

Subject: Kinston Police Department Hostage Negotiations Team	Document #: 900 - 2		Effective Date: 07-01-2019	Page: 1 of 2
Approval: Chief of Police	Manual: Policy and Procedures			

I. PURPOSE

The purpose of this policy is to provide guidelines for the Kinston Police Department’s Hostage Negotiations Team. The Major of the Patrol Division shall have overall responsibility of this unit.

II. DEFINITIONS

- A. SWAT: A law enforcement unit which uses specialized or military equipment and tactics.
- B. Negotiations Team: A group of individuals who come together for the purpose of representing a specific entity during a negotiation with a second party.

III. POLICY

- A. The Kinston Police Department Hostage Negotiation Team is comprised of officers trained in hostage negotiations who are assigned to other full time duties and serve as negotiators as needed. The Hostage Negotiations Team operates under the tactical command of the SWAT Commander. The Chief of Police or his/her designee in charge of the department shall hold strategic command of the Hostage Negotiations Team during the activation of this unit.
- B. Responsibilities of the Hostage Negotiation Team during an unusual occurrence:
 - 1. Establish and maintain continuous communications with suspect(s).
 - 2. Attempt to obtain the release of any hostages.
 - 3. Attempt to arrange the surrender of suspect(s).
 - 4. Keep the Incident Commander apprised of the situation.
 - 5. Communicate with the SWAT Commander as necessary to coordinate efforts.
 - 6. Develop intelligence and gain time for decision makers.
- C. Protocol for Activation
 - 1. The Hostage Negotiation Team shall be immediately activated for verified hostage and armed barricaded person situations.
 - 2. Upon deployment, the Hostage Negotiation Team shall be responsible for establishing communications with suspect(s) and coordinating their surrender and the safe release of

Subject: Kinston Police Department Hostage Negotiations Team	Document #: 900 - 2		Effective Date: 07-01-2019	Page: 2 of 2
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any hostages.

- D. To be eligible for participation in the selection process for the Hostage Negotiation Team, officers must:
1. Not be on any disciplinary or performance probation.
 2. Have good verbal skills and problem solving abilities.
 3. Submit a written request for consideration.
 4. Pass a psychological screening to assess candidate's mental suitability for hostage negotiation duties.