

LHH HUMAN RESOURCE SERVICES REPORT

Submitted to the Joint Conference Committee (September 2025)

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- Vacancy Report
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 - Graphs: YTD vacancy rate, new hires, separations
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LHH vacancies rate stands at 0% **with attrition savings**.*

We hired a total of eighteen (18) hires in August: ten (10) new hires, six (6) transfers, and two (2) rehires. We had one (1) non-retirement and one (1) retirement separation during the same period. Eight (8) of the hires were 2320 RNs.

2320 classification is exempt from the hiring freeze and the HR team is continuing to support filling the vacancies at Laguna. The RN vacancy rate **with attrition savings** is 0% with 0 vacant FTE.**

The HR team continues to hold planning meetings with Executive leadership and hiring managers on a weekly, monthly basis to go over the vacancy information and hiring plans. We were excited to see that the Reassignment window for 2320 RNs has been reduced from 14-days to 9-days starting in Fiscal Year 25/26. This change will support our collective goal to significantly reduce our time to hire. We're looking forward to ensuring that this reduced Reassignment Window will help us hire quickly and efficiently as we will share our Reassignment applicants with our Hiring Managers five business days sooner per hiring cycle. Please be sure to encourage all 2320 staff to be mindful of this change, and to always refer to their Reassignment Flyers for pertinent information, including submission deadlines. Hiring Managers will see this update reflected on our REA Flyers, meeting announcements, and updated RN Selection Calendars.

Regarding Frozen Positions: Please keep in mind that in January 2025, hiring across CCSF was paused by a mayoral hiring freeze. This has impacted our ability to hire onto all positions marked as vacant in our systems. We are collaborating with our finance team, DHR partners, and MBO to reconcile our data, with the shared goal to report only on positions that are approved for hire. At this time, our report includes all vacancy data, including positions that are not currently approved for hire.

* **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**.