

Active Shooter Training: Exercise Coordination with Law Enforcement and Fire Department Response

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1

Objectives



- Describe how to successfully engage with community partners in ways that will benefit hospital employees and the organization.
- Explain the importance of a live drill vs. a tabletop exercise.
- Identify challenges related to exercise attendance.
- Describe participant responses to the realism of exercise play and the need for professional debriefing.

2

2






544 Beds


- 38 ICU
- 51 NICU
- 56 Perinatal
- 18 Pediatric
- 23 Rehab
- 12 Chemical Dependency
- 305 General Acute Care
- 41 Acute Psychiatric



- ED/Level II Trauma Center
- Cardiovascular Surgery
- Heart/Vascular Lab
- Stroke Center
- GI Services
- Radiation Therapy
- Respiratory Care Services
- Social Services
- Cancer Center
- Neurosciences/Sleep Center
- Speech Pathology
- Physical/Occupational/Speech Therapy
- Senior Care Network

3










- Population: 138,699
- San Gabriel Valley population: 2 million
- Only Trauma Center in the San Gabriel Valley
- Home to museums, gardens, historic architecture
- Old Town Pasadena
- Pasadena City College





4

Poll Question

Pasadena has often been called the “City of Roses” or “Crown City”, but due to its large number of dining options it has more recently become known as “Restaurant City”. How many restaurants are in the city of Pasadena?

- a. 450
- b. 550
- c. 650
- d. 750

5

5

Poll Question

Pasadena City Hall doubled for a fictional city hall in what TV show?

- a. The Good Place
- b. Parks and Recreation
- c. Modern Family
- d. The Office

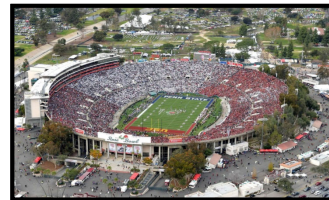
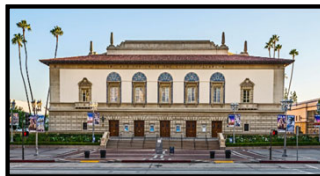
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High Risk Venues and Events



- New Year's Events:
Rose Bowl & Rose Parade
- Caltech and USGS
- Jet Propulsion Lab (JPL)
- Pasadena Convention Center



7

7

Poll Question

The Pasadena Civic Auditorium hosts what popular TV show?

- a. So You Think You Can Dance?
- b. The Voice
- c. America's Got Talent
- d. Lip Sync Battle

8

8

Poll Question

How many Nobel Prizes have been won by alumni and faculty of Cal Tech?

- a. 13
- b. 26
- c. 32
- d. 47

9

9

Realistic Training is Critical

- Allows staff to apply their knowledge of active shooter response to a seemingly real threat in real-time.
- Encourages engagement with law enforcement and fire personnel to develop mutual understanding of the operational response.
- A simulated exercise can help staff understand how an actual event may play out.
- Huntington Hospital's location places it at increased risk for an active shooter incident.



10

10

Poll Question

True or False?

Since 2000, there have been 324 hospital-related shootings in the United States.

11

11

Hospital Shooting Statistics

- In the last decade, the incidence of hospital shootings has increased annually
- Hospital shootings have been known to occur in hospitals of all sizes
- Since 2002, over 50% of hospital shootings have occurred in hospitals with < 40 beds

-NIH, National Library of Medicine

12

12

Poll Question

What is the most common location for shooting incidents in hospitals?

1. Emergency Department
2. Outpatient Clinic
3. Parking Lot
4. Patient room
5. ICU

13

13

Hospital Shooting Statistics

60% of shootings occur inside the hospital. 40% in outdoor areas.

Motives for shooting:

- Grudge
- Treated poorly
- Revenge
- Ending the life of an ill relative with a terminal diagnosis
- Ideology
- Political beliefs
- Prisoner escape
- Mentally unstable
- Complications from medical procedure



14

-NIH, National Library of Medicine

14

Poll Question

What is the most common relationship between the victim and the shooter?

- a. Current or former patient
- b. Current or former employee
- c. Estranged relationship
- d. Active personal relationship
- e. No relationship

15

15

Hospital Shooting Statistics

Victims:

- Majority are 1 shooter, 1 victim. Only 10% had more than three victims. When multiple victims, 60-80% are innocent bystanders. The remainder are MDs (3%), Patients (13%), and nursing staff (5%).
- Non-hospital shooting: Close to 25% of victims have no prior relationship to the shooter.
- Hospital setting: more than 50% of the time the shooter and victim know each other. Hospital shootings are not random and are often personal and targeted. Many are due to a personal grudge against an ex-spouse, doctor, nurse, or colleague.

-NIH, National Library of Medicine

What happens to the shooter?

- Over 50% commit suicide, 30-40% require law enforcement to engage, <10% captured alive. -

-FBI

16

16

Does Training Work?

Current active shooter training is focused on the education environment – K through college.

Deficit in research related to the results of adult active shooter training.

Since 1966, the most common site for mass shootings is the workplace. Most perpetrators are current or former employees who have access and familiarity with the buildings. Rather than relying on drills, employers should increase investment in mental health services, crisis intervention training, and grief management.

-SHRM (Society for HR Management)

However, it is our experience at Huntington Health that hospital employees WANT this training.

17

17

Planning: Internal Team Members

Facilities/Construction

Education

Security

PR/Communications

Trauma Services

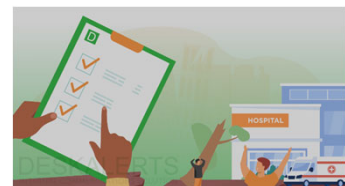
Risk Management

ED Leadership

Human Resources

Leaders from adjacent clinical areas

Hospital Safety Officer



18

18

Planning: Community Partners

Pasadena Police Department

Pasadena Fire Department



19

19

Planning: Safety Measures

- Safety Briefing before each session
- Masks
- Earplugs
- Vests for Facilitators/Controllers/Observers
- Professional debrief to address the emotional impact of exercise



20

20

Planning: Safety Measures (cont.)

Weapons sound check and noise exposure

- Measure gunshot (blank) against OSHA and NIOSH standards: @1 foot and @10 feet
- Cannot exceed 140 db at any time
- Must be below 90db for time-weighted average (TWA) before requiring hearing protection
- Highest peak measurement 136.4 db
- Highest TWA 74.6



21

21

Planning: Roadblocks



Finding agreeable meeting time



Challenging when all members are not present



Changes to exercise plan from community partners



Exercise delayed an additional 6 weeks due to:

1. EMR changes from Cerner to Epic
2. Severe staffing shortages



22

22

Exercise/Training Execution

Four (4) Exercise Training Sessions over two (2) consecutive days

- Utilized a demobilized nursing unit
- Final session included activation of virtual HCC and Unified Command

130 hospital staff attended:

- Participants, Facilitators, Observers, Victims/Role Players

60+ Law Enforcement/Fire Department Participants:

- 10+ Pasadena Police Department Officers
- 60+ Pasadena Fire Department



23

23

Evaluation: What Went Well?

- Executive Leadership Support
- Successful Collaboration with Community Partners
- Enthusiastic Participants
- Realism
- Excellent communication
- Use of multiple sessions
- Materials created by Internal Communications
- Development of Training Video
- Use of Therapist from Employee Assistance Program (EAP)

Huntington Health
Responding to an
Active Shooter Event



24

24

Evaluation: Improvement Actions

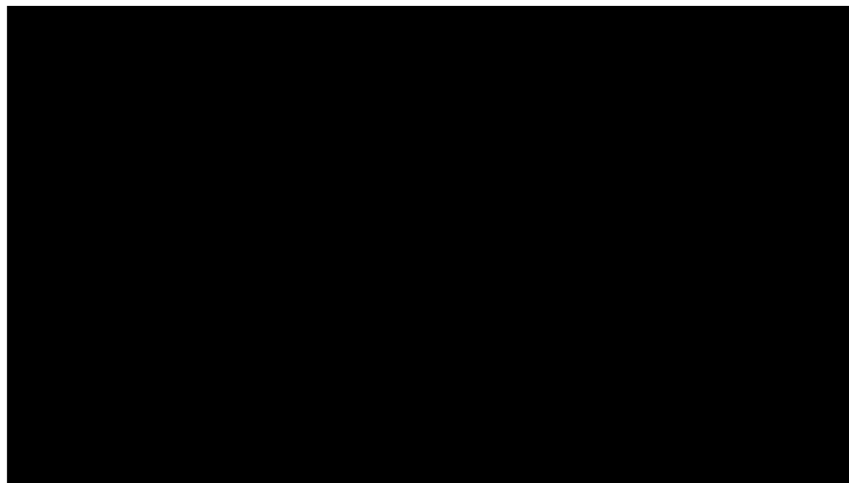
- Develop a regular schedule for active shooter training.
- Foster robust attendance at future trainings.
- Increase leadership attendance at trainings.
- Ensure the consent form is signed by all non-hospital participants.

IMPROVE

25

25

Training Video



26

26



— An Affiliate of —



Questions?

27

2023 **DISASTER PLANNING CONFERENCE**

SACRAMENTO

Thank you

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28