



Volume 9, Issue 1



Advancing Security Worldwide™

The Sierra Searchlight Chapter #164

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NEXT Meeting:

- February 4th @ 11:30 AM
- Atlantis Casino "Emerald A/B" on the 2nd floor
- Keynote Speaker: Rick Eaton., Director DHS-NV
- Subject: 7 Signs of Terrorism, DHS & Security

Chairman's Corner—Dean Hill



I'd like to start out the year by welcoming any new members who may be reading this. By way of introduction for any-

one who doesn't already know me, my name is Dean Hill, and I've been a member of ASIS, International and of Chapter 164 since 1999. I am currently the Security Operations Manager at the Peppermill Resort Casino Spa, in Reno, and have been in the Hotel/Casino industry for the past 25 years.

I made the commit-

ment several years ago to become more actively involved in volunteering for the chapter. So far, I've served as Secretary, Membership Chairman, Vice-Chairman, Co-Chairman for Law Enforcement Liaison, and Newsletter Editor, among others. I've found the time I have spent volunteering to be greatly rewarding, in terms of personal

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Membership Highlights— Ron Jones

I moved to Reno to attend UNR in 1970. I graduated with a BS in Geology in 1973 and worked for various mining companies until 1975 when I was hired by the Reno Fire Department. In 1978 I was promoted into the Fire Prevention Bureau and found a niche in fire investigation. I went back to school and received an

AS in Fire Science in 1978. As the town grew, so did the number of unscrupulous individuals who liked to burn things down. In fact, the demand for fire investigations became such that a Fire Investigation Unit was formed. I attended Nevada P.O.S.T through the Advanced level and

(Continued on page 4)

Officer information:

- Chairman—Dean Hill
- Vice Chair—Darrell Clifton, CPP
- Secretary—Jesse Janzen
- Treasurer—Dennis Smith, CPP

Opinions vary, if you disagree with any information provided, please let us know at:

deanmhill@gmail.com

CPP Review Questions-U.S. Legal Aspects

1. In substance, a crime is:
 - a. A violent act.
 - b. A violation of one's privacy.
 - c. An act or omission prohibited by law for which a penalty is provided.
 - d. A public wrong.
2. The federal definition of a felony is any offense:
 - a. Which calls for punishment.
 - b. Punishable by death.
 - c. For which the minimum penalty is \$500.
 - d. Punishable by imprisonment for a term exceeding one year.
3. In federal courts, the usual prosecutor is:
 - a. The district attorney.
 - b. The state's attorney.
 - c. The commonwealth attorney.
 - d. The U.S. Attorney.
4. The main purpose of a grand jury is to:
 - a. Determine whether or not an individual has committed a crime.
 - b. Determine guilt.
 - c. Determine whether there is sufficient evidence that a crime has been committed and that the accused probably is guilty.



(Continued on page 9)

Personal Security-The Employee Free Choice Act (EFCA)

WHAT EMPLOYERS SHOULD DO NOW By Gerard Morales and Kathryn Hackett

Most observers predict that the Employee Free Choice Act (EFCA) will become a reality during the first six months of the new Obama administration. Without a doubt, this would be

the most significant reform to the Nation's labor laws since the enactment of the Labor Management Relations Act in 1947. It is well known that over the last 30 years, the percentage of the American workforce represented by labor unions has declined dramatically. The EFCA's clear purpose, the stated goal of

those who support its passage, is to reverse that trend.

Current Status

Under current law, an employer may decline to recognize a labor union as the representative of its em-

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Chairman's Corner—Dean Hill

satisfaction and pride in helping to support a fine organization. An added bonus is in the number of professional networking contacts I've been able to develop.

This year the membership has chosen me to serve as their Chairman, and I hope to be able to in-

crease our membership and encourage others to become more actively involved in volunteering to benefit the chapter and the organization. If everyone would commit to just ½ hour of their time each month to the chapter, there would be less of a burden on any one individual, and the

total time would far exceed what we are able to pool currently. I would also encourage everyone to strive for ASIS, International certification in CPP, PSP, or PCI

I'm looking forward to an exciting and rewarding year,

(Continued on page 4)

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Chairman's Corner—Dean Hill

and we've got a great team put together to lead us down the road. Darrell Clifton, CPP will be serving you this year as Vice-Chairman. Jesse Janzen, although having just recently joined the chapter, is serving as our Secretary. Dennis Smith, CPP who has retired three times in the time I've known him, just can't seem to get volunteering out of his system. He is serving as our Treasurer, again! Of course, Doug Laird, CPP serves

the chapter and the region as our Assistant Regional Vice President for Region II. This is a great group of individuals, and I'm proud to be working with them towards our common goals.

We are working on bringing an ASIS Security Training Seminar to life. The curriculum and educators are all drawn from within our ranks, with the exception of Ron Sathre, CPP, who is our Re-

gional Vice President for Region II. Ron has always been supportive of the chapter, and works tirelessly to provide us whatever assistance or guidance we may need.

As we move through 2009 and into the future, you can rest assured that your Chapter Officers stand ready and willing to assist you in any way we can.

Dean

Membership Highlights— Ron Jones

(Continued from page 1)

then became a P.O.S.T certified instructor. The old "education bug" bit me once again and I enrolled in the Criminal Justice program at UNR and, in 1982, received a BA in Criminal Justice. As my career progressed, I became certified as a Hazardous Materials Specialist, a Certified Fire and Explosion Investigator and, after graduating from Redstone Arsenal, in Huntsville, AL, a certified Hazardous Devices Technician (Bomb Technician). In 1987, I became a member of the Washoe County Consolidated Bomb Squad. I also served on the Reno Fire Department Hazardous Materials Team and was on the committee that was responsible for establishing that team. In my capacity as a Fire Investigator/Bomb

Technician and Hazardous Materials Technician, I worked on task forces with the FBI, BATF, Secret Service and DEA and also worked numerous cases with all of the local law enforcement agencies. I have testified as an expert witness in State and Federal courts in both Nevada and California. I have also taught classes in Fire Investigation and Explosives, as well as Criminal Justice at the Regional Training Facility, TMCC, and for various fire and law enforcement agencies and civic groups in northern Nevada.

After retiring from the Reno Fire Department in 2000, I took the position of Chief of Security at Washoe Medical Center (welcome to private enterprise.) After a year, I parted

ways with WMC. That had to do with a minor disagreement with regard to what was actually needed to provide the necessary security for the facility, a baby being kidnapped and my position in the food chain of hospital administration. After a short stint working as a PI for an international company, I took a job as an Account Manager at Securitas, where I worked at the Bently Nevada facility in Minden. After a few months on the job, I was offered a position, with a bit less driving involved, at SPPC in Reno. Although reluctant to leave the great team at Securitas, I decided that it was a better economic move to work in Reno. I was the contract Corporate Security Investigator at SPPC for five years and am now the Senior Corporate Se-

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Training and Development Opportunities!!!

ASIS Training opportunities are available in a variety of forums and locations. For more information, and a complete list, visit www.asisonline.org, call 703-519-6200, or write to education@asisonline.org

February Events

2-6 Wharton/ASIS Program for Security Executives
Philadelphia, PA

3-5 3rd Annual Asia-Pacific Conference: Advancing Security in the Asia-Pacific Region

Hong Kong, China
6-7 Certified Protection Professional (CPP) Review
Alexandria, VA

9-12 Crisis Management: Introduction to the Response Plan and Advanced Topics
Redondo Beach, CA

23-27 Physical Security: Introductory Applications and Technology
Alexandria, VA

25 Cracking the Personality

Code—Hire Right the First Time
Webinar

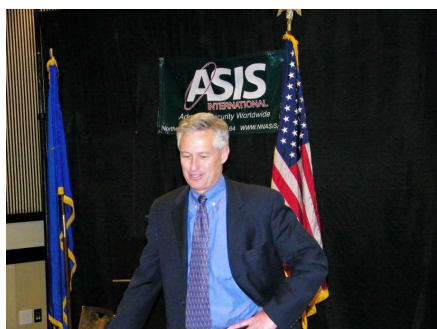
March Events

16-19 Assets Protection Course 1: Concepts and Methods
New Orleans, LA

18 Workplace Violence—What Do I Do?
Webinar

30-31 Corporate Investigations
Alexandria, VA

Guest Speaker-January 2009, Mike McKinley



Mike McKinley, Terrorism Liaison Officer Coordinator, with the Northern Nevada Counter Terrorism Center (NNCTC) was our Guest Speaker for the January meeting of 2009.

Mike gave the group a debriefing on the recent terrorist attacks in Mumbai, India.

In addition to the tragic events and the aftermath of increased tensions between India and Pakistan, there are concerns arising from some of the changes from the usual pattern of terrorist attacks associated with Al Qaeda and its affiliates.

These concerns arise from the facts that this did not appear to be a suicide mission, even

though most of the attackers died. Evidence was found to indicate that the attackers planned to escape and return home. This is concerning from a counter-terrorism viewpoint, as it is much easier to recruit "soldiers" than "martyrs".

The presentation was very well put together and illustrates how the NNCTC is working with law enforcement and private industry to address threats and keep information flowing.

Membership Highlights– Ron Jones

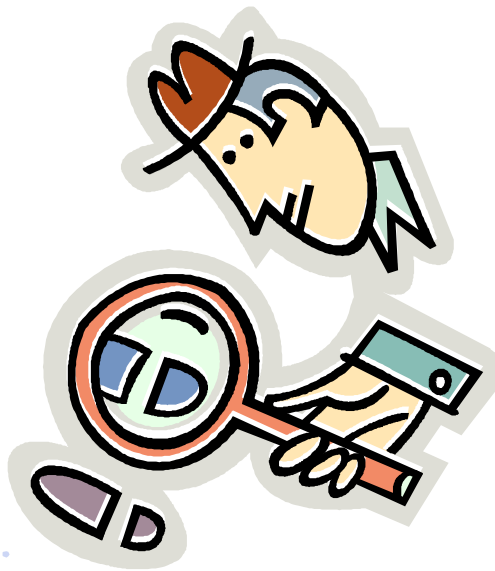
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curity Investigator and a regular employee of NV Energy. At NV Energy I conduct investigations into fraud, identity theft, stolen checks and credit cards, counterfeit documents, Internal Affairs and other crimes committed against the company.



One of my most memorable cases at RFD was the Sierra Chemical explosion in Keene Canyon. I had worked with BATF often over the years and was asked by Bob Stewart, the RAC of the local office to accompany him to the blast site. There was still smoke coming from the area and the Bomb Squad (I had retired from the squad) was still mustering its forces. At any rate Bob and I drove into the canyon and surveyed the scene. There are no words to describe what we saw. Terms like “war zone” and total devastation don’t do it justice. We eventually found 2 ½ of the four people who had been working in the building. One had been outside and survived.

One of the most humorous cases involved a young man who suspected his wife was doing the horizontal tango with another guy. He took a gallon or two of unleaded to the old Victorian house on north Center Street and poured it on the side of the structure under the window where he thought they were doing the nasty, and lit it up. Unfortunately, in his haste, he had spilled a fair amount of the devilish liquid on his feet and lower legs and when the house lit up, so did our boy.



Again, not being a NASA employee, he had parked his pickup in front of the flaming den of sin with his faithful Pit Bull, Fang, dutifully ensconced in the front seat as a look out. Watching his master run by with both legs and feet on fire, Fang was laughing so hard we had to tranquilize him just to get him out of the truck. The best part, though,

was trying to interview the three witnesses who had watched the whole thing transpire from the perfect vantage point on their porch across the street. I did just as I was taught and separated the witnesses so I could get “clean” statements from each without one influencing the other. It didn’t work. Almost as if rehearsed, each time I would ask a witness the question, “What did the suspect look like?” The reply would echo, “I don’t know. His feet were on fire!” Of everything they observed, the fact that “his feet were on fire” was the most memorable thing of the whole incident. They couldn’t pick him out of a line up if he was the only one in the line up, unless his feet were on fire. As luck would have it, Fang told us who his master was and we confirmed it with the license plates on the pickup. A nice officer from RPD accompanied me to the suspect’s residence where we found it very difficult to suppress our laughter while awaiting his arrival. However, arrive he did, via taxi and missing most of his sneakers and what cloth from his pants wasn’t melted to what skin was left on his legs. The kicker is, this was the wrong house. I know you’ve heard it before, but I’ll say it again. You can’t make this stuff up.

Personal Security-The Employee Free Choice Act (EFCA)

(Continued from page 2)

employees, and insist on a secret ballot election conducted by the National Labor Relations Board (NLRB), to determine whether its employees actually want union representation. Only if the union wins the election and becomes certified by the NLRB, is the employer then required to recognize and bargain with the union over its employees' terms and conditions of employment. Once that duty arises, the employer and the union are required to negotiate in good-faith to reach a collective bargaining agreement. They are not required, however, to agree on any particular term or condition.

EFCA

Under the EFCA, the NLRB would certify the union after the union presents cards demonstrating majority support among the employees. There would be no secret ballot election, and no election campaign to discuss with employees the advantages and disadvantages of union representation. Upon certification by the NLRB, the employer will have the obligation

to recognize and bargain with the union.

Equally important, under EFCA, if the union and the employer are unable to agree to a first contract within a certain period of time (130 days under the current EFCA draft), a Federal Mediation and Conciliation Service (FMCS) appointed arbitrator would then decide the terms of the contract. Thus, an employer could be presented with terms and conditions of employment that it would otherwise find unacceptable.



Furthermore, EFCA significantly increases penalties for the employers for various unfair labor practices. Available remedies include treble back-pay and civil penalties, up to \$20K per violation against employers for certain unfair labor practices ("willful" or

"repeated") that occur during the union's efforts to obtain authorization cards and/or during the first contract negotiations.

What To Do Now

It is essential that all supervisors become familiar with EFCA's impact on their company and be trained on the steps the company may legally take to: (a) minimize risks, and (b) avoid the commission of unfair labor practices.

Contact the authors with any questions:

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Meeting Minutes, continued

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Doug Laird reminded the membership about the National ASIS meeting in Anaheim in September 2009 and encouraged all interested parties to plan now. Laird reminded the participants that such meetings are often held on the east coast and that the advent of such a comparatively close destination presented an opportunity one could ill afford to miss.

Darrel Clifton announced development of a local Security Training Seminar tentatively scheduled for April 2009. Clifton sought counsel, support, and participation from the chapter in that enterprise. Clifton emphasized that the intent was to devise a seminar that would appeal to managerial and line-level Security professionals from a broad spectrum of industries, including casino/hospitality, retail/loss prevention, hospital, warehouse, etc. Clifton referenced an abstract that had been disseminated prior to the meeting, which outlined the structure of the proposed seminar: 11 subjects and 2 tracks (line-level and managerial). Clifton welcomed input from the chapter in an effort to work toward finalizing curriculum, instructors, sponsors, attendees, marketing, keynote speaker, etc. Some proposals

offered by chapter members during the discussion included...

- Donating a portion of the proceeds to the foundation.
- Adopting a "2 for \$100.00" pricing structure.
- Creating a curriculum binder for seminar participants.

Developing a "Certificate of Participation" for seminar attendees.

Hill Introduced Mike McKinley (NNCTC), who offered a presentation about the recent Mumbai terrorist attacks. McKinley reported that the Mumbai terrorist attacks, though perceived in some quarters as "low tech," were actually sophisticated and well planned. McKinley reported that the attackers had taken up residence near the attack sites as much as one year in advance, embedded themselves as employees, and stockpiled munitions. McKinley cautioned against thinking that Reno is overshadowed by Las Vegas and thus immune to terrorist attack.

McKinley concluded his remarks by offering recom-

mendations for Security organizations to consider in an effort to protect their properties more optimally, which included...

- Knowing vendors.
- Securing blueprints.
- Developing "lockdown procedures."
- Intensifying employee background checks.
- Increasing staff awareness through training.

Securing surveillance rooms from invasion.

Hill conveyed the chapter's gratitude to McKinley for his presentation. Hill reported that a DHS presentation would be featured at the chapter meeting in February 2009.

Hill presided over the monthly drawing and then adjourned the meeting at 1:25PM.



BOARD MEMBERS' CONTACT INFORMATION ALL VOLUNTEERS!!!

- Chairman-Dean Hill: deanmhill@gmail.com
- Vice-Chair-Darrell Clifton, CPP: dclifton@circusreno.com
- Secretary-Jesse Janzen: jjanzen@sienareno.net
- Treasurer-Dennis Smith, CPP: ds6470@charter.net
- Membership Chairperson-Dennis Zarubi: dennis.zarubi@securitasinc.com
- Program Chairperson-Mark Crosby: mcrosby@sppc.com
- Scholarship Chairperson-Doug Laird, CPP: Douglas.R.Laird@LairdAssoc.com
- Chapter Newsletter Editor-Dean Hill: deanmhill@gmail.com
- Law Enforcement Liaison-Al Zajic/Dean Hill: AlanWZajic@aol.com / deanmhill@gmail.com
- Legislative Representative-Hyong Cho: hcho@rfi.com
- Chapter Webmaster-Dennis Smith, CPP: ds6470@charter.net
- ASIS Foundation Representative-Doug Laird, CPP: Douglas.R.Laird@LairdAssoc.com
- Certification Representative-Dennis Smith, CPP: ds6470@charter.net
- Chapter Photographer-Ken Braunstein: kb@unr.edu

CPP Review Questions-U.S. Legal Aspects

- | | | |
|--|--|---|
| bly committed it. | right to put up security in order to gain his release. | c. Reasonableness of presentation. |
| d. Determine the nature of the punishment. | d. To assure the appearance of the accused in court. | d. Amount necessary to convince a majority of jurors. |
| 5, The purpose of bail is to: | 6. In a criminal trial, the burden of proof required to find guilt is: | <u>Answers:</u> |
| a. Confine the accused pending trial. | a. Preponderance of evidence. | 1) c 2) d 3) d |
| b. To take dangerous offenders off the streets. | b. Beyond a reasonable doubt. | 4) c 5) d 6) b |
| c. Make certain each accused is offered his constitutional | | |

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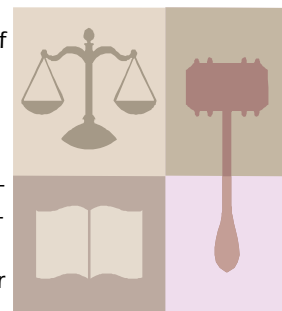
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Disclaimer of Endorsement

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



**ASIS CHAPTER #164 MONTHLY TREASURER REPORT
JANUARY 2009**



Treasurer: Dennis Smith, CPP

Members Attending	24	Total Attendance	25
Guests	1		
No Pay (Comp)	1		

Beginning Balance \$7555.03

General Fund Collections

Collected Chapter Dues	<u>\$ 280.00</u>
Collected Newsletter Ads	<u>\$ 00.00</u>
Collected Luncheons	<u>\$ 480.00</u>
Miscellaneous Collected	<u>\$ 10.00</u>

Total Collected General Fund \$ 770.00

Debits

General Fund Sub Total \$ 8325.03

Check #	Purpose	Amount
<u>1706</u>	<u>Atlantis</u>	<u>\$ 425.05 (Luncheon bill)</u>

Trnsfr Scholarship Fund \$ 10.00 (from checking to savings)

Total Debits \$ 435.05

Ending Balance \$ 7889.98

Luncheon net or loss \$ +54.95

Scholarship Fund Previous Balance \$ 1707.57

Deposits this Month \$ 510.00 \$500 ck in Dec voided, \$10 from luncheon

Interest Payments \$.10 for December

Sub Total Scholarship Fund \$ 2217.57

Debits (reason, amount)

National Scholarship Fund \$ _

Total Debits \$

Ending Scholarship Balance \$ 2217.57

Bank statement for Jan = \$ 2255.93

ASIS International Chapter #164
Meeting Minutes 01/07/09
By Jesse Janzen-Secretary



Dean Hill called the meeting to order at about 12:12PM and led the Pledge of Allegiance.

Participants introduced themselves.

Hill addressed points of old business:

- Hill presented plaques to Dennis Zarubi and Al Zajic.

Hill requested a motion to adopt the minutes and treasury report from the December 2008 meeting. Co-chairman Darrel Clifton offered the motion, Jesse Janzen seconded it, and chapter members approved it unanimously.

Hill announced that one more member had joined the chapter during December 2008, bringing the total of new members for 2008 to 18. Hill expressed hope that the chapter could match or exceed that total during 2009. Hill welcomed ideas to expand membership.

Hill encouraged chapter members to contribute articles for upcoming newsletters.

Hill opened the meeting to comment from Board and Committee members:

Doug Laird announced that no scholarships had been awarded during 2008 due to lack of qualified candidates. Laird expressed hope that suitable candidates would be awarded scholarships during 2009.

Dennis Smith announced formation of ASIS chapter #164 website: asisnn.org. Smith cautioned that the website was still in the formative stages of development but encouraged members to visit the website. Smith recounted some of the features that members might soon expect to find on the website, such as...

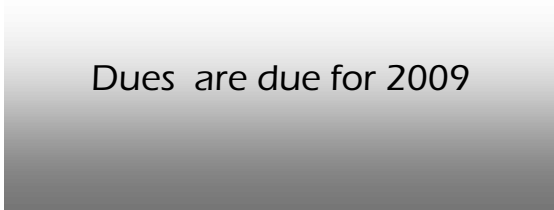
- 2009 Training Schedule
- Certification Test Dates
- Membership List
- Current and Prior Newsletters
- Articles & Photographs

**Northern Nevada ASIS,
International, Chapter #164**



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New Members

Jesse Janzen-Late 2008
Dirk Miller-Late 2008
Sarah Prinster-Late 2008
Paul Ochs—Late 2008
Ross Briggs-Late 2008
Sheila Thompson
Jerry Higginson, CPP, PCI

ASIS, International Certifications

Philip Bennett—CPP	Douglas Laird—CPP
Chris Brockway—CPP	Dennis Smith—CPP
Russell Brooks—CPP	Jerry Higginson-CPP, PCI
Cheri Bryant-CPP	
Darrell Clifton-CPP	

