

# Board of Pilot Commissioners

for the Bays of San Francisco, San Pablo, and Suisun  
660 Davis Street, San Francisco, CA 94111

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## NOTICE OF MEETING

December 1, 2025

The Board of Pilot Commissioners for the Bays of San Francisco, San Pablo, and Suisun (Board or BOPC) will conduct a public meeting on **Thursday, December 11, 2025, at 9:30 a.m.** Items of business scheduled for the meeting are listed on the attached agenda.\* There may be recesses at the discretion of the Board.

**Members of the public may participate in this meeting in person or via telephone.**

**Location:**

Board of Pilot Commissioners  
660 Davis Street  
San Francisco, California 94111

**To participate via telephone please use:**

888-808-6929

**Access Code:**

4310981#

There will be an opportunity for public comments on all agenda and non-agenda items at the outset of the open session.\*\* There will also be an opportunity for public comment during the presentation of each agenda item, and on non-agenda items at the end of the meeting.\*\* Meeting documents will be available on the Board's website listed below, or in the Board's office for public inspection.

This meeting is accessible to the physically disabled. A person who needs a disability-related accommodation or modification to participate in the meeting should call the Board office at (415) 397-2253 or write to the Board at the above address or email address. Providing your request at least five (5) business days before the meeting will help ensure availability of the requested accommodation.

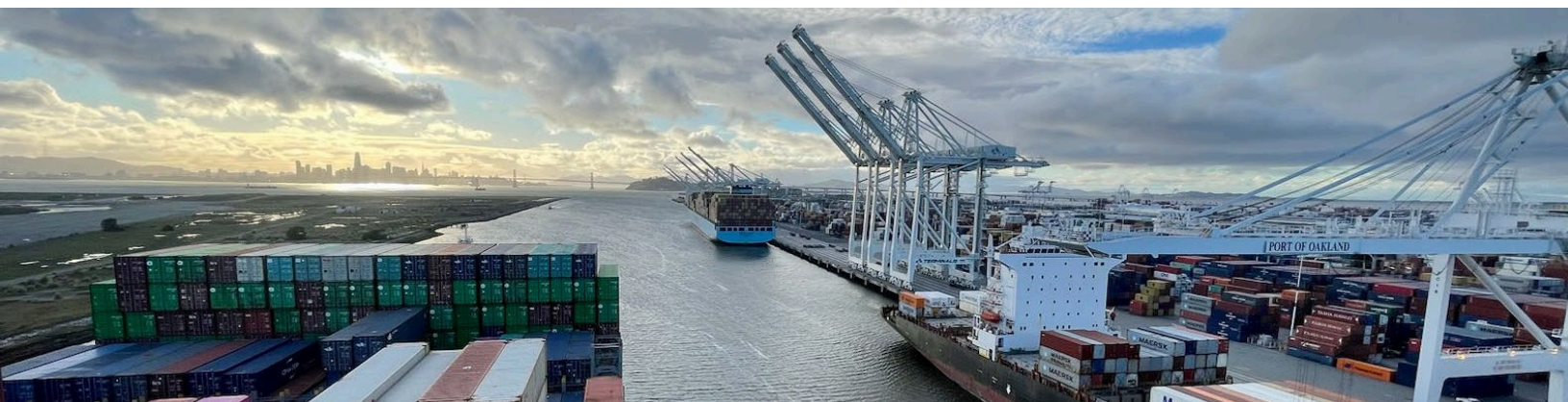
**BOARD OF PILOT COMMISSIONERS**

Allen Garfinkle, Executive Director

This notice and agenda may also be found on the Board's website  
[www.bopc.ca.gov](http://www.bopc.ca.gov).



- \* Order of business is approximate and subject to change.
- \*\* When Incident Review Committee (IRC) reports are presented, only written public comment, submitted to the IRC prior to the meeting, may be considered for the corresponding agenda item.



**SUSTAINING CALIFORNIA'S ECONOMY:** Board-licensed pilots guide ships carrying billions of dollars of cargo through some of the most challenging waterways in North America.

PHOTO CREDIT: San Francisco Bar Pilots Association

**Board of Pilot Commissioners  
for the Bays of San Francisco, San Pablo, and Suisun  
Board Meeting  
Thursday, December 11, 2025, at 9:30 a.m.**

**MEETING AGENDA**

**OPEN MEETING**

1. Call to Order and Roll Call. (President Tynan)
2. Public comments on matters on the agenda or not on the agenda.
3. Review and approval of Board meeting minutes. (President Tynan)
  - A) **Possible Board action to approve the minutes from the Board workshop held on October 29, 2025.**
  - B) **Possible Board action to approve the minutes from the Special Board meeting held on November 5, 2025.**
  - C) **Possible Board action to approve the minutes from the Board meeting held on November 13, 2025.**
4. President Announcements and Activities. (President Tynan)
5. Board Member Announcements and Activities. (Board Members)
6. Directors' Report. (Executive Director Garfinkle/Assistant Director Millspaugh)
  - A) Correspondence and activities since the Board meeting held on November 13, 2025.
  - B) Report on pilot licensing matters since the Board meeting held on November 13, 2025.
  - C) Report on Board surcharges.
  - D) Report of pension fiduciary.
  - E) Report on legislative activities and contractual matters.
7. Port Agent's Report. (Port Agent Carlier)
  - A) Monthly report on San Francisco Bar Pilots' (SFBP) Port Agent updates, including: a list of pilots who have been Absent for Medical Reasons (AFMR) and any Minimum Rest Period (MRP) exceptions, SFBP Fatigue Risk Mitigation Report, SFBP Pilot Boat Report, and vessel moves.
  - B) Monthly report on SFBP ship piloting business activity.
  - C) Monthly confidential written report of licensed pilots who have been Absent for Medical Reasons (AFMR). **The Board may go into closed session to discuss the confidential contents of the Port Agent's report and other relevant confidential medical information, as authorized by Harbors and Navigation Code (HNC) section 1157.1.**
8. Pilot Evaluation Committee. (Committee Chair Ruff)

A) Report on the Pilot Evaluation Committee (PEC) meeting held on December 10, 2025.

B) Possible PEC recommendation to place one or more Pilot Trainee Training Program trainees on probation, and/or suspend or dismiss one or more trainees from the program.

**Possible Board action to place one or more Pilot Trainee Training Program trainees on or off probation, and/or suspend or dismiss one or more trainees from the program.**

**The Board may go into closed session to discuss any confidential portions of the Committee Chair's report and/or other relevant confidential personal information of a pilot or trainee, as authorized by HNC section 1157.1.**

C) Possible PEC recommendation as to whether a trainee has, or trainees have, successfully completed the Pilot Trainee Training Program.

**Possible Board action to award a Certificate of Completion to a trainee or trainees who has/have completed the Pilot Trainee Training Program.**

D) Possible recommendation from the Executive Director for the Board to issue a state pilot license to a trainee or trainees who hold a Certificate of Completion from the Pilot Trainee Training Program.

**Possible Board action to accept a recommendation from the Executive Director that a trainee or trainees holding a Certificate of Completion from the Pilot Trainee Training Program be licensed as a state-licensed pilot, and issue said state license.**

E) Possible PEC recommendation that California Code of Regulations (CCR) § 214(f) be amended to allow extending the pilot trainee probation period beyond one year, by a set period.

**Possible Board action based on recommendation to the Board to amend CCR § 214(f) to allow extending the pilot trainee probation period beyond one year, by a set period. (Chair)**

9. Reported Safety Standard Violations. (Executive Director Garfinkle)

(Reported safety standard violations occurring up to the start of the meeting will be included.)

10. Reported Piloting Events from the Incident Review Committee (IRC).

(Executive Director Garfinkle/Vice President Hayes-White)

(Reportable piloting events occurring up to the start of the meeting will be reported on.)

11. Status report on the Board's Information Technology Modernization Project (ITMP).

(Assistant Director Millspaugh)

12. Discussion of the current methodology used by the fiduciary agent of the San Francisco Pilot Pension Plan to calculate the pension allocation (currently based on accrual, versus cash). (President Tynan/Executive Director Garfinkle)

**Possible Board action regarding pension allocation methodology, including potential recommendations to fiduciary agent regarding the allocation, including potential referral to a committee, and/or change to current methodology.**

13. Discussion of Harbors and Navigation Code section 1198 regarding indemnification of pilots and/or pilot trainees. (President Tynan/Assistant Director Millspaugh)

**Possible Board action to refer review of section 1198 to Board Counsel and/or other actions regarding potential legislative changes to section 1198.**

14. Presentation of the proposed Board meeting calendar schedule for 2026.  
(Executive Director Garfinkle)

**Possible Board action on the Board meeting calendar for 2026.**

15. Stakeholders' report on subjects that may be of interest to the Board, including reports on shipping activity regionally and within the Board's jurisdiction, and the status of the next pilot boat build.  
(Mike Jacob, Pacific Merchant Shipping Association (PMSA)/Captain Anne McIntyre, SFBP)
16. Closed session for the Board to confer with legal counsel regarding potential significant exposure to litigation against the Board involving a former licensee and/or former trainee. (Board Counsel)

**The Board is authorized to discuss this matter in a closed session pursuant to the Open Meeting Act, Government Code section 11126, subdivisions (e)(1) and (e)(2)(B).**

17. Proposals for the next Board meeting agenda. (President Tynan)
18. Comment by public and Board Members on matters not on the agenda.
19. Adjournment.



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