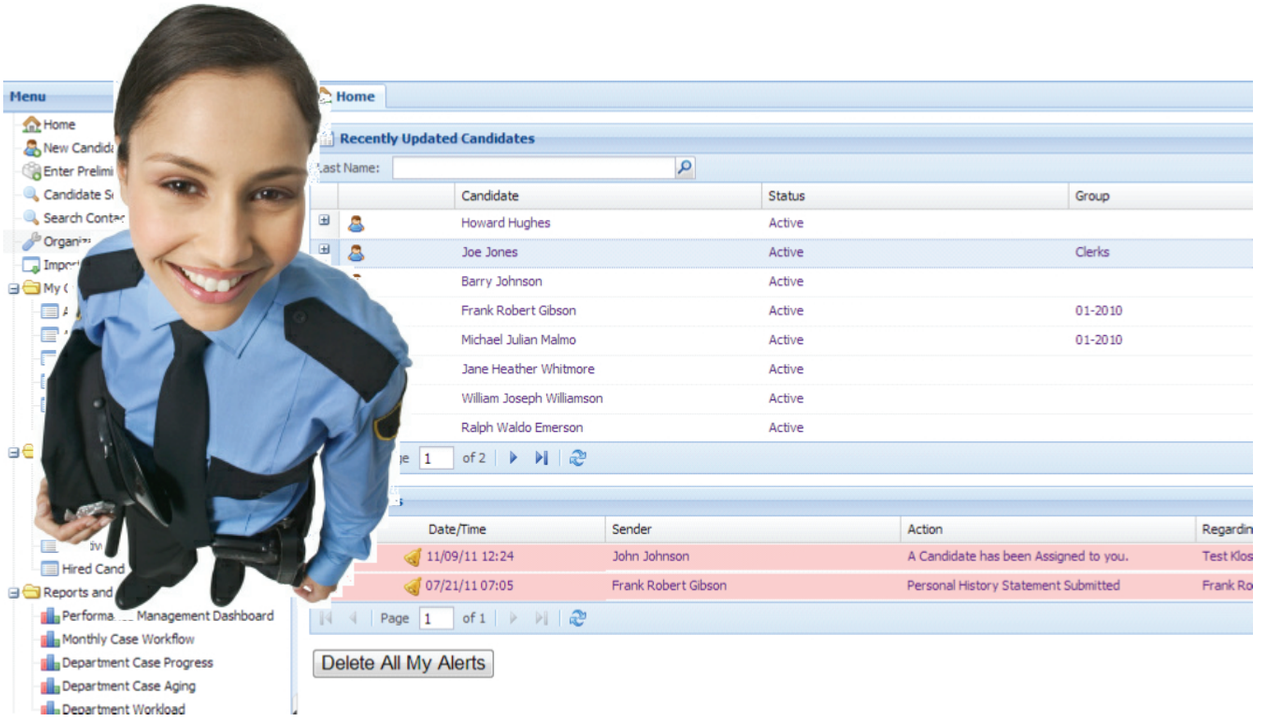
Peace Officer Background Investigation

POBITS

Tracking System



Designed to assist law enforcement agencies in conducting background investigations on candidates for sworn and non-sworn positions in accordance with Peace Officer Standards and Training

Why We Made It

Peace Officer Background Investigation Tracking System (POBITS) is a revolutionary system that completely rebalances the effort required to conduct your background investigations. POBITS gives your department a comprehensive standardized method for conducting investigations and producing consistent review packages for evaluating your candidate's suitability for a position in law enforcement or public safety.

A quality engineer will tell you that quality occurs when workers follow a standard documented process for performing tasks and produce products that conform to an established standard with little or no variances. That is our goal with POBITS. While POBITS has many benefits that we will describe here, the ultimate benefit is a standard process for conducting investigations and a standard, high quality package of the investigation results. And the entire package is produced in a single PDF file for easy long-term storage.

Why You Need It

POBITS enables increased throughput and higher quality output using fewer resources. That means it takes less energy to get the job done and that's why we buy tools. A man once said…

"People don't buy drills, they buy holes."

That's right. You only use the software if it gives you the outcome you want; in your case, thoroughly documented investigations with low effort. POBITS is a complete game-changer in the background investigation process.

G-A-M-E C-H-A-N-G-E-R

That's not a euphemism. No tool has ever been devised to improve the background investigation process the way POBITS does. Nothing. The best way to describe it is a collaboration tool for all investigation participants with the investigator as the facilitator. And if you have many investigations going at once, POBITS is simply indispensable. POBITS keeps you and your organization right on top of every aspect of every investigation.

Quality Processes

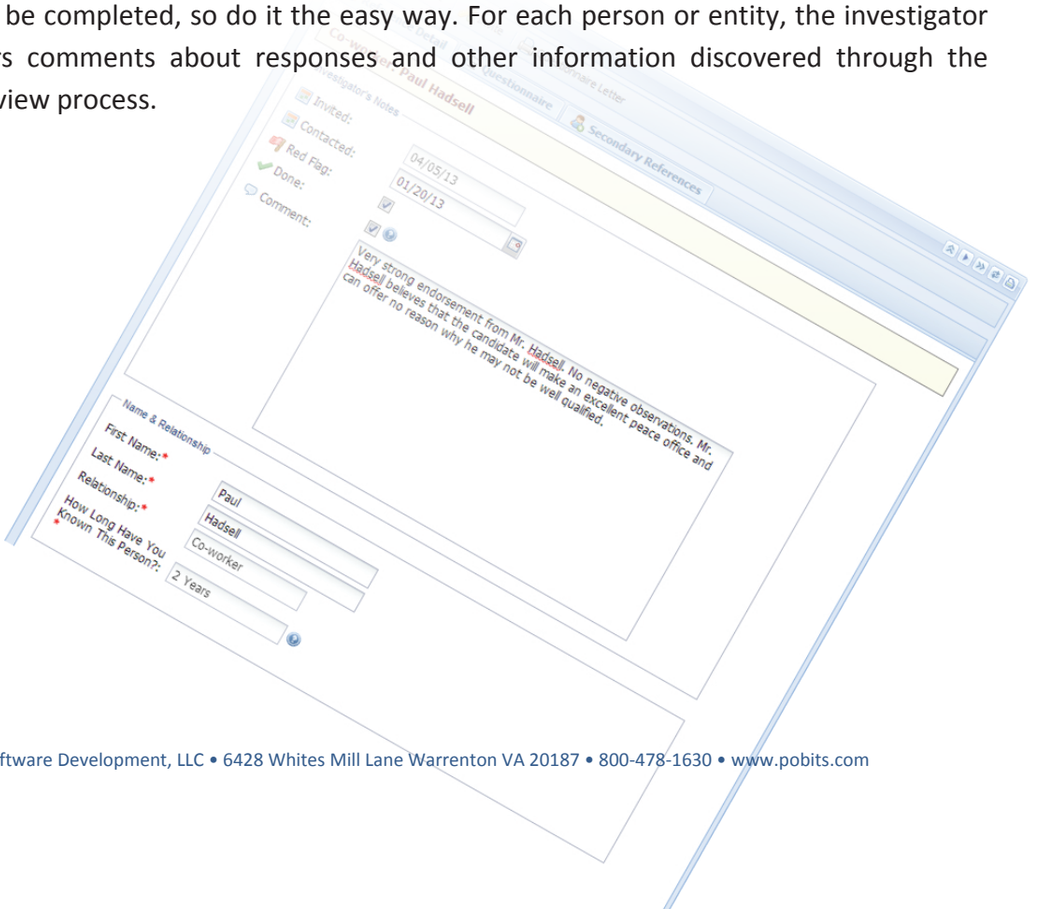
Data Entry Burden is on Others

All Case Information is Provided Directly by the Contributor

Each participant in your investigation - the candidate, references, relatives, employers, landlords, and neighbors all use POBITS directly to complete questionnaires specific to their relationship to the candidate. Investigators are notified via email and system notifications when a questionnaire is completed. It's impossible to lose track.

Make Contact and Acquire Information

The one-click process of inviting people sends them a link to POBITS along with their login credentials. Once logged in, they can view/print the candidate's Release Authorization Consent form, complete the questionnaire, and log out. Once they do, their system access is terminated. We're not saying that you won't be speaking with these people. Of course you will. But the questionnaire is a fundamental document that must be completed, so do it the easy way. For each person or entity, the investigator enters comments about responses and other information discovered through the interview process.



Workflow Management

POBITS Analyzes the Personal History Statement

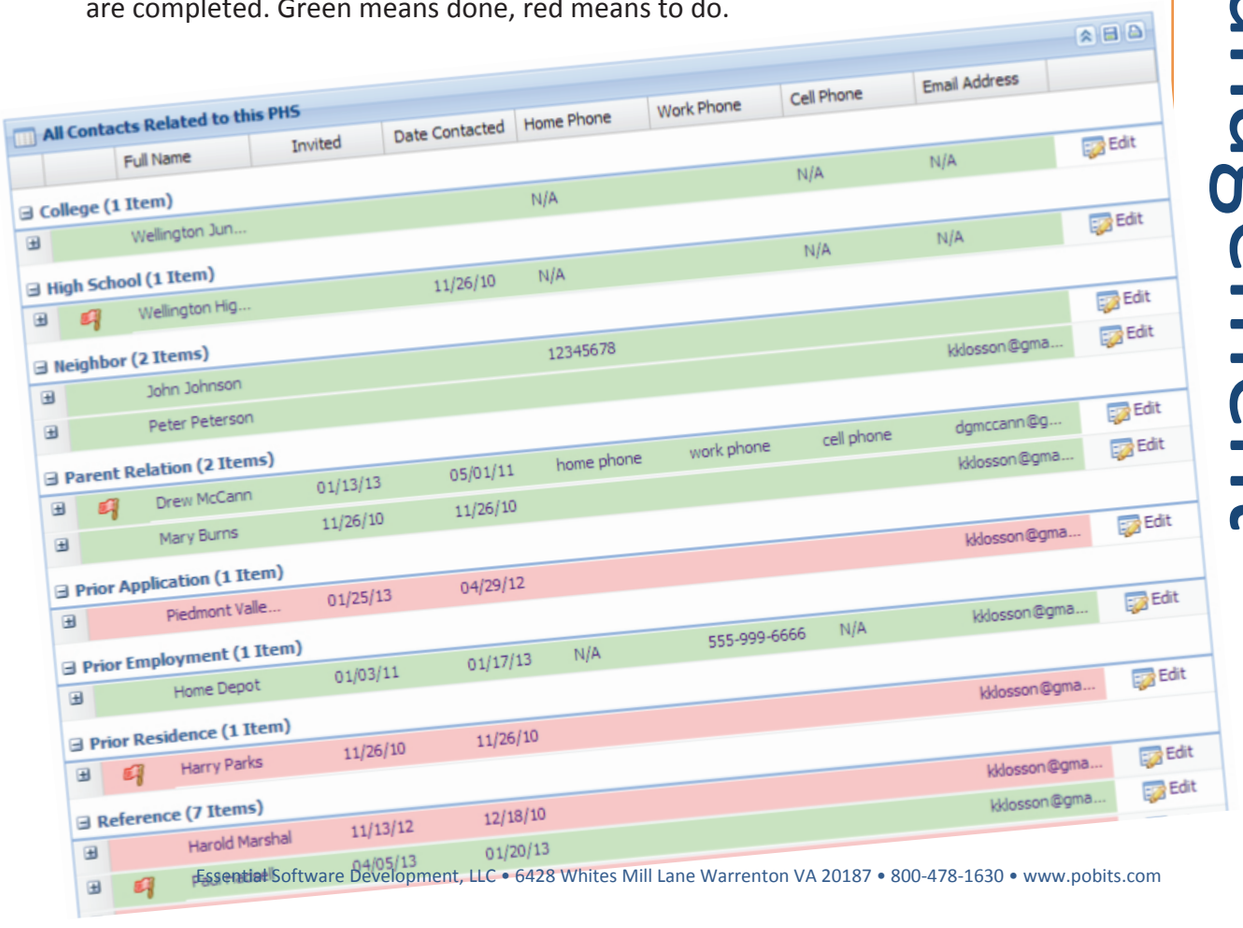
When the candidate completes the PHS, the investigator's first step is to review the Concerns Report. You've never heard of the Concerns Report because it can't exist without POBITS. When the candidate answers "Yes" to any question, POBITS requires a full explanation with places, dates, and details. This creates a *Concern* that the investigator examines and adjudicates. Here's

Drug Use

PHS Question:	DU-4
Issue:	Candidate has allowed persons to use illegal drugs in his/her presence, home, or vehicle
Approximate Date:	2005
General Location:	Colton, CA
Candidate Explanation:	I was at a party and had no control over the actions of others. I left shortly after the drugs appeared.
Investigator Comments:	Discussed with candidate. This is a legitimate case of being in the right place when people not known to the candidate arrived and began conducting illegal activities. The candidate did not know these persons.
Investigation Dimension:	Substance Abuse and Other Risk-Taking Behavior
Investigator's Adjudication:	Mitigated Issue

POBITS Provides a Simple Workflow for Interviews

The candidate provides all references in POBITS which provides the investigator with a checklist for contacting them and checking them off as they are completed. Green means done, red means to do.



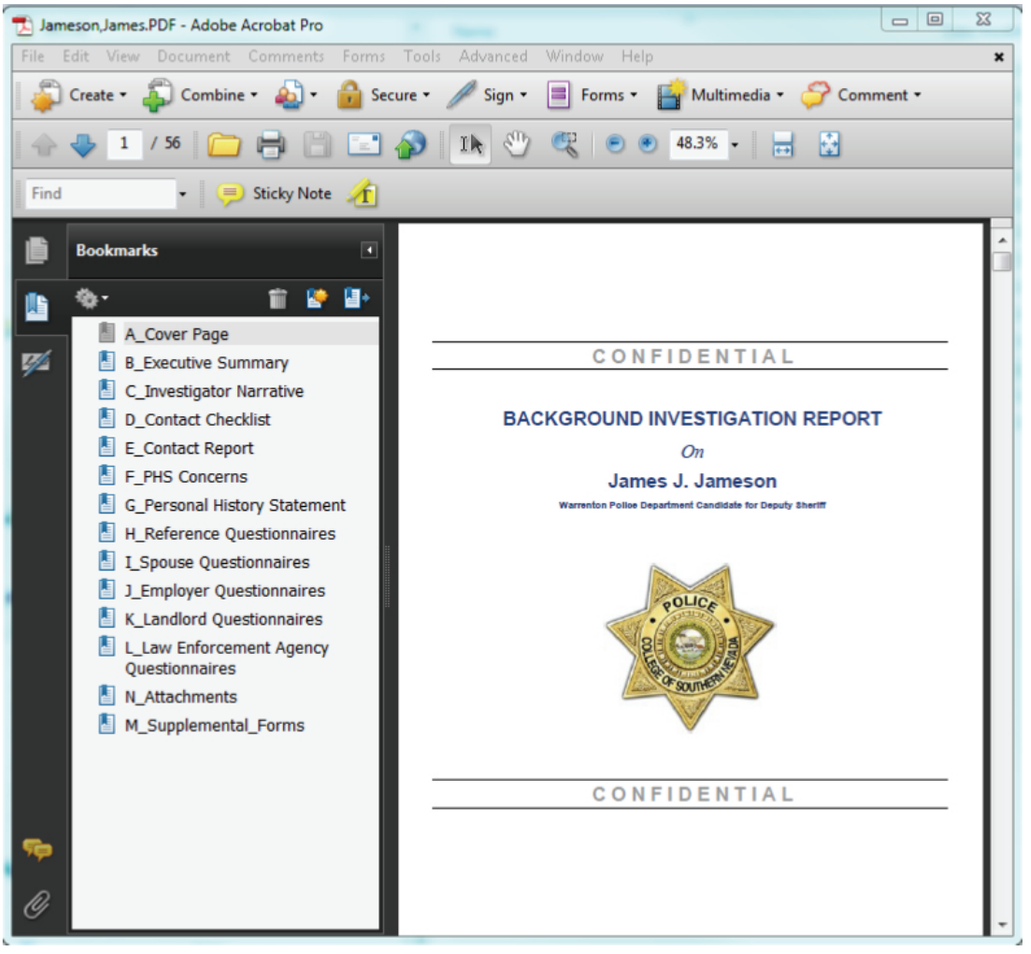
Completely Paperless

Your Entire Investigation in One File

Once complete, your entire investigation is produced in a single PDF file.

Produce a single PDF file and store it in a secure location on your network

With once click, POBITS produces your entire background investigation report in one single PDF file. The document is bookmarked for each major section and since it is in PDF format, it is searchable. We emphasize that the role of POBITS is to get you to this product as soon as possible with the least effort. Once you have this, POBITS has delivered on its promise. While your investigation data will always be in POBITS, this document is your record of the background investigation and should be produced and stored, but not printed. These reports tend to run more than 100 pages. You can download a sample background investigation report at www.pobits.com.



Software as a Service

POBITS is a Subscription Service

It's not too long ago that software like POBITS would have required a sizable initial investment to procure and install, and annual maintenance fees of 15% or more of that investment to maintain the software. Software as a Service changes that. There is no investment ever - only a flat subscription fee for each investigator. Even the smallest department can afford it. POBITS is a perfect solution to purchase under the SaaS model.

No hardware to buy or maintain

No one wants a server and a bunch of software on the data floor that only a vendor can service. What's the point? Your business is law enforcement, not information technology management.

What if I want to stop using POBITS - what happens to all of my data?

Frankly, it's easy to stop using POBITS and that's why we work hard to make it totally worth your time and money to stay with us. Each investigation has produced a complete background investigation report containing all of the investigation information. Once you have that, POBITS has done its service. If you decide to move on, we'll delete your data forever after giving you ample time to consider. You will have the investigation products that POBITS helped you to produce.

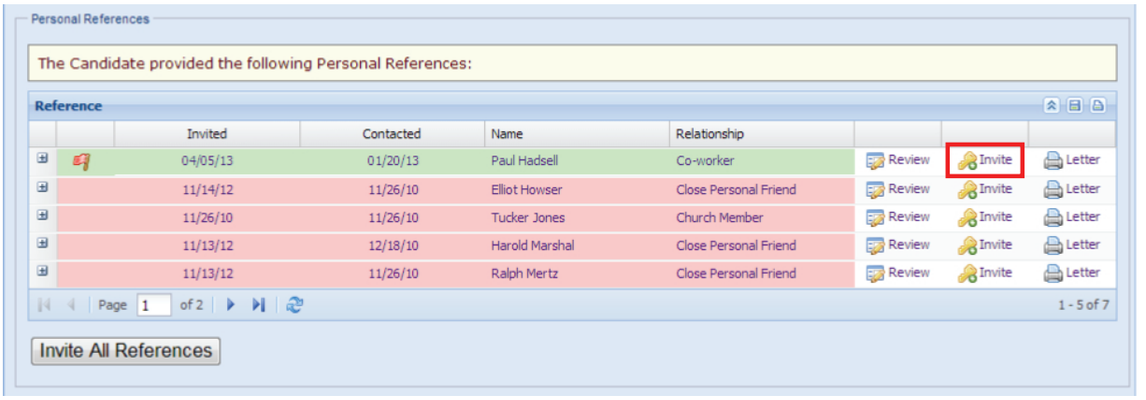
This is sensitive data. Is it safe with you?

Yes, we know. The POBITS system is hosted by Amazon Web Services in a secure world class data center. Physically, it's as safe or safer than your own data center. Data access is tightly controlled. Even an investigator can't change data that was entered by a candidate or anyone else. By the way, the federal government uses a similar model to process background investigations for national security clearances. It's called e-QIP.

Easy to Use

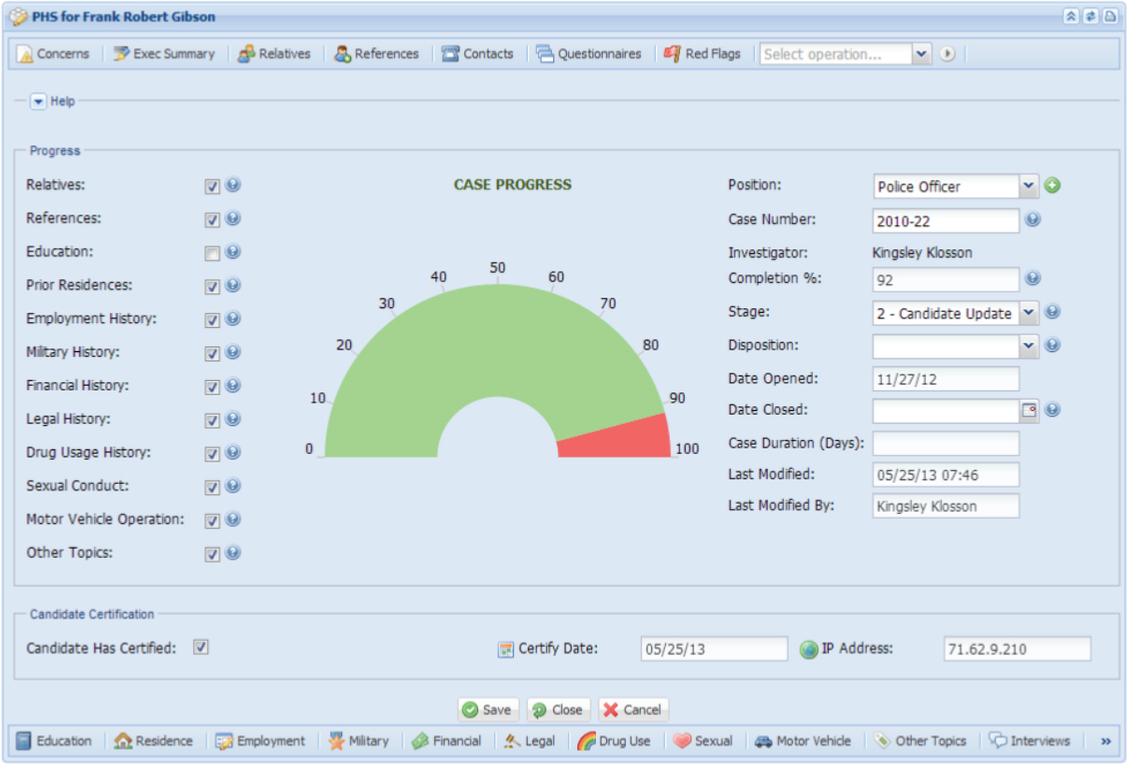
How do I keep everything straight?

That's the point of POBITS. You don't have to. Everyone in POBITS has a different role and based on their role they have an entirely unique perspective when they enter the system. When a user is "invited" POBITS knows exactly what to do.



The Investigation Control Panel

The investigation control panel is the gateway to all background investigation areas. The case progress guage indicates case progress at-a-glance.

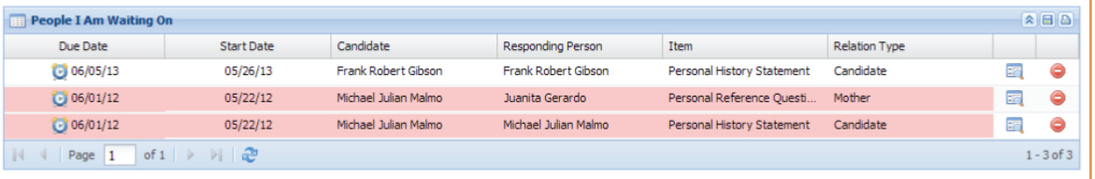


More Investigations, More Information

No need to lose your mind

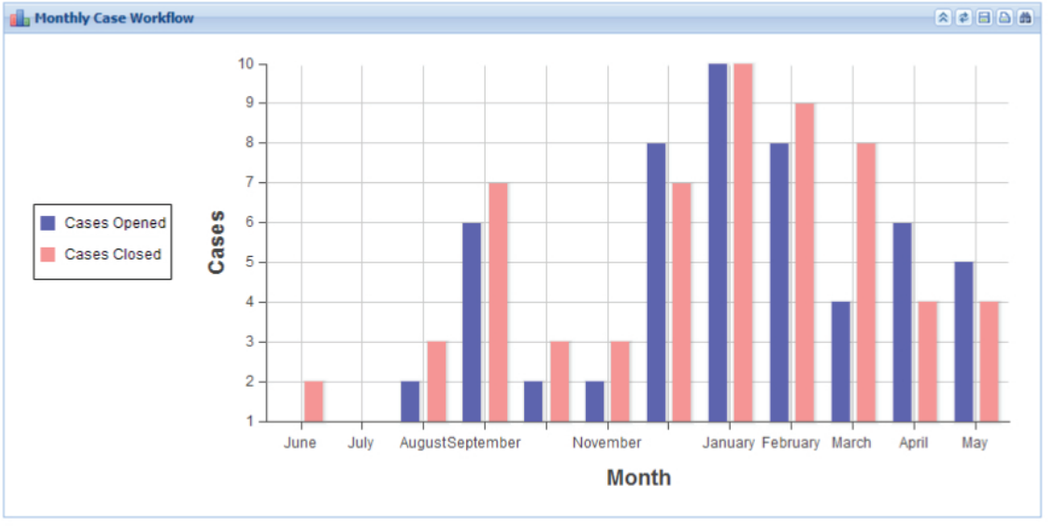
Let's see, five active investigations, about twenty references each. That's 100 people to gather questionnaires from, interview, and assess. Here's a questionnaire that just came in the mail. Okay... open it, figure out which investigation it applies to, and see if it's still even relevant... wow, I mailed this about a month ago! That investigation is done. One down, 99 to go...

When you invite a reference in POBITS, it keeps track of them in a list called "People I Am Waiting On". Once the candidate or reference completes their questionnaire, they are removed from the list. If they fail to do what you asked within 10 days, they turn red, so you know you need to get back them.

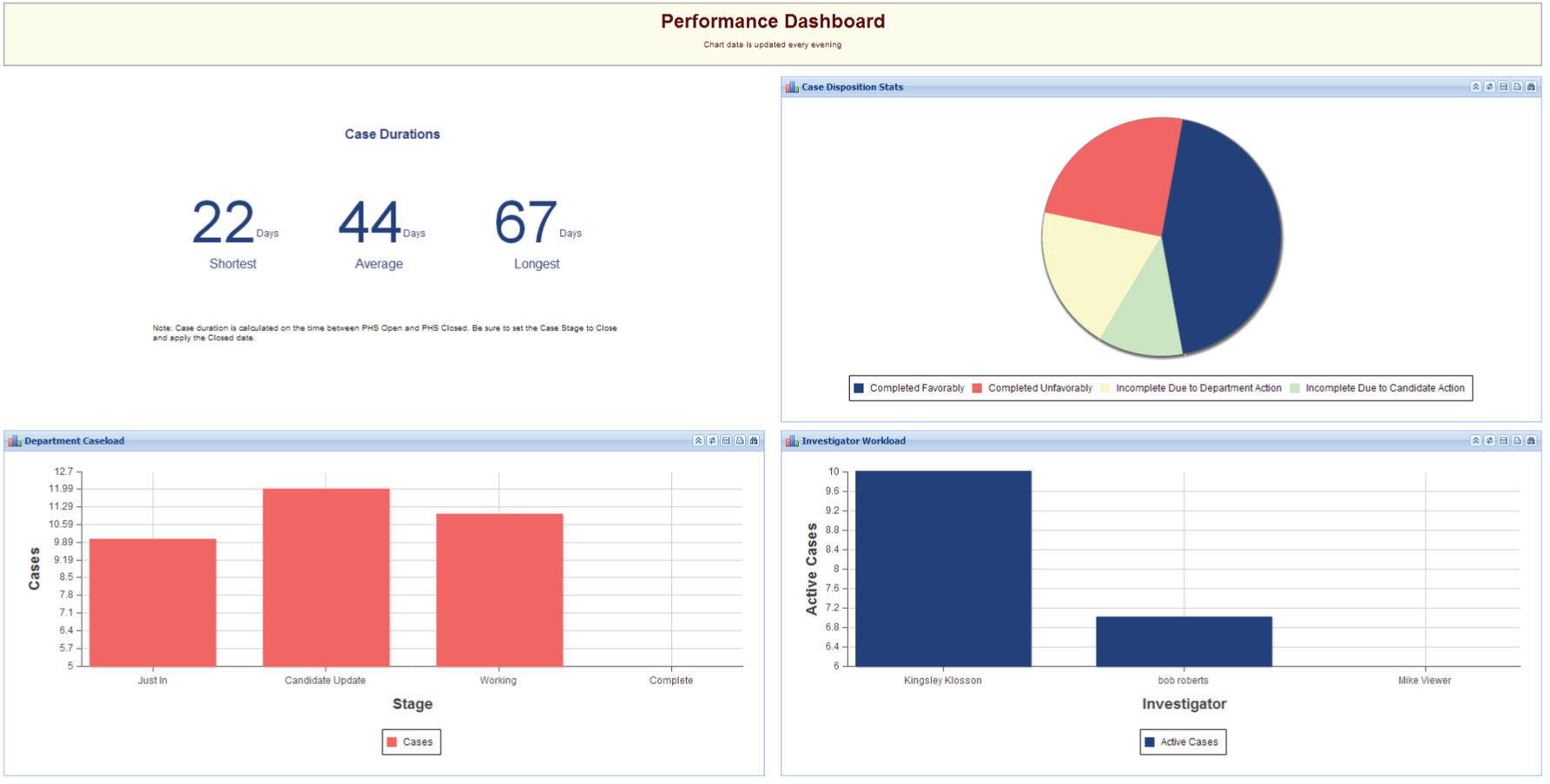


Man, I sure have been busy!

Yes you have. But how busy? And when were you real busy and when were you just plain old busy? POBITS can tell you.



By just doing your work, POBITS is able to provide metrics on what's been done, what has yet to be done, who has done what, and who is available for more work.



Management Metrics

Essential Software Development, LLC • 6428 Whites Mill Lane Warrenton VA 20187 • 800-478-1630 • www.pobits.com

Getting Started is Easy

It's a No-Brainer...

It used to be that adopting new software was expensive and painful. Not any more. You can start using POBITS in about one hour including account setup and basic training. But let's not rush. The actual hard part of software adoption is just getting use to a new working model. That won't take long with POBITS because the benefits are immediate.

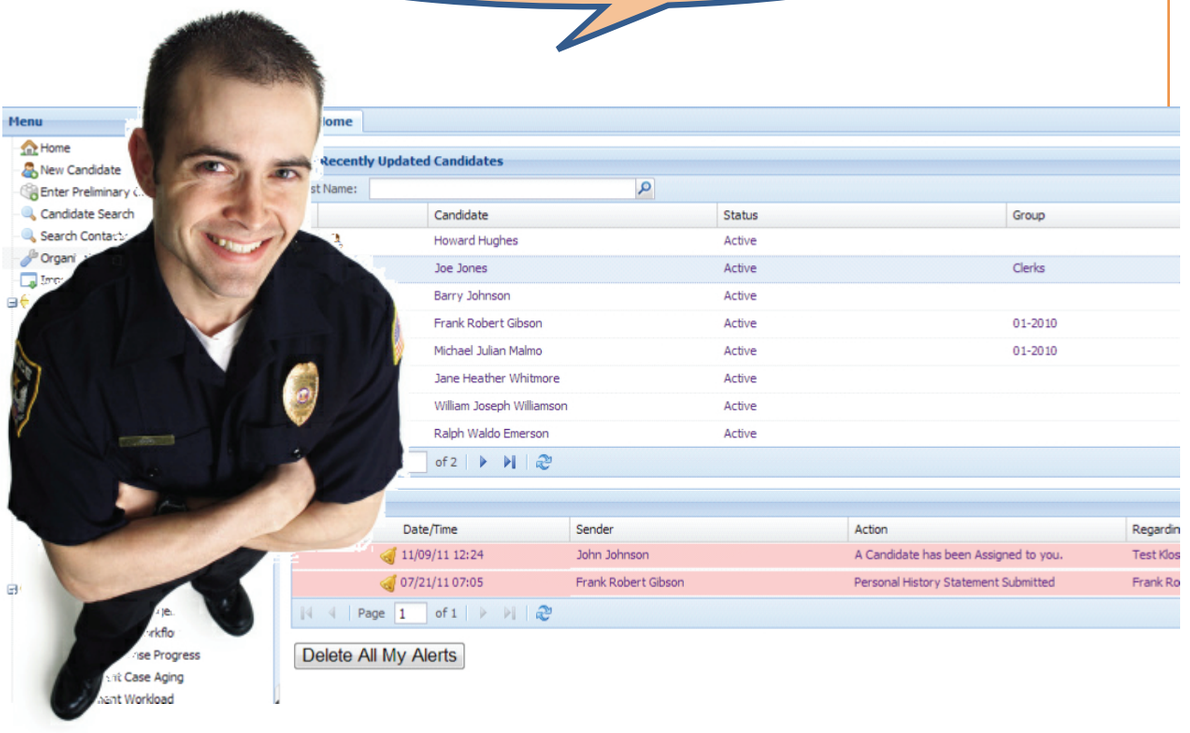
Three Simple Steps...

1. **Join a free webinar**
   Give us one hour to show you the features and benefits of POBITS

2. **Start a free 30 day trial**
   Your trial account is completely unlimited. Use POBITS all you like to fully understand how it works and how it will benefit your background investigation process.

3. **Start Your Subscription**
   After your trial, you shouldn't need much help, but we'll be happy to provide some training via webinar to get your team started. No cost, of course.

Start using POBITS today!



Frequently Asked Questions

Do we have to install anything on our network or office computers?

No. POBITS runs entirely in your browser and does not require any browser plug-ins to work.

Are there any costs beyond the subscription fee?

No. You will never pay any other fees.

Do you provide training?

Yes, but you don't need much. Our introductory webinar pretty much covers it. There are also training videos and documentation available from within the software. But if you need some training, we'll provide a webinar at no cost. But let's be clear - POBITS is not hard to use. We think you'll figure it out pretty quickly.

Is my data safe on your server?

Yes. We currently run in the Amazon cloud. You're in good company there. Amazon Web Services are FedRAMP compliant. Or you can always consider an on-premise installation.

What departments are currently using POBITS?

We're a new kid on the block and our customer base is small but growing. We'll be happy to provide you with the whole list for your due diligence.

Can we have our data if we stop using the system?

It wouldn't do you any good, plus you don't need it. When your investigation is complete, download the full background investigation report in PDF format and save it. Once you have that, you have everything you need and the "data" is unimportant.

Is there an option to host the system ourselves?

Yes. It's not difficult but the pricing model is different and you have to accept some basic maintenance responsibilities such as data backup. We have a PowerPoint on this topic on our web site.

More Questions?

Send questions to: sales@pobits.com
Visit us at www.pobits.com
Call us at: 800-478-1630