

## Zuckerberg San Francisco General Hospital Joint Conference Committee Human Resources Summary Report – February 2026

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**Vacancy Rates:** The total hospital vacancy rate for February 2026 is 5.51%, 0.39% with attrition savings, compared to the January 2026 total vacancy rate of 5.18%. We've hired twenty-two (22) employees between February 1 and February 28, 2026, in various classifications including RNs. There were five (5) separations during the same period of which two (2) were retirements. The February RN vacancy rate is 2.6%, -2.24% with attrition savings.

**Hiring Status Updates:** The HR leadership team continues to partner with division leadership and the finance team to support hiring and selection efforts.

**Summary of ZSFG non-RN hiring:**

- One (1) 2930 Behavioral Health Clinician
- Two (2) 2604 Food Service Workers
- One (1) 2558 Senior Physical Therapist
- One (1) 2473 Diagnostic Medical Sonographer
- One (1) 2471 Radiologic Technologist
- One (1) 2409 Pharmacy Technician
- One (1) 2324 Nursing Supervisor
- One (1) 2312 Licensed Vocational Nurse
- One (1) 2308 Endoscopy Technician
- Two (2) 2303 Certified Nursing Assistants
- One (1) 2119 Health Care Analyst
- One (1) 1428 Unit Clerk

**RN Hiring Status Update:**

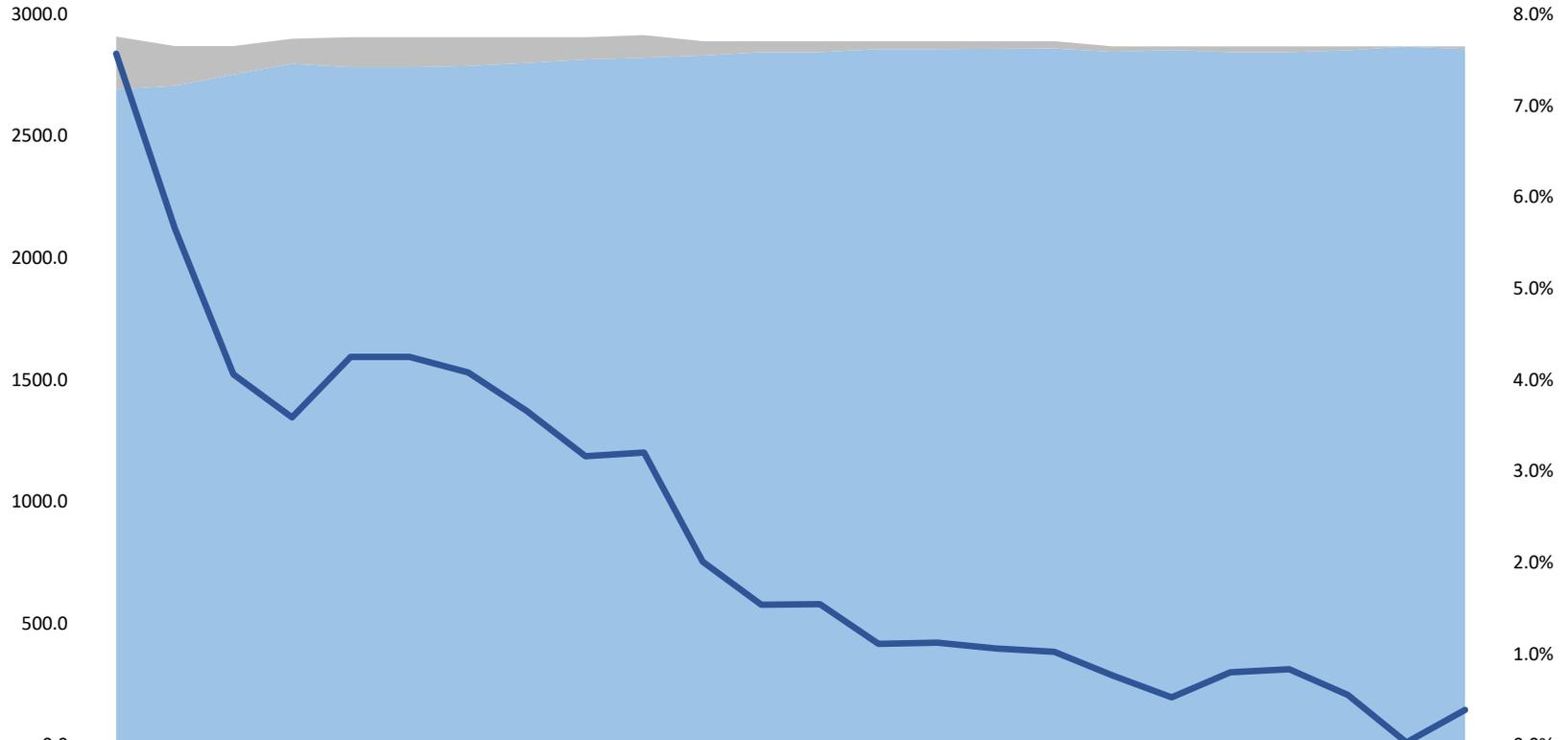
- Eight (8) 2320 nurses were hired at ZSFG in February, including reassignments.

**Summary of ZSFG RN Hiring:**

- Emergency Care Unit: 1.5 FTE Vacancies (1% of RNs in this specialty) *with selections pending*
- Intensive Care Unit: 0.9 FTE Vacancies (0.65% of RNs in this specialty) *with selections pending*
- Med-Surgical Unit: 6.60 FTE Vacancies (2.07% of RNs within this specialty) *with six (6) 2320 selections made*
- Perioperative Unit: 3.19 FTE Vacancies (3.16% RNs with this specialty) *with two (2) 2320 selections made*

# ZSFG Vacancy Trend by Full Time Equivalent (FTE)

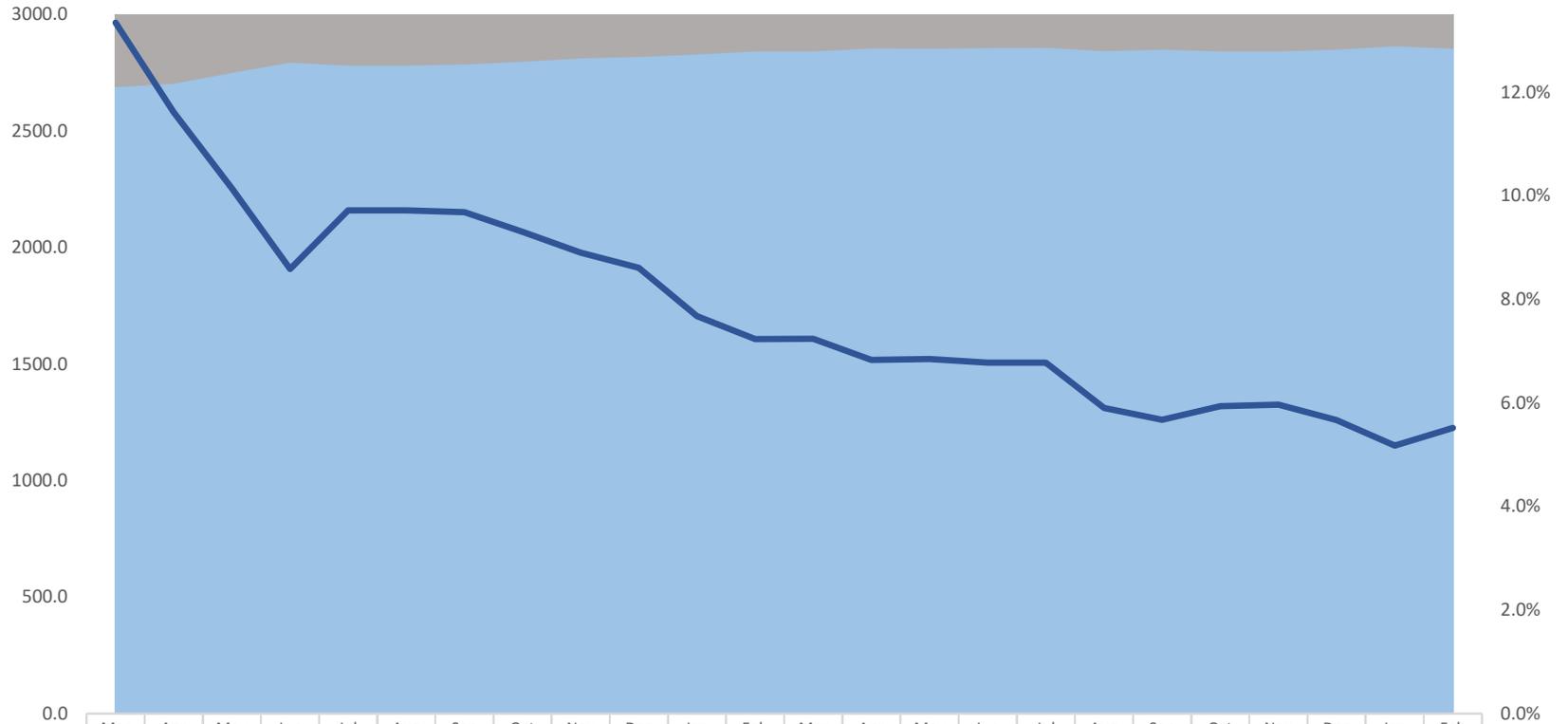
## With Attrition Savings



	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb
	2024											2025							2026					
Vacant FTE	217.3	162.4	116.5	103.0	122.9	122.9	118.0	105.8	91.5	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	11.2
Filled FTE	2692.0	2707.2	2753.1	2797.5	2784.1	2784.1	2789.0	2801.2	2815.5	2822.5	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	2857.5
Vacancy Rate	7.6%	5.7%	4.1%	3.6%	4.3%	4.3%	4.1%	3.7%	3.2%	3.2%	2.0%	1.5%	1.5%	1.1%	1.1%	1.1%	1.0%	0.8%	0.5%	0.8%	0.8%	0.6%	0.0%	0.4%

■ Filled FTE    
 ■ Vacant FTE    
 — Vacancy Rate

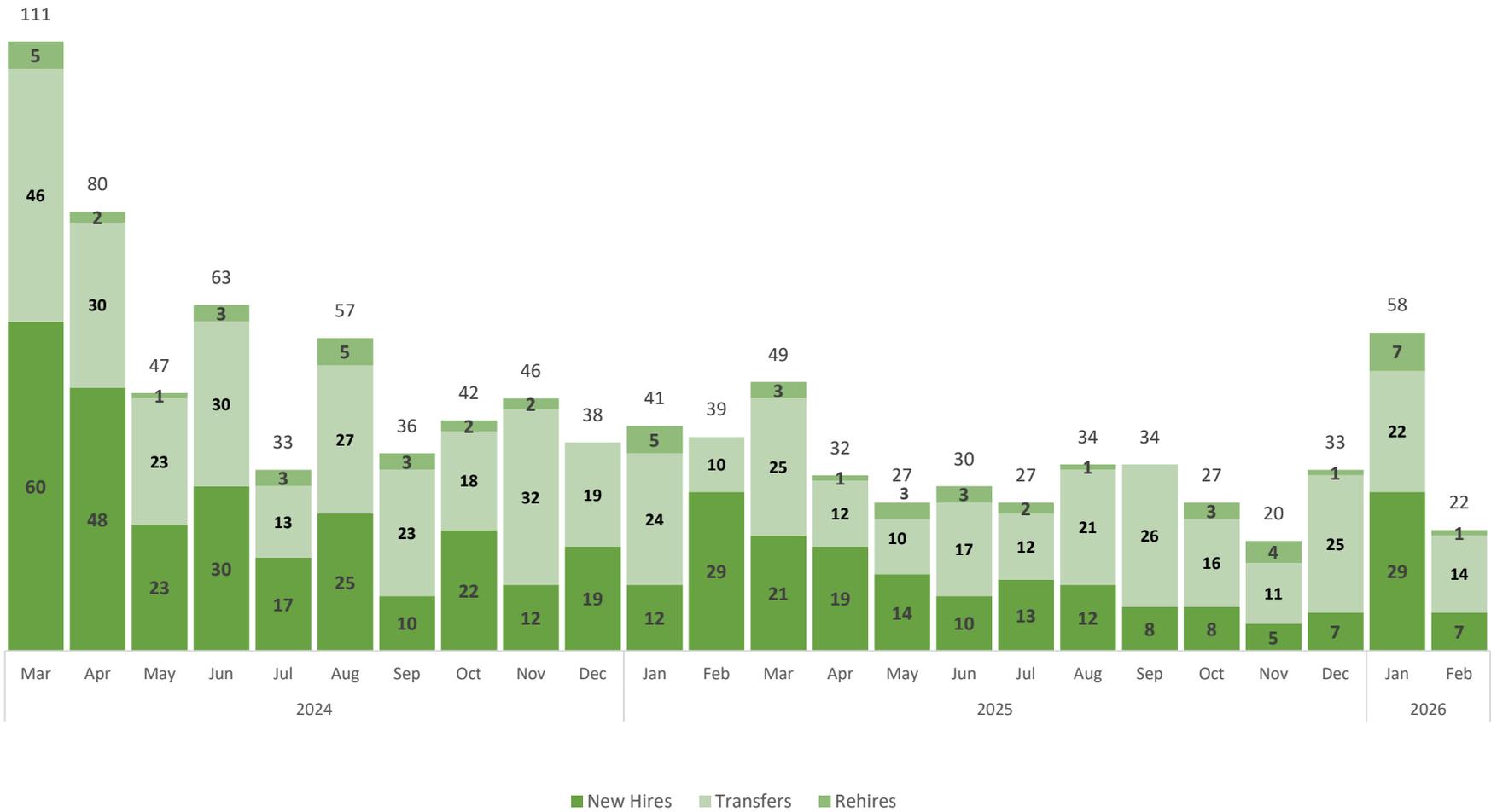
## ZSFG Vacancy Trend by Full Time Equivalent (FTE) Without Attrition Savings



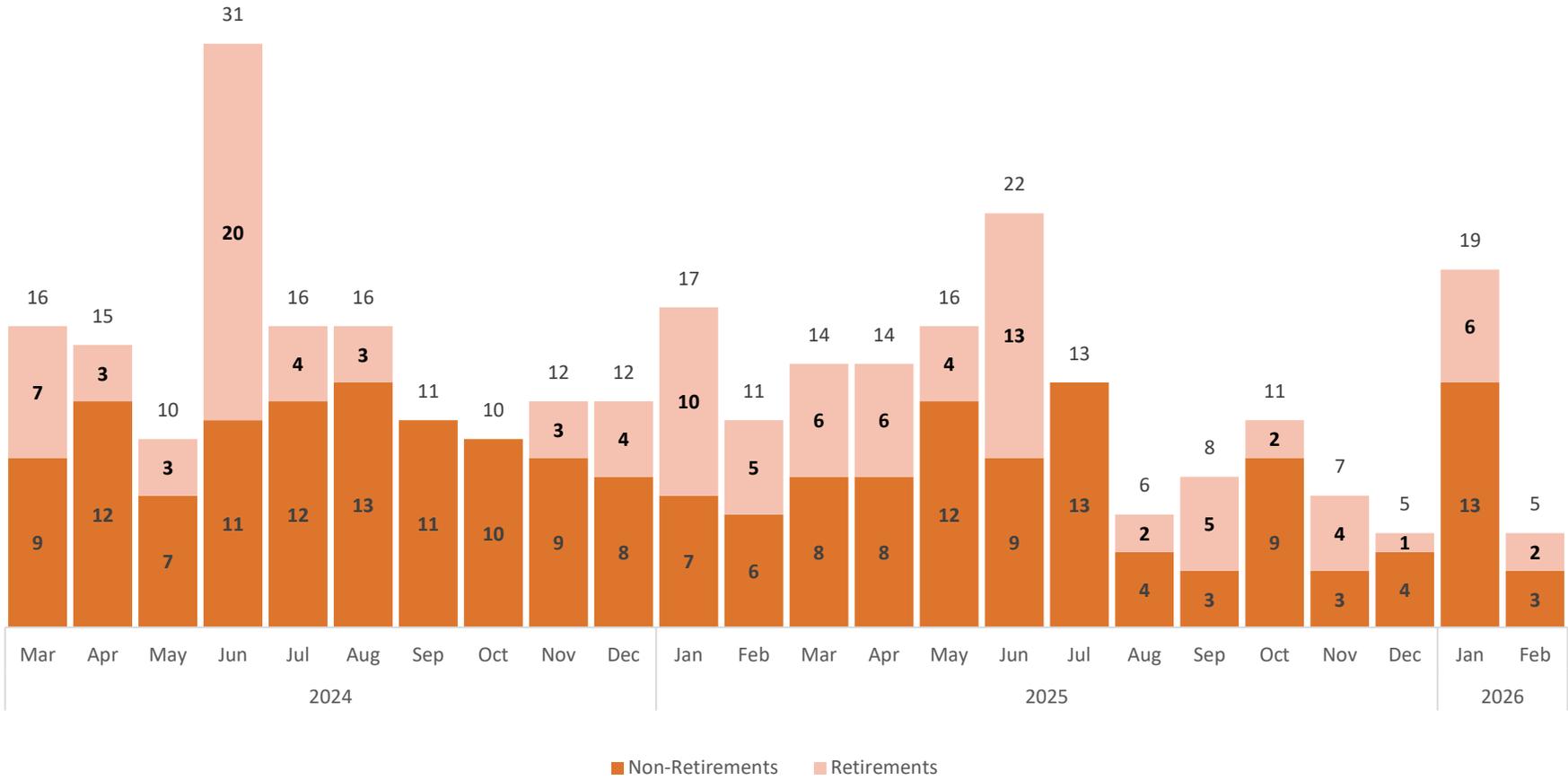
	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb
	2024											2025										2026		
Vacant FTE	406.9	354.3	309.4	261.9	297.8	297.8	296.8	285.2	272.9	263.9	235.4	221.7	222.0	209.4	209.8	207.8	207.8	178.5	171.8	179.6	180.5	171.5	156.6	166.8
Filled FTE	2692.0	2707.2	2753.1	2797.5	2784.1	2784.1	2789.0	2801.2	2815.5	2822.5	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	2857.5
Vacancy Rate	13.3%	11.6%	10.1%	8.6%	9.7%	9.7%	9.7%	9.3%	8.9%	8.6%	7.7%	7.2%	7.2%	6.8%	6.8%	6.8%	6.8%	5.9%	5.7%	5.9%	6.0%	5.7%	5.2%	5.5%

■ Filled FTE    
 ■ Vacant FTE    
 — Vacancy Rate

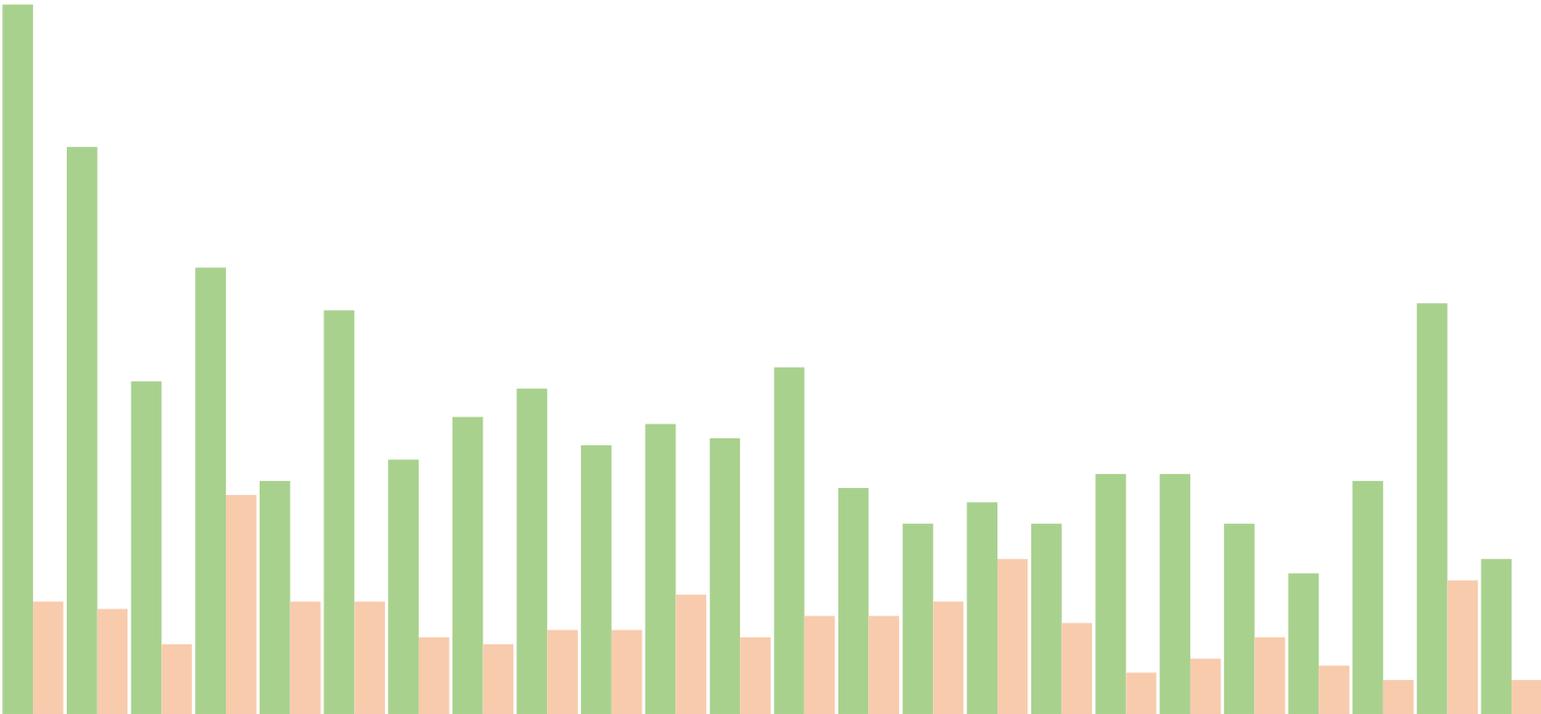
## ZSFG Appointments (Permanently Funded Positions)



## ZSFG Separations



# ZSFG Appointments and Separations

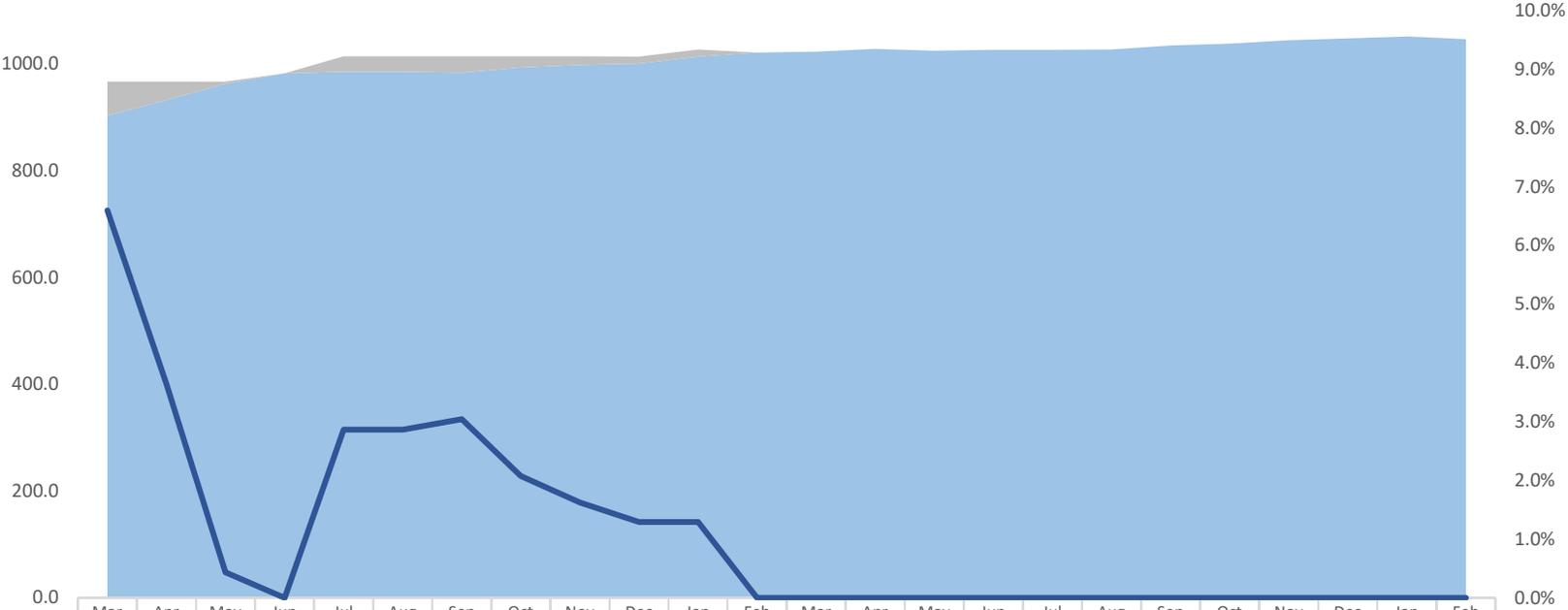


	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb
	2024										2025										2026			
■ Appointments	111	80	47	63	33	57	36	42	46	38	41	39	49	32	27	30	27	34	34	27	20	33	58	22
■ Separations	16	15	10	31	16	16	11	10	12	12	17	11	14	14	16	22	13	6	8	11	7	5	19	5
Headcount	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	3,064

■ Appointments   ■ Separations   Headcount

# ZSFG 2320 RN Vacancy Trend by Full Time Equivalent (FTE)

With Attrition Savings

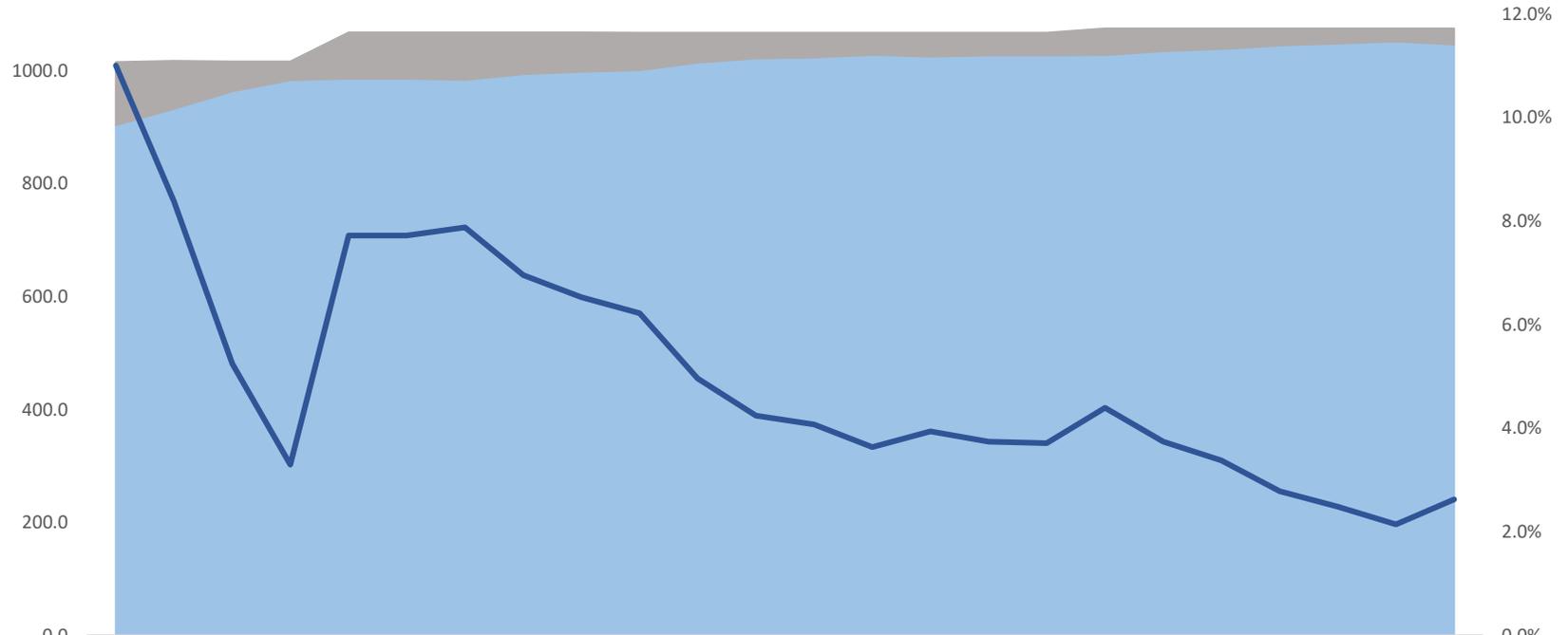


	Mar	Apr	May	Jun	2024							2025												2026		
Vacant FTE	63.8	35.2	4.2	0.0	29.1	29.1	30.9	21.0	16.5	13.1	13.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Filled FTE	903.6	932.2	963.2	983.0	985.7	985.7	983.9	993.7	998.3	1000.7	1014.2	1021.9	1023.6	1028.3	1025.1	1027.1	1027.1	1027.6	1034.6	1038.5	1044.9	1048.1	1051.8	1046.6		
Vacancy Rate	6.6%	3.6%	0.4%	0.0%	2.9%	2.9%	3.0%	2.1%	1.6%	1.3%	1.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

■ Filled FTE   
 ■ Vacant FTE   
 — Vacancy Rate

# ZSFG 2320 RN Vacancy Trend by Full Time Equivalent (FTE)

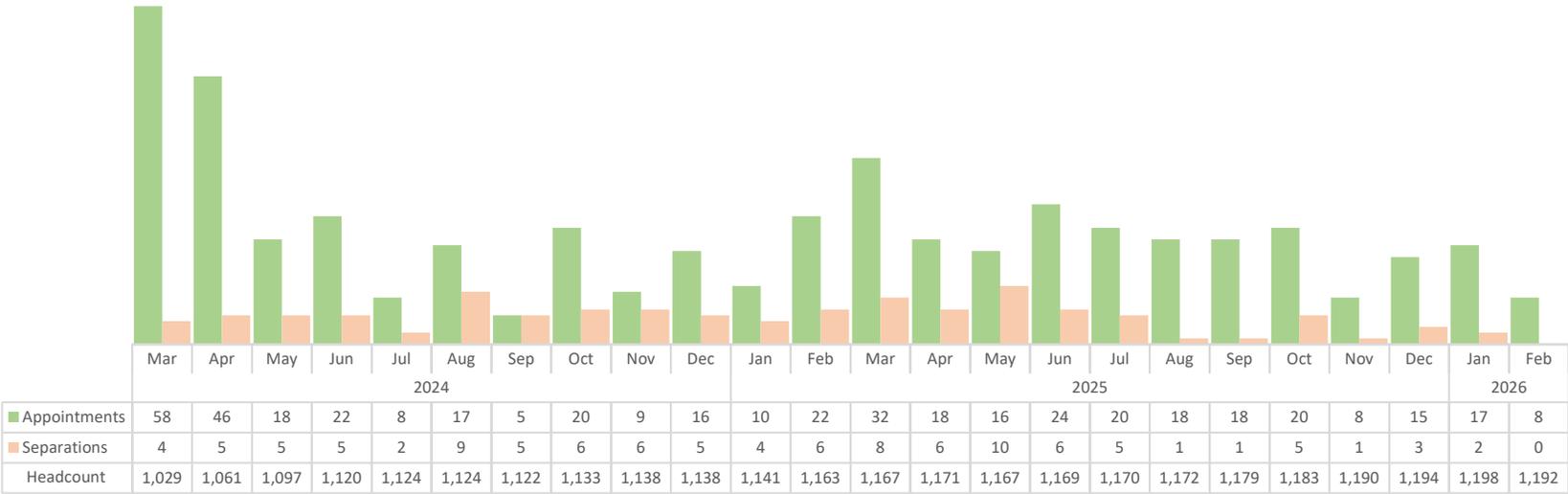
Without Attrition Savings



	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb
	2024											2025						2026						
Vacant FTE	111.9	85.3	53.3	33.6	82.3	82.3	84.0	74.2	69.6	66.4	52.9	45.3	43.5	38.8	42.0	39.9	39.9	47.3	40.2	36.4	30.0	26.8	23.1	28.3
Filled FTE	903.6	932.2	963.2	983.0	985.7	985.7	983.9	993.7	998.3	1000.7	1014.2	1021.9	1023.6	1028.3	1025.1	1027.1	1027.1	1027.6	1034.6	1038.5	1044.9	1048.1	1051.8	1046.6
Vacancy Rate	11.0%	8.4%	5.2%	3.3%	7.7%	7.7%	7.9%	7.0%	6.5%	6.2%	5.0%	4.2%	4.1%	3.6%	3.9%	3.7%	3.7%	4.4%	3.7%	3.4%	2.8%	2.5%	2.1%	2.6%

■ Filled FTE   
 ■ Vacant FTE   
 — Vacancy Rate

# 2320 RN ZSFG Appointments and Separations



■ Appointments   ■ Separations   ■ Headcount

Budget Job Class	Job Title	Budgeted FTE	Filled FTE	Vacant FTE	Vacancy Rate
2619	Senior Food Service Supervisor	1.00	0.00	1.00	100%
5177	Safety Officer	1.00	0.00	1.00	100%
9924	Public Service Aide - Health Services	1.00	0.00	1.00	100%
1404	Clerk	3.00	1.00	2.00	67%
2585	Health Worker I	4.00	1.99	2.01	50%
2112	Medical Records Technician	4.00	2.00	2.00	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%
2110	Medical Records Clerk	3.00	2.00	1.00	33%
7335	Sr Stationary Engineer	6.00	4.00	2.00	33%
2310	Surgical Procedures Technician	18.00	13.00	5.00	28%
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%
2586	Health Worker II	35.50	28.50	7.00	20%
2587	Health Worker III	23.52	18.99	4.53	19%
2305	Psychiatric Technician	46.40	37.50	8.90	19%
2473	Diagnostic Medical Sonographer I, II, III	11.00	9.00	2.00	18%
2472	Radiologic Technologist Lead	5.80	4.80	1.00	17%
2556	Physical Therapist	24.40	20.45	3.95	16%
2903	Hospital Eligibility Worker	98.40	83.10	15.30	16%
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%
1708	Senior Telephone Operator	11.00	9.50	1.50	14%
2119	Health Care Analyst	15.00	13.00	2.00	13%
2312	Licensed Vocational Nurse	46.41	40.61	5.80	12%
1428	Unit Clerk	43.80	38.80	5.00	11%
2325	Nurse Midwife	4.44	3.94	0.50	11%
2471	Radiologic Technologist I, II, III	73.70	67.00	6.70	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%
1406	Senior Clerk	25.00	23.00	2.00	8%
2328	Nurse Practitioner	73.28	68.23	5.05	7%

Budget Job Class	Job Title	Budgeted FTE	Filled FTE	Vacant FTE	Vacancy Rate
2454	Clinical Pharmacist	29.50	27.50	2.00	7%
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%
7334	Stationary Engineer	26.00	25.00	1.00	4%
2604	Food Service Worker	52.60	50.60	2.00	4%
2430	Medical Evaluations Assistant	123.45	119.45	4.00	3%
2322	Nurse Manager	35.00	34.00	1.00	3%
2320	Registered Nurse	1,074.86	1,046.57	28.29	3%
2303	Certified Nursing Assistant	190.00	188.19	1.81	1%
2736	Porter	189.50	187.90	1.60	1%

Budget Job Class	Job Title	Vacancy Rate	Filled FTE	Vacant FTE	Notes	Est. Timeline (days)
2619	Senior Food Service Supervisor	100%	0.0	1.0	Pending Requisition approval	5-10 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	Interviews in progress/Pending Selection	30 days
1404	Clerk	67%	1.0	2.0	Pending Requisition Request by Hiring Manager	30 days
2585	Health Worker I	50%	2.0	2.0	Interviews in progress/Pending Selection	30 days
2112	Medical Records Technician	50%	2.0	2.0	Pending Requisition approval	5-10 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	40%	3.0	2.0	Interviews in progress/Pending Selection	30 days
1652	Accountant II	40%	3.0	2.0	Pending Requisition Request by Hiring Manager	30 days
0941	Manager VI	34%	2.0	1.0	Interviews in progress/Pending Selection	30 days
2110	Medical Records Clerk	33%	2.0	1.0	Pending Requisition approval	5-10 days
7335	Sr Stationary Engineer	33%	4.0	2.0	Pending Requisition approval	5-10 days
2310	Surgical Procedures Technician	28%	13.0	5.0	Pending Requisition approval	5-10 days
2330	Anesthetist	25%	11.4	3.9	Interviews in progress/Pending Selection	30 days
2554	Therapy Aide	25%	3.0	1.0	Pending Requisition Request by Hiring Manager	30 days
7524	Institution Utility Worker	25%	3.0	1.0	Onboarding	10-20 days
1654	Accountant III	20%	4.0	1.0	Onboarding	10-20 days
1824	Principal Administrative Analyst	20%	4.0	1.0	Pending Requisition Request by Hiring Manager	30 days
2586	Health Worker II	20%	28.5	7.0	Pending Requisition Request by Hiring Manager	30 days
2587	Health Worker III	19%	19.0	4.5	Pending Requisition Request by Hiring Manager	30 days
2305	Psychiatric Technician	19%	37.5	8.9	Pending Requisition Request by Hiring Manager	30 days
2473	Diagnostic Medical Sonographer I, II, III	18%	9.0	2.0	Pending Requisition approval	5-10 days
2472	Radiologic Technologist Lead	17%	4.8	1.0	Interviews in progress/Pending Selection	30 days
2556	Physical Therapist	16%	20.5	4.0	Pending Requisition approval	5-10 days
2903	Hospital Eligibility Worker	16%	83.1	15.3	Pending Requisition Request by Hiring Manager	30 days
1636	Health Care Billing Clerk II	14%	18.0	3.0	Interviews in progress/Pending Selection	30 days
1663	Patient Accounts Supervisor	14%	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
1708	Senior Telephone Operator	14%	9.5	1.5	Pending Announcement/Exam Administration	60-90 days
2119	Health Care Analyst	13%	13.0	2.0	Interviews in progress/Pending Selection	30 days
2312	Licensed Vocational Nurse	12%	40.6	5.8	Pending Requisition approval	5-10 days
1428	Unit Clerk	11%	38.8	5.0	Pending Requisition Request by Hiring Manager	30 days
2325	Nurse Midwife	11%	3.9	0.5	Pending Announcement/Exam Administration	60-90 days