

MAY 2024

THE CALIFORNIAN

THE QUARTERLY
NEWSLETTER OF



CALSAGA.ORG | 916.930.0552

1215 K STREET #1150 SACRAMENTO, CA 95814

TABLE OF

03

PRESIDENT'S REPORT

04

**REGULATION
CORNER**

06

**SB 553 - WORKPLACE
VIOLENCE
PREVENTION PLAN**

07

**WOMEN IN THE SECURITY
INDUSTRY: TRENDS,
CHALLENGES AND ADVICE**

08

**FROM COMPLEXITY TO CLARITY:
CLEARING THE HURDLES OF
PAYROLL**

10

**MARKET TRENDS FOR
SECURITY CONTRACTORS**

11

**ENSURING PAY DATA
REPORTING COMPLIANCE
THROUGH TECHNOLOGY**

12

MEMBER SPOTLIGHT

CONTENTS



PRESIDENT'S REPORT

DAVID CHANDLER, CALSAGA PRESIDENT



Welcome to the 2024 Q2 edition of The Californian: The Quarterly Newsletter of CALSAGA.

I got to see many of you during Security University Irvine in March and I look forward to seeing more of you during Security University Sacramento next week. Ordinarily, I would encourage you to register but the event is sold out!

Whether or not you missed the opportunity to attend one of the sessions of our management training program, you do not want to miss the 2024 CALSAGA Annual Conference! Registration is expected to open later this month. Based on your feedback, we are expanding the program and starting the first day earlier this year. The schedule and all of the program information will be emailed to you once registration opens.

I frequently travel to events in other states and everyone is always interested in what is happening in California. As always, the association staff and Board of Directors will work to keep you informed and to advocate for the best interests of the industry. I appreciate the opportunity to continue serving as the Association President.

A handwritten signature in blue ink that reads "D Chandler".

David Chandler, CALSAGA President

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

A reminder from the BSIS:

Check your baton permit status on [BreEZe](#). If you were issued a baton permit prior to January 1, 2024, and it is not showing as current on BreEZe, that means it is not properly associated with a current and valid qualifying license. A baton permit is only valid when associated to a qualifying license. To associate your baton permit with your qualifying license, email the Bureau at bsis@dca.ca.gov with a front and back copy of your baton permit that clearly shows the date of completion, the facility name/license number and trainer signature/license number so the Bureau can verify and associate your permit. The Bureau will continue to assist individuals with associating a previously issued baton permit to their qualifying license until June 1, 2024. Individuals who do not get their baton permits associated to their qualifying license before June 1, 2024, will have to apply for a new baton permit.

The Bureau of Security and Investigative Services will send you an email when your license is issued, renewed, or coming due for renewal, but we can only do it if you have an email address on file. Make sure to include a current, valid email address on your BreEZe account.



SAVE THE DATE!

General Sessions
Vendor Hall
Networking
Awards Reception

Rancho Mirage, CA
Agua Caliente Resort
Casino Spa

CALSAGA
ANNUAL
CONFERENCE

October 22nd - 24th

The banner features a central shield-shaped logo with three stars and the text 'CALSAGA ANNUAL CONFERENCE'. The background is a white marble texture. Four inset images show a conference room, a resort building, a pool area, and a group of people at a table.

THANK YOU TO OUR



CALSAGA NETWORK PARTNERS



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

The Police Credit Union Welcomes Members of CALSAGA

Proudly serving the financial needs of our members for 70 years, we offer a full suite of financial services from checking accounts to home and auto loans plus digital services for 24/7 convenience. Join today and experience the difference a financial institution that understands you can make.

- Checking account with no monthly fees and up to 10 ATM fee rebates per month¹
- Home Loans and Home Equity Lines of Credit
- Convenient and secure online technology
- And much more

To start your membership,
simply scan the QR code.



The Police Credit Union will refund ATM surcharges up to \$3.00 per out of network ATM transaction. You must have a TPCU Checking Account in good standing and a Direct Deposit posted to your Checking monthly. ATM Access Only.



EXECUTIVE AND DIGNITARY PROTECTION SPECIALISTS



DAVID CHANDLER
President/CEO
david@thecompany.global
760-408-5634

SB 553 – WORKPLACE VIOLENCE PREVENTION PLAN



SHAUN KELLY, ASSURED PARTNERS, CALSAGA PREFERRED BROKER

It is every employers' priority to provide a safe workplace environment. Now with SB 553, California employers are mandated to implement a program regarding the prevention of workplace violence.

The new bill signed by the Governor requires employers to implement a Workplace Violence Prevention Plan (WVPP) no later than 7-1-24. The WVPP is being established to educate employees, identify the concerns/hazards, evaluate the concerns/hazards and implement corrective actions. Workplace violence includes but is not limited to any act or threat of physical violence, harassment, intimidation, or other disrupting behavior that occurs at the worksite. Workplace violence can affect employees, customers, clients, visitors and others.

CAL/OSHA as part of the Department of Industrial relations will be the enforcing agency, as they also enforce the Injury & Illness Prevention Plan and the Heat Illness Prevention Plan. They will require employers to engage and implement the WVPP with employee involvement.

California is the first State to mandate a WVPP, however it is expected that others States will follow.

Attached is a Workplace Violence Prevention Plan template from CAL/OSHA. You can use this as a guide to implement and customize your own plan.

[Model-WPV-Plan-General-Industry](#)

If you have any questions, please do not hesitate to contact me.

Take care.



[CLICK TO CONTINUE READING](#)

WOMEN IN THE SECURITY INDUSTRY: TRENDS, CHALLENGES AND ADVICE

JILL DAVIE, TEAM SOFTWARE BY WORKWAVE, CALSAGA NETWORK PARTNER

For security employers in today's market, it's important to understand the labor pool to encourage diversity in the workforce. Women in the security industry only represent 22.5% of the leadership roles and only 24.9% of guards, according to the U.S. Bureau of Labor and Statistics.

Moving closer to equal representation takes understanding the challenges in attracting and retaining women who want to work in the security field, while removing barriers to ensure that women can have an equal opportunity to climb up the professional ladder. According to several female leaders in the field services industry, there are a number of contributing factors that are creating barriers for women - both external and internal.

Overcoming gender biases and stereotypes

Gaining respect - particularly from male colleagues - is a critical factor for women across the field service industries. Historically, women have reported facing skepticism about their abilities, ideas or experiences both in the field and in leadership roles.

To overcome these barriers, it's important for women to be assertive, express opinions and push back if needed - while employers can build an environment based on respect that fosters a culture where women's opinions, skills and accomplishments are valued and recognized. The businesses that achieve this will reap the benefits of having access to different perspectives, strategies and process improvements.

"One of the biggest benefits of having women in leadership roles is that it creates a space for more overall diversity within your business. When your organization becomes an advocate for different perspectives, mindsets and collaboration, the sky's the limit," said Sharon Roebuck-McBride, the Senior Executive Vice President at Triangle Home Services.



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

SHAUN KELLY

SR. VP, RISK ADVISOR

SHAUN.KELLY@ASSUREDPARTNERS.COM
(916) 616-4712

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

Power Through Partnership



[CLICK TO CONTINUE READING](#)



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/

FROM COMPLEXITY TO CLARITY: CLEARING THE HURDLES OF PAYROLL

JORDAN WALLACH, BELFRY SOFTWARE, ASSOCIATE MEMBER

Handling payroll in the security industry is notoriously complicated.

Each contract is different, with pay rates that could change based on site, time of day, overtime & holidays, qualifications, and more. This variability makes the payroll process very challenging and time-consuming. Most security firms use several different systems to manage payroll, which means data must be moved manually from one system to another — one for scheduling, one for tracking time, another for processing payroll. This not only raises the chances of making mistakes but also takes a lot of time. Payroll teams find themselves spending days managing what should be straightforward tasks, from verifying hours worked against shifts to ensuring compliance with ever-changing labor laws.

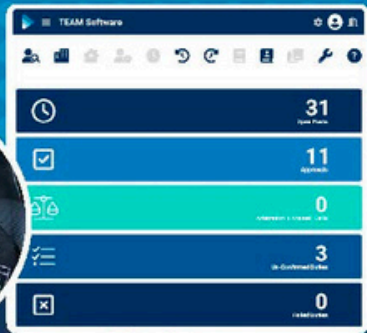
These problems can have a big impact. Payroll errors can lead to dissatisfaction among officers, potentially increasing turnover in an industry where reliability and trust are key. Moreover, the time consumed by manual processes detracts from more strategic activities that could enhance client relationships and operational effectiveness.

It's clear that a single, connected system would be a huge help. A system that smoothly links scheduling, time tracking, and payroll within the same experience would cut out unnecessary steps and mistakes. By automating these processes, companies could focus more on growing and providing excellent service, making sure their back office helps rather than holds back their business goals.



TECH STACKED

Security's Most Robust Software Partner



Our core solutions are designed to help companies like yours drive efficiency, profitability and growth, with everything you need right at your fingertips.




Schedule a demo to see how you can put TEAM Software to work for you.

teamsoftware.com/californian



TRACKTIK

Payroll Done Right Every Time

-  Easily manage multiple pay rates and federal and state requirements
-  Optimize guard deployment and avoid scheduling at overtime rates
-  One solution for a single source of truth - no spreadsheets, no re-keying information



Transform your security operations using the most reliable workforce management solution

[Request a Demo](#)

888-454-5606



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

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

MARKET TRENDS FOR SECURITY CONTRACTORS

CARISSA GAPPA, TEAM SOFTWARE BY WORKWAVE, CALSAGA NETWORK PARTNER

Employers in the security industry can gain a competitive advantage by integrating market research, global economic outlooks, and industry-specific predictions. Accurate data is particularly important due to challenges like increased demands from clients. They can stay one step ahead by understanding market trends and the broader macroeconomic picture.

Inflation

The U.S. inflation rate was 3.5% as of March 2024, based on a 12-month percentage change from the year prior, according to the U.S. Bureau of Labor Statistics.

Although the inflation rate is still higher than the Federal Reserve's target of 2%, that number has significantly dropped from the 9.1% spike in June 2022. With the latest drop in unemployment rate to 3.8% in March, the U.S. economy remains strong, discouraging the Fed from cutting interest rates again until prices decline at a more consistent rate.

Despite wages increasing by 4.5% in 2023, the increase felt like 0.8% with inflation. Economists believe that the elevated rate may explain why many Americans feel dissatisfied with the economy, despite reports of steady economic growth, ongoing wage increases and low unemployment.

Interest rates

To combat current inflation, the Federal Reserve leveraged interest rates to engineer a 'soft landing' and avoid a full recession.



Rising interest rates can affect a company's ability to service debt, especially if it incurs rising costs without a boost in revenue to balance it out.

Throughout most of last year, the cost of capital was exceeding 5%. Economists report that interest rates are holding somewhat steady, increasing by about 1% between January and July 2023 — but the Federal Reserve predicted decreases in 2024, which set the table for multiple interest rate cuts at some point this year.

Recent job and inflation reports, indicating ongoing pricing pressure and job growth through the first quarter, have pushed the probability of any rate cuts later into the year than initially projected.

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)



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

ENSURING PAY DATA REPORTING COMPLIANCE THROUGH TECHNOLOGY

JEFF DIDOMENICO, TRACKFORCE VALIANT + TRACKTIK, CALSAGA NETWORK PARTNER

California employers must take note of new legislation around employee pay data that could come with fines if they don't comply. Back in 2020, California required employers with 100 or more employees to report certain pay data to the California Civil Rights Department (CRD) each year. In 2022, the law was amended and expanded to update the filing requirements and now includes civil penalties for noncompliance. In fact, employers need to report their 2023 employee

pay data to the state no later than May 8, 2024, or else they face the possibility of civil penalties of \$100 per employee, with the penalties increasing to \$200 per employee for each subsequent failure to report.

Employers have an obligation to calculate the mean and median hourly rates of employees among these reportable categories: establishment location, job category, race/ethnicity, & sex. For an FAQ document with specific instructions on how to properly calculate pay data according to the CRD, [click here](#).

For security employers still tracking payroll and employee records manually, reporting on employee pay data for the CRD might become a challenge. However, with security workforce management technology, these data records can be auto generated and easily pulled within seconds. Keep track of pay data records across multiple site locations, guard certifications and job categories with access to employee records at your fingertips.

With the right technology tools in place, employers can meet compliance requirements with ease, generating the necessary MS Excel spreadsheets to adhere to CRD pay data reporting laws.



[CLICK TO CONTINUE READING](#)

MEMBER SPOTLIGHT

ASHLEE CERVANTES, CALSAGA AMBASSADOR COMMITTEE CHAIR

The CALSAGA Ambassador Committee is proud to spotlight one of our very own this quarter, Fisotec Security Inc.

Fisotec is not only one of CALSAGA's longest running members, of 18 years, their executive management team collectively boasts 106+ years in the industry.

Their Mission Statement says it all; "With a commitment to making your mission as our mission, Fisotec Security, Inc. is revolutionizing the industry by bringing forth integrity, courage, and wisdom from each of our security professionals to ensure the ultimate protection of your staff, property, and life's work."

Ralph Day Memorial Security Officer Heroism Award

Each year, one security officer is recognized by the ASIS Security Services Community (SSC) for outstanding service/acts in the security profession through the Ralph Day Security Officer Heroism Award. This award recognizes a contract security employee that goes above and beyond their duties to help others in a time of need while on the job.

Learn how you can nominate your officers here!



Fisotec Security stands out among the competition for a variety of reasons, but their core values are certainly at the forefront. The company founder, Bobby Debozi, describes their core values as being rooted in the principles taught to him by his late mentor, Daisaku Ikeda. Speaking fondly of his late mentor Mr. Debozi explains, "He taught and demonstrated living with a mission, the importance of integrity, being united, and servant leadership." To this day, these characteristics serve as the foundation of Fisotec Security, Inc.

These core values translate into fostering and empowering security personnel who feel respected, appreciated, and take to heart their roles and responsibility.

Fisotec Security goes to great lengths to invest in the growth of our officers and inspire them to bring out their highest potential. Each of them has a tremendous mission and by helping them tap into that, the officers, in turn, are able to provide our clients the highest level of professional security service possible.

**NOMINATE YOUR COMPANY FOR
THE NEXT MEMBER SPOTLIGHT!**

JOIN THE CALSAGA
AMABASSDOR COMMITTEE

[CLICK TO CONTINUE READING](#)