

We Listen and Respond

Regent Security recently was concerned about trends in our industry and researched operating factors in it to improve our performance. We have begun focusing on the basics of security. The building block upon which all of it is built is the Security Officer.

We researched our competitors and ourselves. We identified three areas that are commonly weak in our industry and have taken measures to improve these in our operation. The three areas that are problematic in our industry are:

Turnover

More Aggressive Recruiting from New Sources
Careful Screening of Officer Candidates
Pre-Hiring Assessment Tools
Uniform Reimbursement at 1 year service
5 and 10 Year Longevity Awards
Officer Incentive Ribbons
Competitive Benefits
Defined Career Advancement Paths
Annual Summer Party & Holiday Party
Officer Evaluations at 30 days, 90 days and annually thereafter
Quarterly Newsletters

Quality of Officer

Systematic and Consistent Plan for Recruiting
New Sources of Recruiting – Partnering with Community Colleges, New Publications, ...
Thorough Screening of Officers – Criminal, Personal, Employment, & DMV
Pre-Hiring Assessment Tools –
 Wonderlic Assessment - Cognitive Abilities
 Orion Assessment - Counterproductive Behavior
 Work Keys Skills Assessment (optional)
Regent's Standard Benefit Plan – Vacation, Life Insurance, Incentives, Performance Awards, Scholarships ...
Competitive, Affordable Cafeteria Plan Benefits Package - Medical, Dental, Disability, Accident, ...
"Pat Bonus" Performance Awards
"Security Officer of the Year" & "President's Club" Awards
Officer Referral Awards
Continuing Training
Regent Security Scholarship

Training

Orientation
CD Based State Required Training
Monthly Safety Training
Quarterly "Mobile Training Unit" Security Training
Quarterly Open Enrollment First Aid / CPR
Basic Security Officer Training Program
Advanced Security Officer Training Program
Master Security Officer Training Program
Annual Refresher Training on Emergency Procedures
Site Specific Training