

**Board of Directors Full Board Meeting
Monday, May 20, 2019
3:00 pm to 5:00 pm
ZOOM MEETING
Meeting ID: 849 8925 0936
Password: 805079**

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 6-7
B. Summary of Recommendations	Pages 8-22
1. Recommendation 1: 2019-2020 Pay Plan Incentive	
2. Recommendation 2: 2020-2021 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 23-36
2. Executive Director Report including Programs Report	Pages 37-43
3. Outreach Report	Page 44- 63
B. September Business Breakfast	Page 64
C. 2019-2020 Board Schedule	Page 2
D. Nominating Committee for Karen Long Vacancy	Discussion
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. This will be done using a Zoom Breakout room..</i>	
A. Executive Director Evaluation	Under Separate Cover
V. ADJOURNMENT	(5:00 p.m.)
Unfinished Business	
A. New Business	
B. Confirm Next Meeting Date—June 22, 2020 (if needed)	

OFFICERS AND MEMBERS

Anna Boland, Ingersoll-Rand David Ring, Kwik Trip Kevin Zagrodnick, River Bank Doug Billings, Empire Anne Hlavacka, UW – La Crosse Karen Long, Organic Valley/CROPP Cooperative Tim Vondrasek, Norwinn Company Neil Kamrowski, International Assoc. of Machinists and Aerospace Workers Dimitar Dzikov, Coulee Bank Nick Goins, Mid City Steel, Inc. Heather St. Clair, Petro Energy, LLC.	Chairperson Vice Chairperson Treasurer Director Director Director Director Director Director Director Director
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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

2020-2021 MEETING SCHEDULE

Date	Time	Meeting
Monday, September 14, 2020	2:00 p.m.	Oversight Committee (Billings/Kamrowski/Zagrodnick/Goins)
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 (Hlavacka//Vondrastek/ Dzikov/St.Clair)
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
Full Board Meeting
Monday, March 23, 2020
3:00 p.m. to 5:00 pm (via conference call)**

I. CALL TO ORDER (3:00 P.M TO 3:05 P.M.)

- A. Announcement and Introduction

Ms. Boland called the meeting to order at 3:00 pm a quorum was present.

- B. Approve January 27, 2020 Meeting Minutes Pages 3-4 X

Motion made (Kamrowski/Dzikov) to accept the January 27, 2020 meeting minutes as presented. Motion carried unanimously.

II. REPORTS (3:05 P.M. to 4:00 P.M.)

- A. Executive Director Report Pages 5-9 X
B. Connections Report Pages 10-12
C. Outreach Report Pages 13-31

Ms. Pierce presented the Connections and Outreach Reports. Discussion held. Motion made (Kamrowski/ Goins) to accept the Executive Director Report. Motion carried unanimously.

- D. January 2020 Financial Report Pages 32-40 X

Motion made (Kamrowksi/ Vondrasek) to accept the January 2020 Financial Report as presented. Motion carried unanimously.

- E. IRS 990 See Attachment X

Motion made (Kamrowski/ Goins) to accept the IRS 990 as presented. Motion carried unanimously.

III. INITIATIVES (4:00 P.M. to 4:55 P.M.)

- A. Update on Breakfast Forum Page 41

Ms. Pierce provided an updated on the breakfast forum and shared information about sponsorship levels.

- B. Update on COVID19 Discussion—Plan Attached
1. Pay Plan Addendum Pages 42-46

Action on the Pay Plan addendum was tabled until the Personnel and Compensation Committee meeting in May.

- C. Conversation about the Pandemic Impact on the Workforce Open Discussion

Discussion held about how the various organizations represented by the Directors have been responding and maintaining operations through the pandemic.

Ms. Hlavacka encouraged the organization to look at how it can fill the gap for businesses to either maintain operations during the pandemic through digital communication or to assist in being back up and running post pandemic.

Discussion held on also preparing job seekers to be better equipped for telework.

IV. ADJOURNMENT

(4:55 P.M. to 5:00 P.M.)

- A. Unfinished Business
None
- B. New Business
None
- C. Confirm Next Meeting Date—May 18, 2020

Respectfully Submitted,

Ann Boland, Chair

Attendance

<u>PRESENT</u>	<u>OTHERS PRESENT</u>	<u>NOT PRESENT</u>
Ann Boland, Ingersoll-Rand Tim Vondrasek, Norwinn Company Dimitar Dzikov, Coulee Bank Heather St. Clair, Petro Energy, LLC. Neil Kamrowski, International Assoc. of Machinists and Aerospace Workers Nick Goins, Mid City Steel, Inc Anne Hlavacka, UW- La Crosse David Ring, Kwik Trip Doug Billings, Empire	Teresa Pierce, WCI Kelly Norsten, WCI	Karen Long, Organic Valley Kevin Zagrodnick, River Bank