

Occupational Bulletin

May 2014

Protective Service Occupations in New Mexico

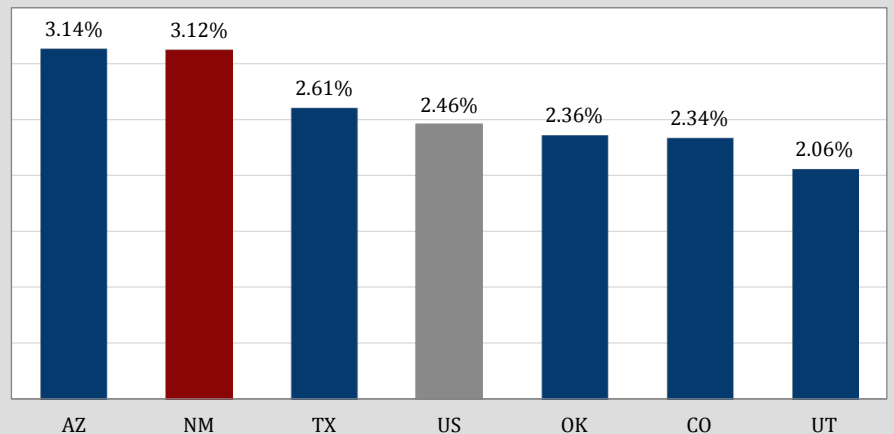
About 3.1 percent of all jobs in New Mexico are classified as protective service occupations by the Standard Occupational Classification (SOC) system (as of 2013). While workers in this occupational group comprise a small percentage of the total workforce, the services they provide are particularly important. Workers in this occupational group are classified within four subgroups: supervisors of protective service workers; fire fighting and prevention workers; law enforcement workers; and other protective service workers. There are 22 detailed protective service occupations. Six of these occupations have employment of over 1,000 workers in New Mexico. The demand for protective service workers is projected to remain fairly steady in the coming years, with a majority of future job opportunities driven by the need to replace retiring workers or workers that leave their job. Median annual wages for protective service workers is typically very close to or higher than the all-occupation median across New Mexico, with wages for some occupations, particularly supervisory positions, investigators, and police officers, being well above the all-occupation median.

As Exhibit 1 shows, New Mexico's concentration of employment in protective service occupations is the second highest, following only that of Arizona, when compared with the concentrations of other neighboring states. In addition, the concentration in this occupational group exceeds that of the U.S. (2.5 percent of total employment). Colorado and Utah have the lowest concentrations of protective service workers (2.3 and 2.1 percent, respectively). States with the largest concentrations of protective service workers include the District of Columbia (4.3 percent), Hawaii (3.5 percent), Nevada (3.4 percent), New York (3.2 percent), and Arizona (3.1 percent). New Mexico's concentration of protective service workers almost places it in the top five in the nation. Yuma, Arizona falls within the top five metropolitan areas with respect to concentration of protective service workers, while Central Colorado, Southeast Arizona, and Southern Texas rank in the top five nonmetropolitan statistics areas (non-MSAs).

The annual median wage in this occupational group in New Mexico (\$34,280) is slightly below that of the U.S. (\$36,770) and all neighboring states, except Oklahoma. Colorado and Arizona both have median annual wages in the protective service occupations that are above that of the U.S. The states with the highest wages in this occupational group include D.C., New Jersey, California, Alaska, and New York. Of the metropolitan and non-MSA areas of New Mexico and its neighboring states, the Southwestern New Mexico and Southeast Arizona non-MSA areas rank in the top five with respect to wages.

1 Protective Service Occupations Employment

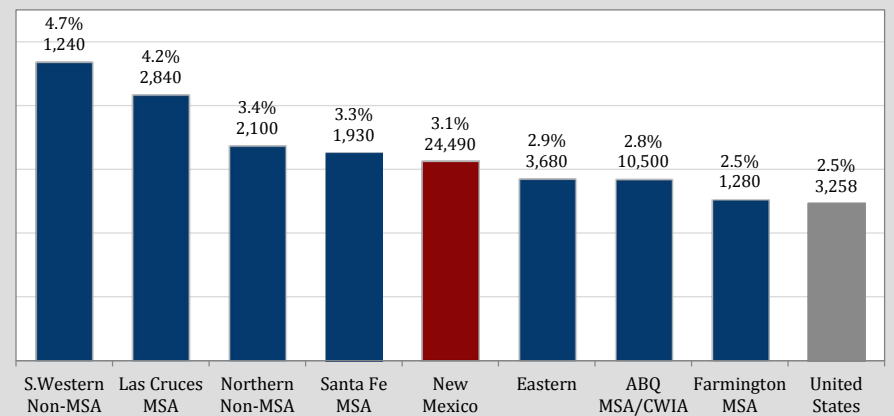
Percentage of Total Employment
U.S., New Mexico & Surrounding States, 2013



Source: NMDWS Occupational Employment Statistics program and the U.S. Bureau of Labor Statistics

2 Protective Service Occupations Employment

Employment & Percentage of Total Employment
New Mexico & Substate Areas, 2013



Source: NMDWS Occupational Employment Statistics program and the U.S. Bureau of Labor Statistics
U.S. employment is in thousands.

Where Workers Are Employed and More Information on Detailed Occupation

Based on 2012 data, around 43 percent of all protective service workers were located in the Albuquerque Metropolitan Statistical Area (MSA)/Central Region. (See Exhibit 2.) Oftentimes, employment is largest in the Central Region due to its large population. The Central Region does not claim the highest concentration of protective service workers; that title belongs to the Southwestern non-MSA. The Las Cruces MSA has the third highest concentration of workers. Protective service workers comprise 4.7 and 4.2 percent of all workers, respectively, in these top two areas. The concentrations of protective service workers in the remaining substate areas range from 2.5 percent in the Farmington MSA to 3.4 percent in the Northern non-MSA. All substate areas have concentrations that are higher than that of the U.S.

Exhibit 3 presents annual median wage data for protective service occupations in New Mexico's substate areas. Annual median wages of protective service occupations are typically very close to or higher than the annual median wages across all occupations. In 2013, the annual median wage for protective service occupations was \$34,280, as compared to \$31,490 for all occupations. As mentioned previously, the annual median wage in the Southwestern non-MSA ranks in the top five of all non-MSAs in the nation (\$61,280). The Southwestern non-MSA and the Las Cruces MSA also have the largest disparities between protective service median wages and all-occupation median wages of New Mexico's substate areas. These two areas are also the only substate areas that have a higher annual median wage than that of the U.S. for protective service workers.

As Exhibit 4 shows, the most common occupation within protective service is security guards, with about 29 percent of all protective service workers employed in this detailed occupation. These workers guard, patrol, or monitor premises to prevent theft, violence, or infractions of rules. Security guards may also operate x-ray and metal detector equipment. (Source: Bureau of Labor Statistics.) Police and sheriff's patrol officers and correctional officers and jailers follow, with 18 and 14 percent of all protective service workers employed in these occupations, respectively. Employment in these three occupations comprises 61 percent of all protective service employment. No other detailed occupation has employment that comprises more than 10 percent of total protective service employment.

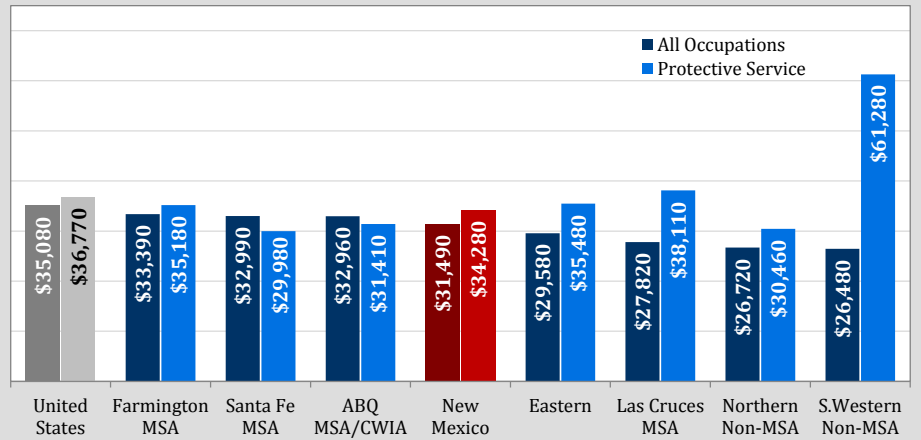
Exhibit 5 provides the employment and median annual wage for all of the detailed protective service occupations. The exhibit also compares the employment concentrations and wages of New Mexico and the U.S. Security guards, police and sheriff's patrol officers, and correctional officers and jailers have the highest concentrations of workers in both New Mexico and the U.S. Detectives and criminal investigators are paid the highest in New Mexico, while supervisors of police and detectives are paid the highest across the U.S. The employment concentration and median wages of detectives and criminal investigators stands out amongst all others with respect to the difference between New Mexico and the U.S. As will be discussed later in this bulletin, this is driven mostly by federal government departments operating in the Southwestern Region of the state.

Protective Service Occupations in New Mexico's Industries

Protective service occupations can be found in 15 of the 20 major North American Industry Classification Systems (NAICS)

3 Protective Service Occupations Wages

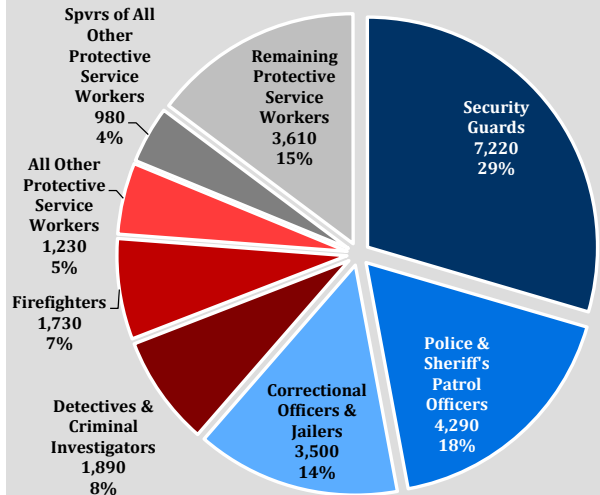
Annual Median Wages
New Mexico & Substate Regions, 2013



Source: NMDWS Occupational Employment Statistics program in conjunction with the U.S. Bureau of Labor Statistics

4 Detailed Protective Service Occupations Employment

Percentage of Total Protective Service Employment
New Mexico, 2013



Source: NMDWS Occupational Employment Statistics program and the U.S. Bureau of Labor Statistics

industry sectors, and all three sectors of government (local, state, and federal). Keep in mind that industries are defined by their business activities, while occupations are based on work tasks. As of 2010, local government employed the largest number of protective service workers, representing about 37 percent of total protective service employment. (See Exhibit 6.) Employment in local government, when combined with that in state and federal government, comprised over 60 percent of total protective service employment. Administrative and support services led all private sectors with respect to protective service workers; about 22 percent of all workers were employed in this industry subsector as of 2010. The remaining subsectors each employed less than 3 percent of all workers in the occupational group.

Future Healthcare Practitioner and Technical Jobs

The 2010-2020 employment projections indicate that employment in protective service occupations is projected to grow by about 13.4 percent, or approximately 23,620. This rate of growth is slower than the combined rate of growth for all occupations of 15.9 percent. Exhibit 7 provides growth information for the detailed protective service occupations that are projected to see at least 30 annual job openings each year over the projection period. Of the occupations listed, other protective service workers and security guards are projected to grow faster than total occupational employment (24.0 and 20.6 percent, respectively), while security guards and correctional officers and jailers are projected to see the most annual job openings (260 and 140, respectively). Exhibit 8 illustrates the projected job openings due to growth versus replacement needs. Job growth across the protective service occupations will primarily be driven by the need to replace retiring workers or staff turnover. Security guards is the only occupation that is projected to see more future job openings develop from actual job growth as opposed to replacement needs.

A Special Look at the Southwestern Region

The Southwestern Region of the state, including the Las Cruces MSA and the non-MSA areas, stand out amongst other substate regions with regard to protective services employment. This is particularly driven by the high concentration of detectives and criminal investigators in the Southwestern non-MSA. As illustrated in Exhibit 9, one in every two protective service workers in the non-MSA is a detective or criminal investigator,

5 Detailed Protective Service Occupations Employment & Median Annual Wages

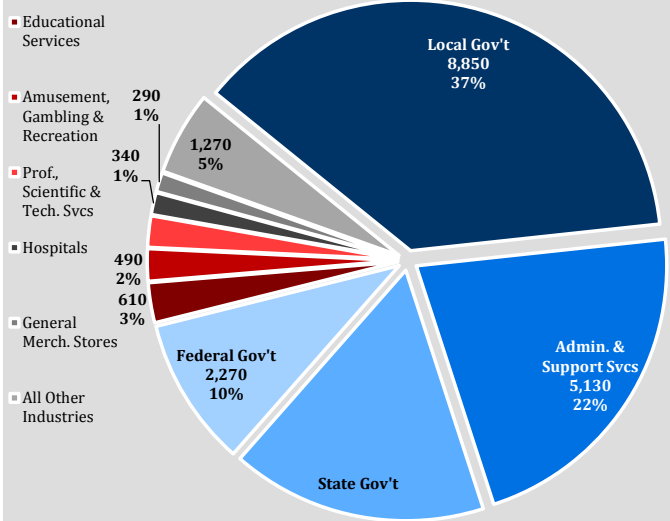
New Mexico, 2013

	Employment		% of Industry Employment		Median Annual Wage	
	NM	US	NM	US	NM	US
<i>All Protect Service Occupations</i>	24,490	3,257,690	100.0%	100.0%	\$34,280	\$36,770
Security Guards	7,220	1,066,730	29.5%	32.7%	\$22,700	\$19,850
Police & Sheriff's Patrol Officers	4,290	635,380	17.5%	19.5%	\$48,470	\$41,910
Correctional Officers & Jailers	3,500	432,680	14.3%	13.3%	\$31,240	\$31,620
Detectives & Criminal Investigators	1,890	109,960	7.7%	3.4%	\$88,070	\$52,190
Firefighters	1,730	302,870	7.1%	9.3%	\$32,020	\$31,110
All Other Protective Service Workers	1,230	96,260	5.0%	3.0%	\$36,400	\$22,510
Spvrs of All Other Protective Service Workers	980	64,510	4.0%	2.0%	\$47,350	\$34,060
Lifeguards, Ski Patrol & Other Recreational Wkrs	780	130,700	3.2%	4.0%	\$18,590	\$17,470
Spvrs of Police & Detectives	690	101,320	2.8%	3.1%	\$61,490	\$60,500
Spvrs of Fire Fighting & Prevention Workers	540	59,700	2.2%	1.8%	\$46,760	\$54,040
Spvrs of Correctional Officers	390	44,980	1.6%	1.4%	\$44,780	\$43,830
Gaming Surveillance Officers & Gaming Investigators	290	10,260	1.2%	0.3%	\$26,830	\$24,750
Crossing Guards	240	68,050	1.0%	2.1%	\$19,360	\$19,340
Animal Control Workers	220	13,590	0.9%	0.4%	\$27,170	\$25,280
Transportation Security Screeners	190	45,790	0.8%	1.4%	\$34,820	\$33,470
Private Detectives & Investigators	120	25,820	0.5%	0.8%	\$44,510	\$36,860
Fish & Game Wardens	70	6,640	0.3%	0.2%	\$37,450	\$39,050
Fire Inspectors & Investigators	40	11,520	0.2%	0.4%	\$41,830	\$42,850
Parking Enforcement Workers	40	8,790	0.2%	0.3%	\$27,910	\$27,460
Forest Fire Inspectors & Prevention Specialists, Bailiffs, and Transit & Railroad Police	40	22,150	0.2%	0.7%	--	--

Source: NMDWS Occupational Employment Statistics program and the U.S. Bureau of Labor Statistics
Percentages colored red and wages colored blue represent those with the largest difference between New Mexico and the U.S.

6 Protective Service Occupations Employment by Industry Subsector

Percentage of Total Employment, New Mexico, 2010



Source: NMDWS employment projections program
Industries are 3-digit NAICS subsectors. Data is rounded. Missing data indicates suppression.

7 Protective Service Occupations Projected Annual Job Openings & Percentage Growth

New Mexico, 2010 to 2020

	2010 Employment	Proj. Annual Openings	Pct. Growth	Pct. Open. Due to Growth
All Occupations	855,300	34,090	15.9%	40.9%
<i>All Protective Service Occupations</i>	<i>23,620</i>	<i>890</i>	<i>13.4%</i>	<i>35.6%</i>
Security Guards	7,030	260	20.6%	56.4%
Correctional Officers & Jailers	5,530	140	7.9%	31.2%
Police & Sheriff's Patrol Officers	3,100	120	9.0%	23.5%
Protective Service Workers, All Other	810	70	24.0%	27.8%
Detectives & Criminal Investigators	1,600	60	15.8%	41.0%
Fire Fighters	1,650	60	9.0%	24.6%
Lifeguards, Ski Patrol, Other Protective Service Wkrs	650	50	12.8%	16.0%
Spvrs/Mgrs, Protective Svce Workers, Other	590	30	15.1%	31.0%
Spvrs/Mgrs of Correctional Officers	660	30	6.1%	15.4%
Spvrs/Mgrs of Police & Detectives	670	30	4.6%	11.5%
<i>All Other Protective Service Occupations</i>	<i>1,330</i>	<i>40</i>	<i>7.7%</i>	<i>22.5%</i>

Source: NMDWS employment projections program

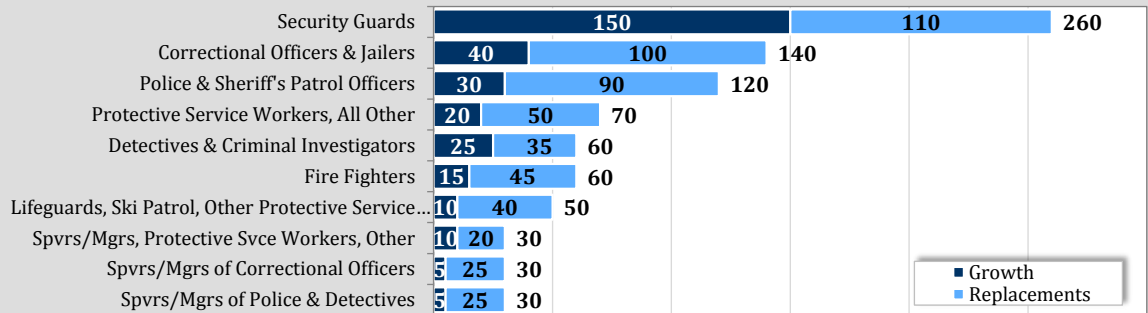
and one in about every four protective service workers is employed in this occupation in the Las Cruces MSA. These measurements are very high compared to that of the state, where one in every 13 protective service workers is a detective or criminal investigator. The presence of detectives and criminal investigators in this region of the state

contributes to New Mexico's rank of second in the country for concentration of these workers, following only D.C. The Las Cruces MSA is ranked fourth in the nation out of all MSAs for concentration of these workers, following El Centro, California, Laredo, Texas, and Yuma, Arizona. The Southwestern non-MSA is ranked third in the nation out of all non-MSAs for concentration of detectives and criminal investigators.

All of these communities are border communities, with major border patrol offices and, in some cases, homeland security field offices. These, and related, operations are likely what drives the large concentration of these workers. And, while detectives and criminal investigators have a major presence in the Southwestern Region, the region has a smaller presence of other occupations. In particular, one in every three protective service workers in New Mexico is a security guard, while one in four is a security guard in Las Cruces, and one in 16 is a security guard in the Southwestern non-MSA area. The Las Cruces MSA also differs from the Southwestern non-MSA and the state in that it has a much higher concentration of correctional officers. This is likely due to the location of the Southern New Mexico Correctional Facility located by the Las Cruces airport, among other detention-type facilities.

8 Projected Job Openings for Protective Service Occupations

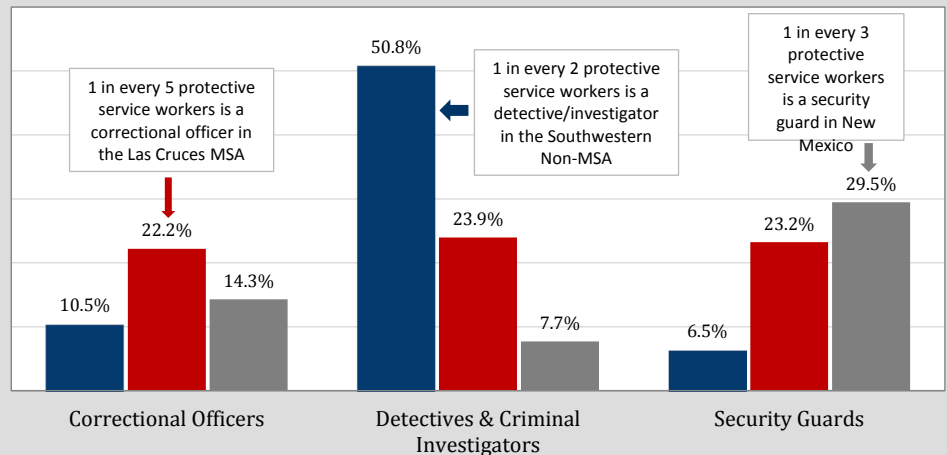
Occupations with 30 or More Projected Annual Openings
Annual Openings Due to Growth and Replacement Needs, New Mexico, 2010-2020



Source: NMDWS employment projections program. Occupations are those with 30 or more projected annual openings.

9 Select Protective Service Occupations Employment

Percentage of Total Protective Service Occupation Employment
Comparison of New Mexico & the Southwestern Region, 2013



Source: NMDWS Occupational Employment Statistics program and the U.S. Bureau of Labor Statistics

The *Occupational Bulletin* is a monthly publication from the New Mexico Department of Workforce Solutions, Economic Research & Analysis Bureau. This month's contributor is Ashley Leach, Economist.

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