



Department Overview

Library

Human Resources Board
December 5, 2022



Our Vision

To be the foremost promoter of self-directed life-long learning. We spark curiosity and provide the tools for discovery.



Our Mission

To be the cultural and learning center for the community, encouraging the joy and wonder of reading, the wisdom of diverse ideas, and the power of lifelong learning.



Department Goals

1. Create safe and welcoming public spaces;
2. Cultivate Library use by residents, with an emphasis on self-directed, lifelong learning to produce a highly literate and educated community;
3. Support the City's youth through programs and services with an emphasis on technology and media literacy, including summer learning, teen services, and outreach to schools;
4. Serve as the Riverside information and technology center, ensuring equitable access to public technology and resources; and,
5. Serve as a cultural arts, literacy, and learning center, with a focus on special collections.



Riverside 2025

Arts, Culture and Recreation provide diverse community experiences and personal enrichment opportunities for people of all ages

- 1.1. Strengthen Riverside's portfolio of arts, culture, recreation, senior, and lifelong learning programs and amenities through expanded community partnerships, shared use opportunities, and fund development.
- 1.2. Enhance equitable access to arts, culture and recreational service offerings and facilities.
- 1.4. Prioritize safety at parks, trails, arts, cultural and recreational facilities.
- 1.5. Support programs and amenities to further develop literacy, health, and education of children, youth and seniors throughout the community.



DEPARTMENT ORGANIZATION

Erin Christmas, Library Director

Administration
8.00 FTE

Neighborhood Services
51.00 FTE



Library Locations



Library Staff

Administration Positions	
Library Director	1.0 FTE
Assistant Library Director	1.0 FTE
Administrative Services Manager	1.0 FTE
Senior Management Analyst	1.0 FTE
Business Systems Support Analyst	1.0 FTE
Senior Account Clerk	1.0 FTE
Senior Administrative Assistant	1.0 FTE
Senior Office Specialist	1.0 FTE
General Services Worker	1.0 FTE

Neighborhood Positions	
Senior Librarian (Main Library Manager)	1.0 FTE
Librarian	6.0 FTE (3.0 Library Supervisors*)
Library Associate	14.0 FTE (4.0 Library Supervisors*)
Library Technician	9.0 FTE (1 Vacant)
Library Assistant	21 FTE (1.25 Vacant)

*Librarian and Library Associate Supervisors receive 10% Lead Pay



Library Staff Statistics

Turnover 21/22

Retirement	1
Resignation	3 FT, 2 PT

Retirement Eligible

13 employees	22.815
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Diversity

White Female	17	29.82%
White Male	5	8.77%
Hispanic Female	17	29.82%
Hispanic Male	9	15.80%
Asian Female	2	3.5%
Asian Male	1	1.75%
Black Female	1	1.75%
Black Male	3	5.26%
Other Female	2	3.5%

Volunteers/Interns

Number of Volunteers

Volunteer Hours Served

Number of Interns

Intern Hours Served



Employee Development



Major Projects

- Main Library
- SPC Jesus S. Duran Eastside Library
- Riverside Reads
- Summer Reading
- Adult Literacy



Challenges and Opportunities

Security
Incidents

Staffing at
Each Location

Training
Opportunities

Technology



Questions?

