

DEPARTMENT OF PUBLIC SAFETY OPERATING PROCEDURES MANUAL		
Chapter 242	CRISIS NEGOTIATION TEAM	
	Effective: 04/03/2024	Commissioner Approval: 
	Authorities: Click here to enter text.	
	Applicability: ALL DEPARTMENTAL EMPLOYEES	
	Special Instructions: Click here to enter text.	

242.100 INTRODUCTION

The Department establishes protocols for personnel regarding the duties, authority, and responsibilities of those personnel assigned as crisis negotiators with the Crisis Negotiation Team (CNT). It is the policy of the Department of Public Safety to preserve human life. The Department of Public Safety is committed to having specially trained personnel present on critical incidents where their presence might make the difference in saving lives.

242.300 CRISIS NEGOTIATION TEAM (CNT) BOARD

The CNT Board consists of the CNT Statewide Coordinator, appointed by the AST Division Director, and Regional Team Supervisors appointed by the CNT coordinator from the Detachments/Bureaus. The CNT Coordinator will preferably be at the lieutenant level, while Regional Supervisors will preferably be at the sergeant level, but not required. The CNT Board is responsible for reviewing CNT organization, training, activities, and selection of personnel.

242.310 PURPOSE

That the negotiation skills and training of the CNT be employed during critical law-enforcement operations to minimize risk and loss of life. CNT is comprised of members who are trained to work in conjunction with other officers and/or SERT to deescalate volatile situations involving barricaded subjects (with or without hostages), or individuals who are high risk to the safety of officers/innocent bystanders, suicidal, or in crisis.

242.320 UTILIZATION

A. CNT is available to assist during high-risk or protracted incidents. CNT may be utilized in any situation where their skill will enhance the Department's ability to resolve a crisis, or when an incident of such magnitude will benefit from the deployment of CNT members to ensure the highest possibility of a successful resolution without loss of life.

B. Incident commander determines need for CNT response. During high-risk situations, the incident commander or operations leader is responsible for determining CNT assistance. If available and time allows, the incident commander or operations leader may call upon the CNT statewide coordinator or local CNT supervisor to help determine if an incident rises to the level for CNT assistance.

C. Situations potentially warranting CNT assistance. Examples of situations in which CNT

may be used include, but are not limited to:



D. *Approval of requests for CNT response from outside agencies.* On occasion, CNT personnel may be requested to assist Federal, State, or Municipal agencies for an ongoing incident. Requests may be honored after being referred to the patrol supervisor in the geographical area where the incident is occurring. If sufficient time allows, those requests should be approved by the CNT Regional Team Supervisor or Statewide Coordinator. If granted, CNT personnel:

1. May work in conjunction with outside agency personnel, or as a sole CNT personnel on an incident.
2. If teamed with CNT personnel from an outside agency, DPS CNT personnel will abide by the policies and procedures of the Alaska Department of Public Safety.

242.330 OPERATIONS

A. *CNT may operate in conjunction with Patrol.* With the permission of the patrol supervisor, a CNT negotiator may assist patrol on incidents of minor scope, such as suicide-intervention situations or those involving limited threat levels.

B. *Major incidents involving SERT or multi-agency responses.* In major incidents, efforts should be made to have negotiators operate in teams of two. If a CNT member holds a dual role with SERT then that member, if called upon to conduct a crisis negotiation, will only fill the role of crisis negotiator during the incident unless otherwise ordered by the Tactical Commander.

C. *CNT negotiators not to become tactically involved.* CNT members will not become tactically involved in an incident situation unless:

1. Directly ordered to do so by an Incident Commander; or
2. An involving situation requiring negotiators to protect themselves or others from an imminent threat of injury or death.
3. Personnel is limited and CNT personnel are acting within their scope of responsibilities and training.



242.340 CNT MEMBER SELECTION

A. *Recruitment.* Recruitment for CNT will be opened as necessary for staffing requirements. Those selected will attend a 40-hour basic CNT course to be determined by the Department as soon as practical.

B. Selection Criteria. The position of CNT member is open to all members of the Department of Public Safety with a minimum of 2 years of experience. The 2-year requirement may be waived if the applicant has prior law enforcement experience and prior training in CNT. Final selection for CNT will be made by the CNT Coordinator with recommendations from the CNT Board.

C. Selection Process. Applicants will be required to submit a memorandum of interest to the Statewide CNT Coordinator, through the applicant's supervisor. The applicant will list their qualifications, experience, reasons for interest in joining CNT, and how it will benefit the team. Training in Crisis Intervention Team (CIT) is preferred, though not required. Those applicants who are determined to be qualified based on the selection criteria will be invited to appear before an oral board comprised of the CNT Coordinator and/or a CNT supervisor, and at least two serving CNT members. Selection for CNT members will be based on review of the memorandum of interest, demonstrated successful work history, the applicant's oral board interview, and recommendations from the CNT Board. Only those selected by the board or approved by the CNT Coordinator will be eligible to attend CNT training.

242.900 DEFINITIONS

Barricaded Suspect: Any person believed to be armed, who has committed a crime or threatened suicide, and who is secreted in a position that affords them a tactical or strategic advantage.

Crisis Intervention Team (CIT): Those Department members assigned as CIT officers who have received specialized training to aid in the handling of a call for service for crisis intervention with persons who have a mental illness.

Crisis Negotiation Team (CNT): Those Department members assigned as crisis negotiators who have been selected and trained to effectively communicate (negotiate) with people during incidents involving suicide prevention, barricaded subjects, hostage-taking, and other crisis situations.

Hostage: Any person who is unlawfully restrained by a suspect(s) in an attempt to gain an advantage or further an unlawful activity.

Incident Commander: That officer in overall command and control of a critical incident or operation. This overall command position typically rises in rank as higher levels of command structure arrive at an incident. Any sworn officer may serve as Incident Commander as circumstances warrant.

Tactical Commander: Officer who oversees the planning and implementation of high-risk operations to include SERT responses. Can be synonymous with Incident Commander.

Crisis Negotiations: For the purpose of this procedure, crisis negotiations are those processes of verbal communication or "bargaining" between primary participants in an incident and specially trained officers, in an effort to resolve all such critical incidents by non-violent means.

Primary Participant: Those persons within the immediate confines of an incident scene, to include suspect(s), hostage(s), and/or those within the span of control of and under immediate threat from the suspect(s).

Specialized Emergency Reaction Team (SERT): Those Department members assigned as tactical unit officers for high-risk enforcement procedures.