

# Fire Background Investigations

## 24 Hour Training Course

South Texas College Regional Center for Public Safety Excellence  
in Pharr, TX

**September 23-25, 2024**

Properly trained fire department investigators reduce liability, ensure best applicant selection and help strengthen community trust. This comprehensive 3-day course teaches new and experienced background investigators advanced techniques and procedures for conducting pre-employment background investigations of new fire department employees.

### Topics Include:

- Conducting pre-employment background interviews
- Conditional offers of employment letters
- Report preparation
- ADA Americans With Disabilities laws
- Credit checks /Financial investigation
- Driving records
- Criminal and Civil background investigation
- Psychological screening
- Polygraph-CVSA 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



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

### **Cost \$495**

**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:** South Texas College Regional Center for Public Safety Excellence  
3901 S. Cage Blvd. , Pharr, Texas 78577

**Nearby Lodging:** DoubleTree Suites by Hilton 1800 S. 2nd St., McAllen, TX  
: Wyndham Garden 1921 S. 10th, McAllen, TX

**Register at:** [ProFirst Training](https://www.profirsttraining.com)