

**PILOT RETIREMENT SURVEY STAFF REPORT**

**1. CURRENT PILOT DATA AS OF—November 12, 2024**

Board-designated Maximum Number of Licensed Pilots: 60  
Number of Board-licensed Pilots: 52

**2. PILOT TRAINEE TRAINING PROGRAM DATA**

As of November 8, 2024:

<b>Trainee Name</b>	<b>Trainee Start Date</b>	<b># of Months in Program</b>	<b>In Evaluation Stage</b>
Christian Barron	8/22/2023	15	No
Lillian Gallo	8/22/2023	15	No
Carl Johnson	1/9/2024	10	No
Todd Johnston	5/8/2024	6	No
Daniel Thinger	10/29/2024	0.33	No

The Pilot Trainee Training Selection Exam was conducted in June 2022, and the Board approved the list on July 27, 2023. There are currently two candidates remaining on the list as of November 8, 2024.

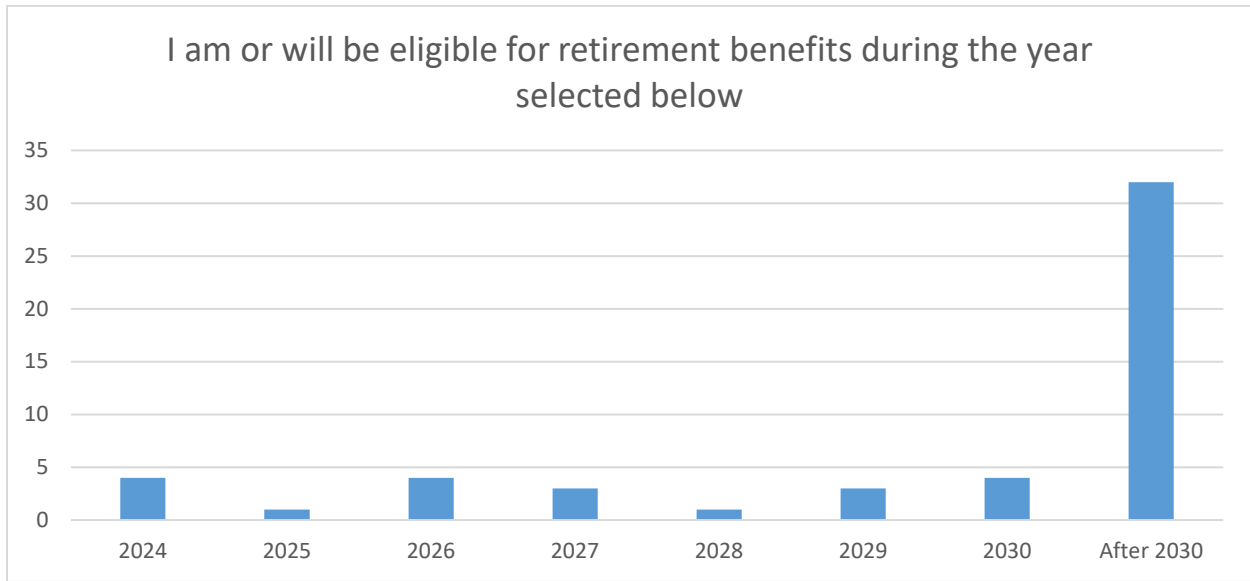
**3. PILOT RETIREMENT SURVEY STATISTICS**

A retirement survey was sent to each Board-licensee via Survey Monkey. Below are survey reporting statistics:

Survey Date: 8/2/2024  
First Survey Reminder Email Sent: 8/8/2024  
Survey Due Date: 8/15/2024  
Number of Pilots Surveyed: 52  
Number of Completed Surveys: 52  
Average Time Spent Completing Survey: 1 minute

#### 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 % <sup>1</sup>	Total
2024	7.69%	4
2025	1.92%	1
2026	7.69%	4
2027	5.77%	3
2028	1.92%	1
2029	5.77%	3
2030	7.69%	4
After 2030	61.54%	32

<sup>1</sup> May not add up to 100% due to rounding.

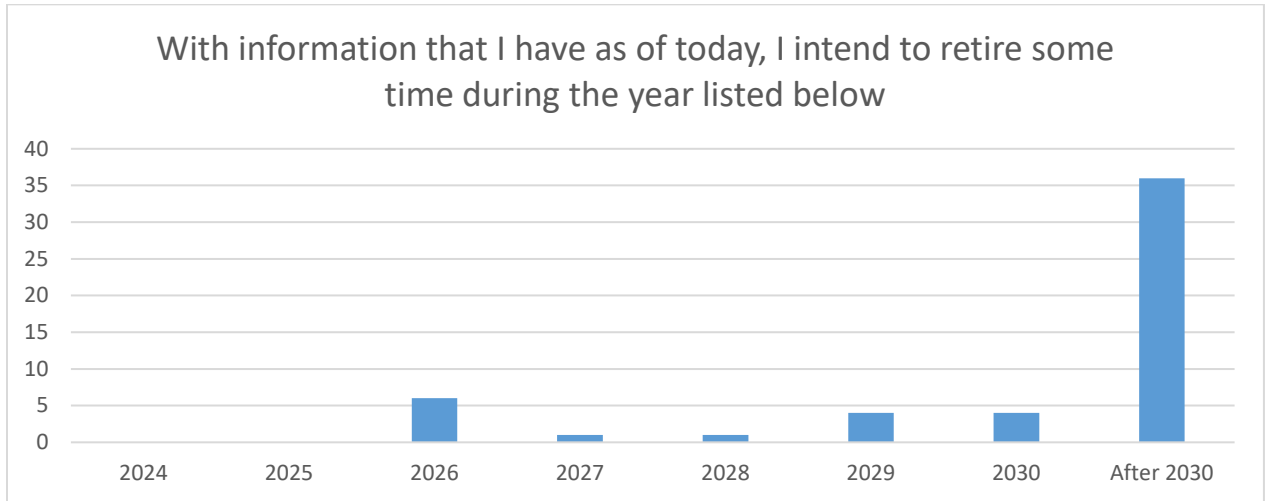
## 5. SURVEY MONKEY SURVEY QUESTIONS AND RESPONSES

### Survey Question 1

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

- 2024
- 2025
- 2026
- 2027
- 2028
- 2029
- 2030
- After 2030

### Responses:



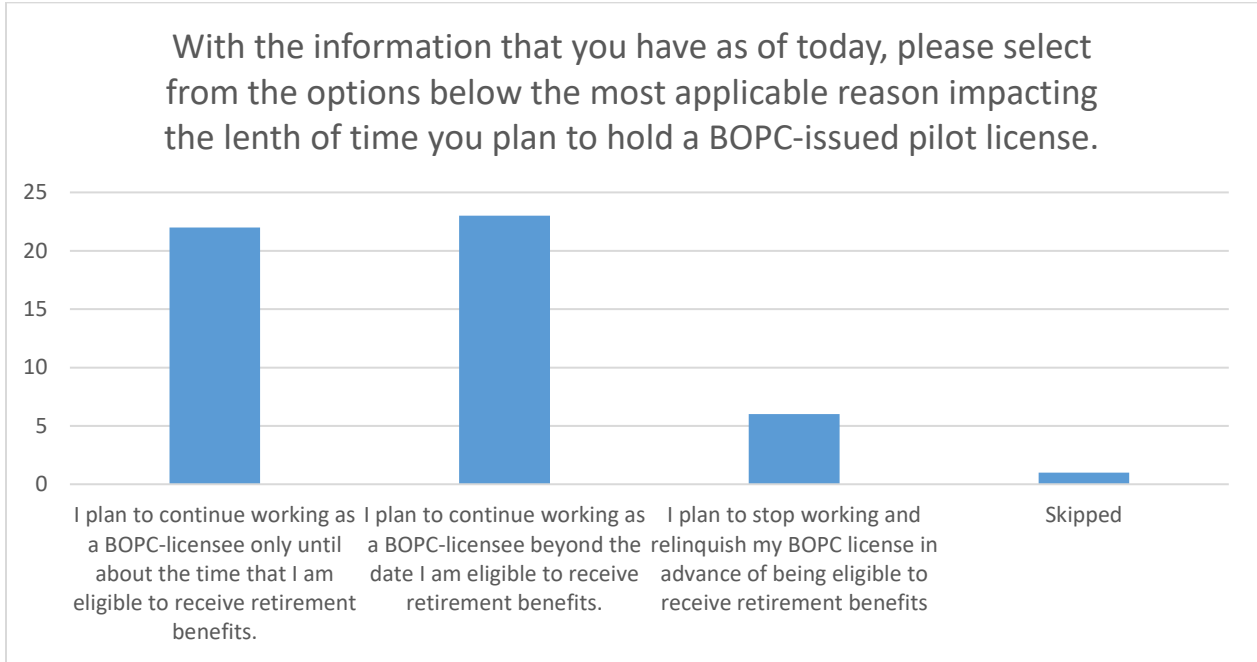
Answers	Response % <sup>2</sup>	Total
2024	0%	0
2025	0%	0
2026	11.54%	6
2027	1.92%	1
2028	1.92%	1
2029	7.69%	4
2030	7.69%	4
After 2030	69.23%	36

<sup>2</sup> 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:**

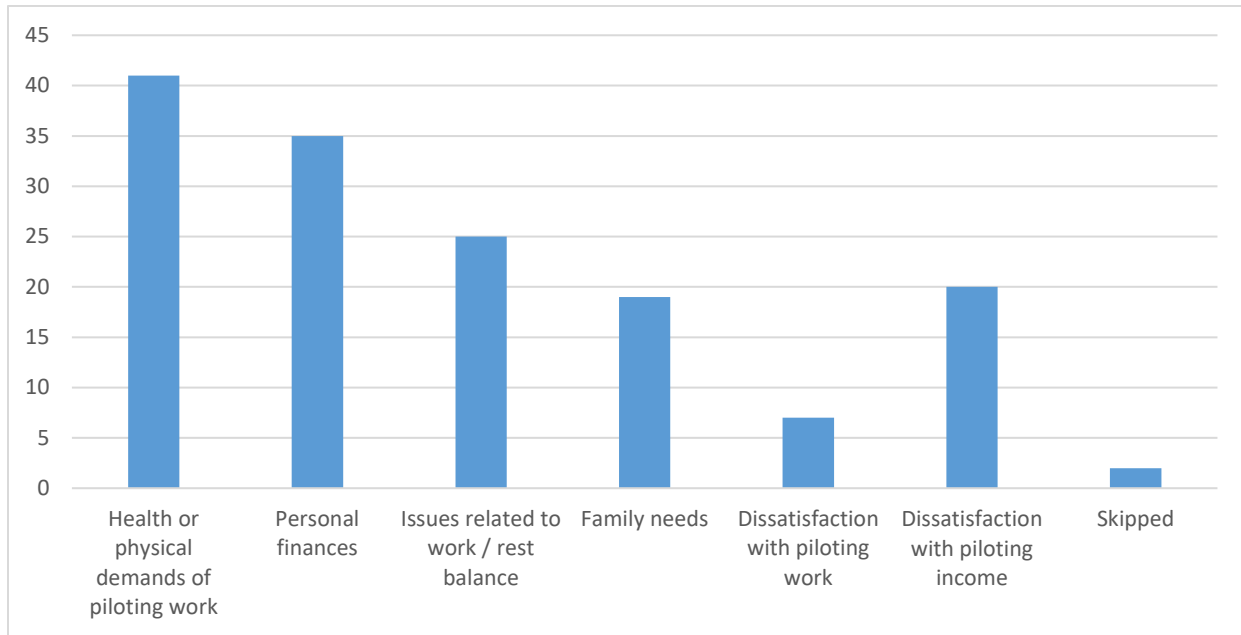


Answers	Response %	Total
I plan to continue working as a BOPC-licensee only until about the time that I am eligible to receive retirement benefits.	42.31%	22
I plan to continue working as a BOPC-licensee beyond the date I am eligible to receive retirement benefits.	44.23%	23
I plan to stop working and relinquish my BOPC license in advance of being eligible to receive retirement benefits	11.54%	6
Number of pilots skipped this question	1.92%	1

**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:**



<b>Answers</b>	<b>Total</b>
Health or physical demands of piloting work	41
Personal finances	35
Issues related to work / rest balance	25
Family needs	19
Dissatisfaction with piloting work	7
Dissatisfaction with piloting income	20
Number of pilots skipped this question	2

## 6. Historical Data

Staff assembled the information below from prior biannual pilot retirement surveys sent out either in December or January of each year. On October 24, 2023, the Pilot Power Committee requested Board staff change from sending the pilot retirement survey biannually, to annually, beginning in 2024:

	<b># of Pilots Self Projected to Retire Within the Year</b>	<b>Actual # of Pilots Retired/Died<sup>3</sup></b>	<b># of Pilots Eligible to Retire Within 3 Years</b>
<b>2012</b>	0	2	10
<b>2013</b>	1	2	12
<b>2014</b>	0	1	14
<b>2015</b>	3	3	17
<b>2016</b>	3	1	19
<b>2017</b>	5	3	21
<b>2018</b>	8	8	11 <sup>(1)</sup>
<b>2019</b>	2	3	13 <sup>(2)</sup>
<b>2020</b>	4	2	16 <sup>(3)</sup>
<b>2021</b>	4	3 <sup>(5)</sup>	14 <sup>(4)</sup> 10 <sup>(6)</sup>
<b>2022</b>	6	2	7 <sup>(7)</sup>
<b>2023</b>	2	1	5
<b>2024</b>	0	1	12 <sup>(8)</sup>

(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) Pilots eligible from 2024 to 2027.

<sup>3</sup> Number reported reflects the year of the last day as a licensed pilot.

Additional trends when comparing data from the Retirement Surveys completed from July 2020 to August 2024.

- There is an increase for Board-licensees concerned about the following factors, that may impact their decision to retire:
  - Health or physical demands of piloting work
  - Personal finance
  - Family needs
- There was a peak in dissatisfaction with piloting income based on the January 2022 Retirement Survey but has been consistent in the 30 – 40% range for the last three Retirement Surveys.
- For responses related to how long they plan to hold onto their Board-issued pilot license, the following trends were noted:
  - For the past five Retirement Surveys, approximately half of the licensees planned to hold their BOPC-issued pilot licenses until they are eligible to receive their retirement benefits, and the other half planning to hold their Board-issued pilot license beyond their eligibility date.
  - During the last several Retirement Surveys (except for the survey in January 2022), five to six licensees planned to relinquish their BOPC licenses before they were eligible for their retirement benefits. On the January 2022 Retirement Survey, 11 pilots responded that they planned to relinquish their BOPC licenses before they are eligible for their retirement benefits.