

**Board of Pilot Commissioners for the Bays
of San Francisco, San Pablo and Suisun**

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E-mail: brian.vu@bopc.ca.govWebsite: www.bopc.ca.gov**AD HOC WORKING GROUP ON TRAINEE RECRUITMENT****November 30, 2010****MINUTES****1:00 P.M.**

The Board of Pilot Commissioners Ad Hoc Working Group on Trainee Recruitment met on November 30, 2010, at 1:00 p.m. at the Board of Pilot Commissioners office, Pier 9, Suite 102, San Francisco, California. In attendance were Committee Chair Commissioner Tate, presiding with Committee members Commissioner Wainwright and San Francisco Bar Pilot (SFBP) Captain Will Lemke. Members of the public present were Port Agent Bruce Horton, Executive Director Allen Garfinkle, and Staff Services Analyst Brian Vu.

Agenda:**1. Call to Order and Roll Call.**

Commissioner Tate called roll at 1:22 p.m. All members were present with the exception of Commissioner Osen.

2. Review mission statement of working group: To assure that the Commission is currently attracting the largest number and best quality of candidates to the pool of potential pilot trainees.

Commissioner Tate stated that this mission statement would be the foundation of this committee's work and due to a lack of familiarity with aspects of the maritime industry, requested patience and also insight from Commissioner Wainwright and Captain Lemke.

3. Review current recruitment statistics of the last group of applicants.

Executive Director Garfinkle reported that of the most recent examination conducted, the 51 applicants consisted of: 35 tug, 11 deep sea, 2 USCG and 3 Ferry. Executive Director Garfinkle stressed that these numbers do not quantify their job experience completely, but rather, the latest job experience that comprises the "2 years command time" required to sit for the exam.

Commissioner Tate questioned the disparity between tugs and deep sea and Executive Director Garfinkle responded that he believes it is much less time intensive to obtain the "2 years command time" on tugs as opposed to deep sea. As a result the applicants for the latter were generally older and less likely to seek a new career path due to concerns over loss of income during the training program, disruption in pension accumulation, and uncertainty of the time in the program.

A request was made of staff to review the regulation history of the entry requirements for trainees and prepare a report for the next meeting. The Committee Chair also express a desire to have staff prepare a report detailing what other pilot organization require for entry into their programs.

Also discussed was the documentation required by the Board, which varies between inshore, deep sea, and military candidates. There was a consensus that more discussion on this process is required.

4. Review federal licensing requirements.

Commissioner Wainwright presented to the committee the federal licensing requirements for each class. A summary of the requirements show that the least time intensive career path for entry into the Pilot Training Program (which requires only a 1600 ton Masters License) is to work deep sea (offshore) on unlimited tonnage ships to raise unlimited license to Second Mate (one year sea time) (whereby one can also obtain 1600 ton Master concurrently) and then to seek employment on a tug engaged in either ship assist work or towing over 1600 tons. Alternatively, the career path by raising an unlimited license to Master requires one year sea time at each license grade (minimum three years sea time) to obtain an unlimited tonnage Masters license prior to seeking employment as a ship master.

5. Review current regulation in section 213 of Board regulations.

The committee agreed that it wanted to discuss in greater detail:

- 2 year command time
- Federal requirements

6. Public Comment on Matters not on the Agenda.

There were none

7. Proposals for Additions to Next Months' Agenda.

The committee recommended that reviewing the points system and proper documentation should go on next meeting's agenda.

8. Adjournment.

The Committee adjourned at 2:18 p.m.

Respectfully submitted,



Brian Vu
Staff Services Analyst