

Response to an Active Shooter Incident Sandia National Laboratories/New Mexico

Michael Knazovich

Manager, Emergency Plans and Support

Eugene McPeek

Manager, Emergency Operations

Sandia National Laboratories is a multi-program laboratory managed and operated by Sandia Corporation, a wholly owned subsidiary of Lockheed Martin Corporation, for the U.S. Department of Energy's National Nuclear Security Administration under contract DE-AC04-94AL85000.

May 2-5, 2011 Charleston Marriott • Charleston, South Carolina



Response to an Active Shooter Incident

- Presentation Outline
 - The Incident
 - The Response
 - The Follow Up

The Scene

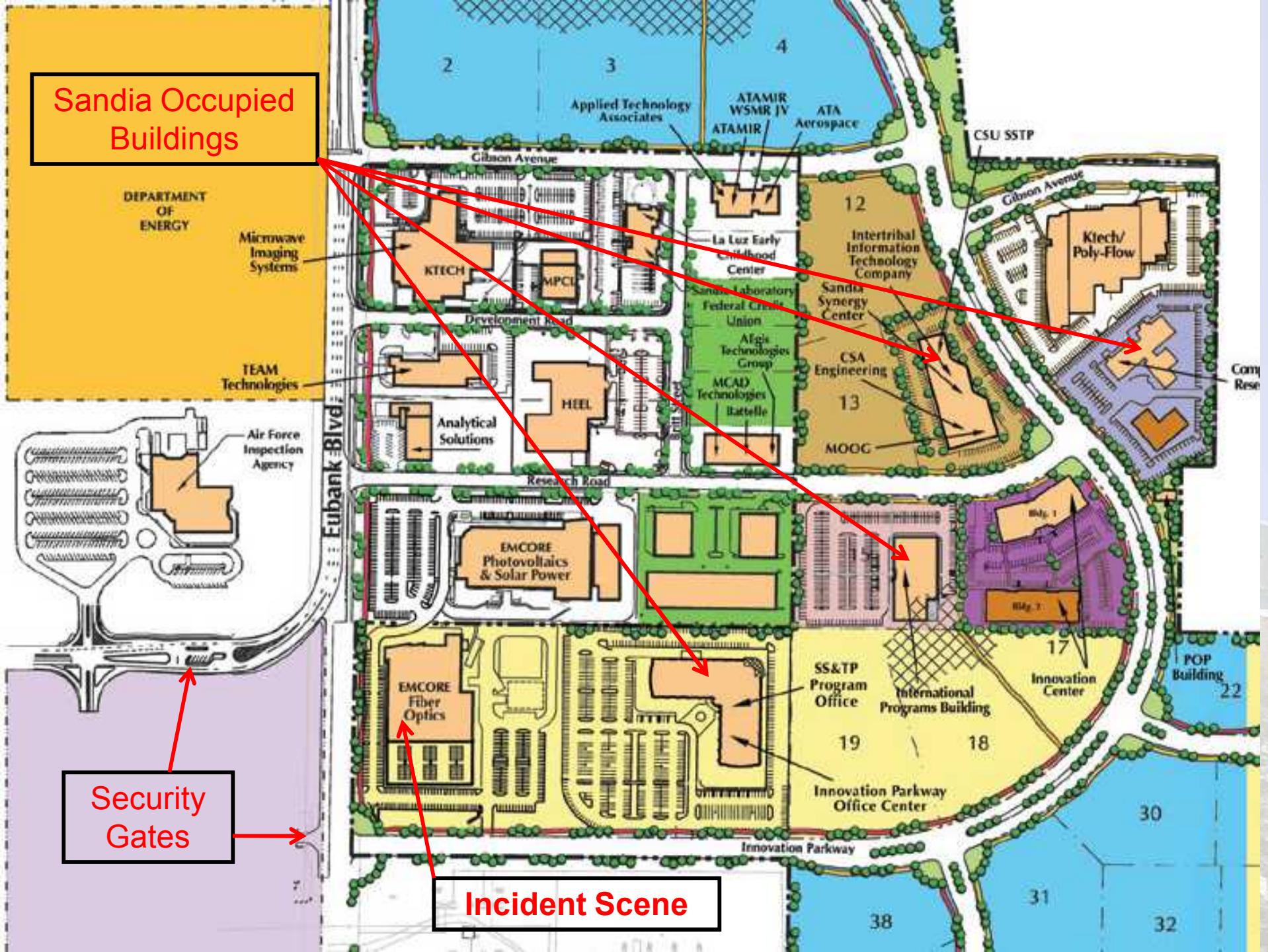


About Us

The Sandia Science & Technology Park is Albuquerque's high-technology community, ideally situated adjacent to Kirtland Air Force Base and the multi-billion dollar, multi-program engineering and science facilities of Sandia National Laboratories.

- Located outside Kirtland Air Force Base Eubank Gate on City of Albuquerque property (City has jurisdiction).
- Facilities are occupied by a number of commercial enterprises and several are leased by Sandia National Laboratories.
- 911 telephone calls go to City of Albuquerque (not Sandia 911 system).

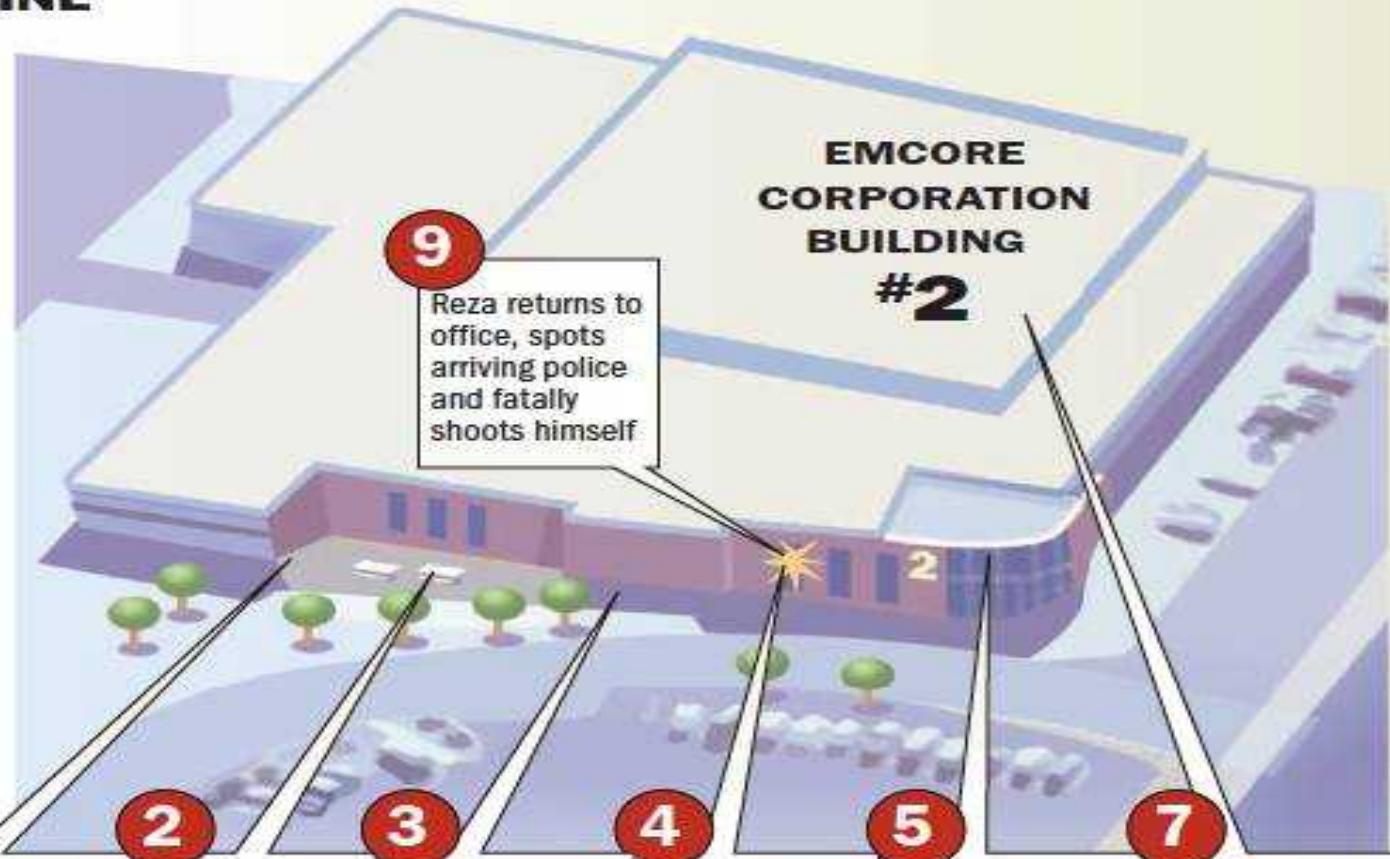
Sandia Occupied Buildings



Security
Gates

Incident Scene

SHOOTING TIMELINE



1
9:15 a.m. Monday:
Robert Reza confronts Sharon Cunningham outside of building, fatally shooting her

2
Reza spots Adrienne Basciano, his presumed target, shoots her numerous times. She is in serious condition

3
Reza chases and fatally shoots Michelle Turner

4
Reza shoots out office window, enters building and fires at employees, not hitting anyone

5
Reza enters foyer, fires at employees hiding behind desk - wounding Dixie Colvin, Rodney Noble and Malissia Mai

7
Reza enters the Emcore cafeteria but doesn't fire his weapon

6
9:26 a.m.
First 911 call, 30 more 911 calls follow

8
9:29 a.m.
First APD rapid response team arrives

Incident Summary

- **When:** July 12, 2010 0915
- **Where:** EMCORE facility located in the Sandia Science and Technology Park located just outside the KAFB fence line
 - Under the jurisdiction of the City and County Law Enforcement
- **What:** Active shooter incident
 - APD response to 911 calls and arrived at the scene within minutes
 - Two fatalities (outside and inside the building)
 - Several serious injuries
- **Why:** Domestic dispute that followed the victim to the work place
- **How:** Shooting started in outdoor break area and continued in building
 - Threat terminated by shooter taking own life
 - Targeted victim seriously wounded
- **Who Else was Involved:** Adjacent SNL facilities
 - Shelter in place
 - Take in fleeing EMCORE employees
 - Tend to wounded
 - Emergency response and Security personnel

The Sandia Response

- **0935** - First Sandia 911 call came in from Innovation Parkway Office Center (IPOC); call was transferred to Albuquerque Police Department (APD) 911.
- **0936** - Multiple SNL 911 calls coming in reported shots fired in the area; reports that the incident was at multiple locations (K-Tech, Emcore, IPOC).
- **0941** - Medic 1 requested to respond via direct telephone call from Albuquerque Fire Department (AFD) (caller is also EMT-P at Sandia) and Medic 1 radioed EOC Communications Center they were enroute.

Sandia Response Summary

- SNL workforce located in the Sandia Science and Technology Park were sheltered in place by APD
- EMS response to support injured transport
- Incident Commanders (2) – One at AFD Command Center; One with KAFB inside the Eubank Gate
- EOC activated – Protective Actions, Interface with FBI, Worker Communications, etc.
- Evacuated EMCORE workers taken from Eubank Gate to Thunderbird cafeteria

The Follow Up

- Issues
 - Understanding where the incident scene was
 - Timely communication of protective actions
 - Poor communications with City responders
 - Led to confusion and misinformation
 - Integration into the City ICS
 - Training and drills for offsite Building Evacuation Teams
 - Misinformation and lack of information leads to at-risk behaviors
 - During ‘Shelter in Place’, some SNL employees disregarded instructions to stay away from windows

Lessons Learned

- Given the relatively short duration of active shooter events response efficiency and effectiveness are essential
- Post event reviews with off base facility residents indicate a perception that being 'outside the fence' is different and not as safe
- A structured joint communication plan is needed as part of response plan
- Different levels of 'Shelter in Place' are needed
- Although SNL has several of the components needed for an effective Active Shooter plan, improvement opportunities exist

What have we accomplished?

- Emergency Management critique held and corrective action plan developed.
- Performed an assessment and gap analysis of Sandia's prevention, preparedness, response and recovery plan for an active aggressor
- A Center-level Director is the primary POC for IPOC.
- Membership on Building Evacuation Teams was increased and training provided
- Installed 13 new Tone Alert Radios to improve communication.
- Established evacuation and shelter-in-place drills plans
- Improved interface with City and KAFB officials.
- Moved 'high risk' employee terminations to an on-base facility
- APD compatible radios obtained for Emergency Management.

What are we still working on?

- IPOC Emergency Reference Guide
- Offsite Facilities Working Group
- Active Aggressor First Responders Integration
- Active Shooter Training Project
- Active Shooter Working Group (Complex-wide)

Thank You



May 2-5, 2011 Charleston Marriott • Charleston, South Carolina