



**Board of Directors
Personnel and Compensation Committee Meeting
Monday, October 5, 2021
11:00 a.m. to 12:00 a.m.
TEAMS MEETING**

Agenda Item	Pages	Action
I. CALL TO ORDER (11:00 a.m. TO 11:05 a.m.)		
A. Announcement and Introduction		
B. Additions to Agenda		
C. Approve Meeting Minutes		
1. Approve/Concur May 17, 2021 Meeting Minutes	3-4	X
II. PERSONNEL AND COMPENSATION (11:05 a.m. to 11:55 a.m.)		
A. Approve Recommendations	5-6	X
1. Recommendation 1: Increase Wage Bands		
2. Recommendation 2: Increase Wage Per Hour		
3. Recommendation 3: Increase Retirement Contribution Percentage		
4. Recommendation 4: Increase Personal Days		
5. Recommendation 5: Increase Holiday Days to Add Juneteenth		
B. Approve 2021-2022 Budget		Under Separate Cover
III. CONCLUSION (11:55 a.m. to Noon)		
A. Unfinished Business		
B. New Business		
C. Confirm Next Meeting Date October 18, 2021		
III. ADJOURNMENT		

OFFICERS AND MEMBERS

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
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

2021-2022 MEETING SCHEDULE

Date	Time	Meeting
Monday, September 13, 2021	1:00 p.m.	Oversight Committee (Goins Dzikov/Bainter/Wemette/ Hlavacka)
Monday, September 27, 2021	3:00 p.m.	Full Board
Tuesday, October 5, 2021	11:00 a.m.	Personnel & Compensation (St. Clair /Schleis/ Scoville)
*Monday, October 18, 2021	Noon	Annual Meeting
Monday, January 24, 2022	3:00 p.m.	Full Board
Monday, March 28, 2022	3:00 p.m.	Full Board
Monday, May 16, 2022	1:00 p.m.	Personnel & Compensation (St. Clair /Schleis/ Scoville)
Monday, May 23, 2022	3:00 p.m.	Full Board
Monday, June 27, 2022	3:00 p.m.	Full Board—If needed

**Board of Director's
Personnel and Compensation Committee Meeting
Monday, May 17, 2021
1:00 p.m. to 2:30 pm**

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

A. Announcement and Introduction

Mr. Vondrasek called the meeting to order at 1:03 pm. A quorum was present.

B. Addition to Agenda

None

C. Meeting Minutes

1. Approve/ Concur May 11, 2020 Meeting Minutes Pages 3-4

Members reviewed and provided concurrence to the meeting minutes of May 11, 2020.

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

A. 2021 -2022 Draft Budget Available at Meeting

Ms. Pierce presented a draft updated budget for reference only. Discussion held.

B. 2020-2021 Organizational Metrics 5-6 X

Ms. Pierce presented the Organizational Metrics with an overall score of 89.5. Discussion held.

Motion made (Schleis / St. Clair) to accept the Organizational Metrics Score of 89.5. Motion carried unanimously.

C. Summary of Recommendations 7-16 X

1. Recommendation 1: 2021-2022 Pay Plan Incentive

Ms. Pierce presented the recommendation of a 2% Pay Plan Incentive payment consistent with the organization metric score of 89.5.

Motion made (St. Clair/ Scoville) to accept the Organizational Metrics Score of 89.5 to release the incentive payment of 2% in in correlation to the score.

2. Recommendation 2: 2021-2022 Pay Pool Adjustments

Ms. Pierce presented the Recommendation of the 2021-2022 Pay Pool Adjustments and the recommendation of a 3% pay pool. Discussion held.

Motion made (Scoville/ Schleis) to approve the 3% pay pool. Motion carried unanimously.

3. Recommendation 3: 2021-2022 Pay Plan Changes

Ms Pierce presented the 2021-2022 Pay Plan with no updates.

Motion made (St.Clair/ Scoville) to approve the pay plan as written without changes. Motion carried unanimously.

4. Recommendation 4: 2021-2022 Personnel Policies Changes

Ms. Norsten presented the outlined changes to the Personnel Policies. Discussion held.

Motion made (Scoville/ St.Clair) to accept the changes to the Personnel Policies as presented. Motion carried unanimously.

5. Recommendation 5: 2021-2022 Insurance Rates and Plan

Ms. Pierce presented options for selection of the major medical plan for the organization. The options included a renewal to the current plan and two similar option.

Motion made (St.Clair/ Schleis) to renew the current plan at a 4.3% increase with a switch to a non embedded deductible to allow the organization to offer and contribute to Health Savings Accounts in the amount of \$700 for each EE plan and \$1400 for each EE+ plan. Motion carried unanimously.

III. CONCLUSION

- A. Unfinished Business
- B. New Business
- C. Confirm Next Meeting Date

IV. ADJOURNMENT (2:25 p.m. to 2:30 p.m.)

Meeting adjourned at 2:00 p.m.

Respectfully Submitted,

Tim Vondrasek, Chair

Attendance

<u>PRESENT</u>	<u>OTHERS PRESENT</u>	<u>NOT PRESENT</u>
Tim Vondrasek, Norwinn Company Heather St. Clair, Petro Energy, LLC. Bradey Schleis, Organic Valley/ CROPP Deb Scoville, Franciscan Sisters	Teresa Pierce, WCI Kelly Norsten, WCI	Dimitar Dzikov, Coulee Bank