



# MEMORANDUM

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

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

**Date:** March 18, 2026

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

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***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.