

**Workforce Connections, Inc.--Board of Directors**

**Full Board Meeting**

**Monday, June 22, 2022**

**3:00 p.m. to 4:30 p.m.**

**ZOOM MEETING**

**Meeting ID: 837 3762 0513**

**Password: 148002**

**Agenda Item**

**Action Needed**

<b>I.</b>	<b>CALL TO ORDER</b>	<b>(3:00 to 3:15 P.M)</b>	
A.	Announcements and Introductions		
B.	Approve May 18, 2020 Meeting Minutes	Pages 3-4	X
C.	New Board Member Application	Page 5	X
<b>II.</b>	<b>ORGANIZATIONAL REPORTS</b>	<b>(3:15 to 3:45 P.M)</b>	
A.	Executive Director Report including Programs Report	Pages 6-10	X
B.	April 2020 Financial Report	Pages 11-19	X
C.	2020-2021 Budget (Updated)	Pages 20-21	X
<b>III.</b>	<b>STRATEGIC INITIATIVES</b>		
A.	2020-2021 Organizational Goals	Pages 22-24	X
B.	Update on September Workforce Forum	Page 25	X
<b>Vi.</b>	<b>ADJOURNMENT</b>	<b>(4:30 p.m.)</b>	
	Unfinished Business		
A.	New Business		
	Confirm Next Meeting Date—September 14, 2020		

**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
--	--

**2019-2020 MEETING SCHEDULE**

<b>Date</b>	<b>Time</b>	<b>Meeting</b>
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**

<b>Date</b>	<b>Time</b>	<b>Meeting</b>
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  
Zoom Meeting  
Monday, May 18, 2020  
3:00 p.m. to 4:30 pm**

**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 3:02pm a quorum was present.*

B. Approve March 26, 2020 Meeting Minutes Pages 3-4 X

*Motion made (Long/ Ring) to concur with the March 26, 2020 meeting minutes as presented. Motion carried unanimously.*

**II. Personnel and Compensation Committee Recommendations (3:05 P.M. to 3:30 P.M.)**

A. Organizational Metrics Pages 5-6 X

*Motion made (Long/ Ring) to accept the organization metrics as presented 87.75. Motion carried unanimously.*

B. Summary of Recommendations Pages 7-19 X

1. Recommendation 1: 2019-2020 Pay Plan Incentive
2. Recommendation 2: 2020-2021 Pay Pool Adjustments
3. Recommendation 3: 2020-2021 Pay Plan Changes
4. Recommendation 4: 2020-2021 Personnel Policies Changes
5. Recommendation 5: 2020-2021 Insurance Rates and Plan

*Ms. Pierce presented the recommendations of the Personnel and Compensation Committee. Discussion held.*

*Motion made to (Vondrasek/ St. Claire) to accept Recommendations 1, 2, 3, 4, and 5 as presented by the Personnel and Compensation Committee. Motion carried unanimously.*

**III. REPORTS and BOARD SCHEDULE (3:30 to 4:00 P.M)**

A. Reports

1. March 2020 Financial Report Pages 20-30
2. Executive Director Report including Programs Report Pages 31-39
3. Outreach Report Page 40

*Ms. Pierce presented the Executive Director Report and the Outreach Report. Discussion held.*

*Motion made (Goins/Zagrodnick) to accept the Executive Director and Outreach reports as presented. Motion carried unanimously.*

B. September Business Breakfast Discussion  
*Discussion held on moving the September event to an online platform with smaller individual events.*

C. 2020-2021 Board Schedule Page 2  
*2020-2021 Board meeting schedule reviewed.*

**2020-2021 MEETING SCHEDULE**

<b>Date</b>	<b>Time</b>	<b>Meeting</b>
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

D. Nominating Committee for Karen Long Vacancy Discussion  
 Discussion held on creating a Nominating committee including Ann Boland and Nick Goins.

**IV. CLOSED SESSION (4:00 p.m. to 4:30 p.m.)** *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.*

*Motion made (Long/ St. Claire) to enter into closed session at 4:06pm. Motion carried unanimously. Motion made (Ring/Billings) to enter into open session at 4:59 pm. Motion carried unanimously.*

*Ms Boland provided feedback to Ms. Pierce regarding the self-evaluation and approved the negotiated contract as agreed upon.*

**V. ADJOURNMENT**  
 A. Unfinished Business  
*None*

Respectfully Submitted,  
 Ann Boland, Chair

**Attendance**

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