



**Division of State Patrol  
Policy and Procedure**

Number  
**11-24**

Subject <b>PRE-EMPLOYMENT VISION AND HEARING STANDARDS FOR SWORN OFFICERS</b>	
Author/Originator Office of the Superintendent	Approved by <i>Anthony L. Burrell</i> <b>Superintendent</b>
Records Management Statement Supersedes P&P 11-24 dated February 12, 2014 Posted on WisDOT Internal Website (SharePoint) at <a href="https://wigov.sharepoint.com/sites/dot-dsp/policy/sitepages/home.aspx">https://wigov.sharepoint.com/sites/dot-dsp/policy/sitepages/home.aspx</a>	

**I. POLICY**

It is the policy of the Division of State Patrol (DSP) to assure that officers entering its service have adequate vision and hearing to perform their jobs. All applicants for sworn positions must meet these standards to be eligible for a final offer of employment.

**II. BACKGROUND**

The Division has maintained pre-employment vision and hearing standards for over 30 years. In 1992, the University of Wisconsin (UW) Department of Industrial Engineering validated the Division’s standards. The standards contained herein are the validated standards recommended by the UW.

**III. GENERAL PROVISIONS**

**A. Vision Standards**

1. Minimum uncorrected vision of 20/100 in each eye; correctable to 20/20 with glasses or hard or soft contacts.
2. Any applicant having vision correction surgery must have had surgery a minimum of six months prior to the start of the academy. They must also provide written medical verification and documentation at the time of examination that no complications exist.
3. Must be able to distinguish colors.

4. Peripheral vision – 85% of the normal peripheral range of 160 degrees when viewing with both eyes.
5. Ability to pass 40% stereopsis (depth perception) or better.
6. An applicant is disqualified if there is:
  - a. Loss of either eye
  - b. Chronic inflammation of the lids
  - c. Permanent abnormalities of the eye(s)
7. Corrective procedures such as radial keratotomy, photorefractive keratotomy, laser-assisted in situ keratomileusis, or conductive keratoplasty are allowed provided the applicant submits a letter from a physician attesting to unaided visual acuity that complies with this policy.

**B. Hearing Standard**

Hearing assessment by an Audiogram is required as part of the medical evaluation. Any applicant requiring or using hearing aids will need to bring in documentation from a licensed audiologist documenting corrected hearing meets requirements of: not have more than a 35db loss in either ear when averaging the loss at 500, 1000, 2000, 3000 Hertz.

**IV. PROCEDURE**

The Wisconsin State Patrol Academy Commander will assure that all applicants for sworn positions in the Division meet these standards prior to a final offer of employment.

**V. REFERENCES**

DOJ/Law Enforcement Standards Board Administrative Rule LES 2  
Medical Opinion, Gunderson-Mubarak Clinic, 12/13/93 & 1/9/94