

**Board of Director's
Personnel and Compensation Committee
Monday, May 11, 2020
1:00 p.m. to 2:30 pm
Workforce Connection, Inc. Offices
ZOOM MEETING
Meeting ID: 958 3784 0499
Password: 178851**

Agenda Item	Pages	Action
I. CALL TO ORDER (1:00 p.m. TO 1:05 p.m.)		
A. Announcement and Introduction		
B. Additions to Agenda		
C. Meeting Minutes		
1. Approve/Concur May 13, 2019 Meeting Minutes	3	X
II. PERSONNEL AND COMPENSATION (1:05 to 2:30 pm)		
A. Organizational Metrics	5-6	X
B. Summary of Recommendations	7-21	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		
V. CONCLUSION		
A. Unfinished Business		
B. New Business		
C. Confirm Next Meeting Date		
VI. ADJOURNMENT		

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

**Board of Director's
Personnel and Compensation Committee
Monday, May 13, 2019
1:00 p.m. to 3:00 pm**

I. CALL TO ORDER (1:00 p.m. TO 1:05 p.m.)

- A. Announcement and Introduction
Mr. Dzikov called the meeting to order at 1:01pm a quorum was not present.
- B. Additions to Agenda--None
- C. Meeting Minutes
 - 1. Approve May 14, 2018 Meeting Minutes X

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

- A. Organizational Metrics Available at Meeting
Ms. Pierce presented the organization metrics. Overall Organization metric is assessed at 86.5.
- B. Summary of Recommendations X
 - 1. Recommendation 1: 2018-2019 Pay Plan Incentive
Reviewed recommendation of a 2% incentive payment consistent with the pay plan and Organization metrics being in the Good range.
 - 2. Recommendation 2: 2019-2020 Pay Pool Adjustments
Reviewed recommendation a 3.5% pay pool.
 - 3. Recommendation 3: 2019-2020 Pay Plan Changes
Reviewed recommended updates.
 - 4. Recommendation 4: Personnel Policies Changes
Reviewed recommended updates.
 - 5. Recommendation 5: 2019-2020 Insurance Rates and Plan
Reviewed recommended updates.

III. CLOSED SESSION (2:30 to 2:45 pm)

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 to

- A. Executive Director Evaluation Under Separate Cover
Closed session tabled due to lack of quorum.

IV. OPEN SESSION (2:45 to 3:00 pm) *The Committee will reconvene into open session.*

V. CONCLUSION

- A. Unfinished Business--None
- B. New Business--None
- C. Confirm Next Meeting Date

VI. ADJOURNMENT

Meeting adjourned at 2:06pm.

Respectfully Submitted,

Dimitar Dzikov, Chair **Attendance**

<p><u>PRESENT</u> Dimitar Dzikov, Coulee Bank Tim Vondrasek, Norwinn Company</p>	<p><u>OTHERS PRESENT</u> Teresa Pierce, WCI</p>	<p><u>NOT PRESENT</u> Anne Hlavacka, UW- La Crosse Angela Menenez, Logistics Health Karen Long, Organic Valley</p>
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