



Advancing Employee Recognition at SFPL: Celebrating Employee Excellence

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San Francisco Public Library Commission



Employee Recognition: Building Engagement, Pride & Community

Why It Matters at SFPL

- Recognition strengthens culture, motivation, morale, and engagement
- Engagement* builds Library-wide pride and connection
- Engaged staff deliver Vision 2030 for our community



**The involvement and enthusiasm of employees in their work, with each other, and in the workplace (Gallup)*



Employee Recognition Embodies Vision 2030

Annual Employee Excellence Awards



Honors staff who have demonstrated exceptional dedication, performance, and contributions

Strategic Priorities

- Community Catalyzer
- Cultural Amplifier
- Literacy Champion
- Resource Provider
- Thoughtful Navigator

Annual Service Pin



Honors the dedicated service of our Library staff, recognizing and celebrating their milestones

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Annual Winter Wonderland of Wins



A celebration of our dedicated staff and remarkable achievements over the year

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- Resource Provider

Ongoing Efforts to Recognize Staff



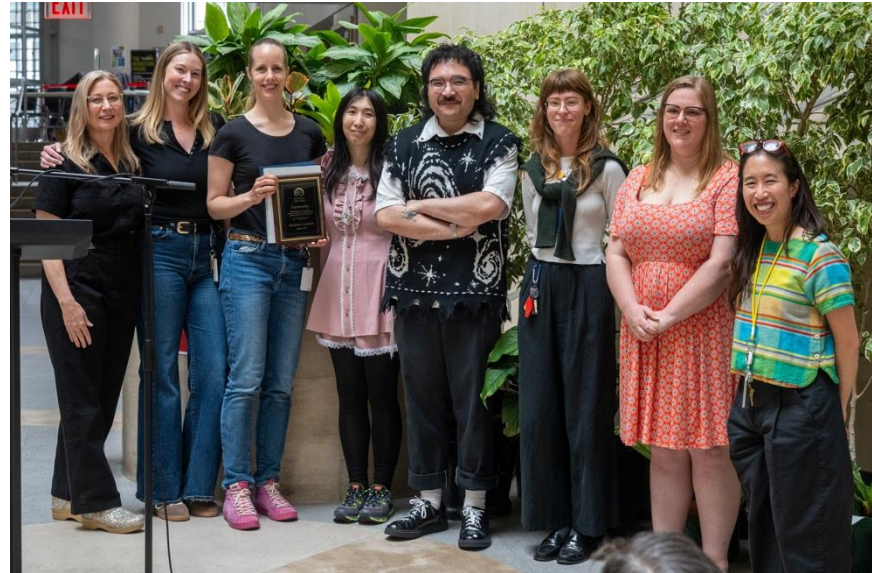
Recognizes staff year-round through ongoing check-ins and real-time appreciation

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Annual Employee Excellence Awards: Strengthening Our Culture Through Celebration



May 8, 2026



Annual Employee Excellence Awards: Celebrating Recipients Who Embody Vision 2030



Core Values

The values that underpin our work, shape how we interact with each other, and inform which tactics we use to fulfill our purpose.

Recipients

- Well-being: *Engineering*
- Community: *Storytellers Committee*
- Equity: *Liadan Ryland*
- Collaboration: *George Tran*
- Exploration: *Jen Woo*



Strategic Priorities

The specific ways SFPL serves the community through programs, services, and resources.

Recipients

- Literacy Champion: *Jason Hill*
- Community Catalyzer:
Branch Managers
- Cultural Amplifier:
Bay Beats Project Team
- Thoughtful Navigator:
Jonathan Steimnitz
- Resource Provider:
Lloyd Magno



City Librarian Awards

These awards honor individuals or teams who demonstrate exceptional service and operational excellence, embodying the Library's Mission in their work.

Recipients

- Organizational Excellence:
Media Production & Support Services
- Director's Award: *Ileana Pulu*



Employee Excellence Awards: The Impact Behind the Celebration



Nominations

Increase in overall nominations,
showing deeper staff engagement

43%

↑ 30%

Team nominations

↑ 45%

Individual nominations



Award Recipients

Number of Job Classifications
represented across award categories

28



Event RSVPs

Average Number of RSVPs

327



The Heart of Employee Engagement: Why I Work Here Campaign

WHAT DO
YOU DO
AT THE LIBRARY?



*San Francisco
Public Library*

The Heart of Employee Engagement: Why I Work Here Campaign

WHAT DO
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THANK YOU

Questions?

We appreciate your continued support

