIN PLUG	EXTERNAL MAGNETIC HEX HEAD	REQUIRED	-
TRANSMISSION	ALLISON EGEN FLEX 40 MAX	ALLISON EGEN FLEX 40 MAX	-
CONFIGURATION MODE	ENGINE START-STOP W/ DEPOT MODE	ENGINE START-STOP W/ DEPOT MODE	-
TRANSMISSION GEO-FENCE PROGRAMMING & SUBSCRIPTION (VIRICITI TELEMATICS, FOR EV MODE GREEN ZONES)	INCLUDED, 1 YEAR SUBSCRIPTION	REQUIRED	-
TRANSMISSION OIL EXTRACTION PORT FITTING	NEEDLE SAMPLING	NOT REQUIRED	(63.00)
BRAKES	DISC	DISC	-
AXLE SEALS	OIL SEALS (FRONT & REAR)	REQUIRED	-
AXLE OIL DRAIN AND FILL PLUGS	MAGNETIC INTERNAL HEX HEAD	REQUIRED	-
HUBODOMETER	NOT INCLUDED	STEMCO TRACBAT 604-9999 (PROGRAMMABLE VERSION)	428.00
HUBODOMETER GUARD	NOT INCLUDED	NOT REQUIRED	-
AUTOMATIC TRACTION CONTROL (ATC)	INCLUDED	REQUIRED	-
WHEELS	(6) ALUMINUM ALCOA HIGH POLISH	(7) ALUMINUM ALCOA HIGH POLISH	818.00
WHEEL MOUNTING	HUB PILOTED	REQUIRED	-
TIRES	CUSTOMER SUPPLIED	(7) GILLIG PROVIDED FIRESTONE 315/80R22.5 CITY TRANSPORT RADIAL (CTR)	8,015.00
TIRE WHEEL BALANCING	FRONT	FRONT & REAR	250.00
TIRE CHAINS	NOT INCLUDED	ONSPOT AUTOMATIC TIRE CHAIN SYSTEM	3,987.00
STEERING COLUMN	ZF REAX ELECTRIC ASSIST	REQUIRED	-
STEERING WHEEL	IMMI/VIP 16" SOFT TOUCH 2 SPOKE	REQUIRED	-
HYDRAULIC PUMP TYPE, AIR COMPRESSOR, & DISCHARGE HOSE	NOT INCLUDED	CONCENTRIC PUMP, ELECTRIC DRIVEN; POWEREX COMPRESSOR, ELECTRIC DRIVEN, W DANFOSS FC350 HOSE	25,803.00
FUEL FILL LOCATION	CURB SIDE	CURB SIDE AND STREET SIDE	1,301.00
FUEL FILL NECK STYLE	EMCO WHEATON POSI/LOCK FAST FILL - FLIP CAP	GRAVITY FILL (BOTH SIDES)	(273.00)
FUEL GAUGE	NOT INCLUDED	REQUIRED	185.00
REAR RUN BOX GAUGES	AMETEK C-COM 2G	AMETEK C-COM 2G	-
AIR DRYER	BENDIX SINGLE AD-IP W/ PURAGUARD CARTRIDGE, 24V HEATED	BENDIX SINGLE AD-IP W/ PURAGUARD CARTRIDGE, 24V HEATED	-
KNEEL & RAISE LOCATION	FRONT ONLY	REQUIRED	-
SHOP AIR CONNECTION	ARO 23903-210 (FRONT & REAR) W/DUST CAP AND TETHER	SCHRADER 645-0060 (FRONT & REAR)	-
AIR TOWING CONNECTION	AMFLO CP1 (FRONT)	REQUIRED	-
ELECTRICAL TOWING CONNECTION	NOT INCLUD	NOT REQUIRED	-
BRAKE VALVE	BENDIX E-8	REQUIRED	-

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PRICE VARIANCE
9/17/2026
GYPSUM, CO PIGGYBACK - STATE OF WASHINGTON - NO. 04824-01
(5) 40' ALLISON E-GEN FLEX HYBRID LOW FLOOR BRT, SN: TBD

ITEM	STATE OF WASHINGTON	GYPSUM, CO	VARIANCE
REAR SKID PLATE	NOT INCLUDED	NOT REQUIRED	-
EXTENDED REAR TOW EYE	NOT INCLUDED	NOT REQUIRED	-
INSULATION	LEVEL 1	LEVEL 2	1,185.00
BATTERY MANUFACTURER & TYPE	(2) GROUP 31 ODYSSEY	(2) GROUP 31 DEKA AGM	-
BATTERY JUMP START CONNECTOR	ANDERSON AT BATTERY COMPARTMENT	ANDERSON AT REAR CURB SIDE POST	250.00
WHEELCHAIR RAMP	LIFT-U LU18	REQUIRED	-
WHEELCHAIR RAMP SKID PLATES (A-POST)	NOT INCLUDED	NOT REQUIRED	-
HVAC SYSTEM	THERMO KING TE20 ALL-ELECTRIC	THERMO KING TE20 ALL-ELECTRIC	-
HVAC MOTOR	24VDC EBM BRUSHLESS	REQUIRED	-
HVAC A/C REFRIGERANT TYPE	R407C	REQUIRED	-
HVAC REFRIGERANT PRESSURE DISPLAY	INCLUDED	NOT REQUIRED	(238.00)
HVAC AIR RETURN FILTER	MERV 13	REUSABLE POLYPROPYLENE	-
HVAC AIR INTAKE	20% OUTSIDE AIR & FILTER	RECYLCED INTERIOR AIR	(214.00)
DRIVERS HEATER	BRUSHLESS MOTORS	REQUIRED	-
AUXILIARY COOLANT HEATER	NOT INCLUDED	DOMETIC X30	4,755.00
FRONT DOOR THRESHOLD HEATER	NOT INCLUDED	REQUIRED	587.00
REAR DOOR THRESHOLD HEATER	NOT INCLUDED	NOT REQUIRED	-
REAR STREET SIDE UNDERSEAT HEATER	NOT INCLUDED	REQUIRED	950.00
REAR CURB SIDE UNDERSEAT HEATER	NOT INCLUDED	REQUIRED	950.00
REAR DOOR THRESHOLD WARM WELCOME MAT	NOT INCLUDED	NOT REQUIRED	-
DASH FAN(S)	NOT INCLUDED	(2) REQUIRED	260.00
FRONT DOOR	40" SLIDE GLIDE	REQUIRED	-
FRONT DOOR MOTOR	AIR OPEN - AIR CLOSE	REQUIRED	-
FRONT DOOR EXTERIOR CLOSE VALVE	NOT INCLUDED	NOT REQUIRED	-
REAR DOOR	34" SWING-OUT	REQUIRED	-
REAR DOOR MOTOR	AIR OPEN - SPRING CLOSE	REQUIRED	-
REAR DOOR SENSITIVE EDGE	PNEUMATIC WITH MECHANICAL PRESSURE SWITCH	REQUIRED	-
REAR DOOR ACTIVATION	FULL DRIVERS CONTROL	REQUIRED	-
DOOR CONTROL	5 POSITION ANALOG CONTROLLER	5 POSITION ANALOG CONTROLLER WITH REMOVABLE HANDLE	-
STREET SIDE FRONT WHEELWELL STORAGE BOX (ELECTRICAL EQUIP CABINET)	44"H x 22.5"W x 20"D, W/ (2) FANS	REQUIRED	-
STREET SIDE FRONT WHEELWELL STORAGE BOX (ELECTRICAL EQUIP CABINET) LED LIGHTING	(2) GROTE LED STRIP LAMPS	REQUIRED	-
CURB SIDE FRONT WHEEL WELL STORAGE BOX	NOT INCLUDED	8.25"H X 22.5"W X 19.1"D	650.00
INTERIOR AD FRAME	NOT INCLUDED	CLEAR ANODIZED 14"H X 20"W, TOP LINE YARDER	773.00
EXTERIOR AD FRAME	NOT INCLUDED	NOT REQUIRED	-
PASSENGER SEATS	AMERICAN SEATING, INSIGHT CLASSIC / INSIGHT NARROW W/ A.R.M., Q'STRAINT RESTRAINT	AMERICAN SEATING, INSIGHT CLASSIC W/ 1.25" / 1/2" PADDING / INSIGHT NARROW W/ 1/2"/VR50 PADDING W/ A.R.M., Q'STRAINT MAX RESTRAINTS	2,321.00
3RD STEP RAISED PLATFORM (REAR SEAT RISERS FOR FORWARD-FACING SEATS)	NOT INCLUDED	NOT REQUIRED	-
PASSENGER SEAT MOUNTED USB MODULES	NOT INCLUDED	NOT REQUIRED	-
FRONT WHEELWELL VERTICAL STANCHION(S)	INCLUDED (STREET SIDE, CURB SIDE)	NOT REQUIRED	(200.00)
DRIVERS SEAT	ERGO TRANSIT, ERGO METRO AM80, FABRIC W/ VINYL HEADREST & 3-PT BLACK BELT, SEAT BELT PRESENTER	ERGO TRANSIT, ERGO METRO AM80, FABRIC/VINYL, W/ VINYL HEADREST & 3-PT BLACK BELT, FIXED SEAT BELT GUIDE	-
DRIVERS SEAT ARM REST	NOT INCLUDED	REQUIRED	225.00
DRIVERS SEAT CUSHION ALARM	NOT INCLUDED	NOT REQUIRED	-
DRIVERS SEAT BELT ALARM	NOT INCLUDED	NOT REQUIRED	-
PASSENGER STOP REQUEST SIGNAL STYLE	PULL CORD	REQUIRED	-

PRICE VARIANCE
9/17/2026
GYPSUM, CO PIGGYBACK - STATE OF WASHINGTON - NO. 04824-01
(5) 40' ALLISON E-GEN FLEX HYBRID LOW FLOOR BRT, SN: TBD

ITEM	STATE OF WASHINGTON	GYPSUM, CO	VARIANCE
REAR DOOR PASSENGER SIGNAL (AT STANCHION)	INCLUDED	NOT REQUIRED	(50.00)
STOP REQUEST LAMP AT DASH	INCLUDED	NOT REQUIRED	-
DRIVERS BARRIER	WRAPAROUND W/O SCHEDULE HOLDERS	REQUIRED	-
DRIVERS PROTECTION BARRIER	NOT INCLUDED	NOT REQUIRED	-
MODESTY PANEL FORWARD OF REAR DOOR	NOT INCLUDED	HALF PANEL	315.00
REGISTRATION / PERMIT / CARD HOLDER	NOT INCLUDED	NOT REQUIRED	-
DISPLAY / SCHEDULE HOLDER(S)	NOT INCLUDED	NOT REQUIRED	-
OVERHEAD GRAB STRAP(S)	NOT INCLUDED	(8) BLACK NYLON	320.00
PASSENGER WINDOWS	AROW, STD FRAME, FULL FIXED	RICON, BONDED, TRANSOM, PASSENGER WINDOWS, W/DRIVERS WINDOW W/ ENERGY SAVER GLASS	15,570.00
HEADLAMPS	DIALIGHT LED LOW & HIGH BEAMS	DIALIGHT LED LOW & INCANDESCENT HIGH BEAMS (90MM)	(205.00)
STOP / TAIL / TURN / BACK UP LAMPS	(4) 4" ROUND DIALIGHT LED	REQUIRED	-
REAR WHEEL TURN CURB LAMP INDICATOR	NOT INCLUDED	(1) DIALIGHT LED	300.00
REAR CAP GRILLE LOWER CENTER MOUNTED AUXILIARY STOP LAMPS	(2) 4" ROUND RED DIALIGHT LED LAMPS	(2) 18" DIALIGHT RED LED STRIP LAMPS	225.00
YIELD SIGN	NOT INCLUDED	KD SPECIALTIES TRIANGLE AMBER LED SIGN	831.00
BATTERY COMPARTMENT LAMP	(1) LED 12" STRIP LAMP	NOT REQUIRED	(79.00)
INTERIOR LAMP KIT	I/O CONTROLS LED	REQUIRED	-
PLEASURE RADIO	NOT INCLUDED	REI VR-5650 AM/FM, CD, DVD, MP3, USB, BLUETOOTH, WB RADIO	629.00
PLEASURE RADIO SPEAKER	NOT INCLUDED	REQUIRED	180.00
2-WAY RADIO & ANTENNA	PRE-WIRE W/ ANTENNA PCTEL ASP 572	PRE-WIRE W/ RADIO REMOTE HEAD POWER AND TRUNK UNIT INTERFACE CABLE AND ANTENNA MOTOROLA HAE 6016A or HAF4013	450.00
DRIVERS SPEAKER	NOT INCLUDED	REQUIRED	126.00
AUXILIARY POWER SUPPLY	NOT INCLUDED	USB A/C MODULE AT DASH	250.00
PUBLIC ADDRESS (PA) SYSTEM	RADIO ENGINEERING INDUSTRIES (REI)	VIA ITS	-
INSIDE SPEAKERS	(6) INCLUDED	REQUIRED	-
HAND / LAPEL MICROPHONE	INCLUDED	REQUIRED	-
BOOM MICROPHONE	NOT INCLUDED	REQUIRED	189.00
DESTINATION SIGNS	TWIN VISION, AMBER (FRONT, CURBSIDE, & REAR) W/ MULTI-SYSTEM CONTROLLER (MCU)	LUMINATOR, WHITE (FRONT & CURBSIDE) W/MULTI-SYSTEM CONTROLLER (MCU)	1,873.00
FRONT SIGN HEATED GLAZING	NOT INCLUDED	REQUIRED	488.00
FRONT RUN SIGN (DASH MOUNTED)	NOT INCLUDED	LUMINATOR 12 X 40, WHITE	1,515.00
FAREBOX	PRE-WIRE ONLY	NOT REQUIRED	-
FAREBOX GUARD	INCLUDED	NOT REQUIRED	-
FAREBOX EXTERNAL LAMP	PETERSON LED, M370	NOT REQUIRED	(50.00)
TRANSFER CUTTER	NOT INCLUDED	NOT REQUIRED	-
MANUAL PASSENGER COUNTER	NOT INCLUDED	NOT REQUIRED	-
SUBFLOOR PANEL MATERIAL	PLYWOOD / COMPOSITE	REQUIRED	-
FLOOR COVERING MANUFACTURER	ALTRO	REQUIRED	-
ROOF HATCH	REAR, MANUAL OPEN/CLOSE	FRONT & REAR, MANUAL OPEN/CLOSE	404.00
CURB SIDE FRONT WHEELWELL PACKAGE RACK	STAINLESS STEEL	REQUIRED	-
EXTERIOR MIRRORS	SAFE FLEET, 8X8, 1-PC, FLAT-FACED, NON-HEATED W/ REMOTE	SAFEFLEET 10X11, W/5X7, HEATED, REMOTE	394.00
MIRROR TURN INDICATOR LAMP	NOT INCLUDED	NOT REQUIRED	-
STANCHIONS & GRABRAILS	STAINLESS STEEL	REQUIRED	-
SUNSHADE WINDSHIELD	AUTO-MOTION SHADE, CORD RELEASE	AUTO-MOTION 52" FLEXI-VISOR SCISSOR STYLE	125.00
SUNSHADE DRIVERS WINDOW	AUTO-MOTION SHADE, CORD RELEASE	AUTO-MOTION FLEXI-VISOR, SCISSOR STYLE	125.00
FIRE SUPPRESSION SYSTEM	AMEREX V-25	REQUIRED	-
TRAFFIC LIGHT PREEMPTION SYSTEM	NOT INCLUDED	NOT REQUIRED	-

PRICE VARIANCE
9/17/2026
GYPSUM, CO PIGGYBACK - STATE OF WASHINGTON - NO. 04824-01
(5) 40' ALLISON E-GEN FLEX HYBRID LOW FLOOR BRT, SN: TBD

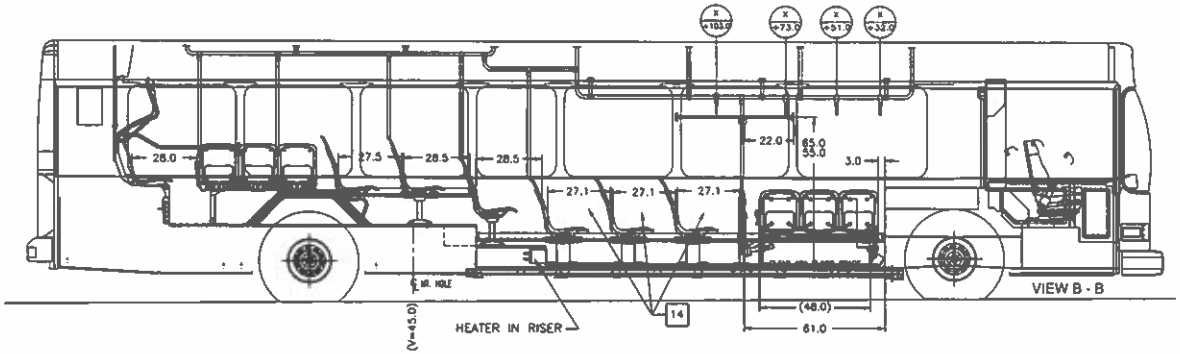
ITEM	STATE OF WASHINGTON	GYPSUM, CO	VARIANCE
VIDEO SURVEILLANCE SYSTEM	NOT INCLUDED	LUMINATOR ROADRUNNER PRO MDVR, 4TB HDD, (8) CAMERAS, W/ WC340 PRE-WIRE (PER EAGLE COUNTY, CO SPECS)	16,943.00
REAR VIEW BACK-UP CAMERA SYSTEM (STAND-ALONE)	NOT INCLUDED	NOT REQUIRED	-
PASSENGER INFORMATION VIDEO MONITOR DISPLAY SYSTEM	NOT INCLUDED	NOT REQUIRED	-
BIKE RACK	SPORTWORKS DL2, BLACK POWDER COATED	SPORTWORKS DL2 BUMPER MOUNTING BRACKETS	(679.00)
BIKE RACK DASH DEPLOYMENT LAMP	VIA MFD	NOT REQUIRED	(100.00)
BIKE RACK MIRROR	NOT INCLUDED	NOT REQUIRED	-
FIRE EXTINGUISHER	AMEREX 5 LBS	AMEREX 5 LBS, WITH AMEREX #860 (2 RUBBER STRAPS) MOUNT	
FIRST AID KIT	NOT INCLUDED	CINTAS 24 UNIT	92.00
BLOODBORN PATHOGEN KIT	NOT INCLUDED	CINTAS 25011	45.00
BIO-HAZARD KIT	NOT INCLUDED	NOT REQUIRED	-
WHEEL CHOCK	NOT INCLUDED	NOT REQUIRED	-
MULTIFUNCTIONAL DISPLAY (MFD)	INCLUDED	REQUIRED	-
DASH GAUGES	VIA MFD	VIA MFD	-
CUP HOLDER	NOT INCLUDED	BIG GULP	50.00
WASTE CONTAINER	NOT INCLUDED	RUBBERMAID #2955 3.41 GALLON	195.00
ADJUSTABLE PEDALS	INCLUDED	REQUIRED	-
AUTOMATIC PASSENGER COUNTER (APC)	NOT INCLUDED	VIA ITS	-
INTELLIGENT TRANSPORTATION SYSTEM (ITS / CAD / AVL)	NOT INCLUDED	CLEVER DEVICES IVN5, TCH-DVI-3, LED SIGN, HANDSET, DA-350 MIC, IRMA MATRIX APC, CUSTOM RADIO CONTROL & TCH MOUNT, WITH CRADLE POINT R920 POWER CABLE (PER GYPSUM, CO SPECS)	43,131.00
TAP-CARD/WIRELESS PAYMENT SYSTEM	NOT INCLUDED	MASABI JRV PRE-WIRE (CABLES ONLY), NO STANCHION	415.00
BUS PAINT COLOR(S)	(1) COLOR	(2) COLORS	3,431.00
CLEAR COAT	INCLUDED, (1) COLOR	NOT REQUIRED	(413.00)
EXTERIOR GRAPHICS	NOT INCLUDED	CUSTOM GRAPHICS (PER EAGLE COUNTY, CO SPECS)	3,483.00
ROOF EXTERIOR BUS NUMBER	INCLUDED	NOT REQUIRED	(125.00)
GILLIG MANUALS	ELECTRONIC	ELECTRONIC & (1) EACH PRINTED AND LAMINATED PAPER COPY (DRIVERS, SERVICE, ELECTRICAL, PARTS)	1,181.00
OEM MANUALS	ELECTRONIC	ELECTRONIC & (1) PRINTED PAPER CUMMINS & ALLISON	1,325.00
BASIC BUS WARRANTY	24 MONTHS / 100,000 MILES	REQUIRED	-
BODY STRUCTURAL WARRANTY	36 MONTHS / 150,000 MILES	REQUIRED	-
STRUCTURAL INTEGRITY/CORROSION WARRANTY	144 MONTHS / 500,000 MILES	REQUIRED	-
ENGINE WARRANTY	24 MONTHS / UNL MILES	60 MONTHS / 300,000 MILES	7,455.00
2027 EPA MANDATED EMISSIONS WARRANTY FOR B7.2 HYBRID	120 MONTHS / 450,000 MILES	120 MONTHS / 450,000 MILES (*)	-
TRANSMISSION WARRANTY (HYBRID)	24 MONTHS / UNL MILES	60 MONTHS / 350,000 MILES	39,454.00
HVAC WARRANTY	24 MONTHS / UNL MILES	36 MONTHS / UNL MILES	3,144.00
WARRANTY (ALL OTHER COMPONENTS)	BASE COVERAGE PER ST OF WA CONTRACT	BASE COVERAGE PER ST OF WA CONTRACT	-
TRAINING	NOT INCLUDED	NOT REQUIRED	-
TOTAL VARIANCES			214,278.00
STATE OF WASHINGTON 40' HYBRID BASE UNIT PRICE (APR 2026)			1,052,195.00
DELIVERY			2,820.00
GYPSUM, CO 40' HYBRID LOW FLOOR BRT BUS CURRENT UNIT PRICE (9/17/26)			**1,269,293.00**

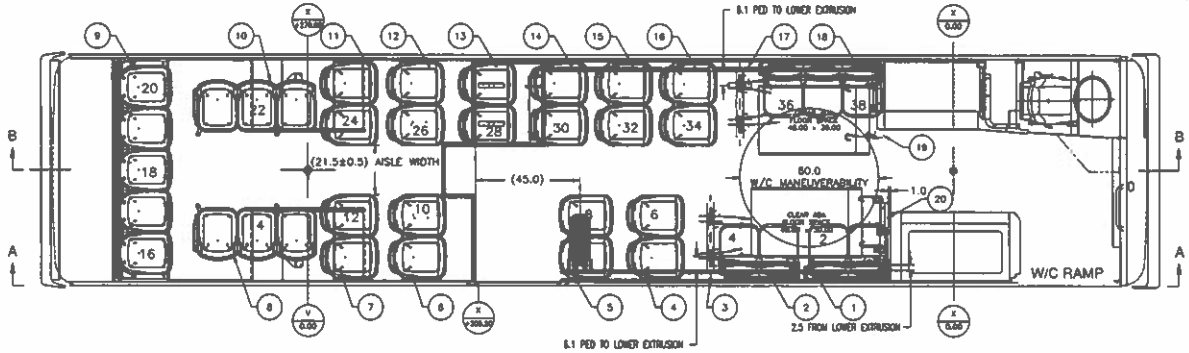
(*) EPA REVERTS EMISSIONS WARRANTY BACK TO STD (60 MONTHS / 100,000 MILES) THERE WILL BE A CREDIT ISSUED **(19,906.00)**

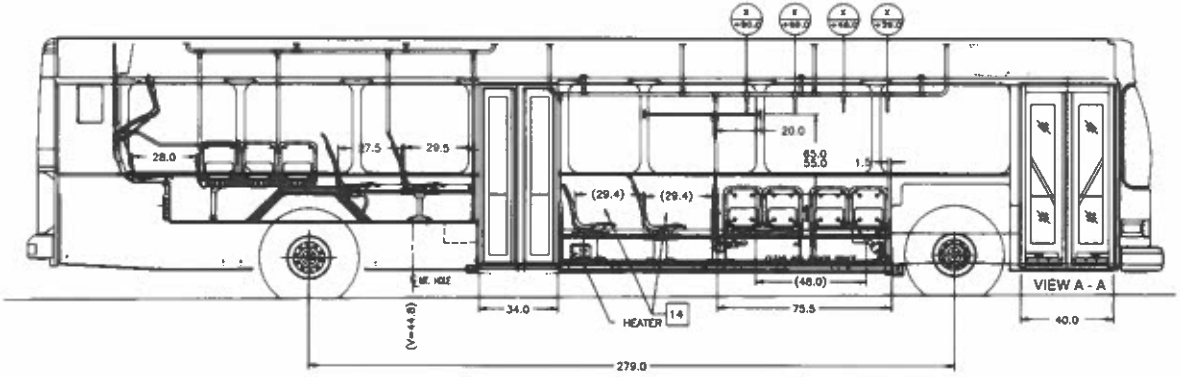
CONFIDENTIAL
This pricing information is intended only for the personal and confidential use of the recipient(s) to whom it was originally sent. If you are not an intended recipient of this information or an agent responsible for delivering it to an intended recipient, you are hereby notified that you have received this information in error, and that any review, dissemination, distribution, or copying of this message is strictly prohibited.

GILLIG PARTS	QTY	GILLIG PARTS	QTY
STANCHION, REAR LONGITUDINAL	4	STRAPS, O/H GRAB	8
STANCHION, TRVS. @ 3RD STEP	2	BAR, WINDOW, 46.0	2
STANCHION, TRVS. @ 2ND STEP	1	PANEL, MODESTY, SHORT, 1.0 SINGLE OFFSET, FWD RO	1
STANCHION, TRVS. @ 1ST STEP	1	PANEL, MODESTY, 3RD STEP, C. SIDE	1
STANCHION, W/C BARRIER	2		

REVISIONS					
SYM	DWN	ZONE	DESCRIPTION	REL.	DATE
A	LMS		RELEASED FOR PRODUCTION	190370	11/04/20







NOTES:

1. *TO MAXIMIZE OCCUPANT CRASH PROTECTION AND REDUCE THE POTENTIAL FOR SIGNIFICANT INJURY TO PASSENGERS SEATED IN THE FIRST FORWARD FACING SEATS IMMEDIATELY REARWARD OF THE ADA AREA, GILLIG REQUIRES EITHER: 1.1 THE PLACEMENT OF A BARRIER FORWARD OF THESE SEATS. 1.2 USE OF A GRAB/STANCHION POLE FOR THE AISLE SEAT AND WALL MOUNTED GRAB HANDLE FOR THE OUTBOARD SEAT OR 1.3 SEAT BELTS ON BOTH THESE SEATS.*
2. ALL DIMENSIONS ARE IN INCHES.
3. FLOORING LAYOUT: SEE FL-67522R118 (ALLISON, B500R).
4. THIS DRAWING IS TO BE USED FOR SEAT INSTALLATION. ALL OTHER GRAPHICS ARE SHOWN FOR REFERENCE ONLY. SEE BOM/ PAINT LAYOUT FOR EXTERIOR GRAPHICS AND GLAZING. FOR APPLICABLE O/H RAILS, TRANSMISSION HATCH AND STANCHIONS, RACKS AND HANDLES ON WHEEL WELL SEE BOM/MEETING NOTES.

SEAT AND RESTRAINT NOTES:

10. SEATS & RESTRAINT BELTS MUST MEET FMVSS 209 & 302 STANDARDS.
11. ALL SEATS WITH T-PEDESTALS SHALL HAVE AN OPEN CHANNEL DESIGN. ALL SEATS WITH DIMENSION E=6.12 SHALL HAVE 3.0 LONG MOUNTING SLOTS.
12. W/C BELTS AND RETRACTORS: SEE SPEC SHEET, ALSO AFFECTS REMOTE BELT RELEASE TYPE IF REQUIRED
    A: Q' STRAINT = Q' STRAINT PULL HANDLE LEVER
    B: SURE-LOK = SURE-LOK DUAL AUTO LOK (NOT AVAILABLE FOR OPTION P).
13. FOR EACH W/C LOCATIONS WITH FLOOR ANCHORAGE DISTANCES GREATER THAN 60 INCHES SHALL INCLUDE (2) WEBBING LOOPS. TOTAL QTY SHIPPED LOOSE: 2 (REQUIRED FOR CURBSIDE ADA AREA)
14. HIP TO KNEE DIMENSIONS SHOWN ARE NOMINAL. SEATS WILL BE EQUALLY SPACED.
15. REF: FOR OTHER SEAT DETAILS NOT SHOWN, SEE PURCHASING ORDER SPECIFICATION SHEET.

ITEM NUMBER	VENDOR PART NUMBER	(J) PASSENGER SEAT SIZE	(P) PEDESTAL (C) CANTILEVER	(G) GRAB HANDLE	(F) FLAT BACK PANEL	(SM) SHROUD CUP	NOTES AND COMMENTS
20		–	–	–	–	–	OPTION H, RH
19		–	–	–	–	–	OPTION H, LH, WHEELWELL MOUNTED
18		3	C	–	–	–	W/C FLIP-UP, AFT ARMREST, STOP REQ.
17		–	P	G	–	1	W/C BARRIER, (2) PED, P1=10.00, P2=16.00, E=8.0, SEE NOTE 12
16		2	C	G	–	–	
15		2	C	G	–	–	
14		2	C	G	–	1	
13		2	P	G	–	1	(2) PED, P1=9.42, P2=16.55, E=6.12
12		2	P	G	–	1	(1) PED, Po = 26.25, E=6.12
11		2	P	G	–	–	MOUNTED TO WHEEL WELL, MIN TRAVEL ±1.5
10		3	P	–	–	2	AFT ARMREST, E=6.12
9		5	–	–	–	–	HINGED SETTEE, 1-3-1, GAS SPRINGS W/ SINGLE LOCKING PIN
8		3	P	–	–	2	AFT ARMREST, E=6.12
7		2	P	G	–	–	MOUNTED TO WHEEL WELL, MIN TRAVEL ±1.5
6		2	P	G	–	1	(1) PED, Po = 26.25, E=6.12
5		2	P	–	–	–	(1) PED, Po=29.0, E=6.12, SEAT OVER HEATER
4		2	C	G	–	–	
3		–	P	G	–	1	W/C BARRIER, (2) PED, P1=10.00, P2=16.00, E=8.0, SEE NOTE 12
2		2	C	–	–	–	W/C FLIP-UP, STOP REQ. @ SEAT POSITION 3
1		2	C	–	–	–	W/C FLIP-UP, AFT ARMREST, STOP REQ.@ SEAT POSITION 2

38 PASSENGERS

PASSENGER SEAT SUPPLIER:
AMERICAN SEATING CO.
PASSENGER SEAT MODELS:
INSIGHT 18.0 WIDE FWD FACING
INSIGHT 17.0 WIDE AISLE FACING

SEE PRODUCTION BOM

SIGNATURE ON THIS DRAWING INDICATES CUSTOMER'S APPROVAL OF LAYOUT AND AGREEMENT THAT SAME IS IN COMPLIANCE WITH CUSTOMER'S SPECIFICATIONS. ONCE SIGNED THIS DRAWING BECOMES A PART OF
CONTRACT #:_____
PURCHASE ORDER #:_____
SIGNED BY:_____
ACTING ON BEHALF OF AND WITH THE AUTHORITY OF

LATEST REVISION	J	DATE 01/28/20
DRAWN	U. SATARE	DATE 11/04/20

GILLIG LLC
LIVERMORE, CA

GILLIG DESIGN BULLETIN REQUIREMENTS: UNLESS OTHERWISE SPECIFIED		
DESCRIPTION	DB NUMBER	REV
SETTEE:	DB 157.000	D
UPPER SECTION:	DB 157.001	C
CENTER SECTION:	DB 158.001	C
W/C RESTRAINT OPTION:	DB 152.014	AN
ADA CLEAR FLOOR SPACE:	DB 152.000	A
SEAT DIMENSIONAL SPEC.:	DB 152.001	D

UNLESS OTHERWISE SPECIFIED: MFR-TO-HAND TOLERANCE ±0.25, HAND-PASSED SEATS ±0.25, F-HOOD SEATS ±0.50; LINEAR ± 0.3, XX ± 0.12, XXX ± 0.050; ANGULAR ±0°; CAD SCALE: 1:51; SIZE B

KIT & DIAGRAM, SEAT
LF2010 40' X 102"

EAGLE COUNTY, CO

PART NUMBER SL-72715-195960

This drawing and the information contained therein is submitted confidentially and is the property of The GILLIG LLC. Use, reproduction, or disclosure of the content of this drawing or any portion thereof for any purpose must be approved in writing by The GILLIG LLC.

PURCHASE ORDER

Washington State Transit Bus Cooperative
State Cooperative Purchasing Schedule Master Contract #04824-01 Transit Buses: Heavy Duty, dated April 8, 2026.

Issued By:
Tanya Allen
Executive Director
Eagle Valley Transportation Authority
P.O. Box 1070
Gypsum, CO 81637

Administered By:
Elena McGrew
Enterprise Procurement Manager
Washington State Department of Enterprise Services
1500 Jefferson Street SE
Olympia, WA 98501

Contractor:
Gillig LLC
451 Discovery Drive
Livermore, CA 94551

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WHEREAS, Gillig LLC ("Manufacturer") and the State of Washington, by and through the Department of Enterprise Services, a Washington State governmental agency, executed a Master Contract dated April 8, 2026; and

WHEREAS, the Eagle Valley Transportation Authority ("EVTA") and the State of Washington, by and through the Department of Enterprise Services, a Washington State governmental agency, executed a Cooperative Purchasing Agreement on **March 29, 2024** authorizing EVTA to utilize the above-referenced Master Contract as a procurement solution; and

WHEREAS, EVTA desires to purchase the below described make and model vehicle(s) from the Manufacturer in accordance with said Master Contract; and

WHEREAS, Manufacturer is authorized to do business in the State of Colorado and has the time, skill, expertise, and experience necessary to provide the vehicles as set forth below in paragraph 1 hereof; and

WHEREAS, this Purchase Agreement shall govern the relationship between the Manufacturer and EVTA in connection with the procurement of said vehicles.

NOW, THEREFORE, in consideration of the foreclosing and following promises, Manufacturer and EVTA agree as follows:

1. Service Equipment:
   a. Manufacturer agrees to provide the following vehicles and associated components (hereinafter referred to as the "Equipment") as more specifically identified in the Price Summaries and Quote Letters identified in subsections 4(a)(v) through (viii), and incorporated herein by this reference:
      i. Five (5) 40' Diesel Hybrid Low Floor Buses

2. Compensation:
   a. ETVA shall compensate Manufacturer for the Equipment in accordance with the rates shown in the Contract Documents identified in Section 4(a) below, and calculated as follows:

	Unit Cost	Total Cost
Five (5) 40' Diesel Hybrid Low Floor Buses	$1,269,293	$6,346,465* *Maximum Compensation

   b. Maximum compensation under this agreement **shall not exceed** six million three hundred forty-six thousand and four hundred sixty-five dollars ($6,346,465) unless changes are made to this contract.

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c. EVTA will not withhold any taxes from monies paid to the Manufacturer hereunder and Manufacturer agrees to be solely responsible for the accurate reporting and payment of any taxes related to payments made pursuant to the terms of this Agreement.
d. Payment will be made for Equipment satisfactorily delivered and accepted within thirty (30) days of receipt of a proper and accurate invoice from Manufacturer. All invoices shall include detail regarding the Equipment and such other detail as EVTA may request.
e. Notwithstanding anything to the contrary contained in this Agreement, EVTA shall have no obligations under this Agreement after, nor shall any payments be made to Manufacturer in respect of any period after December 31 of any year, without an appropriation therefore by EVTA in accordance with a budget adopted by its governing body in compliance with Article 1, Title 29 of the Colorado Revised Statutes, the Local Government Budget Law (C.R.S. 29-1-101, *et. seq*.) and the TABOR Amendment (Colorado Constitution, Article X, Sec. 20).
f. If any tariffs, duties or similar government-imposed charges ("Tariffs") result in an increase of Seller's costs to procure goods from suppliers that are used to fulfill Seller's obligations under the contract, Buyer shall be liable to Seller for any such costs and Seller's price shall be adjusted accordingly. Notwithstanding the foregoing, in no event will Buyer pay more than 3% of the Maximum Compensation without Buyer's express prior written approval of such increase.

3. Schedule:
   a. The production of the Equipment is scheduled to begin within 18 to 20 months from the receipt of the purchase order. The Equipment shall be delivered Monday through Friday. No deliveries shall be made on weekends or holidays.

4. Contract Documents:
   a. The following documents, which were agreed to by Manufacturer and are incorporated herein by this reference, collectively referred to as "Contract Documents," includes:
      i. This Purchase Order;
      ii. Competitive Solicitation No. 04824-01 issued December 19, 2025 regarding Heavy Duty Transit Buses; including: Introduction; Request for Proposals, Offer & Award; General Contractual Provisions; Quality Assurance Provisions: Warranty Provisions; Technical Specifications; and Appendix, and
      iii. Manufacturer's Proposal dated February 9, 2026, including Manufacturer's Technical Proposal and Manufacturer's Price Proposal and the following completed required submissions: Bid Form; Taxpayer Identification, Certification Regarding Lobbying; Buy American Certification; Bidder's Acknowledgments and Representations Regarding Contingent Fee, Bus Testing Certification, Cooperative Purchasing Agreement, FMVSS Compliance Certification, Motor Vehicle Pollution Certification:

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iv. Master Contract No. 04824-01 dated April 8, 2026 between the State of Washington acting by and through the Department of Enterprise Services, a Washington State governmental agency, and Gillig LLC;
v. Quote/Price Summary Letter dated 9/18/26 (5) 40' Diesel Hybrid Low Floor Buses - $1,269,293 each for a total of $6,346,465
vi. Price Variance dated 9/17/2026 for (5) 40' Diesel Hybrid Low Floor Buses

b. There are no Contract Documents other than those listed above in Section 4(a). The Contract Documents may only be altered, amended, or repealed by written amendment. The intent of the Contract Documents is to include all items, components and services necessary for the proper sale and delivery of the Equipment. The Contract Documents are complementary, and what is required by anyone shall be as binding as if required by all. Words and abbreviations which have well known technical or trade meanings are used in the Contract Documents in accordance with such recognized meanings. The Contract Documents are listed in order of priority. If a conflict exists in the terms of any of the Contract Documents, the document with a higher priority shall control.

5. Termination. EVTA may terminate this Agreement, in whole or in part, up to eight (8) months prior to line entry, for any reason, with or without cause, and without penalty therefor with written notice to the Manufacturer. EVTA shall pay Manufacturer for Equipment satisfactorily delivered and accepted prior to the date of termination.

6. Manufacturer's Agreement:
   a. Gillig LLC agrees to provide the Equipment identified above in conformance with the terms of the Contract Documents for the consideration stated herein. Your offer to provide the equipment identified above is hereby accepted as offered in your Quote/Price Summary Letter dated 9/18/2026, in accordance with the Contract Documents.

EAGLE VALLEY TRANSPORTATION AUTHORITY

By:

_____

Rich Carroll,
Chair

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Gillig LLC

By: _____
William F. Fay, Jr
Vice President Sales

Date: _____

CONTRACTOR IS REQUIRED TO HAVE ITS SIGNATURE NOTARIZED

STATE OF _____)
) ss.
COUNTY OF _____)

The foregoing instrument was acknowledged before me by _____, of _____this_____ day of_____, 2025.

My commission expires: _____

_____
Notary Public

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To: The Core Transit Board
From: Dave Levy, Planning Manager

Meeting Date: 11/18/2026

SUBJECT: Pursuit of grant funds for bus purchases

RECOMMENDED ACTIONS: Approve Core Transit's submission of an FTA-5339 bus and bus facilities grant application

Background

FTA-5339 is a federal formula grant program that provides capital funds for the purpose of financing capital bus and bus related projects which support the continuation and expansion of transit services.

The 2027 call for projects application is due December 11. Awards will be announced in Q1 2027, and funds will be made available to recipients upon execution of the contract.

We anticipate that buses purchased through this grant cycle will be delivered in 2028 or 2029.

Vehicle types:

At this time, staff recommend seeking funds for two standard diesel transit buses through this grant. These buses will replace two standard diesel transit buses that are nearing the end of their useful life.

Financial considerations:

All projects funded through the 5339-program require a local match of 20%. Based on an estimated cost of $752,603.30 per bus, Core Transit's 20% local match will be $150,520.66 per bus.

If Core Transit is awarded the full amount that we are seeking through the 2027 FTA-5339 call for projects, the total capital cost to the Authority for the two vehicle purchases will be $301,041.32. These funds

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will be allocated from the transit capital fund, which has sufficient funds to meet this
request.

Attachments: N/A

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To: The Core Transit Board
From: Dave Levy, Planning Manager

Meeting Date: 11/18/26

SUBJECT: Updates to Core Transit's Title VI Plan

RECOMMENDED ACTIONS: Approve Resolution 2027-09, A Resolution Approving Updates to Eagle Valley Transportation Authority d/b/a "Core Transit" Title VI Plan

Background

Title VI is a federal law that prohibits discrimination based on race, color, or national origin in any program or activity that receives federal financial assistance. Federal grantees must comply with statutory and regulatory requirements of the law to remain eligible for assistance.

To remain eligible for federal grant assistance, all agencies are required to have a Board-adopted Title VI Plan (Plan). This Plan must be reviewed and updated every three years as part of CDOT's triennial review process.

Core Transit's original Title VI Plan was adopted in 2024. This update includes revised demographic information and updated contact and posting information.

Attachments:

1. Resolution 2027-09, A Resolution Approving Updates to Eagle Valley Transportation Authority d/b/a "Core Transit" Title VI Plan
2. Updated Title VI Plan

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EAGLE VALLEY TRANSPORTATION AUTHORITY

RESOLUTION NO. 2026-09

A RESOLUTION APPROVING UPDATES TO EAGLE VALLEY TRANSPORTATION AUTHORITY D/B/A "CORE TRANSIT" TITLE VI PLAN

Eagle Valley Transportation Authority ("Authority") was created by that certain Eagle Valley Transportation Authority Intergovernmental Agreement by and among Beaver Creek Metropolitan District; Town of Avon, Colorado; Eagle County, Colorado; Town of Eagle, Colorado; Town of Minturn, Colorado; Town of Red Cliff, Colorado; and Town of Vail, Colorado, dated as of September 1, 2022 (the "Authority IGA"), providing for the establishment of the Authority as a Colorado regional transportation authority pursuant to the Regional Transportation Law, Title 43, Article 4, Part 6, Colorado Revised Statutes, as amended; and

WHEREAS, the Town of Gypsum, Colorado is not a Member of the Authority, as defined in the Authority IGA, due to the absence of voter authorization for participation in the Authority at the November 8, 2022 election; and

WHEREAS, pursuant to Section 43-4-604(3)(c), C.R.S., the Board of Directors of the Authority ("Board") has the power to make and pass orders and resolutions necessary for the government and management of the affairs of the Authority and the execution of the powers vested in the Authority; and

WHEREAS, Section 601 of Title VI of the Civil Rights Act of 1964 states, "no person in the United States shall, on the ground of race, color, national origin, sex, age, or disability, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance;" and

WHEREAS, the Authority is a recipient of Federal financial assistance from the Colorado Department of Transportation (CDOT), and is subject to Title VI of the Civil Rights Act of 1964, (42 U.S.C. 2000d); and

WHEREAS, the Authority has or will provide all annual certifications and assurances to the Colorado Department of Transportation, required for the Title VI Program; and

WHEREAS, the Authority assures that no person or group of persons on the basis of race, color, national origin, sex, age, or disability, including Limited English Proficient (LEP) persons are subjected to discrimination in the level and quality of transportation services, programs and activities provided, whether federally funded or not; and

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WHEREAS, the Authority is responsible for managing its grant programs in accordance with Federal requirements, and CDOT is responsible for ensuring that recipients follow Federal statutory and administrative requirements. The CDOT Civil Rights Officer requires organizations, as a condition of eligibility for Federal financial assistance from the FTA, to submit, every three years, their Title VI Compliance Program and Language Assistance Plan (LAP) to the Civil Rights Department of the Colorado Department of Transportation for approval; and

WHEREAS, Title VI is a Federal law that applies to recipients and sub-recipients of Federal financial assistance. FTA recipients must ensure that their programs, policies, and activities comply with the Colorado Department of Transportation's (CDOT) Title VI regulations. Under Title VI, CDOT has the responsibility to provide oversight of recipients and to enforce their compliance with Title VI, to ensure that recipients do not use Federal funds to subsidize discrimination based on race, color, national origin, sex, age, or disability; and

WHEREAS, following CDOT's Subrecipient Information Request (SIR) Review and Site Review of the Authority's Title VI Plan, the Authority has prepared updates addressing the vehicle notice photograph requirement, Spanish translations of vital documents, website links, CDOT complaint filing information, use of the title "Language Assistance Plan," and appeal process contact information; and

NOW THEREFORE, BE IT RESOLVED by the Board of Directors of the Eagle Valley Transportation Authority as follows:

1. Incorporation of Recitals and Single Source. The recitals set forth above are incorporated and resolved as if set forth in this section in full.

2. Adoption of Policy. The Board hereby adopts the updated Title VI Policy substantially in the form enclosed herewith (the "Title VI Plan").

3. Authorization to Submit to the FTA. The Board authorizes the Title VI Compliance Officer to submit the Title VI Plan to the Federal Transit Administration.

4. Updates and Amendments to the Title VI Plan. The Board resolves that the foregoing resolution shall remain in full force and effect, through probable requested updates and/or amendments by the Colorado Department of Transportation Civil Rights.

5. Severability. If any part, section, subsection, sentence, clause or phrase of this Resolution is for any reason held to be invalid, such invalidity shall not affect the validity of the remaining provisions.

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6. Effective Date. This Resolution shall take effect and be enforced immediately upon its approval by the Authority's Board of Directors.

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ADOPTED this ____ day of , 2026

EAGLE VALLEY TRANSPORTATION AUTHORITY

_____Rich Carroll, Board Chair

ATTEST:

_____
Amy Burford, Secretary

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Eagle Valley Transportation Authority
d/b/a “Core Transit”

Title VI Plan

Revised November 18, 2026



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BACKGROUND

The Eagle Valley Transportation Authority, d/b/a Core Transit ("Core Transit") is a Regional Transportation Authority formed pursuant to Title 43, Article 4, Part 6 of the Colorado Revised Statutes as amended. Core Transit's goals include improving transit service, increasing ridership and efficiency across the valley's existing transit agencies, providing affordable or free transit to the valley's visitors and employee base, strengthening the connection between the valley's different communities and advancing climate action goals by reducing car trips and increasing the use of low or zero emission public transportation. Member jurisdictions include the Towns of Avon, Eagle, Minturn, Red Cliff and Vail; Eagle County; and Beaver Creek Metropolitan District. Core Transit is funded by a dedicated 0.5% sales tax. Core Transit also receives via intergovernmental transfer the portion of the existing 0.5% ECO Transit sales tax collected by Eagle County that was previously used to operate ECO Transit. Core Transit assumed responsibility for continuing to operate that system at the conclusion of an organizational transition in on August 4, 2024**.**

Core Transit serves Eagle and Lake Counties, including the I-70 and U.S. Highway 6 corridors from Dotsero in the west to Vail in the east, a distance of approximately 43 miles. In addition, regional service is provided along U.S. Highway 24 from Leadville to Vail, approximately 56 miles. Complementary paratransit is provided within 3/4 miles of regular Core Transit service. Core Transit-service is currently fare-free in Core Transit member communities and fare-based outside of Core Transit borders.

PROVISION OF TITLE VI ASSURANCES

Core Transit hereby certifies that, as a condition of receiving Federal financial assistance under the Urban Mass Transportation Act of 1964, as amended, it will ensure that:

a) Core Transit shall submit on an annual basis, their Title VI Assurance, as part of their annual Certification and Assurance submission to CDOT.
b) Core Transit will compile, maintain, and submit in a timely manner, Title VI information required by FTA Circular 4702.1B, updated as of October 1, 2012, and in compliance with the Department of Transportation's Title VI Regulation, 489CFR, Part 21
c) No person, on the basis of race, color, or national origin, will be subjected to discrimination in the level and quality of transportation services and transit-related benefits.
d) The benefits of Core Transit's transit services are shared equitably throughout the service area.

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e) The level and quality of transit services are sufficient to provide equal access to all riders in its service area.

Core Transit will make it known to the public that those persons or persons alleging discrimination on the basis of race, color, or national origin as it relates to the provision of transportation services and transit-related benefits may file a complaint with the Federal Transit Administration and/or the U.S. Department of Transportation**.**

TITLE VI COMPLAINTS, INVESTIGATIONS AND LAWSUITS

a) There are no outstanding lawsuits or complaints naming Core Transit which allege discrimination on the basis of race, color or national origin with respect to service or other transit benefits.
b) There are no pending applications for Federal financial assistance, and there is no Federal financial assistance currently being provided to Core Transit other than that being supplied by the Federal Transit Administration (FTA).
c) During the course of the last three (3) years, there have not been any civil rights compliance review activities conducted with respect to Core Transit and, to the best of our knowledge, there are not presently any ongoing civil rights compliance review activities being conducted with respect to Core Transit.

There are currently no pending construction projects which would negatively impact minority communities being performed by Core Transit.

GENERAL GUIDELINES/REQUIREMENTS

Annual Certification and Assurance

As stated in Section I, Core Transit shall submit annually, their Title VI assurance, as part of their annual Certification and Assurance submission to the FTA.

Complaint Procedures

In compliance with 49 CFR Section 21.9(b), Core Transit has developed procedures for investigating and tracking Title VI complaints filed against them. Such procedures shall be made available to the public upon request. Core Transit complaint procedures and complaint form are contained herein

as Appendix C, D (English) and Appendix E, F (Spanish).

Record Title VI Activities

In compliance with 49 CFR Section 21.9(b), Core Transit shall prepare and maintain a list of any active investigations conducted by entities other than the FTA, lawsuits, or complaints naming Core Transit, that allege discrimination on the basis of race, color, or nation origin. Such list shall include:

1. Date the investigation, lawsuit, or complaint was filed.
2. Summary of the allegation(s).
3. The status of the investigation, lawsuit, or complaint; and
4. Actions taken by Core Transit in response to the investigation, lawsuit or complaint.

Promoting Inclusive Public Participation

Core Transit shall take meaningful steps to involve minority and LEP populations in public participation activities. Core Transit's Public Participation Plan is contained herein as Appendix I.

Minority Representation on Advisory Boards

Core Transit is governed by a Board of Directors consisting of seven elected official Directors, one appointed by each of the seven member jurisdictions, and seven alternate Directors, also elected officials. By statue, the members of Core Transit's Board of Directors must be elected officials from the member jurisdictions. Core Transit's Board of Directors, including alternates, currently consists of 12 male and 2 female members. Core Transit staff do not play any role in choosing the board members.

Core Transit encourages minority and LEP population participation in planning for its various projects by employing bilingual staff and publishing all advertisements, public notices, web-site information, social media and announcements in both English and Spanish.

Language Assistance Plan

Core Transit shall take steps to ensure meaningful access to the benefits, services, information, and other important portions of their programs and activities for individuals who are Limited English Proficiency **(**LEP). Core Transit will assist persons with limited English proficiency to participate in the transportation planning process. Core Transit staff will make every effort to

provide translators and document translation, where feasible, upon request. Core Transit's Language Assistance Program (LAP) is contained herein as Appendix H

Public Notification

In compliance with 49 CFT Section 21.9(d), Core Transit shall provide information to the public regarding their Title VI obligations and apprise members of the public of the protections against discrimination afforded to them by Title VI. Core Transit complaint procedures and public notification information are contained herein as Appendix C and D (English) and Appendix E and F (Spanish).

Additional Information

Core Transit acknowledges that, at the discretion of the FTA, information other than that which is required by FTA C 4702.1B, may be requested in writing of Core Transit, to investigate complaints of discrimination or to resolve concerns about possible noncompliance with Title VI.

Timely Submission

Core Transit acknowledges that their Title VI submissions and/or updates thereto, shall be supplied to their CDOT Civil Rights & Business Resource Center once every three (3) years**.** The submission shall include, but is not limited to**:**

1. A summary of public outreach and involvement activities undertaken since the last submission and a description of steps taken to ensure that minority and low-income people had meaningful access to these activities.
2. Core Transit's process for persons with limited English proficiency (LEP).
3. Title VI Complaint and Tracking procedures.
4. A list of any Title VI investigations, complaints or lawsuits filed since the last submission; and
5. A copy of Core Transit's public notice regarding Title VI compliance and public access and instructions to Core Transit Title VI complaint procedures.
6. Portions of the Plan which have not changed since the last submission will not be resubmitted, however, Core Transit shall include a statement to this effect in lieu of copies of the original documents in order to eliminate redundancy in resubmissions.

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Facility Location and Equity Analysis

Core Transit has not constructed any new transportation facilities in the last 3 years.

Environmental Analysis of Construction Projects

Should new facilities be constructed in the future, Core Transit shall integrate an environmental justice analysis into their National Environmental Policy Act (NEPA) documentation of transit related construction projects of which require NEPA. If a Categorical Exclusion (CE) is performed, Core Transit shall complete the FTA's standard CE checklist which includes a section on community disruption and environmental justice. While preparing an Environmental Assessment (EA) or Environmental Impact Statement (EIS), Core Transit shall integrate into their documents, the following:

1. A description of the low-income and minority population within the study area affected by the project, and a discussion of the method used to identify this population.
2. A discussion of all adverse effects that would affect the identified minority and low-income population.
3. A discussion of all positive effects that would affect the identified minority and low-income population.
4. A description of all mitigation and environmental enhancement actions incorporated into the project to address the adverse effects, including, but not limited to, any special features of the relocation program that go beyond the requirements of the Uniform Relocation Act and address adverse community effects such as separation or cohesion issues, and the replacement of the community resources destroyed by the project, if applicable.
5. A discussion of the remaining effects, if any, and why further mitigation is not proposed; and
6. For projects that traverse predominantly minority and low-income and predominantly non-minority and non-low-income areas, a comparison will be completed of mitigation and environmental enhancement actions between the two stated areas. If there is no basis for such a comparison, Core Transit shall describe why this is so.

FIXED ROUTE SYSTEMWIDE SERVICE STANDARDS

Information regarding vehicle loads, headways, on-time performance, service availability, and vehicle assignment is included in Appendix J.

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TRANSIT AMENITIES

Information regarding transit amenities is included in Appendix K.

SYSTEM USE POLICIES

Policies and procedures regarding use of the Core Transit system are included in Appendix L.

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Appendix A: Board Adoption Resolution

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Appendix B: FTA Title VI Notices (English/Spanish)

Public Notice of Rights

The following statement shall be posted in conspicuous and accessible locations at the Core Transit office, the Vail Transportation Center, on the Core Transit website (www.coretransit.org**)**. Other appropriate materials shall be made available to the public**.**

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CORE TRANSIT

NON-DISCRIMINATION

Your Rights Under Title VI of the Civil Rights Act of 1964

The United States Department of Transportation (DOT) ensures full compliance with Title VI of the Civil Rights Act of 1964 by prohibiting discrimination against any person on the basis of race, color, or national origin in the provision of benefits and services resulting from federally assisted programs and activities.

If You Believe Your Rights Have Been Violated

Any person who believes Core Transit has violated his/her Title VI protections should contact the:

Core Transit Transportation Director
(970)343-6430
titlevi@coretransit.org
PO BOX 1070 Gypsum, CO 81637

Complaints may also be filed directly with the following agencies:

Colorado Department of Transportation
Suriah Bahr- Title VI & ADA Program Manager
|2829 W. Howard Place
Denver, CO 80204
CDOT_Accessibility@state.co.us
Voice Mail: (303)512-4220

Language Assistance

Core Transit has also developed a Language Assistance Plan (LAP) to assist individuals who are Limited English Proficient. Translation services, in order to assist LEP individuals, shall be made available to Core Transit's customers upon request.

Core Transit's Title VI policy, complaint procedures, and LAP shall be made available upon request by contacting Core Transit at the above-noted information.

For Federal Title VI information, please contact the Federal Transit Administration (FTA), Region 8 at (720)963-3300.

Federal Title VI information, including filing complaints, can also be accessed on the FTA web site at: www.fta.dot.gov.

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Notificación Pública de Derechos

La siguiente declaración se publicará en lugares visibles y accesibles en la oficina de Core Transit, Vail Transportation Center, en el sitio web de Core Transit (www.coretransit.org), y se mostrará de manera permanente en los vehículos de transporte público; además de otros materiales apropiados disponibles para el público:

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CORE TRANSIT

NO DISCRIMINACIÓN

Sus Derechos Bajo el Título VI de la Ley de Derechos Civiles de 1964

El Departamento de Transporte de los Estados Unidos (DOT) garantiza el pleno cumplimiento del Título VI de la Ley de Derechos Civiles de 1964 al prohibir la discriminación contra cualquier persona por motivos de raza, color u origen nacional en la prestación de beneficios y servicios derivados de programas y actividades que reciben asistencia federal.

Si considera que sus derechos han sido violados

Cualquier persona que considere que Core Transit ha violado sus derechos protegidos bajo el Título VI debe comunicarse con:

Director de Transporte de Core Transit
(970) 343-6430
titlevi@coretransit.org

Las quejas también pueden presentarse directamente ante las siguientes entidades:

Departamento de Transporte de Colorado (CDOT)
Suriah Bahr – Responsable del Programa del Título VI y la Ley ADA
2829 W. Howard Place
Denver, CO 80204
CDOT_Accessibility@state.co.us
Buzón de voz: (303) 512-4220

Asistencia Lingüística

Core Transit también ha desarrollado un Plan de Asistencia Lingüística (LAP) para ayudar a las personas con dominio limitado del inglés (LEP). Los servicios de traducción para asistir a las personas LEP estarán disponibles para los clientes de Core Transit a solicitud.

La política del Título VI de Core Transit, los procedimientos para presentar quejas y el LAP estarán disponibles a solicitud comunicándose con Core Transit mediante la información de contacto indicada anteriormente.

Para obtener información federal sobre el Título VI, comuníquese con la Región 8 de la Administración Federal de Transporte (FTA) al (720) 963-3300.

La información federal sobre el Título VI, incluida información sobre cómo presentar una queja, también está disponible en el sitio web de la FTA: **www.fta.dot.gov**.

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Appendix C: FTA Title VI Complaint Procedures (English)

Any person who believes she or he has been discriminated against on the basis of race, color, or national origin by Core Transit (hereinafter referred to as "the Authority") may file a Title VI complaint using the following procedures:

1. A formal complaint must be filed within 180 calendar days of the alleged occurrence. Complaints shall be in writing and signed by the individual or his/her representative, and will include the complainant's name, address and telephone number; name of alleged discriminating official, basis of complaint (race, color, or national origin) and the date of alleged act(s). A statement detailing the facts and circumstances of the alleged discrimination must accompany all complaints.

   Core Transit strongly encourages the use of the Core Transit Title VI Complaint Form when filing official complaints. Please complete the form and submit it to:

   Title VI Coordinator
   Eagle Valley Transportation Authority d/b/a Core Transit
   P.O. Box 1070
   Gypsum, CO 81637

   Complaints may also be filed directly with the following agencies:

   Colorado Department of Transportation
   Suriah Bahr- Title VI & ADA Program Manager
   2829 W. Howard Place
   Denver, CO 80204
   CDOT_Accessibility@state.co.us
   Voice Mail: 303-512-4220

2. If a complainant is unable or incapable of providing a written statement, a verbal complaint of discrimination may be made to the Core Transit Title VI Coordinator. Under these circumstances, the complainant will be interviewed, and the Core Transit Title VI Coordinator will assist the Complainant in converting the verbal allegations to writing.

3. When a complaint is received and logged, a copy will also be sent to

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the Executive Director or their designee. the Title VI Coordinator will provide written acknowledgment to the Complainant, within ten (10) calendar days by email and by registered mail.

4. If a complaint is deemed incomplete, additional information will be requested, and the Complainant will be provided 60 calendar days to submit the required information. Failure to do so may be considered good cause for a determination of no investigative merit. Within 15 calendar days from receipt of a complete complaint, Core Transit will determine its jurisdiction in pursuing the matter and whether the complaint has sufficient merit to warrant investigation. Within five (5) calendar days of this decision, the Core Transit Director of Transportation or his/her authorized designee will notify the Complainant and Respondent, by email and registered mail, informing them of the disposition.
    a. If the decision is not to investigate the complaint, the notification shall specifically state the reason for the decision.
    b. If the complaint is to be investigated, the notification shall state the grounds of Core Transit's jurisdiction, while informing the parties that their full cooperation will be required in gathering additional information and assisting the investigator.
5. When Core Transit does not have sufficient jurisdiction, the Core Transit Director of Transportation or his/her authorized designee will refer the complaint to the appropriate State or Federal agency holding such jurisdiction.
6. If the complaint has investigative merit, the Core Transit Director of Transportation or his/her authorized designee will instruct the Title VI Coordinator to fully investigate the complaint. A complete investigation will be conducted, and an investigative report will be submitted to the Director within 60 calendar days from receipt of the complaint. The report will include a narrative description of the incident, summaries of all persons interviewed, and a finding with recommendations and conciliatory measures where appropriate. If the investigation is delayed for any reason, the Title VI Coordinator will notify the appropriate authorities, and an extension will be requested.
7. The Core Transit Director of Transportation or his/her authorized designee will issue letters of finding to the Complainant and Respondent within 90 calendar days from receipt of the complaint.
8. If the Complainant is dissatisfied with Core Transit's resolution of the complaint, he/she has the right to file a complaint with the:

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Federal Transit Administration, Office of Civil Rights
Attn: Title VI Program Coordinator
East Building, Fifth Floor-TCR 1200 New
Jersey Avenue, SE
Washington, DC 2059

FTA Complaint procedures can also be found on the FTA web site at: www.fta.dot.gov. These procedures are also outlined in FTA Circular 4702.1B, Chapter IX.

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Appendix D: FTA Title VI Complaint Form (English)

Section I:				
Name:				
Address:				
Telephone (Home):		Telephone (Work):		
Electronic Mail Address:				
Accessible Format Requirements?	Large Print		Audio Tape	
	TDD		Other	
Section II:				
Are you filing this complaint on your own behalf?		Yes*	No	
*If you answered "yes" to this question, go to Section III.				
If not, please supply the name and relationship of the person for whom you are complaining:				
Please explain why you have filed for a third party:				
Please confirm that you have obtained the permission of the aggrieved party if you are filing on behalf of a third party.		Yes	No	
Section III:				

I believe the discrimination I experienced was based on (check all that apply):

[ ] Race [ ] Color [ ] National Origin

Date of Alleged Discrimination (Month, Day, Year):

Explain as clearly as possible what happened and why you believe you were discriminated against. Describe all persons who were involved. Include the name and contact information of the person(s) who discriminated against you (if known) as well as names and contact information of any witnesses. If more space is needed, please use the back of this form.

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Section IV		
Have you previously filed a Title VI complaint with this agency?	Yes	No
Section V		
Have you filed this complaint with any other Federal, State, or local agency, or with any Federal or State court? [ ] Yes [ ] No If yes, check all that apply: [ ] Federal Agency: [ ] Federal Court [ ] State Agency [ ] State Court [ ] Local Agency		
Please provide information about a contact person at the agency/court where the complaint was filed.		
Name:		
Title:		
Agency:		
Address:		
Telephone:		
Section VI		
Name of agency complaint is against:		
Contact person:		
Title:		
Telephone number:		

You may attach any written materials or other information that you think is relevant to your complaint.

Signature and date required below

Signature Date

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Please submit this form in person at the address below, or mail this form to:

Title VI Coordinator
Eagle Valley Transportation Authority d/b/a Core Transit
P.O. Box 1070
Gypsum, CO 81637

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Appendix E : FTA Title VI Complaint Procedures (Spanish)

Procedimientos de quejas bajo el Título VI de la FTA (Español)

Cualquier persona que crea que ha sido discriminada por motivos de raza, color u origen nacional por Core Transit (en lo sucesivo denominado “la Autoridad”) puede presentar una queja bajo el Título VI siguiendo los siguientes procedimientos:

1. Se debe presentar una queja formal dentro de los 180 días calendario posteriores a la supuesta ocurrencia. Las quejas deben ser por escrito y firmadas por la persona afectada o su representante e incluirán el nombre, dirección y número de teléfono del denunciante; nombre del funcionario presuntamente discriminador, base de la queja (raza, color u origen nacional) y la fecha de los presuntos actos. Una declaración detallando los hechos y circunstancias de la supuesta discriminación debe acompañar a todas las quejas.

   Core Transit recomienda el uso del Formulario de Quejas del Título VI de Core Transit “**Core Transit Title VI Complaint Form”** al presentar quejas oficiales. Por favor, complete el formulario y envíelo a:

   Title VI Coordinator
   Eagle Valley Transportation Authority d/b/a Core Transit
   P.O. Box 1070
   Gypsum, CO 81637

   Complaints may also be filed directly with the following agencies:

   Colorado Department of Transportation
   Suriah Bahr- Title VI & ADA Program Manager
   2829 W. Howard Place
   Denver, CO 80204
   CDOT_Accessibility@state.co.us
   Voice Mail: 303-512-4220

2. Si un denunciante no puede o no tiene la capacidad de proporcionar una declaración escrita, se puede presentar una queja verbal de discriminación al Coordinador del Título VI de Core Transit. En estas circunstancias, se entrevistará al denunciante, y el Coordinador del Título VI de Core Transit asistirá al denunciante para convertir las alegaciones verbales en un escrito.

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3. Cuando se reciba y registre una queja, también se enviará una copia al Director Ejecutivo o a su designado. El Coordinador del Título VI proporcionará un acuse de recibo por escrito al denunciante, dentro de los diez (10) días calendario, por correo electrónico y correo registrado.

4. Si se considera que una queja está incompleta, se solicitará información adicional, y se proporcionará al denunciante 60 días calendario para presentar la información requerida. No cumplirse puede ser considerado como una causa justificada para determinar que no hay mérito para la investigación.

5. Dentro de los 15 días calendario desde la recepción de una queja completa, Core Transit determinará su jurisdicción para continuar con el asunto y si la queja tiene suficiente mérito para justificar una investigación. Dentro de cinco (5) días calendario de esta decisión, el Director de Transporte de Core Transit o su designado autorizado notificará al denunciante y al demandado, por correo electrónico y correo registrado, informándoles sobre la resolución.
    a. Si la decisión es no investigar la queja, la notificación deberá indicar específicamente la razón de la decisión.
    b. Si la queja será investigada, la notificación indicará los fundamentos de la jurisdicción de Core Transit, informando a las partes que se requerirá su total cooperación para recopilar información adicional y ayudar al investigador.

6. Cuando Core Transit no tenga suficiente jurisdicción, el Director de Transporte de Core Transit o su designado autorizado referirá la queja a la agencia estatal o federal apropiada que tenga tal jurisdicción.

7. Si la queja tiene mérito para investigación, el Director de Transporte de Core Transit o su designado autorizado instruirá al Coordinador del Título VI para que investigue completamente la queja. Se llevará a cabo una investigación completa, y se presentará un informe de investigación al Director dentro de los 60 días calendario desde la recepción de la queja. El informe incluirá una descripción narrativa del incidente, resúmenes de todas las personas entrevistadas y un hallazgo con recomendaciones y medidas conciliatorias cuando sea apropiado. Si la investigación se retrasa por cualquier motivo, el Coordinador del Título VI notificará a las autoridades apropiadas y se solicitará una extensión. El Director de Transporte de Core Transit o su designado

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autorizado emitirá cartas de hallazgo al denunciante y al demandado dentro de los 90 días calendario desde la recepción de la queja.

8. Si el denunciante no está satisfecho con la resolución de la queja por parte de Core Transit, tiene el derecho de presentar una queja ante:

Federal Transit Administration, Office of Civil Rights
Attn: Title VI Program Coordinator

East Building, Fifth Floor-TCR

1200 New Jersey Avenue, SE

Washington, DC 20590

Los procedimientos de quejas de la FTA también se pueden encontrar en el sitio web de la FTA en: www.fta.dot.gov. Estos procedimientos también están descritos en el FTA Circular 4702.1B, Capítulo IX.

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Appendix F: FTA Title VI Complaint Form (Spanish)

Formulario de Queja del Título VI de la FTA (Español)

Sección I:				
Nombre:				
Dirección:				
Teléfono (Casa):		Teléfono (Trabajo):		
Correo Electrónico:				
¿Requiere un formato accesible?	Letra Grande		Audio	
	TDD		Otro	

Sección II:		
¿Está presentando esta queja en su propio nombre?	Sí*	No
*Si respondió "sí" a esta pregunta, vaya a la Sección III.		
Si no, por favor proporcione el nombre y la relación de la persona para quien está presentando la queja:		
Por favor explique por qué ha presentado la queja en nombre de un tercero:		
Por favor confirme que ha obtenido el permiso de la parte agraviada si está presentando la queja en nombre de un tercero.	Sí	No

Section III:

Creo que la discriminación que experimenté se basó en (marque todo lo que corresponda):

[ ] Raza [ ] Color [ ] Origen Nacional

Fecha de la Discriminación Alegada (Mes, Día, Año): _____

Explique lo más claramente posible lo que sucedió y por qué cree que fue discriminado. Describa a todas las personas que estuvieron involucradas. Incluya el nombre y la información de contacto de la(s) persona(s) que lo discriminaron (si se conocen), así como los nombres e información de

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contacto de cualquier testigo. Si necesita más espacio, por favor use la parte posterior de este formulario. _____ _____
Section IV

¿Ha presentado previamente una queja del Título VI con esta agencia?	Sí	No

Section V
¿Ha presentado esta queja ante alguna otra agencia Federal, Estatal o local, o en algún tribunal Federal o Estatal? [ ] Sí [ ] No Si la respuesta es sí, marque todas las que correspondan: [ ] Agencia Federal: _____ [ ] Tribunal Federal _____ [ ] Agencia Estatal _____ [ ] Tribunal Estatal _____ [ ] Agencia Local _____
Por favor proporcione información sobre una persona de contacto en la agencia/tribunal donde se presentó la queja.
Nombre:
Título:
Agencia:
Dirección:
Teléfono:
Sección VI
Nombre de la agencia contra la cual se presenta la queja:
Persona de contacto:
Título:
Número de teléfono:

Puede adjuntar cualquier material escrito u otra información que considere relevante para su queja.

Se requiere la firma y la fecha a continuación

Firma Fecha

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Por favor, entregue este formulario en persona en la dirección a continuación, o envíelo por correo a:

Title VI Coordinator
Eagle Valley Transportation Authority d/b/a Core Transit
P.O. Box 1070
Gypsum, CO 81637

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Appendix G: FTA Title VI Investigations/Complaints Chart

Type	Date (day(s), month(s), year(s)	Summary (basis – race, color, or national origin)	Status	Action(s) taken
Complaints and Investigations against the subrecipient or its employees				
Lawsuits				

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Appendix H: Language Assistance Plan

1. INTRODUCTION

This Language Assistance Plan (LAP), for Core Transit has been developed in response to federal requirements included under Section 601 of Title VI of the Civil Rights Act of 1964 (42 U.S.C. 2000d), which provides that no person shall "on the grounds of race, color or national origin be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance."

Federal Executive Order No. 13166, issued in August 2000 by President Clinton, "Improving Access to Services for Persons with Limited English Proficiency," was created to "... improve access to federally conducted and federally assisted programs and activities for persons who, as a result of national origin, are limited in their English proficiency (LEP)..." President Bush affirmed his commitment to Executive Order 13166 through a memorandum issued on October 25, 2001, by Assistant Attorney General for Civil Rights, Ralph F. Boyd, Jr. and Acting Assistant Attorney General, Loretta King directed a strengthening of enforcement of Title VI in a memorandum dated July 10, 2009.

As a sub-recipient of funds from the Federal Transit Administration (FTA), through the Colorado Department of Transportation (CDOT), this Language Assistance Plan (LAP) Plan for the Eagle Valley Transportation Authority has been developed to ensure compliance with Federal LAP regulations. It includes an assessment of the limited English proficiency needs of our area, an explanation of the steps we are currently taking to address these needs, and the steps we plan to take in the future to ensure meaningful access to our transit programs by persons with limited English proficiency.

2. LIMITED ENGLISH PROFICIENCY NEEDS OF AREA

This Language Assistance Plan (LAP) for Eagle Valley Transportation Authority has been developed in response to federal requirements included under Section 601 of Title VI of the Civil Rights Act of 1964 (42 U.S.C. 2000d), which provides that no person shall "on the grounds of race, color or national origin be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance."

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Federal Executive Order No. 13166, issued in August 2000 by President Clinton, "Improving Access to Services for Persons with Limited English Proficiency," was created to "... improve access to federally conducted and federally assisted programs and activities for persons who, as a result of national origin, are limited in their English proficiency (LEP)..." President Bush affirmed his commitment to Executive Order 13166 through a memorandum issued on October 25, 2001, by Assistant Attorney General for Civil Rights, Ralph F. Boyd, Jr. and Acting Assistant Attorney General, Loretta King directed a strengthening of enforcement of Title VI in a memorandum dated July 10, 2009.

The *Four-Factor Analysis* developed by the FTA requires that information be included in LAP Plans regarding the number and percentage of LEP persons in our area, and the nature, frequency, and importance of the contact we have, with LEP persons, in providing transit services. Each of these elements is addressed below.

A. Number and Percentage of LEP Persons in Our Area

Permanent Population

The U.S. Census provides information to assist in estimating the number of limited English speakers in the permanent population. For small urban areas and rural counties, the best data available is from the American Community Survey's 2024 5-Year estimates. Table 1 presents this information for Eagle and Lake Counties.

As the table below shows, there were significant numbers and percentages of the permanent population of both counties, in the year 2024, who had difficulty speaking English: 5,080, 9.7% of the population of Eagle County, and 612, 8.7% of all persons age 5 and over in Lake County. The majority of these were Spanish speakers.

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School District and Other Local Data

U.S. Census data indicates a significant need to respond to individuals in the permanent population of our service area who have difficulty with English. Those who do have difficulty are predominantly Spanish speakers.

Visitors

There may be a potential need for special services for LEP individuals in our visitor population. As a year-round resort community, Eagle County attracts individuals from all over the world. We are therefore sensitive to LEP needs among visitors to our area.

Table 1

	Eagle County, Colorado						Lake County, Colorado					
	Total	Percent	Percent of specified language speakers				Total	Percent	Percent of specified language speakers			
			Speak English only or speak English "very well"	Percent speak English only or speak English "very well"	Speak English less than "very well"	Percent speak English less than "very well"			Speak English only or speak English "very well"	Percent speak English only or speak English "very well"	Speak English less than "very well"	Percent speak English less than "very well"
Label	Estimate	Estimate	Estimate	Estimate	Estimate	Estimate	Estimate	Estimate	Estimate	Estimate	Estimate	Estimate
Population 5 years and over	52,382	(X)	47,302	90.3%	5,080	9.7%	7,007	(X)	6,395	91.3%	612	8.7%
Speak only English	39,265	75.0%	(X)	(X)	(X)	(X)	5,672	80.9%	(X)	(X)	(X)	(X)
Speak a language other than English	13,117	25.0%	8,037	61.3%	5,080	38.7%	1,335	19.1%	723	54.2%	612	45.8%
Spanish	11,153	21.3%	6,500	58.3%	4,653	41.7%	1,309	18.7%	700	53.5%	609	46.5%
Other Indo-European languages	1,585	3.0%	1,217	76.8%	368	23.2%	5	0.1%	2	40.0%	3	60.0%
Asian and Pacific Island languages	257	0.5%	208	80.9%	49	19.1%	8	0.1%	8	100.0%	0	0.0%
Other languages	122	0.2%	112	91.8%	10	8.2%	13	0.2%	13	100.0%	0	0.0%

Source: U.S. Census American Community Survey, S1601 Language Spoken at Home, 2024 ACS 5-Year Estimates

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Summary

Given the substantial number of persons who have difficulty speaking English in the permanent population of our area, as well as the resort nature of our area, and the potential for significant numbers of our visitor population who may have Limited English Proficiency needs, we are committed to addressing the LEP needs of the persons we serve, residents and visitors.

Nature, Frequency and Importance of LEP Contact

The nature and importance of LEP contact is high for public transit services. Core Transit employees have daily contact with Spanish speaking individuals. Therefore, strategies to address this need have been developed and will continually be reviewed and improved where needed.

3. CURRENT LEP EFFORTS

Due to the fact that substantial numbers of the permanent population of our area have difficulty speaking English, and the fact that we have high numbers of visitors coming to our area, as a public transit provider we are committed to addressing the on-going need to service LEP individuals. Therefore, in recent years we have undertaken the following efforts: Rider Alerts, in-bus signage, and all rider forms and communications are both available in English and Spanish and drivers are trained in basic Spanish transit-related communications. All customer service representative positions are bilingual required, and Core Transit has adopted a bilingual pay policy that incentivizes the acquisition and use of transit-specific Spanish language skills.

4. PLANS FOR THE FUTURE LEP EFFORTS

Given the current and potential future need to respond to individuals with Limited English Proficiency**,** our LAP Plan includes the elements identified below.

Identifying LEP Persons Who Need Language Assistance

To identify potential future LEP needs with respect to our transit service we will undertake the following:

- Review Census updates as they become available.

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- Periodically review perceived LEP needs with drivers and other first-line staff.
- Make periodic contacts with school districts and other community agencies that may know of LEP persons or groups.
- Review Core Transit surveys as they occur.

Language Assistance Measures

Core Transit is committed to the following to respond to LEP needs:

- Providing all information on the Core Transit website in Spanish, including all forms.
- Developing Spanish versions of marketing materials, customer complaint forms, public notices, and related information, as appropriate.
- Designating specific customer-facing positions as bilingual required and ensuring Spanish-speaking customer service staff and supervisors are regularly available.
- Hiring bilingual Spanish-speaking operators and incentivizing the acquisition of transit-specific Spanish language skills.
- Encouraging the use of web-based tools such as Google Translate to assist with phrase translation into or from multiple languages.
- Ensuring staff are familiar with Language Line Services at http://www.languageline.com.
- Identifying other community resources such as agencies serving LEP persons which may have resources to share.

Staff Training

Similarly, as the need arises, we will consider the following staff training topics:

- Federal LAP requirements, LAP Plan and Title VI.
- Documenting language assistance requests.
- Use of any of the language assistance measures as described above.

Outreach Efforts

Similarly, as the need arises, we will consider the following staff training topics:

- Identify agencies in our area that may serve LEP populations.

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- Provide targeted information on our services to them, as appropriate.
- Provide opportunities for LEP participation at public meetings, through advertising and conduct of meetings, as appropriate.

Monitoring and Updating Plan

We will monitor and update this plan every 2-3 years, as needed. This will include:

- Reviewing our LAP Plan with staff and make adjustments, as needed.
- Paying particular attention to demographic changes in Eagle and Lake Counties and to any LAP-related complaints we receive.

Disseminating Our LAP Plan

- Have copies of our plan available to give to agencies serving LAP populations in our area and or for individual requests.
- Post our plan on www.coretransit.org.
- Adoption by the Core Transit Board of Directors

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Appendix I: Public Participation Plan

Core Transit has maintained the traditional approach to its outreach program such as flyers, newspaper ads, social media, radio announcements, and public notices. In addition, we have added many methods extending beyond the traditional approach as outlined below.

1. Core Transit maintains public e-mail addresses at info@coretransit.org. Bilingual staff are available to respond to all inquiries.

2. All feedback, questions, concerns, and complaints have been and will be given immediate, careful, and respectful consideration and response. Core Transit not only will respond promptly but will incorporate appropriate public comments/concerns into its transportation decisions.

3. Core Transit's Fleet of revenue vehicles are all ADA-accessible and feature informational stickers in English and Spanish on equipment use.

4. Public outreach is generally conducted in advance of any schedule, service or fare changes in English and Spanish. Bilingual (English and Spanish) public outreach materials are developed and distributed in advance of any event.

5. Core Transit maintains and staffs an information booth located at the Vail Transportation Center, our busiest hub and transfer area. The booth is operated 7 days a week from 7:00 AM to 5:00 PM**.** Information Services Representatives who staff the booth are all bilingual. This provides an opportunity for customers to obtain information, raise concerns or lodge complaints directly to a Core Transit staff member.

6. Contact information for Spanish speaking Core Transit customers is on all printed material, schedules, post-ups, advertising and brochures, etc.

7. Coordination with individuals, institutions, or organizations and implementing community-based public involvement strategies to reach out to members in the affected minority and/or low-income communities.

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8. Provision of opportunities for public participation through means other than written communication, such as personal interviews or use of audio or video recording devices to capture oral comments.

9. Utilization of locations, facilities and meeting times that are convenient and accessible to low-income and minority communities.

10. Utilization of different meeting sizes or formats, or varying the type and number of news media used to announce public participation opportunities; and

11. Implementation of DOT's policy guidance regarding Core Transit's responsibilities to LEP persons.

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Appendix J: Transit Service Standards and Policies

Purpose

This document formalizes Core Transit's Service standards, the framework for guiding the decisions of the initiation, modification, and evaluation of transit service. Core Transit's Service Standards are intended to:

1. Assure that service is evaluated and provided in a fair, consistent, and equitable manner.
2. Assure that requests and proposals generated from the general public, elected officials, and Core Transit staff are evaluated in a fair, consistent and equitable manner.
3. Provide a baseline for service planning of bus routes, headways and other service characteristics.
4. Improve route productivity while minimizing negative impacts to passengers.

Data Collection

Core Transit has implemented a variety of automated methods to collect data, including Fixed Route Scheduling Software, Computer aided Dispatching/Automated Vehicle Location (CAD/AVL), Electronic Fare Collection, and Automatic Passenger Counting (APC).

Service Planning Process

Core Transit's service planning process starts by using its service standards to evaluate current service. Data collected on Core Transit service is compared against the service standards to determine if existing services perform at acceptable levels.

Passenger Loading

The intent of loading standards is to balance safety, passenger comfort, and operating efficiency. Core Transit's vehicle load standards define acceptable passenger loads at different times of the day to help ensure acceptable levels of passenger comfort and operating efficiency.

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The maximum passenger load factor for a single trip will not exceed 135% of the seated capacity at any point in the trip for 80% of trips. In general, this means that there should not be more than 15 standees on a 40-foot bus. If this occurs more than once for every five trips the standard is exceeded.

Drivers will report when passenger loading exceeds 150% standees on I70**.**

Headways

Headways will be verified each season before the schedule is published. Headway is a guideline for all types of service and should be followed as budget allows**.**

Target Headways - Winter Season (Minutes)
Approximately late Nov-mid-April

	Period	Span	Frequency
Local	Early AM	5-6am	30
	AM Peak	6-9am	10
	Midday	9am -3pm	30
	PM Peak	3-6pm	10
	Evening	6-8pm	30
	Night	8pm-1am	60

	Period	Span	Frequency
Express	Early AM	5-6am	n/a
	AM Peak	6-9am	60
	Midday	9am -3pm	n/a
	PM Peak	3-6pm	60
	Evening	6-8pm	n/a
	Night	8pm-1am	n/a

	Period	Span	Frequency
Circulator	Early AM	5-6am	30
	AM Peak	6-9am	60
	Midday	9am -3pm	60
	PM Peak	3-6pm	60
	Evening	6-8pm	60
	Night	8pm-1am	60

	Period	Span	Frequency
Commuter	Early AM	5-6am	30
	AM Peak	6-9am	n/a
	Midday	9am -3pm	n/a
	PM Peak	3-6pm	30
	Evening	6-8pm	n/a
	Night	8pm-1am	n/a

Target Headways - Summer Season (Minutes)
Approximately mid-April to late Nov

	Period	Span	Frequency
Local	Early AM	5-6am	30
	AM Peak	6-9am	15
	Midday	9am -3pm	30
	PM Peak	3-6pm	15
	Evening	6-8pm	30
	Night	8pm-1am	60

	Period	Span	Frequency
Express	Early AM	5-6am	n/a
	AM Peak	6-9am	60
	Midday	9am -3pm	n/a
	PM Peak	3-6pm	60
	Evening	6-8pm	n/a
	Night	8pm-1am	n/a

	Period	Span	Frequency
Circulator	Early AM	5-6am	30
	AM Peak	6-9am	60
	Midday	9am -3pm	60
	PM Peak	3-6pm	60
	Evening	6-8pm	60
	Night	8pm-1am	60

	Period	Span	Frequency
Commuter	Early AM	5-6am	30
	AM Peak	6-9am	n/a
	Midday	9am -3pm	n/a
	PM Peak	3-6pm	30
	Evening	6-8pm	n/a
	Night	8pm-1am	n/a

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On-Time Performance

On-time performance is the time deviation of actual operation time from the published schedule. Core Transit buses are considered on-time if the actual departure time is no more than 4 minutes and 59 seconds (the on-time window) past the scheduled time of departure. Currently, on-time performance is measured using data generated by the Clever Devices System.

Vehicle Assignment and Priority

Core Transit's fleet currently consists of two types of vehicles for its fixed route service: 37-passenger 40-foot buses and 24-passenger 28-foot cut-away buses. Forty-foot buses are used on local, express, and commuter routes.

Smaller cutaway vehicles are used for demand response and circulator routes which feed into our other fixed routes.

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Appendix K: Transit Amenities Plan

Transit Amenities Plan

The design of bus stop waiting areas and provision of amenities that enhance security and comfort plays a significant role in a person's decision to use transit. The design of bus stops can affect a person's actual or perceived sense of safety, comfort, and convenience. The following sections identify the factors to consider and provide guidelines for location bus stops and designing passenger waiting areas.

1. Passenger Amenities and Transit Facility Needs**:**

Passenger amenities are significant elements in attracting public transportation users. Shelters provide protection for elements and benches add comfort; signs, trash receptacles, lighting, and other amenities add convenience and safety. Passenger amenities should be located within the public right-of-way and should not impede auto, bus, or pedestrian flows. The bus stop should be located so that the future installation of amenities will not require the relocation of other structures or utilities. All amenities must meet applicable ADA requirements. The following table provides a guideline for what amenities should be included where. Actual amenities may vary based on environmental conditions and right of way.

	Bench	Small Shelter	Large Shelter	Bike Racks	Garbage Receptacle	Lighting
< 5 Boardings/Day	No	No	No	Yes	Yes	Yes
5 - 9 Boardings/Day	Yes	No	No	Yes	Yes	Yes
10 – 25 Boardings/Day	No	Yes	No	Yes	Yes	Yes
>25 Boardings/Day	No	No	Yes	Yes	Yes	Yes

2. Bus Stop and Boarding Areas Design:

The bus boarding area is that area described as a firm, solid, and level

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platform standardized by rolling stock dimensions and wheelchair lift characteristics. The boarding area may also be the pathway, but it requires greater clearance than a standard sidewalk to allow deployment of the wheelchair lift. The following criteria for boarding areas should be used to ensure compliance with ADA:

1) Door clearance is a minimum of 5’ by 8’;
2) Ground and surface materials are stable, firm and slip-resistant;
3) Running slope does not exceed 1’ vertical over 20’ horizontal (5%);
4) Cross slope does not exceed 1’ vertical over 48’ horizontal (2%);
5) Horizontal clearance of 48” is maintained in boarding area; and
6) Vertical clearance of 84” is maintained in boarding area**.**

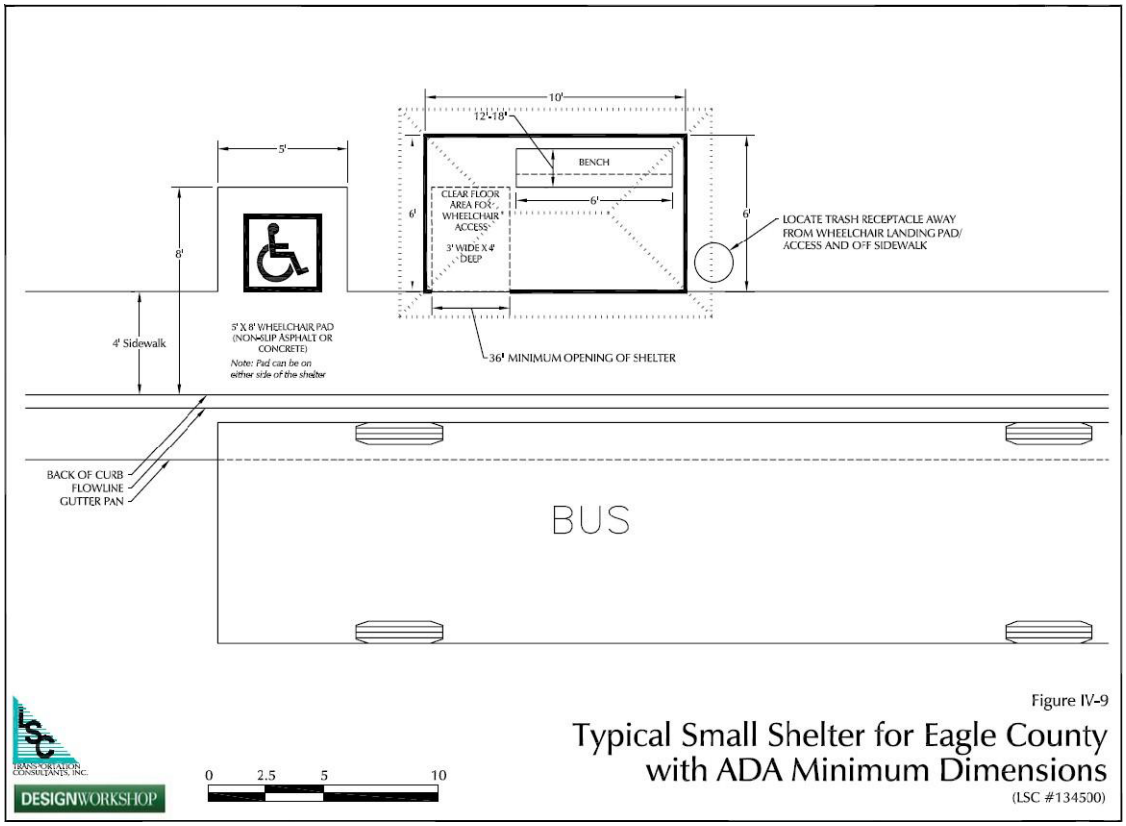

Figure IV-9
Typical Small Shelter for Eagle County with ADA Minimum Dimensions
(LSC #134500)

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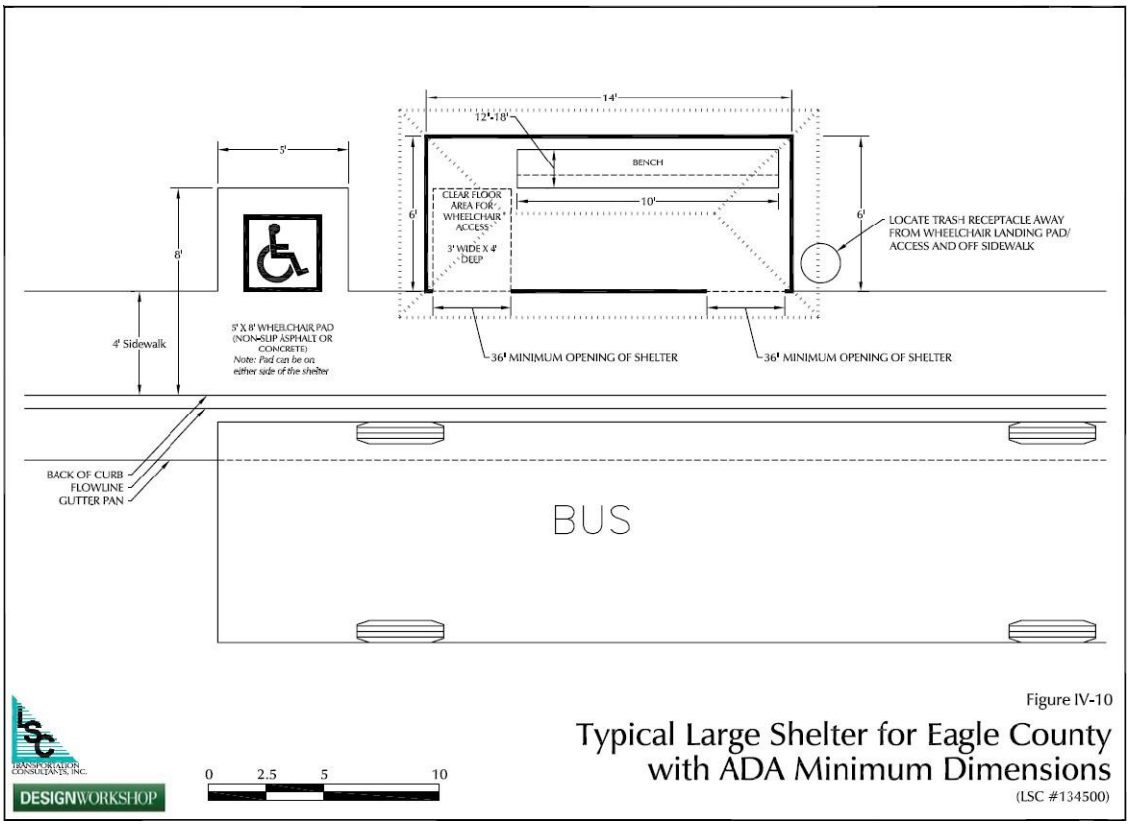

Figure IV-10

Typical Large Shelter for Eagle County with ADA Minimum Dimensions

(LSC #134500)

3. Accessibility to bus stops:

Core Transit operates in a mixture of semi-urban and rural areas. In the semi-urban areas most areas are equipped with sidewalks. In these areas the sidewalks function as an accessible route to the bus stop. In most of the rural areas, roadways do not have sidewalks. In these areas, Core Transit has a minimum standard of providing a bus landing pad raised a minimum of 6" above the road grade. In areas where an intersection is within close proximity to a bus stop, Core Transit will install a sidewalk from the intersection to the bus stop.

4. Bus Pullout Designs:

Bus pullouts are necessary for most Core Transit stops. The following images provide minimum dimensions, based on lane travel speed, for Far-side, Mid-block, and Near-side turnout designs.

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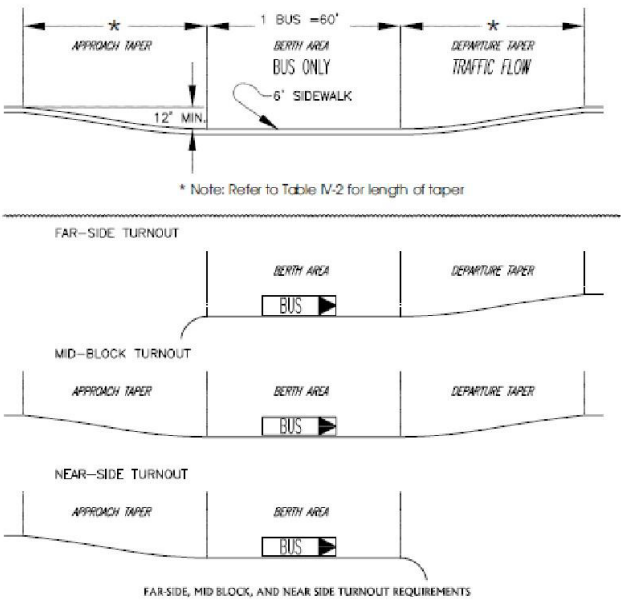
Figure IV-6



Bus Pullout Design

DESIGNWORKSHOP

Table IV-2
Length of Bus Taper Based on Speed Limit

Posted Speed Limit in MPH	25	30	35	40	45	50	55	60	65	70
Length of Transition Taper	90	96	120	144	162	180	222	300	300	300

Source: Colorado State Highway Access Code, Volume 2, Code of Colorado Regulations 601-1, March 2002.

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Appendix L: Policies and Procedures for Use of the Core Transit System

Core Transit's policies and procedures are continually evaluated and updated. The most current version of our policies and procedure can be found, in both English and in Spanish, posted at the Vail Transportation Center and on the official Core Transit website.

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To: The Core Transit Board
From: Aryn Schlichting, Core Transit Director of People and Culture

Meeting Date: 11/18/2026

SUBJECT: Employee Handbook

RECOMMENDED ACTIONS: Approve Employee Handbook as presented

BACKGROUND:
In August 2024, the board adopted the organization's first Employee Handbook. That handbook was created based on insights gathered from other Special Districts, a detailed review of ECO Transit's existing policies, and a consideration of our core values and desired workplace culture. The Employee Handbook serves as a key resource, guiding our employees on workplace expectations, benefits, and legal compliance and system-driven procedures.

Staff have worked with our Labor Legal Counsel to adjust the employee handbook to ensure alignment with the Colorado Labor Peace Act.

FINANCIAL CONSIDERATIONS:
N/A

ATTACHMENTS:
1. Employee Handbook

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CORE TRANSIT

Take the easy route

EMPLOYMENT POLICIES

UNDER REVIEW – OCT 2026

Eagle Valley Transportation Authority is doing business as Core Transit

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DISCLAIMER

IMPORTANT

THE POLICIES AND PROCEDURES CONTAINED IN THE EMPLOYMENT POLICIES DO NOT REPRESENT A CONTRACT OR COVENANT OF EMPLOYMENT, NOR SHOULD THEY BE RELIED UPON AS BINDING, INFLEXIBLE PROMISES MADE BY CORE TRANSIT. CORE TRANSIT RESERVES THE RIGHT TO INTERPRET, MODIFY, AMEND, OR REPEAL THESE POLICIES AT ANY TIME WITHOUT PRIOR NOTICE TO EMPLOYEES. CORE TRANSIT ALSO RESERVES THE RIGHT, IN ITS SOLE DISCRETION, TO DETERMINE WHETHER, AND TO WHAT EXTENT, THESE POLICIES AND PROCEDURES SHOULD BE APPLIED IN ANY GIVEN CIRCUMSTANCES. NO PERSONAL CONTRACT OR AGREEMENT SHALL BE IMPLIED BY THESE POLICIES OR THE STATEMENT OF ANY EMPLOYEE OF CORE TRANSIT, UNLESS IN WRITING, SIGNED BY THE BOARD CHAIR OF THE CORE TRANSIT BOARD OF DIRECTORS. ~~NOTHING IN THE EMPLOYMENT POLICIES IS INTENDED TO PROHIBIT OR RESTRICT EMPLOYEES FROM DISCUSSING TERMS AND CONDITIONS OF EMPLOYMENT.~~

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EMPLOYEE RIGHTS

IMPORTANT

NOTHING IN THE EMPLOYMENT POLICIES, OPERATIONS MANUAL, RULES, POLICIES AND PROCEDURES, TRAINING MATERIALS, OR WRITTEN OR VERBAL GUIDANCE AT CORE TRANSIT IS MEANT TO, NOR SHOULD IT BE INTERPRETED IN ANY WAY AS RESTRICTING, PROHIBITING, OR INTERFERING WITH AN EMPLOYEE'S RIGHT TO DISCUSS TERMS AND CONDITIONS OF EMPLOYMENT WITH OTHER EMPLOYEES OR THIRD PARTIES, REPORT POTENTIAL VIOLATIONS OF LAW TO GOVERNMENT AGENCIES, OR ENGAGE IN ANY OTHER LEGALLY PROTECTED ACTIVITY OR DISCLOSURE.

WHILE THERE MAY BE SPECIFIC REFERENCES TO THESE EMPLOYEE RIGHTS THROUGHOUT THE EMPLOYMENT POLICIES AND OTHER CORE TRANSIT MATERIALS, THESE REFERENCES DO NOT IN ANY WAY LIMIT THE OVERALL APPLICATION OF THESE RIGHTS.

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INTRODUCTION

Welcome to our team! At the heart of everything we do is a simple yet powerful principle: **putting people first**. It's not just a tagline for us; it's our favorite thing to do! ~~Our team thrives on empathy, dedication, and a steadfast commitment to doing the right thing to ensure everyone stays safe and moving.~~

We take immense pride in the personal impact we each contribute, finding joy in seeing how every effort seamlessly integrates into a well-functioning system. We believe that even small actions can lead to significant wins, keeping everyone safe ~~, happy,~~ and connected.

~~We encourage you to adopt our G.P.S model:~~

~~**Growth Mindset**: Embrace the concept of continuous learning, taking ownership and focusing on actions to problem solve.~~

~~**Positive Attitude**: Embrace the exciting prospect of a transit-specific organization.~~

~~**Systems Focus**: Collaborate to create safe and efficient systems that enhance our collective success and service.~~

Our vision is clear: **Together, we will become the #1 choice for getting around Eagle County because our services are so outrageously beneficial**. ~~By living these values and focusing on our shared goals, we will create an environment where everyone thrives.~~

Thank you for being part of this journey. Here's to our collective growth and success!

Authority of the Core Transit Board of Directors

Ultimate responsibility for operation of Core Transit is vested in the Board of Directors of Core Transit (the “Board”). The Board acts as the governing body of Core Transit pursuant to Colorado law and is responsible for setting Core Transit policies. The Board retains the right to operate consistent with its legal authority, including, but not limited to, the right to set policy; take steps it deems necessary to maintain the efficiency and safety of operations;

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determine the budget of Core Transit; determine the level of any activity or service provided by Core Transit.

The Board may exercise its authority through subordinate managerial employees, as directed or designated by the Board. If at any time Core Transit does not have an Executive Director, employees who report to the Executive Director shall report to the Board Chair, and the Board Chair shall have the decision-making authority of the Executive Director, unless otherwise determined by the Board.

The Board reserves the right to adopt, amend, or rescind any policy, procedure, or benefit.

EMPLOYMENT POLICIES

Employment At-Will

Employment with Core Transit is "at-will." Any employee may be terminated with or without cause, a statement of reasons, a hearing, or a right to an appeal, just as any employee may resign at any time, for any reason. This policy shall be strictly construed. Nothing in the Employment Policies is intended to modify Core Transit's at-will employment policy.

Equal Employment Opportunity Policy

Core Transit is committed to being an equal employment opportunity employer. Core Transit policies shall be applied without regard to age, race, religion, color, sex, pregnancy, gender identity or expression, sexual orientation, civil union or marital status, national origin or ancestry, military status, disability, genetic information, political affiliation, or any other status that is protected by applicable laws.

Employee Classification

Core Transit maintains appropriate classifications of employees in accordance with federal and state laws. The People & Culture Director, with the approval of the Executive Director, will identify employees in accordance with the following employee work classifications to ensure that all employees are offered the appropriate benefit enrollment opportunities. Managers are responsible for requesting necessary changes in status from the People and Culture department.

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Exempt Employee: An exempt employee is any employee not eligible for overtime compensation.

Non-exempt Employee: A non-exempt employee is eligible for overtime compensation.

Full-time Employee: An employee scheduled for a minimum of thirty-two (32) hours or more per workweek or at least one-hundred and twenty-eight (128) hours per month, on a continuous year-round basis.

Part-time Employee: An employee who has a scheduled workweek of less than 32 hours per week or one-hundred and twenty-eight (128) hours per month, on a year-round basis, but a minimum of twenty (20) hours per workweek on a continuous year-round basis.

Temporary Employee: Those employees who work less than twenty (20) hours per week or an employee who is hired for a temporary assignment for a specified, limited period.

Seasonal Employee: Any employee appointed to an assignment or job scheduled to last less than one year or of definite length in duration.

Employee Benefits

Employee eligibility for benefits is determined by their employment status. For specific eligibility requirements and detailed information about each benefit, please refer to the Benefits Guide and the Time Off Program document. Eligible employees have access to comprehensive health insurance plans, including medical, dental, and vision coverage, retirement plans, paid time off, life insurance and employee assistance programs.

Employee Background Checks

At Core Transit, all candidates receiving a contingent job offer must complete a pre-employment background check. The company reserves the right to withdraw the job offer if the results are unsatisfactory. Employees must maintain ethical behavior and integrity both inside and outside the workplace, promptly reporting any felony or misdemeanor charges that could impact their job performance or Core Transit's ability to safely provide service. Failure to disclose such information may result in disciplinary action, up to and including termination. This policy ensures ongoing compliance with legal

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and company standards while promoting a safe and ~~trustworthy~~ ethical work environment.

Notice of Job Opportunities

All job opportunities will be made available for viewing by all current employees on the same calendar day and prior to making a selection decision. Such postings will include the job title, estimated compensation range, benefits, the means for applying for the position, and the application deadline.

Core Transit will notify employees with whom the selected candidate will regularly work of the name, former job title (for internal candidates only), new job title, and information on how employees can express interest in similar job opportunities in the future.

Salary Increases

Employees will be evaluated for potential salary increases annually or upon promotion.

Transfers

An employee may be transferred voluntarily through promotion or involuntarily at the direction of Core Transit, although Core Transit endeavors to minimize involuntary transfers. An employee who is temporarily transferred to a different position for thirty (30) days or less shall incur no reduction in pay during that temporary transfer.

Employee Reviews

Generally, Core Transit endeavors to conduct performance reviews annually. The review process is intended to provide employees with information concerning their employment progress and to serve as a means for developing staff and provide a basis for pay raises, if any. The review process is not meant to serve as a substitute for ongoing discussions between supervisors and employees. Each written review shall become a part of the employee's personnel record.

Accommodation Policy

Core Transit will provide reasonable accommodation when necessary and appropriate to enable qualified applicants and employees to perform the

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essential functions of the job held or desired and to participate fully in all aspects of the employment relationship. Accommodations that create a direct threat or undue hardship for Core Transit will not be provided.

Religious Accommodation

Core Transit will make reasonable accommodations for sincerely held religious beliefs and observances. Accommodations that create a direct threat or undue hardship for Core Transit will not be provided.

Nursing Employees

Employees who are nursing will be provided with reasonable unpaid breaks to express breast milk as frequently as needed for up to two (2) years after the birth of a child. Core Transit will designate a private location, other than a bathroom, which is shielded from view and free from intrusion, in compliance with applicable laws.

Process for Requesting Accommodations

1. **Initiate Request**: Employees may contact the People and Culture Department to request a reasonable accommodation.
2. **Assessment:** The request will be assessed, and Core Transit will engage in an interactive process with the employee to evaluate the request and accommodation options.
3. **Implementation:** If approved, the accommodation will be implemented

Anti-Discrimination & Anti-Harassment Policy

Core Transit prohibits harassment and discrimination based on an individual's disability, race, creed, color, sex, sexual orientation, gender identity, gender expression, marital status, religion, age, national origin, ancestry, genetic information, military status, pregnancy, childbirth and related medical conditions, political affiliation or any other status protected by state or federal laws (each, a “Protected Class”).

Harassment generally includes unwelcome and offensive verbal or physical conduct or any written, pictorial, or visual communication directed at an individual or group of individuals because of that individual’s or group’s membership in or perceived membership in a Protected Class. Examples of harassment include but are not limited to offensive comments and

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distributing or displaying written or graphic material that belittles or shows disrespect toward an individual or group. Inappropriate conduct that could lead to a claim of harassment or discrimination is expressly prohibited by this Policy. This Policy applies to employees and non-employees (such as constituents, vendors, consultants, and the Board).

Core Transit will not tolerate any form of unlawful harassment or discrimination. Core Transit takes prompt and reasonable action to stop any form of discrimination or harassment, to prevent its recurrence, and, as appropriate, to remedy its effects. Through enforcement of this Policy and by educating employees, Core Transit aims to prevent, correct, and discipline behavior that violates this Policy. Please do not assume that behavior that is not offensive to you is acceptable to others.

It is essential to report conduct that violates this Policy to ensure that prohibited conduct does not occur. All employees ~~must~~ are strongly encouraged to report any harassment or discrimination they experience or witness in accordance with the complaint procedure listed below for discrimination, harassment, workplace violence, bullying, and reporting safety or compliance concerns. Managers and supervisors are required to immediately report any harassment, discrimination, workplace violence, bullying, safety or compliance concerns that they observe or that have been reported to them.

Harassment and discrimination violating this Policy will result in disciplinary measures, up to and including termination.

Core Transit enforces this Policy in accordance with all applicable federal, state, and local anti-discrimination and anti-harassment laws and regulations. This policy applies to employees, non-employees, such as constituents, vendors, consultants, and the Board.

Sexual Harassment

Sexual harassment is prohibited by law and violates the Core Transit Anti-Harassment Policy. Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature, when:

- Submission to such conduct is made, either explicitly or implicitly, a term or condition of an individual's employment.

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- Submission to or rejection of such conduct by an individual is used as the basis for any adverse employment decisions affecting that individual; or
- Such conduct has the purpose or effect of substantially interfering with an individual's job performance or creating an intimidating, hostile or offensive employment environment.

Sexual harassment may take different forms. The following examples of sexual harassment are intended to be guidelines and are not exclusive when determining whether there has been a violation of this Policy:

Verbal sexual harassment includes innuendoes, suggestive comments, jokes of a sexual nature, sexual propositions, lewd remarks, and threats; requests for any type of sexual favor (this includes repeated, unwelcome requests for dates); and verbal abuse or "kidding" that is oriented toward a prohibitive form of harassment, including that which is sexual in nature and unwelcome.

Nonverbal sexual harassment includes the distribution, display or discussion of any written or graphic material, including calendars, posters and cartoons that are sexually suggestive or show hostility toward an individual or group because of sex; suggestive or insulting sounds; leering; staring; whistling; obscene gestures; content in letters and notes, facsimiles, e-mail, photos, text messages, social media and Internet postings; or other form of communication that is sexual in nature and offensive.

Physical sexual harassment includes unwelcome, unwanted physical contact, including touching, tickling, pinching, patting, brushing up against, hugging, cornering, kissing, and fondling and forced sexual intercourse or assault.

Sexual harassment also includes promises of benefits in exchange for sexual favors of any kind, and threats of reprisal for refusal to engage in social or sexual interactions.

If you believe there has been a violation of the Sexual Harassment policy, we strongly encourage you to follow the complaint procedure listed below for discrimination, harassment, workplace violence, bullying, and safety or compliance concerns.

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Workplace Bullying

Core Transit defines bullying as inappropriate behavior, either direct or indirect, whether verbal, physical or otherwise, conducted by one or more persons against another or others.

The purpose of this policy is to communicate to all employees, including supervisors and managers, that Core Transit will not tolerate bullying behavior. Employees found in violation of this policy may be disciplined up to and including termination.

Bullying may be intentional or unintentional. However, the effect of the behavior upon the individual is primary. The following examples of bullying are intended to be guidelines and are not exclusive when determining whether there has been a violation of this Policy:

- Verbal Bullying: Slandering, ridiculing, or maligning a person or his or her family; persistent name calling that is hurtful, insulting or humiliating; using a person as the butt of jokes; abusive and offensive remarks.
- Physical Bullying: Pushing, shoving, kicking, poking, tripping, assault, or threat of physical assault; damage to a person's work area or property.
- Gesture Bullying: Non-verbal threatening gestures or glances that convey threatening messages.
- Exclusion: Socially or physically excluding or disregarding a person in work-related activities.

If you believe there has been a violation of the Workplace Bullying policy, we strongly encourage you to follow the complaint procedure listed below for discrimination, harassment, workplace violence, bullying, and safety or compliance concerns.

Managers and supervisors are required to immediately report any harassment, discrimination, workplace violence, bullying or safety or compliance concerns that they observe or that have been reported to them.

Workplace Violence

It is Core Transit policy to promote a safe environment for its staff. Core Transit is committed to maintaining a work environment free from violence, threats of violence, intimidation, and other disruptive behavior.

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Violence or threatening incidents include but are not limited to infliction of bodily injury; psychological intimidation; destruction or abuse of property; violence-related jokes or threatening comments which are veiled, direct, conditional, written, or verbal; physical abuse; vandalism; arson; unauthorized carrying or use of weapons on Core Transit premises; and/or any other threatening or abusive act which Core Transit determines to be detrimental to the workplace. Employees are expected to refrain from fighting, "horseplay," or other conduct that may be dangerous to others. Organizational resources may not be used to threaten, stalk, or harass anyone at or outside the workplace. Individuals who commit such acts may be removed from the premises and may be subject to disciplinary action, up to and including termination, criminal penalties, or both.

If you have witnessed workplace violence, we strongly encourage you to follow the complaint procedure listed below for discrimination, harassment, workplace violence, bullying, and safety or compliance concerns. In an emergency do not hesitate to contact law enforcement, 911 and remove yourself and others from danger.

Managers and supervisors are required to immediately report any harassment, discrimination, workplace violence, bullying or safety or compliance concerns that they observe or that have been reported to them.

Complaint Procedure for Discrimination, Harassment, Workplace Violence, Bullying, and Reporting Safety or Compliance Concerns

Any employee who believes they have been subject to or witnessed discrimination, harassment, workplace violence, bullying, or safety or compliance issues are strongly encouraged to ~~must~~ report the incident to at least one of the following individuals whom the employee feels the most comfortable: their supervisor or manager, the People and Culture department, or the Deputy Director. Managers and supervisors are required to immediately report any harassment, discrimination, workplace violence, bullying or safety or compliance concerns that they observe or that have been reported to them.

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If a supervisor or manager receives a report, they shall immediately report it to the People and Culture Department, unless the matter involves the People and Culture department, in which case the supervisor or manager must report it immediately to the Deputy Director.

Core Transit expects employees to make a timely complaint to enable the organization to investigate and correct any behavior that may be in violation of this policy. Employees will be asked to put their concern in writing; if they are unable to do so, the person receiving the complaint will document it in writing.

All complaints will be investigated promptly and thoroughly. Investigations will be kept confidential to the extent possible given the need for a complete and fair investigation. Managers and Directors may be notified of the incident to ensure a safe work environment during the investigation. If it is determined that a violation of this Policy has occurred, Core Transit will take prompt and reasonable remedial action, which may include disciplinary action, up to and including termination of employment.

Core Transit will endeavor to report the status of the investigation to the reporting employee upon closure of any investigation, but Core Transit will not provide a detailed report to the employee, nor is the employee entitled to such reporting.

Anti-Retaliation Policy

No hardship, loss, benefit or penalty may be imposed on an employee in response to:

- Filing, responding to, or assisting with a bona fide complaint of discrimination, harassment, or other violation of Core Transit Policy;
- Appearing as a witness in the investigation of a complaint; or
- Serving as an investigator of a complaint.

Filing a bona fide complaint or report will in no way be used against the employee or have an adverse impact on the individual's employment status. However, filing a groundless or malicious complaint or report is an abuse of this Policy and will be treated as a violation. Any person who is found to have filed a groundless or malicious complaint or report will be subject to disciplinary action, up to and including termination.

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Employees who believe they have been retaliated against are strongly ~~encouraged~~encouraged to promptly notify the People and Culture department or the Deputy Director in accordance with the reporting procedure set forth above for reporting discrimination, harassment, workplace violence, bullying, and safety or compliance concerns.

WORKPLACE GUIDELINES AND PROFESSIONAL STANDARDS

You're welcome at Core Transit for who you are, we want you to be yourself and represent you in a way that is 'transit professional'. ~~Core Transit expects its employees to act in the best interests of Core Transit and its constituents. Core Transit further expects that each of its employees will behave with courtesy and respect toward other employees, consultants, and members of the public.~~

Ethics Policy

Employees are expected to act with integrity and uphold professional standards, complying with all applicable laws and regulations as directed by the Department of Transportation and other authorities. Unethical behavior, including fraud, theft, harassment, discrimination, or any actions that compromise safety or violate company policies, ~~must~~ should be reported immediately in accordance with the reporting procedure set forth above for reporting discrimination, harassment, workplace violence, bullying, and safety or compliance concerns. Maintaining a professional and ethical work environment is essential for our collective success.

Supervisor Compliance and Conduct Policy

We recognize the significant influence supervisors can have on an organization. This policy mandates that anyone in a supervisory role strictly adheres to all labor laws and upholds high ethical standards due to their position of trust. Supervisors are expected to lead by example, promote a fair and inclusive work environment, stay updated with regular training on legal compliance, and report any policy violations they become aware of.

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Nepotism Policy

Core Transit may employ relatives or intimate acquaintances of current employees or Board members except in the following situations:

- One would directly or indirectly supervise, appoint, or dismiss the other.
- One would directly or indirectly have authority over the other's disciplinary actions.
- One would audit or handle money received by the other.
- One would have access to confidential information, including payroll and personnel records; or
- If current employees (or Board members) become relatives during employment or employee applicants are relatives of current employees (or Board members), Core Transit should be notified so that we may determine whether a problem exists involving supervision, safety, security or morale, or a conflict of interest that would disrupt Core Transit operations.

If Core Transit determines that such a problem exists, Core Transit, in its sole discretion, may take appropriate steps to resolve the problem, which may include reassignment (if feasible), asking for the resignation of one of the employees, or termination.

Dress Code Policy

Uniformed Employees

Uniformed employees should be dressed for work in their assigned uniform. Your supervisor will let you know what is appropriate.

Safety Gear

Reflective vests or jackets are required in bus yards, bus garages, on roadways, and when interacting in public spaces.

Reflective vests are not required inside vehicles, inside most buildings, or when walking to/from personal vehicles.

Footwear

Shoes must cover the entire foot and be secured with a heel strap.

Non-Uniformed Employees

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We encourage staff to be professional in their dress in a way that is neat and clean and customary for your role and your scheduled activities for that day. If you have any questions or need more clarification about this policy, please reach out to your supervisor or the People and Culture Department. Clothing and accessories should not contain offensive, discriminatory, or inappropriate content.

Tattoos

Tattoos should not contain offensive, discriminatory, or inappropriate content. If an employee has a tattoo that falls into this category, they are encouraged to cover it during work hours.

Restroom & Locker rooms

Core Transit is committed to creating a safe, inclusive, and respectful environment for all individuals. In line with this commitment and in compliance with Colorado's anti-discrimination laws, Core Transit supports the right of employees, clients, and visitors to use the bathroom that aligns with their gender identity. This policy affirms the right of every individual to access facilities that correspond to their gender identity or expression.

Tobacco/Smoking/Vaping Policy

All Core Transit facilities, vehicles, and work sites are tobacco, smoke, and vape-free environments. Smoking, vaping, and using tobacco or tobacco replacement products, such as e-cigarettes, are prohibited in all areas of Core Transit facilities, vehicles, and outdoor work sites. Employees may only smoke or vape at least twenty-five feet outside of Core Transit facilities or vehicles or in their personal vehicles. Nicotine replacement lozenges and gum are allowed. This Policy applies to all employees and visitors, at all times, including non-business hours.

Confidentiality and Non-Disclosure

During employment with Core Transit, employees may have access to “Confidential Information.”

The terms sensitive, private, and confidential data are often used interchangeably, and generally refer to information which is protected by privacy laws or exempt from release under the Colorado Open Records Act. Examples include, but are not limited to, personally identifiable information

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(name, date of birth, social security number, etc.), passwords, protected health information, certain legal and contractual information, credit or debit card information and certain personnel information. Confidential information does not include employees' terms and conditions of employment, that employees are allowed to share with other employees and third parties under law.

Employees must protect this information by safeguarding it when in use, using it only for the business of Core Transit and disclosing it only when authorized to do so. This duty of confidentiality applies whether the employee is on or off Core Transit premises, during and even after the end of the employee's employment with Core Transit. This duty of confidentiality also applies to certain communications transmitted by Core Transit.

~~Nothing in the Employment Policies is intended to prohibit employees from discussing terms and conditions of employment with others, reporting to any government agency, including but not limited to the Equal Employment Opportunity Commission or the Colorado Civil Rights Division, possible violations of applicable law, or making any other disclosures to a governmental agency that are protected under law.~~

Please review the Employee Rights section at page 6 of the Employment Policies, which outlines the legal protections afforded to employees.

Public Record

Core Transit employees need to be aware that any written communication they send or receive may be considered a public record subject to the Colorado Open Records Act.

Employees are discouraged from using Core Transit systems for private or confidential matters that could become a source of embarrassment to the sender, recipient, or Core Transit. Employees should use discretion when sending written electronic communications. Employees should not write or transmit anything electronically that is inappropriate to say to others face-to-face.

Conflict of Interest

It is not possible to define all the circumstances and relationships that might create a conflict of interest. If a situation arises where there is a potential

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conflict of interest, the employee should discuss this with a manager for advice and guidance on how to proceed. The following examples are intended to be guidelines and are not exclusive when determining whether there has been a violation of this Policy:

1. Simultaneous employment by another firm that is a competitor of or supplier of Core Transit.
2. Carrying on Core Transit business with a firm in which the employee, or a close relative of the employee, has a substantial ownership or interest.
3. Holding a substantial interest in, or participating in the management of, a firm to which Core Transit makes sales or from which it makes purchases.
4. Accepting gifts of substantial value or substantial economic benefit from an outside organization or agency, or which could be construed as a reward for action taken in the course of official duties.
5. Speculating or dealing in materials, equipment, supplies, services, or property purchased by Core Transit.
6. Disclosing or using confidential information acquired during the employee's official duties to substantially further the employee's financial interests.
7. Using one's position in Core Transit or knowledge of its affairs for personal gains.
8. Engaging in practices or procedures that violate antitrust laws, commercial bribery laws, copyright laws, discrimination laws, campaign contribution laws, or other laws regulating the conduct of Core Transit business.

Off-Duty Conduct

Core Transit reserves the right to take appropriate action in response to off-duty conduct of employees which affects job performance~~, impairs working relationships~~ or has a negative impact on Core Transit's ability to perform its functions.

Use of Core Transit Property

Core Transit property is to be used for Core Transit business, in accordance with all applicable rules, operating procedures, and directives. Limited, occasional, or incidental personal use of Core Transit property is acceptable, provided it does not negatively impact Core Transit primary business

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functions. If unsure, please consult your supervisor to determine what is reasonable. If personal use of Core Transit telephones, copiers, or other property incurs a charge, the employee must promptly reimburse Core Transit. Employees renting Core Transit housing must refer to their lease agreement and adhere to all stipulated requirements.

No employee shall remove Core Transit property or the property of another employee from Core Transit premises or work sites without proper authorization. Employees needing to use Core Transit property outside normal working hours or at off-site events must sign out the property or equipment and are responsible for its replacement cost if lost, stolen, or irreparably damaged.

Employees issued Core Transit property, such as laptops, cell phones, IT equipment, uniforms, keys, lanyards, or other items, must return these at the end of their employment, and may be charged a reasonable fee, including a rekeying fee in the case of Core Transit keys, if the property is not returned. Any such fee may be deducted from the employee's final paycheck, subject to applicable law. Additionally, if the property is not returned, the employee may not be eligible for rehire. Core Transit will not tolerate theft, misuse, damage, waste, or destruction of its property or the property of others.

Use of Core Transit Vehicles

Core Transit vehicles are to be used for Core Transit purposes, during work hours, and only by authorized and qualified employees. Operating certain vehicles may require a valid commercial driver's license. All vehicles must be operated in compliance with all applicable laws, including traffic laws, and operators are responsible for the vehicle's condition and proper use.

Safe Driving and Communication

This policy applies to all road supervisors, managers, administrative staff, and others supporting operations who operate motor vehicles in the course and scope of their employment.

Note: Bus Operators must not use cell phones while driving Core Transit vehicles and must follow the rules set forth in the Operator Manual at all times. Additionally, all accidents must be reported immediately in accordance with Core Transit safety policy requirements.

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Public safety is our top priority, if supervisors, managers, or operators must use communication devices while assisting operations they must adhere to the following:

Hands-Free Devices:

- If communication is necessary while driving, employees must use hands-free devices.
- Ensure that these devices are set up and functioning properly before starting the vehicle.
- Administrative staff using a company vehicle must either use hands-free devices or pull over to use their phone.
- Activities like texting, emailing, or web browsing while driving are strictly prohibited.

Safe Practices:

- If adjustments are needed while driving, pull over to a safe place out of traffic lanes and put the vehicle in “Park” to make the appropriate adjustment.
- Drivers must pull over safely to the side of the road or another safe location before checking messages, text messaging, emailing, or reading.

Emergency Situations:

- The only exceptions to using hands-free devices are to obtain emergency assistance (e.g., calling 911) or if the vehicle is safely parked.

Compliance:

- All employees must comply with state laws regarding cell phone use and distracted driving.
- Non-compliance may result in disciplinary actions, up to and including termination of employment.

Use of Personal Vehicle

In the event that a company vehicle is not available for use, we recommend utilizing public transportation or carpooling with colleagues to reach your destination.

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On rare occasions when neither a company vehicle nor alternative transportation is available, you may seek approval from your supervisor to drive your own vehicle. Should you obtain approval and choose to use your personal vehicle, please adhere to the following guidelines:

- Ensure your vehicle is in good working condition and meets all safety standards.
- Maintain proper insurance coverage as required by law.
- Keep careful records of all mileage driven for work purposes.

Employees who use their personal vehicles for company business will be eligible for mileage reimbursement at the current IRS rate. Please submit your mileage log and any necessary documentation to the finance department for approval and processing.

When a Core Transit employee is using their personal vehicle for work purposes, the Core Transit employee/owner of the vehicle is responsible for liability insurance on the vehicle and assumes the liability if there is an accident. If there is an accident while a Core Transit employee is driving within the scope of their duties, Core Transit liability insurance policy may provide additional liability-only coverage in excess of an employee's personal liability auto coverage.

Driver's License and Violation Reporting

Maintaining a valid license and acceptable driving record is a condition of continued employment in a safety-sensitive driving position.

Employees designated as safety-sensitive under Core Transit's Federal Transportation Drug & Alcohol Policy must notify their Supervisor, Manager, or the People & Culture Department before the employee's next scheduled shift and no later than twenty-four (24) hours after the incident, whichever occurs first, of any of the following:

1. Any arrest, charge, or conviction for a misdemeanor or felony;

2. Any traffic citation, warning, or violation (including in a personal vehicle); any suspension, revocation, cancellation, expiration, or restriction of driving privileges; and any change in CDL status or medical certification status.

Core Transit conducts periodic Motor Vehicle Record (MVR) checks to ensure continued compliance. Failure to disclose a citation, violation, or change in

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license status that is later identified through an MVR review may result in disciplinary action up to and including termination.

Because safety-sensitive positions are entrusted with the safety of passengers and the public, driving record violations and failure to report required information are examples of serious safety-related misconduct, and may result in disciplinary action up to and including termination.

Inspections, Searches, and Privacy

Core Transit reserves the right to conduct reasonable searches and inspections of any employee, including Core Transit owned property and the employee's personal belongings, without notice. Refusal to submit to such a search may result in disciplinary action, up to and including termination.

Employees do not have a reasonable expectation of privacy in Core Transit owned property, including but not limited to vehicles, lockers, desks, filing cabinets, computers, email accounts, and Core Transit mobile phones. If an employee is found using or in possession of illegal or unauthorized items, they may face disciplinary action, up to and including termination.

TECHNOLOGY & RECORDS

Computer Systems and Internet Usage Policy

Core Transit utilizes an organization-wide computer system to enhance the efficiency and effectiveness of its operations. Information stored or communicated via Core Transit computers, phones and/or any communication systems may be subject to public record inspection under the public records law. Employees should not assume that any such information is confidential.

This system, including all related software, hardware, and peripherals, is the property of Core Transit is provided to employees under the following terms of use:

Professional and Ethical Use: All computer users must use these resources in a professional, ethical, and lawful manner. Core Transit employees must adhere to all computer and internet usage policies. Violation of such policies may result in disciplinary action, up to and including termination.

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Software Usage: Only official licensed software may be used on the Core Transit computer systems. Personal software is prohibited unless expressly authorized by Core Transit. Employees may be held liable for any damage caused by unauthorized software. Employees are responsible for reporting any issues with equipment to the IT department for timely maintenance and repairs.

New Hardware, Software or Systems: IT must approve all technology acquisition. No software, hardware or other systems should be purchased or installed without IT approval.

Software Distribution: Employees are prohibited from copying and/or distributing any Core Transit owned software. Core Transit software is exclusively for business purposes.

Data Security: To maintain data security, employees must not share passwords with others. Employees are encouraged to create strong, unique passwords for different accounts and systems. Passwords must not be displayed in a public manner (e.g., sticky notes on screens, desks, and printers).

Internal and External Data Sharing: ~~Sensitive~~ Confidential Core Transit data must be shared only with authorized personnel. External sharing of ~~sensitive~~ confidential data requires prior approval and adherence to data protection protocols.

Monitoring and Access: Core Transit reserves the right to monitor, access, retrieve, review, audit, and disclose all information and content on any computer, email, voicemail, information system, or telecommunications system provided for Core Transit purposes.

Primary Use: Core Transit computers and internet access are primarily for business use to assist employees in their job performance. Limited, occasional, or incidental personal use is permitted as long as it does not negatively affect the system's business use, the employee's job performance, or Core Transit

No Expectation of Privacy: Employees should not expect any electronic data, including history, cookies, documents, or other electronic traces, to be confidential. Core Transit reserves the right to monitor or review any electronic data and messages to ensure compliance with the law and Core

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Transit policies. Erasing browser history is prohibited and may result in disciplinary action, including termination.

Website Access: Access to malicious, illegal, or harmful websites is strictly prohibited to prevent security breaches and malware infections.

Law Enforcement Cooperation: If requested and authorized by a court or warrant, Core Transit may provide real-time monitoring of an employee's internet, email, and voicemail communications to law enforcement without notifying the employee, as permitted by law.

Prohibited Use: Core Transit email system must not be used for soliciting or canvassing for commercial ventures, religious or political causes, or other non-job-related solicitations. ~~Offensive or disruptive messages are prohibited.~~ Hardware, software, and systems are assigned to Core Transit employees, for that sole employee's use. Core Transit hardware, software, and systems may not be shared with individuals who are not employees of Core Transit (including but not limited to family and friends).

Email Usage

Core Transit maintains an email system to assist employees in conducting business. The email system hardware and all messages composed, sent, or received are the property of Core Transit and not private. Employees may use Core Transit email system under the following terms:

Confidentiality: The confidentiality of any message should not be assumed. Messages can be retrieved even if "deleted." Unauthorized passwords or other methods to lock Core Transit electronic media are prohibited.

~~Respect for Privacy: Except for the Core Transit right to monitor, retrieve, audit, and access any email messages, such messages should be treated as confidential by other employees and accessed only by the intended recipient.~~

~~Professional Communication: Employees must use professional language and maintain a respectful tone in all email communications.~~

Handling ~~Sensitive~~ Confidential Information: ~~Sensitive~~ Confidential information should only be shared with authorized recipients. Employees must be vigilant against phishing scams and verify email sources before opening attachments or clicking on links.

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Social Media Policy

As used in this policy, “social media” refers to blogs, forums, and social networking sites, such as ~~Twitter,~~ Snapchat, Facebook, LinkedIn, YouTube, and Instagram, among others.

Employees must ensure that social media activity does not interfere with their work. In general, Core Transit considers social media activities to be personal endeavors, and employees may use them to express their thoughts or promote their ideas. ~~Any posts made on your personal time in a personal account with content that does not relate to Core Transit or any person or entity with whom Core Transit does business is up to your discretion. Employees shall not conduct personal social media activity on Core Transit devices.~~

On-duty Use of social media: Employees may engage in social media activity during work time provided it is directly related to their work, approved by their supervisor, and does not identify or reference Core Transit clients, customers, or vendors without express permission.

Core Transit equal employment opportunity and non-harassment policies extend to social media.

~~Conduct and Professionalism: When interacting on social media, especially with co-workers and professional contacts, employees must conduct themselves with professionalism and respect, mindful of the impact their posts and comments may have on professional relationships and Core Transit public image.~~

Unless otherwise protected by state or federal law, employees are prohibited from doing any of the following on social media:

- Disclosing C~~c~~onfidential I~~i~~nformation regarding Core Transit, its constituents, or other members of the public;
- Making comments or discriminatory references that would violate Core Transit Policy if made in the workplace (i.e. comments that violate the anti-harassment or anti-discrimination policy)

A social media site is a public place, and employees should avoid comments such as ethnic slurs, personal insults, or obscenity. ~~, or use language that may be considered inflammatory.~~ Even if a message is posted anonymously, it may be possible to trace it back to the sender.

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~~Nothing in this policy is meant to, nor should it be interpreted to, in any way restrict communications protected by state or federal law or otherwise limit your rights under any applicable federal, state, or local laws to engage in protected concerted activities with other employees to improve terms and conditions of employment, such as wages and benefits.~~

Personal Communications During the Workday

At Core Transit we prioritize workplace productivity and efficiency. Employees are encouraged to limit personal calls, emails, and text messages to lunch breaks or designated break times, except in emergencies. Supervisors may exercise discretion in allowing reasonable personal communication during work hours based on operational needs. Excessive personal communication that disrupts productivity or interferes with Core Transit business is not permitted. Employees should use company devices for personal communication responsibly, ensuring such use does not compromise security or work responsibilities.

Employee Records

Employee records concerning all employees are retained by Core Transit. Such records ordinarily include applications, insurance forms, payroll deduction authorizations, performance documents, pay records, transfer and promotion forms, records of disciplinary actions, training records, and any certificates or credentials required for an employee's job.

To keep employee records current, the People and Culture Department must be notified of any change in an employee's address, phone number, marital status, or military status; any change in the name or telephone number of the person to be notified in case of emergency; any change in insurance beneficiary; and any other information needed to maintain accurate records. Each employee is responsible for providing Core Transit with records concerning any licenses or certificates required for the performance of their job, as well as any documents showing that education or training relevant to employment has been completed.

Release of Employee Information

Employee records are generally considered confidential subject to statutory requirements. Employees may examine their own personnel records, by contacting the People and Culture Department. Employees may authorize

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the release of specified personnel records by executing a written request designating the record(s) to be released and the person or entity to whom they may be released.

Responses to employment verification requests shall be limited confirmation or denial of dates of employment, position, and compensation paid.

Upon request from a law enforcement agency that has been authorized by a court order or warrant, Core Transit shall provide all information requested and authorized by the order or warrant without notice to the employee.

EMPLOYEE RELATIONS

Open-door Policy for Concerns and Grievances

Employees who disagree with or are dissatisfied with a Core Transit practice, application of discipline, application or interpretation of policies and procedures, or working conditions should promptly discuss the matter with their immediate supervisor, where appropriate. Employees are encouraged to initiate this discussion promptly following the matter. Discussions held in a timely manner will enhance the organization's ability to resolve concerns while it is fresh in everyone's mind.

If the immediate supervisor has not responded or the response and resolution offered is not satisfactory to the employee, or if it is inappropriate to report to the supervisor, then employees are encouraged to promptly report the matter to their Department Director or to a People & Culture Department representative.

If the problem still cannot be resolved, employees may submit a written report to the Deputy Director for review and final decision. If the Deputy Director needs more than five (5) working days to investigate the matter and make a determination, they will notify the employee in writing. In those cases where the Deputy Director is the direct supervisor or was actively involved with the interpretation or decision making regarding the policy and procedures at issue, the employee may submit their written report to the Executive Director and request a review and determination as provided for above. If a report is submitted to the Executive Director, the Executive Director's decision shall be deemed final.

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~~Nothing in this section is intended to prohibit employees from discussing terms and conditions of employment with others, reporting possible violations of law to any government agency, or making any other disclosures that are protected by law.~~

Please review the Employee Rights section at page 6 of the Employment Policies, which outlines the legal protections afforded to employees.

Nothing in this section constitutes an agreement of employment for a specific period or is intended to affect the at-will employment relationship.

Disciplinary Action

Core Transit expects all employees to conduct themselves pursuant to the highest professional, business, and ethical standards and will not tolerate misconduct. Core Transit, its management and supervisors, retain the right to take such disciplinary action as it deems appropriate in any given circumstance. Whether an employee's performance, conduct, or behavior warrants disciplinary action is within Core Transit discretion. Core Transit does not intend in these guidelines to create any expectation that any employee will be assured of any form of disciplinary action, such as warnings, notice, or any form of progressive discipline, prior to discharge.

Core Transit may discipline an employee for a violation of any of Core Transit policies, or for any behavior that warrants discipline as determined by ~~by an employee that reflects poorly on~~ Core Transit, or evidences poor judgment or lack of common sense. The level of discipline to be imposed for the infraction shall be that which Core Transit deems appropriate under the circumstances. Core Transit management retains the right to determine in its discretion, that any of the following disciplinary actions is appropriate without using lower levels of discipline first.

Disciplinary action may include:

1. Verbal warning or reprimand, which may be accompanied by a written notation in the supervisory record or in the employee's personnel file.
2. A written reprimand, signed by the employee's supervisor and acknowledged by the employee. Written reprimands are intended to be placed in the reprimanded employee's personnel file. Employees may provide written explanations or responses to reprimands for placement in their personnel file.

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3. A suspension without pay shall be accompanied by a written statement, signed by the employee and his or her supervisor, setting forth the fact of the suspension, the reason for the suspension, and the duration of the suspension.
4. A demotion shall be reflected by a written statement placed in the employee's personnel file stating that the demotion was for disciplinary purposes and setting forth the reason for the discipline.
5. Termination.

Separation From Employment

An employee may separate from employment by disciplinary termination, discharge, resignation, or retirement.

Disciplinary Termination

Employees who are terminated for disciplinary reasons shall not be eligible for re-employment.

Layoff

Core Transit reserves the right to lay off employees for reasons of efficiency, economy, lack of work, or for such other reason as the organization deems sufficient. Employees who are laid off may be eligible for re-employment but shall not have preferential rights to re-employment.

Resignation

An employee who resigns in good standing may be eligible for re-employment with Core Transit but shall have no preferential rights to re-employment. An employee resigns in good standing if the employee does not resign under threat of termination, gives Core Transit at least two (2) weeks' notice, and completes necessary exit procedures including but not limited to paying rent on Core Transit property leased to the employee and returning all company equipment, as applicable.

Retirement

Employees who retire may be eligible for re-employment but shall have no preferential rights to re-employment.

Exit Procedure

Employees who are laid off, resign, or retire shall provide all information required for separation to the People and Culture Department and make any arrangements for continuation of benefits as allowed by law. Final paychecks will be paid by Direct Deposit, mailed, or delivered at the time of termination, as applicable.

WORKING CONDITIONS

Pay Period and Defined Pay Week

The standard work week for pay periods begins at 12:00 AM on Sunday and ends at 11:59 PM on Saturday. This period is defined for the purposes of scheduling, calculating wages, and determining benefits eligibility. The standard work week for full-time operators varies based on shift schedule and will be set forth by the employee's supervisor. For all other employees, the standard work week consists of 40 hours of work.

Driving Time

Any CDL Operator knowingly exceeding the maximum Federal Motor Carrier Safety Administration requirements will be subject to disciplinary action, including and up to termination.

Break Times

Breaks will be scheduled by supervisors in a manner that ensures continuous operational coverage. If an employee remains on duty or is required to perform any work-related tasks during their break, the time must be compensated, and the employee can remain clocked in.

Responsibilities

During breaks, employees should refrain from performing any work-related tasks.

Overtime Policy

Core Transit may require employees to work overtime, which is defined as actual hours worked in excess of forty (40) hours in a single work week.

Compensation for Non-Exempt Employees

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Non-exempt employees, including non-exempt temporary and seasonal employees, will receive overtime compensation at a rate of 1.5 times their regular rate of pay for each hour worked beyond forty (40) hours in a single work week, or twelve (12) hours worked in a single workday. Paid leave, such as holiday, sick leave, vacation leave, and jury duty, does not apply towards hours worked. ***Overtime shall not be worked unless approved in advance by your supervisor or manager.***

Exempt Employees

Exempt employees are not eligible for overtime compensation.

Attendance Policy

Prompt and regular attendance is essential for the effective operation of Core Transit. All employees are expected to maintain a good attendance record and report to work on time, ready to work, in accordance with business hours or shift schedules.

Notice of Absence

Unless extenuating conditions exist, employees are expected to follow their department guidelines, including notifying their supervisor before the start of their shift if they need to be absent from work.

Tardiness

Employees are expected to adhere to established work hours.

Readiness to Work

Employees are expected to be ready to work at the start of their scheduled shift. "Readiness to work" means an employee is fully prepared and capable of performing their job duties effectively. This includes being physically and mentally fit, having completed necessary training and certifications, being appropriately dressed in required uniform, understanding job responsibilities, complying with workplace policies, and maintaining alertness and focus. If an employee feels that they are not able to safely perform their duties due to illness, injury, or any other condition, they must stop working immediately and notify their supervisor. This ensures both their safety, the safety of the public and the safety of others in the workplace.

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Persistent occasions of an employee not being ready to work at the start of their scheduled shift may otherwise serve as the basis for disciplinary action, up to and including termination.

Communication Channels

Employees are responsible for being aware of and utilizing the communication channels ~~directed~~ communicated by their supervisors. It is the employee's duty to stay informed about any updates or changes to these communication methods as communicated by their supervisors. Employees must regularly check these channels, which may include, but are not limited to, email, company messaging apps, and other designated platforms, for updates, instructions, and important information related to their job duties. Failure to use the approved communication channels as directed by the employee's supervisor may result in reduced efficiency. If employees are unsure about the appropriate communication channels to use, they should seek clarification from their supervisors or ask for training.

Please review the Employee Rights section at page 6 of the Employment Policies again, which outlines the legal protections afforded to employees.

PAYROLL AND COMPENSATION POLICIES

The People and Culture Department and the Finance Department oversee the administration of payroll and benefits. They are responsible for addressing employee inquiries and resolving compensation-related issues.

Pay Periods

Employees receive their pay bi-weekly on Fridays. If a payday falls on a holiday, payroll will be processed on the preceding workday.

Paycheck Distribution

Employee paychecks will be printed and provided by their supervisor unless the employee has opted for a direct deposit.

For employees opting for direct deposit, the employee may receive one printed check prior to the commencement of direct deposits to ensure the correct bank account information is verified.

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It is the responsibility of the employee to provide accurate and up-to-date banking information for direct deposit. Upon the employee's authorization of direct deposit, that employee's earnings shall be deposited with the designated institution until such authorization is rescinded in writing.

Deductions Policy

It is the policy of Core Transit to comply with the applicable requirements of the FLSA. Deductions may be made from an employee's pay as authorized by the employee and/or by law (for example, deductions for income taxes and employee benefits).

If an employee does not have sufficient funds in a paycheck for any reason, the outstanding deductions will be carried forward and deducted when funds are available in subsequent paychecks.

If an employee believes that an improper deduction has been made, he or she should immediately report the deduction to Finance or People & Culture. If it is determined that an improper deduction has occurred, the employee will be promptly reimbursed.

Employee Responsibilities

Employees should promptly report any changes to their banking information to ensure continued accuracy and avoid disruptions in payroll processing.

Timesheets

Non-exempt employees are required to maintain accurate timesheets on a weekly basis, documenting daily hours worked, overtime, and leave taken. These timesheets must be submitted to the employee's department manager or director for final approval.

Exempt employees are responsible for updating timesheets to reflect any leave taken within the pay period.

Employee Benefits

Employees are eligible for benefits based on their employment status. Benefit enrollment is offered at the start of employment. Please note that benefits may change year by year. Annually, employees will receive an updated benefit guide that outlines their benefits and access to paid time off and leave policies.

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Flexible Work Arrangements

Core Transit recognizes the importance of flexibility in meeting the diverse needs of its employees while maintaining operational efficiency. Flexible work arrangements may include options such as telecommuting, compressed workweeks, or flexible scheduling, when both the employee and the position are suited to such an arrangement. Telecommuting is not an entitlement, and it in no way changes the terms and conditions of employment with Core Transit. All telecommuting arrangements are made on a case-by-case basis, focusing first on the business needs of Core Transit.

Eligibility and Approval

Employees or Core Transit may suggest flexible work arrangements for an employee. Employee requests must be submitted to and approved by the employee's department manager and People & Culture. Approval is contingent upon the arrangement not disrupting the operations of Core Transit and ensuring that work objectives are met.

Operational Considerations

Managers will assess each request for flexibility on a case-by-case basis, considering business needs, team collaboration requirements, and customer service obligations. Flexibility may be granted on a trial basis to evaluate its impact on productivity and operational effectiveness.

Communication and Accountability

Employees granted flexible work arrangements are expected to maintain regular communication with their manager and team members. They must uphold Core Transit standards of performance, meet deadlines, and fulfill job responsibilities effectively regardless of their work location or schedule.

Core Transit reserves the right to amend or terminate flexible work arrangements based on business requirements, performance or changes in operational needs. Employees are encouraged to discuss their preferences for flexible work arrangements with their manager to explore viable options that benefit both the individual and the organization.

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SAFETY & HEALTH

At Core Transit we prioritize safety and strive to foster a culture that reflects this commitment. It is the duty of every employee to familiarize themselves with and adhere to all relevant safety practices, policies, directives, and procedures. For any safety-related inquiries, employees are encouraged to consult their supervisor.

If you believe there is an immediate threat to the health or safety of any individual, or to Core Transit property, please notify your supervisor, manager or in an emergency call 911.

Each employee is responsible for the condition of equipment used on the job. Equipment that is damaged, worn, or in need of maintenance should be reported to the employee's supervisor. Employees should direct any concerns regarding the use of equipment to their supervisor. Cleanliness and orderliness are important to the operation of Core Transit. Employees are responsible for keeping their work areas clean and orderly.

Drug And Alcohol Policy

Due to the nature of the work we do at Core Transit, we have a separate Drug and Alcohol Policy that complies with all applicable laws, including those set forth by the Federal Transit Administration. **Please refer to the Drug and Alcohol Policy for more information.**

Depending on the nature of your position, you will be classified as either a safety-sensitive position or a non-safety-sensitive position; these distinctions will guide requirements such as random drug screening, mandatory pre-employment drug tests, and more.

Possession of Firearms or Other Weapons

Core Transit prohibits the possession or use of unauthorized weapons on Core Transit Property, including but not limited to, handguns, firearms, explosives, and knives with blades 3 ½" or greater except as describe below,~~; unless the employee is required to carry a concealed weapon as a job requirement or carries a lawful concealed carry permit. This guideline applies to all Core Transit employees, including contract and temporary employees, on Core Transit Property. Concealed weapons for which the employee has a permit must be unloaded or properly disarmed to render them un-dischargeable or~~

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~~unusable while on Core Transit Property. Any employee who carries a concealed weapon must report such carry to People & Culture or the Department Director and must present the permit to Core Transit for verification. Additional precautions may be taken depending upon the circumstances.~~

This guideline applies to all Core Transit employees, including contract and temporary employees, on Core Transit Property.

Firearms, explosives, and incendiary devices are prohibited on Core Transit buses and support vehicles under Colorado law and are further addressed in the Operator's Manual.

All employees, are prohibited from possessing or carrying any firearm, explosive, or incendiary device in Core Transit-owned or leased buildings or surrounding areas unless the employee is required to carry a weapon as a job requirement or (for a handgun only) possesses a valid concealed handgun permit, has notified People & Culture or the Department Director in advance, has presented the permit for verification, and keeps the handgun unloaded while on Core Transit property.

Open carry of any firearm by employees is prohibited on Core Transit property. Additional precautions may be required depending on the circumstances.

The term "Core Transit Property" shall mean all Core Transit-owned or leased buildings and Core Transit-owned surrounding areas; and all Core Transit-owned or leased vehicles.

~~Employees are responsible for ensuring that items they carry onto Core Transit Property are permissible.~~

Reporting Vehicular Accidents

Any event involving any Core Transit Vehicle, whether it occurs on-site or in-route, resulting in contact with another vehicle, person, or object is considered an accident. Additionally, any action leading to a driver losing control of the vehicle and/or departing from the roadway is deemed an accident, irrespective of contact.

All accidents must be promptly reported by following applicable department procedures, including all Core Transit safety guidelines. If you are unsure of your department procedures call Dispatch from the location of occurrence.

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Failure to comply with this Policy may result in disciplinary action, including termination.

Review Process

Core Transit will assess accidents for preventability within seven (7) days of the occurrence in accordance with the National Safety Council's Procedures and Guidelines. Disciplinary action, up to and including termination, may be taken based on the findings.

Appeal Procedures

Employees may contest the decision by submitting a written request for review within ten (10) days of receiving the preventability determination. The Safety Committee will review the initial decision and make a final determination. Additional details of the process can be found in the Operator Manual or department procedures.

Reporting Workers Compensation

Core Transit is committed to a safe work environment for employees. Employees should report any unsafe practices or conditions to their supervisor.

If employees are injured on the job, no matter how minor, they must report this fact in writing as soon as they are able within 10 days to their Supervisor, Manager or People & Culture representative.

If medical treatment for an on-the-job injury is needed, it must be obtained from one of the Company's designated physicians. If not, the employee may be responsible for the cost of medical treatment.

~~All employment-related accidents causing injury or property damage must be reported immediately or at the earliest possible time to the employee's supervisor. Such reports must be reported immediately before leaving their shift for the day to meet the workplace guidelines and be submitted within ten (10) days following the accident to ensure workers compensation coverage. Employees are required to cooperate promptly with any written reports, forms, or requests from People & Culture Department.~~

~~Under the Colorado Workers' Compensation Act, employees are covered for work-related injuries or illnesses. Delayed reporting of such incidents may lead to a reduction in benefits under the Act.~~

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Return to Work / Extended Absence Policy

Core Transit supports employees recovering from illness or injury. Employees returning from an illness or injury may be asked to provide a return-to-work notice from the treating physician to ensure fitness for duty. Safety-sensitive positions may have additional requirements.

While light-duty assignments or alternative tasks may be available, the availability of such accommodation is not guaranteed.

Conduct and Protection of General Public

The safety and well-being of our riders are paramount. All employees must take proactive steps to safeguard their riders' safety. Any instances of harassment, abuse, neglect, or exploitation towards the public will result in swift disciplinary action, up to and including termination and applicable legal prosecution.

Professional Conduct

Employees are expected to maintain professional boundaries. Physical contact should be limited to situations where necessary and appropriate. Personal relationships with riders, including children and the elderly, outside of professional duties are discouraged to prevent conflicts of interest or potential exploitation.

Restraining Orders

Employees should promptly inform the People and Culture Department or the Deputy Director of any protective or restraining order that they have obtained or are subject to that lists the workplace as a protected area. Employees are encouraged to report safety concerns, including those about domestic violence. Core Transit will not retaliate against employees making good-faith reports. Core Transit is committed to supporting victims of violence by providing referrals to Core Transit's employee assistance program and community resources.

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ACKNOWLEDGEMENT OF RECEIPT

~~ON THE ___ DAY OF _____, 2024, I, _____, I~~ RECEIVED A COPY OF THE FOREGOING EMPLOYMENT POLICIES, TIME OFF POLICY AND DRUG AND ALCOHOL POLICY (THE "POLICIES"). I HAVE READ, UNDERSTAND, AND AGREE TO COMPLY WITH THE POLICIES, RULES, AND CONDITIONS SET FORTH AND REVISIONS AND AMENDMENTS TO THE POLICIES OVER THE COURSE OF MY EMPLOYMENT.

I UNDERSTAND THAT THE POLICIES DO NOT CONSTITUTE A CONTRACT OF EMPLOYMENT OR A PROMISE OF EMPLOYMENT FOR ANY LENGTH OF TIME OR UNDER ANY PARTICULAR CONDITIONS. I UNDERSTAND THAT MY EMPLOYMENT WITH CORE TRANSIT *IS "AT WILL" AND THAT MY EMPLOYMENT WITH* CORE TRANSIT *MAY BE TERMINATED BY MYSELF OR* CORE TRANSIT *AT ANY TIME.~~ I UNDERSTAND THAT NOTHING IN THE POLICIES IS INTENDED TO PROHIBIT OR RESTRICT EMPLOYEES FROM DISCUSSING TERMS AND CONDITIONS OF EMPLOYMENT.~~*

I UNDERSTAND THAT NOTHING IN THE EMPLOYMENT POLICIES, OPERATIONS MANUAL, RULES, POLICIES AND PROCEDURES, TRAINING MATERIALS, OR WRITTEN OR VERBAL GUIDANCE AT CORE TRANSIT IS MEANT TO, NOR SHOULD IT BE INTERPRETED IN ANY WAY AS RESTRICTING, PROHIBITING, OR INTERFERING WITH AN EMPLOYEE'S RIGHT TO DISCUSS TERMS AND CONDITIONS OF EMPLOYMENT WITH OTHER EMPLOYEES OR THIRD PARTIES, REPORT POTENTIAL VIOLATIONS OF LAW TO GOVERNMENT AGENCIES, OR ENGAGE IN ANY OTHER LEGALLY PROTECTED ACTIVITY OR DISCLOSURE.

_____

Date

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(Employee's signature)

(Name Printed)

To: The Core Transit Board
From: Sanjok Timilsina, Director of Finance

Meeting Date: 11/18/2026

SUBJECT: FY26 Budget Amendment

RECOMMENDED ACTIONS: Approve transfer of funds from the General Fund to Capital Project fund and approve resolution 2026-07.

BACKGROUND:

As part of the Authority's annual year-end financial review, staff evaluate the General Fund's projected unrestricted fund balance and recommend transfers to the Transit Capital Fund when available resources exceed anticipated operating and reserve needs. This practice supports the Authority's long-term capital program by setting aside available General Fund resources for future capital investments.

Based on current projections, staff anticipate the General Fund will end FY 2026 with an unrestricted fund balance in excess of $5.0 million. After considering projected year-end activity and the Authority's operating needs, staff recommend transferring $4.0 million from the General Fund to the Transit Capital Fund.

Below is the summary of the budget amendment.

Transfer	$4,000,000
Total:	**$4,000,000**

The transfer does not represent a new operating expenditure. Rather, it reallocates available resources from the General Fund to the Transit Capital Fund to support future capital needs and strengthen the Authority's long-term capital funding capacity.

The FY 2026 adopted budget includes a $2.0 million transfer from the

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General Fund to the Transit Capital Fund. Based on the General Fund's projected year-end unrestricted fund balance, staff recommend an additional $4.0 million transfer through the proposed budget amendment. If approved, total FY 2026 transfers from the General Fund to the Transit Capital Fund will be $6.0 million.

FINANCIAL CONSIDERATIONS: The FY 2026 adopted budget does not currently include the proposed $4.0 million transfer. To reflect the transfer in the Authority's FY 2026 budget and comply with applicable budget requirements, a budget amendment is necessary.

ATTACHMENTS:

1. Budget Resolution 2026-07

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EAGLE VALLEY TRANSPORTATION AUTHORITY

RESOLUTION NO. 2026-07

RESOLUTION TO AMEND 2026 BUDGET

WHEREAS, the Board of Directors ("Board") of Eagle Valley Transportation Authority adopted the budget and appropriated funds for the 2026 fiscal year as follows:

General Fund	$27,032,104
Transit Capital Fund	$1,822,500
Air Fund	$1,500,000
Housing Fund	$737,706
Total:	**$31,092,310**

WHEREAS, the Board desires to transfer additional funds from the General Fund to the Transit Capital Fund, resulting in expenditures in excess of appropriations for the 2026 fiscal year; and

WHEREAS, such additional expenditures could not have been reasonably foreseen at the time of adoption of the budget; and

WHEREAS, funds are available for such expenditures from unanticipated revenue (other than property taxes) or other surplus funds in the General Fund;

NOW, THEREFORE, BE IT RESOLVED that the Board of Directors of Eagle Valley Transportation Authority hereby adopts a supplemental budget and appropriation for the 2026 fiscal year as follows:

General Fund	$31,032,104
Transit Capital Fund	$1,822,500
Air Fund	$1,500,000
Housing Fund	$737,706
Total:	**$35,092,310**

BE IT FURTHER RESOLVED, that this supplemental appropriation reflects a transfer of $4,000,000 from the General Fund to the Transit Capital Fund, and that such sums are hereby appropriated for expenditure from any available funds in the General Fund in accordance with §29-1-109, C.R.S.

Dated this 18th day of November, 2026.

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EAGLE VALLEY TRANSPORTATION AUTHORITY

By: _____
Rich Carroll, Chair

ATTEST:

_____
Amy Burford, Secretary

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

Meeting Date: 11/18/2026

SUBJECT: FY27 Budget – Budget Adoption

RECOMMENDED ACTIONS: Approve Resolution 2026-08 Adopting a Budget for Fiscal Year 2027 and Appropriating Sums of Money

BACKGROUND:
Colorado budget law requires local governments to submit a proposed budget to their governing body for consideration by October 15 each year. Core Transit's proposed FY 2027 budget and supporting budget book were delivered to the Board on October 15, 2026, satisfying this statutory requirement and beginning the formal budget adoption process.

The final budget, including appropriations by fund for the ensuing fiscal year, must be adopted by December 31. The Authority's governmental funds are budgeted on the modified accrual basis of accounting, consistent with the basis used for financial reporting under U.S. generally accepted accounting principles.

Staff prepared and presented a detailed FY 2027 Budget Book together with the FY 2027 budget schedules. The schedule includes summaries of revenues and expenditures for the Authority's:

- General Fund
- Transit Capital Fund
- Air Fund

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- Housing Service Fund

For each fund, the schedules present FY 2027 projected revenues and proposed expenditures together with comparative financial information, including FY 2024 and FY 2025 actual results, the FY 2026 adopted budget, FY 2026 forecast, and year-to-date actual results through September 2026.

The proposed FY 2027 budget was reviewed with the Board during the October 29, 2026, Budget Work Session. Staff will provide a detailed budget presentation at the November Board meeting.

As required by Colorado budget law, notice of the public budget hearing was published in the Vail Daily on November 5, 2026, providing the public an opportunity to review and comment on the proposed budget before adoption.

FINANCIAL CONSIDERATIONS: See attached

Attachments:

1. Resolution 2026-08 adopting a budget for fiscal year 2027
2. FY 2027 proposed budget schedule
3. FY 2027 budget book

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RESOLUTION 2026-08
OF THE EAGLE VALLEY TRANSPORTATION AUTHORITY
ADOPTING A BUDGET FOR FISCAL YEAR 2027

WHEREAS, the Board of Directors ("Board") of the Eagle Valley Transportation Authority ("Authority") has appointed a budget committee to prepare and submit a proposed 2027 budget to the Board at the proper time; and

WHEREAS, such budget committee has submitted the proposed budget to the Board on or before October 15, 2026, for its consideration; and

WHEREAS, upon due and proper notice, published in accordance with law, the budget was open for inspection by the public at a designated place, and a public hearing was held on November 18, 2026, and interested electors were given the opportunity to file or register any objections to the budget; and

WHEREAS, the budget has been prepared to comply with all terms, limitations and exemptions, including, but not limited to, enterprise, reserve transfer and expenditure exemptions, under Article X, Section 20 of the Colorado Constitution ("TABOR") and other laws or obligations which are applicable to or binding upon the Authority; and

WHEREAS, whatever decreases may have been made in the revenues, like decreases were made to the expenditures so that the budget remains in balance, as required by law.

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Eagle Valley Transportation Authority:

1. That estimated expenditures for each fund are as follows:

General Fund:	$	28,462,366
Transit Capital Fund:	$	7,840,000
Air Fund:	$	1,200,000
Housing Fund:	$	898,945
Total	**$**	**38,401,311**

2. That estimated revenues are as follows:

General Fund:	
From unappropriated surpluses	$10,221,049
From sales tax	$26,116,935
From sources other than sales tax	$ 2,369,338
Total	**$38,707,322**

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Transit Capital Fund:	
From unappropriated surpluses	$24,319,400
From fund transfers	$3,000,000
From sources other than transfers	$ 530,000
Total	**$27,849,400**
Air Fund:	
From unappropriated surpluses	$0
From fund transfers	$1,200,000
Total	**$1,200,000**
Housing Fund:	
From unappropriated surpluses	$1,946,228
From fund transfers	$ 340,000
From sources other than transfers	$ 526,786
Total	**$2,813,014**

3. That the budget, as submitted and herein summarized by fund, is approved and adopted as the budget of Eagle Valley Transportation Authority for the 2027 fiscal year.

4. That the budget, as hereby approved and adopted, shall be certified by the Treasurer and/or President of the Authority to all appropriate agencies and is made a part of the public records of the Authority.

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TO APPROPRIATE SUMS OF MONEY

WHEREAS, the Board of Directors of the Eagle Valley Transportation Authority has made provision in the budget for revenues in an amount equal to the total proposed expenditures as set forth therein; and

WHEREAS, it is not only required by law, but also necessary to appropriate the revenues provided in the budget to and for the purposes described below, as more fully set forth in the budget, including any inter-fund transfers listed therein, so as not to impair the operations of Authority.

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Eagle Valley Transportation Authority that the following sums are hereby appropriated from the revenues of each fund, to each fund, for the purposes stated in the budget:

General Fund:	$28,462,366
Transit Capital Fund:	$ 7,840,000
Air Fund:	$ 1,200,000
Housing Fund:	$ 898,945
Total	**$38,401,311**

Adopted this 18th day of November, 2026.

EAGLE VALLEY TRANSPORTATION AUTHORITY

By: _____
Rich Carroll, Chair

Attest:

_____
Amy Burford, Secretary

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CORE TRANSIT

Budget Book

Fiscal Year 2027











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EAGLE VALLEY TRANSPORTATION AUTHORITY

(DBA CORE TRANSIT)

Eagle County, Colorado

Fiscal Year 2027 Budget Book

10/15/2026

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October 15, 2026

Eagle Valley Transportation Authority d/b/a Core Transit Board of Directors and Community Members:

I am pleased to submit the proposed budget for the Eagle Valley Transportation Authority d/b/a Core Transit (the "Authority") for the fiscal year beginning January 1 and ending December 31, 2027.

The FY 2027 Budget presents the Authority's financial and operating plan for the coming year. It identifies the resources expected to be available, explains how those resources will be used, and connects annual spending decisions with the priorities established by the Board of Directors. For FY 2027, this information is presented in a comprehensive Budget Book intended to serve as a policy document, financial plan, operations guide, and public communication resource.

This letter highlights the principal priorities, decisions, and financial considerations reflected in the budget. Detailed information regarding financial assumptions, revenues, expenditures, capital projects, fund balances, and departmental summaries is provided in the sections that follow.

Strategic Direction

The FY 2027 Budget supports Core Transit's mission:

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

The budget is guided by Core Transit's adopted Five-Year Strategic Plan and Ten-Year Transit Development and Capital Plan. Together, these plans establish the Authority's long-term direction and provide a framework for evaluating annual service, workforce, financial, and capital investment decisions. The Five-Year Strategic Plan is organized around five goals: Put our team first; Build Core Transit to last; Be safe,

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trustworthy, and accountable; Improve our transit experience; and best serve our community.

With this planning framework in place, FY 2027 continues Core Transit's transition from establishing the organization's foundation toward implementing its longer-term priorities. The budget emphasizes maintaining safe and reliable transit service, supporting the employees who deliver that service, maintaining vehicles and facilities, strengthening financial and operational systems, improving the rider experience, and preparing for future regional mobility needs.

The Ten-Year Plan provides a phased approach to service improvements and identifies the vehicles, passenger facilities, technology, and operations infrastructure required to support sustainable growth. The FY 2027 Budget begins or continues investments in several of these areas while recognizing that implementation must remain aligned with available employees, equipment, facilities, and financial resources.

Financial Overview

The FY 2027 proposed budget includes $28.49 million in General Fund revenue and $23.92 million in General Fund operating expenditures. Compared with the FY 2026 Approved Budget, General Fund revenue increases by approximately 3.4%, while operating expenditure increases by approximately 3.1%. Across all funds, proposed expenditures total approximately $33.86 million, excluding interfund transfers. Transfers are excluded from the consolidated expenditure total to avoid double counting because the related spending is reported within the Transit Capital, Housing Service, and Air Funds.

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FY 2027 budget at a glance

Financial Measure	FY 2026 Approved	FY 2027 Proposed	Change
General Fund Revenue	$27.55 million	$28.49 million	3.4%
General Fund Operating Expenditures	23.20 million	23.92 million	3.1%
Housing Service Fund Expenditures	0.74 million	0.90 million	21.9%
Transit Capital Fund Expenditures	1.82 million	7.84 million	330.2%
Air Fund Expenditures	1.50 million	1.20 million	(20.0%)
Total Expenditures, Excluding Transfers	$27.26 million	$33.86 million	24.2%

Sales taxes remain Core Transit's principal source of revenue. The FY 2027 Budget includes approximately $26.12 million from the Core Transit Sales Tax, the Eagle County Mass Transportation Sales Tax reported in the budget as the ECO Transit Sales Tax, and Core DMV Sales Tax revenue. Together, these sources provide approximately 92% of projected General Fund revenue. This dedicated revenue structure provides an important foundation for regional transit service, but it also makes Core Transit's financial plan sensitive to changes in economic activity.

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The most significant change in the FY 2027 Budget is the planned increase in capital investment, with Transit Capital Fund expenditure increasing from $1.82 million in FY 2026 to approximately $7.84 million in FY 2027. This increase reflects the timing of planned multi-year capital investments rather than a similar increase in recurring operating costs. Because capital projects often span multiple years, expenditures can vary significantly from year to year based on vehicle production schedules, procurement timelines, grant reimbursement, design and permitting activities, and construction schedules.

The budget also continues support for Core Transit's employee housing program and regional air-service partnership. The Housing Service Fund includes approximately $899,000 in expenditure, supported by rental revenue, a General Fund transfer, and a limited use of accumulated fund balance. The Air Fund includes $1.20 million for Minimum Revenue Guarantees, funded through a corresponding General Fund transfer.

Financial Stewardship and Outlook

Available revenues and beginning fund balances are sufficient to finance the proposed expenditures and transfers. General Fund revenues exceed General Fund operating expenditure and transfers to the Transit Capital, Housing Service, and Air funds, resulting in a positive General Fund operating position for FY 2027.

Across the General Fund, Transit Capital Fund, and Housing Service Fund, the FY 2027 Budget results in net use of approximately $4.32 million of accumulated fund balance. Most of this planned use occurs in the Transit Capital Fund to finance capital assets expected to provide benefits over multiple years. Accordingly, the reduction in fund balance reflects the planned use of previously accumulated resources for capital investment rather than a recurring operating shortfall.

The General Fund is projected to end FY 2027 with approximately $10.24 million in fund balance, including an operating reserve of approximately $8.37 million, equal to 35% of budgeted operating

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expenditures. Projected ending balances in the Transit Capital and Housing Service funds also remain above the minimum levels established in the Board-approved Fund Balance and Reserve Policy.

Core Transit will continue to monitor several factors throughout FY 2027, including sales tax performance, fuel cost, workforce availability, fleet reliability, grant reimbursement, inflationary pressures, and the timing and cost of capital projects. Where financial or operating conditions change materially, staff will provide the Board and public with clear information regarding the effect on the budget, service delivery, and long-term financial plan.

The FY 2027 Budget provides a responsible framework for delivering regional transit service while preparing the Authority for future needs. It supports day-to-day operations, employees, safety, fleet reliability, customer service, employee housing, and regional partnerships while making substantial investments in vehicles, transit infrastructure, technology, and a permanent facility. It also maintains Board-established reserves and preserves financial capacity for future priorities.

I extend my appreciation to the Board of Directors for its policy direction and oversight; to Core Transit's employees for their commitment to safe, dependable, and welcoming service; and to the Authority's member communities, riders, funding partners, and community stakeholders for their continued collaboration. I also thank the leadership team, department managers, and Finance staff whose work and coordination made development of the FY 2027 Budget and Budget Book possible.

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Respectfully submitted,

Tanya Allen

Executive Director

Eagle Valley Transportation Authority d/b/a Core Transit

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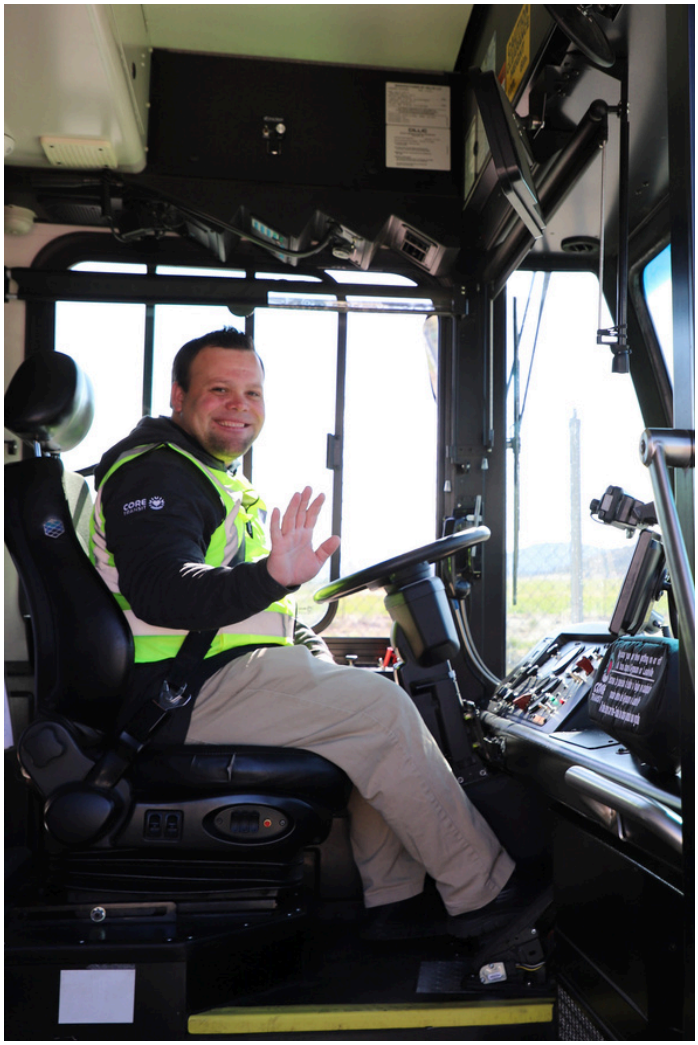
Introduction

About Core Transit

Eagle Valley Transportation Authority, doing business as Core Transit (the Authority), is a regional transportation authority serving communities throughout Eagle County and Leadville. It was created to provide a coordinated regional approach to public transportation - connecting communities, supporting the regional workforce and economy, improving access to essential destinations, and expanding transportation choices for residents and visitors. It focuses primarily on regional transportation services that connect communities and destinations across jurisdictional boundaries.



These services support travel between residential areas, employment centers, commercial districts, recreation destinations, and other important community resources.

Core Transit is funded primarily through dedicated sales tax revenues, supplemented by fares, state and federal grants, service agreements, investment income, and other transportation-related revenues. These resources support transit operations, service delivery, and future capital and system needs. Additional details regarding FY 2027 revenue assumptions, fund structure, reserves, and expenditures is provided in the Financial Plan section of this Budget Book.

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History and Governance

In 1995, Eagle County voters approved a 0.5% sales tax for transit and trails, establishing the funding foundation for ECO Transit and the Eagle Valley Trail. ECO Transit provided regional transportation services but remained under Eagle County's administration.

The Eagle Valley Transportation Authority was established following voter approval on November 8, 2022, under an intergovernmental agreement dated September 1, 2022. The Authority was formed pursuant to Colorado's Regional Transportation Authority Law, Title 43, Article 4, Part 6 of the Colorado Revised Statutes. Voters in seven participating jurisdictions approved formation of the Authority and an additional 0.5% sales tax to expand and enhance regional transportation.

On August 4, 2024, Core Transit assumed responsibility for regional transit operations from Eagle County Government. This transition brought the former ECO Transit system into an independent regional transportation authority with governance and funding focused on regional mobility. FY 2025 was Core Transit's first full year of transit operations.

Core Transit is governed by a Board of Directors composed of elected officials appointed by their respective member jurisdictions. The Board establishes policy direction and provides oversight of the Authority. It appoints the Executive Director, who leads the organization and is responsible for implementing Board directions and overseeing day-to-day operations.

This structure provides participating communities with a direct role in regional transportation decisions while supporting a coordinated response to needs that extend beyond individual jurisdictional boundaries.

Mission, Vision and Brand Promises

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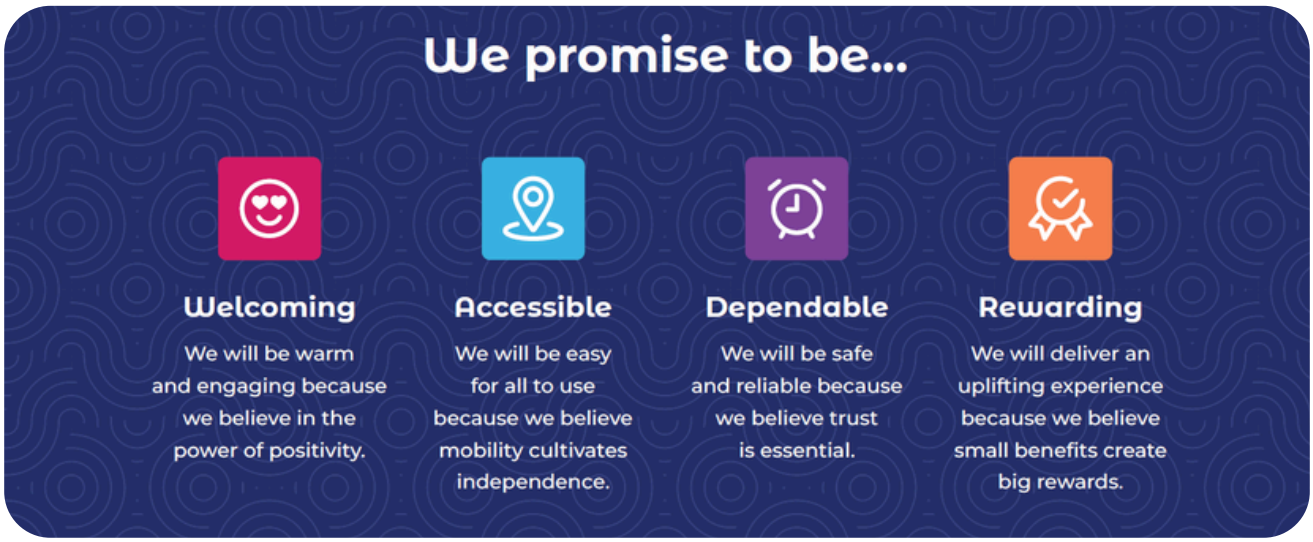
Mission

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

Vision

Core Transit will become the number one choice for getting around our region because our services are so outrageously beneficial.



Core Transit's mission and vision provide the foundation for its strategic, operational, and financial planning. Its planning documents establish a framework for determining how services, facilities, technology, staffing, and other resources should develop as regional transportation needs evolve.

Strategic Plan Overview

Core Transit's Five-Year Strategic Plan, adopted on May 9, 2025, establishes the organization's long-term direction and provides a framework for prioritizing initiatives, allocating resources, and measuring progress. Input from member jurisdictions helped shape
the plan's goals, which are intended to guide work throughout the organization.

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The plan is organized around five goals:

Strategic goal	Supporting priorities identified in the plan
1. Put our team first	Staff strategically; offer competitive compensation, benefits, and wellness resources; create a culture of trust, clear communication and team-based problem solving; support financially sustainable employee housing; and invest in training and career development.
2. Build Core Transit to last	Establish documented and scalable procedures; develop and maintain long-range financial planning; establish a permanent facility; maintain adequate reserves balance and explore new revenue sources; and invest in ridership growth and technology that reduces environmental impacts.
3. Be safe, trustworthy, and accountable	Reduce preventable accidents; build the safety culture; provide accurate and easily understandable information; communicate the impacts of Core Transit's work; and provide timely information during emergencies and service disruptions.
4. Improve our transit experience	Use performance measures and customer feedback to improve service; improve fleet reliability and comfort; maintain welcoming facilities; coordinate with other transit providers; and deliver bilingual, bicultural customer service.
5. Best serve our community	Strengthen air service partnerships; participate in local and regional transportation planning; support emergency response; improve mobility through local partnerships; and develop inclusion plans for Gypsum, Leadville, and Lake County.

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The FY 2027 Budget represents one year within Core Transit's broader strategic planning framework, with the Strategic Plan providing context for decisions related to service delivery, employee support, asset maintenance, capital investment, and long-term financial sustainability. Supporting tactics are intended to have assigned owners who develop related projects, align resources, and identify key performance indicators when appropriate, with progress tracked and reported to the Board and the community.

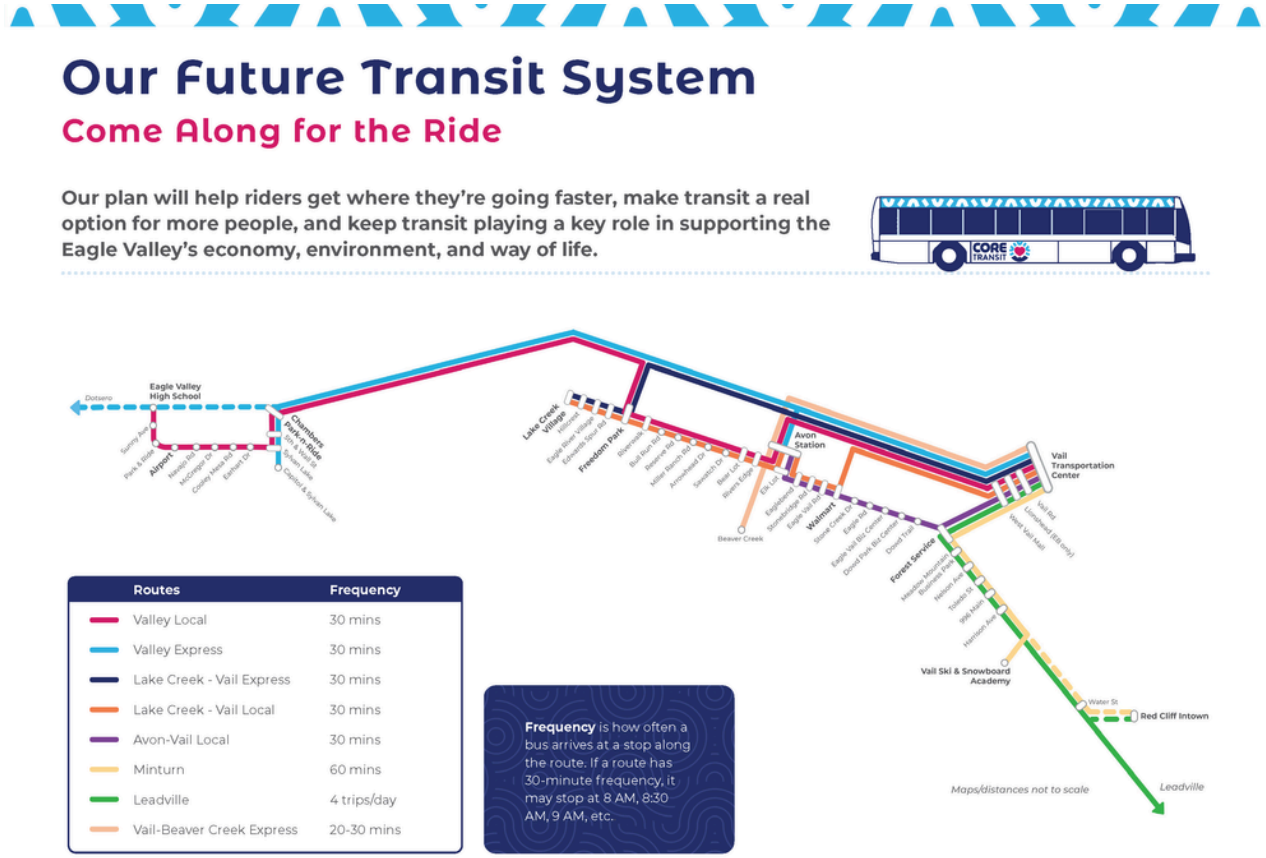
Ten-Year Transit Development and Capital Plan Overview

Core Transit's Ten-Year Transit Development and Capital Plan translates the organization's strategic direction into a longer-term framework for transit service and capital investment. Adopted in September 2025, the plan guides development of the regional transit system through 2035.

The plan incorporates analysis of the existing system, public engagement, staff input, and consultation with regional stakeholders. Service alternatives were evaluated against travel time, frequency, reliability, ridership, and operational feasibility.

The plan includes three complementary components:

- Transit Service Plan - Guides the design of bus schedules, routes and services.
- Capital Improvement Plan - Directs investment in the bus fleet, facilities and stops.
- Financial Plan – Ensures that our growth is fiscally sustainable.



Implementation is organized into three planning phases: 2026–2028, 2029–2032, and 2033–2035. FY 2027 falls within the first phase. The plan identifies additional funding, local coordination, and major infrastructure improvements as important conditions for later two phases.

Together, the Five-Year Strategic Plan and Ten-Year Transit Development and Capital Plan connect Core Transit's organizational goals with service development, capital needs, and annual resource decisions.

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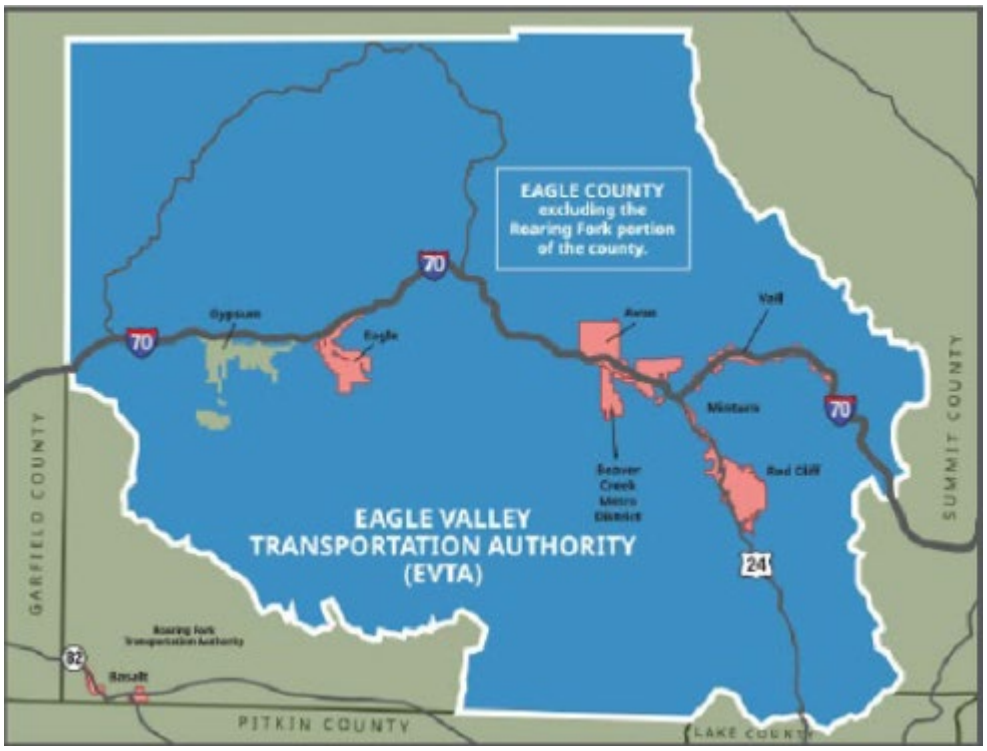
Boundaries and System Map

Core Transit's regional system connects communities throughout the Eagle Valley and along the Highway 6 corridor. Service supports travel between communities and provides access to employment, commercial areas, recreation destinations, and other community resources.

Core Transit connects communities throughout the Eagle Valley and neighboring areas, complementing rather than replacing local transit services. Local bus systems operated by Avon, Beaver Creek, and Vail remain under the responsibility of those communities. Coordination among regional and local providers help riders make connections across systems while allowing each community to address its own transportation needs.

The area receiving Core Transit service is not identical to the Authority's membership boundaries. Core Transit also serves non-member communities, including Gypsum and Leadville. Service within member areas is fare-free, while Gypsum and Leadville remain fare zones.

Core Transit Boundaries



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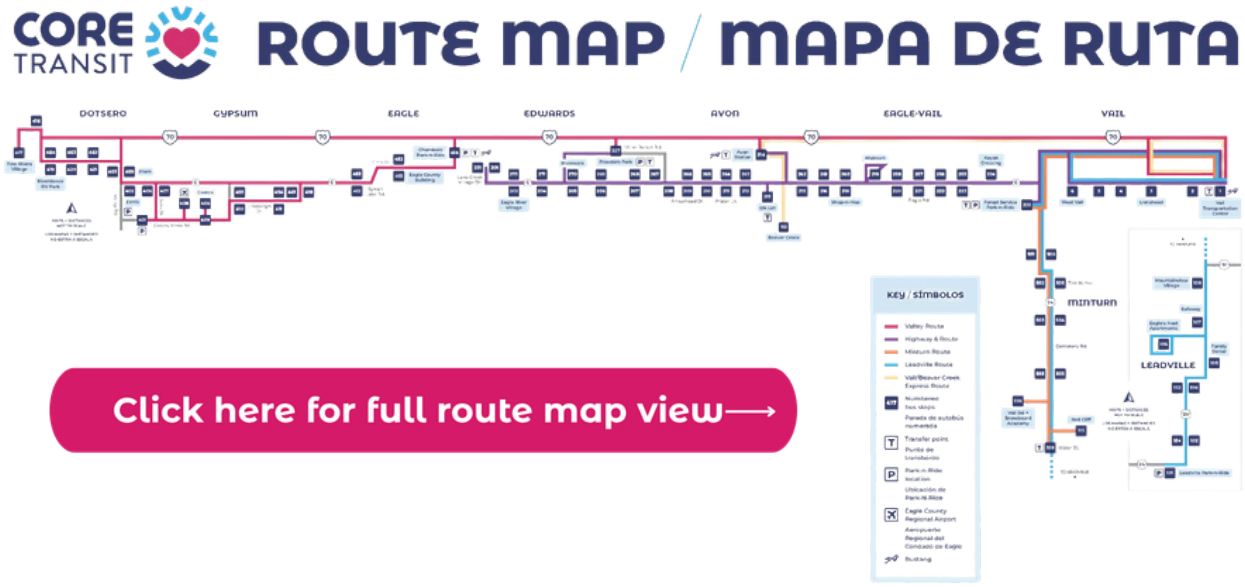
Core Transit System Map



Member Jurisdictions

Core Transit's seven member jurisdictions are Eagle County Government, representing participating unincorporated communities; the Town of Avon; the Town of Eagle; the Town of Minturn; the Town of Red Cliff; the Town of Vail; and the Beaver Creek Metropolitan District.

Eagle County's representation includes unincorporated communities such as Edwards, Eagle-Vail, Cordillera, Lake Creek Village, and Dotsero. Member representation enables these communities to participate in regional transportation decisions through the Authority's Board of Directors.

The Town of Gypsum did not join the Authority through the 2022 election, and the Core Transit sales tax is not collected there. Leadville also remains outside the Authority.

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Board of Directors

Each member jurisdiction appoints one Director and one Alternate Director. Both must be members of the appointing jurisdiction's governing body. The Alternate Director serves in the Director's place when the Director is absent or when a vacancy exists pending appointment of a replacement.

The board meets monthly and meetings are open to the public. Meeting notices, agendas, minutes, and other public materials are made available on the Core Transit website to the community.

Board of Directors as of October 15, 2026.

Member jurisdiction	Director	Alternate Director
Town of Avon	Rich Carroll - Chairperson	Kevin Hyatt
Eagle County	Jeanne McQueeney – Vice Chair	Matt Scherr
Town of Eagle	Bryan Woods	Scott Schreiner
Town of Minturn	Spence Neubauer	Vacant
Town of Red Cliff	Garrett Alexander	Duke Gerber
Town of Vail	Kim Langmaid	Barry Davis
Beaver Creek Metropolitan District	Dave Eickholt	Ray Shei

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Executive Leadership Team

The Executive Director leads Core Transit's staff and oversees day-to-day operations. The Executive team is responsible for implementing Board direction and administering service delivery, financial activities, planning, capital programs, and organizational operations.

Leadership position	Name
Executive Director	Tanya Allen
Deputy Director	Scott Robinson
Director of Transportation	Dave Snyder
Director of People and Culture	Aryn Schlichting
Executive Assistant and Special Projects Coordinator	Amy Burford

Organizational Structure and Organization Chart

The Board of Directors provides policy direction and oversight. The Executive Director serves as the Authority's chief executive officer, supervises its activities, and is responsible for carrying out the Board's policies and direction.

Core Transit's operations include vehicle and paratransit services, safety and training, fleet and facilities maintenance, general administration, finance and risk management, information technology, planning, marketing, and customer service. These functions encompass both direct service delivery and the administrative and technical support needed to operate the regional transit system. The FY 2027 budget presents expenditures across these areas.

Organization Chart

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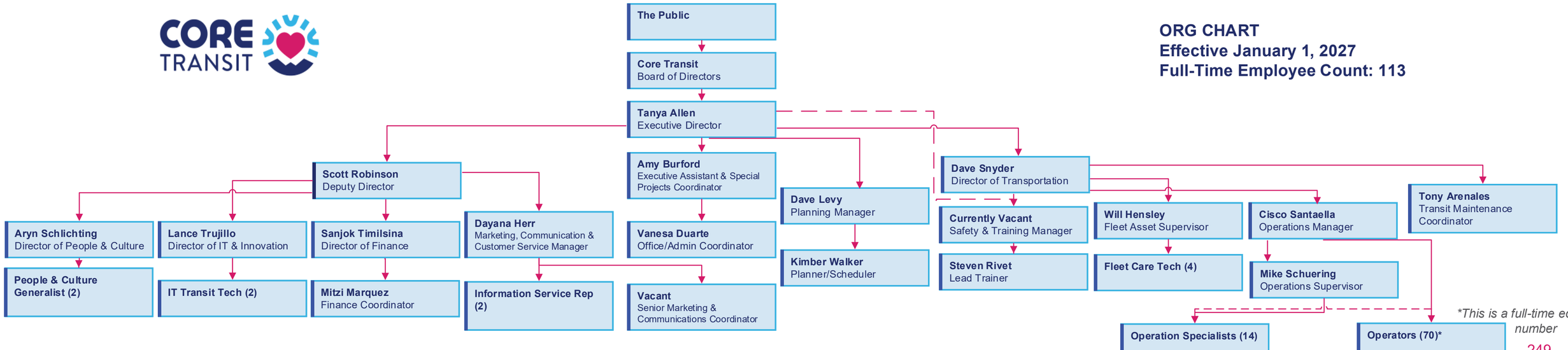
ORG CHART
Effective January 1, 2027
Full-Time Employee Count: 113



*This is a full-time equivalent number

Budget and Financial Policies

Budget Process

Core Transit develops and adopts an annual budget to establish the financial and operational plan for the upcoming fiscal year. The budget process is designed to align available financial resources with anticipated service needs, capital requirements, organizational priorities, and the goals established in Core Transit's Five-Year Strategic Plan and Ten-Year Transit Development and Capital Plan.

Core Transit's fiscal year begins January 1 and ends December 31. The annual budget is prepared in accordance with applicable Colorado local government budget requirements. The process includes preparation of a preliminary budget, management and Board review, opportunities for public participation, adoption of the annual budget and appropriations, and ongoing monitoring.

Budget Development

Development of the FY 2027 Budget begins during the summer with financial planning, preparation of revenue estimates, capital planning, and coordination with department managers.

Core Transit uses a modified zero-based budgeting approach. Existing baseline operations provide the starting point, while managers are expected to review existing expenditures and justify proposed operating expenditures, and capital requests. Requests are evaluated based on operational necessity, service delivery, safety, regulatory requirements, financial sustainability, and alignment with Core Transit's strategic priorities.

The Finance Department leads development of the annual budget by establishing the overall budget framework and key assumptions and working with departments to identify operating and capital needs. In coordination with Finance, each department prepares its requested

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expenditures and departmental budget book narratives. These narratives summarize departmental accomplishments and goals, staffing needs, significant budget changes, capital requests, and other factors affecting the proposed budget.

During August and September, Finance and executive leadership review departmental submissions. This review provides an opportunity to evaluate assumptions, identify significant changes from prior-year spending, assess proposed staffing and capital requests, and make revisions necessary to develop a financially sustainable organization-wide budget. Revenue estimates and other key assumptions may also be updated as more current information becomes available. The Board is consulted for guidance and direction on major expenditure areas throughout the budget process.

Budget Monitoring

Budget management continues throughout the fiscal year. Finance monitors actual revenues and expenditures against the adopted budget, as amended, and works with departments to identify significant variances, changing financial conditions, and emerging operational or capital needs.

This ongoing monitoring allows management and the Board to evaluate whether financial resources remain sufficient to carry out the programs, services, and projects authorized in the annual budget. When changes require additional or revised appropriation, they are addressed through the budget amendment process described below.

Budget Calendar

The FY 2027 budget development calendar identifies the major milestones for preparing, reviewing, adopting, and publishing the annual budget.

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Period	Budget Activity
June–July 2026	Budget kickoff, including review of Core Transit's Strategic Plan and project priority themes to guide operating, staffing, and capital decisions. Finance establishes assumptions, tools, timelines, and capital planning requirements.
August 14, 2026	Department preliminary budgets due, including proposed operating, staffing, and capital requests aligned with strategic goals.
August 31, 2026	Department Budget Book narratives due.
August - September 2026	Finance and executive review; departmental revisions and development of organization-wide budget.
October 2026	Draft budget and Budget Book development; Board review and budget work session.
November – December 2026	Final Board review, public budget process, and anticipated adoption of FY 2027 Budget.
December 2026	Complete required State of Colorado budget filings and finalize publication of adopted Budget Book.

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Budget Adoption and Amendment Process

Board Review and Public Participation

The proposed budget advances to the Board of Directors during the fall. In October, staff refine the draft budget and Budget Book, and the Board holds a public budget work session to conduct an in-depth review of the proposed budget, discuss key assumptions and priorities, and provide directions to staff.

The public is provided with an opportunity to review and comment on the proposed budget through the public hearing process. An elector of the Authority may present objections before final adoption and notice of the hearing is provided in accordance with applicable requirements.

Following consideration of Board direction and public comments, the proposed budget may be revised before adoption.

Budget Adoption and Appropriations

The Board adopts the annual budget and related appropriations. The adopted budget establishes Core Transit's financial plan for the fiscal year, while the appropriation resolution provides legal authority to spend within the amounts authorized by the Board.

Core Transit's FY 2027 budget describes appropriations by fund. Following adoption, required budget documents are filed with the appropriate State of Colorado agencies.

Budget Amendments

The adopted budget may be amended when reasonable and necessary, subject to applicable contractual and legal requirements. An amendment may be necessary when circumstances arise that were not anticipated when the original budget was adopted, including new revenues, changes in project timing or costs, or expenditures requiring additional appropriation authority.

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Any required budget amendment is considered and approved through the applicable public hearing and Board process.

Basis of Budgeting

The FY 2027 budget is prepared based on a modified accrual budgetary basis of accounting. Under modified accrual accounting, revenues are recognized when they are both measurable and available to finance current-period expenditures. “Measurable” means the amount can be determined, while “available” means the revenue is collectible within the current period or soon afterward generally within a 60-day period after fiscal year-end. Expenditures generally are recognized when the related liability is incurred, with different treatment for certain long-term obligations. Capital outlays are recognized as expenditures in the period incurred rather than capitalized and depreciated for budgetary purposes.

Financial Policies Overview

Core Transit’s financial policies provide a framework for managing public resources, supporting reliable transportation services, and maintaining long-term financial sustainability. Budget development emphasizes presenting a balanced budget, maintaining fund balances and reserves consistent with Board policy, and providing competitive employee compensation and benefits. Budget decisions also consider service, assets, and facility needs. The Five-Year Strategic Plan and Ten-Year Transit Development and Capital Plan complement this framework by connecting annual budget decisions with longer-term priorities.

The Total Compensation Philosophy establishes a framework for providing competitive and financially sustainable employee compensation and benefits to support workforce recruitment, retention, and organizational needs. The Fund Balance and Reserve Policy establishes an operating reserve target for the General Fund and minimum assigned fund balances for transit capital and housing purposes. Cash and investment management practices support the

Authority's cash flow needs, while ongoing monitoring of revenues and expenditures helps management and the Board identify significant variances and changing financial conditions. Together, these policies and practices support financial oversight and informed resource allocation. The Board-adopted financial policies are included immediately following this overview for reference.

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AUTHORITY POLICY

Policy Name:	Fund Balance and Reserve Policy		
Approval Authority:	Board of Directors	Adopted:	05/14/2025
Responsible Administrator:	Director of Finance	Revised:	Not Yet Revised

FUND BALANCE AND RESERVE POLICY

PURPOSE

The Fund Balance and Reserve Policy establishes the procedures for classifying and reporting fund balance in the financial statements of Core Transit (the "Authority") in accordance with Governmental Accounting Standards Board (GASB) Statement No. 54, Fund Balance Reporting and Government Fund Type Definitions. It also establishes a minimum unassigned fund balance in the General Fund.

FUND BALANCE CLASSIFICATIONS:

Fund balance is essentially the difference between the assets and liabilities reported in a governmental fund. There are five separate components of fund balance, each of which identifies the extent to which the Authority is bound to honor constraints on the specific purposes for which amounts can be spent.

- Nonspendable fund balance (inherently nonspendable)
- Restricted fund balance (externally enforceable limitations on use)
- Committed fund balance (self-imposed limitations on use)

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- Assigned fund balance (limitation resulting from intended use)
- Unassigned fund balance (residual net resources)

The first two components listed above are not addressed in the policy due to the nature of their restrictions. Examples of Nonspendable fund balance are inventory and prepaid expense. Restricted fund balance is either imposed by law or constrained by creditors, grantors, contributors, or laws or regulations of other governments. This policy is focused on financial reporting of the last three components listed above. These three components are further defined below.

Committed Fund Balance

The Board, as the Authority's highest level of decision-making authority, may commit fund balance for specific purposes pursuant to constraints imposed by formal Board decisions. These committed amounts cannot be used for any other purpose unless the Board removes or changes the specified use through the same type of formal action taken to establish the commitment.

Assigned Fund Balance

Amounts that are constrained by the Authority's intent to be used for specific purposes should be reported as assigned fund balance. This policy hereby delegates the authority to assign amounts to be used for specific purposes to the Authority's leadership for the purpose of reporting these amounts in the annual financial statements.

Unassigned Fund Balance

These are residual positive net resources of the General Fund in excess of what can properly be classified in one of the other four categories.

OPERATING RESERVE

The Fund Balance and Reserve Policy establishes a minimum unassigned fund balance in the General Fund which is termed as "Operating Reserve". The Government Finance Officers Association (GFOA) recommends that governments establish a formal policy on the level of unassigned fund balance that should be maintained in the general fund for generally accepted

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accounting principles (GAAP) and budgetary purposes. Such a guideline should be set by the Board and articulate a framework and process for how the Authority would increase or decrease the level of unassigned fund balance over a specific time period. In particular, governments should provide broad guidance in the policy for how resources will be directed to replenish fund balance should the balance fall below the level prescribed.

PHILOSOPHY

Minimum unassigned fund balance in the General Fund (Operating Reserve) is established to ensure sufficient reserves are maintained for unanticipated expenditures or revenue shortfall or provide stability during economic cycles.

An effective fund balance and reserve policy is important because it helps:

- To provide adequate cash flow.
- To provide continuity in service delivery.
- To provide sufficient working capital and a margin of safety to address local and regional emergencies without borrowing.
- To develop and amend multi-year capital and operating financial plans.
- To decide how surplus balances will be used.

APPROPRIATE LEVEL

This policy establishes a targeted Operating Reserve to be 35% of the annual budgeted expenditures beginning as of January 1 of any fiscal period. This will be called an Operating Reserve and presented separately in an annual budget.

While identified uses of Fund Balance may be proposed that could continue the trend below 35% such uses will be disclosed and approved by Resolution of the Board.

TARGETED ASSIGNED FUND BALANCE

This policy also establishes targeted assigned fund balance for the following funds:

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- Transit Capital Fund $8,000,000
- Housing Fund $1,000,000

USE AND REPLENISHMENT

When both restricted and unrestricted resources are available for use, it is the Authority's policy to first use restricted resources, and then use unrestricted resources as they are needed. When committed, assigned, or unassigned resources are available for use, it is the Authority's policy to use resources in the following order: 1) committed, 2) assigned, 3) unassigned.

It is the intent of the Board to limit use of Operating Reserves to address unanticipated, non-recurring needs and in case revenue dips significantly. Reserves shall not normally be applied to recurring annual operating expenditures. Reserves, however, may be used to allow time for the Authority to restructure its operations in a deliberate manner, as might be required in an economic downturn, but such use will only take place in the context of an adopted long-term plan.

Only the Board may authorize use of Operating Reserves.

In the event that Operating Reserves are used resulting in a balance below the required minimum, a plan will be developed and included in the formulation of a five-year budget forecast and presented during the annual budget process.

In the event that Operating Reserves exceed the minimum balance requirements, any excess revenues may be used in the following ways:

- Fund outstanding liabilities, including but not limited to debt service, as directed and approved within the long-term financial plan and the annual budget resolution. Priority will be given to those items that relieve budget or financial operating pressure in future periods.

- Transfer to transit capital fund to maintain the minimum fund balance, fund capital projects and any large future capital projects. Periodically, Finance Committee may make a recommendation to transfer any surplus to the transit capital fund from the general fund.

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- One-time expenditures that do not increase recurring operating costs that cannot be funded through current revenues. Emphasis will be placed on one-time uses that reduce future operating costs; or
- Start-up expenses for new programs, provided that such action is approved by the Board and is considered in the context of multi-year projections of revenue and expenditures.

This policy will be updated on as needed basis by the Finance Committee and presented to the Board for approval.

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CORE TRANSIT POLICY

Policy Name:	Investment Policy				
Responsible Administrator:	Director of Finance				
Approval Authority:	Board of Directors	First Adopted:	May 2024	Last Adopted:	December 2025

PURPOSE

It is the policy of Core Transit (the "Authority") to invest its funds in a manner which will provide maximum security with the highest investment return while meeting the daily cash flow demands of the Authority and conforming to all State and local statues governing the investment of public funds.

The Authority's Board of Directors ("Board") is committed to the responsible management of its financial resources. Effective investment strategies are crucial for achieving the financial goals, ensuring long-term sustainability of the operations, and, ultimately, delivering reliable services to the community.

SCOPE

This Investment Policy applies to the management of all Authority funds. It outlines the methods, procedures, and practices for the effective investment management of all investable funds under the Authority's control. Except for funds in certain restricted and special funds, the Authority consolidates its funds to maximize investment earnings and efficiencies with regard to safekeeping and administration. Investment income will be recorded in the General Fund.

The Authority functions under the direction of an Executive Director appointed by a seven member Board of Directors. The Authority has legal authority to establish and implement standards for its cash and investment management operations.

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This investment policy replaces any previous Investment Policy of Investment Procedures of the Authority. The investment guidelines outlined below have been written to comply with various regulatory requirements under which the Authority operates. This investment Policy was endorsed and adopted by the Board and is effective as of the 10th day of December, 2025.

PRUDENCE

The standard of prudence to be used for managing the Authority's assets is the "prudent investor" rule applicable to a fiduciary that states, "Investments shall be made with judgment and care, under the circumstances then prevailing, which persons of prudence, discretion and intelligence exercise in the management of their own affairs, not for speculation, but for investment considering the probable safety of their capital as well as the probable income to be derived." (C.R.S. § 15-1-304, Standard for Investments).

The Authority's overall investment program shall be designed and managed with a degree of professionalism that is worthy of the public trust. The Authority recognizes that no investment is totally free of risk and that the investment activities of the Authority are a matter of public record. Accordingly, the Authority recognizes that occasional measured losses are inevitable in a diversified portfolio and shall be considered within the context of the overall portfolio's return, provided that this Investment Policy has been followed and that the sale of a security prior to maturity is in the best long-term interest of the Authority.

In accordance with C.R.S. § 24-75-601.4, the Treasurer and other authorized investment personnel acting in accordance with the Investment Policy and written Authority procedures and exercising due diligence shall be relieved of personal responsibility for an individual security's credit risk or market price changes, provided that the deviations from expectations are reported in a timely fashion to the Authority's Executive Director and reasonable and appropriate action is taken to control adverse developments.

OBJECTIVES

All funds held by the Authority shall be invested in a manner consistent with all applicable Authority policies, codes, and resolutions, Colorado State

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Statutes, and Federal regulations. The primary objectives of the Authority's investment strategy are as follows:

A. **Safety:** The safety of the principal is the paramount objective to ensure the security and preservation of the Authority's capital in the overall investment portfolio. This is achieved by minimizing credit risk and interest rate risk.
    1. Credit Risk Mitigation: The Authority will:
        i. Limit investments to the financial institutions fully insured by the FDIC or NCUA (National Credit Union Association) or which are approved to accept public deposits, and which have pledged eligible collateral to secure uninsured public funds on deposit with such institution in accordance with the requirements of the Public Deposit Protection Act ("PDPA").
        ii. Diversify the portfolio to minimize potential losses from individual securities with a focus on a variety of fixed-income asset classes.
    2. Interest Rate Risk Management: The Authority will :
        i. Structure the portfolio such that securities mature close to anticipated cash needs, minimizing the need for open market sales prior to maturity.
        ii. Invest operational funds primarily in short- to intermediate-term securities, approved local government investment pools, approved money market mutual funds, and certificate of deposits.
B. **Liquidity:** The investment portfolio will remain sufficiently liquid to meet all anticipated operational requirements that may be reasonably anticipated. Investments will be chosen to match the Authority's expected cash disbursements to ensure adequate funds are available for projected financial obligations. Since all possible cash demands cannot be anticipated, the portfolio should hold a significant quantity of securities with active secondary or resale markets.
C. **Return:** The Authority's portfolio will strive to achieve a competitive market rate of return on available funds throughout budgetary and economic cycles. Return on investment is of secondary importance compared to safety and liquidity objectives described above. Core investments are limited to relatively low risk securities in anticipation of earning a fair return relative to the risk being assumed.

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DELEGATION OF AUTHORITY

The ultimate responsibility and authority for investment transactions involving the Authority resides with the Board. The Treasurer has been designated by the Board as responsible for overseeing investment decisions and activities and shall establish written administrative procedures for the operation of the Authority investment program consistent with this Investment Policy. The individuals listed in Appendix I are appointed to assist the Treasurer in implementing this Investment Policy. In the absence of the Treasurer, the persons listed in Appendix I are authorized to make investment decisions, transact business, and wire funds on behalf of the Authority. Any person acting under such authority shall act in accordance with the Investment Policy, established written procedures, and internal controls for the operation of the investment program.

The Treasurer may engage the support services of outside professionals, so long as it can be demonstrated that these services produce a net financial advantage and necessary financial protection of the Authority's resources. Such services may include engaging financial advisors in conjunction with debt issuance, investment advisors for portfolio management support, special legal representation, third-party custodial services, and appraisal of independent rating services. An appointed investment advisor may be granted limited investment discretion within the guidelines of this Investment Policy with regard to the Authority's assets placed under its management.

The Board, through its external auditors, will periodically review the compliance of the cash, treasury, and investment management practices with this Investment Policy.

ETHICS AND CONFLICT OF INTEREST

Officers and employees involved in the investment process shall not engage in personal business activity that could conflict with the proper execution of the investment program or which could impair their ability to make impartial investment decisions. Employees and investment officials shall comply with the rules of conduct set forth in C.R.S. §§ 24-18-104 and -109 and shall disclose to the Board any material financial interest in financial institutions that conduct business with the Authority, and they shall further disclose any personal

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financial/investment positions that could be related to the performance of the Authority's investment portfolio. Employees and officers shall refrain from undertaking personal investment transactions with the same individual with which business is conducted on behalf of the Authority.

The Authority adheres to the Government Finance Officers Association's "Code of Professional Ethics," a copy of which is available online at https://www.gfoa.org/code-of-ethics.

ELIGIBLE INVESTMENTS AND TRANSACTIONS

All investments for the Authority shall be made in accordance with the Colorado Revised Statutes as follows: C.R.S. § 11-10.5-101, *et seq*. Public Deposit Protection Act; C.R.S. § 11-47-101, *et seq*. Savings and Loan Association Public Deposit Protection Act; C.R.S. § 24-75-601, *et. seq*. Funds-Legal Investments for Governmental Units; C.R.S. § 24-75-603, *et seq*. Depositories; and C.R.S. § 24-75-701 and 702, *et seq*. Investment Funds-Local Government Pooling. Any revisions or extensions of these sections of the Colorado Revised Statutes will be assumed to be part of this Investment Policy immediately upon being enacted.

The Authority's Board has further restricted the investment of Authority funds to the following types of securities and transactions:

1. U.S. Treasury Obligations: Obligations in the form of treasury bills, notes, bonds, or certificates of indebtedness backed by the full faith and credit of the United States of America.
2. Federal Agency and Instrumentality Securities: Any security issued by, fully guaranteed by, or for which the full credit of the following is pledged for payment: the federal farm credit bank, the federal land bank, the federal home loan banks, the federal home loan mortgage corporation, the federal national mortgage association, the export-import bank, the Tennessee Valley Authority, the government national mortgage association, the world bank, or an entity or organization that is not listed in this paragraph but that is created by, or the creation of which is authorized by, legislation enacted by the United States congress and that is subject to control by the federal government that is at least as extensive as that which governs an entity or organization listed in this paragraph.

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3. Certificates of Deposit ("CDs"): CDs in any NCUA or FDIC-insured state or national bank or state or federal savings bank that is an eligible public depository as defined in C.R.S. § 11-10.5-103 and that at the time of purchase carries at least two credit ratings from any of the NRSROs and is not rated below "AA- or Aa3" or their equivalents by either rating. The maximum allowed investment at a time on CDs is 50% of the total investment portfolio.
4. Money Market Funds: Registered as an investment company under the Investment Company Act of 1940 that: 1) are "noload" (i.e. no commission, sale, or fee is charged on purchases or sales of shares) and charge no 12b-1 fees; 2) seek a constant daily net asset value per share of $1.00; and 3) have a weighted average maturity in accordance with Rule 2a-7 of the Investment Company Act of 1940.
5. Local Government Investment Pools: Organized pursuant to the provisions of Article 75, Title 24, Part 7 of C.R.S such as ColoTrust, or CSIP.
6. Interest-Bearing Bank Accounts or checking account: Either fully insured by the FDIC or approved to accept public deposits, and must have pledged eligible collateral to secure uninsured public funds on deposit with such institution in accordance with the requirements of the Public Deposit Protection Act ("PDPA").

It is the Authority's intent that the foregoing list of authorized securities be strictly interpreted. Any deviation from this list must be pre-approved by the Treasurer in writing after discussion with the Finance Committee.

SELECTION OF BROKER/DEALERS

The Treasurer shall maintain a list of authorized broker/dealers and financial institutions which are approved for investment purposes and it shall be the policy of the Authority to purchase securities only from those authorized institutions and firms. To be eligible, a firm/bank must meet at least one of the following criteria:

1. Be recognized as a Primary Dealer by the Federal Reserve Bank of New York;
2. Be approved by the Treasurer after a comprehensive credit and capitalization analysis indicates the firm is adequately financed to conduct business with the Authority; or
3. Be an FDIC member and meet criteria in the Selection of Banks section

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of this Policy.

Broker/dealers and other financial institutions will be selected by the Treasurer on the basis of their expertise in public cash management and their ability to provide service to the Authority's account. Each broker/dealer, bank, or savings and loan authorized by the Treasurer shall be required to complete and annually update an Authority-approved Broker/Dealer Information Request Form and supply its most recent financial statements. The Treasurer shall maintain a file of the most recent Broker/Dealer Information Forms submitted by each firm approved for investment purposes. Brokers/dealers also shall attest in writing that they have received a copy of this Investment Policy.

SELECTION OF BANKS AND SAVINGS BANKS

The Treasurer shall maintain a list of authorized banks and savings banks which are approved to provide depository and other banking services for the Authority. To be eligible for authorization, a bank or savings and loan must be a member of the FDIC and must meet the minimum credit criteria described below or credit analysis provided by commercially available bank rating services. Banks or savings banks failing to meet the minimum criteria, or in the judgement of the Treasurer no longer offering adequate safety to the Authority, will be removed from the list. The list will be updated annually to ensure current compliance.

The Authority shall utilize the commercially available bank rating services of PMA Financial Network, Inc. or Sheshunoff Information Services to perform a credit analysis on banks and savings banks seeking authorization. Data obtained from the bank rating services will include factors covering overall rating, liquidity, credit quality, interest rate spread, profitability, and capital adequacy.

To be eligible for designation to provide banking services, a financial institution shall qualify as a depository of public funds in Colorado as defined in C.R.S. § 24-75-603, shall provide the Authority certification of such qualification, and shall meet the following criteria:

A. Have a Sheshunoff Public Finance Peer Group Rating of 30 or better on a scale of zero to ninety-nine being the highest quality for the most recent reporting quarter before the time of selection; or

B. Have a PMA Financial Network, Inc. overall rating of three or better on a scale of one to five with one being the highest quality for the most recent reporting quarter before the time of selection.

The Treasurer shall maintain a file of the most recent credit rating analysis reports performed for each approved financial institution by one of the rating firms listed above. Independent credit analysis shall be performed semi-annually on all approved banks and savings banks.

INVESTMENT DIVERSIFICATION

The Authority's objective is to diversify the investment instruments within the portfolio to avoid incurring unreasonable risks inherent in overinvesting in specific instruments, individual financial institutions, or maturities. However, the portfolio's asset allocation should be flexible depending upon the outlook for the economy, the securities markets, and the Authority's anticipated cash flow needs. The following guidelines are intended to ensure proper diversification.

Instrument	Percent of Portfolio Allowed
U.S. Treasuries	100%
Federal Agencies and Instrumentalities	50%
Certificates of Deposit ("CDs")	50%
Money Market Funds	100%
Local Government Investment Pools	100%
Interest-Bearing Bank Accounts	100%

INVESTMENT MATURITY AND LIQUIDITY

Investments shall be limited to maturities not exceeding five years from the date of trade settlement unless otherwise approved in writing by the Treasurer. The Authority's investable funds will be invested to meet cash flow projections. Authority funds (those funds the Authority will not need for expected short-term liabilities) will be identified through cash flow projections so they can be invested in the longer term when market conditions are favorable for such strategies.

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SAFEKEEPING AND CUSTODY

The Treasurer shall approve one or more financial institutions to provide safekeeping and custodial services for the Authority. Custodian banks will be selected on the basis of their ability to provide service to the Authority's account and the competitive pricing of their safekeeping-related services. An Authority approved Safekeeping Agreement shall be executed with each custodian bank prior to utilizing that bank's safekeeping services. To be eligible for designation as the Authority's safekeeping and custodian bank, a financial institution shall qualify as a depository of public funds in Colorado as defined in C.R.S. § 24-75-603 and C.R.S. § 11-10.5-103.

The purchase and sale of securities and repurchase agreement transactions shall be settled on a delivery versus payment basis. Ownership of all securities shall be perfected in the name of the Authority. Sufficient evidence to title shall be consistent with modern investment, banking, and Commercial practices.

All investment securities purchased by the Authority will be delivered by book entry and will be held in third-party safekeeping by the Authority's approved custodian bank, its correspondent bank, or the Depository Trust Company.

The Authority's custodian will be required to furnish the Authority with monthly reports on holdings of custodied securities and monthly reports on safekeeping activity.

PERFORMANCE BENCHMARKS

The investment and cash management portfolio shall be designed to attain a market rate of return throughout budgetary and economic cycles, considering prevailing market conditions, risk constraints for eligible securities, and cash flow requirements.

The Authority shall use a dynamic benchmark rate of return for the Authority's investment portfolio. All fees involved with managing the portfolio should be included in computing the portfolio's rate of return. For those portfolios for which benchmark comparisons are appropriate, the annual investment reports shall outline the Authority's total investment return and compare the portfolio's performance to a publicly available index of securities having similar quality and duration characteristics.

REPORTING

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An investment report shall be prepared and submitted to the Board monthly. The report shall list the Authority's investments, including their current market valuation and performance results. It shall also include a summary of investment earnings during the period. The accounting and reporting on the Authority's investment portfolio shall conform with Generally Accepted Accounting Principles (GAAP) and the Governmental Accounting Standards Board (GASB) recommended practices.

POLICY REVISIONS

This Investment Policy shall be reviewed on an as needed basis by the Finance Committee and presented to the Board for approval.

APPENDIX I

Investment decisions will be reviewed by the Finance Committee and the Treasurer will make the final decision.

The following persons are authorized to act on behalf of the Authority to assist the Treasurer in executing investment and banking transactions, transact investment business, and wire funds for investment purposes on behalf of the Authority as outlined in the Authority's Investment Policy:

- Authority Executive Director
- Authority Director of Finance

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CORE TRANSIT POLICY

Policy Name:	Procurement Policy				
Responsible Administrator:	Executive Director and Director of Finance				
Approval Authority:	Board of Directors	First Adopted:	August 2023	Last Reviewed:	February 2026

Purpose

Core Transit (the "Authority") utilizes this procurement policy to ensure competitive pricing and rates are obtained for the Authority, and compliance with applicable State laws and federal rules. Purchases and contracts must be completed in adherence to this policy.

This policy establishes the criteria and procedures for: selecting contractors for construction of improvements, works, or structures; acquiring equipment; and performing or furnishing labor, materials, or supplies as required for carrying out the Authority's purposes. This policy is intended to inform potential vendors, suppliers, and service providers of the Authority's procurement criteria and procedures so the procurement process is open and transparent. This policy is also established to ensure fair and equitable treatment of all persons or firms involved in Authority purchases; assure supplies, services, and construction are procured efficiently, effectively, and at prices favorable to the Authority; promote competition in contracting; provide safeguards for maintaining integrity in the procurement system; ensure services, materials, and construction are of high quality, and meet the standards and needs of the Authority; and provide opportunities for small and disadvantaged business enterprises to participate in the Authority's work.

Administration of Procurement Process

All procurement transactions shall be administered by the Executive Director or by such directors or other persons as the Executive Director designates in writing. Purchase orders, contracts, and contract amendments must be in writing and set forth the terms of the procurement. In applying this Policy, staff shall, in their reasonable discretion, estimate the value of the goods or services to be procured.

Bidding Requirements

Definition	Procurement Process
Small Projects - Projects less than $74,999	Only one quote or bid must be solicited if the price quoted or bid is considered reasonable by the Executive Director, in his or her discretion. While not required, reasonable efforts should be made to

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	obtain comparative pricing and evaluate available services or goods to ensure value and appropriateness.
Mid-Sized Projects - Projects between $75,000 and $250,000	Bids or proposals shall be solicited from at least three vendors or firms, unless the item is identified as a sole source (i.e. urgency, exclusive licensing agreements, or brand-name), which may be done orally, by telephone or email. The names of the vendors or firms contacted, email addresses, and/or telephone numbers, and persons contacted shall be documented in writing and maintained as a public record.
Large Projects - Projects over $250,000	Formal competitive sealed bids or proposals are required for purchases above $250,000; and as otherwise required by the Board. Competitive bids may be solicited either by Invitation for Bid or Request for Proposal ("RFP") issued by staff, unless the Board specifically requests Board approval of the RFP. Public notice shall be made public fifteen (15) business days before the deadline for submission of bids by posting on the Authority's website. Bid documents may also be shared directly with potential vendors, posted in newspapers or trade journals, or shared as determined necessary by staff. Staff should maintain all responses and other information supporting the basis for selection. Efforts should be made to reach out to small and/or disadvantaged business enterprises using available local and state lists.

Selection Criteria

Decisions regarding the final award of a contract for goods and services may consider a variety of factors including, but not limited to, responsiveness to the request for proposal (i.e. satisfaction of all requirements and qualifications), cost, demonstrated capacity to perform the work, relevant experience of the individual or entity, small business enterprise participation, location of vendor, and overall value to the Authority. The Authority, in its reasonable discretion, may consider both economic and non-economic criteria in selecting the provider.

Procurement or bidding requirements for State, federal, or other governmental contracts, or contract using state or federal grant funds, may differ from this policy. For matters subject to such requirements or funded with State or federal funds, the most restrictive applicable process shall govern to ensure compliance.

Exceptions

Emergency Procurement

An emergency condition is any situation that poses a threat to public health, welfare, or safety, or requires protection of Authority assets. Potential causes include, but are not limited to, floods, epidemics, riots, equipment failures, operational work stoppages, or other similar reasons proclaimed by the Board President.

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Upon such proclamation, and upon a determination that the emergency creates an immediate and serious need for goods or services which could not be met using normal procurement methods, the Board President may temporarily suspend this Policy solely with respect to purchases required by and directly related to addressing the emergency. Any temporary suspension shall last for up to thirty (30) days, or until reinstated by proper Board action, whichever occurs first. The Board may extend any temporary suspension for a period it deems appropriate.

During a permitted suspension, the Executive Director and/or Treasurer may make, or authorize others to make, emergency purchases necessary to respond to the emergency, and shall use competitive practices to the extent practicable under the circumstances. Written documentation of (i) the basis for the emergency, and (ii) the justification for the purchase and vendor/contractor selection shall be included with the purchase documentation (e.g. invoice, purchase order). All emergency purchases shall be reported to and ratified by the Board at the next regular Board meeting.

Sole Source

Sole source purchases are appropriate when a product is available from only one supplier, such as due to urgency, exclusive licensing agreements, or brand-name requirements. Examples of potential sole source purchases/services include:

- Compatibility of equipment, accessories, replacement parts or other products or services to be purchased are of paramount consideration;
- Required and appropriate specifications can be met by only a single source; or
- A sole supplier's product or services are needed for trial or testing;
- State bid, engineering or other professional or consulting services, items for resale, matching existing equipment, custom items, paint, prime lumber (except for large quantities), new technology services or equipment, on site repairs (such as heating, air, plumbing, phone etc.) and utilities.

The purchaser shall make a written determination of the justification for sole source procurement, negotiate the price, terms and delivery of the purchase, and attach the determination and related information to the purchasing documentation (e.g. purchase order, contract, invoice).

Sole source purchases exceeding $75,000 require Board approval.

Single Source Supplier

Single source purchasing is the purchase of goods or services from one supplier, distributor, or vendor even when other vendors, suppliers, or distributors are able to provide similar products or services. Single source purchasing is appropriate following a thorough analysis of a range of possible suppliers and when working with one vendor allows Core Transit to negotiate more favorable terms, reduces the administrative overhead required to research products and negotiate prices with multiple vendors, and/or results in receiving a better quality of goods or services.

Cooperative Purchasing

The Executive Director is authorized to participate in cooperative purchasing with other governmental entities pursuant to an Intergovernmental Agreement (IGA) when in the Authority's best interest and subject to this policy.

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Contracts

Formal contracts are required for all purchases of $75,000 and above. All contracts, mid-sized and up, should be reviewed by the Authority attorney. The Executive Director, Board President, and Treasurer have authority to sign contracts corresponding to their respective purchasing authority limits without separate Board approval if the purchase of goods or services have been identified in Core Transit's current budget and the necessary funds have been appropriated.

Open Records

Documents related to procurement shall be available to the public pursuant to the Colorado Open Records Act, Part 2 of Article 72 of Title 23, Colorado Revised Statutes, as amended, or any successor provisions.

General Provisions

The Authority reserves the right to alter or amend this policy.

This policy shall in no way vest any vendor, supplier, individual, firm, or entity with any rights of protest or challenge, or any other rights whatsoever.

The Authority reserves the right to reject any and all proposals, bids, or submissions in its sole discretion.

All contracts entered with vendors, suppliers, an individual, or a firm shall comply in all respects with the requirements imposed by the Eagle Valley Transportation Intergovernmental Agreement and all other Authority policies and procedures.

Responsibilities Summary

Executive Director or Department Head	• Ensure procurement policy is followed. • Provide justification for any requested exception to the Board of Directors.
Board of Directors	• Approve exceptions to the policy.
Executive Director, Board President, and/or Treasurer	• Execute contracts within signature limits pursuant to Signature Authority Policy.
Authority Attorney	• Approve form of contracts.

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AUTHORITY POLICY

Policy Name:	Capitalization Policy				
Section #:	TBD	Section Title:	TBD		
Approval Authority:	Board of Directors	Adopted:	10/09/2024	Last Reviewed:	NA
Responsible Administrator:	Director of Finance	Revised:	Not Yet Revised		

Purpose

The primary purpose of this Capital Asset Policy is (a) to provide direction to staff for handling estimates within generally accepted accounting principles for governmental entities as applied to capital assets, and (b) to establish policy so reporting requirements can be met for capital assets, infrastructure assets, and depreciation of assets. Reporting requirements are established by the Governmental Accounting Standards Board (GASB). Included in this policy are capital asset definition, capitalization thresholds, and depreciation methodologies. Additionally, guidelines for construction in progress and estimated useful lives of capital assets table have been included.

Capital Asset Definitions and Guidelines

Capital assets are real or personal property that have a value equal to or greater than the capitalization threshold for the particular classification of the asset and have an estimated useful life of greater than one year. The intent of capitalizing assets owned by the Authority is to spread the cost of an asset over the useful life of the asset rather than show the entire acquisition cost as an expense in the year it was acquired.

The Authority may invest in a broad range of capital assets used in the Authority's operations, including but not limited to:

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- Land and land improvements
- Buildings
- Improvements other than buildings
- Vehicles, machinery, and equipment
- Infrastructure
- Construction in progress

Capital Asset Classification
Assets purchased, constructed, or donated that meet or exceed the established capitalization thresholds as set by this policy must be uniformly classified, utilizing the Authority's defined account code structure. Included in the account code structure are codes that can be used to accurately define the components of buildings or other assets as required by GASB.

Each asset class contains an estimated useful life value (expressed in years). The values are based upon historical state or federal data for each asset class. The Authority will follow the appropriate accounting standards for establishing the historical cost for each asset.

Capitalization Thresholds
Any asset purchased or received by the Authority that exceeds an initial cost of $5,000 or more and an estimated useful life of greater than one year must be treated as capital asset. The cost of normal maintenance and repairs that do not add to the value of the asset or materially extend its useful life will not be added to the value of the asset. Capital assets with a value under the applicable capitalization thresholds will be expensed in the year purchased and recorded as such on the financial statements.

If a grant agreement requires an asset to be accounted for as a capital asset and does not meet the thresholds above, then that asset must be accounted for as a capital asset.

If an asset costs less than the capitalization threshold but it is a part of a capital project where the total project cost is greater than the threshold above, such expenditure is capitalized.

There may be a situation where an asset needs to be capitalized and tracked because of its high-risk nature such as computer equipment. Such asset is capitalized even if it does not meet the threshold above. In any special situation, professional judgment of staff is used to decide capitalization that is consistent with the industry standards.

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Capital Asset Acquisition Cost
Capital assets should be recorded and reported in the capital asset ledger at historical cost. This includes the vendor's invoice (plus the value of any trade-in), ancillary charges such as freight and transportation charges, site preparation costs, professional fees, initial installation costs (excluding in-house labor), modifications, attachments, accessories, and apparatus necessary to make the asset usable and render it in service.

Capital Asset Donations
GASB Statement No. 33, *Accounting and Financial Reporting for Non-Exchange Transactions*, defines a donation as a voluntary non-exchange transaction entered into willingly by two or more parties. Both parties may be governments, or one party may be a non-governmental entity, including an individual.

Donated capital assets should be reported at their estimated fair value at the date of donation.

Depreciating Capital Assets
Most capital assets are depreciated over their estimated useful lives. Land, easements, and works of art have an indefinite useful life and are not depreciable.

The straight-line depreciation method (historical cost divided by useful life) will be used. The acquisition date will govern when an asset is placed in service. An asset is considered placed in service on the date it became available for use and is being used for the purpose intended when purchased or constructed.

The asset will be depreciated using half-year convention in the first and last year of service.

Construction in Progress
Construction in progress is capitalized cost related to a tangible capital asset that is not yet substantially ready to be placed in service. Depreciation is not applicable while assets are accounted for as construction in progress. Thus, assets under construction in progress are not depreciated.

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Useful Life of Capital Assets for Depreciation

ASSET	ESTIMATED USEFUL LIFE
Building & Improvement	30 Years
Land Improvement Equipment	20 Years
Furniture	7 Years
Support Vehicles	7 Years
Buses	12 years or 500,000 miles
Computer Equipment	5 Years
Software	3 Years
Intangible Assets	3 Years

For any item not listed above, the useful life is determined by general practice and industry standard.

Terms

Accumulated depreciation – The portion of the cost of a tangible capital asset that has been recognized as depreciation expense.

Acquisition costs – Costs incurred to purchase, construct, or develop a capital asset.

Book value (aka carrying value) – The recorded value of a capital asset less accumulated depreciation.

Capitalization threshold – The dollar amount below which items are not capitalized because the benefits of capitalization would not exceed the costs.

Depreciation – The systematic and rational distribution of the cost of a tangible capital asset over its estimated useful life.

Depreciation expense – The portion of the cost of a tangible capital asset allocated to the current period.

Fair value – The amount that could reasonably be expected to result from a sale of a capital asset between a willing buyer and a willing seller.

Historical cost – The cost actually incurred to acquire a capital asset.

Indefinite useful life – A situation in which there is no foreseeable

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limit to the period over which a capital asset is expected to provide service capacity to the Authority.

Straight-line – A method of depreciation that allocates the cost of a capital asset equally over its estimated useful life.

Tangible capital asset – A capital asset with a physical form.

Useful life – The period during which a capital asset provides service.

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Total Compensation Philosophy

Purpose

It serves as a foundation for leaders to make decisions regarding employee compensation and benefits and provides a framework for what our employees can expect from the organization. It keeps us focused on our goals, service, and overall strategy while guiding our decisions about compensation, benefits, and the culture we desire.

Philosophy

Attracting, retaining, and engaging great talent is fundamental to achieving success at Core Transit. We will be an employer of choice and support our employees by providing a competitive total rewards package and a culture that invests in its people. This is a core principle of our People Strategy and our desire to have employees who feel valued and are compensated fairly for their work. We understand the importance of a compensation and benefits package that supports employees and their families at different stages of their careers to live in our unique mountain community. We recognize that when individuals have their fundamental needs met, they can perform more effectively at work and deliver exceptional service. Our dedication lies in fostering an inclusive, equitable, and dependable employee experience ensuring that employees are equipped to contribute to the efficiency and success of the transit system.

Specifically, our compensation philosophy is designed to:

- Attract, retain, and reward a workforce who wish to contribute to the mission, vision, and values of Core Transit.
- Provide a highly competitive compensation package that aligns with our unique industry needs.
- Offer top-tier compensation that aligns with or surpasses the market.
- Offer a comprehensive benefits package featuring health plans, retirement plans, wellness programs, and employee housing support.
- We aim to offer comparable benefits for team members and eliminate waiting periods, tiered benefits, and hour requirements when feasible. This will ensure that every employee feels valued, regardless of their role.
- Balance public and employee trust with our responsibility to be fiscally responsible

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Financial Plan

Core Transit's Financial Plan presents the resources expected to be available in FY 2027 and how those resources are proposed to be used to provide transit service, support employees, maintain assets, and fund long-term capital priorities. The proposed budget includes the General Fund, Housing Service Fund, Transit Capital Fund, and Air Fund and is prepared on a modified accrual budgetary basis.

The FY 2027 budget reflects Core Transit's continued transition from organizational development toward implementation of its longer-term service and capital plans. Operating expenditures remain relatively stable overall, while capital investment increases substantially compared to FY 2026 as the Authority plans for fleet purchases, stops and shelters improvement, and investment on its future permanent facility. These investments support the Strategic Plan goals of building Core Transit to last, improving the transit experience, and maintaining safe and reliable service.

Budget Overview

The General Fund is Core Transit's primary operating fund. The FY 2027 budget includes $28.49 million in General Fund revenue and $23.92 million in operating expenditures before transfers. Compared with the FY 2026 approved budget, revenues increase approximately $939,000, or 3.4%, while operating expenditures increase approximately $720,000, or 3.1%.

The General Fund also provides resources to support activities accounted for in other funds. FY 2027 budgeted transfers include $3.0 million to the Transit Capital Fund, $1.20 million to the Air Fund, and $340,000 to the Housing Service Fund. After operating expenditures and planned transfers, the General Fund is projected to end FY 2027 with a surplus of approximately $24,000. The budgeted ending General Fund balance is approximately $10.24 million.

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The most significant change in the overall financial plan occurs in the Transit Capital Fund. FY 2027 budgeted capital expenditures total approximately $7.84 million, compared with $1.82 million in the FY 2026 approved budget. Details on the composition of capital outlays and the year-over-year changes are provided in the Expenditures section of the Financial Plan.

The Housing Service Fund continues to support Core Transit's employee housing program. FY 2027 expenditures are approximately $899,000, funded through rental revenue, a $340,000 transfer from the General Fund, and a limited use of accumulated fund balance. The fund is projected to end FY 2027 with approximately $1.91 million in fund balance.

The Air Fund includes $1.20 million for Minimum Revenue Guarantee expenditures in FY 2027, funded through an equal transfer from the General Fund. This represents a $300,000 reduction from the FY 2026 approved budget.

Budget Assumptions

Core Transit uses a modified zero-based budgeting approach. Existing baseline operations provide the starting point, but departments annually review staffing, contracts, subscriptions, discretionary expenditures, and other operating requirements. New positions, programs, and capital requests are expected to be justified based on operational necessity, service delivery, safety, compliance, efficiency, and alignment with Core Transit's strategic priorities.

Key assumptions reflected in the FY 2027 budget include:

- Sales tax revenue remains Core Transit's primary funding source. FY 2027 budget estimates use a September 30, 2026, cutoff date for available sales tax collection data. The estimates are based on 12 months of actual collections: September 2025 through August 2026 for Core Transit sales tax and August 2025 through July 2026 for ECO Transit sales tax.

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- Investment income continues to provide a significant supplemental revenue source. FY 2027 investment income is budgeted to increase based on FY 2026 actual performance and the assumption that interest rates will remain relatively strong.
- Federal grant funding continues to support both operating and capital needs. Operating and capital grant revenues are budgeted to increase in FY 2027, supported by grant agreements that have already been executed.
- Fare revenue continues to be limited to applicable fare-zone. The FY 2027 budget includes employer bulk pass sales, direct pass sales, and mobile fare sales.
- Capital spending is based on planned project timing. Capital appropriations reflect anticipated FY 2027 activities and may vary significantly from year to year depending on vehicle procurement, grant timing, facility development, and other project schedules.
- Fund balance is available to support planned one-time investments. The budget includes planned use of accumulated Transit Capital Fund and Housing Service Fund resources to support capital and housing needs while maintaining designated reserves.

Core Transit's Board-approved Fund Balance and Reserve Policy establishes an operating reserve target equal to 35% of annual budgeted operating expenditures and minimum assigned balances for the Transit Capital and Housing funds. This policy provides an important framework for evaluating the affordability of the FY 2027 financial plan.

Revenue Summary

General Fund revenue is budgeted at $28.49 million, an increase of approximately $939,000, or 3.4%, from the FY 2026 approved budget of $27.55 million.

Sales taxes continue to dominate Core Transit's revenue structure. The FY 2027 budget includes $12.85 million of Core Transit sales tax revenue

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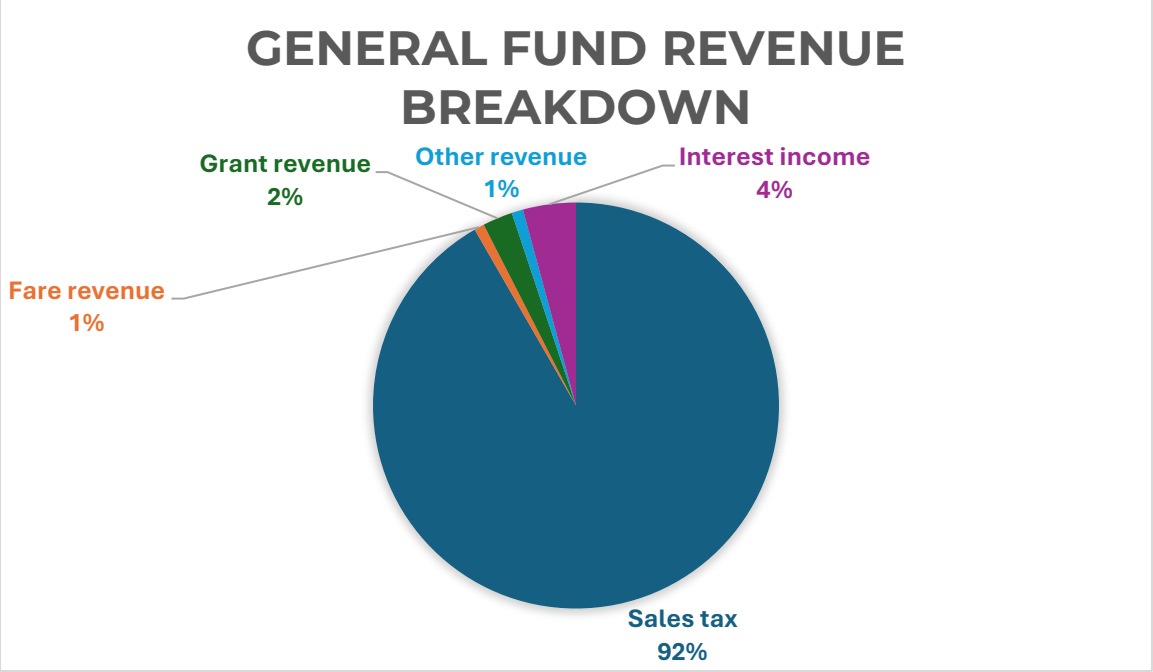
and $13.19 million of ECO Transit sales tax revenue. Together with Core DMV Sales Tax revenue, these sales tax sources represent approximately 92% of General Fund revenue.

Other notable projected revenue includes approximately $1.20 million of interest income, $680,000 of FTA Section 5311 grant assistance, $175,000 of mobile fare sales, and revenue from service agreements and other miscellaneous sources. Interest income and federal operating assistance are both budgeted above FY 2026 levels. The interest income estimate reflects FY 2026 actual results, which are trending above the current budget, while federal operating grant revenue is based on the approved award amount and may vary from year to year.

In addition to General Fund revenue, the FY 2027 budget includes $530,000 in capital grant assistance through the Federal Transit Administration's Section 5339(b) program to support improvements to bus stops and shelters as part of the Safer Stops and Shelters project.



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Expenditure Summary

FY 2027 General Fund operating expenditures are budgeted at approximately $23.92 million, an increase of approximately $720,000, or 3.1%, compared with the FY 2026 approved budget of $23.20 million. The overall increase reflects higher spending across several operating functions, partially offset by a substantial reduction in General and Administrative expenditure.

Transit operations continue to represent the largest share of General Fund spending. Vehicle Operations department is budgeted at approximately $6.75 million, an increase of approximately $653,000, or 10.7%, from FY 2026. Administration of Vehicle Operations increases to approximately $2.82 million, up approximately $488,000, or 20.9%. Together, these two functions account for approximately $9.57 million, or 40%, of General Fund operating expenditure.

Fleet-related expenditure also remains a significant component of the operating budget. Administration of Fleet Maintenance is budgeted at approximately $1.88 million, an increase of approximately $357,000, or 23.4%, while Fleet Maintenance increases approximately $212,000, or 7.8%, to $2.94 million. Combined fleet administration and maintenance expenditures total approximately $4.83 million.

Finance and Risk Management increases from approximately $2.75 million in FY 2026 to $3.41 million in FY 2027, an increase of approximately $658,000, or 24.0%. In contrast, General and Administrative expenditures decline from approximately $4.77 million to $3.04 million, a decrease of approximately $1.72 million, or 36.1%. This reduction is the largest year-over-year decrease among the General Fund operating categories and offsets a significant portion of the increases in operations, fleet, and Finance and Risk Management.

Other operating categories show comparatively smaller changes. Information Technology increases to approximately $877,000, Marketing and Customer Service increases to approximately $642,000, and Safety and Training increases to approximately $369,000. Facilities

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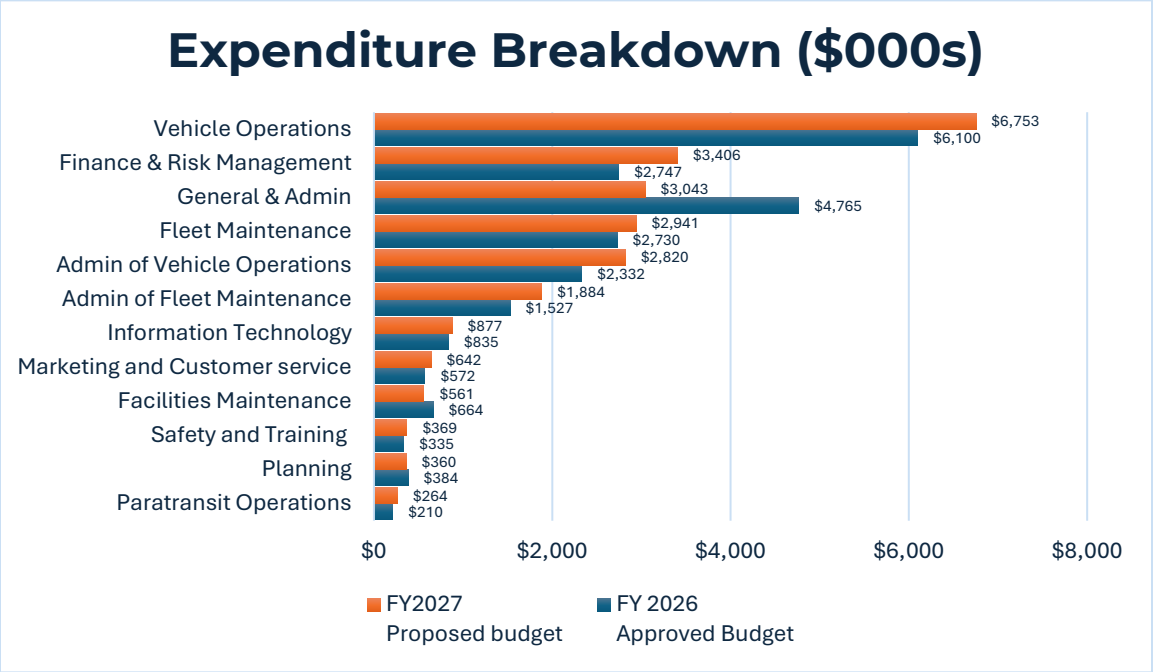
Maintenance declines to approximately $561,000, while Planning decreases slightly to approximately $360,000. Paratransit administration and operations together total approximately $264,000.



In addition to General Fund operations, the FY 2027 budget includes substantial planned capital activities. Transit Capital Fund expenditures increase to approximately $7.84 million, including approximately $4.0 million for the future facility project, $2.3 million for revenue vehicles, $663,000 for stops and shelters, $450,000 for other capital investments, and approximately $248,000 for communication and information systems.

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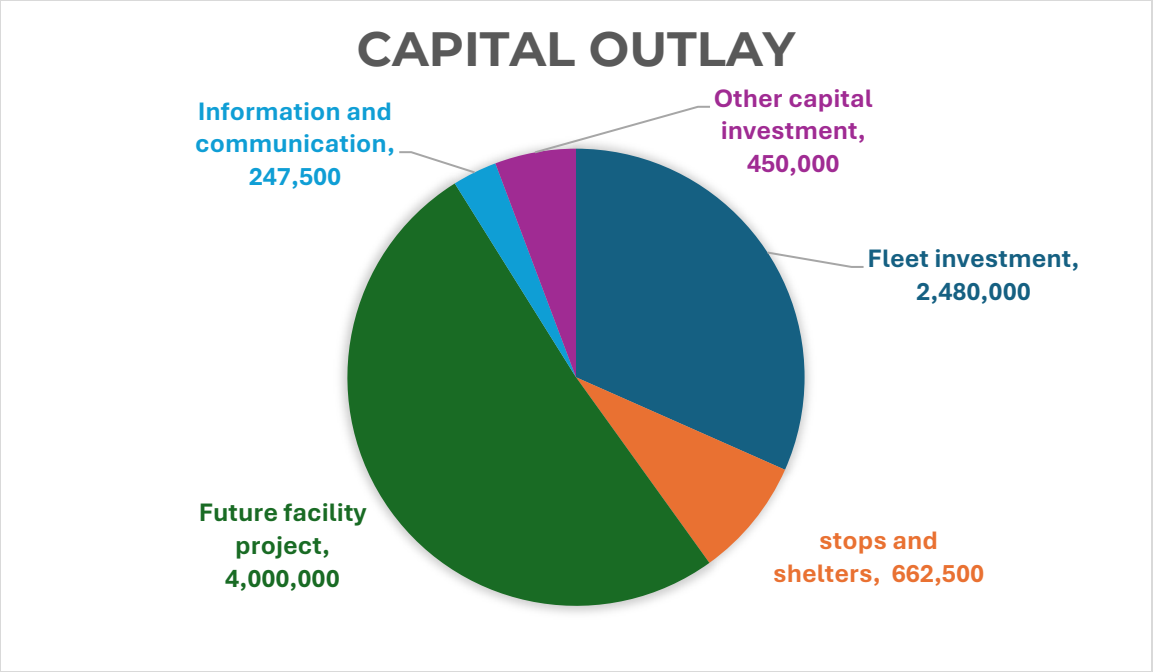

Significant Budget Changes

The FY 2027 proposed budget reflects several significant changes from the FY 2026 approved budget.

The largest change is the planned expansion of the capital program. Transit Capital Fund expenditures increase from $1.82 million to approximately $7.84 million, an increase of approximately $6.02 million. The increase primarily reflects planned investment in the future facility project, revenue vehicles, and stops and shelters. The General Fund transfer to the Transit Capital Fund consequently increases from $2.0 million to $3.0 million.

The General Fund operating budget is comparatively stable, increasing approximately 3.1% overall. Several General Fund expenditure categories change materially in the FY 2027 proposed budget compared with the FY 2026 approved budget. The most significant increases occur in Finance and Risk Management, Vehicle Operations, Administration of Vehicle Operations, and Administration of Fleet Maintenance. These increases are partially offset by a substantial decrease in General and Administrative expenditures.

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General and Administrative expenditures decrease by approximately $1.72 million. The reduction is primarily attributable to the termination of the SP+ agreement, which decreases expenditure by approximately $1.68 million. SP+ provided contracted transit services on selected Core Transit routes for the past three years. Following a review of future service delivery needs, financial considerations, and overall operating requirements, management decided not to renew the agreement and to bring the services in-house.

In addition, personnel costs associated with the Director of Transportation are being reclassified from General and Administrative to Administration of Vehicle Operations. As a result, part of the decrease in this department reflects a change in where costs are budgeted rather than a reduction in overall organizational activity.

Vehicle Operations increases by approximately $653,000, while Administration of Vehicle Operations increases by approximately $488,000. These increases primarily reflect the addition of seven FTEs associated with bringing the former SP+ routes in-house, as well as the transfer of Director of Transportation personnel costs from General and Administrative to Administration of Vehicle Operations. The change reflects Core Transit assuming direct responsibility for operating services that were previously provided under the SP+ agreement.

Increase in Vehicle Operations expenditures is also attributable to higher Intelligent Transportation System (ITS) costs, including annual licensing for a new Automated Passenger Counter (APC) system and a new scheduling system. In addition, all fare collection-related expenditures are budgeted within the Vehicle Operations Department in FY 2027. In prior years, certain fare collection costs were budgeted in the Information Technology Department. This change reflects a reclassification of expenditures between departments rather than an increase in total entity-wide costs.

Finance and Risk Management increases by approximately $658,000. The increase is primarily attributable to higher insurance costs,

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including increased costs for health insurance and workers' compensation insurance. These costs affect the organization broadly and are budgeted within Finance and Risk Management.

Administration of Fleet Maintenance increases by approximately $357,000, primarily due to approximately $340,000 in additional diesel fuel costs. Fuel represents a significant operating input for transit service, and the increase contributes substantially to the year-over-year change in this department.

Fleet Maintenance also increases compared with FY 2026, primarily because approximately $185,000 in bus wash expenditures are being transferred from Facilities Maintenance to Fleet Maintenance. This change is largely a reclassification of expenditures between departments rather than a new organizational cost and should be considered alongside the corresponding reduction in Facilities Maintenance.

Taken together, the FY 2027 expenditure changes reflect a combination of service delivery changes, personnel reclassifications, increased insurance and fuel costs, and the movement of certain expenditures between departments. The termination of the SP+ agreement reduces contracted expenditure in General and Administrative while shifting costs into the operating departments responsible for directly delivering and supporting transit service.

The budget plans to use accumulated resources to fund one-time capital investments and other priority capital needs. After operating expenditures and interfund transfers, the General Fund is projected to end FY 2027 with a surplus of approximately $24,000, while the Transit Capital Fund is projected to use approximately $4.31 million. These planned uses of accumulated resources support capital investments rather than recurring operating costs and therefore do not represent an ongoing operating deficit.

Minimum Revenue Guarantee funding in the Air Fund decreases from $1.50 million in FY 2026 to $1.20 million in FY 2027. The FY 2026 amount

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reflects a one-time Board-approved increase, resulting in a lower proposed funding level for FY 2027. The General Fund contribution to the Housing Fund increases modestly from $330,000 to $340,000.

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Fund Structure

Fund Overview

Core Transit uses fund accounting to organize and account for financial resources according to their intended purpose. A fund is a separate grouping of financial accounts used to track revenues, expenditures, assets, liabilities, and fund balance associated with specific activities or objectives.

Core Transit reports its activities through four governmental funds: the General Fund, Transit Capital Fund, Air Fund, and Housing Service Fund. The General Fund supports the Authority's primary operating activities, while the other funds separately account for capital investment, air service support, and employee housing activities.

Core Transit's governmental funds are presented using the modified accrual basis for budgetary and fund financial reporting. Under this approach, the financial statements focus on near-term financial resources - how resources are received, spent, and carried forward for future use.

This structure allows the Board, management, and public to clearly distinguish the cost of ongoing transit operations from resources dedicated to capital projects and other specific purposes. It also supports accountability by demonstrating that resources designated for a particular activity are separately tracked.

Core Transit Fund Structure

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General Fund

Primary operating activities

↓

Transfers resources as appropriate to:

Transit Capital Fund | **Air Fund** | **Housing Service Fund**

Capital investment | Air service support | Employee housing

General Fund

The General Fund is Core Transit's primary operating fund. It accounts for financial resources and activities that are not required to be reported in another fund.

The fund supports the day-to-day delivery and administration of Core Transit services, including vehicle operations, paratransit, safety and training, fleet and facilities maintenance, administration, finance and risk management, information technology, planning, marketing and customer service.

The General Fund also receives Core Transit's principal operating revenue sources. These include the dedicated Core Transit sales tax, the portion of the Eagle County Mass Transportation Sales Tax transferred to the Authority, federal operating assistance, fare revenue, investment earnings, service agreement revenue, and other operating revenues.

In addition to supporting current operations, the General Fund provides transfers to the Transit Capital, Air, and Housing Service funds. For FY 2027, the budget includes transfers of $3.0 million to the Transit Capital Fund, $1.2 million to the Air Fund, and $340,000 to the Housing Service Fund.

The General Fund also maintains reserves and unrestricted resources in accordance with Core Transit's Fund Balance and Reserve Policy. The

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policy establishes an operating reserve target equal to 35% of annual operating expenditure.

Transit Capital Fund

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

Separating capital activity from normal operating expenditures makes it easier to identify major investments that provide benefits over multiple years. These investments may include revenue and service vehicles, passenger facilities, communication and information systems, maintenance facilities, and other major equipment or infrastructure.

For FY 2027, the Transit capital fund budget includes planned expenditures for revenue vehicles, stops and shelters, communication and information systems, and investment in development of Core Transit's future permanent facility. The fund is supported primarily through transfers from the General Fund, accumulated fund balance, and applicable capital grants.

Core Transit's Fund Balance and Reserve Policy also establishes a minimum assigned balance for the Transit Capital Fund, providing resources for future capital requirements and helping the Authority manage the timing and financial impact of major investments.

Air Fund

The Air Fund is used to account for resources dedicated to Core Transit's annual contribution to the EGE Air Alliance. The fund primarily functions as a pass-through mechanism for the Authority's Minimum Revenue Guarantee (MRG) commitment. MRGs are commonly used in air service development to reduce an airline's financial risk when launching or maintaining a route by providing financial support if route revenues fall below an agreed-upon threshold. Core Transit's

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contribution supports regional efforts to attract and sustain air service at Eagle County Regional Airport with the expectation that after the initial year of operations, the MRGs would decrease and eventually subside.

Resources are transferred from the General Fund to the Air Fund and subsequently disbursed for the air service program. Because the transferred amount is expected to be used for this designated purpose, the fund generally does not maintain a year-end fund balance.

The FY 2027 budget includes $1.2 million for Minimum Revenue Guarantees, funded by an equivalent transfer from the General Fund. This funding supports Core Transit's strategic goal to strengthen air service through the EGE Air Alliance partnership.

Housing Service Fund

The Housing Service Fund accounts for financial resources related to Core Transit's employee housing activities. It tracks housing-related revenues and expenditures so that the financial activity of the housing program can be clearly identified from general transit operations.

Revenues primarily consist of rents collected from Core Transit-owned and leased housing units. Expenditures include lease costs, utilities, materials and supplies, and other expenses associated with providing and maintaining employee housing. The General Fund provides additional financial support to the program through an annual transfer.

The Housing Service Fund supports Core Transit's broader objective of maintaining a sustainable workforce in a high-cost housing environment. Core Transit's Strategic Plan specifically identifies support for employees through a financially sustainable housing program as part of the goal to Put Our Team First.

Core Transit's Fund Balance and Reserve Policy establishes a minimum assigned balance for the Housing Service Fund to help maintain financial capacity for future housing needs.

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Revenue

Revenue Overview

Core Transit relies primarily on dedicated sales tax revenue to fund regional transit operations and related programs. The FY 2027 Budget includes $28.49 million in General Fund revenue, an increase of approximately $939,000 or 3.4%, compared with the FY 2026 Approved Budget. Sales tax sources account for approximately 92% of General Fund revenue. The remaining resources are generated through passenger fares, federal grants, service agreements, investment earnings, rental income, contributions, and miscellaneous revenue.

General Fund Revenue at a Glance

Revenue category	FY 2026 approved	FY 2027 Proposed	Dollar change	Percent change
Sales tax revenue	$25,778,000	$26,116,935	$338,935	1.3%
Fare revenue	200,130	230,000	29,870	14.9%
Operating grants	459,809	679,603	219,794	47.8%
Service agreements	186,060	187,113	1,053	0.6%
Other revenues	922,900	1,272,622	349,722	37.9%
Total General Fund revenue	**$27,546,899**	**$28,486,273**	**$939,374**	**3.4%**

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Sales tax revenue includes the Core Transit Sales Tax, ECO Transit Sales Tax, and Core DMV Sales Tax. Operating grants include General Fund assistance only. Capital grants, Housing Service Fund rental revenue, and interfund transfers are presented separately.

Sales Tax Revenue

Sales taxes are Core Transit's largest and most important recurring revenue source. The Authority receives revenue from two dedicated 0.5% sales taxes: the Core Transit Sales Tax and the Eagle County Mass Transportation Sales Tax, also referred to in the budget as the ECO Transit Sales Tax.

The Core Transit Sales Tax was approved by voters in 2022. It is collected by the Colorado Department of Revenue within Core Transit's member jurisdiction boundaries and deposited directly to the Authority. The tax does not apply within the Town of Gypsum or in portions of Eagle County located in the Roaring Fork Valley. Revenue from this tax supports Core Transit operations and transportation improvements, including expanded transit service and fare-free travel in member communities.

The FY 2027 estimate for the Core Transit Sales Tax is $12.85 million, which is $48,672, or 0.6%, below the FY 2026 Approved Budget of $12.90 million.

The Eagle County Mass Transportation Sales Tax, approved by voters in 1995, previously supported ECO Transit and the Eagle Valley Trail. Under December 20, 2024, intergovernmental agreement, Eagle County transfers the portion available for transit operations to Core Transit after specified allocations and deductions, including amounts related to the Roaring Fork Valley, aviation fuel, the County's trails program, and the County Treasurer's fee.

The FY 2027 estimate for the ECO Transit Sales Tax is $13.19 million, an increase of approximately $388,000, or 3.0%, over the FY 2026 Approved Budget. The General Fund also includes $78,000 in Core DMV Sales Tax

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revenue, unchanged from FY 2026. Total sales tax revenue, including the Core DMV Sales Tax, is budgeted at approximately $26.12 million in FY 2027.

Fare Revenue

Core Transit provides fare-free service within its member communities while continuing to collect fares on services operating to non-member jurisdictions, including Gypsum and Leadville. Fare revenue includes employer bulk pass sales, direct pass sales, and mobile fare sales.

FY 2027 fare revenue is budgeted at $230,000, an increase of approximately $30,000, or 14.9%, from the FY 2026 Approved Budget.

Fare source	FY 2026 Approved	FY 2027 proposed	Dollar Change	Percent Change
Mobile fare sales	$152,250	$175,000	$22,750	14.9%
Employer bulk pass sales	37,800	30,000	(7,800)	(20.6%)
Direct pass sales	10,080	25,000	14,920	148.0%
Total fare revenue	**$200,130**	**$230,000**	**$29,870**	**14.9%**

Fare revenue represents less than 1% of General Fund revenue and therefore supplements, rather than serves as a primary source of funding for Core Transit operations.

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Operating and Capital Grants

Federal and state grant assistance helps Core Transit offset eligible operating costs and fund capital investments. Grant revenues are generally subject to program eligibility requirements, reimbursement procedures, and project schedules.

The General Fund includes $679,603 in Federal Transit Administration Section 5311 operating assistance for FY 2027. Section 5311 is a formula-based federal transit program administered through the Colorado Department of Transportation. Core Transit uses this reimbursement-based funding to offset eligible operating costs. The FY 2027 estimate is approximately $220,000, or 47.8%, above the FY 2026 Approved Budget. This increase is supported by an executed grant agreement.

The FY 2027 budget also includes $530,000 in capital grant assistance through the Federal Transit Administration's Section 5339(b) program to support improvements to bus stops and shelters as part of the Safer Stops and Shelters project. The capital grant is budgeted in the Transit Capital Fund and is not included in the General Fund revenue table above.

Because grants are generally tied to specific eligible expenditures, actual grant receipts may occur in a different period than the related award or project authorization.

Service Agreements

Core Transit receives revenue for transportation services provided under agreements with other entities. The FY 2027 Budget includes $79,950 from Eagle Valley Community Foundation (EVCF) for the MIRA service agreement, under which Core Transit provides bus operators, and vehicle support for EVCF's MIRA mobile community service program. The FY 2027 budget also includes $107,163 from the Eagle County Government for healthy aging program service agreement. Total service agreement revenue is budgeted at $187,113.

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Combined service agreement revenue increases by approximately $1,100, or 0.6%, from the FY 2026 Approved Budget and is therefore generally stable from year to year. These revenues help offset the cost of providing the related contracted transportation services.

Other Revenues

Other General Fund revenues are projected at $1.27 million, an increase of approximately $350,000, or 37.9%, from FY 2026. Investment earnings represent the largest component.

Other General Fund source	FY 2026 Approved	FY 2027 Proposed	Dollar Change	Percent Change
Interest revenue	$900,000	$1,200,000	$300,000	33.3%
Rent income	9,900	30,872	20,972	211.8%
Contributions from other entities	-	30,750	30,750	N/A
Miscellaneous revenue	11,000	11,000	-	0.0%
On-board bus advertising	2,000	-	(2,000)	(100.0%)
Total other revenues	**$922,900**	**$1,272,622**	**$349,722**	**37.9%**

Interest revenue increases by $300,000, or 33.3%, from FY 2026 Approved Budget of $900,000, primarily reflecting stronger-than-

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budgeted interest earnings in FY 2026. The remaining increase reflects additional rent income and $30,750 in anticipated contributions from other entities.

No on-board bus advertising revenue is included in the FY 2027 Budget. Core Transit made the intentional decision to give interior advertising space back to our riders. Rather than prioritizing advertising revenue, we're using that space to share useful information, improve the rider experience, and make public transportation easier to navigate.

Rental revenue associated with Core Transit's employee housing program is accounted for separately in the Housing Service Fund. The FY 2027 financial plan includes approximately $527,000 in Housing Service Fund rental revenue. General Fund transfers to Transit Capital, Air, and Housing Service funds are reported as other financing sources in the receiving funds and are excluded from the revenue totals above to avoid double counting.

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Expenditure

Expenditures Overview

The FY 2027 Budget provides $33.86 million for operating activities, capital investment, employee housing, and air service support. This represents an increase of approximately $6.60 million, or 24.2%, from the FY 2026 Approved Budget. Majority of the increase is attributable to the Transit Capital Fund, reflecting the planned timing of vehicle, stops and shelters, and future facility investments.

The following summary excludes General Fund transfers to the Transit Capital, Housing Service, and Air funds because the related expenditures are reported in the receiving funds. Excluding transfers avoids counting the same resources twice.

Expenditures by Fund

Fund	FY 2026 approved	FY 2027 proposed	Dollar change	Percent change
General Fund operating budget	$23,202,104	$23,922,366	$720,262	3.1%
Transit Capital Fund	1,822,500	7,840,000	6,017,500	330.2%
Housing Service Fund	737,706	898,945	161,239	21.9%
Air Fund	1,500,000	1,200,000	(300,000)	(20.0%)

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Fund	FY 2026 approved	FY 2027 proposed	Dollar change	Percent change
Total expenditures	**$27,262,310**	**$33,861,311**	**$6,599,001**	**24.2%**

Operating Budget

The General Fund operating budget supports Core Transit's day-to-day service delivery and organizational functions. These expenditures include vehicle and paratransit operations, safety and training, fleet and facility maintenance, administration, finance and risk management, information technology, planning, marketing and customer service.

FY 2027 General Fund operating expenditures are budgeted at $23.92 million, an increase of approximately $720,000, or 3.1%, from the FY 2026 Approved Budget.

Vehicle Operations is the largest department, with budget of $6.75 million, or approximately 28% of operating expenditure. When combined with Administration of Vehicle Operations, the two departments total approximately $9.57 million, or 40% of the operating budget. Administration of Fleet Maintenance and Fleet Maintenance total approximately $4.83 million, or 20% of operating expenditures.

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Operating Budget by Department

Department	FY 2026 approved	FY 2027 proposed	Dollar change	Percent change
Administration of Vehicle Operations	$2,332,135	$2,820,274	$488,139	20.9%
Vehicle Operations	6,100,226	6,753,399	653,173	10.7%
Administration of Paratransit Operations	26,360	49,800	23,440	88.9%
Paratransit Operations	183,849	214,423	30,574	16.6%
Safety and Training	334,719	369,390	34,671	10.4%
Administration of Fleet Maintenance	1,526,848	1,884,152	357,304	23.4%
Fleet Maintenance	2,729,512	2,941,091	211,579	7.8%
Facilities Maintenance	664,411	561,113	(103,298)	(15.5%)
General & Admin	4,765,354	3,043,415	(1,721,939)	(36.1%)

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Department	FY 2026 approved	FY 2027 proposed	Dollar change	Percent change
Finance & Risk Management	2,747,214	3,405,649	658,435	24.0%
Information Technology	835,033	877,323	42,290	5.1%
Planning	384,167	360,459	(23,708)	(6.2%)
Marketing and Customer Service	572,276	641,878	69,602	12.2%
Total operating expenditures	**$23,202,104**	**$23,922,366**	**$720,262**	**3.1%**

The largest dollar increases are concentrated in Finance and Risk Management, Vehicle Operations, Administration of Vehicle Operations, and Administration of Fleet Maintenance. These increases are partially offset by a substantial decrease in General and Administrative expenditures, along with smaller reductions in Facilities Maintenance and Planning. Detailed explanations of these changes are provided in the Significant Budget Changes section of the Financial Plan.

Housing Service Fund Budget

The Housing Service Fund separately accounts for Core Transit's employee housing activities. FY 2027 expenditures total approximately $899,000, an increase of $161,000, or 21.9%, from the FY 2026 Approved Budget, primarily due to an increase in the number of rental units. The

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increase in rental units is due to additional employee housing needs associated with the addition of seven full-time equivalent (FTE) bus operator positions in FY 2027.

Housing expenditure includes costs associated with Core Transit-owned and leased housing units, including property rental costs and other unit-specific operating expenses.

Housing Service Fund expenditure by type.

Expenditure type	FY 2026 approved	FY 2027 proposed	Dollar change	Percent change
Rent and utilities	$656,006	$856,420	$200,414	30.6%
Material & supplies	19,100	20,885	1,785	9.3%
Contracted services & other housing costs	62,600	21,640	(40,960)	(65.4%)
Total Housing Fund expenditures	**$737,706**	**$898,945**	**$161,239**	**21.9%**

FY 2027 rental revenue is estimated at approximately $527,000. The General Fund will provide an additional $340,000 transfer to support the program. Because these combined resources are approximately $32,000 less than planned expenditures, the Housing Service Fund is expected to use a limited amount of accumulated fund balance. The ending fund balance is approximately $1.91 million.

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Air Fund Budget

The Air Fund includes Core Transit's financial commitment for Minimum Revenue Guarantees associated with regional air service. The FY 2027 Budget provides $1.20 million, a decrease of $300,000, or 20%, from the FY 2026 Approved Budget of $1.50 million. The FY 2026 amount included a one-time additional allocation approved by the Board, while the FY 2027 Budget returns funding to the typical $1.20 million level.

The expenditure is fully supported by a corresponding transfer from the General Fund. Because the General Fund transfer equals the planned expenditure, the Air Fund is expected to begin and end FY 2027 with no fund balance.

Interfund Transfers

Interfund transfers move resources from the General Fund to activities accounted for in Core Transit's other funds. The FY 2027 Budget includes $4.54 million in transfers, an increase of $710,000, or 18.5%, from the FY 2026 Approved Budget. The largest transfer is $3.0 million to the Transit Capital Fund to support planned capital investments. The General Fund also transfers $1.20 million to the Air Fund for Minimum Revenue Guarantee commitments and $340,000 to the Housing Service Fund to support employee housing activities.

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General Fund Transfers

Receiving fund	Purpose	FY 2026 approved	FY 2027 proposed	Dollar change	Percent change
Transit Capital Fund	Support the FY 2027 capital program	$2,000,000	$3,000,000	$1,000,000	50.0%
Air Fund	Fund Minimum Revenue Guarantee commitments	1,500,000	1,200,000	(300,000)	(20.0%)
Housing Service Fund	Support employee housing activities	330,000	340,000	10,000	3.0%
Total interfund transfers		**$3,830,000**	**$4,540,000**	**$710,000**	**18.5%**

Interfund transfers are reported as other financing uses in the General Fund and as other financing sources in receiving funds. They are presented separately from expenditures and excluded from consolidated all-funds expenditure totals to avoid counting the same resources twice.

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Fund Balance

Fund Balance Overview

Fund balance represents financial resources accumulated in prior years and carried forward for future use. It provides capacity to manage revenue fluctuations, timing differences in receipts and grant reimbursements, unexpected operating needs, and planned investments that extend beyond a single fiscal year.

Fund balance is not the same as cash available for any purpose. Certain amounts are restricted by law, maintained under Board policy, or assigned to specific activities such as capital investment and employee housing.

The FY 2027 proposed budget begins with a combined fund balance of approximately $36.49 million. Planned uses of approximately $4.32 million reduce the projected combined ending balance to approximately $32.17 million. Most of the decrease occurs in the Transit Capital Fund and supports planned capital investments.

Beginning and Ending Fund Balances by Fund

Fund	FY 2027 beginning balance	Planned increase/(decrease)	FY 2027 ending balance
General Fund	$10,221,049	$23,907	$10,244,956
Transit Capital Fund	24,319,400	(4,310,000)	20,009,400

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Fund	FY 2027 beginning balance	Planned increase/(decrease)	FY 2027 ending balance
Housing Service Fund	1,946,228	(32,159)	1,914,069
Air Fund	-	-	-
Total	**$36,486,678**	**$(4,318,252)**	**$32,168,426**

The General Fund is expected to remain essentially stable in FY 2027. Operating revenues are sufficient to support General Fund operating expenditures, and after planned transfers to the Transit Capital, Housing Service, and Air funds, the General Fund is projected to increase by approximately $24,000, resulting in an ending fund balance of approximately $10.24 million.

The Transit Capital Fund is expected to decrease by approximately $4.31 million as accumulated resources are used for the FY 2027 capital program. The fund is projected to end FY 2027 with approximately $20.0 million.

The Housing Service Fund is expected to use approximately $32,000 of fund balance and end FY 2027 with approximately $1.91 million. The Air Fund receives a General Fund transfer equal to its planned Minimum Revenue Guarantee expenditure and is therefore expected to begin and end the year with no fund balance.

Reserve Compliance

Core Transit's Board-approved Fund Balance and Reserve Policy establishes an operating reserve target equal to 35% of annual

budgeted operating expenditures. The policy also establishes minimum assigned fund balances of $8.0 million for the Transit Capital Fund and $1.0 million for the Housing Service Fund.

FY 2027 Reserve Compliance

Reserve or policy measure	Policy target or minimum	FY 2027 proposed amount	Status
General Fund operating reserve	35% of operating expenditures	$8,372,828	Meets target
Transit Capital Fund	$8,000,000	20,009,400	Above minimum
Housing Service Fund	1,000,000	1,914,069	Above minimum

The FY 2027 operating reserve equals 35% of proposed General Fund operating expenditure of approximately $23.92 million. The proposed General Fund ending balance also includes $717,671 restricted for TABOR requirements and approximately $1.15 million identified as unrestricted fund balance.

After the planned uses included in the budget, the Transit Capital Fund is projected to remain approximately $12.0 million above its policy minimum, and the Housing Service Fund is projected to remain approximately $0.91 million above its minimum.

Planned Uses of Fund Balance

The FY 2027 proposed budget intentionally uses accumulated resources to support capital investment and other designated priorities.

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The Transit Capital Fund accounts for approximately $4.31 million of the total planned use of fund balance in FY 2027. These resources are being used to support the FY 2027 capital program. The planned drawdown reflects the use of resources previously accumulated and assigned for capital purposes, rather than the use of fund balance to support recurring General Fund operations.

The Housing Service Fund is expected to use approximately $32,000 to supplement rental revenue and the General Fund transfer. No use of accumulated fund balance is planned in the Air Fund.

Overall, the FY 2027 plan uses accumulated resources for their designated purposes while maintaining the operating, capital, and housing reserve levels established by Board policy.

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Capital Program

Capital Program Overview

Core Transit's capital program provides for the acquisition, replacement, rehabilitation, construction, and major improvement of assets that support transit service over multiple years. Core Transit FY 2027 capital expenditures include investments in revenue and service vehicles, passenger facilities, communications and information systems, and future operations and maintenance facilities recorded in the Transit Capital Fund. Routine repairs, maintenance, and other recurring costs are reported in the operating budget.

The Transit Capital Fund separately accounts for resources designated for major capital assets. This separation allows the Board of Directors and the public to distinguish annual operating costs from investments that provide benefits over several fiscal years.

Capital investments support the Five-Year Strategic Plan goals to Build Core Transit to last and improve our transit experience. They also implement the Capital Improvement Plan component of Core Transit's Ten-Year Transit Development and Capital Plan. The Ten-Year Plan identifies several long-term investment areas:

- A permanent operations and maintenance facility.
- Bus fleet replacement, rehabilitation, and expansion.
- Transit hub and station capacity improvements.
- Park-and-ride maintenance and expansion.
- Bus stops, shelters, and other passenger amenities.
- Technology and communication systems needed to support reliable service.

The Ten-Year Plan connects capital investment with future service growth. Its phased approach recognizes that service improvements must be coordinated with the availability of buses, passenger facilities, operations and maintenance facility, staffing, and financial resources.

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The plan also identifies a need for continued coordination with member communities, the Colorado Department of Transportation, and other regional partners on passenger access and infrastructure projects.

The FY 2027 Budget includes $7.84 million in capital expenditures, compared with $1.82 million in the FY 2026 Approved Budget. The substantial increase reflects the planned timing of investments in the future permanent facility, revenue vehicles, and stops and shelters. Capital expenditures can vary considerably from year to year because of vehicle production schedules, property and facility decisions, design and permitting requirements, construction schedules, and the timing of grant awards and reimbursements.

The annual capital budget represents the amount expected to be spent or contractually committed during FY 2027. The Five-Year Capital Plan provides a broader schedule for projects extending beyond the budget year. The Five-year Capital Plan is reviewed and updated annually as project scope, costs, schedules, funding, and organizational needs become clearer.

Capital Planning and Prioritization Process

Core Transit's capital planning process begins with its adopted strategic and long-range plans. The Ten-Year Transit Development and Capital Plan were created by an analysis of the existing transit system, community and stakeholder engagement, evaluation of service alternatives, and review of operational feasibility. The plan identifies the vehicles, facilities, passenger infrastructure, and supporting systems needed to maintain current service and implement future improvements. It is intended to be reevaluated every three to five years to ensure that its recommendations continue to reflect community needs and operating conditions.

Long-range priorities are translated into specific projects through the annual budget process. Core Transit uses a modified zero-based budgeting approach under which baseline operations are recognized,

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but new capital requests must be supported by a business case and proposed timing. Departments are expected to demonstrate the operational need for each request and explain how it supports service delivery, safety, compliance, efficiency, or an adopted strategic priority.

Capital planning begins during the initial budget-development period in June and July. Departments prepare and submit capital requests in August, followed by director and executive review during August and September. Proposed projects are incorporated into the draft budget for Board discussion and review before final budget adoption.

FY 2027 Capital Budget

The FY 2027 Budget provides $7,840,000 for capital investment, an increase of $6,017,500, from the FY 2026 Approved Budget. The increase is primarily associated with the future permanent facility project and revenue vehicles.

Capital Expenditures by Investment Category

Capital investment	FY 2026 approved	FY 2027 proposed	Dollar change	Share of total
Future permanent facility project	$ -	$4,000,000	$4,000,000	51.0%
Fleet investment	815,000	2,480,000	1,665,000	31.6%
Stops and shelters	125,000	662,500	537,500	8.5%
Other capital investments	450,000	450,000	-	5.7%

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Capital investment	FY 2026 approved	FY 2027 proposed	Dollar change	Share of total
Communication and information systems	332,500	247,500	(85,000)	3.2%
Maintenance buildings	50,000	-	(50,000)	-
Total capital expenditures	**$1,822,500**	**$7,840,000**	**$6,017,500**	**100.0%**

Once adopted, capital activity is monitored throughout the fiscal year. Actual expenditures, contracts, grant reimbursements, and project schedules are compared with the budget. Material changes in project scope or funding are presented to the Board in accordance with Core Transit's budget amendment, purchasing, grant management, and capital planning policies.

Future Permanent Facility Project - $4.0 Million

The FY 2027 Budget includes $4.0 million for the future permanent operations and maintenance facility project. The Ten-Year Plan identifies a permanent facility as a major requirement for long-term service growth. Owning a permanent facility would provide additional operational capacity and help reduce long-term operating costs.

The future permanent facility project remains in its initial phase. The FY 2027 budgeted amount primarily reflects funding set aside for the anticipated purchase of land for the project.

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Fleet Investment - $2.48 Million

The FY 2027 capital budget provides approximately $2.48 million for fleet-related investments, including:

- $2.2 million for revenue vehicles.
- $100,000 for a paratransit vehicle.
- $180,000 for the engine rebuilds of revenue vehicles.

The Ten-Year Plan identifies the need for a right-sized, reliable fleet that supports both current service and future expansion. It also describes longer-term goals related to zero-emission vehicles and the use of vehicles appropriate for longer Valley and Leadville routes.

The planned fleet investment includes the outright purchase of two buses, purchase of one paratransit vehicle, and two revenue vehicle engine rebuilds.

Stops and Shelters - $662,500

The budget includes $662,500 for Stops and Shelters and related infrastructure improvements. The Ten-Year Plan identifies safer and more comfortable access to transit as a community priority, including shelters and safer crossings. It also identifies capacity constraints at major transit hubs and park-and-ride facilities.

Core Transit was awarded $1.06 million through the 2025 FTA Section 5339(b) Safer Stops and Shelters Project to upgrade stops and shelters. Approximately half of the project is anticipated to be completed in FY 2027; accordingly, $530,000 of grant revenue is included in the FY 2027 Transit Capital Fund budget.

Communication and Information Systems - $247,500

Core Transit has budgeted $247,500 for capital communication and information systems. The FY 2027 budget supports continued technology modernization and other information technology needs, including endpoint hardware, radio equipment, and fare collection

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hardware. A significant portion of the funding supports completion of the ongoing Intelligent Transportation Systems (ITS) modernization project, including remaining Clever Devices-related work and improvements to scheduling, passenger counting and reporting, disruption management, and field operations capabilities.

Other Capital Investments - $450,000

The FY 2027 Budget includes $450,000 under the general category of Other Capital Investment. This amount is not assigned to a specific project and is intended to provide flexibility for a potential Core Transit contribution to a regional transit partner's capital project when Core Transit is expected to benefit from the investment.

Capital Funding Sources

The FY 2027 capital program is financed through a combination of a General Fund transfer, anticipated federal capital assistance, and accumulated Transit Capital Fund balance.

FY 2027 Capital Funding Plan

Funding source	FY 2027 proposed	Share of total
Transfer from the General Fund	$3,000,000	38.3%
FTA Section 5339 capital assistance	530,000	6.8%
Planned use of Transit Capital Fund balance	4,310,000	55.0%
Total capital funding	**$7,840,000**	**100.0%**

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General Fund Transfer

The FY 2027 Budget includes a $3.0 million transfer from the General Fund, compared with $2.0 million in the FY 2026 Approved Budget. The transfer provides local funding for capital projects and represents a significant source of capital financing.

Federal Capital Assistance

The FY 2027 capital budget includes $530,000 in capital assistance for stops and shelters. These funds support planned stops and shelters improvements included in the FY 2027 capital program.

Use of Transit Capital Fund Balance

The FY 2027 capital program uses approximately $4.31 million of accumulated Transit Capital Fund balance. The fund is projected to begin FY 2027 with approximately $24.32 million and end the year with approximately $20.0 million. The planned decrease reflects the use of resources accumulated in prior years for their intended capital purpose.

Core Transit's Fund Balance and Reserve Policy establishes a minimum assigned balance of $8.0 million for the Transit Capital Fund. The projected FY 2027 ending balance remains approximately $12.0 million above that minimum.

Five-Year Capital Plan

The Five-Year Capital Plan provides a rolling, multi-year view of Core Transit's anticipated vehicle, facility, passenger infrastructure, technology, and equipment needs. The plan supports coordination of projects with available funding, grant opportunities, procurement schedules, and future operating requirements. Only the FY 2027 amounts are appropriated through the annual budget. Amounts shown for later years are planning estimates and remain subject to future Board review and appropriation.

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The plan is updated annually as project scope, costs, schedules, funding sources, and operating needs change. Inclusion of a project in a future year does not constitute approval to proceed or a commitment to spend funds before the applicable annual appropriation is adopted.

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5-Year Capital Plan

(2027 - 2031)

	2027	2028	2029	2030	2031
Information technology	247,500	67,500	242,500	147,500	117,500
Revenue vehicles	2,300,000	8,393,501	3,300,000	3,400,000	3,300,000
Bus engine rebuilds	180,000	-	-	-	-
Service vehicles	-	100,000	90,000	90,000	90,000
Stops and shelter	662,500	662,500	125,000	125,000	125,000
Leadville bus barn	-	50,000	-	-	-
Other capital projects	450,000	450,000	300,000	300,000	300,000
Employee housing	-	-	30,000	-	-
Forever home project	4,000,000	2,500,000	2,500,000	20,000,000	20,000,000
Administration - planning	-	-	-	300,000	-
Total capital outlay	**7,840,000**	**12,223,501**	**6,587,500**	**24,362,500**	**23,932,500**
Grant revenue - capital	**(530,000)**	**(8,579,800)**	**(3,980,000)**	**(19,580,000)**	**(19,580,000)**
Capital outlay net of grant revenue	**7,310,000**	**3,643,701**	**2,607,500**	**4,782,500**	**4,352,500**
Beginning Fund Balance	24,319,400	20,009,400	18,365,699	17,758,199	14,975,699
Annual General Fund Transfer	3,000,000	2,000,000	2,000,000	2,000,000	2,000,000
Ending Fund Balance	20,009,400	18,365,699	17,758,199	14,975,699	12,623,199

Operations Guide

Operations Guide Overview

The FY 2027 proposed budget serves as both a financial plan and an operations guide. The Financial Plan explains where Core Transit's resources come from and how those resources are allocated among funds and expenditure categories. The Operations Guide explains how those resources are put to work.

Introduction

This section describes the responsibilities, services, staffing, budgets, and priorities of Core Transit's operating and support departments. It helps the Board of Directors, employees, member communities, and the public understand how resources are allocated, who is responsible for the work, what services are provided, and what each department plans to accomplish in FY 2027.

Core Transit's departments have distinct responsibilities but work together to support reliable transit service. This requires trained employees, safe and available vehicles, well-maintained facilities, dependable technology, sound financial management, effective service planning, responsive customer service, and coordinated leadership.

The following department summaries provide a consistent overview of each functional area's responsibilities, resources, staffing, and FY 2027 priorities, and how they support Core Transit's overall service delivery and strategic goals.

How to Read Department Summaries

Each department summary should follow a consistent format and answer the following questions:

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Summary element	Information provided
Department purpose	Why the department exists and how it supports Core Transit's mission
Staffing	Full-time-equivalent positions and explanations of material staffing changes
Core services and responsibilities	The principal services, programs, and activities performed by the department
FY 2026 accomplishments	Major accomplishments, challenges, or conditions affecting the department
FY 2027 priorities and objectives	What the department expects to accomplish during the budget year
Budget summary	FY 2026 approved budget compared to FY 2027 expenditures
Significant budget changes	Explanations of material increases, decreases, reorganizations, or one-time costs

Department and Budget Crosswalk

The FY 2027 General Fund schedule presents certain activities as separate budget lines. For readability, the Operations Guide can combine related budget lines into the eleven department summaries. The following crosswalk will help readers reconcile departmental pages to the General Fund Operating Budget table.

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Departmental summary	**Corresponding FY 2027 budget lines**
Operations	Administration of Vehicle Operations; Vehicle Operations; Administration of Paratransit Operations; Paratransit Operations
Safety	Safety and Training
Fleet Maintenance	Administration of Fleet Maintenance; Fleet Maintenance
Facilities Maintenance	Facilities Maintenance
General Administration	General & Admin
People and Culture	General & Admin
Finance and Risk Management	Finance & Risk Management
Information Technology	Information Technology
Planning	Planning

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Departmental summary	Corresponding FY 2027 budget lines
Marketing and Customer Service	Marketing and Customer Service
Housing fund	Housing Service fund

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Operations Department Summary

Purpose

The Operations Department is responsible for the safe and reliable transportation of passengers throughout Core Transit's service area. The department delivers fixed-route and complementary paratransit services and works to ensure that scheduled service is provided safely, efficiently, and in accordance with established schedules.

Operations department is guided by three primary priorities: safety, service, and schedule adherence. Consistent with Core Transit's mission, the department works each day to get people where they need to be safely, thoughtfully, and efficiently.

Core Transit operates in a unique alpine environment that presents significant operational challenges. Mountainous terrain, rapidly changing weather conditions, and substantial increases in ridership and traffic during the winter tourism season require Operations to remain flexible and responsive. The department must also recruit and retain a qualified workforce in a region with a high cost of living and limited workforce availability.

Through careful planning, effective supervision, and the daily work of frontline employees, the Operations Department strives to provide dependable transportation while adapting to the changing needs of the communities Core Transit serves.

Staffing

The Operations Department consists of 87 FTEs: 70 bus Operators, 14 Operations Specialists, 1 Operations Supervisor, 1 Operations Manager and 1 Director of Transportation.

Operations staff work together to deliver Core Transit's daily fixed-route and paratransit services. The department is responsible for operating scheduled service, supporting operators in the field, responding to

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changing service conditions, and maintaining safe and reliable transportation throughout Core Transit's service area.

Services Provided

The Operations Department provides the frontline services necessary to deliver safe and reliable public transportation throughout Core Transit's service area, including:

Fixed-Route Service: Operators provide daily fixed-route transportation in accordance with established routes and schedules while maintaining a strong focus on passenger safety, customer service, and schedule adherence.

Complementary Paratransit Service: Paratransit Operators provide complementary paratransit transportation for eligible passengers in accordance with Americans with Disabilities Act requirements.

Dispatch and Road Supervision: Operations Specialists are cross-trained to perform both dispatch and road supervision duties. They safeguard daily service by coordinating key logistical activities, supporting operators, monitoring service conditions, and responding to operational issues as they occur.

MIRA Program Support: Core Transit provides a dedicated MIRA Program Operator to support the MIRA community partnership. The operator drives specialized MIRA vehicles to locations throughout the community, allowing program staff to connect residents with critical resources and promote health and wellness initiatives.

Eagle County Healthy Aging Support: Core Transit provides a dedicated Senior Program Operator to support Eagle County Healthy Aging. The operator provides transportation support for outings, events, and other activities that connect the community's senior population with programs and resources.

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Daily Service Support: Operations staff respond to changing road, weather, traffic, staffing, and passenger conditions to minimize service disruptions and maintain safe and reliable transportation.

FY 2026 Accomplishments

During FY 2026, the Operations Department maintained reliable daily service while expanding its support of community programs and strengthening Core Transit's operational capabilities.

Maintained an average trip completion rate above 99%. Operations consistently delivered scheduled service while responding to changing staffing, traffic, weather, and operational conditions throughout the year.

Provided more than 1,800 passenger trips in support of Eagle County Healthy Aging. Through its dedicated Senior Program Operator, Core Transit provided transportation supporting outings, events, and other services for the community's senior population.

Provided more than 2,000 paratransit passenger trips. Core Transit continued to provide complementary paratransit transportation to eligible passengers throughout the service area.

Successfully transitioned contracted fixed-route service to Core Transit Operations. In August 2026, the department brought a portion of previously contracted fixed-route service in-house, representing approximately eight operators' worth of service. Operations recruited and trained additional staff, reassigned scheduled work, and completed the transition without negatively impacting the rider experience.

Hosted the regional Core Transit Bus Roadeo. The event brought together transit professionals and industry partners from throughout the region for friendly competition and recognition of the skill and professionalism required to operate public transportation safely.

Provided more than $10,000 in donated transportation services to community organizations. These contributions supported local

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organizations, events, and programs while strengthening Core Transit's partnerships throughout the community.

FY 2027 Goals

The Operations Department will focus on strengthening frontline engagement, modernizing operational systems, and maintaining reliable and efficient service through the following FY 2027 initiatives:

Strengthen frontline engagement and operational visibility. Operations leadership will establish a structured field-engagement program that includes ride-alongs, transit-center presence, operator check-ins, and observation of actual operating conditions. The program will create regular opportunities for leadership to support frontline employees, identify emerging operational issues, and ensure employee feedback receives appropriate follow-up.

Modernize Operations systems and processes. The department will evaluate the long-term future of the existing Operations Database and identify technology solutions that better support scheduling, employee information, operational statistics, safety data, and dispatch communication. The project will also establish clear procedures, training requirements, and long-term support structures to create sustainable and scalable Operations systems.

Improve operational performance and workforce stability. Operations will manage labor costs while maintaining reliable service and improving schedule adherence. The department will target a trip completion rate of at least 99% each month, maintain operator turnover below 35%, and improve on-time performance with a goal of eliminating early departures and ensuring trips begin no more than six minutes late.

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Budget Summary

Expenditure Category	FY 2026 Approved	FY 2027 Proposed	Dollar Change	% Change
Admin of Vehicle Operations - Personnel	$1,987,475	$2,360,378	$372,903	18.8%
Vehicle Operations - Personnel	6,100,226	6,753,399	653,173	10.7%
Paratransit operations - personnel	183,849	214,423	30,574	16.6%
Paratransit Operating expenditures	26,360	49,800	23,440	88.9%
Vehicle Operations - Operating expenditures	344,660	459,896	115,236	33.4%
Total	**$8,642,570**	**$9,837,896**	**$1,195,326**	**13.8%**

The FY 2027 Operations Department budget supports the personnel and resources necessary to provide safe and reliable fixed-route, paratransit, and community partner transportation services throughout Core Transit's service area.

Personnel costs support the frontline workforce responsible for delivering and safeguarding daily service, including Operators,

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Operations Specialists, Paratransit Operators, dedicated community program operators, and Operations leadership. The department must maintain sufficient staffing to operate scheduled service while responding to absences, seasonal service demands, training requirements, and changing operational conditions. The increase in personnel expenditures is primarily driven by the reclassification of the Director of Transportation position from General and Administrative to Operations, the addition of seven FTEs to bring SP+ operated routes in-house, and a cost-of-living adjustment for employees. These changes increase personnel costs within Operations while contributing to the reduction in General and Administrative expenditures.

Operating expenses support the tools and resources necessary to manage daily transit service. These include employee training and development, operational technology and systems, communications, supplies, and other resources required to support frontline service delivery. The increase in operating expenditures in FY 2027 is primarily attributable to higher Intelligent Transportation System (ITS) costs. The proposed budget includes annual licensing costs for a new Automated Passenger Counters (APC) system and a new scheduling system. In addition, all fare collection-related expenditures are budgeted within the Vehicle Operations Department in FY 2027. In prior years, certain fare collection costs were budgeted in the Information Technology Department.

In FY 2027, Operations will place increased emphasis on managing labor costs by balancing regular and overtime hours while maintaining reliable service. Department resources will also support initiatives focused on frontline employee engagement, modernization of Operations systems and processes, workforce retention, trip completion, and improved on-time performance.

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Safety Department Summary

Purpose

Safety is Core Transit's highest priority. The Safety Department leads efforts to protect passengers, employees, and the public through operator training, commercial driver's license support, annual recertification, and accident investigations and preventability reviews. It manages compliance with federal drug and alcohol testing and operator medical certification requirements. The department also oversees the Safety Review Committee, which advises management on safe operating procedures, facility safety, and opportunities to improve safety throughout the organization.

Staffing

The Safety Department consists of two full-time positions: a Lead Trainer and a currently vacant leadership position. The department manages Core Transit's day-to-day safety program and compliance with all regulatory requirements related to safety, drug testing, accident reporting, and CDL training. The Safety team supports Core Transit's overall operation by ensuring safe operators are available to operate daily routes/schedules.

Services Provided

The Safety Department provides a broad range of safety and administrative functions that support all Core Transit operations, including:

- Training of new bus operators, to include assisting new employees in acquiring CDL permits and ultimately successfully passing CDL exams.
- Investigation/review/assessment of all accidents involving Core Transit vehicles and/or operators, to include refresher training when required.

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- Preparation of daily/weekly/monthly/annual safety reports.
- Management of Core Transit's Drug and Alcohol program.
- Oversight of Core Transit's Safety Review Committee.
- Presentation of safety-related classes/instruction during Core Transit's quarterly safety classes/meetings.
- Management of the safety department's budget.
- Ensuring internal controls, safety procedures, and regulatory compliance occur on a routine basis.
- Conducts road observations on an ongoing basis to monitor the performance of our bus operators. Take corrective actions when necessary.

FY 2026 Accomplishments

During FY 2026, the Safety Department achieved the following positive results:

- Reduction in total accidents for Core Transit as well as a 29% reduction in preventable accidents for Core Transit.
- Successfully conducted new bus operator training for both CDL and non-CDL operators at a level that ensured Core Transit had enough proficient/qualified bus operators to successfully staff all routes/schedules on a daily basis.
- Successfully completed a CDOT-initiated Drug & Alcohol Program audit that demonstrated Core Transit's compliance with all Drug & Alcohol program requirements.
- Supported the successful conduct of Core Transit's 2026 Bus Roadeo by providing oversight of the pre-trip inspection process during the roadeo.

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- Streamlined Core Transit's bus operator training agenda/schedule to ensure operators were trained to a satisfactory level while simultaneously ensuring efficient use of trainers and trainees.
- Supported all Core Transit safety initiatives.
- Successfully operated Core Transit's safety program within budget.

FY 2027 Goals

The Safety Department will continue to strengthen Core Transit's safety program by following FY 2027 initiatives:

- Continue to achieve accident reduction rates through proactive management of existing bus operators as well as sound training of all new bus operators.
- Continue to improve Core Transit's operator training curriculum through review of industry-wide standards. Attend industry safety seminars as available and make improvements to Core Transit's safety program, if needed.
- Establish a program to regularly conduct random road observations and interactions with bus operators on all Core Transit routes.
- Work in conjunction with the Maintenance Department and Operations Department to ensure Core Transit buses are regularly inspected and tested to exceed industry-wide maintenance standards.
- Continue to formalize and improve Core Transit's bus operator annual recertification program.
- Act as a support system for Core Transit bus operators and work with them to be successful every day.

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Budget Summary

Expenditure Category	FY 2026 Approved	FY 2027 Proposed	Dollar Change	% Change
Safety - Personnel	$236,169	$271,890	$35,721	15.1%
Safety operating expenditure	98,550	97,500	(1,050)	(1.1%)
Total	**$334,719**	**$369,390**	**$34,671**	**10.4%**

The FY 2027 Safety Department budget request is generally consistent with the FY 2026 adopted budget. The increase is mainly due to restructuring of the department, which accounts for most of the increase in personnel costs.

This change responds to the broader leadership and accountability needs of a maturing organization. The safety staff will be accountable not only for overseeing day-to-day safety and training activities, but also for developing effective programs, leading organizational improvements, and achieving measurable results. This expanded role reinforces safety as Core Transit's highest priority and strengthens accountability for protecting passengers, employees, and the public.

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Fleet Maintenance Department Summary

Purpose

The Fleet Maintenance Department is responsible for managing all aspects of Core Transit's vehicle fleet, to include preventive maintenance, vehicle repairs, cleaning/upkeep of fleet vehicles as it relates to cleanliness and appearance, oversight of fleet care technicians, and fleet procurement.

Staffing

The Fleet Maintenance department consists of one Fleet Asset Supervisor and four fleet care technicians who are employees of Core Transit. The Fleet Maintenance department also works with an array of vendors and suppliers, with a key partner being the Eagle County Fleet Maintenance Department which includes management/supervisory staff and seven Eagle County bus mechanics.

Services Provided

The Fleet Maintenance Department provides a broad range of maintenance and administrative services that support Core Transit operations, including:

- The Fleet Asset Supervisor manages the day-to-day maintenance requirements for Core Transit, to include maintenance repairs, coordination with vendors and repair facilities, and daily interaction/coordination with Core Transit's Operations Department.
- Fleet care technicians clean the buses inside and out, and ensure all fuels and fluids are topped off.
- Eagle County mechanics perform vehicle preventative maintenance in addition to repairs and modifications.

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- Outside vendors provide support and specialized services in a huge variety of areas such as engine rebuilds, body work and HVAC repair.

FY 2026 Accomplishments

- Built & reinforced relationships with vendors to supplement our shop's efforts.
- Maintained a level of service/functionality with our buses that ensured that the Operations Department could routinely rely on sufficient available buses to operate our routes/schedules.
- Remained under budget, despite rising costs of fuel, shipping, etc.
- Continued improvement in year over year "in-service" percentages.
- Worked through significant challenges with our new hybrid buses to ensure our daily operation was able to continue to service our community and its riders.
- Established working relationships with vendors other than Gillig that allows Core to seek out fleet alternatives other than just transit buses.

FY 2027 Goals

The Fleet Maintenance Department will continue to strengthen Core's ability to serve our community through the following initiatives in 2027:

- Continued diversification of maintenance support options so that Core is not dependent on only two maintenance providers.
- Continued improvement of Core's fleet appearance, to include an increase in fleet bus body shop repairs and continued improvements in bus cleaning/detailing.
- Increased interaction and coordination with major bus repair providers, to include Diesel Performance, Allison Transmission,

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Cummins Engine, and ThermoKing, all with a focus on increased responsiveness, less “down time”, and improved bus availability.

- Continue to develop and mentor staff to improve performance and increase morale.
- Achieve positive results while operating within budget parameters.
- Act as a support system for Core Transit bus operators and work to provide them with a reliable and safe fleet of buses.

Budget Summary

Expenditure Category	FY 2026 Approved	FY 2027 Proposed	Dollar Change	% Change
Fleet maintenance - Personnel	$432,760	$457,443	$24,683	5.7%
Fleet maintenance -operating expenditure	3,823,600	4,367,800	544,200	14.2%
Total	**$4,256,360**	**$4,825,243**	**$568,883**	**13.3%**

The FY 2027 Fleet Maintenance Department budget request is generally consistent with the FY 2026 adopted budget, with the primary increase attributable to increased diesel fuel costs projected for 2027. The increase is also related to the transfer of approximately $185,000 in bus wash expenditures from Facilities Maintenance to Fleet Maintenance.

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Facilities Maintenance Department Summary

Purpose

The Facilities Maintenance Department is responsible for the maintenance/upkeep of all Core Transit bus stop/bus shelters as well as all Core Transit managed facilities and housing units. The purpose of this department is to ensure all bus stops/bus shelters are safe and accommodating to our riders; additionally, this department oversees the maintenance/upkeep of our Leadville bus barn and assists the People & Culture Department in maintaining Core-owned housing units in a satisfactory/live-able condition.

Staffing

The Facilities Maintenance Department consists of one (1) full-time employee – the Facilities Maintenance Coordinator. The Facilities Maintenance Coordinator also oversees/manages an outside contractor, Shades of Green; Shades of Green is contractually obligated to work for Core Transit to complete various facilities maintenance tasks, to include snow removal, shelter maintenance, lawn care, etc.

Services Provided

The Facilities Maintenance Department provides a broad range of maintenance and administrative functions that support all Core Transit operations, including:

- Annual departmental budget development.
- Complete inspections/repairs of deficiencies in Core Transit owned housing units.
- Conduct regularly scheduled inspections of Core Transit bus stops/bus shelters to identify any defects and deficiencies. Take corrective actions when necessary.

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- Oversee contractual compliance of bus stop/bus shelter maintenance by our contractor (Shades of Green) related to the following tasks in the scope of services:
    - Snow plowing, shoveling, and ice/snow removal
    - Trash pickup and shelter cleaning
    - Repair of shelter structures
    - Vegetation removal
    - Graffiti removal
    - Surface repairs
    - Installation and removal of schedules
    - Installation and removal of notices and advertisements
    - Removal and installation of shelters
- Coordinates repairs with third-party vendors and contractors for items that are not under the purview of our Shades of Green contractor. This would predominantly involve items such as bus barn repairs in Leadville and repair items in Core-owned housing units that can't be resolved by the Maintenance Coordinator.
- Management of the Facilities Maintenance department budget.
- Ensuring internal controls are adhered to on a regular basis and financial resources are safeguarded.

FY 2026 Accomplishments

During FY 2026, the Facilities Maintenance Department achieved the following positive results:

- Successfully implemented a wash schedule with Shades of Green contractor to ensure all shelters were cleaned and maintained on

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a regular basis, thus providing our riders with a pleasant experience while waiting for a bus.

- Added Community Boards to all shelters (other than glass shelters) to allow the public a place to inform community members about upcoming events.
- Added bench seats at high traffic stops where shelters are not present, thus providing seating options to riders.
- Worked with outside vendors to ensure stop #215's shelter was relocated to allow for demolition of concrete pad. Shelter was then reset and modified to be ADA compliant once new pad was installed.
- Repaired shelter lighting at multiple shelter locations to improve rider safety; also upgraded lighting with brighter/motion sensor lighting.
- Used contractor to lay asphalt at the Dotsero bus stop/shelter to improve operator/bus safety.
- Used contractor to reseal and re-stripe the Chambers Park & Ride parking area.
- Upgraded the Leadville Bus Barn property – resealed and restriped the parking lot. Also had the bus barn doors painted. Used contractor to repair the heating system at the Leadville Bus barn and resolved a plumbing issue as well.
- Worked with Town of Avon at the Swift Gulch bus barn to efficiently install new electric bus charging stations for Core Transit.
- Assisted the P&C department with housing items, such as furniture assembly/installation, housing unit repairs.

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FY 2027 Goals

The Facilities Maintenance Department will continue to strengthen Core Transit's overall operation by following FY 2027 initiatives:

- Continue to monitor/inspect Core Transit housing units and make repairs when necessary to provide employees with a positive living environment. Continue to assist P&C department with addressing housing concerns.
- Continue to improve Core Transit's bus stops/bus shelters through an ongoing inspection/repair process. The Facilities Maintenance Department will also be an integral part of our bus stop/bus shelter upgrade as part of the implementation of our bus stop/bus shelter grant award and subsequent improvements.
- Continue to monitor/audit/evaluate our contractor (Shades of Green) to ensure contract compliance at all levels.
- Work in conjunction with the Operations Department to ensure Core Transit operator input regarding bus stops/bus shelters and housing issues are addressed as we strive to constantly improve our operation.
- Achieve positive results while operating within budget parameters.
- Act as a support system for Core Transit bus operators and work with them to be successful every day.

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Budget Summary

Expenditure Category	FY 2026 Approved	FY 2027 Proposed	Dollar Change	% Change
Facility maintenance Personnel	$99,111	$105,563	$6,452	6.5%
Facility maintenance operating expenditure	565,300	455,550	(109,750)	(19.4%)
Total	**$664,411**	**$561,113**	**$(103,298)**	**(15.5%)**

The overall decrease in FY 2027 proposed budget compared to FY 2026 approve budget is primarily attributable to the transfer of bus wash expenditures from Facilities Maintenance to Fleet Maintenance. This reduction is partially offset by higher operating costs for the Leadville bus barn and increased Swift Gulch lease expenses, bringing the FY 2027 budget more closely in line with FY 2026 actual spending trends.

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General Administration Department Summary

Purpose

General Administration leads and supports Core Transit. It supports the Board as it sets direction and helps turn Board direction into agency work. The department coordinates work across teams and leads projects that affect the whole agency. This includes governance, risk, public transparency, strategic planning, and future facility work.

For budget and administrative purposes, General Administration also houses costs used across Core Transit. These include employee recognition and wellness programs, recruiting, legal and consulting services, leases and rentals, and shared administrative systems. As a result, the department budget is larger than the cost of the executive office and its day-to-day work alone.

Staffing

General Administration has seven Full-Time positions. They are the Executive Director, Deputy Director, Executive Assistant & Special Projects Coordinator, Office/Admin Coordinator, Director of People & Culture, and two People & Culture Generalists.

Services Provided

General Administration provides high-level leadership and shared support across Core Transit.

Executive leadership and strategic planning. General Administration helps turn Board direction and the Strategic Plan into clear agency priorities. It coordinates work that crosses departments. It also helps keep major projects, spending, and decisions tied to long-term goals.

Board governance and support. The department supports Board meetings, agendas, packets, onboarding, and follow-up. It helps

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Board members get the information they need to make decisions related to the Authority's finances, policy and strategic vision.

Financial stewardship and budget planning. General Administration supports Core Transit's financial stewardship through the Board-appointed Treasurer role. The Treasurer invests available funds in accordance with Core Transit's investment policy and helps ensure adequate cash is available for day-to-day operating needs. General Administration also works with the Finance Department to develop the annual budget for Board consideration, helping align proposed spending and resources with Core Transit's strategic plan and organizational priorities.

Public transparency and accountability. The department helps keep public meetings, Board packets, public records, and agency information open and easy to find. It coordinates the Authority's records retention and Colorado Open Records Act (CORA) requests. It also works with Finance and other teams to help the public understand Core Transit's work and use of public funds.

Overall risk management and legal support. The department helps Core Transit spot and manage legal, financial, workforce, safety, and public-agency risks. It coordinates legal support, insurance claim processes, emergency planning, and related work.

Organizational culture. The department supports a workplace built on trust, clear communication, recognition, and wellness. It also budgets several employee programs used across Core Transit. Detailed People & Culture work is covered in a separate department summary.

Community and member jurisdiction engagement. The department listens to public input and works with member jurisdictions and regional partners. This helps keep agency work tied to community needs and local priorities.

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Property and lease management. The department manages leases and real estate needs. It helps make sure Core Transit has the space needed to operate today and room to grow. It also leads planning for a permanent facility.

FY 2026 Accomplishments

General Administration focused on strengthening Core Transit as a public agency while advancing the systems, partnerships, and long-term planning needed to support continued growth.

- **Earned regional and statewide recognition.** Core Transit was named a finalist for the Vail Valley Partnership Success Awards in both **Innovation in the Public Sector** and **Community Impact**. Core Transit was also named **Large Community Transit Agency of the Year** by the Colorado Association of Transit Agencies. These honors recognized the agency's work to listen to riders, improve service, and create meaningful community impact.

- **Strengthened organizational systems and governance.** General Administration advanced strategic projects focused on making Core Transit more consistent, prepared, and accountable. Work included improving records management and annual review practices, strengthening Board member orientation and reference materials, improving insurance claim tracking and risk management procedures, and advancing the agency's Emergency Action Plan.

- **Advanced long-term organizational priorities.** General Administration continued planning for Core Transit's future permanent facility by developing a Federal Transit Administration-compliant real estate acquisition process. The department also worked to strengthen relationships with Core Transit's member jurisdictions and potential future member jurisdictions. This work supports stronger regional partnerships

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and helps prepare Core Transit for its long-term role as a regional transportation provider.

FY 2027 Goals

During FY 2027, General Administration will focus on priorities that support Core Transit's long-term growth; enhance organizational strength; raise our industry profile; and consolidate our regional leadership role.

A major priority will be continuing the real estate acquisition process for Core Transit's future permanent facility. The FY 2027 capital budget includes $4 million for the future facility project, giving Core Transit the ability to act if suitable property becomes available. The goal is to identify land that meets the agency's long-term needs and is feasible to purchase, without assuming that a purchase will occur during the year.

General Administration will also build on FY 2026 emergency planning work by developing mutual aid agreements with surrounding transportation agencies. The department will continue improving records retention and management systems, including the use of technology to make records easier to organize, maintain, and access.

General Administration will support People & Culture in building clearer pathways for employee learning, skill development, and career growth. Executive leadership will also focus on maintaining a strong organizational culture, developing internal talent and creating leadership pipelines.

General administration will focus on strengthening relationships with member jurisdictions, community partners, regional organizations, and transit industry partners. This will include active participation in regional bodies and exploration of ways to increase coordination and resource sharing among regional transit providers.

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Budget Summary

Expenditure Category	FY 2026 Approved	FY 2027 Proposed	Dollar Change	% Change
General & Administrative Personnel	$1,391,695	$1,204,475	$(187,220)	(13.5%)
General & Administrative Operating Expenses	3,373,659	1,838,940	(1,534,719)	(45.5%)
Total General & Administrative	**$4,765,354**	**$3,043,415**	**$(1,721,939)**	**(36.1%)**

The FY 2027 proposed General Administration budget is $3,043,415. This is $1,721,939, or 36.1%, less than the FY 2026 approved budget of $4,765,354. The largest change is Purchased Transportation Services. That cost drops from $1,680,000 in FY 2026 to $0 in FY 2027. Core Transit's three-year contract with SP+ expired in August 2026. Core Transit chose not to renew the contract and brought those services in-house.

Personnel costs decreased by $187,220, or 13.5%, from $1,391,695 to $1,204,475. The FY 2027 budget still includes a 3.5% salary increase for employees who remain in General Administration. The overall decrease is mainly due to moving the Director of Transportation salary to Administration of Vehicle Operations.

General Administration also includes costs that support employees and operations across Core Transit. The FY 2027 proposed budget includes $218,990 for employee recognition, including agency-wide performance

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and safe-driving bonuses. It includes $56,500 for employee wellness, including the agency-wide wellness bonus. It also includes $61,180 for recruiting, which mainly supports Bus Operator hiring.

Leases and rentals total $903,289 and represent the largest FY 2027 General Administration operating line item. Of this amount, $860,417 is budgeted for Core Transit's lease of space at the Eagle County-owned Maintenance Service Center, which serves as Core Transit's main administrative office and operating space. The remaining $42,872 is budgeted for minor upgrades to the leased area. These shared costs help explain why the department budget is larger than its executive and administrative staffing alone.

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People and Culture Summary

Purpose

People & Culture oversees the full employee lifecycle, including recruitment and retention, compensation and benefits, performance management, training and development, compliance and workforce housing. In 2026, the department continued strengthening these systems while using employee feedback and workforce data to guide decisions.

Staffing

People & Culture is a three-person department consisting of the Director of People & Culture and two Generalists, with primary responsibilities across recruitment, workforce housing, benefits, policies, and employee support.

Service provided

The People & Culture Department provides a broad range of human resources and employee support services that support Core Transit's workforce and overall operations, including:

- Recruitment & Hiring
- Employee Housing
- Compensation & Benefits
- Policies & Compliance
- Employee Relations
- Performance Management & Professional Development
- Culture & Employee Engagement
- HR Systems & Administration
- Onboarding & Offboarding

FY 2026 Accomplishments

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In 2026, People & Culture supported workforce growth while strengthening the systems and practices that support employees.

- **Compensation & Recognition:** Updated the 2026–2027 pay scale to remain competitive and passed the market increase along to employees.
- **Performance Management:** Completed the first full performance review cycle tied to clear bonus criteria and continued the Accident-Free Bonus Program.
- **Recruitment & Retention:** Core Transit began winter recruitment earlier and expanded hiring efforts to support bringing service in-house following termination of the SP+ contract. This transition added seven full-time equivalent (FTE) bus operator positions. Data-informed hiring decisions resulted in stronger hires and contributed to fewer preventable accidents.
- **Culture & Connection:** Continued quarterly safety meetings and recurring events that create opportunities for employees to connect with one another and leadership.
- **Training & Development:** Responded to emerging needs with workplace civility and supervisor/manager development training, while mapping core training needs across frontline, management, and leadership.
- **Benefits:** Evaluated health insurance benefits with a focus on competitiveness and long-term sustainability.
- **Employee Survey:** Overall positive results increased from **60% to 78%**, with pride/recommendation increasing from **60% to 83%** and comfort sharing feedback increasing from **50% to 66%**.

FY 2027 Goals

- **Strengthen Employee Benefits:** Review retirement benefits to ensure they remain competitive, valuable to employees, and financially sustainable.
- **Build a Consistent Training System:** Establish clear training expectations, documentation, and tracking across frontline, management, and leadership.

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- **Improve Employee Records & Workforce Data:** Make employee records and workforce data easier to access and use, improving the employee experience while giving leadership more efficient reporting and better information for decision-making.

Budget Summary

People & Culture costs are reflected across more than one department in the FY 2027 budget. The largest People & Culture cost, employee health insurance, is budgeted within the Finance and Risk Management Department, while People & Culture personnel costs and other operating expenditures, including recruitment, employee bonuses, and employee development, are included within General and Administrative. Accordingly, the budget summaries for both departments should be reviewed together to understand significant changes in People & Culture-related costs.

For FY 2027, training and small employee event expenses were decentralized to the departments using those resources, improving alignment between departmental budgets and the activities they support. Recruitment and advertising expenditures were also adjusted to better reflect recent actual spending and anticipated FY 2027 needs.

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Finance and Risk Management Department Summary

Purpose

The Finance Department safeguards Core Transit's financial resources through sound fiscal management, transparent reporting, and long-range financial planning. The department provides accurate financial information that supports strategic decision-making, ensures compliance with applicable laws and regulations, and maintains public trust through responsible stewardship of taxpayer funds. Consistent with Core Transit's strategic goal of being safe, trustworthy, and accountable, Finance also leads initiatives that improve financial transparency and modernize financial reporting.

For budgetary and administrative purposes, the Finance Department also manages certain organization-wide expenditures, including property and liability insurance, workers' compensation insurance, and employee health insurance. As a result, the Finance Department's budget includes significant Authority-wide costs that are not directly attributable to the department or its day-to-day financial operations.

Staffing

The Finance Department consists of 2 FTEs: the Finance Director and Finance Coordinator. The department manages the Authority's budgeting, accounting, payroll, grants, treasury and investments, financial reporting, and analysis. The team supports Core Transit's financial, and compliance needs while maintaining strong internal controls and accurate financial reporting.

Services Provided

The Finance Department provides a broad range of financial and administrative services that support all Authority operations, including:

- Annual budget development and long-range financial planning.

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- Annual financial audit coordination.
- Preparation of annual financial reports
- Monthly financial statement preparation.
- Accounts payable, payroll, accounts receivable, and cash management.
- Investment management.
- Grant financial management and compliance.
- Internal controls, financial policies, and regulatory compliance.
- Capital financial planning and project accounting.
- Financial analysis and decision support for management and the Board.

In addition, Finance department also maintains Finance Insights website, which provides public access to current financial information. Interactive dashboards provide regularly updated financial data and enhance transparency around the Authority's use of public resources.

FY 2026 Accomplishments

During FY 2026, the Finance Department advanced several initiatives that strengthened Core Transit's financial management and transparency.

- Successfully transitioned banking and treasury operations by switching to a new operating bank and corporate credit card program. The transition improved cash management, payment processing, and overall operational efficiency.
- Launched the Finance Insights Project, initiating development of an interactive public financial reporting portal integrated with Core Transit's Tyler Technologies ERP system.

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- Completed the FY 2025 Annual Financial Audit by coordinating with the Authority's independent auditors and preparing the Annual Financial Report.
- Initiated development of Core Transit's inaugural FY 2027 Budget Book using GFOA best practices for budget presentation and financial reporting.
- Maintained strong financial controls while supporting continued organizational growth and increased operating complexity.

FY 2027 Goals

The Finance Department will continue to strengthen financial management, transparency, and compliance through the following FY 2027 initiatives:

- Enhance the FY 2028 Budget Book by adding performance measures, financial trends, strategic information, and a multi-year financial projection to support long-term planning while continuing to align with GFOA criteria.
- Develop a Future Facility Financial Sustainability Model to estimate the long-term operating and lifecycle costs of Core Transit's potential permanent facility. The model will help evaluate the facility's impact on future budgets, reserves, and financial capacity.
- Prepare for the Authority's first Single Audit by strengthening grant management, internal controls, documentation, and federal compliance processes. This will help ensure Core Transit is prepared as federal expenditures reach the Single Audit threshold.

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Budget Summary

Expenditure Category	FY 2026 Approved	FY 2027 Proposed	Dollar Change	% Change
Finance personnel expenses	$306,643	$323,525	$16,882	5.5%
Finance operating expenses	85,530	96,703	11,173	13.1%
Entity-wide insurance expenses	2,355,041	2,985,421	630,380	26.8%
Total	**$2,747,214**	**$3,405,649**	**$658,435**	**24.0%**

The majority of the department's budget funds organization-wide insurance programs, including property and liability insurance, workers' compensation, and employee health insurance. The budget also supports personnel costs for Finance Department staff, as well as operating expenditure necessary to support daily finance functions. These include financial systems, external audit services, professional services, training, and office operations.

The FY 2027 Finance Department budget is generally consistent with the FY 2026 adopted budget, with the primary increase attributable to higher entity-wide insurance costs. The increase reflects higher employee health insurance premiums, including the impact of additional budgeted bus operator FTEs, as well as higher workers' compensation premiums.

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Information Technology Department Summary

Purpose

The Information Technology Department provides secure, reliable, and modern technology services that support Core Transit operations, administration, customer information, and organizational decision-making. Consistent with Core Transit Strategic Goal 4, “Improve our transit experience,” IT modernizes the systems that support reliable service, operational effectiveness, and the rider experience. The department is responsible for enterprise technology strategy, cybersecurity, infrastructure, end-user support, communications and connectivity, business applications, data, and responsible adoption of emerging technology.

For budgetary and administrative purposes, technology-related expenditures are distributed across several departments. Department 52 contains core IT staffing and operating costs, while other departments carry technology costs tied to transit operations, safety systems, paratransit, fleet radios, and shared administrative equipment. As a result, the technology budget includes Authority-wide costs that are not directly attributable to Department 52 or day-to-day IT operations.

Staffing

The Information Technology Department consists of 3 full-time equivalent (FTE) positions: the Director of Innovation and Information Technology and two IT Generalists. Managed IT services and specialized vendors supplement the internal team, while department staff retain responsibility for setting priorities, coordinating vendors, and overseeing technology service delivery.

Services Provided

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The Information Technology Department provides a broad range of technology and administrative services that support all Authority operations, including:

- Enterprise technology strategy, architecture, budgeting, and long-range technology planning.
- Microsoft 365 administration, identity and access management, collaboration tools, and licensing.
- Endpoint management, user support, device lifecycle management, and managed help desk coordination.
- Network, internet, cellular connectivity, Wi-Fi, communications, and 800 MHz radio technology support.
- Cybersecurity tools, cyber-risk coordination, content filtering, and technology policy support.
- Administration and vendor coordination for Clever Devices and other Intelligent Transportation Systems (ITS).
- Support for fare collection, video surveillance, paratransit technology, and operational software.
- Software procurement, licensing, contract management, and technology vendor management.
- Data management, system integration, reporting support, and responsible artificial intelligence adoption.
- Technology project management, capital planning, and coordination of hardware and software modernization initiatives.

In addition, Information Technology leads multi-year modernization efforts that connect technology investments to Core Transit's strategic priorities. This includes the ITS Modernization Project, technology

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capital planning, and coordination with departments and vendors to improve system reliability, integration, and the rider experience.

FY 2026 Accomplishments

During FY 2026, the Information Technology Department advanced several initiatives that strengthened Core Transit's technology environment and established the first phase of planned modernization.

- Launched Phase 1 of the ITS Modernization Project following the 2025 system-wide needs assessment. Work included project kick-off and implementation planning with Clever Devices, onboard technology modernization, and preparation for new scheduling, passenger-counting and reporting, disruption-management, and field-operations tools.
- Supported the Authority-wide technology environment, including Microsoft 365, endpoints, network services, internet connectivity, cellular communications, and user support while maintaining critical transit technology systems.
- Continued the managed IT services model for help desk and network support while strengthening internal oversight of technology operations, vendors, cybersecurity, and priorities.
- Developed the FY 2027 technology operating budget across six departments and a five-year technology capital plan to provide a consolidated view of planned technology investments.
- Advanced responsible artificial intelligence adoption through governance planning, staff engagement, training preparation, and development of defined organizational use cases.

FY 2027 Goals

The Information Technology Department will continue to strengthen reliability, cybersecurity, modernization, and organizational technology capabilities through the following FY 2027 initiatives:

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- Complete the planned ITS Modernization Project, including remaining Clever Devices modernization work, scheduling, passenger-counting and reporting, disruption management, and field-operations capabilities; then transition the modernized environment into sustained operations and support.
- Implement the first year of the five-year technology capital plan, including planned software implementation, hardware lifecycle investments, and connectivity improvements while refining future-year needs and funding opportunities.
- Expand responsible artificial intelligence adoption and strengthen core cybersecurity, Microsoft 365, endpoint, network, help desk, data-management, and vendor-management capabilities to support organizational growth and reliable service.

Budget Summary

Expenditure Category	FY 2026 Approved	FY 2027 Proposed	Dollar Change	% Change
IT Personnel	$400,633	$411,043	$10,410	2.6%
IT Operating Expenses	434,400	466,280	31,880	7.3%
Total Information Technology	**$835,033**	**$877,323**	**$42,290**	**5.1%**

The majority of the technology budget supports personnel, communications and connectivity, managed IT services, software and security, and transit technology systems used across the Authority. Technology costs outside Department 52 primarily support operational systems such as Clever Devices / ITS, safety and training technology,

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paratransit, fleet radios, and shared administrative technology. Capital investments are planned separately through the five-year technology capital plan and are not included in the operating-budget totals above.

The FY 2027 department budget increases by $42,290, or 5.1%. The largest year-over-year changes are consulting, communications, personnel, and contracted services, partially offset by lower software and network agreement spending.

Organization-Wide Information Technology Costs

Core Transit records technology-related costs in the department that directly uses the related system, service, or equipment. As a result, Authority-wide technology expenditures extend beyond the Information Technology Department budget and are distributed across multiple operating and administrative departments. The Information Technology Department oversees these systems, projects, vendors, and technology investments even when the related expenditures are budgeted elsewhere. Accordingly, the organization-wide technology summary provides a more complete view of Core Transit's total technology investment than the Information Technology Department budget alone.

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Department	FY 2026 Approved	FY 2027 Proposed	Dollar Change	% Change
Information Technology	$835,033	$877,323	$42,290	5.1%
Admin of Vehicle Operations	240,660	353,796	113,136	47.0%
Safety and Training	22,800	22,000	(800)	(3.5%)
Admin of Paratransit Operations	13,500	10,000	(3,500)	(25.9%)
General Administration	6,400	8,000	1,600	25.0%
Fleet Maintenance	2,100	5,000	2,900	138.1%
Total Information Technology	**$1,120,493**	**$1,276,119**	**$155,626**	**13.9%**

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Planning Department Summary

Purpose

The Planning Department develops and supports the implementation of Core Transit's seasonal fixed route services. It also develops long-range fixed route service strategy and First-Last Mile strategies.

The department manages ridership data that is essential to near and long-term service strategy development. Data analyses provided by the department are key inputs to other departments' work, notably the Operations and Customer Service departments.

The Planning Department works closely with the Operations Department to execute service plans, maximize rolling stock, and optimize operator work schedules.

It also manages stakeholder relations and public communications on matters concerning fixed route service strategy.

Staffing

The Planning Department consists of 2 FTEs: the Planning Manager and Transit Planner II position.

The Planning Manager focuses on service strategy development, service implementation, and grant writing and awards management. Public engagement and stakeholder management are key priorities for this position.

The Transit Planner II position primarily focuses on creating the seasonal service schedules and operator work schedules.

Services Provided

The Planning Department performs a broad range of functions:

- Seasonal service schedule development
- Long-term service strategy development
- Grant writing and awards management

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- Ridership data management
- Public engagement and stakeholder management

Additionally, the Planning Department provides regular ridership and service strategy updates to the Core Transit Board.

FY 2026 Accomplishments

During FY 2026, the Planning Department advanced several initiatives that are essential to fixed route service planning and delivery goals:

- Developed and implemented the Summer 2026 and Winter 2026-27 service schedules
- Advanced 10-Year Plan Phase I implementation planning work from concept to draft form
- Launched a First-Last-Mile working group, pursuant to Phase II goals in the 10-Year Plan
- Improved transit data access and utility for the organization
- Secured $1,523,802 in formula grants

FY 2027 Goals

The Planning Department will fulfill its core functions through the following FY 2027 initiatives:

- Develop the Summer 2027 schedule and implement Phase I of the 10-Year plan in the Winter 2027-28 schedule
- Finalize a microtransit service governance, service strategy, and funding plan; develop an actionable microtransit pilot program framework
- Create a reproducible and scalable Scope I emissions inventory
- Manage formula grants processes, and win new competitive grants
- Implementation of the new scheduling system – MAIOR

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Budget Summary

Expenditure Category	FY 2026 Approved	FY 2027 Proposed	Dollar Change	% Change
Planning Personnel	$260,567	$269,459	$8,892	3.4%
Planning Operating Expenses	123,600	91,000	(32,600)	(26.4%)
Total Planning	**$384,167**	**$360,459**	**$(23,708)**	**(6.2%)**

The FY 2027 Planning Department budget request is generally consistent with the FY 2026 adopted budget, with a modest decrease primarily related to one-time costs for Automated Passenger Counters (APCs) that were budgeted in FY 2026. For FY 2027, the implementation costs associated with the APC system are budgeted in the Transit Capital Fund, while the ongoing annual licensing costs have been transferred to the Operations Department.

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Marketing and Customer Service Department Summary

Purpose

The Marketing, Communications & Customer Service Department places the rider experience at the center of its work. The department connects riders with clear, timely, and accessible information through customer service, digital communications, rider education, community outreach, and public information.

The department's bilingual team supports riders in English and Spanish across multiple channels and works to ensure information is accurate, culturally appropriate, and easy to understand.

Staffing

The department consists of 4 FTEs: the Marketing, Communications & Customer Service Manager, Customer Service Supervisor, and two Information Services Representatives.

The bilingual team provides in-person and digital rider support while managing Core Transit's communications, outreach, customer service tools, and public-facing information.

Services Provided

The department provides the following services:

- Bilingual customer service, trip planning, and rider support across in-person and digital channels.
- Website, live chat, social media, email marketing, and public information management.
- Rider education, community outreach, events, partnerships, and surveys.

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- Media relations, press releases, organizational storytelling, and strategic advertising.
- Brand management and review of public-facing communications and materials.
- Digital, ADA, and language accessibility coordination.
- Performance reporting and analysis of rider engagement and customer service trends.

FY 2026 Accomplishments

During FY 2026, the department continued improving how riders access information, receive assistance, and provide feedback.

- Continued optimizing Core Transit's bilingual website and 24/7 live chat platform.
- Increased website active users by 48% and average engagement time by 36%.
- Strengthened rider education through onboard messaging, community outreach, and targeted campaigns.
- Expanded rider feedback opportunities through surveys, events, and direct outreach.
- Used KPI data to guide communication and customer service strategies.
- Continued strengthening Core Transit's bilingual social media, email, and public information efforts.
- Supported the transition to Core Transit's new customer service office at the Vail Transportation Center.

FY 2027 Goals

- 10-Year Transit Plan Phase One Communications & Launch

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    - Develop and execute communications, rider education, outreach, and partnerships to prepare the community for Phase One service changes.
    - Support a coordinated winter 2027–28 launch with clear, accessible rider information.
- Rider Information Accessibility & Technology Modernization
    - Improve digital and ADA accessibility.
    - Expand accurate, accessible rider information across transit platforms and third-party applications.

Budget Summary

Expenditure Category	FY 2026 Approved	FY 2027 Proposed	Dollar Change	% Change
Marketing & Communications Personnel	$392,265	$416,734	$24,469	6.2%
Marketing & Communications Operating Expenses	180,011	225,144	45,133	25.1%
Total Marketing & Communications	**$572,276**	**$641,878**	**$69,602**	**12.2%**

The department's budget supports staffing and the tools, services, and resources needed to provide customer service, rider communications, community outreach, marketing, and accessible public information.

FY 2027 funding also supports the department's strategic priorities, including the Phase One launch of the 10-Year Transit Plan and rider information and technology modernization.

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Housing Fund Summary

Purpose

Core Transit provides housing to operations staff at reduced, subsidized rates, creating access to flexible and affordable housing in Eagle County. This benefit helps Core Transit staff critical operations positions needed to provide reliable transportation to the community.

Staffing

The Employee Housing Program is supported by two staff members. A People & Culture Generalist manages housing placements, leases, landlord relationships, rent and utility collection, and overall program administration, while a Maintenance Coordinator supports unit maintenance, inspections, and tenant needs.

Current Housing Portfolio

As of today, Core Transit provides 49 subsidized bedrooms, housing approximately 62% of the Operations team.

Core Transit's housing portfolio includes apartments, townhomes, studios, RV spots, and shared housing across nine locations from Edwards to Gypsum. Core Transit owns two townhomes (6 bedrooms within the portfolio), while the remaining units are secured through master leases with local property providers. All units are move-in ready and include basic furnishings and household supplies.

FY 2026 Accomplishments

During FY 2026, Core Transit continued strengthening and expanding its employee housing program. Major accomplishments included:

- Strengthened the Employee Housing Program by establishing clear housing expectations, incorporating employee feedback, improving waitlist for single occupancy living.

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- Reconfigure of the Housing Portfolio: Core Transit added nine housing units during FY 2026—four one-bedroom units at Parkside, four two two-bedroom units at The Pike and one private lock off, replacing seasonal shared 6 bedrooms.
- Established sustainable housing pricing: Core Transit developed a four-tier housing pricing structure to provide clear and consistent rent levels. The structure gives employees more housing choices, provides clear pricing when adding new units, and makes future housing costs easier to budget.

FY 2027 Goals

- **Optimize current housing:** Implement tiered rents, replace higher-cost units with better-quality options and continue to align housing with employee needs.
- **Add One-Bedroom Units:** Add units that meet Core Transit's cost, location, and quality criteria as opportunities arise.

Budget Summary

Housing Fund Summary	FY 2026 Approved	FY 2027 Proposed	Dollar Change	% Change
Housing Revenue	$408,729	$526,786	$118,057	28.9%
Housing Expenditures	737,706	898,945	161,239	21.9%
Transfer from General Fund	330,000	340,000	10,000	3.0%
Ending Fund Balance	**1,965,171**	**1,914,069**	**(51,102)**	**(2.60%)**

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FY 2027 proposed Housing Fund revenues total $526,786, an increase of $118,057, or 28.9%, over the FY 2026 approved budget. Proposed expenditures total $898,945, an increase of $161,239, or 21.9%.

These increases primarily reflect the planned expansion of Core Transit's employee housing inventory from 42 units in FY 2026 to 55 units in FY 2027. The expansion addresses increased housing needs associated with bringing service in-house following termination of the SP+ contract. This transition added seven full-time equivalent (FTE) bus operator positions, increasing the need for employee housing to support recruitment and retention.

The FY 2027 budget includes a $340,000 General Fund transfer to support the Housing Service Fund. After projected revenues, expenditures, and the transfer, the fund is expected to end FY 2027 with a balance of approximately $1.91 million.

The Housing Service Fund supports two priorities: maintaining the current employee housing program and preserving resources for future workforce housing investments. Maintaining a fund balance gives Core Transit flexibility to respond to housing opportunities, including adding units, acquiring property, or considering other long-term housing solutions for employees.

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Appendices

The appendices provide detailed supporting information for the FY 2027 Budget and supplement the financial, operational, and planning information presented throughout this Budget Book. Detailed budget schedules and FY 2027 pay structure plans are included on the pages that follow.

For selected supporting documents that are maintained separately from the Budget Book, web links are provided so readers can access the most current available version. These documents provide additional context regarding Core Transit's long-term planning and strategic direction:

- Ten-year Transit Development and Capital Plan
- Five-year strategic plan

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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
Summary of all funds

	2024	2025	2026		YTD as of 9/30/2026		Variance	2027	Year over Year Budget change
Revenue	**Actual**	**Actual**	**Approved Budget**	**Forecast**	**Budget**	**Actual**	**Favorable/ (Unfavor)**	**Proposed Budget**	**Favorable/ (Unfavor)**
General fund	20,451,841	39,039,239	27,546,899	28,615,384	21,752,037	22,709,181	957,144	28,486,273	939,374
Housing service fund	137,567	352,051	408,729	371,400	304,440	265,396	(39,044)	526,786	118,057
Transit capital fund	4,934,605	78,821	494,000	494,000	-	-	-	530,000	36,000
Total Revenue	**25,524,013**	**39,470,111**	**28,449,628**	**29,480,784**	**22,056,477**	**22,974,577**	**918,100**	**29,543,059**	**1,093,431**
Expenditures									
General fund	11,484,279	22,440,583	23,202,104	22,766,159	17,288,575	16,751,012	537,563	23,922,366	(720,262)
Housing service fund	248,284	599,921	737,706	719,320	560,989	503,111	57,878	898,945	(161,239)
Air fund	700,855	848,610	1,500,000	1,500,000	-	-	-	1,200,000	300,000
Transit capital fund	129,391	5,860,743	1,822,500	1,742,500	1,595,453	530,008	1,065,445	7,840,000	(6,017,500)
Total Expenditures before transfer	**12,562,809**	**29,749,857**	**27,262,310**	**26,727,979**	**19,445,017**	**17,784,131**	**1,660,886**	**33,861,311**	**(6,599,001)**
Transfers (In)/Out									
Fund transfer to/(from) Housing Fund	**1,000,000**	**320,000**	**330,000**	**330,000**	**330,000**	**330,000**	**-**	**340,000**	**(10,000)**
Fund transfer to/(from) Capital Fund	**1,725,088**	**16,819,520**	**2,000,000**	**6,000,000**	**2,000,000**	**2,000,000**	**-**	**3,000,000**	**(1,000,000)**
Fund transfer to/(from) Air Fund	**700,855**	**848,610**	**1,500,000**	**1,500,000**	**-**	**-**	**-**	**1,200,000**	**300,000**
Fund transfer to/(from) General fund	**(3,425,943)**	**(17,988,130)**	**(3,830,000)**	**(7,830,000)**	**(2,330,000)**	**(2,330,000)**	**-**	**(4,540,000)**	**710,000**
Excess revenue over/(under) Exp.	**12,961,204**	**9,720,254**	**1,187,318**	**2,752,805**	**2,611,460**	**5,190,446**	**2,578,986**	**(4,318,252)**	**7,692,432**
Beginning Fund Balance	11,049,680	24,010,883	32,576,449	33,733,873	32,576,449	33,731,137		36,486,678	
Ending Fund Balance	24,010,883	33,731,137	33,763,767	36,486,678	35,187,909	38,921,583		32,168,426	
Fund Balance Breakdown									
Tabor Restricted	344,528	673,217	696,063	682,985	518,657	502,530		717,671	
Operating Reserve	4,019,498	7,854,204	8,120,736	7,968,156	6,051,001	5,862,854		8,372,828	
Assigned to Housing service fund	1,889,283	1,961,413	1,965,171	1,946,228	2,037,598	2,053,698		1,914,069	
Assigned to Transit capital fund	8,530,302	19,567,900	20,177,125	24,319,400	19,910,172	21,037,892		20,009,400	
Unrestricted	9,227,272	3,674,403	2,804,671	1,569,909	6,670,480	9,464,609		1,154,457	

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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	2026		YTD as of 9/30/2026		Variance	2027	Year over Year Budget change
Revenue	Actual	Actual	Approved Budget	Forecast	Budget	Actual	Favorable/ (Unfavor)	Proposed Budget	Favorable/ (Unfavor)
Farebox Revenue	45,417	22,970	-	-	-	-	-	-	-
Employer Bulk Pass Sales	13,316	26,509	37,800	27,000	32,138	25,098	(7,040)	30,000	(7,800)
Direct Pass Sales Revenue	7,529	11,031	10,080	26,000	7,560	21,749	14,189	25,000	14,920
Mobile Fare Sales	27,919	165,226	152,250	170,000	107,127	130,519	23,392	175,000	22,750
On Board Bus Advertising	10,074	16,842	2,000	4,615	1,499	4,615	3,115	-	(2,000)
Interest Revenue	983,272	1,459,332	900,000	1,300,000	675,000	1,005,435	330,435	1,200,000	300,000
Miscellaneous Revenue	1,100	11,988	11,000	11,000	8,247	9,318	1,071	11,000	-
Rent Income	3,000	6,600	9,900	9,900	7,422	22,480	15,058	30,872	20,972
Core Transit Sales Tax	12,675,258	13,014,120	12,900,000	12,900,000	10,478,761	10,420,995	(57,766)	12,851,328	(48,672)
Core DMV Sales Tax	83,094	88,275	78,000	76,000	55,810	53,316	(2,494)	78,000	-
ECO Transit Sales Tax	4,979,548	13,357,649	12,800,000	13,050,000	9,779,175	9,989,515	210,340	13,187,607	387,607
FTA 5304 Operating Revenue	-	23,743	-	-	-	-	-	-	-
FTA 5311 Operating Revenue	-	446,416	459,809	859,809	459,809	859,809	400,000	679,603	219,794
ECO Transit Reserve Transfers	1,551,737	10,084,890	-	-	-	-	-	-	-
Other grant revenue	-	117,981	-	-	-	-	-	-	-
Contributions from other entities	-	-	-	-	-	30,750	30,750	30,750	30,750
Service Agreement Revenue - MIRA	36,010	88,468	84,000	79,000	62,975	59,039	(3,936)	79,950	(4,050)
Service Agreement Revenue - HHS	34,567	97,200	102,060	102,060	76,514	76,545	31	107,163	5,103
Total Revenue	**20,451,841**	**39,039,239**	**27,546,899**	**28,615,384**	**21,752,037**	**22,709,181**	**957,144**	**28,486,273**	**939,374**
Expenditures									
Admin of Vehicle Operations	669,610	2,353,040	2,332,135	2,290,935	1,738,289	1,701,602	36,687	2,820,274	(488,139)
Vehicle Operations	2,949,721	5,722,665	6,100,226	6,249,204	4,484,998	4,406,511	78,487	6,753,399	(653,173)
Admin of Paratransit Operations	470	3,346	26,360	8,700	19,095	8,637	10,458	49,800	(23,440)
Paratransit Operations	65,671	257,940	183,849	198,946	143,192	158,771	(15,579)	214,423	(30,574)
Safety and Training	132,312	296,241	334,719	309,036	246,646	213,817	32,828	369,390	(34,671)
Admin of Fleet Maintenance	516,571	1,386,056	1,526,848	1,861,592	1,145,429	1,390,236	(244,807)	1,884,152	(357,304)
Fleet Maintenance	1,041,090	2,913,860	2,729,512	2,532,122	2,048,800	1,856,398	192,402	2,941,091	(211,579)
Facilities Maintenance	389,916	713,873	664,411	661,751	497,562	471,945	25,617	561,113	103,298
General & Admin	3,320,712	4,391,137	4,765,354	4,023,249	3,561,273	3,205,255	356,018	3,043,415	1,721,939
Finance & Risk Management	1,043,208	2,452,293	2,747,214	3,012,043	2,067,975	2,167,712	(99,737)	3,405,649	(658,435)
Information Technology	598,650	768,013	835,033	804,832	631,173	589,000	42,172	877,323	(42,290)
Planning	320,922	719,041	384,167	263,010	288,023	190,528	97,495	360,459	23,708
Marketing and Customer service	435,426	463,079	572,276	550,739	416,121	390,600	25,521	641,878	(69,602)
Total Expenditures before transfer	**11,484,279**	**22,440,583**	**23,202,104**	**22,766,159**	**17,288,575**	**16,751,012**	**537,563**	**23,922,366**	**(720,262)**
Transfers (In)/Out									
Fund transfer [Back to Agenda] nd	**1,000,000**	**320,000**	**330,000**	**330,000**	**330,000**	**330,000**	**-**	**340,000**	**(10,000)**
Fund transfer to/(from) Capital Fund	**1,725,088**	**16,819,520**	**2,000,000**	**6,000,000**	**2,000,000**	**2,000,000**	**-**	**3,000,000**	**(1,000,000)**
Fund transfer to/(from) Air Fund	**700,855**	**848,610**	**1,500,000**	**1,500,000**	**-**	**-**	**-**	**1,200,000**	**300,000**
Excess revenue over/(under) Exp.	**5,541,619**	**(1,389,474)**	**514,795**	**(1,980,775)**	**2,133,462**	**3,628,169**	**1,494,707**	**23,907**	**2,369,636**
Beginning Fund Balance	8,049,680	13,591,298	11,106,676	12,201,824	11,106,676	12,201,824		10,221,049	
Ending Fund Balance	13,591,298	12,201,824	11,621,471	10,221,049	13,240,138	15,829,993		10,244,956	
Fund Balance Breakdown									
Tabor Restricted	344,528	673,217	696,063	682,985	669,743	669,743		717,671	
Operating Reserve	4,019,498	7,854,204	8,120,736	7,968,156	7,813,668	7,813,668		8,372,828	
Unrestricted	9,227,272	3,674,403	2,804,671	1,569,909	4,756,727	7,346,582		1,154,457	

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

	2024	2025	2026		YTD as of 9/30/2026		Variance	2027	Year over Year Budget change
Account Name	**Actual**	**Actual**	**Approved Budget**	**Forecast**	**Budget**	**Actual**	**Favorable/ (Unfavor)**	**Proposed Budget**	**Favorable/ (Unfavor)**
Rent - Leased Properties	62,890	13,233	-	-	-	-	-	-	-
Rent-owned properties- Quail run 106-4 &107-2	17,148	54,932	58,332	59,000	43,731	45,093	1,362	49,546	(8,786)
Rent-leased properties- Lake creek village	13,867	67,294	67,385	57,000	50,519	42,420	(8,099)	61,440	(5,945)
Rent-owned properties-Gypsum Apt	2,400	18,111	27,000	20,300	20,242	15,477	(4,764)	23,520	(3,480)
Rent-leased properties- Riverdance	10,477	35,713	49,600	19,200	37,185	14,400	(22,785)	17,280	(32,320)
Rent-leased properties- Broadway	10,471	25,015	26,520	26,520	19,882	18,732	(1,150)	27,360	840
Rent-leased properties- Miller ranch rd.	11,554	57,217	60,480	60,480	45,342	45,372	30	61,560	1,080
Rent-leased properties- Eby creek	4,797	56,666	67,200	62,000	50,380	47,117	(3,263)	69,120	1,920
Rent Leased Properties- The Pike	3,964	23,871	52,212	20,000	37,159	7,431	(29,728)	147,840	95,628
Rent Leased Properties- Parkside	-	-	-	43,000	-	28,755	28,755	54,720	54,720
Rent Leased Properties- Eagle lockoff	-	-	-	3,900	-	600	600	14,400	14,400
Total Revenue	**137,567**	**352,051**	**408,729**	**371,400**	**304,440**	**265,396**	**(39,044)**	**526,786**	**118,057**
Expenditures									
Housing Project - Consulting Fee	10,425	-	40,000	-	40,000	-	40,000	-	40,000
Contract Services General	3,397	5,320	11,000	11,000	8,247	5,745	2,502	13,000	(2,000)
WIFI And Utilites	-	13,052	9,000	15,000	6,747	11,356	(4,609)	22,640	(13,640)
Employee housing onboarding expense	-	1,760	2,960	-	2,219	-	2,219	-	2,960
Materials & Supplies	9,207	6,357	10,000	12,000	7,497	10,273	(2,776)	13,085	(3,085)
HOA Dues	-	8,640	8,640	8,640	6,477	6,480	(3)	8,640	-
Other Expense	-	-	-	-	-	-	-	-	-
LCV - Materials & Supplies	-	4,099	1,300	3,000	975	2,423	(1,449)	1,300	-
LCV - Rent Expense	82,463	86,599	126,696	92,000	94,984	67,988	26,996	86,880	39,816
KRC - Materials & Supplies	-	885	1,300	500	975	68	907	-	1,300
KRC - Rent Expense	-	44,603	48,500	52,000	36,360	38,795	(2,435)	52,100	(3,600)
Riverdance - Materials & Supplies	-	-	1,300	-	975	-	975	1,300	-
Riverdance - Rent Expense	100,142	66,650	81,220	30,280	60,891	22,480	38,411	31,440	49,780
Broadway - Materials & Supplies	-	502	1,300	1,300	975	779	195	1,300	-
Broadway - Rent Expense	600	36,000	36,000	36,000	26,989	27,000	(11)	36,000	-
CMC - Materials & Supplies	-	-	1,300	1,300	975	375	599	1,300	-
CMC - Rent Expense	80	120,840	122,692	125,000	91,982	92,088	(106)	129,600	(6,908)
Overlook @ Eby creek - Materials & Supplies	-	2,856	1,300	1,300	975	36	938	1,300	-
Overlook @ Eby creek - Rent Expense	39,702	133,300	117,563	159,000	88,137	118,303	(30,166)	144,960	(27,397)
The Pike - Materials & Supplies	-	-	1,300	1,300	975	424	550	1,300	-
The Pike Rent Expense	2,268	68,460	114,335	93,000	83,636	48,993	34,643	247,200	(132,865)
Parkside Rent Expense	-	-	-	69,500	-	48,035	(48,035)	84,000	(84,000)
Eagle Lockoff Rent Expense	-	-	-	7,200	-	1,468	(1,468)	21,600	(21,600)
Total Expenditures	**[illegible]**	**599,921**	**737,706**	**719,320**	**560,989**	**503,111**	**57,878**	**898,945**	**(161,239)**
Transfer from General Fund	(1,000,000)	(320,000)	(330,000)	(330,000)	(330,000)	(330,000)	-	(340,000)	10,000
Revenue Over/(Under) Expenditures	**889,283**	**72,130**	**1,023**	**(17,920)**	**73,450**	**92,285**	**18,835**	**(32,159)**	**(33,182)**
Fund Balance - Beginning	1,000,000	1,889,283	1,964,148	1,964,148	1,964,148	1,961,413		1,946,228	
Fund Balance - Ending	**1,889,283**	**1,961,413**	**1,965,171**	**1,946,228**	**2,037,598**	**2,053,698**		**1,914,069**	

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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 Number	Account Name	2024 Actual	2025 Actual	2026 Approved Budget	2026 Forecast	YTD as of 9/30/2026 Budget	YTD as of 9/30/2026 Actual	Variance Favorable/ (Unfavor)	2027 Proposed Budget	Year over Year Budget change Favorable/ (Unfavor)
02-60-522000-000	Capital Outlay - Revenue Vehicles	-	5,036,284	760,000	835,000	760,000	-	760,000	2,300,000	(1,540,000)
02-60-522000-000	Capital Outlay - Service Vehicles	90,248	197,525	55,000	65,000	55,000	-	55,000	-	55,000
02-60-522000-000	Capital Outlay - Refurb./Rebuilt Rev. Vehicles	-	447,210	-	460,000	-	276,337	(276,337)	180,000	(180,000)
02-61-522000-000	Capital Outlay - Passenger Stations		-	125,000	-	93,713	-	93,713	662,500	(537,500)
02-61-522000-000	Capital Outlay - future facility project		-	-	-	-	-	-	4,000,000	(4,000,000)
02-61-522000-000	Capital Outlay - Maintenance Buildings		-	50,000	-	50,000	-	50,000	-	50,000
02-61-522000-000	Capital Outlay - Other Capital Investment		-	450,000	-	337,365	-	337,365	450,000	-
02-62-522000-000	Capital Outlay - Comm./Information Systems	-	-	332,500	332,500	249,375	215,626	33,749	247,500	85,000
02-62-522000-001	Capital Outlay- Other Capital Investment	39,143	179,725	50,000	50,000	50,000	38,045	11,955	-	50,000
	Total Capital Expenditures	**129,391**	**5,860,743**	**1,822,500**	**1,742,500**	**1,595,453**	**530,008**	**1,065,445**	**7,840,000**	**(6,017,500)**
02-00-408020-010	Transfer from GF	(1,725,088)	(16,819,520)	(2,000,000)	(6,000,000)	(2,000,000)	(2,000,000)	-	(3,000,000)	1,000,000
02-60-413990-203	FTA 5339 Capital Revenue	-	-	(494,000)	(494,000)	-	-	-	(530,000)	36,000
02-09-407990-100	Gain/Loss on sale of assets	-	(78,821)	-	-	-	-	-	-	-
02-61-409010-020	ECO Transit Reserve Transfers	(4,934,605)	-	-	-	-	-	-	-	-
	Total Other Financing Sources	**(6,659,693)**	**(16,898,341)**	**(2,494,000)**	**(6,494,000)**	**(2,000,000)**	**(2,000,000)**	**-**	**(3,530,000)**	**1,036,000**
	Excess of Revenues and Other financing sources Over (Under) Expenditures	**6,530,302**	**11,037,598**	**671,500**	**4,751,500**	**404,548**	**1,469,992**	**1,065,445**	**(4,310,000)**	**4,981,500**
	Fund Balance - Beginning	2,000,000	8,530,302	19,505,625	19,567,900	19,505,625	19,567,900		24,319,400	
	Fund Balance - Ending	**8,530,302**	**19,567,900**	**20,177,125**	**24,319,400**	**19,910,172**	**21,037,892**		**20,009,400**	**167,725**

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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 Actual	2025 Actual	2026 Approved Budget	2026 Forecast	YTD as of 9/30/2026 Budget	YTD as of 9/30/2026 Actual	Variance Favorable/ (Unfavor)	2027 Proposed Budget	Year over Year Budget change Favorable/ (Unfavor)
Minimum Revenue Guarantees	700,855	848,610	1,500,000	1,500,000	-	-	-	1,200,000	300,000
Total Expenditures	**700,855**	**848,610**	**1,500,000**	**1,500,000**	**-**	**-**	**-**	**1,200,000**	**300,000**
Transfer From General Fund	(700,855)	(848,610)	(1,500,000)	(1,500,000)	-	-	-	(1,200,000)	(300,000)
Excess of Revenues and Other financing sources Over (Under) Expenditures	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
Fund Balance - Beginning	-	-	-	-	-	-		-	
Fund Balance - Ending	**-**	**-**	**-**	**-**	**-**	**-**		**-**	**-**

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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 Actual	2025 Actual	2026 Approved Budget	2026 Forecast	YTD as of 9/30/2026 Budget	YTD as of 9/30/2026 Actual	Variance Favorable/ (Unfavor)	2027 Proposed Budget	Year over Year Budget change Favorable/ (Unfavor)
Farebox Revenue	45,417	22,970	-	-	-	-	-	-	-
Employer Bulk Pass Sales	13,316	26,509	37,800	27,000	32,138	25,098	(7,040)	30,000	(7,800)
Direct Pass Sales Revenue	7,529	11,031	10,080	26,000	7,560	21,749	14,189	25,000	14,920
Mobile Fare Sales	27,919	165,226	152,250	170,000	107,127	130,519	23,392	175,000	22,750
On Board Bus Advertising	10,074	16,842	2,000	4,615	1,499	4,615	3,115	-	(2,000)
Interest Revenue	983,272	1,459,332	900,000	1,300,000	675,000	1,005,435	330,435	1,200,000	300,000
Miscellaneous Revenue	1,128	11,988	11,000	11,000	8,247	9,318	1,071	11,000	-
Rent Income	3,000	6,600	9,900	9,900	7,422	22,480	15,058	30,872	20,972
Core Transit Sales Tax	12,675,258	13,014,120	12,900,000	12,900,000	10,478,761	10,420,995	(57,766)	12,851,328	(48,672)
Core DMV Sales Tax	83,094	88,275	78,000	76,000	55,810	53,316	(2,494)	78,000	-
ECO Transit Sales Tax	4,979,548	13,357,649	12,800,000	13,050,000	9,779,175	9,989,515	210,340	13,187,607	387,607
FTA 5304 Operating Revenue	-	23,743	-	-	-	-	-	-	-
FTA 5311 Operating Revenue	-	446,416	459,809	859,809	459,809	859,809	400,000	679,603	219,794
ECO Transit Reserve Transfers	1,551,737	10,084,890	-	-	-	-	-	-	-
Other grant revenue	-	117,981	-	-	-	-	-	-	-
Contributions from other entities	-	-	-	-	-	30,750	30,750	30,750	30,750
Service Agreement Revenue - MIRA	36,010	88,468	84,000	79,000	62,975	59,039	(3,936)	79,950	(4,050)
Service Agreement Revenue - HHS	34,567	97,200	102,060	102,060	76,514	76,545	31	107,163	5,103
Total Revenue	**20,451,869**	**39,039,239**	**27,546,899**	**28,615,384**	**21,752,037**	**22,709,181**	**957,144**	**28,486,273**	**939,374**

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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 Actual	2025 Actual	2026 Approved Budget	2026 Forecast	YTD as of 9/30/2026 Budget	YTD as of 9/30/2026 Actual	Variance Favorable/ (Unfavor)	2027 Proposed Budget	Year over Year Budget change Favorable/ (Unfavor)
Expenditures									
AVO Admin Salaries	354,950	1,161,058	1,512,207	1,462,207	1,139,906	1,084,850	55,056	1,795,958	(283,751)
AVO Admin Salaries - OT	20,003	190,599	102,162	162,162	76,991	150,556	(73,566)	132,681	(30,519)
AVO Medicare Tax	7,665	22,972	24,517	24,817	18,380	18,835	(455)	29,388	(4,871)
AVO Social Security Tax	28,407	102,590	104,830	105,830	78,591	80,538	(1,947)	125,659	(20,829)
AVO Retirement	26,481	94,620	158,865	144,865	119,101	104,418	14,683	170,467	(11,602)
AVO Unemployment Tax	505	861	8,454	4,454	6,338	2,256	4,081	8,107	347
AVO Sick Pay	13,935	44,623	-	-	-	-	-	-	-
AVO Holiday Pay	51,331	86,245	76,440	76,440	43,680	43,854	(174)	98,118	(21,678)
AVO Vacation Pay	6,200	63,165	-	-	-	-	-	-	-
AVO Benefit Expense	1,800	-	-	-	-	-	-	-	-
Total Personnel Expenditures	**511,277**	**1,766,734**	**1,987,475**	**1,980,775**	**1,482,987**	**1,485,308**	**(2,321)**	**2,360,378**	**(372,903)**
Other Expenditures									
Software/Network Fees	8,219	30,103	27,660	27,660	20,737	19,175	1,561	32,796	(5,136)
AVO Uniforms	30,073	47,752	18,000	23,000	12,053	21,236	(9,183)	28,000	(10,000)
AVO Consulting - ITS	-	155,678	167,000	167,000	125,200	125,146	54	245,000	(78,000)
AVO Temporary Help Services	5,940	19,940	-	-	-	-	-	-	-
AVO Printing Expense	-	-	5,000	-	3,750	-	3,750	5,000	-
AVO Office Supplies General	1,390	3,476	8,000	3,500	6,500	717	5,783	8,000	-
AVO Computer Supplies	-	4,468	34,000	5,000	25,490	60	25,430	34,000	-
AVO Materials & Supplies	2,243	9,382	8,000	6,000	5,998	2,759	3,238	8,000	-
AVO Travel - Meetings/Seminars	3,422	10,441	16,000	8,000	9,332	4,610	4,721	20,000	(4,000)
AVO Training/Workshop	7,500	19,075	15,000	25,000	11,250	22,992	(11,742)	3,000	12,000
AVO Employee Meeting & Event Expense	1,551	12,255	11,000	11,000	8,247	9,112	(866)	13,100	(2,100)
AVO Staff Approved Donations	5,338	49,563	20,000	20,000	15,000	2,425	12,575	20,000	-
AVO Miscellaneous Employee Reimbursements	220	1,594	1,000	1,000	750	141	609	1,000	-
AVO Fare collection expense	1,336	7,653	12,000	11,000	8,996	6,667	2,330	42,000	(30,000)
AVO Treasurer Fees	49,795	110,317	-	-	-	-	-	-	-
AVO Bus Rodeo Expenditures	1,306	4,608	2,000	2,000	2,000	1,253	747	-	2,000
AVO Vehicle Operating Leases	40,000	100,000	-	-	-	-	-	-	-
Total Other Expenditures	**158,333**	**586,306**	**344,660**	**310,160**	**255,302**	**216,294**	**39,008**	**459,896**	**(115,236)**
Total Expenditures	**669,610**	**2,353,040**	**2,332,135**	**2,290,935**	**1,738,289**	**1,701,602**	**36,687**	**2,820,274**	**(488,139)**

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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

	2024	2025	2026		YTD as of 9/30/2026		Variance	2027	Year over Year Budget change
Account Name	**Actual**	**Actual**	**Approved Budget**	**Forecast**	**Budget**	**Actual**	**Favorable/ (Unfavor)**	**Proposed Budget**	**Favorable/ (Unfavor)**
Expenditures									
VO Operator Wages - OT	249,527	676,239	569,022	660,000	410,348	506,550	(96,203)	537,995	31,027
VO Operator Wages - FT	2,001,488	3,683,878	4,377,092	4,507,092	3,259,155	3,191,309	67,846	4,961,581	(584,489)
VO Medicare Tax	38,654	76,919	75,564	78,564	54,180	57,604	(3,424)	84,588	(9,024)
VO Social Security Tax	164,601	328,895	323,099	335,099	242,227	246,306	(4,079)	361,687	(38,588)
VO Retirement	192,796	410,351	464,226	390,226	348,030	265,082	82,949	450,131	14,095
VO Unemployment Tax	5,259	4,835	26,056	13,056	19,534	9,168	10,366	23,335	2,721
VO Holiday Pay	188,952	268,717	265,167	265,167	151,524	131,222	20,302	334,082	(68,915)
VO Sick Pay	50,477	124,996	-	-	-	-	-	-	-
VO Operator Vacation Pay	57,572	195,764	-	-	-	-	-	-	-
VO Miscellaneous Employee Expense	-	(48,326)	-	-	-	(821)	821	-	-
VO Miscellaneous Employee Reimbursem	394	397	-	-	-	91	(91)	-	-
Total Personnel Expenditures	**2,949,721**	**5,722,665**	**6,100,226**	**6,249,204**	**4,484,998**	**4,406,511**	**78,487**	**6,753,399**	**(653,173)**
Total Expenditures	**2,949,721**	**5,722,665**	**6,100,226**	**6,249,204**	**4,484,998**	**4,406,511**	**78,487**	**6,753,399**	**(653,173)**

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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 Actual	2025 Actual	2026 Approved Budget	2026 Forecast	YTD as of 9/30/2026 Budget	YTD as of 9/30/2026 Actual	Variance Favorable/ (Unfavor)	2027 Proposed Budget	Year over Year Budget change Favorable/ (Unfavor)
Expenditures									
PVO Paratransit Operator Wages	48,813	177,344	137,045	150,000	109,614	125,650	(16,036)	160,493	(23,448)
PVO Paratransit Operator Wages - OT	1,192	6,906	10,964	8,000	8,223	4,227	3,996	12,673	(1,709)
PVO Medicare Tax	891	3,576	2,272	2,572	1,703	1,994	(291)	2,649	(377)
PVO Social Security Taxes	3,809	15,291	9,716	11,216	7,284	8,527	(1,243)	11,328	(1,612)
PVO Retirement	875	11,020	14,574	17,574	10,926	13,070	(2,144)	17,004	(2,430)
PVO Unemployment Taxes	66	159	784	584	588	255	333	731	53
PVO Sick Pay	2,968	13,900	-	-	-	-	-	-	-
PVO Operator Holiday Pay	6,273	12,429	8,494	9,000	4,854	5,048	(195)	9,545	(1,051)
PVO Vacation Pay	783	17,316	-	-	-	-	-	-	-
Total Personnel Expenditures	**65,671**	**257,940**	**183,849**	**198,946**	**143,192**	**158,771**	**(15,579)**	**214,423**	**(30,574)**
Other Expenditures									
APO Paratransit Contract Svs - Towing	-	-	2,000	-	1,500	-	1,500	-	2,000
APO Contract Services	430	3,346	13,500	8,600	9,450	8,553	897	10,000	3,500
APO Paratransit Fuel - Unleaded	-	-	6,060	-	4,545	-	4,545	35,000	(28,940)
APO Paratransit Repair Parts	40	-	4,800	100	3,600	84	3,516	4,800	-
Total Other Expenditures	**470**	**3,346**	**26,360**	**8,700**	**19,095**	**8,637**	**10,458**	**49,800**	**(23,440)**
Total Expenditures	**66,142**	**261,287**	**210,209**	**207,646**	**162,287**	**167,407**	**(5,121)**	**264,223**	**(54,014)**

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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 Actual	2025 Actual	2026 Approved Budget	2026 Forecast	YTD as of 9/30/2026 Budget	YTD as of 9/30/2026 Actual	Variance Favorable/ (Unfavor)	2027 Proposed Budget	Year over Year Budget change Favorable/ (Unfavor)
Expenditures									
ST Admin Salaries	73,215	161,505	193,555	188,000	145,166	138,262	6,905	217,195	(23,640)
ST Staff OT	4,964	7,465	6,920	11,000	5,188	8,719	(3,531)	7,805	(885)
ST Medicare Tax	1,242	3,093	2,907	2,907	2,179	2,134	46	3,399	(492)
ST Social Security Taxes	5,308	11,928	12,429	12,429	9,318	9,123	195	14,533	(2,104)
ST Retirement	5,730	13,918	19,356	18,000	14,511	13,705	806	21,720	(2,364)
ST Unemployment Taxes	148	102	1,002	600	751	312	439	938	64
ST Sick Pay	2,476	2,601	-	-	-	-	-	-	-
ST Holiday Pay	4,218	8,823	-	-	-	-	-	6,300	(6,300)
ST Vacation Pay	1,385	7,442	-	-	-	-	-	-	-
Total Personnel Expenditures	**98,686**	**216,877**	**236,169**	**232,936**	**177,114**	**172,253**	**4,860**	**271,890**	**(35,721)**
Other Expenditures									
ST ID Badge Supplies	-	-	500	-	350	-	350	-	500
ST Medical - Exams and Testing	8,146	32,841	30,000	30,000	22,500	22,477	23	30,000	-
ST Contracted Services	10,546	7,213	12,000	6,500	-	5,133	(5,133)	12,000	-
ST Consulting	-	-	-	-	-	-	-	-	-
ST Security Services	-	-	-	-	-	-	-	-	-
ST Substance Abuse Program Audits	-	-	2,000	-	2,000	-	2,000	-	2,000
ST Camera Maintenance Agreement	-	18,507	22,800	19,600	18,000	-	18,000	22,000	800
ST Office Supplies - General	-	7,720	4,000	3,000	2,999	1,591	1,407	2,500	1,500
ST Materials & Supplies	-	110	2,000	-	1,499	396	1,103	-	2,000
ST Training Supplies	1,134	3,968	3,000	3,000	2,249	2,283	(34)	4,000	(1,000)
ST Emergency Preparedness Supplies	-	1,413	5,000	3,500	3,749	1,720	2,029	2,000	3,000
ST Memberships & Subscriptions	-	1,252	1,000	1,500	750	1,363	(613)	2,000	(1,000)
ST Travel - Meetings/Seminars	2,650	748	1,750	-	1,312	-	1,312	3,000	(1,250)
ST Training/Workshop	1,550	2,990	1,000	2,500	750	2,055	(1,305)	2,000	(1,000)
ST Employee Expenses	-	-	500	500	375	422	(47)	1,000	(500)
ST Bus Rodeo Expenditures	9,600	2,492	13,000	6,000	13,000	4,123	8,877	17,000	(4,000)
ST Consulting General	-	110	-	-	-	-	-	-	-
Total Other Expenditures	**33,626**	**79,364**	**98,550**	**76,100**	**69,532**	**41,564**	**27,968**	**97,500**	**1,050**
Total Expenditures	**132,312**	**296,241**	**334,719**	**309,036**	**246,646**	**213,817**	**32,828**	**369,390**	**(34,671)**

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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

	2024	2025	2026		YTD as of 9/30/2026		Variance	2027	Year over Year Budget change
Account Name	**Actual**	**Actual**	**Approved Budget**	**Forecast**	**Budget**	**Actual**	**Favorable/ (Unfavor)**	**Proposed Budget**	**Favorable/ (Unfavor)**
Expenditures									
AVMO Admin Salaries	42,248	65,308	99,956	96,400	74,937	71,488	3,449	100,933	(977)
AVMO Medicare Tax	648	1,521	1,449	1,449	1,086	1,160	(74)	1,464	(15)
AVMO Social Security Taxes	2,771	4,697	6,197	6,197	4,646	4,960	(314)	6,258	(61)
AVMO Retirement	1,599	1,520	9,996	5,996	7,494	3,649	3,845	10,093	(97)
AVMO Unemployment Taxes	80	56	500	300	375	153	222	404	96
AVMO Holiday Pay	1,451	3,405	-	-	-	1,500	(1,500)	-	-
AVMO Vacation Pay	-	5,986	-	-	-	-	-	-	-
Total Personnel Expenditures	**48,798**	**82,492**	**118,098**	**110,342**	**88,538**	**82,911**	**5,627**	**119,152**	**(1,054)**
Other Expenditures									
AVMO Temporary Help Services	-	31,222	-	-	-	-	-	-	-
AVMO Outside Repair - Support Vehicle	-	30	2,250	2,250	1,687	3,841	(2,154)	5,000	(2,750)
AVMO Lubricants - Oil	12,644	30,989	40,000	40,000	29,988	24,480	5,508	50,000	(10,000)
AVMO Fuel - Unleaded	18,865	85,906	80,000	90,000	59,976	60,230	(254)	80,000	-
AVMO Fuel - Diesel	435,864	1,150,866	1,260,000	1,600,000	944,622	1,207,882	(263,260)	1,600,000	(340,000)
AVMO Fuel - Electricity	-	-	20,000	13,000	14,994	7,890	7,104	20,000	-
AVMO Office Supplies - General	400	2,360	2,000	500	1,500	82	1,418	2,000	-
AVMO Travel - Meetings/Seminars	-	10	3,000	3,000	3,000	1,043	1,957	5,000	(2,000)
AVMO Employee Event Expenses	-	2,180	1,500	2,500	1,125	1,878	(753)	3,000	(1,500)
Total Other Expenditures	**467,773**	**1,303,564**	**1,408,750**	**1,751,250**	**1,056,891**	**1,307,325**	**(250,434)**	**1,765,000**	**(356,250)**
Total Expenditures	**516,571**	**1,386,056**	**1,526,848**	**1,861,592**	**1,145,429**	**1,390,236**	**(244,807)**	**1,884,152**	**(357,304)**

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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 Actual	2025 Actual	2026 Approved Budget	2026 Forecast	YTD as of 9/30/2026 Budget	YTD as of 9/30/2026 Actual	Variance Favorable/ (Unfavor)	2027 Proposed Budget	Year over Year Budget change Favorable/ (Unfavor)
Expenditures									
VMO Fleet Care Tech Salaries	72,815	155,768	235,629	236,629	176,651	177,609	(958)	252,460	(16,831)
VMO Fleet Care Tech - OT	2,145	8,097	18,850	18,850	14,132	14,386	(255)	19,531	(681)
VMO Medicare Tax	1,268	2,877	3,885	3,885	2,913	2,938	(25)	4,179	(294)
VMO Social Security Taxes	5,422	12,304	16,611	16,611	12,453	12,561	(108)	17,870	(1,259)
VMO Retirement	3,429	9,401	24,907	20,007	18,673	14,200	4,473	26,869	(1,962)
VMO Unemployment Taxes	197	225	1,340	700	1,005	491	514	1,153	187
VMO Sick Pay	1,714	9,037	-	-	-	-	-	-	-
VMO Holiday Pay	6,956	11,613	13,440	13,440	7,680	7,299	381	16,229	(2,789)
VMO Vacation Pay	3,293	7,184	-	-	-	-	-	-	-
Total Personnel Expenditures	**97,239**	**216,507**	**314,662**	**310,122**	**233,506**	**229,484**	**4,022**	**338,291**	**(23,629)**
Other Expenditures									
VMO Uniforms	487	1,000	1,000	1,000	1,000	237	763	800	200
VMO Fire Extinguishers	-	4,345	6,000	6,500	4,500	6,077	(1,577)	6,000	-
VMO Radio Maintenance	7,958	-	2,100	-	2,100	-	2,100	5,000	(2,900)
VMO Equip. Repairs - Shop Equipment	-	1,436	7,500	22,000	5,625	19,071	(13,446)	7,500	-
VMO Contract Svc - Maint	925,184	2,624,898	2,300,000	2,100,000	1,724,310	1,541,901	182,409	2,300,000	-
VMO Contract Svc - Bus wash	-	-	-	-	-	-	-	185,000	(185,000)
VMO Contract Services - Towing	7,650	28,644	35,000	35,000	26,240	27,003	(763)	35,000	-
VMO Cosmetic Maintenance Exterior	-	20,219	30,000	30,000	22,500	15,672	6,828	30,000	-
VMO Cleaning Supplies - Vehicles	683	9,419	14,400	12,000	10,796	6,912	3,884	10,000	4,400
VMO Shop Supplies Misc	1,890	3,447	5,000	3,500	5,000	4,479	521	5,000	-
VMO Mechanic Tools/Shoes	-	229	6,350	2,000	6,350	1,084	5,266	6,000	350
VMO Small Tools & Equipment	-	1,216	1,500	1,500	1,125	1,698	(574)	1,500	-
VMO Decals - Fixed Route	-	-	5,000	5,000	5,000	-	5,000	10,000	(5,000)
VMO Repair Parts - Fixed Route	-	2,331	-	2,500	-	2,379	(2,379)	-	-
VMO Permits & Licenses	-	168	1,000	1,000	750	401	349	1,000	-
Total Other Expenditures	**943,851**	**2,697,352**	**2,414,850**	**2,222,000**	**1,815,294**	**1,626,914**	**188,380**	**2,602,800**	**(187,950)**
Total Expenditures	**1,041,090**	**2,913,860**	**2,729,512**	**2,532,122**	**2,048,800**	**1,856,398**	**192,402**	**2,941,091**	**(211,579)**

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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 Actual	2025 Actual	2026 Approved Budget	2026 Forecast	YTD as of 9/30/2026 Budget	YTD as of 9/30/2026 Actual	Variance Favorable/ (Unfavor)	2027 Proposed Budget	Year over Year Budget change Favorable/ (Unfavor)
Expenditures									
FAM-M Contract Svc - General	8,848	6,839	12,000	4,000	9,000	-	9,000	-	12,000
FAM-M Contracted service - other	-	-	10,000	6,000	7,497	3,191	4,306	10,000	-
Total FM Expenditures - MSC	**8,848**	**6,839**	**22,000**	**10,000**	**16,497**	**3,191**	**13,306**	**10,000**	**12,000**
Expenditures									
FAM-L Contract Svc - General	10,597	9,927	15,000	25,000	11,246	22,467	(11,221)	40,000	(25,000)
FAM-L Contract Services	-	43,500	7,500	4,000	5,623	1,205	4,418	7,500	-
FAM-L Cleaning Supplies - Leadville	-	274	5,000	2,000	3,749	804	2,945	5,000	-
FAM-L Utilities - Leadville	2,520	8,295	8,000	10,000	5,998	7,430	(1,433)	13,000	(5,000)
FAM-L Leases and Rentals	133,576	-	-	-	-	-	-	-	-
Total FM Expenditures - Leadville	**146,693**	**61,996**	**35,500**	**41,000**	**26,614**	**31,905**	**(5,291)**	**65,500**	**(30,000)**
Expenditures									
FAM-A Contract Svc - General	-	224,117	185,000	165,000	138,695	106,525	32,170	-	185,000
FAM-A Electrical Related Expenditures	-	3,029	5,000	-	3,749	-	3,749	-	5,000
FAM-A Leases and Rentals-Oper Yards or Stations	73,699	111,165	110,000	159,000	82,467	118,665	(36,198)	164,000	(54,000)
Total FM Expenditures - Avon	**73,699**	**338,311**	**300,000**	**324,000**	**224,910**	**225,190**	**(280)**	**164,000**	**136,000**
FM stops - Personnel									
MPS Admin Salaries	-	40,731	74,963	77,000	56,200	59,025	(2,826)	79,667	(4,704)
MPS Admin - OT	-	1,316	5,997	7,000	4,496	5,449	(953)	6,207	(210)
MPS Medicare Tax	-	624	1,174	1,174	880	937	(57)	1,306	(132)
Social Security Taxes	-	2,668	5,020	5,320	3,763	4,006	(242)	5,583	(563)
MPS Retirement	-	2,129	7,496	7,696	5,620	5,862	(243)	8,384	(888)
MPS unemployment	-	27	405	205	304	136	167	360	45
MPS Holiday pay	-	2,279	4,056	4,056	2,318	2,213	105	4,056	-
Total FM Expenditures - Stops	**-**	**49,774**	**99,111**	**102,451**	**73,580**	**77,628**	**(4,048)**	**105,563**	**(6,452)**
FM Stops - Other Expenditures									
MPS Contract Svc - General	101,828	244,612	153,300	153,300	114,975	117,713	(2,738)	153,300	-
MPS Equipment Rental	1,250	-	5,000	2,500	3,750	634	3,116	5,000	-
MPS Supplies & Materials	30,409	1,131	5,000	7,000	3,749	5,279	(1,530)	15,000	(10,000)
MPS Fuel - Unleaded	-	-	-	-	-	-	-	-	-
MPS Fuel - Diesel	-	-	12,000	-	8,996	-	8,996	12,000	-
MPS Uniform	-	-	500	500	500	490	10	750	(250)
MPS Bus Stop Supplies	917	9,860	30,000	20,000	22,491	9,465	13,026	30,000	-
MPS Utilites - Shelters	150	1,350	2,000	1,000	1,499	450	1,049	-	2,000
MPS Leases and Rentals	26,123	-	-	-	-	-	-	-	-
Total Other Expenditures - Stops	**160,676**	**256,953**	**207,800**	**184,300**	**155,960**	**134,030**	**21,930**	**216,050**	**(8,250)**
Total FM Stops Expenditures	**160,676**	**306,727**	**306,911**	**286,751**	**229,540**	**211,658**	**17,882**	**321,613**	**103,298**
Total FM Expenditures	**389,916**	**713,873**	**664,411**	**661,751**	**497,562**	**471,945**	**25,617**	**561,113**	**103,298**

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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

	2024	2025	2026		YTD as of 9/30/2026		Variance	2027	Year over Year Budget change
Account Name	**Actual**	**Actual**	**Approved Budget**	**Forecast**	**Budget**	**Actual**	**Favorable/ (Unfavor)**	**Proposed Budget**	**Favorable/ (Unfavor)**
Expenditures									
ADMIN Admin Salaries	695,848	879,677	1,118,698	1,106,698	838,688	828,856	9,832	969,878	148,820
ADMIN Salaries - OT	647	1,099	2,111	1,250	1,583	679	904	2,185	(74)
ADMIN Medicare Tax	12,315	15,989	15,962	16,900	11,967	12,703	(736)	14,072	1,890
ADMIN Social Security Taxes	48,167	63,198	68,250	70,000	51,167	52,102	(935)	60,170	8,080
ADMIN Retirement	58,959	96,127	109,870	109,870	82,370	81,617	752	96,988	12,882
ADMIN Unemployment Taxes	859	444	5,504	2,200	4,126	1,528	2,599	3,882	1,622
ADMIN Sick Pay	5,968	21,413	-	-	-	-	-	-	-
ADMIN Holiday Pay	24,825	53,370	-	-	-	-	-	-	-
ADMIN Vacation Pay	40,323	76,591	-	-	-	-	-	-	-
ADMIN Benefit Management Expenses	159,033	32,714	71,300	41,500	53,454	33,417	20,037	57,300	14,000
Total Personnel Expenditures	**1,046,945**	**1,240,623**	**1,391,695**	**1,348,418**	**1,043,354**	**1,010,901**	**32,452**	**1,204,475**	**187,220**
Other Expenditures									
ADMIN Public Notices	37	102	-	-	-	-	-	100	(100)
ADMIN Legal Svcs - Labor Counsel	2,000	118,713	10,560	19,000	7,917	14,215	(6,298)	12,000	(1,440)
ADMIN Legal Svcs - General	204,894	57,499	115,800	75,000	86,815	53,235	33,581	96,000	19,800
ADMIN Legal Svcs - Special	153	-	11,250	11,250	8,434	6,514	1,920	11,250	-
ADMIN Uniform	-	753	4,350	4,350	3,261	-	3,261	3,750	600
ADMIN Consulting	151,467	44,643	50,000	35,000	50,000	21,064	28,936	98,000	(48,000)
ADMIN Payroll/HRIS services	-	19,279	19,776	21,000	14,826	15,874	(1,048)	23,340	(3,564)
ADMIN Printing Expense	643	-	2,350	-	1,762	-	1,762	-	2,350
ADMIN Office Supplies - General	6,522	17,332	23,416	6,000	17,555	3,685	13,870	18,416	5,000
ADMIN Office Supplies - Copy Machine	-	4,990	6,400	6,400	4,798	3,882	916	8,000	(1,600)
Contributions	-	-	-	15,314	-	15,314	(15,314)	39,000	(39,000)
ADMIN Purchased Transportation Services	1,618,930	1,649,989	1,680,000	1,035,836	1,270,000	1,035,836	234,164	-	1,680,000
ADMIN Memberships & Subscriptions	20,203	68,981	70,825	91,000	53,119	90,150	(37,032)	79,725	(8,900)
ADMIN Travel - Meetings/Seminars	9,804	8,964	11,800	9,000	8,850	7,604	1,246	12,400	(600)
ADMIN Training/Workshop	-	1,455	15,300	5,500	11,500	3,932	7,568	10,800	4,500
ADMIN Board Meeting Expense	12,158	13,309	12,450	13,000	9,334	10,027	(694)	12,900	(450)
ADMIN Employee Development Program	300	25,781	36,700	20,000	27,514	8,371	19,143	24,500	12,200
ADMIN Employee Ev	5,370	18,126	23,850	23,850	17,649	16,240	1,409	12,400	11,450
ADMIN Employee Wellness Plan Expense	-	28,050	52,500	52,500	39,375	32,550	6,825	56,500	(4,000)
ADMIN Recruiting Employees	24,727	68,502	55,000	55,000	39,750	27,119	12,631	61,180	(6,180)
ADMIN Employee Recognition	14,940	193,014	207,080	207,080	120,106	103,065	17,041	218,990	(11,910)
Treasurer's fee	-	-	127,501	132,000	97,792	102,570	(4,778)	135,000	(7,499)
ADMIN Miscellaneous Expense	1,365	-	1,400	1,400	1,050	201	848	1,400	-
ADMIN Leases and Rentals	200,252	811,031	835,351	835,351	626,513	622,904	3,609	903,289	(67,938)
Total Other Expenditures	**2,273,767**	**3,150,514**	**3,373,659**	**2,674,831**	**2,517,920**	**2,194,354**	**323,566**	**1,838,940**	**1,534,719**
Total Expenditures	**3,320,712**	**4,391,137**	**4,765,354**	**4,023,249**	**3,561,273**	**3,205,255**	**356,018**	**3,043,415**	**1,721,939**

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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 Actual	2025 Actual	2026 Approved Budget	2026 Forecast	YTD as of 9/30/2026 Budget	YTD as of 9/30/2026 Actual	Variance Favorable/ (Unfavor)	2027 Proposed Budget	Year over Year Budget change Favorable/ (Unfavor)
Expenditures									
ACCT-RM Admin Salaries	148,368	181,937	259,537	259,537	194,575	190,867	3,708	274,057	(14,520)
ACCT-RM Medicare Tax	2,677	3,027	3,763	3,763	2,821	2,734	87	3,974	(211)
ACCT-RM Social Security Taxes	11,446	12,944	16,091	16,091	12,063	11,689	374	16,992	(901)
ACCT-RM Retirement	11,144	20,029	25,954	25,954	19,458	19,087	371	27,406	(1,452)
ACCT-RM Unemplyement Taxes	272	9,468	1,298	1,298	973	363	610	1,096	202
ACCT RM - Sick Pay	814	3,583	-	-	-	-	-	-	-
ACCT RM - Holiday Pay	3,453	10,160	-	-	-	-	-	-	-
ACCT RM - Vacation Pay	10,568	6,330	-	-	-	-	-	-	-
Admin Benefit Expense	16,668	-	-	-	-	-	-	-	-
Total Personnel Expenditures	**205,409**	**247,478**	**306,643**	**306,643**	**229,890**	**224,740**	**5,150**	**323,525**	**(16,882)**
Other Expenditures									
ACCT-RM Public Notices	-	-	500	-	250	-	250	-	500
ACCT-RM Contracted Services	141,500	69,105	15,000	7,000	12,250	4,917	7,333	15,300	(300)
ACCT-RM Audit Services	9,000	28,885	30,000	30,000	30,000	30,000	-	38,500	(8,500)
ACCT-RM Consulting	56,959	24,445	-	-	-	-	-	-	-
ACCT-RM Ins - General & Auto Liability	159,292	388,428	484,843	410,000	363,487	287,273	76,214	444,645	40,198
ACCT-RM Insurance - Losses	1,000	1,000	-	-	-	1,000	(1,000)	-	-
ACCT-RM Insurance Premium - WC	18,754	167,344	191,997	283,500	143,940	175,750	(31,810)	250,072	(58,075)
ACCT-RM Insurance - Admin	450,031	1,507,504	1,678,201	1,935,000	1,258,147	1,416,352	(158,205)	2,290,704	(612,503)
ACCT-RM Memberships & Subscriptions	-	14,295	36,230	35,500	27,162	25,668	1,494	35,003	1,227
ACCT-RM Travel - Meetings/Seminars	415	156	2,000	2,000	1,499	1,375	124	2,500	(500)
ACCT RM - Mileage Reimbursement	68	2,065	-	-	-	-	-	-	-
ACCT RM - Bank Adjustments/Fees	780	1,587	1,800	2,400	1,349	636	713	5,400	(3,600)
Total Other Expenditures	**837,799**	**2,204,815**	**2,440,571**	**2,705,400**	**1,838,085**	**1,942,971**	**(104,887)**	**3,082,124**	**(641,553)**
Total Expenditures	**1,043,208**	**2,452,293**	**2,747,214**	**3,012,043**	**2,067,975**	**2,167,712**	**(99,737)**	**3,405,649**	**(658,435)**

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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 Actual	2025 Actual	2026 Approved Budget	2026 Forecast	YTD as of 9/30/2026 Budget	YTD as of 9/30/2026 Actual	Variance Favorable/ (Unfavor)	2027 Proposed Budget	Year over Year Budget change Favorable/ (Unfavor)
Expenditures									
IT Admin Salaries	185,976	276,168	327,163	327,163	245,274	248,053	(2,779)	336,041	(8,878)
IT - Salaries OT	3,810	10,123	13,028	13,028	9,767	8,359	1,408	13,278	(250)
IT Medicare Tax	3,292	4,920	4,933	4,933	3,698	3,737	(39)	5,065	(132)
IT Social Security Taxes	14,078	21,038	21,092	21,092	15,813	15,979	(166)	21,658	(566)
IT Retirement	15,454	28,338	32,716	31,716	24,527	22,509	2,019	33,604	(888)
IT Unemployment Taxes	303	165	1,701	900	1,275	499	776	1,397	304
IT Sick Pay	2,412	10,186	-	-	-	-	-	-	-
IT Holiday Pay	6,546	16,526	-	-	-	-	-	-	-
IT Vacation Pay	8,480	9,489	-	-	-	-	-	-	-
Admin Benefit Expense	12,815	-	-	-	-	-	-	-	-
Total Personnel Expenditures	**253,166**	**376,953**	**400,633**	**398,832**	**300,354**	**299,136**	**1,218**	**411,043**	**(10,410)**
Other Expenditures									
IT Communications	29,566	86,953	115,000	100,000	93,750	73,150	20,600	131,280	(16,280)
IT Contracted Services	144,458	153,201	107,000	107,000	80,218	75,092	5,126	108,000	(1,000)
IT Computer/Networks Software Agmt	150,633	95,410	109,000	107,000	81,717	71,137	10,580	88,500	20,500
IT Consulting	-	17,765	34,000	45,000	25,500	40,550	(15,050)	84,000	(50,000)
IT Office Equipment Maintenance	421	1,613	4,000	2,000	2,999	1,146	1,853	4,000	-
IT Computer Supplies	10,463	18,666	22,000	22,000	14,080	14,043	37	22,000	-
IT - Cyber Insurance	9,859	13,162	16,000	14,000	11,995	9,976	2,019	16,000	-
IT Travel - Meetings/Seminars	85	1,245	15,400	7,000	11,559	4,558	7,001	4,500	10,900
IT Training/Workshop	-	3,046	12,000	2,000	9,000	212	8,788	8,000	4,000
Total Other Expenditures	**345,484**	**391,060**	**434,400**	**406,000**	**330,818**	**289,864**	**40,954**	**466,280**	**(31,880)**
Total Expenditures	**598,650**	**768,013**	**835,033**	**804,832**	**631,173**	**589,000**	**42,172**	**877,323**	**(42,290)**

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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 Actual	2025 Actual	2026 Approved Budget	2026 Forecast	YTD as of 9/30/2026 Budget	YTD as of 9/30/2026 Actual	Variance Favorable/ (Unfavor)	2027 Proposed Budget	Year over Year Budget change Favorable/ (Unfavor)
Expenditures									
PL Admin Salaries	48,168	173,039	220,539	220,539	165,338	164,939	399	228,258	(7,719)
PL Medicare Tax	751	4,931	3,198	3,198	2,398	2,420	(22)	3,310	(112)
PL Social Security Taxes	3,210	21,083	13,673	13,673	10,251	10,347	(97)	14,152	(479)
PL Retirement	2,264	13,080	22,054	17,000	16,534	11,808	4,725	22,826	(772)
PL Unemployment Taxes	89	231	1,103	600	827	326	500	913	190
PL Holiday Pay	2,728	8,839	-	-	-	-	-	-	-
PL Vacation Pay	1,505	7,758	-	-	-	-	-	-	-
Total Personnel Expenditures	**58,713**	**228,960**	**260,567**	**255,010**	**195,347**	**189,841**	**5,506**	**269,459**	**(8,892)**
Other Expenditures									
PL Consulting	231,499	489,205	50,000	5,000	37,500	-	37,500	85,000	(35,000)
Contracted Services	30,710	-	68,000	-	51,000	-	51,000	-	68,000
PL Travel - Meetings/Seminars	-	876	2,000	1,000	1,440	687	753	1,000	1,000
PL Training/Workshop	-	-	3,600	2,000	2,736	-	2,736	5,000	(1,400)
Total Other Expenditures	**262,209**	**490,081**	**123,600**	**8,000**	**92,676**	**687**	**91,989**	**91,000**	**32,600**
Total Expenditures	**320,922**	**719,041**	**384,167**	**263,010**	**288,023**	**190,528**	**97,495**	**360,459**	**23,708**

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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 Actual	2025 Actual	2026 Approved Budget	2026 Forecast	YTD as of 9/30/2026 Budget	YTD as of 9/30/2026 Actual	Variance Favorable/ (Unfavor)	2027 Proposed Budget	Year over Year Budget change Favorable/ (Unfavor)
Expenditures									
MCS Admin Salaries	92,670	250,737	316,906	330,906	237,584	240,145	(2,561)	339,335	(22,429)
MCS Salaries - OT	42	7,002	6,656	6,656	4,990	3,558	1,432	7,516	(860)
MCS Medicare Tax	1,662	2,284	5,075	5,875	3,805	3,653	152	5,233	(158)
MCS Social Security Taxes	7,105	9,765	21,702	23,702	16,270	15,618	651	22,374	(672)
MCS Retirement	8,113	23,540	33,936	31,000	25,442	22,847	2,594	34,561	(625)
MCS Unemployment Taxes	153	207	1,750	1,000	1,312	542	770	1,443	307
MCS Sick Pay	1,231	3,503	-	-	-	-	-	-	-
MCS Holiday Pay	5,645	16,435	6,240	13,000	4,678	8,718	(4,040)	6,272	(32)
MCS Vacation Pay	6,519	16,575	-	-	-	-	-	-	-
MCS Benefit Expense	6,109	-	-	-	-	-	-	-	-
Total Personnel Expenditures	**129,249**	**330,048**	**392,265**	**412,139**	**294,081**	**295,082**	**(1,001)**	**416,734**	**(24,469)**
Other Expenditures									
MCS Contracted Services	231,452	66,923	49,940	39,000	41,455	31,220	10,235	51,900	(1,960)
MCS Advertising	39,967	16,102	32,720	29,000	21,540	16,970	4,570	32,874	(154)
MCS Events Expenses	11,707	19,755	21,340	29,000	19,005	24,963	(5,958)	32,800	(11,460)
MCS Printing Expense	22,454	6,053	31,800	13,500	13,550	7,216	6,334	25,100	6,700
MCS Office Supplies	499	9,484	22,400	6,600	10,000	4,090	5,910	21,800	600
MCS Memberships & Subscriptions	-	9,637	10,111	16,500	7,580	8,276	(696)	48,270	(38,159)
MCS Travel - Meetings/Seminars	99	2,767	9,000	3,000	6,750	1,477	5,273	10,200	(1,200)
Training Workshop	-	2,311	2,700	2,000	2,160	1,306	854	2,200	500
Total Other Expenditures	**306,177**	**133,031**	**180,011**	**138,600**	**122,040**	**95,518**	**26,522**	**225,144**	**(45,133)**
Total Expenditures	**435,426**	**463,079**	**572,276**	**550,739**	**416,121**	**390,600**	**25,521**	**641,878**	**(69,602)**

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Core Transit 2026 - 2027 Step Structure											
Fleet Care Technician											
	Entry	**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**
	$26.14	$27.05	$28.00	$28.98	$29.99	$31.04	$32.13	$33.25	$34.42	$35.62	$36.87
		3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%
Bus Operator											
	Entry	**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**
	$30.75	$31.83	$32.94	$34.09	$35.29	$36.52	$37.80	$39.12	$40.49	$41.91	$43.38
		3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%
Trainer **Lead Trainer**						Lead Trainer					
	Entry	**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**
	$33.83	$35.01	$36.23	$37.50	$38.81	$40.17	$41.58	$43.03	$44.54	$46.10	$47.71
		3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%
Operations **Specialist**	**Entry**	**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**
	$38.90	$40.26	$41.67	$43.13	$44.64	$46.20	$47.82	$49.49	$51.22	$53.02	$54.87
		3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%

CORE Tranist Seasonal and Part-time Step Plan											
Bus Operator											
	Entry	**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**
	$30.75	$31.37	$31.99	$32.63	$33.28	$33.95	$34.63	$35.32	$36.03	$36.75	$37.48
		2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%

CORE TRANSIT 2027 OPEN RANGE PAY SCALE

Job Title	Grade	Min	Mid	Max	Min	Mid	Max	FSLA STATUS
Customer Service Rep I	MA12	$ 42,419.52	$ 49,853.65	$ 57,266.35	$ 20.39	$ 23.97	$ 27.53	Non-exempt
Customer Service Rep II	MA13	$ 46,661.47	$ 54,845.44	$ 63,007.98	$ 22.43	$ 26.37	$ 30.29	Non-exempt
Administrative Assistant I	MA14	$ 51,331.90	$ 60,329.98	$ 69,306.64	$ 24.68	$ 29.00	$ 33.32	Non-exempt
IT Tech	MA15	$ 55,295.34	$ 66,350.13	$ 77,404.91	$ 26.58	$ 31.90	$ 37.21	Non-exempt
Adminstrative Assistant II	MA15	$ 55,295.34	$ 66,350.13	$ 77,404.91	$ 26.58	$ 31.90	$ 37.21	Non-exempt
Finance Coordinator I	MA15	$ 55,295.34	$ 66,350.13	$ 77,404.91	$ 26.58	$ 31.90	$ 37.21	Non-exempt
Transit Planner I/Scheduler	MA16	$ 60,822.74	$ 72,991.57	$ 85,160.40	$ 29.24	$ 35.09	$ 40.94	Subject to Job Evaluation
IT Generalist	MA16	$ 60,822.74	$ 72,991.57	$ 85,160.40	$ 29.24	$ 35.09	$ 40.94	Non-exempt
Finance Coordinator II	MA16	$ 60,822.74	$ 72,991.57	$ 85,160.40	-	-	-	Exempt
People & Culture Generalist I	MA16	$ 60,822.74	$ 72,991.57	$ 85,160.40	-	-	-	Exempt
Transit Maintenance Coordinator	MA16	$ 60,822.74	$ 72,991.57	$ 85,160.40	-	-	-	Exempt
Executive Assistant and Project Coordinator	MA17	$ 66,907.15	$ 80,297.15	$ 93,665.73	-	-	-	Exempt
Sr. IT Generalist	MA17	$ 66,907.15	$ 80,297.15	$ 93,665.73	-	-	-	Subject to Job Evaluation
People & Culture Generalist II	MA17	$ 66,907.15	$ 80,297.15	$ 93,665.73	-	-	-	Exempt
Sr. Finance Coordinator	MA18	$ 73,591.44	$ 88,309.73	$ 103,028.02	-	-	-	Exempt
Transit Planner II	MA18	$ 73,591.44	$ 88,309.73	$ 103,028.02	-	-	-	Exempt
Sr. Marketing & Communications Coordinator	MA18	$ 73,591.44	$ 88,309.73	$ 103,028.02	-	-	-	Exempt
Sr. People & Culture Generalist	MA19	$ 80,961.30	$ 97,157.84	$ 113,332.96	-	-	-	Exempt
Fleet Asset Supervisor	MA19	$ 80,961.30	$ 97,157.84	$ 113,332.96	-	-	-	Exempt
Operations Supervisor	MA20	$ 87,238.53	$ 106,862.91	$ 126,487.30	-	-	-	Exempt
Safety & Training Manager	MA21	$ 95,958.10	$ 117,553.49	$ 139,148.88	-	-	-	Exempt
Planning & Development Manager	MA21	$ 95,958.10	$ 117,553.49	$ 139,148.88	-	-	-	Exempt
Operations Manager	MA21	$ 95,958.10	$ 117,553.49	$ 139,148.88	-	-	-	Exempt
Marketing & Communications Manager	MA22	$ 105,556.05	$ 129,293.84	$ 153,053.06	-	-	-	Exempt
Finance Director	MA25	$ 140,498.59	$ 172,098.99	$ 203,720.82	-	-	-	Exempt
People & Culture Director	MA25	$ 140,498.59	$ 172,098.99	$ 203,720.82	-	-	-	Exempt
Director of Operations	MA25	$ 140,498.59	$ 172,098.99	$ 203,720.82	-	-	-	Exempt
Director of Innovation and Information Technology	MA25	$ 140,498.59	$ 172,098.99	$ 203,720.82	-	-	-	Exempt
Chief Administrative & Financial Officer/Deputy Director	MA26	$ 154,531.31	$ 189,302.46	$ 224,095.04	-	-	-	Exempt

2027 budget work session

November 18, 2026

CORE TRANSIT

Today's agenda

1. FY 2027 Budget at a Glance
2. Key Assumptions
3. Revenue Overview
4. FY 2027 Operating Budget
5. Capital programs and major projects
6. Fund balance and Reserves
7. Strategic Plan – FY 2027 investments
8. Service & Operational Priorities
9. People & Culture/Workforce Investment
10. Discussion, questions and comments

Feel free to jump in with questions as we present.



FY 2027 Budget at a Glance



CORE TRANSIT

Budget preparation calendar

Period	Budget Activity
June–July 2026	Budget kickoff, including review of Core Transit's Strategic Plan and project priority themes to guide operating, staffing, and capital decisions.
August 14, 2026	Department preliminary budgets due
August 31, 2026	Department Budget Book narratives due
August -September 2026	Finance and executive review
October 2026	Draft budget and Budget Book development; Board review and budget work session
November – December 2026	Final Board review, public budget process, and anticipated adoption of FY 2027 Budget
December 2026	Complete required State of Colorado budget filings and finalize publication of adopted Budget Book

Budget approach

- Building a culture of budget ownership at departmental level by empowering each department to take responsibility for its financial planning and resource management.
- Encouraging a shift away from the traditional “use it or lose it” philosophy toward strategic resource allocation.
- Promoting long-term planning, and effective and efficient use of resources.

Bottom-up Approach

- A bottom-up budget is a budgeting approach where the process starts at the departmental or operational level and builds upward to form the overall organizational budget.
- This approach was used while developing FY 2027 budget, with staff developing and entering their departmental budgets into the accounting system.

FY 2027 Budget at a Glance

Financial Measure	FY 2026 Approved	FY 2027 Proposed	Change
General Fund Revenue	$27.55 M	$28.49 M	3.4%
General Fund Operating Expenditures	23.20 M	23.92 M	3.1%
Housing Service Fund Expenditures	0.74 M	0.90 M	21.9%
Transit Capital Fund Expenditures	1.82 M	7.84 M	330.2%
Air Fund Expenditures	1.50 M	1.20 M	(20.0%)
Total Expenditures, Excluding Transfers	$27.26 M	$33.86 M	24.2%

Fiscally responsible

General Fund revenue increases about 3.4%, while General Fund operating expenditures increase about 3.1%.

Total expenditures increase substantially primarily because capital expenditures rise from approximately $1.82 million to $7.84 million.

Key assumptions



CORE TRANSIT

Key Assumptions

The Authority's budget is comprised of the following key assumptions:

- Sales tax based on latest 12 months of actual collections
- Federal grants based on executed agreements
- Investment income remains relatively strong
- Salary and wage increases based on CPI
- +7 Bus Operator FTEs for former SP+ routes brought in-house
- Capital spending based on anticipated project timing

Fund balance use

- **Common to use fund balance especially in capital investment**
- **Will provide multi-year benefits to the Core Transit**

FY 2027 Revenue Overview



Revenue Overview

Revenue category	FY 2026 approved	FY 2026 forecast	FY 2027 Proposed	Percent change
Sales tax revenue	$25,778,000	$26,026,000	$26,116,935	1.3%
Fare revenue	200,130	223,000	230,000	14.9%
Operating grants	459,809	859,809	679,603	47.8%
Service agreements	186,060	181,060	187,113	0.6%
Other revenues	922,900	1,325,515	1,272,622	37.9%
Total General Fund revenue	$27,546,899	$28,615,384	$28,486,273	3.4%

FY 2027 Operating Budget



CORE TRANSIT

General Fund

Beginning fund balance	$10,221,049
Projected revenue	28,486,273
Budgeted expenditures	23,922,366
Transfers	4,540,000
Revenue over expenditures	23,907
Ending fund balance	$10,244,956
Tabor	717,671
Operating Reserve	8,372,828
Unrestricted	1,154,457

GENERAL FUND DEFINED

This 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.

Major Changes

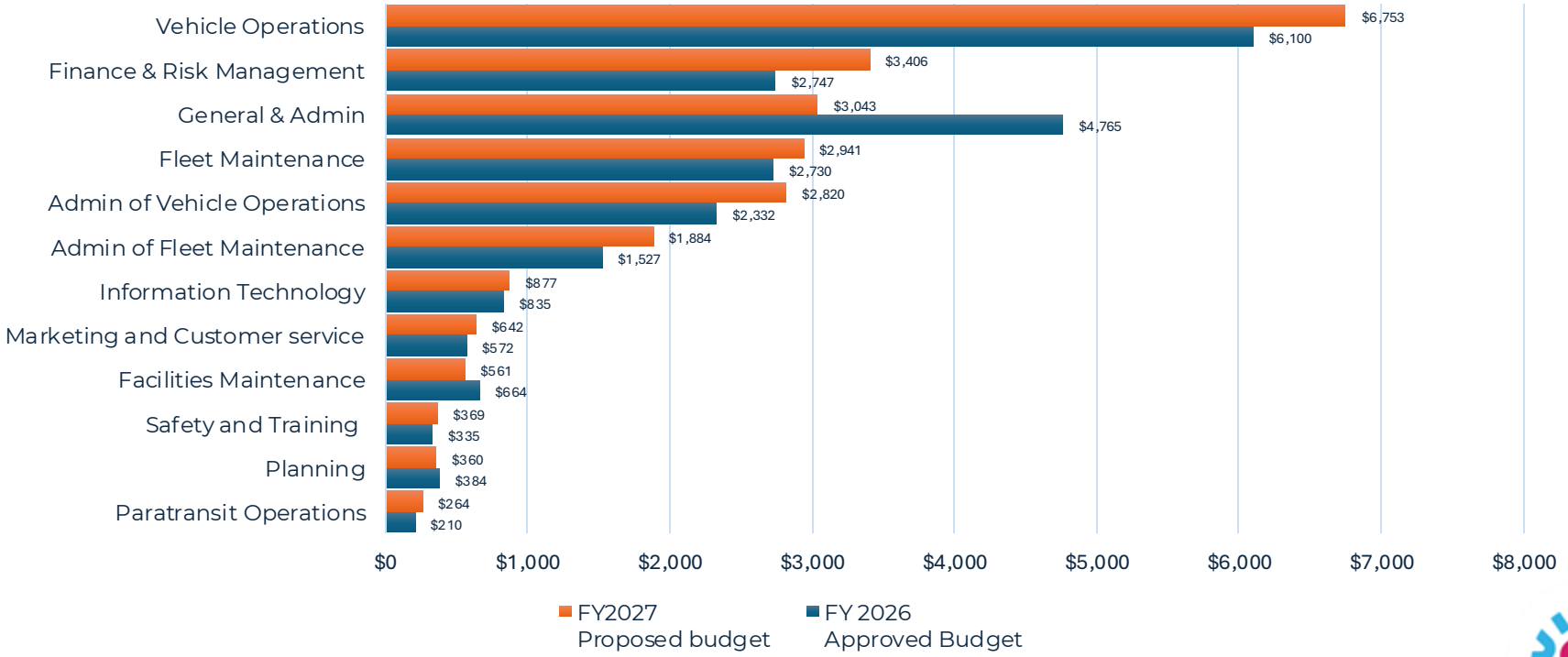
Area	FY26	FY27	Change
Vehicle Operations	$6.10M	$6.75M	+$653K
Finance & Risk Management	$2.75M	$3.41M	+$658K
Admin. Vehicle Operations	$2.33M	$2.82M	+$488K
Admin. Fleet Maintenance	$1.53M	$1.88M	+$357K
General & Administrative	$4.77M	$3.04M	$(1.72M)

Restructuring of Expenditure

Most FY 2027 departmental expenditure changes reflect a restructuring and reallocation of costs between departments, rather than an equivalent increase or decrease in overall spending.

Expenditure Overview

Expenditure Breakdown ($000s)



Information Technology Cost

- Certain transit-specific technology costs are also classified within Vehicle Operations consistent with FTA functional reporting guidance.

- Technology expense
  ↓
  What function does it support?
  ↓
  Transit-specific function → Vehicle Operations
  General-purpose technology → Information Technology

IT Cost Classification

FTA suggests that function-specific technology follows the function it supports.

Housing Service Fund

Beginning fund balance	$1,946,228
Projected revenue	526,786
Budgeted expenditures	898,945
Transfers	340,000
Revenue over/(under) expenditures	(32,159)
Ending fund balance	$1,914,069



HOUSING FUND DEFINED

A special revenue fund that accounts for all financial resources to be used for housing-related revenue and expenses.

Air Fund

Beginning fund balance	-
Projected revenue	-
Budgeted expenditures	1,200,000
Transfers	1,200,000
Revenue over expenditures	-
Ending fund balance	-



AIR FUND DEFINED

A special revenue fund that accounts for financial resources to be used towards annual contributions to the EGE Air Alliance.

Capital Programs and Major Projects



CORE TRANSIT

Transit Capital Fund

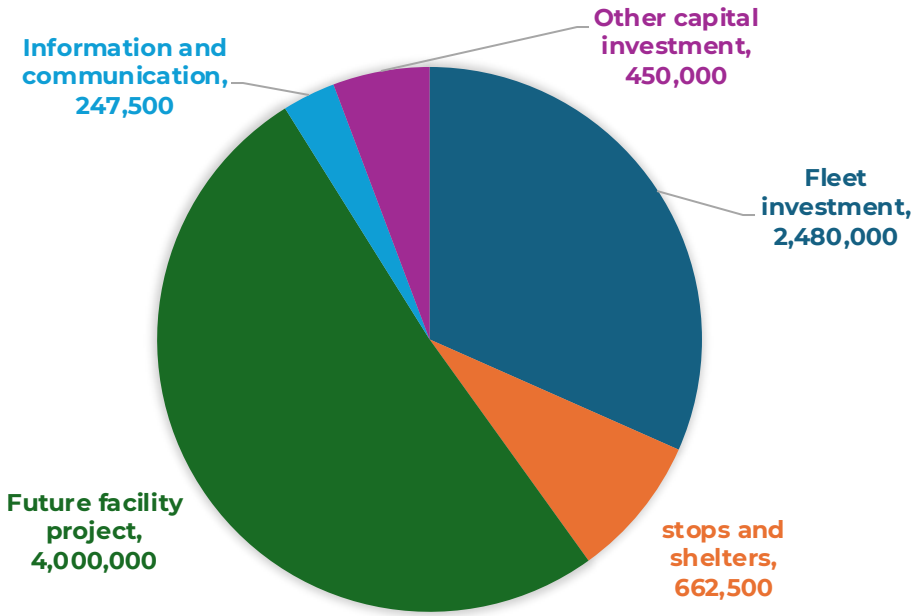
Beginning fund balance	$ 24,319,400
Projected revenue	530,000
Budgeted expenditures	7,840,000
Transfers	3,000,000
Revenue over/(under) expenditures	(4,310,000)
Ending fund balance	$ 20,009,400



TRANSIT CAPITAL FUND DEFINED

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.

Capital Investment



Expenditure breakdown

Investment	% Share
Future permanent facility	51.0%
Fleet investment	31.6%
Stops and shelters	8.5%
Other capital investments	5.7%
Communications and information systems	3.2%

Five-year capital plan

	2027	2028	2029	2030	2031
Information Technology	247,500	67,500	242,500	147,500	117,500
Total Fleet Investment	2,480,000	8,493,501	3,390,000	3,490,000	3,390,000
Stops and Shelter	662,500	662,500	125,000	125,000	125,000
Forever Home Project	4,000,000	2,500,000	2,500,000	20,000,000	20,000,000
Administration - Planning	-	-	-	300,000	-
Other Capital Projects	450,000	500,000	330,000	300,000	300,000
Total Capital Outlay	**7,840,000**	**12,223,501**	**6,587,500**	**24,362,500**	**23,932,500**
Grant Revenue	(530,000)	(8,579,800)	(3,980,000)	(19,580,000)	(19,580,000)
Transfer In	(3,000,000)	(2,000,000)	(2,000,000)	(2,000,000)	(2,000,000)
Capital Outlay net	**4,310,000**	**1,643,701**	**607,500**	**2,782,500**	**2,352,500**
Beginning Fund Balance	24,319,400	20,009,400	18,365,699	17,758,199	14,975,699
Ending Fund Balance	20,009,400	18,365,699	17,758,199	14,975,699	12,623,199

Fund Balance and Reserves



CORE TRANSIT

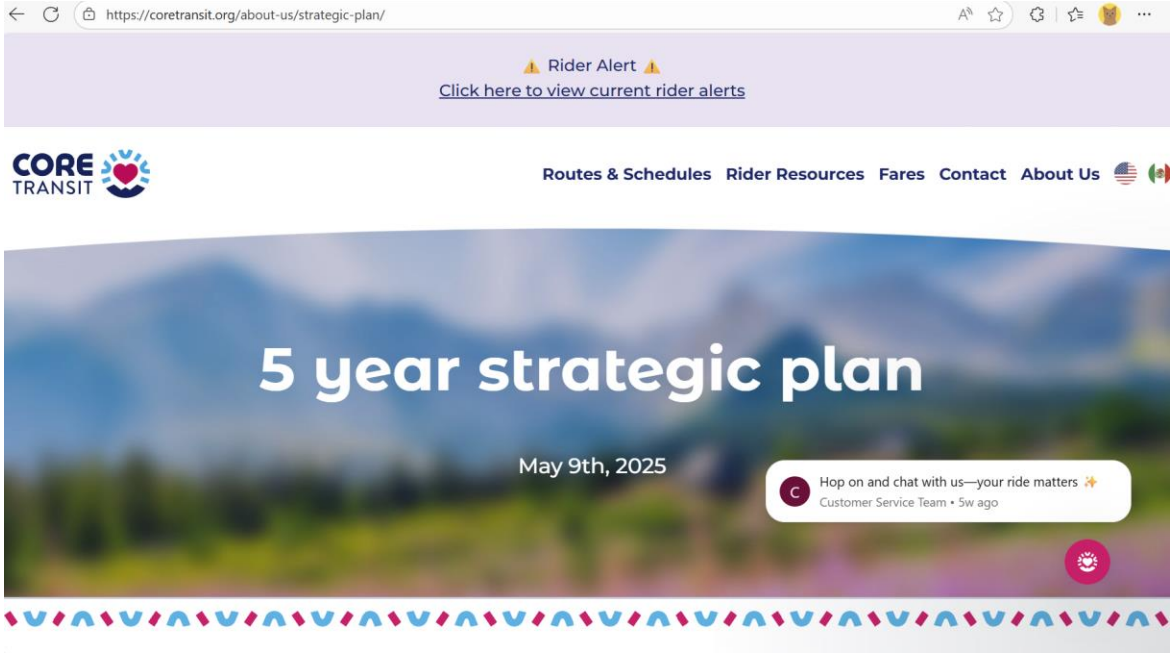
Fund Balance and Reserves

Fund	FY 2027 beginning balance	Planned increase/(decrease)	FY 2027 ending balance
General Fund	$10,221,049	$23,907	$10,244,956
Transit Capital Fund	24,319,400	(4,310,000)	20,009,400
Housing Service Fund	1,946,228	(32,159)	1,914,069
Air Fund	-	-	-
Total	$36,486,678	$(4,318,252)	$32,168,426

Fund Balance and reserve policy

- General Fund Operating Reserve: 35% of operating expenditures
- Transit Capital Fund: $8.0 million
- Housing Service Fund: $1.0 million

Strategic alignment



CORE TRANSIT

Goal 1: Put Our Team First

Flagship Projects for 2027

- Frontline Engagement and Operational Visibility

  Owner: Operations

- Retirement Benefits Review and Optimization

  Owner: People and Culture

- Employee Housing Management and Support

  Owner: Operations/Maintenance

- Operations Performance and Workforce Sustainability

  Owner: Operations



Goal 2: Build Core Transit to Last

Flagship Projects for 2027

- Operations Systems Modernization

  Owner: Operations

- Forever Home Operating Cost/Financial Sustainability Analysis

  Owner: Finance

- Forever Home Project Development

  Owner: Admin/Executive

- Budget Book Enhancement with Muti-Year Financial Outlook

  Owner: Finance



Goal 2: Build Core Transit to Last (continued)

Flagship Projects for 2027

- Centralized Employee Records and Professional Development tracking

  Owner: Admin/Executive and People & Culture

- SharePoint Records Management: Phase 2

  Owner: Admin/Executive



Goal 3: Be Safe Trustworthy, and Accountable

Flagship Projects for 2027

- Rider Information Accessibility and Technology Modernization

  Owner: Marketing & Customer Service

- Artificial Intelligence Systems & Governance

  Owner: IT

- Safe and Reliable Transit Operations

  Owner: Operations/Safety



Goal 4: Improve Our Transit Experience



Flagship Projects for 2027

- Clever Devices Intelligent Transit Systems Modernization

  Owner: IT

- Facilities and Bus Shelter Maintenance

  Owner: Operations/Maintenance

- Ten-Year Plan Phase 1 Development and Launch

  Owner: Planning, Operations, Marketing & Customer Service

Goal 5: Best Serve Our Community

Flagship Projects for 2027

- First-Last Mile Policy Development

  Owner: Planning

- Explore Regional Transit Mutual Aid MOUs

  Owner: Exec/Admin

- Strengthen regional coordination

  Owner: Exec/Admin



People & Culture/Workforce Investment

Compensation

- Compensation Philosophy: Target at or above-market wages and benefits.
- 2027 Pay Increases: 3.5% for Open Range and Step-Plan employees to address compression and reward performance.
- Performance Bonuses: Continued performance-based bonus programs.
- Pay Ranges: Maintained 2026 ranges; budgeted compensation study for 2028 adjustments.

People First Organization

- Increased number of operators by 11% and expanded employee housing to accommodate growth.
- Maintained health and retirement benefits; added HRA option to offset 16% rate increase in 2027.
- Employee survey culture ratings improved 18 percentage points, from 60% to 78%.
- Continued investment in training, development, and culture-building events.

Business Administration

Finance

- Refining and improving budget book for FY28
- Forever Home Operating Cost and Financial Sustainability Analysis

Marketing & Customer Service

- Ten-year transit plan Phase One Communications and Launch
- Rider Information Accessibility & Technology Modernization

People and Culture

- Centralized Employee Records & Development Tracking
- Retirement Benefits Review & Optimization

Information Technology

- Artificial Intelligence (AI) Governance & Systems Development
- Clever Devices two-year modernization project

Deputy Director

- Forever Home Financial Model and Land Acquisition Support
- Mutual Aid Agreements
- Support my staff in their projects

Service & Operational Priorities

Operations

- Focus on operator retention (reduce to 35% or less), reduce overtime by 10%, and maintain trip completion rates of 99% or better
- Increase operator "ride-alongs", increase Transit Center management presence, and focus on more frequent "training" opportunities with staff

Safety & Training

- Continue to improve overall safety culture using a positive, collaborative approach with operators. Focus on coaching & counseling
- Reduce total accidents in 2027 by 10% vs. 2026 and reduce 2027 preventable accidents by 15% vs. 2026

Fleet Maintenance

- Achieve fleet daily "in-service" rate of 85% or better for entire fleet
- Continue to focus on Preventive Maintenance, achieving a 90% or better compliance rate, thus minimizing breakdowns and service disruptions
- Continue to upgrade the fleet through a pro-active vehicle replacement program

Transit Maintenance

- Continue to maintain Core bus stops/bus shelters in a satisfactory manner; assist in the upgrade/installation of new shelters as part of our grant award expansion
- Assist the P&C department in maintaining Core housing units in an exemplary fashion

Board feedback & questions



CORE
TRANSIT

Core Transit

Monthly Admin Board Report

Reporting Month: November 2026

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Name: Sanjok Timilsina
Month: November 2026
FINANCE REPORT

Sales Tax Revenue

Core Transit 0.5% Sales Tax Collections

Month Recognized	2024 Actual	2025 Actual	2026 Forecast	2026 Actual
January	$1,542,254	$1,549,779	$1,536,189	$1,569,599
February	$1,472,488	$1,464,394	$1,451,553	$1,271,497
March	$1,530,856	$1,562,983	$1,549,278	$1,563,909
April	$1,615,388	$1,624,609	$1,610,363	$1,497,367
May	$654,318	$711,784	$705,543	$674,511
June	$606,827	$616,684	$611,276	$629,845
July	$863,012	$871,769	$864,125	$1,001,731
August	$1,104,288	$1,142,479	$1,132,461	$1,173,230
September	$984,213	$1,026,979	$1,017,973	$1,039,305
October	$873,477	$963,378	$954,930	$984,600
YTD	**$11,247,120**	**$11,534,839**	**$11,433,690**	**$11,405,595**
November	$736,248	$767,886	$761,153	
December	$691,889	$711,395	$705,157	
TOTAL	**$12,675,258**	**$13,014,120**	**$12,900,000**	**$11,405,595**

Core Transit accrues sales tax collection back by one month.

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ECO Transit Sales Tax Collections

Month Recognized	2024 Actual	2025 Actual	2026 Forecast	2026 Actual
January		$1,439,569	$1,379,470	$1,275,801
February		$1,528,303	$1,464,500	$1,524,664
March		$1,610,649	$1,543,408	$1,497,162
April		$759,212	$727,517	$713,640
May		$671,919	$643,868	$694,213
June		$921,475	$883,006	$1,035,064
July		$1,169,899	$1,121,058	$1,190,440
August	$948,653	$1,069,988	$1,025,319	$1,067,502
September	$962,818	$1,034,204	$991,029	Expected by 11/15
YTD	**$1,911,470**	**$10,205,218**	**$9,779,175**	**$9,989,515***
October	$776,024	$826,441	$791,939	
November	$733,277	$758,078	$726,431	
December	$1,508,982	$1,567,912	$1,502,455	
TOTAL	**$4,929,753**	**$13,357,649**	**$12,800,000**	**$9,989,515***

Eagle county accrues their sales tax collection back by two months. The amount shown above is the gross amount of tax collected. The expense associated with the 1% treasurer fees is presented in the treasurer fee expense line item in department 50.
** The total balance includes accrual for September. It is presented this way so that it matches the financial statement number.*

September 2026 Financial Summary

Expenditures:
As of September 2026, General Fund operating expenditures are favorable to the budget by $537k. Favorable results are mainly due to

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savings in fleet maintenance department ($192k), vehicle operations ($78k), admin department ($356k) and planning department($97k). Fleet maintenance savings are primarily attributable to the transition of maintenance services from Transdev, Inc. to Eagle County. Year-to-date repair costs have also declined as a result of a more proactive preventive maintenance program, which has helped reduce the need for higher-cost repairs. Staff anticipate using a portion of these savings to complete identified maintenance needs before the start of the winter season. The Vehicle Operations Department's favorable variance reflects improved staffing efficiency. By year-end, these savings may be absorbed by additional staffing costs associated with bringing routes previously operated by SP+ in-house.

The General Administration Department's favorable variance is primarily due to the timing of budgeted expenditures, including staff bonuses. Additional savings are attributable to bringing the previously contracted SP+ routes in-house and lower-than-budgeted use of legal services. Planning department savings are due to the budgeted Automated Passenger Counters (APC) software replacement being deferred to next fiscal year. The project has been combined with the ongoing Clever Devices replacement project and scheduled for next year in accordance with the project timeline.

Savings are partially offset by unfavorable diesel expenditure ($263k), workers comp insurance ($32k) and health insurance premium ($158k). Workers comp overage is due to additional premium assessed by Pinnacol after an annual audit. Health insurance premium overage is due to a budgeting error. YTD expenditure represented 72% of the operating budget, excluding transfers.

There is $1.07M saving in the Capital fund mainly due to timing of the budgeted expenditure. We are scheduled to receive a diesel bus in December. Staff are preparing the Request for Proposals (RFP) for the Bus Stops and Shelters project. Given the nature of the work, implementation may extend over multiple years. The proposed FY 2027

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budget includes capital outlay for a portion of the planned stops and shelters project.

Staff have elected to utilize a portion of the savings towards engine rebuilds to extend the useful life of existing buses. As of September, we have completed engine rebuild of three buses. Two additional rebuilds are planned by year-end, bringing the planned total to five for FY 2026.

Revenue:
Revenue represents approximately 82% of the revenues projected for the entire year's budget. Revenue is favorable to budget by $957k as of September 2026. It is mainly because of higher than anticipated FTA 5311 grant ($400k), interest revenue ($330k) and ECO sales tax revenue ($210k). Favorable results are partially offset by lower than budgeted Core Sales Tax ($58k).

Bottom-line:
Overall, Core Transit ended the month of September with $2.58M favorable revenue over expenditure which includes favorable results in the General Fund by $1.49M, the Capital Fund by $1.07M and the housing fund by $19k.

Key Highlights:

- FY 2027 budget and budget book.
- Payroll taxes project

Impact, Outcome, and Strategic Alignment

Staff spent the last few months developing the FY 2027 budget schedules and the budget book. Since the last update, staff presented the FY 2027 proposed budget and budget book to the Board during the Budget Work Session. As part of the discussion, the Board requested a summary of significant expenditure reallocations between departments from FY 2026 to FY 2027. The table below summarizes those changes.

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Expenditure / Cost	FY 2026 Department	FY 2027 Department
Director of Transportation personnel costs	General & Administrative	Administration of Vehicle Operations
Bus wash expenditures	Facilities Maintenance	Fleet Maintenance
Fare collection-related expenditures	Information Technology	Administration of Vehicle Operations

Core Transit's first budget book is completed. It will be published on the website once the board adopts the budget. The project establishes a strong foundation for continued improvement in the Authority's annual budget presentation and financial transparency. These efforts align with **Goal 2: Build Core Transit to last.**

Staff continue to work with the Authority's payroll service provider to complete the retroactive payroll tax corrections related to the FICA overpayments identified through the annual internal payroll audit. Recent efforts have focused on preparing the detailed payroll file needed for import into Paylocity and developing employee communications regarding the corrections and refund process. The project remains on track for completion by year-end.

Looking Ahead

- FY 2027 Budget finalization
- FY 2027 Budget book publication
- Payroll taxes project
- End of the year duties

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NAME: Lance Trujillo

MONTH: November 2026

IT REPORT

Key Highlights:

- Bus Technology (ITS)
- IT Department Expectations
- Managed Service Provider (MSP)

Impact, Outcome, and Strategic Alignment:

Project Snapshot

Project	Start Date	Target End Date	Status	Strategic Alignment
Bus Technology (ITS)	Oct 2025	Dec 2026	Completed – On time and within budget	Goal 4: Improve our transit experience
IT Department Expectations Document	May 2026	Updated to November 2026	Document in final review – Staff implementation pending	Goal 2: Build Core Transit to Last
Managed Service Provider (MSP)	June 2026	January 2027	On schedule – Contract options under review	Goal 2: Build Core Transit to Last

Bus Technology (ITS)

Core Transit has successfully completed the IVN5 modernization project on time and within budget. All buses have been upgraded with the new onboard computers and CleverWare software, and the final project milestone has been approved.

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This represents a major accomplishment for Core Transit and reflects the collaboration between IT, Operations, Fleet, and Clever Devices throughout the project. The upgraded technology provides a reliable foundation for our existing transit systems and the additional Clever Devices applications planned for 2027.

IT Department Expectations Document

The IT Department Expectations Document is nearing completion. The document establishes consistent operating practices, staff responsibilities, and performance expectations to support reliable internal technology services.

The next step is finalizing the document with P&C and the Deputy Director and then reviewing the document with IT staff and incorporating the expectations into daily operations.

Managed Services Provider (MSP) Process Improvement

Core Transit continues evaluating its managed IT services agreement ahead of the current contract's April 2027 expiration.

The IT Committee discussed the proposed agreement and the importance of ensuring Core Transit receives responsive, reliable support that meets the organization's needs. Staff are evaluating contract options, including the potential for a competitive procurement process.

The focus is on clearly defining Core Transit's support requirements and establishing a service agreement that provides appropriate accountability, performance expectations, and value.

Looking Ahead:

- MSP Contract Strategy and Procurement Planning
- IT Department Expectations – Staff Review and Implementation
- MAIOR (Scheduling Application) Implementation
- Disruption Management/CAD Mobile Implementation Planning

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NAME: Aryn Schlichting

MONTH: November 2026

DIRECTOR OF PEOPLE & CULTURE REPORT

Key Highlights:

- Completed 2027 Health Insurance Open Enrollment with new plan options.
- Operator hiring and employee housing remain on track to support winter service needs.

Impact, Outcome, and Strategic Alignment:

Workforce Census

This chart displays a monthly snapshot of the entire Core Transit workforce for the previous three months. The figures directly reflect **Goal 1: Put our team first** and strategic staffing to provide reliable service and reduce burnout.

2025/2026 CENSUS	AUGUST	SEPTEMBER	OCTOBER
NEW HIRES	**8**	**4**	**11**
SEPARATIONS	**4**	**2**	**4**
NET CHANGE	**+ 4**	**+ 2**	**+ 7**
FULL-TIME	**104**	**106**	**112**
PART-TIME	**5**	**5**	**5**
SEASONAL	**0**	**0**	**1**
TOTAL	**109**	**111**	**118**

Turnover Rate

This chart tracks the annualized 12-month trailing turnover rate against the transportation industry to understand how we are performing.

12-month TURNOVER (TTM)*	AUGUST	SEPTEMBER	OCTOBER
Core transit	49%	43%	40%
Industry (via Paylocity) **	47%	48%	47%

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** Trailing twelve months (TTM) turnover is calculated by taking the number of terminations in a period divided by the average headcount in the same 12-month period. This includes all voluntary and involuntary separations for full-time employees. For example, turnover from September 1, 2024, to August 31, 2025 is reported as August 2025. Data reflects the most current reports available.*

*** Monthly turnover data and industry benchmarks are sourced through Paylocity, Core Transit's payroll provider. Paylocity aggregates real-time payroll data from more than 18,000 companies, including approximately 2,000 in Transportation and Warehousing. The platform filters for Transit and Passenger Ground Transportation, allowing comparison with similar employers using Paylocity. Paylocity is currently our primary source for up-to-date turnover benchmarking in the transportation sector because the data comes directly from live payroll records and is continuously updated.*

Health Insurance – Open Enrollment

2027 Open Enrollment closed October 30 for Core Transit employees, with all 115 eligible employees participating (100%). Of those employees, 112 (97%) elected medical coverage, and 83 employees (74%) selected the newly introduced PPO7 + HRA plan. These enrollment figures align with our 2027 budget assumptions. People & Culture Generalist, Tati Wernicke, lead the initiative and supported employees through six educational sessions, including one in Spanish, reaching 58 employees, along with individualized assistance.

Hiring, Training, and Housing

Hiring remains on track to meet our winter staffing goals, with current trainees progressing well. Another operator training class begins November 16, after which we will pause new classes during the holiday season and resume hiring in January.

As part of the 2027 budget process, we reviewed and updated rental rates for our employee housing program, to align pricing with unit quality and amenities. The new rates have been communicated to

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employees (about 48 currently living in Core Transit housing), allowing time to request moves to units that better meet their needs. Leases are being updated in preparation for the new rates to take effect in February 2027.

Looking Ahead:

- Educate employees on the 2027 health insurance and the new Health Reimbursement Arrangement (HRA).
- Prepare 2027 housing leases and schedule employee meetings to review and sign updated leases and guidelines.
- Finalize the Supervisor Manual and Organizational Training Plan based on leadership feedback by the end of Q4 2026.

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NAME: Dave Levy

MONTH: November 2026

PLANNING MANAGER REPORT

Key Highlights:

The Planning Department is advancing work on three key initiatives:

- 10-Year Plan Implementation Planning Work
- MAIOR Implementation
- FTA-5339 Grant Application

Impact, Outcome, and Strategic Alignment:

10 Year Plan Implementation Planning

Planning staff have developed multiple service segment concepts, evaluation matrices, and a comprehensive stops analysis. These foundational elements will be used to create and measure the effectiveness of initial schedule drafts for the restructure of the Highway 6 route. Staff continues to refine alternatives that best meet service goals.

10 Year Plan implementation planning supports **Goal 2: Improve our transit experience** through the supporting tactic of using Key Performance Indicators (KPIs) and customer feedback to drive service improvements.

MAIOR Implementation

Core Transit is preparing to implement MAIOR, a new scheduling and planning application provided through Clever Devices. The software will improve how transit schedules, routes, and service changes are developed and managed. The planning team is working with the Clever and MAIOR support teams to develop workflows and prepare for the transition.

MAIOR implementation supports **Goal 2: Build Core Transit to Last** through new technology investments that will improve the transit experience and increase ridership.

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FTA-5339 Grant Application

FTA-5339 Federal formula program provides capital funds for the purpose of financing capital bus and bus related projects that support the continuation and expansion of transit services.

We are seeking funds for two standard diesel transit buses through the 2027 call for projects application. The application is due December 11 and awards will be announced in Q1 2027.

Pursuit of these grants supports **Goal 2: Build Core Transit to last**, through the supporting tactic to explore new revenue streams.

Looking Ahead:

- Continuing work on 10-Year Plan implementation planning.
- Continuing work on MAIOR implementation.
- First-Last Mile Working Group Meeting #3

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NAME: Dayana Herr

MONTH: November 2026

MARKETING, COMMUNICATIONS & CUSTOMER SERVICE MANAGER REPORT

Key Highlights:

- Presented at the Vail Chamber Business Association Winter Update.
- Released the Winter 2026–27 Schedule timetables.
- Successful launch of updated Core Tickets App
- Continued year-end evaluation of 2026 strategic projects.

Impact, Outcome, and Strategic Alignment

We participated in this year's Vail Chamber Business Association Winter Update, alongside other organizations throughout the county. We shared updates on our upcoming winter service, highlighted what's ahead for Core Transit, and connected with community partners. The event provided a valuable opportunity to strengthen relationships with organizations we regularly collaborate with and ensure our partners are informed about our services. This supports Strategic **Goal 5: Best Serve Our Community.**

We successfully released the Winter 2026–27 Schedule timetables approximately one month ahead of the November 22 launch, giving riders time to review service changes and plan their winter trips. The department continues preparing communication materials, advertising, and rider information to support a smooth transition to the new schedule. This work supports Strategic **Goal 3: Be Safe, Trustworthy, and Accountable** by ensuring riders have timely access to accurate service information.

The rollout of the updated Core Tickets app was completed successfully, with the update happening automatically for existing users and no reported issues or service disruptions. This smooth transition reflects the team's preparation, proactive rider communications, and coordination with Masabi leading up to the

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launch. This work supports **Strategic Goal 3: Be Safe, Trustworthy, and Accountable**

As we approach the end of the year, the department is also working toward completing its 2026 strategic projects. This includes finalizing project reports, reviewing performance metrics, and documenting key findings and lessons learned. These evaluations will help measure the impact of our initiatives and guide priorities and improvements for 2027.

In the news/Blog Post

- Ski season is fast approaching and Core Transit's 2026-2027 Winter Schedule Arrives November 22
- A New Look Is Pulling into Core Tickets!
- Día de Muertos reúne a la comunidad latina en el Condado de Eagle
- State rules Core Transit violated Labor Peace Act in case of woman fired during 2025 union push

Looking Ahead:

- Launch the Winter 2026–27 Schedule on November 22.
- Begin development of the Motorist Education Campaign.
- Finalize 2026 strategic project reports and year-end evaluations.

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NAME: Scott Robinson

MONTH: November 2026

Deputy Director REPORT

Key Highlights:

- FY27 Budget Development
- IT & Finance Committee Meetings
- Strategic Budget Project Updates

Impact, Outcome, Strategic Alignment:

We hosted a public work session for our FY2027 budget which allowed staff to share the FY27 budget in more detail with the board, provide an update on proposed 2027 strategic projects and answer any questions the board might have. Based on some feedback, I joined the IT and Finance Committees last week to decide how we move forward together based on board feedback. Both committees found alignment, which kept our FY2027 budget delivery on track for the board to consider approval at the November meeting following a public hearing.

I continue to work towards closing out my two strategic projects for 2026 with work focused on the EAP project currently.

Looking Ahead:

- Completing 2026 Strategic Projects
- Supporting Tanya with Real Estate Acquisition Management Plan

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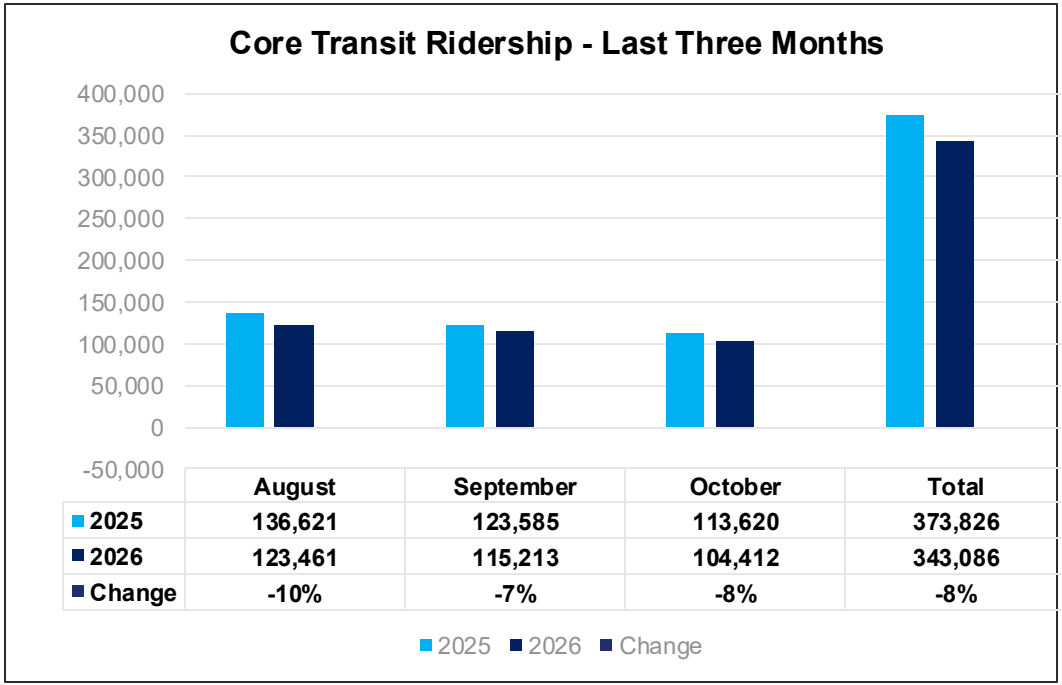
Core Transit Operations Update

November 18, 2026

CORE TRANSIT

Core Transit Ridership Update

System Ridership	
October 2025	113,620
October 2026	104,412
YOY Change	-8%



	August	September	October	Total
2025	136,621	123,585	113,620	373,826
2026	123,461	115,213	104,412	343,086
Change	-10%	-7%	-8%	-8%

October 2026 Route Performance

- Core Transit: 100% completion rate
- 6,913 of 6,913 scheduled trips were completed
- No shadow buses were used in October 2026



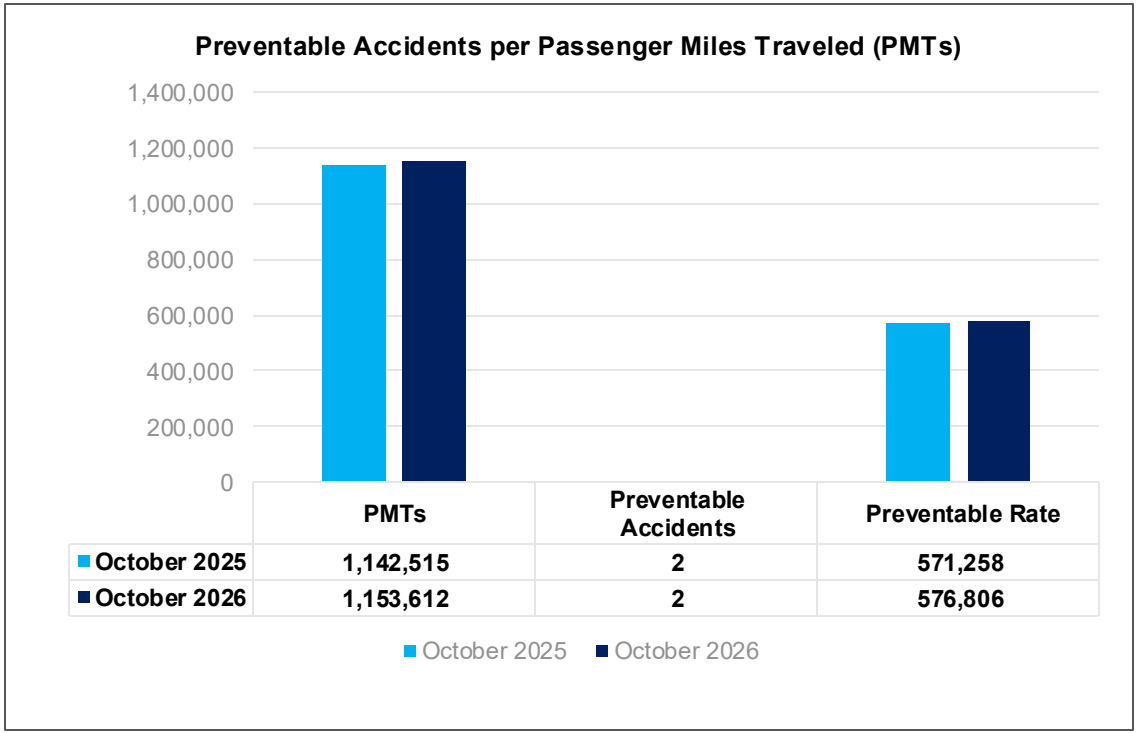
Core Transit Update – Safety

Preventable Accidents

- October 2025: 2 preventable accidents and 1 non-preventable accident
- October 2026: 2 preventable accidents and 1 non-preventable accident

Preventable Accidents Per Passenger Miles

- October 2025: 1 / 571,258 miles
- October 2026: 1 / 576,806 miles



Core Transit Update – Operators

Directly Operated Service / Summer Schedule Requirements	
Minimum required number of Drivers	62 (includes extra board)

Current Number of Drivers	Status
Full-time Operators	**62**
Part-time Operators	**2-FTE**
Seasonal Operators	**1**
Operators available/Operators needed	**65 / 62 (fully staffed)**
Operators in training	**3 (3 additional trainees start on 11/16)**



Core Transit Update – Maintenance

Category	October Fleet Status
Fleet Status	85% in service
PM Compliance	84% of fleet
Breakdowns Impacting Service	0 mechanical problems







CORE
TRANSIT

NAME: Tanya Allen

MONTH: November 2026

Executive Director REPORT

Key Highlights:

- Forever Home project work/Summit Stage Site Visit
- Transit and Rail Advisory Committee appointment
- Continued assistance with long-term planning projects

Impact, Outcome and Strategic Alignment:

We continue to work with Capitol GCS consultants on the Forever Home planning project. This month several of us attended the ribbon cutting for Summit Stage's new transit facility, which provided an opportunity to learn from members of the engineering, project, and compliance teams as well as network with CDOT and FTA staff. This work supports **Strategic Goal 2: Build Core Transit to Last.**

I was recently invited to fill a vacant seat on CDOT's Transit and Rail Advisory Committee (TRAC). TRAC is a 14-member body, appointed by CDOT's Executive Director, that advises the Statewide Transportation Advisory Committee (STAC) on transit and rail policy. Participation in this group will amplify our voice with respect to formation, policy impacts, and future investment decisions regarding transit and rail. This supports **Strategic Goal 5: Best Serve Our Community.**

I continue to provide additional support and direction on long-term planning projects and grant management, particularly the Stops and Shelters Project, Ten-Year Plan Phase 1 implementation, and First-Last Mile project work. This work supports **Strategic Goal 4: Improve our transit experience.**

Looking Ahead:

- Continuing Forever Home project work
- Stops and Shelters Project planning and implementation
- First Last Mile WG Meeting #3

2026 Strategic Plan Flagship Project Tracker

General Administration	Q1	Q2	Q3	Q4
1. Refine Risk Management Procedures				
2. Complete New Emergency Action Plan and Implement Training				
3. Develop/Implement Annual Records Review Process				
4. Create a Board Handbook				
5. Structured agreements with Gypsum and Leadville to support service enhancement				
6. Develop an FTA Compliant Real Estate Acquisition Plan				
Operations	**Q1**	**Q2**	**Q3**	**Q4**
7. Hire and Retain Top Talent				
8. Maintain and Manage Core Transit Owned and Leased Housing Units				
9. Lower Our Preventable Accident Rate				
10. CDL and Drug/Alcohol Program Management				
11. Improve Overall Efficiency and Performance				
12. Upgrade Fleet and Fleet Maintenance Program				
13. Maintain and Manage Stops, Shelters, and Facilities				
14. New Shelter Installations and Upgrades				
Finance	**Q1**	**Q2**	**Q3**	**Q4**
15. Creation of a Comprehensive Budget Book				
16. Implementation of Finance Insights Webpage				
People and Culture	**Q1**	**Q2**	**Q3**	**Q4**

Accomplished (Violet)

Fully completed or showing outstanding progress and results.

Advancing (Blue)

Actively in progress with meaningful achievements and steady movement forward.

Behind Schedule (Orange)

Progress has slowed or is currently behind the planned timeline or is delayed.

Paused or Not Yet Started (Yellow)

Work is either not yet underway or intentionally paused.

17. Create Structured Opportunities for Learning and Growth				
18. Introduce Team-Based Problem Solving Workshops				
19. Create a Supervisor Manual				
Information Technology	**Q1**	**Q2**	**Q3**	**Q4**
20. Create Artificial Intelligence (AI) Policy and Expectations				
21. Intelligent Transit Systems Upgrade				
Marketing, Communications, and Customer Service	**Q1**	**Q2**	**Q3**	**Q4**
22. Strategic Advertising, Social Media, and Email Marketing Campaigns				
23. Website Optimization and Live Chat Enhancement and Maintenance				
24. Transit Education & Community Event Participation				
Planning	**Q1**	**Q2**	**Q3**	**Q4**
25. 10 Year Plan Phase 1 Service Implementation				
26. Create a Baseline Emissions Inventory				
27. Establish First-Last Mile/Partner Project Working Group				