

# 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:** September 12, 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. There are currently 118 active officers. This leaves the Department with 18 open positions before the next academy class, which starts on Monday, October 6, 2025. In addition to the vacancies noted above, there are 12 officers eligible to retire as of today.  
  
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. Three candidates need Act 120 certification and will attend the police academy. The fourth candidate is currently in the Delaware County Police Academy, with an anticipated graduation date in December 2025. Once police academy training is completed, they 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.
- VI. Staff Recommendation:** The recommendation is to authorize the Township Manager to make conditional offers of employment to up to four probationary police candidates.