

# Police Background Investigations

24 Hour Training Course

## Kitsap County (WA) Sheriff's Office

February 10 - 12, 2025

This comprehensive 3-day course teaches background investigators the basic techniques and procedures for conducting pre-employment background investigations of new public safety employees.

### Topics Include

- Conducting pre-employment background interviews
- Conditional offer of employment letters
- Report preparation
- ADA and FCRA laws
- Credit checks /Financial investigation
- Driving records
- Criminal and Civil background investigation
- Psychological screening
- Polygraph screening
- Medical screening
- Reference checks
- Military verifications
- Social Media investigations
- Release of liability forms for applicant and references
- Education verification
- Home checks and neighbor interviews
- Open records sources
- Workman's Comp resources
- Disqualifying factors



Cost \$495

Attendees will be provided with sample forms, background packets, policy and procedures, release of liability waivers and background investigation manuals for department use.

**Instructor:** John Pallas (Deputy Chief, Retired—State of TN) John Pallas is a 29-year law enforcement veteran who served as Deputy Chief of Police for the law enforcement division of the State of Tennessee Alcoholic Beverage Commission. In that role, John supervised command staff, oversaw the professional standards unit and served as the public information officer and director of training. He also has more than two decades of service in California in various capacities, including Vice Detective, Narcotics Task Force Investigator, F.T.O. and Reserve Program Coordinator. John also managed a high-profile task force team of investigators, comprised of FBI, DEA, IRS agents, as well as state and city law enforcement officers.

**Location:** National Guard Armory at 1211 Carver St. Bremerton, WA 98312

**Nearby Lodging :** **Fairfield Inn & Suites by Marriott Bremerton** 239 4th St Bremerton, WA  
**Hampton Inn & Suites Bremerton** 150 Washington Ave. Bremerton, WA  
**Oxford Suites Silverdale** 9550 Silverdale Way NW Silverdale, WA  
**Best Western Plus Silverdale Beach** 3073 NW Bucklin Hill Rd. Silverdale, WA

**Register at:** [ProFirstTraining.com](http://ProFirstTraining.com)