



# ***GENERAL ORDER***

**DURHAM POLICE DEPARTMENT  
DURHAM, NC**

**NUMBER:**

**1022 R-4**

## **HOSTAGE NEGOTIATION TEAM**

Effective Date: 12/15/1995

Revision Dates: R-1 04/15/2001; R-2 09/01/2002; R-3 01/10/2005; **R-4  
04/26/2013**

### **INTRODUCTION**

The Durham Police Department will maintain a Hostage Negotiation Team that responds to hostage and barricaded subject situations and establish communication with suspects through the implementation of specialized negotiating techniques and equipment. Hostage Negotiators will be a specialized assignment in accordance with GO 1020 Specialized assignments.

The Hostage Negotiation Team is defined as a specialized unit trained in methods of non-violent defusing of potentially dangerous hostage, suicide, barricade or other situations in which a person(s) uses the threat of physical injury or death to enforce demands of any type.

### **RESPONSIBILITY**

The Special Operations Division Commander will manage the Hostage Negotiation Team. Staffing will be sufficient to maintain 24 hour availability. The Watch Commander or Incident Commander will authorize callout of the Team by calling the Team Commander

### **ORGANIZATION**

The Hostage Negotiation Team shall report to the SOD Commander.

The Hostage Negotiation Team shall be organized as follows:

- Team Commander
- Team Leader
- Primary negotiator
- Secondary negotiator and/or Coach/Intelligence officer

When the Hostage Negotiation Team is activated, the team commander will designate a team leader, primary and secondary negotiators. When warranted, a coach/intelligence officer may be utilized.

## **ELIGIBILITY**

In addition to those requirements listed in GO 2014, Assignment and Transfer of Sworn Personnel, officers must meet the following criteria:

- Attainment of an overall rating of meets or exceeds expectations on the last three annual Employee Performance Appraisals immediately preceding the application deadline.
- Must receive written recommendation for placement on the team from their immediate supervisor. Supervisors in disagreement will give justification for their response. Non-concurrence of a supervisor will not remove an applicant from consideration. However, comments may be considered in the final selection of applicants.
- Must be approved by a background investigation conducted by the Professional Standards Division. This investigation will include a review of citizen complaints and any responses to aggression reports.
- Must be approved by a psychological evaluation conducted by the Psychological Services Provider as outlined in GO 2005, Psychological Services.

Should the applicant be rejected based on the background investigation or psychological evaluation, the next highest rated candidate shall be selected and evaluated.

## **TRAINING**

Training of negotiators shall consist of the following:

- Basic and advanced training programs in the art and science of hostage negotiations.
- Newly appointed members must attend a certified basic hostage negotiator's course as soon as practicable – only trained and certified negotiators will be used to negotiate.
- Quarterly training sessions for maintaining and improving the proficiency of team members and their operations.
- Combined Hostage Negotiation Team and Selective Enforcement Team role-playing exercises as needed; but as a minimum at least one exercise annually.

## **ACTIVATION**

The Hostage Negotiation Team may be activated by a watch commander or IC when any of the following situations have been confirmed:

- Barricaded suspect or suicidal individual who creates a threat to self or others.
- Warrant Service of a particularly violent nature that could evolve into a barricaded subject.
- Hostage situations where a person is holding one or more hostages for any reason (i.e., terrorist, mentally disturbed person, criminal with escape route blocked, etc.).
- As directed by Chief, Deputy Chief, Assistant Chief or SOD Commander.

When activation is deemed necessary personnel at the scene should make every attempt to avoid confrontation in favor of controlling and containing the situation until the arrival of trained tactical/hostage negotiation personnel.

Requests for the Hostage Negotiation Team by other law enforcement agencies in Durham County or with a MOA for assistance will be forwarded to the watch commander.

Requests for the Hostage Negotiation Team outside of Durham County must be authorized by the Chief of Police or his designee.

## **SPECIFIC OPERATIONS**

The Hostage Negotiation Team commander will act as liaison between the negotiation team, Incident Commander and SET commander.

It is essential that constant communication be maintained between negotiators and tactical operations.

- Whenever possible, the Hostage Negotiation Team shall establish a facility that is semi-isolated or apart from the main command post but in close proximity to the tactical Command Post.
- The method of operation and negotiation strategy of the Hostage Negotiation Team will rest with the hostage team commanding officer.
- Demands made by suspects will be approved or denied by the Incident Commander. Negotiators will not have the authority to approve or deny concessions.
- The surrender process will be unique to each operation. However, certain procedures will be followed in all situations:
  - Members of the SET team or other designated tactical personnel will always accomplish the actual taking into physical custody of the suspect(s). Negotiators will not take any suspect into custody at the time of surrender.
  - The Hostage Negotiation Team, SET and Incident Commanders will conduct a debriefing as soon as practical following the conclusion of the incident.

## **INVENTORY AND MAINTENANCE OF EQUIPMENT**

The Hostage Negotiator Team commander will designate a member to inspect and inventory all team specialized equipment.

The inspection/inventory will be performed once each month and after each use. The designated member will submit a written report to the Hostage Negotiation Team commander listing:

- Inventory
- Status of equipment.
- Any discrepancies.



*Jose L. Lopez, Sr.  
Chief of Police*