

CNT training notes 09/24/19

Housekeeping

- Host annual training (possible FBI) guest/trainer
- We must to quarterly training w/SWAT
- SWAT Liaison Officer
- Callouts; three people assigned based on who is at work
- CNT openings
- Group text for callouts

Roles and responsibilities

- Do not let outside people into negotiation area
- Stick to your assignment and know your role
- Be a team player

Equipment

- Charger is being ordered for throw cellphone
- Office supplies in rolling bag
- Keep tabs on equipment and house it in the proper area
- In the cart will be throw phone (yellow pelican), wiring, main etc.
- Awning for new van (when it comes)...
- Gadget team; Cardoza, DePascale, Scanlon
- Small things not thought of to include with van (cup holders, chargers, etc)
- Spec out van after viewing others from other agencies

LT Hernandez PP

- Self-control is what we can control
- Two types of situations 1. Hostage 2. Non-Hostage
- Hostage situations are akin to "promises"= leverage
- Non-hostage "Barricaded"= emotional, expressive reasons, suicide
- Risk is much greater and action more decisive when hostages involved
- Evaluate hostage or non-hostage; access threat level; recommendations
- TED talk on negotiations

Scenarios

- Scanlon and Hirsh scenario one –see attachment
- Address the issue with the individual (complaint, reports)
- "sense emotion" – label them
- "hear that in your voice"- hear what?
- Introduction instead of firing off questions
- "understand that emotion"- what emotion?
- "I hear anger" –good
- Listening to someone in the background was also a trigger
- Professional introduction needed

Bridge jumper debrief

- PERT does not negotiate
- CP setup but we need help with **traffic control**
- Negotiators available at work already
- Subject was completely unresponsive and HBD
- Join the lone negotiator automatically since it is difficult for him/her to use radio
- Traffic causes noise concerns
- Listening closely pays off "I'm tired"
- SD fire has the pillow
- People yelling at him from freeway
- Unnecessary risk to personnel during rescue
- Have an end in mind

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

TRAINING PLAN AND AGENDA

0800-1800 hours

1. Introductions and housekeeping (0800-0830) (*Hernandez/Walters*)

Certification for position.

Hosting CNT training (every other year)

Understanding callouts

Training quarterly

2. Mission Statement: (0830-0900) (*Walters*)

Being a team player

Roles and responsibilities

3. Hostage vs. Barricaded subjects (0930-1030) (*Hernandez*)

Communication strategies

Hostage situations

Barricaded suspects

4. Tabletop exercises (1030-1330)(Walters)- working lunch

Walk out ceremony for Lt. Rounds 1400 hours

5. Debrief 1010 Outer Road, San Diego (1530-1630) (*Long/Cardoza*)

NATIONAL CITY POLICE DEPARTMENT



Crisis Negotiation Team

SELF CONTROL

- The only crisis situation we have absolute control over is our own emotions and behavior.
- Restraint does not equal weakness.
- Don't be compelled to take quick action due to outside pressure.
- Use of force might be our last option.

TWO BASIC TYPES OF INCIDENTS

- **HOSTAGE SITUATION:**
- Person held to force fulfillment of certain demands upon a third party. **LEVERAGE**
- Threat of harm, unless demands are met.
- A person given as a pledge or security for the performance of the conditions of a treaty or stipulations of any kind, on the performance of which the person is to be released.

BARRICADED/ NON-HOSTAGE SITUATION

- Person held for expressive reasons
- No substantive demands
- Person is a victim
- “homicide to be.”
- 93% of all incidents
- Emotionally driven
- Suicide related
- Emotionally disturbed person.

PROPER ASSESSMENT

- A person held as a hostage will be for leverage and to achieve demands.
- A non hostage is being held as a victim.
- They were selected as the focus of rage based on some prior relationship.

NON-HOSTAGE SITUATION

- No conditions/time attached to it.
- No doubt of a high risk issue
- Direct statements of harm.
- No action/inaction demanded.
- Goal is the action itself.

DECISION MAKING CONSIDERATIONS

- Is the contemplated action necessary?
- Risk effective?
- Acceptable?

PROCESS IN NEGOTIATIONS

- Identify if this is a hostage or non-hostage situation?
- If the risk to the victims increasing/decreasing/staying the same?
- Status Assessment Recommendations- This gives direction to the Incident Commander with factual information based on the information you developed. Is the potential risk necessary and is the risk acceptable.

SUMMARIZATION

- <https://youtu.be/4CNRmhleJmk>



QUESTIONS