

**STATE OF WISCONSIN  
CLASSIFICATION SPECIFICATION**

**RANGER**

**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 credentialed law enforcement Ranger positions within the Department of Natural Resources. This classification specification is not intended to identify every duty, which may be assigned to positions, but is intended 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

Positions allocated to this classification have full law enforcement authority on DNR owned or managed property and expanded authority elsewhere in the state to maintain public safety in a recreational setting or defined geographic area; enforce all Wisconsin State Statutes and Administrative Codes on Department-owned or managed properties and are responsible for performing the full range of law enforcement activities off property if required. Positions also provide a wide range and support services, program development, visitor services/interpretative activities and public contact duties on the property within the State Park DNR property.

C. Exclusions

Excluded from this classification are the following types of positions:

1. Positions which meet the statutory definitions of supervisor or management, as defined in Wis. Stats. 111.81(19) and (13), as administered and interpreted by the Wisconsin Employment Relations Commission.
2. Positions within the Department of Natural Resources that function as Conservation Wardens performing the full range of resource and environmental law enforcement activities and have the law enforcement authority outside of DNR lands for a majority (over 50%) of the time, and are more appropriately classified as Conservation Warden.

3. Positions which are stationed at a specific DNR property and are responsible for the oversight of park operations, including ground and building maintenance, equipment maintenance, park development, recreation programs, training, and are more appropriately classified as a Park Manager.
4. Positions which are responsible for the provision of law and rule interpretation to the public, recreation management, park maintenance, assist with resource protection, are not credentialed law enforcement personnel and are more appropriately classified as a Park Ranger.
5. Positions not located in the Department of Natural Resources, Bureau of Law Enforcement.
6. All positions which are more appropriately identified by other classification specifications or series.

D. Entrance Into This Classification

Entrance into this classification is through competition.

## II. DEFINITIONS

### RANGER

Positions perform a wide variety law enforcement duties for a majority of the time, including: conducting patrols on state land and water; enforcing laws, rules and regulations; issuing verbal and written warnings and/or citations to visitors to achieve compliance with laws and regulations; responding to law enforcement-related complaints; directing the activities of permanent and limited-term law enforcement personnel; seizing, holding and disposing of evidence for court and monitoring chain of custody for evidence or disposing of evidence (as well as testifying in court or acting Court Officer, if necessary); checking licenses, tags, permits and registrations; developing reports related to law enforcement activities within the park/forest; conducting investigations of accidents, fires and incidents on state lands; attending and presenting law enforcement training; and providing law enforcement assistance to law enforcement officers outside of normal park/forest law enforcement duties; maintaining and interacting with a wide variety of public contacts.

Positions may also provide visitor information, including park-related interpretive services; performing facilities maintenance (e.g., mowing, snow removal, cleaning, annual inspections), trail maintenance (mowing, boundary signs, gates); operating a wide variety of equipment and overseeing repairs (e.g., trucks, tractors, heavy equipment); and completing program development, property budget and related administrative duties. However, any combination of the duties listed in the previous sentence will constitute a minority (i.e., less than 50%) of job assignments.

Positions in this classification function under general supervision.

#### Representative Positions:

**Park Enforcement Ranger:** This position performs law enforcement duties within an assigned State Park, Recreational Area, or other DNR property which include enforcing laws, rules and regulations; responding to law enforcement-related complaints, issuing verbal and written warnings and/or citations to visitors to achieve compliance. This position may be called upon to perform similar law enforcement duties outside of a state-owned property. This position may also performs a wide range and variety of maintenance and program development and visitor services/interpretative activities within the State Park or Recreational

Area; this may include grounds and building maintenance, operating a wide variety of equipment and performing/overseeing repairs and maintenance to the equipment and buildings. Work is performed under general supervision.

### 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.

**Special Requirement:** Positions in this classification must hold and maintain law enforcement credentials.

### IV. ADMINISTRATIVE INFORMATION

This classification was created effective June 30, 2013 and announced in Bulletin OSER-0327-MRS/SC to combine the former Ranger-Law Enforcement, Ranger-Operations and Ranger-Assistant Property Manager into one classification that requires law enforcement credentials. The other Ranger classifications were abolished at the same time.

This classification specification was revised effective June 11, 2017 and announced in bulletin DPM-0444-SC/CC to reflect a realignment effort in the Department of Natural Resources of Law Enforcement personnel. This classification was expressly modified to prevent any future positions from being classified herein, with the intent to abolish this classification after the realignment effort is completed.

This classification specification was revised effective April 28, 2019 and announced in bulletin DPM-0495-SC/SC to reflect a reinstatement of duties back to this classification due to a subsequent realignment of law enforcement resources within DNR. The classification is no longer projected to be abolished.

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