



## RANGER ACTIVITIES INFORMATION EXCHANGE



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### Chief Ranger's Comments

The position management project, more commonly known as the 025 comparability study, is progressing well. The response from the field to the investigation questionnaire has been outstanding, with over 400 forms returned.

The next product which will come out of this project will be a draft position management handbook. The purpose of this handbook will be to assist supervisors and managers in understanding position classification options available to them in planning their staffing needs. Expanding our options by using other series in addition to 025 may be important in obtaining personnel with the proper educational background to accomplish specific park needs. Please take the time to review the handbook and provide comments as to its usefulness, inadequacies and clarity.

The project is an honest attempt to improve position management to best meet the Service's needs and at the same time better define and expand career ladders. There must be a clearer understanding of the options available for utilizing other appropriate series for managing "park ranger" positions. We need to concentrate our energies to write position descriptions that reflect the true needs of the job and not play games by insisting that everything a "park ranger" does must be shoe-horned into the 025 series. Keep an open mind and help us to improve this system through your considered comments.

There is another subject which requires some comment. Our office receives a wide variety of comments from people who suggest that we provide additional guidance to the field on everything from proper wearing of the uniform to strict policies on law enforcement image and procedures. These suggestions come from observers who have been offended by the overzealousness of individuals in law enforcement contacts or by the taking of excessively high profiles in special event activities. They've also noted that some of our people don't wear the uniform properly and don't seem to care what they look like while representing the Service.

My response to these suggestions for additional guidelines or policy statements is that these are supervisory problems and that we cannot substitute additional controls for good supervision. We need to pay close attention to accomplishing our supervisory responsibilities on a day to day basis. We need to insure that we are maintaining a professional image in uniform. In addition, supervisors and special event team leaders should exercise judgement and discretion in determining the appropriate visibility and levels of control necessary for a given event. We can't use the same approach and profile in all situations.

My intent is not to preach to you but to advise that, while most of us are doing a professional job, there are those who are not and they are attracting unwarranted attention. Let's take care of our own problems by accepting our responsibilities as supervisors and insuring that we use discretion in presenting a proper image.

### Uniform Program Update

The fiscal year is coming to an end, and it's important to remember that it's also closeout time for uniform allowances. All orders must be submitted as soon as possible

to use fiscal 1986 funds. R & R will return any orders coming in to them after August 31st; any orders that arrive late will be returned for resubmission after October 1st. Since this year's prices are only good until the end of August, this means that reordering will result in higher costs.

The telephone ordering system which was implemented this summer is being closely monitored because it is being employed on a trial basis only. There are presently some problems with the system which need to be rectified if the system is to continue:

- orders need to be reviewed for completeness, as many persons are not prepared when they call in orders (sizes have not been obtained, figures haven't been added up, etc.), which leads to long calls which tie up R & R's phone lines;
- only people who have been authorized by a park to make phone orders may call R & R with such orders;
- the majority of persons employing the system are not completing the telephone order verification form and attaching it to the hard copy of the order when it is submitted, which is creating confusion and delays - this verification form must be used to make the system work;
- some people have attempted to submit checks with orders made through the phone system, but this option is not available for those who call in orders.

Many regular mail-in orders have also been held up lately, largely because the employee either failed to include sizes and measurements (particularly inseams and outseams) or had insufficient funds to pay for the order (some have not included full, valid credit card numbers or have sent incomplete checks). R & R has sent notes to all the parks involved in these problem orders, but has yet to receive any responses. One other note: If you're making a hat exchange, please take care to protect the hat you are returning by double boxing or padding it. R & R reports that many hats are coming back damaged and unusable.

The departmental Inspector General's audit of the uniform program has been completed, and no significant problems were found. The IG did note, however, that many areas were not maintaining the pink copies of the invoices included with each uniform order. NPS-43, chapter 2, page 27 details the responsibilities of the receiving officer, who must keep the pink copies to verify R & R's uniform status reports. The Washington office will be closely monitoring this record-keeping requirement in the future.

### Military Aircraft Overflights

On June 25th, a meeting was held among representatives from WASO Ranger Activities, the FAA, and air operations headquarters staffs of the Navy, Air Force, Marine Corps and Army to discuss problems related to low level flights by military aircraft over park areas. This initial meeting was productive and encouraging and generated the following items of agreement:

- the military will provide the NPS with charts of all military training routes, including conditions and restrictions that apply to each;
- each branch of the military will provide the NPS with the names and telephone numbers of its regional representatives who are responsible for interagency coordination and who have the authority to resolve overflight problems;
- the NPS will provide the military with the names and telephone numbers of the regional chiefs of ranger activities; and
- the military will provide the NPS with training/informational material to assist park staffs in understanding military flight training operations.

All military representatives agreed to cooperate with the NPS and to meet periodically to discuss aircraft issues. They stressed, however, that their agencies are limited in their ability to adjust training routes. Once the information has been received from the military and transmitted to the regional offices, it is hoped that problems experienced in parks can be resolved on a local or regional basis through

effective working relationships developed with the Department of Defense's regional representatives. We hope that this meeting will lead eventually to improved cooperation between the military and the Service.

#### ONPS Funding in Fiscal 1987

Although there is some question whether or not there will be action on the proposed fees legislation in this Congress, the House Appropriations Subcommittee decided in mid-July that any fees raised by such legislation in fiscal 1987 should not be used to fund the operation of the National Park Service. The administration had proposed a \$655.5 million budget for ONPS - a \$596.5 million in the account itself and an additional \$59 million from fee revenues. The subcommittee, however, rejected this proposal in favor of a straight allocation of \$644 million for ONPS. The Senate has not yet acted on the Service's budget, and it is not known what approach they will take to this funding question.

#### Cape Hatteras Shooting Incident

As was reported in the April Exchange, there was an incident at Cape Hatteras on April 9th in which Ranger Mike Anderson exchanged shots with a man by the name of Gary Peterson, who'd stolen a plane and landed it in the park. Neither party was hit, and Peterson was arrested and charged with, among other things, assault on a federal officer. Due to considerable Servicewide interest, Exchange offers the following perspectives on the incident from Ranger Anderson.

The stolen plane had been parked on Billy Mitchell Airstrip near Frisco, where it was spotted by a Park Service pilot. Anderson arrived at the strip, confirmed that the unattended plane was stolen through a quick call to FAA, then positioned his vehicle on the strip to keep the area under observation while a Dare County deputy searched the area. Anderson also requested that another ranger come on duty early and bring down locks and a chain to secure the aircraft.

While Anderson waited for the ranger to arrive, Peterson appeared on the airstrip. Although "he appeared calm and his voice was friendly", Anderson says that he "immediately associated him with the stolen plane" due to his dress and location. As Peterson continued walking to the aircraft, Anderson radioed a 10-33 to the sheriff's office dispatcher and moved his vehicle toward the plane. "Unknown to me, the deputy who had responded to the scene had returned to Hatteras, leaving me at the airstrip without immediate backup," Anderson says. Although he "had the intention of making the stop with two officers present", the reality of the situation required an immediate approach "to prevent access to weapons."

"When Peterson went to unlock the door of the cargo section, alarms went off inside me urging me to prevent his access" to weapons that Anderson "instinctively" felt certain were inside. Anderson came out of his vehicle with his weapon drawn, but not pointed, which he attributes to "training since childhood to never point a loaded weapon unless you intend to shoot." He ordered Peterson to move away from the door and to place both hands on the plane's wing. Peterson flattened his hands as if to comply, but then took a half step back, reached behind his back with his right hand, drew a small caliber handgun, and immediately opened fire.

Anderson returned fire, with his first round going through the window of the patrol vehicle's opened door. "The vehicle window interfered with my locking my elbows to shoot as part of my regular shooting position," says Anderson. The glass from the window made him duck, and he ducked again when he saw that Peterson, an ex-Green Beret officer with two tours in Viet Nam, "did not move but continued to shoot face to face with no apparent move for cover." Because of this, Anderson's first shots were thrown off. Anderson then fired the remainder of his rounds (he reloaded once) as Peterson sprinted for the nearby woods, firing as he went.

"The last rounds fired at Peterson were at a distance of approximately 50 yards," says Anderson. "(There are) no excuses for the lack of accuracy, but two of my rounds did crease the top of the plane wing. The whole point is that the two individuals involved in the shootout had been trained to handle such situations yet failed to hit their intended targets. I can tell you from this experience that firing on the range is not remotely similar to firing at a target that shoots back and moves while you are simultaneously shooting and moving."

"One can imagine how important reloading is in a combat situation," he adds. "I was glad I had speed loaders, because I believe that my rapid rate of fire kept Peterson moving and prevented a direct, closer assault on my position. I do not believe that speed loaders convey the message of 'high profile' law enforcement, but, even if they do, they're a small price to pay (when you take into consideration their value) when they are needed."

"My return fire consisted of pointing and shooting in self-defense," says Anderson concerning his shooting stance. "I did not take the time under fire to aim due to my efforts to return fire as quickly as possible."

Anderson concurs with the two recommendations made by the board of review - that he should have pointed his weapon at a suspected felon who was about to be arrested and that he should have had his patrol vehicle window down prior to a felony stop to offer more of a barrier to incoming rounds. The board, it should be noted, was otherwise "quite complimentary of Ranger Anderson's actions in the face of such obvious danger."

"I do not recommend this method of self-improvement," he says, "but I do feel that this incident has had positive results for me. Every time I begin to feel that the coming day or the next law enforcement contact is going to be routine, I now have a vivid reminder that it may not be. Park rangers are just as likely to be assaulted as any law enforcement officer. Like it or not, rangers represent authority figures who may prove threatening to past or present law breakers."

#### Midwest Region Ranger Activities Directory

The following is a diagram of the organization and duties of staffers in the Midwest Region's Division of Ranger Activities. All persons may be reached at FTS 864-3475; Clayton Connor can also be reached at FTS 864-3439.

