



# ORGANIZATIONAL CHART

(2019)



## Board of Directors

The governing board is comprised of 28 officers from 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, advising the board of directors, and administering the Extended Legal Protection Plan.

**Public Relations Consulting Firm**  
**Squid Communications**

### 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.

**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**  
**Jeryl Vonderheid**  
**Thomas Schrank**

### 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.

### 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**  
**Sarah Cowen**