

THE SIERRA SEARCHLIGHT

May 2011

Volume 2, Issue 5



MONTHLY MEETING

**Will be held
Wednesday
June 1st, 2011
at the Atlantis**

**Our guest Speaker
will be
Announced
Soon**

**Please remember
to RSVP to Darrell
Clifton**

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Guest Speaker— Mark Smith

Mark Smith with the Nevada Department of Public Safety, Division of Parole and Probation spoke to the ASIS group about his divisions role in the community.

The department is an integral part of the reintroduction or maintenance of persons convicted of crimes into society. The primary goal of the Division of Parole and Probation is to protect the community and reduce crime.

They supervise sex offenders, gang members, mandatory release parolees, persons under house arrest, and persons in drug or mental health court cases.

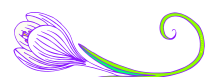


The division allows jails and prisons to use the incentive of early release for good behavior, while monitored by a probation officer, to assist in the behavior of inmates as well as ease the overcrowding of holding facilities. Parole also allows some of these individuals to reintegrate into productive members of society.

This is the largest division of the Nevada Department of Public Safety and includes both sworn and unsworn officers

For more information

<http://dps.nv.gov/>



Chairman's Corner—Darrell Clifton



Chairman Darrell Clifton, CCP

Hire attitude, not technical skills. You can teach handcuffing to almost anyone

In the old days, Security officers in a casino were hired for their size and their butt-kicking experience. It took more than thirty years to realize that we can lose a lot more money letting a little old lady walk to her car by herself than we could ever lose in ten robberies. Those of us in the hospitality industry or on the front lines of the business, have seen the entire industry shift from high volume, to more intimate one-on-one protection. We used to throw out the bad guys just to make room for a good guy to come in. I called this the shotgun approach. The more big security officers, the better. Now, we have fewer officers and their skills are different. Guest service is our focus.

I am convinced that certain qualifications for Security cannot be trained – they must be inherent from the first interview. At my property, we are going through another guest service training and evaluation program. For some reason we just cannot figure out why we hire and keep people in the hospitality industry who are not hospitable. Think about it: Have you ever really successfully trained someone in Guest Service? The ones that are good at it, were born with a smile on their face, or certainly were brought up with manners and a friendly disposition. There are a few exceptions out there that are hired grumpy and then see the light somewhere along the way, but they are the very few indeed.

Then why do we keep wasting our time hiring people based on their

experience in physical agility, handcuffing, and butt-kicking, instead of their ability to serve and sell to customers? After all, we can train most anyone to walk around, protect the assets, confront suspicious behavior and so on. But can we really train someone to smile at every guest that walks in to the building, or offer assistance to a lost guest, or go out of their way to go out of their way? I suspect you already know your employees that do the right thing even when nobody is looking, yet you have to spend most of your time, training, counseling, and cleaning up after the ones that do not.

My solution is simple: Hire attitude, not technical skills. You can teach handcuffing to almost anyone. You can teach behavioral recognition to anyone with any life experience. Laws of arrest can be taught to anyone with a fifth grade education. As for attitude, how do you teach someone to smile? How do you teach someone to help a confused guest? How do you teach someone to do things when the boss is not looking? Sure, you have employees that can fake it when they see you coming, but are you confident with that relationship?

Hiring based on attitude is easier than you think. Of course anyone can fake a positive attitude through an interview. The evaluation of attitude has to begin before the interview. Here are some suggestions.

Observe their approach. Take advantage of that sophisticated video system of yours. Watch your applicant interact with the Human Resources staff. Watch them walk through the

Chairman’s Corner—Darrell Clifton- continued

property and interact with others before they are on stage.

Add some interview questions that truly delve into their character instead of their history. “What type of person do you find it most difficult to get along with?” “What was it about your last boss that made him a poor fit for his job?”. There is a reason we ask about hobbies. Are they loners? How do they deal with other people? If someone tells you they enjoy fishing because they need to get away from the hustle and bustle, are you going to hire that person to work in a busy casino? If someone tells you they enjoy golfing because they meet new people and learn from their life experience, maybe that is more of the attitude you want.

Observe their departure. Same process as above: How do they interact with people after they know they have a second interview scheduled. Follow them all the way to the car. How was your attitude when you landed your job? I am looking for the “floating on air”, smiling at everyone attitude.

OK, I understand we are talking ten dollar security officers here. Fill the schedule with warm bodies, right? I say the warm bodies cause you more work and leave your company in a less -competitive position. Rather than hire warm bodies, hire “warm” people – the ones that are friendly and will take care of your guests.

....the ones that are friendly and will take care of your guests

Thank You



Securitas Security Services USA is a fully licensed and insured private security company lead by a senior management team with more than 60 combined years of experience in law enforcement and private security. In Northern Nevada services provided are: Armed & Unarmed Security, as well as Patrol Services which include Lock-Up & Alarm Response. We are specialists at Industrial & Mfg. Properties, Home Owner Associations, Construction Sites & Special Events.

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Faculty, students and other advisory board members, including Jay Martin (third from the left)

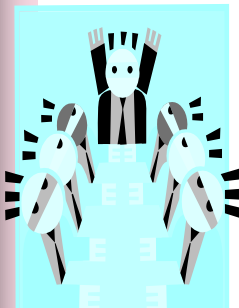
ASIS Member Jay Martin , CPP, was recently asked to Professional Advisory Board for Embry-Riddle Aeronautical University's Global Security and Intelligence Studies Program and attended a meeting at their campus in Prescott, AZ and would like to this photo and information regarding the group with us

About the GSIS Program: The Global Security and Intelligence Studies Program (GSIS) is the only program of its kind in the U.S., blending of academic and professional studies to prepare students as future leaders in the intelligence, security and law enforcement communities. Students learn critical thinking and analysis while acquiring a sound foundation in the liberal arts including foreign languages and cultures, history, economics, international law, foreign policy and world geography. Students can select the GSIS Standard track or the GSIS Chinese track.

Purpose of the Advisory Board: To provide outstanding academic and professional advice on the content, coverage and currency of the GSIS curriculum to ensure our graduates have the necessary knowledge and skill sets to enter the security, law enforcement and intelligence professions.

Board Members' Contact Information

Chairman	Darrell Clifton	dclifton@circusreno.com
Vice-Chair	Chris Brockway, CPP	chris89434@yahoo.com
Secretary	Bob Nichols	rbnichols@circusreno.com
Treasurer	Jesse Janzen	jjjanzen@charter.net
Membership Chairperson	Mark Crosby, CPP	mcrosby@nvenergy.com
Program Chairperson	Mike Gach	gachandassociates@charter.net
Chapter Newsletter Editor	Jennifer Andress Belk	jandress@nvenergy.com
Law Enforcement Liaisons	Dean Hill	deanhill@gmail.com
	Chris Brockway, CPP	chris89434@yahoo.com
Legislative Rep	Ken Braunstein	kb@unr.edu
Chapter Webmaster	Dennis Smith, CPP	dsmith06470@att.net
ASIS Foundation Rep	Jay Martin, CPP	Jay.Martin@Kinross.com
Chapter Photographer	Ken Braunstein	kb@unr.edu
Audit Chair	Jerry Devore	gdevroe@optcomp.com
Certification Rep	Dennis Smith, CPP	dsmith06470@att.net



All Volunteers!! Thank you!!!!

Medical Marijuana

This article was submitted by ASIS member Dean Hill

New Law Blunts Impact of Arizona's Medical Marijuana Act on Employers

By Barbara L. McCloud and Lisa M. Coulter

Since voters passed Arizona's Medical Marijuana Act ("AMMA"), Arizona's employers have been concerned about the expansive workplace protections AMMA provides to employees who are users of medical marijuana. The most significant of AMMA's provisions impacting employers are found in A.R.S. § 36-2813. Those provisions protect applicants and employees who use medical marijuana from discrimination. Specifically, the statute provides:

Unless a failure to do so would cause an employer to lose a monetary or licensing related benefit under federal law or regulations, an employer may not discriminate against a person in hiring, termination or imposing any term or condition of employment or otherwise penalize a person based upon either: (1) the person's status as a cardholder, or (2) a registered qualifying patient's positive drug test for marijuana components or metabolites, unless the patient used, possessed or was impaired by marijuana on the premises of the place of employment or during the hours of employment.

While another provision in the statute, found at A.R.S. §36-2814(A)(2), makes clear that no employer need "allow the ingestion of marijuana in any workplace or any employee to work while under the influence of marijuana," the AMMA failed to adequately define key terms. Employers were left to speculate on the meaning of "under the influence"

or "impairment" in light of AMMA's provision that "a registered qualifying patient shall not be considered to be under the influence of marijuana solely because of the presence of metabolites or components of marijuana that appear in insufficient concentration to cause impairment."

The Arizona Legislature heard the concerns of employers and introduced HB 2541. The goal of HB2541 was to amend Arizona's long-existing drug testing statute, A.R.S. §23-493, *et seq.* (the "Amendment"), to provide much-needed clarification and guidance to Arizona employers left confused by AMMA's vague language. While Arizona's drug-testing statute does not mandate drug testing, it provides employers certain protections if they comply with its provisions and take actions against an employee based upon the employee's violation of the employer's drug-testing policy. These protections provide employers with a "safe harbor," shielding employers from litigation filed by employees who were terminated or otherwise disciplined for a positive drug test. Because AMMA was passed as a voter proposition, and therefore could not be revised or amended by the Legislature, amending the drug-testing statute provided the Legislature the opportunity to moderate the impact of medical marijuana in the workplace. The Amendment begins by defining "impairment" and "safety sensitive position." "Impairment" is now defined as showing symptoms that an employee

Arizona's drug-testing statute does not mandate drug testing, it provides employers certain protections

ARTICLE 2

or prospective employee may be under the influence of drugs or alcohol such that it may decrease or lessen the employee's performance in his or her position. The symptoms are expansive and may include speech, walking, standing, physical dexterity, clothing, odor, irrational or unusual behavior, negligence or carelessness in operating equipment, machinery or manufacturing process, disregard for safety of the employee or others or involvement in an action that results in serious damage to equipment, property or injury to the employee or others. The Amendment also gives employers wide discretion in defining a "safety sensitive

position." A safety sensitive position now includes any position designated by an employer or any job that includes tasks or duties that the employer in good faith believes could affect the safety or health of the employee performing the task or others. Examples of safety sensitive positions include tasks involving operating a vehicle or machinery; performing duties at a customer, vendor or supplier's residential or commercial premises or preparing or handling food or medicine.

Under the Amendment, employers also can now reassign an employee in a safety sensitive position to another role or can place the

Under the Amendment, employers also can now reassign an employee in a safety sensitive position to another role ...

MEMBERS

Philip Bennett—CPP

Allen Bowser, CPP

Chris Brockway—CPP

Russell Brooks—CPP

Cheri Bryant-CPP

Darrell Clifton-CPP

Mark Crosby—CPP

Brook Doty - CPP PSP

Jerry Higginson-CPP, PCI

Douglas Laird—CPP

Jay Martin, CPP

Dennis Smith—CPP

Jes Stewart—CPP

Al Zajic—CPP



ARTICLE 2

(Continued from page 6)

employee on paid or unpaid leave. The employer needs only to have good faith belief, based on the above criteria, that the employee is engaged in the use of drugs that could either impair the employee or affect the employee's ability to perform job functions. One of the most important sections of the Amendment is that which expands the safe harbor for employers. The safe harbor provides additional protection from litigation when the employer takes actions based upon its good faith belief that an employee used or possessed a drug or had an impairment while working on the

employer's premises or during work hours. It also protects employers who exclude an employee from working in a safety sensitive position. Employers should still proceed with caution when dealing with employees who are registered, qualified users of medical marijuana. There are risks of claims of favoritism, discrimination, harassment or retaliation, rather than good faith belief that must be properly managed.

Regardless of the situation, if an employee is protected by AMMA's provisions, employers should use care in reviewing all the facts and issues before taking any action, just as they would any other incident where allegations of

failure to operate equipment or perform job duties safely, otherwise, allegations of discrimination, harassment and retaliation could arise.

While the Amendment certainly brings welcome relief to employers, some believe it goes too far in shielding employers from legitimate complaints by employees who are registered users of medical marijuana. Thus, like AMMA itself, this Amendment presents just another one of the issues surrounding medical marijuana that likely will have to be resolved by the courts.

Employers should still proceed with caution when dealing with employees who are registered, qualified users of medical marijuana

Tired of real estate web-sites with outdated information?



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2011 ASIS FOUNDATION CALENDAR FOR CHAPTER NEWSLETTER

Award Name	Description	Chapter Deadline
Annual Chapter Giving Campaign	Chapters have an opportunity to support the ASIS Foundation with a monetary donation to further Foundation programs and awards.	1-Sep-2011
Timothy J. Walsh Award	Winner gets to attend APC I Course free of charge. Submit application and narrative to Chapter Chairperson, Jay Martin. Only one nomination per Chapter.	30-Sep-2011
Student Writing Competition	Research paper competition on various security themes. Open for all undergraduate and graduate students, regardless of discipline. Awards given for \$1500 for graduate winner, \$1000 for undergraduate winner and \$500 for the runner up. More info to become available in May. Apply directly to ASIS International by December.	N/A
Chapter Matching Scholarships	Matching funds for Chapter Scholarship Awards. Open to Chapter members, as well as students in a security-related discipline. Must be enrolled at least part-time. Chapter members eligible for up to \$1000 and students \$500. Submit application to Chapter Chairperson, Jay Martin.	15-Oct-2011
Alan J. Cross Award	Pays for 20 members to attend ASIS certification review course of their choice. One entry per Chapter. Submit applications to Chapter Chairperson, Jay Martin.	1-Dec-2011
W.H. Brownyard Award	Any person who performs a line-level security function, either as a contract or proprietary guard, is eligible for this award. Nominations must be submitted by a supervisor.	Suspended in 2011.

MEETING MINUTES—CONTINUED

(Continued from page 11)



Speaker: Lt. Mark Smith discussed the many aspects of the Nevada Parole and

Probations Departments duties and responsibilities.

The drawing for door prizes was and held and the meeting was concluded at 1335 hours.

NEW MEMBERS

Kevin McKeegan
Brook Doty, CPP PSP

Alan Coltart
John Harn



06/01/2011 to 06/02/2011
 Securing the Pharmaceutical Supply Chain - Manufacturer to Customer
 Learn More Louisville, KY
 Hyatt Regency
 \$800.00 \$1,120.00

06/06/2011 to 06/08/2011
 Facility Security Design
 Learn More Minneapolis, MN
 The Grand Hotel
 \$900.00 \$1,200.00

06/20/2011 to 06/23/2011
 APC III: Functional Management
 Learn More New York, NY
 Intercontinental The Barclay
 \$1,135.00 \$1,435.00

Upcoming Events

ASIS Professional Development Programs

May 9-12: APC II: Practical Applications

May 12-13: ROI - How to Successfully Sell Security to Management

May 19-20: PSP Review

May 23-25: Managing Your Physical Security Program

May 23-26: Crisis Management: Introduction to Plan Development with Guided Exercises

Jun 1-2: Securing the Pharmaceutical Supply Chain - Manufacturer to Customer

Jun 6-8: Facility Security Design

Jun 7-10: Business Concepts for the Effective Security Manager

Jun 20-23: APC III: Functional Management

2011 ASJS NYC Security Expo
 May 12 - Jacob Javits Convention Center
 New York, New York

ASJS 5th Asia-Pacific Conference & Exhibition
 December 5-7 Kuala Lumpur, Malaysia

PSP Review at PSA Tec
 May 19-20, 2011
 Denver, CO

CPP, PCI, and PSP Classroom Reviews
 September 16-17, 2011
 Orlando, FL
 (Just prior to ASIS 2011)

Treasurer Report

ASIS CHAPTER #164 / TREASURY REPORT / APRIL 2010 / JESSE JANZEN, TREASURER

ATTENDANCE

Paying Members:	27
Paying Guests	12
Complimentary Guests:	1
Total Attendees:	40

LUNCHEON SUMMARY

COLLECTIONS:

Luncheon Collections 04/03/10	\$ 780.00
Annual Dues Collections 04/03/10	\$ 20.00
Extra Door Prize Tickets 04/03/10	\$ 40.00

TOTAL COLLECTIONS: \$ 840.00

EXPENDITURES:

Atlantis Luncheon Bill 04/03/10 \$ 682.00

LUNCHEON PROFIT/LOSS: \$ 158.00

GENERAL FUND (Checking Account)

BEGINNING BALANCE:
\$ 9580.18

Credit 04/14/10 Deposit (Luncheon Collections) \$ 800.00

SUBTOTAL: \$ 10380.18

Debit 04/08/10 Check #1774 (Atlantis—Luncheon) \$ 682.00

Debit 04/20/10 Check #1775 (Ramon Barbosa) \$ 500.00

ENDING BALANCE: \$ **9198.18**

SCHOLARSHIP FUND (Savings Account)

BEGINNING BALANCE: \$ 3565.52

Credit 04/14/10 Deposit (Door Prize Tickets) \$ 40.00

Credit 04/30/10 Interest Payment \$.08

ENDING BALANCE: \$ **3605.60**



Chapter Treasurer
Jesse Janzen

NOTES:

Meeting Minutes

ASIS Chapter 164 May Minutes 5/04/11

Chapter Chairman Darrell Clifton (CPP) called the meeting to order at 1208 hours on May 4, 2011 and led the chapter in the Pledge of Allegiance, and individual introductions. Darrell asked for motions to approve the Treasury Report which was approved by Chris Brockway and seconded by Dean Hill. Darrell asked for motions to approve April's minutes which was approved by Robert Reeder and seconded by Dean Hill. Both motions carried by unanimous consent.

New Business: Darrell recognized Mark Crosby's (CPP) achievement of the CPP designation and asked the members to consider a CPP study group. Darrell also suggested that the chapter purchase the ASIS International's POA manuals as a reference library to assist chapter members in pursuing PCI, PSP, and CPP certifications. It was decided to determine the cost of the POA manuals and make a final determination at next month's meeting.

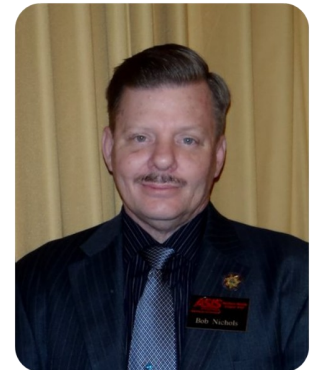
Darrell spoke of Jay Martin's efforts to apply for the Simeone Award and then spoke about the Bordes Award training presentation. Mark Crosby (CPP) announced his efforts at finding a suitable location and announced that the training event would possibly be scheduled for the first week of November.

Doug Laird (CPP), Regional Vice President, presented a check for \$300 with an accompanying banner for the chapter's recognition of the 2010 ASIS International Chapter Newsletter of the Year (Group 3) award. Darrell and Doug extended their appreciation for the great work of Jennifer Andress in her work as Newsletter Editor.

Darrell also verbally submitted information initiated by Jay Martin (CPP) in reference to an internship program via Emery-Riddle's Global Security and Intelligence Studies (GSIS) Program.

Ken Braunstein discussed the current status of several legislative laws (AB-156, SB-81) and their current legal standings, as well as the fact that both SB-176 and AB-231 (CCW related) failed to be ratified.

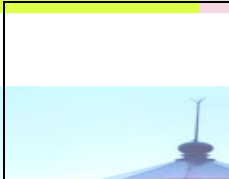
Sharon then briefly spoke of MDA Charity event. Darrell then had Bob Nichols pass out the ASIS Chapter 164 Survey forms to all members present. Bob Nichols asked that the members leave their surveys on the table at the back of the room as they left the meeting.



**Chapter Secretary
Bob Nichols**

***Members are
encouraged to
join the new
LinkedIn group
for chapter
members***





**NORTHERN NEVADA ASIS
CHAPTER #164**

ASIS Chapter #164
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www.asisnn.org



We are on the web—Check out the site and
newsletter at: www.asisnn.org and on [Linkedin](#)

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Disclaimer of Endorsement

The chapter does not endorse or recommend any commercial products, process, or services.

Opinions vary, if you disagree with any information provided, please let us know at: jandress@nvenergy.com

