



In This Issue:

- November Members Meeting
- Chair's Report
- 2022 Midterm Election Preview
- 2022 Office Market Report
- A Marketplace in Transition
- St. Paul's Community First Public Safety Plan & the Impact on Commercial Property
- Superintendent's Meeting
- Summit Academy's Hiring Fair
- Winter BOMI Course Offerings
- Member Adventures: Michael Retterath & Denise Jenkins
- Service Provider Article: Updated Lighting Provides Dramatic Building Transformation
- Service Provider Article: Maximizing Access Control System Benefits

Upcoming Events

- Nov BEC Seminar – 11/8
- Nov Membership Meeting – 11/14
- Nov Superintendent's Meeting – 11/16
- Summit Academy's Hiring Fair – 11/16

Newsletter sponsored by:



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November Membership Meeting

One Hour of CEU – Approved!

The City of Saint Paul's approach to enhancing its public safety system, called Community-First Public Safety, includes violence prevention and interruption programs, using environmental design to improve the built environment and alternative first-response options for people in crisis. On Monday November 12th, St Paul BOMA will host a public safety forum with a panel of stakeholders who each contribute to Mayor Carter's Community First Public Safety Plan.

Date: Monday, November 14th

Time: Networking – 11:30 AM

Lunch – 12:00 noon

Program – 12:30 PM

Location: Treasure Island Center - 400 Wabasha St N., Suite 320, St Paul, MN 55102

Sponsored by: District Energy

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CHAIR’S REPORT – *Heide Kempf-Schwarze*



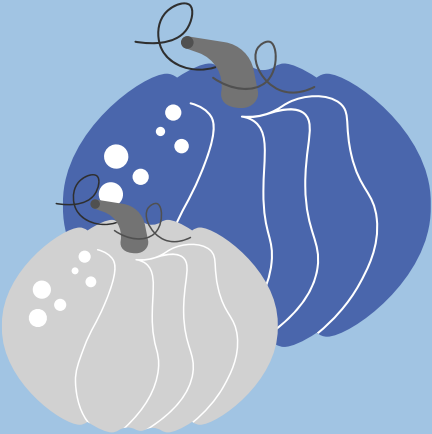
The crunch of leaves underfoot and the brisk air marks the start of a new season that I look forward to each year. No, I am not talking about fall, I am talking about the end of budget season.

Like all of you, the City is faced with the pressures of inflation, increasing needs for service, and a recent ruling by the District Court that prohibits them from assessing the costs for the street maintenance to properties abutting the area of work. The Court’s ruling only applies to the costs of street lighting, street sweeping and seal coating, but the costs of street and sidewalk reconstruction will still be assessed against property owners.

John McCarthy, Finance Director with the City of Saint Paul, presented an overview of Mayor Carter’s 2023 budget to the Government Affairs Committee last week. When the City began the process of developing a balanced budget for 2023, there was \$35MM gap to fill. The two largest contributors to this are tied to wages and benefits of current staff (\$13MM) and the Court’s judgment (\$15MM). **Mayor Carter** is proposing a 15.34% levy which would be almost evenly split between the costs of the Street Maintenance Program (7.74%) and the base operating budget (7.6%). The City Council is continuing its process of review and will be working with the Mayor to make final revisions through November with the final budget adoption by the Council in early December. Interested stakeholders may contact John for a more specific estimation of the impact to their properties. **Contact the BOMA office for more information on how to reach him or for more detail on his presentation.**

Election Day is November 8th with the Governor, Attorney General, Secretary of State and State Auditor at the Statewide level all on the ballots. Perhaps of greater consequence will the outcome of House and Senate seats. With all 201 legislative seats on the ballot, much hangs in the balance.

~ Heide



Mid-Term Election 2022 Preview

Vote!

Minnesota has traditionally been among the highest voter turnout states in the nation. We're a politically engaged people!
Learn more voting options and key races to watch.

Fast Facts

Tuesday, Nov. 8: Election Day
Early voting -- now through November 7th

How to Vote

Early In-Person

- Anyone can vote in person at their county election office. Some cities also offer in-person early voting locations.
- In addition to being open during business hours, early voting locations will be open the last Saturday before Election Day from 10am to 3pm, and the day before the election until 5pm.

Early By Mail

- Ballots may be requested online at mnvotes.org or through the county election office.
- Voters may receive the ballots by mail and detailed instructions will be included. If there is enough time, a voter may return their ballot by mail.
- Voters may also return ballots in-person at their county election office no later than 3pm on election day.



Scan this QR code to visit mnvotes.org to register to vote, find your polling location, or see your sample ballot.

Election Day

- Most polling places are open from 7am to 8pm on election day. If a voter is in line by 8pm, they will be allowed to vote.
- Voters have a right to take time off work to vote, without losing your pay, personal leave, or vacation time.
- Minnesota has same-day voter registration. Voters that are not already registered to vote, may register at the polling place but must bring proof of residence, which can be a utility bill, an ID, a student housing list, or a registered voter from that precinct who can vouch for you by signing an official oath.

Statewide Offices on the Ballot in 2022

Governor – Tim Walz* (D) vs. Scott Jensen (R)

Attorney General – Keith Ellison* (D) vs. Jim Schultz (R)

Secretary of State – Steve Simon* (D) vs. Kim Crockett (R)

State Auditor – Julie Blaha* (D) vs. Ryan Wilson (R)

*=incumbent

Agent Delivery

- To qualify for agent delivery, a voter must live in a nursing home, assisted living facility, residential treatment center, group home, battered women's shelter or, be hospitalized or unable to go to the polling place due to incapacitating health reasons or a disability.
- An agent must be someone previously known to the voter and over the age of 18. Agents can pick up ballots starting seven days before the election until 2 p.m. on Election Day.

Mid-Term Election 2022 Preview



Fast Facts

Minnesota is only one of two states with a split party legislature. Virginia is the other.

Control of the Legislature

All 201 seats of the legislature are being voted on during this election. Why is this important? Because party control means leading the direction of the state policy issues and crafting the \$54 Billion state budget. Some of the things the majority party can control are:

- State Taxes
- Public Safety
- Money for Schools
- State Road Projects and Gas Tax
- Rent Control Policies

Key State Legislative Races to Watch

House Races

-3B: Murphy* vs. Zeleznikar
-54A: Mortensen* vs. Tabke
-14B: Wolgamott* vs. Henning
-7B: Lislegard* vs. Norri
-33B: Hill vs. Bishofsky
-35A: Stephenson* vs. Heinrich*
-32B: Raleigh* vs. Norris
-35B: Newton vs. Matteson
-3A: Ecklund* vs. Skraba
-36B: Curran vs. Gunderson
-7A: Sandstede* vs. Igo*
-11A: Dotseth vs. Radosevich
-18A: Akland* vs. Brand
-23B: Mueller* vs. Stiehm
-45A: Meyers vs. Bresnahan
-48B: Boe* vs. Rehm
-57B: Preese vs. Witte

* Incumbent

Senate Races

-36: Chamberlain* vs. Gustafson
-14: Putnam* vs. Theis
-35: Abeler* vs. Rehrauer
-3: Hauschild vs. Zupancich
-41: Seeberger vs. Dippel

* Incumbent

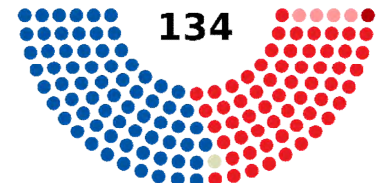
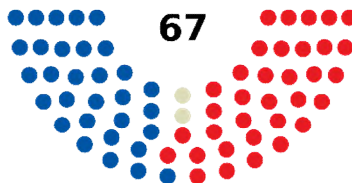


Seats to the Majority

Current makeup of the House 58 – 69 + 6 others + 1 open
• Seats needed for Rs to take Majority 6 **

Current makeup of the Senate 34 – 31 + 1 other + 1 open
• Seats needed for Ds to take majority 2 **

**May fluctuate based on pre-election member changes and post-election caucusing.



Competitive Office Market Occupancy Declines Residential Growth Continues



SAINT PAUL, MN – Greater Saint Paul Building Owners and Managers Association (BOMA) released the 2022 Saint Paul Market Report on Monday, October 17th. This is the 28th edition of the report. Overall, results showed the impact of the pandemic settling into the downtown St. Paul office market, with occupancy decreasing compared to 2021.

Office Market

The overall occupancy rate, currently at 88%, includes Competitive, Government, and Owner-occupied space. This is down from 2021 when the rate was 89% for downtown office space.

Competitive office space occupancy currently is 75.8%, down from 76.9% in 2021. This change is driven primarily by lower occupancy in Class A Properties.

Total Universe

Total office space in the CBD totals 15.4 million square feet. It consists of 48% Competitive space, 32% Government space, and 20% Owner-occupied space. Examining Competitive office space alone, Class A space represents 34.5%, Class B space is 55.1% and Class C space is 10.4%.

Rental Rates

Net rental rates have remained flat compared to 2021, reflecting the limited activity in the current office market.

Residential Growth

Downtown Saint Paul continues to experience growth in residential population. Based on a Maxfield Research, Inc. study, the total number of people living in the CBD has grown by approximately 500 residents in the past year.

For full report details and more, go to www.spdatasource.org.

A Marketplace in Transition: Return to Work and the Office of Tomorrow



At the Greater St. Paul BOMA annual Market Report update on October 17. Board Chair **Heidi Kempf-Schwarze** told members that after several COVID-19 setbacks, "I'm happy to report that the momentum has continued with employers bringing employees back in greater numbers and more business being done in person."

BOMA International, in conjunction with Brightline Strategies and Yardi, developed a three-part nationwide study to gauge tenant sentiments relating to COVID-19, its impacts on their businesses, their attitudes toward the physical work environment and office space decisions going forward.

This survey fielded responses from more than 1,267 office decision-makers, including company owners, CEOs and other members of the C-Suite, as well as influencers ranging from vice presidents, senior vice presidents and directors with real estate and office operations in their purview.

The resulting data reveals a marketplace in transition. Pre-pandemic levels of confidence in the essential value of the office are clearly re-emerging. But corporate tenants are simultaneously grappling with methodologies for melding that value with the growing trend toward hybrid work protocols. Faced with that imperative, should they give back space, and if so, how much?

The data reveals that we stand at an inflection point as corporate tenants and building owners and managers pivot toward a redefined, reimagined work environment.

The majority of respondents planned to reassess office space needs, including considering space reduction and/or reimagining their space.

The findings, however, are not consistent among respondents. While 51% of businesses are likely to reduce their office square footage, 35% plan to expand or not change their physical footprint.

A Marketplace in Transition: Return to Work and the Office of Tomorrow



Those who plan to downsize blame an increase in remote work plus the high cost of office space and the increase of doing business in general.

The BOMA International study found nearly 80% of respondents stated that their employees and colleagues are generally supportive of returning to their physical office space. Still, employers stated concerns regarding reacquainting employees with the in-person office setting.

According to **Robert Teel**, Senior Vice President of Global Solutions, Yardi, "This study confirms that decision-makers are comfortable returning to offices, their colleagues share that level of comfort, and there is demand for investments that make employees safe and foster greater collaboration."

Tenants leasing large spaces (5,000 to 50,000 square feet) including Ecolab, Securian, Travelers, U.S. Bank and Wells Fargo were also more likely to redesign offices to have fewer private cubicles and more collaborative spaces. **Clint Blaiser** told Star Tribune reporter **Dee DePass** that when Halverson & Blaiser redeveloped the former Ecolab headquarters on Wabasha Street into the Osborn370 business incubator building two years ago, it dedicated an entire floor to a shared amenities floor for all tenants.

"We are starting to see more people hang out in there, whether they are an Osborn tenant or not," he said.

As a tenant of Osborn370, my experience is a lively and friendly atmosphere that I find invigorating, that is, at least Tuesday through Thursday.

This supports the national study, with 61% of managers supporting at least three to four days per week in the office. Only 16% of employees supported 100% remote work.

A Marketplace in Transition: Return to Work and the Office of Tomorrow



“Leading reasons for employees to favor telework include family obligations, commuting cost and time, and the overall wellness benefits of remote work. The lowest-ranked factors involve not liking their office building or office suites, its neighborhood location and amenities, meaning this is more about convenience than the quality of their office environments.”

The vast majority (86%) of tenants nationwide place increasing value on in-person office use, with even greater numbers among Class A tenants. A recurring theme of respondents was the importance of having a “home base” community for interpersonal connection.

Lease renewals throughout the summer have returned to pre-COVID-19 levels, though more than half prefer a shorter lease term, from three to five years instead of seven to 10 years. Still, those admittedly dealing with uncertainty state “looking at competing office locations or shopping around.”

Tenants were asked which amenities would encourage remote workers to return to office. Nearly 8 in 10 tenants are looking for something “beyond the status quo of typical amenities.” The most popular dealt with professional development events, commuting incentives including stipends and parking reimbursements, as well as more social events. While tenants expressed interest in a healthier office environment, vaccination requirements were the least popular change.

On the utilitarian side, comments included wanting, “A nice clean open space, so everyone feels still in touch but keeping a safe distance,” and “to keep deep-cleaning office daily, and office materials [also] need to be sanitized.”

On the tastemaker side, comments included wanting, “Gym with shower/dressing spaces, cafeteria/food area with reduced rates for tenants, along with child and pet care,” along with technology that makes life easier.

A Marketplace in Transition: Return to Work and the Office of Tomorrow

Something that resonates with me is the 73% of respondents who cited the importance of social connection. While I love the opportunity to work from home some days, answering emails in my pajamas, enjoying coffee with my husband before a busy day, I would be downright depressed if I worked from home every day. With BOMA staff member **Denise Jenkins** in the office nearly every day, my time in the office allows for me to get to know her, learn from her long history with the organization, and to bounce ideas off each other. Further, officing in downtown St. Paul allows me to easily connect with others in the industry and with city leaders. I am confident that in-person time spent will always be more productive and preferable to online connections.

Even if a post-COVID world means a smaller office space and shorter-term leases, there is still room for owners and managers to engage and collaborate with tenants to build even stronger relationships and address their key challenges and to develop best-in-class hybrid workplaces.

The majority of tenants believe in the power of in-person, human connection, while they still place importance on investments that keep them safe. And with Zoom and pandemic fatigue a real concern, employees are looking for safe, comfortable and productive workplaces that invigorate them.

Henry H. Chamberlain, APR, FASAE, CAE, President and Chief Operating Officer, BOMA International offers the most significant takeaway from the study.

"The office still plays a central role in the future of businesses. Because employers and employees both see value in the physical workplace, our research shows that a majority of both groups want to spend more time in office than out of it. This means commercial real estate has an opportunity to create even stronger partnerships with tenant companies to promote innovation and reinvention to shape the offices of tomorrow."

Note: The results shared in this executive summary are part of a larger, longitudinal study series that began in August 2020 and concluded in June 2022. To request a full copy of the report or for additional information and insights, please contact covidstudy@brightlinestrategies.com.

Tina Gassman
President



St Paul's Community First Public Safety Plan & the Impact on Commercial Property



The City of Saint Paul's approach to enhancing its public safety system, called Community-First Public Safety, includes violence prevention and interruption programs, using environmental design to improve the built environment and alternative first-response options for people in crisis. On Monday November 12th, St Paul BOMA will host a public safety forum with a panel of stakeholders who each contribute to Mayor Carter's Community First Public Safety Plan.

Joining us are **Brooke Blakey**, director of the Office of Neighborhood Safety, **John Bandemer**, Director of Safety Strategies for the Downtown Alliance, **Laura Bolduan**, Commander, Downtown Beat for the St Paul Police Dept., and **Joel Franklin, JD**, Director of Community Ambassadors Initiative. The panel will be moderated by **Todd Vandervort**, Security and Operations Leader at Travelers Insurance. They will share what the plan entails and their role in the program. They will also discuss how non-law enforcement partners play into a holistic approach to public safety to address systemic issues and barriers. They will also discuss how law enforcement's approach has evolved and how will it continue to evolve without compromising safe and secure communities or allowing crime to run rampant.

Date: Monday, November 14th

Time: Networking – 11:30 AM

Lunch – 12:00 noon

Program – 12:30 PM

Location: Treasure Island Center - 400 Wabasha St N., Ste 320, St Paul, MN 55102

Sponsor: District Energy

[Register Here](#)

November Superintendent's Meeting – Code Changes



Liberty Elevator Experts will be discussing what code changes you may be seeing and how they will impact buildings when they get to the point of upgrading / modernizing. They will also field questions you may have for maintenance contracts and the duties of the service vendor. Finally, what are the building representatives allowed to do and should do in and around their elevators and escalators.

Phil Cleminson has been in the Twin City market for 30 years with the last 25 years on the consulting side of elevators and escalators. Phil is responsible for sales, account management, and project management.

Steve Rains has been in the elevator trade for 50 years with his last 12 performing inspection as a QEI. Steve is preventative maintenance driven but also performs new construction and modernization inspections.

Date: Wednesday, November 16th

Time: 11:30 AM - 12:45 PM

Location: Golden Rule Building - 85 East Seventh Place, Room 295

Education: SMA/SMT/RPA/FMA CPD's

Cost: \$19

[**Register Here**](#)

Summit Academy’s Hiring Fair

Greater St. Paul BOMA is partnering with Summit Academy OIC to allow members greater access to students and alumni to help fill job opportunities.

Carpentry and Electrical students are nearing the completion of a 20-week program. After they get a complete hands-on experience and receive their certification, many of them are actively seeking to use their new knowledge and skills to start their careers. This could be a great opportunity to get in front of Summit Academy's students and alumni who are currently or just about to be work-ready.

Date: Wednesday, November 16th
Time: 1:00 PM - 3:00 PM
Location: Summit Academy OIC (Main Campus)
935 Olson Memorial Hwy, Minneapolis, MN 55405

Register Here



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2023 Advertising & Sponsorship registration is open. Email stpaulboma@bomastpaul.org with any questions.

BOMI Course Offerings - January

Energy Management (SMT)

Start Date: Wednesdays, January 25th – March 8th * 6:00 PM – 9:00 PM

Cost: \$872/member rate - \$972/non-member rate

Location: Town Square Tower, 445 Minnesota Street, Conf Center off of Lobby Skyway

Energy Management and Controls includes a number of key concepts and discussions that teach fundamental maintenance and energy management control aspects that will enable you to run your building operations in a cost-efficient manner. You will develop an understanding of the operation of heating, cooling, humidification, and dehumidification control applications, and learn about variable air volume design and building pressurization control devices. You will also develop the skills and knowledge to perform a cost-benefit analysis of HVAC, electric, and lighting systems and to create an energy management program for your facility.

Facilities Planning & Project Management (SMA, RPA, FMA)

Start Date: Mondays, January 23rd – March 6th * 6:00 PM – 9:00 PM

Cost: \$994/member rate - \$1,094/non-member rate

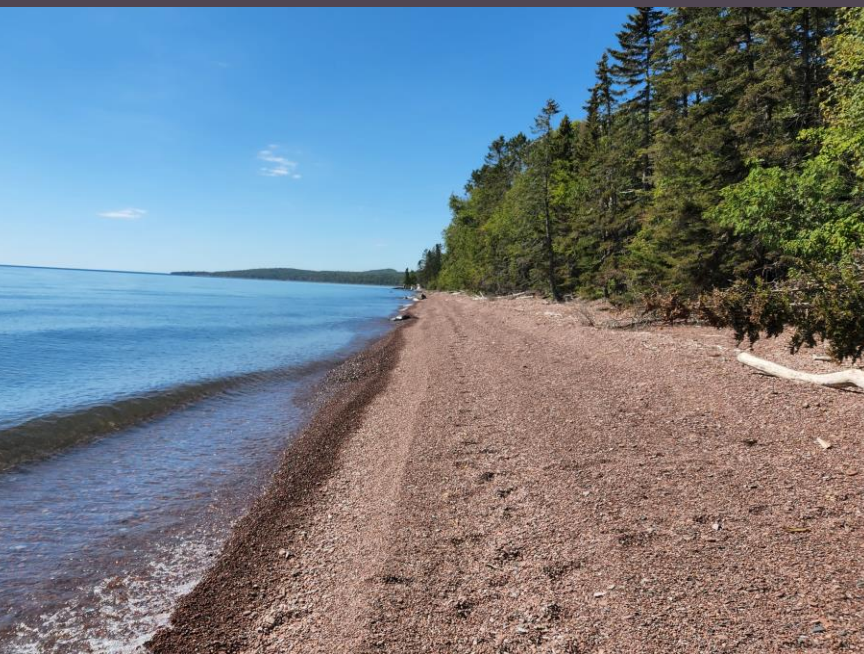
Location: Town Square Tower, 445 Minnesota Street, Conf Center off of Lobby Skyway

Facilities Planning and Project Management stresses that technical skills are important, but strategy, leadership, and direction will contribute more to the success of your facilities projects than logistical prowess. You will learn to develop strategic facilities plans, plan facilities projects, and effectively implement and evaluate projects.

If you are interested in a class, please contact Denise at 651.291.8888 / denise.jenkins@bomastpaul.org

**Full Class
Descriptions**

Member Adventures – Michael Retterath



We camped just north of Grand Marais at Runnigen's Bear Camp, just across from Lake Superior. The scenery is absolutely beautiful.

You typically hunt bear by baiting starting 2 weeks before season opener. Opener is September 1. The stinky bait draws them in from a long distance and the sweet bait is what they actually eat.



You hunt from a tree stand with the bait pile typically less than 50 yards away. You hunt in full camouflage with scent blocker: bears cannot see very well, but their noses are 10x better than a bloodhounds. Bears are hunted with rifles and archery.



Member Adventures – Michael Retterath



After getting your bear, you tag it and bring it back to camp. You process the bear at camp, first gutting it the night you shoot it, then processing the meat the next morning after it has cooled down.

Bear tastes similar to beef. It is naturally more fatty than beef, so you get more flavor. I've made soup and roasts from the meat so far. You can also make grease from the fat. Historical and current uses of bear grease can be found here:

<https://www.nps.gov/articles/000/bear-oil.htm>.

Tanned hides also make good blankets, coats and rugs.



Member Adventures – Denise Jenkins



Sandia Mountain, Albuquerque, NM



Sprague Lake & Moraine Park, CO



Share Your Member Adventures

We would like to highlight the travels and excursions that our members embark on!

Everyone's traveled somewhere cool, and we want to highlight those amazing experiences. The "Member Adventures" section is a space to share stories and pictures from your favorite destinations. Whether it's an epic hike, an exquisite meal, a hole in the wall taco joint, or a stunning view from thousands of feet in the air, we want to see it!

If you would like to submit your story & photos, please email
stpaulboma@bomastpaul.org.

Service Provider Articles

Every month, we feature articles written by our service provider members. This month we have an article about how lighting can change a space by **Jason McGrath**, Viking Electric, and an article about maximizing control systems by **Randy Lieser**, IdentiSys Inc.



If you are interested in submitting an article for a future edition of the newsletter, please email stpaulboma@bomastpaul.org.



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Updated Lighting Provides Dramatic Building Transformation

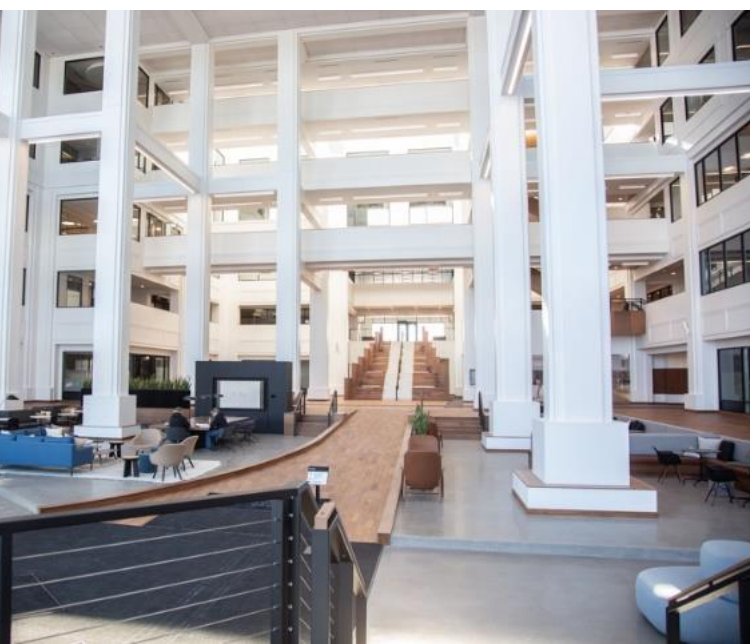
After a recent acquisition, this 1985 office facility was in need of a renovation. Located in a highly visible suburb of the Twin Cities, it is a pristine location for attracting new tenants.

However, the original lighting system accumulated excess energy, supplied insufficient light levels, was difficult to maintain, and contributed to the atrium's dated interior features.

The goal of this lighting project was to provide a previously underutilized atrium with a new lighting and controls package that showcases a vibrant atrium, delivers functionality to the variety of seating options, and complements the atrium's extensive natural light.

As the lighting designer, we worked closely with the building owner, the architect, and the electrical contractor to create a seamless lighting design package that is attractive, affordable, and energy efficient.

In lieu of the outdated recessed linear fixtures, the building owner opted to install surface-mounted, linear LED fixtures.



These new LED fixtures provide balanced and inconspicuous illumination that creates a striking first impression for building tenants and visitors alike.

The removal of the high wattage incandescent and HID fixtures provides a new opportunity for energy efficiency, sustainability, functionality, reduced maintenance, and cost savings.

Updated Lighting Provides Dramatic Building Transformation



The new linear LED fixtures are integrated with soft, frosted lenses that provide a gentle view of the discrete illumination. When consulting with the building owner, ease-of-maintenance and accessibility were key considerations for the fixture specifications and placement.

In addition to the new fixtures, the design team worked closely with the building owner to incorporate an integrated lighting controls system that provides new flexibility and user-friendly lighting presets for special events, meetings, and gatherings; while harnessing the natural light. The design calls for daylighting sensors that are strategically placed to promote additional energy savings.

Additional features of this lighting project include:

- The audacious staircase directs attention to the newly illuminated circulation expanses. Recessed LED cans provide a soft and even illuminated pathway throughout the perimeter corridors.
- The new sculptural staircase is highlighted with natural light from the transom windows above. LED linear fixtures emphasize the architectural balance of the multi-level catwalks.
- The new LED lighting accentuates the vertical and horizontal elements throughout the newly renovated lobby and provides this notable atrium with serendipitous collaborative opportunities.
- Decorative task lighting provides flex spaces with a variety of options for gatherings, entertaining, and relaxation.
- Daylight sensors provide additional energy savings to the multi-functional space.
- The lighting and controls package was an essential part of the renovation project, and provides substantial illumination for a seamless transition between day and evening events.

The newly renovated lighting and controls package provides the building owner with a fresh environment for tenants and visitors, a maintenance-friendly and energy-efficient solution, and a more inviting space to attract potential new tenants.

Maximizing Access Control System Benefits

Most workers pay little attention to physical security and know nothing about the facility access control system.

Workers get a badge when starting a new job. Security staff instructs them to keep the badge on them and visible at all times when present onsite. Magically, the door unlocks when they scan their badge. Workers are instructed not to let anyone in behind them. Some workplaces require workers to additionally scan their badge when leaving work. That's it!

Workers have no idea about the inner workings of an access control system: Credential types (e.g. badge, access cards, or mobile), credential readers (fixed door readers and handhelds), keypads, electric lock hardware (or door locks), alarm systems (e.g. fire, burglary, and intrusion detection alarms), field (or control) panels, and access control software bringing them all together. These are complicated and expensive systems that create tremendous value to security and safety professionals alike.



When a worker scans their badge to access the facility, that activity is recorded as an ENTRY event in the access control database.

Description	Time / Date	Reader Device	Badge
Granted Access	8:04AM 8/19/2022	B2D1	C074
Granted Access	7:57AM 8/19/2022	B2D1	C176
Granted Access	7:42AM 8/19/2022	B2D1	C203
Granted Access	7:41AM 8/19/2022	B1D1	C787
Granted Access	7:40AM 8/19/2022	B1D1	C632

In other words, the access control system knows which badge was scanned, if access was allowed or denied, time and date, and where the event took place (e.g. badge reader located at building #2, door #3, northwest corner of the building). Same for EXITS. Seems pretty solid, right? Gaps do exist because the access control system does not know if the right person was in possession of the badge, if others slipped through while the door was open (known as tailgating), or whether they badge-out when leaving

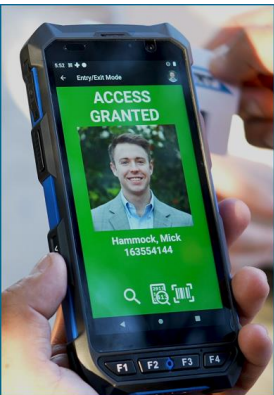
Maximizing Access Control System Benefits



Security guards and teams are implementing handheld readers integrated with the access control system to fill these gaps, perform the same ENTRY / EXIT tracking, and much more. When a security professional uses a handheld reader to scan a worker’s badge to access the facility, that activity is also recorded as an ENTRY event in the access control database. But the benefits of a handheld reader does not stop there.

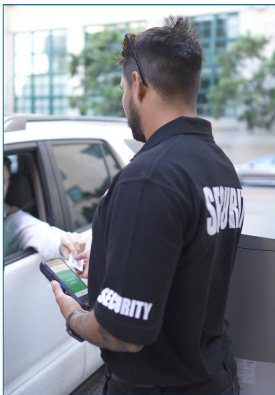
Handheld devices integrated with access control systems are changing the physical security industry and reveal a new world of convenience, flexibility, intelligence, and functionality never before possible. Regardless of the workplace (e.g. oil and gas, refineries, chemical plants, mining, military, manufacturing, government, construction, airports, office buildings, schools, etc.), safety and security professionals benefit from having such a powerful tool in their hands.

XPressEntry is an example of a handheld solution for access control systems. Validate permissions and authenticate credentials or biometrics against the identity information on record in the access control system database, record entries and exits where door readers are not practical, quickly muster employees during an emergency evacuation, maintain facility occupancy information, and much more.



Badge Validation

Superior security with handheld authentication.



Entry / Exit Tracking

Maintain the latest facility occupancy information.



Emergency Mustering

Ensure everyone is safely accounted for in evacuations.



Events & Training

Access management and attendance tracking solution.



Biometric Verification

Superior security with biometrics authentication.

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