



THE PORT
OF LOS ANGELES 

A M E R I C A ' S P O R T ®

VACANCY AND RECRUITMENT & RETENTION REPORT

Presented by:

Melanie Roberts
Personnel Director

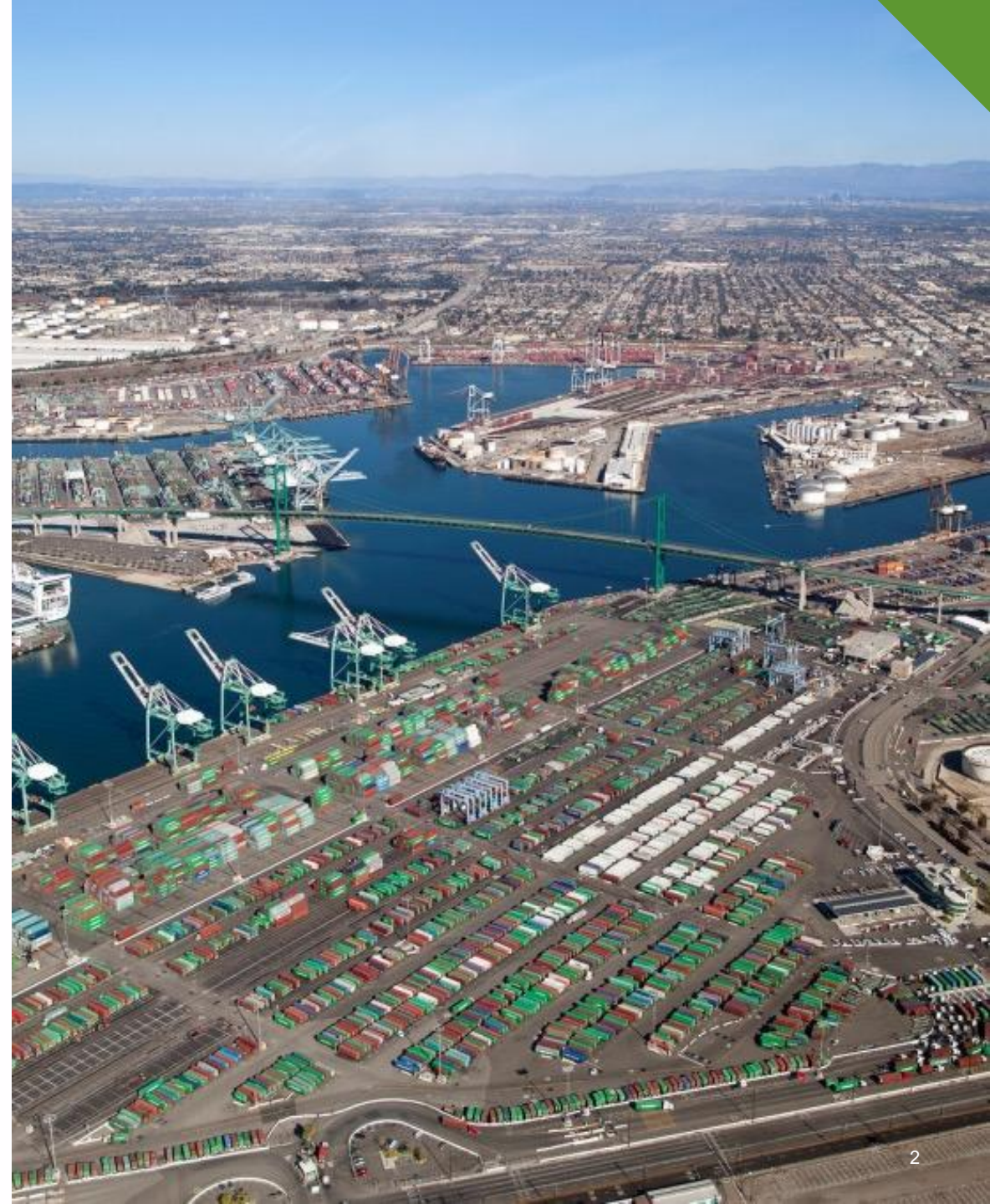
Presented to:

Board of Harbor Commissioners
April 14, 2026



REQUEST OF THE BOARD

1. Hold a public hearing regarding status of vacancies prior to adoption of the Harbor Department 2026-27 budget in accordance with Government Code 3502.3.
2. Receive and file the status of Harbor Department vacancies provided for public hearing prior to the adoption of the Fiscal Year 2026-2027 budget.



CALIFORNIA ASSEMBLY BILL No. 2561

- In September 2024, Section 3502.3 was added to the California Government code requiring each public agency within the State to present the status of vacancies, recruitment and retention efforts.

HARBOR DEPARTMENT VACANCIES

- The report was generated on March 18, 2026, and is a snapshot in time.
- Overall Harbor Department vacancy was 13.65%.
- MOUs 14, 64 and 37 had 20% or higher vacancy on that date.





HARBOR DEPARTMENT VACANCIES BY MOU – AS OF MARCH 18, 2026

Harbor Department Vacancy Report by Bargaining Unit

As of March 18, 2026 Vacancy Report

| MOU Organization/MOU Number & MOU Name | Filled | Vacant | Grand Total | % Vacant |
|--|------------|------------|-------------|---------------|
| Coalition | 560 | 101 | 661 | 15.28% |
| 02 - Building Trades | 84 | 18 | 102 | 17.65% |
| 03 - Clerical | 84 | 17 | 101 | 16.83% |
| 04 - Equipment Operation and Labor | 86 | 17 | 103 | 16.50% |
| 08 - Professional Engineering and Scientific | 64 | 12 | 76 | 15.79% |
| 09 - Plant Equipment Operation and Repair | 6 | | 6 | 0.00% |
| 12 - Supervisory Blue Collar | 17 | 2 | 19 | 10.53% |
| 13 - Supervisory Building Trades | 14 | 1 | 15 | 6.67% |
| 14 - Service and Crafts | 30 | 8 | 38 | 21.05% |
| 15 - Service Employees | 16 | 2 | 18 | 11.11% |
| 17 - Supervisory Professional Engineering and Scientific | 45 | 6 | 51 | 11.76% |
| 18 - Safety / Security | 32 | 3 | 35 | 8.57% |
| 36 - Management Employees | 73 | 12 | 85 | 14.12% |
| 37 - Executive Administrative Assistants | 4 | 1 | 5 | 20.00% |
| 63 - Personnel Director | 1 | | 1 | 0.00% |
| 64 - Confidential Senior Personnel Analyst | 4 | 2 | 6 | 33.33% |
| EAA | 170 | 28 | 198 | 14.14% |
| 01 - Administrative | 46 | 9 | 55 | 16.36% |
| 19 - Supervisory Technical | 12 | 1 | 13 | 7.69% |
| 20 - Supervisory Administrative | 71 | 13 | 84 | 15.48% |
| 21 - Technical | 41 | 5 | 46 | 10.87% |
| General Manager | 1 | 0 | 1 | 0.00% |
| GM - Non-Represented - General Managers | 1 | | 1 | 0.00% |
| ILWU | 15 | 1 | 16 | 6.25% |
| 26 - Port Pilots | 15 | 1 | 16 | 6.25% |
| MCIA | 11 | 2 | 13 | 15.38% |
| 05 - Inspectors | 11 | 2 | 13 | 15.38% |
| Police (LAPPA) | 128 | 9 | 137 | 6.57% |
| 38 - Harbor Peace Officers | 128 | 9 | 137 | 6.57% |
| Police (LAPPCOA) | 16 | 2 | 18 | 11.11% |
| 27 - Port Police Command Officers | 16 | 2 | 18 | 11.11% |
| Similar to EAA | 4 | 0 | 4 | 0.00% |
| 00 - Non-Represented - Other | 4 | | 4 | 0.00% |
| Grand Total | 905 | 143 | 1048 | 13.65% |

RECRUITMENT ACTIVITIES

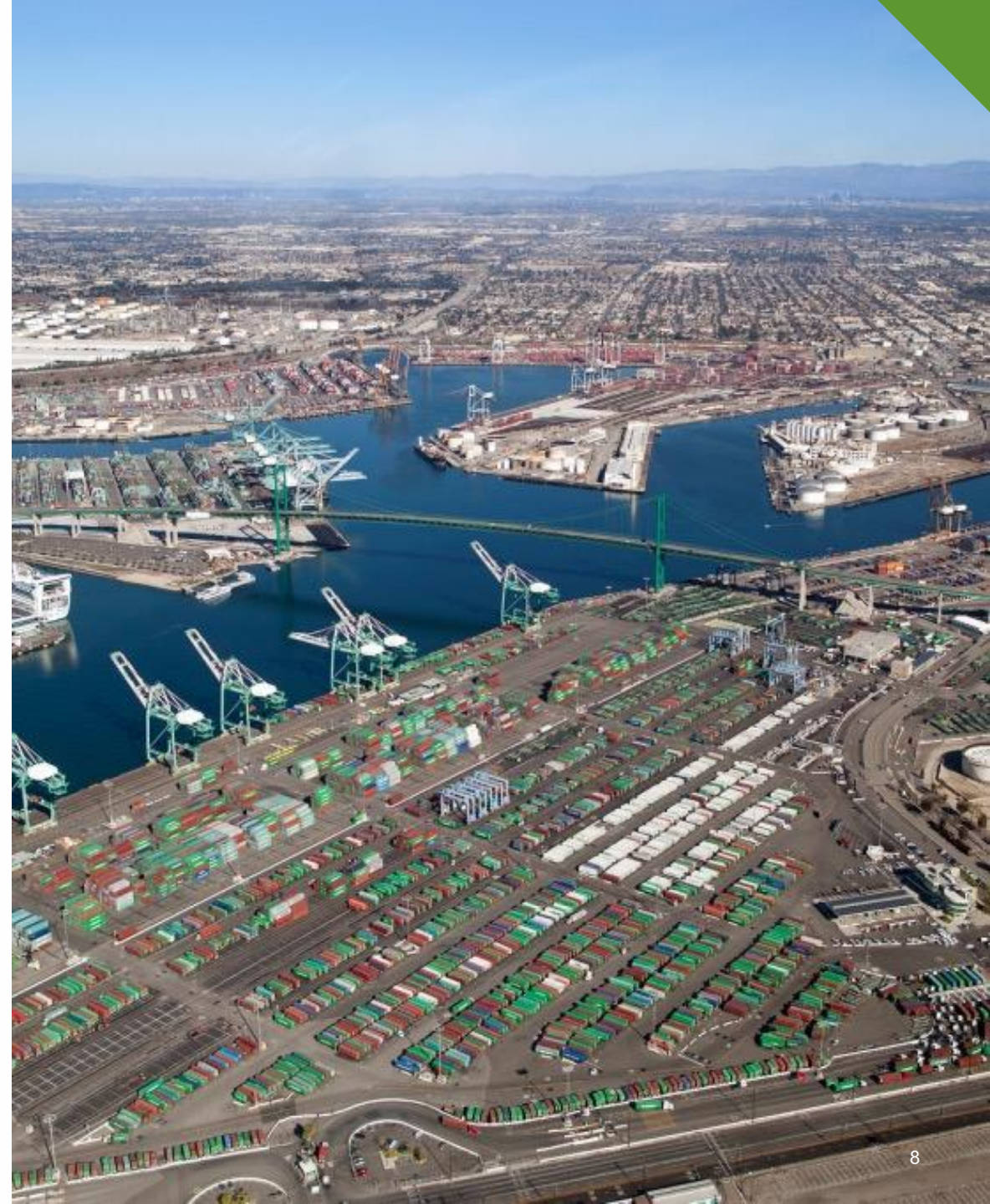
- The Human Resources Division has focused recruitment on assisting City departments with layoff avoidance.
- Port Police recruits regularly at job fairs in the community.
- Utilization of the Target Local Hire and Bridge to Jobs programs.
- Student Workers and Student Summer Intern programs allow for an on-the-job paid experience and exposure to careers in civil service.
- Bulletins are posted on various social media.

RETENTION

- Tuition Reimbursement
- Gym access
- Free parking and employer sponsored vanpools
- Complimentary electric vehicle charging
- Harbor Department Employee Club for social and volunteer activities for current employees

REQUEST OF THE BOARD

1. Hold a public hearing regarding status of vacancies prior to adoption of the Harbor Department 2026-27 budget in accordance with Government Code 3502.3.
2. Receive and file the status of Harbor Department vacancies provided for public hearing prior to the adoption of the Fiscal Year 2026-2027 budget.



AMERICA'S PORT®

THANK YOU

Please contact Harbor HR at (310) 732-3480

Email : Hrfrontoffice@portla.org



portoflosangeles.org

[@PortofLA](https://www.instagram.com/PortofLA)