



ALBUQUERQUE POLICE DEPARTMENT
GENERAL ORDERS

SOP 1-96 (Formerly 1-92)

Effective: 08/03/2022 Review: 08/03/2023 Replaces: 07/09/2020

1-96 CRISIS NEGOTIATION TEAM (CNT)

Related SOP(s), Form(s), Other Resource(s), and Rescinded Special Order(s):

A. Related SOP(s)

[1-92 Special Weapons and Tactics \(SWAT\) \(Formerly 6-8\) \(Currently Specialized Tactical Units\)](#)

B. Form(s)

None

C. Other Resource(s)

Crisis Negotiation Team Handbook

D. Rescinded Special Order(s)

None

1-96-1 Purpose

The purpose of the Crisis Negotiation Team (CNT) is to assist in safely resolving tactical activations in a manner that avoids unnecessary risk of harm to the individual experiencing or causing the crisis incident, victims, community members, and sworn personnel.

1-96-2 Policy

It is the policy of the Albuquerque Police Department (Department) to attempt de-escalation in tactical activations, high-element suicide events, and situations that go beyond the capabilities of sworn personnel.

N/A 1-96-3 Definitions

None

6 1-96-4 Rules and Responsibilities

A. Composition

1. CNT shall be comprised of supervisors and sworn personnel who serve in a collateral duty capacity. They are specialists who focus on, and employ, verbal de-escalation techniques in an effort to reasonably and safely defuse dangerous, life-threatening situations or specific crisis incidents.



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2. CNT is comprised of a minimum of one (1) CNT Team Leader Lieutenant or Sergeant, Primary Negotiator, Coach, Secondary Negotiator, Scribe, and Equipment Officer.

B. Probationary Status

1. A CNT Team Leader shall:

- a. Serve a six (6) month probationary period after selection;
- b. Be placed in a scheduled on-call status;
- c. Respond to CNT activations; and
- d. Complete the assignments and responsibilities of a Team Leader who is not in a probationary status.

2. A CNT Team Member shall:

- a. Serve a six (6) month probationary period after selection;
- b. Be placed on a scheduled on-call status;
- c. Respond to CNT activations as a Team Member in the role of a scribe or information resource officer/intern, as needed; and
- d. Be assigned and expected to perform the responsibilities of a CNT member.
 - i. A CNT Team Member may be assigned by the CNT Team Leader and shall include participation in all required monthly or quarterly training and CNT activation practical exercises.

C. CNT Team Leader Sergeant

1. The CNT Team Leader Sergeant shall:

- a. Develop and implement CNT training curricula and lesson plans;
- b. Coordinate CNT training schedules, including annual, semiannual, and joint training exercises; and
- c. Coordinate and work with crisis negotiating teams from federal, state, and local law enforcement agencies.

D. CNT Sworn Personnel and CNT Team Members

1. CNT sworn personnel and CNT Team Members shall:

- a. Be in a non-probationary status as of the date of application;
- b. Successfully complete enhanced crisis intervention training, or be scheduled to participate in such training during the next scheduled crisis intervention certification course;
 - i. Successful completion of this training course is a prerequisite for final selection as a CNT member.
- c. Successfully complete a term as a scribe or intern;



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- i. This requirement does not apply to sworn personnel who have previously served in a CNT capacity.
- d. Upon notification of a tactical activation, respond within one (1) hour to the command post;
- e. Abide by the CNT position responsibilities that are outlined in the CNT Handbook; and
- f. Be authorized to wear the CNT patch on their Department-approved uniform after successful completion of the six (6) month probationary period.

E. Deployment

1. Trained, on-call CNT personnel shall be deployed to attempt to resolve crisis incidents requiring tactical activation, including, but not limited to:
 - a. Hostage incidents;
 - b. Barricaded individuals that meet the criteria outlined in SOP Hostage Situations, Barricaded Individuals, and Tactical Threat Assessments (refer to SOP Hostage Situations, Barricaded Individuals, and Tactical Threat Assessments for sanction classifications and additional duties);
 - c. Sniper situations;
 - d. Execution of search or arrest warrants in exigent circumstances;
 - e. Major disturbances at jails or detention facilities; and
 - f. Mass civil disturbances or demonstrations.
2. CNT personnel shall be used in conjunction with SWAT whenever SWAT is activated and deployed to respond to a situation.
3. At the discretion of the on-scene supervisor, trained, on-call CNT personnel may also respond to individual(s) who are in crisis at an elevated position (i.e., threatening to jump from a bridge or building or where a full tactical activation would not meet the threat assessment or matrix).
 - a. CNT response shall be approved through the Tactical Commander or Special Operations Division (SOD) Commander only after the Crisis Intervention Unit Detective has been contacted and has responded to the scene.
 - b. CNT response shall consist of a CNT Team Leader, Primary Negotiator, and Coach.
 - c. The on-scene CNT Team Leader shall determine CNT response, procedures, and protocols.
 - d. CNT response shall not be considered a tactical activation but only another resource to assist units in these types of situations.
 - e. Incident command is maintained by the initiating Incident Commander at the scene and not the Tactical Section.

F. Psychological Evaluation



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All CNT personnel shall complete a yearly psychological evaluation with a Behavioral Sciences Section clinician.