

Workforce Connections, Inc. Board of Directors
Full Board Meeting
Monday, May 24, 2021
2:30 pm to 5:30 pm
ZOOM MEETING
Meeting ID: 813 4036 8728
Passcode: 127936

Agenda Item	Action Needed
I. CALL TO ORDER	(2:30 to 2:35 P.M)
A. Announcement and Introduction	
B. Approve March 22, 2021 Meeting Minutes	Pages 3-4 X
II. REPORTS and BOARD SCHEDULE	(2:35 to 3:00 P.M)
A. Reports	
1. March 2021 Financial Report	Pages 5-13
2. Executive Director Report including Programs Report	Pages 14-20
B. September Business Breakfast	
III. STRATEGIC PLANNING	(3:00 to 3:45 P.M.)
A. Mission, Vision and Values	Page 21
B. Strategic Direction (SCOT)	Page 22-25
IV. PERSONNEL & COMPENSATION COMMITTEE RECOMMENDATIONS (3:45 to 4:45 P.M)	
A. Summary of Recommendations	26-35 X
1. Recommendation 1: 2020-2021 Pay Plan Incentive	
2. Recommendation 2: 2021-2022 Pay Pool Adjustments	
3. Recommendation 3: 2021-2022 Pay Plan Changes	
4. Recommendation 4: 2021-2022 Personnel Policies Changes	
5. Recommendation 5: 2021-2022 Insurance Rates and Plan	
IV. CLOSED SESSION (4:45 p.m. to 5:30 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. This will be done using a Zoom Breakout room.</i>	
A. Executive Director Evaluation	Under Separate Cover
V. ADJOURNMENT	(5:30 p.m.)
Unfinished Business	
A. New Business	
B. Confirm Next Meeting Date—June 28, 2021 (Strategic Planning)	

OFFICERS AND MEMBERS

Anna Boland—Ingersoll-Rand	Chairperson
Doug Billings—Empire	Vice Chair
Dimitar Dzikov—Coulee Bank	Treasurer
Anne Hlavacka—UW– La Crosse	Director
Bradey Schleis—Organic Valley/CROPP Cooperative	Director
Tim Vondrasek—Norwinn Company	Director
Neil Kamrowski—International Assoc. of Machinists and Aerospace Workers	Director
Nick Goins—Mid City Steel, Inc.	Director
Heather St. Clair—Petro Energy, LLC.	Director
Deb Scoville—Franciscan Sisters	Director
Matt Bainter—Ocean Spray	Director
Mark Wemette—La Crosse Technical Consultants	Director

2020-2021 MEETING SCHEDULE

Date	Time	Meeting
Monday, September 14, 2020	2:00 p.m.	Oversight Committee (Goins Dzikov/Kamrowski/Bainter/Wemette/ Hlavacka)
Monday, September 21, 2020	3:00 p.m.	Full Board
*Monday, October 19, 2020	Noon	Annual Meeting
Monday, January 25, 2021	3:00 p.m.	Full Board
Monday, March 22, 2021	3:00 p.m.	Full Board
Monday, May 17, 2021	1:00 p.m.	Personnel & Compensation (Vondrastek/ /St. Clair/Schleis/Scoville)
Monday, May 24, 2021	3:00 p.m.	Full Board
Monday, June 28, 2021	3:00 p.m.	Full Board

**Board of Director's
Full Board Meeting
Monday, March 22, 2021
2:30 p.m. to 5:30 pm**

I. CALL TO ORDER (2:30 P.M. TO 2:35 PM.)

A. Announcement and Introduction

Ms. Boland called the meeting to order at 2:32 pm a quorum was present.

Approve January 25, 2021 Meeting Minutes

Pages 3-4 X

Motion made (Billings/ Wemette) to accept the January 25, 2021 meeting minutes as presented.

Motion carried unanimously.

II. REPORTS (2:35 p.m. to 3:00 p.m.)

A. Executive Director Report including Performance Report

Ms. Pierce presented the Executive Director Reports. Discussion held.

Motion made (Hvlacka/ Bainter) to accept the Executive Director and Performance Report as presented. Motion carried unanimously.

B. January 2021 Financial Report

Ms. Norsten presented the January 2021 Financial Report. Discussion held.

Motion made (Billings/ Hvlacka) to approve the January 2021 Financial Report as presented.

Motion carried unanimously.

III. Strategic Planning (3:00 p.m. to 5:25 p.m.)

A. Welcome and Why Are We Here?

B. Essentials and Online Tips

C. Workforce Connections Stories

D. Icebreaker/ team building (small groups)

E. Brief Review of Last Strategic Plan/ History

Documents under separate cover

F. Review of Recent Data and Trends

G. SCOT Analysis – expand and Strengthen

H. Recommit to Current Mission and Values

I. Discussion of Strategic Directions

J. Wrap Up and Preview of Next session

Ms. Shapiro set the foundation and led the group through the outlined strategic planning process. Guided discussions held to move through the process.

IV. ADJOURNMENT (5:25 p.m. to 5:30 p.m.)

A. Unfinished Business

None

B. New Business

None

C. Confirm Next Meeting Date— April 20, 2021- Strategic Planning Session

Respectfully Submitted,

Ann Boland, Chair

Attendance

<u>PRESENT</u>	<u>OTHERS PRESENT</u>	<u>NOT PRESENT</u>
Ann Boland, Ingersoll-Rand Tim Vondrasek, Norwinn Company Bradey Schleis, Organic Valley/ CROPP Heather St. Clair, Petro Energy, LLC. Anne Hlavacka, UW- La Crosse Doug Billings, Empire Deb Scoville, Franciscan Sisters Matt Bainer, Ocean Spray Mark Wemette, La Crosse Technical Consultants Nick Goins, Mid City Steel, Inc	Teresa Pierce, WCI Kelly Norsten, WCI Emily Ware, WCI Stacey Shapiro, Shapiro Strategies	Dimitar Dzikov, Coulee Bank Neil Kamrowski, International Assoc. of Machinists and Aerospace Workers