

On 15FEB19 at approximately 1330hrs, an employee brought a handgun to his termination meeting. After fatally shooting five co-workers and critically wounding another, he set up ambush points and waited for responding officers. The initial responding officers were fired upon by the offender, five of which were struck by gunfire. Additional responding officers made entry into the building, extracted an officer that was shot inside the building, and began to clear the 290,000 square-foot structure. Approximately 90 minutes after the beginning of the incident, the offender was located in his final ambush position and the threat was terminated during a gunfight with officers.

Outline

Aurora, IL

Population: 200,965 (2017)

Area: 45.77 square Miles

Land in four Counties: Kane, DuPage, Kendall, and Will

Located 40 miles west of Chicago

Aurora Police Department

302 Sworn Officers

75 Civilian Employees

Chief of Police: Kristen Ziman

Three Patrol Areas and 13 Patrol Districts

Part Time Special Response Team

24 Members

Henry Pratt Company

Industrial Valves and Control System Manufacturer

Subsidiary of Atlanta based Mueller Water Products

Main Office: 401 S. Highland Avenue

Location of Shooting: 641 Archer Avenue

Approximately 24 workers in this building

The Offender: Gary Martin

45 Years Old

15 Year Employee of Henry Pratt Company

History of Disciplinary Issues

Revoked Illinois Firearms Owners Identification Card (FOID)

March of 2014

Resulting from a Concealed Carry Permit Background Check

Served less than Three Years for Aggravated Battery of Girlfriend in Mississippi

The Incident: 15FEB19 at 1324hrs

Begins with the Offender's Termination Meeting

- 5 Employees Fatally Wounded

- 1 Employee shot Multiple times
- 5 Police Officers shot

First officer shot in parking lot

Officer shot in second floor break room

First shot officer is taken to the hospital by squad car

Three officers shot at employee entrance

Officers shot at door self-evacuate to ambulances

Bearcat arrives on scene and ad-hoc team of Aurora officers is formed

Officer shot inside of building is ex-filled.

Search of structure begins

Multi-jurisdictional response led by APD SRT

Offender is fires upon officers

Threat is terminated by officers

Rescue task forces ready to deploy

Command and Control

- Command
 - Incident Command
 - Forward Command
 - SRT integration
 - Traffic Command
- Access
- check-in / Check-out
- Communications
 - Reporting
 - Operations
- Staging
 - Resource allocation
 - Rescue Task Force
 - 7 additional SWAT teams

Medical Response

- Self-Care /. Buddy Care
 - Equipment on Person?
- Self-Transport vs. Ambulance Transport
 - Is the closest hospital the right one?
- Ambulance staging
 - How close is close enough?
 - Ingress and Egress
- Rescue Task Force
 - When do they need to go in?
- TEMS
 - What are their capabilities with regards to LE?
 - Are they readily identifiable?

Before This Incident

- SRT
 - Emphasis on Rapid Response
 - Increased Training
 - Equipment / 9 bangs
- Department Wide
 - Shield Training
 - Tourniquet Training
- MOUs
 - Elgin and Naperville
- CCTA Grant
 - RTF with Naperville Police and Fire

After This Incident

- Tighten up Response Times
 - Command Post
 - SRT Equipment
 - Take Home Squads for SRT
- Communications Plans
 - ILEAS Workshops
- Continue Push for Regional Response Commonalities
- Increase Drone Capabilities

Key Points

- Active Shooter Trends
 - Offenders are changing the way they do business
 - Tree of Life Synagogue, Aurora/Henry Pratt, Virginia Beach
 - Police Ambushes
 - Police CANNOT Use Traditional Active Assailant Tactics
- Self-Deployment needs to be eliminated
 - Practice vs. Policy
- There are no SWAT tactics, just good tactics
 - L-Ambush Tactics
 - Flash Bangs
 - Self-Check / Buddy Checks
 - Tourniquets
 - Shields
 - Breaching Equipment
- Like Clint said, "A man has to know his limitations."
- Radio Communications
 - Tactical Dispatch
 - Radio Updates every 15 minutes
 - Limit Parroting

- Train, Equip, Empower
 - Tactically and Technically Proficient

“It was just like TRAINING!”