**East & West Lodges Merge**

The Western and Eastern Lodges have reorganized into the National Park Ranger Lodge, headquartered in Virginia.

The board’s decision to consolidate in Virginia was based upon the support we have received from the officers of the Virginia State Lodge, both logistically and financially. In the past we have received excellent support from the Officers of the FOP Virginia State Lodge.

Also, it is to the Lodge’s advantage to have our headquarters near Washington, D.C. Combining the lodges will also result in cost savings from greater efficiency.

**United Lodge To Hold Elections**

Nominations are open for candidates to fill positions in the new consolidated Lodge.

The Officer positions to be filled by election are:
- President
- Vice President for External Affairs
- Vice President for Internal Affairs
- Secretary
- Treasurer
- Director (Must be a Virginia Resident)
- Guard

The Lodge Trustee position will be elected in 1995.

We are considering establishing positions of Chaplain and Conductor, and are accepting nominations for the positions now.

Brother Bruce Bytnar will compile a list of nominees, contact each nominee for a written statement to be published with the official ballot in the upcoming issue of the Protection Ranger, and certify the election process.

Send in your nominations to: Bruce Bytnar at: Route 1, Box 358H; Raphine, VA 24472.

**Law Enforcement Pay**

by Dan Kirschner, Vice President External Affairs

The Lodge has contacted WASO and explained our concerns about proper compensation for law enforcement duty (separate from the Ranger Careers implementation).

We had hoped to be able to publish a simple formula for calculating 6(c) law enforcement pay, but because there are four systems affecting salary rate calculation (Interim Geographic Areas, Special Salary Rates, Law Enforcement Adjusted Rates, and Locality Pay), we are unable to do that.

WASO acknowledged that they needed to get good information out to the field and said they would be working on the law enforcement pay issue immediately, with a goal of getting pay rate information out to the field quickly.

Keep in mind, WASO’s Staffing Branch has been decimated by the buy-out program leaving more work than there are people to do it.

Individual law enforcement rates will be calculated under each of the four pay rates listed above. Whichever of the four pay rates results in the highest salary for you is the salary you will receive.

See Law Enforcement Pay p. 2

**Moving?**

Write or call OUR 800# 1-800-407-8295 with your new address.
What If?
by Jay Lippert, Fire Island

During the Spring of 1994, Fire Island's Acting Chief Ranger attended the Chief Rangers conference in Atlantic City. Afterwards, he held a division meeting in which he described one of the speakers at the conference: the widow of a police officer killed in the line of duty.

Now the acting chief doesn't usually wear his emotions on his sleeve, nor is he the tough, macho cop type person. He is a good manager who tries to put the interests of his people first. In listening to him talk about the officer's widow, it was immediately clear that he was quite moved by her story.

The topic of her talk dealt with "what if" your spouse made the supreme sacrifice and was killed in the line of duty. Her story looked at things from the side of the surviving spouse.

She spoke of how to make arrangements for the funeral and whether there's a will power of attorney and other issues one has to face. What she related to the group was that no one can really be prepared to deal with this type of tragedy. When the acting chief finished talking, the room had become very quiet, and most everyone were thinking of their families and how they conduct household business.

The last two years rangers have been caught up in "6(c)", body armor, semi-auto pistols, or, on the local scene, park SOPs for arrest, evidence, etc.

We have lost track, to a certain extent, that the FOP is also for the well being of its members and their families. Keeping that in mind for a few minutes, I contacted my financial planner and asked him if we could put a seminar together for our chapter to address retirement needs, wills, estate planning and how and what to put into a power of attorney.

Seven of our 13 members and one member's spouse attended. Everyone learned something.

Some in the group didn't have a will. Others hadn't even thought about retirement other than their FERS or CSRS deductions.

I know that everyone came away with the understanding that they have to evaluate their own individual situations and either enhance or change how they conduct their family business.

In doing research for the program, I learned that most State Bar Associations have members who give lectures about these topics.

Most would love nothing better than to come to a park and speak to a group of rangers. We should use this service.

At the Chief Rangers conference, as the speaker concluded her presentation she told how life slowly returned to the everyday things. She said that after the department's visitors had slowed down and eventually stopped, she was left alone to run the house and care for her family.

As professionals, we prepare ourselves to deal with the worst that gets thrown our way. We should be no less prepared or professional when it comes to taking care of our family's needs.

Law Enforcement Pay from p. 1

The percentage increase in base pay varies for each of the four pay rates with a usual increase in pay of from 4% to 16% higher than your base rate.

We have not yet been advised whether NPS/USDI will calculate back-pay as a result of 6(c) position designation. It is very important for each law enforcement ranger to file a 6(c) claim for last year's work or update a current 6(c) past coverage claim (see the 6(c) article in this issue).

Should it become necessary, the FOP will provide instructions on how to file a law enforcement back-pay claim.

If you are in a 6(c) designated position and aren't receiving law enforcement pay in three or four pay periods, please call the Lodge 800 number and give us your name, phone number, park and region. We'll try to solve the problem.

Supervisors and managers in 6(c) secondary designated positions are also entitled to law enforcement pay, even if you did not have 6(c) primary coverage prior to your entrance into a secondary position.

As noted above, WASO is working on getting the word out. We hope to publish more complete information on pay rates in the next issue—stay tuned.

Ranger Careers

On July 10, GS-025 Ranger Grades increased as follows: 683 GS-5s upgraded to GS-7; 1,000 GS-7s upgraded to GS-9; and, 453 GS-9s upgraded to GS-11.

First- and second-line supervisor PDs are being addressed and field units should soon be receiving guidance from WASO on how to write PDs and classify these positions.

If you are supposed to be in a supervisory/administrative 6(c) designated position and haven't yet received a personnel notification to that effect within two or three pay periods, call the Lodge 800 number.

FOP T-Shirts

The new address for ordering FOP T's is: FOP T-Shirts; Tim Woosley; Rt. 3, Box 316; Elkton, VA 22827.

SIG Personal Purchase Program

See Tim Woolsey's article. This program should be online soon.

Semi-auto Feedback

Full conversion to semi-autos is expected within the next six months. We have received sporadic comments on the performance of the SIG weapon system. We received two reports from some oceanside members involving problems with loss of finish (where weapon makes contact with the holster) and a tendency to rust. The North Atlantic Region is reported to be contacting SIG about this.
To consolidate our feedback (good and bad), please direct comments to: Jay Lippert; c/o Fire Island National Seashore; 120 Laurel Street; Patchogue, NY 11772 or cc: mail address c/o Fire Island Administration, ATTN: J. Lippert.

Recruitment

It is still very important to recruit new members and to remind former and current members to renew their membership.

The Fraternal Order of Police National Park Ranger Lodge has much to offer law enforcement commissioned rangers:

- 6(c) retirement expertise and defense
- The Rangers Resource Protection Fund
- Improved communications between rangers
- Assistance to members in need
- The ending of unpaid “on-call” stand-by duty
- The clout that comes from being an integral part of the nation’s largest organization of police professionals.

Even with the small increase in dues, membership pays for itself many times over through informative articles and other services. If you can’t do the work of the organization personally, consider that your additional donations to funds such as legal defense and 6(c) defense are all the more important. We know that it is difficult to commit time to Ranger Lodge work after completing a full day of work for the NPS, that is why donations are so very important — they help to get more done by enabling us to hire people to do work that needs to be done!

6(c) UPDATE:

Your Donation To The 6(c) Defense Fund Could Bring You Thousands of Dollars In Back Pay!

by Dan Kirschner

This update contains information on: The Ferrier Case (Full Board MSPB Ruling); The Lineback Case (Administrative Law Judge Decision); USDI’s advance notice on 6(c) past coverage claims and the chance to supplement your individual case; 6(c) Defense Fund; Congressional contacts reference 6(c); and the back-pay situation arising out of 6(c) designation.

6(c) Defense Fund

The most effective 6(c) action that the Lodge has taken on behalf of the membership is the use of legal counsel.

We have not lost a MSPB case since we started using legal counsel. As such, the Ranger Lodge Officers voted to create the 6(c) Defense Fund. The Defense Fund is being financed by contributions from the membership — the people who stand to gain the most from our winning 6(c) coverage. The need for the 6(c) Defense Fund is greater than ever as we are now moving into a period of intense litigation.

In the last issue of the Protection Ranger we requested a $100 donation from every member to establish the Fund. Many of you responded immediately with individual donations, some for as much as $250!

So far, these donations have amounted to almost $1,500.

Once again, we are asking each member to send in a donation before you finish reading this issue of the Protection Ranger.

In one article this issue, 6(c) Back-Pay, you will read how the Lodge is working to get all law enforcement rangers 6(c) back-pay as the result of the enactment of the Federal Law Enforcement Pay Reform Act.

This will total between $2,000 to $8,000 individually. Yes, you read that correctly. Surely a donation of $100 is worth the investment for such a return.

6(c) Defense is of paramount importance to both CSRS and FERS employees. As you will read in the Ferrier Update, the Ferrier case is precedent setting and clearly reinforces congressional intent for the passage of 6(c) legislation.

OPM is fighting to have this case overturned. Losing Ferrier may jeopardize all of the FERS individual 6(c) past coverage claims and a large number of the CSRS individual 6(c) past coverage claims.

Ferrier recognizes that front-line law enforcement work (police duties, patrol, etc.) qualifies for 6(c) coverage. The Ferrier decision frees us from the spurious OPM definition of law enforcement work.

National Park Ranger Resource Protector T-Shirt

The National Lodge is now offering the Ranger Protection Fund logo with the words: "National Park Ranger" and "National Resource Protectors" at the top and bottom of the logo. The artwork was done by Shenandoah Ranger Steve Bair. The shirts are light tan and come in all sizes. The price is $14.00, with profits going to the National Lodge. Order from: FOP T-Shirts, Tim Woolsey, Rt. 3, Box 316, Elkton, VA 22827.
We have spent over $3,000 on Ferrier so far and can expect to spend thousands more as the case moves through the legal system.

All 6(c) Defense Fund Donations are used solely to pay for 6(c) legal defense counsel.

Of the 400 CSRS rangers now going through the initial decision process, we expect 10% will go to through the MSPB Appeals Process. These appeals will be costly.

So, recognize that the Lodge is working for your interests and we must not lose Ferrier and cases like it.

Send $100 right now to: 6(c) Defense Fund; P. O. Box 151; Fancy Gap, VA 24328.

6(c) Back Pay

Not only does the new 6(c) coverage mean that you will now have the opportunity to retire at an earlier age with an enhanced annuity, you are also eligible for law enforcement pay which is tied to 6(c) coverage!

WASO is working on distributing law enforcement pay calculation information to the field offices.

What you may not know is that several of rangers (jailers and some criminal investigators) have already been receiving law enforcement pay as a result of 6(c) designation.

How does this become a back-pay situation? If you win 6(c) past coverage, the government is going to collect a little bit more money from you each pay period towards retirement. The government will also require you to contribute money retroactively toward your portion of the 6(c) retirement.

Since you are required to send in money for the retirement benefit of being 6(c) designated, you should also have been compensated at the higher 6(c) law enforcement pay rate!

How do you get this law enforcement back-pay? We don’t have the definitive answer yet, but it will be in one of two ways.

Either the government will see fit to correct the problem itself, or you will have to file a back-pay claim.

Either way, if you have not yet filed a 6(c) past coverage claim for last year, consider doing it now. (See “Never Filed Past 6(c) Coverage Claim” below.)

The Lodge will keep in contact with WASO and try to have this issue resolved so rangers will not be required to file individual back-pay claims. We think this is possible because we have heard that one criminal investigator who has won a 6(c) past coverage case and was provided retroactive law enforcement pay when his position was designated as a 6(c) (current position coverage) position.

Never Filed 6(c) Past Coverage Claim

Unfortunately several law enforcement rangers failed to file individual 6(c) past coverage claims in 1989, or failed to update their original claim.

The Lodge is trying to get either the Administration or Congress to rectify past mismanagement of the 6(c) program and allow for the submittal of past coverage claims going back more than one year.

Unfortunately, we don’t have a legal angle that we can pursue for resolving this issue (remember how we lost the ANPR class action law suit claiming that OPM’s 6(c) regulations were arbitrary and capricious).

Thus, this issue will probably be decided at the Administrative or Congressional level. And since this issue involves a small number of rangers, getting positive action may be difficult.

Even if you never filed an individual past coverage claim before, you should consider filing one immediately as there may be big dollars at stake.

The reason is simple; if you have been in the same position for the past year, a position that is now 6(c) designated, you should be able to get law enforcement pay through a 6(c) past coverage (service credit) designation.

To obtain a 6(c) past coverage designation, the individual ranger must file for 6(c) (Service Credit) coverage by submitting an individual 6(c) past coverage claim.

How to file a claim was explained in the last newsletter, or go see your personnel officer.

In addition, there exists the chance that each ranger will have to file an individual claim to obtain law enforcement back-pay. Your ability to qualify for law enforcement pay is tied to 6(c) coverage. The only way the Administration can recognize your performance of 6(c) work is for you to claim that you performed 6(c) work.

How much money are we talking about? It depends on your grade and step, but will probably average between $2,000 and $8,000 for last year.

Obtaining law enforcement back-pay is tied to 6(c) past coverage designation. So, if you think you might be interested in receiving law enforcement back-pay, make sure you can qualify for it by submitting a 6(c) past coverage claim — right now!

Ferrier Update

Our attorney, Ed Passman, filed a petition with the MSPB in opposition to OPM’s petition to have the Ferrier case overturned. This legal action cost us over $3,000 and we expect more fees as part of this landmark case.

The USF&WS and USDI did not file briefs on behalf of Ferrier. Their failure to support Ferrier is viewed as a bad sign. The Lodge filed a Amicus Curiae (Friend of the Court Brief) on behalf of Ferrier and requested that MSPB uphold their original ruling. We don’t expect a decision from MSPB for three months to a year on these proceedings — stay tuned.

Lineback Update

The case of Robert G. Lineback (reference MSPB Docket Number SE-0831-94-0290-1-1) is a 6(c) past coverage case we hoped OPM would appeal so that we could get a precedent-setting ruling from the full board of the MSPB. Unfortunately, as OPM has done in the past, there will be no appeal and thus we are “stuck” with only an Administrative Law Judge Decision.

The ALJ decided that Robert Lineback’s service as a Backcountry Ranger at Zion National Park qualifies him
for 6(c) coverage. The reason this case is so interesting is because the ALJ stated that law enforcement and firefighting duties can be combined in the same position to qualify for 6(c) coverage. This is the first case where an ALJ has decided that law enforcement and firefighting duties can be combined within the same position to qualify for 6(c) coverage.

To date, we had only seen rulings (Little, a Federal Circuit Court ruling) where a person could move from a law enforcement to a firefighting position and back and qualify for 6(c) credit, but now we have a decision where the two duties can be combined!

In the words of the judge: "Section 8336(c)(1) refers to 20 years of service as a law enforcement officer or firefighter, or any combination of such service. The language of the statute must be given its plain meaning, absent persuasive evidence of a contrary intent from the purpose or history of the legislation…. As the record lacks persuasive evidence of a contrary intent, I find the statutory language does not preclude a finding that a position with its primary duties consisting of a combination of law enforcement and firefighter duties qualifies for section 8336(c) credit."

An interesting, and costly, side note to this case is that while we have a Bureau Policy of supporting individuals in their quest for 6(c) past coverage, the support is often tenuous. During this case, Lineback’s attorney (W. Craig James) requested that certain NPS employees be flown to the ALJ hearing so they could testify in person. USDI Solicitors wanted the testimony to be done by phone. In the past, NPS witnesses have testified in person and this is viewed as much more effective than phone testimony. In the end, after lots of legal expenses for phone calls and letters, the USDI Solicitor agreed to having the witnesses testify in person. This is another reason why we need support of the 6(c) Defense Fund.

Congressional 6(c) Action

The Lodge is in the process of seeking Congressional intervention to resolve several aspects of the 6(c) issue. Included in the communications we send to the senators and congressmen are a 6(c) Executive Summary and Detailed 6(c) History which explains the 6(c) issue and our action requests for the fair resolution of this issue.

We hope that congressional action will speed up the process, but we are a small part of the government, and establishing ourselves as congressional lobbyists will take time. We are contemplating a lobbying trip to Washington, but these trips are very expensive and time-consuming.

Update & Supplement Individual 6(c) Past Claim

In June and July of 1994, the USDI sent out notices to about 400 rangers advising them of the opportunity to supplement and update their individual CSRS 6(c) past coverage claims. This is a critical opportunity that every ranger should take advantage of to supplement and update their individual 6(c) claim.

Make the effort to respond to this letter in a positive manner and you will probably improve your chances of obtaining 6(c) coverage without going through the 6(c) appeals process.

If you filed a timely 6(c) claim and have not yet received a notification letter from USDI’s 6(c) Staff, call WASO-RAD and advise Ranger Careers Manager Bill Sanders that you are still waiting for your notification letter.

Avoidance of the OPM 6(c) Reconsiderations and MSPB Appeals processes is truly desirable! All claimants should supplement their packets for any time periods where the original USDI letter did not recommend coverage.

Remember, if you need them, refer to the Ferrier and Lineback cases for support. Also, GS-083 BIA Police Officers were granted 6(c) coverage in the early 1990’s and their PDs specify 25% investigative work.

Mention all of your law enforcement work including: plain clothes/undercover operations; court appearances; obtaining search/arrest warrants; writing criminal complaints; etc.

The bottom line: Did you do work that involved the investigation, apprehension, and detention of persons

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**The Protection Ranger**

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**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 – $25.

Renewal (check here) □

Enclose a copy of your commission (new members only).

NPS Area: ___________________________

Mail to:
FOP Lodge
P.O. Box 151
Fancy Gap, VA 24328
suspected and/or convicted of violating the criminal laws of the United States?

If the answer is yes, you probably qualify for 6(c) coverage.

The NPS has acknowledged (letter from NPS to OPM in 1993) that law enforcement duties were often down-played or ignored in PDs and other documents. Don't get hung-up on what your PD said, the thing that matters is what work you actually performed.

For GS-5/7/9's: update your claim through July 9, 1994 — the date your position was designated for 6(c) present position coverage.

Supervisors will need to state that their position is in the process of being 6(c) designated and that duties have not changed with 6(c) designations.

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**Director's Report**

by Tim W. Woosley

**Weapons Purchase**

The Lodge is very close to finalizing the individual purchase program with Sig for semi-auto's. Sig has graciously agreed to allow us to designate up to 10 locations (number of regions) to ship the weapons to. Sig will only send the weapons to a government address.

Each region is now in the process of determining which specific park to authorize as the receiver. We are proposing that the regions designate parks that have an active chapter. When Sig has received the list of authorized parks they can begin processing orders.

The ordering process is a little complicated. Sig will only accept one certified check and one consolidated order (20 or 30 weapons minimum) from Brother Paul Berkowitz.

Because of this, an account will be opened for individual members to send their checks to. The individual checks will be deposited into the account and a certified check for the total purchase amount will be sent to Brother Berkowitz. The shipping costs will also be paid to FedEx from this account. Once Sig has received the consolidated order they will ship the weapons to the designated parks. When the park receives the weapons they will route them to the Chapter President for distribution. The Chapter President will distribute the weapons locally and also ship them to other individuals in the region.

Members will be responsible for paying the shipping from the designated park to their address. Normal cost for two day air, up to 5 pounds, is $17.00. Alaska and Hawaii is $10.00 more. We are in the process of arranging a discount plan.

When everything is finalized we will send out price lists to Chapter Presidents for distribution or to individuals if they are not affiliated with a chapter. I will be sending each Chapter President the details concerning shipping as well as other instructions.

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**Lodge Logo**

The executive committee has finally received the concept drawings for the new Lodge logo. Once the membership has adopted a new logo we will no longer use the "bears in a tree." All existing T-shirts will be sold and no others will be offered through the Lodge.

As a result the shirts will become an instant collector's item sought after by people the world over! So, get them now while you still have a chance! Please note the change of address for F.O.P. Tees in this issue.

I will be attending the Virginia F.O.P. Conference at Fredericksburg, in August. My main objective during the conference will be to expand and improve our lines of communication in D.C. I have arranged meetings with Brother Bob Harvey of the State Legislative Committee and Brother Jerry Atnip of the National Legislative Committee in hopes that they will be able to assist us in developing a "call list" of key legislators who support NPS and law enforcement issues.

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**The Resource Protection Ranger**

by Bob Martin, President, NPPRPF

This will likely be my last "Resource Protection Ranger" installment in The Protection Ranger due to my need to focus more of my energies on the rapidly growing Fund.

By now most of you should have gotten your free 1994 memberships in the Ranger Resource Protection Fund. Sorry for the delay, but it was only through Jack and Kathy Byron (and the B&B staff's) kindness that the mail-out made it out at all. "

"Thanks!" goes out to those of you who took the time to send me a message sharing your feelings about what the Fund hopes to accomplish. A very special thanks to those of you who have volunteered to become active in the many special programs the Fund is undertaking.

There is still room on several committees as well as a need for several committee chairpersons. Take a look at the strategic Plan which was printed in the Spring '94 Protection Ranger and give me a call with your interests.

While free memberships were granted to the Lodge membership, in no way are we limiting active memberships to only FOP members. I have extended this offer to ANPRF but have not yet heard from them. So feel free to let all your commissioned friends know about the Fund. They can write or call to be added to the membership.

The Memorandum between the Fund and the NPS is very close to completion, with a signature of the Director expected soon. The Fund has agreed to pay for the majority (nearly $40,000) of the upcoming two-week Resource Law Enforcement Course slated for the first of December of the last week in January '95. Training Committee Chair Bruce Bytnar and I (as well as numerous field rangers) have made comments on several draft course
agendas and a final agenda is expected shortly.

Randall Kendrick has taken over the technical equipment procurement program from Tim Alley, who recently became a father, and has begun polling rangers across the country for input as to the technical equipment needs in the parks.

The Fund hopes to begin seeking donations (and limited purchases) of this type of equipment as soon as possible, so if you received a questionnaire from Randall be sure to respond as early as possible.

B&B reports that their first mail-out of letters soliciting memberships from the general public was a complete success, with nearly 27% positive return rate. For you non-MBA types - 2% pays for the cost of the mail-out; 7-10% is doing fairly well and 27% is considered outstanding!!!

They have recently added two employees, one a Chief of RPF Programs and one as head of the mail-out membership drive campaign. Both of them will dedicate almost all of their time to the Fund project.

Well, that’s a quick recap of the highest of the high points regarding the Fund. Watch in the mail for Ed McMahon—er—um, I mean the Fund’s first newsletter which should roll off the presses later this summer.

We’re looking for human/ranger interest stories for inclusion in this newsletter, so send us your musings, funnies, resource protection-type case summaries, with pictures please, 3.5” or 5.25” DOS disk in WordPerfect format is preferred.

Have a great summer, be safe and watch out for the upcoming two-week Resource Law Enforcement Training Announcement on a training bulletin board near you.

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Non Commissioned Supervisors — Time For A Change?

by Chris Cessna, Glen Canyon

So you say you’ve been an NPS law enforcement ranger for a couple of years? You’ve probably seen a promotion or two and worked in one or two parks at least, right? Then I’ll bet that you can relate to the following:

As a law enforcement officer/investigator, have you ever felt coercion or pressure from our civilian management? Have you ever been told to keep your weapon in the trunk or asked to turn your head away from the local poacher? Do you recall any direct or indirect pressure, interference or retaliation you may have received that stopped or impeded your investigation? Or kept you from conducting your duties in a safe and ethical manner?

This is unprofessional and is still happening in some NPS areas.

This past year the United States Forest Service, under the direction of Secretary of Agriculture Mike Espy, took a powerful step to professionalize their law enforcement operation. Espy realigned all USFS law enforcement officers and special agents so they no longer report to non L.E. supervisors. All L.E. personnel now report through one “law enforcement” chain of command all the way to the top, in Washington, D.C.

Espy took this step because of some corrupt USFS civilian management. Some managers routinely coerced field agents not to conduct objective, lawful investigations into criminal activity in which they themselves had some vested interest. With the realignment, USFS investigators now have much more freedom to do their jobs in an objective manner while protecting public and environmental interests.

In this day and age of professional law enforcement, why should a non-commissioned manager with no training or understanding of law enforcement supervise a law enforcement operation? How many field rangers would be able to properly manage the accounting operations in Reston, VA?

With FOP member support, I would like to see our Lodge study the idea of moving law enforcement operations out from under civilian management. Being properly managed by law enforcement professionals will enhance the integrity of the National Park Service, including the safety of the ranger, visitor, and the resource we are here to protect. The Lodge has also received complaints of non-commissioned rangers being asked to do law enforcement work (like hunting patrol) and we would like to know how much of a problem this is.

I would like you to write or call me about your knowledge or experiences where you or another ranger have been interfered with or retaliated against for trying to do your job in a safe, objective and/or professional manner. You do not need to include your name or park. Please send to: Chris Cessna, P.O. Box 4133, Page, AZ 86040 or call (602) 645-5743.

With the support of the FOP and its members, I will catalog and monitor these incidents to determine how severe this problems are in the NPS. Once we gauge the extent of the problem, we can take positive steps to effectively clean it up.

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LAKE MEAD T-SHIRT

The Lake Mead Chapter of Lodge 23 is currently selling attractive, high quality t-shirts to benefit their local programs. The shirts, which have been designed by a prominent Grand Canyon artist, feature four-color silkscreening on grey 100% cotton Hanes Beefy-Tees with pocket (the shirts do not identify or represent the FOP). All sizes are available, including XXL. Shirts are $15.00 each (includes shipping). To place an order contact Kevin Hendricks at P.O. Box 61001, Boulder City, NV 89006 or 602/7647-4193.
President’s Report
by Chris Cruz, Western Lodge

This has been quite a summer for our ranger profession. As most of you know, July 10, 1994 was the day we finally realized the professionalization of the ranger work force. The Ranger Futures/Careers Initiative has been launched. This is just the beginning of good things to come. The next phase will include developing career ladders, a better way of entering permanent positions, and addressing seasonal issues.

Seasonals will also be in line for Ranger Careers pay upgrades in the near future. We have to be patient with this process. Now that the core part of the program has been launched the rest will follow in time.

All those who have been involved in developing this program deserve our thanks. I recently wrote a letter to Director Kennedy expressing our appreciation to him for his support and the tireless efforts of Former Associate Director of Operations Jack Davis, current Acting Associate Director of Operations Mike Finley, and Jim Brady and his Ranger Activities Staff.

Of course a debt of gratitude is owed to all of you who participated in the developmental stages of this initiative. This has truly been a team effort throughout the National Park Service and at the Department of Interior. I also recently wrote Senator Byrd of West Virginia to thank him for his support of this initiative.

Over the next several pay periods our parks should be receiving instructions on how to designate 6(c) positions and how to calculate the law enforcement pay. As Dan Kirschner notes in his article, you should be receiving law enforcement pay in addition to your Ranger Careers upgrade. It’s hard to believe that all that we have worked for is coming to fruition.

It is now important that we monitor our parks for the proper application of this initiative. We have already assisted a few parks in getting back on track. If you find parks that do not seem to be implementing the initiative properly call our 800 number and we will pass on the information to WASO.

Remember, our collective voice has brought us to this point. We must also remember that Collective Bargaining is still what we need to secure the future of those who come after us. We will not stop here, but continue to be pro-active in developing the future of the National Park Service and the ranger profession.

It truly is up to us, in cooperation with management, to succeed with a strong partnership.

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ADVERTISING

The Lodge is looking for someone to head up selling advertising space in the newsletter. We don’t intend to become a glossy newsletter, we simply need a few advertisements to offset the cost of printing the newsletter (about $2.00 each).

If you think you can help us to sell advertising, please give us a call.

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National Park Rangers Lodge
Fraternal Order Of Police
P.O. Box 151
Fancy Gap, VA 24328

PLEASE RENEW BEFORE THE EXPIRATION DATE SHOWN: