

Zuckerberg San Francisco General Hospital Joint Conference Committee
Human Resources Summary Report – July 2025
Erika Thorson – Director, Hiring & Selection
September 2025

Vacancy Rates: The total hospital vacancy rate for August was at 5.9% for authorized and 0.8% with attrition savings, compared to July 2025's vacancy rate of 6.78% authorized. We've hired a total of thirty-five (35) employees between August 1 and August 31, 2025, in various classifications including RNs and had three (3) separations during the same period of which zero (0) were retirements. RN Vacancy rate is 4.76% for authorized and -0.39% with attrition savings.

Hiring Status Updates:

The Department of Public Health Human Resources team is dedicated to increasing efficiencies in FY25-26. As a reminder, in January 2025, hiring across CCSF was paused by a mayoral hiring freeze. This has impacted our ability to hire onto all positions marked as vacant in our systems over the last 8-months. We are collaborating with the DPH finance team, DHR partners, and MBO to reconcile our data, with the shared goal to report only on positions that are approved for hire. We focused our efforts in July and August on budget reconciliation in close partnership with the DPH finance teams as FY24-25 came to a close, with the goal to proceed in FY25-26 with fully reconciled budget information.

Summary of ZSFG non-RN hiring:

- Two (2) 2908 Senior Hospital Eligibility Worker
- One (1) 1663 Patient Accounts Supervisor
- One (1) 2308 Endoscopy Technician
- One (1) 2430 Medical Assistant
- One (1) 2450 Pharmacist
- One (1) 2453 Supervising Pharmacist
- One (1) 2471 Radiologic Technologist
- One (1) 2908 Senior Hospital Eligibility Worker
- One (1) 2324 Nursing Supervisor
- One (1) 2556 Physical Therapist
- Two (2) 0931 Manager III
- One (1) 2312 Licensed Vocational Nurse

RN Hiring Status Update:

- Eleven (11) 2320 nurses were hired at ZSFG in August, including reassignments.
- Twenty-One (21) P103 Per Diem nurses were hired last month to address a backlog of P103 requests and to fill gaps in vacancies. We are currently working with our data analysts to incorporate additional efficiencies into our process, optimizing time to hire as well as streamlining internal work.

Summary of ZSFG RN Hiring:

- Emergency Care Unit: 4.50 FTE Vacancies (3.01% of RNs in this specialty) *with two (2) 2320 selections made with target start work dates on 9/13 and 9/27.*
- Intensive Care Unit: 2.7 FTE Vacancies (1.94% of RNs in this specialty) *with two (2) 2320 selections made with target start work dates on 9/27 and 10/25.*
- Med-Surgical Unit: 18.4 FTE Vacancies (5.76% of RNs within this specialty) *with five (5) 2320 selections made with target start work dates on 9/13 and 9/27 and seven (7) P103 selections made with target start work dates on 9/13 and 9/27.*

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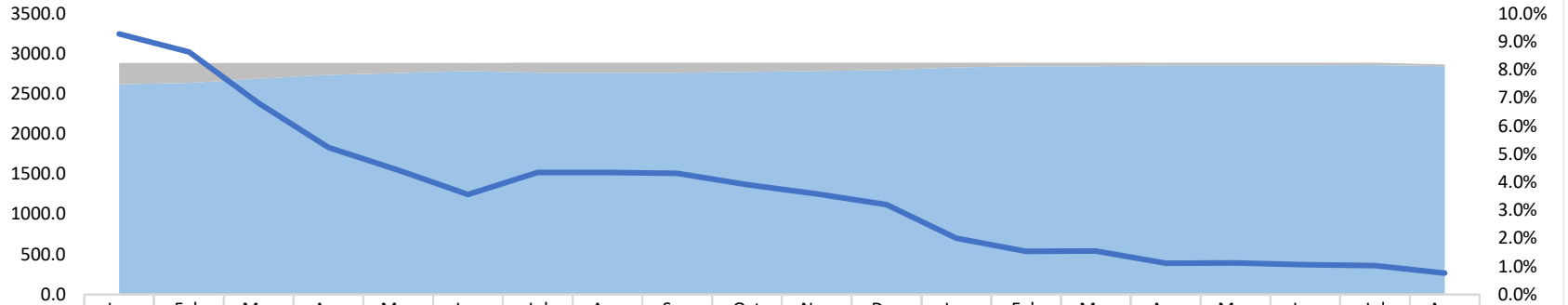
- Perioperative Unit: 3.18 FTE Vacancies (3.15% RNs with this specialty). *with one (1) 2320 selection made with target start work date on 9/27 and one (1) P103 selection made with target start work date on 9/13.*

Budget Job Class	Job Title	Budgeted FTE	Utilized FTE	Vacant FTE	Vacancy Rate
2588	Health Worker IV	1.00	0.00	1.00	100%
9924	Public Service Aide - Health Services	1.00	0.00	1.00	100%
0941	Manager VI	3.00	1.00	2.00	67%
2822	Health Educator	3.00	1.00	2.00	67%
2202	Dental Aide	2.00	1.00	1.00	50%
2392	Senior Sterile Processing and Distribution Technician	2.00	1.00	1.00	50%
2551	MH Treatment Specialist	2.00	1.00	1.00	50%
2558	Senior Physical Therapist	2.00	1.00	1.00	50%
2591	Health Program Coordinator II	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%
1635	Health Care Billing Clerk I	5.00	3.00	2.00	40%
2496	Radiologic Technologist Supv	5.00	3.00	2.00	40%
2930	Behavioral Health Clinician	10.30	6.30	4.00	39%
1404	Clerk	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%
0923	Manager II	7.00	5.00	2.00	29%
2310	Surgical Procedures Technician	18.00	13.00	5.00	28%
0931	Manager III	8.00	6.00	2.00	25%
2112	Medical Records Technician	4.00	3.00	1.00	25%
2323	Clinical Nurse Specialist	12.00	9.00	3.00	25%
7524	Institution Utility Worker	4.00	3.00	1.00	25%
2330	Anesthetist	15.28	11.50	3.78	25%
2325	Nurse Midwife	4.44	3.44	1.00	23%
1652	Accountant II	5.00	4.00	1.00	20%
1654	Accountant III	5.00	4.00	1.00	20%
1824	Principal Administrative Analyst	5.00	4.00	1.00	20%
2654	Cook	10.00	8.00	2.00	20%
2473	Diagnostic Medical Sonographer I, II, III	11.00	9.00	2.00	18%
2542	Speech Pathologist	5.00	4.10	0.90	18%
2305	Psychiatric Technician	46.40	38.40	8.00	17%
1663	Patient Accounts Supervisor	7.00	6.00	1.00	14%
2119	Health Care Analyst	15.00	13.00	2.00	13%
2328	Nurse Practitioner	73.28	63.88	9.40	13%
1632	Senior Account Clerk	8.00	7.00	1.00	13%
2903	Hospital Eligibility Worker	98.40	86.10	12.30	13%
7334	Stationary Engineer	26.00	23.00	3.00	12%
2586	Health Worker II	35.50	31.50	4.00	11%
1636	Health Care Billing Clerk II	21.00	19.00	2.00	10%
2593	Health Program Coordinator III	11.00	10.00	1.00	9%

Budget Job Class	Job Title	Budgeted FTE	Utilized FTE	Vacant FTE	Vacancy Rate
2920	Medical Social Worker	34.85	31.85	3.00	9%
2324	Nursing Supervisor	12.00	11.00	1.00	8%
2604	Food Service Worker	52.60	48.50	4.10	8%
2618	Food Service Supervisor	7.50	7.00	0.50	7%
2312	Licensed Vocational Nurse	46.41	43.41	3.00	6%
1932	Assistant Storekeeper	17.00	16.00	1.00	6%
2322	Nurse Manager	35.00	33.00	2.00	6%
2409	Pharmacy Technician	57.00	54.00	3.00	5%
1708	Senior Telephone Operator	11.00	10.50	0.50	5%
2320	Registered Nurse	1,074.78	1,027.58	47.28	4%
2587	Health Worker III	23.52	22.51	1.01	4%
2471	Radiologic Technologist I, II, III	73.70	70.70	3.00	4%
2450	Pharmacist	30.50	29.50	1.00	3%
2430	Medical Evaluations Assistant	123.45	119.55	3.90	3%
2736	Porter	189.50	184.50	5.00	3%
1428	Unit Clerk	43.80	42.80	1.00	2%
2908	Senior Hospital Eligibility Worker	67.00	66.00	1.00	1%
2303	Patient Care Assistant	190.00	188.19	1.81	1%

Budget Job Class	Job Title	Vacancy Rate	Utilized FTE	Vacant FTE	Notes	Est. Timeline (days)
2588	Health Worker IV	100%	0.0	1.0	Pending Requisition approval	5-10 days
9924	Public Service Aide - Health Services	100%	0.0	1.0	Pending Requisition Request by Hiring Manager	30 days
0941	Manager VI	67%	1.0	2.0	Pending Requisition approval	5-10 days
2822	Health Educator	67%	1.0	2.0	Onboarding	10-20 days
2202	Dental Aide	50%	1.0	1.0	Pending Announcement/Exam Administration	60-90 days
2392	Senior Sterile Processing and Distribution	50%	1.0	1.0	Interviews in progress/Pending Selection	30 days
2551	MH Treatment Specialist	50%	1.0	1.0	Pending Announcement/Exam Administration	60-90 days
2558	Senior Physical Therapist	50%	1.0	1.0	Interviews in progress/Pending Selection	30 days
2591	Health Program Coordinator II	50%	1.0	1.0	Interviews in progress/Pending Selection	30 days
2738	Porter Assistant Supervisor	50%	1.0	1.0	Interviews in progress/Pending Selection	30 days
2924	Medical Social Work Supv	50%	1.0	1.0	Pending Requisition approval	5-10 days
1635	Health Care Billing Clerk I	40%	3.0	2.0	Pending Announcement/Exam Administration	60-90 days
2496	Radiologic Technologist Supv	40%	3.0	2.0	Pending Announcement/Exam Administration	60-90 days
2930	Behavioral Health Clinicn	39%	6.3	4.0	Interviews in progress/Pending Selection	30 days
1404	Clerk	33%	2.0	1.0	Interviews in progress/Pending Selection	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
0923	Manager II	29%	5.0	2.0	Onboarding	10-20 days
2310	Surgical Procedures Technician	28%	13.0	5.0	Interviews in progress/Pending Selection	30 days
0931	Manager III	25%	6.0	2.0	Onboarding	10-20 days
2112	Medical Records Technician	25%	3.0	1.0	Pending Requisition approval	5-10 days
2323	Clinical Nurse Specialist	25%	9.0	3.0	Onboarding	10-20 days
7524	Institution Utility Worker	25%	3.0	1.0	Interviews in progress/Pending Selection	30 days
2330	Anesthetist	25%	11.5	3.8	Pending Announcement/Exam Administration	60-90 days
2325	Nurse Midwife	23%	3.4	1.0	Onboarding	10-20 days
1652	Accountant II	20%	4.0	1.0	Pending Announcement/Exam Administration	60-90 days
1654	Accountant III	20%	4.0	1.0	Interviews in progress/Pending Selection	30 days
1824	Principal Administrative Analyst	20%	4.0	1.0	Pending Requisition approval	5-10 days
2654	Cook	20%	8.0	2.0	Interviews in progress/Pending Selection	30 days
2473	Diagnostic Medical Sonographer I, II, III	18%	9.0	2.0	Pending Requisition Request by Hiring Manager	30 days
2542	Speech Pathologist	18%	4.1	0.9	Interviews in progress/Pending Selection	30 days
2305	Psychiatric Technician	17%	38.4	8.0	Interviews in progress/Pending Selection	30 days
1663	Patient Accounts Supervisor	14%	6.0	1.0	Interviews in progress/Pending Selection	30 days
2119	Health Care Analyst	13%	13.0	2.0	Pending Requisition approval	5-10 days
2328	Nurse Practitioner	13%	63.9	9.4	Interviews in progress/Pending Selection	30 days
1632	Senior Account Clerk	13%	7.0	1.0	Pending Requisition Request by Hiring Manager	30 days
2903	Hospital Eligibility Worker	13%	86.1	12.3	Interviews in progress/Pending Selection	30 days
7334	Stationary Engineer	12%	23.0	3.0	Interviews in progress/Pending Selection	30 days
2586	Health Worker II	11%	31.5	4.0	Interviews in progress/Pending Selection	30 days

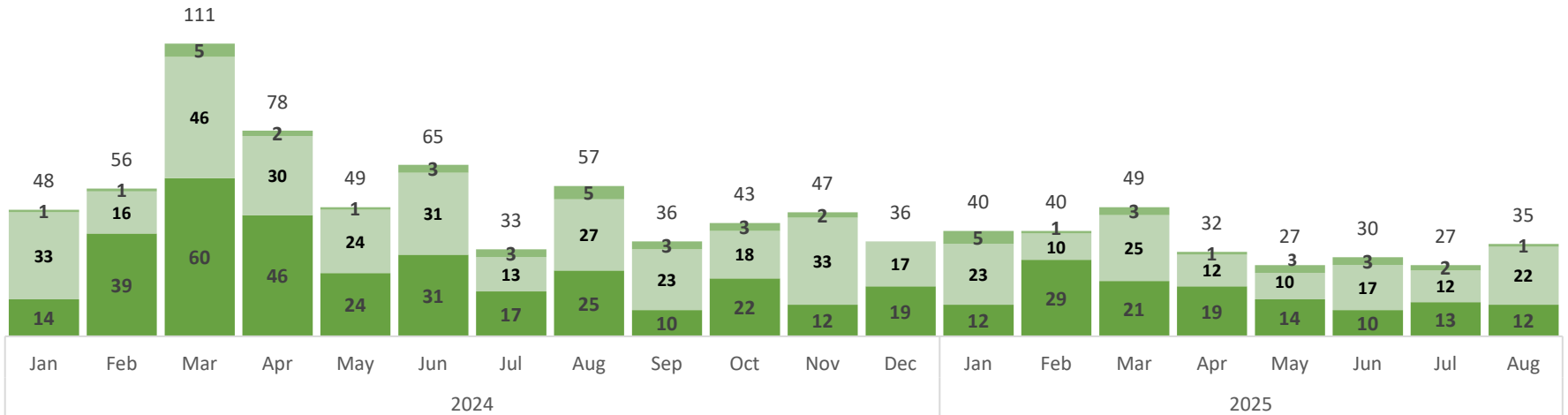
ZSFG Vacancy Trend with Attrition Savings



	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug
	2024												2025							
Vacant FTE	268.2	249.8	196.9	151.5	128.1	103.0	125.7	125.7	124.7	113.2	103.7	92.6	58.1	44.5	44.7	32.1	32.6	30.7	29.7	21.9
Filled FTE	2620.7	2639.1	2692.0	2737.4	2760.8	2785.8	2764.2	2764.2	2765.1	2776.7	2786.2	2797.2	2831.8	2845.4	2845.2	2857.7	2857.3	2859.2	2860.2	2846.8
Vacancy Rate	9.3%	8.6%	6.8%	5.2%	4.4%	3.6%	4.3%	4.3%	4.3%	3.9%	3.6%	3.2%	2.0%	1.5%	1.6%	1.1%	1.1%	1.1%	1.0%	0.8%

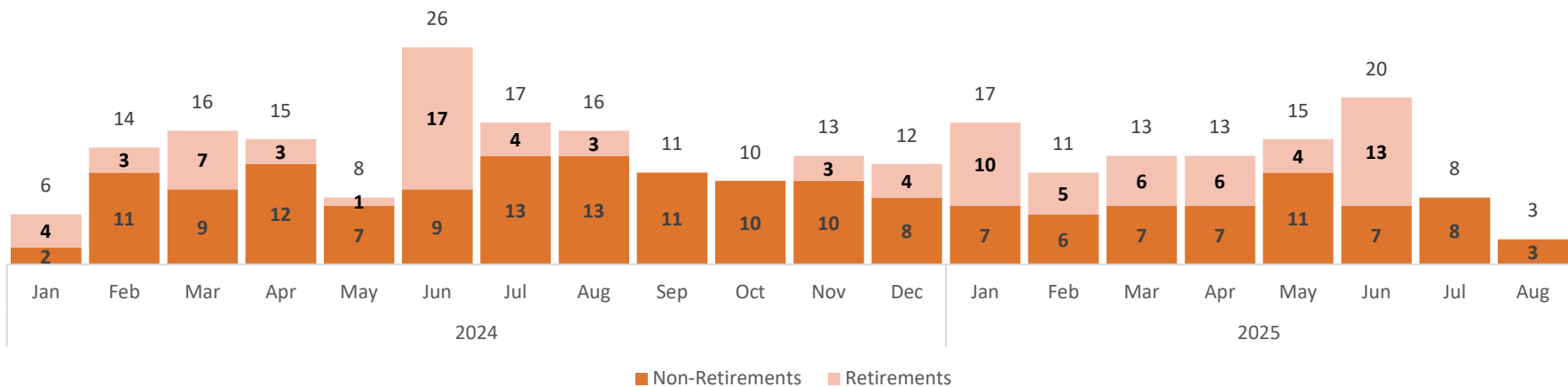
■ Filled FTE
 ■ Vacant FTE
 — Vacancy Rate

ZSFG Appointments

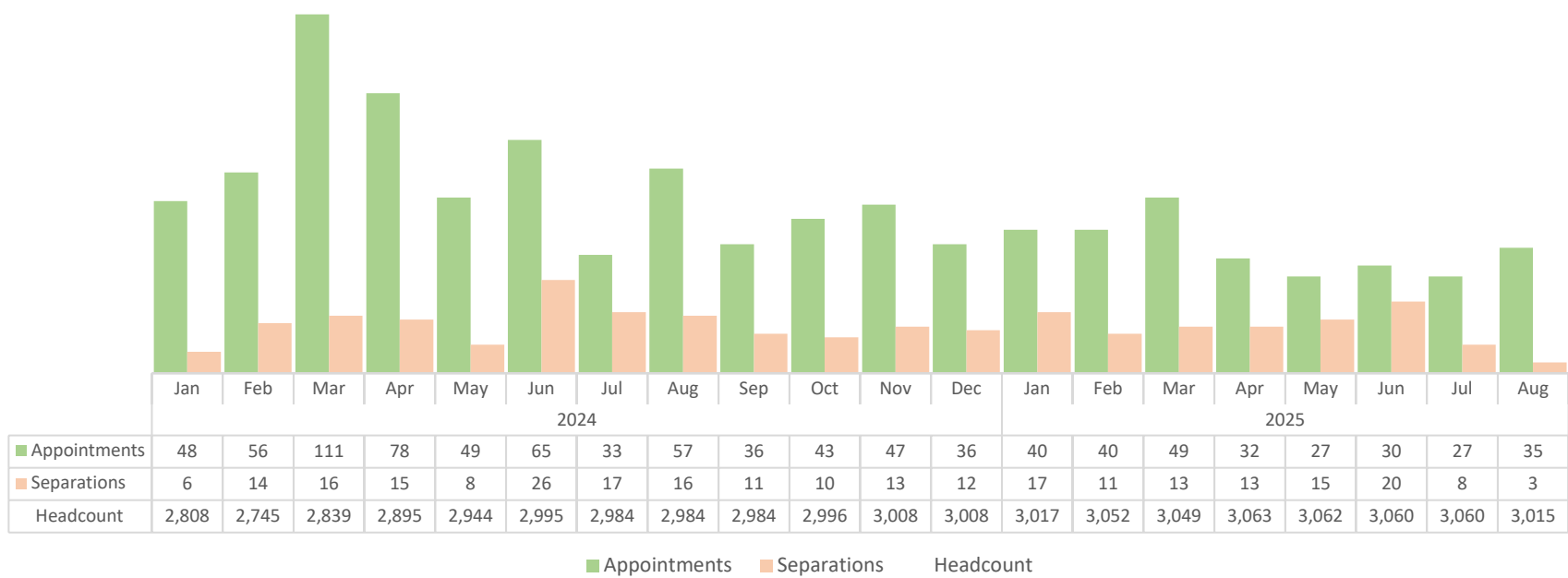


■ New Hires
 ■ Transfers
 ■ Rehires

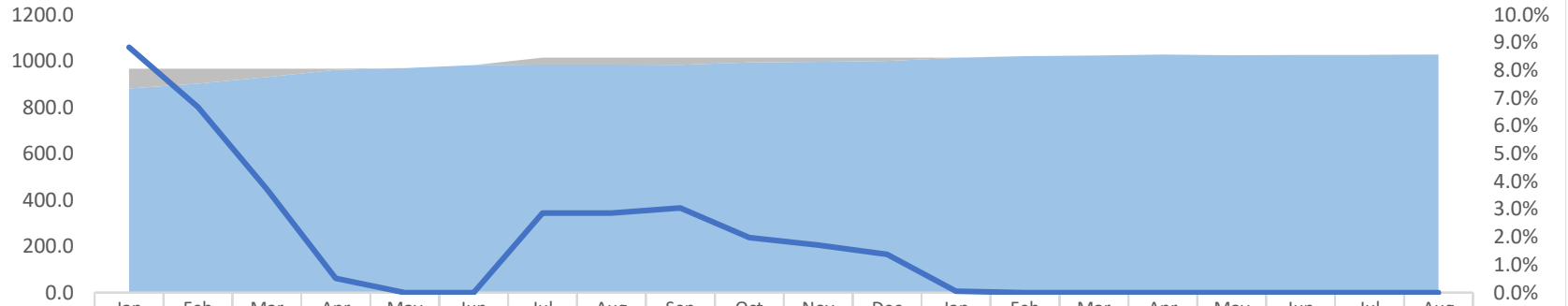
ZSFG Separations



ZSFG Appointments and Separations



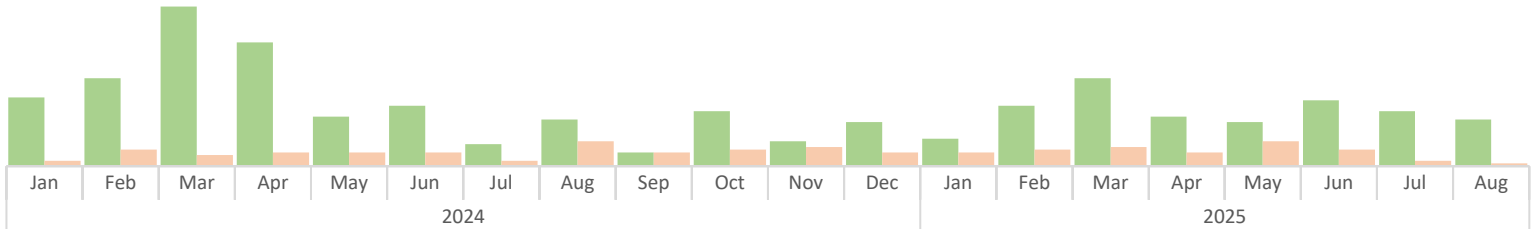
ZSFG 2320 RN Vacancy Trend with Attrition Savings



	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	
	2024												2025								
Vacant FTE	85.4	64.7	36.0	5.0	0.0	0.0	29.1	29.1	30.9	20.1	17.4	14.0	0.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Filled FTE	881.9	902.7	931.3	962.3	970.1	982.1	985.7	985.7	983.9	994.6	997.4	1000.7	1014.2	1021.9	1023.6	1028.3	1025.1	1027.1	1027.1	1027.6	
Vacancy Rate	8.8%	6.7%	3.7%	0.5%	0.0%	0.0%	2.9%	2.9%	3.0%	2.0%	1.7%	1.4%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

■ Filled FTE ■ Vacant FTE — Vacancy Rate

2320 RN ZSFG Appointments and Separations



	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug
	2024												2025							
Appointments	25	32	58	45	18	22	8	17	5	20	9	16	10	22	32	18	16	24	20	17
Separations	2	6	4	5	5	5	2	9	5	6	7	5	5	6	7	5	9	6	2	1
Headcount	1,007	977	1,029	1,061	1,097	1,120	1,124	1,124	1,122	1,133	1,138	1,138	1,141	1,163	1,167	1,171	1,167	1,168	1,168	1,146

■ Appointments ■ Separations ■ Headcount