

PEC (Pilot Evaluation Committee) Chairman's Report to BOPC (Board of Pilot Commissioners)

August 20, 2025

Item A:

The PEC met on Wednesday August 25, 2025. The members present were Captains Stults, Slack, Wher, Bridgman and Ruff. Open session started at 0730 with Captain Garfinkle attending. Items discussed, Cal HR and psychometrician contract, finding subject matter experts for job task analysis and developing test questions. Bringing on the last candidate from list, Brendan Roberts. Todd Johnston addressing PEC after closed session meetings are completed and how many votes were needed from BOPC if they were to accept PEC recommendation for Todd Johnston. Open session completed 0745, PEC moved to smaller room for closed sessions. There are currently five trainees in the program, Captains Gallo, Johnson & Johnston, Thinger and Roberts. Their time in the program ranges from one week to twenty-four months. Captains Gallo and Johnson have completed all first-class pilotage testing requirements and continue learning the art of piloting the waters of our region. Captain Thinger is one step closer to completing all first-class pilotage testing, only the rivers remain. Captain Johnston status remains studying for pilotage. Our newest trainee, Captain Brendan Roberts was brought aboard Tuesday, August 19<sup>th</sup>, 2025, for orientation and went on his first job with me that afternoon. Those riding ships were observing, part handling or handling under direct supervision of a licensed San Francisco Bar Pilot. In closed session, the four trainees riding ships were counseled on their progress. We spent time answering questions and developing strategies to help overcome any difficulties or frustrations they may be having. As of today, the four apprentices, Gallo, Johnson, Thinger and Roberts are meeting the recommended benchmarks and are progressing in the program.

At 0935 closed sessions completed PEC went to main room and at 1040, I texted Todd Johnston it was time for him to come address PEC in open session. Captain Garfinkle came back to attend second open session. Todd Johnson presented to PEC the results of his research of possible trainee discrepancies over the last five years. He told us of the software he used to analyze the twelve thousand plus documents requested. The initial copy did not use names, just a number. We told him we needed names to be able to check, compare and verify his findings. He said he would give us the names if it would protect his

position in the training program. He eventually gave us the names to match the findings with no guarantee of trainee status security. When his presentation was completed, I thanked him for his time, and he departed the office and the second open session was completed at 1058.

Agenda Item B:

As stated, the previous two meetings, PEC recommends Captain Todd Johnstons dismissal from training program.

Agenda Item C: no recommendation.

Agenda Item D: no recommendation.

Respectfully submitted,

Captain Paul Ruff

PEC Chairman