



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 September 2026

Key points of the presentation:

Key Point #1 LHH vacancy rate stands at 11.29%, 2.75% with attrition savings.*

Key Point #2 August Total Hires: 6 Hires | 4 New Hires | 2 Transfers

Key Point #3 2320 Registered Nurse (RN) vacancy rate with attrition savings is 4.02% with 7.58 Full Time Equivalent (FTE) vacant positions. **

Key Point #4 August 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.**



San Francisco Health Network
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LHH HUMAN RESOURCE SERVICES REPORT

Submitted to the Joint Conference Committee (September 2026)

Report Contents:

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

LHH vacancies rate stands at 11.29%, 2.75% **with attrition savings.***

There were six (6) hires in August, five (5) 2320 Registered Nurses and one (1) 0931 Manager III, Laguna Honda Hospital Chief Financial Officer. During the same period, there was one (1) non-retirement separation.

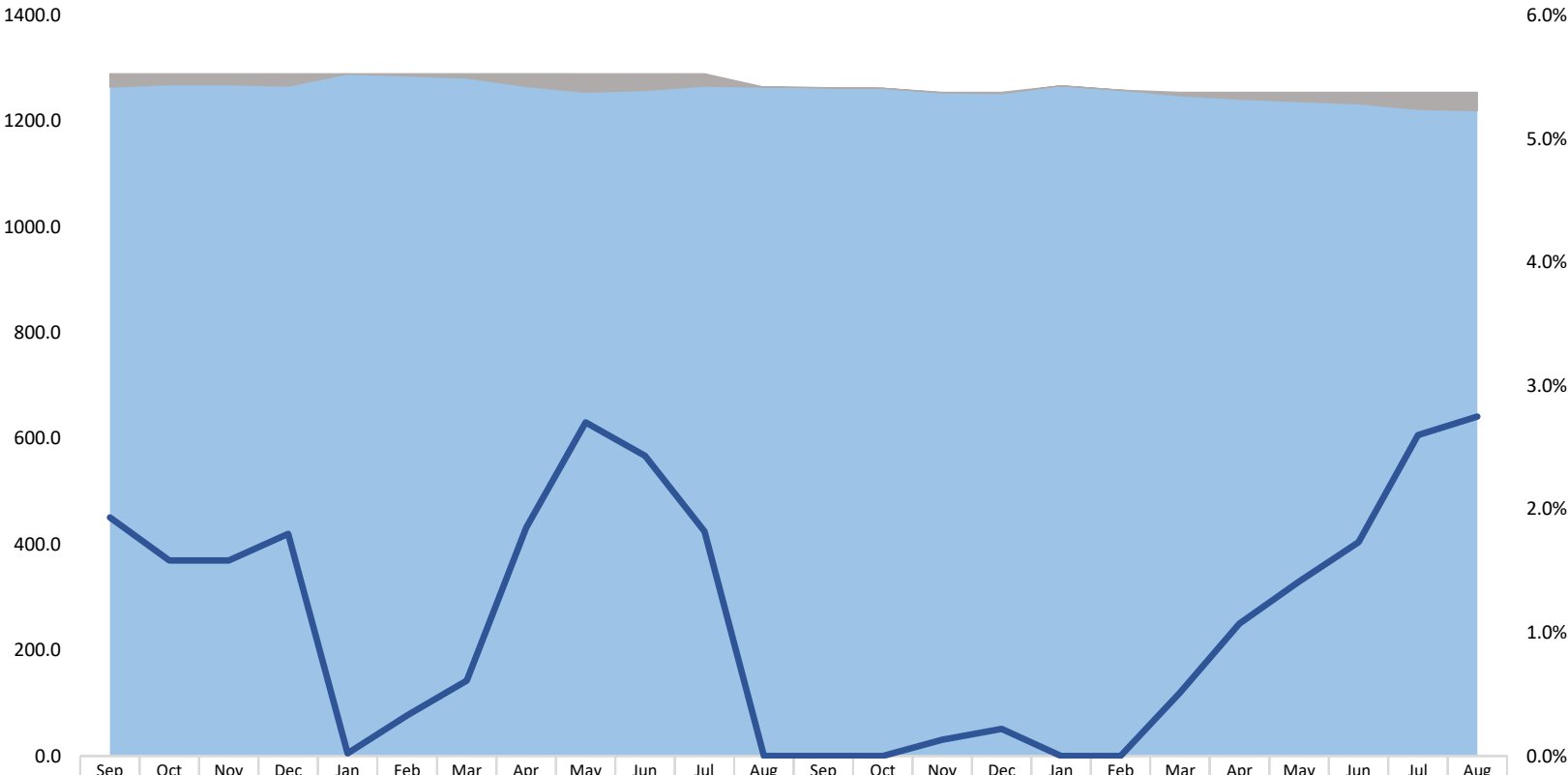
The RN vacancy rate is 8.59%, 4.02% with attrition savings with 7.58 vacant FTE.**

***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.**

LHH Vacancy Trend by Full Time Equivalent (FTE)

With Attrition Savings

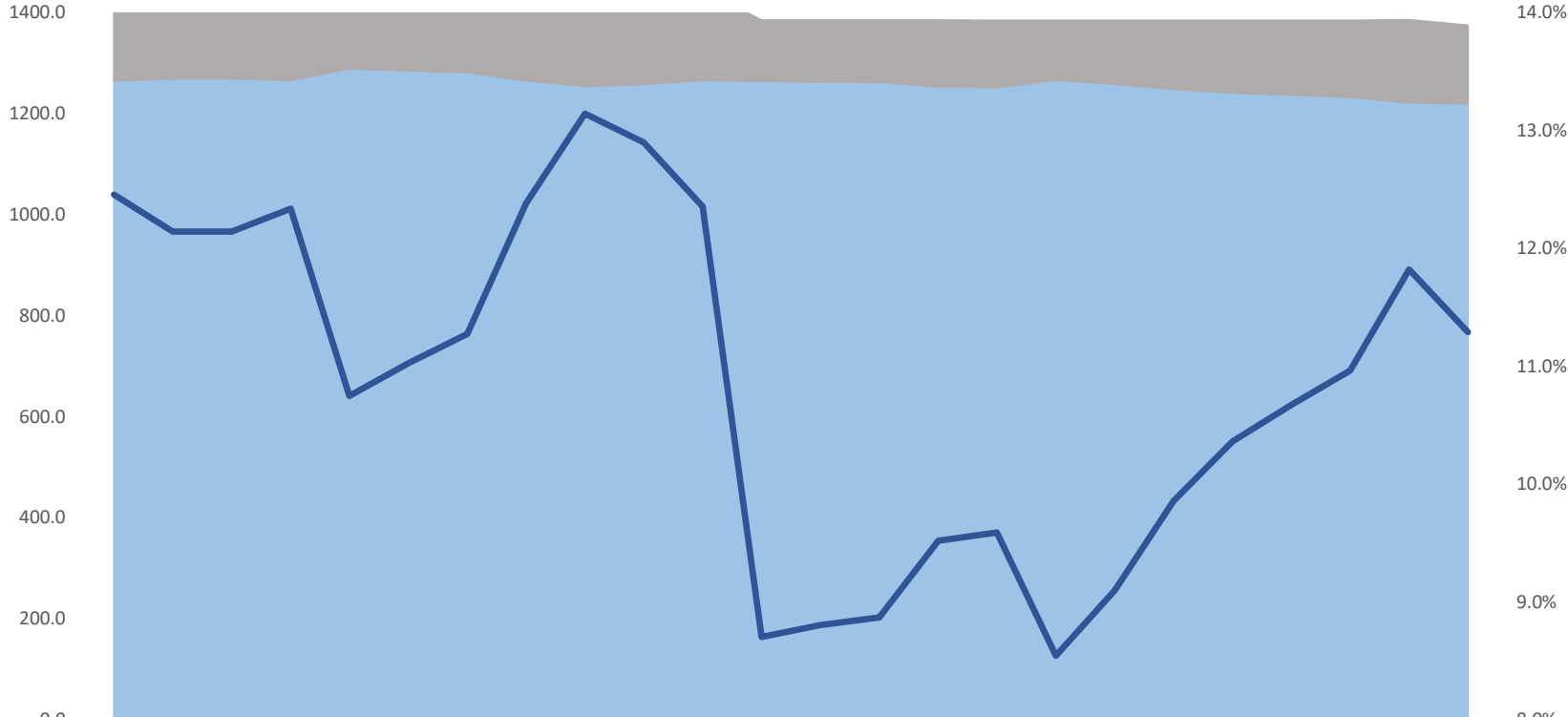


U.O	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug
	2024				2025								2026											
Vacant FTE	24.9	20.4	20.4	23.2	0.3	4.3	7.9	23.9	34.9	31.4	23.5	0.0	0.0	0.0	1.6	2.7	0.0	0.0	6.4	13.4	17.7	21.7	32.6	34.5
Filled FTE	1264.7	1269.2	1269.2	1266.4	1289.3	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	1219.8
Vacancy Rate	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%	2.8%

Filled FTE Vacant FTE Vacancy Rate

LHH Vacancy Trend by Full Time Equivalent (FTE)

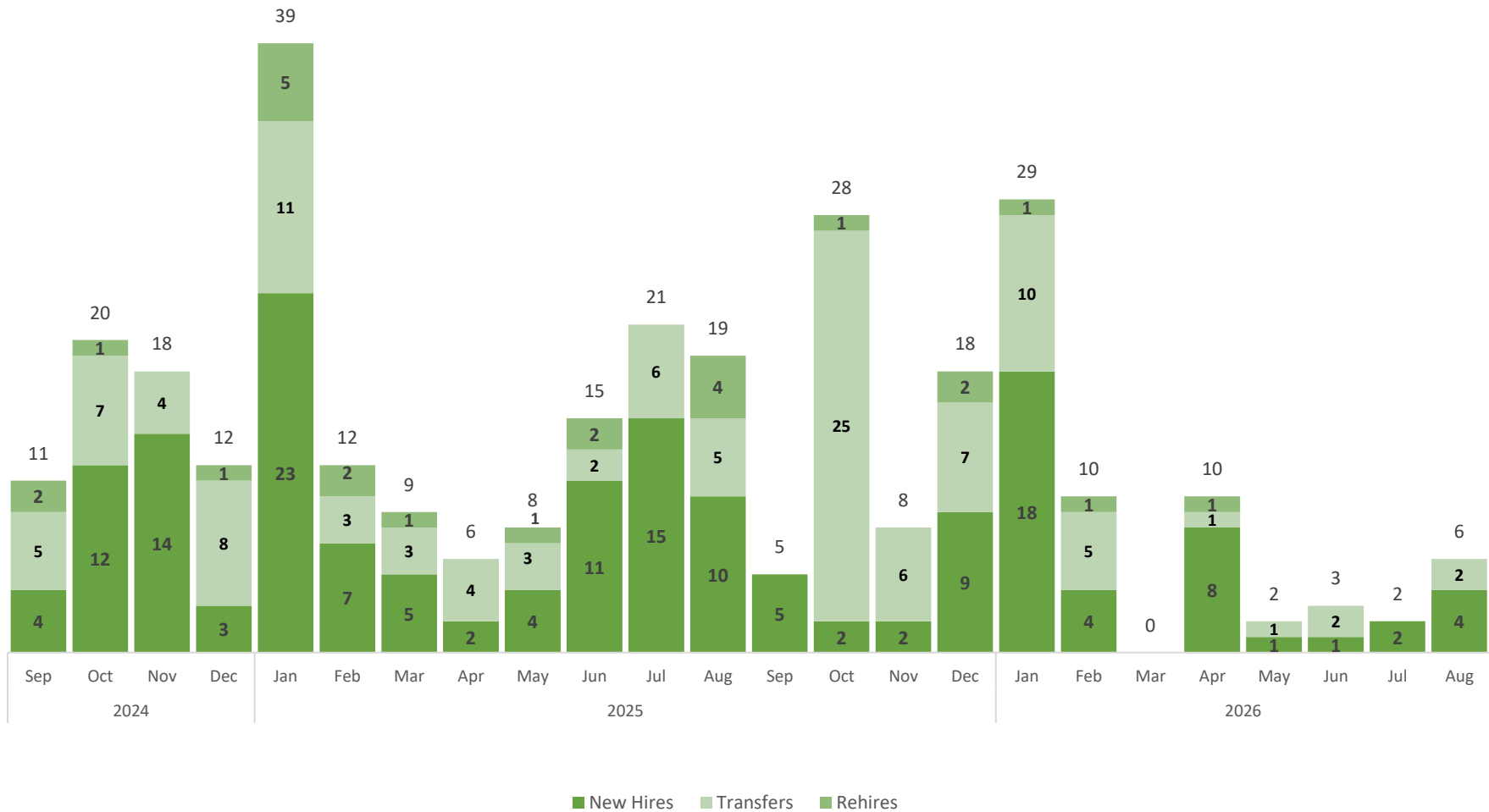
Without Attrition Savings



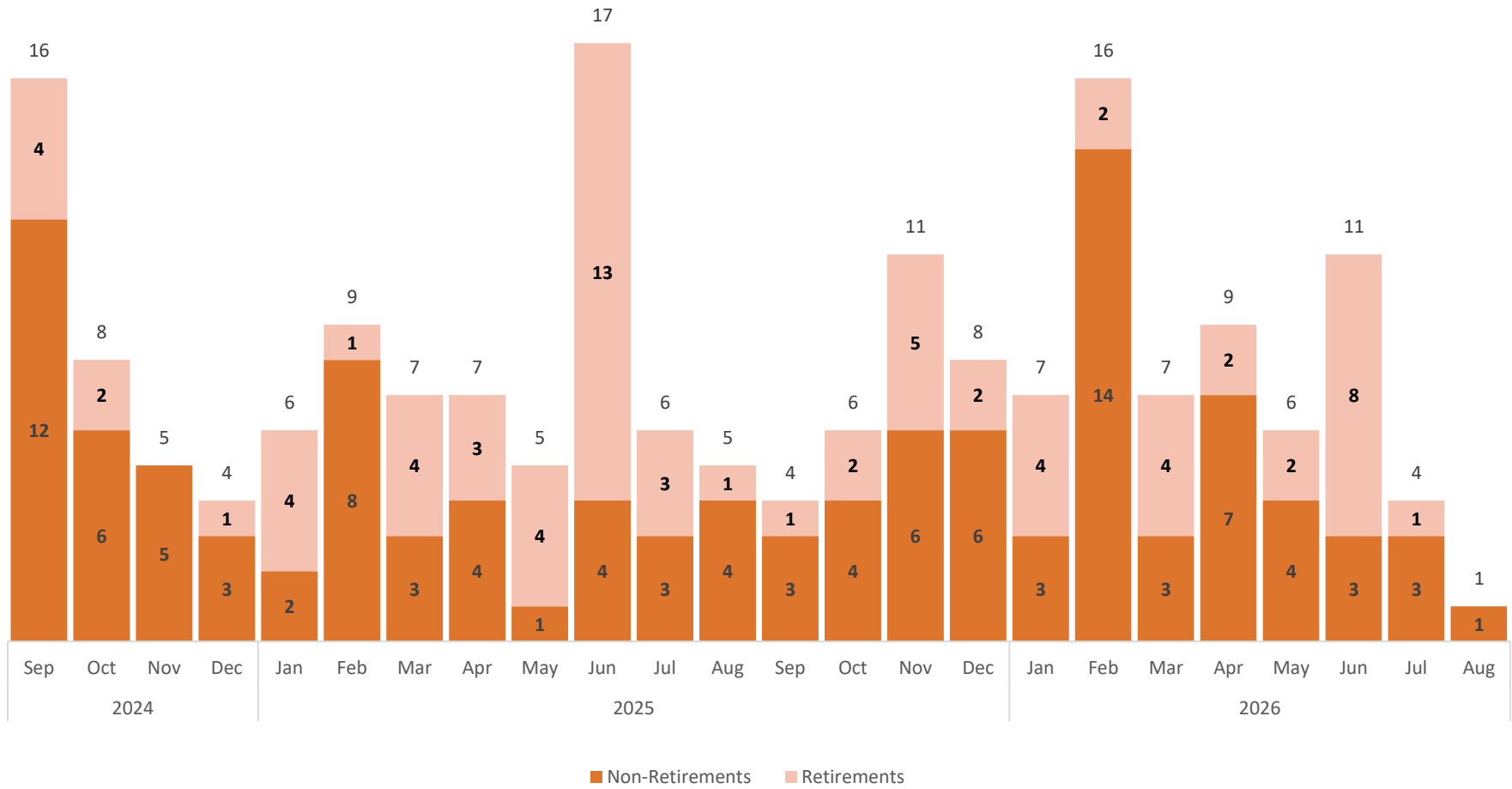
		Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug
		2024				2025								2026											
	Vacant FTE	179.9	175.4	175.4	178.2	155.3	159.3	162.9	178.9	189.9	186.4	178.5	120.5	121.9	122.8	131.8	132.8	118.3	126.0	136.5	143.5	147.8	151.8	163.7	155.2
	Filled FTE	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	1219.8
	Vacancy Rate	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%	11.3%

Filled FTE Vacant FTE Vacancy Rate

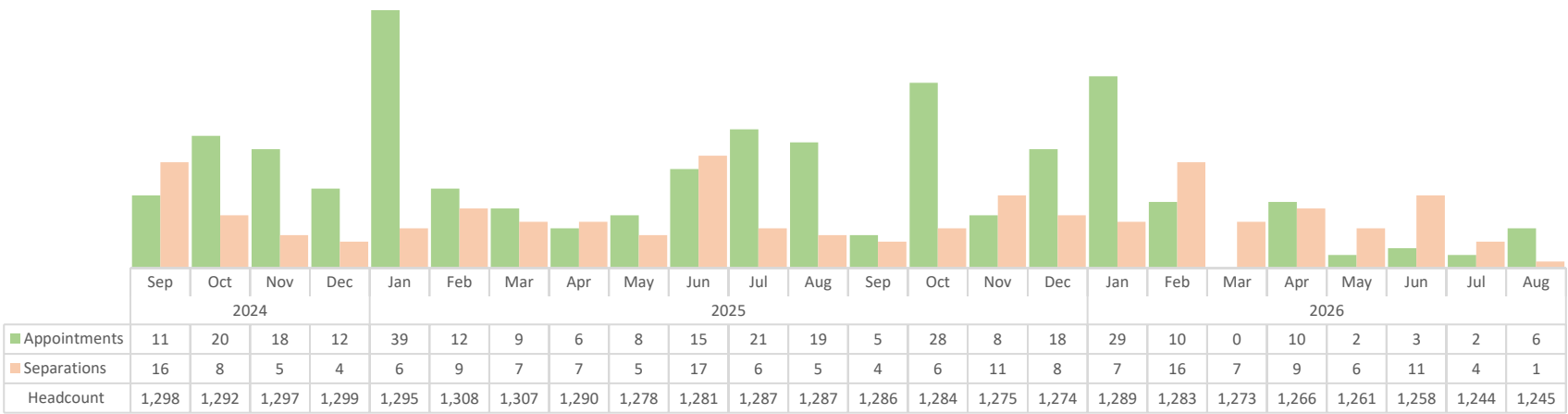
LHH Appointments (Permanently Funded Positions)



LHH Separations



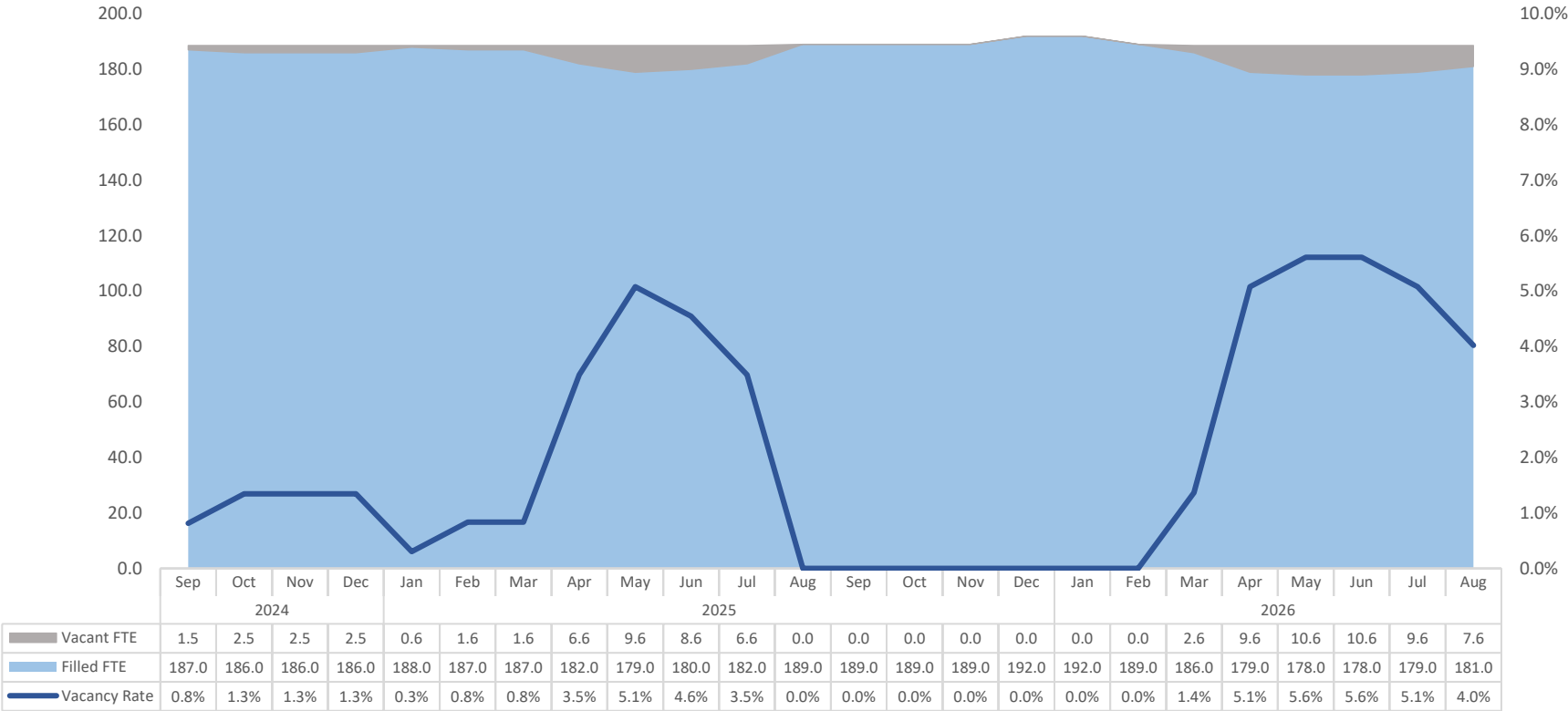
LHH Appointments and Separations



Appointments Separations Headcount

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

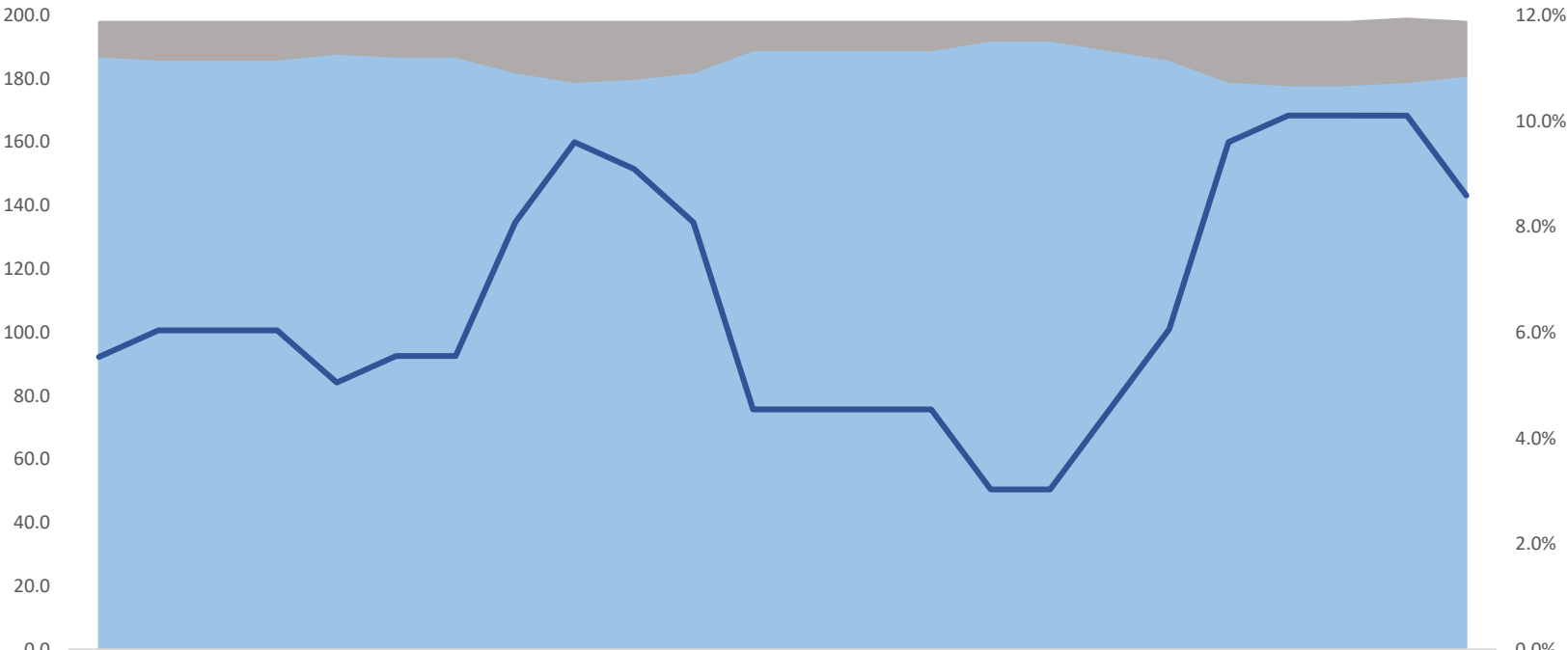
With Attrition Savings



Filled FTE Vacant FTE Vacancy Rate

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

Without Attrition Savings



U.O	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug
	2024				2025								2026											
Vacant FTE	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	17.0
Filled FTE	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	181.0
Vacancy Rate	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%	8.6%

Filled FTE Vacant FTE Vacancy Rate

2320 RN LHH Appointments and Separations

	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug
	2024				2025												2026							
■ Appointments	0	4	1	1	5	2	2	1	3	3	2	7	2	2	2	7	1	0	0	0	0	1	2	5
■ Separations	2	0	0	1	2	1	0	2	2	2	0	0	0	0	0	2	0	3	3	3	0	0	0	0
Headcount	188	188	187	187	187	188	187	183	180	181	183	190	190	189	190	193	193	190	187	179	178	179	178	182

■ Appointments ■ Separations Headcount

Job Class	Job Title	Vacant Positions	Vacant FTE	Approved Positions	Approved FTE	Approved Positions - Unit	Approved Positions - Recruitment Status
0942	Manager VII	2	2.0	2	2.0	Nursing Administration	Job Announcement Open
2230	Physician Specialist			2	As-needed	Medical Staff	Credentialing; Selection
2232	Senior Physician Specialist	6	4.2	2	2.0	Medical Staff	Job Announcement Open
2303	Certified Nursing Assistant	53	52.1	33	33.0	Total	
2303	Certified Nursing Assistant			23	23.0	Skilled Nursing Care - Gen SNF	Onboarding
2303	Certified Nursing Assistant			2	2.0	Skilled Nursing Care - Gen SNF	Request to Hire Submitted
2303	Certified Nursing Assistant			8	8.0	Skilled Nursing Care - Gen SNF	Selection Started
2312	Licensed Vocational Nurse	16	15.5	9	8.5	Total	
2312	Licensed Vocational Nurse			8	7.5	Skilled Nursing Care	Onboarding
2312	Licensed Vocational Nurse			1	1.0	Skilled Nursing Care Nrsng Sppt	Selection Started
2320	Registered Nurse	17	17.0	5	5.0	Total	
2320	Registered Nurse			5	5.0	Skilled Nursing Care - Gen SNF	Selection Started
2536	Respiratory Care Practitioner	2	2.0	2	2.0	Respiratory Therapy	Reassignment Closed
2536	Respiratory Care Practitioner			2	2.0	Respiratory Therapy	Selection Started
2591	Health Program Coordinator II	1	1.0	2	2.0	LHH Quality Management	Selection Started
2604	Food Service Worker	9	6.0	2	2.0	Kitchen	Reassignment Closed
2920	Medical Social Worker	5	5.0	2	2.0	Social Work Services	List Adopted/Exempt Pool
7203	Buildings/Grounds Maint Supv	1	1.0	2	2.0	Plant Operations	Selection Started
7205	Chief Stationary Engineer	1	1.0	2	2.0	Plant Operations	Selection Started

Budget Job Class	Job Title	Vacancy Rate	Budgeted FTE	Filled FTE	Vacant FTE	Unit(s) with Vacancy
1630	Account Clerk	100%	1.0	0.0	1.0	Utilization Management
1944	Materials Coordinator	100%	1.0	0.0	1.0	Purchasing and Stores
2619	Senior Food Service Supervisor	100%	1.0	0.0	1.0	Kitchen
2738	Porter Assistant Supervisor	100%	1.0	0.0	1.0	Housekeeping
2785	Assistant General Services Mgr	100%	2.0	0.0	2.0	Housekeeping
5504	Project Manager II	100%	1.0	0.0	1.0	Plant Operations
7203	Buildings/Grounds Maint Supv	100%	1.0	0.0	1.0	Plant Operations
7205	Chief Stationary Engineer	100%	1.0	0.0	1.0	Plant Operations
0942	Manager VII	67%	3.0	1.0	2.0	Nursing Administration
7346	Painter	67%	3.0	1.0	2.0	Plant Operations
2542	Speech Pathologist	63%	3.2	1.2	2.0	Speech Therapy
0943	Manager VIII	50%	2.0	1.0	1.0	Medical Staff Administration
1635	Health Care Billing Clerk I	50%	2.0	1.0	1.0	8531 BILLING
1657	Accountant IV	50%	2.0	1.0	1.0	General Accounting
1822	Administrative Analyst	50%	4.0	2.0	2.0	Total
1822	Administrative Analyst				1.0	LHH Quality Management
1822	Administrative Analyst				1.0	Security Operation
2471	Radiologic Technologist I, II, III	50%	2.0	1.0	1.0	Radiology Diagnostic
2536	Respiratory Care Practitioner	50%	4.0	2.0	2.0	Respiratory Therapy
2586	Health Worker II	50%	2.0	1.0	1.0	Ambassador Program
2593	Health Program Coordinator III	50%	2.0	1.0	1.0	Psychiatric Clinic
7344	Carpenter	50%	2.0	1.0	1.0	Plant Operations
7345	Electrician	50%	2.0	1.0	1.0	Plant Operations
1636	Health Care Billing Clerk II	40%	5.0	3.0	2.0	8531 BILLING
1654	Accountant III	33%	3.0	2.0	1.0	General Accounting
1825	Principal Administrative Analyst II	33%	3.0	2.0	1.0	Public Relations
2622	Dietetic Technician	33%	3.0	2.0	1.0	Dietary
2920	Medical Social Worker	29%	17.0	12.0	5.0	Social Work Services
2324	Nursing Supervisor	25%	8.0	6.0	2.0	Nursing Administration
2409	Pharmacy Technician	21%	14.0	11.0	3.0	Pharmacy
7334	Stationary Engineer	20%	20.0	16.0	4.0	Total
7334	Stationary Engineer				1.0	Plant Operations
7334	Stationary Engineer				3.0	Non-LHH Program Expenses
2654	Cook	18%	11.0	9.0	2.0	Total
2654	Cook				1.0	Kitchen
2654	Cook				1.0	Non-LHH Program Expenses
7524	Institution Utility Worker	18%	11.0	9.0	2.0	Total
7524	Institution Utility Worker				1.0	Plant Operations
7524	Institution Utility Worker				1.0	Non-LHH Program Expenses
2232	Senior Physician Specialist	18%	23.4	19.2	4.2	Medical Staff
0922	Manager I	17%	6.0	5.0	1.0	8531 BILLING
2591	Health Program Coordinator II	17%	6.0	5.0	1.0	LHH Quality Management
2312	Licensed Vocational Nurse	15%	106.2	90.7	15.5	Total
2312	Licensed Vocational Nurse				14.5	Skilled Nursing Care - Gen SNF
2312	Licensed Vocational Nurse				1.0	Skilled Nursing Care Nrsng Sppt
1934	Storekeeper	14%	7.0	6.0	1.0	Purchasing and Stores

Budget Job Class	Job Title	Vacancy Rate	Budgeted FTE	Filled FTE	Vacant FTE	Unit(s) with Vacancy
2588	Health Worker IV	14%	7.0	6.0	1.0	8670 Care Experience
2303	Certified Nursing Assistant	13%	406.1	354.0	52.1	Total
2303	Certified Nursing Assistant				50.1	Skilled Nursing Care - Gen SNF
2303	Certified Nursing Assistant				1.0	Acute Medical - PMA
2303	Certified Nursing Assistant				1.0	Acute Rehab Care (IRF) - PMR
2242	Sr Psychiatric Physician Spec	12%	3.4	3.0	0.4	Psychiatric Clinic
2450	Pharmacist	11%	9.3	8.3	1.0	Pharmacy
2322	Nurse Manager	10%	21.0	19.0	2.0	Total
2322	Nurse Manager				1.0	Infection Prevention & Control
2322	Nurse Manager				1.0	Skilled Nursing Care - Gen SNF
2604	Food Service Worker	9%	68.0	62.0	6.0	Kitchen
2320	Registered Nurse	9%	198.0	181.0	17.0	Total
2320	Registered Nurse				12.0	Skilled Nursing Care - Gen SNF
2320	Registered Nurse				2.0	Skilled Nursing Care Nrsng Sppt
2320	Registered Nurse				1.0	Nurse Float Pool-Gen SNF
2320	Registered Nurse				1.0	Utilization Management
2320	Registered Nurse				1.0	Clinics
2587	Health Worker III	3%	29.0	28.0	1.0	Recreational Therapy
2736	Porter	2%	105.0	103.0	2.0	Housekeeping