

**Board of Directors
Regular Board Meeting
Monday, May 22, 2023
2615 East Ave. S
La Crosse, WI 54601
Small Conference Room
3:00 pm to 5:00 pm
TEAMS—As needed**

| Agenda Item | Action |
|---|--------------------------|
| I. CALL TO ORDER | (3:00 P.M TO 3:05 P.M.) |
| A. Announcement and Introduction | |
| B. Approve March 27, 2023, Meeting Minutes | Pages 3-4 X |
| II. PERSONNEL AND COMPENSATION REPORT OUT | (3:05 p.m. to 3:45 p.m.) |
| A. Review 2022-2023 Metrics | Pages 5-7 |
| B. Review 2023-2024 Draft Budget | Pages 8-10 |
| C. Review and Approve Recommendations | Pages 11-23 X |
| 1. Recommendation 1: 2022-2023 Pay Plan Incentive | |
| 2. Recommendation 2: 2023-2024 Pay Pool Adjustments | |
| 3. Recommendation 3: 2023-2024 Pay Plan Changes | |
| 4. Recommendation 4: 2023-2024 Insurance Rates and Plan | |
| 5. Recommendation 4: 2023-2025 Personnel Policies | |
| III. EXECUTIVE REPORTS | (3:45 P.M. to 4:00 P.M.) |
| A. Financial Reports | Pages 24-33 X |
| B. Administrative, Programmatic and Connections Report | Pages 34-41 X |
| IV. STRATEGIC PLANNING | (4:00 P.M. to 4:20 P.M.) |
| A. WDB Discussion | |
| V. CLOSED SESSION (4:20 p.m. to 4:55 p.m.) <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 | |
| VI. ADJOURNMENT | (4:55 P.M. to 5:00 P.M.) |
| A. Unfinished Business | |
| B. New Business | |
| C. Confirm Next Meeting Date—Monday, June 26, 2022—If needed | |

OFFICERS AND MEMBERS

| | |
|---|------------------|
| Doug Billings—Gerrard-Hoeschler Realtors | Past Chairperson |
| Heather St. Clair—Petro Energy, LLC. | Chair |
| Dimitar Dzikov—Coulee Bank | Vice Chair |
| Bradey Schleis—Organic Valley/CROPP Cooperative | Treasurer |
| Nick Goins—Mid City Steel, Inc. | Director |
| Deb Scoville—Franciscan Sisters | Director |
| Matt Bainter—Inland Packaging | Director |
| Mark Wemette—La Crosse Technical Consultants | Director |
| Lyn Pletta—Great Lakes Cheese | Director |
| Tou Yang—City Brewery | Director |
| Carolyn Colleen—Fierce Foundation | Director |

2022-2023 MEETING SCHEDULE

| Date | Time | Meeting |
|----------------------------|-------------|---|
| Friday, July 29, 2022 | 11:00 a.m. | Executive Committee |
| Monday, September 12, 2022 | 1:00 p.m. | Oversight Committee (Goins /Bainter/Wemette/Yang) |
| Monday, September 16, 2022 | 1:00 pm | Personnel and Comp St. Clair /Schleis/ Scoville/ Dzikov/Pletta) |
| Monday, September 26, 2022 | 3:00 p.m. | Full Board Meeting |
| Monday, October 17, 2022 | Noon | Annual Meeting |
| Monday, January 30, 2023 | 3:00 p.m. | Full Board Meeting |
| Monday, March 27, 2023 | 3:00 p.m. | Full Board Meeting |
| Monday, May 15, 2023 | 1:00 p.m. | Personnel & Comp St. Clair /Schleis/ Scoville/ Dzikov/Pletta) |
| Monday, May 22, 2023 | 3:00 p.m. | Full Board Meeting |
| Monday, June 26, 2023 | 3:00 pm | Full Board Meeting |

Board of Directors
Full Board Meeting
Monday, March 27, 2023
3:00 pm to 4:30 pm

CALL TO ORDER

3:00 to 3:05 P.M.

Welcome and Announcements

Ms. St. Claire called the meeting to order at 3:03 p.m. A quorum was present. Thanks were expressed to Doug Billings & Gerrard Hoeschler Relators for hosting the meeting.

Approve January 30, 2023, Meeting Minutes

Page 3-4

Motion made (Dizkov/Bainter) to accept the January 30, 2023, minutes as presented. Motion carried unanimously.

TRUST POINT PRESENTATION

3:05 to 3:30 P.M.

Discussion among board members after presentation. Agreement to revisit when CD matures & more cash reserves are on hand for investment.

UPDATE ON GRANTS

3:30 to 3:45 P.M.

Foster Grandparents

Foodshare Employment and Training

Workforce Innovation and Opportunity Grants

Otto Bremer

Ms. Pierce reported on the progress of answering the request for proposals (RFPs) for the listed grants. Have and will apply to all. A “no” response was given by Otto Bremer for the request of \$250k. Ms. Pierce will contact Otto Bremer again after 1 year (required) regarding another proposal.

EXECUTIVE REPORTS

3:45 to 4:05 P.M.

Accept Executive Director Report and Connections Report

Pages 5-13

Ms. Pierce briefly reviewed the Executive Director & Connections reports. Motion made (Goins/Colleen) to accept the reports as presented. Motion carried unanimously.

Accept Financial Statements

Ms. Pierce explained that financial statements were not ready for this meeting & would be sent to board members via email later.

ADJOURNMENT

4:05 to 4:10 P.M.

Unfinished Business

None.

New Business

Confirm Next Meeting Date

Personnel and Compensation: May 15, 2023

Full Board Meeting: May 22, 2023

Gerrard-Hoeschler Presentation

4:10 to 4:30 PM

Mr. Billings presented information/history of Gerrard-Hoeschler Relators.

Meeting adjourned at 4:15 p.m.

Attendance

| PRESENT | NOT PRESENT | OTHERS PRESENT |
|-----------------------------------|-------------------------------|----------------|
| Heather St. Clair | Tou Yang-City Brewery | Teresa Pierce |
| Doug Billings-Gerrard-Hoeschler | Bradey Schleis-Organic | Wanda Palmer |
| Dimitar Dzikov-Coulee Bank | Mark Wemette-La Crosse | |
| Nick Goins—Mid City Steel, Inc | Lyn Pletta-Great Lakes Cheese | |
| Deb Scoville-Franciscan Sisters | | |
| Matt Bainter-Inland Packaging | | |
| Carolyn Colleen-Fierce Foundation | | |