



CRISIS NEGOTIATION TEAM NEGOTIATOR

RESOURCE CATEGORY	Law Enforcement Operations
RESOURCE KIND	Personnel
OVERALL FUNCTION	The Crisis Negotiation Team Negotiator is a sworn law enforcement officer who conducts crisis negotiations with individuals or groups of people
COMPOSITION AND ORDERING SPECIFICATIONS	<ol style="list-style-type: none"> 1. This position can be ordered as a single resource or in conjunction with a NIMS typed team (Crisis Negotiation Team). 2. Discuss logistics for deploying this position, such as working conditions, length of deployment, security, communications, lodging, transportation, and meals, prior to deployment

Each type of resource builds on the qualifications of the type below it. For example, Type 1 qualifications include the qualifications in Type 2, plus an increase in capability. Type 1 is the highest qualification level.

COMPONENT	SINGLE TYPE	NOTES
DESCRIPTION	<p>The Crisis Negotiation Team Negotiator is a sworn law enforcement officer who:</p> <ol style="list-style-type: none"> 1. Is assigned to a specific agency or regional resource as a crisis negotiator 2. Negotiates with a person or group of people for the peaceful resolution of a criminal, domestic, or mental health incident 3. Defuses potentially life-threatening situations using verbal crisis management techniques 4. Responds to incidents involving suicidal, armed/barricaded, emotionally disturbed, and hostage-holding individuals 5. Saves lives and resolves crisis incidents while attempting to avoid unnecessary risk to officers, citizens, victims, and subjects 	Not Specified
EDUCATION	Law enforcement education and training that provides the core knowledge, skills, proficiency, and ability and meets the minimum requirements for employment as a crisis negotiator	Not Specified
TRAINING	<p>Completion of the following:</p> <ol style="list-style-type: none"> 1. IS-100: Introduction to the Incident Command System, ICS-100 2. IS-200: Basic Incident Command System for Initial Response, ICS-200 3. IS-700: National Incident Management System, An Introduction 4. Training in accordance with Authority Having Jurisdictions (AHJ) procedures, practices, and equipment specific to assignment as a Crisis Negotiation Team Negotiator, such as: <ol style="list-style-type: none"> a. Basic hostage negotiation training b. De-escalation training 	Not Specified
EXPERIENCE	Two years of experience as a law enforcement officer	Not Specified
PHYSICAL/MEDICAL FITNESS	<ol style="list-style-type: none"> 1. Arduous 2. Is able to work wearing appropriate personal protective equipment (PPE) 	<ol style="list-style-type: none"> 1. The NIMS Guideline for the National Qualification System (NQS) defines Physical/Medical Fitness levels for NIMS positions. 2. PPE is mission specific and may vary by work environment; it includes soft body armor, ballistic-reinforced metal or ceramic inserts for soft body armor, and ballistic-resistant helmet.



Position Qualification for On-scene Security, Protection and Law Enforcement
Law Enforcement Operations

COMPONENT	SINGLE TYPE	NOTES
CURRENCY	1. Functions in this position during an operational incident, planned event, exercise, drill, or simulation at least once every year 2. Qualified within the last year with department-approved weapons systems	Not Specified
PROFESSIONAL AND TECHNICAL LICENSES AND CERTIFICATIONS	1. State, District of Columbia, or U.S. tribal or territory law enforcement officer certification 2. Basic first aid or tactical casualty care plus cardiopulmonary resuscitation (CPR) 3. AHJ-approved hostage or crisis negotiation certification or documentation	Not Specified



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NOTES

Nationally typed resources represent the minimum criteria for the associated component and capability.

REFERENCES

1. FEMA, NIMS 508: Crisis Negotiation Team
2. FEMA, NIMS 509: Crisis Negotiation Team Leader
3. FEMA, NIMS Guideline for the National Qualification System, November 2017
4. FEMA, NIMS Guideline for NQS, November 2017
5. FEMA, National Response Framework, June 2016