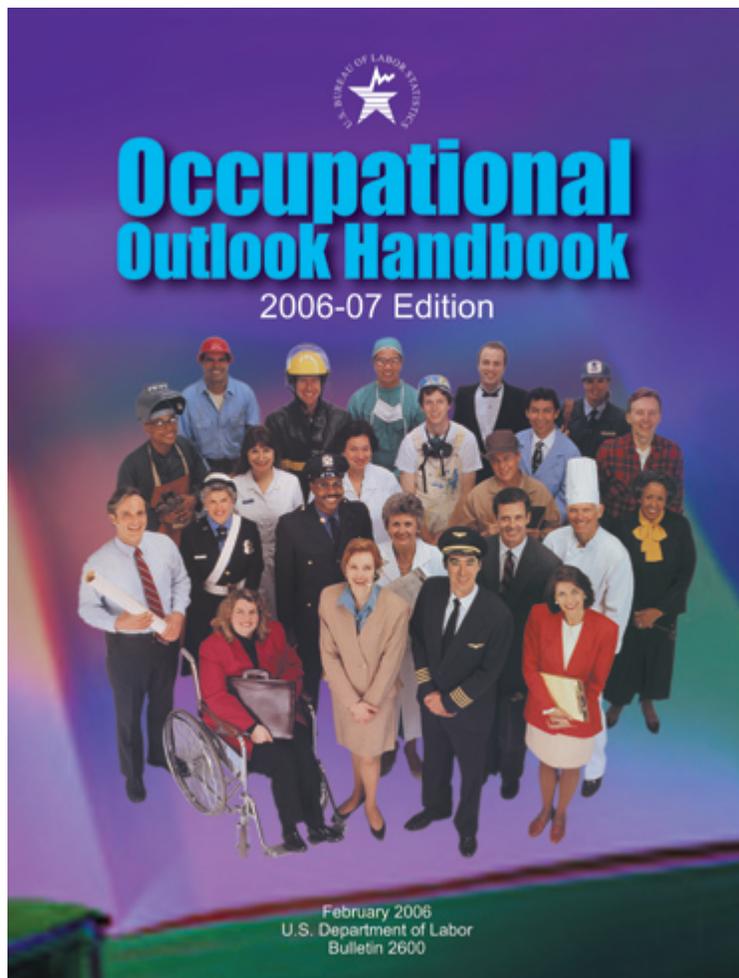


Protective Service Occupations



Reprinted from the
Occupational Outlook Handbook, 2006-07 Edition

U.S. Department of Labor
Bureau of Labor Statistics



Occupations Included in this Reprint

Correctional officers
Firefighting occupations
Police and detectives
Private detectives and investigators
Probation officers and
correctional treatment specialists
Security guards and gaming surveillance officers

Correctional Officers

(O*NET 33-1011.00, 33-3011.00, 33-3012.00)

Significant Points

- The work can be stressful and hazardous.
- Most correctional officers are employed in State and Federal prisons.
- Job opportunities are expected to be excellent.

Nature of the Work

Correctional officers are responsible for overseeing individuals who have been arrested and are awaiting trial or who have been convicted of a crime and sentenced to serve time in a jail, reformatory, or penitentiary. Correctional officers maintain security and inmate accountability to prevent disturbances, assaults, and escapes. Officers have no law enforcement responsibilities outside the institution where they work. (For more information on related occupations, see the statements on police and detectives and on probation officers and correctional treatment specialists, elsewhere in the *Handbook*.)

Police and sheriffs' departments in county and municipal jails or precinct station houses employ many correctional officers, also known as *detention officers*. Most of the approximately 3,400 jails in the United States are operated by county governments, with about three-quarters of all jails under the jurisdiction of an elected sheriff. Individuals in the jail population change constantly as some are released, some are convicted and transferred to prison, and new offenders are arrested and enter the system. Correctional officers in local jails admit and process about 12 million people a year, with about 700,000 offenders in jail at any given time. When individuals are first arrested, the jail staff may not know their true identity or criminal record, and violent detainees may be placed in the general population. This is the most dangerous phase of the incarceration process for correctional officers.

Most correctional officers are employed in State and Federal prisons, watching over the approximately 1.4 million offenders who are incarcerated there at any given time. Other correctional officers oversee individuals being held by the U.S. Immigration and Naturalization Service pending release or deportation, or work for correctional institutions that are run by private for-profit organizations. Although both jails and prisons can be dangerous places to work, prison populations are more stable than jail populations, and correctional officers in prisons know the security and custodial requirements of the prisoners with whom they are dealing.

Regardless of the setting, correctional officers maintain order within the institution and enforce rules and regulations. To help ensure that inmates are orderly and obey rules, correctional officers monitor the activities and supervise the work assignments of inmates. Sometimes, officers must search inmates and their living quarters for contraband like weapons or drugs, settle disputes between inmates, and enforce discipline. Correctional officers periodically inspect the facilities, checking cells and other areas of the institution for unsanitary conditions, contraband, fire hazards, and any evidence of infractions of rules. In addition, they routinely inspect locks, window bars, grilles, doors, and gates for signs of tampering. Finally, officers inspect mail and visitors for prohibited items.

Correctional officers report orally and in writing on inmate conduct and on the quality and quantity of work done by inmates. Officers also report security breaches, disturbances, violations of rules, and any unusual occurrences. They usually keep a daily log or record of their activities. Correctional officers cannot show favorit-

ism and must report any inmate who violates the rules. Should the situation arise, they help the responsible law enforcement authorities investigate crimes committed within their institution or search for escaped inmates.

In jail and prison facilities with direct supervision cellblocks, officers work unarmed. They are equipped with communications devices so that they can summon help if necessary. These officers often work in a cellblock alone, or with another officer, among the 50 to 100 inmates who reside there. The officers enforce regulations primarily through their interpersonal communications skills and through the use of progressive sanctions, such as the removal of some privileges.

In the highest security facilities, where the most dangerous inmates are housed, correctional officers often monitor the activities of prisoners from a centralized control center with closed-circuit television cameras and a computer tracking system. In such an environment, the inmates may not see anyone but officers for days or weeks at a time and may leave their cells only for showers, solitary exercise time, or visitors. Depending on the offenders' security classification within the institution, correctional officers may have to restrain inmates in handcuffs and leg irons to safely escort them to and from cells and other areas and to see authorized visitors. Officers also escort prisoners between the institution and courtrooms, medical facilities, and other destinations outside the institution.

Bailiffs, also known as *marshals* or *court officers*, are law enforcement officers who maintain safety and order in courtrooms. Their duties, which vary by location, include enforcing courtroom rules, assisting judges, guarding juries from outside contact, delivering court documents, and providing general security for courthouses.

Working Conditions

Working in a correctional institution can be stressful and hazardous. Every year, correctional officers are injured in confrontations with inmates. Correctional officers may work indoors or outdoors. Some correctional institutions are well lighted, temperature controlled, and ventilated, but others are old, overcrowded, hot, and noisy. Correctional officers usually work an 8-hour day, 5 days a week, on rotating shifts. Because prison and jail security must be provided around the clock, officers work all hours of the day and night, weekends, and holidays. In addition, officers may be required to work paid overtime.

Training, Other Qualifications, and Advancement

Most institutions require correctional officers to be at least 18 to 21 years of age and a U.S. citizen; have a high school education or its equivalent; demonstrate job stability, usually by accumulating 2 years of work experience; and have no felony convictions. Promotion prospects may be enhanced by obtaining a postsecondary education.

The Federal Bureau of Prisons requires entry-level correctional officers to have at least a bachelor's degree; or 3 years of full-time experience in a field providing counseling, assistance, or supervision to individuals; or a combination of these two requirements.

Correctional officers must be in good health. Candidates for employment are generally required to meet formal standards of physical fitness, eyesight, and hearing. In addition, many jurisdictions use standard tests to determine applicant suitability to work in a correctional environment. Good judgment and the ability to think and act quickly are indispensable. Applicants are typically screened for drug abuse, subject to background checks, and required to pass a written examination.

Federal, State, and some local departments of corrections provide training for correctional officers based on guidelines established by the American Correctional Association and the

American Jail Association. Some States have regional training academies that are available to local agencies. At the conclusion of formal instruction, all State and local correctional agencies provide on-the-job training, including training on legal restrictions and interpersonal relations. Many systems require firearms proficiency and self-defense skills. Officer trainees typically receive several weeks or months of training in an actual job setting under the supervision of an experienced officer. However, specific entry requirements and on-the-job training vary widely from agency to agency.

Academy trainees generally receive instruction in a number of subjects, including institutional policies, regulations, and operations, as well as custody and security procedures. New Federal correctional officers must undergo 200 hours of formal training within the first year of employment. They also must complete 120 hours of specialized training at the U.S. Federal Bureau of Prisons residential training center at Glynco, GA, within 60 days of their appointment. Experienced officers receive annual in-service training to keep abreast of new developments and procedures.

Some correctional officers are members of prison tactical response teams, which are trained to respond to disturbances, riots, hostage situations, forced cell moves, and other potentially dangerous confrontations. Team members practice disarming prisoners wielding weapons, protecting themselves and inmates against the effects of chemical agents, and other tactics.

With education, experience, and training, qualified officers may advance to the position of correctional sergeant. Correctional sergeants supervise correctional officers and usually are responsible for maintaining security and directing the activities of other officers during an assigned shift or in an assigned area. Ambitious and qualified correctional officers can be promoted to supervisory or administrative positions all the way up to warden. Officers sometimes transfer to related jobs, such as probation officers, parole officers, and correctional treatment specialists.

Employment

Bailiffs, correctional officers, and jailers held about 484,000 jobs in 2004. About 3 of every 5 jobs were in State correctional institutions such as prisons, prison camps, and youth correctional facilities. About 16,000 jobs for correctional officers were in Federal correctional institutions, and about 15,000 jobs were in privately owned and managed prisons.



In high security facilities, correctional officers often monitor prisoners from a centralized control center.

Most of the remaining jobs were in city and county jails or in other institutions run by local governments. Some 300 of these jails, all of them in urban areas, are large: they house over 1,000 inmates. Most correctional officers who work in jails, however, work in institutions located in rural areas with smaller inmate populations.

Job Outlook

Job opportunities for correctional officers are expected to be excellent. The need to replace correctional officers who transfer to other occupations, retire, or leave the labor force, coupled with rising employment demand, will generate thousands of job openings each year. In the past, some local and State corrections agencies have experienced difficulty in attracting and keeping qualified applicants, largely because of low salaries, shift work, and the concentration of jobs in rural locations. This situation is expected to continue.

Employment of correctional officers is expected to grow more slowly than the average for all occupations through 2014. Increasing demand for correctional officers will stem from mandatory sentencing guidelines calling for longer sentences and reduced parole for inmates, and from expansion and new construction of corrections facilities. However, mandatory sentencing guidelines are being reconsidered in many States because of a combination of budgetary constraints, court decisions, and doubts about their effectiveness. Instead, there may be more emphasis on reducing sentences or putting offenders on probation or in rehabilitation programs in many States. As a result, the prison population, and employment of correctional officers, will probably grow at a slower rate than in the past. Some employment opportunities also will arise in the private sector, as public authorities contract with private companies to provide and staff corrections facilities.

Layoffs of correctional officers are rare because of increasing offender populations. While officers are allowed to join bargaining units, they are not allowed to strike.

Earnings

Median annual earnings of correctional officers and jailers were \$33,600 in May 2004. The middle 50 percent earned between \$26,560 and \$44,200. The lowest 10 percent earned less than \$22,630, and the highest 10 percent earned more than \$54,820. Median annual earnings in the public sector were \$44,700 in the Federal Government, \$33,750 in State government, and \$33,080 in local government. In the facilities support services industry, where the relatively small number of officers employed by privately operated prisons is classified, median annual earnings were \$21,490. According to the Federal Bureau of Prisons, the starting salary for Federal correctional officers was about \$26,747 a year in 2005. Starting Federal salaries were slightly higher in areas where prevailing local pay levels were higher.

Median annual earnings of first-line supervisors/managers of correctional officers were \$44,720 in May 2004. The middle 50 percent earned between \$33,070 and \$60,550. The lowest 10 percent earned less than \$27,770, and the highest 10 percent earned more than \$70,990. Median annual earnings were \$41,080 in State government and \$49,470 in local government.

Median annual earnings of bailiffs were \$33,870 in May 2004. The middle 50 percent earned between \$24,710 and \$44,240. The lowest 10 percent earned less than \$17,930, and the highest 10 percent earned more than \$54,770. Median annual earnings were \$30,410 in local government.

In addition to typical benefits, correctional officers employed in the public sector usually are provided with uniforms or a clothing allowance to purchase their own uniforms. Civil service systems or

merit boards cover officers employed by the Federal Government and most State governments. Their retirement coverage entitles correctional officers to retire at age 50 after 20 years of service or at any age with 25 years of service.

Related Occupations

A number of options are available to those interested in careers in protective services and security. Security guards and gaming surveillance officers protect people and property against theft, vandalism, illegal entry, and fire. Police and detectives maintain law and order, prevent crime, and arrest offenders. Probation officers and correctional treatment specialists monitor and counsel offenders and evaluate their progress in becoming productive members of society.

Sources of Additional Information

Further information about correctional officers is available from:

- ▶ American Correctional Association, 4380 Forbes Boulevard, Lanham, MD 20706. Internet: <http://www.aca.org>
- ▶ American Jail Association, 1135 Professional Ct., Hagerstown, MD 21740. Internet: <http://www.corrections.com/aja>

Information on entrance requirements, training, and career opportunities for correctional officers at the Federal level may be obtained from the Federal Bureau of Prisons. Internet: <http://www.bop.gov>

Information on obtaining a position as a correctional officer with the Federal Government is available from the Office of Personnel Management through USAJOBS, the Federal Government's official employment information system. This resource for locating and applying for job opportunities can be accessed through the Internet at <http://www.usajobs.opm.gov> or through an interactive voice response telephone system at (703) 724-1850 or TDD (978) 461-8404. These numbers are not tollfree, and charges may result.

Fire Fighting Occupations

(O*NET 33-1021.01, 33-1021.02, 33-2011.01, 33-2011.02, 33-2021.01, 33-2021.02, 33-2022.00)

Significant Points

- Fire fighting involves hazardous conditions and long, irregular hours.
- About 9 out of 10 fire fighting workers were employed by municipal or county fire departments.
- Applicants for municipal fire fighting jobs generally must pass written, physical, and medical examinations.
- Although employment is expected to grow faster than the average, keen competition for jobs is expected because this occupation attracts many qualified candidates.

Nature of the Work

Every year, fires and other emergencies take thousands of lives and destroy property worth billions of dollars. Fire fighters help protect the public against these dangers by rapidly responding to a variety of emergencies. They are frequently the first emergency personnel at the scene of a traffic accident or medical emergency and may be called upon to put out a fire, treat injuries, or perform other vital functions.

During duty hours, fire fighters must be prepared to respond immediately to a fire or any other emergency that arises. Because fighting fires is dangerous and complex, it requires organization and teamwork. At every emergency scene, fire fighters perform specific duties assigned by a superior officer. At fires, they connect hose lines to hydrants, operate a pump to send water to high-pressure hoses, and position ladders to enable them to deliver water to the fire. They also rescue victims, provide emergency medical attention as needed, ventilate smoke-filled areas, and attempt to salvage the contents of buildings. Their duties may change several times while the company is in action. Sometimes they remain at the site of a disaster for days at a time, rescuing trapped survivors and assisting with medical treatment.

Fire fighters work in a variety of settings, including urban and suburban areas, airports, chemical plants, other industrial sites, and rural areas like grasslands and forests. They have also assumed a range of responsibilities, including emergency medical services. In fact, most calls to which fire fighters respond involve medical emergencies, and 65 percent of all fire departments provide emergency medical service. In addition, some fire fighters work in hazardous materials units that are trained for the control, prevention, and cleanup of materials; for example, these fire fighters respond to oil spills. (For more information, see the *Handbook* statement on hazardous material removal workers.) Workers in urban and suburban areas, airports, and industrial sites typically use conventional fire fighting equipment and tactics, while forest fires and major hazardous materials spills call for different methods.

In national forests and parks, *forest fire inspectors and prevention specialists* spot fires from watchtowers and report their findings to headquarters by telephone or radio. Forest rangers patrol to ensure that travelers and campers comply with fire regulations. When fires break out, crews of fire fighters are brought in to suppress the blaze with heavy equipment, hand tools, and water hoses. Fighting forest fires, like fighting urban fires, is rigorous work. One of the most effective means of battling a blaze is creating fire lines—cutting down trees and digging out grass and all other combustible vegetation in the path of the fire—to deprive it of fuel. Elite fire fighters called smoke jumpers parachute from airplanes to reach otherwise inaccessible areas. This tactic, however, can be extremely hazardous because the crews have no way to escape if the wind shifts and causes the fire to burn toward them.

Between alarms, fire fighters clean and maintain equipment, conduct practice drills and fire inspections, and participate in physical fitness activities. They also prepare written reports on fire incidents and review fire science literature to keep abreast of technological developments and changing administrative practices and policies.

Most fire departments have a fire prevention division, usually headed by a fire marshal and staffed by *fire inspectors*. Workers in this division conduct inspections of structures to prevent fires and ensure compliance with fire codes. These fire fighters also work with developers and planners to check and approve plans for new buildings. Fire prevention personnel often speak on these subjects in schools and before public assemblies and civic organizations.

Some fire fighters become *fire investigators*, who determine the origin and causes of fires. They collect evidence, interview witnesses, and prepare reports on fires in cases where the cause may be arson or criminal negligence. They often are called upon to testify in court.

Working Conditions

Fire fighters spend much of their time at fire stations, which usually have features in common with a residential facility like a dormitory. When an alarm sounds, fire fighters respond rapidly, regardless of the weather or hour. Fire fighting involves the risk of death or injury

from sudden cave-ins of floors, toppling walls, traffic accidents when responding to calls, and exposure to flames and smoke. Fire fighters also may come in contact with poisonous, flammable, or explosive gases and chemicals, as well as radioactive or other hazardous materials that may have immediate or long-term effects on their health. For these reasons, they must wear protective gear that can be very heavy and hot.

Work hours of fire fighters are longer and vary more widely than hours of most other workers. Many work more than 50 hours a week, and sometimes they may work even longer. In some agencies, fire fighters are on duty for 24 hours, then off for 48 hours, and receive an extra day off at intervals. In others, they work a day shift of 10 hours for 3 or 4 days, a night shift of 14 hours for 3 or 4 nights, have 3 or 4 days off, and then repeat the cycle. In addition, fire fighters often work extra hours at fires and other emergencies and are regularly assigned to work on holidays. Fire lieutenants and fire captains often work the same hours as the fire fighters they supervise. Duty hours include time when fire fighters study, train, and perform fire prevention duties.

Training, Other Qualifications, and Advancement

Applicants for municipal fire fighting jobs generally must pass a written exam; tests of strength, physical stamina, coordination, and agility; and a medical examination that includes drug screening. Workers may be monitored on a random basis for drug use after accepting employment. Examinations are generally open to persons who are at least 18 years of age and have a high school education or the equivalent. Those who receive the highest scores in all phases of testing have the best chances for appointment. The completion of community college courses in fire science may improve an applicant's chances for appointment. In recent years, an increasing proportion of entrants to this occupation have had some postsecondary education.

As a rule, entry-level workers in large fire departments are trained for several weeks at the department's training center or academy. Through classroom instruction and practical training, the recruits study fire fighting techniques, fire prevention, hazardous materials control, local building codes, and emergency medical procedures, including first aid and cardiopulmonary resuscitation.

They also learn how to use axes, chain saws, fire extinguishers, ladders, and other fire fighting and rescue equipment. After successfully completing this training, the recruits are assigned to a fire company, where they undergo a period of probation.

Almost all departments require fire fighters to be certified as emergency medical technicians. (For more information, see the *Handbook* statement on emergency medical technicians and paramedics.) While most fire departments require the lowest level of certification, EMT-Basic, larger departments in major metropolitan areas are increasingly requiring paramedic certification. Some departments include this training in the fire academy, while others prefer that recruits have EMT certification beforehand, but will give them up to 1 year to become certified on their own.

A number of fire departments have accredited apprenticeship programs lasting up to 4 years. These programs combine formal, technical instruction with on-the-job training under the supervision of experienced fire fighters. Technical instruction covers subjects such as fire fighting techniques and equipment, chemical hazards associated with various combustible building materials, emergency medical procedures, and fire prevention and safety.

In addition to participating in advanced training programs conducted by local fire departments, some fire fighters attend training sessions sponsored by the U.S. National Fire Academy. These training sessions cover topics such as executive development,

anti-arson techniques, disaster preparedness, hazardous materials control, and public fire safety and education. Some States also have either voluntary or mandatory fire fighter training and certification programs. In addition, a number of colleges and universities offer courses leading to 2- or 4-year degrees in fire engineering or fire science. Many fire departments offer fire fighters incentives such as tuition reimbursement or higher pay for completing advanced training.

Among the personal qualities fire fighters need are mental alertness, self-discipline, courage, mechanical aptitude, endurance, strength, and a sense of public service. Initiative and good judgment also are extremely important, because fire fighters make quick decisions in emergencies. Members of a crew live and work closely together under conditions of stress and danger for extended periods, so they must be dependable and able to get along well with others. Leadership qualities are necessary for officers, who must establish and maintain discipline and efficiency, as well as direct the activities of fire fighters in their companies.

Most experienced fire fighters continue studying to improve their job performance and prepare for promotion examinations. To progress to higher level positions, they acquire expertise in advanced fire fighting equipment and techniques, building construction, emergency medical technology, writing, public speaking, management and budgeting procedures, and public relations.

Opportunities for promotion depend upon the results of written examinations, as well as job performance, interviews, and seniority. Increasingly, fire departments are using assessment centers, which simulate a variety of actual job performance tasks, to screen for the best candidates for promotion. The line of promotion usually is to engineer, lieutenant, captain, battalion chief, assistant chief, deputy chief, and, finally, chief. For promotion to positions higher than battalion chief, many fire departments now require a bachelor's degree, preferably in fire science, public administration, or a related field. An associate's degree is required for executive fire officer certification from the National Fire Academy.

Employment

Employment figures in this *Handbook* statement include only paid career fire fighters—they do not cover volunteer fire fighters, who perform the same duties and may constitute the majority of fire fighters in a residential area. According to the U.S. Fire Administration, 70 percent of fire companies are staffed by volunteer fire fighters.



Firefighters help protect the public in the case of fires and other emergencies.

In 2004, total employment in firefighting occupations was about 353,000. Fire fighters held about 282,000 jobs, first-line supervisors/managers of fire fighting and prevention workers held about 56,000, and fire inspectors held about 15,000.

About 9 out of 10 fire fighting workers were employed by municipal or county fire departments. Some large cities have thousands of career fire fighters, while many small towns have only a few. Most of the remainder worked in fire departments on Federal and State installations, including airports. Private fire fighting companies employ a small number of fire fighters and usually operate on a subscription basis.

In response to the expanding role of fire fighters, some municipalities have combined fire prevention, public fire education, safety, and emergency medical services into a single organization commonly referred to as a public safety organization. Some local and regional fire departments are being consolidated into countywide establishments in order to reduce administrative staffs, cut costs, and establish consistent training standards and work procedures.

Job Outlook

Prospective fire fighters are expected to face keen competition for available job openings. Many people are attracted to fire fighting because (1) it is challenging and provides the opportunity to perform an essential public service, (2) a high school education is usually sufficient for entry, and (3) a pension is guaranteed upon retirement after 25 years. Consequently, the number of qualified applicants in most areas exceeds the number of job openings, even though the written examination and physical requirements eliminate many applicants. This situation is expected to persist in coming years. Applicants with the best opportunities are those who are physically fit and score the highest on physical conditioning and mechanical aptitude exams. Those who have completed some fire fighter education at a community college and have EMT certification will have an additional advantage.

Employment of fire fighters is expected to grow faster than the average for all occupations through 2014. Most job growth will occur as volunteer fire fighting positions are converted to paid positions in growing suburban areas. In addition to job growth, openings are expected to result from the need to replace fire fighters who retire, stop working for other reasons, or transfer to other occupations.

Layoffs of fire fighters are uncommon. Fire protection is an essential service, and citizens are likely to exert considerable pressure on local officials to expand or at least preserve the level of fire protection. Even when budget cuts do occur, local fire departments usually trim expenses by postponing purchases of equipment or by not hiring new fire fighters, rather than through staff reductions.

Earnings

Median hourly earnings of fire fighters were \$18.43 in May 2004. The middle 50 percent earned between \$13.65 and \$24.14. The lowest 10 percent earned less than \$9.71, and the highest 10 percent earned more than \$29.21. Median hourly earnings were \$18.78 in local government, \$17.34 in the Federal Government, and \$14.94 in State government.

Median annual earnings of first-line supervisors/managers of fire fighting and prevention workers were \$58,920 in May 2004. The middle 50 percent earned between \$46,880 and \$72,600. The lowest 10 percent earned less than \$36,800, and the highest 10 percent earned more than \$90,860. First-line supervisors/managers of fire fighting and prevention workers employed in local government earned about \$60,800 a year.

Median annual earnings of fire inspectors and investigators were \$46,340 in May 2004. The middle 50 percent earned between

\$36,030 and \$58,260 a year. The lowest 10 percent earned less than \$28,420, and the highest 10 percent earned more than \$71,490. Fire inspectors and investigators employed in local government earned about \$48,020 a year.

According to the International City-County Management Association, average salaries in 2004 for sworn full-time positions were as follows:

| | <i>Minimum annual base salary</i> | <i>Maximum annual base salary</i> |
|-------------------------------------|---------------------------------------|---------------------------------------|
| Fire chief | \$68,701 | \$89,928 |
| Deputy chief..... | 63,899 | 79,803 |
| Assistant fire chief | 57,860 | 73,713 |
| Battalion chief..... | 58,338 | 73,487 |
| Fire captain..... | 49,108 | 59,374 |
| Fire lieutenant | 44,963 | 53,179 |
| Fire prevention/code inspector..... | 43,297 | 54,712 |
| Engineer | 41,294 | 52,461 |

Fire fighters who average more than a certain number of hours a week are required to be paid overtime. The hours threshold is determined by the department during the fire fighter's work period, which ranges from 7 to 28 days. Fire fighters often earn overtime for working extra shifts to maintain minimum staffing levels or for special emergencies.

Fire fighters receive benefits that usually include medical and liability insurance, vacation and sick leave, and some paid holidays. Almost all fire departments provide protective clothing (helmets, boots, and coats) and breathing apparatus, and many also provide dress uniforms. Fire fighters generally are covered by pension plans, often providing retirement at half pay after 25 years of service or if the individual is disabled in the line of duty.

Related Occupations

Like fire fighters, emergency medical technicians and paramedics and police and detectives respond to emergencies and save lives.

Sources of Additional Information

Information about a career as a fire fighter may be obtained from local fire departments and from either of the following organizations:

- International Association of Fire Fighters, 1750 New York Ave. N.W., Washington, DC 20006. Internet: <http://www.iaff.org>
- U.S. Fire Administration, 16825 South Seton Ave., Emmitsburg, MD 21727. Internet: <http://www.usfa.fema.gov>

Information about professional qualifications and a list of colleges and universities offering 2- or 4-year degree programs in fire science or fire prevention may be obtained from:

- National Fire Academy, 16825 South Seton Ave., Emmitsburg, MD 21727. Internet: <http://www.usfa.fema.gov/nfa/index.htm>

Police and Detectives

(O*NET 33-1012.00, 33-3021.01, 33-3021.02, 33-3021.03, 33-3021.04, 33-3021.05, 33-3031.00, 33-3051.01, 33-3051.02, 33-3051.03, 33-3052.00)

Significant Points

- Police and detective work can be dangerous and stressful.
- Competition should remain keen for higher paying jobs with State and Federal agencies and police departments in affluent areas; opportunities will be better in local and special police departments that offer relatively low salaries or in urban communities where the crime rate is relatively high.
- Applicants with college training in police science or military police experience should have the best opportunities.

Nature of the Work

People depend on police officers and detectives to protect their lives and property. Law enforcement officers, some of whom are State or Federal special agents or inspectors, perform these duties in a variety of ways, depending on the size and type of their organization. In most jurisdictions, they are expected to exercise authority when necessary, whether on or off duty.

Uniformed police officers have general law enforcement duties, including maintaining regular patrols and responding to calls for service. They may direct traffic at the scene of an accident, investigate a burglary, or give first aid to an accident victim. In large police departments, officers usually are assigned to a specific type of duty. Many urban police agencies are involved in community policing—a practice in which an officer builds relationships with the citizens of local neighborhoods and mobilizes the public to help fight crime.

Police agencies are usually organized into geographic districts, with uniformed officers assigned to patrol a specific area, such as part of the business district or outlying residential neighborhoods. Officers may work alone, but, in large agencies, they often patrol with a partner. While on patrol, officers attempt to become thoroughly familiar with their patrol area and remain alert for anything unusual. Suspicious circumstances and hazards to public safety are investigated or noted, and officers are dispatched to individual calls for assistance within their district. During their shift, they may identify, pursue, and arrest suspected criminals; resolve problems within the community; and enforce traffic laws.

Public college and university police forces, public school district police, and agencies serving transportation systems and facilities are examples of special police agencies. These agencies have special geographic jurisdictions and enforcement responsibilities in the United States. Most sworn personnel in special agencies are uniformed officers; a smaller number are investigators.

Some police officers specialize in such diverse fields as chemical and microscopic analysis, training and firearms instruction, or handwriting and fingerprint identification. Others work with special units, such as horseback, bicycle, motorcycle or harbor patrol; canine corps; special weapons and tactics (SWAT); or emergency response teams. A few local and special law enforcement officers primarily perform jail-related duties or work in courts. Regardless of job duties or location, police officers and detectives at all levels must write reports and maintain meticulous records that will be needed if they testify in court.

Sheriffs and deputy sheriffs enforce the law on the county level. Sheriffs are usually elected to their posts and perform duties similar

to those of a local or county police chief. Sheriffs' departments tend to be relatively small, most having fewer than 50 sworn officers. Deputy sheriffs have law enforcement duties similar to those of officers in urban police departments. Police and sheriffs' deputies who provide security in city and county courts are sometimes called bailiffs. (For information on other officers who work in jails and prisons, see correctional officers elsewhere in the *Handbook*.)

State police officers (sometimes called *State troopers* or *highway patrol officers*) arrest criminals Statewide and patrol highways to enforce motor vehicle laws and regulations. State police officers are best known for issuing traffic citations to motorists. At the scene of accidents, they may direct traffic, give first aid, and call for emergency equipment. They also write reports used to determine the cause of the accident. State police officers are frequently called upon to render assistance to other law enforcement agencies, especially those in rural areas or small towns.

State law enforcement agencies operate in every State except Hawaii. Most full-time sworn personnel are uniformed officers who regularly patrol and respond to calls for service. Others work as investigators, perform court-related duties, or carry out administrative or other assignments.

Detectives are plainclothes investigators who gather facts and collect evidence for criminal cases. Some are assigned to inter-agency task forces to combat specific types of crime. They conduct interviews, examine records, observe the activities of suspects, and participate in raids or arrests. Detectives and State and Federal agents and inspectors usually specialize in investigating one of a wide variety of violations, such as homicide or fraud. They are assigned cases on a rotating basis and work on them until an arrest and conviction occurs or until the case is dropped.

Fish and game wardens enforce fishing, hunting, and boating laws. They patrol hunting and fishing areas, conduct search and rescue operations, investigate complaints and accidents, and aid in prosecuting court cases.

The Federal Government maintains a high profile in many areas of law enforcement. *Federal Bureau of Investigation (FBI) agents* are the Government's principal investigators, responsible for investigating violations of more than 200 categories of Federal law and conducting sensitive national security investigations. Agents may conduct surveillance, monitor court-authorized wiretaps, examine business records, investigate white-collar crime, or participate in sensitive undercover assignments. The FBI investigates organized crime, public corruption, financial crime, fraud against the Government, bribery, copyright infringement, civil rights violations, bank robbery, extortion, kidnapping, air piracy, terrorism, espionage, interstate criminal activity, drug trafficking, and other violations of Federal statutes.

U.S. Drug Enforcement Administration (DEA) agents enforce laws and regulations relating to illegal drugs. Not only is the DEA the lead agency for domestic enforcement of Federal drug laws, it also has sole responsibility for coordinating and pursuing U.S. drug investigations abroad. Agents may conduct complex criminal investigations, carry out surveillance of criminals, and infiltrate illicit drug organizations using undercover techniques.

U.S. marshals and deputy marshals protect the Federal courts and ensure the effective operation of the judicial system. They provide protection for the Federal judiciary, transport Federal prisoners, protect Federal witnesses, and manage assets seized from criminal enterprises. They enjoy the widest jurisdiction of any Federal law enforcement agency and are involved to some degree in nearly all Federal law enforcement efforts. In addition, U.S. marshals pursue and arrest Federal fugitives.

Bureau of Alcohol, Tobacco, Firearms, and Explosives agents regulate and investigate violations of Federal firearms and explosives laws, as well as Federal alcohol and tobacco tax regulations.

The U.S. Department of State *Bureau of Diplomatic Security special agents* are engaged in the battle against terrorism. Overseas, they advise ambassadors on all security matters and manage a complex range of security programs designed to protect personnel, facilities, and information. In the United States, they investigate passport and visa fraud, conduct personnel security investigations, issue security clearances, and protect the Secretary of State and a number of foreign dignitaries. They also train foreign civilian police and administer a counter-terrorism reward program.

The *Department of Homeland Security* employs numerous law enforcement officers under several different agencies, including *Customs and Border Protection, Immigration and Customs Enforcement,* and the *U.S. Secret Service*. *U.S. Border Patrol agents* protect more than 8,000 miles of international land and water boundaries. Their missions are to detect and prevent the smuggling and unlawful entry of undocumented foreign nationals into the United States; to apprehend those persons violating the immigration laws; and to interdict contraband, such as narcotics.

Immigration inspectors interview and examine people seeking entrance to the United States and its territories. They inspect passports to determine whether people are legally eligible to enter the United States. Immigration inspectors also prepare reports, maintain records, and process applications and petitions for immigration or temporary residence in the United States.

Customs inspectors enforce laws governing imports and exports by inspecting cargo, baggage, and articles worn or carried by people, vessels, vehicles, trains, and aircraft entering or leaving the United States. These inspectors examine, count, weigh, gauge, measure, and sample commercial and noncommercial cargoes entering and leaving the United States. Customs inspectors seize prohibited or smuggled articles; intercept contraband; and apprehend, search, detain, and arrest violators of U.S. laws. *Customs agents* investigate violations, such as narcotics smuggling, money laundering, child pornography, and customs fraud, and they enforce the Arms Export Control Act. During domestic and foreign investigations, they develop and use informants; conduct physical and electronic surveillance; and examine records from importers and exporters, banks, couriers, and manufacturers. They conduct interviews, serve on joint task forces with other agencies, and get and execute search warrants.

Federal Air Marshals provide air security by fighting attacks targeting U.S. airports, passengers, and crews. They disguise themselves as ordinary passengers and board flights of U.S. air carriers to locations worldwide.

U.S. Secret Service special agents protect the President, Vice President, and their immediate families; Presidential candidates; former Presidents; and foreign dignitaries visiting the United States. Secret Service agents also investigate counterfeiting, forgery of Government checks or bonds, and fraudulent use of credit cards.

Other Federal agencies employ police and special agents with sworn arrest powers and the authority to carry firearms. These agencies include the Postal Service, the Bureau of Indian Affairs Office of Law Enforcement, the Forest Service, and the National Park Service.

Working Conditions

Police and detective work can be very dangerous and stressful. In addition to the obvious dangers of confrontations with criminals, police officers and detectives need to be constantly alert and ready to deal appropriately with a number of other threatening situations. Many law enforcement officers witness death and suffering resulting from accidents and criminal behavior. A career in law enforcement may take a toll on their private lives.

Uniformed officers, detectives, agents, and inspectors are usually scheduled to work 40-hour weeks, but paid overtime is common. Shift work is necessary because protection must be provided around the clock. Junior officers frequently work weekends, holidays, and nights. Police officers and detectives are required to work at any time their services are needed and may work long hours during investigations. In most jurisdictions, whether on or off duty, officers are expected to be armed and to exercise their authority whenever necessary.

The jobs of some Federal agents such as U.S. Secret Service and DEA special agents require extensive travel, often on very short notice. They may relocate a number of times over the course of their careers. Some special agents in agencies such as the U.S. Border Patrol work outdoors in rugged terrain for long periods and in all kinds of weather.

Training, Other Qualifications, and Advancement

Civil service regulations govern the appointment of police and detectives in most States, large municipalities, and special police agencies, as well as in many smaller jurisdictions. Candidates must be U.S. citizens, usually must be at least 20 years of age, and must meet rigorous physical and personal qualifications. Physical examinations for entrance into law enforcement often include tests of vision, hearing, strength, and agility. Eligibility for appointment usually depends on performance in competitive



In most jurisdictions, police officers are expected to exercise arrest authority, whether they are on or off duty.

written examinations and previous education and experience. In larger departments, where the majority of law enforcement jobs are found, applicants usually must have at least a high school education, and some departments require a year or two of college coursework. Federal and State agencies typically require a college degree. Candidates should enjoy working with people and meeting the public.

Because personal characteristics such as honesty, sound judgment, integrity, and a sense of responsibility are especially important in law enforcement, candidates are interviewed by senior officers, and their character traits and backgrounds are investigated. In some agencies, candidates are interviewed by a psychiatrist or a psychologist or given a personality test. Most applicants are subjected to lie detector examinations or drug testing. Some agencies subject sworn personnel to random drug testing as a condition of continuing employment.

Before their first assignments, officers usually go through a period of training. In State and large local departments, recruits get training in their agency's police academy, often for 12 to 14 weeks. In small agencies, recruits often attend a regional or State academy. Training includes classroom instruction in constitutional law and civil rights, State laws and local ordinances, and accident investigation. Recruits also receive training and supervised experience in patrol, traffic control, use of firearms, self-defense, first aid, and emergency response. Police departments in some large cities hire high school graduates who are still in their teens as police cadets or trainees. They do clerical work and attend classes, usually for 1 to 2 years, at which point they reach the minimum age requirement and may be appointed to the regular force.

Police officers usually become eligible for promotion after a probationary period ranging from 6 months to 3 years. In a large department, promotion may enable an officer to become a detective or to specialize in one type of police work, such as working with juveniles. Promotions to corporal, sergeant, lieutenant, and captain usually are made according to a candidate's position on a promotion list, as determined by scores on a written examination and on-the-job performance.

Most States require at least two years of college study to qualify as a fish and game warden. Applicants must pass written and physical examinations and vision, hearing, psychological, and drug tests similar to those taken by other law enforcement officers. Once hired, officers attend a training academy lasting from 3 to 12 months, sometimes followed by further training in the field.

To be considered for appointment as an FBI agent, an applicant must be a graduate of an accredited law school or a college graduate with one of the following: a major in accounting, electrical engineering, or information technology; fluency in a foreign language; or three years of related full-time work experience. All new agents undergo 18 weeks of training at the FBI Academy on the U.S. Marine Corps base in Quantico, Virginia.

Applicants for special agent jobs with the U.S. Secret Service and the Bureau of Alcohol, Tobacco, and Firearms must have a bachelor's degree, a minimum of three years' related work experience, or a combination of education and experience. Prospective special agents undergo 11 weeks of initial criminal investigation training at the Federal Law Enforcement Training Center in Glynco, Georgia, and another 17 weeks of specialized training with their particular agencies.

Applicants for special agent jobs with the DEA must have a college degree with at least a 2.95 grade point average or specialized skills or work experience, such as foreign language fluency, technical skills, law enforcement experience, or accounting experience. DEA special agents undergo 14 weeks of specialized training at the FBI Academy in Quantico, Virginia.

U.S. Border Patrol agents must be U.S. citizens, be younger than 37 years of age at the time of appointment, possess a valid driver's license, and pass a three-part examination on reasoning and language skills. A bachelor's degree or previous work experience that demonstrates the ability to handle stressful situations, make decisions, and take charge is required for a position as a Border Patrol agent. Applicants may qualify through a combination of education and work experience.

Postal inspectors must have a bachelor's degree and 1 year of related work experience. It is desirable that they have one of several professional certifications, such as that of certified public accountant. They also must pass a background investigation, meet certain health requirements, undergo a drug screening test, possess a valid State driver's license, and be a U.S. citizen between 21 and 36 years of age when hired.

Law enforcement agencies are encouraging applicants to take postsecondary school training in law enforcement-related subjects. Many entry-level applicants for police jobs have completed some formal postsecondary education, and a significant number are college graduates. Many junior colleges, colleges, and universities offer programs in law enforcement or administration of justice. Other courses helpful in preparing for a career in law enforcement include accounting, finance, electrical engineering, computer science, and foreign languages. Physical education and sports are helpful in developing the competitiveness, stamina, and agility needed for many law enforcement positions. Knowledge of a foreign language is an asset in many Federal agencies and urban departments.

Continuing training helps police officers, detectives, and special agents improve their job performance. Through police department academies, regional centers for public safety employees established by the States, and Federal agency training centers, instructors provide annual training in self-defense tactics, firearms, use-of-force policies, sensitivity and communications skills, crowd-control techniques, relevant legal developments, and advances in law enforcement equipment. Many agencies pay all or part of the tuition for officers to work toward degrees in criminal justice, police science, administration of justice, or public administration, and pay higher salaries to those who earn such a degree.

Employment

Police and detectives held about 842,000 jobs in 2004. About 80 percent were employed by local governments. State police agencies employed about 12 percent, and various Federal agencies employed about 6 percent. A small proportion worked for educational services, rail transportation, and contract investigation and security services.

According to the U.S. Bureau of Justice Statistics, police and detectives employed by local governments primarily worked in cities with more than 25,000 inhabitants. Some cities have very large police forces, while thousands of small communities employ fewer than 25 officers each.

Job Outlook

The opportunity for public service through law enforcement work is attractive to many because the job is challenging and involves much personal responsibility. Furthermore, law enforcement officers in many agencies may retire with a pension after 25 or 30 years of service, allowing them to pursue a second career while still in their 40s or 50s. Because of relatively attractive salaries and benefits, the number of qualified candidates exceeds the number of job openings in Federal law enforcement agencies and in most State police departments—resulting in increased hiring standards and selectivity by employers. Competition should remain keen for higher paying jobs with State and Federal agen-

cies and police departments in more affluent areas. Opportunities will be better in local and special police departments, especially in departments that offer relatively low salaries, or in urban communities where the crime rate is relatively high. Applicants with college training in police science, military police experience, or both should have the best opportunities.

Employment of police and detectives is expected to grow about as fast as the average for all occupations through 2014. A more security-conscious society and concern about drug-related crimes should contribute to the increasing demand for police services. However, employment growth will be hindered by reductions in Federal hiring grants to local police departments and by expectations of low crime rates by the general public.

The level of government spending determines the level of employment for police and detectives. The number of job opportunities, therefore, can vary from year to year and from place to place. Layoffs, on the other hand, are rare because retirements enable most staffing cuts to be handled through attrition. Trained law enforcement officers who lose their jobs because of budget cuts usually have little difficulty finding jobs with other agencies. The need to replace workers who retire, transfer to other occupations, or stop working for other reasons will be the source of many job openings.

Earnings

Police and sheriff's patrol officers had median annual earnings of \$45,210 in May 2004. The middle 50 percent earned between \$34,410 and \$56,360. The lowest 10 percent earned less than \$26,910, and the highest 10 percent earned more than \$68,880. Median annual earnings were \$44,750 in Federal Government, \$48,980 in State government, and \$45,010 in local government.

In May 2004, median annual earnings of police and detective supervisors were \$64,430. The middle 50 percent earned between \$49,370 and \$80,510. The lowest 10 percent earned less than \$36,690, and the highest 10 percent earned more than \$96,950. Median annual earnings were \$86,030 in Federal Government, \$62,300 in State government, and \$63,590 in local government.

In May 2004, median annual earnings of detectives and criminal investigators were \$53,990. The middle 50 percent earned between \$40,690 and \$72,280. The lowest 10 percent earned less than \$32,180, and the highest 10 percent earned more than \$86,010. Median annual earnings were \$75,700 in Federal Government, \$46,670 in State government, and \$49,650 in local government.

Federal law provides special salary rates to Federal employees who serve in law enforcement. Additionally, Federal special agents and inspectors receive law enforcement availability pay (LEAP)—equal to 25 percent of the agent's grade and step—awarded because of the large amount of overtime that these agents are expected to work. For example, in 2005, FBI agents entered Federal service as GS-10 employees on the pay scale at a base salary of \$42,548, yet they earned about \$53,185 a year with availability pay. They could advance to the GS-13 grade level in field nonsupervisory assignments at a base salary of \$64,478, which was worth \$80,597 with availability pay. FBI supervisory, management, and executive positions in grades GS-14 and GS-15 paid a base salary of about \$76,193 and \$89,625 a year, respectively, which amounted to \$95,241 or \$112,031 per year including availability pay. Salaries were slightly higher in selected areas where the prevailing local pay level was higher. Because Federal agents may be eligible for a special law enforcement benefits package, applicants should ask their recruiter for more information.

According to the International City-County Management Association's annual Police and Fire Personnel, Salaries, and Expenditures Survey, average salaries for sworn full-time positions in 2004 were as follows:

| | <i>Minimum annual base salary</i> | <i>Maximum annual base salary</i> |
|------------------------|---------------------------------------|---------------------------------------|
| Police chief..... | \$72,924 | \$92,983 |
| Deputy chief..... | 61,110 | 76,994 |
| Police captain..... | 60,908 | 75,497 |
| Police lieutenant..... | 56,115 | 67,580 |
| Police sergeant..... | 49,895 | 59,454 |
| Police corporal..... | 41,793 | 51,661 |

Total earnings for local, State, and special police and detectives frequently exceed the stated salary because of payments for overtime, which can be significant. In addition to the common benefits—paid vacation, sick leave, and medical and life insurance—most police and sheriffs' departments provide officers with special allowances for uniforms. Because police officers usually are covered by liberal pension plans, many retire at half-pay after 25 or 30 years of service.

Related Occupations

Police and detectives maintain law and order, collect evidence and information, and conduct investigations and surveillance. Workers in related occupations include correctional officers, private detectives and investigators, and security guards and gaming surveillance officers.

Sources of Additional Information

Information about entrance requirements may be obtained from Federal, State, and local law enforcement agencies.

For general information about sheriffs and to learn more about the National Sheriffs' Association scholarship, contact:

► National Sheriffs' Association, 1450 Duke St., Alexandria, VA 22314. Internet: <http://www.sheriffs.org>

Information about qualifications for employment as a FBI Special Agent is available from the nearest State FBI office. The address and phone number are listed in the local telephone directory. Internet: <http://www.fbi.gov>

Information on career opportunities, qualifications, and training for U.S. Secret Service Special Agents and Uniformed Division Officers is available from the Secret Service Recruiting & Hiring Coordinating Center at (202) 406-5830, (888) 813-8777, or (888) 813-USSS. Internet: <http://www.secretservice.gov/join>

Information about qualifications for employment as a DEA Special Agent is available from the nearest DEA office, or call (800) DEA-4288. Internet: <http://www.usdoj.gov/dea>

Information about career opportunities, qualifications, and training to become a deputy marshal is available from:

► U.S. Marshals Service, Human Resources Division—Law Enforcement Recruiting, Washington, DC 20530-1000. Internet: <http://www.usmarshals.gov>

For information on operations and career opportunities in the U.S. Bureau of Alcohol, Tobacco, Firearms, and Explosives operations, contact:

► U.S. Bureau of Alcohol, Tobacco, Firearms, and Explosives Personnel Division, 650 Massachusetts Ave. NW., Room 4100, Washington, DC 20226. Internet: <http://www.atf.treas.gov>

Information about careers in U.S. Customs and Border Protection is available from:

► U.S. Customs and Border Protection, 1300 Pennsylvania Ave., NW., Washington, DC 20229. Internet: <http://www.cbp.gov>

Information about law enforcement agencies within the Department of Homeland Security is available from:

► U.S. Department of Homeland Security, Washington, DC 20528. Internet: <http://www.dhs.gov>

Private Detectives and Investigators

(O*Net 33-9021.00)

Significant Points

- Work hours are often irregular, and the work can be dangerous.
- About 1 in 4 are self-employed.
- Applicants typically have related experience in areas such as law enforcement, insurance, the military, or government investigative or intelligence jobs.
- Despite faster-than-average employment growth, keen competition is expected because of the large number of qualified people who are attracted to this occupation; the most opportunities will be found in entry-level jobs with detective agencies or in stores that hire detectives on a part-time basis.

Nature of the Work

Private detectives and investigators use many methods to determine the facts in a variety of matters. To carry out investigations, they may use various types of surveillance or searches. To verify facts, such as an individual's place of employment or income, they may make phone calls or visit a subject's workplace. In other cases, especially those involving missing persons and background checks, investigators often interview people to gather as much information as possible about an individual. In all cases, private detectives and investigators assist attorneys, businesses, and the public with legal, financial, and personal problems.

Private detectives and investigators offer many services, including executive, corporate, and celebrity protection; pre-employment verification; and individual background profiles. They investigate computer crimes, such as identity theft, harassing e-mails, and illegal downloading of copyrighted material. They also provide assistance in civil liability and personal injury cases, insurance claims and fraud, child custody and protection cases, missing persons cases, and pre-marital screening. They are sometimes hired to investigate individuals to prove or disprove infidelity.

Most detectives and investigators are trained to perform physical surveillance. They may observe a site, such as the home of a subject, from an inconspicuous location or a vehicle. They continue the surveillance, which is often carried out using still and video cameras, binoculars, and a cell phone, until the desired evidence is obtained. This watching and waiting often continues for a long time.

Detectives also may perform computer database searches or work with someone who does. Computers allow investigators to quickly obtain massive amounts of information on individuals' prior arrests, convictions, and civil legal judgments; telephone numbers; motor vehicle registrations; association and club memberships; and other matters.

The duties of private detectives and investigators depend on the needs of their clients. In cases for employers that involve fraudulent workers' compensation claims, for example, investigators may carry out long-term covert observation of subjects. If an investigator observes a subject performing an activity that contradicts injuries stated in a worker's compensation claim, the investigator would take video or still photographs to document the activity and report it to the client.

Private detectives and investigators often specialize. Those who focus on intellectual property theft, for example, investigate and document acts of piracy, help clients stop illegal activity, and provide intelligence for prosecution and civil action. Other investigators specialize in developing financial profiles and asset searches. Their reports reflect information gathered through interviews, investigation and surveillance, and research, including review of public documents.

Legal investigators specialize in cases involving the courts and are normally employed by law firms or lawyers. They frequently assist in preparing criminal defenses, locating witnesses, serving legal documents, interviewing police and prospective witnesses, and gathering and reviewing evidence. Legal investigators also may collect information on the parties to the litigation, take photographs, testify in court, and assemble evidence and reports for trials.

Corporate investigators conduct internal and external investigations for corporations. In internal investigations, they may investigate drug use in the workplace, ensure that expense accounts are not abused, or determine whether employees are stealing merchandise or information. External investigations are typically done to uncover criminal schemes originating outside the corporation, such as theft of company assets through fraudulent billing of products by suppliers.

Financial investigators may be hired to develop confidential financial profiles of individuals or companies that are prospective parties to large financial transactions. These investigators often are certified public accountants (CPAs) who work closely with investment bankers and other accountants. They search for assets in order to recover damages awarded by a court in fraud or theft cases.

Detectives who work for retail stores or hotels are responsible for controlling losses and protecting assets. *Store detectives*, also known as *loss prevention agents*, safeguard the assets of retail stores by apprehending anyone attempting to steal merchandise or destroy store property. They prevent theft by shoplifters, vendor representatives, delivery personnel and even store employees. Store detectives also conduct periodic inspections of stock areas, dressing rooms, and restrooms, and sometimes assist in opening and closing the store. They may prepare loss prevention and security reports for management and testify in court against persons they apprehend. *Hotel detectives* protect guests of the establishment from theft of their belongings and preserve order in hotel restaurants and bars. They also may keep undesirable individuals, such as known thieves, off the premises.

Working Conditions

Private detectives and investigators often work irregular hours because of the need to conduct surveillance and contact people who are not available during normal working hours. Early morning, evening, weekend, and holiday work is common.

Many detectives and investigators spend time away from their offices conducting interviews or doing surveillance, but some work in their office most of the day conducting computer searches and making phone calls. Those who have their own agencies and employ other investigators may work primarily in an office and have normal business hours.

When the investigator is working on a case away from the office, the environment might range from plush boardrooms to seedy bars. Store and hotel detectives work in the businesses that they protect. Investigators generally work alone, but they sometimes work with others during surveillance or when following a subject in order to avoid detection by the subject.



Some private detectives and investigators work in their offices most of the day, conducting computer searches and making phone calls.

Some of the work involves confrontation, so the job can be stressful and dangerous. Some situations call for the investigator to be armed, such as certain bodyguard assignments for corporate or celebrity clients. Detectives and investigators who carry handguns must be licensed by the appropriate authority. In most cases, however, a weapon is not necessary, because the purpose of the work is gathering information and not law enforcement or criminal apprehension. Owners of investigative agencies have the added stress of having to deal with demanding and sometimes distraught clients.

Training, Other Qualifications, and Advancement

There are no formal education requirements for most private detective and investigator jobs, although many private detectives have college degrees. Private detectives and investigators typically have previous experience in other occupations. Some work initially for insurance or collections companies, in the private security industry, or as paralegals. Many investigators enter the field after serving in law enforcement, the military, government auditing and investigative positions, or Federal intelligence jobs.

Former law enforcement officers, military investigators, and government agents, who are frequently able to retire after 25 years of service, often become private detectives or investigators in a second career. Others enter from such diverse fields as finance, accounting, commercial credit, investigative reporting, insurance, and law. These individuals often can apply their prior work experience in a related investigative specialty. A few enter the occupation directly after graduation from college, generally with associate's or bachelor's degrees in criminal justice or police science.

The majority of States and the District of Columbia require private detectives and investigators to be licensed. Licensing requirements vary, however. Seven States—Alabama, Alaska, Colorado, Idaho, Mississippi, Missouri, and South Dakota—have no statewide licensing requirements, some States have few requirements, and many other States have stringent regulations. A growing number of States are enacting mandatory training programs for private detectives and investigators. For example, the Bureau of Security and Investigative Services of the California Department of Consumer Affairs requires private investigators to be 18 years of age or older; have a combination of education in police science, criminal law, or justice and experience equaling 3 years (6,000 hours) of investigative experience; pass a criminal history

background check by the California Department of Justice and the FBI (in most States, convicted felons cannot be issued a license); and receive a qualifying score on a 2-hour written examination covering laws and regulations. There are additional requirements for a firearms permit.

For private detective and investigator jobs, most employers look for individuals with ingenuity, persistence, and assertiveness. A candidate must not be afraid of confrontation, should communicate well, and should be able to think on his or her feet. Good interviewing and interrogation skills also are important and usually are acquired in earlier careers in law enforcement or other fields. Because the courts often are the ultimate judge of a properly conducted investigation, the investigator must be able to present the facts in a manner that a jury will believe.

Training in subjects such as criminal justice and police science is helpful to aspiring private detectives and investigators. Most corporate investigators must have a bachelor's degree, preferably in a business-related field. Some corporate investigators have a master's degree in business administration or a law degree, while others are CPAs. Corporate investigators hired by large companies may receive formal training from their employers on business practices, management structure, and various finance-related topics. The screening process for potential employees typically includes a background check for a criminal history.

Some investigators receive certification from a professional organization to demonstrate competency in a field. For example, the National Association of Legal Investigators (NALI) confers the Certified Legal Investigator designation to licensed investigators who devote a majority of their practice to negligence or criminal defense investigations. To receive the designation, applicants must satisfy experience, educational, and continuing-training requirements and must pass written and oral exams administered by the NALI.

Most private-detective agencies are small, with little room for advancement. Usually, there are no defined ranks or steps, so advancement takes the form of increases in salary and assignment status. Many detectives and investigators work for detective agencies at the beginning of their careers and, after a few years, start their own firms. Corporate and legal investigators may rise to supervisor or manager of the security or investigations department.

Employment

Private detectives and investigators held about 43,000 jobs in 2004. About 26 percent were self-employed, including many who held a secondary job as a self-employed private detective. Around 27 percent of jobs were in investigation and security services, including private detective agencies, while another 15 percent were in department or other general merchandise stores. The rest worked mostly in State and local government, legal services firms, employment services companies, insurance agencies, and credit mediation establishments, including banks and other depository institutions.

Job Outlook

Keen competition is expected because private detective and investigator careers attract many qualified people, including relatively young retirees from law enforcement and military careers. The best opportunities will be in entry-level jobs with detective agencies or in stores that hire detectives on a part-time basis. The best prospects for those seeking store detective jobs will be with large chains and discount stores.

Employment of private detectives and investigators is expected to grow faster than the average for all occupations through 2014. In addition to growth, replacement of those who retire or leave the occupation for other reasons should create many job openings. Increased demand for private detectives and investigators will result from fear of crime, increased litigation, and the need to protect confidential information and property of all kinds. The proliferation of criminal activity on the Internet, such as identity theft, spamming, e-mail harassment, and illegal downloading of copyrighted materials, will increase the demand for private investigators. Employee background checks, conducted by private investigators, will become standard for an increasing number of jobs. Growing financial activity worldwide will increase the demand for investigators to control internal and external financial losses and to monitor competitors and prevent industrial spying.

Earnings

Median annual earnings of salaried private detectives and investigators were \$32,110 in May 2004. The middle 50 percent earned between \$24,080 and \$43,260. The lowest 10 percent earned less than \$19,260, and the highest 10 percent earned more than \$58,470. Earnings of private detectives and investigators vary greatly by employer, specialty, and geographic area.

Related Occupations

Private detectives and investigators often collect information and protect the property and other assets of companies and individuals. Others with related duties include bill and account collectors; claims adjusters, appraisers, examiners, and investigators; police and detectives; and security guards and gaming surveillance officers. Investigators who specialize in conducting financial profiles and asset searches perform work closely related to that of accountants, auditors, financial analysts, and personal financial advisors.

Sources of Additional Information

For information on local licensing requirements, contact your State Department of Public Safety, State Division of Licensing, or local or State police headquarters.

For information on a career as a legal investigator and about the Certified Legal Investigator credential, contact:

► National Association of Legal Investigators, 908 21st St., Sacramento, CA 95814-3118. Internet: <http://www.nalionline.org>

Probation Officers and Correctional Treatment Specialists

(O*NET 21-1092.00)

Significant Points

- State and local governments employ most workers.
- A bachelor's degree in social work, criminal justice, or a related field usually is required.
- Employment growth, which is projected to be about as fast as average, depends on government funding.

Nature of the Work

Many people who are convicted of crimes are placed on probation instead of being sent to prison. During probation, offenders

must stay out of trouble and meet various other requirements. *Probation officers*, who are called community supervision officers in some States, supervise people who have been placed on probation. *Correctional treatment specialists*, who may also be known as case managers, counsel and create rehabilitation plans for offenders to follow when they are no longer in prison or on parole.

Parole officers and *pretrial services officers* perform many of the same duties that probation officers perform. The difference is that parole officers supervise offenders who have been released from prison, whereas probation officers work with those who are sentenced to probation instead of prison. In some States, the jobs of parole and probation officers are combined. Pretrial services officers conduct pretrial investigations, the findings of which help determine whether suspects should be released before their trial. When suspects are released before their trial, pretrial services officers supervise them to make sure they adhere to the terms of their release and that they show up for trial. Occasionally, in the Federal courts system, probation officers perform the functions of pretrial services officers.

Probation officers supervise offenders on probation or parole through personal contact with the offenders and their families. Instead of requiring offenders to meet officers in their offices, many officers meet offenders in their homes and at their places of employment or therapy. Probation and parole agencies also seek the assistance of community organizations, such as religious institutions, neighborhood groups, and local residents, to monitor the behavior of many offenders. Some offenders are required to wear an electronic device so that probation officers can monitor their location and movements. Probation officers may arrange for offenders to get substance abuse rehabilitation or job training. Probation officers usually work with either adults or juveniles exclusively. Only in small, usually rural, jurisdictions do probation officers counsel both adults and juveniles.

Probation officers also spend much of their time working for the courts. They investigate the backgrounds of the accused, write presentence reports, and recommend sentences. They review sentencing recommendations with offenders and their families before submitting them to the court. Probation officers may be required to testify in court as to their findings and recommendations. They also attend hearings to update the court on offenders' efforts at rehabilitation and compliance with the terms of their sentences.

Correctional treatment specialists work in jails, prisons, or parole or probation agencies. In jails and prisons, they evaluate the progress of inmates. They also work with inmates, probation officers, and other agencies to develop parole and release plans. Their case reports are provided to the appropriate parole board when their clients are eligible for release. In addition, they plan education and training programs to improve offenders' job skills and provide them with coping, anger management, and drug and sexual abuse counseling either individually or in groups. They usually write treatment plans and summaries for each client. Correctional treatment specialists working in parole and probation agencies perform many of the same duties as their counterparts who work in correctional institutions.

The number of cases a probation officer or correctional treatment specialist handles at one time depends on the needs of offenders and the risks they pose. Higher risk offenders and those who need more counseling usually command more of the officer's time and resources. Caseload size also varies by agency jurisdiction. Consequently, officers may handle from 20 to more than 100 active cases at a time.

Computers, telephones, and fax machines enable the officers to handle the caseload. Probation officers may telecommute from their homes. Other technological advancements, such as electronic monitoring devices and drug screening, also have assisted probation officers and correctional treatment specialists in supervising and counseling offenders.

Working Conditions

Probation officers and correctional treatment specialists work with criminal offenders, some of whom may be dangerous. In the course of supervising offenders, they usually interact with many other individuals, such as family members and friends of their clients, who may be angry, upset, or difficult to work with. Workers may be assigned to fieldwork in high-crime areas or in institutions where there is a risk of violence or communicable disease. Probation officers and correctional treatment specialists are required to meet many court-imposed deadlines, which contribute to heavy workloads.

In addition, extensive travel and fieldwork may be required to meet with offenders who are on probation or parole. Workers may be required to carry a firearm or other weapon for protection. They generally work a 40-hour week, but some may work longer. They may be on call 24 hours a day to supervise and assist offenders at any time. They also may be required to collect and transport urine samples of offenders for drug testing. All of these factors make for a stressful work environment. Although the high stress levels can make these jobs very difficult at times, this work also can be very rewarding. Many workers obtain personal satisfaction from counseling members of their community and helping them become productive citizens.

Training, Other Qualifications, and Advancement

Background qualifications for probation officers and correctional treatment specialists vary by State, but a bachelor's degree in social work, criminal justice, or a related field is usually required. Some employers require previous experience or a



Probation officers attend court hearings, testify, and make sentencing recommendations.

master's degree in criminal justice, social work, psychology, or a related field.

Applicants usually are administered written, oral, psychological, and physical examinations. Most probation officers and some correctional treatment specialists are required to complete a training program sponsored by their State government or the Federal Government, after which a certification test may be required.

Prospective probation officers or correctional treatment specialists should be in good physical and emotional condition. Most agencies require applicants to be at least 21 years old and, for Federal employment, not older than 37. Those convicted of felonies may not be eligible for employment in this occupation. Familiarity with the use of computers often is required due to the increasing use of computer technology in probation and parole work. Candidates also should be knowledgeable about laws and regulations pertaining to corrections. Probation officers and correctional treatment specialists should have strong writing skills because they are required to prepare many reports.

Most probation officers and correctional treatment specialists work as trainees or on a probationary period for up to a year before being offered a permanent position. A typical agency has several levels of probation and parole officers and correctional treatment specialists, as well as supervisors. A graduate degree, such as a master's degree in criminal justice, social work, or psychology, may be helpful for advancement.

Employment

Probation officers and correctional treatment specialists held about 93,000 jobs in 2004. Most jobs are in State or local governments. In some States, the State government employs all probation officers and correctional treatment specialists; in other States, local governments are the only employers. In still other States, both levels of government employ these workers. Jobs are more plentiful in urban areas. Probation officers and correctional treatment specialists who work for the Federal Government are employed by the U.S. courts and by the U.S. Department of Justice's Bureau of Prisons.

Job Outlook

Employment of probation officers and correctional treatment specialists is projected to grow about as fast as the average for all occupations through 2014. In addition to openings due to growth, many openings will be created by replacement needs, especially openings due to the large number of these workers who are expected to retire. This occupation is not attractive to some potential entrants due to relatively low earnings, heavy workloads, and high stress.

Mandatory sentencing guidelines calling for longer sentences and reduced parole for inmates have resulted in a large increase in the prison population. However, mandatory sentencing guidelines are being reconsidered in many States because of budgetary constraints, court decisions, and doubts about the guidelines' effectiveness. Instead, there may be more emphasis in many States on rehabilitation and alternate forms of punishment, such as probation, spurring demand for probation and parole officers and correctional treatment specialists. However, the job outlook depends primarily on the amount of government funding that is allocated to corrections, and especially to probation systems. Although community supervision is far less expensive than keeping offenders in prison, a change in political trends toward more imprisonment and away from community supervision could result in reduced employment opportunities.

Earnings

Median annual earnings of probation officers and correctional treatment specialists in May 2004 were \$39,600. The middle 50 percent earned between \$31,500 and \$52,100. The lowest 10 percent earned less than \$26,310, and the highest 10 percent earned more than \$66,660. In May 2004, median annual earnings for probation officers and correctional treatment specialists employed in State government were \$39,810; those employed in local government earned \$40,560. Higher wages tend to be found in urban areas.

Related Occupations

Probation officers and correctional treatment specialists counsel criminal offenders while they are in prison or on parole. Other occupations that involve similar responsibilities include social workers, social and human service assistants, and counselors.

Probation officers and correctional treatment specialists also play a major role in maintaining public safety. Other occupations related to corrections and law enforcement include police and detectives, correctional officers, and firefighting occupations.

Sources of Additional Information

For information about criminal justice job opportunities in your area, contact your State's department of corrections, criminal justice, or probation.

Further information about probation officers and correctional treatment specialists is available from:

► American Probation and Parole Association, P.O. Box 11910, Lexington, KY 40578. Internet: <http://www.appa-net.org>

Security Guards and Gaming Surveillance Officers

(O*NET 33-9031.00, 33-9032.00)

Significant Points

- Opportunities for most jobs should be favorable, but competition is expected for higher paying positions at facilities requiring longer periods of training and a high level of security, such as nuclear power plants and weapons installations.
- Because of limited formal training requirements and flexible hours, this occupation attracts many individuals seeking a second or part-time job.
- Some positions, such as those of armored car guards, are hazardous.

Nature of the Work

Guards, who are also called *security officers*, patrol and inspect property to protect against fire, theft, vandalism, terrorism, and illegal activity. These workers protect their employer's investment, enforce laws on the property, and deter criminal activity and other problems. They use radio and telephone communications to call for assistance from police, fire, or emergency medical services as the situation dictates. Security guards write comprehensive reports outlining their observations and activities during their assigned shift.

They also may interview witnesses or victims, prepare case reports, and testify in court.

Although all security guards perform many of the same duties, their specific duties vary with whether the guard works in a "static" security position or on a mobile patrol. Guards assigned to static security positions usually serve the client at one location for a specified length of time. These guards must become closely acquainted with the property and people associated with it and must often monitor alarms and closed-circuit TV cameras. In contrast, guards assigned to mobile patrol duty drive or walk from location to location and conduct security checks within an assigned geographical zone. They may detain or arrest criminal violators, answer service calls concerning criminal activity or problems, and issue traffic violation warnings.

The security guard's job responsibilities also vary with the size, type, and location of the employer. In department stores, guards protect people, records, merchandise, money, and equipment. They often work with undercover store detectives to prevent theft by customers or employees, and they help apprehend shoplifting suspects prior to the arrival of the police. Some shopping centers and theaters have officers who patrol their parking lots to deter car thefts and robberies. In office buildings, banks, and hospitals, guards maintain order and protect the institutions' property, staff, and customers. At air, sea, and rail terminals and other transportation facilities, guards protect people, freight, property, and equipment. Using metal detectors and high-tech equipment, they may screen passengers and visitors for weapons and explosives, ensure that nothing is stolen while a vehicle is being loaded or unloaded, and watch for fires and criminals.

Guards who work in public buildings such as museums or art galleries protect paintings and exhibits by inspecting people and packages entering and leaving the building. In factories, laboratories, government buildings, data processing centers, and military bases, security officers protect information, products, computer codes, and defense secrets and check the credentials of people and vehicles entering and leaving the premises. Guards working at universities, parks, and sports stadiums perform crowd control, supervise parking and seating, and direct traffic. Security guards stationed at the entrance to bars and places of adult entertainment, such as nightclubs, prevent access by minors, collect cover charges at the door, maintain order among customers, and protect property and patrons.

Armored car guards protect money and valuables during transit. In addition, they protect individuals responsible for making commercial bank deposits from theft or bodily injury. When the armored car arrives at the door of a business, an armed guard enters, signs for the money, and returns to the truck with the valuables in hand. Carrying money between the truck and the business can be extremely hazardous; because of this risk, armored car guards usually wear bulletproof vests.

All security officers must show good judgment and common sense, follow directions and directives from supervisors, testify accurately in court, and follow company policy and guidelines. Guards should have a professional appearance and attitude and be able to interact with the public. They also must be able to take charge and direct others in emergencies or other dangerous incidents. In a large organization, the security manager often is in charge of a trained guard force divided into shifts; in a small organization, a single worker may be responsible for all security.

Gaming surveillance officers, also known as *surveillance agents*, and *gaming investigators* act as security agents for casino managers and patrons. Using primarily audio and video equipment in an observation room, they observe casino operations for irregular activities, such as cheating or theft, by either employees or patrons. They keep recordings that are sometimes used as evidence against alleged criminals in

police investigations. Some casinos use a catwalk over one-way mirrors located above the casino floor to augment electronic surveillance equipment. Surveillance agents occasionally leave the surveillance room and walk the casino floor.

Working Conditions

Most security guards and gaming surveillance officers spend considerable time on their feet, either assigned to a specific post or patrolling buildings and grounds. Guards may be stationed at a guard desk inside a building to monitor electronic security and surveillance devices or to check the credentials of persons entering or leaving the premises. They also may be stationed at a guardhouse outside the entrance to a gated facility or community and may use a portable radio or cellular telephone that allows them to be in constant contact with a central station. The work usually is routine, but guards must be constantly alert for threats to themselves and the property they are protecting. Guards who work during the day may have a great deal of contact with other employees and members of the public. Gaming surveillance often takes place behind a bank of monitors controlling several cameras in a casino and thus can cause eyestrain.

Guards usually work at least 8-hour shifts for 40 hours per week and often are on call in case an emergency arises. Some employers have three shifts, and guards rotate to divide daytime, weekend, and holiday work equally. Guards usually eat on the job instead of taking a regular break away from the site. In 2004, 16% of guards worked part time, and many individuals held a second job as a guard to supplement their primary earnings.

Training, Other Qualifications, and Advancement

Most States require that guards be licensed. To be licensed as a guard, individuals must usually be at least 18 years old, pass a background check, and complete classroom training in such subjects as property rights, emergency procedures, and detention of suspected criminals. Drug testing often is required and may be random and ongoing.

Many employers of unarmed guards do not have any specific educational requirements. For armed guards, employers usually prefer individuals who are high school graduates or who hold an equivalent certification. Many jobs require a driver's license. For positions as armed guards, employers often seek people who have had responsible experience in other occupations.

Guards who carry weapons must be licensed by the appropriate government authority, and some receive further certification as special police officers, allowing them to make limited types of arrests while on duty. Armed guard positions have more stringent background checks and entry requirements than those of unarmed guards because of greater insurance liability risks. Compared with unarmed security guards, armed guards and special police typically enjoy higher earnings and benefits, greater job security, and more potential for advancement. Usually, they also are given more training and responsibility.

Rigorous hiring and screening programs consisting of background, criminal record, and fingerprint checks are becoming the norm in the occupation. Applicants are expected to have good character references, no serious police record, and good health. They should be mentally alert, emotionally stable, and physically fit to cope with emergencies. Guards who have frequent contact with the public should communicate well.

The amount of training guards receive varies. Training requirements are higher for armed guards because their employers are legally responsible for any use of force. Armed guards receive formal training in areas such as weapons retention and laws covering the use of force.

Many employers give newly hired guards instruction before they start the job and provide on-the-job training. An increasing



Security guards patrol and inspect property to deter crime.

number of States are making ongoing training a legal requirement for retention of certification. Guards may receive training in protection, public relations, report writing, crisis deterrence, and first aid, as well as specialized training relevant to their particular assignment.

The American Society for Industrial Security International has written voluntary training guidelines that are intended to provide regulating bodies consistent minimum standards for the quality of security services. These guidelines recommend that security guards receive at least 48 hours of training within the first 100 days of employment. The guidelines also suggest that security guards be required to pass a written or performance examination covering topics such as sharing information with law enforcement, crime prevention, handling evidence, the use of force, court testimony, report writing, interpersonal and communication skills, and emergency response procedures. In addition, they recommend annual training and additional firearms training for armed officers.

Guards who are employed at establishments placing a heavy emphasis on security usually receive extensive formal training. For example, guards at nuclear power plants undergo several months of training before being placed on duty—and even then, they perform their tasks only under close supervision. They are taught to use firearms, administer first aid, operate alarm systems and electronic security equipment, and spot and deal with security problems. Guards who are authorized to carry firearms may be periodically tested in their use.

Because many people do not stay long in this occupation, opportunities for advancement are good for those who are career security officers. Most large organizations use a military type of ranking that offers the possibility of advancement in both position and salary. Some guards may advance to supervisor or security manager positions. Guards with management skills may open their own contract security guard agencies. Pay rates vary substantially with the security level of the establishment, so there is also the opportunity to move to higher paying jobs with increased experience and training.

In addition to possessing the keen observation skills required to perform their jobs, gaming surveillance officers and gaming investigators must have excellent verbal and writing abilities to document violations or suspicious behavior. They also need to be physically fit and have quick reflexes, because they sometimes must detain individuals until local law enforcement officials arrive.

Gaming surveillance officers and investigators usually need some training beyond high school, but not a bachelor's degree; previous security experience is a plus. Several educational institutes offer

certification programs. Training classes usually are conducted in a casino-like atmosphere and use surveillance camera equipment. Employers prefer either individuals with significant knowledge of casino operations through work experience or those with experience conducting investigations, such as former law enforcement officers.

Employment

Security guards and gaming surveillance officers held over 1.0 million jobs in 2004. Over half of all jobs for security guards were in investigation and security services, including guard and armored car services. These organizations provide security on a contract basis, assigning their guards to buildings and other sites as needed. Most other security officers were employed directly by educational services, hospitals, food services and drinking places, traveler accommodation (hotels), department stores, manufacturing firms, lessors of real estate (residential and nonresidential buildings), and governments. Guard jobs are found throughout the country, most commonly in metropolitan areas. Gaming surveillance officers worked primarily in gambling industries; traveler accommodation, which includes casino hotels; and local government. Gaming surveillance officers were employed only in those States and on those Indian reservations where gambling has been legalized.

A significant number of law enforcement officers work as security guards when they are off duty, in order to supplement their incomes. Often working in uniform and with the official cars assigned to them, they add a high-profile security presence to the establishment with which they have contracted. At construction sites and apartment complexes, for example, their presence often deters crime. (Police and detectives are discussed elsewhere in the *Handbook*.)

Job Outlook

Opportunities for security guards and gaming surveillance officers should be favorable. Numerous job openings will stem from employment growth attributable to the demand for increased security and from the need to replace those who leave this large occupation each year. In addition to full-time job opportunities, the limited training requirements and flexible hours attract many persons seeking part-time or second jobs. However, competition is expected for higher paying positions that require longer periods of training; these positions usually are found at facilities that require a high level of security, such as nuclear power plants or weapons installations.

Employment of security guards and gaming surveillance officers is expected to grow as fast as the average for all occupations through 2014 as concern about crime, vandalism, and terrorism continues to increase the need for security. Demand for guards also will grow as private security firms increasingly perform duties—such as providing security at public events and in residential neighborhoods—that were formerly handled by police officers. Casinos will continue to hire more surveillance officers as more States legalize gambling and as the number of casinos increases in States where gambling is already legal. In addition, casino security forces will employ more technically trained personnel as technology becomes increasingly important in thwarting casino cheating and theft.

Earnings

Median annual earnings of security guards were \$20,320 in May 2004. The middle 50 percent earned between \$16,640 and \$25,510. The lowest 10 percent earned less than \$14,390, and the highest 10 percent earned more than \$33,270. Median annual earnings in the industries employing the largest numbers of security guards in May 2004 were as follows:

| | |
|---|----------|
| Elementary and secondary schools | \$25,030 |
| General medical and surgical hospitals..... | 24,750 |
| Local government | 23,690 |
| Traveler accommodation..... | 21,710 |
| Investigation and security services..... | 19,030 |

Gaming surveillance officers and gaming investigators had median annual earnings of \$25,840 in May 2004. The middle 50 percent earned between \$20,430 and \$33,790. The lowest 10 percent earned less than \$17,710, and the highest 10 percent earned more than \$42,420.

Related Occupations

Guards protect property, maintain security, and enforce regulations and standards of conduct in the establishments at which they work. Related security and protective service occupations include correctional officers, police and detectives, and private detectives and investigators.

Sources of Additional Information

Further information about work opportunities for guards is available from local security and guard firms and State employment service offices. Information about licensing requirements for guards may be obtained from the State licensing commission or the State police department. In States where local jurisdictions establish licensing requirements, contact a local government authority such as the sheriff, county executive, or city manager.