

**From:** [Debbie L. Bowers](#)  
**To:** [Kaycee M. Lagarde](#)  
**Subject:** RE: [EXTERNAL]Library Director  
**Date:** Wednesday, February 25, 2026 1:05:00 PM

---

No problem and thank you.

---

**From:** Kaycee M. Lagarde <kmlagarde@myescambia.com>  
**Sent:** Wednesday, February 25, 2026 12:09 PM  
**To:** Debbie L. Bowers <dlbowers@myescambia.com>  
**Subject:** RE: [EXTERNAL]Library Director

Yeah, it wasn't my first choice of words – I should have stuck with what I originally wrote, but there was a lot of back and forth with Legal, so I went with Alison's suggestion since it was late in the day and we needed to get something over to the reporter.

Next time I will trust my gut.

Also, I am so very sorry for your loss. Thinking of you.

**Kaycee Lagarde**  
Director of Communications and Public Information  
Escambia County Board of County Commissioners  
221 Palafox Place, Suite 410, Pensacola, FL 32502

**Office:** 850-595-2396  
**Cell:** 850-393-3805  
**Email:** [kmlagarde@myescambia.com](mailto:kmlagarde@myescambia.com)



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---

**From:** Debbie L. Bowers <dlbowers@myescambia.com>  
**Sent:** Wednesday, February 25, 2026 11:48 AM  
**To:** Kaycee M. Lagarde <kmlagarde@myescambia.com>  
**Subject:** RE: [EXTERNAL]Library Director

I think the Board has to “approve” the Director; I’m not even sure what “blessed” means.

---

**From:** Kaycee M. Lagarde <[kmlagarde@myescambia.com](mailto:kmlagarde@myescambia.com)>  
**Sent:** Tuesday, February 24, 2026 4:10 PM  
**To:** Alison A. Rogers <[aarogers@myescambia.com](mailto:aarogers@myescambia.com)>; Christopher R. Shaffer <[crshaffer@myescambia.com](mailto:crshaffer@myescambia.com)>; Nikki L. Powell <[nlpowell@myescambia.com](mailto:nlpowell@myescambia.com)>  
**Cc:** Community & Media Relations <[CMR@myescambia.com](mailto:CMR@myescambia.com)>; Wesley M. Hall <[wmhall@myescambia.com](mailto:wmhall@myescambia.com)>; Debbie L. Bowers <[dlbowers@myescambia.com](mailto:dlbowers@myescambia.com)>; Beth Haley <[MEHALEY@myescambia.com](mailto:MEHALEY@myescambia.com)>  
**Subject:** RE: [EXTERNAL]Library Director

Thank you, Alison! I've modified slightly and combined with the other section -- please see below and let me know if this works:

**The WFPL Board of Governance voted to recommend Bradley Vinson as their first choice for the Library Director position, and Chris Hare as their second choice.**

**As with most county boards and committees, this board acts in an advisory capacity only. Personnel decisions fall to the County Administrator, or in his absence, the Acting Administrator. The Administrator is not bound by the recommendation of the WFPL BOG. The Administrator's choices for county department head positions such as the Library Director are blessed by the Board of County Commissioners, which can vote them up or down.**

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---

**From:** Alison A. Rogers <[aarogers@myescambia.com](mailto:aarogers@myescambia.com)>  
**Sent:** Tuesday, February 24, 2026 4:04 PM  
**To:** Kaycee M. Lagarde <[kmlagarde@myescambia.com](mailto:kmlagarde@myescambia.com)>; Christopher R. Shaffer <[crshaffer@myescambia.com](mailto:crshaffer@myescambia.com)>; Nikki L. Powell <[nlpowell@myescambia.com](mailto:nlpowell@myescambia.com)>  
**Cc:** Community & Media Relations <[CMR@myescambia.com](mailto:CMR@myescambia.com)>; Wesley M. Hall

<[wmhall@myescambia.com](mailto:wmall@myescambia.com)>; Debbie L. Bowers <[dlbowers@myescambia.com](mailto:dlbowers@myescambia.com)>; Beth Haley <[MEHALEY@myescambia.com](mailto:MEHALEY@myescambia.com)>

**Subject:** RE: [EXTERNAL]Library Director

FWIW, my stab at it:

The decision on personnel decisions falls to the Administrator, or in his absence, the Acting Administrator. The Administrator is not bound by the recommendation of the WFPL BOG. The Administrator's choices for department head positions are blessed by the BOCC, which can vote them up or down.

---

**From:** Kaycee M. Lagarde <[kmlagarde@myescambia.com](mailto:kmlagarde@myescambia.com)>

**Sent:** Tuesday, February 24, 2026 3:51 PM

**To:** Alison A. Rogers <[aarogers@myescambia.com](mailto:aarogers@myescambia.com)>; Christopher R. Shaffer <[crshaffer@myescambia.com](mailto:crshaffer@myescambia.com)>; Nikki L. Powell <[nlpowell@myescambia.com](mailto:nlpowell@myescambia.com)>

**Cc:** Community & Media Relations <[CMR@myescambia.com](mailto:CMR@myescambia.com)>; Wesley M. Hall <[wmhall@myescambia.com](mailto:wmall@myescambia.com)>; Debbie L. Bowers <[dlbowers@myescambia.com](mailto:dlbowers@myescambia.com)>

**Subject:** RE: [EXTERNAL]Library Director

Just to add additional context, William did specifically ask this question (in case it's helpful in drafting our response):

**Is the BOCC bound to the WFPL Board recommendation or can the BOCC choose someone else?**

### **Kaycee Lagarde**

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221 Palafox Place, Suite 410, Pensacola, FL 32502

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---

**From:** Kaycee M. Lagarde

**Sent:** Tuesday, February 24, 2026 3:44 PM

**To:** Alison A. Rogers <[aarogers@myescambia.com](mailto:aarogers@myescambia.com)>; Christopher R. Shaffer <[crshaffer@myescambia.com](mailto:crshaffer@myescambia.com)>; Nikki L. Powell <[nlpowell@myescambia.com](mailto:nlpowell@myescambia.com)>

**Cc:** Community & Media Relations <[CMR@myescambia.com](mailto:CMR@myescambia.com)>; Wesley M. Hall <[wmhall@myescambia.com](mailto:wmhall@myescambia.com)>; Debbie L. Bowers <[dlbowers@myescambia.com](mailto:dlbowers@myescambia.com)>

**Subject:** FW: [EXTERNAL]Library Director

Good afternoon all,

As discussed, please see the draft statement below for William at North Escambia.

A few notes:

- I removed the part about County Administration not officially receiving their recommendation yet, since I am not able to confirm that with Debbie being out.
- I've highlighted an additional sentence that we didn't discuss, but let me know your thoughts or if you'd like to reword that. Upon rereading this, I think it's important to clarify. If left as is, I think it could be interpreted as saying that the County Administrator must choose from one of the two candidates (saying "...will ultimately decide **which candidate** to recommend to the Board of County Commissioners..." could imply "which of the **two** candidates.")
- I will put in a public records request for the resumes he requested, just to make sure they go through the proper review process.

Please let me know if you are good with sending the information below to William in the meantime. Thank you!

**The WFPL Board of Governance voted to recommend Bradley Vinson as their first choice for the Library Director position, and Chris Hare as their second choice.**

**Their recommendation will go to Acting County Administrator Debbie Bowers for consideration. As with most county boards and committees, this board acts in an advisory capacity only. The County Administrator or Acting County Administrator will ultimately decide which candidate to recommend to the Board of County Commissioners for confirmation at a future BCC meeting. There is no requirement that the County Administrator select one of the two candidates recommended by the Board of Governance.**

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---

**From:** NorthEscambia.com <[news@northescambia.com](mailto:news@northescambia.com)>

**Sent:** Tuesday, February 24, 2026 2:09 PM

**To:** Community & Media Relations <[CMR@myescambia.com](mailto:CMR@myescambia.com)>

**Subject:** [EXTERNAL]Library Director

**WARNING! This email originated from an outside network. DO NOT CLICK links or attachments unless you recognize the sender and know the content is safe.**

I'm told the WFPL Board of Governance voted Monday for its top recommendations for library director. I'm told the first choice was Bradley Vinson, and the second choice, if Vinson declines, is Chris Hare.

Can you confirm this, and send the resumes (or even summaries if the Board used them) for Vinson and Hare? Along with the complete list, or if a short list if more appropriate, of other candidates. If the Board has an agenda pack with all this, that will suffice. (The website did not have backup on the agenda few days ago, and [mywfpl.com](http://mywfpl.com) won't load for me right now.) How many candidates?

And, if available, pictures of Vinson and Hare would be appreciated. The library board posted NO BACKUP for yesterday's meeting. :(

AND...what's next? The WFPL Board recommendation goes to the BOCC for confirmation, or...? Is the BOCC bound to the WFPL Board recommendation or can the BOCC choose someone else?

Thanks,  
William Reynolds

NorthEscambia.com

[news@northescambia.com](mailto:news@northescambia.com)

**From:** [Kaycee M. Lagarde](#)  
**To:** [Alison A. Rogers](#); [Debbie L. Bowers](#); [Nikki L. Powell](#)  
**Cc:** [Community & Media Relations](#)  
**Subject:** RE: [EXTERNAL]MEDIA QUERY RE MORENO STATUS  
**Date:** Tuesday, March 3, 2026 4:37:14 PM

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All,

Revised slightly below after discussing with Alison (just for clarity):

**County Administrator Wes Moreno is on intermittent FMLA, which allows him to work at his discretion. Assistant County Administrator Debbie Bowers is serving as Acting County Administrator.**

**Administrator Moreno has been involved in the recruitment and interview process for the Library Services Director, and the agenda item is being recommended by him:**

<https://escambiacofl.portal.civicclerk.com/event/2865/files/report/17292>

### **Kaycee Lagarde**

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---

**From:** Kaycee M. Lagarde <kmlagarde@myescambia.com>  
**Sent:** Tuesday, March 3, 2026 4:15 PM  
**To:** Alison A. Rogers <aarogers@myescambia.com>; Debbie L. Bowers <dlbowers@myescambia.com>; Nikki L. Powell <nlpowell@myescambia.com>  
**Cc:** Community & Media Relations <CMR@myescambia.com>  
**Subject:** RE: [EXTERNAL]MEDIA QUERY RE MORENO STATUS

Updated below after discussing with Nikki and Debbie:

**County Administrator Wes Moreno is on intermittent FMLA, which allows him to work at**

his discretion. Assistant County Administrator Debbie Bowers is serving as Acting County Administrator.

Having been involved in the recruitment and interview process for the Library Services Director, the agenda item is being recommended by Wes:

<https://escambiacofl.portal.civicclerk.com/event/2865/files/report/17292>

**Kaycee Lagarde**

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---

**From:** Kaycee M. Lagarde <[kmlagarde@myescambia.com](mailto:kmlagarde@myescambia.com)>

**Sent:** Tuesday, March 3, 2026 4:00 PM

**To:** Alison A. Rogers <[aarogers@myescambia.com](mailto:aarogers@myescambia.com)>; Debbie L. Bowers <[dlbowers@myescambia.com](mailto:dlbowers@myescambia.com)>; Nikki L. Powell <[nlpowell@myescambia.com](mailto:nlpowell@myescambia.com)>

**Cc:** Community & Media Relations <[CMR@myescambia.com](mailto:CMR@myescambia.com)>

**Subject:** RE: [EXTERNAL]MEDIA QUERY RE MORENO STATUS

Corrected Debbie's title

**County Administrator Wes Moreno is on Intermittent FMLA, which allows him to work remotely as needed. Assistant County Administrator Debbie Bowers is serving as Acting County Administrator.**

**Yes, Wes is the sponsor on that agenda item:**

<https://escambiacofl.portal.civicclerk.com/event/2865/files/report/17292>

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---

**From:** Kaycee M. Lagarde

**Sent:** Tuesday, March 3, 2026 3:59 PM

**To:** Alison A. Rogers <[aarogers@myescambia.com](mailto:aarogers@myescambia.com)>; Debbie L. Bowers <[dlbowers@myescambia.com](mailto:dlbowers@myescambia.com)>; Nikki L. Powell <[nlpowell@myescambia.com](mailto:nlpowell@myescambia.com)>

**Cc:** Community & Media Relations <[CMR@myescambia.com](mailto:CMR@myescambia.com)>

**Subject:** RE: [EXTERNAL]MEDIA QUERY RE MORENO STATUS

Good afternoon all,

Please see the media request below and let me know if the following statement is okay to send to John Singley:

**County Administrator Wes Moreno is on Intermittent FMLA, which allows him to work remotely as needed. Deputy County Administrator Debbie Bowers is serving as Acting County Administrator.**

**Yes, Wes is the sponsor on that agenda item:**

<https://escambiacofl.portal.civicclerk.com/event/2865/files/report/17292>

**Kaycee Lagarde**

Director of Communications and Public Information  
Escambia County Board of County Commissioners  
221 Palafox Place, Suite 410, Pensacola, FL 32502

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**Email:** [kmlagarde@myescambia.com](mailto:kmlagarde@myescambia.com)



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---

**From:** John S <[jhsingley@gmail.com](mailto:jhsingley@gmail.com)>

**Sent:** Tuesday, March 3, 2026 3:19 PM

**To:** Community & Media Relations <[CMR@myescambia.com](mailto:CMR@myescambia.com)>; Alison A. Rogers <[aarogers@myescambia.com](mailto:aarogers@myescambia.com)>

**Subject:** [EXTERNAL]MEDIA QUERY RE MORENO STATUS

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Good afternoon,

Please confirm that Administrator Moreno is on medical leave..

What county policy provision applies in his situation?

How long has Mr. Moreno been on medical leave?

Does his status allow him to continue working on a remote basis?

Did he sponsor the Library Serves Director nomination Mar 5 agenda item while on medical leave status?

Has someone been tasked to take his place on an interim basis while on medical leave?

Thank you and all the best to Mr. Moreno.

John Singley  
850 News  
808-232-4078

**From:** [Debbie L. Bowers](#)  
**To:** [Kaycee M. Lagarde](#); [Wesley J Moreno](#)  
**Subject:** RE: [EXTERNAL]RE: [EXTERNAL]RE: Phone Call  
**Date:** Tuesday, March 3, 2026 9:08:00 AM

---

Good!

---

**From:** Kaycee M. Lagarde <kmlagarde@myescambia.com>  
**Sent:** Monday, March 2, 2026 2:26 PM  
**To:** Wesley J Moreno <WJMORENO@myescambia.com>; Debbie L. Bowers <dlbowers@myescambia.com>  
**Subject:** FW: [EXTERNAL]RE: [EXTERNAL]RE: Phone Call

FYI

**Kaycee Lagarde**  
Director of Communications and Public Information  
Escambia County Board of County Commissioners  
221 Palafox Place, Suite 410, Pensacola, FL 32502

**Office:** 850-595-2396  
**Cell:** 850-393-3805  
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---

**From:** Kaycee M. Lagarde  
**Sent:** Monday, March 2, 2026 2:25 PM  
**To:** Barrows, Mollye <[MBarrows@pensacol.gannett.com](mailto:MBarrows@pensacol.gannett.com)>  
**Cc:** Community & Media Relations <[CMR@myescambia.com](mailto:CMR@myescambia.com)>  
**Subject:** RE: [EXTERNAL]RE: [EXTERNAL]RE: Phone Call

Mollye,

This decision was based solely on Christal Bell-Rivera's qualifications and interview performance, in addition to her leadership and proficiency demonstrated while serving as the Deputy Library Services Director and Interim Library Services Director.

Bell-Rivera is also the only candidate who has managed a library system.

Out of respect for our hiring process, we will withhold any additional comments until the Board of County Commissioners has an opportunity to vote on this matter at the March 5 BCC Meeting.

**Kaycee Lagarde**

Director of Communications and Public Information  
Escambia County Board of County Commissioners  
221 Palafox Place, Suite 410, Pensacola, FL 32502

**Office:** 850-595-2396

**Cell:** 850-393-3805

**Email:** [kmlagarde@myescambia.com](mailto:kmlagarde@myescambia.com)



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---

**From:** Barrows, Mollye <[MBarrows@pensacol.gannett.com](mailto:MBarrows@pensacol.gannett.com)>

**Sent:** Monday, March 2, 2026 1:49 PM

**To:** Kaycee M. Lagarde <[kmlagarde@myescambia.com](mailto:kmlagarde@myescambia.com)>

**Cc:** Community & Media Relations <[CMR@myescambia.com](mailto:CMR@myescambia.com)>

**Subject:** [EXTERNAL]RE: [EXTERNAL]RE: Phone Call

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Thank you

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**From:** Kaycee M. Lagarde <[kmlagarde@myescambia.com](mailto:kmlagarde@myescambia.com)>

**Sent:** Monday, March 2, 2026 1:45 PM

**To:** Barrows, Mollye <[MBarrows@pensacol.gannett.com](mailto:MBarrows@pensacol.gannett.com)>

**Cc:** Community & Media Relations <[CMR@myescambia.com](mailto:CMR@myescambia.com)>

**Subject:** Re: [EXTERNAL]RE: Phone Call

Thanks, Mollye - I am working on getting something to you by your deadline.

Get [Outlook for iOS](#)

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**From:** Barrows, Mollye <[MBarrows@pensacol.gannett.com](mailto:MBarrows@pensacol.gannett.com)>  
**Sent:** Monday, March 2, 2026 1:01:38 PM  
**To:** Kaycee M. Lagarde <[kmlagarde@myescambia.com](mailto:kmlagarde@myescambia.com)>  
**Cc:** Community & Media Relations <[CMR@myescambia.com](mailto:CMR@myescambia.com)>  
**Subject:** [EXTERNAL]RE: Phone Call

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Hi Kaycee,

Thank you for reaching out. I hope Wes gets well soon!

Yes, I was calling for comment about the Cristal Bell-Rivera recommendation as the new Library Services Director as to why she is being recommended for the position over the candidate that was recommended for the position by the West Florida Library Board of Governance?

According to the board's rules, and past and current board members, it is the board's responsibility to make a recommendation, which was accepted in 2015 during the same process they say. Why was the board's recommendation not taken this time?

Mrs. Bell-Rivera has three years of management experience with the library system, and none as a librarian according to her resume, and she is also still getting her Master's in Library Sciences. The majority of her listed work experience is as a Highway Safety Specialist. The board recommended candidate has a Masters and a more experience according to the board and they say those are requirements for the position or the system risks losing some state funding. Although a waiver has been granted they say and will be extended while she gets her degree, why is county administration recommending a candidate that has not yet checked all the requirement boxes according to the stated criteria of the organization both the county and city agreed should oversee the process? Is that an issue for the county?

There are concerns of cronyism, or the impression of it, according to some in the community I've interviewed, because Mrs. Bell-Rivera is the wife of Ronnie Rivera with the Escambia Sheriff's Office who has served on a number of county boards and is politically connected in the community. Any response to those concerns?

My deadline is this afternoon by 3:00 p.m.

Thanks so much!  
Mollye

---

**From:** Kaycee M. Lagarde <[kmlagarde@myescambia.com](mailto:kmlagarde@myescambia.com)>  
**Sent:** Monday, March 2, 2026 12:22 PM  
**To:** Barrows, Mollye <[MBarrows@pensacol.gannett.com](mailto:MBarrows@pensacol.gannett.com)>  
**Cc:** Community & Media Relations <[CMR@myescambia.com](mailto:CMR@myescambia.com)>  
**Subject:** Phone Call

Good afternoon Mollye,

Wes said you called him, but unfortunately he is tied up today with medical appointments. He asked me to reach out and see if there is anything I can assist you with.

Please let me know, and I'll do my best to help.

Thank you!

**Kaycee Lagarde**  
Director of Communications and Public Information  
Escambia County Board of County Commissioners  
221 Palafox Place, Suite 410, Pensacola, FL 32502

**Office:** 850-595-2396  
**Cell:** 850-393-3805  
**Email:** [kmlagarde@myescambia.com](mailto:kmlagarde@myescambia.com)



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content of your email, your email address, or your IP address released in response to a public records request, do not send electronic mail to this entity. Instead, contact this office by phone or in person.

**From:** [Debbie L. Bowers](#)  
**To:** [Kaycee M. Lagarde](#); [Alison A. Rogers](#); [Nikki L. Powell](#)  
**Cc:** [Community & Media Relations](#); [Wesley J Moreno](#)  
**Subject:** RE: [EXTERNAL]Subject: WUWF Interview Request (Library Director Selection Process)  
**Date:** Tuesday, March 3, 2026 12:54:00 PM

---

Looks good!

---

**From:** Kaycee M. Lagarde <kmlagarde@myescambia.com>  
**Sent:** Tuesday, March 3, 2026 12:52 PM  
**To:** Debbie L. Bowers <dlbowers@myescambia.com>; Alison A. Rogers <aarogers@myescambia.com>; Nikki L. Powell <nlpowell@myescambia.com>  
**Cc:** Community & Media Relations <CMR@myescambia.com>; Wesley J Moreno <WJMORENO@myescambia.com>  
**Subject:** FW: [EXTERNAL]Subject: WUWF Interview Request (Library Director Selection Process)

Good afternoon Debbie/all,

We received an interview request from WUWF about the Library Services Director (please see questions below).

We are politely declining the request for an interview, but please let me know if the draft response below is okay to send to WUWF. I've included her questions for reference as well.

The majority of the statement below is the same as what we sent to Mollye at PNJ yesterday.

Thank you!

**As with all Escambia County department directors, the County Administrator selects a candidate and presents them to the Board of County Commissioners for approval.**

**This decision was based on Christal Bell-Rivera's qualifications and interview performance, in addition to her leadership and proficiency demonstrated while serving as the Deputy Library Services Director and Interim Library Services Director.**

**Bell-Rivera is also the only candidate who has managed a library system.**

**Out of respect for our hiring process, we will withhold any additional comments until the Board of County Commissioners has an opportunity to vote on this matter at the March 5 BCC Meeting.**

1. Can you walk me through your role in the selection process for the Library Services

Director?

2. Why did you decide not to advance the candidate unanimously selected by the Library Board of Governors?
3. What criteria did you use to determine your recommended candidate?
4. Is it standard practice for the County Administrator to override or modify a board's hiring recommendation?
5. How do the county's policies or ordinances define the authority of the Library Board versus your office in this type of hire?
6. Were there concerns about the search process itself? If so, what were they?
7. What would you say to residents who believe this decision undermines the board's work?

### **Kaycee Lagarde**

Director of Communications and Public Information  
Escambia County Board of County Commissioners  
221 Palafox Place, Suite 410, Pensacola, FL 32502

**Office:** 850-595-2396

**Cell:** 850-393-3805

**Email:** [kmlagarde@myescambia.com](mailto:kmlagarde@myescambia.com)



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**From:** Andrea N. Gibson <[angibson@myescambia.com](mailto:angibson@myescambia.com)>

**Sent:** Tuesday, March 3, 2026 10:24 AM

**To:** Kaycee M. Lagarde <[kmlagarde@myescambia.com](mailto:kmlagarde@myescambia.com)>

**Subject:** FW: [EXTERNAL]Subject: WUWF Interview Request (Library Director Selection Process)

### **Andie Gibson**

Public Information Officer

Escambia County Board of County Commissioners

221 Palafox Place, Suite 410, Pensacola, FL 32502

Office: 850.595.4934 | Cell: 850.530.3501

After Hours Media Line: 850.595.1647

Email: [angibson@myescambia.com](mailto:angibson@myescambia.com) or [cmr@myescambia.com](mailto:cmr@myescambia.com)  
[MyEscambia.com](http://MyEscambia.com)



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**From:** Christina Andrews <[christina@wuwf.org](mailto:christina@wuwf.org)>  
**Sent:** Monday, March 2, 2026 12:52 PM  
**To:** Andrea N. Gibson <[angibson@myescambia.com](mailto:angibson@myescambia.com)>  
**Subject:** [EXTERNAL]Subject: WUWF Interview Request (Library Director Selection Process)

**WARNING! This email originated from an outside network. DO NOT CLICK links or attachments unless you recognize the sender and know the content is safe.**

Hi Andie,

I'd be grateful if you could pass these questions on to Wes Moreno.

Many thanks! ~Christina

Dear Mr. Moreno,

I'm working on a report regarding the upcoming March 5 Commission agenda item about the selection of the Library Services Director. I'd like to ask about your role in the hiring process and your recommendation to confirm Christal Bell-Rivera rather than the candidate unanimously selected by the Library Board of Governors. My goal is to clearly explain to listeners how the process works, what authority rests with your office versus the Board, and the reasoning behind your recommendation.

You can see my questions below. Please type your answers and email back to me.

Thank you for your time,

Christina Andrews, WUWF

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3. Can you walk me through your role in the selection process for the Library Services Director?

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9. Why did you decide not to advance the candidate unanimously selected by the Library Board

10. of Governors?

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16. What criteria did you use to determine your recommended candidate?

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- 21.
22. Is it standard practice for the County Administrator to override or modify a board's
23. hiring recommendation?
- 24.
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- 28.
29. How do the county's policies or ordinances define the authority of the Library Board
30. versus your office in this type of hire?
- 31.
- 32.
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- 35.
36. Were there concerns about the search process itself? If so, what were they?
- 37.
- 38.
- 39.
- 40.
41. What would you say to residents who believe this decision undermines the board's work?
- 42.

**From:** [Debbie L. Bowers](#)  
**To:** [Janice M. Floyd](#)  
**Cc:** [Nikki L. Powell](#)  
**Subject:** RE: Acceptance  
**Date:** Tuesday, March 3, 2026 12:43:00 PM  
**Attachments:** [image001.png](#)  
[image003.png](#)

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Great, thanks for letting me know!

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**From:** Janice M. Floyd <JMFLOYD@myescambia.com>  
**Sent:** Tuesday, March 3, 2026 12:39 PM  
**To:** Debbie L. Bowers <dlbowers@myescambia.com>  
**Cc:** Nikki L. Powell <nlpowell@myescambia.com>  
**Subject:** Acceptance

Good afternoon,

Christal Bell-Rivera has accepted the position of Director of Library Services.

**Enjoy your afternoon.**

Janice Floyd  
Deputy Director  
Escambia County Board of County Commissioners  
850.595.4964 (office)



"Hiring for a Better Tomorrow"

