

Board of Trustees Special Meeting Minutes

Saturday, April 4, 2026

9:00 a.m. via Zoom

Administrative Service Center
415 Tumwater Blvd SW
Tumwater, WA 98501

Brian Mittge, *President*, Lewis County
Dustin Loup, *President Elect*, Grays Harbor County
Mary Beth Harrington, Thurston County
Toni Gwin, Pacific County
Hal Blanton, *At-Large*, Lewis County
Vacant Position, Mason County
Vacant Position, *At-Large*, Thurston County

Present Board: Brian Mittge, Dustin Loup, Mary Beth Harrington, Toni Gwin, Hal Blanton

Present Staff: Andrea Heisel, Brenda Lane, Rose Enos-Weedmark; recorder

Remote Access: Zoom: <https://Trl-org.zoom.us/j/88145222308> • Meeting ID: 881 4522 2308 • Phone Access (253) 215-8782 • Approximate Attendance = 47

Timberland Regional Library (TRL) Special Business Meeting Minutes

- 1. CALL TO ORDER & ROLL CALL** – Brian Mittge called the meeting to order at 9:00 a.m.
- 2. PLEDGE OF ALLEGIANCE** – Brian Mittge
- 3. OPENING BOARD COMMENTS – at 2:17 of the recording** Trustee Harrington is concerned that some members of the Board are moving too quickly to fill the Interim Director position. They have shared that their rush to fill the position is because of the layoffs and would like someone in place prior to that, however, the Board can still have a robust conversation concerning the layoffs without an Interim. Harrington adds that each member of the Board has been conducting their own investigations into the budget. Harrington and Gwin have also been working on interview questions and updating the job description. The salary range for the position should be discussed in an open meeting for the job posting. Harrington proposes a job posting go out for a week and potentially have interviews for candidates on April 18th. Trustee Gwin suggests not doing knee jerk reactions. Trustee Loup appreciates Harrington’s comments but shares his stress of not having an Interim but believes they can find a middle of the road and have a more robust search for the regular Executive Director position. Loup would like to have a process but be able to move quickly and act appropriately. Trustee Blanton shares that the Trustees have been having conversations with staff and community members. Blanton suggests moving with urgency while being deliberate. Trustee Mittge agrees to have an open discussion on salary range and job description language to potentially post on Monday. Mittge suggests continuing with the current RCW and reviewing the applications they have received. We are looking for someone to represent our five-county district and we would like to review the job description, salary range, and get it posted.
- 4. PUBLIC COMMENT (written public comment only)– at 24:50 of the recording** Rose Enos-Weedmark states that there were 39 individuals providing written comments regarding the budget and 3 inquiries regarding the Interim position.
- 5. APPROVAL OF AGENDA at 37:38 of the recording**

26-026 – MARY BETH HARRINGTON MADE A MOTION TO AMEND THE AGENDA TO REFLECT UNDER EXECUTIVE SESSION TO HAVE AN A) TO OPENLY DISCUSS INTERIM DIRECTOR SALARY AND B) IN A CLOSED EXECUTIVE SESSION TO EVALUATE. DUSTIN LOUP SECONDED. MOTION APPROVED (Unanimous 5).

6. INTERIM EXECUTIVE DIRECTOR DISCUSSIONS at 38:00 of the recording

A. Interim Executive Director Salary Range and Requirements – The agreed upon salary range will be \$160,000 – \$210,000 annually but broken down by month. The period of time offered will be 6 to 12 months with benefits. Interview questions will be provided 24 hours in advance of the interview. Initial consideration will be given to applicants whose materials are received by Friday, April 20, 2026. Potential interviews April 18, 2026. Additional desired qualifications were discussed. Motion will come at a future meeting.

EXECUTIVE SESSION *pursuant to RCW 42.30.110 (g)* at 1:34:36 of the recording

B. To evaluate the qualifications of an applicant for public employment or to review the performance of a public employee (g)

The Board of Trustees, Kandy Seldin went into Executive Session at 10:35 a.m. for 30 minutes.

At 11:05 a.m. the Board requested an additional 20 minutes.

The Board and Kandy return to the main session at 11:24 a.m.

26-027 – DUSTIN LOUP MADE A MOTION TO ADJOURN. MARY BETH HARRINGTON AND TONI GWIN SECONDED. MOTION APPROVED (Unanimous 5).

7. ADJOURNMENT at 11:25 a.m.