

The Protection Ranger



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

Vol VIII • No. 5 • 1997

PRESIDENT'S REPORT

by Tim Woosley

The investigator for FLRA has finished interviewing several witnesses in connection with the unfair labor practice filed on the last day of our representation hearing. We are hoping for a swift and favorable ruling so that the hearings can continue. On another note: If you see a petition posted at your park notifying all employees that any of the other unions are seeking an election to represent employees including commissioned Rangers, I need to know immediately. In order for you to not be trapped in one of these "wall to wall" unions and unable to participate in any USRA elections it is critical that I be notified in a timely manner. The notice must be posted in a conspicuous place for a period of ten days. I normally will say that the case is being investigated and that no determination has been made. In order for us to intervene in this hearing we will need another show of interest from the commissioned Rangers. This time, however, it need only be 10%.

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GOLF TOURNAMENT

The Shenandoah Chapter is sponsoring a golf tournament at Greene Hills Club near Standardsville, Virginia on October 22. The entry fee is \$50.00 which includes a buffet lunch and prizes. Anyone interested in obtaining an entry form needs to contact Tim Alley at 804-985-8074 or you can download the entry form off the Lodge web page. The tournament is limited to 100 golfers. The Chapter would like to encourage all members in the area to come out to the beautiful Shenandoah Valley for what they hope will be a perfect fall golf outing.

FEDERAL COALITION

At the National Biennial Conference in Orlando, I was appointed the Chair of the Federal Officers Coalition. The Coalition, as you know, is charged with identifying Federal Officers within the FOP, addressing the issues which effect all Federal Officers, and providing critical information to other Federal Officers in the fields of pay, retirement, etc. The next Federal Officers Weekend is currently being planned for the Spring of 1998 in Washington, D.C.

VICE PRESIDENT POSITION

I was in error the last issue when I told you that the general membership has to vote on who will fill a vacant position. In this circumstance, because the vacancy was

caused due to a resignation, the Lodge By-Laws say the Executive Board decides who shall fill the position until the next general election. At that time, the membership shall nominate and elect a person to fill the position. Fortunately, we have two members who are interested in serving: Troy Mueller of DEWA, and Mike Farley of GRSM. In accordance with the By-Laws, the Executive Board will be interviewing both individuals. The criteria for selection and the duties of the position were noted in the last issue. We will announce the winner in the next issue and on the web page. On another note: As some of you may have read in the morning report, Troy was involved in an assault situation in which a subject attempted to run over him with her vehicle. Thankfully he was not seriously hurt. Our thoughts and hopes for a speedy recovery go out to Troy.

LETTERS TO DEPUTY DIRECTOR

I have yet to receive any response from Deputy Director Galvin regarding the letters I sent him which were reprinted in the last issue. I hope that we will hear something soon. The confirmation process has been completed and Robert Stanton is our new Director. We look forward to a productive relationship with our new Director and publicly offer our assistance on any matters that he deems appropriate.

***Editor's note:** With this issue, we are extremely proud to present what we hope will be a series of articles on civil service law and related matters that are designed to inform rangers about their rights and options in work related matters. The authors will be the partners and associates from the lodge's law firm, Passman & Kaplan. The lawyers at Passman and Kaplan are experienced in representing federal workers throughout the United States and its territories. They are also available to represent you through your legal defense insurance.*

WHAT TO DO IF...

YOU BELIEVE YOU WERE UNFAIRLY DENIED A PROMOTION

*by Joseph V. Kaplan**

Few things are as frustrating to an employee than the feeling that you were the best qualified for a promotion, but not selected, or not even considered. Many employees, finding themselves in that situation, are at a loss as to what to do. Here are some easy steps to take when you believe that you have unfairly been denied a promotion:

1. First, you must know what your rights are to preserve your ability to challenge your non-promotion, if you choose to do so. If you are covered by a union contract, check the grievance provisions so you know how long you have to file a grievance. If you are not covered by a union contract, check the Park Service or Department of Interior Grievance Handbook and learn the time limit for filing a grievance. Those dates are extremely important. Miss them, and you will most likely lose your right to challenge your non-promotion.
2. Information is the key to a successful challenge to a non-promotion. You need to know why you were not promoted, and why someone else was. The easiest starting place is with the selecting official. Ask for a meeting with the selecting official, and then simply ask why you weren't promoted. (If you are under a union contract, ask a union steward to attend this meeting with you). In some cases you may be satisfied that there was a legitimate reason. But, if you are not satisfied with the reason given for your non-selection, write a memorandum containing the explanation you were given, and then send it to the selecting official "memorializing" the conversation. If the selecting official does not contradict your memo, you are on the way to building a record that will be useful later in challenging the non-promotion.
3. You need to get the information so you can compare yourself to the other applicants - rather than just having a "feeling" that you were the best qualified. How do you do this? If you are under a union contract, the contract might give you an entitlement to this information, so check the contract. If the contract does not give you the right to this information, the union may still have the right to this information by law in order to determine if a grievance should be filed. (The Union will have to invoke section 7114(b) of the Federal Service Labor-Management Relations Statute). If you are not covered by a union contract, send a written request for the "promotion package" to the personnel office that serviced the promotion action. You might have to request this under the Freedom of Information Act (FOIA), but tell the agency it can "sanitize" the names of the other candidates to protect their privacy.
4. After you get the promotion package, compare the qualifications that you included in your application with the qualifications of the other candidates who were ranked higher than you. This is most important if you did not make the list of eligibles or the best qualified list and you think someone with lesser qualifications did. If you can make a convincing argument that you should have been rated or ranked higher than another candidate, you may be well on your way to presenting a successful grievance. Note well: If the agency refuses to give you the promotion package by the time your grievance is due to be filed, file the grievance anyway but reserve the right to amend the grievance after you have reviewed the promotion package.
5. Be specific in your grievance. Indicate all areas where you believe that your education, work experience, etc., was rated too low. Next, indicate where, by comparison to you, the education, work experience, etc., of any other applicants were rated too high. Your goal is to convince a third-party, who may or may not be neutral, that your rating was too low when compared to some other candidate.
6. Also look for "technical" violations. For example, if other best qualified candidates were interviewed for the position, but you were not, you have a decent shot at getting your grievance sustained. Make sure the "math" was done correctly, if points were used to establish rankings of candidates.
7. Remember to include all of the reasons why you believe you feel you were unfairly denied the promotion in the grievance you file. If you leave any reason out, you may be precluded from adding it to your grievance at a later stage.
8. Remedies you generally want are a retroactive promotion and all back pay and benefits. If you anticipate that a lawyer may represent you in the process, also ask for reimbursement of reasonable attorney fees and costs. If your chief complaint is that you were improperly left off the best qualified list or improperly not considered for the position, then your remedy will generally just be "priority consideration" for the next vacancy. To get the remedy of a retroactive promotion, you must prove that "but for" the er-

rors in the promotion process, you would have been promoted. That is a high standard to meet. Under prevailing law, if all candidates on the best qualified list are properly rated and ranked, you cannot grieve the simple failure to be selected; you must show some error in the process which denied you the promotion.

9. If your main complaint is that you were denied a promotion because of illegal discrimination, (e.g., based on race, color, sex, religion, national origin, age, or disability), your case will have to be analyzed under different legal standards. That will be covered in a future article. However, you must know that you may or may not also be able to raise claims of discrimination in the grievance process if you are covered by a union contract. You must check the exclusions from the grievance provisions. Note Well: You cannot file both a union contract grievance and a formal EEO complaint over the same matter. Consult with a union steward or lawyer before filing either.
10. When in doubt about how to proceed when you believe you have been unfairly denied a promotion, or whether your complaint has merit, consult with a union official or with a lawyer with expertise in these matters. Good luck!

Joseph V. Kaplan is a lawyer, and managing partner, of the law firm Passman & Kaplan, P.C. Passman & Kaplan specializes in representing federal employees and federal employee unions in a wide variety of employment-related matters. Located in Washington DC, Passman & Kaplan represents federal employees all over the country. Mr. Kaplan can be reached at 202-789-0100. You can visit the firm's website at www.passmanandkaplan.com.

SECRETARY'S REPORT:

REMINDER: Those of you who pay for your legal defense insurance by payroll deduction, please let the Lodge know when you get your bill so we can send a check to Hylant-Maclean in your name. We have been working with the insurance company and we hope to get notice of coverage expiration, but we cannot be sure. Don't let your coverage lapse because you assume this will be done for you. It is not automatic and we need notification.

LEGAL DEFENSE INSURANCE: In response to a question, the Lodge does not make a penny off of this program; in fact it probably costs us some in clerical and related costs. Also, the Lodge is not recommending this cov-

erage over competing plans; we just feel that all LE rangers need to be protected with a plan. The Lodge has brochures from the FOP insurance and we'll mail one to you if you ask. To our knowledge, this is the only plan that will offer benefits in cases of administrative actions involving changes of assignments, promotions, demotions, commission suspensions and revocations, and leaves of absence. The plan will pay up to \$9000 in these administrative cases.

RETIREMENTS: If you are retiring, have retired, or know of a Lodge member who is retiring, please notify the Lodge. We have FOP Retired (see *Secretary*, p. 4)

QUESTIONS TO MEMBERS

1. Has your park, or another park that you have first hand knowledge of, ordered rangers, or threatened to order rangers, to take medical examinations to determine if rangers are physically fit to retain their LE commissions?
2. If you are a seasonal (temporary) ranger or a term employee, and are trying for permanent status:
 - (a) how many years of experience do you have,
 - (b) hours and type of LE training,
 - (c) average yearly total of Class A & B incidents responded to,
 - (d) ways in which you have applied for permanent ranger job.

We want this information in order to help lodge members. We have recently heard of a second park that is forcing LE rangers to take a physical exam in order to be "certified" for arduous duty. There are no performance factors involved. We need to know the extent of this practice which we believe has no basis in standard personnel practice.

We know that seasonals and term employees are finding it almost impossible to gain permanent status in most parks. We know that these skilled and dedicated rangers are the best qualified people to fill these vacancies but the NPS and the OPM are stacking the decks against them by not giving them full credit for their ranger experience. The jobs often are going people with much less experience. Please help us by sharing your experience with the lodge so we can correct this situation and give those who have carried the load for the NPS the permanent jobs they clearly deserve.

You can write the lodge at: PO Box 151, Fancy Gap, VA 24328

email at: randallfop@tcia.net

phone at: 800 407 8295 (10A to 10P EDT)

THE DOUGLAS FACTORS

by Randall Kendrick, Lodge Secretary

In the unhappy event that you have been judged guilty of failing to perform up to your supervisor's standard and are facing discipline, you have a right to be treated equally to others in the same circumstance. In other words, punishment must be meted out equally throughout your agency.

The agency must employ a set of rules known as the Douglas Factors in determining punishment and, if you appeal, it is the agency who must be able to articulate that the punishment was fitting, proper, and equally applied; not you, them.

Here are some Douglas factors that have to be employed (they are not all applicable in each case):

1. The nature and seriousness of the offense: Those considered most serious are those which are taken intentionally, repeatedly, maliciously and/or for personal reasons.
2. The higher the level of trust inherent in an employee's job, the more serious the offense in considered.
3. Past discipline, especially for the same offense, is a reason for a more severe punishment. A work record free of discipline is in the employee's favor and must be considered.
4. Will the offense hinder the employee from performing at a satisfactory level in the future? Has the level of trust between the employee and his/her supervisor been permanently affected?
5. Does the punishment meet the Table of Punishments which is published by most agencies? The NPS has one.
6. Has the offense caused the agency public embarrassment? Your punishment can be more severe if it has.

7. How well known was the rule you broke? Was it on the bulletin board? Has it been the subject of training or general discussion? Did the supervisor have to go to a law library to find an obscure rule for you to be accused of breaking?
8. Can the employee be rehabilitated? Are you sorry and promise not to do it again? Punishment will be less severe if that's the case. If its not, and you appeal, the agency will have to convince a judge they had a good reason to ignore this Douglas factor.
9. Are there mitigating circumstances like an unusual degree of tension in the workplace, or a series of provocations, etc.? Are there off the job personal problems that are unlikely to arise again?

If you feel you've received an inappropriate punishment, you can appeal to either the grievance procedure (the union negotiated one or the agency's published one) or the Merit Systems Protection Board, but not both. MSPB judges and arbitrators have the authority to replace the penalties you received with lesser ones. The MSPB will use these Douglas Factor to determine if your punishment was appropriate.

There are rules which govern almost every aspect of your employment and you should inform yourself of them, if for no other reason than to be able to protect yourself if an unfortunate set of circumstances conspire to place you in a disciplinary hearing. One publication that can be a big help to you is: "Your Job Rights", edited by Mace and Yoder. You can order it, or just find out more about it, by calling 800 989 FEND.

Grand Lodge designed legal defense insurance can pay up to \$9000 in your defense for discipline/punishment cases.

RETIREMENT LE BADGE

I know many of you have been waiting to hear about the program to give badges to rangers who have retired. The Lodge expected WASO to give us the program after developing procedures and guidelines for us to follow. We volunteered to initiate the program when the NPS notified us that they lacked the staff to handle it.

We had heard nothing but retired Brother Henry Tunks tracked down this information from WASO. Individual orders can be placed with Blackinton & Co. The contact person is Ms. Pat Worthington at 508-699-4436. The cost is approximately \$35. To speed things up, you may want to be prepared to offer proof that you've retired from NPS law enforcement in good standing. The order may take as long as two months to process and send your badge to you.

SECRETARY

(continued from p. 3)

Member pins which we send to those who have completed their careers and we want to honor our members in this way. If we have missed your retirement, please contact us so we can send out your pin.

WEB SITE CORRECTION: Thanks to Lynne Shackelford for correcting our address for the US Code. The correct address is: www.law.cornell.edu.uscode

MEMBERSHIP RENEWALS: It saves the Lodge money when you check the expiration date on your mailing label and send in your dues before we send out a renewal notice.

THE MEMBER ASSISTANCE COMMITTEE

During the past two years, we on the Member Assistance Committee have helped over 30 Rangers facing adverse actions. These actions have spanned the realm of possibilities: Everything from Boards of Review to EEO to 6c filing. Many of the affected Rangers spent more than \$2000.00 of their own money to fight these actions. Most now wish they had signed up for the Legal Defense plan before their difficulties began. Don't be fooled: The chances of your facing an action are slim but possible, about as possible as a car accident! Do you have car insurance? Of course! Are you a good Ranger? Most of the Rangers contacting us have a lengthy, spotless NPS career and are considered "good" Rangers. Do you have a long list of awards? The awards will not help you now, but your minor mistakes will hurt you just the same.

Do you prepare yourself to go to court long before you make that big case? Sure you do, any good Ranger prepares. Now its time to prepare yourself for a long term career with the National Park Service. If you choose not to get Legal insurance (or even if you do) please begin boning up on the rules that effect your job. And please remember, don't believe everything you are told: Verify! As an example, we verify our information with written rules/law or we obtain a ruling from the Lodge Lawyers.

What can the Lodge do to help those facing these action? Not much, except try and provide you with the best available information. Can the FOP Lodge defend you? No, we can not! We can and have tried to help those facing actions. We are doing the best we can in an environment that will not allow us to formally defend any Ranger. So what can we do? We can give advice, consult the Lodge Lawyers for opinions and, if agreeable with all parties, get you in contact with other lodge members who have faced similar situations. Well, what about the Lodge Legal insurance plan? Again, even if you

sign up ,the FOP is not representing you. A lawyer is defending you; there's an important distinction. You have purchased a policy that will pay for an attorney to defend you. The FOP is developing a roster of lawyers nationwide (Passman & Kaplan are among them) that are experienced in defending law enforcement officers and will work within the fee structure of the policy.

One of the biggest concerns to us is the time delay between the time the action begins and when the Ranger contacts us. During that time a lot of "water is under the bridge" so to speak. We can help you decide if you need a lawyer and in some areas suggest good ones that others have recommended.

POINT #1. Call the Lodge early!

POINT #2. Document everything!

(You should be documenting your career as you would any LE case. It may be your job on the line.)

POINT #3. Never be insubordinate.

Always do as your supervisor says. The rule from federal court is: Act now, grieve later. When can you be insubordinate? When you feel that the action you are asked to do will be unsafe to you or others. This is decided by a board much later, so make certain that what you have been ordered to do is unsafe. Discharging your weapon into a crowd would be unsafe but would working in an environment with chemicals or operating that rickety old cruiser in a pursuit be unsafe? Maybe, but I'd make certain I had it documented before I said, "NO WAY!"

We are here to help. We are rangers like yourself but we pool our knowledge, consult the lawyers at Passman and Kaplan, and lend a sympathetic ear. It is usually a mistake to think what you are going through is the first time a ranger has experienced it. We probably have members who have "been there, done that" and are willing to listen to you and offer assistance. Please don't wait too long to call. It is the goal of your Rangers Lodge that no member have to face an ordeal alone.

HELP YOURSELF WITH THE GARRITY RULE

by Randall Kendrick, Lodge Secretary

When you become involved in a shooting or other serious use of force, several things begin happening, including an investigation of your actions. Your official report and your oral statements to your supervisor and others potentially can be used against you in criminal and/or civil court.

You protected yourself by employing force in the case at hand, now you have to continue to protect yourself from administrative, civil and criminal actions against you.

Consider: At the incident scene, give your supervisor only the amount of information needed to fully inform him/her of what happened. You may not want to tell what was going through your mind; you may not want to reveal all that transpired between you and the perpetrator. Save them for your formal report when you have gathered all your recollections together and can retell them free from the recent emotional shock.

If your supervisor persists, you may want to say that you're extremely stressed right now and don't believe you can give a coherent retelling of the event. It is seldom too early to contact a lawyer for advice. You have your legal defense insurance (don't you?) so you should not have to worry about money. Consider consulting the lawyer before you complete your formal report. The attorney may know what may initiate an action against you.

The legal instrument known as the Garrity Rule may be of help in limiting your exposure to legal sanctions. You will have to answer all questions put before you: failure to cooperate can be viewed as insubordination and is actionable against you. You will need to take the initiative and say in writing that you are responding to orders from your supervisors and it is your understanding that the information you are providing is not part of an official investigation against you. This report that you are being

compelled to make is under the threat of punishment for failing to obey this order.

If you think you are being investigated for a criminal charge, your constitutional rights under the Fifth and other amendments and federal case law apply, including your Miranda rights, which you should invoke.

Take the time to inform yourself before a major event occurs to what possibly can happen. Rehearse possible scenarios. Don't rely on your intuition to protect yourself during a very confusing and stressful series of circumstances. Knowing the legal ramifications and the preparations you can make may save your career and your savings.

A MAN'S HOUSE IS HIS HASSLE

*by Mike Farley, Great Smoky
Mountains National Park*

The park service guidelines pertaining to the establishment of required occupancy are found in Chapters 2 and 10 of NPS-36, Government Furnished Housing Management Guidelines. To sum up, it states that before the park can require you to live in Required Occupancy Status that several things must be in place:

The park must develop a Park Housing Management Plan addressing the park's need to require someone to live in its houses. It will include the park's Required Occupancy Policy. This must be on a position by position basis and once the determination is made that the park can't go on without you living there, each Required Occupancy position must have a "Certificate of Required Occupancy" (form 10-383). This form must spell out:

- the duties of the position in question
- the frequency of overtime or standby duty
- the distances to and response times from alternative housing, and
- the possibility of providing necessary coverage by shift work,

alarms, guard dogs, night watchman, etc.

It must also spell out all responsibilities of the occupant, the location and scope of these duties in relation to the assigned house, and how many times the occupant is needed to be close by the residence. It also must state the complexity of after-hours emergencies and how severe the callouts are. It must also say what the required response time is to an incident from outside the park and how management came up with that time. It must also document the deterrent value of a required occupant (other than vandalism to the house itself) and it must tell how good you are at what they are going to call upon you to do.

Now after that is accomplished, you can see that there are a few places that would pass these litmus test, but not many. The position description must reflect that you are required to live there and that you may be expected to work after hours. Your SF-50 has to state that you are a required occupant as well as the vacancy announcement that advertised your position. Oh yes, the letter that you got saying that you had been accepted also needs to state that you will live in the park as part of your duties.

It is against policy for a manager to establish required occupancy unless the position is vacant, or the incumbent agrees.

It is policy that an employee may request to be released from required residence for medical reasons, education needs of dependent children, the need to house disabled relatives, or for unforeseen financial burdens. But be prepared to back these up with the legal aspects of housing policy. A two-pronged approach seems to work well, and may save a follow-up letter.

If you plan to give it a try, you are required to start with the Superintendent of your park and then appeal to the region/cluster director. Consider starting with your supervisor. Your Superintendent may recommend your release, but it is approved at the next higher rung. It has been quite

some time since Lodge members have had to go above the Cluster Director for approval! The Washington office knows it's against the law to keep rangers in required occupancy except in cases of remoteness. Be polite but firm in your letters, and you might request a "please reply by" at the end or this thing will be delayed unnecessarily. If you are the first in a park with numerous required occupants, be sure to do your research and do an extra good job. More than likely, the park will balk at the thought of the occupancy rate going down.

Here is a list of documents that every required occupant should get a hold of. Why not run these down now even though things are just peachy? Things change. Be sure to check when the document is dated.

- NPS-36
- Park Housing Management Plan
- Required Occupancy Policy
- Certificate of Required Occupancy (form 10-383)
- SF-50
- Letter of Acceptance
- Position description

5 USC 5911(e) "The head of an agency may not require an employee or member of a uniformed service to occupy quarters on a rental basis, unless the agency head determines that necessary service cannot be rendered, or that property of the Government cannot adequately be protected otherwise."

41CFR 114.51

These last two are Law and not policy! Each section is devoted to housing. Please let the Lodge know if you need copies.

Don't want to move out, huh?

It is also policy that your supervisor can not expect you to be found home more frequently than they would expect to find any other person at their private home. If you have some limitation place of what you can (or can't) do while off duty, then it becomes an on-call or standby duty issue and cannot be imposed, without compensation, just because you are in required occupancy.



FRATERNAL ORDER OF POLICE UNITED STATES PARK RANGER LODGE

9 Nichols Road * Luray, VA * 22835 * 540/843-3240 * Phone & Fax

9/8/97

Ms. Maureen Finnerty
Associate Director for Park Operations and Safety
U.S. Dept. of Interior-National Park Service
1849 C Street N.W.
Washington, D.C.
20240

Dear Maureen,

I have been getting reports from various members of our lodge who all have an important concern that I would like to bring to your attention. They are being told by managers at their park that the United States Park Police (USPP) will be replacing them. These latest incidents are occurring, specifically, at Chattahoochee River NRA and encompasses other parks in the Atlanta area. As you my recall, we met on this very issue. At the time it was prompted by a memo from Karen Wade to the Superintendents of the Southeast Region (Appalachian Cluster). In it, various options were suggested to superintendents to experiment with as "cost saving measures". Obviously, many superintendents in the Southeast Region took this memo to mean that they had a green light to begin implementing these "cost saving measures". One of which now appears to be replacing law enforcement Rangers with USPP Officers. At our meeting we discussed the debacle that occurred at the Statue of Liberty and Presidio. If I am not mistaken, at the meeting you assured me that "no other parks would be transferred on your watch". I hope that you will stand behind your statement. It is our understanding that USPP officials will be visiting the areas in question soon. I think it long overdue that Director Stanton make it known that these and any other "transfer" or "replacement" of law enforcement Rangers with *anyone* are not an option. It is highly demoralizing for these Rangers to be told by their Chief Ranger that they, and their services, are not wanted. These dedicated commissioned Rangers don't deserve such shoddy treatment. It is time for strong words to be issued in this area. I believe that they should come from the Director in order for them to be effective, and to put this matter to rest once and for all. This incident brings to my mind some additional questions. Have these superintendents coordinated these meetings with the Park Ranger/USPP relations work group or the Ranger Advisory Council? I can see where these two groups, especially the latter, should play a major role in this issue. Chief Rangers and Superintendents need to realize that their actions do not take place in a vacuum and that serious, Service-wide ramifications could arise. Therefore, it stands to reason that a Service-wide approach should be utilized to look at these actions. I will vigorously use all the powers I have at hand to combat any transfer, of any kind, that displaces, or replaces, law enforcement Rangers. I hope that you will do the same. Thank you for your time. I look forward to hearing from you soon.

Sincerely,

Tim W. Woosley-President

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 two 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.

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 assistance from our Member Assistance Committee 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).

Park Area: _____

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

U.S. Park Rangers Lodge

Fraternal Order of Police

POB 151

Fancy Gap, VA 24328

FIRST CLASS

U.S. POSTAGE

PAID

WYTHEVILLE, VA

24382

PERMIT #172

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