

```

<!DOCTYPE HTML PUBLIC "-//W3C//DTD HTML 4.01 Transitional//EN">
<html>
<!-- saved from url=(0029)http://www.helpandmanual.com/ -->
<head><script src="//archive.org/includes/analytics.js?v=cf34f82"
type="text/javascript"></script>
<script
type="text/javascript">window.addEventListener('DOMContentLoaded', func
tion(){var
v=archive_analytics.values;v.service='wb';v.server_name='wwwb-
app41.us.archive.org';v.server_ms=1635;archive_analytics.send_pageview
({});});</script><script type="text/javascript" src="/_static/js/ait-
client-rewrite.js" charset="utf-8"></script>
<script type="text/javascript">
WB_wombat_Init("http://web.archive.org/web/", "20190808074437",
"www.esdevllc.com");
</script>
<script type="text/javascript" src="/_static/js/wbhack.js"
charset="utf-8"></script>
<script type="text/javascript">
__wbhack.init('http://web.archive.org/web');
</script>
<link rel="stylesheet" type="text/css" href="/_static/css/banner-
styles.css" />
<link rel="stylesheet" type="text/css"
href="/_static/css/iconochive.css" />
<!-- End Wayback Rewrite JS Include -->

<title>Welcome and Introduction &gt; Introduction</title>
<meta name="generator" content="Help & Manual">
<meta name="keywords" content="Introduction">
<meta name="description" content="Introduction">
<meta http-equiv="Content-Type" content="text/html; charset=UTF-8">

<!-- This line forces IE8 into IE7 mode, safer until IE8 is better
known -->
<meta http-equiv="X-UA-Compatible" content="IE=EmulateIE7"/>

<link type="text/css"
href="/web/20190808074437cs_/http://www.esdevllc.com/pobits/help/defau
lt.css" rel="stylesheet">
<link type="text/css"
href="/web/20190808074437cs_/http://www.esdevllc.com/pobits/help/custo
m.css" rel="stylesheet">
<script type="text/javascript"
src="/web/20190808074437js_/http://www.esdevllc.com/pobits/help/nsh.js
"></script>

<script type="text/javascript">
// Toggle Toggler

var toggleCount=false;
var switchState;

function toggleToggles() {

    if (!toggleCount) {
        toggleCount = true;
        HMToggleExpandAll(true);
    }
}

```

```

switchState = true;
}

else if (switchState) {
    HMToggleExpandAll(false);
    switchState = false;
}

else {
    HMToggleExpandAll(true);
    switchState = true;
}
}
</script>

<!-- non-scrolling headers for CHM and browser-based help, local
styles-->
<style type="text/css" media="screen">
    body {
        margin:0;
        padding:0;
        overflow: auto;
        background: #FFFFFF;
    }
    #idheader {
        width:100%;
        height:auto;
        padding: 0;
        margin: 0;
    }
    #idheaderbg {
        background: #6F6F6F;
    }

    #callout-table, #overview-table {display:block; position:relative;
top:0; left:0;}
    #callout-icon {display:block; position:absolute; top:-11px; left:-
11px;}
    #callout-icon-flag {display:block; position:absolute; top:-11px;
left:-8px;}
    #callout-table a {text-decoration: none; color: blue;}
    #callout-table a:visited {text-decoration: none; color: blue;}
    #overview-table a {text-decoration: none; color: black;}
    #overview-table a:visited {text-decoration: none; color: black;}
    #callout-table a:hover, #overview-table a:hover {text-decoration:
underline;}
</style>

<style type="text/css" media="print">
<!--
/* Hide navigation links and add space between header
and text in the printed version. Not valid for eBooks. */
#idnav { display:none; }
.topichead { padding: 5px 5px 20px 5px; }
-->
</style>

```

```

<script type="text/javascript"
src="/web/20190808074437js_/http://www.esdevllc.com/pobits/help/helpma
n_topicinit.js"></script>
<!-- Redirect browser to frame page if page is not in the content
frame. -->
<script type="text/javascript">
<!--
if (location.search.lastIndexOf("toc=0")<=0) {
  if (parent.frames.length==0) {
parent.location.href="index.html?introduction.htm"; }
  else { parent.quicksync('a1.1'); }
}
//-->
</script>
<script type="text/javascript"
src="/web/20190808074437js_/http://www.esdevllc.com/pobits/help/highli
ght.js"></script></head>
<body onload="highlight();" >
<div id="hmpopupDiv" style="visibility:hidden; position:absolute; z-
index:1000; "></div>
<!--ZOOMSTOP-->

<div id="idheader">
<div id="idheaderbg">
<table width="100%" border="0" cellspacing="0" cellpadding="0"
style="margin: 0px; background:
url(/web/20190808074437im_/http://www.esdevllc.com/pobits/help/header_
bg.jpg);">

  <tr valign="bottom">
    <td align="left" valign="bottom" class="topichead">
      <p class="crumbs" id="idnav"><b>Navigation:</b>&nbsp;

      Welcome and Introduction&nbsp;&gt;</p>
      <p class="p_Heading1"><span
class="f_Heading1">Introduction</span></p>

    </td>
    <td align="right" width="120" valign="middle" class="topichead"
id="idnav">

      <a href="introduction.htm"
onmouseover="document.images.main.src='btn_home_h.gif'"
onmouseout="document.images.main.src='btn_home_n.gif'"></a><a
href="concept_of_operation.htm"
onmouseover="document.images.next.src='btn_next_h.gif'"
onmouseout="document.images.next.src='btn_next_n.gif'"></a>
      </td>
    </tr>
  </tr>

```

```
<tr><td colspan="2" style="height: 3px; background:
url(/web/20190808074437im_/http://www.esdevllc.com/pobits/help/header_
bg_shadow.gif)"></td></tr>
</table>
</div>
```

```
<!-- The following code displays Expand All/Collapse All links below
the header in topics containing toggles -->
```

```
</div>
```

```
<div id="idcontent"><div id="innerdiv">
<!--ZOOMRESTART-->
<p><span class="f_Header">Peace Office Background Investigation
Tracking System</span> </p>
<p><span style="font-weight: bold;">POBITS</span> assists public and
private sector agencies in tracking the progress of background
investigations performed on candidates for employment positions
requiring higher standards of personal character and integrity. POBITS
is particularly well suited for agencies that hire sworn peace
officers, but can be useful to any organization or agency where
numerous candidates are simultaneously processed through a
comprehensive background investigation. The background process is
modeled after the State of California Peace Officer Standards &
Training (POST) publication: <span style="font-style:
italic;">Background Investigation Manual: Guidelines for the
Investigator</span>, published June 2006. This publication provided
the content of the Personal History Statement and various reference
questionnaires and helped establish the organization of information.
This reference was chosen largely because it is the most comprehensive
resource available. While the California POST publication is directed
to the State of California, we believe it is an excellent resource for
any organization in any state and we have been diligent to eliminate
bias toward the State of California. The development team also
collaborated with other public and private sector background
investigation organizations to determine software requirements and
optimal usability.</p>
<p>POBITS' primary goal is to provide an organized and effective tool
to maximize the investigator's ability to manage any number of
background investigations simultaneously. The secondary goal is to
maximize electronic communication between all investigation
participants and reduce the use of paper data collection and storage,
which is more prone to error and mismanagement. Precaution was taken
to not impose a process that promotes electronic communication over
face-face or telephone interviews. No system can replace the
Investigator's good interviewing technique for acquiring in-depth
information. But as information is gathered, regardless of how it is
obtained, POBITS provides the perfect mechanism for storage and
organization.</p>
<p class="p_Header"><span class="f_Header">What POBITS is</span></p>
<p>POBITS is an information tracking and management system. It
organizes information submitted by a number of participants in the
background investigation process and provides management with a
perspective of work in progress and work accomplished. It produces
reports and provides at-a-glance information on prospective
```

candidates. It provides management with a perspective on the status of any single case, a particular Investigator's caseload, or all cases within an area of responsibility.</p>

<p class="p_Header">What POBITS isn't</p>

<p>POBITS is not an automated background investigation tool. POBITS does not make any determinations about a Candidate's suitability nor does it automatically acquire any information regarding the Candidate other than directly through people who provide it. POBITS does not automate the background investigation process other than creating a highly efficient mechanism to acquire information from Candidates and References, which is a primary strength of the application and a feature that revolutionizes the background investigation process. </p>

<!--ZOOMSTOP-->

</div></div>

<script type="text/javascript">

<!--

```
var lastSlashPos = document.URL.lastIndexOf("/") >
document.URL.lastIndexOf("\\") ? document.URL.lastIndexOf("/") :
document.URL.lastIndexOf("\\");
if( document.URL.substring( lastSlashPos + 1, lastSlashPos + 4
).toLowerCase() != "~hh" )
{
    nsrInit();
}
```

-->

</script>

</body>

</html>

<!--

FILE ARCHIVED ON 07:44:37 Aug 08, 2019 AND RETRIEVED FROM THE
INTERNET ARCHIVE ON 08:55:43 Jan 21, 2020.
JAVASCRIPT APPENDED BY WAYBACK MACHINE, COPYRIGHT INTERNET
ARCHIVE.

ALL OTHER CONTENT MAY ALSO BE PROTECTED BY COPYRIGHT (17 U.S.C.
SECTION 108(a)(3)).

-->

<!--

```
playback timings (ms):
  load_resource: 900.092
  PetaboxLoader3.datanode: 864.841 (4)
  captures_list: 705.38
  exclusion.robots: 0.343
  exclusion.robots.policy: 0.321
  PetaboxLoader3.resolve: 660.329
  CDXLines.iter: 21.49 (3)
  RedisCDXSource: 29.406
  LoadShardBlock: 643.517 (3)
  esindex: 0.106
```

-->