
SUBSTITUTE HOUSE BILL 2422

State of Washington

69th Legislature

2026 Regular Session

By House Postsecondary Education & Workforce (originally sponsored by Representatives Obras, Berry, Parshley, Ryu, Scott, Salahuddin, Simmons, Ormsby, Macri, Goodman, and Reed)

READ FIRST TIME 02/04/26.

1 AN ACT Relating to private security guards; amending RCW
2 18.170.030, 18.170.040, and 18.170.165; adding a new section to
3 chapter 18.170 RCW; creating a new section; and providing an
4 effective date.

5 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

6 NEW SECTION. **Sec. 1.** (1) The legislature finds that private
7 security guards are required to pay an initial licensing fee of \$101
8 and an annual license renewal fee of \$95. These recurring out-of-
9 pocket costs create a significant barrier for workers entering and
10 remaining in the security guard profession, particularly in an
11 industry characterized by modest wages, irregular hours, and high
12 turnover.

13 (2) The legislature recognizes that private security guards
14 frequently serve as frontline responders, working in challenging and
15 high-risk environments to protect people, property, and public
16 safety. Ensuring that qualified individuals are not excluded from
17 this profession due to licensing costs strengthens workforce
18 stability and improves public safety outcomes across Washington.

19 (3) The legislature further finds that the private security
20 industry is dominated by large, well-capitalized corporations with
21 substantial revenues and extensive workforces. Six of the major

1 employers in the industry have a workforce of thousands of employees
2 and each report annual revenues of over \$1,000,000,000, with the two
3 largest reporting revenues of \$15,000,000,000 and \$20,000,000,000.
4 These employers are far better positioned than individual security
5 guards to absorb the cost of licensing and renewal fees.

6 (4) The legislature concludes that requiring security guards to
7 shoulder these licensing costs places a disproportionate burden on
8 frontline security guards while providing a financial benefit to
9 large corporate employers. Therefore, the legislature intends to
10 rebalance responsibility within the industry by promoting fairness,
11 improving worker retention, and supporting a stable and professional
12 private security guard workforce that serves the public interest by
13 shifting the cost of the licensing fees to the employer.

14 **Sec. 2.** RCW 18.170.030 and 2012 c 118 s 2 are each amended to
15 read as follows:

16 An applicant must meet the following minimum requirements to
17 obtain a private security guard license:

18 (1) Be at least eighteen years of age;

19 (2) Be a citizen of the United States or a resident alien;

20 (3) Not have been convicted of a crime in any jurisdiction, if
21 the director determines that the applicant's particular crime
22 directly relates to his or her capacity to perform the duties of a
23 private security guard, and the director determines that the license
24 should be withheld to protect the citizens of Washington state. The
25 director shall make her or his determination to withhold a license
26 because of previous convictions notwithstanding the restoration of
27 employment rights act, chapter 9.96A RCW;

28 (4) Be employed by or have an employment offer from a licensed
29 private security company or be licensed as a private security
30 company;

31 (5) Satisfy the training requirements established by the
32 director;

33 (6) Submit a set of fingerprints; however, if an applicant has
34 been issued a license as a private investigator under chapter 18.165
35 RCW within the last twelve months, the applicant is not required to
36 undergo a separate background check to become licensed under this
37 chapter; and

38 (~~Pay the required nonrefundable fee for each application;~~
39 ~~and~~

1 ~~(8))~~) Submit a fully completed application that includes proper
2 identification on a form prescribed by the director for each company
3 of employment, including the private security company's billing pin.

4 **Sec. 3.** RCW 18.170.040 and 1991 c 334 s 4 are each amended to
5 read as follows:

6 (1) An applicant must meet the following minimum requirements to
7 obtain an armed private security guard license:

8 (a) Be licensed as a private security guard;

9 (b) Be at least twenty-one years of age; and

10 (c) Have a current firearms certificate issued by the
11 commission(~~;~~~~and~~

12 ~~(d) Pay the fee established by the director).~~

13 (2) An armed private security guard license may take the form of
14 an endorsement to the security guard license if deemed appropriate by
15 the director.

16 **Sec. 4.** RCW 18.170.165 and 1995 c 277 s 2 are each amended to
17 read as follows:

18 A licensee who transfers from one company to another must submit
19 a transfer application on a form prescribed by the director (~~along~~
20 ~~with a transfer fee established by the director).~~

21 NEW SECTION. **Sec. 5.** A new section is added to chapter 18.170
22 RCW to read as follows:

23 (1) A private security company shall pay the respective
24 application, license renewal, and endorsement fees required for all
25 private security guards employed, or who have received an offer of
26 employment, by the company. The private security company must provide
27 a billing pin to the employee or potential employee for submission on
28 their application, license renewal, or endorsement forms.

29 (2) A private security company is prohibited from requiring a
30 private security guard employed by the company to reimburse the
31 application, license renewal, or endorsement fees, including
32 deducting such costs from the employee's wages. A private security
33 company found to be in violation of this section is subject to a
34 monetary penalty of \$500 per violation to be enforced by the
35 department. A private security company found to have subsequent
36 violations of this section may be subject to license suspension or
37 revocation at the determination of the director.

1 NEW SECTION. **Sec. 6.** This act takes effect November 1, 2026.

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