



**Board of Directors
Personnel and Compensation Committee
Monday, January 29, 2018
2:00 pm to 3:00 pm
Workforce Connection, Inc. Offices
2615 East Avenue South—Lower Level Conference Room
La Crosse, WI 54601**

Agenda Item	Action
I. CALL TO ORDER	(2:00 P.M TO 2:05 PM)
A. Announcement and Introduction	
B. Approve June 26, 2017 Meeting Minutes	X
II. PERSONNEL AND COMPENSATION COMMITTEE REPORT OUT	(2:05 p.m. to 2:45 p.m.)
A. Review and Approve Recommendation	
1. Organizational Goals and Objectives	X
2. Updated Pay Plan	X
3. Updated Organizational Chart	X
4. Updated Individual Accomplishment and Plan	X
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	

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/Bear)
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)
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 2:00pm in the Workforce Connections, Inc. offices, and regular Board meetings will be held at 3:00pm in the Workforce Connections, Inc. offices.*

Workforce Connections, Inc.
Board of Directors
Personnel and Compensation Committee
Minutes of Meeting
Monday, June 26, 2017

Attendance Page 2

I. CALL TO ORDER

A. Announcement and Introductions

Ms. Menezes acted as Chair. Committee Chair Menezes called the meeting to order at 2:07 pm. A quorum was present.

B. Additions to Agenda

None

C. Meeting Minutes

Motion made by Long/Vondrasek to approve May 22, 2017 Meeting Minutes.
Motion carried unanimously.

II. PERSONNEL AND COMPENSATION

A. Recommendations

1. Recommendation 1: 2016-2017 Incentive Pay of 2% was approved at Personnel and Compensation meeting on 5/22/17.
2. Recommendation 2: 2017-2018 Pay Pool adjustment of 2% to be available immediately with an additional .5% to be discussed and potentially released at the August Board Meeting. Motion made by Vondrasek/Long to approve 2017-2018 Pay Pool adjustment. Motion carried unanimously.
3. Recommendation 3: 2017-2018 Personnel Policy adjustments were reviewed. Motion made by Hlavacka/Long to approve Personnel Policy adjustments. Motion carried unanimously.
4. Recommendation 4: Health Insurance change to level-funded plan with new carrier was reviewed. Motion made by Long/Vondrasek to approved the Health Insurance change. Motion carried unanimously.
5. Recommendation 5: 2017-2018 Pay Plan was reviewed. Staff classifications of director vs. manager were reviewed. Discussion ensued. Pay plan will remain as is with the understanding that the distinction between manager and director be defined for discussion at Personnel and Compensation Committee meeting in May of 2017. Motion made by Vondrasek/Long to approve play plan with amended changes with strategy to include distinctions between manager and director to be identified next year. Motion carried unanimously.

III. CLOSED SESSION started at 1:43 p.m.

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 for

A. Executive Director Evaluation

IV. OPEN SESSION *The Committee reconvened into open session.*

V. CONCLUSION

A. Unfinished Business

None

B. New Business

None

VI. ADJOURNMENT

Motion made to adjourn the meeting by 1:59 p.m. Long/Vondrasek

Respectively Submitted,

Angie Menezes,
Acting Chair

ATTENDANCE

<u>PRESENT</u>	<u>OTHERS PRESENT</u>
Anne Hlavacka, UW- La Crosse	Teresa Pierce, WCI
Angela Menezes, Logistics Health, Inc.	Kenda Fluegge, WCI
Tim Vondrasek, Norwinn Company	
Karen Long, Organic Valley/CROPP Cooperative	