

**STATE OF WISCONSIN**  
**CLASSIFICATION SPECIFICATION**  
**CRISIS INTERVENTION WORKER**

**I. INTRODUCTION**

A. Purpose of This Classification Specification

This classification specification is the basic authority under ER 2.04, Wis. Admin. Code, for making classification decisions relative to present and future professional positions located within the Department of Corrections and Department of Health Services. Positions allocated to this classification perform professional level work in crisis management and prevention for inmates and staff within a correctional or mental health institution, or secure treatment centers. This classification specification will not specifically identify every eventuality or combination of duties and responsibilities of positions that currently exist, or those that result from changing program emphasis in the future. Rather, it is designed to serve as a framework for classification decision-making in this occupational area.

Classification decisions must be based on the “best fit” of the duties within the existing classification structure. The “best fit” is determined by the majority (i.e., more than 50%) of the work assigned to and performed by the position when compared to the class concepts and definition of this specification or through other methods of position analysis. Position analysis defines the nature and character of the work through the use of any or all of the following: definition statements; listing of areas of specialization; representative examples of work performed; allocation patterns of representative positions; job evaluation guide charts, standards or factors; statements of inclusion and exclusion; licensure or certification requirements; and other such information necessary to facilitate the assignment of positions to the appropriate classification.

B. Inclusions

This classification encompasses professional positions, as defined in s. 111.81(15), Wis. Stats., located within the Department of Corrections or the Department of Health Services. Positions allocated to this classification are located within correctional institutions, mental health institutions, or secure treatment centers and are responsible for planning and managing a crisis intervention program within an assigned institution or treatment center. Positions in this classification provide direct services to inmates facing crisis situations, and provide consultation and training to institution or treatment center staff regarding crisis management and prevention.

C. Exclusions

Excluded from this classification are the following types of positions:

1. Positions which meet the statutory definitions of supervisor and/or management as defined in s. 111.81(19) and (13), Wis. Stats., as interpreted and administered by the Wisconsin Employment Relations Commission.
2. Positions which do not meet the statutory definition of professional, as defined in s. 111.81(15), Wis. Stats.
3. Positions which provide social work services with an assigned caseload a majority of the time and are more appropriately classified in the Social Worker-Corrections or Social Worker classification series.
4. All other positions which are more appropriately identified by other classification specification.

D. Entrance Into This Classification

Employees enter positions within this classification by competition.

## **II. DEFINITIONS**

### **CRISIS INTERVENTION WORKER**

Positions in this classification provide specialized institution-wide program planning in the identification, prevention, and management of sources of stress which may lead to crisis situations within an assigned institution. Positions provide direct services to inmates/patients experiencing crisis and those in the segregation unit, and provide consultation and training to institution staff regarding prevention and management of crisis situations. Positions seek to insure a safe, secure, and stress-free working environment for staff and a humane living environment for inmates/patients within the framework of institution security policies and procedures as well as state laws and guidelines regarding mental health treatment programs, transfer of inmates/patients, and inmates/patients' rights. Positions in this classification exercise a great deal of latitude in judgment and decision-making under the supervision of a Psychologist - Supervisor or a Social Services Supervisor.

## **III. QUALIFICATIONS**

The qualifications required for these positions will be determined at the time of recruitment. Such determinations will be made based on an analysis of the goals and worker activities performed and by an identification of the education, training, work, or other life experience which would provide reasonable assurance that the knowledge and skills required upon appointment have been acquired.

## **IV. ADMINISTRATIVE INFORMATION**

This classification was created effective October 16, 1994 and announced in Bulletin CC/SC 28 to describe positions located within the Department of Corrections that perform professional level work in crisis management and prevention for inmates and staff within a correctional institution

This classification specification was modified effective October 4, 2015 and announced in Bulletin DPM-0411-CC/SC to update the Definition language and to remove an exclusion.

This classification specification was modified effective November 13, 2016 and announced in Bulletin DPM-0434-CC/SC to add the Department of Health Services to the classification and to make minor updates to the definition language.

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