

AGENDA

Wednesday, October 23, 2024

8:30 a.m. – 10:30 a.m.

Community Action Board of Directors

Community Action Pathways Center

20 Eclipse Center Beloit, WI 53511

*****Please RSVP to Sara Schumacher by 5 p.m. Monday October 21*****
sschumacher@community-action.org or 608-313-1335

1. WELCOME
2. CALL TO ORDER
3. APPROVAL OF AGENDA
4. ELECTION OF NEW BOARD MEMBERS
 - a. Rock County Private – Manuel Casares
5. AUDIT PRESENTATION
 - a. 2023 Audit presented by WIPFLI
6. CONSENT AGENDA
 - A. Board Meeting
 - a. Minutes, August 28, 2024
 - B. Twin Oaks Committee
 - a. Update included in Director's Report
 - C. Consumer Advisory
 - a. Minutes, October 7, 2024
 - D. Finance Committee
 - a. Minutes October 8, 2024
 - E. Human Resources Committee
 - a. Minutes October 14, 2024

PROPOSED ACTION: APPROVE CONSENT AGENDA

7. PLANNING AND EVALUATION COMMITTEE

PROPOSED ACTION: APPROVE THE PLANNING AND EVALUATION PACKET

8. 2025 CSBG APPLICATION

PROPOSED ACTION: APPROVE THE 2025 CSBG APPLICATION

9. JOINT FINANCE/HR COMMITTEE
 - a. Recommendations for 2025
 - i. Review Health Insurance
 1. PROPOSED ACTION: Motion to approve moving insurance coverage to Exemplar for employee group health plan for the 2024-2025 plan year with a 3% decrease that includes

additional changes to deductibles, out-of-pocket costs and copays for office visits, ER, Urgent Care, and RX tiers.

2. PROPOSED ACTION: Motion to recommend to the Board, approve adjusting employer contribution percentages to the healthcare plan to maintain employee premium rates at or below prior year premiums. Exceptions being for employees enrolled in the \$1,500 plan, at the Employee + Spouse and Family plan levels.
3. PROPOSED ACTION: Motion to approve instituting a health incentive plan paying employees a stipend of \$50 per quarter for being enrolled in CAI's health insurance coverage and actively participating in CAI's monthly wellness program.

ii. Review Merit Increase Recommendation

1. PROPOSED ACTION: Motion to approve abstaining from providing a monetary merit increase for 2025. And recommend adding a singular floating holiday to be used between 01/01/2025-12/31/2025. And approval for CAI to reassess merit increases in April 2025.
2. PROPOSED ACTION: Motion to approve Holiday Policy (Policy #0505) and Holiday Policy-Floating Holiday (Policy #0505a).

iii. Review 2025 Salary Schedule Recommendation

1. PROPOSED ACTION: Motion to approve the updated salary schedule and rate changes.

iv. Retirement Plan Update

1. No Action Requested

v. Emergency Loan Update

1. No Action Requested

PROPOSED ACTION: APPROVE JOINT FINANCE/HR PACKET

10. COMMUNICATION

A. Chair Remarks

B. Executive Directors Report

- i. Deputy Director Report
- ii. Fund Development Report
- iii. Contract and Monitorin Updates

PROPOSED ACTION: APPROVE EXECUTIVE DIRECTOR'S REPORT

11. ADJOURN

PROPOSED ACTION: MOTION TO ADJOURN MEETING