



Background Investigation

CPRC

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BACKGROUND INVESTIGATIONS

Types of Background Investigations



BACKGROUND INVESTIGATIONS

- Police Officer
- Dispatcher
- Civilian
- CPRC (Modified)
- Private Contractor (Security Clearance)



BACKGROUND INVESTIGATIONS

California Government Code 1029 provides a list of disqualifying anchors.

- Moral Character
- Handling Stress and Adversity
- Work Habits
- Interaction with Others
- Intellectually Based Abilities



BACKGROUND INVESTIGATIONS

MORAL CHARACTER



BACKGROUND INVESTIGATIONS

- **Integrity**

- ✓ Honesty
- ✓ Impartiality
- ✓ Trustworthiness
- ✓ Protection of Confidential Information
- ✓ Moral and Ethical Behavior



BACKGROUND INVESTIGATIONS

- **Impulse Control/Attention to Safety**
 - ✓ Attention to Safety
 - ✓ Safe Driving Practices
 - ✓ Impulse and Anger Control
- Substance Abuse and Other Risk Taking Behavior



BACKGROUND INVESTIGATIONS

HANDLING ADVERSITY AND STRESS



BACKGROUND INVESTIGATIONS

- **Stress Tolerance**

- Positive Attitude and Even Temper
- Stress Tolerance and Recovery
- Accepting Responsibility for Mistakes
- Confronting and Overcoming Problems, Obstacles and Adversity



BACKGROUND INVESTIGATIONS

WORK HABITS



BACKGROUND INVESTIGATIONS

- **Conscientiousness**

- Dependability and Reliability
- Personal Accountability and Responsibility
- Safeguarding and Maintaining Property, Equipment, and Belongings
- Orderliness, Thoroughness, and Attention to Detail
- Initiative and Drive
- General Conscientiousness



BACKGROUND INVESTIGATIONS

INTERACTIONS WITH OTHERS



BACKGROUND INVESTIGATIONS

- **Interpersonal Skills**

- Social Sensitivity
- Social Interest and Concern
- Tolerance
- Social Self Confidence/Persuasiveness
- Teamwork



BACKGROUND INVESTIGATIONS

INTELLECTUALLY BASED ABILITIES



BACKGROUND INVESTIGATIONS

- **Decision Making and Judgement**
 - Situation and Problem Analysis
 - Adherence to Policies and Regulations
 - Response Appropriateness
 - Response Assessment



BACKGROUND INVESTIGATIONS

- **Oral Skills**

- Oral Communication
- Written Communication



BACKGROUND INVESTIGATIONS

THE BACKGROUND PROCESS



BACKGROUND INVESTIGATIONS

1. The case is assigned to a Background Investigator.
2. The Initial Interview is scheduled with the applicant.
3. Documents are explained and signed.
4. The Personal History Statement and Personal Information Questionnaire are reviewed.
5. A polygraph examination is scheduled
6. The neighborhood and residence check is conducted.



BACKGROUND INVESTIGATIONS

7. Contact with all employers.
8. Contact with all references.
9. Review and approval of the background investigation.
10. Command Staff Interview.
11. Medical and Psychological examinations.



BACKGROUND INVESTIGATIONS

TIMEFRAME TO COMPLETE A BACKGROUND INVESTIGATION



BACKGROUND INVESTIGATIONS

- **Police Officer (Trainee)** typically takes four to six weeks to complete.
- **Police Officer (Lateral)** typically takes a little longer due to file reviews and their current or previous law enforcement agencies.



BACKGROUND INVESTIGATIONS

QUESTIONS????

