



RNPA Turnover Rate is Less Than Half the National Turnover Rate

Presented at RNPA Negotiations on October 23, 2023

Countywide Turnover Rate in 2022 was 8.8% (Including Retirements)
6% (Excluding Retirements)

Turnover Rate*	VMC	OCH	SLR	Custody Health	Total
County Turnover Rate: Calendar Year 2022 – Excluding Retirements	5.5%	7.7%	8.9%	7.0%	6.2%
County Turnover Rate: Calendar Year 2022 – Including Retirements	7.3%	7.9%	8.9%	8.8%	8.1%
National Turnover Rate Calendar Year 2022**	-	-	-	-	18.2%

*The County’s turnover rate methodology is consistent with the Society for Human Resource Management’s (SHRM) methodology for calculating turnover. Calculation includes full-time and part-time classifications and excludes Extra Help and Per Diem employees. The Turnover rate is equal to the number of separations during a reporting period, divided by the average number of employees during the same reporting period, multiplied by 100

**Source is 2023 Nursing Solutions Inc., National Health Care Retention & RN Staffing Report (NSI Report)



RNPA Vacancy Rate is Less Than 10%

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Classified Classification	Filled	Vacant	Total Positions	Vacancy Rate
Clinical Nurse Specialist	4	0	4	0%
Clinical Nurse (I, II, III)	2,471	227	2,698	8.40%
Assistant Nurse Manager	138	12	150	8.00%
Staff Developer	38	5	43	11.60%
Nurse Practitioner	91	14	105	13.30%
Nurse Coordinator	77	9	86	10.50%
Infection Control Nurse	11	2	13	15.40%
Certified Registered Nurse Anesthetist	5	1	6	16.70%
Total	2835	270	3,105	8.70%



RNPA Clinical Nurse I,II,III Vacancy Rate is Nearly Half the National Vacancy Rate

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The Current National Average Vacancy Rate for RNs is 15.7%
 Current Countywide Vacancy Rate is 12.1%

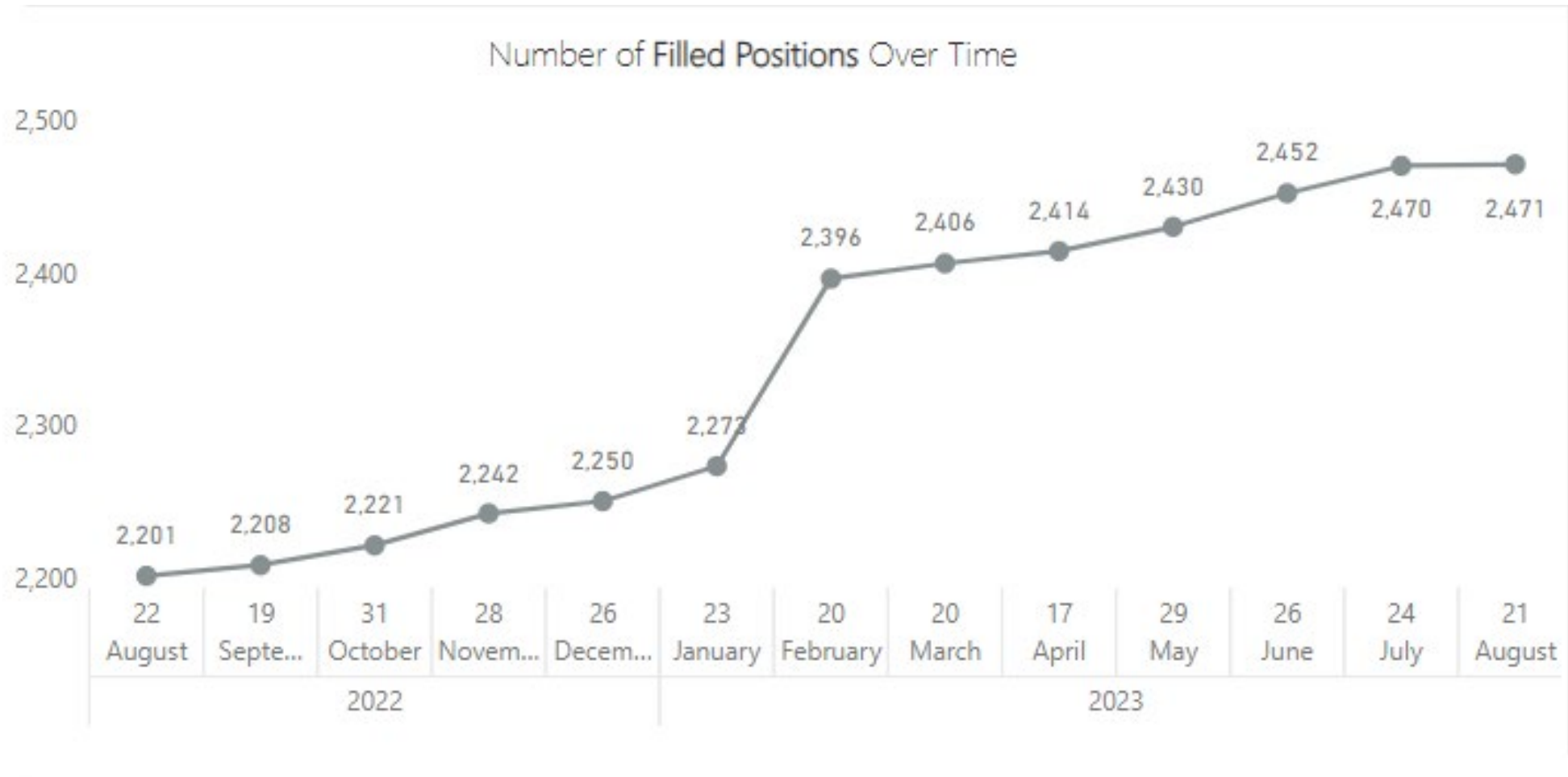
Clinical Nurses*	Filled	Vacant	Vacancy Rate
VMC/Clinics	1,612	124	7.10%
St. Louise	208	24	10.34%
O'Connor	522	73	12.30%
Custody Health	127	6	4.50%
Behavioral Health	2	0	0%
Total	2,471	227	8.40%

*Excludes Unclassified Clinical Nurse Positions



13% Growth Over 12-Months for Clinical Nurse I,II,III

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Santa Clara County is in the Top 5 for Clinical Nurse III Salary

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Survey Agency	Unit	Comparable Classification	Top Step Annual Salary
Alameda County	SEIU	Registered Nurse III	\$155,875.20
Contra Costa County	NA	N/C	
Merced County	NA	N/C	
San Benito County	NA	N/C	
San Francisco, City and County of	SEIU	Registered Nurse	\$205,374.00
San Mateo County	CNA	Clinical Nurse	\$179,504.00
Santa Cruz County	SEIU	Clinic Nurse III	\$134,076.80
Stanislaus County	CNA	Staff Nurse III	\$120,307.20
El Camino Health	PRN	Clinical Nurse III	\$199,269.82
HCA Hospitals (Good Samaritan/Regional Medical)	CNA	Registered Nurse III	\$198,515.20
Kaiser Permanente (Northern California)	CNA	Staff Nurse III	\$195,363.58
Palo Alto - VA Hospital	NNU	Registered Nurse Grade 3	\$202,729.00
Stanford Health Care	CRONA	Clinical Nurse III	\$207,771.20
UCSF	CNA	Clinical Nurse III	\$202,312.45
Santa Clara County	RNPA	Clinical Nurse III	\$201,327.36
Survey Median			\$198,515
Variance from Median			1.40%
Survey Average			\$181,918
Variance From Average			9.64%

*Excludes Longevity Steps in all agencies