

**Zuckerberg San Francisco General Hospital Joint Conference Committee**  
**Human Resources Summary Report – May 2025**  
**Erika Thorson – Director, Hiring & Selection**  
**July 21<sup>st</sup>, 2025**

---

**Vacancy Rates:** The total hospital vacancy rate for June was at 6.78% for authorized and 1.06% with attrition savings, compared to May 2025's vacancy rate of 6.84% authorized. We've hired a total of thirty-one (31) employees between June 1 and July 31, 2025, in various classifications including RNs and had six (7) separations during the same period of which one (1) was a retirement. 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 as we enter FY2526. We are currently focusing our efforts on reducing redundancies with regular report-out meetings by consolidating our reporting based on audience and frequency. We are also reviewing our post-interview data collection processes to streamline and simplify candidate selection for hiring managers and hiring analysts. We're looking forward to seeing the impact of these changes decrease our time to hire and continue to lower our vacancy rates as we enter FY2526.

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) 2312 Licensed Vocational Nurse
- One (1) 2408 Senior Pharmacy Helper
- One (1) 2430 Medical Assistant
- One (1) 2328 Nurse Practitioner
- One (1) 2218 Physician Assistant

**RN Hiring Status Update:**

- Twenty-Five (25) nurses were hired at ZSFG in June, 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 2 selections made with target start work date on July 5<sup>th</sup> and July 19<sup>th</sup>
- Intensive Care Unit: 4.12 FTE Vacancies (2.97% of RNs in this specialty) with three (3) selections made with target start work dates on July 19<sup>th</sup> and August 2<sup>nd</sup>.
- Med-Surgical Unit: 17.78 FTE Vacancies (5.77% of RNs within this specialty) with five (5) selections made with target start work dates on June 21<sup>st</sup> and July 19<sup>th</sup>.
- Perioperative Unit: 3.1 FTE Vacancies (3.13% RNs with this specialty).

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 Technic	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%
2903	Hospital Eligibility Worker	98.40	83.10	15.30	16%
2305	Psychiatric Technician	46.40	39.40	7.00	15%

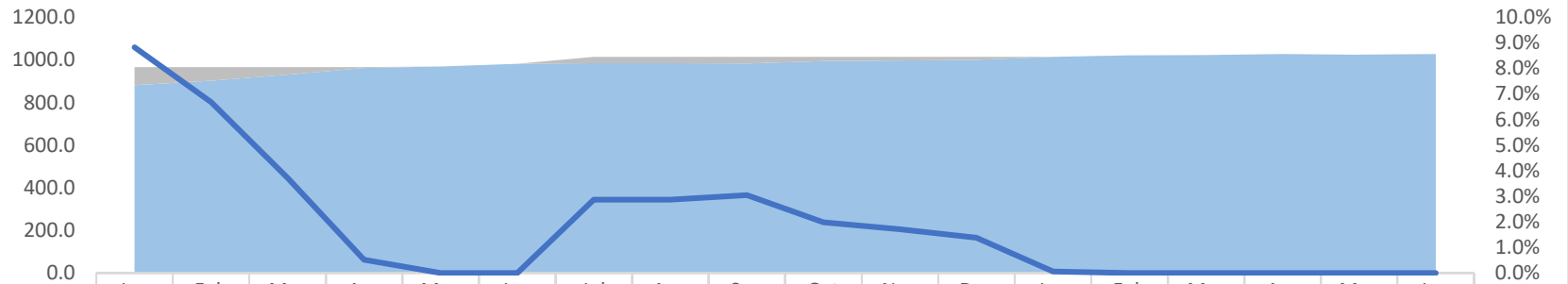
Budget Job Class	Job Title	Budgeted FTE	Utilized FTE	Vacant FTE	Vacancy Rate
2472	Radiologic Technologist Lead	6.80	5.80	1.00	15%
2453	Supervising Pharmacist	7.00	6.00	1.00	14%
1428	Unit Clerk	49.30	42.80	6.50	13%
2328	Nurse Practitioner	72.78	63.38	9.40	13%
2314	Public Health Team Leader	23.80	20.80	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	189.50	186.50	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	Onboarding	10-20 days
6139	Sr Industrial Hygienist	100%	0.0	1.0	Pending Requisition Request by Hiring Manager	30 days
7236	Locksmith Supervisor 1	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	Onboarding	10-20 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 Requisition approval	5-10 days
0931	Manager III	56%	4.0	5.0	Interviews in progress/Pending Selection	30 days
2202	Dental Aide	50%	1.0	1.0	Pending Announcement/Exam Administration	60-90 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 Requisition Request by Hiring Manager	30 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	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 Announcement/Exam Administration	60-90 days
1663	Patient Accounts Supervisor	29%	5.0	2.0	Pending Announcement/Exam Administration	60-90 days
0942	Manager VII	25%	3.0	1.0	Pending Requisition approval	5-10 days
2112	Medical Records Technician	25%	3.0	1.0	Pending Requisition approval	60-90 days
2323	Clinical Nurse Specialist	25%	9.0	3.0	Interviews in progress/Pending Selection	30 days
7524	Institution Utility Worker	25%	3.0	1.0	Pending Requisition Request by Hiring Manager	30 days

Budget Job Class	Job Title	Vacancy Rate	Utilized FTE	Vacant FTE	Notes	Est. Timeline (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	Pending Announcement/Exam Administration	60-90 days
1635	Health Care Billing Clerk I	20%	4.0	1.0	Pending Requisition approval	60-90 days
1652	Accountant II	20%	4.0	1.0	Pending Announcement/Exam Administration	60-90 days
1654	Accountant III	20%	4.0	1.0	Pending Requisition approval	5-10 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	Pending Requisition Request by Hiring Manager	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 Request by Hiring Manager	30 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	Pending Requisition Request by Hiring Manager	30 days
2328	Nurse Practitioner	13%	63.4	9.4	Onboarding	10-20 days
2314	Public Health Team Leader	13%	20.8	3.0	Pending Requisition Request by Hiring Manager	30 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

## ZSFG 2320 RN Vacancy Trend

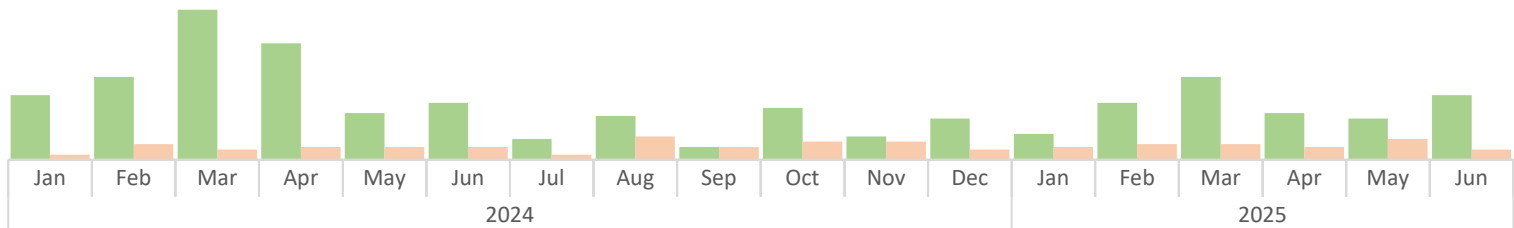
with Attrition Savings



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

Filled FTE Vacant FTE Vacancy Rate

## 2320 RN ZSFG Appointments and Separations

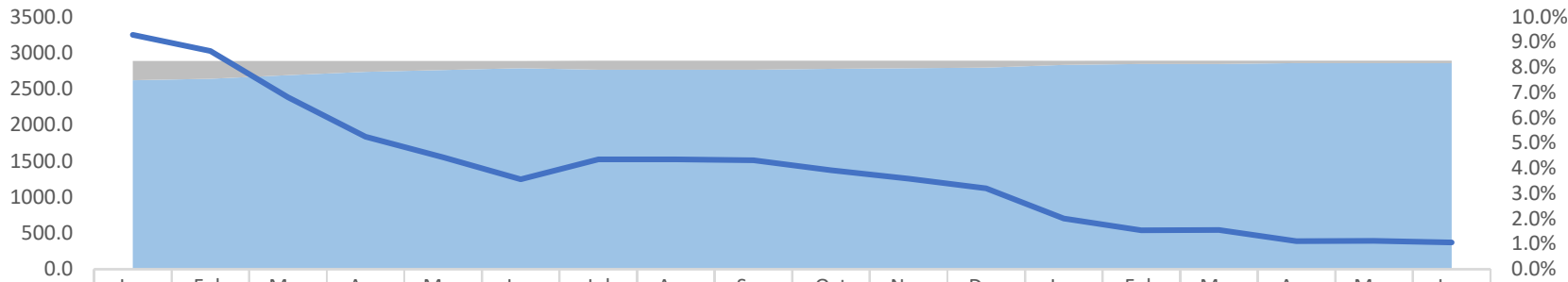


	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
	2024												2025					
Appointments	25	32	58	45	18	22	8	17	5	20	9	16	10	22	32	18	16	25
Separations	2	6	4	5	5	5	2	9	5	7	7	4	5	6	6	5	8	4
Headcount	1,007	977	1,029	1,061	1,097	1,120	1,124	1,124	1,122	1,133	1,138	1,138	1,141	1,163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

Appointments Separations Headcount

# ZSFG Vacancy Trend

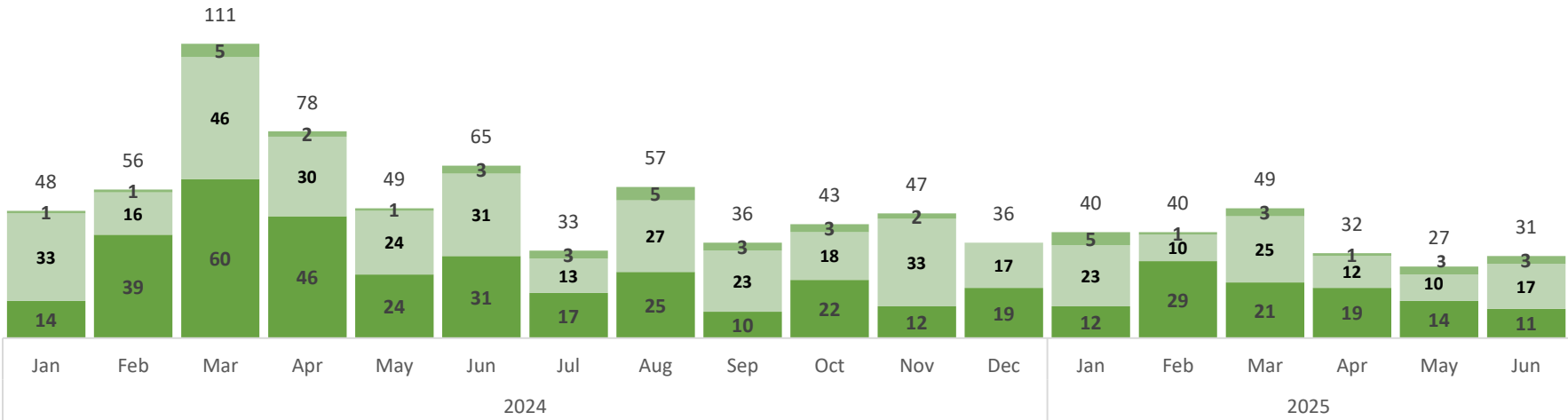
with Attrition Savings



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

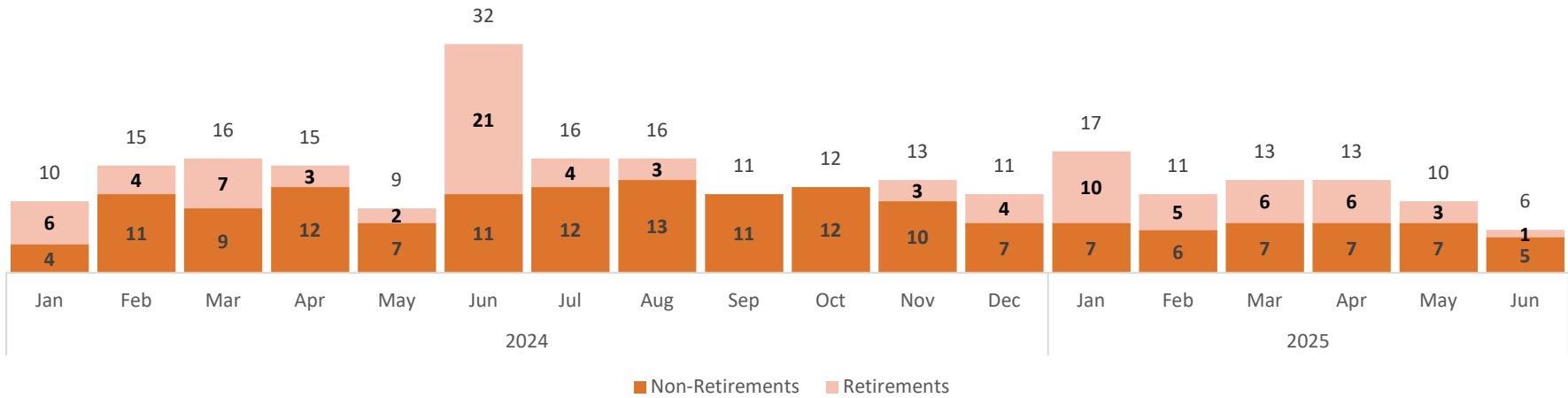
Filled FTE Vacant FTE Vacancy Rate

## ZSFG Appointments



New Hires Transfers Rehires

ZSFG Separations



ZSFG Appointments and Separations

