

# **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:** April 12, 2019

#### **I. Action to Be Considered by the Board:**

The Board is being asked to authorize the Township Manager to make conditional offers of employment to a sufficient number of probationary police candidates 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 two (2) vacant positions. We request approval to fill these vacant positions from the certified list of police candidates resulting from the Civil Service test given in November 2017. Currently 32 qualified candidates remain eligible on this list (out of the original 54). In order to enroll candidates in the next academy class, we need to make conditional offers of employment to potential candidates in May so as to provide sufficient lead time to complete the Academy's physical fitness testing requirement, a medical physical, secondary polygraph examination and other related tasks.

#### **V. Impact on Township Finances:**

These requested positions are included in the 2019 approved budget.

**VI. Staff Recommendation:**

The recommendation is to authorize the Township Manager to make conditional offers of employment to a sufficient number of probationary police candidates to maintain the budgeted positions for sworn personnel in the Police Department.