

RESOLUTION NO. 2025-17

**A RESOLUTION OF THE MASON TRANSIT AUTHORITY BOARD
ADOPTING A BUDGET FOR THE MASON COUNTY PUBLIC
TRANSPORTATION BENEFIT AREA FOR THE CALENDAR YEAR
BEGINNING JANUARY 1, 2026.**

WHEREAS, the Mason County Public Transportation Benefit Area dba Mason Transit Authority has prepared a budget for the 2026 calendar year; and

WHEREAS, the governing authority of Mason County Public Transportation Benefit Area has presented drafts at its October and November public meetings on the preliminary budget; and

WHEREAS, management has recommended the 2026 Budget, a copy of which is attached hereto and incorporated herein by this reference.

NOW THEREFORE, BE IT RESOLVED BY THE MASON TRANSIT AUTHORITY BOARD that the attached budget for Mason County Public Transportation Benefit Area dba Mason Transit Authority is hereby adopted.

Adopted this 16th day of December, 2025.

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John Sheridan, Chair

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Wes Martin, Vice Chair

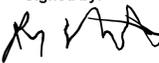
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Cyndy Brehmeyer, Authority Member

Tom Gilmore, Authority Member

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Richard Lee, Authority Member

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Randy Neatherlin, Authority Member

Ryan Spurling, Authority Member

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Pat Tarzwell, Authority Member

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Sharon Trask
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Sharon Trask, Authority Member

APPROVED AS TO CONTENT: *Amy Asher*
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Amy Asher, General Manager

APPROVED AS TO FORM: *Robert W. Johnson*
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Robert W. Johnson, Legal Counsel

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Tracy Becht
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ATTEST: _____ DATE: 12/30/2025
Tracy Becht, Clerk of the Board



2026 Annual Budget & Compensation Plan

Adopted by the MTA Board

December 16, 2025

Objective

The purpose of the 2026 Budget is to ensure that Mason Transit Authority (MTA) continues to meet the needs of its community and operate effectively with its available financial resources.

Goals

1. Maintain a 4-month Operating reserve fund.
2. Establish spending levels that contribute to a 5-year sustainability plan.
3. Ensure fiscal responsibility and stewardship of public funds.
4. Progress towards 80% State of Good Repair for vehicles and 90% for facilities.
5. Maintain facilities for optimal performance.
6. Analyze the future of service operations and fleet requirements.
7. Continued incremental expansion of service.
8. Remain an employer of choice in an increasingly competitive labor market.

2026 Budget Overview

The current economic outlook remains positive. MTA has been successful securing both state and federal grant awards for the 2025-27 Biennium and has received additional state formula funds for our special needs populations. These increased sources of funds provide more than enough revenue to cover increasing employee wages and benefits expenses, as well as planned capital and planning expenses. MTA has both the capacity and resolve to respond to the needs of our community. MTA will remain dedicated to our vision: Driving our Community Forward.

Ridership has continued to steadily increase as we close 2025, due largely to an increase in student ridership and increased local community partnerships that encourage transit use. Fixed Route ridership steadily increases with each service change and route additions as we continue to hire, while Dial-A-Ride continues to connect those in rural areas to our larger fixed route services. Management continues budgeting for slow and incremental increases in service levels across all modes as more frequent, convenient service is essential to attract and retain riders.

Overall Economic Outlook

MTA begins 2026 with healthy cash balances and a projection of increased sales tax. The passage of Move Ahead Washington has allowed MTA to fund a large majority of its capital and operating program this year with state grant funds. MTA is well positioned to grow its service to the community.

Sales tax revenue continues to outpace the budgeted amounts in recent years. MTA is increasing the budget for sales tax revenue, while remaining conservative.

The 2026 budget reflects a 1% increase to wages and benefits. This is a more conservative overall increase than in years past due largely to a decrease in the employer contribution to PERS as determined by the State and a decrease in L&I rates. The FTE budget has remained the same at 82 positions. See the FTE table on page 9. A comprehensive wage study was conducted in 2023 to ensure MTA remains a competitive employer of choice and the Transit Driver labor agreement was also negotiated in 2023. The next non-rep compensation study will be conducted in 2026 for the 2027 budget. MTA values the talent and dedication of its staff and is committing resources to ensure that wages are competitive when comparing against similar local positions and similarly sized transit agencies.

2026 Budget Highlights

1. Operating Revenue (Fares) is budgeted for a net 2% increase. The premium Worker Driver Program fare revenue is expected to increase as we have seen more riders and expect to add an additional route during the PSNS construction that will begin in 2026.
2. Non-Operating Revenue reflects an 8% decrease for 2026. Sales Tax Revenue reflects a 3% increase over 2025 budgeted amounts. Operating Grant revenue reflects a 31% decrease as we have spent the remaining COVID relief funds and have programmed formula funding for capital projects. MTA was awarded continuing operating funds for the Dial-A-Ride Program through the Consolidated Grant program in the 2025-27 Biennium. Investment income shows a considerable increase to be more in line with realistic returns. Previous years were budgeted too conservatively. Other Income is projected at slightly less as we have lost a tenant at the T-CC and we have had less contracted maintenance work than previously anticipated from outside agencies.
3. Budgeted expenses remain nearly the same as 2025 and reflect a 1% increase. Over the past two years, MTA has incrementally increased service levels, added staff, provided competitive wages, prepared for increases in fuel and utility costs, opened a new building, and prepared for anticipated inflation increases. Not all of the anticipated increases occurred at the level expected, so the 2026 budget reflects a right sizing of anticipated expenses based on this past year. Staff salaries reflect the GWI's adopted in labor agreements, but reductions in Labor and Industries as well as PERS contributions determined by the State mean that wages and benefits show only a 1% increase over 2025's budget. Contracted services amounts are lower as fewer projects are budgeted in 2026. Supplies and utilities are budgeted slightly lower as well now that there is a baseline for expected expenses at our five park and ride locations. Pooled Reserves of \$120,000 are included for unanticipated volatility.
4. 82 Full-Time Employees (FTEs) are budgeted for 2026 – the same as 2025.
5. The 2026 capital budget accounts for the grant funded vehicle replacement of sixteen(16) cutaways. Six (6) of these were ordered in 2025, but delivery delays mean

that they have to be rolled over to the 2026 budget. The remaining ten (10) will be ordered in early 2026 before contract increases occur and they will be delivered within the year. Additional capital projects include IT replacement of Operations and Administration laptops, capital facilities improvements, park and ride maintenance, and bus stop improvements. From MTA local funding, the capital budget accounts for equipment for conversion of cutaway vehicles to propane, installation of propane tanks at Belfair, and maintenance at the Johns Prairie complex. Refer to the Capital Budget on page 13 for more details.

2026 Proposed Operating Budget

The Operating Budget does not include Capital expenditures (see Capital Budget on page 13).

Consolidated 2026 Budget							Budget %	
	2025							
	2022 Actual	2023 Actual	2024 Actual	Projection	2025 Budget	2026 Budget	Change YoY	
Operating Revenue (Fares)								
Passenger Fares	8,020	-	-	-	-	-		
Worker Driver Fares	79,040	74,371	79,162	83,171	85,000	87,000	2%	
	87,060	74,371	79,162	83,171	85,000	87,000	2%	1
Non-Operating Revenue								
Sales Tax	7,515,228	7,625,304	7,841,439	8,275,835	7,798,533	8,032,489	3%	2
Operating Grants	5,128,989	6,470,410	3,946,121	5,459,071	5,798,609	3,991,983	-31%	3
Rental Income	148,035	143,484	160,378	144,506	144,794	131,410	-9%	4
Investment Income	208,764	958,748	864,066	981,625	150,000	600,000	300%	5
Other income	4,041	1,719,021	2,809,170	36,795	29,350	25,000	-15%	6
	13,005,057	16,916,967	15,621,174	14,897,832	13,921,286	12,780,882	-8%	
Operating Reserves Allocation								
Total Revenue	13,092,117	16,991,338	15,700,336	14,981,003	14,006,286	12,867,882	-8%	
Expenses								
Wages & Benefits	5,721,511	6,369,927	6,618,650	7,222,722	8,824,482	8,955,758	1%	7
Contracted Services	248,529	262,357	215,809	222,654	425,469	316,370	-26%	8
Fuel	475,645	527,752	452,965	489,836	649,000	650,500	0%	9
Vehicle/Facility Repair & Maintenance	315,969	334,301	295,750	245,452	345,775	326,325	-6%	10
Insurance Premium	221,142	280,794	293,584	380,463	344,368	437,049	27%	1
Intergovernmental - Audit Fees	22,379	961	41,410	6,179	55,000	57,000	4%	12
Facility Rent and Park & Ride	17,037	12,295	-	1,125	-	1,500		
Utilities	153,351	174,605	173,879	133,123	210,800	203,800	-3%	
Supplies	247,047	203,715	281,406	282,474	419,570	378,300	-10%	13
Training & Meetings	16,954	23,229	38,848	33,284	74,071	72,266	-2%	14
Other Operating Expenses	114,650	117,985	127,419	134,583	175,133	186,547	7%	15
Pooled Reserves					120,000	120,000	0%	16
Total Expense	7,554,214	8,307,921	8,539,720	9,151,895	11,643,668	11,705,415	1%	
Net Income (Loss)	5,537,903	8,683,417	7,160,616	5,829,108	2,362,618	1,162,467	-51%	
Operating Reserves Allocation					-	-		
Net Income (Loss) Net Reserves Allocated	5,537,903	8,683,417	7,160,616	5,829,108	2,362,618	1,162,467	-51%	

2026 Budget Notes

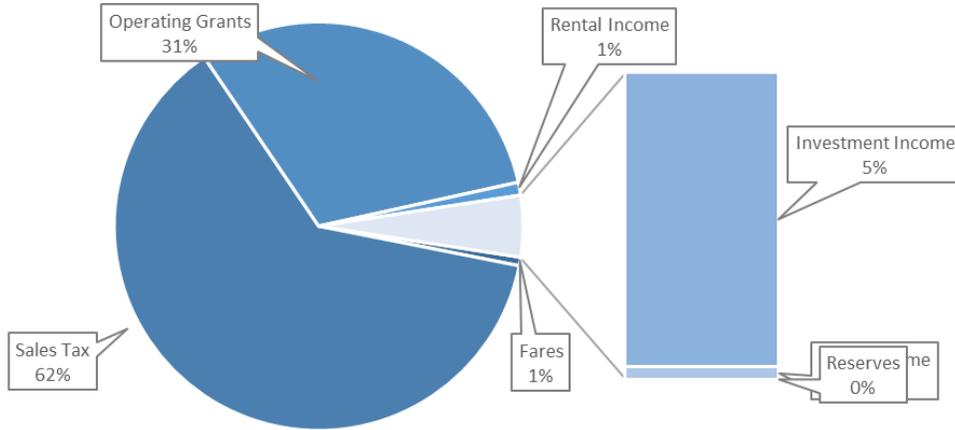
1. Operating Revenue (Fares) is budgeted for a net 2% increase. The premium Worker Driver Program fare revenue is expected to increase as we have seen more riders and expect to add an additional route during the PSNS construction that will begin in 2026. MTA continued its fare-free pilot program for all Dial-A-Ride and Fixed Route services and it currently runs until June 30, 2027.
2. Sales Tax revenue continues to come in higher than projected. Sales tax revenue for 2025 is predicted to be \$8 million. This is a 3% increase over 2025 budgeted amounts.
3. Operating grant revenue is based off the 2025-2027 biennium contracted awards for competitive and formula grants. Formula funds have largely been programmed for vehicle replacements in the capital program and COVID funds for operating have also ended, which is reflected in the reduction of operating grant revenue for 2026.
4. Budgeted Rental Income is based upon current long-term tenant leases. Occupancy has decreased slightly as one tenant at the T-CC vacated in late 2025. Event rental income is projected to continue to grow.
5. The Treasury Pool Investment account continued to perform well in 2025. The budgeted amount for 2026 has been increased to reflect a more realistic return as they have been far higher than anticipated.
6. Other Income is projected to decrease in 2026 with fewer sales of maintenance services to outside agencies than previously anticipated.
7. Wages and Benefits increased by 1%. Staff salaries reflect the GWI's adopted in labor agreements, but reductions in Labor and Industries as well as PERS contributions determined by the State were significant. Health care premiums for both medical plans increased again: Regence had an increase of 8.7%, and Kaiser increased by 11.6%. Willamette Dental increased 4.3%.
8. Contract Services for 2026 decreased 26% as projects for 2025 came to a close or were moved to other line items.
9. Fuel has been forecasted high over the past couple of years as we have increased service and planned for potential continued volatility in diesel and gasoline prices. The budgeted amount remains unchanged for 2026.
10. Vehicle/Facility Repair & Maintenance is budgeted with a 6% decrease as we have retired our older fleet that required more repair and maintenance.
11. WSTIP Insurance coverage is quoted to increase by 27%. 2026 rates are set per forecasted miles to be driven in 2026. The 2026 WSTIP rate increase also factors in the increased cost to purchase coverage, the increases in vehicle replacement costs, and the addition of the Belfair facility for property coverage. It also reflects the WSTIP Board of Director's commitment to capital funding goals.
12. Standard Intergovernmental Audit fees for 2026 are slightly higher as we anticipate more oversight in 2026 and we will be finishing the audits for 2023, 2024, and 2025.
13. Supplies reflects a 10% decrease. Admin and Dispatch departments moved in 2025 and needed additional furnishings to accommodate the move. There are no further moves anticipated in 2026.

- 14. Training and Meetings are being held in-person more frequently and the costs to host them has increased significantly. MTA is committed to developing staff – many of whom are new to their positions. Funds ensure new and existing staff have access to learning opportunities and are provided for in this budget. This budget also includes Board travel for two members to attend the State Transit Conference.
- 15. Other Operating Expenses include dues, memberships, and subscriptions, leasehold tax, vehicle license and registration fees, CDL medical exams and fees. The increase in Other Operating Expenses is largely due to the increases in fees for subscriptions and dues to member organizations.
- 16. Pooled Reserves are set aside to filter any excess funds for future operating project use if necessary to handle potential price volatility, supply chain issues, fuel increases or other unanticipated expenses.

Operating Revenues

Total operating revenue budgeted is projected to decrease from \$14,006,286 in 2025 to \$12,867,882 in 2026. The two major revenue sources making up 93% of our revenue are sales taxes collected in Mason County and grant funding from WSDOT.

Funding Source Breakdown



Sales Tax

Sales tax revenue continues to remain the largest source of funding - projected to be 62% of revenue for 2026. Sales tax revenue has been budgeted over \$8m for 2026 - a 3% increase over the 2025 budgeted estimates.

Grant Revenues

Operating grant revenue is comprised of state and federal funds awarded by WSDOT from the Consolidated Operating Grants Program as well as formula funding through WSDOT. Operating grant revenue is forecasted to make up 31% of MTA's 2026 operating revenue. This is less than last year, but that is due to formula funds being programmed for capital projects.

Fares

Fares are collected for our premium Worker/Driver service. MTA began a pilot program offering free fares for out of county travel and for free fares for all youth 18 and under that will extend to June 30, 2027.

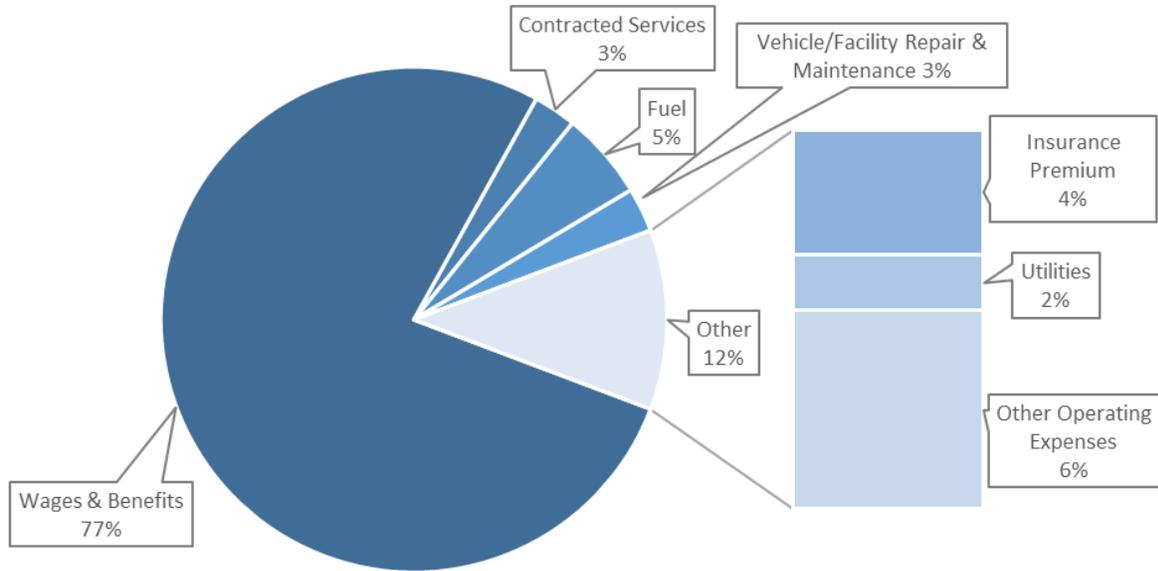
Transit-Community Center Revenues

The T-CC provides revenue through long-term leases and providing event space rentals in the gym, conference room, kitchen, and atrium. The revenues generated from the T-CC are 84% from active long-term leases, with the remaining 16% attributed to event use throughout the year. Event rental income is anticipated to increase as we see more interest in event booking activity. Tenant rental income is updated to reflect the terms of each rental agreement and the timing of CPI rate increases. MTA conducted an analysis of cost per square foot of its leased space in 2025 to adjust to the changing market.

Operating Expenses

Total operating expenses are budgeted to increase from \$11,643,668 in 2025 to \$11,705,415 in 2026, which is a 1% increase. Wages and Benefits remains our largest operating expense accounting for 77% of total operating expenses. The second highest expense category is Other Expenses including insurance and utilities. \$120,000 has been set aside as Pooled Reserves for potential price volatility, supply chain issues, fuel increases or other unanticipated expenses.

Expense Source Breakdown



Wages and Benefits

2026 Wages and Benefits are budgeted 1% higher than 2025. The Budgeted Positions and Full-Time Equivalents Table ^[Page 9] outlines the staff changes between 2025 and 2026.

Contributing factors to the slightly increased wages and benefits are increases in medical benefits, and general wage increases for all staff.

Details for 2026 non-represented wages and benefits by department can be found below and continuing on the following page. Wage and benefit information for Maintenance, Facilities and Drivers can be found in their respective labor agreements.

Benefits

No changes in benefits offered are anticipated for 2026. The cost of medical premiums for the two plans offered in 2026 experienced increases of 8.7% and 11.6%, while the cost of one dental plan rose 4.3%; the cost of all other health care benefits stayed the same for 2026.

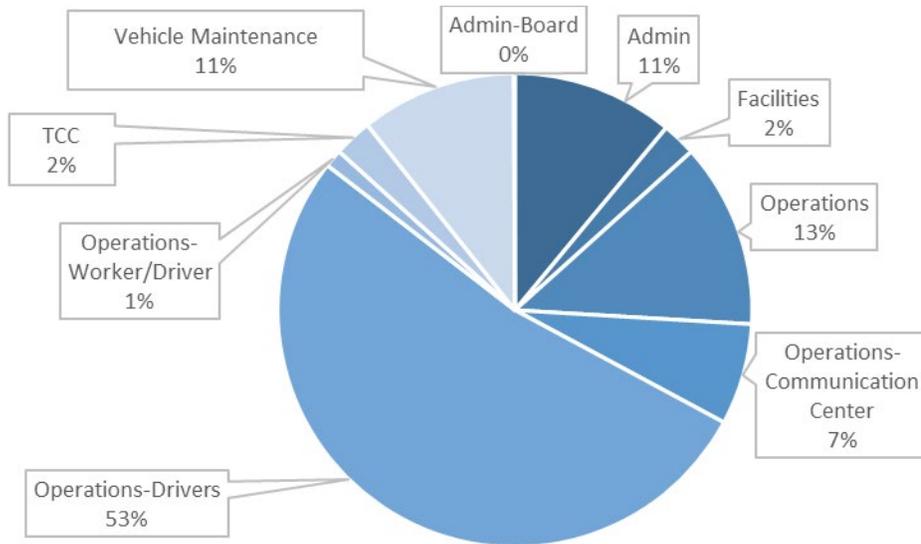
Public Employees' Retirement System (PERS) reflects a reduction in rates for 2026 from 9.11% to 5.58%.

Wages and Benefits by Department

The following table below breaks out budgeted FTEs, wages, and benefits for each department for 2026.

Department	FTEs	Wages	Benefits	2026 Budget Total	2025 Budget
Admin	7	654,614	255,566	910,180	954,054
Admin-Board		5,400	429	5,829	5,827
Facilities	2	130,520	64,363	194,883	186,775
Operations	8.0	723,243	319,550	1,042,794	1,027,821
Operations-Dispatch	5	393,574	177,823	571,397	536,748
Operations-Drivers	45	2,806,422	1,544,364	4,350,786	4,325,900
Operations-Worker/Driver	6	83,970	16,699	100,669	101,271
Transit Community Center	2	154,552	61,123	215,675	211,447
Vehicles/Maintenance	7	580,603	315,784	896,387	825,274
Total	82.0	5,532,899	2,755,701	8,288,600	8,175,117

The following chart shows each department's % of total wages and benefit expense.



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Budgeted Positions and Full-Time Equivalents

The following chart shows the staff position and Full-Time Equivalent (FTE) changes with notes describing each change.

Department	Jan. 1, 2025		2026
	Budgeted - Positions	Change	Budgeted - Positions
Administration			
General Manager	1.0	0.0	1.0
Human Resources Manager	1.0	0.0	1.0
Finance Manager	1.0	0.0	1.0
Executive Assistant	1.0	0.0	1.0
Accounting Assistant	1.0	0.0	1.0
Accounting Coordinator (Unfilled)	1.0	0.0	1.0
IT System Administrator	1.0	0.0	1.0
<i>Total Administration</i>	7.0	0.0	7.0
Maintenance/Facilities			
Maintenance Manager	1.0	0.0	1.0
Lead Mechanic	1.0	0.0	1.0
Service Mechanics	2.0	0.0	2.0
Mechanic	1.0	0.0	1.0
Fueler/Detailer	2.0	0.0	2.0
Facilities Technician	2.0	0.0	2.0
<i>Total Maintenance/Facilities</i>	9.0	0.0	9.0
Operations			
Operations Manager	1.0	0.0	1.0
Operations Supervisor	6.0	0.0	6.0
Operations Coordinator	1.0	0.0	1.0
Dispatcher	5.0	0.0	5.0
Drivers	45.0	0.0	45.0
Worker/Drivers	6.0	0.0	6.0
<i>Total Operations</i>	64.0	0.0	64.0
Transit-Community Center			
T-CC Assistant/Custodian	1.0	0.0	1.0
T-CC Building Superintendent	1.0	0.0	1.0
<i>Total Transit-Community Center</i>	2.0	0.0	2.0
TOTAL	82.0	0.0	82.0

FTE Notes

There were no proposed changes to the FTE count for 2026.

COMPENSATION PHILOSOPHY & PLAN 2026

In support of fulfilling our mission, Mason Transit Authority shall maintain a total compensation plan that includes salary, health benefits, life insurance, retirement, and a paid leave program directed toward attracting, retaining and rewarding a qualified and diverse workforce. Within the boundaries of financial feasibility, employee compensation and benefits shall be externally competitive and internally equitable.

COMPENSATION PLAN

Current Employees

Eligible, non-represented employees will receive an annual General Wage Increase (GWI) on January 1 based on the prior 12-month average of the U.S. Department of Labor Consumer Price Index (CPI): CPI-U West Region as of August each year. With the 12-month CPI Average as of August 2025 at 2.9% the 2026 proposed GWI is 3%.

An eligible employee is described as an employee who has completed their probation period and is not on a Performance Improvement Plan (PIP).

An employee on a PIP who is due an increase will receive a GWI when the PIP has been successfully completed. The increase will not be retroactive to the original increase date.

New Employees

The Salary Matrix will be used as the instrument in determining the hiring range of new employees. Skills, knowledge and experience will also be a factor.

Newly hired employees and those receiving internal promotions to new job classifications will receive a 3% increase upon successful completion of their probation period (minimum of six months).

Worker-Drivers

Worker-Drivers are those employees who specifically drive coaches to and from the Puget Sound Naval Shipyard, then work at the shipyard. Wages for the Worker-Drivers will receive a minimum of 1% GWI annually. This will be reviewed on a yearly basis for adjustment. The proposed 2026 GWI for worker drivers is 3%.

Annual Performance Evaluations and Performance Compensation

Employees employed with MTA for a minimum of one year as of December 1, 2025 that exceed expectations and perform higher than expected will be eligible for an additional increase above CPI not to exceed 1.5%. Those with a one-year anniversary date after December 1st will be eligible to receive compensation on their anniversary date till December 31, 2026. The performance compensation plan will be re-evaluated for the 2027 calendar year.

Eligibility for a performance increase will be based on annual employee performance evaluations and supported through the annual budget process.

Employee evaluations will take place each December, with potential performance compensation increases effective January 1 each year.

Summary of Performance Scoring Criteria

- An employee must receive all Satisfactory or better marks on the Employee Performance Appraisal (11 categories available) or all Successful or better on the Leadership Performance Appraisal (7 categories available) to be eligible for a performance compensation increase.
- An employee receiving a Needs Improvement rating in any area on the performance appraisal would not qualify for a performance compensation increase.
- An employee on a PIP would not qualify for a performance compensation increase. If during an employee's current evaluation, they receive two (2) or more Needs Improvement a PIP must be initiated by their manager.
- The manager of the department will recommend a performance increase for an employee if applicable. The General Manager will review evaluations with Department Managers and approve recommended increases prior to the employee evaluation meeting.

Examples of a Successful Employee's Performance

- Meets job expectations and job description.
- Is timely – arrives to work on time; returns from breaks and lunch on time.
- Gets along with co-workers; resolves conflicts.
- Adheres to guiding principles.
- Performs work safely.
- Is accurate in work products produced.

Examples of an Exceeds Expectations Employee's Performance includes above qualities listed plus:

- Solution oriented; brings a solution to the problem.
- Volunteers for extra duty and projects; puts in extra time.
- Seldom misses work unscheduled.
- Willing to learn and take on extra duties.
- Proactive approach; does not need a lot of guidance.
- Sets an example for others; exhibits leadership qualities regardless of position.
- Mentors others.

(The above lists are not meant to be exhaustive and are meant to provide examples of qualities an evaluator would consider when appraising an employee, as a part of a 360-review the leadership staff will have direct report feedback included in their review.)

Personal Days

Managers and the General Manager will continue to receive two (2) personal days per calendar year.

General Manager

As a non-represented, non-contracted employee, the annual salary of the General Manager will follow the same format for other non-represented staff and Managers with a suggested GWI of 3.0% and a potential performance increase of up to 1.5%. Further salary adjustments may be determined by the Mason Transit Authority Board.

The General Manager performance review will be led annually by the Board Chair with assistance from the Human Resources Manager. A self-assessment by the General Manager and surveys of direct reports will be gathered by the Human Resources Manager and provided to the Chair for review. The Board Chair will complete a performance appraisal and prepare any salary recommendations that will be shared with the full Board during an executive session in November. Following the executive session, the Chair will meet with the General Manager to share feedback from the board.

Compensation Plan Review

A review of the entire compensation plan may be conducted annually but at a minimum of every three years. A wage study analysis and equity adjustments for non-represented positions was completed by a consulting firm in the fall of 2023. The next wage study analysis will occur in 2026 for the 2027 budget year. The adopted salary schedule is presented below with ranges adjusted to reflect the market analysis and to provide for a consistent spread between grades and address wage compression between positions.

Job Classes / Job Titles	Grade	Range 1		Range 2		Range 3		Range 4	
	1								
Accounting Assistant	Annual	\$46,183	\$49,878	\$49,878	\$53,868	\$53,868	\$58,178	\$58,178	\$62,832
T-CC Facilities Tech	Hourly	\$ 22.20	\$ 23.98	\$ 23.98	\$ 25.90	\$ 25.90	\$ 27.97	\$ 27.97	\$ 30.21
	2								
Dispatch/Scheduler	Annual	\$ 50,766	\$ 54,827	\$ 54,827	\$ 59,213	\$ 59,213	\$ 63,950	\$ 63,950	\$ 69,066
	Hourly	\$ 24.41	\$ 26.36	\$ 26.36	\$ 28.47	\$ 28.47	\$ 30.75	\$ 30.75	\$ 33.20
	3								
Executive Assistant	Annual	\$ 55,240	\$ 59,659	\$ 59,659	\$ 64,432	\$ 64,432	\$ 69,586	\$ 69,586	\$ 75,153
Technical Support Analyst	Hourly	\$26.56	\$28.68	\$28.68	\$30.98	\$30.98	\$33.46	\$33.46	\$36.13
Operations Coordinator									
	4								
Lead Mechanic, Ops Supervisor	Annual	\$69,763	\$75,344	\$75,344	\$81,372	\$81,372	\$87,882	\$87,882	\$94,912
Safety/Train Supv., Accounting Coord., System Administrator; T-CC Building Superintendent	Hourly	\$ 33.54	\$ 36.22	\$ 36.22	\$ 39.12	\$ 39.12	\$ 42.25	\$ 42.25	\$ 45.63
	5								
Finance Administrator	Annual	\$77,603	\$ 83,811	\$ 83,811	\$ 90,516	\$ 90,515.9	\$ 97,757.2	\$ 97,757.2	\$ 105,578
	Hourly	\$ 37.31	\$ 40.29	\$ 40.29	\$ 43.52	\$ 43.52	\$ 47.00	\$ 47.00	\$ 50.76
	6								
HR Manager	Annual	\$87,465	\$94,462	\$94,462	\$102,019	\$102,019	\$110,181	\$110,181	\$118,995
Finance Manager	Hourly	\$42.05	\$45.41	\$45.41	\$49.05	\$49.05	\$52.97	\$52.97	\$57.21
Maintenance Mgr. - Operations Mgr.									
	7								
General Manager	Annual	\$ 116,662	\$ 125,995	\$ 125,995	\$ 136,075	\$ 136,075	\$ 146,961	\$ 146,961	\$ 158,718
	Hourly	\$56.09	\$60.57	\$60.57	\$65.42	\$65.42	\$70.65	\$70.65	\$76.31

CAPITAL BUDGET

DRAFT Mason Transit Authority 2026 Capital Budget					
Capital Projects	Budget	Grants	MTA Funding	Contingent Projects	Purpose
Replacement Lockers for Drivers at JP	7,000		7,000		Replace aging lockers for staff at JP facility.
Badge Access Door Locks	5,000		5,000		Door locks for Belfair building
Bus stop improvements	200,000	200,000			Bus stop improvements to include paving ADA pads, shelters, benches, lighting and signage as we transition from flag stops. Continuing project. Rolling over \$106,000 from 2025 for shelter delivery delay. Grant funded with MTA CM.
Capital Facilities Improvements	50,000		50,000		Carry Forward. Improve Capital Facilities
Parking lot seal & Repair	100,000		100,000		Park and Ride maintenance to include paving, sealing, re-striping. JP reseal cracks and repair.
Propane Conversion Kits	67,000		67,000		Ten conversion kits for new propane vehicles. MTA staff to install.
Propane fueling station Belfair	25,000		25,000		\$15,000 for prep and 10k for pedestals
HVAC Replacement at JP Maintenance			45,000		Replacement of two units past useful life at JP facility. Moving from gas to electric.
Bus Wheel Washer			10,000		Wheel washer for large coaches.
Operations and Admin Laptops	34,000		34,000		Replacement laptops for Administrative and Operations department.
Automated Voice Announcements	150,000	150,000			Roll over from 2025. Need sign replacement in 5 buses and a new voice announcement system that ties into our GPS system. ADA requirement. Grant funded with Sales Tax Equalization funds.
Next Bus Signage at TCC	50,000	50,000			Rollover from 2025. To be done in late December. Sign at TCC that will tell riders when the next bus will arrive. Ties into our GPS units on the bus. Grant funded with Sales Tax Equalization funds.
Heated Pressure Washer	6,000		6,000		Replacement pressure washer for facilities staff to maintain properties and shelters.
MTA Johns Prairie Base Facility Updates	800,000		800,000		Rollover from 2025. Begin design for new MTA admin and training facility. Administrative building has been in TIP since 2020.
Total Misc Capital Projects	1,494,000	400,000	1,149,000	-	
Replace 16 cutaway buses	2,883,210	2,883,210			Six buses are a roll over from 2025 because delivery won't occur until January. Ten buses to be ordered early 2026 and delivered 2026.
Replace 1 Transit Coach	770,708	770,708			Grant funded with Sales Tax Equalization funds. Order in 2026 for delivery in 2027. Will be paid in 2027.
Maintenance Bucket/Utility Truck			100,000		Bucket and utility truck for maintenance staff to access TCC atrium, lights and cameras at park and rides, taller lights and shelters at bus stops, gutters at
Total Vehicle Replacements	\$ 3,653,918	\$ 2,883,210	\$ 100,000	\$ -	
Proposed 2025 Capital Projects	\$ 5,147,918	\$ 3,283,210	\$ 1,249,000	\$ -	

Disadvantaged Business Enterprise (DBE) Goal

As a recipient of Federal Transit funds subject to the requirements of 49 CFR Part 26, MTA commits to making good faith efforts through solicitation and notice to bid for any DBE Certified Contractors that would fit the scope of work that MTA may contract for. MTA maintains a DBE goal of 1% purchases financed with FTA assistance.

State of Good Repair

The State of Good repair is a measurement used to determine in what condition an agency's fleet is in. Our current goal is to have our fleet be at 80% state of good repair.

Once the vehicles budgeted for above are received, our fleet will be in the following condition: Cutaways-100%, Fixed route-100%, worker driver-100%, medium duty-100%, staff/shop vehicles-70%. The condition of our fleet continues to improve and will continue to do so as we continue budgeting for replacement vehicles.

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