



Agenda

December 10, 2025

Board of Trustees: Manny Santiago, President; Joel Zylstra, Vice President; Priya Saxena, Trustee; Elizabeth Bowman, Trustee; Andrea Cobb, Trustee

MEETING LOCATION

Main Branch, 1102 Tacoma Ave S, Tacoma, WA 98402.

CALL TO ORDER

Called to order by President Santiago at 5:30pm

Present: J. Manny Santiago, Joel Zylstra, Elizabeth Bowman, Amita Lonial

Staff: Chris Hynak, Rodney Croston, Gabby Fuentes, Zac Matthews, Lesley Caldwell, Mariesa Bus,

Malcolm White, Melissa Fitzgerald, Angelo Defazio

1 member of the public

LAND AND CULTURAL HISTORY ACKNOWLEDGEMENT

PLEDGE OF ALLEGIANCE

CONSENT AGENDA

RESOLUTION 25072

1. Minutes of the November 19, 2025, Regular Meeting
2. Financial Report for November 2025
3. HR Report for November 2025
4. Library Services Report for November 2025

Moved by Zylstra, seconded by Bowman, adopted

PAYMENT OF BILLS

RESOLUTION 25073: Payment of Bills Per Vouchers – Authorization

The Board authorizes the payment of bills per voucher as presented, and further, the Board approves and ratifies the checks issued in November 2025 by the City of Tacoma for Tacoma Public Library claims as summarized and documented in materials submitted to the Board.

Moved by Zylstra, seconded by Bowman, adopted

RESOLUTION 25074: Ratify Recurring Monthly Expenditures – Approval

The Board approves and ratifies the November 2025 payments for the City of Tacoma services provided to Tacoma Public Library, as presented.

Moved by Bowman, seconded by Zylstra, adopted

PUBLIC COMMENTS

No public comments

STAFF RECOGNITION

December Staff Anniversaries

DISCUSSION ITEMS

I. First-Reading Fit-for-Duty Policy

First review of a policy to address when an employee may not be able to perform essential job functions and is heavily borrowed from the City of Tacoma's policies and processes.

NEW BUSINESS

Resolution 25075: Request that the board approve the refreshed 2026-2030 Strategic Plan, as presented.

Moved by Bowman, seconded by Zylstra, adopted

Resolution 25076: Request to approve the preferred vendors list for the calendar year of 2026, as presented.

Moved by Zylstra, seconded by Bowman, adopted

Resolution 25077: Request to approve wage adjustments for classifications represented by Teamsters Local 117 and non-represented classifications, as presented.

Moved by Zylstra, seconded by Bowman, adopted

Resolution 25078: Request that the board amend the Compensation Plan for Non-Represented Classifications to eliminate the long-term care benefit effective December 31, 2025, as presented.

Moved by Zylstra, seconded by Bowman, adopted

Resolution 25079: Request to amend the 2025-2026 biennial budget and incorporated annual budgets, as presented.

Moved by Bowman, seconded by Zylstra, adopted

DIRECTOR'S REPORT

TRUSTEES REPORT

President Santiago noted the importance of the altar for the transgender community in the Handforth Gallery and thanked staff for their hard work and commitment. Vice President Zylstra expressed thanks for welcoming him to the board and pride in library services. Trustee Bowman observed a positive interaction between staff and patron and noted how many of the library services she has used this year.

ADJOURNMENT

Meeting End Time: 6:31

The next regular Board meeting is Wednesday, January 21st, 2026, at 5:30 p.m. at the Main Branch, 1102 Tacoma Ave S, Tacoma, WA 98402.