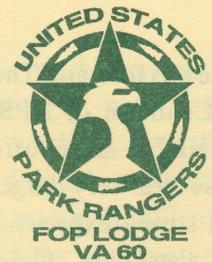


# The Protection Ranger

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## President's Message

John T. Waterman

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Spring is finally here and the craziness has just begun. In my tenure as President, these past three months have been the busiest I have ever experienced in the Lodge. In late January we received a request for information from Jim Ireland, an NPS Fellow currently working with Congressman Grijalva, Chairman of the Subcommittee on National Parks, Forest, and Public Lands. Jim is a former LE ranger and manager and wanted our thoughts on the latest OIG's Report on the Implementation of the Secretary's Directives for Law Enforcement. Several weeks later I heard from Jim that Chairman Grijalva had invited us to testify before his subcommittee. They'd be specifically investigating workforce morale in federal land management agencies as well as progress on the OIG's report.

Jim was instrumental in assisting us in preparing for the hearing. It has been several years since the Lodge has gone to testify and I had no idea the amount of work that needed to go into getting ready for such an event. Hours of intense discussion by your Lodge Board occurred before a final product was produced. On March 19th Board members Lynne Stokes, George Durkee, Calvin Farmer and I

met in Washington DC, where George and I appeared before the subcommittee and I presented our testimony. I am very proud of the efforts and sacrifices that went into producing our submitted comments. In the end, our submitted comments reflect my goals as President of the Lodge. I encourage all of you to go to the Lodge's website and look at our testimony. Elsewhere in this issue, Lynne Stokes has a summary of some of the testimony as well as other meetings we had while in DC.

Prior to this trip I reached out to the Grand Lodge for some Legislative assistance. In the past we haven't received much cooperation from them, but this time I was quite surprised. Bill Fitzpatrick, their new Federal Legislative liaison, contacted me and opened up a new avenue of communication for us. Bill met up with us at the hearing and provided valuable assistance on how things work in DC. One of the things Bill is working on is HR 673, the Law Enforcement Officers Equity Act. Many of you have commented on it on our website's discussion section. This bill has been floating around for ten years. Bill asked if we could work together to help push it through.

HR 673 was designed to help the handful of law enforcement agencies that still have not been given enhanced retirement. After careful review by Passman & Kaplan, we made several recommendations to the

Grand Lodge to make it more ranger-friendly. Because of the nature of time lines and adding further changes, which could delay the bill, it was decided to leave it as is. Unfortunately, according to a written opinion from Ed Passman, it probably does not protect service prior to when our PDs were changed in 1994. It would also possibly not guarantee time served from 1994 to the date of the signing of the bill. In other words, the retirement clock could start anew once the bill was signed. This may or may not be a large issue since many of us have solidified our current position descriptions.

Because it does not specifically name rangers, it's possible that, once passed, NPS could immediately change our PD's to no longer reflect the LE definition that is currently in the bill.

So while I feel it is important that we assist in supporting this bill, I think it is paramount that we introduce our own specific bill. We have had much discussion on this. Getting a bill into committee is a long shot. Based on member comments and emails that I receive, I feel that retirement is our biggest issue. WASO has gone as far as they can and our general letters to Congress, appeals to the MSPB etc. have run their course. The only way to solve this problem is to have it legislatively mandated. For the first time the Lodge is in a position to

move this forward. The Grand Lodge, the Coalition of NPS Retirees, and the NPCA have offered to assist. These are very large organizations with strong experience in lobbying. We also have feel we have the support of Chairman Grijalva's office. At the present time, the Board is drafting up possible legislation for review. Once we decide to move forward, it will be very important to have member involvement if the momentum is to continue.

The NPS is at a tipping point in how employees regard their agency. A series of studies show we have among the lowest worker morale and job satisfaction of all federal agencies - we rate 160th out of 220 agencies surveyed. Even the Bureau of Prisons rated their job satisfaction as better than rangers. This can have a catastrophic impact on attracting and retaining good employees. The serious concern shown by the National Parks subcommittee will undoubtedly provide the impetus for needed change. The Lodge plans to keep this momentum up.

The Lodge has been steadfast in assisting its members in dealing with the agency's inconsistent application, enforcement, and adjudication of the medical standards. In the last five months, we've assisted in the successful outcomes involving five members. Two of these members were on light duty for more than a year before finally being found to be medically qualified. Some of our members, although cleared medically, are still in the battle with their EEO cases in order to recoup the thousands of dollars they spent in legal fees to prove, once again, the ineptness of the program.

We estimate that approximately 90% of the EEO cases filed in reference to improper application of the medical standards are won in court or settlement. These cases take years to clear out and are a great personal hardship to our members. In the last newsletter, I advised you that the Lodge was not included in the recent update of the medical standards hearing and waiver processes, even after we had been promised to be invited. As a result of this update, stricter interpretation of the standards were adopted, including BP standards, making it more difficult to get waivers for those with hearing aids, and harsher medication standards. It also included much more stringent recommendations on wearing contact lenses instead of glasses despite current tactical and chemical training recommendations.

It was no surprise that this new set of rules was not advertised and simply placed in an obscure section of the NPS website. In addition, the NPS is now having an agency lawyer present at all the medical review board hearings, without notification to the employee. The medical board is also attempting to convince rangers to handle their hearing by teleconference. I cannot urge our members strongly enough to not go alone to a medical hearing with the NPS. It is critical that you have legal representation to assist you in these matters. I also urge you to meet in person with the medical review board. Statistically, if you do not go to the hearing in person and with a lawyer, you stand a higher chance of losing.

We have gained traction in this issue with both the recent subcommittee hearing and working with folks in WASO. It is our understanding that a

memo will be coming out soon requiring physical exams only every three years for all age groups. We have also learned that the Chief of Risk Management will be holding another review of the standards. I am working on being a part of that meeting. I have been informed that this meeting is supposed to take an honest look at our standards and waiver process. Your Lodge will be monitoring this closely.

In our recent trip to DC, we were able to meet with Karen Taylor Goodrich and Rick Obernesser. Karen's office and staff have been very receptive to our comments, concerns, and suggestions. I know some of you have written to me and have suggested that we take a harsher tone against some of these folks. The Lodge has tried this tactic years ago with some very poor results. In the past year, as I have learned more about the people that work in WASO and learn some of the political ins and outs, that type of tactic is not going to work. I feel it is to the Lodge's benefit to keep the lines of communication open. The Lodge is never going to agree with all that they do, but there are many issues where we can work together for the benefit of our members. It is important that we use every avenue possible to further our goals.

Our Lodge remains strong with solid membership and finances. As summer is fast approaching, I hope it is a safe one for all of you. Please check in at the Lodge website often as we will use this as our way to keep you up to date of our progress during the summer. If I can be of any assistance, do not hesitate to contact me at [jtwaterman@yahoo.com](mailto:jtwaterman@yahoo.com) or call the Lodge at 800-407-8295.

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## Dispatchers and the Ranger Lodge

Franco Paolino  
STLI Dispatch

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*Editor's Note: Franco contacted the Lodge and asked if park dispatchers could be members. Since they share many of the same concerns with rangers, especially in training, properly working equipment and a career path, the Lodge Board welcomed their participation and has started a special dispatch section on our Forum website. Franco submitted this article to familiarize rangers with some of their issues as well as to encourage dispatchers to join the Lodge. We encourage all our ranger members to tell your dispatchers about the opportunity to join the Lodge.*

One of the most unique law enforcement positions in the nation is the commissioned park ranger, who might deal with a bear jam at 0900 hours, a high angle rescue at 1100 hours, then a felony stop at 1400 hours. Equally unique is the park dispatcher. An NPS dispatcher on the west coast might be coordinating a multi-agency drug smuggling interdiction operation via three agency radios while a dispatcher on the east coast is monitoring CCTV cameras for the detection of terrorist and criminal activity, monitoring radar for vessels entering restricted NPS waters and all the while handling emergency calls for service. While yet another dispatcher in the Midwest will be trying to locate a lost hiker in a 2,000 acre park with the only information the caller is able to give is that they are near a tree.

FBI Statistics consistently show that LE rangers have one of the most dangerous jobs in federal law enforcement. In many parks, rangers patrol miles of land solo relying on their training, equipment and dispatcher to keep them safe. Dispatchers are tasked with getting the field personnel information on subjects they stop, and quickly obtaining additional resources and assistance when needed.

Yet with the important tasks they perform, dispatchers tend to be one of the lowest paid members of the park service. Many don't receive the training that they should - but not because it's unavailable to them. Additionally, staffing levels in many park communications centers are too often below what they should be. With poor pay and career possibilities, it's very difficult to attract and retain qualified dispatchers. Work related stress issues faced by dispatchers are rarely addressed. More often, priority is given to commissioned and fire personnel, yet rangers and visitors needing assistance put their lives in the hands of dispatchers every day. This can be a major cause of stress to the dispatcher.

The unions representing NPS employees locally are often comprised of union representatives and shop stewards who have never even sat in a dispatchers seat and have no law enforcement experience at all. Because Interpretation and Maintenance staff typically outnumber dispatch staff, employee unions often are unable or even unwilling to assist the dispatchers as they do not understand the position. The FOP Ranger Lodge is comprised of law enforcement personnel and, now,

dispatchers who work towards the advancement of park law enforcement as a whole, from field operations to dispatch operations. What affects dispatchers will often eventually affect the commissioned rangers.

With training such an important issue, the Ranger Lodge is considering making recommendations to the park service to include required training for dispatchers in the revisions that are being made to the NPS Law Enforcement Manual (RM-9). If implemented, parks would be required to provide certain basic dispatcher training within the first year of the dispatcher's employment. The Lodge is also considering making other recommendations for the chapter on dispatch operations. Check the dispatcher news section of the member only area of the Lodge website for updated information on issues affecting dispatchers.

A fraternal organization is only as strong as its membership and I'm asking each and every one of you to try to recruit one dispatcher into the Lodge this month. If all your park's dispatchers have joined already, then reach out to a neighboring park's dispatch center.

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### Ranger FOP Legislative Report

Lynne Stokes

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March 19, 2009 was an exceptional day for the members of the Ranger Lodge. Earlier, we had been contacted by Jim Ireland to testify on issues important to LE Rangers. Jim is a former LE ranger who is currently working for Congressman Grijalva, Chairman of the House

Subcommittee on Parks, Forest, and Public Lands. Chairman Grijalva subsequently invited the Lodge to testify before his subcommittee on the topic of workforce morale and the *Third Progress Report* by the DOI IG on LE reforms in the Park Service (the original was *A Disquieting State of Disorder*, released in 2002 by then IG Earl Devaney).

Based on feedback from the membership and the issues we field the most phone calls on, the Lodge Board determined to highlight three issues:

- Codifying 6(c) retirement into law;
- Arbitrary and capricious enforcement of the medical standards; and
- The glacial pace of DOI LE program reforms as called for by several reports issued by the DOI Office of the Inspector General.

Lodge President John Waterman testified before the Committee. You can read it, along with the more detailed written testimony at: [tinyurl.com/d3pvuj](http://tinyurl.com/d3pvuj)

The hearing was broadcast on the web. In addition to the Lodge, there were many officials testifying before the committee: Acting NPS Director Dan Wenk; National Parks and Conservation Association (NPCA); Coalition of NPS retirees; USFS; BLM; and the USPP. Prior to the hearing, we met with Jim Austin of the USPP FOP Lodge and exchanged information, ideas, and a few war stories.

The hearing was fascinating, especially when Chairman Grijalva started out with a very strong opening statement:

Today our Subcommittee will be conducting an oversight hearing to explore the issues impacting the morale and effectiveness of our public lands workforce. We will hear testimony from groups that represent the employees in the field - those who protect the forests, manage the range, and serve the millions of park visitors each year. Their offices may be the top of Mt. McKinley, or a raft in the Grand Canyon, cruising timber in the Pacific Northwest, or riding the Wyoming range. These are jobs that most Americans only dream about, yet by their own accounts, their morale is among the worst of all federal employees. According to survey data, federal prison guards and IRS agents enjoy their jobs more than Park Rangers. We want to know why.

He listened politely to Acting Director Wenk's testimony and then asked, "How is it that federal bureau of prisons guards rate their job satisfaction much better than park rangers?" This question was prompted by a 2007 survey: *Best Places to Work in the Federal Government* ([bestplacestowork.org](http://bestplacestowork.org)). In it, the Partnership for Public Service and American University's Institute for the Study of Public Policy Implementation surveyed 222 federal agencies. They found that the National Park Service ranked 160th in job satisfaction - well behind prison guards (67th) and almost everyone else in federal service.

Wenk responded that he believed that rangers and NPS employees were frustrated by a lack of resources and not feeling that they have Agency support. The USFS director was "shocked" - shocked! - by the report

and the same low standing of the USFS in worker satisfaction.

Congressman Rob Bishop from Utah had some rather pointed budget and border parks questions for Acting Director Wenk. Wenk highlighted that the NPS had received an increase of 8.5 million dollars and used that to try to secure the border and to shore up the staffing at border parks. He also spoke about Operational Leadership as a priority. There were some tough questions for the Directors of the NPS, BLM, and USFS, and we encourage you to read or watch the testimony to see what each Congressional representative highlighted as their concerns.

We want to thank Jim Ireland and the FOP Legislative Affairs office for providing the Lodge with helpful hints and feedback after the hearing. Since returning from DC, we have been very encouraged that Congressman Grijalva's office has made several enquiries to WASO based on points raised in Lodge testimony.

The Lodge Board met with Associate Director Karen Taylor-Goodrich and Rick Obernesser at WASO. The meeting was productive, and the Lodge was able to bring the concerns of Whiskeytown rangers and their lack of a working radio system to their attention. We also were able to provide specific examples of the insidious erosion of permanent LE positions in favor of cheaper seasonal rangers, as well as the unrelenting pressure on Superintendents to meet artificial hiring targets (with seasonals) for the Centennial Challenge. In addition, we yet again voiced concern about the abuses inherent in the seasonal ranger system and that it should be sharply

reduced in favor of subject to furlough positions.

More immediately, we argued for creating a FLETC controlled in-park field training program for seasonals after their academy. Currently, it's up to individual parks to provide critical field training to newly graduated seasonals. Too many parks don't provide such training and the Lodge feels this puts both the public and rangers at risk.

Karen Taylor-Goodrich and Rick Obernesser both asked specific questions about the issues we raised on behalf of rangers, and expressed their appreciation for the Lodge bringing specific issues and concerns to their attention. The Board will continue working with WASO to find common ground and mutually beneficial solutions.

Our last meeting was with the National Parks and Conservation Association at their headquarters to discuss the recent regulatory change that, in some circumstances, allowed visitors to carry loaded guns in National Parks. During the meeting, we received word that Judge Colleen Kollar-Kotelly had issued an injunction against the rule, calling NPS efforts to properly consider the NEPA process "astoundingly flawed."

As some of the old timers may remember, the NPCA had commissioned the "Endangered Rangers" study. In addition to discussing the gun rule, we explained our concerns on 6(c), and the negative effects the lack of a solid 20-year retirement program under 6(c) has on recruitment and retention. The NPCA is part of the discussion on workforce morale as they are

working under a partnership with the NPS to create a center for management excellence and work with academia on the problem. The Board feels there are a number of areas of mutual interest among our respective goals. We look forward to our continued association and support of each other's goals whenever possible.

The Lodge is gaining momentum, with significant interest from members of Congress, WASO, NPCA and others to assist us in achieving our goals. So what can you do? Write and call your representatives about things that are important to you. You are a constituent, and that means a lot to a Congressional Representative or Senator. Get involved with the Lodge either by donating your time, skills or money.

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### Lodge News & Notes

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- The Lodge is looking for someone to assist the president in acting as a VA Director. This would require going to at least two Virginia State FOP conferences a year. You would need to be within driving distance of Richmond. Other than your time, all expenses will be paid. It is a great way to meet new people and experience a different side of the Fraternal Order of Police. Also, the Grand Lodge is holding its annual conference in Long Beach, CA. We need Lodge members on the West Coast interested in attending. All expenses will be paid. Participating also gives individual rangers an opportunity to meet with officers of other agencies.

- In order to begin our legislative campaign, we need to increase our funding base. We are determined not to raise our dues and are looking for suggestions on how we can raise funds.

- We're soliciting information from rangers who have had issues with medical standards in order to show they're being capriciously applied. We believe we're making progress on this but really need more examples. We keep all comments fully confidential.

- We're also looking to expand our Legislative committee and are looking for volunteers to help us.

- We'd like to hear from you about abuses of the seasonal hiring process, especially relating to using seasonals to replace STF positions. We would like to hear from seasonal rangers who are having trouble with the central hiring process, PEB qualifications, and seasons ending abruptly. How are seasonals being recruited? Are you able to meet with rangers from parks recruiting at your academies? Are you being informed of STEP/SCEP options? We would also like to hear from hiring officials. Are you being given the information you need to hire well-qualified seasonals?

- RM 9 is reported to be at the printer and we're hoping to see it by midsummer.

- We have recently learned that Veronza Bowers, who killed Brother Ken Patrick on August 5th 1973, has recently filed a complaint in the Federal jurisdiction of Georgia against the

United States Attorneys Office and the Board of Parole for improper contact during his denial of probation two years ago. Bowers was sentenced under the old guidelines and normally would have been allowed out on parole. With assistance from the Justice Department and the Grand Lodge, Bowers' parole has been denied. Our chances of keeping Bowers in jail are decreasing each year. I have been assured by the President of the Grand Lodge, Chuck Canterbury that he will persist in helping us to keep this cold-blooded killer in jail.

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**Is Your "Mental Sword"  
Ready?**

Duane Buck  
Lodge Vice President

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What will your mindset be in a deadly force encounter? Will you have the state of mind necessary to take another's life if that decision has to be made? Do you have a good understanding of deadly force and are you willing to deal with any circumstances that may arise out of shooting another person? Will you hesitate?

I would hope that everyone would answer yes to each of the first questions and no to the last. You cannot hesitate, you must act. When you encounter a deadly force situation, time slows down, but decisions and actions must be fast and focused. A big part of how you will deal with these situations depends on your mental mindset each day you go to work. You are a knight with your shield (badge) and will you always need your "mental sword."

It took me almost 20 years to pull my gun and fire it at another person. But I tell you that I did it with no hesitation and knowing that the repercussions would have been far greater had I not acted on that day in June of 2007. What prepared me? What gave me that "will to win"? A Street Survival Seminar in February of 2007 (see seminar schedules at: [www.calibrepress.com](http://www.calibrepress.com)).

I remember watching dozens of videos of law enforcement officers being shot and killed on traffic stops, and being both angry and afraid at the same time. I remember thinking any of those situations could happen to me. What was I going to do to prevent it? How would I become a harder target? I would prepare my "mental sword."

My "mental sword" preparation entails all the things that I can do to make sure that my mind is ready for any encounter that I may face. I will not be surprised by a suspect's actions and will make my actions towards the suspect unpredictable. I will not look like an easy target, but one that is hardened and confident in my abilities on the job.

I will be confident that whatever happens in a deadly force encounter, I will win. I will trust that my brothers and sisters in law enforcement will be there for me afterwards for support. I will trust that my agency will do everything in its power to put the pieces back together and find out what happened and why.

How can you be confident that you will always have your "mental sword" at the ready? It takes making a strong commitment to preparing yourself mentally and physically each day to

face any type of encounter. If you find yourself in a deadly force encounter, you should already have that mindset at the ready and know that you will act quickly and decisively to win. Training often and hard can develop that conditioned response.

Take the time to make sure that your "mental sword" is sharpened and at the ready each day! Think about what you would do on your next traffic stop if the bad guy gets out of his vehicle before you with a gun. It's not "if" it happens, but "when" it happens. You can win and you will win! Always have your "mental sword" at the ready!

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**The Questions of 6(c) and  
"Where Do We Go From  
Here?"**

Calvin Farmer

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Ask anyone about 6(c) and you'll get a myriad of ideas and facts about the origins, benefits and comfort of being under 6(c). But what does that really mean? We know that it means a possible retirement age of at least 50 in the same job type and it means an increase in the percentage used to calculate that retirement. It also means an enhanced annuity is possible after performing 20 years of law enforcement duties if covered by 6(c). And, it means a significant reward for committing your personal safety and sacrificing the integrity of your personal life and home for the sake of your dedication to the safety and care of the American public and its parks.

On the other hand, it may be that your retirement can be taken away at any time without warning or even

rational explanation. It may mean that even though 19 years ago you looked to the day that you would finally be able to retire, you may need to work another 10 to 20 years to be eligible for the same financial benefits. It may mean that the award that you expected after years of commitment and sacrifice has been suddenly reassessed to be unavailable or awarded in error. And besides all this, the American public has no idea of what panic we live within just awaiting to see if tomorrow will actually bring forth the type benefits of 20 years of hard work which were promised to a fresh, naive, energetic and promising new employee.

Do we continue this saga until we are all beaten into plowshares? Do we continue to look for equity and fairness which was lacking in the process we all endured? Do we continue to resolve that the agency, department and lodge will restore our expectations? Do we continue to sit silent and murmur amongst ourselves until we have nothing left but silence? Do we continue to trust that we are safe in what we have even though others around us have suffered and been trampled like grapes?

We continue to try to work to build support for a way out of our 6(c) saga since those benefits are not guaranteed. FLERT has said that it would reexamine the 6(c) positions that were hired and approved since 1994 once it had resolved all the backlogged cases from incumbents.

In retrospect, the Lodge has responded to an inquiry about the current condition of low morale in the land management law enforcement agencies. It has been reported to be poor at the best for reasons of 6(c)

retirement security, lacking equipment, inappropriate medical and fitness standards, operational support and staffing. In contrast, the Agency Director has said that he is unaware of any prevailing morale issues. Many of you who have complained on bulletin boards alerted us to issues of morale running rampant in our agency. It is time to voice those same concerns to your Congressional representatives and to the committees on which they serve. This problem we face will not be resolved without a legislative resolution and the urgency for making this happen must come from you.

This year the Lodge submitted a response to *Comments on the 3rd OIG's Report on the Implementation of the Secretary's Directives for Law Enforcement Reform* that was presented to the Subcommittee on National Parks, Forest, and Public Lands Hearing. We are waiting on the committee's response. At this time we are uncertain which path we will take to continue our press. We do ask that you reignite your interest in pursuing correcting this hardship placed on incumbents and uncertainty for those who have been employed since 1994. For more information on how you can help, please respond to the Lodge's 6(c) retirement liaison, Calvin Farmer: [6c@agapehands.com](mailto:6c@agapehands.com).

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### **Police Week Activities May 11<sup>th</sup> through May 15<sup>th</sup>**

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We strongly encourage all of our members to remember our fallen colleagues by attending Police Week activities, either at the National Memorial in Washington, DC or with your nearest law enforcement agency that has organized a memorial activity.

The schedule for the main events at the National Memorial during Police Week (May 11 to 15) in Washington DC is:

#### **Wednesday, May 13, 2009**

##### *21st Annual Candlelight Vigil*

The Candlelight Vigil will be held at 8:00 p.m. at the 400 block of E Street, NW. The event is sponsored by the National Law Enforcement Officers Memorial. No tickets are required and everyone is welcome. Due to parking limitations, it is strongly advised that anyone attending the event take the Metro Red Line to Judiciary Square. For additional information please call (202) 737-3400.

#### **Friday, May 15, 2009**

##### *28th Annual National Peace Officers' Memorial Service*

Sponsored by the Grand Lodge Fraternal Order of Police and the Grand Lodge Fraternal Order of Police Auxiliary. The Memorial Service will be held on the West Front of the United States Capitol in Washington, D.C.

The Service begins at 12:00 noon and is expected to run approximately 2 hours. Contact: Linda Hennie or Marcello Muzzatti at the National Police Week Hotline (202) 547-1651.

The Wreath Laying Ceremony will be held immediately following the Memorial Service at the National Law Enforcement Officers Memorial, located in the 400 block of E Street, NW.

For other events, please check the Police Week web site:  
[www.policeweek.org](http://www.policeweek.org)

For local events, contact your nearest law enforcement agency.

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**Pre-attack Indicators:  
Conscious Recognition of  
Telegraphed Cues**

Lt. Jim Glennon , PoliceOne

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This is Part 3 of a 4-part series. Read the whole series at PoliceOne.com.

Part 1: *Harnessing the power of the sixth sense.*

Part 2: *Rationalizing the irrational.*

In the Calibre Press Street Survival Seminars, the communication component of officer safety is a prominent subject. In this series of articles we have addressed the unconscious aspect of the human mind and its inadvertent part in displaying cues that indicate pending attack. As mentioned last month, in this article we will address specific nonverbal signals communicated by perpetrators that suggest nefarious intent. These signals — leaked out of the unconscious facet of the criminal mind and displayed via body language — need to be recognized and cataloged in the conscious mind of those in law enforcement. Because the unconscious acts at light speed and in many ways independent of the conscious, it is imperative that we train ourselves to recognize certain signals in order to narrow the processing time between observation and action.

Let's examine some of the "telegraphed" indicators of hostile intent — keeping in mind that many others exist.

**Scanning** was addressed last month. To recap, "scanning" is when a subject is observed paying attention to the surrounding area rather than the interviewer (the interviewer for our purposes being a law enforcement officer). Someone who is scanning is usually moving his head from side to side while his eyes appear to be searching. There is usually little or no direct eye contact. Sometimes the scanning is obvious and the suspect will scan a complete 360 degrees, looking past the officer, to the left and right, and even turning around to assess the environment. The scanning may occur while the suspect is answering questions, listening to orders, and even complying with commands.

The scanner literally appears as though he is looking for something, and he is: He is looking for the officer's back-up, witnesses, escape routes or perhaps even his own compatriots. But what it is exactly doesn't matter — as far as the officer is concerned, it's all bad.

**The target glance:** Target glancing is a term used to refer to the obvious preoccupation an offender will have with a particular area of an officer's body or with any of the officer's weapons. It can involve either staring or repeated glancing at the intended target. One of the most common target glances involves ocular attention on an officer's gun, indicating that a subject is considering a "gun-grab." However, other areas of interest to a would-be attacker include the chin, the nose, the throat and the eyes. Any target glancing directed at the face generally indicates that the suspect is evaluating an attack of some sort, perhaps a punch. Targets can also involve the hip or upper leg

area, obviously indicating the subject is measuring the possibility of a takedown.

**Clenching:** Whether it's tightening the fists or clenching the teeth, constriction of muscles indicates physical stress and perhaps readiness for an attack. Pre-fight tensions will cause jaw muscle to bulge, fists to close and facial muscles to contract. If you pay close attention you may observe the trapezius (also called "trap") muscles (the flat, triangular muscles that cover the back of the neck and shoulders) rise as the large muscles of the body constrict as if to prepare for physical contact or assault.

**Eye blinks:** Average eye contact between two people is about three seconds. The average non-arousal blink rate is about the same, 20 times per minute. Under significant stress the human being will alter blink rate patterns in one of two ways: They will either blink rapidly (40 to 60 times per minute), or they will slow their blink rate down drastically (two to four times per minute).

The latter of the two alterations is often referred to as the "thousand-mile stare." It's often described as one person "looking through" the other person. Because it is stress induced, the reason for the exhibited stress has to be considered in the totality of the circumstances. If you are questioning a subject and rapid blinking is evident, deception may be causing the stress. If the "thousand-mile stare" is displayed while interviewing a suspicious person, then be aware that flight or fight is probably about to occur.

**The pugilistic stance:** Also known as “the fighting stance,” the pugilistic stance is almost always a precursor to an attack — or at least an indicator that one is being considered. The pugilistic stance is rather obvious: dropping one leg and side of the body (usually the strong side) behind the other. It may be accompanied by a fist clench, facial tightening and even a verbal warning. But police officers must recognize that any shifting of the weight or stance by the other person, no matter how slight, may be a significant indicator.

**Flanking:** This usually occurs when there are multiple suspects; it's the movement to the rear or side of a police officer by one or more of the suspects being engaged. Flanking is an attempt to find a position suitable for a successful attack. One of the most infamous and despicable examples of flanking in the law enforcement community involves the murder of Constable Darrell Lunsford in Nacogdoches County, Texas, on Jan. 23, 1991. The suspects Lunsford stopped employed flanking maneuvers (as well as demonstrating the pugilistic stance) prior to the attack that brought Lunsford to the ground.

**Hesitation in response:** Often, when intensely engaged in the process of internal thought, a person's response time to questions becomes protracted. This is because people are not particularly good at divided-attention tasks. The more intense or stress-filled one task may be, the less likely it is the person can multitask. Contemplating an attack on an officer would be considered an intensely internal thought process. Measuring odds, determining a target and pondering the consequences of such an attack requires a tremendous amount of concentration. Answering

questions while in such a state is not easy. Therefore, a police officer may notice a distracted gaze and hesitation between questions posed and answers given.

There are many more verbal, nonverbal and paralinguistic indicators of an impending assault that can be cited. I am looking for some from you, experienced law enforcement professionals. If you have any stories or examples, write me at Lt. Jim Glennon and I will include them in a future article.

In the meantime, remember that recognizing and understanding these signals on a conscious level may be the difference between winning and becoming a victim. However, in order to recognize the signals it is important to observe, pay attention to, and listen to those with whom you interact. As we all know, our ability to win violent confrontations depends on our own set of skills and our understanding of the people with whom we must deal.

*Lt. Jim Glennon, the third generation in a family of law enforcement officers, has been with the Lombard, Ill., Police Department since 1980. Lt. Glennon has been an instructor in both the law enforcement field and private industry for more than 17 years. He teaches courses in the fields of interview and interrogations, communication skills, and leadership methods for police supervisors. Lt. Glennon is currently the lead instructor for the Calibre Press Street Survival Seminar. He has an undergraduate degree in Psychology and a Masters Degree in Law Enforcement Justice Administration.*

## Time to Renew?

If you have recently received a notice of renewal (*check your mailing label on the newsletter for your expiration date*), please send your dues in soon. You may renew using the envelope provided or go to our web site and use PayPal:

[www.rangerfop.com/join.htm](http://www.rangerfop.com/join.htm)

Because this is the time we pay our per capita dues to the Grand Lodge, **we have suspended a number of members who are way past due.** Again, check your mailing label. These labels will say “Membership Expired: Last Issue” – in red, because we take no chances. The good news is you can still re-up as above, but for now you're considered suspended. We want you back!

We now offer the option of signing up for yearly automatic renewal reminders from PayPal.

The continued support of each of you is critical to continue our efforts on your behalf. Please renew when you receive our note.

If you've moved, please send us an email at [fopldge@sonic.net](mailto:fopldge@sonic.net) and tell us your new address. We only update you in our database. You also need to go to the Grand Lodge website, sign in, and update your address there so you can continue to get VA and Grand Lodge mailings: [www.fop.net](http://www.fop.net).

Member support is always available by email or phone: 800-407-8295.

Please call *only* between 10AM and 7PM Eastern Time.

Many thanks for your continued support!

**Lodge Website**

The Lodge website is 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. Our address is [www.rangerfop.com](http://www.rangerfop.com)

**Application for Membership**

You may also join, renew and pay your dues online with PayPal:

[www.rangerfop.com/join.htm](http://www.rangerfop.com/join.htm)

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: \_\_\_\_\_ Phone \_\_\_\_\_

DOB: \_\_\_\_\_ E-Mail: \_\_\_\_\_

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).

Make Check Payable to: National Park Rangers Lodge.

Agency and Work Unit: \_\_\_\_\_

Mail to: FOP Lodge, POB 1481, Twain Harte, CA 95383  
Phone: 1-800-407-8295 10am-7pm Eastern Time or email  
[fopldg@comcast.net](mailto:fopldg@comcast.net)



National Park Rangers Lodge  
POB 1481  
Twain Harte, CA 95383

