



1

Current State

Service Delivery and Transparency Concerns

YMCA has indicated that it may be providing services not currently reflected in the Recreation Services Agreement.

➔

There appears to be a gap between the services outlined in the agreement and the services being delivered by YMCA.

➔

YMCA's perspective is that the overall value provided exceeds what is presently documented, which may influence how the service or funding gap is viewed.

➔

Additional clarity is needed from the YMCA regarding the full scope of services provided and the populations being served in SeaTac.

➔

Certain services requested by the City (e.g., swim lessons, water aerobics) are not currently being offered.

=

As a result, there is a misalignment between the services the City is seeking and the services YMCA is currently positioned to provide.

Council Consideration

1. Staff plan to explore potential solutions and are seeking policy-level alignment or identifying any concerns before moving forward.
2. Are we directionally aligned, or should we reconsider our approach?
3. Requesting a temperature check on whether there is support to pursue options that could help close the gap related to YMCA's requests.

2

Ground Lease Agreement

Lease of City-owned land for construction and operation of a YMCA facility

AGREEMENT ONE

2004- 2054

Operations	Compliance	Termination	Public Benefit
<p>5 acres</p> <p>Annual ground lease payment of approximately \$39,000 (today's cost)</p> <p>1% annual adjustment.</p> <p>Ownership: City retains ownership of the land; YMCA constructed and operates the facility</p>	<p>Failure to meet lease requirements constitutes default and may lead to lease termination</p> <p>Insurance: YMCA required to maintain insurance covering the building, operations, and users to protect the City</p>	<p>If the YMCA abandons or ceases operations, the lease terminates per agreement terms</p> <p>If City or YMCA doesn't continue lease beyond 2054, City to reimburse YMCA fair market value of building improvements</p>	<p>Lease supports recreational services and community access consistent with City purposes</p>

3

Recreation Services Agreement

Pre-paid program offerings and low – income membership reimbursement

AGREEMENT TWO

2006 – (min) 2029 . No fixed expiration date

Problem Statement: The City needs clarity 1) what the YMCA is formally proposing; and 2) whether any requested changes are appropriate from a financial, legal, and policy standpoint.

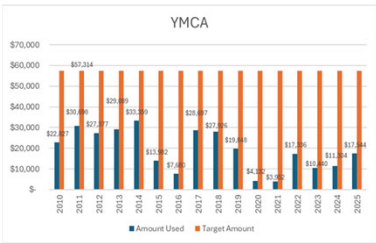
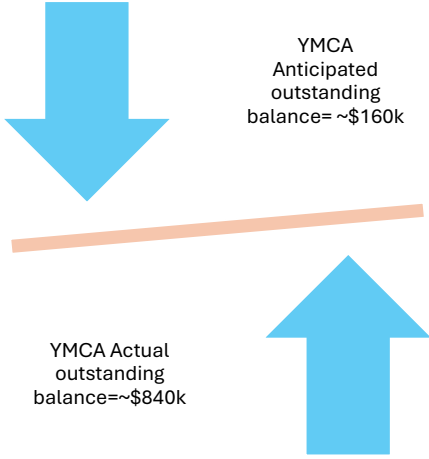
Cash in Lieu	City Purpose & Public Benefit	Insurance and Lease Compliance Issues	Operational Issues	Current YMCA Requests and Engagement Approach
<p>When the YMCA constructed the building, they came up roughly \$1 million short in construction funding.</p> <p>The City could not provide a direct cash contribution, so instead entered into a Recreation Service Agreement, and provided a \$1M in lieu through prepaid recreation offerings and low-income memberships, which was direct cash.</p> <p>See Next Slide</p>	<p>Provide reduced-cost or subsidized memberships for SeaTac low-income households.</p> <p>Provides an opportunity to address geographical and programmatic gaps.</p>	<p>The ground lease requires the YMCA to maintain insurance covering YMCA patrons and the building, because of the recreation offerings.</p> <p>In 2025, the YMCA stopped carrying insurance, prompting the City to issue a notice of default and potential lease revocation; insurance was later reinstated.</p> <p>Operating without insurance creates a significant risk to the City, and if the YMCA were to abandon or shut down, the balance of the Recreation Services Agreement continues to be owed.</p>	<p>YMCA reports the facility is losing money and its current cost model is not sustainable.</p> <p>Unclear who the primary users are and what geographic areas they come from for each offerings; YMCA says they have this data.</p> <p>Unclear whether discounted rates are being applied beyond SeaTac residents.</p>	<p>YMCA has indicated a need for relief to stabilize operations and is raising potential requests, including waiving insurance requirements.</p> <p>YMCA has contacted individual Councilmembers and not working directly with the City Manager's office.</p>

4

Financial Value and Structure

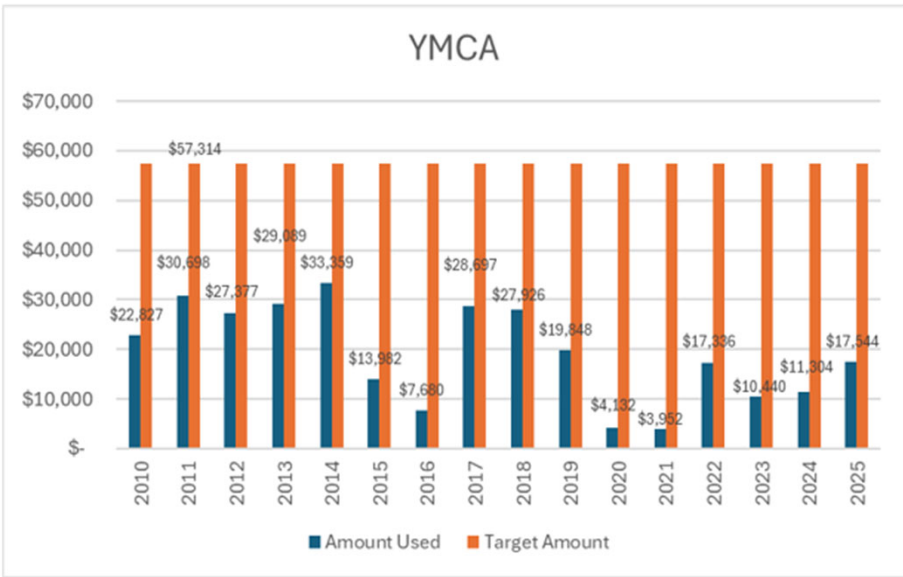
City receives \$57,314 per year in recreational services and low-income memberships

- Value is fixed (not adjusted for inflation)
- Value is carried forward if unused
- YMCA is not obligated to provide more than \$57,314 in services in any one year
- YMCA offers services they can provide and is able to bill city for low-income memberships

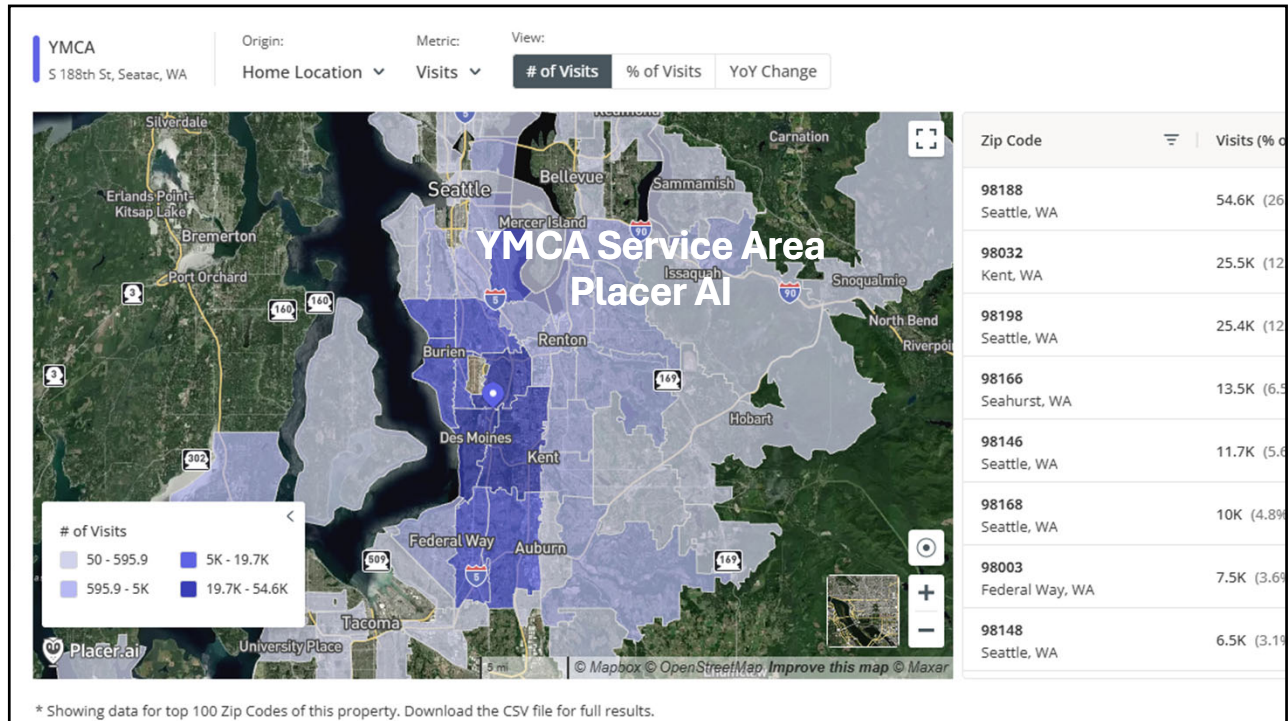


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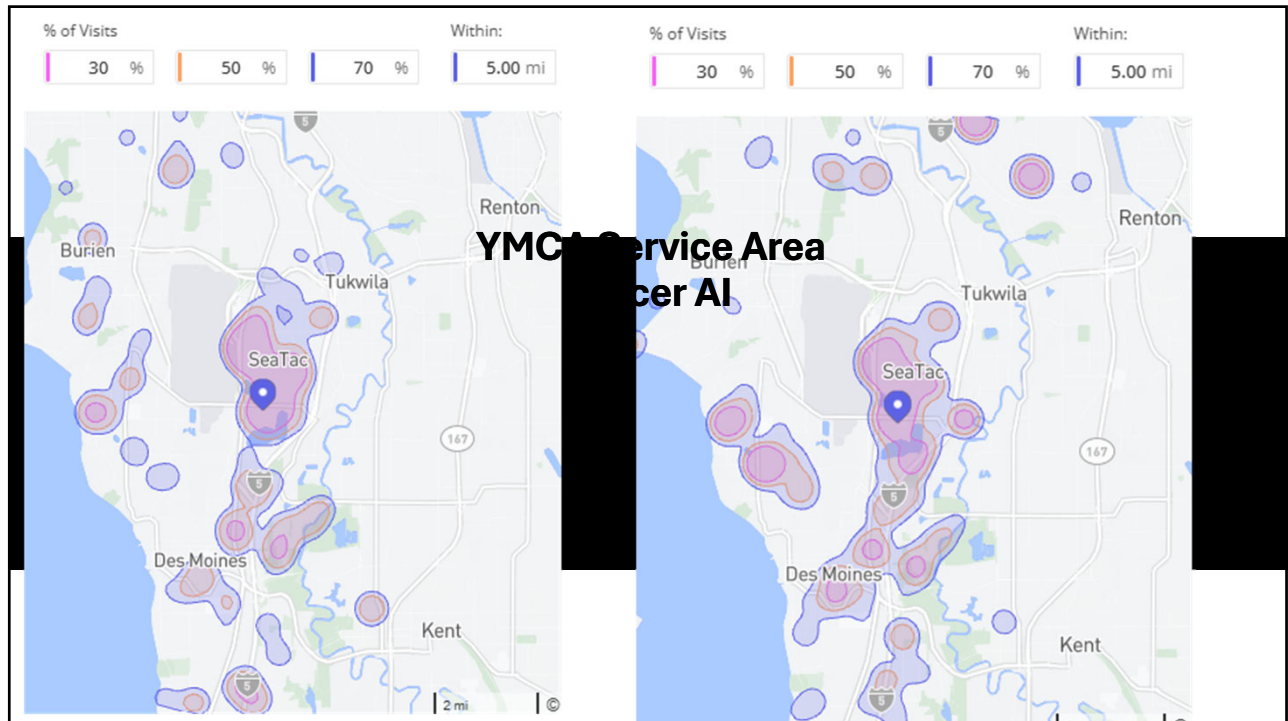
Financial Value and Structure



6



7



8

 <p>No change to the Agreements</p>	 <p>Open the Lease and / or Service Agreements for a refresh on dollar values</p>	 <p>City picks up insurance for the building; YGS insures activities</p>
 <p>Sub- lease ability consistent with the YMCA's mission</p>	 <p>Expand list of offerings / services in the Recreation Services Agreement</p>	 <p>YGS serves as technical assistance for all Human Services contract recipients</p>

Council Discussion

Pre-approval or expense approval of City Council and City Manager travel related expenses

March 5, 2026

NLC Congress of Cities
March 16-18, 2026, Washington DC

Early arrivals:

Peter Kwon: Board Meeting on March 14.

Joe Vinson: Advocacy Committee Meeting on March 15.

Return date for all is March 19.

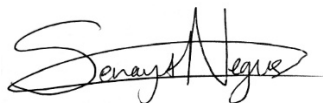
Group Registration – register five, get sixth free (five councilmembers at early bird rate, city manager registration free)

Two Councilmembers budgeted to attend. Expenses will be absorbed in the budget or a future budget amendment if needed.

Pre-approval via email in the interest of time with the January A&F cancelled

Travel Pre-Approval and Approval of Expenses (if applicable)
Caitlin Konya Documentation: Travel Accounting Form \$100 CR requested and received from NLC for online registration overcharge

Travel Pre-Approval and Approval of Expenses (if applicable)
James W Lovell Documentation: Travel Accounting Form \$721.80



Senayet Negusse, Chair



MEMORANDUM

To: Administration and Finance Committee
 Through: Jonathan Young, City Manager
 From: Lee Lofton, Human Resources Director
 CC: Gwen Pilo, Finance Director
 Date: March 5, 2026
 Re: Market Study Adjustments

Overview

As part of the City’s ongoing commitment to maintaining a competitive and equitable compensation structure, Human Resources has completed its review of the 2025 market study findings. This review identified several classifications whose current salary ranges fall below the applicable labor market benchmarks.

Based on these findings, proposed adjustments to the salary table are recommended for classifications that are currently positioned below market. These adjustments are intended to support recruitment and retention efforts while ensuring internal alignment and fiscal responsibility.

Salary Table Adjustments

The following classifications are recommended for salary range adjustments due to being below market when compared to benchmark data from comparable jurisdictions:

Classification	Current Range	Below Range	Proposed Range
Planning Manager	66	- 5.1%	68
Court Administrator	69	-17.4%	76
Human Resource Business Partner	58	-3.2%	59
City Clerk	62	-2.5%	63
Recreation Program Specialist*	45	-1.7%	46
Civil Engineer, Senior*	62	-1.6%	63
Maintenance Operations Manager	69	-1.4%	70

*positions represented by AFSCME

Adjustments will be made to the applicable salary ranges on the City's salary table upon committee ratification. No changes are proposed for classifications currently aligned with or above market.

Reclassifications

In addition to salary range adjustments, the market study identified classifications whose duties, scope of responsibility, or market positioning warrant reclassification. The following job titles are recommended for reclassification:

- **Administrative Assistant 3 (Police) range 46 → Administrative Services Program Coordinator range 52**

These reclassifications reflect updated role expectations, market comparability, and internal alignment.

Implementation

Upon ratification by the Administration & Finance Committee, the approved salary table adjustments and reclassifications will be implemented retroactively to **January 1, 2026**. Affected employees will receive individual notice prior to implementation.

Fiscal Impact

The fiscal impact of the proposed adjustments has been reviewed by Finance and the estimate cost of these adjustments for 2026 is **\$64,072**. The City is anticipating that 2026 personnel costs will come in under budget over all Funds, therefore this cost can be absorbed by these savings. As a result, no budget amendment is needed for the recommended adjustments.

Recommendation

Human Resources recommends that the Administration & Finance Committee review and ratify the proposed salary table adjustments and reclassifications as presented.

Approval:

At its March 5, 2026, meeting, the Administration & Finance Committee ratified the proposed reclassification and compensation as noted below:

**A&F Committee approved changes for represented employees only as indicated in the Salary Table Adjustment section and Reclassification for the Administrative Assistant 3. Chair requested a policy be implemented before non-represented employee salary table adjustment will be approved.*

Ratified:



Deputy Mayor Senayet Negusse, Chair



Financial Management Report

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Actuals thru December 31, 2025

Q4 2025 FINANCIAL MANAGEMENT REPORT

Actuals through December
31, 2025

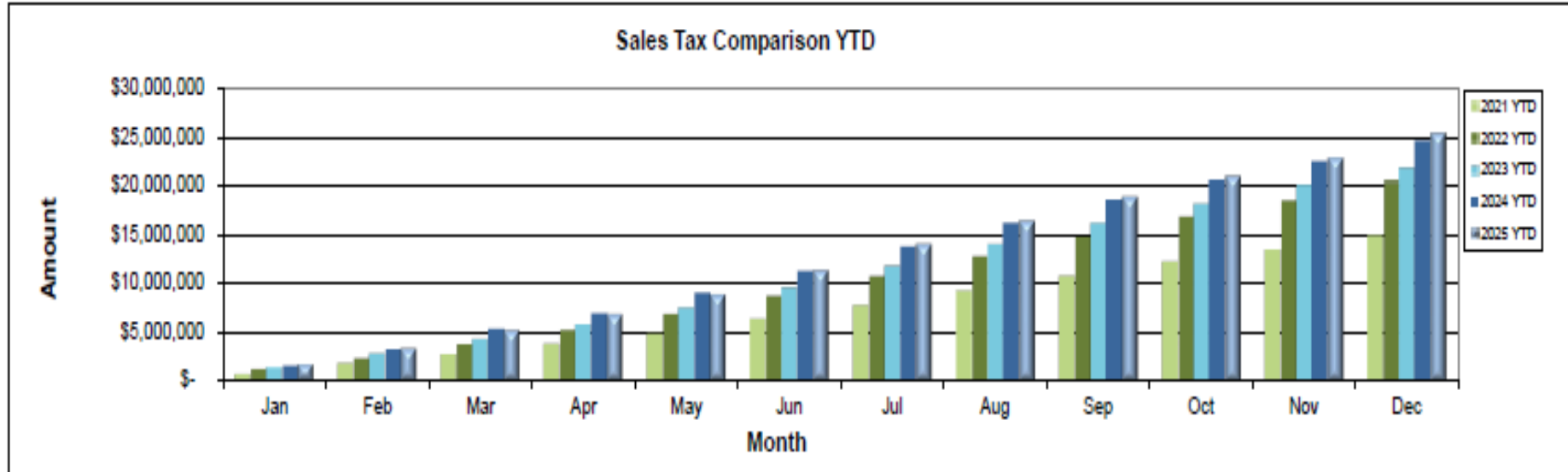
Presented
March 5, 2026



Revenue Stoplight Chart

Revenue Description	2024 ACTUAL	2024 % of Budget	2025 Annual BUDGET	2025 ACTUAL	Percent Collected	% Expected to Date
Property Tax - Regular Levy	\$18,247,693	98%	\$ 19,000,000	\$ 19,116,345	101%	100%
Sales & Use Tax (operating)	\$20,748,354	115%	22,500,000	20,968,194	93%	100%
Sales & Use Tax (construction) (#301)	\$3,880,784	388%	2,250,000	4,368,105	194%	100%
Criminal Justice-Sales Tax & State Shared Rev.	\$1,854,333	116%	1,657,635	1,905,171	115%	100%
Leasehold Excise Tax	\$4,242,322	106%	4,000,000	6,388,760	160%	100%
Emergency Medical Svcs Levy	\$684,696	116%	724,999	716,784	99%	100%
Parking Tax (#102)	\$11,889,294	117%	12,500,000	11,824,896	95%	100%
Motor Vehicle Tax - City Streets (#102)	\$40,691	98%	594,668	570,198	96%	100%
Hotel/Motel Special Revenue Tax (#107)	\$2,149,298	113%	2,250,000	2,029,956	90%	100%
Real Estate Excise Tax - #1 & #2 (#301)	\$697,134	58%	700,000	1,525,607	218%	100%
Subtotal: Taxes	\$64,434,599	113%	66,177,302	69,414,015	105%	100%
Permits & Plan Review (building, electrical, etc.)	\$2,439,977	128%	2,069,074	1,595,613	77%	100%
Engineering Plan Review	\$549,561	108%	579,000	761,285	131%	100%
Business Licenses	\$690,442	115%	650,000	683,608	105%	100%
Port of Seattle Court Services			764,977	789,611	103%	100%
Parks Programs	\$713,154	96%	750,320	785,499	105%	100%
Franchise Fees (#001 & #404)	\$1,223,200	130%	1,160,374	1,136,746	98%	100%
Valley Rdg./N. SeaTac Turf Field Fees (#301)	\$834,554	111%	750,000	860,245	115%	100%
GMA Traffic Impact Fees (#307)	\$370,976	*	50,000	98,469	197%	100%
Stormwater Fees (#403)	\$3,948,903	99%	3,875,510	4,003,881	103%	100%
Long Term Leases (CH & YMCA)	\$281,307	129%	230,373	245,007	106%	100%
Subtotal: Permits and Services	\$11,052,072	114%	10,879,628	10,959,964	101%	100%
Operating & Other Grants	\$6,959,180	53%	9,243,478	7,560,474	82%	
Parks Capital Grants	\$209,749	64%	274,129	525,416	192%	
Transportation Capital Grants	\$2,400,564	34%	10,470,972	704,338	7%	
SWM Capital Grants	\$1,241	1%	90,000	15,966	18%	
Subtotal: Capital Grants	\$9,570,734	46%	20,078,579	8,806,194	44%	
Investment Interest	\$7,671,046	497%	6,054,968	6,722,191	111%	75%
Other Revenues (NO Transfers)	\$2,557,043	128%	3,574,304	1,843,924	52%	
Bond Issuance			39,750,000	39,835,859	100%	
TOTAL REVENUES	\$ 94,606,037	104%	\$ 146,514,781	\$ 137,582,147	94%	67%
TOTAL REVENUES W/O BOND			\$ 106,764,781	\$ 97,746,288		

Sales Tax – All Sources

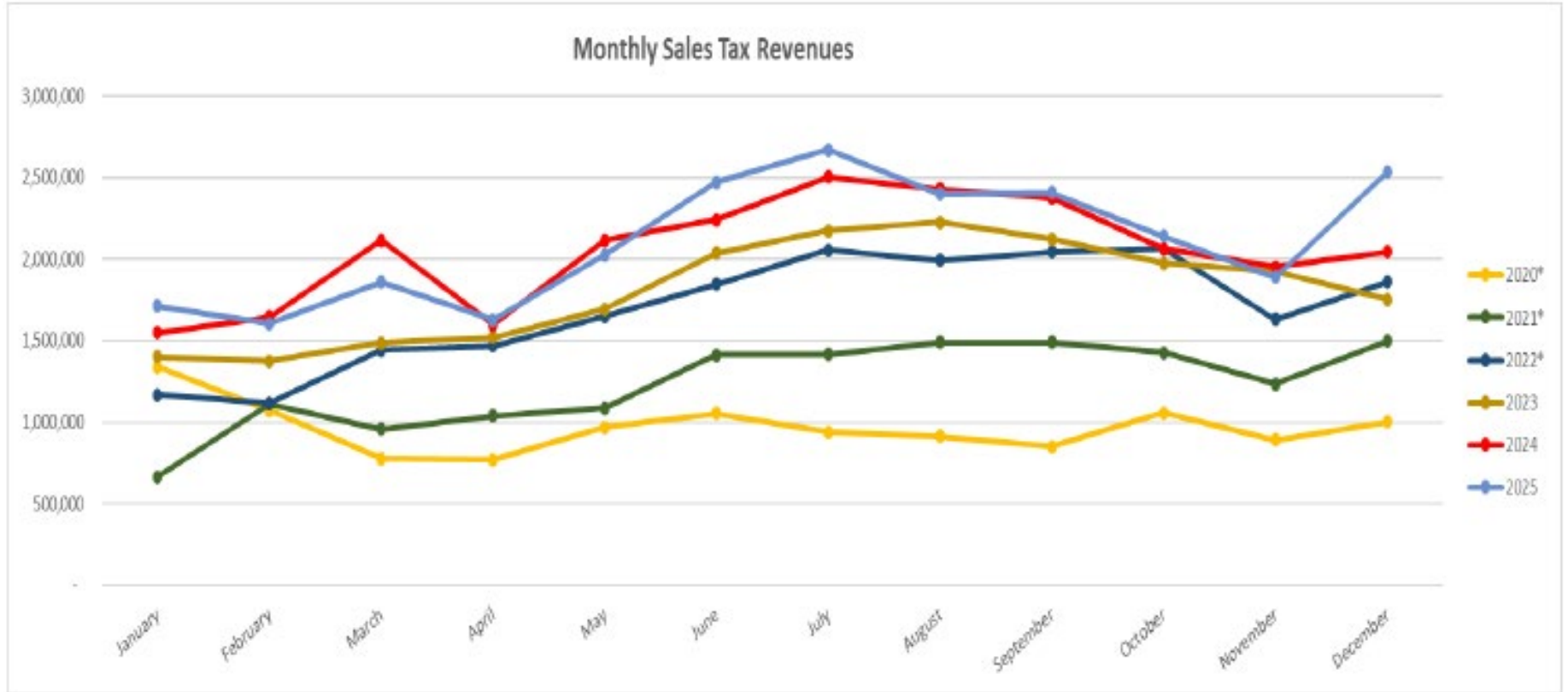


2025 = \$25.3 M in sales tax collected

- 2.9% greater than same period in 2024

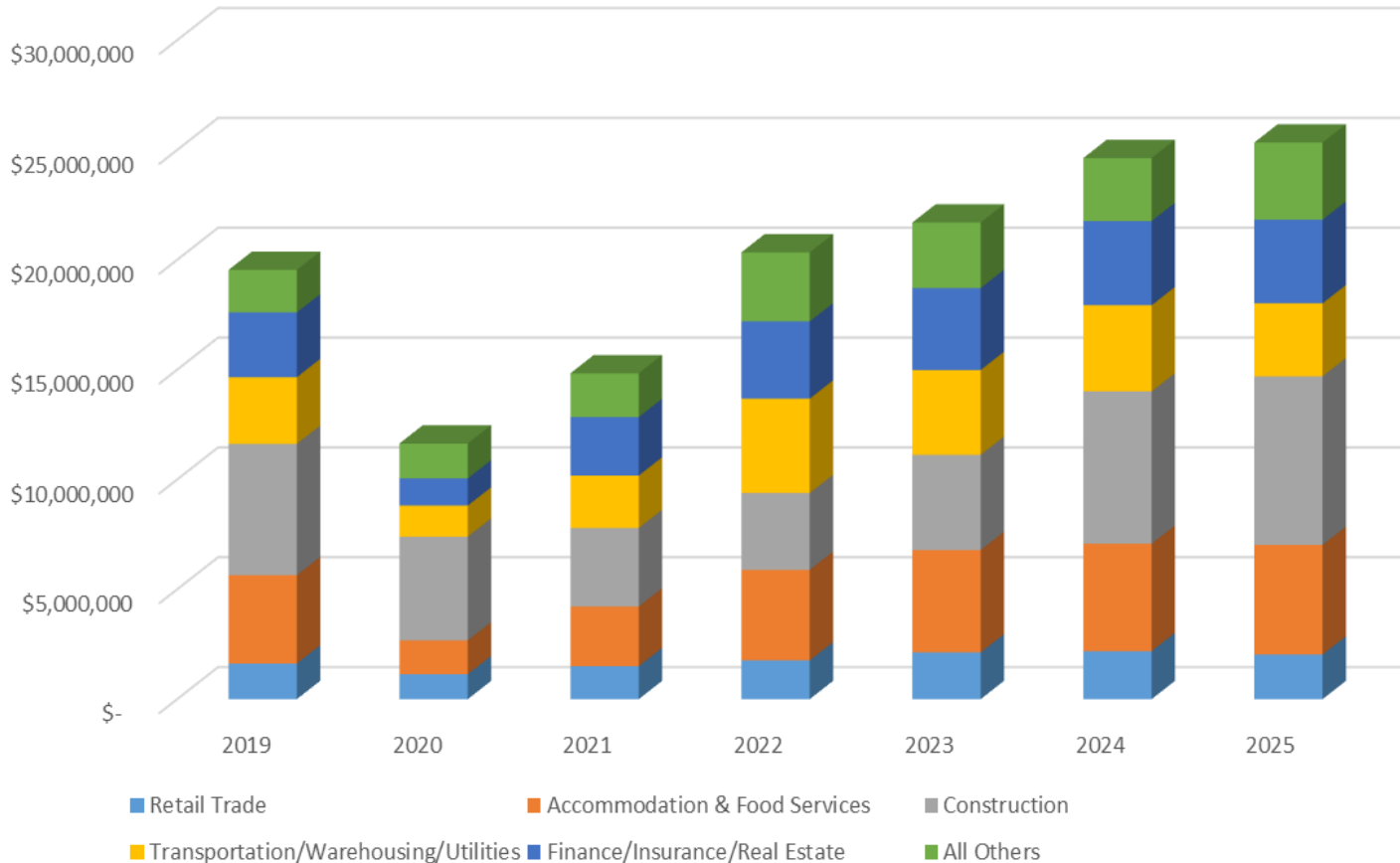


Sales Tax Comparison – Month by Month



Sales Tax Comparison – Year Over Year by Category

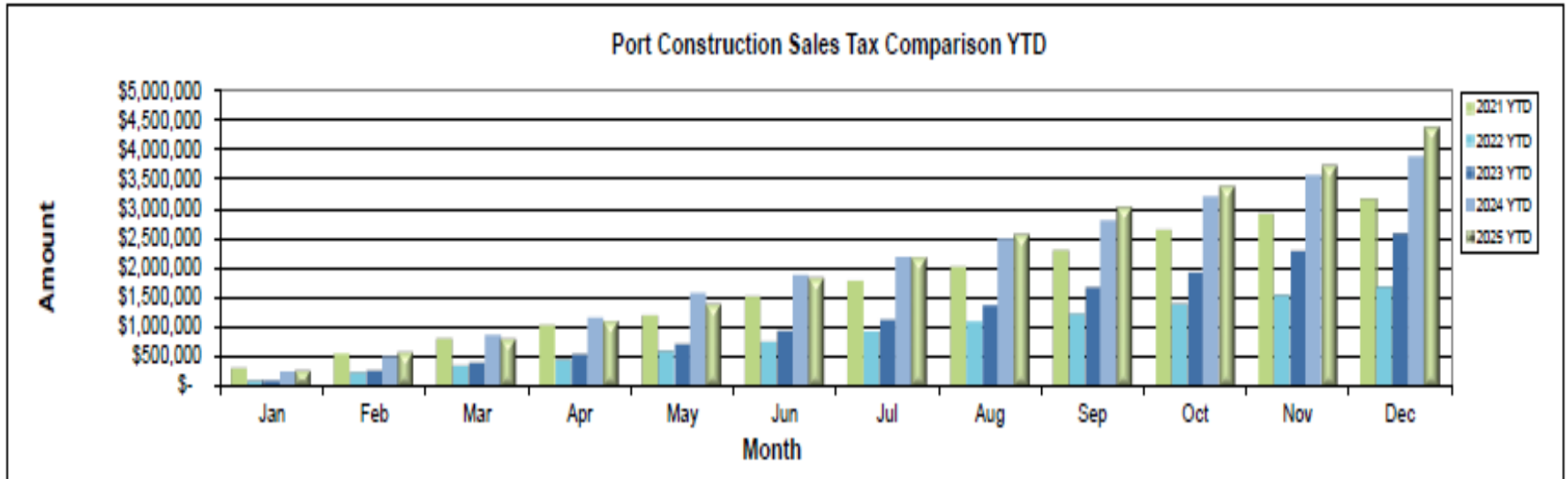
Sales Tax by Category



Sales Tax Comparison – Year Over Year by Sector

	Total				
	2021	2022	2023	2024	2025
Retail Trade	\$ 1,502,048	\$ 1,762,770	\$ 2,126,706	\$ 2,187,010	\$ 2,032,359
<i>\$ Change</i>	\$ 368,951	\$ 260,722	\$ 363,936	\$ 60,304	\$ (154,651)
<i>% Change</i>	32.6%	17.4%	20.6%	2.8%	-7.1%
<i>% of Total</i>	10.1%	8.7%	9.8%	8.9%	8.0%
Accommodation & Food Services	\$ 2,716,363	\$ 4,122,686	\$ 4,660,780	\$ 4,886,486	\$ 4,989,765
<i>\$ Change</i>	\$ 1,173,723	\$ 1,406,323	\$ 538,094	\$ 225,706	\$ 103,279
<i>% Change</i>	76.1%	51.8%	13.1%	4.8%	2.1%
<i>% of Total</i>	18.3%	20.3%	21.5%	19.8%	19.7%
Construction	\$ 3,573,595	\$ 3,496,752	\$ 4,334,971	\$ 6,933,470	\$ 7,673,678
<i>\$ Change</i>	\$ (1,148,176)	\$ (76,843)	\$ 838,219	\$ 2,598,499	\$ 740,208
<i>% Change</i>	-24.3%	-2.2%	24.0%	59.9%	10.7%
<i>% of Total</i>	24.1%	17.2%	20.0%	28.2%	30.3%
Transportation/Warehousing/Utilities	\$ 2,386,477	\$ 4,295,888	\$ 3,860,256	\$ 3,924,732	\$ 3,324,114
<i>\$ Change</i>	\$ 972,160	\$ 1,909,411	\$ (435,632)	\$ 64,476	\$ (600,618)
<i>% Change</i>	68.7%	80.0%	-10.1%	1.7%	-15.3%
<i>% of Total</i>	16.1%	21.1%	17.8%	15.9%	13.1%
Finance/Insurance/Real Estate	\$ 2,663,278	\$ 3,515,140	\$ 3,731,422	\$ 3,833,057	\$ 3,805,272
<i>\$ Change</i>	\$ 1,426,810	\$ 851,862	\$ 216,282	\$ 101,635	\$ (27,785)
<i>% Change</i>	115.4%	32.0%	6.2%	2.7%	-0.7%
<i>% of Total</i>	18.0%	17.3%	17.2%	15.6%	15.0%
All Others	\$ 1,990,636	\$ 3,144,855	\$ 2,981,764	\$ 2,864,380	\$ 3,511,107
<i>\$ Change</i>	\$ 401,417	\$ 1,154,219	\$ (163,091)	\$ (117,384)	\$ 646,727
<i>% Change</i>	25.3%	58.0%	-5.2%	-3.9%	22.6%
<i>% of Total</i>	13.4%	15.5%	13.7%	11.6%	13.9%
Total	\$14,832,398	\$20,338,091	\$21,695,898	\$24,629,135	\$25,336,295
<i>\$ Change</i>	\$ 3,194,885	\$ 5,505,693	\$ 1,357,807	\$ 2,933,237	\$ 707,160
<i>% Change</i>	27.5%	37.1%	6.7%	13.5%	2.9%

Port Construction Sales Tax

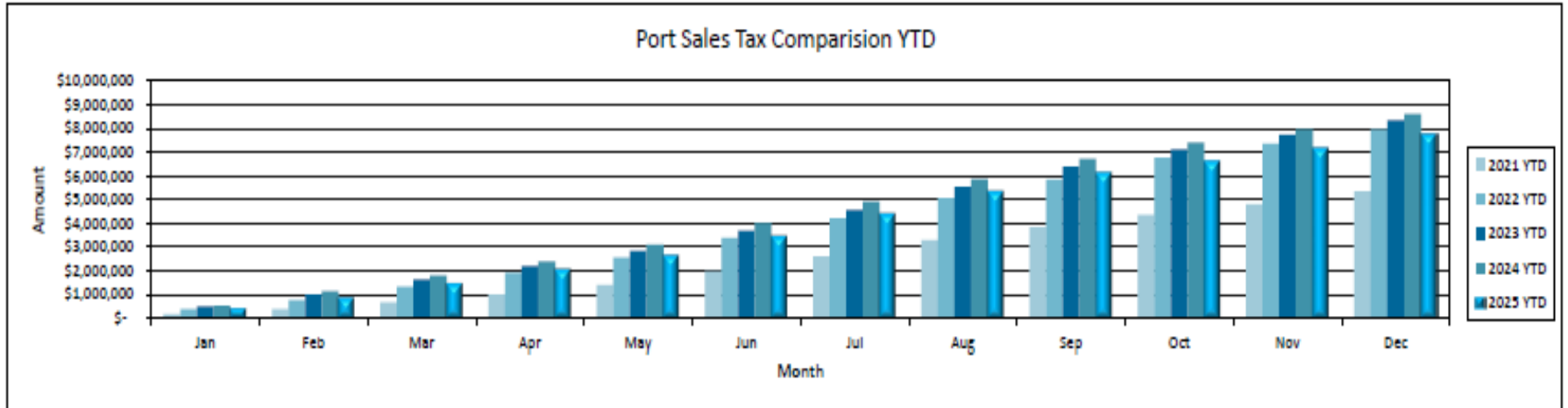


Construction sales tax from capital projects at the SEA airport fund the Municipal Capital Improvement Program.

2025 = \$4.4 M collected



Port Sales Tax



Port sales tax is generated from retail sales at the airport.

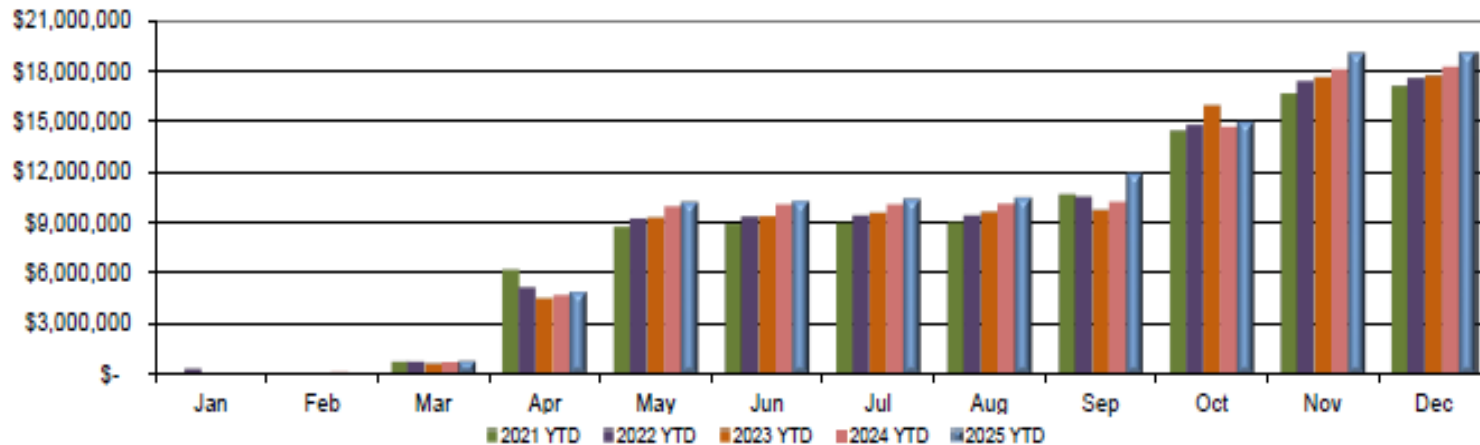
2025 = \$7.7 M collected

- 10.2% decrease from 2024



Property Tax

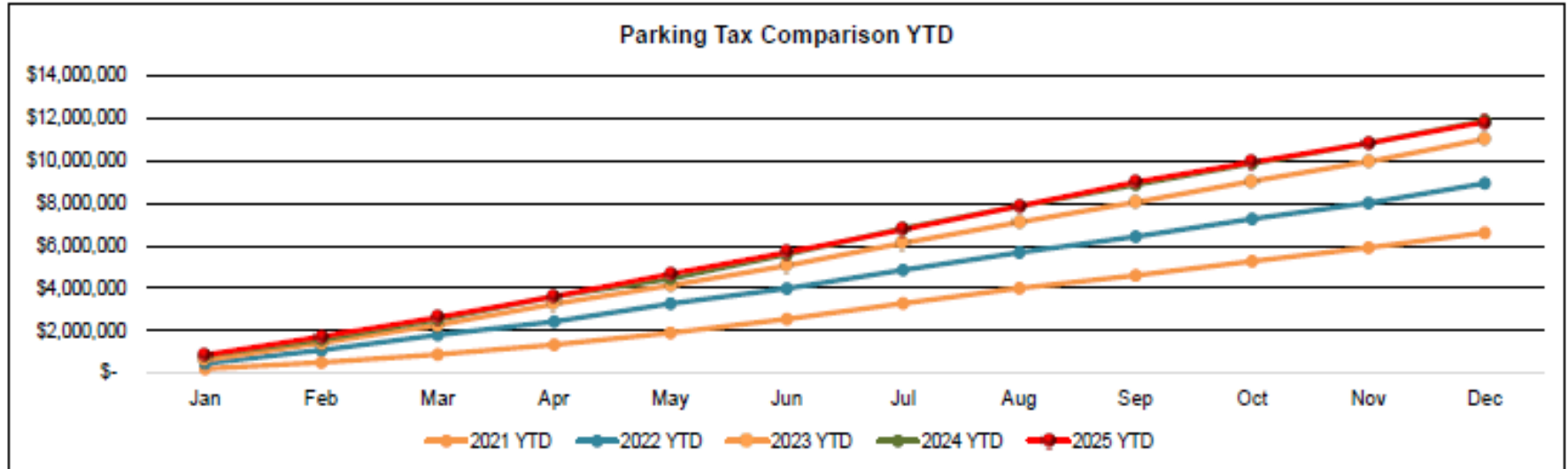
Property Tax Comparisons YTD



Property tax levy = \$19.5 million
Property tax collected = \$19.1 million



Parking Tax



2025 = \$11.8 million collected

- No increase from 2024



Expenditure Stoplight Chart

<u>Expense Category</u>	<u>2024 YTD ACTUAL</u>	<u>2024 % of Budget</u>	<u>2025 Annual BUDGET</u>	<u>2025 YTD ACTUAL</u>	<u>Percent Expended</u>	
PERSONNEL	\$ 23,416,982	88%	\$ 27,528,792	\$ 24,505,040	89%	●
SUPPLIES	\$ 925,207	75%	\$ 1,109,380	\$ 934,918	84%	●
SERVICES & CHARGES	\$ 15,375,606	60%	\$ 26,458,209	\$ 18,887,725	71%	●
POLICE- ILA with King Co.	\$ 15,402,404	93%	\$ 17,001,629	\$ 17,219,282	101%	●
FIRE/EMS- ILA with PSRFA	\$ 12,510,478	100%	\$ 15,203,313	\$ 15,034,552	99%	●
CAPITAL	\$ 10,226,242	25%	\$ 81,053,113	\$ 51,550,316	64%	●
DEBT SERVICE	\$ 56,502	36%	\$ 448,665	\$ 1,049,026	234%	●
TOTAL EXPENSES	\$ 77,913,421	63%	\$ 168,803,101	\$ 129,180,858	77%	●

YTD Target: 100%



Expenditures by Department – General Fund

GENERAL FUND Department Section	2024 YTD Actual	2024 % Expended	2025 Budget	2025 Q4	2025 YTD Expended	YTD % Expended
City Council	\$ 340,066	98%	\$ 348,816	\$ 77,424	\$ 342,442	98%
Municipal Court	1,527,589	83%	1,921,846	405,422	1,666,205	87%
<i>CMO Admin</i>	2,327,461	91%	2,195,174	454,669	1,696,415	77%
<i>Communications</i>			441,598	58,931	488,327	111%
<i>Human Services</i>	1,498,641	65%	3,038,825	814,537	2,485,510	82%
City Manager Total	2,327,461	91%	5,285,913	1,328,136	4,670,252	88%
Finance	1,414,590	97%	1,488,954	394,295	1,279,883	86%
Information Systems	1,929,441	87%	2,358,903	420,764	2,337,507	99%
Legal Services	3,016,810	77%	3,559,996	586,103	2,890,848	81%
Human Resources	1,051,569	94%	1,646,499	427,270	1,522,876	92%
Police Services	16,249,330	92%	17,472,524	6,093,726	17,582,045	101%
Fire Services	12,775,754	101%	15,244,068	3,728,156	15,059,983	99%
<i>Central Facilities</i>	1,367,143	95%	1,336,273	353,361	1,242,700	93%
<i>Fire Stations (2)</i>	67,980	81%	112,835	24,427	95,526	85%
<i>Maintenance Facility</i>	79,731	85%	109,388	22,876	95,392	87%
<i>Parks & Rec Admin</i>	846,854	93%	1,012,593	208,737	878,314	87%
<i>Rec. Svcs/Classes</i>	675,204	98%	1,104,337	187,764	981,456	89%
<i>Rec. Prgms/Camps</i>	1,379,759	79%	1,551,239	359,741	1,446,995	93%
<i>Comm Ctr. Facility</i>	211,459	110%	298,203	58,204	194,408	65%
<i>Parks Maintenance</i>	2,687,963	90%	3,443,977	780,999	3,012,574	87%
Parks & Recreation Total	7,316,093	90%	8,968,845	1,996,109	7,947,364	89%
<i>Planning</i>	1,761,917	79%	1,755,581	342,375	1,368,519	78%
<i>Permitting</i>	739,473	78%	830,891	174,958	747,555	90%
<i>Building</i>	1,112,501	77%	1,609,336	266,866	1,119,632	70%
<i>Economic Dvlpmnt</i>	208,621	41%	500,448	184,478	360,909	72%
<i>Code Compliance</i>	341,283	71%	524,002	84,559	343,663	66%
Comm & Econ Devm't Total	4,163,793	72%	6,220,258	1,053,236	4,940,280	79%
TOTAL GENERAL FUND	\$ 38,084,235	64%	\$ 64,516,622	\$ 16,510,642	\$ 60,239,685	93%



YTD Target: 100%



Expenditures by Fund

OTHER FUNDS	Fund Name	2024 YTD Actual	2024 % Expended	2025 Budget	2025 Q4	YTD Actual Expended	YTD % Expended
	Roadway Maintenance	\$ 2,633,057	90%	\$ 4,840,351	\$ 1,321,222	\$ 4,333,479	90%
	Snow and Ice Control	64,684	42%	104,862	2,199	138,566	132%
	Engineering Review	306,618	78%	511,067	96,827	367,253	72%
	Admin & Engineering	1,630,729	77%	1,895,688	405,297	1,533,502	81%
	Capital and Transfers	1,597,484	81%	2,168,113	572,870	2,572,870	119%
102	Street Fund Total	6,232,572	82%	9,602,347	2,449,445	9,051,366	94%
105	Port of Seattle ILA	1,619,675	98%	2,181,997	736,449	1,832,539	84%
106	Transit Planning	-	0%	1,044,914	-	1,044,914	100%
107	Hotel/Motel Tax	1,307,847	58%	4,112,468	1,461,120	2,127,337	52%
108	Building Mgmt	303,840	105%	554,796	52,993	400,937	72%
111	DMC Basin ILA	170,117	5%	100,543	875	6,543	7%
112	Affordable Housing ST	200,239	90%	167,445	105,351	167,445	100%
113	ARPA Grant	2,227,394	31%	4,535,853	1,031,817	2,954,350	65%
114	Restricted Public Safety	58,377	20%	61,200	18,001	55,156	90%
207	2019 Score Bonds	-	0%	141,619	-	-	0%
301	Municipal CIP	2,185,398	17%	58,236,924	43,489,081	45,918,540	79%
306	Facility Construction CIP	598,757	41%	1,859,620	383,471	719,462	0%
307	Transportation CIP	5,834,023	34%	16,942,176	428,165	2,734,595	16%
308	Light Rail Area CIP	10,051	0%	748,544	91,200	95,700	13%
	SWM Admin	533,756	58%	851,526	181,257	573,173	67%
	SWM Compliance	623,244	81%	742,299	165,247	672,358	91%
	SWM Maintenance	1,071,546	88%	1,199,323	417,997	1,256,788	105%
	SWM Engineering Rev	299,550	79%	391,228	92,597	358,164	92%
	Capital and Transfers	884,357	32%	1,767,302	118,956	431,691	24%
403	Surface Wtr Mgt Total	3,412,604	56%	4,951,678	976,053	3,292,519	66%
404	Solid Waste & Env	246,648	60%	414,569	88,957	281,729	68%
501	Equipment Rental	1,102,688	31%	2,151,908	219,623	1,776,034	83%
SUBTOTAL OTHER FUNDS		\$ 25,510,232	39%	\$ 107,808,601	\$ 51,532,601	\$ 72,459,165	67%
ALL FUNDS - EXPENDITURE TOTAL		\$ 79,121,370	63%	\$ 172,325,223	\$ 68,043,243	\$ 132,698,850	77%



YTD Target: **100%**



ARPA Details

ARPA Fund Program Name	2022 Actual	2023 Actual	2024 Actual	2025 Budget	2025 Actual	2026	Totals
						Budget	
Beginning Cash Balance							\$ 8,115,494
Expenditures							
<i>Salaries & Wages</i>	\$ 25,302	\$ 96,888	\$ 108,689	\$ 117,819	\$ 118,302	\$ 122,831	
<i>Benefits</i>	10,751	36,214	38,817	45,807	39,556	48,950	
<i>Supplies</i>	853	5,989	13,730	25,500	14,179	10,500	
<i>Services</i>	596	9,070	84,431	100,420	68,652	98,420	
<i>Capital - Vehicle Purchase</i>	-	-	-	80,000	70,375	-	
Community Outreach Services - CMO	37,502	148,180	245,888	389,548	311,084	280,701	\$ 1,081,575
Website Redesign - CMO	-	-	91,733	1,864,589	869,552	-	\$ 1,756,302
<i>Salaries & Wages</i>	-	19,830	94,324	117,580	112,145	127,240	
<i>Benefits</i>	-	3,862	19,752	24,777	37,360	26,751	
<i>Supplies</i>	-	120	350	1,350	67	-	
<i>Services</i>	-	-	1,569	-	-	2,820	
Grant Administration - Finance	-	23,812	115,995	143,707	149,572	156,811	\$ 440,325
<i>Network Security Subscription</i>	-	40,646	40,646	46,445	46,445	46,445	
<i>Microsoft Teams Phone Conversion</i>	-	-	52,087	-	-	-	
<i>Audio Visual Upgrades</i>	-	307,629	84,769	-	-	-	
<i>Wireless Access Point Upgrades</i>	-	21,139	-	-	-	-	
<i>UPS Modernization</i>	-	-	22,051	-	-	-	
Information Systems Services - Systems	-	369,414	199,553	46,445	46,445	46,445	\$ 661,857
<i>Salaries & Wages</i>	-	-	37,617	107,601	107,828	116,450	
<i>Benefits</i>	-	-	10,994	32,594	28,987	35,429	
<i>Supplies</i>	-	-	2,294	4,000	-	4,050	
<i>Services</i>	-	-	1,625	8,700	3,561	8,700	
Mental Health Co-Responder - Police	-	-	52,530	152,895	140,376	164,629	\$ 370,054
<i>Salaries & Wages</i>	-	-	166,283	-	-	-	
<i>Benefits</i>	-	-	13,662	-	-	-	
<i>Supplies</i>	-	-	17,921	-	-	-	
<i>Services</i>	-	-	5,679	-	-	-	
Angle Lake Lifeguards - P&R	-	-	203,545	-	-	-	\$ 203,545
Community Center Backup Generator- P&R	-	-	169,872	213,028	206,507	3,900	\$ 386,800
<i>Small Business Capital Access Program</i>	-	-	23,637	1,326,363	767,828	392,700	
<i>Regional FastTrack Childcare Initiative</i>	-	102,444	501,489	600,000	443,707	596,067	
<i>ANEW Apprenticeship Program</i>	-	-	104,550	-	-	-	
<i>SeaTac Farmers Market</i>	-	-	80,701	19,300	19,299	-	
Community & Economic Development	-	102,444	710,378	1,945,863	1,230,834	988,767	\$ 3,747,250
PW Land Acquisition	-	-	438,124	-	-	-	\$ 438,124
Subtotal Expenditures	\$ 37,502	\$ 643,830	\$ 2,227,394	\$ 4,535,853	\$ 2,954,350	\$ 1,641,253	

Salaries & Benefits by Department – General Fund

GENERAL FUND Department Section	2024 YTD Actual	2024 % Expended	2025 Budget	2025 Q4 Actual	YTD Actual Expended	YTD % Expended
City Council	\$ 221,986	100%	\$ 221,971	\$ 55,510	\$ 222,041	100%
Municipal Court	\$ 1,314,509	79%	\$ 1,679,026	\$ 355,951	\$ 1,489,208	89%
City Manager Admin	\$ 1,493,020	114%	\$ 1,299,105	\$ 248,202	\$ 1,206,413	93%
Communications	\$ 302,518	45%	\$ 384,512	\$ 42,278	\$ 402,444	105%
Human Services	\$ 365,767	110%	\$ 493,852	\$ 115,098	\$ 469,967	95%
City Manager Total	\$ 2,161,306	90%	\$ 2,177,469	\$ 405,579	\$ 2,078,824	95%
Finance	\$ 1,181,760	94%	\$ 1,267,304	\$ 293,570	\$ 1,075,855	85%
Information Systems	\$ 1,267,357	82%	\$ 1,543,907	\$ 364,077	\$ 1,484,022	96%
City Clerk	\$ 376,153	96%	\$ 370,042	\$ 89,842	\$ 360,529	97%
Legal	\$ 1,630,126	94%	\$ 1,721,560	\$ 319,132	\$ 1,324,698	77%
Legal Services Total	\$ 2,006,279	94%	\$ 2,091,602	\$ 408,974	\$ 1,685,227	81%
Human Resources	\$ 752,292	91%	\$ 1,083,387	\$ 67,123	\$ 834,392	77%
Retired Fire - LEOFF 1	\$ 40,854	62%	\$ 63,000	\$ 16,717	\$ 46,993	75%
Human Resources Total	\$ 793,146	89%	\$ 1,146,387	\$ 83,839	\$ 881,385	77%
Police Admin	\$ 129,148	96%	\$ 138,206	\$ 31,745	\$ 128,703	93%
Permit Parking - GF	\$ 67,033	32%	\$ 107,487	\$ 23,428	\$ 84,435	79%
Police Services Total	\$ 196,182	57%	\$ 245,693	\$ 55,173	\$ 213,138	87%
Central Facilities	\$ 716,393	97%	\$ 749,983	\$ 178,273	\$ 721,970	96%
Park & Rec Admin.	\$ 828,768	93%	\$ 860,153	\$ 206,108	\$ 861,725	100%
Rec. Svcs/Events	\$ 1,164,022	82%	\$ 1,663,860	\$ 280,928	\$ 1,479,573	89%
Comm Center Operations	\$ 349,922	86%	\$ 387,669	\$ 97,891	\$ 391,845	101%
Parks Maintenance	\$ 1,748,350	92%	\$ 2,166,253	\$ 470,558	\$ 1,941,578	90%
Parks & Recreation Total	\$ 4,807,454	90%	\$ 5,827,918	\$ 1,233,757	\$ 5,396,692	93%
Planning	\$ 1,248,440	94%	\$ 1,356,507	\$ 324,328	\$ 1,295,321	95%
Building	\$ 998,174	89%	\$ 1,199,244	\$ 237,069	\$ 1,044,863	87%
Permitting	\$ 633,428	85%	\$ 722,485	\$ 155,162	\$ 667,533	92%
Econ Development	\$ 159,016	92%	\$ 175,498	\$ 39,562	\$ 164,515	94%
Code Compliance	\$ 278,490	83%	\$ 334,768	\$ 59,442	\$ 256,337	77%
Comm & Econ Devm't Total	\$ 3,317,549	89%	\$ 3,788,502	\$ 815,564	\$ 3,428,570	90%
TOTAL GENERAL FUND	\$ 17,267,508	89%	\$ 19,989,779	\$ 4,071,993	\$ 17,954,962	90%



Salaries & Benefits by Fund

OTHER FUNDS	Fund Name	2024 YTD Actual	2024 % Expended	2025 Budget	2025 Q4 Actual	YTD Actual Expended	YTD % Expended
	<i>PW Inspection</i>			1,020,005	302,080	1,457,142	90%
	<i>Roadway Maintenance</i>	\$ 1,053,154	80%	1,432,407	330,008	1,131,508	79%
	<i>Snow & Ice Control</i>			-	-	70,007	
	<i>Engineering Review</i>	\$ 292,259	79%	382,790	90,859	351,080	92%
	<i>Admin & Engineering</i>	\$ 742,558	80%	783,088	140,454	577,120	74%
102	Street Fund Total	\$ 2,087,971	82%	4,220,186	933,010	3,503,532	85%
105	Port of Seattle ILA	-	0%	107,487	23,428	84,435	79%
107	Hotel/Motel Tax Fund	\$ 298,066	93%	364,339	77,827	316,953	87%
113	ARPA Fund	\$ 490,138	65%	\$446,178	\$110,465	\$444,177	100%
307	Transportation CIP Fund	\$ 1,253,813	94%	-	-	-	0%
	<i>SWM Admin</i>	\$ 368,408	89%	427,080	80,000	351,298	82%
	<i>SWM Compliance</i>	\$ 444,608	99%	470,522	109,240	400,265	97%
	<i>SWM Maintenance</i>	\$ 659,065	87%	785,303	170,325	713,104	91%
	<i>SWM Engineering Rev</i>	\$ 292,258	79%	382,790	90,859	351,085	92%
403	Surface Water Mgt.	\$ 1,764,340	89%	2,072,301	456,430	1,875,752	91%
404	Solid Waste & Environ	\$ 115,780	66%	180,480	23,729	97,551	54%
501	Equipment Rental Fund	\$ 139,861	99%	148,062	31,012	134,857	91%
SUBTOTAL OTHER FUNDS		\$ 6,149,569	85%	\$ 7,539,013	\$ 1,655,902	\$ 6,547,256	87%
ALL FUNDS TOTAL		\$ 23,417,077	88%	\$ 27,528,792	\$ 5,727,896	\$ 24,502,217	89%

YTD Target: 100%



Capital by Fund

Type	Description	Annual BUDGET	YTD Actual Expended	YTD % Expended	Project Status
61 Land					
Fund 301	Civic Campus Land Acquisition	40,500,000	40,423,530	100%	Property Purchased in Dec
	Land Total	40,500,000	40,423,530	100%	
62 Buildings					
Fund 301	City Hall HVAC Update	15,522	-	*	Project Complete
	City Hall EV Chargers	136,714	133,437	*	Project Complete
	Maintenance Facility EV Chargers	103,172	101,338	*	Project Complete
	Maintenance Facility Bird Control	72,732	-	*	Delayed until 2026
	Maintenance Roof Replacement	242,440	-	*	Delayed until 2026
	Community Center HVAC Replacement	95,818	47,531	50%	Complete
Fund 306	Maintenance & Storage Facilities	198,042	26,838	14%	On Hold
	Buildings Total	864,440	309,144	36%	
63 Other Improvements					
Fund 102	2024 Street Overlay	120,000	-	0%	Complete and proceeding thru closeout. No further expenditures anticipated.
	509 Extension Local Contribution	2,000,000	2,572,870	129%	Complete
Fund 113	Community Center Backup Generator	209,128	206,507	99%	Complete
Fund 301	Angle Lake Fishing Pier/Boat Ramp	4,082,247	202,172	5%	Design - anticipated completion winter 2026
	SeaTac Des Moines Crk Park Trailhead	5,225,232	3,587,163	69%	Under construction - anticipated completion Q1 2026
	Riverton Heights Spray Park	5,967,343	197,995	3%	Design - anticipated completion fall 2026
	Skate Park Reno at Valley Ridge	494,880	-	*	Delayed until 2027
	Botanical Garden Entry Sign	120,000	-	*	Delayed until 2027
Fund 307	34th Ave S from S 160th to S 166th	460,000	76,914	17%	Final Acceptance Feb 2026
	Airport Light Rail Station Pedestrian Imp	11,286,750	1,376,729	12%	Design and Right of Way. Design is 100% complete. Received 1 year extension on federal funding.
	Intelligent Transportation Systems	100,000	-	*	Construction scheduled for Q3 2026.
	S 154th St Crossing	657,000	113,834	17%	In Construction
	34th Ave S/S 166th-S 176th (Phase II)	1,962,911	588,583	30%	In Design
	S 204th St Improvements	1,955,515	544,301	28%	In Design
	2026 Overlay	500,000	-	*	
	Transportation Master Plan Update	20,000	34,235	171%	In Design
Fund 308	Gateway Treatments	500,000	2,014	*	
Fund 403	Water Quality Retrofit Program	200,000	-	*	
	S 166th St Drainage Improvements	50,000	-	*	Planning
	16th Ave S/S 188th St Drainage Improvements	143,000	89,595	63%	In Design
	2024 Annual Overlay SWM Project	70,696	-	*	Complete and proceeding thru closeout. No further expenditures anticipated.
	2026 Annual Overlay SWM Project	100,000	-	*	
Fund 102	Miller Creek Realignment & Daylighting	48,113	-	*	
Fund 403	Miller Creek Realignment & Daylight Project	834,872	-	*	
	Other Improvements Total	37,107,687	9,592,911	26%	

Capital by Fund

Type	Description	Annual BUDGET	YTD Actual Expended	YTD % Expended	Project Status
Fund 113	Community Outreach Program Vehicle	80,000	70,375	88%	Van rec'd Q1 2025
Fund 301	Financial Management System	881,600	49,277		* In Construction
	Computer Hardware	107,200	-		* Assessing hardware needs
	SeaTV Upgrade	16,363	-		* No projects planned
Fund 501	Equipment Under \$15,000	-	29,596		* Budget included in capital accounts
	Vehicles/Heavy Equipment	1,487,915	1,035,375	70%	
	Tools and Equipment	7,908	-	*	
	Equipment Total	2,580,986	1,184,623	46%	
	Total Capital Expenditures	81,053,113	51,510,209	64%	

