



**PORT OF  
OAKLAND**

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

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**June 12, 2025**

# Recruitment Efforts

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- Total Positions Filled (July 1, 2023 – Present)  
126
- Total New Hires into Port (July 1, 2023 – Present)  
94

Unit	FY 2025 Budgeted Positions	Positions Filled	Positions Vacant	% of Bargaining Unit
IBEW	39	38	1	2.6%
IFPTE	189	154	35	18.5%
SEIU	236	211	25	10.6%
WCE	64	57	7	10.9%
Total	528	460	68	12.9%

# Recruitment Efforts (Cont'd)

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## 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

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- Competitive Pay and Benefits Package
  - Highest Tier Among Public Agencies
- Average Port Employee Tenure
  - 11.5 Years
- Benefits
  - Defined Benefit Pension (CalPERS)
  - 100% of medical cost for employees and dependents up to Kaiser HMO Family Plan
  - 100% of premium cost for dental and vision
- Work Life
  - 13 paid holidays, 1 paid floating holiday, 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

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- Staff is not recommending any changes to Port Policies, procedures and rules governing recruitment activities