

occupation for other reasons should create many additional 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. More private investigators also will be needed to assist attorneys working on criminal defense and civil litigation. 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 \$26,750 in 2000. The middle 50 percent earned between \$20,040 and \$38,240. The lowest 10 percent earned less than \$16,210, and the highest 10 percent earned more than \$52,200. Median annual earnings were \$21,180 in department stores, the industry employing the largest numbers of private detectives and investigators.

Earnings of private detectives and investigators vary greatly depending on their employer, specialty, and the geographic area in which they work. According to a study by Abbott, Langer & Associates, security/loss prevention directors and vice presidents had a median income of \$77,500 per year in 2000; investigators, \$39,800; and store detectives, \$25,000. In addition to typical benefits, most corporate investigators received profit-sharing plans.

### Related Occupations

Private detectives and investigators often collect information and protect the property and other assets of companies. 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 and auditors and financial analysts and personal finance advisors.

### Sources of Additional Information

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

For information on a career as a legal investigator, contact:

- ▶ The National Association of Legal Investigators, P.O. Box 905, Grand Blanc, MI 48439. Internet: <http://www.nali.com/index.html>

## Security Guards and Gaming Surveillance Officers

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### Significant Points

- Favorable opportunities are expected for lower paying jobs, but stiff competition is likely for higher paying positions at facilities requiring a high level of security, such as nuclear plants and government installations.
- Some positions, such as those of armored car guards, are hazardous.
- Because of limited formal training requirements and flexible hours, this occupation attracts many individuals seeking a second or part-time job.

### Nature of the Work

Guards, who are also called *security officers*, patrol and inspect property to protect against fire, theft, vandalism, and illegal activity. These workers protect their employer's investment, enforce laws on the property, and deter criminal activity or other problems. They use radio and telephone communications to call for assistance from an ambulance, wrecker, or the police or fire departments as the situation dictates. Security guards write comprehensive reports outlining their observations and activities during their assigned shift. They may also interview witnesses or victims, prepare case reports, and testify in court.

Although all security guards perform many of the same duties, specific duties vary based on 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 specific length of time. These guards must become closely acquainted with the property and people associated with it, complete all tasks assigned them, and 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.

Specific 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 store employees and help in the apprehension of shoplifting suspects prior to arrival by police. Some shopping centers and theaters have officers mounted on horses or bicycles who patrol their parking lots to deter car theft 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. They may screen passengers and visitors for weapons and explosives using metal detectors and high-tech equipment, ensure nothing is stolen while 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 for guards, and a number of them have been robbed and shot in recent years, so armored car guards usually wear bullet-proof vests.

All security officers must show good judgment and common sense, follow directions and directives from supervisors, accurately testify in court, and follow company policy and guidelines. Guards should have a professional appearance and attitude and be able to



*A security guard communicates with other guards to ensure that proper procedures are followed.*

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 is often in charge of a trained guard force divided into shifts; whereas in a small organization, a single worker may be responsible for all security.

*Gaming surveillance officers and gaming investigators* act as security agents for casino managers and patrons. They observe casino operations for irregular activities, such as cheating or theft, by either employees or patrons. To do this, surveillance officers and investigators monitor activities from a catwalk over one-way mirrors located above the casino floor. Many casinos use audio and video equipment, allowing surveillance officers and investigators to observe these same areas via monitors. Recordings are kept as a record and are sometimes used as evidence against alleged criminals in police investigations.

### **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 communities and use a portable radio or telephone that allows them to be in constant contact with a central station. Guardwork 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, which 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 equally divide daytime, weekend, and holiday work. Guards usually eat on the job instead of taking a regular break away from the site.

### **Employment**

Security guards and gaming surveillance officers held more than 1.1 million jobs in 2000. Industrial security firms and guard agencies employed 60 percent of all wage and salary guards. These organizations provide security services on a contract basis, assigning

their guards to buildings and other sites as needed. Most other security officers were employed by the organization they are responsible for guarding, such as banks, building management companies, hotels, hospitals, retail stores, restaurants, bars, schools, and governments. Guard jobs are found throughout the country, most commonly in metropolitan areas. More than 1 in 7 guards worked part time, and many individuals held a second job as a guard to supplement their primary earnings. Gaming surveillance officers work exclusively in casinos and other gaming facilities and are employed only in those States and Indian reservations where gambling has been legalized.

A significant number of law-enforcement officers work as security guards when off-duty 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 prevents trouble before it starts. (Police and detectives are discussed elsewhere in the *Handbook*.)

### **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 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, which allows 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 to unarmed security guards, armed guards and special police typically enjoy higher earnings and benefits, greater job security, more advancement potential, and usually 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 in order to cope with emergencies. Guards who have frequent contact with the public should communicate well.

Candidates for guard jobs in the Federal Government must have some experience in the occupation and pass a written examination to be certified by the U.S. General Services Administration. Armed Forces experience is an asset. For Federal guard positions, applicants also must qualify in the use of firearms and pass a first aid test.

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 also provide on-the-job training. An increasing 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.

Guards 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 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 authorized to carry firearms may be periodically tested in their use.

Although guards in small companies may receive periodic salary increases, advancement opportunities are limited. Most large organizations use a military type of ranking that offers the possibility of advancement in 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.

In addition to 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.

Surveillance officers and investigators usually do not need a bachelor's degree, but some training beyond high school is required; previous security experience is a plus. Several educational institutes offer certification programs. Training classes usually are conducted in a casino-like atmosphere using surveillance camera equipment.

### Job Outlook

Opportunities for most jobs as security guards and gaming surveillance officers should be very favorable through the year 2010. Numerous job openings will stem from employment growth attributable to the desire for increased security, and from the need to replace those who leave this large occupation each year. Many opportunities are expected for persons seeking full-time employment, as well as for those 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 faster than the average for all occupations through 2010 as concern about crime, vandalism, and terrorism continue to increase the need for security. Demand for guards also will grow as private security firms increasingly perform duties—such as monitoring crowds at airports and providing security in courts—which were formerly handled by government police officers and marshals. Because enlisting the services of a security guard firm is easier and less costly than assuming direct responsibility for hiring, training, and managing a security guard force, job growth is

expected to be concentrated among contract security guard agencies. 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. Additionally, 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 \$17,570 in 2000. The middle 50 percent earned between \$14,930 and \$21,950. The lowest 10 percent earned less than \$12,860, and the highest 10 percent earned more than \$28,660. Median annual earnings in the industries employing the largest numbers of security guards in 2000 were as follows:

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|--|----------|
| Hospitals .....                        | \$22,260 |
| Elementary and secondary schools ..... | 22,240   |
| Hotels and motels .....                | 20,230   |
| Miscellaneous business services .....  | 16,830   |
| Eating and drinking places .....       | 15,870   |

Depending on their experience, newly hired guards in the Federal Government earned \$21,950 to \$27,190 a year in 2001. Beginning salaries were slightly higher in selected areas where the prevailing local pay level was higher. Guards employed by the Federal Government averaged \$28,960 a year in 2001. These workers usually receive overtime pay as well as a wage differential for the second and third shifts.

Gaming surveillance officers and gaming investigators had median annual earnings of \$21,220 in 2000. The middle 50 percent earned between \$18,080 and \$25,950. The lowest 10 percent earned less than \$14,520, and the highest 10 percent earned more than \$32,890. Median annual earnings in 2000 in miscellaneous amusement and recreation services, the industry employing the largest numbers of gaming surveillance officers and gaming investigators, were \$20,650.

### 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.