



Personnel Committee Meeting

Monday, January 12, 2026 - 3:00 pm

[Personnel Committee webpage](#)

Attending

Board Members:

Kristina Rader, Chair, Spring Valley

Eileen Moeller, Winona County

Pat Utz, LeRoy Public Library

SELCO Staff (liaison):

Krista Ross, Executive Director

Pam O'Hara, Director of Administration

Absent:

Krin Abraham, Houston Public Library

Minutes

1. Call to Order

Kristina called the meeting to order at 3:04.

2. Approve the Agenda

Pat moved to approve the agenda, seconded by Eileen. Motion carried.

3. Approve the October 29, 2025 Minutes

Kristina moved to approve the October minutes, seconded by Eileen. Motion passed.

4. Discuss FY2027 Budget

The budget process is underway. Staff requests are due at the end of the month.

a. Review of Benefit Package

Krista reviewed SELCO's benefit package with the committee. She updated it to include specifics for both salary and hourly staff. Paid Family Leave has started. SELCO qualifies for small employer benefit of paying .22% (instead of .44%), and staff will contribute .44%.

b. Salary Adjustment Plan

The committee had a good discussion about how to make salary adjustments. The committee was impressed with SELCO's benefits. Ultimately, the committee directed Krista to bring the staff who are under the minimum (excluding Dir of O&E, because a 3% raise will be higher than just bringing it up to minimum) up to the minimum in FY27. All other staff will get a 3% raise. They plan on doing another adjustment over the next year or two to bring staff closer to the mark.

5. Receive Progress Update on the Executive Director's FY26 Goals

Krista has really appreciated being able to meet with a coach; it has been well worth her while. We have been unable to find a consultant to conduct the Delivery study. Krista will put out for bids again in January.

6. Receive General Staffing Update

Our new Network Administrator has started - Tom Rouchka , who worked here about 7 years ago. He is a welcome addition. Krista and Pam will get some procedures into place for putting some structure around staff working outside of regular hours.

7. Adjournment

Kristina adjourned the meeting at 3:54.

Future meeting dates -

- Cindy will find a date/time to meet in March to review insurance renewal rates and review some policies.