Ranger "Big League" Cards a Hit

by Mike Lynch

Ranger Big League trading cards have scored big runs for Rangers at Yosemite and the California State Parks. A hit with kids and adults alike, the full color cards not only pitch a park message, but double as unique business cards. A ballpark figure on the costs is about $125 for 1000 cards. If you think the cards might be part of your park game plan, contact: Big League Cards, 27835 Spruce Creek Circle, Valencia, CA 91354 (805-297-2244) or Mike Lynch, Auburn SRA, P.O. Box 3266, Auburn, CA 95604 (916-885-4527).
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CALL FOR PUBLICATIONS

The Park Law Enforcement Association (P.L.E.A.), an affiliate of the National Recreation and Park Association (N.R.P.A.), invites you to submit articles for consideration to PLEA: the Journal of the Park Law Enforcement Association. P.L.E.A. was established in 1984 to improve park law enforcement, natural and visitor resource protection services in park, recreation and natural resource areas through professional development, thus ensuring "quality of life" leisure opportunities in local, state, and national park, recreation and natural resource settings. P.L.E.A. serves individuals and organizations interested in the advancement and support of park and natural resource law enforcement services. Membership includes park rangers, forest rangers, park police, park patrol, park security, game wardens, conservation officers, park and recreation board members, administrators, educators and other interested park, recreation and natural resource professionals.

PLEA is published quarterly and attempts to provide timely information to the membership concerning the association and articles specifically aimed at the park and natural resource law enforcement audience, with the goal of providing educational information for our membership, facilitating an exchange of ideas, and to generally promote professionalism within the field.

Articles should be from three to ten double-spaced, wide-margined pages and should include a short biographical sketch, listing the author's agency affiliation. Photographs, charts and tables are highly desired. Upon publication, the author will receive a copy of the issue his article is printed in for his/her records. Please submit articles to the Editor for review and consideration. Thank you for your interest in PLEA. We look forward to receiving your articles.
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#### BOARD OF DIRECTORS

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<thead>
<tr>
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<th>Position</th>
<th>Address</th>
<th>Phone</th>
<th>Fax</th>
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<tr>
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#### STATE AFFILIATE REPRESENTATIVES

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<th>Organization</th>
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<tr>
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<table>
<thead>
<tr>
<th>Region</th>
<th>Representative</th>
<th>Contact Information</th>
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</table>
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TO BE ARMED:
SHOULD PORTAGE COUNTY PARK MANAGERS CARRY A FIREARM

by Jeremy A. Wittmann

INTRODUCTION

Over the past several years the issue has arose, whether the park managers of Portage County should be able to carry firearms. Park managers have shown a great interest, in this issue, that being for their protection. If the park commission were to vote in favor of this issue, the park managers would be willing to carry the firearms. This paper will discuss the issue of carrying firearms, its costs, benefits and disadvantages, and the alternatives to carrying.

The park commission had voted against the issue at the June board meeting, raising questions about what law enforcement situations the park managers have responded, where the need for a gun would have been warranted. Members of the park commission were also worried about the possibility of escalating a situation. The commission suggested a park ranger may get himself or herself into more trouble if they were armed. The subject may think that because the managers have a gun, he or she must act even more aggressively to the officer, thus creating the possibility for greater bodily harm or worse. The commission was also worried the image of the park manager would be tarnished. Many people view park managers has Smokey the Bear.

SURVEY

During the summer of 1993, Portage County park managers, Tom Gustin and Todd Chwala did a survey of campers staying in the Portage County Park system. The survey consisted of twelve questions relating to the perceptions campers have of security and safety within the parks. The park managers distributed one hundred surveys and had sixty-seven returned.

Portage County Parks had 27,272 visitors in 1992, an increase by sixty-two percent since 1974. Even with this many people visiting the parks, many feel the parks whether city, county, state, or national are immune to big city problems, which is not the case. Park managers have a variety of problems in their parks, domestic violence, littering, vandalism, drugs, and drinking. Of those surveyed forty-six percent felt the parks were safe, but fifty percent believe crimes can and do occur in parks because people let their guard down.

Safety and security was most important to people visiting parks and sixty-seven percent stated so. According to the survey, a gun was immediately available to ten percent of the visitors and twelve and one half percent had a knife to protect themselves. The majority of the respondents stated they had nothing at all for security, for these individuals it is very important, they be protected from criminal activities while they are camping in the parks.

Security and safety is so important to campers, eighty-four percent of those surveyed, stated the Smokey Bear image placed on park managers would not be tarnished if they were allowed to carry the traditional equipment, this being a gun.

CRIME RATES

Crime has been continuously on the rise in the United States. In a 1989 study crime had increased by 1.3%, since 1988. This figure may seem insignificant, but consider there were thirty-five point eight million crimes in 1988. This is an increase of almost one half million additional crimes. The cost of these crimes to society exceeded fourteen million dollars.

WORK HAZARDS

In a separate study, four out of ten violent crimes involved the assailant being armed. Violent crimes include rape, robbery, homicide, and assault. Last summer (1993) in Minnesota's park ranger was shot at and wounded. Interstate State Park, Park Ranger Daniel Johnson was on routine foot patrol when he spotted three individuals in the park around closing time. Park managers, Gustin and Chwala do foot patrol in the Portage County Parks and many times have contacted people around closing time, but luckily they have never experienced what happened next to Ranger Johnson.

Johnson announced his presence to the three individuals and they froze. At this point Johnson could distinguish there were two males and one female. Next someone from the group dropped a bag containing what appeared to be a white substance and one of the males yelled shoot him. The next thing Johnson knew, there was a handgun in his face. Johnson grabbed the gun and pushed it away from his face and vital organs. To protect himself, Johnson then hit the male with his flashlight, the male then shot the ranger in the hand as he grabbed the gun. The ranger and the male separated, and Johnson

1
took off running for cover. During the course of the altercation Johnson had dropped his radio and had to wait till he thought the assailants had gone. When he first tried to radio for help, he received no response, this because he was in a depression or what is commonly called a dead spot. Gustin and Chwala have both been in situations where the radios did not work because of dead spots, one such spot was in Wolf Lake.

You may wonder why Ranger Johnson did not use a firearm to fend off the attack. The reason being, in Minnesota it is against policy for park rangers to carry firearms. Times are changing and maybe if Ranger Johnson had a firearm he may not have been shot and the suspects would not have escape.

**REASONS FOR CARRYING A FIREARM**

Almost 30,000 people a year visit the Portage County Parks, the people put their safety in the hands of the park managers. Tom Gustin and Todd Chwala have both been through the police recruitment training and are both certified deputies with the Portage County Sheriff’s Department (P.C.S.D.) and the Department of Justice. Over the last thirteen years there have been many instances (example in back of report) when there has been the potential for great bodily harm. I will agree there are a few of the instances which do not warrant the need for a gun. During recruitment training, officers are trained to identify situations were the potential for great bodily harm exists and in what situations a weapon may be drawn and fired. In a few of the instances it would have been inappropriate to approach the individuals involved without a gun.

**DEFINITION OF A PARK MANAGER**

In the job description, park managers spend ten percent of their time doing law enforcement. The rest of their time is spent doing maintenance, public relations, and other administrative duties. A time study (Wittmann 1993) showed the Portage County park managers spent eleven and one half percent of their time doing law enforcement over the last five years. This study focused on what is considered the camping season (from May to September) for the last five years. The park managers are still considered one hundred percent peace officers even though only ten percent of their job is devoted to law enforcement.

**WHERE TO GET THE GUNS AND WHEN TO CARRY**

The guns could be purchased from the Portage County Sheriff’s Department for a fee of $175. These firearms are nine millimeter semiautomatics. The firearms would then be placed into a retention level three holster. This holster would provide the best protection for the gun and allow easy access by the park managers. The sheriff is in favor of arming the park managers. Sheriff Borski is in favor of arming the park managers because he knows where the park managers are coming from by raising this issue and the dangers they may face. Another reason the Portage County Sheriff supports this issue is, it gives the P.C.S.D. an extra set of eyes and ears for a department which is already stretched thin.

One of the reasons the board turned down the issue of carrying firearms is park managers have many other jobs besides law enforcement. To solve this problem the park managers would only be able to carry when doing law enforcement. This could be further limited to only wearing a sidearm when working law enforcement at night so as not to offend people. There are problems with this, one being not all crime occurs at night, and during the day the park managers will likely be working at something else when a law enforcement problem arises. The park manager must first go to his or her vehicle to retrieve his or her firearm because this is where it is to be secured when not being used for law enforcement. This severely limits how fast a park manager can respond to a situation. Another problem is not all crime occurs at night and no one should be put in the middle of a dangerous situation without the proper equipment.

Right now there is a Law Enforcement and Defensive Equipment Policy for Portage Co. Parks. To carry a firearm this policy would have to be followed. This policy explains everyone’s responsibilities, what use of force can be used, the carrying of firearms and firearm inspections.

Anyone who would be carrying a firearm should be required to wear body armor or a bulletproof vest. There are many different manufacturers of body armor, but the three best are American Body Armor, Second Chance, and Point Blank. The vest should be rated to a level that will stop the same gun as the park manager would be carrying. A trauma plate is recommended, it will help protect the manager from a knife attack, if stabbed were the plate is located. The trauma plate is positioned in the vest over the officers vital organs. Otherwise right now there is no vest that will stop a knife attack. I would recommend American Body Armor’s 2000 series vest, the vest is warranted for five years and if destroyed in the line of duty, it will be replaced with a new top of the line vest. From personal knowledge this vest is light weight and comfortable to wear.

**FIREARMS NOT ALLOWED**

If the use of firearms will not be allowed, I would suggest the managers still be issued body armor and if it is issued it must be worn at all times when working. Park managers should also be trained and certified in the use of oleoresin capsicum spray or OC spray. This spray is a chili pepper based spray that causes an individual when sprayed to quit what he or she was doing. It causes a temporary loss of strength and coordination to the individual being sprayed. At the present time the P.C.S.D. does not carry OC spray or a chemical mace, but are currently looking into it. For the park managers to be able to carry OC spray the P.C.S.D. must also carry it. The OC spray would provide the managers with an extra form of defense and allow them to do their job safer. The use of OC spray is considered open.
hand control on the Use of Force Continuum. By being open hand control it reduces liability because it is not considered deadly force.

Another piece of equipment the park managers should be issued is a utility belt. The belt would have Sam Brown, but made up of two separate belts which are connected with velcro. One belt goes through the belt loops, the other over the top. With this belt all of the equipment they would need for self-defense training. This is because many times they must respond to complaints about noisy campers or are asked to break up fights. Currently there is no training given. It would also be a good idea to issue portable radios to these managers so they could call Gustin and Chwala or the P.C.S.D to handle fights and the such. One of the summer internships hired as a manager, his parents bought him mace so he could protect himself.

In this day and age anyone who does law enforcement needs to have all tools of the trade made available to them. Those tools being firearms, handcuffs, body armor, and portable radios. With crime rising by more than one percent every year, more and more problems are spilling over into our park, putting more pressure on the park managers. These problems could result in death or great bodily harm to whom ever might have to handle them. So far Tom Gustin and Todd Chwala have never been injured while doing law enforcement and hope they never do. If this issue goes before the park commission again, the park managers should be given the option to carry a firearm. They are certified officers and should be given all the tools of the trade. If the issue is voted down again the managers should still be given body armor, the belts, portable radios, and the OC spray. This will provide them with the protection they and the visitor need. This issue may not be settled in the near future, but lets hope it does not take someone being injured or worse to realize how important this is.

**TIME STUDY ON LAW ENFORCEMENT ACTIVITIES IN THE PORTAGE COUNTY PARK SYSTEM**

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*This information was collected from Portage Co. time sheets.

This study was done to find the actual amount of time, law enforcement was worked by park managers Tom Gustin and Todd Chwala. The average time spent on law enforcement every year in the park over the last five years as been decreasing. The park managers still spent 11.6% of their time on law enforcement as a five year average. This is 1.6% more than their job description.

**BIBLIOGRAPHY**


Feeling a need for additional protection while on the job, rangers from the county’s Parks Department asked officials Thursday for permission to carry firearms, but their wish was shot down.

“This shouldn’t be taken by our committee as any lack of confidence in our crew,” said Supervisor James Gifford, who along with other committee members commended the rangers’ abilities.

County Parks Superintendent Gary Speckmann said he supported the request, however, only if the rangers were restricted to carrying a sidearm after dark outside the campground areas.

“I support the ideas because it’s for employee safety,” he said. “If they feel they need to carry firearms or develop a defensive equipment policy, we need to talk about it.”

The rangers, who receive law enforcement training, said they wanted the weapons while they were patrolling outlying areas such as Wolf Lake and Peterson parks after hours.

Recalling his days as a state forest ranger, Chairman Bill Peterson said he carried a firearm while on duty. But he said the two times his life was threatened, once by an angry farmer armed with a pitchfork and once by a man with a shotgun, he was without his weapon.

“By golly,” Peterson said, “you can do a lot of talking.”

With a motion to deny the request on the table, officials were deadlocked Thursday. Gifford abstained from voting.

By virtue of a tie, the rangers lost their request.

“How many times in 13 years have we actually found someone out there and stopped them?” Gifford asked. “It certainly doesn’t seem very often. The constituents may be better served if rangers stayed in the parks all night at the campground.”

The risk of being killed isn’t worth stopping someone from damaging a door in one of the parks, he said.

Although rangers won’t carry firearms, Speckmann will develop a defense policy that includes the use of chemical sprays, batons and other equipment. It also will outline when the rangers can use such equipment.
In the early years park managers/rangers placed less emphasis on law enforcement and more emphasis on their public relations duties.\(^1\) "The traditional image of the 'park ranger,' knowledgeable of the environment and willing to educate the inexperienced park visitor, was that of a friendly Smokey Bear, all-American good guy."\(^{10}\)

A survey was developed to understand more clearly the needs and perceptions of the public when dealing with safety and security while using a park. The survey consisted of 12 questions. The survey was field tested, changes were made and 100 surveys were distributed to campers at various Portage County Parks. Sixty-seven respondents returned their surveys, for a 67% return. There was room for additional comments. Respondents could leave their name and address as an option.

In the past 20 years there has been a dramatic change in the park manager/ranger role. Still somewhat the educator and interpreter, the park manager/ranger has taken the role of a "park cop."\(^{1,3,13,15}\)

Nationally we are experiencing increased visitation, with 200 million people visit parks yearly.\(^1\) Portage County Parks experienced visitor growth as well. In 1974 our campgrounds had had 16,874 visitors and in 1992 had 27,272 visitors, a 62% increase.\(^16\) This figure will continue to increase and so will the figures state and nationally.\(^{14}\) "By the year 2005 million people alone will have visited the Grand Canyon." Park personnel have to handle an array of problems related to park policing, littering, domestic disputes, excessive drinking, vandalism, drugs', disorderly conduct, sex abuse, theft, car theft, and the list goes on.

Forty-six percent of the park visitors tend to view parks as beautiful, clean, fun, safe place to go, and that only the good people visit.\(^2\) Unfortunately, park visitors become easy prey for other visitors and park employees have to shield the tourist from the "bad guy."\(^{14}\) Fifty percent of the respondents believe that the criminal element visit the parks because the park user's guard is lowered.\(^{5,13}\)

When selecting a park today, people believe that safety and security is an important factor. Sixty-seven percent of the respondents believe their safety and security are very important while visiting county parks. Providing additionally for their security would induce a more positive recreational experience. Security in the parks begins and ends with the park personnel walking through the park and greeting people. But society has developed and become more sophisticated. Forty-one percent of the campers provided nothing at all for security. Ten percent of the campers surveyed have a "gun" available while camping. Twelve and one half percent have a knife and 17 percent use an axe for security. New challenges present themselves today for park law enforcement. Park personnel are protecting not only the open areas of green spaces, but hundreds of thousands of dollars of recreational facilities, maintenance yards, camp grounds, and picnic areas. Furthermore, park law enforcement personnel are working to maintain that all important "safe family" atmosphere that the park and recreation departments want.

Many of the traditional park crimes such as vandalism, and petty theft still occur. But, there are new crimes in today's changing world and parks are not immune from these. Ninety-one percent of the respondents believe Portage County Parks are not immune from the violent problems of society. A Park department's law enforcement program should not be a reactive operation that kicks in when something happens or develops. Law enforcement should become a part of the active management team.\(^7\)

Visitor - visitor conflict over campsites, a radio being played to loud, shouting matches to fist fights, and domestic disputes, with such violent behavior and crime becoming more prevalent in the parks, armed managers/rangers are not an uncommon sight. But administrators fear the "Smokey Bear" image will not be tarnished by providing law enforcement personal with traditional equipment. "In fact most campers will not recognize or notice the law enforcement equipment except when it has to be used."\(^4\)

The RAMBO image hurts law enforcement personnel and it scares the hell out of administrators to think that some cops and park rangers have that personality. There are good officers and bad officers in all departments. Our society has both the good and bad and as law enforcement officers we have to protect the rights of both parties.

There is the misconception that city, county, state and national parks are different. The parks are different, in name and personality only, otherwise they are the same governed by similar set of rules and regulations dictated an administrative panel. "The parks are used by people for some form of a recreational experience, be it positive or negative."\(^{13}\) These parks are still governed by a basic set of rules and regulations, some more refined than others. The
only difference Portage County Parks deals with is a smaller volume. Because we are smaller, it doesn’t exclude us from society’s problems that occur in a recreational setting. We get the same cross section of people as other recreational facilities and communities.

Up to this point in time Portage County Parks and the County have been fortunate not to have had an incident that required the use of force. We have come close a few times. On August 9, 1993 Portage County dispatch notified Tom Gustin of a “restraining order” on the husband of a woman camping at Lake Emily Park. The woman feared for her safety and the safety of her child. The woman had bruises on both arms. Her request was for extra patrol and security while she was camping at Lake Emily Park. The husband was considered very assaultive. Everything turned out fine, but, what if something did happen? In order to provide a strong visitor protection program we as park law enforcement personnel, with Wisconsin’s Department of Justice law enforcement training, deputized by the County’s Sheriff (Mr. Borski) as Special Deputies would like the opportunity to have the tools of the trade made available. Non-interested parties tend to hold the closet door closed from revealing our current society and its diverse nature. Policies and attitudes seem to reflect a greater concern for an agency’s image than they do visitor and officer safety and survival. We understand your concern and hope you understand ours.

It is true, law enforcement is 10% of our required duties but whether its 1% or 80% we are 100% “Peace Officers.” As our evaluations indicate, we do an excellent job in the field of law enforcement. We hope to continue to do so with continual training and combined experience. Because the park managers perform law enforcement duties during the day and at night, 89% of the respondents indicated that all the law enforcement tools be made available, including a weapon. These tools consist of baton, hand-cuff, chemical spray, sidearm, and bullet proof vest. Nearly-fourt percent of the respondents indicated that the addition of a sidearm would not have a negative impact on their returning to Portage County Parks. Because of increased law enforcement responsibilities and more active patrols of remote areas, at later hours (6:00 pm to 2:30 am), our safety and the safety of our park users is paramount. Our current sheriff, superintendent, surrounding law enforcement agencies, Wisconsin State Park Department, our law enforcement instructors, out of state county parks, and the National Park Law Enforcement Association have given letters of support. We want your permission to include a sidearm as part of our uniform. We have submitted a proposal to be considered as department policy for the use of the tools of the trade in the field of park law enforcement. A copy has been given to Superintendent Speckmann and Sheriff Borski for their input.
JOURNAL OF THE PARK LAW ENFORCEMENT ASSOCIATION

Aug. 1991 Gustin

Nov. 1991 Gustin
Stolen vehicle, found checking Wolf Lake.

Nov. 1991 Gustin
Two males, deer hunting in Lake Emily gravel pit. Game warden assisted.

June 1993 Gustin
Man shooting handgun in Lake Emily Park. Tried to avoid from being caught. Arrest.

May 1993 Gustin
Sunset Lake, late evening, group of people present, deputy and I respond. Drug paraphernalia found on site vacated by people. Info. turned over to detective.

August 1993 Gustin
Two young groups fighting in camp ground, flare gun shot off, report of switchblade being carried by an individual. Dispatch notified to look out for car carrying individual.

August 1993 Gustin
Sunset Lake, Car with drug paraphernalia, 3 men exit from area by house, one very nervous individual, information turned over to detective.

ABOUT THE AUTHORS

Todd Chwala - Park Manager with the Portage County Parks for five years, Wisconsin Department of Justice Law Enforcement Training (5 years), B.S. Degree, University of Wisconsin - Stevens Point, Natural Resource Management with minor in Law Enforcement.

Tom Gustin - Park Manager with the Portage County Parks for 23 years, Wisconsin Department of Justice Law Enforcement Training (11 years), M.S. Degree, University of Wisconsin - Stevens Point, Forestry Recreation Management, B.S. in Water Management.

REFERENCES


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LETTER TO THE EDITOR

2/4/94
Dear Editor Steele,

Greetings from California. I recently read a copy of the PLEA Journal and was compelled to join your organization. I also read with interest the article regarding an international ranger organization.

Enclosed are some materials and information regarding our organization. I have also enclosed two agency patches as requested in the journal. In addition are several job descriptions to give you an idea of our duties. Our ranger staff are generalists and we do not carry firearms at this time. Our law enforcement duties are primarily restricted to enforcing our own ordinance (rules) of which I have included a copy. Our current challenge is controlling and managing mountain bikes on our trails. We have recently enacted new regulation regarding trail use primarily related to bikes.

I hope at some point to attend a PLEA function or conference. I was unable to attend NRPA San Jose. Please feel free to contact me if you have any questions. I am also a member of PRAC (Park Rangers Association of California).

Sincerely,
Dennis Davidson
Daniel Johnson is a Vietnam Veteran who knows what it's like to be wounded and then return to the battlefield.

But he didn't think he was entering a battlefield last Thursday night when he politely told three Minnesota Interstate Park visitors that the park was closing. Johnson, a Department of Natural Resources State Park Officer, was shot in the hand after he came upon three people apparently using narcotics.

"They looked like everyday people," Johnson said. "And it didn't look like anything to be alarmed about."

Johnson was making his final patrol of the park around 10 p.m. when he spotted two white males and a white female.

He identified himself with his flashlight and told the people that they had to leave.

"They just froze," Johnson said, "so I told them again."

Johnson then said he saw one of them drop a bag filled with a white substance.

One of the men then yelled, "Shoot him."

The second male pulled a small caliber handgun from the palm of his hand into Johnson's face.

"I dropped my radio and grabbed the gun," Johnson said. "I had a hold of it right over the muzzle."

Johnson moved the gun away from his face and his vital organs with one hand and struck the man with the flashlight in his other hand.

The gun went off, striking Johnson in the hand. "I knocked him backwards and him and I separated," said Johnson. "Then I took off toward the potholes area."

"He shot at me again, but he missed."

Johnson hid in the pothole area and waited there for the assailants to leave.

"I was trying to decide whether I should go to the visitor's center where there's a phone, or back to get my radio."

"I was bleeding bad, and I didn't want to go into shock and pass out," Johnson said.

He decided it would be faster to go back to where he dropped his radio.

After he was sure the assailants had fled, Johnson made his way to the radio.

He called for help, but because he was in the lower Dalles area, no one could hear him. He changed frequencies, but still no one heard him.

Johnson then started up the hill to the visitor's center with a rubber glove wrapped around his wound.

"I squeezed the glove and it was just filling up with blood," he said. "It looked like a cow's udder."

"I started to panic because I didn't want to pass out," he said.

Johnson kept calling on the radio in desperation, hoping to reach someone before he blacked out.

"It was either make it to the top or pass out. I might have bled to death if I didn't make it to the top."

But Johnson did make it to the visitor's center. He immediately dropped the radio and tried to unlock the door of the center.

That's when he heard someone calling him on the radio. A park ranger from William O'Brien State Park had heard Johnson and told him help was on the way.

It was midnight when 911 got the call.

Johnson turned on his car's headlights and hid in case the assailants may still be there.

About 20 officers from Minnesota and Wisconsin responded to the scene and conducted a search of the area. A Minnesota National Guard helicopter was used for an aerial search along with two canine dogs from Polk and Chisago counties.

No suspects have been apprehended, but authorities are still working on the case.

Johnson's hand is healing well, he said. And although doctors told him to take five days off, Johnson had returned to work by the weekend.

"I know what it feels like to be on the receiving end of fire and to go back to the same position," said Johnson about his Vietnam war experience.

"For me it's better if I get back into the saddle and put it aside."

Johnson is the only security officer for the park and takes his job seriously.

"I had butterflies the first couple of times I went by the spot where it happened," he said. "But people come to the park and should expect to have protection."

That he returned to work so fast is even more amazing considering how long he's worked at the park.
Johnson’s first day was May 1, and he has yet to take the week-long DNR security training. He was scheduled to attend the security course June 1.

“Maybe they’ll let me teach it,” he joked.

Johnson was unarmed at the time of the assault because it’s not the policy for Minnesota park rangers to carry guns.

Wisconsin rangers are armed, however, as are park rangers in Wyoming and other states around the country.

“I hope we don’t have anymore incidents like that,” Johnson said. “Unfortunately we live in a society that is well armed.”

“These are changing times. It’s not like it used to be,” Johnson said.

Most of the park visitors are good people, Johnson added. “We’re expected to protect them and we have an obligation to the people who visit the park.”

Park officials say that this is the first type of violent incident that has occurred at Interstate Park in Taylor’s Falls.

Descriptions of the suspects are: a white male, late twenties to early thirties, 5’7” to 5’9”, black fluffy hair, slim, wearing a glue-green T-shirt; a second white male, age, early twenties, short and stocky build; a white female, approximately 5’5” wearing glasses.

Units responding included the Chisago County Sheriff’s Department; Polk County Sheriff’s Department; DNR employees from Wisconsin Interstate Park, Minnesota Interstate Park and William O’Brien State Park; and police...
B. 1994 CONFERENCE AND WORKSHOP - NEWEL RAND

President Hays reported for Newel and Chuck Nelson that the conference in Maryland is coming together on schedule. Commitments from speakers have been attained and hotel accommodations have been lined up. Anticipated attendance is near 100 participants.

C. RKS TELEVISION PROJECT - RALPH HAYS

Only a few case and incident synopses have been received. President Hays related his support for this project and belief that it would be a positive and beneficial venture for P.L.E.A. It is very difficult, however, to proceed without sufficient material for production. Please send interesting or unusual incidents. Names and locations will be changed, but the basic premise/elements should be factual.

D. RESEARCH PROJECT - R.J. STEELE

The project is still underway, however seed money from N.R.P.A. has not been allocated. New avenues will be explored.

E. MEMBERSHIP DATA BASE - HAYS/STEELE

The membership disk has not yet been received from Chuck Nelson. The $350.00 paid to M.S.U. for their assistance with locating speakers for the 1994 workshop also included the transfer of the membership disk. R.J. will follow-up on the matter. Further discussion included N.R.P.A.'s ability to provide a membership data base and the printing for additional P.L.E.A. brochures.

IV. NEW BUSINESS

A. NRPA 1994 CONFERENCE PROGRAM TOPICS - BRUCE WICKS

Bruce informed the Board that the theme for the 1994 conference education programs will be Resource and Water Based Recreation Pursuits and Issues. Discussion ensued regarding recommendations and suggestions for P.L.E.A. sponsored education sessions.

- Thoughts should be given to advertising for P.L.E.A. session outside of N.R.P.A. publications.
- Programs must be considered by December 1993.
- Possibility of integrating topics and issues being discussed by the International Chiefs of Police Association's Environmental Crime Committee.
- Archaeological Resource Protection Act, co-hosted by N.S.P.R.
- Toxic and hazardous waste dumping or discharging onto park lands.
- Boating Safety Regulations and Rules. Alcohol related accidents.

B. STATE AFFILIATE DEVELOPMENT - ROGER SKARDA

President Hays read/presented Roger's written report for inclusion in the minutes. Report attached.

C. PROFESSIONAL MEMBERSHIP - BRUCE WICKS

Dr. Wicks reported on the progress of his committee relative to their efforts to develop a professional certification program for park law enforcement practitioners. He has contacted Walt Johnson (N.R.P.A.) and discussed this issue. This discussion has raised some questions regarding P.L.E.A.'s ability to develop a valid (accepted by N.R.P.A.) testing process, and sustaining the effort of a project which may take two and one half to three years. Concerns and
comments from the officers and board members included:
- What is our strategy for proceeding with this project?
- Is there something between no program and N.R.P.A.'s certification as Leisure Professional?
- How do we define our field on a national level?
  Municipal, county, state, sworn rangers, and non-sworn?
- Should the certification program target line personnel, supervisors, or managers?
- Should we consider a program which acknowledges professional development as opposed to N.R.P.A.'s structured program of certification?
- The focus of the program need not necessarily be the nuts and bolts of police work, the education and experience in parks and recreation as it relates to law enforcement may be the better approach.
- If Dean Tice supports P.L.E.A.'s efforts perhaps N.R.P.A.'s staff could provide assistance and guidance.

At the conclusion of the discussion Bruce offered to contact Walt Johnson, Michelle Park and the members of P.L.E.A.'s Professional Development Committee for the purpose of exploring options and report back to the Board at a future meeting.

D. I.A.C.P. ENVIRONMENTAL CRIMES - ART GILL, R.J. STEELE

The International Association of Chief's of Police Environmental Crimes Committee, through the efforts of Art and R.J. (who are members of this committee) have broadened their focus to include a larger range of environmental and resource issues. Funded by the Environmental Protection Agency, various sub-committees are giving attention to criminal activity affecting the natural environment of our communities. More information on this Committee's activities is provided in the 1993 Third Quarter issue of the P.L.E.A. Journal.

VII. REGIONAL DIRECTOR'S REPORTS

GREAT LAKES REGION - BILL JACOBS

Bill advised the Board that the State of Minnesota has started developing interagency training programs, and ride alongs. He is hopeful that by strengthening the interactions between the three primary park enforcement agencies in the state (Minneapolis Park Police, Hennepin County Park Rangers and the State Department of Natural Resource Officers) movement toward association as a state group will follow.

VIII. STATE AFFILIATE PRESIDENT'S REPORTS

A. PARK RANGER ASSOCIATION OF CALIFORNIA - DON WATSTEIN

P.R.A.C. held their annual conference/workshop in March of 1993 in San Jose. Don provided the Board an opportunity to view the minutes from their Board Meeting and a copy of their Newsletter. P.R.A.C. is also working on a certification program for Park Officers in the State of California. The information discussed at this meeting regarding N.R.P.A.'s professional certification will be useful in their endeavors. Don reiterated his association's desire to co-sponsor a joint workshop with P.L.E.A. in 1997 at a California location.

B. ILLINOIS P.L.E.A. - ROGER SKARDA

President Hays read into the minutes the written report from Roger regarding I.P.L.E.A.'s activities. Report attached.

C. KANSAS P.L.E.A. - STEVE POKRYWKA

President Hays reported for Steve (not in attendance) that things are going well for K.P.L.E.A. Membership is increasing, as is interest in developing an attachment to the Kansas Recreation and Parks Association. A letter has been sent to K.R.P.A. requesting information and feedback.

IX. JOURNAL EDITOR - STEELE

R.J. updated the Board on his activities related to the publication of the P.L.E.A. Journal. Please send articles and photos of interest. Original work is also desired.

X. APPOINTMENT OF NOMINATING COMMITTEE - HAYS

President Hays established a Nominating Com-
Bungling Burglars:

Who tried to take advantage of RV owners in the West

A would-be burglar was arrested in Ellensburg, Washington. The fellow thought he'd planned the perfect crime, but he was caught while coming down through a skylight on the roof of a large RV. One important detail had been overlooked. The owners were still up entertaining friends!

A small time hood broke into an RV in Searchlight, Nevada. He had burglary on his mind, but was extremely tired after having pulled a number of other jobs earlier that same night. So he simply flopped down in a comfortable chair and dozed. He was still sleeping soundly when the owner walked in the next morning.

A female burglar was caught while climbing through the side window of an RV in Lakewood, Colorado. Her excuse? "The elastic in my panties broke while I was walking down the street and I was just looking for a quiet place to make some quick repairs." Sure!

In Tucson, Arizona, a burglary suspect explained to police how he's accidentally stumbled against the window of a RV in a campsite. It had broken, so he climbed inside in order to leave his name and address. He'd been caught rummaging around the RV while looking for a pen or a pencil, he said.

Can you top this one for sheer idiocy? A youthful and rather inexperienced thief tried to burglarize an RV in Sheridan, Wyoming. He was in process of creeping out with a pair of stereo speakers when a dog began to bark. The crook dropped the speakers and started running toward the street. First, he lost his shoes, then he ran headlong into a parked car. Lastly, the harried burglar spun around in confusion, ran for the backyard, and jumped over the fence, landing smack in the middle of a roving pack of stray dogs!

Amarillo, Texas, police officers questioned a man caught leaving an RV late at night. He was wearing four shirts, four pairs of trousers, three sweaters, one overcoat and three hats. The fellow responded to the police: "I travel quite a bit, and I don't like suitcases."

In Salt Lake City, Utah, a thief broke into an RV and stole $290 and a new pair of slacks. The burglar changed into the new pants but left the money behind in his old trousers!

A hapless burglar was picked up in Corvallis, Oregon after police found the tool he'd used to open up the door of the RV. I was an identification card bearing his photograph and fingerprints!

A burglar in Lewiston, Idaho took $3.00 from an RV. But he ended up dropping a $20.00 bill and a pocketful of change while fleeing the premises.

One burglar broke into an RV in Helena, Montana, and stole a $1,000 bull stapled up over the driver's seat. The culprit would have been better off stealing the driver's seat. The big bill was a fake. It had been posted as a joke!

In Gallup, New Mexico, a burglar cannily disconnected the electrical hookup when entering as RV on a chilly winter night. He was caught when the owner emerged from his bed to check why his electric blanket has stopped working!

A small gang of Susanville, California burglars broke into an RV and made off with $5,000. But the last laugh was on the criminals. It was monopoly money!

Your trouble is that you are a completely inefficient man," said the magistrate as he was preparing to pass sentence on a Denver, Colorado, burglar. This criminal had a short and unsuccessful burglary career. The man had been trying to rob a local RV; when discovered, he blindly tried to run out the wrong door. It was locked.

There are many other living testimonials of times when crime didn't pay! For example, the bungling burglar who ran from an RV in Flagstaff, Arizona. He'd put a pearl necklace in his coat pocket. On the way out, the burglar ran smack into the arms of the waiting policeman!

Another crook finished burglarizing an RV in Laramie, Wyoming. He stashed all his stolen goodies in the victim's car parked outside. The crook then crossed the ignition wires and drove off. But the vehicle ran out of gas a few hundred feet down the street.

Then there was the not-so-bright burglar who broke into a large RV in Houston, Texas, and filled his bags with valuable loot. But he couldn't remember where the door was he'd jimmed to get inside and was unable to get out!

A real burglar was the one who broke the window of an RV in Richfield, Utah. This crook was so busy trying to climb inside that he never noticed the quietly observing man standing beside him. It was a cop!
Georgia Chihuahua Finds Itself in Alaskan Food Chain

In the land of magnificent beasts and great struggles between civilian and nature, a pair of elderly tourists in a Winnebago found out just how cruel nature can be.

The Georgia husband and wife were wiping the windshield of their freshly washed motor home at the New Town Chevron Station in Valdez. Their tiny dog ran in circles near its mistress' feet. Nearby, Dennis Fleming was pumping propane for a customer.

In a treetop above, a hungry predator spied dinner. As Fleming watched in astonishment, a bald eagle that keeps a perch above the downtown gas station spread his great wing and dove to the pavement below.

"The dog was no more than five feet from the lady," Fleming recalled. "The eagle swooped down and grabbed the dog with both of his talons. The dog let out a half a yelp." The hound couldn't have known what hit it.

"The eagle just crushed it," Fleming said. "His head limped to the side."

With 5 or 6 pounds of Chihuahua-type meat in its talons, the eagle soared out over the bay.

The horrified woman could only say, "Oh my God." Then she began to cry and her husband came around the camper to comfort her. She cried on his shoulder for a while.

Fleming said he tried to help console the woman and she asked him whether the eagle's behavior was normal. Then she got in the passenger seat and her husband walked around the vehicle.

As soon as he was out of his wife's sight, Fleming watched a big smile break out on the man's face. He clenched his fist in a victory gesture, "Yeah, yeah," he said.

Then, sober faced, the husband got into the driver's seat and the couple drove off. Earlier, while Fleming was pumping their gas, the couple told him they left Georgia a month ago and were headed for Fairbanks next.

Ever since, Fleming has been telling the story and pointing out the eagle to visitors. Some folks have come by to photograph the raptor, and Valdez businesses have begun warning tourists to keep their small dogs indoors.

Like the Georgia man, Fleming's sympathies don't exactly lie with the deceased pooch.

"It was kind of an ugly dog," he said.

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Archeological Protection

Gerber Conviction Upheld

A Federal Appeals court has upheld the conviction of Indiana resident Arthur Gerber for violating the Archaeological Resources Protection Act (ARPA). The section of the act under which he was convicted prohibits the interstate trafficking in archeological resources.

During 1988 and early 1989, Gerber, a well-known collector and promoter, stole artifacts from one of the five largest Hopewell burial mounds in eastern North America. The mound, near Mount Vernon, IN, is on private land owned by the General Electric Corporation. Gerber later sold some of the artifacts at his annual “Indian Relic Show of Shows” in Owensboro, KY. The theft violated Indiana’s trespassing laws. Today, Gerber’s activity would also violate Indian’s recently passed law protecting archeological resources.

In 1992, during his original trial, Gerber pled guilty to misdemeanor violations of ARPA. He was sentenced to one year in prison on five ARPA counts, and ordered to pay a $5,000 fine and to forfeit $4,750 (in lieu of forfeiting the motor vehicle he used to commit his crimes). Gerber reserved his right to appeal, however, on the ground that ARPA did not apply to his offense.

The 7th U.S. Circuit Court of Appeals held that ARPA is not limited to objects removed from Federal and Indian lands. Instead, the ruling has interpreted ARPA as a catch-all provision designed to back up state and local laws protecting archeological resources. As such, it resembles other Federal statutes that affix Federal criminal penalties to state crimes when they are committed in interstate commerce.

The Appellate Court opinion, written by Judge Richard Posner, concluded by commending Assistant United States Attorney Larry Mackey for his exceptional brief and argument: “counsel whose performance exceeds professional standards by a generous margin deserve our public recognition and thanks.”

Virginia Cracks Down on Thieves

In the nation’s largest sweep of archeological looters under ARPA thus far, the U.S. Attorney’s Office for the Eastern District of Virginia (Norfolk) announced that three more men have pled guilty for ARPA violations—bringing the total to seven to enter guilty pleas over a three-week period.

On August 26, the last of the three pled guilty to illegally excavating more than 250 holes and removing over 200 artifacts from the Colonial National Historical Park in Yorktown. Each of the three men agreed to pay $5,000 in restitution for the cost of the resulting damages and archeological investigation. They will also forfeit their metal detecting equipment and the artifacts stolen from the park. Additionally, one of the looters will forfeit a 1986 Isuzu Trooper used in conjunction with the thefts.

Earlier this month, the U.S. Attorney successfully prosecuted four people for ARPA violations. The four-two watermen and two private collectors—pled guilty to interstate trafficking in archeological resources looted from two Civil War era shipwrecks in the James River off Newport news, VA. The Union ship USS Cumberland and the Confederate raider CSS Florida, both U.S. Navy property, are listed among Virginia’s historic landmarks.

Two of the accused, pleading guilty to felonies, admitted using clam tongs to dredge artifacts from the Cumberland and Florida during the late 1980’s and early 1990. They advertised some of the artifacts for sale in the “North South Trader,” a national Civil War collectors’ magazine, in October 1989. In addition, they admitted providing brass and copper spikes from the Florida to the two accused private collectors—who pled guilty to ARPA misdemeanors—to be melted down into belt buckles and sold. Working on a tip from private citizens, FBI agents recovered some of the artifacts from the collectors.

The Cumberland, launched in 1842, sank with more than 100 men on board following a battle with the Confederate ironclad Merrimac. The Florida was captured by the Union and scuttled in the Fames River in 1864, a few hundred yards from the Cumberland.

The two cases resulted in the largest forfeiture penalties to date for a battlefield case and shipwreck case, respectively, under the provisions of ARPA.

Alabama Slammer for Looters

Two men charged with theft of artifacts and damage to a Baldwin County, AL, Civil War fort have pled guilty to criminal mischief, criminal trespass, and a violation of Alabama’s Antiquity Laws.

The case originated when the Department of Conservation received information that treasure hunters had discovered Civil War artifacts at a remote site. A year-long covert operation led to the indictment and conviction of J.E. Hamlin and Ronnie Hyer. Search warrants located artifacts taken from the site and the bomb squad was called in to handle munitions believed to still be live.

Hyer was sentenced to one year in jail with two years probation and ordered to pay $13,000 in restitution to the Alabama Historical Commission and Department of Conservation. He was also instructed to forfeit the boat, trailer, motor, gold-mining dredge, and other equipment use loot the site.

Baldwin County District Attorney David Whetstone, expressing his pleasure with the plea, said “This is Baldwin County’s first case of this nature, and we wanted to send a strong signal that we intend to protect the heritage of our state. Our county is rich in historical sites and we intend to protect them to the fullest extent of the law.”
Federal Study on International Trafficking

Primary investigation are underway for a Federal study on controlling interstate and international trafficking of archeological, historical, and architectural artifact. The study, mandated by the 1992 amendments to the National Historical Preservation Act, requires that the Secretary of the Interior present a report to Congress by April 30 of next year.

The Archeological Assistance Division of the National Park Service will compile the report. The division expects to consult with the Departments of Justice, Commerce, and State; the U.S. Information Agency; the U.S. Cultural Property Advisory Committee; other Federal and state agencies; Indian tribes and Native Hawaiian organizations; and professional international and national organization.

There could be difficulty meeting the report’s deadline because it is not synchronized with the Federal budget cycle. To avoid delay, NPS may seek a supplemental appropriation as well as other funds to support the study.

Cultural Property Committee Assesses Impact

The U.S. Cultural Property Advisory Committee credits favorable publicity on import bans and increased cooperation among law enforcement agencies as two of the most important deterrents to the illicit trafficking in art and antiquities between countries. These and other findings and recommendations are in a ten-year anniversary report submitted to the president and Congress.

Established under the 1983 Convention on Cultural Property Implementation Act (which implemented the UNESCO accord), the committee is responsible for reviewing requests from other countries to help prevent the illicit import, export, and transfer of cultural properties. Six countries have requested U.S. assistance over the past decade. Of these, the United States has imposed import bans on artifacts from El Salvador, Bolivia, Peru, and Guatemala; requests for assistance from Canada and Mali are still pending.

Using these cases as basis for evaluation, the committee found that while emergency import bans have been successful in reducing the flow of illegal materials into the United States, long-term success seems to depend upon the country’s commitment to stop the looting, as exemplified by Bolivia and Peru. Where local efforts are less stringent, as in El Salvador and Guatemala, the bans are less effective.

The committee found that many countries have not sought U.S. help in stopping the destruction of archeological sites and that U.S. efforts are hampered by the antiquities trade in Japan and the nations of Western Europe, which have not signed to UNESCO Convention. The United States is the only major art-importing country to do so. The committee strongly advises that the United States use diplomatic mean to pressure art-importing countries to ratify either the 1970 UNESCO Cultural Property Convention—which 73 nations have signed to date—or the proposed UNIDROIT Convention on Protection of Cultural Property.

Readers are encouraged to read the full report, which discusses ways to promote international cooperation and administrative changes to better implement the 1983 act. For copies of Looting, Theft, and Smuggling: A Report to the President and the Congress, The Cultural Property Advisory Committee, 1983-1993 contact the Cultural Property Advisory Committee, 301 4th St., SW, Room 247, Washington, DC 20547. Phone (202)619-6612.

NPS Archeologist Joins U.S. Delegation

The addition of an archeologist to the U.S. delegation at an international conference on stopping illegal traffic in cultural objects signaled deep concern over the removal of artifacts from Federally protected property. Veletta Canout, acting on behalf of the departmental consulting archeologist, National Park Service, joined the delegation for the third meeting of the UNIDROIT Committee of Governmental Experts on the International Protection of Cultural Property, held in Rome February 22-26[for background on UNIDROIT, see the Fall 1992 Federal Archeology Report-Ed]. The other members of the U.S. delegation head and director of the Secretary of State’s committee on private international law, office of legal advisor; Ely Mauer, also form the State Department, who worked on the UNESCO Cultural Property Convention [see above story]; and Linda Pinkerton, who is secretary and counsel for the J. Paul Getty Trust.

The U.S. group, along with more than 100 delegates from 40 member states and 26 non-member states and international organizations, met to revise the legal text of the draft convention. To arrive at a more integrated document with fewer alternative positions, the delegates wrestles with issues such as the definition of cultural property, whether there should be compensation for good-faith purchasers, time limitation on claims, and circumstances whereby a state could refuse to return an object.

The delegates worked hard to identify compromise solutions. One of the areas of overwhelming agreement concerned the illegal excavation of cultural object, which had been discussed at the second session. The draft convention new considers illegal excavation and removal of cultural objects under the same article as stolen cultural object. Some delegates wished to see the coverage of illegally excavated cultural objects made a separate article.
The delegates were also advised of the common position adopted by the Council of the European Communities—"on the return of cultural objects unlawfully removed for the territory of a "Member State"—which indicated the way in which Western European countries had resolved many of the same issues. This position has since been adopted by the council as Council Directive 93/7/EEC, March 15, 1993.

The UNESCO representative provided written comment on the draft convention. The UNESCO document supports the objectives of this draft; in fact, UNESCO originally asked UNIDROIT to develop such a convention as means to overcome the ambiguities in the 1970 UNESCO accord.

The revised text resulting from this third meeting of governmental experts was prepared by the UNIDROIT Secretariat and distributed on June 15, 1993. Further discussion of the issues is necessary before the provisions in the draft convention are finalized. A fourth and final meeting of the committee is scheduled for September 29 through October 8, in Rome.

For more information about the UNIDROIT Convention on the International Protection of Cultural Property, contact Veletta Canout, Archeological Assistance Division, National Park Service, P.O. Box 37127, Suite 210, Washington, DC 20013-7127. Phone (202)343-4101, fax (202)523-1547, email 72420.1203@compuserve.com.

Africa's Disappearing Past

The University of Florida's 1993 Carter Lectures on Africa focused on the illegal trafficking of African cultural objects in a three-day lecture series held on April 15-17. The school's Center for African Studies, the Center for Latin American Studies, and the Harn Museum, in conjunction with the Forest Service and the Department of Education sponsored the program, entitled "Africa's Disappearing Past: The Erasure of Cultural Patrimony." A publication is scheduled for early fall.

The speakers, who came from Africa, Western Europe, and Mexico as well as the United States, also adopted the following resolution to be conveyed to international organizations and professional societies:

* Recognizing that all the world's people have a fundamental human right to participate in cultural life, and
* Recognizing the human right to a cultural identity and heritage and affirming our intention to campaign for these cultural rights, especially in cases of their repeated violation, and
* Recognizing the power of mobilizing shame in order to draw attention to those violations of cultural heritage,
For several reasons, including the lack of a law against grave looting, pothunters thrive in Texas. That’s why the Texas Archeological Stewardship Network is devoted to preserving the state’s archeological resources. According to the network’s 1992 annual report, 48 stewards donated almost 12,000 hours of volunteer archeological and public outreach work. They have recorded or investigated 303 sites and monitored 858 more. And they have given 330 public lectures to over 10,000 people to inform Texans that they are allowing their heritage to be stolen.

“Above all, Texans who cherish their property should ask themselves if they have loved their land all these years only because it is theirs,” writes Draper. “Or if, perhaps, because there is something in the land that speaks to them. If it is that voice they love, then they must see to it that the voice is never silenced.”

Protecting Virginia’s Past:
The Park Authority in Fairfax County, VA, is getting tough on looters. The county’s “Cultural Artifact Protection Program” is a comprehensive effort to fight looting and destruction of historic and archeological sites. The program extends the successful “Don’t Pocket the Past” campaign into a more comprehensive program that recommends increasing the penalty for looting. It also emphasizes public awareness, education, and participation, as well as the coordination of efforts by the state’s archeological agencies. The decision on whether to change the penalty for looting from a Class 4 misdemeanor (up to $250 fine) to a Class 2 misdemeanor (up to 6 months in jail and/or up to $1,000 fine) is still pending.

Anchor’s Away No Longer:
After a two year absence, an anchor from the steamer Frank O’Connor was returned to the site where the ship initially went down in 1919. The anchor, illegally removed in 1991, was recovered by authorities and has been placed in the museum of the Cana Island lighthouse, which overlooks the scene of the ship’s fiery demise. The looting was reported to the district attorney’s office by several Wisconsin divers. The defendant agreed to an out-of-court settlement requiring him to return the anchor to a public repository. The Wisconsin State Historical Society is taking steps to place the site on the National Register of Historic Places.
Before starting to answer these questions, another important question needs attention: Why Must I Teach This Subject? There are four reasons why training takes place:

* Level of performance on the job is below what is expected or required.
* Job requirement change, or new equipment or procedures must be learned.
* Professional development and upgrading knowledge or skills are important to all members of the agency.
* Training is mandated by regulations.

Whenever one or more of the above needs have been clearly identified, then planning and implementation of training could proceed as described here. The necessary steps for designing a course or a single lesson, and teaching a class are explained. Attention is given to both conventional instructional methods and innovative training approaches. All planning leads to the preparation of lesson plans and making classroom presentations. These topics are treated in detail.

As each key point is presented, it is supplemented with one or more examples from law enforcement practice. While your agency may not subscribe to the specific details in some examples, they are meant for illustrative purposes only. Trainers frequently find the need to develop their own teaching materials. Therefore, a complete section of the book is devoted to general methods and specific techniques for preparing a range of audio and visual materials.

Procedures for evaluating students learning by determining their competency with specified objectives receive careful consideration. Since increased recognition is being given to the need for establishing accountability of training programs, a final chapter describes how to determine the effectiveness, efficiency, and cost benefits of a training course. At the end of each chapter you will find:

* a concise summary of the concept presented.
* an exercise to check your understanding of the content presented.
* a list of references for further information on chapter topics.

Training has always been a necessary function in all law enforcement agencies. The systematic means whereby a trainer carries out the planning, and the effectiveness of the training delivered, should ensure satisfactory student learning. This book can assist you to become competent in accomplishing these tasks.

This book is designed for planning training on any level of law enforcement, from trainee to experience officers. Terms such as student, trainee, learner, and officer are used. You should interpret these expressions in terms of the personnel for whom you are planning the training to be offered.
## PARK LAW ENFORCEMENT ASSOCIATION
### MERCHANDISE ORDER FORM

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**MAIL TO:**

Bill Runnoe, Treasurer
Park Law Enforcement Association
9620 East Alameda Dr.
Norman, OK 73071

**Guarantee:**
If not completely satisfied with your purchase please return within 30 days for a refund or replacement.
We will accept personal checks, cashier's checks or money orders payable to P.L.E.A.
Allow 2-4 weeks for delivery

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**Item #7**
**Lapel Pins**

Price $5.95
Colors: Silver, Gold
**Item #1**  Embroidered Sweatshirts

Price $16.95
Colors: White, Lt. Blue, Silver, Navy, Red, Royal-Blue, Maroon, Kelly-Green, Black, Yellow
Sizes: S, M, L, XL, XXL, XXXL.

**Item #2**  Embroidered Golf Hats

Price $9.95
Colors: White, Lt. Blue, Gray, Navy, Red, Royal-Blue, Maroon, Kelly-Green, Black, Beige, Brown
Sizes: One Size Fits All

**Item #3**  Embroidered Golf Shirts

50/50
Price $17.95
Colors: White, Lt. Blue, Silver, Navy, Red, Royal-Blue, Maroon, Kelly-Green, Black, Yellow
Sizes: S, M, L, XL, XXL, XXXL.
- XXXL Colors: White, Black, Royal-Blue, Kelly-Green, Red, Maroon, Yellow

**Item #4**  Embroidered Golf Shirts

100% Cotton
Price $20.95
Colors: White, Lt. Blue, Silver, Navy, Red, Royal-Blue, Maroon, Kelly-Green, Black, Yellow
Sizes: S, M, L, XL, XXL, XXXL.
- XXXL Colors: White, Black, Royal-Blue, Kelly-Green, Red, Maroon, Yellow

**Item #5**  Silk Screened T-Shirts

50/50
Price $10.95
Colors: White, Lt. Blue, Silver, Navy, Red, Royal-Blue, Maroon, Kelly-Green, Black, Yellow
Sizes: S, M, L, XL, XXL, XXXL.
- XXXL Colors: White, Black, Royal-Blue, Kelly-Green, Red, Maroon, Yellow

**Item #6**  Silk Screened T-Shirts

100% Cotton
Price $12.95
Colors: White, Lt. Blue, Silver, Navy, Red, Royal-Blue, Maroon, Kelly-Green, Black, Yellow
Sizes: S, M, L, XL, XXL, XXXL.
- XXXL Colors: White, Black, Royal-Blue, Kelly-Green, Red, Maroon, Yellow
AGENCY MEMBERSHIPS

Recently requests were made of the P.L.E.A. Board of Directors to establish Agency Memberships. The stated reason for this move was to assist agencies in joining officially. Many agencies have little trouble paying for an “agency membership” but balk at paying individual memberships, even though these memberships are in strictly professional organizations. By designing a new membership category many agencies were able to join en mass. Because of the inequities in agency size across the nation, benefits had to be strictly managed in this category. Thus the following benefits are offered to Agency Members: (1) Full membership privileges to the agency as in individual memberships, and (2) Reduced rates for official P.L.E.A. Functions (Conferences, Educational Events, etc., for all agency employees without the need for each employee to join P.L.E.A. individually. Because of the cost of printing and distributing PLEA only one copy of PLEA would be sent to Agency Members. Though the Board of Directors authorized reprinting and distribution by these members. P.L.E.A. membership is decidedly inexpensive when compared to other professional organizations. The Agency Membership allows agencies to financially support P.L.E.A. and receive benefits from that membership.

INDIVIDUAL MEMBERSHIPS

(1) One vote per membership on official P.L.E.A. issues.
(2) Four issues per year of PLEA: Journal of the Park Law Enforcement Association.
(3) Membership I.D. Card.
(4) P.L.E.A. Patch.
(5) P.L.E.A. Window Decal.
(6) Bi-Annual Park Law Enforcement Agency Directory.
(7) Reduced Rate for P.L.E.A. Sponsored Conferences and Educational Events.
(8) Access at a reduced rate (or free as available) of special P.L.E.A. sponsored publications.
(9) Eligible for election to the Board of Directors and appointment to various committees.

STATE AFFILIATES

State Affiliates are groups within states which have organized along the guidelines established by the P.L.E.A. Board of Directors. State Affiliate receive one seat on the Board of Directors automatically and take an intimate role in developing the future of P.L.E.A. There is a $150.00 affiliation fee. If your state is not currently an affiliate contact the President of P.L.E.A. for details on how to start.
MEMBERSHIP APPLICATION

CLP □ CLA □ CTRS □ CTRA □

(Organization Name)

FORM OF ADDRESS (Mr., Mrs., Miss, Ms., Dr., Sen., etc.)

LAST NAME (If not enough space, spell out above address) GIVEN NAMES AND INITIALS

OCCUPATIONAL TITLE OR POSITION (Abbreviate if necessary)

EMPLOYER OR ORGANIZATION (Abbreviate if necessary)

MAILING ADDRESS (Street or post office box)

CITY STATE ZIP (in the US)

FOREIGN COUNTRY (Abbreviate if necessary)

Home Office

PHONE (Check One)

AREA CODE PREFIX NUMBER

NEW MEMBER RENEWAL STATE ASSOCIATION MEMBER

Membership Category and Dues

Professional (Based on salary)

Annual Salary Annual Dues

0-14,999 $ 45.00

15,000 - 19,999 65.00

20,000 - 29,999 90.00

30,000 - 39,999 130.00

40,000 - 49,999 160.00

50,000 and over 215.00

Retired Professional 45.00

Student (Nonmember) 35.00

Associate (Limited to those not employed in field) 50.00

Citizen Board Member 35.00

Commercial Firm 240.00

Nonprofit Association 185.00

If your agency is an agency member of NRPA with a special package, you are eligible for reduced dues:

Professional* 60.00

Student* 25.00

*The following must be completed to use the reduced dues structure.

Organization Name

Membership Number

For information on special package, contact Membership Dept. NRPA.

Friends of Parks and Recreation (Annual Fee) 15.00

(Also available on a subscription basis)

15.00

Friend 35.00

Friend/Contributor 50.00

Friend/Supporting 100.00

Friend/Benefactor 250.00

Friend/Patron 500.00

Friend/Fellow 1,000.00

(All friend categories limited to those not employed in the field)

Send Information On:

NRPA Insurance Programs

NRPA Certification Program

Latest Publication Catalog

State Society Membership

NRPA Credit Card Program

NRPA Membership Program

Ethnic Minority Society

European Recreation Society

Park Law Enforcement Society

Check One Branch or Section of Choice

(One branch or section is included with membership. If you desire affiliation in more than one branch or section, number in order of preference and add $15 under Optional Fees for each additional branch or section.)

American Park and Recreation Society (APRS) $45.00

Armed Forces Recreation Society (AFRS) $45.00

Citizen and/or Board Member (CBM) $37.50

Commercial Recreation and Tourism Section (CRTS) $25.00

National Aquatic Section (NAS) $25.00

National Society for Park Resources (NSPR) $25.00

National Recreation Student Branch (NRSB) $25.00

National Therapeutic Recreation Society (NTRS) $25.00

National Recreation Student Branch (NRSB) $25.00

Society of Park and Recreation Educators (SPRE) $25.00

Friend of NRPA $25.00

Optional Fees

Must hold membership to purchase: National Job Bulletin ($28.00) $28.00

Recreation... Access in the 90's ($25.00) $25.00

Journal of Leisure Research $30.00

Armed Forces Recreation Society ($20.00) $20.00

National Society for Park Resources ($50.00) $50.00

National Recreation Student Branch ($25.00) $25.00

Society of Park and Recreation Educators ($25.00) $25.00

Print name as to appear

Membership Laminated Walnut Plaque $37.50

Additional Branches ($15.00)

Optional Fees

Form of Payment

Overseas Postage

If mailing address is outside U.S. ADO $8 $ __________

Total payment enclosed (Do not send cash) $ __________

Enclosed is my tax deductible contribution of $ __________

Bill to: □ Visa □ MasterCard □ Diners Club

Number __________

Exp. __________

To activate membership by phone when using Visa or MasterCard, call toll free 1-800-626-NRPA

Signature __________

Date __________

NRPA June 1990