

Zuckerberg San Francisco General Hospital Joint Conference Committee
Human Resources Summary Report – April 2025
Erika Thorson – Director, Hiring & Selection
May 9, 2025

Vacancy Rates: The total hospital vacancy rate for April was at 6.83% for authorized and 1.11% with attrition savings, compared to March's 2025 vacancy rate of 7.24% authorized. We've hired a total of thirty-two (32) employees between April 1 and April 30, 2025, in various classifications including RNs and had three (3) separations during the same period of which none were retirements. RN vacancy rate is 3.64% for authorized and -1.33% with attrition savings.

Hiring Status Updates:

The Department of Public Health Human Resources team understands that retention is key to maintaining a fully staffed workforce. Every other year, we administer an Employee Engagement Survey, a 33- question survey that measures the quality of employees' work experience through the lens of engagement, leadership, safety, equity, and work culture. This survey not only provides information to DPH-HR around how our workforce is doing but also generates a roadmap we can use to support our staff based on their specific needs. DPH-HR launched the 2025 Employee Engagement survey on May 1st and it is open until May 31st.

In 2023, we successfully received surveys from 61% of the Department of Public Health, including 51% of ZSFG. As this is an optional survey, we are unable to require completion. To encourage an increase participation in the survey this year, we've allocated iPads for ZSFG staff and made the survey available on personal devices through a QR codes posted around our buildings. We look forward to using the results of the survey to better understand our staff's specific needs and support our teams over time.

Summary of ZSFG non-RN hiring: One (1) 2930 Behavioral Health Clinician. Two (2) 2430 Medical Evaluations Assistants. One (1) 2330 Anesthetist. One (1) 2740 Porter Supervisor. One (1) 2409 Pharmacy Technician.

RN Hiring Status Update: Eighteen (18) nurses were hired at ZSFG in April, including reassignments. Twenty-two (23) 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. We hope to have updates on these efficiencies by the beginning of fiscal year 2025/2026.

Summary of ZSFG RN Hiring: Emergency Care Unit: 6.9 FTE Vacancies (4.62% of RNs in this specialty) with five selections made with target start work date on May 24, 2025, June 21, 2025, and July 5, 2025. Critical Care Unit: 6 FTE Vacancies (4.32% of RNs in this specialty) with six selections made with target start work date on June 7, 2025. Med-Surgical Unit: 12.1 FTE Vacancies (3.93% of RNs within this specialty) with five selections made with target start work dates on June 7, 2025. OR Unit: 2.30 FTE Vacancies (2.32% of RNs within this specialty) with selections pending.



Zuckerberg San Francisco General Hospital and Trauma Center
Vacancy Report | Apr 2025

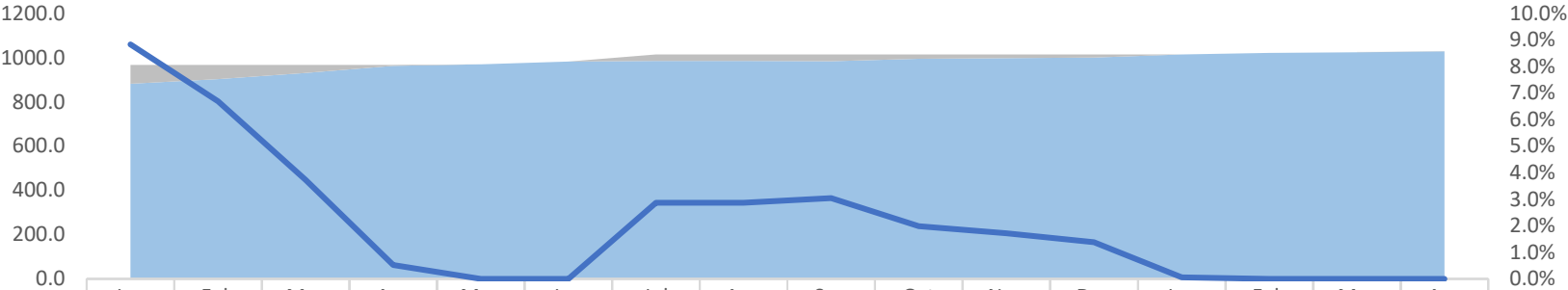


Budget Job Class	Job Title	Budgeted FTE	Utilized FTE	Vacant FTE	Vacancy Rate
2408	Senior Pharmacy Helper	1.0		1.0	100%
2619	Senior Food Service Supervisor	1.0		1.0	100%
9924	Public Service Aide - Health Services	1.0	0.0	1.0	99%
0933	Manager V	3.0	1.0	2.0	67%
0941	Manager VI	3.0	1.0	2.0	67%
2822	Health Educator	3.0	1.0	2.0	67%
0931	Manager III	9.0	4.0	5.0	56%
2202	Dental Aide	2.0	1.0	1.0	50%
2392	Senior Sterile Processing and Distribution Technician	2.0	1.0	1.0	50%
2558	Senior Physical Therapist	2.0	1.0	1.0	50%
2591	Health Program Coordinator II	2.0	1.0	1.0	50%
2738	Porter Assistant Supervisor	2.0	1.0	1.0	50%
2924	Medical Social Work Supv	2.0	1.0	1.0	50%
2496	Radiologic Technologist Supv	5.0	3.0	2.0	40%
2930	Behavioral Health Clinician	10.3	6.3	4.0	39%
2310	Surgical Procedures Technician	20.0	13.0	7.0	35%
0923	Manager II	7.0	5.0	2.0	29%
1663	Patient Accounts Supervisor	7.0	5.0	2.0	29%
2323	Clinical Nurse Specialist	12.0	9.0	3.0	25%
7524	Institution Utility Worker	4.0	3.0	1.0	25%
2585	Health Worker I	4.0	3.0	1.0	25%
2305	Psychiatric Technician	46.4	36.8	9.6	21%
2119	Health Care Analyst	15.0	12.0	3.0	20%
2654	Cook	10.0	8.0	2.0	20%
1635	Health Care Billing Clerk I	5.0	4.0	1.0	20%
1652	Accountant II	5.0	4.0	1.0	20%
1654	Accountant III	5.0	4.0	1.0	20%
1824	Principal Administrative Analyst	5.0	4.0	1.0	20%
2554	Therapy Aide	5.0	4.0	1.0	20%
2473	Diagnostic Medical Sonographer I, II, III	11.0	9.0	2.0	18%
2542	Speech Pathologist	5.0	4.1	0.9	18%
7335	Sr Stationary Engineer	6.0	5.0	1.0	17%
2453	Supervising Pharmacist	7.0	6.0	1.0	14%
2903	Hospital Eligibility Worker	96.4	84.1	12.3	13%
2328	Nurse Practitioner	72.8	64.3	8.5	12%
7334	Stationary Engineer	26.0	23.0	3.0	12%
2740	Porter Supervisor I	9.0	8.0	1.0	11%
2920	Medical Social Worker	34.9	31.9	3.0	9%
2314	Public Health Team Leader	23.8	21.8	2.0	8%
2324	Nursing Supervisor	12.0	11.0	1.0	8%
2593	Health Program Coordinator III	12.0	11.0	1.0	8%

Budget Job Class	Job Title	Budgeted FTE	Utilized FTE	Vacant FTE	Vacancy Rate
2604	Food Service Worker	52.6	49.0	3.6	7%
2618	Food Service Supervisor	7.5	7.0	0.5	7%
2430	Medical Evaluations Assistant	123.5	115.6	7.9	6%
1932	Assistant Storekeeper	17.0	16.0	1.0	6%
2908	Senior Hospital Eligibility Worker	69.0	65.0	4.0	6%
2322	Nurse Manager	35.0	33.0	2.0	6%
2586	Health Worker II	35.5	33.5	2.0	6%
2548	Occupational Therapist	18.9	17.9	1.0	5%
1636	Health Care Billing Clerk II	21.0	20.0	1.0	5%
1708	Senior Telephone Operator	11.0	10.5	0.5	5%
1429	Nurses Staffing Assistant	11.3	10.8	0.5	4%
1428	Unit Clerk	45.8	43.8	2.0	4%
2312	Licensed Vocational Nurse	46.4	44.4	2.0	4%
2587	Health Worker III	23.5	22.5	1.0	4%
2556	Physical Therapist	24.4	23.4	1.0	4%
2320	Registered Nurse	1067.1	1028.3	38.8	4%
2450	Pharmacist	30.5	29.5	1.0	3%
2409	Pharmacy Technician	57.0	56.0	1.0	2%
2471	Radiologic Technologist I, II, III	73.7	72.7	1.0	1%
2736	Porter	189.5	187.5	2.0	1%
2303	Patient Care Assistant	190.0	188.2	1.8	1%

ZSFG 2320 RN Vacancy Trend

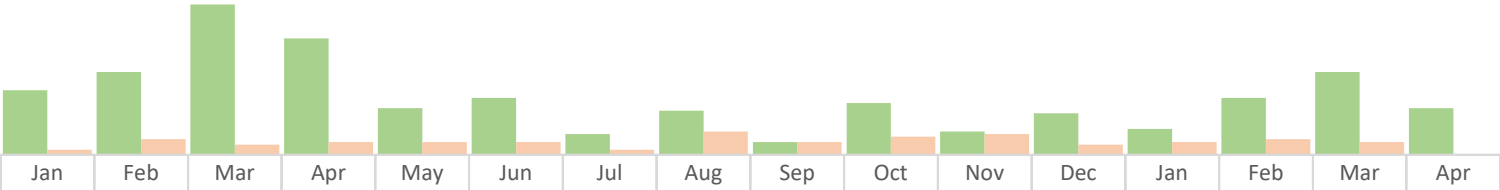
with Attrition Savings



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

Filled FTE Vacant FTE Vacancy Rate

2320 RN ZSFG Appointments and Separations

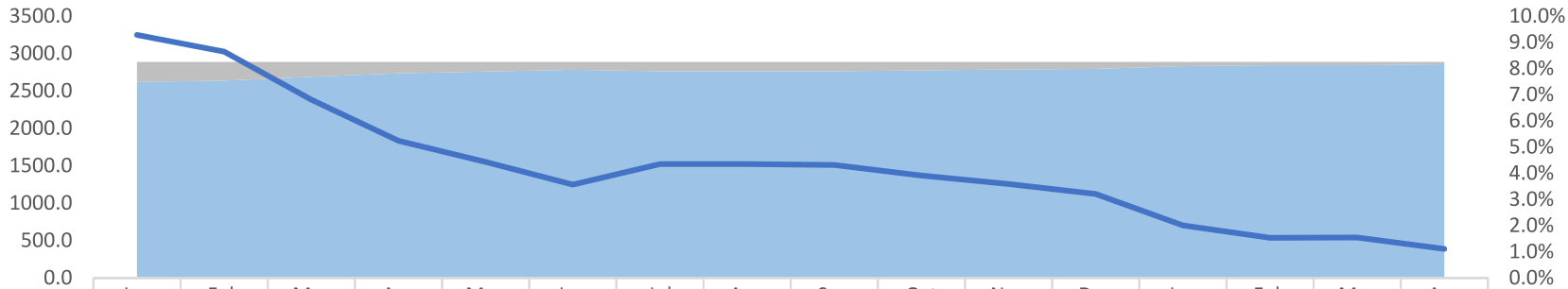


	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr
	2024												2025			
Appointments	25	32	58	45	18	22	8	17	5	20	9	16	10	22	32	18
Separations	2	6	4	5	5	5	2	9	5	7	8	4	5	6	5	0
Headcount	1,007	977	1,029	1,061	1,097	1,120	1,124	1,124	1,122	1,133	1,138	1,138	1,141	1,163	1,167	1,171

Appointments Separations Headcount

ZSFG Vacancy Trend

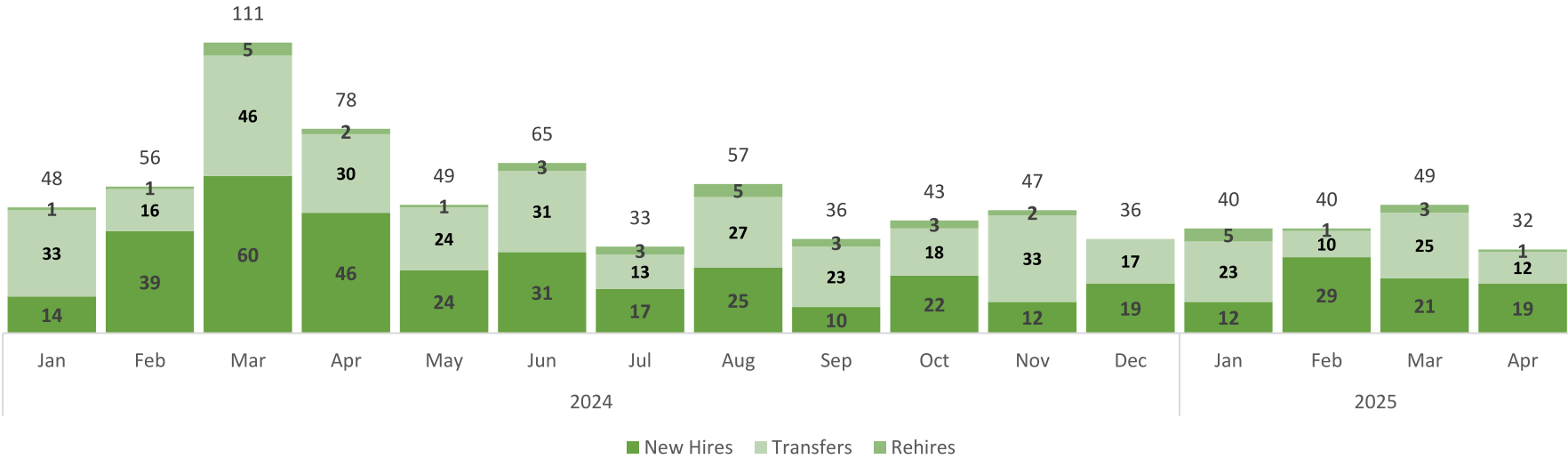
with Attrition Savings



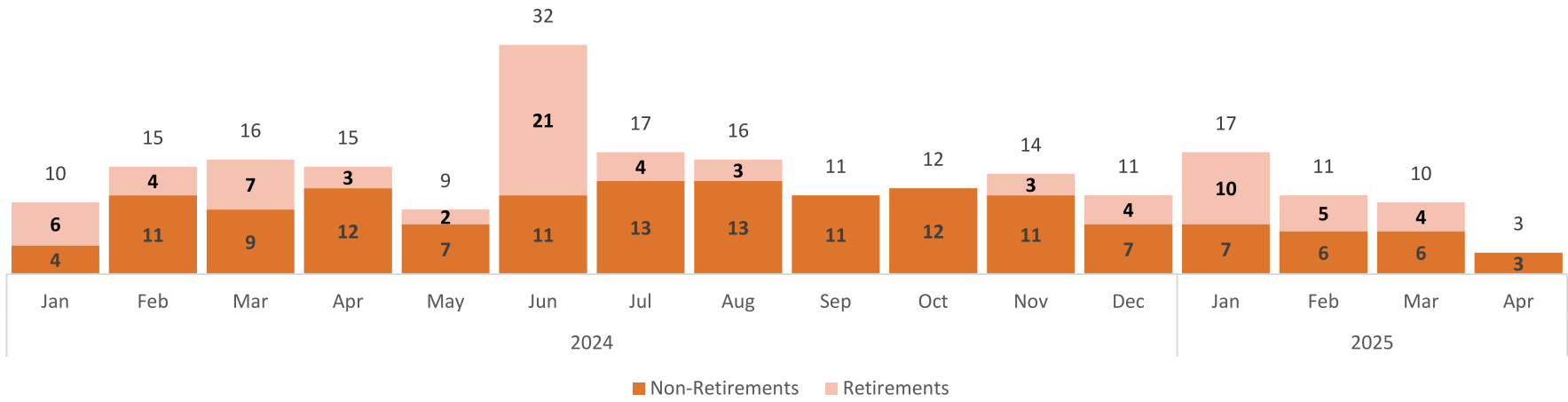
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr
2024													2025			
Vacant FTE	268.2	249.8	196.9	151.5	128.1	103.0	125.7	125.7	124.7	113.2	103.7	92.6	58.1	44.5	44.7	32.1
Filled FTE	2620.7	2639.1	2692.0	2737.4	2760.8	2785.8	2764.2	2764.2	2765.1	2776.7	2786.2	2797.2	2831.8	2845.4	2845.2	2857.7
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%

Filled FTE Vacant FTE Vacancy Rate

ZSFG Appointments



ZSFG Separations



ZSFG Appointments and Separations

