
**Labor & Workplace Standards
Committee**

HB 2524

Brief Description: Establishing the state security guards industry standards board.

Sponsors: Representatives Obras, Thomas, Berry, Ryu, Bernbaum, Parshley, Macri, Gregerson, Ormsby, Donaghy, Fosse, Scott and Zahn.

Brief Summary of Bill

- Creates the State Security Guards Industry Standards Board (Board) for establishing minimum employment standards for security guards, including minimum compensation, paid leave, employment benefits, and training.
- Directs the Department of Labor and Industries (L&I) to enforce the minimum employment standards, and allows security guards to enforce the standards through a private right of action.
- Directs the Department of Licensing to remit a portion of security guard licensing fees to L&I to support the costs of the Board.

Hearing Date: 1/27/26

Staff: Kelly Leonard (786-7147).

Background:

Private Security Guards.

The Department of Licensing (DOL) licenses and regulates private security guards and private security companies. The DOL is empowered to adopt standards of professional conduct for the security guard industry.

This analysis was prepared by non-partisan legislative staff for the use of legislative members in their deliberations. This analysis is not part of the legislation nor does it constitute a statement of legislative intent.

To obtain a private security guard license, an applicant must be at least 18 years of age, be a citizen or legal resident, submit a set of fingerprints and meet certain criminal history criteria, and satisfy training requirements. To obtain an armed private security guard license, an applicant must be licensed as a security guard, be at least 21 years of age, and have a current firearms certificate issued by the Criminal Justice Training Commission.

To own or operate a private security company, a person must have at least three years' experience as a manager, supervisor, or administrator in the private security business or a related field, or otherwise be at least 21 years of age and pass an examination to measure the person's knowledge and competence in the private security business. The person must also maintain certain insurance coverage.

The DOL sets the fees for new licenses and renewals. Additional fees may apply for late renewals or transfers.

Type	Amount
Private Security Guard License	\$101
Armed Security Guard Endorsement	\$10
Private Security Guard License Renewal	\$95
Private Security Guard Company License	\$263
Private Security Guard Company License Renewal	\$237

Minimum Wage and Sick Leave.

The Minimum Wage Act (MWA) sets certain minimum wage, overtime, sick leave, and employment standards. The current statewide hourly minimum wage is \$17.13, which is adjusted annually for inflation by the Department of Labor and Industries (L&I). Overtime pay must be at least 1.5 times the employee's regular hourly rate, and employees cannot waive their right to overtime pay. It is unlawful to make certain deductions from wages and to fail to pay wages. Employers must provide employees with at least one hour of paid sick leave for every 40 hours worked. L&I may inspect places of business, investigate, and gather data regarding wages, hours, and other conditions and practices. The Wage Payment Act (WPA) provides for administrative or court action to collect wages under the MWA and other wage laws.

Summary of Bill:

The State Security Guards Industry Standards Board (Board) is established within L&I. The Board is composed of nine members appointed by the Governor representing specified interests. The Board members serve four-year terms, except initial appointees serve staggered terms. Initial appointments must be made by September 1, 2026.

Minimum Employment Standards.

By January 1, 2028, the Board must adopt rules establishing minimum employment standards for security guards, including standards for minimum compensation, paid leave, employment benefits, and training.

The Board must investigate market conditions and the existing wages, benefits, and working conditions of security guards in all relevant geographic areas in the state. Based on this information, the Board must seek to adopt minimum employment standards that meet or exceed existing industry conditions for a majority of security guards in each relevant geographic area. The Board must review and update the minimum standards at least once every four years.

Training.

Every security guard employer must ensure its security guards complete training provided by a certified worker organization at least once every two years. The Board must certify worker organizations to provide the training in accordance with certain standards. The training curriculum must include information on applicable employment standards and how to enforce those standards.

Enforcement.

It is unlawful for a security guard employer to violate any employment standard established by the Board. L&I must enforce the minimum wage requirements as a wage payment requirement under the WPA. For all other violations, L&I may investigate if a complaint is filed or if L&I has reason to believe that an employer has committed a violation. If L&I finds a violation has occurred, it may order the employer to pay a civil penalty of \$1,000 for each willful violation or \$2,000 for each repeat willful violation.

Any security guard injured by a violation also has a civil action in a court of competent jurisdiction to enjoin further violations and recover actual damages, plus reasonable attorneys' fees and costs.

Fees.

The Department of Licensing shall remit to L&I \$25 from each private security guard license fee, armed private security guard license fee, and private security company license fee. These funds must be used for supporting the costs of the Board.

Appropriation: None.

Fiscal Note: Requested on January 22, 2026.

Effective Date: The bill contains multiple effective dates. Please see the bill.