

# *inside* SECURITY

A RECOGNIZED VOICE OF SECURITY IN CANADA

APRIL 2011 | ISSUE 4

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**CANASA**

Canadian Security Association  
L'Association canadienne de la sécurité

## INTRODUCING CANASA'S NEW SUB-CHAPTER

For the first time since many can remember, a new Sub-Chapter has sprung to life at CANASA. Several interested parties in the Hamilton-Niagara region have come together to ignite the initiative and, by motion, the Ontario Board has approved the creation of the Golden Horseshoe Sub-Chapter. The new Sub-Chapter includes the regions of Halton, Hamilton-Wentworth, and Niagara.

The Board of Directors for the new Sub-Chapter will be nominated and elected in the summer of 2011 by members in the region. However, an interim board is already now in place to begin development in the area. Working to build momentum are: Kevin Allison, Fire Monitoring of Canada Inc.; Roger Barnes, Roger's Security Systems Inc.; Ronald Gibbon, Niagara Region Public Works; Brad Hooton, Owl-Tech Security System Services; Joseph Rossano, LAquila Electronic Systems Inc.; Urban Warner, Drew Mac Group Canada Inc.; and Scott Hammond, Hammond Manufacturing Ltd.

The first order of business is to create a calendar of events to be held locally, focusing on topics that are of specific interest to the region.

If you would like to be involved or nominate someone at the Board level, please contact CANASA's Ontario Chapter Manager, Lisa Padgett, at [lpadgett@canasa.org](mailto:lpadgett@canasa.org).

*Inside Security* belongs to you, our members. We welcome your input and feedback. If you have a story or idea you would like to share, please email [communications@canasa.org](mailto:communications@canasa.org).



## LETTER FROM LEADERSHIP

Back in April 2010, the City of Toronto changed their False Alarm By-law to eliminate a fee exemption for fire service response to the first instance of a false alarm. This has led to a number of single family homes being fined \$1,050.



*JF Champagne  
Executive Director*

False fire alarm fines are not new to Toronto and most other municipalities in Canada. What is new, in this case, is the absence of any kind of exemption or warning to building owners for the first false alarm. This means greater costs not only for multi-tenant buildings (which are most likely to have repeating alarms and are forced by code to have monitored fire systems) but also residential, single-family homeowners.

The detrimental effect of the fees is on the residential homeowners who have chosen to protect their family and homes with monitored smoke, heat, and carbon monoxide detectors. Now, some homeowners are reconsidering the use of monitored life safety devices. As well, installation companies are ceasing to offer monitored life safety devices, and monitoring stations are being instructed to no longer dispatch Toronto Fire for residential installs. All the while, the Toronto Fire Chief says that 85 per cent of fire deaths occur in single family homes.

On January 19 and January 21, 2011, I presented on behalf of CANASA members to the City of Toronto's budget committee and the licensing and standard committee regarding the False Alarm By-law. With the adoption of the 2011 budget, false alarm fines are slated to increase 15 per cent to \$1,230 from \$1,050

this year. Despite what appears to be a "fait accompli," we have asked the budget committee to align the increase with other user fees at 3 per cent. But, so far, none of the demands to the city budget committee from more than 150 members of the public have been considered.

However, our true battleground is the licensing and standard committee. The committee was unsuccessful in stopping the false alarm fee increase or reinstating the first exemption of a false alarm. The committee has tasked the Fire Department to provide additional information about the impact on single family home owners and offer alternatives. We presented to this committee at the end of March in support of a tabled Motion by Councillor Gloria Lindsay Luby to re-instate the first exemption of a false alarm, and we will continue to advocate on behalf of our members and the public.

CANASA's National Board of Directors has adopted a resolution to continue the battle and has set aside funds necessary to expand our advocacy efforts. But nothing is more potent than the power of constituents and voters. That is why we prompted the Call to Action for your support. We need to let City Council know about the stories of families who have been saved by the life-saving systems you install. Your support is necessary in our efforts to end unjust false alarm fees that are jeopardizing the safety of residents. Our success depends on you.

For more information on how you can get involved and to share your story, contact me at [jfchampagne@canasa.org](mailto:jfchampagne@canasa.org).

## CANASA ADOPTS MEMORANDUM OF UNDERSTANDING WITH ASIS

CANASA's National Board of Directors adopted a motion at its January 2011 meeting to approve a Memorandum of Understanding (MOU) between CANASA and ASIS International Region 50.

While ASIS International Region 50 has partnered with CANASA for many years on education programs, conferences, and Security Canada events, the signing of the MOU acknowledges the commitment and quality of our relationship, and firms our interest in its development.

The objective of the agreement is to strengthen the relationship between the two organizations, which already play an influential role in many aspects of private security in Canada. This will help to ensure that the industry will communicate with the public and the government with a unified voice. It will also benefit CANASA members by providing access to various ASIS events and educational content.



## CANASA'S MONITORING COMMITTEE IN ACTION



Revised in 2010, CANASA's Monitoring Committee consists of 16 individuals from across Canada, including Chapter Board members, whose areas of expertise include monitoring stations, manufacturing, and telecommunications.

The Committee's mission is to establish a line of communication with local authorities, telecommunication companies, and manufacturers to set industry standards for prompt, accurate, and cost-effective dispatch services, and to review and revise existing policies.

So far, the committee's accomplishments to date include the creation of a Model Fire Alarm By-law position paper, which is in the process

of being sent to all Fire Chiefs across Canada (and can be read at [www.canasa.org](http://www.canasa.org)); the revision of a Burglary Alarm By-Law position paper; and advisory-level work with CANASA's Executive Director, JF Champagne, the Ontario Chapter, and SIAC (Security Industry Alarm Coalition) on false fire alarm by-law issues. The committee has also previously provided representation at the Canadian Association of Fire Chiefs' annual conference and will continue to do so.

### How you can get involved

CANASA has hosted two monitoring symposiums in the past that were very successful and would like to try it again this year. The committee will be sending out a survey to all monitoring companies across Canada to get your valued input on what you want and how the event should be structured.

The committee is also looking for new participants. If you are interested in joining the committee or have specific issues that need input from the committee, contact Committee Chair Kim Schellenberg at [kim@armcom.ca](mailto:kim@armcom.ca).

The Committee's mission is to establish a line of communication with local authorities, telecommunication companies, and manufacturers to set industry standards.

## MANITOBA HOLDS FREE MEMBER TRAINING FOR MANDATORY LICENCE

The Manitoba Chapter recently offered members a free Voice-Data-Video (VDV) training class to help them prepare for the Limited Specialized Electrical Licence exam. Classes were held on the evenings of March 10 and 17, and books and content were provided free of charge to any interested CANASA member. One person even attended via webinar.

The Province of Manitoba has several different "Limited" Electrician Licences that are required by workers who aren't journeymen but work with electrical equipment in their profession. This includes jobs such as appliance repair, deep well installation, alarm system installation, and Voice-Data-Video.

The VDV licence provides all of the privileges of the Class M Alarm Licence plus it allows licensees to install video and network cabling. The course the Manitoba Chapter provided focused on the electrical code and theory, and even deciphered Ohm's law in layman's terms.

This initiative was prompted by members' interest in education and professional development opportunities.

## EDMONTON RELOADED 2011

The Sub-Chapter was fortunate to have Tim McCreight, Chief Information Security Officer for the Government of Alberta, talk to guests about converged security.

The Edmonton Sub-Chapter kicked the New Year into gear with their second annual networking event “Edmonton Reloaded 2011” on February 24.

Members had an opportunity to network over hors d'oeuvres and meet various product representatives and suppliers, including Core Products Group for Bosch, Digital Security Controls (DSC), Honeywell, Interlogix, Legrand, Proficient Audio Systems, and Source AV representatives for Pivot3.

The Sub-Chapter was fortunate to have Tim McCreight, Chief Information Security Officer for the Government of Alberta, talk to guests about converged security. Tim has held senior security positions in three of Canada's telecommunication companies and has developed security programs for both physical and IT security. He is responsible for the security of information and information technology systems for the Government of Alberta.

Tim discussed how the concept of converged security has changed over the past 10 years from simply merging the physical and IT security teams under one roof to addressing risks from a holistic perspective and how security professionals on both sides of the aisle are starting to see benefits. For more information, visit The Alliance for Enterprise Security Risk Management at [www.aesrm.org](http://www.aesrm.org).

Throughout the evening, draws were held for various prizes, which were generously donated by Reliance Protectron Security Services and Proficient Audio Systems. Ken Miles of TRi-D-FX won a grand prize draw for a pair of tickets to the Flames vs. Oilers, and Debbie Stokes of Purely Essential Security won a wireless home audio system. Kevin Iszcenko of Homotech Security also won a twosome to our first-ever joint CANASA Golf Tournament with the Edmonton and Calgary Sub-Chapters held at the Alberta Springs Golf Course in Red Deer in June.

A 50/50 draw, won by Andrew Prytuliak of Reliance Protectron Security Services, was also held to benefit Child Find Alberta (CFA). CFA works with public agencies and not-for-profit organizations engaged in the area of child protection and advocacy.

The Board of Directors would like to thank members, guests, vendors, and Tim McCreight for their support in making this event a success.



*Tim McCreight, Chief Information Security Officer for the Government of Alberta, addresses attendees.*



*John King (right), Past President of the B.C. Chapter, talks to Tom Richards (left), Vice President 1 of the Edmonton Sub-Chapter.*



*Guests, vendors, and Board Members are mixing it up at Edmonton's 2011 RELOADED Mixer.*

## SAVE MONEY AND INCREASE YOUR SKILLS THIS YEAR

As always, one of CANASA's main objectives is to help our members get ahead. There are a number of benefits that members can take advantage of this year that can help you increase your skills and bottom line.

Our new Affinity Program offers members a number of discounts on business-related products and services, including reduced rates on: specialty and commercial insurance; audio and web conferencing; commercial and personal law services; estate planning; automobile roadside service; gas; and life, disability, and health benefits.

CANASA will continue to expand the program throughout the year to offer even greater rewards, and will notify members of the additional savings that they will be able to take advantage of as they become available. Members can learn more about the program and find a complete list of Affinity Program partners at [canasa.org](http://canasa.org) > Membership > Affinity Program.

Members will also have more professional

development options in 2011 to help keep skills current. CANASA has increased its Alarm Technician Course (ATC) Level 1 and 2 offerings and now offers the courses in the following locations: Edmonton, Calgary, Richmond, Dartmouth, and Toronto. The Certified Security Project Manager (CSPM) program will be offered in Richmond as well as Toronto and Calgary this year. All of CANASA's programs and courses, including detailed descriptions, can be found at [canasa.org](http://canasa.org) > Education.

We are also developing the Accredited Security Contractor (ASC) Program, which will allow security contractors to better market themselves and stand out from their competition.

Be sure to visit [canasa.org](http://canasa.org) for updates throughout the year.



## ONTARIO IMPLEMENTS NEW STRATEGY SESSION



The Ontario Chapter's Board of Directors held its inaugural Strategy Session in January in Walter's Falls, Ontario.

Board members travelled north to spend the day defining the Chapter's goals and objectives, with the intent to better meet Ontario CANASA members' needs.

Board members identified the following major areas of opportunity for the security industry:

1. Launching an accreditation program and developing a self-regulation model

2. Establishing a process for managing police and fire "false alarm" issues
3. Establishing a formal tender process to allow customers to get quotes for work
4. Providing new partners for CANASA's discount program to help members save money
5. Offering more education and training for members in the areas of business management, sales training, admin and HR, succession planning, leadership training, and presentation skills
6. Enhancing communication with members
7. Working with other security partners, such as guard companies, locksmiths, electrical contractors, IT contractors, and consultants
8. Working with media to promote issues

The Ontario Board of Directors will work with the National Office, committee members, and other volunteers to achieve these goals throughout the year. If you have any feedback, suggestions or would like to get involved, please contact the Ontario Chapter President Jamie Couper at [ontarioboard@canasa.org](mailto:ontarioboard@canasa.org).

# What to look for in an Employee Benefit Plan

There are various plan design options available, therefore, employee and employer needs should be taken into consideration.

*Vic Campagna, Morneau Shepell*

Employers constantly compete for highly skilled and specialized employees.

An excellent way to attract and retain those employees is to offer a meaningful group benefit program. This will also help you meet your objectives of being considered an employer of choice and achieving your business goals.

Association benefit plans were created to help small business owners overcome the high cost of employee benefits. Members have the option of grouping together under one large insurance policy. The result is a “large group” that has the same competitive insurance rates as any other large corporation. Members of an association are at an advantage and should explore insurance programs offered through their membership.

There are various plan design options available; therefore, employee and employer needs should be taken into consideration.

The following are some options you may want to consider for each benefit:

## Extended Health

Coverage not only includes prescription drugs but also paramedical practitioners, hospital, travel, medical supplies, and more.

When evaluating options for these benefits some of the more popular items to consider are: vision care; the maximum for paramedical practitioners; and the percentage of reimbursement for prescriptions and brand name drugs.

## Dental

Most people think of dental plans as reimbursement for checkups, cleanings,

and x-rays. However, they can provide much more than that. You need to evaluate the level of benefit required as well as the reimbursement level.

## Life Insurance

Employees have different financial needs based on their family status. Group benefit plans always have a minimum benefit amount of life insurance. But is this enough for your employees?

Add-on benefits like Best Doctor, Employee Assistant Programs (EAP), and Critical Illness are available to develop a proactive strategy that will help your employees achieve optimal productivity and health.

When looking for the right benefits package, it is best to ask as many questions as required to fully understand the scope of coverage offered by different providers:

- Do you want dental to cover caps and crowns?
- Should your plan have annual dollar maximums?
- Does my staff require medical approval?
- Should managers receive more life insurance than other employees, such as a flat amount of \$50,000?
- What online capabilities does the provider offer?

By investing in your employees and a healthy work environment, your benefits plan can provide much value to your workplace and help your organization stay competitive.

