

**Minutes of WFPL Board of Governance Special Board Meeting
Monday, October 20, 2025, at 4:00 p.m. CST
Pensacola Library, 239 N. Spring St., Pensacola, FL 32502**

Board Members Present

- Kenneth “Blaine” Wall, Library Board of Governance, Chair
- John Bullock, Library Board of Governance, Vice Chair
- Joyce Hopson, Library Board of Governance, Member
- Liza Campbell, Library Board of Governance, Member
- Lori NeSmith, Library Board of Governance, Member

Board Members Absent

- None

Administration Present

- Christal Bell-Rivera, Interim Director, Library Services

Call to Order

- Mr. Wall called the meeting to order at 4:00 p.m.
- Proof of Publication was received.
- Quorum is present.

Pledge of Allegiance

- Mr. Wall led the Pledge of Allegiance to the Flag of the United States of America.

Approval of Agenda

- Ms. NeSmith made a motion to approve the agenda. Ms. Hopson seconded the motion.

Public Forum

- No members of the public spoke during public forum.

Open Board Discussion

The Library Board of Governance (BOG) convened a special meeting to discuss the hiring process for the upcoming Library Services Director after the departure of Director Todd J. Humble, who remains on the payroll until mid-November 2025.

Main Topic: Hiring Process for New Library Services Director

County's Role vs. BOG Authority

- **Mr. Wall's Update:**
 - Met with County leadership; was informed the County would lead hiring, but BOG could give input.
 - Emphasized the Board's past role and importance in the process.
 - Confirmed there are no Tallahassee-level political hurdles.
 - Warned of potential resistance from County officials to move forward with the board's proposed timeline.
 - Urged BOG members to contact their appointing authorities for support. He has already reached out to the City Council.

Board Member Feedback

- **Ms. NeSmith and Ms. Campbell:**
 - Advocated for immediate action due to expiring terms.
 - Ms. Campbell proposed a timeline:
 - Job announcement: End of November 2025
 - Application review/interviews: January 2026
 - Hire: February 2026
- **Mr. Bullock:**
 - Questioned whether immediate action was necessary since operations are stable.
 - Ultimately supported the proposed timeline.

Public Input

- **Mr. David Bryant (former BOG Member):**
 - Stated BOG led the 2015 hiring process in full (job description, advertising, and interviews) and made a recommendation for hire.
 - Cautioned about potential political pressures and advised outreach to city leaders.
 - Urged BOG to retain control and be prepared for pushback.

Documentation and Job Description Review

- **Ms. NeSmith:**
 - Shared public records and job descriptions; noted the absence of June 1 & 15, 2015 meeting minutes.
 - Requested that the Director's position remain a recurring agenda item.
- **Discussions:**
 - Noted discrepancies between the current bylaws and the job description
 - Interim Director Bell-Rivera asked for the BOG's intended budget for job advertising.
 - BOG will draft a new job description and begin early advertisement.
 - Application period to extend through December; review to begin January 2026.

Board Actions & Meeting Schedule

- **Board Decisions:**
 - Proceed with drafting job description and advertisement plan.
 - Special meetings scheduled to support the hiring process.

Meeting Schedule:

- **Nov 10, 2025:** Special Meeting
- **Nov 17, 2025:** Regular Meeting
- **Dec 8, 2025:** Special Meeting
- **Dec 15, 2025:** Regular Meeting
- **Jan 13, 2026:** Special (Application Review)
- **Jan 26, 2026:** Regular Meeting
- **Feb 2–3, 2026:** Special (Interviews)
- **Feb 20, 2026:** Special (Final Interviews & Potential Hire)
- **Feb 23, 2026:** Regular Meeting

Additional Discussion Points

- Mr. Bryant cautioned against human resources filtering candidates and recommended that the board review the applicant pool.
- The board discussed a hypothetical scenario where HR presents only one candidate. The consensus was that BOG wants access to the whole applicant list.
- Ms. Campbell will provide a scoring rubric and compensation chart to be forwarded to all board members.
- Mr. Wall will obtain the current job description and benefits package from County HR.
- Board affirmed County Administration's due diligence in filling the position, but emphasized the board's involvement.
- The board referenced the City as a key stakeholder in the hiring process.
- Interim Bell-Rivera raised concerns about library system operations; the board acknowledged current challenges.
- Interim Bell-Rivera will provide the missing 2015 meeting minutes to Ms. NeSmith.

Next Meeting

- Monday, October 27, 2025, at 4:00 p.m. at the Tryon Library, 1200 Langley Ave, Pensacola, FL 32504.
- Meeting adjourned at 5:25 p.m.