

Employment Opportunities

CALIFORNIA PACIFIC MEDICAL CENTER, a Sutter Health affiliate, is one of the largest private, not-for-profit, academic medical centers in Northern California. Here at California Pacific, we believe in the power of medicine. We research the most up-to-date treatments, hire the most qualified individuals, and practice the most modern, innovative medicine available. But we also believe that medicine alone is only part of the solution. That's why we look intently at each individual case and treat the whole person, not just the illness.

California Pacific is an organization whose community-based, not-for-profit mission is to make a difference in people's lives. Our 1,200 active medical staff members and 6,600 employees recognize that the opportunity to be of service to another human being is more than a job, it is a privilege. They know that medicine can transform a body, but going beyond medicine can transform a life. These exceptional people determine the quality and excellence of the organization. We are determined to provide the same quality and excellence as an employer to retain our valued workforce.

California Pacific is comprised of the four oldest hospitals in San Francisco. The Davies Campus (Castro and Duboce Sts.), formerly Davies Medical Center, was founded in 1852 to help San Francisco's German-speaking immigrants find work, shelter, food, clothing and health care. The Pacific Campus (2333 Buchanan) was founded in 1857 as the West's first medical school. The St. Luke's Campus (3555 Cesar Chavez) was founded in 1871 by the Episcopalian Church and the California Campus (3700 California) was founded in 1875 as the Pacific Dispensary for Women and Children, a hospital run by women, for women.

We believe in investing in our most valuable asset—our staff. Providing competitive salaries and

a comprehensive benefits program is one of many ways we show our employees how much we appreciate their loyalty and contribution to the success of our organization. We are proud to support our staff with the rare practice of providing fully paid health insurance premiums for our employees and their immediate family members.

This year, California Pacific was privileged once again to be named a "Best Place to Work in the Bay Area" as voted by our staff in the *San Francisco Business Times*. As an organization, we are committed to being a great workplace because we care for and respect our employees and want to be their employer of choice.

Opportunities for Growth

California Pacific Medical Center is committed to supporting the professional and personal growth of our staff with on-site courses and tuition reimbursement programs. We bring courses from the City College of San Francisco on-site for our hard working staff. All employees are eligible to participate in these free courses, which include Medical Terminology, Conversational Spanish for Medical Professionals, English 91 and Psychology 1.

Market scarce tuition reimbursement is also available to non-represented employees (represented employees have a separate career development program). The program encourages employees to grow in their current career or expand into a new career/position that has been identified by the Medical Center as a "market scarce" position in the field of healthcare. The program is designed to assist employees in obtaining technical certifications, licensure and degrees at accredited technical schools, colleges and universities in preparation for

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potential advancement into a higher skill level within the Medical Center.

As an affiliate of Sutter Health, one of the nation's leading not-for-profit networks of community-based health care providers with more than 100 Northern California communities, our employees also have access to inter-facility transfers.

Sampling of Our Benefits

Benefits are offered to employees who are at least part-time status (20 hours + per week) or full time.

- Medical (HMO or POS coverage)
- Dental (Standard or Special Plan)
- Vision (Standard)
- Life Insurance
- Health and Dependent Spending Accounts
- Pension and Retirement Accounts
- 403(b) Plan (% matching available)
- Domestic Partner Benefits
- Credit Union
- Free Shuttle Service (to and from BART; inter-campus routes)
- Employee Assistance Program (EAP)
- Employee Transportation Program (pre-taxed dollars for public transport)
- Health & Wellness Classes (discounts on classes such as Tai Chi, yoga, smoking cessation, weight loss, and services such as massage)
- Competitive Compensation
- Reward and Recognition Programs
- Length of Service Awards
- Generous Paid Time Off (beginning at 8 hrs per pay period/26 days per year)
- All-Employee Events
- Holiday Parties

Serving more than 200,000 patients annually, California Pacific Medical Center provides a wide variety of services and opportunities for career growth and development:

- Allied Health (Activities Therapists, PTs, OTs, Lab Aides, Dieticians, Pharmacists)
- Nursing (RNs, CNAs, Surg Techs, EMTs, Lactation Consultants)
- Management (Clinical, Professional, and Support Services)

- Professional/Technical (Coding Specialists, Genetic Counselors, Med Techs, Rad Techs, Education Specialists)
- Clerical (Executive Assistants, Administrative Secretaries, Clerks, Registration Reps, PBX Operators, Billers)
- Service (Housekeeping and Food Service Aides, Transporters, Distribution Aides)
- Information Technology (Systems Analysts, Network Engineers)
- Physicians (all clinical areas)

Recent Recognition

- California Pacific was named one of the top 50 hospitals in the U.S. by the Leapfrog Group, a nonprofit organization that measures hospital quality and safety.
- The *San Francisco Business Times* designated CPMC as a "Best Place to Work in the Bay Area" based solely on an employee survey in 2006 and 2007.
- CPMC was named "Best Hospital" in San Francisco by readers of the *Jewish News Weekly* for the third consecutive year in 2007.
- We received Joint Commission "Primary Stroke Center" certification, currently the only non-university affiliated medical center in San Francisco to achieve this distinction.
- California Pacific received accreditation by the Society of Chest Pain Centers (SCPC) as a Chest Pain Center—one of four California hospitals, and the only one in Bay Area.
- We were named a "Family Favorite" Winner for 2006 by *Bay Area Parent*.
- We launched a revamped tuition reimbursement program; brought City College San Francisco courses on-site for all CPMC staff; and expanded California Pacific Medical Center University (CPMCU) to include basic computer courses, GED completion opportunities, vocational English for professionals, telephone and front desk skills training and more.
- CPMC received institutional accreditation for our residency and fellowship training programs from the Accreditation Council for Graduate Medical Education.

- We had only 6.4% turnover among nurses in 2006, compared to 14.8% statewide.
- California Pacific delivers approximately 50% of all births in San Francisco, has among the best perinatal outcomes in all of California, and is a regional leader for high-risk births.

Apply Today

Thank you for your interest in joining the California Pacific Medical Center team. For an up-to-date listing of current openings at California Pacific Medical Center, visit www.careers.cpmc.org and apply online.



California Pacific Medical Center

A Sutter Health Affiliate
With You. For Life.

**P.O. Box 7999
San Francisco, CA 94120-7999**

California Campus
3700 California Street

Davies Campus
Castro & Duboce

Pacific Campus
2333 Buchanan Street

St. Luke's Campus
3555 Cesar Chavez Street

415-600-6000 MAIN PHONE
888-637-2762 PHYSICIAN REFERRAL

www.cpmc.org/beyondmedicine

THANK YOU FOR THE OPPORTUNITY TO SHARE INFORMATION ABOUT CALIFORNIA PACIFIC MEDICAL CENTER'S SERVICES WITH YOU. PLEASE ACCEPT OUR SINCERE WISHES FOR YOUR GOOD HEALTH.

California Pacific Medical Center. Beyond Medicine.

California Pacific Medical Center is one of the largest private, not-for-profit, academic medical centers in Northern California and is a Sutter Health affiliate. As a tertiary referral center, the Medical Center provides a wide variety of services, including acute, post-acute and outpatient hospital care; home care and hospice services; preventive and complementary care and health education.

Through our medical education program and our Research Institute, physicians are able to bring health care innovation to the bedside. We go beyond medical care and provide our patients with services like disease counseling, family support and wellness treatments. And we reach deep into our community to provide education, screening, and financial support in some of the city's most underserved areas.

Tell Us Your Story

We truly appreciate your time and input toward helping us go beyond medicine. We invite you to share your health care experience connected with California Pacific Medical Center at www.cpmc.org/beyondmedicine.