

FEBRUARY 2024

THE CALIFORNIAN

THE QUARTERLY
NEWSLETTER OF



74

CALSAGA.ORG | 916.930.0552

1215 K STREET #1150 SACRAMENTO, CA 95814

TABLE OF

03

PRESIDENT'S REPORT

04

**REGULATION
CORNER**

06

**RECENT CHANGES TO
COVID-19 REPORTING
REQUIREMENTS FOR
EMPLOYERS**

07

**BENEFITTING FROM
BEACON TECHNOLOGY**

09

**LEGAL COMPLIANCE:
CALCULATING MULTIPLE PAY
RATES FOR SECURITY GUARDS**

10

MEMBER SPOTLIGHT

11

**OPPORTUNITIES TO
IMPROVE RETENTION
& HIRING**

13

**SURVIVING THE "QUALITY OF EARNINGS
REPORT" WHEN SELLING A MANNED
GUARDING COMPANY**

PAGA REFORM

CONTENTS



PRESIDENT'S REPORT

DAVID CHANDLER, CALSAGA PRESIDENT



Welcome to the Q1 edition of The Californian: The Quarterly Newsletter of CALSAGA which is the 25th edition that the association has produced! In this edition we are rolling out our new, exciting design. All of the past editions of The Californian are available to view on CALSAGA's website.

Although the cost of almost everything continues to rise, CALSAGA has not increased membership dues in more than 15 years! Without your continued support, the association could not fulfill its efforts. Thank you for your participation and financial contributions.

By now you should know that the BSIS has released the new Powers to Arrest/Appropriate Use of Force manual, test and answer key. We have developed resources to help you navigate the changes. See the Regulation Corner on page 4 for more information.

Registration for Security University Irvine March 19th - 20th is open! There will be another session of Security University in Sacramento May 14th - 15th; registration will open in late March.

This is an election year for both the country and for the association. More information about criteria and the timeline will be sent to you this summer.. If you are considering running for a position on the 2025 - 2026 CALSAGA Board of Directors, I encourage you to join a committee now as a sign of support. Contact Association Manager Kate Wallace for more information.

As always, I appreciate the opportunity to serve the industry and the association as CALSAGA's President.

Stay Safe,
David Chandler

A handwritten signature in black ink, appearing to read "DCC", written over a light blue horizontal line.

2024 BOARD OF DIRECTORS

PRESIDENT

DAVID CHANDLER

VICE PRESIDENTS

GARY BRADLEY

ASHLEE CERVANTES

SECRETARY

MIKE SMIDT

TREASURER

MARK MILLER

NORTHERN CALIFORNIA DIRECTORS

BRETT GUEST

CONRAD LEVOIT III

SOUTHERN CALIFORNIA DIRECTORS

MANUEL JIMENEZ

GUS KONTOPULS

DIRECTORS AT LARGE

NILS WELIN

HUGO RODRIGUEZ

LEGAL ADVISORS

BARRY BRADLEY AND JAIMEE WELLERSTEIN

ASSOCIATION MANAGER

KATE WALLACE

COMMUNICATIONS MANAGER

ALEY SMIDT

REGULATION CORNER

DAVID CHANDLER, CALSAGA PRESIDENT

The new Powers to Arrest/Appropriate Use of Force manual is now available from the BSIS!

On January 3rd, CALSAGA and the CALSAGA Ambassador Committee hosted Coffee Chat: Changes to Training & Regulation That You Need to Know Part 3 featuring BSIS Chief Lynne Jensen and Assistant Chief Sam Stodolski. If you missed it, [you can watch the recording on CALSAGA's YouTube channel.](#)

This material replaces Powers to Arrest/Weapons of Mass Destruction as the required training material for Guard Card applicants. While it is not currently required for officers who are already licensed with a Guard Card, the association strongly recommends that officers receive the training which can count as the required 8 hours of continuing education this year. If you do decide to offer it to your officers, make sure that you understand which parts of the training must be conducted in a classroom with a live instructor present!

Still have questions? CALSAGA has created the following resources to assist you:
[Changes to Training and Regulation Simplified: A Conversation with David Chandler](#)
[New Training Material FAQ](#)

Get the materials:

[Download Powers to Arrest/Appropriate Use of Force Manual](#)

[Download Powers to Arrest/Appropriate Use of Force Test](#)

As of 1/20/24, the BSIS has updated the answer key for the exam for Powers to Arrest/Appropriate Use of Force.

To request the updated answer key, [send an email to members@calsaga.org](mailto:members@calsaga.org) with the name, email address and license number of your QM.

As a reminder, the BSIS has authorized CALSAGA to release the Powers to Arrest/Appropriate Use of Force answer key to QMs of our member PPOs, TFFs, TFBs and Approved Trainer Guards.

Initial Baton and Baton

Re-qualificatoin applications will be available on BreEze on February 8, 2024.

[Download the Certificate of Baton Training Form](#) which will need to be included with the application.



Human Resources | Legal
Insurance | BSIS Compliance
Financial Responsibility &
Management

March 19 - 20, 2024
Irvine, CA

calsaga.org/TrainingEvents



Sponsored by:

+

TRACK TIK

THANK YOU TO OUR



CALSAGA NETWORK PARTNERS



[CLICK HERE TO LEARN MORE ABOUT NETWORK PARTNERSHIPS](#)



SHAUN KELLY

SR. VP, RISK ADVISOR

SHAUN.KELLY@ASSUREDPARTNERS.COM

(916) 616-4712

- Workers' Compensation
- General Liability/Errors and Omissions
- Commercial Property
- Employment Practices Liability
- Crime
- Commercial Auto
- Excess Liability
- Cyber Liability

**For a FREE consultation, call
or email me today!**

Power Through Partnership

Guarantee Fair Pay & Efficiency



Automated payroll precision for multiple rates



Streamlined scheduling for optimized guard deployment

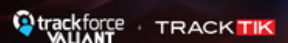


Seamless timekeeping to ensure accountability

Check out security's most comprehensive workforce management solution

[Request a Demo](#)

Phone # 888-454-5606



RECENT CHANGES TO COVID-19 REPORTING REQUIREMENTS FOR EMPLOYERS



SHAUN KELLY, TOLMAN & WIKER, CALSAGA PREFERRED BROKER

Happy New Year and hope the year is starting off well for everyone!

With each new year come changes, some not so good and some not so bad. For good news, some reporting requirements for COVID-19 positive tests have been removed. Here is a "Policyholder email" from the State Fund explaining the changes that take effect January 1, 2024:



Policyholder Email: 2024 Changes to COVID-19 Regulations

SUBJECT LINE:

Reporting Requirements for COVID-19 Relax at the New Year (70)
New Year Brings Relaxed Reporting Requirements for COVID-19 Cases (68)

EMAIL COPY:

Dear Policyholder

The last few years, since the emergence of COVID-19, have been filled with challenges for employers like you. We appreciate your adherence to ever-changing rules and regulations that often required more of your time, attention and effort to not only keep your workers safe, but keep your business compliant.

We're happy to inform you that some COVID-19 reporting requirements created by the state legislature are coming to an end. Beginning January 1, 2024:

Employers are no longer required to report COVID-19 positive tests to their claims administrator for the purposes of determining if a COVID-19 outbreak occurred at a place of employment.

COVID-19 will no longer be a presumptive injury. A worker may still claim a COVID-19 injury, but it will no longer be presumed as a work-related illness and will be considered a regular claim. Previously, if a certain number of employees at a specific place of employment tested positive for COVID-19 within a specified period, and an employee's positive test occurred within this specified period, then a workers' compensation claim filed by the employee was presumed to be work related and the employee would have been eligible for benefits.

The shortened liability decision timeframes for a claimed COVID-19 injury of 30/45 days will revert back to the 90-day liability decision timeframe.

Employers are still required to:

- Report claims of a COVID-19 injury just like any other claim of an industrial injury.
- Adhere to their COVID-19 reporting obligations to other agencies (i.e. Cal/OSHA).

AssuredPartners of CA

The new changes apply to all insurance carriers and employers, not just the State Fund clients.

COVID-19 injuries can still be reported, however they are to be managed just like any other industrial injury. Just like with any industrial injury, a thorough and complete claim investigation into the events leading up to the injury will assist in determining whether a claim is work-related.

We wanted to start off with some good news and we wish everyone a great year in 2024!

Take care.



[CLICK TO CONTINUE READING](#)

BENEFITTING FROM BEACON TECHNOLOGY

Stephanie Petersen, TEAM Software by WorkWave, CALSAGA Network Partner

For security professionals searching for ways to better manage guards working in the field, [Bluetooth beacons](#) can offer a number of benefits. Beacons are wireless transmitters that communicate with other smart devices through [Bluetooth Low Energy \(BLE\)](#) technology, a power-friendly version of Bluetooth wireless tech.

Bluetooth beacons constantly send out radio signals to nearby smartphones and tablets, and their signals contain a small amount of data. Mobile apps are able to listen to those signals. Once an app hears a relevant signal, it can trigger an action on your phone – pinpointing a location, tracking movements and triggering location-based notifications.

Over the past decade, beacon technology has gained a large amount of traction with major companies incorporating beacons for smartphones, tablets, laptops, medical devices and home entertainment products. Less than a decade ago in 2016, the market for beacon technology was valued at [\\$519.6 million](#). At this rate, it is expected to reach [\\$56.6 billion](#) in 2026.

Security professionals seeking low-cost solutions offering real-time asset tracking and proof of service to customers can utilize beacons as a reliable choice. When combined with an [integrated workforce management system](#), Bluetooth beacons can add additional real-time data, insights or analytics that can be accessed and reported on.

Beacon technology and the security industry

Part of the reason the beacons work so well for the security industry is the fact that they offer location-tracking technology. Beacons consistently provide exact details on where a mobile device is located, whether it's outdoors or indoors, unlike GPS signals that fail to communicate with satellites inside some buildings.

Beacons also require little assembly, maintenance or power requirements. Within a few minutes of installation, they can stay operational for years or at least until a battery needs to be replaced. Although different variations of Bluetooth beacons perform the same location tracking and data transmission-related tasks, their size, shape and price may vary.

Cost varies, but professionals should expect to spend as much as \$50 on a reliable Bluetooth beacon.



[CLICK TO CONTINUE READING](#)

Security Training Experts



760-773-5555

Monday - Friday 9AM-4PM

TFF 1143 | TIF 1770

77682 Country Club Dr, Suite
A-2 Palm Desert, CA 92211

Guard Card Classes | Firearms Training
Baton Training | Taser Training |
Chemical Agent CCW Classes (Riverside
County)

Better manage your business expectations in 2024.

Follow current labor trends and forecasts for 2024 to improve your hiring and retention techniques so you can **ATTRACT AND RETAIN QUALIFIED TALENT.**



DOWNLOAD OUR NEW EBOOK
teamssoftware.com/californian

The Company

EXECUTIVE AND DIGNITARY PROTECTION SPECIALISTS



DAVID CHANDLER
President / CEO
david@thecompany.global

Los Angeles: 310-273-3500
Las Vegas: 702-302-4875
Reno: 775-335-0091
Washington DC: 571-969-4106

INSURANCE & RISK MANAGEMENT SOLUTIONS FOR THE PRIVATE SECURITY INDUSTRY



Workers' Compensation | General Liability | Errors & Omissions | Crime
Commercial Auto | Employment Practices | Property | Surety Bonds



Nick Langer
Senior Risk Advisor
nlanger@tsibinc.com
(661) 645-4947



NETWORK PARTNER



Mike Langer
Risk Advisor
mlanger@tsibinc.com
(661) 403-0117

TSiB

THE MECHANIC GROUP OFFERS BEST-IN-CLASS WORKERS COMPENSATION AND EMPLOYERS LIABILITY COVERAGE

Security Guard and Investigative Class Codes
Competitive Rates

Guaranteed Cost and Large Deductible Programs Available

Payroll reporting payment options available as well as direct bill monthly installments

Loss Control and Risk Management on larger accounts



CALSAGA NETWORK PARTNER



WE ALSO OFFER THESE BEST-IN-CLASS COVERAGES

Commercial Liability including Errors and Omissions

Commercial Auto

Privacy and Network Liability

Umbrella

Fidelity and Third Party Employee Dishonesty

Employment Related Practices

ASK YOUR BROKER TO CONTACT US

Marc Katz, Principal
800.214.0207, EXT. 105
mkatz@mechanicgroup.com



Coverage for the Security Services industry

THE GUARDIAN

Philadelphia Insurance Companies specializes in the Security Services industry. We understand how to provide a flexible and comprehensive insurance program for risks all across the United States. Coverage is provided on an admitted basis in most states. PHLY's program offers coverages for: General Liability, Property, Automobile, and Crime and Fidelity.

To learn more, please contact our local Marketing Representative: **Tim Johns**
Timothy.johns@phly.com or **916.724.2297**



PHILADELPHIA
INSURANCE COMPANIES

A Member of the Tokio Marine Group

LEGAL COMPLIANCE: CALCULATING MULTIPLE PAY RATES FOR SECURITY GUARDS

JEFF DIDOMENICO, TRACKFORCE VALIANT + TRACKTIK, CALSAGA NETWORK PARTNER

To hire and retain high-quality talent, it's essential that guards are paid fairly based on their responsibilities, skills, and hours worked. Employers may seek to pay different wage rates for different job duties performed by employees during the same workweek. For example, employers might want to pay armed security

guards a higher rate than unarmed security guards or pay one rate for guarding time and a lower rate for training or travel time.

While state and federal wage and hour laws permit employers to pay employees at more than one hourly rate for different kinds of work, employers must ensure that employees are properly compensated or face serious legal repercussions. Adding overtime to the mix only increases the potential for compliance headaches. For example, federal law prohibits any compensation plan that artificially deflates an employee's regular hourly rate or evades overtime requirements.

Many states also have strict rules for calculating pay rates, and an acceptable method of calculation in one state may not work in another state. Plus, employers must comply with both federal and state law and must pay employees according to whichever law is more favorable (i.e., generous) to the employee. Consider California as an example, where employers must pay the California minimum wage of \$16.00 per hour, because it is more generous than the federal rate of \$7.25 per hour.

When an employee performs two or more different types of work in a single workweek and receives different base rates of pay, the regular rate for that week is calculated according to one of two methods: the weighted average or the rate-in-effect.



[CLICK TO CONTINUE READING](#)

SAVE THE DATE!



General Sessions
Vendor Hall
Networking
Awards Reception

Rancho Mirage, CA
Agua Caliente Resort
Casino Spa

October 22nd - 24th

MEMBER SPOTLIGHT

ASHLEE CERVANTES, CALSAGA AMBASSADOR COMMITTEE CHAIR



Intercept Security was established in 2011 and provides a wide range of security services. In addition to our security services, we pride ourselves on community outreach, employee inclusion and professional development.

“

The company motto is, “Professional, Proficient, Protection” and their management team boasts 46 years of experience.

Intercept Security has been a CALSAGA member since 2015.

When asked to describe the CALSAGA Mission Intercept COO, Margarita Holman, said the following, “CALSAGA is an essential Private Security industry tool providing, advocacy, training, and

continued education; CALSAGA's mission is to improve the private security industry, by offering a wide range of support to security professionals, which ultimately raises the industries standards.

... Intercept Security's membership with CALSAGA has more than paid for itself, providing valuable training and access to industry leaders, which has helped us maintain our company standards of “Professional, Proficient, Protection”.

Lastly, when asked what challenges she foresees the industry facing in the future, Intercept COO, Margarita Holman, said, “We (The Private Security Industry) have recently undergone a slew of legislative and licensing changes. CALSAGA has created an elite opportunity for its members and industry affiliates to not only receive but comprehend legislation. Their immense training, and information database has helped us navigate this ever-changing industry.”

[NOMINATE YOUR COMPANY FOR THE NEXT MEMBER SPOTLIGHT!](#)

[JOIN THE CALSAGA AMABASSDOR COMMITTEE](#)

OPPORTUNITIES TO IMPROVE RETENTION & HIRING

JOSH PETRO, TEAM SOFTWARE BY WORKWAVE, CALSAGA NETWORK PARTNER

Throughout 2023, the job market stayed relatively consistent throughout. Economists reported that the U.S. was at or near full employment, meaning that virtually all the people who were able and willing to work were employed. In fact, the U.S. Bureau of Labor Statistics reported in 2023 that there were approximately one or fewer unemployed persons per job opening.

Researchers attributed part of the lingering shortfall in labor force participation to be primarily driven by people aged 55 and older. That part of the labor force retired early during the pandemic and was less likely to reenter the workforce. However, with 25 to 54-year-olds, the participation rate slightly surpassed pre-pandemic levels.

In short, the current job market is still tight for business owners throughout North America, and in order for businesses to meet their staffing needs in 2024, guarding firms will need to take advantage of actionable opportunities to help improve employee retention and hiring efforts.

Actionable strategies to improve hiring

Employees want to work for a company with a positive reputation and a successful track record for showing that they care about their workers. To help spread positive messaging, hiring and employer branding efforts can showcase that a particular workplace meets the needs of employees and encourages them to take pride in the company.



As the current job market remains tight, investing in branding lets employees stand out from the competition.

Additionally, a strong employer brand can foster loyalty amongst current employees, which may boost the number of referrals from employees – a method that can also save valuable dollars on recruitment costs.

Successfully building and promoting an employee brand can start with utilizing a widely trafficked career website, such as Indeed.com. Since the majority of job applications come from career sites, potential employees will want to utilize these resources that can provide valuable information about your company. Promote your openings but also use this resource to showcase benefits and workplace culture.

Security ProAdvisors
is one of North
America's leading
brokerage, advisory
and consulting
firms to the
security industry.

BROKERAGE AND VALUATION

- Our brokerage service utilizes a comprehensive approach, so that our clients can execute strategic moves to maximize value for the best outcome
- Security ProAdvisors brings proven industry executive experience. We have been in your shoes, know your day-to-day life and the challenges you face, and we can help create value
- Whether the economy is growing or contracting, we can advise how to take your company in the right direction

KEITH ORINGER
President and Founder

WWW.SECURITYPROADVISORS.COM



[CLICK TO CONTINUE READING](#)

connect with us!



 @calsaga818

 @joincalsaga

 @calsaga



**stay up to date
on the latest
news & events!**

**Bradley
Gmelich+
Wellerstein** LLP

Our unique program is available at an additional discount to CALSAGA members

Managing Your Legal Needs

BG+W Business & Employment Counsel Program™

Our BG+W Business & Employment Counsel Program™ is a monthly subscription program that provides the essential business, employment and regulatory documents you need to run your business in California, customized for your company, plus access to experienced legal counsel.



Our Program Includes...

- Access to Experienced legal counsel
- Extensive knowledge of the security industry in CA
- Custom solutions for your company
- Predictability for your legal budget
- An extraordinary value...

**OVER \$10,000 IN POTENTIAL SAVINGS
IN JUST THE FIRST YEAR!**

Interested In Learning More?



Visit our website to download a full list of essential documents and our special discounted pricing.

bgwlawyers.com/business-employment-program/

SURVIVING THE "QUALITY OF EARNINGS REPORT" WHEN SELLING A MANNED GUARDING COMPANY

BOB PERRY, ROBERT H. PERRY & ASSOCIATES, INCORPORATED

Private Equity's large commitment to the U.S. manned guarding space has been very good for owners of privately held companies. The prices and terms have been unprecedented. But with these opportunities come challenges in proving the company has the earnings capacity to justify the investment

Twenty years ago . . .

the U.S. manned guarding market was a homogeneous one. The bill and pay rates within a given geographic market were basically the same. The primary service offering was standing security officers. Therefore, the only difference between a large guarding company and a smaller one was the amount of revenue and number of employees. The acquisition process was simple: given that most of the sellers had the same gross profit percentage, the buyers could value their targets based on a multiple of gross monthly revenue, or percent of annual revenue, and meet their expected return on the investment. The buyers back then were mostly divisions of public companies, and the due diligence was performed by the buyers' employees. The due diligence was primarily a process of examining billing invoices, payroll registers and customer contracts, which usually took about two days at the seller's office. There were hardly any negative surprises after closing.

Ten years ago . . .

the mega-size companies such as Securitas and G4S started anticipating the eventual shortage of labor and responded by providing higher margin electronic security to supplement, and sometimes replace, the traditional manned guarding offering. Eventually, the medium-size, and some of the smaller, companies followed with their own higher margin offerings. But not all the companies had the same mix of manned guarding to electronic security, which resulted in companies with the same revenue level having dissimilar gross and net profits. Today, it's estimated that approximately 25% of the total U.S. manned guarding market is coming from companies offering a higher margin offering that not only includes electronic security but also off-duty police, drones, robots, executive protection, cyber security, etc.

[CLICK TO CONTINUE READING](#)

PAGA REFORM

KATE WALLACE,
ASSOCIATION MANAGER

For years CALSAGA members have been expressing a desire to see PAGA relief. We are very happy to report that a path to relief may be possible!

From CalChamber:

Enacted in 2004, California's Private Attorneys General Act (PAGA) was intended to be a more effective way to help workers resolve labor disputes. Two decades later, it's clear that PAGA's lawsuit-first approach has failed- it's ineffective and inefficient for workers and unfair for thousands of small businesses.

CALSAGA is proud to join with other industry associations and chambers of commerce to support [FixPAGA](#). Last month CALSAGA made a contribution of \$100,000 to the initiative. If you are thinking that that is a huge amount of money, you are right! The decision to make this contribution is not one that your CALSAGA Board of Directors took lightly or without much discussion, and this contribution would not have been possible without our members' support.

The association will keep you informed on the reform efforts.

[Learn more about PAGA abuses that make reform necessary.](#)