

Civil and Criminal Background Check on Potential Employees

I am in the process of hiring both a paralegal and a senior associate.

These are the first true hired (full-time employees) I've ever made. I made both of them job offers today pending them passing background checks.

The price I was quoted to do a basic civil and criminal background check on each was \$450/each, so \$900 total. It is significantly more expensive than I was expecting (I would have guessed about \$100 each), so now I am second-guessing whether I should do this at all.

What are your thoughts on running civil and criminal background checks? Is it silly not to do so? For what it's worth, both are in good standing with the California state bar, so I doubt there are any major fraud issues in their past. Do you recommend a service that is very good that is significantly less than \$900 for 2 of these?

I would talk to Ari Morse of the list and see what he charges. I have no idea. But if and when I hire an employee, damn right there is a background check. I know two attorneys who hired people and had money taken out of the trust accounts. Both had significant bar issues. No one is getting on my payroll without a background check. Think of it as 4 hours of billable time to provide a lot of insurance.

Jonathan Stein, California

Why am I horrified, dismayed, and surprised every time I hear a story like this? Doggone it, isn't law supposed to be a /noble/ pursuit? Am I in the wrong pew?

Robert Link, California

The senior associate I would pass. He wouldn't be where he is without running thru the states and passing moral.

Paralegal I don't know.

Hieu Vu, California

As Jonathon Stein suggested, contact Ari Morse (ari@probate.com) for a pre-employment background check. I just hired someone and Ari took care of the check for me. The price was reasonable but I will let him quote the price.

Dennis Chen, Florida

Seriously? Have you checked out the roster(s) of disciplined attorneys lately? Or disbarment proceedings? I wouldn't make assumptions about anyone.

Valerie M. Nowotnick (not a lawyer)

The lack of business background for the average lawyer means that they don't understand checks and balances. Systems need to be in place to verify books and records. Turning it over to one or two employees without checks and balances is a recipe for disaster.

Darrell G. Stewart, Texas

+1 to speak to Ari Morse to get a quote. He will be able to speak to you about the different kinds of checks.

Cynthia V. Hall, Florida