

From: [Chartier, Jeff](#)
To: [Council](#)
Subject: proposed contract (Billings Police Officers)
Date: Monday, January 12, 2026 3:15:54 PM
Attachments: [Letter To Council-Police Union \(01-12-26\).pdf](#)

All members of City Council,

Please review the attached document before tonight's business meeting.

*Jeff Chartier – President
MFPE Local 7769*



Billings Police Officers

Local 7769

Billings, Montana



MEMORANDUM

Date: January 12th, 2026

To: Mayor and City Council

From: President – Billings Police Officers labor union

(on behalf of the elected board and union membership)

This evening, you will be presented with an opportunity to vote and thereby approve a contract/collective bargaining agreement. This contract is specific to the line workers, the Police Officers and Detectives, of the Billings Police Department.

It is important for you to know that the journey to obtain this contract proposal was arduous, and it is important for you to be aware of the basic highlights. This contract will provide a basic cost of living adjustment to the existing pay scale. The existing pay scale was not overhauled, and other benefits were not increased. It is the position of this union body that we are merely holding the line and declining to surrender more benefits, which has repeatedly occurred in previous contract negotiations. This union body could have continued in a battle to obtain significant, legitimate contractual improvements. However, the body chose to accept the 3rd contract proposal in solidarity and move forward.

Speaking for the men and women of this body, I will communicate the message clearly to you:

Voting to approve this contract and move forward is the least that can be done. In the City of Billings, there is always a financial roadblock when it comes to improving the base wages of the Police Officers and Detectives. The culture of inadequate funding on this matter is not new. It occurs over, and over, and over.

In conclusion, we are asking that you approve this contract proposal and remember that our union members are literally the Thin Blue Line that stands between the good citizens and the wolves.

A handwritten signature in blue ink, appearing to read "J. Chartier" followed by the number "1238", is written over a horizontal line.

Detective Chartier – President

Billings Police Officers (Local 7769)

Montana Federation of Public Employees

From: [n o](#)
To: [Council](#)
Subject: [EXTERNAL] Fwd: Wake up Billings
Date: Monday, January 12, 2026 2:43:13 PM



----- Forwarded message -----
From: n o <whatdoesintegritymean2u@gmail.com>
Date: Sun, Mar 23, 2025, 9:12 PM
Subject: Wake up Billings
To: <council@billingsmt.gov>

When will the complacency end?? When will residents realize that "leadership" does not equate with "integrity," "accountability," or "transparency?" Are residents really second class citizens to "elected" and/or "appointed" individuals?? Look around. Pay attention. Who decided that the mayor or council members, police chief, city administrator or other administration have the right to ignore, dismiss, disregard, defame, disrespect residents that they are in positions to "SERVE," not "CONTROL" as with dominion over???? Isn't it interesting what residents get immediate responses to their concerns but others get the mayor's snide comments or the "behind closed doors" group decision to ignore and not respond at all to legitimate issues. Is that indicative of indifference, negligence, bias, denial of constitutional rights or just a plain unjustified sense of superiority??? Or all of the above???

Recently, a news segment regarding a citizen protesting resulted in comments about the behavior/attitude of BPD. A council person asked for more info. from Chief St. John. Yet, more than a week has passed and there has been NO public response from St. John. Is it private? Do residents not have a right to know what has transpired? Is this just one more example of how things "REALLY" operate in the MAGIC" city? The "magic" is how meaningful, important matters disappear to maintain the status quo for the so-called "leadership."

How many times does St. John get a pass?

I guess that is a rhetorical question because I know the answer ---- until he retires. He, and Kukulski, seriously need to be held to account for integrity failures. But don't expect the mayor or council to do it. That requires courage and conscience. Keep professing that "public safety" is your number one priority while continuing to protect certain perpetrators. There is no excuse for accepting anything less than 100% integrity from law enforcement.

Why is there NO legitimate process for residents to file ethics complaints? Billings, as a way to control residents, adopted the state ethics policy. There are several problems with that. First, ethics encompass much more than financial advantages. Second, the process supposedly starts with the county attorney. There is NO information on a city or county website. If one inquires to the county, they are told "call the city." How convenient for Billings. Not to mention, pathetic. How far will they go to control residents?

In the past few days, there were town hall meetings inviting state and congressional representatives who refused to participate. Where in the world does anyone think they developed their arrogant attitudes?? They begin in small municipalities like Billings where

they go unquestioned, unchecked, with no requirement to be accountable to those they "SERVE." This IS NOT a political issue. This is a human being, human rights, human decency issue. Why is this acceptable to anyone? To be complacent is to be complicit!

From: [n.o](#)
To: [Council](#)
Subject: [EXTERNAL] ICE in Billings, Montana or anywhere ----
Date: Monday, January 12, 2026 2:40:47 PM



Mayor, council:

Re: comments opposing ICE -----

It is a good thing to see Billings residents speak out & stand up against ICE in Billings. But it is also detrimental and doing a disservice to others in Billings to use reasoning that indicates an uninformed view of BPD. And those who will be offended by this statement are the same ones who have been complacent & complicit about BPD as long as they are not personally affected by BPD's lack of integrity, accountability & transparency.

From: [Christina George](#)
To: [Council](#)
Subject: [EXTERNAL] You're Invited: A Celebration of Dude Ranches and the American West
Date: Monday, January 12, 2026 1:43:18 PM



Good afternoon,

We are pleased to invite you to the World Premiere of *Call of the West*, a new Wyoming PBS documentary exploring the past, present, and future of the American dude ranch.

The screening will take place on Tuesday, Jan. 27, at 7 p.m. in the Billings Livestock Horse Sales Ballroom (third floor) at the DoubleTree by Hilton, 27 N. 27th St. Doors open at 6:30 p.m.

The event is free and open to the public.

The premiere is being held in Billings in conjunction with the Dude Ranchers' Association Centennial Convention, bringing together ranchers and industry leaders from across the West for this milestone celebration.

Produced by Wyoming PBS, the hour-long film highlights working dude ranches across the West, including Montana's Flathead Lake Lodge and Nine Quarter Circle Ranch, and examines how these iconic operations balance tradition with modern realities. Following the screening, director Mat Hames will moderate a panel discussion.

We hope you'll join us for this special evening celebrating a tradition deeply woven into the heritage and economy of the American West. Your presence would be most welcome.

Please don't hesitate to reach out if you have any questions. We hope to see you there!

Sincerely,
Christina

Christina George
Director of Marketing, Outreach, and Communications
Wyoming PBS
(307) 855-2372
<https://www.wyomingpbs.org/>

From: [Bohlman, Denise](#)
To: [Council](#)
Subject: Bohlman, Denise shared the folder "2026 Swearing In Ceremony - Mayor and Councilmembers" with you
Date: Monday, January 12, 2026 11:34:24 AM
Attachments: [4972a78e-b8b0-48c5-b03f-a13c9883f099](#)
[de1c6a1c-4a4a-45b4-8a9a-18fcc7559bdb](#)
[b98bd272-45af-4b0a-bf81-671358e88c3a](#)

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Bohlman, Denise shared a folder with
you

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Please try to access this link to view the photos taken during the swearing in ceremony on January 5th. Keeping my fingers crossed that this works. Thanks!



2026 Swearing In Ceremony - Mayor and Councilmembers



This link only works for the direct recipients of this message.

[Open](#)

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From: [Pride Planning Committee](#)
To: [Pride Planning Committee](#)
Subject: [EXTERNAL] FOR IMMEDIATE RELEASE: 2026 Pride Launch Event & Logo Reveal
Date: Monday, January 12, 2026 1:39:49 PM
Attachments: [2026 Pride Launch Media Release.pdf](#)



Hello friends and community partners,

I'm reaching out on behalf of 406 Pride to share some exciting news and to invite you into what we hope will be a powerful year of visibility, connection, and community care.

We're thrilled to announce the **Save the Date for Billings Pride 2026**, which will take place on **Saturday, June 20, 2026**. Pride 2026 will be supported by a series of monthly events leading up to June, creating ongoing opportunities for community engagement, education, and celebration throughout the year.

We're also kicking things off with a **Logo Launch & Reveal Event** on:

Saturday, January 17 at 1:00 p.m.

This House of Books
116 N. 29th St., Suite B

This gathering marks the beginning of our Pride 2026 season and is an opportunity to come together, share what's ahead, and affirm our collective commitment to a Billings that is welcoming, inclusive, and rooted in respect.

At a time when LGBTQ+ communities across the country continue to face threats, misinformation, and violence, Pride is not just a celebration—it's a public statement. It says that Billings stands for safety, dignity, and belonging. It says that hate and exclusion do not define who we are.

That's why we're inviting you—media partners, community leaders, nonprofit colleagues, and allies—to help us share this message. We hope you'll consider:

- Covering and amplifying our upcoming events
- Attending the logo launch and future Pride programming
- Helping share the message that Billings is a community that welcomes all

Your voice and presence matter. Together, we can show that Pride is about more than one day or event; it's about building a culture of care and connection that lasts all year.

We'll continue sharing details about monthly events, opportunities to engage, and ways to support Pride 2026 in the months ahead. In the meantime, we'd love to see you on January 17 and to have you alongside us as we plan for the best Pride yet.

Thank you for all you do to strengthen our community. Please respond to this email with questions or to schedule any interviews.

Gratefully,
Nathan Sonnenschein
Board & Pride Committee Member
406 Pride

image.png



www.406pride.org
pride@406pride.org



FOR IMMEDIATE RELEASE

Date: Monday, January 12, 2026

Contact:

406 Pride

Email: pride@406pride.org

Website: www.406pride.org

406 Pride Announces Date for Billings Pride 2026 and Logo Launch Event

BILLINGS, MT — 406 Pride is excited to announce the official date for Billings Pride 2026, with the main Pride celebration scheduled for Saturday, June 20, 2026, in Billings with other daily events leading up to the main event all week long.

To kick off the Pride 2026 season, 406 Pride will host a Logo Launch Event on Saturday, January 17 at 1:00 p.m. at This House of Books, located at 116 N. 29th Street, Suite B, in downtown Billings. The event is open to the public and invites community members to gather, celebrate, and get an early look at the official Pride 2026 logo.

“Pride is about visibility, belonging, and showing up for one another,” said Marcus Frye, President of 406 Pride. “Our logo launch is more than a reveal, it’s an invitation to the community to be part of building a Pride season that reflects who we are and where we’re going together.”

Billings Pride 2026 will once again be organized by 406 Pride, Eastern Montana’s only LGBTQ+ resource center. The organization provides critical mental health support, advocacy, and a safe, affirming space for LGBTQ+ individuals and families across the region.

“Billings Pride is not just one day in June,” Frye added. “We are planning monthly community events leading up to June 20, and each one is an opportunity to connect, learn, and celebrate together. Pride thrives because of community support.”

406 Pride is also inviting businesses, organizations, and individuals to get involved through sponsorships, volunteering, parade participation, and festival booths. Sponsorships support year-round programming, safety initiatives, and the continued operation of the 406 Pride Resource Center.

More details about Pride 2026 events and opportunities will be announced in the coming months.

For more information about the logo launch event, Billings Pride 2026, or how to get involved, visit www.406pride.org or contact pride@406pride.org.

From: [Koenig, Kate](#)
To: [Council](#)
Subject: [EXTERNAL] Final Countdown for the 2026 Civics Bee—there is still time for students to apply!
Date: Monday, January 12, 2026 1:44:08 PM
Attachments: [2026 Civics Bee Flyer \(3\).pdf](#)



Good afternoon,

The **February 3, 2026**, application deadline for the Montana Civics Bee is less than a month away, but 6th, 7th, and 8th graders still have time to pitch a solution to a community problem in an essay for a chance to win cash prizes!

The Mansfield Center at the University of Montana is partnering with the National Chamber of Commerce Foundation to host the **2026 Montana Civics Bee** to boost civic education among young Americans. We would love to see students from your area apply for this fantastic opportunity!

Here is an overview of the event timeline:

- 6th, 7th, and 8th grade students must submit a 750-word (max) essay proposing their ideas for improving their community by **February 3rd, 2026**.
- Top-scoring essays will be invited to participate in a regional bee near them in spring 2026 for the chance to win cash prizes.
- Regional Civics Bees will take place in Kalispell, Helena, and Miles City
- Finalists from each regional bee will be invited to compete in the Montana State Civics Bee in Helena in June of 2026 for the chance to win cash prizes at the state level.
- The winner of the State Bee will be sent on an all-expenses paid trip to Washington, DC to compete in the National Civics Bee in fall 2025 for the chance to win **\$100,000 towards college**.
- Additionally, the school that produces the winner of Montana will receive a **\$5,000 donation!**

To apply, students should visit the [National Civics Bee webpage](#) and create an account to access the application portal. (*There is also a mail-in option.*)

This is a fantastic opportunity to practice essay writing and applying civic knowledge to real world problems. For additional resources to prepare help students' essays and round out their civic knowledge, visit our [resource platform](#).

See the attached flyer for more details.

I would appreciate if you would share this information with any local government

contacts/connections you have in Billings to spread the word to middle schoolers in the area!

Best,
Kate Koenig

KATE KOENIG
Democracy Program Manager

Maureen and Mike Mansfield Center
University of Montana | 32 Campus Drive
kate.koenig@mso.umt.edu

University of Montana



6th, 7th, AND 8th GRADERS: How can you make a difference in your community?

Start with an essay to the
2026 National Civics Bee®
at nationalcivicsbee.org

How It Works

If selected, you will be invited to participate in a live competition near you. Finalists at regional competitions advance to the Montana State Bee, and finalist of the State Bee advances to the National Championship in Washington, D.C.!

Prizes include cash awards, trophies, recognition, and a \$100,000 contribution to a 529 plan for the National Champion.

In 2026, if you win your state competition, your school could receive a \$5,000 donation.

Students who participate in the National Civics Bee strengthen their civics, writing, and public speaking skills, and form friendships with other young leaders along the way.



Daisy Doolittle
2025 Montana State
Civics Bee Champion



Write an essay proposing your ideas
for improving your community.

- Use the 2026 Essay Application Guide to find this year's official prompt, judging rubric, writing tips, and submission instructions.
- Read the Contest Rules. Public, private, charter, and homeschool students in grades 6–8 who reside in Montana are eligible.



Submit your essay by **February 3, 2026**.

- You'll need permission from a parent or guardian to apply.
- Create an account for the online application portal: <https://my.reviewr.com/NationalCivicsBee/site/NationalCivicsBee2026>
- Submit your essay application by 11:59 p.m. on Tuesday, February 3, 2026 (Hawaii Standard Time).



What if you're chosen to advance?

You'll be invited to compete at a regional bee near you. The winners of the regional bees advance to the state bee, and the winner from each state competition receives a paid trip to Washington, D.C., to compete in the National Championship in Fall 2026.



To help prepare, finalists receive a special study guide and complimentary access to Khanmigo®, Khan Academy's AI-powered online tutor.

PRIZES

REGIONAL BEES

1st Place	\$500
2nd Place	\$250
3rd Place	\$125

STATE FINALS

1st Place	\$1,000
Plus a potential \$5,000* donation to your school!	
2nd Place	\$500
3rd Place	\$250

NATIONAL CHAMPIONSHIP

1st Place	\$100,000 529 plan contribution
2nd Place	\$25,000
3rd Place	\$15,000

Essay Prompt

Students must submit a **4-paragraph essay** in response to the following prompt:

PARAGRAPH

1

IDENTIFY a specific opportunity, problem, or challenge in your community. What is something in your school, neighborhood, or town that could be improved? This could be anything, from making your school more welcoming, improving local parks, supporting small businesses, or helping neighbors in need.

100–150 words

PARAGRAPH

2

DESCRIBE the steps you would take to make this change. What will you do to make a positive impact, and why does it matter? Think about realistic actions—something you or a small group could actually do.

150–200 words

PARAGRAPH

3

FIND support to help you bring your idea to life. Who could help you, and how would they contribute? Think about student groups, teachers, local businesses, community organizations, city leaders, or others.

100–150 words

PARAGRAPH

4

CONNECT your idea to the values that shaped our country. How does your idea reflect the Founding Principles and Civic Virtues of our country? Use examples from the Founding Principles and Civic Virtues to show how your idea reflects the responsibilities of citizenship.

150–250 words



About the Bee

The National Civics Bee® is an annual nonpartisan civics competition for middle schoolers that increases civics knowledge, skills, and disposition among young Americans, their families, and communities. The competition is organized by The Civic Trust® of the U.S. Chamber of Commerce Foundation, in partnership with local and state chambers of commerce across the country.

The Montana Regional and State Civics Bees are organized by the Maureen and Mike Mansfield Center in partnership with the Kalispell, Helena, and Miles City Chambers of Commerce and the Montana 250 Commission.

Have questions? Contact Kate Koenig at kate.koenig@mso.umt.edu

For essay questions, contact civictrust@uschamber.com

From: [Bohlman, Denise](#)
To: [Council](#)
Subject: Remember to look for Zoom Webinar Invites in your email today
Date: Monday, January 12, 2026 9:22:02 AM

Good morning, Mayor and Council,

Just a reminder that Mondays before Noon, you will receive in your City email, an invite from Zoom (not from me or Toni) with a link to join that evening's meeting, if you are unable to attend in person due to illness or proximity.

If you have any questions or concerns, please let me know.

Thank you!



Denise R. Bohlman
City Clerk, CMC
bohlmand@billingsmt.gov

billingsmt.gov

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