

Cross Country Staffing Contract

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DPH contract with Cross Country Staffing

- **Hiring permanent RNs is first priority**
 - ZSFG vacancy rate of 7% is equivalent or better than industry standard
 - Same for turnover rate (7 – 13% depending on the area)
- Total contract request is \$85m over 5 years (FY 19-24)
 - Of total, \$67m is for ZSFG, \$11m is for LHH, and \$7m is for other DPH clinics
- For ZSFG portion, cost of contract equivalent to:
 - 29 RN FTE/year in Operating (assumes with premium rate)
 - 16.5 RN FTE/year in COVID Pandemic response
 - Approximately 3% of total RN FTEs at ZSFG
- ZSFG has almost 200 RNs out on leave at any given time
 - **Each registry request would be tied to a long-term leave**

Closing

- Especially now, ZSFG must have flexibility in hiring in order to keep units adequately staffed AND to support permanent staff
- Stabilizing permanent nursing staff in the ED and critical care by having continual training programs
 - Best strategy for bringing new staff into these areas that require high skill levels
- **Hiring permanent nurses is top priority**
- **Maintaining quality patient care also top priority**

Thank you. Any questions?