

Driven Together Monthly Employee News

February, 2025

Our New Organizational Development Project Begins!

Message from Tanya - January 15th (just to keep it fresh in our minds)
Hi Core Transit Team,

I wanted to share some details about a new organizational development initiative we are excited to be kicking off this week.

Whether you've been with us for a day, a season, or more, you've probably heard or seen something about our organizational values: Welcoming, Accessible, Depending and Rewarding. Our goal is for these to be values that we both project outward to our customers and inward to our workplace and one another.

An important piece of this is listening to feedback from employees throughout the organization and using it to build better internal structures around communication, decision making, and issue prioritization. Creating this kind of culture will ensure our transit system is effective, and Core is an incredible place to work.

To make sure we're on the right track, we've invited Dr. Karah Maloley, a trusted organizational development professional who has worked with many other groups in our community, to help us examine and improve our teamwork, culture, and communication. It's our hope that Karah can provide a neutral, fresh set of eyes to help us learn and grow together into a stronger team.

You can expect to see Karah around and/or hear from her over the next several months. Her activities will include:

- Meeting with different team members at all levels of the organization to gather information and feedback.
- Launching an anonymous survey next week – targeting the week of Jan 20th to hear from all employees.
- Hosting group feedback and discussion sessions.

As we move forward, it's important to remember that we're still a new organization just hitting our stride. We grew from 10 to 100 new employees just five months ago, and it's time to check in, reflect on how things are going, and be intentional about the steps we are taking to strengthen the foundation of Core Transit.

Stay tuned for more updates and thank you in advance for taking this effort seriously. Your honesty and openness will be vital to its success! Please feel free to reach out to me or any other member of the leadership team for additional information.

Tanya
Core Transit ED

Questions About Pay, Housing, and Benefits Ask Us

We're here to support you every step of the way! You can usually find someone in the People & Culture office in Building A from 9 AM to 5 PM, Monday through Friday. Whether you want to stop by with a quick question or schedule an appointment for a more in-depth conversation, we're happy to help.



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Updates from Dr. Karah - Org Development


Project updates and ways to get involved:

A huge thank you to everyone who took the time to respond to the survey! Karah is hard at work on the next steps and pulling together summarized results / insights to share back with all employees soon—stay tuned for more details.

💡 **1. Employee Feedback / Listening Session:** This is your chance to meet with Karah (in person) and share your direct insights, ideas, and experiences to help shape the future of Core Transit. 😊

Dates & Time

Karah will be available in the Conference Room B on Thursday February 27th from 9:00 AM to 11:00 AM and 1:00 PM to 3:00 PM.

 **Cross Department Work Group:** In the meantime, Dr. Karah will be bringing together a group of operators, road sups, dispatchers and admin staff to create processes around communication, efficiency and productivity. This group will meet twice for these workshops to brainstorm ideas and create recommendations.

Dates & Time

1st Work Session: Tuesday, February 18 @ 1pm – 3pm

2nd Work Session: , March 5th @ 1pm – 3pm

Interested? Let Cisco know you are interested in participating and available – or message Aryn on Sling. We'll aim to keep the group at a manageable size while making every effort to involve anyone interested in a meaningful way.

Updates from your Marketing Team

10-YEAR TRANSIT PLAN SURVEY RESULTS!

We reached out to the public and asked for input on the first phase of outreach for the 10-Year Transit Plan, and The results are in!

View all the details [HERE](#)



Farebox Retirement

Goodbye Cash, Hello Mobile Fares!

Starting March 17, we are going **CASH -FREE** onboard our Core Transit buses!

Riders can purchase their tickets for trips to and from Gypsum and Leadville through our

[MOBILE FARES APP](#)

If a rider prefers to pay with cash, they can visit our Vail or Gypsum offices, where they will have the option to purchase:

- A loadable Smart Card, or
- A printed ticket

If you have other ideas on how we can better communicate this to riders or ensure they have access to purchase our passes, please reach out to Ericka Soto at ericka.soto@coretransit.org or Dayana Herr at dayana.herr@coretransit.org.

Updates from your Operations Team

Road Closed? Core Transit's Got You Covered!

A message from operations on Jan 22, 2025

I want to give everyone who was on-staff tonight a huge thumbs up and a single tear of pride down my cheek 🥹👍

Things were absolutely chaotic due to the I-70 closure (and the lack of information surrounding it) yet every single one of you did an exemplary job of serving our ridership in accordance with our Core Values.

Maintaining a Welcoming atmosphere on the buses was not a trivial feat this evening, nor was ensuring Accessibility at stops (especially at the VTC). Big shout-outs go to everyone who went above and beyond to make sure the community could Depend on us to provide Rewarding service tonight:

Sunshine, Alex, Al, Greg, Mike S., Jim, Mario, Felix, Gene, Brendan, Chris, Shannon, Brandon, Chuck, Mike M., Mike C., Stephen R., Jeff, Mike T., Barry, Craig H., Sky, Todd, Jessica, Cory, Megan, Damon, Carlos and Jose.

Everyone mentioned above lost break time, stayed late, did extra work, smiled when it was hard to muster, and/or at the very least had to answer more questions that they would have liked to.

Thanks to all of your efforts and sacrifice, I'm confident in saying that we managed to get everyone where they needed to go tonight.

I appreciate you all for making Core Transit such an essential part of our community and a wonderful place to work

Updates from your People and Culture Team

🌟 \$ Tax Season Alert \$ 🌟

Tax season is here! Your 2024 W-2s are now available for download in Paylocity under Pay > Tax Forms, and paper copies have been mailed to your address on file.

If you worked for Eagle County earlier this year, your W-2 form has been mailed to the last address they had on file. If you remember your UKG login, you can also access it online. For any questions about your ECO W-2, feel free to email ECHR@eaglecounty.us, and they'll be happy to assist you.

If you have questions, please do not hesitate to reach out.

Happy filing!

Open Positions

New positions are being posted on **Coretransit.org**! Whether you're looking for a fresh opportunity or know someone who'd be the perfect fit, now's the time to check it out.

✨ Don't miss your chance—keep your eyes peeled and spread the word to your friends, family, and anyone who'd love to join our amazing team.

Your next big career move could be just a click away!



Health Insurance & Mental Health

Free Mental Health Benefit Create an Account for Mountain Strong

Just a reminder, we have launched the Mountain Strong initiative. It's always wise to create an account before you need the services, so you're ready to go when you want to find a therapist. The Mountain Strong Employee Assistance Program is a behavioral health benefit offered to Core Transit employees and their household members to assist with personal challenges or work-related difficulties that may impact job performance, mental and physical health, or emotional well-being. You can access this information via the Paylocity App by navigating to Menu > Company Links > Mountain Strong EAP

Free Health Clinic

Have you had a chance to look at the Benefits Guide or visit the FREE Health Clinic? Now is a great time to dive into our great benefit packages, update your doctors with your new insurance and more. If you have any questions about your benefits, Tati is our resident expert and is available to assist you. Alternatively, you can email your inquiries to people.culture@coretransit.org.

Here are some key points regarding your health insurance:

1. You should have received separate cards for different services: Prescriptions (CVS), Health Insurance (UMR), and Dental (Delta Dental). You can access these online in the CEBT Health Plan App or ask P&C to order you cards if needed.
2. Some people have encountered issues at the pharmacy, which were actually due to errors on the pharmacy's part. Don't hesitate to ask the pharmacist to double-check how they are entering your information.
3. Ensure all your doctors have your updated insurance cards to avoid any issues with your coverage.
4. If you have questions or need help understanding your coverage, CEBT is very helpful. You can reach them at 1-800-332-1168.

Paylocity: Your Go-To Hub for Handbooks, Pay Info, Benefits, and More!

Find all of your resources at Paylocity> Menu > Company Links

