

Zuckerberg San Francisco General Hospital Joint Conference Committee
Human Resources Summary Report – July 2025
Erika Thorson – Director, Hiring & Selection
August 18th, 2025

Vacancy Rates: The total hospital vacancy rate for June was at 6.78% for authorized and 1.03% with attrition savings, compared to June 2025's vacancy rate of 6.78% authorized. We've hired a total of twenty-seven (27) employees between July 1 and July 31, 2025, in various classifications including RNs and had six (6) separations during the same period of which zero (0) were retirements. RN Vacancy rate is 4.76% for authorized and -1.21% with attrition savings

Hiring Status Updates:

The Department of Public Health Human Resources team is dedicated to increasing efficiencies in FY2526. We were excited to see that the Reassignment window for 2320 RNs has been reduced from 14-days to 9-days starting in Fiscal Year 25/26. This change will support our collective goal to significantly reduce our time to hire. We're looking forward to ensuring that this reduced Reassignment Window will help us hire quickly and efficiently as we will share our Reassignment applicants with our Hiring Managers five business days sooner per hiring cycle. Please be sure to encourage all 2320 staff to be mindful of this change, and to always refer to their Reassignment Flyers for pertinent information, including submission deadlines. Hiring Managers will see this update reflected on our REA Flyers, meeting announcements, and updated RN Selection Calendars.

Additionally, in past meetings we have discussed the DPH Employee Engagement Survey, which measures the quality of employees' work experience through the lens of engagement, leadership, safety, equity, and work culture. Our DPH-HR Experience team is currently synthesizing this data and is looking forward to sharing it widely soon.

Summary of ZSFG non-RN hiring:

- One (1) 2908 Senior Hospital Eligibility Worker
- One (1) 2548 Occupational Therapist
- One (1) 2930 Behavioral Health Clinician
- Two (2) 2322 Nurse Manager
- One (1) 3530 Chaplain
- One (1) 2328 Nurse Practitioner

RN Hiring Status Update:

- Twenty (20) 2320 nurses were hired at ZSFG in July, including reassignments.
- Fourteen (14) 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: 4.54 FTE Vacancies (3.04% of RNs in this specialty) *with two (2) 2320 selections made with target start work dates on 9/13 and 9/27 as well as one (1) P103 with target start work date 8/02.*
- Intensive Care Unit: 4.12 FTE Vacancies (2.97% of RNs in this specialty) *with six (6) 2320 selections made with target start work dates on 8/2, 8/16, 8/30, 9/13, and 9/27. And three (3) P103 selections made with target start work dates 8/02 and 8/16*
- Med-Surgical Unit: 17.78 FTE Vacancies (5.77% of RNs within this specialty) *with two (2) 2320 selections made with target start work dates on 8/16 and 9/13 and two (2) P103 selections made on 8/2 and 8/16.*

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- Perioperative Unit: 3.1 FTE Vacancies (3.13% RNs with this specialty). *with three (3) 2320 selections made with target start work dates on 8/2 and 8/16*

Budget Job Class	Job Title	Budgeted FTE	Utilized FTE	Vacant FTE	Vacancy Rate
2588	Health Worker IV	1.00	0.00	1.00	100%
6139	Sr Industrial Hygienist	1.00	0.00	1.00	100%
7236	Locksmith Supervisor 1	1.00	0.00	1.00	100%
8211	Supervising Building and Grounds Patrol Officer	1.00	0.00	1.00	100%
9924	Public Service Aide - Health Services	1.00	0.01	0.99	99%
0933	Manager V	3.00	1.00	2.00	67%
0941	Manager VI	3.00	1.00	2.00	67%
2822	Health Educator	3.00	1.00	2.00	67%
0931	Manager III	9.00	4.00	5.00	56%
1408	Principal Clerk	4.00	2.00	2.00	50%
2202	Dental Aide	2.00	1.00	1.00	50%
2392	Senior Sterile Processing and Distribution Technician	2.00	1.00	1.00	50%
2496	Radiologic Technologist Supv	6.00	3.00	3.00	50%
2520	Morgue Attendant	1.00	0.50	0.50	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%
2310	Surgical Procedures Technician	22.00	13.00	9.00	41%
1404	Clerk	5.00	3.00	2.00	40%
2930	Behavioral Health Clinician	10.50	6.30	4.20	40%
7335	Sr Stationary Engineer	6.00	4.00	2.00	33%
0923	Manager II	7.00	5.00	2.00	29%
1663	Patient Accounts Supervisor	7.00	5.00	2.00	29%
0942	Manager VII	4.00	3.00	1.00	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%
2585	Health Worker I	4.00	3.01	0.99	25%
2119	Health Care Analyst	17.00	13.00	4.00	24%
1635	Health Care Billing Clerk I	5.00	4.00	1.00	20%
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%
2554	Therapy Aide	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%
1406	Senior Clerk	30.00	25.00	5.00	17%

Budget Job Class	Job Title	Budgeted FTE	Utilized FTE	Vacant FTE	Vacancy Rate
2903	Hospital Eligibility Worker	98.40	83.10	15.30	16%
2305	Psychiatric Technician	46.40	39.40	7.00	15%
2472	Radiologic Technologist Lead	6.80	5.80	1.00	15%
2453	Supervising Pharmacist	7.00	6.00	1.00	14%
1428	Unit Clerk	49.30	42.80	6.50	13%
2328	Nurse Practitioner	72.78	63.38	9.40	13%
2314	Public Health Team Leader	23.80	20.80	3.00	13%
7334	Stationary Engineer	26.00	23.00	3.00	12%
2586	Health Worker II	37.50	33.50	4.00	11%
2920	Medical Social Worker	34.85	31.85	3.00	9%
2324	Nursing Supervisor	12.00	11.00	1.00	8%
2593	Health Program Coordinator III	12.00	11.00	1.00	8%
2604	Food Service Worker	53.10	49.00	4.10	8%
2908	Senior Hospital Eligibility Worker	70.00	65.00	5.00	7%
2430	Medical Evaluations Assistant	127.25	118.55	8.70	7%
2618	Food Service Supervisor	7.50	7.00	0.50	7%
2606	Senior Food Service Worker	8.00	7.50	0.50	6%
1932	Assistant Storekeeper	17.00	16.00	1.00	6%
2322	Nurse Manager	35.00	33.00	2.00	6%
2548	Occupational Therapist	18.89	17.89	1.00	5%
1636	Health Care Billing Clerk II	21.00	20.00	1.00	5%
1708	Senior Telephone Operator	11.00	10.50	0.50	5%
1429	Nurses Staffing Assistant	11.30	10.80	0.50	4%
2409	Pharmacy Technician	57.50	55.00	2.50	4%
2587	Health Worker III	23.52	22.52	1.00	4%
2556	Physical Therapist	24.40	23.40	1.00	4%
2320	Registered Nurse	1067.00	1027.06	39.94	4%
2450	Pharmacist	30.50	29.50	1.00	3%
2424	X-Ray Laboratory Aide	34.50	33.50	1.00	3%
2471	Radiologic Technologist I, II, III	74.70	72.70	2.00	3%
2736	Porter	190.50	187.50	3.00	2%
2303	Patient Care Assistant	190.00	188.19	1.81	1%

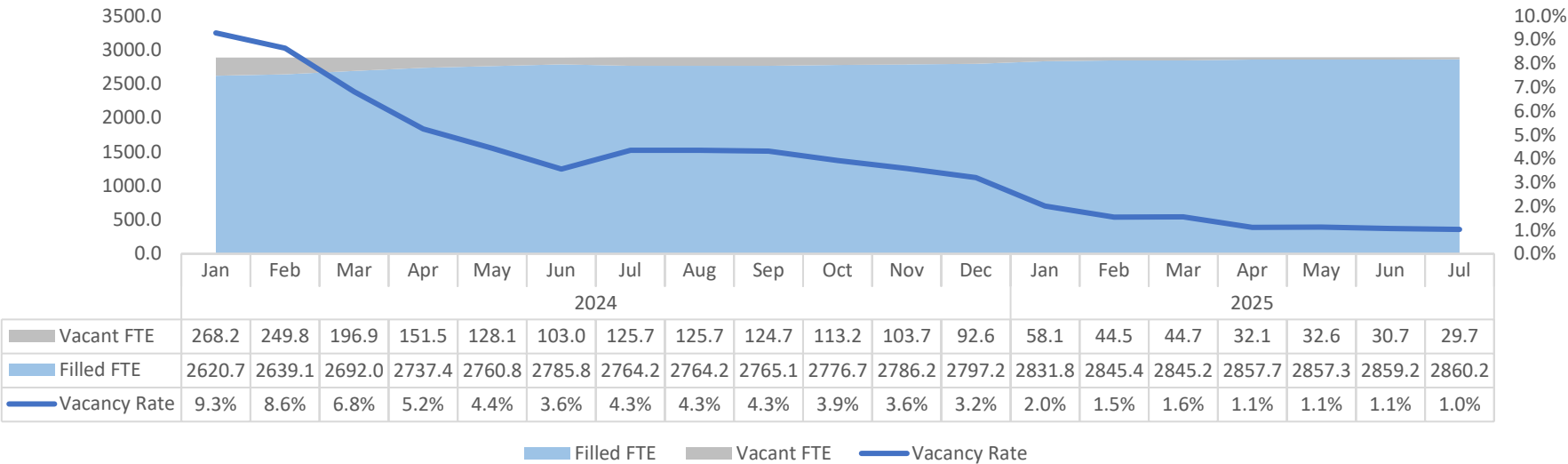
Budget Job Class	Job Title	Vacancy Rate	Utilized FTE	Vacant FTE	Notes	Est. Timeline (days)
2588	Health Worker IV	100%	0.0	1.0	Pending Requisition approval	5-10 days
6139	Sr Industrial Hygienist	100%	0.0	1.0	Pending Requisition Request by Hiring Manager	30 days
9924	Public Service Aide - Health Services	99%	0.0	1.0	Pending Requisition Request by Hiring Manager	30 days
0933	Manager V	67%	1.0	2.0	Pending Announcement/Exam Administration	60-90 days
0941	Manager VI	67%	1.0	2.0	Pending Requisition Request by Hiring Manager	30 days
2822	Health Educator	67%	1.0	2.0	Pending Announcement/Exam Administration	60-90 days
0931	Manager III	56%	4.0	5.0	Onboarding	10-20 days
1408	Principal Clerk	50%	2.0	2.0	Pending Requisition Request by Hiring Manager	30 days
2202	Dental Aide	50%	1.0	1.0	Pending Requisition Request by Hiring Manager	30 days
2392	Senior Sterile Processing and Distribution Technician	50%	1.0	1.0	Pending Announcement/Exam Administration	60-90 days
2496	Radiologic Technologist Supv	50%	3.0	3.0	Pending Announcement/Exam Administration	60-90 days
2558	Senior Physical Therapist	50%	1.0	1.0	Pending Requisition Request by Hiring Manager	30 days
2591	Health Program Coordinator II	50%	1.0	1.0	Pending Requisition Request by Hiring Manager	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 Request by Hiring Manager	30 days
2310	Surgical Procedures Technician	41%	13.0	9.0	Pending Requisition Request by Hiring Manager	30 days
1404	Clerk	40%	3.0	2.0	Interviews in progress/Pending Selection	30 days
2930	Behavioral Health Clinician	40%	6.3	4.2	Pending Announcement/Exam Administration	60-90 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	Pending Requisition Request by Hiring Manager	30 days
1663	Patient Accounts Supervisor	29%	5.0	2.0	Interviews in progress/Pending Selection	30 days
0942	Manager VII	25%	3.0	1.0		

Budget Job Class	Job Title	Vacancy Rate	Utilized FTE	Vacant FTE	Notes	Est. Timeline (days)
2112	Medical Records Technician	25%	3.0	1.0	Interviews in progress/Pending Selection	30 days
2323	Clinical Nurse Specialist	25%	9.0	3.0	Pending Announcement/Exam Administration	60-90 days
7524	Institution Utility Worker	25%	3.0	1.0	Pending Requisition Request by Hiring Manager	30 days
2585	Health Worker I	25%	3.0	1.0	Interviews in progress/Pending Selection	30 days
2119	Health Care Analyst	24%	13.0	4.0	Interviews in progress/Pending Selection	30 days
1635	Health Care Billing Clerk I	20%	4.0	1.0		
1652	Accountant II	20%	4.0	1.0	Pending Announcement/Exam Administration	60-90 days
1654	Accountant III	20%	4.0	1.0	Pending Announcement/Exam Administration	60-90 days
1824	Principal Administrative Analyst	20%	4.0	1.0	Pending Requisition Request by Hiring Manager	30 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
1406	Senior Clerk	17%	25.0	5.0	Pending Requisition Request by Hiring Manager	30 days
2903	Hospital Eligibility Worker	16%	83.1	15.3	Pending Requisition approval	5-10 days
2305	Psychiatric Technician	15%	39.4	7.0	Interviews in progress/Pending Selection	30 days
2472	Radiologic Technologist Lead	15%	5.8	1.0	Pending Requisition Request by Hiring Manager	30 days
2453	Supervising Pharmacist	14%	6.0	1.0	Onboarding	10-20 days
1428	Unit Clerk	13%	42.8	6.5	Interviews in progress/Pending Selection	30 days
2328	Nurse Practitioner	13%	63.4	9.4	Onboarding	10-20 days
7334	Stationary Engineer	12%	23.0	3.0	Interviews in progress/Pending Selection	30 days
2586	Health Worker II	11%	33.5	4.0	Pending Requisition Request by Hiring Manager	30 days

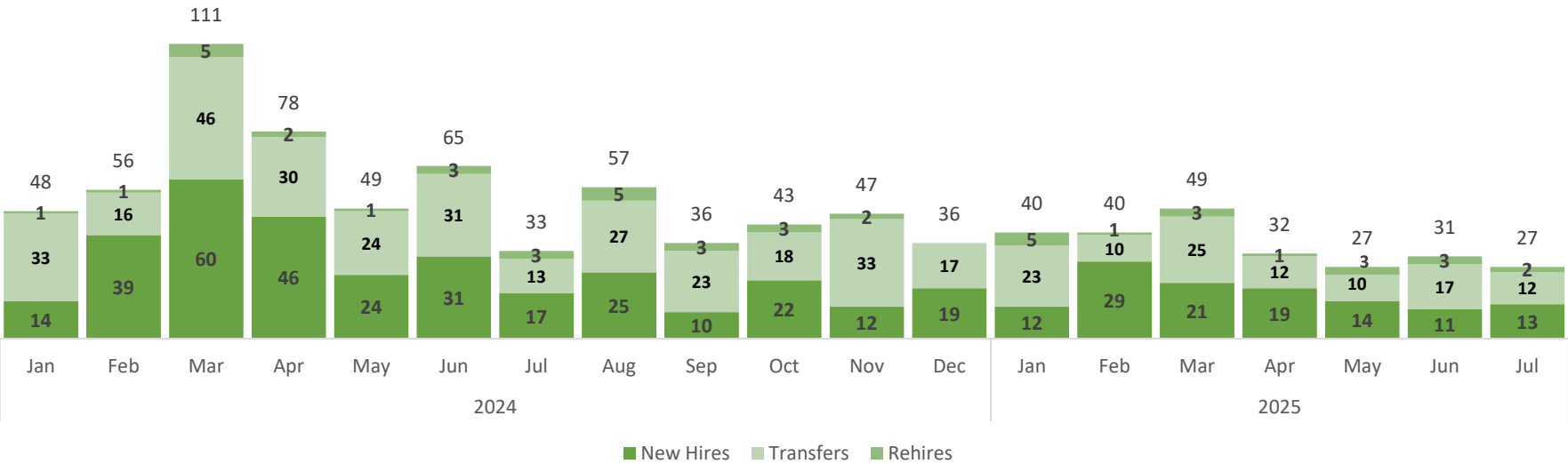
Budget Job Class	Job Title	Vacancy Rate	Utilized FTE	Vacant FTE	Notes	Est. Timeline (days)
7236	Locksmith Supervisor 1	100%	0.0	1.0	Marked for deletion	
8211	Supervising Building and Grounds Patrol Officer	100%	0.0	1.0	Marked for deletion	
2520	Morgue Attendant	50%	0.50	0.5	Marked for deletion	
2554	Therapy Aide	20%	4.00	1.0	Marked for deletion	
2314	Public Health Team Leader	13%	20.8	3.0	Marked for deletion	

ZSFG Vacancy Trend

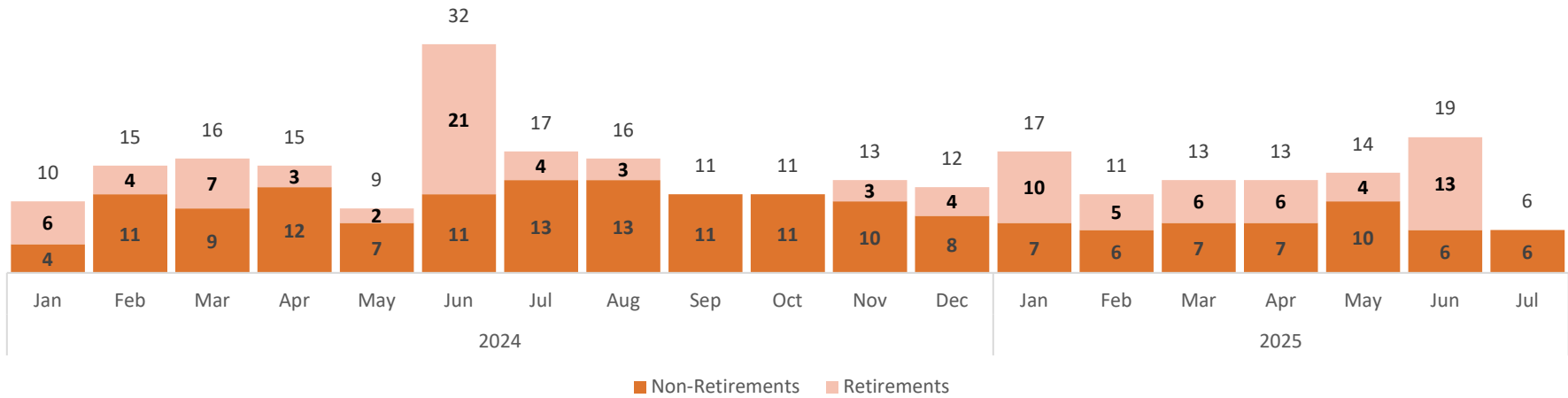
with Attrition Savings



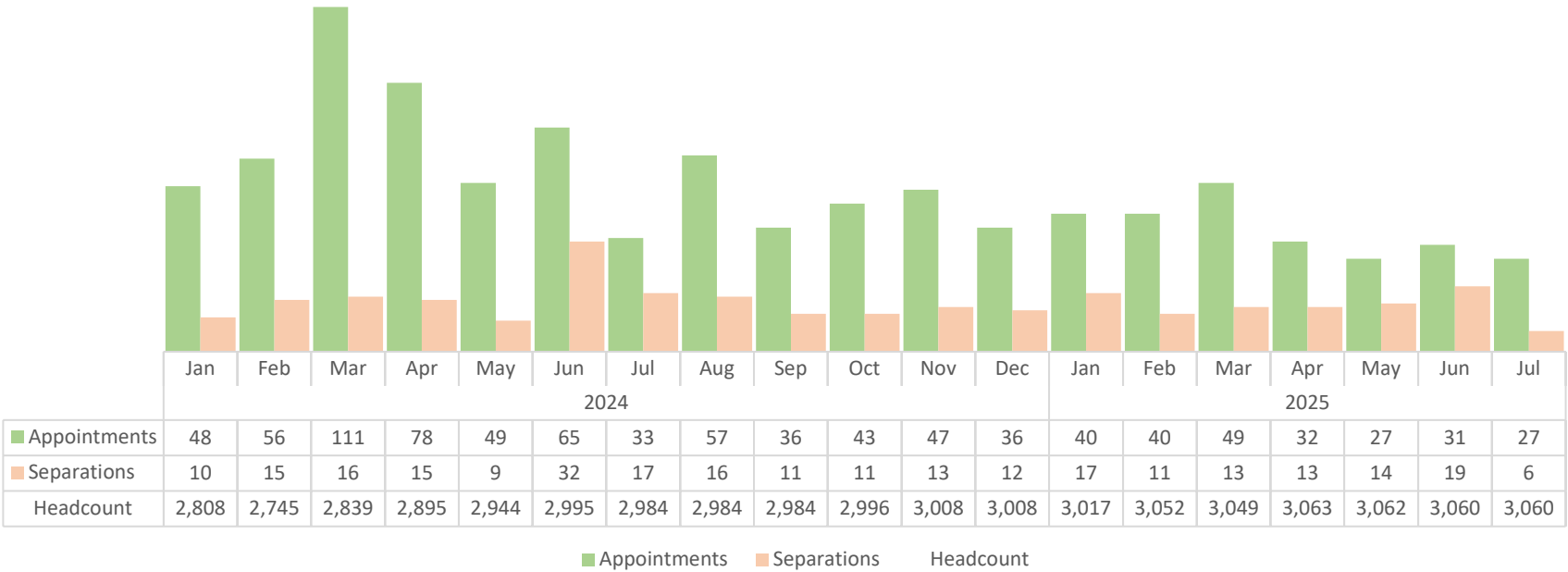
ZSFG Appointments



ZSFG Separations

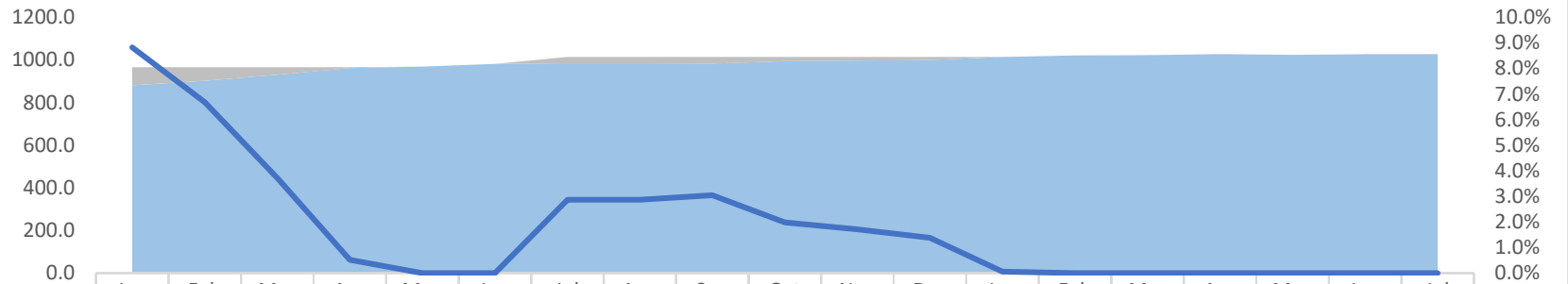


ZSFG Appointments and Separations



ZSFG 2320 RN Vacancy Trend

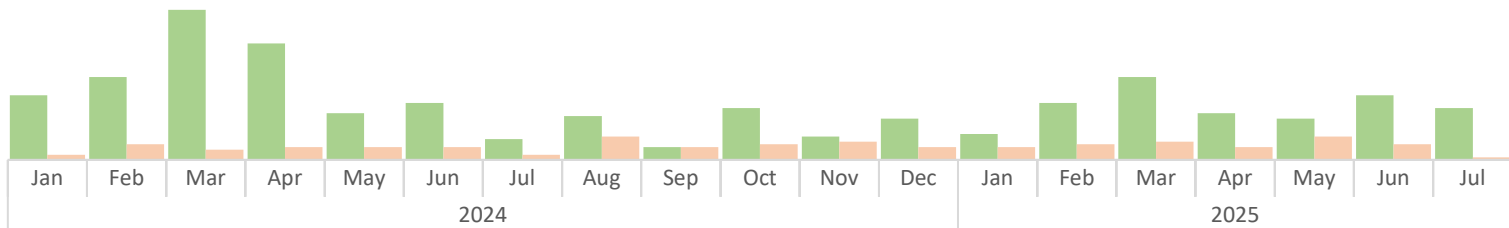
with Attrition Savings



	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
	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
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
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%

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
	2024												2025						
Appointments	25	32	58	45	18	22	8	17	5	20	9	16	10	22	32	18	16	25	20
Separations	2	6	4	5	5	5	2	9	5	6	7	5	5	6	7	5	9	6	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

Appointments Separations Headcount