VOTE YES!
FOR A NATIONAL CONTRACT AND FOR A
VOICE IN YOUR PROFESSIONAL LIFE

Please read the President’s message on page 2 for important information.

A Brief Synopsis
of Collective
Bargaining

The official name of our proposed collective bargaining unit is The UNITED STATES RANGER ALLIANCE.

85% of all civilian FEDERAL EMPLOYEES are already represented by a collective bargaining unit. The UNITED STATES PARK POLICE have had a contract since 1985.

All NON-SUPERVISORY, PARK RANGERS, CRIMINAL INVESTIGATORS, SPECIAL AGENTS, and JAILERS will be part of the bargaining unit and can cast their ballot in the show of interest vote.

ALL CURRENTLY EMPLOYED LE SEASONALS can cast a ballot in the show of interest vote.

Anyone who is NOT A MEMBER OF THE LODGE CAN VOTE as long as they fall into one of the categories listed above.

ALL SHOW OF INTEREST POST CARDS MUST BE RETURNED NO LATER THAN SEPTEMBER 1st.

CALL THE 800 NUMBER IF YOU NEED A SHOW OF INTEREST POST CARD OR IF YOU NEED FURTHER INFORMATION.

We hope to have DUES around $7.00 a PAY PERIOD.

We MUST have AT LEAST 30% of all ELIGIBLE MEMBERS RETURN THE SHOW OF INTEREST POST CARDS. These cards are our way of telling the FEDERAL LABOR RELATIONS AUTHORITY that YES we want to ESTABLISH the UNITED STATES RANGER ALLIANCE as our exclusive representative for COLLECTIVE BARGAINING.

Once the bargaining unit is established the FEDERAL LABOR RELATIONS AUTHORITY will hold an ELECTION by SECRET BALLOT for you to vote to be in our COLLECTIVE BARGAINING UNIT. 50% PLUS ONE of all ELIGIBLE MEMBERS MUST VOTE TO BE IN THE COLLECTIVE BARGAINING UNIT. IF NOT, THEN THE UNIT WILL FAIL.

MEMBERS OF THE BARGAINING UNIT MAY HAVE a representative of the bargaining unit present during:“ANY FORMAL DISCUSSION BETWEEN ONE OR MORE REPRESENTATIVES OF THE AGENCY... CONCERNING ANY GRIEVANCE OR ANY PERSONNEL POLICY OR PRACTICES OR OTHER GENERAL CONDITIONS OF EMPLOYMENT”, or “DURING ANY EXAMINATION OF AN EMPLOYEE DURING AN INVESTIGATION.”

Once our bargaining unit is established we must then develop a LABOR-MANAGEMENT or “BARGAINING” CONTRACT. Some AREAS which we INCLUDE IN OUR CONTRACT are: PERFORMANCE APPRAISALS, GRIEVANCE PROCEDURES, TOURS (continued on page 12)
President's Report
Tim Woosley, President

I hope everyone is having a safe and enjoyable summer. Here, again, is a recap of what I have been up to:

4/10- Met with printer to finalize show of interest post card printing.
5/1- Attended regional FOP meeting in Harrisonburg, Va.
5/14- Attended second Federal Coalition meeting in D.C.
5/15- Met with Ed Passman to discuss collective bargaining, FLSA and availability pay.
6/13- Met with George Morris NPS Chief of Labor and Employee Relations to apprise him of our upcoming show of interest vote.
6/13- Met with Meg Walker of the Federal Times to discuss upcoming article about the formation of our collective bargaining unit.
6/13- Met with RAD on general information, met Chris Andress-Chief RAD.

Many of you have been calling and asking about the Sig purchase program. Here, again are the contact people for price lists:

Mid-Atlantic, N.C.R., Western, P.N.W., and Alaska Regions
Tim W. Woosley, Rt.3, Box 316, Elkton, VA 22827

North-Atlantic, Southeast Regions
Ed Clark, RD 5, Box 931, Malvern, PA 19355

Mid-West, South-West Regions
Greg Cravatas, 2854 Erhart Rd., Medina, OH 44256

Rocky Mountain Region
Glen Livermont, Badlands National Park, POB 6, Interior, SD 57750

I have submitted three orders so far and we have received most all of the first two. We have been experiencing about a two and a half month turn-around.

NEWS FLASH! SEASONALS can now order. Once again the mandatory information for all orders is: Name, SSN, D.O.B., Legible photocopy of your commission, Lodge Member Number, Park with complete mailing address and phone number, Region (if you are now in a "Cluster" still use your old region), Weapon that you are ordering with appropriate code number. Postage is still the same: $22.00 for members, $27.00 for non-members. In addition to this information SEASONALS MUST provide: Legible photocopy of your SF-50 showing that you are currently employed, and a LETTER HEAD letter from your supervisor or Chief Ranger stating that you will likely remain employed for at least three months from the time of your order, and that an L.B.I. has been COMPLETED and is CURRENT. You must be sure that you will still be employed at your park at least three months from the time of your order since we cannot, under any circumstance, forward weapons to other than a park address. OTHER SIG NEWS: It seems that some P-229's have/are being shipped with 10 round magazines rather than the 12. Please check your weapon to see which mag. you have. Sig will exchange magazines provided that they have not been used. You must include a photocopy of the packing list or letter head order (included inside the box) and a card with your address on it. Contact Ed Clark for the address.

LEGAL UPDATE

I was notified today 6/19 that we have received a favorable ruling by an administrative judge concerning reimbursement for attorney fees accrued in the Ferrier case. After several appeals we have finally been awarded (pending yet another appeal)$5,480.79 which we paid to Ed Passman during our filing of a motion for reconsideration of OPM's appeal of the Ferrier decision. The Board found that: "OPM knew or should have known that it could not prevail on the merits of its petition for reconsideration." In addition the Judge said that: "...counsel's representation in this case was SUPERIOR" (capitalization added by me). The only way for us to continue to retain one of the finest law firms around is for everyone to pay their dues and to encourage others to join the lodge.

COLLECTIVE BARGAINING UPDATE:

Again, please take the time to read the "Synopsis of Collective Bargaining" in this issue. We want everyone to know just what is to be gained by this move. If you are still unsure about it or need more information CALL THE 800 NUMBER! I hope everyone saw the article in the Federal Times issue of 6/26. It is plain to see what we are up against. Don't be lulled into a false sense of security now that we are finally getting the compensation that was due us a long time ago.

We must continue to move forward. Ranger Careers cannot do it all for us, we must help ourselves.

Federal law prohibits us from trying to "break out" members of an existing bargaining unit. That is why the votes from the following parks cannot be counted in the show of interest vote: Grand Canyon, Sequoia/Kings Canyon, Redwoods, Everglades, Chickamauga/Chattanooga, Mammoth Cave, Natchez Trace, S. Wellfleet, Glacier, Carlsbad, Blue Ridge Parkway, Crater Lake, Delaware Water Gap, Gettysburg, Valley Forge, Independence, Great Smokies, Cuyahoga Valley, Mt. Rainier, and Olympic. However, we want everyone from these parks to complete and return a ballot card. This will allow us to determine how many persons in existing units are unhappy with the representation they currently have. We will use your cards as evidence to present to FLRA when we petition to be put on the ballot when your existing contract comes up for renewal. I know many of you feel that you are not being adequately represented by your existing unit. Please try to stick it out a little longer. Until our unit has been officially recognized, we cannot "break you out" of your existing unit since there is, technically, no unit for you to go into. Rest assured that we will do whatever we can to get you into our organization as quickly as possible.

Some other notes on the show of interest cards: Due to a printing problem the cards are now a perforated part of the ProRan cover. All you need to do is tear it out, put postage on it, and mail. Make sure you provide all the information that the cards asks for. When answering the question: "Are you covered under 6(c) for: L.E.(blank) Fire (blank) check the box for coverage that you CURRENTLY have i.e. the P.D. you are working under now.

I urge everyone to take the time to complete and return the card. I also charge everyone to get the word out to anyone who may be eligible to vote regardless of whether they are a lodge member or not. This is not an "FOP thing" this is a "Ranger thing!" As always, do not hesitate to call me if you have any questions, comments, or if you would like to lend a hand with any lodge project. PEACE!
6(c) UPDATE
Dan Kirschner

As you have probably read in "Clear Text," all of the CSRS 6(c) past coverage claims have been processed. When you receive your letter, closely inspect the dates of coverage for each position. We know of a case, and expect there are more, where typographical errors show more than a three day "break-in-service" between positions. It is critical that these dates be correct because a three day break-in-service means that your time prior to the break will not count towards your base 20 years of law enforcement service. Check over your letters.

Through WASO-RAD we have requested that the FERS 6(c) past coverage claims also receive speedy treatment. Keep reading "Clear Text."

Our thanks go to Ann Meroney and her 6(c) team for speeding up the processing.

We have received notice that we won the Administrative Judge hearing on OPM having to pay our Ferrier Legal Fees. We don't know if OPM intends to appeal. The stake is $5,400 in legal fees.

AVAILABILITY PAY UPDATE
by Labor Committee

The Ranger Lodge sent in a Freedom of Information Act request for information about what was delaying the implementation of Availability Pay for the 54 NPS Criminal Investigators. We are currently reviewing the response to our request. Our initial reading indicates that management was concerned about the costs associated with Availability Pay and thought CII's were not working enough O/T to justify Availability Pay. The FOI response material contained a chart showing the amount of paid overtime worked by criminal investigators. Conspicuously absent from this chart was a listing of earned compensatory time. Keep tuned.

STATUE OF LIBERTY TRANSITION
by Labor Committee & 8 STLI Rangers

The following entry includes a copy of a letter that was sent by 8 Statue of Liberty (STLI) law enforcement rangers to Secretary Babbitt, Director Kennedy, and Vice-President Gore. To date the only reply has come from the National Park Service (NPS). The NPS reply was signed by Deputy North Atlantic Regional Director Chrysandra Walter for Regional Director Marie Rust.

The NPS response fails to respond to the issues raised by the STLI Rangers in their letter. The NPS response also looks very similar to the original 4 page United States Park Police Transition Statement.

Following is the text of the April 95 letter from the STLI Rangers to VP Gore, Secretary Babbitt and Director Kennedy:

RE: Transition of United States Park Police to the Statue of Liberty / Ellis Island National Monument

The decision by the Superintendent of the Statue of Liberty/Ellis Island NM to have the US Park Police takeover the Protection Division and phase out Law Enforcement Park Rangers will affect the future availability of health and safety services to the public by the park. The Protection Division currently consists of park rangers with law enforcement, first responder or emt, hazmat, firefighting, and sar training. Rangers provide law enforcement and emergency medical services on an everyday basis. LE hazmat rangers are handling an increasing number of hazardous materials incidents that involve the park and its surrounding environment. During the fire season red carded rangers are called out to join firefighting crews in other parts of the country. Through the years protection rangers have performed various rescue operations. The contributions made by the multi-skilled protection rangers at STLI are numerous but often go unrecognized by management.

There is at least one EMT ranger on duty during visitor hours on Liberty and Ellis Island. Protection rangers are emt's or first responders. They handle a variety of first aid cases from minor cuts to life threatening illnesses and injuries. Rangers respond promptly when first aid cases are reported. In many cases rangers have had to stabilize/or sustain a patient's condition until the arrival of higher level medical personnel/transfer to a medical facility.

Oil spills from within the park or caused by outside sources are frequent occurrences. Leftover hazardous materials in abandoned buildings and from equipment in the park are discovered from time to time. Work projects and ongoing construction sometimes yields improper storage, removal, or disposal of chemical or material hazards. These incidents are reported to LE hazmat rangers. These rangers monitor and document incidents, attempt to contain damage, and arrange for and oversee clean up operations.

Approximately 1/2 of the protection rangers are red carded. The Protection Division sends out approximately 3 rangers during fire seasons. In park, protection rangers have from time to time had to handle minor to serious smoke/fire incidents. The park has numerous abandoned buildings.

The grounds surrounding these buildings are overgrown and covered with high risk fuels. Liberty and Ellis host many evening events, during which meals are cooked in a museum area, and elaborate electric lighting setups and candles are displayed inside museum areas and outside around the grounds. A majority of the park's artifacts are kept on Ellis in converted buildings used as storage areas. Construction activity in the past has resulted in accidental and illegal fire incidents. The Protection Division has rangers available to take action if any fire activity were to occur in the park.

A number of protection rangers have attended rope, rappelling, and water rescue training. They have participated in various rescue efforts in the park over the years. Rangers have performed rope rescue during a medical inside the Statue of Liberty. During warm weather months rangers have rescued visitors from the waters surrounding the islands and assisted boaters in distress. On a number of occasions rangers have had to free people from malfunctioning elevators. There have also been instances when for investigative purposes rangers have had to climb onto high beams and into tight crawl spaces.

Most of the Park Police officers who are hired to replace LE rangers will not possess emt, hazmat, firefighting, or sar training. There is a continued need for these skills to remain available in the park. These type of incidents happen unexpectedly. It is important that the incidents receive quick response from skilled personnel. The National Park Service encourages its park rangers to gain as many skills as possible. This is for employee development reasons as well as for the benefit to be gained, present and future, by the park areas that the rangers will work in. STLI has spent a good deal of money in the last few years purchasing rangers and rescue supplies and equipment. STLI has received additional firefighting supplies and equipment from NARO in the past to establish it as a local fire cache for area parks. It seems that STLI management, and other levels of NPS management, failed to take these issues into consideration when making their decision to replace LE Park Rangers with US Park Police. Their shortsightedness will eventually result in expensive supplies and equipment sitting unused and a scramble to find outside agencies to respond to non law enforcement emergencies as their LE rangers gradually transfer out. In closing, despite the decision made, multi-skilled LE rangers still seem the best prepared to manage the day to day operations of STLI's Protection Division.

Sincerely,

Protection Rangers at the Statue of Liberty and Ellis Island NM

Included with their letter, the 8 STLI rangers attached the following statement in response to the USPP Transition Document:

The following is in response to a briefing statement regarding the transition of law enforcement operations at the Statue of Liberty National Monument from Park Rangers to United States Park Police. While recognizing that senior National Park Service management staff asked USPP to takeover STLI law enforcement operations, it is important to address some misleading facts and conditions contained in the briefing statement. The image and abilities of STLI LE rangers also seems to be called into question. To gain a more accurate view of STLI LE ranger operations a closer examination of the facts and conditions
mentioned in the briefing statement is necessary.

There have been some pay and housing improvements for the ranger staff at STLI since approximately 1989. Around that time the staff began receiving a locality pay in addition to regular pay. Also, around the same time, two former supervisor's houses on Liberty Island were made available to the seasonal staff. At present there are two other houses set to become vacant. One other house is occupied by one of the park's deputy superintendents. Not mentioned in the briefing statement is that some of the park's seasonal and permanent rangers, as well as its management staff, have found housing in other park areas, Morristown and Staten Island Gateway. While some employees have opted to live in New Jersey, others have found housing in Staten Island, Brooklyn, and Manhattan where they are able to use public transportation to reach the park staff boat, which docks in lower Manhattan. Backtracking to pay, since July 1994 GS 025-05 rangers have become GS 7's or GS 9's. In addition LE rangers are also receiving a 16% LE pay.

Many of the seasonal hires as permanent have remained at the park for approximately two or more years. There are some permanent that would make long term commitments to STLI. Contrary to what was stated in the briefing statement many seasonal, past and present, have had prior park or law enforcement experience. There have been many qualified seasonals in the Protection Division through the years that wished to or tried to become permanent at STLI, but for various frustrating reasons were deprived of the opportunity. In 1986 and 1990 a number of seasonal and permanent LE rangers were hired to provide an adequate staff level for the reopening of the Statue of Liberty and Ellis Island. But when everyday staffing levels fall dangerously low, there does not seem to be the same effort made to fill empty vacancies.

A few years ago the STLI Protection Division consisted of LE and crowd control rangers. The crowd control staff was generally a seasonal one. Crowd control positions attracted college students, area residents, and minorities. These positions offered the opportunity for newcomers to gain park experience and exposed them to LE operations. Rangers in seasonal crowd control positions often decided to pursue a permanent career with the park service. Many opted to attend seasonal LE training or were hired permanent through open registers and then went on to attend FLETC. Gradually the crowd control positions have been phased out. Since entry level crowd control positions provided the opportunity to gain the "park" experience that the briefing statement said many of the applicant's lacked, it's too bad that these positions were allowed to be phased out.

Many problems affecting the morale of the STLI staff stem from the practices of some of the park's managers and supervisors. During the years there have been times when some in management have interfered with the handling of LE incidents. Management has also shown an unwillingness to work with the LE staff to resolve issues or make improvements that would enable the rangers to carry out their duties in a healthier and safer manner. There is little in the way of compromise and the staff is expected to shut up and put up with way things are. Through the years some of the STLI staff have been subjected to unfair treatment, unnecessary harassment, and low evaluations by some supervisors. The constant overbearing management at STLI is a factor itself in the failure to retain or attract new employees. STLI management is responsible for creating much of the negative environment that exists at the park. Others in the Park Service are aware of this and have chosen to avoid applying to STLI.

Since approximately 1992 the STLI LE rangers have been told to document all incidents involving minor ones that previously would not have been documented. As a result the case incident numbers issued in the following years increased significantly. Weapon stops, narcotic/drug stops, and medical cases were categories with notable increases. Let it be known that these increases, particularly weapon and narcotic/drug stops, are due ENTIRELY to the increased vigilance for and pursuit of violators by STLI LE rangers. When referring to the number of weapon stops at STLI, the briefing statement fails to mention that the majority of those stopped were off-duty local, state, or federal law enforcement officers. Most of the others stopped did not have violent intents. Incidents involving school group assaults with and without weapons, emotionally disturbed persons, and visitor conflicts are not everyday occurrences. In the past few years there were approximately two incidents involving school groups and weapons. A majority of school group incidents are graffiti and conduct related. The behavior of EDP's in the park is monitored. Usually the worst behavior displayed is talking loud. Visitor conflicts, when they do occur, rarely get physical. A suicidal visitor was talked out of going through with a threat to jump from the Statue's observation deck by two rangers in 1986 or 1987. Since then there has been one unfounded report of possible suicidal missing person and one EDP, originally thought to be suicidal. The STLI LE rangers are quick to respond when incidents are observed or reported. Attempts are made to handle incidents at the lowest level possible. However there are times when violators will receive violation notices or be arrested.

As for the bomb explosion at STLI it occurred in 1980. It was not related to the World Trade Center bombing nor to any subsequent plots or threats. The number of bomb threats to STLI increased to approximately 10 in the weeks immediately following the WTC bombing, but then returned to their previous level of 1-2 a year. STLI LE rangers evacuate park areas, participate in building searches, and investigate when bomb threats are made or suspicious packages are found. STLI receives intelligence from New York City Police regarding plots or threats against the park. NYPD bomb squad has responded and assisted the LE rangers when threats were made against or suspicious packages found at STLI.

Most of the demonstrations that take place at STLI are known about ahead of time either through intelligence or when the group applies for a public assembly permit. A majority of the demonstrations are peaceful. The demonstrations last between 2-3 hours and the participants usually depart without incident. Areas for the demonstrators are set up and their activities monitored during their stay in the park. USPP details have assisted STLI LE rangers with demonstrations in the past. There was one occasion in the past year when a serious confrontation between demonstrators and LE rangers was narrowly averted. The demonstration was known about ahead of time. But, poor judgement calls made by those at the top jeopardized the safety of the LE rangers that day.

The Protection Division handles a variety of first aid cases from minor cuts to life threatening illnesses and injuries. The division consists of EMTS and first responders. There is usually one EMT on duty at Liberty and Ellis during visitor hours. Jersey City EMS, New York City EMS, and Northstar are called at a patient's request or when serious illness or injury necessitate their use. Even though some days can be extremely busy there has always been a protection ranger to respond to medical, law enforcement, or visitor assistance calls. The Protection Division is aware of the staffing shortage and the greater demand placed on their time. For the briefing statement to say the quality of protection services has been very difficult to maintain is an affront to all those providing protection services at STLI. In addition to maintaining protection services extra efforts were made when caring for patients, comforting victims and families, looking for and apprehending violators, and just being out there on the front line day after day with thousands of visitors, and still maintaining order.

The security surveys mentioned in the briefing statement indicated that the level of staffing and infrastructure at STLI are inadequate. This is something STLI LE rangers are well aware of and have been for a long time. The staff has been given various reasons on the lack of, or inability, to hire more rangers. Often times the staff was told that relief was on its way. Sometimes it was,
sometimes it wasn't. As for 24 hour coverage, IT has always been maintained at Ellis Island. 24 hour coverage at Liberty was ceased on a daily basis from approximately 1989 to 1993 because of low staffing levels. However, there were periods of 24 hour coverage at Liberty during those years by STL LE rangers, NPS Ranger SET Teams, and USPP details when special events were taking place, security alerts were issued, and the Persian Gulf War was going on. At the present time there is 24 hour coverage of Liberty and Ellis. The LE rangers also suggested that there be an additional LE ranger on duty at both islands during the overnight shift for officer safety reasons. Even though a decrease in the LE ranger staff prevented this from happening, the superintendent was not supportive of this suggestion when it was brought up, and seemed to feel the LE rangers were overreacting when expressing their concerns. Regarding magnetometers, they have been in place inside the Statue's enclosure since approximately 1992/1993. The original magnetometers used were on loan from the USPP. At this time the park has its own magnetometers in place inside the monument. New equipment is said to be ordered or is in the process of being ordered.

It would be interesting to know what the results of the security surveys might have been if all the field level protection staff had been consulted. Many in the Protection Division have been at the park for a number of years. They know best where the vulnerable spots are and what improvements might be needed. Their valuable suggestions never had the chance to be heard.

If funding is finally becoming available and changes made to improve the Protection Division at STL why must the LE rangers be deprived of reaping the benefits and denied the management and supervision of their own division. At the present time two fixed posts currently and previously manned by STL protection staff are set to be contracted out to private security. If this had been done in the preceding years more rangers would have been available to patrol, conduct investigations, and render visitor assistance. Despite management interference, staff shortages, mandatory overtime, high visitation, and high level of incident response STL LE rangers have not succumbed to the stress that these conditions can create. The LE rangers perform at the highest professional level to provide visitor services and to maintain law and order in the park. Visitors to the park recognize the uniform and authority of LE rangers at STL. The STL LE rangers have demonstrated on numerous occasions that they can handle the variety of serious incidents that occur in the park.

The briefing statement states that "all levels of NPS management were consulted concerning this matter..." yet no one in the WASO Ranger Activities Division seemed to know of the transition to USPP at STL until January 18, 1995 the same day STL Protection Division was informed of the change to take place. The announcement was unexpected by the Protection Division. Even more so by protection supervisors put into acting status by a Ranger Careers related reorganization of the division. They had applied for their former positions, which had been advertised twice, just prior to the USPP announcement. Doubt has been cast on the reason given to justify the request for USPP at STL. Below the surface might there be other reasons behind the USPP decision at STL? If so do other park service areas need to be concerned? Are there steps that need to be taken to ensure that the existing and future ranks of NPS LE rangers will be preserved? The STL Protection Division got caught in a Catch 22. They worked hard to maintain their professionalism and increase their law enforcement efforts. In the end instead of receiving the credit due them, the statistics their hard work produced were used against them and added to the justification behind the decision to transition to USPP. If the transition occurs at STL it will have an affect on LE rangers throughout the National Park Service. Seasonals would have one less urban intake park to become permanent. There would be approximately 30 less field level LE ranger positions and approximately 5 less supervisory, including Division Chief, positions available to the park service. Competition for existing jobs will increase. Less opportunities for advancement means LE rangers can expect to remain at the field level longer. Out of fairness to the STL Protection Division, and because of possible future implications of this action, the decision to transition USPP at STL should be thoroughly reviewed and discussed before it is fully implemented.

Field Director's Reply

The following letter, dated June 5, 1995, was sent to STL by the North Atlantic Regional Office.

I appreciate the opportunity to explain the senior management's decision to transition the United States Park Police to staff visitor protection operations at the Statue of Liberty/Ellis Island National Monument.

The reason this decision was not open to public forum or discussion with memberships of the Association of National Park Rangers and other National Park Service's (NPS) employees was the critical sensitivity of not exposing serious security issues at the Statue of Liberty and Ellis Island. However, the decision to transition the U.S. Park Police to the Statue was made by the Superintendent of the park; the Regional Directors of the North Atlantic and National Capital Regions; The National Park Service's Director and Deputy Director; the Associate Director of Policy and Budget; Associate Director of Operations; National Park Service's Chief of Staff; the Office of the Secretary; and key Congressional staff. They were all in support of this needed change at the Statue of Liberty national Monument.

For a variety of reasons, the Resource Protection Division at the park has had a shortage of staff for numerous years. These include: the location of the park, the cost of living, and the lack of affordable housing in the New York City area. The staff in the division experience a highly structured workday, mandatory overtime, large numbers of visitors (4.2 million per year, i.e., 300,000 per acre), threats of violence and terror, and a significant number of serious medical and law enforcement incidents. All of this creates stress for staff members, both on and off the job, and consequently, there were a considerable amount of staff turnovers. The result being that the Protection Division has been consistently understaffed by approximately twenty-five percent.

Recruiting and hiring seasonal Park Rangers at the Statue of Liberty National Monument is also difficult for the reasons outlined above. In addition, seasonal Park Rangers in Law Enforcement are paid $11.65 per hour, a wage on which it is nearly impossible to find housing in New York City. There is only limited housing on Liberty Island, and employees who find housing in New Jersey, whether in Government or non-Government quarters, must have a car for transportation.

Further complicating the seasonal hiring picture for the park is the fact that the 180-day appointment (now abolished) required qualifications that were different from the X-118 standards. Education could not be used to qualify for a GS-5 seasonal position. The Park has been in situations in which applicants recently graduated from Seasonal Law Enforcement schools and did not qualify for the positions because they lacked "park" experience.

Morale is another factor in retaining seasonal Park Rangers. They do not receive benefits or earn step increases, however, they perform law enforcement duties also performed by their permanent counterparts who may be GS-7 or GS-9 employees. It is nearly impossible at this time to hire seasonal employees into permanent positions when the ACWA register is closed and local OPM offices will not allow the Park to open registers because the full performance level of a Park Ranger is GS-9.

The Statue of Liberty has long been internationally recognized as the most prominent symbol of the ideals of liberty, freedom, and the United States itself. The number of incidents and threats that occur in or concerning the park take up a significant amount of the ranger's time. In 1993, there were 57 Part I
and 999 Part II law enforcement offenses along with 748 medical incidents. Although totals are not available yet for 1994. Part I offenses have risen from 1993 with a significant rise in drug and narcotic crimes. In 1994, there were two serious security breaches when individuals hid in the Statue overnight.

Demonstrations and public assemblies are another challenge at the site. They occur sometimes without warning and can cause a major disruption to visitor services, including closing the park. The heavy law enforcement workload with its large number of visitors and heavy emergency medical components means that the park is extremely busy and places great demands on Park Rangers. The quality of protection services has been very difficult to maintain with the lack of adequate staff and the high level of incidents.

Four security surveys or threat analyses were conducted over the last year and a half by the U.S. Secret Service, the New York City Police Department, an NPS team sent by WASO, and security specialists from the Department of Energy and from Sandia National Laboratories. These reports have indicated that threats such as: bombings, takeovers, or a person or persons with a gun are not only possible, but probable. In fact, all of these incidents have happened at one time or another. Further, these reports indicate that the level of staffing and infrastructure are inadequate.

A few of the recommendations of the security surveys are as follows:

- "The first priority involves expanding the coverage by the Law Enforcement Rangers to 24-hours a day. Current staffing levels will not support an expansion of 24-hour coverage...";
- "Recommend permanent installation of magnetometers at the entrance to the Statue";
- X-ray machines "... should be purchased and installed along with the magnetometers."

Management feels that decisive action should be taken to safeguard the Statue of Liberty or the destruction of an irreplaceable cultural and historical resource may occur. Visitors to the park, the general public, and the international community expect the utmost public safety and protection of the Statue of Liberty.

The United States Park Police have had a field office in New York since 1973. The Park Police were assigned to New York because of the frequent and intense problems associated with a large urban area. Their uniform is similar to those of other city police departments and in an urban environment it denotes a person with authority. Park Police officers receive 12 weeks of basic police school, 5 weeks of specialized training and 9 weeks of field officer training for a total of 26 weeks of law enforcement training. The park frequently utilizes the Park Police for demonstrations, bomb threats, potential terrorist attacks, and extended details such as the Gulf War. Park Police Officers are permanently assigned to one of three field offices. Since the Park Police do not have the choice of as many duty assignments as Park Rangers, they provide a stable staff for the sites to which they are assigned.

The Statue of Liberty and Ellis Island are subject to the same intense law enforcement issues that are confronted by New York City. Because of the inability to permanently resolve the longstanding shortage of staff in the Protection Division, a decision was made by the NPS' management to transition the United States Park Police to the Statue of Liberty and Ellis Island. The Park Police did not seek this assignment but were asked by senior NPS' management to take on this new initiative.

As part of this transition, none of the Park Rangers will lose their jobs. They may work at the park for the rest of their careers if they desire. As vacancies occur, rangers will be replaced by U.S. Park Police Officers. Rangers at the Statue of Liberty will continue to have the same opportunities for training and to attend FLET. Rangers and Park Police Officers will have the same duties, authority, and level of responsibility.

Two or three resource management park ranger positions will be established to administer the various non-law enforcement programs, such as structural fire, wildland fire, telecommunications and resource management plans.

U.S. Park Police officers and staff park rangers will continue to be trained as Emergency Medical Technicians in order to provide EMS in the park. The EMS program is managed by a full-time EMS Coordinator who is also an EMT.

Hazardous material response recently shifted to the Maintenance Division in the Regional Office. The Maintenance Division at the park has followed suit and assumed responsibility for the hazardous material response. Several maintenance employees are now trained as HazMat responders.

Once again, the decision by the National Park Service to take this step forward was based solely on the need for providing long-term staffing continuity, along with ensuring that the Statue of Liberty, the international symbol of democracy, receives the best security that the National Park Service can provide to this highly visible and significant monument. To have done anything less would have been a disservice to the American people.

Sincerely,
Chrysandra Walter for
Marie Rust,
Field Director

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**Lodge Dues Increase and E-Z Pay Plan**

Last summer, the membership voted overwhelmingly to approve a dues increase to support our escalating need for funds for individual and national legal assistance and other financial help for members. The majority of members recommended dues be set between $65 and $78 per year. The Lodge Board has voted to set dues at $52/ year (just $2/pay period using Direct Deposit). The increase became effective January 1, 1995. If you've already renewed for the year, we'll send you a reminder and a Direct Deposit form at the six-month anniversary of your renewal for the additional amount.

To make it easier for you to pay and the Lodge to collect, we hope you'll fill out a Form 1199; the Direct Deposit Sign-Up Form, available from your park's fiscal office.

You are only allowed 2 such allotments from your paycheck, so if you have that many already, you'll have to send us a check for the full amount. Otherwise fill out the Form 1199 as follows:

**SECTION 1:**

*Block C: Write in your Social Security number.*
*Block D: Check the Checking box.*
*Block E: 090220704401*
*Block F: Check Other FOP Dues*
*Block G: Type: New Amount: $2.00*

**SECTION 2:**

*Agency Name: USDI-National Park Service*  
*Agency Address: Your Park's Address or just NPS*

**SECTION 3:**

*Name and Address of Financial Institution:*  
*Patrick Henry National Bank*  
*POB 1776*  
*Bassett, VA 24055*  
*Routing Number: 0514-0395-7*

**Sign with your name and Date** (Section 1) then send the 1199 form to the Lodge at POB 151, Fancy Gap, VA 24328. We'll have our bank sign it and then we will send it to NPS payroll. We realize this is, initially, a little more complicated than sending a check. Ultimately though, it makes your dues paying a little more painless and our cash flow a lot steadier. We hope you'll choose this option.

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The Resource Protection Ranger
by Bob Martin, President, National Park Rangers
Resource Protection Fund

NPRPF UPDATE

The winter months have brought many challenges and rewards which I thought worthy of sharing. As you are aware, our fundraiser was not working out, so we finally got that contract cancelled appropriately. They were in arrears to us for over $30,000 in guaranteed quarterly payments and a decision was made to settle out of court as this would have adversely affected the Virginia State FOP Lodge as well as our own Ranger Lodge, as B&B is the primary fundraiser for the state.

Due to perceived conflicts of my leading the Fund while being an active-duty ranger, the U.S. Solicitors in WASO have expressed concern, blocked an Memorandum of Agreement which we nearly had finalized with the NPS, and are even pressuring us to consider changing our name. Having recently received thirteen years of coverage for my 5c back claim (Thanks FOP!), I'm not willing to quit the NPS and concentrate all my energies on the Fund. So if there are any retired rangers out there who might be interested in getting this organization moving ahead as an Executive Director, please contact me at 1-703-652-1974 (Fund) or 1-703-652-2070 (Home).

I still think the future of the Fund is bright and is needed more now than ever as we face a future with a less than a sympathetic Congress and possibly even change in the White House in 1996. So, I plan on forging ahead and once we can get over the current financial situation we are in, we will continue to make a difference. I still think there is a great potential for our organization to be successful in seeking grants. If anyone out there has experience with grants I'd love to hear from you. There is a possibility that we could make the Executive Director and/or a Grants Administrator a paid position if we can get a grant or two.

The Fund has made a lot of differences recently. We worked closely with NPS-FLETC in the development of the first ever two-week Resource Protection/Investigations training Course. The Fund was invited to help with curriculum development, suggest possible instructors, and I was invited to put on a session on park resource protection operations and speak about resource protection issues. However my mother passed away and I was unable to attend. The Fund bought special Wildlife Forensic Field Manuals for those attending. Several other Fund members instructed and attended the course and from interviews with them the course was great. FLETC is now considering putting the course "on the road" offering it to regions (oops! I mean Field Offices and System Support Offices) and parks. I encourage you to touch base with your supervisor and try to get into this course should it be offered near you. This training is critical to any park's resource protection effort!

I'd like to extend my appreciation to Chip Davis who coordinated the course, and to Paul Henry who supported every aspect of the effort. Also thanks to Bob Marriott who helped in finding funding and to former National Chief Ranger Jim Brady who shepherded things along and made awesome strides in our ranger career and our resource protection efforts.

We continue to handle numerous requests from the media as the Fund continues to gain respect across the country. Through great relations forged with WASO folks, our number of press contacts continue to rise. There are current articles being written about our resource protection dilemma for Audubon, American Legion, Warner Media, a fiction writer and several free lance writers.

As an example of our notoriety our own NPS Director, Roger Kennedy recently made a generous donation to the Fund for direct support to parks for use in rewards for information in their resource protection efforts.

The Fund also helped WASO Bridge Team with Congressional liaison this winter. We assisted with a project in which briefing statements were prepared on various critical issues facing the NPS. We faxed over 50 pages to the Team and spent considerable time on the phone helping Team members with this worthwhile project.

As you can see by the few select items recapped above, the Fund continues to make a difference. We need your help however. Our financial resources are dwindling rapidly and I ask that you join the Fund today by sending $20 for an annual membership. I do not plan on doing a membership drive mailing to our ranger members as we simply do not have the funds for such a process. Hopefully my plea here will be effective as I have used the PROTECTION RANGER as a forum to keep you posted on the Fund since it's inception. I thank the Ranger FOP Lodge and it's officers for making this space available to the Fund. Should anyone be interested in increasing their membership/donation to $50, we will send you a 180-page "Wildlife Forensic Field Manual" which has weather-proof pages and is chocked full of helpful investigative information. Your support is critical as is our Fund's mission. Efforts of the FOP and the Fund have shown how productive we Rangers can be, when we become actively involved in charting the course for our present and future endeavors. With your support the Fund will continue to make differences and improve the efforts of our protection rangers as we prepare for the challenges the next century will bring.

I hope you have enjoyed the RESOURCE PROTECTION RANGER section over the past years. We will continue to try to put articles in future PRORANS. In the next issue, we will begin a series of articles with helpful information on developing and improving your parks resource protection efforts. Ranger Mike Fernald, a field ranger at Delaware Water Gap NRA, will share his knowledge on what it takes to put together an individual field forensics kit.

GREAT JOB JIM!

As you may be aware, Ranger Jim Hannah of Wrangle-St. Elias National Park and Preserve in Alaska was recently recognized as the "Ranger Of The Year" and was awarded the Yount Award for his long and dedicated service to parks, resources and the NPS Mission. Jim is also a member of the Ranger Lodge and the Fund and has helped me numerous times in the development of the Fund's operation. We at the Fund, and the Ranger Lodge send our appreciation and KUDO's along to Jim for all he has done. We are especially proud of the NPS for recognizing efforts of rangers through the Yount Award. As you will recall, the development of an award program to recognize rangers efforts was part of The FOP Ranger Lodge's Resource Protection Initiative and one of our Fund's Strategic Plan objectives.

Good Luck. Stay Safe. Make a difference.

LODGE DUES INCREASE AND E-Z PAY PLAN

(continued from page 6)

Seasonals: When you sign on for the season, please fill out the Form 1199 as outlined above. At the moment, you will only pay while you're working. If you pay at once, dues will be $35.

With the increased funds, the Lodge will establish a legal assistance fund available to all members. Members of the Lodge will automatically be entitled to initial and free legal advice from Passman and Kaplan for Service-related problems. In addition, we will establish guidelines where the Lodge will cover additional legal services for a member. We will publish the specifics of these guidelines in the next issue. Finally, we will form a Board of Review to manage the Lodge legal defense fund.
Seasonal Rangers: Past Time for Recognition
by Dan Malone, Fire Island

The lot of seasonal Law Enforcement Rangers in the NPS seems to be deteriorating rapidly. Over the past year or so, permanent field LE rangers have been upgraded to GS-9, are about to receive LE pay, enhanced retirement benefits, new weapons and training and new commission credentials. Seasonal LE rangers have not received any of these benefits and it does not seem likely that they will anytime soon. The latest from WASO has the NPS renaming seasonal rangers as Auxiliary Rangers. Why not just Junior Rangers? They have really become, in many cases, 2nd and 3rd class rangers. Obviously, this is not good for morale and it may also create potentially dangerous situations for seasonal LE Rangers. If the public begins to perceive them as 2nd class rangers, they may not get the respect and compliance needed to function effectively in enforcement situations.

What will happen with seasonal LE positions, upgrades, pay and benefits is way up in the air at this point. No one knows and if they do know they are not saying. Seasonal LE rangers are doing the same jobs and have the same responsibilities that they have always had. They are working in the field during the busiest visitor seasons and have the most visitor contacts in many areas, but they are falling further and further behind in terms of pay, benefits and respect. Seasonal LE rangers, general rangers, firefighters, interpreters and maintenance personnel make tremendous contributions to the NPS, park visitors and the natural and cultural resources preserved and protected at national park areas. Unfortunately, it seems that their contributions and accomplishments are not being recognized and appreciated. I suspect that most national park areas have at least one long time seasonal employee who has, over the years, contributed invaluable service to the park, its visitors and the resources. I was lucky to have worked with quite a few during my seasons with the NPS.

In June 1989 I began my first season as a LE Ranger in Acadia National Park. Acadia is a relatively small park in size, but it has a complex park and local road system, 50 miles of vehicle free carriage roads and over 175 miles of hiking trails. It is a complicated patrol area to learn. I was very fortunate in those early days to be teamed with two veteran seasonal LE Rangers who, in a sense, functioned as unofficial field training officers: Bill Dwyer and Jeff Smith. At that time, each of them had been rangering in Acadia for over 15 seasons. Bill was a college professor and the program director for the seasonal ranger academy at Memphis State. Jeff was a native of the Acadia National Park area and is a high school social studies teacher. Every day I worked with them was a learning experience.

These guys "showed me the park " as Jeff would say. They provided me with the knowledge and skills I needed to function effectively as a LE Ranger in Acadia. They knew nearly every inch of the trails and roads and nooks and crannies of this small and beautiful park.

Together we handled a variety of LE incidents: assaults, car clouts, DUI, disorderly conduct, directed traffic, opened locked cars, assisted stranded motorists, found lost or confused hikers and bicyclists, provided information to visitors on park features and emergency medical assistance to sick and injured visitors. In all of these incidents, I saw how Jeff and Bill handled each visitor with courtesy and diplomacy. Each violator was dealt with firmly, yet fairly. They taught me by instruction and example how to handle a variety of LE incidents and visitor contacts. They also showed me their concern and respect for the park's natural and cultural resources. They were very protective of Acadia's treasures. Seasonal and permanent rangers and supervisors respected their experience and judgement. Amazingly, for all their experience and skills, these guys were at the same grade as me, GS-5/1.

After a few weeks, it was time for me to begin patrolling on my own. I still partnered with Jeff and Bill occasionally and tried to learn everything they had to teach. I tried to remember all of their lessons. A few seasons later, it became my turn to indoctrinate the "new guys". Because of the lessons I had learned from Jeff and Bill, and along with my own experiences, I tried to pass this knowledge on to the new LE Rangers at Acadia. It was now my turn to try and show them how to be safe, knowledgeable about park resources, and be a credit to National Park Rangers and the NPS. So Bill and Jeff, thanks for taking the time to teach me what I needed to know as a LE Ranger in Acadia and for your friendship throughout the seasons.

As the outlook for seasonal LE rangers becomes increasingly uncertain and the pay and working conditions continue to worsen, perhaps it is time for the NPS or The FOP Rangers Lodge to at least in some small way acknowledge and recognize the contributions of these seasonal veterans. National Park areas have relied heavily on the skill and dedication of its seasonal workforce for over 75 years. As we all know they haven't done it simply for the money. To many, if not most of these people, working for the parks has become part of their lives. Their contributions have played a major role in the NPS's legacy.

Whether they are LE rangers, general rangers, firefighters, interpreters or maintenance seasonals, these people deserve some thanks and recognition from the NPS. The FOP Rangers Lodge should attempt to seek out and recognize dedicated veteran LE seasonals among its members, and find some way to recognize their service to the parks and their country. In an era where the idea of true public service has been mocked, these people have been the field grunts who have played a major role in protecting and serving park visitors and park resources.

The FOP Rangers Lodge could profile some of these people in the Protection newsletter, prepare a special seasonal profile brochure and send it to members of Congress and NPS Man-
TRANSFERS: or- How do we get career development after “Restructuring”?

Now that we are going through restructuring and are faced with budget cuts as well, will there be any openings to transfer to? The answer is, probably NO. At this point in time, the NPS has not made any provision for continued career development of Rangers in the field. In all fairness, it comes down to money and a rapidly changing culture where all the rules are out the window.

We have always had a tradition of moving from park to park during our careers in order to learn different aspects of our profession and gain a wider perspective. This practice is threatened in the near term for two main reasons. One, we have been dependent on new positions coupled with turnover, to create “openings” which we competitively applied for. Second, the receiving park has to pay for the cost of a move if the selectee is already a permanent employee (an increasingly expensive proposition).

Now, due to the cutbacks and restructuring, there are essentially no new jobs, and most of those created by turnover have been filled through OF-OP. Reports from the field indicate that the cost of a move has been a deciding factor in many job offers, the parks simply can’t afford to move us.

The FOP would like to suggest that in the near term we offer Rangers the opportunity to arrange lateral transfers using the system, already in place, traditionally used for hardship transfers. There’s still the cost of moving, however some rangers may be willing to move at their own expense. While this is not the answer to the problem, it is one that can be used right away. We think there are many Rangers out there who are ready to move, and need to, if their careers are to continue to grow.

We at FOP could provide a central point for Rangers to register their desire to transfer, along with a wish list of where. We could then put together the “matches” and they would be able to attempt to arrange the actual transfer. This would all be subject to the approval of the Chief Rangers/Superintendents of the affected parks.

At this time, if your interested, even remotely, please let us know. We will compile a list and if the numbers warrant it, try to formalize the arrangement through WASO Personnel. This is only an attempt to gauge the interest level at this time, and is in no way an official program of the NPS.

Contact Ed Clark at: RD5 Box 931, Malvern, Pa, 19355, or EdClark50@AOL.com 610-296-0386 home

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: ____________________________ Zip: ______________
State: ____________________________
DOB (required): __________________

☐ Permanent Rangers: $52/year (or $2/pay period using Form 1199 Payroll Deduction.

☐ Seasonals: $35/year.
Both seasonal and permanent members are entitled to coverage from our Legal Assistance Fund for Service related problems.

☐ Associate (non-Commissioned) & Retired Membership (Newsletter only): $35/years.

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

NPS Area: _______________________

Mail to: FOP Lodge, P.O. Box 151, Fancy Gap, VA 24328
The only thing that can go down on a Whaler is the price. And it has.

Boston Whaler's 22' Guardian is priced 25% lower for 1995 on GSA.

If your department has been settling for less because it couldn't afford a Whaler, your ship has just come in. Now you can buy the classic 22' Guardian for a fraction of what you used to pay through GSA. No cutting corners — the same, unsinkable, ten-year warranted Boston Whaler you grew up with — for 25% less. Exclusively through GSA because we want to demonstrate our commitment to our Federal customers.

The 22' Guardian features unsurpassed stability, one person handling and a wide open cockpit with room to move. Select from a variety of options and accessories. We'll build the boat to your specifications.

Boston Whaler. Because the last thing you want to do is radio for help.
Law of the Land Released


Starting with the first ranger, Galen Clark of Yosemite, Paul traces the evolution of rangers and law enforcement in the Park Service. He dispels a number of myths, including the one that law enforcement is only a recent addition to Ranger duties. The book also examines the history of the Authorities Bill of 1976 and looks at why rangers are constantly having to explain their law enforcement role. In addition, Paul has discovered and included almost 50 first hand accounts of critical incidents involving rangers in the early 1900s.

As noted elsewhere in this issue, our place as law enforcement professionals is not secure. It is important for rangers to know the evolution of the ranger profession to better make the case that law enforcement rangers must control their organizational structure. As such, Paul's book is a valuable and timely contribution to this effort and a 'must read' for all law enforcement rangers.

For the complete volume, send $30 (includes postage) to the Lodge.

Secretary's Report

Randall Kendrick, Secretary

**FORMER WESTERN LODGE MEMBERS:**
After experiencing delays with the California Lodge, we ran into another snags when the Grand Lodge lost our computer list transferring you to the National Park Rangers Lodge. With the invaluable assistance of the Virginia Lodge, the Grand Lodge once again has - and is finally working on - your names. We hope to have the membership cards to you by August 1.

**DUES BY PAYROLL DEDUCTION:** When it is time to renew your membership, please consider paying by payroll deduction. Although it can be a hassle to sign up for this service, it is a one time only procedure. Payroll deduction saves the Lodge money by not having to send out renewal notices. It also provides the Lodge with a steady cash flow throughout the year making planning easier.

If you have signed up for payroll deduction, it can take as long as five pay periods before the $2 is taken out of your check. Please contact the Lodge if after five pay periods the deduction is not taking place. Also, let the Lodge know if the dues information is wrong on your mailing label. Our toll free number is 800-407-8295. Please call between 10 A.M. and 10 P.M. Eastern time. We can't promise not to make mistakes but we do promise to correct them as soon as possible.

**RECRUITMENT:** Do your fellow LE Rangers a favor and recruit them into our Lodge. In the areas where we've been active, we have a good record of success. It is also true that the more members we have, the more effective we become. The Lodge usually has a supply of current Protection Rangers and we'll mail a copy to a prospective member. Let us know. Summer is a busy time for most of us, but take a couple of minutes, talk about the FOP and urge your co-workers to join.

**OVERTIME CAPPED AT THE GS-10/1 LEVEL:** If a ranger makes it to GS-9/6, his/her overtime pay will be less than 1½ basic hourly wage under current NPS pay rules. The Lodge opposes this cap and is taking steps to remove it. Here are (we believe) relevant citations from federal law that apply:

5CFR §51.451: "An employee engaged in...law enforcement activities shall be paid as a rate equal to one and one-half times the employee's hourly regular rate..."

5CFR §51.204(b): "...in addition to the primary duty criterion that applies to all employees, employees at the GS-7 through GS-9 level subject to section 207(k) of 29 USC...must spend 80% or more of the worktime in a representative workweek on supervisory and closely related work in order to be exempt from the OT provisions of the FLSA

5CFR §51.541(a): Nowhere in this section is a law enforcement employee's mandatory entitlement to time and one-half overtime pay under the FLSA conditioned on a determination of the employee's non-exempt status.

On April 30, 2,000 employees of the FDIC began receiving uncapped overtime as a result of a grievance that their union filed on their behalf. We will keep you informed on our progress.

Letter to the Editor

Dear Brother Randall:

I would like to thank you and extend my sincere appreciation for all you have done as a leader of the FOP, to help make things better for present and future rangers' careers. Those who come to our ranks in the future will never fully comprehend the accomplishments you have made and the devotion to that task you have put forth. For those present and those who will come in the future, I thank you!

I would also like to thank all the Brothers and Sisters and those not in our Fraternity for their assistance and support over the years. It helped make my career rewarding and very special. While I miss parts of the job and those I worked with, I am enjoying retirement and highly recommend it.

As one of our great Confederate generals said when he left his troops, "I shall no longer be with you, but I will follow the news of your battles... and rejoice in your victories." Please stay in touch, good luck to you all and may God richly bless each of you.

Fraternally,
Glen Knight
From: Charles Cuvelier

The Natchez Trace Parkway FOP is conducting a fundraising project and would like your help. We are selling to LE Rangers a 100% cotton, dark green T-shirt. The current credential shield is on the front and Federal Officer U.S. Park Ranger is screened on the back. Deadline to order is August 30. Allow four weeks following that date for delivery.

Shirt sizes available from adult medium to XXXL. Cost, including shipping, is $15.00 per shirt to size XL, add $2 for larger sizes. Include size and quantity ordered, name, address, phone, and check or money order to NATR FOP, and mail to Jeff Penney, Route 1, NT-25, Tupelo, MS 38801.

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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

Lodge Members: Please check the Renewal Date on your address sticker and renew your membership if necessary. Make paying easier on yourself and us by using the Form 1199, Direct Deposit!