CITY OF MARYSVILLE
Marysville, Washington

ORDINANCE NO. 3376

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF MARYSVILLE, WASHINGTON, APPROVING THE APPROPRIATIONS OF THE 2025-2026 REVISED BIENNIAL BUDGET AND AMENDING ORDINANCE NO. 3363 AND ORDINANCE NO. 3325.

WHEREAS, the City Council approves the appropriation of local, state, and federal funds and the increase or decrease from previously approved programs within the 2025-2026 biennial budget.

THE CITY COUNCIL OF THE CITY OF MARYSVILLE, WASHINGTON, DO ORDAIN AS FOLLOWS:

SECTION 1. Ordinance No. 3363 and Ordinance No. 3325 are amended as set forth in Exhibits "A" and "B". The amendments are made to the 2025-2026 biennial budget with a total increased expenditure of $12,369,651.

	2025 Beginning Fund Balance	2025-2026 Revenues	2025-2026 Expenditures/Expenses	2026 Ending Fund Balance
Current Budget	$ 94,428,446	$ 403,685,327	$ 435,863,150	$ 62,250,624
Amendments	-	36,292,508	12,369,651	23,922,857
Amended Budget	**$ 94,428,446**	**$ 439,977,835**	**$ 448,232,801**	**$ 86,173,481**

SECTION 2. Since the adoption of the 2025-2026 biennial budget and in accordance with MMC 2.50.030, the 2025-2026 biennial budget hereby directs that City employees shall be compensated in accordance with the established pay classifications and grades or ranges attached hereto and contained in Exhibit "C".

SECTION 3. The original budget and any prior amendments shall remain in full force and effect, unchanged, except as modified by this amendment.

SECTION 4. Upon approval by the city attorney, the city clerk or the code reviser are authorized to make necessary corrections to this ordinance, including scrivener's errors or clerical mistakes; references to other local, state, or federal laws, rules, or regulations; or numbering or referencing of ordinances or their sections and subsections.

Section 5. Effective date. This ordinance shall become effective five days after the date of its publication by summary.

PASSED by the City Council and APPROVED by the Mayor this 23 day of MARCH, 2026.

CITY OF MARYSVILLE

By ____________________
Jon Nehring, MAYOR

ATTEST:

By Chari Taber
Chari Taber, DEPUTY CITY CLERK

Approved as to form:

By ____________________
Jon Walker, CITY ATTORNEY

Date of Publication: March 26, 2026

Effective Date (5 days after publication): March 31, 2026

EXHIBIT A

EXHBIT A
2025-2026 Amendments

General Fund Reappropriations / Carry Over

Description	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
Adjust Beginning Fund Balance to Cash as of 01/01/2026	$ -	$ -	$ 5,686,659	$ -	$ -	$ 5,686,659

The amendment adjusts the General Fund's beginning fund balance to match the actual cash balance as of January 1, 2026. The adjustment increases both the beginning and ending fund balances by $5,686,659 and reflects more carryforward from 2025 than originally budgeted.

Fund #	Fund	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
001	General Fund			5,686,659			5,686,659

Description	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
AOC Pre-Trial Services Grant Carryforward	$ -	$ (1,633)	$ 1,633	$ (1,633)	$ 1,633	$ -

On September 22, 2025, the City Council approved an interagency agreement between the Washington State Administrative Office of the Courts and the City of Marysville's Municipal Court for reimbursement of pre-trial service-related costs. The amendment carries forward $1,633 from 2025 into 2026 for costs and reimbursement that will occur in 2026.

Fund #	Fund	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
001	General Fund		(1,633)	1,633	(1,633)	1,633	

Description	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
General Fund Capital Projects Carryforward	$ -	$ -	$ -	$ (1,332,711)	$ 1,332,711	$ -

The amendment carries forward a total of $1,332,711 from 2025 into 2026 for General Fund capital projects and the purchase of equipment that were not completed by December 31, 2025. These include:

jail railing extension - $477,000
street light repairs - $130,000
street equipment (retroreflectometer) - $10,000
waterfront redevelopment interfor fill - $715,711

Fund #	Fund	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
001	General Fund				(1,332,711)	1,332,711	

Description	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
Public Arts Funds Carryforward	$ -	$ -	$ -	$ (84,073)	$ 84,073	$ -

The amendment carries forward $84,073 in unspent Public Arts funds from 2025 into 2026 to continue the traffic wrap program.

Fund #	Fund	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
001	General Fund				(84,073)	84,073	

EXHIBIT A
2025-2026 Amendments

General Fund Amendments

Description	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
Adjust Allocations for General Fund Service Charges	$ -	$ -	$ (409,372)	$ -	$ -	$ (409,372)

The General Fund provides central internal services citywide, including Council, Executive, Legal, HR, and Finance services. These costs are allocated through an indirect cost allocation plan. Adjustments are needed to reflect a revised methodology that more accurately charges funds that directly benefit from these services, based on a two-year lookback of actual spending. Not all funds are eligible for these charges. As a result, General Fund revenue for these services is reduced, and the proportionate share of costs charged to eligible funds, including the General Fund's portion, is adjusted, resulting in a reduction of $409,372.

Fund #	Fund	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
001	General Fund			(409,372)			(409,372)

Description	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
L&I Rate Increase	$ -	$ -	$ -	$ -	$ 657,729	$ (657,729)

The amendment increases personnel benefit expenses by $657,729 to cover higher-than-budgeted employer contributions to workers' compensation. The increase reflects the Department of Labor and Industries' reported average rate increase of 4.9% compared to 2025, as well as the City's experience and past claim activity.

Fund #	Fund	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
001	General Fund					657,729	(657,729)

Description	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
Axon Contract	$ -	$ -	$ -	$ -	$ 260,000	$ (260,000)

The amendment provides $260,000 for the Axon agreement approved by City Council on September 22, 2025, which includes Body Worn Cameras, TASERS, Evidence.com, VR training, and related hardware and software. The agreement also adds three replacement drones, Livestream and Fusus systems for real-time supervisor viewing during critical incidents, and enhanced video analysis for all systems currently utilized by the Police Department.

Fund #	Fund	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
001	General Fund					260,000	(260,000)

EXHIBIT A
2025-2026 Amendments

Description	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
Fleet Purchases	$ -	$ -	$ -	$ -	$ 140,836	$ (140,836)

The amendment provides $140,836 from the General Fund to the Fleet Services Fund 501 for fleet purchases. Of this amount, $17,946 is to replace the Police Department's five Ford Fusion leases with five Ford Bronco leases, which are more ergonomically and operationally effective. The remaining $122,890 is for a Streets dump/plow truck. In late 2025, the Street Maintenance Division delivered J026, a 2000 Freightliner Dump Truck/Snow Plow Truck, to Fleet Services for the annual federal inspection. The inspection revealed frame rail failures, and further review determined the vehicle was unsafe for operations, including essential snowplow work.

Fund #	Fund	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
001	General Fund					140,836	(140,836)

Description	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
Memorial Plaque and Bench	$ -	$ -	$ 3,000	$ -	$ 3,000	$ -

The amendment recognizes $3,000 in private contributions for the installation of the Tom King memorial plaque and bench.

Fund #	Fund	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
001	General Fund			3,000		3,000	

Description	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
Contribution to Dental and Vision Self-Insurance Programs	$ -	$ -	$ -	$ -	$ 47,236	$ (47,236)

Beginning January 1, 2026, the City transitioned to self-insuring its dental and vision programs. To meet state-mandated solvency requirements (maintaining reserves sufficient to cover approximately 16 weeks of expected claims), the General Fund is providing an initial investment of $47,236, following recommendations from the city's third-party administrator.

Fund #	Fund	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
001	General Fund					47,236	(47,236)

EXHBIT A
2025-2026 Amendments

Non-General Fund Reappropriations / Carry Over

Description	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
Adjust Beginning Fund Balances to Cash as of 01/01/2026	$ -	$ -	$ 24,400,698	$ -	$ -	$ 24,400,698

The amendment adjusts the beginning fund balances of Non-General Funds to align with the actual cash balances as of January 1, 2026. This adjustment, which may increase or decrease the beginning and ending fund balances, reflects carryforward from 2025 that was different from what was originally budgeted.

Fund #	Fund	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
101	Street - Motor Vehicle Fuel Tax			(72,000)			(72,000)
103	Drug Enforcement			44,537			44,537
104	Tribal Gaming			516			516
105	Hotel/Motel Tax			105,262			105,262
108	Marysville Technology Infrastructure I/NET			5,836			5,836
109	Community Development Block Grant			(27,399)			(27,399)
110	Growth Management - REET I			512,278			512,278
111	Growth Management - REET II			184,897			184,897
114	Transportation Benefit District			3,113,302			3,113,302
115	Affordable Housing Tax			6,474			6,474
116	School Mitigation Fees			(128,070)			(128,070)
206	LTGO Bond Debt Service			895,862			895,862
271	LID 71			32,820			32,820
299	LID Guaranty			10,000			10,000
305	Streets Construction			4,965,030			4,965,030
310	Parks Construction			3,083,009			3,083,009
314	City Facilities			80,881			80,881
315	Residential Density Incentive			442,428			442,428
401	Waterworks Utility			5,918,267			5,918,267
402	Utility Construction			2,508,492			2,508,492
410	Solid Waste Management			(437,806)			(437,806)
420	Golf Course Operating			1,467,039			1,467,039
450	Waterworks Debt Service			166,180			166,180
501	Fleet Services			344,347			344,347
502	Facilities Maintenance			142,128			142,128
503	Information Services			(79,027)			(79,027)
510	Unemployment Insurance			(61,612)			(61,612)
511	Liability Insurance			234,774			234,774
512	Medical Insurance			942,253			942,253

Description	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
Capital Projects Carryforward – TBD Transfers	$ -	$ -	$ -	$ (479,266)	$ 479,266	$ -

The amendment carries forward $479,266 in transfers from the Transportation Benefit District Fund 114 for approved capital projects not completed as of December 31, 2025. This includes $305,000 for 2025 street overlays and $174,266 for the following projects: Sunnyside Blvd & 53rd Ave NE (Project R2002), 67th & 52nd Street (Project R2305), 67th Ave NE Overlay (Project R2402), Comeford Park Sidewalk (Project R2505).

Fund #	Fund	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
114	Transportation Benefit District				(479,266)	479,266	

EXHIBIT A
2025-2026 Amendments

Description	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
Streets Capital Projects Carryforward	$ -	$ (3,130,992)	$ 3,130,992	$ (7,445,471)	$ 7,445,471	$ -

The amendment carries forward a total of $3,130,992 in revenues and $7,445,471 in expenses from 2025 into 2026 for Streets capital projects that were not completed by December 31, 2025. These include:

R1101 - 88th St NE Improvements
R2101 - Quiet Zone Evaluation
R2102/R2507 156th St NE Improvements and Connector
R2103 - Shoultes Elementary Safe Routes to School
R2104 - Cascade Elementary Safe Routes to School
R2002 - Sunnyside Blvd & 53rd Ave NE
R2201 156th Overcrossing
R2301/R2508 - I-5 Intersection 4th & 88th and 88th St NE Interchange
R2303 - 2022 City Safety Program
R2305 - 67th and 52nd St NE
R2307 - I-5 NB Marine View to SR529
R2402 - 67th Ave NE Overlay
R2501 - I-5 156th St NE Interchange
R2502 - MMS Safe Routes to School
R2503 - Cascade Safe Routes to School
R2504 - Ingraham Blvd and 84th
R2505 - Comeford Park Sidewalk
R2506 - Citywide Intersection Improvements

Fund #	Fund	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
305	Streets Construction		(3,130,992)	3,130,992	(7,445,471)	7,445,471	

Description	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
Parks Capital Projects Carryforward	$ -	$ -	$ -	$ (2,674,144)	$ 2,674,144	$ -

The amendment carries forward a total of $2,674,144 in expenses from 2025 into 2026 for Parks capital projects that were not completed by December 31, 2025. These include:

P1702 - Ebey Waterfront Trail
P2104 - Bayview Trail Lake Stevens Connector
P2501 - Twin Lakes Park Improvements
P2502 - Strawberry Fields Turf Phase 2

Fund #	Fund	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
310	Parks Construction				(2,674,144)	2,674,144	

Description	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
Facilities Capital Projects Carryforward	$ -	$ (40,000)	$ 40,000	$ (105,949)	$ 105,949	$ -

The amendment carries forward a total of $40,000 in revenues and $105,949 in expenses from 2025 into 2026 for Facilities capital projects that were not completed by December 31, 2025. These include:

2332 - PD Evidence Building Upgrades
G2507 - Electric Vehicle Charging Station

Fund #	Fund	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
314	City Facilities		(40,000)	40,000	(105,949)	105,949	

EXHBIT A
2025-2026 Amendments

Description	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
Utility Maintenance and Transfers Carryforward	$ -	$ -	$ -	$ (738,456)	$ 738,456	$ -

The amendment carries forward a total of $738,456 from 2025 into 2026 for maintenance and equipment projects that were not completed by December 31, 2025. This includes $341,192 for critical maintenance, repairs, and procurement necessary to support daily water production and treatment operations, and a transfer of $397,264 to the Utility Construction Fund 402 for the Public Works relocation project.

Fund #	Fund	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
401	Waterworks Utility				(738,456)	738,456	

Description	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
Utility Capital Projects Carryforward	$ -	$ (2,468,736)	$ 2,468,736	$ (5,390,909)	$ 5,390,909	$ -

The amendment carries forward a total of $2,468,736 in revenues and $5,390,909 in expenses from 2025 into 2026 for Utility capital projects that were not completed by December 31, 2025. These include:

D2301 - Shoultes Cascade Safe Routes to School
D2501 - County Flood Control Grant
D2503 - 51st and 132nd Culvert Replacement
D2502 - Jennings Park Storm Retrofit
W2303 - Reservoir Cathodic Protection
W2305 - Water Comprehensive Plan Update
W2501 - 4th/88th St Water Main Replacement
W2502 - JOA Cathodic Protection Design
W2503 - 88th St Water Main Replacement
S2302 - Sewer Comprehensive Plan Update
S2303 - WWTP Chemical Tank Replacement

Fund #	Fund	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
402	Utility Construction		(2,468,736)	2,468,736	(5,390,909)	5,390,909	

Description	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
Golf Course Irrigation Project and Debt Service Carryforward	$ -	$ -	$ -	$ (2,595,436)	$ 2,595,436	$ -

The amendment carries forward $2,235,436 for the Golf Course Irrigation Project (Project 2518) not completed by December 31, 2025. It also carries forward $360,000 in 2025 LTGO bond debt service within the Golf Fund due to the timing of scheduled principal and interest payments in 2026.

Fund #	Fund	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
420	Golf Course Operating				(2,595,436)	2,595,436	

EXHIBIT A
2025-2026 Amendments

Description	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
Fleet Purchases Carryforward	$ -	$ -	$ -	$ (296,041)	$ 296,041	$ -

The amendment carries forward $296,041 for fleet vehicles scheduled for order in 2025 but not expected to be delivered and paid until 2026.

Fund #	Fund	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
501	Fleet Services				(296,041)	296,041	

Non-General Fund Amendments

Description	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
Adjust Allocations for General Fund Service Charges	$ -	$ -	$ -	$ -	$ (409,372)	$ 409,372

The amendment adjusts the allocation of central internal service costs to Non-General Funds. The revised methodology more accurately charges funds that directly benefit from services such as Council, Executive, Legal, HR, and Finance, based on a two-year lookback of actual spending. Funds that are not eligible for charges are excluded. These adjustments increase or decrease the proportionate share of costs for eligible Non-General Funds, reflecting a total reallocation of $409,372.

Fund #	Fund	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
105	Hotel/Motel Tax					(4,336)	4,336
114	Transportation Benefit District					(95,611)	95,611
305	Streets Construction					(278,426)	278,426
310	Parks Construction					(115,384)	115,384
314	City Facilities					(84,790)	84,790
401	Waterworks Utility					267,324	(267,324)
402	Utility Construction					(240,733)	240,733
410	Solid Waste Management					106,646	(106,646)
420	Golf Course Operating					22,873	(22,873)
501	Fleet Services					(13,824)	13,824
502	Facilities Maintenance					26,889	(26,889)

Description	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
L&I Rate Increase	$ -	$ -	$ -	$ -	$ 111,524	$ (111,524)

The amendment increases personnel benefit expenses by $111,524 to cover higher-than-budgeted employer contributions to workers' compensation. The increase reflects the Department of Labor and Industries' reported average rate increase of 4.9% compared to 2025, as well as the City's experience and past claim activity.

Fund #	Fund	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
401	Waterworks Utility					72,393	(72,393)
410	Solid Waste Management					18,514	(18,514)
501	Fleet Services					7,501	(7,501)
502	Facilities Maintenance					9,891	(9,891)
503	Information Services					3,225	(3,225)

EXHIBIT A
2025-2026 Amendments

Description	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
Community Impact Funds	$ -	$ -	$ 25,000	$ -	$ 25,000	$ -

The amendment recognizes $25,000 received from the Tulalip Tribes' Tulalip Cares Community Impact Funds.

Fund #	Fund	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
104	Tribal Gaming			25,000		25,000	

Description	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
2026 Hotel/Motel Tax Tourism Grants	$ -	$ -	$ -	$ -	$ 241,644	$ (241,644)

The amendment provides $241,644 in Hotel/Motel Fund 105 for 2026 tourism grant awards previously approved by City Council on November 10, 2025.

Fund #	Fund	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
105	Hotel/Motel Tax					241,644	(241,644)

Description	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
Capital Projects – TBD Transfers	$ -	$ -	$ -	$ -	$ 4,126,090	$ (4,126,090)

The amendment increases capital outlay and transfers from the Transportation Benefit District Fund 114 by $4,126,090 for the following approved capital projects:

2026 Pavement Preservation
55th Ave NE Sidewalk
61st Street NE Paving and Sidewalk
Pinewood Safe Routes to School
Ingraham Blvd and 84th

Fund #	Fund	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
114	Transportation Benefit District					4,126,090	(4,126,090)

Description	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
School Mitigation Fee Revenues	$ -	$ -	$ 128,070	$ -	$ -	$ 128,070

The amendment increases revenue by $128,070 in School Mitigation Fee Fund 116 to align with estimated expenditure transfers to the Lake Stevens School District. This fund serves as a passthrough.

Fund #	Fund	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
116	School Mitigation Fees			128,070			128,070

EXHIBIT A
2025-2026 Amendments

Description	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
Establish New Fund for Transportation Mitigation Fees	$ -	$ -	$ -	$ -	$ -	$ -

The amendment establishes a new special revenue fund, Transportation Mitigation Fees Fund 117, to improve tracking of transportation mitigation fee activity. Budgeted revenues, expenditures, and ending fund balances that were previously included in Fund 305 are reallocated to this new fund. This change does not increase total budgeted appropriations.

Fund #	Fund	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
117	Transportation Mitigation Fees			2,000,000		1,500,000	500,000
305	Streets Construction			(2,000,000)		(1,500,000)	(500,000)

Description	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
Establish New Fund for Parks Mitigation Fees	$ -	$ -	$ -	$ -	$ -	$ -

The amendment establishes a new special revenue fund, Parks Mitigation Fees Fund 118, to improve tracking of parks mitigation fee activity. Budgeted revenues, expenditures, and ending fund balances that were previously included in Fund 310 are reallocated to this new fund. This change does not increase total budgeted appropriations.

Fund #	Fund	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
118	Parks Mitigation Fees			859,000		600,000	259,000
310	Parks Construction			(859,000)		(600,000)	(259,000)

Description	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
Streets Capital Projects	$ -	$ -	$ 2,911,090	$ -	$ 2,911,090	$ -

The amendment increases capital expenses by $2,911,090 in the Streets Capital Projects Fund 305 for the following approved capital projects:

2026 Pavement Preservation
55th Ave NE Sidewalk
61st Street NE Paving and Sidewalk
Pinewood Safe Routes to School
Ingraham Blvd and 84th

Fund #	Fund	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
305	Streets Construction			2,911,090		2,911,090	

EXHBIT A
2025-2026 Amendments

Description	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
Additional Funding for Strawberry Fields Turf Phase 2	$ -	$ -	$ 210,000	$ -	$ 420,000	$ (210,000)

The amendment adds $210,000 to the Strawberry Field Turf Phase 2 project budget to match the awarded contract amount. Project costs are recorded in Parks Construction Fund 310 and are funded through transfers of residential density incentive fees.

Fund #	Fund	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
310	Parks Construction			210,000		210,000	
315	Residential Density Incentive					210,000	(210,000)

Description	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
Ranney Well Pump Replacement	$ -	$ -	$ -	$ -	$ 253,469	$ (253,469)

The amendment provides $253,469 for the Ranney Well Replacement project. The previously approved 2026 budget of $125,000 cove red replacement of one pump and motor. This amendment allows replacement of a failed pump, motor, and check valve, as well as a previously rebuilt motor that has no w failed. Approval is critical to maintain water production at the Stillaguamish Treatment Plant; without it, additional water would need to be purchased from the City of Eve rett at increased cost. The requested amount includes a 10% management reserve.

Fund #	Fund	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
401	Waterworks Utility					253,469	(253,469)

Description	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
Additional Funding for Comprehensive Plan Updates	$ -	$ -	$ -	$ -	$ 217,000	$ (217,000)

The amendment provides a total of $217,000 in additional funding for Comprehensive Plan updates in 2026. This adjustment cove rs remaining consultant expenses and estimated staff time for the Surface Water, Sewer, and Water Comprehensive Plan projects, ensuring that each plan can be completed as s cheduled.

Fund #	Fund	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
402	Utility Construction					217,000	(217,000)

EXHBIT A
2025-2026 Amendments

Description	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
Solid Waste Operations	$ -	$ -	$ 2,230,321	$ -	$ 2,577,460	$ (347,139)

On November 10, 2025, City Council approved Ordinance No. 3372, amending solid waste rates. This amendment adjusts the Solid Waste Fund 410 budget to reflect the expected increase in rate revenues. Key factors contributing to the adjustment include a 42% increase in Snohomish County municipal ti pping fees, associated state refuse and B&O tax liabilities, and annual CPI-driven increases to the Waste Management recycling collection contract.

Fund #	Fund	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
410	Solid Waste Management			2,230,321		2,577,460	(347,139)

Description	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
Fleet Purchases	$ -	$ -	$ 140,836	$ -	$ 140,836	$ -

The amendment provides $140,836 from the General Fund to the Fleet Services Fund 501 for fleet purchases. Of this amount, $17,946 is to replace the Police Department's five Ford Fusion leases with five Ford Bronco leases, which are more ergonomically and operationally effective. The remaining $122,890 is for a Streets dump/plow truck. In late 2025, the Street Maintenance Division delivered J026, a 2000 Freightliner Dump Truck/Snow Plow Truck, to Fleet Services for the ann ual federal inspection. The inspection revealed frame rail failures, and further review determined the vehicle was unsafe for operations, including essential snowplow work.

Fund #	Fund	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
501	Fleet Services			140,836		140,836	

Description	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
Unemployment Compensation	$ -	$ -	$ -	$ -	$ 32,000	$ (32,000)

The amendment increases the unemployment expense budget by $32,000 based on recent expenditure trends. As a self-insured employer, the City pays unemployment claims directly. The cost of these claims is influenced by employee salaries, since higher wages result in higher potential unemploy ment benefits. This adjustment ensures that the budget accurately reflects anticipated unemployment liabilities for 2026.

Fund #	Fund	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
510	Unemployment Insurance					32,000	(32,000)

Description	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
Insurance Recoveries	$ -	$ -	$ 233,570	$ -	$ -	$ 233,570

The amendment provides $233,570 in Insurance Fund 511 for insurance recovery revenues received in 2026 related to rental vehi cle water damage that occurred in 2025.

Fund #	Fund	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
511	Liability Insurance			233,570			233,570

EXHIBIT A
2025-2026 Amendments

Description	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
Dental and Vision Self-Insurance Programs	$ -	$ -	$ 732,636	$ -	$ 614,109	$ 118,527

Beginning January 1, 2026, the City transitioned to self-insuring its dental and vision programs. To meet state-mandated solvency requirements (maintaining reserves sufficient to cover approximately 16 weeks of expected claims), the General Fund is providing an initial investment of $47,236, following recommendations from the City's third-party administrator. All program revenues and claims expenditures are reported and managed through the Medical Insurance Fund 512, with additional revenues to support claims coming from payroll-based allocations. Each department or fund contributes a set amount per employee, which is collected through payroll and deposited into the Medical Insurance Fund.

Fund #	Fund	2025 Beginning Fund Balance	2025 Revenues	2026 Revenues	2025 Expenses	2026 Expenses	2026 Ending Fund Balance
512	Medical Insurance			732,636		614,109	118,527

EXHIBIT B

EXHIBIT B
2025-2026 Amendment Account Summary by Fund

Fund Title	Fund No.	Description	Current Budget	Amended Budget	Increase / (Decrease)
General Fund	001	Beginning Fund Balance	$ 16,273,531	$ 16,273,531	$ -
General Fund	001	Revenue/Carryover	136,178,805	141,459,092	5,280,287
General Fund	001	Expenditures	148,374,826	149,483,627	1,108,801
General Fund	001	Ending Fund Balance	4,077,510	8,248,996	4,171,486
Cumulative Reserve	005	Beginning Fund Balance	1,490,190	1,490,190	-
Cumulative Reserve	005	Revenue/Carryover	-	-	-
Cumulative Reserve	005	Expenditures	-	-	-
Cumulative Reserve	005	Ending Fund Balance	1,490,190	1,490,190	-
City Street	101	Beginning Fund Balance	-	-	-
City Street	101	Revenue/Carryover	2,744,000	2,672,000	(72,000)
City Street	101	Expenditures	2,600,000	2,600,000	-
City Street	101	Ending Fund Balance	144,000	72,000	(72,000)
Drug Enforcement	103	Beginning Fund Balance	44,825	44,825	-
Drug Enforcement	103	Revenue/Carryover	16,000	60,537	44,537
Drug Enforcement	103	Expenditures	56,000	56,000	-
Drug Enforcement	103	Ending Fund Balance	4,825	49,362	44,537
Tribal Gaming Fund	104	Beginning Fund Balance	45,690	45,690	-
Tribal Gaming Fund	104	Revenue/Carryover	25,000	50,516	25,516
Tribal Gaming Fund	104	Expenditures	70,000	95,000	25,000
Tribal Gaming Fund	104	Ending Fund Balance	690	1,206	516
Hotel/Motel Tax	105	Beginning Fund Balance	453,611	453,611	-
Hotel/Motel Tax	105	Revenue/Carryover	533,180	638,442	105,262
Hotel/Motel Tax	105	Expenditures	390,868	628,176	237,308
Hotel/Motel Tax	105	Ending Fund Balance	595,923	463,877	(132,046)
I/NET	108	Beginning Fund Balance	602,262	602,262	-
I/NET	108	Revenue/Carryover	200,000	205,836	5,836
I/NET	108	Expenditures	136,500	136,500	-
I/NET	108	Ending Fund Balance	665,762	671,598	5,836
CDBG	109	Beginning Fund Balance	108,368	108,368	-
CDBG	109	Revenue/Carryover	828,270	800,871	(27,399)
CDBG	109	Expenditures	828,270	828,270	-
CDBG	109	Ending Fund Balance	108,368	80,969	(27,399)
GMA - REET I	110	Beginning Fund Balance	2,866,419	2,866,419	-
GMA - REET I	110	Revenue/Carryover	4,195,320	4,707,598	512,278
GMA - REET I	110	Expenditures	5,933,772	5,933,772	-
GMA - REET I	110	Ending Fund Balance	1,127,968	1,640,246	512,278

EXHIBIT B
2025-2026 Amendment Account Summary by Fund

Fund Title	Fund No.	Description	Current Budget	Amended Budget	Increase / (Decrease)
GMA - REET II	111	Beginning Fund Balance	2,594,199	2,594,199	-
GMA - REET II	111	Revenue/Carryover	4,195,320	4,380,217	184,897
GMA - REET II	111	Expenditures	5,733,772	5,733,772	-
GMA - REET II	111	Ending Fund Balance	1,055,748	1,240,645	184,897
Transp Benefit District	114	Beginning Fund Balance	8,329,918	8,329,918	-
Transp Benefit District	114	Revenue/Carryover	9,131,625	12,244,927	3,113,302
Transp Benefit District	114	Expenditures	8,497,346	12,527,825	4,030,479
Transp Benefit District	114	Ending Fund Balance	8,964,197	8,047,020	(917,177)
Affordable Housing	115	Beginning Fund Balance	489,470	489,470	-
Affordable Housing	115	Revenue/Carryover	751,082	757,556	6,474
Affordable Housing	115	Expenditures	644,206	644,206	-
Affordable Housing	115	Ending Fund Balance	596,346	602,820	6,474
School Mitigation	116	Beginning Fund Balance	125,774	125,774	-
School Mitigation	116	Revenue/Carryover	4,000,000	4,000,000	-
School Mitigation	116	Expenditures	4,000,000	4,000,000	-
School Mitigation	116	Ending Fund Balance	125,774	125,774	-
Transportation Mitigation	117	Beginning Fund Balance	-	-	-
Transportation Mitigation	117	Revenue/Carryover	-	2,000,000	2,000,000
Transportation Mitigation	117	Expenditures	-	1,500,000	1,500,000
Transportation Mitigation	117	Ending Fund Balance	-	500,000	500,000
Parks Mitigation	118	Beginning Fund Balance	-	-	-
Parks Mitigation	118	Revenue/Carryover	-	859,000	859,000
Parks Mitigation	118	Expenditures	-	600,000	600,000
Parks Mitigation	118	Ending Fund Balance	-	259,000	259,000
LTGO Debt Service	206	Beginning Fund Balance	173,582	173,582	-
LTGO Debt Service	206	Revenue/Carryover	11,120,888	12,016,750	895,862
LTGO Debt Service	206	Expenditures	12,021,000	12,021,000	-
LTGO Debt Service	206	Ending Fund Balance	(726,530)	169,332	895,862
LID 71 Debt Service	271	Beginning Fund Balance	35,996	35,996	-
LID 71 Debt Service	271	Revenue/Carryover	624,000	656,820	32,820
LID 71 Debt Service	271	Expenditures	676,936	676,936	-
LID 71 Debt Service	271	Ending Fund Balance	(16,940)	15,880	32,820
LID Guaranty Fund	299	Beginning Fund Balance	683,447	683,447	-
LID Guaranty Fund	299	Revenue/Carryover	-	10,000	10,000
LID Guaranty Fund	299	Expenditures	20,000	20,000	-
LID Guaranty Fund	299	Ending Fund Balance	663,447	673,447	10,000

EXHIBIT B
2025-2026 Amendment Account Summary by Fund

Fund Title	Fund No.	Description	Current Budget	Amended Budget	Increase / (Decrease)
Streets Construction	305	Beginning Fund Balance	1,779,132	1,779,132	-
Streets Construction	305	Revenue/Carryover	30,728,124	36,604,244	5,876,120
Streets Construction	305	Expenditures	31,419,902	32,552,566	1,132,664
Streets Construction	305	Ending Fund Balance	1,087,354	5,830,810	4,743,456
Park Construction	310	Beginning Fund Balance	419,131	419,131	-
Park Construction	310	Revenue/Carryover	7,272,273	9,706,282	2,434,009
Park Construction	310	Expenditures	6,940,101	6,434,717	(505,384)
Park Construction	310	Ending Fund Balance	751,303	3,690,696	2,939,393
City Facilities	314	Beginning Fund Balance	5,621	5,621	-
City Facilities	314	Revenue/Carryover	649,580	730,461	80,881
City Facilities	314	Expenditures	349,580	264,790	(84,790)
City Facilities	314	Ending Fund Balance	305,621	471,292	165,671
Residential Density Inc	315	Beginning Fund Balance	-	-	-
Residential Density Inc	315	Revenue/Carryover	4,131,903	4,574,331	442,428
Residential Density Inc	315	Expenditures	1,800,000	2,010,000	210,000
Residential Density Inc	315	Ending Fund Balance	2,331,903	2,564,331	232,428
Water/Sewer Utilities	401	Beginning Fund Balance	19,026,586	19,026,586	-
Water/Sewer Utilities	401	Revenue/Carryover	71,792,808	77,711,075	5,918,267
Water/Sewer Utilities	401	Expenditures	83,012,718	83,605,904	593,186
Water/Sewer Utilities	401	Ending Fund Balance	7,806,676	13,131,757	5,325,081
Wtr/Sewer Const Fund	402	Beginning Fund Balance	19,696,059	19,696,059	-
Wtr/Sewer Const Fund	402	Revenue/Carryover	28,801,690	31,310,182	2,508,492
Wtr/Sewer Const Fund	402	Expenditures	28,249,031	28,225,298	(23,733)
Wtr/Sewer Const Fund	402	Ending Fund Balance	20,248,718	22,780,943	2,532,225
Garbage & Refuse	410	Beginning Fund Balance	8,613,918	8,613,918	-
Garbage & Refuse	410	Revenue/Carryover	32,773,136	34,565,651	1,792,515
Garbage & Refuse	410	Expenditures	36,602,150	39,304,770	2,702,620
Garbage & Refuse	410	Ending Fund Balance	4,784,904	3,874,799	(910,105)
Golf Course	420	Beginning Fund Balance	1,240,495	1,240,495	-
Golf Course	420	Revenue/Carryover	7,597,103	9,064,142	1,467,039
Golf Course	420	Expenditures	8,872,351	8,895,224	22,873
Golf Course	420	Ending Fund Balance	(34,753)	1,409,413	1,444,166
Utility Debt Service	450	Beginning Fund Balance	2,916,081	2,916,081	-
Utility Debt Service	450	Revenue/Carryover	7,897,926	8,064,106	166,180
Utility Debt Service	450	Expenditures	7,899,526	7,899,526	-
Utility Debt Service	450	Ending Fund Balance	2,914,481	3,080,661	166,180

EXHIBIT B
2025-2026 Amendment Account Summary by Fund

Fund Title	Fund No.	Description	Current Budget	Amended Budget	Increase / (Decrease)
Fleet Services	501	Beginning Fund Balance	83,885	83,885	-
Fleet Services	501	Revenue/Carryover	9,951,872	10,437,055	485,183
Fleet Services	501	Expenditures	9,951,872	10,086,385	134,513
Fleet Services	501	Ending Fund Balance	83,885	434,555	350,670
Facility Maintenance	502	Beginning Fund Balance	49,270	49,270	-
Facility Maintenance	502	Revenue/Carryover	2,842,225	2,984,353	142,128
Facility Maintenance	502	Expenditures	2,842,225	2,879,005	36,780
Facility Maintenance	502	Ending Fund Balance	49,270	154,618	105,348
Information Services	503	Beginning Fund Balance	544,264	544,264	-
Information Services	503	Revenue/Carryover	7,838,504	7,759,477	(79,027)
Information Services	503	Expenditures	7,786,504	7,789,729	3,225
Information Services	503	Ending Fund Balance	596,264	514,012	(82,252)
Unemployment Insurance	510	Beginning Fund Balance	128,569	128,569	-
Unemployment Insurance	510	Revenue/Carryover	163,687	102,075	(61,612)
Unemployment Insurance	510	Expenditures	93,000	125,000	32,000
Unemployment Insurance	510	Ending Fund Balance	199,256	105,644	(93,612)
Risk Management	511	Beginning Fund Balance	2,958,910	2,958,910	-
Risk Management	511	Revenue/Carryover	2,112,060	2,580,404	468,344
Risk Management	511	Expenditures	3,902,100	3,902,100	-
Risk Management	511	Ending Fund Balance	1,168,870	1,637,214	468,344
Medical Insurance	512	Beginning Fund Balance	2,649,243	2,649,243	-
Medical Insurance	512	Revenue/Carryover	14,588,946	16,263,835	1,674,889
Medical Insurance	512	Expenditures	16,158,594	16,772,703	614,109
Medical Insurance	512	Ending Fund Balance	$ 1,079,595	$ 2,140,375	$ 1,060,780
				Net Increase/(Decrease)	**$ 23,922,857**

EXHIBIT C

EXHIBIT C
2026 Compensation Grids

CITY OF MARYSVILLE
MANAGEMENT PAY GRID 2026

3% Increase

PAY CODE	TITLE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
M112	No Position	$ 89,886	$ 92,590	$ 95,342	$ 98,197	$ 101,181	$ 104,189	$ 107,325	$ 110,027	$ 112,754	Annual
		$ 43.22	$ 44.52	$ 45.85	$ 47.22	$ 48.65	$ 50.09	$ 51.59	$ 52.90	$ 54.21	Hourly
M113	Athletic Supervisor	$ 97,968	$ 100,900	$ 103,960	$ 107,044	$ 110,281	$ 113,597	$ 116,987	$ 119,918	$ 122,902	Annual
	Cultural Arts Supervisor	$ 47.10	$ 48.50	$ 49.98	$ 51.46	$ 53.01	$ 54.61	$ 56.25	$ 57.65	$ 59.09	Hourly
	Recreation Supervisor										
	Utility Billing Supervisor										
	Police Records Supervisor										
	Permit Services Supervisor										
M114	HR Business Partner	$ 105,183	$ 108,345	$ 111,607	$ 114,920	$ 118,389	$ 121,932	$ 125,629	$ 128,740	$ 131,950	Annual
	Senior Financial Analyst	$ 50.57	$ 52.09	$ 53.65	$ 55.25	$ 56.92	$ 58.62	$ 60.40	$ 61.89	$ 63.44	Hourly
	Management Analyst										
	Prosecutor I										
	Assistant City Attorney										
M115	Administrative Services Supervisor	$ 112,576	$ 115,917	$ 119,408	$ 123,002	$ 126,700	$ 130,498	$ 134,424	$ 137,738	$ 141,178	Annual
	Fleet and Facilities Supervisor	$ 54.13	$ 55.73	$ 57.40	$ 59.13	$ 60.91	$ 62.74	$ 64.62	$ 66.22	$ 67.88	Hourly
	IT Services Supervisor										
	Assistant Court Administrator										
M116	Parks Maintenance Supervisor	$ 120,454	$ 124,048	$ 127,769	$ 131,594	$ 135,546	$ 139,624	$ 143,806	$ 147,398	$ 151,070	Annual
	Prosecutor II	$ 57.91	$ 59.64	$ 61.43	$ 63.27	$ 65.17	$ 67.13	$ 69.13	$ 70.86	$ 72.63	Hourly
	Solid Waste Supervisor										
	Storm/Sewer Supervisor										
	Street Supervisor										
	Water Utility Supervisor										
	Water Quality Supervisor										
	Water Resource Supervisor										
	Safety Manager										
	Emergency Preparedness Manager										
	GIS Manager										
	IT Analyst Supervisor										
M117	Building Official	$ 126,443	$ 130,244	$ 134,143	$ 138,170	$ 142,353	$ 146,584	$ 150,993	$ 154,767	$ 158,642	Annual
	Financial Operations Manager	$ 60.79	$ 62.62	$ 64.50	$ 66.42	$ 68.44	$ 70.47	$ 72.59	$ 74.41	$ 76.26	Hourly
	Financial Planning Manager										
	Planning Manager										
	IT Operations Supervisor										
	HR Supervisor										
	Communications Manager										
	Police Administrative Services Manager										
M118	Senior Project Manager	$ 132,793	$ 136,743	$ 140,848	$ 145,080	$ 149,464	$ 153,926	$ 158,540	$ 162,516	$ 166,572	Annual
	City Traffic Engineer	$ 63.85	$ 65.74	$ 67.71	$ 69.75	$ 71.86	$ 74.01	$ 76.22	$ 78.14	$ 80.08	Hourly
	Legal Services Manager										
M119	Assistant Parks Director	$ 139,420	$ 143,601	$ 147,910	$ 152,345	$ 156,908	$ 161,626	$ 166,468	$ 170,625	$ 174,905	Annual
	Storm and Wastewater Utility Manager	$ 67.03	$ 69.04	$ 71.10	$ 73.23	$ 75.44	$ 77.70	$ 80.03	$ 82.03	$ 84.09	Hourly
	Water Utility Manager										
	Transportation Services Manager										
	Court Administrator										
	Lead Prosecutor										
	Development Engineering Services Manager										
	Capital Engineering Manager										
	Maintenance Services & Solid Waste Manager										
M120	No Position	$ 146,379	$ 150,764	$ 155,277	$ 159,967	$ 164,761	$ 169,707	$ 174,803	$ 179,163	$ 183,648	Annual
		$ 70.37	$ 72.48	$ 74.65	$ 76.90	$ 79.21	$ 81.59	$ 84.04	$ 86.14	$ 88.29	Hourly
M121	No Position	$ 153,721	$ 158,336	$ 163,051	$ 167,947	$ 172,994	$ 178,194	$ 183,549	$ 188,111	$ 192,802	Annual
		$ 73.91	$ 76.13	$ 78.38	$ 80.74	$ 83.17	$ 85.67	$ 88.25	$ 90.43	$ 92.69	Hourly
M122	Deputy City Attorney	$ 161,395	$ 166,213	$ 171,210	$ 176,385	$ 181,662	$ 187,092	$ 192,702	$ 197,544	$ 202,464	Annual
		$ 77.60	$ 79.91	$ 82.31	$ 84.80	$ 87.34	$ 89.95	$ 92.64	$ 94.98	$ 97.35	Hourly
M123	No Position	$ 177,532	$ 182,859	$ 188,342	$ 193,999	$ 199,786	$ 205,803	$ 211,973	$ 217,274	$ 222,706	Annual
		$ 85.35	$ 87.92	$ 90.55	$ 93.27	$ 96.05	$ 98.94	$ 101.92	$ 104.46	$ 107.08	Hourly
M124	Community Development Director	$ 190,184	$ 195,890	$ 201,767	$ 207,820	$ 214,055	$ 220,476	$ 227,090	$ 232,768	$ 238,586	Annual
	Parks Director	$ 91.43	$ 94.17	$ 97.01	$ 99.91	$ 102.91	$ 106.00	$ 109.18	$ 111.91	$ 114.71	Hourly
	IS Director										
	HR Director										
	Assistant Police Chief										
M125	Finance Director	$ 199,695	$ 205,687	$ 211,858	$ 218,213	$ 224,759	$ 231,502	$ 238,447	$ 244,409	$ 250,519	Annual
		$ 96.01	$ 98.89	$ 101.86	$ 104.91	$ 108.06	$ 111.30	$ 114.64	$ 117.50	$ 120.44	Hourly
M126	Police Chief	$ 209,694	$ 215,984	$ 222,464	$ 229,137	$ 236,011	$ 243,091	$ 250,385	$ 256,644	$ 263,061	Annual
	City Attorney	$ 100.82	$ 103.83	$ 106.96	$ 110.16	$ 113.46	$ 116.87	$ 120.38	$ 123.38	$ 126.47	Hourly
	Engineering Services Director										
	Utilities and Maintenance Services Director										
M130	City Administrator	$ 226,634	$ 233,433	$ 240,436	$ 247,649	$ 255,078	$ 262,730	$ 270,613	$ 277,378	$ 284,312	Annual
		$ 108.95	$ 112.23	$ 115.60	$ 119.06	$ 122.63	$ 126.31	$ 130.10	$ 133.35	$ 136.69	Hourly

EXHIBIT C
2026 Compensation Grids

NON REPRESENTED PAY GRID 2026

3% Increase

PAY CODE	TITLE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
N110	Planning Technician	$ 79,256	$ 81,628	$ 84,076	$ 86,598	$ 89,199	$ 91,876	$ 94,629	$ 97,001	$ 99,423	Annual
	Confidential Legal Assistant	$ 38.10	$ 39.24	$ 40.43	$ 41.63	$ 42.89	$ 44.17	$ 45.50	$ 46.64	$ 47.80	Hourly
	Computer Technician										
	Victim/Witness Coordinator										
	Community Support Aide										
N111	Deputy City Clerk	$ 83,999	$ 86,549	$ 89,123	$ 91,800	$ 94,553	$ 97,357	$ 100,314	$ 102,810	$ 105,388	Annual
	Communications/Marketing Specialist	$ 40.39	$ 41.61	$ 42.85	$ 44.14	$ 45.45	$ 46.81	$ 48.22	$ 49.43	$ 50.67	Hourly
	Confidential Admin Specialist										
N112	Code Enforcement Officer	$ 89,886	$ 92,590	$ 95,342	$ 98,197	$ 101,181	$ 104,188	$ 107,325	$ 110,027	$ 112,754	Annual
	Confidential Executive Assistant	$ 43.22	$ 44.52	$ 45.84	$ 47.22	$ 48.64	$ 50.09	$ 51.60	$ 52.90	$ 54.21	Hourly
	Development Services Technician										
	Engineering Coordinator										
	GIS Technician										
	HR Specialist										
	Inspector I - Building										
	Inspector I - Construction										
	Surface Water Specialist										
	Surface Water Inspector										
	Emergency Preparedness Specialist										
	Volunteer & Community Event Coordinator										
	Probation Officer										
N113	Associate Planner	$ 97,968	$ 100,900	$ 103,935	$ 107,044	$ 110,256	$ 113,597	$ 116,987	$ 119,918	$ 122,902	Annual
	I.S. Analyst	$ 47.10	$ 48.50	$ 49.98	$ 51.46	$ 53.01	$ 54.61	$ 56.25	$ 57.65	$ 59.09	Hourly
	Engineering Technician										
	Financial Analyst										
	GIS Analyst										
	Inspector II - Construction										
	Executive Services Coordinator										
	NPDES Coordinator										
	Senior Communications Specialist/PIO										
N114	Crime & Intelligence Analyst	$ 105,183	$ 108,345	$ 111,607	$ 114,920	$ 118,389	$ 121,932	$ 125,629	$ 128,740	$ 131,950	Annual
	Electronic Control Systems Administrator	$ 50.57	$ 52.09	$ 53.65	$ 55.25	$ 56.92	$ 58.62	$ 60.40	$ 61.89	$ 63.44	Hourly
	Inspector III - Electrical										
N115	Assistant Building Official	$ 112,576	$ 115,917	$ 119,408	$ 123,002	$ 126,700	$ 130,498	$ 134,424	$ 137,738	$ 141,178	Annual
	Civil Plan Review	$ 54.13	$ 55.73	$ 57.40	$ 59.13	$ 60.91	$ 62.74	$ 64.62	$ 66.22	$ 67.88	Hourly
	Project Engineer										
	Senior Planner										
	Associate Traffic Engineer										
	City Clerk										
N116	IS System Administrator	$ 120,454	$ 124,048	$ 127,769	$ 131,594	$ 135,546	$ 139,624	$ 143,806	$ 147,398	$ 151,070	Annual
	Risk and Program Manager	$ 57.91	$ 59.64	$ 61.43	$ 63.27	$ 65.17	$ 67.13	$ 69.13	$ 70.86	$ 72.63	Hourly

EXHIBIT C
2026 Compensation Grids

MPMA - COMMANDER PAY GRID 2026

3% Increase

TITLE	Step 1	Step 2	Step 3	Step 4	Step 5	
Police Commander	$ 173,202	$ 180,544	$ 188,219	$ 196,227	$ 204,797	Annual
	$ 83.27	$ 86.80	$ 90.49	$ 94.34	$ 98.46	Hourly

MPOA - (OFFICERS & SERGEANTS)
January 1, 2026 Through December 31, 2026

3% increase

Monthly

PAY CODE	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5
Entry Police	7,302					
Police Officers	8,114	8,423	8,726	9,202	9,732	10,118
Police Corporal		11,028				
Police Sergeant	11,441	11,939				

MPOA - (CUSTODY OFFICER, CORPORAL & COMMUNITY SERVICE OFFICER)
January 1, 2026 - December 31, 2026

Community Service Officer: 3% Increase

Custody Sergeant, Corporal and Officer: 3% Increase + 3% Market Adjustment

Monthly

PAY CODE	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-12 mo	13-24 m	25-36 m	37-48 m	49-60 m	61+ m	73+ m
Community Service Officer	5,926	6,168	6,421	6,684	6,958	7,244	7,525
Custody Sergeant	9,113	9,332					
Custody Corporal	8,137	8,332					
Custody Officer	6,251	6,518	6,747	6,983	7,257	7,562	7,787

EXHIBIT C
2026 Compensation Grids

Teamsters Pay Grid 2026

3.0% Increase

2026 Classifications	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	
Custodian	U20	$54,246	$55,873	$57,549	$59,277	$61,055	$62,887	$64,457	$66,069	Annual
Maintenance Assistant		$26.08	$26.86	$27.67	$28.50	$29.35	$30.23	$30.99	$31.76	Hourly
Customer Service Representative	U25	$65,096	$67,048	$69,059	$71,131	$73,265	$75,464	$77,351	$79,284	Annual
Parks Maintenance Tech I		$31.30	$32.23	$33.20	$34.20	$35.22	$36.28	$37.19	$38.12	Hourly
Streets Maintenance Tech I										
Custodian Lead										
Accounting Tech - AP	U30	$69,001	$71,071	$73,203	$75,399	$77,662	$79,991	$81,991	$84,041	Annual
Accounting Tech - Utility Billing		$33.17	$34.17	$35.19	$36.25	$37.34	$38.46	$39.42	$40.40	Hourly
Permit Technician										
Purchasing/Inventory Specialist										
PW Administrative Assistant										
Storm/Sewer Tech I										
Utility Locator										
Operator in Training										
Judicial Process Specialist	U35	$74,522	$76,758	$79,061	$81,432	$83,875	$86,390	$88,550	$90,764	Annual
Meter Technician		$35.83	$36.90	$38.01	$39.15	$40.32	$41.53	$42.57	$43.64	Hourly
Parks Administrative Associate										
Police Records Tech										
Police Public Disclosure Specialist										
Parks Maintenance Tech II										
Solid Waste Tech II										
Streets Maintenance Tech II										
Storm/Sewer Tech II										
Traffic Maintenance Worker II										
Traffic Control Systems Tech										
Evidence Specialist	U40	$78,993	$81,362	$83,803	$86,318	$88,907	$91,575	$93,864	$96,210	Annual
Parks Administrative Specialist		$37.98	$39.12	$40.29	$41.50	$42.74	$44.03	$45.13	$46.25	Hourly
Planning Administrative Specialist										
PW Administrative Specialist										
Police Administrative Specialist										
Senior Accounting Tech										
Senior Permit Tech										
WWTP Maintenance Tech I										
Parks Maintenance Lead I	U45	$82,942	$85,430	$87,994	$90,633	$93,352	$96,153	$98,557	$101,020	Annual
Police Records Tech Lead		$39.88	$41.07	$42.30	$43.57	$44.88	$46.23	$47.38	$48.57	Hourly
Streets Maintenance Lead I										
Storm/Sewer Lead I										
Water Operations Tech II										
Construction Tech II										
Water Quality Specialist										
WWTP Maintenance Tech II										
WWTP Operator I										
Facilities Maintenance Journeyman	U50	$88,748	$91,410	$94,153	$96,978	$99,886	$102,884	$105,456	$108,091	Annual
Industrial Waste/Pretreatment Technician		$42.67	$43.95	$45.27	$46.62	$48.02	$49.46	$50.70	$51.97	Hourly
Mechanic										
Streets Maintenance Tech Lead II										
Storm/Sewer Tech Lead II										
Solid Waste Lead II										
Parks Maintenance Lead II										
Construction Lead I										
Water Operator										
WWTP Operator II										
WWTP Maintenance Lead I										
Cross Connection Control Specialist										
Mechanic Lead II	U55	$94,961	$97,809	$100,744	$103,766	$106,879	$110,084	$112,838	$115,658	Annual
Senior Traffic Control Systems Tech		$45.65	$47.02	$48.43	$49.89	$51.38	$52.93	$54.25	$55.60	Hourly
Construction Lead II										
Water Operations Lead II										
Water Quality Lead										
Utility Electrician										
WWTP Operator III										
Senior Utility Electrician	U60	$101,607	$104,655	$107,796	$111,030	$114,361	$117,791	$120,737	$123,755	Annual
WWTP Maintenance Lead II		$48.85	$50.32	$51.82	$53.38	$54.98	$56.63	$58.05	$59.50	Hourly
WWTP Operations Lead										

EXHIBIT C
2026 Compensation Grids

Teamsters Seasonals 1/1/26 - 12/31/27

		At Hire	Year 2	Year 3
Grade/ Rank	**Title**	**Step 1**	**Step 2**	**Step 3**
T31A	Teamsters: Seasonal Laborer – Utilities, Maintenance, Streets and Signals	$21.00	$22.00	$23.00

2026 Parks Seasonal Pay Grid due to minimum wage increase ($17.13/hour effective 1/1/26)

Grade/ Rank	Title	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
T32A	Recreation Assistant I	$17.13	$17.63	$18.13	$18.63				
T32B	Athletic Assistant I	$17.13	$17.63	$18.13	$18.63				
T33	Recreation Assistant II	$17.13	$17.63	$18.13	$18.63	$19.63	$20.63	$21.63	$22.63
T33B	A.A. Soccer Ref	$18.63	$19.13	$19.63	$20.13	$21.13	$22.13	$23.13	$24.13