



Minnesota Sheriffs' Association
100 Empire Drive, Suite 222
St. Paul, MN 55103-1885
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Training Announcement

Background Investigations for Public Sector Employers

Hosted by Washington County Sheriff's Office
15015 62nd St. N., Stillwater, MN 55082
In-Person Only
September 29-30, 2025; 0830-1630 each day
(14 POST Credits)

This two-day class is taught by long-time legal counsel and nationally recognized public employment law attorney Rick Hodsdon. Rick covers all the danger points and provides practical techniques and sources for background materials from the perspective of a person who has personally conducted several dozen such investigations. Rick has spent all his professional life representing and defending state and local officials, conducting criminal prosecutions, and training and advising criminal justice and government officials.

Course Description

One of the most perilous aspects for a public sector employer is vetting and doing background investigations of potential employees. An agency that does not properly background its prospective employees prior to employment faces serious liability under theories of negligent hiring and deliberate indifference to the risk of harm to third parties. An agency that conducts such investigations, but does it poorly, still faces liability risk to third parties but adds a major risk of suit and human rights complaints from the unsuccessful candidate. If the agency can walk that tight rope, there remains the issue of how to get the needed information in a world that increasingly seems unwilling or unable to provide it.

This course is designed for any person who hires, manages, or supports law enforcement personnel, whether full-time, part-time or volunteer. This class is very appropriate for law enforcement, human resources, county administration or county attorneys.

Class Dates: September 29-30, 2025 8:30 AM – 4:30 PM

Class Location: Washington County SO; 15015 62nd St. N., Stillwater, MN 55082

Registration Costs: \$300 per person- Course materials provided on USB flash drive.

To register for this class go to the Minnesota Sheriffs' Association web site at www.mnsheriffs.org and look under Legal Issues for Public Agencies.

If you have questions or need further information please contact Heather Stephens, MSA Training Coordinator by email; hstephens@mnsheriffs.org or phone; 651-204-2213.

www.mnsheriffs.org

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