

Welcome to tonight's City Council meeting!

The elected officials of the City of Bonners Ferry appreciate an involved constituency. Testimony from the public is encouraged for items listed under the Public Hearing portion of the agenda. Any individual may address the council on any issue, whether on the agenda or not, during the Public Comments period. Individuals addressing the Mayor and Council during Public Comment should refrain from using that time to address the performance of or to make complaints about a specific employee. Public participation during the business portion of the meeting will generally not be allowed, with the discretion left to the Mayor and Council. Special accommodation to see, hear, or participate in the public meeting should be made at City Hall within two days of the public meeting.

Vision Statement

Bonnors Ferry, "The Friendliest City", strives to achieve balanced growth, builds on community strengths, respects natural resources, promotes excellence in Government, and values quality of life. We are a city that welcomes all people.

AGENDA CITY COUNCIL MEETING Bonnors Ferry City Hall 7232 Main St 267-3105 January 20, 2026 6:00 pm

Join video Zoom meeting: <https://us02web.zoom.us/j/176727634>

Meeting ID: 176727634

Join by phone: 253-215-8782

PLEDGE OF ALLEGIANCE

PUBLIC COMMENTS

Each speaker will be allowed a maximum of three minutes, unless repeat testimony is requested by the Mayor/Council.

REPORTS

Police/Fire/City Engineer-Administrator/Urban Renewal District/SPOT/Golf/EDC

CONSENT AGENDA – {action item}

1. Call to Order/Roll Call
2. Approval of Bills and Payroll

NEW BUSINESS

3. **POLICE- (action item)** [attachment]- Consider Approval Shift Differential of \$.75 per hour for officers working the Graveyard shift from 6:00pm to 6:00am effective February 1, 2026.

ADJOURNMENT

Those who wish to address City Council during the council meetings are encouraged to adhere to the guidelines below.

Public Comment Guidelines:

Speakers are encouraged to:

- State their name and city of residence.
- Focus comments on matters within the purview of the City Council.
- Limit comments to three (3) minutes or less.
- Those who wish to speak should sign up on the sheet provided by the Clerk.
- Practice civility and courtesy.
- City leaders have the right and the responsibility to maintain order and decorum during the meeting.
- Time may be curtailed for those speakers whose comments are disruptive in nature.
- Refrain from comments on issues involving matters currently pending before the City's Planning and Zoning Commission or other matters that require legal due process, including public hearings, City enforcement actions, and pending City personnel disciplinary matters.
- Comments that pertain to activities or performance of individual City employees should be shared directly with the employee's supervisor or with the Mayor and should not be the subject of public comment.

This notice can be provided in a format accessible to persons with disabilities and/ or persons with limited English proficiency upon request.



MEMO

CITY OF BONNERS FERRY
OFFICE OF THE POLICE CHIEF

TO: Mayor and City Council
FROM: Willie Cowell, Police Chief
DATE: January 16, 2026
RE: Graveyard Shift Differential

With the 24/7 patrol coverage effective 12-01-2025; I would like to provide shift differential to my Officers covering the graveyard shifts amounting to \$.75 an hour.

This \$.75 increase will be provided to all officers while working a graveyard shift from 1800 to 0600 hours. The "Graveyard" line-item will go into the timecard software. In the event an officer is covering a graveyard shift for someone else to take time off, overtime pay will not be calculated with the \$.75 differential. The \$.75 differential is merely an added benefit to working a regular overnight shift from 1800 hours to 0600 hours. Overtime rates will not be affected, nor will overtime pay be given with the added differential.

There is a total of 4,380 hours of graveyard shifts throughout the year. At \$.75 an hour for shift differential, impact to the Police Department budget for a single calendar year including benefits would be approximately \$4,096.06.

Impact for fiscal year 2026 would be considerably less, due to the fact differential pay shift would start approximately 30 days into the second fiscal year 2026 quarter. If the shift differential proposal is approved and the Police Department could implement the program on, or about February 1st, 2026, there would be 242 days left in this fiscal year which is less than 75% of the fiscal year. Therefore, the proposed increase would be less than \$3,072.05 for this fiscal year.

Upon careful review of the 2025/2026 budget, I have located some surplus funding within our budget that can be transferred to offset this differential pay for this fiscal year. After the first quarter financial impact, we have spent 24 percent of our annually allotted funding.

Traditionally, the first quarter of most fiscal years has the most impact on

a department's budget due to the annual required bills and payments being made for services and insurance. In reviewing the remainder of the Police Department budget for fiscal year 2026, we have surpluses in the following line items that may be able to meet or offset the financial shift differential requirements being requested:

- Ammunition: We set aside funding based off sending a new hire to the academy. Since our new hire is attending POST at North Idaho College, the ammunition is covered in.
- Our Training/Travel: We increased the amount of funding in this area of our budget to offset the cost of several training seminars that our School Resource Officers were planning to attend. Most of the funding for these seminars has now been covered by grant funds and the School District has monies that they have elected to provide to offset the costs of the training opportunities.

Shift differentials are a positive incentive and would promote higher morale, willingness to work graveyard schedules, and will play a huge role in Officer retention. Boundary County offers graveyard incentive pay to make a graveyard shift more attractive to their employees. The differential pay will assist in showing our Officers that the City of Bonners Ferry understands the sacrifices that they routinely make for our community to have 24-hour Police/Emergency coverage.

I want to formally thank you all for your understanding, thoughts, and guidance as we attempt to continue to make the Bonners Ferry Police Department the best Law Enforcement Agency to work for in the State of Idaho.

Thank you,



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Chief Of Police

Bonnors Ferry Police Department