

Mass Threat Unit

Operations Manual

San Diego Police Department
In-Service Training



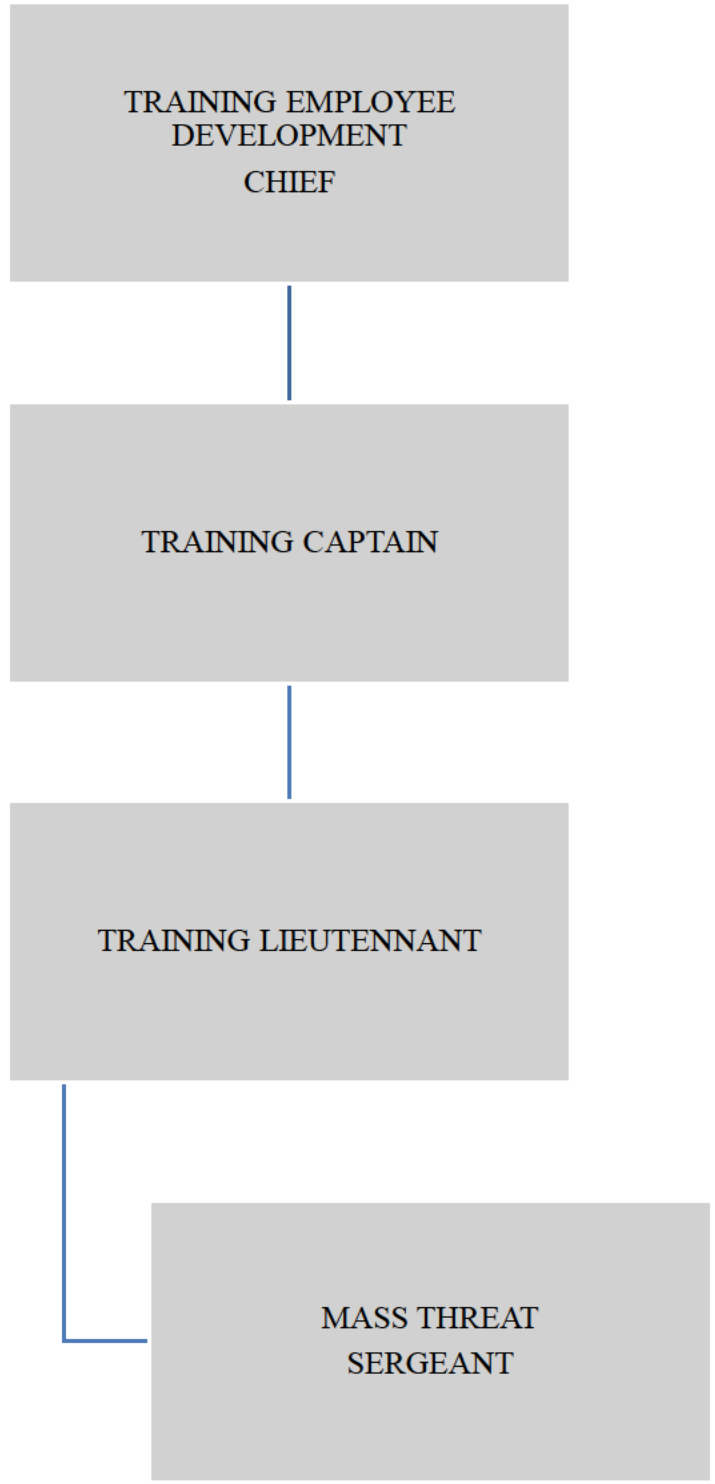
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I. MISSION STATEMENT

The mission of the Mass Threat Unit is to provide instruction, guidance and support to both City and Police Department Personnel in the preparation for, management of and recovery from a mass threat occurring within the City of San Diego and/or its neighboring jurisdictions. The unit will also make available the same high level of training to other law enforcement agencies and emergency services organizations, as well as public and private institutions to develop working partnerships and county-wide interoperability.

II. ORGANIZATIONAL CHART



III. DUTIES AND RESPONSIBILITIES OF PERSONNEL

A. Mass Threat Sergeant

- Provide instruction, guidance and support to all areas related to Mass Threat Event Training and incident for the department.
- Develop training, schedule and facilitate drills, training exercises and contingency plans
- Evaluate and develop procedures, tactics, and techniques to be employed during mass threat incidents
- Work closely with the Regional Academy Officer Safety Core Instructor to ensure consistent training
- Review and recommend appropriate changes to department policies and procedures
- Develop procedures to facilitate and liaison with the military and other governmental agencies for mutual assistance and /or training during a critical incident
- Develop and provide Mass Threat training to public and private organizations
- Visit and access city facilities to determine risks, vulnerabilities, consequence, and mitigation options specific to the site
- Liaison with other county, state, and federal law enforcement agencies to determine best practices, and
- Identify funding sources and equipment needs for the department
- Adjust hours and days off to facilitate training needs
- Respond to all mass threat incidents or threatened mass threats within the City of San Diego

IV. RULES AND REGULATIONS

A. Uniform-of-the-Day

1. 5.11 Polo, Black tee-shirt as worn by In-Service Training Academy staff with breast insignia
2. 5.11 tactical trousers, Khaki
3. Black or Khaki boots
4. Black or Khaki trouser belt

B. Work Shift

1. Work hours: Generally 0600 to 1600
2. Work days: Generally Monday through Thursday

Note: Work days and hours may be adjusted periodically to facilitate training needs

C. Equipment

1. Safety Equipment
2. Unit Equipment

V. REQUIRED AND RECOMMENDED TRAINING

A. Academy Instructor Certification Course (AICC), REQUIRED POST Course.

Description: The AICC establishes instructor training and certification requirements for academies in the program. Its purpose is to recognize demonstrated competency levels in education and training experience for each instructor, which, in turn, improves the overall professionalism, quality, and effectiveness of law enforcement training.

The course provides multi-level, multi-track programs to develop professionalism in the delivery of law enforcement instruction. The curriculum begins with a basic course and competency verification. Subsequent levels of the curriculum progressively build via a modular format, providing advancement and specialization in different areas of law enforcement training.

The curriculum is grounded in contemporary adult learning methodologies, paralanguage, critical thinking, and taxonomies of learning, presentation delivery, and platform skills. Progressive learning and proficiency in additional dimensions of subject matter expertise, instructional technology, design, mentoring, coaching, and leadership, eventually lead to instructional mastery. Following are descriptions of the four POST-certified instructor development programs.

B. ALERRT

1. Civilian Response to Active Shooter Events (CRASE), 4-day Train the Trainer course.

Description: The Civilian Response to Active Shooter Events (CRASE) course, designed and built on the Avoid, Deny, Defend (ADD) strategy developed by ALERRT in 2004, provides strategies, guidance and a proven plan for surviving an active shooter event. Topics include the history and prevalence of active shooter events, civilian response options, medical issues, and considerations for conducting drills. Participants in this four (4) hour Train-the-Trainer course will receive a manual and PowerPoint presentation suitable for use in their own presentations.

2. Exterior Response to Active Shooter Events Train-the-Trainer (ERASE), 5-day Train-the-Trainer course.

Description: This course is designed to prepare first responders for an open-air active shooter encounter. It addresses a wide range of tactics and techniques when addressing an exterior armed aggressor. This hands on course will cover equipment selection, vehicle ambushes, medical emergencies, vehicle and dismounted officer/citizen down rescue, individual/ team movement techniques, and emergency vehicle crisis

response. Some participants attending this course have found it to be physically challenging. Officers attending this course should be able to walk moderate distances, jog, kneel, crawl, and lift moderate weight. This is an outside class and is routinely conducted during inclement weather conditions.

3. **Active Shooter Level I Train the Trainer, 5-day Train-the-Trainer course.**

Description: The train-the-trainer course includes the complete delivery of the Active Shooter Level I course of study as well as instructional techniques and methodology for delivering the course, force-on-force scenario development, safety protocols and procedures, graded participant teach-backs, graded participant-led force-on-force scenarios, remediation, video debrief, course critiques, and evaluations. Participants are provided with all lesson plans, PowerPoint presentations, student manuals, and related courseware so that they are immediately prepared to deliver the Active Shooter Level I course at their home agency.

4. **Active Shooter Level II Train the Trainer, 5-day Train-the-Trainer course.**

Description: The train-the-trainer course includes the complete delivery of the Active Shooter Level II course of study as well as instructional techniques and methodology for delivering the course, scenario development, safety protocols and procedures, graded participant teach-backs, graded skills assessments, remediation, course critiques, and evaluations. Participants are provided with all lesson plans, PowerPoint presentations, student manuals, and related courseware so that they are immediately prepared to deliver the Active Shooter Level II course at their home agency.

5. **Active Shooter Low Light Train the Trainer, 3-day Train-the-Trainer course.**

Description: This three-day train-the-trainer course is designed to provide the participant with training concepts, techniques, and equipment considerations to increase their effectiveness and confidence while operating in low- or no-light conditions. The course incorporates the use of force-on-force drills to validate the tactics and techniques covered. Topics will center on approaching a target area, low light searching techniques, low light entry methods, armed confrontations and unarmed suspect handling.

The course also covers instructional techniques and methodology for delivering the course, force-on-force scenario development, safety protocols and procedures, graded participant teach-backs, graded participant-led force-on-force scenarios, remediation, video debrief, course critiques, and evaluations. Participants are provided with all lesson

plans, PowerPoint presentations, student manuals, and related courseware so they are immediately prepared to deliver a low-light training course at their home agency.

6. **Website: alertrt.org**

C. ALICE

1. **ALICE Training Program, 2 Day Certification Training Course**
Description: ALICE Training provides individuals with the knowledge and skills to ensure their survival and minimize the loss of life in the event of an aggressive intruder. Unlike conventional lockdown, ALICE Training empowers Police/LE, K-12 Schools, Healthcare Facilities, Higher Education, Businesses, Government, and Houses of Worship to participate in their own survival and lead others to safety.
2. **RAIDER Training Program, RAIDER Training Level 2 – Operator Course (4-day), RAIDER Training Level 3 – Instructor Course (5-day)**
Description: The RAIDER (Rapid Deployment, Awareness, Intervention, Decisiveness, EMS, Recovery) Solo-Engagement Tactics program is exclusively available to police and licensed armed security personnel.
3. **Website: www.alicetraining.com**

D. NCBRT:

1. **Law Enforcement Active Shooter Emergency Response, (PER-275), 3-day Train-the-Trainer Course**
Description: This course addresses technical aspects of planning and implementing a rapid law enforcement deployment to an active shooter incident through classroom presentations, hands-on performance based field training, and scenario based practical exercises.
2. **Website: www.ncbrt.lsu.edu**