



**Board of Directors
Full Board Meeting**
2615 East Ave South, Large Conference Room
La Crosse, WI 54660
Meeting Agenda
Date: May 19, 2025
Time: 3:00 P.M. – 5:00 P.M.

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

- A. Welcome and Introductions (if needed)
- B. Approve March 24, 2025, Meeting Minutes *Pages 3–4*

II. PERSONNEL AND COMPENSATION COMMITTEE REPORT OUT (3:05 P.M. – 4:00 P.M.)

- A. Accept 2024-2025 Metrics *Pages 5–10*
- B. Accept 2025-2026 Preliminary Budget *Pages 11-13*
- C. Review and Approve Recommendations
 - 1. Recommendation 1: 2024-2025 Pay Plan Incentive *Pages 14-15*
 - 2. Recommendation 2: 2025-2026 Pay Pool Adjustments *Pages 16*
 - 3. Recommendation 3: 2025-2026 Pay Plan Changes *Pages 17-38*
 - 4. Recommendation 4: 2025-2026 Insurance Rates and Plan *Pages 39-44*
 - 5. Recommendation 5: 2025-2027 Personnel Policy Changes *Pages 45-46*

III. EXECUTIVE REPORTS (4:00 P.M. – 4:15 P.M.)

- A. Accept Financial Reports *Pages 47-57*
- B. Accept Executive Director Report *Pages 58 to 59*
- C. Accept Connections Report *Pages 60 to 62*

IV. CLOSED SESSION (4:15 p.m. to 4:55 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.*

- A. Executive Director Evaluation Under Separate Cover
- B. Back into Open Session for any decisions

V. CONCLUSION (4:55 p.m. to 5:00 p.m.)

- A. Unfinished Business
- B. New Business
- C. Confirm Next Meeting Date June 23, 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

Workforce Connections, Inc.
Board of Directors – Full Board Meeting

 **Date:** Monday, March 24, 2025

 **Time:** 3:00 p.m. – 5:00 p.m.

I. CALL TO ORDER (3:00 p.m. – 3:05 p.m.)

A. Welcome and Announcements

Chair Ms. Deb Scoville called the meeting to order at 3:04 p.m., confirming that a quorum was present.

B. Approval of January 27, 2025, Meeting Minutes

Motion: (Wemette/Gerke) to approve the January 27, 2025, meeting minutes as presented.

 Motion carried unanimously.

II. EXECUTIVE REPORTS (3:05 p.m. – 3:15 p.m.)

A. Acceptance of Executive Director Report & Connections Report (Pages: 12–17)

Motion: (Wemette/Billings) to accept the Executive Director Report & Connections Report.

 Motion carried unanimously.

B. Acceptance of January 2025 Financial Statements (Pages: 18–27)

Motion: (Wemette/Rohrer) to accept the January 2025 Financial Statements as presented.

 Motion carried unanimously.

III. INTERNAL POLICY (3:15 p.m. – 3:30 p.m.)

A. Approval of AI Policy (Pages: 5–6)

Motion: (Wemette/Gerke) to approve the AI Policy as presented.

 Motion carried unanimously.

B. Approval of Proposed By-Law Changes (Pages: 7–11)

Motion: (Wemette/Rohrer) to approve the proposed By-Law Changes as presented.

 Motion carried unanimously.

IV. STRATEGIC PLANNING (3:30 p.m. – 4:15 p.m.)

A. Organizational Outlook Presentation

Ms. Teresa Pierce provided a verbal presentation covering the following areas:

1. Update on Federal funding
2. Update on program funding (W-2 and WIOA)
3. Review of the Employee Engagement Survey

B. Discussion on Options and Next Steps

Board members discussed the organizational strategy in light of current and anticipated funding.

V. CLOSED SESSION (4:15 p.m. – 4:45 p.m.)

In accordance with Section 1, Subchapter IV of Chapter 19.85 (1)(c) of the Wisconsin Open Meetings Law, the Board entered a closed session to discuss personnel-related topics.

VI. RECONVENE IN OPEN SESSION (4:45 p.m. – 4:55 p.m.)

Action on gathered information (if any):

No action was required or taken during open session.

VII. ADJOURNMENT (4:55 p.m. – 5:00 p.m.)

A. Unfinished Business

None.

B. New Business

None.

C. Confirmation of Next Meeting Date

 **Next Meeting:** Monday, May 19, 2025

 **Meeting adjourned at 5:00 p.m.**

**Respectfully Submitted,
Deb Scoville, Chair**

ATTENDANCE

PRESENT:

- ✓ Heather Gerken – The Insurance Center
- ✓ Deb Scoville – Franciscan Sisters
- ✓ Lyn Pletta – Great Lakes Cheese
- ✓ Mark Wemette – Traditional Trades
- ✓ Carolyn Colleen – Fierce Foundation
- ✓ Mary Rohrer – ORC
- ✓ Ted Everson – Northwestern Mutual
- ✓ Doug Billings – Gerrard-Hoeschler Realtors

OTHERS PRESENT:

- ✓ Teresa Pierce – WCI
- ✓ Wanda Palmer – WCI
- ✓ Gina Brown – WCI
- ✓ Patricia Soby – WCI

NOT PRESENT:

- ✗ Kaitlyn Fritsch – Organic Valley
- ✗ Tou Yang – The Watkins Company
- ✗ Matt Bainter – Inland Packaging