

**MINUTES OF THE
EAGLE VALLEY TRANSPORTATION AUTHORITY d/b/a Core Transit
BOARD OF DIRECTORS MEETING
July 9, 2025**

A meeting of the Eagle Valley Transportation Authority (“Authority”) Board of Directors (“Board”) was held on July 9, 2025, at 12:00 p.m. The meeting was held in person at the Avon Council Chambers located at 100 Mikaela Way, Town of Avon, Colorado, 81620, and on Zoom. Notice of the meeting was posted on July 3, 2025, and included agenda items, location, and time, as well as the teleconference information needed to participate in the public portion of the meeting. The Notice of Board of Directors Meeting dated July 3, 2025, and the certification of posting are attached hereto.

ATTENDANCE

Directors in Attendance:

Chair: Director Earle Bidez, Mayor, Town of Minturn

Vice Chair Director Nick Sunday, Councilor, Town of Eagle

Director Rich Carroll, Councilor, Town of Avon

Director Dave Eickholt, Beaver Creek Metro District

Director Jeanne McQueeney, Commissioner, Eagle County

Directors Absent:

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

Director Barry Davis, Councilor, Town of Vail

Attendance:

Patrick Picard, Fehr and Peers

Tom Kassmel, Town of Vail

Scott Robinson, Deputy Director, Core Transit

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

Aryn Schlichting, Director of People & Culture, Core
Transit

Scott Robinson, Deputy Director, Core Transit

Tanya Allen, Executive Director, Core Transit

Dave Snyder, Director of Transportation, Core
Transit

Sanjok Timilsina, Director of Finance, Core Transit

Dave Levy, Planning Manager, Core Transit

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

Mike Scheuring, Operations and Demand
Response Supervisor, Core Transit

Jim Shoun, Mobility Manager, Town of Avon

Zoe Goldstein, Vail Daily

Stephanie Samuelson, Vail, CO

Mike Harms, Amalgamated Transit Union

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

Joanna Kerwin, Edwards Metro District, Edwards,
CO

Attendance on Zoom:

Edgardo Reyes, Information Services
Representative, Core Transit

Emily Kushto, Fehr and Peers

Anna Henderson, Fehr and Peers

Rohan Kuruppu, Capitol GCS

Jared Carvalho, Capitol GCS

Jordan Winters, Town of Vail

Sarah Adey, Employers Council

Juan Reyes, Operations Specialist, Core Transit

Ray Shei, Alternate Board Member, Beaver Creek Metro District

Pete Seibert, Alternate Board Member, Town of Vail

Kelly Wamboldt, Core Transit, Safety and Training Supervisor

Vanesa Duarte, Core Transit, Office/Admin Coordinator

Larry Pardee, Town of Eagle

Selene Suarez, People and Culture Generalist, Core Transit

Tony Arenales, Maintenance Coordinator, Core Transit

**APPROVAL OF THE
AGENDA**

There were no changes.

**APPROVAL OF
MINUTES AND
FINANCIAL
STATEMENTS**

Director Bidez presented the May financial statements, May payables, and June 11 regular meeting minutes for approval. Director Eickholt motioned to approve the minutes, financial statements and payables. Director Sunday seconded the motion, which passed with a unanimous 5-0 vote.

BOARD COMMENT

There were none.

PUBLIC COMMENT

Stephanie Samuelson from Vail shared her experience working with Core Transit and her thoughts about the employee survey.

Joanna Kerwin, on behalf of the Edwards Metro District, thanked Core Transit for reaching out and providing a letter of support for bus shelters. She also read a formal request from Edwards Metro District to initiate partnership discussions regarding microtransit service in Edwards.

Mike Harms from the Amalgamated Transit Union shared his concerns on the union vote process.

AGENDA ITEMS**6. Presentations****6.1 Employee Culture**

Director of People and Culture, Aryn Schlichting, introduced the presentation on the Core Transit culture report and the organization's culture goals. She acknowledged that culture has always been important to Core Transit and noted that the culture goals are built into the five-year strategic plan.

She reviewed the survey results conducted by a consultant and shared that employees expressed appreciation for the pay and benefits, while also identifying more training for managers and supervisors as an area for growth. She also discussed additional feedback channels such as quarterly employee meetings, Sling, and coffee chats, and emphasized that leadership is working to make meaningful changes based on that feedback. She spoke about operators' daily schedules and how the planning team has worked to build longer breaks into those schedules. She also noted that the organization has established a

cross-departmental meeting to support problem-solving and collaboration.

She concluded the presentation by reviewing the goals for 2025 and 2026, which include initiatives such as a safety recognition program and an annual employee survey.

Director Bidez requested more information on training for managers and supervisors. Director of People and Culture Schlichting explained that Core Transit has provided foundational training on basic supervisory skills for all management-level staff, including key laws and regulations. She noted that the training series will continue, with upcoming topics including consistency, self-awareness, decision-making, processes, and policy.

Director Carroll requested a more detailed breakdown of the survey questions and asked to track how percentages shift over time as the organization continues conducting surveys. He acknowledged the significant transition from ECO Transit to Core Transit and expressed appreciation to staff for asking the tough questions that help support growth over time.

Director Eickholt asked how Core Transit's culture compares to that of other organizations. Director of People and Culture Schlichting responded that each organization measures culture differently, but Core Transit is currently focused on listening to staff feedback, making meaningful changes, and continuing that cycle. She noted that the organization will conduct another annual survey next year to compare results.

Director McQueeney thanked staff for putting together a data-driven presentation on organizational culture and appreciated that the survey was conducted by a consultant.

6.2 10-Year Presentation

Mr. Picard began the presentation by reviewing the timeline and outlining the final elements of the plan. He explained that the 10-year transit plan was shaped by community input gathered through public conversations. He shared a map of the new routes to be implemented, along with a summary of the phased approach. He noted that each phase is expected to bring increased service and ridership.

He reviewed the Capital Improvement Plan, which includes investing in sidewalks, customer service, and the bus fleet. He noted that Core Transit recognizes the value of microtransit as a supporting strategy that could improve efficiency of the overall system. He added that this could be an area of future study. Director Bidez asked for more clarification on the microtransit information. Mr. Picard explained that Core Transit might consider developing a program to partner with local jurisdictions interested in initiating microtransit programs in the future.

Mr. Picard provided further detail on the supporting strategies within the Capital Improvement Plan. He discussed improvements to bus shelters and pedestrian crossings, the need for a Core Transit-owned operations facility, upgrades to the bus fleet, expansion of transit stations, and growth in Park-n-Ride facilities.

Executive Director Tanya Allen reviewed the 10-year financial plan summary, outlining projected estimates across its various phases. Mr. Picard outlined the next steps which included a full technical plan for formal adoption at the September Board meeting.

6.3 Vail Transit Center Presentation

Mr. Kassmel introduced the transportation center expansion project in Vail, branded as Arrive Vail. He reviewed the overall goals, which include enhancing accessibility, improving connectivity, and supporting economic vitality. He outlined the community engagement process and shared community priorities such as improved waiting areas and enhanced safety. He also presented diagrams highlighting the existing challenges of the current transit center, along with images from a transit analysis and recommended design options. The recommended design options demonstrate the potential to expand bus capacity and increase space for offices and breakrooms for operators.

Business

7.1 Member Transit Pass Program

Director Carroll left the meeting.

Director Bidez postponed the Member Transit Pass Program agenda item to the next meeting due to time constraints.

7.2 CDOT Grant 5304 Planning Grant

Executive Director Allen shared that this grant provides \$80,000 in federal funding to support the costs associated with the ongoing 10-year plan.

Director Sunday motioned to approve the FTA 5304 Planning Grant contract with CDOT. Director Eickholt seconded the motion, which passed with a unanimous 4-0 vote.

7.3 FY 2024 Audit Extension

Director of Finance Sanjok Timilsina explained that Haynie and Company is currently finalizing the

audit. He noted that changes in 2024 require additional time to ensure they are accurately reflected in the financial report. He shared that staff recommend submitting an audit extension request to the Office of the State Auditor, extending the FY2024 audit filing deadline to September 30, 2025.

Director Eickholt motioned to approve the submission of an audit extension request for the Fiscal Year 2024 audit to the Office of the State Auditor. Director Sunday seconded the motion, which passed with a unanimous 4-0 vote.

7.4 Employers Council Legal Letter of Engagement

Executive Director Allen explained that during the current unionization process Core Transit needs an additional specialized expert. She shared that Employers Council's legal experts are familiar with Colorado-specific laws and currently work with other transportation authorities around the state on labor relations.

Ms. Winn shared that this is a highly specialized area of law, noting that transportation employees are the only public employees in the state permitted to unionize under current statutes. She explained that the intent is to bring in expertise specific to this specialized area.

Director Eickholt motioned to approve the legal letter of engagement with Employers Council, which requires membership in Employers Council. Director Sunday seconded the motion, which passed with a unanimous 4-0 vote.

7.5 Maintenance Agreement

Director of Transportation Dave Snyder presented a proposed six-month amendment to the TransDev fleet maintenance services agreement.

Director McQueeney motioned to approve a six-month fleet maintenance services agreement amendment valued at \$900,000 with TransDev for the upkeep of Core Transit buses. Director Eickholt seconded the motion, which passed with a unanimous 4-0 vote.

8. Staff Reports

Deputy Director Robinson celebrated the meaningful feedback gathered from staff at the quarterly safety meetings and shared the sales tax collections.

Director of Transportation Snyder reported that in June 2025, Core Transit achieved a 99.96% service completion rate with no use of shadow buses. He added that three operators are currently in training, and five new trainees are scheduled to begin a class in late July.

Planning Manager Levy shared highlights of the upcoming winter schedule, including plans to maintain service increases for Leadville and Minturn, as well as plans for a more user-friendly Core Transit website.

EXECUTIVE SESSION

Director Bidez made a motion to enter Executive Session pursuant to C.R.S. 24-6-402 (4)(b) for a conference with Core Transit's general counsel to receive legal advice on labor relations and Director Eickholt seconded the motion which passed with a unanimous 4-0 vote.

Director Bidez announced that no formal action will be taken during Executive Session, and the board will not return to Council Chambers to

reconvene in open session. The meeting will adjourn at the conclusion of the Executive Session.

ADJOURNMENT

Director Bidez announced that the Executive Session had concluded at 3:10 pm and the Board returned to open session.

Director Eickholt made a motion to adjourn the meeting at 3:11 pm. Director McQueeney seconded the motion which passed with a unanimous 4-0 vote.
