

	<h1>Garner Police Department</h1> <h2>Written Directive</h2>	
	Chapter: 800 – Operations	
	Directive: 810.04 – Crisis Negotiations Team (CNT)	
Authorized by: Chief Brandon Zuidema		Effective Date: January 1, 2016
CALEA Standards: 46.1.2 and 46.2.4		Last Revision: October 1, 2015

810.4.1 – Purpose

The purpose of this directive is to establish policy and procedure for the deployment of the Crisis Negotiation Team (CNT).

810.4.2 – Policy

It is the policy of the Department to establish and maintain a team available to respond to incidents that may require specialized skills in order to negotiate with subjects and to respond to any situation in which the use of a CNT could enhance the ability to preserve life or ensure the protection of property.

810.4.3 – Organization

- A. The CNT is the direct responsibility of the CNT Commander selected by the Chief of Police.
- B. The CNT Commander's primary responsibilities related to the CNT are to manage the operations of the team, including:
 - 1. Deployment,
 - 2. Training,
 - 3. Selection of team personnel (See GPD Directive 310.05, *Career Alternatives and Opportunities*),
 - 4. Monitoring, procuring, and replacing CNT equipment,
 - 5. Providing the Operations Captain and Chief of Police with at least quarterly reviews of team activities, and
 - 6. Maintaining liaison with others who support CNT operational activities.
- C. The CNT Commander will select a Team Leader to directly supervise the CNT. The Team Leader's primary responsibilities are to liaison with the CNT Commander, assign tasks to negotiators, and to monitor the performance and effectiveness of the negotiators during a critical incident.

810.4.4 – Deployment

- A. Any Department supervisor may request the deployment of the CNT should they believe that CNT can assist with successfully resolving any incident. Negotiators will normally deploy only with SRT unless otherwise approved by the CNT Commander, the Operations Captain, or the Chief of Police.

- B. Once it is determined that negotiators are needed to assist with an incident, the following notification procedures should be utilized:
1. A department supervisor should request any on-duty negotiators to respond to the scene (or other appropriate staging location).
 2. The CNT Team Leader should be notified. The CNT Team Leader will notify the CNT Commander and any negotiators who are off-duty and/or have not already been reached. If the Team Leader cannot be reached, the CNT Commander should be notified.
 3. Negotiators are expected to respond to a call-out situation within sixty (60) minutes after notification.
- C. The first negotiator to arrive on scene will normally assume the role of primary negotiator; however, all CNT assignments are at the discretion of the CNT Team Leader and/or the CNT Commander.
- D. If negotiators are required and sufficient Department negotiators are not available, or it is deemed impractical for Department negotiators to respond, negotiators from other area law enforcement agencies may be utilized. The following is the procedure for outside agency notification and utilization:
1. If negotiators from another agency are needed, the CNT Commander, CNT Team Leader, or Incident Commander must authorize their use and make the request for their deployment. This deployment will take place in accordance with existing mutual aid agreements.
 2. If another agency's negotiator(s) is used, the Garner Police Department's CNT Commander will make every effort to convey the policy concerns of the Garner Police Department to the assisting agency's personnel. This is done to keep their activity in compliance with the Department's policy and procedures where possible.
 3. The CNT Commander will be notified immediately if any difficulty arises or if any action is taken that is not within the Department's established policy and procedures.
- E. CNT negotiators may utilize third party intermediaries to aid resolution. These include, but are not limited to:
1. Mental Health Professionals,
 2. Wake County Mental Health, or
 3. Wake County's Mobile Crisis Team.
- F. Any use of Department negotiators to assist another agency must be authorized by the Chief of Police or designee prior to deployment.

810.4.5 – Operations (46.1.2)

- A. The CNT may be used in a variety of situations including, but not limited to, the following:
1. Barricaded Suspects,
 2. Hostage Situations,
 3. Suicide attempts, or

4. Any situation in which use of the CNT could enhance the ability to preserve life, maintain social order, or ensure the protection of property.
- B. The CNT Commander will be responsible for managing all CNT operations and for communicating with other personnel, including the Incident Commander, to ensure coordination of duties, assignments, and actions. All CNT operations will follow Incident Command System (ICS) protocols as outlined in GPD Directive 810.06, *Incident Command System*.
1. Once deployed, negotiators will coordinate all police-initiated communication between the suspect(s) and Department personnel.
 2. Food and other human necessities may be negotiable.
 3. Weapons, drugs, alcohol, transportation, requests to talk to news media or family/friends, and the exchange of persons for hostages are not recommended, and can only be done with the approval of the Chief of Police or designee.
- C. CNT operations will be located in an area separate from the Command Post.

810.4.6 – Equipment

- A. All CNT members will have access to the following items:
1. Special telephone equipment with recording capability (AKA: Rescue-Phone),
 2. Special Rescue-Phone line (1000 ft. roll), and
 3. Any other approved equipment necessary for the success of the operation.
- B. Team members are expected to maintain all equipment issued to them in a state of operational readiness whether on or off duty. The CNT Team Leader will designate a team member(s) to maintain any special equipment.
- C. Each negotiator will receive training in the proper use of the Rescue-Phone prior to its use in the field.

810.4.7 – Training

- A. The CNT Commander and Team Leader will coordinate all CNT training with the Personnel and Training Sergeant. Negotiators will attend a minimum of twenty (20) hours of training in crisis negotiations annually.
- B. All Training will be documented and recorded by the Personnel and Training Sergeant. A lesson plan or outline/schedule will be maintained for each training session.
- C. Negotiators are required to attend scheduled training sessions. Training will be conducted periodically, and members will be notified in advance of the times and dates. In the event that a CNT member cannot attend a training session, approval must be obtained prior to the session from the CNT Commander.
- D. The CNT will train at a minimum of once annually with the Special Response Team. The CNT Commander and SRT Commander, or his/her designees, are responsible for coordinating joint training.

810.4.8 – Selection (46.2.4)

- A. Negotiators will be chosen from officers assigned other full-time duties, and will serve as negotiators on a part-time basis.
 - 1. Selection of negotiators will be in accordance with GPD Directive 310.05, *Career Alternatives and Opportunities*.
 - 2. CNT candidates will be required to successfully complete a psychological examination.
- B. The Chief of Police will review the selection process results and will discuss all applicants for negotiator with the CNT Commander, the CNT Team Leader, and other staff the Chief deems appropriate before making the final selection.