



Research Brief, August 2012

# Law Enforcement Occupations



*Prepared by:*

Northern California Center of Excellence

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Economic and Workforce Development Program

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## Introduction

Law enforcement agencies are integral to successful communities for the invaluable services they provide but also are significant contributors to local economies through the jobs they support. In recent years, local, state and federal government budget challenges have resulted in hiring freezes, position eliminations, furlough days, pay cuts and even layoffs. Although law enforcement agencies were not exempt from these cutbacks, public safety remains a top priority at all levels of government and the demand for a well-trained and educated law enforcement workforce has not waned.

Looking forward to 2016, the key factor driving demand in law enforcement employment is an aging workforce that retires a few years earlier than other public workers and several years earlier than private sector workers. According to the Orange County Register,<sup>1</sup>

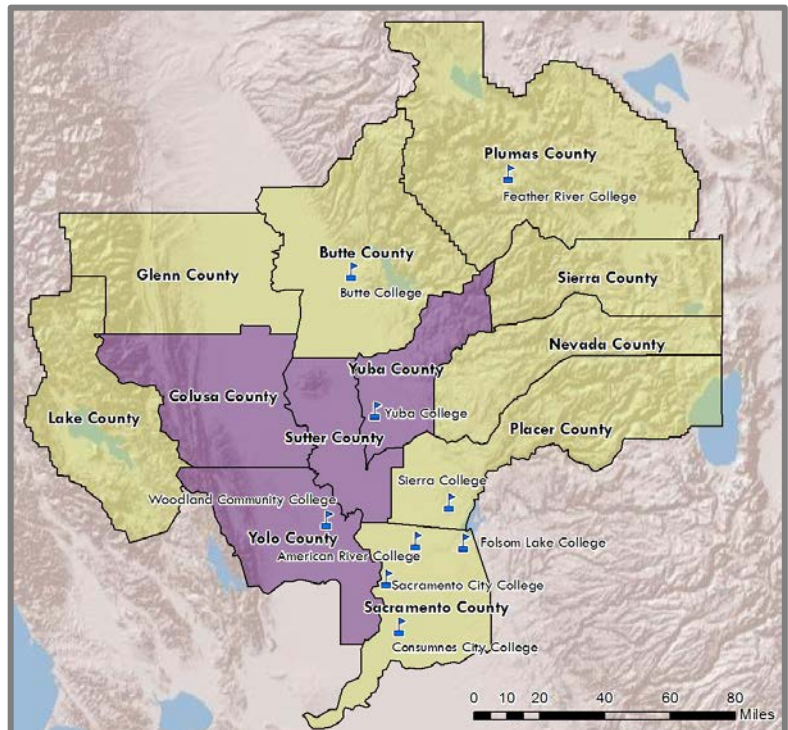
- California Highway Patrol officers have an average retirement age of 53,
- local police and public safety workers retirement close to 55, while
- state prison guards and firefighters hold on until age 60.

The purpose of this research brief is to examine if there is a need to expand law enforcement training and education options through the Yuba Community College District (Yuba CCD). More specifically, this research brief includes an assessment of the following:

- Employment demand of four law enforcement occupations, including current employment estimates and five-year projection estimates;
- regional input from area law enforcement agencies; and,
- an overview of existing training options in the region.

## Region

This report includes regional information for the following counties: Butte, Colusa, Glenn, Nevada, Placer, Plumas, Sacramento, Sierra, Sutter, Yuba and Yolo. Data totals referred to as the “study region” are an aggregate for this area. Within the study region, the primary focus is on the immediate area of the Yuba CCD or Colusa, Sutter, Yolo and Yuba counties (referred to as YUBA). Surrounding sub-regions include Sacramento, Glenn-Lake, Nevada-Placer, and Butte-Plumas-Sierra.<sup>2</sup>



<sup>1</sup> “Average Retirement Age for Public Workers: 60,” posted by Terri Sforza, The Orange County Register (May 11, 2011), <http://taxdollars.ocregister.com/2011/05/11/average-retirement-age-for-public-workers-60/82705/>.

<sup>2</sup> Geographic areas as grouped here are not meant to represent college service areas or economic regions; rather, they are grouped in such a way as to show the distribution of employment throughout the study region.

## Methodology and Data Sources

Using a Taxonomy of Programs (TOP) to Classification of Instructional Programs (CIP) developed by the California Community Colleges' Chancellor's Office (Chancellor's Office) and then a crosswalk from CIP to Standard Occupational Classification (SOC) crosswalk, four occupations were identified as most relevant to the training goals of an administration of justice program (TOP 210500) and/or police academy program (TOP 210550): police and sheriff's patrol officers, detectives and criminal investigators, first-line supervisors of police and detectives and courtroom bailiffs.<sup>3</sup> Data totals referred to as "law enforcement officers" are an aggregate for these occupations. More specific information on each position is included in Appendix A.

### Employment information

Employment data included in this report comes from several sources and was utilized in varying ways. To estimate past, current, and projected employment in related law enforcement occupations, occupational data from Economic Modeling Specialists, Inc. (EMSI) was incorporated. As a complement, several questions from the Yuba CCD Administration of Justice Survey were analyzed and provide unique insight into local law enforcement agencies workforce and training needs.

In 2012, the Yuba CCD Administration of Justice Survey (AJ survey) collected information from a sample of 21 employers. Sixteen responding agencies are located in the study region; five responses were collected from similarly sized communities but fall outside the study region. These were kept in the sample as representative of agencies within the study region that did not respond.<sup>4</sup>

Other information on the occupation group, such as education requirements and employer education preferences, was collected from the US Department of Labor (DOL), Employment Training Administration's (ETA) Occupational Information Network (O\*NET) and [Career OneStop](#). Additionally, a real-time labor market information tool (real-time LMI) from [Wanted Analytics](#) provided another perspective on current employment opportunities.

### Training program information

In addition to the classification crosswalks (TOP, CIP and SOC) discussed above, the COE collected information on regional training programs using the Chancellor's Office Datamart; specifically, queries were run on program awards in recent years (from 2008-2009 forward) in the study region to identify and detail existing programs; additionally, statewide course detail from 2010-2011 (the most recent available) was helpful in understanding the breadth of programs and availability of courses. Summary information is included here and the raw data from these queries are available in Appendix B (as an attached Excel file). Other programs were identified as providing POST certified training within the study region but not associated with the community colleges. No further data was available at this time.

<sup>3</sup> Bailiffs are not generally associated as a target occupation for an administration of justice program but are a target of police academy training (TOP 210550). Employment in this occupation is sometimes reported by law enforcement agencies as part of the larger officer group (police and sheriff's patrol officers) and sometimes reported correctly under its specific SOC code. In researching this occupation anomaly, the COE spoke with EDD's Labor Market Information, Occupational Employment Survey research manager, Tom Stassi, regarding the inconsistencies. Mr. Stassi recommended including bailiffs in the occupational group as a majority of the counties in the study region do not report them separately.

<sup>4</sup> Two responses from the sample were identified as "outliers" and removed from totals, averages and median calculations. Qualitative responses – comments and other information – from these two respondents were kept in.

## Current Employment

From 2008 through 2011, employment levels in the target occupations declined in almost all of the counties profiled, with the exception of the YUBA area and Glenn-Lake, which recorded relatively small increases. In the table below, three-year historical change for each sub-region and the study area as a whole is shown. While there are close to 7,500 existing jobs, recent decline amounts to almost 440 jobs throughout the 12-county region, with the majority of job loss reported for Sacramento, followed by Nevada-Placer. Police and sheriff patrol officers accounted for the entire decrease (-471 jobs), offset slightly by increases during these years in jobs for detectives and criminal investigators (+16 jobs) and first-line supervisors/managers of police and detectives (+7 jobs).

**Exhibit 1: Historical Occupational Employment, 2008-2011**

Region	2008	2009	2010	2011	2008-2011 Change
Nevada-Placer	1,012	955	931	908	(104)
Butte-Sierra-Plumas	512	465	463	460	(52)
Sacramento	5,198	5,164	4,983	4,898	(300)
Glenn-Lake	215	190	238	227	12
YUBA	997	990	1,023	1,005	8
<b>Study Area</b>	<b>7,934</b>	<b>7,764</b>	<b>7,638</b>	<b>7,498</b>	<b>(436)</b>

Looking at staffing from another angle, the AJ survey asked employers to detail the number of approved positions for law enforcement positions over the same period. In most cases, it seems unlikely that an approved position is a newly created job and more likely that it is approval to refill a vacant position. This is similar to estimated replacement or separation employment — when a worker vacates not only a position but the vocation altogether, due to retirement, career change, disability, etc. Interestingly, approvals for non-lateral law enforcement positions drop off significantly in the 2010-2011 budget year while reserve officer positions experience a slight increase — perhaps to offset the reduction in non-lateral employment. Based on survey responses, the projected annual average for a responding agency is shown in Exhibit 2.

**Exhibit 2: Estimated Position Approvals, AJ Survey 2008-2011**

	2008-2009		2009-2010		2010-2011		2008-2011
	Average	Sum	Average	Sum	Average	Sum	Total, All
Non-lateral law enforcement	7	40	7.5	50	5.5	30	120
Reserve officers	2	8	2	8	2.5	10	26

## Projected Employment

The five-year outlook for these occupations is more optimistic than the historical perspective. While new job creation should remain somewhat slow (an average of 35 new jobs per year across the study area), replacement needs will drive demand for qualified workers. Not surprisingly, officer retirements are expected in double digit percentages according to the sample of employers in the AJ survey. Based on their responses, an average of 12% of the existing workforce will leave employment by 2016.

As shown in Exhibit 3, over the next five years, the law enforcement workforce will increase by as many as 175 new jobs and need to fill an additional 1,897 replacement positions. Sacramento will account for much of the demand (54% of the openings), followed by Nevada-Placer (13%).

**Exhibit 3: Projected Occupational Employment, 2011-2016**

Region	2011	2016	New Job Growth	% Growth	Openings*	Avg. Annual Openings
Nevada-Placer	908	945	37	4.1%	245	49
Butte-Sierra-Plumas	460	513	53	11.5%	171	34
Sacramento	4,898	4,899	1	0%	1,023	205
Glenn-Lake	227	246	19	8.4%	119	24
YUBA	1,005	1,070	65	6.5%	339	68
<b>Study Area</b>	<b>7,498</b>	<b>7,673</b>	<b>175</b>	<b>2.3%</b>	<b>1,897</b>	<b>380</b>

Not reflected in the average annual openings, but evident upon review of the year-over-year change (not shown here), growth in new jobs is expected to begin in 2013 as employment declines are projected for 2012 — primarily for police and sheriff patrol officers but also for detectives and criminal investigators. So while the five-year outlook is positive, the immediate outlook (12-month) continues the historical pattern of decline detailed in Exhibit 1.

Current job posting information, both from the AJ survey and real-time LMI, reveals positions are available; however, the applicant pool includes recently unemployed but experienced officers which could weaken demand for new entrants to the occupation. Additionally, as with any government position, funding fluctuations will ultimately determine whether advertised positions are filled or remain open.

**Exhibit 4: Recent Job Postings**

AJ Survey, Open Positions	Employer Sample, 2012	
	Average	Sum
Lateral	1.75	15
Non-lateral	1.75	27
Reserve	1.75	10
CSOs	.5	8

**Real-time LMI**

In the past four months (120 days), approximately 38 jobs for law enforcement occupations in the study area have been posted. Of these, four (4) were identified as public administration (government) agencies. The remaining 34 postings came from various other industries, such as local education (campus police), casinos (tribal government and/or security), etc.

**Regional Training Programs**

To better understand the supply side of the equation — that is, the educational institutions preparing new entrants and providing professional development to incumbent workers — the COE scanned existing community college law enforcement training programs in the study area, reviewing the available completion data, course offerings and other program details. In addition, community college programs just outside the study region were identified.

Law enforcement officers as defined in this research brief include four distinct but related occupations: police and sheriff’s patrol officers, detectives and criminal investigators, bailiffs and first-line supervisors of police and sheriff’s patrol officers. In California, these officers must complete a POST-certified training program and then must complete an on-the-job probationary period with a law enforcement agency to earn a POST Basic Certificate.<sup>5</sup>

<sup>5</sup> Employment Development Department, Labor Market Information Division, Detailed Occupational Guide for Police and Sheriff’s Patrol Officer, [www.labormarketinfo.edd.ca.gov](http://www.labormarketinfo.edd.ca.gov).

In addition, legislated mandates or other local, state or federal regulations require ongoing, POST-certified training. Additional professional development or lifelong learning needs of law enforcement positions will depend on the level of responsibility, supervisory duties, or specialization specific to each job or officer.

For the purpose of this report, training programs were grouped into two areas:

**Primary** – police academy training through the community colleges

**Secondary** – administration of justice or related programs at the community colleges that provide transfer preparation or professional development options for these careers

### Police Academy Training

There are two colleges with police academies currently in the study area; these awarded 110 degrees or certificates in 2010-2011. Four other community colleges offer police academy training in the surrounding area and Sierra College (not listed below) also offers some POST training.<sup>6</sup>

In the Exhibit 5, police academy training information is provided with annual completion information as available. Colleges or training programs in bold are located within the study area. The remaining programs are located just outside the study area parameters.

**Exhibit 5: Police Academy Programs**

College	Award or program type	09/10	10/11	11/12
<b>American River<sup>7</sup></b>	Certificate requiring 6 to < 18 semester units	30	29	30
<b>Butte</b>	Associate of Science (A.S.) degree	10	18	n/a
<b>Butte</b>	Certificate requiring 30 to < 60 semester units	24	38	n/a
<b>Butte</b>	Certificate requiring 18 to < 30 semester units	n/a	25	n/a
Napa	Certificate requiring 18 to < 30 semester units	92	118	n/a
Redwoods	Certificate requiring 30 to < 60 semester units	38	29	n/a
Santa Rosa	Certificate requiring 18 to < 30 semester units	n/a	96	n/a
Santa Rosa	Certificate requiring 6 to < 18 semester units	109	n/a	n/a
San Joaquin Delta	9-month POST Basic Certificate	n/a	n/a	n/a

Data source: Chancellor’s Office MIS Datamart, Outcomes/Program Awards data query, [datamart.cccco.edu](http://datamart.cccco.edu); missing data marked “n/a” was not available through the Datamart and/or not available at date of publication from the college.

### Administration of Justice and Related Programs

As mentioned previously, these occupations require certain POST certification and ongoing professional development courses. In addition, for career progression, it is sometimes recommended that law enforcement professionals pursue an Associate or Bachelor’s degree in Administration of Justice or a related major. This is increasingly true for detectives and criminal investigators and first-line supervisors of patrol and sheriff’s officers. According to O\*NET, of employers polled nationally, 50% require completion of either an Associate degree or a Bachelor’s degree for these occupations.

In the table below, administration of justice and related program information is provided with annual completion information as available. Colleges or training programs in bold are limited within the study area. *Please note:* due to the number of Administration of Justice and Corrections programs, those shown in Exhibit 6 are located within in the study area; however, there are several additional programs within the surrounding area. A complete inventory is detailed in Appendix B.

<sup>6</sup> Information on Sierra College’s training program is pending; program award data was not available.

<sup>7</sup> Award data for 09/10 and 11/12 represent an average completion number provided by college department staff. Definitive data were not available at date of publication.

**Exhibit 6: Administration of Justice and Related Programs**

<b>Programs by TOP Code</b>	<b>09/10</b>	<b>10/11</b>	<b>11/12</b>
<b>Administration of Justice (TOP 210500)</b>			
<b>American River<sup>8</sup></b>			
Associate of Science (A.S.) degree	n/a	1	n/a
<b>Butte</b>	<b>223</b>	<b>88</b>	
Associate of Science (A.S.) degree	35	25	n/a
Certificate requiring 18 to < 30 semester units	62	n/a	n/a
Certificate requiring 30 to < 60 semester units	19	18	n/a
Certificate requiring 6 to < 18 semester units	18	9	n/a
Other Credit Award, < 6 semester units	89	36	n/a
<b>Folsom Lake</b>	<b>18</b>	<b>30</b>	
Associate of Arts (A.A.) degree	18	30	n/a
<b>Sacramento City</b>	<b>46</b>	<b>58</b>	
Associate of Arts (A.A.) degree	42	49	n/a
Associate of Science (A.S.) degree	2	5	n/a
Certificate requiring 30 to < 60 semester units	2	4	n/a
<b>Sierra</b>	<b>115</b>	<b>86</b>	<b>78</b>
Associate of Science (A.S.) degree	63	43	46
Associate of Arts (A.A.) degree	52	43	32
<b>Woodland</b>	<b>2</b>	<b>13</b>	
Associate of Science (A.S.) degree	2	13	n/a
<b>Yuba</b>	<b>23</b>	<b>17</b>	
Associate of Science (A.S.) degree	23	17	n/a
<b>Corrections (TOP 210510)</b>			
<b>Sacramento City</b>	<b>5</b>	<b>17</b>	
Associate of Science (A.S.) degree	2	9	n/a
Certificate requiring 30 to < 60 semester units	3	8	n/a
<b>Sierra</b>	<b>39</b>	<b>26</b>	<b>22</b>
Associate of Science (A.S.) degree	21	13	12
Associate of Arts (A.A.) degree	18	13	10
<b>Woodland</b>		<b>1</b>	
Associate of Science (A.S.) degree	n/a	1	n/a
<b>Yuba</b>	<b>3</b>	<b>1</b>	
Associate of Science (A.S.) degree	3	1	n/a
<b>Industrial and Transportation Security (TOP 210530)</b>			
<b>Sacramento City</b>			
Associate of Science (A.S.) degree	n/a	n/a	n/a
Certificate requiring 30 to < 60 semester units	n/a	n/a	n/a

Data source: Chancellor’s Office MIS Datamart, Outcomes/Program Awards data query, [datamart.cccco.edu](http://datamart.cccco.edu).

<sup>8</sup> This program is relatively new (less than three years old) and transfer-oriented; award reporting does not yet reflect the program’s activity; according to department staff, courses are at capacity.



## Gap Analysis

Not included here, but important in evaluating the regional educational and training options for these careers, are training programs through county sheriff departments, local police departments, and other state agencies (such as California Highway Patrol or Department of Fish and Game). This is especially significant given that many state agencies are headquartered in Sacramento and maintain their own training divisions. Without knowing how many officers these agencies train in-house or otherwise, a complete picture of supply-demand is not possible.

However, if Sacramento is removed from both the supply and demand side, the gap analysis may be more aligned with the objectives of the research brief. In doing so, the supply-demand analysis becomes:

**Exhibit 7: Gap Analysis**

Demand	Since 2010	Thru 2016	Annual Average
Modified Study Area*	(57)	874	175
Supply			
Estimate Number of Program Completers†	81	225-275	45-55
Over/(Under) Supply Range	(31)	(599-649)	(120-130)

\*Sacramento County data removed for analysis. Recent job losses (since 2010) included to show approximate available, already trained workforce that may have been re-absorbed into current year workforce needs. †Butte College degree and certificate awards number about 45-55 per year (3-year median and average for the police academy program, all certificate and degrees combined). Sierra College data is not, but should be, incorporated into the gap analysis as their program offers a partial POST academy training program.

## Needs Assessment Summary

Currently, the supply of trained workers from the regional academy programs does not seem to be meeting the demand as identified here – new and replacement full-time positions over the next five years. It is important to note that the demand does not pick up for these jobs until 2013 and is also dependent upon public funding sources remaining at or above current levels.

Additionally, in the modified study area (excluding Sacramento County) there are an estimated 2,600 incumbent workers in these positions. With legislated mandates, other local, state or federal regulations that require ongoing, POST-certified training, and related professional development goals, there is more than likely need for employer-specific or career-specific training. The AJ Survey respondents identified several course topics they felt should be offered more locally, with an emphasis on POST perishable skills, basic CSI, and weaponless defense.

Additionally, according to the Commission on Peace Officer Standards and Training website ([www.post.ca.gov](http://www.post.ca.gov)), Regional Skills Training Centers (RSTCs) in the study area may not be equally accessible to law enforcement agencies in the study area when travel time is factored in. Currently, RSTCs in Sacramento County, in Redding, at Butte College and at Santa Rose Junior College are the regional options for law enforcement agencies in the study area.

## Appendix A: Occupational Profiles

### Police and Sheriff's Patrol Officers (SOC 33-3051)

Maintain order and protect life and property by enforcing local, tribal, State, or Federal laws and ordinances. Perform a combination of the following duties: patrol a specific area; direct traffic; issue traffic summonses; investigate accidents; apprehend and arrest suspects, or serve legal processes of courts.

**Sample of reported job titles:** Police Officer, Patrolman, Patrol Officer, Police Sergeant, State Trooper, Police Patrol Officer, Public Safety Officer, Law Enforcement Officer, Alcohol Law Enforcement Agent, Officer, Deputy Sheriff, Deputy, Civil Division Deputy Sheriff, Sergeant, Canine Deputy (K-9 Deputy), Detective, Lieutenant, Civil Process Server, Investigator, Narcotics Detective

### Historical Occupational Employment, 2008-2011

Region	2008 Jobs	2011 Jobs	2008-2011 Change
YUBA	842	819	(23)
Glenn-Lake	156	161	5
Sacramento	4,282	3,973	(309)
Nevada-Placer	890	791	(99)
Butte-Plumas-Sierra	442	397	(45)
<b>Study Region</b>	<b>6,612</b>	<b>6,141</b>	<b>(471)</b>

**Wage Data, 2012**

Median Hourly Wage: \$31.92

Avg. Hourly Wage: \$32.95

Avg. Annual Salary: \$68,536

### Projected Occupational Employment, 2011-2016

Region	2011 Jobs	2016 Jobs	New Job Growth	% Growth	Openings	Avg. Annual Openings
YUBA	819	873	54	6.6%	252	50
Glenn-Lake	161	175	14	8.7%	75	13
Sacramento	3,973	3,969	(4)	(0.1%)	896	179
Nevada-Placer	791	825	34	4.3%	206	41
Butte-Plumas-Sierra	397	440	43	10.8%	140	28
<b>Study Region</b>	<b>6,141</b>	<b>6,282</b>	<b>141</b>	<b>2.3%</b>	<b>1,569</b>	<b>314</b>

### Education and Training Information

According to America's Career InfoNet, the following are the typical requirements for this occupation.

- Typical education needed for entry: High school diploma or equivalent
- Typical work experience needed for a job in this occupation: None
- Typical on-the-job training once you have a job in this occupation: Moderate-term on-the-job training

In the nationwide O\*NET survey of employers, the following education level requirements were reported.

Occupation Title	High School Diploma or Equivalent	Associate Degree	Some College, No Degree
Sheriff Deputy	39%	34%	28%
Patrol Officer	42%	24%	23%

### Detectives and Criminal Investigators (SOC 33-3021)

Conduct investigations related to suspected violations of Federal, State, or local laws to prevent or solve crimes.

**Sample of reported job titles:** Detective, Fugitive Detective, Investigator, Police Detective, Narcotics Detective, Fugitive Investigator, Narcotics Investigator, Detective Sergeant, Detective Supervisor, Sex Crimes Detective, Crime Scene Technician, Crime Scene Investigator, Criminalist, Forensic Specialist, Special Agent, Detective, Investigator, Criminal Investigator, Detective Sergeant, Agent, Master Police Detective, Narcotics Detective, Police Detective, Canine Enforcement Officer (K-9 Enforcement Officer)

#### Historical Occupational Employment, 2008-2011

Region	2008 Jobs	2011 Jobs	2008-2011 Change
YUBA	52	61	8
Glenn-Lake	11	11	0
Sacramento	596	608	12
Nevada-Placer	55	53	(2)
Butte-Plumas-Sierra	24	22	(2)
<b>Study Region</b>	<b>739</b>	<b>755</b>	<b>16</b>

**Wage Data, 2012**

Median Hourly Wage: \$33.82

Avg. Hourly Wage: \$34.11

Avg. Annual Salary: \$70,949

#### Projected Occupational Employment, 2011-2016

Region	2011 Jobs	2016 Jobs	New Job Growth	% Growth	Openings	Avg. Annual Openings
YUBA	61	65	4	6.6%	27	5
Glenn-Lake	11	12	1	9.1%	5	1
Sacramento	608	615	7	1.2%	14	3
Nevada-Placer	53	55	2	3.8%	13	2.5
Butte-Plumas-Sierra	22	26	4	18.2%	10	2
<b>Study Region</b>	<b>755</b>	<b>773</b>	<b>18</b>	<b>2.4%</b>	<b>69</b>	<b>14</b>

#### Education and Training Information

In the nationwide O\*NET survey of employers, the following education level requirements were reported.

Occupation Title	High School Diploma or Equivalent	Associate Degree	Some College, No Degree
Detectives and Criminal Investigators	45%	21%	27%

**First-line Supervisors of Police and Detectives (SOC 33-1012)**

Directly supervise and coordinate activities of members of police force.

**Sample of reported job titles:** Police Sergeant, Police Captain, Police Lieutenant, Sergeant, Patrol Sergeant, Detective Sergeant, Chief of Police, Police Chief, Lieutenant, Police Shift Commander

**Historical Occupational Employment, 2008-2011**

Region	2008 Jobs	2011 Jobs	2008-2011 Change
YUBA	102	112	10
Glenn-Lake	48	55	7
Sacramento	320	317	(3)
Nevada-Placer	67	64	(3)
Butte-Plumas-Sierra	33	29	(4)
<b>Study Region</b>	<b>570</b>	<b>577</b>	<b>7</b>

**Wage Data, 2012**

Median Hourly Wage: \$51.93

Avg. Hourly Wage: \$51.65

Avg. Annual Salary: \$107,432

**Projected Occupational Employment, 2011-2016**

Region	2011 Jobs	2016 Jobs	New Job Growth	% Growth	Openings	Avg. Annual Openings
YUBA	112	118	6	5.4%	59	12
Glenn-Lake	55	59	4	7.3%	39	8
Sacramento	317	315	(2)	(0.6%)	113	23
Nevada-Placer	64	65	1	1.6%	26	5
Butte-Plumas-Sierra	29	33	4	13.8%	16	3
<b>Study Region</b>	<b>577</b>	<b>590</b>	<b>13</b>	<b>2.3%</b>	<b>253</b>	<b>51</b>

**Education and Training Information**

According to America’s Career InfoNet, the following are the typical requirements for this occupation.

- Typical education needed for entry: High school diploma or equivalent
- Typical work experience needed for a job in this occupation: 1 to 5 years
- Typical on-the-job training once you have a job in this occupation: Moderate-term on-the-job training

In the nationwide O\*NET survey of employers, the following education level requirements were reported.

Occupation Title	High School Diploma or Equivalent	Associate Degree	Bachelor’s Degree
First-Line Supervisors of Police and Detectives	34%	27%	23%

**Courtroom Bailiffs (SOC 33-3011)**

Maintain order in courts of law.

**Sample of reported job titles:** Bailiff, Court Officer, Deputy Sheriff, Court Security Officer, Deputy Bailiff, Court Bailiff, Security Officer, Deputy Sheriff Court Services

**Historical Occupational Employment, 2008-2011**

Historically, employment for this occupation, while collected individually, is often mistakenly included in the count of police and sheriff patrol officers. Due to the frequency of this error, individual employment counts for this occupation are not consistent or representative of the position.

**Wage Data, 2012**

Median Hourly Wage: \$20.03

Avg. Hourly Wage: \$21.24

Avg. Annual Salary: \$44,179

**Projected Occupational Employment, 2011-2016**

See explanation above.

**Education and Training Information**

According to America’s Career InfoNet, the following are the typical requirements for this occupation.

- Typical education needed for entry: High school diploma or equivalent
- Typical work experience needed for a job in this occupation: None
- Typical on-the-job training once you have a job in this occupation: Moderate-term on-the-job training

In the nationwide O\*NET survey of employers, the following education level requirements were reported.

Occupation Title	High School Diploma or Equivalent	Associate Degree	Some College, No Degree
Sheriff Deputy	53%	2%	45%

## Appendix B: Program and Course Inventory

Programs by TOP Code	08/09	09/10	10/11	11/12
<b>Administration of Justice (TOP 210500)</b>				
<b>American River<sup>9</sup></b>			<b>1</b>	
Associate of Science (A.S.) degree	n/a	n/a	1	n/a
<b>Butte</b>	<b>131</b>	<b>223</b>	<b>88</b>	
Associate of Science (A.S.) degree	15	35	25	n/a
Certificate requiring 18 to < 30 semester units	73	62	n/a	n/a
Certificate requiring 30 to < 60 semester units	9	19	18	n/a
Certificate requiring 6 to < 18 semester units	n/a	18	9	n/a
Other Credit Award, < 6 semester units	34	89	36	n/a
<b>Folsom Lake</b>	<b>9</b>	<b>18</b>	<b>30</b>	
Associate of Arts (A.A.) degree	9	18	30	n/a
<b>Sacramento City</b>	<b>62</b>	<b>46</b>	<b>58</b>	
Associate of Arts (A.A.) degree	58	42	49	n/a
Associate of Science (A.S.) degree	n/a	2	5	n/a
Certificate requiring 30 to < 60 semester units	4	2	4	n/a
<b>Woodland</b>	<b>6</b>	<b>2</b>	<b>13</b>	
Associate of Science (A.S.) degree	6	2	13	n/a
<b>Yuba</b>	<b>20</b>	<b>23</b>	<b>17</b>	
Associate of Science (A.S.) degree	20	23	17	n/a
Lake Tahoe	2	1	3	
Associate of Arts (A.A.) degree	2	1	3	n/a
Lassen	19	18	25	
Associate of Arts (A.A.) degree	9	11	12	n/a
Certificate requiring 30 to < 60 semester units	10	7	13	n/a
Mendocino	14	15	14	
Associate of Science (A.S.) degree	13	12	13	n/a
Certificate requiring 18 to < 30 semester units	1	3	1	n/a
Napa	25	16	27	
Associate of Science (A.S.) degree	21	15	25	n/a
Certificate requiring 6 to < 18 semester units	4	1	2	n/a
Redwoods	5	3	7	
Associate of Science (A.S.) degree	5	2	6	n/a
Certificate requiring 30 to < 60 semester units	n/a	1	1	n/a
San Joaquin Delta	29	33	41	
Associate of Science (A.S.) degree	27	21	32	n/a
Certificate requiring 60+ semester units	2	12	9	n/a
Shasta	16	20	26	
Associate of Arts (A.A.) degree	n/a	5	8	n/a
Associate of Science (A.S.) degree	16	15	18	n/a
<b>Sierra</b>	<b>99</b>	<b>115</b>	<b>86</b>	<b>78</b>
Associate of Arts (A.A.) degree	47	52	43	46
Associate of Science (A.S.) degree	52	63	43	32

<sup>9</sup> This program is relatively new (less than three years old) and transfer-oriented; award reporting does not yet reflect the program's activity; according to department staff, courses are at capacity.

Siskiyou	5	3	6	
Associate of Arts (A.A.) degree	5	3	6	n/a
<b>Corrections (TOP 210510)</b>	<b>87</b>	<b>67</b>	<b>76</b>	
<b>Sacramento City</b>	15	5	17	
Associate of Science (A.S.) degree	9	2	9	n/a
Certificate requiring 30 to < 60 semester units	6	3	8	n/a
<b>Woodland</b>			<b>1</b>	
Associate of Science (A.S.) degree	n/a	n/a	1	n/a
<b>Yuba</b>	<b>1</b>	<b>3</b>	<b>1</b>	
Associate of Science (A.S.) degree	1	3	1	n/a
Lassen	14	8	13	
Associate of Science (A.S.) degree	6	4	6	n/a
Certificate requiring 30 to < 60 semester units	8	4	7	n/a
San Joaquin Delta	19	12	18	
Associate of Science (A.S.) degree	10	6	7	n/a
Certificate requiring 18 to < 30 semester units	9	6	11	n/a
<b>Sierra</b>	<b>38</b>	<b>39</b>	<b>26</b>	<b>22</b>
Associate of Arts (A.A.) degree	18	18	13	12
Associate of Science (A.S.) degree	20	21	13	10
<b>Industrial and Transportation Security (TOP 210530)</b>	<b>7</b>			
<b>Sacramento City</b>	<b>7</b>			
Associate of Science (A.S.) degree	5	n/a	n/a	n/a
Certificate requiring 30 to < 60 semester units	2	n/a	n/a	n/a
<b>Probation and Parole (TOP 210520)</b>			<b>1</b>	
Lake Tahoe			1	
Associate of Arts (A.A.) degree	n/a	n/a	1	n/a