



Burlington City Hall
Council Chambers
833 South Spruce Street
Burlington, 98233

**Skagit Transit
Board of Directors
Retreat Agenda**

Special Meeting
September 29, 2025
2:00 p.m.

Join virtually at:
<https://tinyurl.com/Special-Meeting-9-29-25>
Meeting ID: 230 820 387 493 9
Passcode: sj36aR7N

- 1. CALL TO ORDER
- 2. PLEDGE OF ALLEGIANCE
- 3. ROLL CALL OF MEMBERS
- 4. PUBLIC COMMENT
- 5. COMPENSATION STUDY PRESENTATION, GALLAGHER Page 3
- 6. GRANTS REVIEW Page 18
- 7. 2026 BUDGET REVIEW Page 29
- 9. ADJOURNMENT

Skagit Transit Board of Directors Officers

Commissioner Peter Browning..... Chair Commissioner Lisa Janicki..... Vice Chair

Skagit Transit Board of Directors Membership and Votes

Mayor of Anacortes	1
Mayor of Burlington	1
Mayor of Mount Vernon	1
Mayor of Sedro-Woolley	1
Skagit County Commissioner District 1 ..	1
Skagit County Commissioner District 2 ..	1
Skagit County Commissioner District 3 ..	1
Anacortes Councilperson	1
Sedro-Woolley Councilperson.....	1

Non-Voting Members

Community Advisory Committee Chair
Skagit Transit Labor Union Representative

Quorum Requirement

A quorum consists of a simple majority (5) of the total votes (9).

Title VI Notice to the Public: Skagit Transit fully complies with Title VI of the federal Civil Rights Act of 1964 and related statutes, and does not discriminate on the basis of race, color or national origin. For more information, or to obtain a Title VI Complaint Form, visit Skagit Transit's website at

<https://www.skagittransit.org/about-us/civil-rights-discrimination/>

Aviso resumido del Título VI al público: Skagit Transit cumple plenamente con el Título VI de la Ley federal de derechos civiles de 1964 y los estatutos relacionados, y no discrimina por motivos de raza, color u origen nacional. Para mayor información, o para obtener un Formulario de queja del Título VI, visite el sitio web del Skagit Transit en <https://www.skagittransit.org/about-us/civil-rights-discrimination/>

ADA Notice to the Public: Skagit Transit fully complies with Section 504 of the Rehabilitation act of 1973 and the Americans with Disabilities Act of 1990 (ADA) and does not discriminate on the basis of disability. For more information, or to file a grievance contact the ADA Coordinator, Jennifer Davidson at 360-757-5178 or jdavidson@skagittransit.org.

Aviso de la ADA para el público: Skagit Transit cumple plenamente con la Sección 504 de la Ley de Rehabilitación de 1973 y la Ley de Americanos con Discapacidades de 1990 (ADA) y no discrimina por motivos de discapacidad. Para obtener más información, o para presentar una queja, póngase en contacto con el Coordinador de la ADA, Jennifer Davidson en 360-757-5178 o jdavidson@skagittransit.org.



Insurance | Risk Management | Consulting

Skagit Transit

Presentation to the Board

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Gallagher Introductions

Thank you for inviting us today! We're happy to be here and pleased to meet you. A bit about us...

Erik Smetana

Erik_HenrySmetana@ajg.com



Managing Director & National Practice Leader

Erik's nearly 25-year career has led him to serve in various diverse roles across human resource management and the people strategies space, particularly in compensation and benefits, talent management and organizational development, people analytics, and employee relations and policy development with public organizations, institutions of higher education, and not-for-profits nationally and internationally. He serves as the Gallagher Public Sector & Higher Education national practice leader.

Jaime Parker

Jaime_Parker@ajg.com



Senior Consultant & Project Manager

Jaime Parker is a seasoned human resources professional with over 15 years of experience in Higher Education, including 10.5 years specializing in compensation and organizational effectiveness. As a Senior Consultant and Project Manager with Gallagher's Public Sector & Higher Education practice, she partners with clients nationwide to elevate their people strategies—supporting initiatives in compensation and classification, organizational design, policy development, and beyond.

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Gallagher Introductions

Additional staff supporting this project

Mary Gauthé

Mary_Gauthé@ajg.com



Associate Consultant

Mary has five years of experience from Louisiana State University, where she served as a Compensation Consultant within the University's Central HR unit. She holds a bachelor's degree in management with a concentration in Human Resources from Nicholls State University and a master's degree in Leadership and Human Resource Development from Louisiana State University. For the past two years, Mary has served as an Associate Consultant within the PSHE team..

Carissa Marto

Carissa_Marto@ajg.com



Associate Consultant

Carissa has a bachelor's degree in psychology from Anderson University (SC) and a master's degree in industrial & organizational psychology from Middle Tennessee State University. Prior to joining Gallagher, she held project-based roles working in performance and promotional assessments related to test design.

About Gallagher

Sustained growth. Steady focus on quality.



Our Public Sector & Higher Education Practice

Our team has been committed to serving and partnering with organizations in the public space, providing insights based on national and international experience for nearly 40 years, with practice members having served as practitioners, internal consultants, leadership, and in executive roles in organizations of all sizes across the sectors we serve.



In-depth understanding
of **public sector**
environments



We collaborate with our clients to develop practical and relevant solutions for people strategies and HR issues, including:

- Compensation Benchmarking & Structure Development
- Classification & Career Framework Design
- Executive Comp & Assessment
- Strategic Planning
- Performance Management
- Succession Planning
- Org Effectiveness & Design
- Job Evaluation
- Pay Equity
- Span of Control

Recent successes in **Washington**



WHATCOM COUNTY
WASHINGTON



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Strong results with **Transit Authorities**



5

Project Overview

The ability to deliver comprehensively structured human capital solutions to clients is Gallagher's signature in the marketplace. At Gallagher, we want to know what makes your organization unique. **We listen intently to learn about your culture and priorities and delve deeply into all the details that matter when balancing human capital needs with your bottom line.** This single-minded focus on excellence — characterized by innovation and creativity — is the driving force behind each of our engagements.



Timeline:
Approximately six (6) months



Scope:
Classification & Career Framework Review + Design,
Compensation Benchmarking & Analysis, Organizational
Review, Development of Pay Plans, and Implementation
Costing

Project Scope Overview

1 Project Initiation & Administration

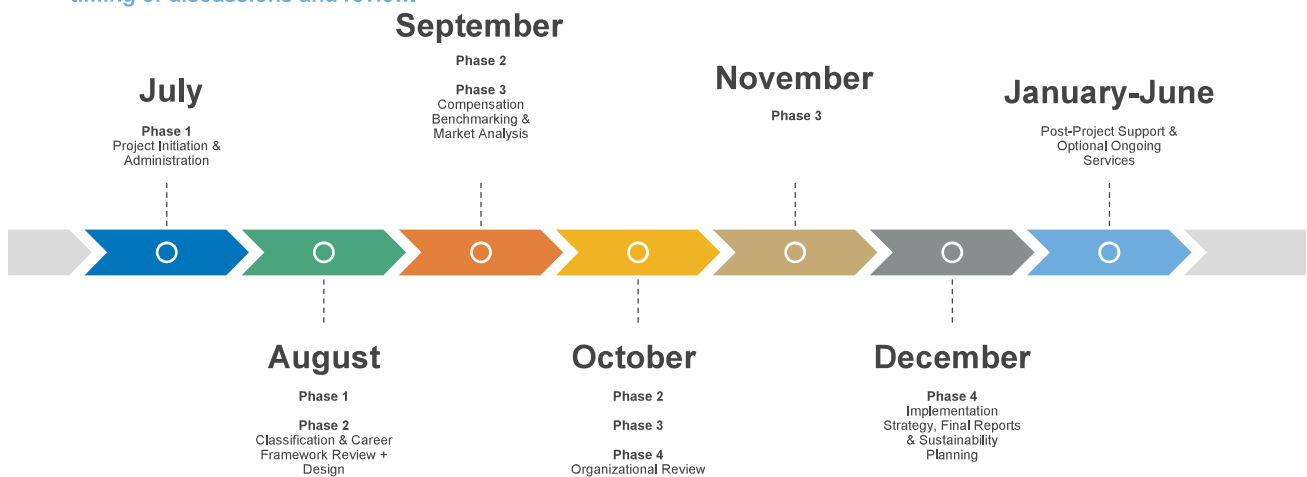
3 Compensation, Benchmarking, Market Analysis & Organizational Review

2 Classification & Career Framework Review + Design

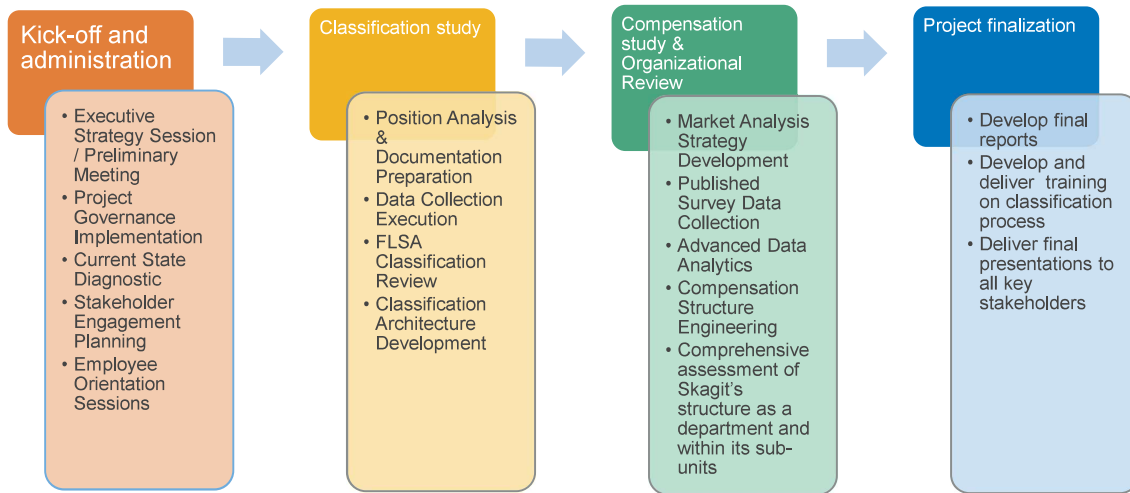
4 Implementation Strategy, Final Reports & Sustainability Planning

Project Timeline

The study is estimated to be completed in approximately 6 months. Timeline is subject to change based upon the timing of discussions and review.



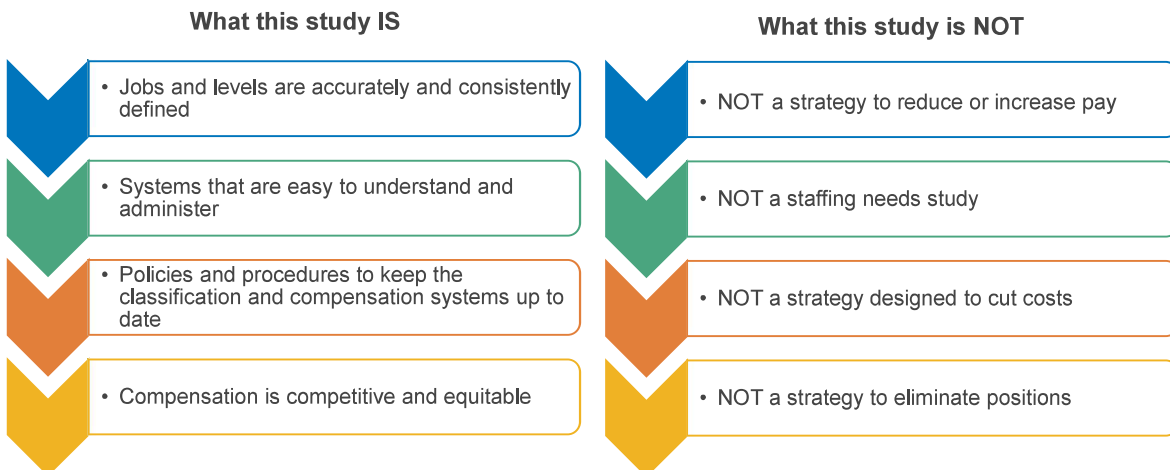
Activities and Deliverables by Phase



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9

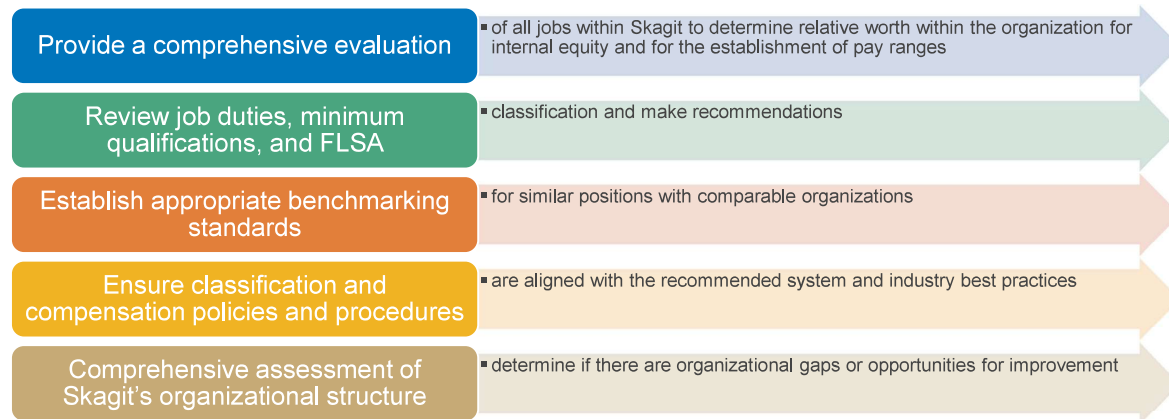
Understanding of the Project



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10

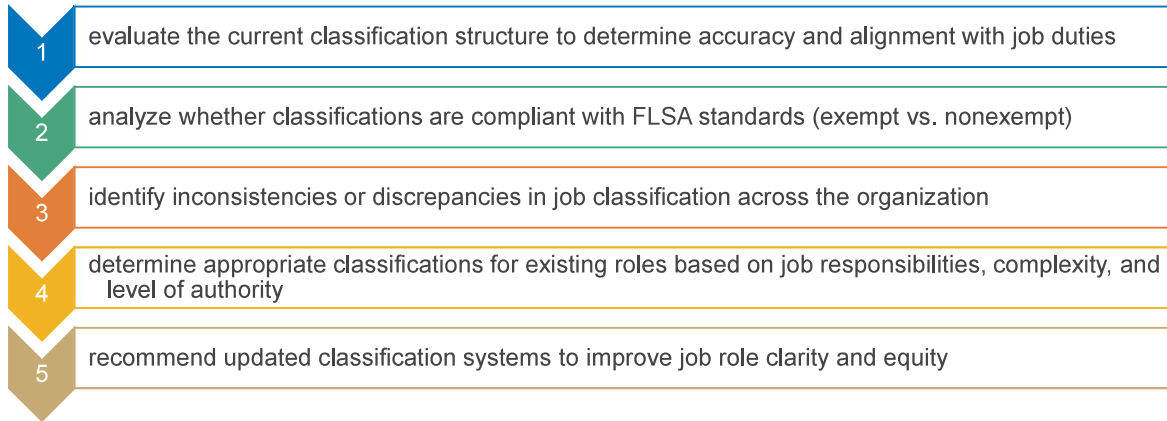
Study Goals



Classification & Career Framework Review

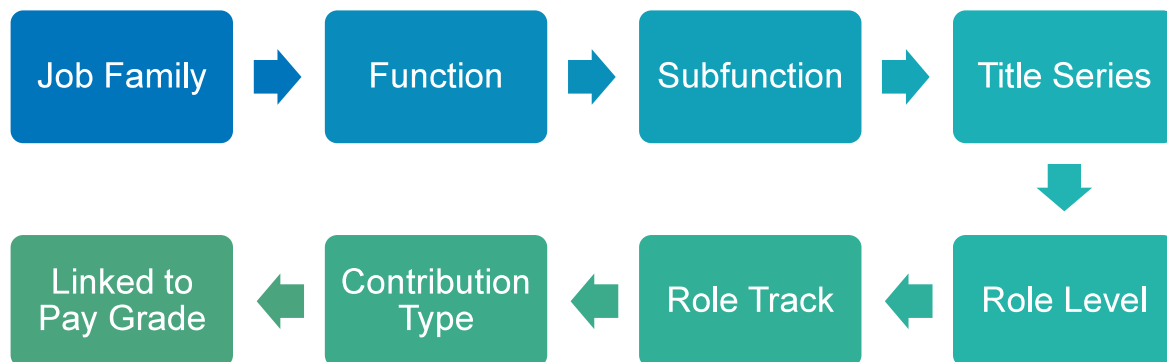
Classification Review

In general, a classification review will include the following steps.



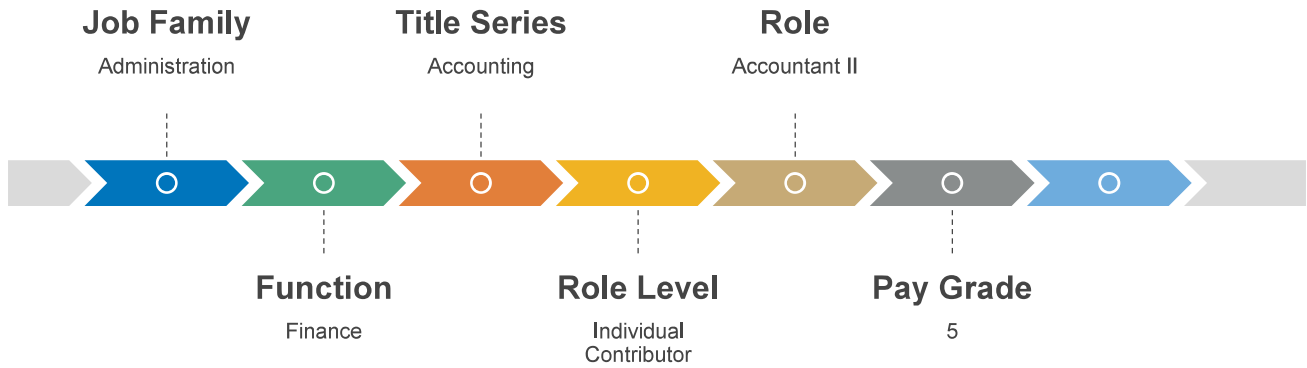
Classification and Career Framework

We build meaningful and career focused frameworks that support employee growth and strategically aligned and transformational HR operations.



Job Grouping Example

Example



Compensation, Benchmarking, Market Analysis & Organizational Review

Best Practice Approach to Market Benchmarking

Gallagher adheres to the following best practice approaches for collecting, sharing, and making recommendations based on market data.

Adhere to Federal Trade Commission and the U.S. Department of Labor guidelines

Apply established methodologies for accurate job matching

Use industry-recognized practices to define relevant labor markets

Rely exclusively on reputable, continuously conducted, and non-self-reported published data sources

Incorporate trend factors from authoritative sources such as the U.S. Department of Labor or WorldatWork

Leverage ERI as a trusted third-party resource for geographic pay differentials



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17

Collection & Treatment of Data

We are committed to ensuring accuracy, relevance, and local applicability.

01

Data Review

Review job matches based on descriptions, perform statistical outlier analysis, ensure thorough understanding of work being performed and not just the titles held.

02

Data Aging

Data collected is adjusted to a *future date* based on the *WorldatWork* budget trend report. The future date is selected based on the possible implementation of recommendations.

03

Geo Adjustments

All data will be adjusted geographically to reflect the “cost of labor” for the local area as calculated by the Economic Research Institute (ERI), as appropriate.



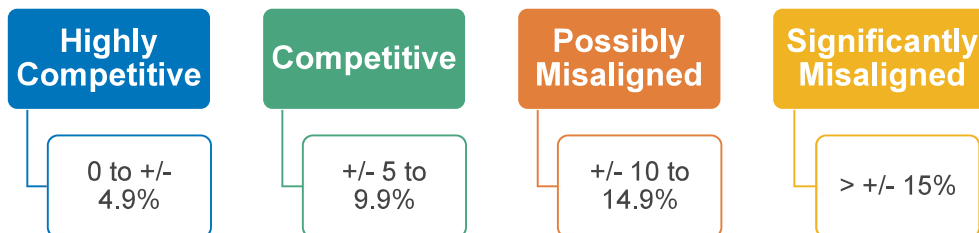
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Measuring the Competitiveness of Pay

The following are guidelines used to determine the competitive nature of current compensation

We would expect:

- Some positions to be earning at market, reflecting competitive pay relative to similar roles.
- Some positions to be earning above/below market, which may be influenced by longevity, specialized skills, or historical pay adjustments.
- Variations in pay due to factors such as single-incumbent roles, tenure, job complexity, and internal equity.



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19

Market Comparators

Defining and refining market comparator peers



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20

Published Market Data Sources



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21

Overview of Custom Survey Approach

Our custom survey approach is a reliable way to collect relevant compensation information from relevant comparators

- We collaborate on survey development to ensure the Transit's goals are met with the questions asked
- In addition to primary and extended jurisdictions outlined in the RFP, we will identify any other relevant comparators to potentially collect data from
- We will pull data from APTA and AWC using the agreed-upon comparator list
- The survey data will be used to inform the overall market analysis, in combination with published survey data.

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22

Custom Survey Market Comparators

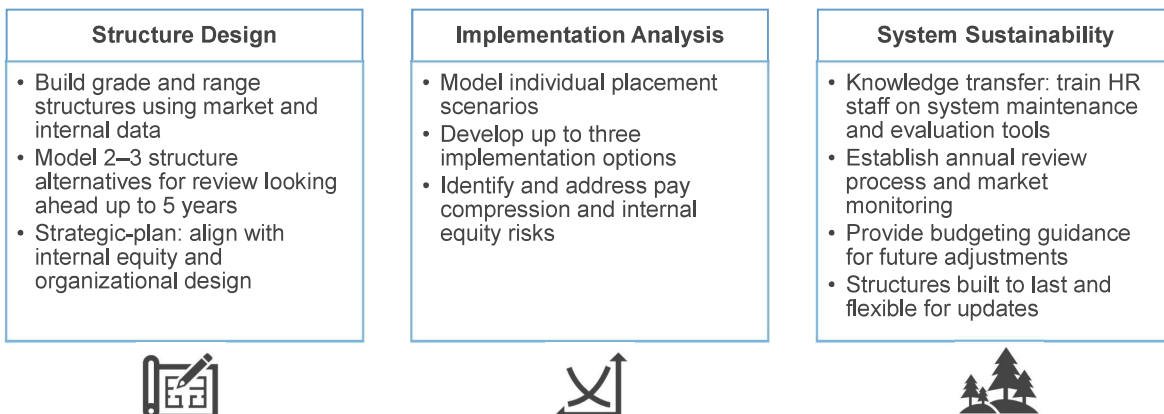
	Organization Name
1	Island County Transit
2	Kitsap Transit
3	Intercity Transit
4	Community Transit
5	Everett Transit
6	Whatcom Transportation Authority
7	C Tran
8	King County Metro
9	Pierce Transit
10	Link Transit
11	Anacortes
12	Mt Vernon
13	Sedro-Woolley
14	Burlington
15	Skagit County

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23

Compensation Structure Development and Ongoing Support

Our compensation structure development process transforms market and internal data into an integrated framework that supports organizational objectives... and can be maintained moving forward.



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24

Organizational Structure Review

A structured evaluation of a company's design, roles, and reporting relationships to ensure alignment with strategic goals, operational efficiency, and workforce needs.

Assessment	Comprehensive assessment of Skagit's structure as a department and within its sub-units.
Gap Analysis	Identification of gaps and opportunities for improvements
Identify success factors	Pinpoint key attributes and competencies that drive success in critical roles
Span of Control	Analyzing the number of direct reports per director or manager using quantitative metrics, and assessing factors like job complexity, functional similarity, geographic distribution of teams, and managerial workload.

Deliverables and Resources

We work to ensure our clients are prepared for success, in part through training and providing critical tools and resources within the project or supplementary after the fact.

- **Employee & Stakeholder Communications:** Facilitated project overview discussions
- **Compensation Philosophy:** Refreshed or clarified organizational approach to market, pay, and associated factors
- **Classification Structure & Evaluations:** Confirm evaluation approach and evaluate benchmark roles, and establish refreshed structure
- **Market Summary:** Report of market comparisons by role level for national and state/regional data
- **Employee Pay File:** Line-by-line data of your employee data to include implementation costing
- **Salary Structure:** Updated salary structure based on data and organizational feedback, inclusive of step plan and/or others
- **Organizational Structure Review Report:** Summarizing our findings, conclusions, and recommendations
- **Tools and Resources:** Client toolkit (wage calculator, total rewards comparator, internal equity guidelines, FLSA diagnostic, and more), and training to key stakeholders
- **Presentation & Report:** Develop stakeholder presentation and final written report(s)

Market Findings

All findings are from a snapshot in time of both employee data and market data. The following table is an aggregate of all benchmark jobs.

Actual Pay	# of Benchmark Jobs*	Comparison to Market 25 th %ile	Comparison to Market 50 th %ile (Median)	Comparison to Market 75 th %ile
All Benchmark Jobs	216	9%	-4%	-17%

Example

Pay Structures	# of Benchmark Jobs*	Comparison to Market 25 th %ile	Comparison to Market 50 th %ile (Median)	Comparison to Market 75 th %ile
All Benchmark Jobs	216	9%	-4%	-17%

Market Findings – Actual Pay

All findings are from a snapshot in time of both employee data and market data. The following table is a comparison of the current average incumbent pay to market data.

Title	# of incumbents	Comparison to Market 25 th %ile	Comparison to Market 50 th %ile (Median)	Comparison to Market 75 th %ile
Custodian	26	8%	-7%	-22%
Cook	18	17%	-1%	-22%
Drivers	60	4%	-6%	-17%
Administrative Assistants	10	5%	-6%	-20%
Chief Financial Officer	1	5%	-6%	-15%
Widget Maker	5	14%	-3%	-12%
Cog Maker	46	10%	-4%	-15%
Recreational Specialist	50	11%	-2%	-15%
All Benchmark Jobs	216	9%	-4%	-17%

Example

Employee Pay File

Line-by-line data of your employee data.

		OPTION I - PAY GRADE AND RANGE																
		OPTION I - PAY GRADE AND RANGE					TO MINIMUM		COMPRESSION ADJUSTMENT		ESTIMATED							
Employee Name	Employee's Current Job Title	Proposed Grade	Proposed Minimum	Proposed Midpoint	Proposed Maximum	New Compa Ratio	Adjustment to Minimum (\$)	Adjustment to Minimum Total (\$)	Placement Scale Adjustment	Placement Scale Adjustment Total (\$)	New Hourly Rate	New Annual Rate	Total Increase Amount (\$)	Total Increase Percent	Adjusted Compa Ratio	Adjusted Market Ratio		
		Example																
		Duffy Duck	Cog Make	1	15.00	16.30	17.60	0.92			0.13	128.44	15.65	15,462.20	573.04	3.8%	0.96	
		Suzy Shoe	Custodian	2	15.05	16.63	18.21	0.90			1.17	1,155.96	16.63	16,430.44	1,600.26	10.6%	1.00	
		Wille the Wilcat	Administrative Assistant	1	15.00	16.30	17.60	0.90			0.51	503.88	15.65	15,462.20	938.60	6.5%	0.96	
		Darius Tucker	Widget Maker	6	19.76	21.96	24.16	0.70	4.03	3,981.64	1.67	1,649.12	21.43	21,172.00	6,085.24	40.3%	0.88	
		Sunshine Yellow	Recreational Specialist	5	16.13	17.82	19.51	0.93					17.02	25,666.16	754.00	3.0%	0.96	0.86
		Happy Gilmore	Clerk	3	15.35	16.96	18.57	0.92			0.62	610.09	16.74	16,536.65	1,074.45	6.9%	0.99	0.83
		Travis Kelly	Golf Course Attendant	5	16.13	17.82	19.51	0.90			0.14	135.85	16.74	16,536.65	610.09	3.8%	0.94	0.84

Questions



Skagit Transit Grants Portfolio

September 2025

Agenda

- Grant Cycle & Reporting
- Skagit Transit Grants
- WSDOT Grants
- FTA Funding Programs
- Climate Commitment Act Funding
- Funding Allocations
- Portfolio Growth Opportunities
- MOA2 Funding Strategy

Grant Cycle & Reporting



- **Reporting:**
 - FTA & WSDOT – Quarterly for life of project
 - Milestone Performance Reports
 - Federal Financial Reports
 - Project Closeout Reporting
 - Washington State Transportation Insurance Pool (WSTIP) Grants – at project period end
 - Semi-Annual DBE Reporting
- **State Auditor's Office**
 - Annual audit of agency's financials & compliance
 - Schedule of Expenditures of Federal Awards (SEFA)
- **FTA Triennial Monitoring**
 - Every 3 years
 - Last monitoring occurred June 2024
- **Transit Development Plan**
 - Six-year projection of operating & capital expenditures as well as goals, accomplishments & organizational structure
 - Submitted to WSDOT for approval and final submittal to FTA
 - Projects are required to be listed for grant funding



Skagit Transit Grants

Skagit Transit's Core Funders

- U.S. DOT
- WSDOT

Federal Grant Programs:

- Section 5304: Statewide Planning Activities
- Section 5307: Urbanized Area Formula Program
- Section 5310: Enhanced Mobility of Seniors & Individuals with Disabilities
- Section 5311: Formula for Rural Areas
- Section 5339: Buses & Bus Facilities

State Programs:

- Consolidated Grant Program (multiple funding sources)
- Paratransit/Special Needs & Rural Mobility
- Transit Support Formula Program
- Public Transit Rideshare
- State Buses & Bus Facilities Program

Other Funders:

- Washington State Transportation Insurance Pool (WSTIP)
 - Risk Management Grant
 - Network Security
 - Technology Risk Reduction Initiative Grant
- Skagit County – Economic Development for Public Facilities Grant (EDPF)

WSDOT Grants

Funding from federal sources are directly allocated or apportioned via WSDOT for smaller urbanized areas.

The Consolidated Grant Program leverages 3 federal sources and 3 State sources to fund various project types:

- Operating
- Mobility Management
- Capital – vehicles, equipment, and small construction projects
- Planning

- Final match percentage is dictated by funding source.
- WSDOT utilizes Paratransit/State Special Needs to address gaps in match for agencies should the funding source require a greater match percentage than committed in an application.

WSDOT Funding

Consolidated Grant Program leverages multiple federal and state funding sources for this program:

- Section 5310
- Section 5311
- Section 5339(a)
- Paratransit/Special Needs & Rural Mobility
 - Nonprofit competitive and transit formula funding to sustain and expand services to persons with disabilities, seniors, children and people in rural areas.
 - [Skagit Projects: Paratransit Operations, match portions of CEC position & replacement paratransit coaches](#)
- Transit Support Formula Program (Rural Mobility)
 - Competitive and transit formula funding to support rural and small urban areas. Includes funds based on sales tax expenditures, including money spent in county areas outside of the transit agency service area.
 - Utilize these funds to purchase or enhance vehicles and facilities as well as support operations.
 - [Skagit Projects: Fixed Route Operations, match portion of R615 & R717](#)

Public Transit Rideshare

- Funds expand rideshare fleets, replace aging rideshare vehicles, and provide incentives to increase ridership.
- [Skagit Projects: 10 Replacement Rideshare Vehicles, Rideshare Incentives](#)

State Worker Vanpool Subsidy

- [Skagit Project: \\$34,170](#)

WSDOT Funding

Public Transit Rideshare

- Funds expand rideshare fleets, replace aging rideshare vehicles, and provide incentives to increase ridership.
- [Skagit Projects: 10 Replacement Rideshare Vehicles, Rideshare Incentives](#)

State Worker Vanpool Subsidy

- [Skagit Project: \\$34,170](#)

State Buses & Bus Facilities

- Funds expand rideshare fleets, replace aging rideshare vehicles, and provide incentives to increase ridership.
- [Skagit Projects: 10 Replacement Rideshare Vehicles, Rideshare Incentives](#)

FTA Section 5310

Section 5310: Enhanced Mobility of Seniors & Individuals with Disabilities

- Intended to meet the transportation needs of older adults and people with disabilities when the transportation service provided is unavailable, insufficient, or inappropriate to meeting these needs.
- Funds are apportioned based on each state's share of the population for these two groups.
- Formula funds are apportioned to direct recipients; for rural and small urban areas, this is the state Department of Transportation, while in large urban areas, a designated recipient is chosen by the governor.

Skagit Projects:

- [Community Engagement Coordinator](#)
- [Five Fixed Route Coaches with 2 chargers plus install](#)

FTA Section 5311

Section 5311: Formula Grants for Rural Areas

The Formula Grants for Rural Areas program provides capital, planning, and operating assistance to states to support public transportation in rural areas with populations of less than 50,000, where many residents often rely on public transit to reach their destinations. The program also provides funding for state and national training and technical assistance through the Rural Transportation Assistance Program.

5311(b)(3): assists in the design and implementation of training and technical assistance projects and other support services tailored to meet the needs of transit operators in nonurbanized areas.

5311(c)(1)(b): targets tribal transit services

Skagit Projects:

- [Route 615](#)
- [Route 717](#)

FTA Section 5339

Section 5339: Buses & Bus Facilities

- These funds support projects that seek to replace, rehabilitate and purchase buses and related equipment and to construct bus-related facilities including technological changes or innovations to modify low or no emission vehicles or facilities.
- Funding is provided through formula allocations and competitive grants.
- A subprogram provides competitive grants for bus and bus facility projects that support low and zero-emission vehicles.

Skagit Projects:

- [5339\(a\) formula funds are supporting portions of projects supporting MOA2 design, various maintenance & operations equipment purchases](#)
- [FY 2023 5339\(b\) awarded for MOA2 phase 3 construction](#)

FTA Section 5307

Section 5307(a) formula funds support eligible activities that include:

- planning, engineering, design and evaluation of transit projects and other technical transportation-related studies; capital investments in bus and bus-related activities such as replacement, overhaul and rebuilding of buses, crime prevention and security equipment and construction of maintenance and passenger facilities; and capital investments in new and existing fixed guideway systems including rolling stock, overhaul and rebuilding of vehicles, station infrastructure, track, signals, communications, and computer hardware and software.
- In addition, associated transit improvements, workforce development activities, and certain expenses associated with mobility management programs are eligible under the program.
- All preventive maintenance and some Americans with Disabilities Act complementary paratransit service costs are considered capital costs.
- For urbanized areas with populations less than 200,000, operating assistance is an eligible expense.
- Funds from other transportation programs can be flexed to 5307 funds

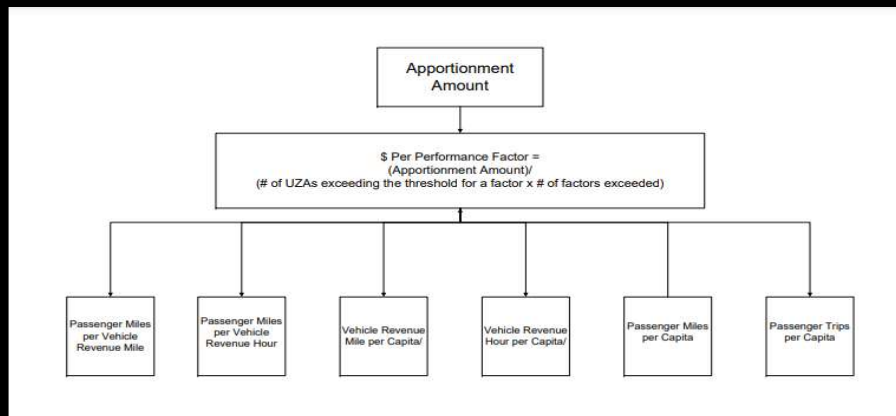
Skagit Projects:

- Operating costs
- Portion of MOA2 Design – Phases 2 & 3
- MOA2 Phases 2 & 3 Construction
- 3 projects supporting bus shelters & seats, bus stop design & upgrades

Funding Determinants

Section 5307 Small Transit Intensive Cities (STIC) Formula

- A portion of 5307 formula funding allocation is based on specific agency performance factors.
- STIC funds are awarded to small transit agencies for above-average transit service as compared to industry average of UZAs with population 200,000 – 999,999.
- Agencies must meet or exceed service benchmark as determined annually based on NTD reported data metrics.
- For FY25 allocation Skagit Transit met 3 of the 6 measures



Section 5307 STIC Performance

FEDERAL TRANSIT ADMINISTRATION										
TABLE 6										
FY 2025 FULL YEAR SMALL TRANSIT INTENSIVE CITIES PERFORMANCE DATA AND APPORTIONMENTS										
The amount apportioned in this notice includes funding enacted in the Infrastructure Investment and Jobs Act (Pub. L. 117-58), and is based on funding made available under the Full-Year Continuing Appropriations and Extensions Act, 2025 (H.R. 1968 / Public Law 119-4, March 15, 2025), which provides full-year spending authority through September 30, 2025.										
Note: For bi- or multi-state UZAs in the table below, the data and apportionment amounts shown are displayed for the State with the highest population share of each applicable UZA. However, the data and apportionment amounts provided correspond to the UZA as a whole rather than to the specific State to which they are attributed in the table. Further, STIC apportionments to UZAs in more than one State are divided among the applicable States based on their respective population shares.										
State	State Name	Urbanized Area (UZA) Description	Passenger Miles per Vehicle Revenue Mil	Passenger Miles per Vehicle Revenue Hour	Vehicle Revenue Mile per Capita	Vehicle Revenue Hour per Capita	Passenger Miles per Capita	Passenger Trips per Capita	Number of Performance Factors Met or Exceeded	STIC Funding: @ \$512,505 per Factor Met or Exceeded
		Average for UZAs with Populations 200,000 - 999,999	4.35756	73.55233	10.19564	0.64147	50.26754	8.01744		
VVA	Washington	Bellevue, WA	3.17112	33.69100	29.07030	1.14130	32.40133	20.90033	4	\$2,050,020
WA	Washington	Longview, WA-OR	2.11042	24.15675	7.05671	0.61650	14.89264	3.93471	0	\$0
WA	Washington	Marysville, WA	4.59608	68.63821	5.28837	0.35136	23.97033	4.21633	1	\$512,505
WA	Washington	Mount Vernon, WA	2.74341	50.38465	32.89333	1.79102	90.23999	7.42692	3	\$1,537,515
WA	Washington	Walla Walla, WA-OR	0.00000	0.00000	10.54704	0.79819	0.00000	9.47426	3	\$1,537,537
WA	Washington	Washouak, WA	2.69037	32.69037	34.09333	1.69037	100.11333	10.69037	4	\$2,050,020

Section 5307 STIC Performance

- FY 24 apportionment was based on CY 2022 NTD data
- FY 25 apportionment was based on CY 2023 NTD data

STIC NTD Data Comparison					
Measure	FY24	FY25	% Change	Avg – UZAs ABOVE 200,000 (FY25)	Avg – UZAs under 200,000 (FY25)
Passenger Miles Traveled (PMT)	5,456,461	6,030,287	10.5	21,479,832	2,988,660
Vehicle Revenue Miles (VRM)	1,984,059	2,198,097	10.8	4,245,097	807,892
Vehicle Revenue Hours (VRH)	107,346	119,685	11.5	272,384	52,885
Unliked Passenger Trips (UPT)	402,519	496,304	23.3	3,560,950	583,376
PMT/VRM	2.75015	2.74341	-0.2	4.35756	2.41985
PMT/VRH	50.83059	50.38465	-0.9	73.55233	51.02868
VRM/Capita	29.69037	32.89333	10.8	10.19564	8.38369
VRH/Capita	1.60637	1.79102	11.5	0.64147	0.55104
PMT/Capita	81.65299	90.23999	10.5	50.26754	30.69320
UPT/Capita	6.02348	7.42692	23.3	8.01744	5.87519

Climate Commitment Act Funding

CCA requires at least 35% (goal of 40%) of funds be invested in projects that benefit communities overburdened by climate & air pollution, and a minimum of 10% towards projects with tribal support.

- Funding for Skagit Transit:

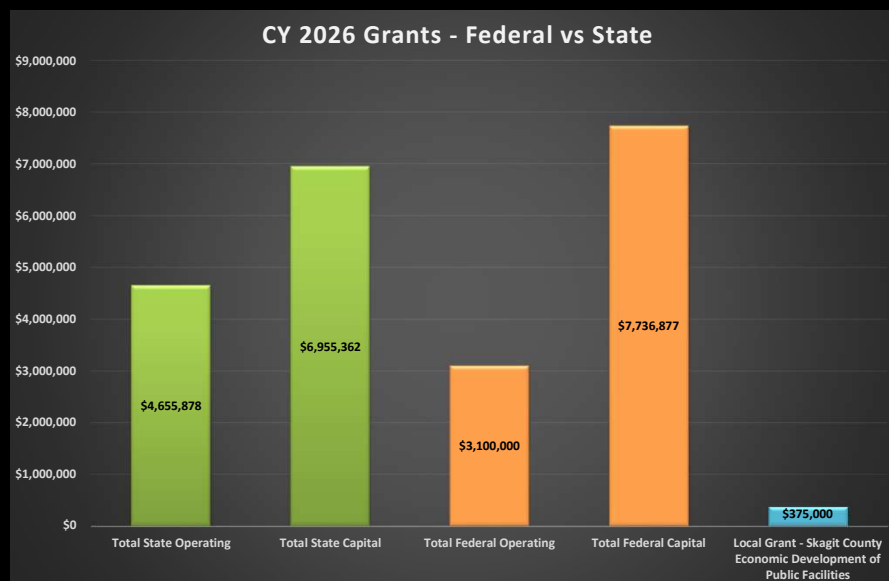
- Consolidated Grant Program – 22.3% CCA funded = \$1,004,755
- Transit Support Grant – 100% CCA funded = \$3,280,104
- Paratransit/Special Needs & Rural Mobility – 55.5% CCA funded = \$1,353,369
- Move Ahead Washington – 100% CCA funded = \$5,000,000 (2029 & beyond biennium – awarded for MOA2)

Other programs Skagit Transit has requested funds from to support capital costs for construction of MOA2 and fleet vehicles that are bolstered by CCA dollars:

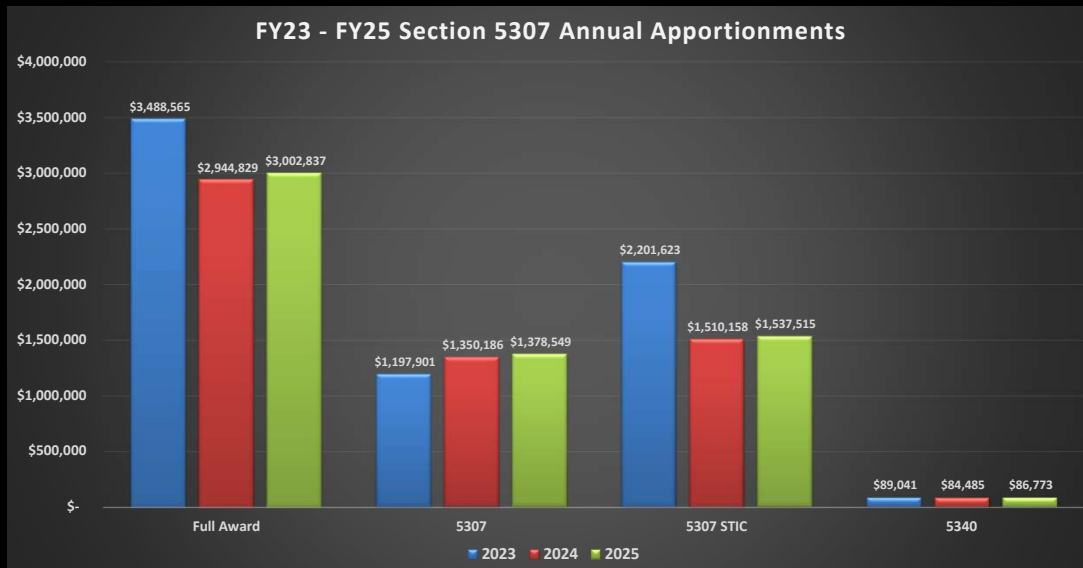
- State Buses & Bus Facilities Grant Program (100% CCA funds) = \$7,771,250
- Green Transportation Capital Grant Program (76.7% CCA funds)
- Applications align with regional transportation planning goals from SCOG identified in the 2022 PT-HSTP
- CCA funding continues to enable Skagit Transit to expand & enhance services as well as enable the agency to meet State of Good Repair requirements.



Funding Allocations



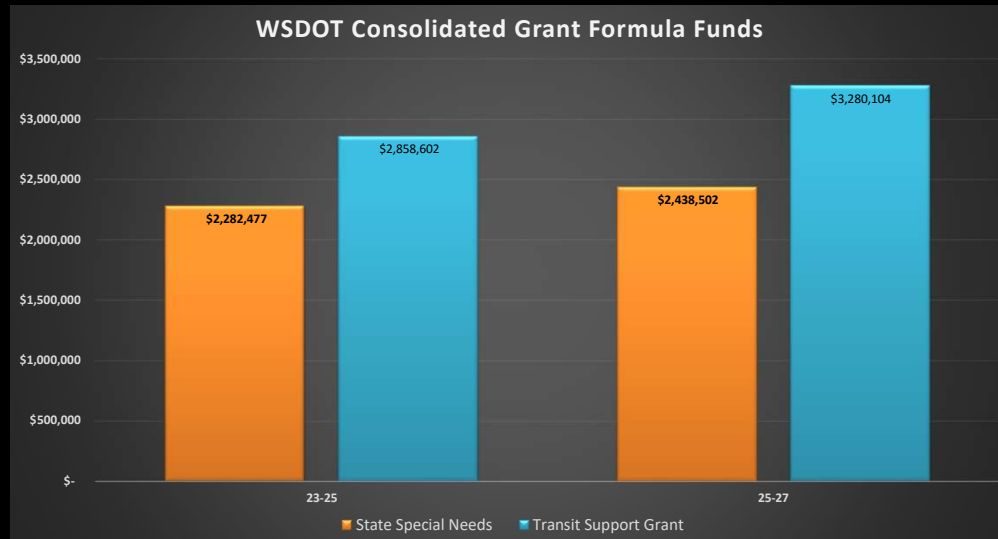
Funding Allocations



Funding Allocations



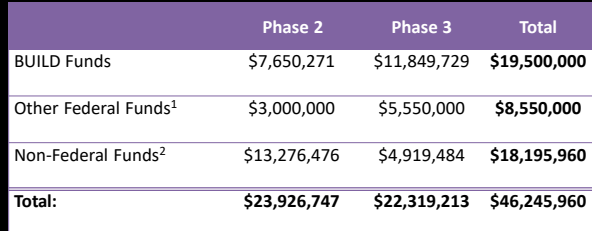
Funding Allocations



Portfolio Growth Opportunities

➤ Strategic Grant Goals:

- Diversify funding streams to leverage non-transportation specific sources to strategically braid funding where appropriate
- Evaluate potential to leverage opportunities increase cost allocations to more effectively utilize grant funding
 - NICRA = Negotiated Indirect Cost Rate Agreement
 - De Minimus Rate
 - Current Cost Allocation Plan
- Enhance Grant Management Policies & Procedures



Questions



FY 2026 Preliminary Budget

Questions or Comments regarding this budget please contact:

Crystle Stidham
Chief Executive Officer
Skagit Transit cstidham@skagittransit.org
Phone – 360.757.9155

Income From Operations

Revenues	2024 Actual	2025 Budget	2026 Budget
Operating Revenues			
Operational Income	\$ 19,267,072	\$ 18,284,265	\$ 18,895,130
Operating Grants	7,007,231	7,385,591	7,755,878
Total Operating Revenues	<u>26,274,303</u>	<u>25,669,856</u>	<u>26,651,008</u>
Operating Expenditures	<u>23,840,038</u>	<u>25,668,716</u>	<u>26,473,868</u>
Total Surplus/(deficit) from Operations	<u>\$ 2,434,266</u>	<u>\$ 1,140</u>	<u>\$ 177,140</u>

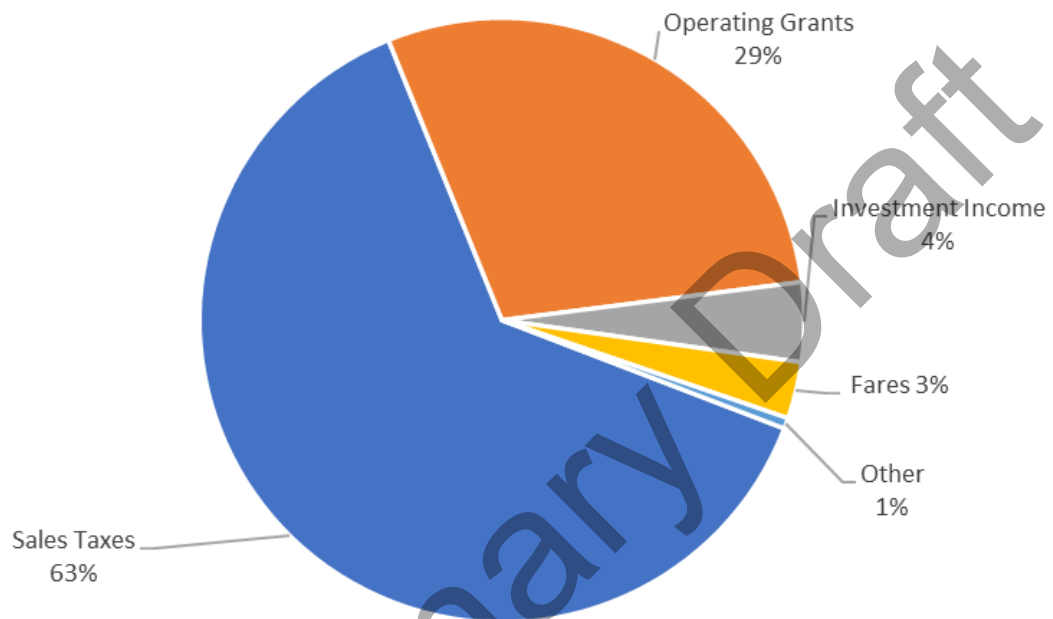
Capital Projects Summary

	2024 Actual	2025 Budget	2026 Budget
Capital Grant Revenues	\$ 7,056,562	\$ 25,323,442	\$ 15,067,239
Capital Expenditures	<u>9,068,703</u>	<u>45,126,524</u>	<u>18,087,643</u>
Total Deficit from Capital Projects	<u>\$ (2,012,141)</u>	<u>\$ (19,803,082)</u>	<u>\$ (3,020,404)</u>
Total Surplus/(Deficit)	<u>\$ 422,125</u>	<u>\$ (19,801,942)</u>	<u>\$ (2,843,264)</u>

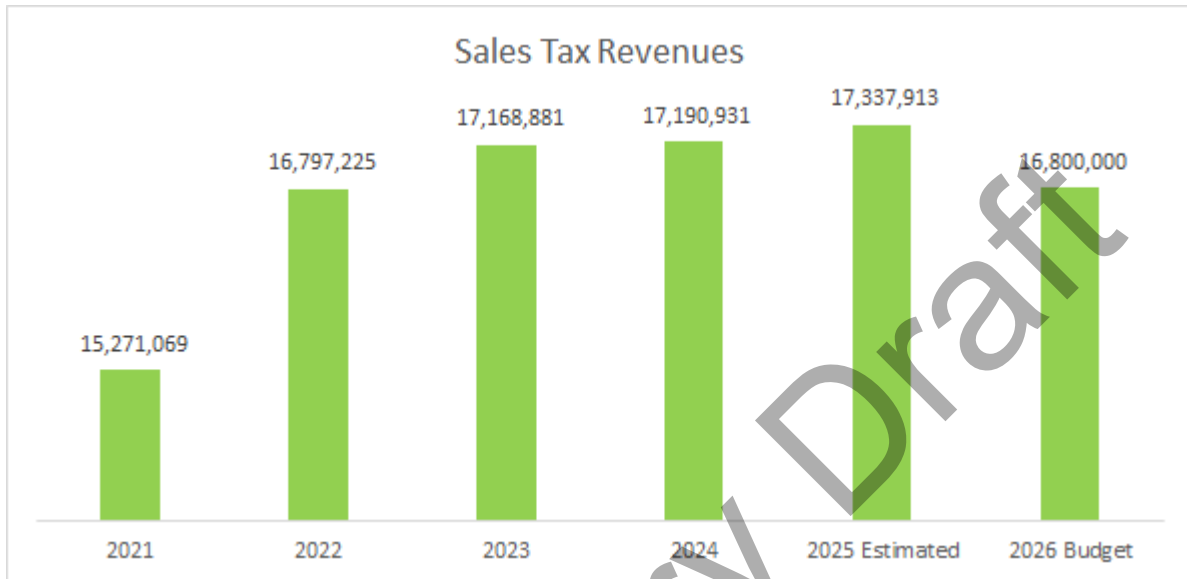
2026 Budget Highlights – Revenue Projections

Categories	2025		2026	Budget Change
	Budget	Estimated Year End Actuals	Budget	2026 vs. 2025 (%)
Sales Taxes	16,500,000	17,337,913	16,800,000	2%
Operating Grants	7,385,591	7,736,463	7,755,878	5%
Investment Income	945,000	1,059,111	1,132,780	20%
Fares	791,765	778,105	808,800	2%
Other	47,500	749,539	153,550	223%
Total Revenues	25,669,856	27,661,131	26,651,008	4%

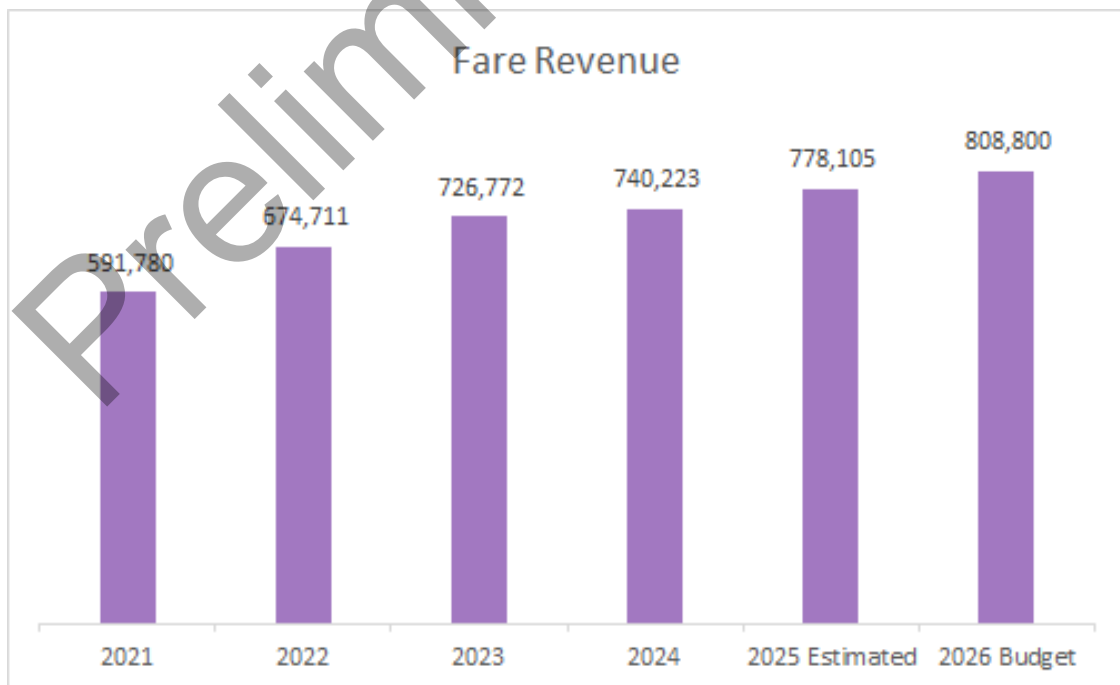
Operating Revenues- 2026 Budget



Sales Taxes - Skagit Transit receives 4/10 of 1% of sales tax collections in the Public Transportation Benefit Area (PTBA) and is the main source of our operating revenues. The data presented for 2025 represent actual collections received through June of 2025 plus a conservative estimate of what we expect to receive for the remainder of the year.

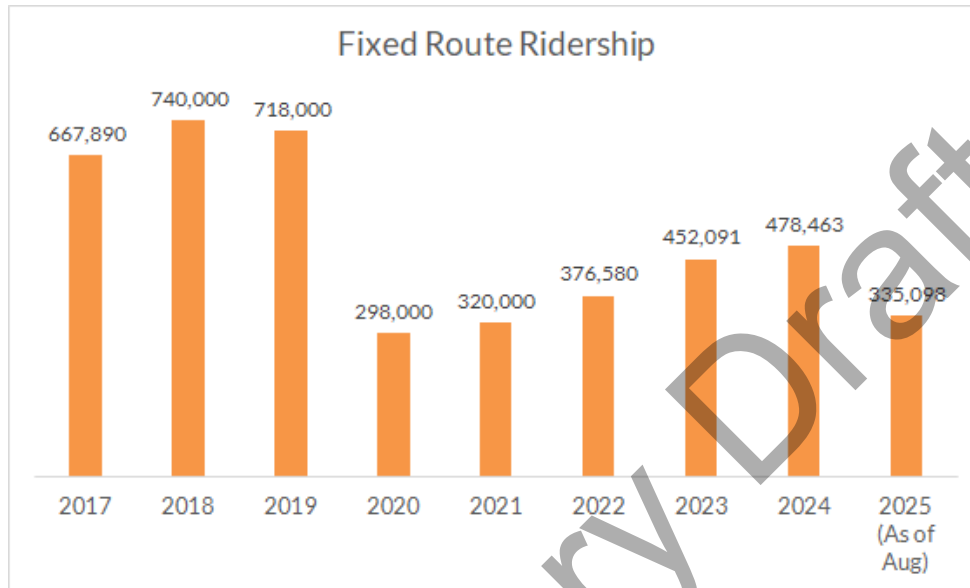


Fares - Fare revenues come from Fixed Route/Paratransit passenger payments and Rideshare rider fees. Revenues from fares represent roughly 2% of total operating revenues. In 2019, the Board approved a Fare increase effective Jan 1, 2020. In 2019 the Board also approved charging a \$2 Fare for each Paratransit Ride. Paratransit Rides were free prior to 2020.

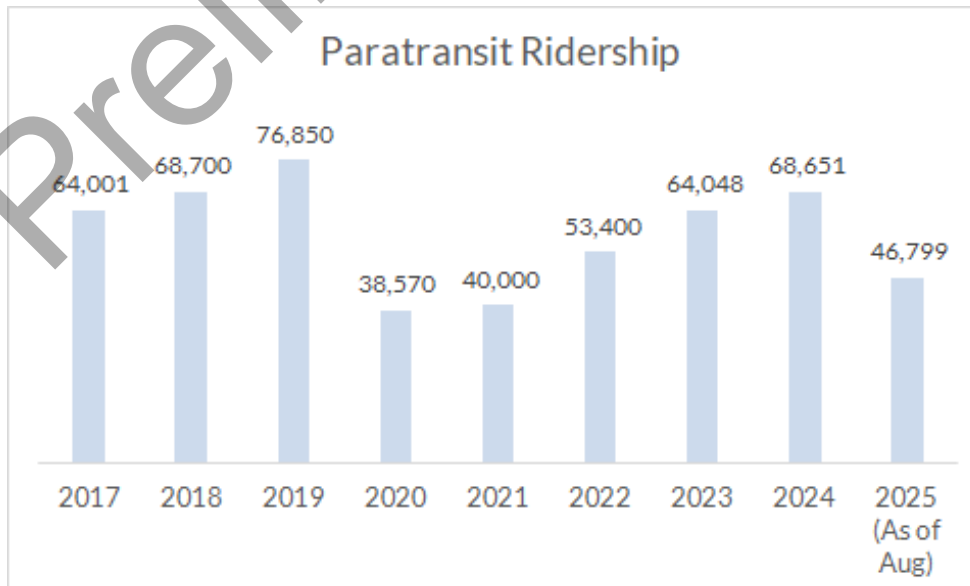


Transportation Mode Summaries

Fixed Route Service: Skagit Transit's fixed route service includes both local and commuter bus service. During the pandemic, ridership dropped significantly but has steadily increased since then. Annual ridership is projected to be 30% below pre-pandemic numbers.

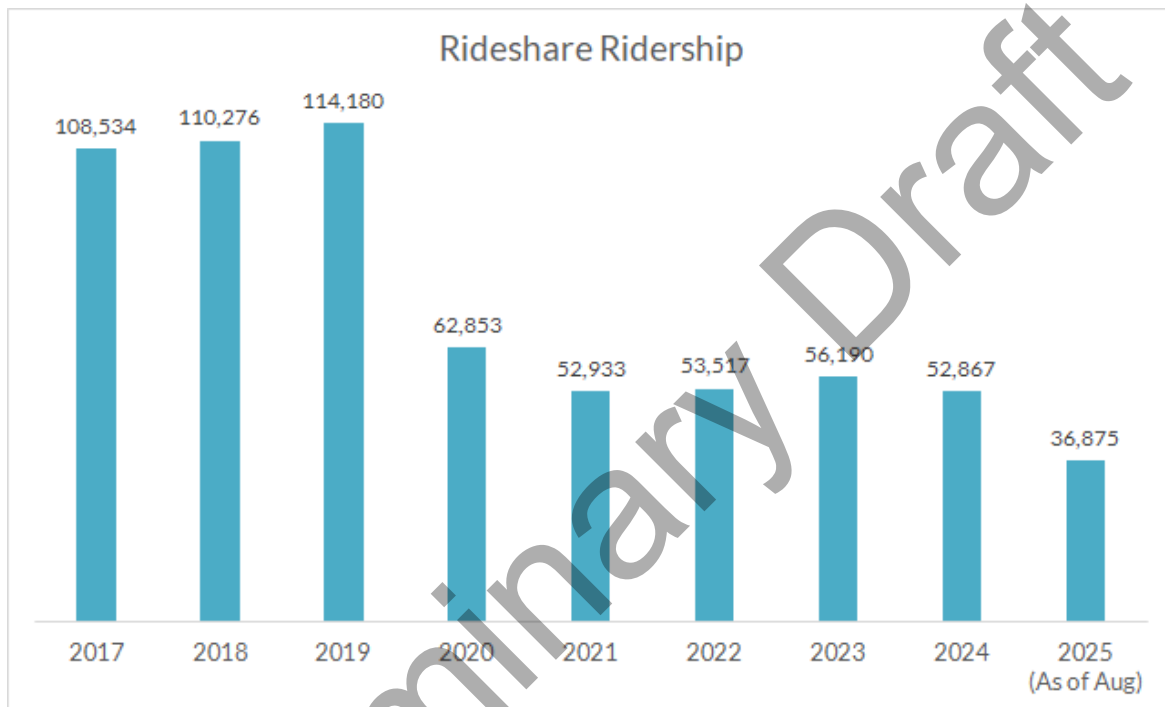


Paratransit: Skagit Transit directly operates the complimentary ADA paratransit service for our service area. During the pandemic, ridership dropped significantly but has steadily increased since then. Annual ridership is projected to be 8.6% below pre-pandemic numbers.



Rideshare Service: Skagit Transit’s Rideshare service provides a shared ride to work for commuters. The COVID era greatly reduced ridership and the ability to work remotely continues to be a barrier for growth. As a result, Skagit Transit reduced its Rideshare van fleet from 56 to 33 vehicles in 2021. Following the pandemic, there has been an increase in interest in Rideshare and we are beginning to rebuild our fleet.

2024 ridership was lower than expected due to a temporary strike at Boeing that impacted Rideshare services.



FY 2026 Grants

Skagit Transit takes advantage of available Grant funds to purchase capital assets and to supplement its operations. Operating Grant funds represent 19% of Operating Revenues while Capital Grants pays for approximately 80% of intended Capital Purchases aside from MOA 2 for the 2026 Budget. Most of our Grant funding comes from the Federal Transit Administration and the Washington State Department of Transportation.

<u>State Grants</u>	
Operating	
2025-2027 State Special Needs - Operating Assistance (Formula)	568,146
2025-2027 Transit Support Grant - Paratransit Operations (Formula)	714,651
2025-2027 Community Engagement Coordinator	186,223
2025-2027 Route 615 Service	1,768,849
2025-2027 Route 717 Service	1,374,100
2025-2027 Rideshare Incentives	26,825
2025-2027 State Worker Vanpool Subsidy	17,085
Total State Operating	\$4,655,878
Capital	
Paratransit Coaches & Chargers (2 EV/3 Propane)	1,566,185
2025-2027 Rideshare Grant Program - 10 Replacement Vans	532,271
MOA2 Phase 2 Construction & 1 Expansion EV Paratransit Vehicle plus Charger	4,856,906
Total State Capital	\$6,955,362
TOTAL STATE GRANTS	\$11,611,240
<u>Federal Grants</u>	
Operating	
FY 2026 - Section 5307 Annual Operating Funds - Operations Assistance	3,100,000
Total Federal Operating	\$3,100,000
Capital	
Section 5307 & 5339(a) : MOA2 Design Phases 2 & 3	234,116
FWHA Flexed to FTA 5307 SCOG Award - Shelter Purchase	31,499
FY 2022 Flexed 5307 Bus Shelter Purchase	68,062
Design Build Services for Skagit Station Operator Restroom	86,400
FY 2022 STBG Flex to Section 5307 - Design and Surveying Services for Bus Stop Upgrades	304,300
MOA2 Construction Phases 2 & 3	7,012,500
Total Federal Capital	\$7,736,877
TOTAL FEDERAL GRANTS	\$10,836,877
Local Grant - Skagit County Economic Development of Public Facilities	\$375,000
TOTAL GRANTS	\$22,823,117

2026 Budget Highlights - Operating Expense

The fiscal year 2026 budget is roughly 3% higher than the 2025 budget due to the reasons summarized in the narratives below.

Operating Expenses by Expense Category

Salaries & Benefits – The increase in budgeted salaries and benefits compared to 2025 is due to a 2.5% COLA increase, an increase in medical premiums, budgeted overtime, and DRS PERS pension benefit service credit purchases.

Utilities - The increase is due to market pressures and regulatory measures that have been imposed inside the state.

Casualty and Liability – Skagit Transit is a member of the Washington State Transit Insurance Pool (WSTIP). WSTIP is a 25-member self-insurance program located in Olympia, Washington. WSTIP provides Skagit Transit's auto, general, and public officials' liability coverages, auto physical damage coverage, employee infidelity/crime coverage, and cyber liability coverage.

	2024		2025		2026	
	Actuals	Budget	Year to Date	EOY Estimate	Budget Request	YOY % Change
Salaries and Wages	10,286,010	11,394,715	6,705,718	11,495,517	11,697,631	2.66%
Overtime	737,074	556,160	630,270	1,080,464	616,160	10.79%
Benefits	7,571,334	7,893,691	4,853,168	8,319,717	8,269,693	4.76%
Services	1,181,207	1,206,350	696,385	1,193,802	1,242,600	3.00%
Supplies and Materials	3,136,578	3,449,900	1,779,157	3,053,980	3,389,450	-1.75%
Utilities	285,014	310,500	178,869	306,632	350,500	12.88%
Casualty & Liability	583,350	732,000	368,569	631,833	770,484	5.26%
Assessments	14,608	25,750	14,591	25,013	26,500	2.91%
Leases & Rentals	21,938	70,800	35,034	60,058	69,000	-2.54%
Misc.	22,925	28,850	14,257	24,441	41,850	0.45
Total	23,840,038	25,668,716	15,276,018	26,191,455	26,473,868	3.14%

Staffing Summary – the following shows the budgeted FTE's by Department and compares to last year's budget. There are no changes to FTEs in 2026.

Department	2025 Budget	2026 Budget	Change
Fixed Route/Paratransit Drivers	86	86	0
Rideshare	1	1	0
Operations	20	20	0
Administration	7	7	0
Executive	6	6	0
Human Resources	3	3	00
Information Technology	0	0	00
Safety and Training	3	3	0
Security	3	3	0
Maintenance	19	19	0
Facilities	8	8	00
Total	156	156	0

Expenses by Department

Department	2025 Year to Date	2025 Budget	2025 Year End Expected	2026 Proposed Budget	Change 2025 vs 2026 Budget
Fixed Route	5,395,626	9,677,508	9,249,644	9,672,444	-0.05%
Paratransit	1,845,310	2,626,138	3,163,389	2,342,526	-10.80%
Vanpool	212,319	278,234	363,975	292,110	4.99%
Operations	1,831,227	2,649,782	3,139,246	2,915,236	10.02%
Administration	1,019,254	1,864,889	1,751,289	2,287,642	22.67%
Executive	838,391	1,129,128	1,437,242	1,125,629	-0.31%
Human Resources	328,458	578,328	563,071	716,403	23.87%
Information Technology	458,799	662,200	786,513	797,200	20.39%
Safety and Security	656,893	1,094,835	1,126,102	1,183,133	8.06%
Maintenance	1,779,916	3,566,313	3,051,284	3,646,650	2.25%
Facilities	754,395	1,186,511	1,293,249	1,140,045	-3.92%
Skagit Station	64,030	127,050	109,766	127,050	0.00%
MOA2	31,627	94,850	54,218	94,850	0.00%
Park and Rides	59,772	132,950	102,466	132,950	0.00%
Capital*	1,401,764	45,126,524	2,403,023	18,087,643	-59.92%
Total	16,677,781	70,795,240	28,594,479	44,561,511	-37.06%

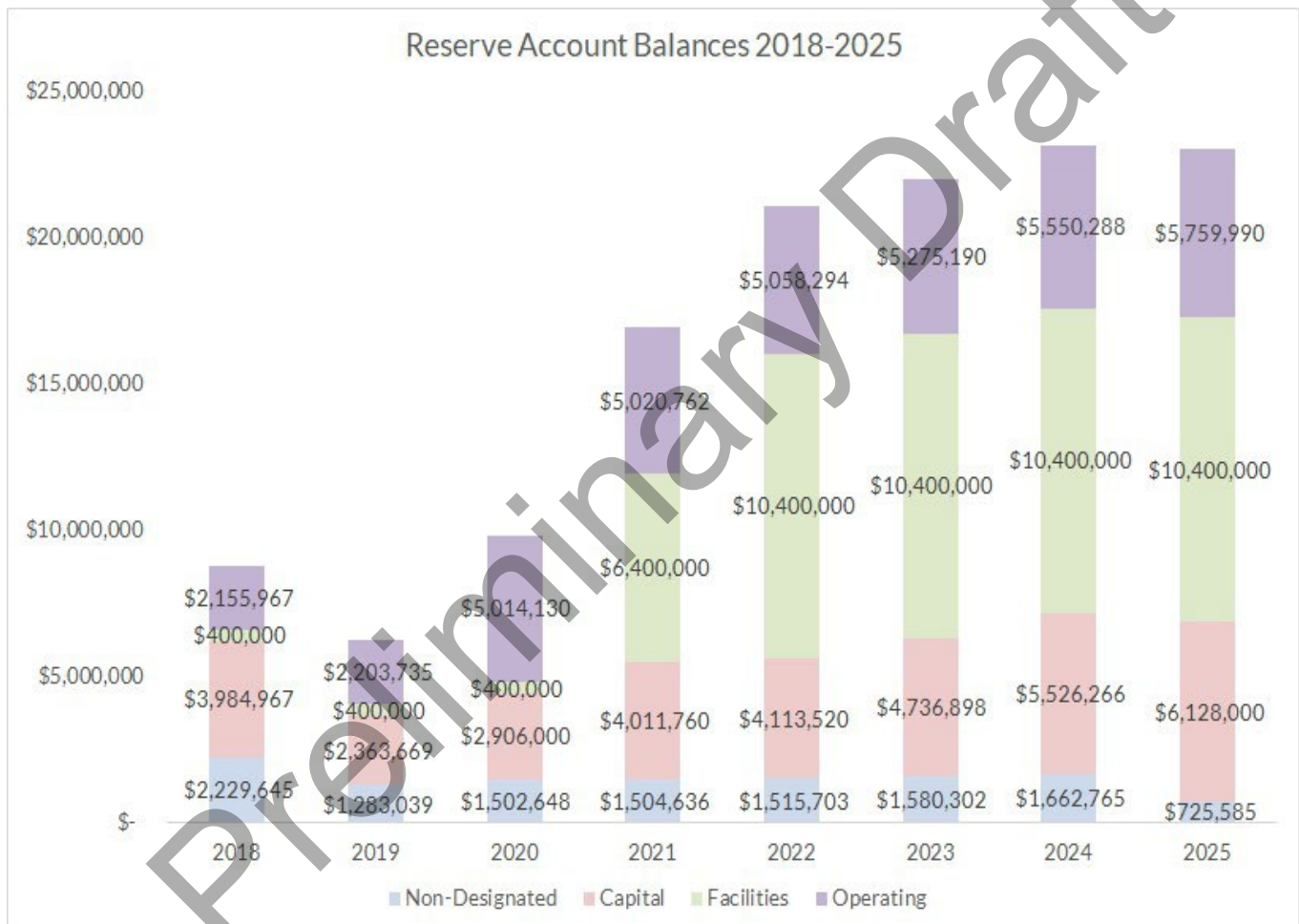
2026 Capital Budget

The following table lists all capital expenses budgeted for fiscal year 2026. Skagit Transit relies on Federal and State Grants to supplement its capital purchases. The 2026 Capital Budget will be funded by Grant Funds from the FTA and WSDOT.

2026 Capital Budget				
	Unit Price	Qty	Total	Notes
Revenue Vehicle				
Gillig 40' Diesel Expansion	\$668,566	2	\$1,337,132.00	Not funded if funded will probably roll to 2026
Gillig 40' Diesel Replacement	\$668,566	2	\$1,337,132.00	Fully Matched w/ State & local grants
Gillig 40' Electric Replacement	\$1,400,000	2	\$2,800,000.00	Fully Matched w/ State & local grants
Para Expansion	\$235,000	2	\$470,000.00	Not funded if funded will probably roll to 2026
Para Replacements	\$235,000	3	\$705,000.00	Fully Matched w/ State & local grants
Para Replacements - Electric	\$345,000	2	\$690,000.00	Fully Matched w/ State & local grants
Engine Replacements	\$65,256	2	\$130,512.00	Not grant funded
	Total		\$7,469,776.00	
Vanpool				
Vans - Replacement	\$53,227	10	\$532,271.00	Fully Matched w/ State & local grants
	Total		\$532,271.00	
Staff Vehicle				
Shop Truck	\$120,000.00	1	\$120,000.00	F-550 - Crane - Not Funded currently
Service Vehicles - Replacement	\$70,000.00	1	\$70,000.00	F-250 - Not Funded currently
Ford Explorers	\$65,000.00	3	\$195,000.00	Not funded currently
	Total		\$385,000.00	
Garage/Shop Equipment				
Boom Lift	\$128,000.00	1	\$128,000.00	Not funded currently
	Total		\$128,000.00	
Route Improvements				
ADA Transition	\$150,000.00	1	\$150,000.00	
Bus Shelters	\$20,000.00	12	\$240,000.00	
	Total		\$390,000.00	
MOA/Skagit Station/Park&Ride				
A/C Rebuild	\$84,000.00	1	\$84,000.00	Not funded currently
Skagit Station Fire Alarm	\$26,596.00	1	\$26,596.00	Not funded currently
Skagit Station HVAC System replacement	\$270,000.00	1	\$270,000.00	Not funded currently
Skagit Station Parking lot repairs/reseal	\$120,000.00	1	\$120,000.00	Not funded currently
Alger Asphalt Repair	\$35,000.00	1	\$35,000.00	Not funded currently
Alger Reseal & Stripping	\$45,000.00	1	\$45,000.00	Not funded currently
Alger Camera Update and Replacements	\$26,000.00	1	\$26,000.00	Not funded currently
March's Point	\$26,000.00	1	\$26,000.00	Not funded currently
	Total		\$632,596.00	
MOA II				
Phases 2 & 3 Construction	8,000,000.00	1	\$8,000,000.00	
Land Acquisition - R&E/Feasibility/NEPA	550,000.00	1	\$550,000.00	
	Total		\$8,550,000.00	
Total Capital Budget			\$18,087,643.00	

Reserve Account Balances

The Skagit Transit Board of Directors established a reserve account by Resolution #50. In subsequent actions, the Board separated the account into four distinct categories namely Operating, Capital Replacement, Facilities, and Non-Designated. Skagit Transit reserves are invested with the Skagit County Investment Pool (SKIP). Skagit Transit's operating reserve doubled in 2020. The increase in the Reserve levels in 2020 through 2022 was primarily due to federal stimulus funds received from the Federal Government. Interest rates are back to historical averages resulting in increased interest income for 2025.



Fixed Route (10)					
	GL	2025 Budget Request	2025 Year To Date	End Of Year Estimate 12/31/2025	2026 Budget Request
Expense					
Operators' Salaries and Wages	501010	4,638,436	2,280,641	3,909,671	4,603,458
Operators' Overtime	501015	440,000	444,415	761,854	500,000
Non-Operator Salaries and Wages	501020	0	114,068	195,546	0
Non-Operator Overtime	501025	0	4,448	7,624	0
Employer's FICA Expense	502010	430,963	245,323	420,554	447,809
PERS Pension Plan	502025	521,044	286,227	490,674	326,637
Medical Insurance	502030	1,096,175	555,938	953,037	1,240,273
Dental/Vision Insurance	502040	103,157	59,413	101,851	112,561
Life Insurance Plans	502050	4,158	2,329	3,993	4,371
Group Disability Insurance	502060	65,870	23,577	40,417	59,382
Unemployment Comp Insurance	502070	10,000	16,896	28,965	10,000
Worker's Comp Insurance	502080	256,928	119,595	205,021	261,945
WA State Paid FML	502085	7,598	8,598	14,739	7,923
General Leave	502090	467,615	244,559	419,244	458,737
Holiday Pay	502100	241,062	147,954	253,635	291,512
Other Paid Absence	502120	2,000	0	0	15,000
Jury Duty	502165	3,000	189	323	0
Bereavement Leave	502155	10,000	8,220	14,091	0
First Stop Health	502110	0	0	0	222
Other Benefits	502140	52,500	46,250	79,286	53,250
Administrative Leave	502150	0	2,171	3,721	0
Uniform Allowance	502130	30,000	15,233	26,113	30,000
On Call Pay	502105	0	0	0	0
Guaranteed Hours	502160	3,500	1,054	1,806	0
Third Party Sick Pay	502175	15,000	7,993	13,702	0
Medical Premium Opt Out Reimbu	502180	31,000	22,466	38,513	0
Wellness Benefit	502185	17,500	2,770	4,749	12,780
Professional and Technical Services	503030	0	0	0	
Security Services	503070	1,600	910	1,560	1,600
Other Services	503990	5,750	1,625	2,786	5,750
Drug and Alcohol Testing	503991	5,000	1,204	2,064	5,000
CDL Testing/DMV Checks	503994	0	0	0	0
Ultra-Low Sulfur Fuel	504013	900,000	564,912	968,420	900,000
Propane	504016	0	0	0	0
Office Supplies	504200	1,000	0	0	0
Cleaning/Sanitation Supplies	504240	0	0	0	0
Misc Operating Supplies	504260	20,000	16,388	28,093	0
Sm Tools/Equip/Furn-Other	504340	0	0	0	0
Postage	504991	2,000	0	0	0
Premium For PL/PD Insurance	506030	298,871	149,290	255,926	323,734
Dues, Memberships, Subscriptions	509010	0	(124)	(213)	0
Travel & Meeting Expense	509020	0	0	0	0
Conference Registration	509022	2,000	0	0	0
Training / Seminars	509024	2,500	0	0	0
Fines & Penalties	509060	0	124	213	0
Promotional Items	509080	0	0	0	0
Other Miscellaneous Expenses	509990	500	0	0	500
Employee Recruitment	509992	0	972	1,666	0
Employee Incentive	509993	0	0	0	0
Total Expense		\$ 9,686,727	\$ 5,395,626	\$ 9,249,644	9,672,444

Paratransit (12)					
	GL	2025 Budget Request	2025 Year To Date	End Of Year Estimate 12/31/2025	2026 Budget Request
Expense					
Operators' Salaries and Wages	501010	1,284,645	853,421	1,463,008	1,124,117
Operators' Overtime	501015	75,000	140,545	240,935	75,000
Non-Operator Salaries and Wages	501020		6,574	11,269	
Non-Operator Overtime	501025		136	233	
Employer's FICA Expense	502010	120,509	85,731	146,968	106,643
PERS Pension Plan	502025	147,446	111,612	191,335	77,787
Medical Insurance	502030	289,681	213,358	365,757	254,595
Dental/Vision Insurance	502040	25,388	18,818	32,259	21,661
Life Insurance Plans	502050	1,140	745	1,277	959
Group Disability Insurance	502060	19,265	19,472	33,381	14,502
Unemployment Comp Insurance	502070	5,000	0	0	5,000
Worker's Comp Insurance	502080	69,099	39,260	67,302	58,467
WA State Paid FML	502085	2,220	3,001	5,145	1,952
General Leave	502090	146,752	84,736	145,262	123,225
Holiday Pay	502100	68,882	54,548	93,512	71,685
Other Paid Absence	502120	250	0	0	2,000
Administrative Leave	502150		229	393	0
Jury Duty	502165	750	0	0	
Bereavement Leave	502155	1,000	4,148	7,110	
First Stop Health	502110	59	0	0	50
Other Benefits	502140	14,250	14,250	24,429	12,000
Uniform Allowance	502130	10,000	1,094	1,876	6,000
Guaranteed Hours	502160	250	38	65	0
Third Party Sick Pay	502175	700	527	903	
Wellness Benefit	502185	0	360	617	2,880
Professional and Technical Services	503030	0	0	0	0
Training Services	503034	0	25	43	0
Other Services	503990	2,000	358	614	2,000
Drug & Alcohol Testing	503991	1,000	328	562	1,000
Ultra-Low Sulfur Fuel	504013	5,000	1,146	1,964	5,000
Propane	504016	230,000	137,453	235,634	260,000
Office Supplies	504200	0	0	0	0
Cleaning/Sanitation Supplies	504240	0	0	0	0
Misc Operating Supplies	504260	0	0	0	0
Fare Cards	504280	0	0	0	0
Postage	504991	1,500	0	0	0
Shipping	504992	0	0	0	0
Premium For PL/PD Insurance	506030	107,094	53,495	91,705	116,003
Veh License/Registration Fee	507040	0	0	0	
Dues, Memberships, Subscriptions	509010	0	28	48	0
Other Miscellaneous Expenses	509990	0	0	0	0
Employee Incentive	509993	0	(125)	(214)	0
Total Expense		\$ 2,628,879	\$ 1,845,310	\$ 3,163,389	\$ 2,342,526

Vanpool (14)

	GL	2024 Budget Request	2025 Year To Date	End Of Year Estimate 12/31/2025	2026 Budget Request
Expense					
Salaries and Wages	501020	0	35,899	61,541	0
Employer's FICA Expense	502010	0	3,188	5,465	0
PERS Pension Plan	502025	0	4,101	7,031	0
Medical Insurance	502030	0	14,161	24,275	0
Dental/Vision Insurance	502040	0	1,521	2,607	0
Life Insurance Plans	502050	0	37	64	0
Group Disability Insurance	502060	0	509	873	0
Worker's Comp Insurance	502080	0	130	223	0
WA State Paid FML	502085	0	122	209	0
General Leave	502090	0	8,400	14,400	0
Holiday Pay	502100	0	1,986	3,405	0
Other Benefits	502140	0	0	0	0
Wellness Benefit	502185	0	353	605	0
Advertising	503020	0	1,453	2,491	5,000
Training Services	503034	500	0	0	0
Other Services	503990		653	1,119	
Drug & Alcohol Testing	503991	0	0	0	0
Gas	504012	135,000	65,217	111,801	135,000
Safety Training Material & Supply	504250	0	0	0	0
Sm Tools/Equip/Furn-Mtce	504310	0	0	0	0
Safety Supplies	504330	500	0	0	0
Premium For PL/PD Insurance	506030	130,734	65,303	111,948	141,610
Non-Insured PL/PD Claims	506040	0	0	0	0
Veh License/Registration Fee	507040	2,000	0	0	0
Dues, Memberships, Subscriptions	509010	8,500	8,608	14,756	9,500
Travel & Meeting Expense	509020	500	527	903	500
Conference Registration	509022	500	150	257	500
Training / Seminars	509024	0	0	0	0
Bridge, Tunnel, and Highway Tolls	509030	0	0	0	0
Other Miscellaneous Expenses	509990	0	0	0	0
Total Expense		\$ 278,234	\$ 212,319	\$ 363,975	\$ 292,110

Ops Admin and Dispatchers (18)

	GL	2025 Budget Request	2025 Year To Date	End Of Year Estimate 12/31/2025	2026 Budget Request
Expense					
Non-Operator Salaries and Wages	501020	1,497,600	1,040,220	1,783,234	1,674,654
Non-Operator Overtime	501025	20,000	22,136	37,947	20,000
Employer's FICA Expense	502010	135,737	93,529	160,336	150,934
PERS Pension Plan	502025	166,078	105,779	181,336	110,093
Medical Insurance	502030	328,357	256,992	440,559	452,373
Dental/Vision Insurance	502040	35,289	23,583	40,427	43,995
Life Insurance Plans	502050	1,146	793	1,359	1,387
Group Disability Insurance	502060	21,973	11,405	19,551	19,778
Unemployment Comp Insurance	502070	20,000	7	13	10,000
Worker's Comp Insurance	502080	32,742	18,583	31,856	26,107
WA State Paid FML	502085	2,982	3,305	5,666	3,309
General Leave	502090	174,737	123,906	212,411	186,881
Holiday Pay	502100	82,096	70,741	121,270	91,455
Other Paid Absence	502120	250	0	0	2,000
Jury Duty	502165	750	0	0	
Bereavement Leave	502155	2,000	3,069	5,261	
First Stop Health	502110	0	0	0	0
Other Benefits	502140	15,000	15,000	25,714	15,000
Boot Allowance	502142	0	213	365	0
Uniform Allowance	502130	3,000	929	1,592	0
Third Party Sick Pay	502175	100	288	494	
Wellness Benefit	502185	6,500	3,483	5,970	7,200
Legal/Public Notices	503025	750	0	0	0
Professional and Technical Services	503030	2,500	705	1,209	2,500
Graphic Design	503033	0	0	0	0
Training Services	503034	5,000	0	0	5,000
Other Services	503990	2,000	886	1,519	2,000
Drug & Alcohol Testing	503991	1,800	440	754	1,800
Vaccination Services	503995	0	0	0	0
Office Supplies	504200	3,000	2,412	4,135	3,000
Small Tools Replacement/Repair	504230	0	0	0	0
Cleaning/Sanitation Supplies	504240	5,500	3,205	5,494	5,500
Misc Operating Supplies	504260	0	0	0	0
Bus Stop/Poles and Signs	504270	0	0	0	0
Fare Cards	504280	32,500	13,669	23,432	32,500
Forms	504290		446	765	0
Small Computer Equipment	504300	0	154	265	0
Sm Tools/Equip/Furn-Mtce	504310	2,000	0	0	2,000
Safety Supplies	504330	4,000	119	204	2,000
Sm Tools/Equip/Furn-Other	504340	1,000	558	956	1,000
Ergonomic Equipment & Furniture	504350	3,000	0	0	3,000
Other Materials & Supplies	504990	2,500	267	458	2,500
Postage	504991	1,000	25	42	1,000
Premium For PL/PD Insurance	506030	10,404	5,197	8,909	11,270
Dues, Memberships, Subscriptions	509010	0	4	6	0
Travel & Meeting Expense	509020	17,500	1,559	2,672	12,500
Misc Travel Expense	509021	0	0	0	0
Conference Registration	509022	5,000	225	386	5,000
Training / Seminars	509024	1,000	1,350	2,314	1,000
Other Miscellaneous Expenses	509990	1,500	1,159	1,987	1,500
Books & Periodicals	509991	0	29	50	0
Employee Recruitment	509992	0	3,132	5,368	0
Employee Incentive	509993	0	206	352	0
Equipment Lease	512120	5,000	1,522	2,609	5,000

Ops Admin and Dispatchers (18)					
	GL	2025 Budget Request	2025 Year To Date	End Of Year Estimate 12/31/2025	2026 Budget Request
Total Expense		\$ 2,653,293	\$ 1,831,227	\$ 3,139,246	\$ 2,915,236

Preliminary Draft

Administration (20)					
	GL	2025 Budget Request	2025 Year To Date	End Of Year Estimate 12/31/2025	2026 Budget Request
Expense					
Operators' Salaries and Wages	501010		4,538	7,779	
Operators' Overtime	501015		803	1,377	
Non-Operator Salaries and Wages	501020	697,910	400,611	686,761	753,901
Non-Operator Overtime	501025	1,000	1,636	2,804	1,000
Employer's FICA Expense	502010	62,616	35,505	60,866	66,112
PERS Pension Plan	502025	76,612	51,032	87,483	348,223
Medical Insurance	502030	113,790	74,131	127,082	169,944
Dental/Vision Insurance	502040	12,918	6,553	11,234	12,557
Life Insurance Plans	502050	414	256	439	470
Group Disability Insurance	502060	8,281	4,173	7,154	7,363
Unemployment Comp Insurance	502070	5,000	19,781	33,910	5,000
Worker's Comp Insurance	502080	2,001	1,755	3,009	2,166
WA State Paid FML	502085	1,211	1,245	2,134	1,279
General Leave	502090	80,757	27,392	46,958	70,005
Holiday Pay	502100	40,004	27,761	47,590	40,303
Other Paid Absence	502120	0	0	0	2,000
Uniform Allowance	502130	0	97	167	0
Other Benefits	502140	5,250	5,250	9,000	5,250
Bereavement Leave	502155	5,251	1,847	3,167	
Third Party Sick Pay	502175	5,252	9,083	15,570	
Wellness Benefit	502185	1,800	1,362	2,335	2,520
Legal/Public Notices	503025	0	145	249	0
Professional and Technical Services	503030	305,000	62,693	107,474	250,000
Legal Services	503032	0	0	0	
Audit Services	503035	60,000	0	0	60,000
Consulting Services	503036	50,000	60,075	102,986	100,000
Temporary Help	503040	15,000	21,072	36,124	10,000
Other Services	503990	35,000	17,930	30,737	35,000
Vaccination Services	503995	0	0	0	0
Office Supplies	504200	25,000	7,770	13,320	25,000
Cleaning/Sanitation Supplies	504240	0	0	0	0
Fare Cards	504280	1,000	0	0	1,000
Forms	504290	1,750	0	0	1,750
Sm Tools/Equip/Furn-Other	504340	1,000	5,388	9,236	1,000
Ergonomic Equipment & Furniture	504350	500	420	720	500
Other Materials and Supplies	504990	2,000	115	197	2,000
Postage	504991	4,500	12	21	1,750
Utilities	505025	75,000	47,636	81,662	100,000
Premium For PL/PD Insurance	506030	112,676	73,695	126,334	122,050
Non-Insured PL/PD Claims	506040	5,000	0	0	5,000
State & Sales Tax	507020	2,000	1,055	1,809	2,000
Property Assessment	507990	1,750	1,058	1,814	2,500
Dues, Memberships, Subscriptions	509010	40,000	37,656	64,553	60,500
Travel & Meeting Expense	509020	6,000	30	51	6,000
Misc Travel Expense	509021	0	0	0	0
Conference Registration	509022	2,500	0	0	2,500
Training / Seminars	509024	3,500	2,025	3,471	3,500
Fines & Penalties	509060	0	321	550	0
Other Miscellaneous Expenses	509990	1,000	(5,595)	(5,595)	1,000
Books & Periodicals	509991	0	0	0	0
Employee Recruitment	509992	0	7,056	12,095	0
Employee Incentive	509993	0	0	0	0
Equipment Lease	512120	4,000	1,617	2,772	4,000
Building Lease	512121	2,300	2,268	3,888	2,500

Administration (20)					
	GL	2025 Budget Request	2025 Year To Date	End Of Year Estimate 12/31/2025	2026 Budget Request
Total Expense		1,876,543	1,019,254	1,751,289	2,287,642

Preliminary Draft

Executive (25)					
	GL	2025 Budget Request	2025 Year To Date	End Of Year Estimate 12/31/2025	2026 Budget Request
Expense					
Operators' Salaries and Wages	501010		8,789	15,067	0
Operators' Overtime	501015		2,311	3,962	0
Non-Operator Salaries and Wages	501020	493,798	329,716	565,227	572,989
Non-Operator Overtime	501025	3,000	3,947	6,767	3,000
Employer's FICA Expense	502010	44,273	30,594	52,447	51,098
PERS Pension Plan	502025	53,936	33,187	56,892	37,132
Medical Insurance	502030	57,605	41,026	70,330	92,285
Dental/Vision Insurance	502040	7,362	4,139	7,095	10,943
Life Insurance Plans	502050	297	198	340	395
Group Disability Insurance	502060	5,654	2,510	4,303	5,644
Unemployment Comp Insurance	502070	2,000	0	0	2,000
Worker's Comp Insurance	502080	1,530	2,389	4,095	1,842
WA State Paid FML	502085	852	1,060	1,817	984
General Leave	502090	54,908	33,704	57,779	60,756
Holiday Pay	502100	27,032	21,114	36,195	31,202
Other Benefits	502140	20,000	3,750	6,429	4,500
DRS 457 Benefit	502143	0	4,894	8,389	
Third Party Sick Pay	502175	0	0	0	
Medical Premium Opt Out Reimbu	502180	0	4,089	7,010	
Other Paid Absence	502120	0	0	0	500
Uniform Allowance	502130	0	0	0	0
Wellness Benefit	502185	2,500	906	1,552	2,160
Advertising	503020	10,000	949	1,627	
Legal/Public Notices	503025	5,000	1,124	1,928	5,000
Professional and Technical Service	503030	150,000	180,402	309,260	25,000
Legal Services	503032	40,000	18,416	31,570	75,000
Graphic Design	503033	10,000	0	0	10,000
Consulting Services	503036	0	59,583	102,143	0
Repair/Maintenance - Other	503051	0	0	0	0
Other Services	503990	500	0	0	500
Vaccination Services	503995	0	0	0	0
Office Supplies	504200	2,000	3,740	6,411	5,000
Software	504210	0	0	0	
Sm Tools/Equip/Furn-Other	504340	0	0	0	
Ergonomic Equipment & Furniture	504350	1,000	174	298	1,000
Other Materials & Supplies	504990	1,200	451	773	1,200
Postage	504991	500	88	150	500
Shipping	504992	0	0	0	0
Property Assessment	507990	0	0	0	0
Dues, Memberships, Subscriptions	509010	50,000	12,470	21,377	40,000
Travel & Meeting Expense	509020	20,000	8,692	14,901	20,000
Misc Travel Expense	509021	7,500	0	0	7,500
Conference Registration	509022	10,250	2,097	3,595	10,250
SKAT Board/CAC Meeting Expense	509023	1,750	193	330	1,750
Training / Seminars	509024	2,000	140	240	2,000
Promotional Items	509080	7,500	0	0	7,500
Other Miscellaneous Expenses	509990	5,000	438	751	5,000
Employee Recruitment	509992	0	4,224	7,241	0
Employee Incentive	509993	15,000	5,594	9,590	15,000
Building Lease	512121	16,000	11,295	19,362	16,000
Total Expense		\$ 1,129,947	\$ 838,391	\$ 1,437,242	\$ 1,125,629

HR (26)

	GL	2025 Budget Request	2025 Year To Date	End Of Year Estimate 12/31/2025	2026 Budget Request
Expense					
Salaries and Wages	501020	251,331	173,878	298,077	326,991
Non-Operator Overtime	501025	0	1,827	3,133	0
Employer's FICA Expense	502010	22,421	14,966	25,656	29,170
PERS Pension Plan	502025	27,433	17,215	29,511	21,277
Medical Insurance	502030	33,678	25,994	44,560	63,096
Dental/Vision Insurance	502040	2,276	2,590	4,439	4,067
Life Insurance Plans	502050	114	89	152	198
Group Disability Insurance	502060	2,423	1,846	3,164	3,034
Unemployment Comp Insurance	502070	0	0	0	20,000
Worker's Comp Insurance	502080	609	1,336	2,290	914
WA State Paid FML	502085	434	520	892	564
General Leave	502090	28,181	12,071	20,692	36,664
Holiday Pay	502100	13,572	10,116	17,341	17,649
Other Benefits	502140	1,500	1,500	2,571	2,250
Medical Premium Opt Out Reimbursement	502180	0	477	818	
Wellness Benefit	502185	1,000	214	367	1,080
Advertising	503020	0	0	0	
Legal/Public Notices	503025	0	0	0	
Professional and Technical Services	503030	0	0	0	
Labor Law Service	503031	100,000	11,439	19,610	100,000
Legal Services	503032	0	0	0	
Temporary Help	503040	0	20,601	35,316	0
Drug & Alcohol Testing	503991	0	0	0	0
Office Supplies	504200	3,000	3,634	6,230	10,000
Software	504210	0	978	1,677	0
Safety Training Material & Supply	504250	500	0	0	0
Misc Operating Supplies	504260	250	0	0	0
Forms	504290	250	0	0	0
Small Computer Equipment	504300	0	163	279	0
Sm Tools/Equip/Furn-Other	504340	500	86	148	500
Ergonomic Equipment & Furniture	504350	500	0	0	500
Wellness Program Activity/Supplies	504600	13,000	2,336	4,005	10,000
Other Materials & Supplies	504990	500	126	216	500
Postage	504991	1,500	0	0	1,500
Dues, Memberships, Subscriptions	509010	5,000	5,788	9,923	7,500
Travel & Meeting Expense	509020	5,000	1,384	2,373	5,000
Misc Travel Expense	509021	100	21	36	100
Conference Registration	509022	2,000	1,028	1,762	2,000
Training / Seminars	509024	3,750	2,000	3,429	6,000
Other Miscellaneous Expenses	509990	750	22	37	750
Books & Periodicals	509991	100	0	0	100
Employee Recruitment	509992	45,000	7,763	13,308	30,000
Employee Incentive	509993	12,000	6,450	11,058	15,000
Total Expense		\$ 578,674	\$ 328,458	\$ 563,071	\$ 716,403

Information Technology (30)

	GL	2025 Budget Request	2025 Year To Date	End Of Year Estimate 12/31/2025	2026 Budget Request
Expense					
Non-Operator Salaries and Wages	501020	0	0	0	0
Non-Operator Overtime	501025	0	0	0	0
Employer's FICA Expense	502010	0	0	0	0
PERS Pension Plan	502025	0	0	0	0
Medical Insurance	502030	0	0	0	0
Dental/Vision Insurance	502040	0	0	0	0
Life Insurance Plans	502050	0	0	0	0
Group Disability Insurance	502060	0	0	0	0
Unemployment Insurance	502070	0	4,316	7,399	0
Worker's Comp Insurance	502080	0	0	0	0
WA State Paid FML	502085	0	0	0	0
General Leave	502090	0	0	0	0
Holiday Pay	502100	0	0	0	0
Other Paid Absence	502120	0	0	0	0
Other Benefits	502140	0	0	0	0
Bereavement Leave	502155	0	0	0	
Wellness Benefit	502185	0	0	0	
Professional and Technical Services	503030	75,000	67,640	115,954	180,000
Repair/Maintenance - Other	503051	0	5,447	9,337	
GFI Services	503055	0	0	0	0
Office Supplies	504200	0	393	674	0
Software	504210	325,000	259,456	444,781	325,000
Cleaning/Sanitation Supplies	504240	0	0	0	0
Small Computer Equipment	504300	110,000	13,861	23,761	125,000
Sm Tools/Equip/Furn-Mtce	504310	12,000	0	0	12,000
Sm Tools/Equip/Furn-Other	504340	0	0	0	0
Equipment Repair Supplies	504370	0	4,946	8,479	0
Shipping	504992	200	0	0	200
Telephone Service	505022	15,000	14,696	25,193	30,000
Cellular Phone	505023	55,000	40,084	68,716	55,000
Radio	505024	10,000	229	392	10,000
Fiber Optics	505026	27,000	17,568	30,117	27,000
Internet Fee	505027	33,000	21,033	36,056	33,000
Dues, Memberships, Subscriptions	509010	0	8,021	13,750	0
Training / Seminars	509024	0	0	0	0
Equipment Lease	512120	0	1,110	1,903	0
Total Expense		\$ 662,200	\$ 458,799	\$ 786,513	\$ 797,200

Safety & Security (35)							
	GL	2021 Actuals	2022 Actuals	2025 Budget Request	2025 Year To Date	End Of Year Estimate 12/31/2025	2026 Budget Request
Expense							
Operators' Salaries and Wages	501010				4,545	7,791	
Operators' Overtime	501015				928	1,590	
Non-Operator Salaries and Wages	501020	344,908	359,629	512,626	305,217	523,229	555,567
Non-Operator Overtime	501025			0	0	0	0
Employer's FICA Expense	502010	31,380	31,750	46,240	29,331	50,283	50,080
PERS Pension Plan	502025			56,576	30,576	52,416	36,529
Medical Insurance	502030	76,556	76,102	130,449	72,883	124,942	146,961
Dental/Vision Insurance	502040	7,541	7,424	13,512	7,765	13,311	14,525
Life Insurance Plans	502050	138	132	390	221	379	421
Group Disability Insurance	502060	4,236	5,236	7,043	4,522	7,752	6,212
Worker's Comp Insurance	502080	4,631	5,623	8,636	5,378	9,219	12,046
WA State Paid FML	502085	612	614	895	1,030	1,766	969
General Leave	502090	53,250	42,969	63,664	54,932	94,169	68,625
Holiday Pay	502100	22,678	12,939	28,151	27,142	46,529	30,447
Uniform Allowance	502130	1,144	750	2,500	504	864	0
Other Benefits	502140	3,000	2,500	4,500	4,500	7,714	1,100
Bereavement Leave	502155			0	0	0	
Wellness Benefit	502185			0	350	599	
Professional and Technical Services	503030	94	200	0	0	0	0
Training Services	503034			0	163	280	0
Repair/Maintenance - Other	503051			0	0	0	0
Security Services	503070	205,037	348,000	200,000	98,604	169,035	238,000
Other Services	503990			0	142	243	0
Drug & Alcohol Testing	503991	54	200	0	54	93	0
CDL Testing/DMV Checks	503994	255	1,500	0	0	0	0
Office Supplies	504200	483	500	150	391	670	400
Cleaning/Sanitation Supplies	504240	1,753	1,000	0	0	0	0
Safety Training Material & Supply	504250	4,429	3,500	5,000	3,435	5,889	5,000
Misc Operating Supplies	504260		50	50	0	0	0
Sm Tools/Equip/Furn-Mtce	504310			50	0	0	0
Safety Supplies	504330	18,423	9,000	4,500	2,435	4,174	5,000
Sm Tools/Equip/Furn-Other	504340	116	300	500	0	0	1,000
Ergonomic Equipment & Furniture	504350	0	250	1,000	0	0	1,000
Other Materials & Supplies	504990	0	250	300	44	76	300
Dues, Memberships, Subscriptions	509010	691	750	4,000	171	294	4,000
Travel & Meeting Expense	509020	98	200	1,500	214	367	1,500
Misc Travel Expense	509021	0	200	200	0	0	200
Conference Registration	509022	145	1,000	500	0	0	500
Training / Seminars	509024	141	1,000	2,500	0	0	2,500
Other Miscellaneous Expenses	509990	47	250	250	224	385	250
Employee Recruitment	509992	0	0	250	802	1,375	0
Employee Incentive	509993	1,892	1,000	0	389	667	0
Total Expense		\$ 783,733	\$ 914,818	\$ 1,095,931	\$ 656,893	\$ 1,126,102	\$ 1,183,133

Vehicle/Services Maintenance (41)					
	GL	2025 Budget Request	2025 Year To Date	End Of Year Estimate 12/31/2025	2026 Budget Request
Expense					
Non-Operator Salaries and Wages	501020	1,507,684	778,887	1,335,235	1,575,518
Non-Operator Overtime	501025	15,000	5,659	9,701	15,000
Employer's FICA Expense	502010	134,310	69,556	119,239	140,151
PERS Pension Plan	502025	164,332	78,312	134,249	102,228
Medical Insurance	502030	313,648	171,248	293,568	403,018
Dental/Vision Insurance	502040	32,603	18,734	32,116	38,864
Life Insurance Plans	502050	1,212	639	1,095	1,335
Group Disability Insurance	502060	20,968	10,065	17,254	18,206
Unemployment Comp Insurance	502070	10,000	0	0	10,000
Worker's Comp Insurance	502080	69,977	26,946	46,193	62,941
WA State Paid FML	502085	2,592	2,431	4,168	2,705
General Leave	502090	162,783	77,028	132,049	167,366
Holiday Pay	502100	81,211	46,225	79,242	85,148
Other Paid Absence	502120	2,000	0	0	2,000
Other Benefits	502140	15,000	15,000	25,714	14,250
Administrative Leave	502150	0	352	603	0
Bereavement Leave	502155	0	974	1,670	1
Boot Allowance	502142	6,000	3,404	5,835	4,002
Third Party Sick Pay	502175	2,000	0	0	0
Medical Premium Opt Out Reimbu	502180	5,500	12,942	22,186	0
Wellness Benefit	502185	3,000	2,233	3,828	7,500
Advertising	503020	0	0	0	0
Legal/Public Notices	503025	0	156	267	0
Professional and Technical Service	503030	0	0	0	0
Graphic Design	503033	0	0	0	0
Temporary Help	503040	7,500	1,154	1,979	7,500
Contract Maintenance Services	503050	12,500	6,088	10,437	11,500
Repair/Maintenance - Other	503051	35,000	11,827	20,275	35,000
GFI Services	503055	0	0	0	0
Non-Insured PL/PD Claims	506040	20,000	0	0	0
Vehicle Washing/Cleaning	503061	0	0	0	0
Other Services	503990	4,000	480	823	4,000
Drug & Alcohol Testing	503991	1,200	378	648	1,200
CDL Testing/DMV Checks	503994	800	0	0	800
Ultra-Low Sulfur Fuel	504013	11,000	2,848	4,881	11,000
Lubricants	504014	50,000	40,359	69,187	85,000
Fuel Staff Vehicles	504015	45,000	22,320	38,263	50,000
Fuel Equipment	504017	0	0	0	0
Tires and Tubes	504020	175,000	34,097	58,452	125,000
Office Supplies	504200	1,500	2,122	3,638	1,500
Small Tools Replacement/Repair	504230	5,500	800	1,371	
Cleaning/Sanitation Supplies	504240	16,000	9,614	16,481	17,000
Fare Cards	504280	0	0	0	0
Small Computer Equipment	504300	0	0	0	0
Sm Tools/Equip/Furn-Mtce	504310	16,000	1,970	3,376	16,000
Small Tools & Equipment - Vehicle	504311	4,100	1,256	2,154	4,100
Safety Supplies	504330	6,000	1,127	1,931	6,000
Sm Tools/Equip/Furn-Other	504340	3,000	0	0	3,000
Ergonomic Equipment & Furniture	504350	500	0	0	500
Building Repair Supplies	504360	500	8	14	500
Equipment Repair Supplies	504370	3,000	1,002	1,719	3,000
GFI Repair Supplies	504375	8,000	437	750	4,000
Vehicle Washing Supplies	504385	8,000	3,227	5,531	8,000
Revenue Vehicle Parts/Supplies	504390	465,000	274,872	471,209	475,000

Vehicle/Services Maintenance (41)					
	GL	2025 Budget Request	2025 Year To Date	End Of Year Estimate 12/31/2025	2026 Budget Request
Non Revenue Vehicle Parts/Suppli	504400	15,000	2,296	3,936	15,000
Shop Supplies	504405	25,000	16,430	28,165	30,000
Other Materials & Supplies	504990	2,000	0	0	2,000
Postage	504991	2,500	0	0	2,000
Shipping	504992	0	0	0	0
Premium For PL/PD Insurance	506030	43,221	21,589	37,010	46,817
Travel & Meeting Expense	509020	12,000	0	0	12,000
Conference Registration	509022	2,000	0	0	2,000
Training / Seminars	509024	8,000	0	0	8,000
Other Miscellaneous Expenses	509990	1,000	602	1,031	1,000
Employee Recruitment	509992	0	846	1,450	0
Employee Incentive	509993	0	0	0	0
Equipment Rental	512060	5,000	0	0	3,000
Equipment Lease	512120	5,000	1,376	2,359	5,000
Total Expense		\$ 3,569,641	\$ 1,779,916	\$ 3,051,284	\$ 3,646,650

Facilities Maintenance (45)					
Facilities Maintenance (45)	GL	2025 Budget Request	2025 Year To Date	End Of Year Estimate 12/31/2025	2026 Budget Request
Expense					
Non-Operator Salaries and Wages	501020	498,685	368,714	632,082	510,435
Non-Operator Overtime	501025	2,160	1,479	2,536	2,160
Employer's FICA Expense	502010	44,821	32,828	56,277	46,129
PERS Pension Plan	502025	54,840	36,590	62,726	33,647
Medical Insurance	502030	135,586	98,204	168,349	161,488
Dental/Vision Insurance	502040	12,447	8,267	14,171	13,396
Life Insurance Plans	502050	504	329	564	544
Group Disability Insurance	502060	7,552	4,914	8,424	6,482
Unemployment Comp Insurance	502070	5,000	28,054	48,093	5,000
Worker's Comp Insurance	502080	27,178	12,816	21,970	27,017
WA State Paid FML	502085	865	1,154	1,978	890
General Leave	502090	56,490	35,114	60,195	61,512
Holiday Pay	502100	29,120	32,352	55,461	29,445
Other Paid Absence	502120	2,000	0	0	2,000
Other Benefits	502140	6,750	6,000	10,286	6,000
Boot Allowance	502142	1,600	1,702	2,917	1,600
Bereavement Leave	502155	0	450	771	0
Jury Duty	502165	0	0	0	0
Wellness Benefit	502185	0	348	596	0
Professional and Technical Service	503030	2,500	0	0	2,500
Temporary Help	503040	2,500	0	0	2,500
Contract Maintenance Services	503050	1,000	0	0	1,000
Repair/Maintenance - Other	503051	25,000	14,332	24,569	25,000
Custodial Services	503060	25,000	13,194	22,618	35,000
Vehicle Washing/Cleaning	503061	0	0	0	0
Security Services	503070	1,000	173	296	1,000
Other Services	503990	1,000	67	115	1,000
Drug and Alcohol Testing	503991		54	93	
Ultra-Low Sulfur Fuel	504013	1,000	0	0	1,000
Lubricants	504014	100	0	0	100
Fuel Equipment	504017	3,000	1,432	2,455	3,000
Tires and Tubes	504020	0	0	0	0
Office Supplies	504200	500	443	759	500
Small Tools Replacement/Repair	504230	1,000	518	888	1,250
Cleaning/Sanitation Supplies	504240	16,000	9,467	16,228	17,000
Misc Operating Supplies	504260	750	120	206	750
Bus Stop/Poles & Signs	504270	6,000	23	39	30,000
Sm Tools/Equip/Furn-Mtce	504310	123,400	1,742	2,986	20,000
Safety Supplies	504330	2,000	321	551	2,000
Sm Tools/Equip/Furn-Other	504340	6,000	1,229	2,107	6,000
Building Repair Supplies	504360	30,000	11,208	19,213	30,000
Equipment Repair Supplies	504370	13,000	3,622	6,209	1,300
Revenue Vehicle Parts/Supplies	504390	250	0	0	250
Non Rev Vehicle Parts/Supplies	504400	2,000	226	387	2,000
Shop Supplies	504405	8,000	4,410	7,560	8,000
Ground Maintenance Supplies	504510	10,000	16,814	28,823	20,000
Other Materials & Supplies	504990	2,500	0	0	2,500
Cellular Phone	505023	0	0	0	0
Travel & Meeting Expense	509020	5,000	0	0	5,000
Conference Registration	509022	4,000	0	0	4,000
Training / Seminars	509024	2,500	1,926	3,301	2,500
Other Miscellaneous Expenses	509990	150	27	46	150
Books & Periodicals	509991	0	0	0	0
Employee Recruitment	509992	0	54	93	0

Facilities Maintenance (45)					
Facilities Maintenance (45)	GL	2025 Budget Request	2025 Year To Date	End Of Year Estimate 12/31/2025	2026 Budget Request
Equipment Rental	512060	3,000	1,375	2,357	3,000
Equipment Lease	512120	4,000	2,305	3,951	4,000
Total Expense		\$ 1,187,747	\$ 754,395	\$ 1,293,249	\$ 1,140,045

Preliminary Draft

Skagit Station (50)

	GL	2025 Budget Request	2025 Year To Date	End Of Year Estimate 12/31/2025	2026 Budget Request
Expense					
Professional and Technical Service	503030	0	0	0	
Temporary Help	503040	0	0	0	
Contract Maintenance Services	503050	0	0	0	
Repair/Maintenance - Other	503051	5,000	1,538	2,636	5,000
Custodial Services	503060	25,000	20,341	34,869	25,000
Security Services	503070	2,000	424	727	2,000
Office Supplies	504200	200	0	0	200
Cleaning/Sanitation Supplies	504240	7,000	4,779	8,192	7,000
Bus Stop/Poles & Signs	504270	1,000	431	738	1,000
Sm Tools/Euip/Furn-Mtce	504310	100	33	57	100
Safety Supplies	504330	1,000	0	0	1,000
Sm Tools/Equip/Furn-Other	504340	1,000	1,096	1,879	1,000
Building Repair Supplies	504360	20,000	3,907	6,697	20,000
Equipment Repair Supplies	504370	1,500	1,499	2,570	1,500
Ground Maintenance Supplies	504510	5,000	657	1,126	5,000
Other Materials & Supplies	504990	500	0	0	500
Utilities	505025	45,000	23,846	40,878	45,000
Property Assessment	507990	3,250	1,350	2,314	3,250
Equipment Rental	512060	6,000	2,489	4,267	6,000
Equipment Lease	512120	3,500	1,642	2,815	3,500
Total Expense		\$ 127,050	\$ 64,030	\$ 109,766	\$ 127,050

MOA 2 - Bay Ridge (51)

	GL	2025 Budget Request	2025 Year To Date	End Of Year Estimate 12/31/2025	2026 Budget Request
Expense					
Professional and Technical Service	503030	2,000	0	0	2,000
Repair/Maintenance - Other	503051	13,000	791	1,356	13,000
Security Services	503070	2,500	251	430	2,500
Other Services	503990	1,000	596	1,021	1,000
Fuel Equipment	504017	4,000	0	0	4,000
Cleaning/Sanitation Supplies	504240	9,000	3,704	6,349	9,000
Sm Tools/Equip/Furn-Other	504340	1,500	0	0	1,500
Building Repair Supplies	504360	2,500	601	1,029	2,500
Equipment Repair Supplies	504370	2,000	460	789	2,000
Shop Supplies	504405	100	0	0	100
Ground Maintenance Supplies	504510	500	0	0	500
Other Materials & Supplies	504990	2,000	224	383	2,000
Utilities	505025	42,500	22,497	38,566	42,500
Internet Fee	505027	3,000	0	0	3,000
Premium For PL/PD Insurance	506030	4,000	0	0	4,000
Property Assessment	507990	750	676	1,159	750
Dues, Memberships, Subscriptions	509010	500	1,829	3,135	500
Equipment Rental	512060	3,000	0	0	3,000
Equipment Lease	512120	1,000	0	0	1,000
Total Expense		\$ 94,850	\$ 31,627	\$ 54,218	\$ 94,850

Park & Ride (52)					
	GL	2025 Budget Request	2025 Year To Date	End Of Year Estimate 12/31/2025	2026 Budget Request
Expense					
Professional and Technical Svcs	503030	9,000	2,285	3,917	9,000
Contract Maintenance Services	503050	2,000	0	0	2,000
Repair/Maintenance - Other	503051	7,000	1,224	2,098	7,000
Security Services	503070	1,000	104	179	1,000
Other Services	503990	750	0	0	750
Cleaning/Sanitation Supplies	504240	4,000	2,501	4,288	4,000
Miscellaneous Operating Supplies	504260	200	0	0	200
Bus Stop/Poles & Signs	504270	1,000	88	151	1,000
Building Repair Supplies	504360	7,000	825	1,414	7,000
Equipment Repair Supplies	504370	1,500	0	0	1,500
Ground Maintenance Supplies	504510	5,000	1,465	2,512	5,000
Other Materials & Supplies	504990	1,000	373	639	1,000
Utilities	505025	60,000	31,364	53,768	60,000
Property Assessment	507990	20,000	11,507	19,726	20,000
Dues, Memberships, Subscriptions	509010	0	0	0	0
Other Miscellaneous Expenses	509990	500	0	0	500
Equipment Rental	512060	5,000	3,925	6,728	5,000
Equipment Lease	512120	8,000	4,111	7,048	8,000
Total Expense		\$ 132,950	\$ 59,772	\$ 102,466	\$ 132,950

Capital (55)					
	GL	2025 Budget Request	2025 Year To Date	End Of Year Estimate 12/31/2025	2026 Budget Request
Expense					
Legal/Public Notices	503025	0	0	0	
Route Improvements	555010	522,362	0	0	390,000
Park & Ride	555030	420,000	10,499	17,999	632,596
Revenue Equipment	555040	1,924,000	681,527	1,168,331	7,469,776
Service Equipment	555050	412,080	50,819	87,118	385,000
Vanpool Vehicles	555051	0	(315)	(540)	532,271
Bldg - New MOA	555118	41,735,000	638,810	1,095,103	8,550,000
Bldgs. - MOA	555120	0	0	0	
Garage/Shop Equipment	555121	113,082	14,522	24,895	
Office Furniture/Equipment	555122	0	5,901	10,117	128,000
Intangible Asset	555123	0	0	0	
Communications & Information Systems	555124	0	0	0	
Total Expense		\$ 45,126,524	\$ 1,401,764	\$ 2,403,023	\$ 18,087,643