

Det. Gary M. Fournety (Ret.)
St. Louis County Police Department
Founder & President Emeritus
314.609.2719



Lt. Brian M. Hilke (Ret.)
O'Fallon, MO Police Department
President
636.795.2383

Vista Law Enforcement Training and Consulting, LLC 7055 Mexico Road, #776, St. Peters, Missouri 63376

Applicant Interviewing and Background Investigations for Police Administrators

Vista Law Enforcement Training and Consulting, LLC, in cooperation with [REDACTED], has scheduled this 4-hour POST-approved training program, titled "Applicant Interviewing and Background Investigations for Police Administrators." This training program is presented by current and retired law enforcement investigators and supervisors/commanders that are applicant interviewing/background investigation experts that have conducted and supervised hundreds of these investigations. Topics include:

- Legal requirements and restrictions in conducting applicant hiring boards and backgrounds
- Standardized questions for a hiring board interview
- Necessary documents required from the applicant for the background investigator
- Essential forms required for investigators to conduct thorough applicant background
- What an "integrity interview" is and the role it plays in applicant background investigations
- Standardized questions for the applicant's Personal History Statement
- Differences between pre-conditional and post-conditional job offers
- Significance of conducting a "truth verification test" (polygraph exam vs. voice stress analyzer)
- Reasons for having applicants complete a "functional capacity evaluation"
- Importance of applicant drug screening
- Reasons why agencies should have applicants submit to a psychological evaluation
- Discuss the advantages and disadvantages of having the same or different background procedures for law enforcement and civilian positions
- Legal requirements and restrictions in conducting applicant backgrounds

This program is intended for all law enforcement supervisors, commanders, and chiefs/sheriffs, who conduct and/or manage applicant hiring and background investigations. Emphasis is on creating and maintaining applicant interviews and backgrounds that are grounded in case law, state statutes, and best practices.

Email VISTALLC@VISTABLUETRAINING.COM to register

Vista Law Enforcement Training and Consulting, LLC is a Missouri Peace Officer Standards and Training (POST) approved provider for Continuing Law Enforcement Education (CLEE) training hours

"Professional Law Enforcement Training and Consulting"