



Livingston Parish Library Board of Control Special Board Meeting December 8, 2025

Minutes

The Livingston Parish Library Board of Control met in a special session on December 8, 2025. The meeting took place at the Main Branch, located at 20390 Iowa Street, Livingston, LA 70754.

1. Call to Order

Jennifer Dorhauer, Board President, called the meeting to order at **5:00 p.m.**

2. Invocation

Ms. Dorhauer called for an invocation from Ms. Patricia Wilson.

3. Pledge of Allegiance

Those in attendance said the Pledge of Allegiance.

4. Roll Call

Present: Becky Morgan, Rodlyn Hammond, Jennifer Dorhauer, Jonathan Davis, Sheila Goins, Patricia Wilson, DeWanna Christian, Trey Cowell

Absent: Kristan Whann, Randy Delatte (Ex Officio)

Also Present: Kyla Webb (Interim Director), Dustin Cotton (Assistant Director of Branch Services), Julia Falcon (Assistant Director of Support Services), Scott Perrilloux (Legal Counsel), and Shelley Taylor (Human Resources Manager)

5. Public Comments on Agenda Items

Ms. Dorhauer states that public comments will be allowed on each agenda item that is voted on.

Ms. Dorhauer opens the floor for public comment.

3 names were listed on the public speaking signup sheet or spoke on various agenda items: Marla Elsea, Amanda Jones, and Rebecca Roberts

6. New Business

- a. Discussion: Request from attorney regarding Michelle Parrish – (The board may move that this item be discussed in executive session pursuant to LA R.S. 42:17A(2))

MOTION by Jonathan Davis to go into Executive Session, seconded by Becky Morgan.

The Board of Control left the meeting to attend Executive Session at 5:04 p.m.

MOTION to return to the meeting made by Jonathan Davis, seconded by Rodlyn Hammond. The Board of Control reconvened at 5:23 p.m. and resumed the meeting.

- b. Discussion & Decision: Amend the 2026 FY Budget to include a 3% Cost-of-Living Increase for all library staff – Jennifer Dorhauer, Board President

Ms. Dorhauer states that this was on the agenda for the previous meeting in November. The result of that meeting was to table the line item until a salary study was completed.

MOTION to amend the budget to include the 3% Cost-of-Living increase made by Jonathan Davis, seconded by Dewanna Christian.

Ms. Dorhauer opens the floor for public comment.

Marla Elsea, a Denham Springs resident, states that on behalf of the Livingston Parish Library Alliance, *"we strongly encourage you to move forward with the raise for the workers."*

Ms. Dorhauer calls for a vote.

Yeas: Christian, Cowell, Davis, Goins, Hammond, Morgan, Wilson, Dorhauer

Nays:

Absent: Whann, Delatte

Abstain:

The motion carried 8-0.

- c. Discussion & Decision: Commission an updated salary scale for all Library hires to address pay discrepancies identified in comparison with surrounding library systems – Jennifer Dorhauer, Board President

Ms. Dorhauer, with no opposition from the board, moves to discuss agenda items 6d and 6e.

- d. Discussion & Decision: Adopt a resolution appointing new Library Director Na'Chel Shannon as Bank Designee and Treasury Manager for the Livingston Parish Library with Hancock-Whitney Bank, effective January 1, 2026 – Jennifer Dorhauer, Board President

Ms. Dorhauer states that the board has received, in writing, Ms. Shannon's acceptance of the director's position. To ensure a smooth transition, the board has chosen to initiate this process as soon as possible.

Ms. Dorhauer opens the floor for public comment.

There are no comments at this time.

MOTION to adopt made by Rodlyn Hammond, seconded by Becky Wilson.

Yeas: Christian, Cowell, Davis, Goins, Hammond, Morgan, Wilson, Dorhauer

Nays:

Absent: Whann, Delatte

Abstain:

The motion carried 8-0.

- e. Discussion & Decision: Adopt a resolution adding 2026 Board President Jonathan Davis as a Bank Designee for the Livingston Parish Library, effective January 1, 2026 – Jennifer Dorhauer Board President

MOTION to adopt made by Trey Cowell, seconded by Becky Morgan

Ms. Dorhauer opens the floor for public comment.

There are no comments at this time.

Yeas: Christian, Cowell, Davis, Goins, Hammond, Morgan, Wilson, Dorhauer

Nays:

Absent: Whann, Delatte

Abstain:

The motion carried 8-0

The board then discussed agenda item 6c.

At this time, Ms. Shelley Taylor, Human Resources Manager, presented to the board a comparison of salaries between the Livingston Parish Library and neighboring parish library systems, Ascension, East Baton Rouge, Iberville, St. Tammany, and Tangipahoa.

After presenting the salary comparisons, Ms. Taylor stated that having these lower salaries makes recruitment very difficult. Our retention is very weak, as evidenced by our high turnover rates, which in turn leads to a decline in service quality at our branches. So, it will continue to have more vacant staff and understaffed areas with inexperienced workers, as we must continue to hire new people.

Ms. Taylor then presented the benefits comparison to the board. She stated that the overall comparison of benefits between Livingston Parish Library and other organizations shows that we are strong on the individual employee side, but many people have families and, *"it is hard to make ends meet, especially when their wages aren't getting any higher."* Ms. Taylor stated that *"overall, we just fall below in the region."*

For more detailed information about this presentation, please refer to the audio recording of the meeting or watch the video link on our YouTube channel.

Ms. Dorhauer states that, although the agenda indicates a decision, this agenda item was intended solely to hear the information as presented by Ms. Taylor.

At this time, Rebecca Roberts, Amanda Jones, and Marla Elsea addressed the board regarding the wages and benefits of Livingston Parish Library employees.

Mr. Cowell stated that *"Every parish except for EBR has two or more lower mills than Livingston. And so, we got to be cautious as well to make sure we're taking care of the employees, but realize that we don't necessarily, you know, it's going to be hard for people of Livingston Parish to keep up with the Joneses."* He goes on to state that *"At the same time, realizing where the revenue is coming from. Even if we maxed out our millage, we still wouldn't be able to take in the amount of revenue that they [parishes listed in the comprehensive study] take in."*

Ms. Wilson states that she believes a committee should be created to review all this information, *“So that we can meet all the needs without overextending ourselves financially.”*

7. Adjournment

MOTION to adjourn made by Jennifer Dorhauer, seconded by Rodlyn Hammond.

Ms. Dorhauer adjourned the meeting at 5:52 pm.