



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: judgement of verdict of guilt; judgement 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 offence 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); 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.

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 (517) 322-1417 with any questions.

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