** Police Officer Occupations**

**Labor Market Information Report**

**City College of San Francisco**

Prepared by the San Francisco Bay Center of Excellence

for Labor Market Research

February 2019

# Recommendation

Based on all available data, there appears to be an undersupply of Police Officers compared to the demand for this cluster of occupations in the Bay region and in the Mid-Peninsula sub-region (San Francisco and San Mateo Counties.) There is a projected annual gap of about 1,289 students in the Bay region and 434 students in the Mid-Peninsula Sub-Region.

This report also provides student outcomes data on employment and earnings for programs on TOP 2105.50 - Police Academy in the state and region. It is recommended that these data be reviewed to better understand how outcomes for students taking courses on this TOP code compare to potentially similar programs at colleges in the state and region, as well as to outcomes across all CTE programs at City College of San Francisco and in the region.

# Introduction

This report profiles Police Officer Occupations in the 12 county Bay region and in the Mid-Peninsula sub-region for a proposed new program at City College of San Francisco.

|  |
| --- |
| * **Police and Sheriff's Patrol Officers (SOC 33-3051):** Maintain order and protect life and property by enforcing local, tribal, State, or Federal laws and ordinances. Perform a combination of the following duties: patrol a specific area; direct traffic; issue traffic summonses; investigate accidents; apprehend and arrest suspects, or serve legal processes of courts.
 |
| Entry-Level Educational Requirement: High school diploma *or equivalent* |
| Training Requirement: Moderate-term on-the-job training |
| Percentage of Community College Award Holders or Some Postsecondary Coursework: 48% |
|  |
| * **Fish and Game Wardens (SOC 33-3031):** Patrol assigned area to prevent fishand game law violations. Investigate reports of damage to crops or property by wildlife. Compile biological data.
 |
| Entry-Level Educational Requirement: Bachelor's degree |
| Training Requirement: Moderate-term *on-the-job training* |
| Percentage of Community College Award Holders or Some Postsecondary Coursework: 41% |
|  |
| * **Detectives and Criminal Investigators (SOC 33-3021)**: Conduct investigations related to suspected violations of Federal, State, or local laws to prevent or solve crimes. Excludes "Private Detectives and Investigators" (33-9021).
 |
| Entry-Level Educational Requirement: High school diploma or equivalent |
| Training Requirement: Moderate-term on-the-job training |
| Percentage of Community College Award Holders or Some Postsecondary Coursework: 36% |
|  |
| * **First-Line Supervisors of Police and Detectives (SOC 33-1012):** Directly supervise and coordinate activities of members of police force.
 |
| Entry-Level Educational Requirement: High school diploma *or equivalent* |
| Training Requirement: Moderate-term on-the-job training |
| Percentage of Community College Award Holders or Some Postsecondary Coursework: 46% |

# Occupational Demand

**Table 1. Employment Outlook for Police Officer Occupations in Bay Region**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Occupation  | 2017 Jobs | 2022 Jobs | 5-Yr Change | 5-Yr % Change | 5-Yr Open-ings | Average Annual Open-ings | 10% Hourly Wage | Median Hourly Wage |
| Police and Sheriff's Patrol Officers | 17,514 | 18,483 | 969  | 6% | 6,643 | 1,329 | $39.84  | $54.62  |
| Fish and Game Wardens | 60 | 66 | 6  | 10% | 33 | 7 | $30.75  | $42.28  |
| Detectives and Criminal Investigators | 1,037 | 1,092 | 55  | 5% | 385 | 77 | $35.99  | $55.07  |
| First-Line Supervisors of Police and Detectives | 858 | 937 | 79  | 9% | 346 | 69 | $40.76  | $70.40  |
| **Total** | **19,469** | **20,578** | **1,109**  | **6%** | **7,408** | **1,481** | **$39.65**  | **$55.30**  |

*Source: EMSI 2019.1*

**Bay Region** includes Alameda, Contra Costa, Marin, Monterey, Napa, San Benito, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano and Sonoma Counties

**Table 2. Employment Outlook for Police Officer Occupations in Mid-Peninsula Sub-Region**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Occupation  | 2017 Jobs | 2022 Jobs | 5-Yr Change | 5-Yr % Change | 5-Yr Open-ings | Average Annual Open-ings | 10% Hourly Wage | Median Hourly Wage |
| Police and Sheriff's Patrol Officers | 4,923 | 5,289 | 366  | 7% | 1,969 | 394 | $42.57  | $54.74  |
| Fish and Game Wardens | 0 | <10 |  |  | <10 | Insf. Data | $0.00  | $0.00  |
| Detectives and Criminal Investigators | 375 | 392 | 17  | 4% | 136 | 27 | $36.72  | $60.62  |
| First-Line Supervisors of Police and Detectives | 175 | 204 | 29  | 16% | 84 | 17 | $41.54  | $70.98  |
| **TOTAL** | **5,473** | **5,884** | **411**  | **8%** | **2,188** | **438** | **$42.13**  | **$55.66**  |

*Source: EMSI 2019.1*

**Mid-Peninsula Sub-Region** includes San Francisco and San Mateo Counties

### Job Postings in Bay Region and Mid-Peninsula Sub-Region

**Table 3. Number of Job Postings by Occupation for latest 12 months (Feb 2018 - Jan 2018)**

| Occupation | Bay Region | Mid-Peninsula |
| --- | --- | --- |
|  Police Patrol Officers (33-3051.01) | 698 | 129 |
|  Intelligence Analysts (33-3021.06) | 428 | 144 |
|  Criminal Investigators and Special Agents (33-3021.03) | 146 | 59 |
|  Sheriffs and Deputy Sheriffs (33-3051.03) | 128 | 36 |
|  First-Line Supervisors of Police and Detectives (33-1012.00) | 88 | 27 |
|  Immigration and Customs Inspectors (33-3021.05) | 56 | 23 |
|  Police Identification and Records Officers (33-3021.02) | 9 | 3 |
|  Fish and Game Wardens (33-3031.00) | 4 | 1 |
|  Police Detectives (33-3021.01) | 1 | 0 |
| **Total** |  **1,558**  |  **422**  |

*Source: Burning Glass*

**Table 4. Top Job Titles for Police Officer Occupations for latest 12 months (Feb 2018 - Jan 2018)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Common Title | Bay | Mid-Peninsula | Common Title | Bay | Mid-Peninsula |
| Police Officer | 381 | 70 | Police Lieutenant | 15 | 6 |
| Intelligence Analyst | 167 | 70 | Chief Of Police | 14 | 0 |
| Deputy Sheriff | 67 | 14 | Police Recruit | 13 | 3 |
| Police | 48 | 5 | Deputy Sheriff/Cadet | 12 | 1 |
| Military Police Officer | 47 | 3 | Import Specialist | 12 | 6 |
| Intelligence Specialist | 39 | 7 | Military Police | 12 | 1 |
| Criminal Investigator | 35 | 15 | Operations Specialist | 12 | 1 |
| Public Safety Officer | 35 | 12 | Surveillance Analyst | 12 | 1 |
| Community Service Officer | 24 | 2 | Deputy Trainee Sheriff | 11 | 7 |
| Intelligence Agent | 23 | 2 | Financial Analyst | 10 | 1 |
| Threat Intelligence Analyst | 23 | 8 | Police Sergeant | 9 | 1 |
| Immigration Services Officer | 15 | 6 | Special Agent | 9 | 3 |
| Market Analyst | 15 | 0 | Military Intelligence | 8 | 4 |
| Officer, Driving | 15 | 1 | 35M Warrant Officer | 7 | 0 |

*Source: Burning Glass*

# Industry Concentration

**Table 5. Industries hiring Police Officers in Bay Region**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Industry – 6 Digit NAICS (No. American Industry Classification) Codes | Jobs in Industry (2017) | Jobs in Industry (2022) | % Change (2017-22) | % in Industry (2017) |
| Local Government, Excluding Education and Hospitals (903999) | 15,777 | 15,891 | 6% | 81.0% |
| State Government, Excluding Education and Hospitals (902999) | 1,126 | 1,149 | 6% | 5.9% |
| Federal Government, Military (901200) | 748 | 737 |  (5%) | 3.8% |
| Colleges, Universities, and Professional Schools (State Government) (902612) | 644 | 675 | 15% | 3.4% |
| Colleges, Universities, and Professional Schools (611310) | 403 | 415 | 13% | 2.1% |
| Federal Government, Civilian, Excluding Postal Service (901199) | 411 | 410 | 0% | 2.1% |
| Colleges, Universities, and Professional Schools (Local Government) (903612) | 220 | 210 |  (13%) | 1.1% |

*Source: EMSI 2019.1*

**Table 6. Top Employers Posting Police Officer Occupations in Bay Region and Mid-Peninsula Sub-Region (Feb 2018 - Jan 2018)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Employer | Bay | Employer | Bay | Employer | Mid-Peninsula |
| US Army | 138 | Berkeley Police Dept | 13 | US Army | 14 |
| County Santa Clara | 33 | Sfmta | 13 | Sfmta | 13 |
| Pinkerton | 25 | US Navy | 13 | San Francisco Recreation & Parks Department | 11 |
| California State University | 24 | University California | 13 | US Dept of Homeland Security | 11 |
| US Dept of Homeland Security | 20 | Stanford University | 12 | Deloitte | 10 |
| City Concord | 19 | City Sunnyvale | 11 | Moody's Corporation | 10 |
| City Fremont | 19 | Department Army | 11 | City and County of San Francisco | 9 |
| Deloitte | 18 | San Francisco Recreation & Parks Department | 11 | San Francisco Police Department | 7 |
| Golaw enforcement Com | 18 | City Salinas | 10 | Stripe | 7 |
| City Oakland | 16 | County Sonoma | 10 | THE FEDERAL RESERVE BANK of SAN FRANCISCO | 7 |
| Pacific Protection Services | 16 | Moody's Corporation | 10 | California State University | 5 |
| City Hayward | 14 | City San Leandro | 9 | County San Mateo | 5 |
| County Contra Costa | 14 | City and County of San Francisco | 9 | Kaiser Permanente | 5 |
| Accenture | 13 | US Customs and Border Protection | 9 | Miq Logistics | 5 |

*Source: Burning Glass*

# Educational Supply

There are six community colleges in the Bay Region issuing 192 awards on average annually (last 3 years) on TOP 2105.50 - Police Academy. College of San Mateo is the only college in the Mid-Peninsula Sub-Region issuing awards on this TOP code, issuing four awards on average annually (last 3 years).

**Table 7. Awards on TOP 2105.50 - Police Academy in the Bay Region**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| College | Sub-Region | Headcount | Associates | Certificates | Total |
| City College of San Francisco | Mid-Peninsula | 59 |  |  |  |
| College of San Mateo | Mid-Peninsula | 1 |  | 4 | 4 |
| Evergreen | Silicon Valley | n/a |  | 1 | 1 |
| Gavilan | Monterey-Santa Cruz | 724 | 1 | 22 | 23 |
| Hartnell | Monterey-Santa Cruz | 4,617 |  |  |  |
| Los Medanos | East Bay | n/a |  | 24 | 24 |
| Merritt | East Bay | 77 |  |  |  |
| Monterey Peninsula | Monterey-Santa Cruz | 3,792 |  |  |  |
| Napa | North Bay | 340 |  | 22 | 22 |
| Santa Rosa | North Bay | 197 |  | 118 | 118 |
| **Total Bay Region** | **9,807** | **1** | **191** | **192** |
| **Total Mid-Peninsula Sub-Region** | **60** | **0** | **4** | **4** |

# *Source: IPEDS, Data Mart and Launchboard*

NOTE: Headcount of students who took one or more courses is for 2016-17. The annual average for awards is 2014-17 unless there are only awards in 2016-17. The annual average for other postsecondary is for 2013-16.

# Gap Analysis

Based on the data included in this report, there is a large labor market gap in the Bay region with 1,481 annual openings for the Police Officer occupational cluster and 192 annual (3-year average) awards for an annual undersupply of 1,289 students. In the Mid-Peninsula Sub-Region, there is also a gap with 438 annual openings and four annual (3-year average) awards for an annual undersupply of 434 students.

# Student Outcomes

**Table 8. Four Employment Outcomes Metrics for Students Who Took Courses on TOP 2105.50 - Police Academy**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 2015-16 | Bay (All CTE Programs) | City College of San Francisco (All CTE Programs) | State (TOP 2105.50) | Bay (TOP2105.50) | Mid-Peninsula (TOP 2105.50) | City College of San Francisco (TOP 2105.50) |
| % Employed Four Quarters After Exit | 74% | 72% | 89% | 87% | 73% | 73% |
| Median Quarterly Earnings Two Quarters After Exit | $10,550 | $10,170 | $22,854 | $26,981 | $8,397 | $8,397 |
| Median % Change in Earnings | 46% | 31% | 27% | 23% | n/a | n/a |
| % of Students Earning a Living Wage | 63% | 65% | 91% | 92% | n/a | n/a |

*Source: Launchboard Pipeline (version available on 2/28/19)*

# Skills, Certifications and Education

**Table 9. Top Skills for Police Officer Occupations in Bay Region (Feb 2018 - Jan 2018)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Skill | Postings | Skill | Postings | Skill | Postings |
| Prevention of Criminal Activity | 383 | Staff Management | 63 | Data Entry | 43 |
| Public Health and Safety | 247 | Machine Learning | 61 | Data Science | 43 |
| Law Enforcement or Criminal Justice Experience | 153 | Python | 60 | Threat Intelligence and Analysis | 42 |
| Warrants | 133 | Personnel Management | 59 | Information Security | 41 |
| Scheduling | 125 | SQL | 58 | Intelligence Analysis | 41 |
| Customer Service | 121 | Repair | 51 | Quality Assurance and Control | 41 |
| Cardiopulmonary Resuscitation (CPR) | 112 | Information Systems | 50 | Subpoena Preparation | 41 |
| Criminal Justice | 106 | Law Enforcement | 50 | Administrative Functions | 39 |
| Surveillance | 105 | Legal Documentation | 48 | Computer Forensics | 39 |
| Crowd Control | 87 | Presentation of Evidence | 48 | Emergency Preparedness | 39 |
| Budgeting | 78 | Social Media | 48 | Emergency Services | 39 |
| Witness Interviews | 73 | Data Analysis | 47 | Psychology | 39 |
| Artificial Intelligence | 69 | Legal Document Comp | 46 | Chemistry | 38 |
| Security Operations | 67 | Record Keeping | 44 | Prevention Programs | 38 |
| Threat Analysis | 66 | Community Relations | 43 | Manual Dexterity | 37 |

*Source: Burning Glass*

**Table 10. Certifications for Police Officer Occupations in the Bay Region (Feb 2018 - Jan 2018)**

Note: 53% of records have been excluded because they do not include a certification. As a result, the chart below may not be representative of the full sample.

|  |  |  |  |
| --- | --- | --- | --- |
| Certification | Postings | Certification | Postings |
| Driver's License | 576 | Paramedic Certification | 6 |
| Police Officer | 111 | Psychologist License | 6 |
| Security Clearance | 97 | Public Safety Certificate | 6 |
| CDL Class C | 47 | Phlebotomy Certification | 5 |
| First Aid CPR AED | 40 | Welding Certification | 5 |
| Basic Post Certificate | 31 | Basic Noncommissioned Officer Course | 4 |
| Certified Patient Account Technician | 9 | Certified To Carry A Firearm | 4 |
| Cisco Certified Network Associate (CCNA) | 9 | GIAC Certified Incident Handler (GCIH) | 4 |
| SANS/GIAC Certification | 9 | Law Enforcement Certification | 4 |
| Advanced Post Certificate | 8 | Project Management Certification | 4 |
| Typing Certification | 8 | Basic Security Training (BST) | 3 |
| Certified Peace Officer | 7 | Bilingual Certification | 3 |
| Breath Alcohol Technician | 6 | Certified Fraud Examiner (CFE) | 3 |
| Certified Information Systems Security Professional (CISSP) | 6 | Certified Welding Inspector (CWI) | 3 |
| Certified Public Accountant (CPA) | 6 | CompTIA Security+ | 3 |
| Cisco Certified Network Professional (CCNP) | 6 | EnCase Certified Examiner (EnCE) | 3 |

*Source: Burning Glass*

**Table 11. Education Requirements for Police Officer Occupations in Bay Region**

Note: 35% of records have been excluded because they do not include a degree level. As a result, the chart below may not be representative of the full sample.

|  |  |
| --- | --- |
| Education (minimum advertised) | Latest 12 Mos. Postings |
| High school or vocational training | 548 (54%) |
| Associate Degree | 32 (3%) |
| Bachelor’s Degree or Higher | 428 (43%) |

*Source: Burning Glass*

# Methodology

Occupations for this report were identified by use of skills listed in O\*Net descriptions and job descriptions in Burning Glass. Labor demand data is sourced from Economic Modeling Specialists International (EMSI) occupation data and Burning Glass job postings data. Educational supply and student outcomes data is retrieved from multiple sources, including CTE Launchboard and CCCCO Data Mart.

# Sources

O\*Net Online

Labor Insight/Jobs (Burning Glass)

Economic Modeling Specialists International (EMSI)

CTE LaunchBoard [www.calpassplus.org/Launchboard/](http://www.calpassplus.org/Launchboard/)

Statewide CTE Outcomes Survey

Employment Development Department Unemployment Insurance Dataset

Living Insight Center for Community Economic Development

Chancellor’s Office MIS system

# Contacts

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