



San Francisco Health Network
Laguna Honda Hospital
and Rehabilitation Center

Laguna Honda Hospital (LHH) Joint Conference Committee

Executive Summary: Hiring and Vacancy Report

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LHH Vacancy Rate, New Hires and Separations Report August 2026

Key points of the presentation:

Key Point #1 LHH vacancy rate stands at 11.82%, 2.60% with attrition savings.*♦

Key Point #2 July Total Hires: 2 New Hires | 0 Transfers | 0 Rehires

Key Point #3 2320 Registered Nurse (RN) vacancy rate with attrition savings is 5.08% with 9.58 vacant Full Time Equivalent (FTE) positions.**♦

Key Point #4 July Total Separations: 1 Separation | 0 Retirements

***NOTE:** This vacancy rate is calculated **with attrition savings of 9.40%**.

****NOTE:** RN vacancy rate and FTE are calculated **with attrition savings of 4.76%, 9.42 FTE attrition savings**.

♦NOTE: Position counts are based on June 29, 2026 data, due to the ongoing Annual Salary Ordinance (ASO) reconciliation process. ASO reconciliation is expected to be completed by mid-August. Beginning with the September reporting cycle, budgeted Fiscal Year 2026–2027 positions will be reflected in the reports.



San Francisco Health Network
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LHH HUMAN RESOURCE SERVICES REPORT

Submitted to the Joint Conference Committee (August 2026)

Report Contents:

- Vacancy Report
- Summary of Hiring Status
- Graphs: YTD vacancy rate, new hires, separations

LHH vacancies rate stands at 11.82%, 2.60% **with attrition savings.***♦

There were two (2) hires in July, both for 2320 Registered Nurse positions. During the same period, there was one (1) non-retirement separation.

The RN vacancy rate is 10.10%, 5.08% with attrition savings with 9.58 vacant FTE.**♦

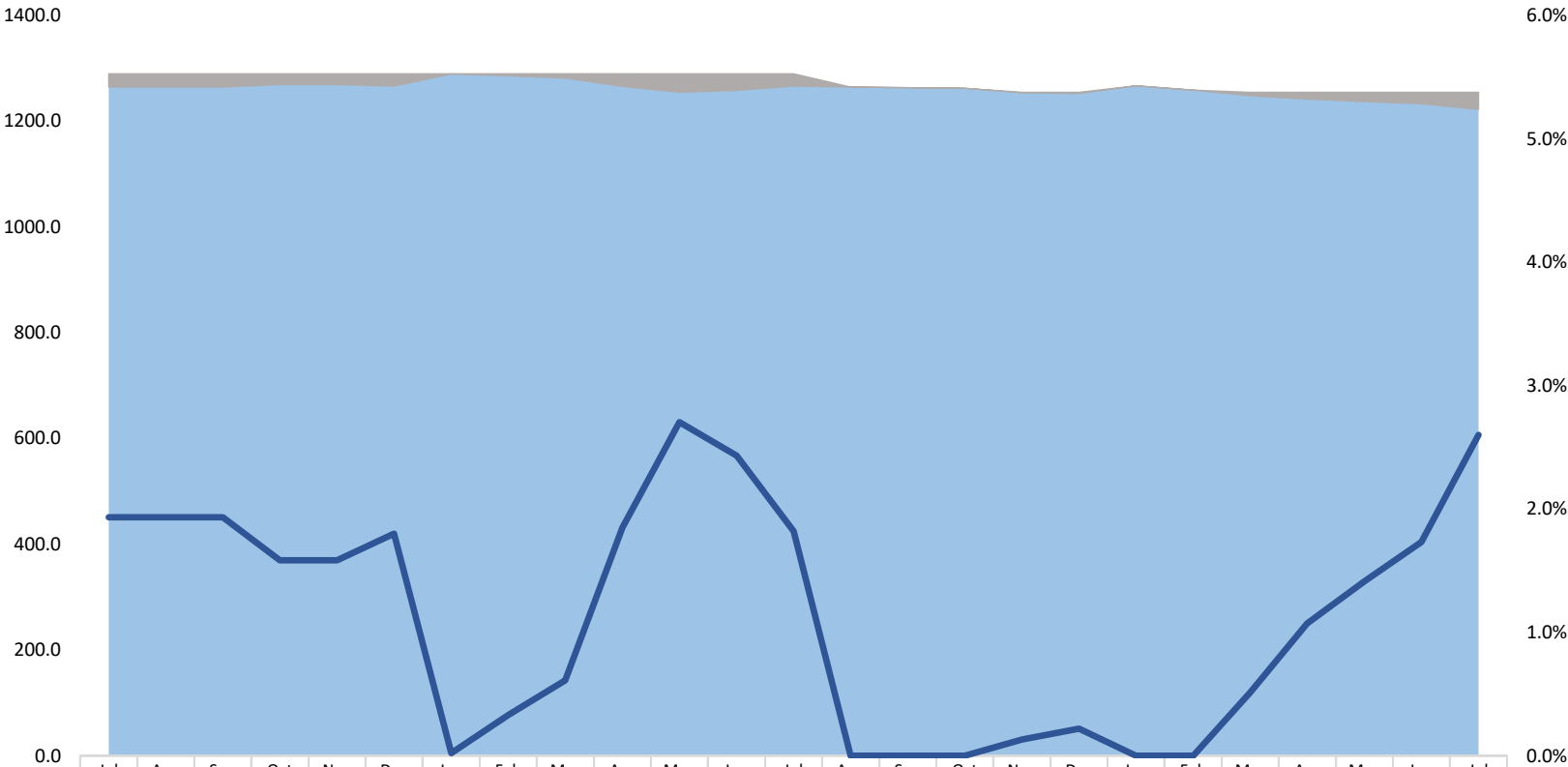
***NOTE:** This vacancy rate is calculated **with attrition savings of 9.40%**.

****NOTE:** RN vacancy rate and FTE are calculated **with attrition savings of 4.76%, 9.42 FTE attrition savings.**

♦**NOTE:** Position counts are based on June 29, 2026 data, due to the ongoing Annual Salary Ordinance (ASO) reconciliation process. ASO reconciliation is expected to be completed by mid-August. Beginning with the September reporting cycle, budgeted Fiscal Year 2026–2027 positions will be reflected in the reports.

LHH Vacancy Trend by Full Time Equivalent (FTE)

With Attrition Savings

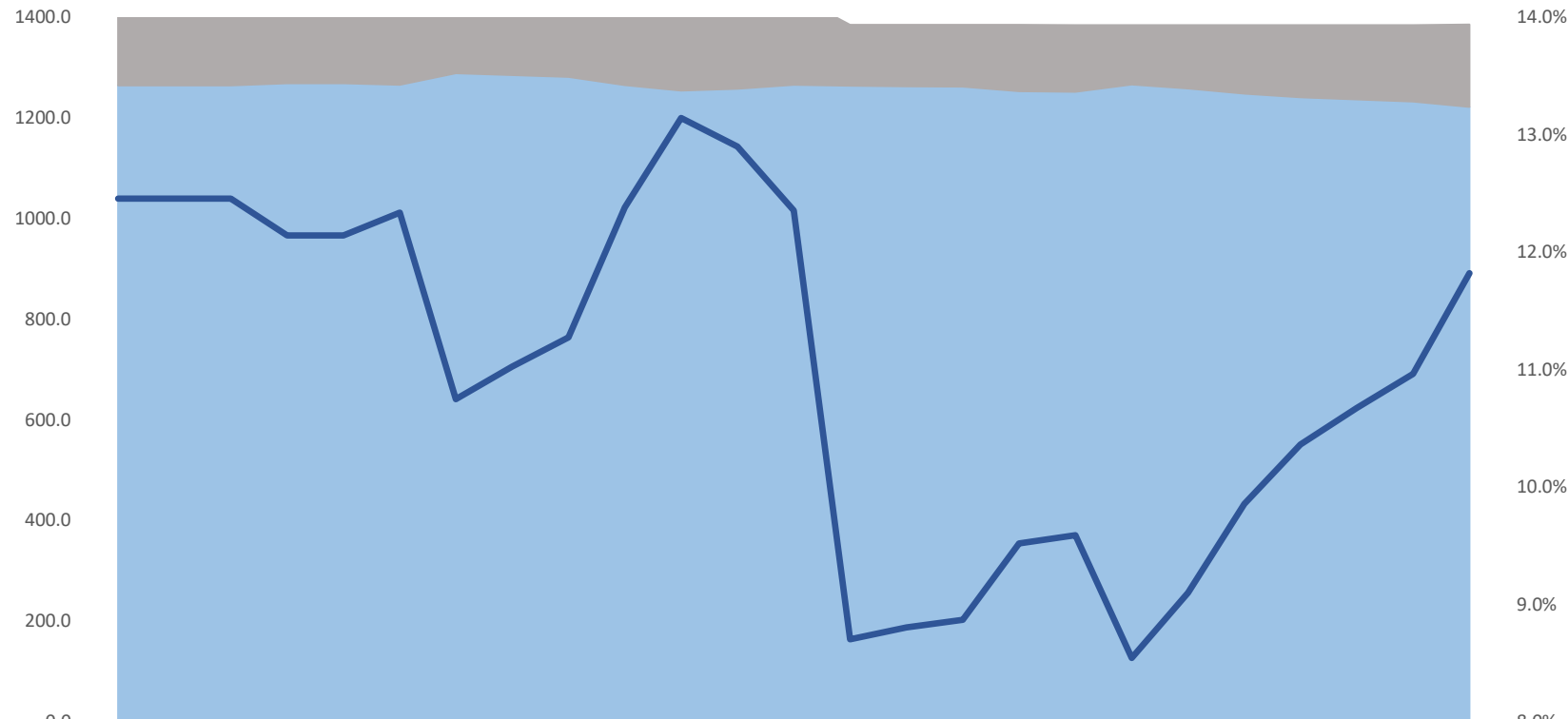


U.O	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
	2024						2025									2026									
Vacant FTE	24.9	24.9	24.9	20.4	20.4	23.2	0.3	4.3	7.9	23.9	34.9	31.4	23.5	0.0	0.0	0.0	1.6	2.7	0.0	0.0	6.4	13.4	17.7	21.7	32.6
Filled FTE	1264.7	1264.7	1264.7	1269.2	1269.2	1266.4	1289.3	1285.3	1281.7	1265.7	1254.7	1258.2	1266.1	1264.5	1263.1	1262.2	1253.2	1252.1	1266.6	1258.9	1248.4	1241.4	1237.1	1233.1	1222.2
Vacancy Rate	1.9%	1.9%	1.9%	1.6%	1.6%	1.8%	0.0%	0.3%	0.6%	1.9%	2.7%	2.4%	1.8%	0.0%	0.0%	0.0%	0.1%	0.2%	0.0%	0.0%	0.5%	1.1%	1.4%	1.7%	2.6%

Filled FTE Vacant FTE Vacancy Rate

LHH Vacancy Trend by Full Time Equivalent (FTE)

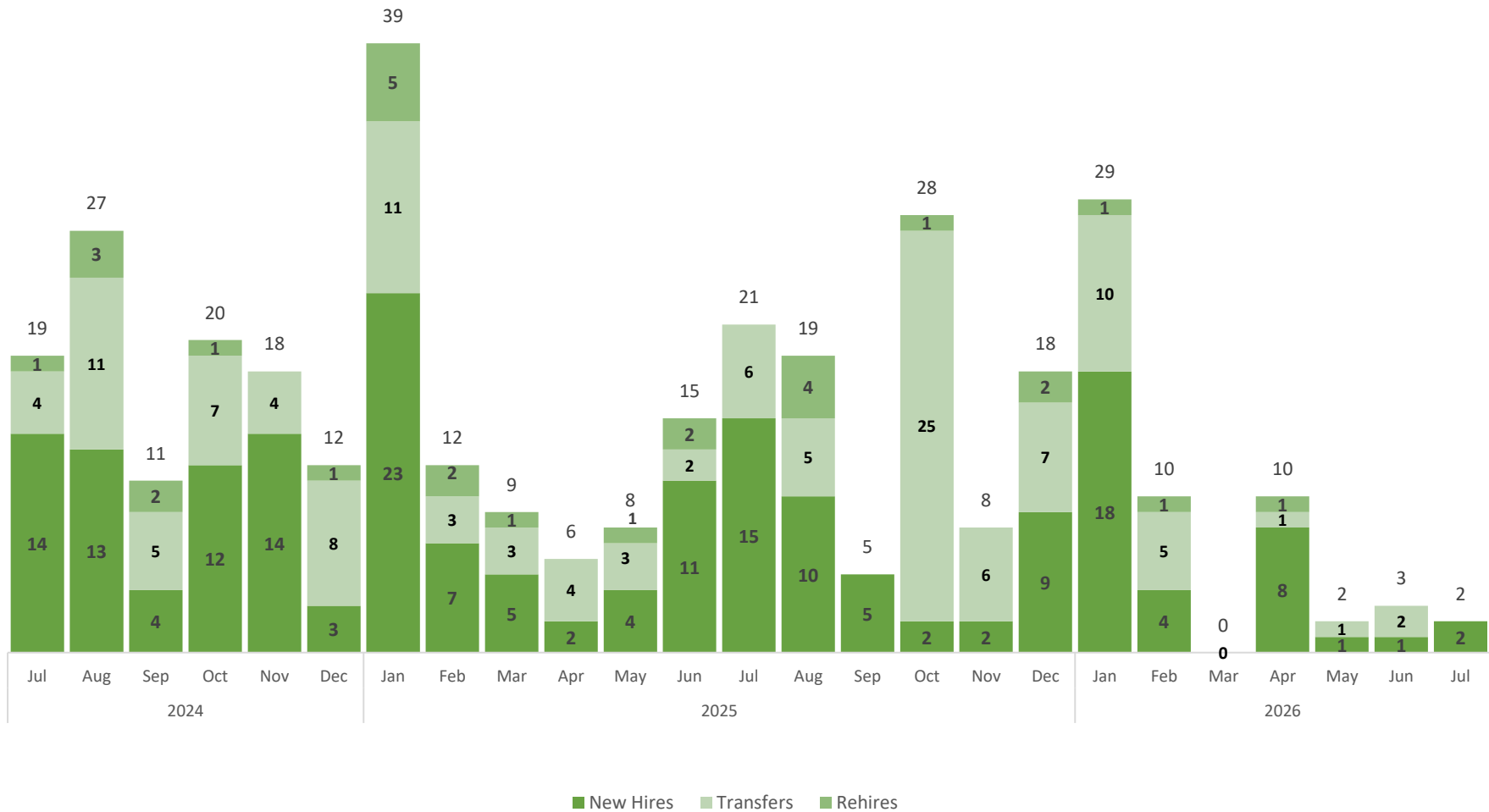
Without Attrition Savings



U.O	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
	2024						2025										2026								
Vacant FTE	179.9	179.9	179.9	175.4	175.4	178.2	155.3	159.3	162.9	178.9	189.9	186.4	178.5	120.5	121.9	122.8	131.8	132.8	118.3	126.0	136.5	143.5	147.8	151.8	163.7
Filled FTE	1264.7	1264.7	1264.7	1269.2	1269.2	1266.4	1289.3	1285.3	1281.7	1265.7	1254.7	1258.2	1266.1	1264.5	1263.1	1262.2	1253.2	1252.1	1266.6	1258.9	1248.4	1241.4	1237.1	1233.1	1222.2
Vacancy Rate	12.5%	12.5%	12.5%	12.1%	12.1%	12.3%	10.7%	11.0%	11.3%	12.4%	13.1%	12.9%	12.4%	8.7%	8.8%	8.9%	9.5%	9.6%	8.5%	9.1%	9.9%	10.4%	10.7%	11.0%	11.8%

Filled FTE Vacant FTE Vacancy Rate

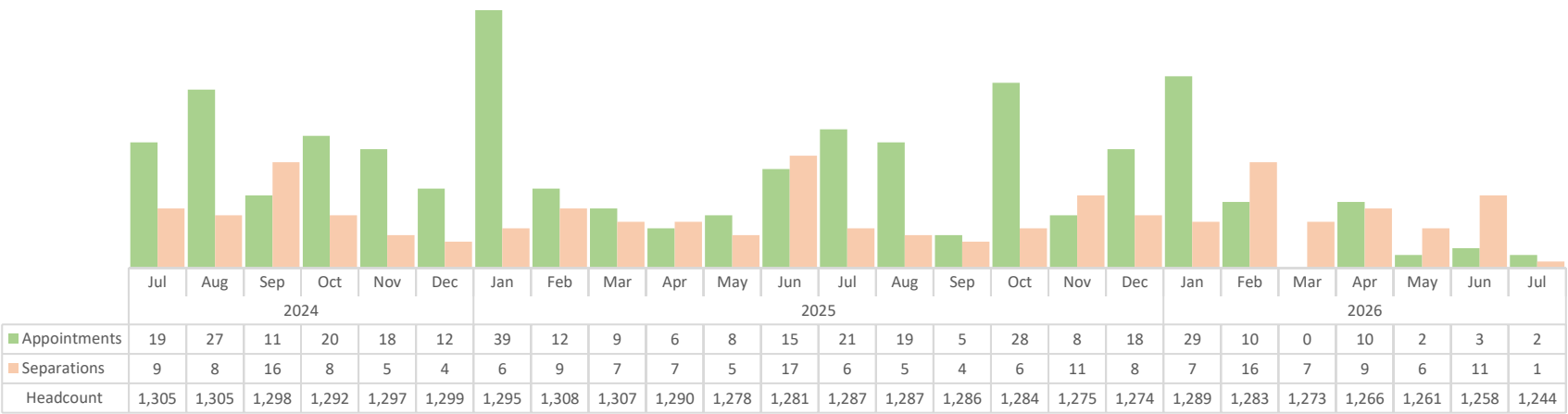
LHH Appointments (Permanently Funded Positions)



LHH Separations



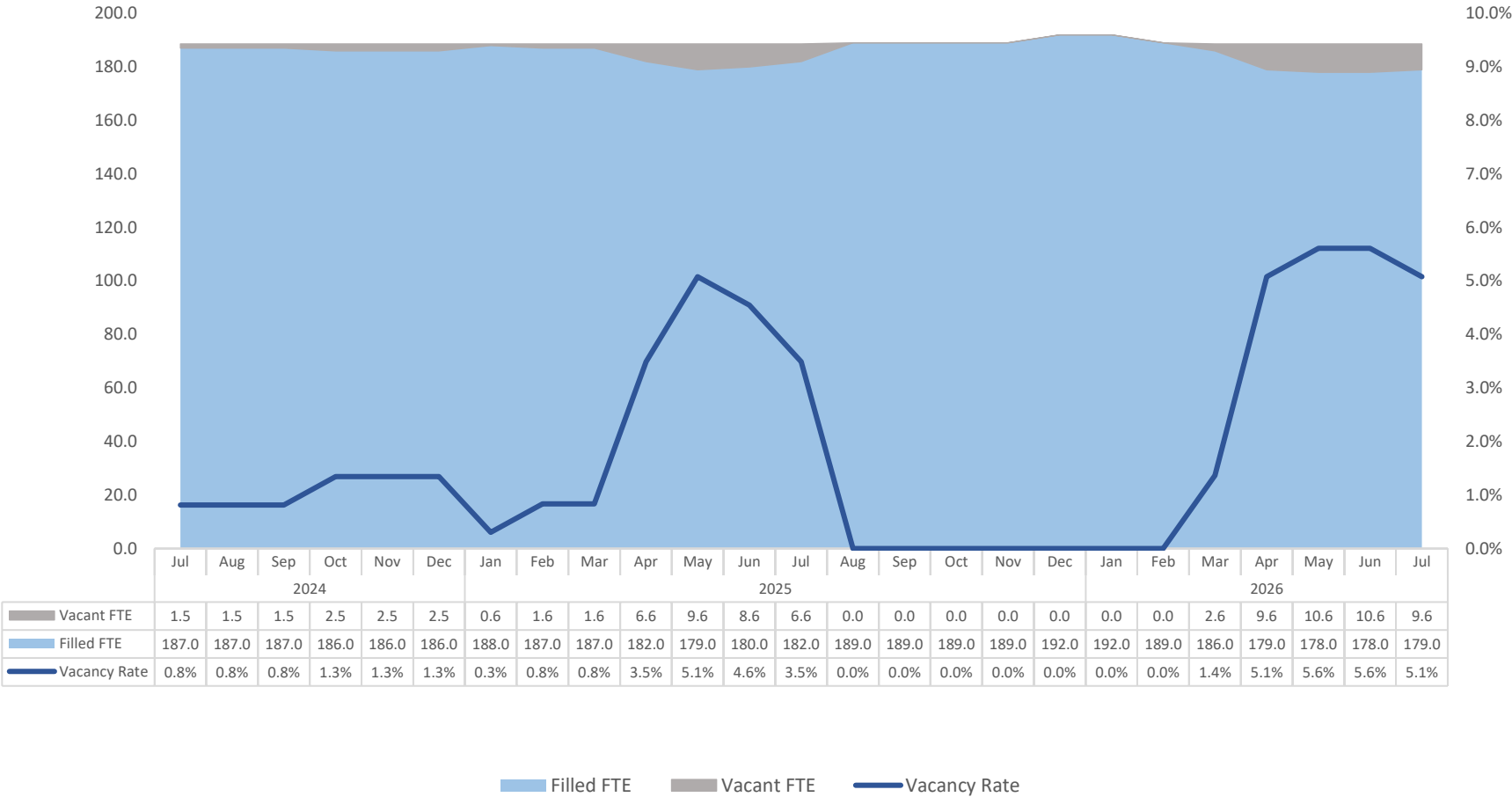
LHH Appointments and Separations



Appointments Separations Headcount

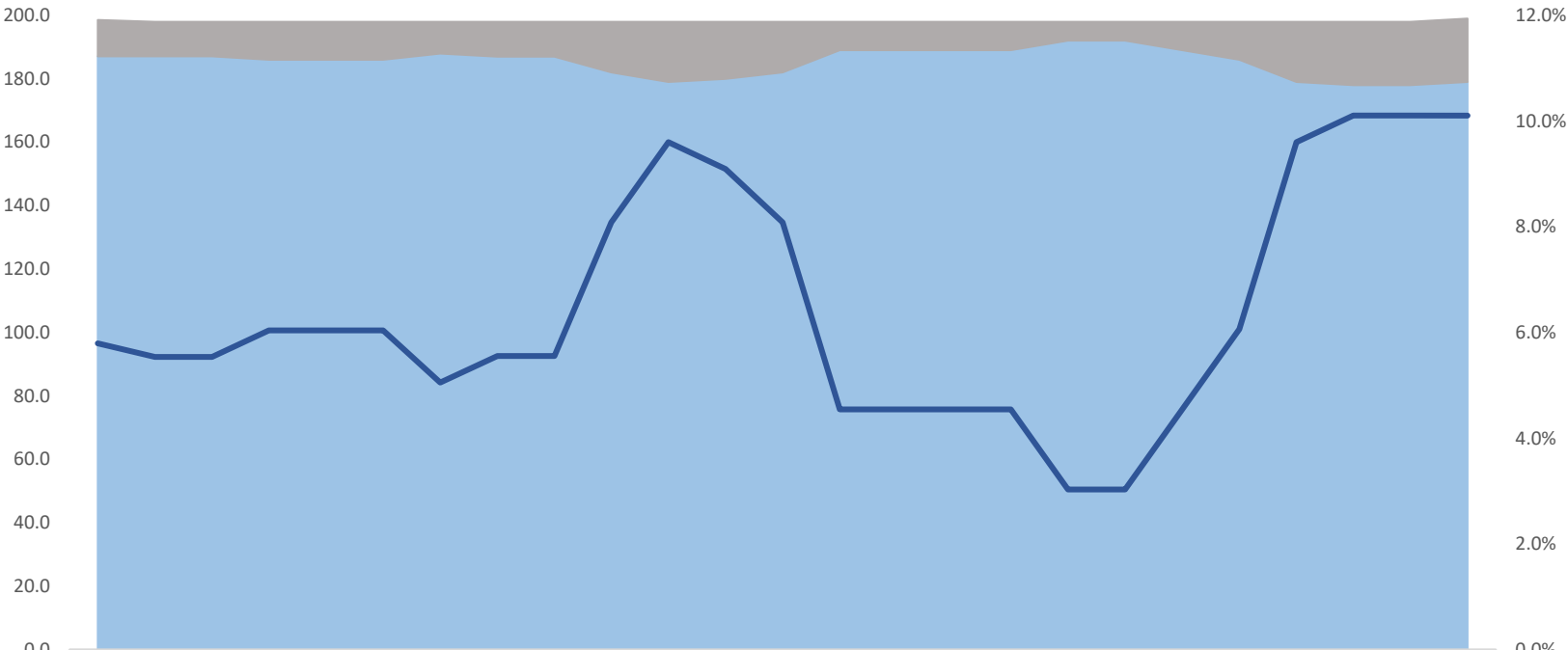
LHH 2320 RN Vacancy Trend by Full Time Equivalent (FTE)

With Attrition Savings



LHH 2320 RN Vacancy Trend by Full Time Equivalent (FTE)

Without Attrition Savings



	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
	2024						2025														2026				
Vacant FTE	11.5	11.0	11.0	12.0	12.0	12.0	10.0	11.0	11.0	16.0	19.0	18.0	16.0	9.0	9.0	9.0	9.0	6.0	6.0	9.0	12.0	19.0	20.0	20.0	20.0
Filled FTE	187.0	187.0	187.0	186.0	186.0	186.0	188.0	187.0	187.0	182.0	179.0	180.0	182.0	189.0	189.0	189.0	189.0	192.0	192.0	189.0	186.0	179.0	178.0	178.0	179.0
Vacancy Rate	5.8%	5.5%	5.5%	6.0%	6.0%	6.0%	5.1%	5.6%	5.6%	8.1%	9.6%	9.1%	8.1%	4.5%	4.5%	4.5%	4.5%	3.0%	3.0%	4.5%	6.1%	9.6%	10.1%	10.1%	10.1%

Filled FTE Vacant FTE Vacancy Rate

2320 RN LHH Appointments and Separations

	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
	2024						2025							2026											
■ Appointments	5	0	0	4	1	1	5	2	2	1	3	3	2	7	2	2	2	7	1	0	0	0	0	1	2
■ Separations	1	2	2	0	0	1	2	1	0	2	2	2	0	0	0	0	0	2	0	3	3	3	0	0	0
Headcount	191	191	188	188	187	187	187	188	187	183	180	181	183	190	190	189	190	193	193	190	187	179	178	179	178

■ Appointments ■ Separations Headcount

Budget Job Class	Job Title	Budgeted FTE	Filled FTE	Vacant FTE	Vacancy Rate
1165	Manager, DPH	1.0	0.0	1.0	100%
1630	Account Clerk	1.0	0.0	1.0	100%
2574	Clinical Psychologist	1.0	0.0	1.0	100%
2619	Senior Food Service Supervisor	1.0	0.0	1.0	100%
2738	Porter Assistant Supervisor	1.0	0.0	1.0	100%
2785	Assistant General Services Mgr	2.0	0.0	2.0	100%
5504	Project Manager II	1.0	0.0	1.0	100%
7203	Buildings/Grounds Maint Supv	1.0	0.0	1.0	100%
7205	Chief Stationary Engineer	1.0	0.0	1.0	100%
2323	Clinical Nurse Specialist	4.0	1.0	3.0	75%
2542	Speech Pathologist	3.2	1.2	2.0	63%
0923	Manager II	4.0	2.0	2.0	50%
0942	Manager VII	2.0	1.0	1.0	50%
1635	Health Care Billing Clerk I	2.0	1.0	1.0	50%
1657	Accountant IV	2.0	1.0	1.0	50%
2471	Radiologic Technologist I, II, III	2.0	1.0	1.0	50%
2536	Respiratory Care Practitioner	4.0	2.0	2.0	50%
2586	Health Worker II	4.0	2.0	2.0	50%
2593	Health Program Coordinator III	2.0	1.0	1.0	50%
7344	Carpenter	2.0	1.0	1.0	50%
7345	Electrician	2.0	1.0	1.0	50%
7346	Painter	2.0	1.0	1.0	50%
1636	Health Care Billing Clerk II	5.0	3.0	2.0	40%
1654	Accountant III	3.0	2.0	1.0	33%
1822	Administrative Analyst	3.0	2.0	1.0	33%
1825	Principal Administrative Analyst II	3.0	2.0	1.0	33%
2620	Food Service Mgr Administrator	3.0	2.0	1.0	33%
2622	Dietetic Technician	3.0	2.0	1.0	33%
2920	Medical Social Worker	17.0	12.0	5.0	29%
2324	Nursing Supervisor	7.0	5.0	2.0	29%
2242	Sr Psychiatric Physician Spec	3.4	2.5	0.9	26%
0931	Manager III	4.0	3.0	1.0	25%
0941	Manager VI	4.0	3.0	1.0	25%
2903	Hospital Eligibility Worker	4.0	3.0	1.0	25%
2409	Pharmacy Technician	14.0	11.0	3.0	21%
2232	Senior Physician Specialist	23.4	19.2	4.2	18%
0922	Manager I	6.0	5.0	1.0	17%
2591	Health Program Coordinator II	6.0	5.0	1.0	17%
7334	Stationary Engineer	19.0	16.0	3.0	16%
2312	Licensed Vocational Nurse	106.2	90.7	15.5	15%
1934	Storekeeper	7.0	6.0	1.0	14%

Budget Job Class	Job Title	Budgeted FTE	Filled FTE	Vacant FTE	Vacancy Rate
2588	Health Worker IV	7.0	6.0	1.0	14%
2740	Porter Supervisor I	7.0	6.0	1.0	14%
2322	Nurse Manager	23.0	20.0	3.0	13%
2450	Pharmacist	9.3	8.3	1.0	11%
2320	Registered Nurse	199.0	179.0	20.0	10%
2654	Cook	10.0	9.0	1.0	10%
7524	Institution Utility Worker	10.0	9.0	1.0	10%
2604	Food Service Worker	68.0	62.0	6.0	9%
1406	Senior Clerk	12.0	11.0	1.0	8%
2303	Certified Nursing Assistant	387.9	355.9	32.0	8%
2587	Health Worker III	30.0	28.0	2.0	7%
1428	Unit Clerk	16.0	15.0	1.0	6%
2736	Porter	105.0	104.0	1.0	1%

Budget Job Class	Job Title	Vacancy Rate	Filled FTE	Vacant FTE	Notes	Est. Timeline (days)
1165	Manager, DPH	100%	0.0	1.0	Pending Requisition Request by Hiring Manager	30 days
1630	Account Clerk	100%	0.0	1.0	Pending Requisition approval	5-10 days
2574	Clinical Psychologist	100%	0.0	1.0	Pending Requisition Request by Hiring Manager	30 days
2619	Senior Food Service Supervisor	100%	0.0	1.0	Pending Announcement/Exam Administration	60-90 days
2738	Porter Assistant Supervisor	100%	0.0	1.0	Pending Announcement/Exam Administration	60-90 days
2785	Assistant General Services Mgr	100%	0.0	2.0	Interviews in progress/Pending Selection	30 days
5504	Project Manager II	100%	0.0	1.0	Interviews in progress/Pending Selection	30 days
7203	Buildings/Grounds Maint Supv	100%	0.0	1.0	Pending Announcement/Exam Administration	60-90 days
7205	Chief Stationary Engineer	100%	0.0	1.0	Pending Announcement/Exam Administration	60-90 days
2323	Clinical Nurse Specialist	75%	1.0	3.0	Pending Requisition approval	5-10 days
2542	Speech Pathologist	63%	1.2	2.0	Pending Requisition Request by Hiring Manager	30 days
0923	Manager II	50%	2.0	2.0	Pending Requisition Request by Hiring Manager	30 days
0942	Manager VII	50%	1.0	1.0	Pending Requisition Request by Hiring Manager	30 days
1635	Health Care Billing Clerk I	50%	1.0	1.0	Pending Announcement/Exam Administration	60-90 days
1657	Accountant IV	50%	1.0	1.0	Interviews in progress/Pending Selection	30 days
2471	Radiologic Technologist I, II, III	50%	1.0	1.0	Pending Announcement/Exam Administration	60-90 days
2536	Respiratory Care Practitioner	50%	2.0	2.0	Pending Requisition Approval	5-10 days
2586	Health Worker II	50%	2.0	2.0	Pending Requisition Approval	5-10 days
2593	Health Program Coordinator III	50%	1.0	1.0	Pending Announcement/Exam Administration	60-90 days
7344	Carpenter	50%	1.0	1.0	Pending Requisition Request by Hiring Manager	30 days
7345	Electrician	50%	1.0	1.0	Pending Requisition Request by Hiring Manager	30 days
7346	Painter	50%	1.0	1.0	Pending Requisition Request by Hiring Manager	30 days
1636	Health Care Billing Clerk II	40%	3.0	2.0	Interviews in progress/Pending Selection	30 days
1654	Accountant III	33%	2.0	1.0	Pending Requisition Request by Hiring Manager	30 days
1822	Administrative Analyst	33%	2.0	1.0	Pending Requisition Request by Hiring Manager	30 days
1825	Principal Administrative Analyst II	33%	2.0	1.0	Pending Announcement/Exam Administration	60-90 days
2620	Food Service Mgr Administrator	33%	2.0	1.0	Pending Requisition approval	5-10 days
2622	Dietetic Technician	33%	2.0	1.0	Interviews in progress/Pending Selection	30 days
2920	Medical Social Worker	29%	12.0	5.0	Pending Announcement/Exam Administration	60-90 days
2324	Nursing Supervisor	29%	5.0	2.0	Pending Requisition Request by Hiring Manager	30 days
2242	Sr Psychiatric Physician Spec	26%	2.5	0.9	Pending Requisition approval	5-10 days
0931	Manager III	25%	3.0	1.0	Pending Requisition approval	5-10 days
0941	Manager VI	25%	3.0	1.0	Pending Requisition Request by Hiring Manager	30 days
2903	Hospital Eligibility Worker	25%	3.0	1.0	Pending Requisition Request by Hiring Manager	30 days
2409	Pharmacy Technician	21%	11.0	3.0	Interviews in progress/Pending Selection	30 days
2232	Senior Physician Specialist	18%	19.2	4.2	Pending Requisition Request by Hiring Manager	30 days
0922	Manager I	17%	5.0	1.0	Pending Requisition approval	5-10 days
2591	Health Program Coordinator II	17%	5.0	1.0	Pending Announcement/Exam Administration	60-90 days
7334	Stationary Engineer	16%	16.0	3.0	Pending Requisition Approval	5-10 days
2312	Licensed Vocational Nurse	15%	90.7	15.5	Pending Requisition Request by Hiring Manager	30 days
1934	Storekeeper	14%	6.0	1.0	Pending Announcement/Exam Administration	60-90 days
2588	Health Worker IV	14%	6.0	1.0	Interviews in progress/Pending Selection	30 days

Budget Job Class	Job Title	Vacancy Rate	Filled FTE	Vacant FTE	Notes	Est. Timeline (days)
2740	Porter Supervisor I	14%	6.0	1.0	Pending Requisition Request by Hiring Manager	30 days
2322	Nurse Manager	13%	20.0	3.0	Pending Requisition Request by Hiring Manager	30 days
2450	Pharmacist	11%	8.3	1.0	Pending Requisition Approval	5-10 days
2320	Registered Nurse	10%	179.0	20.0	Pending Requisition Request by Hiring Manager	30 days
2654	Cook	10%	9.0	1.0	Pending Requisition approval	5-10 days
7524	Institution Utility Worker	10%	9.0	1.0	Pending Requisition approval	5-10 days