



Board of Pilot Commissioners
FOR THE BAYS OF SAN FRANCISCO, SAN PABLO, AND SUISUN

Annual Legislative Report

2024

THE 174TH YEAR OF THIS COMMISSION



STATE OF CALIFORNIA



Board of Pilot Commissioners

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as of December 31, 2024

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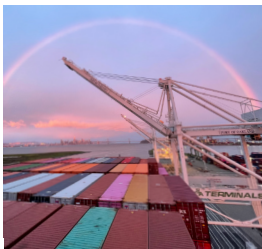
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Contents

Introduction and Board Overview	1
Board Accomplishments in 2024	2
Introduction	2
Training the Next Generation of Pilots	2
Expanding the Exam Candidate Pool	3
Pilot Health and Fitness: Critical to the Economy and the Environment	3
Most Comprehensive Medical Assessment Program in the Nation	3
Pilot Fatigue Regulations Implemented	3
Whole Health of Pilots	4
Creating Environmental, Equity, and Economic Benefits with New Pilot Boat Regulations	4
New Technology for Efficient Operations	5
Other Board Activities	6
People	6
Litigation	6
Vessel Movements	7
Historical Vessel Movements, 2014 thru 2024	7
Board Licensees and Trainees	8
Summary of Reports of Navigational Incidents Acted On or In Progress	11
1. M/V EVER LOGIC	11
2. P/V RUBY PRINCESS	12
3. M/V NEW HANDY	13
4. M/V BOHOL ISLAND	13
5. M/V KONA TRADER	14
6. M/T PLATANOS	14



Introduction and Board Overview

Since its founding in 1850, the Board of Pilot Commissioners for the Bays of San Francisco, San Pablo, and Suisun has supported California's economy and safeguarded thousands of miles of coastline through its licensing, training, and regulatory activities. Each year, Board-licensed pilots safely guide ships carrying thousands of passengers and billions of dollars of cargo through some of the most challenging waterways in North America.



The Board of Pilot Commissioners for the Bays of San Francisco, San Pablo, and Suisun, also known as the BOPC, the Board, or the Pilot Commission, licenses, trains, and regulates up to 60 maritime pilots (Board-licensees) who guide ships of 750 gross tons or greater on the Bays of San Francisco, San Pablo, Suisun and Monterey, and tributaries to ports in Stockton and Sacramento. For business purposes, the pilots organize themselves as the "San Francisco Bar Pilots."

The Board consists of eight Commissioners. Seven of its members are drawn from the public, pilots, and industry stakeholders, while the eighth member is an *ex officio*, non-voting official holding a full-time state position. All Commissioners are appointed by the Governor. The detailed composition of the Board is:

- Two are pilots licensed by the Board.
- Two are shipping industry members, one from the tanker industry and one from the dry cargo industry.
- Three are public members who are neither pilots nor work for companies that use pilots.
- The Secretary of the California Transportation Agency, who serves as an *ex officio* non-voting member.

The Board was created by the first legislative session of the State of California in 1850 and has served continuously since. The Board operates on a part-time basis, meeting monthly. The Board also has several committees that assist with its work. Committees consist of Board members and volunteers who provide subject matter expertise. Committees hold public meetings throughout the year and make

recommendations to the Board. The Board is the decision-making body. Statutory references to the Board can be found in the Harbors and Navigation Code §1100 et seq. Board regulations can be found in California Code of Regulations, Title 7, §201 et seq.

Board-licensees charge pilotage fees (tariffs) for the delivery of pilotage services. In 2022, the Legislature transitioned its authority to set pilotage tariffs to the Board. Board-licensees also charge, collect, and remit, or expend various surcharges as set and directed by the Board. These surcharges fund the Board's operations and programs, pilot boats and other assets owned and used by Board-licensees, and the San Francisco Bar Pilot Pension Plan.

By statute, the Board must submit a report of its activities to the Secretary of the Senate, the Chief Clerk of the Assembly, and the Secretary of the California Transportation Agency on or before April 15th of each year describing the Board's activities for the preceding calendar year and providing certain specified information.

The statutory annual reporting requirements include the following data: the number of vessel movements across the bar (a sand bar approximately 11 miles west of the Golden Gate Bridge); the number of vessel movements on the bays and on the rivers within the Board's jurisdiction; the names of pilots and trainees and license status; and summaries of closed and open navigational incident or misconduct reports involving a pilot or pilot trainee. The following report is hereby submitted in compliance with the statutory requirements.



Board Accomplishments in 2024

Introduction

Since its founding in 1850, the Board has evolved to address the needs of its stakeholders, the environment, and the people of California. This year, 2024, marks another significant chapter in the Board's 174-year history, characterized by renewal and innovation. From transitioning from sail-powered pilot boats in its early days to the next generation of low-emission pilot boats today, the Board continues to adapt to changing times. Across its operations, the Board is embracing change and implementing forward-looking strategies to better fulfill its mission. This summary of the Board's activities in 2024 is structured around the four key pillars of its mission—training new pilots, licensing pilots, safeguarding the environment, and ensuring efficient pilotage—and highlights some of the Board's major initiatives of the past year.

Training the Next Generation of Pilots

One of the Board's most important roles is recruiting and training the next generation of San Francisco Bar Pilots. To help meet this goal, the Board administers a Pilot Trainee Training Program (Training Program). This challenging but rewarding program allows qualifying mariners to obtain the knowledge and skills needed to be licensed as a pilot by the Board. On a regular basis, the Board conducts a

comprehensive Pilot Trainee Training Program Selection Exam to establish a ranked list of eligible candidates from which it selects qualified Training Program participants. Candidates on the eligibility list are offered a spot in the Training Program based on the need for new pilots.

The Training Program selection exam consists of a four-part assessment. Candidates are assessed based on their professional experience, a written exam, and for candidates who pass the written exam, a simulator exam. Finally, candidates who pass the simulator exam are interviewed by a panel comprised of Board members and a member of the psychometric team. Each of the exam components is scored and the combined score determines the placement on the ranked eligibility list.

The Board's Pilot Evaluation Committee, which consists of five Board-approved Board-licensed pilots who have been licensed for ten or more years, oversees the trainee's progress in the program and provides trainees with on-the-job training. The training program has a minimum duration of one year and a maximum duration of three years. Trainees are paid a stipend of \$8,000 per month to participate in the Training Program.

Expanding the Exam Candidate Pool

In August 2024, the Board engaged the Ad Hoc Committee to Review Pilot Trainee Training Selection Exam to assess the needs, goals and requirements related to the development of the 2026 edition of the Pilot Trainee Training Program Selection Exam. A key focus of the committee's work in 2024 is benchmarking the Board's training program against the training programs of other pilot-licensing agencies to identify opportunities for improvement and modernization. Central to the committee's efforts was exploring strategies to attract a more diverse pool of applicants. One of the most significant changes under consideration is transitioning the written portion of the exam to an online format. This change has the potential to significantly reduce the financial and time burdens on applicants—eliminating travel, lodging, and meal expenses—thereby making the exam more accessible to a broader, more diverse range of candidates.

Pilot Health and Fitness: Critical to the Economy and the Environment

Board-licensed pilots are the cornerstone of the pilotage system, playing a vital role in guiding ships safely, protecting the environment, and connecting California's economy to the world. To support this critical work, the Board has implemented best-in-class programs to ensure pilots maintain the highest standards of health and fitness while navigating ships within its jurisdiction.

Most Comprehensive Medical Assessment Program in the Nation

In 2024, the Board continued its partnership with the University of California, San Francisco, Department of Occupational and Environmental Medicine to deliver the nation's most comprehensive and advanced medical assessment program for pilots and pilot trainees. This program, which surpasses the medical standards set by the U.S. Coast Guard, assessed the medical fitness of 72 pilots and pilot trainees in 2024.

Pilot Fatigue Regulations Implemented

In addition to maintaining its existing programs, the Board continues to develop innovative programs to address issues of concern to pilots, stakeholders, and the public. In 2024, for instance, the Board finalized the regulations needed to implement the legislative mandate of Senate Bill 1408 (chaptered on September 29, 2012) to prevent pilot fatigue and ensure the safe operation of vessels. As mandated by the legislation, in April 2024, the Board promulgated regulations establishing requirements for adequate pilot rest periods intended to prevent fatigue.

Developed in partnership with researchers from San Jose State University's Research Foundation and the National Aeronautics and Space Administration's Ames Fatigue Countermeasures Laboratory, the study's nineteen recommendations led to the development of a comprehensive set of pilot fatigue mitigation regulations





that address a variety of issues including setting limits on maximum work periods and minimum rest periods between jobs. The new regulations also ensure that important training and development programs, such as the Pilot Trainee Training and the Pilot Continuing Education Programs, incorporate fatigue avoidance measures into their design. Finally, the regulations require the San Francisco Bar Pilots Association to implement a fatigue risk management system (FRMS) to ensure effective rest opportunities and fatigue mitigation measures.

Whole Health of Pilots

In addition to physical fitness, the Board is pursuing the development of regulations to implement recommendations ensuring the whole health of pilots. This year, building on the Legislature's mandate (Harbors and Navigation Code Section 1175(b)) that the Board assure the good mental as well as physical health of Board-licensed pilots, the Board began the process to initiate a study to determine the validity of psychological testing of trainees and pilots, and to identify and recommend recognized psychological testing methods to meet the goal of assuring good mental health of pilots.

Creating Environmental, Equity, and Economic Benefits with New Pilot Boat Regulations

In addition to training the next generation of pilots and ensuring the fitness of its current licensees, the Board remains committed to advancing the other critical aspects of its mission, with a particular focus on equity, environmental stewardship and economic stability.

Following the adoption of new commercial harbor craft emission regulations by the California Air Resources Board (CARB), the Board initiated the process of updating its Pilot Boat regulations to align with these improved standards. This effort underscores the Board's commitment to reducing its environmental footprint, promoting equity, and maintaining safe and efficient pilotage services. Through these updates, the Board aims to set a precedent for sustainability in maritime operations.

These regulations, publicly noticed in 2024 and anticipated to take effect on July 1, 2025, are designed to deliver on the goals above and provide significant benefits to the Board's stakeholders and all Californians:

- **Equity Benefits.** Pilot boats equipped with state-of-the-art marine engine technology will significantly reduce diesel particulate matter (DPM) emissions, providing cleaner air for Californians living near waterways traditionally used by commercial harbor craft. These improvements are particularly impactful for historically disadvantaged communities disproportionately affected by pollution, and support the State's emission reduction goals.
- **Environmental Benefits.** The new regulations include a streamlined approval process that enables the Board to authorize progress payments during various stages of pilot boat development, such as design, engineering, and construction. This efficiency will accelerate the replacement of higher emission pilot boats with lower emission vessels, ensuring faster adoption of cleaner

technologies and supporting the reduction of emissions more quickly than under current regulations.

- **Economic Benefits.** By minimizing the capital that the San Francisco Bar Pilots (SFBP) must borrow for pilot boat development, these regulations will significantly lower or eliminate interest costs associated with financed capital. The resulting cost savings will directly benefit Board stakeholders and indirectly benefit millions of Californians who rely on goods transported through the Bays of San Francisco, San Pablo, and Suisun, contributing to a more sustainable and economically efficient maritime industry.

These updated regulations represent a comprehensive approach to advancing the Board's mission while addressing equity, environmental, and economic priorities. By reducing emissions, accelerating the adoption of cleaner technologies, and lowering costs for stakeholders, the Board is fostering a more sustainable and equitable future for California's maritime industry. These efforts reflect the Board's commitment to serving all Californians while ensuring safe and efficient pilotage services across the waterways in its jurisdiction.

In addition to the new Pilot Boat Regulations, SB 295 (Chapter 896, Statutes of 2024), authorizes changes to Harbors and Navigation Code Section 1159.1, expanding the Board's authority to utilize funds from the Board's Special Fund for pilot boats. By allowing the use of all collected funds to offset pilot boat development and construction costs, this law reduces the financial burden on stakeholders and facilitates the timely replacement of aging

vessels with more efficient and environmentally friendly alternatives.

New Technology for Efficient Operations

The Board launched a multi-year Information Technology Modernization Project (ITMP) aimed at automating key administrative processes, including pilot licensing and training. The ITMP also involves digitizing historical records for research, reporting, and disaster recovery. In Fiscal Year 2023/2024 the Board received authority from the Legislature via the budget change proposal process approved by the Department of Finance to fund engagement of the California Department of Technology's Project Approval Lifecycle (PAL) and began PAL Stage 2 in May 2024. This work is ongoing, and the Board anticipates entering PAL Stage 3 in the Spring of 2025, and selecting an IT solution for the ITMP in 2026.

In addition to the broad improvements expected from the ITMP, the Board made several improvements this year. The Board updated its website, creating a fresh modern design and improved public access to important materials and data. The Board also began the process of digitizing many of its operations including shifting away from paper-based meeting documents to an entirely digital format. The paper-based process was labor intensive and environmentally unfriendly due to the high volume of paper used to produce meeting documents. The digital document format allows for easy navigation, providing Board members and the public an enhanced experience when utilizing documents to inform their knowledge and actions when considering information provided by the Board.





Other Board Activities

People

All members of the Board are appointed by the Governor and confirmed by the Senate. The part-time Board consists of two pilots licensed by the Board, two members represent the shipping industry, and three public members represent the people of California, along with the Secretary of the Transportation Agency, who is an ex officio non-voting member.

In February 2024, Governor Newsom appointed a new public member to the Board, further strengthening its leadership and oversight. As of this report, the Board's tanker operations shipping industry representative position remains the sole vacancy.

The Board's five staff positions support its day-to-day operations and programs. Two vacant positions were filled in April 2024, bringing the Board to full staffing as of the date of this report. Given its small size, the Board supplements its administrative, programmatic, and

technical needs through agreements with other governmental entities and private contractors, ensuring the efficient and effective fulfillment of its responsibilities. These government agencies and private contractors include:

- Department of Justice
- California Highway Patrol
- Department of Transportation
- California Department of Human Resources
- State Controller's Office
- Department of Technology
- California State University Maritime Academy
- Regents of the University of California
- Department of General Services
- Maritime (Incident) Investigators
- San Francisco Bar Pilots
- Artelia Group (Port Revel)

Litigation

There was no litigation involving the Board in 2024.



Vessel Movements

Harbors and Navigation Code Section 1157.5(a) mandates that the Board provide a report of the number of vessel movements across the bar, on the bays and on the rivers within the Board's jurisdiction.

524 (6.9% OF TOTAL)

Vessel Movements on the
Sacramento and San Joaquin Rivers

1,586 (20.9% OF TOTAL)

Vessel Movements within the Bays of
San Francisco, San Pablo, and Suisun

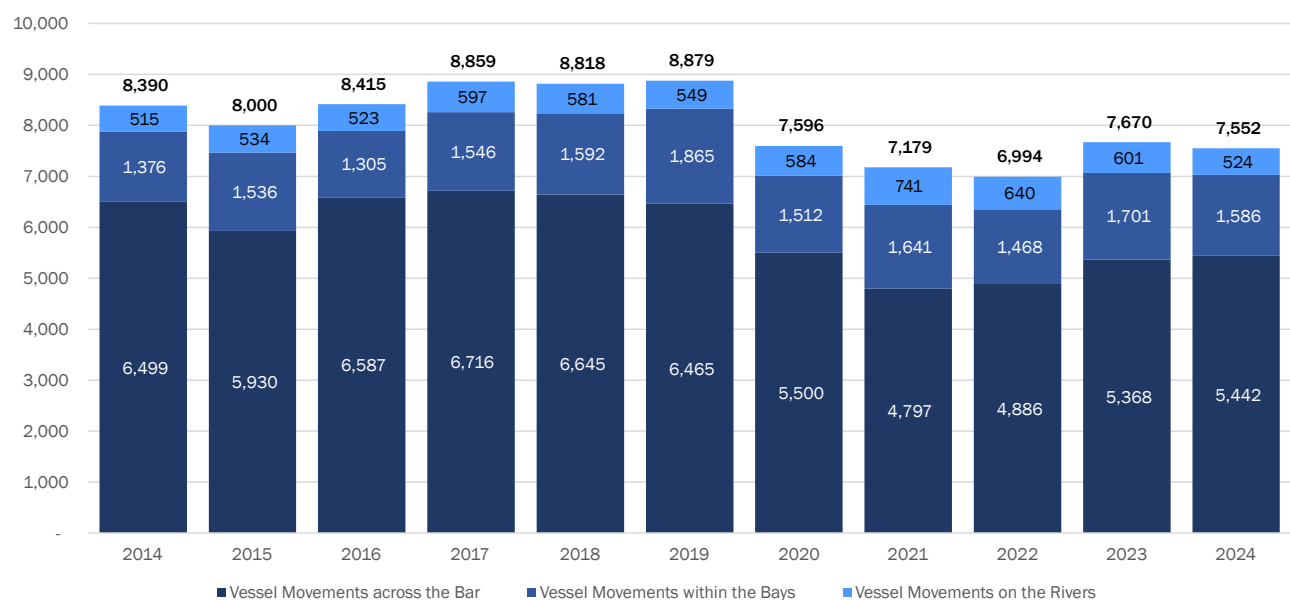
5,442 (72.2% OF TOTAL)

Vessel Movements Across the San Francisco Bar

7,552

Total Vessel Movements in 2024

Historical Vessel Movements, 2014 thru 2024



Board Licensees and Trainees

Table 1. Status of Board Licensees

Pilot	Original License Date	Last Date Licensed	Date License Renewed ¹	Licensed and Not Fit for Duty Dates	Licensed and Authorized Manned Model Training Dates	Licensed and Authorized Combination Course Training Dates
Alfers, Douglas	9/28/2017		9/28/2024			3/4/2024 - 3/8/2024
Aune, Drew	4/1/2009	3/7/2024 ²		1/1/2024 - 3/7/2024 ³		
Barnum, Mark	12/8/2022		12/8/2024	1/1/2024 - 1/8/2024 ³		
Benedict, William	1/28/2021		1/28/2024			
Billingsley, Neil	4/28/2016		4/28/2024			
Bridgman, Daniel	4/1/2010		4/1/2024			
Burns, Mathew	8/24/2023		8/24/2024			
Carlier, John	1/20/1989		1/20/2024			
Carr, Robert	6/27/2013		6/27/2024			
Corbett, David	4/25/2019		4/25/2024		6/21/2024 - 6/28/2024	
Crowl, Casey	7/25/2019		7/25/2024		9/9/2024 - 9/13/2024	
Cvitanovic, David	6/22/2017		6/22/2024			
D'Aloisio, Samuel	7/1/2014		7/1/2024		9/9/2024 - 9/13/2024	
Deisher, Nicholas	5/27/2021		5/27/2024			3/4/2024 - 3/8/2024
Epperson, Dylan	12/15/2016		12/15/2024			3/4/2024 - 3/8/2024
Favro, Orrin	12/14/2012		12/14/2024			
Fawcett, Erik	6/23/2011		6/23/2024			
Freese, Kevin	11/15/2018		11/15/2024		6/21/2024 - 6/28/2024	
Greger, Ronald	1/24/2019	1/23/2024 ⁴				
Hirschfeld, Jubal	2/25/2016		2/25/2024			
Johnson, Eric	12/13/2012		12/13/2024			
Kellerman, Zachary	1/28/2011		1/28/2024			
Laakso, Kristopher	8/26/2011		8/26/2024			
Larwood, Dan	7/1/1998		7/1/2024			

¹ Pilot was determined by a Board-appointed physician as fit for duty. The term of a license renewal is one year.

² Pilot retired in 2024.

³ Indicates period of time a pilot was deemed not fit for duty by a Board-appointed physician.

⁴ Board did not renew license in 2024. A hearing on this matter is set for 2025.

Table 1. Status of Board Licensees, continued

Pilot	Original License Date	Last Date Licensed	Date License Renewed ¹	Licensed and Not Fit for Duty Dates	Licensed and Authorized Manned Model Training Dates	Licensed and Authorized Combination Course Training Dates
LeSieur, Cevan	9/26/2014		9/26/2024		9/9/2024 - 9/13/2024	
Lingo, Matthew	2/22/2013		2/22/2024			3/4/2024 - 3/8/2024
Long, Joe	7/1/2008		7/1/2024			
Manes, Mark	6/28/2012		6/28/2024			
McCloy, David	6/1/2008		6/1/2024			
Merritt, David	8/26/2010		8/26/2024			
Meyer, John	11/2/2023		11/2/2024		6/21/2024 - 6/28/2024	3/4/2024 - 3/8/2024
Murney, James	9/23/2021		9/23/2024			
Murray, Andrew	4/28/2016		4/28/2024			
Nyborg, Einar	7/1/1995		7/1/2024			
Olmsted, Jonathan	9/21/2023		9/21/2024		6/21/2024 - 6/28/2024	
Pascucci, James	8/24/2023		8/24/2024		6/21/2024 - 6/28/2024	
Pullin, Jesse	1/24/2019		1/24/2024		6/21/2024 - 6/28/2024	
Pyne Mercier, Christopher	3/26/2020		3/26/2024			
Ridens, Raymond	1/1/2007		1/1/2024		9/9/2024 - 9/13/2024	3/4/2024 - 3/8/2024
Robinson, Eric	1/1/2004		1/1/2024		6/21/2024 - 6/28/2024	
Rogers, Nicholas	1/28/2021		1/28/2024			
Rubino, Michael	3/22/2017		3/22/2024			
Ruff, Paul	1/27/2011		1/27/2024			
Sappington, Bart	4/27/2023		4/27/2024			
Slack, Dustin	7/1/2008		7/1/2024		9/9/2024 - 9/13/2024	
Snapp, Spencer	1/26/2023		1/26/2024			
Starnitzky, Maximilian	8/22/2019		8/22/2024		9/9/2024 - 9/13/2024	
Stevens, Matthew	1/28/2021		1/28/2024			
Stultz, Joshua	2/24/2012		2/24/2024			
Teague, Steve	1/1/2007	12/31/2024 ²		2/28/2024 - 12/31/2024 ³		
Vogel, Jason	11/16/2017		11/16/2024			
Weber, Eric	12/9/2021		12/9/2024			
Wehr, Shane	6/1/2008		6/1/2024			3/4/2024 - 3/8/2024
Weiss, David	9/10/1993		9/10/2024		6/21/2024 - 6/28/2024	

Table 2. Detailed Status of Board-Licensed Pilots

Status	Number
Pilots who Passed Away	0
Pilots on Active Military Duty	0
Pilots on Leave of Absence in 2024	0
Licensed Pilots Suspended in 2024	0
Pilots who Retired in 2024	2
Licenses Not Renewed	1

Table 3. Status of Pilot Trainees

Sorted by Training Program Entrance Date and Alphabetically by Last Name

Name of Trainee	Trainee Program Entrance Date	Status as of December 31, 2024
Barron, Christian	August 22, 2023	In Training
Gallo, Lillian	August 22, 2023	In Training
Johnson, Carl	January 9, 2024	In Training
Shuler, Lucas	January 9, 2024	Resigned on February 20, 2024
Ajax, Benjamin	May 8, 2024	Resigned on September 4, 2024
Johnston, Todd	May 8, 2024	In Training
Thinger, Daniel	October 29, 2024	In Training
Ahrens, Nicholas	December 4, 2024	In Training

Summary of Reports of Navigational Incidents Acted On or In Progress

Subdivision (c) of Section 1157.5 of the Harbors and Navigation Code requires the Board to provide summaries of each report of misconduct or navigational incidents involving pilots, or other matters for which a license issued by the Board may be revoked or suspended. The summaries must provide a description of findings made by the Board’s Incident Review Committee (IRC), the resulting action taken by the Board, as well as a summary of any prior reportable incidents of which a finding of pilot error was made for the pilots involved. For those cases that are still under investigation, the summary shall include a description of the reported incident and an estimated completion date for the investigation.

There were six reportable navigational incidents in 2024, summarized as follows:

1. M/V EVER LOGIC

Pilot	Captain Doug Alfors
Incident Description	An event involving the M/V EVER LOGIC passing the M/V EVER FASHION, which suffered gangway damage as the result of hydraulic interaction.
Location	Oakland Outer Harbor
Date of Event	June 30, 2023
Incident Review Committee Finding	The IRC reported to the Board that they evaluated the evidence obtained in this matter and concluded there was no pilot misconduct. The IRC recommended to the Board that this case be closed with no further action.
Board Action/Date	The Board unanimously accepted the IRC’s recommendation to the Board on August 22, 2024.
Reportable Incidents of Prior Pilot Error/Misconduct	None

2. P/V RUBY PRINCESS

Pilot	Captain Dustin Slack
Incident Description	P/V RUBY PRINCESS, which made unintended contact with Pier 27 while berthing.
Location	San Francisco, California
Date of Event	July 6, 2023
Incident Review Committee Finding	The IRC recommended to the Board that it 1) find that the pilot was negligent by giving up his authority to conn ¹ the vessel; 2) issue a Letter of Warning to the pilot; and 3) that the Board determine how compulsory pilotage laws are applied on the waters under its jurisdiction and, if necessary, promulgate rules to give both pilots and shipmasters appropriate guidance in how the Board expects that the compulsory pilotage laws of the State of California are to be applied.
Board Action/Date	The Board voted on and approved the language for the Board’s order, as discussed in closed session at the Board’s June 2024 meeting as follows: 1. The Board issued a letter of serious concern to Captain Slack regarding his error in passing the conn to the master twice, during one of which times he observed damage to Pier 27 from the allision of the M/V RUBY PRINCESS. 2. Captain Slack shall address the San Francisco Bar Pilots in an advisory/lessons learned fashion to educate the membership on the issue of passing the conn to a mariner who does not hold the appropriate state or federal pilot license. 3. The Board reserves the right to take action as needed to address the general issue of pilots’ practices in passing the conn to a ship’s master at a later date. Date of deliberations: May 23, 2024. Date of Announcement: June 27, 2024.
Reportable Incidents of Prior Pilot Error/Misconduct	None

¹ The word “conn” is shorthand for “conduct the movement of the vessel” by giving steering orders to the helmsman and engine orders to the watch officer.

3. M/V NEW HANDY

Pilot	Captain Ray Ridens
Incident Description	M/V NEW HANDY made unintended contact with the San Joaquin River Light #39.
Location	Enroute to the Port of Stockton, San Joaquin River
Date of Event	July 23, 2023
Incident Review Committee Finding	The IRC reported to the Board that they evaluated the evidence obtained in this matter and recommended that the Board find that there was no pilot misconduct. The IRC recommended to the Board that its report should stand as a lesson learned and that the case be closed with no further action.
Board Action/Date	The Board unanimously accepted the IRC's recommendation to the Board on June 27, 2024.
Reportable Incidents of Prior Pilot Error/Misconduct	Captain Ridens was involved in one prior incident in 2013, where the M/V TOKYO was inbound to Oakland Outer Harbor and while passing another vessel, that vessel suffered damage to their gangway. The Board found no misconduct on the part of Captain Ridens and the case was closed with no further action.

4. M/V BOHOL ISLAND

Pilot	Captain Dan Larwood
Incident Description	M/V BOHOL ISLAND made unintended contact with the corner of Pier 2 in Sacramento, California.
Location	Sacramento, California
Date of Event	September 1, 2023
Incident Review Committee Finding	The IRC reported to the Board that they evaluated the evidence obtained in this matter and concluded there was no pilot error. The IRC recommended that the investigation be closed without further action.
Board Action/Date	The Board unanimously accepted the IRC's recommendation to the Board on September 26, 2024.
Reportable Incidents of Prior Pilot Error/Misconduct	Captain Larwood was involved in one prior incident in 2019, where the M/V WASHINGTON made a hard landing at the Valero Pier in Benicia. The Board found no misconduct and the case was closed with no further action.

5. M/V KONA TRADER

Pilot	Captain Christian Stevens
Incident Description	M/V KONA TRADER made unintended contact with a pier at the Port of Stockton in Stockton, California.
Location	Stockton, California
Date of Event	September 25, 2024
Incident Review Committee Finding	INVESTIGATION PENDING
Board Action/Date	INVESTIGATION PENDING
Reportable Incidents of Prior Pilot Error/Misconduct	INVESTIGATION PENDING

6. M/T PLATANOS

Pilot	Captain Daniel Weiss
Incident Description	M/T PLATANOS made unintentional contact with the pier at Shell Martinez in Martinez, California.
Location	Martinez, California
Date of Event	October 14, 2024
Incident Review Committee Finding	INVESTIGATION PENDING
Board Action/Date	INVESTIGATION PENDING
Reportable Incidents of Prior Pilot Error/Misconduct	INVESTIGATION PENDING