



SB 1203 (Smallwood-Cuevas) - Security Guard Training (Effective 1/1/27)



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Overview

SB 1203 expands training, compensation, and reporting requirements for private security guards and security employers. The measure is intended to strengthen deescalation skills, public safety, and awareness of workers' rights through additional instruction and recurring practice. It adds to existing state registration and training standards, with the principal training and reporting changes beginning January 1, 2029. [Bill Language](#).

CBPA's Role

CBPA strongly opposed SB 1203 and supported the opposition effort led by CalSAGA, the California Association of Licensed Security Agencies, Guards & Associates. CBPA urged a NO vote and requested the Governor's veto, emphasizing that added training and compliance costs would ultimately affect the businesses and property owners purchasing security services. Despite that advocacy, the Governor signed the measure.

Key Provisions

- Increases security guard skills training from 32 to 42 hours within six months, including eight hours of deescalation practice and two hours on workers' rights.
- Raises annual security guard refresher training from eight to 12 hours, including at least four hours of in-person deescalation practice, and requires employer-paid training time.
- Requires classroom instruction with the instructor physically present for at least half the course, fully in-person deescalation training, and employer payment of required training costs. Guards cannot complete the initial skills training while working at their posts.
- Expands incident-reporting and training record requirements and increases specified administrative penalties for security employers.

Implications for CRE

For members using contracted security, the primary impact is the potential for higher service charges as providers recover added labor, training, and administrative costs. Building owners and managers may face pressure on operating budgets and staffing plans, particularly where continuous coverage requires replacement personnel during training. CBPA remains concerned that higher costs could lead properties to reduce guard coverage, undermining the on-site presence relied upon to protect tenants, employees, customers, and property.

*****This summary provides CBPA members with an overview of SB 1203, its key provisions, and its potential impacts on California's commercial real estate industry. This summary is intended for informational purposes only and does not constitute a legal interpretation or legal advice. Members should consult their legal counsel for guidance on how the law applies to their properties or businesses, including any applicable compliance obligations.*****