

**Minutes of WFPL Board of Governance
Special Board Meeting
Monday, December 8, 2025, at 4:00 p.m.
Pensacola Library 239 N. Spring St.,
Pensacola, Fl., 32502**

Board Members:

- Kenneth “Blaine” Wall, Chair
- John Bullock, Vice Chair
- Liza Campbell, Member

County Administration:

- Wes Hall, Assistant County Administrator

Library Administration:

- Christal Bell-Rivera, Interim Director of Library Services
- Tricia Sheridan, Director’s Aide

Absent:

- Joyce Hopson, Member

I. Call to Order

- Dr. Wall called the meeting to order at 4:05 p.m.
- Proof of Publication was received.
- Quorum was met.

II. Pledge of Allegiance

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

III. Public Forum

- Glenn Thomas
- Lori NeSmith

IV. Approval of the Agenda

V. Approval of Minutes

- Mr. Bullock made a motion to approve the regular meeting minutes for October 27, 2025. Ms. Campbell seconded the motion, and it passed unanimously.
- Ms. Campbell made a motion to approve the regular meeting minutes from November 17, 2025. Mr. Bullock seconded the motion, and it passed unanimously.

VI. New Board Discussion

The Library Board of Governance (BOG) convened a special meeting to discuss the hiring process for the upcoming Library Services Director.

- The director's position has been announced and is on the county's website.
- Board members sent Dr. Wall their suggested interview questions prior to this meeting. He compiled the suggestions and presented questions for the 30-minute preliminary interview and questions for the full 60-minute interview. The questions were discussed individually.
- The board will decide which applicants will be interviewed at the special meeting scheduled for January 13, 2026.
- Mr. Bullock asks if public can attend the interviews. Mr. Hall will find out from HR and let the board know.
- Interim Director Bell-Rivera stated that from an HR perspective, all applicants have to be asked the exact same questions, and any follow-up questions should be predetermined.
- Ms. Campbell made a motion to approve and adopt the preliminary, 30-minute questions with changes. Mr. Bullock seconded the motion, and it passed unanimously.
- Mr. Bullock made a motion to approve and adopt the full, 60-minute questions with changes. Ms. Campbell seconded the motion, and it passed unanimously. Ms. Campbell will edit both sets of questions with approved changes and email them to Dr. Wall. Dr. Wall will then send the questions to Mr. Hall in order to receive feedback from HR. Mr. Bullock requested the interview questions be reviewed by HR and presented at the December 15, 2025, meeting. Mr. Hall stated he would try but could not guarantee given the timing.

- Ms. Campbell made a motion that applicants who are chosen to be interviewed will receive the 30-minute questions ahead of time. Those that make it to the second round will then receive the 60-minute questions. Mr. Bullock seconded the motion for the interview questionnaire process, and it passed unanimously.
- Dr. Wall created a rubric to evaluate the applicants' resumes and another to evaluate their performance during the interviews. He presented the rubrics to the board members and discussed. Dr. Wall requested Mr. Bullock provide feedback on the rubric via email since Mr. Bullock will not be in attendance of the next meeting. Interim Director Bell-Rivera suggested Dr. Wall give Dr. Hopson a copy of the questions and rubric since she was not in attendance at this meeting.
- Dr. Wall addressed Interim Director Bell-Rivera and acknowledged her request that board communication should only go through the chair and her. He wants to be "above board" and does not want to ask her for information if she will be part of the applicants and requested another person for contact. She stated she would provide someone.

VII. Open Board Discussion

- Mr. Bullock asked Interim Director Bell-Rivera for the dates of the announcement from the county for the BOG county appointment.
- Dr. Wall asked if the board appointment from the mayor is the same process as for the county. Interim Director Bell-Rivera stated she has not received any communication from the mayor. Dr. Wall asked her to find out what the mayor selected appointment process is.

XI. Next Meeting

- The next meeting regular board will be held on Monday, December 15, 2025, 4:00 p.m. at the Brownsville Library, 3300 W. De Soto St., Pensacola, FL., 32505.

XII. Adjournment – Ms. Campbell made a motion to adjourn the meeting. Mr. Bullock seconded the motion. Dr. Wall adjourned the meeting at 5:13 p.m.