



San Francisco
Department of Public Health

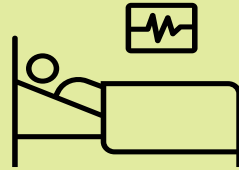
PERSONAL SERVICES CONTRACT REVIEW

RN and Nursing Ancillary (Non-RN)





Nursing Leadership Priorities



Quality care for all
patients



Appropriate staffing
conditions for all nursing

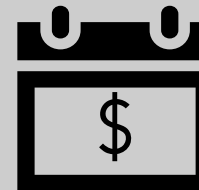


Hiring permanent civil
service staff

How We Staff



Permanent civil service
nursing staff



P103

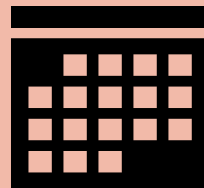


Overtime

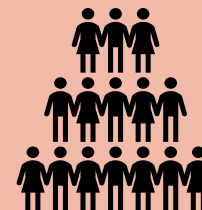


Registry

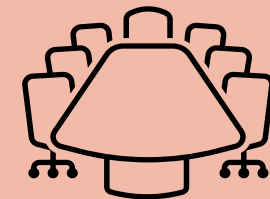
Registry Usage



Leaves



Patient Surge

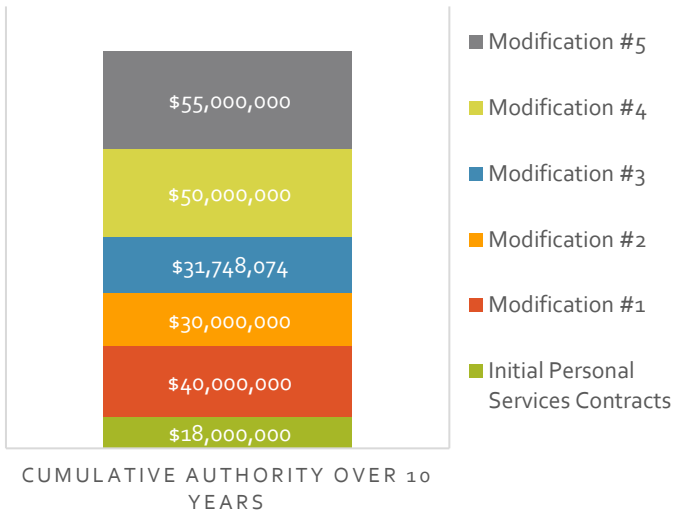


Vacancies

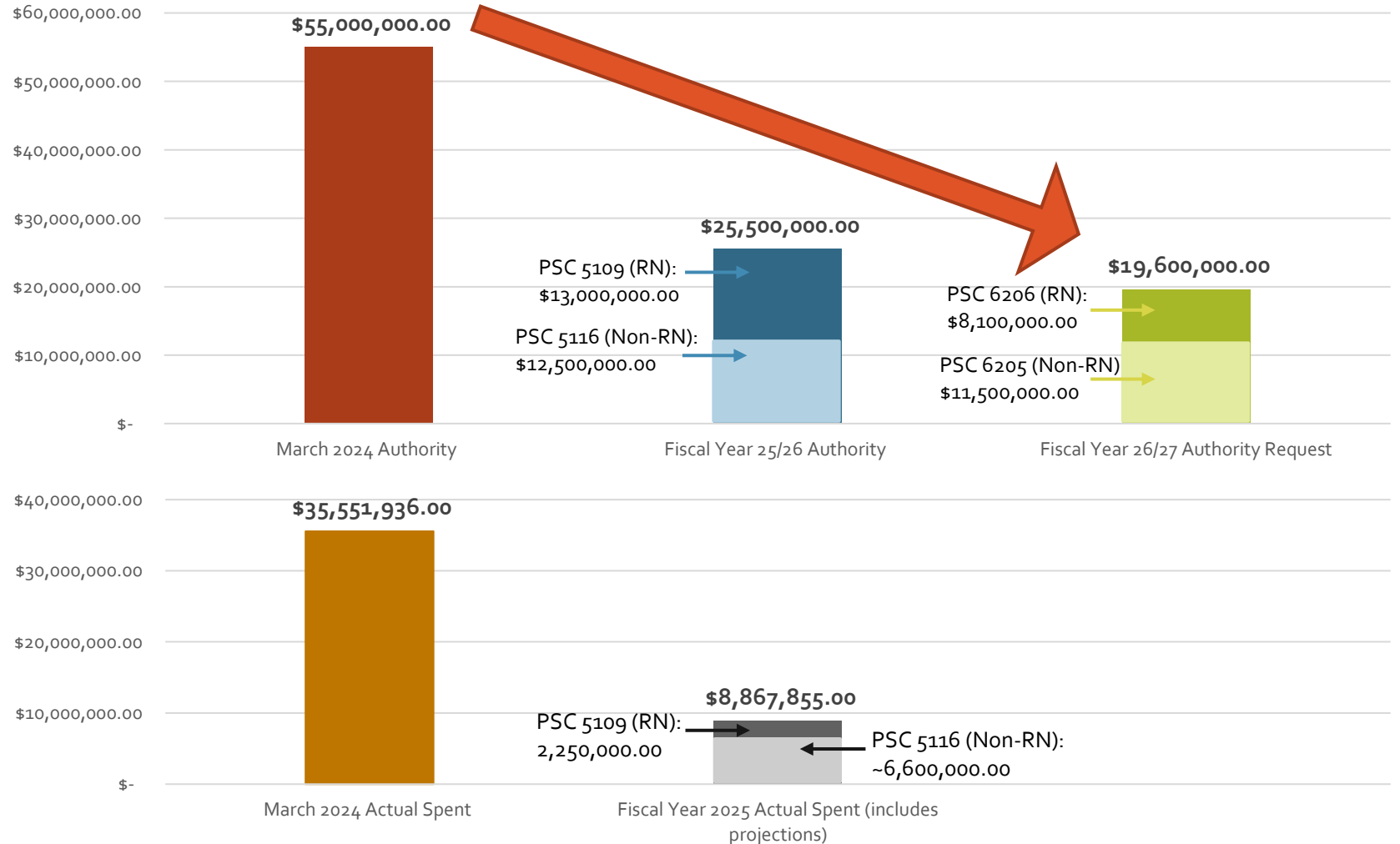


Personal Services Contract History and Current Request

PERSONAL SERVICES CONTRACT
10 YEAR HISTORY
[JULY 1, 2015 - JUNE 30, 2025]



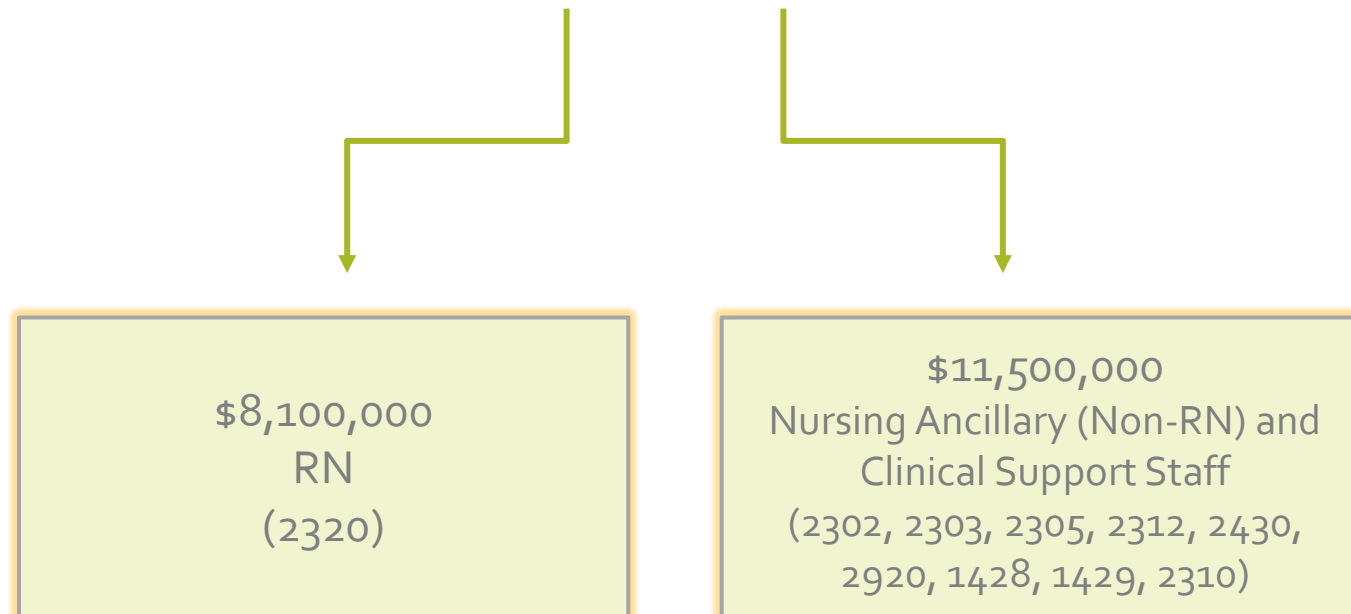
Recent PSC Authority Requests and Actual Expenditure





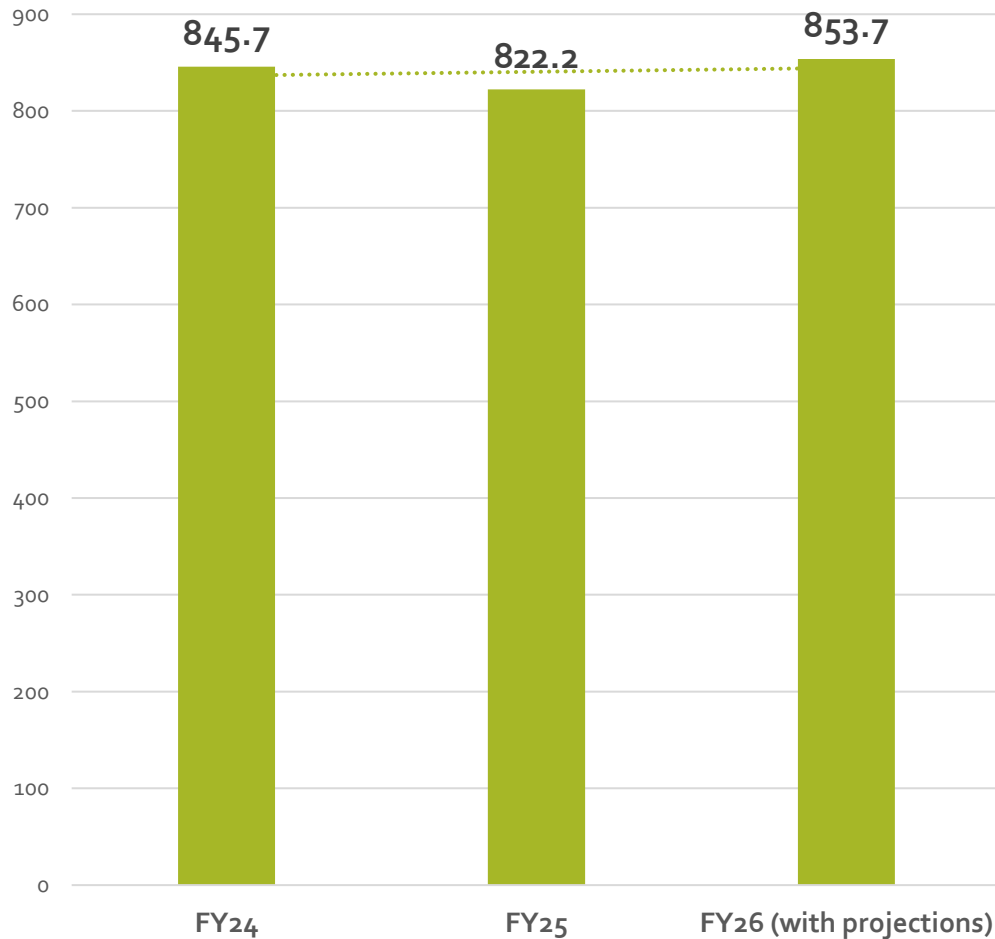
Summary of Personal Services Contract Request

Present Personal Services Contract Request	Amount	Time Period
Personal Services Contract Request	\$19,600,000	July 1, 2026 – June 30, 2027





Combined 2302, 2303, 2312, 2340, 2920 PCS
Hours Converted to FTEs



Job Class	Fiscal Year	Regular Hrs	Overtime Hrs	Registry Hrs
2302/2303	FY 25	88.0%	8.1%	3.9%
	FY 26	88.0%	9.6%	2.4%
2305	FY 25	90.9%	9.1%	0.0%
	FY 26	89.0%	11.0%	0.0%
2310	FY 25	98.1%	1.9%	0.0%
	FY 26	95.3%	4.7%	0.0%
2312	FY 25	89.3%	8.2%	2.6%
	FY 26	88.5%	8.8%	2.7%
2340	FY 25	92.8%	4.6%	2.6%
	FY 26	94.2%	4.7%	1.1%
2920	FY 25	96.3%	0.0%	3.7%
	FY 26	92.7%	0.3%	7.5%
1428 & 1429	FY 25	96.9%	3.1%	0.0%
	FY 26	94.1%	3.4%	2.5%

*FY26 up to PPE 3/27/2026

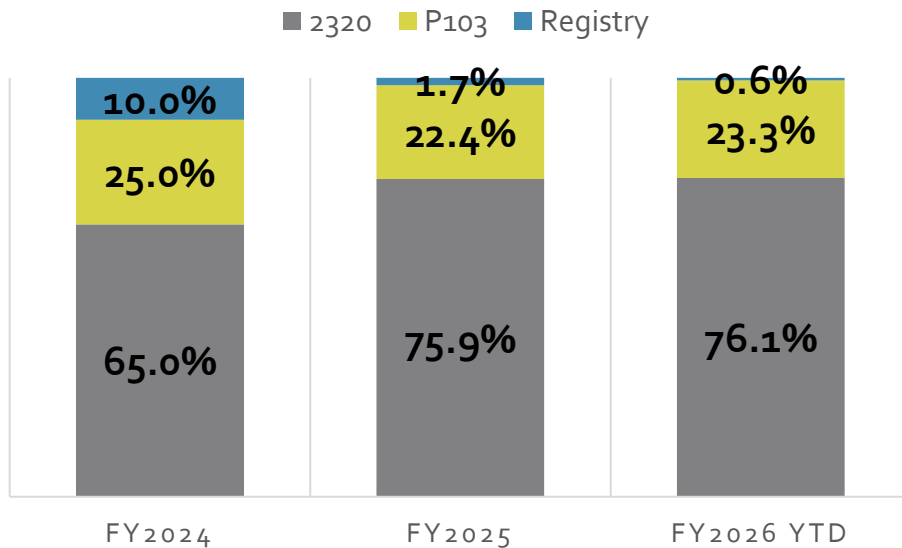
Overall, nursing ancillary and clinical support staff registry hours amounts to 2.4% of all working hours (regular and overtime) over the last fiscal year.



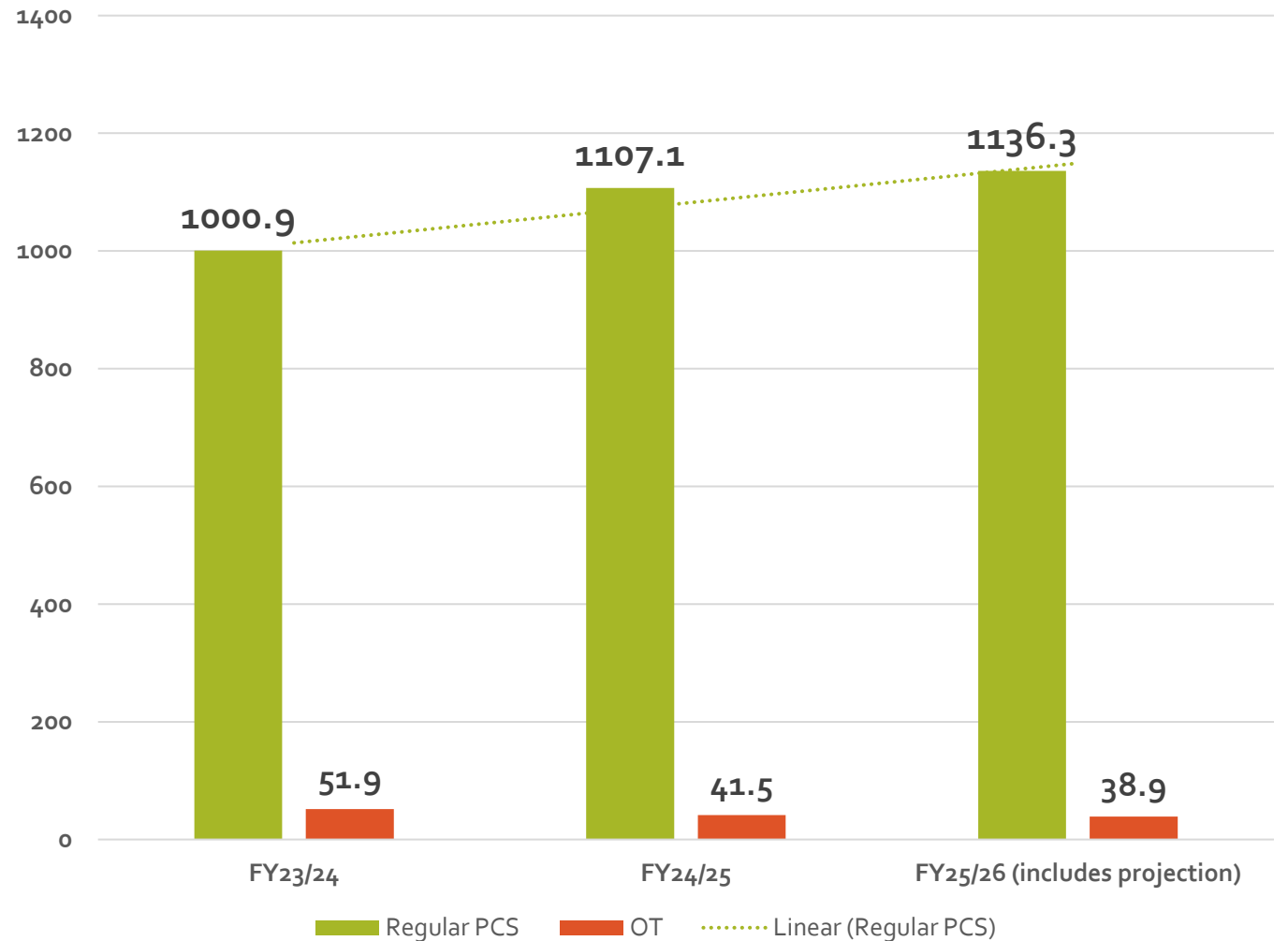
81.7%
of all DPH 2320s are
dual appointed
P103s

Current DPH RN
vacancy rate with
attrition:
0.0%

2320 VS P103 VS REGISTRY (BASED ON HOURS)



Actual and Projected PCS Regular and OT Hours (converted to FTE)





Weekly Nursing Registry Usage (March 2024 – March 2026)

