

STOCKTON POLICE DEPARTMENT

GENERAL ORDER

CRISIS NEGOTIATIONS TEAM
SUBJECT

DATE: July 24, 2013

NO: Q-5

FROM: CHIEF ERIC JONES

TO: ALL PERSONNEL

INDEX: **CRISIS NEGOTIATIONS TEAM**
NEGATIATIONS TEAM

I. POLICY

Crisis Negotiations Team (CNT) personnel will be utilized whenever practical to affect the safe surrender of barricaded suspects, hostages, and/or mentally ill individuals who present an immediate serious threat to the public or themselves. The use of trained negotiators shall be used in any situation determined by the Division Commander, Watch Commander, or Acting Watch Commander.

II. DEFINITIONS

A. Crisis Negotiator:

1. Crisis Negotiators are employees who have been specifically trained in crisis negotiations and currently assigned to the Department's CNT.

a. Selection:

(1) The Department will maintain a team composed of a program manager who holds the rank of lieutenant, sergeants, and officers who have been specifically trained for crisis negotiations. Employees considered for the CNT must possess the following qualifications.

(a) Minimum of 18 months (permanent status) law enforcement service.

(b) Ability to remain calm under extreme circumstances.

(c) Outstanding interview skills.

(1) Associate members may be assigned because they posses foreign language skills.

2. As CNT positions become available, the CNT Manager will be responsible for interviewing and recommending replacements. The Chief of Police will make final team member selections. Once selected, CNT members will not be utilized in the role of a negotiator until completion of a POST - approved hostage negotiator course. Such employees may, however, be utilized in the role of an intelligence officer.

a. Training:

(1) The CNT Manager will schedule and conduct CNT training minimally on a quarterly basis. CNT and SWAT will conduct at least one joint training session annually.

b. Training Plan:

(1) Each CNT member must complete the following POST-approved courses:

- (a) Basic Hostage Negotiations
- (b) Advanced Hostage Negotiations
- (c) Additionally, all CNT sergeants and the CNT Manager will complete:
 - 1) Hostage Negotiations for Command Personnel
- (d) Non-POST-approved courses may be utilized on a supplementary basis whenever practical.

B. Crisis Negotiations Team:

1. A team will minimally be comprised of a CNT Leader, Primary Negotiator, Secondary Negotiator, Scribe and Intelligence Officer(s).

C. Crisis Negotiation Team Positions and Responsibilities:

1. CNT Leader:

a. The CNT Leader directs and supervises the personnel within the CNT; is responsible for the constant and continuous evaluation of the effectiveness of all personnel under his/her supervision; and maintains liaison between the CNT, the Special Weapons and Tactics Team (SWAT), and the Incident Commander. The CNT Leader is subordinate to the Incident Commander.

2. Primary Negotiator:

a. The Primary Negotiator is responsible for communicating directly with the suspect(s) and/or hostage(s).

3. Secondary Negotiator:

a. The Secondary Negotiator works directly with the Primary Negotiator. He/she assists the Primary Negotiator by maintaining a written record of significant events in the negotiation process and makes notes for the Primary Negotiator to assist in maintaining continuity of communication. The Secondary Negotiator may provide relief for the Primary Negotiator, if necessary.

4. Scribe:

a. The Scribe documents important facts during negotiations.

5. Intelligence Officer(s):

a. The Intelligence Officer(s) gathers information on the incident. This includes information on suspects, hostages, victims, witnesses, etc. He/she communicates directly with the CNT Leader. Working in conjunction with investigators, the Intelligence Officer(s) will be in charge of debriefing released hostages and witnesses. Ideally, two officers should be assigned as Intelligence Officers during an active incident.

III. PROCEDURES

- A. The general use of the CNT shall be as follows:
1. Barricaded Suspects:
 - a. A barricaded suspect is any person armed or reasonably believed to be armed with a weapon, explosives, or other destructive or dangerous device who occupies/fortifies a fixed location and violently, or by threat of violence, resists apprehension by law enforcement officers.
 - b. When a suspect is barricaded without a hostage, officers shall attempt all methods consistent with the offense to affect his capture while safeguarding the lives of all persons to the maximum extent possible.
 2. Hostages:
 - a. A hostage is any person seized or kidnapped by another where the perpetrator threatens the life of or threatens great bodily injury to the person held with the intent to evade arrest, escape, obtain the release of persons in custody, obtain monies or property, or attain any other objectives.
 - b. In hostage situations, this department shall make every effort to effect the safe release of the hostage and to arrest the suspect. This shall be done while safeguarding the lives of all person to the maximum extent possible.
 3. Mentally ill Persons:
 - a. Whenever practical, CNT members shall be utilized in situations where mentally ill persons who are not in custody must be apprehended because they are considered a threat to self or others. Examples include:
 - (1) Attempt suicide in progress.
 - (2) Armed/barricaded mentally ill person.
 - (3) Any unusual or possibly dangerous situation that exceeds the ability of normal patrol resources and which may require the use of a trained negotiator.
- C. Call-out procedures for the CNT shall be as follows:
1. A CNT shall be activated in conjunction with SWAT operations, other than when SWAT is used to serve routine search warrants. However, the team may also be utilized in crisis situations where SWAT personnel are not required, such as attempt suicides.
 - a. In all cases, the Incident Commander will determine the objectives.
 - b. The Incident Commander will notify the chain of command.
 2. When CNT personnel are requested, Telecommunications Center personnel will call out, via an all page, the entire CNT Team. A team is comprised of one sergeant and five officers. The CNT Lieutenant or senior CNT Sergeant may determine that more CNT personnel may be needed and will notify the Telecommunications Center accordingly.
 - a. The CNT Lieutenant or senior CNT Sergeant responding to the incident shall notify the Telecommunications Center when the team is full.
 - b. Once the Telecommunications Center is advised the team is full, Telecommunications Center personnel will advise the entire CNT Team via another all page.

3. On-duty CNT personnel may be used for immediate emergencies.
4. A list of all CNT members on call is located in the Telecommunications Center. The CNT manager will update the call out list on a quarterly basis, or as changes occur, and provide the Telecommunications Center information on any changes.
5. The CNT Program Manager will be notified in all cases where CNT personnel are requested.