



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 January 2026

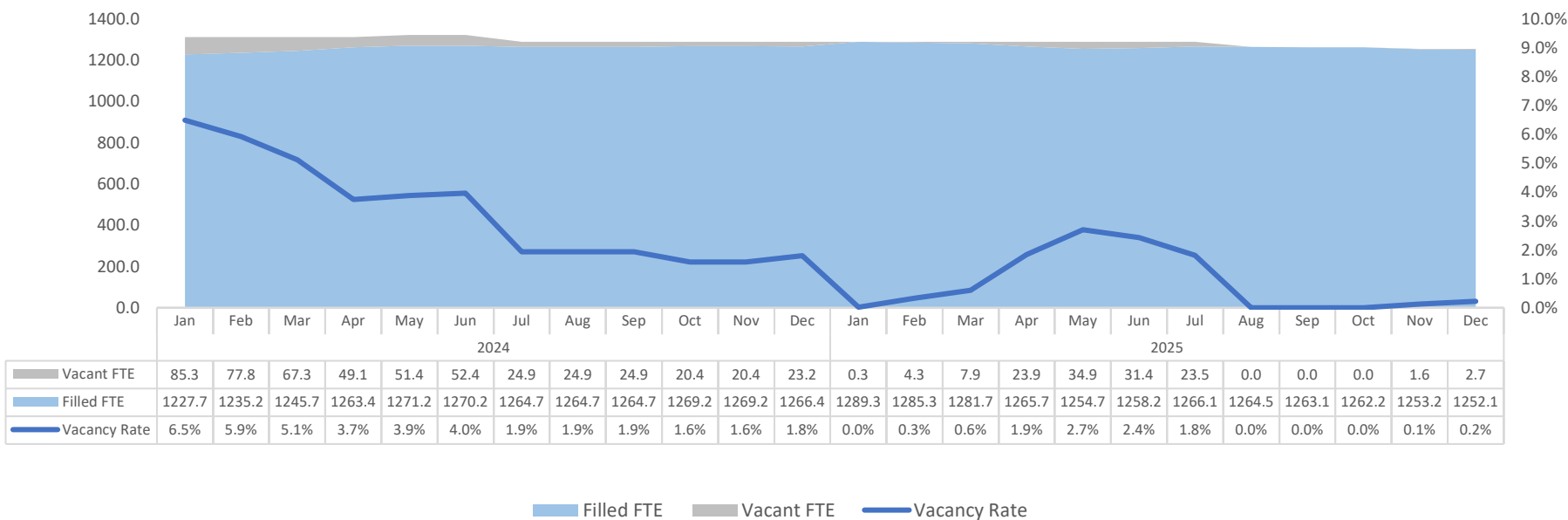
Key points of the presentation:

- | | |
|---------------------|---|
| Key Point #1 | LHH vacancies rate stands at 0.2% with attrition savings*. |
| Key Point #2 | December Hires: 19 total hires 10 New Hires 7 Transfers 2 Rehires 7 2320s |
| Key Point #3 | RN vacancy rate with attrition is 0% with 0 vacant FTE.** |
| Key Point #4 | December Separations: 2 Total Separations Non-Retirements: 2 |

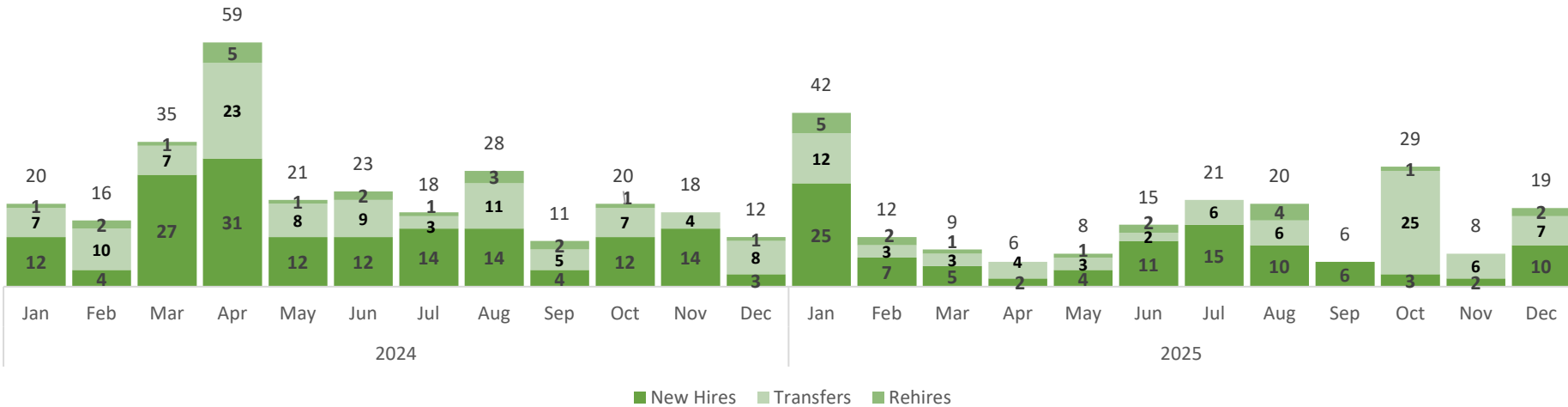
*** PLEASE NOTE:** this vacancy rate is calculated **with attrition savings of 9.4%**.

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

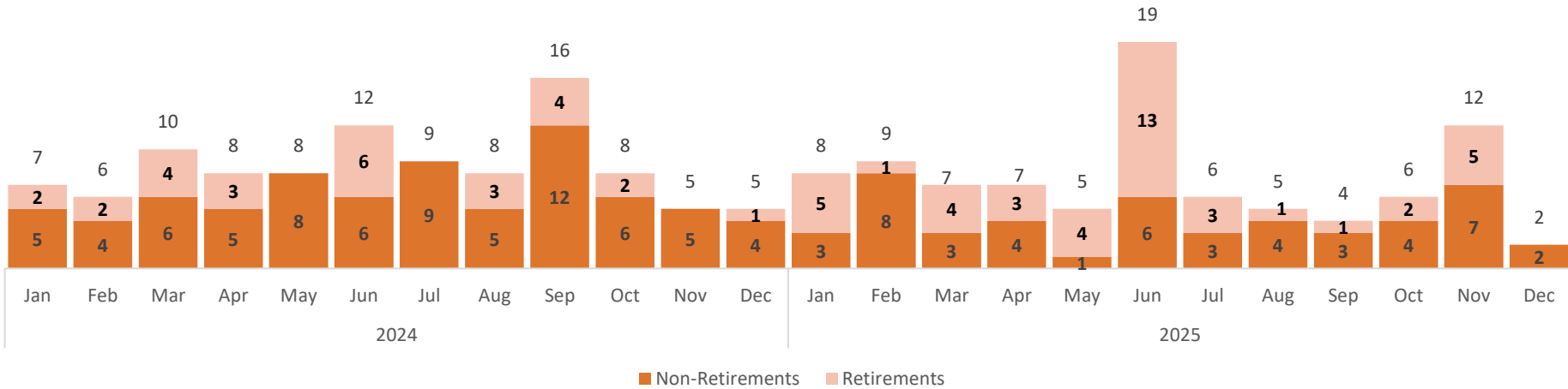
LHH Vacancy Trend
With Attrition Savings %



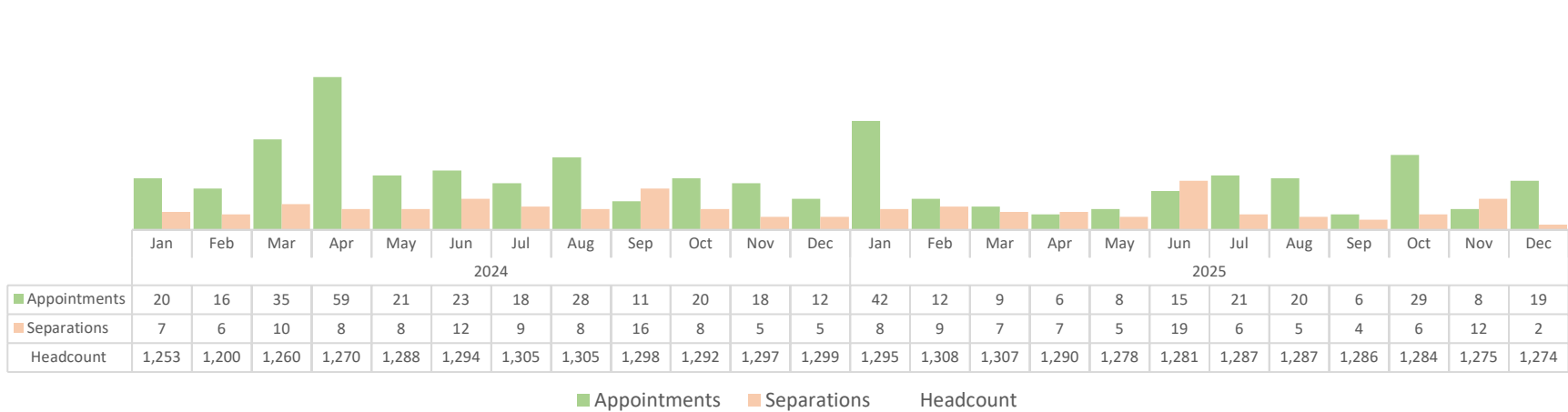
LHH Appointments
PCS, PEX, and TPV



LHH Separations
PCS, PEX, and TPV

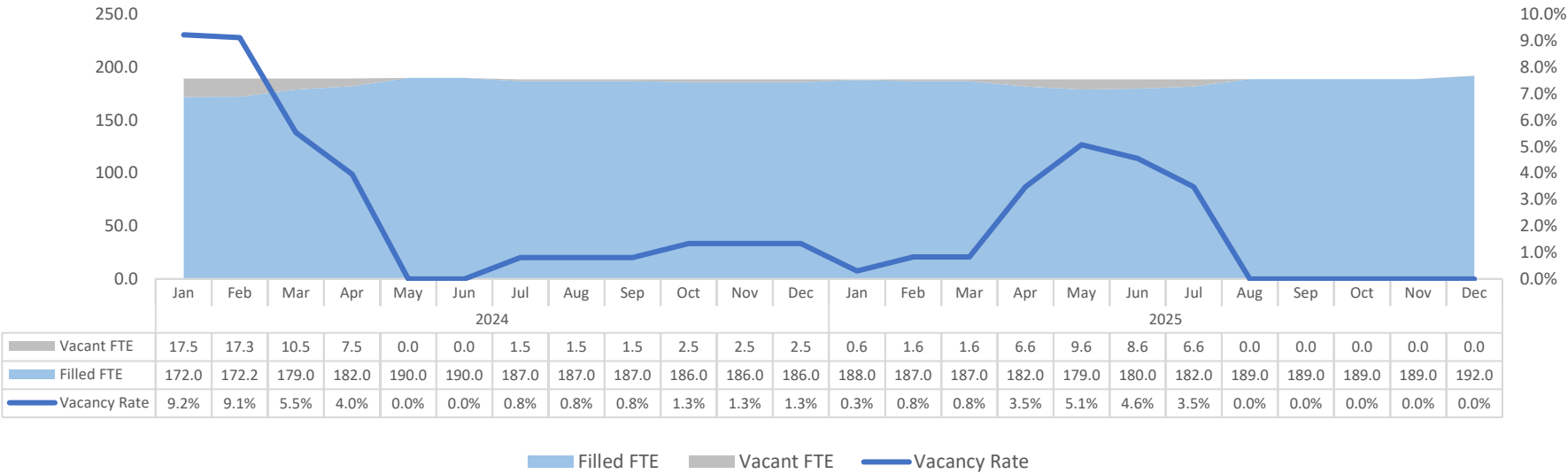


LHH Appointments and Separations
PCS, PEX, and TPV

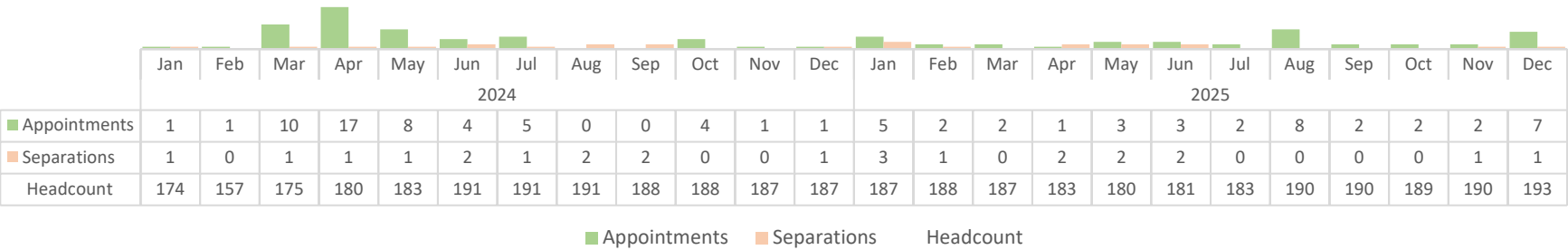


LHH 2320 RN Vacancy Trend

With Attrition Savings %



2320 RN LHH Appointments and Separations



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	2.0	2.0	50%
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	14.0	2.0	13%
1429	Nurses Staffing Assistant	8.0	7.5	0.5	6%
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	20.0	3.4	15%
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	369.9	18.0	5%

Budget Job Class	Job Title	Budgeted FTE	Utilized FTE	Vacant FTE	Vacancy Rate
2312	Certified Nursing Assistant	106.2	89.2	17.0	8%
2320	Licensed Vocational Nurse	198.0	192.0	6.0	16%
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	2.2	1.0	50%
2548	Speech Pathologist	6.0	6.0	0.0	31%
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	0.0	1.0	0%
2573	Senior Physical Therapist	3.5	3.5	0.0	100%
2574	Clinical Neuropsychologist	1.0	0.0	1.0	0%
2586	Clinical Psychologist	4.0	4.0	0.0	100%
2587	Health Worker II	30.0	26.0	4.0	0%
2588	Health Worker III	7.0	6.0	1.0	13%
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	9.5	2.0	7%
2618	Senior Food Service Worker	4.0	3.0	1.0	17%
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	0.0	1.0	10%
2736	Chef	105.0	103.0	2.0	100%

Budget Job Class	Job Title	Budgeted FTE	Utilized FTE	Vacant FTE	Vacancy Rate
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	4.0	0.0	100%
2908	Hospital Eligibility Worker	5.0	5.0	0.0	0%
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 approval	5-10 days
0931	Manager III	25%	3.0	1.0	Pending Requisition Request by Hiring Manager	30 days
0941	Manager VI	50%	2.0	2.0	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	Interviews in progress/Pending Selection	30 days
1428	Unit Clerk	13%	14.0	2.0	Interviews in progress/Pending Selection	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 approval	5-10 days
1657	Senior Systems Accountant	50%	1.0	1.0	Pending Requisition approval	5-10 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	15%	20.0	3.4	Onboarding	10-20 days
2242	Sr Psychiatric Physician Spec	15%	2.9	0.5	Pending Requisition approval	5-10 days
2312	Licensed Vocational Nurse	14%	89.2	13.0	Interviews in progress/Pending Selection	30 days
2322	Nurse Manager	13%	20.0	3.0	Interviews in progress/Pending Selection	30 days
2409	Pharmacy Technician	14%	12.0	2.0	Interviews in progress/Pending Selection	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	31%	2.2	1.0	Onboarding	10-20 days
2550	Sr Occupational Therapist	50%	1.0	1.0	Pending Announcement/Exam Administration	60-90 days
2558	Senior Physical Therapist	100%	0.0	1.0	Interviews in progress/Pending Selection	30 days
2574	Clinical Psychologist	100%	0.0	1.0	Interviews in progress/Pending Selection	30 days
2587	Health Worker III	13%	26.0	4.0	Interviews in progress/Pending Selection	30 days
2588	Health Worker IV	14%	6.0	1.0	Interviews in progress/Pending Selection	30 days
2593	Health Program Coordinator III	50%	1.0	1.0	Interviews in progress/Pending Selection	30 days
2606	Senior Food Service Worker	17%	9.5	2.0	Interviews in progress/Pending Selection	30 days
2618	Food Service Supervisor	25%	3.0	1.0	Interviews in progress/Pending Selection	30 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 Announcement/Exam Administration	60-90 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
2656	Chef	100%	0.0	1.0	Interviews in progress/Pending Selection	30 days
2738	Porter Assistant Supervisor	100%	0.0	1.0	Pending Requisition Request by Hiring Manager	30 days
2785	Assistant General Services Mgr	100%	0.0	2.0	Pending Requisition approval	5-10 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

Budget Job Class	Job Title	Vacancy Rate	Utilized FTE	Vacant FTE	Notes	Est. Timeline (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	Pending Announcement/Exam Administration	60-90 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