

State of California

Board of Pilot Commissioners

for the Bays of San Francisco, San Pablo, and Suisun

Minutes of the Meeting of the Board of Pilot Commissioners held on December 11, 2025, at 9:30 a.m.

Members of the public are encouraged to participate in meetings of the Board, either in person or via telephone.

Location:

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

To participate via telephone please use:

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SERVING THE PEOPLE OF CALIFORNIA SINCE 1850



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

Board Meeting Minutes

ATTENDANCE

Board Members Present (in person and by phone)

Captain William Benedict, Pilot Member
Captain Robert Carr, Pilot Member
Christine Casey, Designee for the Secretary of the California State Transportation Agency (CalSTA) (by phone)
Joanne Hayes-White, Vice President, Public Member
Captain Lynn Korwatch, Dry Cargo Industry Member
Captain Roy Mathur, Wet Cargo Industry Member
Karen Tynan, President, Public Member

Board Members Absent

Sam Rodriguez, Public Member

Board Staff Present (in person and by phone)

Allen Garfinkle, Executive Director
Matthew Millsbaugh, Assistant Director
Alethea Wong, Licensing and Training Programs Manager
Greg Shepherd, Records Management and Program Support Coordinator
Mari McNeill, Board Administrative Coordinator
Patrick Tuck, Board Counsel

Identified Public Present (in person and by phone)

Captain John Carlier, San Francisco Bar Pilots (SFBP) President and Port Agent
Captain Anne McIntyre, SFBP Business Director
Captain Paul Ruff, SFBP
Kevin Baldwin, SFBP General Counsel
Jennifer Cohen, Pacific Merchant Shipping Association (PMSA) Vice President of Governmental Affairs
Mike Jacob, PMSA President and General Counsel

OPEN MEETING

1. Call to Order and Roll Call. (President Tynan)

President Tynan called the meeting to order at 9:32 a.m. Board Administrative Coordinator McNeill called the roll and confirmed a quorum.

2. Public comments on matters on the agenda or not on the agenda.

None.

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.

Commissioner Carr requested the review and approval of the Board Workshop minutes, from October 29, 2025, be postponed to the January 15, 2026 Board meeting. Board Members agreed and Board Counsel Tuck stated that no motion would be needed.

B) Possible Board action to approve the minutes from the Special Board meeting held on November 5, 2025.

MOTION: Commissioner Carr moved to approve the draft November 5, 2025 Special Board meeting minutes. Commissioner Hayes-White seconded the motion.

VOTE: YES: Benedict, Carr, Hayes-White, Korwatch, and Mathur.

NO: None.

ABSTAIN: Tynan.

ACTION: The motion was approved.

C) Possible Board action to approve the minutes from the Board meeting held on November 13, 2025.

Commissioner Carr requested the review and approval of the Board minutes, from November 13, 2025, be postponed to the January 15, 2026 Board meeting. Board Members agreed.

4. President Announcements and Activities. (President Tynan)

President Tynan stated that she did not have any announcements other than the SFBP holiday party scheduled to take place at 12:00 p.m., on December 11, 2025, at Pier 9.

5. Board Member Announcements and Activities. (Board Members)

Commissioner Carr stated that he participated in a group call with Board staff and Dainis & Company (Dainis), the psychometrician company contracted for the pilot trainee exam development. Commissioner Carr expressed that he was eager to start the exam [development] process with Dainis.

6. Directors' Report. (Executive Director Garfinkle/Assistant Director Millspaugh)

A) Correspondence and activities since the Board meeting on November 13, 2025.

Executive Director Garfinkle stated that, as mentioned in his report during the November 2025 Board meeting, he removed routine items, such as approval notices and meeting attendance, and would focus the Executive Director report on matters of strategic interest to the Board. Executive Director Garfinkle reported on the following activities:

- On Tuesday, November 18, 2025, Executive Director Garfinkle testified in a deposition in an arbitration involving Captain Greger.
- On Friday, November 21, 2025, seven licensees completed the Board Combination Course at Cal Poly Maritime: Captains Freese, Larwood, Long, Mercier, Pullin, Robinson, and Ruff.
- On Wednesday, November 25, 2025, Executive Director Garfinkle was notified that Tom Griffiths is retiring as the Executive Director of the Oregon Board of Maritime Pilots and his replacement is Len Tumbarello, a retired United States Coast Guard (USCG) Captain.
- On Monday, December 8, 2025, Executive Director Garfinkle participated in the call with Dainis. The main points decided during the call were the dates set for certain parts of the exam, including:
 - The application deadline of May 15, 2026.
 - The timeline for the exam to be held over the summer of 2026, including the simulation portion of the exam to be held August 10-15, 2026. The written portion of the exam (to be held online) dates are still to be determined (TBD).
- On Wednesday, December 10, 2025, Executive Director Garfinkle attended the Pilot Evaluation Committee (PEC) meeting.

B) Report on pilot licensing matters since the Board meeting held on November 13, 2025.

Executive Director Garfinkle reported that since the November 2025 Board meeting, the Board issued license renewals on the following Board licenses: Barnum, Johnson, Weber, Epperson, Carlier, and Favro.

C) Report on Board surcharges.

Executive Director Garfinkle reported:

- The two reports included from SFBP were:
 - The Cash Report: Showing the money SFBP received from shipping companies.
 - The Billing Report: Showing the money shipping companies were invoiced.

These reports help the Board see how much money SFBP paid to the Board and how much money remains outstanding to SFBP from shipping companies.

- **Billed Amount:**

For November 2025, the billed amount was \$732,130, comprising the following surcharge amounts:

- Operations Surcharge: \$202,965
- Pilot Training Surcharge: \$23,265
- Trainee Surcharge: \$41,360
- Pilot Boat Surcharge: \$464,540

- **Cash Collected:**

For November 2025, the cash collected and paid to the Board was \$712,670, comprising the following surcharge amounts:

- Operations Surcharge: \$195,413
- Pilot Training Surcharge: \$22,320
- Trainee Surcharge: \$39,680
- Pilot Boat Surcharge: \$455,257

- **Variance:**

For November 2025, the variance between the billed amount and the cash collected (SFBP paid to the Board) was \$19,460.

D) Report of pension fiduciary.

Executive Director Garfinkle reported:

- Following the discussion during the November 2025 Board meeting (in which the Board discussed that pension plan disbursements often exceed the revenue generated by the surcharge, resulting in SFBP regularly covering the funding shortfalls using its own financial resources), and in anticipation of agenda item 12 for the December 2025 Board meeting, he decided to report on the variance between pension amounts:
 - Cash Collected: \$1,017,018

- Disbursed Amount (Disbursements to pension plan beneficiaries and plan administrative costs): \$1,037,781
- Difference (Cash minus the disbursement amount): \$(20,763)
- For November 2025, SFBP underwrote the pension plan by approximately \$21,000.
- Monthly pension plan summary:
 - Surcharge Rate for the Quarter: 0.04468/gross registered ton
 - Rolling Look Back Period: July 2024 to June 2025
 - Monthly Tonnage for the Month: 23,226,975 tons
 - Surcharge Billing Total: \$1,037,781
 - Administrative Costs for the Month: \$2,603
 - Amount Distributed to Pension Beneficiaries: \$1,035,178
 - Total Monthly Target Rates: \$1,225,652
 - Amount Over/(Under) Target: (\$187,781) (under target)
- As of November 30, 2025, there were 85 pensioners.
- The last Cost of Living Adjustment (COLA) increase to the pension was April 1, 2023. The COLA must be reviewed every three years; therefore, it will be reviewed again in April 2026.

E) Report on legislative activities and contractual matters.

Legislative Activities

Assistant Director Millspaugh reported that the California Legislature reconvenes January 5, 2026. Once the legislature reconvenes, Board staff will continue to monitor for any bills that may affect the Board.

Contractual Matters

Assistant Director Millspaugh reported the following regarding contractual matters:

- **Trainee Selection Exam Contracts**
 - a. **The California Polytechnic State University (Cal Poly) Maritime Academy, Trainee Selection Exam Services (Contract # 25M900003)**

Board staff continue to pursue an inter-agency agreement with the Cal Poly Maritime Academy, formerly California State University Maritime Academy (CMA), for use of their simulator and facilities for the 2026 pilot trainee simulator exam. The California Highway Patrol (CHP) has reviewed and provided feedback on the Scope Of Work (SOW). Board staff are currently working with Cal Poly to update the SOW as necessary for final review and processing.

b. Trainee Selection Exam Services (Contract # 25M900001)

The contract was approved by the Department of General Services (DGS) December 1, 2025, and is in effect. Board staff, Cal Poly Maritime Academy staff, SFBP, and Dainis met on December 8, 2025, to initiate planning and establishing timelines and future meetings.

- **State Controller’s Office (SCO) – Pilot Boat Program Audit (Contract # TBD)**

Board staff met with SFBP to discuss the SOW. Board staff will provide a draft by December 31, 2025 to SFBP, for review. Board staff and SFBP will meet in January 2026 to review. Once finalized, the draft will be submitted to the SCO for review.

- **Maritime Investigator Services Contracts**

- **Marine Investigator Services – Invitations for Bids (IFB) (Contract # 24M900003)**

The IFB was originally released on October 27, 2025, and extended to December 10, 2025. Board staff have been notified of renewed issues with the insurance terms, including cost of insurance and requirement for Commercial Liability insurance. Board staff worked with CHP and reached out to DGS’s Office of Risk and Insurance Management (ORIM) for a meeting to discuss what terms may possibly be updated. The due date for the IFB has been extended to January 5, 2026, to provide time to determine if the IFB insurance terms can be amended.

Commissioner Korwatch inquired regarding interest in the IFB, and Assistant Director Millspaugh reported two applicants have voiced interest but also reported on issues with insurance requirements.

- **Information Technology (IT) Support Services, California Department of Transportation (23M900000-2):**

The Board currently has a three-year agreement with Caltrans for IT support services related to the IT Modernization Project (ITMP). Board staff are pursuing an amendment to the agreement to extend the term by two years and amend the SOW and budget to include support for implementation of ITMP and the IT solution.

- **State Controller’s Office (SCO) (Contract # TBD)**

Board staff continue development of a new agreement with SCO for payment toward expedited warrant services to allow the Board to continue requesting expedited warrants.

- **Gartner Incorporated (Gartner) IT Consulting – IT Modernization Project (ITMP) 23M9000002**

The current agreement term ends April 30, 2026. Board staff expect Gartner to continue work to support the Project Approval Lifecycle (PAL) process beyond the term date and Board staff have requested CHP amend the agreement and extend it through April 30, 2027. Work with Gartner is not currently expected to extend beyond the summer of 2026; however, the one-year extension provides ample time to complete the PAL project without the need for an additional amendment. No additional dollars have been added to the agreement budget.

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.

The Port Agent, Captain Carlier, reported that, as of December 11, 2025:

- **Absent for Medical Reasons (AFMR)**

The following pilots were AFMR, and their initial absence dates were:

- Captain Carr since June 25, 2025.
- Captain Ruff since September 17, 2025.
- Captain Ridens since October 8, 2025.

- **Recommended Minimum Rest Period (MRP) Exceptions**

The SFBP continuously monitors the dispatch list for possible 12-hour MRP exceptions. If the potential exception is likely to result in a rest period of less than 10 hours, mitigating measures are employed. These measures include, but are not limited to, suspending continuing professional development protocols, cancelling scheduled meetings or committee assignments, cancelling previously granted compensation time requests, deferring scheduled training sessions, or calling in off-watch pilots.

- **Fatigue Risk Mitigation Report**

- There are currently 52 licensees on the SFBP roster.
- Work periods over 12 hours: 24 occurrences, none exceeded 14 hours.
- Night work periods over 10 hours without rest opportunity: 2 occurrences.
- Night-time hours over 18 hours in a 72-hour period: None.
- Rest periods of less than 12 hours (MRPs): 5 occurrences. The minimum rest period was 10 hours.

B) Monthly report on SFBP ship piloting business activity.

The Port Agent, Captain Carlier, reported that, as of December 11, 2025:

- The status for each of the SFBP-owned pilot boats was reported as:
 - Pilot Vessel (P/V) CALIFORNIA, DRAKE, GOLDEN GATE, PITTSBURG, and SAN FRANCISCO: Operations normal.
- Vessel moves, for November 2025, were as follows:
 - Bar Crossings: 375
 - Bay Moves: 125
 - River Moves: 35

- **Total Moves: 535**

- Total Gross Registered Tonnage (GRT): 23.2 million.
- When comparing the same period in 2025 to the same period in 2024, total moves were down 3.5% and GRT was down 1.6%.

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.

None.

8. Pilot Evaluation Committee. (Committee Chair Ruff)

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

PEC Chair Ruff presented the PEC Chair's Report (over the phone) on the following:

- The PEC met on Wednesday, December 10, 2025, at 7:30 a.m. The members present were Captains Wehr, Slack, Stultz, Bridgman, and Ruff. Executive Director Garfinkle joined the PEC in an open session.
- During the open session, Executive Director Garfinkle discussed the Dainis contract and the testing date for the simulation and written portions of the exam.
- The PEC also discussed different proposals for extending the trainee probation period from 12 months to 18 months.
- The open session was completed at 8:00 a.m., and then the PEC moved into the smaller conference room for the closed sessions. The closed session discussion included:
 - There are four active trainees: Captains Gallo, Johnson, Thinger, and Roberts. Their training time in the program ranges from four to 28 months.
 - They are observing, part handling, and handling under direct supervision of a licensed SFBP pilot.
 - Captains Gallo and Johnson have completed all their First-Class Pilotage (FCP) testing requirements and continue to hone their piloting skills.
 - Captain Gallo completed her first month in evaluation status. Captain Ruff reported Captain Gallo has two months remaining in evaluation status.
 - Captain Thinger has completed all sections of the Federal First-Class Pilotage.
 - Captain Roberts has been approved and will start his limited tonnage testing December 19, 2025. If all goes well, he will start his Federal FCP testing.
 - In individual closed sessions with the trainees, the PEC noted that all trainees are meeting the benchmarks set forth in training guidelines and are progressing.
- The next PEC meeting is scheduled for January 14, 2026, at 7:30 a.m., in this office.
- The closed session was completed at 10:30 a.m., and then the PEC moved back into the main area to continue the open session.

- During the open session, the PEC voted on extending the trainee probation period from 12 months to 18 months. The PEC unanimously agreed to extend the probation period to 18 months. The reasons cited for the proposed extension were:
 - The first twelve months the trainee is getting rides and not handling the ship under their knowledge skill set, the trainee is largely parroting what the pilot is saying.
 - The trainee is spending a large amount of time memorizing data and taking Federal FCP tests [in the first 12 months].
 - The PEC wants to see the knowledge gained during the testing phase applied in real time and evaluate from that point on.

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.

None.

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.

None.

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.

None.

PEC Chair Ruff stated:

- The government shutdown did not have a significant impact on the Pilot Trainee Training Program.
- The recent fog resulted in some cancelled sailings in critical sailing areas but was otherwise good for training trainees to gain anchor training and [navigation] experience.

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)

Attendees discussed the PEC's recommendation to extend the pilot trainee probation period. Discussion points included:

- Board Counsel Tuck stated that the Board could vote (to send the recommendation back to the PEC, so the PEC could recommend the specific change(s) to the language).
- PEC Chair Ruff stated that he did not bring anything to supplement the PEC's recommendation to extend the probation period an extra six months (for a total of 18 months for the pilot trainee training probation period). The PEC only recommended a change to the timeframe; everything else would stay the same.
- Commissioner Benedict suggested changing the language in CCR § 214(f) so that time off due to medical leave would not be counted toward the probation period. For example, if a trainee was out for four months due to a broken arm, the probation would end 22 months from their start date because four months of medical leave would not count towards the probation period. Executive Director Garfinkle agreed.
- Captain McIntyre suggested a broader review of trainee training program timelines and definitions (such as defining what the probation period is) so the regulation changes could provide more specificity (she also suggested an extensive third party review). In response:
 - Commissioner Korwatch stated that having more loose definitions would allow for the ability to make more changes without having to go to the Legislature.
 - Regarding Captain McIntyre's suggestion for a third party review, Executive Director Garfinkle stated that exam funds allotted were exclusively for the exam cannot be used for study/review of the training program. Funding requests for additional studies/review would have to be submitted separately to the Department of Finance (DOF). Executive Director Garfinkle agreed with the idea of a review, stating that it would be a good idea to determine what can be changed/improved.
- Commissioner Carr voiced his support for the PEC's recommendation.

MOTION: Commissioner Carr moved to have the PEC revisit their recommendation to extend the trainee probation period to 18 months and recommend specific language to change the regulation to be discussed at the January 15, 2026 Board meeting. Commissioner Hayes-White seconded the motion.

VOTE: YES: Benedict, Carr, Hayes-White, Korwatch, Mathur, and Tynan.
NO: None.
ABSTAIN: None.

ACTION: The motion was approved.

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

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

None.

**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.)

None.

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

Assistant Director Millspaugh stated that the solicitation package remains with the California Department of Technology (CDT) for review of the solicitation and anticipates approval in one to two weeks. Other anticipated release dates include January 2026 (General schedule for phase one), April 2026 (phase two and general schedule negotiations), and May or 2026 (contract).

**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.

Assistant Director Millspaugh stated the fiduciary agent has the authority to choose the method used to determine whether pension benefits are paid using billed amounts or cash collected. Currently pension benefits are paid using the amount billed. On a rolling basis, there is a variance between the amount billed and the amount of cash received (in November 2025, the variance was \$20,000). When the billing amount is higher than the cash collected, SFBP floats the difference. If pension benefits were paid using cash collected, this variance would be eliminated.

Executive Director Garfinkle stated that, although SFBP is reimbursed when the payments are received, potential problems may occur if a shipper experiences bankruptcy prior to payment (such as the Hanjin Shipping bankruptcy). Month over month, the cash received may swing more than the billing amount. If the Board switched to paying pension benefits based off cash, then the month-over-month volatility may distress pensioners. He explained that the goal of transitioning to cash is to ensure that SFBP is not paying out funds on invoices still in collection status.

Captain McIntyre stated that:

- SFBP collects 99.9% of the amount billed.
- Most payments are made within three weeks of the date billed but occasionally payment exceptions result in a 90-day delay.
- SFBP agrees that calculations based on the cash received would be better but is concerned about the impact on pensioners, especially because it is important for pensioners to have predictable income.
- Commissioner Korwatch stated that it should not impact pensioners overall income, because they will get the same amount in the long run, but it may impact them during the transition.

Captain McIntyre requested:

- Board staff prepare a PowerPoint presentation or excel comparison to show the differences. President Tynan requested the comparison be presented in the January Board meeting.
- Board staff run scenarios and stress testing to work out potential problems, such as the transition point and the potential for volatility in collections.

Attendees expressed concerns and desire to avoid a black swan event. Executive Director Garfinkle stated that a loss should be spread out to pensioners, could be divided over a period of time, and it would not be fair to have SFBP pay for revenue not paid.

Assistant Director Millspaugh stated that Board staff could compile a year-end review every January and can compile a two-year period to allow a year lookback and projection comparison.

Mr. Jacob stated that SFBP should not be viewed as a guarantor of the pensioners and pensioners have a right to the pension owed per the statute. No obligation exists to float pending unpaid balances. Mr. Jacob further stated the fiduciary has ministerial responsibilities in the administration of the pension (the fiduciary per statute does not need the Board's or pensioner's approval to make changes to the pension calculation method).

President Tynan requested the Board continue this discussion in the January 2026 Board meeting. In response to Captain McIntyre's request, Executive Director Garfinkle stated that Board staff could prepare an informational breakdown and analytical component detailing how the pension works with the numbers and other details (for this January 2026 Board meeting discussion).

Commissioner Carr stated that it would be a good precursor to discuss this in January 2026, because there will be a lot of details to discuss regarding the pension in April 2026.

MOTION: Commissioner Benedict moved to include agenda item 12, with an informational update on pension data and an analysis of the numbers, in the January 2026 Board meeting. Commissioner Hayes-White seconded the motion.

VOTE: YES: Benedict, Carr, Hayes-White, Korwatch, Mathur, and Tynan.

NO: None.

ABSTAIN: None.

ACTION: The motion was approved.

Recess began at 10:38 a.m.
Meeting resumed at 10:53 a.m.

13. Discussion of Harbors and Navigation Code (HNC) 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.

Assistant Director Millspaugh stated that:

- This agenda item was per the discussion point brought up in the October 2025 Board Workshop regarding indemnification not covering pilot trainees.
- He believed the Port of Stockton locally indemnifies Bay Area bar pilots but that does not provide the same level of legal protection as changing the statute might.
- This agenda item was included to encourage discussion regarding whether Board Counsel Tuck should investigate the legal aspect and if the Board wants to move forward with pursuing statute changes.

President Tynan requested an analysis, including pilot perspectives, to facilitate a discussion in the February 2026 Board meeting.

SFBP Counsel Baldwin stated that 1198 might cover pilots in Sacramento, but he encouraged proactively changing the code to cover pilots and trainees to avoid the potential expense incurred if taken to court to test it.

Commissioner Carr agreed with having Board counsel review and report on this important issue in the February 2026 Board meeting.

MOTION: Commissioner Carr moved to postpone this discussion to the February 2026 Board meeting. Commissioner Korwatch seconded the motion.

VOTE: YES: Benedict, Carr, Hayes-White, Korwatch, Mathur, and Tynan.

NO: None.

ABSTAIN: None.

ACTION: The motion was approved.

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

Possible Board action on the Board meeting calendar for 2026.

Board Members and staff discussed the 2026 Board calendar. Discussion points included:

- Executive Director Garfinkle requested the January 2026 Board meeting be moved to January 15, 2026, since Agency (CalSTA) requested both he and Assistant Director Millspaugh attend a meeting on January 22, 2026.

- Commissioner Carr requested the Board not meet in November 2026. President Tynan proposed leaving the meeting on the calendar until closer to the date.
- In response to the Board’s request, Assistant Director Millspaugh stated that another Board workshop/retreat could be held in 2026. Commissioner Korwatch proposed holding it in November 2026, instead of a Board meeting.

MOTION: Commissioner Hayes-White moved to adopt the 2026 Board calendar, with the new January 2026 Board meeting date of January 15, 2026. Commissioner Carr seconded the motion.

VOTE: YES: Benedict, Carr, Hayes-White, Korwatch, Mathur, and Tynan.

NO: None.

ABSTAIN: None.

ACTION: The motion was approved.

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)

Ms. Cohen reported on behalf of PMSA that:

- Nationally, November 2025 shipping volumes were 2.18 million Twenty-foot Equivalent Units (TEUs - unit of measurement referring to shipping containers with the internal dimensions of 20 feet long, 8 feet wide, and 8 feet tall). This was 5.4% down from the prior month, 7.8% down from November 2024, but higher than the 1.85 million TEUs projected last month.
- There are projections that December 2025 will have the lowest import volumes since June 2023.
- Regarding the Ports within California (referencing October 2025 data since November 2025 data was not posted):
 - The Port of Oakland’s October 2025 data indicated 2.2% growth compared to September 2025. Full container cargo remained resilient, with full imports up 0.9% year-over-year and full exports down 0.7%.
 - The Port of Long Beach’s October 2025 volumes were down nearly 20% from October 2024, which had been that Port's biggest month in its 114-year history.
 - The Port of Los Angeles’s volume was down 6% in October 2025 but up 2% for the year. The number of blank sailings in October 2025 (11) was the second highest since May 2025.
- The Supreme Court cases regarding changing tariff policies will likely be decided in 2026. The volatility caused a revision to California’s fiscal outlook last year. Revenues came in slightly higher than expected but still point to a structural deficit in the next two budget years.
- January 2026 begins the second year of this legislative session. The entire Legislature and slate of constitutional offices (including the State Controller) will be up for election in 2026 (which will heavily influence Proposition 50).

- On November 21, 2025, there was a fire aboard the Motor Vessel (M/V) ONE HENRY HUDSON [container ship]. At a meeting of the Los Angeles City Council earlier this week, the heroic work of the pilots was noted by members of the public safety community and council, specifically the movement of the vessel while on fire through the port, under a bridge and out to anchorage. Ms. Cohen acknowledged the heroic work of pilots, with an emphasis on those in the Bay Area.

Captain McIntyre stated that November 2025 was not a good shipping month, due to the persistent volatility and that the tariffs' impact on shipping has begun to show, as demonstrated when comparing November 2025 to November 2024:

- **November 2024:**
Bar Crossings: 454
Total Moves: 640
GRT: 26.6 million
- **November 2025:**
Bar Crossings: 375
Total Moves: 535
GRT: 23.2 million

Captain McIntyre stated that when comparing the same period in 2025 to the same period in 2024, total moves were down 3.5% and GRT was down 1.6%.

Captain McIntyre stated that the Port of Oakland released a positive outlook on shipping projections, with a two-year plan to focus on marketing, and seems to have refocused their efforts on the maritime industry, but they did not include specific numbers.

The Port Agent, Captain Carlier, referenced shipping tonnage, containers, and moves, stating that numbers were low across the board.

Agenda item 17 was discussed prior to agenda item 16.

17. Proposals for the next Board meeting agenda. (President Tynan)

Commissioner Carr requested the IRC concerns he mentioned in the October 2025 Board Workshop be addressed; and agreed to wait until the February 2026 Board meeting to discuss that topic.

Closed session began at 11:16 a.m.
Closed session ended at 11:21 a.m.
Open session resumed at 11:23 a.m.

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).

Board Counsel Tuck stated that there was nothing to report out of closed session.

18. Comment by public and Board Members on matters not on the agenda.

None.

19. Adjournment.

President Tynan adjourned the meeting at 11:24 a.m.

Submitted by:



Allen Garfinkle
Executive Director

DRAFT

ACRONYM INDEX

Acronyms / Abbreviations	Definition
AFMR	Absent For Medical Reasons
BOPC/Board	Board of Pilot Commissioners
Cal Poly	The California Polytechnic State University
CalSTA	The California State Transportation Agency
CCR	California Code of Regulations
CDT	The California Department of Technology
CHP	The California Highway Patrol
CMA	The California State University Maritime Academy
COLA	Cost of Living Adjustment
Dainis	Dainis & Company, Incorporated (Psychometrician company)
DGS	The Department of General Services
DOF	The Department of Finance
FCP	First-Class Pilotage (test)
Gartner	Gartner Incorporated
GRT	Gross Registered Tons
HNC	Harbors and Navigation Code
IFB	Invitation for Bids
IRC	Incident Review Committee
IT	Information Technology
ITMP	Information Technology Modernization Project
MRP	Minimum Rest Period (12 hours)
M/V	Motor Vessel
ORIM	Office of Risk and Insurance Management (DGS)
PAL	Project Approval Lifecycle
PEC	Pilot Evaluation Committee
PMSA	The Pacific Merchant Shipping Association
P/V	Passenger Vessel / Pilot Vessel
SCO	The State Controller's Office
SFBP	San Francisco Bar Pilots
SOW	Scope of Work
TBD	To Be Determined
TEU	Twenty-foot Equivalent Unit (unit of measurement referring to shipping containers with the internal dimensions of 20 feet long, 8 feet wide, and 8 feet tall)
USCG	United States Coast Guard

This and other documents for this meeting can be found on the Board's website www.bopc.ca.gov.

