



# Organizational Chart

## Board of Directors

The governing board is comprised of 28 officers from all across the state that are elected by the membership.

## Executive Director - Jim Palmer

Manage overall operations; direct public relations and communications efforts, act as chief spokesperson; oversee legal services as chief counsel; administer governmental affairs programs (legislative lobbying & political action) and serve as chief lobbyist. Duties also include strategic planning, member relations (organizing and retention), finance, personnel, and advising the board of directors.

## Public Relations Consulting Firm

Squid Communications

## Contract Lobbyists & Consultants

Currently none.

## Director of Membership Services - Gary Anderson

Oversee and supervise field staff and bargaining research; implement field staff assessment & professional development; undertake, direct, and monitor affiliate mediations & arbitrations; assist in evaluating & directing arbitration & legal requests, oversee & manage field staff caseloads; assist in critical incident response management; assist in coordination with other management staff in budget preparation, personnel matters, and membership relations.

## Legal Staff

Provide legal services as directed by the Executive Director and/or Director of Membership Services. Primary areas of legal concentration include contract law, labor and employment law, government law, law enforcement discipline, critical incident investigations, law enforcement's use-of-force, and departmental policy and development.

*Attorney Roger Palek  
Attorney Andrew Schauer*

## Director of Administration & Finance - Jean Steinhauer

Oversee & maintain investment & accounting activity; financial statement, audit, & budget preparation; budget formulation & analysis; manage internal control policies & procedures; governmental & board reporting; assist/advise in financial decision-making/contracts; employee benefits administration; maintain membership/personnel records; assist in coordination with other management staff on personnel matters; review and edit legal briefs, speeches, and magazine articles; supervise and evaluate administrative staff.

## Interest Arbitration Specialist

Robert West

## Database/Research Coordinator

John Dillon

## Field Staff (Business Agents)

Luann Alme  
Michael Backus  
Richard Burghaus  
John Dillon  
Michael Goetz  
Brent Hart  
Randy Ingram  
Jim Schumitsch  
Jerry Tomczak  
Jeryl Vonderheid

## Office Manager - Julie Neeley

Supervise administrative assistant; maintain membership records; oversee contract reopeners, convention/event planning, office maintenance, membership billing & receipts, graphic design; WPPA Magazine Editor.

## Administrative Assistant

Lori McDougall