



Emergency Management Issues Special Interest Group Annual Meeting

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

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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

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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

DEPARTMENT OF ENERGY

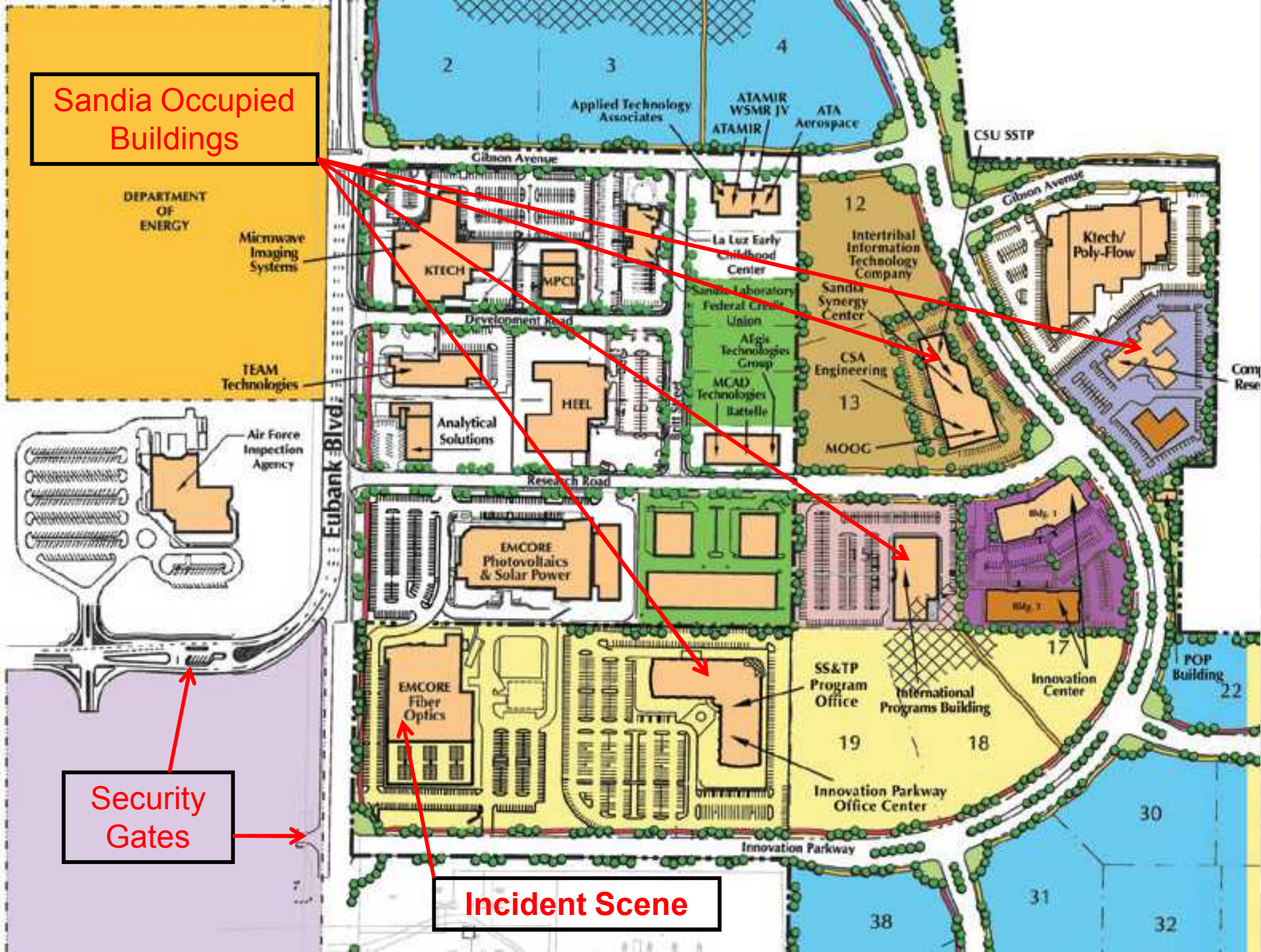
Microwave Imaging Systems

TEAM Technologies

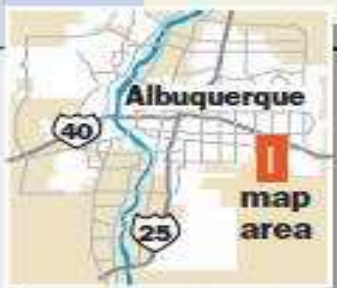
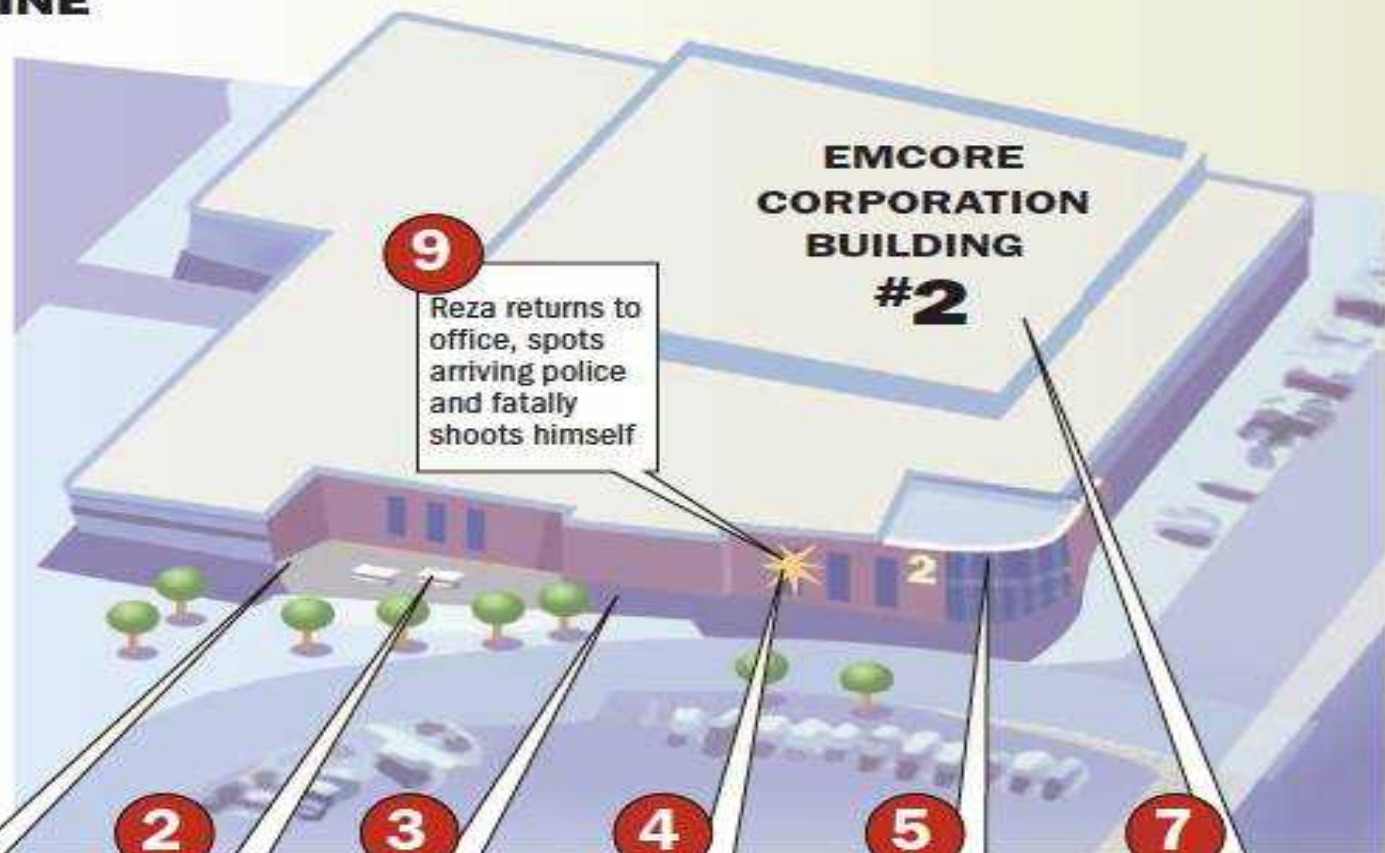
Air Force Inspection Agency

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
- 6** **9:26 a.m.** First 911 call, 30 more 911 calls follow
- 7** Reza enters the Emcore cafeteria but doesn't fire his weapon
- 8** **9:29 a.m.** First APD rapid response team arrives
- 9** Reza returns to office, spots arriving police and fatally shoots himself

SOURCE: Albuquerque Police Department

RUSS BALL/JOURNAL

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)

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EMERGENCY MANAGEMENT ISSUES
SPECIAL INTEREST GROUP

Thank You



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