



Board of Peace Officer Standards and Training

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Summary of New Background Investigation Requirements Minnesota Rule 6700.0670

Please refer to the actual rule for official requirements

Background investigations initiated 6/1/23 or later must meet new requirements. Background investigations that are initiated prior to June 1 AND are less than 6 months old at the time of hire are valid and do not need to be redone to meet the new standards for investigations. However, the disqualifying criminal convictions identified in the new minimum selections standards apply May 30, 2023, regardless of when the background investigation was completed. Note that there are exemptions identified in 6700.0700 Subp. 1B for currently licensed officers who may not meet the new standards.

1. General Requirements

- CLEO must notify POST when initiating background investigation
- CLEO must notify POST of an applicant's disqualifying results and of a licensed officer's potential conduct violations
- A background investigation is required for every new hire, including licensed officers
- Completed investigations are valid for only 6 months
- MN. Statutes 363A.08 prohibits anyone involved in applicant selection to perform a background investigation, including CLEOs.
- Results of investigation must be retained by agency
 - If hired, keep results as long as person is employed
 - If not hired, keep for 6 yrs or per agency's retention schedule (whichever is longer)
- Disqualifying information must be reported to POST

2. Information to be Obtained From Applicant

- Residential history
- Names and aliases used
- Identify agencies applied to for a LEO position within past 6 years
- Social media accounts (does not require providing login credentials, but applicant must aid agency review by identifying accounts and logging in as requested by investigator).
- Licensed officers disclose disciplinary or court findings (see rule for Brady-Giglio issues)
- Signed releases (see actual rule for specifics)
- Agency required information

3. Issues to be Addressed in Background Investigation

- Citizenship status or verification eligible to work in the US
- Criminal history (including fingerprints submitted to BCA and FBI)
- MN Driving records and other states as applicable

- Applicant's use of alcohol, controlled substances and intoxicating substances
- Education verification
- Discriminatory conduct
- Conduct with a Hate or extremist group or a criminal gang
- Employment history
- Military history
- Residential History
- Social media, financial history
- Personal and professional references
- For currently or previously licensed officers
 - Inquiry to local prosecuting authority and law enforcement in jurisdiction(s) where applicant served (see rule for exact topics)
 - Records and inquiry to each law enforcement agency that employed applicant

4. Exemption to Background Investigation

- For a seasonal or temporary position (see definitions in 6700.0100), when the agency selects a currently licensed and currently employed officer, the agency may decide to limit the investigation to a criminal history check and driving records check. Requires written confirmation from current employing agency. Review MN Rule 6700.0670 Subp. 2(B) for specifics.