

**St. Tammany Parish Library Board of Control  
Personnel Committee Meeting  
December 3, 2025  
Covington Branch  
310 West 21<sup>st</sup> Avenue  
Covington, Louisiana 70433  
10:00 A.M.**

**MINUTES**

The meeting was called to order by Glenn Baham, Personnel Committee Chair.

**Present (3):** Glenn Baham, Charles (Chuck) Branton, Tamarah Myers

**Absent (0):** None

G. Baham explained the meeting rules and rules for public comment.

C. Branton led the Pledge of Allegiance.

**1. Approval of the minutes of the Personnel Committee meeting that was held on September 29, 2025.**

**MOTION:** C. Branton moved to approve the minutes of the Personnel Committee meeting held on September 29, 2025. It was seconded by T. Myers.

**PUBLIC COMMENT:**

Lisa Rustemeyer – She disagreed with how public comments were noted in the minutes, stating that she offered general remarks rather than speaking for or against the motion. She noted the motion included several topics, such as the job description, salary, qualifications, advertising, and résumés, and she expressed concern about adding the chosen job description at the last minute.

**DISCUSSION:**

C. Branton acknowledged that prior minutes were more detailed but emphasized that publication costs depend on the length of the minutes and are funded with taxpayer dollars. He stated that he believes the minutes are a fair outline of what was discussed. G. Baham noted that lengthy minutes have cost up to \$1,500 to publish in the past and that the meeting recording is available on the library's website.

**VOTE:** All were in favor, none were opposed, and no one was absent. Motion to approve the minutes carried. (Unanimous – 3)

**2. Review and discussion of candidates who have submitted resumes for the position of Director for the St. Tammany Parish Library.**

G. Baham stated that the committee will begin the process of vetting the applicants. He reported that approximately 150 applications were received. Two candidates have opted to be vetted publicly.

Applicants that do not meet the minimum requirements will be notified. G. Baham stated that he would like the committee to narrow the candidates down to about 5-6 people to present to the full Library Board of Control. C. Branton stated that he reviewed the résumés of the two candidates who opted for public vetting and confirmed that both meet the minimum qualifications and will move on to the next phase.

G. Baham noted that public comment was not required because no action or vote was taken. There was disagreement from the audience. G. Baham allowed members of the public to comment.

**PUBLIC COMMENT:**

Jamie Segura – Covington, LA. She expressed concern about limiting public comment and asked whether all Personnel Committee members, LBOC members, or anyone outside the LBOC, had seen the submitted résumés. She also inquired about how applicant eligibility is being verified, including background checks and references. She asked for transparency in the process.

Lisa Rustemeyer – Mandeville, LA. She concurred with the previous speaker about the attempt to limit public comment. She stated there are questions regarding the selection process, screening of the candidates, interviews, timeline of the search process, and background checks.

Kristen Luchsinger – She noted that a member of the public named Connie wrote the job qualifications. She asked about the selection process, who will be involved, and whether Connie will have access to candidate names. She stated that if “book banners” receive the names, the “Alliance” should as well.

Jean Wiggin – Abita Springs, LA. She asked when the public will be informed of how many applicants hold a Master of Library and Information Science (MLIS). She is opposed to hiring candidates without a library degree and believes that a Master of Business Administration (MBA) should be considered only as a last option.

G. Baham clarified that only the committee and administrative staff with a necessary role in handling the résumés saw them. He stated he would not discuss the applicants with anyone who is not on the Board. He noted that someone did submit a public records request for information about the applicants’ qualifications. He addressed the remarks regarding public comment. He clarified that, per legal counsel, public comment is not required if no action or vote occurs.

**3. Executive Session for the review and discussion of individual resumes requested by candidates pursuant to LA. R.S. 42:17A (1) \*2/3 majority vote of members present required to go into executive session.**

**MOTION:** T. Myers moved to go into Executive Session. It was seconded by C. Branton.

**VOTE:** All were in favor, none were opposed, and no one was absent. Motion carried. (Unanimous – 3)

**PUBLIC COMMENT:**

Kristen Luchsinger – She asked for specifics on what will be discussed in Executive Session.

B. Geiger explained that since the committee will be discussing a candidate's character, each person has the right to have their information discussed either publicly or in Executive Session. Candidates were sent a letter to indicate their preference, and those who chose Executive Session will be discussed privately. G. Baham further explained that this measure protects candidates' privacy, citing the example of applicants whose current employers may not be aware they have applied for the position.

Jamie Segura – She stated that according to LA R.S. 42:17, none of the reasons given qualify for Executive Session. She read excerpts from the statute aloud. She raised concerns about transparency in the decision-making process.

Lisa Rustemeyer – She asked how long the Executive Session will be and expects that the committee must have a plan or goal. She further stated that there is a trust issue.

**The committee went into Executive Session at 10:40 a.m.**

**The committee returned from Executive Session at 11:50 a.m.**

**MOTION:** C. Branton moved to return from Executive Session. It was seconded by T. Myers.

**VOTE:** All were in favor, none were opposed, and no one was absent. Motion carried. (Unanimous – 3)

T. Myers complimented B. Geiger and T. DiMaggio for their excellent work, stating that it gives the Board the confidence to be very mindful and intentional in the search process, knowing the library is in incredibly excellent hands. B. Geiger and T. DiMaggio attributed the credit to the library staff. The committee members complimented them on a seamless transition and expressed their appreciation.

G. Baham stated that the committee started reviewing the résumés, but no decisions were made regarding narrowing them down. Further committee meetings are expected, likely after the next regular LBOC meeting, and the meeting date will be posted. G. Baham thanked everyone for attending and offering input.

#### **4. Adjournment**

There being no further business, a motion to adjourn was made by T. Myers and was seconded by C. Branton. All were in favor, none were opposed, and no one was absent. Motion carried.

**APPROVAL:**

  
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Tamarah Myers, Board Secretary/Treasurer