

MICHIGAN CIVIL SERVICE COMMISSION
JOB SPECIFICATION
STATE POLICE LABORATORY MANAGER

JOB DESCRIPTION

Employees in this job function as managers in a Michigan State Police Forensic Laboratory. Typical assignments are carried out in a laboratory environment. The work requires knowledge of analytical techniques used in scientific analysis in a forensic science laboratory, knowledge of law enforcement management, and knowledge of supervisory techniques, and personnel policies and procedures. State Police uniform personnel have the authority to enforce the general criminal laws of the state and may be used in other law enforcement areas in case of an emergency.

There is one classification in this job.

Position Code Title - State Police Lab Manager-3

State Police Laboratory Manager 14

The employee functions as either a manager of forensic scientists and technicians or a as a manager of uniform specialists in a State Police Forensic Laboratory.

JOB DUTIES

NOTE: Listed job duties are typical examples of work of positions in this classification. Not all duties assigned to every position are included, nor will all positions be assigned every duty. The general description of job duties does not authorize performance contrary to any state or federal licensing or certification requirements.

Selects and assigns staff, ensuring equal employment opportunity in hiring and promotion.

Coordinates activities by scheduling work assignments, setting priorities, and directing the work of subordinate employees.

Evaluates and verifies employee performance through the review of completed work assignments and work techniques.

Identifies staff development and training needs and ensures that training is obtained.

Ensures that proper labor relations and conditions of employment are maintained.

Maintains records, prepares reports, and composes correspondence relative to the work.

Provides training for developing level specialists and/or laboratory scientists in laboratory examinations, reporting, and testifying procedures.

Participates in the examination and analysis of cases and evidence.

Testifies in court as an expert witness.

Develops research pertinent to laboratory analysis within the unit and participates in the more difficult casework.

Studies scientific journals and provides motivation and direction for developing new laboratory techniques and improvement of existing techniques.

Leads and coordinates the crime scene team in conjunction with members and representative of other enforcement agencies.

Directs the testing and analysis of a variety of samples, specimens, products, or materials by following standardized chemical/biological procedures.

Coordinates and reviews qualitative and quantitative examination of human tissues, blood samples, other specimens, arson evidence, etc.

Adapts methods and procedures to deal effectively with unusual or unique situations at crime scenes.

Functions as liaison for the Department with local and federal governmental agencies.

Performs related work as assigned.

Additional Job Duties

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Additional Job Duties for State Police Uniform Personnel:

Participates in criminal investigations, effects arrests of suspected criminals, and responds to civil disorders requiring personal confrontation and use of physical force, as required.

May be required to perform the full range of law enforcement officer duties as described in the composite position description for the State Police Trooper 10/11 and is required to carry a firearm.

JOB QUALIFICATIONS

Knowledge, Skills, and Abilities

Thorough knowledge of analytical techniques and equipment used in scientific analysis in a forensic science laboratory.

Thorough knowledge of departmental rules, regulations, and policies; and of state and federal laws.

Thorough knowledge of the rules of evidence and other standards governing the use of evidence in the criminal justice system.

Thorough knowledge of the court system, court procedures, and appropriate court decisions of state and federal laws.

Thorough knowledge of the application and fundamentals of physics and mathematics.

Thorough knowledge of the application of the principles of biochemistry and elementary bacteriology.

Thorough knowledge of the application of chemical laboratory tests used in crime detection.

Thorough knowledge of current methods and technical phases of criminal investigations.

Thorough knowledge of state and federal regulatory agencies.

Thorough knowledge of supervisory methods and techniques.

Thorough knowledge of employee policies and procedures.

Thorough knowledge of equal employment practices.

Thorough knowledge of equipment used and its care.

Thorough knowledge of public speaking techniques.

Skill in communicating effectively.

Ability to perform laboratory procedures, tests and analyses required in the work and to interpret results obtained.

Ability to apply analytical and scientific techniques in the evaluation of evidence and in the conducting of investigations.

Ability to lead State Police uniform personnel.

Ability to plan the work of, direct, control, evaluate, and instruct personnel.

Ability to make decisions, maintain composure, and take appropriate actions under pressure and in emergencies.

Ability to maintain records, prepare reports, and compose correspondence related to the work.

Ability to identify training needs and initiate appropriate training methods.

Ability to operate a motor vehicle.

Ability to meet the public and gain the cooperation of others.

Ability to manage the business, administrative, and technical affairs of a forensic laboratory.

Additional Knowledge, Skills, and Abilities

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Additional Knowledge, Skills and Abilities for State Police Uniform Personnel:

Thorough knowledge of law enforcement management, include the principles, concepts, theories, and practices of police work.

Thorough knowledge of law enforcement communication systems.

Working Conditions

Some jobs may expose an employee to the risk of sustaining illness and injury from the use of chemicals, high-pressure laboratory systems, biological materials and organisms, and high energy light sources and voltage.

Employees may be subject to transfer on a temporary or permanent basis anywhere in the state.

Some jobs require an employee to work in a hostile environment.

Some jobs require an employee to be exposed to inclement weather conditions.

An employee may be assigned to work any day of the week or on any shift.

Physical Requirements

The job duties require an employee to bend, reach, stoop, stand and/or walk for extended periods.

The job duties require an employee to be absent of any physical limitation which would impair effective performance.

The job duties require an employee to work under stressful conditions.

Education

Possession of a bachelor's degree in forensic science, chemistry, biochemistry, biology, microbiology, or a related pure or applied science.

Experience

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Two years of experience equivalent to a Forensic Scientist 12 or a State Police Specialist (Sergeant) or State Police Sergeant 12 in the State Police Forensic Science Division.

Alternate Education and Experience

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For the Firearm specialty area, possession of a bachelor's degree in any major and two years of experience as a State Police Specialist (Sergeant) or State Police Sergeant 12 in the State Police Forensic Science Division may be substituted for the education and experience requirement.

For the Latent Prints and Questioned Documents specialty areas, possession of a bachelor's degree in natural science, criminal justice, forensic science, or a related pure or applied science with 8 semester hours in chemistry and two years of experience as a State Police Specialist (Sergeant) or State Police Sergeant 12 in the State Police Forensic Science Division may be substituted for the education and experience requirement.

NOTE: Civil Service can individually evaluate equivalent combinations of education and experience providing required knowledge, skills, and abilities to qualify.

Special Requirements, Licenses, and Certifications

Positions in this class are test-designated and subject to pre-appointment, random-selection, and post-accident drug and alcohol testing.

State Police uniform personnel must be absent of a criminal record of felony convictions which would prohibit the applicant from receiving, possessing, and carrying a firearm.

Specific positions may require that applicants have experience in specialized areas.

Possession of a Michigan driver's license.

JOB CODE, POSITION TITLES AND CODES, AND COMPENSATION INFORMATION

Job Code

STPLBMGR

Job Code Description

STATE POLICE LABORATORY MANAGER

Position Title

State Police Lab Manager-3

Position Code

STPLMGR3

Pay Schedule

NERE-349

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10/01/2025