

# Security Plan for Karma Restaurant and Lounge (UP24-00078)

## Security Plan:

### 1. Purpose and Objectives

- To ensure the safety and security of guests, staff, and property at Karma Restaurant & Lounge (the “establishment”).
- To provide a comprehensive response to emergencies and manage crowd control effectively during events.
- To maintain a welcoming atmosphere while deterring potential security threats.

### 2. Security Requirements

- Security Personnel Staffing: The establishment shall hire a minimum of 2 Department of Criminal Justice Services (DCJS) certified security personnel for the establishment from 9pm until closing for every day the business is open after midnight. At least one security guard shall be dedicated to monitoring the parking lot from midnight to closing. The establishment shall maintain a ratio of one DCJS certified guard for every 30 patrons.
- Requirements for Private Security Companies: The establishment shall notify the security company that it is required to comply with use permit conditions indicating that they will cooperate with any HPD investigations into criminal activity, and with the other provisions of this Security Plan.
- Incident Reporting: The establishment shall maintain a log of any incidents, including disturbances, health emergencies, or injuries, occurring in the “areas to monitor” (as further described below) to facilitate post-event analysis. Any criminal activity will be reported to ownership of the establishment as well as the Hampton Police Division immediately.
- Areas to monitor: Guards will monitor entrances and exits of the establishment, as well as the parking lot located at 115 Lincoln Street, ensuring that all guests are screened for weapons and age requirements so that no prohibited items are allowed.
- Use of Radios: All guards shall be equipped with two-way radios for efficient communication.
- Capacity: The security team shall maintain an accurate count of occupancy load and provide it to Hampton Fire & Rescue or Hampton Police Division upon request.

### 3. Security Personnel for Events

For the purposes of this section, the following definitions shall apply:

- *Event* – an announced gathering of people, which shall include “larger events” as defined herein.
- *Larger events* – events with a capacity of 50% or greater of the occupancy of the establishment, as defined by the establishment’s Certificate of Occupancy (CO).

#### (a) Pre-Event and During Event Procedures

- Pre-Event Briefing: The establishment and security personnel shall conduct a briefing before each event to outline roles, responsibilities, and emergency procedures.

-Event Coordination: During larger events, security personnel shall coordinate with Hampton Police Officers to manage the flow of guests and address any disturbances.

-Incident Command System: The establishment shall assign a lead security officer for each event to manage communications and coordinate responses.

#### **(b) Post-Event Review**

-Debriefing Session: The establishment shall conduct a debriefing with security personnel and staff to review the event's security effectiveness and address any issues encountered.

-Incident Analysis: The establishment and security personnel shall analyze any incidents that occurred during the event to improve future security strategies.

### **5. Building and Parking Lot Clearing Procedures**

-Simultaneous Clearing: Prior to the closing of the establishment each night, guards will clear the building and parking lot simultaneously to ensure safety and prevent any unauthorized access or lingering guests.

-Building Clearance: Guards will begin by clearing the dining area, restrooms, and private event spaces.

-Use of Radios: Guards shall use radios to communicate with other guards for real-time updates.

- Parking Lot Clearance: Specific guards shall be assigned to patrol the parking lot to ensure guests exit safely. Guards shall monitor for any suspicious activity or potential threats.

### **6. Emergency Procedures**

-Evacuation Plan: The establishment shall develop a clear evacuation plan that includes designated exits and assembly points.

-Emergency Contact List: The establishment shall maintain an updated list of emergency contacts, including local law enforcement, fire department, and medical services.

- Assistance Protocol: In the event of any crime or violence, security personnel will immediately call the Hampton Police Division for assistance.

### **7. Guest and Staff Safety**

-ID Checks: The establishment shall implement ID checks for age-restricted areas and events. 21 years of age and over (21+) is mandatory except for private parties. When private parties are occurring, any staff serving alcohol shall complete individual ID checks and serve in accordance with ABC standards.

-Staff Training: The establishment shall train all staff on recognizing and reporting suspicious behavior, as well as how to handle difficult situations.

### **8. Additional Considerations**

-Signage: The establishment shall display clear signage regarding security policies and emergency procedures throughout the venue. The establishment shall post signage stating that concealed weapons are prohibited at all points of entry.

-Surveillance Cameras: The establishment or property owner shall install two wide angle high definition cameras to monitor both sides of the parking lot at 115 Lincoln Street (see attachment 1). The establishment shall review and maintain storage capabilities of the cameras for at least 7 days so that they are easily accessible to the Hampton Police Division as requested.

-Additional Extra Duty Assignments from HPD: The establishment will hire Hampton Police officers as needed to enhance security presence and authority during large events.

**Conclusion:**

This security plan aims to create a safe and secure environment for all patrons and staff at Karma Restaurant & Lounge. By implementing the outlined strategies and maintaining a proactive approach to security, the establishment can effectively manage events while ensuring a positive experience for all guests. Regular reviews and updates to the plan will help adapt to changing circumstances and improve security measures over time.

**Attachment 1:**

Current Camera field of view:



Additional field of view required for monitoring parking lot:

