

**Board of Directors  
Regular Board Meeting  
Monday, May 20, 2024  
2615 East Ave. S  
La Crosse, WI 54601  
Small Conference Room  
3:00 pm to 5:00 pm**

Agenda Item	Action
<b>I. CALL TO ORDER</b>	(3:00 P.M TO 3:05 P.M.)
A. Announcement and Introduction	
B. Approve March 25, 2024, Meeting Minutes	Pages 3-4 X
<b>II. PERSONNEL AND COMPENSATION REPORT OUT</b>	(3:05 p.m. to 3:45 p.m.)
A. Review 2023-2024 Metrics	Pages 5-11
B. Review 2024-2025 Preliminary Budget	Pages 12-14
C. Review and Approve Recommendations	Pages 15-30 X
1. Recommendation 1: 2023-2024 Pay Plan Incentive	
2. Recommendation 2: 2024-2025 Pay Pool Adjustments	
3. Recommendation 3: 2024-2025 Pay Plan Changes	
4. Recommendation 4: 2024-2025 Insurance Rates and Plan	
5. Recommendation 5: 2024-2026 Personnel Policies	
<b>III. EXECUTIVE REPORTS</b>	(3:45 P.M. to 4:00 P.M.)
A. Financial Reports	Pages 31-40 X
B. Administrative, Programmatic and Connections Report	Pages 41-47 X
<b>IV. STRATEGIC PLANNING</b>	(4:00 P.M. to 4:20 P.M.)
A. Updates to Strategic Information	Page 48
<b>V. CLOSED SESSION (4:20 p.m. to 4:55 p.m.)</b> <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.</i>	
A. Executive Director Evaluation (Under Separate Cover)	(4:20 P.M. to 4:55 P.M.)
B. Back into Open Session for any decisions	
<b>VI. ADJOURNMENT</b>	(4:55 P.M. to 5:00 P.M.)
A. Unfinished Business	
B. New Business	
C. Confirm Next Meeting Date—Monday, June 24, 2024—If needed	

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**OFFICERS AND MEMBERS**

Doug Billings—Gerrard-Hoeschler Realtors	Past Chairperson
Heather Gerken—The Insurance Center	Chair
Deb Scoville—Franciscan Sisters	Vice Chair
Dimitar Dzikov—Coverra	Treasurer
Bradey Schleis—Organic Valley/CROPP Cooperative	Director
Matt Bainter—Inland Packaging	Director
Mark Wemette—Traditional Trades	Director
Lyn Pletta—Great Lakes Cheese	Director
Tou Yang—The Watkins Company	Director
Carolyn Colleen—Fierce Foundation	Director
Mary Rohrer—ORC	Director

**2023-2024 MEETING SCHEDULE**

<b>Date</b>	<b>Time</b>	<b>Meeting</b>
Monday, September 11, 2023	1:00 p.m.	Oversight Committee (Billings/Bainter/Wemette/Yang)
Monday, September 18, 2023	3:00 p.m.	Full Board Meeting
Monday, October 23, 2023	11:00 am	Annual Meeting
Wednesday, Dec 13, 2023	10:00 am	Special Meeting
Monday, January 29, 2024	3:00 p.m.	Full Board Meeting
Monday, March 25, 2024	3:00 p.m.	Full Board Meeting
Monday, May 13, 2024	1:00 p.m.	Personnel & Comp (Schleis/Scoville/Pletta/Colleen/Dzikov)
Monday, May 20, 2024	3:00 p.m.	Full Board Meeting
Monday, June 24, 2024	3:00 p.m.	Full Board Meeting

**Board of Directors  
Full Board Meeting  
Monday, March 25, 2024  
3:00 p.m. – 5:00 p.m.**

**I. CALL TO ORDER**

**3:00 p.m. to 3:05 p.m.**

A. Welcome and Introductions

*Ms. Scoville (Vice Chair) called the meeting to order at 3:00 p.m.; a quorum was present. Introduction & welcome to our newest board member, Mary Rohrer (ORC).*

B. Approve January 29, 2024, Meeting Minutes

Pages 3-4 X

*Motion made (Wemette/Billings) to approve the January 29, 2024, meeting minutes as presented. Motion carried unanimously.*

**II. EXECUTIVE REPORTS**

**3:05 p.m. to 3:45 p.m.**

A. Accept February 2024 Financial Report

Pages 5-14 X

*Ms. Soby presented highlights. Motion made (Wemette/Billings) to accept the February 2024 Financial Report as presented. Motion carried unanimously.*

B. Accept Executive and Admin Report & Connections Report

Page 15 X

C. Accept February 2024 Connections Report

Pages 16-20

1. W2 RFP Summary

*Ms. Pierce presented the Executive and Admin Report. Ms. Brown reviewed the Connections Report. Motion made (Wemette/Pletta) to accept the Executive and Admin Report plus the Connections Report as presented. Motion carried unanimously.*

**III. STRATEGIC CONVERSATION**

**3:45 p.m. to 4:30 p.m.**

A. Employee Engagement Survey

Under Separate Cover

B. Health Insurance Opt-Out Conversation

Page 29-32

C. HR/IT Position – next steps – Workforce Coordinator

Page 33-34

**IV. CLOSED SESSION**

**4:30 p.m. to 4:45 p.m.**

*In accordance with Section 1, Subchapter IV of Chapter 19.85(1)(c) of the State Statute on open meetings, the Committee will enter closed session to discuss personnel-related topics.*

A. Discuss Employee Engagement Survey Results

**V. RECONVENE IN OPEN SESSION** **4:45 p.m. to 4:55 p.m.**

A. Take action (if any) on gathered information.

**VI. ADJOURNMENT** **4:55 p.m. to 5:00 p.m.**

A. Unfinished Business

*None.*

B. New Business

*None.*

C. Confirm Next Meeting Date — May 13, 2024 Personnel and Compensation  
May 20, 2024 Full Board Meeting

*The meeting was adjourned at 5:00 p.m.*

Respectfully Submitted,

Deb Scoville, Vice Chair