

Date of Hearing: June 30, 2026

ASSEMBLY COMMITTEE ON BUSINESS AND PROFESSIONS

Marc Berman, Chair

SB 1148 (Niello) – As Introduced February 18, 2026

**SENATE VOTE:** 38-0

**SUBJECT:** Security guards: training

**SUMMARY:** Allows a security guard to complete security skills training prior to the issuance of an initial registration by the Bureau of Security and Investigative Services (BSIS or Bureau).

**EXISTING LAW:**

- 1) Establishes the BSIS within the Department of Consumer Affairs (DCA) to license and regulate the private security industry, private investigators, locksmiths, repossessors, and alarm companies. (Business and Professions Code (BPC) §§ 7512 *et seq.*)
- 2) Establishes the Proprietary Security Services Act, which provides for the BSIS's regulation of Proprietary Private Security Employers (PSE) and Proprietary Private Security Officers (PSO). (BPC §§ 7574 *et seq.*)
- 3) Establishes the Private Security Services Act, which provides for the BSIS's regulation of Private Patrol Operators (PPO) and private security guards and security patrolpersons. (BPC §§ 7580 *et seq.*)
- 4) Defines PSE to mean a person who has one or more employees who provide security services for the employer and only for the employer. (BPC § 7574.01(f))
- 5) Defines PSO to mean an unarmed individual who is employed exclusively by any one employer whose primary duty is to provide security services for their employer, whose services are not contracted to any other entity or person, and who meets both of the following criteria:
  - a) Is required to wear a distinctive uniform clearly identifying the individual as a security officer.
  - b) Is likely to interact with the public while performing their duties.(BPC § 7574.01(g))
- 6) Defines a PPO as a person who agrees to furnish, or furnishes, a watchman, guard, patrolperson, or other person to protect persons or property or to prevent the theft, unlawful taking, loss, embezzlement, misappropriation, or concealment of any goods, wares, merchandise, money, bonds, stocks, notes, documents, papers, or property of any kind; or performs the service of a watchman, guard, patrolperson, or other person, for any of these purposes. (BPC § 7582.1(a))

- 7) Defines a security guard or security officer as an employee of a PPO or an employee of a lawful business or public agency who performs the functions described above on or about the premises owned or controlled by the customer of the PPO or by the guard's employer or in the company of persons being protected. (BPC § 7582.1(e))
- 8) Requires PSOs to complete training in security officer skills within six months from the date upon which registration is issued, or within six months of their employment with a PSE. (BPC § 7574.18(a))
- 9) Requires DCA to develop and establish by regulation a standard course and curriculum, which shall include a minimum number of hours of instruction, for the skills training to promote and protect the safety of persons and the security of property. (BPC § 7474.18(d))
- 10) Authorizes DCA to approve any PSE, organization, or school to teach the security skills training. (BPC § 7474.18(e))
- 11) Requires each PSE to annually provide each registered employee with specifically dedicated review or practice of the security officer skills and requires the BSIS to adopt by regulation the minimum number of hours required for annual review. (BPC § 7474.18(f)(1))
- 12) Requires each applicant for a security guard registration to complete a course in the exercise of the power to arrest and the appropriate use of force as a condition for the issuance of the registration. The training shall be administered and certified by a single course provider and completed within six months preceding the date of application to BSIS. (BPC § 7583.6(a))
- 13) Requires a security guard registrant to complete 32 hours of security officer skills within six months from the date an initial registration is issued, including 16 of the 32 hours within 30 days from the date of registration. (BPC § 7583.6(b))
- 14) Requires security guard registrants to annually complete eight hours of specifically dedicated review or practice of security officer skills, as specified. (BPC § 7583.6(e))
- 15) Authorizes the security skills training to be administered, tested, and certified by any licensee; any BSIS-certified training facility; or any BSIS-approved organization or school approved by the Bureau so long as the Bureau approves any instructor of an organization or school who will administer the trainings. (BPC § 7583.6(f))
- 16) Requires each licensee to maintain at the principal place of business or branch office a record for each of its registrant employees verifying completion of the training for the duration of the registrant's employment and to make the records available for inspection by the Bureau upon request. (BPC § 7583.6(g)(2))

**THIS BILL:**

- 1) Authorizes a security guard registrant to complete required security officer skills training before the date an initial registration is issued by BSIS, and makes additional conforming changes.

**FISCAL EFFECT:** Pursuant to Senate Rule 28.8, no significant state costs are anticipated.

**COMMENTS:**

**Purpose.** This bill is author-sponsored. According to the author:

[This bill] introduces a simple but impactful change by allowing guards the option to complete the full 40 hours before receiving their guard card. By authorizing training to occur prior to registration, the bill allows prospective guards to enter the job market fully certified. The bill does not change the content or quality of the training, nor does it remove the BSIS oversight of training providers; it merely adjusts the calendar to better reflect the needs of the industry.

**Background.**

*Security Guard Workforce.* According to an April 2026 factsheet on the demographic and job characteristics of the security guard workforce in California by the UC Berkeley Labor Center, the security guard workforce is predominantly male and relatively young, with a median age of 35, although nearly 20% are over the age of 55.<sup>1</sup> A majority of employees are people of color, and foreign-born workers account for roughly one-fifth of the workforce. The majority have some education beyond high school. Nearly four in five security guards work full-time. Four in five security guards also earn below the MIT Living Wage for their region.<sup>2</sup> In 2024, the security services sector in California had a turnover rate of 91.6 percent compared to 95.1 percent in 2019 and 82.5 percent in 2014.

*BSIS.* The BSIS licenses and regulates the alarm, locksmith, private investigator, private security services, and repossession industries through the administration and enforcement of six practice acts, including the Proprietary Security Services Act, which regulates PSEs and PSOs. A PSE is a person who employs PSOs. They cannot subcontract their security services. PSOs are employees of a PSE who are required to wear a distinctive uniform that clearly identifies them as security officers and who are likely to interact with the public in the course of their duties. They cannot provide security services for any other entity or person, and they are not authorized to carry a firearm, nor any other weapon, such as a baton, chemical weapons, or stun guns. The Bureau also regulates PPOs and security guards through the Private Security Services Act. A PPO is a company that protects people or property or prevents theft. Security guards are employed by licensed PPOs or PSEs and contracted out to protect people or property or prevent theft. A security guard is not authorized to contract themselves out for private security services unless they also hold a PPO license.

There are significantly more PPOs and security guards than PSE and PSO. Security guards make up most of the Bureau's licensee population. Private security is one of the largest regulated professions in California; licensing data from Fiscal Year (FY) 2023-24 indicates that the number of security guards is second only to that of registered nurses. In FY 2023-24, there were more than 310,000 active registered security guards and more than 7,800 PSOs. That year, the

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<sup>1</sup> UC Berkeley Labor Center, *Demographic and Job Characteristics of the Security Guard Workforce in California* (Apr. 23, 2026), [https://laborcenter.berkeley.edu/demographic-and-job-characteristics-of-the-security-guard-workforce-in-california/?utm\\_source=chatgpt.com](https://laborcenter.berkeley.edu/demographic-and-job-characteristics-of-the-security-guard-workforce-in-california/?utm_source=chatgpt.com).

<sup>2</sup> The MIT Living Wage estimates the hourly wage required for a full-time worker to cover basic living costs. It is \$30.48 per hour statewide for a household with one adult and no children.

Bureau's total licensee population grew more than 20 percent. In the current FY, the BSIS has approved more than 80,000 applications across all professions it regulates.

*Training.* Prior to registration as a PSO or security guard, an applicant must complete an eight-hour course in the exercise of powers to arrest and the appropriate use of force. After registering with BSIS, PSOs and security guards must complete 32 hours of security skills training “to familiarize and instruct the individual in basic skills and provide a common body of knowledge in the performance of security guard work.”<sup>3</sup> Each course must include written material, a lecture, or exercises. There are four mandatory courses on the following subjects: Public Relations (Community and Customer); Observation and Documentation; Communication and its Significance; and Liability/Legal Aspects. Each course is four hours long for a total of 16 hours. PSOs and security guards are required to complete two mandatory courses within 30 days of BSIS registration or the first day of employment. The remaining two courses must be completed within six months.

PSOs and security guards are also required to complete 16 hours of elective training to “familiarize and instruct the individual in basic employer requirements relating to the performance and guard duties” and “to provide the employer and individual with the opportunity to select additional coursework to improve the skills and knowledge of the individual.”<sup>4</sup> Subjects include: Post Orders and Assignments; Employer Policies/Orientation; Evacuation Procedures; Officer Safety; Arrests, Search and Seizure; Access Control; Trespass; Laws, Codes, Regulations and Ordinances; First Aid/CPR; Handling Difficult People; Work Place Violence; Chemical Agents; Preserving the Incident Scene; Crowd Control; Driver Safety; Supervision; Courtroom Demeanor; Parking/Traffic Control; Radio Procedures; BSIS's Certified Course in Firearms Training; BSIS's Certified Course in Baton Training; School Security Guard Training; Introduction to Executive Protection; Annual Firearms Requalification; Fire Safety Course; and Courses in the Use of a Stun Gun or Air Taser. Elective courses can be no longer than two, four, or eight hours, depending on the subject. Eight hours of elective courses must be completed within 30 days of BSIS registration or a PSO's or security guard's first day of employment. An additional eight hours of elective courses must be completed within six months. PSOs and security guards are also required to complete eight hours of annual continuing education and may fulfill that requirement by repeating previous courses or taking new ones.

Training may be provided by any BSIS-approved organization or school, or BSIS-licensed firearms training facility. Employers (PSEs and PPOs) may provide training to their direct employees. Training providers must issue a Certificate of Completion to the individual completing the course and the certification must identify the course(s) taken, the number of hours of training provided, the identification of the issuing entity, the name of the individual and the instructor, the date, and state that the course(s) comply with the DCA's Skills Training Course for PSOs and security guards. Training providers must maintain Certificates of Completion for at least two years.

This bill would authorize an individual to complete the required 32 hours of security skills training before registering with BSIS.

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<sup>3</sup> Cal. Code Regs. tit. 16, art. 9 app. (2026).

<sup>4</sup> *Ibid.*

**Current Related Legislation.** SB 1203 (Smallwood-Cuevas), as it relates to this bill, would require PSOs and private security guards to complete 8 hours of deescalation training and two hours of employee-rights training after BSIS registration, and an additional 8 hours of deescalation training annually. *SB 1203 is pending in the Assembly Public Safety Committee.*

**Prior Related Legislation.** SB 652 (Richardson), Chapter 94, Statutes of 2025, clarified that the required power-to-arrest and appropriate-use-of-force training courses for security guard applicants must be administered and certified by a single course provider and completed within six months of applying for registration, and clarified that PPOs shall only administer and certify training to their applicants for employment and direct employees.

SB 1454 (Ashby), Chapter 484, Statutes of 2024, extended the sunset date for the BSIS until January 1, 2029, and made additional technical changes, statutory improvements, and policy reforms in response to issues raised during the BSIS's sunset review oversight process.

AB 229 (Holden), Chapter 697, Statutes of 2021, required that various licensees regulated by the BSIS complete a course of training in the exercise of the appropriate use of force to be issued a license or a firearms permit; mandates that the training be conducted through traditional classroom instruction, as specified; required PPOs to report within seven business days any incidents involving physical altercation with a member of the public requiring any type of first aid or other medical attention, and any physical use of force or violence on any person while on duty; increased the fines for failing to report incidents to \$5,000; requires private security guard registrants to maintain certificates of training completion until they expire or are cancelled; and prohibited a person required to be registered as a security guard from carrying or using a firearm or baton unless they are an employee of a PPO, the state, or a political subdivision of the state.

AB 2515 (Holden), Chapter 287, Statutes of 2022, in part, required PSOs and PSEs to deliver to BSIS a written report describing any physical altercation including, but not limited, to injuries or damages incurred, the identity of all participants, and whether a police investigation was conducted with a member of the public while on duty within seven business days after the incident, except as specified; made failure to report subject to a \$2,500 fine per violation; prohibited PSOs and PSEs from doing specified acts and established accompanying fines; and exempted the Power to Arrest and Appropriate Use of Force Manual from the Administrative Procedures Act.

SB 609 (Glazer), Chapter 377, Statutes of 2019, extended the sunset for the BSIS to January 1, 2024, and as it relates to this bill, required an applicant for a security guard registration to complete a course in the exercise of the power to arrest as a condition of registration as a security guard rather than prior to being assigned to a duty location; required a course provider to issue a certificate to the person upon satisfactory completion of the training; authorized training to be provided by any licensee or any BSIS-certified training facility; and required the BSIS to develop a standard course and curriculum for required skills trainings instead of DCA and removed the requirement to do so in consultation with consumers, labor organizations, and subject matter experts.

AB 2880 (Chavez), Chapter 886, Statutes of 2002, in part, increased the power to arrest training from three hours to eight hours, and specified additional topics required to be included in the training; required registered security guards to complete 32 hours of training within 90 days of

registration and 16 of the 32 hours to be completed within 30 days of registration; required DCA to develop a standard course and curriculum for security skills training; authorizes licensees or DCA-approved organizations to provide the security officer skills training; and required PPOs to annually provide employees with eight hours of specifically dedicated review or practice of security skills.

AB 2928 (Koretz) of 2002 would have prohibited employers of security guards from deducting the fees and costs associated with obtaining licenses, background clearances, and training from the wages of security guards, and required employers to pay guards at their regular rate of pay for all time spent obtaining required job-related training or re-training, except for those with a collective bargaining agreement that addresses these topics. *AB 2928 was gutted and amended into a bill on another subject entirely and its authorship changed.*

### **ARGUMENTS IN SUPPORT:**

*Securitas Security Services USA* writes in support:

[This bill] provides clarity that the additional 32 hours of skills training may be completed prior to issuance of the initial registration. This makes sense for several reasons. First, from a qualifications standpoint, whether a security officer is fully trained before or after being issued a guard license makes no difference, as long as the training is completed no later than the proscribed deadlines. Second, permitting applicants to complete their skills training while awaiting issuance of their registration allows them to be more fully trained and prepared prior to being placed on post to execute their duties. At times, the processing of submitted registration applications is delayed for various reasons, up to several weeks or months. Rather than having to first wait until the registration is issued to complete their training, applicants can use that time to continue and complete their training, so they are fully prepared to start their assignment once their registration is issued. Third, for private patrol operators such as Securitas USA that require security guards to complete all 40 hours of skills training prior to assignment, this will allow registration applicants to complete their training, and begin working once their registration is issued, without delay.

### **ARGUMENTS IN OPPOSITION:**

There is no opposition on file.

### **POLICY ISSUES:**

*Financial Risk.* Employers tailor training to fit their needs by requiring employees to complete certain elective courses. Individuals who complete all 32 hours of security skills training prior to registration may not have the specific training their future employer is looking for and may be required to complete additional training. Additionally, individuals who complete security skills training before registering with BSIS may learn after the fact that they are ineligible for registration due to a qualifying criminal conviction. The author may wish to require training providers to notify individuals, prior to training, that a future employer may require additional training and that they may be ineligible for BSIS registration due to a prior criminal conviction.

**IMPLEMENTATION ISSUES:**

*Code Placement.* As currently drafted, this bill would allow private security guards to complete security skills training prior to BSIS registration, but not proprietary security officers. The author may wish to amend BPC § 7574.18 for consistency within the profession.

Additionally, this bill amends subdivision (b) of BPC 7583.6, which applies specifically to *registered* security guards. The author may wish to permit individuals to complete security skills training in another subdivision.

**AMENDMENTS:**

To address the implementation issues raised above, the author should amend the bill as follows:

*SECTION 1. Section 7574.18 of the Business and Professions Code is amended to read:*

7574.18. (a) (1) Except for a person who has completed the course of training required by Section 7583.45, a person registered and hired as a proprietary private security officer shall complete training in security officer skills within six months from the date upon which registration is issued, or within six months of their employment with a proprietary private security employer.

*(2) Notwithstanding paragraph (1), a person who has completed a course in the exercise of the power to arrest and the appropriate use of force may complete training in security officer skills before registration is issued.*

(b) (1) Except as provided in paragraph (2), a course provider shall issue a certificate to a proprietary private security officer upon satisfactory completion of a required course, conducted in accordance with the department's requirements.

(2) If a proprietary private security employer administers a course of training pursuant to this section, that proprietary private security employer shall issue a certificate to a proprietary private security officer for the completion of training in security officer skills that each proprietary private security officer is required to complete, as determined by the department, including, but not limited to, training in the exercise of the power to arrest and the appropriate use of force. However, the employer shall not be required to provide a certificate for training courses provided pursuant to a curriculum adopted by the department that are specific to that employer's business and where the subject of training is not specifically required by the department.

(c) An employer of a proprietary private security officer may provide training programs and courses in addition to the training required in this section.

(d) The department shall develop and establish by regulation a standard course and curriculum, which shall include a minimum number of hours of instruction, for the skills training required by subdivision (a) to promote and protect the safety of persons and the security of property. For this purpose, the regulations adopted by the department pursuant to Section 7574.5, as added by Chapter 721 of the Statutes of 2007, are continued in existence, and shall be amended by the department as necessary.

(e) The course of training required by subdivision (a) may be administered, tested, and certified by any proprietary private security employer, organization, or school approved by the department. The department may approve any proprietary private security employer, organization, or school to teach the course.

(f) (1) A proprietary private security employer shall annually provide each employee registered pursuant to this chapter with specifically dedicated review or practice of security officer skills prescribed in the training required in this section. The bureau shall adopt and approve by regulation the minimum number of hours required for annual review.

(2) A proprietary private security employer shall maintain at the principal place of business or branch office a record verifying completion of the review or practice training for a period of not less than two years. The records shall be available for inspection by the department upon request.

(g) This section does not apply to a peace officer, as defined in Chapter 4.5 (commencing with Section 830) of Title 3 of Part 2 of the Penal Code, who has successfully completed a course of study in the exercise of the power to arrest and the appropriate use of force approved by the Commission on Peace Officer Standards and Training. This section does not apply to armored vehicle guards.

(h) A person registered and hired as a proprietary private security officer may submit Verification of Military Experience and Training (VMET) records that document that the person has completed equivalent military training in lieu of completing a course of training in security officer skills pursuant to subdivision (a). The department shall determine the type of equivalent military training that qualifies to serve as a substitute.

(i) This section shall become operative on July 1, 2023.

#### ~~SECTION 1.~~

*SEC. 2.* Section 7583.6 of the Business and Professions Code is amended to read:

7583.6. (a) Each applicant for a security guard registration shall complete a course in the exercise of the power to arrest and the appropriate use of force as a condition for the issuance of the registration. A course provider authorized to provide the training pursuant to Section 7583.7 shall issue a certificate of completion to the person upon satisfactory completion of the training. The course provider shall conduct the training in accordance with Section 7583.7 and any applicable regulations adopted by the bureau. The training shall be administered and certified by a single course provider, pursuant to subdivision (f), and shall be completed within six months preceding the date the application is submitted to the bureau.

(b) (1) Except for a registrant who has completed the course of training required by Section 7583.45, a security guard registrant shall complete not less than 32 hours of training in security officer skills ~~before, or~~ within six months ~~from, from~~ the date an initial registration is issued. A security guard registrant shall complete 16 of the 32 hours ~~before, or~~ within 30 days ~~from, from~~ the date the registration is issued.

*(2) Notwithstanding paragraph (1), a person who has completed a course in the exercise of the power to arrest and the appropriate use of force may complete training in security officer skills before registration is issued.*

(c) A course provider, which is authorized to provide the training required by subdivision (b) pursuant to subdivision (f), shall issue a certificate of completion to a registrant after the registrant completes each training course. The course provider shall conduct the trainings in accordance with any applicable regulations adopted by the bureau subject to this chapter.

(d) (1) A registrant who is unable to provide their employing licensee the certificate of satisfactory completion of the training required by subdivision (a) shall complete the training within six months of the registrant's employment date.

(2) A registrant who is unable to provide their employing licensee the certificate of satisfactory completion of the training required by subdivision (b) shall complete 16 hours of the training within 30 days of the registrant's employment date and shall complete the 16 remaining hours within six months of the registrant's employment date.

(e) A registrant shall annually complete eight hours of specifically dedicated review or practice of security officer skills prescribed in this section, Section 7583.7, or by the bureau by regulation.

(f) The trainings specified in this section may be administered, tested, and certified by one of the following:

(1) Any licensee, provided that the licensee shall provide the training only to their applicants for employment and direct employees.

(2) Any training facility certified pursuant to this chapter.

(3) Any organization or school approved by the bureau. The bureau shall approve any instructor of an organization or school who will administer the trainings specified in this section to ensure that the organization or school complies with the requirements of this chapter, as well as any applicable regulations.

(g) (1) A registrant shall maintain the certificate of completion the registrant received for each training course prescribed in this section until the registration expires or has been canceled. The registrant shall provide the records to the bureau upon request.

(2) A licensee shall maintain at the principal place of business or branch office a record for each of its registrant employees verifying completion of the trainings required by this section for the duration of the registrant's employment. The records shall be available for inspection by the bureau upon request.

(h) This section does not apply to a peace officer as defined in Chapter 4.5 (commencing with Section 830) of Title 3 of Part 2 of the Penal Code who has successfully completed a course of study in the exercise of the power to arrest and the appropriate use of force approved by the Commission on Peace Officer Standards and Training or a federal qualified law enforcement officer, as defined in Section 926B of Title 18 of the United States Code, who has successfully completed a course of study in the exercise of the power to arrest and the appropriate use of force.

(i) This section does not apply to armored vehicle guards.

(j) (1) The bureau shall develop and approve by regulation a standard course and curriculum for the skills trainings required by this section to promote and protect the safety of persons and the security of property.

(2) The bureau shall develop an outline for the course and curriculum described in paragraph (1) in consultation with the Commission on Peace Officer Standards and Training.

**REGISTERED SUPPORT:**

Securitas Security Services USA

**REGISTERED OPPOSITION:**

None on file

Analysis Prepared by: Kaitlin Curry / B. & P. / (916) 319-3301