



**Board of Directors  
Personnel and Compensation Committee Meeting  
Monday, May 15, 2023  
1:00 p.m. to 3:00 p.m.  
TEAMS MEETING**

<b>Agenda Item</b>	<b>Pages</b>	<b>Action</b>
<b>I. CALL TO ORDER (1:00 p.m. TO 1:05 p.m.)</b>		
A. Announcement and Introduction		
B. Additions to Agenda		
C. Approve Meeting Minutes		
1. Approve September 16, 2022 Meeting Minutes	3-4	X
<b>II. PERSONNEL AND COMPENSATION (1:05 p.m. to 3:00 p.m.)</b>		
A. Review 2022-2023 Metrics	5-7	
B. Review 2023-2024 Preliminary Budget	8-10	
C. Review and Approve Recommendations	11-71	X
1. Recommendation 1: 2022-2023 Pay Plan Incentive		
2. Recommendation 2: 2023-2024 Pay Pool Adjustments		
3. Recommendation 3: 2023-2024 Pay Plan Changes		
4. Recommendation 4: 2023-2024 Insurance Rates and Plan		
5. Recommendation 5: 2023-2025 Personnel Policies		
<b>III. CONCLUSION (2:55 p.m. to 3:00 p.m.)</b>		
A. Unfinished Business		
B. New Business		
D. Confirm Next Meeting Date May 22, 2023		
<b>III. ADJOURNMENT</b>		

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**OFFICERS AND MEMBERS**

Doug Billings—Gerrard-Hoeschler Realtors Heather St. Clair—Petro Energy, LLC. Dimitar Dzikov—Coulee Bank Bradey Schleis—Organic Valley/CROPP Cooperative Nick Goins—Mid City Steel, Inc. Deb Scoville—Franciscan Sisters Matt Bainter—Inland Packaging Mark Wemette—La Crosse Technical Consultants Lyn Pletta—Great Lakes Cheese Tou Yang—City Brewery Carolyn Colleen—Fierce Foundation	Past Chairperson Chair Vice Chair Treasurer Director Director Director Director Director Director
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**2022-2023 MEETING SCHEDULE**

<b>Date</b>	<b>Time</b>	<b>Meeting</b>
Friday, July 29, 2022	11:00 a.m.	Executive Committee
Monday, September 12, 2022	1:00 p.m.	Oversight Committee (Goins /Bainter/Wemette/Yang)
Monday, September 16, 2022	1:00 pm	Personnel and Comp St. Clair /Schleis/ Scoville/ Dzikov/Pletta)
Monday, September 26, 2022	3:00 p.m.	Full Board Meeting
Monday, October 17, 2022	Noon	Annual Meeting
Monday, January 30, 2023	3:00 p.m.	Full Board Meeting
Monday, March 27, 2023	3:00 p.m.	Full Board Meeting
Monday, May 15, 2023	1:00 p.m.	Personnel & Comp St. Clair /Schleis/ Scoville/ Dzikov/Pletta)
Monday, May 22, 2023	3:00 p.m.	Full Board Meeting
Monday, June 26, 2023	3:00 pm	Full Board Meeting

**Board of Directors Meeting  
Personnel and Compensation Committee Meeting  
Friday, September 16, 2022  
10:00 a.m. – 11:00 a.m.**

<b>I.</b>	<b>CALL TO ORDER</b>	<b>(10:00 A.M TO 10:05 A.M.)</b>	
	A. Announcement and Introduction		
<i>Ms. St. Clair called the meeting to order at 10:02am, a quorum was present.</i>			
	B. Additions to Agenda		
<i>None.</i>			
	C. Approve/Concur May 16, 2022, Meeting Minutes	Pages 3-4	X
<i>Motion made (Pletta / Schleis) to accept the June, 2022 Financials as presented. Motion carried unanimously.</i>			
<b>II.</b>	<b>PERSONNEL AND COMPENSATION</b>	<b>(10:05 A.M TO 10:55 A.M.)</b>	
	A. Approve Recommendations	Pages 5-6	X
	1. Recommendation 1: Wage Band Adjustments		
<i>Ms. Pierce presented the recommended wage band adjustments. Discussion held.</i>			
<i>Motion made (Pletta / Schleis) to accept the wage band adjustments as presented to move to the full board for final approval. Motion carried unanimously.</i>			
	2. Recommendation 2: One time increase in mid-year incentive		
<i>Ms. Pierce presented the recommended one time increase of the mid-year incentive. Discussion held.</i>			
<i>Motion made (Schleis / Pletta) to accept the one time increase of the mid-year incentive as presented to move to the full board for final approval. Motion carried unanimously.</i>			
	B. Review 2022 – 2023 Budget	Under Separate Cover	X
<i>Ms. Pierce presented the 2022-2023 budget. Discussion held.</i>			
<b>III.</b>	<b>CONCLUSION</b>	<b>(10:55 A.M TO 11:00 A.M.)</b>	
	A. Unfinished Business		
<i>None.</i>			
	B. New Business		
<i>None.</i>			
	C. Confirm Next Meeting Date—September 26th, 2022		
<i>Meeting adjourned ( Pletta / Schleis ) at 10:45am.</i>			

Respectfully Submitted,  
Heather St. Clair, Chair

**Attendance**

<u>PRESENT</u> Heather St. Clair, Petro Energy, LLC. Bradey Schleis, Organic Valley/CROPP Cooperative Lyn Pletta, Great Lakes Cheese	<u>OTHERS PRESENT</u> Teresa Pierce, WCI Emily Ware, WCI Gina Brown, WCI	<u>NOT PRESENT</u> Dimitar Dzikov, Coulee Bank Deb Scoville, FSPA
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