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SPOTLIGHT New Rules

under the Private Security Business and Security Alarm Act



Effective
November 2025

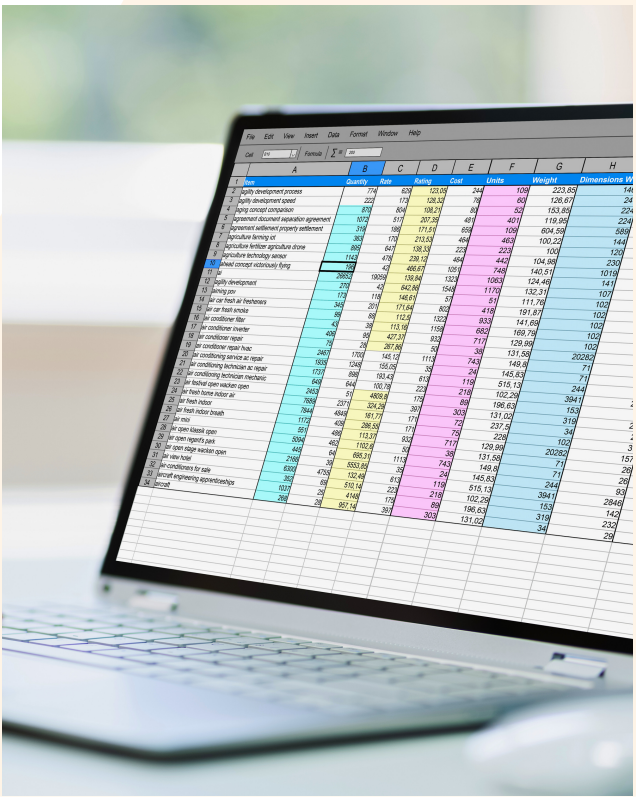
SPOTLIGHT - Certification of Private Security Guard and Security Alarm Agencies ruleset, 2023-80 LR

This spotlight is intended to provide an overview of the rules promulgated pursuant to the Michigan Private Security Business and Security Alarm Act (**the "Act"**), MCL 338.1051 et seq. The rules lay out badge and uniform requirements, the parameters surrounding advertising and agency names, and employee and employer responsibilities.

Note that this spotlight is only a summary of the rule changes and is not intended to cover all aspects of the newly promulgated ruleset. Licensees are strongly encouraged to review all changes to the rules to ensure compliance with the new requirements. A link to the profession's licensing page can be found here, and the "final rule language" can be found here.



Definitions



Rule 1 lays out who qualifies as an “employer” vs. “employee”, and what a “qualifying officer” is.

Changes in Uniform, Badge, and Patch Requirements

Rule 2 clarifies that an employee who is engaging in business as defined under the act must wear a uniform while doing so, and that at least the last name of the employee, and designated patches and emblems of the agency must be visible on the outermost article of clothing. Please note that the exception to the uniform requirement are those employees who are simply monitoring a security alarm system.

Rule 3 requires a badge to list the name of an agency *as licensed with the department* and prohibits a star shape.

Prohibited Words in Agency Names, other Advertising Rules

In an effort to increase transparency and decrease confusion for the public, ***Rule 4*** prohibits certain words from being approved for use as the name of an agency. This rule also lays out requirements to ensure agencies are advertising with the name under which it is licensed, and to prohibit emblems that are identical to law enforcement agencies. This rule is important to ensure that the public may easily identify a licensee, what services they provide, and provide transparency when it comes to filing complaints.



Qualifying Officers, Supervision

The rules officially outline “qualifying officers” within the department’s regulation of the industry. While this has been common practice without the rules, ***Rule 5*** clarifies the parameters; that a qualifying officer as defined in ***Rule 1*** shall be responsible for the daily operation and supervision of the agency and maintain regular hours at the business that is licensed with the department. The department does not restrict licensees as to what “regular hours” are followed, nor that a different Q.O. be appointed for each branch. The goal of this rule is to provide that there is an individual that ensures the Act and rules are being adhered to, and who the department may contact and identify when it comes to licensing and disciplinary matters.

Employers and Employees, Record Retention



Rule 6 outlines “employer” vs. “employee” responsibilities. **The most notable change for licensees** is the requirement that a criminal background check of employees be conducted every 2 years upon renewal of a license. The agency must retain personal files, including the criminal background check, for no less than 1 year following the last day of employment of an employee. Ensuring that the public is protected throughout the time of employment is the reason for this change. It is the licensee’s responsibility to adhere to this requirement, and the department will verify compliance during complaints and investigations.



Also in ***Rule 6*** are the parameters for “subcontracting”. The rule aims to bring clarity to what is already touched upon in statute (MCL 338.1067) – that an individual who is engaged in providing services under the Act is considered an employee of that agency, that employees must be listed on the roster of a licensed agency, and must wear the uniform of the agency in which they are providing services. This will ensure accountability of who is being hired by agencies and that the public may clearly identify the employee and employer that is offering services under the Act.



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