



San Francisco Public Library

SAN FRANCISCO PUBLIC LIBRARY COMMISSION

Minutes of the Regular Meeting of SEPTEMBER 18, 2025

The San Francisco Public Library Commission held a regular meeting SEPTEMBER 18, 2025, at the Koret Auditorium, Main Library and virtually on Zoom.

The SFPL Commission meeting was called to order at **4:30 PM**.

Commissioners Present: Wolf, Huang, Lopez, Bolander, Jones and Calhoun.

President Wolf presented the ancestral homeland acknowledgement of the Ramaytush Ohlone.

AGENDA ITEM NO. 1 GENERAL PUBLIC COMMENT

Public Comment

Rufus Deleon, Library Patron acknowledged that the Commission meeting is accessible and appreciates that.

Peter Warfield, Executive Director of Library Users Association Libraryusers2004@yahoo.com, PO Box 170544, San Francisco California 94117-0544, said public libraries of all kinds are important to society and he supports funding of public libraries. Library continues to tout and use privacy breaking technology including Zoom meetings and social media is dangerous.

Emily Garvie, Executive Director, Friends of the Library, congratulated the Library for a successful Summer Stride program and said the Friends continues to run campaign to support the renovation in the branch libraries and new Friends merchandise is coming.

Jason Gibbs, former SFPL Librarian, said he was sorry he missed the last Commission meeting and the collections presentation and how non-fiction was doing well.

AGENDA ITEM NO. 2 APPROVAL OF MINUTES – AUGUST 21, 2025

Peter Warfield said the minutes don't give a good representation of what he has said specifically.

Ruben Juarez asked for the minutes to be amended to spell his name Ruben.

Commission Discussion

Motion: Motion by Vice President **HUANG** to approve the minutes seconded by Commissioner **LOPEZ** to approve the **AUGUST 21, 2025**, Commission Minutes.

Action: AYES 6-0 (Wolf, Huang, Lopez, Bolander, Jones and Calhoun)

AGENDA ITEM NO. 3 SOCIAL MEDIA POLICY

Jaime Wong, Director of Communications, presented a Social Media policy and a brief history of SFPL's Social Media Accounts, Instagram, Facebook and X. Wong said there has been significant growth in Social Media Accounts from 2013, when the Library posted its first Instagram post. Wong said the Social Media Policy defines the role social media plays in fulfilling the Library's mission and sets forth expectation, or community standard about civil discourse in public forums. The policy mirrors other City departments like the Fire and Police departments.

Public Comment

Peter Warfield said the policy was limited compared to what he says when talking about social media and he is troubled by the idea that the Library would set out a list about people using social media as a way of expression.

Jason Gibbs appreciated the presentation and is interested to learn more about the process of monitoring the comments and following the guidelines of the Police and Fire is a good baseline.

Ruben Juarez, who works at the Ocean View Branch, said he was concerned how that applies to privacy of images of Library workers who do a lot of the promotional pieces.

Commission Discussion

Commissioner Calhoun asked if the Policy is enacted, will it only apply to future posts or past posts as well and is this more of a content moderation policy.

Jaime Wong said it was.

Commissioner Bolander asked how much time staff spend moderating comments and what is the percentage that would fall under this policy.

Wong said posts are mainly pertinent and helpful and it is a rare occurrence, and the policy is aligned with the Patron Code of Conduct.

Commissioner Jones how they will train the team for the new policy, what is the standardization in utilizing the policy.

Wong said they want to be consistent and fair when applying these standards and this won't be a decision by one person, but the team will review and discuss. Any training would likely be a tracker and reference guide of decision made in the past.

Commissioner Lopez asked how many social media accounts the Library has and who monitors them.

Wong said the accounts are centralized, Twitter, X and Facebook and those are what they monitor.

President Wolf asked that the Commission be informed how this applies to past comments.

Motion: Motion by Commissioner **BOLANDER** seconded by Commissioner **JONES** to approve the Social Media Policy.

Action: AYES 6-0 (Wolf, Huang, Lopez, Bolander, Jones and Calhoun)

AGENDA ITEM NO. 4 HUMAN RESOURCES UPDATE – TALENT ACQUISITION

Lori Regler, Human Resources Director, gave an overview of the Human Resources Division and Talent Acquisition. Regler said the SFPL workforce is 57% Full-time and 43% Part-time and 75% are in the 3600 series classification. She said the hiring process begins with position approval and ends with onboarding, and on average takes 202 days. They have expanded their recruitment efforts through career fairs, citywide collaboration and parentships.

Public Comment

Jason Gibbs said the base number on the chart was abnormally high because they had come through COVID, and it was a time when over 500 employees were sent to be Disaster Service Workers.

Rufus Deleon said there is a variety of ways in which staff engage with the public and there are several standouts, he mentioned Shawan Sherman, Kevine Darling, Christina Mitra and Paul Healy.

Peter Warfield said there were a few things missing and he had heard at an earlier meeting from a retired librarian that morale is low and there is no budget for training and education.

Ruben Juarez said from a Labor perspective they put up a proposal for more full-time employees, part-time employees must hustle for more hours and if someone is out it is hard to find coverage.

Commission Discussion

Commissioner Bolander asked how many exits per year, is it 10% or variable.

Regler said there were a lot of exits during COVID but overall, it is consistent at that rate.

Commissioner Calhoun said it takes a long time to hire people and how that compares to other departments.

Regler said the Department of Human Resources is making some strides in improving time frame and the Library HR department moves quickly and some of the outliers are difficult to fill, and the hiring process is complex.

Commissioner Lopez asked about Learning and Development.

Regler said they encourage Supervisors and employees to collaborate with one another as part of the annual performance appraisal to develop learning opportunities and meet employee goals.

AGENDA ITEM NO. 5 CITY LIBRARIAN'S REPORT

Jeanie Austin, Jail and Reentry Services Librarian reported on the Library's Jail and Reentry program, which provides dedicated Library service to incarcerated adults. The program includes in-jail Library service, reference by mail and reentry support, since 2023 it has provided access to library eResources on free tablets available to people inside of the jails. The Mellon Foundation funded the Library grant work to support professional in the field, identify existing services, build connects and provide guidance for librarians nationwide.

Francisco Cardona, LatinX Program Manager gave an overview of VIVA! Latinx Heritage. He said the program promotes literacy by offering programs and workshops in preferred languages and builds strong ties with community partners to ensure library resources remain relevant and public institutions are inclusive and safe places. Cardona highlights some of the programs which included Author Caro De Robertis in conversation with Kate Schatz for On The Same Page.

Michelle Jeffers, Chief Community Programs & Partnerships presented on the partnership with CAL Academy Claude the Albino Alligator, who is celebrating his 30th birthday and has a new book out, The Curious Color of Claude and the Library

has a new Library card featuring Claude.

Michael Lambert highlighted that the the Government Finance Officers Association recognized Maureen Singleton for her outstanding public service, she was nominated by her staff for it.

Singleton thanked the team for the nomination, and they see value in what she does. She said her pursuit of public service started with her mother, who was a hospice nurse, and said the best thing you can do is serve the public

Public Comment

Peter Warfield said programs online over Zoom are not the same as in person and Maureen is very knowledgeable and willing to share her knowledge and communicates clearly.

Commission Discussion

Commissioner Jones asked if the Friends Grant was included in the budget or outside of it.

Fernandez said it was separate.

Commissioner Lomax Ghirarduzzi applauded Michelle Jeffers and works with San Junior Giants, as the scope of service delivery from SFPL throughout Norther California is broad.

Commissioner Calhoun asked how the strategic plan is reflected in the budget.

CL Lambert said that as part of the budget planning and instructions for FY 27 & FY 28 staff will need to justify and align with the strategic priorities to address Vision 2030.

THE MEETING ADJOURNED at 6:48 PM

Margot Shaub, Commission Affairs Analyst
Commission Affairs Analyst, Main Library, San Francisco, CA 94102-4733.

To access **Commission Meeting recordings** please visit: [SFPL Commission Meeting SEPTEMBER 18, 2025](#)

Please note: These are draft minutes subject to revision by the San Francisco Public Library Commission. Copies of the minutes and handouts are available in the office of the Library Commission Affairs Analyst, 6th floor, Main Library, 100 Larking Street, San Francisco, CA 94102-4733.

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-notice/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).