



Guidance on Hiring and Re-licensing Individuals Not Currently Employed and Empowered by a Law enforcement Agency

April 1, 2020

- Individuals who are not currently employed by a recognized law enforcement agency as law enforcement officers **do not have a valid license or the authority to function as a law enforcement officer.**
- The MCOLES license of former law enforcement officers not currently employed and fully empowered by a law enforcement agency is considered Inactive or Lapsed, depending on elapsed time from date of last such employment.
 - The license of an officer who has worked an aggregate of less than 2080 hours is in a status of Inactive for a period of one year, after which it becomes Lapsed.
 - The license of an officer who has worked an aggregate of 2080 or more is in a status of Inactive for a period of two years, after which it becomes Lapsed.
- An MCOLES license that is Inactive **does not automatically become Active** when the individual is hired and empowered by a law enforcement agency. These individuals must be screened to the selection and employment standards cited in MCL 28.609(2)(h-m) which are defined by Administrative Rule 28.14203 as follows:
 - Possession of a valid operator's or chauffeur's license.
 - Character fitness, as determined by a background investigation, supported by a written authorization and release executed by the individual.
 - United States citizenship.
 - Employment as a law enforcement officer.
 - A written oath of office by a law enforcement agency with whom the individual is employed conferring authority to act with all of the law enforcement authority described in the laws of this state.
 - The ability to be licensed and employed as a law enforcement officer under this section, without a restriction otherwise imposed by law.
- Agencies seeking to reactivate the license of an individual whose license is currently inactive must:
 - Obtain a signed waiver of release to conduct the background,
 - Administer the oath of office,
 - Complete and sign the hiring affidavit via MITN including acknowledgement of having received and reviewed the Separation of Service Record(s) required under PA 128 of 2017 from all previous employing law enforcement agencies, and
 - Forward all documents to the MCOLES email box at:
 - MSP-MCOLES@michigan.gov.
- An individual whose MCOLES license is Lapsed must complete the Recognition of Prior Training and Experience (RPTE) program to gain eligibility for licensing. Lapsed individuals must meet all the selection employment standards under MCL 28.609.