



**PORT OF
OAKLAND**

**Informational Report:
Government Code Section 3502.3
Vacancies & Recruitment and Retention Efforts**

April 23, 2026

Recruitment Efforts

Unit	FY 2025 Budgeted Positions	Positions Filled	Positions Vacant	% of Bargaining Unit
IBEW	39	34	5	12.8%
IFPTE	187	156	31	16.6%
SEIU	227	197	30	13.2%
WCE	60	54	6	10.0%
Total	513	441	72	14.0%



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Recruitment Efforts (Cont'd)

Approach

- Recruitment is tailored to position
- Utilize Internal & External Platforms

Partners

- Community
 - Cypress Mandela Training Center, Unity Council, Rising Sun Center for Opportunity, West Oakland Job Resource Center, Rubicon Programs, Youth Employment Partnership
- Industry
 - American Association of Airport Executives (AAAE), American Association of Port Authorities (AAPA), Pacific Merchant Association (PMA), Airport Council International (ACI)



Retention

- Competitive Pay and Benefits Package
 - Highest Tier Among Public Agencies
- Average Port Employee Tenure
 - 10.8 Years
- Benefits
 - Defined Pension (CalPERS)
 - 100% of medical cost for employees and dependents up to Kaiser HMO Family Plan
 - 100% of premium cost for dental
- Work Life
 - Minimum 13 paid holidays plus two 1/2 paid days on December 24 and December 31
 - Up to a maximum of 5 weeks vacation
 - Up to 12 days of paid sick leave per year



Conclusion

- Staff is not recommending any changes to Port Policies, procedures and rules governing recruitment activities
- Staff continues to evaluate application of our policies and procedures to increase efficiencies