



Board of Peace Officer Standards and Training

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(651) 643-3060 | www.mn.gov/post

Summary of Background Investigation Requirements

(MN Rule 6700.0670)

The information provided below is intended as a summary and general guide for background investigations. For more information, review the Minnesota rules referenced on this document.

General Requirements

- CLEO must notify POST when initiating a background investigation, using the appropriate notification form (MN Rule 6700.0675 Subp. 3)
- CLEO must notify POST of an applicant's disqualifying results and of a licensed peace officer's potential conduct violation (MN Rule 6700.0675 Subp. 3)
- A background investigation is required for every new hire, including active licensed peace officers
- Completed investigations are valid for only six months
- MN Statute 363A.08 prohibits anyone involved in applicant selection from performing a background investigation, including CLEOs
- Results of the background investigation must be retained by the agency
 - If hired, keep results while person is employed with the agency
 - If not hired, keep for six years or per agency's retention schedule (whichever is longer)

Information to be Obtained from Applicant

- Residential history
- Names and aliases used
- Agencies applied to for a peace officer position within the past six 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 the investigator)
- Disciplinary or court findings, if the applicant is a licensed peace officer
- Signed waivers for release of applicant's data
- Agency required information

Issues to be Addressed during Background Investigation

- Citizenship status or verification of eligibility to work in the United States
- Criminal history (including fingerprints submitted to BCA and FBI)
- Driving records - MN and other states, as applicable
- 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

- Although not specified as a licensure disqualification in POST regulations, an applicant may meet all the minimum selection standards but be ineligible to possess firearms due to conditions set forth in MN Statute 624.713 or 18 US Code 922. It would be unlawful for an ineligible person to possess a firearm to complete any of the mandatory firearms training needed to obtain and maintain licensure as a peace officer.
- For current or previously licensed peace officers:
 - Inquire with the local prosecuting authority and law enforcement in jurisdiction(s) where applicant served (MN Rule 6700.0670 Subp. 2 A. (13))

Exemption to Background Investigation

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

Use of POST's Background Investigation and Hiring Checklist form is recommended. The form is available on the POST website.