** Police and Sheriff's Patrol Officer** **Occupations**

**Labor Market Information Report**

**Monterey Peninsula College**

Prepared by the San Francisco Bay Center of Excellence

for Labor Market Research

February 2020

# Recommendation

Based on all available data, there appears to be an undersupply of Police and Sheriff's Patrol Officers compared to the demand for this cluster of occupations in the Bay region, with a gap annually of about 75 students. In the SC-Monterey sub-region (Monterey, San Benito, Santa Cruz and Santa Clara Counties) using traditional labor market data, there appears at first glance to be an annual oversupply. There are 107 annual openings and 244 annual (3-year average) awards for an annual oversupply of 137 students.

However, the TOP code selected - Administration of Justice - may prepare students in the region and sub-region for additional occupations, not just Police and Sheriff's Patrol Officers. The Centers of Excellence TOP-SOC crosswalk shows that students completing an Administration of Justice program of study can also be prepared for the following occupations:

*Baliffs, Detectives and Criminal Investigators, Private Detectives and Investigators, First-Line Supervisors of Correctional Officers, First-Line Supervisors of Police and Detectives, Gambling Surveillance Officers and Gambling Investigators.*

Therefore, it is not possible to isolate exactly how many students (based on awards issued) in the region or sub-region are just seeking employment as a Police and Sheriff's Patrol Officers, since Administration of Justice students may be seeking any of the other occupations listed above. Subtracting supply (awards) from demand for just one of these occupations (Police and Sheriff's Patrol Officers) is misleading with regard to determining the need for the program proposed by Monterey Peninsula College.

The nine-unit certificate being proposed is designed to provide students additional knowledge and skills that, when coupled with the completion of the police academy, will help prepare them for careers in law enforcement. The certificate itself does not prepare the student to become a licensed peace officer. Students must successfully complete a police academy course of study. This complementary certificate helps improve a student’s employability.

This report also provides student outcomes data on employment and earnings for programs on TOP 2105.00 - Administration of Justice 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 Monterey Peninsula and in the region.

# Introduction

This report profiles Police and Sheriff's Patrol Officer Occupations in the 12 county Bay region and in the SC-Monterey sub-region for a proposed new Administration of Justice Level I Policing Certificate of Completion at Monterey Peninsula College.

|  |
| --- |
| * **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%* |

# Occupational Demand

**Table 1. Employment Outlook for Police and Sheriff's Patrol Officer Occupations** **in Bay Region**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Occupation  | 2018 Jobs | 2023 Jobs | 5-Yr Change | 5-Yr % Change | 5-Yr Open-ings | Average Annual Open-ings | 25% Hourly Wage | Median Hourly Wage |
| Police and Sheriff's Patrol Officers |  17,127  |  18,077  | 950 | 6% |  6,517  |  1,303  | $36.98 | $56.05 |

*Source: EMSI 2019.3*

**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 and Sheriff's Patrol Officer Occupations** **in SC-Monterey Sub-Region**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Occupation  | 2018 Jobs | 2023 Jobs | 5-Yr Change | 5-Yr % Change | 5-Yr Open-ings | Average Annual Open-ings | 25% Hourly Wage | Median Hourly Wage |
| Police and Sheriff's Patrol Officers |  1,335  |  1,419  | 84 | 6% |  532  |  107  | $33.63 | $46.43 |

*Source: EMSI 2019.3*

**SC-Monterey Sub-Region** includes Monterey, San Benito, Santa Cruz and Santa Clara Counties

### Job Postings in Bay Region and SC-Monterey Sub-Region

**Table 3. Number of Job Postings by Occupation for latest 12 months (February 2019 - January 2020)**

| Occupation | Bay Region | SC-Monterey |
| --- | --- | --- |
|  Police Patrol Officers | 806 | 56 |

*Source: Burning Glass*

**Table 4a. Top Job Titles for Police and Sheriff's Patrol Officer Occupations** **for latest 12 months (February 2019 - January 2020) Bay Region**

|  |  |  |  |
| --- | --- | --- | --- |
| Common Title | Bay | Common Title | Bay |
| Police Officer | 348 | Police, Government Industry | 7 |
| Military Police Officer | 57 | Navy Law Enforcement | 7 |
| Military Police | 54 | Unarmed Foot Patrol And Mobile Patrol | 6 |
| Public Safety Officer | 38 | Security Officer | 5 |
| Police | 37 | Public Safety Operator, Patrol | 5 |
| Community Service Officer | 21 | Public Safety Captain | 5 |
| Officer, Driving | 15 | Mobile Patrol | 5 |
| Community Patrol | 13 | Complaint Resolution Officer | 5 |
| Officer | 11 | Community Patrol Graveyard | 5 |
| Police Recruit | 10 | Public Safety Cadet, Casual | 4 |
| Police Cadet | 10 | Patrol | 4 |
| Law Enforcement Officer | 10 | Mobile Patrol - Flex | 4 |
| Police/Cadet | 8 | Driver/Teacher, Police, Warehousing Industry | 4 |
| Courtesy Patrol | 8 | Campus Officer | 4 |

**Table 4b. Top Job Titles for Police and Sheriff's Patrol Officer Occupations** **for latest 12 months (February 2019 - January 2020) SC-Monterey Sub-Region**

|  |  |  |  |
| --- | --- | --- | --- |
| Common Title | SC-Monterey | Common Title | SC-Monterey |
| Police Officer | 40 | Community Service Officer | 2 |
| Title Officer | 2 | Training Coordinator | 1 |
| Police Recruit | 2 | Police, Government Industry | 1 |
| Officer/Ranger | 2 | Officer | 1 |
| Military Police | 2 | Marshal | 1 |
| Department Ranger/Police | 2 |  |  |

*Source: Burning Glass*

# Industry Concentration

**Table 5. Industries hiring Police and Sheriff's Patrol Officers in Bay Region**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Industry – 6 Digit NAICS (No. American Industry Classification) Codes | Jobs in Industry (2018) | Jobs in Industry (2022) | % Change (2018-22) | % in Industry (2018) |
| Local Government, Excluding Education and Hospitals (903999) | 14,124 | 14,847 | 5% | 82% |
| State Government, Excluding Education and Hospitals (902999) | 939 | 1,007 | 7% | 6% |
| Colleges, Universities, and Professional Schools (State Government) (902612) | 631 | 713 | 13% | 4% |
| Federal Government, Military (901200) | 582 | 561 | -4% | 3% |
| Colleges, Universities, and Professional Schools (611310) | 411 | 461 | 12% | 2% |
| Colleges, Universities, and Professional Schools (Local Government) (903612) | 205 | 169 | -18% | 1% |

*Source: EMSI 2019.3*

**Table 6. Top Employers Posting Police and Sheriff's Patrol Officer Occupations in Bay Region and SC-Monterey Sub-Region (February 2019 - January 2020)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Employer | Bay | Employer | Bay | Employer | SC-Monterey |
| US Army | 135 | City Fremont | 7 | City Santa Cruz | 9 |
| City Oakland | 20 | City Albany | 7 | US Army | 8 |
| City Gilroy | 19 | Vacaville City Clerk | 6 | US Government | 4 |
| University Of California Berkeley | 17 | United States Naval Services | 6 | Santa Cruz Police Department | 3 |
| Army National Guard | 15 | US Government | 6 | California State University | 3 |
| University California | 14 | SP | 6 | University Of California Santa Cruz | 2 |
| Planned Companies Nj | 13 | Mills College | 6 | University California | 2 |
| California State University | 13 | City Santa Clara | 6 | United States Department Army | 2 |
| City Sunnyvale | 12 | City San Rafael | 6 | US Navy | 2 |
| Redwood City Hall Office | 11 | City Hayward | 6 | Seaside California | 2 |
| City Santa Cruz | 9 | Town Of Los Gatos | 5 | City Salinas | 2 |
| Sp Plus Incorporated | 8 | Facebook | 5 | City Of Pacific Grove | 2 |
| Department of Veterans Affairs | 8 | City and County of San Francisco | 5 | Scotts Valley Police Department | 1 |
| City Fairfield | 8 | City Of San Mateo | 5 | Scotts Valley Police Department | 1 |
| Brosnan Risk West Coast | 8 | City Of El Cerrito | 5 | Pacific Grove Police Department | 1 |
| Security Industry Specialists, Inc | 7 | City Concord | 5 | Hyatt | 1 |
| City Richmond | 7 | City Berkeley | 5 | Department Army | 1 |

*Source: Burning Glass*

# Educational Supply

There are 23 community colleges in the Bay Region issuing 1,228 awards on average annually (last 3 years) on TOP 2105.00 - Administration of Justice. There are four colleges in the SC-Monterey Sub-Region issuing 244 awards on average annually (last 3 years) on this TOP code.

**Table 7. Awards on TOP 2105.00 - Administration of Justice in Bay Region**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| College | Sub-Region | Associates | Certificate 18+ units | Certificate Low unit | Total |
| Cabrillo College  | Santa Cruz-Monterey |  17  |  |  |  17  |
| Chabot College  | East Bay |  51  |  |  |  51  |
| City College of San Francisco  | Mid-Peninsula |  43  |  |  14  |  57  |
| College of Marin  | North Bay |  6  |  1  |  |  7  |
| College of San Mateo  | Mid-Peninsula |  60  |  18  |  |  78  |
| Contra Costa College  | East Bay |  17  |  10  |  2  |  29  |
| De Anza College  | Silicon Valley |  51  |  |  |  51  |
| Diablo Valley College  | East Bay |  79  |  11  |  38  |  128  |
| Evergreen Valley College  | Silicon Valley |  59  |  |  |  59  |
| Gavilan College  | Santa Cruz-Monterey |  49  |  7  |  |  56  |
| Hartnell College  | Santa Cruz-Monterey |  88  |  26  |  |  114  |
| Las Positas College  | East Bay |  29  |  |  |  29  |
| Los Medanos College  | East Bay |  50  |  |  11  |  61  |
| Merritt College  | East Bay |  31  |  4  |  |  35  |
| Mission College  | Silicon Valley |  9  |  |  |  9  |
| Monterey Peninsula College  | Santa Cruz-Monterey |  22  |  34  |  |  56  |
| Napa Valley College  | North Bay |  48  |  26  |  |  74  |
| Ohlone College  | East Bay |  11  |  2  |  |  13  |
| San Jose City College  | Silicon Valley |  27  |   |   |  27  |
| Santa Rosa Junior College  | North Bay |  69  |  10  |  47  |  126  |
| Skyline College  | Mid-Peninsula |  35  |  7  |  |  42  |
| Solano College  | North Bay |  47  |  12  |  |  59  |
| West Valley College | Silicon Valley |  50  |  |  |  50  |
| **Total Bay Region** |  **948**  |  **168**  |  **112**  |  **1,228**  |
| **Total SC-Monterey Sub-Region** |  **176**  |  **67**  |  **0**  |  **244**  |

# *Source: Data Mart*

Note: The annual average for awards is 2015-16 to 2017-18.

# Gap Analysis

Based on the data included in this report, there is a labor market gap in the Bay region with 1,303 annual openings for the occupational cluster and 1,228 annual (3-year average) awards for an annual undersupply of 75 students. In the SC-Monterey Sub-Region, there are 107 annual openings and 244 annual (3-year average) awards for what appears at first glance to be an annual oversupply of 137 students.

However, the TOP code selected - Administration of Justice - may prepare students in the region and sub-region for additional occupations, not just Police and Sheriff's Patrol Officers. The Centers of Excellence TOP-SOC crosswalk shows that students completing an Administration of Justice program of study can also be prepared for the following occupations: *Baliffs, Detectives and Criminal Investigators, Private Detectives and Investigators, First-Line Supervisors of Correctional Officers, First-Line Supervisors of Police and Detectives, Gambling Surveillance Officers and Gambling Investigators.*

Therefore, it is not possible to isolate exactly how many students (based on awards issued) in the region or sub-region are just seeking employment as a Police and Sheriff's Patrol Officers, since Administration of Justice students may be seeking any of the other occupations listed above. Because of this, it is not appropriate to use the gap analysis method normally used for these reports to determine if there is a need for this program.

# Student Outcomes

**Table 8. Four Employment Outcomes Metrics for Students Who Took Courses on TOP 2105.00 - Administration of Justice**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 2015-16 | Bay (All CTE Programs) | Monterey Peninsula (All CTE Programs) | State (2105.00) | Bay (2105.00) | SC-Monterey (2105.00) | Monterey Peninsula (2105.00) |
| % Employed Four Quarters After Exit | 74% | 76% | 80% | 82% | 71% | 62% |
| Median Quarterly Earnings Two Quarters After Exit | $10,550 | $13,648 | $13,610 | $19,149 | $7,123 | $9,120 |
| Median % Change in Earnings | 46% | 29% | 29% | 27% | 88% | 56% |
| % of Students Earning a Living Wage | 63% | 71% | 66% | 72% | 45% | 58% |

*Source: Launchboard Pipeline (version available on 2/12/20)*

# Skills, Certifications and Education

**Table 9. Top Skills for Police and Sheriff's Patrol Officer Occupations in Bay Region (February 2019 - January 2020)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Skill | Postings | Skill | Postings | Skill | Postings |
| Prevention of Criminal Activity | 350 | Prevention Programs | 35 | Psychology | 20 |
| Public Health and Safety | 218 | California Public Employees' Retirement System (CalPERS) | 32 | Staff Management | 20 |
| Witness Interviews | 142 | Community Relations | 32 | Administrative Support | 19 |
| Crowd Control | 134 | Traffic Laws | 30 | Painting | 19 |
| Law Enforcement or Criminal Justice Experience | 116 | Legal Document Composition | 28 | Administrative Functions | 18 |
| Warrants | 87 | Legal Documentation | 28 | Calculation | 18 |
| Customer Service | 83 | Public administration | 26 | Telecommunications | 18 |
| Surveillance | 81 | Medical Emergencies | 25 | Traffic Maintenance | 18 |
| Cardiopulmonary Resuscitation (CPR) | 79 | Emergency Services | 24 | Battery Testing and Installation | 17 |
| Criminal Justice | 72 | Subpoena Preparation | 24 | Emergency Preparedness | 17 |
| Law Enforcement | 44 | Emergency Response | 23 | Fire Suppression | 17 |
| Data Entry | 41 | Record Keeping | 23 | Information Systems | 17 |
| Scheduling | 41 | Training Programs | 22 | Security Patrol | 17 |
| Repair | 39 | Mailing | 21 | Security Operations | 16 |
| Presentation of Evidence | 38 | Broadcast Industry Knowledge | 20 | Mediation | 15 |

*Source: Burning Glass*

**Table 10. Certifications for Police and Sheriff's Patrol Officer Occupations in Bay Region (February 2019 - January 2020)**

Note: 45% 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 | 378 | Hazardous Materials Certification | 5 |
| Police Officer | 83 | Certified Patient Account Technician | 5 |
| First Aid Cpr Aed | 57 | Law Enforcement Certification | 4 |
| Cdl Class C | 44 | Typing Certification | 3 |
| Basic Post Certificate | 24 | Community Service | 3 |
| Public Safety Certificate | 9 | CDL Class A | 3 |
| Advanced Post Certificate | 9 | Bilingual Certification | 3 |
| Security Guard Certification | 8 | Armorer Certification | 3 |
| Baton Permit | 8 | Wastewater Treatment Plant Operator | 2 |
| Polygraph | 7 | Series 9 | 2 |
| Certified To Carry A Firearm | 6 | Series 7 | 2 |
| Security Clearance | 5 | Series 66 | 2 |

*Source: Burning Glass*

**Table 11. Education Requirements for Police and Sheriff's Patrol Officer Occupations in Bay Region**

Note: 36% 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 | Percent 12 Mos. Postings |
| High school or vocational training | 448 | 87% |
| Associate Degree | 30 | 6% |
| Bachelor’s Degree or Higher | 31 | 7% |

*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

For more information, please contact:

* Doreen O’Donovan, Research Analyst, for Bay Area Community College Consortium (BACCC) and Centers of Excellence (CoE), doreen@baccc.net or (831) 479-6481
* John Carrese, Director, San Francisco Bay Center of Excellence for Labor Market Research, jcarrese@ccsf.edu or (415) 267-6544