



The Sierra Searchlight Chapter #164

Volume 9, Issue 6



Advancing Security Worldwide™

Chairman's Corner—Dean Hill



I really enjoyed the presentation by our guest speaker for June, Dr. Marisa R. Randazzo. She purported herself as a

very accomplished speaker and obviously possessed an extremely in-depth familiarity with her subject matter. Since she has relocated to our area, hopefully, we can recruit her to become a member of our chapter.

Darrell Clifton brought up a couple of ideas for us to consider. The first, of course, is the pros-

pect of putting together another seminar, similar to the one we just presented. We achieved quite an accomplishment as a chapter, mostly thanks to Darrell's dogged determination, and everyone who participated can be proud of that achievement. Obviously, we are looking for additional involvement by the membership to put

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NEXT Meeting:

- July 1st @ 11:30 AM
- Atlantis Casino "Emerald A & B" on the 2nd floor
- Guest Speaker: Steve Moyer Corporate Security Director for NV Energy
- Subject: Energy Theft

Speak Out—The Truth About Lying

By Jesse Janzen

In the popular TV show "House," the protagonist Dr. Gregory House often bemoans that fact that patients always lie. In almost every episode, House repeats the phrase like a mantra: "Everyone lies!" Simi-

larly, I suspect that Security practitioners and investigators anticipate lies as an axiom. If not, they should.

In my own experience, it often comes as a surprise when a sus-

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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-Investigations

- 
1. The principal item of expense in an investigations budget will be:
 - a. Communications
 - b. Equipment
 - c. Maintenance
 - d. Personnel Costs
 2. The single most important administrative control in handling investigations is:
 - a. Indexing
 3. As a general rule the number of consecutive years employment or non-employment to be verified preceding the date of investigation are:
 - a. 5 years
 - b. 7 years
 - c. 3 years
 - d. 2 years
 4. Any investigation containing unfavorable information should be retained in
 - b. Case assignment
 - c. Case review
 - d. Documentation of status

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Personnel Security– The Fair Labor Standards Act (FLSA) Applies To Indian-Owned Businesses Located On Tribal Lands

By Gerard Morales
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On April 20, 2009, the United States Court of Appeals for the Ninth Circuit held that the overtime compensation provisions in the Fair Labor Standards Act (“FLSA”) apply to the employees of an Indian-owned retail store located within

the Puyallup Tribe Reservation. *Solis v. Matheson* 563 F. 3d 425 (9th Cir. 2009).

The business, owned by a member of the Tribe, was a retail store that employed tribal members as clerks and sold sundries and tobacco products to Indians and non-Indians. It argued that the FLSA did not apply to its op-

erations on two grounds: 1) it involved intramural affairs; and 2) it was exempted by treaty rights. The court rejected both arguments.

The court held that the FLSA is a statute of general applicability, which is to be construed liberally. As such, Indi-

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Chairman’s Corner—Dean Hill

together another great event!

Another thing was the suggestion to purchase the Protection of Assets (POA) Manual, and/or some of the supportive publications. Obviously, details as to how to go about storing the literature, providing access, etc.

will have to be worked out, but this is definitely something we should be able to do for the future benefit of the chapter members.

I would like to thank everyone who participated in the drawing for the free admittance to the

annual seminar in Anaheim, CA. The winner of the drawing was Bob Nichols, with the Circus Circus Security Department. Congratulations!

Lastly, Steve Moyer, Corporate Director of Security for

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Chairman's Corner— Dean Hill

NV Energy will be our July Guest Speaker. He will give us information relating to Energy Theft, which affects us all as consumers! I look forward to seeing you at the Atlantis Ballroom A&B on Wednesday, July 1st.

Dean



Speak Out—The Truth About Lying

pect actually tells the truth right from the start. In fact, I have become accustomed to navigating a trail of lies in hopes that persistence might eventually yield the truth. Honesty rarely lies on the surface. Instead, it lurks in fragments beneath, and must be extracted like precious ore from a mine.

Lies go by various names: half-truths, equivocations, prevarications, confabulations, rationalizations, intellectualizations, etc., all animated by a desire to conceal the truth. It seems that "truth," like nakedness, is often too embarrassing to reveal. Instead, in an attempt to find truth, one must endure an agonizing striptease of lies before the truth is finally laid bare.

CPP Review Questions-Investigations

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- file for a period of not less than:
- 1 year
 - 5 years
 - 3 years
 - 2 years
5. The rule which states that approximately one in ten applications will have major omissions which will re-

quire going back to the applicant is called:

- The Rule of Ten
 - The Rule of Nine
 - The 1-10 Rule
 - The Verification Rule
6. Which of the following should be interviewed last or near the end of investigation under usual circumstances?

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To a certain extent, "lies" are mandated by custom and etiquette. When someone asks, "How are you?" we reflexively reply "Fine" when the truth is often the opposite. These benign lies are inbred and programmed to such an extent that they become instinctive, and frankly, in many circumstances, the plain truth is obtuse and rude.

In some individuals, though, the tendency to lie is so habitual that they lie even when the truth would server them better. Investigators encounter such individuals frequently, and to solve the cases in which they are involved, investigators must somehow get suspects to convey the truth, contrary to the suspects' practice and per-

haps contrary to their very nature. To these truth-impaired individuals, lying is reflexive, even subconscious. Indeed, truth stings the palate of practiced liars. To them, speaking the truth is like speaking a foreign language; but (like Dr. House) if we accept lying as an axiom, we can still arrive at the truth. In time, reading liars and decoding their lies becomes an empirical skill.



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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

July Events

7-8 Securing the Pharmaceutical Supply Chain: From Manufacturers to Consumers
Boston, Massachusetts

7-9 Physical Security: Advanced Applications and Tech-

nology
Boston, Massachusetts

9 Leading from Within a Crisis Management Team
Webinar

14-15 Executive Protection
San Diego, California

16-17 Corporate Investigations: How to Conduct Proper and Effective Internal Investigations
San Diego, California

August Events

13 The Road to Convergence—Promises, Pathways, and Pitfalls
Webinar

Reminder: Due to Hot August Nights, there will be no meeting in August!!

Guest Speaker-June 2009, Marissa Randazzo, Ph.D.



assessment training, consultation, and research to schools, corporations, executive protection details, private security companies, and law enforcement agencies in the United States and around the world.

The company is headed by **Dr. Marisa R. Randazzo**, a national expert on threat assessment and targeted violence, and operates in consultation with a network of security experts across the country. Before joining the private sector, Dr. Randazzo served for ten years with

the U.S. Secret Service as the agency's Chief Research Psychologist. She directed all Secret Service research on school shootings, insider threats, stalking, and other types of targeted violence, including the landmark federal study of school shootings that was conducted jointly by the U.S. Secret Service and U.S. Department of Education.

Dr. Randazzo is an accomplished presenter and instructor on threat assessment inves-

Threat Assessment Resources International provides threat

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Speak Out—

Investigators can use several techniques to extract truth from a lie-prone suspect. The most direct approach is simply to let him talk. If the investigator says, "Tell me what happened," and then lets the suspect talk feely, the suspect often erects an elaborate edifice of lies that collapses under the weight of its own stupidity. As contradictions and inconsistencies compound, the fallacy of the account becomes apparent. Even if the suspect refuses to acknowledge the truth, the account will speak for itself, particularly if it is recorded.

Another technique is to ask the suspect to recount the incident repeatedly and in great specificity to see if he able to recall his own lies accurately. A variation of this theme is to get the suspect to commit to a time line, and then ask him to recount it backward, from end to start. Since the suspect is not recalling the incident from memory—since he is lying—he will be unable to recall the sequence in reverse order.

Perhaps the best technique of all is to lie to suspects. After all, liars hardly deserve the truth! When investigators tell suspects what we think happened as though it were fact, suspects often think we know more than we do, so they surrender to the truth and provide tacit confessions.

Guest Speaker-June 2009

(Continued from page 5)

tigations, having trained over 10,000 law enforcement, intelligence, and security professionals throughout the United States, Canada, and the European Union. Her research is used in the federal, state, and local law enforcement communities and has been credited in the media with preventing planned attacks.

Prior to founding [Threat Assessment Resources International](#), Dr. Randazzo served as a Senior Expert with Business Intelligence Advisors, Inc., where she provided high net-worth families, corporations, and schools with investigative consultation on individual threat cases and training on threat assessment, bomb threat assessment, and the detection of deception. She also provided training on abduction prevention and escape tactics for children of high net-worth families, their caregivers, and protective details.

Dr. Randazzo has testified before Congress and has been interviewed by major television, ra-

dio, and print news outlets, including [60 Minutes](#), the Today Show, [48 Hours](#), [Dateline NBC](#), [MSNBC](#), the [New York Times](#), and [National Public Radio](#). She has published numerous arti-



cles on threat assessment and violence prevention and currently serves on the editorial board of the *Journal of Threat Assessment*. She has also published under her maiden name, Marisa Reddy.

Dr. Randazzo received a Ph.D. and Master's degree from Princeton University in Social Psychology, and a B.A. in Psychology and Religion from Williams College. In 2005, Dr. Randazzo was named by Williams College as a [Bicentennial Medalist](#) for her work in preventing violence.

Personnel Security– The Fair Labor Standards Act (FLSA) Applies To Indian-Owned Businesses Located On Tribal Lands

(Continued from page 2)



ans and their tribes are subject to it “just as any other United States citizen.” Since the FLSA is silent on the issue of applicability to Indian tribes, it applies to Indian-owned businesses, located on Indian lands unless:

- 1) the law touches exclusive rights of self-governance in purely intramural matters;
- 2) Application of the law would abrogate rights guaranteed by Indian treaties; or
- 3) There is proof by legislative history that Congress intended the law not to apply to Indians on their reservations.

None of those conditions were present.

Intramural matters pertain to conditions of tribal membership, inheritance rules, and domestic relations. There was nothing “intramural” with respect to the business of the retail store.

Similarly, there was nothing in the treaty between the Puyallup Tribe and the United States that would preclude the application the FLSA to non-intramural activities conducted within the Reservation.

In summary, while Indian tribes have a special status as sovereigns with limited powers, they are dependant on and subordinate to the federal government. Accordingly, unless one of the very limited exceptions stated above apply, fed-

eral statutes of general applicability may be enforced with respect to Indian-owned businesses conducted within Indian reservations.

In this case, the FLSA applies to the retail store; therefore, the Secretary of Labor has the authority to enter the Indian reservation to audit the books of the business, as she would regularly do with any private business.

If you have any questions on the subject of this article or would like more information, please contact the author.

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Author Bio: Gerard Morales

Jerry is a partner at the Phoenix office of Snell & Wilmer. His practice is concentrated on labor, employment, and construction law. Representation in employment-related matters includes wrongful termination, employment discrimination, arbitration, and other alternative dispute resolution proceedings.

BOARD MEMBERS' CONTACT INFORMATION ALL VOLUNTEERS!!!

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CPP Review Questions-Investigations

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- a. Those with extensive information
- b. Those preparing to take a trip out of the area
- c. Those likely to be hostile
- d. Those with less than extensive information



Answers:

1. d. Personnel costs
2. a. Indexing
3. a. 5 years
4. c. 3 years
5. a. The Rule of Ten
6. c. Those likely to be hostile

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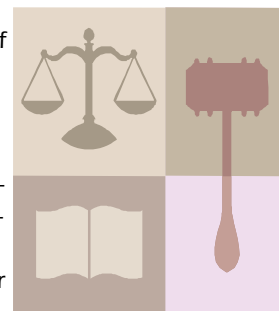
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ASIS CHAPTER #164 MONTHLY TREASURER REPORT
JUNE 2009



Treasurer: Dennis Smith, CPP

Members Attending	30	Total Attendance	43
Guests	12		
No Pay (Comp)	1		

Beginning Balance \$7973.93

General Fund Collections

Collected Chapter Dues	\$ 20.00
Collected Newsletter Ads	\$ 0.00
Collected Luncheons	\$ 865.00
Miscellaneous Collected	\$ 35.00 (Scholarship\$35)

Total Collected General Fund \$ 920.00

General Fund Sub Total \$ 8893.93

DEBITS

Check #	Purpose	Amount
1755	<u>Atlantis</u>	<u>\$ 765.10 (Luncheon bill)</u>
<u>Transfr</u>	<u>Scholarship Fund</u>	<u>\$ 35.00 (Checking to Savings)</u>

Total Debits \$ 800.10

Ending Balance \$ 8093.83

Luncheon net or loss \$ +99.90

Scholarship Fund Previous Balance \$ 4349.36

Deposits this Month \$ 35.00

Interest Payments \$.11 for April

Sub Total Scholarship Fund \$ 4384.47

Debits (reason, amount)

National Scholarship Fund \$

Total Debits \$

Ending Scholarship Balance \$ 4384.47

Chapter Chairman Dean Hill called the meeting to order at about 12: 25 PM and led the Pledge of Allegiance.



The chapter adopted the budget report and minutes from the May 2009 meeting without opposition.

Hill offered the idea of scheduling an upcoming meeting during evening hours so that members' spouses might attend.

Mike Gach spoke briefly about the Trauma Intervention Program. See Mr. Gach for further details.

Dennis Smith, CPP reported that the website (asisnn.org) has been updated and now includes a letter provided by Ken Braunstein regarding the formation of the chapter.

Hill noted that chapter Vice Chairman Darrel Clifton, CPP would be representing the chapter at the third annual Anti-terrorism Advisory Conference (ATAC) in Las Vegas. The UNLV Institute for Security Studies (ISS) will be hosting this event from June 16th-18th.

Clifton reported intent to form a committee to develop a follow up to the successful Security Training Seminar held earlier this spring at Circus Circus. Clifton reported that the same members that planned the last seminar would likely be enlisted again, but Clifton welcomed input and involvement from any other interested members.

In a further effort to broaden chapter's educational outreach, Clifton offered the idea of allocating chapter financial resources to develop a library, possibly to include CPP Reference and POA Manuals and other ASIS publications, which would allow some chapter members to share educational resources that might otherwise be difficult to acquire independently.

The chapter welcomed the guest speaker, Dr. Marisa Randazzo, the founder of Threat Assessment Resources International, whose biography appears separately.

Hill presided over a drawing to attend the ASIS seminar in Anaheim this fall, and Bob Nichols was the lucky winner.

Hill presided over the monthly door prize drawing. As usual, Hill invited members to contribute door prizes for future meetings, purchase extra door-prize tickets to fortify the chapter fund, and to contribute biographies and articles for publication in upcoming newsletters. Hill adjourned the meeting at about 1:40PM.

Jesse Janzen

Secretary

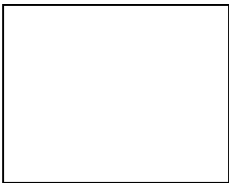
ASIS Chapter #164

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



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Reno, NV 89515-1093

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Dues are past due for 2009

Address Label here

New Members

- Sarah Prinster-Late 2008
- Paul Ochs—Late 2008
- Ross Briggs-Late 2008
- Sheila Thompson
- Michael Donahe
- Jerry Higginson, CPP, PCI
- David Pennington
- Rick Gonzales

ASIS, International Certifications

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

