



**Board of Directors
Personnel and Compensation Committee Meeting
Meeting Agenda**

Date: May 12, 2025

Time: 1:00 P.M. – 2:30 P.M.

Virtual Location: [Join the meeting now](#) (Meeting ID: 224 257 507 245 and Passcode: NsZhSc)

I. CALL TO ORDER (1:00 P.M. – 1:05 P.M.)

- A. Welcome and Introductions (if needed)
- B. Approve May 13, 2024, Meeting Minutes ((See Pages 3–4)

II. INTERNAL POLICY (1:05 P.M. – 2:25 P.M.)

- A. Review 2024-2025 Metrics
- B. Review 2025-2026 Preliminary Budget
- C. Review and Approve Recommendations
 - 1. Recommendation 1: 2024-2025 Pay Plan Incentive
 - 2. Recommendation 2: 2025-2026 Pay Pool Adjustments
 - 3. Recommendation 3: 2025-2026 Pay Plan Changes
 - 4. Recommendation 4: 2025-2026 Insurance Rates and Plan
 - 5. Recommendation 5: 2025-2027 Personnel Policies

III. CONCLUSION (2:55 p.m. to 3:00 p.m.)

- A. Unfinished Business
- B. New Business
- C. Confirm Next Meeting Date May 19, 2025

VI. ADJOURNMENT

OFFICERS AND MEMBERS	
Doug Billings—Gerrard-Hoeschler Realtors	Past Chairperson
Heather Gerken—The Insurance Center	Past Chairperson
Deb Scoville—Franciscan Sisters	Chairperson
Lyn Pletta—Great Lakes Cheese	Vice Chairperson
Ted Everson—Northwestern Mutual	Treasurer
Matt Bainter—Inland Packaging	Director
Mark Wemette—Traditional Trades	Director
Tou Yang—The Watkins Company	Director
Carolyn Colleen—Fierce Foundation	Director
Mary Rohrer—ORC	Director
Kaitlyn Fritsch—Organic Valley	Director

2024-2025 MEETING SCHEDULE

Date	Time	Meeting
Friday, August 23, 2024	10:00 a.m.	Executive Committee Meeting (Billings/Gerken/Scoville)
Monday, September 9, 2024	1:00 p.m.	Oversight Committee (*Billings/Bainter/Everson/Rohrer/Wemette/Yang)
Monday, September 23, 2024	3:00 p.m.	Full Board Meeting
Monday, October 21, 2024	11:00 am	Annual Meeting
Monday, January 27, 2025	3:00 p.m.	Full Board Meeting
Monday, March 24, 2025	3:00 p.m.	Full Board Meeting
Monday, May 12, 2025	1:00 p.m.	Personnel & Comp (*Gerken/Fritsch/Scoville/Pletta/Colleen)
Monday, May 19, 2025	3:00 p.m.	Full Board Meeting
Monday, June 23, 2025	3:00 p.m.	Full Board Meeting

Personnel and Compensation Committee Meeting
Monday, May 13, 2024 | 1:00 p.m. – 3:00 p.m.

I. CALL TO ORDER (1:00 – 1:05 p.m.)

- Chair: Ms. Gerken called the meeting to order at 1:06 p.m. A quorum was present. Ms. Gerken will chair the meeting but will not vote as she is not a committee member.

A. Announcements and Introductions

- Introductions were made.

B. Additions to the Agenda

- None.

C. Approval of Meeting Minutes

- Motion to approve the May 15, 2023, meeting minutes as presented.
 - Motion: Pletta/Scoville. Motion carried unanimously.

II. PERSONNEL AND COMPENSATION (1:05 p.m. – 2:55 p.m.)

A. Review of 2023-2024 Metrics

- Discussion held. (Pages 4-10)

B. Review of 2024-2025 Preliminary Budget

- Discussion held. (Pages 11-13)

C. Review and Approval of Recommendations

- **Recommendation 1: 2023-2024 Pay Plan Incentive**
 - **Motion:** Pletta/Schleis to accept the recommendation and move to the full board for final approval. **Outcome:** Motion carried unanimously.
- **Recommendation 2: 2024-2025 Pay Pool Adjustments**
 - **Motion:** Scoville/Pletta to accept the recommendation and move to the full board for final approval. **Outcome:** Motion carried unanimously.
- **Recommendation 3: 2024-2025 Pay Plan Changes**
 - **Motion:** Pletta/Scoville to accept the recommendation and move to the full board for final approval. **Outcome:** Motion carried unanimously.
- **Recommendation 4: 2024-2025 Insurance Rates and Plan**
 - **Motion:** Scoville/Pletta to accept recommendation 4a and move to the full board for final approval. **Outcome:** Motion carried unanimously.
 - **Motion:** Scoville/Schleis to accept recommendation 4b and move to the full board for final approval. **Outcome:** Motion carried unanimously.
 - **Motion:** Scoville/Pletta to inform the full board about recommendation 4c and request staff to further explore benefits for employees not covered by the employer-sponsored health plan. **Outcome:** Motion carried unanimously.
- **Recommendation 5: 2024-2026 Personnel Policies**
 - **Motion:** Scoville/Schleis to accept recommendation 5a and move to the full board for final approval. **Outcome:** Motion carried unanimously.
 - **Motion:** Schleis/Pletta to accept recommendation 5b and move to the full board for final approval. **Outcome:** Motion carried with one opposition (Scoville).

III. CONCLUSION (2:55 p.m. – 3:00 p.m.)

A. Unfinished Business

- None.

B. New Business

- None.

C. Next Meeting Date

- The next meeting is scheduled for May 20, 2024.

Meeting adjourned at 2:56 p.m.