



Department Overview

Library Department

Human Resources Board
March 2, 2020



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 2.1 STRATEGIC GOALS

1. Implement and maintain superior customer service at all library locations;
2. Increase customers' digital literacy levels; and
3. Increase summer reading program participant outcomes.



DEPARTMENT ORGANIZATION

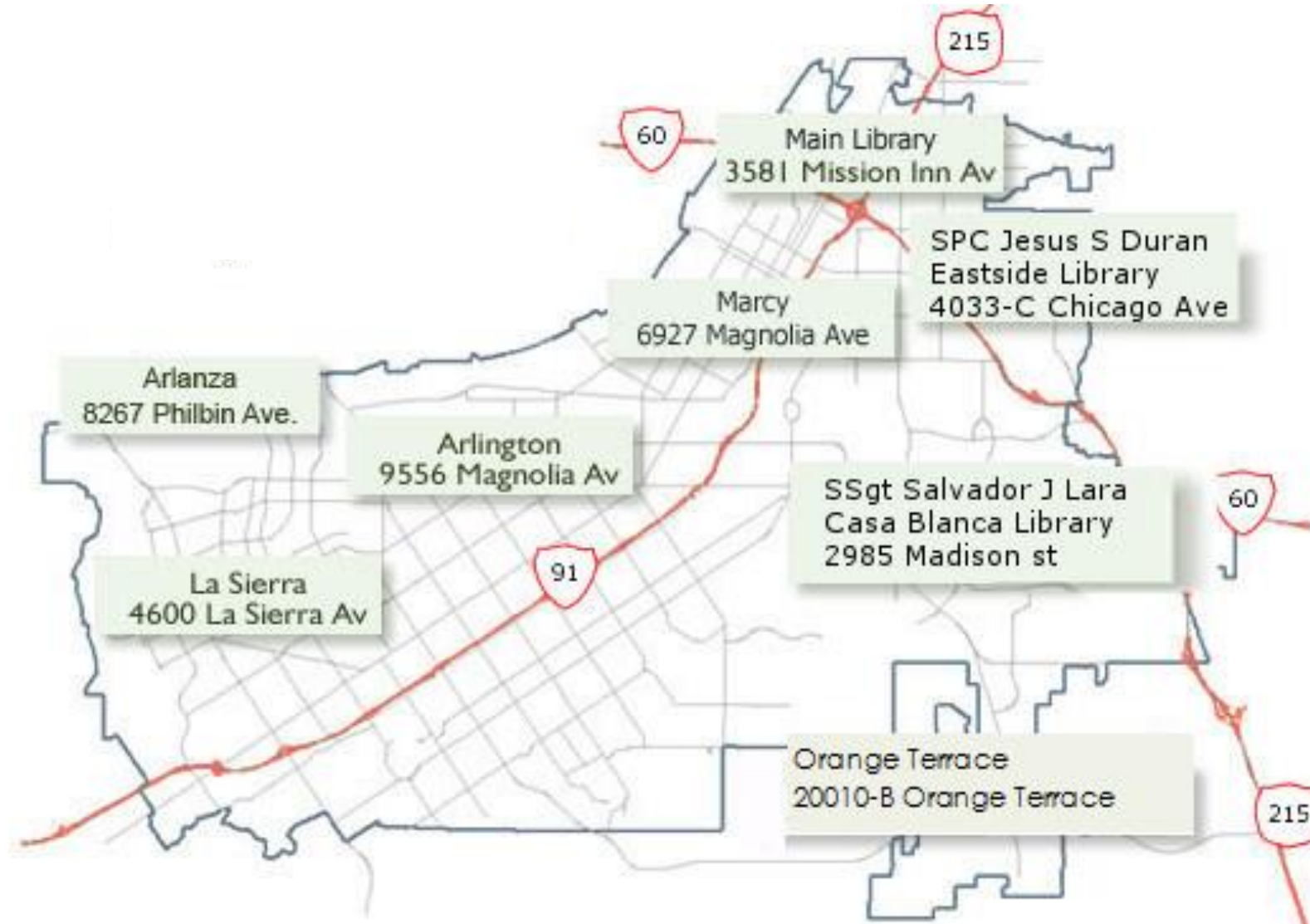
Erin Christmas,
Library Director

Administration
7.00 FTE

Neighborhood Services
53 FTE



LIBRARY LOCATIONS



LIBRARY STAFF

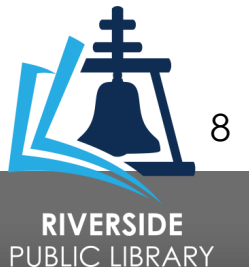
Administration Positions

Library Director	1.0 FTE
Assistant Library Director	1.0 FTE (Vacant)
Administrative Services Manager	1.0 FTE
Senior Management Analyst	1.0 FTE
Business Systems Support Analyst	1.0 FTE (Vacant)
Senior Account Clerk	1.0 FTE
Senior Office Specialist	1.0 FTE
Library Delivery	.5 FTE
General Services Worker	.48 FTE

Neighborhood Positions

Librarian	7.0 FTE (1.0 Vacant) (3.0 Library Supervisors*)
Library Associate	14.0 FTE (2.0 Vacant) (4.0 Library Supervisors*)
Library Technician	9.0 FTE
Library Assistant	21.5 FTE (2.25 Vacant)
Senior Office Specialist	1.0 FTE
Library Page	0.5 FTE

*Librarian and Library Associate Supervisors receive 10% Lead Pay



LIBRARY STAFF STATISTICS

Diversity

White Female	21	35%
White Male	7	28%
Hispanic Female	18	30%
Hispanic Male	8	13.3%
Black Female	4	6.66%
Black Male	1	1.66%
Asian Female	1	1.66%

Volunteers/Interns/RAW

Number of Volunteers	105
Volunteer Hours Served	8,637
Number of Interns	9
Riverside at Work Employees	1

Turnover

Retirement	6
Resignation	1
Termination	2

Retirement Eligible

19 employees	31.66%
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EMPLOYEE DEVELOPMENT



MAJOR PROJECTS

1. New Main Library
2. SPC Jesus S. Duran Eastside Library
3. Experiential Workforce Development: RAW & RPL
4. Riverside Reads
5. Summer Reading
6. Adult Literacy



CHALLENGES AND OPPORTUNITIES

Security
Incidents

Staffing at
Each Location

Training
Opportunities

Technology



Questions?

