

PILOT RETIREMENT SURVEY STAFF REPORT

1. CURRENT PILOT DATA AS OF—October 23, 2023

Board-designated Maximum Number of Licensed Pilots: 60
Number of Board-licensed Pilots: 55

2. PILOT TRAINEE TRAINING PROGRAM DATA

As of October 23, 2023:

Trainee Name	Trainee Start Date	# of Months in Program	In Evaluation Stage
John Meyer	4/22/2022	18	Yes
Christian Barron	8/22/2023	2	No
Lillian Gallo	8/22/2023	2	No

There currently 8 candidates from the 2022 Trainee Program Eligibility list.

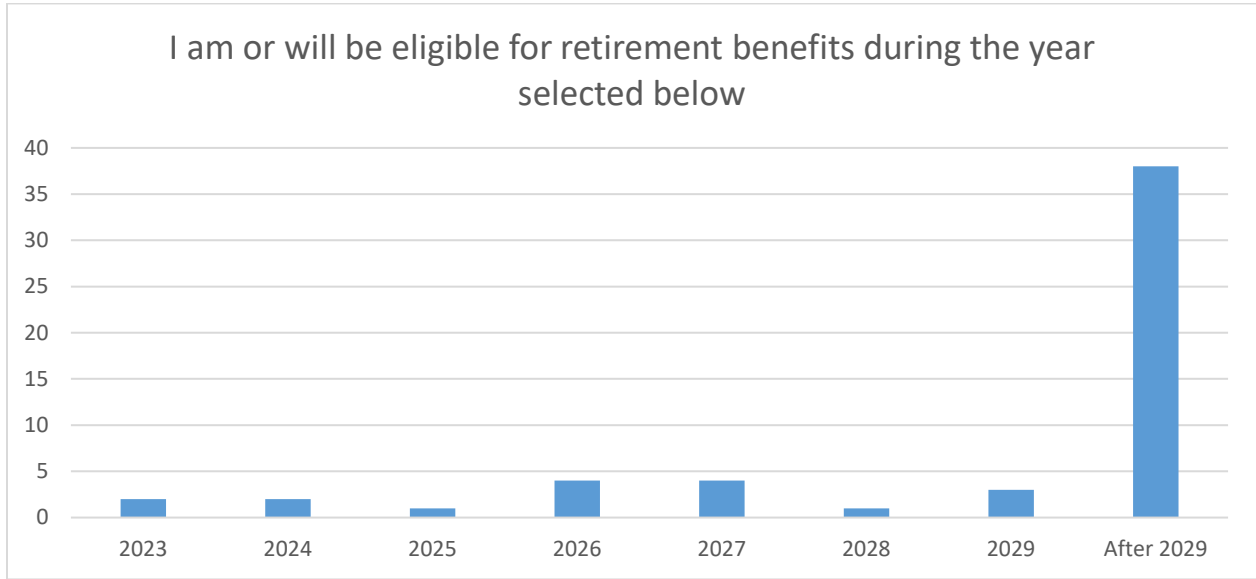
3. PILOT RETIREMENT SURVEY STATISTICS

A short retirement survey was sent to each Board-licensee via Survey Monkey. Below are the statistics from the survey discussed in this report.

Survey Date: 7/13/2023
First Survey Reminder Email Sent: 7/19/2023
Survey Due Date: 7/27/2023
Number of Pilots Surveyed: 52
Number of Completed Surveys: 52
Number of Surveys Not Received: 0
Average Time Spent Completing Survey: 1 minute and 15 seconds

4. PILOT RETIREMENT ELIGIBILITY DATA

Harbors and Navigation Code Sections 1164 (a) and (b) set forth the requirements when a pilot is first eligible to receive a pension from the San Francisco Bar Pilot Pension Plan. Information contained in the charts below reflects that a Board-licensee may choose to retire when first eligible to receive a pension. The data was obtained from the Board’s records.



Answers	Response %¹	Total
2023	3.64%	2
2024	3.64%	2
2025	1.82%	1
2026	7.27%	4
2027	7.27%	4
2028	1.82%	1
2029	5.45%	3
After 2029	69.09%	38

¹ May not add up to 100% due to rounding.

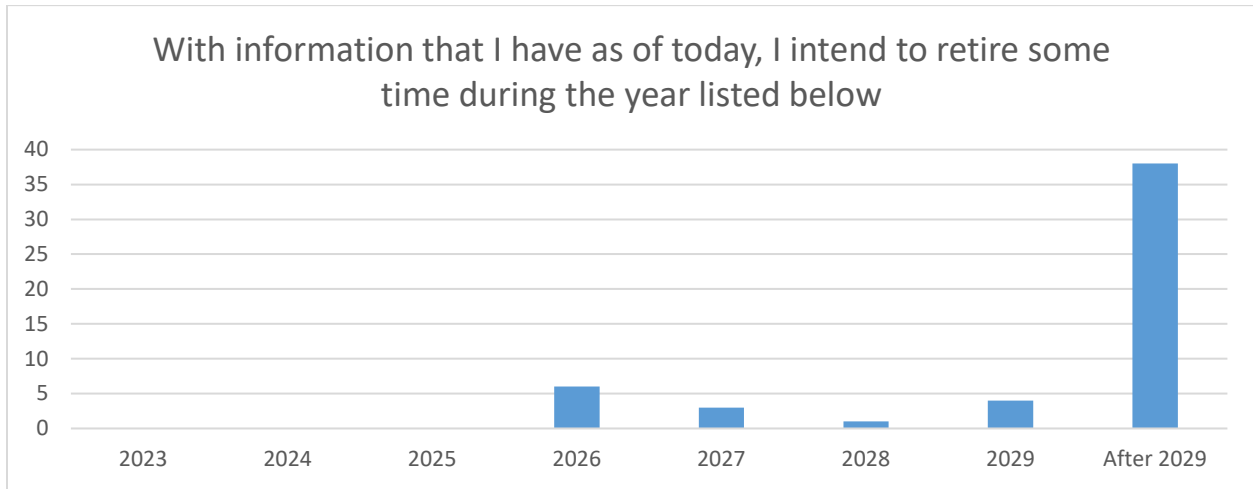
5. SURVEY MONKEY SURVEY QUESTIONS AND RESPONSES

Survey Question 1

Question: With information that I have as of today, I intend to retire sometime during the year listed below:

- 2023
- 2024
- 2025
- 2026
- 2027
- 2028
- 2029
- After 2029

Responses:



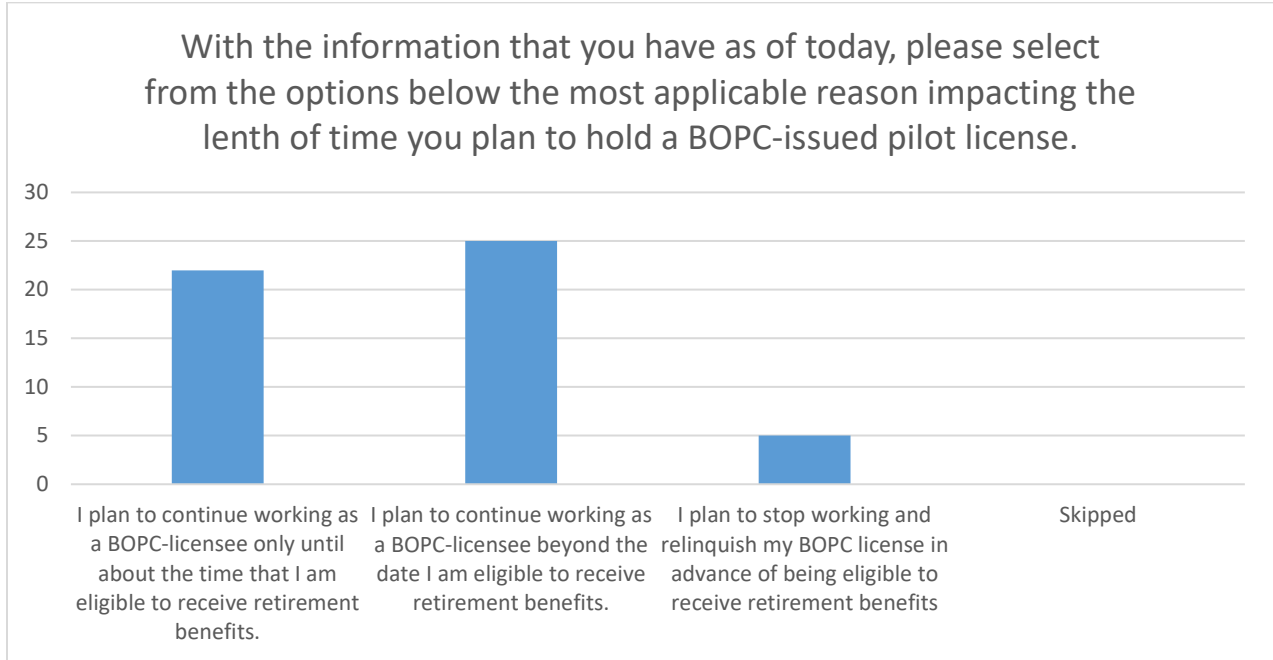
Answers	Response % ²	Total
2023	0.00%	0
2024	0.00%	0
2025	0.00%	0
2026	11.54%	6
2027	5.77%	3
2028	1.92%	1
2029	7.69%	4
After 2029	73.08%	38

² May not add up to 100% due to rounding.

Survey Question 2

Question: With the information that you have as of today, please select from the options below the most applicable reason impacting the length of time you plan to hold a BOPC-issued pilot license.

Responses:

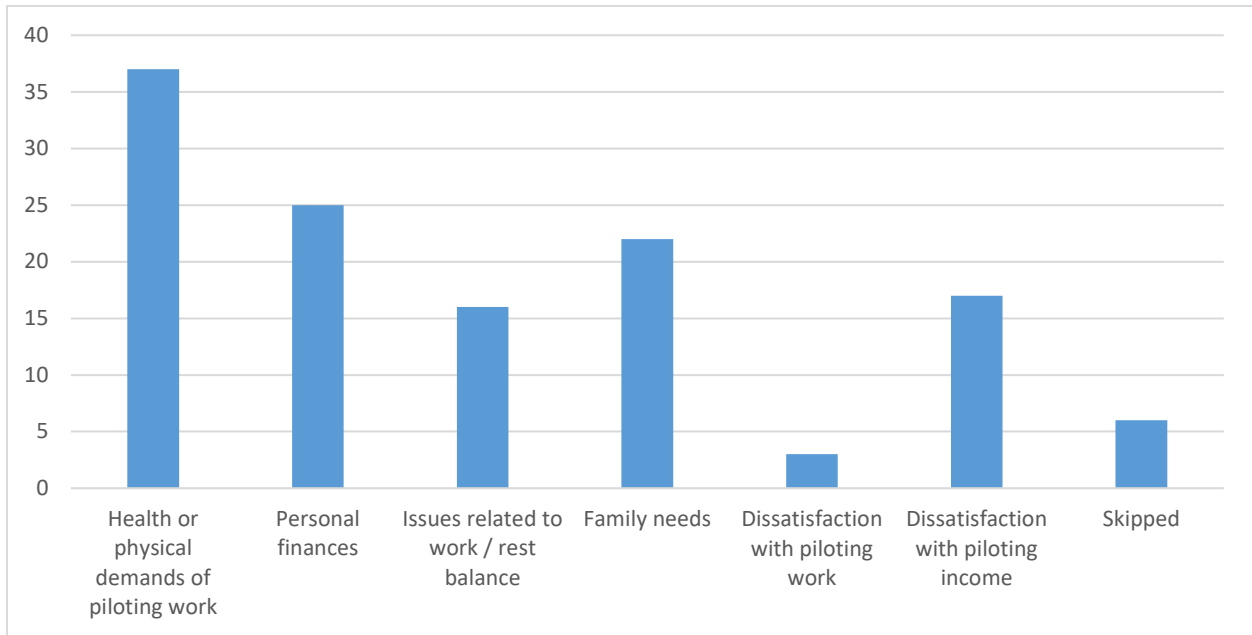


Answers	Response %	Total
I plan to continue working as a BOPC-licensee only until about the time that I am eligible to receive retirement benefits.	42.31%	22
I plan to continue working as a BOPC-licensee beyond the date I am eligible to receive retirement benefits.	48.08%	25
I plan to stop working and relinquish my BOPC license in advance of being eligible to receive retirement benefits	9.62%	5
Number of pilots skipped this question	0.00%	0

Survey Question 3

Question: Please take a moment to note the factors that may impact your decision when to retire. Mark all the factors that apply. Your comments will be reviewed by both the Pilot Power Committee and the Board.

Responses:



Answers	Total
Health or physical demands of piloting work	37
Personal finances	25
Issues related to work / rest balance	16
Family needs	22
Dissatisfaction with piloting work	3
Dissatisfaction with piloting income	17
Number of pilots skipped this question	6

6. Historical Data

Staff assembled the below information from prior biannual pilot retirement surveys sent out either in December or January:

	# of Pilots Self Projected to Retire Within the Year	Actual # of Pilots Retired/Died³	# of Pilots Eligible to Retire Within 3 Years
2012	0	2	10
2013	1	2	12
2014	0	1	14
2015	3	3	17
2016	3	1	19
2017	5	3	21
2018	8	8	11 ⁽¹⁾
2019	2	3	13 ⁽²⁾
2020	4	2	16 ⁽³⁾
2021	4	3 ⁽⁵⁾	14 ⁽⁴⁾ 10 ⁽⁶⁾
2022	6	2	7 ⁽⁷⁾
2023	2	1	7 ⁽⁸⁾

- (1) 50/56 survey responses received.
- (2) 54/55 survey responses received.
- (3) 50/54 survey responses received.
- (4) 51/51 survey responses received. From January 2021 Retirement Survey.
- (5) As of 1/20/2021.
- (6) 47/53 survey response received.
- (7) 53/52 survey response received. One pilot responded twice.
- (8) Eligible pilots from 2023 to 2026.

³ Number reported reflects the year of the last day as a licensed pilot.