



SUBJECT: Color Vision Standard for Law Enforcement Officers

PURPOSE: Commission Information

DATE	SECTION	EXECUTIVE DIRECTOR	AUTHOR
February 14, 2024	Career Development	Timothy Bourgeois	Leon Boyer

Background:

The State of Michigan requires a person selected to become a law enforcement officer meet the medical selection qualifications set forth in R 28.14204. Per the Licensing Standards for Michigan Law Enforcement Officer ¹ applicants must “*Possess normal color vision without the assistance of color enhancing lenses.*” This standard is supported in the [2018 Job Task Analysis](#) (JTA) results.²

In 2022, at the direction of the Commission and due to public inquiry, the Career Development Section initiated a rigorous [review of the current color vision standard](#).

Strategy:

To ensure the guiding principles of research, the review included a quantitative and qualitative process:

- Examined the essential job tasks of entry-level law enforcement officers in Michigan
- Consulted with optometry experts and specialists
- Reviewed of professional literature
- Explored standards used by other states and similar professions
- Examined emerging legal issues and relevant court precedent

Result:

Based on this extensive review, Commission staff validated the current color vision standard. Commission staff also concluded that no existing products, such as color-enhancing spectacles and/or contact lenses, provide the level of correction necessary to meet the color vision standard, or safely and successfully perform essential job functions of a law enforcement officer.

¹ <https://www.michigan.gov/mcoles/standard-training/licensing-standards-for-michigan-law-enforcement-officers>

² <https://www.michigan.gov/mcoles/issues-news-info/2018/12/09/2018-statewide-job-task-analysis-for-the-patrol-officer-position>