PILOT RETIREMENT SURVEY STAFF REPORT

1. CURRENT PILOT DATA AS OF—October 23, 2025

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

2. PILOT TRAINEE TRAINING PROGRAM DATA

As of October 23, 2025:

Trainee Name	Trainee Start Date	# of Months in Program	In Evaluation Stage
Lillian Gallo	8/22/2023	26	No
Carl Johnson	1/9/2024	21	No
Daniel Thinger	10/29/2024	12	No
Brendan Roberts	8/19/2025	2	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 no more candidates remaining on the list.

3. PILOT RETIREMENT SURVEY STATISTICS

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

Survey Date: 8/8/2025
First Survey Reminder Email Sent: 8/14/2025
Survey Due Date: 8/21/2025
Number of Pilots Surveyed: 52
Number of Completed Surveys: 51
Average Time Spent Completing Survey: 1 minute and 12 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
2025	9.62%	5
2026	7.69%	4
2027	3.85%	2
2028	1.92%	1
2029	5.77%	3
2030	7.69%	4
2031	3.85%	2
After 2031	59.62%	31

[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:

- ⊙ 2025
- ⊙ 2026
- ⊙ 2027
- ⊙ 2028
- ⊙ 2029
- ⊙ 2030
- ⊙ 2031
- ⊙ After 2031

Responses:

Answers	Response %[2]	Total
2025	0.00%	0
2026	11.54%	6
2027	0.00%	0
2028	3.85%	2
2029	9.62%	5
2030	5.77%	3
2031	3.85%	2
After 2031	65.38%	34

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

Additional trends when comparing data from the Retirement Surveys completed from July 2020 to August 2025, related to a licensee's intent to retire:

- 6 licensees intend to retire in 2026. This number has been consistent since 2023.
- The next wave of retirements will be around 2029/2030, with licensees planning to retire closer to 2029.

Retirement Survey Date	Total # of Pilots Responded	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	After the last year on the survey
Jan-20	53	4	3	2	2	2	4	2						34
Jul-20	50	4	5	2	3	1	2	2						31
Jan-21	51		4	3	4	1	0	4	2					33
Jul-21	47		4	4	2	0	2	0	2					33
Jan-22	53			6	2	1	2	1	2	2				37
Jan-23	45				2	0	0	6	2	1	2			32
Jul-23	52				0	0	0	6	3	1	4			38
Aug-24	52					0	0	6	1	1	4	4		36
Aug-25	52						0	6	0	2	5	3	2	34

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.	40.38%	21
I plan to continue working as a BOPC-licensee beyond the date I am eligible to receive retirement benefits.	50.00%	26
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

When comparing data from the Retirement Surveys completed between July 2020 and August 2025, the following trends were found:

- There was very little change to the number of licensees who plan to hold onto their Board-issued pilot license until they are eligible to receive retirement benefits.
- There was a slight increase to the number of licensees who plan to hold onto their Board-issued pilot license beyond their eligibility date.
- There was a slight decrease to the number of licensees who plan to relinquish their Board-issued pilot license before they are eligible for retirement benefits.

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	38
Personal finances	24
Issues related to work / rest balance	23
Family needs	16
Dissatisfaction with piloting work	1
Dissatisfaction with piloting income	22
Number of pilots skipped this question	5

The top three factors that Board-licensees are concerned about, that may impact their decision to retire are:

- Health or physical demands of piloting work
- Personal finances (dropped from 67% to 46%)
- Dissatisfaction with piloting income

The following chart is a comparison of the Retirement Surveys completed between July 2020 to August 2025, related to factors that may impact a licensee's decision to retire:

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:

	# of Pilots Self Projected to Retire Within the Year	**Actual # of Pilots Retired/Died[3]**	**# 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	5
2024	0	2	12(8)
2025	0	0	8(9)

(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.
(9) Pilots eligible from 2025 to 2028.

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