



SECURE GOOD JOBS FOR ALL OF SAN DIEGO

How improving the quality of jobs for security officers can lift San Diego's economy and local communities.

MARCH 2014

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EXECUTIVE SUMMARY

After decades of strategic collaboration between government, community and business, San Diego is home to thriving life sciences, technology, military and tourism industries. With a well-established cluster of academic institutions and support services, companies within these leading industries have attracted billions of dollars in both private and public investments. Despite the success of these companies, however, the majority of San Diegans are not prospering. Over the past 20 years, San Diego's middle class has been shrinking steadily, as household income decreases and more San Diegans slide into poverty.¹ The number of low-wage jobs within the region is projected to greatly increase, as mid-paying and high-paying jobs continue to erode.²

The roadblock to shared prosperity throughout the region lies in the quality of jobs that are being created by San Diego's growing industries specifically, jobs in the subcontracted service sectors that support these industries. While the region's leading industries have the ability to create good jobs that stimulate San Diego's economy by bringing needed dollars into our communities and local businesses, they are failing to do so. Service workers, whose work is integral to the operations of these corporations and commercial real estate facilities by performing essential grounds-keeping, maintenance, food service, and security services, remain among the lowest-paid in the region. Contracted private security officers are among thousands of hard working San Diegans who are fighting for dignified wages, benefits and improved standards.

Main Findings

Working Families and San Diego's Economy

- San Diegans are working harder than ever, yet wages for the typical worker continue to lag behind productivity. For nearly 30 years, annual salaries for the lowest-paid workers increased by only 9%, while wages for top-paying jobs improved by 33%.³
- After over 30 years of investment in the region's major industries, the number of middle class households in the region has declined by 2%.⁴
- Across the board, the median household income has declined by 8% within the last 7 years.⁵ At the same time, the region has seen an increase in low-paying jobs.

Private Security Officers and Low-wage jobs in San Diego

- San Diego's private security officers are among thousands of service workers who earn low wages. The median hourly wage for private security officers in San Diego is \$10.78.⁶ Some officers report earning as low as \$9.00 per hour with limited access to affordable health care or benefits.⁷
- Over half of all private security officers are married and have at least one child. With a median annual salary of \$22,000, security officers hover just above subsistence for the region and make far less than what is needed to cover the very basic expenses for a family of three in San Diego County.⁸
- 3 out of 10 security officers in the private sector have no form of healthcare coverage.⁹The private security industry reflects the diversity of the region, with 63% of security officers identifying as part of the region's racial-ethnic groups.¹⁰ Low wages and standards within the security industry contribute to neighborhood poverty and disparity within the region, where Latino and African-American households already make approximately \$15,000 below the average household income for the county.¹¹
- 3 out of 10 security officers in the private sector are "near poor", living at or below twice the Federal Poverty threshold.¹²

Solutions

Shared prosperity for all San Diegans is possible. San Diego must begin by transforming low-wage service jobs into good jobs that let one raise a family in the region. Jobs offering dignified wages, access to affordable healthcare, paid sick leave, and guaranteed work hours are a step towards rebuilding San Diego's shrinking middle-class.

- Raising standards for more than 9,000 security officers in San Diego's private security industry would bring about \$244 million to the local economy and would boost some of the lowest income neighborhoods throughout the county.¹³
- In markets like San Francisco, the Bay Area and Los Angeles, officers have already fought to professionalize the industry and have made significant improvements by negotiating with responsible employers for improved wages, paid sick days, job security and other benefits.
- By working in a good-faith partnership with service workers, the region's leading industries, commercial real estate owners, corporations and local leaders can transform San Diego's low-wage jobs into good family-raising jobs that move everyone forward.

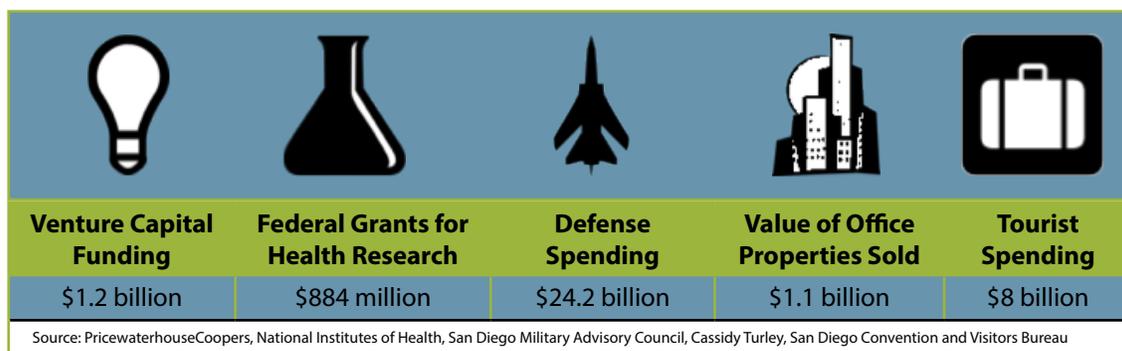
INTRODUCTION

With idyllic weather, beautiful beaches, popular family attractions and renowned research institutions, San Diego is truly an exceptional place to live, work and visit. Already known for its established military installations and world-famous visitor destinations, San Diego’s local leaders, business and community were determined to create an economic strategy that would further allow the region to thrive. In the 1990s the San Diego Association of Governments (SANDAG) was formed to initiate long-term and strategic investment in the area’s existing industries and in nurturing the innovative industries that were developing throughout the area. Plans included economic development strategies, public subsidies for local businesses, and increased investment in the region’s infrastructure.¹⁴ With a more diversified economy, San Diego would be able to expand and give residents more opportunities for advancement.

San Diego’s transformation to a diversified economy has taken decades to build and billions of dollars in public and private investment. Yet, our findings show that vast majority residents have not benefited from these accomplishments. Far too often, the profits of these industries are not being used to create the good jobs necessary to move all of San Diego forward. Despite the ongoing success and growth of life sciences, technology, military and tourism industries over the past 20 years, household income has actually decreased throughout the region.¹⁵ Thousands of San Diegans, who work to directly support these industries, still cannot afford to provide for themselves and their families. This includes support service jobs where wages are so low that many rely on public assistance for household needs and healthcare.

In order for San Diego to truly thrive all of its major industries need to be committed to creating good jobs that stimulate the local economy by bringing needed dollars into our communities and local businesses. This report focuses on the private security industry, which provides essential protection to the area’s most prestigious commercial real estate, life sciences and technology companies. Improving wages and industry standards for some of the region’s lowest-paid workers will not only help uplift thousands of families in San Diego’s poorest neighborhoods, but is key to balancing the region’s growing income gap so that the economy can work for all of us.

San Diego’s Leading Industries (2012)



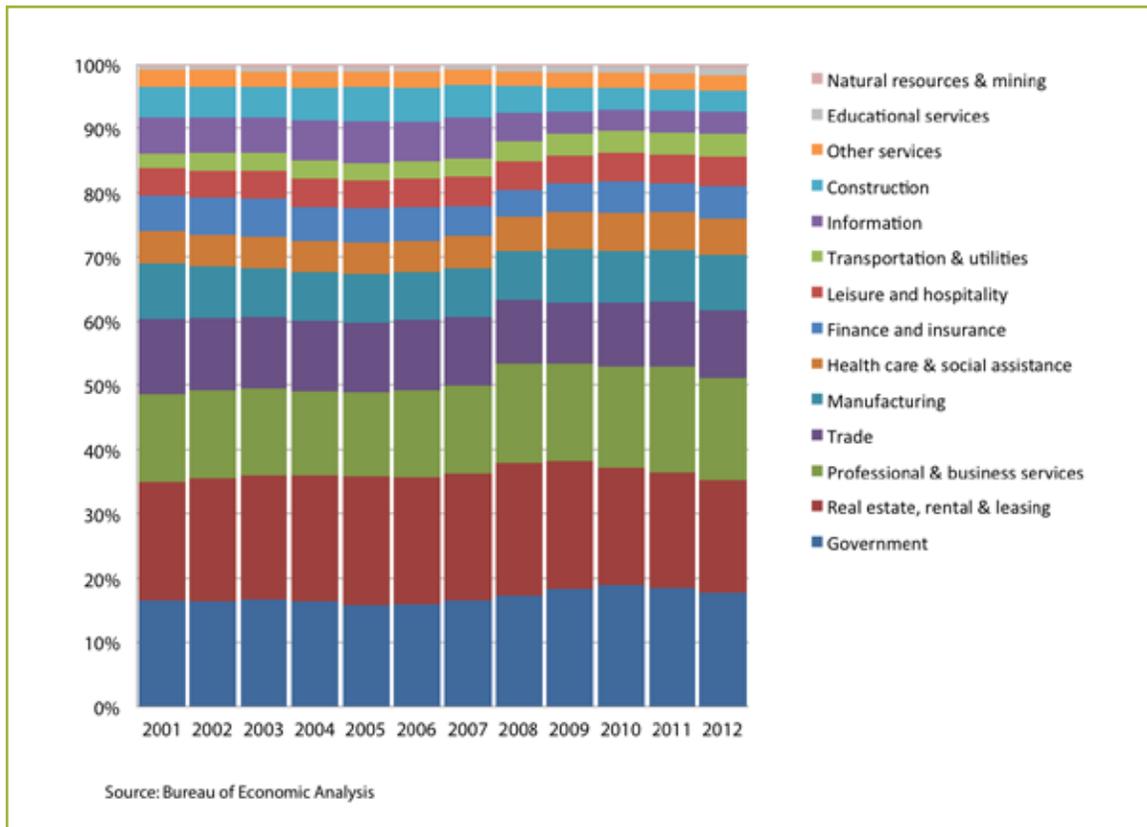
SAN DIEGO'S DRIVING INDUSTRIES

San Diego's diversified economy has carried the region through its ongoing recovery from the Great Recession. The Gross Domestic Product (GDP), which is the most commonly used measurement for the health of an economy, totaled \$177.4 billion in 2012.¹⁶ The 2.7% increase from 2011 exceeded the national average and is the greatest improvement since 2005.¹⁷ Ongoing production within the region boosted San Diego into 16th place among metropolitan areas with the largest economies, above San Jose in California's prosperous and innovative Silicon Valley.¹⁸ Government, real estate and professional business services are the industries that continued to drive San Diego's economic growth and activity.¹⁹ These three industries alone generated over half of San Diego's total production in 2012.

Government

Home to at least seven military installations in the area, San Diego's military and defense expenditures remain the largest segment of the San Diego's economy at almost 18% of the region's Gross Domestic Product.²⁰ These figures do not include billions of dollars in aerospace and shipbuilding contracts that are captured under manufacturing. Expanded federal military spending over the past decade has also greatly benefited the region, including defense contracts for the area's major shipbuilding and aerospace producers. According to the San Diego Military Advisory Council (SDMAC), defense spending in San Diego totaled \$24.2 billion dollars in 2012.²¹ Local innovative defense contractors who are attracted to region also work to develop cutting-edge defense-based technology and modern military systems for control, surveillance and cyber security.

San Diego GDP by Industry



Commercial Real Estate

With over 71 million square feet in available office space throughout the county, the commercial real estate, rentals and leasing industry accounts for the second largest share of the economy.²² While nationally real estate was one of the industries most heavily impacted by the Great Recession, recovery in San Diego has been steady. Decreasing vacancy rates, improved leasing and asking rental rates remain among the highest in nation.²³ Central County, which includes popular real estate submarkets such as University Towne Center (UTC), Mission Valley, Sorrento Mesa and Del Mar, leads the region’s recovery, marked by lower vacancy rates and improved leasing activity for the county.²⁴

Anchored by San Diego’s major universities and research institutions, including the Salk Institute, Scripps Research and the University of California, San Diego, building owners in these areas profit from the life sciences and technology hub which continues to expand and attract new business to the area. Leases signed in Central County accounted for 75% of all activity countywide, with greatest attraction to Sorrento Mesa, UTC and Mission Valley submarkets.²⁵

For the past 20 years, San Diego remains an attractive market for major commercial real estate owners from throughout Southern California and the nation to expand their portfolios. The Irvine Company, Kilroy Realty, Alexandria Real Estate and Biomed Realty Trust are among those which have capitalized on San Diego’s major industries and steady base of tenants. In recent years, these owners have all purchased, renovated and/or developed new Class A buildings in the area to include creative workspaces, flexible floor plans and development space that better suit the operational needs of these companies. San Diego currently has over 827,000 square feet of new construction under development, including major projects in UTC & Sorrento Mesa.²⁶

Top 10 Landlords (2012)	
Rank	Landlord
1	The Irvine Company
2	Kilroy Realty Corporation
3	The Blackstone Group
4	Arden Realty, Inc.
5	RREEF America
6	Alexandria Real Estate Equities
7	TA Associates Realty
8	Hines
9	Prudential Real Estate Investors
10	MIG Real Estate

Top 10 Tenants (2012)	
Rank	Tenant
1	Qualcomm, Inc.
2	City of San Diego
3	SONY
4	Motorola
5	AT&T
6	Cardinal Health, Inc.
7	Sempra Energy
8	Bridgpoint Education
9	GEICO
10	ResMed Inc.

Ranking based on Total Square Footage
 Source: Cassidy Turley San Diego & Costar Group, Inc.

Professional Business Services

Professional and business services made up 15.8% of the region's economy in 2012.²⁷ This broad category of sectors includes numerous services such as law firms, accountants and administration, which serve as the backbone of support for the area's leading industries. As the number of innovative technology, communications and life sciences companies grew throughout the region, so has the network of services needed to assist in the operations for these companies.

In 2012, professional and business service companies made up over 75% of office employment, making these companies the most active tenants for commercial real estate countywide.²⁸ Many of these companies are located in submarkets favored by technology companies, such as UTC, Mission Valley, Sorrento Mesa and Del Mar. San Diego's most successful telecommunications company, Qualcomm, is also included in this category, contributing to the growth of these sectors.²⁹

UNIVERSITY TOWN CENTER (UTC)

With nearly 4.2 million square feet of Class A office buildings, UTC submarket continues attract top technology, life sciences and professional and business support service companies to the area. Major tenants in the submarket include: Illumina, Nuvasive, Qualcomm, SAIC, & UC San Diego.

New construction in the past several years has included a recently completed 13-story tower by Houston-based developer Hines and an expanded research campus for life sciences company Illumina. In late 2013, San Diego's top owner, The Irvine Company, broke ground on La Jolla Centre III. The \$100 million, 15-story multi-tenant building is set to be completed in mid-2015. Likely tenants for the new project will include professional service providers which currently dominate the UTC market.

Source: Hirsh, Lou. "Confidence Helps Build New UTC High Rise." San Diego Business Journal. 18 November 2013.



La Jolla Centre I and Regents Square II buildings at the University Town Center

ONGOING CORPORATE PROSPERITY IN THE REGION

After years of strategic planning and billions of dollars in investment into the region's major industries, San Diego has achieved the goal of creating a diversified global economy and is home to some of the most successful innovative companies in the nation. In 2012, San Diego's top earning public companies made \$8.6 billion in profits. Many of these companies are internationally recognized and attract billions of dollars in investment from private and public funding.

While these companies continue to profit, however, an increasing number of San Diegans are struggling to get by. Upon closer inspection, the gains made by these industries over the past 20 years are not meeting the needs of the entire region – companies, workers and community alike. Instead of experiencing significant advancements, a record number of hard-working residents are in fact slipping into poverty while household income for the region has decreased across the board.³⁰

San Diego's top earning companies made \$8.6 billion in profits in 2012

San Diego's Top Earning Public Companies (2012)		
Rank	Company Name	Net Income (millions)
1	Qualcomm	\$6,109
2	Sempra Energy	\$865
3	Life Technologies Corp	\$431
4	CareFusion Corp.	\$293
5	ResMed, Inc.	\$255
6	Realty Income Corp.	\$159.2
7	Illumina, Inc.	\$151.3
8	Bridgepoint Education	\$128
9	Cubic Corp.	\$92
10	Encore Capital Group	\$69.5

Source: Net Income based on San Diego Business Journal's Largest Public Companies List, FY 2012



POSITIONING SAN DIEGO TOWARDS GREATER INCOME INEQUALITY

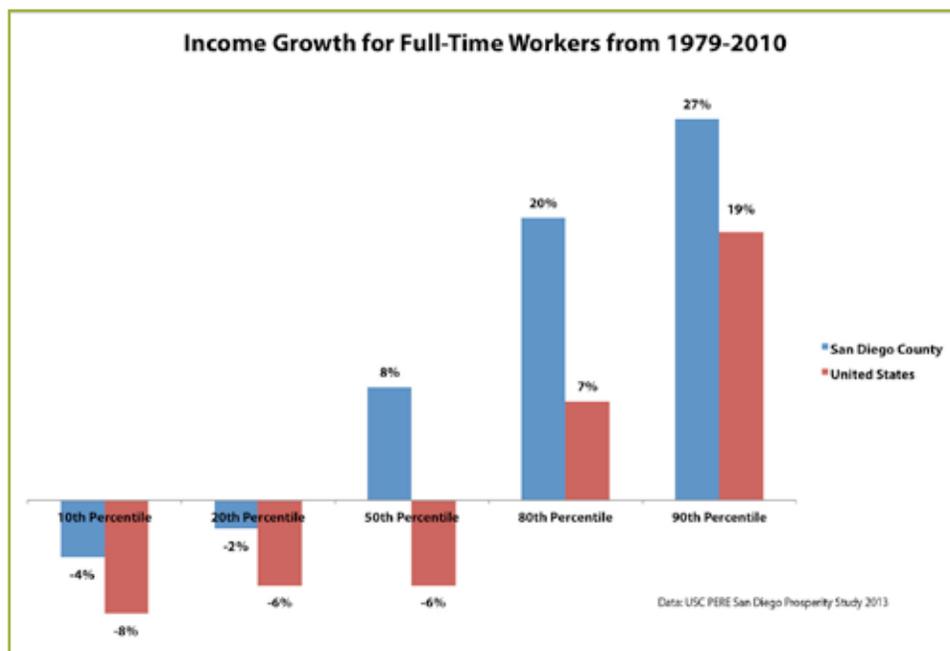
Despite working harder than ever, many workers throughout the region are not being compensated with an equitable share of the rewards by the companies whose profits they contribute to. As experienced across the country, San Diego’s industries have profited from an increase in labor productivity over the past three decades. However, hourly compensation for a typical worker has lagged behind.³¹ The number of low-wage jobs within the region is projected to only increase, as the number of mid and high-paying jobs erodes throughout the county.³² Thousands of service workers who provide critical services that support San Diego’s driving industries earn wages that hover near the federal poverty line and struggle to make ends meet at home.

As the economic drivers of the local economy, San Diego’s leading industries have the ability to create good, family-raising jobs that promote prosperity of the entire region. Instead, the region has seen increasing disparity in income for

working families throughout the region, as only an elite few are actually benefiting from the long-term investment. While workers in high-paying jobs have received a 33% increase in wages since 1990, the annual salaries for workers making low wages grew by only 9%.³³ Since 2005, San Diego witnessed a greater number of households making an income over \$200,000 as thousands of resident still struggle to keep up with the rising cost of living in the region.³⁴ The influx of low-paying jobs within the region shows no signs of slowing. For the past 20 years, San Diego has created eight low-paying jobs for every high-paying job available to its residents – greatly impacting the health of the region’s middle class.³⁵

A vibrant middle-class is critical for moving toward a sustainable and healthy economy. Workers in higher-paying jobs have additional money to spend on goods and services in San Diego’s local businesses, contributing to the local economy. Greater investment in the region’s major industries was intended to support San Diego’s growing middle class. Instead, the number of middle class households in the region has declined by 2% over the past 20 years.³⁶

Working Poor in San Diego



Since 2005, the median household income in San Diego fell by 8%.³⁷ With the cost of living nearly 32% higher than the national average, many residents are increasingly unable to meet the economic needs of the region as being pushed into poverty.³⁸ In 2012, almost a third of San Diegans were living below what is needed for mere subsistence in the region.³⁹ As a result, many breadwinners have increasingly had to rely on public assistance to help supplement for the basic needs of food, rent, transportation, and childcare for their families.

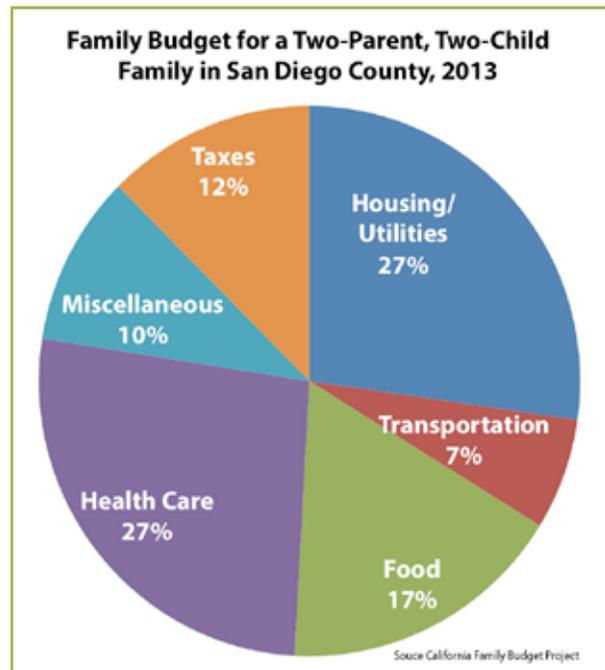
According to the California Budget Project, a three-person family with one working parents and one child in San Diego needs to earn at least \$60,848 per year just to provide the very basic essentials for a healthy, sustainable household.⁴⁰ These figures take into consideration the rising cost of food, transportation, healthcare, housing and child care necessary to raise a family. At \$1,282 a month for the median cost of rent, San Diegans spend more of their income on rent compared to renters in California and the rest of the nation.⁴¹ Instead of benefiting from the potential opportunities created by the region's leading industries, San Diegan families are being held back as they struggle to economically maintain a healthy household.

Over the last 30 years, San Diego witnessed a steady trend of working families becoming part of the working poor.⁴² For decades, San Diego's lowest-paid workers have seen their wages decline by 4% while the wages for those at the higher-end of the pay spectrum climbed significantly.⁴³ Working full-time but with less income, workers in low-wage jobs are more likely to have to find additional employment to supplement their income compared to higher-wage workers.⁴⁴ Despite the extra income, however, working families still struggle as housing and other living costs continue to rise in the region. With less disposable income, many households are unable to make significant advancements for their families.

Although the region remains a leading area for job growth in Southern California, many of the newly added jobs are low-wage, offering little to no benefits and limited work hours.⁴⁵ Low-paying jobs that are created to support San Diego's leading industries are expected to increase as the region continues to invest in these economic drivers. If job standards do not improve, San Diego will endure severe challenges as income inequality worsens. With the cost of living expected to climb, working families will be unable to find affordable housing, spend less in the economy, and work more than one job, reducing quality time with the family.

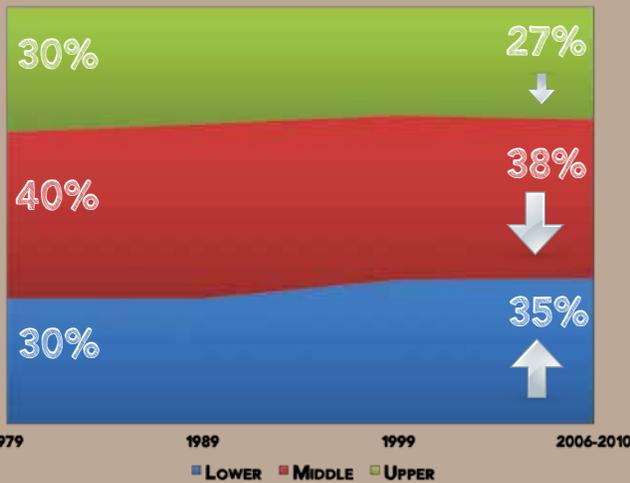
Making Ends Meet in San Diego

Households with one working parent and two children need to earn at least \$60,848 per year, just to provide the basic essentials for a healthy household.



PROSPERITY OF SAN DIEGO INDUSTRIES BYPASSES MANY HOUSEHOLDS

THE MIDDLE CLASS IS SHRINKING.¹



SAN DIEGANS ARE WORKING HARDER THAN EVER BUT STILL REMAIN POOR.²



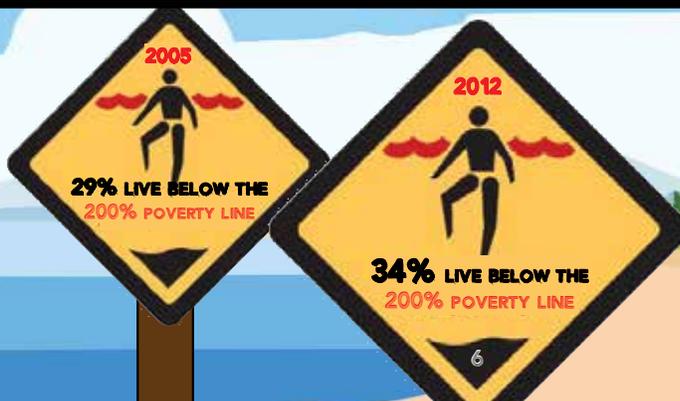
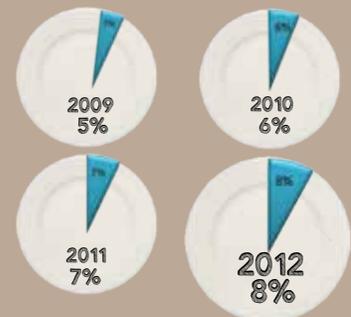
PERCENT OF OCCUPANTS SPENDING 30% OR MORE ON INCOME ON RENT³



THE MEDIAN HOUSEHOLD INCOME HAS DECREASED BY 8%.⁴



PERCENTAGE OF SAN DIEGO COUNTY FAMILIES RECEIVING FOOD STAMPS BY YEAR⁵



TO PRESERVE SAN DIEGO'S STATUS AS ONE OF THE BEST PLACES TO LIVE, WORK AND RAISE A FAMILY, WE NEED GOOD JOBS. GOOD JOBS IN THE SECURITY INDUSTRY CAN HELP MOVE SAN DIEGO FORWARD.

SOURCES: 1 - USC PERE 2 - USC PERE 3 - 2008-2012 AMERICAN COMMUNITY SURVEY 5-YEAR, UNITED STATES, CALIFORNIA, AND SAN DIEGO COUNTY- TABLE B25070 4 - 2005 & 2012 AMERICAN COMMUNITY SURVEY 1-YEAR, SAN DIEGO COUNTY, TABLE S1903 5 - 2009-2012 AMERICAN COMMUNITY SURVEY 1-YEAR, SAN DIEGO COUNTY, TABLE S2201 6 - 2005 & 2012 AMERICAN COMMUNITY SURVEY 1-YEAR, SAN DIEGO COUNTY, TABLE S1701

Service workers like grounds maintenance, janitors, food service, and security officers who contribute to the daily operations of corporate facilities and commercial real estate buildings are among those who are excluded from the prosperity of the region. Raising wages and industry standards for some of the industry's lowest-paid workers will uplift the standard of living for them and their families, and help strengthen the household. Moreover, raising industry standards for tens of thousands of service workers will rebuild the middle class and drive the economy forward. Workers will have extra income in their pockets to purchase goods and services which will drive consumer spending and put money back into the local economy.

THE PRIVATE SECURITY INDUSTRY IN SAN DIEGO

An integral part of daily operations for San Diego's major industries is the protection of a company's assets. Private businesses, commercial real estate, military and academic institutions are increasingly contracting with private security firms to provide armed and unarmed officers for protection. Security officers are trained to not only protect a facility, but also serve as first responders for emergencies and are critical partners in public safety. San Diego currently has over 9,000 private security officers, and the demand for private security continues to increase.⁴⁶ By 2020, San Diego is projected to add over 2,600 security jobs.⁴⁷

While California is one of few states that mandate 40 hours of in-person training for incoming security officers, additional training requirements and service standards within the security industry vary greatly by private security firm.⁴⁸ However, many security officers come with years of previous public safety, law enforcement or military experience.⁴⁹ Nearly a quarter of San Diego's private security officers are veterans, most likely attracted to the region by the area's large military installations.⁵⁰

“Security companies should look at us as an investment and take advantage of the fact that they have, highly trained, quality people working for them. I just want respect on the job. Isn't that what we all want?”

- Gio, San Deigo security officer

WHEN IT COMES TO GOOD JOBS FOR SECURITY OFICERS, A UNION MAKES A BIG DIFERENCE

Gio, a security officer with five years experience, knows the difference between a good, union job and one where employees are left on their own. During Gio's first three years in the industry he worked in Los Angeles, where security offices have a union. Gio's last two years have been spent in San Diego, where they don't.

One year away from his degree in criminal justice and a future career in law enforcement, Gio is exactly the type of officer any security contractor should want to recruit. But he sees security officers are not always treated with respect on the job.

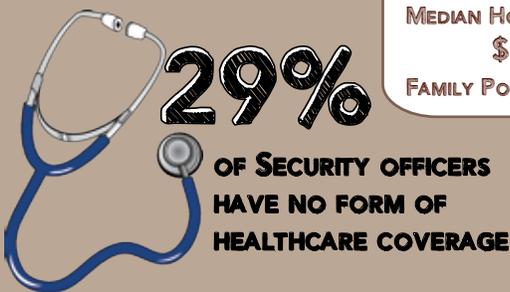
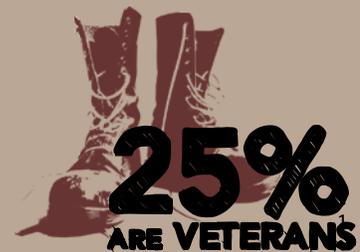
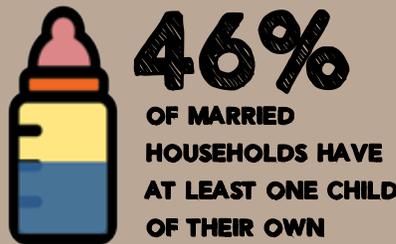
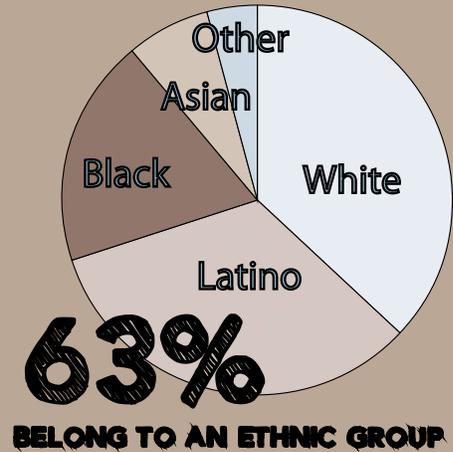
In Los Angeles, Gio made \$12.50 an hour and had paid sick days and vacation days. His healthcare was 100% employer paid. When Gio moved to San Diego, his pay dropped by \$2 an hour. Paid vacation and sick days were a thing of the past and his healthcare got a lot more expensive.

Without a union contract, Gio says San Diego security officers at his site are often made to take on non-security related tasks, like attending to the parking lot, cleaning-up areas and general maintenance, without being compensated for their extra work.

SAN DIEGO SECURITY: AN INDUSTRY SNAPSHOT*

SECURITY OFFICERS MONITOR AND PROTECT SAN DIEGO'S TOP INNOVATIVE, LIFE SCIENCES, DEFENSE, TOURISM AND COMMERCIAL REAL ESTATE INDUSTRIES. THE WORK OF THESE OFFICERS IS CRITICAL TO DAILY OPERATIONS AND FOR THE CONTINUED PROSPERITY OF THE REGION. YET SECURITY INDUSTRY JOBS, REMAIN AMONG THE LOWEST PAID WITHIN THE REGION. IN FACT, MOST OFFICERS LIVE IN NEIGHBORHOODS WITH THE LOWEST MEDIAN HOUSEHOLD INCOME.

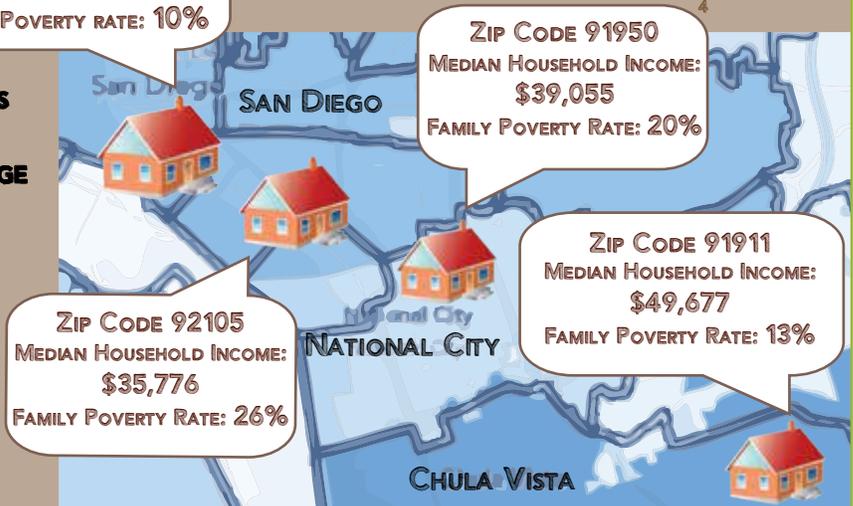
WHO ARE SECURITY OFFICERS?¹



3 OUT OF 10
SECURITY OFFICERS ARE "NEAR POOR",
LIVING AT OR BELOW TWICE THE
FEDERAL POVERTY THRESHOLD

SAN DIEGO COUNTY³
MEDIAN HOUSEHOLD INCOME:
\$60,330
FAMILY POVERTY RATE: 10%

WHERE DO THEY LIVE?²



*FIGURES ARE ONLY FOR SECURITY OFFICERS IN THE PRIVATE SECTOR.

SOURCES: 1. 2008-2012 AMERICAN COMMUNITY SURVEY 5-YEAR PUMS, SAN DIEGO COUNTY 2. BUREAU OF SECURITY AND INVESTIGATIVE SERVICES
3. 2008-2012 AMERICAN COMMUNITY SURVEY 5-YEAR, SAN DIEGO COUNTY, S1903 4. 2008-2012 AMERICAN COMMUNITY SURVEY 5-YEAR, SAN DIEGO COUNTY, TABLE S1702

SECURITY OFFICERS STILL STRUGGLE TO MAKE ENDS MEET

Privately contracted security officers in San Diego are generally middle-aged men who often bear the responsibilities of supporting a family. Close to half of all private security officers in San Diego are married and with at least one child.⁵¹ Despite the importance of their services, private security officers are among the lowest-paid in the region. Unarmed security officers in San Diego's private sector earn a median annual salary of \$22,000;⁵² which hovers just above subsistence for the region and is far less than what is needed to cover the very basic expenses for a family of four in San Diego County.⁵³

Far too often, private security firms rely on cutting cost to remain competitive in the market by keeping wages low and placing officers on "on-call" schedules, which limits full-time hours, and may prevent eligibility for benefits like paid sick days and affordable healthcare. Minimal training requirements and low wages often result in high turnover.

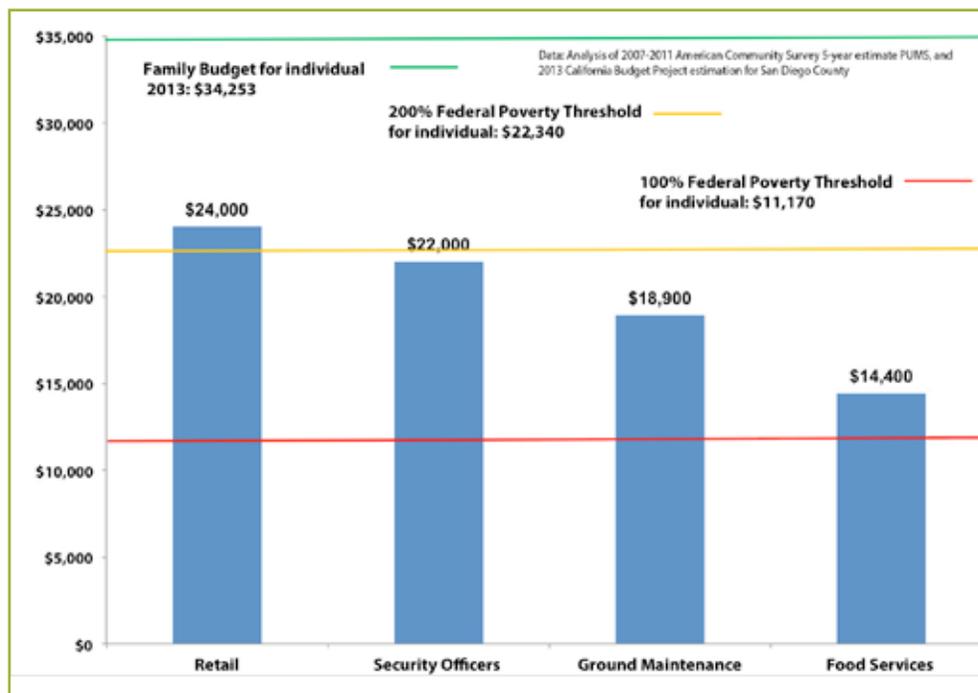
Private security officers often do not have access to affordable healthcare. Approximately 3 out of 10 security officers in the private sector do not have any form of healthcare coverage.⁵⁴ Given the industry's low wages, healthcare plans that are offered by a security contractor are often too expensive for individual coverage, let alone a family.⁵⁵ As a result, nearly a quarter of private security officers rely on public assistance for their healthcare coverage.⁵⁶

Limited access to affordable health care not only puts the security officer's health at risk, but also impacts the quality of service and security provided to both the client and the public. It is common for security officers not to receive paid sick days and must work while ill, which reduces the officer's ability to remain attentive to his or her surroundings. Moreover, many security officers with dependents must request a day-off without pay to attend their sick child or family

member. Low wages, limited access to affordable individual or family healthcare, and reduced work-hours keep San Diego's working families in poverty.

The security industry's low standards have an even greater impact on ethnic minority groups. The racial-ethnic composition of security officers in San Diego largely parallels the region's shifting landscape; sixty-three percent of security officers are part of at least one racial-ethnic group within the region.⁵⁷ Latinos, for instance, make up 33% of private security officers, similar to the group's demographics for the county.⁵⁸ However, African Americans, while only 5% of the country's population, are over-represented in the security industry, making up 19% of private security officers.⁵⁹ Overall, median incomes for households in these two ethnic groups in San Diego are currently \$15,000 below the average household income for the county.⁶⁰

Security Officer Annual Earnings Lag Behind Other Service Jobs



FIFTEEN YEARS OF DEDICATED SERVICE AS A SECURITY OFFICER GETS YOU \$11.50 AN HOUR AND PART-TIME WORK.

Maritza, a mother of three, has worked as a security officer protecting private sector office buildings and tenants throughout San Diego County for fifteen years.

Despite fifteen years of dedicated service Maritza's wages have topped-out at \$11.50 an hour. Sometimes, Maritza is paid as low as \$10.50 an hour depending on the building she is assigned to on a particular day. The healthcare available through her employer is too expensive to actually use and she works without the stability of paid sick or vacation days.

Just as challenging as the low pay and minimal benefits, are the lack of guaranteed or consistent hours. Maritza currently is only given about twenty-six to thirty-two hours a week. Part-time hours get shaved down even further, when Maritza and her co-workers are sometimes made to work through their lunch and breaks.

Maritza's work schedule is constantly shifting, making planning her week and getting the proper amount of rest nearly impossible. Sometimes she works from 3:00pm until 11:00pm and then again from 12:00am until 8:00am but the company does not pay her overtime because the two shifts fall on separate days.

Without representation on the job, there is no formal procedure for resolving workplace issues or a fair process for assigning shifts and hours. According to Maritza there is often a lack of communication with the company and security officers are sometimes sent to sites without available restrooms or provided all of the equipment they need to do their jobs right.

Maritza dreams of going back to school to become a teacher, her profession before moving to the United States. But with low-pay and irregular hours, the chances of Maritza fulfilling that dream or making a family-supporting career as a security officer are fading.

TAKING A STAND FOR GOOD JOBS AND STRONG COMMUNITIES

San Diego's security officers are coming together to raise industry standards and transform low-paying jobs into dignified careers that allow one to raise a family in San Diego. Better pay and meaningful benefits not only improve the lives of hardworking security officers and their families, but also uplift the San Diego communities where these officers live. A raise for security officers means more money available to spend on local businesses, rent or mortgage payments and in local taxes, all of which help to strengthen our neighborhoods and schools and build a brighter future for all San Diegoan families.



"Raising standards for more than 9,000 security officers in San Diego's private security industry would bring about \$244 million to the local economy..."

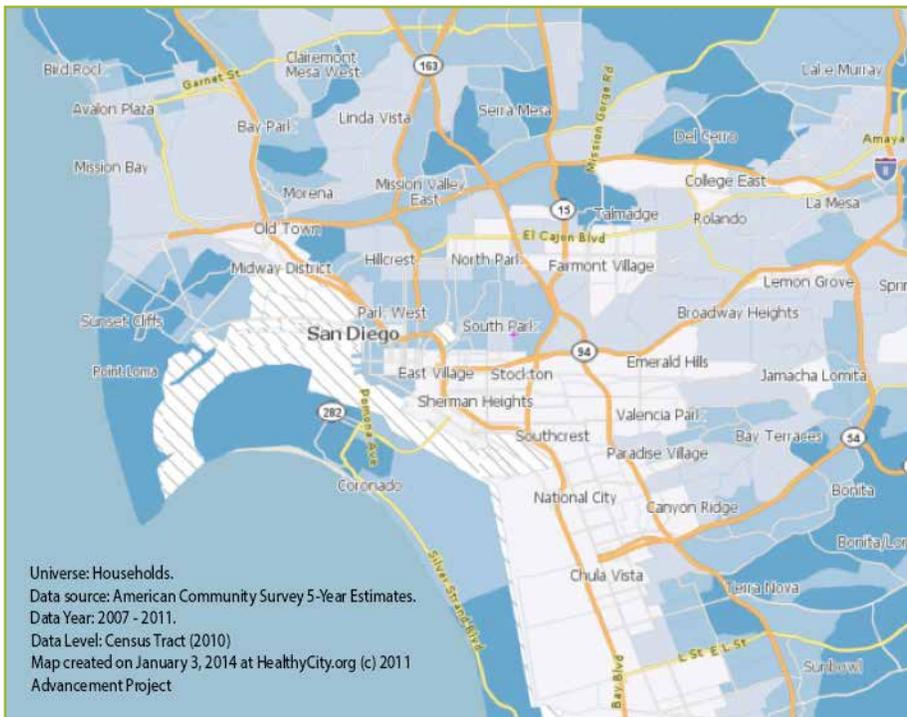


STRENGTHENING OUR COMMUNITIES

Investing in communities through improved pay and benefits has proven to be one of the most effective and productive ways to stimulate the local economy. Security officers spend their days and nights protecting multi-million dollar real estate buildings and corporate facilities in prosperous submarkets such as University Towne Center, Mission Valley, La Jolla & Sorrento Mesa, but many security officers go home to some of the poorest neighborhoods in the region. The majority of San Diego's security officers live in older, working-class neighborhoods below Interstate 8,⁶¹ including City Heights, National City, and Chula Vista. Raising standards for more than 9,000 security officers in San Diego's private security industry would bring about \$244 million to the local economy and would boost some of the lowest income neighborhoods throughout the county.⁶²



San Diego Security Officers Live in Neighborhoods with High Poverty Rates



In 2013, the poverty threshold for a household of four was \$23,550. The median household income for the neighborhood is based on the distribution of the total number of households including those with no income.

- \$ 0 - \$ 23,549.9
- \$ 23,550 - \$ 35,324.9
- \$ 35,325 - \$ 47,099.9
- \$ 47,100 - \$ 227,500

THE STAND FOR SECURITY MODEL WORKS

In major cities throughout the country, over 40,000 security officers have joined the Service Employees International Union (SEIU) Stand for Security. By coming together to form a union security officers have been successful in negotiating with private security contractors for improved pay, guaranteed wage increases, paid sick days, holidays and vacation, employer-paid healthcare and job security. In markets like San Francisco, the Bay Area and Los Angeles, officers have already fought to professionalize the industry and have made significant improvements to the industry.

Additionally, increases to wages, benefits, and working conditions through collective bargaining have proven to greatly reduce turnover, increase productivity and enhance the quality of services provided to clients and the public. Maintaining experienced security officers on the job and with adequate staffing and proper training is critical in an emergency situation. Working in partnership with security contractors and their clients, SEIU has developed a market-wide approach to raising standards that allows contractors to compete on the basis of reliability, training and quality of services, rather than reduced wages and benefits.



“It’s not easy, but if you’re willing to stand up together you can win better jobs. And when it comes to a better future for our families and communities, the fight for good jobs is worth it.”

- Robert Branch, Los Angeles security officer

THE FIGHT FOR GOOD JOBS IS WORTH IT, AND WINNABLE.

Los Angeles security officer Robert Branch has seen both sides of the security industry. Security officers in Los Angeles and the San Francisco Bay Area improved their jobs by joining together in a union.

“As security officers, we put ourselves on the line everyday to protect the people and buildings where we work. Why not put ourselves on the line to stand up for better pay, benefits and respect on the job?”

Before negotiating their first union contract in 2006, security officers in Los Angeles were paid an average of \$8 an hour. Health insurance, costing \$200-\$300 per month, was out of reach. Today union security officers in L.A. are paid a minimum of \$12.55 per hour, have employer-paid individual healthcare, 2 paid sick days, 7 paid holidays, and up to 15 paid vacation days. When issues arise in the workplace, officers now have a formal process to work with their employers to resolve them. The quality of service has improved within the industry, as experienced officers are staying on the job. After working with the union, Los Angeles’ largest security contractor reduced its turnover by more than half from 2007-2011.

“It’s not easy, but if you’re willing to stand up together you can win better jobs. And when it comes to a better future for our families and communities, the fight for good jobs is worth it.”

CONCLUSION

San Diego must take the necessary steps to transform low-wage service jobs into good jobs that let one raise a family in the region. After decades of planning and billions of dollars in both public and private investment, San Diego's leading industries are successful and thriving. Yet the majority of San Diegans are not receiving the rewards of this investment. Instead of seeing an influx of good jobs over the past 30 years, household income throughout the region has decreased and more families have slid into poverty. Planning and investment in these industries was intended to ensure opportunities for advancement for all San Diegans, but instead the region's leading industries are holding the region back.

As these leading industries continue to grow and prosper, the number of blue-collar support service jobs within San Diego is expected to increase exponentially. In order for all of San Diego to truly prosper as originally envisioned, it is imperative that these jobs be transformed into good jobs that share the prosperity of the region. Blue-collar jobs that provide dignified wages, access to affordable healthcare, paid sick leave, and full-time work hours would serve as a backbone for the local economy and would help rebuild the region's shrinking middle class.

The union is a critical part of this strategy. Throughout the nation, the Service Employees International Union (SEIU) has been successful in raising standards for hundreds of thousands of janitors, security officers and food service workers which has improved the quality of the life for themselves, their families and the greater community. Thousands of private security officers in San Diego are coming together to do the same. By working in partnership with service workers, the region's leading industries, commercial real estate owners, corporations and local leaders have the ability to transform San Diego's low-wage jobs into good family-raising jobs that move everyone forward.



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Family Budget: Generated by The California Budget Project, focused on economic policy and state fiscal analysis, the family budget estimates the cost of basic essentials needed to maintain a reasonable standard of living while working in a modern economy; including the cost of healthcare, childcare and transportation, which varies by county.

