

TOWNSHIP OF LOWER MERION

POLICE COMMITTEE

**WEDNESDAY, OCTOBER 22,
2025
7:10 PM (Approximately)**

Chairperson: Shawn Kraemer

Vice Chairperson: V. Scott Zelov, Anthony Stevenson, Joshua Grimes

AGENDA

- 1. AUTHORIZATION TO ISSUE CONDITIONAL OFFERS OF EMPLOYMENT FOR OPEN POLICE POSITIONS**



Township of Lower Merion
A FIRST CLASS TOWNSHIP

AGENDA ITEM INFORMATION

COMMITTEE: Police

ITEM: AUTHORIZATION TO ISSUE CONDITIONAL OFFERS OF EMPLOYMENT FOR OPEN POLICE POSITIONS

Consider for recommendation to the Board of Commissioners authorizing the Township Manager to make conditional offers of employment to four probationary police candidates who have fulfilled the Civil Service requirements for eligibility.

ATTACHMENT(S):

[Issue Briefing - Offers of Employment 2025.10.17.docx](#)

TOWNSHIP OF LOWER MERION

Police Committee

Issue Briefing

Topic: Conditional Offers of Employment – Open Police Positions

Prepared By: Andrew J. Block, Superintendent of Police

Date: October 17, 2025

- I. Action to Be Considered by the Board:** Authorize the Township Manager to make conditional offers of employment to four probationary police candidates who have fulfilled the Civil Service requirements for eligibility to begin filling vacant budgeted sworn police officer positions.
- II. Why This Issue Requires Board Consideration:** Filling vacant positions in the Police Department requires the approval of the Board of Commissioners.
- III. Current Policy or Practice (If Applicable):** This request is consistent with past practice and Civil Service Regulations.
- IV. Other Relevant Background Information:** The 2025 budgeted authorized complement of sworn officers for the Police Department is 136. We currently have 118 active officers. This leaves the Department with 18 open positions before the next academy class, which starts on Monday, January 5, 2026. In addition to the vacancies noted above, we currently have 12 officers eligible to retire as of today. We also have three candidates with conditional offers pending, and anticipate hiring all three prior to the start of the next academy class.

This action will fill four current vacancies from the existing certified list of police officer candidates, which the Civil Service Commission approved on July 29, 2025. These four potential candidates have been subject to thorough background investigations.

If approved, the potential candidates will complete a medical physical, a psychological examination, and other related tasks. One who needs Act 120 certification will attend the police academy. Three candidates, who are already Act 120 certified, will begin in-house training, followed by the Field Training Officer Program.

- V. Impact on Township Finances:** These requested positions are included in the 2025 adopted budget and the 2026 proposed budget.
- VI. Staff Recommendation:** The recommendation is to authorize the Township Manager to make conditional offers of employment to up to four probationary police candidates.