

**NO BOUNDARIES INVESTIGATIONS & SAFETY SOLUTIONS, INC.  
INVESTIGATIONS DIVISION**



November 21, 2024

Captain Michael Kos,

Our company, No Boundaries Investigations & Safety Solutions, Inc. (NBISS), is honored to be considered to provide comprehensive pre-employment background investigations for the Oceanside Police Department. Our services include thorough applicant interviews, neighborhood checks, reference and employer contacts, social media checks, polygraph examinations and more. Our team of experienced investigators are willing to travel to various locations as needed and will conduct lateral agency file checks if required. We are well-versed in the standards set forth by the state of California and will adhere to the CA POST standard of Background Investigations to ensure the utmost reliability and accuracy in our findings.

Please review our Request for Offer (RFO) and pricing.

- Background Investigation on a candidate including all services involved in the examination of the applicant, polygraph exam, miles traveled, all incidentals and insured:

\$2,600.00

If we are to be considered as an outsourced company solution, we would offer a turnaround time of approximately 45 to 60 business days, depending on how in depth each candidate's background is involved.

Attached, you will see a breakdown of our services. Should you have any questions or need clarification please contact me.

Sincerely,

Mike Flores, President  
No Boundaries Investigations & Safety Solutions, Inc. (NBISS)



**POST**

Certified  
Private  
Presenter

# NBISS

## **No Boundaries Investigations & Safety Solutions, Inc.** **REQUEST FOR OFFER - BACKGROUND INVESTIGATIONS**

*No Boundaries Investigations & Safety Solutions Inc.* is a private investigative agency owned and operated by Mike Flores, a retired law enforcement officer of 24 years, and a Qualified Manager with extensive experience. Mr. Flores is a licensed private investigator, licensed through the California Bureau of Security and Investigative Services. Mr. Flores' licensing also holds reciprocity in Oregon, Florida, Georgia, Louisiana, and North Carolina.

*No Boundaries Investigations & Safety Solutions Inc.* specializes in conducting comprehensive background investigations for prospective candidates applying to the Oceanside Police Department. Recognizing that a complete background check is the cornerstone of the selection process, we are committed to conducting thorough and impartial investigations that comply with all relevant state and federal laws. Our work adheres to the guidelines established by the Commission on Peace Officer Standards and Training (POST), as well as the Federal Fair Credit Reporting Act and the California Investigative Consumer Reporting Act. These meticulous standards ensure only the most qualified candidates are presented for consideration.

Our investigators bring extensive knowledge, experience, professionalism, education, respect, and specialized training to every assignment, serving as professional representatives of your department. We pride ourselves on delivering exceptional service, evidenced by our unblemished record and lack of complaints.

Upon receiving the candidate's personal history statement and accompanying documents, our team will handle and complete all necessary duties outlined in this RFO. Understanding the time-sensitive nature of background investigations, we will ensure that candidates are fully informed of the required documents and the importance of timely compliance.

Additionally, our agency will promptly notify your department if disqualifying information is uncovered during the investigation and maintain open communication throughout the process to provide regular updates on the investigation's progress.

### **Project Approach**

Our company will manage this contract by complying with our established guidelines.

- Conduct audit on background file
- Contact candidate for background interview at his/her residence
- Collect missing documents during interview
- Photograph candidate at residence
- Photograph residence
- Contact neighbors
- Face to face with current employer
- Phone contact with previous employers
- Contact references
- Interview with significant other
- Conduct local law enforcement checks-schools
- Complete audit check list for POST
- Review all documentation submitted by candidate
- Identify developed references (secondary references)
- Maintain liaison with your assigned personnel
- Prepare and submit a completed background narrative report

# NBISS

## NO BOUNDARIES INVESTIGATIONS & SAFETY SOLUTIONS, INC. REQUEST FOR OFFER - BACKGROUND INVESTIGATIONS

### Work Plan

Our company will provide your agency with a completed background investigation report within 6 to 8 weeks of receiving the candidate's Personal History Statement and accompanying documents. This report will include a detailed description of the investigation carried out, documentation supporting its findings and a summary of the candidate's qualifications.

To complete the background in a timely fashion, we are requesting your agency to ensure that the following documents (where applicable) are provided by the candidate in a timely manner.

- A completed Personal History Statement from the candidate as recommended by POST. **Note: Your department should issue the new POST PHS for sworn personnel.**
- A returned response from the live scan fingerprinting-FBI-DOJ-Firearms Eligibility-Child Index
- California Driver's License and DMV driving record
- Birth Certificate
- Copy of proof to work in the United States (if applicable) U.S. Passport, Certificate of U.S. Citizenship, Certificate of Naturalization, or Alien Registration Card, etc.,
- Copies of all Diplomas along with certified transcripts (High School, GED Certificate, College, and Certificate of Training)
- Marriage Certificate and/or Divorce
- Bankruptcy Records
- Civil Records (Plaintiff or Defendant)
- Credit Reports (Supplied by candidate)
- Traffic Accident Reports
- Criminal Reports (Arrests)
- Certificate of Insurance
- Selective Service Number or Form # DD214
- A signed and notarized waiver Form
- A letter issued from your agency giving us permission to conduct the pre-employment background investigation.

Original documents will be verified, photocopied, and returned to the candidate. Photocopies will become part of the investigative report submitted.

### Fee Schedule

Complete Background Investigation Report for your agency  
\$2,600.00. Your price per background

Discontinued investigations, due to notification of candidate's withdrawal from consideration for employment, early discovery of disqualification factors, or partially completed reports submitted.

\$180/hour, not to exceed \$ Your price  
(Documentation will be provided to support expenses.)