

# HIRING STANDARDS FOR MICHIGAN LOCAL CORRECTIONS OFFICERS

Revised November 8, 2012

The chart below outlines the selection and employment standards published by the Michigan Sheriff's Coordinating and Training Council (MSCTC). By law, no person shall be employed as a corrections officer unless they fully comply with these standards. Agencies may set standards higher than these, however, the burden is upon the agency to defend the job relatedness of the higher standard.

Agencies must screen all candidates considered for hiring for compliance with all standards. This includes both pre-service and agency employed candidates.

The selection and employment standards published under the authority of Public Act 125, section 8 of 2003.

Category	Standard	Comments
Age	Not less than 18 years	No maximum age
Citizenship	United States Citizenship	
Education	High school diploma or equivalency	
Driver's License	Possess a valid operator's license.	
Oral Interview	Conduct an oral interview to determine the applicant's acceptability for a corrections officer position.	
Criminal Convictions	No prior felony convictions.	
Good Moral Character	Possess good moral character as determined by a favorable comprehensive background investigation covering school and employment records, home environment, and personal traits and integrity. Consideration will be given to all criminal and civil law violations as indicating a lack of good character.	
Fingerprinting	Fingerprint the applicant with a search of state and federal fingerprint files to disclose criminal record.	
Drug Testing	Cause the applicant to be tested for the use of illegal controlled substances.	The testing will be completed after a conditional offer of employment. (ADA Requirement)
Mental Fitness *	<p>Prior to being offered a position as a local corrections officer, each local corrections officer candidate is required to demonstrate his or her mental fitness by successfully completing:</p> <ol style="list-style-type: none"> <li>1. A written examination which tests the candidate's mental fitness in the areas of reading comprehension, writing skills, and situational reasoning; and</li> <li>2. An evaluation by a licensed health care professional which demonstrates that the candidate is free from mental or emotional instabilities which may impair the performance of the essential job functions of a local corrections officer.</li> </ol> <p>It is the candidate's responsibility to provide proof of successful completion of these requirements to a potential employer.</p>	*This minimum standard was adopted Nov. 8, 2012 and will become effective January 1, 2013.