

TOWNSHIP OF LOWER MERION

POLICE COMMITTEE

**WEDNESDAY, NOVEMBER 19, 2025
7:20 PM (Approximately)**

Chairperson: Shawn Kraemer

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

AGENDA

AGENDA REVISED - 11-17-2025

1. **AUTHORIZATION OF POLICE PROMOTIONS**
2. **REVISED - AUTHORIZATION TO ISSUE A CONDITIONAL OFFER OF EMPLOYMENT FOR OPEN POLICE POSITIONS**
3. **REVISED - AUTHORIZATION TO CONDUCT COMPETITIVE EXAMINATIONS FOR THE POSITION OF PROBATIONARY POLICE OFFICER**



Township of Lower Merion
A FIRST CLASS TOWNSHIP

AGENDA ITEM INFORMATION

COMMITTEE: Police

ITEM: **AUTHORIZATION OF POLICE PROMOTIONS**

Consider for recommendation to the Board of Commissioners authorizing the promotion of one Sergeant from the list of candidates certified by the Civil Service Commission as recommended by the Superintendent of Police.

PUBLIC COMMENT



Township of Lower Merion
A FIRST CLASS TOWNSHIP

AGENDA ITEM INFORMATION

COMMITTEE: Police

ITEM: **REVISED - AUTHORIZATION TO ISSUE A CONDITIONAL OFFER 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 five probationary police candidates who have fulfilled the Civil Service requirements for eligibility.

PUBLIC COMMENT

ATTACHMENT(S):

[REVISED Issue Briefing - Offers of Employment 2025.11.17.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: November 17, 2025

- I. Action to Be Considered by the Board:** Authorize the Township Manager to make conditional offers of employment to five 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 119 active officers. This leaves the Department with 17 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 3 candidates with conditional offers pending and anticipate hiring all 3 prior to the start of the next academy class.

This action will fill five current vacancies from the existing certified list of police officer candidates, which the Civil Service Commission approved on July 29, 2025. These five 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. Four who need Act 120 certification will attend the police academy. One candidate, who is already Act 120 certified, will begin in-house training, followed by the Field Training Officer Program.

To summarize our hiring efforts for 2025:

- In September, we extended four conditional offers of employment to eligible candidates. Two of those have been hired and are enrolled in the police academy, one candidate will be hired in January 2026 and attend the police academy, and one candidate withdrew from our process and was hired by a different agency.

- In October, four more conditional offers were extended to eligible candidates. One candidate was hired, one candidate will be hired in January 2026 and attend the police academy, one candidate is still completing the conditional offer requirements and is tentatively slated to be hired in January, and one candidate withdrew from our process and was hired by a different agency.
- Should the Board approve the requests for November, four candidates will be hired in January 2026 and attend the police academy, and one candidate who already has Act 120 certification will be hired upon successful completion of the terms of the conditional offer.
- With the Board of Commissioners' approval for the five conditional offers on November 19, 2025, our compliment of officers will be 127. As of today, there are eight candidates remaining on the current hiring list.

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 five probationary police candidates.



Township of Lower Merion
A FIRST CLASS TOWNSHIP

AGENDA ITEM INFORMATION

COMMITTEE: Police

ITEM: **REVISED - AUTHORIZATION TO CONDUCT COMPETITIVE EXAMINATIONS FOR THE POSITION OF PROBATIONARY POLICE OFFICER**

Consider for recommendation to the Board of Commissioners authorizing the Civil Service Commission to conduct competitive examinations to establish an eligibility list for the position of Probationary Police Officer.

PUBLIC COMMENT

ATTACHMENT(S):

[REVISED Issue Briefing - Police Recruitment Test 2025.11.17.docx](#)

TOWNSHIP OF LOWER MERION

Police Committee

Issue Briefing

Topic: Police Recruitment - Entry Level Testing in 2026

Prepared By: Andrew J. Block, Superintendent of Police

Date: November 17, 2025

- I. **Action To Be Considered By The Board:** Authorize the Civil Service Commission to conduct competitive examinations for the position of probationary police officer in order to meet the current and future personnel needs of the Police Department.
- II. **Why This Issue Requires Board Consideration:** Under Civil Service Regulations, the Civil Service Commission is responsible for conducting the competitive examination process and certifying successful applicants as eligible for hire. The Board of Commissioners is then responsible for approving any eventual hires.
- III. **Current Policy Or Practice (If Applicable):** This request is consistent with past practice and policy and Civil Service Regulations.
- IV. **Other Relevant Background Information:** The 2026 budgeted authorized complement of sworn officers for the Police Department is 136. There are currently 119 active officers. In addition to the 17 vacancies, there are currently 12 additional officers eligible to retire anytime.

The current Civil Service eligibility list has 8 applicants who are undergoing thorough background investigations, which will continue over the next several months. Hiring from this eligibility list began with the October 2025 police academy class and will continue with the January 2026 academy class.

As this current list will likely not last past the above-mentioned hiring cycles, a new Recruitment Campaign and Entry-Level Test will need to occur this spring in order to maintain reasonable timelines for replacing vacant positions in the Police Department going into the fall. If this request is granted, the recruitment process will begin immediately, with the written examination on March 21, 2026.

- V. **Impact On Township Finances:** The estimated cost of conducting the recruitment process is \$6,000, which is in the current Police Department Budget.
- VI. **Staff Recommendation:** Based on the need to fill current and future vacancies, it is recommended that the Board of Commissioners authorize a request to the Civil Service Commission to conduct competitive examinations and to create an eligibility list of qualified candidates.