

Jurisdiction is undefined and unclear

Authority is undefined and unclear

36 CFR is ineffective and dated (Spend more time enforcing State Law)

No arrest procedures in place

No dispatching agreements in place

No LEO agreement in place

Etc.....

Capt's. are stretched too thin to be effective in implementing a program and coordinating the above agreements.

Courts do not take our cases or drop them

- FPO's present a bad image to courts due to lack of Law Enforcement training and bias on topics
- 36 CFR is lacking and reflect poorly upon our agency in the court room
- Forest Order/Travel Management was written by district personnel and Not LEO's/Capt.'s.
- Inconsistencies/back door agreements eat us alive both in and out of court

District personnel /managers do not view us as professional Law Enforcement due to poor authority, lack of enforcement capabilities and lack of understanding our training.

District personnel make up the rules and policies that fit their agenda.

District manipulation on LEI is a daily battle and to some degree a game at this time

When LEI commits to placing a LEO on a district and a vacancy occurs, LEI needs to replace the position within a reasonable amount of time and not years later

Every good house is built on a solid foundation. LEI needs to build a solid foundation!

- Employee morale in R-9 LE&I is terrible; this is a direct result of the (b) (6) and the (b) (6). Everybody in the region is working "in fear", not in fear of what they may encounter in their daily jobs, but what the (b) (6) and (b) (6) will do to them if they don't do something right, or if they do something wrong.
- Everybody that has worked here for any amount of time has a "story" they could tell if they were not afraid of repercussions and/or retaliation from the (b) (6) or (b) (6). There have been more employees investigated/disciplined in R-9 for silly, stupid things than anywhere in the nation.
- It appears that the (b) (6) and especially the (b) (6) would rather spend time investigating their employees than working to try and help them.
- The (b) (6) won't hold the (b) (6) accountable for anything, but the (b) (6) wants to hold everyone else "super accountable" for every little thing (b) (6) can come up with.
- The leadership in R-9 seems to be to lead with a heavy hand, instead of leading by example. The (b) (6) and (b) (6) both use bullying and intimidation tactics when dealing with employees.
- The (b) (6) and (b) (6) like to give back money that could be used to buy officers much needed equipment. It makes no sense, they think it makes them look good, and we suffer in the field because of it.
- The (b) (6) and (b) (6) can never make important decisions in a timely manner. It takes 6 years to get a raid agreement approved, over 10 years and the concurrent land issue is still not fixed. Simple forest orders take forever to get back from the RO. Until recently the (b) (6) would not even consider approving State Peace Officer authority or County Deputization by FS officers.
- Simple things that in other regions are handled by the captains have to go through the (b) (6) and (b) (6) in R-9. The (b) (6) in particular has a control issue; (b) (6) has to have control over everything. One Zone got approval from the (b) (6) to order accessories for the shotguns, they came in and before getting passed out to the officers the (b) (6) ordered they be shipped back because; "(b) (6) didn't know about it and was not in the loop". (that was over a year ago and we still don't have them)
- There is no direction from the RO on big important issues, but they want to give direction all the time on small issues that they really should not be involved in.
- It takes forever to get an answer on anything when the RO is involved. It seems like everything is a battle when it comes to the (b) (6) and (b) (6). I know many LE&I employees that would rather not even ask the question to the RO than suffer the consequences of the battles and belittling that would come as a result of asking.
- Nothing that ever makes sense happens. It seems that the (b) (6) and (b) (6) do just the opposite of what a normal reasonable person would do. And if they know it is what we want and it would make us happy then they go out of their way to do the complete opposite.

Moral in the region is at a all time low, here are a few things I have personally experienced and observed as an LEO in the region. First off there is retaliation for saying something, One zone will pay the price for speaking out against management in the form of having to send dailys in for a month to the commander. Our numbers are then scrutinized and we are then being watched by the regional office.

Next jurisdiction and authority, we are lacking the authority to properly work cases, we have just now been given the green light to seek state peace officer authority and have MOU's with different agencies. Our authority is unclear and the ability to say do a traffic stop on a highway in the forest doesn't exist. It is now up to either captains or leo's to seek out mou's and peace officer authority from the states, this should and needs to be done at a regional level in order to be taken serious and should be upper managements role.

Arrest procedures, they don't exist. They are by trial and error and no direct communication has been given and nothing set up or discussed.

Training and events. No notice is given to upcoming training available, when details go out, very little notice is given and the details about the event are usually vague at best. When an LEO is selected for training or a detail there have been alot of time the LEO will not be notified or notified at two days prior that they need to leave on a certain date, it is then up to them to scramble for air line tickets and equipment to leave for the detail. The (b)(6) (b)(7)(c) had in the meantime been asking the regional office and nothing was sent down.

Forest Supervisors and District Rangers. LE&I was stove piped from the rest of the Forest Service in order to avoid conflicts of interest. But time and time again Forest Sups and District Rangers either dictate or interfere with LEO's jobs. The regional office has allowed them interfere with both Forest Service, local and state law enforcement in that they may have to ask permission to enter certain areas in order to accomplish jobs, law enforcement has to notify when they will be in area's working. Allot of the LEO's do not get the support of their districts because of a us against them mentality allot of this is due to LEO's not telling their districts everything they are doing and working on and the district rangers and forest supervisors feeling they should be informed of everything taking place. Some stuff yes I agree but when they become of the attitude that we are part of their staff a feel we are their subordinates then there is conflict and alot of R9 districts are like this.

These are just a few of the issues and topics of frustration.