



San Francisco Public Library

SAN FRANCISCO PUBLIC LIBRARY COMMISSION

Minutes of the Regular Meeting of SEPTEMBER 21, 2023

The San Francisco Public Library Commission held a regular meeting SEPTEMBER 21, 2023, virtually and at the Koret Auditorium, Main Library.

The meeting of the San Francisco Library Commission was called to order at **4:30 PM.**

Commissioners Present: Wolf, Bolander, López (Arrived at 4:49 PM), Mall, Ono, and Lomax Ghirarduzzi.

AGENDA ITEM NO. 1 GENERAL PUBLIC COMMENT

Peter Warfield, Executive Director Library Users Association, Libraryusers2004@yahoo.com, said the Library continues to tout various social media sites, mentioning Get Social two times in the At The Library newsletter, he said these sites are dangerous, especially to kids.

Michael Vincent D'Anella-Mercanti, Friends of the Library Foundation said the is having productive fundraising efforts for the Library, and the Pacifics, a new group of young Library lovers at the Friends, is celebrating its one-year anniversary.

AGENDA ITEM NO. 2 APPROVAL OF MINUTES – AUGUST 17, 2023

Public Comment

Peter Warfield said the Library minutes are a poor reflection of what he said and the and the Library should be clear about the problems and dangers with social media.

Commission Discussion

Motion: By Commissioner **LOMX GHIRARDUZZI** seconded by Commissioner **MALL** to approve the AUGUST 17, 2023 Minutes.

Action: AYES 6-0 (Wolf, Ono, Bolander, López, Mall and Lomax Ghirarduzzi)

AGENDA ITEM NO. 3 HUMAN RESOURCES UPDATE – TALENT ACQUISITION

Lori Regler, Human Resources Director gave an overview of the Human Resources Division including the Library workforce, talent acquisition, and outreach and diversity recruitment efforts. Regler touched on the Library's partnership with the city's Department of Human Resources in recruiting talent. She said the current number of employees is 884, and the vacancy rate is 13.5%. She said the average time to hire by reassignment, eligible list, and exempt appointment is 215 days.

Public Comment

Peter Warfield said there were omissions and what was reported were all during COVID pandemic conditions so there is no comparison to what normal times in terms of the size of the employees and there is a high number of vacancies.

Denise Jacques asked about Human Resource efforts to reach out to the older work force and people with disabilities.

Commission Discussion

President Wolf thanked Lori and her team for the comprehensive data driven report.

Commissioner Bolander asked if there were any involuntary exits, if there was an existing pipeline and where the bottleneck might be.

Regler said there may be but that number would not be high and she would look at the data about where in the process the bottleneck is and understand throughout the process where they are losing people, like people waiting to take an exam and get on an eligible list but find another job.

Commissioner Ono said she was glad Lori explained how the city's DHR sometimes holds SFPL from hiring, it gives good insight what her team needs to go through to manage the process. At the All-Staff meetings recognition events and see how long people are staying, that people continue to stay with the Library is a testament to the value of reassignments and of the entire process of talent acquisition.

Commissioner Mall said she does not know how HR manages they are doing and with so many challenges. When you have a reassignment does that have to go through the city or can it be done internally and are they typically a lateral move.

Regler said sometimes the reassignment position needs to be approved by the DHR, but it is mostly an internal process. Typically, they are lateral moves in terms of the job classification and many city departments have the same challenges in hiring as DHR is supporting all departments, they have a heavy workload and have been making efforts to expedite hiring and make things move more quickly.

Commissioner Lomax Ghirarduzzi asked if there are any attrition concerns or risks and any mitigation efforts to keep vacancy down.

Regler said retirement is the biggest risk, age skewers higher at the Library and our employees tend to stay longer. The Library plans for it.

Commissioner Lopez asked about DHR and testing process, does Library get to design the tests.

Regler said the Library has a role in the test development and goes through an applicant review process to determine who is interviewed with a standardized interview process with a diverse panel.

Commissioner Mall said Regler was a great representative of the Library.

President Wolf said this is the new normal and appreciated the focus of the presentation looking only at the last few years. Wolf asked how the Library thinks creatively on nurturing people to get into and through the pipeline, whether through internships or something else. The biggest obstacle for diversity is the Masters in Library Science requirement.

Regler said one of the Racial Equity Action goals for the coming year is to have more conversations about that and turning those conversations into actions.

AGENDA ITEM NO. 4 CITY LIBRARIAN'S REPORT

Michelle Jeffers, Chief Community Programs and Partnerships presented the Junior Giants Festival, where SFPL partnered with the Giants for the event and gave away 5,000 books to Junior Giants Players and their families, who came from San Francisco and the extended Bay Area. Jeffers said the Giants also invited the Library to the Community Club house event where they were able to sign people up for the new Giants Library card, which they also did during the Junior Giants event.

Shellie Cocking, Chief of Collections and Technical Services gave an overview of a newly installed Book Kiosk in Hunters View Resident Lounge, which holds up to 200 books, for all ages, and will be refreshed regularly.

Katrin Reimuller, Assistant Chief of Main presented on the Middle Ground Public Space Exhibit, which is a parentship between SFPL, The Exploratorium and Urban Alchemy. Shi Jin, from the Exploratorium gave some background on the social impacts and the positive placemaking of the Middle Ground exhibit.

Public Comment

Jessica Lipnack, Friends of the Library Board Member, said Pottstown Pennsylvania, which is now famous because of the James McBride book, Heaven, and Earth Grocery Store, which is a phenomenal book. She thanked everyone for their work and said Friends has done a great job passing the Library Presentation Fund by 83 percent and collected and re-sold books which raised \$100,00 and prevented 500 tons of books going into landfill.

Nelly Sapinski, non-profit leader supporting youth and a Friends of the Library Board Member, and she is on the Board of the Friends because she grew up in a public library and they are all doing this work to leave the

community in a better place. Friends has supported the Library with many different programs like the Book Nook, the Book Mobile and providing equitable access to books and services.

Peter Warfield said he was not sure what the tie in with the Exploratorium and that he commented on the Exploratorium Exhibit at a previous meeting and said that he liked the look of it but was puzzled by what was going on, maybe it hasn't been staffed and asked if the Hunters View Book Kiosk is available to the public.

Commission Discussion

Commissioner Lomax Ghirarduzzi thanked Michelle Jeffers for the ways in which the Junior Giants reached such a large geographic care of Northern California, which many of the cities mentioned have significant disparities and do not have library resources anywhere close to the richness of SFPL.

Commissioner Mall asked how the books for the giveaway were chosen and if people who are not San Francisco residents are allowed to get a library card and check out books.

City Librarian Lambert said they are welcome to get a San Francisco Public Library Card if they are a resident of California and can continue to dial into the richness of SFPL digital collections and on-line resources, any book they check out they would need to return.

Shellie Cocking said they work with a vendor called Children's Plus for the book giveaways, which sends a list and her team reviews and selects from. They selected books that were in stock from picture books for little kids all the way to high school chapter books. The budget for book giveaways is \$1.3 million and was approved by the Commission.

President Wolf said she helped unpack the books for the Junior Giants book giveaway and was amazed at the range, within every range there was something about baseball. The SFPL Team that put the event together is incredible.

Commissioner Ono said they really appreciated the Exploratorium partnering with the Library to get the Middle Ground Experience and it seems like it is in a safe space. Ono asked if the public could use the Book Kiosk.

Cocking said if you are access to the building have access to the kiosk, which is open when people are in the office Monday through Friday.

President Wolf said she was, at first, a little skeptical of the kiosk, particularly the price tag and is glad the Library can now get ten of them for the price of one and is curious about Treasure Island and getting a sense of how it is working, what are the statistics and lessons learned for when they are thinking about budget next year to understand its impact or what might need to be tweaked for it to be the most effective it can be.

Cocking said there are about 200 books and they are seeing 20-40 circulations a month, which is really good for that community.

Wolf said we might think about better marketing or PR so people are aware. Especially with Treasure Island.

Cocking said they worked with a Treasure Island Group called TIDA, which emailed out to people. When the Flea Market returns in February, they will do something around that time, maybe bring the Book Mobile out.

Commissioner Lopez said the partnership with the Exploratorium is amazing, because not many people know about it or can afford it, this is a way to be exposed to what they do and the Junior Giants event, was her favorite last year and was sorry she could not attend it this year.

AGENDA ITEM NO. 5 ADJOURNMENT OF THE SEPTEMBER 21, 2023 COMMISSION MEETING

Public Comment

Peter Warfield said he doesn't think the Commission should adjourn until it insists on having a future agenda item on what they would like to see on future agendas at the end of the meeting.

Commission Discussion

Motion: By Commissioner **LOPEZ** seconded by Commissioner **ONO** to adjourn the meeting.

Action: AYES 6-0 (Wolf, Ono, Bolander, López, Mall and Lomax Ghirarduzzi)

The meeting adjourned at 6:30 PM.

Margot Shaub Commission Affairs Analyst

To access **Commission Meeting recordings** please visit: [Library Commission Meeting Recording](https://sfpl.org/library-commission/public-notices/agendas)

Explanatory documents: Copies of listed explanatory documents are available as follows: (1) from the Commission Liaison Affairs Analyst/Custodian of Records, 6th floor, Main Library; (2) in the rear of Koret Auditorium immediately prior to, and during, the meeting; and (3), to the extent possible, on the Public Library Commission webpage: sfpl.org/library-commission/public-notices/agendas. Additional materials not listed as explanatory documents on this agenda, if any, that are distributed to Library Commissioners prior to or during the meeting in connection with any agenda item will be available to the public for inspection and copying in accordance with Government Code Section 54954.1 and Sunshine Ordinance Sections 67.9, 67.28(b), and 67.28(d).