

Zuckerberg San Francisco General Hospital Joint Conference Committee
Human Resources Summary Report – May 2025
Erika Thorson – Director, Hiring & Selection
June 23, 2025

Vacancy Rates: The total hospital vacancy rate for May was at 6.84% for authorized and 1.13% with attrition savings, compared to April's 2025 vacancy rate of 6.83% authorized. We've hired a total of twenty-eight (28) employees between May 1 and May 31, 2025, in various classifications including RNs and had seven (7) separations during the same period of which one (1) was a retirement. RN Vacancy rate is 3.94% for authorized and -1.01% with attrition savings.

Hiring Status Updates:

The Department of Public Health Human Resources team has dedicated concerted efforts to increase our efficiency and decrease our time to hire as we close out FY2425 and plan for FY2526. DPH HR's Operations team now has dedicated teams organized around hiring functions, such as pre-employment, offboarding, and employment services, allowing our Hiring and Selection team to focus on streamlining and expediting hiring.

Hiring and Selection is working in close collaboration with our Data and Process Improvement team to update how we interact with our hiring data on a regular basis, to better identify roadblocks and ensure efficient hiring processes. Finally, our HR Director of Operations is spearheading a new HR system, HRise, which aims to modernize, streamline, and integrate our talent management processes. 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 May we announced that DPH launched our Employee Engagement Survey that measures the quality of employees' work experience through the lens of engagement, leadership, safety, equity, and work culture. We have extended our employees' submission deadline from May 31st to June 16th. We are looking forward to providing updates as they become available.

Summary of ZSFG non-RN hiring:

- One (1) 1635 Health Billing Clerk
- One (1) 2119 Health Care Analyst
- Three (3) Psychiatric Technicians
- One (1) 2312 Licensed Vocational Nurse
- Three (3) 2328 Nurse Practitioners
- Two (2) 2430 Medical Evaluations Assistant
- One (1) 2618 Food Service Supervisor.

RN Hiring Status Update:

- Fifteen (15) nurses were hired at ZSFG in May, including reassignments.
- Thirty-eight (38) 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: 4.24 FTE Vacancies (2.84% of RNs in this specialty) with four (4) selections made with target start work date on June 7th, June 21st, and July 5th.
- Intensive Care Unit: 8.62 FTE Vacancies (6.21% of RNs in this specialty) with one (1) selection made with target start work date on June 7, 2025.

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- Med-Surgical Unit: 13.8 FTE Vacancies (4.54% of RNs within this specialty) with twelve (12) selections made with target start work dates on June 7th and June 21st, 2025. Perioperative Unit: 4.2 FTE Vacancies (4.24% RNs with this specialty).



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

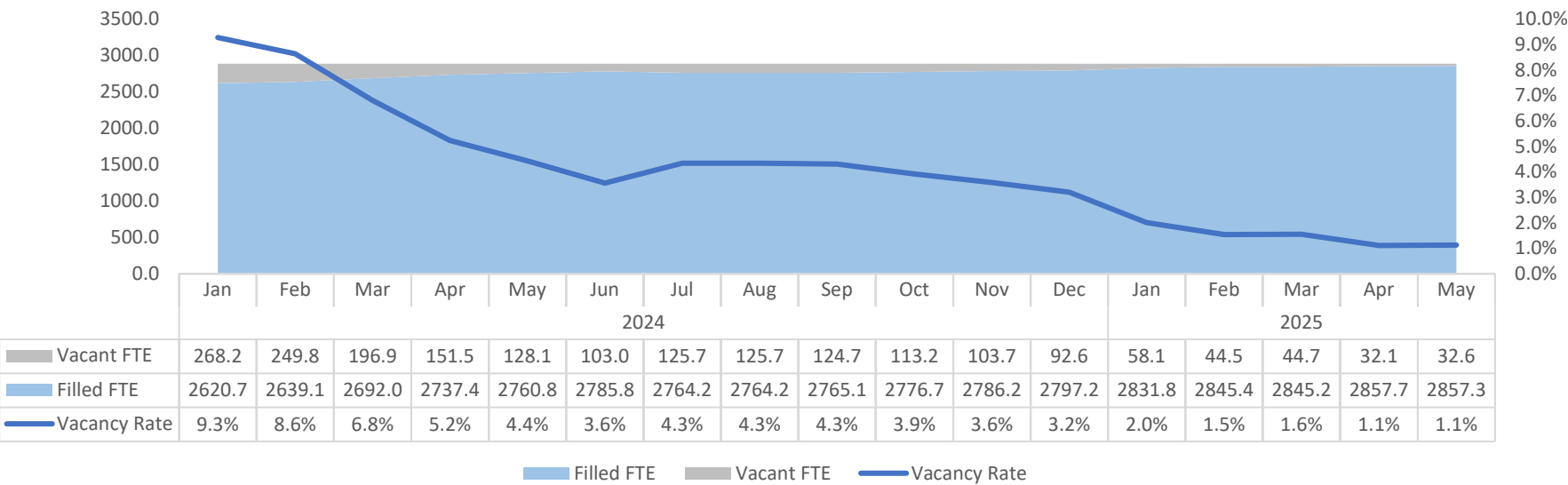


Budget Job Class	Job Title	Budgeted FTE	Utilized FTE	Vacant FTE	Vacancy Rate
2408	Senior Pharmacy Helper	1.0	0.0	1.0	100%
6139	Sr Industrial Hygienist	1.0	0.0	1.0	100%
7236	Locksmith Supervisor 1	1.0	0.0	1.0	100%
8211	Supervising Building and Grounds Patrol Officer	1.0	0.0	1.0	100%
9924	Public Service 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%
1408	Principal Clerk	4.0	2.0	2.0	50%
2202	Dental Aide	2.0	1.0	1.0	50%
2392	Senior Sterile Processing and Distribution Technician	2.0	1.0	1.0	50%
2496	Radiologic Technologist Supv	6.0	3.0	3.0	50%
2520	Morgue Attendant	1.0	0.5	0.5	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%
2310	Surgical Procedures Technician	22.0	13.0	9.0	41%
1404	Clerk	5.0	3.0	2.0	40%
2930	Behavioral Health Clinician	10.5	6.3	4.2	40%
0923	Manager II	7.0	5.0	2.0	29%
1663	Patient Accounts Supervisor	7.0	5.0	2.0	29%
0942	Manager VII	4.0	3.0	1.0	25%
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%
2119	Health Care Analyst	17.0	13.0	4.0	24%
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%
2654	Cook	10.0	8.0	2.0	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%
1406	Senior Clerk	30.0	25.0	5.0	17%
7335	Sr Stationary Engineer	6.0	5.0	1.0	17%
2903	Hospital Eligibility Worker	98.4	83.1	15.3	16%
2305	Psychiatric Technician	46.4	39.4	7.0	15%
2472	Radiologic Technologist Lead	6.8	5.8	1.0	15%
2453	Supervising Pharmacist	7.0	6.0	1.0	14%

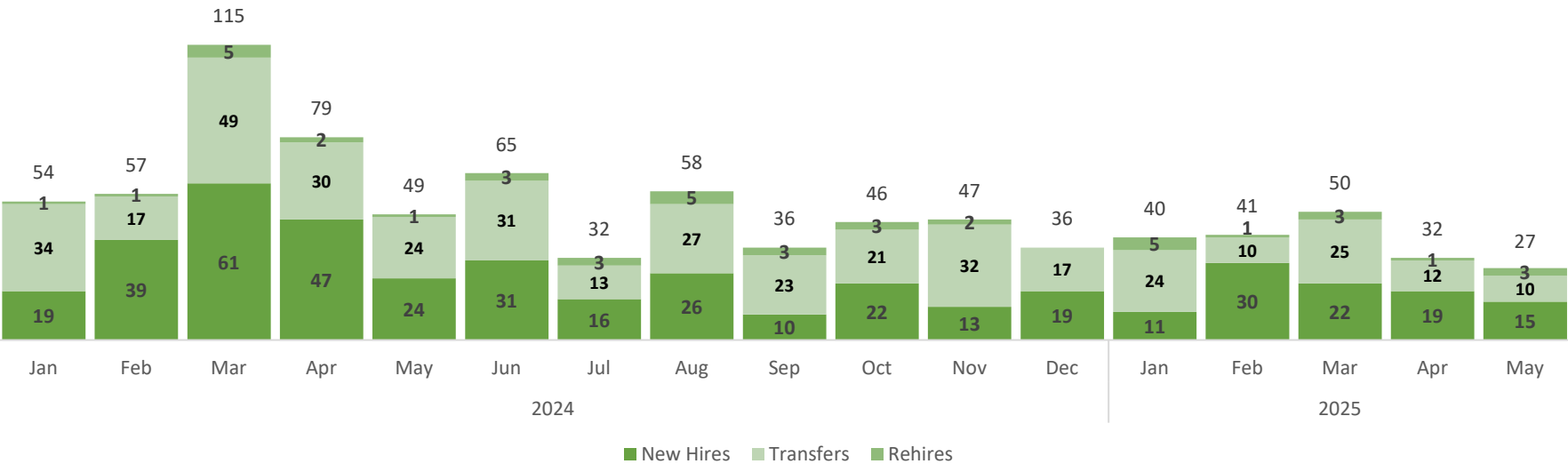
Budget Job Class	Job Title	Budgeted FTE	Utilized FTE	Vacant FTE	Vacancy Rate
2328	Nurse Practitioner	72.8	62.5	10.3	14%
2314	Public Health Team Leader	23.8	20.8	3.0	13%
7334	Stationary Engineer	26.0	23.0	3.0	12%
1428	Unit Clerk	49.3	43.8	5.5	11%
2586	Health Worker II	37.5	33.5	4.0	11%
2920	Medical Social Worker	34.9	31.9	3.0	9%
2587	Health Worker III	23.5	21.5	2.0	9%
2324	Nursing Supervisor	12.0	11.0	1.0	8%
2593	Health Program Coordinator III	12.0	11.0	1.0	8%
2604	Food Service Worker	53.1	49.0	4.1	8%
2430	Medical Evaluations Assistant	127.3	117.6	9.7	8%
2908	Senior Hospital Eligibility Worker	70.0	65.0	5.0	7%
2618	Food Service Supervisor	7.5	7.0	0.5	7%
2606	Senior Food Service Worker	8.0	7.5	0.5	6%
1932	Assistant Storekeeper	17.0	16.0	1.0	6%
2322	Nurse Manager	35.0	33.0	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%
2409	Pharmacy Technician	57.5	55.0	2.5	4%
2556	Physical Therapist	24.4	23.4	1.0	4%
2320	Registered Nurse	1067.1	1025.1	42.0	4%
2450	Pharmacist	30.5	29.5	1.0	3%
2424	X-Ray Laboratory Aide	34.5	33.5	1.0	3%
2471	Radiologic Technologist I, II, III	74.7	72.7	2.0	3%
2312	Licensed Vocational Nurse	46.4	45.4	1.0	2%
2736	Porter	189.5	186.5	3.0	2%
2303	Patient Care Assistant	190.0	188.2	1.8	1%

ZSFG Vacancy Trend

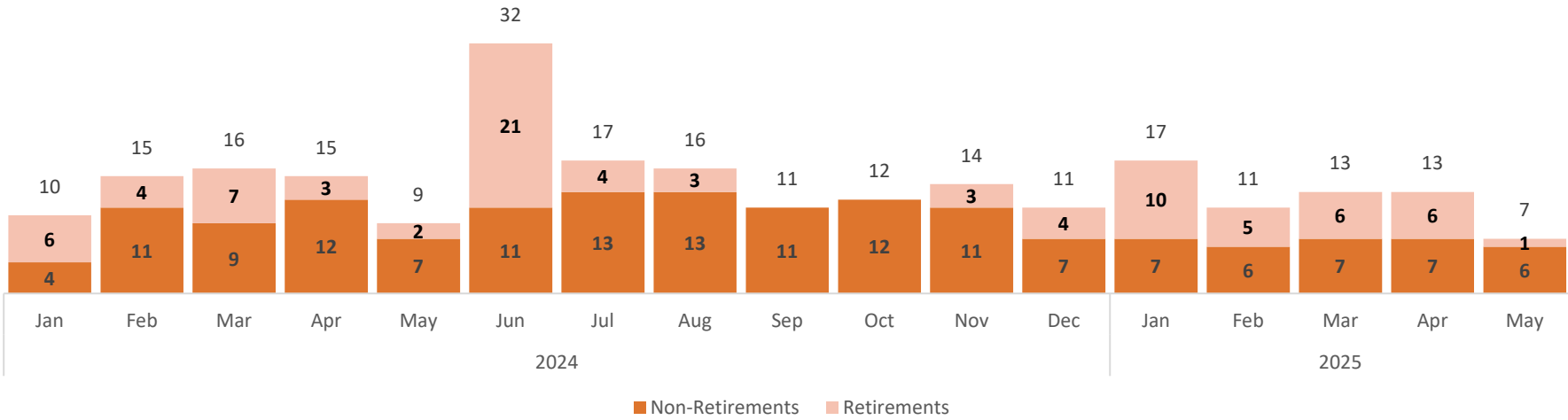
with Attrition Savings



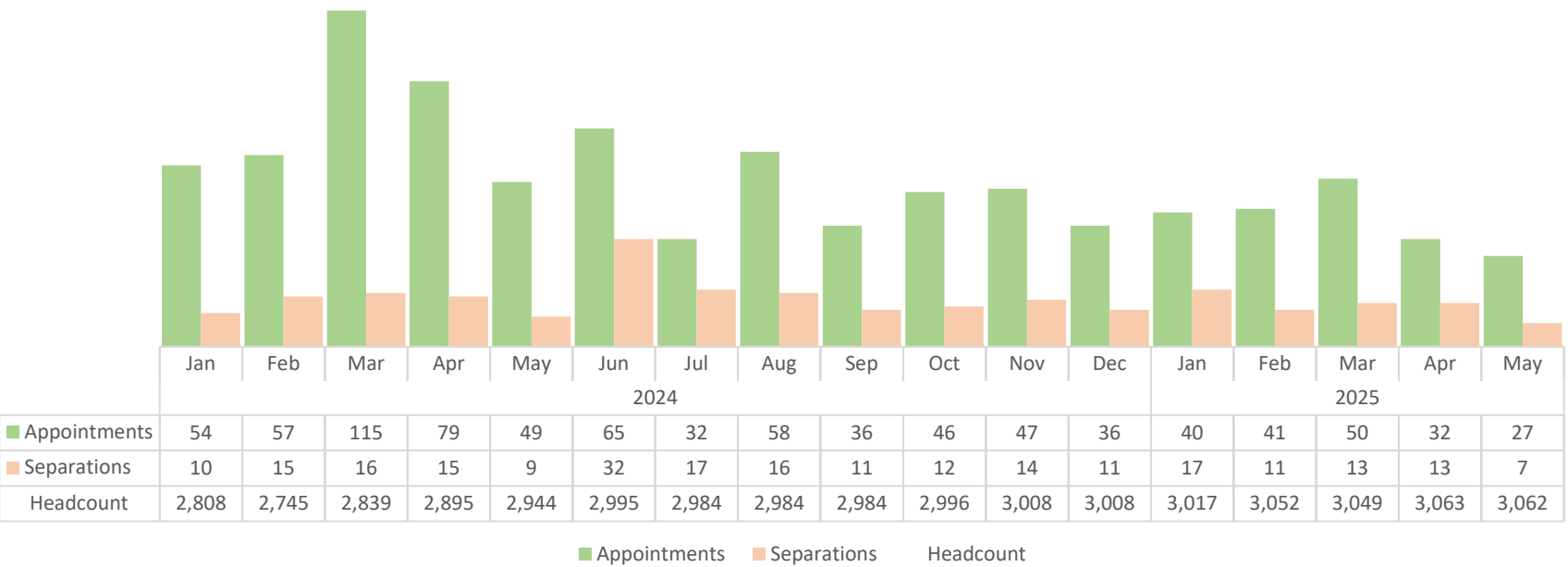
ZSFG Appointments



ZSFG Separations

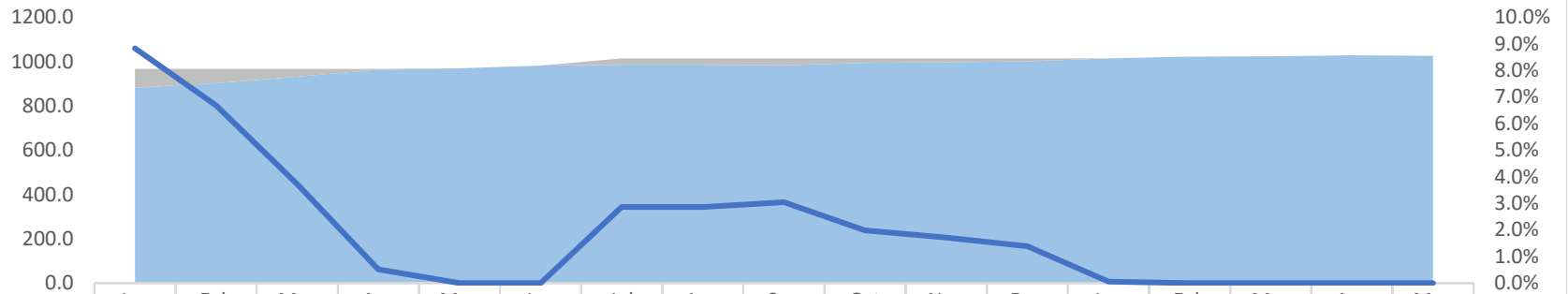


ZSFG Appointments and Separations



ZSFG 2320 RN Vacancy Trend

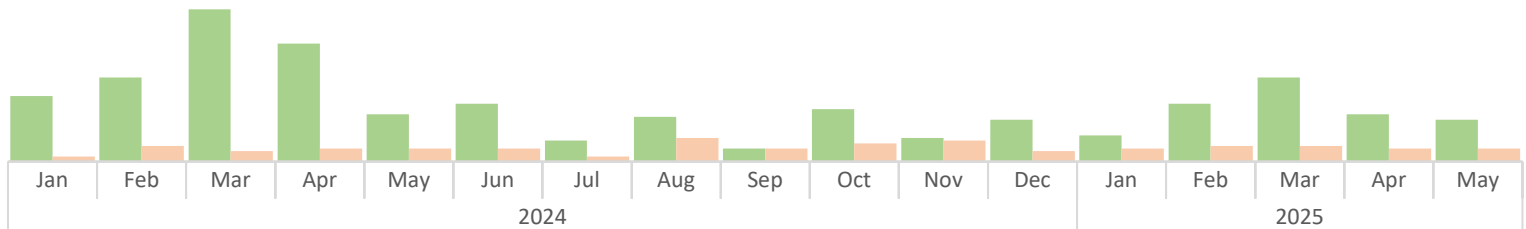
with Attrition Savings



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

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

Appointments Separations Headcount