



# WSPAA QUARTERLY

Volume 19  
December 2015



## ANOTHER YEAR PASSES President Scott Lindemann

As you read this, 2015 is quickly coming to an end. Our first winter storm warning of the year has been issued. The leaves have dropped and the annual gun deer season is over. That means winter and the new year are just around the corner.

First, let me say "Thank You" to everyone who worked to make the Wisconsin State Patrol Alumni Association, Inc. , a successful entity and strive to make it even better. With a membership of just under 300, we will try to build on that number in 2016. This is a members organization of current and past alumni of the State Patrol. A person does not need to be "Retired" to be a member of the WSPAA. After last several years, we still hear active duty personnel say "I would join, but I am not "Retired". We need to work hard to get past this myth. We will strive to increase our membership numbers in 2016.

One of the goals of the WSPAA is to support the Division of State Patrol (DSP) in documenting the history of the professional law enforcement agency we have all worked for at some point in our career. The DSP has established an on-going history committee to maintain a better record of the agency history. The WSPAA will offer members to help in this effort. Recently, the DSP established an email address where anyone with photos of interest (this includes alumni). These can be submitted for review and inclusion in the DSP history.

During the planning for the DSP 75th anniversary, there was discussion of developing a list of all past alumni and an identification of those who are deceased. The effort was abandoned for the 75th celebration with the thought the WSPAA may be a better source for this project. This effort has been started by a few members. This is a project that will never end. As employees leave the DSP for whatever reason, new DSP employees are hired and others pass on. While interesting, it is a lot of work. The goal is to turn this over to the DSP at some point.

Another of the goals of the WSPAA is to gather and preserve documents and history of our association, NOW, before the history of the early years are lost. I have asked V-President, Phil Wenzel, to chair this committee. He will be selecting his committee members soon. Since we are a relatively young association, this should be relatively easy yet. The committee will need to talk to a few founding fathers for notes and copies.

The Board of Directors typically holds an over-night social gathering in the summer. Locations like the Spooner train ride, the EAA Air Venture, and Green Bay area are recent examples. The details are not final yet. Watch the News Brief for details to come.

In order to serve you better, the Board of Directors would like to hear what you want from the WSPAA? Picnics? Pistol shoots (competitive or casual?) Suggestions of tours? More/less news Items?, etc.

Please take a minute to drop an email with suggestions (Give a short detail) to Bob Young [bjyoung@charter.net](mailto:bjyoung@charter.net). He will collect these for the Board members for discussion.

It has been a tragic year for the Wisconsin State Patrol with the shooting of Trooper Casper and for the WSPAA with the loss of our President, Tim Heffernan. Let's hope for better in 2016.



As we leave 2015, here are a few tentative calendar dates for your planning. I hope you can participate in some of these worthy events to support the DSP & WSPAA:

WSPAA Board of Director Mtg—SE Region –March 11, 2016 - **Tentative**

WI Law Enforcement Memorial Ceremony, WI Capitol, Madison—May 20, 2016

DSP Wreath Laying—Fallen Officers Graves— May 25-26, 2016

WSPA Alumni Day, WSPA, September 9, 2016

## HAPPY HOLIDAYS!

# **WSPAA BOARD MEETING AT NWR, EAU CLAIRE POST**

**November 13, 2015 – 10:00AM**

## **Minutes Summary By Gary Brogan, WSPAA Secretary**

Those in attendance:

President Scott Lindemann, Vice President Phil Wenzel (excused), Treasurer Linda Woldt, Secretary Gary Brogan, Colonel Brian Rahn, Frank Hefti, Keith Young, Bob Young, Mary Sander, and Bruce Bishop by teleconference: Guests: Al Sperger and Gary Duffenbach .

The meeting was called to order at 10:02a.m. by President Lindemann with the Pledge of Allegiance.

### **FINANCIAL REPORT -**

Treasurer Linda Woldt said the checkbook balance is \$9,828.75.

### **COMMITTEE REPORTS –**

Membership Coordinator Mary Sander - our membership is at 292 - 21 that have not paid yet for 2015. Mary will start contacting to obtain renewals. A brief reminder to renew memberships and recruit new members will be placed in the News Brief.

### **OLD BUSINESS –**

The subject of our By-Laws is just about concluded. The changes/updates have been made and we only need our Vice President's signature on the final documents but unfortunately he was unable to join us today.

### **NEW BUSINESS –**

Discussion of a Division and WSPAA Historical committee. DSP committee to continue effort of earlier committee. WSPAA to form committee now to minimize effort down the road of our history. Sgt. Harvey is leading the effort for DSP now. Many WSPAA members have contributed items and photos. DSP 's next emphasis will be on recent photographs of the DSP staff on duty. This will eliminate searching in years to come when a special milestone is again celebrated. Col. Rahn has encouraged the use of digital cameras now as staff are on assignment like the Badger or Packer games, the PGA or NGA conventions.

The DOT, Office of Public Affairs (OPA) seems to be more active in working with the Divisions than in earlier years. Though OPA is limited in personnel. Regional personnel and volunteers (alumni) may be used to take photos at events like the PGA, Badger games, etc.; to supplement the taking of photos when large assignments take all available personnel. Light duty troopers and inspectors could be used for taking photos of most events. Look to all resources for historical collection.

President Lindemann we need a committee to put together the history of the WSPAA as we are a young organization and if we don't start now going back to when we began, how will we get it done. Is there anyone here that wants to be on that committee? A WSPAA Historical Committee will be appointed. As a note WSPAA became a non-profit on January 28, 2011.

We need to develop a job description and expectations of the WSPAA Regional Representatives. Pres. Lindemann will assign this to Vice Pres. Wenzel. Frank Hefti was then approved and appointed as the SW Regional Representative. We discussed a 2016 summer outing. Lucy Harvey had sent a

suggestion of the Baraboo area. Items of interest would be: Circus World Museum, a train ride at Mid-Continent Railroad Museum in North Freedom, the Log Cabin for a meal. Mary said we need to find someone in that area to run with that. It was suggested that Phil Wenzel pursue this possibility. Linda volunteered to help Phil if needed.

#### VISIT WITH COL. RAHN:

Colonel Rahn was with us today and provided extensive information on staffing allocations, vacancies, the pay grid, contracts, budgetary constraints, and what is happening in the WSP. Currently we have 56 trooper vacancies and 76 inspector vacancies.

We are now trying to address the recruit classes as January 10, 2016, which will start the 61st Recruit Class. From the projections for the WSP and think we are in a position to start the class with 50 candidates. This will be tough on the Academy, but the opportunity is there so we need to take advantage of it while it's in the budget.

They will graduate in July and we plan on starting another class in October. Again it will be tough on the Academy, but the good news is it puts challenges on the Academy. We will be pulling troopers in for training and then more training when the graduates hit the streets. We are looking at July of 2017 for the 63rd Recruit Class.

With regard to the pay grid, scheduling and vacations, it sounded very positive and should result in a better retention of our officers.

As far as our fleet is concerned, we know unmarked cruisers have a place in our fleet but we need to balance that out – 40% is high even for clean tops and unmarked. We need to be more visible. People drive from Hudson to Milwaukee and say they never see a trooper, but you probably went by a couple of them. We are probably 100 fatalities over last year which was a record but people won't slow down unless they see our vehicles out there.

They are looking at newer versions of cruiser cameras – Trooper Casper never turned on his lights so his camera never came on. Two cameras were on, one old and one new and the difference is unbelievable! WSP is looking at newer versions of cameras, plus talking to different agencies that have officers wearing cameras.

In the NE Region the Outagamie County Sheriff wants to build a joint facility. Other sheriff departments have also broached the subject over the years. Sometimes these negotiations are difficult but times have changed and working together is necessary in today's world.

Colonel Rahn also said we did the award ceremony for Trevor Casper and for the other troopers that haven't received the Purple Heart. The Casper family was very gracious and appreciative of all our efforts. Pres. Lindemann said it was good to see the Governor at these functions also and made for very good impressions. Trevor's name will be on the Wisconsin Law Enforcement and the National Law Enforcement Memorials. Washington, D.C. is not the cheapest place for the memorial but hope more people will attend.

Status Report—Trooper Justin Hanson in Fox Valley was reaching into his trunk to get cones for an accident scene when a car ran into him and the result was they had to amputate a leg below the knee – BUT he is coming back as a trooper! He could have easily qualified for a medical disability but wants to come back and we are happy to have him.

May 25 and 26, 2016 will be a wreath laying, like we did this year. We will go to each fallen officer's grave. With weather providing we might have a motorcycle escort as that was very positive. (This year's ceremony was very well done – Plan to attend these if possible. Attend the Law Enforcement Memorial ceremony at the Capitol as well. Support our fallen officers and their families). NEVER FORGET and be careful.

Mary Sander said she was just amazed and pleased so much that the WSP is caring about their people now with the changes, the wreath laying that I am so proud now to be part of the WSP! Others expressed the same sentiments.

Pres. Lindemann commented what you're bringing up can be contributed directly to the Superintendent being on the Patrol so long and how the incidents were handled. I think the present Superintendent has brought into the picture now that we do go to cemeteries. Anyone and their family could attend the funeral using their cruiser which has never been done before. In talking with a lot of individuals, a lot of this had to come from the top down. We were very impressed with the ceremony at Tomah and we are very, very proud to say that we are a part of this organization!

The Colonel said as we hire a new generation of employees, we need to recognize the changes, how do we work together and fulfill our mission.

There was a discussion on the subject of PTSD and how are we going to handle these situations in the future? You can have all the equipment, knowledge, skills and abilities, but if you have PTSD or something similar, it isn't going to matter. The underlying issue of the bad officers or fire personnel are not being handled. We are in the 21st century policing where everyone is recording cops now and there is a whole new age out that wants you to send in your videos and they will put it out to the public immediately. Some of these small snippets are not the way the situation actually happened or was handled, but you know there are lawyers out there that are ready to jump on it!

The Division newsletter was pushed aside over the years and we want to start it up again, either monthly or quarterly which would also be good for getting out the WSPAA info. Communication was involved in the publication and newsletter is good to cover that.

At Hill Farms the whole side of the building is fenced off in preparation for construction of the new building which should be finished the end of 2017 or early 2018. There will be a much bigger public/private partnership with ETF and other state agencies also moving into the new building. They are upgrading the building security also.

In the next 2 – 2 1/2 years, the long range plan will be completed. By 2022- the time period of the long range plan, all the posts will be remodeled with the first one being Fond Du Lac District 3, then Tomah which will be a new building in a different location and Waukesha next. All of these facilities have been neglected and need to be replaced. For Eau Claire here we are looking at a new campus move with DMV here, etc. Construction of a replacement building for the HFSTB have begun with work of the lots and parking.

They are also undergoing a study to improve the Academy, especially with all the organizations involved that are using the facility.

It was suggested, NOW, with Hill Farms in the process, would be time to add a wing for the WSP museum and Keith Young said, Hill Farms would be a good location for a museum.

Pres. Lindemann asked when and where we should have our next meeting – After discussion all agreed to meet at District 2 in Waukesha at 10:00 AM on Friday, March 11th, 2016. Scott will contact the Captain at D2.

Motion to adjourn by Gary Brogan, second by Keith Young. President Scott Lindemann declared the meeting adjourned at 12:47 PM.

Respectfully submitted,  
Gary Brogan, Secretary



Col. Rahn

# STATE BIENNIAL BUDGET & THE RETIREE

**BY Dennis Hughes**

The Governor's 2015-17 biennial budget bill directed the Group Insurance Board to find ways to achieve \$81 million in cost savings in the State health insurance program over the next two years – with targets of \$54 million in savings in 2016 and an additional \$27 million in 2017.

As noted in a previous WSPAA Newsletter, for the 2016 insurance year, GIB approved a number of cost-savings changes in medical benefits for active and retired employees, such as a new annual deductible, doubling of the annual out-of-pocket limit, and higher office visit co-pays. In addition, other cost saving changes were made to pharmacy benefits and in ETF's health plan negotiation tactics.

According to a recent report to GIB by the ETF health benefits consultant (The Segal Group), the total cost savings in 2016 from all of these initiatives are expected to be \$89 million – which means ETF is on schedule to exceed the Governor's two-year cost savings target in the first year of the biennium.

But that does not mean the GIB won't make additional changes for 2017 – in fact, quite the contrary is likely. Here is a summary of the consultant's recent recommendations and the estimated annual savings (beginning in 2017) for each initiative:

- Total Health Management: Changes designed to increase member participation in wellness and disease management programs – Savings: \$10-\$30M
- Program Structure: Consolidate the number of available health plans (from the current 17 plans offered around the state) and convert to a 3-region approach, plus institute a new benefits design featuring tiered networks, reference-based pricing, and centers of excellence to encourage use of more efficient providers – Savings: \$45-\$70M
- Pharmacy: Move to narrow or tiered networks for non-specialty drugs, exclusive contracting for specialty drugs, better 90-day supply Rx pricing thru bids or custom contracting, tighter medication management, and add a new lower cost Medicare Part D plan option for retirees – Savings: \$10-\$20M
- Self-Insurance: Convert to a State self-insurance model for medical benefits – Savings: \$40-\$50M

For several years, many observers have expressed concerns about the pros and cons of ETF moving to a self-insurance model for medical benefits – especially since studies by a previous ETF consultant (Deloitte) in 2012 and 2013 estimated self-insurance could save only \$20M per year or it could increase ETF costs by \$100M year. GIB is well aware of those concerns, but as pointed out by the current ETF consultant:

- Self-insurance is not new for Wisconsin – The ETF dental benefits plan has been a self-insurance model since 2004, and pharmacy benefits will transition to self-insurance in 2016 – plus, the statewide PPO is self-insured, as is the State worker's comp program
- A significant majority of large employee groups and state-level health insurance plans in the US are self-insured
- Self-insurance will allow for a national provider network for out-of-state retirees and traveling State employees
- Significant cost savings could accrue from a transition to self-insurance, such as:
  - Eliminates federal Affordable Care Act market share fees (\$18M/year)
  - Lowers administrative costs (\$11M/year)
  - Eliminates insurance carrier profit margin and risk charges (\$11M/year)

Some, none or all of these recommendations could occur for the 2017 insurance year. The ETF consultant estimated total annual savings could be \$105-\$170M – plus, an additional \$17-\$34M in annual savings to retirees – if every initiative on their list was implemented.

(Continued Next Page)

## BIENNIAL BUDGET (Continued)

No one expects GIB to take immediate action on all of the consultant's recommendations. Further study is needed, including assessment of the impact pursuing the changes would have on ETF staff resources (preparing RFP's, vendor selection, employee/retiree communications, etc.). One can also expect GIB will be getting opinions – solicited and unsolicited, positive and negative, thoughtful and reactionary – from legislators, as well as the many different stakeholders who would be directly affected by any further changes from the still-to-be-experienced 2016 health benefits status quo...including retirees.

By the way, as noted in a previous WSPAA Newsletter, another reason GIB wanted to lower ETF health benefit costs in 2016 and 2017 was to minimize future excise tax impacts of the ACA – the so-called “Cadillac Tax.” With the many changes already approved for 2016, the ETF consultant estimated the State's ACA excise tax exposure for 2018 has been reduced from about \$7-\$13M down to the \$3-\$5M range, and this cost avoidance margin would only increase with each passing year beyond that point...if ACA remains in place, with no further changes.

For more details, the consultant's recent presentation to the GIB is available on-line at:

<http://etf.wi.gov/boards/agenda-items-2015/gib1117/item3ap.pdf>



### LETTER FROM THE V.P.

By Phil Wenzel

First of all I would like to say “Thank you”, to all of those who voted for me in the September election of officers for the Wisconsin State Patrol Alumni Association. It has been a pleasure to serve as the representative for the southwest part of the state. Now as the Vice President, I look forward to working with the Board of Directors and the membership to help make the Association as great as the organization from which we all were a part of. Thank you again for your support. You have my pledge that I will serve you to the very best of my ability.

The WSPAA, how many of you ever thought that when you started 20, 30, 40, 50 or more years ago, that you would be part of an alumni association that would continue to make you a part of the most well respected law enforcement agency in the State. I know I never did. I am sure the members who read the information distributed weekly think this is more information than I received while I was working full time. This is just one point of what the WSPAA is all about. I encourage members to submit stories, articles and photos where they believe other members may find interest. The Board of Directors is planning gatherings, tours and events for the membership. Get involved. Renew Friendships. Make new friends. Support the DSP. We encourage your input and would like to hear from you regarding the type of activities would be of interest to you. Drop the officers some suggestions.

Keep in mind, in most associations, most of the work is done by a few people. The WSPAA is no different. Let's try to change that. Let us hear from you. Get involved.

May the upcoming holiday season bring peace, health, happiness and joy to all of you and your families. Be safe this holiday season.



# WHO WAS LARRY BEIER

**By Bruce Bishop**

As one walks through the pages of Wisconsin State Patrol history, the halls of the Academy or reminisces on the past, one name seems to crop up more than any other. A name connected with one of the most critical and significant chapters in the history of our organization and it begs the question "Who was Lawrence Everet Beier"?

Before he became the "Colonel", his friends and all who knew him called him Larry. He was born 111 years ago in the little town of Almond in Portage county, the fourth of six children. He attended Almond High school and showed great promise as a violinist. After graduating in 1923, he had a brief career selling insurance and teaching music before becoming a rural mail carrier and marrying the postmistress, Mary Blair, of Sheridan, Wisconsin.

His law enforcement career started as a Portage County Traffic Officer going on to join the fledgling Wisconsin State Traffic Patrol in 1943. He was assigned as Resident Officer for Wood and Portage Counties and lived in Stevens Point.

Larry was a no nonsense policeman. A little portly, he was about 5'9". He sported a pencil thin mustache and was always spotlessly uniformed. Usually attired in blouse and highly polished shoes, brass and leather. His ride; a squad car that was shiny clean inside and out.

In 1949, the legislature authorized the Patrol 15 additional officers for stepped up motor carrier enforcement. Beier was selected to head a four man weight detail in District Four (NC Region), early members of that detail were Paul Genna, Donald Artz, Dick Berger and Bruce Bishop.

In 1953, the positions of State Patrol Lieutenant were created and Beier was promoted to Executive Officer in District 3 (EC Region) and moved to Oshkosh where he lived until September, 1954. At that time he was selected over all the Captains to become the Director of the Enforcement Division State Patrol, the fourth to ever occupy that position

We all know what happened eight months later. The 1955 Legislative session tripled the size of the Patrol and expanded it's mission in Highway Safety. It's not known what Beier's role was in lobbying for this increase, but as a member of many professional and fraternal organizations, he had many connections that stood he and the Patrol well as the expansion bill was debated in legislative process before being signed into law.

His real challenges came in hiring, training, equipping and creating policy for the expanded State Patrol where none had existed before. His only formal education in that regard was a one month police management course at Northwestern University Traffic Institute (NUTI) in 1944. But he was an avid reader and subscribed to several management courses by mail. He spent almost as much time working at home as he did in his Wilson Street Office, in Madison.

Overcoming major logistical obstacles and with the help of a team from NUTI, the first thirty three new officers graduated from the Academy and hit the road in December, 1955. and a steady stream followed .

The building of six District (Regional) Headquarter Buildings sprung up. The planning stages for the construction of the new state of the art Academy at Fort McCoy was accomplished by Beier and others.

Beier had no active military experience. The title "Colonel" was not an official one, but conferred on him in honorary fashion as so many State Police Chiefs are known in most other states. His Bureau of Personnel job title was Director, Inspection and Enforcement Division, Wisconsin State Patrol. He was the first to be called "Colonel".

Colonel Beier retired in 1967 at the age of 63 with a law enforcement career spanning nearly 30 years of service. Thirteen of them as Director. His first wife died in the early 70's and he married again to a long time friend Eva Donnemeyer Knudsen. They travelled extensively and Eva's daughter, Mary became the child Larry never had.

In the course of his career Colonel Beier was a joiner of many causes and organizations belonging to seven professional organizations, eleven enforcement committees and four fraternal organizations. It's not known what monetary contributions he made to these over the years but his love and devotion to the State Patrol was symbolized when upon his death, in 1990, at the age of 86, his will established the Lawrence Beier Trust fund. In the amount of \$25,000, this trust is to be used to provide for educational, equipment and other enhancements to the welfare and education of students at the Academy which are not normally provided for as usual items in the budgetary processes. ( A follow up article on the Trust Fund and how others of the State Patrol family might contribute to it in memory of departed loved ones will be the subject of a future article in the WSPAA Quarterly.)

Those who worked closely with him found him patient and understanding. A good listener but you always had the impression that his mind was already made up. His long time secretary, Janet Sabatke remembers him arriving at the Wilson Street State Office Building and the Hills Farm State Office Building every morning an hour before anyone else but he made up for it by leaving a little early with an armful or bulging briefcase of work to do at home. Sometimes he'd ask Terry Stewart to drive him home and while he never talked business he was up on current events and local politics. When he drove himself, he had a tendency to be a little lead footed and was pulled over occasionally by locals and his own troopers when driving an unmarked. Strangely there are no records of written citations or warnings.

He had never flown in an airplane until he became the Director. When he did he was a little uneasy. His standard comment on commercial travel was "Flying's for the Birds". I remember the two of us attending an IACP conference in St. Louis. I flew, Larry took the train. I arrived in time for the opening session. Beier arrived in time for lunch. His attitude on air travel mellowed.

While prior to Beier's tenure, petty and sometime outright antagonistic jurisdictional incidents occurred between the Patrol and some large municipal and sheriff departments, Beier brought a commonality of purpose and developed mutual aid and joint use of services.

Colonel Lawrence E. Beier was truly, " A Man for all Seasons".



Lawrence E. Beier  
4th State Patrol Director  
September 1954—December 1967



Officer Carl Zutz shows a new 1962 Harley to Director Beier



ALUMNI



ASSOCIATION

# EVENTS—Regularly Scheduled Gatherings

Second Monday of the Month– Aurora Hospital Cafeteria, 2845 Greenbrier Rd., Green Bay, WI  
9:00 am– Join us for coffee. All are welcome.

First Thursday of the Month - Anyone formerly employed by the State Patrol is invited. This is an informal gathering, no reservations needed, just show up at 9:00 am at the Green Lantern, McFarland, WI.

First Thursday of the Month - DOT Retiree Lunch at 11:30 am. Held at Monona Garden Family Restaurant, 6501 Bridge Road, Monona. No reservation needed.

Last Thursday of Even Numbered Months - WISDOT/DNR Retiree Breakfast at 9:30 am at "The Prime" in Trego, WI. Contact Connie Salquist (ConnieSalquist@yahoo.com).

Monthly — ROMEO (Retired Old Men Eating Out) - contact Dennis Schroeder for date, time, and location. The location varies but is generally in the North Central portion of the state. Everyone welcome. denniss@charter.net

Second Tuesday of each month — Retiree Breakfast at 7:30 am at the Hwy 51 Truck Stop (I-39 & CTH Q) south of Merrill. Contact Bill Harvey at lois3545@aol.com if you are attending.

Every Thursday — Eau Claire Retired Law Enforcement Breakfast Group, at 8:00a.m., any retired law enforcement officer welcomed. Held at VFW Post 305, 1300 Starr Avenue, Eau Claire, WI.

If you know of additional events or gatherings of State Patrol alumni, please let us know so we can post it for all to see or attend. Send these items to [bjyoung@charter.net](mailto:bjyoung@charter.net). Send items in as soon as you hear of them. Thank you.

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VACANT

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## MEMBERSHIP APPLICATION or RENEWAL

\_\_\_\_\_ New member, please complete the entire form

\_\_\_\_\_ Membership Renewal: If there is no change in your address, telephone or email, please enter the year (s) you are renewing for in this box  and fill in your name below.

Membership year runs from January 1, through December 31.

Name: \_\_\_\_\_

Street Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_ - \_\_\_\_\_

E-mail: \_\_\_\_\_

Telephone: \_\_\_\_\_ Cell: \_\_\_\_\_

Current DSP Assignment: \_\_\_\_\_ Retired/Separated (Date): \_\_\_\_\_

Highest Rank or Position: \_\_\_\_\_

\_\_\_\_\_ Full Member: \$15.00/year or \_\_\_\_\_ Associate Member: \$15.00/year

Amount Paid: \_\_\_\_\_ Renewal Year(s): \_\_\_\_\_

**Make your check payable to: WSPAA, Inc. and return this form along with your check to: Linda Woldt, 3120 Breeze Drive, Sun Prairie, WI 53590.**

*For Inquiries on your Membership, please contact:*

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