



The Protection Ranger

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The Newsletter of the U.S. Park Rangers Lodge, Fraternal Order of Police 15th Anniversary Vol. XIV • No.5 • 2003

IG, DOI Progress Report for August 2003

At the same time the IG's report on the Icon Parks, and management's disorganization in response to terrorist threats, was released, his Progress Report was also released. The former report got a lot of press notice and several articles have been posted on the Lodge website and discussion board, also at the web site. The Progress Report received little media attention. Perhaps that is because progress is being made and officer safety, as we are all too aware, is not newsworthy unless a ranger gets killed.

The crux of the progress seems almost entirely due to the efforts of the Office of Law Enforcement and Security [OLEs] that finally has nearly a full staff and is riding herd on the agencies within the department. All agencies are making progress - finally - although "the overall pace of reform has been slow-moving, primarily caused by early resistance to the Secretary's directives". The IG pointed out that of his 25 directives, 8 have been fully implemented and the remaining 17 range from limited progress to reasonable progress. Unfortunately, in the NPS and other agencies, the directives relating to

officer safety have not been reasonably addressed.

Highlights and quotes:

- ▶ "Most of the efforts of the Bureaus have been targeted at acquiring background investigations and management training for their non-law enforcement managers overseeing law enforcement programs. Even still, a considerable percentage of managers still lack the backgrounds and training one year after the directive was issued. In addition, little progress has been made in implementing accountability measures that will address the deficiencies noted in our assessment".
- ▶ "In our 2002 assessment we noted that some staffing shortages are very recognizable and pose a clear safety risk to law enforcement officers. We believe that the law enforcement programs have fallen short in immediately addressing the existing staffing shortages as recommended by our office and as directed by the Secretary. As a result, the risk to law enforcement officers remains significant. This is the one recommendation and directive where we used the term 'immediately.' Obviously, that thought has been lost on the Bureaus."
- ▶ Directive 13 stated: Bureaus will reduce dependence on part-time collateral duty and seasonal law enforcement officers." [The] NPS has been categorized as demonstrating inadequate progress because no formal plans have been submitted for review. Additionally, both seasonal and permanent positions have DECLINED [emphasis added] since our 2002 assessment "
- ▶ "Accountability for law enforcement programs and personnel remains to be adequately addressed. Preliminary efforts to require non-law enforcement managers background investigations and training is only a start and not the only effort

needed".

- ▶ "Attention must also be directed toward officer safety issues. Efforts to establish

Lodge says thanks and best wishes to Greg Jackson

Greg Jackson, twice president of the US Rangers Lodge, former secretary and treasurer of the old Western Lodge, former editor of the Protection Ranger newsletter, and now Vice President of our Lodge will be leaving the field ranger ranks to accept a position at FLETC. As a newly minted WASO employee, Greg is stepping down as Vice President to avoid any appearance of conflict of interest.

In my opinion, it will be impossible to replace Brother Jackson. Not only has he been a tireless worker and advocate for commissioned rangers, he has been the one of the Lodge's main fount of ideas. Whenever a problem arose that we felt was intractable, the membership could count on Greg to offer a solution and a course of action. To say Greg will be missed by the Lodge is an understatement but it's as close as we can come to stating the truth. Greg's career so far has taken him to Yosemite, Lake Mead, Olympic, Santa Monica and Bryce.

So, Greg, thanks for all you have done for the Lodge and park rangers in general, we wish you the best of luck and happiness at FLETC and we can assure the manager there that the best of our organization is coming to FLETC's staff.

On behalf of the membership,
Randall Kendrick

Inside This Issue:

Big News, But No Surprise	2
NPS Basic Training Program Saved	3
Finnerty Case Update	3
DOI Seeks Funding Solution	4
No Net Loss? Nobody Cares	4
COE "Morning Report"	4
NPS Loses 165 Rangers	5
NPS/FLETC Meeting	5
Dispatch at NCR	5
DOI Heeds Lodge News Release	5
Letter to Director Mainella Reprint	6
Violence Against Park Rangers Press Release Reprint	6

and implement staffing and deployment models must be hastened and, where necessary, redeployment of personnel must take place".

It is a very sad commentary on the NPS that officer safety has been given such a low priority and it's an insult to both the Secretary and Inspector General that this one directive that used the work "immediately" has not been adequately addressed. It is also telling that the NPS has fewer officers on the job than in 2002 when "A Disquieting State of Disorder" was issued. The Ranger Lodge would like to publicly thank Her Honor Gale Norton, Secretary of the Interior, and His Honor, Inspector Earl Devaney, for pursuing these vital issues and not letting them fall by the wayside or be "studied to death" in time honored NPS fashion. The IG will be updating this report at regular intervals and the head of OLES will be expecting progress from all the Bureaus on all the directives. We hope to see a safer working environment for officers of Interior's land management agencies within the near future.

Randall Kendrick,
Executive Director

Big News, But No Surprise

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It's big news, but no surprise, when a Superintendent or other National Park Service (NPS) "leader" gets busted and thrown in jail, and the story makes newspaper headlines. Big news, because within their own little worlds (known as national parks) where they are protected from public scrutiny, and where they exercise almost complete control over law enforcement programs and, more importantly, information that might be released to the media, most superintendents and program managers never get exposed for their misdeeds and transgressions. No surprise, however, because eventually even the most dedicated manager must wander out into the real world where it is harder to keep their indiscretions under wraps, and where the local cops are more likely to view the NPS "official" as just an ordinary

citizen. In recent years where the internet allows news to travel like wildfire, we have seen this occur with embarrassing regularity (at a rate curiously close to that of ranger murders), resulting in the widely publicized arrests of superintendents and other NPS officials on charges ranging from kidnapping and raping young boys, to voyeurism, to interfering with officers and resisting arrest; not to mention, of course, the usual alcohol and drug "problems".

That said, some things are a whole lot less surprising than others. And for those who've ever observed the Everglades superintendent operate around her inner circle of friends within the NPS or ANPR leadership, Ms. Finnerty's Friday, August 1, 2003 arrest (at noon) for DUI (at a .308 B.A.C.) in Homestead, Florida ranks pretty high up there on the predictability scale.

It is all that much more ludicrous, therefore, to read the official comment offered by an NPS spokesperson, that the Everglades superintendent "showed no signs of an alcohol problem" prior to the events of August 1, 2003 (a walking, talking .308 B.A.C. who previously showed no signs of an alcohol problem?). This amazing statement, itself, reveals an awful lot about the NPS culture. Even when it has lost control of the situation and should know better, the National Park Service simply cannot help itself. So when one of its leaders (not the rank and file, mind you) gets him or herself in trouble, the agency instinctively reacts by coming to their defense with statements about what remarkable leadership they have exhibited within the agency, and expressions of absolute surprise that something like this could happen.

Problem is, by offering public statements about the "off-duty" arrest of the Everglades superintendent, and claiming they didn't have a clue that there might be a problem, the Service crossed the line and inserted itself into what might otherwise have been a private legal matter; and told a big, fat lie that demands challenge. If there is any chance that character references like these could be cited or brought forward from the National Park Service during any phase of legal proceedings that may follow, then it might be appropriate for the Dade County

prosecutor's office to first issue Grand Jury subpoenas to certain current and recently retired NPS leaders to explore the truthfulness of such claims.

Meanwhile, we can probably be somewhat more forgiving of Miami New Times writer Forrest Norman, who naively speculated in his August 14 article that an NPS manager "could hardly have attained [the "lofty" position of associate NPS Director and then Everglades superintendent] had she made a habit of guzzling booze for breakfast". It is understandable that an outsider or casual observer might expect that frequent and flagrant misconduct, if observed and recognized, would not be tolerated in an agency's senior managers. But few outside of the bizarre and closed world of the NPS could be expected to understand how the NPS really operates and how many of its "leaders" rise to and retain their positions of power.

The fact is that almost anyone within the NPS leadership could easily have predicted the events that occurred in Homestead at noon on Friday, August 1, 2003. And that is exactly the point.

Official statements and releases from the National Park Service notwithstanding, it is certainly not the case that no one knew about this problem. To the contrary; almost everyone knew. And therein lies the explanation of why nothing was ever done about it.

Virtually everyone within the leadership of the National Park Service knows everything (or at least something) about one another. Knowledge is power, and the longer you're around, the more you know, including those pesky character flaws that are often revealed and discussed only behind closed doors-be it hitting the booze, drug use, philandering, a predilection for young boys, gambling, "peeping", sexual assault or battery, attempting to blackmail enemies with secretly made recordings, diverting specially appropriated funds, lying under oath, falsifying vouchers, falsifying applications or background investigation forms, prohibited personnel practices, manipulating findings in that "white paper" or other report,

Anti-Deficiency Act violations, misuse of government credit cards, downloading porno at work, downloading porno at work, downloading porno at work, (enough!) etc. etc. And so, very few can afford to take appropriate action against another, for fear that their own dark secrets will be exposed in return (misprision of felony, anyone?). This explains why these very same people, when they are inadvertently "exposed", are so often treated with such great sympathy and tolerance - saved from any real administrative consequences. Instead, they typically retain their positions, their power, and their pay in defiance of all sense of reason and proportion. This also makes for a remarkably loyal, if not entirely ethical management "team". Even in flagrant instances, the most we typically see is a fortuitous reassignment into a newly created "deputy" something-or-other position, with no attendant loss of pay or prestige. "Do unto others" is most certainly being practiced here, in a very selective and twisted manner, because "there, but for the grace of God" they may, themselves, go.

Do all of the Service's managers fit this mold? Of course not; but it is pervasive enough to be reflected deep within the NPS culture so that those who don't "bleed green and grey", don't "develop their career" by mingling and making connections in the right employee "associations", and don't cut deals and play hard-ball agency politics with the rest of the gang, end up sitting on the sidelines and struggling to be heard.

This fundamental dynamic, combined with the very real ability of NPS management to thwart enforcement action directed their own way (how many times over the course of a career do you suppose certain superintendents and other NPS managers received a courtesy ride home in an NPS patrol car, rather than to a more appropriate destination?) also provides insight into why conducting routine "Background Investigations" on non-commissioned managers who oversee law enforcement programs will be so completely ineffective. Does anyone really expect to find documentation on this type of conduct in the park's local police records, or in a manager's OPF? Or that the OPM investigator will get the chance to

interview the ranger who did catch the superintendent loaded on the job - or talk to the subordinate who caught the district ranger or associate regional director banging his secretary on his desktop or in a broom closet? And contrary to popular mythology, the problem we face is not merely with non-commissioned managers. Many of the integrity and conduct problems found within the ranks of NPS management (to include obstruction of investigations) are displayed with disturbing frequency by commissioned counterparts, as well, who have already "passed" through the background process (any chief park rangers come to mind?).

Over the course of time most of the workforce eventually assimilates into the NPS culture and becomes numb to this type of behavior (especially as they rise through the ranks), learning to embrace the NPS adage that all those rules, regulations, and even Federal statutes are really "just guidelines", and that if one is truly a dedicated Service employee (i.e., "green blooded"), he or she will not embarrass the Agency by acknowledging or exposing its problems.

And what about the remedy known as "whistle blowing"? Well, if recent events are any indication, that practice has become even more dangerous than before. With the establishment of its own "internal affairs bureau" NPS leadership now appears more inclined than ever to use the resources at its command to discourage whistle blowing and free speech; attempting to use the I.A. function not to investigate allegations of management misconduct, but instead to target those very employees who come forward with legitimate complaints and evidence. In one recent case a female employee was actually given a two day suspension for attempting to turn in her supervisor, producing evidence downloaded from the pornographic site her supervisor (the chief ranger) had been viewing at work. He only got three days! (For more on this amazing story and the perils of whistle blowing, check out Editions #252 and #253 of *Thunderbear*, at www.workingnet.com/thunderbear/).

In spite of the best efforts of the Office of the Inspector General and their "right on" observations and recommendation, we are

left with a situation where NPS management remains free to do as it likes; with the NLC and superintendents firmly in control of the law enforcement program; and absolutely no credible system of checks and balances in place to prevent the sort of abuses and misconduct so accurately cited by the I.G. nearly two years ago in his report, "A Disquieting State of Disorder". And so the next time a ranger is murdered, or some NPS manager makes headlines by getting busted by the local cops, it will continue to be "big news, but no surprise".

Lodge Helps Save NPS Basic Training Program

The Lodge has learned that DOI will not cut the current NPS-FLETC integrated basic training program.

DOI had planned to cut the basic course down to the standard package offered for other DOI agencies. The Lodge believed this to be a serious mistake and wrote a letter to the Secretary of Interior to that effect.

Rangers have a number of significant training needs that differ from other DOI agencies. Rangers operate in areas of exclusive and concurrent jurisdiction, investigate traffic accidents -- and are faced with a much higher assault rate than their colleagues. As of last week, DOI officials had told the NPS that the program will not change.

Finnerty Case Update

NPS investigators have taken over the investigation into the Everglades Superintendent, and former administrator of the NPS law enforcement program, arrested for DUI. One item of interest is the leave slip for Finnerty, and at what time did the slip get turned in.

The Lodge's chief interest in the case is the status of the Superintendent's background check. As Associate Director, Finnerty should have had a background check. Post 9-11, it was found that almost nobody in

NPS upper echelons had one. The NPS has required superintendents to have a background check for the last year.

If Finnerty's was not initiated, we hope an investigation into the regional director will be initiated. The repeating message for this issue: A policy without compliance is just a piece of paper.

DOI Seeks Funding Solution To FOP Dangerous Parks

The DOI budget office has asked the NPS budget office for cost estimates to fix the 16 parks on the Lodge's list of dangerous parks. This request came immediately after ABC's 20/20 reported on the Lodge's list.

Lodge Executive Director Randall Kendrick worked very closely with ABC Producer John Bilotta and was almost in daily contact with him.

NPS officials have interviewed managers at each of the parks.

A significant majority agree with the lodge's characterizations of their parks, while some responded with twisted words and befuddling statistics.

Several park managers were asked whether they were contacted by the FOP in researching the list. As if any park manager would have openly cooperated -- or as if the NPS itself had ever bothered to research where the greatest dangers to rangers existed!

The Lodge extends this offer to the NPS:

If the NPS will undertake its own valid, unbiased national study of where park rangers face the greatest dangers -- from under staffing, to policy violations, to inadequate equipment -- publish the results and allocate resources to address the greatest concerns first, we will no longer produce the Dangerous Parks list.

Based upon reports we have received from managers tinkering with LENA numbers this summer, we don't believe this is likely

to happen in the near future.

No Net Loss? Nobody Cares.

Since December, 2002, NPS policy has been that of no net loss of law enforcement personnel.

This policy has been routinely violated by NPS managers. As of last month, there were a total of 10 fewer commissioned rangers than a year ago, according to NPS 6c statistics. Counting 6c positions is a fairly simple task, involving a simple computerized poll of the payroll system.

No effort has been made to count seasonal commissions, however, which make up a major or significant share of the NPS law enforcement workforce.

We believe this to be a case of negligent management. A simple solution would be to require parks to report to regions, and regions collect the data and forward to DC. Regions should have been held accountable for No Net Loss. Yet nobody is accountable. A policy without compliance is just a piece of paper. A piece of paper which raised false hopes among rangers only to disappoint them again.

Since the IACP reported that appropriations for the NPS are up 56% in recent years while the number of commissioned rangers are down 9% there obviously are areas where funding can be moved to retain and augment the ranger workforce. In our view, there are some positions that should never have been filled in the first place; now, it's tough to do away with these encumbered positions but we don't feel it's tougher than being sent out to cover an emergency situation alone, with backup an hour or more away, with a communications system that may or may not be working.

Baldly stated, in this day and age, commissioned ranger positions are more important than many other NPS jobs; and, if other jobs have to be eliminated to fund ranger positions, so be it. We would not be in this position if the arrogant and cavalier NLC had taken law enforcement seriously

over the years.

COE "Morning Report"

Here is a next day report from one US Army Corps of Engineers recreation area, or project as they are often known. Remember, the rangers who work these areas write citations, and enforce the appropriate codes and laws governing their property. They do this without any more defensive equipment than pepper spray. Management does not allow them to carry firearms in pursuit of their duties.

The COE "Morning Report"

We know of no national statistics on crime or other serious incidents on the lands or waters managed by the Civil Works side of the Army Corps of Engineers, but anecdotal accounts suggest that COE personnel face the same range and severity of problems as rangers of other land management agencies. At least some of the Corps' districts circulate summaries of serious incidents within district-wide reports, along with many other types of information.

Here is an example of what a "COE Morning Report" might look like, based on one district's internal memorandum:

Heavy park visitation occurred over the weekend. Many parks filled to capacity and had to be closed.

A felony arrest occurred at Duckett Mill Park. Subject was armed.

A narcotics incident involving "crystal meth" occurred at Chestnut Ridge Campground. Subject fled from officers on foot and was not apprehended. Subject's vehicle was impounded and ... discovered to be stolen.

Three vehicles were broken into at Shoal Creek Day Use Park.

A male subject was arrested at Shady Grove Campground for assault on his wife.

A suicide occurred in Keiths Bridge Park...

All of the above incidents occurred at the

same project and were taken from a single weekly report in July. (Admittedly, an extreme example.) COE rangers, we at the Lodge would like to know how major incidents are reported in your district. Can you send us examples?

NPS Loses 165 Commissioned Rangers

According to officials at FLETC, where the only accurate count is documented, 165 commissioned park rangers of the National Park Service have left the agency for other federal law enforcement agencies. The loss of expertise plus the cost of their training is huge and you don't replace these front line men and women overnight. The NPS still has not tried to address the twin problems of retention and recruitment. The IACP - remember them? - hinted at part of the problem when their report said, "unlike any other state, local or Federal law enforcement program in America, Interior's Bureaus lacked any discernable staffing methodologies". Staffing at the NPS was described as being "patently illogical and erratic". Within ten months of 9/11, the Customs Service had raised the basic grade of its front line officers to GS-11 because the agency heads realized the ante had been raised and they, and the rest of us, had entered a new era. NPS Director Mainella does not seem to share this view. Rangers are left at GS-9 and, given the poor working conditions and horrible safety record of the NPS, are leaving in significant numbers.

The 165 rangers who have left the agency represent at least 11% of the workforce. That's right, one out of nine rangers have looked at their future and determined it lay with another agency. The US Forest Service in some western regions have a majority of their officers made up of former NPS rangers. Higher pay, safer working conditions, support from management and a professional line authority organization are offered by agencies like the US Forest Service. Also, the USFS has a radio system that works and their officers can rely on it. In the NPS, a newly created job that pays \$140,000 per year is being created in the New York City area for..... what? You tell me. All the parks there have superintendents and there

is a regional director. For that kind of money, the NPS could begin addressing the radio problems at Amistad, Shenandoah and Cape Lookout for starters.

Retention of professional rangers will continue to be a problem until the NPS raises pay, fixes the poor working conditions of many parks, adopts line authority with a separate budget for law enforcement, and adopts the recommendations of the Interior Inspector General and, to a lesser extent, the recommendations of the IACP.

Randall Kendrick
Lodge Secretary

NPS/FLETC Meeting

There was a meeting in Washington DC on Thursday 8-21 between the NPS/FLETC staff, The Associate for Resource and Visitor Protection, Interior personnel Steve Calvary and Larry Parkinson. This meeting was in regards to Interiors' wish of doing away with the current National Park Ranger Integrated Program and putting the NPS basic students into the Natural Resources Police Training Program. The decision was made at this meeting to keep the NPRI and to work with the FLETC in the development of a core curriculum training program for all the agencies at the FLETC. This concept has been in the development stage and the NPS supports the concept. This program would not have a detrimental affect on the current NPRI as far as content and length of the current program. The FLETC should be able to develop this program within the next two years. It was said that the Lodge's letter to Secretary Norton on this topic was instrumental in reviewing Interior's decision and as Mr Henry has stated above, changing course and bringing other land management agencies up to the FLETC/NPS standard and not bring the FLETC/NPS standard down to their level.

The other subject discussed was the shutting down of the Seasonal Academies by January 2004 and doing away with the seasonal program in the NPS. This proposal was in the draft copy of DM-446. The decision was made to strike the date of January 2004 and the NPS/FLETC would develop a plan to gradually phase out the seasonal program

in a time frame of 8 to 10 years. The Interior agreed to support the proposal that is currently in the OFS system to implement a Protection Ranger Intake Program that would be run by the NPS/FLETC for a centralized recruitment, hiring and training program for all Protection Rangers. This proposal would include the converting of all seasonal positions to Career Conditional Subject to Furlough and requiring everyone with a commission to attend the basic program NPRI and successfully complete the Field Training Program.

We are in the process of getting all of this in writing from Interior.

Dispatch at NCR

During the past five years, the National Capital Region has made a concerted effort to provide full service dispatch services to its 50 protection rangers working in seven of the 13 NCR parks. Presently, the National Capital Region Communications Center is fully operational, providing 24 -hour service year-round. The center is staffed by eight full time dispatchers and one STEP dispatcher. Two dispatchers are on duty during the day and evening shifts, and one at night. The full performance dispatchers are GS-7s and the center manager is being upgraded from GS-9 to GS-11 as a result of being assigned regional radio coordinator duties. All dispatchers receive APSCO certified training.

The center provides a full range of dispatch and resource mobilization/coordination services to support law enforcement, wildland fire, emergency medical services, search and rescue, natural disaster response, and special events. A toll-free public safety answering point (PSAP) emergency number and resource crime hotline is provided to the public and cooperating agencies. Promotion of the toll-free number is carried out through posters, bumper stickers, telephone stickers, and refrigerator magnets. Dispatchers provide full service dispatch support to rangers including tracking of personnel on duty, assigning response to incidents, conducting checks of various criminal databases, entering warrants into databases, recording of all telephone and

radio transmissions on Dictophone grade equipment, preparing a weekly summary for the regional office and parks on significant incidents and personnel deployments to LE, SAR and fire incidents. All equipment is state of the art as it has been purchased within the past four years.

A number of key events had to occur to make this center possible. First, we obtained support from the parks' chief rangers and superintendents. Second, Regional Director Terry Carlstrom provided full funding support for the development and operation of the center. After the deaths of several rangers in the line of duty, the RD asked the regional chief ranger what he could do to support his rangers and provide for their safety. Full service dispatch support was at the top of the list. While the dispatch support was the major item he supported, it was not the only thing. He provided additional funds to improve in-service training and buy new body armor for all rangers. Also, all rangers have been provided M-16s, and PPE for civil disturbance activities among others. RD Terry Carlstrom's focus on ranger safety and employee safety in general have been superb. NCR could not have a leader more concerned about safety.

Most of the actual work of developing the center was done by the C&O Canal NHP and NCRO Ranger Services Division, with support from the parks. The center is hosted by the park and provides day to day supervision of the dispatchers. Presently, the annual budget for the center is between \$500,000 - \$600,000. Most of the expense is for personnel salaries, administrative support provided by CHOH, phone lines, and service contracts.

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DOI Heeds Lodge News Release

The Department has requested information in the form of issue papers regarding the 16 parks announced on the U.S. Park Rangers Lodge of the Fraternal Order of Police's (FOP) list of the "Ten Most Dangerous National Parks" in June 2003. The first 10 parks were listed by the FOP as "most dangerous" and the last 6 as "dishonorable mentions":

The Parks included in this list are:

Most Dangerous:

1. Organ Pipe Cactus National Monument (Arizona - Intermountain Region)
2. Amistad National Recreation Area (Texas - Intermountain Region)
3. Big Bend National Park (Texas - Intermountain Region)
4. Lake Mead National Recreation Area (Nevada/Arizona - Pacific West Region)
5. Coronado National Memorial (Arizona - Intermountain Region)
6. Biscayne National Park (Florida - Southeast Region)
7. Shenandoah National Park (Virginia - Northeast Region)
8. Delaware Water Gap (New Jersey/Pennsylvania - Northeast)
9. Edison National Historic Site - (West Orange, New Jersey - Northeast Region)
10. Yellowstone National Park (Wyoming - Intermountain Region)

(Dis) Honorable Mentions:

11. Mojave National Preserve (California - Pacific West Region)
12. Bandelier National Monument (New Mexico - Intermountain Region)
13. Padre Island National Seashore (Texas - Intermountain Region)
14. Devil's Postpile National Monument (California - Pacific West Region)
15. Grand Canyon National Park (Arizona - Intermountain Region)
16. Jean Lafitte (Louisiana - Southeast Region)

In addition to the parks listed above the Department is requesting information (discussed below) on any other parks that NPS believes are in categories of "most dangerous" or "dishonorable mention".

Requested Information

The Department has requested issue papers for each park listed above and any additional parks. The issue paper will include the following.

- Table for FYs 1998 Enacted, Enacted, Enacted, 2004 Budget Request, and FY 2005 Proposed with the following rolls for data":
 - A. Park Base Funding
 - B. Law Enforcement Funding
 - C. Law Enforcement FTEs
 - D. Visitation (FYs 1998 and 2002 only)
 - E. Percentage change in visitation (change from 1998 to 2002)
 - f) Acreage (FYs 1998 and 2000 only)
- Brief Description of Law Enforcement issues in the park

Due Dates:

1. By Tuesday, August 12th regions should provide a list of any parks they feel should be added to the list of 16 parks.
2. After the WASO Budget Office reviews the listing of additional parks, we will send each region a template for each park with most of the numbers for table provided. We will provide the numbers for:
 - A. Park Base Funding (all years);
 - B. Visitation (1998 and 2002); and
 - C. Acreage

We will need the parks/regions to provide:

- A. Law Enforcement Funding (all years)
- B. Law Enforcement FTE (all years)
- C. Verify visitation, acreage, and percentage change in visitation
- D. Brief description of Law Enforcement Issues.

The completed templates will be due to the WASO Budget Office by Tuesday, August 19th. Please send your response by the requested due dates to me, Jackie Boykin, via email to Jacqueline_Boykin@nps.gov or if you have any questions please feel free to give me a call at (202) 208-4221. Thank for your assistance.

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September 9, 2003

Ms Fran Manella
Director, National Park Service
1449 C St. NW
Washington, DC 20240

Dear Director Manella:

Thank you for the progress you have made in law enforcement reforms as evidenced by the Inspector General's update of September 5. We urge you to take steps to rapidly complete the remaining reforms.

We also urge you to increase the number of rangers in the field. This was the most urgent request of the IACP and the IG. The IG's update pointed this out as well, and he added that this request has not been acted upon. Your No. Net Loss policy was a good start to this, but there is some enforcement of it, but a policy directing the growth of the workforce is essential.

Essential to a program of growth in the law enforcement program is a plan to keep additional monies invested in law enforcement dedicated to the program to which they are appropriated. We wish to reiterate our position that funding for law enforcement should be separated, much like Firepro funding, to prevent superintendents from siphoning off money allocated for law enforcement. This is endorsed by the IACP and the IG.

We wish to warn you that superintendents and others who are supposed to be implementing your policies will attempt to find ways to defeat them. We expect superintendents to drastically cut funding for law enforcement and attempt to hold the money in park operations budgets in advance of any move on your part to implement a line-item law enforcement budget. A "No-Net-Loss" policy for law enforcement funding must also be implemented and enforced in order to meet the IG's goal. It is the next logical step.

We have written to you in the past about the "National Leadership Council," and how it has worked against your efforts for implementing reform. This institution has focused on creating NPS policy instead of implementing the policies that come from your office. We strongly recommend, as we have in the past, that you abolish this institution as a policy making body, and make it a working group for implementing the policies of the Director. We are grateful for your efforts in including law enforcement managers on the NLC.

A year ago at a rendezvous of NPS employees, former regional director Karen Wade urged rangers to give up their law enforcement commissions in order to move into the upper ranks of NPS management. We think that employees should not have to make this sacrifice in order to grow within the organization, and urge you to make provisions for commissioned personnel to move into top level positions in the organization. This may involve creating a new class of commission -- an administrative commission, that adapts to the changing needs of the agency and allows managers with LE backgrounds to hold on to their commission, and those with extensive LE experience to regain their commissions with a minimal retraining program.

The issue of low law enforcement retirement in the NPS is a long and difficult one. Long-term NPS law enforcement officers are losing their retirement savings because of lack of agency support. We feel this could be a deterrent to rangers wishing to move up in the organization, and to potential applicants wishing to join the agency. We ask you to work for legislation that will guarantee a retirement for all NPS commissioned personnel. As documented by FIETC, the NPS has lost 11% of its commissioned rangers in the past year of so safety and pay are two concerns, but potentially losing their [e] retirement benefits is another major factor.

Sincerely,

Randall Kendrick
Executive Director



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FOR IMMEDIATE RELEASE: Wednesday, August 27, 2003

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VIOLENCE AGAINST PARK RANGERS REMAINS HIGH

Two Deaths and 98 Attacks in 2002; NPS Assailed for Ignoring Growing Trend

WASHINGTON, DC - Threats, harassment and attacks against National Park Service rangers and policemen remained high for the second year in a row, including two officers killed in the line of duty, according to agency records released today by Public Employees for Environmental Responsibility (PEER).

Commissioned law enforcement rangers were victims of violent attacks 98 times in 2002, about one third of which resulted in injury. This figure parallels the 2001 high of 104 violent incidents. The National Park Service does not keep records of attacks on non-commissioned employees.

Regionally, the Nation's Capital experienced a disproportionate level of violence. 28 attacks occurred within the District of Columbia, and 16 more in neighboring Maryland and Virginia. Rangers in California faced the second-highest level of violence, with 11 incidents. Other states, including Minnesota, Tennessee and Wyoming, also registered multiple attacks.

Last August, Park Ranger Kris Eagle was shot and killed in the line of duty during a struggle with fugitives at Arizona's Organ Pipe Cactus National Monument along the Arizona-Mexico border. For the third year in a row, the U.S. Park Rangers Lodge of the Fraternal Order of Police named Organ Pipe as America's Most Dangerous National Park.

Noting that park rangers are 12 times more likely to be killed or injured as a result of an assault than FBI agents, Randall Kendrick, the Lodge's Executive Director, contends that the Park Service has failed to provide adequate staffing to prevent further violence. "This agency refuses to admit that times have changed, even though study after study has pointed out the obsolete and dangerous practices of the National Park Service," Kendrick stated.

"The severity of attacks against park rangers appears to be on the rise," commented PEER's National Field Director Eric Wingerter, whose organization maintains the country's only database documenting violence against federal resource employees. "The fact that it refuses to track violence directed against its biologists, naturalists and non-commissioned rangers suggests that Park Service leadership does not regard the safety of its employees as a priority."

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View the Fraternal Order of Police's 2003 "Most Dangerous National Parks" list at <http://www.rangerdep.com/danger3.htm>

View the violence statistics for other resource agencies during 2002 at <http://www.peer.org/press/383.html>

Lodge Website

Brother Duane Buck has built and maintains the Lodge website. We keep it updated with notices and links to other sites that we think are interesting and/or helpful to resource based law enforcement officers. Visit it often between issues of the Protection Ranger to keep current on things that affect you and your job. The address is www.rangerfop.com

Application for Membership

I, the undersigned, a full-time regularly employed law enforcement officer, do hereby make application for active membership in the U.S. Park Rangers Lodge, FOP. If my membership should be revoked or discontinued for any cause other than retirement while in good standing, I do hereby agree to return to the lodge my membership card and other material bearing the FOP emblem.

Name: _____

Signature: _____

Address: _____

City: _____

State: _____ Zip: _____

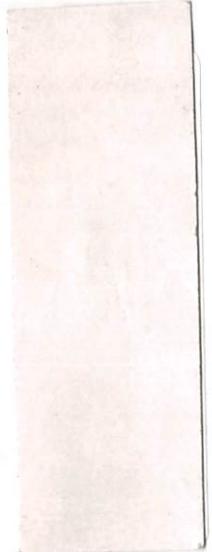
DOB: _____

Permanent Rangers: \$52/year
Seasonals and Retired Active Members: \$35/year
Associate (non-Commissioned) Membership (Newsletter only): \$35/year

Renewals: You do not need to send in this form to renew. Enclose a copy of your Commission (new members only).

Agency and Work Unit: _____

Mail to: FOP Lodge, POB 151, Fancy Gap, VA 24328
Phone: 1-800-407-8295 10am-10pm Eastern Time or email randallfop@ls.net



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