

The Protection Ranger



The Newsletter of the U.S. Park Rangers Lodge, Fraternal Order of Police

Vol VIII • No. 4 • 1997

PRESIDENT'S REPORT

by Tim Woosley

FLRA HEARINGS UPDATE

We had hoped to receive a decision from the FLRA in regard to the unfair labor practice charges filed by AFGE, NFFE, AND NAGE/SEIU the week of June 27th. Unfortunately we have not received one. It now looks like it will be at least into July before a decision is made. Once the decision is rendered we are hopeful that the hearings to decide the status of the USRA will be reconvened quickly. I will keep you posted.

EXECUTIVE BOARD VACANCY

The lodge is accepting nominations for the office of Vice-President of Operations. The incumbent will be expected to take the lead in ensuring that members receive adequate services, coordinating fund-raising activities, providing support for local chapters, and any other special projects that he/she may be interested in, as well as those assigned by the President. The incumbent must have a computer and access to the internet. An 800 number may also be installed in the incumbent's resi-

dence, at lodge expense, to be used for members in distress to call for assistance or questions. Because of this, it is imperative that the individual be diligent in returning calls. The lodge may be able to assist with purchasing a modem and/or answering machine. Nominations will be accepted from the date of receipt of this newsletter until the release of the next in September. Nominees need to submit a short paragraph detailing their Law Enforcement experience and why they feel they would be a good candidate for the position. Ballots, if needed, will be published in the September issue along with the informational paragraphs for each nominee. The membership will have until December to cast their ballots. All nominations should be sent to the lodge address.

PHILLY CONTRACT

I had the pleasure of working with members of First Federal Lodge and the Grand Lodge with renegotiating the bargaining contract for L/E Rangers at Independence National Historic Park. After only 3 and half weeks of negotiations the new contract was signed on June 6th. This represents a real victory for First Federal, FOP, and, most importantly, the Rangers at INDE. Rangers Charley Louke and George Krafft deserve a lot of credit for their hard work in turning First Federal Lodge around in such a short period of time. The extent of the

Grand Lodge's support for Federal Officers can be seen in the fact that they sent National Vice-President Bernie Teodorski to take the lead in the negotiations. If anyone doubts the power of a bargaining unit, contact anyone from INDE and they'll tell you otherwise. It should be noted that nearly 100% of all eligible Rangers at INDE are members of the bargaining unit.

LODGE WEB PAGE

The lodge web page has received the Police Guide's Award for Excellence. A big thank you goes out to web master Duane Buck the architect of this magnificent web page. His hard work has set the standard. Of all the police related web pages I have visited ours is the most professional and well organized. I'm sure that other awards are just around the corner. Duane's hard work can be seen at <http://home.earthlink.net/~bikeranger/>

LEGAL DEFENSE PLAN

Passman and Kaplan P.C. have signed on to be plan attorneys in the FOP's Legal Defense Plan. As you know they specialize in Federal employment matters and have been an instrumental part of our victories in areas such as 6 (c). Every member of our lodge is entitled to one hours time with an attorney from P and K (subject to approval by the Lodge Employee Assistance Committee). Please remember though that we cannot hire P and K to represent you. You must do so on your own. Those persons in the FOP Legal Defense Plan who use a

TABLE OF CONTENTS

Judge Rules Against IRS	2
NPS-57	3
Letters From The President	4

non-plan attorney must pay a deductible and there are limits on how much the plan will pay for services. This is not the case for plan attorneys. For peace of mind and access to a law firm that is intimately familiar with Ranger issues sign up for the plan.

WOMEN'S ISSUES COMMITTEE

There has been some misunderstanding on this issue. When we announced that we had formed the committee some members were under the impression that there were no vacancies for members. This is not the case. The committee currently consists of two people. There are no limits on how many folks can be on the committee. If you are interested in being on the committee please contact the lodge. The committee is open to all members in good standing.

NOTICE OF DISMISSAL

We hope none of you will have to face a notice of proposed termination of employment but if you ever do, here is some good advice from the lodge's law firm of Passman & Kaplan:

When you receive a notice of proposed removal, you are given ten days to respond. You can ask for an extension. Consider:

- Asking for the extension, 30 days is appropriate
- Asking for your personnel file
- Asking for all your performance appraisals
- Asking for all rules and regulations they think you've violated
- Asking for every bit of evidence they will use against you
- Asking for a record of all disciplinary and adverse proceedings against everyone in your region and the penalties meted out
- Asking that your response not be due until two weeks after the last of this requested information has been delivered to you.

This will not only give you time, it will also give you all the information the agency will use against you. You cannot be disciplined for an infraction unknown to you. Of course, you should also contact the provider of your legal defense insurance and the lodge.

FEDERAL CASE RULES AGAINST IRS IN DIVERSITY PROMOTIONS CASE

by Randall Kendrick, Lodge Secretary

The **FEDERAL TIMES** (6883 Commercial Drive, Springfield, VA 22159 - \$52/yr, Essential!) reported in their June 30, 1997 issue that US Federal Judge Donald Walter ruled that the Internal Revenue Service's affirmative action plan was unconstitutional. This plan targeted minorities and women for promotions to "promote diversity", rather than to remedy any past wrongs. Judge Walter ruled that the IRS policy "violates the equal protection clause of the Fifth Amendment.

Judge Walter said, the IRS policy "expressly authorizes and rewards preferences based on race and gender in the promotion selection process at the IRS with the ultimate goal being diversification of the IRS workforce. The assumption that a certain individual possesses characteristics by virtue of being a member of a certain racial group does not withstand scrutiny."

The Supreme Court of the United States and the US Department of Justice and now a Federal District Court have said, "it is not enough for agencies to promote diversity for diversity's sake" and that government actions that take race into consideration, including promoting women and minorities, must be 'narrowly tailored' and further 'compelling governmental interests' according to the 1995 Adarand Constructors vs. Federico Pena."

It seems to us that management of the NPS has gone beyond what has traditionally been seen as affirmative action by employing regional screens on park hires and, as has been reliably reported, sending names with racial designations in blue envelopes to park managers from at least one regional EO official.

With all this in mind, why is the National Park Service still pushing their program of hiring and promoting for diversity's sake? The Ranger FOP lodge reiterated our position last issue that we favor full MSPB protections for all hires, transfers and promotions. We want and expect the NPS to conform to federal law in this vital area. It now appears that the NPS, against opinions from the Dept. of Justice, the Supreme Court, and now, this year, a federal district judge, continues with a program that puts, at a distinct disadvantage, white male rangers who have served the agency with diligence and distinction.

We have always supported a discrimination free workplace where no ranger would be harassed or coerced based on national origin, religion, race, gender, or other personal characteristic. We also strongly support hiring, transferring and promoting based on Merit Systems protections and procedures with full credit given for seasonal service. We are asking the management of the National Park Service to support and follow these principles.

NOTICE TO US FISH & WILDLIFE SERVICE MEMBERS:

If you are a member of the USF&WS and a member of this lodge, the Executive Committee would like you to consider writing a series of articles in the PROTECTION RANGER in order to gauge interest among members in your agency into forming a committee to work on the many problems which you face in your professional lives. We have spoken individually with several USF&WS officers and know your problems are many and varied. We suggest you begin to air them in the PROTECTION RANGER and perhaps initiate working committees to begin to resolve your problems. The Lodge resources are there for you to take advantage of. We believe that the sooner you begin to act in your own behalf, the sooner you will realize your goals. Contact the Lodge (email: randallfop@tcia.net or 800 407 8295) and we will help you get started.

US Park Rangers were in a similar position and we've been able to progress by becoming organized and communicating among ourselves. We are sure you can realize the same progress by following our path. We hope to be able to help you to get organized because both the USF&WS officers and your agency will benefit from your having done so.

NPS-57

This is your lodge's preliminary policy on NPS-57 and medical standards. Please contact the lodge with your comments. If you have had any difficulty with NPS-57, please contact the lodge. We are also looking for an NPS-57 "subject matter expert" to take the lead on this issue for the lodge.

Your Ranger FOP Lodge supports NPS-57 as written and presented to rangers throughout the National Park System. Because of the added requirements imposed on rangers covered under enhanced annuity retirement, the Ranger Lodge will continue to

make it clear to park managers that they have an obligation to follow NPS-57 guidelines. It has been our understanding and expectation that this program will be a peer-driven, supportive, and non-adverse program dedicated to improving the health and fitness of rangers in the National Park Service. It has also been our expectation, based on the promises contained within NPS-57, that the program be fairly and consistently implemented throughout each and every unit of the NPS where LE rangers are stationed. The Rangers FOP lodge expects that every park that has rangers who are mandatory participants in the health and fitness program be given the three hours per week paid time to work out. Each park will also give each ranger access to the needed workout equipment that experts in the field recognize as essential to developing and maintaining the desired fitness levels. As was promised by a management official to members of the lodge, we expect that all rangers who were on the job in July of 1994 will be "grandfathered" or "grandmothered" into the system. By this we mean that participation in the NPS-57 program will be mandatory, if given the time and equipment. However, these rangers will never have to pass a battery of physical tests as a condition of continued employment.

The Ranger Lodge expects that in each and every case where rangers receive an agency-paid doctor's screening physical examination, that this exam is given only for clearing the ranger to begin a diet and exercise program individually tailored for the ranger. Any physical limitation or medical condition found during the physical examination shall be immediately brought to the attention of the Departmental Physician as per NPS-57. The Departmental Physician, along with the affected ranger, the ranger's personal physician and the ranger's supervisor will determine the best course of action to take so that the ranger can be cleared to begin an exercise program, and ultimately, return to full duty. As stated in NPS-57, no adverse impact to the ranger's

career will occur as a result of an inability to begin the fitness program.

We recognize that management has always been able to order a physical exam if a ranger's performance is thought to be inadequate. The Ranger Lodge will consider it an abuse of this system if any ranger's continued employment is made contingent upon passing a doctor's examination for on-the-job fitness without first having concrete evidence that the rangers performance has been unsatisfactory.

Most rangers must perform duties that the average person would consider physically arduous. These physical challenges usually stem from the performance of our primary law enforcement duties. In addition, rangers in many parks have the added job requirements of fire suppression, search and rescue, and/or EMS work. All Rangers know that the amount of physical exertion required to perform our various duties vary widely from park to park. Even within districts in the same park, the amount of physical exertion that rangers may be called upon to perform are seldom identical. This is why the Ranger Lodge believes that nationally applied standards for physical fitness and medical conditions are inappropriate.

The Ranger Lodge does believe that screening new hires for physical fitness and medical standards is appropriate. We do not agree that they should be applied to rangers who have completed FLETC and who have been performing any and all aspects of their jobs at an acceptable level. Any deterioration of physical fitness levels that may come later on in a ranger's career can, and should, be dealt with in the context of the supervisory chain. The Ranger Lodge is opposed to a medical standards or physical fitness program that would cause a ranger to lose his/her LE commission without first examining the totality of the individual's situation. Overall consideration must be given to whether or not the ranger would normally be performing any duties that would aggravate a medical con-

dition at their present duty station and whether there have been any previously documented problems with the rangers performance due to any physical or medical condition. In addition, other remedies such as allowing the ranger to retain his 6(c) coverage while working in an emergency services support position should be considered.

NPS-57 has been presented to us as a means by which rangers can improve their health and physical conditioning in a program that does not threaten their jobs. We look forward to all parks implementing this program in an identical manner. If management follows through on the promises made in NPS-57 both the agency and individual LE rangers will benefit. The Ranger Lodge intends to hold the management of the NPS to these promises and will resist any attempts to deviate from the policy.

SECRETARY'S REPORT

by Randall Kendrick

Brother Terry Morris wishes to thank all the members who donated leave to his wife Karen. The leave was extremely helpful and important and carried the family through a very trying period. Your generosity and kindness will long be remembered and appreciated. No more leave should be donated.

Brother Duane Buck has constructed the Lodge's web page. It is very professionally done and contains much information about us and about rangers in general. It also contains links to other ranger and LE web sites. The lodge, through Brother Buck, will be adding news items of interest to our members. We will use this resource as the prime between-issue method of relaying late-breaking information to the membership. Please enter the site at least monthly for the latest information on issues that concern rangers and your professional life.

Many lodge members are paying for their legal defense insurance through

payroll deduction. When you get your annual bill, please forward it to the lodge as soon as possible so that we can pay it and keep your coverage intact. Remember, even though you have money deducted each pay period, this only "catches you up" to your anniversary date and the lodge has to pay in advance for the upcoming 12 month period. If you have a question, email or phone the lodge.

COMMITTEES AND THEIR ROLES

*by Troy D. Mueller
President DEWA Chapter*

In the past few months I have received a number of complaints about the recently formed Women's Issues Committee. So I began looking into how the Lodge forms committees and how people become chairpersons of committees.

Let's first look at how and why committees are formed: I found out, by contacting three board members, that if a member or any interested party has expressed an interest in forming a committee to address an issue, they have been told to do so. This position is based on the fact that the board members are extremely busy and don't have the time to investigate every issue, nor does the Lodge have the money to pay someone to do so. After hearing this I understand how we get committees.

But who is put in charge? In the past, it was usually the person who initiated the idea if that person was willing to do the work. Today, that policy no longer will work. The Lodge has grown and there exists broad diversities of opinion among the membership on most issues. The Lodge needs a coherent and consistent policy on how to form a committee and how that committee functions.

How to fix the system: We need people who are willing to work on things they feel are important. If a committee is the best way to accomplish this, great, let's form a commit-

tee. How to do it? When the next issue of the Protection Ranger is published the interested party should write an article explaining what the committee is for, and provide a point of contact for interested members. From this group a chairperson is elected, NOT appointed by the board. All chairpersons must be active members in good standing. The internal Vice President does decide how long the committee has to accomplish their objectives and keeps tabs on their progress. This will prevent a committee from becoming a permanent entity, unless voted to become one by the members.

When information is gathered by the committee and they feel it should be disseminated to the members through an article, the authors name should be on the article. The article should state that the options expressed are that of the author, unless the board has had time to review the information and support that position. This will prevent any confusion on what the board's position is on an issue. This is extremely important when you consider a manager reading an article with no name interprets the information to be a policy that is supported by the board. This misinformation may cause some managers to disregard our other concerns.

We began this journey to collective bargaining because of the need to be represented as the true professionals we are. We possess special talents, qualities and disciplines different from all other professionals in the Park Service, and because of these attributes we are held to a higher standard. Because of this the board needs to consider the purpose of these committees before they grant permission to form one.

Lodge Board Comments: 1) Committee chairpersons are appointed by the Lodge President, not the Internal Affairs Vice-President (Now Titled, "Vice-president Operations"). 2) Advertising was done for the position of the Chairperson of the

Women's Issues Committee. Unfortunately the advertising was done via e-mail only and not via the PRORAN. 3) Brother Mueller does raise a valid question when he asks whether we should change how Committees are formed and how Chairpersons are appointed? The Lodge Board always wants to hear from the membership on these types of questions.

DEWA TRIATHLON

*by Troy D. Mueller
President DEWA Chapter*

On June 3rd 1997 the Delaware Water Gap Chapter held it's third annual team triathlon. We had a strong turn out with 24 people making up 6 teams. The event consisted of a two-person 3 1/2 mile canoe leg. Followed by a 3 1/2 mile run. With a 6 mile mountain bike ride to finish the event.

The competition was strong with the winning team consisting of Mark Hnat, Ed Whitaker, Ed Appel and Randy Seese. This team had an overall time of 1:09:33. The best individual event times were put in by Pete Roehrs and Troy Mueller in the canoe, 26:37. Ed Appel running 20:55. Randy Seese on the bike, 20:17.

As always the event was capped off with the awards ceremonies, barbecue and lies afterwards. This event has grown since the beginning. If any member is interested in next years competition write to me at; DEWA FOP Chapter; Attn: Troy Mueller; PO Box 1098; Dingmans Ferry, PA 18328

IMPORTANT WEB SITES

The Code of Federal Regulations:
www.access.gpo.gov

The United States Code:
www.cornell.edu/uscode

Lodge Web Site:
<http://home.earthlink.net/~bikeranger/>

LETTERS FROM THE LODGE PRESIDENT

July 16, 1997

Dear Deputy Director Galvin,

I am writing to you on behalf of the nearly 800 members of the United States Park Ranger Lodge.

On May 9, 1997, Federal District Judge Donald Walter ruled that an IRS policy dealing with promoting and hiring purely for the sake of achieving racial and gender diversity in the workplace is unconstitutional. This reinforces the Supreme Court's recent decision in Adarand v. Pena.

You may not be aware of this fact, but currently regional and park managers are circumventing merit system procedures and are not hiring and/or promoting the best qualified and experienced candidates and are advising others to do the same. We understand that there is a real push to hire minorities in the Park Service. However, we do not believe that "hiring for hiring sake" is the proper way to promote diversity. The recent court ruling, in fact, makes it illegal to do so. This also completely demoralizes highly qualified individuals who would otherwise be able to successfully compete for these positions.

We believe that there is, in fact, much that the National Park Service can offer women and minorities, especially in the law enforcement field. We have a Women's Issues Committee that would be more than willing to assist in any recruiting efforts for law enforcement rangers. In addition, our lodge web-page is linked to The National Center for Women and Policing and the International Association for Women Police web-pages and can serve as a very useful tool in getting the word out about career opportunities in law enforcement in the Park Service. Please drop by at <http://home.earthlink.net/~bikeranger/>

Rest assured that we will immediately inform you of any more cases in which managers direct the hiring of minorities purely for the sake of achieving racial and gender diversity.

In closing, we urge you to issue a policy statement that clearly expresses the National Park Service's commitment to Merit Systems procedures and protections and unequivocally states that the NPS will not hire and promote purely to achieve "racial and gender diversity."

I hope very much to hear from you in the near future.

Tim Woosley, President

Dear Deputy Director Galvin:

As you know, since the third quarter of 1994, the Lodge has been asking the NPS to reconsider the FLSA Exempt Status Designation it made for GS-09 and GS-11 Protection Rangers when Ranger Futures/Careers was implemented. The Lodge has been trying to resolve this matter without resorting to administrative/legal actions, but, as we have seen over the past few months, it took an administrative/legal action (FLSA Designation - Back-pay Claim by one GS-09 Ranger) to resolve the matter for GS-09's.

WASO-Personnel has advised that they will not address the matter for GS-11 first-line supervisors because of the lack of a standardized PD. We believe this is an error for the following reasons. We are disappointed that Personnel has refused to consider working with us on this matter, thus we are compelled to send you this letter.

Because FLSA back-pay filing regulations are very explicit about when (due dates, statute of limitations, etc.) a person must file an FLSA back-pay claim, we find that we can no longer rely on simple requests to WASO-Personnel for action. For the reasons (identified as A through G) stated below, we ask that you take the following three actions as soon as possible.

1. Immediately direct all NPS Servicing Personnel Offices to correct the overtime pay for all first-line GPS-11 protection supervisors such that they receive full time and one half

back-pay for all qualifying production overtime that has been worked since July of 1994.

2. Immediately direct all NPS Servicing Personnel Offices to properly input overtime pay for all first-line GS-11 protection supervisors such that they receive full time and one half back-pay for all qualifying production overtime that is worked from this implementation date.

3. Direct WASO-Personnel to provide all servicing personnel offices with a review process that will properly identify and designate FLSA Non-exempt status for those first-line supervisors that are currently (improperly) designated as FLSA Exempt employees.

A. Federal Regulations clearly state that front line ("production") law enforcement, fire control, emergency medical care and search and rescue work, all qualify for full time and one half pay, regardless of FLSA designation. At 5 CFR Section 551.541 (Employees engaged in fire protection activities or law enforcement activities.) Part (a) reads: An employee engaged in fire protection activities or law enforcement activities shall be paid at a rate equal to one and one-half times the employee's hourly rate of pay for those hours of duty which exceed the overtime standard for a work period specified in 7(k) of the Act (The word "ACT" refers to the FLSA) or to which are in excess of 40 hours in a workweek for such an employee who does not receive compensation for those hours of work under 5 U.S.C. 5545 (c)(1) or (c)(2). Part (b) reads: The "tour of duty" of an employee engaged in these activities shall include all time the employee is on duty. Meal periods and sleep periods are included in the tour of duty except as otherwise provided Section 511.411(c) and 551.432(b) of this part. [Note that this section makes no reference to whether an employee is exempt or nonexempt, it only "talks" about the actual work.]

B. The NPS overtime policy (which needs to be updated as a result of Ranger Careers [6(c) designations for protection rangers] clearly states on pages 10 through 14 how employees engaged in fire, law enforcement (EMS/SAR Related to LE/FIRE) activities should be compensated. The OT Manual describes what is considered nonexempt LE/FIRE/SAR/EMS work (qualifying for full time and one-half pay). [To demonstrate the need for an update, on page 14 there is a statement that reads in part "...the Service has very few positions that fully meet the intent of the above definitions other than the U.S. Park Police whose pay is controlled by other statutes. This does not preclude the possibility of such positions being necessary. Supervisors should carefully review the provisions of these FPM Letters (551-5 dated 01/15/75, and 551/20 dated 1983) and periodically consider whether or not the provision should be applied to their subordinates.] Thus, the document implied that Law Enforcement Ranger Work doesn't qualify for full OT, but this same document was written before 6(c) designations and the NPS now recognizes that frontline law enforcement work does indeed qualify for 6(c) coverage.]

C. The Interagency Incident Management Handbook (April 1996 Edition), which is used to calculate pay during major incidents, clearly states that employees engaged in "production" law enforcement, fire control, search and rescue, and emergency medical care work should be compensated at the full time and one half rate, without regard to their FLSA designation - that is, the type of work determines the rate of pay, not the employees FLSA designation. Page 23 of Chapter 10 (Personnel) lists various nonexempt positions (full time and one-half pay) and includes fire-fighter, squad boss, and security personnel. [Note we, disagree with the listing of crew bosses as exempt, and hope to work on this

issue in the future. The key point here is that, doing frontline work means coverage under the FLSA.]

D. FEPCA and FLEPRA: Federal Employees are entitled to the greater of their overtime pay entitlement under the Federal Employee's Pay Act (FEPA - Title 5 Overtime provisions) or under the FLSA (See 5 CFR 551.513).

E. USPP Pay: The privates through and including Sergeants are all covered by the FLSA. Why should a Ranger doing law enforcement work (often side by side with Park Police officers) be capped? They shouldn't, and the law/regulations say as much.

F. Law Enforcement Availability Pay (LEAP): 1811 pay is calculated by adding 25% overtime pay to their salary each year. This is true time and one-half OT, not capped OT. Another recognition that law enforcement work qualified for full time and one half pay.

G. MSPB and FEDERAL COURT: MSPB and Federal Court Rulings/Decisions support full time and one half pay for production law enforcement work. There are many cases on record supporting this position.

Deputy Director Galvin, we are saddened that the resolution of this issue was not possible at the Personnel Level. We do not like to send demanding letters, but because of federal regulations, we must seek the immediate resolution of this matter. If satisfactory actions to resolve this issue are not made soon by the NPS, we will be forced to start filing hundreds of FLSA Back-pay claims which will be very costly (monetarily and morale wise) for all parties involved.

We stand ready to answer any questions you have on this matter and hope that we will hear from you within 30 days of the receipt of this transmittal.

Thank you for your attention to this most urgent matter.

Tim W. Woosley

SECURE? HAPPY IN YOUR NEW JOB? BUYING A NEW HOME OR CAR? WIFE AND CHILDREN SECURE UNDER THE JOB SECURITY WHICH YOU PROVIDE?

Guess what happens if you get hurt on the job, and you cannot perform your duties. The Park Service owes you nothing. Don't believe me, than ask your friendly personnel officer.

They not only don't owe you anything, they are under no obligation to help you. You are out in the cold.

Options: Only one. Let's say that you are a GS-9/4. This is what you get: You receive a medical retirement which pays you \$19,500 for the first year and \$12,000 a year until you are dead. Maybe, if you have your 40 quarters, Social Security may help a little when you are 62; and, if you saved a little through thrift savings, you will get back what you paid into it, but, not matching funds.

Also, you lost your 6(c) retirement, were forced out of housing (if living in the park), and a ceiling has been placed on your earnings if you get a job after getting the medical termination.

In my case, I was lucky in some respects. I had a wonderful, thoughtful, and dedicated district ranger who helped me build a PD that was non-law enforcement. However, I still lost the 6(c) retirement, housing, special pay and allowances, and I was demoted to a GS-6 from a GS-9. This took a lot of effort on our part, because upper management, with the exception of the chief ranger, could not have cared less.

So, how secure do you feel now? How secure is your family and their future?

The only saving grace you have is to support the FOP and their attempts to secure collective bargaining for you. It's too late for me, but not too late for you.

Call the FOP Park Ranger Alliance and show them your support. If you have a chapter in your park, join it and support it; if not, or-

ganize one. If is your only saving grace, because your future is all that you have

John L. Black
Former Law Enforcement Officer
Boulder Beach
Lake Mead NPA

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Lodge Dues and E-Z Pay Plan

Lodge dues are \$52/year (just \$2/pay period using Direct Deposit). 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 HQ Address

Section 3:

Name and Address of Financial Institution:

Patrick Henry National Bank

POB 1776

Bassett, VA 24055

Routing Number

0514-0547-6

Sign with your name and Date (Section 1) then send 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. 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.

Your dues cover 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. The Lodge may cover additional legal services for a member. Your dues are used extensively to cover legal expenses involved in questions or challenges to LE retirement cases of national importance, LE Backpay claims, FLSA coverage and overtime disputes, as well as individual assistance to members in need. Thank you for maintaining your membership in the US Park Rangers Lodge.

U.S. Park Rangers Lodge

Fraternal Order of Police

POB 151

Fancy Gap, VA 24328

Lodge Members: Please check the Renewal Date on your address sticker and renew if necessary. Get Form 1199, Direct Deposit, from your Fiscal Office and pay your dues in easy installments of only \$2/pay period. Thank You!

Lodge Phone: 800-407-8295

10 AM to 10 PM Eastern Time

Or use our e-mail address:

RandallFOP@tcia.net

Application for Membership

I, the undersigned, a full-time regularly employed law enforcement officer, do hereby make application for active membership in the U.S. Park Rangers Lodge, FOP. If my membership should be revoked or discontinued for any cause other than retirement while in good standing, I do hereby agree to return to the Lodge my membership card and other material bearing the FOP emblem.

Name: _____

Signature: _____

Address: _____

City: _____

State: _____ ZIP: _____

DOB (required): _____

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

☐ Seasonals and Retired Active Members: \$35/year.

Both seasonal and permanent members are entitled to coverage from our Legal Assistance Fund for Service related problems.

☐ Associate (non-Commissioned) Membership (newsletter only): \$35/year.

Renewals: You do not need to send in this form to renew.

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

NPS Area: _____

Mail To: FOP Lodge, POB 151, Fancy Gap, VA 24328.

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