

Hmm, What's in It for You?

GLAD YOU ASKED – A GUIDE TO YOUR TOTAL EARNINGS & BENEFITS

At Core Transit, our Bus Operators are the heart and soul of what we do. You're not just driving buses; you're driving our community forward. That's why we follow our current compensation philosophy that emphasizes fairness, competitiveness, and care. Approved by the board in March 2024, this plan supports that Core Transit wages meet or exceed market standards for our mountain community, with reviews every two years to stay current. That means our step plan is flexible, not frozen. We also back wages with a benefits package that starts from month one. Check it out!

HIGHLIGHTS TO WORKING AT CORE TRANSIT

PAY SCALE	Full-time bus operator pay ranges from \$31.05 to \$42.32, employees are promoted to the next step every 12 months through our approved Step Plan.
VACATION	Full-time employees enjoy 4 weeks of paid vacation plus 12 holidays.
HEALTH INSURANCE	Excellent insurance with \$0 employee-only coverage, up to \$268 for family coverage, free wellness clinic visits near the office, and free mental health support for families.
RETIREMENT	All employees are eligible for up to a 10% retirement match, with a 5% contribution required.
CAREER GROWTH	If you're committed to building a career with us, we'll support you with an annual review process to discuss goals, paid training, career advancement opportunities, and annual recertification programs to sharpen your skills.

PRE-TAX TOTAL COMPENSATION

Core Transit believes in seeing the big picture—check out how much you could earn in a year and start saving with 2025 approved wages and benefits!

Example – Annual Base Salary Calculation

Hourly Rate: \$32.14 (Step 2)

Annual Salary:

$\$32.14 \times 40 \text{ hours} \times 52 \text{ weeks} = \mathbf{\$66,851.20}$

Health Insurance Contribution

For employee-only PPO4 coverage, Core Transit pays \$897/month and employee pays \$0.

Annual Health Insurance Contribution:

$\$897 \times 12 \text{ months} = \mathbf{\$10,764.00}$

Retirement Savings

Employee contributes up to **10% paycheck**, and Core Transit matches **10%**.

Total Retirement Savings (Employee + Employer): $\$6,685.12 + \$6,685.12 = \mathbf{\$13,370.24}$

Total Compensation Package

- **Base Salary:** \$66,851.20
- **Health Insurance Contribution:** \$10,764.00
- **Employer Retirement Match:** \$6,685.12

Total Compensation: $\$66,851.20 + \$10,764.00 + \$6,685.12 = \mathbf{\$84,300.32}$

Added Value of Paid Time Off: (20 vacation days / 14 holidays): **\$8,742.08**



Talented Operators, Award-Winning Culture: Our talented team of operators is supported by an award-winning culture and a strong commitment to safety. With employee get-togethers, driver-friendly schedules, and a robust relief system, every team member shines in our 24/7 operation.

STAY IN TOUCH Email people.culture@coretransit.org to schedule a time to connect.