

Board of Directors
Personnel and Compensation Committee Meeting
Monday, May 17, 2021
1:00 p.m. to 2:30 pm
ZOOM MEETING
Meeting ID: 885 2040 2638
Passcode: 904858

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/Concur May 11, 2020 Meeting Minutes	3-4	X
II. PERSONNEL AND COMPENSATION (1:05 to 2:30 pm)		
A. 2021-2022 Draft Budget	Available at Meeting	
B. 2020-2021 Organizational Metrics	5-6	X
C. Summary of Recommendations	7-16	X
1. Recommendation 1: 2020-2021 Pay Plan Incentive		
2. Recommendation 2: 2021-2022 Pay Pool Adjustments		
3. Recommendation 3: 2021-2022 Pay Plan Changes		
4. Recommendation 4: 2021-2022 Personnel Policies Changes		
5. Recommendation 5: 2021-2022 Insurance Rates and Plan		
V. CONCLUSION		
A. Unfinished Business		
B. New Business		
C. Confirm Next Meeting Date		
VI. ADJOURNMENT		

Anna Boland—Ingersoll-Rand	Chairperson
Doug Billings—Empire	Vice Chair
Dimitar Dzikov—Coulee Bank	Treasurer
Anne Hlavacka—UW– La Crosse	Director
Bradey Schleis—Organic Valley/CROPP Cooperative	Director
Tim Vondrasek—Norwinn Company	Director
Neil Kamrowski—International Assoc. of Machinists and Aerospace Workers	Director
Nick Goins—Mid City Steel, Inc.	Director
Heather St. Clair—Petro Energy, LLC.	Director
Deb Scoville—Franciscan Sisters	Director
Matt Bainter—Ocean Spray	Director
Mark Wemette—La Crosse Technical Consultants	Director

2020-2021 MEETING SCHEDULE

Date	Time	Meeting
Monday, September 14, 2020	2:00 p.m.	Oversight Committee (Goins Dzikov/Kamrowski/Bainter/Wemette/ Hlavacka)
Monday, September 21, 2020	3:00 p.m.	Full Board
*Monday, October 19, 2020	Noon	Annual Meeting
Monday, January 25, 2021	3:00 p.m.	Full Board
Monday, March 22, 2021	3:00 p.m.	Full Board
Monday, May 17, 2021	1:00 p.m.	Personnel & Compensation (Vondrastek/ /St. Clair/Schleis/Scoville)
Monday, May 24, 2021	3:00 p.m.	Full Board
Monday, June 28, 2021	3:00 p.m.	Full Board—If needed

**Board of Director's
Personnel and Compensation Committee
Monday, May 11, 2020
1:00 p.m. to 2:30 pm**

I. CALL TO ORDER (1:00 P.M TO 1:05 P.M.)

A. Announcement and Introduction

Ms. Boland called the meeting to order at 1:07pm a quorum was present.

B. Additions to Agenda
None

C. Meeting Minutes

1. Approve/ Concur May 13, 2019 Meeting Minutes Page 3 X

Motion made (Long/ Dzikov) to concur with the May 13, 2019 meeting minutes as presented. Motion carried unanimously.

II. Personnel and Compensation (1:05 P.M. to 2:30 P.M.)

A. Organizational Metrics Pages 4-5 X

Motion made (Dzikov/ Vondrasek) to accept the 2019 audit report as presented. Motion carried unanimously.

B. Summary of Recommendations Pages 6-21 X

1. Recommendation 1: 2019-2020 Pay Plan Incentive
2. Recommendation 2: 2020-2021 Pay Pool Adjustments
3. Recommendation 3: 2020-2021 Pay Plan Changes
4. Recommendation 4: 2020-2021 Personnel Policies Changes
5. Recommendation 5: 2020-2021 Insurance Rates and Plan

Ms. Pierce presented the recommendations. Discussion held.

Motion made (Hlavacka/Dzikov) to accept the 2019-2020 Pay Plan 2% Incentive dollars (\$20,433.75) for staff based on the organization metric score as outline in the pay plan. Motion carried unanimously.

Motion made (Hlavacka/St. Claire) to approve the 2020-2021 Pay Pool Adjustment pool of 2.5% (\$26,478) with 1.25% available for increases with 1.25% available for bonuses pay pool for staff. Motion carried unanimously.

Motion made (Lomg/ Hlavacka) to accept the 2020-2021 Pay Plan technical changes as outlined. Motion carried unanimously.

Motion made (Vondrasek / St. Claire) to accept the 2020-2021 Personnel Policies Change as outlined to include the addition of the FMLA Expansion and Emergency Leave policies as mandated through COVID. Motion carried unanimously.

Motion made (Dzikov/ Hlavacka) to accept the 2020-2021 Insurance Rates and Plan to continue to offer the current plan with the outlined increases. Motion carried unanimously.

III. Conclusion

A. Unfinished Business

None

B. New Business

None

C. Confirm Next Meeting Date

D. IV. Adjournment

IV. ADJOURNMENT

E. Unfinished Business

None

Respectfully Submitted,

Tim Vondrasek, Chair

Attendance

<u>PRESENT</u>	<u>OTHERS PRESENT</u>	<u>NOT PRESENT</u>
Tim Vondrasek, Norwinn Company Dimitar Dzikov, Coulee Bank Nick Goins, Mid City Steel, Inc Karen Long, Organic Valley Heather St. Clair, Petro Energy, LLC. Anne Hlavacka, UW- La Crosse	Teresa Pierce, WCI Kelly Norsten, WCI	

2019-2020 MEETING SCHEDULE

Date	Time	Meeting
Monday, September 16, 2019	2:00 p.m.	Oversight Committee (Billings/Kamrowski/Zagrodnick/Goins)
Monday, September 23, 2019	3:00 p.m.	Full Board
*Monday, October 21, 2019	Noon	Annual Meeting
Monday, January 27, 2020	3:00 p.m.	Full Board
Monday, March 23, 2020	3:00 p.m.	Full Board
Monday, May 11, 2020	1:00 p.m.	Personnel & Compensation (Hlavacka/Long/Vondrastek/ Dzikov/St.Clair)
Monday, May 18, 2020	3:00 p.m.	Full Board
Monday, June 22, 2020	3:00 p.m.	Full Board—If needed