



**Board of Director's
 Personnel and Compensation Committee
 Monday, June 26, 2017 at
 2:00 p.m.-2:55 pm
 Workforce Connection, Inc. Offices
 2615 East Avenue South
 Administrative Suite Conference Room
 La Crosse, WI 54601**

Agenda Item	Pages	Action
I. CALL TO ORDER (2:00 p.m. TO 2:05 p.m.)		
A. Announcement and Introduction		
B. Additions to Agenda		
C. Meeting Minutes		
1. Approve May 22, 2017 Meeting Minutes	1-2	X
II. PERSONNEL AND COMPENSATION (2:05 to 2:45 pm)		
A. RECOMMENDATIONS	3-15	
1. Recommendation 1: 2016-2017 Incentive Pay		
2. Recommendation 2: 2017-2018 Pay Pool Adjustments		
3. Recommendation 3: 2017-2018 Personnel Policy Adjustments		
4. Recommendation 5: 2017-2018 Health Insurance Change		
5. Recommendation 5: 2017-2018 Pay Plan Approval		
III. CLOSED SESSION (2:45 to 2:55 pm)		
<i>In accordance with Section 1, Subchapter IV of Chapter 19.85 (1)(c) of the State Statute on open meetings, the Committee will enter in closed session to</i>		
A. Executive Director Evaluation		Under Separate Cover
IV. OPEN SESSION (2:55 to 3:00 pm)		
<i>The Committee will reconvene into open session.</i>		
V. CONCLUSION		
A. Unfinished Business		
B. New Business		
C. Confirm Next Meeting Date		
VI. ADJOURNMENT		

OFFICERS AND MEMBERS

Anna Boland, Ingersoll-Rand	Chairperson
David Ring, Kwik Trip	Vice Chairperson
Kevin Zagrodnick, River Bank	Treasurer
Kurt Bear, Mid City Steel	Director
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

2016-2017 BOARD SCHEDULE

Monday, August 22, 2016	2:00 p.m.	Oversight Committee (Billings/Kamrowski/Zagrodnick/Bear)
Monday, August 29, 2016	2:00 p.m.	Executive Committee (Boland/Ring/Zagrodnick)
Monday, August 29, 2016	3:00 p.m.	Full Board
Monday, October 24, 2016	3:00 p.m.	Annual Meeting
Monday, January 30, 2017	3:00 p.m.	Full Board
Monday, April 3, 2017	3:00 p.m.	Full Board—Strategic Focus
Monday, May 22, 2017	1:00 p.m.	Personnel & Compensation (Hlavacka/Long/Menezes/Vondrasek)
Monday, May 22, 2017	3:00 p.m.	Full Board—Cancelled
Monday, June 26, 2017	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, May 22, 2017

Attendance Page 2

I. CALL TO ORDER

A. Announcement and Introductions

Angela Menezes volunteered to act as Chair. Committee Chair Menezes called the meeting to order at 12:05 pm. A quorum was present.

B. Additions/Deletions/Changes to Agenda

None

C. Meeting Minutes

Motion made by Vondrasek/Long to approve May 16, 2016 Meeting Minutes.
Motion carried unanimously.

II. PERSONNEL AND COMPENSATION

A. Ms. Pierce presented the Organizational Metrics which measures WCI's condition using five key areas: Financial, Organizational Integrity, HR/Training/IT/Teamwork, Program Accomplishments, and Strategic Development. Last year's evaluation was an 84 (satisfactory) and this year Ms. Pierce evaluated the organization's score as an 84 (satisfactory). This reflects WCI's sustainability. Discussion ensued.

B. Ms. Pierce presented the Summary of Recommendations for Pay Plan and Insurance information.

1. Recommendation 1: 2016-2017 Pay Plan Incentive Dollars were explained by Ms. Pierce with a recommendation of a 2% payout based on the company's performance. Motion made by Vondrasek/Long to approve 2016-2017 Pay Plan Incentive. Motion carried unanimously.
2. Recommendation 2: 2016-2017 Pay Pool Adjustments were examined and a recommendation of a 2% pool available immediately with an additional .5% to be released and discussed at the August Board Meeting. Discussion ensued. Motion made by Hlavacka/Vondrasek to approve 2016-2017 Pay Pool Adjustment. Motion carried unanimously.
3. Recommendation 3: Personnel Policy Changes. Discussion ensued. Ms. Pierce will craft verbiage to reflect minor changes to be reviewed when group reconvenes 1 hour prior to full Board Meeting on June 26, 2017.
4. Recommendation 4 and 5: Insurance Rates, Plan, and Coverage. Discussion ensued. Ms. Pierce requested to put on hold until more information can be

compiled. Group will reconvene to review additional information 1 hour to full Board Meeting on June 26, 2017.

III. CLOSED SESSION started at 1:30 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 by Hlavacka/Vondrasek to adjourn the meeting at 1:59 p.m.

Respectively Submitted,

Angie Menezes,
Acting Chair

ATTENDANCE

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