

**Minutes of WFPL Board of Governance  
Special Board Meeting  
Tuesday, January 13, 2026, 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
- Nikki Powell, Department of Human Resources (HR), Director

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 4:01 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

- No speakers

IV. Approval of the Agenda

V. Approval of Minutes

- Mr. Bullock made a motion to approve the special meeting minutes for December 8, 2025. Ms. Campbell seconded the motion, and it passed unanimously.
- Mr. Bullock made a motion recommending to remove Dr. Joyce Hopson from the board due to unapproved absences on: 11/10/25, 12/8/25, 12/15/25 and 1/13/26. Ms. Campbell seconded the motion, and it passed unanimously.
- Ms. Campbell made a motion to approve Mr. Bullock's absence on 12/15/25. Dr. Wall 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.

- Dr. Wall thanked Ms. Powell and her staff for their work.
- Ms. Powell stated there were a total of 22 applicants. HR is recommending seven on which to move forward. She is ready to move forward with scheduling interviews and requested board input on which applicants to schedule.
- Discussion on how applicants were categorized as qualified or not qualified.
- Discussion on why applicants can be rated as qualified but not recommended.
- The Board proceeded to review the seven recommended applicants as well as five additional qualified applicants. The board chose to advance the following applicants to first round interviews: Jenkins, Hare, D'Augustin, Bell-Rivera, Banister, Vincent.
- HR will be using the Board's proposed interview questions.
- When HR calls to schedule the interviews, they will pre-screen the applicants with the following information:
  - Emergency Operations is a requirement
  - Salary range
  - Non-standard hours of operation
  - Position requires direction from BOG and Commissioners
  - In-person interviews will be expected if advanced to the second round. Travel expenses aren't paid for interviews. Applicants are not paid for the interview time.
  - There are eight (8) branches and commute between branches, distance.

- Zoom interviews will be held on Monday, February 2, 2026. Ms. Powell will schedule 30-minute interviews beginning at 9:00 a.m. Dr. Wall requested Ms. Powell send calendar invites when the interviews are scheduled.
- On Tuesday, February 3, 2026 a special meeting will be held for the Board and HR to discuss who will move forward to a full interview.
- Ms. Powell stated that the interviews are open to the public. There will be a sign on the door that says “Interviews in Process - Enter Quietly”. There is no public forum during this special meeting. She also requested that since Interim Director Cristal Bell-Rivera is an applicant, that out of courtesy she not be in the room during the interview of other applicants.
- Ms. Powell stated that the Board will introduce themselves, but HR personnel will be the ones questioning the applicants. HR will defer to the Board with any questions the applicant asks regarding library board of governance related matters. HR will refer to Mr. Hall for operational type questions.
- Mr. Bullock inquired about how to ask follow-up questions. Ms. Powell stated that would be done in the full interview, if the applicant advanced.
- County Administrator Wes Moreno, Assistant County Administrator Wes Hall, HR Director Nikki Powell, and Deputy HR Director Janice Floyd will be in attendance for the February 2<sup>nd</sup>, 3<sup>rd</sup> and 20<sup>th</sup>, 2026 meetings.

VII. Open Board Discussion

- No discussion.

XI. Next Meeting

- The next regular board meeting will be held on Monday, January 26, 2026, at 4:00 p.m. at:

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239 N Spring St  
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XII. Adjournment – Ms. Campbell made a motion to adjourn the meeting. Mr. Bullock seconded the motion. Dr. Wall adjourned the meeting at 5:09 p.m.