

TOWNSHIP OF LOWER MERION

Police Committee

Issue Briefing

Topic: Conditional Offer of Employment – Open Police Positions

Prepared By: Michael J. McGrath, Superintendent of Police

Date: October 4, 2019

- I. Action to Be Considered by the Board:** The Board is being asked to authorize the Township Manager to make a conditional offer of employment to one probationary police candidate to maintain a full complement of budgeted positions for sworn officers in the Police Department.
- II. Why This Issue Requires Board Consideration:** Filling vacant positions in the Police Department requires 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 authorized complement of officers for the Police Department is 136 sworn officers. Currently, we have one (1) vacant position. We request approval to fill this vacant position from the existing certified list of police candidates approved by the Civil Service Commission in February 2018. Currently 24 qualified candidates remain eligible on this list (out of the original 54). This will likely be the last candidate taken from the current list as it will be terminated under Civil Service Rules on February 20, 2020. We likely will not be filling any new vacant positions until another recruitment campaign scheduled for early spring 2020 is completed. The next projected request for hiring will not take place until the fall of 2020. If approved, this candidate will be hired in November after completing a physical fitness testing requirement, a medical physical, secondary polygraph examination and other related tasks.
- V. Impact on Township Finances:** This requested position is included in the 2019 approved budget and the 2020 proposed budget.
- VI. Staff Recommendation:** The recommendation is to authorize the Township Manager to make this conditional offer of employment to one probationary police candidate to maintain the budgeted positions for sworn personnel in the Police Department.