

# Zuckerberg San Francisco General Hospital Joint Conference Committee

## Human Resources Summary Report – January 2026

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**Vacancy Rates:** The total hospital vacancy rate for Jan 2026 was at 5.18% for authorized and 0.03% with attrition savings, compared to Dec 2025's vacancy rate of 5.67% authorized. We've hired fifty-eight (58) employees between Jan 1 and Jan 31, 2026, in various classifications including RNs and had six (6) separations during the same period of which two (2) were retirements. RN Vacancy rate is 4.76% for authorized and -2.75% with attrition savings.

**Hiring Status Updates:** The DPH-HR team has successfully transitioned the 2320 RN Reassignment process to a digital platform. After providing four info sessions between December 2025 and January 2026, we rolled out our new Reassignment applications via Microsoft Form on January 16th. We received a total of 46 Reassignment applications across the department. DPH-HR will continue to administer the 2320 Reassignment application process digitally to provide a more streamlined, scalable, and accessible Reassignment process for our Hiring Managers and RN staff.

### Summary of ZSFG non-RN hiring:

- One (1) 0931 Manager III
- One (1) 0923 Manager II
- One (1) 2202 Dental Aide
- Two (2) 2303 Certified Nursing Assistants
- One (1) 2305 Psychiatric Technician
- Two (2) 2322 Nurse Managers
- One (1) 2324 Nursing Supervisor
- Three (3) 2328 Nurse Practitioners
- Three (3) 2430 Medical Assistants
- One (1) 2496 Imaging Supervisor
- One (1) 2542 Speech Pathologist
- Two (2) 2556 Physical Therapists
- One (1) 2558 Senior Physical Therapist
- One (1) 2586 Health Worker II
- One (1) 2587 Health Worker III
- One (1) 2588 Health Worker IV
- Three (3) 2604 Food Service Workers
- Two (2) 2654 Cooks
- Seven (7) 2736 Porters
- Two (2) 2903 Hospital Eligibility Workers
- One (1) 2908 Senior Hospital Eligibility Worker
- Three (3) 2930 Behavioral Health Clinicians

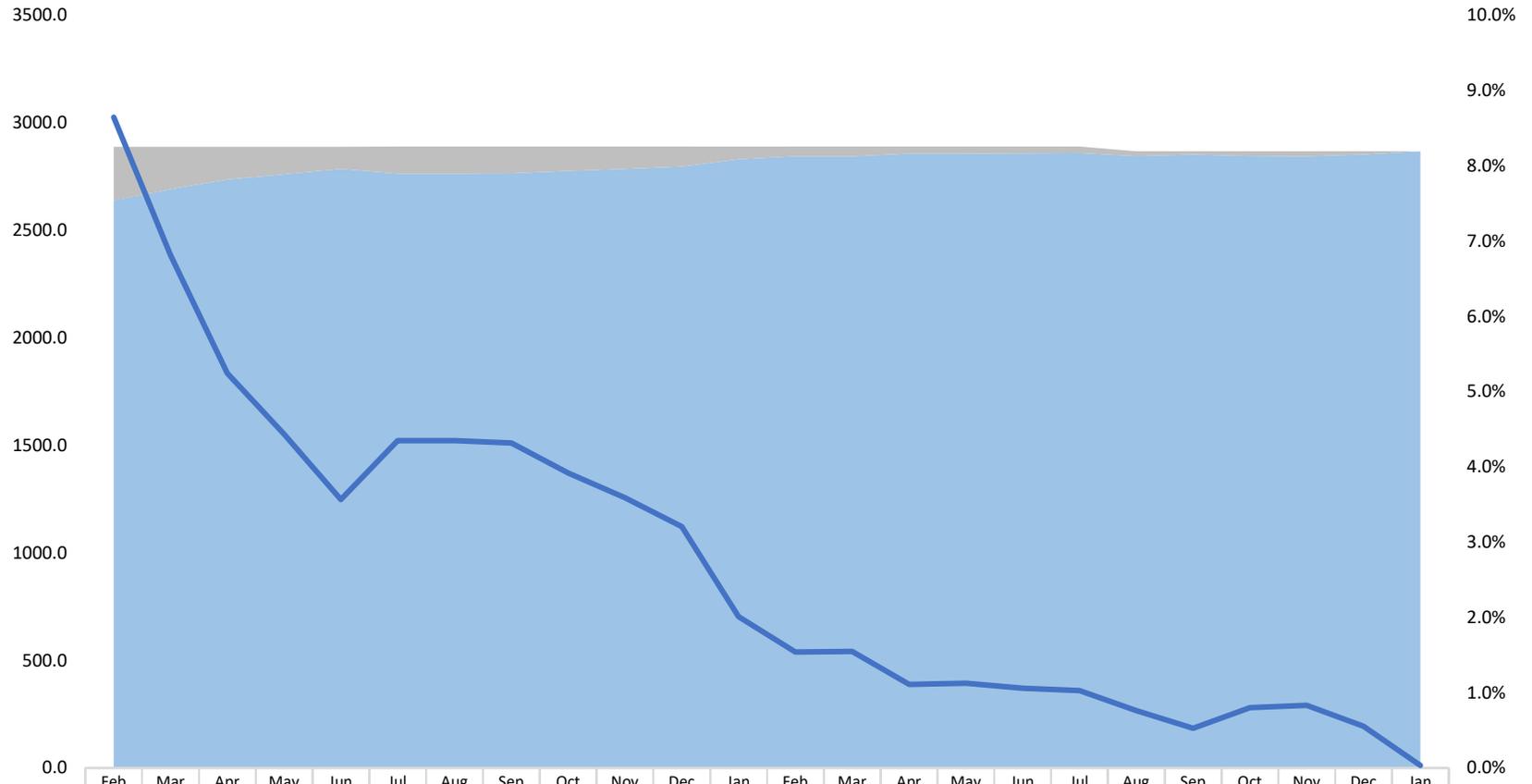
### RN Hiring Status Update:

- Seventeen (17) 2320 nurses were hired at ZSFG in January, including reassignments.

### Summary of ZSFG RN Hiring:

- Emergency Care Unit: 1.5 FTE Vacancies (1% of RNs in this specialty) *with one (1) 2320 selection made with target start work date 2/28.*
- Intensive Care Unit: 0.9 FTE Vacancies (0.65% of RNs in this specialty) *with one (1) 2320 selection made.*
- Med-Surgical Unit: 3.9 FTE Vacancies (1.27% of RNs within this specialty) *with three (3) 2320 selections made*
- Perioperative Unit: 1.19 FTE Vacancies (1.18% RNs with this specialty) *with one (1) 2320 selection made with a target start work date of 2/28.*

## ZSFG Vacancy Trend With Attrition Savings

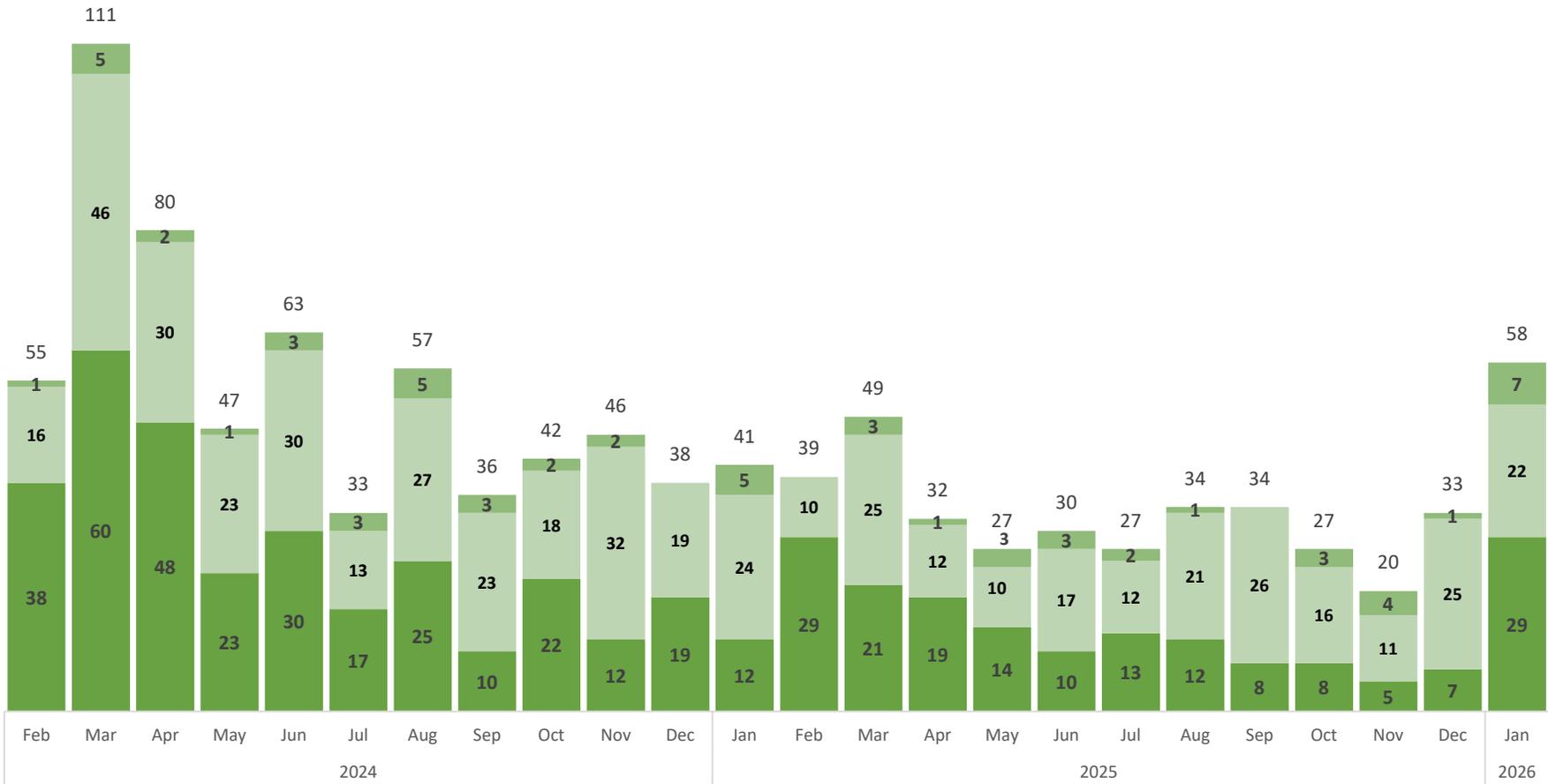


	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan
	2024											2025											2026	
Vacant FTE	249.8	196.9	151.5	128.1	103.0	125.7	125.7	124.7	113.2	103.7	92.6	58.1	44.5	44.7	32.1	32.6	30.7	29.7	21.9	15.1	23.0	23.9	15.9	1.0
Filled FTE	2639.1	2692.0	2737.4	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	2853.5	2845.7	2844.8	2852.8	2867.7
Vacancy Rate	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%	0.5%	0.8%	0.8%	0.6%	0.0%

■ Filled FTE   
 ■ Vacant FTE   
 — Vacancy Rate

# ZSFG Appointments

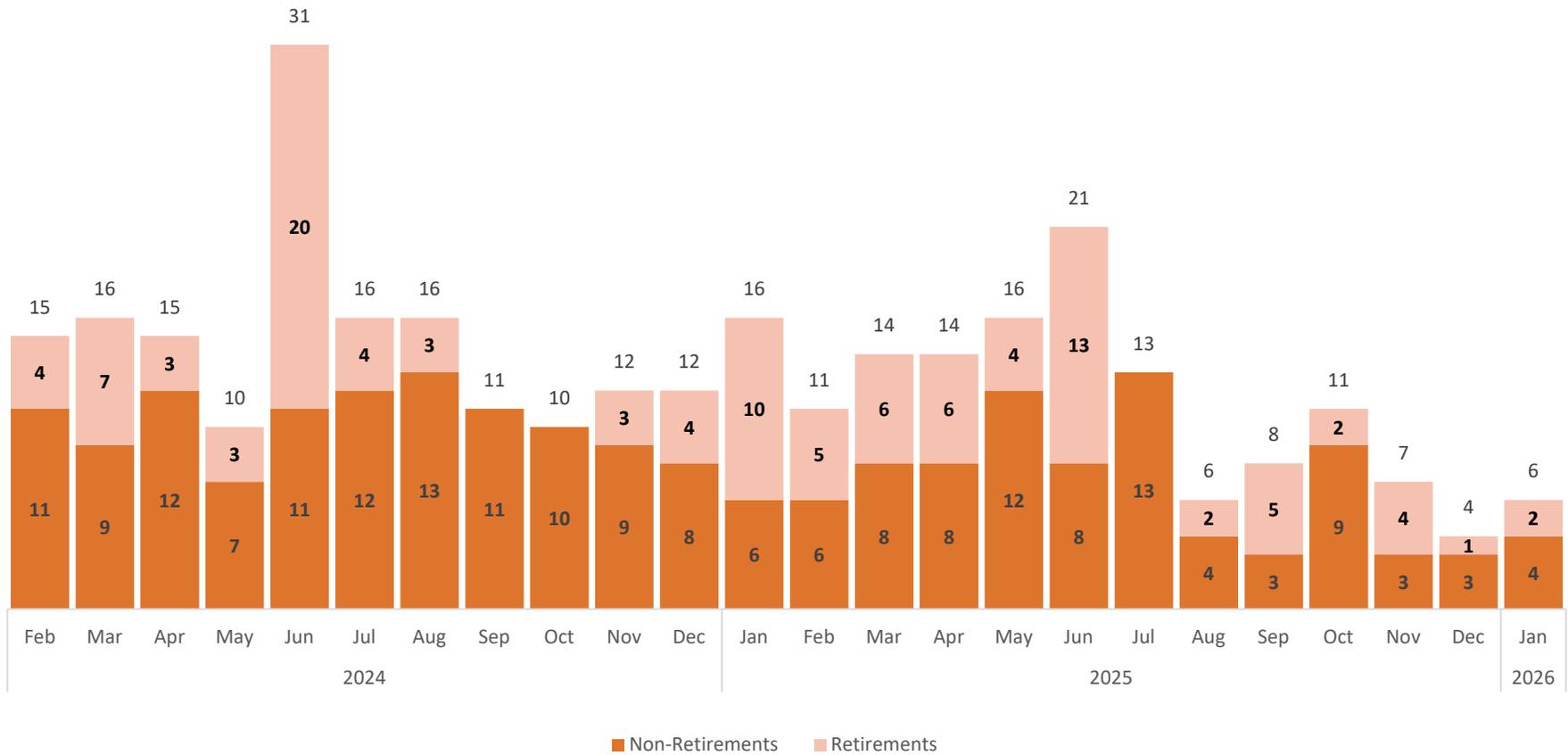
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■ New Hires ■ Transfers ■ Rehires

# ZSFG Separations

PCS, PEX, TCS



# ZSFG Appointments and Separations

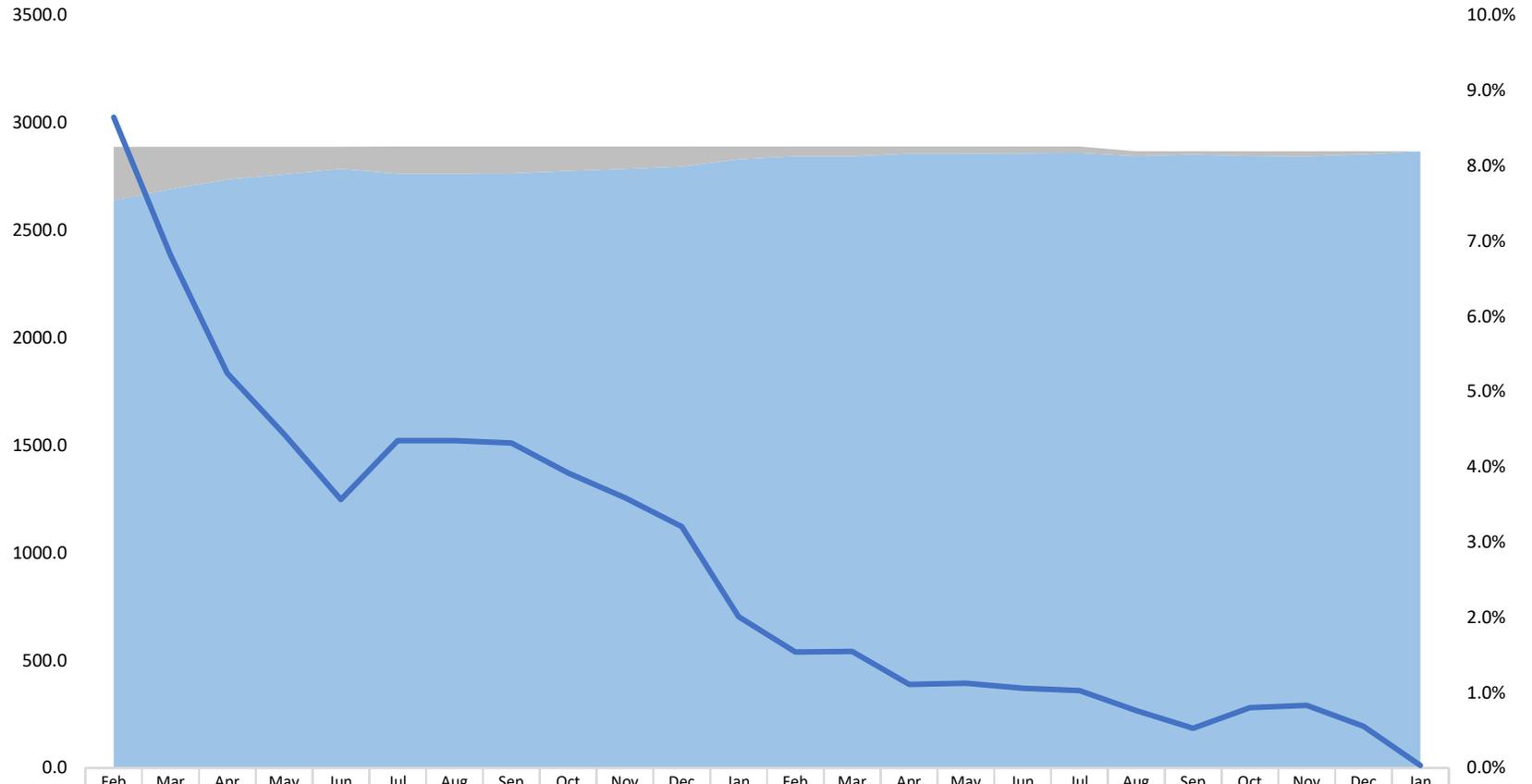
PCS, PEX, TCS



	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan
	2024												2025										2026	
Appointments	55	111	80	47	63	33	57	36	42	46	38	41	39	49	32	27	30	27	34	34	27	20	33	58
Separations	15	16	15	10	31	16	16	11	10	12	12	16	11	14	14	16	21	13	6	8	11	7	4	6
Headcount	2,745	2,839	2,895	2,944	2,995	2,984	2,984	2,984	2,996	3,008	3,008	3,017	3,052	3,049	3,063	3,062	3,066	3,064	3,050	3,059	3,048	3,046	3,056	3,075

■ Appointments   ■ Separations   ■ Headcount

## ZSFG Vacancy Trend With Attrition Savings

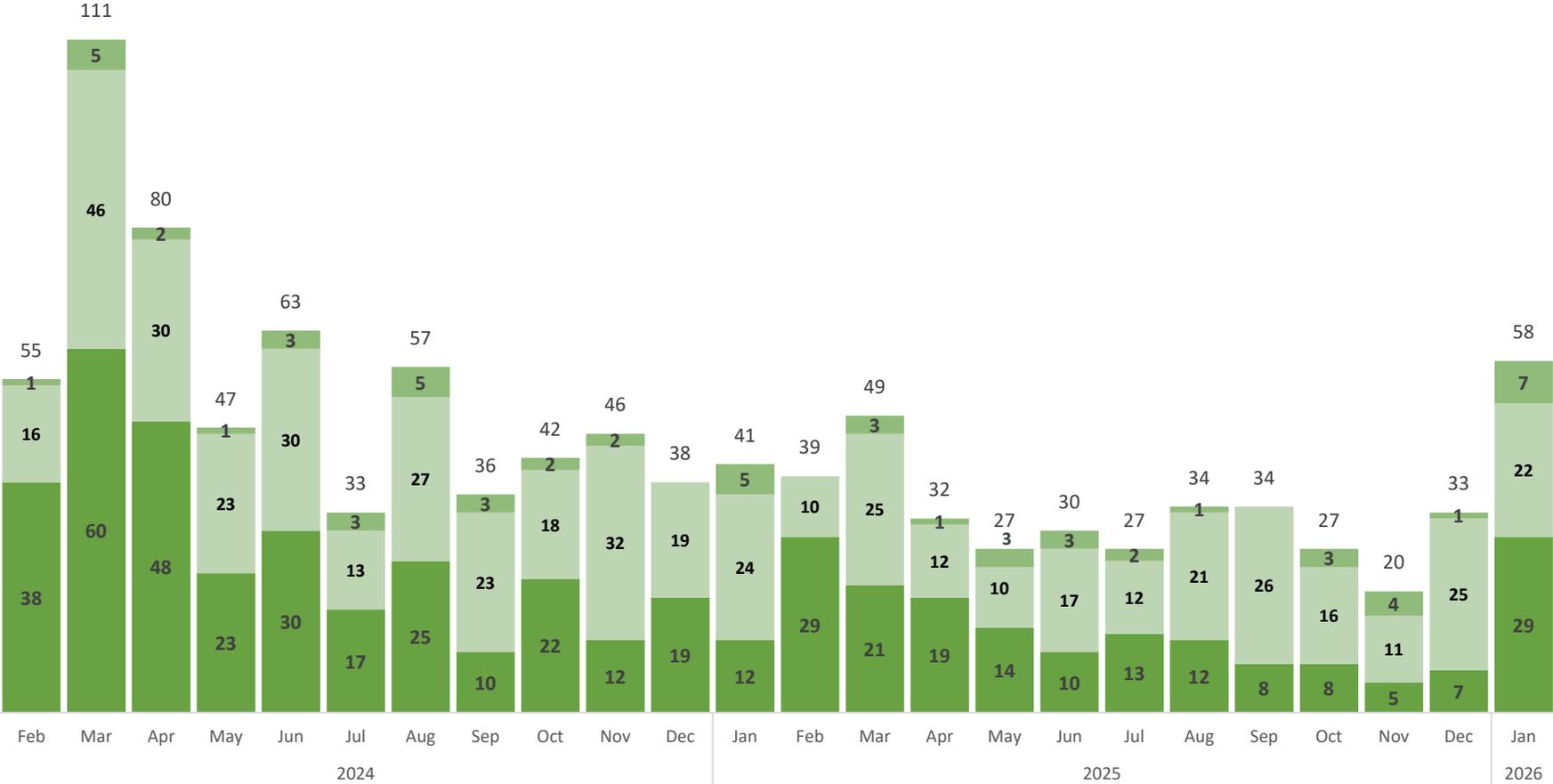


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	2024											2025											2026	
■ Vacant FTE	249.8	196.9	151.5	128.1	103.0	125.7	125.7	124.7	113.2	103.7	92.6	58.1	44.5	44.7	32.1	32.6	30.7	29.7	21.9	15.1	23.0	23.9	15.9	1.0
■ Filled FTE	2639.1	2692.0	2737.4	2760.8	2785.8	2764.2	2764.2	2765.1	2776.7	2786.2	2797.2	2831.8	2845.4	2845.2	2857.7	2857.3	2859.2	2860.2	2846.8	2853.5	2845.7	2844.8	2852.8	2867.7
— Vacancy Rate	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%	0.5%	0.8%	0.8%	0.6%	0.0%

■ Filled FTE   
 ■ Vacant FTE   
 — Vacancy Rate

# ZSFG Appointments

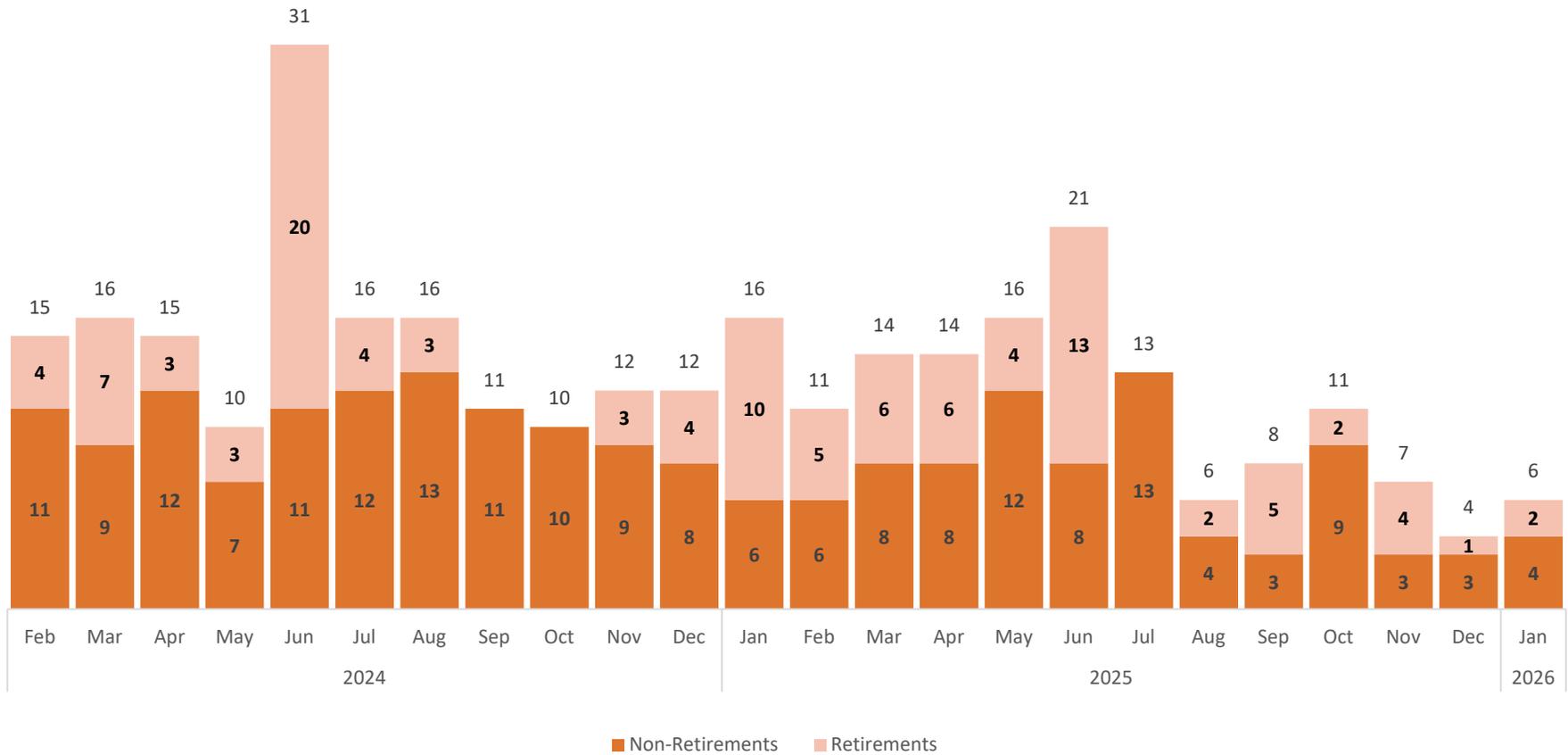
PCS, PEX, TCS



■ New Hires ■ Transfers ■ Rehires

# ZSFG Separations

PCS, PEX, TCS



# ZSFG Appointments and Separations

PCS, PEX, TCS



	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan
	2024											2025											2026	
Appointments	55	111	80	47	63	33	57	36	42	46	38	41	39	49	32	27	30	27	34	34	27	20	33	58
Separations	15	16	15	10	31	16	16	11	10	12	12	16	11	14	14	16	21	13	6	8	11	7	4	6
Headcount	2,745	2,839	2,895	2,944	2,995	2,984	2,984	2,984	2,996	3,008	3,008	3,017	3,052	3,049	3,063	3,062	3,066	3,064	3,050	3,059	3,048	3,046	3,056	3,075

■ Appointments   ■ Separations   ■ Headcount

Budget Job Class	Job Title	Budgeted FTE	Utilized FTE	Vacant FTE	Vacancy Rate
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	1.99	2.01	50%
2112	Medical Records Technician	4.00	2.00	2.00	50%
2558	Senior Physical Therapist	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%
1652	Accountant II	5.00	3.00	2.00	40%
0941	Manager VI	3.00	1.99	1.01	34%
1404	Clerk	3.00	2.00	1.00	33%
2110	Medical Records Clerk	3.00	2.00	1.00	33%
2310	Surgical Procedures Technician	18.00	12.00	6.00	33%
7335	Sr Stationary Engineer	6.00	4.00	2.00	33%
2473	Diagnostic Medical Sonographer I, II, III	11.00	8.00	3.00	27%
2330	Anesthetist	15.28	11.40	3.88	25%
2554	Therapy Aide	4.00	3.00	1.00	25%
7524	Institution Utility Worker	4.00	3.00	1.00	25%
1654	Accountant III	5.00	4.00	1.00	20%
1824	Principal Administrative Analyst	5.00	4.00	1.00	20%
2119	Health Care Analyst	15.00	12.00	3.00	20%
2586	Health Worker II	35.50	28.50	7.00	20%
2472	Radiologic Technologist Lead	5.80	4.80	1.00	17%
2903	Hospital Eligibility Worker	98.40	83.10	15.30	16%
2305	Psychiatric Technician	46.40	39.40	7.00	15%
2587	Health Worker III	23.52	19.99	3.53	15%
2312	Licensed Vocational Nurse	46.41	39.61	6.80	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%
2453	Supervising Pharmacist	7.00	6.00	1.00	14%
2325	Nurse Midwife	4.44	3.94	0.50	11%
2930	Behavioral Health Clinician	10.30	9.30	1.00	10%
2556	Physical Therapist	24.40	22.10	2.30	9%
1428	Unit Clerk	43.80	39.80	4.00	9%
2593	Health Program Coordinator III	11.00	10.00	1.00	9%
2324	Nursing Supervisor	11.01	10.01	1.00	9%
2920	Medical Social Worker	34.85	31.85	3.00	9%
2323	Clinical Nurse Specialist	12.00	11.00	1.00	8%
2328	Nurse Practitioner	73.28	67.23	6.05	8%
2471	Radiologic Technologist I, II, III	73.70	68.00	5.70	8%
2618	Food Service Supervisor	7.50	7.00	0.50	7%

Budget Job Class	Job Title	Budgeted FTE	Utilized FTE	Vacant FTE	Vacancy Rate
2450	Pharmacist	30.50	28.50	2.00	7%
2424	X-Ray Laboratory Aide	33.50	31.50	2.00	6%
2908	Senior Hospital Eligibility Worker	67.00	63.00	4.00	6%
2409	Pharmacy Technician	57.00	54.00	3.00	5%
1708	Senior Telephone Operator	11.00	10.50	0.50	5%
1406	Senior Clerk	25.00	24.00	1.00	4%
2604	Food Service Worker	52.60	50.50	2.10	4%
7334	Stationary Engineer	26.00	25.00	1.00	4%
2454	Clinical Pharmacist	29.50	28.50	1.00	3%
2322	Nurse Manager	35.00	34.00	1.00	3%
2430	Medical Evaluations Assistant	123.45	120.45	3.00	2%
2320	Registered Nurse	1,074.86	1,051.77	23.09	2%
2303	Patient Care Assistant	190.00	187.29	2.71	1%

Budget Job Class	Job Title	Vacancy Rate	Utilized FTE	Vacant FTE	Notes	Est. Timeline (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	100%	2.0	2.0	Interviews in progress/Pending Selection	30 days
2112	Medical Records Technician	100%	2.0	2.0	Pending Announcement/Exam Administration	60-90 days
2558	Senior Physical Therapist	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 Announcement/Exam Administration	60-90 days
1635	Health Care Billing Clerk I	50%	3.0	2.0	Interviews in progress/Pending Selection	30 days
1652	Accountant II	50%	3.0	2.0	Pending Requisition approval	5-10 days
0941	Manager VI	40%	2.0	1.0	Pending Requisition Request by Hiring Manager	30 days
1404	Clerk	40%	2.0	1.0	Pending Requisition Request by Hiring Manager	30 days
2110	Medical Records Clerk	34%	2.0	1.0	Pending Announcement/Exam Administration	60-90 days
2310	Surgical Procedures Technician	33%	12.0	6.0	Interviews in progress/Pending Selection	30 days
7335	Sr Stationary Engineer	33%	4.0	2.0	Pending Requisition approval	5-10 days
2473	Diagnostic Medical Sonographer I, II, III	33%	8.0	3.0	Onboarding	10-20 days
2330	Anesthetist	33%	11.4	3.9	Pending Announcement/Exam Administration	60-90 days
2554	Therapy Aide	27%	3.0	1.0	Pending Requisition Request by Hiring Manager	30 days
7524	Institution Utility Worker	25%	3.0	1.0	Interviews in progress/Pending Selection	30 days
1654	Accountant III	25%	4.0	1.0	Onboarding	10-20 days
1824	Principal Administrative Analyst	25%	4.0	1.0	Pending Requisition Request by Hiring Manager	30 days
2119	Health Care Analyst	20%	12.0	3.0	Onboarding	10-20 days
2586	Health Worker II	20%	28.5	7.0	Pending Announcement/Exam Administration	60-90 days
2472	Radiologic Technologist Lead	20%	4.8	1.0	Pending Announcement/Exam Administration	60-90 days
2903	Hospital Eligibility Worker	19%	83.1	15.3	Pending Announcement/Exam Administration	60-90 days
2305	Psychiatric Technician	17%	39.4	7.0	Interviews in progress/Pending Selection	30 days
2587	Health Worker III	17%	20.0	3.5	Onboarding	10-20 days
2312	Licensed Vocational Nurse	17%	39.6	6.8	Pending Announcement/Exam Administration	60-90 days
1636	Health Care Billing Clerk II	17%	18.0	3.0	Pending Requisition Request by Hiring Manager	30 days
1663	Patient Accounts Supervisor	15%	6.0	1.0	Pending Announcement/Exam Administration	60-90 days
2453	Supervising Pharmacist	14%	6.0	1.0	Pending Announcement/Exam Administration	60-90 days
2325	Nurse Midwife	14%	3.9	0.5	Pending Announcement/Exam Administration	60-90 days