



# MEMORANDUM

**To:** Mayor and Members of the City Council

**From:** Reginald Goodson, City Manager  
Eddie Graham, Chief of Police

**Date:** April 8, 2026

**Subj:** Consideration – “Unfreezing” Five (5) Positions

- *This item appeared before the Finance Committee during the March 23, 2026 Work Session, at which time it was unanimously approved to move forward for full Council consideration.*

## **BACKGROUND:**

Through various restructuring and incentive programs aimed at bolstering the ECPD, numerous positions at various levels were frozen between 2020 and 2025. As of 2025, the final count of frozen positions totaled 15, with the final seven (7) frozen at the request of then-Interim Chief Avens in order to address recruitment and retention.

## **ANALYSIS:**

Under the leadership of Chief Graham, the ECPD has strengthened and found itself ready to welcome new officers. In the FY 2026-2027 budget, we intend to allocate resources for additional officers, but cannot do so without action by the Council to unfreeze some of the frozen position. Staff is requesting to unfreeze five (5) positions to utilize in the coming budget year, as follows:

- Two (2) Detectives
- Three (3) Police Officer I

The breakdown of salaries and benefits are included in the attached document.

## **STAFF RECOMMENDATION:**

By motion, authorize unfreezing five (5) positions (two detectives and three PO-1s) for FY 2026-2027.



April Onley <aonley@elizabethcitync.gov>

**PO Frozen Positions**

Monica Cole <mcole@elizabethcitync.gov>  
To: April Onley <aonley@elizabethcitync.gov>

Wed, Mar 18, 2026 at 2:41 PM

POLICE	10-5100-0200	DETECTIVE	70,000.00	500.00	70,500.00	\$ 5,393.25	10,515.00	15,580.50	101,988.75	Request to unfreeze position
POLICE	10-5100-0200	DETECTIVE	67,500.00	500.00	68,000.00	\$ 5,202.00	10,515.00	15,028.00	98,745.00	Request to unfreeze position
POLICE	10-5100-0200	POLICE OFFICER I	55,000.00	500.00	55,500.00	\$ 4,245.75	10,515.00	12,265.50	82,526.25	Request to unfreeze position
POLICE	10-5100-0200	POLICE OFFICER I	55,000.00	500.00	55,500.00	\$ 4,245.75	10,515.00	12,265.50	82,526.25	Request to unfreeze position
POLICE	10-5100-0200	POLICE OFFICER I	55,000.00	500.00	55,500.00	\$ 4,245.75	10,515.00	12,265.50	82,526.25	Request to unfreeze position
									448,312.50	

**Monica S. Cole**  
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