

**Board of Directors
Personnel and Compensation Committee
Monday, May 13, 2019
1:00 p.m. to 3:00 pm
Workforce Connection, Inc. Offices
2615 East Avenue South
Lower Level Conference Room
La Crosse, WI 54601**

Agenda Item	Pages	Action
I. CALL TO ORDER (1:00 p.m. TO 1:05 p.m.)		
A. Announcement and Introduction		
B. Additions to Agenda		
C. Meeting Minutes		
1. Approve May 14, 2018 Meeting Minutes		X
II. PERSONNEL AND COMPENSATION (1:05 to 2:30 pm)		
A. Organizational Metrics	Available at Meeting	
B. Summary of Recommendations		X
1. Recommendation 1: 2018-2019 Pay Plan Incentive		
2. Recommendation 2: 2019-2020 Pay Pool Adjustments		
3. Recommendation 3: 2019-2020 Pay Plan Changes		
4. Recommendation 4: Personnel Policies Changes		
5. Recommendation 5: 2019-2020 Insurance Rates and Plan		
III. CLOSED SESSION (2:30 to 2:45 pm)		
<i>In accordance with Section 1, Subchapter IV of Chapter 19.85 (1)(c) of the State Statute on open meetings, the Committee will enter into closed session to</i>		
A. Executive Director Evaluation		Under Separate Cover
IV. OPEN SESSION (2:45 to 3:00 pm) <i>The Committee will reconvene into open session.</i>		
V. CONCLUSION		
A. Unfinished Business		
B. New Business		
C. Confirm Next Meeting Date		
VI. ADJOURNMENT		

OFFICERS AND MEMBERS

Anna Boland, Ingersoll-Rand	Chairperson
David Ring, Kwik Trip	Vice Chairperson
Kevin Zagrodnick, River Bank	Treasurer
Angela Mattice, Logistics Health, Inc.	Director
Doug Billings, Empire	Director
Anne Hlavacka, UW – La Crosse	Director
Karen Long, Organic Valley/CROPP Cooperative	Director
Tim Vondrasek, Norwinn Company	Director
Neil Kamrowski, International Assoc. of Machinists and Aerospace Workers	Director
Dimitar Dzikov, Coulee Bank	Director
Nick Goins, Mid City Steel, Inc.	Director

**Board of Directors
2018-2019 MEETING SCHEDULE**

Date	Time	Meeting
Monday, September 17, 2018	2:00 p.m.	Oversight Committee (Billings/Kamrowski/Zagrodnick/Goins)
Monday, September 24, 2018	3:00 p.m.	Full Board
*Monday, October 22, 2018	Noon	Annual Meeting
*Monday, January 28, 2019	3:00 p.m.	Full Board
Monday, March 25, 2019	3:00 p.m.	Full Board—Strategic Focus
Monday, May 13, 2019	1:00 p.m.	Personnel & Compensation (Hlavacka/Long/Mattice/Vondrastek/ Dzikov)
Monday, May 20, 2019	3:00 p.m.	Full Board
Monday, June 24, 2019	3:00 p.m.	Full Board—If needed

Board meetings are held the 4th Monday of the meeting month, unless otherwise noted().*

Board of Directors
Personnel and Compensation Committee
Monday, May 14, 2018
1:00 p.m. to 3:00 p.m.

I. CALL TO ORDER (1:00 p.m. to 1:08 p.m.)

a. Announcement and Introduction

Ms Mattice, Acting Chair called the meeting to order at 1:10 pm with a quorum present.

b. Approve January 29, 2018 Meeting Minutes

Motion made by Vondrastek/Dzikov to approve the January 29, 2018 Meeting minutes as presented.

Motion carries unanimously.

II. PERSONNEL AND COMPENSATION (1:05 to 2:30 pm)

a. Organizational Metrics—Ms. Pierce presented the organizational metrics. Input was provided and adjustments made.

b. Summary of Recommendations-- Ms. Pierce provided the background to all of these topics.

i. Recommendation 1: 2017-2018 Pay Plan Incentive—A motion to approve Hlavacka/Dzikov was made to approve the 2% incentive and carried unanimously

ii. Recommendation 2: 2018-2019 Pay Pool Adjustments— No recommendation will be made as committee members would like more information regarding this increase in conjunction with the insurance package adjustments. Additionally, staff were requested to edit a typo from 2017 to 2018, and to validate the historic percentages and staff numbers. This recommendation will be re-evaluated at the full board meeting on May 21, 2018.

iii. Recommendation 3: 2018-2019 Pay Plan Changes—Vondrastek/Dzikov recommend approval to the 2018-19 pay plan after minor adjustments have been made including. (1) on chart remove exempt or non-exempt status column and change “professional” to “operation or administrative” staff (2) update organizational performance incentive to include board approval (3) Add a line on the chart for consultant position and (4) Reconsider the need for Six Month Adjustment as a separate wage item.

c. 2018-2019 Insurance Information

i. Recommendation 4: 2017-2018 Insurance Rates and Plan-- No recommendation will be made as committee members would like more information regarding this increase in conjunction with the wage increase adjustments. This recommendation will be re-evaluated at the full board meeting on May 21, 2018.

III. CLOSED SESSION

A. Executive Director Evaluation—Committee agreed to table the Executive Director’s evaluation until the Board Meeting on May 21, 2018.

IV. ADJOURNMENT

a. Unfinished Business--None

b. New Business--None

c. Confirm Next Meeting Date—May 21, 2018

Motion made by Hlavacka/Dzikov to adjourn meeting at 3:14pm. Motion carried unanimously.

Respectfully Submitted,

Angie Mattice, Acting Chair

Attendance

<u>PRESENT</u>	<u>OTHERS PRESENT</u>	<u>NOT PRESENT</u>
Ann Hlavacka, UW- La Crosse Angela Mattice, Logistics Health Tim Vondrasek, Norwinn Company Dimitar Dzikov, Coulee Bank	Teresa Pierce, WCI	Karen Long, Organic Valley