



Sunset Report
**Alabama Security
Regulatory Board**
Montgomery, Alabama

October 1, 2021 through September 30, 2025

ALABAMA DEPARTMENT OF
EXAMINERS of Public Accounts

Rachel Laurie Riddle, *Chief Examiner* | 334-777-0500 | www.alexaminers.gov



Rachel Laurie Riddle
Chief Examiner

State of Alabama
Department of
Examiners of Public Accounts

P.O. Box 302251, Montgomery, AL 36130-2251
401 Adams Avenue, Suite 280
Montgomery, Alabama 36104-4338
Telephone (334) 777-0500
FAX (334) 242-1775

August 12, 2026

Representative Margie Wilcox
Chairman, Sunset Committee
Alabama State House
Montgomery, Alabama 36130

Dear Representative Wilcox:

This report was prepared to provide information for use by the Sunset Committee in conducting its review and evaluation of the operations of the Alabama Security Regulatory Board in accordance with the *Code of Alabama 1975*, Section 41-20-9.

The report contains unaudited information obtained from the management, staff, and records of the Alabama Security Regulatory Board in addition to information obtained from other sources.

Please contact me if you have any questions concerning this report.

Sincerely,

Rachel Laurie Riddle
Chief Examiner

Examiner
Braeden Mitchell

CONTENTS

PROFILE.....	1
Purpose/Authority	1
Characteristics.....	1
Operations	3
Financial.....	4
Licensure.....	4
ORGANIZATION	7
PERSONNEL	7
PERFORMANCE CHARACTERISTICS	8
COMPLAINT HANDLING.....	9
REGULATION IN CONJUNCTION WITH OTHER ENTITIES	10
FINANCIAL INFORMATION	11
Schedule of Fees	11
Schedule of Receipts, Disbursements and Balances.....	12
Operating Receipts vs. Operating Disbursements.....	13
Summary Schedule of Professional Services Disbursements	14
Professional Services Disbursements	14
SIGNIFICANT ISSUES	15
STATUS OF PRIOR FINDINGS/SIGNIFICANT ISSUES	15
MATTERS OF CONCERN FROM QUESTIONNAIRES.....	15
QUESTIONNAIRES	16
Board Member Questionnaire	16
Security Guard Questionnaire	18
Certified Trainer Questionnaire	20
Contract Security Company Questionnaire.....	23
Complainant Questionnaire.....	27
APPENDICES	28
Appendix I: Applicable Statutes	29
Appendix II: Professional Services by Vendor.....	39
Appendix III: Board Members	41
Appendix IV: Board’s Response.....	43

PROFILE

Purpose/Authority

The Alabama Security Regulatory Board (the “Board”) was established by Act Number 2009-640, Acts of Alabama, to enforce all the provisions of the law regulating, certifying, and licensing security officers. The Board operates under the authority of the *Code of Alabama 1975*, Sections 34-27C-1 through 34-27C-18.

<u>Characteristics</u>	
Members and Selection	The Board has five members: • Two members appointed by the Governor selected from a list of names submitted by a recognized security association. • One member appointed by the Lieutenant Governor. • One member appointed by the Speaker of the House of Representatives. • One member appointed by the Attorney General selected from a list of names submitted by the Alabama Sheriffs Association. <i>Code of Alabama 1975</i>, Section 34-27C-2
Term	Three-year terms. <i>Code of Alabama 1975</i>, Section 34-27C-2
Qualifications	Each member of the Board shall be a citizen of the United States and a resident of this state. <u>Governor’s appointees:</u> • Shall not be licensed under this chapter. • Shall not be engaged in the rendering of contract security service for a minimum of three years prior to appointment. • Shall not be employed by or affiliated with any other member of the Board. • Shall have served for five or more years in a supervisory position in law enforcement in any municipality, county, state, or district attorney’s office. <u>Lieutenant Governor’s appointee:</u> • Shall represent consumers. • Shall not be engaged in the rendering of contract security service and not employed by, related to, or affiliated with any other member of the Board or licensee of the Board.

Qualifications (continued)	<u>Speaker of the House's appointee:</u> • Shall be from an entity that employs, or has an employer-employee relationship with, a contract security company. <i>Code of Alabama 1975</i>, Section 34-27C-2
Consumer Representation	One consumer member required. One consumer member currently serving. <i>Code of Alabama 1975</i>, Section 34-27C-2
Racial Representation	No specific statutory requirement. No minority members currently serving.
Geographical Representation	No specific statutory requirement.
Other Representation	The appointing authorities shall coordinate their appointments to ensure the Board membership is inclusive and reflects the racial, gender, geographic, urban, rural, and economic diversity of the state. <i>Code of Alabama 1975</i>, Section 34-27C-2
Compensation	The members of the Board shall receive up to three hundred dollars (\$300) per day, for a maximum of 12 days per year, while performing their official duties, in addition to the same per diem and mileage as provided to state employees. <i>Code of Alabama 1975</i>, Section 34-27C-2
Attended Board Member Training	Executive Director Two Staff Five Board Members

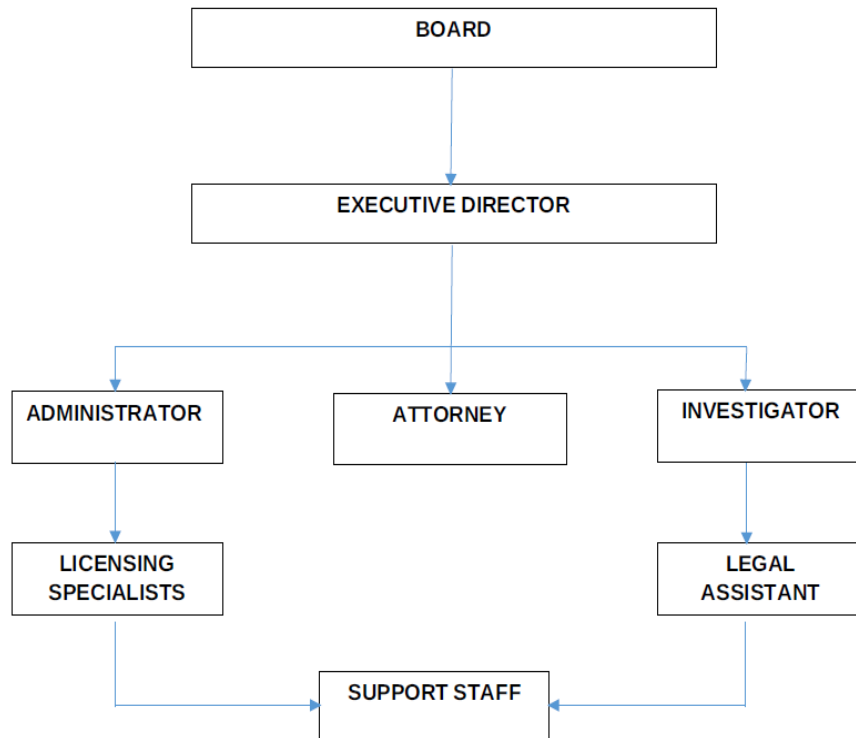
<u>Operations</u>	
Administrator	During the Sunset review period, the Board had an administrative services contract with Smith Warren Management Services, Inc. Keith Warren, President of Smith Warren Management Services, Inc., served as the Board's Executive Director. The contract amount was for \$37,500 per month (\$450,000 annually) and was set to expire on January 22, 2027. This contract was terminated. Effective July 24, 2026, the Board appointed Keith Warren as its Executive Director with an annual salary of \$97,716.00 set by the Board and approved by the State Personnel Department and the Governor.
Interagency Agreements	The Board has entered into interagency agreements with the Alabama Board of Licensure for Professional Geologists, the Alabama State Board of Auctioneers, the Alabama Board of Examiners of Landscape Architects, the Alabama Licensure Board for Interpreters and Translators, and the Alabama Drycleaning Environmental Response Trust Fund Board. In each of these agreements the Board agrees to provide office space, administrative employee services, and basic utilities, including telephone and internet charges. The agreement with the Board of Licensure for Professional Geologists is effective from June 1, 2026 through September 30, 2026 at rate of \$2,500 per month, not to exceed \$10,000 for FY2026. The agreement with the Alabama State Board of Auctioneers is effective from June 1, 2026 through September 30, 2026 at a rate of \$7,000 per month, not to exceed \$28,000 for FY2026. The agreement with the Alabama Board of Examiners of Landscape Architects is effective from June 1, 2026 through September 30, 2026 at a rate of \$3,000 per month, not to exceed \$12,000 for FY2026. The agreement with the Alabama Licensure Board for Interpreters and Translators is effective from June 1, 2026 through September 30, 2026 at a rate of \$2,500 per month, not to exceed \$10,000 for FY2026. The agreement with the Alabama Drycleaning Environmental Response Trust Fund Board is effective from June 1, 2026 through September 30, 2026 at a rate of \$1,750 per month, not to exceed \$7,000 for FY2026.
Location	603 Interstate Park Drive Montgomery, AL 36130 Office Hours: Monday - Friday 8:30 a.m. to 4:30 p.m.

Real Property Ownership	The Board does not own any real property.												
Employees	Nine employees.												
Legal Counsel	Neva C. Conway, Assistant Attorney General, employee of the Alabama Real Estate Appraisers Board.												
Subpoena Power	The Board has the power to hold hearings, conduct investigations, subpoena witnesses, subpoena documents, administer oaths, and take testimony as necessary to provide for the implementation of this chapter. <i>Code of Alabama 1975</i>, Section 34-27C-3(15)												
Internet Presence	www.asrb.alabama.gov The Board's website includes training information, application forms, complaint form, contact information, licensee search, Board meeting schedule, and minutes of the Board's meetings.												
<u>Financial</u>													
Source of Funds	Licensing fees and fines.												
State Treasury	Yes, Special Revenue Fund 1238. <i>Code of Alabama 1975</i>, Section 34-27C-15												
Required Distributions	None.												
Unused Funds	Unused funds are retained at fiscal year-end. <i>Code of Alabama 1975</i>, Section 34-27C-15												
<u>Licensure</u>													
Licensees	As of January 5, 2026: <table border="1"> <thead> <tr> <th>Type of License</th><th>Number</th></tr> </thead> <tbody> <tr> <td>Unarmed Security Guards</td><td>9,827</td></tr> <tr> <td>Armed Security Guards</td><td>2,195</td></tr> <tr> <td>Contract Security Companies*</td><td>217</td></tr> <tr> <td>Certified Trainers</td><td>242</td></tr> <tr> <td>Total Licenses</td><td>12,481</td></tr> </tbody> </table> *As of September 30, 2025 Source: Executive Director	Type of License	Number	Unarmed Security Guards	9,827	Armed Security Guards	2,195	Contract Security Companies*	217	Certified Trainers	242	Total Licenses	12,481
Type of License	Number												
Unarmed Security Guards	9,827												
Armed Security Guards	2,195												
Contract Security Companies*	217												
Certified Trainers	242												
Total Licenses	12,481												

Licensure Qualifications	Every applicant for licensure or certification shall provide the following to the Board: • Proof that the applicant is 21 years of age or older, or 18 years of age if the person is not allowed to carry any type of firearm as part of his or her employment with the contract security company. • Proof that the applicant is a citizen of the United States or legally present. • A statement of the applicant, made under oath, declaring: ○ That he or she has never been convicted, in any jurisdiction of the United States, of any felony or crime involving moral turpitude for which a full pardon has not been granted. ○ That he or she has never been declared, by any court of competent jurisdiction, incompetent by reason of mental defect or disease, and competency has not been restored. ○ That he or she is not suffering from habitual drunkenness or from narcotics addiction or dependence. The Board may require certified results of medical tests for drug or alcohol use. <u>Unarmed Security Guards:</u> • Submit two complete sets of fingerprints for the Board to submit to the Alabama State Law Enforcement Agency for a state criminal background check and to the Federal Bureau of Investigation for a national criminal history record check. • Complete Board approved training with a certified trainer. <u>Armed Security Guards:</u> • Submit two complete sets of fingerprints for the Board to submit to the Alabama State Law Enforcement Agency for a state criminal background check and to the Federal Bureau of Investigation for a national criminal history record check. • Complete Board approved training with a certified trainer. • Complete Board approved firearms safety training. <u>Certified Trainers:</u> • Must be 21 years of age or older. • Have a minimum of two years of supervisory experience with a contract security company, a proprietary company, or in federal, state, county, or municipal law enforcement. • Have a minimum of one year of experience in teaching security-related courses or have attended a Board approved two-week instructor's course. • Submit proof of compliance with all instruction and training requirements established by the Board. <i>Code of Alabama 1975, Sections 34-27C-4, 34-27C-8, 34-27C-9</i>
Examinations	Examinations are not required for licensure.

Reciprocity	To the extent that other states which provide for licensing and certification of any security officer, armed security officer, or contract security company provide for similar action for citizens of this state, the board may grant a license or certification to a nonresident or out-of-state contract security company who holds a valid license or certification of the same type from another state upon satisfactory proof furnished to the board that the standards of licensure or certification in the other state are equivalent or substantially similar to those prevailing in this state. <i>Code of Alabama 1975</i>, Section 34-27C-16
Renewals	Contract Security Companies • Licenses expire on September 30th and renewal application must be submitted before October 1st. • Renewal applications not received in the office prior to October 31st must submit a new company license and meet all current requirements. Armed/Unarmed Security Guards • License expires two years from the date of issuance. • A license expired two years past the expiration date will not be eligible for renewal. An application for a new license must be submitted. Certified Trainer • Must be renewed on or before the expiration date of the license. • A license that is expired two years past its expiration date will not be eligible for renewal. An application for a new license must be submitted. <i>Code of Alabama 1975</i>, Section 34-27C-4(g) <i>Administrative Rule</i> 832-X-1-12 Online renewal is not available.
Licensee Demographics	Data is not collected by the Board. <i>Source:</i> Executive Director
Continuing Education	Unarmed Security Guards and Armed Security Guards are required to complete Board approved refresher training before submitting an application for licensure renewal. All Armed Security Guards are required to qualify with their assigned handgun, shotgun, and/or rifle to be used at least once per calendar year. <i>Code of Alabama 1975</i>, Section 34-27C-8 <i>Administrative Rule</i> 832-X-1-.08(13)

ORGANIZATION



Source: Executive Director

PERSONNEL

Employees

During the Sunset review period, the Board did not employ personnel but contracted with Smith Warren Management Services to provide administrative services. However, that contract was terminated and as of July 24, 2026, the Board had the following employees:

Schedule of Employees					
By Merit System Classification/Sex/Race					
Classification	#	W/M	W/F	B/F	Salary or Salary Range
Executive Director	1	1			\$97,716.00
Administrative Support Assistant III	1		1		\$58,111.20
Retired State Employees	4	1	1	2	\$18.00 - \$53.15 PT Hourly
Total	6	2	2	2	

W/M = White Male, W/F = White Female, B/F = Black Female.

The Board owns one vehicle used by the Board's investigator and for inspections.

In addition to the employees shown in the chart above, as of July 24, 2026, the Board employed three white females in exempt positions with annual salaries ranging from \$50,253.60 to \$60,604.00.

Legal Counsel

Neva C. Conway, Assistant Attorney General, an employee of the Alabama Real Estate Appraisers Board, provides legal counsel to the Board via an interagency agreement. The Board pays for one third of Ms. Conway's salary and benefits. The current interagency agreement is effective for two years beginning April 14, 2026.

PERFORMANCE CHARACTERISTICS

Number of Licensees for the Past Four Fiscal Years

Type of Licenses	Fiscal Year			
	2022	2023	2024	2025
Unarmed Security Guards	11,036*	10,470	10,240	10,015
Armed Security Guards		2,766	2,625	2,317
Certified Trainers	236	234	235	243
Contract Security Companies	144	209	215	229
Total	11,416	13,679	13,315	12,804

*The Board's data did not differentiate between the types of security guards until FY2023.

Operating Disbursements per Licensee (FY 2025) – \$77.74

Fines/Penalties as a Percentage of Operating Receipts

	FY 2022	FY 2023	FY 2024	FY 2025
Total Receipts	\$779,031.80	\$678,724.00	\$729,908.00	\$992,737.17
Fines	5,000.00		6,000.00	\$4,000.00
Percentage	0.64%	0.00%	0.82%	0.43%

Notification of Board/Commission Decisions to Amend Administrative Rules

The Board complied with notification procedures prescribed in the Administrative Procedure Act, which includes publication of proposed rules in the Administrative Monthly, and public hearings on proposed rules. Licensees are not specifically notified of proposed changes.

Inspections

The *Code of Alabama 1975*, Section 34-27C-3(a)(14) authorizes the Board to inspect the business premises of any licensee, licensed contract security company, or unlicensed contract security company during normal business hours.

Schedule of Inspections				
	FY2022	FY2023	FY2024	FY2025
Passed Initial Inspection	22	22	22	19
Passed Reinspection	4	6	3	
Business Closed	22	17	23	23
Failed		6	4	3
No Jurisdiction				4
No Guards or Contracts in AL	1	2	4	1
Exempt	1			
Total Number of Inspections	50	53	56	50

Source: Executive Director

COMPLAINT HANDLING

Initial Contact/Documentation	Complaints are submitted on forms provided on the Board's website via mail, email, or fax. Complaints are required to be signed and dated. Complainant is notified by letter acknowledging receipt of complaint.
Anonymous Complaints Accepted	No
Investigative Process / Probable Cause Determination	Once complaint is received, it is assigned a case number, logged into a complaint database, and submitted to the Investigative Committee. The Investigative is composed of the Executive Director, Board's Legal Counsel, Board's Investigator, and a Board member. The Investigator investigates the complaint and submits findings to the Executive Director and Legal Counsel. Upon review, if it is determined that a violation of Board's rules regulating security officers/contract security companies has occurred, the Board member recuses him or herself from further proceedings related to the complaint.
Negotiated Settlements	Yes
Notification of Resolution to the Complainant	Complainants are notified of the Board's resolution of the complaint by mail or email.

Source: Executive Director and Legal Assistant

Complaint Data

Schedule of Complaints Resolved Fiscal Year 2022 through 2025						
Year/Number of Complaints Received	Year/Number Resolved					Pending
	2022	2023	2024	2025	2026	
2022 / 16	9	2	1	1		3
2023 / 17		9	4	3		1
2024 / 29			17	8		4
2025 / 21				3	15	3

Source: Executive Director

Open complaints are pending in court or pending consent order.

Average Time to Resolve Complaints – 150 business days.

Disposition of Resolved Complaints

Number of Complaints	Resolution
24	No Jurisdiction
16	No Probable Cause
12	Administratively Closed
9	Fine
4	Complaint Withdrawn
3	License Surrendered
2	In Compliance
1	Criminal Prosecution
1	Court Order

REGULATION IN CONJUNCTION WITH OTHER ENTITIES

The Board does not coordinate regulation, licensing, or permitting with any other state or federal agency.

FINANCIAL INFORMATION

Source of Funds

Application fees, license fees, penalties, and fines are deposited into the Alabama Security Regulatory Board's Special Revenue Fund maintained in the State's Treasury.

Schedule of Fees

The Board's fees are set in *Administrative Rules* 832-X-1-.02 and 832-X-1-.10.

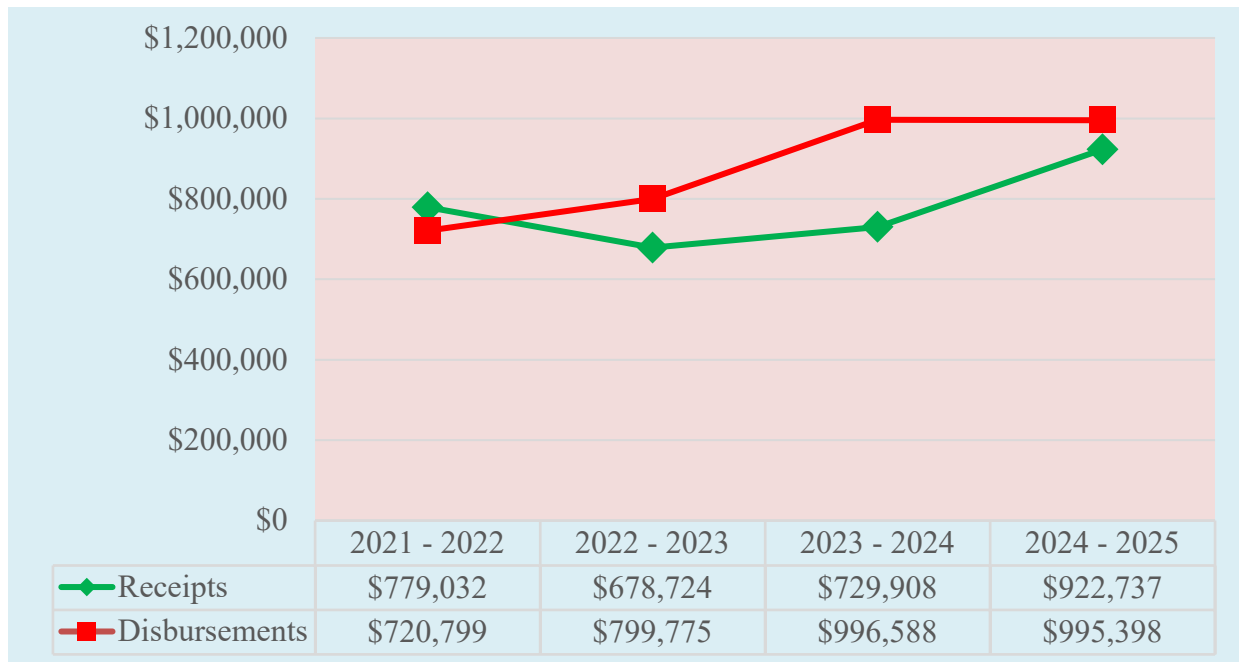
Fee Type/Purpose	Statutory Authority	Amount Authorized	Amount Collected
Personal Application and License	34-27C-4(g)(2)	≤ \$100.00	\$75.00
Personal License Late Fee	34-27C-4(g)(2)	Set by Board	\$25.00
Security Company License	34-27C-4(g)(1)	≤ \$350.00	\$250.00
Security Company License Late Fee	34-27C-4(g)(1)	Set by Board	\$125.00
Certified Trainer 1 License	34-27C-9	Set by Board	\$100.00
Certified Trainer 1 Late Fee	34-27C-9	Set by Board	\$50.00
Certified Trainer 2 License	34-27C-9	Set by Board	\$200.00
Certified Trainer 2 License Late Fee	34-27C-9	Set by Board	\$100.00
Special Licensure	34-27C-7(f)	≤ \$100.00	\$100.00
Contract Security Company License Replacement Fee	34-27C-3(a)(5)	Set by Board	\$50.00
Personal License Replacement Fee	34-27C-3(a)(5)	Set by Board	\$10.00
Special Licensure Replacement Fee	34-27C-3(a)(5)	Set by Board	\$25.00
Bad Check Fee	8-8-15	30.00	\$30.00
Current Criminal History Check Fee	34-27C-4(e)	Current fee assessed by the Alabama Law Enforcement Agency	

Schedule of Receipts, Disbursements and Balances

October 1, 2021 through September 30, 2025

	<u>2021-2022</u>	<u>2022-2023</u>	<u>2023-2024</u>	<u>2024-2025</u>
<u>Receipts</u>				
Licensing Fees	\$ 774,031.80	\$ 678,724.00	\$ 723,908.00	\$918,737.03
Penalties	5,000.00		6,000.00	4,000.00
Contract Fees				0.14
Total	779,031.80	678,724.00	729,908.00	922,737.17
<u>Disbursements</u>				
Personnel Costs	40,263.43	95,022.81	125,926.29	99,475.18
Employee Benefits	11,635.80	16,349.86	19,885.02	18,510.89
Travel, In-State		15,636.11	18,684.36	4,424.53
Travel, Out-of-State	12,415.78		4,761.51	
Rentals & Leases	1,012.40	662.40	545.10	1,214.40
Utilities & Communications	10,568.70	9,513.34	10,669.28	10,283.69
Professional Services	622,944.85	639,793.02	746,369.17	845,233.90
Supplies, Materials, & Operating Expenses	19,499.00	20,389.26	14,652.45	15,086.01
Transportation Equipment Operations			546.10	1,169.73
Transportation Equipment Purchases			54,549.00	
Other Equipment Purchases	2,459.30	2,407.84		
Total	720,799.26	799,774.64	996,588.28	995,398.33
Excess (Deficiency) of Receipts over Disbursements	58,232.54	(121,050.64)	(266,680.28)	(72,661.16)
Cash Balance at Beginning of Year	878,582.86	936,815.40	815,764.76	549,084.48
Cash Balance at End of Year	936,815.40	815,764.76	549,084.48	476,423.32
Reserved for Year-End Obligations	(48,101.84)	(139,473.83)	(94,199.54)	(25,148.99)
Unobligated Cash Balance at End of Year	<u>\$ 888,713.56</u>	<u>\$676,290.93</u>	<u>\$454,884.94</u>	<u>\$ 451,274.33</u>

Operating Receipts vs. Operating Disbursements

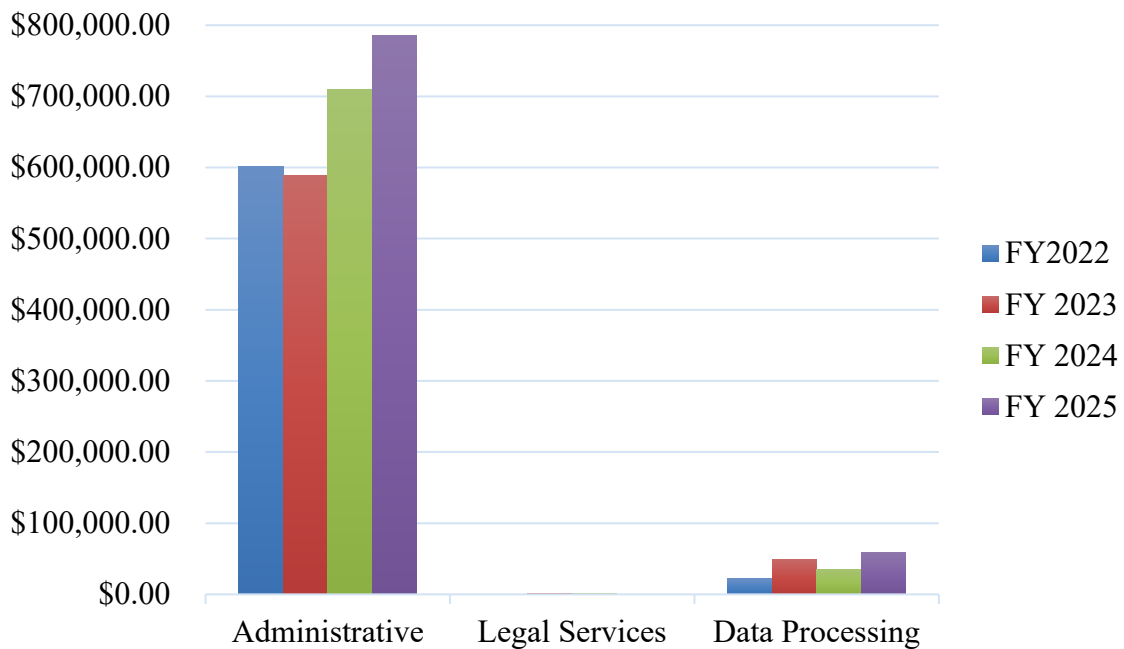


Summary Schedule of Professional Service Disbursements*

As of September 30th				
Type of Service	FY 2022	FY 2023	FY 2024	FY 2025
Administrative	\$600,777.65	\$588,444.45	\$709,625.83	\$786,073.10
Legal Services	400.00	1,757.50	1,659.92	
Data Processing	21,767.20	49,591.07	35,083.42	59,160.80
Total	\$622,944.85	\$639,793.02	\$746,369.17	\$845,233.90

*Detailed information presented in Appendix II of this report.

Professional Service Disbursements



SIGNIFICANT ISSUES

Significant Issue 2026-001: The Board did not always deposit checks in a timely manner. Twenty-two bank deposits comprised of 1,679 checks were examined to determine whether the checks were deposited in a timely manner. Five hundred ninety-five checks and money orders (35%) were deposited from 6 to 23 business days after being received by the Board. Failure to promptly deposit checks and money orders can increase the risk of loss or misuse of state funds.

The *Code of Alabama 1975*, Section 34-25B-7 gives the Board the authority to collect and deposit fees into the State Treasury. Therefore, to fulfill this responsibility, it is incumbent upon the Board to establish, implement, and maintain policies and procedures to ensure money collected is deposited promptly.

STATUS OF PRIOR FINDINGS/SIGNIFICANT ISSUES

All prior findings/significant issues have been resolved.

MATTERS OF CONCERN FROM QUESTIONNAIRES

Matter of Concern 2026-001: Twenty of forty-eight (42%) licensees responding to our survey indicated that the Board does not perform licensing and renewals in a timely manner.

QUESTIONNAIRES

Board Member Questionnaire

A letter was sent to all five members of the Alabama Security Regulatory Board requesting participation in our survey. Four participated in our survey. The percentages are based on the number who responded to the question.

1. What do you consider the most significant issue(s) currently facing the Alabama Security Regulatory Board and how is the Board addressing these issues?

Board Member #1 – “From a stakeholder perspective, I don't feel that there are any significant issues. The board's administrative firm has worked conjunctively with us to ensure compliance, technological ingenuity, and streamlined processes. Our issues have been with procurement, bid processes, and other state/bureaucratical red tape.”

Board Member #2 – “Since my appointment to the ASRB the Board has engaged in its duties to ensure Security regulations, training and requirements are met by the required organizations. During my tenure on the Board, I would not identify any issues addressed as being more significant than any other.”

Board Member #3 – “We have no significant issues at present except dealing with bureaucracy in the state.”

Board Member #4 – “Identifying and updating training and standards. Seeking input from practitioners. Looking for cost effective solutions.”

2. What, if any, changes to the Board’s laws are needed?

Board Member #1 – “I do not believe that there are any statutory changes needed at this time.”

Board Member #2 – “None identified.”

Board Member #3 – “None at present”

Board Member #4 – “N/A”

3. Do you think the Board is adequately funded?

No	4	100%
----	---	------

4. Do you think the Board is adequately staffed?

Yes	4	100%
-----	---	------

5. Does the Board receive regular reports on its operations from the Executive Director?

Yes	4	100%
-----	---	------

6. Has the Board experienced any significant change to its operations?

No	4	100%
----	---	------

7. Does the Board plan to make any significant changes to its operations?

No	4	100%
----	---	------

8. Do you have any additional comments you would like to make?

Board Member #1 – “We are extremely happy with the services from our contractor, Smith Warren. He and his team do a great job of providing service to the BoD, security providers, and applicants.”

Board Member #2 – “I do not.”

Board Member #3 – “In the future if a board member is to attend a sunset committee meeting they are there to answer questions about the operations of the board not to be disrespected by a member or members on the committee.”

Board Member #4 – “When board members are required to give testimony to Sunset Committee, we would like to be treated respectfully by members. Don’t punish us because of infighting directed at the Company that handles the administrative end of the Board!”

Security Guard Questionnaire

A letter was sent to one hundred licensees requesting participation in our survey. Five participated in the survey. The percentages are based on the number who responded to the question.

1. What do you consider the most significant issue(s) facing your profession in Alabama?

Respondent #1 – “Pay rate”

Respondent #2 – “Not paid enough for what needs to be done.”

Respondent #3 – “Na”

Respondent #4 – “The timely manner in which it takes to receive your documents needed to conduct business.”

Respondent #5 – “The time it takes to get stuff handled”

2. Do you think regulation of your profession by the Alabama Security Regulatory Board is necessary to protect the public welfare?

Yes	4	80%
No	1	20%

3. Do you think any of the Board’s laws, rules, or policies are an unnecessary restriction on the practice of your profession?

Yes	1	20%
No	4	80%

4. Are you adequately informed by the Board of changes to and interpretations of the Board’s positions, policies, rules, and laws?

Yes	2	40%
No	2	40%
Unknown	1	20%

5. Do you consider mandatory continuing education necessary for the competent practice of your profession?

Yes	4	80%
No	1	20%

6. Does the Board respond to your inquiries in a timely manner?

Yes	1	20%
No	2	40%
Unknown	2	40%

7. Has the Board performed your licensing and renewal in a timely manner?

Yes	2	40%
No	3	60%

8. Do you have any additional comments you would like to make?

Respondent #1 – “No question just hope the pay rate increases”

Respondent #2 – “Stop being so slow on sending them out.”

Respondent #3 – “NA”

Respondent #4 – “I have heard a license for security since 2004 before it was a board. Every year things have changed so much and have made it harder for small businesses like mine to maintain good standing for operations. As of now it has been hard for me to receive the certificate needed to get my business license which I am not understanding why. But other companies have had no issues. Hopefully it will come a change and things will be better.”

Respondent #5 – “No”

Certified Trainer Questionnaire

A letter was sent to one hundred licensees requesting participation in our survey. Nineteen participated in the survey. The percentages are based on the number who responded to the question.

1. What do you consider the most significant issue(s) facing your profession in Alabama?

Respondent #1 – “Unlicensed Companies & Security Officers”

Respondent #2 – “The security industry wages and continuous high turnover versus the potential liabilities.”

Respondent #3 – “The economy.”

Respondent #4 – “Lack of sufficient training. Untrained/undertrained officers”

Respondent #5 – “Salary”

Respondent #6 – “Respect from the people you work for.”

Respondent #7 – “Ensuring Security officers are licensed.”

Respondent #8 – “Lack of Contract Company's (Securitas/Allied, etc.) employee compensation. Most contract companies do not place their employee's 1st. Profit above people.

Respondent #9 – “The stereotype of security officers as lazy, untrained, unskilled workers. Some of the opinion is earned by a percentage of security guards, but security officers attempt to be professional. The end user needs to know this fact and be part of the solution.”

Respondent #10 – “Liability”

Respondent #11 – “Training.”

Respondent #12 – “Lack of Professionalism. No minimum physical requirements. The firearm requirement needs to mirror APOST.”

Respondent #13 – “Lack of training; pay”

Respondent #14 – “A SMALL COMPANY SHOULD NOT HAVE TO BE UNDER THE SECURITY REGULATORY BOARD”

Respondent #15 – “A.I.”

Respondent #16 – “No issues I am aware of”

Respondent #17 – “Training”

Respondent #18 – “Having state understand value of some armed teachers.”

Respondent #19 – “Length of time for approvals and license being sent”

2. Do you think regulation of your profession by the Alabama Security Regulatory Board is necessary to protect the public welfare?

Yes	17	89%
No	2	11%

3. Do you think any of the Board’s laws, rules, or policies are an unnecessary restriction on the practice of your profession?

Yes	5	26%
No	13	69%
Unknown	1	5%

4. Are you adequately informed by the Board of changes to and interpretations of the Board's positions, policies, rules, and laws?

Yes	10	53%
No	8	42%
Unknown	1	5%

5. Do you consider mandatory continuing education necessary for the competent practice of your profession?

Yes	14	74%
No	5	26%

6. Does the Board respond to your inquiries in a timely manner?

Yes	8	42%
No	6	32%
Unknown	5	26%

7. Has the Board performed your licensing and renewal in a timely manner?

Yes	9	47%
No	10	53%

8. Do you have any additional comments you would like to make?

Respondent #1 – “License in a timely manner and possibly need more workers to help with the license process.”

Respondent #2 – “The security industry is a challenging arena for all involved.

Respondent #3 – “Everyone is always very friendly. I just wish the process could be done online.

Respondent #4 – “The board training requirement are insufficient/inadequate for armed officers. Officers need more than 4 hours of training before being allowed to perform armed security work. Alabama is lacking in comparison to other states' minimum standards. Armed training should be at least 8 hours and require marksmanship/safe handling training in addition to armed security training”

Respondent #5 – “None at this time”

Respondent #6 – “The application process is too repetitive. I had to fill out three forms and all of them ask the same questions. This process could be better. In 9 years of doing this I have never received any type of notice from ASRB.”

Respondent #7 – “For question#6, [REDACTED] has been very responsive and helpful, however, [REDACTED] is very difficult to get on the phone.”

Respondent #8 – “No contact with the Board has resulted in a response. Update FAQ's and ensure that someone is reading and responding to contact emails, etc. We need to know about replacement licenses (not all are getting to the officers at no fault to them) in a timely manner and little to no cost to the licensee. Even think about an electronic version, if possible.”

Respondent #9 – “A great step in "professionalizing" the contract security industry is adherence to ASRB guidelines. As the ASRB enforcement arm strengthens, the spaces where "guards" can hide will shrink.”

Respondent #10 – “It took me from April to December to get my license. It was approved in July and the only reason it wasn’t approved in April is because I sent in TOO MUCH money and rather than do a refund they made me complete the entire application again. That’s ridiculous. My company is international and they were irate and suspicious of me about it, which I do not appreciate.”

Respondent #11 – “None”

Respondent #12 – “Why is it necessary to pay to have my fingerprints submitted every two years? Fingerprints do not change. After the first ASRB filing, you have them for life.”

Respondent #13 – “N/A”

Respondent #14 – “WHEN YOU SEND IN YOUR APPLICATION IT TAKES TO LONG TO GET THEM BACK”

Respondent #15 – “Not at this time.”

Respondent #16 – “No”

Respondent #17 – “Yearly retraining requirement is unnecessary, consider retraining after license renewal. ASRB is not timely in anything related to the profession, I would entertain voting to abolish the ASRB.”

Respondent #18 – “No”

Respondent #19 – “No”

Contract Security Company Questionnaire

A letter was sent to one hundred licensees requesting participation in our survey. Twenty-four participated in the survey. The percentages are based on the number who responded to the question.

1. What do you consider the most significant issue(s) facing your profession in Alabama?

Respondent #1 – “Qualified security officers”

Respondent #2 – “Recruiting and retaining qualified, competent professionals to perform the work is the biggest challenge we face.”

Respondent #3 – “Training hours”

Respondent #4 – “The extrem amount of insurance required, the occurances coverage is excessive. No other state requires security companies to cover what alabama does, this needs to reviewed. I have been in business 15 years, zero claims. The secuirtu insurance companies agree that Alabama security companies insurance requirments are excessive”

Respondent #5 – “Sourcing qualified and dependable security professionals”

Respondent #6 – “Lazy security companies under cutting the pay and hiring individuals who don't care about this profession. Allied and big companies alike are dangerous. I take my job serious meanwhile the big companies only care about their pockets.”

Respondent #7 – “Just hiring qualified folks”

Respondent #8 – “Employee Shortage”

Respondent #9 – “the wait time on receiving licences for individuals. The temp licence are often expired well before Guards can receive their physical copy.”

Respondent #10 – “I’m glad you asked. We launched [REDACTED] to reemploy displaced federal security officers and strengthen Alabama’s professional security workforce. The most significant issues we are facing today originate at the federal level:

1. Market Concentration.

The federal security market is dominated by a very small number of providers. This limits competition, restricts market entry for qualified firms.

2. Lowest-price procurement practices.

Procurement practices that prioritize lowest price over best value create challenges for workforce retention and professional development. Security services are people-driven, and pricing structures that do not account for experience and training can undermine service continuity and public confidence.

3. Compliance Audits.

We are competing against agencies that deploy guards with expired or invalid licenses. Proactive targeted compliance audits can help flag instances of unlicensed officers and licensing lapses, ensuring accountability while supporting the Board’s mission to protect the public and uphold professional standards.

What would help:

1. Continue to provide strong state-level standards that prioritize licensing, training, and ethical employment practices, ensuring Alabama’s security professionals remain qualified, competitive, and protected despite federal market pressures.

2. Engage [REDACTED] as an independent compliance auditor to conduct targeted licensing and credential audits. Leveraging an experienced Alabama-based firm would enhance enforcement efficiency, identify unlicensed activity, and support the Board’s mission to protect the public and uphold professional standards.

The [REDACTED] -providing solutions from the door to the data.”

Respondent #11 – “I wouldn't say there are any significant issues. Only feedback I can really provide is that it would make company renewals much easier and quicker if the state were to transition to an online process like other states have.”

Respondent #12 – “1. Retaining trained personnel
2. Competing against unlicensed and uninsured agencies.”

Respondent #13 – “In talking with our team, they have identified the following: difficulties in finding/hiring good talent, commonly dealing with unpredictable situations, security officer safety, encountering threats & the resources to address them, and staying true to your training.”

Respondent #14 – “An increase in the installation and usage of camera systems at client sites at the expense of physical security measures. Another area of concern is the security profession tends to be a low-wage profession.”

Respondent #15 – “Attracting and retaining quality candidates.”

Respondent #16 – “Getting contracts”

Respondent #17 – “n/a”

Respondent #18 – “No Issues”

Respondent #19 – “Maintaining a professional staff that not only has security abilities, but also has consumer communication SKILLS.”

Respondent #20 – “Officer Retention due to Industry wide low pay rates.”

Respondent #21 – “Turnover in the workforce and recruiting.”

Respondent #22 – “Public opinion.”

Respondent #23 – “Lack of technology and/or platform like many other states already have for processing licenses.”

Respondent #24 – “None.”

2. Do you think regulation of your profession by the Alabama Security Regulatory Board is necessary to protect the public welfare?

Yes	24	100%
------------	-----------	-------------

3. Do you think any of the Board's laws, rules, or policies are an unnecessary restriction on the practice of your profession?

Yes	2	8%
No	19	79%
Unknown	3	13%

4. Are you adequately informed by the Board of changes to and interpretations of the Board's positions, policies, rules, and laws?

Yes	14	58%
No	6	25%
Unknown	4	17%

5. Do you consider mandatory continuing education necessary for the competent practice of your profession?

Yes	18	75%
No	6	25%

6. Does the Board respond to your inquiries in a timely manner?

Yes	18	75%
No	4	17%
Unknown	2	8%

7. Has the Board performed your licensing and renewal in a timely manner?

Yes	17	71%
No	7	29%

8. Do you have any additional comments you would like to make?

Respondent #1 – “NA”

Respondent #2 – “A movement should be made to move the security field from a job to a profession. The work involves critical thinking and crucial decision-making that often times requires more than just the training mandated by the state.”

Respondent #3 – “The state needs more investigators”

Respondent #4 – “The board loses paperwork and guards licenses all the time, instead of a simple phone call or email, they send the application back often just needing a copy of a drivers license or copy of training certification that THEY lost. Online renewals for established guard, and security companies should be implemented. Online training programs offered are a joke and should be removed, it is too easy to forge training, meaning you do not have any idea who is in the seat taking the course. Also no feedback from student guards for questions, or discussions on use of force, trespassing laws, no conflict resolution training. Taking security course online is like taking a swimming class on-line...”

Respondent #5 – “Not at this time. Thank you.”

Respondent #6 – “I applied for my guard card and finally received it 5 months later. In other states I have received their guard cards within a month or less.”

Respondent #7 – “I recently took over the licensing and getting the renewal from Alabama was seamless, thank you!”

Respondent #8 – “Keep up the good work.”

Respondent #9 – “Alabama Security Guards are under trained and often have to wait ridiculous amounts of time for licenses.”

Respondent #10 – “I would pay a higher renewal fee in exchange for a multi-year license or extended renewal cycle option. Reducing annual administrative repetition would allow compliant firms to focus more on training, staffing, and public safety while maintaining strong regulatory oversight.

The [REDACTED] — providing solutions from the door to the data.”

Respondent #11 – “Would love to see the Board transition to an online process for licensing.

Respondent #12 – “None”

Respondent #13 – “I feel mandatory ongoing training in the security industry doesn't need to be mandatory. I believe that could be a company specific decision allowing those who wish to improve their officers and offer a better product to their customers to provide their own internal training. The Board is extremely responsive when engaged.”

Respondent #14 – “To elaborate on answer No. 7, even though the licensing process can be a lengthy one, an officer applicant is allowed to work until his or her security license is issued or denied.”

Respondent #15 – “Improvements and openness to process change, continuation of good working relationships w license holder. Ability to contact State Reps for communication and information sharing, excellent. Great group at ASRB.”

Respondent #16 – “N/A”

Respondent #17 – “no”

Respondent #18 – “Thank you very much for your services.”

Respondent #19 – “Wish there was a way to track license renewals and new applications online. Alos would be nice to be able to upload forms.”

Respondent #20 – “Not at this time.”

Respondent #21 – “Improve processing of licensing. Consider changing from a 2-year to a 4-year unarmed license.”

Respondent #22 – “No.”

Respondent #23 – “I think the State of Alabama could adopt streamline licensing efforts like most other states already use.”

Respondent #24 – “None.”

Complainant Questionnaire

A letter was sent to thirty-eight complainants requesting participation in our survey. Three participated in the survey. The percentages are based on the number who responded to the question.

1. Was the receipt of your complaint acknowledged by the Board?

Yes	2	67%
No	1	33%

2. Approximately how long after filing your complaint did the Board contact you?

Within 15 days	1	33%
Within 60 days	1	33%
Unknown	1	33%

3. Did the Board communicate the results of its investigation into your complaint to you?

Yes	1	33%
No	2	67%

4. Do you think the Board did everything it could to resolve your complaint?

Yes	1	33%
No	1	33%
Unknown	1	33%

5. Do you have any additional comments you would like to make?

Respondent #1 – “No.”

Respondent #2 – “I want to know what came as a result of my complaint. [REDACTED] holds an extreme disregard to proper legalities within the realm of armed security work and its disgusting that she holds the position she does within the [REDACTED] company. Ultimately, I do not believe that I will be satisfied with the result of the investigation unless the company was heavily fined and a few people are without their jobs within the management of the company. Upon reporting their actions and the company as a whole i had to make the hard decision to completely change my career path which was extremely unfortunate because i truly love security work and wanted to move up and become a firearms trainer for the security board but I simply could not remain a supervisor for the required two years because of the extreme disregard for their long term employees, myself included. I worked for the company on and off through multiple sets of management in hopes to get some sort of management offer. [REDACTED] is by far the worst operations manager of all the managers I met. She committed defamation against me after a meeting with her and CEO [REDACTED] where i verbally noted that they were charging people for their licenses and never facilitating the ability to obtain an actual license. Multiple officer were working unlicensed for year while also being charged renewal fees through the company. I personally am still owed money for a uniform that I returned upon my resignation. people like [REDACTED] are the reason people do not want security jobs anymore. I am just completely disgusted that people like her and her minions are given positions that other much more suitable people, with more experience in the industry, would cherish and proudly build their career with. So yeah, I would like to know of any disciplinary actions taken against the company.”

Respondent #3 – “The board as treated me unfairly and unjust”

This Page Intentionally Blank

APPENDICES

Appendix I: Applicable Statutes

Section 34-27C-1 Definitions.

For the purposes of this chapter, the following terms shall have the following meanings:

- (1) **ARMED SECURITY OFFICER.** An individual whose principal duty is that of a security officer and who at any time wears, carries, possesses, or has access to a firearm in the performance of his or her duties.
- (2) **BOARD.** The Alabama Security Regulatory Board.
- (3) **CERTIFICATION CARD or LICENSURE CARD.** The identification card issued by the board to an individual as evidence that he or she has met the basic qualifications required by this chapter and is currently certified or licensed with the board to perform the duties of a security officer.
- (4) **CERTIFIED TRAINER.** Any person approved and certified by the board as qualified to administer, and certify as to the successful completion of, the basic training requirements for security officers required by this chapter.
- (5) **CONTRACT SECURITY COMPANY.** Any individual, firm, association, company, partnership, limited liability company, corporation, institution, or similar business entity engaged in the business of providing, or which undertakes to provide, a security officer on a contractual basis to another person or entity. The security officer provided by a contract security company is a contract security officer. In addition, any person who provides security services for more than one employer in any one week period, except for a permanent change of employment, shall be deemed to be engaged in the contract security company business and shall be licensed pursuant to this chapter.
- (6) **EMPLOYER-EMPLOYEE RELATIONSHIP.** The performance of any service for wages or under any contract of hire, written, oral, expressed, or implied by an individual, provided the employer has control or direction over the performance of the employee and provided the service is performed personally by the employee.
- (7) **LICENSEE.** Any person or contract security company to which a license is granted in accordance with this chapter.
- (8) **PUBLIC ENTITY.** The federal government, the state, or any political subdivision, agency, department, branch, or service of either the state or federal government, or any county or municipality, or any other unit of local government.
- (9) **SECURITY OFFICER.**
 - a. A person employed under contract, whose principal purpose is to protect a person or persons or property from criminal activity, and whose duties include, but are not limited to, the following:
 1. The detection and prevention of unauthorized intrusion or entry, larceny, vandalism, abuse, arson, or trespass on private property.
 2. The prevention, observation, or detection of any unauthorized activity on private property.
 3. The control, regulation, or direction of the flow or movements of individuals, whether by vehicle, on foot, or otherwise.
 - b. The term does not include persons whose duties are limited to custodial duties or the reporting of violations of inhouse administrative regulations only, and who do not wear a security uniform.
- (10) **SWORN PEACE OFFICER.** Any individual who derives plenary or special law enforcement powers from, and is an employee of, or certified by, the federal government, the state, or any political subdivision, agency, department, branch, or service of either, or of any county or municipality, or of any other unit of local government.

(Act 2009-640, p. 1960, §1; Act 2019-230, §1.)

Section 34-27C-2 Creation; Composition; Sunset Provision.

(a) The Alabama Security Regulatory Board is created. Each member of the board shall be a citizen of the United States and a resident of this state, and the appointing authorities shall coordinate their appointments to assure the board membership is inclusive and reflects the racial, gender, geographic, urban, rural, and economic diversity of the state. The board shall consist of the following members:

(1) Two members appointed by the Governor. The appointees shall not be qualified to be licensed under this chapter, not be engaged in the rendering of contract security service for a minimum of three years prior to appointment, not be employed by or affiliated with any other member of the board, and shall have served for five or more years in a supervisory position in law enforcement in any municipality, county, state, or district attorney's office. The members appointed by the Governor shall be selected from a list of names submitted by a recognized security association such as the American Society of Industrial Security (ASIS), the National Association of Security Companies (NASCO), or any state or private security service association that may be organized.

(2) One member appointed by the Lieutenant Governor. The appointee shall represent consumers and shall not be engaged in the rendering of contract security service, and not employed by, related to, or affiliated with any other member of the board or licensee of the board.

(3) One member appointed by the Speaker of the House of Representatives. The appointee shall be from an entity that employs, or has an employer-employee relationship with, a contract security company.

(4) One member appointed by the Attorney General. The appointee shall be selected from a list of names submitted by the Alabama Sheriffs Association.

(b) Unless otherwise provided in subsection (a), board members shall serve three-year terms of office. A vacancy in any board position shall be filled for the duration of the unexpired term in the same manner as the original appointment. Should an appointing authority fail to make an appointment to fill an unexpired or new term within 60 days after receiving notice from the board of the vacancy, the board shall make the appointment of a qualified individual within the appropriate category by majority vote of the board members present. The board shall annually elect a chair from among the membership of the board at its first meeting. The board shall meet on a quarterly basis at a date, time, and place designated by the chair. Actual expenses incurred by board members in the performance of duties on behalf of the board shall be reimbursed from the funds of the board. Decisions of the board shall be determined by a majority vote of the board members present and voting.

(c) The members of the board shall receive up to three hundred dollars (\$300) per day, for a maximum of 12 days per year, while performing their official duties, in addition to the same per diem and mileage as provided to state employees.

(d) The board shall be subject to the Alabama Sunset Law, Title 41, Chapter 20, as an enumerated agency as provided in Section 41-20-3, and shall have a termination date of October 1, 2011, and every four years thereafter, unless continued pursuant to the Alabama Sunset Law.

(Act 2009-640, p. 1960, §2; Act 2011-174, p. 339, §3; Act 2019-230, §1; Act 2023-470, §1.)

Section 34-27C-3 Powers of the Board.

(a) The board shall have the following powers:

(1) In accordance with the Administrative Procedure Act, to adopt rules not in conflict with the laws of this state which are reasonable, proper, and necessary to carry out the functions of the board in the regulation of persons engaged in providing security officers within this state. Any interested person may petition the board to adopt, amend, or repeal any rule and the board shall prescribe by rule any necessary forms for petitions and procedures for submission, consideration, and disposition of petitions.

(2) To enforce compliance with this chapter.

(3) To establish rules and procedures for the preparation and processing of examinations, applications, license certificates, certification cards, licensure cards, renewals, appeals, hearings, and rulemaking proceedings.

(4) To determine the qualifications of licensees, certified trainers, and security officers consistent with this chapter.

(5) To levy and collect fees in amounts determined necessary by the board for licensing, application processing, background checks, including fingerprints, inspections, investigations, and hearings.

(6) To employ or contract for necessary personnel, including a director, pursuant to the state Merit System, provided such persons are employed by the board on a full-time basis exceeding 32 hours per calendar week, and provide for necessary offices, supplies, and equipment to fulfill the requirements of this chapter.

(7) To delegate its power and duties by resolution to a named designee.

(8) To enter into contracts and expend funds of the board to fulfill the requirements of this chapter.

(9) To borrow money.

(10) To work with the Attorney General and other law enforcement agencies to prohibit and punish any violation of this chapter.

(11) To establish volunteer procedures for those persons or businesses that are exempt from this chapter.

(12) To engage in dialogue and to enter into reciprocal licensing agreements with governmental entities in other states that supervise and regulate the provision of private contract security services in order to ensure that security officers and armed security officers licensed by the State of Alabama have full reciprocity to operate in other states.

(13) Upon the declaration of the Governor of a state of emergency, to authorize the operation of out-of-state contract security companies and staff within the state for the duration of the state of emergency, and up to a maximum of 30 days after the expiration of the state of emergency. To be eligible to operate within the state pursuant to this subdivision, the out-of-state contract security company shall satisfy all of the following requirements:

a. Be licensed in another state in which the qualifications, insurance, training, and other requirements for licensure are substantially similar to those required by this chapter, as determined by the board.

b. Provide notice to the board of an intention to operate in the state and submit to the board any information requested by the board.

(14) To inspect the business premises of any licensee, licensed contract security company, or unlicensed contract security company during normal business hours.

(15) To hold hearings, conduct investigations, subpoena witnesses, subpoena documents, administer oaths, and take testimony as necessary to provide for the implementation of this chapter.

(b) All powers granted in this chapter and any other powers granted to the board are public and governmental functions, exercised for a public purpose, and matters of public necessity.

(Act 2009-640, p. 1960, §3; Act 2013-349, p. 1248, §1; Act 2019-230, §1.)

Section 34-27C-4 License Application; Renewal; Fee.

(a) Commencing on May 21, 2009, any security officer, armed security officer, or contract security company providing private security services in this state shall apply to the board for a license or certification. Any security officer, armed security officer, or contract security company providing security services in this state before May 21, 2009, may continue to engage in business operations pending a final determination by the board, provided the security officer, armed security officer, or contract security company files an application for license. This chapter shall not abrogate the terms of a contract existing on May 21, 2009.

(b) An application for licensure or certification shall include all of the following information:

(1) The full name, home address, post office box, and actual street address of the business of the applicant.

(2) The name under which the applicant intends to do business.

(3) The full name and address of any partners in the business, principal officers, directors, and business manager, if applicable.

(4) The names of at least three unrelated and disinterested individuals to be used as references for board inquiries regarding the character, standing, and reputation of the applicant.

(5) Any other information, evidence, statements, or documents as may be required by the board.

(c)(1) A contract security company applying for a license or certification shall include proof that the business entity has at least one individual in its employ serving as a qualifying agent who is licensed by the board as a security officer and, in addition to meeting the requirements of subsection (d), possesses three years of experience as a manager, supervisor, or administrator with a contract security company or possesses three years of supervisory experience with any federal, military, state, county, or municipal law enforcement agency.

(2) No individual may serve as the qualifying agent for more than one contract security company without prior written approval of the board.

(3) A contract security company shall notify the board within 10 working days if the qualifying agent for the company ceases to perform his or her duties as qualifying agent and shall obtain a substitute qualifying agent within 30 days after the original qualifying agent ceases to serve. The board may grant an extension to the company for good cause, for not more than three months.

(d) Every applicant for licensure or certification shall provide the following to the board:

(1) Proof that the applicant is 21 years of age or older, or 18 years of age if the individual is not allowed to carry any type of firearm in the course of his or her employment with the contract security company.

(2) Proof that the applicant is a citizen of the United States or, if not a citizen of the United States, an individual who is legally present in the United States with appropriate documentation from the federal government.

(3) A statement of the applicant, made under oath, declaring all of the following:

a. That he or she has never been convicted in any jurisdiction of the United States of any felony or crime involving moral turpitude for which a full pardon has not been granted.

b. That he or she has never been declared, by any court of competent jurisdiction, incompetent by reason of mental defect or disease, and competency has not been restored.

c. That he or she is not suffering from habitual drunkenness or from narcotics addiction or dependence. The board may require certified results of medical tests for drug or alcohol use.

(e)(1) In addition to the requirements of subsection (d), an applicant for licensure or certification, or renewal of licensure or certification, shall submit to the board a form, sworn to by the applicant, containing the name, date of birth, and Social Security number for completion of a criminal history background check. The applicant shall submit two complete sets of fingerprints to the board. The board shall submit the fingerprints to the Alabama State Law Enforcement Agency (ALEA) for a state criminal history record check. The fingerprints shall be forwarded by ALEA to the Federal Bureau of Investigation (FBI) for a national criminal history record check. Costs associated with conducting a criminal history background check for initial licensure or certification, or for the renewal of licensure or certification, shall be borne by the applicant. The board shall keep information received pursuant to this section confidential, except that the information received and relied upon in denying the issuance of a certificate of qualification for a license or certification to a security officer in this state may be disclosed if necessary to support the denial of the license or certification, if required by court order, or for any other reason allowed by law.

(2) In addition to the requirements of subsection (d), an applicant for renewal of licensure or certification shall complete a supplemental criminal history background check approved by the board.

(f) Applications for licensure and certification shall be filed with the board on a form developed by the board. The board shall prescribe the procedures and methods of submission, consideration, and disposition of applications. An applicant corporation incorporated under the laws of this state or any other state shall be required to qualify with a certificate of authority issued by the Secretary of State and shall designate an agent for service of process. The applicant shall be issued a license or denied a license in writing within a reasonable period after receipt by the board of all required information.

(g)(1) Each contract security company requesting or renewing a license shall pay a security license fee upon application to be determined by the board that does not exceed three hundred fifty dollars (\$350) and may not be increased more than fifty dollars (\$50) per licensing period. A license shall expire on September 30 and an application for renewal shall be submitted to the board before October 1. A renewal application may not be accepted by the board after October 31. The board may impose a reasonable late fee on renewals not filed by October 1. The board shall promptly notify an applicant if the board refuses to issue or renew a license or certification. If the board refuses to issue or renew a license or certification, the applicant or licensee may appeal the decision of the board and may request a hearing, in accordance with the rules of the board and the Administrative Procedure Act. A licensee may continue to engage in the security business while his or her appeal or renewal application is pending. The board may impose a reasonable late fee on any renewal that is not filed before the expiration date of the license.

(2) Each security officer or armed security officer requesting or renewing a license or certification shall pay a nonrefundable security license fee to the board upon application to be determined by the board that does not exceed one hundred dollars (\$100) and may not be increased more than twenty-five dollars (\$25) per licensing period. The license or certification issued to a security officer or armed security officer shall expire two years from the date of issuance. If the board refuses to issue or renew a license or certification, the applicant or licensee shall be promptly notified. If the board refuses to issue or renew a license or certification, the applicant or licensee may appeal the decision of the board and may request a hearing, in accordance with the rules of the board and the Administrative Procedure Act. A licensee may continue to serve as a security officer or armed security officer while his or her appeal or renewal application is pending. The board may impose a reasonable late fee on renewals not filed before the date of expiration of the license.

(h) No license or certification issued pursuant to this chapter shall be assigned or transferred by operation of law or in any other manner. A new license for an assignee or transferee of a business shall be applied for using the same procedures and requirements as set forth in this chapter for an initial license or certification applicant. The security operation of a security company may continue until the final disposition of the pending license or certification application.

(i) The current license or certificate or duplicate copy of the license or certificate shall be posted and displayed at all times at all business offices of the licensee within the state.

(j) The board shall be notified within 30 days of any changes in officers, directors, or management of a licensee or any changes that may reasonably affect the right of a licensee to hold a license or certificate under this chapter.

(Act 2009-640, p. 1960, §4; Act 2011-174, p. 339, §3; Act 2013-349, p. 1248, §1; Act 2019-230, §1; Act 2023-470, §1.)

Section 34-27C-5 Denial, Probation, Revocation, or Suspension of License or Certification.

(a) The board may refuse to issue or renew a license or certification, place a licensee on probation, or suspend or revoke a license or certification for any violation of this chapter or rule of the board.

(b) In the event of a denial, probation, revocation, or suspension of a license, an applicant or a licensee shall be notified of the action of the board. The applicant or licensee may request a hearing and appeal the decision of the board in accordance with rules of the board and the Administrative Procedure Act. The licensee shall cease to provide security services to clients immediately upon receipt of a final notice from the board of revocation or suspension of its license or certification.

(c) The board may grant a stay or postponement of probation or a revocation or suspension under certain circumstances and with certain conditions attached, upon a majority vote of the board.

(Act 2009-640, p. 1960, §5; Act 2019-230, §1.)

Section 34-27C-6 Insurance Requirements.

(a) Contract security company licensees shall file certificates of insurance with the board certifying coverage. The minimum amount of coverage shall be two million dollars (\$2,000,000) for bodily or personal injury and two hundred thousand dollars (\$200,000) for property damage. There shall be included endorsements for general liability, personal injury, and workers' compensation.

(b) An insurance policy may not be modified or cancelled without 30 days' prior notice to the board. The insurance company shall be licensed in this state, or in the state in which the insurance is purchased, with the name of a designated agent for service filed in the office of the Secretary of State.

(Act 2009-640, p. 1960, §6.)

Section 34-27C-7 Application for License or Certification; Renewal; Fees.

(a) Within 30 days after initial employment, a security officer or armed security officer shall apply to the board for a license or certification. On or after May 21, 2009, all security officers or armed security officers not exempted under Section 34-27C-17, shall apply to the board for a license or certification in accordance with this chapter. A license or certification card issued by the board shall be carried by each security officer and armed security officer while performing his or her duties. A temporary card shall be issued by the board and be in the possession of the applicant or licensee while working as a security officer or armed security officer pending the application process, the completion of training, and the issuance of his or her license or certification. Licensure and certification shall be renewed every two years on the date on which original licensure or certification was granted. A contract security company that employs a security officer or armed security officer who is in violation of this subsection shall be in violation of this chapter.

(b) Each applicant for licensure or certification or renewal of licensure or certification shall submit to the board, within 30 days after initial employment or 30 days before licensure or certification expiration, the appropriate form as developed by the board, a fee of twenty-five dollars (\$25), and proof of completion of a certified training program or refresher course.

(c) Licensure or certification shall be denied or not renewed if a security officer or armed security officer does not meet the standards of a security officer or armed security officer established by the board pursuant to this chapter. In the event of denial or nonrenewal of a license or certification by the board, the applicant may appeal the action of the board. Upon receipt of a notice of appeal from the applicant, the board shall set a hearing date and promptly notify the applicant of the hearing date. The hearing shall be held in accordance with the rules of the board and the Administrative Procedure Act.

(d) A contract security company shall notify the board within 10 days after discovering any adverse information pertaining to the eligibility of an individual to be licensed or certified or any adverse information that may affect the licensure or certification status of a security officer or armed security officer.

(e) The board may issue a license or certification to a security officer who has been licensed or certified as a security officer in another state if the board determines that the applicant is currently a resident of this state and the qualifying and training requirements of the issuing state are equivalent, or substantially similar, to those required by this chapter.

(f) A security officer or armed security officer who works as such for six months or less per year may pay a one-time fee for special licensure by the board. Any security officer or armed security officer who works as such for more than six months in a year shall be subject to all fees and requirements of this chapter. The board, by rule, may establish the one time fee that may not exceed one hundred dollars (\$100).

(Act 2009-640, p. 1960, §7; Act 2013-349, p. 1248, §1; Act 2019-230, §1.)

Section 34-27C-8 Training Requirements.

(a) A person seeking initial licensure or certification as a security officer or armed security officer shall have completed board approved training with a certified trainer. Initial board approved training shall consist of a minimum of eight hours. Specific initial training requirements may be outlined, defined, and modified by board rule.

(b) After initial licensure or certification in accordance with this chapter, security officers and armed security officers shall complete board approved refresher training before submitting an application for licensure or certification renewal. Specific refresher training requirements may be outlined, defined, and modified by board rule.

(c) In addition to the requirements of subsections (a) and (b), a person seeking initial licensure or certification as an armed security officer shall have completed board approved firearms safety training. Specific requirements for firearms safety training may be outlined, defined, and modified by board rule.

(d) After initial licensure or certification, an armed security officer shall complete board approved refresher firearms safety training before submitting an application for licensure or certification renewal. Specific refresher training requirements may be outlined, defined, and modified by board rule.

(e) In addition to the requirements of subsections (a) to (d), inclusive, a person seeking initial licensure or certification as a security officer or armed security officer shall have completed board approved use of force training. Specific requirements for use of force training may be outlined, defined, and modified by board rule.

(f) After initial licensure or certification, security officers and armed security officers shall complete board approved refresher use of force training before submitting an application for licensure or certification renewal. Specific refresher training requirements may be outlined, defined, and modified by board rule.

(g) The following persons are exempt from the basic training requirements of subsections (a) to (f), inclusive, except to the extent set forth below:

(1) Any security officer or armed security officer who, within three years before applying for licensure or certification, completed basic security training through a military, government, or security training institute that meets or exceeds the training required by this chapter. The board shall examine proof of training before declaring an applicant exempt. An initial exemption granted pursuant to this subdivision does not exempt an applicant from annual training requirements or refresher training requirements.

(2) Any security officer or armed security officer employed by a contract security company that has a training curriculum and standards that the board determines, upon presentation of proof of training, meet or exceed those required by this chapter. The board shall examine proof of training before declaring an applicant exempt. An initial exemption granted pursuant to this subdivision does not exempt an applicant from annual training requirements or refresher training requirements.

(3) Any person who is employed as a sworn peace officer.

(h) The minimum training standards provided in this section are in addition to any qualifications required by an employing contract security company.

(Act 2009-640, p. 1960, §8; Act 2019-230, §1.)

Section 34-27C-9 Certified Trainers.

Any person conducting training of security officers shall be licensed or certified as a certified trainer by the board. Any person seeking licensure or certification as a certified trainer shall pay all fees required by the board and meet all of the following qualifications:

(1) Be 21 years of age or older.

(2) Have a minimum of two years of supervisory experience with a contract security company, a proprietary company, or in federal, state, county, or municipal law enforcement.

(3) Have a minimum of one year of experience in teaching security-related courses or have attended a board approved two-week instructor's course.

(4) Submit proof of compliance with all instruction and training requirements established by the board.

(Act 2009-640, p. 1960, §9; Act 2015-100, p. 315, §3; Act 2019-230, §1.)

Section 34-27C-10 Payment of Fees, Etc.; Deposit.

(a) A contract security company, at the request of a security officer in its employ, may withhold from the wages of the security officer those amounts necessary to pay for the licensure or certification fees, uniforms, or other required equipment of the security officer.

(b) A reasonable deposit may be required of a security officer by an employer to ensure the return of uniforms and equipment. The total amount of deposit required under this section may not exceed the actual cost of uniforms and equipment provided to the security officer.

(Act 2009-640, p. 1960, §10; Act 2019-230, §1.)

Section 34-27C-11 Pistol Permit.

An armed security officer shall apply for and have his or her pistol permit issued by the sheriff of the county of his or her residence. It is a violation of this chapter for any security officer to carry a firearm in the performance of his or her duties without holding a valid license or certification card for an armed security officer issued by the board.

(Act 2009-640, p. 1960, §11; Act 2019-230, §1.)

Section 34-27C-12 Prohibited Activities.

(a) It is unlawful for any person or entity to do any of the following:

(1) Issue a shield or badge not in conformance with this chapter. Except for sworn peace officers, no person or entity shall wear or display any badge, insignia, device, shield, patch, or pattern containing words which would indicate that he or she is a sworn peace officer or that includes the Great Seal of the State of Alabama. The words “security officer,” or a similar term, shall be displayed on any badge, insignia, device, shield, patch, or pattern worn by a security officer or armed security officer. Except for the vehicle of a sworn peace officer, no vehicle used by a security officer or an armed security officer shall have any equipment or markings denoting a law enforcement vehicle.

(2) Publish, advertise, use printed letterhead or circulars, or give statements, or use words or phrases which in any way suggest or imply that the security officer, armed security officer, or contract security company is a law enforcement organization or sworn peace officer, or an official of the state or federal government.

(3) Designate an individual meeting the definition of a security officer or armed security officer as anything other than a security officer or armed security officer.

(4) Knowingly make or provide false statements to the board or omit any document or information required to be filed with the board.

(5) Falsely represent a person to be a holder of a license or certification card.

(6) Engage in criminal conduct that would prohibit licensing or certification.

(b) In addition to subsection (a), it shall be unlawful for a security officer, armed security officer, or contract security company to do any of the following:

(1) Fail to comply with or violate this chapter and the rules of the board.

(2) Divulge to anyone other than his or her employer, unless required by law, any information that would jeopardize the property for which he or she is providing security.

(3) Fail to return his or her license or certification card, or license or certification of the contract security company, to the board, if required.

(4) Possess a certification card or licensure card issued to any other person.

(5) Use a badge or shield not in conformance with this chapter.

(Act 2009-640, p. 1960, §12; Act 2019-230, §1.)

Section 34-27C-13 Violations.

(a) A violation of this chapter by a security officer or an armed security officer shall be punishable by a fine of not less than seventy-five dollars (\$75) nor more than five thousand dollars (\$5,000) per violation and may result in the probation, revocation, or suspension of the license or certification, or both, of the violator.

(b) Any person who practices or offers to practice as a security officer or an armed security officer in this state without a license or certification issued and approved by the board shall be guilty of a Class A misdemeanor.

(Act 2009-640, p. 1960, §13; Act 2019-230, §1.)

Section 34-27C-14 Appeals.

Any person or entity aggrieved by any final action of the board may appeal to the Circuit Court of Montgomery County.

(Act 2009-640, p. 1960, §14; Act 2013-349, p. 1248, §1.)

Section 34-27C-15 Security Certification Fund.

There is created in the State Treasury, with funds expended by the board to defray the expenses of administering this chapter, a special revenue trust fund designated as the Security Certification Fund. All receipts collected by the board under this chapter shall be deposited in the fund and shall only be used to implement this chapter. Receipts deposited into the fund shall be disbursed only by warrants of the state Comptroller drawn upon the State Treasury on itemized vouchers approved by the board. No funds shall be withdrawn or expended except as budgeted and allotted according to Sections 41-4-80 to 41-4-96, inclusive, and 41-19-1 to 41-19-12, inclusive, and only in amounts as stipulated in the general appropriations act, other appropriations acts, or this chapter. At the end of any fiscal year following May 21, 2009, any unencumbered and unexpended balance in the fund shall not revert to the General Fund of the State Treasury under Section 41-4-93, but shall carry over to the next fiscal year.

(Act 2009-640, p. 1960, §15.)

Section 34-27C-16 Contract Security License for Nonresident.

To the extent that other states which provide for licensing and certification of any security officer, armed security officer, or contract security company provide for similar action for citizens of this state, the board may grant a license or certification to a nonresident or out-of-state contract security company who holds a valid license or certification of the same type from another state upon satisfactory proof furnished to the board that the standards of licensure or certification in the other state are equivalent or substantially similar to those prevailing in this state.

(Act 2009-640, p. 1960, §16; Act 2019-230, §1.)

Section 34-27C-17 Exemptions.

The following persons and entities, including affiliated entities under common control, are exempt from this chapter:

- (1) Any person or entity that uses the employees of the person or entity for security services.
- (2) Any employee who provides security services only for his or her employer and not for any third party.
- (3) A sworn peace officer.

(Act 2009-640, p. 1960, §17; Act 2013-349, p. 1248, §1; Act 2019-230, §1.)

Section 34-27C-18 Relation to Other Provisions.

(a) No governmental subdivision of this state shall enact any legislation, code, or ordinance, or adopt any rule relating to the licensing, training, or regulation of contract security companies or individuals functioning as security officers, other than for the imposition of a bona fide business tax or occupational tax, or both.

(b) Any provision of any legislative code, ordinance, or rule promulgated by any local governmental subdivision of this state, relating to licensing, training, or regulation of contract security companies or security officers, shall be superseded by this chapter.

(Act 2009-640, p. 1960, §18; Act 2019-230, §1.)

Appendix II: Professional Services by Vendor

	FY2022	FY2023	FY2024	FY2025
<u>Administrative Services</u>				
<i>Information and Research</i>				
Alabama State Law Enforcement Agency	\$249,894.50	\$254,349.25	\$211,471.00	\$276,584.00
<i>Mailing Services</i>				
Department of Finance	393.05	342.35	206.08	
<i>Advertising</i>				
Legislative Services Agency		160.00	130.00	
<i>Inter-Departmental Professional Services</i>				
Legislative Services Agency				100.00
<i>Accounting And Auditing</i>				
Smith Warren Management Services, Inc.	349,387.50	333,506.25	30,318.75	131,612.91
<i>Managerial Services</i>				
Smith Warren Management Services, Inc.			467,500.00	377,016.19
<i>Security and Monitoring Services</i>				
Smith Warren Management Services, Inc.	150.00			
<i>Personnel Department Services</i>				
State Personnel Department				760.00
<i>Inter-Departmental Professional Services</i>				
Department of Finance	952.60	86.60		
Total Administrative Services	600,777.65	588,444.45	709,625.83	786,073.10
<u>Legal Services</u>				
<i>Court Reporter Services</i>				
Boggs Reporting and Video LLC		1,382.50	498.25	
Huseby LLC	400.00	375.00	1,095.00	
<i>Court Services</i>				
State Personnel Department			66.67	
Total Legal Services	400.00	1,757.50	1,659.92	
<u>Data Processing Services</u>				
<i>Data Processing Personnel Services</i>				
Alabama Interactive				70.00
Key Asset Lifecycle Mgmt. Serv.	5,000.00	25,000.00	24,000.00	31,500.00
<i>Comptroller Services</i>				
Department of Finance	1,371.75	1,457.00	1,530.00	1,668.00
<i>Inter-Departmental Professional Services</i>				
Office of Information Technology				485.60
<i>SBS Billing</i>				
Department of Finance	76.25	294.00	640.90	566.90

Appendix II: Professional Services by Vendor (continued)

	FY2022	FY2023	FY2024	FY2025
<i>Data Processing Personnel</i>				
Business Systems & Consultants	10,831.95	4,906.00	5,798.00	22,778.00
Office of Information Technology	4,487.25	17,899.75	3,023.00	2,030.50
<i>Finance and IT Planning/Oversight</i>				
Office of Information Technology		34.32	91.52	61.80
Total Data Processing Services	21,767.20	49,591.07	35,083.42	59,160.80
Total Professional Services	\$622,944.85	\$639,793.02	\$746,369.17	\$845,233.90

Appendix III: Board Members



Alabama Security Regulatory Board
2740 Zelda Road, Box 5
Montgomery, AL 36106
(334)420-7234
Fax (334) 263-6115
www.asrb.alabama.gov

July 8, 2026

Braeden Mitchell
Examiners of Public Accounts
Post Office 302251
Montgomery, Alabama 36130

Dear Mr. Mitchell,

Please find below the members of the Board along with their appointment information.

Jacob Pugh, Chair
Vestavia Hills, Alabama
Term Expires: May 31, 2023

Debra Davis, Vice Chair
Oxford, Alabama
Expiration: September 16, 2027

Harold Stamps, Member
Albertville, Alabama
Expiration: October 19, 2028

Stephen P. McGavin, Member
Harpersville, Alabama
Expiration: January 31, 2027

Sheriff Kevin H. Turner, Member
Huntsville, Alabama
Expiration: August 31, 2027

Please let me know if you need any additional information.

Sincerely,

A handwritten signature in blue ink, featuring a series of loops and a long horizontal stroke extending to the right.

Keith E. Warren
Executive Director

Appendix IV: Board's Response



Alabama Security Regulatory Board
P. O. Box 309536
Montgomery, AL 36130-9536
(334) 420-7234
www.asrb.alabama.gov

July 21, 2026

Dixie B. Thomas
Director of Operational Audits
Examiners of Public Accounts
401 Adams Avenue, Suite 280
Montgomery, Alabama 36104-4338

Dear Mrs. Thomas,

Please find below the Board's response to the significant issue and matters of concern from the recent Sunset Audit.

Significant Issue 2026-001

In 2024, the Board updated its deposit policy to increase deposits from once to twice per week. We have also added processing days to ensure payments are deposited within the recommended 5–7-day timeframe.

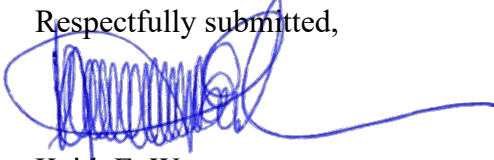
The Board is nearing completion of online applications, renewals, and background checks, which will eliminate approximately 90% of physical checks received by the office.

Matters of Concern 2026-001

The Board recognizes the time required to process licenses and renewals. Applications and payments are processed promptly upon receipt, and applicants or licensees receive a temporary card that allows them to work while their application and background check are pending. The primary delay is the background check process, which currently relies on manual fingerprint cards submitted by applicants and forwarded to ALEA for processing. The backlog is with ALEA and is due to staffing shortages and/or equipment issues. To address this concern, the Board issued a request for proposals for electronic background checks, selected a vendor, and will present the contract at the August 2026 Legislative Contract Review Meeting. Once implemented, background checks are expected to be processed within 24–48 hours, and the online/electronic background check system should be operational this fall.

Please let me know if you have any questions or need any additional information.

Respectfully submitted,



Keith E. Warren
Executive Director