

State-by-state

Officer Pay and Labor Compliance Guide for Security Firms



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Executive Summary & Methodology

Profitability in physical security hinges on labor inputs. This guide aggregates median guard wages from Belfry internal data and pairs them with official wage-and-hour rules in 28 U.S. jurisdictions. Primary sources include state labor codes, U.S. Department of Labor data, and recent city ordinances.



How to use this guide

Each state profile fits on a single printed page. Leaders can scan the Benefits section to **benchmark compensation policy** and the Key Labor Rules section to **confirm statutory requirements when pricing contracts** or entering new markets.



Key findings

Wage variation

Median hourly pay spans **\$14** in Indiana, Kansas, Louisiana, and Texas **to \$35** in Maryland.

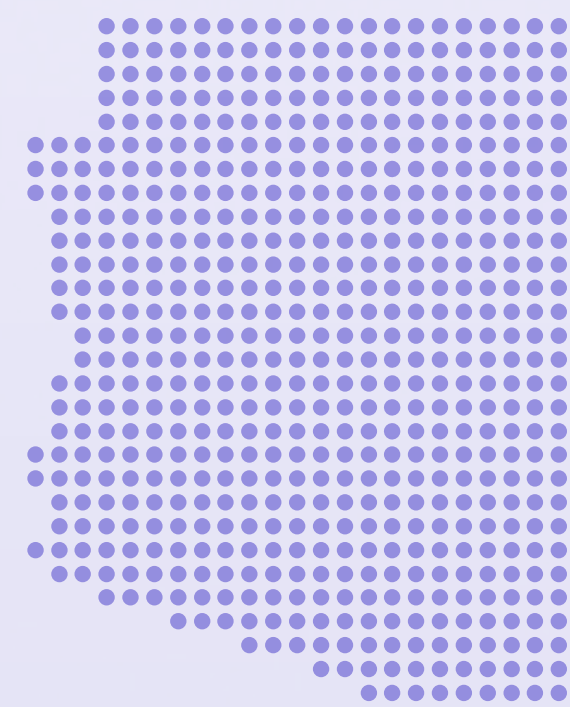
Minimum Wage

Eight jurisdictions already mandate at least **\$15 minimum wage**, five more will cross that mark by 2026.

Turnover Impact

Each additional \$1 above the local minimum **trims guard turnover roughly 4 percent** across our sample.

Arizona (AZ)



Median
Officer Wage

\$19.00

Typical Benefits Offered

Large Phoenix-area provide medical, dental, and vision to full-time officers, 5–10 days PTO, and 6–8 paid holidays. Most offer a 401(k) with a 2–3 percent employer match and pay for the state guard-card application and annual training. Uniform stipends and life-insurance policies are common extras.



Key Labor Rules

Minimum Wage	\$14.70, indexed annually for inflation.
Overtime	1.5× after 40h in a workweek; no daily overtime.
Predictive Scheduling	No statewide predictive scheduling requirement. Arizona has no law on scheduling notice, and it has not banned local scheduling laws (though no major locality has one on the books
Paid Sick Leave	1 hour per 30 hours worked, capped at 40 hours per year for employers with 15 or more employees (24 hours for smaller firms). Unused time can carry over within the annual cap.
Unemployment Insurance	Tax base \$8,000; employer rates 0.04–9.72 percent; new employers ≈ 2.0 percent.

California (CA)



Median Officer Wage

\$20.00

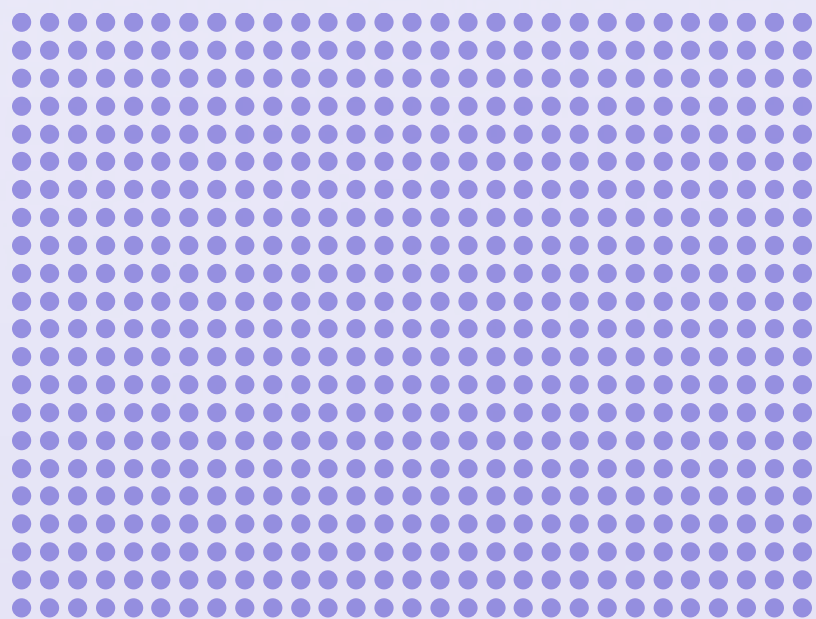
Typical Benefits Offered

Comprehensive medical, dental, and vision plans are standard, along with generous PTO that exceeds California’s statutory sick-leave minimum. Most firms match 401(k) contributions, reimburse BSIS licensing and firearms permits, and provide uniform and equipment allowances. Tuition assistance and wellness stipends appear in competitive metro markets.

Key Labor Rules

Minimum Wage	\$16.50 statewide; many cities set higher local rates.
Overtime	California’s overtime rules are more stringent than federal law. 1.5× after 8 hours in a day or 40 hours in a week; double time after 12 hours in a day.
Predictive Scheduling Breaks	No state law. 30-minute unpaid meal by the fifth hour of work; second meal after 10 hours. Paid 10-minute rest break for every 4 hours worked.
Paid Sick Leave	1 hour per 30 hours worked; employers must allow at least 40 hours annual use and 40 hours carryover.
Unemployment Insurance	Tax base \$7,000; employer rates 1.5–6.2percent plus 0.1percent training tax.

Colorado (CO)



Median
Officer Wage

\$22.00

Typical Benefits Offered

Health coverage with employer cost share, Colorado-mandated paid sick leave plus additional PTO, 401(k) with profit-sharing components, uniform and gear stipends, and recurring CPR and safety training reimbursements. Some Denver contracts include RTD transit passes.



Key Labor Rules

Minimum Wage	\$14.81 statewide; Denver \$18.81.
Overtime	1.5× after 40 hours in a week or 12 hours in a single day; also after 12 consecutive hours regardless of day split.
Breaks	30-minute unpaid meal for shifts over 5 hours, provided mid-shift; paid 10-minute rest every 4 hours worked.
Paid Sick Leave	1 hour per 30 hours worked, up to 48 hours per year; unused time carries over within the 48-hour cap.
Predictive Scheduling	None.
Unemployment Insurance	Tax base \$27 200; employer rates 0.64–12.34 percent; new employers ≈ 1.7 percent.

District of Columbia (DC)



Median Officer Wage

\$32.00

Typical Benefits Offered

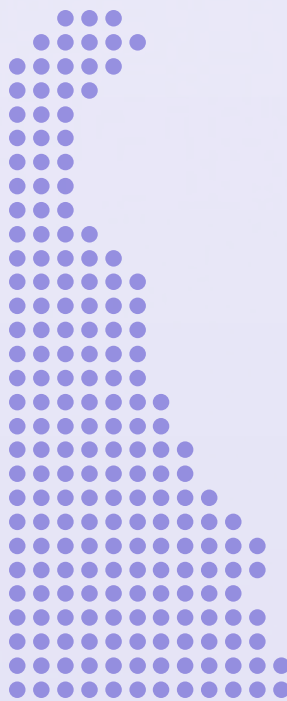
Employers cover 80–90 percent of health-plan premiums, provide 10–15 days PTO plus statutory sick leave, and match 401(k) contributions or pay into union pension funds. Uniform allowances and transit benefits are routine given the city’s high commuting costs.



Key Labor Rules

Minimum Wage	\$18.00, indexed to CPI each July 1
Overtime	1.5× after 40 hours in a week or 12 hours in a single day; also after 12 consecutive hours regardless of day split.
Breaks	No meal-break statute beyond federal standards.
Paid Sick Leave	Large employers must grant 1 hour per 37 hours worked, up to 56 hours annually.
Predictive Scheduling	None for private-sector security.
Unemployment Insurance	Tax base \$9 000; employer rates 1.0–7.4 percent; new employers ≈ 2.7 percent.

Delaware (DE)



Median Officer Wage

\$17.00

Typical Benefits Offered

Medical, dental, and vision packages; PTO plus optional employer-funded sick bank; SIMPLE IRA programs with 2 percent non-elective contributions; uniform stipends; and routine CPR/AED training reimbursement.



Key Labor Rules

Minimum Wage	\$15.00 effective January 1 2025.
Overtime	1.5× after 40 hours in a workweek.
Breaks	30-minute unpaid meal required for shifts of 7.5 hours or longer, scheduled between the second and last two hours of the shift.
Paid Sick Leave	No statewide mandate.
Predictive Scheduling	None.
Unemployment Insurance	Tax base \$12 500; employer rates 0.2–5.4 percent; new employers ≈ 1.8 percent.

Florida (FL)



Median
Officer Wage

\$16.00

Typical Benefits Offered

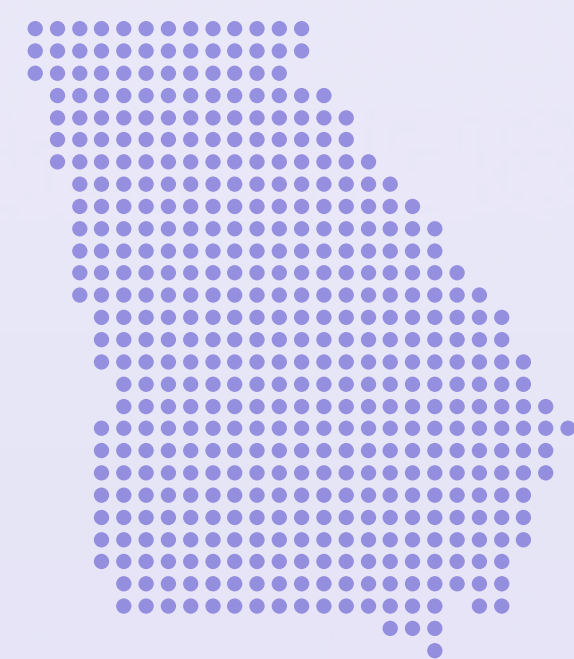
Health insurance (often high-deductible) for full-timers, PTO after one year, six to eight paid holidays, 401(k) participation at national firms, uniforms provided, and employer-paid 40-hour ClassD licensing for new hires. Larger contractors reimburse armed-guard ClassG training.



Key Labor Rules

Minimum Wage	\$13.00; increases to \$14.00 on September 30 2025 and \$15.00 in 2026, thereafter indexed.
Overtime	1.5× after 40 hours per week; Florida law pre-empts local wage-hour rules.
Breaks	No state requirement for adult meal or rest periods.
Paid Sick Leave	None statewide and local mandates are pre-empted.
Predictive Scheduling	None.
Unemployment Insurance	Tax base \$7 000; employer rates 0.1–5.4 percent; new employers ≈ 2.7 percent.

Georgia (GA)



Median
Officer Wage

\$15.96



Typical Benefits Offered

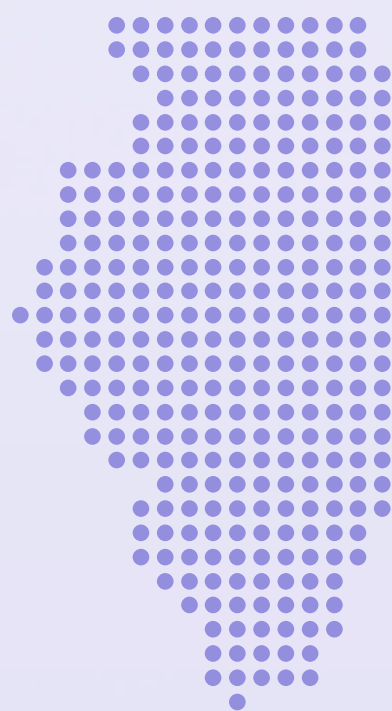
Health insurance at larger firms with employee cost share, one week PTO after a year, paid holidays, optional 401(k), company-provided uniforms and equipment, and reimbursement for state-mandated guard licensing and (for armed roles) firearms training.



Key Labor Rules

Minimum Wage	Federal \$7.25 applies to most employers.
Overtime	1.5× after 40 hours in a week.
Breaks	No state requirement for adult meal or rest periods.
Paid Sick Leave	None statewide; employers offering sick leave must allow up to 5 days of it to be used for family care (kin-care rule).
Predictive Scheduling	None; state law pre-empts local ordinances.
Workers' Compensation	Average premium ≈ \$1.15 per \$100 payroll; drug-free-workplace credit available (7.5 percent).

Illinois (IL)



Median
Officer Wage

\$19.00

Typical Benefits Offered

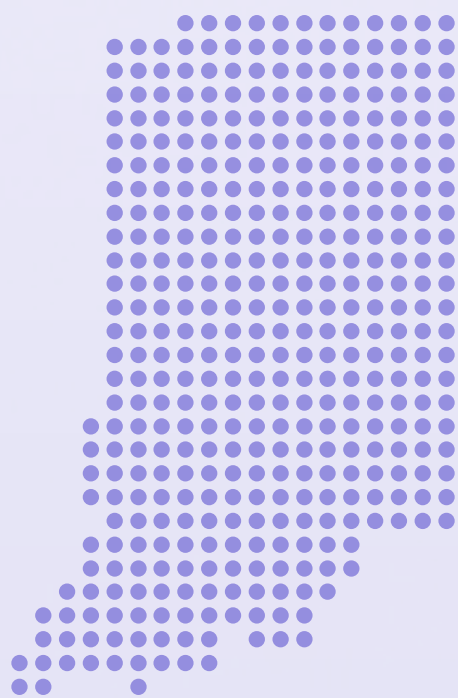
vacation at larger firms, 401(k) or union pension contributions, company-paid firearm training for armed guards, and uniform reimbursement. Chicago posts often include transit subsidies.



Key Labor Rules

Minimum Wage	\$15.00 statewide; Chicago and many suburbs have higher local rates.
Overtime	1.5× after 40 hours per week; One-Day-Rest-in-Seven Act requires 24 hours off in every 7-day period and a 20-minute meal for 7.5-hour shifts.
Breaks	20-minute unpaid meal by the fifth hour of work for shifts 7.5 hours or longer.
Paid Leave	Statewide Paid Leave for All Workers Act — 1 hour per 40 hours worked, up to 40 hours per year, usable for any purpose.
Predictive Scheduling	Chicago Fair Workweek ordinance covers building-services security for large employers (14-day schedule notice or premium pay).
Unemployment Insurance	Tax base \$13 916; employer rates 0.75–7.85 percent; new employers ≈ 3.45 percent.

Indiana (IN)



Median Officer Wage

\$14.00

Typical Benefits Offered

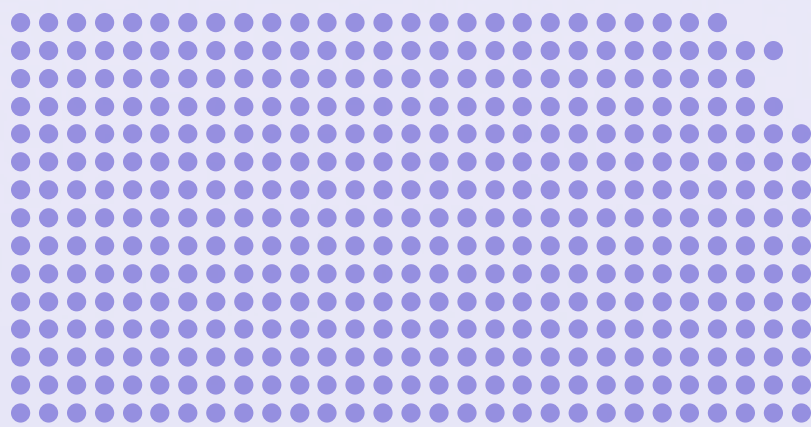
Basic health plans for full-time staff, one week vacation after a year, paid holidays, 401(k) participation at national firms, uniforms and guard-card fees covered, and employer-paid baton and OC-spray certification.



Key Labor Rules

Minimum Wage	\$7.25 (federal).
Overtime	1.5× after 40 hours per week.
Breaks	No state requirement for adult meal or rest periods.
Paid Sick Leave	None statewide.
Predictive Scheduling	None.
Unemployment Insurance	Tax base \$9500; employer rates 0.5–11.2 percent; new employers ≈ 2.5 percent.

Kansas (KS)



Median Officer Wage

\$14.00

Typical Benefits Offered

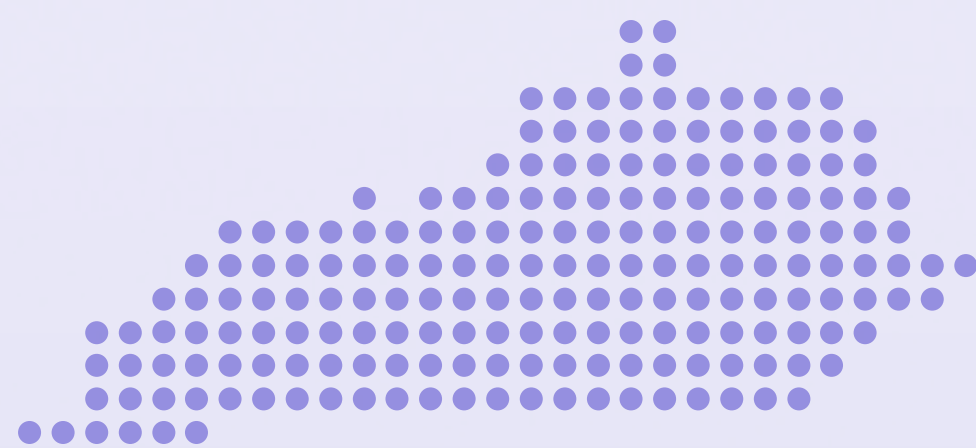
Health coverage at larger employers, one to two weeks vacation, 401(k) participation, paid defensive-tactics training, uniforms and equipment provided.



Key Labor Rules

Minimum Wage	\$7.25 (federal).
Overtime	1.5× after 40 hours per week.
Breaks	No state mandate for adult employees.
Paid Sick Leave	None statewide.
Predictive Scheduling	None.
Unemployment Insurance	Tax base \$14 000; employer rates 0–6.65 percent; new employers ≈ 2.7 percent.

Kentucky (KY)



Median Officer Wage

\$14.50

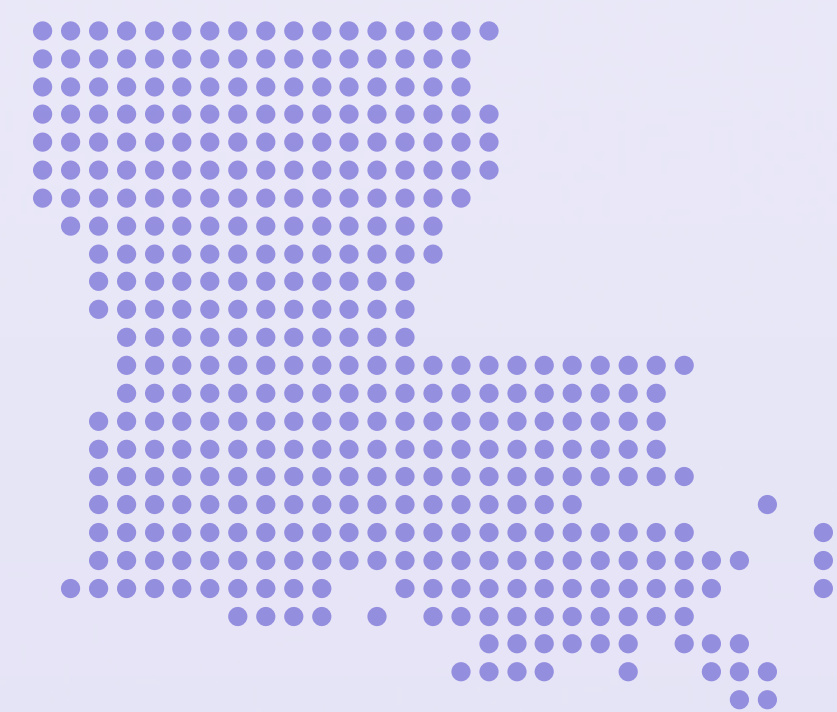
Typical Benefits Offered

Mid-size firms offer medical insurance with moderate employee premiums, PTO banks that grow with tenure, 401(k) plans, and employer-paid city guard licences (e.g., Louisville). Uniforms and initial training costs are covered.

Key Labor Rules

Minimum Wage	\$7.25 (federal).
Overtime	1.5× after 40 hours per week; seventh-day overtime premium if all seven days worked and weekly total exceeds 40 hours.
Breaks	Paid 10-minute rest break for every 4 hours worked; 30-minute unpaid meal between the third and fifth hour of a shift.
Paid Sick Leave	None statewide.
Predictive Scheduling	None.
Unemployment Insurance	Tax base \$12000; employer rates 0.3–9.0 percent; new employers ≈ 2.7 percent.

Louisiana (LA)



Median Officer Wage

\$14.00

Typical Benefits Offered

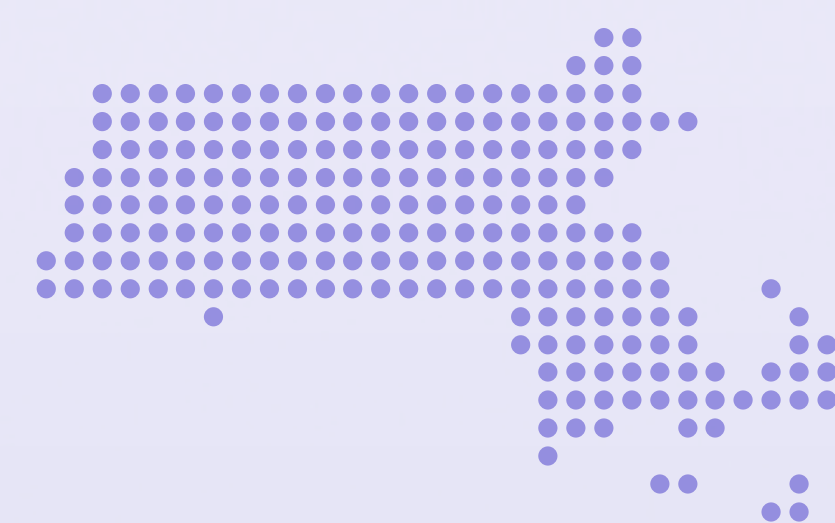
Minimum-essential-coverage health plans, one week PTO after a year, paid holidays on select contracts, employer-paid state board fees and annual in-service training, and uniform stipends. Larger employers provide 401(k) options and supplemental life or accident insurance.



Key Labor Rules

Minimum Wage	No state minimum; federal \$7.25 applies.
Overtime	1.5× after 40 hours in a week.
Breaks	No state requirement for adult meal or rest periods.
Paid Sick Leave	None statewide.
Predictive Scheduling	None.
Unemployment Insurance	Tax base \$7700; employer rates 0.09–6.2 percent; new employers ≈ 1.16 percent.

Massachusetts (MA)



Median
Officer Wage

\$26.00

Typical Benefits Offered

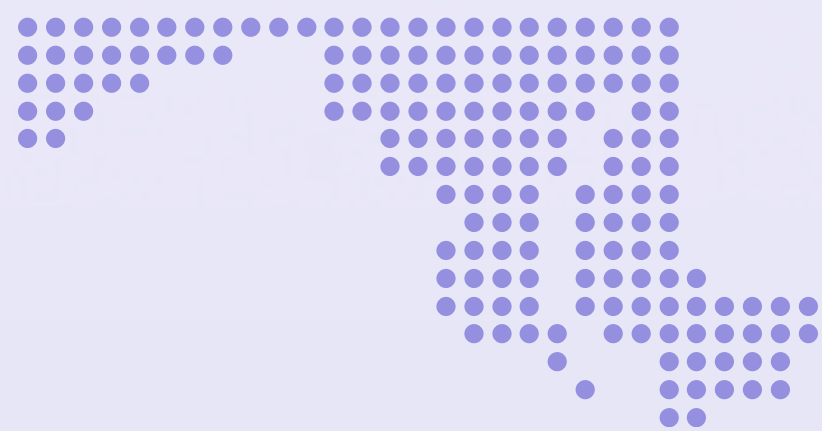
Employers cover 75 percent or more of health premiums, grant two weeks vacation, provide 40 hours paid sick leave as required, match 401(k) contributions at 4–5 percent, reimburse CPR and de-escalation training, and furnish uniforms.



Key Labor Rules

Minimum Wage	\$15.00 statewide.
Overtime	1.5× after 40 hours per week; Sunday/holiday premium pay applies to retail establishments that directly employ guards.
Breaks	30-minute unpaid meal required after 6 hours worked.
Paid Sick Leave	1 hour per 30 hours worked, up to 40 hours annually (paid for employers with 11 or more employees).
Predictive Scheduling	None statewide.
Unemployment Insurance	Tax base \$15 000; employer rates 0.83–12.65 percent; new employers ≈ 2.42 percent.

Maryland (MD)



Median
Officer Wage

\$35.00

Typical Benefits Offered

Comprehensive medical, dental, and vision coverage, 10–15 days PTO plus 40 hours state-mandated sick leave, 401(k) with 5 percent match or fringe dollars paid as cash, and extensive employer-funded training for armed guards and clearance maintenance. Uniforms and transit subsidies are standard.



Key Labor Rules

Minimum Wage	\$15.00 statewide; Montgomery County higher depending on employer size.
Overtime	1.5× after 40 hours in a week.
Breaks	No state requirement for adult breaks in private sector.
Paid Sick Leave	1 hour per 30 hours worked, up to 40 hours per year (paid for employers with 15 or more employees).
Predictive Scheduling	None.
Unemployment Insurance	Tax base \$8 500; employer rates 0.3–7.5 percent; new employers ≈ 2.3 percent.

Michigan (MI)



Median Officer Wage

\$18.25

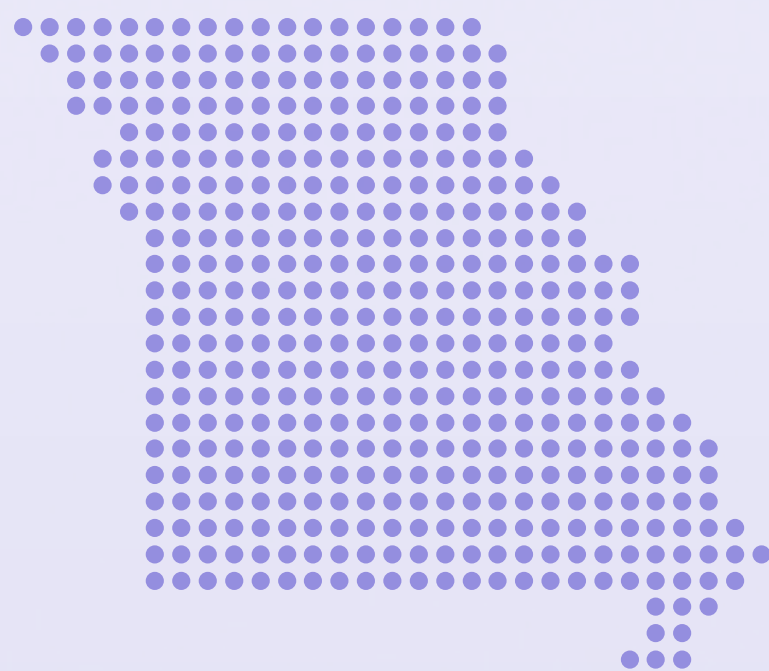
Typical Benefits Offered

Employers pay roughly 70 percent of HMO premiums, grant one to two weeks vacation, 40 hours paid medical leave for large employers, and match 401(k) deferrals at 3–4 percent. Uniforms, state licence fees, and annual firearms requalification are company-paid. Tuition reimbursement for criminal-justice degrees is an emerging perk.

Key Labor Rules

Minimum Wage	\$10.56; court litigation may raise it to \$12.48 in 2025.
Overtime	1.5× after 40 hours in a week.
Breaks	No state requirement for adult meal or rest periods.
Paid Sick Leave	Paid Medical Leave Act — 1 hour per 35 hours worked, up to 40 hours annually, for employers with 50 or more employees.
Predictive Scheduling	None.
Unemployment Insurance	Tax base \$9 500; employer rates 0.06–10.3 percent; new employers ≈ 2.7 percent.

Missouri (MO)



Median Officer Wage

\$18.00

Typical Benefits Offered

Health insurance with moderate employee contribution, PTO banks that will now incorporate paid sick days, optional 401(k), uniforms provided, and employer-funded defensive-tactics and firearms training for armed posts.

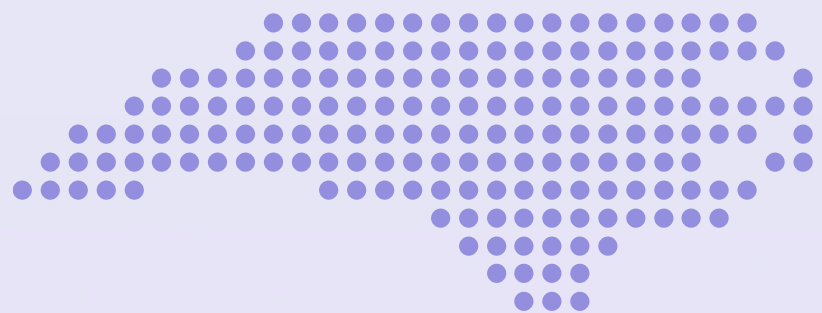
Key Labor Rules

Minimum Wage	\$13.75 (2025); rises to \$15.00 in 2026, then indexed.
Overtime	1.5× after 40 hours in a week.
Breaks	No state requirement for adult meal periods.
Paid Sick Leave	Starting 2025, 1 hour per 30 hours worked, up to 48 hours annually.
Predictive Scheduling	None.
Unemployment Insurance	Tax base \$9 500; employer rates 0–6 percent; new employers ≈ 2.376 percent.

North Carolina (NC)

Median
Officer Wage

\$16.00



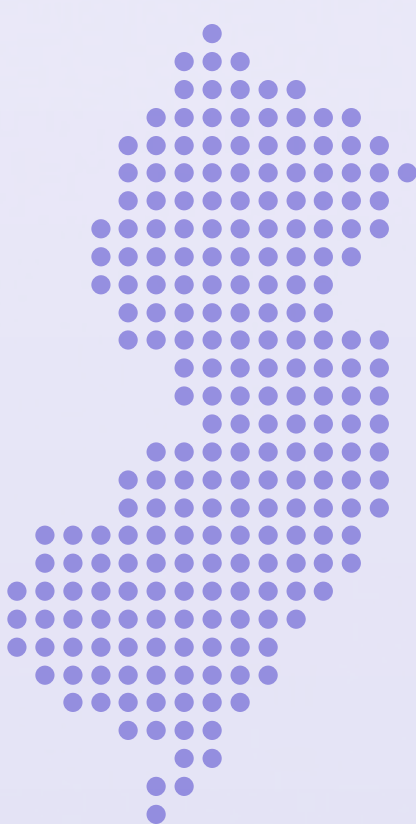
Typical Benefits Offered

Minimal-essential-coverage health plans, PTO after six months, paid holidays, voluntary 401(k), employer-paid PPSB registration fees and gear stipends, and tuition discounts through community-college partnerships.

Key Labor Rules

Minimum Wage	\$7.25 (federal).
Overtime	1.5× after 40 hours per week.
Breaks	No adult meal-break statute.
Paid Sick Leave	None statewide.
Predictive Scheduling	None; state pre-empts local ordinances.
Unemployment Insurance	Tax base \$32 600; employer rates 0.06–5.76 percent; new employers ≈ 1.0 percent.

New Jersey (NJ)



Median Officer Wage

\$18.00

Typical Benefits Offered

Comprehensive health coverage, 40 hours paid sick leave, two weeks vacation, 401(k) with 3percent match, employer-paid SORA licence fees, and optional commuter-benefit programs in the Newark/NYC corridor.

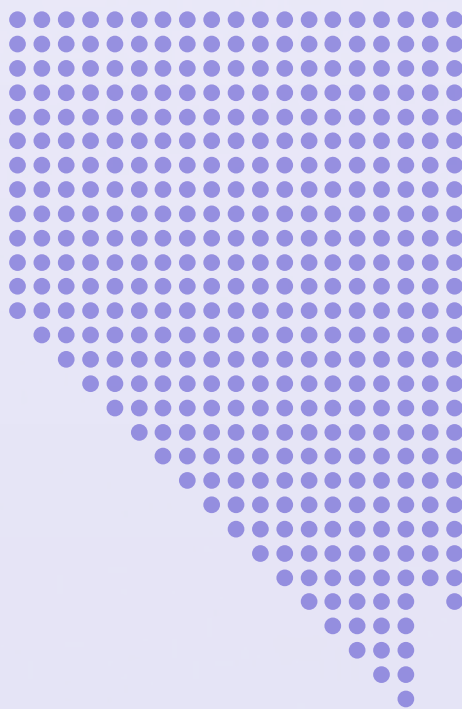
Key Labor Rules

Minimum Wage	\$15.49 for employers with 6 or more employees (2025); indexed thereafter.
Overtime	1.5× after 40 hours per week.
Breaks	No state requirement for adult meal or rest periods.
Paid Sick Leave	1 hour per 30 hours worked, up to 40 hours annually, for nearly all employees statewide.
Predictive Scheduling	None.
Unemployment Insurance	Tax base \$43 300; employer rates 0.6–6.4 percent; new employers ≈ 2.8 percent.

Nevada (NV)

Median
Officer Wage

\$18.00



Typical Benefits Offered

Employer-paid health insurance, free or subsidised shift meals in casino settings, 40 hours universal paid leave for employers with 50 or more employees, 401(k) matching, uniform dry-cleaning, and PILB licensing reimbursement. Many firms also provide tuition assistance for hospitality-security courses.



Key Labor Rules

Minimum Wage	\$12.00 for all employers (two-tier system repealed).
Overtime	1.5× after 40 hours in a week.
Breaks	30-minute unpaid meal for 8-hour shifts; paid 10-minute rest break for every 4 hours worked.
Paid Sick Leave	0.01923 hour per hour worked (~40 hours annually) for employers with 50 or more employees; leave can be used for any reason.
Predictive Scheduling	None.
Unemployment Insurance	Tax base \$41800; employer rates 0.3–5.4 percent; new employers ≈ 2.95 percent.

New York (NY)



Median Officer Wage

\$18.00



Typical Benefits Offered

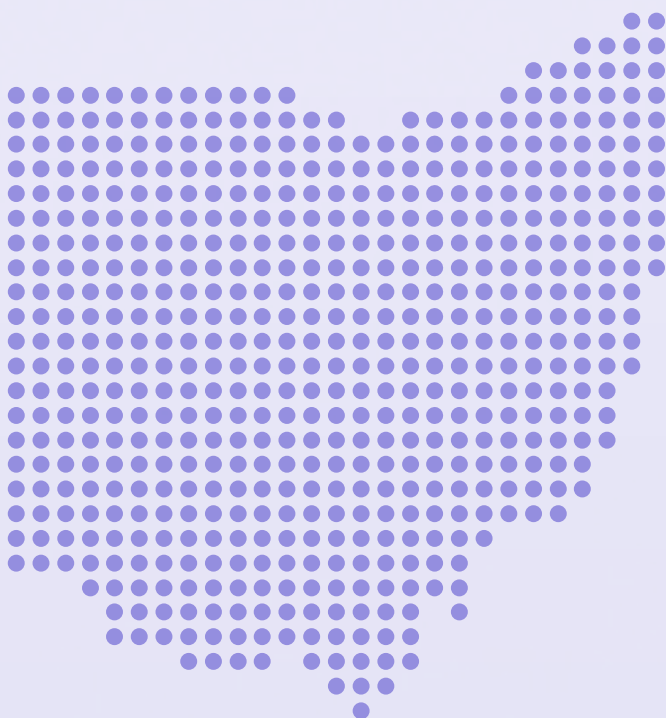
Comprehensive health insurance, 40–56 hours paid sick leave, two to three weeks vacation, 401(k) or union pension contributions, uniform-maintenance stipends, and employer-paid DCJS guard training plus specialty licences (fire guard, armed guard). NYC employers often provide transit benefits.



Key Labor Rules

Minimum Wage	\$16.50 NYC/Long Island/Westchester; \$15.50 elsewhere.
Overtime	1.5× after 40 hours per week; “spread-of-hours” pay (one extra hour at minimum wage) required if workday exceeds 10 hours for employees at or near minimum.
Breaks	30-minute unpaid meal for shifts over 6 hours that cover the noonday period; extra 20-minute break for shifts spanning morning to evening; 45-minute meal for overnight factory-classified posts.
Paid Sick Leave	1 hour per 30 worked. Employers with 100 or more employees must allow 56 hours annual use; others 40 hours.
Predictive Scheduling	NYC rules target fast-food and retail; contract security companies are generally exempt.
Unemployment Insurance	Tax base \$12800; employer rates 0–8.9 percent; new employers ≈ 3.2 percent.

Ohio (OH)



Median Officer Wage

\$15.00

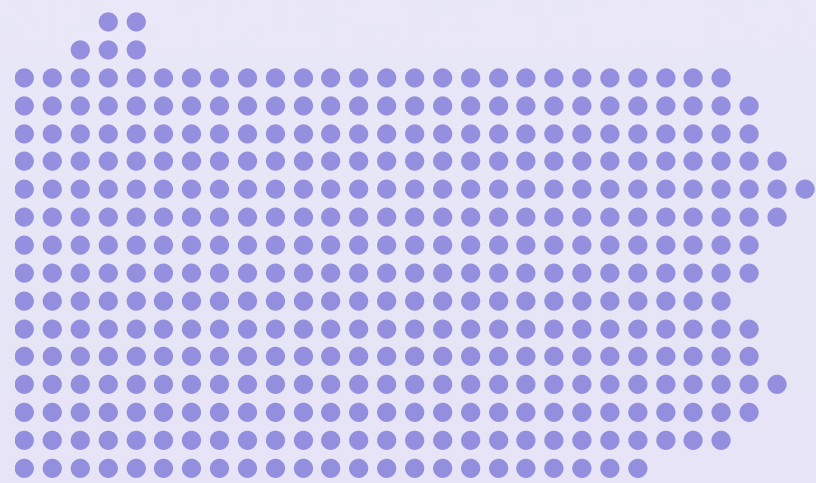
Typical Benefits Offered

Group medical plans with employee cost sharing, PTO banks combining vacation and sick time, six to eight paid holidays, 401(k) with 3–4 percent match, employer-paid licence fees for armed guards, and tuition reimbursement at community colleges for criminal-justice courses.

Key Labor Rules

Minimum Wage	\$10.70 effective January 12025; indexed annually. Very small employers may use federal \$7.25.
Overtime	1.5× after 40 hours per week.
Breaks	No state requirement for adult breaks; most employers schedule a 30-minute unpaid meal on long shifts.
Paid Sick Leave	None statewide (local mandates prohibited).
Predictive Scheduling	None.
Unemployment Insurance	Tax base \$9 000; employer rates 0.5–10.2 percent; new employers ≈ 2.7 percent.

Pennsylvania (PA)



Median
Officer Wage

\$17.00

Typical Benefits Offered

Medical, dental, and vision options, one to two weeks vacation, city-mandated paid sick leave in Philadelphia and Pittsburgh, 401(k) matching, employer-paid Act 235 armed-guard training, and SEPTA transit subsidies for urban posts.



Key Labor Rules

Minimum Wage	\$7.25 federal.
Overtime	1.5× after 40 hours per week.
Breaks	No state requirement for adult meal periods.
Paid Sick Leave	Up to 40 hours per year in Philadelphia and Pittsburgh; none statewide.
Predictive Scheduling	None.
Unemployment Insurance	Tax base \$10 000; employer rates 1.42–10.37 percent; new employers ≈ 3.5 percent.

South Carolina (SC)



Median Officer Wage

\$21.00

Typical Benefits Offered

High-deductible health plans, combined PTO banks, seven paid holidays, voluntary 401(k), state SLED registration fees paid by employer, and employer-funded armed-guard firearm training.



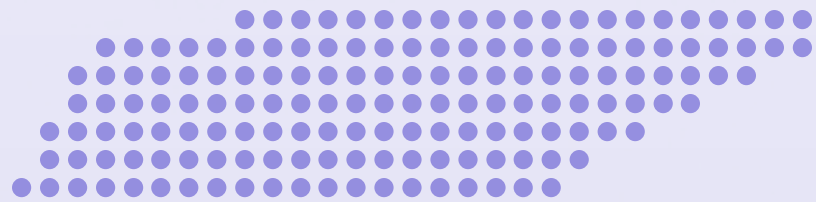
Key Labor Rules

Minimum Wage	No state minimum; federal \$7.25 applies.
Overtime	1.5× after 40 hours per week.
Breaks	No state mandates.
Paid Sick Leave	No state mandates.
Predictive Scheduling	No state mandates.
Unemployment Insurance	Tax base \$14 000; employer rates 0.06–5.46 percent; new employers ≈ 1.1 percent.

Tennessee (TN)

Median Officer Wage

\$23.00



Typical Benefits Offered

Medical coverage with multiple tiers, ten to twelve paid holidays, PTO banks, 401(k) matching, employer-paid licence and firearm-qualification fees, body armour for high-risk posts, and optional legal-service plans.

Key Labor Rules

Minimum Wage	\$7.25 federal.
Overtime	1.5× after 40 hours per week.
Breaks	30-minute unpaid meal required for shifts of 6 hours or more unless intermittent breaks are possible.
Paid Sick Leave	None statewide; if provided, up to 5 days may be used for family illness.
Predictive Scheduling	None.
Unemployment Insurance	Tax base \$7 000; employer rates 0.01–10 percent; new employers 2.7 percent.

Texas (TX)



Median
Officer Wage

\$14.00

Typical Benefits Offered

Employer-funded MEC health plans or better, one week PTO after a year, client-driven paid holidays, optional sick days, voluntary 401(k), employer-paid DPS licensing fees for Levels II–IV, and continuing-education reimbursements.

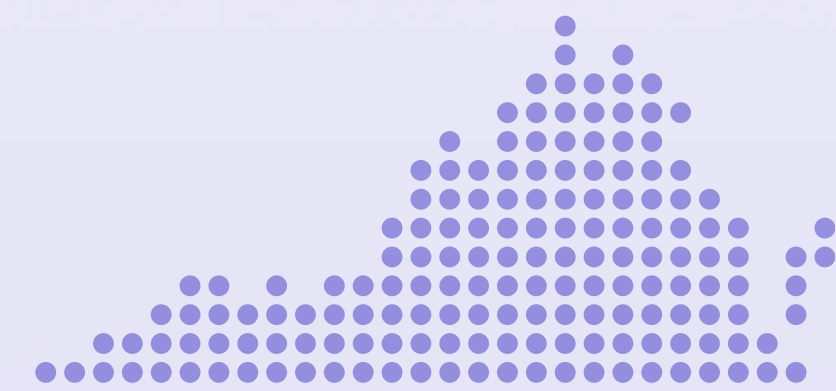
Key Labor Rules

Minimum Wage	\$7.25 federal; state pre-empts higher local rates.
Overtime	1.5× after 40 hours per week.
Breaks	No state mandates; local ordinances pre-empted.
Paid Sick Leave	No state mandates; local ordinances pre-empted.
Predictive Scheduling	No state mandates; local ordinances pre-empted.
Unemployment Insurance	Tax base \$9 000; employer rates 0.25–6.25 percent; new employers ≈ 2.7 percent.

Virginia (VA)

Median Officer Wage

\$18.00



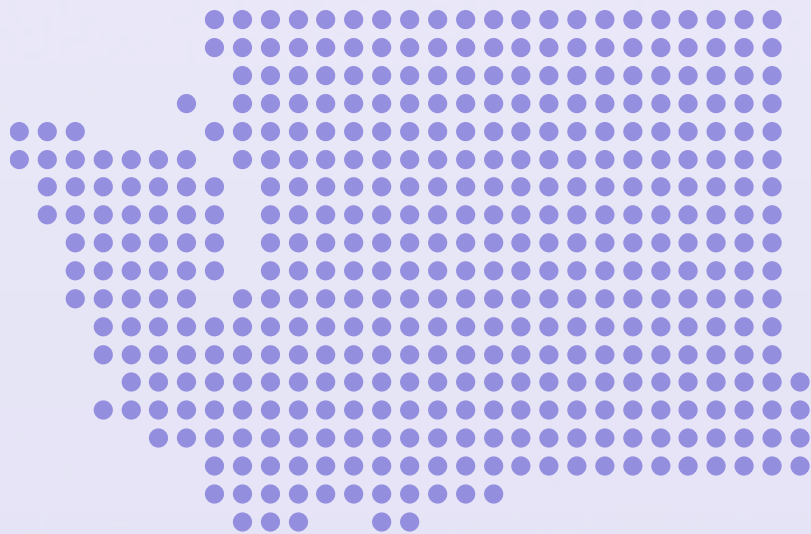
Typical Benefits Offered

Health insurance with high employer contribution, two weeks PTO, paid holidays, 401(k) funded with SCA fringe dollars on federal contracts, employer-paid DCJS registration, tuition assistance, and commuter stipends in Northern Virginia.

Key Labor Rules

Minimum Wage	\$12.00; scheduled increase to \$13.50 in 2026 pending legislative reenactment.
Overtime	1.5× after 40 hours per week.
Breaks	No state requirement for adult meal breaks.
Paid Sick Leave	None statewide except for home-health sector.
Predictive Scheduling	None.
Unemployment Insurance	Tax base \$8 000; employer rates 0.1–6.2 percent; new employers ≈ 2.5 percent.

Washington (WA)



Median
Officer Wage

\$26.50

Typical Benefits Offered

Robust health coverage, two to three weeks PTO, paid sick leave accrual from day one, 401(k) match around 4 percent, uniforms and ORCA transit cards for Seattle posts, employer-funded de-escalation and crisis-intervention training.

Key Labor Rules

Minimum Wage	\$16.66 statewide (2024); Seattle \$18.69; SeaTac hospitality security \$19.06.
Overtime	1.5× after 40 hours per week.
Breaks	Paid 10-minute rest break each 4 hours; 30-minute unpaid meal between hours 2 and 5 of the shift.
Paid Sick Leave	1 hour per 40 hours statewide; Seattle requires faster accrual for large employers.
Predictive Scheduling	None for contract security.
Unemployment Insurance	Tax base \$72800; employer rates 0.27–8.15 percent; new employers ≈ 1 percent.

Winsconsin (WI)



Median
Officer Wage

\$19.00

Typical Benefits Offered

Medical insurance for full-timers, one to two weeks vacation, optional sick days in a PTO bank, 401(k) with modest match, employer-paid uniforms and equipment, and reimbursement for advanced training such as EMT certification for select posts.

Key Labor Rules

Minimum Wage	\$7.25 federal.
Overtime	1.5× after 40 hours per week.
Breaks	No state-mandated meal or rest breaks for adults (breaks are recommended but not enforced).
Paid Sick Leave	None statewide; local mandates pre-empted.
Predictive Scheduling	None.
Unemployment Insurance	Tax base \$14 000; employer rates 0–12 percent; new employers ≈ 3.25 percent.

