

A POST Plan III course



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# Administration of the Background Process 2017



**November 8, 2017  
Carlsbad**

*Systems for Public Safety*  
www.backgroundinvestigators.com  
POST OFFICE BOX 977  
TWIN BRIDGES, CA 95735-0977

## SURVIVAL SKILLS FOR PERSONNEL UNIT MANAGERS

It's *no* laughing matter. Whether you are hiring, laying off or reinstating, managing the background unit can be a daunting task for which you may have found yourself unprepared.

It's important that the prescription you take is *not* one for disaster! The ADA, GINA, FMLA, EEOC, POST, ICRA, FCRA, CRA, DFWA PROP 64 all affect you!



Now there is a one day, eight hour course specifically designed to keep you out of this ever-changing mine field! Instructed by some of the leading professionals in the field of public safety personnel, we will frankly and openly discuss the things you need to know and, perhaps, things you never even thought about knowing.

“Administration of the Background Process” was created by the Commission on Peace Officer Standards and Training out of the recognition that the supervisors and managers charged with overseeing a background unit may be left out in the dark.

## SID SMITH

is a former Chief of Police and former Public Safety Director who has been instructing background investigation for more than thirty years, from Hawaii to Virginia, Michigan to Wyoming. He is the author of the *Public Safety Background Investigation Sourcebook*.



## GARY BARNER

is a retired Police Captain from the City of Novato and has been instruction background investigation for nearly 20 years. He is the background course coordinator at the Santa Rosa



Training Center.

More has changed in regulation, legislation and in the courts in the last several years in California pre-employment background investigation than has occurred in the past thirty. It's time you and your agency took advantage of the opportunity to learn what's new!

Apart from new forms, updated background dimensions and selection standards, case decisions, and new legislation, more than ever unit supervisors and managers need to revisit the subject of backgrounds, especially during unprecedented hiring needs.

## WHERE

This course will be held at:

Carlsbad Police Department  
Conference Center  
2560 Orion Way  
Carlsbad, CA 92010

## WHEN

November 8, 2017  
8:00 a.m. to 5:00 p.m.

## HOW MUCH

Tuition is \$ 137 per student. As you know, *This is a P.O.S.T. Plan III course*, so all travel and tuition may be reimbursable. Cash, checks, or government purchase orders *only*. (Sorry, no credit cards).

Gambling with your agency's personnel needs, especially when money is short, is a risk you *don't* have to take. Whether you are hiring or frozen, laying off, you need to know all of the new rules. With so many vacancies, the future can't be trusted to a roll of the dice.

