

RECORD OF THE PROCEEDINGS
SKAGIT TRANSIT BOARD OF DIRECTORS

Wednesday, December 17, 2025

The Skagit Transit Board of Directors met in a regular meeting in Burlington, WA. Commissioner Peter Browning chaired the meeting and called the meeting to order at 11:01 a.m., followed by the Pledge of Allegiance and roll call.

Members Present

Lisa Janicki, Skagit County Commissioner (Vice Chair)
 Matt Miller, City of Anacortes, Mayor (Left the meeting at 12:30p)
 Peter Browning, Skagit County Commissioner (Chair)
 Peter Donovan, City of Mount Vernon, Mayor
 Ron Wesen, Skagit County Commissioner
 Tracy Cook, Labor Representative (non-voting member) (Left the meeting at 12:01p)

Members Present via Teleconference

Carolyn Moulton, City of Anacortes, Councilmember
 Judy Jones, Community Advisory Committee (Chair, non-voting member) (Joined the meeting at 11:03 a.m.)
 Julia Johnson, City of Sedro Woolley, Mayor

Members Absent:

Bill Aslett, City of Burlington, Mayor
 Joe Burns, City of Sedro-Woolley, Councilmember

Providing Legal Counsel:

Staff Present

Andy Litke, Security Supervisor
 Derek Messling, Marketing and Public Affairs Specialist
 Chris Arkle, Manager of Finance and Accounting
 Crystle Stidham, Chief Executive Officer
 Greg Latham, Director of Maintenance, Operations, and Facilities
 Jennifer Davidson, Director of HR and Risk Management
 Jeremy Hoyle, Security Supervisor
 Larissa Farrell, Executive Assistant/Clerk of the Board
 Maleah Kuzminsky, Planning and Outreach Manager
 Rebekah Tuno, Grants Manager
 Seeley Mullins, Procurement and Contracts Coordinator

Staff Present via Teleconference:

Abby Bissell, HR Generalist
 Clerk of the Board
 Eric Espraza, Capital Projects Manager
 Jim Young, Operations Supervisor
 Joe Macdonald, Manager of Safety and Training
 Kelly Borden, Accounting Clerk
 Kelly Myiow, Payroll and Leave Administrator
 Larissa Farrell, Executive Assistant/Clerk of the Board
 Laura Lunsford, Safety and Training Coordinator
 Les O'Neil, Operations Supervisor
 Margie Tsuffis, Safety and Training Coordinator
 Skagit Transit Proctor
 Taylor Patti, Financial Analyst
 Wayne Simmons, Facilities Supervisor

Members of Public Present

Jason Kelley; Colleen Kennedy; Mike Kerr

Members of the Public Present via Teleconference:

1-360-333-5274; 1-916-501-8890; BV; Cameron's Notetaker; Erik Henry-Smetana, Gallagher; Guest; HeyJoe; Jaime Parker, Gallagher; JoeJoe; Joe Kunzler; Marcia Smith; Observer; Read.AI Mtg Notes; Sid; Skagit; Skagitt; Skagitonians for Non-Renewal of CEO;

1 Executive Session – Review the Performance of a Public Employee – RCW 42.30.110(g)

The board met in executive session to review the performance of a public employee. Mr. Browning stated that the Board would meet for 15 minutes from 11:03 a.m. to 11:18 a.m. He came out at 11:18 a.m. and announced they would extend 5 minutes. He came out again at 11:24 a.m. and announced they would extend an additional 5 minutes. The board re-entered the room at 11:30 a.m. and resumed the regular meeting at 11:31 a.m.

2 Public Comment

Public comment was made. One (1) written public comment was submitted to the board and is included with these minutes.

3 Consent / Action Items

- a) Approval of November Meeting Minutes
- b) Approval of Claims and Payroll

- October Payroll Direct Deposit and Checks
- October Direct Federal withholding transfer
- October Claims Checks and ACH #4697-4877
- c) Approve October Budget Update

Mr. Miller moved to approve all Consent/Action items. Mr. Donovan seconded the motion. The motion passed unanimously.

4 Full Discussion/Action Items:

- a) Approve Chief Executive Officer's 5-year Employment Contract
Ms. Stidham summarized the report as presented in the board packet.
Ms. Janicki moved to approve the Chief Executive Officer's 5-year employment contract. Mr. Wesen seconded the motion. The motion passed unanimously.
- b) Approve Updated Organizational Chart
Ms. Stidham summarized the report as presented in the board packet.
Ms. Janicki moved to approve the updated organizational chart provided the Grants Manager position is re-classified temporarily under the CEO and the board will re-evaluate the organizational chart again at the end of 2026. Mr. Wesen seconded the motion. The motion passed unanimously.
- c) Approve Resolution 2025-10 Fiscal Year 2026 Budget
Ms. Stidham summarized the report as presented in the board packet.
Mr. Donovan moved to approve Resolution 2025-10 Fiscal Year 2026 Budget. Mr. Wesen seconded the motion. The motion passed unanimously.
- d) Approve 2026 Skagit Transit Board Chair and Vice Chair
Ms. Stidham summarized the report as presented in the board packet. The board selected to appoint incoming board member and newly-elected Mayor of Anacortes, Ryan Walters, as the Skagit Transit Vice Chair for 2026.
Ms. Janicki moved to approve Commissioner Peter Browning as the Board Chair and Ryan Walters as the Vice Chair for the Skagit Transit Board of Directors in 2026. Mr. Wesen seconded the motion. The motion passed unanimously.
- e) Approve 2026 Skagit Transit Board Council Member Appointments
Ms. Stidham summarized the report as presented in the board packet.
Mr. Donovan moved to approve Hannah Oliver's appointment for the City of Mount Vernon, and Paul Cocke's appointment for the City of Sedro-Woolley, to the Skagit Transit Board of Directors in 2026. Mr. Miller seconded the motion. The motion passed unanimously.

5 Information Items

- a) Gallagher Class and Compensation Study
- b) CEO Update
- c) October Productivity and Ridership
- d) CAC Report and Nondriver Alliance

Peter Browning adjourned the meeting at 12:36 p.m.

Attest:

DocuSigned by:

Peter Browning

9FB11B1D22C2430...

Peter Browning, Chair Skagit Transit Board of Directors

Signed by:

Larissa Farrell

52442EF5FA0F474...

Larissa Farrell, Clerk of Skagit Transit Board

16 December 2025

RE: Public Comment for 17 Dec. 2025

Dear Skagit Transit Board;

I happen to have a schedule conflict with your meeting, so will be screen-recording for later viewing. However, I have a few thoughts for you.

- 1) I noticed reading the budget on page 20 of your packet no mention of how Climate Commitment Act (CCA) is funding grants to Skagit Transit. The CCA provides aid to Skagit Transit in return for kids riding free.
- 2) Where is this five year contract that is being proposed in the packet? I hope that's just an oversight.
- 3) I await the Board discussion how, when, where, and why it was decided to cancel Skagit Transit services. As someone directly impacted by those cancellations and who needed a \$80 Uber from Bellingham to get home; all I ask please is the Board insist on a public-facing discussion. It was the right thing to do to evacuate our fellow Skagitians.
- 4) I hope in the new year, we can please discuss having a rider representative on the Board please. But for now, we need to focus on serving Skagitians.

Thank you;

Joe A. Kunzler

gowlernoise@gmail.com