



# MARYLAND STATE POLICE PERSONNEL DIRECTIVE



## Minimum Qualifications for Trooper & Cadet Applicants

<b>Distribution:</b> All Employees	<b>Index:</b> PER 03.02
<b>DLI Reference:</b> 184: Trooper & Cadet Apps.	<b>Rescinds:</b> Chapter 4, Sec. II
<b>Issued:</b> 11/01/2012	<b>Revised:</b> N/A

### .01 Purpose

To establish the minimum qualifications that an applicant must possess to be considered for employment as an MSP trooper or cadet.

### .02 Policy

The MSP will maintain a list of minimum standards for trooper and cadet applicants.

### .04 CALEA Standards

<b>LE:</b> 31.3.1(a)	<b>TA:</b> N/A	<b>CM:</b> N/A
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### .03 References

[Md. Code Ann., Pub Safety §2-402.](#)

### .04 Procedures

#### A. Minimum Qualifications – Trooper Applicants<sup>1</sup>

To be considered for employment, a trooper applicant must:

1. be between 21 and 59 years of age;
2. may begin the selection process at age 20 and be accepted but must reach his 21<sup>st</sup> birthday prior to the completion of entrance-level training. (The Director of HRD may waive this requirement; however, a candidate will not be authorized to carry firearms prior to age 21.)
3. meet the MSP standards of medical fitness;
4. comply with the requirements of Special Order 01-12-019 which addresses the use of controlled substances by applicants for sensitive positions;
5. be a US citizen and a resident of Maryland on the date of his appointment and while employed as a trooper;
6. be eligible to obtain a Maryland driver's license and must obtain a valid Maryland license prior to completion of the police academy;
7. be of excellent moral character;
8. be a high school graduate or have obtained an equivalency certificate;

<sup>1</sup> LE: 31.3.1(a) TA: N/A CM: N/A

**Minimum Qualifications for Trooper & Cadet Applicants**

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9. be of a height adequate to meet the physical demands of the work;
10. be referred to the Medical Section if he is shorter than 60" or taller than 76" for individual consideration;
11. maintain a weight within the allowable limits for height and age as determined by the MSP Medical Director;
12. be able to demonstrate an ability to perform the essential job functions of a trooper, with or without reasonable accommodation, and without an undue risk to the applicant, co-workers or the public;
13. meet the following vision standards:
  - a. binocular far and near visual acuity, with or without correction, must be 20/20;
  - b. peripheral vision must be normal;
  - c. binocular vision and depth perception, which reveal the ability to focus both eyes on the same point in space, must be normal;
  - d. color vision, the ability to see and recognize colors, must be normal; and
  - e. night vision must be normal; and
14. not have any disqualifying visual conditions including, but not limited to, retinitis pigmentosa, intractable diplopia, uncontrolled glaucoma, monocular vision, night blindness disorder, homonymous visual field loss and opacity in the pupillary axis; and
15. have adequate hearing acuity to perform the essential job functions of a trooper;
16. be in compliance with the requirements of [PER 08.02](#) regarding body modifications.
17. if they are over 35 years of age at the time of employment or re-employment, agree to take an exercise / cardiovascular stress test and electrocardiogram, which will be administered:
  - a. by a cardiologist approved by the MSP Medical Director;
  - b. at the expense of the MSP; and
  - c. only after the applicant has been tentatively selected for the academy.

**B. Minimum Qualifications – Cadet Applicants**

To be considered for employment, a cadet applicant must meet all of the requirements in Subsection A, above, except that a cadet applicant:

1. must be between 17 and 19 years of age;
2. may complete the application process at the age of 17, but cannot be appointed or begin working until he reaches the age of 18;
3. must be appointed before reaching 20 years of age; and
4. may begin the application process in the final year of high school.

Approved:
_____ Colonel Marcus L. Brown Superintendent      01/01/2014