



**Board of Directors
Personnel and Compensation Committee Meeting
Friday, September 16, 2022
10:00 a.m. to 11:00 a.m.
TEAMS MEETING**

Agenda Item	Pages	Action
I. CALL TO ORDER		(10:00 a.m. TO 10:05 a.m.)
A. Announcement and Introduction		
B. Additions to Agenda		
C. Approve Meeting Minutes		
1. Approve/Concur May 16, 2022, Meeting Minutes	3-4	X
II. PERSONNEL AND COMPENSATION (10:05 a.m. to 10:55 a.m.)		
A. Approve Recommendations	5-6	X
1. Recommendation 1: Wage Band Adjustments		
2. Recommendation 2: One time increase in mid-year incentive		
B. Review 2022-2023 Budget		Under Separate Cover
III. CONCLUSION		(10:55 a.m. to 11:00 a.m.)
A. Unfinished Business		
B. New Business		
C. Confirm Next Meeting Date September 26, 2022		
III. ADJOURNMENT		

OFFICERS AND MEMBERS

Anna Boland—JF Brennan	Past Chairperson
Doug Billings—Gerrard-Hoeschler Realtors	Chair
Heather St. Clair—Petro Energy, LLC.	Vice Chair
Dimitar Dzikov—Coulee Bank	Treasurer
Bradey Schleis—Organic Valley/CROPP Cooperative	Director
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

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
Monday, October 17, 2022	Noon	Annual Meeting
Monday, January 27, 2023	3:00 p.m.	Full Board
Monday, March 24, 2023	3:00 p.m.	Full Board
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
Monday, June 26, 2023	3:00 pm	Full Board Meeting

**Board of Directors
Personnel and Compensation Committee Meeting Minutes
Monday, May 16, 2022
1:00 p.m. to 2:30 p.m.
TEAMS MEETING**

I. CALL TO ORDER (1:00 p.m. TO 1:05 p.m.)

- A. Announcement and Introduction

Ms. St Clair called the meeting to order at 1:04pm. A quorum was present.

- B. Additions to Agenda

None

- C. Approve Meeting Minutes

1. Approve/Concur October 5, 2021 Meeting Minutes 3-4 X

Motion made (Schleis/ Pletta) to approve the meeting minutes of October 5, 2021. Motion carried.

II. PERSONNEL AND COMPENSATION (1:05 p.m. to 1:25 p.m.)

- A. Review 2021-2022 Metrics 5-6

Ms. Pierce presented the 2021-2022 Metrics.

- B. Review 2022-2023 Draft Budget 7-8

Ms. Pierce presented the 2022-2023 draft budget.

- C. Review and Approve Recommendations 9-20 X

1. Recommendation 1: 2021-2022 Pay Plan Incentive

Motion made (Schleis/ Scoville) to accept the 2021-2022 Pay Plan Incentive Dollars in the amount of 2.5%. Motion carried.

2. Recommendation 2: 2022-2023 Pay Pool Adjustments

Motion made (St. Claire/ Scoville) to approve the pay plan adjustments in the amount of a 6% pool with 4% being for increases and 2% for incentive payments. Motion carried.

3. Recommendation 3: 2022-2023 Pay Plan Changes

Motion made (Pletta/ Schlies) to approve the changes to the 2022-2023 Pay Plan Changes with the exception of the proration of the year end incentive bonuses to stay at 1040. Motion carried.

4. Recommendation 4: 2022-2023 Insurance Rates and Plan

Motion made (Schleis/ Pletta) to accept the 2022-2023 Insurance rates and plans as presented. Motion carried.

III. CONCLUSION (1:25 p.m. to 1:30 p.m.)

- A. Unfinished Business
- B. New Business
- D. Confirm Next Meeting Date May 23, 2022

III. ADJOURNMENT

Present	Not Present	Others Present
Heather St. Clair, Petro Energy, LLC. Bradey Schleis, Organic Valley/CROPP Cooperative Deb Scoville, Franciscan Sisters Lynn Pletta, Great Lakes Cheese		Teresa Pierce, WCI Kelly Norsten, WCI Gina Brown, WCI

2021-2022 MEETING SCHEDULE

Date	Time	Meeting
Monday, September 13, 2021	1:00 p.m.	Oversight Committee (Goins Dzikov/Bainter/Wemette/)
Monday, September 27, 2021	3:00 p.m.	Full Board
Tuesday, October 5, 2021	11:00 a.m.	Personnel & Compensation (St. Clair /Schleis/ Scoville)
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 (St. Clair /Schleis/ Scoville)
Monday, May 23, 2022	3:00 p.m.	Full Board
Monday, June 13, 2022	3:00 pm	Full Board