

COMMISSION ON LAW ENFORCEMENT STANDARDS

EMPLOYMENT STANDARDS FOR MICHIGAN LAW ENFORCEMENT OFFICERS

The chart below outlines the selection and employment standards published by the Michigan Commission on Law Enforcement Standards (MCOLES). By law, no person shall be employed as a law enforcement officer unless they fully comply with these standards. Agencies may set standards higher than these, however, the burden is upon the agency to defend the job relatedness of the higher standard.

Agencies must screen all candidates considered for employment for compliance with all standards. This includes both preservice and agency employed basic training candidates.

The selection and employment standards published under the authority of Public Act 203 of 1965 are found in Rules 28.4102, 28.4102A and 28.4103 of the Michigan Administrative Code of 1979, as amended.

Category	Standard	Comments
Age	Not less than 18 years.	No maximum age
Citizenship	United States Citizenship.	
Education	High school diploma or GED.	
Felony Convictions	No prior felony convictions.	Includes expunged convictions.
Good Moral Character	Possess good moral character as determined by a favorable comprehensive background investigation covering school and employment records, home environment, and personal traits and integrity. Consideration will be given to all law violations, including traffic and conservation law convictions, as indicating a lack of good character.	Includes arrest and expunged convictions.
Driver's License	Possess a valid Michigan operators or chauffeur's license.	
Disorders, Diseases or Defects	Be free from any physical defects, chronic diseases, organic diseases, organic or functional conditions which may tend to impair the efficient performance of a law enforcement officer's duties or which might endanger the lives of others or the law enforcement officer.	This includes, but is not limited to, diseases such as diabetes, seizures and narcolepsy. Each case shall be investigated to determine its extent and effect on job performance. The evaluation should include the expert opinion of a licensed physician specializing in occupational medicine.*
Hearing	Pure tone air conduction sensitivity thresholds for each ear, as shown on the pure tone audiogram, shall not exceed a hearing level of 20 decibels at any of the following frequencies: 500, 1000, 2000, 3000, and 4000 Hertz.	Testing shall be performed by either an audiologist at a hearing clinic accredited by the Professional Services Board of the American Speech-Language-Hearing Association or by an audiologist who has a Certificate of Clinical Competence. See Note. **
Height/Weight	Height and weight in relation to each other as indicated this by accepted medical standards.	A licensed physician shall make this determination. A Body Mass Index (BMI) of 35 or more will require further medical evaluation. For more information contact the Standards and Training Section at (517) 322-6525
Mental/ Emotional Disorders	Be free from mental or emotional instabilities which may tend to impair the efficient performance of a law enforcement officer's duties or which might endanger the lives of others or the law enforcement officer.	Each case shall be investigated to determine its extent and effect on job performance. The evaluation should include the expert opinion of an appropriate health care professional. *

Physical Integrity	Be free from any impediment of the senses, physically sound and in possession of extremities.	A medical examination shall be conducted by a licensed physician to assess compliance with the standard. Discrepancies shall be evaluated for the ability of the applicant to perform essential job functions. *
Vision, Color	Possess normal color vision.	The unaided eye shall be tested using pseudoisochromatic plates. The Farnsworth Dichotomous D-15 panels shall be used for any candidate who fails the pseudoisochromatic plates.
Vision, Corrected	Possess 20/20 corrected vision in each eye.	No uncorrected standard
Vision, Normal Functions	Possess normal visual functions in each eye.	Includes peripheral vision, depth perception, etc.
Reading and Writing	Pass the MCOLES reading and writing examination or an approved agency equivalent examination.	
Physical Fitness	Pass the MCOLES physical skills performance examination or an approved agency equivalent examination.	
Police Training	Successfully complete the MCOLES mandatory basic training curriculum.	This may be done by completing successfully, an approved college preservice program or a basic training academy.
Certification Examination	Pass the MCOLES certification examination upon the completion of basic training.	
Medical Examination	Examination by a licensed physician to determine that the applicant meets all medical standards.	The medical examination must be completed after a "conditional offer of employment" (ADA requirement).*
Fingerprinting	Fingerprint the applicant with a search of state or federal fingerprint files to disclose criminal record.	Includes expunged convictions.
Oral Interview	Conduct an oral interview to determine the applicant's acceptability for a law enforcement officer position and to assess appearance, background and the ability to communicate.	
Drug Testing	Cause the applicant to be tested for the illicit use of controlled substances	Must use a Commission certified laboratory and comply with Commission procedures.

* Agencies are encouraged to request the assistance of the Employment Standards Section of MCOLES when their employment process reveals that a candidate may not comply with a state standard. This is particularly true with medical conditions which may involve circumstances unfamiliar to the agency and which require medical opinions. Please call (517) 322-6525 with any questions.

** Agencies with an applicant who fails the initial hearing standard should contact the MCOLES Standards and Training Section for additional unaided and aided hearing criteria as well as testing protocols.

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