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**Fwd: FOP Survey and Letter to DOI from Rep Hice**

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From: Kenneth Spencer <[REDACTED]@usppfop.org>

Date: Tue, Mar 15, 2022 at 11:44 AM

Subject: FOP Survey and Letter to DOI from Rep Hice

To: Smith, Pamela A <[REDACTED]>, Adamchik, Mark <[REDACTED]>, Stock, Christopher <[REDACTED]>

Cc: Blyth, Pamela <[REDACTED]>, Michael Shalton <[REDACTED]@usppfop.org>, Stephen Zasa <[REDACTED]@usppfop.org>, Anthony Carucci <[REDACTED]@usppfop.org>, Rebeca Rodriguez <[REDACTED]@usppfop.org>, Michael Russo <[REDACTED]@usppfop.org>, Jonathan Chu <[REDACTED]@usppfop.org>

Good morning Chiefs,

On March 11, 2022, the Fraternal Order of Police emailed this 16-question survey to the membership regarding Workplace Safety and other concerns of the United States Park Police. There are 351 dues-paying members of the USPPFOP; 328 dues-paying members of the USPPFOP elected to be on our email list. The survey was closed at 2400 hrs on March 14th, 2022. We received 249 responses, which means that 70.94% of all members took the survey. Of the 328 members who received the survey, 75.91% participated. This was accomplished in 3 days. For the remaining members who chose not to participate - we asked why they decided not to participate. The common answers were "waste of my time" and "nothing will ever change." Unfortunately I agree. Because I am the voice of the Union, I am often the person bringing serious concerns to your attention. Over time, that may seem like I am personally attacking you or just like to complain. This couldn't be further from the truth because it brings me no joy to constantly try and bring solutions to you only to be completely disregarded and in many cases blatantly ignored. The fact is, whether you want to believe it or not, the perception of nearly every officer that works for you believes you are utterly disconnected from what occurs in the daily life of a USPP Officer. On the contrary, if you are not disconnected, then you simply do not care. I have attached the results of the survey and I hope you take the time to review it. It should only take a minute or two.

Furthermore, I have attached a letter from Congressman Jody Hice - the ranking member on the House Committee on Government Reform and Oversight - who has been a champion for our Officers. Earlier today, the Committee sent a letter to the Secretary of the Interior "expressing serious concerns" about the Department's management of the US Park Police. After summarizing the recent IG report on black mold and bird droppings in our facilities, the Committee wrote "it is outrageous that federal law enforcement professionals are subject to such conditions." I assure you, COMSEC is not our only facility that is absolutely disgusting to work in (have you been to Brooklyn?). After NPS and USPP management finally visited the cesspool we call COMSEC, management's only concern was to make sure Officers who are working are dressed in Class A uniforms. I guess the bird droppings cast a better contrast on our 1990's style light-blue blouses than the attire they were previously wearing in there. You gotta look good if you're gonna get pooped on.

Anyways, this letter calls on Congress to adopt HR 3924, the US Park Police Modernization Act, and demands that the DOI provide Members of Congress with a briefing on staffing issues as well as all documents "regarding dilapidated facilities, outdated technology, and safety concerns for officers or the public caused by staffing shortages." We did all the groundwork for this bill - have any of you fought for this legislation to be passed with your bosses? Have you encouraged NPS and DOI to advocate for this?

Things at USPP, NPS, and DOI are about to get very interesting. We tried, time and time again, to help avoid this. I will not stand by idly and watch these proud officers be demoralized any longer. It is a disservice to them and the public they serve. If the USPP is willing to start listening to us and start working with us, our door is always open. Until then, I will do everything in my power to ensure the standard is met for these officers. I will hold management accountable and will continue to let the Officers know where you stand. Every time you ignore a request, every time you ignore an email, and every time you refuse to make this place better - every officer will know - that is my promise to you. If you ignore me, you are ignoring 351 of your Officers.

If you don't want to hear my concerns when I bring them to you, I urge you to take the results of this survey into consideration. The goal of this survey is to simply enlighten you to real concerns and the morale of your officers. As I

said, many believe there is a serious disconnect; hopefully this will shed light on the problems with your workforce. There are plenty of things we can do to make the USPP a satisfying and proud place to work again. By working together, we could once again have high morale, increased work productivity, a rise in recruitment and retention, and a fully functional law enforcement agency. I will continue to propose ideas to make this place better. It is up to you whether you take our proposals seriously. Clearly, the status quo over the past 10 years isn't working. It's time we start thinking outside the box and make your officers feel appreciated. Thank you for your time and I look forward to hearing your thoughts.

Respectfully,

Ken

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**Kenneth H. Spencer III**  
Chairman  
United States Park Police  
Fraternal Order of Police  
[REDACTED] [@usppfop.org](mailto:[REDACTED]@usppfop.org)

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Chairman  
United States Park Police  
Fraternal Order of Police  
[REDACTED] [@usppfop.org](mailto:[REDACTED]@usppfop.org)

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**2 attachments**



**safety-survey-2022-03-15.pdf**  
348K



**Letter from RM Hice to Secretary Haaland re USPP 03 15 2022 FINAL.pdf**  
213K