

CITY OF LYNDEN



POLICE DEPARTMENT

Jeremy Bos, Police Chief
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Gail,

This document serves as a formal modification request to our original HB2015 Grant submission, per our discussion on April 28, 2026.

ENTRY-LEVEL OFFICERS

Regarding the request for two (2) new entry-level officer positions, we are requesting two (2) years of salary and benefit funding at 75%, instead of the originally proposed one (1) year. We are also requesting reimbursement for BLEA cost-share, uniform allowances, ballistic vests, academy uniforms, and patrol equipment.

Salary & Benefits:

- Year 1: $\$151,059.33 \times 75\% = \$113,294.50 \times 2 \text{ officers} = \$226,589.00$
- Year 2: $\$155,210.93 \times 75\% = \$116,408.20 \times 2 \text{ officers} = \$232,816.40$

Subtotal (Salary & Benefits – 2 Years x 2 officers): \$459,405.40

Additional Costs:

- (2) BLEA Cost-Share: \$14,790

Equipment:

- (2) Kenwood Portable Radios: \$2,200
- (2) Glock 47 Handguns w/ Optic: \$1,600
- (2) Ballistic Vests: \$3,200
- (4) Uniform Allowances (annual): \$6,000
- (2) Academy Uniforms/Supplies: \$1,200

Subtotal (Equipment & Training): \$28,990

Total Request – Officers and Equipment: \$488,395.40

PATROL VEHICLES

Our agency provides take-home vehicles to each officer per contract. The addition of two officers requires two additional patrol vehicles. We are requesting funding for two new patrol vehicles and associated equipment.

- (2) 2026 Ford Explorer Utility Patrol Vehicles (Police Package): \$153,755
- (2) Vehicle Graphics Packages: \$1,350

Equipment:

- (2) Dell Laptop MDTs with MiFi and Vehicle Mounts: \$11,000
- (2) Kenwood Mobile Radios: \$1,840
- (2) Bee III Radars: \$5,700
- (2) FN SPR Patrol Rifles w/ Aimpoint Optics: \$5,200
- (2) Mossberg Less-Lethal Shotguns: \$1,600
- (2) Intoximeter Preliminary Breath Testers: \$1,200

Total Request – Vehicles and Equipment: \$181,645

RETENTION BONUS FOR OFFICERS

Staffing shortages have created ongoing scheduling challenges and increased reliance on overtime. Retaining experienced officers is especially critical during this period, as they provide invaluable institutional knowledge, leadership, and mentorship to a workforce that currently includes many newer, less-experienced officers. These seasoned professionals maintain strong community relationships and play a key role in ensuring continuity, stability, and high-quality service delivery.

At the same time, retention efforts must also focus on newer officers. As a small department with limited specialty assignments and few promotional opportunities, we face an increased risk of losing early-career officers to larger or out-of-state agencies offering greater advancement potential. Retaining these officers is essential to maintaining staffing levels and protecting the department's investment in recruitment and training.

To address these challenges, the department proposes implementing a retention bonus program. The proposed bonus is \$10,000 per currently employed officer, distributed in two installments: \$5,000 at the end of calendar year 2026 and \$5,000 at the end of calendar year 2027.

The department currently budgets for 19 officers and anticipates adding two (2) additional positions through this grant, for a total of 21 officers.

The goal of this initiative is to reduce attrition due to retirement or lateral transfers, preserve institutional knowledge, and strengthen recruitment by minimizing vacancies. The department's objective is to retain 100% of sworn personnel (21 officers) through the end of 2027.

Total Request – Retention Bonuses: \$210,000

TRAINING COST REIMBURSEMENT

We are maintaining our original request and justification for reimbursement funds to support mandatory training requirements.

Total Request – Training Reimbursement: \$30,000

GRAND TOTAL REQUEST

- Officers & Equipment: \$488,395.40
- Vehicles & Equipment: \$181,645.00
- Retention Bonuses: \$210,000.00
- Training Reimbursement: \$30,000.00

Total Grant Request: \$910,040.40

Please let me know if you need any additional information or clarification.

Respectfully,
Jeremy Bos
Chief of Police
Lynden Police Department