



**Workforce Connections, Inc. Board of Directors  
Full Board Meeting  
Monday, June 28, 2021  
3:00 pm to 5:00 pm  
ZOOM MEETING  
Meeting ID: 814 7481 8721  
Passcode: 088528**

Agenda Item	Action Needed
<b>I. CALL TO ORDER</b> A. Announcement and Introduction B. Approve May 24, 2021 Meeting Minutes	<b>(3:00 to 3:03 P.M)</b>  Pages 3-4
<b>II. REPORTS and BOARD WORK</b> A. Reports 1. April 2021 Financial Report 2. Executive Director Report 3. Programs Report B. 2021-2022 Budget C. September Business Breakfast D. Meeting Schedule and Manner of Meetings	<b>(3:03 to 3:20 P.M)</b>  Pages 5-14 Pages 15-18 Pages 19-20 Available at Meeting Pages 21-22 Page 23
<b>III. STRATEGIC PLANNING</b> A. Strategic Directions	<b>(3:25 to 4:55 P.M.)</b> Page 24-25
<b>V. ADJOURNMENT</b> A. Unfinished Business B. New Business C. Confirm Next Meeting Date—September 14—Oversight Committee September 21—Full Board Meeting	<b>(5:00 p.m.)</b>

**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**

<b>Date</b>	<b>Time</b>	<b>Meeting</b>
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—If needed

**2021-2022 MEETING SCHEDULE**

<b>Date</b>	<b>Time</b>	<b>Meeting</b>
Monday, September 13, 2021	2:00 p.m.	Oversight Committee (Goins Dzikov/Kamrowski/Bainter/Wemette/ Hlavacka)
Monday, September 20, 2021	3:00 p.m.	Full Board
*Monday, October 18, 2021	Noon	Annual Meeting
Monday, January 24, 2022	3:00 p.m.	Full Board
Monday, March 28, 2022	3:00 p.m.	Full Board
Monday, May 16, 2022	1:00 p.m.	Personnel & Compensation (Vondrastek/ /St. Clair/Schleis/Scoville)
Monday, May 23, 2022	3:00 p.m.	Full Board
Monday, June 27, 2022	3:00 p.m.	Full Board—If needed

**Board of Director's  
Full Board Meeting  
Monday, May 24, 2021  
2:30 p.m. to 5:30 pm**

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

A. Announcement and Introduction

*Ms. Boland called the meeting to order at 2:33pm a quorum was present.*

B. Approve March 22, 2021 Meeting Minutes Pages 3-4 X

*Motion made (Vondrasek/ Goins) to accept the March 22, 2021 Meeting Minutes as presented. Motion carried unanimously.*

**II. REPORTS and BOARD SCHEDULE (2:35 to 3:00 P.M)**

A. Reports

1. March 2021 Financial Report Pages 5-13

*Motion (Goins/ Vondrasek) to approve the March 2021 Financial report. Motion carried unanimously.*

2. Executive Director Report including Programs Report Pages 14-18

*Ms. Pierce present the reports. Discussion held.*

*Motion (Goins/ St. Clair) to approve the Executive Directors Report including Programs Report. Motion carried.*

B. September Business Breakfast Verbal Update

*Ms. Pierce shared an update on the September Workforce Forum to take place virtually September 23<sup>rd</sup>. The Event will have two speakers, Dr, Marcus Lewis and Amanda Goodenough. The theme of the event will be Diversity with a title of The Language of Diversity. Save the dates and opportunities for Sponsorship will be forthcoming.*

**III. STRATEGIC PLANNING (3:00 to 3:45 P.M.)**

A. Mission, Vision and Values Page 19

*Ms. Shapiro lead the group to reaffirm Mission, Vision and Values.*

*Consensus made to update the Mission updated to: We connect people, work, and training.*

*Consensus made to update the Vision Statement to: Strengthen communities through building the workforce.*

*Consensus made to update the values to be consistent with the value statements and reflective of the updated mission and vision statements.*

B. Strategic Direction (SCOT) Page 20-25

*Ms. Shapiro walked the group through a round table discussion on building the strategic goals and steps.*

**IV. PERSONNEL & COMPENSATION COMMITTEE RECOMMENDATIONS (3:45 to 4:45 P.M)**

- A. 2020-2021 Organizational Metrics 26-27
- B. Summary of Recommendations 28-37 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

Ms. Pierce presented the summary of recommendations made by the Personnel and Compensation committee. Discussions held.

Motion made (Vondrasek/ St.Clair) to accept the 5 recommendations of the Personnel and Compensation Committee as outlined including the Organizational Metrics. . Motion carried unanimously.

**IV. CLOSED SESSION (4:45 p.m. to 5:30 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. This will be done using a Zoom Breakout room.*

Motion (St.Clair/ Wemette) made to enter into Closed Session. Motion carried.

- A. Executive Director Evaluation Under Separate Cover

*Motion (Wemette/St.Clair) made to come out of Closed Session. Motion carried. Conversation with Ms. Pierce occurred, and contract terms were agreed to by all parties.*

**V. ADJOURNMENT (5:30 p.m.)**  
Unfinished Business

- A. New Business
- B. Confirm Next Meeting Date—June 28, 2021 (Strategic Planning)

*Motion (Wemette/St.Clair) made to adjourn meeting. Motion carried.*

Respectfully Submitted,

Ann Boland, Chair

**Attendance**

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