



MCOLES

MICHIGAN COMMISSION ON LAW ENFORCEMENT
STANDARDS

Basic Law Enforcement Training Recruit Orientation

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http://www.michigan.gov/mcoles/0,1607,7-229-41624_58214-253825--,00.html

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Standards and Training, then

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MCOLES
Michigan Commission on Law Enforcement Standards

Standards Compliance
Section

517/322-1417

Fax # 517/322-5611

Basic Academy Orientation

MCOLES Organization

Employment Requirements

Act 203, P.A. 1965

Dismissals

License Activation/Revocation

Recognition Program

Successful Completion

Licensing Examination



Commission Members

The Commission consists of 19 Members appointed by the Governor and consists of members from law enforcement, labor, Attorney General, prosecution and defense council



MCOLES Organization

- What is the Michigan Commission on Law Enforcement Standards and what are we responsible for?
- Regulatory Agency established by P.A. 203 of 1965



MCOLES Organization

- Responsible for developing curriculum for Basic Training
- Promulgates Rules & Regulations for Law Enforcement Agencies, Academies, and Officer Licensing
- Establishes employment & training standards for officers & recruits



MCOLES Organization

- Grant officer licenses.
- Revoke officer licenses
- Distribute PA 302 funds for training purposes (Grants and Training to Locals) and register in-service training courses
- Oversees P.A. 330 Private Security Police
- Administer Recognition of Prior Training & experience program



MCOLES Organization

- Distribute funds from the Public Safety Officers Benefit Program
- Domestic Violence STOP Grant Administration for in-service training



Employment Requirements

- MCOLES must receive your official transcripts indicating your degree awarded!



Employment Standards - Side 1



LICENSING STANDARDS FOR MICHIGAN LAW ENFORCEMENT OFFICERS Effective January 2, 2017 – (2016 PA 289)

The chart below outlines the licensing standards published by the Michigan Commission on Law Enforcement Standards (MCOLES). Employment of law enforcement officers is subject to compliance with these standards. Agencies may set standards more stringent than these; however, the burden is upon the agency to demonstrate that a more stringent standard is related to the ability to perform the essential job functions and is otherwise in compliance with applicable law.

All preservice and agency employed recruits must be screened to all the academy enrollment standards, and all reciprocity candidates considered for employment must be screened by the agency for compliance with all standards.

The licensing standards published under the authority of 2016 PA 289 are found in Rules 28.14203 through 28.14207 of the Michigan Administrative Code.

Category	Standard	Comments and Proofs
Age	Not less than 18 years.	No maximum age
Citizenship	United States Citizenship.	Birth Certificate; Certificate of Naturalization; Valid Passport
Education	High school diploma or GED is the minimum for an employed recruit. Pre-service recruits must have a minimum of an associate's degree upon completion of the basic training academy.	A college degree from an accredited institution is evidence of complying with the minimum standard.
Prohibited Criminal Adjudications of Guilt Enrollment denials begin with the January 2017 academy sessions.	An applicant may be denied a license if subjected to any of the following adjudications for the disqualifying offenses described in the accompanying comments: judgment of verdict of guilt; judgment or verdict of guilty but mentally ill; plea of guilty; plea of nolo contendere; an order delaying sentence; probation under the Holmes Youthful Trainee Act; probation for first-time drug offenses under MCL 333.7411; and probation for first-time domestic violence offense under MCL 769.4a.	Disqualifying offenses include felony adjudications, felony expungement, or felony set aside under Michigan law or substantially corresponding laws of another jurisdiction. Disqualifying offenses also include adjudications of guilt for violations or attempted violations of any of the following under Michigan law or substantially corresponding law of another jurisdiction: a penal law punishable by imprisonment of more than 1 year; MCL 257.625 (operating while intoxicated/drugged, 2 nd offense within 7 years); MCL 333.7403(2)(c) (misdemeanor possession of drugs except marijuana), and MCL 333.7404(2)(a), (b), and (c) (misdemeanor use of drugs including marijuana – lvt); MCL 750.81(4) (2 nd offense DV); MCL 750.81a (A&B 1 year, and first offense DV 1 year); and MCL 750.411h (misdemeanor stalking).
Character Fitness	Possess good moral character as determined by a favorable comprehensive background investigation covering school and employment records, home environment, and personal traits and integrity.	Includes arrest and expunged convictions, all previous law violations and personal protection orders.
Driver's License	Possess a valid operators or chauffeur's license. (all 50 states, DC, territories of the US, and Canada)	May not be in a state of suspension or revocation
Physical Ability	Be free from any physical defects or chronic diseases which may impair the performance of a law enforcement officer or which may 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 job performance. The evaluation should include the expert opinion of a licensed physician specializing in occupational medicine.



Employment Standards - Side 2

Hearing	Initial unaided testing involves pure tone air conduction thresholds for each ear, as shown on the pure tone audiogram, shall not exceed a hearing level of 25 decibels at any of the following frequencies: 500, 1000, 2000, 3000; and 45 decibels at 4000 Hertz.	Initial testing may be performed by a certified hearing conservationist, a licensed hearing aid specialist or a licensed audiologist. See Note for individuals requiring additional unaided or aided testing requirements by a licensed audiologist. *
Psychological Fitness	Be free from mental or emotional instabilities which may impair the performance of essential job functions of a law enforcement officer or which may endanger the lives of others or the law enforcement officer.	Mental and emotional stability may be assessed by a licensed physician, or a licensed psychologist or psychiatrist. MCOLES may require the examination be conducted by a license psychologist or psychiatrist. **
Vision, Color	Possess normal color vision without the assistance of color enhancing lenses.	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.	Acuity may be corrected with glasses or contacts
Vision, Normal Functions	Possess normal visual functions in each eye.	Includes peripheral vision, depth perception, etc.
Reading and Writing (Academy enrollment)	Pass the MCOLES reading and writing examination or an MCOLES approved agency equivalent examination.	Does not apply to Recognition Prior Training & Experience Program Students
Physical Fitness (Academy enrollment)	Pass the MCOLES physical fitness pre-enrollment examination. This does not apply to Recognition of Prior Training & Experience Program students.	Pre-enrollment testing is required for admittance to an approved training program, however this standard is fulfilled only upon successful completion of physical fitness training.
Training Requirements	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. Candidates seeking reciprocity from other states may apply for the Recognition of Prior Training and Experience Program.
Licensing Examination	Pass the MCOLES licensing examination upon the completion of basic training.	For reciprocity candidates, successfully complete the Recognition of Prior Training and Experience Program and licensing examination.
Fingerprinting	Agencies must fingerprint the applicant with a search of state or federal fingerprint files to disclose criminal record. Academies require ICHAT criminal record checks to the academy director	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 with an applicant who fails the initial hearing standard should contact the MCOLES Standards Compliance Section for additional unaided and aided hearing criteria as well as testing protocols.

** Agencies are encouraged to request the assistance of the Standards Compliance 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 (317) 322-1417 with any questions.

Michigan Commission on Law Enforcement Standards, 106 W. Allegan St., Suite 600, P.O. Box 30633, Lansing, MI. 48909

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Employment Standards

- Not less than 18 years of age
- United States Citizen
- High school diploma or GED (Employed Recruits)
- No prior felony convictions or specific misdemeanors (includes expungements & conviction set asides)



Employment Standards

- Possess good moral character
- Possess a valid operators or chauffeur's license
- Be free from any physical defects, chronic diseases, etc. which may impair the law enforcement officer's efficient performance of duties



Employment Standards

- Meet appropriate hearing standards
- Be free from mental and emotional instabilities
- Be free from any impediment of the senses and be physically sound



Employment Standards

- Possess normal color vision
- Possess 20/20 corrected vision in each eye
- Possess normal visual functions in each eye
- **Report any failures of medical exam or conditions that are not reflected on the form**



Employment Standards

- Pass the MCOLES reading & writing exam (or approved agency equivalent exam)
- Pass the MCOLES physical fitness pre-enrollment and exit examination
- Successfully complete the MCOLES mandatory basic training course of study



Employment Standards

- Pass the MCOLES licensing exam upon completion of basic training



Standards Screening Page

- Review for accuracy
- Read Statement
- Sign and Date

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Authorization for Release of Information Form

04/2004

Michigan Commission on Law Enforcement Standards
7426 N. Canal Road, Lansing, MI 48913
(517) 322-6525

APPLICANT INFORMATION SHEET AND AUTHORIZATION FOR RELEASE OF INFORMATION

Type or print only:

Name: Last:	First:	Middle:	Suffix (Jr, Sr, III):
Social Security No.*:	Date of Birth:	Gender‡:	Race‡:
Residence Address (Street, City, State, Zip):		Phone No.:	Highest Degree:
Drivers License No.:	Issuing State:	E-Mail:	

Authorization for release of information:

I hereby authorize any individual, agency or organization to furnish the Michigan Commission on Law Enforcement Standards, its representatives and/or agents (including, but not limited to, its academies or contractors) any and all information pertaining to my background and ability to comply with the standards for selection, employment, training and licensing as a law enforcement officer. Such information includes, but is not necessarily limited to: employment, criminal, academic, military, and personal histories; academic, attendance, and driving records; and medical records (includes medical/emotional, including diagnosis and prognosis, if any).

I hereby authorize any individual, agency or organization to release such information upon request. This authorization is executed with the full knowledge and understanding that the information is for official use by the Michigan Commission on Law Enforcement Standards.

Further, I hereby authorize the Michigan Commission on Law Enforcement Standards to release any and all records collected pursuant to this authorization to any individual, agency or organization for the legitimate purposes of fulfilling the Commission's statutory and administrative objectives.

I hereby release any individual, agency or organization, including its officers, employees and related personnel, both individually and collectively, from any and all damages of whatever kind, which may at any time result to me, my heirs, family or associates because of compliance with this Authorization for Release of Information, or any attempt to comply with it.

This Authorization shall continue in effect until revoked by me in writing. A photostatic copy of this Authorization shall have the same force as the original.

Signature:	Today's Date:
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AUTHORITY: 203 PA 1965
COMPLIANCE: Voluntary
PENALTY: No License Activation/
Academy Enrollment

* This information is confidential. Confidential information is protected by the Federal Privacy Act

‡ This information is for the purposes of EEO reporting only.

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Authorization to Release Information

- Complete information at top
- Read Statement
- Sign and Date



Declaration of Accommodation Form

COMMISSION ON LAW ENFORCEMENT STANDARDS DECLARATION OF ACCOMMODATION(S) FORM

Candidate's Name: _____

Social Security Number: _____

Training Academy: _____

Training Dates: Start Date: _____ Finish Date: _____

VISION

In order to meet the Commission's minimum vision standards, I am required to wear/use corrected lenses.

HEARING

In order to meet the Commission's minimum hearing standards, I am required to wear/use:

Hearing aid in right ear

Hearing aid in left ear

Hearing aids in both ears

DISORDERS, DISEASES, PHYSICAL DEFECTS, ORGANIC OR FUNCTIONAL CONDITIONS

In order to meet the Commission's minimum medical standards, I am required to wear/use the following accommodation (includes medications):

Description:

I have been advised and acknowledge that I **shall** wear/use the above-declared accommodation(s) in all phases of training, and as a condition of meeting the Commission's minimum employment standards necessary for certification.

NONE

I declare I do not need any accommodation in order to meet the Commission's minimum medical standards, including medications.

I hereby certify that all statements made on this Declaration of Accommodation(s) Form are true and complete, and I understand that any misstatements of material facts will subject me to disqualification or dismissal from the Commission basic training program.

Signature of Candidate	Date
Signature of Training Director	Date

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Accommodation Form

- Must be signed by you and the Training Director
- You must have this if you:
 - Wear glasses or contacts
 - Wear a hearing aid
 - Take any prescription medications OR



Accommodations

- If you need any other accommodation
- If you have no accommodations, check the none box.
- Note:
 - If you have an accommodation that brings you into compliance with the MCOLES standards, you must wear/use that accommodation!



Accommodations

- **YOU MUST REPORT TO THE TRAINING DIRECTOR DURING THE ACADEMY:**
- **Any new accommodation needed or prescribed – medications, vision, hearing, etc.**
- **Any injury or illness.**
- **If you are or become pregnant.**



Academy Status

There are three types of Academy Recruits:

- Employed Recruit (agency employed)
- Pre-Service (degree candidate)
- Pre-Service College Track (degree candidate)



Reporting Status Changes

- Any change in employment status with your Law Enforcement Agency (In-Service Recruits).
- Any change in academic status to qualify for degree (failing or withdrawing from a required class).



Orientation Packet

Mandatory Basic Police Training Orientation Attendance

All Recruits

**I attended the Commission on Law Enforcement
Standards opening orientation, which was conducted by**

_____ on _____
(Commission Representative) (Date)

and received the Academy Orientation CD.

Recruit Name – Printed: _____

Recruit Signature: _____



Packet Cover

- Commission Representative Name
- Date
- Recruit Name Printed
- Recruit Signature



MCL 28.609

Employment as a Law Enforcement Officer - Licensing requirements:

Secs. (3-5) An agency has 10 days to report an officer meets the standards and has issued an oath of office. After that time, the Commission may deny the license or require additional requirements.



MCL 28.609

Sec. (9) An individual licensed under this section shall report criminal charges for which the license may be revoke in Section 12, or the imposition of a PPO.



28.609

Section 10 – Inactive License – not being employed by an agency.

Eligibility for reactivation – Time Frames

Less than 2080, one year

More than 2080 hours, two years



MCL 28.609

Section 11 – Lapsed License

For officers exceeding the time frames in MCL 28.609(10), the license is lapsed and requires approval by MCOLES to seek further licensing through RPTE training and testing.



MCL 28.609(12)

Revocation or Suspension of License

- (12) The Commission shall promulgate rules that provide for the revocation of a license of a law enforcement officer for one or more of the following:



Revocation or Suspension of License

- (a) Making materially false statements at any stage of application to the academy, MCOLES or an agency
- (b) Obtained a license because another person made materially false statements
- (c) Adjudication of guilt for a crime with a penalty of more than 1 year (included high misdemeanors of up to 2 years) OR



Revocation or Suspension of License

(d) Adjudication of guilt for any of the following misdemeanors.

MCL257.625(1) or (8) – OWI 2nd Offense

MCL 333.7403(2)(c) 1 year possession of drugs, excluding marijuana or 333.7404(2)(a-c) 1 year use of drugs, including marijuana

MCL750.81(4) 1 year A&B, 750.81a Domestic Violence 1 year, or 750.411h misd stalking

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Revocation or Suspension of License

Sec. 2 Adjudication of guilt includes:

Any judgment of guilt or verdict of guilt

Any plea of guilty or nolo contendere

Holmes Youthful Trainee Act (HYTA)

Drug diversion under MCL 333.7411

Delayed sentencing with probation under MCL 769.4a

Expungements or set asides are disqualifiers

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Making a Materially False Statement or Committing Fraud During the Application Process – R 28.14605 & R 28.14606

605 (5) Licensed Officers – The license will be revoked and not eligible to reapply for a license for 2 years from the date of revocation

606 (2) Non-licensed persons – Sanctions may include, but are not limited to, all of the following:
(a) A fixed period of time, not less than 2 years, during which the person shall be ineligible for entry into, or continuation in, the application process; (b) Specific requirements that shall be met; (c) Denial of entry into application process



Administrative Law, Chapter II, Unit 1

- Policies and Procedures for the Administration of Basic Law Enforcement Training Academy



Chapter III

Policies and Procedures for:

Basic Training Requirements; Instructor Responsibilities and Qualifications; Facilities and Equipment; Training Safety Guidelines; Recruit Discipline Policy and

Unit 6 – Disciplinary Action for Rule and Academic Violations - Any of the following is cause for disciplinary action:



Chapter III – Unit 6 – 3.6.02 Continued

- Consuming or possessing alcoholic beverages, or reporting to any course showing a sign of use of alcoholic beverages is a violation of the “zero tolerance” policy. Zero tolerance means having a blood-alcohol content (BAC) above 0.00 as registered on a PBT.
- Possessing or using a controlled substance except pursuant to a valid prescription as declared on an accommodation form to the Training Director... Is a violation of the zero tolerance policy.



Chapter III - Disciplinary Action – 3.6.03

- Dishonesty in any form....
- Engaging in behavior that is a violation of the law...
- Engaging in conduct which violates School or Academy Rules of Conduct



Chapter III - Disciplinary Action - 3.6.03

- Failure to wear/use the mandatory accommodation(s) required to meet the minimum selection standards....
- Engaging in conduct which compromises the recruit's ability to perform as a law enforcement officer....



Disciplinary Action

- Academy will have further rules & regulations you must abide by
- Pre-service candidates may, in writing, appeal a dismissal to the Executive Director of MCOLES within 5 days of the dismissal
- In-Service candidates can only appeal a dismissal through their employing agency



Disciplinary Action

- The employing agency then may appeal to the MCOLES if they deem necessary



Chapter III, Unit 6 - 3.6.04

- If a recruit is enjoined by a P.P.O.
- Immediately notify the Training Director
- If the order contains an element of violence or stalking behavior, or the firearms prohibition section is checked,



Chapter III, Unit 6 – 3.6.04

The recruit shall not participate in training until the order is adjudicated. If these elements do not apply, a decision shall be made by the Training Director of the Academy on a case by case basis as to whether to allow the recruit to continue participating the training until the status of the order is adjudicated.



Chapter III, Unit 6 – 3.6.05

- If a recruit is charged with a violation other than a Civil Infraction or if you are stopped or questioned by the police:
 - Immediately notify the Training Director
 - If the recruit is charged with anything other than a civil infraction he/she shall immediately be removed from training until the matter is completely adjudicated



Chapter III, Unit 6 – 3.6.05

- Depending on the results of the adjudication, a decision shall be made by the Training Director as to whether the recruit is still compliant with minimum selection & employment standards. The Director shall then make a determination whether to return the recruit to training or dismiss the recruit from the Academy



Successful Completion of the Academy

- Attendance:
 - Attend & participate in 90% of the entire approved course of study
 - Attend and participate in 100% of the classroom portion of firearms, defensive tactics, emergency vehicle operations and first aid



Successful Completion of the Academy

- Testing:
 - Attain a passing score on the practical skill assessment examinations covering firearms, subject control, physical training, emergency vehicle operations & first aid training
 - Successfully complete the required MOCLES curriculum and MCOLES approved academy specific requirements above the minimum.



Successful Completion of the Academy

- Attain a passing score of not less than 70% (or higher if academy requires) on each written examination addressing the academic objectives in each of the skill areas.



Successful Completion of the Academy

- Attain a passing score of not less than 70% on each examination covering the criminal law & procedures objectives.
- Attain a passing average score of not less than 70% (or higher if required by academy) on at least 5 examinations addressing course objectives (excludes skill areas addressed elsewhere).



Successful Completion of the Academy

- Meet the minimum requirements established by an approved basic police training school for optional & additional courses that are a part of the prescribed course of study approved by the Commission



Student Evaluation of Training

- Areas for both numerical & written evaluation
 - Please give evaluation serious consideration as it is used to assist the academy in future improvements. Watch how you evaluate numerically - be consistent with verbal & written remarks



Student Evaluation

- Must be completed by recruit prior to closing session with the MCOLES Field Representative
- Evaluations will be reviewed by the Field Representative & discussed with the academy class



Student Evaluation

- Field Representative will write a report based on written evaluations & verbal discussion with class
- No member of the academy staff will be present for the close out discussion
- Please be fair and honest



Student Evaluation

- Remember:
- There will be schedule changes due to unexpected events and instructor absences – some are currently working officers!
- Room temperatures will fluctuate.
- This is a BASIC police training academy. You will get more in-depth training once you are working in the field, particularly in certain areas.



Affidavit

- Have your drivers license ready to present to the Notary Public upon completion
- Must disclose **ALL** information requested. Failure to do so may result in:



Affidavit

- Denial of entrance into academy
- Dismissal from academy
- Denial of License
- Revocation of License
- **Do Not** sign the affidavit until you are in front of the Notary Public



License Activation Information

- **To Become Licensed:**
 - **1 year to pass the licensing exam**
 - **1 year from training session's end date to be employed**
 - **Must submit certified copy of transcript showing your degree has been posted**



License Activation

- Reading & Writing test scores good for life if taken after November 1, 1999
- **MUST** pass Physical Fitness exit test in order to graduate from academy
 - No State mandate to pass again but agencies may require you to take it again for hiring purposes
 - Keep copies of results in a safe place for future use/requests by employing agencies



License Activation

- Must be hired with full police authority within 1 year of completion of academy and:
 - Be paid at least minimum wage for all hours worked &
 - Be regularly employed



90 Day Extension – R28.14321 & R 28.14407

- **The Executive Director may extend the timelines (for license activation) at the screening agency's request by not more than 90 days (3 months)**
- **Pre-service - b) For good cause based on agency's written request**
- **Recognition of Prior Training & Experience program – For good cause**



License Activation

- Hiring agency must screen you to the standards and notify MCOLES you are being hired



Michigan State Police



Michigan Association of Chiefs of Police



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License Activation

It is the Agency responsibility to again, upon hire, cause the applicant to:

- Be examined by a licensed physician
- Fingerprint the applicant
- Drug Test the applicant
- Have a psychological evaluation



License Activation

- Conduct an oral interview to determine the applicant's acceptability for a law enforcement officer position
- Conduct a complete background investigation of the applicant
- Send MCOLES the oath of office



License Activation

- If you have not been screened as above, or you do not receive a congratulatory letter and license, **CHECK WITH YOUR AGENCY OR MCOLES**



License Activation

- **Make sure your agency activates your license**
- **In-Service candidates - only your employing agency can activate your License (very limited exceptions)**



License Activation

- License will be issued once all standards have been met, recorded with MCOLES & employed
- Your license stays with you until you leave law enforcement



License Activation

- License is the property of the Commission
- Failure to return license if requested by the Commission is a misdemeanor punishable by imprisonment for 90 days, a fine of not more than \$500 or both



Continued Eligibility

- Recognition of Prior Training & Experience Program:
- Week long program that covers:
 - Michigan statute & Motor Vehicle Code
 - Constitutional Law Updates
 - First Aid
 - Firearms Practice



Continued Eligibility

- Testing
 - Firearms qualification & licensing examination
- Application packets can be downloaded from our website at www.michigan.gov/mcoles. For questions contact Sandy Luther at 517/322-6608



Application Process

- Download the application packet
- Complete application & fingerprint card & submit to MCOLES
- Approval letter from MCOLES
- Register for program with training site
- Offered every other month



Application Process

- Upon successful completion you will have an additional year of eligibility
- You can re-apply each year for continued eligibility until you gain employment



Cost of Program

- Paid to independent training site
- Contact Training site for cost details
 - Program with room and board
 - Program only



Leaving Law Enforcement

- Employed less than 2080 hours?:
 - 12 months before eligibility lapses
- Employed 2080 hours or more?:
 - 2 years before eligibility lapses
- Removal of Authority affects the number of active employed hours.



Leaving Law Enforcement

- If license lapses, you can apply for Recognition of Prior Training and Experience Program.
- Upon successful completion you will have one year to gain employment and be screened to the standards



Licensing Examination

- Beginning October 1, 2007 there will be a \$75 fee to take the licensing examination. You will need to register on-line prior to the testing date.
- Examination is Pass/Fail only - No numerical scores are reported
- 200 questions, multiple choice
- 3 and 1/2 hours to complete
- Exam covers what you have learned in the academy



Licensing Examination

- 2 opportunities to take the licensing examination:
 - If you fail the first time, one re-test is allowed
 - If you fail the second time, you must repeat the academy



Licensing Examination

- **Do not use any old study guides or information someone outside this current academy gives you!!**
- **It is sometimes passed off as the Licensing Exam.**
- **Unethical.**
- **Contains old and outdated information.**



Important Numbers

Fax Number: 517/322-5611

Standards & Compliance Section: 517/322-1417

Darnell Blackburn - SE MI - 517/322-6637

Lynn Ried - West MI - 517/322-1949

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