



THE PORT
OF LOS ANGELES LA

AMERICA'S PORT®

VACANCY AND RECRUITMENT & RETENTION REPORT

Presented by:

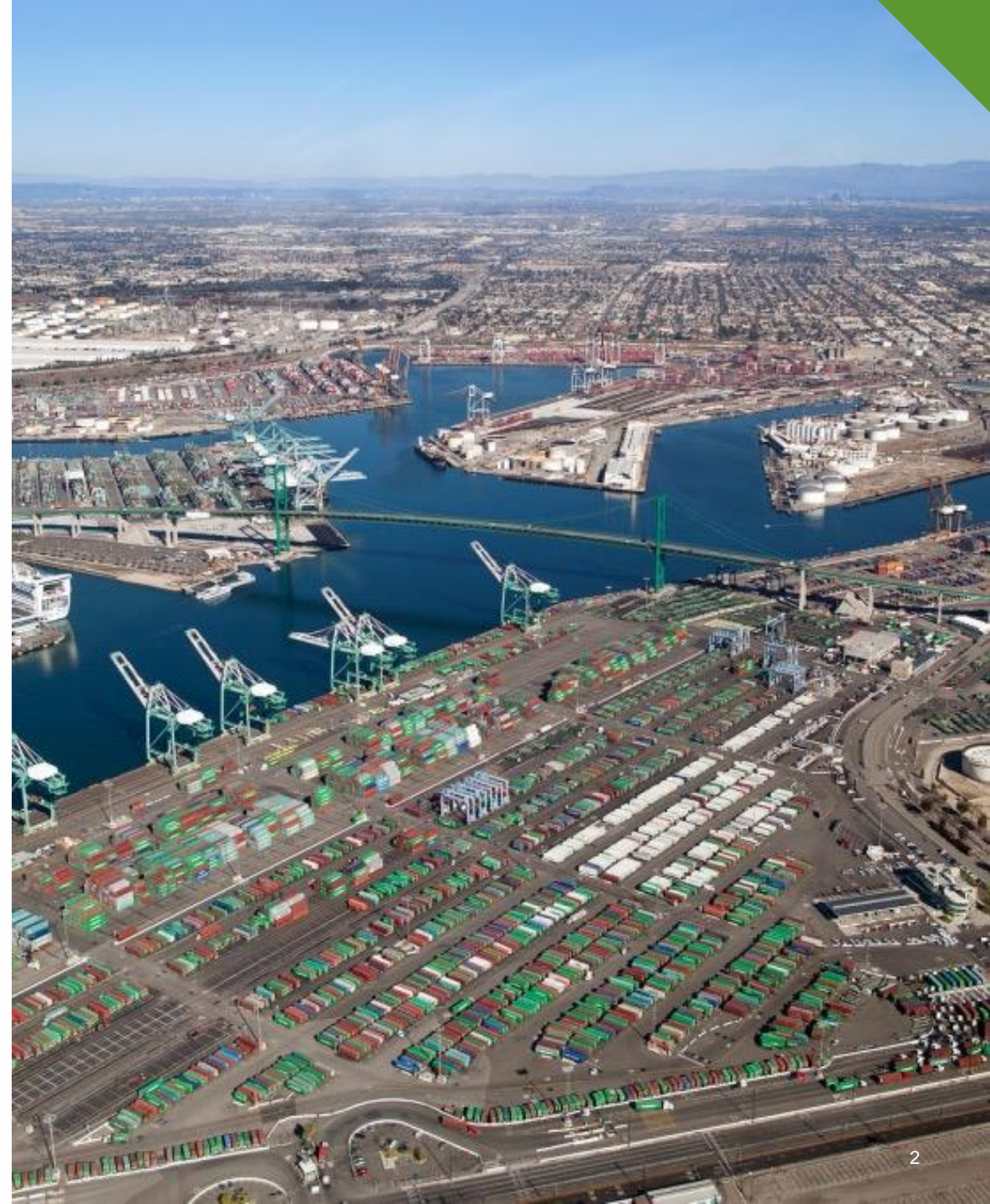
Cathy Tanaka
Personnel Director

Presented to:

Board of Harbor Commissioners
June 12, 2025

REQUEST OF THE BOARD

1. Hold a public hearing regarding status of vacancies prior to adoption of the Harbor Department 2025-26 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 2025-2026 budget.



CALIFORNIA ASSEMBLY BILL No. 2561

- 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.
- This is Harbor Department's first hearing since the Assembly Bill was passed in September 2024.

HARBOR DEPARTMENT VACANCIES

- The report was generated on May 9, 2025, and is a snapshot in time.
- Overall Harbor Department Vacancy was 12%.
- MOUs 2, 20, and 37 had 20% or higher vacancy on that date.





HARBOR DEPARTMENT VACANCIES BY MOU – AS OF MAY 9, 2025

Bargaining Unit	Authorized Positions			
	Vacant	Filled	Total	Percent Vacant
MOU 00 - Non Represented	0	3	3	0.00%
MOU 01 - Administrative	5	61	64	7.81%
MOU 02 - Building Trades	22	81	103	21.36%
MOU 03 - Clerical	11	95	106	10.38%
MOU 04 - Equipment Operation and Labor	17	88	105	16.19%
MOU 05 - Inspectors	0	13	13	0.00%
MOU 08 - Professional Engineering and Scientific	5	72	77	6.49%
MOU 09 - Plant Equipment Operation and Repair	0	6	6	0.00%
MOU 12 - Supervisory Blue Collar	2	17	19	10.53%
MOU 13 - Supervisory Building Trades	0	15	15	0.00%
MOU 14 - Service and Crafts	5	46	51	9.80%
MOU 17 - Supervisory Professional Engineering and Scientific	6	37	43	13.95%
MOU 18 - Safety/Security	4	32	36	11.11%
MOU 19 - Supervisory Technical	2	15	17	11.76%
MOU 20 - Supervisory Administrative	17	61	78	21.79%
MOU 21 - Technical	3	45	48	6.25%
MOU 26 - Port Pilots	0	16	16	0.00%
MOU 27- Command Officers	3	16	19	15.79%
MOU 36 - Management Employees	14	70	84	16.67%
MOU 37 - Executive Administrative Assistants	1	4	5	20.00%
MOU 38 - Port Police Association	11	126	136	8.09%
MOU 63 - Personnel Director	0	1	1	0.00%
MOU 64 - Confidential Sr. Personnel Analyst	0	4	4	0.00%
Total	128	924	1049	

RECRUITMENT ACTIVITIES

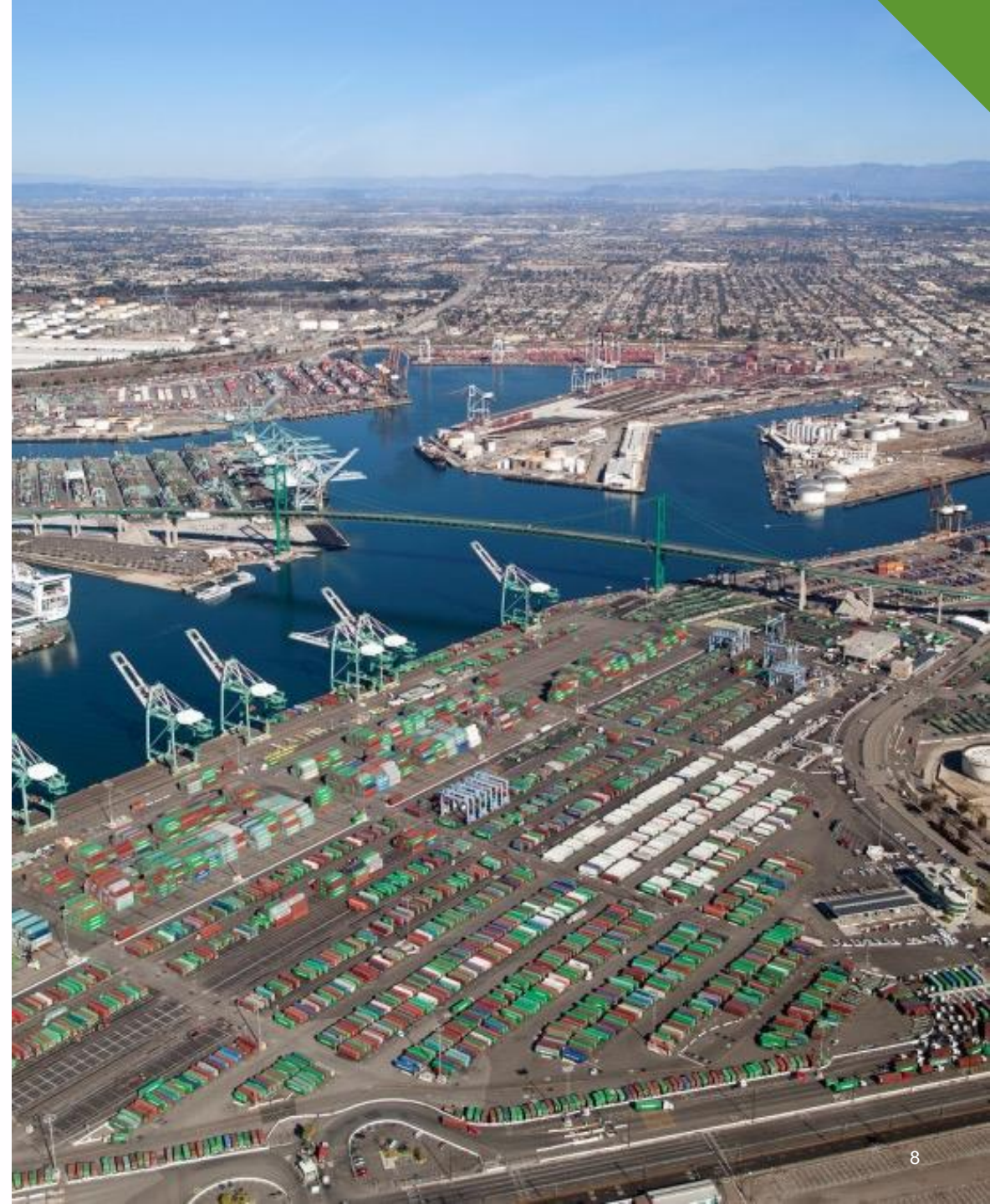
- Staff of Human Resources Divisions increased participation at job fairs in 2024.
 - *Port Police also recruits regularly at job fairs, including Fleet Week.*
- HR participated in a one-day hiring event in November 2024 for the Targeted Local Hiring and Bridge to Jobs positions. 10 job offers were made.
- Student Workers and Student Internships 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
- Free parking and no cost van pools
- Special Employee Assistance Program
- Harbor Department Employee Club for social and volunteer activities for current employees

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THANK YOU

Please contact Harbor HR at (310) 732-3480

Email : Hrfrontoffice@portla.org



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