

**Board of Director's  
 Personnel and Compensation Committee  
 Monday, May 14, 2018  
 1:00 p.m. to 3:00 p.m.  
 Workforce Connection, Inc. Offices  
 2615 East Avenue South  
 Lower Level Conference Room  
 La Crosse, WI 54601**

Agenda Item	Pages	Action
<b>I. CALL TO ORDER (1:00 p.m. TO 1:05 p.m.)</b>		
A. Announcement and Introduction		
B. Additions to Agenda		
C. Meeting Minutes		
1. Approve January 29, 2018 Meeting Minutes		X
<b>II. PERSONNEL AND COMPENSATION (1:05 to 2:30 pm)</b>		
A. Organizational Metrics		X
B. Summary of Recommendations		X
1. Recommendation 1: 2017-2018 Pay Plan Incentive		
2. Recommendation 2: 2018-2019 Pay Pool Adjustments		
3. Recommendation 3: 2018-2019 Pay Plan Changes		X
• Updated Organizational Chart and Career Ladders		
C. 2018-2019 Insurance Information		
1. Recommendation 4: 2017-2018 Insurance Rates and Plan		X
<b>III. CLOSED SESSION (2:30 to 2:45 pm)</b>		
<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
<b>IV. OPEN SESSION (2:45 to 3:00 pm)</b> <i>The Committee will reconvene into open session.</i>		
<b>V. CONCLUSION</b>		
A. Unfinished Business		
B. New Business		
C. Confirm Next Meeting Date		
<b>VI. ADJOURNMENT</b>		

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## OFFICERS AND MEMBERS

Anna Boland, Ingersoll-Rand	Chairperson
David Ring, Kwik Trip	Vice Chairperson
Kevin Zagrodnick, River Bank	Treasurer
Angela Menezes, 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

## 2017-2018 BOARD SCHEDULE

*Monday, August 21, 2017	2:00 p.m.	Oversight Committee (Billings/Kamrowski/Zagrodnick/Goins)
Monday, August 28, 2017	3:00 p.m.	Full Board
*Monday, October 30, 2017	11:00 a.m.	Annual Meeting
Monday, January 29, 2018	3:00 p.m.	Full Board
Monday, March 26, 2018	3:00 p.m.	Full Board—Strategic Focus
*Monday, May 14, 2018	1:00 p.m.	Personnel & Compensation (Hlavacka/Long/Menezes/Vondrastek/Dzikov)
Monday, May 21, 2018	3:00 p.m.	Full Board
Monday, June 25, 2018	3:00 p.m.	Full Board

*Board and committee meetings are held the 4TH Monday of the meeting month, unless otherwise noted (\*). Board committee meetings will be held at 1:00 pm or 2:00pm in the Workforce Connections, Inc. offices, and regular Board meetings will be held at 3:00pm in the Workforce Connections, Inc. offices.*

**Board of Directors  
Personnel and Compensation Committee  
Monday, January 29, 2018  
2:00 p.m. to 3:00 p.m.**

**I. CALL TO ORDER (2:00 p.m. to 2:05 p.m.)**

**a. Announcement and Introduction**

Ms. Hlavacka, Acting Chair called the meeting to order at 2:10 pm with a quorum present.

**b. Approve June 26, 2017 Meeting Minutes X**

Motion made by Menezes/ Hlavacka to approve the June 26, 2017 Meeting minutes as presented. Motion carries unanimously.

**II. PERSONNEL AND COMPENSATION COMMITTEE REPORT OUT (2:05 p.m. to 2:45 p.m.)**

**a. Review and Approve Recommendation**

**i. Organizational Goals and Objectives X**

**ii. Updated Pay Plan X**

**iii. Updated Organizational Chart X**

**iv. Updated Individual Accomplishment and Plan X**

*Motion made by Menezes/ Hlavacka to move forward the strategy work under the goals, revised org structure, pay plan draft to the Board of directors meeting with the recommendation that the job titles and the necessary skills to progress are revisited to reflect non organization specific skill set and titles that reflect the advancement.*

*Ms. Pierce presented and reviewed the Organizational Goals and Objectives, Updated Pay Plan, and the Updated Organizational Chart.*

**III. ADJOURNMENT (2:45 p.m. to 2:50 p.m.)**

**a. Unfinished Business**

**b. New Business**

**c. Confirm Next Meeting Date—May 14, 2018**

Motion made by Menezes/ Hlavacka to adjourn meeting at 2:59pm. Motion carried unanimously.

Respectfully Submitted,

Ann Hlavacka, Acting Chair

**Attendance**

<u>PRESENT</u>	<u>OTHERS PRESENT</u>	<u>NOT PRESENT</u>
Ann Hlavacka, UW- La Crosse Angela Menezes, Logistics Health	Teresa Pierce, WCI Kelly Norsten, WCI	Tim Vondrasek, Norwinn Company Karen Long, Organic Valley