

Press Release

ProFirst Training and Consulting, LLC Expands Litigation Support for Police Hiring and Background Investigations

ProFirst Training and Consulting, LLC - Subject Matter Experts in Police Background Investigations, Offers Litigation Support Services

April 2, 2026 –USA

ProFirst Training and Consulting, LLC announced the expansion of its expert witness and litigation support services focused on [police hiring practices](#) and background investigations. The firm provides expert analysis for plaintiff and defense attorneys in cases involving negligent hiring, background investigation failures, and public safety selection standards, evaluating whether hiring decisions meet accepted professional and legal standards.



John Pallas-CEO, ProFirst Training and Consulting, LLC

Building on national engagements and continued operational success, ProFirst is placing increased emphasis on supporting attorneys in litigation involving police hiring decisions. This includes evaluating whether background investigations were comprehensive, whether disqualifying or concerning information was properly developed, and whether hiring decisions were reasonable based on the information available at the time.

In recent years, ProFirst Training has completed large-scale background investigation projects for major law enforcement agencies, including conducting more than 600 comprehensive background investigations for the Las Vegas Metropolitan Police Department in 2025. Additionally, the firm has provided consulting and policy development services to the Philadelphia Police Department, including the development and refinement of background investigation procedures and development of codified selection standards designed to improve hiring outcomes and align with accepted professional practices.

“Law enforcement hiring decisions are increasingly being scrutinized in litigation,” said John Pallas, CEO of ProFirst Training and Consulting. “The key issue in many of these cases is not whether information existed, but whether it was properly developed, evaluated, and applied during the background investigation process.”

John Pallas brings more than 27 years of law enforcement experience to his expert

witness and consulting work. A former Deputy Chief and Director of Law Enforcement Training, Pallas has extensive experience overseeing recruitment, applicant vetting, and hiring decisions for positions of public trust. He has trained over 600 background investigators nationwide and has supervised and conducted thousands of pre-employment background investigations for law enforcement agencies, including large-scale municipal departments.

Pallas has also developed law enforcement background investigation training curriculum certified by multiple state Peace Officer Standards and Training (POST) commissions, which is used to train investigators nationwide. His work in developing and teaching accepted professional standards for police hiring and background investigations provides a strong foundation for his expert analysis and testimony in litigation matters.

“A central issue in these cases is that agencies should have clearly defined, codified selection standards and ensure those standards are properly applied during the hiring process,” Pallas said. “This includes evaluating applicants across key suitability dimensions such as integrity, judgment, work habits, and interpersonal conduct. While most state Peace Officer Standards and Training (POST) commissions establish minimum qualifications, those standards typically do not address these broader suitability dimensions, leaving that responsibility to the individual agency. Our role is to evaluate whether the background investigation and hiring decision met accepted professional and legal standards.”

ProFirst’s litigation support services focus on evaluating the adequacy, thoroughness, and defensibility of background investigations conducted for positions of public trust. This includes assessing whether agencies conducted comprehensive background investigations, applied clearly defined and codified selection standards that exceed state minimum requirements, and properly evaluated applicants across key suitability dimensions.

In many cases, negligent hiring claims arise not from a lack of policies, but from failures in execution. Background investigations that rely too heavily on automated record checks, fail to reconcile inconsistencies, or do not sufficiently develop prior employment history, references, or prior law enforcement contacts may fall short of accepted professional standards.

ProFirst Training and Consulting focuses on public safety recruitment and the legal frameworks governing pre-employment background investigations. The firm evaluates whether agencies complied with federal standards, including the Americans with Disabilities Act (ADA), Title VII of the Civil Rights Act, and, where applicable, the Fair Credit Reporting Act (FCRA), which are critical to lawful and defensible hiring practices. Proper application of these standards requires both legal knowledge and practical expertise. ProFirst’s analysis centers on whether agencies adhered to these requirements while effectively evaluating applicant suitability for positions of public trust.

From a litigation perspective, the central issue is whether the background investigation and resulting hiring decision were reasonable, thorough, and consistent with accepted professional standards. This includes evaluating not only what information was obtained, but how it was developed, interpreted, and applied within the agency’s selection framework.

ProFirst's approach is grounded in objective, standards-based analysis, making it a valuable resource for both plaintiff and defense counsel. Plaintiff attorneys often seek to determine what information should have been identified and developed during the hiring process, while defense attorneys rely on expert analysis to assess whether investigations were conducted appropriately and in accordance with established practices.

As litigation involving police hiring continues to evolve, ProFirst Training and Consulting remains committed to supporting attorneys, agencies, and public safety organizations through expert analysis, consulting, and testimony rooted in real-world experience and nationally recognized standards..

Police Background Investigations
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