

UNDERPAID HEROES: What Kind of Jobs are Veterans Coming Home To?

A Case Study of America's Security Industry



EXECUTIVE SUMMARY

Throughout much of the last century—whether from World War II, the Korean War, the Vietnam War, or peacetime duty—America’s veterans returned to good jobs, affordable housing, education opportunities, and a chance at a better life. But today’s returning veterans—many of whom have fought in Afghanistan and Iraq—are more likely to face unemployment, homelessness, disability-based discrimination, and backlogs and cuts in healthcare, job training, education and housing.

Veterans find it hard to find good jobs in today’s economy, which is increasingly dominated by low-wage service-sector jobs. The United States has the highest percentage of low-wage workers of any other rich democracy in the world and the vast majority of new jobs being created are part-time, with few, if any, benefits.

A huge number of veterans find work in the security industry, where more than 230,000 work as security officers—including nearly 40,000 disabled vets. Whereas veterans make up 7.9 percent of the general population, they comprise nearly 20 percent—one in five—of all security officers.

Disciplined, loyal and trustworthy, veterans have a lot to offer the security industry. By working as security officers, veterans can apply many of the skills they learned during their service and focus once again on serving our country and its communities. Security firms—which actively recruit veterans—see the value that veterans bring.

Yet most veterans in the security industry are paid far less than they are worth. As security officers, vets continue to put their lives on the line. The rate of fatal workplace injuries to security officers in 2009 was more than twice that of all workers in general.

But the median wage in the security industry is just \$10.91 an hour, which forces many veterans to rely on soup kitchens, food stamps, Medicaid and Section 8 housing just to make ends meet.

“Having a union makes a world of difference,” says Terry Wade, a veteran of the U.S. Army’s 1st Infantry Division, who fought in Desert Storm. In 11 cities across the country, security officer veterans have led the charge to form unions, resulting in a stronger, more secure, more democratic America.

Security industry jobs can be made into good jobs. By forming unions with SEIU’s **Stand for Security**—the nation’s largest security officer union—more than 40,000 security officers, including thousands of veterans, have won the support of responsible security contractors and their clients to improve jobs, reduce turnover, and pump millions of dollars into poor and middle-class neighborhoods. For example, through increases to wage and healthcare benefits over the next three years, current union contracts will inject an additional \$44 million into the San Francisco Bay Area economy, \$32 million into Philadelphia, and \$21 million into Chicago.

Together, veterans and other security officers have the opportunity to bring good jobs to tens of thousands of veterans and their colleagues. Veterans and other security officers working to form unions and win a living wage and healthcare merit the support of veterans groups, economic development groups, elected officials and security industry clients—who can show their support for veterans by choosing a responsible security contractor that seeks to pay decent wages and benefits while honoring workers’ freedom to form a union.

INTRODUCTION: A HERO'S WELCOME? NOT QUITE



As military operations in Afghanistan and Iraq wind down, more and more veterans—many of them young people of color—are returning home. These veterans are now seeking work with civilian employers, and are looking for jobs and careers that will allow them to make the most of their experience and continue to serve America with dignity. Through military experience and training, veterans have learned valuable skills, cultivated a strong work ethic, and have developed a broader perspective that can make them valuable employees for both private and public employers.

However, the transition from military service to civilian life can be challenging. A recent report from the San Diego Chamber of Commerce (a regional home to more than 240,000 veterans)¹ pointed out that, “... veterans—especially young individuals who are more susceptible to high unemployment—may experience specific barriers when reintegrating into the civilian labor force. These include trouble translating military experience to civilian work and health issues (physical and mental) from military service.”²

“After fighting for freedom and risking their lives for our country, today’s veterans face daunting challenges in meeting their basic needs in civilian life.”

After fighting for freedom and risking their lives for our country, today’s veterans face daunting challenges in meeting their basic needs in civilian life. From entering the workforce, to getting adequate healthcare services, to finding housing, here are some of the problems encountered by vets:

Unemployment

The Great Recession has hit younger veterans particularly hard. Consider:

- In 2009, Gulf War II (Iraq) veterans reported the highest rates of unemployment (13 percent) as compared to veterans who served during other conflicts or during peacetime.³
- In 2012, the unemployment rate for male veterans ages 18–24 was 20 percent, a 22 percent increase over the rate for nonveterans of the same age.
- In 2012, the unemployment rate for male veterans ages 25–34 in was 10.4 percent, a 28 percent increase over the rate for nonveterans of the same age.⁴

Homelessness

In 2010, homeless veterans accounted for one in 150 veterans overall and about one in nine veterans living in poverty. During that same period, approximately 145,000 veterans experienced homelessness at some point during the year (October 2009–October 2010), though these figures could be higher.⁵ Some sources also estimate that 13 percent or more of the nation’s homeless are veterans.⁶

Disability-Based Discrimination

Many vets are coping with service-related illnesses and injuries. Fourteen percent of all veterans report some level of service-related disability, and for Gulf War II-era veterans, that figure is double: 28 percent.⁷

Many veterans who are looking for work and who suffer from some service-related disability report

dealing with stigmas associated with being a veteran—stemming from ignorance or fear—as well as lack of support from employers as they seek accommodations that will allow them to perform their jobs. Such accommodations are usually required by law, but not all employers are willing to honor their obligations to the law or our veterans.

Backlogs and Cuts in Healthcare, Job Training, Education and Housing

Under programs administered by the U.S. Department of Veterans Affairs, veterans can apply for a range of benefits, including service-connected disability claims, coverage for healthcare services, income subsidies, access to job training, educational vouchers, and more.⁸



However, many veterans have waited months or even years before their claims are processed and approved. Despite the best efforts of VA employees, the backlog of veterans claims has grown significantly over the past few years due to outdated administrative processes, short-staffing, the fall 2013 government shutdown, and other factors.⁹

Several programs designed to meet the basic needs of veterans have been cut. For example, cuts to the Labor Department’s veterans’ job training

program mean tens of thousands fewer veterans will receive employment and other transition assistance they need to help them find civilian jobs. Additionally, a Housing and Urban Development (HUD) program that provides housing vouchers for homeless veterans—which has been credited with recent reductions in the homelessness rate among veterans—has seen cuts as well.¹⁰

What Made the “Greatest Generation” so Great

They defeated fascism in Europe. They defeated imperialism in Asia. And when they came home, they were welcomed as heroes. Here’s what they returned to:

- Good, plentiful, union jobs.
- Responsible employers who knew that America is invincible when we all stick together.
- Unprecedented access to education through the GI Bill.
- Abundant and affordable housing.
- Strong economic growth.
- The strongest middle class in world history.

A gallon of gas was 27 cents. A movie was 48 cents. Median rent was \$42 a month. Even if you worked at the minimum wage of 75 cents an hour, you could catch a movie after 38 minutes of work. You could pay the rent after 56 hours. Today’s minimum wage workers—including many security officers—have to work one hour and six minutes just to see a film and 109 hours to pay the median rent.¹⁷



A Snapshot of Those Who Have Served

Millions of Americans have served their country by enlisting in the armed forces of the United States.

- There are approximately 22.3 million U.S. military veterans living in the United States today.¹¹
- Veterans make up approximately 7 percent of the general U.S. population.¹²
- Most veterans (90 percent) are men, while the remaining 10 percent are women.¹³

- Approximately 6 million veterans are younger than 50 years old.¹⁴
- African Americans make up about 11 percent (or 2.6 million) of the living veteran population, while veterans who identify as Hispanic or Latino account for 1.3 million. All told, individuals who identify as nonwhite together make up 20 percent of the current veteran population.¹⁵
- Nearly one in three veterans who served in either the Gulf War I or II eras were African American, while one in five were Latino.¹⁶

UNDERPAID HEROES: VETERANS IN THE SECURITY INDUSTRY

Veterans come home to many different occupations. Some win relatively well-paying jobs as engineers, firefighters and police officers. Others find work that *can*—but too often does not—pay well enough to live in dignity and economic security. This is the case of most jobs in the security industry.



New Jersey Army Vet Mark Reeves Works Full Time, Eats at Soup Kitchen

Army veteran Mark Reeves really enjoys his job working for Cambridge Security at Hudson County Community College in New Jersey. But the satisfaction of helping students doesn't put food on Reeves' table or a roof over his head. "New Jersey is one of the highest-cost states to live in," he says. "My wages are \$11.50 an hour. We've got no sick days, no health insurance, no raises and no job protection. I can't afford an apartment of my own. I live with a friend. She gives me a room and after I pay my expenses, I eat at a soup kitchen."



Some 230,000 veterans work as security officers—including nearly 40,000 disabled vets. Twenty percent of all security officers—one in five—are U.S. veterans.¹⁸ This means that a person working as a security officer is 254 percent more likely to be a veteran as the general population, where only 7.9 percent of adults 18–75 served in the military.

"Disciplined, loyal and trustworthy, veterans have a lot to offer the security industry."

Disciplined, loyal and trustworthy, veterans have a lot to offer the security industry. By working as security officers, veterans can apply many of the skills they learned during their service and focus once again on serving our country and its communities.

Security firms see the benefits that veterans bring. In fact, they actively recruit military veterans as employees. Veterans often have training credentials that allow security firms to expedite state licensing

and get veterans on the job faster. Additionally, the credibility and positive standing that military veterans have with clients, tenants and the general public can't fail to have a positive impact on security contractors' reputation and brand.

Hiring veterans can expedite the screening and licensing process for security firms when they hire new employees. Veterans have typically already had some level of background security screen conducted. In some cases, this might mean veterans are easier (and perhaps less expensive) to clear state licensing bureaus and other prequalification requirements.

Veterans may also have military training that allows their employers to wave training requirements required of green recruits. For example, an employee at the California Bureau of Security and Investigative

Out of the Service—and into the Service Sector: Today's Vets Have Fewer Good Employment Options

A good job can help a veteran effectively transition to civilian life. However, in today's economy, there are fewer and fewer good jobs available. Consider:

- Of nearly 1 million U.S. jobs created in 2013, 80 percent—four of every five—

were part-time and most had meager or no benefits.²¹

- The United States has the highest percentage of low-wage workers of any other rich democracy in the world, with about one in four.²²
- Corporate interests during the recession took away mid-wage jobs and replaced them with low-wage jobs. During the recession of 2008, employment losses

occurred throughout the economy, but were concentrated in mid-wage occupations. By contrast, during the recovery, employment gains have been concentrated in lower-wage occupations, which grew 2.7 times as fast as mid-wage and higher-wage occupations.²³

Our future is bleak if we continue down this road. America will be significantly weaker unless we turn service sector jobs into good jobs—for veterans and for everybody else.

Services communicated that “veterans who apply for security guard licenses who have had training as military police, Marine Corps training, or training with handling firearms and other weapons, may not need to complete some portion of the required 40-plus hours of training for new security officer hires.”¹⁹

The predominance of veterans in the industry has caught the attention of both economic development groups and veterans groups—both interested in improving veterans’ lives.

Indeed, in an industry where officers are paid a median wage of just \$10.91 an hour with few, if any, benefits, there is a great need for improvement.²⁰

Veterans are Leading the Charge for a Stronger, More Secure, More Democratic America

The Great Recession has significantly weakened America. Five years after the big banks crashed our economy, millions of Americans remain economically insecure. Our democracy has been weakened too. A September 2013 study found that 95 percent of income gains from 2009 to 2012 went to the top 1% of wage earners—concentrating ever more wealth and political power in the hands of a select few.³⁰



Veterans in the security industry, however, are leading the charge for a stronger, more secure and more democratic America. Their objective: a fair deal. Hardworking veterans and civilians alike ought to be able to make ends meet—and security officers are proving it is possible. When officers stand together, responsible employers and their clients do the right thing and support living wages and healthcare for a hard day’s work.

SEIU’s **Stand for Security** is the nation’s largest union of security officers, representing more than 40,000 security professionals nationwide. Many **Stand for Security** members are veterans who have led the charge to win marketwide union contracts in 11 U.S. cities: Boston, Chicago, Los



Killed in the Line of Duty: Security Officers Put Their Lives on the Line Every Day

When veterans join the ranks of America’s security officers, they are still putting their lives on the line to protect our country. Data from 2009 indicate the rate of fatal workplace injuries to security officers was more than twice that of all workers in general.²⁴The professional association Private Officer International

reports that in 2011 there were more than 37,000 assaults against contract and proprietary security officers, loss prevention agents and private police—resulting in more than 13,700 injuries.²⁵The Bureau of Labor Statistics reports that in 2012 there were 48 total workplace-related fatalities for security officers—with 32 of those fatalities as the result of homicide.²⁶

In 2013, fatal assaults on front-line security officers continued:

- In August, security officer Robert Nelson, 48, was brutally slain after a group of assailants sprayed his security vehicle with gunfire as part of an alleged robbery while Nelson was on rounds at the South Miami-Dade, Fla., apartment complex where he was assigned to patrol.²⁷
- Private security officer and former

Maryland State Trooper Richard “Mike” Ridgell was one of 12 people who died when they were gunned down by the alleged Washington, D.C., Navy Yard shooter Aaron Alexis on Sept. 16. Ridgell reportedly died attempting to prevent Alexis from leaving the building where the alleged shooting spree began.²⁸

- In the early morning of March 30, security officer Marcellus Greene Sr. was shot and killed in front of the Spotsylvania, Va., nightclub where he worked. Greene was stationed outside the club at his post when members of a musical group that had been ejected from the club earlier that night after an altercation with other patrons returned in a vehicle and drove by the entrance, firing several shots at the front of the club. Greene died at the scene.²⁹

Angeles, Minneapolis, New York City, Oakland, Calif., Philadelphia, Portland, Ore., San Francisco, Seattle and Washington, D.C.

Working in partnership with security contractors and their clients, SEIU has developed a marketwide approach to raising security industry standards that allows contractors to compete on the basis of reliability, rather than reduced wages and benefits. The **Stand for Security** approach guarantees officers the freedom to form a union without putting security contractors or their clients at a competitive disadvantage.

By improving jobs, strengthening training and toughening legislative standards, we are helping to create the good jobs our communities need and to guarantee the quality security services on which clients rely.

“By guaranteeing fair wage increases over a period of years, each contract pumps millions of dollars into the poor and middle-class neighborhoods where security officers live.”

Marketwide union contracts also boost local economies. By guaranteeing fair wage increases over a period of years, each contract pumps millions of dollars into the poor and middle-class neighborhoods where security officers live.

Through increases to wage and healthcare benefits over the next three years, current union contracts will inject an additional \$44 million into the San Francisco Bay Area economy, \$32 million into Philadelphia, and \$21 million into Chicago.³¹

The Effect of a Union Contract (2014 — 2016)

\$21 million—Chicago

\$32 million—Philadelphia

\$44 million—San Francisco Bay Area

Regular raises under security officer union contracts will pump millions of dollars into poor and middle class neighborhoods.

Minneapolis Security Officer Kevin Chavis: One Vet Who is Making Sure it Happens

While many folks have gone backward in the Great Recession, Kevin Chavis has gone forward. A member of SEIU Local 26, Chavis was once paid \$9 an hour. Now he’s paid \$14.50. “We’ve bought a home that we can afford and I’ve got my associate degree while working full time,” he says. Chavis served in the Minnesota National Guard for six years—including a tour of duty in Iraq. He has played an important role in building the security officers’ union in Minnesota. “Once a veteran decides to push for improving working conditions, they tend to exert a lot of energy into making sure it happens,” he says.



Army Reservist Phillip Chan Helps Fellow Portland Officers Form Union

Portland, Ore. security officer Phillip Chan has been serving in the U.S. Army Reserve for nine years and counting. A member of SEIU Local 49, his experience has served him well on the job. “Security work is second nature to veterans and to all military personnel because we have to be vigilant and proactive at all times,” he says. Chan was instrumental in bringing his fellow officers together to form a union in 2013. “We went four years without a raise,” he says. “Now we’ll have regular raises and other things like sick days too.”



Philadelphia Freedom—Thanks to Officer Kevin Upshaw, Army Veteran

How free are you when you’re paid poverty wages? Not very. That’s why Kevin Upshaw, an eight-year veteran of the U.S. Army, formed a union with 2,500 Philadelphia security officers in 2012.

Upshaw served on the negotiations committee that scored a historic victory in December 2012. The four-year union contract he and his co-workers won improved wages and benefits for officers who protect commercial office buildings, universities, hospitals and other institutions in the city. Most officers—now members of SEIU Local 32-BJ—are seeing their hourly wages increase from between \$8 and \$11 per hour to between \$10.45 and \$13 by the contract’s expiration in 2016. “Now our jobs and our job security are greatly improved,” Upshaw says.



U.S. Marine Warren Reed Refuses to Go AWOL on Fellow Vets

Since joining SEIU Local USWW in 2011, Los Angeles security officer Warren Reed has seen wage increases of \$2.40 per hour, more paid time off, and much better healthcare than he used to have. The gains inspired him to help other security officers—including many fellow veterans—form unions with SEIU, especially in Portland, Ore.



Reed served in the U.S. Marine Corps for eight years. He doesn't want to leave any of his fellow veterans behind. That's why he's fighting for good jobs in the security industry. "America has asked so much of these men and women," he says. "It's the right thing to do."

From Desert Storm to Fixing the "Job Deserts"—Chicago's Terry Wade

As a member of the U.S. Army's 1st Infantry Division, Chicago security officer Terry Wade fought in Iraq during Desert Storm. Now he's taking on Chicago's "job deserts"; neighborhoods where good employment opportunities are few and far between.



"Having a union makes a world of difference," Wade says. "I am not just scraping by. I get regular raises and I have great healthcare, with no premiums to pay out of pocket."

Denver Army Veteran Will Spend More Time with Family—Thanks to His New Union

U.S. Army veteran Kenneth Sparks fought for and won a union for security officers at Denver International Airport. This means workers will have regular raises, more affordable healthcare, and more paid time off. Sparks' vacation time will go from 64 to 80 hours per year. "My family is in Michigan," he says. "It's a long drive so for me the extra vacation time is precious."



San Diego—An Opportunity to Bring Good Security Industry Jobs to Thousands of Vets in a Military Town

With at least seven military installations nearby, San Diego is one of the largest military cities in the United States. In 2011, the U.S. Census Bureau estimated there were 240,667 veterans living in San Diego County, out of total population of approximately 3.1 million.

A high proportion of San Diego veterans are young and in need of good jobs. According to Department of Veterans Affairs' data cited in a news report from 2011, San Diego County has the highest number of veterans (approximately 28,666 in 2010) returning from service in Iraq or Afghanistan out of any county in the United States. According to Census Bureau estimates, the population of San Diego veterans between 18 and 35 years old is approximately double that of national figures.³³

The pipeline of veterans into San Diego is still flowing. According to a spokesperson with the San Diego Society for Human Resource Management, "every month, 2,000 service men and women exit the armed forces in San Diego."³⁴

And far too many of San Diego's young vets are not faring well. News reports from 2010 quote the Department of Housing and Urban Development and the Congressional Research Service as saying there were approximately 3,000 homeless veterans living in San Diego County, out of an estimated 8,500 homeless overall.³⁵

In San Diego, the security industry has a great opportunity to bring good jobs to veterans. According to the San Diego Workforce Partnership's 2011–2015 projection of San Diego's career growth, "security

is one of the fastest-growing local professions ... that can provide a strong career path for many veterans.”³⁶

The confluence of a high veteran population and strong growth in an industry suited for veterans has local veterans groups hoping for good security industry jobs. In June 2012, the Vietnam Veterans of San Diego (VSD) received a \$500,000 grant from the Workforce Investment Act Program (jointly administered by the federal and state governments). According to the award summary, the VSD program will “focus on a sector strategy for employment by targeting three industries: 1) The medical fields, including CNAs, medical assistants and phlebotomists; 2) transportation, including truck and bus drivers; and 3) security careers with guard cards, both weapon and nonweapon security.”³⁷

“This strategy to improve the lives of veterans through security industry jobs makes perfect sense. But it will only succeed if the jobs pay well enough to allow workers to make a decent living.”

This strategy to improve the lives of veterans through security industry jobs makes perfect sense. But it will only succeed if the jobs pay well enough to allow workers to make a decent living.

There is growing evidence, however, that security industry jobs in San Diego are of very poor quality. In an informal survey conducted in 2013, **Stand for Security** spoke to 166 officers about their working conditions. A full 35 percent of them were veterans. Here is what they reported:

- 43 percent work part time (less than 30 hours a week).
- The median wage is just \$11.39 an hour. One officer reported being paid just \$7.25 an hour and several officers reported being paid just \$8.50 an hour.
- Only 31 percent of officers say their employer provides them with health insurance.

San Diego Navy Veteran Curtis Patton Struggles to Keep His Family Afloat

San Diego security officer Curtis Patton served his country aboard the USS Nimitz for four years. Now he’s a father of two, trying to keep his family afloat. Although he protects an upscale office building on Rio San Diego Drive, he’s paid so little that he and his family are forced to rely on food stamps (through the Supplemental Nutrition Assistant Program), and Medicaid.



If San Diego real estate owners and security firms come together with San Diego security officers to raise standards in the industry, veterans will begin to see the rewards they earned while wearing our nation’s uniform. And good jobs will not only benefit veteran security officers. By putting more spending money in thousands of workers pockets, San Diego’s local businesses will see a boost as well. As of 2007, 13.5 percent of San Diego County firms were either wholly or jointly veteran-owned.³⁸

The most effective way to raise security industry standards in any given city is to build a citywide security officers union—a difficult mission to be sure, but a mission that can be accomplished, as experience has shown.

The Call of Duty—How You Can Help

Because of veterans’ sacrifices on behalf of our country, all of us have a responsibility to ensure that veterans and their families have access to good jobs, quality healthcare, plentiful food, decent housing, excellent education, and a dignified retirement.

To turn this vision into reality, security officers (veteran and nonveteran, union and nonunion) can unite to win higher standards across the security industry. Veterans groups can support these efforts by highlighting their many security officer members. Security companies can honor security officers’ freedom of speech and freedom of association—fundamental American freedoms for which veterans

have fought and died—as they speak out for the need for good jobs in our communities.

“Security clients have a positive and continual role to play in supporting good jobs for veterans.”

Security clients have a positive and continual role to play in supporting good jobs for veterans. Clients should hire only responsible security contractors who:

- Compensate their workforce at or above prevailing wages and benefits, including health insurance, compensated days off, and other benefits.
- Seek to maximize continuity at workplaces, prioritize worker safety and promote continuous improvement in the quality of their workforce.

- Respect and encourage the right of their employees to bargain collectively.
- Provide employees with a bona fide complaint/grievance procedure.
- Support the environmental and energy efficiency policies of building owners.

Responsible security contractors vary from market to market. To find a responsible contractor in a particular city, clients should visit www.ResponsibleContractorGuide.org.

Let’s all come together and support good jobs in our nation’s security industry. America’s veterans deserve no less.

Appendix A - Veteran Security Officers by State

State	Total Population 18-75 yrs.	% Veterans	% Disabled Veterans	Security Officers, 18-75 yrs.	Security Officers who are Veterans	Security Officers who are Disabled Veterans	% Veterans	% Disabled Veterans	Veterans as Security Officers vs. General Population	Disabled Veterans as Security Officers vs. General Population
USA	218,211,176	7.9%	1.6%	1,148,874	231,420	39,776	20.1%	3.5%	254%	216%
California	26,230,809	5.8%	1.1%	163,014	21,770	1,447	13.4%	2.0%	232%	189%
Texas	17,337,682	7.7%	1.6%	92,327	19,397	275	21.0%	3.7%	272%	225%
New York	13,925,835	5.1%	0.9%	100,103	10,035	253	10.0%	1.6%	198%	169%
Florida	13,449,414	9.0%	1.8%	89,608	17,659	1,409	19.7%	3.5%	220%	193%
Illinois	9,020,673	6.4%	1.2%	51,536	8,313	1,462	16.1%	2.8%	250%	238%
Pennsylvania	9,019,634	8.2%	1.6%	44,489	9,785	-	22.0%	5.0%	270%	314%
Ohio	8,109,062	8.6%	1.8%	31,516	7,432	359	23.6%	4.5%	274%	247%
Michigan	6,973,191	7.6%	1.7%	28,269	5,513	682	19.5%	3.9%	255%	234%
Georgia	6,845,196	8.7%	1.7%	34,957	9,347	829	26.7%	3.2%	306%	195%
North Carolina	6,791,656	9.1%	1.9%	25,430	7,676	402	30.2%	5.7%	332%	309%
New Jersey	6,207,601	5.3%	0.9%	36,709	4,719	530	12.9%	1.4%	244%	164%
Virginia	5,777,460	11.0%	1.6%	28,763	7,630	136	26.5%	2.9%	242%	176%
Washington	4,827,169	10.2%	2.1%	22,492	6,386	-	28.4%	3.9%	278%	182%
Massachusetts	4,729,100	6.2%	1.1%	23,380	3,956	872	16.9%	3.9%	275%	358%
Indiana	4,529,391	8.3%	1.8%	19,241	4,476	912	23.3%	5.8%	279%	321%
Tennessee	4,529,373	9.0%	2.1%	21,695	5,933	93	27.3%	4.9%	303%	232%
Arizona	4,434,770	9.5%	1.9%	28,302	7,976	3,102	28.2%	4.4%	296%	236%
Missouri	4,215,539	9.4%	2.1%	16,314	3,964	866	24.3%	4.4%	259%	213%
Maryland	4,137,147	8.7%	1.2%	34,639	6,736	676	19.4%	1.8%	225%	145%
Wisconsin	4,010,613	8.2%	1.5%	13,247	2,899	47	21.9%	2.2%	266%	149%
Minnesota	3,732,184	7.8%	1.4%	12,309	2,933	716	23.8%	3.3%	304%	227%
Colorado	3,602,299	9.3%	1.7%	16,875	4,554	2,246	27.0%	4.0%	291%	244%
Alabama	3,390,993	9.8%	2.4%	16,651	4,224	3,270	25.4%	5.2%	260%	217%
South Carolina	3,319,819	10.1%	2.1%	16,974	4,313	337	25.4%	4.0%	251%	192%
Louisiana	3,196,933	8.1%	1.8%	17,883	3,130	923	17.5%	3.2%	216%	175%
Kentucky	3,088,960	8.5%	2.2%	13,170	3,010	1,110	22.9%	6.6%	270%	293%
Oregon	2,751,669	9.6%	2.3%	10,533	3,330	317	31.6%	7.2%	330%	321%
Oklahoma	2,618,924	10.0%	2.8%	11,727	2,929	131	25.0%	5.6%	250%	199%
Connecticut	2,526,472	6.5%	1.0%	10,842	1,898	516	17.5%	4.2%	269%	406%
Iowa	2,111,590	8.6%	1.6%	6,379	1,903	880	29.8%	2.1%	346%	124%
Mississippi	2,064,263	8.2%	2.1%	10,027	2,550	288	25.4%	5.3%	310%	256%
Arkansas	2,039,646	9.8%	2.7%	8,484	1,846	3,405	21.8%	3.0%	222%	112%
Kansas	1,960,166	8.8%	1.9%	6,141	1,414	1,067	23.0%	5.2%	263%	267%
Nevada	1,925,697	10.1%	2.0%	19,828	5,560	452	28.0%	4.7%	279%	238%
Utah	1,802,646	6.5%	1.2%	6,803	1,028	141	15.1%	5.3%	234%	440%
New Mexico	1,437,710	10.1%	2.3%	8,155	2,072	237	25.4%	4.9%	252%	216%
West Virginia	1,346,128	9.6%	2.7%	6,897	1,784	-	25.9%	6.2%	269%	231%
Nebraska	1,256,985	9.1%	1.8%	3,606	1,534	657	42.5%	5.6%	466%	311%
Idaho	1,064,440	9.5%	2.3%	3,571	1,242	1,253	34.8%	9.4%	365%	402%
Hawaii	968,913	9.4%	1.4%	8,537	1,708	1,102	20.0%	2.8%	214%	201%

Appendix A - Veteran Security Officers by State

State	Total Population 18-75 yrs.	% Veterans	% Disabled Veterans	Security Officers, 18-75 yrs.	Security Officers who are Veterans	Security Officers who are Disabled Veterans	% Veterans	% Disabled Veterans	Veterans as Security Officers vs. General Population	Disabled Veterans as Security Officers vs. General Population
Maine	963,766	10.5%	2.6%	2,135	918	569	43.0%	20.2%	408%	771%
New Hampshire	956,288	9.4%	1.7%	3,000	912	762	30.4%	3.1%	322%	181%
Rhode Island	758,458	7.2%	1.4%	2,972	894	203	30.1%	9.3%	417%	679%
Montana	707,685	10.9%	2.6%	2,049	338	405	16.5%	6.6%	152%	259%
Delaware	641,514	9.8%	1.8%	3,671	1,073	1,136	29.2%	5.7%	300%	314%
South Dakota	559,892	9.5%	2.0%	1,842	589	211	32.0%	0.0%	336%	0%
Alaska	506,270	13.3%	2.5%	2,376	651	1,598	27.4%	5.9%	206%	239%
North Dakota	477,820	8.9%	1.9%	730	230	430	31.5%	2.7%	355%	143%
District of Columbia	473,101	5.0%	0.9%	5,658	652	611	11.5%	0.0%	228%	0%
Vermont	459,069	8.9%	1.7%	1,383	373	431	27.0%	3.4%	302%	196%
Wyoming	399,561	10.9%	2.2%	1,635	226	20	13.8%	0.0%	126%	0%

(Figures derived from analysis of data provided by the U.S. Census Bureau's 2009-2011 American Community Survey)

Appendix B - Veteran Security Officers in the 100 Most Populous U.S. Counties

County	Total Population 18-75 yrs.	% Veterans	% Disabled Veterans	Security Officers, 18-75 yrs.	Security Officers who are Veterans	Security Officers who are Disabled Veterans	% Veterans	% Disabled Veterans	Veterans as Security Officers vs. General Population	Disabled Veterans as Security Officers vs. General Population
(County, State)	218,211,176	7.9%	1.6%	1,148,874	231,420	39,776	20.1%	3.5%	254%	216%
Jefferson County, AL	465,492	7.9%	1.8%	2,736	465	-	17.0%	0.0%	214%	0%
Maricopa County, AZ	2,638,083	8.3%	1.4%	16,389	4,176	792	25.5%	4.8%	308%	339%
Pima County, AZ	693,624	10.6%	2.2%	3,830	1,157	22	30.2%	0.6%	286%	26%
Los Angeles County, CA	6,987,095	3.7%	0.6%	55,681	5,029	602	9.0%	1.1%	244%	170%
San Diego County, CA	2,225,290	8.6%	1.2%	12,865	2,924	492	22.7%	3.8%	264%	315%
Orange County, CA	2,133,272	4.5%	0.6%	9,972	1,715	49	17.2%	0.5%	379%	84%
Riverside County, CA	1,467,117	7.2%	1.3%	9,984	1,823	136	18.3%	1.4%	255%	105%
San Bernardino Co., CA	1,370,740	6.6%	1.5%	8,843	1,307	323	14.8%	3.7%	224%	246%
Santa Clara County, CA	1,274,331	4.1%	0.6%	6,531	663	107	10.2%	1.6%	249%	265%
Alameda County, CA	1,099,913	4.5%	0.7%	7,347	654	26	8.9%	0.4%	199%	53%
Sacramento County, CA	990,262	7.9%	1.7%	7,877	1,136	182	14.4%	2.3%	183%	134%
Contra Costa Co., CA	737,096	6.2%	1.2%	4,390	565	75	12.9%	1.7%	206%	143%
San Francisco Co., CA	644,589	3.5%	0.7%	4,263	350	97	8.2%	2.3%	235%	313%
Fresno County, CA	614,901	5.7%	1.4%	3,736	612	26	16.4%	0.7%	286%	50%
Ventura County, CA	569,855	6.6%	1.0%	2,294	361	-	15.7%	0.0%	239%	0%
Kern County, CA	555,893	6.8%	1.7%	3,149	532	312	16.9%	9.9%	250%	599%
San Mateo County, CA	517,230	4.7%	0.7%	2,768	296	84	10.7%	3.0%	229%	441%
San Joaquin County, CA	458,745	6.3%	1.3%	2,873	421	77	14.7%	2.7%	234%	211%
Denver County, CO	450,606	6.1%	1.1%	2,829	460	102	16.2%	3.6%	266%	330%
Fairfield County, CT	635,822	4.5%	0.7%	2,122	254	-	12.0%	0.0%	269%	0%
Hartford County, CT	628,881	6.2%	0.9%	2,380	394	116	16.6%	4.9%	265%	535%
New Haven County, CT	608,726	6.1%	1.0%	3,370	539	207	16.0%	6.1%	263%	600%
District of Columbia, DC	473,101	5.0%	0.9%	5,658	652	-	11.5%	0.0%	228%	0%
Miami-Dade County, FL	1,801,958	2.8%	0.4%	18,577	1,161	95	6.3%	0.5%	221%	123%
Broward County, FL	1,250,481	5.7%	0.9%	11,694	1,533	172	13.1%	1.5%	229%	158%
Palm Beach County, FL	907,604	6.6%	1.1%	8,081	970	134	12.0%	1.7%	183%	153%
Hillsborough County, FL	882,467	9.2%	1.7%	5,891	1,547	351	26.3%	6.0%	286%	353%
Orange County, FL	834,088	6.7%	1.2%	5,633	853	221	15.1%	3.9%	227%	320%
Pinellas County, FL	663,429	11.0%	2.2%	2,809	1,032	119	36.7%	4.2%	335%	193%
Duval County, FL	619,616	12.2%	2.1%	4,804	1,073	264	22.3%	5.5%	183%	256%
Fulton County, GA	671,395	5.9%	0.9%	5,591	1,084	62	19.4%	1.1%	331%	117%
Gwinnett County, GA	554,540	6.5%	0.8%	1,618	475	-	29.4%	0.0%	451%	0%
DeKalb County, GA	502,466	6.9%	1.0%	3,534	303	34	8.6%	1.0%	125%	98%
Cobb County, GA	491,616	8.1%	1.1%	2,566	870	209	33.9%	8.1%	419%	731%
Honolulu County, HI	677,045	9.6%	1.2%	5,724	1,051	170	18.4%	3.0%	192%	240%
Cook County, IL	3,699,606	4.5%	0.8%	31,230	4,156	597	13.3%	1.9%	294%	233%
DuPage County, IL	646,455	5.0%	0.7%	2,938	572	60	19.5%	2.0%	392%	301%
Lake County, IL	477,465	6.4%	0.9%	1,330	239	45	18.0%	3.4%	281%	384%

Appendix B - Veteran Security Officers in the 100 Most Populous U.S. Counties

County	Total Population 18-75 yrs.	% Veterans	% Disabled Veterans	Security Officers, 18-75 yrs.	Security Officers who are Veterans	Security Officers who are Disabled Veterans	% Veterans	% Disabled Veterans	Veterans as Security Officers vs. General Population	Disabled Veterans as Security Officers vs. General Population
Will County, IL	461,029	6.4%	1.1%	2,248	407	180	18.1%	8.0%	282%	710%
Marion County, IN	638,110	7.7%	1.7%	5,396	1,321	335	24.5%	6.2%	319%	356%
Jefferson County, KY	524,816	8.3%	2.1%	3,475	1,138	442	32.7%	12.7%	394%	600%
Montgomery Co., MD	688,437	5.5%	0.7%	4,101	549	112	13.4%	2.7%	244%	413%
Pr. George's Co., MD	630,797	8.4%	1.1%	11,179	2,017	72	18.0%	0.6%	215%	61%
Baltimore County, MD	573,174	7.5%	1.1%	4,047	741	70	18.3%	1.7%	243%	155%
Baltimore City, MD	452,498	6.9%	1.3%	5,060	617	27	12.2%	0.5%	177%	41%
Middlesex County, MA	1,100,814	5.0%	0.8%	5,440	1,037	318	19.1%	5.8%	379%	719%
Worcester County, MA	566,563	7.6%	1.4%	2,605	339	71	13.0%	2.7%	172%	201%
Suffolk County, MA	562,849	3.5%	0.8%	4,495	499	-	11.1%	0.0%	314%	0%
Essex County, MA	521,779	6.3%	1.2%	2,106	385	73	18.3%	3.5%	288%	298%
Norfolk County, MA	471,357	5.6%	0.8%	2,188	321	76	14.7%	3.5%	261%	423%
Wayne County, MI	1,256,030	6.7%	1.6%	9,448	1,435	265	15.2%	2.8%	226%	172%
Oakland County, MI	854,250	5.9%	1.1%	2,352	432	56	18.4%	2.4%	313%	225%
Macomb County, MI	594,398	7.0%	1.4%	2,981	606	56	20.3%	1.9%	289%	132%
Hennepin County, MN	836,079	5.8%	1.1%	2,689	850	26	31.6%	1.0%	542%	90%
St. Louis County, MO	697,077	7.8%	1.4%	2,885	618	186	21.4%	6.4%	276%	465%
Jackson County, MO	468,179	8.8%	1.7%	2,538	536	74	21.1%	2.9%	241%	173%
Clark County, NV	1,388,778	9.1%	1.6%	16,211	4,531	696	28.0%	4.3%	307%	265%
Bergen County, NJ	637,448	3.5%	0.5%	2,442	291	-	11.9%	0.0%	338%	0%
Middlesex County, NJ	581,196	4.6%	0.6%	2,537	264	-	10.4%	0.0%	229%	0%
Essex County, NJ	549,836	3.6%	0.5%	5,987	271	-	4.5%	0.0%	125%	0%
Hudson County, NJ	475,752	2.6%	0.5%	5,195	225	-	4.3%	0.0%	164%	0%
Bernalillo County, NM	469,909	9.9%	2.0%	2,796	525	105	18.8%	3.8%	189%	189%
Kings County, NY	1,794,296	2.2%	0.4%	21,275	1,289	178	6.1%	0.8%	273%	202%
Queens County, NY	1,647,088	2.5%	0.4%	16,008	1,127	48	7.0%	0.3%	287%	69%
New York County, NY	1,258,127	2.4%	0.4%	6,434	508	29	7.9%	0.5%	326%	111%
Suffolk County, NY	1,052,377	6.4%	1.1%	6,938	1,123	170	16.2%	2.5%	253%	230%
Bronx County, NY	960,012	3.1%	0.8%	15,464	915	157	5.9%	1.0%	193%	127%
Nassau County, NY	930,458	4.5%	0.6%	5,150	490	22	9.5%	0.4%	213%	67%
Westchester Co., NY	658,545	3.9%	0.6%	3,355	361	-	10.8%	0.0%	278%	0%
Erie County, NY	649,644	7.5%	1.4%	3,222	598	142	18.6%	4.4%	247%	316%
Monroe County, NY	528,286	6.1%	1.0%	3,361	535	240	15.9%	7.1%	260%	734%
Mecklenburg Co., NC	657,644	7.2%	1.0%	3,377	1,018	124	30.1%	3.7%	419%	365%
Wake County, NC	641,023	7.3%	0.9%	2,113	552	21	26.1%	1.0%	357%	108%
Cuyahoga County, OH	895,938	7.5%	1.7%	4,389	815	143	18.6%	3.3%	247%	192%
Franklin County, OH	838,625	6.8%	1.4%	3,853	623	138	16.2%	3.6%	239%	263%
Hamilton County, OH	564,265	7.2%	1.6%	3,312	861	184	26.0%	5.6%	361%	347%
Oklahoma County, OK	518,809	9.8%	2.2%	2,472	632	59	25.6%	2.4%	261%	107%

Appendix B - Veteran Security Officers in the 100 Most Populous U.S. Counties

County	Total Population 18-75 yrs.	% Veterans	% Disabled Veterans	Security Officers, 18-75 yrs.	Security Officers who are Veterans	Security Officers who are Disabled Veterans	% Veterans	% Disabled Veterans	Veterans as Security Officers vs. General Population	Disabled Veterans as Security Officers vs. General Population
Multnomah County, OR	551,838	6.5%	1.4%	3,173	838	139	26.4%	4.4%	406%	322%
Philadelphia County, PA	1,097,513	5.2%	1.2%	10,980	1,353	321	12.3%	2.9%	236%	249%
Allegheny County, PA	884,009	7.6%	1.5%	5,301	1,500	368	28.3%	6.9%	371%	463%
Montgomery Co., PA	560,920	6.8%	1.0%	2,727	835	117	30.6%	4.3%	450%	429%
Bucks County, PA	442,657	7.1%	1.1%	1,544	411	-	26.6%	0.0%	377%	0%
Providence County, RI	449,351	5.9%	1.4%	1,959	407	229	20.8%	11.7%	353%	849%
Shelby County, TN	646,966	8.0%	1.6%	5,284	1,020	133	19.3%	2.5%	242%	155%
Davidson County, TN	463,204	7.0%	1.4%	2,167	447	121	20.6%	5.6%	294%	411%
Harris County, TX	2,830,794	5.5%	1.0%	19,170	3,229	292	16.8%	1.5%	305%	150%
Dallas County, TX	1,638,226	5.3%	1.0%	8,964	1,620	470	18.1%	5.2%	340%	546%
Tarrant County, TX	1,245,253	8.3%	1.4%	6,498	1,886	149	29.0%	2.3%	351%	161%
Bexar County, TX	1,182,613	11.1%	2.3%	7,818	2,142	543	27.4%	6.9%	247%	304%
Travis County, TX	760,431	6.2%	1.0%	3,573	774	3	21.7%	0.1%	352%	8%
Collin County, TX	544,440	7.3%	0.9%	1,836	310	-	16.9%	0.0%	232%	0%
El Paso County, TX	526,860	8.1%	1.4%	5,114	899	158	17.6%	3.1%	217%	214%
Hidalgo County, TX	479,846	3.8%	1.0%	2,281	250	-	11.0%	0.0%	292%	0%
Denton County, TX	470,895	7.3%	1.0%	2,892	669	90	23.1%	3.1%	319%	307%
Salt Lake County, UT	697,807	5.8%	1.0%	2,862	471	114	16.5%	4.0%	283%	399%
Fairfax County, VA	783,506	9.5%	0.9%	3,615	971	117	26.9%	3.2%	283%	379%
King County, WA	1,436,721	6.9%	1.1%	6,233	1,413	272	22.7%	4.4%	329%	396%
Pierce County, WA	567,276	13.7%	2.8%	3,320	1,128	182	34.0%	5.5%	248%	196%
Snohomish County, WA	509,517	9.7%	1.9%	1,995	424	52	21.3%	2.6%	219%	138%
Milwaukee County, WI	660,615	6.3%	1.1%	4,175	696	163	16.7%	3.9%	263%	346%

(Figures derived from analysis of data provided by the U.S. Census Bureau's 2009-2011 American Community Survey)

Appendix C - Security Officer Race and Gender Demographics by State

State	Total Pop. 18-75 yrs.	Black	% Black	Hispanic	% Hispanic	Female	% Female	Total Security Officers	Officers who are Black	Officers who are Hispanic	Officers who are Female	% of Officers who are Black	% of Officers who are Hispanic	% of Officers who are Female
USA	218,211,176	28,089,057	12.9%	32,510,993	14.9%	110,614,279	50.7%	1,148,874		165,658	270,092	28.8%	14.4%	23.5%
California	26,230,809	1,785,185	6.8%	9,025,734	34.4%	13,140,162	50.1%	163,014	35,714	50,749	30,435	21.9%	31.1%	18.7%
New York	13,925,835	2,272,389	16.3%	2,364,945	17.0%	7,173,729	51.5%	100,103	41,984	20,843	22,042	41.9%	20.8%	22.0%
Florida	13,449,414	2,141,689	15.9%	2,958,085	22.0%	6,864,910	51.0%	89,608	25,501	19,778	21,886	28.5%	22.1%	24.4%
Texas	17,337,682	2,114,695	12.2%	5,994,641	34.6%	8,731,300	50.4%	92,327	24,545	26,545	23,414	26.6%	28.8%	25.4%
Illinois	9,020,673	1,309,440	14.5%	1,285,891	14.3%	4,576,187	50.7%	51,536	21,642	5,239	14,389	42.0%	10.2%	27.9%
Pennsylvania	9,019,634	993,879	11.0%	451,816	5.0%	4,590,660	50.9%	44,489	12,798	2,430	10,669	28.8%	5.5%	24.0%
New Jersey	6,207,601	887,041	14.3%	1,066,698	17.2%	3,174,697	51.1%	36,709	12,734	6,354	8,315	34.7%	17.3%	22.7%
Georgia	6,845,196	2,083,418	30.4%	536,286	7.8%	3,507,544	51.2%	34,957	20,467	696	10,713	58.5%	2.0%	30.6%
Maryland	4,137,147	1,244,505	30.1%	316,639	7.7%	2,140,172	51.7%	34,639	22,907	1,147	10,888	66.1%	3.3%	31.4%
Ohio	8,109,062	995,949	12.3%	214,193	2.6%	4,133,487	51.0%	31,516	7,307	1,001	6,947	23.2%	3.2%	22.0%
Virginia	5,777,460	1,142,830	19.8%	420,146	7.3%	2,936,978	50.8%	28,763	10,718	2,110	8,037	37.3%	7.3%	27.9%
Michigan	6,973,191	996,013	14.3%	260,863	3.7%	3,539,521	50.8%	28,269	9,204	656	7,980	32.6%	2.3%	28.2%
Arizona	4,434,770	196,691	4.4%	1,169,730	26.4%	2,228,517	50.3%	28,302	2,008	5,676	5,854	7.1%	20.1%	20.7%
North Carolina	6,791,656	1,468,819	21.6%	488,721	7.2%	3,482,345	51.3%	25,430	8,943	843	6,211	35.2%	3.3%	24.4%
Massachusetts	4,729,100	360,024	7.6%	411,032	8.7%	2,433,567	51.5%	23,380	4,877	1,369	4,526	20.9%	5.9%	19.4%
Washington	4,827,169	202,501	4.2%	452,377	9.4%	2,407,671	49.9%	22,492	2,355	1,445	3,992	10.5%	6.4%	17.7%
Tennessee	4,529,373	739,364	16.3%	179,741	4.0%	2,321,474	51.3%	21,695	6,569	353	5,092	30.3%	1.6%	23.5%
Indiana	4,529,391	410,588	9.1%	232,004	5.1%	2,289,110	50.5%	19,241	3,788	837	4,979	19.7%	4.4%	25.9%
Nevada	1,925,697	164,656	8.6%	448,804	23.3%	949,225	49.3%	19,828	3,565	2,888	3,376	18.0%	14.6%	17.0%
Louisiana	3,196,933	998,742	31.2%	132,586	4.1%	1,632,331	51.1%	17,883	9,894	264	6,294	55.3%	1.5%	35.2%
South Carolina	3,319,819	913,286	27.5%	152,476	4.6%	1,705,693	51.4%	16,974	5,877	379	4,090	34.6%	2.2%	24.1%
Alabama	3,390,993	876,163	25.8%	114,072	3.4%	1,746,240	51.5%	16,651	5,719	233	4,526	34.3%	1.4%	27.2%
Colorado	3,602,299	160,052	4.4%	651,366	18.1%	1,786,519	49.6%	16,875	2,156	2,916	4,484	12.8%	17.3%	26.6%
Missouri	4,215,539	492,030	11.7%	129,964	3.1%	2,145,341	50.9%	16,314	3,847	274	4,637	23.6%	1.7%	28.4%
Wisconsin	4,010,613	244,318	6.1%	197,978	4.9%	2,001,805	49.9%	13,247	2,501	300	1,922	18.9%	2.3%	14.5%
Kentucky	3,088,960	247,580	8.0%	79,226	2.6%	1,566,739	50.7%	13,170	1,374	306	2,764	10.4%	2.3%	21.0%
Minnesota	3,732,184	192,416	5.2%	148,101	4.0%	1,868,069	50.1%	12,309	1,322	358	2,851	10.7%	2.9%	23.2%
Oklahoma	2,618,924	207,703	7.9%	197,024	7.5%	1,318,917	50.4%	11,727	896	271	2,642	7.6%	2.3%	22.5%
Connecticut	2,526,472	268,475	10.6%	313,330	12.4%	1,290,743	51.1%	10,842	2,829	1,425	2,018	26.1%	13.1%	18.6%
Oregon	2,751,669	60,567	2.2%	268,122	9.7%	1,384,700	50.3%	10,533	290	389	1,823	2.8%	3.7%	17.3%
Mississippi	2,064,263	741,460	35.9%	51,729	2.5%	1,062,741	51.5%	10,027	4,316	141	3,195	43.0%	1.4%	31.9%
Hawaii	968,913	25,710	2.7%	74,544	7.7%	478,985	49.4%	8,537	409	1,159	1,581	4.8%	13.6%	18.5%
Arkansas	2,039,646	309,122	15.2%	109,602	5.4%	1,035,985	50.8%	8,484	2,019	502	2,350	23.8%	5.9%	27.7%
New Mexico	1,437,710	34,548	2.4%	622,000	43.3%	726,672	50.5%	8,155	562	3,398	1,540	6.9%	41.7%	18.9%
West Virginia	1,346,128	47,188	3.5%	15,470	1.1%	676,910	50.3%	6,897	216	49	1,223	3.1%	0.7%	17.7%
Utah	1,802,646	22,144	1.2%	211,900	11.8%	898,227	49.8%	6,803	-	353	1,872	0.0%	5.2%	27.5%
Iowa	2,111,590	64,238	3.0%	86,278	4.1%	1,055,961	50.0%	6,379	593	249	1,673	9.3%	3.9%	26.2%
Kansas	1,960,166	124,840	6.4%	174,417	8.9%	981,107	50.1%	6,141	872	494	1,347	14.2%	8.0%	21.9%
District of Columbia	473,101	225,731	47.7%	42,355	9.0%	249,514	52.7%	5,658	5,267	75	2,437	93.1%	1.3%	43.1%

Appendix C - Security Officer Race and Gender Demographics by State

State	Total Pop. 18-75 yrs.	Black	% Black	Hispanic	% Hispanic	Female	% Female	Total Security Officers	Officers who are Black	Officers who are Hispanic	Officers who are Female	% of Officers who are Black	% of Officers who are Hispanic	% of Officers who are Female
Nebraska	1,256,985	58,915	4.7%	96,784	7.7%	626,830	49.9%	3,606	236	141	599	6.5%	3.9%	16.6%
Idaho	1,064,440	8,104	0.8%	101,436	9.5%	530,192	49.8%	3,571	91	378	615	2.5%	10.6%	17.2%
Delaware	641,514	137,043	21.4%	45,253	7.1%	331,539	51.7%	3,671	1,010	41	784	27.5%	1.1%	21.4%
New Hamp- shire	956,288	11,853	1.2%	22,880	2.4%	482,529	50.5%	3,000	22	22	374	0.7%	0.7%	12.5%
Rhode Island	758,458	50,354	6.6%	83,769	11.0%	390,478	51.5%	2,972	286	302	476	9.6%	10.2%	16.0%
Alaska	506,270	20,397	4.0%	24,737	4.9%	241,729	47.7%	2,376	220	11	615	9.3%	0.5%	25.9%
Maine	963,766	10,222	1.1%	10,543	1.1%	490,710	50.9%	2,135	-	-	138	0.0%	0.0%	6.5%
Montana	707,685	4,022	0.6%	17,574	2.5%	351,023	49.6%	2,049	-	-	454	0.0%	0.0%	22.2%
South Dakota	559,892	7,007	1.3%	13,593	2.4%	276,800	49.4%	1,842	83	11	269	4.5%	0.6%	14.6%
Wyoming	399,561	3,804	1.0%	29,301	7.3%	194,273	48.6%	1,635	21	167	441	1.3%	10.2%	27.0%
Vermont	459,069	5,235	1.1%	6,431	1.4%	231,031	50.3%	1,383	70	72	250	5.1%	5.2%	18.1%
North Dakota	477,820	6,113	1.3%	7,808	1.6%	232,692	48.7%	730	65	19	63	8.9%	2.6%	8.6%

(Figures derived from analysis of data provided by the U.S. Census Bureau's 2009-2011 American Community Survey)

- ¹ U.S. Census Bureau, "2011 American Community Survey 1-Year Estimates: Period of Military Service for Civilian Veterans 18 Years and Over for San Diego County, Calif.," Accessed on October 24, 2013: http://factfinder2.census.gov/bkmk/table/1.0/en/ACS/11_1YR/B21002/0500000US06073
- ² San Diego Chamber of Commerce, "Military Employment in San Diego: A look at military veterans in San Diego's labor force," January 2013, p. 1. Accessed on October 24, 2013: http://www.sdchamber.org/assets/files/Website%20Resource%20Docs/Military%20Veterans%20in%20the%20San%20Diego%20Labor%20Market_JAN%202013.pdf
- ³ National Center for Veterans Analysis and Statistics, "Presentation - Selected Research Highlights," December 2010, Slide 6. Accessed on October 24, 2013: <http://www.va.gov/vetdata/docs/QuickFacts/Reports-slideshow.pdf>
- ⁴ Bureau of Labor Statistics, "Economic News Release: Employment Situation of Veterans (2012) Summary," March 20, 2013. Accessed on October 24, 2013: <http://www.bls.gov/news.release/vet.nr0.htm>
- ⁵ U.S. Department of Veterans Affairs – National Center on Homelessness Among Veterans, "Veteran Homelessness: A Supplemental Report to the 2010 Annual Homeless Assessment Report to Congress," p. 1 of executive summary. Accessed October 24, 2013: <http://www.va.gov/HOMELESS/docs/2010AHARVeteransReport.pdf>
- ⁶ U.S. Department of Veterans Affairs – National Center on Homelessness Among Veterans, "Veteran Homelessness: A Supplemental Report to the 2010 Annual Homeless Assessment Report to Congress," p. 5. Accessed October 24, 2013: <http://www.va.gov/HOMELESS/docs/2010AHARVeteransReport.pdf>, p. 5
- ⁷ Bureau of Labor Statistics, "Economic News Release: Employment Situation of Veterans (2012) Summary," March 20, 2013. Accessed on October 24, 2013: <http://www.bls.gov/news.release/vet.nr0.htm>
- ⁸ U.S. Department of Veterans Affairs Webpage, "Veterans Benefits Administration (VBA): About VBA," Last updated September 9, 2013. Accessed on October 24, 2013: <http://www.benefits.va.gov/BENEFITS/about.asp>
- ⁹ Zavis, Alexandra, "VA finally making progress on benefits claims backlog," Los Angeles Times, September 11, 2013. Accessed on October 24, 2013: <http://articles.latimes.com/2013/sep/11/nation/la-na-veterans-backlog-20130912>
- ¹⁰ Vogel, Steve, "VA dodges budget cuts, but veterans will still feel effects of the sequester," Washington Post, March 8, 2013. Accessed on October 24, 2013: http://articles.washingtonpost.com/2013-03-08/politics/37546342_1_sequestration-cuts-homeless-veterans-department-of-veterans-affairs
- ¹¹ U.S. Department of Veterans Affairs National Center for Veterans Analysis and Statistics, "Presentation: Statistics at a Glance," April 2013, Slide 4. Accessed on October 24, 2013; http://www.va.gov/vetdata/docs/Quickfacts/Homepage_slideshow_03_31_13.pdf
- ¹² Seven percent figure based on current US Census Population Clock (<http://www.census.gov/popclock/>) estimate as of October 24, 2013, as compared with veterans population estimate from the source above.
- ¹³ U.S. Department of Veterans Affairs National Center for Veterans Analysis and Statistics, "Presentation: Statistics at a Glance," April 2013, Slide 4. Accessed on October 24, 2013; http://www.va.gov/vetdata/docs/Quickfacts/Homepage_slideshow_03_31_13.pdf
- ¹⁴ National Center for Veterans Analysis and Statistics, "2012 Population Projections Table," Accessed on October 24, 2013: http://www.va.gov/VETDATA/docs/Demographics/New_Vetpop_Model/11VetPop11_National.xlsx
- ¹⁵ U.S. Department of Veterans Affairs National Center for Veterans Analysis and Statistics, "Presentation: Minority Veterans," May 2013, Slide 6. Accessed on October 24, 2013: http://www.va.gov/vetdata/docs/SpecialReports/Minority_Veterans_2011.pdf
- ¹⁶ U.S. Department of Veterans Affairs National Center for Veterans Analysis and Statistics, "Presentation: Minority Veterans," May 2013, Slide 11. Accessed on October 24, 2013: http://www.va.gov/vetdata/docs/SpecialReports/Minority_Veterans_2011.pdf
- ¹⁷ Konen, Leah, "What minimum wage buys, then and now," The Fiscal Times on MSN Money, May 4, 2012. Pps.1, 7. Accessed on October 24, 2013: <http://finances.msn.com/saving-money-advice/6952105>
- ¹⁸ Source: Stand for Security analysis of 2009-2011 American Community Survey. Universe: individuals 18-75 years old.
- ¹⁹ SEIU staff telephone conversation with a California Bureau of Security and Investigative Services employee on Friday, August 16, 2013.
- ²⁰ Bureau of Labor Statistics, "May 2012 National Industry-Specific Occupational Employment and Wage Estimates: NAICS 561600 - Investigation and Security Services," Accessed on October 24, 2013: http://www.bls.gov/oes/current/naics4_561600.htm. Median wage for occupational code 33-9032 (Security Guards).
- ²¹ Witsil, Frank, "Is part-time work the new normal?" USA Today, September 2, 2013 (reprinted from the Detroit Free Press). Accessed on October 24, 2013: <http://www.usatoday.com/story/money/business/2013/09/02/part-time-workers/2754095/>
- ²² Schmitt, John, "Report: Low-wage lessons," Center for Economic Policy Research, January 2012, p. 1. Accessed on October 24, 2013: <http://www.cepr.net/documents/publications/low-wage-2012-01.pdf>
- ²³ Report: "The Low-wage Recovery and Growing Inequality," National Employment Law Project, August 2012. Accessed on October 24, 2013: http://www.nelp.org/index.php/content/content_about_us/tracking_the_recovery_after_the_great_recession
- ²⁴ Wiatrowski, William J. "On guard against workplace hazards," BLS Monthly Labor Review, February 2012, p. 1. Accessed on October 23, 2013: <http://www.bls.gov/opub/mlr/2012/02/art1full.pdf>
- ²⁵ Press Release: "2011 PRIVATE SECURITY OFFICER DEATHS," Private Officer International, January 4, 2012. Accessed on October 22, 2013: <http://privateofficerbreakingnews.blogspot.ca/2012/01/2011-private-security-officer-deaths.html>. Methodology: "In 2011, Private Officer International, a security-police organization worked with numerous state and federal reporting agencies, private companies and media entities to track, record and calculate the injuries and assaults on and the deaths of, private security officers in the U.S."
- ²⁶ Bureau of Labor Statistics, "2012 Census of Fatal Occupational Injuries (CFOI) – table-A6: fatal occupational injuries resulting from transportation incidents and homicides by occupation, all U.S., 2012," p. 6. Accessed on October 23, 2013: <http://stats.bls.gov/iif/oshwc/cfoi/cftb0273.pdf>
- ²⁷ Ovalle, David. "Cops arrest teen in murder of South Dade security guard," The Miami Herald, August 19, 2013. Accessed on October 23, 2013.
- ²⁸ Dishneau, David. "Washington Navy Yard guard remembered for work, sacrifice," The Virginian Pilot, September 29, 2013 (reprinted from the Associated Press). Accessed on October 23, 2013.
- ²⁹ "Culpeper man dies in Spotsylvania drive-by shooting," Culpeper Star-Exponent, March 31, 2013. Accessed on October 23, 2013.
- ³⁰ Saez, Emmanuel, "Striking it Richer: The Evolution of Top Incomes in the United States (Updated with 2012 preliminary estimates)," University of California – Berkeley, September 3, 2013. Accessed on October 28, 2013: <http://elsa.berkeley.edu/~saez/saez-UStopincomes-2012.pdf>. See p. 6, Table 1
- ³¹ Figures taken from data outlined in CBAs for our locals in San Francisco, Chicago and Philadelphia. Assumes 75 percent of officers are employed full-time
- ³² U.S. Census Bureau, "2011 American Community Survey 1-Year Estimates: Period of Military Service for Civilian Veterans 18 Years and Over for San Diego County, Calif.," Accessed on October 24, 2013: http://factfinder2.census.gov/bkmk/table/1.0/en/ACS/11_1YR/B21002/0500000US06073
- ³³ Kyle, Keegan, "Fact Check: Where the most New Veterans Live," Voice of San Diego, February 22, 2011. Accessed on October 24, 2013: <http://voiceofsandiego.org/2011/02/22/fact-check-where-the-most-new-veterans-live/>
- ³⁴ Francis, Cathy SPHR, "Veterans: Highly Trained and Ready to Work," Opinion article, San Diego Union-Tribune, July 28, 2013. Accessed on October 24, 2013: <http://www.utsandiego.com/news/2013/jul/28/tp-veterans-highly-trained-and-ready-to-work/all/?print>
- ³⁵ Mann, Dylan, "Why So Many Homeless Vets in San Diego?" Voice of San Diego, August 24, 2010. Accessed on October 24, 2013: <http://voiceofsandiego.org/2010/08/25/why-so-many-homeless-vets-in-san-diego/>
- ³⁶ California Employment Development Department: Veterans' Employment-Related Assistance Program (VEAP) PY 2011/12 Award List and Project Summaries, p. 13. Accessed on October 24, 2013: http://edd.ca.gov/Jobs_and_Training/pubs/wssfp12-1Awards.pdf
- ³⁷ California Employment Development Department: Veterans' Employment-Related Assistance Program (VEAP) PY 2011/12 Award List and Project Summaries, p. 13. Accessed on October 24, 2013: http://edd.ca.gov/Jobs_and_Training/pubs/wssfp12-1Awards.pdf
- ³⁸ San Diego Chamber of Commerce, "Military Employment in San Diego: A look at military veterans in San Diego's labor force," January 2013, p. 5. Accessed on October 24, 2013:





Visit www.StandForSecurity.org