



*City of Arts & Innovation*

# Board of Library Trustees

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**TO: BOARD OF LIBRARY TRUSTEES** **DATE: JANUARY 23, 2017**

**FROM: RIVERSIDE PUBLIC LIBRARY**

**SUBJECT: SECURITY GUARD AND FUNDING FOR LIBRARY ASSISTANT POSITION UPDATE**

## **ISSUES:**

Receive an update on security guard service and funding for a Library Assistant position.

## **RECOMMENDATIONS:**

That the Board of Library Trustees receive an update on security guard service and funding for a Library Assistant position.

## **BACKGROUND:**

On September 26, 2016, at the Board of Library Trustees regularly scheduled meeting, Trustees requested Director Kennon provide an update on the status of security guards at Library locations.

An increase in security incidents at Library locations brought concern for the need for additional security guards at the library locations experiencing negative issues. \$40,000 was added to the Library Department budget and Director Kennon reallocated funds from a vacant Library Assistant position to increase security. In the current Fiscal Year 16/18 budget cycle, the Library Assistant position was budgeted at \$62,609 for Fiscal Year 2017 and \$66,481 for Fiscal Year 2018.

On October 11, 2016, the City Council held a workshop on the impacts and concerns of homelessness in the City of Riverside. Speakers from the community, city staff, including Director Kennon, non-profit service providers, County of Riverside staff, and regional experts on addressing homelessness spoke before the City Council on topics such as the specific impacts on the delivery of quality customer service, the ability to safely carryout the business of the department, suggested proactive measures, current resources and services, and legislation. The City Council received and ordered filed the report regarding concerns related to homelessness, provided policy direction and requested staff to return to the City Council at a later date with a full analysis.

## **DISCUSSION:**

Funds reallocated from personnel to security are not budgeted for return to the Library Department budget during the current Fiscal Year 16/17 and Fiscal Year 17/18 budget cycle. Using the funds added to the budget and the funds reallocated, the Library increased security guards by 1.5 FTE, increasing security at Jesus S. Duran Eastside Library from half-time to full-time and placing a full-time security guard at La Sierra Library. The increase in security has had a positive impact. Customers and staff report feeling safer in the library and state that the additional security provides a more welcome environment.

The Library has experienced a decrease in conduct violations since the implementation of additional security.

1.5 FTE security guards are pending hire. One full-time guard will be placed at Arlington Library and one half-time guard will be placed at Marcy Library.

The Library retains the right to reassign security guard work locations based on the security needs of the Library and works with the contract company to accomplish this, as needed.

## **FISCAL IMPACT:**

There is no fiscal impact associated with this report.

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