

## CRISIS NEGOTIATION TEAM NEGOTIATOR

<b>RESOURCE CATEGORY</b>	Law Enforcement Operations
<b>RESOURCE KIND</b>	Personnel
<b>OVERALL FUNCTION</b>	The Crisis Negotiation Team Negotiator is a sworn law enforcement officer who conducts crisis negotiations with individuals or groups of people
<b>COMPOSITION AND ORDERING SPECIFICATIONS</b>	<ol style="list-style-type: none"> <li>1. This position can be ordered as a single resource or in conjunction with a NIMS typed team (Crisis Negotiation Team).</li> <li>2. Discuss logistics for deploying this position, such as security, communications, lodging, transportation, and meals, prior to deployment</li> <li>3. This position typically works 8 hours per shift, is self-sustainable for 72 hours, and is deployable for up to 7 days</li> </ol>

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
<b>DESCRIPTION</b>	<p>The Crisis Negotiation Team Negotiator is a sworn law enforcement officer who:</p> <ol style="list-style-type: none"> <li>1. Is assigned to a specific agency or regional resource as a crisis negotiator</li> <li>2. Negotiates with a person or group of people for the peaceful resolution of a criminal, domestic, or mental health incident</li> <li>3. Defuses potentially life-threatening situations using verbal crisis management techniques</li> <li>4. Responds to incidents involving suicidal, armed/barricaded, emotionally disturbed, and hostage-holding individuals</li> <li>5. Saves lives and resolves crisis incidents while attempting to avoid unnecessary risk to officers, citizens, victims, and subjects</li> </ol>	Not Specified
<b>EDUCATION</b>	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
<b>TRAINING</b>	<p>Completion of the following:</p> <ol style="list-style-type: none"> <li>1. IS-100: Introduction to the Incident Command System, ICS-100</li> <li>2. IS-200: Incident Command System for Single Resource and Initial Action Incidents</li> <li>3. IS-700: National Incident Management System, An Introduction</li> <li>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"> <li>a. Basic hostage negotiation training</li> <li>b. De-escalation training</li> </ol> </li> </ol>	Not Specified
<b>EXPERIENCE</b>	Two years of experience as a law enforcement officer	Not Specified
<b>PHYSICAL/MEDICAL FITNESS</b>	<ol style="list-style-type: none"> <li>1. Performs duties under arduous circumstances characterized by working consecutive 8-hour days under physical and emotional stress for sustained periods of time</li> <li>2. Is able to work wearing appropriate personal protective equipment (PPE)</li> </ol>	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, 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

Superseded



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## NOTES

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

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## 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

Superseded