Morgan Bosch
Crisis Negotiations Team
March 8, 2023

Chairman Wanzek and members of the committee, for the record I am Morgan
Bosch, Director of Nursing for the North Dakota State Penitentiary. I am also one of
five members of the Crisis Negotiation Team. While all our staff are trained in
specialized topics like de-escalation, the Crisis Negotiation Teams receives an
additional 32 hours a year in advance de-escalation techniques, mental health
illness, crisis intervention, active listening skills and scenario-based training.
The goal of the Negotiation Team to assist in the critical assessment and resolution
of situations using trained strategies, tactics, and tools. The team's goal is to resolve
all incidents in a peaceful manner, using time as our biggest resource, and prevent
injury to staff and residents. We work hand in hand with SORT our Special
Operations Response Team.

Everyday our frontline staff work diligently to resolve any situation that may arise,
but when that incident begins to disrupt normal operations of the facility, our team
is activated. These situations may include but are not limited to residents covering
their windows and refusing to respond to staff, barricading in cells, threatening self-
harm, refusing to secure, preventing staff from safely performing regular duties or
even more serious incidents like being in possession of a weapon or being under the
influence.

Our primary job is to listen we try to find the underlying cause for the behavior and
work with the security needs of the institution to help residents out of a
situation they may not have intended to be in. We attempt to offer a safe way out.
Since Jan 2021 the Crisis Negotiation Team was activated 40 times, and over half of
the time, we were able negotiate and gain compliance in order to come to a peaceful
resolution. Which in turns means we didn't have to resort to the next level. We are
incredibly passionate about what we do, and I want to thank you for the opportunity
to tell you more about our team today. Thank you.