

Core Transit Staff Newsletter

August 05, 2024

Vol 01

Welcome aboard on Core Transit!

We are so glad you are here

Yesterday marked an exciting start of our journey as Core Transit, and we couldn't be more excited to have you with us as we embark on this new chapter.

As you step into your roles, remember that you are now a vital part of a reimagined transit experience. Your hard work and enthusiasm are what will drive us forward and make us shine.



“People don’t buy what you do or how you do it.
They buy why you do it.” —Simon Sinek

What we do

As a user-friendly, multimodal transportation authority, Core Transit invites you to navigate Eagle County safely, easily, and affordably.

How we do it

Our lively crew of experts drive home the benefits of public transportation with reliable, light-hearted, and rewarding service that unites us.

Why we exist

We believe every journey should be an empowering and gratifying experience.

From Safety, Service, and Schedule to WADR: Our New Organizational Values

Safety, Service, and Schedule” - the motto many of you are used to – has been rolled into a more comprehensive set of organizational values you’ll hear us refer to as “WADR” – Welcoming, Accessible, Dependable, and Rewarding. These are promises we are making to ourselves and our community going forward.



Our Core Values



Welcoming:

We will be warm and engaging because we believe in the power of positivity.



Accessible

We will be easy for all to use because we believe mobility cultivates independence.



Dependable

We will be safe and reliable because we believe trust is essential.



Rewarding

We will deliver an uplifting experience because we believe small benefits create big rewards.

Mission



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

Vision



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

Celebrations and Appreciation

We Are Celebrating Our New Journey Together! 🚐✨

We couldn't be more excited to have you on board for this amazing journey with Core Transit! As a special thank you for being a part of our team, we've got some fun treats lined up just for you. ☀️

Lunch is on Us!

To kick off the celebrations, we're giving each of you a \$15 voucher for Rocky Mountain Taco. Head to any of their locations and enjoy a delicious meal on us. 🌮 To get your lunch voucher, please stop by dispatch or talk to the road supervisors (Attached voucher Sample)

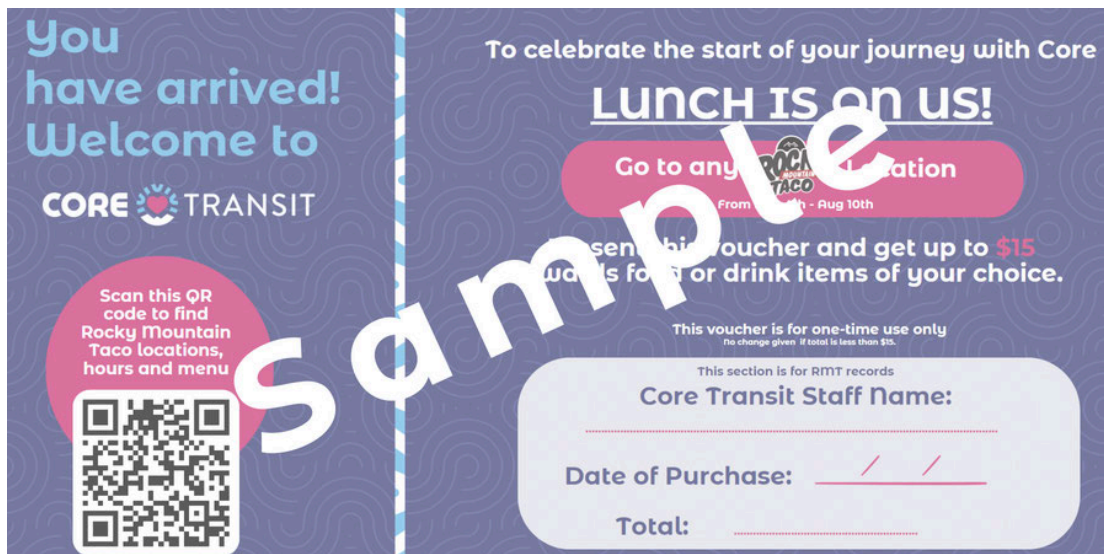


But wait, there's more! You're also invited to join the public celebrations happening at our various stops. Come grab some coffee, donuts, and other treats.

Here is the schedule for every day of the week: [Celebration Schedule](#)

Let's make this week the start of something outrageously amazing!

Thank you for being an essential part of Core Transit. We couldn't do it without you! 🚐🌮



Updates from your Operations Team

We're excited to officially launch Core Transit on Sunday, August 4, 2024. We can't wait to see our operators on our buses proudly wearing their Core Transit attire. Please continue to take care of our customers by providing excellent customer service while safely navigating our routes.



Our new Paylocity system will assist in managing our payroll process; any operator having questions or difficulty accessing the system should seek out a dispatcher, road supervisor, or other member of management for assistance.

Beginning Monday, August 5th, we will welcome the following individuals to their new roles:

Brittany Hill

Brittany will be joining us on 8/5 as our new Safety and Training Supervisor. Brittany has been a driver trainer for Eagle County Schools for the past six years, with additional prior experience from the trucking industry. Brittany, her husband, and three children reside in the Gypsum community where they are active in sports, rodeo, and the local rec center. We look forward to Brittany's contributions to the organization as we work to build a strong safety culture and improve our safety and training outcomes.





Cisco has been selected as the new Operations Supervisor for Core Transit.

He has been involved in transit in a variety of positions throughout the past six years, to include bus operator, dispatcher, and road supervisor. He looks forward to making a difference by leveraging his experience and pairing it with his commitment to serving the Core Transit team and the community to meet their unique needs. Cisco resides in Gypsum and can often be found hiking or playing music.

Updates from your People & Culture Team

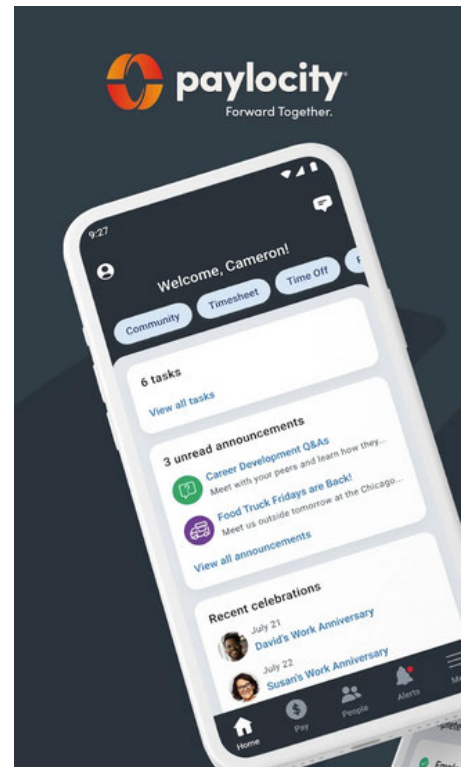
Time Keeping & Getting Paid



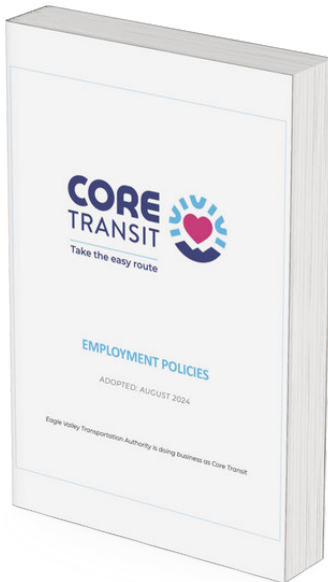
As of now, you should be able to download the Paylocity App and log in. Our primary goal for your first week is to make sure you track your time worked accurately. Please read the attached essential guide, which contains all the details and answers to your questions.

Options for clocking in:

- Use the app and clock in on your home screen
- Use a chrome-book and log into Paylocity to clock in
- Or call dispatch and they will document your time for you



Employee Policies



We are also thrilled to share our final, approved Employee Handbook, Drug & Alcohol Policy, and Time Off Programs. These documents have been crafted over the last few months with valuable feedback from staff and leaders along the way. Click [Here](#) to go to the page where you will find these documents which are vital for keeping us aligned and moving in the same direction. In the near future you will be asked to sign acknowledgement forms.

Empowering Change through Employee Feedback and Growth Mindset

We have discussed extensively about cultivating a growth mindset (GPS) as we transition into this new era. This means keeping open lines of communication, listening to feedback, and being open to change.

I want to give a shout-out to employees who stepped forward to point out errors (in a positive and thoughtful way) along the way, which allowed me to pivot and solve problems faster. This is the type of culture we can create together.

- To the Seasonal Employees who asked questions about the pay scale and expressed interest in joining the organization full-time: This allowed us to better explain the pay steps and prioritize creating processes around transferring Seasonal Employees to Full-time positions. A win-win for both the employee and Core.
- To the employee who asked detailed questions about pay period dates: This led to us updating our pay days to ensure they matched the Sunday - Saturday schedule currently used for our scheduling.

Keep up the great work! Your feedback, when provided in a positive and well-intentioned manner, has already helped lead to significant changes. Let's keep up the momentum!

Updates from your Driver Committee

Hello everyone,

As we usher in a new era as CORE Transit we, the members of the driver committee, feel it best to reaffirm and restate our mission. We recognize the rigmarole of a transitioning workplace may have some of you feeling zapped of energy (we feel it too!) At the same time we are cognizant that for many members of the CORE team a job in the transit industry is an entirely new endeavor; with these considerations in mind we would like to start off by saying welcome and thank you! Whether you are new in town or you've been around the block a few times we are thrilled to have you around! Your decision to serve your community as transit professionals is one that we find noble & praiseworthy. Now to the matter at hand, the driver committee was formed in response to a need. As our team grew in size and the scope of our service surpassed previous limitations, operators found themselves facing a new challenge. Input, thoughts, concerns, complaints, ideas and all manner of valuable insights were either going unshared or would find themselves lost in a sea of like-spirited but untapped potential. The driver committee came together to tap into this potential. We held an election of peers to nominate 5 members of the employee body to represent the interests of their coworkers. The idea behind this endeavor is to present a united front as the collective of our voices. Throughout the past two years your committee members have worked tirelessly to honor the sentiment of this foundational idea. We have sought after and manifested positive change in areas regarding policy, safety, advocacy and more. These successes are made possible by two key factors. The aforementioned collective voice and YOUR participation. There is no measure or initiative that the driver committee moves toward without the operator in mind. We have been fortunate to receive your patronage in the form of thoughtful input and insight sharing since the very inception of this committee. Now, as we look toward the future and welcome new challenges we invite you to carry on alongside us as we continue to pursue positive changes and outcomes for all of our team members.

We thank you for what has been an unforgettable journey so far,

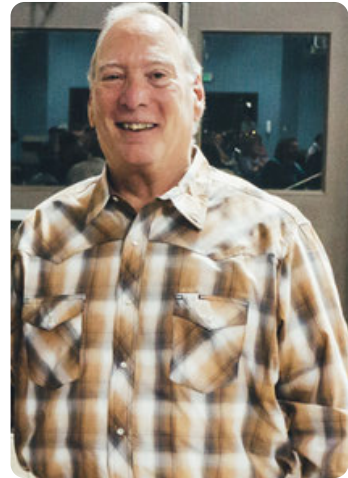
CORE Transit Driver Committee

Joël Racicot | Stephanie Samuelson | Steve Rivet | Barbara Pratt | Jim Buckele

Goodbye Larry, we will miss you!

As we step into this exciting new chapter with Core Transit, we must take a moment to bid a heartfelt farewell to Larry, our Acting Executive Director. Larry has been an incredible force during this transition, playing a pivotal role in every milestone and achievement we've reached. His dedication, leadership, and unwavering support have been instrumental in guiding us through this journey and setting us on a path to success.

Larry has not only led us with exceptional skill but has also imparted invaluable lessons and wisdom.



As a mentor, he has taught each of us the true meaning of commitment and care. His deep concern for our team's well-being and his genuine desire to see us grow have left a lasting impression. We are deeply grateful for his contributions and the positive impact he has made on our organization. As we say goodbye to Larry, we wish him all the best in his future endeavors and thank him for his exceptional service, mentorship, and the heartfelt lessons he has shared with us.

To everyone:

Thank You

My time here in the Valley has been amazing (although longer than we all thought). Not one single day has gone by where I have not been blessed by this opportunity.

From meeting all of you, being part of your Safety Banquet, and presenting at our Board Meetings, you all have made me feel an integral part of the organization.

I hope to see each and every one of you prior to my planned departure next Friday.

Great things are ahead for CORE Transit and all of you.

I was/am glad to be part of that development.

Have Fun and Best Wishes

Larry T.

