



San Francisco Health Network
Laguna Honda Hospital
and Rehabilitation Center

Laguna Honda Hospital (LHH) Joint Conference Committee

Executive Summary: Hiring and Vacancy Report

Erika Thorson, Hiring & Selection Director

LHH Vacancy Rate, New Hires and Separations Report February 2026

Key points of the presentation:

- Key Point #1** LHH vacancy rate stands at -0.94% with attrition savings*.
- Key Point #2** January Hires: 28 total hires | 18 New Hires | 9 Transfers | 1 Rehire | 1 2320
- Key Point #3** RN vacancy rate with attrition is -1.82% with 0 vacant FTE.**
- Key Point #4** January Separations: 1 Total Separation | Retirements: 1

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

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

LHH HUMAN RESOURCE SERVICES REPORT

Submitted to the Joint Conference Committee (February 2026)

Report Contents:

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

LHH vacancies rate stands at 0% **with attrition savings**.*

We hired a total of twenty-eight (28) hires in January: eighteen (18) new hires, nine (9) transfers, and one (1) rehire. We had one (1) retirement separation during the same period.

One (1) of the hires was a 2320 RN. The RN vacancy rate **with attrition savings** is 0% with 0 vacant FTE.**

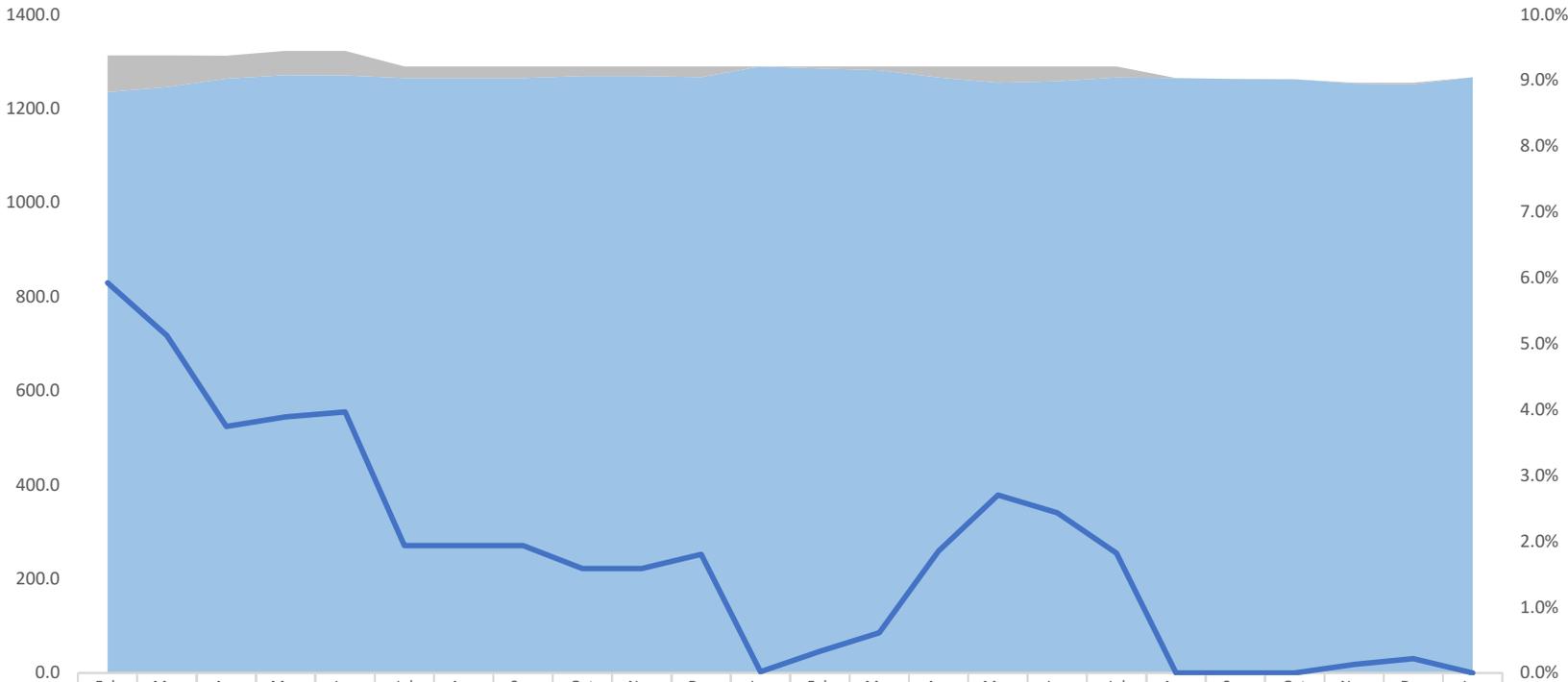
The DPH-HR team has successfully transitioned the 2320 RN Reassignment process to a digital platform. After providing four comprehensive info sessions about the change between December 2025 and January 2026, we rolled out our new system of Reassignment application submission via Microsoft Form on January 16th. Through this rollout, we received a total of 46 Reassignment applications across the department. DPH-HR will continue to administer the 2320 Reassignment application process digitally to provide a more streamlined, scalable, and accessible Reassignment process for our Hiring Managers and RN staff.

* **PLEASE NOTE:** this vacancy rate is calculated **with attrition savings of 9.4%**.

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

LHH Vacancy Trend

With Attrition Savings %

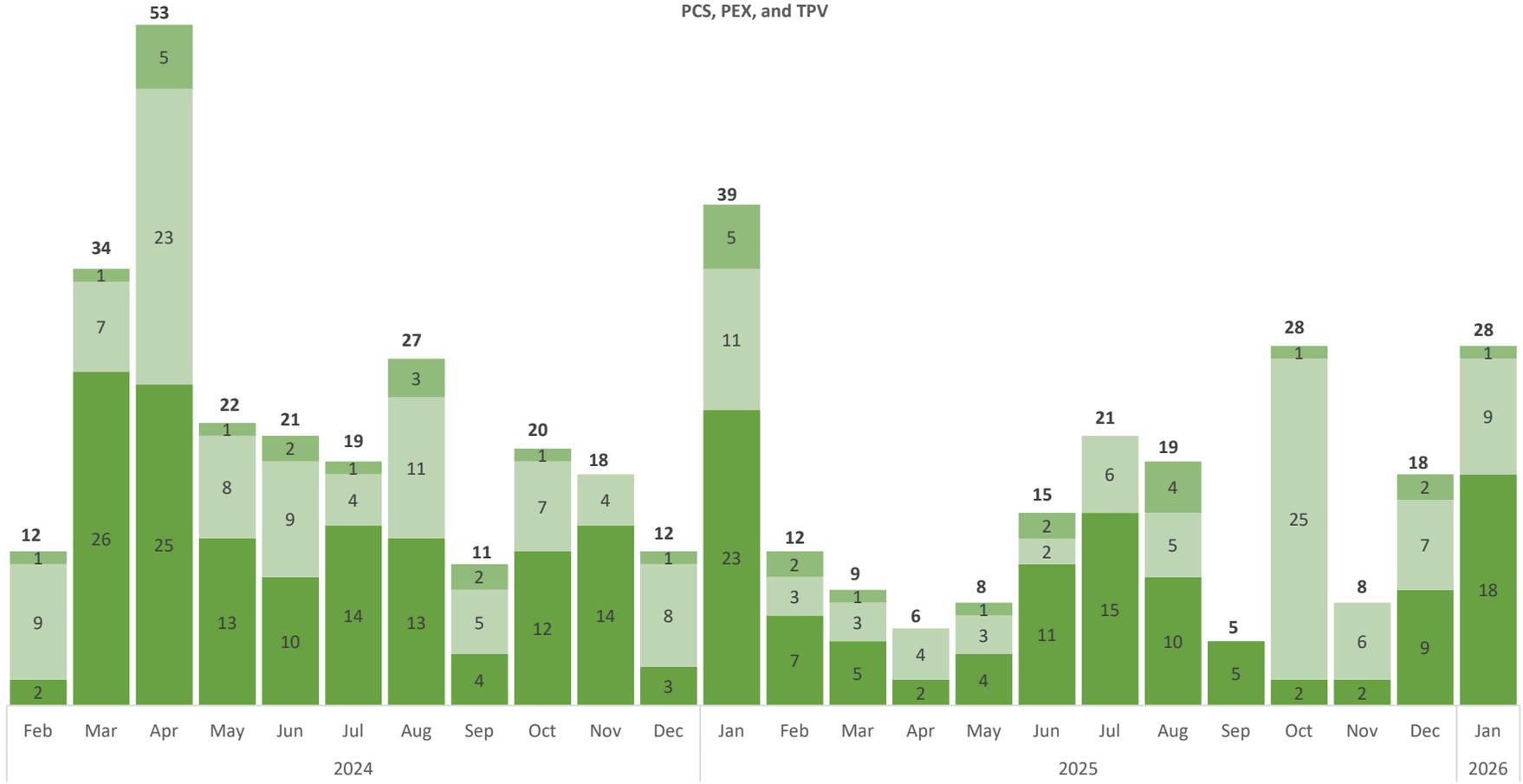


	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan
	2024												2025										2026	
— Vacant FTE	77.8	67.3	49.1	51.4	52.4	24.9	24.9	24.9	20.4	20.4	23.2	0.3	4.3	7.9	23.9	34.9	31.4	23.5	0.0	0.0	0.0	1.6	2.7	0.0
— Filled FTE	1235.2	1245.7	1263.4	1271.2	1270.2	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
— Vacancy Rate	5.9%	5.1%	3.7%	3.9%	4.0%	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%

■ Filled FTE
 ■ Vacant FTE
 — Vacancy Rate

LHH Appointments

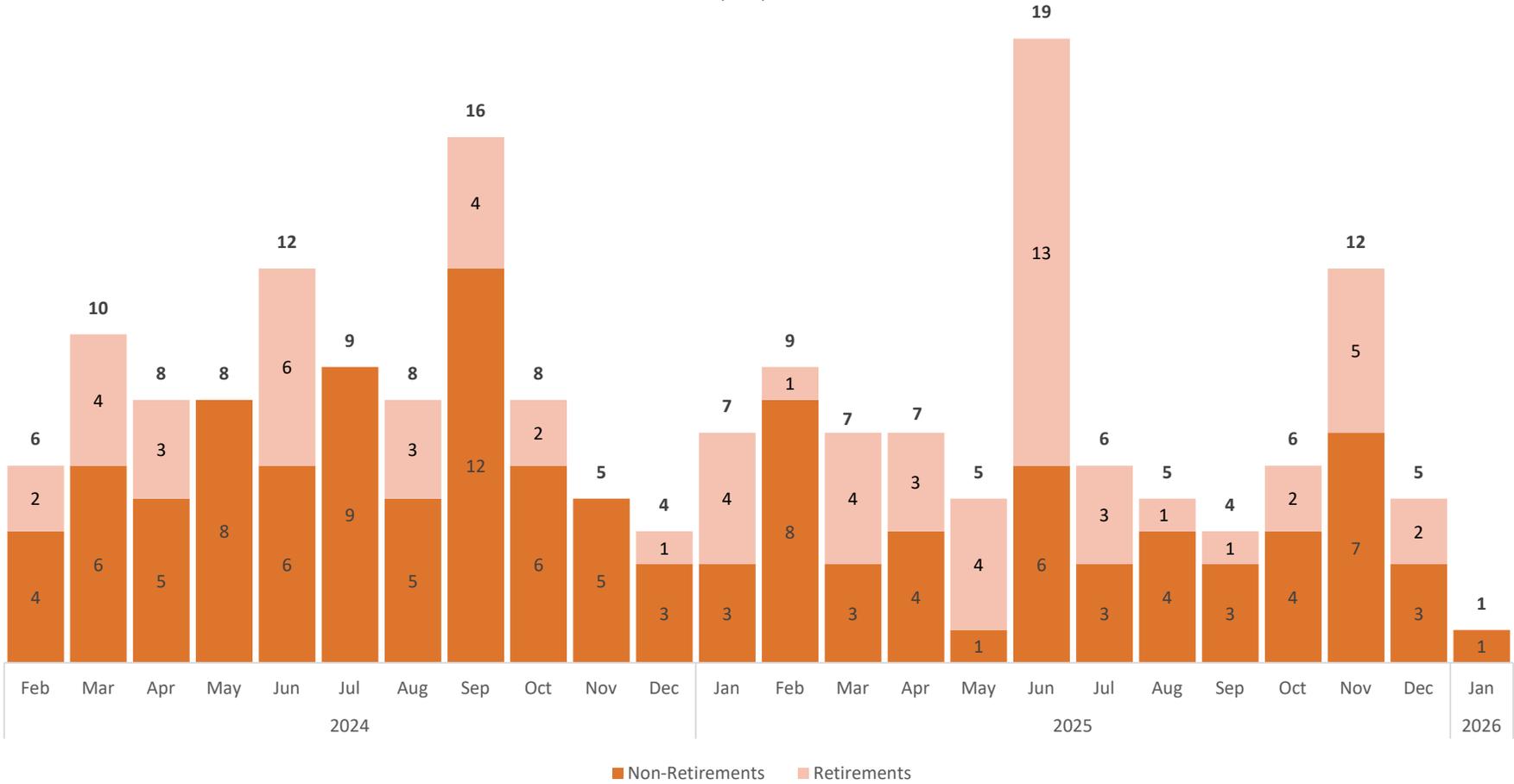
PCS, PEX, and TPV



■ New Hires ■ Transfers ■ Rehires

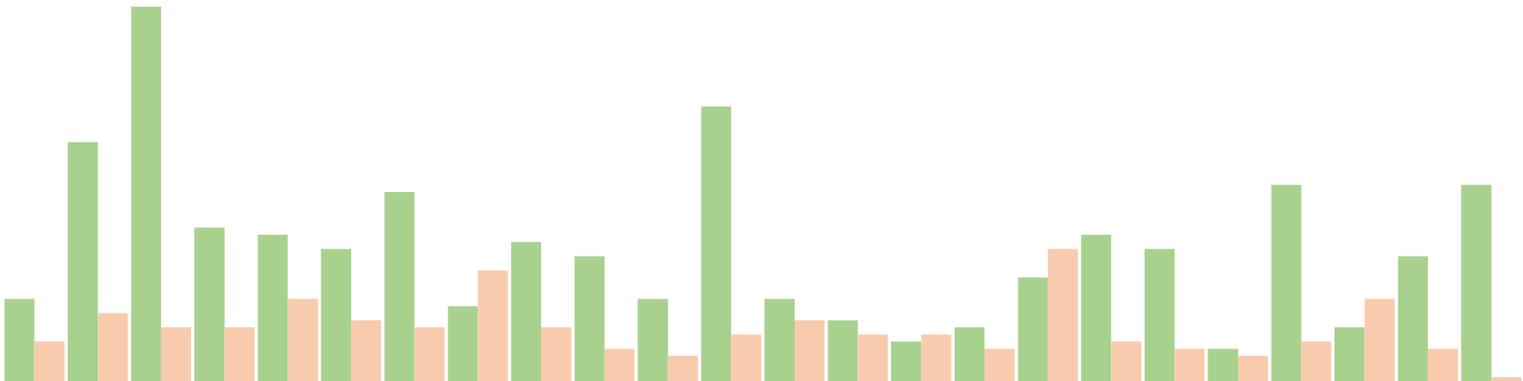
LHH Separations

PCS, PEX, and TPV



LHH Appointments and Separations

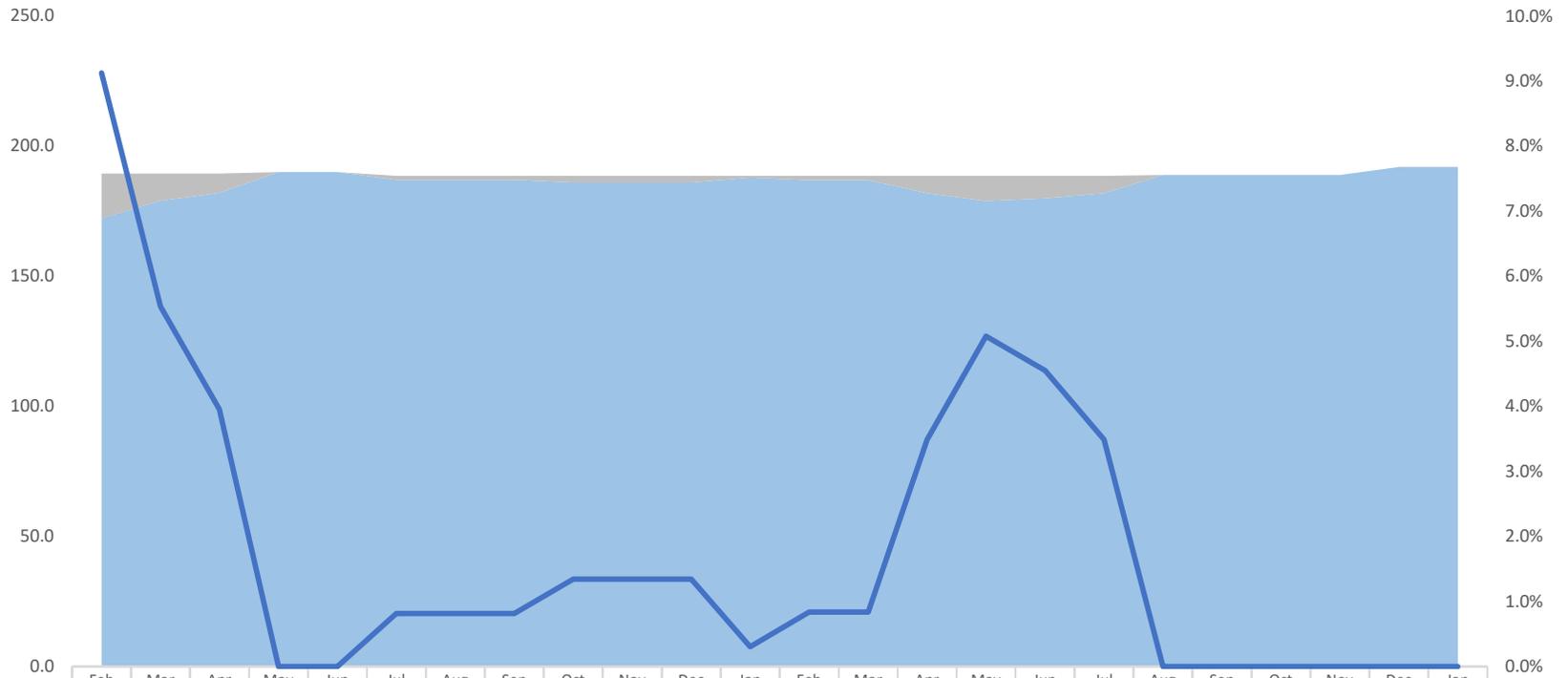
PCS, PEX, and TPV



	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan
	2024												2025										2026	
Appointments	12	34	53	22	21	19	27	11	20	18	12	39	12	9	6	8	15	21	19	5	28	8	18	28
Separations	6	10	8	8	12	9	8	16	8	5	4	7	9	7	7	5	19	6	5	4	6	12	5	1
Headcount	1,200	1,260	1,270	1,288	1,294	1,305	1,305	1,298	1,292	1,297	1,299	1,295	1,308	1,307	1,290	1,278	1,281	1,287	1,287	1,286	1,284	1,275	1,274	1,289

■ Appointments ■ Separations ■ Headcount

LHH 2320 RN Vacancy Trend with Attrition Savings %

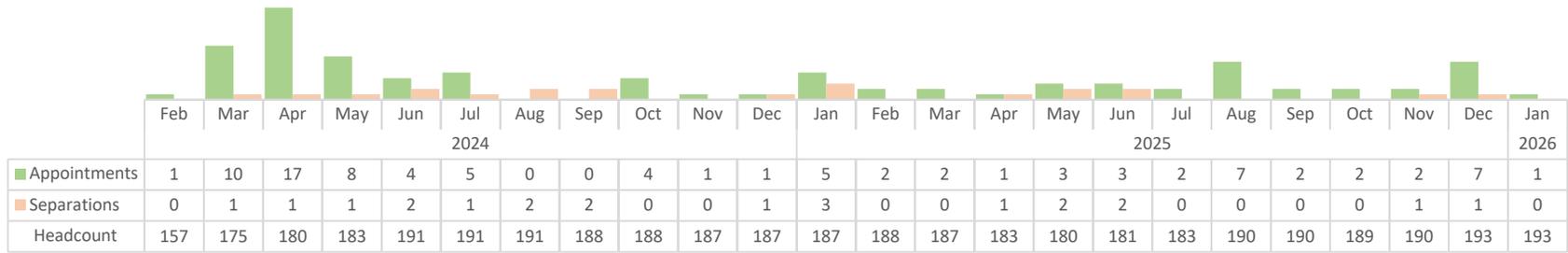


	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan
	2024												2025										2026	
■ Vacant FTE	17.3	10.5	7.5	0.0	0.0	1.5	1.5	1.5	2.5	2.5	2.5	0.6	1.6	1.6	6.6	9.6	8.6	6.6	0.0	0.0	0.0	0.0	0.0	0.0
■ Filled FTE	172.2	179.0	182.0	190.0	190.0	187.0	187.0	187.0	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
— Vacancy Rate	9.1%	5.5%	4.0%	0.0%	0.0%	0.8%	0.8%	0.8%	1.3%	1.3%	1.3%	0.3%	0.8%	0.8%	3.5%	5.1%	4.6%	3.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

■ Filled FTE
 ■ Vacant FTE
 — Vacancy Rate

2320 RN LHH Appointments and Separations

PCS, PEX, and TPV



■ Appointments
 ■ Separations
 Headcount

Budget Job Class	Job Title	Budgeted FTE	Utilized FTE	Vacant FTE	Vacancy Rate
0922	Manager I	6.0	5.0	1.0	17%
0923	Manager II	4.0	3.0	1.0	25%
0931	Manager III	4.0	3.0	1.0	25%
0932	Manager IV	1.0	1.0	0.0	0%
0933	Manager V	1.0	1.0	0.0	0%
0941	Manager VI	4.0	3.0	1.0	25%
0942	Manager VII	2.0	1.0	1.0	50%
0943	Manager VIII	2.0	2.0	0.0	0%
1165	Manager, DPH	1.0	0.0	1.0	100%
1404	Clerk	2.0	2.0	0.0	0%
1406	Senior Clerk	12.0	10.0	2.0	17%
1410	Chief Clerk	1.0	1.0	0.0	0%
1428	Unit Clerk	16.0	15.0	1.0	6%
1429	Nurses Staffing Assistant	8.0	8.0	0.0	0%
1630	Account Clerk	1.0	1.0	0.0	0%
1632	Senior Account Clerk	1.0	1.0	0.0	0%
1634	Principal Account Clerk	2.0	2.0	0.0	0%
1635	Health Care Billing Clerk I	2.0	1.0	1.0	50%
1636	Health Care Billing Clerk II	5.0	3.0	2.0	40%
1637	Patient Accounts Clerk	2.0	2.0	0.0	0%
1652	Accountant II	2.0	2.0	0.0	0%
1654	Accountant III	3.0	3.0	0.0	0%
1657	Senior Systems Accountant	2.0	1.0	1.0	50%
1663	Patient Accounts Supervisor	1.0	1.0	0.0	0%
1664	Patient Accounts Manager	1.0	1.0	0.0	0%
1708	Senior Telephone Operator	3.5	3.5	0.0	0%
1820	Junior Administrative Analyst	1.0	1.0	0.0	0%
1822	Administrative Analyst	3.0	2.0	1.0	33%
1823	Senior Administrative Analyst	3.0	2.0	1.0	33%
1824	Principal Administrative Analyst	1.0	1.0	0.0	0%
1825	Principal Administrative Analyst II	3.0	2.0	1.0	33%
1934	Storekeeper	7.0	6.0	1.0	14%
1942	Assistant Materials Coordinator	2.0	2.0	0.0	0%
2106	Medical Staff Svcs-Specialist	1.0	0.0	1.0	100%
2119	Health Care Analyst	4.0	4.0	0.0	0%
2230	Physician Specialist	3.0	3.0	0.0	0%
2232	Senior Physician Specialist	23.4	19.0	4.4	19%
2233	Supervising Physician Specialist	1.0	1.0	0.0	0%
2242	Sr Psychiatric Physician Spec	3.4	2.9	0.5	15%
2243	Sup Psychiatric Physician Spec	0.5	0.5	0.0	0%
2303	Nursing Assistant	387.9	362.9	25.0	11%

Budget Job Class	Job Title	Budgeted FTE	Utilized FTE	Vacant FTE	Vacancy Rate
2312	Certified Nursing Assistant	106.2	95.7	10.5	6%
2320	Licensed Vocational Nurse	198.0	192.0	6.0	10%
2322	Registered Nurse	23.0	20.0	3.0	3%
2323	Nurse Manager	4.0	4.0	0.0	13%
2324	Clinical Nurse Specialist	7.0	7.0	0.0	0%
2390	Nursing Supervisor	3.0	3.0	0.0	0%
2392	CPD Technician	1.0	1.0	0.0	0%
2409	Senior Sterile Processing and Distribution Technic	14.0	12.0	2.0	0%
2424	Pharmacy Technician	1.0	1.0	0.0	14%
2430	X-Ray Laboratory Aide	5.0	5.0	0.0	0%
2450	Medical Evaluations Assistant	9.3	8.5	0.8	0%
2453	Pharmacist	2.0	2.0	0.0	9%
2454	Supervising Pharmacist	4.0	4.0	0.0	0%
2471	Clinical Pharmacist	2.0	1.0	1.0	0%
2472	Radiologic Technologist I, II, III	1.0	1.0	0.0	50%
2536	Radiologic Technologist Lead	4.0	2.0	2.0	0%
2542	Respiratory Care Practitioner	3.2	1.2	2.0	50%
2548	Speech Pathologist	6.0	6.0	0.0	63%
2550	Occupational Therapist	2.0	1.0	1.0	0%
2554	Sr Occupational Therapist	6.0	6.0	0.0	50%
2555	Therapy Aide	2.0	2.0	0.0	0%
2556	Physical Therapist Assistant	4.5	4.5	0.0	0%
2558	Physical Therapist	1.0	1.0	0.0	0%
2573	Senior Physical Therapist	3.5	3.5	0.0	0%
2574	Clinical Neuropsychologist	1.0	0.0	1.0	0%
2586	Clinical Psychologist	4.0	3.0	1.0	100%
2587	Health Worker II	30.0	27.0	3.0	25%
2588	Health Worker III	7.0	6.0	1.0	10%
2591	Health Worker IV	6.0	6.0	0.0	14%
2593	Health Program Coordinator II	2.0	1.0	1.0	0%
2604	Health Program Coordinator III	68.0	63.5	4.5	50%
2606	Food Service Worker	11.5	11.0	0.5	7%
2618	Senior Food Service Worker	4.0	3.0	1.0	4%
2619	Food Service Supervisor	1.0	0.0	1.0	25%
2620	Senior Food Service Supervisor	3.0	2.0	1.0	100%
2622	Food Service Mgr Administrator	3.0	2.0	1.0	33%
2624	Dietetic Technician	9.0	9.0	0.0	33%
2626	Dietitian	1.0	1.0	0.0	0%
2654	Chief Dietitian	10.0	9.0	1.0	0%
2656	Cook	1.0	1.0	0.0	10%

Budget Job Class	Job Title	Budgeted FTE	Utilized FTE	Vacant FTE	Vacancy Rate
2736	Chef	105.0	103.0	2.0	0%
2738	Porter	1.0	0.0	1.0	2%
2740	Porter Assistant Supervisor	7.0	7.0	0.0	100%
2785	Porter Supervisor I	2.0	0.0	2.0	0%
2903	Assistant General Services Mgr	4.0	3.0	1.0	100%
2908	Hospital Eligibility Worker	5.0	5.0	0.0	25%
2909	Senior Hospital Eligibility Worker	1.0	1.0	0.0	0%
2920	Hospital Eligibility Worker Supv	17.0	13.0	4.0	0%
2922	Medical Social Worker	1.0	1.0	0.0	24%
2930	Senior Medical Social Worker	1.0	1.0	0.0	0%
2931	Behavioral Health Clinician	1.0	1.0	0.0	0%
3417	Marriage, Family & Child Counselor	2.0	2.0	0.0	0%
3530	Gardener	2.0	2.0	0.0	0%
4321	Chaplain	2.0	2.0	0.0	0%
5504	Cashier II	1.0	0.0	1.0	0%
6139	Project Manager II	1.0	1.0	0.0	100%
7120	Sr Industrial Hygienist	1.0	1.0	0.0	0%
7203	Buildings/Grounds Maint Supe	1.0	0.0	1.0	0%
7205	Buildings/Grounds Maint Supv	1.0	0.0	1.0	100%
7324	Chief Stationary Engineer	1.0	1.0	0.0	100%
7334	Beautician	19.0	16.0	3.0	0%
7335	Stationary Engineer	3.0	3.0	0.0	16%
7342	Sr Stationary Engineer	2.0	2.0	0.0	0%
7344	Locksmith	2.0	2.0	0.0	0%
7345	Carpenter	2.0	2.0	0.0	0%
7346	Electrician	2.0	1.0	1.0	0%
7347	Painter	2.0	2.0	0.0	50%
7355	Plumber	1.0	1.0	0.0	0%
7524	Truck Driver	10.0	10.0	0.0	0%

Budget Job Class	Job Title	Vacancy Rate	Utilized FTE	Vacant FTE	Notes	Est. Timeline (days)
0922	Manager I	17%	5.0	1.0	Pending Announcement/Exam Administration	60-90 days
0923	Manager II	25%	3.0	1.0	Pending Requisition Request by Hiring Manager	30 days
0931	Manager III	25%	3.0	1.0	Pending Requisition Request by Hiring Manager	30 days
0941	Manager VI	25%	3.0	1.0	Interviews in progress/Pending Selection	30 days
0942	Manager VII	50%	1.0	1.0	Pending Requisition Request by Hiring Manager	30 days
1165	Manager, DPH	100%	0.0	1.0	Pending Requisition Request by Hiring Manager	30 days
1406	Senior Clerk	17%	10.0	2.0	Pending Requisition Request by Hiring Manager	30 days
1635	Health Care Billing Clerk I	50%	1.0	1.0	Pending Requisition approval	5-10 days
1636	Health Care Billing Clerk II	40%	3.0	2.0	Pending Requisition Request by Hiring Manager	30 days
1657	Senior Systems Accountant	50%	1.0	1.0	Interviews in progress/Pending Selection	30 days
1822	Administrative Analyst	33%	2.0	1.0	Interviews in progress/Pending Selection	30 days
1823	Senior 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
1934	Storekeeper	14%	6.0	1.0	Interviews in progress/Pending Selection	30 days
2106	Medical Staff Svcs-Specialist	100%	0.0	1.0	Onboarding	10-20 days
2232	Senior Physician Specialist	19%	19.0	4.4	Interviews in progress/Pending Selection	30 days
2242	Sr Psychiatric Physician Spec	15%	2.9	0.5	Interviews in progress/Pending Selection	30 days
2322	Nurse Manager	13%	20.0	3.0	Onboarding	10-20 days
2409	Pharmacy Technician	14%	12.0	2.0	Pending Requisition Request by Hiring Manager	30 days
2471	Radiologic Technologist I, II, III	50%	1.0	1.0	Interviews in progress/Pending Selection	30 days
2536	Respiratory Care Practitioner	50%	2.0	2.0	Pending Announcement/Exam Administration	60-90 days
2542	Speech Pathologist	63%	1.2	2.0	Pending Requisition approval	5-10 days
2550	Sr Occupational Therapist	50%	1.0	1.0	Pending Announcement/Exam Administration	60-90 days
2574	Clinical Psychologist	100%	0.0	1.0	Interviews in progress/Pending Selection	30 days
2586	Health Worker II	25%	3.0	1.0	Onboarding	10-20 days
2587	Health Worker III	10%	27.0	3.0	Onboarding	10-20 days
2588	Health Worker IV	14%	6.0	1.0	Onboarding	10-20 days
2593	Health Program Coordinator III	50%	1.0	1.0	Pending Requisition approval	5-10 days
2618	Food Service Supervisor	25%	3.0	1.0	Pending Requisition approval	5-10 days
2619	Senior Food Service Supervisor	100%	0.0	1.0	Pending Announcement/Exam Administration	60-90 days
2620	Food Service Mgr Administrator	33%	2.0	1.0	Pending Requisition Request by Hiring Manager	30 days
2622	Dietetic Technician	33%	2.0	1.0	Interviews in progress/Pending Selection	30 days
2654	Cook	10%	9.0	1.0	Interviews in progress/Pending Selection	30 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
2903	Hospital Eligibility Worker	25%	3.0	1.0	Pending Announcement/Exam Administration	60-90 days
2920	Medical Social Worker	24%	13.0	4.0	Interviews in progress/Pending Selection	30 days
5504	Project Manager II	100%	0.0	1.0	Pending Requisition approval	5-10 days
7203	Buildings/Grounds Maint Supv	100%	0.0	1.0	Pending Requisition approval	5-10 days
7205	Chief Stationary Engineer	100%	0.0	1.0	Interviews in progress/Pending Selection	30 days
7334	Stationary Engineer	16%	16.0	3.0	Interviews in progress/Pending Selection	30 days
7346	Painter	50%	1.0	1.0	Interviews in progress/Pending Selection	30 days