

Crisis Negotiator Team (CNT) Core Competencies and Training

The Clovis Police Department CNT team follows training guidelines set forth by California P.O.S.T., the National Council of Negotiation Associations, and the California Association of Hostage Negotiators. Annually, the following core competencies are covered in regular mandatory trainings provided by the department. The CNT team is required to train a minimum of 40 hours per year, however, the Clovis PD CNT team trains six times a year for a total of 60 hours. Members of the Clovis Police Department CNT team are required to attend a 40 hour P.O.S.T. approved CNT School once selected for the team. Members are encouraged to attend quarterly trainings given by CAHN, which usually consist of learning from case studies presented by allied agencies throughout the state. Members of the Clovis Police Department CNT team are also required to maintain a level of physical conditioning and proficiency in core competencies included in the annual training outline listed below:

1. Core Competencies:

- a. Communications skills
 - i. Active listening
 - ii. Tactical communications
 - iii. Interview and Interrogation skills
- b. Equipment and technical knowledge
- c. Homicide/Suicide indicators
- d. Knowledge of incident management, team roles, and responsibilities
- e. Risk assessment/incident evaluation
 - i. Behavioral/emotional factors
 - ii. Diminished capacity

2. Expanded Listing - Knowledge of:

- a. After action/incident reporting
- b. Critical incident assessment (feedback to Incident Commander)
- c. Drug/alcohol/medication interactions
- d. Emerging technology issues
- e. Extremist groups
- f. Faith-based awareness
- g. Joint training with tactical units and other groups
- h. Juvenile issues
- i. Language barrier/communication issues
- j. Legal issues and case law regarding crisis negotiations

- k. Media influences and issues
- l. Mental disorders
- m. Mutual aid protocols
- n. Prison/jail/holding facility issues
- o. Social media influence and issues
- p. Socio-cultural/ethnic awareness
- q. Special circumstances (negotiation w/known persons, agency personnel, etc.)
- r. Suicidology ("Suicide by Cop")
- s. Third-party intermediary skills