

# The Protection Ranger



The Newsletter of National Park Rangers Lodges, Fraternal Order of Police

March/April 1993

## First FOP Conference In Las Vegas

by Dan Kirschner, Western Lodge National Affairs

On March 15 and 16, 30 rangers attended the first National Park Rangers Lodges conference held at the Aladdin Hotel in Las Vegas, Nevada. Our first conference also included the annual meeting of California Lodge #23. Protection rangers representing NPS areas from across the United States attended. Because of the closure of many East coast airports during the March 14 storm, a number of eastern lodge members were unable to attend. Also stuck in the east was California State Lodge President Carl Olson. Special thanks to Ariel Leonard, Secretary of the Glen Canyon Chapter, for offering to take the minutes of the national conference meeting in the absence of Lodge 23 Secretary Dave Brennan. A first run limited edition Resource Protection Fund T-shirt, courtesy of Bob Martin and the Resource Protection Fund, was given to each conference attendee. Thanks to all who attended for making it a success!

### CONFERENCE ISSUES EXAMINED

A number of critical issues facing us both as LE rangers and as an organization were discussed. Each is briefly outlined below:

**Keynote Address** by Dick Martin, Chief of Protection (Ranger Activities Division - Washington Office)

The Ranger Lodges extend our sincere appreciation and thanks to the Washington Ranger Activities Division for enabling Dick Martin to attend the conference and special thanks to Dick for adjusting his personal schedule in order to attend and speak at the conference.

**Clear Text** Chief Martin discussed the purpose of Clear Text and hoped that all field rangers were gaining access to this document. It is meant to be more timely than the Ranger Exchange and should be circulated freely to all field employees.

*See LAS VEGAS p. 2*

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## President's Report — Eastern Lodge

by Randall Kendrick, President Eastern Lodge

**Retirement Appeals:** We have had several members report that they have received rulings back from OPM on their appeals for retirement credit for past law enforcement and firefighting work. All have been denied. Most members have been told that they can file an appeal for a re-hearing with OPM; a few have been told that OPM's decision is final and the next step is to appeal the decision to the Merit System Protection Board. A time limit is given in both cases. I recommend all members file notice of appeal to the MSPB or to OPM [our next issue of the Protection Ranger will have an article on the appeals process--ed.]. I also recommend to those members who are told they cannot receive a re-hearing before OPM to write OPM protesting unequal treatment and then write to your Congressman complaining of this unequal treatment. Make sure you do file your appeals within the time frames given. The Protection Ranger will publish in our next issue the steps you need to take to prepare for a hearing before an administrative law judge of the MSPB.

The Ranger Lodges will be supporting the first strong case, or cases, to go before the MSPB but we want to choose the appeal, not OPM. We feel, and knowledgeable people in WASO concur, that OPM is denying appeals wholesale to avoid additional costs to the government and not deciding the cases on their merits. We have even had one member, who is an 1811, be turned down for his present job in spite of the fact that another department within OPM has said his position is covered under 6(c).

I have recently written to Acting Director Cables urging him to issue a policy statement putting the NPS on record as favoring enhanced retirement for commissioned rangers and have written to Rep. Bruce Vento, Chair of the House Insular Affairs Committee, asking him to urge Mr. Cables to issue this policy in support of rangers.

The Ranger Lodges will support appeals to the MSPB, but we cannot at present say how or when. Please write to your Lodge when OPM has rendered a decision in your case and be sure to file timely appeals. The fight is only beginning.

**VA FOP Directors Meeting** I represented the Lodge at this meeting held in Radford, VA, on April 3. In addition to the state officers, directors or presidents from the 65 state lodges were present to act on pressing state matters. National Legislative Affairs Chairman Don Cahill generously took time to discuss

*See EASTERN LODGE p. 2*

**MOVING?** Write or call (1-800-795-1976) with your new address

### *EASTERN LODGE from p. 1*

ranger issues with me and how the Grand Lodge can help in the coming months. One of the concerns mentioned was help in setting up a vote on collective bargaining; another was help with both the administration and Congress in bringing rangers under the law enforcement retirement system. The third matter discussed was the new federal law enforcement pay system and how to get it moving through Congress. Officers from the two Lodges will follow up on this and possibly meet with Brother Cahill in Washington in the near future.

Jack Byron, president of the B&B Productions, made an outstanding presentation to the officers and directors regarding the National Resource Protection Fund. He sought, and received, the endorsement of the directors to use the FOP's 501(a) status to begin raising funds. This means the Fund is now able to begin raising money. Brother Bob Martin has more details on this and we will have more to report next issue.

**Executive Board Meeting** The Eastern Lodge's executive committee met in Richmond, VA, on March 27 and 28. Present were the officers and chapter presidents from Gettysburg, Fire Island, Delaware Water Gap, Valley Forge, Shenandoah, Southwest Pennsylvania, Great Smoky Mountains, Natchez Trace, and South Florida. We had presentations from Dick Martin, RAD, WASO; Jim Gaudet, VA National Trustee and president of John Marshall Lodge of Richmond, Virginia's largest lodge; and Jack Byron, president of B&B Productions. Brother Gaudet spoke of recent changes at the Grand Lodge owing to the tragic passing of Brother Ralph Orms our National Secretary, and to directions the Grand Lodge is taking legislatively before Congress. One exciting new program is the probable establishment of an FOP office near Capitol Hill. This will enable us to have a year-round lobbying presence in Washington and will result in closer relations with members of Congress. In my view, the potential increase in lodges' per capita payments to the Grand Lodge will be well worth the money and will be a small price to pay for the increased effectiveness.

The executive board decided to de-emphasize the Eastern Lodge newsletter and concentrate on the *Protection Ranger* as the main vehicle to communicate with Lodge members. We will publish the newsletter on an "as needed" basis and conduct Lodge elections via the newsletter. We envision using the newsletter to contact members with emergency messages and when urgent letters to Congress are needed. The Board voted to change the Lodge by-law in several areas. The most significant of which is to change the term of Lodge officers to two years and to shorten the transition period between terms.

We also voted to pay the additional postage to have the *Protection Ranger* sent First Class. As it is now, it usually takes three to four weeks to reach the east coast and, more importantly, bulk mail will not be forwarded. With the unusual mobility of many members, we felt it was very important to have our newsletter forwarded via First Class. No action was taken on setting 1994 dues; we will wait until we see what our expenses are with the Resource Protection Initiative and whether we will incur significant expenses in traveling to Washington to meet with members of Congress and with management. It is hoped that the money saved in cutting back on the Lodge newsletter will offset additional expenses in other areas.

We felt the board meeting was very productive and that being able to meet face to face for two days was very important in a Lodge like ours which encompasses the eastern half of the United States.

### *LAS VEGAS from p. 1*

**Ranger Activities Role** Martin explained how the Washington Office operates and Ranger Activities role in overall National Park Service operations. He went on to outline how policies are developed and adopted at the national level.

**Ranger Futures** Dick explained that Ranger Futures grew out of the Vail symposium. Ranger Futures is a broad-based program designed to overhaul the existing field ranger personnel management system. Ranger Futures is designed to be implemented in phases over a period of two to three years. Phase one is to describe the program in writing and phase two will implement the program. We are well into phase one and Martin expressed a hope that the field may see a draft concept paper in April. This draft will go out for field comment, so be prepared to respond to this when it appears. The main objective of the Ranger Futures Initiative is to develop a professional workforce that can handle the dynamic situation in which we now work.

Chief Martin explained the two prong approach of connecting (in writing) field rangers to resource protection work. Identifying natural and cultural resource values and explaining how field rangers protect them is a big part of the Initiative. Then, after identifying how field rangers perform resource protection, a link must be made to what is considered traditional law enforcement by the average person. Making a direct connection between protection work and the law enforcement pay reform act (in order to qualify for enhanced pay and retirement benefits) is also a significant part of the initiative.

Dick explained that we must have a "front door" entry into the protection series in order to be classified as a professional series within the existing OPM classification system. There are good and bad points to this proposal but, overall, the NPS will be better able to manage who enters the protection ranks. An effective Field Training Officer (FTO) program is envisioned as part of the Initiative.

Chief Martin said that the NPS is a resource-based agency and that it is logical to expect field employees to have natural and/or cultural resource-based backgrounds. The NPS, though, was having trouble showing OPM that a positive education requirement is required for ranger work. He expected that ultimately there would be no four year degree requirement for protection ranger work. However, there probably will be qualifying degrees that can be used to substitute for experience. These degrees will likely be in resource protection and management.

He also said that one aspect of the overall plan is to establish a journeyman ranger grade of pay that is initially equivalent to GS-9. In the future, the NPS hopes to finally raise the journeyman ranger grade to the equivalent of a GS-11. Due to budgetary realities, the NPS hope to move one half of the GS-7's to 9's in the first year of the Initiative. They then hopes to move one half of the 5's to 7's in the second year. The Service believes that these upgrades will cost about 17 million dollars. They are working with OMB on increasing budget requests for the NPS to pay for these upgrades. So far, these budget requests have not included the cost of converting seasonal positions to subject-to-furlough or permanent positions.

Another part of the plan is to develop generic position descriptions that have been properly classified and graded. A manager having to fill a field ranger position would then go to this central file and select the position description that best fits. The Washington Office Ranger Activities Division is already working on developing standardized position descriptions. [If you have any position descriptions written that contain 60 to 70 percent investigative duties, please forward a copy to the Ranger Activities Division.]

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**WASO** is excited about this program. OMB specifically requested that the National Park Service submit budget requests to cover the program. The current administration (Interior and White House) understand and support the National Park Service.

**Law Enforcement Commissions** Chief Martin explained that part of Professionalization will be stricter control of the issuance of Law Enforcement Commissions. Full authority law enforcement commissions will only be issued to employees occupying positions that have law enforcement as the primary function of the position.

**Health & Fitness** Dick explained that six thousand copies of the approved Health and Fitness Guideline (NPS-57) have been printed and distributed. He said that the first two years would be a trial period. After two years the program will be evaluated for effectiveness. Managers are authorized to purchase equipment and, where feasible and cost effective, to contract with local health and fitness centers. The goal is to make NPS-57 as effective as NPS-9.

**Clinton Administration** Chief Martin explained that the Ranger Activities Division was invited to meet with the Clinton transition team to discuss ranger issues. Ranger Activities Division picked three top priorities (Ranger Futures, Resource Protection and Fee Management) to explain to the transition team. It appears that the new administration will be raising the level of financial support for the National Park Service.

**Search & Rescue** The NPS is studying several issues involving search and rescue, including billing people for rescues and bonding guides and climbers.

**Hazard Pay** A proposal has been written to provide hazard pay for employees working for limited time above 10,000 feet in elevation. The NPS has approved the plan and it is now at Interior for review. If it passes DOI, the proposal will then go to OPM.

**Law Enforcement Needs Assessment** The National Park Service is looking at developing a needs assessment program that operates in a fashion similar to the firepro needs assessment program.

**Enhanced Annuity & Early Retirement** Chief Martin explained that the Service supports enhanced annuity and early retirement for employees and positions that qualify for the program. He explained that the National Park Service has the resolution of this issue as a top priority. WASO would like all people who get denials on past coverage claims to appeal the decision within thirty days. Dick said that the Service currently has about eighty enhanced annuity - early retirement covered firefighter positions. [The Protection Ranger will publish an article in the next issue on the appeals process]

**Housing** Last year Congressman Vento asked the GAO to study the National Park Service housing program. This study is expected to be completed in June. Congressman Vento may then propose legislation based upon the findings of the report. Until then, expect no housing legislation to be discussed or voted upon in Congress. Martin did not think Congress would accept a rent cap for required occupants.

**Semi-Autos** Because of Ruger's successful challenge on the NPS selection of the Sigarms bid, it will probably be another year before semi-autos are issued to field law enforcement employees. The funds for the semi-autos are secure and will be used for the purchase of the weapons when the bid is finally awarded. Martin explained that personally owned semi-autos would probably be approved, but would have to be of the same manufacturer, make and model as specified in NPS-9.

**On-Call** Since on-call and standby duty regulations are already in existence, Chief Martin said the Washington Office would make some inquiries, but would probably not issue any on-call or standby duty policy statements.

After Dick Martin's presentation, George Durkee discussed proposed uniform items, seasonal issues and what stage we're in bringing collective bargaining to rangers (see separate article).

## MEMBERSHIP PRESENTATION

**Western Lodge President Greg Jackson** explained the combined membership of the Eastern and Western Lodges is at almost 1,000 protection rangers. Past membership drives have been extremely successful and we must continue to be attentive to recruiting and retaining members. Much of our strength is in numbers, thus recruiting and retaining members is very important to achieving our goals.

**Communications** Greg announced that the Lodges now have an 800 phone message service so members can call us toll-free with changes of address, problems and ideas. The conference phone calls have worked well, but are very costly. We are now using Compuserve's electronic mail service for communicating across the country (see article elsewhere). We also use Sprint FonCards for long distance calls. Sprint has a program which financially benefits the FOP. Communication is the key to keeping on course. The Protection Ranger Newsletter has proven itself as our mainstay in getting information out to the field.

**Newsletter** Greg said that it costs \$1,000 per issue to produce the *Protection Ranger*--\$6,000 per year! We are looking for ways to improve fundraising and advertising. It was clear from comments made by the members present that they don't want the newsletter to become cluttered with advertising. It was also clear, though, that we need a certain amount of advertising to sustain the newsletter. As the new editor of the newsletter, George Durkee will be coordinating with Greg Jackson to establish advertising guidelines that meet our needs.

**Bylaws** Greg explained that with the growth of the lodge, we have outgrown our Bylaws. There was some discussion about the merits of consolidating into one lodge. A Bylaws revision committee was established including Dan Kirschner, Phil Hibbs and Chris Cruz. If you have any ideas on this topic, please call/write one of these people or call the 800 number.

## MONEY SAVING TIP

Have you completed a National Safety Council Driver Improvement Program (Defensive Driving) within the past three years? If the answer is yes, send a copy of your certificate to your auto insurance carrier. Many auto insurers will give a discount to people who have completed the National Safety Council's Driver Improvement Program. How much you save depends upon your insurance company, but the average is about \$20 to \$25 per year.

## STEWARDSHIP AWARD

The National Park Rangers Lodges of the Fraternal Order of Police congratulate Joshua Tree Chief Ranger Paul Henry for being awarded the Secretary of the Interior's 1992 Stewardship Award (War on Drugs). In the award citation, Chief Henry is commended for his work over the last three years in coordinating drug enforcement efforts involving several National Parks and the U. S. military. Paul was also honored with a Special Achievement Award from the National Park Service as a result of his work in drug enforcement.

## CHAPTERS

Presented by Greg Jackson and Dan Kirschner.

Chapters have become critical to our success. They are extremely effective in local issues & affairs. Chapters contribute to the local community by starting or supporting community programs such as DARE, kids sports leagues or litter clean ups. Finally, chapters take a strong and collective stand on national issues & affairs. We now have about twenty chapters in operation and seven more organizing.

**Local Issues & Affairs** Because chapters operate within the local park and community, they are better able to evaluate local problems and generate constructive ways to resolve them. For instance, a number of chapters have successfully worked to obtain Heptavax immunizations; acquire seasonal laundry facilities; host training opportunities; publish a local newsletter; and to upgrade their park's radio system.

**Work With the Community** Chapters can become an integral part of their communities by supporting or starting needed projects. Not only does the FOP make a contribution to it's community, but chapter civic events are often featured on radio, TV, or in the newspapers. This positive exposure enhances the image of the local protection rangers. Such stories are also often picked up by the national media.

**National Issues & Affairs** Chapters provide our Lodges with valuable feedback on how members want the lodges operated. Chapters also provide leadership on individual national issues. Chapter projects developed have included surveying rangers on public assistance; writing media briefing books; assist rangers in preparing back pay claims; and provide data and proposals for the Pay Reform Initiative.

Editor:

In reference to the article I submitted of the accomplishments of the AFGE on the Blue Ridge Parkway; I was hoping that these facts would arouse interest in eligible employees to become part of a larger voice to be listened to by Management.

Many people reap the benefits of the negotiations done by a few, and contribute nothing. My statement was not intended to recommend organizing into another bargaining unit.

Yours truly,  
Ron Heeren, Chief Steward  
Parkway Unit of Local 446, AFGE



## NATIONAL ISSUES

Presented by Dan Kirschner.

At the conference a number of important matters were suggested by the membership, in addition to those we're currently working on. As always, there are more issues than warm bodies to do the research, phone calls and letter writing needed to pursue them. Below is a listing of project leaders for national issues as well as concerns discussed at Las Vegas. We are looking for individuals to develop some of these issues. If the need for a leader is noted or if you want to help on another project, please contact Dan Kirschner at 602/638-2494 or 602/638-7805.

**Resource Protection Plan** (Bob Martin) Discussed elsewhere in newsletter.

**Housing** (Randall Kendrick) Rent control (or no rent) for required occupants; extend rental cap; rent based upon ability to pay, not on value of house, which can be artificially high; evaluate required occupancy programs of USDI/NPS; improper assessment of Social Security Tax and Income Taxes with respect to required occupancy rental deductions; inability to build equity; resale of home, loss of equity; quality of housing.

**NPS-9 & Officer Involved Shootings** (Chris Cruz) Get an FOP representative on future revision panels; obtain Peace Officer status for all protection rangers (state by state). Shootings: Need NPS policy; local resources list (attorneys, peers); individual park recognition and acceptance of policy (signed); legal defense insurance.

**Ranger Futures** (Chris Cruz) Get FOP representative on Ranger Futures Work Group; establish Intake Trainee, probation, and Field Training Officer (FTO) programs; institute psychological screening; pay reform; journeyman wages equal to pay (salary) currently earned by GS-12 Step 5 (1993) for non-supervisory field rangers.

**Enhanced Annuity** (Leader Needed) As we move into the next phase of obtaining 6(c) retirement, we need someone to coordinate further FOP efforts, which might include special legislation, investigating the possibility of a law suit as well as making sure future PD's are written to reflect 6(c) requirements.

**Semi-Autos and Body Armor** (Need leader) Work to get semi-autos online; get more firearms instructors conversion trained; ensure that all LE rangers are properly trained; study permission to use personal weapons on duty. One of the issues noted here was that some seasonal employees were working in parks that have already converted to semi-autos and then transferred to parks where revolvers are still in use. Examine problems of that policy.

Ensure all parks provide body armor to every commissioned ranger. Many parks are not issuing to law enforcement employees. PLEASE CALL OUR 800 NUMBER or Dan if you don't yet have body armor.

**Law Enforcement Awards Program** (Need Leader) Design award program; design specific awards; ensure timely presentation of awards.

**Infectious Disease** (Randall Kendrick) Heptavax for all LE/EMS/SAR personnel; monitor regulations regarding blood-borne pathogens and keep managers informed.

**Un-Paid On Call** (Eric Inman) Secure NPS Policy prohibiting unpaid on call and standby duty; investigate unpaid standby duty during lunch periods.

**Rangers On Public Assistance** (Steve Clark) Collect and col- late data; prepare for Congressional testimony.

**Determine Our National Agenda** (Dan Kirschner) Review Mission Statement of the FOP; goal setting/priorities. There was a lot of discussion on this topic. Some folks think we need to concentrate primarily on collective bargaining. Others feel we need to pursue professionalization through recognition as law enforcement officers.

**Media Relations and Membership** (Need Leader) Review re- cruit and retention strategies; chapter formation and guidance; revise our recruitment brochure. Establish public affairs and me- dia relations position; market the Protection Ranger (Video); de- velop national briefing books and distribute to all chapters.

**Logo Contest** (Steve Clark) Promote the contest; there are only three entries so far.

**Fund Raising** (Need leader) Once logo selected, develop mar- keting system; national sales of T-shirts, hats, etc..

## *The Protection Ranger*

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### Application For Membership

I, the undersigned, a full-time regularly employed law enforcement officer, do hereby make application for active membership in the National 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): \_\_\_\_\_

Associate membership (non commissioned)

Please enclose a check for one year membership. (Western lodge \$27, Eastern Lodge \$20)

Renewal (check here)

Enclose a copy of your commission.

\_\_\_ I'm employed East of the Mississippi

\_\_\_ I'm employed West of the Mississippi

NPS Area: \_\_\_\_\_

Mail to:

Fraternal Order Of Police, Box 944, Yosemite,  
CA 95389

or

Eastern FOP Lodge, P.O. Box 151, Fancy Gap,  
VA 24328

## CASIE To The Rescue

(Search Management Software Review)

By Ken Phillips, Grand Canyon

Graduates of the NASAR Managing The Search Function (MSF) Course are keenly familiar with the use of mathematical proba- bilities in calculating search-management activities. Fortunately CASIE 3 (Computer Aided Search Information Exchange) soft- ware makes the number crunching less of a burden for the be- draggled Plans Chief. All computer illiterates take note: CASIE 3 is completely user-friendly. Pull-down menus lead a novice through the commands, but it is imperative users have completed Managing The Search Function training.

CASIE was first utilized in the field in 1983 by John Bownds, an Associate Mathematics Professor at the University Of Arizona during the Balsharaff Search at Grand Canyon. Although the software has been around for ten years and many readers may be familiar with it, the latest upgrade, CASIE 3 (Version 1.0), of- fers many refinements.

One new feature is on-screen instructions, eliminating the need for any printed instruction manual. CASIE 3 is also capable of supporting 99 search segments and allowing the user to split search segments or expand the search area, which is often a weakness of other search management software. Another critical improvement is the ability to handle the influence of clues found by search personnel. As described in "The Influence Of Clues On the POA's" printed in RESPONSE magazine, a clue scale is utilized to weigh the relative importance of the clue and relate whether it indicates the subject is in a particular search segment. If the clue is later determined to be misleading, then its effect can be reversed through the program.

Like an electronic field handbook for searches, CASIE 3 pro- vides a file with Lost Person Behavior characteristics reprinted from NASAR. Another convenient feature is the ability to print standard forms for a search including a Lost Person Question- naire and a Debriefing Form. A hidden attribute is "audit trail" that CASIE keeps of all computer activity performed during an incident. This greatly accelerates and improves the accuracy of the incident documentation process and helps in debriefing.

CASIE 3 will perform hypothetical searches to suggest how to proceed with the resources available. This function only works with a maximum analysis of ten segments and six resources. Re- source deployment scenarios can be played out by plugging in the POD (probability of detection) of the available resources from the previous operational period. CASIE 3 does this by de- termining which resource allocation plan would cause the POA (probability of area) for the ROW (rest of the world) to be as large as possible.

The information in CASIE 3 was based largely on the material found in "Reexamining Search Management Function" (Four- part article. Response Magazine; 1991-1992), which is strongly recommended for individuals that might use this program.

CASIE 3 requires a DOS-based computer with 4 KB of RAM and at least DOS 3.1. The best thing about CASIE 3 is that it is free! Simply send any size DOS diskette to:

Mike Ebersole, Aviation Specialist or Ken Phillips, SAR Spe- cialist  
c/o Grand Canyon National Park, Post Office Box 129, Grand Canyon, AZ 86023

Now how about a Windows version?

## CHAPTER NEWS

We are always looking for news from chapters. For publication, please submit your chapter news entries by the end of the first week of each month (January, March, May, July, September, and November). All chapters: please send minutes of your chapter meetings to Dan Kirschner.

### WESTERN LODGE

**Death Valley Chapter** Providing people-power for refurbishing a local athletic field. At the April chapter meeting, Lake Mead Ranger Tom Valenta will be a guest speaker. Tom will discuss officer-involved shooting from a personal perspective. The Chapter is working with the Chief Ranger on repairing the Park's radio system. One of the radio repeaters malfunctions on a regular basis and it took one week to repair the repeater the last time it went down. The Chapter was also involved in getting Heptavax Vaccinations started at the park. The first series of shots were given on 03/29/93. The Chapter is paying the tuition for one DARE instructor to attend in-service training.

**Glen Canyon Chapter** Working on Bylaws.

**Bay Area Chapter** Elected officers for 1993; establishing committees, developing Chapter work plan, finalized bylaws, and developing community outreach program.

**Grand Canyon Chapter** Hosted training on Chemical Restraints and victim/witness services; hosted financial planning seminar; lobbied for a seasonal laundry to be constructed before this summer; elected new officers.

### EASTERN LODGE

**Delaware Water Gap** (Chapter includes Upper Delaware Scenic River & Steamtown) Work continues on logo contest. Work continues on Ranger on Public Assistance project. Ruffling a wildlife print (Osprey on a nest) at next meeting for a fund-raising project. Inviting Roosevelt-Vanderbilt and Statue of Liberty rangers to next meeting.

**Southwest Pennsylvania Parks** Addressing several NPS-57 issues. Chapter President Woosley will be coordinating t-shirt sales for the Resource Protection Fund. The Chapter is also coordinating developing criteria for the Eastern Lodge Awards program. Thanks in advance Tim!

**Great Smoky Mountains** Elected officers & adopted bylaws. Housing issues, including securing release from required occupancy, are being addressed; getting involved with the annual Little River clean-up project; establishing a fund raising committee; working on a logo; and starting a local newsletter.

## SAFETY MESSAGES

### Chevrolet Caprice Police Package Recall

GM has announced a recall on Chevy Caprice police package vehicles citing problems with under carriage wiring. The recall applies in geographical areas where salt is used on the roads to melt snow. Contact your local Chevy dealer for corrective work on your police package Caprice.

### Airbag (SRS) Concern

OSHA is preparing rules on the installation of accessory equipment in vehicles equipped with supplemental restraint systems (SRS)--airbags. Due to the way SRS operate, dash-mounted equipment may interfere with the deployment of the airbag. Shotguns, rifles, and other equipment must be mounted elsewhere such as below the dash, between bucket seats, or behind the driver.

## The Resource Protection Ranger

by Bob Martin, Ranger Lodges Resource Protection Program Coordinator & VP for External Affairs, Eastern Lodge

In our Lodge's Resource Protection Initiative, we have identified the need for better preparing our rangers for resource protection operations. We will soon begin coordinating and facilitating resource protection courses with the monies raised from our National Park Ranger Resource Protection Fund. In an attempt to get more useful information out to the field, I will try to prepare an article in each upcoming *Protection Ranger* in a section I am calling "The Resource Protection Ranger."

I invite others who have innovative resource protection techniques that have worked for them, or stories of interesting resource cases they have made in the field, to send them to me for possible inclusion into this section. With the author's permission, I may also use the articles submitted in a project I will be working on (and the Ranger Resource Protection Fund may publish) on Resource Protection Techniques in the NPS. Please use the same criteria found in the "How to Submit an Article" section of this *Protection Ranger*, however mail it to me at the address listed elsewhere in this issue. I also would like to provide you with information you want to know more about, so feel free to suggest topics you wish to see.

The following article was first published in ANPR's RANGER last year. It served as the genesis for at least a half dozen NPS units forming a Resource Replacement Fund, similar to the one we have here at Shenandoah.

### RESOURCE REPLACEMENT COSTS: A CREATIVE WAY OF FUNDING YOUR RESOURCE PROTECTION NEEDS

#### A CASE EXAMPLE

Late on the evening of the 14th of December 1988 a call came in to the Central District Ranger's Office at Shenandoah. An informant said that three or four local residents had poached a bear that their dogs had treed inside the park. Following a lengthy investigation, led by Ranger Tim Alley, numerous items of evidence were found at the kill site. Other incriminating evidence was later found at the suspects' residences, including a bear hide.

Three local residents were formally charged and arrested on various violations including the Park's 16 USC "Hunting Act", Lacey Act and various misdemeanor charges. On June 6, 1990, the lead suspect, Timmy Meadows, age 36, of the Naked Creek area was found guilty in Magistrates Court and was sentenced to 70 days incarceration, fined \$500, placed on probation for two years, lost his state hunting privileges during the period of probation and was ordered to pay for the replacement of the bear which was established by the State of Virginia at \$500. This replacement cost did not go into the Treasury's General Fund, however. Instead it went into a non-government account called the Shenandoah National Park Wildlife Protection Fund which is maintained by the Park's cooperating association The Shenandoah Natural History Association (SNHA). In these days of austere budgets, we need to get creative.

#### The Shenandoah Wildlife Replacement Fund Program

The Replacement Fund was the brainchild of our park's Criminal Investigator, Glen Knight. He created this fund in 1990, after consultation with many others. In the past two years, over \$5,000 has come to the park through the fund. As a result, we have been able to fund such things as paying informants for in-

formation, photo processing, shipping evidence to the USFWS Laboratory in Ashland, Oregon, and procuring various technical investigation equipment.

In establishing the program, Glen first obtained information about replacement costs from the Commonwealth of Virginia's Department of Game and Inland Fisheries. He then approached the US Attorney's Office and requested they include replacement costs in resource protection cases of the Park's. They in turn contacted the U.S. District Court and advised them of this strategy. Lastly, Glen contacted the head of the Shenandoah Natural History Association and asked if SNHA could create a special fund for the monies collected. Greta Miller, the Association's Executive Director presented this to the Association's Board at their next meeting and the Board unanimously supported it. Greta also said that she now includes the Wildlife Protection Fund on her periodic requests for donations sent out to Association members. Greta said that the Protection Fund is one of their most popular programs for donations. This money is placed into a special account jointly administered by Glen and Greta.

Procurement of items using the Fund goes through a similar review process as a DI-1 does. Field rangers needing an item to further their resource protection efforts write a memo and route it through their supervisor, along with a justification and information on costs and shipping. The request is forwarded through the CRO where it is reviewed and prioritized. If an item is urgently needed the process can be shortened and the item can often be procured the same day.

All enforcement rangers in SNP are aware of the Wildlife Replacement Fund. When their wildlife or other resource protection cases come to trial, they remind the Assistant US Attorney to request replacement for the cost of the resource that the subject removed from or killed in the Park. This addition is then either added on to any plea agreements worked out by the defendant and the government prior to trial or added by the District Judge or the Magistrate Judge at the time of sentencing. The defendant makes a check payable to the Shenandoah National Park Wildlife Protection Fund and mails it to the Clerk of the local District Court. The court clerk then sends the check to SNHA.

#### Civil Restitution for Cases

Another option to consider bringing a civil case against a suspect to recoup the cost of an investigation. Obviously a decision must be made if the suspect can actually pay restitution and the US Attorney's office or the Interior's Solicitor must agree to pursue this lengthy process. The park must prepare a detailed cost analysis of the case showing all costs associated with the investigation including personnel, transportation, equipment and evidence shipping, handling, and evaluation costs. As a condition of the settlement, the costs could be placed into a special fund administered by your cooperating association also.

#### Conclusions

Assessing replacement costs for our natural resources and creating a non-government account through our cooperating association has proven beneficial here at Shenandoah and other areas which use such funds. A similar fund can easily be established in your park with your cooperating associations for protection of natural, cultural and archeological resources. While discussing this with your association's business manager, also ask if they would seek donations for this fund from their membership. If your park or area has an FOP chapter, this is an excellent project for it to initiate. With a little leg work you can realize a whole new dimension of funding your resource protection efforts.

If you are considering establishing such a Resource Replacement Fund, feel free to contact Investigator Glen Knight or me by writing Shenandoah National Park, Route 4 Box 348, Luray VA

22835 or by calling Glen at (703) 999-3403 or me at 999-3202. If your cooperating association business manager has any questions, they can contact Greta Miller by writing to SNHA at the Park address given above or by phoning (703) 999-3581. Good luck in preserving our resources for future generations.

In the next issue, I will write about a great resource enforcement tool available to each of you, the U.S. Fish and Wildlife Laboratory in Ashland, Oregon. Be safe and have a great summer!

#### Resource Protection Initiative Update

We are continuing to move along with the Initiative. Copies of our Resource Protection Position Statement have been sent to the following: Congressman Vento; Representative Studds; Senator Bumpers; National Parks and Conservation Association; Sierra Club; Conservation, Environmental and Historical Preservation (Lobbyists); World Society For the Protection of Animals; Fund for Animals; Senators Yates and Glenn; Vice President Gore; Federal Wildlife Enforcement Officers Association (USFWS guys); North American Bear Society; North American Wildlife Enforcement Officers Association; National Anti-poaching Foundation; The Nature Conservancy; Nat'l Wildlife Federation; Windstar; Dr. Pendleton, Sociologist and Criminologist doing studies on Crime in Remote Settings for the University of Washington; Defenders of Wildlife; Natural Resources Defense Council; World Wildlife Federation; Nat'l Audubon Society; The Wilderness Society; Association of National Park Rangers; Nat'l Geographic Society; the Virginia State FOP Lodge President; the Nat'l FOP President; Ducks Unlimited and Izaak Walton League.

If anyone has any other organizations they would like to have included, please let me know the full name of the organization, address, any contact in the organization (preferably the president or a chairperson) and a phone number, if handy.

We continue to receive encouraging responses from groups and organizations, the latest two coming from the National Wildlife Federation and the National Audubon Society.

Ms. Sharon Newsome, NWF's Vice President of Resources Conservation wrote: "We strongly support [your] Position Statement on Resource Protection Issues in Our National Parks. I have asked the editor of our publication EnviroAction to do a story on the work the Park Rangers do and the threats to park wildlife. The material you sent is very compelling and we look forward to working with you and the Congress to implement the program outline."

NWF is devoting three pages of their grass roots newsletter, ENVIROACTION, to our Resource Protection Initiative. They will be requesting a massive letter writing campaign. The newsletter goes out to over 65,000 of NWF's most active members.

Mr. Brock Evans, Audubon's VP for National Issues wrote: "...I was again deeply impressed by the spirit and dedication of Park Rangers... and please be assured that we will do everything in our power to make sure that you and your efforts are supported at all appropriate levels, inside the Administration and in the Congress, or at appropriations time."

Lastly, I have been interviewed by the LA TIMES, THE WASHINGTONIAN MAGAZINE and THE FEDERAL TIMES about the Initiative and the Fund. All seemed very interested in our Initiative and requested all the information we could furnish them.

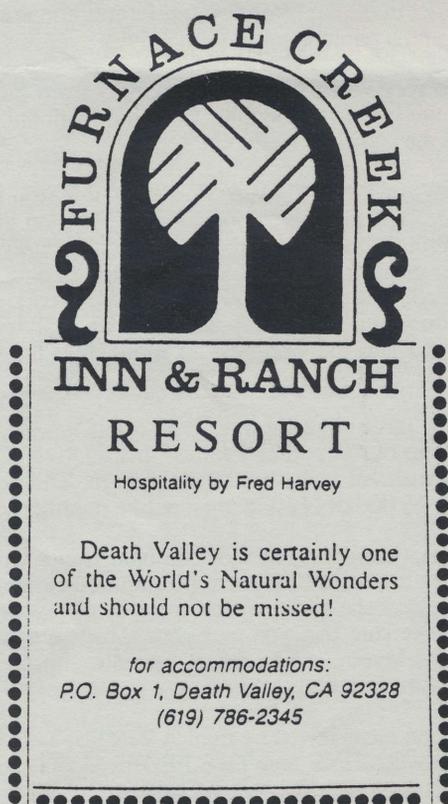
I think it would be safe to say that we are off to a great start, having received over ten such letters of support from conservation and employee organizations. Copies of letters are available upon request.

## Resource Protection Fund

Jack Byron, President of B&B will most likely begin fundraising next week. He has been hard at work getting things lined up and he is fronting us all the money for bumper stickers, literature, cards, mailings, etc! We have permission from VA FOP to use their tax exempt status and Randall and Jack Byron have met with the State Directors to formalize things. Randall is still pursuing the incorporation and tax exempt status.

A few folks have volunteered to run various committees for the Fund. George Durkee has volunteered to start up the media portion of the Initiative, to whom my press interviews are to be credited. Bill Cook, FLETC and Bruce Bytnar, of Blue Ridge Parkway will chair the resource protection training operation which we will fund. Tim Alley, CI at Shenandoah has volunteered to run the specialized equipment procurement operation. Lastly, but not leastly, Tim Woosley, of Friendship Hill has volunteered to run the distribution and sales section. **THESE FOLKS NEED YOUR HELP!** Please feel free to contact them directly to chip in. This is **OUR** Fund and we can use a hand. A Call to Action!

As I mentioned above, the National Wildlife Federation has begun a letter writing campaign in support of our initiative. I ask and encourage each of you to begin a writing campaign to your U.S. Congressman and Senators, asking them to support our campaign. Ask them to agree to cosponsor bills which will correct the long-standing inadequacies in resource protection in our NPS areas **FOR FUTURE GENERATIONS!**



## Updates on Uniform Proposals, Collective Bargaining & Seasonal Issues

by George Durkee

### FOP Seeks Comments on Proposed Uniform Items

The Ranger Lodges will propose a number of new uniform items we hope WASO and R&R will adopt. I talked to Uniform Coordinator Bill Halainan recently. Bill said he's aware of some dissatisfaction with certain existing uniform items, especially when used in extreme weather conditions and SARs. He hopes to visit several parks this spring to talk with field rangers directly about their concerns. In addition, Bill has formed a committee to look at shoes and boots. He said the possibility exists that some sort of voucher system could be used to purchase pre-approved boots. He is also looking into a voucher system for buying certain approved items that R&R doesn't currently offer, but which are necessary to safely doing our jobs.

We have sent a draft of our proposed uniform recommendations to more than 20 parks, asking for comments and further suggestions. The response has been extremely encouraging (in fact, we've gotten more response on this issue than almost any other project we've undertaken...). Items being considered so far include:

**Fleece Pants and Jacket** Green or gray capilene or synchilla jacket and pants for backcountry, river or SAR use.

**Lightweight Gore-Tex Jacket** Extremely light waterproof jacket, suitable for being carried on foot, ski and river patrols. Rangers in the Northwest have suggested a rubberized rain suit, saying that Gore-Tex is not sufficient. Comments?

**Gloves** suitable for backcountry winter use.

**Light "Baggy" Shorts** Again, emphasis on light weight and quick drying. Shorts for river and summer backcountry use.

**Duty Coveralls** Some sort of coverall, possibly of nomex, with Ranger ID and safety reflective tape. To be used on MVAs, EMS incidents and other times where something must be quickly put on, either responding to a call from home, or over Class A's.

**Ventilated "T" Shirt** To be worn under body armor, and to encourage use of body armor by making it more comfortable to wear. Suggested so far has been the 'ribbed' type. Any other types?

**Military Type Trousers** For field/backcountry use. Comments have been that the current jeans are too restrictive for easy movement when on foot patrol or in cooler weather on rivers.

**Flashlight Pocket!** A number of rangers have asked that future uniform pants have a pocket for long flashlights.

**Kevlar Gloves** To be used during frisking of suspects and where exposure to needle sticks might be a hazard.

**NPS "T" Shirt** To be worn with shorts during exercise or on river patrol, sufficient to identify the wearer as a ranger.

Our primary concerns in suggesting changes to the existing uniform are safety and comfort. We are proposing that most of these items be adopted only for field use: hunting patrol, backcountry, river and ski patrols. If you have further comments or suggestions, call or write me or the Lodge.

**Collective Bargaining** Both our "straw poll" from several issues ago and the membership present at Las Vegas showed strong support for collective bargaining. Most of us recognize that whatever success we are meeting with now needs to be formalized by having the Ranger Lodges officially consulted on matters affecting field rangers. This can only be done if we are a bargaining unit. We are essentially ready to proceed with the first stage of this process, the show of interest vote. We need the approval of the FOP Labor Council as well as some legal advice from their attorneys. We have written Grand Lodge President Dewey Stokes telling him we're ready to go as well as asking for legal assistance on several questions. The membership voted that we hold a show of interest vote no later than November 15 (it was felt holding an election during summer might be too difficult).

**Seasonal News** Although Dick Martin gave an excellent and encouraging presentation at Las Vegas on the plans being pursued to benefit rangers, nothing he said convinced me that WASO is aware that seasonal rangers exist. When he announced that WASO will submit budgets over the next several years to raise current GS-7 LE rangers to 9's and GS-5's to 7's, I asked if that included seasonal commissioned rangers. On the bright side, he answered that he didn't see why it wouldn't, but then said that when they calculated the costs of doing this over the next two years, they didn't include the costs of raising the grades of LE seasonals in the estimate. Seasonals face enough problems inherent in the regulations governing temporary Federal workers without our own agency ignoring us in almost all aspects of personnel planning.

As discouraging as WASO's apparent attitude is, I am also aware that they have only so many people to work on a number of critical and complicated issues. Seasonals, though making up half the peak LE workforce, have not yet been deemed a serious enough problem for priority attention. The Ranger Lodges hope to change this attitude. As the FOP has contributed to a change in attitude on the part of Management regarding law enforcement rangers, so will we now devote more time to seasonal issues. This will require the efforts of not only our Board members, but our membership, both permanent and seasonal. We need to start a debate on the future role of law enforcement seasonals.

Dick had a short discussion with the members present at Las Vegas on how much training and supervision goes into getting a seasonal to the point where they're competent enough to be 'on their own' in the field. The consensus among the members present (all permanent rangers), seemed to be about 3 seasons. (Coincidentally, I consider that about the minimum to break in a new permanent supervisor...). Although this may be a slight overestimate, few seasonals stay in a park--or even the Service--more than three years anymore. Much of the reason for this, of course, is the often discussed problem of low pay, abysmal housing, and no benefits characteristic of temporary work.

There is a definite need in the park service for less than year 'round employment. The current use of temporaries for law enforcement work is a tenuous solution to that need. It creates a yearly nightmare for all involved: personnel specialists, supervisors and the seasonal rangers themselves. A more inefficient system would be hard to design. I feel that the Service must work to expand the seasons of most seasonal LE ranger jobs and then convert those positions to Subject to Furlough status. There must be incentive for seasonals to stay to gain the necessary on-the-job skill and knowledge to safely and efficiently do their jobs. Parks must have some method to maintain a stable and skilled workforce. In the coming months, I hope to hear from our membership--both permanent and seasonal--with their views on this critical subject. Given the increasing "standard of care" required in law enforcement, is there a place for the seasonal LE commission? How can it be improved? How can we attract and retain a core of employees who may not have employment throughout the year?

I also recently talked to an aid to Congressman Frank McCloskey, who just received an OPM report on temporary employment in Federal service. The report highlights the problems of retention noted above. Congressman McCloskey will be introducing legislation in the next several months that, it is hoped, will address and alleviate some of these problems.

## President's Report — Western Lodge

by Chris Cruz

I am excited to be the new Western Lodges President. I would like to thank all of you for your support of the FOP. It is because of our members that we are able to make the progress on issues that concern us. Our growth over the last five years has been tremendous. We are at about 1,000 members now. Numbers speak volumes when we communicate with Congressional Leaders, Conservation Organizations, the Press, and our own Managers in Washington.

The NPS Law Enforcement Policy Statement signed by Director Ridenour on January 15, 1993 is a major step in defining the Law Enforcement role of National Park Law Enforcement Rangers. This will open the doors for the continued development of a professional Law Enforcement Program within the NPS. For years, National Park Rangers have done their jobs in a very efficient and professional manner. Now, we are officially recognized as law enforcement professionals in our field by our Agency.

This statement coupled with the work on Ranger Futures that WASO Ranger Activities has been working on is a major step in improving the conditions of the National Park Ranger. There is still a lot of work to be done but, as individuals and as a group, thank Ranger Activities and other managers for their continued efforts.

The National Park Ranger Resource Protection Fund is one of the most significant things that we have undertaken within both lodges. Bob Martin from Shenandoah NP is the Executive Director of that Program. I would like to see all members support Bob in obtaining information on all resource related cases that come to your attention.

Enhanced Retirement needs to be looked at more closely now. We have received information that OPM has evaluated 40 total cases, 28 have been completely denied, and 12 have been given partial credit. We would like to receive calls or letters from any one who has received a determination from OPM so we can more adequately address this issue. The next level of appeal is the Merit Systems Protection Board and it is our goal to ensure the best cases get to MSPB. We have also received documentation that BIA 083 Police Officers have Enhanced Retirement Coverage, and that they are the only 083 Police Officers with such coverage in the U.S. Government. Now is also a critical time to write your Congressman again asking that they bring pressure on OPM to move on this issue. Both the Western and Eastern Lodges will do so.

In addition, we have just received word that Brother Tim Sorber of Gettysburg is meeting with MSPB in mid-May to appeal his unfavorable 6(C) ruling. We have obtained the name of an attorney with experience in 6(c) retirement and Tim will meet with him. The Ranger Lodges consider this first case critical to our efforts. As such, we will contribute to Tim's legal help as well as ask our membership for donations in the very near future. We'll keep you informed of the status of this first case to go before MSPB.

Stay safe and have a good summer! I look forward to serving you as President of the National Park Ranger Lodge # 23 FOP.

## Brother Jonathan Needs Your Help

Jill Hawk, Everglades  
President, So. Florida Chapter

One of our brother seasonal park rangers has fallen through the cracks--no health insurance! You seasonals know what this means. Many of you opt to forego health insurance, for various reasons--expense, availability, etc. Jonathan Holter is one of these seasonals. He has worked as a LE park ranger in El Malpais, Olympic and Everglades National Parks. Many of you may know Jon. Insurance is not provided for our seasonal employees by the federal government, and is an issue close to all of our hearts. You strap on a gun, go out into a hostile environment to do your job, but no health insurance is provided.

Following a year and a half of doctors visits, Jonathan is now diagnosed with Hodgkin's Disease, a cancer affecting the lymphatic system. This means many months of chemo and/or radiation therapy--without, of course, health insurance.

Jonathan has already accumulated several thousand dollars in medical bills, much of which he charged on his Visa card so he could still pay for food while continuing to work at Everglades. Although he is applying for Federal and State assistance, it's a slow process and the aid he might receive will not cover the bulk of his bills. With treatment now beginning, the worst, financially, is to come.

With the support of others concerned for him, Jonathan was convinced to resign his seasonal job and go home to his family for treatment. This was very hard for him. But Jonathan has that resilience found in many NPS employees that, despite all of the drawbacks, keeps them coming back each year to do a better job. It was Jonathan who first spoke up over a year ago at our first FOP meeting to voice the concerns of seasonal employees. The tenacity which Jonathan puts into his everyday life continues in this latest challenge. We, his friends, anxiously look forward to his return to our ranks.

Jonathan needs our help right now. Most of us can look back on our seasonal days and remember the tough times--filing for unemployment, shopping only on sale days at the grocery store, sweating having enough money to survive and commute between seasonal jobs. Most of us played with the odds of no health insurance and won. We did not run head-on into a catastrophic illness such as a Jonathan's.

Please help. Dig as deep as you can. Perhaps designating a day's pay--or half a day--to Jonathan's cause is something you can manage.

Jonathan wants us to know that it is for all of the others that may someday travel his same path that we, as an organization, should continue to work to better working conditions for seasonal rangers.

Sincere thanks in advance for all you can do! Send donations to:

Jonathan Holter Fund  
C/O Jill Hawk, President  
So. Florida Chapter, FOP  
POB 279  
Homestead FL 33030

## A Question Of Semantics

by Tim Woosley, Chapter President, Southwestern Pa. Parks

This is in response to Brother Jackson's article on NPS-57 in the Jan./Feb. issue. It is a major accomplishment for an organization that has no "formal" bargaining power to effect changes in policy. I believe the reason for this is due to the great amount of time and energy that was devoted to this project by those involved and to their reasonable and sensible arguments. A confrontational and hostile approach would have gotten us nowhere. A job well done by all! Unfortunately, I see a flaw in this policy that is a mirror of some of our current troubles. The problem is in the area of semantics. As it stands now, compliance with NPS-57 is only "encouraged." All management has to say is: "we don't have the money for it" or "we have three years to comply", or, "I don't have to give you the time to exercise" and the hard work and time that has been put into the document is all for nothing. There are many parks out there that have had an exercise program in place for some time yet there are others who are still questioning whether or not they even have to implement the program at all since they are not specifically directed to do so!

I think we all agree that policies need to be written with some degree of interpretation allowed. However, such policies must clearly spell out who is covered and that compliance at all levels is mandatory. As it stands now, many employees have to spend large amounts of time and energy arguing with management over the interpretation of the words "should", "may", or "encouraged" instead of beginning an exercise program.

I wholeheartedly agree with Brother Jackson's statement: "If we as employees are serious about getting the programs we want, we will need the strength of collective bargaining." I also believe that it is the only way in which we will be able to ensure that policies written in the future will be worded more carefully to avoid gridlock between management and employee. I urge everyone to contact your Chapter President or Lodge Officer if you have any questions or would like more information about collective bargaining. We all need to be prepared when the time comes to vote for a national contract.

**MOVING?** Call our message number at 800-795-1976 and leave your new address!



## FOP Goes Online with Compuserve

Scattered throughout the nation as we all are, our Lodges have constantly sought better ways to keep in touch and exchange information. One of the best ways is by using computer bulletin boards (BBS). Messages can be sent as well as files. Beginning with the original NPS Bulletin Board operated out of Washington several years ago (which folded months after we came online) we've tried several systems, including Greg Jackson using his own computer and phone for a BBS.

We hope we've now arrived at a solution that works. Most Lodge officers and several chapter representatives are now using Compuserve to exchange thoughts, comments and documents. Before printing, the Protection Ranger is routed among us for comments and editing using Compuserve. In addition, we will announce subjects of interest (e.g. the Resource Protection Plan) to the general public on the various sections of the Compuserve service (such as Outdoors and Earth Watch) as well as use it to promote an interest in National Parks and rangers.

We encourage all members and especially chapter representatives to sign on. All that's required is a computer (any kind) and a modem. Call our 800 number and leave your name. We'll send you a form to sign up. Or call Compuserve at 800-848-8990 for a sign up kit or information. If you use a current member's ID number when signing up (see list of FOP officers/chapter addresses), the current member gets a credit for signing up a new member and you get an additional credit for using their ID number.

Additional features of Compuserve are a wide variety of Forums (discussion groups) including police and emergency workers, environmental concerns, hiking and mountaineering. They also offer online research (magazine databases) and shopping.

## The PROTECTION RANGER Needs Your Contributions

George Durkee, Editor-In-Chief

Greg Jackson recently stepped down as newsletter editor. As his loyal assistant over the last couple of years, I cheerfully took over for him. The members present at Las Vegas emphasized how important the *Protection Ranger* is to our organization. Several commented that it was our newsletter that convinced them to join. Others complimented us on our articles emphasizing current issues.

The *Protection Ranger* will continue to be the voice of the Ranger Lodges of the FOP and publish the current concerns of field law enforcement rangers. We actively seek articles on any topic of interest to rangers--especially those emphasizing practical experience on a subject (SAR, LE, EMS, Resources) or suggesting solutions to problems or even just promoting discussion. We need product reviews, articles suggesting improvements in the Service or even in Lodge policy or operations. In addition, the Eastern Lodge newsletter will now come out only for special events. The Protection Ranger will begin publishing articles and notes specific to the Eastern Lodge.

To submit an article, call or write anyone on the newsletter committee (George Durkee, Bob Martin, Dan Kirschner or Randall Kendrick) to discuss your idea. There is no maximum or minimum length for an article: whatever space it takes to cover the subject. If necessary, we'll break it into several parts. Articles should be submitted in manuscript form OR (please, please, please) on computer disk (Mac or DOS, any size disk, Word Per-

fect or ASCII) to any of us on the newsletter committee. At the moment we don't do photos, but will consider them if they're critical to your subject.

Again, we're open to **any and all** topic ideas you think might be of interest to your colleagues. Finally, don't allow yourself to not write an article because you think you can't write. Good grammar and spelling are nice, but not a requirement--we're more interested in your knowledge and experience benefitting the ranger profession.

## HOW TO CONTACT YOUR LODGE REPRESENTATIVES

### Roster of Lodge Officers & Chapters, May 1993

The success of our Lodges is a direct function of participation by our members in Lodge activities and planning. Don't hesitate to call any one of us with a problem or suggestion. Or leave a message on our 800 number: **1-800-795-1976**.

Clip out this roster for your files. Chapters, please send in corrections and updates (names & numbers) to Dan Kirschner or Steve Clark.

#### LODGE & CHAPTERS (Officers & Contacts)

##### Lodge 23 President

Chris Cruz, POB 116, El Portal, CA 95318

H-209/379-2461, W-372-0352

Ruth Middlecamp - Treasurer

Dave Brennan - Secretary

Dave Ashe - Secretary starting 05/93, Box 34, three Rivers, CA 93271.

H-209/565-3323

##### Lodge 60 President/Secretary

Blue Ridge Parkway

Randall Kendrick P.O. Box 151 Fancy Gap, VA 24328

H-703/236-4533

##### Lodge 60 VP for External Lodge Affairs

Bob Martin, Rt. 3, Box 314, Elkton, VA 22827

H 703/999-2008 W 703/999-3202 CompuServe: 74640,1346

##### Lodge 60 VP for Internal Lodge Affairs

Steve Clark, Box 1 Star Route, Columbia, NJ 07832

H-908/496-4856

##### Lodge 23 Newsletter Editor/Labor Comm. Chair/Guard/Seasonal Representative

George Durkee, 23807 Quaker Ln., Twain Harte, CA 95383

H-209/586-1652 CompuServe: 72610,1135

##### Lodge 23 Vice President - National Affairs

Dan Kirschner, P.O. Box 8, Grand Canyon, AZ 86023,

H-602/638-2494 CompuServe: 71673,3432

#### LODGE 23 CHAPTERS

##### Yosemite Chapter

Bob Bandy - Lodge Vice President For Yosemite Affairs

P.O. Box 944, Yosemite, CA 95389,

H-209/372-4857

Members: 38

##### Grand Canyon Chapter

Ken Phillips, Chairman

Dan Kirschner, V-P, P.O. Box 8, Grand Canyon, AZ 86023

H-602/638-2494 W-602/638-7812 or 7805 CompuServe: 71673,3432

Members: 38

##### Death Valley Chapter

Eric Inman - President, P.O. Box 8, Death Valley, CA 92384

W-619/852-4308 H-619/852-4259 Fax-619/852-4231

Members: 12

##### Lake Mead Chapter

Glen Anderson, P.O. Box 1020, Cottonwood Cove, NV 89046

W-702/297-1229 H-702/297-1673

Members: 38

##### Organ Pipe Chapter

Rich Finnerty, P.O. Box 266, Ajo, AZ 85321,

H-602/387-6849

Members:

**Rocky Mountain Chapter**

Rocky Mountain National Park Ranger Association  
Rick Guerrieri, Box 1531 Moraine Rt., Estes Park, CO 80517,  
H-303/586-3014

Members: 14

**Sequoia/Kings Canyon Chapter**

Dan Mason - President, Ash Mountain, P.O. Box 63, Three Rivers, CA  
93271,

H-209/592-9493 W-209/565-3711

Kraig Snure - Secretary Compuserve: 71311,2614

Members: 20

**Glen Canyon Chapter**

Jim Houseman - President, P.O. Box 2926, Page, AZ 86040 H-602/645-  
5537

V.P. Mike McGuiness

Secretary: Ariel Leonard, P.O. Box 3408, Page, AZ 86040 H-602/645-  
8194; Members: 10

**Bay Area Chapter**

Gus Martinez, President

Tom Gavin 709 St. Mary Dr., Santa Rosa, CA 95409

H-707/538-7910

Members: 26

**Pacific Chapter (Organizing)****Zion/Southern Utah Chapter (Organizing)****Jefferson National Expansion Nat'l Memorial Arch (Organizing)****Black Hills Chapter (Organizing)****Olympic Chapter (Organizing)****LODGE 60 CHAPTERS****Fire Island Chapter**

Jay Lippert, P.O. Box 694, Ocean Beach, NY 11770

H-516/597-6210 W-516/661-2556

Members: 10

**Natchez Trace Chapter**

Jack Lewis, Rt. 1, Box 173A, Mantee, MS 39751

Members: 26

**New River Gorge Chapter**

Rick Brown 105 Smith Street, Fayetteville, WV 25849

W-304/469-2037

Members: 6

**Southwest Pennsylvania Parks Chapter**

(Ft. Necessity, Allegheny Portage, Johnstown Flood)

Tim Woosley - President, RD1 Box 149A, Point Marion, PA 15474

H-412/725-0700 W-412/725-9190

Members: 6

**Shenandoah Chapter**

Tim Alley 3023 Valley View Rd., Ruckersville, VA 22968

H-804/985-8074

Members: 35

**Delaware Water Gap Chapter (Upper Delaware & Steamtown)**

Steve Clark - Eastern Lodge Vice President

Box 1 Star Route, Columbia, NJ 07832

H-908/496-4856

Members: 50

**Southern Florida Parks Chapter**

Angelina Gregorio, P.O. Box 279, Homestead, FL 33030

H-305/253-2241x184 W-305/253-2241x181

Members: 40

**Independence Chapter**

Leigh Zahm, 3201 W. Girard Ave., Philadelphia, PA 19130

H-215/765-0594

Members: 10

**Valley Forge Chapter**

Duane Buck, 1129 W. Main #201, Lansdale, PA 19446

H-215/361-0310

Members: 8

**Cuyahoga Valley Chapter**

Greg Cravatis, 2854 Erhart Rd., Medina, OH 44256

H-216/722-1894 W-216/657-2794

Members: 16

**Gettysburg Chapter**

Patrick Cooper, 315 Heritage Drive, Gettysburg, PA 17325

Phone/Compuserve:

Members: 6

**Great Smoky Mountains Chapter**

J. D. Lee - President



## THE NATIONAL PARK RANGER RESOURCE PROTECTOR T-SHIRT AVAILABLE NOW

The Eastern Lodge is now offering the Ranger Protection Fund Logo with the words: "National Park Ranger" and "National Resource Protectors" at the top and bottom of the logo. The artwork was done by Shenandoah Ranger Steve Bair. The shirts are light tan and, at the moment, come in only Large and Extra Large. Other sizes will be available later. The price is \$14.00, with profits going to the Eastern Lodge. Order from:

**FOP T's • POB 243 • Point Marion, PA 15474-0243**

National Park Rangers Lodge 23  
Fraternal Order Of Police  
P.O. Box 944  
Yosemite, CA 95389

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