



Volume 9, Issue 2



Advancing Security Worldwide™

The Sierra Searchlight Chapter #164

Chairman's Corner—Dean Hill



To begin this edition of the Chairman's Corner, I'd like to express my appreciation to Rick Eaton, Director of the

State of Nevada Department of Homeland Security, for taking the time to speak to our group. While there are many differing opinions on the state of the program in Nevada, and the various counties within the state, the fact remains that we have three "Fusion Centers" within the state, and there has

been progress with these centers. It is encouraging to see that those in positions of responsibility are soliciting input and feedback from the citizenry, private industry, law enforcement and government sources in their efforts to put the most effective processes in place to address these issues which affect us

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NEXT Meeting:

- March 4th @ 11:30 AM
- Atlantis Casino "Emerald A/B" on the 2nd floor
- Keynote Speaker: Steve Asher, Sparks Police Chief
- Subject: Budgetary Issues in our tough economic times.

Speak Out—What's Love Got To Do With It?

Dealing With Workplace Romances
Just in time for Valentine's Day, this issue of the Workplace Word addresses workplace romance. See if this sounds familiar...

One of your employees, Supervisor Jane, shares with you the latest rumor: another employee, Supervisor Jim, is currently dating an em-

ployee whom he directly supervises. Jane, happy to throw Jim under the bus, says that everyone in Jim's department knows about the romance because the two got into a big fight last week right after Jim conducted his department's performance evaluations. You track Jim down to ask

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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. The release of a convicted person under certain conditions without having to be imprisoned is known as:

- a. Probation.
- b. Parole.
- c. Corpus Juris
- d. Detainer

2. The release from confinement of a person who has served part of a sentence is called:



- a. Probation.
- b. Parole.
- c. Reprieve.
- d. Commutation

3. The process in which a court abides by a previous court decision is known as:

- a. Corpus Dielecti
- b. Habeas Corpus
- c. Ex-post facto
- d. Stare decisis

4. The crime of unlawful entry into or remaining within a building, with intent to commit some crime therein is:

- a. Robbery
- b. Trespass

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Personal Security-The IRS has taken the “Disregarded” out of “Disregarded Entity” for Employment Tax Purposes

By Bahar Schippel and
Carlene Miller

Single Member limited liability companies and qualified subchapter S subsidiaries (“Q-Subs”) are generally treated as “disregarded entities” for federal tax purposes. Effective on and after January 1, 2009, an owner

of a disregarded entity is required to obtain an Employer Identification Number (EIN) for the entity and pay and report Federal employment taxes and wage payments under the entities name and EIN. Prior to January 1, 2009, disregarded entities were permitted to pay and report employ-

ment taxes and wage payments using either the entities’ name and EIN or the owner’s name and EIN. This means that if you currently operate through a disregarded entity which does not have its own EIN, you must apply for one and

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Chairman’s Corner—Dean Hill

all.

As usual, I’m still going to request additional efforts from all of the membership in improving our Chapter and, by extension, the entire organization of ASIS, International. Please let us know

if you have a desire for a particular topic, or a specific Guest Speaker for a meeting. Make suggestions for newsletter articles, or write an article yourself. Volunteer to help out with an event. Bring a guest to a meeting. Donate an item for the Door Prize drawing. Most of the

time, each of these things alone takes only a very small investment of time and/or resources to accomplish. However, more hands sharing the work will make a lighter load for everyone!

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Chairman's Corner—Dean Hill

April is coming up fast, and Darrell Clifton, CPP is working diligently with the various members participating in the training Seminar to put together a great curriculum. I'd like to challenge each of you to support the Chapter by sending at least two of your employees to the seminar. What a turn-out that would make! Save the date; Wednesday, April 8th at the Circus Cir-

cus, in Reno!

Dennis Smith, CPP is still making headway with the new Chapter website. Please check it out at <http://asisnn.org/>, and give Dennis some feedback on what you think, and what you'd like to see offered there.

In closing, I'm looking forward

to seeing you at our next meeting, scheduled for Wednesday, March 4th at 11:30 AM, in the Emerald Rooms at the Atlantis, in Reno!

Dean



Speak Out—What's Love Got To Do With It?

(Continued from page 1)

him about the situation, and he admits to having the relationship, but states he now feels "uncomfortable" about the whole thing because he knows he needs to terminate his love interest based on her poor performance. Jim then asks, "What's the company's policy on things like this?"

Given that most people spend the majority of their waking hours with coworkers, coupled with the bonding that typically occurs at work, romance in the workplace is sure to flourish. As an employer, failure to treat employees equally is one of the quickest ways to find yourself in a courtroom. Even the appearance of impropriety is a problem that rivals actual inequitable treatment. This is why workplace romances present

Such a thorny problem for managers.

The best way to deal with the issue of workplace romance is to do so before any romances exist. Failure to have adequate policies and procedures in place is one of the primary catalysts to employment discrimination and harassment lawsuits.

Vertical Romances

Your "love" policy should prohibit supervisors and subordinates from engaging in any kind of romantic relationship. This prohibition should include anyone in the supervisory employee's direct chain of com-

mand. Supervisors are typically defined as anyone who can materially alter the terms and conditions of employment.

Why so strict? A workplace romance between a supervisor and a subordinate could prevent the supervisor from appropriately reviewing the subordinate's work; keep the supervisor from acknowledging or investigating complaints about the subordinate; and invite complaints to management about the apparent preferential treatment given to the subordinate based on the romantic relationship. The appearance of preference and/or impropriety will always be in-

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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

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

April Events

3-4 Physical Security Professional (PSP) Review

Addison, TX

3-4 Professional Certified Investigator (PCI) Review

Addison, TX

3-4 Certified Protection Professional (CPP) Review

Addison, TX

6-8 Managing Your Physical Security Program

Charleston, SC

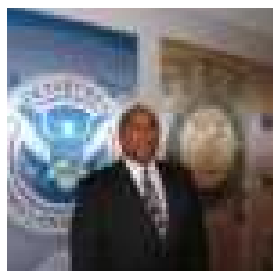
8 Security Reno 2009-Security Seminar

Reno, NV

26-29 ASIS International 8th European Security Council

Montreaux, Switzerland

Guest Speaker-February 2009, Rick Eaton



The chapter welcomed guest speaker Rick Eaton, Nevada Homeland Security Chief. Governor Gibbons appointed Eaton in 2007 to replace outgoing Chief Larry Martines. Eaton, a federal law enforcement veteran with nearly three decades experience with the Immigration and Naturalization Service (INS)

and Immigration and Customs Enforcement (ICE), led an engaging discussion covering diverse topics and inquiries.

The chapter also reviewed the DVD, "Seven Signs of Terrorism," which was made available to chapter members following the meeting. This video can also be viewed on the Nevada Homeland Security Homepage, where it is featured along with a variety of other information. This site certainly warrants a visit since Eaton reported that Nevada ranks 9th in the U.S. in terms of estimated vulnerability to ter-

rorist attack, and in view of the fact that there have been ten 911-magnitude terrorist attack-attempts since 911, all of which have been successfully thwarted.

Eaton reported that the Governor's Office of Homeland Security (OHS) acts as a Cabinet-level State office for the prevention of and preparation for potential terrorist events. Nevada OHS directs and coordinates an "all threats-all hazards" as part of a comprehensive approach toward prevention, preparedness and response to terrorist attack.

Speak Out—What's Love Got To Do With It?

(Continued from page 4)

ferred. Allowing supervisor-subordinate romantic relationships opens your company up to a possible claim that the only way to keep a job or be promoted is through romantic relations with a supervisor.

If a supervisor-subordinate relationship does materialize, reassignment might be a viable option if your organization has different divisions or departments that can be used to isolate the supervisor and subordinate from one another. Allow the involved employees to choose which of them will be reassigned or terminated, with the provision that if they fail to do so, the organization will make the selection for them.

Depending on the structure of the company, another option is to have supervisors recuse themselves whenever a decision involves a subordinate with whom they are involved romantically. This may be advantageous in smaller agencies with a smaller chain of command and where attempting to separate or replace the employees can be difficult or impossible.

Keep in mind, however, there are risks involved in this type of policy. Having a system where a supervisor or manager must remove himself from the decision-making process, or have a second level of management sign off on decisions, might diminish



exposure to liability, but will make it more difficult to operate on a daily basis. If you decide to implement this type of policy, it should cover any area where discretionary decisions are made, including, but not limited to: scheduling, base assignments, promotions, discipline and dispute resolution.

Romances in the Ranks

A good "love" policy will also address consensual romance between employees where there is no supervisory relationship. To

address these situations, first, ensure that your discrimination and harassment policies are up to date and have been provided, with training, to all employees. Second, "consensual relationship agreement" policy (often called a "love contract") can be considered. When relationships between consenting employees come to the attention of management, the employees should first be questioned separately to determine the nature of the relationship. Then, both employees should sign an agreement that they will follow the anti-discrimination and sexual harassment policies, behave professionally at all times in the workplace, and not engage in favoritism of any kind.

Conclusion

With all policies of this nature, there needs to be zero-tolerance. One incident of unequal treatment can be the basis for years of costly litigation, destroy careers, and tear a company apart. Make sure that all employees know the penalty for violating your "love" policy once you have implemented it and keep an open door for any questions or issues that may come up.

Personal Security-The IRS has taken the “Disregarded” out of “Disregarded Entity” for Employment Tax Purposes

(Continued from page 2)

report Federal employment taxes and wage payments under the entity's name and EIN.

Please note, however, that even though employment taxes must now be reported by the entity, the entities' owner continues to be responsible for properly withholding and paying Federal employee side employment taxes and also for correctly classifying workers as employees or independent contractors. A failure to correctly withhold, pay, or classify workers may result in liability for the entity, and personal liability for the owner and certain other officers and employees of the entity. The Treasury Inspector General for Tax Administration (TIGTA) recently issued an audit report that estimated a tax gap well exceeding \$1.6 billion resulting from misclassification of workers as independent contractors versus employees. TIGTA's audit report has brought renewed attention to the issue of worker classification and the IRS plans to coordinate a study in the fiscal year 2009 on worker classification and other employ-

ment tax issues. As a result, you should expect increased audit activity in the future relating to worker classification.

A disregarded entity continues to be disregarded for other Federal tax purposes.

Additionally, the individual owner of a disregarded entity treated as a sole proprietorship continues to be treated as self-employed for purposes of Self-Employment Contributions Act (SECA) taxes, and not as an employee of the disregarded entity for employment tax purposes.

An EIN can be obtained at <https://sa1.www4.irs.gov/modiein/individual/index.jsp>

If you need assistance in applying for an EIN or have additional inquiries regarding your withholding and worker classification obligations, you should consult with a legal professional.

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Chapter Sponsored Training!!



ASIS Northern Nevada

Local Chapter 164 presents

Security Reno 2009

Finally, a Security Seminar you can afford!

Wednesday, April 8, 2009

Mandalay Convention Center

8 A.M. – 5 P.M.

This full day seminar will provide attendees access to learn from local industry experts, law enforcement officials, and to network with security professionals from Northern Nevada and California.

Who should attend?

Security Officers – Hospital, Casino, Warehouse, Commercial, Contract Loss Prevention Officers Investigators
New Supervisors and Managers Consultants

Classes for the new or experienced officer:

Patrol Techniques Conflict Resolution Laws of Arrest Report Writing Investigations
ID Recognition Terror Threats

Supervisors and Managers track:

Occupational Safety Program Management Workplace Violence Prevention
Policies and Procedures Job Descriptions

Attendees will receive CPP Recertification Points.

*Registration cost includes all seminar classes, refreshments and lunch. Cost is \$50 per person prior to March 15, 2009; \$65 per person after March 15, 2009, payable to ASIS Chapter 164. Mail payments to Darrell Clifton, Circus Circus Reno, 500 North Sierra Street, Reno, NV 89503. For further information e-mail dclifton@circusreno.com

BOARD MEMBERS' CONTACT INFORMATION ALL VOLUNTEERS!!!

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- Treasurer-Dennis Smith, CPP: ds6470@charter.net
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- Program Chairperson-Mark Crosby: mcrosby@sppc.com
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- Chapter Photographer-Ken Braunstein: kb@unr.edu

CPP Review Questions-U.S. Legal Aspects

- | | | |
|------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------|----------------------------------------------------------------------------------------|
| c. Burglary | b. As soon as the theft occurs | b. For misdemeanors |
| d. Embezzlement | c. As soon as the material is concealed | c. For a crime committed in his presence |
| 5. To make proof of intent easier in proving shoplifting, many stores have a policy which requires apprehension of a suspect to be made: | d. Only on issuance of a warrant | d. Where he had "reasonable cause" to believe the person arrested committed the crime. |
| a. After the accused leaves the premises | 6. The private person generally may arrest without a warrant: | <u>Answers:</u> |
| | a. For a felony | 1) a 2) b 3) d 4) c 5) a 6) c |

Legal Disclaimer

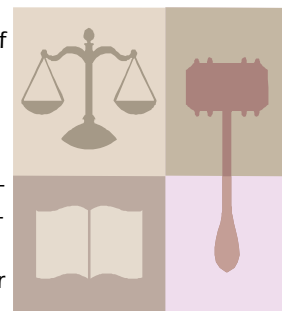
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Disclaimer of Endorsement

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



ASIS CHAPTER #164 MONTHLY TREASURER REPORT
February 2009



Treasurer: Dennis Smith, CPP

Members Attending	28	Total Attendance	29
Guests	1		
No Pay (Comp)	1		

Beginning Balance \$8058.23

General Fund Collections

Collected Chapter Dues	<u>\$ 160.00</u>
Collected Newsletter Ads	<u>\$ 00.00</u>
Collected Luncheons	<u>\$ 560.00</u>
Miscellaneous Collected	<u>\$ 10.00</u>

Total Collected General Fund \$ 730.00

Debits

General Fund Sub Total \$ 8788.23

Check #	Purpose	Amount
<u>1707</u>	<u>Atlantis</u>	<u>\$ 504.25 (Luncheon bill)</u>
<u>Debit</u>	<u>Checks</u>	<u>\$ 33.49 (Bank charge for box of checks)</u>
<u>Transfr</u>	<u>Scholarship Fund</u>	<u>\$2000.00 (Checking to Savings)</u>
<u>Transfr</u>	<u>Scholarship Fund</u>	<u>\$ 10.00 (Checking to savings from luncheon)</u>
<u>1708</u>	<u>Web Page 2009</u>	<u>\$ 99.94 (reimburse Dennis Smith)</u>
	Total Debits	<u>\$ 2647.68</u>
	Ending Balance	<u>\$ 6140.55</u>
	Luncheon net or loss	<u>\$ +55.75</u>

Scholarship Fund Previous Balance \$ 2256.02

Deposits this Month \$ 2010.00 \$500 ck in Dec voided, \$10 from luncheon

Interest Payments \$.00 for January

Sub Total Scholarship Fund \$ 4266.02

Debits (reason, amount)

National Scholarship Fund \$

Total Debits \$

Ending Scholarship Balance \$ 4266.02

ASIS International Chapter #164: Meeting Minutes 02/04/09

Chapter Chair Dean Hill called the meeting to order at about 12: 20 PM and led the Pledge of Allegiance. Participants introduced themselves.



Hill requested motions to adopt the budget report and minutes from the January 2009 meeting. Doug Laird, CPP moved to adopt the minutes, and Chuck Boatwright seconded the motion. Mike Gach moved to adopt the treasury report, and Mark Crosby seconded the motion. Absent opposition, both motions carried.

Hill encouraged chapter members to contribute articles and biographies for upcoming "Sierra Searchlight" newsletters.

Scholarship Chair Doug Laird, again reminded the membership to plan ahead to attend the National ASIS meeting in Anaheim scheduled for September 2009.

Participants discussed the status of the scholarship fund, which might be awarded this fall if a suitable candidate emerges. The participants discussed and agreed upon criteria for a suitable candidate:

- Intent and commitment to enroll independent of scholarship
- Full time enrollment
- Security-related curriculum

Chapter Treasurer Dennis Smith, CPP requested a financial audit and proposed that some funds be transferred from the checking account to the savings account.

Hill and Smith reminded the chapter about the ASIS chapter #64 website: asisnn.org and encouraged the members to visit the site. The site includes information about the 2009 training schedule, certification testing dates, membership list, current and previous newsletters, articles, photographs, etc.

Chapter Vice-Chair Darrel Clifton, CPP reported status of the Security Training Seminar scheduled for Wednesday April 8th, 2009 at Circus Circus. Clifton reported that 10-12 persons had already signed up. The price is \$50.00 per person. Clifton reported that checks should be made out to ASIS chapter #164. Clifton reported that curriculum and instructors had been mostly finalized, though a keynote speaker is still pending.

The chapter welcomed guest speaker Rick Eaton, Nevada Director of Homeland Security, who led an engaging discussion that is outlined separately.

Hill presided over the monthly drawing. Hill invited participants to purchase additional drawing tickets at future luncheons for \$1.00 apiece, which bolster the chapter's treasury.

Jesse Janzen

Secretary

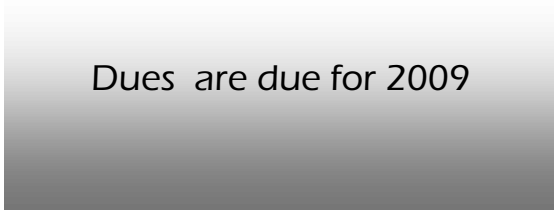
ASIS Chapter #164

**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 | |

