



COMMON GROUND

December 2015

Table of Contents

[MCSA BOD](#)

[Federal Legislative Issues](#)

[Membership Renewal](#)

[President's Message](#)

[Member Meeting Recap](#)

[Legislative Report](#)

[Affordable Care Act](#)

[ACA 11 STEPS](#)

[MCSA Insurance](#)

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235 N. Pine Street,
Lansing, Michigan 48933
Telephone

President's Message

Hello member,

As 2015 comes to a close we have time to reflect on our successes and get geared up for 2016.

This has been an exceptional year when it comes to security issues and our clients appreciate MCSA's security agency licensees who operate with professionalism and have strong standards and ethics. Our continuing education and active promotion of good public policy benefit our industry and clients.

In this newsletter we have a recap of the member meeting including Richard DesLauriers' experience in counterintelligence with the FBI and an update on the Affordable Care Act (ACA) and how it impacts you.

Read on, and then take some time to appreciate family and friends. After all, we work so we can enjoy our private lives.

Happy Holidays and cheers to you and yours. Here's to a healthy and secure New Year!

Sincerely,

Dale White
MCSA President



MCSA President
Dale White

Member Meeting Informative and Pertinent



The December 10, 2015 meeting had 26 MCSA members in attendance

The December 10th member meeting in Novi, MI provided 26 members with an eye opening recap of Richard DesLauriers, Vice President - Corporate Security with Penske Corporation in Bloomfield hills, career with the FBI.

DesLauriers' accomplishments include counterintelligence in New York and Boston covering regions in the North Eastern U.S. He was a member of the leadership team which in 2010 arrested and prosecuted a Russian spy network which had operated covertly inside the United States for over a decade (Operation GHOST STORIES). He also led the FBI Boston Division during its successful capture in June 2011 of FBI Top



Sara Tountas offers pointers on the ACA

Ten Fugitive James "Whitey" Bulger, as well as during the dramatic hunt in April 2013 for the Boston Marathon Bombers (101 Hours that Shook the World).

The meeting also welcomed Sara Tountas who provided members with an update on the Affordable Care Act. For those who missed the meeting, her recommendations are included in this newsletter.



Larry Julian presents our guest speaker Richard DesLauriers with a token of appreciation

(714) 428-9663

November 30, 2015

From November 11 to 13, I attended the annual conference of the International Association of Security and Investigative Regulators in New Orleans.

The theme of the meeting was "Regulation in the Eye of the Storm." IASIR is an association that represents state and provincial regulators from the U.S., Canada, and the United Arab Emirates. The regulators have governmental jurisdiction over private investigators and the security, alarm, and armored car industries. ISPLA board members Jim Olsen and Nicole Bocra Gray were also speakers at this event on "When Disaster Strikes: The Investigator's Role" and "Using Social Media."

As the sole elected board member representing the interests of private investigators, I acted as a moderator and presenter in addressing the subjects of Unmanned Aerial Systems (UAS, commonly called drones) and the current legal/licensing status of Trustify, formerly known as FlimFlam. This company claims to be nothing more than an App-based electronic referral platform that connects consumers with vetted and licensed private investigators. The

Legislative Report - Julian Vail, LLC

Update: Senate Bills 161, 162, 164 and HB 4253 status:

The MCSA bills for re-write of the Security Guard Licensing statutes are continuing the winding road through the Regulatory Reform Committee in the House of Representatives. The Chairman Ray Franz has held two hearing with testimony in front of the committee. Several amendments have been proposed and some are being added into the bills so that the Representatives' concerns will be addressed.

The House of Representatives adjourns this week for the remainder of 2015 and will reconvene early in 2016. We have a firm commitment from the Chairman, Rep. Franz that our bills will be heard in committee and Julian Vail along with members of MCSA will make contact with committee members to ask for a supporting vote.

We have attached to this article the legislative website so please contact your Representative by email or phone to ask for their support in this legislation. There have been many positive compromises in the package that we can support and get these bills passed and signed by the Governor.

Locate your legislator here:

[http://www.legislature.mi.gov/\(S\(qtwf3gm1yhaolzcbzl0vne1n\)\)/mileg.aspx?page=legislators](http://www.legislature.mi.gov/(S(qtwf3gm1yhaolzcbzl0vne1n))/mileg.aspx?page=legislators)

We have testified before the committee that the rules affecting the Private Security Business industry under PA-330 remain outdated and seriously flawed with respect to public safety, public trust, and the duties that security guards and security guard agencies are employed to perform.

For complete language of the bills go to:

[http://www.legislature.mi.gov/\(S\(fgkcekkryokfrjbf5tkh10az\)\)/mileg.aspx?page=getObject&objectName=2015-SB-0164](http://www.legislature.mi.gov/(S(fgkcekkryokfrjbf5tkh10az))/mileg.aspx?page=getObject&objectName=2015-SB-0164)

Background and employment Fingerprinting

Live-scan and AFIS are back in the package as MSP says that they found a way to work around the Federal Audit and continue to take prints on applicants background checks.



Larry
Julian Julian
Vail, LLC

ACA reporting deadline is approaching... are you ready?

By Sara Tountas

The Patient Protection and Affordable Care Act. Since being signed into law on March 23, 2010, it has been referred to as many different things - Obamacare, Health Care Reform, PPACA, ACA...and maybe a few others that aren't appropriate for print. Regardless of what you call it, the law continues to impact the way that employers operate and the checklist of ACA-compliance mandates for employers continues to grow. Most recently, the focus for many employers has shifted to the new IRS reporting rules, which take effect this year. These rules require large employers (50+ full-time and full-time equivalents in the prior calendar year) to provide each full-time employee with an IRS Form 1095-C for each calendar year by January 31 of the following year.

The purpose of the form is to report the availability, quality and affordability of coverage offered (or not offered) to your full-time employees in order to determine your penalty exposure (if any) under the Employer Mandate. Penalties for non-compliance with the new reporting requirements are steep-up to \$250 per Form 1095-C, with a maximum annual penalty of \$3,000,000.

At first glance, Form 1095-C looks fairly simple. In fact, it is really only one page long. But Form 1095-C actually requires you to translate employment, eligibility and enrollment information for each full-time employee into a series of (not-so-intuitive) codes to communicate and substantiate your compliance with the law for each month of the calendar year.

And if you self-fund your medical benefits, you also have to identify which months each covered individual (employee and dependents) was enrolled in coverage.

You'll also need to file all of your Form 1095-Cs with the IRS along with a Form 1094-C "transmittal." On the transmittal form, you need to include aggregate employer-level information, including employee

commercial use of drones by investigative and security professionals and the emergence of an "Uber PI-" type business plan could be viewed as disrupters in our profession.

The entire report may be viewed by clicking [here](#).

counts by month, eligibility for certain "transition relief" from penalties, and names/EINs of any other employers under common control.

Completing this new reporting exercise requires you to aggregate and integrate a great deal of payroll and benefits data. If you haven't yet developed a rational and efficient Form 1095-C reporting strategy, now is the time. There are a host of reporting solutions available to employers of all shapes and sizes. The challenge is finding the right solution for you.

Before you engage any vendor to complete this complex compliance exercise for you, keep in mind that not all vendors are created equal. You should carefully evaluate the type of service (self-service software vs. fully-outsourced solution), cost (does it include printing/mailing/filing with IRS?), which data the employer will need to provide, and whether the vendor offers consulting services.

SimplifyACA Reporting Solution

SimplifyACA offers employers a full-service, end-to-end solution for Affordable Care Act reporting. We combine the expertise of experienced ACA compliance consultants with state-of-the-art technology to complete all of the required IRS forms for you. Our team will manage every step of the reporting process, minimizing your burden so you can focus on your core business.

Who is Required to File?

Starting in 2015, "applicable large employers" (ALEs) are required provide an information statement (Form 1095-C) to each full-time employee, and to file the statements with the IRS along with a transmittal form (Form 1094-C) after the end of each year. The 2015 forms are due in early 2016. An ALE is generally defined as an employer (or group of related employers) who employed at least 50 full-time and full-time equivalent employees in the prior calendar year.

SimplifyACA 1094-C and 1095-C Services

- Consultation and support to identify, collect and aggregate required data.
- Preparing Form 1094-C and 1095-Cs.
- Printing and mailing Form 1095-Cs to employees.
- E-file Form 1094-C and 1095-Cs with the IRS.

2015 Service Fees

Initial set-up and discovery fee: **\$1,995.00**

Configuration fee for each additional eligibility or benefit group (in excess of one): **\$495.00**

Fee per 1095-C	Number of 1095-Cs to be Filed					
	50 or fewer	51 - 100	101-250	251-500	501-1000	1001+
	5.75	\$4.95	\$4.45	\$3.95	\$3.45	\$2.95

*No ongoing monthly fees

Renewal discovery and configuration fee (after year one): **\$995.00

For more information about SimplifyACA or to get started, contact:
Sara Tountas at SimplifyACA@acrisure.com or 616.485.2731.

Membership Renewal

RENEW TODAY!

Membership renewal went out in November. Please call the office if you need assistance renewing.
517- 482-0729



ACA - 11 STEPS START TO FINISH



MCSA Member Insurance Program



Member Insurance Program

10 YEARS OF DIVIDENDS PAID TO MEMBERS!

How Does your Insurer Compare?

	Your Carrier	MCSA Program
• "A" rating by A.M. Best Company	?	Yes
• Same low rate applies to both armed as well as unarmed work?	?	Yes
• Are you protected by Michigan Guaranteed fund in case of insurer insolvency?	?	Yes
• Substantial discount available based on your own claim history?	?	Yes
• One insurance company for your professional and general liability, Workers' Compensation, Property and Crime, Auto and Umbrella coverages?	?	Yes
• Are claim settlements handled by personnel seasoned in your industry?	?	Yes
• Non-interest bearing and flexible payment plans?	?	Yes
• Support MCSA membership agendas?	?	Yes

If you answered "NO" to any of the above questions, contact us now for a proposal specifically built for your industry!



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Applications available on our home page at www.mcsa-online.org