



CEO MESSAGE | TODD MICKELSEN

Police Agencies Face Staffing Shortages in the U.S. and Corruption Abroad

Hi,

Police departments worldwide are grappling with significant challenges undermining their ability to maintain public safety and order. In the U.S., the primary issue is a staffing crisis. Outside the U.S., agencies are beset by corruption related to criminal organizations and government officials.

I'll share our solution in a moment.

U.S. Staffing Crisis

U.S. police departments face severe staffing shortages. This crisis threatens the efficacy and safety of law enforcement. For instance:

- Minneapolis Police Dept. – lost 40% of its workforce.
- Philadelphia Police Dept. – short about 1,170 officers.
- Chicago Police Dept. – short more than 1,140 officers.
- Los Angeles Police Dept. – short more than 470 officers.

To remedy this, some agencies offer signing bonuses but those may not be enough. To beat the competition, recruiters want to streamline their hiring processes to quickly identify and hire the most qualified candidates.

International Corruption Challenges

Outside of the U.S., police are plagued by corruption linked to organized crime and government officials. This undermines the rule of law and public trust.



Mexico – Police corruption is well-documented, as cartels infiltrate law enforcement. One source indicates 64% of Mexicans believe the police are corrupt.

Central and South America – In Honduras, nearly 30% of police officers have been fired since 2016 due to corruption. In Brazil, significant numbers of police officers have been implicated in corruption and brutality. (Source: Amnesty International)

The Philippines – Corruption challenges compounded by the President's controversial war on drugs include police involvement in extrajudicial killings and crime scene manipulation.

Africa – Nigeria's Special Anti-Robbery Squad was disbanded in 2020 due to corruption and brutality. Kenyans perceive the police as the country's most corrupt institution. (Source: Transparency International)

5 Benefits of an Updated Police Hiring Process

Approximately 150 law enforcement agencies worldwide now use [EyeDetect](#) in hiring — either alone or combined with polygraph.

EyeDetect allows police agencies to:

1. **Quickly identify and hire the most qualified candidates** from limited applicant pools before losing to a "competing" agency.

Competition is one reason two officers from the recruiting team of a major metro PD recently visited our office. They had heard of EyeDetect and [EyeDetect+](#) and wanted a closer look to see if their hiring process could be improved to give them a competitive advantage.
2. **Hire more trustworthy candidates, reducing or eliminating corruption** from within the agency.
3. **Treat every applicant equally.** EyeDetect is automated, computer-based, and standardized; it eliminates bias.
4. **Efficiently conduct 8 to 10 screening tests per day per EyeDetect Station.** Most polygraph examiners conduct two screening tests per day.
5. **Reduce training time and costs.** Traditional polygraph training can cost over \$50,000 and take 10 weeks. Standard EyeDetect training is free and takes about 6 hours.

Ready for a Competitive Advantage?

EyeDetect is an automated, unbiased 30-minute screening test for new hires. It's a game-changer. One police recruiter told us, "I would rather use EyeDetect because it's much more efficient."

Using EyeDetect at the beginning of the hiring process saves time and resources and helps eliminate applicants that ultimately won't be hired.

[Contact us](#) to learn more about revolutionizing your hiring process.

Todd

Todd Mickelsen
President & CEO

P.S. - Forward this information to others interested in credibility assessment. If you have industry news, we'd love to hear from you. Email info@converus.com.



NEW SERVICE PARTNER

A warm welcome to our new Converus Service Partner GOES in Peru.

We continue to attract the best of the best in the credibility assessment industry. (Want to become a Converus Service Partner? Click [here](#).)

VIRTUAL TRAINING



EyeDetect & VerifEye | Teams Meeting (Free)

Date: July 9-11, 2024 (3 days)
Time: 9am to 2pm MST (GMT-6) / 11am to 4pm EST

Agenda:

- Tuesday, July 9 – Test Proctor training
- Wednesday, July 10 – Administrator training
- Thursday, July 11 – Test Writer training

REGISTER

ABOUT CONVERUS

Converus provides scientifically validated credibility assessment technologies. [VerifEye™](#) (U.S. patent pending) is the world's first mobile app to help organizations or individuals accurately verify the truth about a person — including background, identity, creditworthiness and claims — in about 10 minutes. [EyeDetect®](#), which detects deception by measuring involuntary eye behavior, is a fast, accurate, affordable, noncontact, scalable, and fully automated option to polygraph. [EyeDetect+](#) is the world's first automated polygraph, making the testing process impartial, accurate, and less intrusive (than a traditional polygraph). It assesses credibility by monitoring and recording ocular activity plus physiological activity similar to a traditional polygraph. Customers worldwide use the product line for screening and investigations to help protect countries, corporations and communities worldwide from corruption, crime and threats. Converus is headquartered in Lehi, Utah, USA. Visit: converus.com

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