



Human Resources Update

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Human Resources Director
DATE: October 15, 2026
San Francisco Public Library Commission



Agenda

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SFPL Workforce Overview

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SFPL Human Resources
Overview

3

Talent Acquisition

4

Employee Experience

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Continuous Service
Enhancements and Growth



The Spirit of SFPL: Our Exceptional Workforce



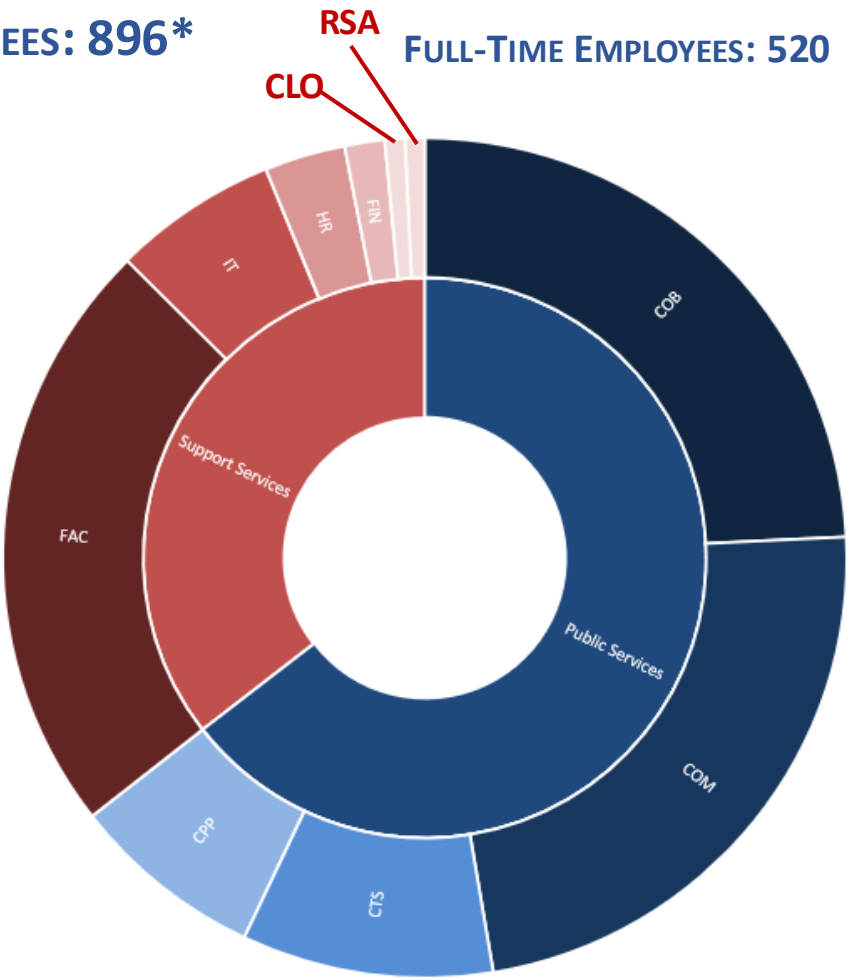
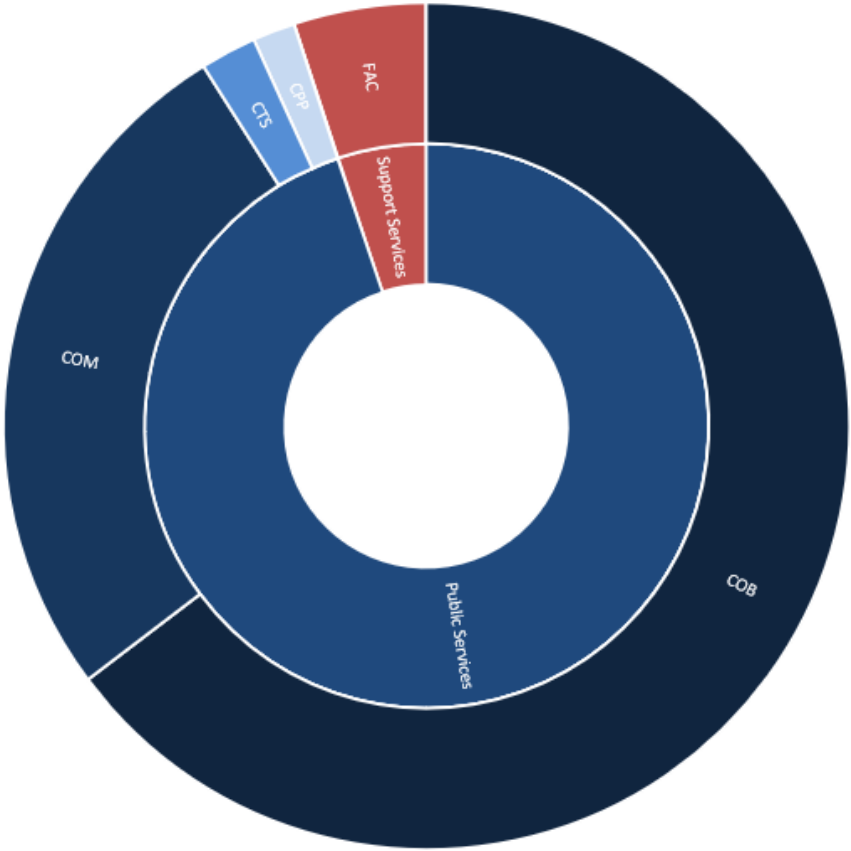
Active employees as of 6/30/2026

SFPL Workforce Overview (FY 26)

PART-TIME EMPLOYEES: 376

CURRENT NUMBER OF EMPLOYEES: 896*

FULL-TIME EMPLOYEES: 520



Public Services Support Services

*Active Employees as of 6/29/26

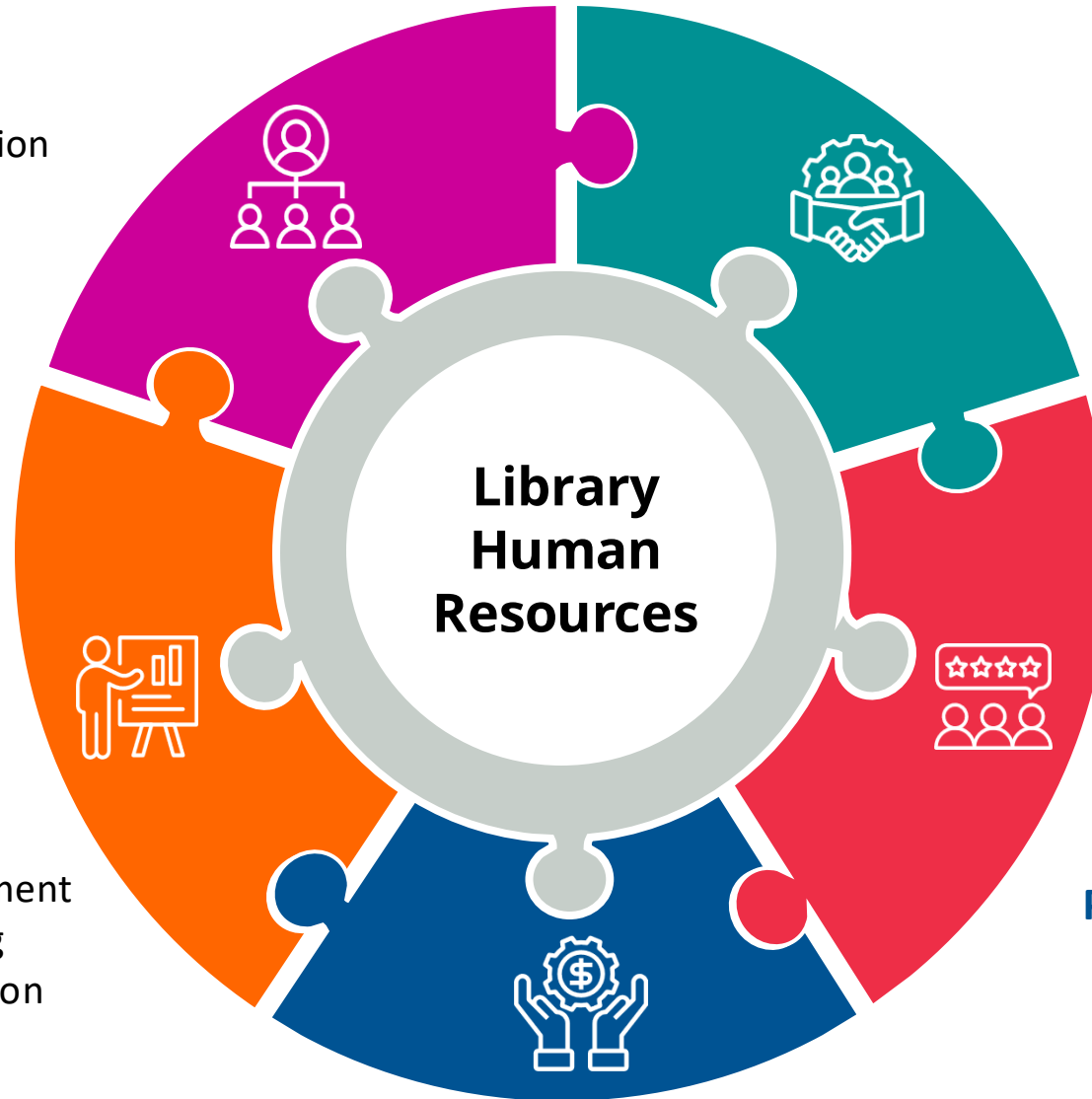
Human Resources Division Overview

Talent Acquisition

- Recruitment/Selection
- Talent Sourcing and Outreach

Employee Learning and Development

- Employee Training
- Employee Development
- Succession Planning
- Employee Recognition



Talent Management

- Employee/Labor Relations
- Equal Employment Opportunity
- Accommodations
- Workers' Compensation
- Leaves Management

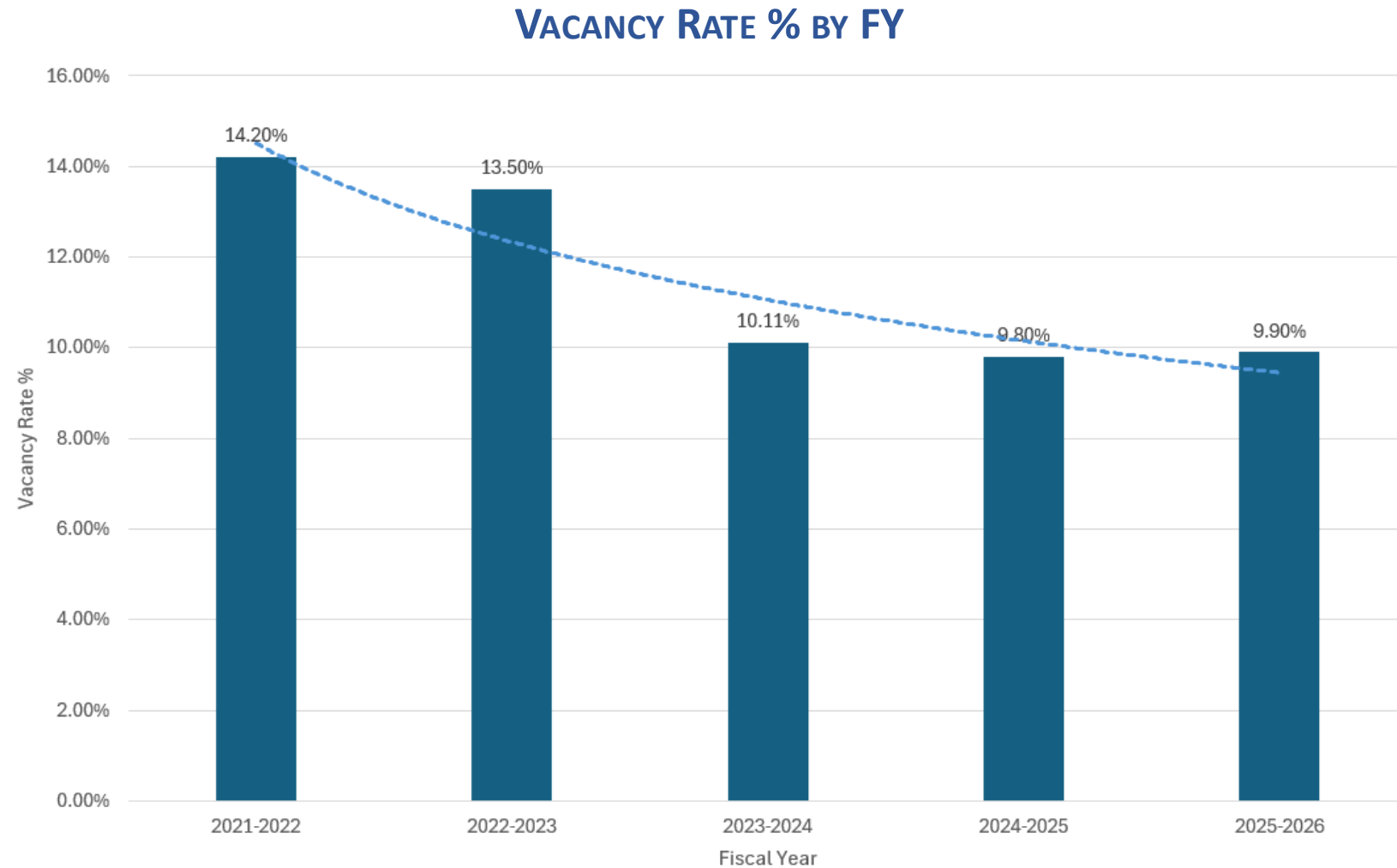
HR Operations

- Employee Wellness
- Workforce Analytics
- Volunteer Coordinator

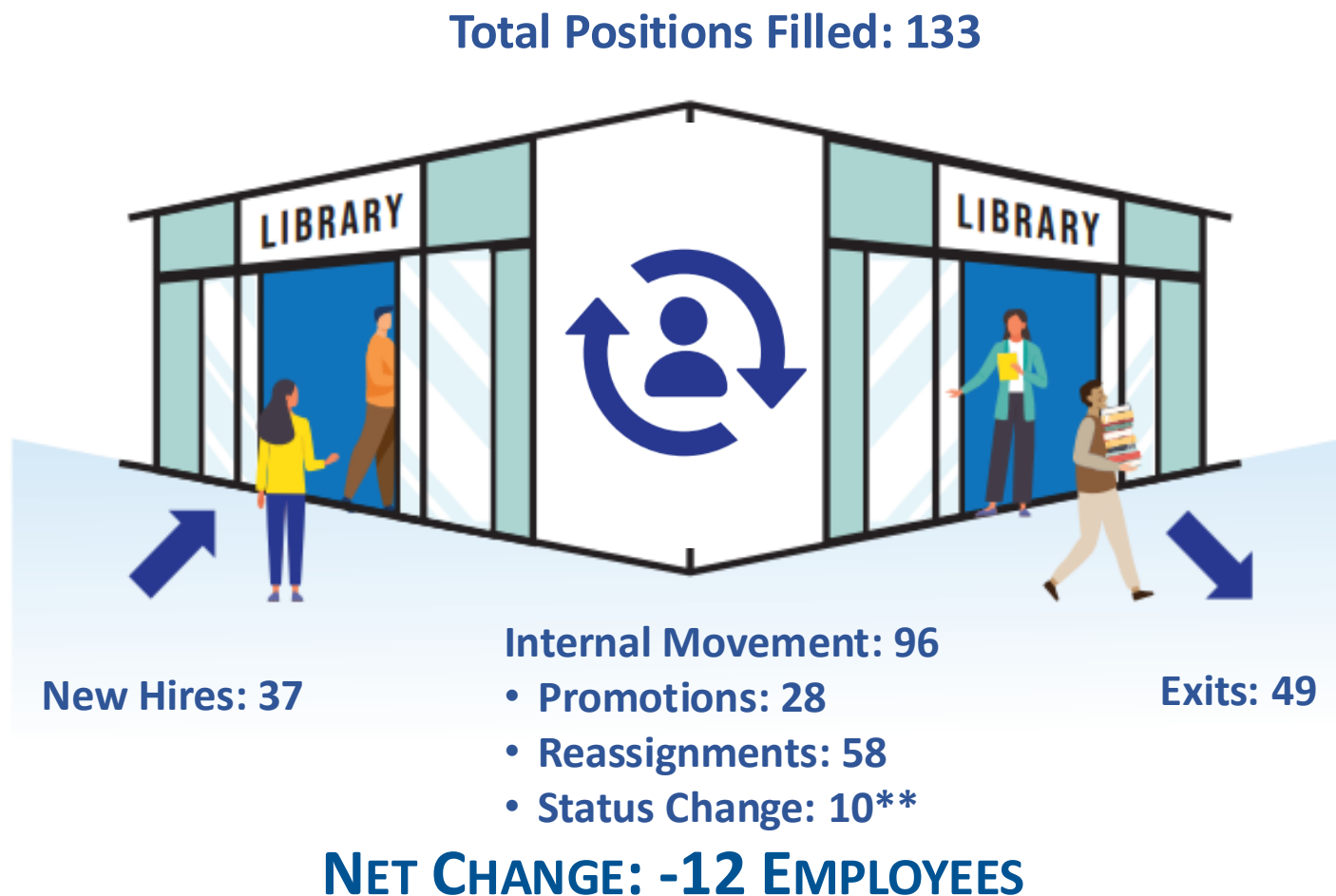
Payroll and Administration

- Payroll Administration
- Front Desk

Talent Acquisition: Vacancy Rate



Talent Acquisition: FY26 Personnel Activities



Highlights:

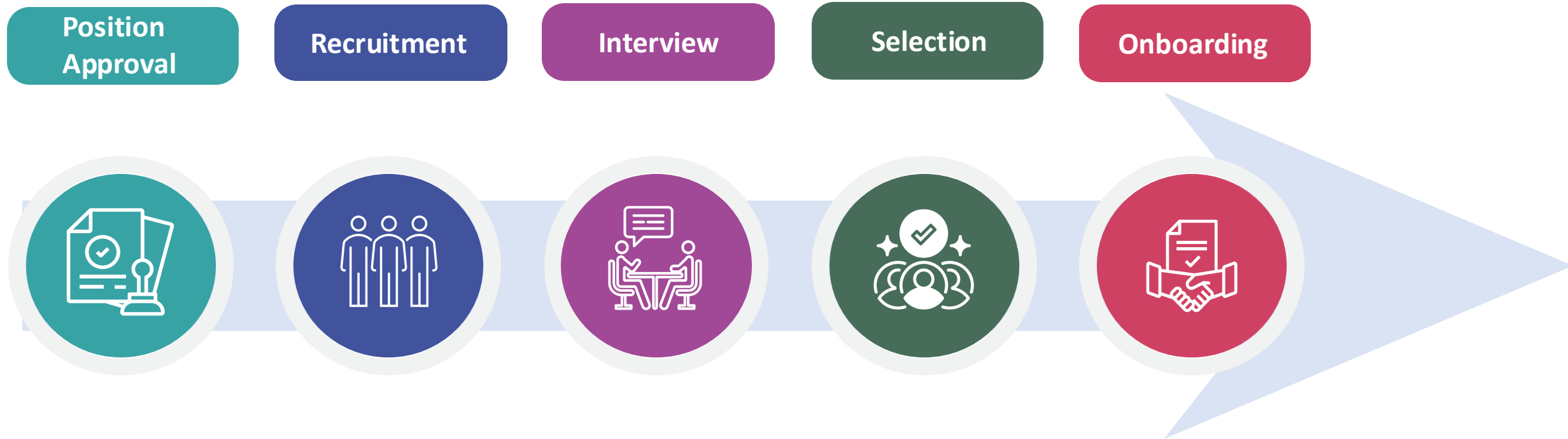
- Beginning FY26 Vacancy Rate: 9.8%
- Ending FY26 Vacancy Rate: 9.9%
- Vacancy Rate Net Change: 0.1%
- Beginning FY26 Number of Employees: 908*
- Ending FY26 Number of Employees: 896*

Employee Net Change: -12

(Includes transfers, reappointments, reinstatements, & reversion movements that are not considered as new hires)

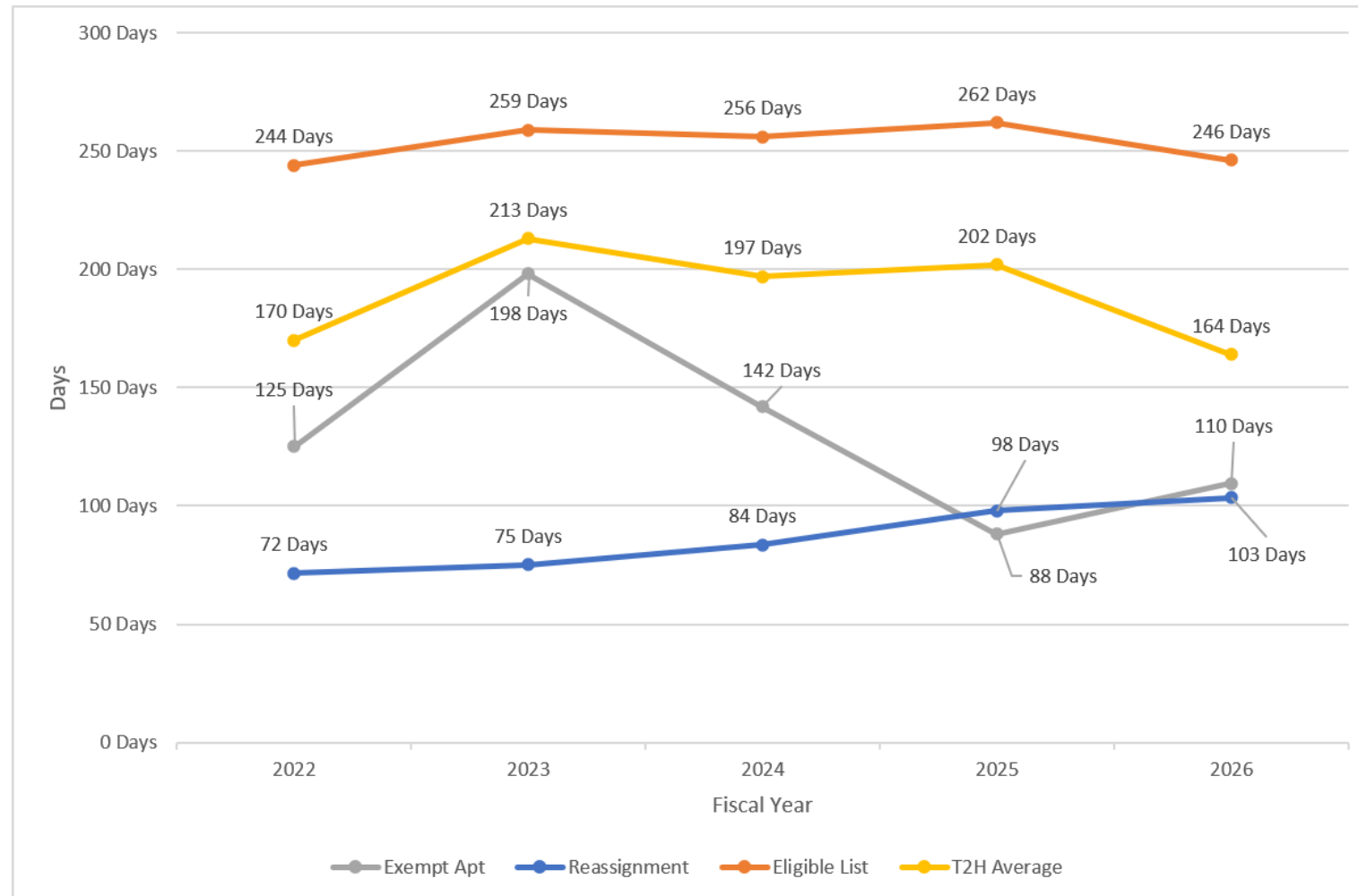
***exempt employees to PCS or exempt status renewed*

Talent Acquisition: Hiring Process

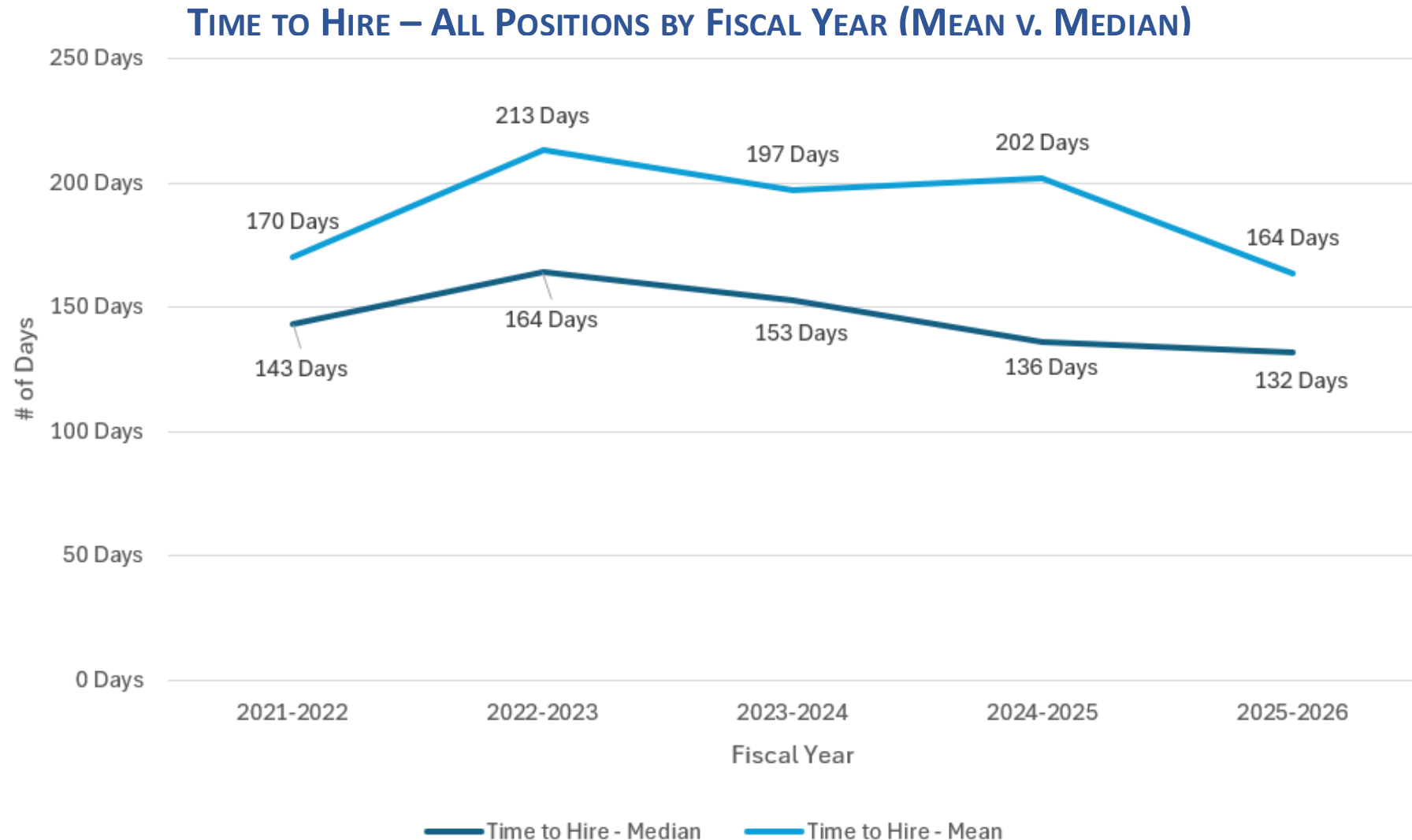


Talent Acquisition: Time to Hire

AVERAGE TIME TO HIRE
REASSIGNMENT VS. ELIGIBLE LIST VS. EXEMPT APPOINTMENTS BY FY



Talent Acquisition: Time to Hire



Talent Acquisition: Expanding Our Reach and Recruitment Efforts

26TH ANNUAL
COMMUNITY EMPLOYMENT DAY
CAREER FAIR
Participating Employers Include



www.citycareerfair.com

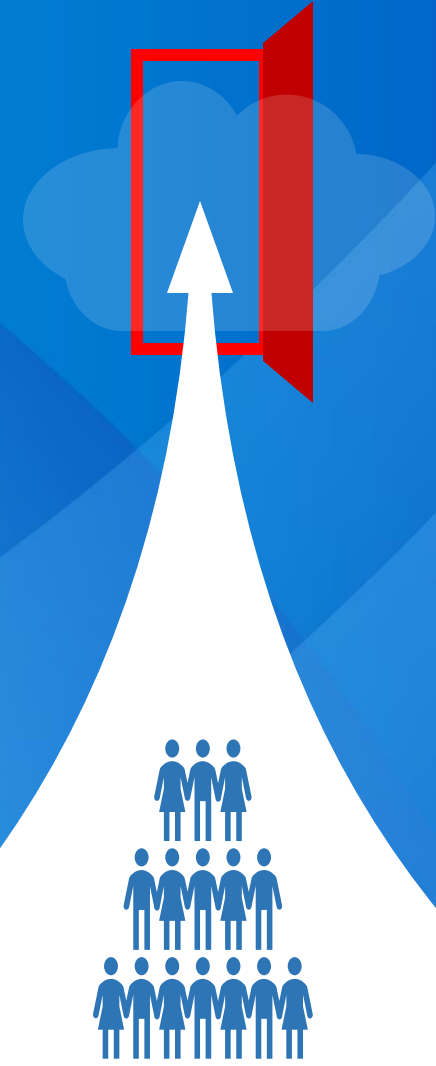
**COMMUNITY STRONG
CAREER FAIR**
April 15, 2026



**Be part of
something
big**
#ChoosePurpose



SF | Careers
careers.SF.gov



Employee Experience: Engagement



Pride 2026



Bay to Breakers



One City



Employee Experience: Annual Employee Recognition: Strengthening Our Culture Through Celebration



Continuous Service Enhancements and Growth

Strengthen Employee Recognition

Expanded opportunities to recognize staff in meaningful ways



Champion Staff Wellness

Developed Wellness LibHub Pages, Awards, Campaigns, and Activities



Enhance Employee Development

Improved PPAR Tools and Resources;
Developed System to track and report Annual Performance Appraisal completion



Lead Strategic Priority Initiatives and Other Impactful Projects

Delivered high-impact outcomes, advancing Vision 2030





THANK YOU

Questions?

We appreciate your continued support

