

# The Protection Ranger



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The Newsletter of the U.S. Park Rangers Lodge, Fraternal Order of Police

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## President's Message

By Greg Johnston

In the brief time that I have been president I have been posed the question multiple times about why someone should join the FOP. What benefits will I receive and is it worth the money? I can think of two good reasons for joining: (1) Being part of and supporting a Fraternal organization whose members have common problems and goals; and (2) Working towards the goal where Rangers will achieve the proper compensation and support in a system where they do not have an adequate voice.

I think back to my college days in a Fraternity whose guiding principle was 'for the great joy of serving others', a phrase that has guided me throughout my life and what attracted me to become a Ranger. I see our job in the NPS as one with great pride and satisfaction that few other people will ever know. Whether I am arresting a person for DUI, assisting on a rescue, giving directions to a lost visitor, or working a poaching patrol; I know that I am serving the public and protecting a legacy for generations to come.

This principle also attracted me to the Park Ranger Lodge and later motivated me to become active as a Lodge Executive Board

member. I see the FOP membership as a group of men and women who have made a personal commitment to each other to improve our safety and compensation while trying to gain a voice in our professional lives. All Rangers enjoy the fruits of the Lodge's past campaigns and some will enjoy future victories without a minimal financial commitment to become a member.

Is \$60 dollars each year worth the potential for GS-11 journeyman level positions, increasing staffing, increasing funding, and pushing Law Enforcement reforms? Yes. Who else is going to fight this battle for the field level law enforcement Rangers?

## Lodge Benefit Explained

One of the benefits of being a member of the US Rangers Lodge is that if a serious event takes place in your professional life - like a shooting or a resisting arrestee gets injured - you can, and probably should, phone the Lodge at 800 407 8295 and talk with me. Usually, I will direct you to the law firm of Passman & Kaplan, where you will get a Lodge-paid consultation on how best to handle your particular situation and what your rights are under existing Civil Service regulations.

As an aside, the lawyers at P&K are very busy and it may take a day or two for you to get your consultation. That puts a premium on your contacting the Lodge as soon as the incident is over so we can get the law firm working on your behalf. This benefit covers a hole in the FOP Legal Defense Plan where they won't pay for a lawyer until you are actually charged with something. By then, it may be too late.

The Lodge provides an immediate

## RISE IN DUES

It is the Lodge's promise to you that every penny of the extra dues collected - \$60/year for permanent officers and \$40/year for retirees, associates and term employees - will be used to further the profession of land management officer and to provide aid to members who experience troubles in their work life. The Executive Committee hopes you understand the need to raise dues for the first time in seven or eight years and want everyone to realize that this money will be spent to further the profession.

consultation so that you can take steps, if indeed there are steps, to avoid being charged with anything.

I hope you all can avoid a situation where your commission or job is at risk but experience tells us that a couple of you won't escape. Having the knowledge of what can happen administratively, civilly or criminally is crucial and the Lodge has been using this method for over ten years now to provide the members in need with just such vital information.

I am available to discuss this with any member at [randallfop@LS.net](mailto:randallfop@LS.net) or 800-407-8295 [10AM to 10PM eastern time]. Sometimes knowledge is your best armor and your dues pay for this program if you should need it.

Randall Kendrick  
Executive Director

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## HR 218 Passes House

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*This piece of legislation has been in the Congress for many, many years. The officers of the Grand Lodge and the members of the FOP DC office have pursued this bill day in and day out for as long as it has been introduced. If passed and signed into law, it will take away an awful lot of uncertainty in the minds of police professionals when they travel interstate. This bill also recognizes the fact that even though an officer may be retired, the decades of experience and training have been going to waste: This will not now need to happen. All in all, it's a good bill that deserves to become law.*

*Randall Kendrick,  
Executive Director*

FOR IMMEDIATE RELEASE  
CONTACT: TIM RICHARDSON  
23 JUNE 2004

(202) 547-8189

H.R. 218 Passes House!!!

F.O.P.'s Grassroots Effort Instrumental to Today's Success

Chuck Canterbury, National President of the Grand Lodge, Fraternal Order of Police, hailed the adoption of H.R. 218, the "Law Enforcement Officers' Safety Act," by voice vote. The legislation, sponsored by Representative Randy "Duke" Cunningham (R-CA) was considered on the House floor today under a suspension of the rules.

"The Fraternal Order of Police has been working on this legislation for a long time," Canterbury said. "We knew that we would win today's vote--every time this legislation has been considered by the House or the Senate it has passed."

The bill, which exempts qualified active and retired law enforcement officers from State and local prohibitions with respect to the carrying of concealed firearms, is the F.O.P.'s top legislative priority. The legislation has wide, bipartisan support in both the House and Senate, with two hundred and ninety-three (293) and seventy (70) cosponsors respectively.

Last week, President George W. Bush

wrote a letter to Canterbury recognizing the F.O.P.'s hard work on the bill, which he described as one which would "better protect our Nation from danger." The full text of the letter can be found on the FOP's website at [www.grandlodgefop.org/letters/ltr\\_040618\\_bush.pdf](http://www.grandlodgefop.org/letters/ltr_040618_bush.pdf)

"With the strong support of President Bush, House Majority Leader Tom DeLay (R-TX), and other members of the House leadership, we got the opportunity to put this bill on the floor," Canterbury said. "But it was F.O.P. members that made the difference today--their calls to Representatives resulted in a lopsided victory for rank-and-file law enforcement officers."

The legislation now goes to the Senate for further action. In March, the Senate approved an amendment virtually identical to H.R. 218 on a 91-8 vote, but the underlying bill was ultimately defeated.

"I have a great deal of confidence that President Bush will be able to sign the 'Law Enforcement Officers' Safety Act' before the end of this Congress," Canterbury said.

The Fraternal Order of Police is the largest law enforcement labor organization in the United States, with more than 318,000 members.

### HR 218 PASSES!!!

Dan Blake  
VA Lodge President  
7/8/04

I am proud to announce that HR 218 passed the Senate and is on the way to the Presidents desk. As you know, President Bush has assured me by letter that he will be pleased to sign this legislation. Congratulations to our Grassroots Program and the Legislative Office for this achievement.

### GET WELL JOE!

Long time Lodge member Joe Wegener, now retired from Lake Mead, has been having a rough time lately and we all want to wish him and his family our Best Wishes for a speedy and complete recovery. Individual messages would be appreciated and if any member does not have Joe's address, contact me at the Lodge, [randallfop@LS.net](mailto:randallfop@LS.net), and I will give you his address. Joe's fighting a tough fight but we're guessing (and hoping) that he will win. Tough fights have always brought out the best in Joe and with a little luck and support, he will come out on top again.

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### Making It Right, Right Now

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How many rangers will have to die in the line of duty before the NPS begins the law enforcement reform process. The answer today is the same as it has been for years: At least one more.

After the murder of Joe Kolodski, a torrent of e-mails circulated around the Service. One by a prominent Chief of perhaps the busiest LE park in the system vowed that he would not rest until the system had been fixed. After that, he disappeared off the map. Some of the most outspoken voices for reform in NPS law enforcement management have retired.

Churchill noted that an "iron curtain" had descended across Europe after World War II. Today, a Great Stone Wall has been built around WASO-RAD. It is a wall that is high enough where you can talk to those inside, but it inhibits all movement, and all progress toward reform.

The Great Stone Wall dealt with the Service's number one need for more rangers by creating a policy of "no net

loss," then failed to enforce it. Superintendents and quisling chief rangers began all sorts of scams to defeat this policy. The latest and the greatest is the "acting" scam. When a LE position becomes vacant, someone is detailed into it. If it is in the same park, two people are doing the work of one, with a net loss of one FTE. One Chief is being detailed for six months to another park, leaving his position vacant. A net loss, but not a real net loss to WASO.

This seems like a blatant scam to anyone who would look, but nobody is looking. Those who would blow the whistle are now afraid of being "Chambered." If they can do it to the Chief of the USPP, pity the poor field ranger.

The field is not so stupid as to see that the Bob Marriott position in Washington was not filled, and the FLETC superintendent position was not filled - meaning that "no net loss of law enforcement" doesn't apply to WASO. The special agent org chart is loaded with vacancies, but there are no vacancy announcements, and no plans to fill them.

The bigger scam, however, is how a policy of No Net Loss has been put up in place of what the recommendations of the IACP and OIG held - a net gain of 615 rangers from 2000 staffing levels.

One year ago WASO made parks hurry up to compile staffing needs from law enforcement needs assessments with the stated goal of submitting requests for staffing. In one year, there has been no national initiative to increase staffing.

We are now 4 years after the initial recommendation for more rangers. All we have to show for it is a policy that isn't being monitored, and yet another stack of reports, LENA's. Where are the rangers?

The Lodge has requested to see the recommendations for increased staffing levels, but was told that they are not available. The Lodge has requested to see the work plan of the Associate Director for Visitor and Resource Protection on two occasions, and has received nothing.

No park proceeds without a work plan. Performance Management, a.k.a. GPRA, means everyone should have a work plan with goals for their operation. Either the AD has no goals, has no plan, or is unwilling to share it with the field.

Prior administrations in Ranger Activities published a newsletter called "Bullets" that discussed issues and happenings with the field. This is gone. There is no communication with the field from the "Central Office."

The IACP used the term "Central Office" on several occasions to denote a command and control operation for the management of the NPS LE program. There is none of this today. The most recent evidence of this is the expiration of RM-9. RM-9 was originally crafted to be a dynamic document. No longer did it need approval of the Director for change. The Associate Director could make needed changes to one chapter at a time at the stroke of a pen.

So far, after major studies of the LE program, major new technologies, the complete revamp of the Special Agent program, the creation of an Internal Affairs unit, that pen has not touched paper.

A major re-write of the document was planned, and is "in progress," but the workgroup meeting was cancelled due to "Travelgate." At least, that's what the excuse was.

And an excuse it was. Travelgate was about junkets to Africa, not about leaving the NPS without a current LE policy manual. In the age of e-mail and internet conferences, the travel excuse does not fly. Farming it out to a workgroup would have at least rendered something.

The Lodge was never a fan of the Chief Ranger Advisory Board, or whatever they called themselves. They accomplished little and spent much time on meetings and travel. However, they did make an occasional decision.

Under the current leadership, decisions are made like cave formations - painfully slowly, often in the dark, and rarely revealed. The decisions toward LE reform

that have been made have largely been those of ceremony and window dressing. An Honor Guard. Big Badges.

The greatest accomplishment of the current RAD group is the creation of the Field Training Program, of which we are thankful. But the field is well aware that the work on the program was done at FLETC, not WASO. And parks in the program are suffering from loss of ranger time now given to the program. In essence, we have a field training program that has no staff. The staffing needs of the FTP need to be added to that mystery mix of VRAP numbers and funded to the parks. Stop bleeding the field.

Other less significant projects include the reorganization of the Special Agents, and the creation of an internal affairs unit. These changes, however, are largely ornamental. We didn't increase the size of the service by hiring a SA corps, we just moved the pieces around and took them out of the field, and took funding from the field to pay for them.

What is needed by the Service is a serious commitment to meet the needs of the field ranger for safety purposes

Since WASO Visitor and Resource Protection won't supply their work plan, please allow us to develop one for them.

1. **Communicate What You Are Doing, and Will Do, To The Field:** If a tree falls in the forest and it doesn't make a sound... If WASO is indeed doing a great job, they are doing a lousy job of telling anyone about it. Tear down that Great Stone Wall.
2. **Delegate:** WASO LE now has a staff size that is larger than most parks, and compares to a region. Somebody needs to get some work done and decisions made. One key WASO manager is quoted as saying that he has hundreds of unread e-mails in his inbox. How can you manage a program like that?
3. **Hire More Rangers:** The FOP said it 10 years ago, the IACP said it 4.5 years ago, DOI concurred. Yet WASO would rather keep campgrounds open than have a safe working environment

- for LE Rangers.
4. **Equip Rangers Properly:** Major radio systems are still in need of repair. Issue rangers rifles. When FLETC re-issued the Kolodski murder video, one recommendation was that all rangers be equipped with rifles. As anyone familiar with homeland security details is aware, there are a massive number of rangers in the field without access to rifles. The equipment issues of the NPS are monstrous. The Sig Sauer pistols of the NPS are rapidly aging and in some cases exceeding their useful life. There is no program to assure annual maintenance on all firearms is accomplished, as required by policy. Armorers report to us that some parks have never sent firearms to an armorer for service. Our concern also lies with the status of shotguns and rifles.
  5. **Train Rangers Properly:** The Field Training Program is a good start, but for most rangers, it is also the end. There is no quality control for refresher training in the Service, and it shows. As FLETC stated in its new newsletter, they believe that rangers under-respond in use-of-force incidents. We agree. We believe that there are several reasons in the NPS culture for this. Because NPS law enforcement is managed by people often without experience in law enforcement, many have a gut reaction against any type of law enforcement, especially LE that uses force. Second, the NPS had a policy in RM-9 that rangers were to use only the lowest level of force necessary. They changed the policy but did not change the mind set of field rangers through re-training. A Training Needs Assessment needs to be completed for the entire NPS LE program.
  6. **Improve LE Supervision:** There is no course of LE supervision training in the NPS, although LE supervision has strict requirements. One can't become a crew boss on a fire without a course of supervision, but one can become a Chief Ranger, even the chief of the NPS, without any training in managing or administering a law enforcement program. The NPS needs to develop a training curriculum and field training program for LE supervisors, managers, and administrators.
  7. **Fix The Policy:** Re-write RM-9 within 90 days. Create annual reviews of policy and re-write needed chapters each year.
  8. **Do Some Quality Control:** Simply drafting a policy then hoping that people comply to it is a joke. Thus, the NPS can hire rangers without a psychological screening process as required by DOI policy. Why not just eliminate the background check? Standardize hiring of rangers so that all are interviewed, and screen them to be sure they are capable of using force to defend themselves. Screen parks to be sure they are complying with policy. Create operation evaluation teams to tour parks to assure compliance with policy and efficient operation.
  9. **Improve Hiring:** Yes, some rangers are hired without an interview, without being told about the job, and without any briefing as to the LE needs of the job. The safety of rangers in the field requires that we hire people who are capable of doing the job, physically and mentally.
  10. **Improve Retention:** The NPS needs to compete with other federal agencies for quality in law enforcement. ICE realized that when they increased the pay of customs inspectors to the GS-11 level. The BLM has been trying for years, against NPS wishes, to increase journey pay to the GS-11 level. The NPS has been losing rangers to other agencies at an amazing pace. Starting with pay, the Service needs to look at ways of retaining rangers.
  11. **Do Some Personnel Management:** The Service needs to look at its staffing from a demographic standpoint and anticipate future needs. It needs an exit interview program to find out who is leaving and why. And it needs staffing management. Is it reasonable to expect a ranger to work at a quiet park for 5 years and be safe on the job? Should that ranger be rotated to a summer at a busy park to maintain skills? Somebody ought to be looking at the big picture for the future of the ranger workforce.
  12. **Fix the Stupid FLERT mess:** If ever

there was a case to be made against intelligent life on this planet, it is in the way the NPS has managed law enforcement retirement. One top NPS LE manager declared "war on FLERT" two years ago. FLERT won. If there is any decency in the way the NPS treats employees, fix the FLERT mess within 6 months.

This is not the definitive guide to fixing the NPS. But it's a better work plan for Visitor and Resource Protection than anything we've seen from them. We need a leader, we need a map, and we need a compass to keep us on course. We've been given a stone wall. It's time for a change.

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## How FOP Grand Lodge Endorses A Candidate For President of the USA

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Individual Lodges and State Lodges cannot use the Fraternal Order of Police identity to endorse a candidate for President of the USA. Only the Grand Lodge can. Here is some information on the procedures used by the FOP to arrive at a candidate to endorse:

**Presidential Endorsement Procedure:**  
Jim Gaudet, National Trustee is forwarding this information received from Chuck Canterbury, President National Lodge.

*Brothers and Sisters:*  
*It had been my intention to release the Screening Committee Information as it became available so that we could help speed your ability to get the information out to our members. After reviewing the Resolution that passed in 2001 at the Conference and consulting with the Committee Chair and the Executive Board, we decided that we could not violate the Resolution. The Resolution clearly states "No Material provided to the committee can be released until the committee report is finalized". For that reason, I have published the below listed memo for you to use in detailing the information release.*

**To All Local Lodges:**  
**From: Chuck Canterbury,**  
**National President**  
**Date June 29, 2004**  
**Ref: Presidential Endorsement Process**

I am writing to advise that the Grand Lodge Presidential Screening Committee has been hard at work and due the Resolution that governs the rules of our Presidential Endorsement, it is not going to be permissible to release any information prior to the Committee issuing their formal report.

The Resolution passed in 2001 forbids the Grand Lodge from issuing any materials until the committee report is formalized. The Committee plans to meet July 11-12 with the report being issued on the 13th. For the reasons stated above, the following distribution of the report is the most expedient manner to distribute the information to the membership.

The report will be e-mailed to all National Trustees and State Presidents and State Secretaries on the 13th of July. The Report will be posted on the Grand Lodge Website in the Members Only Section on the 13th of July. A letter notifying all Lodges of this information will go out prior to the 13th with instructions on how they can obtain a copy of the report on-line or by mail if internet access is not available. The full committee report and the questionnaire results will be in the August Journal. I hope this will aid you all in this process.

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## 10 Years Ago

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Since a majority of our members have been Lodge members for three years or less, we are going to run, time and space permitting, articles to show where rangers, as a profession, were 10 years ago, how your FOP Lodge worked to improve things, and how, in many cases, management ignored our common-sense recommendations.

**[1] YOSEMITE RANGERS GET \$300K+ IN STANDBY PAY** - "Yosemite rangers are collecting big settlements for standby pay for time spent on call. A subdistrict ranger collected over \$40,000;

a park ranger collected \$42,000; and another collected \$60,000. The FOP brought the illegal "on-call" practice to the attention of management and said that it would not advocate back pay claims if management relented in its efforts to collect back rent. The government sent out back-rent bills and the FOP members pressed their claims for the back pay."

The FOP had three years prior advised management that their use of "on-call" status was illegal and asked them to stop. They didn't, and rangers collected a bundle.

**[2] FROM 1993** - We have had several members report that they have heard back from OPM on the appeals for past 6[c] credit for their law enforcement and firefighting work: All were turned down. The next issue of the Protection Ranger told our members step by step how to properly file appeal packages.

"The Ranger Lodge will be supporting the first strong case, or cases, to go before the MSPB but we want to choose the appeal, not OPM.

**[3] ALSO FROM 1993** - Lodge membership hits 900 and continues to climb.

**[4] ADMINISTRATIVE LAW - JUDGE TAPP** ruled in the Jerry Hammond case that OPM was wrong not to consider combined firefighter and law enforcement for the purposes of past credit for 20 year retirement.

So: 10 years ago, rangers were on unpaid illegal on-call status with no 6[c] retirement. I have to say that members' dues were, have been, and/or will be, amply rewarded for the 6[c] victory - initiated and shepherded by the Lodge - and that the dues should be considered a very wise investment. I think this still holds true today.

Randall Kendrick  
Lodge Executive Director

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## Good Faith or Bad: You Decide

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*{reprinted from the Jan/Feb, 1993  
Protection Ranger}*

In a sworn Deposition, past NPS Regional Director Howard Chapman revealed that top NPS officials conspired to keep rangers from finding out about enhanced retirement benefits that they might be eligible for.

Chapman affirmed under oath that top management of the Park Service was, "Squarely opposed to recognizing and/or implementing the provisions of 5 USC 8336 for any of its employees during my tenure as Regional Director, regardless of the duties actually performed in the field by its employees. I understood from WASO that field offices such as Regional Offices were not to prepare, classify or submit for determination, positions which might qualify for Firefighter Law enforcement Officers enhanced retirement credit."

Mr Chapman served as chief law enforcement instructor at Allbright [pre FLETC] and chief ranger at Blue Ridge among other jobs.  
Randall Kendrick

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## Letter to the Editor

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*The Lodge publishes Letters to the Editor as space allows. The Board encourages such letters and we usually find room for most if not all the letters. The ideas and opinions expressed in "Letters to the Editor" are those of the author and do not necessarily reflect the views of either the Lodge executive committee or the membership as a whole. Similarly, signed articles in the Protection Ranger are solely the thoughts of the author of the piece and, again, not necessarily those of either the Lodge Board or the membership.*

To the Editor of "The Protection Ranger" newsletter of the U.S. Park Rangers Lodge Fraternal Order of Police.

I am writing to request that you stop printing articles in which Joe Wegener uses references to Ken Patrick. At best Joe is using 30+ year-old recollections of a very short acquaintance with Ken, or he is using Ken's name to validate his own opinions or further an agenda.

Although it is impossible to completely repudiate a conversation in which the only other person to that conversation is dead, the comments being attributed to Ken do not ring true to those of us who knew him well. Ken often resorted to homilies or humor when reasoned argument was ineffective. He was neither a quiet, retiring person nor a strident, bitter one.

Ken was certainly concerned about the lack of seasonal law enforcement training (there was little or no formal law enforcement training for seasonal Rangers at the time), inadequate dispatch operations, uniform and equipment deficiencies, and he did not always agree with management decisions, but he was not rancorous toward the Service or management. I believe one of the reasons he was promoted to District Ranger was his open communication with his supervisors and park management about those concerns, his practical ideas for correcting some of the local problems and his commitment to his fellow Rangers and rangers.

I have resisted writing this letter in the past thinking that Joe would run out of "Ken Patrick stories" or that "The Protection Ranger" would find something else to use as filler. But, it appears that both Joe and "The Protection Ranger" find Ken irresistible. I sincerely ask that you do not persist in using Ken's name this way. I believe it's both a disservice to Ken (and those who still grieve for him) and to the movement for change in the NPS law enforcement program. Those who are serious about effecting badly needed changes to our law enforcement program do not need to resort to hyperbole, there are too many real examples and facts that will do much more to further our cause.

Thank you.

Tomie Patrick Lee

(NPS LE Commission Retired)

(For the record, Ken was not wearing an

NPS uniform jacket the morning he was murdered. He was wearing his Arizona Highway Patrol jacket, with the Arizona insignia removed, because it was much warmer than his uniform jacket. It was an Ike jacket but, unfortunately, he had pulled the elasticized bottom down over his weapon...probably for warmth...which hampered his attempt to draw the weapon in defense. His NPS uniform jacket did not contribute to his death.

There was a married Ranger having an affair with an NPS maintenance employee's wife at Point Reyes. While very few people knew the identities of the involved parties, rumors of an affair had begun to circulate in the park. The person who Joe reputed to have made the comment about a jealous husband was extremely thoughtless about the pain it would have caused the family had we heard of it, but he had obviously heard the rumors and succumbed to the temptation to speculate. Incidentally, the FBI investigation quickly identified the involved parties and eliminated the "jealous" husband or wife motive for his murder. Shortly after the investigation into the rumors, the identity of the two involved parties became public, they were divorced from their former spouses, married each other and the Ranger left the NPS to return to the USFS.)

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## **NPS Training at FLETC May Be Downsized**

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As most of you know, there is grave doubt whether the NPS can keep its 20-week exclusive course or be forced to down grade it and merge its training with that of other Interior agencies, excepting the BIA.

The work of NPS rangers is unique in several respects. Drawing on a recent article in the Glynco Observer written by Jim Morrison, these facts stand out: Only the NPS has areas of exclusive jurisdiction; NPS rangers investigated 48,776 motor vehicle accidents in 2002 while other agencies investigated zero; three rangers feloniously killed on duty in the past five years while another 54 were assaulted and injured in 2003.

Quoting Paul Henry, "Last year we investigated 3115 Part One crimes that if you're convicted, you serve a minimum of one year in jail, which can be anything from burglary to rape to murder, you name it."....."We confiscated \$128,195,000 worth of drugs last year."

The Bush administration wants to take the NPS back to the days before there was an agency specific content and several land management agencies trained together. This would curtail training NPS rangers in the type of incidents they are most likely to encounter and which are specific to the NPS. The US Rangers Lodge has protested this decision to Interior officials and members of Congress. Mr. Henry states, "It's literally an officer safety issue for us to continue with this program as it is."

We agree.

Randall Kendrick, Lodge Secretary

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## **Assaults on NPS Rangers Up, Official Figures Show**

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As I was reading the Glynco Observer article written by Jim Morrison, one fact that was new to me jumped right out: Mr Henry said that last year 54 rangers were assaulted.

If you take the NPS at face value and agree with WASO that there are 1400 commissioned rangers, a figure the Ranger Lodge feels is inflated by the way, the math on this assault ratio comes out to 38.5 assaults per 1000 commissioned rangers. The five year study undertaken by the Bureau of Criminal Statistics, Dept of Justice, that ended on Jan 1, 2000, conclusively proved that the commissioned officers of the National Park Service had by far the worst assault/killed on duty rate in the federal sector, 15/1000 officers. Customs was next at 5.1/1000.

Customs, as we have reported, has raised their base grades to GS-11 from GS-9, increased officer safety training, hired more inspectors, and bought improved equipment. Do you see a similar

commitment on the part of NPS management? Baldly stated: The most unsafe law enforcement agency has gotten approximately 60% less safe.

On your job day to day, what has management done to recognize this atrocious condition and to fix it? Do you have better equipment? Closer backup? A better, LE-only radio system that works in every canyon and hollow? An increased LE field staff that stays in the park and isn't gone on special assignment a large percentage of the time? I hope so; but, I doubt it.

As a matter of fact, FLETC training aimed specifically at the dangers NPS rangers face either has been, will be, or is in grave danger of being eliminated in favor of a "one size fits all" program for officers of land management agencies.

Your Ranger Lodge called for the firing of Don Murphy last year because he has failed the commissioned officers in the NPS and thereby also failed in the agency mission to protect the resources and visitors. WASO says visitors are not being affected: Then explain the 3115 felonies rangers investigated last year - that's a lot of people and their property disturbed, injured or maybe even killed.

We see in the NPS news releases that Mr Murphy is quite the poet. Well I say: If he does for poetry what he's done for the NPS officers there are going to be a lot of distressed English majors! Stay safe; help may not be arriving but we are trying.

Randall Kendrick

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## **PLEA Legal Defense Plan**

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There are several legal defense plans available: All have their strong points and, to be honest, all have weaknesses. The Ranger Lodge does not recommend any particular plan, although the FOP plan is good and attractively priced. As a service to the membership, here is word on another Legal Defense Plan; this one from PLEA. I have read the literature and spoken with the director and I think this is an excellent

plan. I am not going to say it's the best, but I do urge you to contact PLEA and get their descriptive brochure. The annual cost for legal defense is usually less than the first hour of pay for the lawyer you will have to hire without insurance. Although we don't endorse a particular plan, the Lodge very strongly feels each member needs legal defense insurance.

Randall Kendrick

### **Legal Defense - Important Coverage for Law Enforcement**

Legal Defense coverage for law enforcement is a serious issue. Many in law enforcement feel that nothing will happen to them. Too often, the law enforcement officer believes that he/she is immune. Unfortunately, this is not the case. Attorney Joseph Filicetti has written, "In the current legal environment, it is foolish for an officer to operate without private legal coverage. The cost is minimal and the likelihood of using such insurance is considerable." A law enforcement official only needs to be accused of a duty related criminal, civil or administrative wrongdoing and he/she could be faced with large legal bills. Who will pay them?

The Professional Law Enforcement Association (PLEA) offers a comprehensive legal defense program with no deductibles. The cost is only \$161.00 per year for an individual and \$131 per year for group members. Our Supplemental Coverage (included in the above prices) covers non-duty related administrative charges such as demotion, transfer, termination or suspension.

If a plan attorney is used, the coverage is 100%. How do we obtain the plan attorneys? We ask our members to recommend attorneys and we contract with them. As an added bonus, each member of PLEA now receives \$5,000 of Accidental Death and Dismemberment (AD&D) coverage at no cost! The member is also eligible to purchase additional AD&D coverage at extremely low rates.

Please contact Leslie McMahan, Executive Director of PLEA at 1-800-367-4321 ext. 1010 for more information or to obtain an application. Feel free to log on to

www.plea.net. PLEA serves the men and women of law enforcement. The cost is low and the plan is superior, why not join now?

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## **Reprint: Why Are Rangers Most Assaulted?**

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Not quite two years ago, your US Rangers Lodge formally requested a study as to why officers of the NPS are by far the most assaulted of all federal officers. We even put out the accompanying news release.

We got some coverage in the media, quite a bit actually, but no meaningful response from either the NPS or the DOI. And, there have been little progress on the changes we advocated to make our jobs safer and more effective.

As reported by FLETC, 54 park rangers were assaulted in 2003 according to the director of NPS training there who was quoted in the Glynco Observer. That's 54 rangers out of a maximum of 1400 rangers. If my arithmetic isn't too far off, that works out to a rate of 38.5/1000 officers per year.

The Justice Dept's exhaustive five year study showed that the NPS was three times worse than the next agency which had a rate of 5.1/1000 officers while the NPS averaged 15/1000. Official statistics are showing that the job of park ranger has gotten much less safe and should be considered to be a crisis situation.

[According to PEER, the number of assaults were as bad or worse in 2001 and 2002 according to their news release of 8/27/2003 which used official data obtained via the FOIA process.]

The Rangers Lodge will continue to call for both a professional study on this intolerable situation and propose steps to take immediately to bring the NPS into line with the FBI, DEA, ATF and other federal law enforcement agencies.

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WHY ARE NATIONAL PARK RANGERS AMERICA'S MOST ASSAULTED COPS? RANGERS ASK FOR FBI STUDY  
8/26/2002

U.S. Park Rangers Lodge  
Fraternal Order of Police  
PO Box 151  
Fancy Gap, VA 24328  
randallfop@ls.net  
1-800-407-8295

FOR IMMEDIATE RELEASE - Monday,  
August 26, 2002  
Contact: Randall Kendrick 800-407-8295

Do you want a headline?

The Park Rangers Lodge of the Fraternal Order of Police is calling for congressional oversight hearings into the continuing crisis of management of law enforcement in the National Park Service.

The Ranger organization want Congress to look into these issues:

- Why the Thomas Report, the Booz-Allen report, the International Association of chiefs of Police report and the report of the Inspector General of the Dept of Interior have not been acted upon? As far as we can tell, no reorganizations at the field level and no reallocation of funds have taken place in spite of the fact that all of these studies have exposed severe deficiencies in the way law enforcement is managed.
- Why the US Park Police officers and commissioned park rangers suffer injuries and death from assaults at a rate triple the next most assaulted group of federal officers, according to the US Dept of Justice?
- Why the National Park Service allows managers with no background and training in law enforcement to manage law enforcement and direct and curtail investigations, and refuses to answer the basic question: "Why does the agency think this is a safer and more effective way to manage law enforcement when virtually no other law enforcement agency, federal, state or local, does business this way?"

- Why the National Park Service has not complied with federal law in converting all its radio systems to the narrow band required by Congress and has not asked for funds to accomplish this task?
- Why the National Park Service, as a matter of policy and practice, allows local managers to divert funds Congress has appropriated for law enforcement personal services and equipment to other non-law enforcement, non-Congressionally approved purposes?

We believe the DOI Inspector General understated the problem when he said that law enforcement management in the National Park Service exists in a "disquieting state of disorder". The National Park Service apparently will not come clean on this:

It is up to Congress to mandate changes that will professionalize the management of law enforcement and to protect the visitors, the park resources and the officers who are charged with protecting same. We cannot wait any longer.

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## NPS Fires USPP Chief Teresa Chambers

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### RANGER LODGE PLEDGES TOTAL SUPPORT FOR CHIEF

After seven months in the NPS version of purgatory, Director Fran Mainella allowed the firing of Chief Teresa Chambers of the US Park Police. The offense: Answering truthfully a reporters question if she had enough resources to handle all the additional responsibilities thrust upon the USPP since 9/11.

We can't help but note here, based on information from the Congress and the GAO, that Director Mainella's response to 9/11 was to increase foreign travel by 60% and leave at least [source: GAO] \$25 million either unaccounted for, misspent, or just plain missing.

Chief Chambers has done an excellent job and in no way deserves the shabby treatment

she has received. We support and call for her immediate return to duty as Chief of the US Park Police, a job she had been performing with distinction.

We are happy to report the whole of the FOP, from the Grand Lodge, to the Maryland Lodge, to the Virginia Lodge under president Dan Blake, to individual Lodges like ours, are all in support of this position.

Let there be no doubt: The FOP will stand along side Chief Chambers to support her in her quest for justice.

Randall Kendrick  
Executive Director

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## Corps of Engineers News

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The US Army Corps of Engineers has established a national critical incident stress management project delivery team. All jobs have related stress; however, many of the U.S. Army Corps of Engineers missions expose employees to intensely stressful situations such as accidents, fatalities, and large scale disasters. To help the employees cope, the corps has established a national critical incident stress management project delivery team. This seems to be a pro-employee move on the COEs part and we're glad they have done this. However, a lot of stress could be avoided if the COE allowed their rangers to wear and possess defensive equipment and life saving ballistic vests. COE rangers still must approach those suspected of criminal activity unarmed.

### Donations

When you send in your annual dues, please consider making a donation to the Lodge. We have had a positive effect on the working lives of our members and more resouces may just translate into more progress. Thank you!



*U.S. Park Rangers Lodge*  
Fraternal Order of Police  
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Hon Gale Norton  
Secretary of Interior  
1849 C St NW  
Washington DC 20240

Dear Ms Norton:

Meaningful reforms in the NPS law enforcement program have been virtually non-existent. The latest evidence of this is the "sunset" of RM-9. The policies that govern our law enforcement program expired under the noses of current management, and were only belatedly re-instated with an extension letter. Any agency serious about law enforcement reform would have revised these policies promptly to reflect reforms requested by DOI and by the field. Not only did this not happen, but the obsolete policies were allowed to expire, with only a pro forma extension. This is but one symptom of a poorly managed program. Look at the list of accomplished LE reforms, and you will see how NPS rates in the DOI LE reform program.

The law enforcement program is in dire need of leadership by someone with extensive experience in managing a successful law enforcement program.

The retirement of Richard Ring creates a great opportunity to re-invigorate two areas of the National Park Service.

Karen Taylor-Goodrich has a strong background in Administration, and worked for Mr. Ring in the past. She is extremely bright and knowledgeable and would do well in that position. While we enjoy working with her, she has not been able to accomplish reforms rapidly enough to increase safety for rangers in the field. We believe an experienced law enforcement manager would be a significant improvement for ranger safety.

Assigning her to Mr. Ring's position would create an opportunity to bring in an experienced law enforcement officer to lead reforms in the ranger LE program, which we believe is essential to enacting reforms and creating a safe work environment for our members who are still suffering the highest rate of assaults and homicides on the job in the federal sector.

In the past, we have published a list of Dangerous National Parks each summer, documenting threats to our members from under staffing and poor management. This has resulted in numerous media stories and other inquiries regarding park safety and budget. We will refrain from publishing this list this summer, and possibly forever, depending on whether the NPS takes this opportunity to enhance the law enforcement program. We are encouraged by the potential for improving the safety of rangers in the field that an experienced LE manager would offer, and are willing to cooperate in building a positive image of progress, if indeed progress is evidenced.

Sincerely,

Randall Kendrick  
Executive Director

**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](http://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: \$60/year  
Seasonals and Retired Active Members: \$40/year  
Associate (non-Commissioned) Membership (Newsletter only): \$40/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](mailto:randallfop@ls.net)**



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