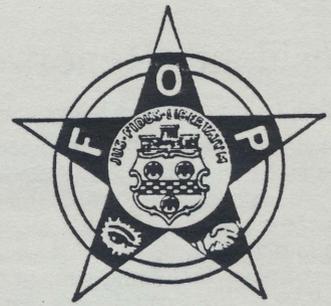


The Protection Ranger



The Newsletter of National Park Rangers Lodges, Fraternal Order of Police

Jan./Feb. 1993

Director Ridenour Signs Law Enforcement Policy Statement

Director Ridenour has signed off on the new LE Policy Statement that Chief Ranger Brady and WASO staffers have been working on. Brady wrote that it "will clarify our overall agency position on Law Enforcement..." and is tied into "Ranger Futures" and the Vail Agenda. Brady goes on to say: "It will help with improving our collective abilities to protect resources, improve ranger pay, and modernize ranger career management programs... We've also formally submitted a \$17 million budget proposal for FY 94 to OMB [at OMB's request] to fund expected costs of implementing the "Ranger Futures" initiative." He also notes that "OPM has sent the FLEPRA law enforcement pay proposal to Congress, and ranger law enforcement work is included in the proposal."

The new LE policy statement will be coming out to the field shortly. In implementing the policy in the coming year, Brady said: "It's going to entail a lot of work and commitment from all of us, so get ready to roll up your sleeves." He closes with "It's going to be a terrific year. Let's make it happen!"

Eastern Lodge Director Bob Martin responded on behalf of the Lodges thanking Jim for his hard work. In the letter, Bob offered the support and assistance of the Lodges in this effort and hopes to meet with WASO staff when he's in Washington meeting with Clinton transition team people in several weeks. We should all send Jim and the WASO staff a quick note of thanks and support for their efforts on this document.

National Membership Hits 900 And Climbing

Membership in the Eastern and Western Lodges of the FOP now exceeds 900 protection rangers.

The lodges originated in 1988 with 23 charter members in Yosemite, California Lodge 23. At that time, members were only allowed in California. In 1990 membership was expanded to rangers west of the Mississippi. Also in 1990 the western lodge took in members of the National Alliance of Park Rangers and Firefighters. At the same time an Eastern Lodge was formed for rangers east of the Mississippi (Virginia Lodge 60). This month we are sending out invitations to join to all commissioned rangers in the country. Please encourage your friends and colleagues to join.

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OPM Adopts FOP EMT Supplement Plan Pay Raise

Rangers Should Qualify for Law Enforcement Pay Under New Plan

A variation on a proposal by the National Park Rangers Lodges of the FOP to give additional pay for EMT and other "Technician" skills has been adopted by OPM as part of its law enforcement pay raise plan. The OPM variation provides those with EMT certifications or above an additional \$1,500 a year.

The plan was suggested by Western Lodge president Jackson, and supported by John Grammer, the FOP delegate to the OPM Pay Task Force. Chris Cruz later outlined the plan to Phylis Foley, director of the Task Force.

The original plan called for percentage pay increases for a variety of special skills--such as EMS, SAR and firefighting. OPM, however, put a flat cap of \$1,500 for technician skills. The recommendations came as part of OPM's report to Congress on law enforcement pay. The report was released November 18.

The report defines a law enforcement officer as an employee who:

- is subject to mandatory medical qualifications;
- is authorized to make arrests;
- keeps the peace;
- carries firearms; and,
- protects life and property through patrol functions.

Park rangers are not specifically listed in the report, but the definition strongly supports our inclusion.

Commissioned interpreters and others with commissions who do not have law enforcement patrol as part of their positions will not be part of the pay increase.

The National Park Rangers Lodges of the FOP have played a strong role in the OPM Pay Task Force. At the FOP National Conference in Pittsburgh, the Western Lodge originated the motion to place an FOP delegate on the Task Force. John Grammer has been in close communication with the Lodges, and has participated in a conference call with Lodge and Chapter presidents, briefing them on the situation.

The Task Force was composed of representatives of federal agencies and employee groups. It made recommendations to OPM. OPM took those recommendations and drafted their report to Congress. The report will be sent to Congress in January as required by the 1990 Law Enforcement Pay Reform Law. The law has already given pay increases to 1811 Series employees.

OPM's proposal will create a separate pay scale related to the GS scale in terms of raises and locality pay, but on a higher level. See your Chief Ranger or contact the lodge for details.

Congress is expected to act on the recommendations in the next session. Budgetary constraints will be a factor.

MOVING? Write or call with your new address

President's Report

By Greg Jackson, Western Lodge President

Now that we're at 900 members, it is virtually impossible for us to please everyone with everything we say in the newsletter.

For example, the article on the standoff at Shenandoah brought comments of praise along with a comment of "stop the macho ranger stuff." I feel it was an interesting story involving an experience that could happen to many of us. If someone sent in a SAR or fire story, I'd run that too.

We have received some comments that we occasionally engage in ANPR bashing. We're not. The last time I mentioned ANPR was when I lamented over Washington giving information to one employee group and not another. That's not ANPR's fault, of course, but many saw it as criticism of them. The FOP-ANPR relationship continues to get stronger. Both organizations have issues and areas of mutual concern. At FOP, we are hoping that a formal, stronger commitment to work together can be developed with ANPR (see Bob Martin's article in this issue). We are already working closely together on the FOP's Resource Protection Initiative.

We also received some negative comments on my piece on alternative EMT classifications. My purpose wasn't to belittle either the NPS EMS program or even those who don't do a lot of EMS. Just trying to lighten up these often sober pages.

Finally, the uniform article. If you put 10 rangers into a room you'll get 11 different opinions on guns, 13 different opinions on cars, 20 different opinions on where the money should be spent, and a stetson full of opinions on uniforms. Thus, my comments in the last issue caused a stir. My opinions only. These are not motions passed by the lodge unless so noted, and are not edicts from above. Almost everyone I've talked to agrees that we need more latitude for chief rangers to make decisions for limited-use uniform items, they just disagree on which items they are. And that's the point.

For the record, the lodge made comments to Washington on uniforms three or four years ago. The reply we received was cordial, but we heard nothing further, and have never received requests for additional comments.

When I sometimes wonder if it's worth expressing an opinion at all, along comes mail from Eastern Lodge President Randall Kendrick: "I thought the newsletter was really good, keep up the good work."

I also want to emphasize that these pages are open to all. We not only encourage "views from responsible spokespersons," we plead for it. Send us your articles, thoughts & comments! This is your newsletter.

THANKS: Thanks to those who voted for my re-election. A number of circumstances resulted in lodge elections being held late. Nominations for next year will be made at the March meeting in Las Vegas with elections in May. If you want to nominate by proxy, mail in your nominations to the lodge. I will not hold office in the next term, so please consider who you want to lead the lodge.

Las Vegas Meeting: Now that we're beyond 900 members, with a new administration in the White House, new faces in Interior, and a new commitment to the field ranger from Washington, it is time for a new look at the lodge: how it may best serve the members, how it should work with Washington, and how it should be organized. This is the purpose of the National Ranger FOP conference in Las Vegas. It's our first national meeting, and I urge each chapter to send at least one representative. Please see the announcement and RSVP ASAP.

National Affairs/Issues/News

Greg Jackson and Dan Kirschner

LOGO CONTEST: To date, the DEWA Chapter has only received one submission for our Logo contest. We know there are some very talented people out there. Don't miss out an opportunity to make your mark. The DEWA Chapter is managing this contest. Send your entries to: Steve Clark, HC-62 Box 1 Star Route, Columbia, NJ 07832.

PUBLIC ASSISTANCE: The DEWA chapter is also managing this project. We have asked for stories about rangers on public assistance. To date, only five rangers have submitted their public assistance stories. We know there are more of you out there. Our goal is not to embarrass. At your request, we will keep your name confidential. Please include the following information in your submission: 1) NPS Employee Name. (If you will release) 2) Duty Station. 3) Salary (Yearly) Pay Plan-Series-Grade-Step. 4) Service Computation Date. 5) Employment History: (Permanent and Seasonal). 6) Size of Family. 7) Spouse Name. 8) Names/Ages of Children. 10) Type of Public Assistance 11) Dates of Assistance & Monetary Value. This information is critical for our work with Congress!

WASO: We continue to see a steady flow of positive accomplishments by the Ranger Activities Division. Communication between WASO and FOP is improving on issues across the board. We hope to continue this dialogue. FOP pledges to do whatever we can to assure that FOP is a valued contributor to the efforts of Ranger Activities on behalf of NPS protection rangers.

NATIONAL NEWS:

Meeting: Greg will be attending the California State Board meeting in L.A. on March 5-6, and working at the Easter Seals Telethon. Bring concerns involving State Lodge business to Greg's attention.

Upgrades: Rumor, and only rumor, has it that some parks may be seeing upgrades in the next month or two.

Enhanced Retirement: See article in this issue. The lodge will be very active in Congress this session on retirement and other personnel-related issues. We have been gaining support for legislation, and hope to introduce it this year if WASO fails to get coverage.

Guns: Despite rumors of a settlement, the case is still at the GAO for review. To our knowledge, the NPS and Ruger have submitted their testimony.

Seasonals: Large budget cuts for FY93 will probably mean a drastic cut in the number of seasonal employees. We hope this smaller workforce will bring about pressure to more easily convert seasonals to subject to furlough status. The lodge will be pushing for direct conversion and assuring fairness.

NPS-9: The lodge is asking WASO to give the field more latitude in defensive equipment policy, allowing Chief Rangers to make deviations in, for instance, firearms policy based upon justifiable need.

LOOKING BACK AT OUR 1990 GOALS: Browsing through some past literature we found a recruitment brochure with some of our past goals, including these written in 1989:

1. Inclusion Of NPS Rangers In GAO *Recommendations For Increased Pay and Retirement Benefits For Federal Law Enforcement Officers:* This turned into the Law Enforcement Pay Act, which resulted in the OPM Task Force, which resulted in OPM recommendations for increased pay which will cover park rangers (probably). As for retirement, OPM is not addressing re-



irement, but if we are law enforcement officers in terms of pay, we hope this will bolster our recognitions as law enforcement officers for 6(c).

2. Standardization of NPS Shooting Review Boards, With Guidelines To Protect The Rights Of Rangers: Western Region is rumored to be developing a prototype plan. The FOP, through some strong effort by Chris Cruz, has already done this. We'll be pushing for this as NPS-9 updates occur. There doesn't seem to be a big push from the field on this, which is a shame.

3. Introduction Of Legislation Specifically Authorizing Enhanced Retirement Benefits For NPS Rangers: We have failed to do this. Our primary hope was getting us included in the Swift bill, which gets pummeled as a budget buster every time it comes up. We've abandoned that strategy and are going for a separate piece of legislation this year. Three years ago past lodge president Tomasovic and Greg discussed what would be a realistic timetable for getting 6c coverage and figured 5 years. That is still a pretty good estimate.

4. Inclusion of NPS Rangers In The National Police Officers Bill Of Rights: The role of federal officers in the FOP has increased greatly in the three years since this goal was written, thanks to a significant degree to our lodges. Look for a push for a federal officers bill of rights in the next couple years, depending on how the new administration views law enforcement

5. Step Pay Increases For Seasonal Rangers, And The Development Of An Intake Program: Our hope on this is to make it easier for seasonals to apply for permanent positions as a direct result of their time in service. Congress last year considered a bill to allow this for temporaries with 2 years cumulative time in a 5 year period.

OPM guidelines prohibit using temporary workers as training grounds for building a permanent workforce, as revealed in congressional hearings on the use of temporaries. Hearings showed that land management agencies are abusing this system. We'll see how these hearings, in which the FOP's George Durkee had input, will affect future seasonals. Upcoming hearings may also be able to help.

GOALS FOR 1991: Drafted in 1990, they included:

1. Pay Increases For Rangers By Raising The Journeyman Level For Field Rangers To The GS-9 Level And By Gaining Enhanced Annuity Retirement Pay Increases: The journeyman level looks like it's going to the 9/11 level that we've been working for, and we're going to be getting law enforcement pay. We helped win one. (We hope).

2. Introduction Of Legislation Specifically Authorizing Enhanced Retirement For NPS Rangers: The check has been in the mail too long on this.

3. Opposing Any Mandatory Physical Fitness Program That Is Sex And Age Biased, Or That Is Not Linked Directly To Enhanced Retirement: Read that as an "adverse action" program. Read the article about the new NPS-57. We helped win another one.

4. Converting Many Seasonal Positions To Permanent Subject-To-Furlough, and Fairly Grading Seasonals To At Least The GS-7 Level: Regarding STF, we're optimistic. Regarding seasonal GS 7's, we pushed for it and got some seasonal 7 positions in Yosemite. We will continue to work towards this objective for all rangers.

5. Standardization of NPS Shooting Review Policies, With Guidelines To Protect The Rights Of Rangers: The NPS is moving on this and hopefully WASO will give the FOP proposal consideration.

6. Instituting A System Where Field Ranger Input Plays A Vital Role In Management Decisions That Affect The Livelihood Of Rangers: This is the year for collective bargaining.

O.K., how'd we do? Not perfect, but surprisingly well, considering that three years ago we were a young organization on the verge of national expansion.

Keep the faith, we're in this to stay. Our goals for 1993 and beyond will be discussed at our national conference in March. SEE YOU THERE!

New Chapters Forming In Northwest, Bay Area, Pacific

New Lodge chapters are forming in the Pacific Northwest, the San Francisco Bay area, and in the Pacific areas including Hawaii. Spencer Hegwood, a seasonal ranger at Mt. Rainier, has begun forming a chapter to encompass parks in the Pacific Northwest area, including Mt. Rainier, North Cascades, Olympic and Grand Coulee. Interested members should contact Hegwood at 206/757-8990.

Tom Gavin (415-556-8600) in the Western Regional Office has announced the formation of the Bay Area chapter, with the first meeting on January 11. The Bay Area chapter will encompass Golden Gate, Point Reyes, the Western Regional Office and other NPS areas in the Bay Area.

Parks in the Pacific are forming the Pacific chapter. Interested members should contact Neil Akana at Hawaii Volcanoes.

Southern Utah parks are continuing to form as well. Contact Pat Buccello (801-772-3256) at Zion for details.

Southern Arizona parks are forming based around the Organ Pipes chapter. Contact Rich Finnerty or Mark Daniel (602-387-6849).

In the east, chapters are forming at New River Gorge, and possibly at FLETG.

Reminder: Chapters should send reports and meeting minutes to their parent lodge, along with the address and phone number of their president.

Western Lodge Chapter Reports

Death Valley: Chapter priorities set at meeting. Community involvement will continue in schools and children's sports programs. Four miles of highway have been adopted. Chapter will now meet monthly. Chapter will work on information sharing with other professional groups. They will also continue support for the community DARE program.

Glen Canyon: Interim officers have been elected. Jim Houseman is president, Mike McGuinness is VP and Ariel Leonard is Secretary/Treasurer.

Lake Mead: The chapter now has 40 members. Highway clean-up accomplished. Working to resolve dispatch problems in park. Chapter to contact Great Basin to see if they want to be involved. Chapter developing T-Shirt as fund raiser.

Grand Canyon: Continues to support emergency responders in required occupancy problems with management. Obtaining a seasonal laundry facility and getting washers/dryers installed in seasonal quarters is a major project. T-shirt sales were a major success. Next fund-raising item for sale will probably be ball caps with the chapter logo. Fund-raiser being planned to coincide with local July 4th celebration. 911 poster project enter final phase. Providing financial support of DARE and GREAT (Gang Resistance Education and Training) programs at local school. Public Safety Fund up and running - donating over \$2,000 worth of equipment and supplies to GRCA including the purchase of CPR mannequin and a life-size training dummy for SAR, EMS, Fire, and Extrication training. Continuing work on SAR/ON-CALL standby duty pay claims. Considering setting-up school scholarship fund.

Yosemite: Bob Bandy is new VP for Yosemite Affairs.

Sequoia/Kings Canyon: No report. **Rocky Mountain:** No report.

Pacific: Chapter forming.

Bay Area: 16 rangers met at Muir Woods in their first meeting.

Southern Arizona Group: Organ Pipe members trying to contact Saguaro and other parks.

Southern Utah Parks: Chapter possibly forming for Zion, Bryce, and Capitol Reef, and other areas parks. Interested members should contact Pat Buccello, Zion NP.

Eastern Lodge Chapter Reports

Eastern Lodge President: Randall Kendrick
Lodge Director and VP for External Affairs: Bob Martin
VP for Internal Lodge Affairs: Steve Clark
Treasurer: Janet Bachman
Guard: Billy McCraw

Shenandoah: President Tim Alley. Held January meeting and set their agenda for '93.. Nearly all Commissioned Rangers are members! Will be extending invitation to other parks in vicinity to join the Chapter.

Blue Ridge Parkway: Near 90% membership. The Parkway has no active chapter because all issues are taken up through collective bargaining.

Philadelphia: Ready now to move with collective bargaining

Delaware Water Gap: 95% of rangers belong. Steamtown part of the chapter. President Steve Clark.

Fire Island: President Jay Lippert, at 10 members

Natchez Trace: No report

Cuyahoga: President Greg Cravatis, now with 16 members.

South Florida: President Angelina Gregorio, at 40 members.

Independence: 10 members, President Leigh Zahm.

Valley Forge: President Duane Buck, 8 members

Natchez Trace: Jack Buck is president, 26 members.

Great Smoky Mountains: Most rangers belong, chapter organization underway.

New River Gorge: Chapter now forming, contact Rick Brown.

Friendship Hill: Includes Ft. Necessity, Allegheny Portage, and Johnstown Flood -- Tim Woosley president, the chapter's six members includes nearly all commissioned rangers

CHAPTERS, PLEASE GET REPORTS IN TO FOP (or direct to Dan Kirschner at 602-638-2494) BY PHONE, FAX, DISK OR E-MAIL. One area of organizational management that we need to address is COMMUNICATIONS! Get your ideas to us!

Now Is The Time To Form An FOP Chapter In Your Park

There are two FOP lodges for park rangers. The Western lodge is for rangers west of the Mississippi. The Eastern lodge is for rangers, you guessed it!, east of the Mississippi.

The lodges have formed chapters which are work groups of lodge members within parks. The chapters work on local issues important to their park and participate in lodge conference calls and receive information from the lodges in addition to newsletters. They also have direct input into lodge affairs. They also often take on community service projects such as DARE and highway cleanups.

To start a chapter, contact the Eastern or Western Lodge. Basically, you need about 6 members, then you need to elect officers, set up by-laws (which we can supply), and that's it.

Most chapters begin with a meeting to gauge interest. You put up posters, talk it over, and see who comes. Most chapters have a president, vice president, secretary and treasurer. The secretary/treasurer job can be combined.

The Eastern or Western lodges can help you in every step of chapter formation, from electing officers to setting up by-laws and finances.



The Definitive Study On Ranger Shootings

Now in its second printing with more pages, *Use of Deadly Force By--Deadly Assaults Upon Federal Land Management Law Enforcement Officers* by Paul Berkowitz gives detailed accounts of all known incidents of deadly force used by and against Park Rangers, BLM and USFS rangers. This should be required reading for every ranger. Order your copy from the Western Lodge. Send your name and address with a check or money order for \$12.50 (FOP members), \$13.50 (non-members) to FOP, P.O. Box 944, Yosemite, CA 95389.

The Protection Ranger

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This newsletter is your newsletter. If you don't like something, write us a letter. If you do like something, write us. Either way, we want to hear from you! Our Lodges are committed to improving the Ranger profession by joining Rangers together in a spirit of camaraderie to seek a cooperative relationship with management, with the goal a safe working environment, with fair and competitive pay and benefits. FOP is a non-profit organization.

Application For Membership

I, the undersigned, a full-time regularly employed law enforcement officer, do hereby make application for active membership in the National 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 (required): _____

Associate membership (non commissioned)

Please enclose a check for one year membership. (Western lodge \$27, Eastern Lodge \$20)

Renewal (check here)

Enclose a copy of your commission.

___ I'm employed East of the Mississippi

___ I'm employed West of the Mississippi

NPS Area: _____

Mail to:

Fraternal Order Of Police, Box 944, Yosemite,
CA 95389

or

Eastern FOP Lodge, P.O. Box 151, Fancy Gap,
VA 24328

A Call For An FOP NPS Housing Policy

by Randall Kendrick, President, Eastern Lodge

Arriving at a NPS housing policy that is both workable and fair to our members is a difficult proposition. The housing needs of a commissioned ranger changes as family and financial situations change. An unmarried ranger who wants a variety of work experiences usually wants government housing to avoid being exposed to the vagaries of local real estate markets. A ranger who is married with a family and has been in an area for a period of time often wants to move into a private dwelling more convenient to schools and the spouse's necessary job and build equity instead of collecting rent receipts.

I am convinced that required occupancy, except in cases of geographic remoteness, is unsupported by law and will not withstand a court test. In following appeals brought by rangers seeking to be relieved of the burden of required occupancy over the past twelve years, local and regional NPS management usually resist allowing rangers to move out. When the appeal goes to WASO an accommodation is usually reached. WASO has handled these appeals on a case by case basis and has not issued a blanket end to required occupancy or even significantly changed the guidelines since Mott withdrew Dickenson's end to both required occupancy and an end to government owned quarters except in cases of remoteness from private housing. That policy was in effect for only a year.

Brother Mike Farley's recently wrote an article in the Eastern Lodge newsletter telling of his success, with FOP help, in being relieved of required occupancy at Great Smoky Mountains. He quoted the relevant US Code sections and emphasized the fact that management must consider ALL reasonable alternatives to required occupancy. Some of these are: 24 hour coverage; night watchmen; electronic alarms; contracts with local fire and police agencies; fences and gates; guard dogs; and paid on-call status. Write the Eastern Lodge for a copy of the article.

Former superintendent Roger Martin was quoted in the ALLIANCE as saying, "To say that the parks cannot afford 24 hour coverage is not true; what is true is that the superintendent has decided to put the budget dollars somewhere else..." Of course, we know where the "elsewhere" often is: staff positions--assistant this and specialist that, excessive management travel budgets, and special events. And why not? when you can force rangers to provide an essential service at little direct cost. Of course we know the indirect costs we bear: children with long bus rides to school with little chance for extra-curricular activities and friends; spouses with little chance for meaningful employment or with long commuting distances; poorly designed and maintained houses with poor wiring, insulation, little privacy, poorly defined yards, and "no pet" rules.

Hand in hand with required occupancy comes a history of misuse and abuse of this power by management. Very often the best housing is set aside for superintendents and other highly paid members of management without regard to family size. Housing is often distributed on a "who-you-are" basis rather than being based on whether or not an employee has emergency responsibilities in his/her PD.

Two recent examples of this abuse of authority are typical of abuses throughout the system. A Brother of the Eastern Lodge transferred to a large western park that annually is in the top five parks in generating LE and EMS incidents. The Brother, upon arrival, was told there was no housing available because all were occupied. Seventy-five per cent of the houses were filled with employees in non-emergency jobs and there was nearby private housing available in town. While I was on vacation in Big Bend in 1988, I met a LE ranger outside the park on the west side who was living in a private house (this is an area with a very limited private housing stock). He told me that he had to commute 30 miles into the park because he was told that all NPS quarters were filled, mainly with employees in non-emergency jobs. The

nearest towns for comparison purposes were 70 miles at Presidio and 104 miles at Alpine, making Big Bend and isolated park. Clerks, concessions specialists, property and procurement employees all had government quarters but a commissioned ranger was told: "Full up."

This Lodge supported the Ranger Fair Housing bill, but I think it was seriously flawed. What's the point of spending X amount of scarce dollars on NPS housing if 80% is going to dwellings that house non-emergency workers? We need to first remove all non-emergency workers from government housing except in the rare cases of geographic remoteness. If there's a town within an hour's commute, then only employees with emergency responsibilities should reside in the park.

We also need to have a policy where rangers in required occupancy can get out. This would have to be done on a case by case basis but we should be able to write guidelines that will ensure prompt response to after-hours emergencies and prevent rangers from being career-long required occupancy unless they so choose.

Park housing takes resources away from the ecosystem and adds burdens in the form of sewage and solid waste. The more we can do to minimize residency on park land, the greater protection afforded to park resources. We save more than money by removing housing from park land.

I would like to come up with an FOP housing program that can form the basis of an improved Ranger Fair Housing bill. Rep. Vento, by ordering a GAO study of NPS housing, has given us time to put this together. I think we should take advantage and do the work needed to come up with this plan. Please contact the Eastern Lodge if you want to volunteer.



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NPS-57: A Favorable Compromise

by Greg Jackson, Western Lodge President

No physical fitness program is going to make everybody happy. What is clear is that there is a need for a fitness program. And if we want law enforcement pay, we're going to have to meet OPM's requirement for physical screening.

What we were originally offered was unfair: it was a program where you had to pass certain standards, or you're out of a commission. The standards were not age or sex adjusted. It was the only such program in the federal government, with perhaps one exception, that was not linked to enhanced retirement.

We have never objected to physical fitness standards, but we did object to an adverse action program that was not linked to enhanced retirement, and that was not age and sex adjusted.

What we sought ideally was a program like that of our colleagues in the U.S. Park Police--one that grandfathered in current employees, that provided physicals and training facilities, and that provided for enhanced retirement.

What we proposed as a compromise was a non-adverse action program giving people time to work out, facilities to do it in, physicals to ensure employee health, and one that had financial rewards for meeting goals.

That's close to what we got, which in the real world is not bad. Certainly this policy will be updated in the next few years. Collective bargaining will help us here (our model program, that of the Park Police, was negotiated through collective bargaining).

So what is the role of the FOP under the new NPS-57?

1. The FOP should act as a watchdog to assure that the privacy of individual rangers on their tests is assured. Humiliation is not a good way to encourage physical fitness.

2. NPS-57 provides for removing commissions from people who are a physical danger to themselves. I can't argue against that in principle. The test is going to be in execution. The service needs to set up specific disqualification guidelines and must take extreme care to guard against misuse of this power. The FOP will press for specific guidelines. If we were under collective bargaining, interceding on individual cases would be possible. For now, we can give advice, write letters, find legal aid, and take other supportive action to assure the system is not abused and that individuals are treated fairly.

If we as employees are serious about getting the programs we want, we will need the strength of collective bargaining. NPS-57 represents a good compromise for an employee organization that is not a bargaining unit. The program will be evolving, and we will have the opportunity to suggest further changes, as the need arises. Please let the lodge know immediately of your thoughts and any problems with NPS-57 implementation.

FOP To Meet With Clinton Transition Team

Latest On Resource Protection Initiative

by Bob Martin, Director, Eastern Lodge

Letter To Clinton

On November 4th, I sent President-elect Clinton a letter on behalf of the Ranger FOP Lodges. Mentioned was our congratulations to him and Vice President-elect Gore. I asked that when considering the selection of the Secretary of Interior and NPS Director, he consider the following: that in the past 20 years the NPS has grown from 249 units to nearly 370; visitation has exploded from 220 to 260 million; and NPS acreage has gone from 29.6 to over 80 million. In addition field ranger staffs have shrunk by 11%. I implored him to consider an NPS professional as NPS Director and also advised him of the deplorable condition of our NPS infrastructure, budget, resources and employee morale. I advised him that we are looking forward to him taking office and the changes he promises to bring.

Contacts With Clinton's Interior Transition Team

Just before the Christmas holidays, I wrote to Clay Peters, of Clinton's Dept. of Interior Transition Team. I sent him a copy of the letter to Clinton, and included "bullet" statements on issues we feel are our top concerns. Included were housing, compensation, retirement, NPS lackluster leadership, and resource protection.

On January 4, 1993, I received a phone call from Mr. Peters. He seemed very interested in our organization, our issues and our Resource Protection Initiative, (I had sent him a copy of our Position Statement). Mr. Peters said he would like to meet with me. We have agreed that when I come to DC in late January, we would try to get together.

RESOURCE PROTECTION INITIATIVE UPDATE

The U.S. National Park Ranger Resource Protection Fund

As part of our Resource Protection Initiative, we have decided to form our own non-profit organization. We have lined up a professional fundraiser, headed up by Jack Byron, President of B & B Presentations. B & B currently does most of the fundraising for the State FOP Lodges in the Mid-Atlantic region. B & B has received high marks and was endorsed by the Executive Director of the Virginia State Lodge.

85% of the money we receive in the Fund will go directly towards a Fund to facilitate specialized Resource Protection Training courses. Yes, we hope to pay for student and instructor travel, rent of the facility, vehicles, & etc. We hope to put on at least one such course a year! We will be meeting soon with RAD to discuss this concept. We hope to announce the course through normal NPS channels.

We also hope to solicit donations from manufacturing companies for donations or discounts on all sorts of equipment which might be needed for investigations. We will then loan this equipment out to Parks which have a resource protection problem, but can not afford the equipment.

Eastern Lodge President Kendrick has been busily working with an attorney on the non-profit, incorporation and tax-exempt founding papers for the "Fund." We have acquired a great logo for the Fund, which was graciously done exclusively for us by Brother Steve Bair, of our Shenandoah chapter. We will use this logo on various sales items in the future. We will run the logo in



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a future PRORAN for all to see.

I have been working on Vision and Mission Statements for the Fund, copies of which are available by calling or writing me at the address following this article.

I am looking for volunteers to help me with various areas of the Resource Protection Initiative and The Fund. Specifically, I need help with media relations, technical investigation equipment solicitation, training, publications and distribution and sales.

We have received strong letters of support from national conservation organizations. John Humke, Vice President for Agency Relations of The Nature Conservancy writes: "...I must applaud your commitment to protecting park wildlife resources. You, and your fellow rangers, epitomize public servants who not only do their jobs but, because of your commitment, go the extra mile." Others supporters include The Cousteau Society, the Sierra Club, the World Society for the Protection of Animals and the National Anti-Poaching Foundation.

Contacts With ANPR

Recently, I had discussions with ANPR President Rick Gale concerning their working with us on the Resource Protection Initiative. Rick seemed very interested in the Initiative and has assigned Brian Swift, VP of Professional Issues to work with me on this important issue. Rick also expressed interest in exploring other ways our two organizations might work together on future matters of mutual concern. Brian and Rick are now reviewing our latest version of the Resource Protection Initiative (which now addresses the protection of ALL NPS Resources, not just "Natural") and hopefully they will get back to me soon as to where they would like to "fit in" to the copious amounts of work which still needs to be done.

Bob Martin
Eastern Lodge Director and
Resource Protection Coordinator
Rt. 3 Box 314
Elkton, VA 22827
(703)999-2008 (H & message)
3202 (W)

New Lodge 23 Officers Announced

Results of the 1992 Lodge 23 (Western Lodge) elections are in:

President/State Trustee: Greg Jackson

Greg is a ranger at Lake Mead NRA. He has served as Lodge Secretary/Treasurer, Secretary, and was president the previous term.

VP for National Affairs: Dan Kirschner

Dan is a ranger at Grand Canyon NP. He has been vice president for National Affairs for the Grand Canyon chapter.

Secretary: Dave Brennan

Dave is assistant horse patrol supervisor at Yosemite NP. He was Secretary the previous term.

Treasurer: Ruth Middlecamp

Ruth is a dispatch ranger at Yosemite. This is her first term in lodge office.

VP for Yosemite Affairs: Bob Bandy

Bob is a seasonal ranger in Yosemite's backcountry, and was previously Seasonal Trustee.

Seasonal Trustee: George Durkee

George is a seasonal ranger at Sequoia/Kings Canyon NP, and has served as Lodge Guard.

Wawona Trustee: Rich Romero

Rich is a ranger in Yosemite, a charter member, and a long background in lodge activity.

Mather Trustee: Cathy Casalegno

Cathy is a ranger in Yosemite, and has served as Mather trustee in the past.

Valley Trustee: Mike Lalone

Mike is a Yosemite ranger and has been lodge VP.

Past President: JR Tomasovic

JR is a law enforcement branch chief at Yosemite.

COME TO THE FOP CONFERENCE IN LAS VEGAS, MARCH 15-16, 1993

The first joint conference for the Western and Eastern Rangers Lodges of the FOP is scheduled for Monday and Tuesday, March 15 and 16, 1993 at the Barbary Coast Hotel & Casino in Las Vegas, sponsored by the Lake Mead Chapter of the Western Lodge.

Lodge officers from both lodges and Chapter presidents or their representatives are urged to attend. Members at large are also welcome. Day 1 of the conference is scheduled to discuss lodge positions and actions on national issues. Day 2 will be devoted to collective bargaining, finances, and updating the structure of the lodge to facilitate operations and increase responsiveness to members.

In addition, a shooting contest is being planned at Lake Mead NRA. If held, firearms storage will be available at Lake Mead. Contact Joe Hayes at 602/767-4229 to check on costs and to RSVP.



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FOP/Sprint Phone Card Get You Low Rates, Sends Money to FOP

The FOP and U.S. Sprint have announced the FOP Phone Network. FOP members who join receive a custom Sprint calling card. When you use Sprint, you get regular low Sprint rates, up to 15 percent below AT&T rates. And 15 percent of your phone bill goes directly to the FOP. Of that 15 percent, ten goes to the state lodge, and five goes to the National FOP. There is no additional cost to you.

FOP members, their families, friends and supporters can join the FOP phone network at no charge. To join, call 800/FOP-4321. When you join, Western Lodge members should indicate that they want funding to go to California Lodge 23.

Chapters, Members Urged To Help Lodge Easter Seals Fundraiser

Easter Seals is the primary charity supported by the FOP on a national level. Chapters in the Western Lodge are urged to contribute \$1.00 per member to Easter Seals through the lodge by March 10. Individual members are also welcome to send their donations to the Western Lodge.

Send donations to Easter Seals, FOP, P.O. Box 944, Yosemite, CA 95389. The California State Lodge will continue its tradition of support for the Easter Seals Telethon by providing security at the event. National President Dewey Stokes will be in attendance.

All Eastern Lodge Members Dues Are Due

Annual Dues Are \$20, Due On January 1.
Please Send Your Check to the Lodge:

FOP
P.O. Box 151
Fancy Gap, VA 24328

OPM Denies A Ranger Claim For Past Enhanced Retirement Coverage

A veteran park ranger at Shenandoah is the first of the group of rangers who submitted packets requesting past enhanced retirement coverage to receive news on his application. The news was bad.

Although the ranger's package received favorable recommendations from NPS and DOI, OPM ruled that the ranger was not eligible for 6(c) retirement for his time as a law enforcement ranger. Further, he was not eligible for coverage as a supervisor as he did not supervise any employee who was covered by 6c.

The decision raises a number of questions: What was the purpose of NPS and DOI reviews if OPM plans on ignoring them? Did any reviewers make favorable recommendations knowing that OPM would disallow them? How can OPM say that a person did not supervise 6c covered people when those people have not had their 6c rulings? Will those rangers who have their packets evaluated first suffer if rangers are granted 6c retirement in coming months? The ranger is presently asking for a rehearing. We'll keep you updated on this and other cases as they're reported

Congressional Query Shows Two Year Delay On Retirement Cases

OPM, in response to a query from the congressman of a lodge member, has said that there is a two-year backlog for determination on past retirement cases.

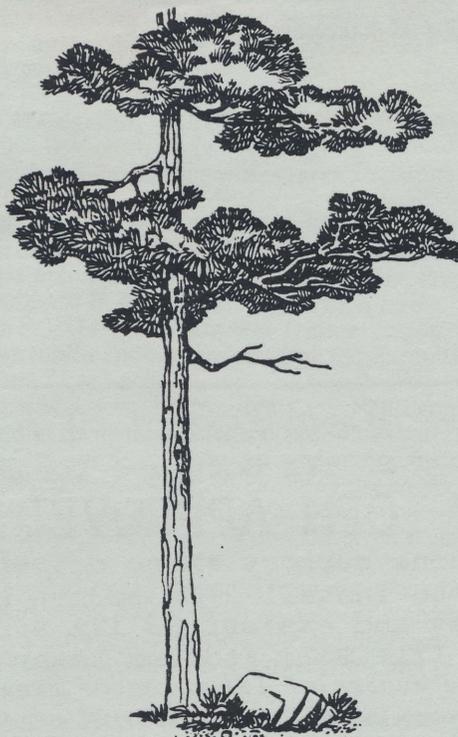
OPM will continue to determine cases in the order in which they are received.

In Memoriam: Ralph Orms, National Secretary

National FOP Secretary Ralph Orms died on November 28, 1992 of a massive heart attack at the age of 46. Brother Orms first joined the FOP in 1967 when he began his law enforcement career with the Louisville P.D. In 1985 he served simultaneously as Kentucky state president, National Secretary, and local lodge 6 president. His dedication has helped the FOP become what it is today.

Nominations For Western Lodge Officers Due March 10

Nominations for Western Lodge officers will be made at the March meeting, March 15-16 in Las Vegas. Nominations will be made from the floor. Members not in attendance may make nominations by proxy by sending a signed letter to the Western Lodge by March 10. Offices to be filled include: President, Vice President for National Affairs, Treasurer, Secretary, Guard, and Seasonal Trustee. Members in Yosemite may also nominate Valley, Wawona, and Mather trustees, plus Vice President for Yosemite affairs. Motions on lodge business will also be accepted.



MOVING? Remember to send us your new address

They Were Called Park Rangers

By Bill Blake, Chief Ranger, New River Gorge NR

Editor's Note: The following article originally appeared here in 1989. Since then, we have added nearly 700 new members. This story appears for their benefit.

"THE RANGER IS PRIMARILY A POLICEMAN"

The filing by over 1,100 rangers for enhanced retirement based on their work in law enforcement has led many to question the role of law enforcement in National Park Ranger work. Many administrators in the National Park Service do not support the concept that today, as well as historically, one of the major or primary roles and functions of many Park Rangers is that of law enforcement and investigation. They have lost sight of the fact that in 1916, as the National Park Service was codified into law, one of the primary roles of Park Rangers then, as today, was that of law enforcement. During this timeframe Rangers were replacing U.S. Cavalry as the protectors of National Parks, their resources, and those who visited them. In his annual report of 1918, S.T. Mather (first Director of NPS) addressed the issue of the departing cavalry by writing, "It is not to be inferred that the claim is made that a military government is the only one practicable for the Park, or even that it is the best adapted or most suitable. It is believed, however, that no efficient protection can be given to the Parks without the support of a well-organized and disciplined police force of some description."

In his landmark book about Yellowstone, *The Story of Man In Yellowstone*, author Beal makes no mistake in identifying who Director Mather had in mind for this well-organized and disciplined police force. As he writes, referring to the above quote and writing about Yellowstone National Park, "It was clearly demonstrated that a ranger force of a chief ranger, four assistants, twenty-five permanent park rangers of the first class, and twenty-five seasonal rangers would constitute a 'well-organized and disciplined police force'..."

ALBRIGHT'S RANGERS: PROTECTING THE PARK

After the creation of the National Park Service, the first superintendent of Yellowstone National Park was Horace Albright. Albright is also given credit, along with Mather, for being a driving force behind the creation of the National Park Service and, more importantly for the subject at hand, its organizational structure. Albright, who also became the service's second Director, like Mather, understood the role and function of Park Rangers. In a letter prepared for seasonal Park Ranger applicants, Albright explains to possible recruits, "The ranger is primarily a policeman...". When referring to the Duties of a Ranger, Albright writes, "The ranger force is the park police force, and is on duty night and day in the protection of the park."

Albright was proud of his Rangers and their contributions to his successful operation of the park. In his 1918 Superintendent's Annual Report he writes, "The protection of Yellowstone Park is not under direct control of the superintendent who exercises his authority through a very efficient ranger force..."

Rangers as far back as 1918 were doing plain clothes surveillance work (as they often do today) and were complimented for it. Albright writes "The ranger force is uniformed during the tourist season and presents a very striking appearance. In the fall, winter and spring these men patrol the trails in plain clothes and are very effective in protecting the park from poachers and other trespassers."

Albright was proud of the law enforcement work done by his Rangers. When discussing the dramatic increase in arrests over the previous year he writes in his 1918 report, "This record of arrests speaks well for the efficiency of the new ranger force and stands in contrast with the record for the last season, when but two trials were recorded and not an arrest was made for similar offenses under the military protective force." Many office managers in today's National Park Service would find it hard to

believe that in 1918 the superintendent of Yellowstone National Park was bragging about an increase in the number of arrests made by his Rangers! Albright was not necessarily proud of the fact that arrests were made. He was proud that his Rangers were doing the necessary work to make Yellowstone a National Park.

It is clear that both Mather and Albright envisioned law enforcement as a major duty of Park Rangers. They both realized that parks in 1918, as parks today, are not exempt from the social ills of society. They knew that as the Cavalry pulled out, parks and people who visited them would still need protection. They understood civilians were needed to take the Cavalry's place. These civilians could have been called Park Marshals, Park Wardens or Park Police. They were called PARK RANGERS.

BRINGING IN THE VISITORS

In the teens and early 1920's, as both Mather and Albright struggled to keep the National Park Service alive, a new national pastime was developing that would significantly impact on the survival of their fledgling agency. The mass production of automobiles and the American highway system that followed assured the success of the National Park System. Mather and Albright were many things, but first and foremost they were salesmen. They realized that in order to ensure survival, they had to get Americans to visit the National Parks.

Their first attempts were through promotion of the Parks with the cooperation of the railroad industry. While this was successful, it was soon replaced with the promotion of the automobile. As the automobile changed our National Parks into what some social/political scientists have called "pleasuring ground," it also dramatically changed the duties of Park Rangers. While the automobile ensured the success of the National Park idea, it also ensured that many of the law enforcement and social problems associated with urban life were transported to National Parks.

In his book entitled *Fire In America*, Stephen Pyne sums up what the selling of our National Parks has meant for park management: "From the origin of the park system, management of the parks has meant the management of the people, not the management of the natural resources..." He goes on to say, "The primary intrusion onto park lands came in the form of visitors..." He suggests that the Park Service was fearful that "failure to make remote areas accessible might cause the public rejection of the park idea."

Mather had made his reputation in business advertising and promotions. As he used his powers of persuasion to sell the Park Service idea, he sought to monopolize the recreation resources of the public domain. The Park Service promoted access and, according to Pyne, administered the Parks as "public campgrounds and pleasuring grounds." From the very beginning of the National Park Service, increased visitation became the overriding objective of top management, and one of the major tools used to manage people was the tool of law enforcement.

THE VISITORS BRING THEIR CARS

There has long been a direct relationship between increasing visitation and increasing in law enforcement problems. In the 1920s and 1930s, as today, many of these problems were associated with the automobile. In the 1920s, the National Parks were responding to the increase in visitation and the automobile. Contrary to the beliefs of some modern-day park administrators who expound that "traffic work" is not "traditional Park Ranger work," Park Rangers in this era were heavily involved in traffic law enforcement.

Many National Park Areas, including both Yosemite and Yellowstone, established "Traffic Divisions" where motorcycle mounted Rangers were charged with the responsibilities of traffic law enforcement. The increase in problems associated with traffic can be seen by examining the arrest records of Yellowstone. In 1921, 38 percent of 63 arrests made by Rangers were for traffic violations. By 1925, that ratio increased to 61 percent.

In his letter to prospective seasonal Park Rangers, Yellowstone Superintendent Albright stated in a section entitled Duties of a Ranger: "of equal importance is the detection of violations of the speed rules." Some interesting insight into Albright can be found on page 293 of Richard A. Bartlett's book, *Yellowstone, A Wilderness Besieged*. According to Bartlett, Albright "was not widely loved by the residents. Some disliked him because he was a tough law enforcer. Nearby inhabitants were disciplined for bootlegging, exceeding speed limits, hunting inside the fringes of the reservation and for a variety of violations."

In the 1980's, Colonial National Historical Park was running a very successful DUI checkpoint system on the heavily used Colonial Parkway. They were forced to stop this successful operation by then WASO Associate Director of Operations Stan Albright. The reason given was: "It's not traditional ranger work." With all due respect to now Western Region Director Albright, I doubt that his uncle would have agreed. Superintendent Albright's law enforcement program at Yellowstone stressed the prevention of fatal accidents due to motorists driving cars while intoxicated.

BUST 'EM

Moving away from our historical roots in traffic law enforcement, let's examine our history as it relates to "illegal substances." In 1989, law enforcement personnel working within the National Park system made in excess of 2,100 arrests related to illegal drugs. They confiscated in excess of \$524,000,000 (street value) in illegal drugs, and eradicated 308,715 marijuana plants from park areas. For those park administrators who are crying, "not traditional ranger work," let's go back to a time when this nation (and the park system) was faced with another illegal drug -- alcohol. In the 1920's park rangers found themselves faced with many problems associated with illegal use, possession and the making of alcoholic drinks. Many parks developed the reputation of having a "booze party" atmosphere. In response to complaints of disorderly behavior associated with "booze," rangers in Yosemite and Yellowstone conducted several undercover operations which resulted in many arrests.

Prohibition enforcement became the duty of many rangers. According to John W. Henneberger's unpublished manuscript, *To Protect and Preserve*, prohibition violations in National Parks were numerous. There were sufficient cases to make it necessary for the Department of Justice to issue special instructions on how to handle violations of the Volstead Act in National Parks. As a result, all Superintendents and rangers were declared to be Peace Officers of the Law and, therefore, Prohibition Officers. Prohibition enforcement in each park was in the hands of rangers. The arrest records of many National Parks during the 1920's demonstrate that rangers were very aggressive in enforcing laws associated with the then illegal drug of alcohol. Superintendents were instructed that, if they could not get convictions in prohibition cases, they should throw those persons involved out of the parks.

Removing illegal substances from National Parks not traditional ranger work -- hogwash!

THE VISITOR BRINGS THE BOTTLE

By the mid 1920's, law enforcement problems associated with increased visitation were recognized as a service-wide problem. At the first Chief Rangers' Conference, held at Sequoia National Park in 1926, the attending Chiefs commented on the problems associated with law enforcement. Yellowstone Chief ranger Sam Woodring, who chaired the conference, made the following opening remarks: "Increased travel brings with it the increased duties and responsibilities. We are the police force of the National Parks and are charged with the enforcement of law and Department regulations which have the force of law and effect of law." All the Chiefs who attended this conference addressed increasing visitation and law enforcement as a growing problem in their parks. The Chief Ranger of the Grand Canyon summed up his feelings by stating, "The police problem was particularly

vexing." At this conference, the legendary Chief Ranger of Yosemite, Forest Townsley, spoke of his park's law enforcement problems. He attributed them to traffic, booze and a congested Yosemite Valley. He commented that his men faced their biggest challenges in traffic and police work. Townsley went on to say that many law enforcement problems stemmed from the numerous "booze parties" and from a "class of people found in any cheap beach resort." Revealing insight with regard to future problems, he predicted, "... and I expect them to cause considerable trouble in the future in Yosemite." Those of us who have worked in Yosemite in the 70's and 80's would have to sadly congratulate Townsley on his forecast. Today, Yosemite Valley still has the "cheap beach resort" atmosphere and the abuse of "booze" makes it a world-class R&R spot. What's the old saying... the more things change, the more they stay the same.

Before leaving this era, those readers who believe that rangers today use the tools of law enforcement far more often than their predecessors, please consider this fact (courtesy of Ranger Hugh Dougher): In 1926, the arrest rate per 100,000 visitors in Yosemite was twice the rate of 1986. My favorite of the 1926 arrests was for "possession of a cat." They may have been hard nosed, but they had class.

THE GROWTH OF LAW ENFORCEMENT

With the formative years of the 1920's behind them, rangers entered into the next decade. Having developed expertise in certain types of undercover operations, developed aggressive and progressive traffic enforcement programs, dealt with the illegal drugs of their times and, in many cases, having been led by progressive leaders, these rangers were ready for the 1930's and 40's. Moving out of the 20's, law enforcement programs became more formalized. Many parks with active law enforcement challenges developed "Ranger Manuals" that addressed their law enforcement program. These manuals addressed such issues as: arrest without warrants, how to make an arrest, authority to make an arrest, force allowed in making an arrest, right of search, search of prisoners, subpoenas, evidence, evidence management and courtroom presentations. These manuals also established patrol and investigative procedures, procedures for making car stops and procedures on how to conduct traffic accident investigations.

During the 30's, 40's, and into the 1950's, Yosemite had a division called "Public Order and Traffic Division." Addressing the Rangers who worked in this Division, the park's law enforcement manual states: "Your duties, more pertinently than other ranger assignments, have to do with police and traffic work. The problems of efficiently accomplishing this in correlation with the precepts and policies of the Park Service may often be a difficult and unpleasant task."

This manual also gives a good description of the duties of rangers during this time period: "The Ranger Service is that branch of park administrative organization whose special duty is that of maintaining the peace and law and order within the park, and the prevention of violation of the rules and regulations thereof, and also of all other penal laws applicable to this park."

STAFF SHORTAGES IN A SURGE IN POST-WAR VISITATION

The 1930's gave way to the 1940's and World War II. At the end of WWII, the National Park System experienced a tremendous surge in visitation. Parks were neither staffed nor prepared to deal with this increase. As in Mather and Albright's time, this surge in visitation was accompanied by its share of law enforcement problems.

The park areas suffered as a result of insufficient protection personnel. Insufficient protection was (and is) an open invitation to those who do not respect public property and the rights of others. Vandalism of cultural and natural resources became a runaway problem.

When asked to comment on the growing problems associated with renewed visitation and the resulting vandalism,

Superintendent John McLaughlin of Grand Teton National Park replied, "The answer to the problem lies in additional ranger personnel for patrol..."

RESOURCE PROTECTION

According to Henneberger's *To Protect and Preserve*, by 1947 the gloomy picture of overuse and abuse of park resources led Director Drury to but one conclusion: "Unless adequate ranger forces were provided for patrol and the enforcement of park regulations, the valuable and irreplaceable resource of the parks would lose their greatness and their beauty." Herein was recognized that not only was law enforcement a "service" to our visitors, but to our resources. Without rangers who are ready, willing and able to enforce those special laws and regulations that make our parks and their social, cultural and natural resources something special, National Parks would fail to exist.

The mission of NPS law enforcement for the 1950's and into the 1990's had been set. Law enforcement should be used not only as a tool to protect visitors and personal property, but to also protect those resources without which we would have no parks.

INTO THE 50s

In 1953, the National Park Service authorized a publication entitled, *LAW ENFORCEMENT MANUAL*. On page 2 of this manual, law enforcement, as it relates to the management of the Parks, is firmly defined. It reads, "Law enforcement is now a primary duty in the successful operation of the areas administered by the National Park Service." Speaking of law enforcement, the manual goes on to say that law enforcement is a basic duty of many Rangers by stating, "...their basic duty is to protect the public and the area to which they are assigned."

In the next paragraph the manual states, "Protection of Government property located in the areas from physical damage and theft is also a very important duty of each law enforcement officer." While addressing Park Ranger duties the manual reads, "...the National Park Service ranger represents the first line of law enforcement within the Service." This document makes it clear that in 1953, as in Mather and Albright's time, the role and function of many Park Rangers is clearly that of protecting the property of both the United States and the personal property of visitors. It goes on to read that many Park Rangers "are required to detect violations of criminal laws and regulations that have occurred in their areas. They must apprehend, arrest or cause the arrest of violators."

This manual strongly supports the concept that law enforcement continued to be, as it was in Mather and Albright's administration, a significant function in the successful operations of many park units and of many Park Rangers. Mather and Albright, history would suggest, agree.

THE LAW ENFORCEMENT TOOL

Historically speaking, the function of law enforcement and Park Rangers has a strong connection. The units of the National Park Service have been established with various degrees of legal jurisdiction. With the vast majority of park units there comes the responsibility for the National Park Service to provide a basic set of service evolving around law enforcement and investigation. In today's Park Service, as well as historically, it is through use of the tools of the law enforcement function that park managers establish and maintain the social and atmospheric setting of the park (NPS Management Policies refer to this atmospheric setting as intangible resources.) It is this setting, along with the park's physical resources, that establishes the land they manage as something special. These tools include a wide range of law enforcement and investigative actions. In particular, it includes the enforcement of those rules and regulations (36 CFR Parts 1-5) designed by the National Park Service to establish and maintain a special park setting. Law enforcement, as carried out by many Park Rangers, is clearly a primary tool used by the managers of National Park areas to protect their resources, both

physical and intangible, and to leave them "unimpaired."

While protecting these nationally significant resources, Park Rangers also have the responsibility to protect park visitors. In protecting visitors, we not only protect them and their property, but we also protect them from those who would challenge their right to enjoy a National Park. Development and use of parks have followed a pattern that has afforded to visitors the deeply satisfying experience the parks are capable of giving, without material impairment of natural and historical characteristics. The enjoyment envisioned in the acts creating both the National Park Service and the majority of individual parks is refreshment of mind, it is the responsibility of law enforcement Rangers to help establish and preserve a National Park atmosphere that is one of dignity and restraint. This is in keeping with the high purpose of the National Park Service. As Mather and Albright have acknowledged, the rights of visitors must be preserved by prohibiting activities on the part of over-exuberant, thoughtless or selfish persons. The roles and functions of today's Park Rangers have expanded since the times of Mather and Albright. Today not all Rangers hold Law Enforcement Commissions. And, not all Rangers holding Law Enforcement Commissions have duties and responsibilities that make the function of law enforcement a primary duty. And, Rangers working in positions where law enforcement is a primary duty often perform other significant duties. But it is a mistake to believe that law enforcement is not a major or primary function of many Park Rangers.

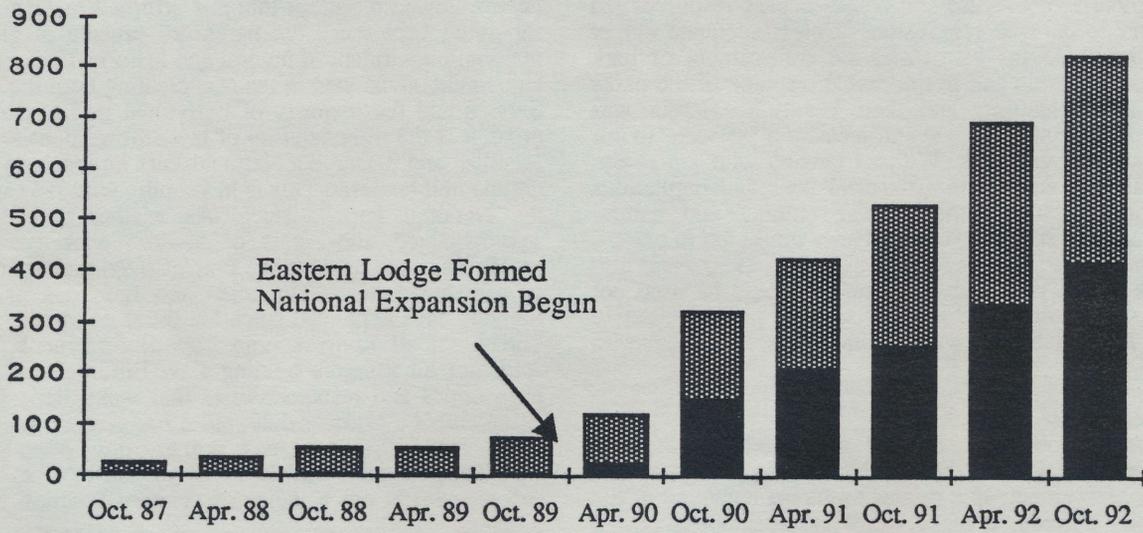
Many Park Ranger positions in today's National Park Service have been fashioned in the mode of those civilians who Mather and Albright recruited to replace the U.S. Cavalry. The major duties of those positions as well as the actual work performed could not be better described than the 1953 National Park Service *LAW ENFORCEMENT MANUAL* describes them. From 1916 to the present, many Park Rangers have apprehended, arrested or caused the arrest of the violators of those laws and regulations. Park Rangers will continue, as Rangers before them have, to perform significant law enforcement and investigative duties for their entire career. They have nothing to be ashamed of. Rather than belittle their contribution to the Service's mission, park management needs to acknowledge their positive contributions. These Rangers have performed and continue to perform their jobs with the belief and knowledge that law enforcement is a primary management tool in the successful operation of the National Park Service.

THE COMMISSIONED & THE NON-COMMISSIONED

As stated earlier, not all Rangers who hold Law Enforcement Commissions work in positions that have law enforcement as a primary or secondary duty. In fact, many of these Rangers could have their commissions removed and there would be little effect on overall park operations. But why penalize those who do have major law enforcement duties for fear of rewarding those who do not? It is time for top management of the National Park Service to acknowledge that a significant numbers of Park Rangers are, by definition, Federal Law Enforcement Officers. It is time to acknowledge, as Mather and Albright did, the significant contributions these individuals have made and continue to make in offering the visitors to National Park units a physical resource and social setting that is truly significant. In the beginning, as the National Park Service evolved and was codified into law, the very first role and function of Park Rangers was to protect parks and people. The very first duty of Rangers was to provide the parks with a law enforcement presence. They could have called us Park Marshals, Park Wardens or Park Police. Instead, they called us PARK RANGERS.

Most Rangers are proud of their organizational title (Park Ranger) and our rich history of my profession. However, I find it ironic that if, in 1916, their title had followed their primary function and they had been called Park Marshals or Park Police, in all likelihood the subject of enhanced law enforcement retirement would not be an issue.

National Membership Hits 900 And Climbing



EASTERN LODGE MEMBERS DUES ARE DUE
Annual Dues Are \$20 Due on January 1.

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