



## **BUFFALO COUNTY SHERIFF'S OFFICE STANDARD OPERATING PROCEDURES**

### **I. JOB TITLE: CRISIS RESPONSE CO-RESPONDER/CO-RESPONDER THERAPIST (I-IV)**

### **II. CHARACTERISTICS OF THE JOB**

1. Provide crisis intervention, safety planning, linkage to community behavioral health case management, resources to community members and support law enforcement by responding to calls for service involving persons who need assistance due to mental/behavioral health-related and/or substance use-related needs, and those who need a resolution outside of the criminal justice path.

### **III. JOB ESSENTIAL FUNCTIONS**

1. Provide emergency crisis intervention and on-site assessments.
2. De-escalate crises and promote hospital/jail diversion.
3. Complete risk assessments, treatment, and safety plans.
4. Deliver short-term stabilization services.
5. Maintain clinical documentation and meet direct service expectations.
6. Participate in on-call rotation.
7. Coordinate with law enforcement and other agencies.
8. Support training efforts, including ride-alongs and Crisis Intervention Officer Training.
9. Must be able to work a variety of shifts, which will include nights, afternoons, and days including weekends and holidays.
10. Must be able to work in a hybrid work setting (office, field, and telehealth).
11. Must occasionally lift up to 25 lbs.
12. Vehicle provided.

#### IV. EXAMPLE OF DUTIES

1. Provides behavioral health crisis intervention and de-escalation on scene, via telephone, and in a variety of environments including parks, homes, businesses, fields, emergency rooms, and other places where a person in crisis is located.
2. Collaborates with law enforcement, community members, and community organizations to provide person-centered crisis intervention, assessment/screening, and creation of safety plans; identifies support systems and barriers to community member wellness, mitigates community member risk factors for behavioral health needs, and refers community members to subsequent resources and treatment for mental health and/or substance use issues.
3. Assesses/screens a person's risk of harm to self or others, builds safety plans with impacted community members, and arranges needed resources or immediate resources for the safety of an individual and/or the community.
4. Collaborates with other co-responders, law enforcement, court personnel, and external providers to provide services including intervention and diversion.
5. Maintains relationships with community agencies and other public agencies in carrying out treatment/service plans.
6. Maintains and updates records within established departmental or program-directed timelines.
7. Works to complete accurate data collection, analysis, and reporting to ensure proper monitoring and application of the program.
8. Adheres to the goals and objectives, policies and procedures, standards, and protocols of the Crisis Response Unit (CRU).
9. Participates in required training as mandated by the Sheriff's Office, Patrol Division, and the Crisis Response Unit Supervisor.
10. Complies with all laws, including those protecting the privacy and security of protected health information, with all applicable CORHIO policies and adheres to all BCSO policies and procedures.

#### V. REQUIRED KNOWLEDGE, SKILLS, AND ABILITIES

1. Strong communication, organization, time management, and problem-solving skills
2. Knowledge of DSM criteria and ability to facilitate and/or conduct a mental health status
3. Cultural competency and ability to use interpreters/telehealth

4. Proficiency in Microsoft Office and clinical documentation software

## VI. QUALIFICATIONS

1. **Preferred:** Masters in human services or related field.
2. **Required:** Behavioral health experience or education (as outlined below).
3. **Preferred:** Bilingual capabilities.
4. Valid Nebraska driver's license.
5. No felony or serious misdemeanor convictions.
6. Must be of good moral character.
7. Must be able to successfully pass a drug screen test.

## VII. SPECIAL LICENSING REQUIREMENTS BY POSITION

1. Therapist I - PLMHP (Provisional License – Mental Health Professional)
2. Therapist II - PLMHP **AND** PLADC or PMSW
3. Therapist III - Fully licensed with two full licenses (LMHP, LSW, LADC)
4. Therapist IV - One independent license (LIMHP or LICSW) preferred; fully licensed with **5 years experience** and **two full licenses** required