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CITY COUNCIL AGENDA ITEM

Date: September 4, 2019

To: Mark F. Miller, City Manager

From: Robert J. Bruner, Assistant City Manager
Jeanette Menig, Human Resources
Meghan Broderick Lehman, Police Sergeant
Drew Benson, Assistant to the City Manager

Subject: Active Shooter Training for City Staff – Report

The Police Department, at the request of the Human Resources Department and the City Manager's Office, has conducted Active Shooter Response (ASR) training for all City of Troy employees throughout the month of August. This training brings the newest, most effective methods for surviving violent workplace incidents to our City employees.

The purpose of the ASR training is to teach employees simple tactics for surviving an active shooter incident should the situation ever occur. The class incorporates the most common and effective approaches to active shooter response such as ALICE (Alert, Lockdown, Inform, Counter, Evacuate) and Run, Hide, Fight. Attendees leave empowered to take action and make the workplace safer.

Background

The ASR methodology replaces the old "lockdown" or shelter-in-place procedures previously used at City Hall and most other workplaces. Recent information shows that mandatory lockdowns can result in more fatalities in active shooter incidents. The new approach empowers employees to choose what action to take – run, hide or fight – based on the rapidly evolving situation and environmental factors. The approach is simple and can be adopted by anyone regardless of ability.

The Police Department has trained thousands of individuals in active shooter response at all types of workplaces in Troy. Like the City, most of these businesses had a lockdown procedure in place prior to this training. Adapting this new, more effective approach demonstrates a strong commitment to employee safety.

Participation & Next Steps

More than 170 City employees from City Hall, the Community Center, and the Library attended training sessions over the last month. The Police Department will continue to work with Human Resources to implement Active Shooter Response drills and other related activities, such as site security surveys as well.

While the training goes a long way to making employees much safer, additional activities will test employee knowledge and help ensure information retention. Additional site-specific trainings are scheduled at the Department of Public Works in early 2020, and refresher trainings will occur on an ongoing basis.