

The Protection Ranger

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

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President's Message Pete Tortorell

This has been a very busy time for the Lodge Officers. In response to the suspension of USPP Chief Chambers, we were contacted by the USPP FOP Labor Council and our assistance was requested to support Chief Chambers. We immediately went on record supporting her and calling for her immediate reinstatement. We have issued a press release and sent letters asking all major conservation organizations to support Chief Chambers. Our press release, as well as a heartfelt thanks on behalf of Chief Chambers from her husband, are printed in this issue.

NPS management has long played both of its law enforcement units – LE Rangers and the USPP – off each other by telling each group that they would be replaced by the other. The Chambers incident is an example of this practice: NPS management flexing its muscle to send a message to its officers. This incident stemmed from Chief

We salute Chief Chambers for having the courage to step up and speak publicly about the needs of her workforce. We continue to support her and strongly believe she should be reinstated.

Chambers publicly speaking about the staffing shortage that she was experiencing in her work unit. It cannot possibly be argued – as the NPS tried to claim – that she exposed some sort of confidential matter jeopardizing national security. Staffing shortages in the NPS are well documented by the IACP report and the Inspector General's testimony to Congress last year.

In the December 9th, 2002 Director's memo, the concept of no net loss was initiated. Since that time the Lodge had chronicled numerous examples of parks failing to comply with no net loss by filling non-LE positions while law enforcement vacancies exist and without obtaining any waiver or authorization from a Regional Director. Have any of these managers been disciplined? Of course not.

The staffing shortage of LE rangers in the NPS is critical; there is difficulty in attracting and recruiting suitable applicants, there have been many permanents leaving to go to other agencies, and seasonal LE positions are being cut. Meanwhile, there are increased demands on the

workforce. The NPS has not stopped the bleeding and shows no urgency to do so.

In keeping with past unacceptable practices, NPS Administration has not projected for future needs such as the role that commissioned rangers play in homeland security. However, these problems are not unique to commissioned rangers, they also exist in the USPP. We salute Chief Chambers for having the courage to step up and speak publicly about the needs of her workforce. We continue to support her and strongly believe she should be reinstated.

On December 18, Lodge officers and members had an opportunity to meet with Associate Director Karen Taylor-Goodrich and Don Coehlo at Sandy Hook. Although it was a brief meeting it was productive.

To everyone's relief we were able to address the rumor that Interior/NPS/OPM was looking to take LE rangers out of 6(c). Apparently this rumor originated from individual parks modifying the benchmark PD without authorization to reflect less than 51% LE. These modified PDs went to FLERT for review and FLERT, recognizing that the PDs did not meet the 51% minimum, contacted DOI. DOI agreed that if the position does not meet the 51% minimum that it should not be covered. We received assurances that there is not any audit study or initiative underway, nor has any been requested or proposed, regarding the removal of

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LE Rangers from 6(c).

We were also assured that WASO would correct the use of inappropriately modified PDs to prevent this problem in the future. We ask that if anyone is aware of this practice occurring that it be reported to the Lodge and we will advise WASO. As always the Lodge absolutely believes that commissioned rangers belong in 6(c) and we will continue to monitor the situation.

A number of other topics were addressed in the December 18th meeting and we were pleased to have been asked to forward our proposals to WASO for their review. There was a clear feeling that this was more than lip service and that we may have real input into a variety of matters, such as training, recruitment, and NPS-9 rewrites.

A Lodge trip to DC is planned for March. We will meet with DOI and NPS officials as well as the DOI Office of the Inspector General. We will also spend a day meeting with Congressional staffers and representatives of the USPP. In the meantime we will be submitting our proposals to WASO and look forward to working with their staff.

We wish everyone a happy, safe and prosperous new year: personally and professionally. We also hope that everyone take time to reflect on the sacrifices of the all fallen officers and by the members of our military. Remember the cost that they and their families pay and have paid for the freedom that we protect each day as peace officers. It is an honor to protect and defend that freedom: do it with pride.

The Case of The Disappearing Ranger Training Program

In recent days, several major changes have occurred in the NPS ranger training program that should worry everyone concerned with ranger safety and sound management of the law enforcement program.

1. Cancellation/postponement of the field training program and reinstatement the next day.
2. Official announcement of a National LE Refresher block of training, and its cancellation the next day.
3. Cancellation of a basic ranger training class due to “lack of students.”
4. A proposal to eliminate the NPS ranger training program at FLETC, and rolling NPS rangers in with BLM, USFWS, and USFS rangers.
5. Downgrading of the FLETC superintendent position.

The Lodge has learned details of some of these actions, and is quite concerned about the threat to ranger safety and the apparent lack of sound decision making regarding these decisions.

Field Training Program

In early 1993, WASO gave the go-ahead to develop and implement the Field Training and Evaluation Program. The program had been recommended by every major study of the NPS law enforcement program over the past 30 years. Board members were present during discussions regarding the program with the Associate Director for Visitor and Resource Protection and FLETC officials.

During this meeting, the Associate

Director was offered the option of implementing the program in January, 2004 – about as soon as possible – or to wait an additional six months to assure that the program would be more fine-tuned. The AD chose the earlier option. Either plan would have been acceptable to us.

At a pace unheard of in the usual bootdragging of NPS operations (does everyone have their PPE yet?), the program was developed, parks were selected, field training rangers were selected and trained, SOP’s were developed, and the program was put online. The first group of students was ready to go with the beginning class of 2004.

Then – amazingly – the program was suspended. Equally amazing, the next day the program was reinstated. What could the Associate Director be thinking? What external pressure was she responding to?

Lodge members have reported that a few parks in the system had complained to the Associate Director about limited aspects of the program. Specifically, that the issue of AUO for field training rangers had not been resolved.

AUO was discussed early on in the process and the proposal for authorizing AUO was given to the Associate Director in late 2003, according to trainees from the field training program. In fully four months – about 2/3 of the time the entire program was created – this one memo crucial to the program had not been acted upon. An entire program which was created involving hundreds of rangers in parks across the country and at a cost of hundreds of thousands of dollars, is stopped by a single failure to make a decision on AUO.

Instead of fixing the problem when a few parks complained about it – or simply opting those parks out of the program – when one or two parks complained about the failure to resolve the AUO issue, the entire program was suspended.

Who suffers? Leaving the program as is might make some GS-14s have a bit more work to do, but at the expense of the safety of NPS rangers graduating from the Academy without a field training program – some with no field LE experience at all. At least the chief rangers wouldn't be inconvenienced in the safety of their offices.

Fortunately, the absurdity of this action provoked the outrage of the vast majority of chiefs and regional chiefs, and sanity was restored, at least temporarily. In an era of “law enforcement reform,” the field training program is the only tangible achievement field rangers have seen, apart from pay raises for the associate director and special agents, and bigger badges.

This program has been a top priority of the Lodge for over a decade, and we intend to fully support it.

Announcement of a National LE Refresher block of training, and its cancellation the next day

The IACP recommended a core block of refresher training be managed by FLETC and sent to parks to ensure consistency and quality of training. This was to be implemented in 2004 at the direction of the Associate Director. A Special Agent, with experience in developing the successful “Special Ops,” was detailed to FLETC to develop the curriculum.

In a normal agency, Washington would decide when an officer goes to the Academy. Period. The NPS could choose to do this, but it might hurt someone's feelings.

To help parks prepare for the upcoming course, it was announced in the Morning Report. Parks would need to make plans to access the NPS satellite training system – which covered most parks in the system already. Parks would also need to provide rifles to rangers. The rifle program has been implemented for most of the last decade, and with the huge number of rangers sent to homeland security assignments where rifles were required, one would hope that the Service had equipped its rangers with rifles.

After the announcement, the excrement hit the rather well-worn rotating device. Parks whined that they already had refreshers scheduled (obviously providing an extra 24 hours of training later in the year would have been just out of the question). Some parks complained that they didn't have rifles.

Now whose fault is that?

- A. The parks for failing to meet homeland security needs?
- B. The regional directors for opposing a stovepipe system that holds parks accountable for meeting even this simple standard?
- C. The regional directors for failing to enforce this simple standard that they wanted to hold onto themselves?
- D. All of the above.

Hint: D

Additionally, some parks complained about the requirement of the training that rifles be equipped with tactical slings. Of course, every significant rifle training course in the last 5 years has recommended this (how do you handcuff with a rifle without a tactical sling?), but this did not deter parks from complaining about having to furnish this important ranger safety device.

As in the field training example above, when a few parks complained, the Associate Director and head of the Ranger program “rescinded” the training announcement. And, as in the field training example, rather than simply offering parks a chance to ask for waivers to opt out of the training, the entire national refresher program was dumped for the entire year.

Cancellation of a basic ranger training class due to “lack of students”

A spring class of basic ranger training at FLETC was just canceled due to a lack of students. So rangers in the field will spend another summer working with seasonal commissions rather than having the additional safety of FLETC training and field training.

Why?

- A. Because there is no way FLETC can mandate students going there.
 - B. Because there is no stovepiped chain of command and superintendents can choose how long to prevent essential officer safety training.
 - C. Because some superintendents hope that the field training program will be canceled before they have to send their employees through it.
 - D. All of the above.
- Again, D is your answer.

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A proposal to eliminate the NPS ranger training program at FLETC, and rolling NPS rangers in with BLM, USFWS, and USFS rangers

Students at FLETC now report that FLETC is planning on canceling the current NPS training program, where rangers attend a ranger-designed curriculum in all-ranger classes. Instead, NPS rangers will go back to the old system of attending land management LE training with their BLM, USFWS, and USFS colleagues.

The Lodge opposed this move when it was first proposed by DOI.

Simply, the park ranger training program is the best at FLETC. It meets the unique needs of NPS rangers. NPS rangers must deal with parks of exclusive jurisdiction. No other land management agencies deal with this. NPS rangers have other unique needs, like the need to be able to investigate traffic accidents. Other agencies forbid their officers from doing investigative work, while many investigations in the NPS are handled by rangers.

Cutting ranger training also means trashing the newly-developed field training program. The program was designed around rangers having a certain set of basic skills, such as ICS and resource law enforcement that they receive from the NPS training program. If the change is implemented as proposed, rangers will have to go to a block of dedicated NPS training somewhere in order to be field ready.

Why have a generic training program for all land management?

The Lodge believes that DOI, at the direction of Steve Calvery, wants to create a DOI police department. Previously, DOI under Calvery had wished to take away Agency credentials and issue DOI credentials only. Through his staff, Representative Nethercutt of Oregon has flatly stated that Mr. Calvery wants to curtail Agency identity of its officers and instead have the officers of the various interior agencies, except the BIA, be "Interior Officers" ready at a moment's notice to pull duty in other agencies for an indeterminate period.

Students in the Land Management Training Program now wear land management police uniforms while in training, with their unique land management badge. The handwriting is on the wall. While the appeal of a stovepiped DOI police force is inviting, the dumbing-down of the ranger profession in the light of a horrific assault rate on NPS rangers is not worth the price.

Bring other DOI LE programs up to the same level of our basic training, don't cut the ranger program.

Downgrading of the FLETC superintendent position

While the Chief Ranger of the NPS position has been upgraded (now Associate Director), with a new position in the works for an Assistant to the Chief, the position of Superintendent at FLETC has been downgraded from GS-14 to GS-13. While the pay at either grade isn't bad, why cut this important leadership position? There are many GS-14 chief rangers in the NPS and we submit that the FLETC Superintendent has as least as much responsibility as any of them. An audit of the position three years ago rated the job as a GS-15. Most

agencies are represented at FLETC at the GS-14 level.

Instead of having the director of training for the NPS on a par with other agencies, NPS will be a junior partner. The Lodge supported an upgrade for the Chief of the NPS, and we support holding the grade of this important position. Also of note: it is reported that the FLETC Superintendent no longer reports to the Chief Ranger of the NPS, but instead to the head of the ranger LE program, also a GS-14. There is no rule that prohibits a GS-14 from supervising a GS-14, but the downgrade looks as if it will stand. In addition, it is rumored that the position will be taken out of the 025 series and made an 083 position.

Where is this coming from?

We see nothing in any study of any NPS law enforcement program that justifies any of these changes. These were not recommended by the IACP or the IG reports. The basic training program was not identified as a problem. The field training program was a top priority, monkeying with it was not. Implementing the recommendations of the IACP seem to be like pulling teeth. Fixing things that aren't broken seems to be a top priority.

For the sake of rangers in the field, the Lodge urges that basic ranger training be supported, even bolstered, and not whittled away on all sides.

**Chief Chambers Extends
Thanks to Rangers**

by Jeff, husband of USPP Chief
Teresa Chambers

Editor's Note: As many of you are aware, on December 5, 2003, United State Park Police Chief Teresa Chambers was summoned to the office of NPS Deputy Director Don Murphy. Mr. Murphy told her she was suspended from her duties preparatory to being fired. Her weapon and badge were taken from her and she was escorted from the building by her own officers. The Park Service has since said she was suspended because, when interviewed by the Washington Post, she made a brief statement to the effect that USPP were underfunded and understaffed. Even though Chief Chambers had previously told DOI officials she was to be interviewed and what the subject matter was, she was later told this was illegal. The charges Don Murphy made against Chief Chambers and her response – as well as the national response to her ordeal – can be found on the Internet at www.honestchief.com and www.peer.org as well as in the discussion section of the Lodge web page.

The Lodge, PEER, the International Association of Chiefs of Police and many other law enforcement agencies have made strong statements of support for her case. As a result of this crisis, both the Ranger Lodge and the USPP are working much more closely not only to reinstate Chief Chambers but to bring about critical reforms within the NPS.

Under an agreement with DOI, Chief Chambers is prohibited from making any comments herself about the case. However, her husband, Jeff, has written the Lodge thanking us for supporting her.

Law Enforcement, National Park Service Ranger Style

When my wife and I returned to Washington, D.C. two years ago for

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her to take the job of Chief of the United States Park Police, we knew little about the role that commissioned rangers played in protecting parks, resources, and visitors. Teresa made it one of her goals to change that. On subsequent business trips, she would make a point of driving through nearby National Parks and would stop and introduce herself to rangers to learn more about her colleagues in the National Park Service family. In fact, it was while visiting North Cascades National Park that a ranger assisted her to get to a phone where she learned the details of the tragic and senseless death of Ranger Kris Eggle. As we all remember, before another 12 hours had passed, she was also informed of the loss of Park Police Officer Hakim Farthing.

I remember Teresa's excitement when she returned from business in Yosemite that same year. She was awed by the complexity of your job and the varied roles you play. She quickly realized that you are called on to perform so many different tasks, each of which takes a special talent or skill, and many which go far beyond that which would be asked of any other group of law enforcement professionals.

Teresa returned from those trips with an overwhelming respect for her brother and sister officers in the National Park Service. Meeting rangers throughout the Park Service helped her to gain a deeper

appreciation of how each group of law enforcement officers in the National Park Service – protection rangers and police officers of the United States Park Police – have a unique and valuable function within the Service.

Teresa would like me to pass on to you her respect and admiration for rangers and the job you do. When she found herself embroiled in this unbelievable crisis after nearly 30 distinguished years as a law enforcement officer, she was deeply moved by the unhesitating words of encouragement and support from the Ranger Lodge. We have received personal letters of support from many rangers throughout the country. They have been a great source of comfort to both of us. The leadership of your FOP has, on her behalf, published press releases and letters of endorsement.

We want you to know that your support has been felt by the all officers of the United States Park Police and that the bond between the two organizations has never been stronger. To the Lodge Board, its membership, and all law enforcement rangers we express our personal and heartfelt thanks. Your courage in reaching out, signing the online petition, and telling others about the website underscore your character and professionalism. We are honored by your support. I now understand why Teresa is so proud to serve in the same Agency with you. God willing, she will continue to be able to so. With the overwhelming support of Park Rangers, the employees of the United States Park Police, and the national law enforcement community, we will continue to stay strong.

Teresa and I and our families are grateful for your support. You are in our thoughts and prayers. Please

stay safe as you continue to protect our National Parks and the millions of people who visit them.

With admiration, gratitude, and respect,

Jeff, husband of Chief Teresa Chambers

The Sig Handgun - How Long Will it Last?

By Mike Durr, Sig Armorer
(NPS YOSE Retired)

The NPS is coming up on the ten year anniversary of the transition to the SigArms handgun and overall, it seems to have been one of the better moves made by the Agency. Many of the weapons originally issued are approaching ten years of service life and one wonders just how long they will last. With proper maintenance Sig says to expect a service life of about 10,000 rounds and I would wager that many weapons used at FLETC have seen that number and more. However, from my observations, dependable service life depends not so much on the number of rounds fired, but the environment in which the weapon "lives" and, most importantly, how it is cared for i.e., proper maintenance.

Field cleaning does not, however, provide access to the internal workings of the handgun for cleaning and inspection.

I have been a certified SigArms armorer since 1994 when the NPS first began the Sig handgun program and have been servicing the guns since they were new. I have

attended required recertifications, staying current on parts and model changes and have been inside every model and caliber of handgun Sig now makes. Since retiring in June of this year, I have been contracting my services as an armorer to NPS areas in the western states. I have seen all models of guns used in a wide variety of environments. Some have been well cared for and appear to be on their way to a long and dependable service life while others, well lets just say are a tribute to Sig's quality.

Like getting a regular dental check-up

Field stripping, cleaning and lubrication by the user is an important part of routine maintenance and needs to be performed at least monthly regardless of whether the weapon is fired or not. Field cleaning does not, however, provide access to the internal workings of the handgun for cleaning and inspection. Rangers work in a variety of extreme outdoor environments. On foot, horseback, snowmobile, in and under helicopters, on boats, etc. Equipment, including the handgun, is exposed to rain, snow, dust, pollen, salt air and other contaminants. Inside the handgun, where field cleaning can't reach, are rust, corrosion, dirt, gunpowder residue, brass filings, sludge and remnants of lunches past. Springs compress, parts wear, and welds break.

What is an annual service inspection?

Sig strongly recommends that every handgun carried for law enforcement, be given a complete service inspection each year. This consists of a total disassembly, cleaning, examination and replacement of any worn or damaged parts. There are approximately 60 parts - most of which are moving - in every Sig model. Sig is a very well made handgun and would probably work

fine for thousands of rounds and many years without these inspections. However, the only way to enhance what Sig calls "maximum operational readiness" is by completing these annual service inspections. Rangers can then be confident that everything possible has been done to ensure that their handgun will work when needed.

Mike Durr
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FOP Proposal For Use Of Force Reporting System

According to Department of Justice statistics quoted by the National Park Service, NPS rangers are more likely to be assaulted than colleagues in comparable agencies. The U.S. Park Ranger Lodge of the Fraternal Order of Police has asked the Secretary of the Interior to conduct a study of assaults on NPS rangers to attempt to find out why this situation is occurring.

The Lodge believes, however, that the NPS is not collecting data that is useful to the safety of rangers in the field involved in assaults and use of force incidents. The Agency is not conducting analysis and review of these incidents in a systematic manner that could then influence policy and training and result in increased safety of NPS rangers.

The Wildland Fire program has developed a "Lessons Learned" program, where experts review incidents and "near misses." Staff positions and funding are designated for this function. A website and newsletter are published.

In law enforcement, this is nothing new. Use of force reporting is

standardized in a number of agencies. Other agencies study incidents where their officers are assaulted, or use force, and systematically collect this data to improve safety and reduce liability.

In the NPS, however, it is possible for rangers to have use of force complaints against them, even to be sued, without WASO being notified. Incidents where rangers inappropriately under-react to force incidents are routinely featured in the Morning Report. In the long memory of the Lodge Board, none can recall a ranger being disciplined or retrained for under-responding to a use-of-force situation. There is no central controlling authority on use-of-force, no standardized training to assure that rangers and supervisors are kept current on use-of-force policy, no process for reviewing use-of-force incidents or assaults on rangers nationally with the power to influence policy and training. In fact, the review panel on the murder of Ranger Kris Eggle had no representative from the training function on it, despite Lodge suggestions that training played a central role in the incident.

All use-of-force incidents that rangers receive in basic training at FLETC scenarios are documented on a use-of-force report, and are evaluated by use-of-force experts. If merited, they are further reviewed by training and safety experts. However, when rangers leave the Academy, they leave this level of monitoring when they go back to their parks.

The Lodge proposes that NPS rangers be given the same level of protection that firefighters, other officers, and NPS trainees receive: that of a Use of Force Reporting and Review system.

How The System Would Work

All use-of-force incidents involving use of weapons including OC, baton or taser; the use, pointing or presence of a firearm; or striking of or by any NPS ranger will be reported. Incidents in which rangers failed to use force where force was justified will also be reported. All written complaints of use of force by rangers, and all tort claims or lawsuits involving use of force by rangers, will also be reported.

The reporting system would be web-based, encrypted and password protected

The Use of Force Coordinator would review the input and process the reports according to an approved formula. Those reports where force appeared reasonable and effectively applied will be filed with no further action. Those where the level of force is not reasonable – either excessively low or high – will be sent to a panel for further review. If necessary, the ranger will be sent to remedial training in Use of Force. Those where the force used was not effective will also be sent for review to determine if the training, techniques or equipment provided the ranger need to be improved to assure effectiveness.

This is not designed to replace the current Board of Inquiry/Review model. Instead, it is meant to find facts to be used to improve the safety of NPS rangers, much as the “Lessons Learned” function operates in the Wildland Fire program.

**Ranger Lodge Website:
The Great
Communicator**
Duane Buck, Webmaster

The United States Park Ranger Lodge has maintained a website for the past six years to provide useful

information to our members. Located at www.rangerfop.com, the site provides information and resources to support us in our jobs, as well as a lively discussion section.

There, first time visitors can see and read about the Lodge’s vital role in supporting law enforcement rangers in the field. A brief history explains our early beginnings and how we have become the most effective voice in bringing about change and improving our working conditions and benefits.

One of the most popular features on the Lodge website is the link to our online discussion forum. Here, rangers can exchange information or seek assistance from other rangers around the country on a daily basis. There are several areas to choose from – ranging from a general discussion area to specific forums on medical standards, seasonal information, and even law enforcement refresher and current vacancies across the country. This is a vital place to take part in the debate about our future and contribute your own thoughts about our course. Although your postings will remain anonymous to readers of the web site, because of repeated abuses we are now requiring that participants be Lodge members and sign up to post comments. Anyone, though, may read the forum. We hope you’ll sign in and join the discussion. Go to: www.rangerfop.com and click on “Discussion Forum.”

Lodge members also have exclusive use of a variety of areas, including the Lodge news area, the Lodge reference library, membership services and government and law enforcement resources links.

Another important way for members to keep up to date on important issues, is to sign up for our electronic newsletter – the *eProRanger* – which we send out as critical events happen. Go to the web site, click on “Contact Us” then “Sign Up Today for the *eProRanger*” at the bottom of the page. If you don’t have your membership login, contact Randall at RandallFOP@ls.net. He’ll confirm your membership and send you the login and password to sign up for the *eProRanger*.

Another critical source of information on the web page is information on the benefits of obtaining legal defense insurance through the FOP’s legal defense plan. Go to “Legal Defense” from the main web page. And remember, the Park Service is required to pay half the cost of your officer liability insurance!

The Lodge reference library contains items such as past news articles on the Lodge press releases, IACP documents, past *eProRanger* issues, medical standards information and other archived miscellaneous information. The Lodge reference library is one of our most valuable resources in dealing with national media, congressional representatives and resources to help you with personnel matters. If you can't find something you're looking for, you can even do a keyword search of the website for information.

The membership services area provides our members the opportunity to update their personal information with the Lodge when moving or changing job locations. This helps us maintain contact with our members to keep you abreast of current Lodge news and

information.

Those interested in joining the Lodge can now join online. The Lodge website provides easy step by step process for printing up a membership application and information on the various types of membership options available to prospective members. There is even a free service for members to sign up to be reminded of their membership renewal date. This helps the Lodge save money on postage when mailing reminders. We also hope to soon have a way to pay your Lodge dues and renewals immediately online using PayPal. Also in the near future will be the opportunity to buy Ranger Lodge pins and patches, so check in often for changes!

The Lodge prides itself on providing membership support quickly when you need it. Through our toll-free phone number (800-407-8295) between 0900 and 2000 9Eastern time) and email contacts, members can count on timely and thorough responses to their support needs.

So, take advantage of the various communications tools that the Lodge website provides. The members-only area is password protected and you will need to be verified before you will be granted access to this area. For those who aren't members, it's time to join! As a member you will gain access to the full website and be kept up to date on all of the Lodge's news and projects.

If you have any questions about the website, you can contact the webmaster directly by emailing me at webmaster@rangerfop.com.

Lodge Dues Will Have To Be Raised

It has been nine years since Lodge dues have been raised. We have fallen behind inflation and have had to curtail certain activities that would have benefitted Lodge members. Effective July 1, 2004 Dues will be \$65/year for permanent commissioned rangers and \$40/year for seasonals, retirees and Associate members.

Those who pay by payroll deduction will be asked to send a check for \$52 every fourth year to augment the \$2/PP they now pay. As a one-time benefit, members whose dues fall after July 1, 2004 will be allowed to renew for one year at the old rate IF their payment is postmarked no later than June 30, 2004. This special deal will not apply to those who pay by payroll deduction. It's a shame dues have to go up, but we cannot perform the way members deserve without extra money.

Thank you for your continued support!



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FOR IMMEDIATE RELEASE -Tuesday, January 27, 2004

Contact: Randall Kendrick 800-407-8295

US PARK RANGERS FRATERNAL ORDER OF POLICE LODGE CALLS FOR NATIONAL PARK SERVICE DIRECTOR FRAN MAINELLA TO FIRE HER DEPUTY, DON MURPHY
LODGE REAFFIRMS SUPPORT FOR USPP CHIEF TERESA CHAMBERS

Investigations by journalists published in the print and broadcast media have substantiated Chief Chambers complaints of harassment against her by NPS Deputy Don Murphy.

There seems to be no argument that Don Murphy began taking steps to fire Teresa Chambers three hours after she filed a formal written complaint against him with National Park Service Director Fran Mainella regarding Don Murphy's misconduct and ongoing hostile work environment. Said Randall Kendrick, the Executive Director and spokesperson for the Ranger organization. "This fact, along with the disgraceful treatment of the USPP Chief, is cause enough to warrant Mr Murphy's removal."

"It has also been reliably reported that the Interior Department offered to place **no** charges against Chief Chambers as part of a settlement offer **one week before any charges were placed!** This occurred just one week after Chief Chambers' police powers were suspended. What does this say about Mr. Murphy's contention that Chief Chambers' conduct was so heinous that only termination could be considered? In addition, the Department of the Interior was willing at that time to pay 100 percent of Chief Chambers' legal fees. What does this say about how confident the National Park Service was that their actions were proper and legal?"

We also are asking those police and employee organizations who have shown such great support for Chief Chambers to similarly ask for Mr Murphy's removal.

"We don't want to minimize the grievous nature of the verified actions on Murphy's part by bringing up other matters, but it's a matter of conscience and good administration that we do," Mr Kendrick went on to say.

"The International Association of Chiefs of Police and Interior's Inspector General have both pointed out gross maladministration in the way the NPS manages law enforcement.

This is within the purview of Mr Murphy and he has done little or nothing to fix the awful situation."

The NPS has by far the worst safety record for its officers. Quoting the Bureau of Justice Statistics of the Dept of Justice, "When assaults that resulted in death or injury are tabulated, the NPS has a rate of 15 per 1000 officers; the next highest rate is found at Customs with 5.1 per 1000." To put this numbers in further perspective, the FBI has a rate of 1.2 per 1000 officers and the DEA has a rate of 1.1 per 1000.

Customs, to its credit, recognized their problem and took immediate steps, post 9/11, to retain and recruit the most qualified officers. The NPS has taken no meaningful steps. "Again this is at the doorstep of Mr Murphy," said Kendrick, speaking for the Ranger Lodge.

Since 9/11, approximately 185 fully trained and experienced law enforcement rangers have left the NPS for other agencies making the situation more dangerous for those who remain, according to statistics kept at the Federal Law Enforcement Training Center. This is close to 12% of the law enforcement ranger staff nationwide. Additionally, approximately forty officers of the US Park Police have left for safer and better paying enforcement jobs in the federal sector. The NPS maintains two separate law enforcement divisions: The United States Park Police and the law enforcement park rangers.

The Hon Earl Devaney, IG of Interior, testified last year before the Senate, that he and his investigators only used the word "immediate" once in the list of items that the NPS had to fix and that was to hire more officers as soon as possible to alleviate the

dangers the field officers face from the lack of staff. "Over a year has passed since that recommendation was formally made and, to our knowledge, no serious attempt has been made by the Park Service to complete the task," said Mr Devaney.

Chief Chambers has been served with proposed termination papers because she told the media that her 620 officers were way too few to carry out the assigned responsibilities. Mr Murphy would like to bully Park Service officers into believing they too will be fired if they quote the Inspector General or Chief Chambers.

We call for Chief Chambers to be reinstated in her position immediately.

We also call upon Director Mainella to fire Don Murphy, not fill his position, and assign the funds used by him and his office to the USPP to bolster its law enforcement program.

"If there is a Washington bureaucrat who can successfully be replaced by an empty chair, it's Don Murphy," said Randall Kendrick."He has had two years plus to correct the problems in the NPS's law enforcement program and has not done so, according to all outside studies as well as the general knowledge gained by those who have to work day to day in the environment created by him. As the House Appropriations committee stated, the NPS continues to spend heavily on travel for those in senior positions, even travel overseas, while starving the basic functions of the Service: law enforcement and maintenance.

In March of 2003, the GAO found at least \$25 million in travel funds either misused or unaccounted for.

Mr Murphy's record of poor performance, coupled with his vindictiveness towards Chief Chambers, should close out his tenure at the National Park Service.

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