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An Open Letter To The Thin Blue Line Family



Frank Borelli

Editorial Director Submit your questions, news tips and comments to Frank@Officer.com.

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s much as we all hate the reality of it, active shooter events aren't going to go away. It is our responsibility to be as prepared as possible and to support/assist those responsible in potential target locations in their planning and preparations as well. To that end, this supplement's goal is to provide straight-forward, contemporary informa-

- Recognizing the reality of existing potential for events,
- Awareness of minimal equipment needs and some discussion about benefits thereof,
- Challenges of managing the response from a command level, and
- Challenges of recovery and return to "normal."

In this Active Shooter Response Supplement you'll find information about those topics and some commentary on past events with lessons we should have learned from them. I say "should have" because there are still some agencies, agency supervisors, front line officers, school principals, faculty, staff, parents and others who all maintain the comforting (albeit utterly false) outlook of "it can't happen here." If they go so far as to think "it can happen here," they may continue in the comforting belief of "it won't happen here."

It is our duty to mentor those folks; to coach them. It behooves us to be as gentle as possible in our approach but we have to get them to see and accept their responsibility in recognizing reality, planning for

the eventuality and supporting us as we perform our duty in protecting them.

I've been an active shooter response instructor since 2000 when I took that first instructor level response course. I've studied and written about these events as they've occurred. I was on scene at Virginia Tech two days after that attack occurred and have dissected that response (it was awesome on the part of the law enforcement agencies involved) for presentations and articles.

What most of us train for—the immediate response to contact and neutralization—as important as it is, represents a small fraction of our duties surrounding such events. Our involvement has grown from that initial call to action and now includes planning assistance, community interaction, actual response planning, recovery direction, coordination of multiple law enforcement and non-law enforcement agencies and more. Even the front line responding patrol officers are being more widely trained to deliver basic trauma care so we can minimize losses due to avoidable causes like extremity blood loss and shock

As you read this, don't just cruise through the words and think, "I already knew/did that." Look for the parts you hadn't considered. Look for the information you can share. Use this as a resource to take to meetings with educational representatives to help them realize the full scope and magnitude of what surrounds active shooter preparation.

STAY SAFE.

-Lt. Frank Borelli, Serving since 1982

Frank Boull

RECOGNIZE Reality



Active shooter events can happen at any educational institution. School administrators and local law enforcement must work together to recognize, plan and prepare for an attack.

By Editorial Staff, SouthComm Law Enforcement Media

n March of 1999, you can almost be assured that no school administrator in Littleton, Colo., had thought, "Next month we're going to have one of the worst school shootings in history happen right here at Columbine." In March of 2008 at Virginia Tech, it was probably the same scenario. No one truly believed that an attack could or would occur there. That was true even though the perpetrator at Virginia Tech had written an essay about how he would commit such an attack a full year earlier.

For us to properly plan to prevent, respond and recover from any such attack, the very first step is recognition of the possibility. Every faculty member, staff employee, parent and student you talk to would say, "It could happen, but what are the chances?" Denial is perhaps our second biggest enemy; the first biggest enemy being those perpetrators of such crimes who literally "hide" among us, going out their day to day until one day they commit a carefully planned attack as if competing for casualty counts.

You have to sympathize with the outlook of those faculty and staff administrators, not to mention the parents and students. None of them want to see school as anything other than a place of safe learning. None of them

wants to admit that crimes can (and do) occur there. None of them wants to face the harsh reality that in a near unpredictable fashion, some student (or group thereof) could turn a safe learning environment into their own private hunting ground as they seek any number of things: revenge, notoriety, their own death, or something else.

Sympathy doesn't change the threat

Unfortunately, being sympathetic to the outlook doesn't change the fact that the potential exists at virtually every school and college in the country, not to mention most work places, public gathering locations and more. Those in positions of leadership can't remain in denial; doing so potentially puts them in a position of irresponsibly empowering potential attackers. Those who lead such places carry the weight of recognizing the ugly reality and leading those for whom they are responsible. In colleges and universities, that means that deans and directors have to plan for the eventuality and put in place necessary plans and policies for response. In high schools, principals, vice principals, counselors, coaches—people in leadership roles—have to develop plans that preferably preempt a potential attack but, at a minimum, respond to it in

such a way as to deny the attacker a large body of potential victims. Those leaders have to plan for keeping everyone out of the way, as much as possible, of responding law enforcement personnel so that the swift neutralization of the attacker(s) is possible.

Although the campuses can be vastly different, the responsibilities remain the same. As hard as it is for some to admit the reality of a potential attack, it can be even harder to actually plan to defeat it. Doing so means:

- Choosing those in positions of responsibility with good, solid stress management skills and a talent for managing/ leadership in a crisis.
- Sitting with them in a dedicated meeting forum to examine the property layout, building diagrams, design features, emergency response equipment available, etc.
- Playing the "what if" scenario for one shooter, two shooters, three shooters, and playing that "what if" first for all of the high population centers in the school (cafeteria, library, main hall between classes, auditorium, etc.) and then for different sections of the school that a shooter might be able to cordon off to delay law enforcement interruption of the attack.
- Assessing the safety features for each

classroom to develop individualized plans so that an immediate action plan is developed, communicated and then practiced.

- Practicing means having unannounced drills after you've briefed all staff and faculty and then performing honest after action reviews to evaluate efficiency in planned response.
- Coordinating such drills with your local law enforcement, emergency medical services, emergency management personnel and other "stakeholders."



To all school leadership, it is a good idea to include your local law enforcement supervisory or executive officers while analyzing the property and developing your response plans. Refer to them as the "bad guys" for all of the what-if scenarios you want to run through and use their estimates for response times (hopefully honest estimates and not reduced times to make everyone feel good) to figure out how long the school or college staff will have to deny the attacker access and, if possible, limit their movements within the target property.

While we refer to law enforcement and fire/EMS personnel as the first responders, the true first responders are the faculty and staff and other personnel within the school/college. As we saw at Great Mills High School in Maryland in

March 2018, a single motivated officer can limit the activities of an attacker until neutralization is accomplished. What is often overlooked is that proper planning, preparedness and a realistic approach to developing active shooter mitigation protocols starts with those in leadership

positions within the educational institutions themselves. Law enforcement personnel and school administration, don't live in denial. Don't make your staff, faculty and students think "It can't happen here."

Recognize reality. Plan. Prepare.



ACTIVE SHOOTER



esponding to active shooter attacks has been a hot topic, not only for law enforcement but for the entire community. Any community. There are still plenty of places where the general thought is, "It can't happen here," and they are severely deluding themselves.

Changing that mindset can be key to being prepared. Part of that preparation includes law enforcement discussing basic response protocols and the equipment necessary to enact them. There are also some equipment schools can keep on hand, sometimes in each classroom, to help reduce or remove the casualty count created by an active shooter.

Let's start out with the responding officers

Every officer on the street today should be wearing body armor capable of stopping the issued duty ammo. That means most of the armor should be Level IIIA or III+. This armor is not rated to stop most rifle caliber ammunition. The only way to really increase this ammo-stopping capability is to add hard armor/ trauma plates to what is already normally worn. A plate-carrier platform not only

allows the officer to increase the threat protection of the body armor he's wearing as he enters a high risk scenario, but it also offers a platform on which to carry other necessary equipment, and one that is easy to grab/don quickly.

On that platform, or in a grab-bag, should be, at a minimum, several items in whatever quantity can be managed. While many officers want to carry extra ammunition, and there is certainly no reason not to, historical reference would dictate that we carry trauma care supplies as the priority. Additionally, after the events



Image courtesy of Techline Technologies

at Virginia Tech where Seung Hui Cho chained several doors shut to prolong the amount of time he'd have before law enforcement could gain access and terminate his attack, breaching equipment is also a consideration.

First and foremost we see a need to carry supplies to treat casualties. Injuries to extremities are the easiest to treat with either a pressure bandage, a hemostatic agent, or a tourniquet or a combination thereof. How many of each is enough? As many as you can carry without the load being overly burdensome. Using Virginia Tech as the example, with over 50 casualties in Norris Hall, if each responding officer had two tourniquets, then there would have been more than needed (potentially). Every officer should be carrying a tourniquet for himself anyway, so carrying one extra in a response kit (on that plate carrier platform) isn't a big deal. Carrying two more makes treatment capability that much better. Add in some hemostatic gauze (QuickClot, Rapid, etc.) and a pressure bandage (SWAT-T, Israeli bandage, etc.) and your ability to assist/treat casualties after the attacker has been neutralized is greatly expanded. After neutralizing the shooter, providing emergency trauma care is the most

effective way to save lives in the event of an active shooter attack.

Before we can neutralize a shooter or treat casualties we have to get to them. As mentioned, at Virginia Tech the shooter had chained several doors shut and a means of gaining entry-of breaching the door—was required. Bolt cutters are neither expensive nor heavy, and carriers for MOLLE platforms are available. With that one simple tool most officers can gain access through a door that is chained shut by cutting the chain or the padlock securing it. Gaining access and making entry in a timely fashion is the single most important factor in any response. We can't do anything effective until we are on scene and in the case of active shooters, "on scene" doesn't mean on the property; it means inside the area where the active shooter is hunting. We have to gain access and do it quickly.

Inside the classroom

Inside the school, every classroom should be equipped with a good first aid kit (to include the items mentioned above) and a means of securing the door beyond the deadbolt. Locks can be shot out. Is there another way to secure the door? If the door opens into the room, then a simple door stopper is an effective means of stopping or slowing down a bad actor from gaining entry. Another method may be a piece of strong cord that ties the doorknob

■ NMMA ERT utilizing Lighthawk shields and Lighthawk XT 2.0 entry vests during a regional active shooter training scenario. Image courtesy of Armor Express

to something else anchored on the wall to keep the door from opening, even if it's not locked. Something to cover any window(s) in the door and write on the outside windows (so the responding officers have information about who is in the room, how many, wounded, etc.) should be mandatory.

With some minimal but effective and realistic preparation, the response to active shooter attacks can be increased to the point of denying the shooter very many targets, thereby minimizing potential casualties.



MINIMIZE CASUALTIES Through Trauma Care

By Editorial Staff, SouthComm Law Enforcement Media

ny officer who has ever attended active shooter response training which should be every officer on the street today—will tell you that the large bulk of the training focuses on 1) getting to the scene, 2) making entry and 3) neutralizing the shooter(s). That absolutely has to be the priority. Until the shooter is neutralized, the number of potential casualties continues to grow. Once entry has been made, the shooter located and neutralized.

the number one thing we can do to save lives after that is render emergency medical care. The number one cause of preventable death is blood loss from the extremities. If we could simply stop the bleeding in wounds to arms and legs we could save as much as 80 percent of the victims.

How do we do that?

The easiest method is to ensure that all responding officers are equipped with a few trauma treatment items including a tourniquet, a hemostatic agent and a

pressure bandage. More is better, but so many as to be burdensome is counter-productive. Additionally, having these items on the officer's person as he responds isn't the only option. They can also be preplaced in schools in each classroom, in offices, in hallways and other strategic locations. When every officer goes through active shooter response training, the basic trauma care treatments such as applying a tourniquet, stuffing a penetrating wound with hemostatic gauze and applying a pressure dressing should be included.



OCS UVIR ballistic vest in slick configuration by Armor Express Image courtesy of Armor Express



What training is necessary?

The requisite training to bring each officer to a minimally acceptable level of skill is one day long at most. Since the large majority of officers get advanced first aid training in the police academy, and/or they have previous military experience and training, the training for trauma treatment is either a refresher course or building on skills they already have. It's important to remember that you are not training each officer to be an emergency medical technician, paramedic or even combat medic equivalent. You're training them to simply, safely, quickly stop the potentially life threatening bleeding until the victim can be transported to, or turned over to the care of, someone with a higher level of emergency medical care training.

What medical supplies are required?

Every officer should already have a tourniquet available for self-treatment. This is especially true when responding to any active shooter event as it behooves officers not to become another victim in need of saving. Officers are expected to treat themselves if it becomes necessary and they're capable. They're expected to either get back in the fight or extract themselves from the scene. In addition to that self-treatment tourniquet—which obviously can be used for someone else-an additional tourniquet would be a great idea. Hemostatic gauze for packing and/ or wrapping wounds and pressure bandages to slow or contain bleeding already packed with hemostatic gauze would be good. That's two tourniquets, two hemostatic gauzes and two pressure bandages per responding officer. Anything else beyond that is "icing on the cake."

How do we locate them?

One of the biggest challenges in treating any casualty is finding out where the nearest supplies are, getting them, getting them back to where the casualty is and then treating the casualty. A "standard" location needs to be determined and enacted. While it would be awesome if the standard was set and followed nationwide, that's next to impossible due to the number of law enforcement agencies

there are, the areas they serve and the variations in patrol types from foot patrol to mounted on horseback. That said, at any given agency, the location of trauma care supplies should be standardized and enforced. If active shooter response kits are built, they should all include the same trauma care equipment, packed or stored the same way. In any given school district, if emergency care supplies are placed in classrooms, then the location of them should be standardized. The last thing we need to do is prolong the amount of time it takes to render aid







Images courtesy of Techline Technologies

simply because the supplies can't be located in a timely fashion.

Who can have them?

Anyone. Everyone. If they've been suitably trained, no matter the source of the training, they should have access to the supplies. Losing a single life because someone was restricted from access to potentially life-saving supplies is unacceptable. Get them. Get the requisite training. Place them in a standard location or load out. Leverage the benefit to be gained in saving lives.

HOW TO MANAGE Response Recovery



Images courtesy of Techline Technologies

after-action reports. For the patrol officer or first line responder, the focus remains the same: get there, make entry, neutralize attacker(s), assist with evacuation and treatment. Management, supervisory and administrative level officers with any agency have multiple responsibilities and concerns on top of those priorities.

Many helping hands bring relief and challenges

For the leaders in every involved organization, coordination and management can be overwhelming. As the example, when there was a shooting at Great Mills High School in Maryland, the unsummoned response was so great that within two hours of the event, the sheriff's office had enough allied agency assistance to cover all of the extra shifts and assignments for two weeks. While that is awe-inspiring and heart-warming (especially if you're a deputy with that sheriff's office), there is the attached challenge of scheduling all those extra officers one that has to be managed.

Some of the additional challenges of simple coordination would include but are not limited to:

- Communicating protocols and response protocols, as well as all the roles played by those involved from staff, faculty, students, law enforcement, emergency medical and fire services before any event ever occurs. How well all these stakeholders are fully informed and understand what's expected of each of them will determine how efficient response, mitigation and recovery will be.
- Organizing counseling services for all first responders who need to use the services. Typically a law enforcement agency or sheriff's office will have a psychologist or psychiatrist on standby. Kept on retainer, they're on call for any and all unexpected emergencies which may place officers/deputies in positions of exposure to traumatic images and events. When it's one or two officers involved in an on-duty shooting, one or two counselors is plenty. When it's 50+ officers who have responded to a mass attack event, one or two counselors won't be enough. The law enforcement administration may also be asked for recommendations or sources of further counseling assistance for all the other involved stakeholders such as teachers, faculty,

hy has active shooter response been in laser focus for law enforcement ever since the attack at Columbine High School in 1999? Because it's been in laser focus for the mainstream media as delivered to the public. That "public" consists of parents, students, faculty and staff, all of whom have a vested interest in making sure any active shooter event is avoided (neutralized prior to inception), or responded to in the most efficient manner possible.

Since early 2000 agencies have been training for response. As the events have occurred, training has evolved because we learn lessons from each event and during the

parents on scene (volunteering at school, etc.), students and more.

- Enacting a plan to evacuate unharmed students from the scene immediately following any such event requires moving them to a reasonably distanced secure location. There, as necessary, they will need to be interviewed, offered counseling services as necessary, and reunited with their parents or a legal guardian prior to release. This can be a very contentious time for law enforcement agencies as many parents will simply respond and demand immediate reunification and custody of their child. It behooves the parents to understand that virtually every student in a school that suffers an active shooter event has to be talked to individually before being released. This is necessary to 1) ascertain if they have any knowledge or observations of value to the investigation and 2) to offer counseling services for the student if such is deemed necessary or requested by the student.
- Bio-hazard clean up, facility repairs and more all have to be undertaken after the on-scene investigation is complete. While there are a number of commercial companies that offer such services, if an agency hasn't at least prescreened two or three such companies, finding one after the fact, in the midst of all the confusion and other responsibilities, can prove daunting. In the case of the attack at Virginia Tech, the university chose to contract a construction company to completely gut the wing of Norris Hall where the attack occurred. This is certainly a viable option as well, but obviously far more costly than a bio-hazard sterilization.
- The media in all forms is obviously going to be a big



consideration after any active shooter event. If the event lasts a sufficient time, representatives from the media will start showing up before it's neutralized and recovery is underway. This adds a layer of consideration as a staging area for the media has to be set up, briefings

planned, a press information officer appointed (if the agency doesn't already have one) and more. With such events you can also count on elected representatives showing up: senators, congressmen, governors, county executives and more. It is incumbent upon the agency executives to be aware of this reality and prepared to coordinate with the representatives' executive pro-

tection detail when they show up. This is a short and not even complete list of the items that will need to be prepared prior to any event and coordinated after any event. The more you prepare beforehand, the easier it will be afterward. We owe it to those we serve to be as prepared as possible.



Command Training Protocol **Review Responsibility**

By Editorial Staff, SouthComm Law Enforcement Media

fter the school attack in Parkland, Fla., in February 2018, one of the biggest criticisms made of the local sheriff's office was that their training protocols didn't seem to be up to date. If there was one thing we learned after the Columbine High School attack, it's that we have to constantly evaluate our training, policies, response protocols and equipment. Nothing can be allowed to be seen as hindering the response efficiency of our law enforcement professionals when such an attack occurs. Everything has to be focused on speed of response and efficiency in neutralizing the attack(ers).

Tactics develop

Back in 2000, the originally developed (new at the time) active shooter response protocols called for a fourman team to make entry in a diamond

formation, move to the sound of shots and neutralize whatever threat they found. Through the early years of response evolution, that number dropped to two officers and then again to a single officer. The reality is, if we're going to accept the risk of entering a high threat zone so that we can mitigate the threat to students, why should we wait for sufficient numbers to reduce our own risk? Is that perceived threat reduction real? Or are we simply delaying action? Although a final answer was never developed, the reality was recognized—we're accepting risk. Get there, go in. Don't wait. Don't delay.

We've learned other lessons through the years: breaching tools may be needed; rifles are a good option because of long hallways, but not mandatory; and improvised explosives are a possibility as a secondary weapon of the attacker(s).

We will also likely spend more





time providing security and trauma care/support for EMS than we do in the initial response/neutralization of the threat. In many urban areas, manpower for response won't be a large issue; rather, managing the number of responders, victims, witnesses, multiple scenes and more will present greater challenges.

With all of that in mind, it is the responsibility of any law enforcement command/executive officer to review the agency response policies, operational protocols, issued equipment and training delivered to ensure that contemporary best practices are being trained and supported and therefore put into use. Keeping that in mind, start at your high core agency culture and work your way down the chain and out into the community evaluating everything involved in an active shooter response and update as you find deficiencies (if any). It's important to note that just because no deficiencies are found this month or this year, doesn't mean you're 100 percent up to date three months from now. It's recommended that you



have an officer or two (every agency has at least one) who pays attention to active shooter events, studies them, evaluates the reported response, looks for holes or performance challenges and makes recommendations up the chain of command to ensure lessons learned are incorporated and enacted.

Start at the high core of your own agency:

- What is your chief executive/administrative officer's outlook towards training and protocols? We're talking about the Sheriff, Chief of Police or other senior-most officer on the agency. Is that person thinking, "It can't happen here" or more correctly, "We'd better be as ready as possible should it ever happen here"? The first thought is a mistake. It can happen anywhere.
- Does the agency policy, applicable General Order or Standard Operating Procedure properly dictate and give guidance for expected response? If not, why not? Yes, it's a pain to rewrite any of those items. It's

- a larger pain to get the governmental body involved to "sign off on it." It's worth it though. The last thing any commander wants is to think, "I was just looking at this two months ago and saw that problem. We should have dealt with it then."
- Does the agency's list of issued equipment include the necessary or approved tools for a proper response? Such tools should include adequate weapons and ammunition, potential breaching tools, trauma and first aid supplies, upgraded body armor and more. The "more" is controlled by what your agency can afford in its budget and what it can train each officer with included in that budget.
- Does the training being delivered reflect the agency's current policy, protocol and best practices? This means not just training for arrival, entry, movement and neutralization. It means training every level of operation from patrol response to first line supervision to command management. It means training for evacuations, security, multiple scene control, necessary briefings, standing

Leelanau County Sheriff's Office, Mich., prepping for a mock active shooter/ chemical attack training scenario.

Image courtesy of Armor Express

area planning, and parent/student reunification rally points. It means a community communication plan and media management protocols. It means allied agency coordination plans and cross-training with members of those allied agencies.

Proper planning, evaluation, review, updates and training encompasses far more than looking at patrol response training curriculum and signing off on it simply because you have one that looks good. It requires regular reviews and updates incorporating lessons learned. It will also require adjustments to training and equipment budgets.



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