ACTIVE SHOOTER PREPAREDNESS

City Manager Mindy Manson
Police Chief Anthony Henderson
Fire Chief Brent Parker
WYLIE, TEXAS

► Population 48,500
► Police Dept Personnel – 71
► Fire Dept/Dispatch Personnel – 67
► FTE employees - 308
WHY TRAIN? WHY CONDUCT DRILLS?

► An event or incident will not define a city, but how we handle it does
► An active shooter is a realistic threat
► Meaningful training is not a productivity loss
► It’s our job

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EMERGENCY PREPAREDNESS IS A PRIORITY IN WYLIE

- Required NIMS training for all employees
- Drills, training, table-top exercises are conducted annually

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EVOLUTION OF THE ACTIVE SHOOTER DRILL

► Active Shooter classroom training for all employees – taught by Police personnel
► Public Safety personnel train for active shooter scenarios, but typically not with civilians
► The logical next step was to develop an active shooter drill
► Months of pre-planning to ensure the time spent was effective and safe for all employees
BASICS OF THE DRILL

- City Hall closed for half-day on a Friday morning with ample notice to the public
- All employees knew a drill was taking place but did not know the specific details
- Created a realistic scenario with very effective and convincing role-players
- Held post-drill decompression time and follow-up discussions
TIPS FOR SUCCESS

- Non-public safety employees

Identify in advance any employees that may be overly anxious about the drill and keep an eye on them throughout the drill for any signs of stress.
TIPS FOR SUCCESS

► Public safety employees

Understand police and fire personnel are training with multiple observers and ensure they are supported.
TIPS FOR SUCCESS

► Take it seriously

If you are going to close a public building for half a day, do it thoroughly and do it well

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CHANGING AFTER THE EVENT

► That’s the way we have always done it
► Texas seven
► Columbine – wake-up call for everyone
  - Exposed Law Enforcement
  - Delayed response
  - Ill equipped
  - Questionable tactics
  - Public backlash

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ACTIVE SHOOTER INCIDENTS ON THE RISE

AVERAGE # OF ACTIVE SHOOTER INCIDENTS IN TWO-YEAR PERIOD

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<th>Incidents</th>
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SOURCE
FBI

LOCATIONS OF 160 ACTIVE SHOOTER INCIDENTS IN U.S. 2000 - 2013

- Commerce: 45.6%
- Education: 24.4%
- Open Space: 9.4%
- Government: 10.0%
- Residencies: 4.4%
- Healthcare Facilities: 2.5%
- Houses of Worship: 3.8%
TRAINING FOR THE UNTINKABLE

► All officers attend Advanced Law Enforcement Rapid Response Training (ALERRT)

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- Yearly Active Shooter training
- NIMS training

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TRAINING FOR THE UNTINKABLE

► All officers attend Advanced Law Enforcement Rapid Response Training (ALERRT)
► Yearly Active Shooter training
► NIMS training
► Joint training with other agencies
  - Improves communication
  - Builds confidence
  - Provides opportunity to make corrections

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THE DRILL

► Must be realistic
► Challenging
  - Training
  - Team cooperation
  - Incident Command
  - Communication during chaos
  - Interaction with victims
  - Emergency plans
  - Facility security

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DEBRIEF

► What worked and what didn’t
► Strengths and weaknesses
► Changes that should be made immediately and others that may take some time
► Equipment needs

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FIRE DEPARTMENT PERSPECTIVES

- Importance of city manager and council
- Relationships between police and fire
- Shift of the fire service to integrate with law enforcement
- Development of Rescue Task Force (RTF)

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► Development of Rescue Task Force (RTF)
► Importance of planning and training together

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- Shift of the fire service to integrate with law enforcement
- Development of Rescue Task Force (RTF)
- Importance of planning and training together
- Community Partnerships – school district, faith based
- Developing a system that works for your community

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RESOURCES

► Advanced Law Enforcement Rapid Response Training (ALERRT)
   http://alerrt.org/#

► Active Threat Integrated Response Course (ATIRC)
   http://alerrt.org/course_types/view/97

► National Incident Management System (NIMS)
   https://training.fema.gov/nims/

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