

Special Board Meeting December 20, 2015
7pm Conference call

President Bruce Urben called a special meeting of the Board of directors to follow up continued discussion/concerns from the scheduled Board meeting held on Sunday December 13th.

Board Directors present: Al Klug, Chris Ferch, Eric Urben (VP), Joe Gonyo, John Greene (Secretary), Pat Smith, Peter Strenn, Randy Helbach, Rob Monette, Russ Olson (Treasurer), Bruce Urben (Pres.). Absent Board Members-Joe Porten, Jesse Beske. Staff present-none

The meeting agenda revolved around the issue brought up by several directors; the approved 4 additional days of vacations in 2016 for WWA staff and Exec. Director.

The Board had good discussion surrounding the previously approved motion for additional vacation time for staff. Directors voiced their concern over the number of approved additional vacation days as well as support for some recognition for hard work by staff in 2015.

Bruce gave a brief history of staff downsizing and pay reductions from 2010 -2011 as well as the incentive compensation plan approved by the Board for 2015. Clearly the incentive plan will not be able to be initiated based on milestones established for 2015.

In Board action, a motion was made and seconded to repeal the 4 additional days of vacation for 2016 approved at the 12/17/15 Board meeting. Vote was 10 in favor and 1 opposed. The 4 days of vacation was repealed.

The Board moved a motion to approve 2 additional days of vacation for WWA staff and ED for Calendar year 2016 only. The days proposed would be the Friday after Thanksgiving day and one floating Holiday. The proposed vacation days would be in lieu of a staff raise or bonus compensation for 2015. The floating Holiday would be approved by Executive Director for staff and by President for Exec. Director to assure routine operations would not be adversely impacted.

The motion was unanimously approved by the Board in recognition of the Executive Directors team's hard work in 2015.

Board Directors were also concerned about staff morale and recommended to closely monitor staff morale and concerns because of high workload and long hours. All agreed.

In other Board action, one Board member requested more detailed feedback for sponsor discussions over the calendar year. Although routine updates are given in the ED report, more detail was requested. Bruce will discuss the need for more detailed information to be provided to the Board on a quarterly basis with Don Kirby.

Bruce reminded the Directors to vote by Tuesday, December 22nd at noon for officers as requested by Kelcy's email.

The meeting was adjourned at 8:20 pm

Respectively submitted
Bruce Urben