

Workforce Connections, Inc.--Board of Directors
Full Board Meeting
Monday, May 20, 2019
3:00 pm to 5:00 pm
Kwik Trip Headquarters
1626 Oak Street--Conference Room
La Crosse, WI 54601

Agenda Item	Action Needed
I. CALL TO ORDER	(3:00 to 3:05 P.M)
A. Announcement and Introduction	
B. Approve March 26, 2019 Meeting Minutes	Pages 3-4 X
II. PERSONNEL & COMPENSATION COMMITTEE RECOMMENDATIONS (3:05 to 3:30 P.M)	
A. Organizational Metrics	Pages 5-6
B. Summary of Recommendations	Pages 7-19
1. Recommendation 1: 2018-2019 Pay Plan Incentive	
2. Recommendation 2: 2019-2020 Pay Pool Adjustments	
3. Recommendation 3: 2019-2020 Pay Plan Changes	
4. Recommendation 4: Personnel Policies Changes	
5. Recommendation 5: 2019-2020 Insurance Rates and Plan	
III. REPORTS and BOARD SCHEDULE	(3:30 to 4:00 P.M)
A. Reports	
1. March 2019 Financial Report	Pages 20-30
2. Executive Director Report including Programs Report	Pages 31-39
B. Preliminary 2019-2020 Budget	Available at meeting
C. 2019-2010 Board Schedule	Page 2
IV. CLOSED SESSION (4:00 p.m. to 4:30 p.m.) <i>In accordance with the 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 discuss personnel related topics.</i>	
A. Executive Director Evaluation	Under Separate Cover
V. ADJOURNMENT	(4:30 p.m.)
Unfinished Business	
A. New Business	
B. Confirm Next Meeting Date—June 24, 2019 (if needed)	
VI. TOUR OF KWIK TRIP	
A. Tour of Kwik Trip	(4:30 to 5:00 pm)

OFFICERS AND MEMBERS

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

**Board of Directors
2018-2019 MEETING SCHEDULE**

Date	Time	Meeting
Monday, September 17, 2018	2:00 p.m.	Oversight Committee (Billings/Kamrowski/Zagrodnick/Goins)
Monday, September 24, 2018	3:00 p.m.	Full Board
*Monday, October 22, 2018	Noon	Annual Meeting
*Monday, January 28, 2019	3:00 p.m.	Full Board
Monday, March 25, 2019	3:00 p.m.	Full Board—Strategic Focus
Monday, May 13, 2019	1:00 p.m.	Personnel & Compensation (Hlavacka/Long/Mattice/Vondrastek/ Dzikov)
Monday, May 20, 2019	3:00 p.m.	Full Board
Monday, June 24, 2019	3:00 p.m.	Full Board—If needed

Board meetings are held the 4th Monday of the meeting month, unless otherwise noted().*

2019-2020 MEETING SCHEDULE (PROPOSED)

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 24, 2020	3:00 p.m.	Full Board
Monday, March 23, 2020	3:00 p.m.	Full Board
Monday, May 18, 2020	1:00 p.m.	Personnel & Compensation (Hlavacka/Long/Mattice/Vondrastek/ Dzikov)
Monday, May 25, 2020	3:00 p.m.	Full Board
Monday, June 22, 2020	3:00 p.m.	Full Board—If needed

Board of Directors
Full Board Meeting
Monday, March 25, 2019
3:00 p.m. to 5:00 p.m.

- I. **CALL TO ORDER** (3:00 p.m. to 3:05 p.m.)
 - a. **Announcement and Introduction**

Ms. Boland, Chair called the meeting to order at 3:00 pm with a quorum present.
 - b. **Approve January 29, 2019 Meeting Minutes X**

Motion made by Vondrasek/Goins to approve the January 29, 2019 meeting minutes as presented.
Motion carries unanimously.
- II. **REPORTS** (3:05 p.m. to 3:30 p.m.)
 - a. **Financial Reports**
 - i. **January 2019 Financial Reports X**

Ms. Pierce presented the financial report. Discussion held. Motion made Zagrodnick/Dzikov to accept the financial report as presented.
 - ii. **Executive Director Report X**

Ms. Pierce presented the Executive Director report. Motion made Vondrastek/Goins to accept the Executive Director report as presented.

 - **Program Report**

Ms. Pierce presented the program report.
- II. **INITIATIVES** (3:30 p.m. to 4:30 p.m.)
 - a. **Update on Breakfast Forum—**

Ms. Pierce updated the board regarding a change in the guest speaker.
 - b. **Review results of Strategic Survey**
 - **Community Input Survey**
 - **Board of directors Survey**
 - **Staff Survey Results**

Ms. Pierce relayed the results of the recent surveys through a power point presentation. Much discussion ensued, and it was agreed to move forward with the development of the Uphold Program
- III. **ADJOURNMENT** (4:45 p.m. to 5:00 p.m.)
 - a. **Unfinished Business**
 - b. **New Business**
 - c. **Confirm Next Meeting Date—May 20, 2019**

Motion made Vondrastek/Goins by to adjourn meeting at 4:56pm. Motion carried unanimously.

Respectfully Submitted,

Ann Boland, Chair

Attendance

<u>PRESENT</u>	<u>OTHERS PRESENT</u>	<u>NOT PRESENT</u>
Ann Boland, Ingersoll Rand Kevin Zagrodnick, River Bank Doug Billings, Empire Dimitar Dzikov, Coulee Bank Tim Vondrasek, Norwinn Company Nick Goins, Mid City Steele Anne Hlavacka, UW- La Crosse	Teresa Pierce, WCI	Angela Menenez, Logistics Health Neil Kamrowksi, International Assoc. of Machinist and Aerospace Workers Dave Ring, Kwik Trip Karen Long, Organic Valley