

DAVIS POLICE DEPARTMENT
Collateral Assignments
Hostage Negotiations Team

Duties of HNT

In conjunction with SWAT, deploy in tactical situations where there is the potential to have barricaded suspects or hostage situations; works with incident commander to successfully resolve tactical situations through surrender; when surrender cannot be achieved, works with the tactical commander to bring the situation to a successful conclusion.

Negotiators serve at the pleasure of the Police Chief.

Minimum Requirements

Full-time member off probation at time of appointment.

Application Process

Upon notice of vacancy, the member must submit a letter of interest to Professional Standards, which includes; years employed in a law enforcement agency, number of years employed at the Davis Police Department, previous specialty assignments and duration, and any special skills possessed which could benefit the team. Qualified candidates must then:

1. Pass an oral interview with Hostage Negotiations Team Commander and at least one other team member.
2. Complete psychological testing.
3. Receive a recommendation for appointment.

The Police Chief, or their designee, will make final appointments to the HNT.

Position Training

Required prior to assignment

Required within one year of assignment

1. Hostage Negotiations- CCN 21500- 40 hrs

Recommended prior to assignment

Recommended during assignment

1. Hostage Negotiations-Advanced- CCN 21510- 24-28 hrs