

CRIME AND INTELLIGENCE ANALYSTS

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CRIME ANALYSTS and INTELLIGENCE ANALYSTS are two distinct occupations, but share a common goal to predict and prevent crime. Crime Analysts study the relationships between crimes that have already occurred with the goal of spotting crime patterns and forecasting crimes trends. Intelligence Analysts focus on people and organizations and their interrelationships. They analyze intelligence data to anticipate and prevent future events of gangs, organized crime, and terrorist activity.

Crime and Intelligence Analysts may be classified as Intelligence Specialists, Criminal Intelligence Specialists, Intelligence Research Specialists, Crime Prevention Specialists, and Community Services Specialists.

WHAT DO CRIME AND INTELLIGENCE ANALYSTS DO?

Crime Analysts

Crime Analysts perform the following tasks:

- Study crime patterns and trends, how these trends affect a particular jurisdiction, and how police agencies respond to them.
- Collect, analyze, correlate, and evaluate data from crime, intelligence, arrest reports and other documents, looking for crime patterns or trends.
- Study offender and victim characteristics and their *modus operandi* (method of operation).
- Analyze dates, times, geography, and environment of crimes.
- Forecast the date, time, and location of the next crime in a series.
- Produce complex reports and bulletins for police agencies to help them develop strategies and tactics that increase the effectiveness of crime prevention and control, officer presence, and suspect arrests.
- Work closely with investigators and prosecutors to communicate crime patterns and trends.
- Develop crime-mapping analysis of geographic data from deputy reports, service calls, and other documents.
- Use complex databases, and software applications such as geographic information systems (GIS) mapping systems, and artificial intelligence networks.
- May train agency staff in use of crime analysis and data maps.
- May give speeches on crime prevention to organizations such as Neighborhood Watch Programs.
- May assist law enforcement at crime scene.
- May testify in court.

Intelligence Analysts

Intelligence Analysts perform the following tasks:

- Gather, analyze, correlate, and evaluate information from a variety of resources such as law enforcement databases.
- Do critical and comprehensive written and oral reports based on research, collection, and analysis of classified and unclassified information.
- Identify individuals in a conspiracy and determine their interrelationships.
- Establish criminal profiles that include prior crimes and criminal relationships to aid in making connections between members and criminal organizations.
- Evaluate telephone calls to plot activity and determine the size and location of criminal groups and members.
- Study assets of suspects to determine the flow of money going in and coming out of targeted groups.
- Use intelligence data analysis to anticipate future gang, organized crime and terrorists activity.
- Create and maintain informational databases.
- Use complex databases, and software applications such as geographic information systems (GIS) mapping systems, and artificial intelligence networks.

WHAT SKILLS ARE IMPORTANT?

Some of the important skills, knowledge and abilities for the Crime and Intelligence Analysts include:

- Information Gathering – Knowing how to find and identify essential information.
- Information Organization – Finding ways to structure or classify multiple pieces of information.
- Problem Identification – Identifying the nature of problems.
- Identification of Key Causes – Identifying the things that must be changed to achieve a goal.
- Critical Thinking – Using logic and analysis to identify the strengths and weaknesses of different approaches.
- Inductive Reasoning – The ability to combine separate pieces of information, or specific answers to problems, to form general rules or conclusions. It includes coming up with a logical explanation for why a series of seemingly unrelated events occur together.
- Judgment and Decision Making – Weighing the relative costs and benefits of a potential action.
- Law, Government and Jurisprudence – Knowledge of laws, legal codes, court procedures, precedents, government regulations, executive orders, agency rules, and the democratic political process.
- Public Safety and Security – Knowledge of weaponry, public safety, and security operations, rules, regulations, precautions, prevention, and the protection of people, data, and property.
- Active Listening – Listening to what other people are saying and asking questions as appropriate.
- Active Learning – Working with new material or information to grasp its implications.
- Social Perceptiveness – Being aware of the reactions of others and understanding why they react the way they do.
- Speaking – Talking to others to effectively convey information.
- Oral Comprehension – The ability to listen to and understand information and ideas presented through spoken words and sentences.
- Written Expression – The ability to communicate information and ideas in writing so others will understand.

WHAT'S THE WORK ENVIRONMENT?

Crime Analysts work in police or sheriff departments. Most crime analysis units consist of an average of two Crime Analysts. However, the number varies with the size and location of the police agency.

Intelligence Analysts usually work for federal or State agencies such as the Central Intelligence Agency, Federal Bureau of Investigation, or the California Department of Justice.

Crime and Intelligence Analysts usually sit at a desk and work with a computer in a general office atmosphere. They usually do not visit crime scenes or examine physical evidence.

The work can be stressful because of the sophistication and complexity of data analysis, public demands for quick results, and the need to meet deadlines on multiple projects.

Union Membership

Crime and Intelligence Analysts work for government agencies and most have the option to join a public employee union.

WHAT'S THE CALIFORNIA JOB OUTLOOK?

The following information is from the occupational projections produced by the Employment Development Department (EDD) Labor Market Information Division (LMID):

Estimated number of workers in 2000:	4,700
Estimated number of workers in 2010:	5,600
Projected Growth 1998-2008:	19.1%
Estimated openings due to separations by 2008:	1,300

(These projections represent the Social Scientists & Related Workers occupation that includes Crime and Intelligence Analysts. They do not include self-employment.)

Trends

Projections are for the broad occupation of Social Scientists and Related Workers, therefore the figures above do not reflect an accurate picture for the growth rate for Crime and Intelligence Analysts. According to the International Association of Crime Analysts demand for Crime Analysts rose ten-fold in the 1990s.

State Personnel Board records show that 126 Intelligence Analysts currently work in the Criminal Intelligence Specialist classification for the California Department of Justice. *(Note: I have requested the history of this classification from Mary Fayre, Classification and Pay analyst in the with the Calif. DOJ; 324-4146. Georgia)*

Crime and Intelligence Analyst positions depend on regional, State, and federal budget and grants. With the nation's focus on crime and terrorist activity, law enforcement and criminal justice agencies are expected to get additional funding for these positions.

WHAT DOES THE JOB PAY?

California Earnings \$60,520

Crime & Intelligence Analysts 2001 Wages

Hourly wages range from	\$20.98	to	\$31.42
Average hourly wage	\$26.90		
Average annual wage	\$55,951		

Source: *Occupational Employment Survey of Employers by EDD/LMID.*

(These figures represent the Social Scientists and & Related Workers occupation that includes Crime & Intelligence Analysts.)

A sampling of salaries from police and sheriff departments indicates that Crime Analysts earn from about \$2,619 to \$6,003 a month, depending on their experience, responsibilities, and geographical area. According to the sampling, northern California monthly salaries range from about \$2,841 to \$6,003. Analysts in central California earn from about \$3,895 to \$4,351. Southern region Analysts earn from about \$2,619 to \$5,447.

Intelligence Analysts employed by the California Department of Justice are classified as Criminal Intelligence Specialists. The salary range for level I is \$2,560—3,047; level II is \$3,047—3662; level III is \$3,335—4021.

Federal classifications are Intelligence Specialist and Intelligence Research Specialists. They may start at General Schedule (GS) 10 or 11 levels. Annual salary ranges are: GS level 10, \$41,217—53,586; GS 11, \$45,285—58,867. The annual salary range for those who advance to GS level 12 is \$54,275—70,555. Federal employees who work in Los Angeles, Sacramento, and San Francisco earn higher salaries. GS levels are divided into ten steps; the highest salaries are paid to those who have moved to step 10.

Crime and Intelligence Analysts work a 40-hour week. If there is an emergency requiring additional hours, overtime is paid. Sometimes Crime Analysts work split or late shifts in order to disseminate information to different shifts of patrol officers.

Benefits

Benefits usually include vacation, holiday leave, sick leave, health, dental, and vision insurance and retirement plans.

HOW DO I PREPARE FOR THIS JOB?

Education and Training

A bachelor's degree with major courses in Criminal Justice, Psychology, or Sociology is required. However, some police agencies will accept two years of college with a minimum of two years criminal justice or related experience. New hires may be required to complete a certificate program approved by the California Department of Justice.

Applicants with a degree need a minimum of one year of experience. Some agencies like to see experience dealing with criminal information in a law enforcement atmosphere, while others may prefer analytical experience in either a police or a non-police agency environment. Knowledge of law enforcement, the criminal justice system, and research and statistical methods is desired.

An applicant with both a degree and a certificate who does not have related work experience may be allowed to substitute 400 hours as a volunteer intern with a crime or intelligence analysis unit. The volunteer internship is part of the certificate program.

Licensing and Certification

A California State license or certification is not required to work in this occupation. However, increasingly employers prefer to hire certified Analysts and require new hires to complete a certificate program. The following universities offer Crime and Intelligence Analysis Certificate programs:

- University of California, Riverside, (800) 442-4990, www.unex.ucr.edu.
- California State University, Fullerton, (714) 278-2611, www.csufextension.org.
- California State University, Northridge, (818) 677-2786, www.csun.edu/exl.
- California State University, Sacramento, (916) 278-4554, www.rce.csus.edu.

The Crime and Intelligence Certificate program requires the completion of:

- 148 instructional hours, and
- 400 hours of internship (volunteer service) with a crime or intelligence analysis unit

The certificate internship may be waived for individuals with broad law enforcement experience.

Continuing Education

Continuing education course work is not a formal requirement for Crime and Intelligence Analysts, but most of them continue lifelong learning through career development classes and association conference and seminars.

HOW DO I FIND THE JOB?

Job seekers should check government pages in the telephone directory and websites of police and sheriff departments, California Department of Justice, and Federal Agencies, including the Central Intelligence Agency (CIA), Federal Bureau of Investigation (FBI), and National Security Agency (NSA).

Direct application to employers remains one of the most effective job search methods. California job openings can be found at various online job-listing systems including CalJOBSSM at www.caljobs.ca.gov or at America's Job Bank at www.ajb.dni.us.

For other occupational and wage information and a listing of the largest employers in any county, visit the Employment Development Department Labor Market Information Web page at www.calmis.ca.gov. Find further job search assistance from your nearest Job Service office at www.edd.ca.gov/jsloc.htm or the closest One-Stop site listed on the California WorkNet site at www.sjtcc.ca.gov/sjtccweb/one-stop.

WHERE CAN THIS JOB LEAD?

Most Crime Analysts enter their job at range 1 level and advance to levels 2 and 3. (Agencies may also classify the levels as A, B and C.) Analysts may advance to a supervising classification or to management. In some agencies, Analysts start in a supervising classification.

Intelligence Analysts start as Crime Intelligence Specialists I and advance to Specialist II and III at the California Department of Justice. Some advance into intelligence unit manager positions.

Intelligence Analysts who work for the Federal Bureau of Investigation (FBI) or federal agencies usually start at step 1 General Schedule (GS) 10 or 11 level and can advance up through step 10 within these classifications. They may also advance to the GS 12 level or enter administrative positions.

OTHER SOURCES OF INFORMATION

International Association of Crime Analysts
www.icaa.net

e-mail: webmaster@iaca.net

California Crime and Intelligence Analysts Association
www.crimeanalyst.org
e-mail: webmanager@crimeanalyst.org

Branches of the California Crime and Intelligence Analysts Association:

Bay Area Crime and Intelligence Analysts Association
www.bacjaa.org
e-mail: webmanager@BACIAA.org

Inland Empire Crime and Intelligence Analysts Association
www.crimeanalyst.org/ieciaa

Northern Valley Crime and Intelligence Analysts Association
www.crimeanalyst.org/novciaa

San Diego Crime and Intelligence Analysts Association
www.crimeanalyst.org/SDCIAA

Southern California Crime and Intelligence Analysts Association
www.sccjaa.org
e-mail: webmaster@sccjaa.org

RELATED OCCUPATIONAL GUIDES

Fingerprint Classifiers	No. 203
Law Enforcement Occupations	No. 457
Criminalists	No. 558

OCCUPATIONAL CODE REFERENCES

SOC (<i>Standard Occupational Classification</i>)	
Social Scientists and Related Workers	19-3099
O*NET (<i>Occupational Information Network</i>)	
Social Scientists and Related Workers	19-3099.00
OES (<i>Occupational Employment Statistics</i>)	
Social Scientists NEC	27199
DOT (<i>Dictionary of Occupational Titles</i>)	
Intelligence Specialist	059.267-014