# Certification of the State Police and Its Relationship with the Perception of Security in Mexico

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**Abstract**

Insecurity is a complex, multidimensional phenomenon that has become a perennial debate in all societies. However, the process of certification of personnel of public security institutions is built as a response to combat insecurity worldwide and especially in Mexico, where the authorities of police corporations have failed to resolve the dilemma of improving its efficacy and safety that is constantly claimed and required by the citizenship, which is the subject of this study. The research method of mixed type is based on the study of five categories of analysis of the certification process and contrast the hypothesis of the relationship on the perception of security and police certification. The results reveal that there is no evidence to reject it although it exist a relationship between the two inverse distributions.

**Keywords:** certification of police, security, trusts examination

## 1. Introduction

In Latin America since the early 1990s, it has been observed a constant demand toward professionalization and efficiency of the institutions in charge of security, thus reforms have been approved in order to improve their operational and social capabilities within the policy framework, civil and human rights (Stanley, 1999; Neild, 2002; Dammert, 2006; Rico, 2006). All of this starting from the international trend, which additionally by police certification processes, have strengthened the effectiveness of the institutions to which they belong (Ramírez, 2012; González, 2010; Peláez, 2010; Mastrofski, 2007; European Code of Police Ethics, 2001). However, unlike the changes and international adaptations that have been implemented in the police, in Latin America, in the search of higher levels of professionalism and efficiency, it has fallen into the increasing and excessive use of force against criminal acts (Dammert, 2006).

## 2. Theoretical Framework

Whitaker (1979) studied for several years that most of the policemen came from the working class, and forcing the authorities to improve the police officer's education, their salaries and training, in this sense, Clarke & Hough (1980) recommends to reorganize some limits of police capabilities and responsibilities to improve effectiveness to deal with crime.

Regarding the characteristics of a certified police, Eck and Spelman (1987) suggest that community issues solutions depends on the ability of identification and analysis of the underlying circumstances that create incidents. On the other hand, Bouza (1990) submits an overview of the police environment dynamics and conflicts between expectation and reality, the conditioning process, and stress experienced by the chief.

An interesting study conducted by Lumb (1994), suggests the characteristics of a professional police force, through an emphasis on high standards of quality and precision in the practice of public service, with Dale (1994) suggests that police force is not aligned with the professional careers standards. In this senses, Shernock (1992) said that the official university studies seem to keep more attitude and sense of values. Kitzman & Stanard (1999) within a survey of 122 questionnaires to police chiefs in the state of Illinois determined that for a police work to be efficient, it was essential to have three general skills: a) The patrol, b) The investigation functions, c) and as the criminal justice system.

On the other hand, Wilson, Dalton, Scheer, & Grammich (2010) in a long-term analysis, shows that public

policy requirements have increased the police officers responsibilities, which has led to keep the professional police work level to be one of the most important challenges that police face. Souryal (2003) studied the professional status of the police without conclusive results; provided that the police officer is not considered as a professional by the community.

Bradley (2005) has developed a proposal for standards and certification requirements for police officers focused on citizen items, in terms of: age, education, physical ability, and character that will be required during the 21st century, and the changes required the POST (peace officers standards and training). Orrick (2008) and Wilson (2009) describe a number of reasons regarding the organization, such as lack of career growth, job expectations unmet, or lack of training, inadequate feedback, insufficient recognition, may push officials to leave the police department.

There are a lot of proposals to have a good systematic program for the police certification, Mastrofski (2007) suggest to develope a "good judgment" and being conservative on their actions. Olivieira (2008), Olivos (2010) and Barrachina & Hernández (2012), suggest that education based on a legal framework, is a good solution for corruption. Cox & White (1988) support that perception of a police officer often changes when young people receive traffic citations, as this action may score police as abusive, raw or untrustworthy. Taiping Ho' (2012) study employed different statistical analysis on a battery of psychological tests (for example, intelligence) in order to analyze the interrelationship between recruitment decisions, police departments and psychologists advice.

There is some literature regarding police issues related to the prevention of human rights violation. Harmon (2012) suggested that the police need highly trained members in regulatory issues to solve this problem. In this sense, Wolf (2014) adds that pedagogical techniques exist for the police academy to be used to train better police agents for work responsibilities.

The international literature on the certification of the police is low and narrow it to the case of Mexico is even more; stand out in specialized databases as follows: on the typology of police Barrón (2011), on the performance of the police within the framework of the law as a solution to corruption Barrachina and Hernández (2012), Olivos (2010) and Olivieira (2008) on their certification González (2010) and Peláez (2010). Papers on the profile of the police, presenting the evidence, Quintana (2011) and Suárez & Shirk (2010), on the training and its evaluation Mastrofski (2007), on the conception and social reintegration of police Reyes (2011), Zepeda (2010) and Rubens (2007) finally, studies on the downs of police, Moloeznik (2012).

Aware of this, the present study aims to describe the certification process in Mexico and its relationship with perceived of the improvement on the part of citizens. The method used is mixed; the first part is based on the qualitative analysis of five categories of study and the second under the non-parametric Chi Square test, to contrast the established hypothesis.

## 3. The Certification: Concepts, Definitions and the Mexican Context

In the area of human development, certification of skills is generally understood as the process that seeks to evaluate and, if necessary, formally recognize by a certifying body, the knowledge, abilities and skills of people working in an organization no matter how and where they were acquired. Organizations use this certification to appreciate the development of employees who did not have the opportunity to study in any formal educational institution (Ibarra, 2000; García, 1997).

Internationally, certification processes of the police additionally seek to ensure that the members of corporations have not committed crimes, or belonging to illegal organizations (González, 2010; Peláez, 2010). In Europe, particularly in order to have police forces more effective and efficient, in the European Code of Police Ethics certain criteria were established for the purpose of certification for recruitment (European Code of Police Ethics, 2001): a) Staff, whatever their level of entry into the profession, should be recruited on the basis of their skills and experiences who have to adapt to the objectives of the police. b) Staff must be able to demonstrate discernment, openness of mind, maturity, a sense of justice, ability to communicate and, when needed, skills of directing and organizing. They must also have a good understanding of the social, cultural and community problems. c) Persons who have been found guilty of serious offenses should not play in police functions. d) Recruitment procedures should be based on objective and non-discriminatory criteria and must have indispensably an entrance exam.

While in the United States was proposed as one of the priority actions for improving the police organizations and to strengthen the discretion of the police in the execution of tasks, to have a systematic program of certification of training of the police, especially on issues related to the development of his "good judgment" and

his conservative criteria on their actions (Mastrofski, 2007).

In the particular case of police officers in Mexico, the scope of certification is regulated on Article 96 of the General Law of the National System of Public Security (LGSNSP). In a way that, in 2011, the universe of the police patrols in the country was of 397.664, comprising: 29.243 ministerial police, 202.274 state police and 166.147 municipal police. It is noteworthy that if elements of the police of two entities are added, from the Federal District and the State of Mexico, they represent 40% of the civilian force (Executive Secretariat of the National System of Public Security, 2011a). It should be noted that the average of the values in the Federal District is impacted by 43,569 preventive police officers and 44,150 from the banking and auxiliary police (Executive Secretariat of the National System of Public Security, 2011a). Similarly, in order to have a general idea about the profile that have the police in Mexico, 83% of the police officers who participated in the certification processes are men, 27% are between 26 and 30 years , 45% completed middle school, and 56% have between one and five years in the organization (Common Cause Social Organization, 2012).

But it´s from the new rules in Mexico of professionalization of police that one of the major problems arises: the requirement of new job profiles, which are designed for young people with a professional academic level, which has caused a shortage of candidates for police in many municipalities, especially where there has been a widespread conception that being a cop means having a low-paying job, a high risk and a negative social stigma; that should be left at the time when a better option comes (Quintana, 2011; Zepeda, 2010).

The other problem, and perhaps the most important, that definitely affects any action of professionalization is the lack of reliable records of the number of police assigned to police corporations, an example of this complication is the case of municipal and state police of the state of Tlaxcala, where in August 2012, only two municipalities had registered its total of effectives (Vásquez, 2012a & 2012b).

## 4. Method

It is a documentary study with a mixed type research method. It consists of two main parts: the first descriptive part, where five categories are analyzed; 1). The certification process of the police. 2). Normative framework of the certification. 3). Participants and adjudicators of the confidence in certification. 4). Progress in certification by federal entity. 5). The policemen who fail the certification. While the second part is evaluated by the nonparametric test Pearson $\chi$ ², the null hypothesis H0: relationship between advances in certification and perception of safety. This test measures the discrepancy between an observed and a theoretical distribution (goodness of fit), indicating the extent to which differences between the two, if any, are due to other variables not considered or random.

As observational data, applied in the test, the advances were used in the certification process for each of the 31 states and the Federal District, July 2011, and as theoretical data, the use of improvements or setbacks of the perception of citizens on safety for each of the 31 states and the Federal District; obtaining this improvement or regression of the difference of two surveys conducted by the National Institute of Statistics and Geography of the National Crime Victimization Survey and Perception on Public Safety, collected in two periods, the first between March and April 2011 and the second among March and April 2012 (National Institute of Statistics, Geography and Information, 2011a & 2011b).

## 5. Results

Based on the analysis categories, results are described below.

### 5.1 The Police Certification Process

The General Law of the National System of Public Security constitutes a new professional system in which one of its most important items is the certification and control of trust. In this sense, the purpose of the assessments is to determine whether the bio-psychosocial conditions evaluated are consistent with the functional requirements of the position that the police officer plays or wants to play; in other words, is to verify whether the evaluated fulfills the following four established elements: (Barrón, 2011; USEC, 2012) the psychometric and psychological, medical and toxicological, application of polygraph tests and the social or socio-economic background.

In order to strengthen certification schemes, assessment protocols and the corresponding technical manuals, which are not available on the Internet; were updated and approved, with contributions issued by the Centers for Evaluation and Control of Trust (CECC) nationally, by the Permanent Commission of Certification in February 2012, so, it could be assumed, that the process of certification of the police is still in an initial process instrumentation (Executive Secretariat of the National System of Public Security; 2011b, 2012a).

On the four elements of the certification it can be noted that:

1). The psychometric and psychological evaluation is done through individual interviews and tests, which assign a numerical value to the characteristics of individuals; this value is compared to preset limits for acceptance or rejection. As an area of opportunity of this test it´s found that the social organizations have observed that psychological evaluations are not being conducted in depth (Reform, 2012; Common Cause Social Organization, 2012).

2). Medical evaluation focuses mainly on five elements: the first, the toxicological used to determine whether the evaluated has consumed harmful chemicals to health and the other four that are: the visual, auditory, respiratory and anatomical, where it verifies that the evaluated does not have injuries or illnesses that prevent him to achieve the training and performance required by the position, where drug use or lack of skill is a sufficient cause to fail the accreditation.

3). The polygraph exam, which is a test that is applied using a measuring instrument for the registration of physiological responses. Generally, it records changes in blood pressure, heart rate, respiratory rate and galvanic response or skin conductance, which are generated with a given set of questions that are made to the individual under test. This test was invented in 1938 in the Police Department Berkeley, California. It has no scientific validity, basically because it is manipulable, it has a 50% probability of error, because even under the same circumstances, the same results are not necessarily obtained due to the influence it can have on them some short-term affectations or hormonal changes; in addition, although it is a widely used in government entities and in private security, the test is not decisive for making decisions because it is considered as a non-predictive test (Lykken, 1998).

4). The assessment of the social or socio-economic environment, usually handles three elements: first the accuracy of the information of the profile of the evaluated is ratified, such as leadership, education, and family; second, personal data and work references are checked, and third, the social environment of the candidate is determined, in other words, the socioeconomic status (Reforma, 2012).

On the other hand, each certification costs about $ 4,000.00 to corporations, which is nonviable for some municipalities in economic terms, so that the procedures of all evaluations should be reviewed to analyze if they are properly applied. For example, the socioeconomic test has proven to be equally or more effective than the polygraph, showing much more tangible information on the evaluated. While the assessment of the socioeconomic environment is usually done in 90 days in the United States, in Mexico it takes only a few hours (Common Cause Social Organization, 2012).

To illustrate the operation of the certification process, through an opinion poll of the police themselves who participated in the respective tests, it can be inferred that 27% of CECC require a full day to do the test certification, 26% two days, 23% three days and 22% four days and the average duration per day assessment is between five hours and a half to seven hours. During this time 68% did not consume food, while the other 27% did, and of this percentage, 72% is brought by themselves (Common Cause Social Organization, 2012).

The certification process, seen from the angle of regular reviews conducted by some civil society organizations, needs to be studied more deeply and, in particular, the following four challenges have been identified: a) The assessments were designed for a recruitment not a permanence process because they don´t delve into the performance, b) In most cases, the police ignores what the control of trust is and when they are going to be evaluated, c) There is widespread ignorance among the elements about the minimum requirements to be met to be evaluated, d) The refusal to disclose the results of the evaluations of the control trust, upsets and produces distrust between the elements and tends to question the legitimacy of the own CECC, especially when negative results are given (Morera, 2012).

An absent aspect in the certification process and fundamental in the modernization of any system is the police training. While no advance is achieved in the training of the police personnel, who are directly responsible for the daily implement of security measures in the community and the role of public safety, it cannot be guaranteed in the slightest the constitutional principles of legality, efficiency, honesty and professionalism (Centro Prodh, 2006).

A second aspect absent on the issue of certification is the citizen participation, and that based on the experience of many countries, has been shown that in order to improve the levels of perception of safety, the most important is not the amount of resources invested or the ability the police has for monitoring a territory nor the equipment available and even their level of training, but the collaboration of the citizens (Reyes, 2011).

*5.2 Regulatory Framework for Certification*

In the 2008 opinion, that was presented to the H. Chambers of the Mexican Congress in the approval process of the new General Law of the National System of Public Security. The regulatory of the Constitutional Article 21 indicates three considerations. a) It's necessary to build a new concept of Public Safety, its policies and instruments. b) It has to be within the framework of human rights of the population and has to have social justice as basis. c) It has to dignify the police work, creating new living conditions to regenerate the social tissue as a new paradigm of collaboration between the society and the state (Lozano, 2008). To date, the new security law has already had 4 reforms, the last one published on June 14, 2012. However, the new security law establishes, in the field of certification, the following provisions:

- Certification is the process by which members of the police institutions are subjected to periodic evaluations established by the corresponding Center of Control of Confidence to verify compliance with the personality profiles of age, physical, medical, ethical, and socio-economic as well as abilities, skills, attitudes, general and specific knowledge to perform their duties (LGSNSP, Article 96, 97).

- In particular we must emphasize that for certification it is also required to accredit general and specific knowledge to perform their duties (LGSNSP, 97).

- Regarding medical and psychological examinations, it should be identified the risk factors that interfere or jeopardize the performance of the police functions (LGSNSP, Section 97).

- As for the socioeconomic test: It should be noted a justifiable heritage development in which their expenses keep a proper proportion to their income (LGSNSP, Section 97).

- Regarding drug testing: It should be noted the absence of alcohol and the use of psychotropic substances, narcotics or others with similar effects (LGSNSP, Section 97).

- Regarding the ethical examination: It should be observed an absence of links to criminal organizations. Notorious good behavior, not have been convicted of a felony with irrevocable judgment, nor be subject to criminal prosecution and not be suspended or disqualified, or have been dismissed by a final decision as a public servant (LGSNSP, Section 97).

- Police institutions of the Federation, the Federal District, States and Municipalities, should only hire staff with the certification requirement issued by their control center of trust and registered in the respective system (LGSNSP, Section 39, 85, 96).

- It is mandatory for the police career of the members of the Institutions of Public Safety, for remaining active in these institutions, to keep updated the Unified Police Certificate through submitting to periodic evaluations to be credited (LGSNSP, Article 40, 41, 88).

- The members of the Police institution may be removed from office if they do not meet the legal requirements without proceeding their reinstatement or restitution, regardless of the trial or a defense, and, if applicable, compensation will only proceed in accordance with the corresponding laws. Any down will be recorded in the correspondent National Register (LGSNSP, Section 74, 108).

- Moreover, in respect of penalties, anyone who issues an nomination or registers staff that has not been certified, shall be punished with two to eight years in prison and from five hundred to one thousand days of fine, and anyone who falsifies a certificate, five to twelve years of imprisonment and a fine of up to eight hundred days (LGSNSP, Art. 139, 140).

*5.3 Participants and Adjudicators of the Trust in the Certification*

There are fundamental operational elements that are within the process of certification of police: The National Certification and Accreditation Center attached to the Executive Secretariat of the National Public Security System and all the Centers of Evaluation and Control of Trust (CECC).

A. The National Center for Certification and Accreditation is responsible nationally of certification, accreditation and control of the trust as well as to verify that the CECC of the Federation, States and of the Federal District, perform its functions in accordance with the technical regulations and minimum standards for the evaluation and control of trust, and has three other basic faculties related to certification:

a) Establish criteria, standards and procedures for the evaluation and control of trust of the public servants and the performance protocols and procedures for evaluating the CECC, b) Evaluate, certify and periodically verify the proper application of the processes operating on the CECC, c) Establish the requirements and characteristics that the ministerial, of the police and expert certificates must contain (LGSNSP, Article 22).

B. The CECC of the Federation, of the Federal District, States and Municipalities are responsible for implementing the certification process evaluations to applicants and members of the public security institutions. The Certificate issued by the CECC will aim to accredit that the public servant is eligible to enter or remain in the institutions and has the knowledge, the profile, skills and abilities required for the performance of their duties. The CECC shall establish a system of registration and control to safeguard the confidentiality and protection of files. On the other side, the Federation, the States, the Federal District and the Municipalities shall implement recording and monitoring measures for those who are separated from service for not obtaining the certificate referenced in this Law (LGSNSP, Section 66, 108).

Now to learn more about the issues that face the CECC in the States, some civil organizations have documented the following problems:

- Its authorities do not consider control of trust as a solution to the problems of public safety.

- Its authorities are concerned about a possible scenario where, with the 100% of the assessments, cases of policemen involved in crime could be discovered, which could compromise the effectiveness of the work done.

- In many cases there is a high level of staff turnover and leak of specialists, as there are fears of being part of the permanent staff because the scheme of recruitment and retention staff is unclear since, with a change of political administration in the municipalities, is difficult to ensure continuity to the evaluators.

- The cost to the CECC of sending, for training and education, their staff of polygraphist evaluators to the Center for Investigation and National Security (CISEN) is very high, because it takes an average of four months and the average approval is 25%, which delays the accreditation of these evaluators and their incorporation into the CECC.

- In many CECC, the director is a polygraphist, which does not implies that the profile will be suitable for this position. Only in some cases, there are profiles commensurate with the responsibilities and lines of police command structure.

- Several states and municipalities have hired officials without having expertise in public safety, crime prevention, attention to the citizen nor leadership skills.

- There are no training courses for officers in all states.

- The information obtained from the assessments of the control of trust is not used to encourage the promotion of police officers within their corporations to identify skills to cover profiles (Common Cause Social Organization, 2012).

- Progress in certification by federal entity.

Regarding the regulation, the LGSNSP establishes deadlines for the implementation and application of certification measures, these are:

- In January 2010, the Federal Government should have created and installed the National Center for Certification and Accreditation.

- In January 2012, the National Center for Certification and Accreditation should have credited the CECC of Public Institutions, Federal and State Security and their respective evaluation processes.

- In January 2013, the public security institutions, Federal and State, through the CECC, shall practice the respective assessments to all its members.

In particular the latter date is critical, because in a few months is the deadline for all police officers who do not obtain the certificate, must be separated from service. So, during the last session of the National Public Security Council, in August 2012, they demanded the states to accelerate the implementation of controls of trust to their police.

The report of the National System of Public Security up to July 2012, points out that only 4 out of 10 police officers in the states, have been evaluated. States with the largest backlog are Yucatan, Quintana Roo, Tamaulipas, Jalisco, Mexico, Sonora, Chihuahua, Baja California Sur, Guerrero, Hidalgo, Michoacán, Veracruz and Campeche (Baranda & Herrera, 2012).

Progress on the installation of the CECC: To October 5, 2012, four months away from the legal limit, 37 CECC have been installed in the country, but there still eight states that have not yet finalized their accreditation: Baja California Sur, Durango, Guerrero, Quintana Roo, Tamaulipas, Yucatan, Campeche and San Luis Potosí (Executive Secretariat of the National System of Public Security, 2012b).

However, the most difficult problem to solve is not the installation of the CECC, but to maintain the sufficient installed capacity to afford the progress required in their State (Muñiz, 2012).

Progress in certification of the police: In August 2012, missing five months to complete the prescribed period, it was still needed combining efforts to facilitate the monitoring of actions aimed at strengthening public security institutions. There are only 267 000 068 police officers evaluated of the more than 400,000 nationally, plus another 23,000 applicants, so the question arises: Will they incorporated into the institutions of public security of the institution in which they were evaluated or they can be assigned to some other? This might help to speed up the process and therefore strengthen the Institutions (Executive Secretariat of the National System of Public Security, 2012c).

One of the problems of insufficient progress, is not only the lack of capacity of the CECC but rather that there are municipalities that have not added to the commitment of certification. An example of this is the case of some municipalities of the State of Mexico, specifically 29 municipalities, mainly in the south of the entity and the Toluca Valley, with a null approach to hold examinations. In these cases the municipalities in which their police has not been certified, starting in 2013, that function will have to be performed by the state polices who are already certified (García, 2012).

As of July 2012, the advance of the percentage of assessments of trust made at the civil force of each state is presented in Table 1 below.

Table 1. Progress percentage of control of trust nationally (July 2012)

| State | Progress | State | Progress | State | Progress |
|---|---|---|---|---|---|
| Aguascalientes | 95.63% | Michoacán | 50.58% | Oaxaca | 31.12% |
| Nuevo León | 89.76% | Chiapas | 45.56% | Durango | 29.65% |
| Coahuila | 89.63% | D.F. | 44.03% | Veracruz | 24.28% |
| Guanajuato | 84.62% | Tabasco | 43.24% | S: L P. | 24.12% |
| Tlaxcala | 83.31% | Querétaro | 42.04% | México | 21.85% |
| Zacatecas | 83.14% | Hidalgo | 39.19% | Q. Roo | 2.46% |
| Colima | 79.35% | B. C. S. | 37.91% | Tamaulipas | 17.33% |
| Puebla | 65.09% | Sonora | 37.24% | Chihuahua | 14.81% |
| Sinaloa | 60.60% | Nayarit | 34.29% | Jalisco | 10.39% |
| Morelos | 55.38% | Guerrero | 31.15% | Yucatán | 6.92% |
| Campeche | 52.67% | B. C. S. | 31.14% | | |

Source: Own elaboration with data from Common Cause Social Organization (2012).

Analyzing the previous data, it is observed that the commitment to certify 100% of the police is not over and we can infer that the goal set for January 2013 will not be met; this because most states are having a less than 50% progress but in addition, entities such as Chihuahua, Jalisco and Quintana Roo have less than the 20% assessed. The results of the State CECC, considering the commitment, do not seem convenient (Prado, 2012).

Comparative analysis of two states with extreme situations of certification processes: In order to make an analysis of the reasons why there are states with greater progress and others with a minimum, it is considered necessary to develop a comparative study of the situation from both ends. For this analysis it was defined, as selection criteria, the two states of the 32 of Mexico that have the most extreme advances, these are: Aguascalientes with a 9.6% of advance and Quintana Roo with just over 2% complete. Then, the situation of each of them is analyzed.

Starting from the review of the cases of Aguascalientes and Quintana Roo, it can be seen that the performance of the CECC does not depend on a single instance within the States and it can be identify several types of interdependence in which the CECC have to interact. Moreover, it is important to note the ascription of CECC, for example in the case of the CECC in Quintana Roo depends on the State Government Secretariat, unlike Aguascalientes, where the CECC depends on the Security Secretariat, same instance as the state police department depends (Common Cause Social Organization, 2012).

A comparative analysis of the status of the certification processes of the States of Aguascalientes and Quintana Roo, which present extreme situations, is presented in the following Table 2.

Table 2. Comparison between aguascalientes and quintana roo

| Dimension | Aguascalientes | Quintana Roo |
|---|---|---|
| Geographical characteristic and surface | Center | Cost and frontier |
| Km$^2$ | 5,471 | 50,212 |
| Population | 1,213,445 | 1,325,578 |
| Police officers | 2,524 | 6,905 |
| Common jurisdiction crimes in 2010 | 20,122 | 34,965 |
| Perception of security by citizens | 52.2% | 37.8% |
| Progress in police officers certification | 95.6% | 2.5% |
| The CECC is accredited | Si | No |
| State Secretariat in which the CECC is ascribed | Public Security | Government |
| Daily capacity of certifications | 14 | 2 |
| There is a second round of the reprobates | Yes | No |
| There is internal relocation for the reprobate | Yes (non toxicological) | No |

Source: Own elaboration with data of this Article and the National Institute of Statistics, Geography and Informatics (2011a, 2011b).

The policemen who fail the certification. The General Law of the National System of Public Security established January 3, 2013, as the deadline for members of the public security institutions and law enforcement to conduct the certification assessments (Baranda & Herrera, 2012). So, the essential challenge of governors and mayors, to fulfill this security law, was to unsubscribe those elements of the police who do not approve their exams. There is a constitutional obligation to concrete the debugging of the police forces and even the governors and mayors can make a compensatory payment, except when there are criminal elements of which the authority has knowledge of (López, 2012).

At June 2012, of the 267 thousand policemen and officials evaluated, both federal, state and municipal, 38 thousand did not approved the Control and Trust processes, the15%, so legally should already be decommissioned. According to the security law, these assessments are scored globally and shed a single result, fit or unfit and this is unappealable. The reasons why they flunked more often were: a) They did not pass the profiles in medical or psychological terms, and b) There was an alleged involvement in crimes.

By integrating the result into a binary data it becomes practically impossible to know the percentage of police officers who are not reliable since some may be condemned by health matters unlike others may be disqualified by criminal issues and the law allows the authorities to investigate all of them and in the case of those police or ex-police officers who are involved in a crime, to be sent to process. Of the security agents tested only 3000 have been dismissed and other 6000 are in the process of being removed. But the concern is that 29 000 other uniformed policemen failed but still remain in service.

In August 2012, the National Public Security Council called upon States to report in 10 days on the fate of agents evaluated and reprobated, to verify if they were still active (Baranda & Herrera, 2012; Prado, 2012; Vanguardia 2012; Executive Secretariat of the National System of Public Security, 2012c). A list of states that have unapproved police officers, pending of termination, are shown in the following Table 3.

Table 3. States with police officers that were unapproved and remain pending of termination (abstract).

| Entity | Evaluated | Unapproved | Terminations | Pending of termination |
|---|---|---|---|---|
| Nuevo León | 9,098 | 3,051 | 760 | 2,291 |
| Edo. de México | 12,953 | 3,038 | 0 | 3,038 |
| Veracruz | 7,113 | 2,478 | 13 | 2,465 |
| Coahuila | 6,105 | 2,265 | 411 | 1,854 |
| Sonora | 4,518 | 2,076 | 0 | 2,076 |
| DF | 50,455 | 1,847 | 1,170 | 677 |

Source: Vanguardia (2012).

In the table it can be analyzed than in all cases, there are more people who are pending of termination than from those who were already given their cessation.

Regarding the separation process based on the provisions of Section XIII, Part B of Article 123, the Public

Ministry agents, experts and members of the police institutions may be removed from office if they do not meet the requirements of the current laws, including the assumption that they have not been certified by the centers of control of trust. If a court ruled in favor of the former employee, corporations would be required to pay compensation, but in no case proceed reinstatement to the service (Olivos, 2010).

The termination of the staff that has not been certified is as important as having an updated database of them, so that no other corporation would hire them.

Relationship between advances in certification and perception of safety.

One question that arises from the base of the new model of evaluation and certification of state security force is on its real utility: whether or not the progress achieved in the number of state certified police officers has led to an improvement in the perception of security of citizens. To find an answer to this interdependence, it is proposed to use statistical hypothesis testing, through the method of comparing distributions of the Pearson test.

This method requires, for the test, two distributions of different data, the first is composed of the observed data and the second of the data that should be, or theoretical. In short, if the resulting value of the test, which consists of the sum of the proportions of the respective differences of each of the data from both distributions, is a relatively low number is considered that the two distributions come from the same source and proves the hypothesis that they are reasonably identical, whereas if the test value is very high, the hypothesis that the distributions are reasonably identical is rejected.

In Figure 1, the 31 states and the Federal District are compared regarding to the progress in the certification process against the advancement in the perception of safety. Is important to highlight, that in eight States the perception of security has reversed, regardless of the number of police officers who are already certified.
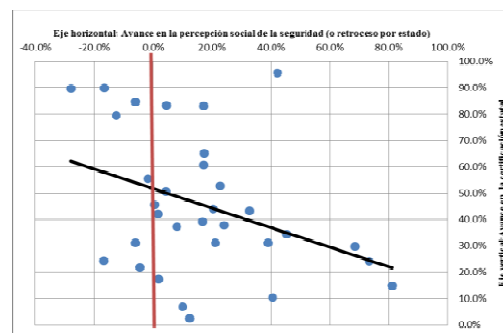


Figure 1. Progress in the perception of public safety compared to progress in the certification of police officers per entity

Source: Own elaboration based on data from the annex.

The vertical line in the center of the graph separates on the left the states that had a decrease in the perception of safety of the citizens and the right those showed progress in the perception of security. Moreover, the inclined line, of trend, regardless of the dispersion of the data, which is extensive, shows an inverse relationship between certification and the perception of safety.

Hypothesis test of the relationship: The evaluation criteria of the test are: Null hypothesis: The distribution of the progress in the perception of security, has a relationship with the advancement in certification. The contrast statistic is:

$$\chi^2 = \sum_i \frac{(observada_i - teorica_i)^2}{teorica_i}$$

With a significance level of 5%, which equates to a confidence level of 95%, the rejection zone, with Gl = (32-1) (2-1) = 31 degrees of freedom, is given when the X2 falls in the critical region: x 2> 0.95 x2 31> 44.9, in other words, if the test result is greater than 44.9, the hypothesis that both advances, certification and perception, have a connection is rejected.

The operation of the sum of the proportions of the data of the 32 states of the statistic, (O - T) 2 / T, results in a value of 17.1 units. The decision that has to be taken, based in that the resulting value is below the limit of rejection, should be the, not rejected, H0; in other words, there is evidence to reject that the advances in the

perception of safety have a relationship with the advancement in the certification, although the relationship between the two distributions is inverse. See Table A.

The police officers in the justice system are the weakest link and therefore the more likely to be permeated by organized crime. The question that arises in view of the above analysis is to try to understand that if the police are really certifying, why are not improving the results in the perception of the citizenship? (García, 2012).

Table 4. Perception of security in relation to the certification of the states of the country

| States | Population that feels safe (theoretical data) | | | Police officers evaluated in 2012 (observed data) | Calculation of the statistical test |
|---|---|---|---|---|---|
| | 2011 | 2012 | Estimated progress (T) | Progress(O) | $x = \dfrac{(O - T)^2}{T}$ |
| Aguascalientes | 36.70 | 52.23 | 42.3% | 95.6% | 29.72% |
| Baja California | 39.51 | 47.85 | 21.1% | 31.1% | 3.22% |
| Baja California Sur | 60.48 | 75.07 | 24.1% | 37.9% | 5.02% |
| Campeche | 43.50 | 53.40 | 22.8% | 52.7% | 16.96% |
| Chiapas | 57.04 | 57.42 | 0.7% | 45.6% | 44.21% |
| Chihuahua | 8.70 | 15.74 | 81.0% | 14.8% | 296.11% |
| Coahuila | 33.45 | 24.10 | -28.0% | 89.6% | 154.35% |
| Colima | 32.43 | 28.39 | -12.5% | 79.4% | 106.37% |
| Distrito Federal | 23.37 | 28.14 | 20.4% | 44.0% | 12.66% |
| Durango | 9.46 | 15.94 | 68.5% | 29.7% | 50.69% |
| Guanajuato | 44.45 | 41.79 | -6.0% | 84.6% | 97.03% |
| Guerrero | 22.60 | 21.21 | -6.1% | 31.2% | 44.59% |
| Hidalgo | 40.91 | 47.75 | 16.7% | 39.2% | 12.91% |
| Jalisco | 26.89 | 37.81 | 40.6% | 10.4% | 87.70% |
| México | 15.11 | 14.42 | -4.5% | 21.9% | 31.82% |
| Michoacán | 21.39 | 22.30 | 4.2% | 50.6% | 42.55% |
| Morelos | 18.12 | 17.78 | -1.9% | 55.4% | 59.27% |
| Nayarit | 18.05 | 26.25 | 45.4% | 34.3% | 3.59% |
| Nuevo León | 15.11 | 12.59 | -16.6% | 89.8% | 126.07% |
| Oaxaca | 24.28 | 33.73 | 39.0% | 31.1% | 2.01% |
| Puebla | 32.06 | 37.62 | 17.3% | 65.1% | 35.10% |
| Querétaro | 67.29 | 68.48 | 1.8% | 42.0% | 38.48% |
| Quintana Roo | 33.61 | 37.79 | 12.5% | 2.5% | 40.00% |
| San Luis Potosí | 20.17 | 34.98 | 73.4% | 24.1% | 100.85% |
| Sinaloa | 17.74 | 20.77 | 17.1% | 60.6% | 31.23% |
| Sonora | 53.08 | 57.34 | 8.0% | 37.2% | 22.92% |
| Tabasco | 20.33 | 27.02 | 32.9% | 43.2% | 2.46% |
| Tamaulipas | 13.87 | 14.14 | 1.9% | 17.3% | 13.71% |
| Tlaxcala | 55.82 | 58.36 | 4.6% | 83.3% | 74.35% |
| Veracruz | 30.84 | 25.65 | -16.8% | 24.3% | 69.51% |
| Yucatán | 72.58 | 79.88 | 10.0% | 6.9% | 1.39% |
| Zacatecas | 16.04 | 18.79 | 17.1% | 83.1% | 52.42% |
| | | | Sum: | | 17.09 |
| | | | Critical zone 95% with 31 gl: | | 44.99 |

Source: Authors' calculations based National Institute of Statistics, Geography and Informatics (2011b) and Common Cause Social Organization (2012).

$$\text{Calculated advance T (\%)} = \left(1 - \frac{Data\ 2012}{Data\ 2011}\right) * 100$$

## 6. Conclusion

Certification in Mexico focuses on the application and approval of four major tests for police officers and verifying the compliance of profiles: a) personality b) ethical c) socioeconomic d) medical. In the case of the police forces, the current certification process has focused on validating that they have not committed crimes or

belonged to illegal organizations, but lacks four key assessments: a) skills and abilities required, in particular the handling of weapons, vehicles and telecommunications. b) Knowledge of the practices of police operation and human rights. c) results. because if a police officer does not have a minimum acceptable performance, you should not be certified. d) perception of security by the citizens they protect.

Within the certification process, the polygraph test is included, which throws not always reliable results because it is not predictive test and has an efficiency of 50%, so, for its scientific controversies should be of an optional character.

CCEC certification centers have been created in haste and without the institutional organization and organizational scaffolding that corresponds to such an important job. Is required reorganize on the basis ofweberian selection criteria and technical excellence at all levels including management. In this sense, requires that the new law security clarifies the Municipal autonomy in security matters, and that based on the constitutional precepts, is the axis of the operation of public safety, but above it, it is imposing a state certification process; even further, another limitation of the latter is the inability to fill vacancies that would be left by the staff and follow up on the redundant elements.

To date, the certification of police officers is not a significant variable with respect to the improvement in the perception of safety by the citizenship. This process is still far from being an instrument to ensure excellence in the accreditation of police in Mexico.

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