

## Chapter LES 2

### RECRUITMENT QUALIFICATIONS

#### LES 2.01 Minimum qualifications for recruitment

**LES 2.01 Minimum qualifications for recruitment.** (1) Before an individual may commence employment on a probationary, temporary, part-time, or full-time basis as a law enforcement officer, that individual must have met recruit qualifications established by the board. The minimum qualifications for recruitment shall be:

(a) The applicant shall be a citizen of the United States.

1. A birth or naturalization certificate shall serve as evidence of U.S. citizenship.

(b) The applicant shall possess a valid Wisconsin driver's license or such other valid operator's permit recognized by the Wisconsin department of transportation as authorizing operation of a motor vehicle in Wisconsin prior to completion of the preparatory training course.

1. The results of a check of the issuing agency's motor vehicle files shall constitute evidence of driver's status.

(c) The applicant shall have attained a minimum age of 18 years.

1. A birth or naturalization certificate shall serve as evidence of applicant's date of birth.

(d) The applicant shall not have been convicted of any federal felony or of any offense which if committed in Wisconsin could be punished as a felony.

(e) The applicant shall possess a Wisconsin high school diploma or equivalent.

1. "Or equivalent" shall be deemed to mean:

a. A diploma issued by an out of state high school accredited by the appropriate agency of the state concerned, or

b. The passing of the general education development test or any other test recommended by the Wisconsin department of public instruction as indicating high school graduation level.

(f) The applicant shall be of good character.

1. "Good character" shall be determined from a written report containing the results of the following:

a. The fingerprinting of all applicants with a search of local, state and national fingerprint records.

b. Police and credit checks in all areas of residence.

c. Investigation at all schools attended beyond the age of 14.

d. Investigation in the applicant's current neighborhood of residence and in neighborhoods of former permanent residence.

e. Investigation at each place of employment. The interview of the applicant's current employer should be at or towards the end of the investigation. The applicant's specific permission for this interview must be obtained.

f. Such other investigation as may be deemed necessary to provide a basis of judgment on the applicant's loyalty to the United

States or detect conditions which adversely affect performance of one's duty as a law enforcement officer.

(g) The applicant shall be free from any physical, emotional, or mental condition which might adversely affect performance of his duties as a law enforcement officer.

1. Applicant shall complete a personal medical history, a copy of which is to be submitted to the examining physician.

2. Examination shall be by a Wisconsin licensed physician who shall provide a written report on the results of the examination.

(h) The applicant shall submit to and complete with satisfactory results, an oral interview to be conducted by the employing authority or its representative or representatives.

1. "Satisfactory results" shall be determined from the contents of a written rating by the interviewer expressing an opinion concerning the applicant's appearance, personality, and ability to communicate as observed during the interview.

(2) The employing authority shall supply the training and standards bureau with copies of the documentation and reports concerning the above listed qualifications. Personal history, rating and report forms currently used by the employing authority are acceptable for this purpose. If such forms are not available, the bureau will supply forms for this purpose upon request.

(3) If the applicant is employed on a probationary or temporary basis, the bureau shall be immediately informed. The bureau shall maintain a permanent file on each applicant.

(4) The foregoing are *minimum* qualifications. Higher qualifications are strongly recommended where the employing authority is in a position to require them.

**History:** Cr. Register, September, 1970, No. 177, eff. 10-1-70; am. (1) (c), Register, April, 1973, No. 208, eff. 5-1-73; am. (f) 1. f., Register, January, 1974, No. 217, eff. 2-1-74; am. (1) (intro. par.) and (1) (b), Register, October, 1974, No. 226, eff. 11-1-74.