

**Board of Directors  
Regular Board Meeting  
Monday, June 24, 2024  
2615 East Ave. S  
La Crosse, WI 54601  
Small Conference Room  
3:00 pm to 4:30 pm  
TEAMS—As needed**

Agenda Item	Action
<b>I. CALL TO ORDER</b>	(3:00 P.M TO 3:05 P.M.)
A. Announcement and Introduction	
B. Approve May 20, 2024, Meeting Minutes	Pages 3-4 X
<b>II. EXECUTIVE REPORTS</b>	(3:05 P.M. to 3:30 P.M.)
A. Accept Executive Director and Connections Report	Pages 5-11 X
B. Accept Financial Reports	Page 12-20 X
C. Accept 2024-2025 Final Budget	Page 21-23 X
<b>III. BOARD and STRATEGIC PLANNING UPDATE</b>	(3:30 P.M. to 4:00 P.M.)
A. Approve 2024-2025 Meeting Schedule	Page 2 X
B. Review Committee Descriptions	Page 24-25
C. Review Members and Terms	Page 26-27
i. Secretary/Treasurer	
D. Discuss Potential New Board Members	
E. Discuss Annual Meeting Ideas	
F. Accept Strategic Planning and Goals	Page 28 X
<b>IV. CLOSED SESSION</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 Discussion	(4:00 P.M. to 4:25 P.M.)
<b>V. ADJOURNMENT</b>	(4:25 P.M. to 4:30 P.M.)
A. Unfinished Business	
B. New Business	
C. Confirm Next Meeting Date—Monday, September 11, 2024—Oversight Committee	

**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

**2024-2025 MEETING SCHEDULE**

<b>Date</b>	<b>Time</b>	<b>Meeting</b>
Monday, September 9, 2024	1:00 p.m.	Oversight Committee (*Billings/Goins /Bainter/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/Schleis/ *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

\*denotes Chair

<b>I.</b>	<b>CALL TO ORDER</b>	( 3:00 – 3:05 p.m.)	
A.	Announcement and Introduction		
	<i>Ms. Gerken called the meeting to order at 3:02 p.m. A quorum was present.</i>		
B.	Approve March 25, 2024, Meeting Minutes	Pages 3-4	X
	<i>Motion made (Wemette/Billings) to accept the March 25, 2024, meeting minutes as presented. Motion carried unanimously.</i>		
<b>II.</b>	<b>PERSONNEL AND COMPENSATION</b>	(3:05 p.m. – 3:45 p.m.)	
A.	Review 2023-2024 Metrics	Page 5-11	
B.	Review 2024-2025 Preliminary Budget	Page 12-14	
C.	Review and Approve Recommendations	Page 15-30	X
	1. Recommendation 1: 2023-2024 Pay Plan Incentive <i>Motion made (Wemette/Gerkin) to accept recommendation 1 as presented. Motion carried unanimously.</i>		
	2. Recommendation 2: 2024-2025 Pay Pool Adjustments <i>Motion made (Wemette/Dzikov) to accept recommendation 2 as presented. Motion carried unanimously.</i>		
	3. Recommendation 3: 2024-2025 Pay Plan Changes <i>Motion made (Wemette/Dzikov) to accept recommendation 3. Motion carried unanimously.</i>		
	4. Recommendation 4: 2024-2025 Insurance Rates and Plan <i>Motion made (Dzikov/Gerken) to accept recommendation 4a as presented. Motion carried unanimously. Motion made (Dzikov/Wemette) to accept recommendation 4b as presented. Motion carried unanimously. Motion made (Dzikov/Rohrer) about not moving ahead on recommendation 4c and ask staff to do more work on what additional benefits to possibly provide to staff that do not have our employer-sponsored health insurance plan.</i>		
	5. Recommendation 5: 2024-2026 Personnel Policies <i>Motion made (Wemette/Rohrer) to accept recommendation 5a as presented. Motion carried unanimously. Motion made (Scoville/Rohrer) to accept recommendation 5b as presented. Motion did not carry with four opposed (Dzikov, Billings, Wemette, and Rohrer) and three for (Gerken, Scoville, and Yang).</i>		
<b>III.</b>	<b>EXECUTIVE REPORTS</b>	3:45 p.m. – 4:00 p.m.	
A.	Financial Reports <i>Ms. Soby reviewed financial reports. Motion made (Wemette/Dzikov) to accept the financial reports as presented. Motion passed unanimously.</i>		X
B.	Administrative, Programmatic, and Connections Reports <i>Ms. Pierce reviewed administrative, programmatic, and Connections reports. Motion made (Wemette/Dzikov) to accept the reports as presented. Motion carried unanimously.</i>		X
<b>IV.</b>	<b>STRATEGIC PLANNING</b>	4:00 p.m. – 4:20 p.m.	
A.	Updates to Strategic Information <i>Ms. Pierce reviewed updates to strategic information</i>		
<b>V.</b>	<b>CLOSED SESSION</b> <i>In accordance with Section 1, Subchapter IV of Chapter 19.85 of the State Statute on open meetings, the Board will enter into closed session to discuss personnel related topics. Motion made (Wemette/Dzikov) to go into closed session.</i>	4:20 p.m. – 4:55 p.m.	
A.	Executive Director Evaluation (Under Separate Cover).		
B.	Back to Open Session for any decisions. <i>Motion made Wemette/Rohrer)</i>		
<b>VI.</b>	<b>ADJOURMENT</b>	(4:55 p.m. – 5:00 p.m.)	

A.	Unfinished Business		
<i>None.</i>			
B.	New Business		
<i>None.</i>			
C.	Confirm Next Meeting Date—June 26, 2024		
<i>Meeting adjourned at 5:00 p.m.</i>			

Respectfully Submitted,

Heather Gerken, Chair

<p><u>PRESENT</u>  Heather Gerken, The Insurance Center  Deb Scoville, FSPA  Dimitar Dzikov, Coverra  Doug Billings, Gerrard-Hoesler Realtors  Mark Wemette, Traditional Trades  Tou Yang, The Watkins Company  Mary Rohrer, ORC</p>	<p><u>OTHERS PRESENT</u>  Teresa Pierce, WCI  Wanda Palmer, WCI  Patricia Soby, WCI</p>	<p><u>NOT PRESENT</u>  Carolyn Colleen, Fierce Foundation  Lyn Pletta, Great Lakes Cheese  Bradey Schleis, Organic  Valley/CROPP Cooperative  Matt Bainter, Inland Packaging</p>
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