



# **MARIN COUNTY SHERIFF'S OFFICE**

## **ACTIVE-SHOOTER / RESCUE TASK FORCE TRAINING**

### **Course #22305**

#### **COURSE GOAL:**

The Marin County Sheriff's Department is hosting departmental training in the response to active shooter incidents. The 8 hour training will take place at the County EOF Building located at 1600 Los Gamos Dr. #200. Currently there are approximately 240 officers scheduled to attend this trainings. These officers come from law enforcement agencies in Marin County including Belvedere PD, College of Marin PD, Tiburon PD, Mill Valley PD, Novato PD, San Rafael PD, CHP and the Marin County Sheriff's Office. In addition, this year's training we will introduce Firefighters from Marin County into the Active Shooter training as a Rescue Task Force. Firefighters from the Cities of San Rafael and Novato Fire Departments and the County of Marin are anticipated to participate.

Law enforcement officers encounter ever increasing threats to their safety during the response of an Active Shooter. This course will be an introduction to some and refresher course to others on the use of tactics, communication skills, approach & positioning, situational awareness, control of sense, use of force, mindset, avoiding complacency, and overall officer safety. This course consists of hands-on/practical skills and class room instructions.

#### **DECISION MAKING:**

##### **Minimum Topics/Exercise:**

1. Safety briefing/safety check/issue equipment
2. Audio/video presentation of real Active Shooter incidents
3. Mindset discussion
4. Tombstone courage discussion
5. Risk vs. benefit
6. Gun fighting vs. marksmanship
7. Reaction gap
8. Class exercise/student evaluation/testing

9. Policy and/or legal issues
10. Use of Force considerations
11. Moral obligation

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**COURSE OBJECTIVES:**

The trainee will:

1. Demonstrate knowledge of the MCSO Use of Force/Firearms/Marin County Law Enforcement Protocol Policy.
2. Demonstrate knowledge of the importance of mental and physical conditioning as it relates to Active Shooter, to include:
  - A. Judgment and decision making
  - B. Communication
  - C. Approach/contact
  - D. Situational awareness
  - E. Control of sense
  - F. Use of force
  - G. Mindset
  - H. Avoiding complacency
  - I. Mental rehearsal
  - J. Officer Safety
3. Demonstrate knowledge of Joint goals/ Objectives, to include:
  - A. Historical overview of active shooter situations
  - B. Police lessons learned
  - C. School "Armed Intruder" procedures
  - D. Police priorities during an Active Shooter situation
  - E. Police equipment and training needs
  - F. Contact/ rescue team tactics
  - G. Hall boss rapid deployment tactics
  - H. Immediate deployment movement practical session

Minimum standards of performance shall be tested by an instructor observing the trainee during their performance of each exercise. If the trainee does not meet minimum standards, as established by the presenter, remediation will be provided until the standard is met.

Officers will wear appropriate training gear including: Ballistic vests, flashlights, Duty belts, replica sidearm and no magazines. Basic eye protection and throat protection will be provided by the department.

Instructors will need to bring:

- A. 35 red gun
- B. 35 eye protection
- C. 4 patrol cars

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- D. 10 AIRSOFT long rifles
- E. 15 cones
- F. Caution tape
- G. 10 Airsoft pistols
- H. 5 safety officers
- I. 15 role players

**SAFETY BRIEFING:**

All basic firearms safety rules will be applied to the use of AIRSOFT followed with special attention made to the first three:

- A. Never point the muzzle at anything you are not willing to destroy
- B. Keep your finger out of the trigger guard until you are ready to shoot
- C. Treat all guns as if they were loaded at all times
- D. Safety officers will note/announce any specific Airsoft rules dictated by specific training regimen/facility.

**EMERGENCY MEDICAL PLAN:**

Basic first aid kit and gunshot trauma kit are located in instructor's van.

Closet hospital:

Kaiser Hospital  
99 Montecillo Road  
San Rafael, CA 94903  
(415)-444-2000

Contact method, instructor's cell phones

## **EXPANDED COURSE OUTLINE**

### **I. INTRODUCTION/ORIENTATION**

#### **A. Introduction, Registration and Orientation**

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#### **B. Course objectives/Overview, exercises and evaluation**

1. Basic overview and understanding of Active Shooter principals
2. Explanation of the exercises to the training and the benefit of the scenarios

#### **C. Airsoft safety orientation, review of shooting safety rules**

1. All weapons are to be considered loaded.
2. Never point the muzzle at anything you are not willing to shoot at.
3. Keep finger off trigger until you are ready to fire.
4. Be sure of your target and background.
5. Building environment and tactical safety:
  - a) Follow range rules
  - b) Follow instructors commands
  - c) Strict weapon discipline and muzzle control
  - d) No lasering of personal body parts
  - e) Reloading procedures
  - f) Lighting
  - g) Pivot, balance, and stance
  - h) Transition (Rifle to handgun or less lethal
  - i) Threat assessment
  - j) Tactical walking (fast and slow)
6. Review of Airsoft safety rules
7. Cover primary elements as a checklist with students
8. Local emergency/first aid procedures to include radio/telephone procedures, closes medical facility.

#### **D. Discussion on real Active Shooter shootings:**

- 1) Concept- Rapid response vs. containment
  - a) Dynamic search
  - b) Slow and deliberate search

- c) Evacuation procedures (Safe room (medial triage))
- d) Staging areas (Incoming units, EMS, Media, and parents)
- e) Witness and victims debrief area

2) Incident Command

- Command Post (Incident, Tactical, and Negotiations)
- Solo unit command/primary unit

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3) Consistency/Training

- a) Combined County Training
- b) School Facility
- c) Use of Airsoft
- d) Training scenarios

4) Equipment

- a) Specific to rapid response
- b) Individual officers
- c) Patrol/ unmarked vehicles
- d) Communications
- e) School resource officers

5) Joint Goals/Objectives

- a) Historical overview of active shooter situations
- b) Police lessons learned
- c) School "Armed Intruder" procedures
  - \* Police priorities during an Active Shooter situation
  - \* Police equipment and training needs
  - \* Contact/ rescue team tactics
  - \* Hall boss rapid deployment tactics
  - \* Immediate deployment movement practical session

E. Overview

1. History

- |   |         |            |
|---|---------|------------|
| a) Colorado Movie Theater mass shooting | 12-Dead | 70 Injured |
| b) Washington Navy Shipyard             | 12-Dead | 3 Injured  |
| c) Oikos University Oakland             | 7-Dead  | 3 Injured  |
| d) Clackmas Town Center Oregon          | 2-Dead  | 1 Injured  |
| e) Virginia Tech                        | 32-Dead | 17 Injured |

F. Definition

1. Active Shooter

2. Immediate Deployment
3. Dynamic Situation
4. Static Situation
5. Barricade Suspect

## II. USE OF FORCE/LETHAL FORCE AND FIREARMS POLICY/ PROTOCOL

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- A. Use of Force Options
  1. Lethal force within the spectrum of force options
  2. Verbal, hands, less than Lethal, Taser, baton, chemical agent, Lethal force
  3. Escalation/de-escalation
- B. MCSO Department Policy
  1. Reasonable cause to believe
  2. Imminent threat
  3. Death of great bodily injury
  4. Fleeing violent felon specifications
- C. Supporting Case Law
  1. Tennessee vs. Garner
    - a) Deadly force
    - b) Fleeing felon
    - c) Graham vs. Conner
    - d) Reasonable force
- D. Marin County Law Enforcement Protocol
  1. Individual agency response/ immediate deployment
  2. Responsibility
    - a) Originating agency
    - b) Outside agency
  3. Incident Command
    - a) First officer on scene
    - b) Ranking officer of jurisdiction
  4. SWAT / SRT response
    - a) Response time
    - b) Resources available
- E. School Emergency Plans

1. School Resource Officers
  - a) Full-time/ part-time assignments
  - b) Equipment
  - c) Communication
2. Partnership with schools
  - a) MOU with schools and police

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3. Training of school personnel
  - a) Presentations to teachers
  - b) Confirmation of emergency procedures
  - c) Familiarization with emergency equipment
- F. Emergency contacts
  1. Personnel lists / updates
  2. Keys for access
  3. Current emergency numbers
- G. Emergency plans
  1. Plans included in training of officers
  2. Written procedures for all schools
  3. Consistency in plans
- H. Familiarization with school layout
  1. Maps / floor plans
  2. Walk – through with school personnel
  3. New officer orientation
  4. Computer generated floor plan

**III. PSYCHOLOGY OF POLICE INVOLVED SHOOTINGS**

- A. "Bullet Proof Mind"
  1. Training / tactics
  2. Breathing / focus
  3. Totality of incident
- B. Mindset
  1. Training to "win"
- C. Follow-up
  1. Peer counseling
  2. Employee Assistance

## **IV. TEAM MOVEMENT**

### **A. Contact – Rescue teams**

#### **1. Two-man**

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Two man entries into every room

- 360 coverage
- Utilize tactical advantage (quick peek, cross entries, button hook entries, limited penetration, search and cover, communication (radio or hand signals), less lethal capabilities, fill and flow (first guy never wrong), and clearing room procedures (drop cards).
- L-shape room entries, T-intersect, doors (inward and outward), connecting rooms, stacking (grab partner before moving).
- Arrest techniques (kneeling, prone, call suspect to you), less lethal, and K-9.
- Rescue team movement – Two man lift and carry, one man drag with a cover, self-rescue, first aid, and tourniquet.

#### **2. Three-man**

- 360 Coverage (Point, wings, and rear guard)
- Two man entries into a room and hallway boss.
- Utilize tactical advantage (quick peek, cross entries, button hook entries, limited penetration, search and cover, communication (radio or hand signals), less lethal capabilities, fill and flow (first guy never wrong), and clearing room procedures (drop cards).
- L-shape room entries, T-intersect, doors (inward and outward), stacking (grab partner before moving), connecting rooms (call for third man), and last man out procedures.
- Arrest techniques (kneeling, prone, call suspect to you), less lethal, and K-9.
- Rescue team movement – Two man lift and carry, one man cover point, self-rescue, first aid, and tourniquet

#### **3. Four-man / diamond/ T-formation**

- 360 Coverage (Point, wings, and rear guard)



- Two man entries into a room, hallway boss, and rear guar (Diamond or T-formation).
- Utilize tactical advantage (quick peek, cross entries, button hook entries, limited penetration, search and cover, communication (radio or hand signals), less lethal

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capabilities, fill and flow (first guy never wrong), and clearing room procedures (drop cards).

- L-shape room entries, T-intersect, doors (inward and outward), stacking (grab partner before moving), connecting rooms (call for third man), and last man out procedures.
- Arrest techniques (kneeling, prone, call suspect to you), less lethal, and K-9.
- Rescue team movement – Two man lift and carry, one man cover point, self-rescue, first aid, and tourniquet.

### **B. Hall Boss**

#### **1. Team leader**

- Two man- Identify point as Team Leader
- Three man- Identify wing as Team Leader
- Four man – Identify wing as Team Leader
- Five man – Identify center as Team Leader

#### **2. 6-10 officer formation**

- Two team formation (can both be contact team)

#### **3. Entries**

- Dynamic ( Controlled, smooth, and fast (passing doors and eliminating threat ASAP, active situation)
- Slow and deliberate ( Slow and methodical (search every room and clear, static situation (non-shots fired)
- Bounding over watch, traveling over watch, movement to contact, cover and concealment.
- Barricaded suspect – Lockdown, perimeter, and SWAT/HNT call-out.

#### **4. Rescue**

- Downed officer (shield; rotate, cover, rescue), self-rescue.
- Locking down a “safe room”.
- Hostage rescue

### **C. Rescue**

#### **1. Officer down**

2. Victim down
3. Lift / carry
4. Cover
5. Shields

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**V. RESCUE TASK FORCE (RTF):**

Rescue Task force is a team or multiple teams consisting of law enforcement officers and fire department / medical personnel who may operate within the “Warm Zone” of an active multi-casualty incident where the preservation of life is of the utmost importance. RTF incorporates existing Active Shooter concepts, training and tactics while incorporating a medical element to the team. A standard Contact Team is supplemented with a fire department element, where law enforcement will act as a force protection while medical personnel tend to victims.

**A. Summary Program-3 Hours**

- 1) Overview of Rescue Task Force concept goals and objectives
- 2) Overview
  - a) Conventional Active Shooter / Medical Tactics
  - b) Introduce RTF Tactics
  - c) Use of Deadly Force
    - (1) Diamond Formation
    - (2) T-Formation
    - (3) In-Line Formation
  - d) Internal Maneuvering techniques
- 1) The event is ongoing and the Suspect(s) is actively engaged in causing death or serious bodily injury in a different area or “Hot Zone”. The RTF will be deployed into the “Warm Zone” where recent victims are requiring immediate medical attention.

**B What are the First Responders Responsibilities in an Active Shooter or RTF situation?**

- 1) Assess the situation
- 2) Broadcast to the responding units
- 3) Take immediate action
- 4) 4 “A’s”
  - a) **Assess**
  - b) **Announce**

c) **Assemble**

d) **Act**

5) **ASSESS:** the situation

a) Initial problem identification

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1. Quickly observe the situation
2. Make mental note of terrain, location, number of suspects, types of weapons
3. What assets do I need now (i.e. Number of col. tact teams / number of RTF teams.

6) **ANNOUNCE:** what is coming and what needed

- a) Initiate a "Help Call"
- b) Broadcast location, suspect description, weapon type
- c) Request appropriate resources Additional personnel
  1. Additional personnel
  2. Patrol Rifle
  3. Agency tactical teams (SWAT)
  4. Bomb Squad
  5. Haz Mat units
  6. Fire Department

7) **ASSEMBLE:** immediately as available resources arrive

- a) Rapidly assemble and deployment of contact teams at scene.
- b) Rapidly assemble and deployment of RTF teams.
  1. Determine maneuver tactics needed
  2. Determine formation to use
  3. Determine missions needed
  4. Supervisors should not shy away from deploying a Squad in an Active Shooter incident

8) **ACT:** First 10 Minutes of a Active Shooter incident are critical

- a. Implement your plan
  1. Deploy maneuvering tactics and teams
  2. Implement the proper formation
  3. Keep your mission in mind

9) Be flexible and adapt as needed a RTF team can very easily morph into a contact team if they are engaged by a suspect

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- a. Officers must recognize what type of incident they have and react appropriately
- b. Minimal equipment required to participate in RTF incident to prevent officer on officer confrontations
  1. Helmet
  2. External vest
  3. Police ID
- c. Leadership is essential during the First 30 Minutes of a mass critical incident to ensure the response is built from the bottom u

**VI. RESCUE TASK FORCE “RTF” UNIFIED COMMAND POST**

- A. Fire and EMS tactical format for response to an active shooter incident
  - 1) Outfit responding personnel with appropriate uniform and equipment ie..PPE, ballistic vests, vehicles./Provide security detail
  - 2) Establish a RTF command post for all Fire and EMS units responding to the scene.
  - 3) Coordinate all RTF efforts with the L/E command post.
- B. Establish a casualty collection point / Triage point as directed by the L/E Incident Commander either in the warm or cold zone.
- C. Work as a member of a L/E contact team responsible for providing medical attention or rescue attempt while under the cover of L/E contact team

**VII. SCENARIOS (No real firearms will be used, AIRSOFT red guns only)**

Scenarios will be used to assess student learning of the concepts presented. Students will be tested using four different scenarios to illustrate the concepts presented in the Expanded Course Outline. Instructors will quickly gauge student comprehension of the material being presented and provide immediate feedback.

## **Debrief**

Whatever actions were taken by the deputies/officers/firefighters will be addressed during the debriefing. This will be the time for all involved to provide information on what was learned from the actions taken. There will be no “perfect” plan and trainers should be open to the thought processes of those involved in the actual scenario