SAN FRANCISCO PUBLIC LIBRARY COMMISSION

Minutes of the Regular Meeting

Thursday, October 15, 2026 · 4:30 p.m.

Main Library, Koret Auditorium | Toll-free: 1-877-853-5247

CALL TO ORDER AND ATTENDANCE

The meeting was called to order at 4:31 p.m.. Margot Shaub, Commission Affairs Analyst, opened the meeting and announced the Zoom dial-in information.

Commissioners Present: President Sean Calhoun; Vice President Jones; Commissioner Lopez (arrived 4:33); Commissioner Bolander; Commissioner Menon and Commissioner Kenaston.

Staff Present (partial list): Michael Lambert, City Librarian; Margot Shaub, Commission Affairs Analyst; Dolly Goyal, Chief of Public Services; Lori Regler, Acting COO; Randy McClure, Chief RSA; John Cunha, Facilities Director, Lisa Valerio, Capital Project Manager, Maricela Leon-Barrera and others.

The Ramaytush Ohlone Land Acknowledgement was read into the record.

AGENDA

- Item 1 — General Public Comment
- Item 2 — 2026 City Survey Results
- Item 3 — Human Resources Update
- Item 4 — City Librarian's Report
- Item 5 — Discussion and Possible Action to Approve the September 17, 2026, Commission Meeting Minutes
- Item 6 — Adjournment in Memory of Retired Staff Brian Castagne and Nancy Yuk Lan Lee

ITEM 1 — GENERAL PUBLIC COMMENT

Anonymous Citizen said don't take or give Money to the Friends of the Library and when they resumed attendance at the Commission meetings the first thing that was obvious was that with respect to the citizens who make public comment there is no common humanity because Commissioner Bolander said the big round of social order is just another challenge and trade-off for the advancement of the information superhighway.

Ruben Juarez, said growing up working-class in San Francisco in the 19 seventies, there were certain pillars we relied on. Who can forget your experience at Park and rec. Going to the public library, watching Sesame Street on public television and taking public transit to whatever location. A high percentage of our workforce is reliant on public transit. And we know every world-class city has a viable transit system, London, Paris, New York, Hong Kong. Labor encourages the people to participate in the

upcoming November election and consider the propositions that address public transit both regionally and in San Francisco.

Peter Warfield, Executive Director, Library Users Association
Libraryusers2004@protonmail.com PO Box 170544, San Francisco California 94117-0544 criticized Facebook and technology companies for fuelling anger, conflict, and addictive behaviour, particularly among teenagers. He urged the Library to not promote social media and there should be a more critical discussion of technology's benefits and risks, highlighted emerging AI regulations, and stressed the importance of privacy and confidentiality in the surveillance economy.

Jason Gibbs, said in Christopher Hitchens memoir he wrote the library was his favorite word, meaning a physical collection. Gibbs praised physical books as powerful tools for engaging with complex ideas and inspiring personal decision-making. He noted the continued circulation of the library's print collection and its role in bringing people into library buildings. He then expressed concern that the "Libraries of the Future" vision, presented by Gensler, appeared to prioritize technology and design over the library's traditional role as a house of books.

Lindsley Wilson, Board Member Friends of the Library thanked the library staff at Golden Gate Valley, who create a home for all who visit. Wilson said Friends is excited to celebrate the reopening of the Mission Branch on Saturday, November 14th, congratulated the library staff who worked to make this possible and thanked all the donors who made the campaign possible. She also promoted upcoming Friends events, author readings, a Latin American club event, the November 6 book sale, and forthcoming fundraising efforts.

ITEM 2 — 2026 CITY SURVEY RESULTS

President Calhoun turned the meeting over to City Librarian Lambert who introduced Chief of RSA Randy McClure, who gave an overview of the 2026 City Survey, in which the Controller's Office asks San Francisco adults to rate services and how often they use them. McClure reported key finding that included a 4.06 out of 5 average grade for the Library, making it San Francisco's highest rated city department.

Public Comment

Anonymous Citizen said they were speaking with some trepidation and then highlighted two observations from the survey: the consistent S-curve across city departments may reflect residents' overall social well-being, and satisfaction varied by racial category. They requested clarification on how income adjustments affected the results and what conclusions should be drawn from the differences.

Peter Warfield questioned whether the survey distinguished between people who use the Library for its collections and those who visit for other purposes. They also requested more analysis of usage differences by age, race, ethnicity and socioeconomic status, and alleged that library services disadvantage poorer, minority, older and disabled users. Specific concerns included inadequate access to computers and the lack of headphones or earphones for online audio and video.

Jason Gibbs questioned the survey's finding that women use the library more than men. Based on his observations at the Main Library, he believed daily users appeared to be approximately 60% men and 40% women, prompting him to question the survey's accuracy.

Commission Discussion

Commissioner Kenaston asked for a description of the thoughtfulness that goes into the definition and line drawing of SFPL equity zones.

McClure said SFPL had not yet formally introduced the equity zones to staff. The zones were being refined from broader equity maps to incorporate library-specific factors such as literacy, education and demographic characteristics. The revised designations would be assigned at the census block-group level to identify differences in equity needs among library service areas and guide resource allocation.

Commissioner Lopez requested more information about the survey sample's demographics, noting that the report could help assess the findings, and the survey was a useful starting point for identifying areas requiring further investigation and library action.

President Calhoun asked about the survey, how it is built and how they can trust the data.

McClure said for each cycle for the city survey the Controller's office hires an expert methodology. They work with them for the purposes of ensuring that the samples are representative diverse makeup of the city in all different kinds of income types and neighborhoods, using telephone and online responses to create a representative sample across income levels, racial and ethnic groups, and other demographics. The response rates vary between groups, and the results are compared with expected population proportions to identify and address gaps.

ITEM 3 — HUMAN RESOURCES UPDATE

Lori Regler, Human Resources Director gave an update on the Human Resources Division, including SFPL workforce and HR overview, talent acquisition, employee experience and continuous service enhancements.

Public Comment

Anonymous Citizen said the presentation did not talk about actual talent and asked if SFPL measured the talent.

Peter Warfield said the presentation was a salad of statistics and didn't talk about conclusions or trends and asked about pre-Covid statistics and any education provided for librarians to keep updated on tech and changes to the existing databases and collections.

Heidi Peterson**,** a page at the Western Addition Branch and SEIU Officer said that communications often overlook part-time and entry-level employees, leaving them confused about timesheets, holidays, vacation, and pension eligibility. She noted that she misunderstood the pension requirements for two years and said the presentation illustrated how such communication gaps develop.

Jason Gibbs emphasized that approximately 85% of part-time employees are public facing, while fewer than half of full-time employees work directly with the public. They suggested that roles such as security should also be classified as public services when considering these workforce figures.

Commission Discussion

Commissioner Menon asked how AI affects applications.

Regler said Library HR is not currently using AI to do any application screening or review. The city Human Resources Department has not issued any guidance to departments about how they should or should not be using AI for application review.

Commissioner Bolander said it is hard to navigate everything that the Library has faced since the pandemic and congratulated the HR team for getting through it. Bolander asked what is driving the eligibility list hiring and asked for additional insights into the 3600 pipeline and where that demographic work stands.

Regler said the main reason why the list takes longer has to do with the civil service exam, which can take a while to conduct, including for all the 3600 series positions.

Vice President Jones asked about reassignments and the length of time to fill them and what if anything HR would like to change in the process.

Regler said one of the main drivers on time to fill has been the additional approval required by the city to fill positions would like I want to understand how they can try to correct or implement things immediately to make improvements.

President Calhoun said Collective Bargaining Units are important to this process, there is a lot of data, but it comes down to people and it comes down to the best partnerships possible and that is a big lift on both sides.

ITEM 4 — DISCUSSION CITY LIBRARIAN'S REPORT

Capital Project Update

John Cunha, Facilities Director gave an update on Mission, Chinatown and Ocean View Branch Capital Projects.

Online High School Graduation

Maricela Leon-Barrera, Digital Equity Manager, presented on the 2026 Online High School Graduation and gave background on the Online High School program.

Public Comment

Peter Warfield said the presentation was interesting with a lot of details in respect to human resources and asked what that budget is for employee learning and development.

Katherine, Chinatown Branch volunteer said she was pleased about the date of the closing of Chinatown Branch and opening of the temporary location.

Commission Discussion

Commissioner Menon asked how the Online High School program came to be at the Library, and does it have any connection to the school district?

Leon-Barrera said the program came as a response to adult learners who wanted to complete their high school education and not with a GED. The School District is mandated to provide educational services to students under the age of 18. The SFPL program provides services for students who are aged 19 and over.

Commissioner Lopez said she looked forward to the Mission Branch re-opening, the community is excited about it. Lopez attended the High School Graduation and connected with graduates and their families and how many of them could have gotten a GED, but they wanted a high school diploma, the program is not just changing a person but a whole family and community.

Commissioner Kenaston asked what are the barriers to increasing the seats?

Leon-Barrera said they have to revisit the contract, originally, they asked for 120 seats thinking that they would match the same enrollment that they had with career online high school. One of the draws is that they provide scholarships for people to enroll, moving forward they hope to add more seats.

President Calhoun asked if the Chinatown branch was in an Equity Zone.

Michael Lambert said the Chinatown branch is in the equity zone.

ITEM 5 — DISCUSSION AND POSSIBLE ACTION TO APPROVE THE SEPTEMBER 17, 2026, COMMISSION MEETING MINUTES

Public Comment

Anonymous Speaker said at the end of the Minutes is an addendum that is a separate document, and the summaries are not part of the Minutes.

Peter Warfield said the Library is supposed to provide opportunity for citizen summaries and that those

belong in the minutes. To separate them out as another document that is not the minutes is wrong.

Commission Discussion and Action

Motion: Commissioner **LOPEZ** moved to approve the minutes of the September 17, 2026, Commission meeting. Commissioner **BOLANDER** seconded the motion.

AYES: President Calhoun; Vice President Jones; Commissioner Lopez; Commissioner Bolander; Commissioner Menon and Commissioner Kenaston

The September 2026 Commission meeting minutes were approved.

ITEM 6 — DISCUSSION AND POSSIBLE ACTION TO ADJOURN IN MEMORY OF RETIRED SFPL STAFF BRIAN CASTAGNE AND NANCY YUK LAN LEE

City Librarian Michael Lambert gave tribute to Brian Castagne and Nancy Yuk Lan Lee, former SFPL staff.

Public Comment

Anonymous Speaker said it feels good to adjourn the meeting in honor of individuals who contributed to this institution. These are valuable institutions. They looked to find out whether the Library had adjourned in memory of people that they knew, and the Library had not adjourned in honor of any of them.

Peter Warfield said they were glad to hear about and to see the Library Commission honor folks who contributed to the library, the staff is one of the most valuable aspects.

Commission Discussion and Action

Motion: Commissioner **KENASTON** moved to adjourn the meeting in memory of Brian Castagne and Nancy Yuk Lan Lee. Commissioner **JONES** seconded the motion.

AYES: President Calhoun; Vice President Jones; Commissioner Lopez; Commissioner Bolander; Commissioner Menon and Commissioner Kenaston

6:44 PM the meeting was adjourned.

Please use the following link to access the Commission Recording on YouTube

ADDENDUM FOLLOWS

ADDENDUM

Under Administrative Code section 67.16 of the Sunshine Ordinance, any person who spoke during public comment at a meeting of a Charter board or commission may supply a brief written summary of the comments to be included in the minutes if it is 150 words or less. The summary is not part of the Commission's official minutes, and the Commission does not vouch for its accuracy.

Anonymous Public Comment Submission

Item 1: General Public Comment

Commissioners don't recognize common humanity because they don't recognize their own humanity. Commissioner Bolander said the "breakdown in social order" is just a "challenge and trade off' for the advancement of the Information Superhighway. No human being thinks that. Your world treats humanity with blithe disdain, thinking your little technical projects put you on a plane above humanity. Recent NY Times articles now recognize the freakazoid misanthropic dystopia you inhabit. One article quotes Pope Leo XIV warning against "losing our humanity amid a 'paradise of machines."' Commissioners think those who agree with Pope Leo don't belong before their Library Commission. The City Attorney decided you don't deserve to be officially informed about our lawsuit. Committed to pretending to be ignorant and actually being ignorant are practically indistinguishable.

Item 2: 2026 City Survey Results

I rise to speak with some trepidation. I have no experience in this area and it deserves closer attention than I have given it. Two areas jump out. First, the characteristic S-curve through the timeline is reflected in every department. City Hall must think this is reflective of social wellbeing, and relatively little about each individual department. What produces that wellbeing and are we contributing to it? The other thing that jumps out is the satisfaction rate by racial category. Not only is Black the lowest satisfaction rate, but it says it is adjusted for income. Would it look worse without an adjustment for income? If we have that extreme differentiation by racial group, we ought to find out what is the adjustment and what lessons we can draw from that.

Item 3: Human Resources Update

Stop the Hate, Stop the Ignorance - Don't give money to the Friends of the Library. Don't accept money from Friends of the Library. I rise with even greater hesitation on this item because I could be way off base. Perhaps this is the characteristic presentation in October and all of the concerns I will express now are handled in April presentation. I certainly hope so. One thing that we didn't hear anything about was the actual talent. Do we measure the talent? There was a time, very early in my attendance at these meetings when we heard quite a bit about the profession of librarianship. I don't know why we don't hear about that anymore. This reflects a very sophisticated and apparently productive bureaucratic department, but are we getting more talented people? Are we measuring that? I certainly hope so.

Item 5: Approval of Minutes of September 17, 2016

Stop the Hate, Stop the Ignorance - Don't give money to, or accept money from, the Friends of the Library. "Addendum Follows," legally an admission of a separate document. You also have the phrase "not part of the Commission's official minutes." The law require it be a part. No professional librarians or attorneys have "include" in their vocabulary? The need is demonstrated by the extreme difference between your representation and what was actually said. The society has decided a citizen should be able to contribute to public meetings. You alienate people from your process, then don't want to hear that alienation. The reason for the law is to make people feel that they are a part of the process - that public participation is welcome. If you accept the law, the ideas of democracy will bear fruit. Commissioner Jones used the term "art" three times and it is not in these minutes.

Item 6: Adjournment In Memory of Retired SFPL Staff Brian Castagne and Nancy Yuk Lan Lee

Stop the Hate, Stop the Ignorance - Don't give money to, or accept money from, the Friends of the Library. It feels good to honor those who contributed to the library. They are fine individuals, but greater importance is the treasured place of acknowledgement of history. There are only five agenda items. The legal requirement an agenda item be designated "action" or "discussion only" was not done. Without adjournment there was no honoring for Gil McNamee, Gladys Hansen, Walter Jebe, Edward Callanan. Approached the other way, I saw honoring for: In 2023, Cathy Bremer and Diane Feinstein. In 2024, Marcia Popper and Martin Paley. In 2025, Larry Ware and Elaine Kahn. Larry Ware was Black and Elaine Kahn was from Utah. In March 2025, adjournment was discontinued, illegally without an agenda item, and never again adjourned in anyone's honor. You now have become committed to doing everything illegally, without proper consideration.