

Zuckerberg San Francisco General Hospital

Joint Conference Committee — Human Resources Summary Report – August 2026

Vacancy Rates

The total hospital vacancy rate for July 2026 is 7.25%, 2.19% with attrition savings, compared to the June 2026 total vacancy rate of 6.20%. There were two (2) hires between July 1 and July 31, 2026. There were three (3) separations during the same period, none of which were retirements. The July RN vacancy rate is 4.37%, -.50% with attrition savings.

Summary of ZSFG Non-RN Hiring

- One (1) 2930 Behavioral Health Clinician
- One (1) 2330 Anesthetist is pending selection

RN Hiring Status Update

- One (1) 2320 Registered Nurse

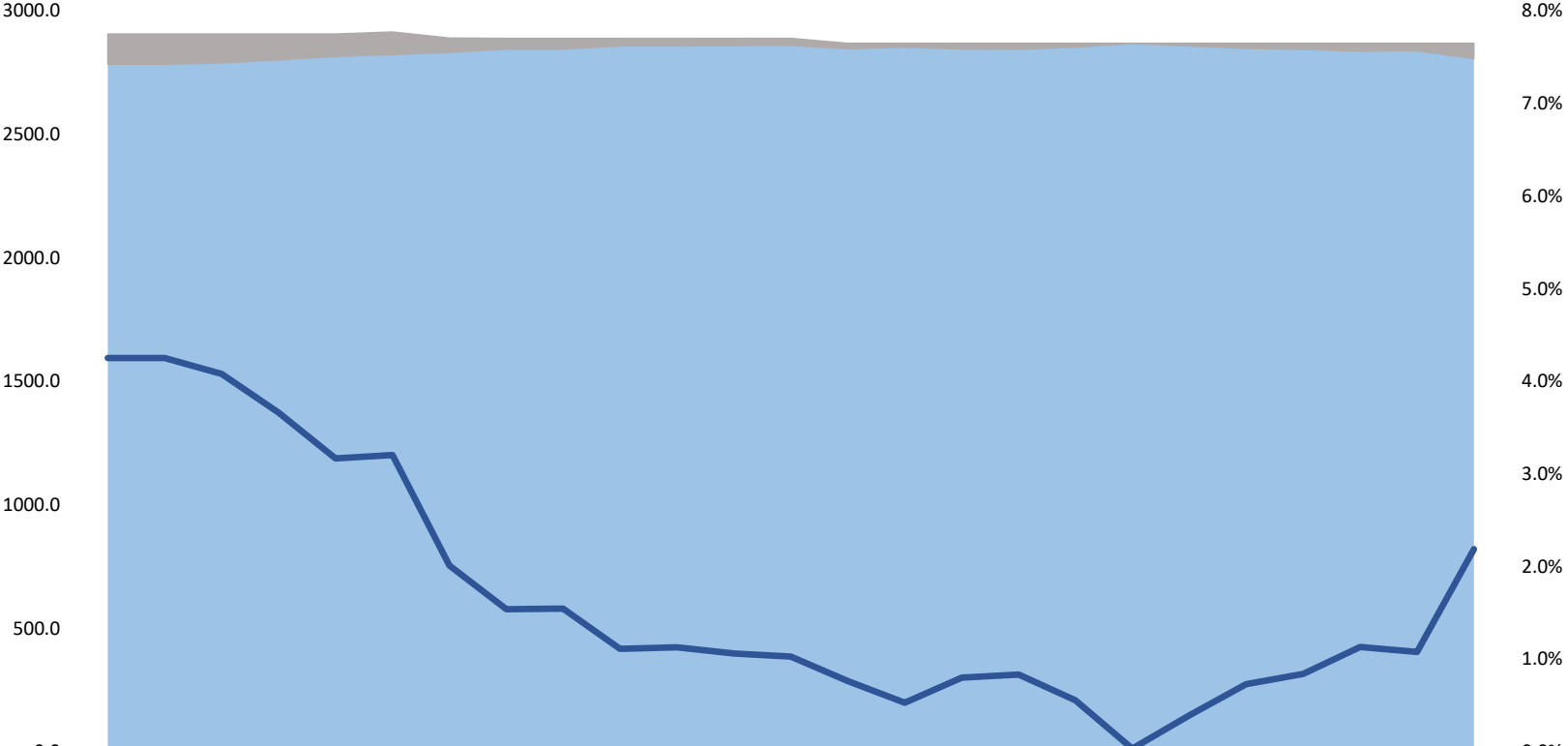
Summary of ZSFG RN Hiring

Unit	FTE Vacancies	Percent of RNs in Specialty	Status
Emergency Care Unit	2.70	1.81%	Selections pending
Intensive Care Unit	3.60	2.59%	Selections pending
Medical-Surgical Unit	17.40	5.45%	Selections pending
Perioperative Unit	4.19	4.15%	One (1) selection made

NOTE: Position counts are based on June 29, 2026 data, due to the ongoing Annual Salary Ordinance (ASO) reconciliation process. ASO reconciliation is expected to be completed by mid-August. Beginning with the September reporting cycle, budgeted FY 2026–2027 positions will be reflected in the reports.

ZSFG Vacancy Trend by Full Time Equivalent (FTE)

With Attrition Savings

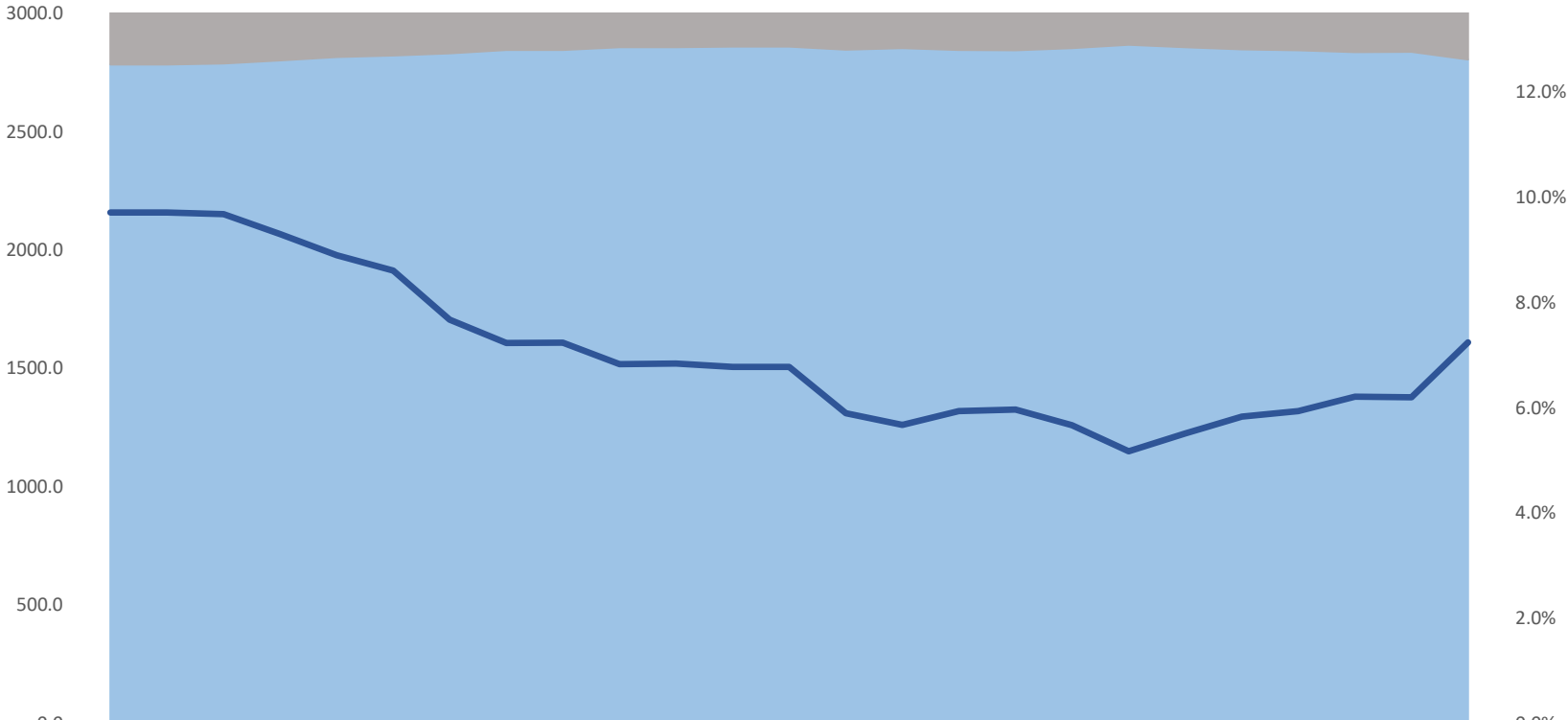


U.O	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
	2024						2025								2026										
Vacant FTE	122.9	122.9	118.0	105.8	91.5	92.6	58.1	44.5	44.7	32.1	32.6	30.7	29.7	21.9	15.1	23.0	23.9	15.9	1.0	11.2	20.9	24.1	32.4	31.0	62.7
Filled FTE	2784.1	2784.1	2789.0	2801.2	2815.5	2822.5	2831.8	2845.4	2845.2	2857.7	2857.3	2859.2	2860.2	2846.8	2853.5	2845.7	2844.8	2852.8	2867.7	2857.5	2847.8	2844.6	2836.3	2837.7	2805.9
Vacancy Rate	4.3%	4.3%	4.1%	3.7%	3.2%	3.2%	2.0%	1.5%	1.5%	1.1%	1.1%	1.1%	1.0%	0.8%	0.5%	0.8%	0.8%	0.6%	0.0%	0.4%	0.7%	0.8%	1.1%	1.1%	2.2%

Filled FTE Vacant FTE Vacancy Rate

ZSFG Vacancy Trend by Full Time Equivalent (FTE)

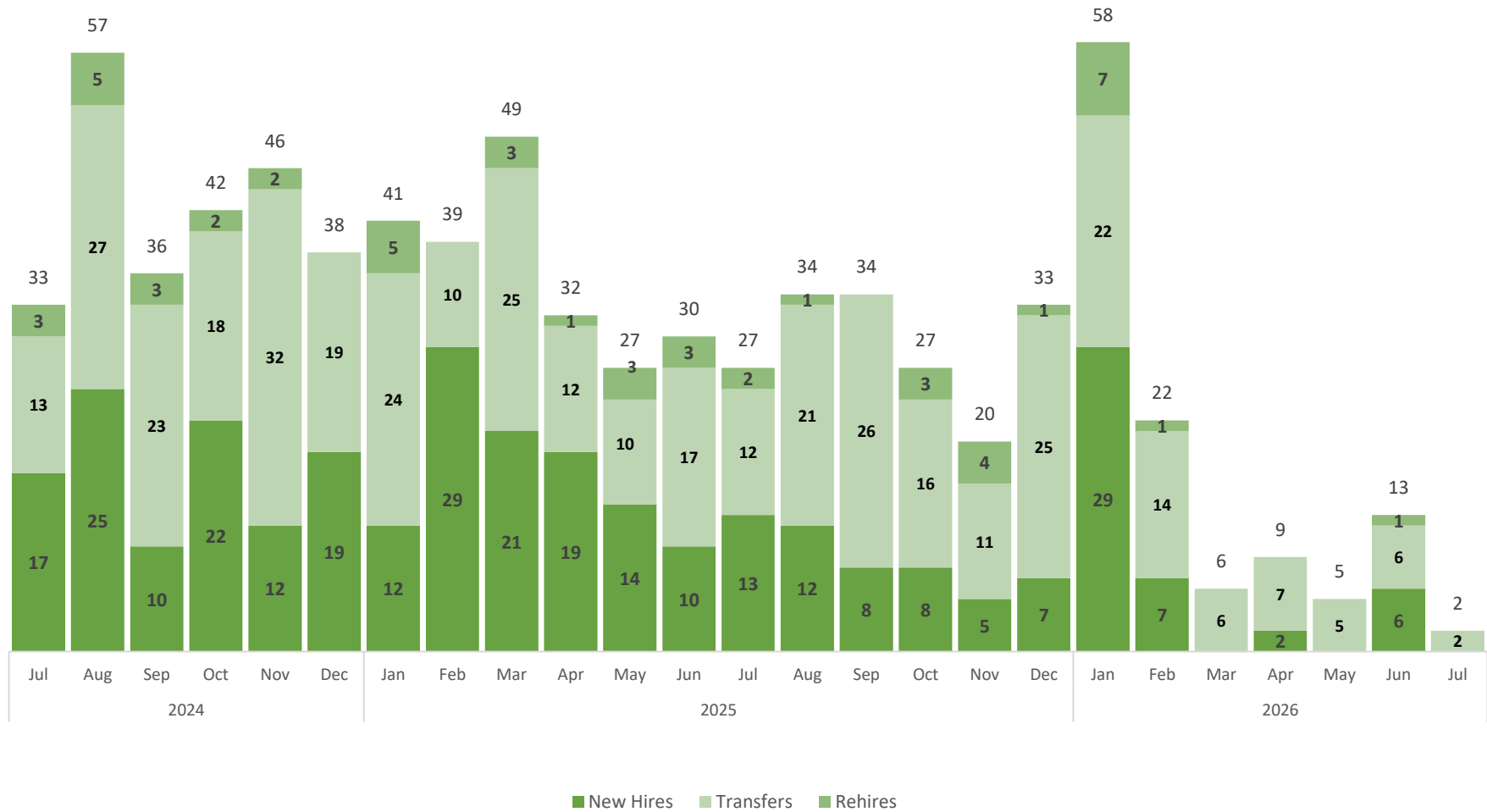
Without Attrition Savings



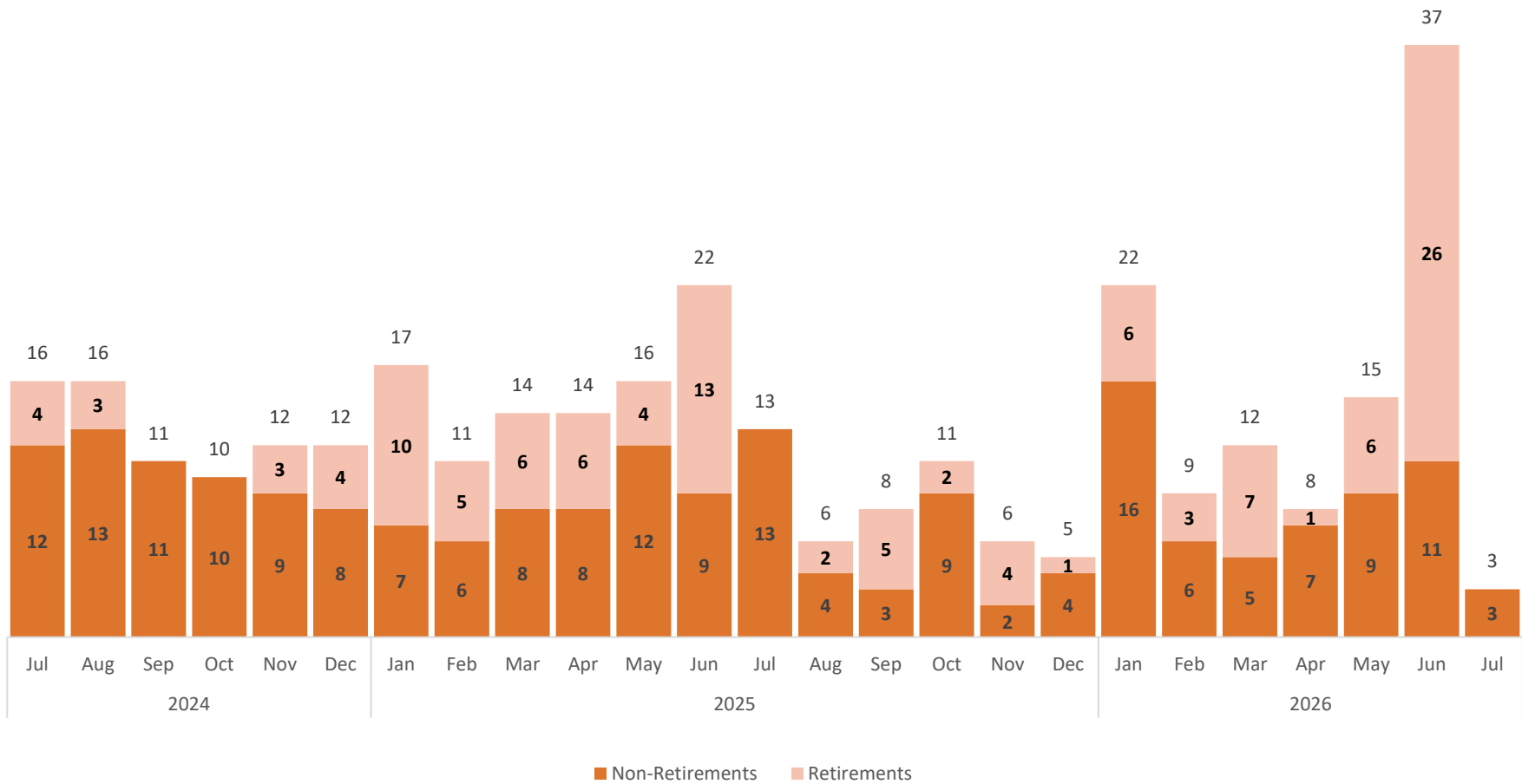
U.O	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
	2024						2025												2026						
Vacant FTE	297.8	297.8	296.8	285.2	272.9	263.9	235.4	221.7	222.0	209.4	209.8	207.8	207.8	178.5	171.8	179.6	180.5	171.5	156.6	166.8	176.5	179.7	188.0	187.5	219.3
Filled FTE	2784.1	2784.1	2789.0	2801.2	2815.5	2822.5	2831.8	2845.4	2845.2	2857.7	2857.3	2859.2	2860.2	2846.8	2853.5	2845.7	2844.8	2852.8	2867.7	2857.5	2847.8	2844.6	2836.3	2837.7	2805.9
Vacancy Rate	9.7%	9.7%	9.7%	9.3%	8.9%	8.6%	7.7%	7.2%	7.2%	6.8%	6.8%	6.8%	6.8%	5.9%	5.7%	5.9%	6.0%	5.7%	5.2%	5.5%	5.8%	5.9%	6.2%	6.2%	7.2%

Filled FTE Vacant FTE Vacancy Rate

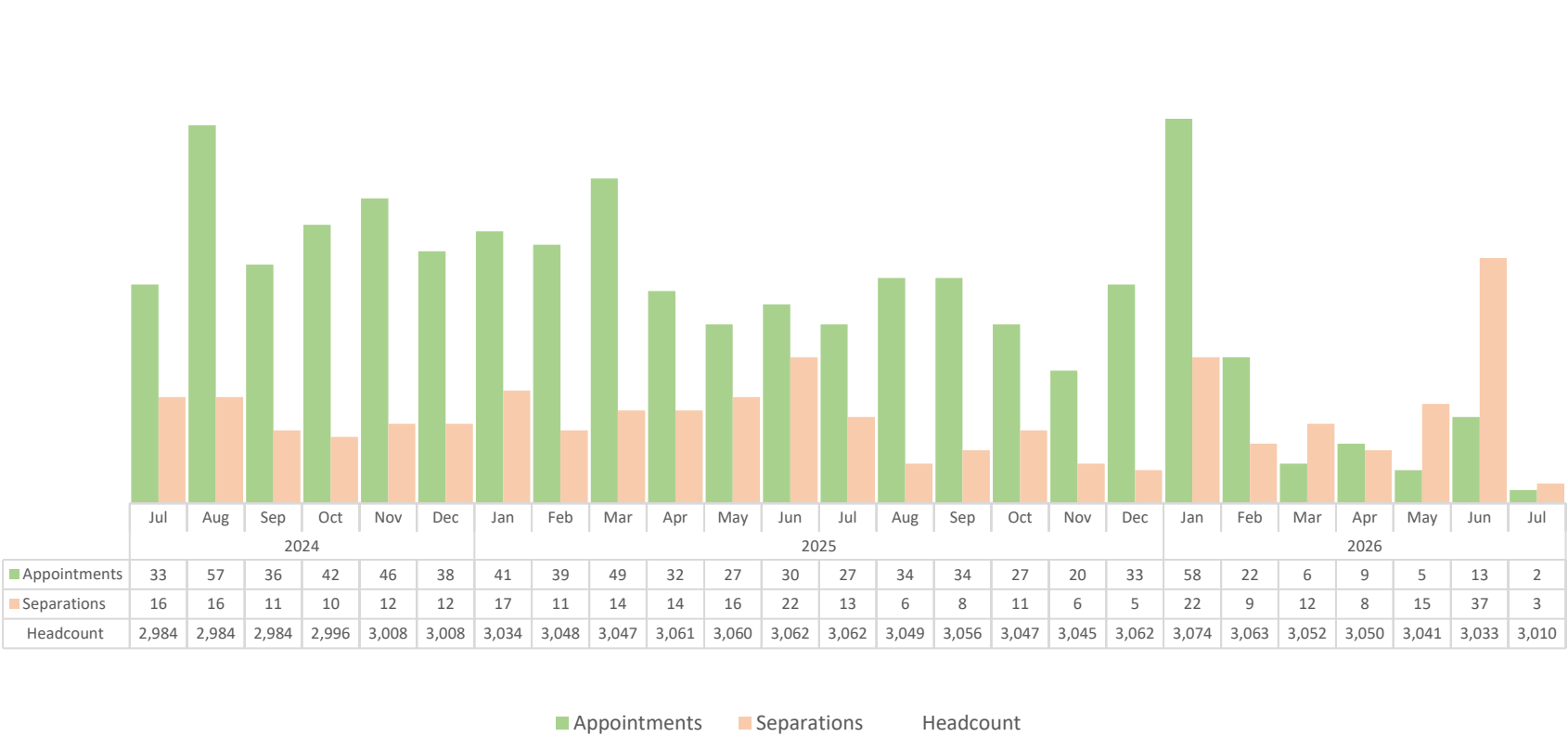
ZSFG Appointments (Permanently Funded Positions)



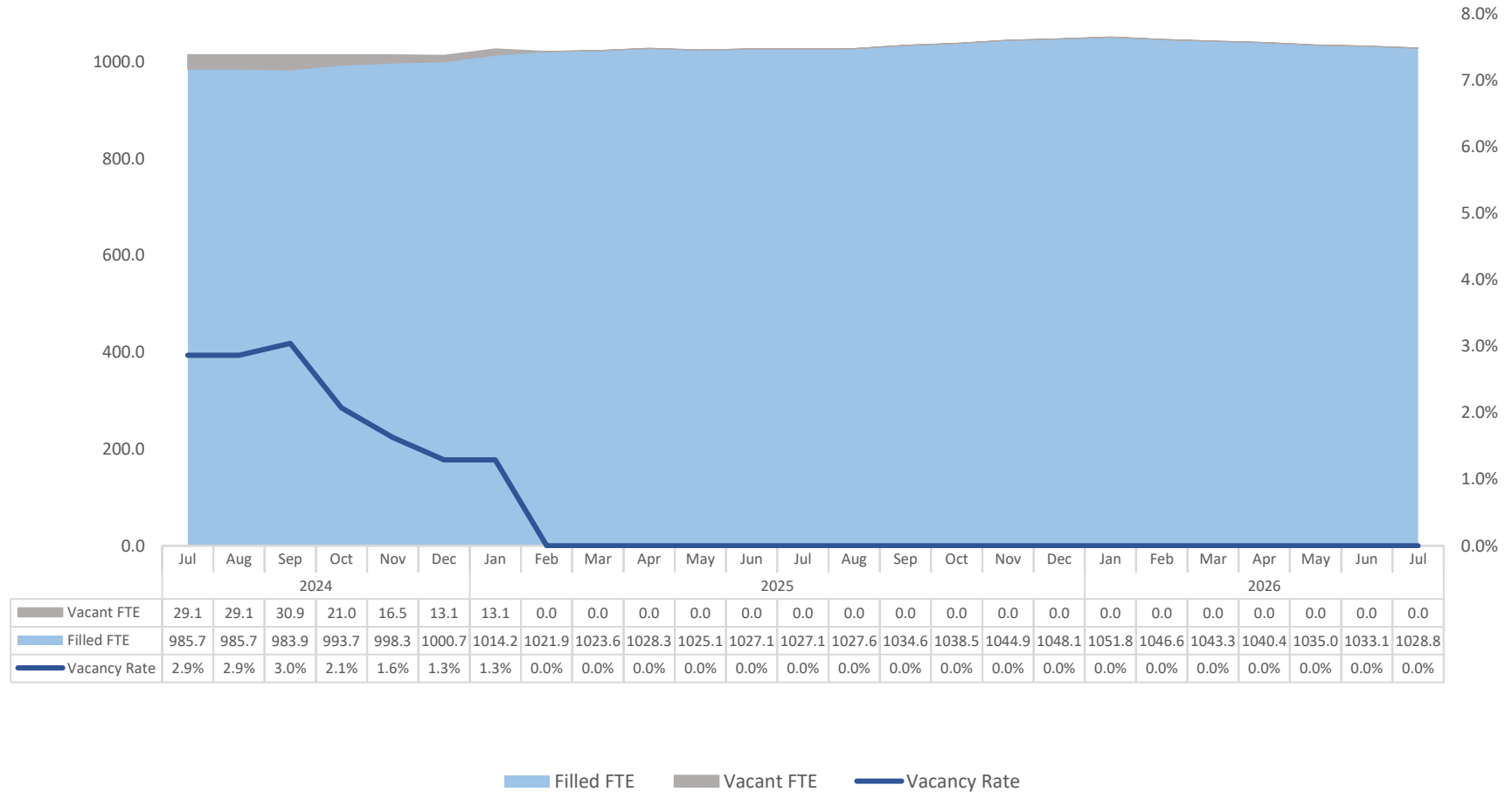
ZSFG Separations



ZSFG Appointments and Separations

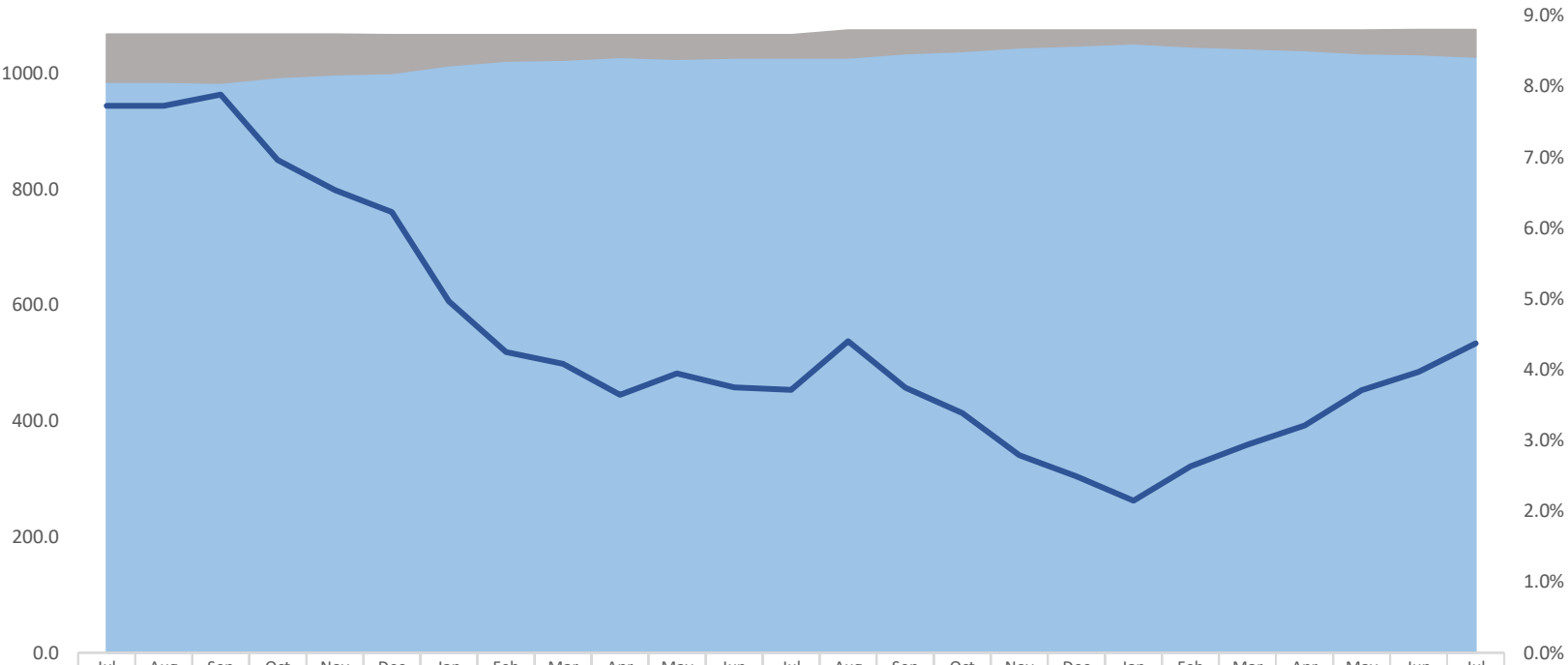


With Attrition Savings



ZSFG 2320 RN Vacancy Trend by Full Time Equivalent (FTE)

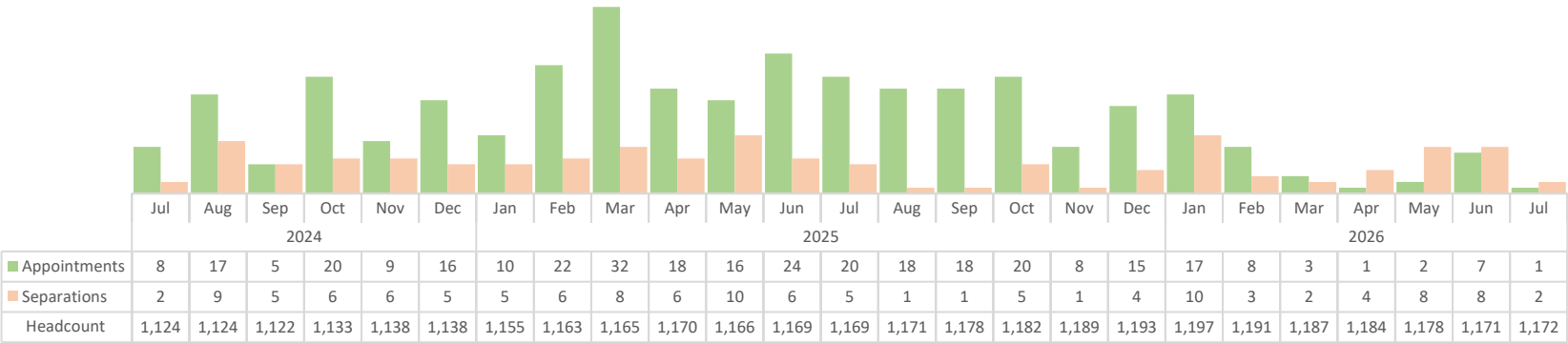
Without Attrition Savings



0.0		Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
		2024						2025												2026						
Vacant FTE	82.3	82.3	84.0	74.2	69.6	66.4	52.9	45.3	43.5	38.8	42.0	39.9	39.9	47.3	40.2	36.4	30.0	26.8	23.1	28.3	31.6	34.5	39.9	42.7	47.0	
Filled FTE	985.7	985.7	983.9	993.7	998.3	1000.7	1014.2	1021.9	1023.6	1028.3	1025.1	1027.1	1027.1	1027.6	1034.6	1038.5	1044.9	1048.1	1051.8	1046.6	1043.3	1040.4	1035.0	1033.1	1028.8	
Vacancy Rate	7.7%	7.7%	7.9%	7.0%	6.5%	6.2%	5.0%	4.2%	4.1%	3.6%	3.9%	3.7%	3.7%	4.4%	3.7%	3.4%	2.8%	2.5%	2.1%	2.6%	2.9%	3.2%	3.7%	4.0%	4.4%	

Filled FTE Vacant FTE Vacancy Rate

2320 RN ZSFG Appointments and Separations



Appointments Separations Headcount

Budget Job Class	Job Title	Budgeted FTE	Filled FTE	Vacant FTE	Vacancy Rate
2520	Morgue Attendant	0.50	0.00	0.50	100%
2619	Senior Food Service Supervisor	1.00	0.00	1.00	100%
5177	Safety Officer	1.00	0.00	1.00	100%
9924	Public Service Aide - Health Services	1.00	0.00	1.00	100%
2585	Health Worker I	4.00	1.00	3.00	75%
1404	Clerk	3.00	1.00	2.00	67%
1165	Manager, DPH	2.00	1.00	1.00	50%
2112	Medical Records Technician	4.00	2.00	2.00	50%
2551	MH Treatment Specialist	2.00	1.00	1.00	50%
2589	Health Program Coordinator I	2.00	1.00	1.00	50%
2738	Porter Assistant Supervisor	2.00	1.00	1.00	50%
2924	Medical Social Work Supv	2.00	1.00	1.00	50%
7205	Chief Stationary Engineer	2.00	1.00	1.00	50%
1635	Health Care Billing Clerk I	5.00	3.00	2.00	40%
1652	Accountant II	5.00	3.00	2.00	40%
2496	Radiologic Technologist Supv	5.00	3.00	2.00	40%
0941	Manager VI	3.00	2.00	1.00	33%
2110	Medical Records Clerk	3.00	2.00	1.00	33%
7335	Sr Stationary Engineer	6.00	4.00	2.00	33%
2453	Supervising Pharmacist	7.00	5.00	2.00	29%
2310	Surgical Procedures Technician	18.00	13.00	5.00	28%
2330	Anesthetist	15.28	11.40	3.88	25%
1093	IT Operations Support Admin III	4.00	3.00	1.00	25%
2554	Therapy Aide	4.00	3.00	1.00	25%
2305	Psychiatric Technician	46.40	35.60	10.80	23%
1824	Principal Administrative Analyst	5.00	4.00	1.00	20%
2586	Health Worker II	35.50	28.50	7.00	20%
2556	Physical Therapist	24.40	19.75	4.65	19%
2542	Speech Pathologist	5.00	4.10	0.90	18%
2903	Hospital Eligibility Worker	98.40	80.90	17.50	18%
2472	Radiologic Technologist Lead	5.80	4.80	1.00	17%
1428	Unit Clerk	43.80	36.80	7.00	16%
7334	Stationary Engineer	26.00	22.00	4.00	15%
2587	Health Worker III	23.52	19.99	3.53	15%
1636	Health Care Billing Clerk II	21.00	18.00	3.00	14%
1663	Patient Accounts Supervisor	7.00	6.00	1.00	14%
1708	Senior Telephone Operator	11.00	9.50	1.50	14%
2119	Health Care Analyst	15.00	13.00	2.00	13%
2908	Senior Hospital Eligibility Worker	67.00	59.00	8.00	12%
2325	Nurse Midwife	4.44	3.94	0.50	11%
2312	Licensed Vocational Nurse	46.41	41.41	5.00	11%

Budget Job Class	Job Title	Budgeted FTE	Filled FTE	Vacant FTE	Vacancy Rate
2471	Radiologic Technologist I, II, III	73.70	66.00	7.70	10%
2654	Cook	10.00	9.00	1.00	10%
2473	Diagnostic Medical Sonographer I, II, III	11.00	10.00	1.00	9%
2593	Health Program Coordinator III	11.00	10.00	1.00	9%
2324	Nursing Supervisor	11.01	10.01	1.00	9%
2424	X-Ray Laboratory Aide	33.50	30.50	3.00	9%
2322	Nurse Manager	35.00	32.00	3.00	9%
2909	Hospital Eligibility Worker Supv	12.00	11.00	1.00	8%
2450	Pharmacist	30.50	28.00	2.50	8%
2328	Nurse Practitioner	73.28	67.58	5.70	8%
2409	Pharmacy Technician	57.00	53.00	4.00	7%
2454	Clinical Pharmacist	29.50	27.50	2.00	7%
2303	Certified Nursing Assistant	190.00	177.89	12.11	6%
2920	Medical Social Worker	34.85	32.85	2.00	6%
2314	Public Health Team Leader	20.80	19.80	1.00	5%
2320	Registered Nurse	1,075.76	1,028.77	46.99	4%
2604	Food Service Worker	52.60	50.60	2.00	4%
2430	Medical Evaluations Assistant	123.45	120.55	2.90	2%
2736	Porter	189.50	187.90	1.60	1%

Budget Job Class	Job Title	Vacancy Rate	Filled FTE	Vacant FTE	Notes	Est. Timeline (days)
2520	Morgue Attendant	100%	0.0	0.5	Pending Requisition approval	5-10 days
2619	Senior Food Service Supervisor	100%	0.0	1.0	Pending Requisition Approval	5-10 days
5177	Safety Officer	100%	0.0	1.0	Pending Requisition Request by Hiring Manager	30 days
9924	Public Service Aide - Health Services	100%	0.0	1.0	Pending Requisition Request by Hiring Manager	30 days
2585	Health Worker I	75%	1.0	3.0	Interviews in progress/Pending Selection	30 days
1404	Clerk	67%	1.0	2.0	Pending Requisition approval	5-10 days
1165	Manager, DPH	50%	1.0	1.0	Pending Requisition approval	5-10 days
2112	Medical Records Technician	50%	2.0	2.0	Pending Requisition Approval	5-10 days
2551	MH Treatment Specialist	50%	1.0	1.0	Pending Requisition approval	5-10 days
2738	Porter Assistant Supervisor	50%	1.0	1.0	Pending Requisition approval	5-10 days
2924	Medical Social Work Supv	50%	1.0	1.0	Pending Announcement/Exam Administration	60-90 days
7205	Chief Stationary Engineer	50%	1.0	1.0	Pending Requisition Request by Hiring Manager	30 days
1635	Health Care Billing Clerk I	40%	3.0	2.0	Pending Requisition Request by Hiring Manager	30 days
1652	Accountant II	40%	3.0	2.0	Pending Requisition approval	5-10 days
2496	Radiologic Technologist Supv	40%	3.0	2.0	Pending Requisition Approval	5-10 days
0941	Manager VI	33%	2.0	1.0	Pending Requisition Request by Hiring Manager	30 days
2110	Medical Records Clerk	33%	2.0	1.0	Pending Requisition Approval	5-10 days
7335	Sr Stationary Engineer	33%	4.0	2.0	Pending Requisition Request by Hiring Manager	30 days
2453	Supervising Pharmacist	29%	5.0	2.0	Pending Announcement/Exam Administration	60-90 days
2310	Surgical Procedures Technician	28%	13.0	5.0	Pending Requisition Request by Hiring Manager	30 days
2330	Anesthetist	25%	11.4	3.9	Interviews in progress/Pending Selection	30 days
1093	IT Operations Support Admin III	25%	3.0	1.0	Pending Requisition approval	5-10 days
2554	Therapy Aide	25%	3.0	1.0	Pending Requisition Request by Hiring Manager	30 days
2305	Psychiatric Technician	23%	35.6	10.8	Pending Requisition Approval	5-10 days
1824	Principal Administrative Analyst	20%	4.0	1.0	Pending Requisition Request by Hiring Manager	30 days
2586	Health Worker II	20%	28.5	7.0	Interviews in progress/Pending Selection	30 days
2556	Physical Therapist	19%	19.8	4.7	Pending Requisition Approval	5-10 days
2542	Speech Pathologist	18%	4.1	0.9	Pending Requisition approval	5-10 days
2903	Hospital Eligibility Worker	18%	80.9	17.5	Interviews in progress/Pending Selection	30 days
2472	Radiologic Technologist Lead	17%	4.8	1.0	Pending Requisition Approval	5-10 days
1428	Unit Clerk	16%	36.8	7.0	Pending Requisition Request by Hiring Manager	30 days
7334	Stationary Engineer	15%	22.0	4.0	Interviews in progress/Pending Selection	30 days
2587	Health Worker III	15%	20.0	3.5	Interviews in progress/Pending Selection	30 days
1636	Health Care Billing Clerk II	14%	18.0	3.0	Pending Requisition Request by Hiring Manager	30 days
1663	Patient Accounts Supervisor	14%	6.0	1.0	Pending Announcement/Exam Administration	60-90 days
1708	Senior Telephone Operator	14%	9.5	1.5	Pending Requisition Request by Hiring Manager	30 days
2119	Health Care Analyst	13%	13.0	2.0	Interviews in progress/Pending Selection	30 days
2908	Senior Hospital Eligibility Worker	12%	59.0	8.0	Pending Requisition Approval	5-10 days
2325	Nurse Midwife	11%	3.9	0.5	Interviews in progress/Pending Selection	30 days

Budget Job Class	Job Title	Vacancy Rate	Filled FTE	Vacant FTE	Notes	Est. Timeline (days)
2312	Licensed Vocational Nurse	11%	41.4	5.0	Interviews in progress/Pending Selection	30 days
2471	Radiologic Technologist I, II, III	10%	66.0	7.7	Pending Requisition Approval	5-10 days
2654	Cook	10%	9.0	1.0	Pending Requisition approval	5-10 days