



**WASHINGTON STATE
BOARD OF PILOTAGE COMMISSIONERS**

2024 ANNUAL REPORT

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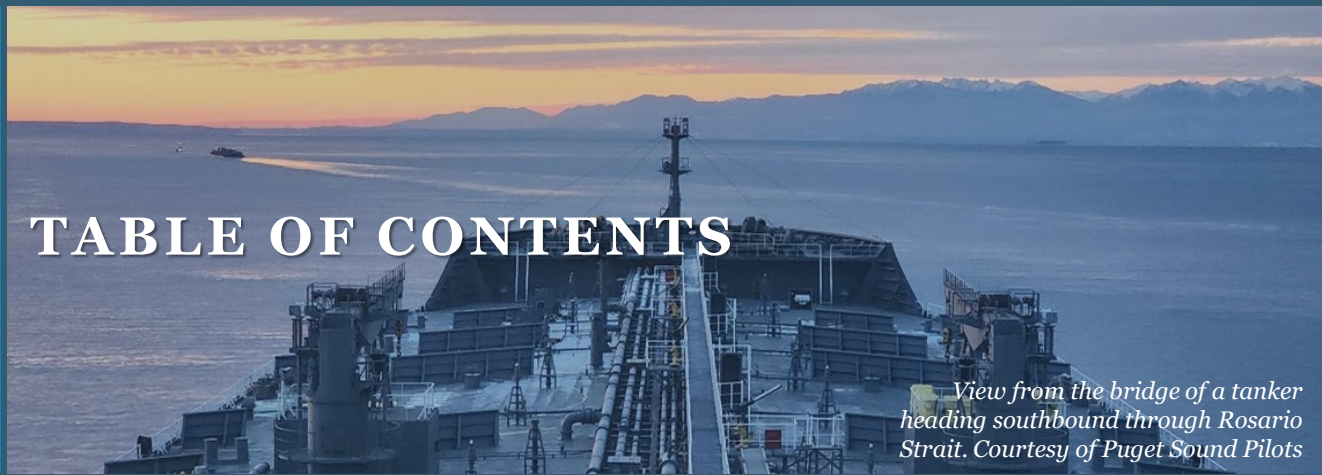


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View from the bridge of a tanker heading southbound through Rosario Strait. Courtesy of Puget Sound Pilots

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On the cover: ATB Pride inbound to the Hylebos Water Way in Tacoma. Courtesy of Puget Sound Pilots.

MESSAGE FROM THE CHAIR

*MSC JULIE turned in Elliott Bay
after backing out of the West Waterway.
Courtesy of Puget Sound Pilots*



Sheri J. Tonn
Chair

So many thanks are in order. First, we wish fair winds to retiring Board member Captain Sandy Bendixen who chaired the critically important Training Evaluation Committee. She returns to full-time pilotage but continues to provide expertise to the BPC. The Board is a dedicated and highly functional governing body for the agency. Every member knows their responsibilities and takes the volunteer job seriously. The longest serving member is Eleanor Kirtley, vice chair and marine environment representative. She takes the chair when I am not available. All Board members are listed on page 14.

BPC volunteer advisory committees continue to do outstanding work, and the agency couldn't function without them. Each committee has one or more Board members plus non-Board volunteers. The full list of committees is on page 6.

The Trainee Evaluation Committee (TEC) recommends when to bring pilot candidates into training, works closely with each trainee, and provides updates to the Board.

The Pilot Exam Committee (PEC) worked with MITAGS and the psychometric consultant, Danis and Co. to develop a secure online Written Exam and a revamped Simulator Evaluation. This allowed applicants to take the Written Exam from anywhere in the world rather than having to travel to Seattle. The Simulator Evaluation was held at MITAGS. Both worked exceptionally well, and the model will be repeated in 2026 when the next exam is offered.

The Pilot Safety Committee (PSC) is a national and international leader in promoting safe pilotage through fatigue management and ladder safety. Their work is summarized on page 30.

The Board continues to review Key Performance Indicators (KPIs), which are summarized on Page 8. After using them in 2024, they will be reviewed in 2025 to consider possible adjustments. We invite your input in what best demonstrates appropriate measures of success and areas for improvement.

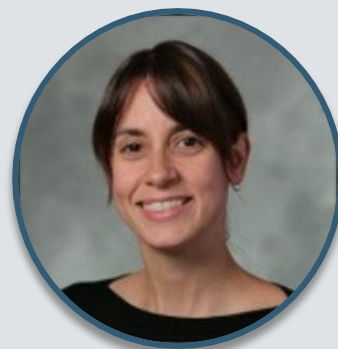
Two pilots retired this past year, Captain Jim Kearns after 13 years and Captain Bill Sliker after 19 years, both Puget Sound pilots. Their combined service of 32 years is much appreciated. Pilots licensed during 2024 were Captains George Fleischfresser, William Kelly, Michael Mancini, and Billie Sturgell. We wish them a long and productive career as Puget Sound pilots.

And finally, thank you to Executive Director Jaimie Bever, Training Program Manager Jolene Hamel, and Program Analyst Bettina Maki. This small but mighty team keeps the agency running smoothly, supports pilot aspirants, trainees, and licensed pilots, facilitates the exams, collects and evaluates the data you see in this report, manages policies, rules, regulations and pilotage laws, and the myriads of other activities that continue in this small agency. They know their duties and keep the Board well informed of all pilotage issues. We are all indebted to their outstanding service and leadership. In addition, expert legal advice is provided by Assistant Attorney General Albert Wang.

We invite public comments and participation at our monthly meetings. Please join us.

MESSAGE FROM THE EXECUTIVE DIRECTOR

*Port of Grays Harbor pilot boat VEGA
during a helicopter drill.
Courtesy of Port of Grays Harbor*



*Jaimie C. Bever
Executive Director*

Greetings! It is a peculiar endeavor to prepare this report each year. Here we are well into 2025 and 2024 seems like a lifetime ago! The process is, however, a great reminder of all the good and important work the BPC takes on in any given year. 2024 was no exception and in fact there are some specific activities I would like highlight.

It's always a momentous occasion when a pilot earns their unlimited license after 5 years of license upgrades. We celebrate Captains McGrath, Grieser, Seamans, Melin, and Kridler on this achievement! The Board also licensed 4 new pilots. You can see a full roster of the 2024 pilot corps on page 18.

There was much to celebrate as well down in Grays Harbor. Captain Ryan Campbell, who was Ranked No. 1 on the 2024 Pilot Exam, was invited to train in the Grays Harbor Pilotage District. He accepted the invite with a Spring 2025 start date. In addition, in November the Port of Grays Harbor celebrated the groundbreaking at Terminal 4 commencing the construction of terminal improvements in preparation for a new soymeal export operation. See more about happenings in Grays Harbor beginning on page 14.

The Board carried out one of its most important charges in 2024, which was to analyze and set the number of pilots, specifically in the Puget Sound Pilotage District. See page 9 for more details and follow the links to the official record of this process on our website.

And, of course, the biggest event of the year...the 2024 Marine Pilot Exam! This was an innovative year for pilot exams across the country. Washington State was the first to offer the written portion of our exam via live remote proctoring. This meant that applicants didn't have to travel for the first phase of the exam. They could even take it on the ship if they happen to be out at sea when it was administered. This is a game changer for mariners. Our hope is that continuing this practice will provide more opportunities for mariners from diverse backgrounds to take our exam. Find out more about the exam beginning on page 19.

More about pilotage activities and BPC work are waiting for you in the following pages! Enjoy!

2024 OVERVIEW

MEETINGS

Board meetings in 2024 were offered in a hybrid format: in person or via MS Teams. There were eleven (11) Regular Monthly Meetings of the Board and no Special or Emergency Meetings.



The BPC at its annual meeting in the Grays Harbor Pilotage District at the Port of Grays Harbor chamber in August 2024.

RESPONSIBILITIES

The BPC develops and proposes language for legislative adoption to ensure safe and compulsory pilotage, adopts rules to administer State pilotage laws, and enforces pilot and public adherence to [Chapter 88.16 RCW](#), Pilotage Act, which may include discipline and/or prosecution of violators. The BPC also sets the number of pilots, administers testing, training, and licensing of marine pilots, and establishes standards for reporting and investigating incidents involving state piloted vessels.

PROGRAMS AND COMMITTEES

BPC advisory-only committees are critical for ensuring adherence to statutory and regulatory requirements of the [Pilotage Act](#) and [Pilotage Rules](#). Each committee is BPC program specific. Our Programs are Safety; Diversity, Equity & Inclusion; Training and Licensing; Investigation; Regulation; and Public Service. See the next page for corresponding committees.

Committee membership typically includes Board members, industry representatives, and pilot representatives. Depending on the charge of the committee, membership may also include environmental representatives and well as Tribal Governments. BPC committees are supported by BPC staff and are usually chaired by a Board member or the Board chair.



OUR VISION

Safe and efficient passage of foreign flag vessels through Washington State's Inland Waters



OUR MISSION

The mission of the Washington State Board of Pilotage Commissioners (BPC) is to ensure against the loss of lives, loss of or damage to property and vessels, and to protect the marine environment by maintaining efficient and competent pilotage service on our State's inland waters; and to not place in jeopardy Washington's position as an able competitor for waterborne commerce from other ports and nations of the world but rather to continue to develop and encourage such commerce.



OUR VALUES

Transportation Safety
Environmental Stewardship
Diversity, Equity, & Inclusion
Integrity & Transparency

*Above: View from a container ship
outbound to Port Angeles from Tacoma.
Courtesy of Puget Sound Pilots*

2024 OVERVIEW

PROGRAMS AND COMMITTEES (CONT'D)

Advisory Committee	BPC Program
Oil Transportation Safety Committee (OTSC)	Safety
Pilot Safety Committee (PSC)	Safety
Diversity, Equity, Inclusion Committee (DEIC)	Diversity, Equity, & Inclusion
Trainee Evaluation Committee (TEC)	Training & Licensing
Pilot Exam Committee (PEC)	Training & Licensing
Commission Investigation Committee (CIC)	Investigation
Vessel Exemption Committee (VEC)	Regulation

OUTREACH & ENGAGEMENT

CONFERENCES

Kicking off the 2024 conference season was the return of the Maritime Administration's (MARAD) Women on the Water annual conference, which had been on hiatus since the pandemic. The conference was held at Massachusetts Maritime Academy in early February. BPC Training Program Manager Jolene Hamel attended to represent the BPC and Washington State pilotage. We were proud to sponsor this conference and are happy to see it return.

Next up was Cal Maritime's Women in Maritime Leadership conference March 15 and 16. This was another sponsorship opportunity for the BPC. BPC Executive Director Jaimie Bever (left), Commissioner Eleanor Kirtley (right), and Puget Sound pilot Captain Severin Knutsen (center) were in attendance.



OUR PROGRAMS

Safety

Diversity, Equity, & Inclusion

Training & Licensing

Investigation

Regulation

Public Service

Above: Capt. Hannuksela displaying proper pilot ladder rigging to Seattle Maritime cadets. Courtesy of Puget Sound Pilots

2024 OVERVIEW

OUTREACH & ENGAGEMENT CONT'D

RIDE-ALONGS

At the end of August, BPC Training Program Manager Jolene Hamel had the opportunity to accompany BPC Commissioner and Puget Sound pilot Captain Sandy Bendixen on a ride-along to bring car ship *GLOVIS COUGAR* down the Blair Waterway to berth in the Seattle Harbor.

Then, in early October, the BPC's Marine Environment Representative Dr. Eleanor Kirtley, Green Marine, rode with BPC Pilot Representative Captain Mike Anthony on the transit of a container ship at the Port of Tacoma.

Ride-alongs are excellent opportunities for BPC members and staff to get an up close and in-depth view of work Washington State's pilots do every day. We thank Puget Sound Pilots for arranging these invaluable experiences!



Above: Jolene Hamel at a ride along with Captain Sandy Bendixen. Below: Pilot Commissioner Captain Mike Anthony (left) and Commissioner Eleanor Kirtley (right) during a ride along.



“I am more in awe than ever of the amazing work that the Puget Sound Pilots do day in and day out 24/7 365 making sure our beautiful Sound stays safe. #cooljobs indeed!”

– BPC Training Program Manager Jolene Hamel of her ride along with Captain Sandy Bendixen.

Above: Jolene captures the view from the GLOVIS COUGAR looking down the Blair Waterway toward Mount Rainier.

2024 OVERVIEW

KEY PERFORMANCE INDICATORS


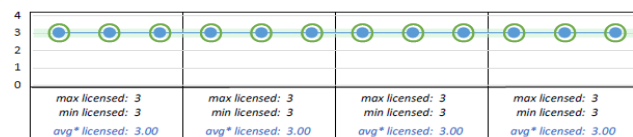
The Key Performance Indicator (KPI) dashboard, which was developed and adopted in 2023, now has a full year of activity for the BPC to consider. Adjustments will be considered in 2025.

Safety	2024 Q1	2024 Q2	2024 Q3	2024 Q4
Rest Rule Exceptions				
Puget Sound District <i>KPI target: rate of 0.3% or less (3 or less per 1000 assigns)</i>	0.21% ✓ 1874 assigns 4 rest exc.	0.25% ✓ 2016 assigns 5 rest exc.	0.15% ✓ 1971 assigns 3 rest exc.	0.46% ✗ 1729 assigns 8 rest exc.
Grays Harbor District <i>KPI target: 1 or less per year</i>	0 ✓ 74 assigns 0 rest exc.	0 ✓ 51 assigns 0 rest exc.	0 ✓ 79 assigns 0 rest exc.	0 ✓ 76 assigns 0 rest exc.
Unsafe Transfer Arrangements Resulting in Fall or Injury <i>KPI target: 0</i>	0 ✓	0 ✓	1 ✗	0 ✓
Pollution Incidents (Spills) with Pilot Error <i>KPI target: 0</i>	0 ✓	0 ✓	0 ✓	0 ✓
Other Incidents (Non-Pollution) with Pilot Error <i>KPI target: 0</i>	1 ✗ 2024-01-02 MATE	0 ✓	0 ✓	0 ✓

Diversity, Equity, and Inclusion

	2024 Q1	2024 Q2	2024 Q3	2024 Q4
DEI Committee Meetings <i>(quarterly)</i> <i>KPI target: 1 meeting per quarter or more</i>	<div>✗ NONE</div>	<div>May 16 ✓ DEI Steering Committee</div>	<div>✗ NONE</div>	<div>Oct 8 ✓ DEI Steering Committee</div>

	Year	Date	Event	Location	Atten.	Spons.
1	2024	Feb 29-Mar 2	MARAD Women on the Water	Buzzards Bay MA	✓	✓
2	2024	Mar 15-16	Women in Maritime Leadership	Vallejo CA	✓	✓
3						

Pilot Training and Licensing	2024 Q1	2024 Q2	2024 Q3	2024 Q4
Number of Licensed Pilots				
Puget Sound District <i>KPI target: authorized number of pilots (currently 60)</i>	 max licensed: 55 min licensed: 54 avg* licensed: 54.11	max licensed: 56 min licensed: 55 avg* licensed: 55.98	max licensed: 57 min licensed: 56 avg* licensed: 56.50	max licensed: 57 min licensed: 56 avg* licensed: 56.93
Grays Harbor District <i>KPI target: authorized number of pilots (currently 3)</i>	 max licensed: 3 min licensed: 3 avg* licensed: 3.00	max licensed: 3 min licensed: 3 avg* licensed: 3.00	max licensed: 3 min licensed: 3 avg* licensed: 3.00	max licensed: 3 min licensed: 3 avg* licensed: 3.00



Rest Rule Exceptions

This KPI counts rest rule exceptions, excluding those associated with emergent situations, the most common being a ship dragging anchor in severe weather. Rest rules require 1) that pilots have 10 hours rest between assignments and 2) that multiple assignments not exceed 13 hours total duration. The BPC Pilot Safety Committee reviews rest rule exceptions each quarter.

Unsafe Transfer Arrangements

This KPI count occurrences where a pilot or trainee falls or is injured while embarking or disembarking a vessel with noncompliant transfer arrangements or is physically endangered regardless of whether there is resulting injury.

Pollution Incidents Pilot Error

This KPI counts occurrences where actual or apparent collision, allision, or grounding or navigational occurrence results in environmental damage - pollution/spill, with pilot error a contributing factor.

KPI Target = authorized number of pilots (60)

○ Minimum this month

● Maximum this month

○ KPI Target Met

KPI Target = authorized number of pilots (3)

○ Minimum this month

● Maximum this month

○ KPI Target Met

Above: Maneuvering backward down the Blair Waterway.
Courtesy of Puget Sound Pilots.

2024 OVERVIEW

LEGISLATION

There were no significant legislative bills that impacted the BPC in 2024.

In February, BPC Foreign Flag Representative Commissioner Richard Firth (left) and U.S. Flag Representative Commissioner Andrew Drennen (right) attended a confirmation hearing in front of the Senate Transportation Committee.



RULEMAKING

Hearing	Rule	Description
Jan 18	363 116 076 Examination for Pilot Applicants	The proposed changes to WAC 363 116 076 will update the psychometric validation requirement of the Written Exam process to better reflect current industry standards. It includes a description of the process to develop a Job Task Analysis, and the updated list of areas pilot applicants are to be tested on according to the Job Task Analysis. It also further clarifies application requirement deadlines and contains minor housekeeping for clarity.
Jan 18	363 116 077 Simulator Evaluation for Pilot Applicants	The proposed changes to WAC 363 116 077 will update the list of areas pilot applicants are to be tested on during the Simulator Evaluation according to the Job Task Analysis. The proposed language also contains minor housekeeping for clarity.
Jan 18	363 116 360 Exempt Vessels	The purpose of this rulemaking is to update the pilotage exemption fee schedule to better align with administrative costs of exemption processing and to conduct minor housekeeping of the language for clarity.



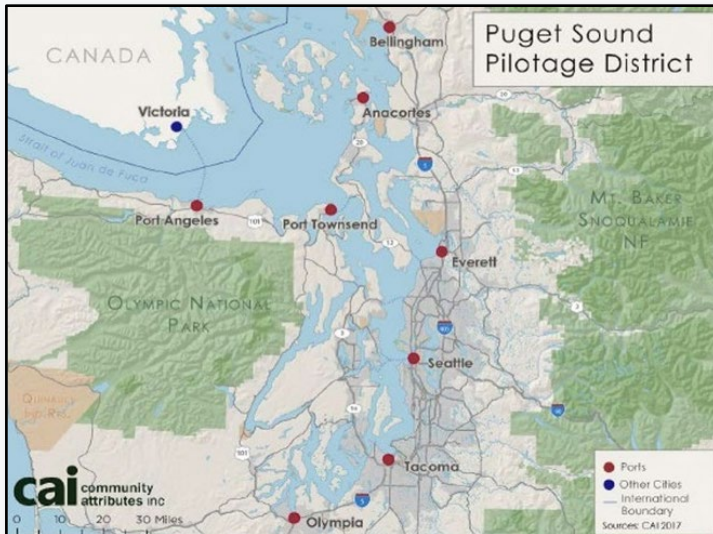
NUMBER OF PILOTS WAC 363-116-065

In April, the BPC began the process of determining the number of pilots in the Puget Sound Pilotage District. At the request of the Board, the Pilot Safety Committee (PSC) analyzed 5 years of pilot assignment data, quantifying the number of licensed pilots, the amount of Not Fit for Duty time, the number of on-watch assignments, the number of training days, and the number of upgrade trips. The group voted to recommend a Target On-Watch Assignment Level (TAL) of 123 assignments per pilot per year to align with the BPC’s stated goal of limiting off watch assignments to a rate of 5% or less per year. In June, the Board unanimously voted to set the TAL at 123 assignments per pilot per year, which does not include any callbacks

In August, the Board considered the BPC Staff Recommendation, which was based on staff review of the submittals and rebuttals. The recommendation was to increase the authorized number of pilots to 60, based on available data, trends in assignment levels, and expected retirements (both mandatory and elective). After dissemination of the data and discussion, the Board then voted to increase the Authorized Number of Pilots for the Puget Sound Pilotage District from 56 to 60 and for the PSC to investigate comp day usage, potentially developing safeguards and guidelines – 7 in favor and 2 opposed. Detailed information of this process can be found at <https://pilotage.wa.gov/number-of-pilots.html> and <https://pilotage.wa.gov/2024---2025.html>.

2024 OVERVIEW

PILOTAGE ACTIVITIES IN PUGET SOUND



Map Image
courtesy of CAI
Community
Attributes, Inc.,
WA State
Pilotage Final
Report and
Recommendatio
ns, January 1,
2018.

Tanker ships and ATBs: In 2024 pilots moved tanker ships and ATBs more than any other vessel type. Tankers move crude oil and petroleum products to and from refineries in Blaine, Ferndale, Anacortes, and Tacoma. The Washington State Department of Ecology regulates [oil refineries and other industrial facilities](#).

Containerships: NW Seaport Alliance handled 3.34 million containers in 2024 (imports & exports, international & domestic). Export volume increased 7% from 2023. The top two containerized exports by volume continued to be hay/forage and frozen potato products. Import volume increased 26% from 2023. Imports consist mainly of manufactured goods per [NWSA cargo statistics](#).

Car Carriers: NWSA handled 337,749 imported automobiles in 2024, almost the same number as in 2023.

Bulkers: Bulkers carry grain loaded from grain trains at Pier 86 in Seattle and Temco in Tacoma, or other cargo such as gypsum, cement and scrap metal. Bulker traffic in 2024 increased 19% from 2023.

Passenger ships: Seattle's 2024 cruise season was close to 2023 levels with 275 cruise ship calls carrying more than 1.7 million revenue passengers, generating an estimated \$900 million economic impact according to the [Port of Seattle's Cruise Dashboard for 2024](#).



PUGET SOUND PILOTS
Protecting Puget Sound Since 1935

2024 Snapshot

Revenue Producing Assignments

7587

Actual Moves

7422

Cancellations

165

*Repositions

1409

**Average Active

Full Time Pilots

55

BPC Authorized Number
of Pilots

60

Average Number of Assignments
per Pilot per Month

11.5

Percentage of Assignments
Completed by Pilots Called Back
from Respite

11.7%

*Above: View from a container ship
outbound to Port Angeles from Tacoma.
Courtesy of Puget Sound Pilots*

* A reposition is when a pilot is dispatched to/from the Port Angeles Pilot Station to accommodate imbalance between arrivals in Port Angeles and departures from Seattle.
** This number does not include the President who acts as a full-time administrator.

2024 OVERVIEW

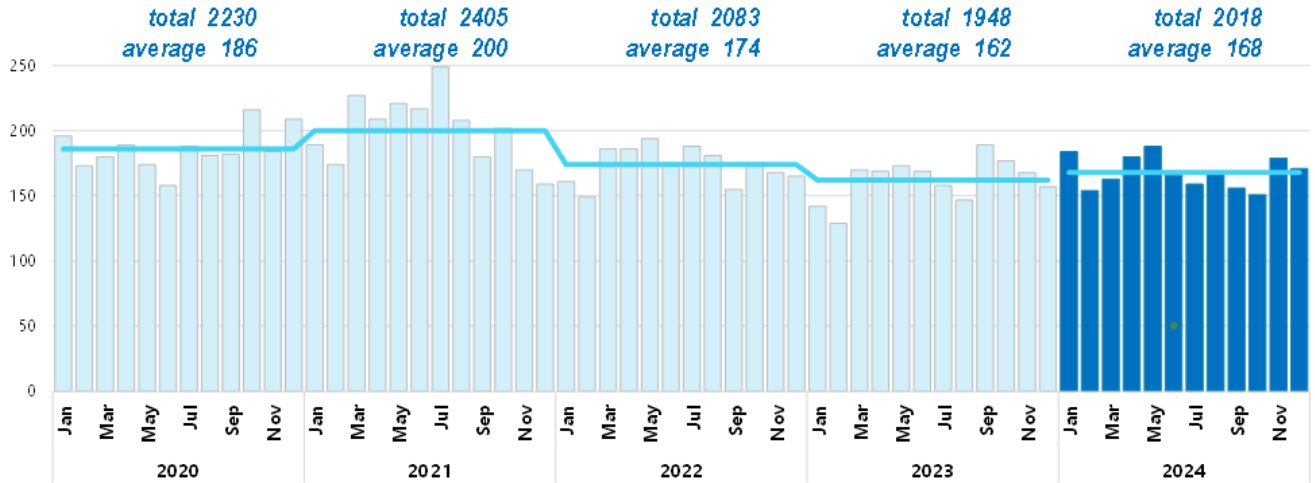
PILOTAGE ACTIVITIES IN PUGET SOUND

(charts show 2024 data and previous four years of data for comparison)

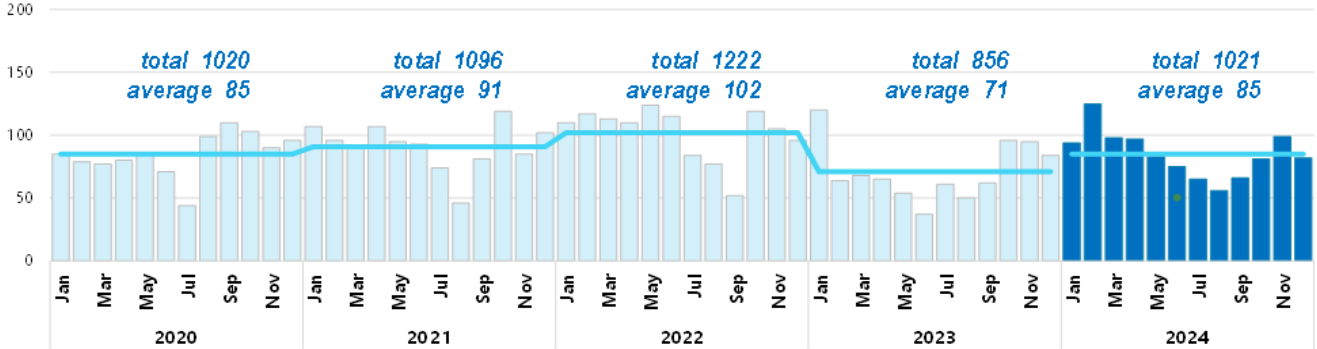


PUGET SOUND PILOTS
Protecting Puget Sound Since 1935

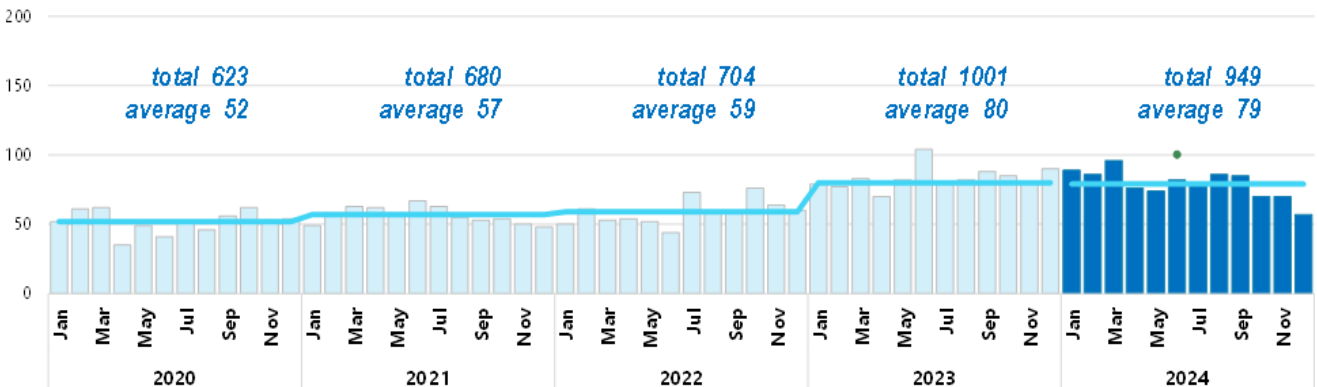
Container



Bulker



CarCarrier & Ro-Ro



2024 OVERVIEW

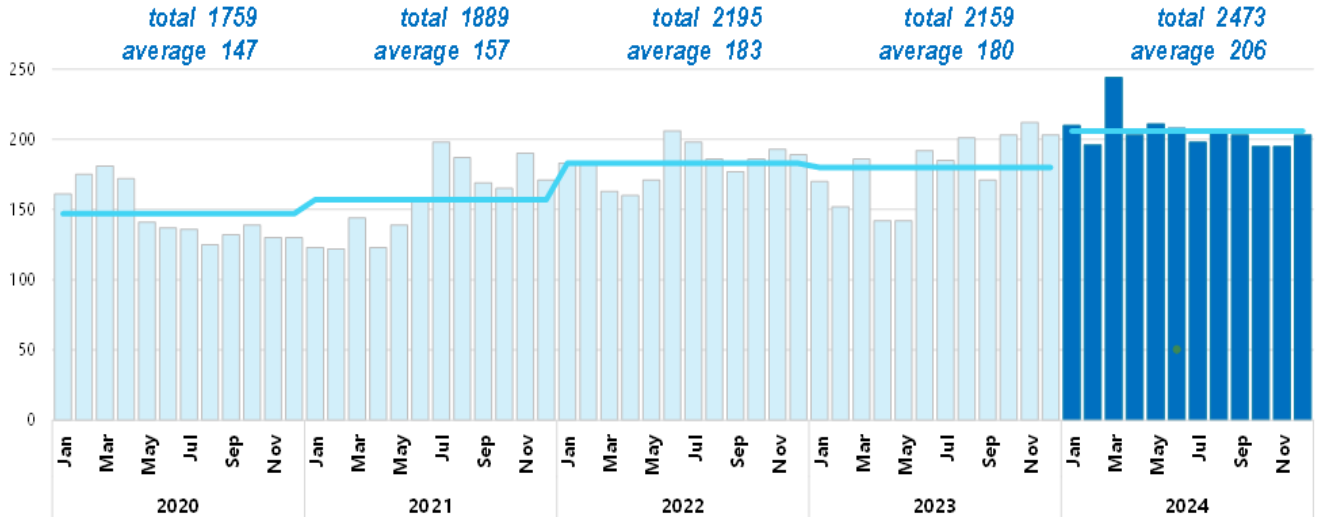
PILOTAGE ACTIVITIES IN PUGET SOUND

(charts show 2024 data and previous four years of data for comparison)

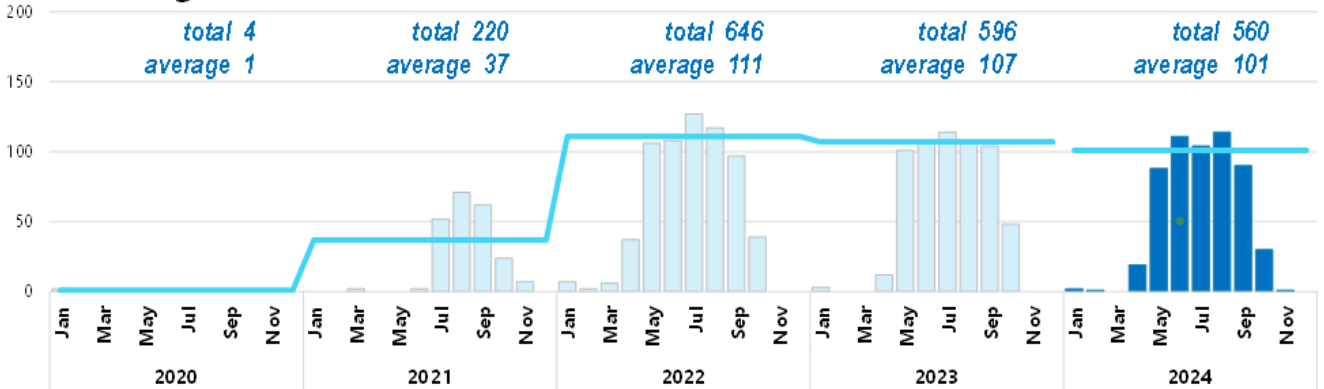


PUGET SOUND PILOTS
Protecting Puget Sound Since 1935

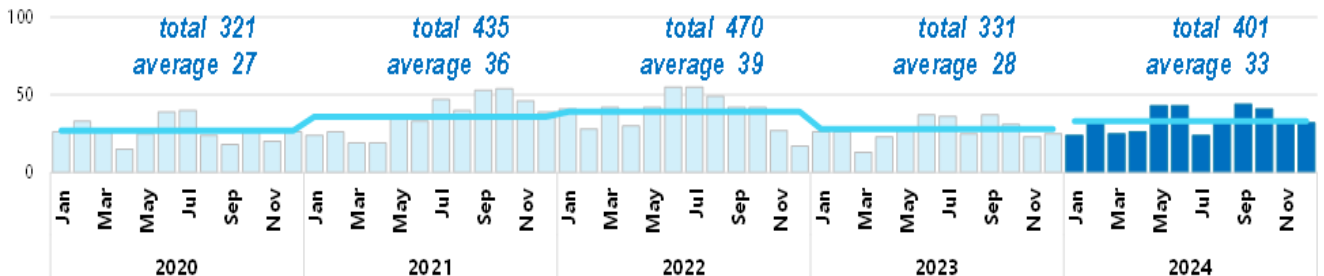
Tanker



Passenger

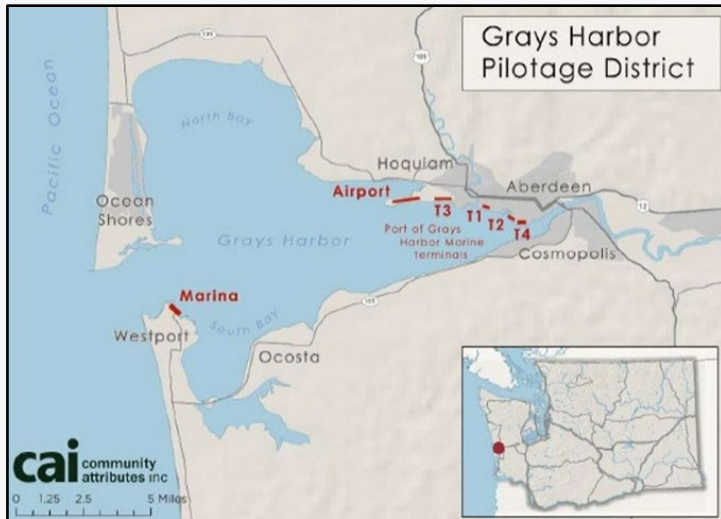


Other



2024 OVERVIEW

PILOTAGE ACTIVITIES IN GRAYS HARBOR



Map Image courtesy of CAI Community Attributes, Inc., WA State Pilotage Final Report and Recommendations, January 1, 2018.

The Port of Grays Harbor handled a record amount of cargo at its four deep-water terminals in 2024. Soymeal, liquid bulks, logs, autos and woodchips all crossed the port's docks generating revenue and jobs for the Grays Harbor Community. In November, the Port and AGP celebrated the official groundbreaking of their \$170 million Terminal 4 Expansion and Redevelopment Project. Agribusiness cooperative AGP ships oilseed products to Asia from Nebraska and is the Port's biggest customer. www.portofgraysharbor.com/



2024 Snapshot

Vessel Arrivals
109

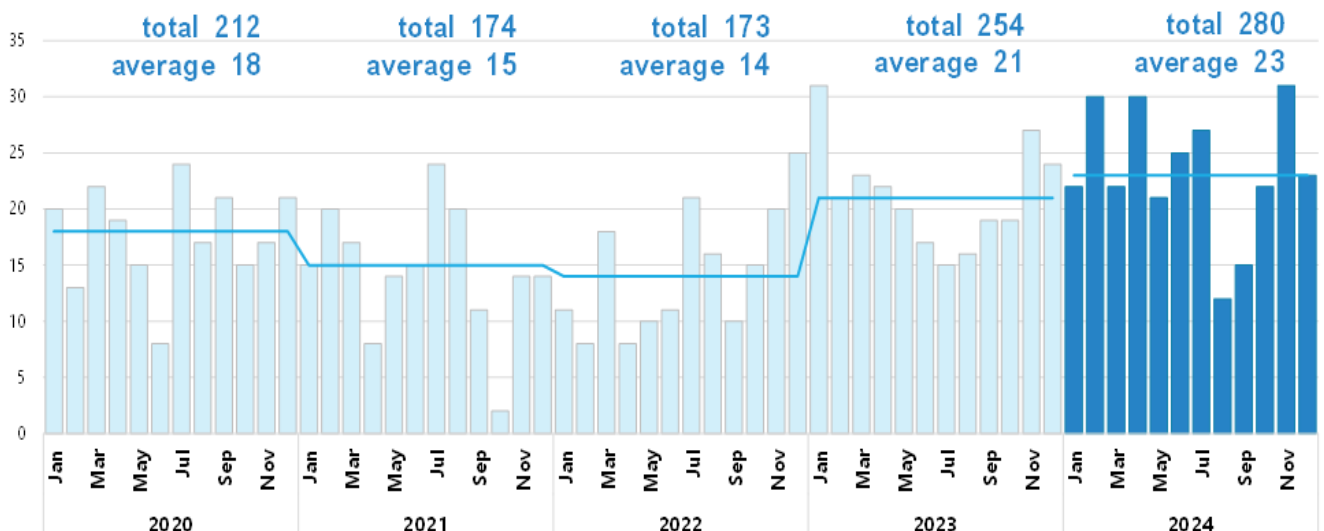
Revenue Producing Assignments
280

Cancellations
8

BPC Authorized Number of Pilots
3

Average Number of Assignments per Pilot per Month
7.8

All Vessel Types



BOARD, EXPENSES, AND REVENUE



BOARD MEMBERS (as of 12/31/2024)



Sheri Tonn 01/01/2016
Chair



Eleanor Kirtley 01/28/2016
Vice Chair & Marine Environment Representative



Mike Anthony 01/19/2018
Puget Sound Pilot Representative



Sandy Bendixen 09/21/2021 12/26/2024
Puget Sound Pilot Representative



Andrew Drennen 01/15/2021
U.S. Flag Industry Representative



Rich Firth 08/29/2023
Foreign Flag Industry Representative



Tim Farrell 01/01/2019
Public Representative



Jason Hamilton 01/03/2020
Public Representative



Nhi Irwin 06/22/2021
Department of Ecology Representative

BOARD STAFF



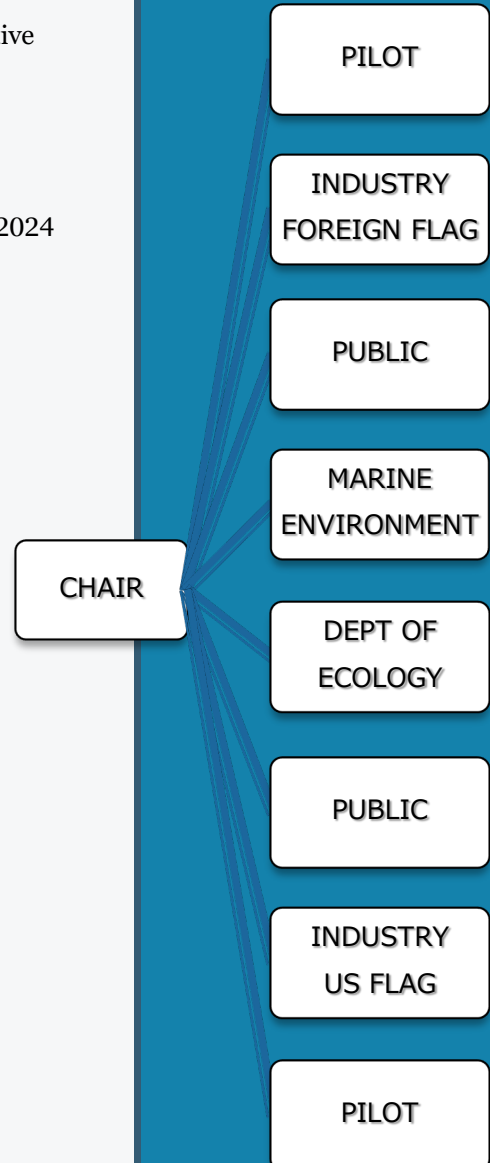
Jaimie Bever 11/01/2015
Executive Director



Jolene Hamel 9/1/2017
Training Program Manager



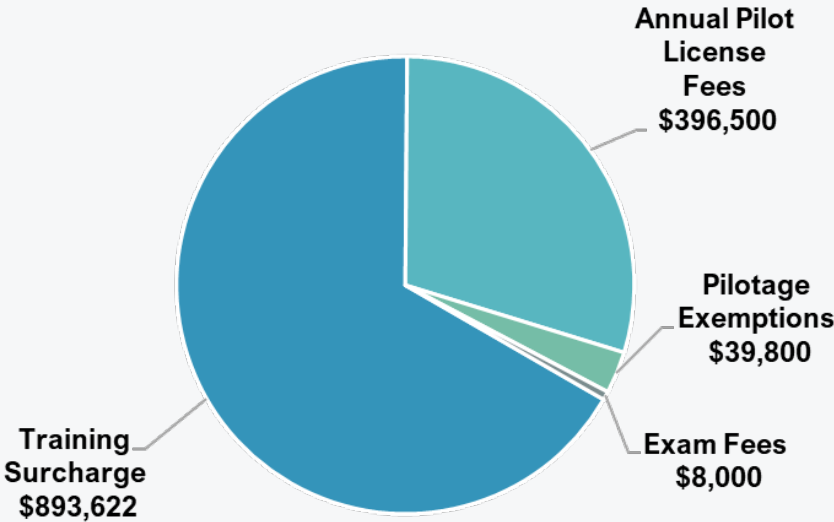
Bettina Maki 11/1/2019
Program Analyst



BOARD, EXPENSES, AND REVENUE

BPC REVENUE

Calendar Year 2024
BPC Revenue \$1,337,922



Revenue Category	Amount	Percent
Training and Stipend Surcharge	\$ 893,622	66.8%
Annual Pilot License Fees	396,500	29.6%
Pilotage Exemption Fees	39,800	3.0%
Pilot Exam Application Fees	8,000	0.6%
Total	\$ 1,337,922	100%

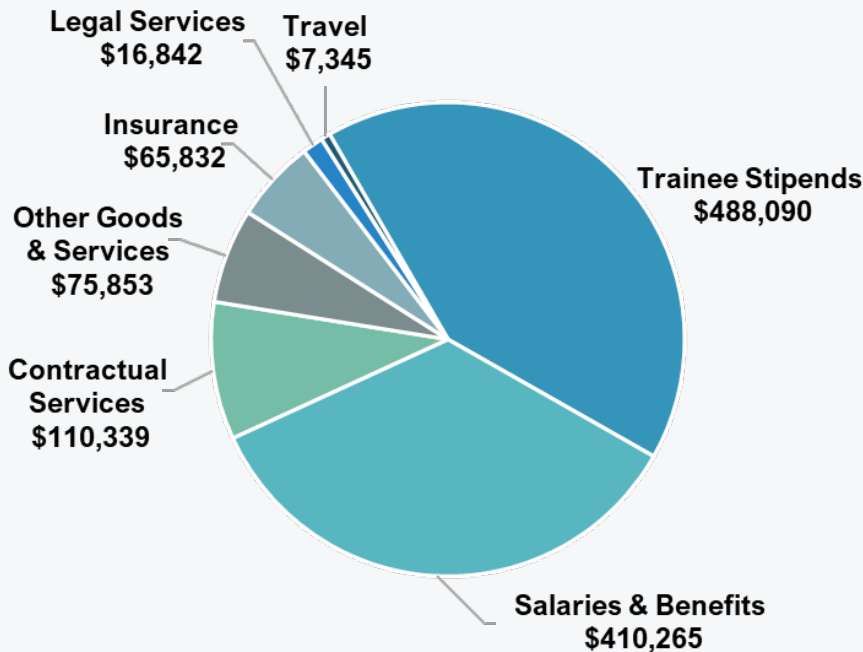


The Board of Pilotage Commissioners is an appropriated agency with operating revenue derived mainly from pilot license fees and other ancillary fees as authorized in Chapter 88.16 RCW. The Board’s budget for the 23-25 biennium was approved by the Washington State Legislature during the budget bill session in 2023. Calendar year 2024 includes the last 6 months of FY 2024 and the first six months of FY 2025. Pilot trainee stipends were funded by a tariff surcharge set by the Utilities and Transportation Commission (UTC). The balance from the training surcharge after stipends were paid to trainees was used for funding the training program.

BOARD, EXPENSES, AND REVENUE

BPC EXPENSES

Calendar Year 2024 BPC Expenses \$1,174,596



¹ Pilot trainee stipends, funded by a tariff surcharge set by the UTC, were paid to each trainee at a monthly rate of \$8,000 if the stipulations in WAC 363-116-078(10) were met. The number of trainees in the program fluctuated between 3 and 7 throughout the year as trainees finished and became licensed and new trainees started.

² In 2024, Board staff included three full time employees (FTE's). BPC Commissioners also receive nominal per diem compensation.

³ Goods and services purchased in 2024 included pilot exam development and other exam expenses, web services, membership in the Marine Exchange of Puget Sound, and Washington State small agency support services such as payroll and financial services, human resources, and risk management. This category also includes conference registration fees and sponsorship contributions.

⁴ Travel costs represent 50% in state travel and 50% out of state travel, approximately .

Expense Category	Amount	Percent
Trainee Stipends ¹	\$ 488,090	41.6%
Salaries and Benefits ²	410,265	34.9%
Contractual Services ³	110,339	9.4%
Other Goods and Services ³	75,853	6.5%
Insurance	65,832	5.6%
Legal Services	16,842	1.4%
Travel ⁴	7,345	0.6%
Total	\$ 1,174,566	100%

LICENSED PILOTS AS OF 12/31/2024

Puget Sound District

License	Captain	Years
183	Anacker, Scott	12
184	Anthony, Michael	12
201	Bendixen, Sandy	6
221	Bostick, Mark	2
181	Bouma, Blair	13
208	Bozina, Trevor	4
179	Brusco, David	14
186	Carley, Warren -Bud	11
165	Carlson, Ivan	18
195	Carstensen, James	9
225	Cassee, Matt	1
191	Coleman, Scott	10
189	Coryell, Tom	11
220	Ekelmann, Robert	2
228	Fleischfresser, George	>1
192	Galvin, Jamie	10
215	Gartner, Ryan	3
202	Grieser, Ken	5
169	Grobschmit, David	17
212	Hannuksela, Matt	4
222	Holland, Larry	1
199	Hunter, Phil	7
193	Jensen, Brian	10
170	Kalvoy, Jostein	17
196	Kelleher, Neil	8
167	Kelly, Pat	19
227	Kelly, William	>1
172	Klapperich, Eric	16
214	Knutsen, Severin	3
206	Kridler, Keith	5
194	Lowe, Brad	9
226	Mancini, Michael	>1
218	Mann, Peter	2
213	McGourty, Neil	4
203	McGrath, Travis	5

Puget Sound District Cont'd

License	Captain	Years
207	Melin, David	5
219	Michael, Eric	2
210	Miller, J. Matt	4
216	Moore, Nicholas	3
200	Myers, Rod	7
205	Ninburg, E. Pat	5
223	Riddle, Kevin	1
198	Rounds, Chris	7
224	Scott, Stephen	1
180	Scragg, John	14
204	Seamans, Adam	5
156	Semler, Joe	24
174	Semler, Steve	16
177	Seymour, Larry	15
211	Siddell, Joe	4
122	Soriano, Don	38
217	Stewart, Andrew	2
229	Sturgell, Billie	>1
176	Thoreson, George	16
209	Velarde, Pete	4
148	von Brandenfels, Eric	29
Licensed Pilots 12/31/2023:		54
Pilots Retired in 2024:		2
Pilots Licensed in 2024:		4
Licensed Pilots 12/31/2024:		56

Grays Harbor District

License	Captain	Years
15	D'Angelo, Robert	31
18	Leo, Ryan	2
19	Grobschmit, Colby	1
Licensed Pilots 12/31/2023:		3
Pilots Retired in 2024:		0
Pilots Licensed in 2024:		0
Licensed Pilots 12/31/2024:		3



2024 Pilot Retirements:

PS Captain Jim Kearns - 13 yrs
PS Captain Bill Sliker - 19 yrs

*Thank you for
your service!*

*GH pilots conduct a helicopter transfer
exercise with the USCG. Courtesy of the
Port of Grays Harbor.*

EXAM, TRAINING, AND LICENSURE

MARINE PILOT EXAM

The Washington state pilot exam is offered at least every four years and more often if projected vessel activity exceeds the expected capacity of projected licensed pilots plus trainees as they complete the licensing process. In the exam process, applicants are identified only by a number which is set by an independent third party. This ensures voluntarily provided information, as well as applicant scores, are not associated with a person's name. Only after the list of successful applicants is published is any information about individual applicants revealed to the Board and the public. The exam process consists of two phases – a multiple-choice Written Exam and Simulator Evaluation. Those applicants successful in the Written Exam advance to the Simulator Evaluation. The Board sets the cut scores for both the Written Exam and Simulator Evaluation in conformance with a Psychometrically Validated process based on a Job Task Analysis. A ranked waiting list of the top candidates is then established from the combined results of both phases of the exam.



For the 2024 Marine Pilot Exam, the BPC offered an aspirant handbook with instructions regarding the exam process as well as multiple live webinars to provide transparency regarding pilotage and the exam process.

*Find out more
about becoming a
pilot here!*

Psychometrics

“A branch of psychology concerned with the qualification and measurement of mental attributes, behavior, performance, and the like, as well as with the design, analysis, and improvement of the tests, questionnaires, and other instruments used in such measurement.”

- APA Dictionary of Psychology, 2019

Validity

“The degree to which empirical evidence and theoretical rationales support the adequacy and appropriateness of conclusions drawn from some form of assessment.”

- APA Dictionary of Psychology, 2019

Job Task Analysis -JTA

“Develops a comprehensive list of skills needed for successful pilotage; determines test specifications including type of assessment, format, number of items, and length of time; develops the test blueprint, which outlines how many test questions are needed for each content area; and clarification of JTA, exam blueprint, local knowledge, and bibliography.”

- Dainis, Amanda M., To Validity and Beyond!: A Handbook for Credentialing Exams, 2021

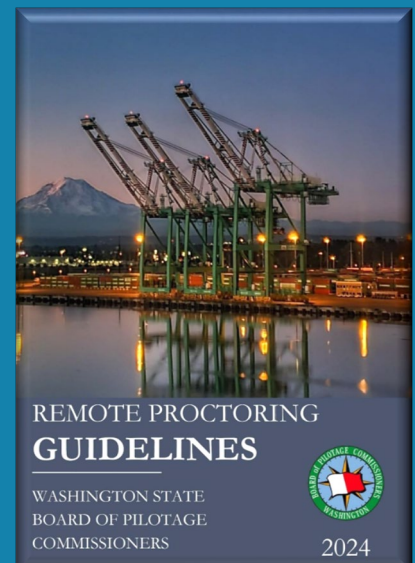
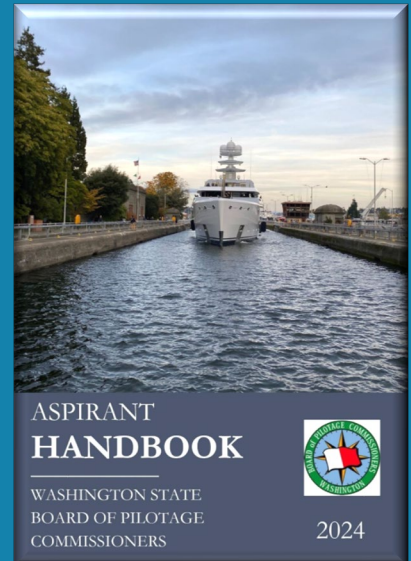
EXAM, TRAINING, AND LICENSURE

2024 MARINE PILOT EXAM

On Monday, April 8, 2024, the BPC administered to qualified applications a Written Examination followed by a Simulator Evaluation of Shiphandling Skills beginning April 22, 2024, to those who met the requirements of [WAC 363-116-0751](#) and approved by the Board.

The BPC implemented multiple changes to the 2024 administration of the exam as compared to exams in the past. These changes included:

- A public facing aspirant handbook which included exam events, acceptance prerequisites, exam specifications, procedures for appeals, and sample Written Exam sample questions;
- Exam content outline and blueprint to ensure transparency posted to [BPC website](#);
- Use of the Surpass Assessment platform to safely and conveniently administer a remote Written Exam consisting of live proctoring;
- Remote Proctoring Guidelines posted to [BPC website](#) and a requirement for all aspirants to complete a practice exam to ensure their technological setup worked properly; and
- Option for scheduling a one-on-one meeting with psychometric consultant if there were concerns about the process.



EXAM, TRAINING, AND LICENSURE

2024 EXAM RANKED LIST STATUS - as of 09/01/2025

#	Captain	District	Training Start	Licensed
1	Ryan Campbell	GH	04/01/2025	In training
2	Derek Britton	PS	10/01/2024	In training
3	Lucas Shuler	PS	09/01/2024	In training
4	Richard Boullion	PS	10/01/2024	In training
5	Daniel Bolton	PS	05/01/2025	In training
6	Jason Woodworth	PS	10/01/2024	In training
7	Drew Butterfield	PS	05/01/2024	In training
8	Nick Ahrens	PS or GH	09/01/2025	N/A
9	Samuel Anderson	PS or GH	09/01/2025	N/A
10	Darius Rogers	PS or GH	09/01/2025	N/A
11	Christopher Adams	PS or GH	TBD	N/A
12	Christian Omdal	PS	TBD	N/A
13	Conor Sullivan	PS or GH	TBD	N/A

2021 EXAM RANKED LIST STATUS - as of 09/01/2025

#	Captain	District	Training Start	Licensed
1	Stephen Scott	PS	02/01/2022	10/19/2023
2	Mitchell Hetterle	N/A	N/A	Withdrew from list
3	William Kelly	PS	04/01/2022	04/02/2024
4	Michael Mancini	PS	04/01/2022	03/21/2024
5	George Fleischfresser	PS	10/01/2022	07/04/2024
6	Billie Sturgell	PS	10/01/2022	08/15/2024
7	Ryan Leo	GH	07/06/2022	12/15/2022
8	Joel Michelson	PS	09/01/2023	Currently training
9	Colby Grobschmit	GH	08/01/2022	04/20/2023
10	Harlow Wood	PS	09/01/2023	Currently training
11	Nick Sabbath	N/A	N/A	Withdrew from list



From left, PS Trainees Captains Michelson and Wood in simulator training at Seattle Maritime Academy.

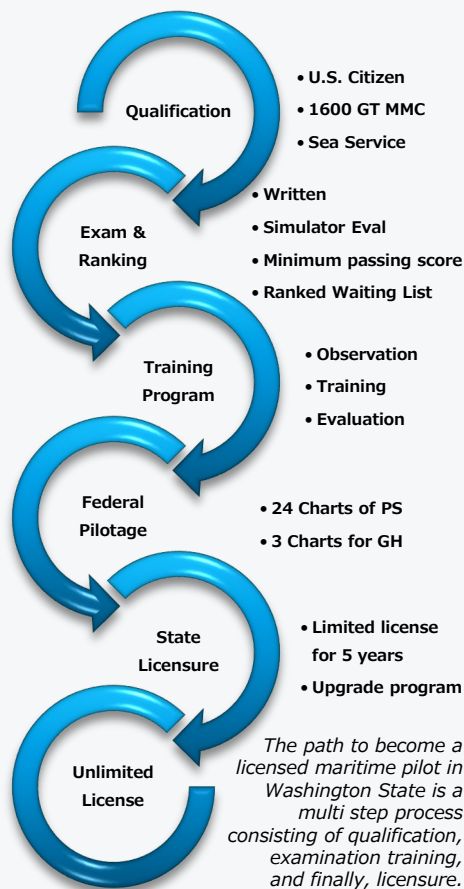
EXAM, TRAINING, AND LICENSURE

PILOT TRAINING PROGRAM

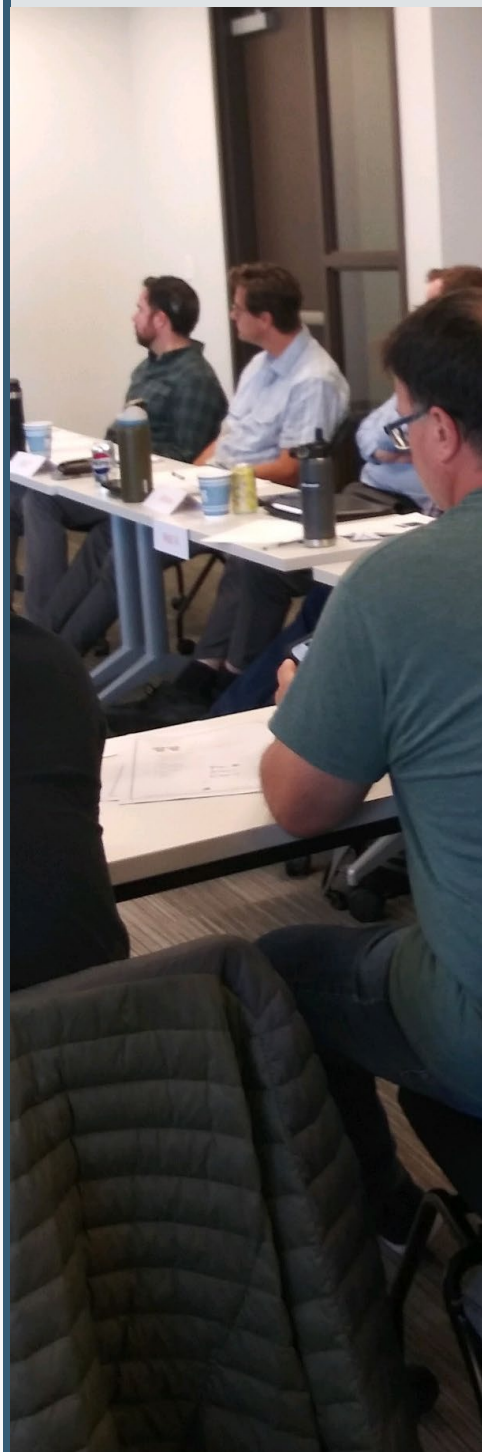
The Training Program is developed pursuant to Revised Code of Washington (RCW) [88.16.090](#) and is based on the appropriate provisions of the Washington Administrative Code (WAC) [363-116-078](#). A successful outcome of the Training Program is for a trainee to demonstrate they can safely, effectively, consistently, and independently pilot vessels in the assigned district, which are the standards set in WAC [363-116-080](#). The BPC evaluates performance to determine whether the trainee has been successful in completing all elements of the program.

The criteria the Board will follow in issuing or denying a license include but is not limited to:

performance in the Training Program; piloting, ship handling and general seamanship skills; local knowledge; bridge presence and communication skills; and the ability to function independently and safely without extensive coaching or interventions. Trainees are expected to bring significant maritime experience to the process. It is not the purpose of the Training Program to teach basic shiphandling or other fundamental elements of piloting. The Training Program is intended to improve piloting skills to the level needed to become a superior shiphandler and safely pilot in the Puget Sound and/or Grays Harbor Pilotage District. Therefore, it is designed to be comprehensive, demanding, and at times difficult.



The BPC is committed to providing a professional, equitable, and highly specialized exam and training experience for all qualified mariners to reach the pinnacle of the maritime profession: pilot.



Pilots and Pilot Trainees attend a Train the Trainer course.

EXAM, TRAINING, AND LICENSURE

PILOT TRAINING PROGRAM CONT'D

Once successful candidates are called into the Training Program they begin training on a rigorous full-time schedule. They must resign from current employment.

Pilot Trainees received \$8,000 monthly training stipend in 2024 and are required to complete the program within the specified timeline of 36 months for Puget Sound and 30 months for Grays Harbor.

Once a trainee successfully completes the program within the pilotage district of choice, and the Board determines that a trainee has been consistently successful in demonstrating the requisite skills and knowledge, and a position is available in their district of choice, the trainee will be considered by the Board for state licensing. The Training Program consists of observation, training, and evaluation. Observation is aimed at familiarization of different locations, piloting styles, and types of vessels. Training provides the trainee with hands on experience. Trainees are required to take local knowledge quizzes, also called Conning Quizzes, before they are permitted to take over the navigational duties on the bridge of a ship. Evaluation requires the trainee to make evident to the BPC that their performance demonstrates they have developed the requisite professional skills for licensing. The trainees are supervised by licensed pilots who have completed Train the Trainer courses provided by the BPC.

Throughout the Training Program, the trainees are called before the BPC's Trainee Evaluation Committee (TEC) for discussion and review of their progress. The TEC gives updates on all trainees to the Board at monthly meetings. Prior to licensure, the "First Class Pilot of vessel of unlimited tonnage upon Puget Sound and all connecting inland waters, include the waters of Haro Strait, Boundary Pass and Strait of Georgia" endorsement must be on their U.S. Coast Guard Merchant Mariner Credential. To accomplish this, trainees must pass the USCG exam, successfully replicate the navigational chart, and write a comprehensive route description for each of the twenty-four separate areas of Puget Sound. The USCG grades some portions locally, and the overall approval for endorsement of each area is reviewed and issued by the National Maritime Center (NMC) in West Virginia.



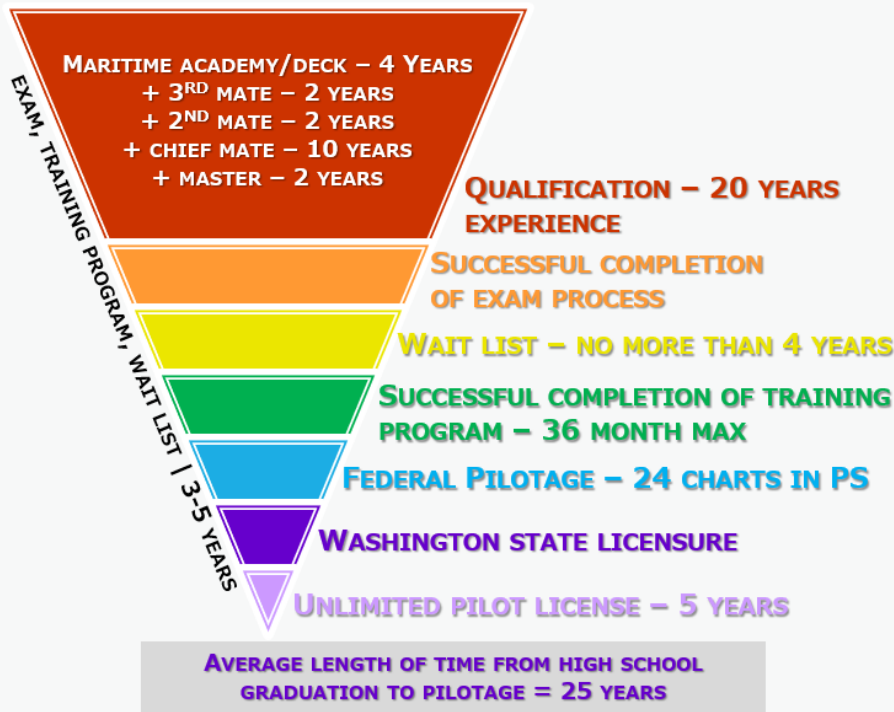
*Puget Sound Pilot Trainee Captain
Boullion during a training trip.
Courtesy of Puget Sound Pilots*

DIVERSITY, EQUITY, INCLUSION, & BELONGING

OVERVIEW

The BPC's top priority is safe pilotage in Washington state. In addition to a highly specialized and effective pilot training program, strict rest requirements, focus on safe pilot transfer, and other safety-first initiatives on and off the water, the BPC believes that safety stems from trust and engagement. A culture of belonging is essential to embracing diversity, equity, and inclusion as well as fostering trust and engagement. We strive for every pilot, pilot trainee, applicant, aspirant, and employee to see Washington state pilotage as a place they belong and in which they are reflected.

Maritime pilots are among the most experienced and skilled mariners in the industry. The knowledge required to become a pilot can only be acquired over the course of a career. As depicted in the graphic below, the pathway to pilotage is a long one, averaging 25 years from high school graduation. Consequently, the average age of a newly licensed pilot in Washington state is 43.



Above: Students from Sea Potential at the Puget Sound pilot station. Courtesy of Puget Sound Pilots

DIVERSITY, EQUITY, INCLUSION, & BELONGING

DIVERSITY IN MARITIME

The experience-heavy pathway to pilotage, along with low representation of Women, BIPOC, and LGBTQ+ mariners in the maritime industry, represent the greatest barrier to diversification of licensed pilots.

The International Maritime Organization (IMO) and Women in International Shipping and Trade Association (WISTA) jointly published a survey in 2024 which gathered international data about gender disparity in the maritime industry. The survey results indicated that the women seafarers only account for 1% of the at sea workforce in the organizations who participated in the survey. Likewise, the percentage of U.S. maritime pilots who are women is low. As of the date of this report, there are approximately 50 women pilots in the U.S., 4% of the current pilot corps. 2.3% of the mariners with Masters Credentials are women and of those .07% have the Unlimited Tonnage Masters Credential, which is typically required for pilotage.

RECRUITING FOR PILOTAGE

Diversity is a long-term challenge. Given low Women, BIPOC, and LGBTQ+ representation currently in the maritime industry, the pool of candidates continues to be predominantly white and male, and diversity in pilotage will be a long-term challenge. The BPC's recruiting initiatives for the 2024 exam underscore this point. In advance of the 2024 exam, the BPC explored barriers to pilotage, which led to live remote proctoring for the Written Exam portion of the Washington State Marine Pilot Exam, reduced costs to mariners to take the exam, and providing more opportunities and resources to prepare for the exam. While these initiatives are encouraging, they do not represent a comprehensive strategy, which would include educators, workforce development agencies and organizations, employers, and government agencies in a coordinated effort to provide early outreach, ongoing communication and support, training, and employment opportunities.

IMO-WISTA Women in Maritime Survey 2024



Scan the code
to learn more
about the
Women in
Maritime
Survey 2024

“The Women in Maritime Survey was designed to deliver real data, offer guidance in areas that require more attention, and act as a collective call to action.”

*Elpi Petraki, President,
WISTA International*

DIVERSITY, EQUITY, INCLUSION, & BELONGING

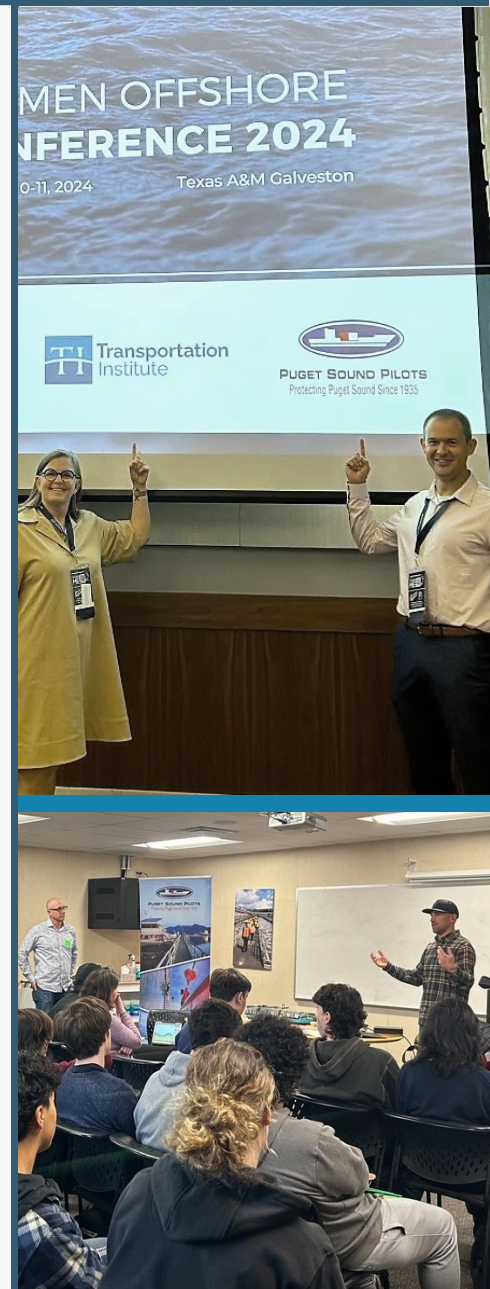
RECRUITING FOR PILOTAGE CONT'D

Diversity requires broad and deep collaboration. Further, it is imperative that the industry, government, education, and nonprofit sectors work together to increase awareness of the maritime industry as an attractive career option among various populations, beginning with school aged children. Various organizations within the maritime industry including Puget Sound Pilots (PSP), recognize the lack of diversity in the industry, and have launched initiatives designed to seek out, educate, and encourage members of various communities to consider a maritime career.

Innovation may accelerate the process. The charge of the BPC's Diversity, Equity, & Inclusion Committee (DEIC) is to develop and implement strategies to increase diversity among pilots, and there may be ways to accelerate the knowledge, skills, and experience of certain candidates, who may then serve as role models to their communities. There is no better way to convey the opportunities and benefits of a maritime career than to provide a relevant example. Further to this point, the exam webinar and drop-in sessions discussed earlier were for aspirants to hear directly from the BPC and pilots about the exam process, training program, and pilotage once a trainee is licensed by the state of Washington. These events had excellent live attendance with several more viewings of the webinar recording. The live remote proctoring option for the 2024 Marine Pilot Exam is another example of an innovative approach to remove barriers for those seeking a career in pilotage.

Call to Action.

- Make a wide spectrum of applicants aware of upcoming exams;
- Encourage the maritime industry to continue efforts to broaden the diversity of mariners;
- Support organizations that introduce a diverse group of mariners and young people to a career as a maritime pilot;
- Minimize bias involved in the training program and ultimate licensing of pilots; and
- Seek access to information about the existing pool of licensed mariners representing diverse backgrounds.



Top: PS pilot Captain Nick Moore and Sarah Scherer at Women Offshore's 2024 Conference. Below: PS pilots Captains Ninburg (left) and Bozina at Maritime H.S.

OIL TRANSPORTATION SAFETY

ESHB 1578 OVERVIEW

A catastrophic oil spill could cause irreversible damage to the endangered Southern Resident Killer Whales and other species, damage commercial fishing, violate Tribal Treaty Rights, and cause severe economic and public health consequences in Washington state.

[Engrossed Substitute House Bill 1578](#) (the Act), passed by the 2019 Legislature, provides a measured approach to preventing a catastrophic oil spill in Puget Sound by closing important safety gaps related to vessels carrying oil in bulk. The Act requires tug escorts for certain categories of oil laden tank vessels in Rosario Strait and connected waterways east, effective September 1, 2020. Additionally, the Act directs the BPC and Ecology to undertake multiple initiatives including:

- Identify and define geographic zones;
- Complete a synopsis of changing vessel traffic trends;
- Consult with Tribal Governments, other government entities, and stakeholders;
- Develop and maintain a model to quantitatively assess current and potential future risks of oil spills in Washington's waters and reporting those findings to the Legislature; and
- Develop and adopt rules for tug escorts in the Puget Sound for oil laden vessels, with future periodic reviews.

The Act allows for the BPC to enter into an interagency agreement with the Department of Ecology for technical assistance with this work, including rulemaking. The risk model developed by Ecology will inform decisions on tug escorts by the BPC.

TUG ESCORT RULEMAKING

By December 31, 2025, the BPC, with technical assistance from Ecology, must adopt rules implementing tug escorts in Puget Sound for oil tankers between 5,000 and 40,000 deadweight tons, as well as articulated tug barges (ATB's) and towed waterborne vessels or barges greater than 5,000 deadweight tons. Rulemaking applies by zone to waters east of Discovery Island Light south to New Dungeness Light and all points in the Puget Sound area.



DISTRIBUTION OF RESPONSIBILITIES

BPC and ECOLOGY will work together to:

- ✓ Develop project plans to accomplish the requirements of the Act.
- ✓ Coordinate communication, consultation, and outreach activities
- ✓ Provide technical assistance to plan and prepare for activities.

Project specific Responsibilities:

- ✓ Rosario Tug Escort Implementation -by 9/1/2020
 - BPC – outreach, interpretive statements, and enforcement
 - ECOLOGY – technical expertise
- ✓ Geographic Zone Identification -by 9/1/2020
 - BPC – lead process and make final decisions to identify/define zones
 - ECOLOGY – technical expertise
- ✓ Synopsis of Changing Vessel Traffic Trends -by 12/31/2021
 - BPC – develop scope & review, approve and submit final synopsis to the Legislature
 - ECOLOGY – technical expertise and development of synopsis
- ✓ Develop & Maintain Risk Model -by 9/1/2023
 - BPC – provide technical expertise
 - ECOLOGY – develop & maintain risk model, consult with tribes & stakeholders
- ✓ Analysis of Tug Escort Risk Model -by 9/1/2023
 - BPC – develop and approve analysis scope
 - ECOLOGY – technical expertise, perform analysis & outreach, write & submit to the Legislature
- ✓ Conduct Tug Escort Rulemaking -by 12/31/2025
 - BPC – making final decisions regarding tug escort requirements and adopt rules. Provide technical expertise.
 - ECOLOGY – lead rulemaking process and outreach efforts and conduct regulatory analysis.

Above: A member of J pod breaching in February 2024. Courtesy of Maria Smith via Orca Network

OIL TRANSPORTATION SAFETY

2024 ACTIVITIES

2024 was heavily focused on workshops and information sharing. Each workshop series contained three meetings: one for Stakeholders, one for Tribal Governments, and one for the BPC's Oil Transportation Safety Committee ([OTSC](#)). The workshops were as follows:

From top: Rulemaking target vessels tankers, ATBs, towed waterborne barges.



Workshop	Date/Time	Main Topics
OTSC #5	January 10	Recommendations based on analysis results
Tribal Gov #5	January 23	Recommendations based on analysis results
Stakeholder #5	January 25	Recommendations based on analysis results
OTSC #6	January 31	Recommendations based on analysis results
Stakeholder #6	February 6	Recommendations based on analysis results -cont'd
Tribal Gov #6	February 8	Recommendations based on analysis results -cont'd
OTSC -stand alone	February 13	Risk model analysis filtering options
OTSC -stand alone	February 28	Data review and discussion
OTSC -stand alone	March 11	Review SEPA scoping comments; Finalize BPC recommendation
Stakeholder #7	May 8	Preliminary scoping design from BPC; Geographic scope and ocean use interactions for proposed alternatives
Tribal Gov #7	May 14	Preliminary scoping design from BPC; Geographic scope and ocean use interactions for proposed alternatives
OTSC #7	May 16	Preliminary scoping design from BPC; Geographic scope and ocean use interactions for proposed alternatives
OTSC -stand alone	June 5	Tug operations/functionality
OTSC -stand alone	June 18	Tug operations/functionality; Finalize BPC recommendation
Stakeholder #8	July 10	SEPA methodology ;Economic analysis overview
Tribal Gov #8	July 16	SEPA methodology; Economic analysis overview
OTSC #8	July 17	SEPA methodology; Economic analysis overview
Tribal Gov #9	September 3	SEPA analysis: Tribal resources focus
Tribal Gov #9	September 10	SEPA analysis: Tribal resources focus
Stakeholder #10	November 5	SEPA analysis update
Underwater Noise Deep Dive	November 7	Results from underwater noise analysis
Tribal Gov #10	November 13	SEPA analysis update
OTSC #14	November 14	SEPA analysis update

OIL TRANSPORTATION SAFETY

TUG ESCORTS FOR OIL TANKERS

[RCW 88.16.035\(1\)\(f\)](#) requires that the Board provide the names and horsepower of the tugboats used to escort vessels subject to the provisions of [RCW 88.16.190](#). The Board will be adopting new rules by December 31, 2025, regarding tug escorts for laden tankers, ATBs, and towed barges under 40,000 deadweight tons pursuant to ESHB 1578.



Tug	Horsepower	Propulsion	Bollard Pull Ahead	Bollard Pull Astern	Tension Gage	Length Overall -FT	Breadth -FT	Draft -FT	Year Built	Gross Registered Tonnage	Escort Tug
Crowley CHIEF	4800	Voith	56		Y	105	36	15	1999	275	
Crowley GUARD	5500	Voith	60		Y	120	41 06	16 11	1996	294	Y
Crowley GUIDE	4800	Voith	56		Y	105	36	15	1998	275	Y
Crowley PROTECTOR	5500	Voith	60		Y	120	41 06	16 11	1996	294	Y
Crowley RESPONSE	7240	Voith	77		Y	129 06	45 08	24 09	2002	293	Y
Crowley ARTEMIS	7000	Z Drive	96		Y	77	40	14	2019	290	Y
Foss ANDREW FOSS	4000	Voith	46	37	Y	107	38	12	1982	298	Y
Foss GARTH FOSS	8000	Voith	79	66	Y	137	46	19	1993	459	Y
Foss LINDSEY FOSS	8000	Voith	79	66	Y	138	46	19	1993	456	Y
Foss MARSHALL FOSS	6250	ASD	83	75	Y	92	40	17	2001	196	Y
Foss LYNN MARIE FOSS	6250	ASD	84	75	Y	92	40	17	2001	196	Y

Above: Tanker ALASKAN LEGEND
outbound in Rosario Strait.
Courtesy of Puget Sound Pilots

MARINE SAFETY OCCURENCES, INCIDENTS, & PILOT TRANSFER SAFETY

MARINE SAFETY OCCURRENCES -MSOs

69 MSO REPORTS FILED IN 2024

 *NEAR MISS 16


33

**ENGINE/EQUIPMENT
MALFUNCTION**


11

**TERMINAL
OPERATION
ISSUES**


3

**FISHING NETS
AND/OR
EQUIPMENT LOSS
OR DAMAGE**


12

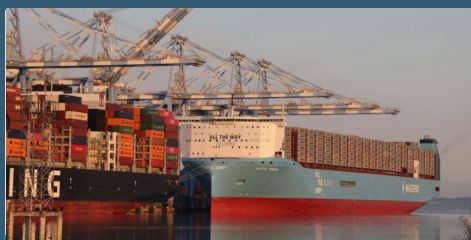
**RECREATIONAL
VESSEL NAVIGATION
RULES VIOLATIONS**


9

TUG/TOWING ISSUES


1

**COMMERCIAL
SHIPPING
NAVIGATION RULES**



WAC 363 116 200(1)(b)

State licensed pilots and pilot trainees involved in a near miss occurrence shall complete the Board required Report of Marine Safety Occurrence form and file it with the Board. *A near miss occurrence is where a pilot and pilot trainee successfully takes action of a nonroutine nature to avoid a collision with another vessel, structure or aid to navigation, to avoid a grounding of the vessel or to avoid causing damages to the environment.

WAC 363 116 200(1)(a)

State licensed pilots and a state licensed pilot trainees involved in an incident shall report all incidents to the Board on the Report of Incident form. An incident includes an actual or apparent collision, allision or grounding, as well as a navigational occurrence which results in actual or apparent personal injury or property damage or environmental damage. An incident also includes any occurrence where a pilot or pilot trainee falls or is injured while embarking or disembarking a vessel or otherwise is physically endangered while performing his/her duties on a vessel, regardless of whether the incident results in physical injury to the pilot or pilot trainee.

PILOT'S REPORT OF INCIDENT

3 INCIDENT REPORTS FILED IN 2024

Date	Vessel	Incident	Board Ruling
Jan 18	MATE	Bow of vessel made contact with crane leg while docking	Incident with damage and pilot error. Pilot required to attend Bridge Resource Management for Pilots and provide a white paper of lessons learned
Apr 21	USNS MILLINOCKET	Inadequate fendering for docking	Incident with damage and without pilot error. No Board-required action.
Oct 24	AMERICAN FREEDOM	Vessel made contact with berth piling while docking	Incident with damage, without pilot error. No Board-required action.

Above: Maersk ALLETTE at
Husky Terminal, Tacoma.
Courtesy of Puget Sound Pilots

MARINE SAFETY OCCURENCES, INCIDENTS, & PILOT TRANSFER SAFETY

PILOT TRANSFER SAFETY

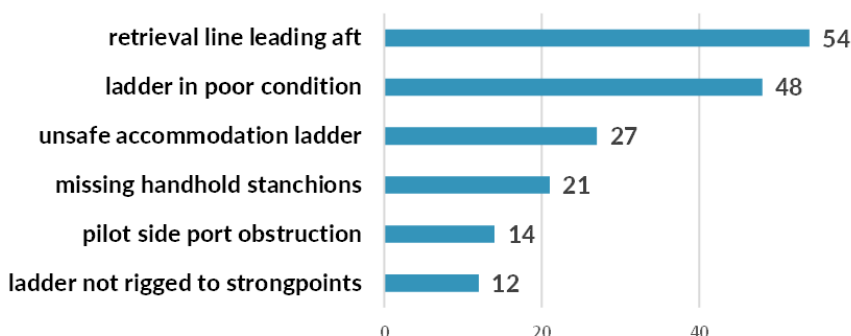
BPC's Pilot Safety Committee, which includes representation from both Puget Sound and Grays Harbor pilots, continued leading the industry in gathering and sharing data regarding dangerous transfer arrangements. Pilots made 140 reports of unsafe transfer arrangements in 2024, an average of 12 reports a month.

Reports and data are shared with the Coast Guard, international safety surveys, and shipping companies. Pilots also notify a vessel's next port about dangerous conditions.

A single report may cite several different problems. Below are some of the most common dangers encountered during pilot transfers:

- Retrieval line rigged incorrectly, leading aft, where it can become snagged by the pilot boat;
- Old ladder in poor condition, or new ladder of poor quality (counterfeit product that does not meet safety standards);
- Accommodation ladder rigged unsafely (not secured to side of ship, missing handhold stanchions, angled too steeply, etc.);
- Pilot side port obstructions and tripping hazards;
- Ladder not secured to deck strong points with side ropes (instead rigged to handrail with small lines, for example).

Unsafe Pilot Transfer Arrangements
most frequently reported in 2024



*Above: Disembarking in Port Angeles.
Courtesy of Puget Sound Pilots*

EXEMPTIONS FROM PILOTAGE

ROSTER OF 2024 EXEMPTIONS



As detailed in WAC 363-116-360, foreign flag vessels under 200 feet and below 1,300 GT -ITC may be eligible for an exemption from compulsory pilotage. Vessel operators can petition the BPC by providing required information such as vessel specs, captain's experience in local waters, navigation plans, insurance coverage, etc. For a fee, the BPC may grant an exemption with or without area restrictions depending on experience. A condition of exemption may also be the requirement for a pilot orientation. A Foreign Yacht Familiarization Packet is part of the pilotage exemption application process and contains critical navigational information for Puget Sound. It covers areas of concern, VHF monitoring, rules of the road and deep draft vessels, a quick summary of local VTS, whale information, no discharge zone and ballast water information, weather, resources, links to Washington state and BC fishing regulations, and oil spill, grounding, emergency response.

Cruising in Washington State? Be sure to check out regulations on mandatory pilotage!

If your recreational vessel is registered outside of the United States or Canada, you are subject to mandatory pilotage no matter the size of your vessel.

If your vessel is less than 1,300 GT (International) and 200 FT length overall, you may be eligible for a pilotage exemption from the Washington State Board of Pilotage Commissioners.

If you come into Washington Waters without a pilot or a pilotage exemption, you are in violation of state statute RCW 88.16.070.



**BE SURE YOUR PILOTAGE IS IN ORDER
BEFORE YOU ENTER WASHINGTON
WATERS AND ENJOY YOUR VISIT TO OUR
BEAUTIFUL REGION!**

Find additional information including FAQs, Pilotage Exemption Petition, and Foreign Yacht Familiarization Packet on our website at:
www.pilotage.wa.gov/pilotage-exemptions.html
or scan the code!

Need a pilot?
Contact
Puget Sound Pilots
at (206) 448-6455
or visit
www.pugetpilots.org



Washington State Board of Pilotage Commissioners
2901 Third Avenue, Suite 500 | Seattle, WA 98121
(206) 515-3904 | PilotageInfo@wsdot.wa.gov
www.pilotage.wa.gov | Follow us!



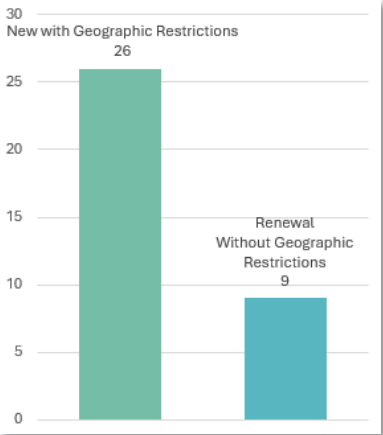
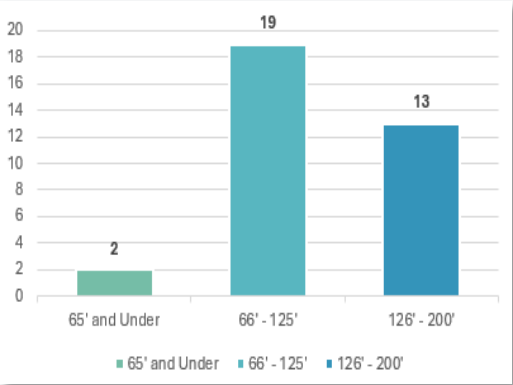
Cert #	Vessel Name	LOA -FT	GT	Operator	Registry	Pilot Orientation	Restrictions
24 01R	VICTORIA CLIPPER V	167	910	Various	Cyprus	No	No
24 02N	DANZANTE BAY	164	495	Schott & Rost	Cayman Is	No	Yes
24 03N	CV 20	75	50	Gibson	UK	No	Yes
24 04	CV 21	75	50	Rivers	UK	No	Yes
24 05	CV 22	75	50	Hartshorn	UK	No	Yes
24 06	CV 23	75	50	van der Weijden	UK	No	Yes
24 07	CV 25	75	50	Finney	UK	No	Yes
24 08	CV 26	75	50	Bernardez	UK	No	Yes
24 09	CV 27	75	50	Quinn	UK	No	Yes
24 10	CV 28	75	50	Bodey	UK	No	Yes
24 11	CV 29	75	50	Miller	UK	No	Yes
24 12	CV 30	75	50	Brewis	UK	No	Yes
24 13	CV 31	75	50	Beggs	UK	No	Yes
24 14R	SOUTHERN WAY	114	218	Cabrera	Cayman Is	No	Yes
24 15N	POWER PLAY	180	489	MacAlister & Murphy	Cayman Is	Yes	Yes
24 16N	AMARA	189	702	Lemee & Muzakova	BVI	No	Yes
24 17N	COASTAL DRIFTER	96	190	von Bonde	Marshall Islands	No	Yes
24 18R	UGLY BETTY	86	110	Brown & Donaldson	Marshall Islands	No	Yes
24 19N	CIELO MARE	127	247	Angulo & Laws	Marshall Islands	No	No
24 20N	BIG EAGLE	172	399	Virgilio & Featherstone	St Vincent & Grenadine	Yes	Yes
24 21R	LADY L	146	463	Davies	Cayman Is	No	Yes
24 22N	SEANASH	164	499	Walker & Maree	Cayman Is	Yes	Yes

EXEMPTIONS FROM PILOTAGE

ROSTER OF 2024 EXEMPTIONS CONT'D

Cert #	Vessel Name	LOA -FT	GT	Operator	Registry	Pilot Orientation	Restrictions
24 23N	AVALON	129	485	Gray	Cayman Is	Yes	Yes
24 24R	FIGARO	130	335	Staine & Harpur	UK	No	Yes
24 25R	ST EVAL	114	215	Milla	Cayman Is	No	Yes
24 26R	TESS	120	244	Milla	Cayman Is	No	Yes
24 27R	AFTER EIGHT	151	498	Holliss & Lindsay	Isle of Man	No	No
24 28N	RENT SPENT	112	208	Gold	Marshall Is	No	Yes
24 29R	CV 9	139	325	Johnson	Cayman Is	No	No
24 30R	MIRA TWO	110	219	Oral	Jamaica	No	Yes
24 31N	BEOTHUK	102	246	Samuelson	Cayman Is	Yes	Yes
24 32N	LATIFA	78	54	Troje Tuck & Lowry	UK	No	No
24 33N	CARMANAH	60	43	Forshee	UK	No	No
24 34R	EVVIVA	164	492	Multiple	Cayman Is	No	No
24 35R	SEA GYPSY	54	64	Sparks & Zwick	Marshall Is	No	No

LENGTH OVER ALL-LOA



EXEMPTION TYPE



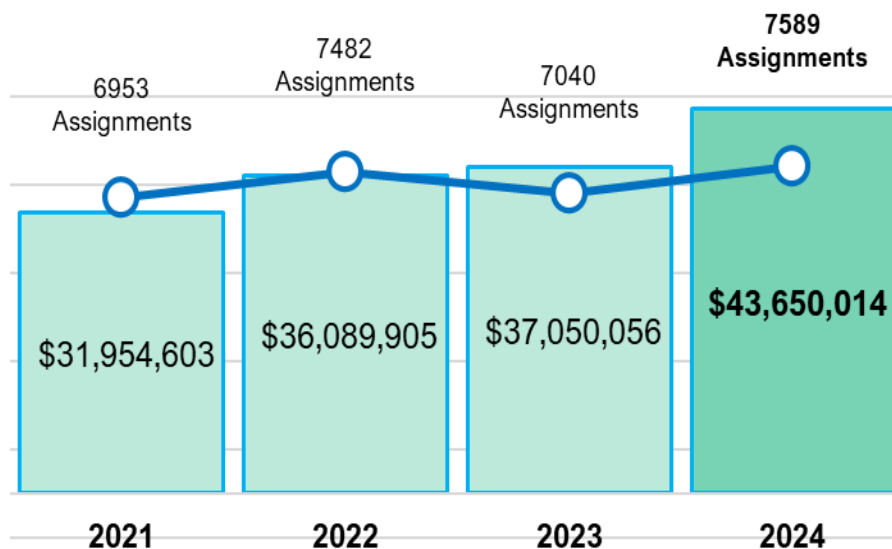
Regular visitor to the PNW, Sailing Yacht TAMSEN. Photo courtesy of Marine Traffic @Roberto Taglione

PILOT COMPENSATION, REVENUE, & EXPENSES

PUGET SOUND PILOTS

Revenue/Expense Description	2024	Per pilot @ 56.5	2023	Per pilot @ 53.8
TOTAL PILOTAGE REVENUE (Note 1)	\$43,650,014	\$772,044	\$37,050,056	\$688,873
Operating Expenses (Note 1)				
Seattle Office	15,195,159	268,759	15,836,759	294,454
Port Angeles Station	383,168	6,777	355,122	6,603
Pilot Boats	2,406,998	42,573	2,197,307	40,855
Total Operating Expenses	17,985,325	318,109	18,389,188	341,911
Balance of Revenue Pool Before Reimbursements to Pilots (Note 2)	25,664,689	453,935	18,660,868	346,962
Reimbursement Pilots' Disability Ins.	245,593	4,344	234,339	4,357
Annual Earnings after Deductions for Distribution to Pilots (Note 3)	\$25,419,096	\$449,591	\$18,426,529	\$342,605

Total Pilotage Revenue & Assignments



Note 1 – Pilotage Revenue and Expenses exclude BPC Training Surcharge.

Note 2 – Reimbursements to Pilots are for individual out-of-pocket allowance for disability insurance.

Note 3 – Information drawn from PSP 2023 and 2024 Audited Financials. Some rounding may apply. The number of pilots receiving distribution is higher than the number of licensed pilots reflected in the Pilotage Activity Section because pilots may be eligible to receive distribution after surrendering their license, if they have unused leave.

PILOT COMPENSATION, REVENUE, & EXPENSES

PUGET SOUND PILOTS

Seattle Office Operating Expenses	2024	2023
Attorney Fees	\$ 877,151	\$ 904,212
Callback days	352,812	248,950
Computer Maintenance	304,787	341,978
Computer Programming	21,892	14,473
Conferences	119,594	34,975
Consulting Services	407,688	375,827
CPA Fees	113,790	87,935
Depreciation & Amortization	367,442	365,182
Drug Testing	9,045	5,890
Dues	213,765	181,424
Employee Benefits	257,992	241,462
Employee Salaries	1,131,309	1,120,207
Insurance	235,903	268,195
Interest	68,164	82,994
License Fees – Pilots	377,000	357,500
Lobbyist	76,213	75,705
Medical Insurance – Pilots	10,658	1,740,783
Office Maintenance & Repair	0	6,044
Miscellaneous	36,380	22,826
Office Supplies	92,049	86,255
Payments to Retired Pilots/Widows	6,509,769	6,283,057
Payment to Retired Former Exec. Director	69,502	69,502
Pilot Training	472,571	317,761
Printing & Publications	38,276	13,757
Rent & Parking	217,061	213,034
Taxes on Payroll	104,666	88,509
Taxes on Revenue	868,436	735,746
Taxes, other	4,927	3,938
Travel, Entertainment, Promotion	1,676,540	1,396,806
Telephone & Communications	36,441	28,496
UTC Regulation Fees	123,336	123,336
Seattle Office Total	\$ 15,195,159	\$ 15,836,759

PILOT COMPENSATION, REVENUE, & EXPENSES

PUGET SOUND PILOTS

Port Angeles Station Operating Expenses	2024	2023
Depreciation	\$ 36,034	\$ 36,918
Education	1,600	351
Food	128,930	112,841
Insurance	300	2,300
Lodging	148	0
Maintenance and Repairs	103,434	107,576
Rent, Tideland Lease	4,703	4,816
Reposition of Pilots	0	0
Supplies	42,709	24,366
Taxes on Property	10,436	11,038
Telephone & Communications	27,355	27,199
Utilities	27,519	27,717
Port Angeles Total	\$ 383,168	\$ 355,122

Pilot Boat Operating Expenses	2024	2023
Depreciation	\$ 28	\$ 28
Employee Benefits	307,693	308,047
Employee Salaries	970,142	920,303
Fuel of JUAN DE FUCA	180,203	234,231
Fuel of PUGET SOUND	253,949	251,461
Insurance	88,531	115,777
Maintenance/Operation of JUAN DE FUCA	294,908	162,529
Maintenance/Operation of PUGET SOUND	223,352	124,484
Taxes on Payroll	84,353	77,008
Taxes on Property	3,839	3,439
Pilot Boat Operations Total	\$ 2,406,998	\$ 2,197,307

PILOT COMPENSATION, REVENUE, & EXPENSES

PUGET SOUND PILOTS

Boats, Property, and Equipment	2024	2023
Port Angeles Station Building	\$ 2,104,532	\$ 2,104,532
Port Angeles Station Furnishings/Equipment	150,684	150,684
Pilot Boat JUAN DE FUCA	3,221,448	3,221,448
Pilot Boat PUGET SOUND	3,639,784	3,639,784
Seattle Office Furnishings/Computers/Equipment	863,103	781,727
Portable Pilot Units	0	0
Portable Radio Equipment -in service 2023	1,418,456	1,418,456
Total building, boats, furnishings & equipment	\$ 11,398,007	\$ 11,316,631
Less Accumulated Depreciation & Amortization	9,975,906	-9,120,143
Net property, boats, and equipment	\$ 1,422,101	\$ 2,196,488

Schedule of Employees

Position

Dispatcher/Clerk

Dispatcher/Clerk

Dispatcher/Clerk

Dispatcher/Clerk

Lead Boat Operator

Boat Operator

Engineer

Deckhand/Engineer

Deckhand/Engineer

Deckhand/Engineer

Deckhand/Engineer

Deckhand/Engineer

Deckhand/Engineer

Deckhand

Relief Deckhand

Executive Director – Scott Brewen

Office Manager

AR Clerk

AP/Controller



*Puget Sound pilot boat in Port Angeles.
Courtesy of Puget Sound Pilots.*

PILOT COMPENSATION, REVENUE, & EXPENSES

PORT OF GRAYS HARBOR

Revenue/Expense Description	Total 2024	Total 2023
Revenue		
Pilotage Services Revenue (Notes 1,2)	\$ 2,427,263	\$ 1,941,712
Miscellaneous Revenue	260	250
Pass through revenue for pension contrib.	126,900	114,300
Pass through revenue for pilot travel allow.	42,300	26,670
Total Revenue	2,596,723	2,082,932
Operating Expenses (Note 1)		
Port Administrative Services	-129,597	-85,353
Other Pilotage Division Expenses	-1,002,710	-829,305
Subtotal Operating Expenses	1,132,307	-914,658
Payments to Pilots		
Wages, Benefits & Incentive Pay (Note 3)	-1,425,595	-1,675,032
Travel Allowance	-42,300	-26,670
Subtotal Payments to Pilots	-1,467,895	-701,702
Other Expenses		
Pension Contribution	-126,900	-114,300
Depreciation	-57,866	-46,919
Total Expenses	-2,784,968	-2,777,579
PGH PILOTAGE INCOME OR LOSS	\$ -188,245	\$ -694,647

Notes:

1. Information drawn from Pilotage Services Division Financial Statements from Port of Grays Harbor. Rounding may apply.
2. Pass through payments received for pension contribution and travel allowance are included under Pilotage Division Revenue.
3. Licensed pilots are employees of the Port of Grays Harbor as opposed to being independent contractors belonging to an association. Employer-provided benefits include, medical, life, and disability insurance, federal and state taxes, and retirement funding paid by the employer.

PILOT COMPENSATION, REVENUE, & EXPENSES

PORT OF GRAYS HARBOR

Pilotage Division Expenses	Total 2024	Total 2023
Benefits	\$ 171,236	\$ 385,175
Incremental Duty Pay	152,500	285,000
Regular Wages	1,101,859	1,004,857
Seminars/Confs/Training	13,641	4,738
State Pilot License Fee	24,285	13,295
Facility Rentals	6,325	5,966
Insurance	2,895	2,714
Legal Services	-	1,508
Other Purchased Service	11,349	3,993
Outside Repair/Maint. – Equipment	261,539	212,358
Pilot Launch Service	520,566	425,543
Outside Repair/Maint. – Facilities	1,152	-
Printing/Maps/Photos	-	206
Telephone	8,323	6,553
Office Supplies	674	440
Operating Supplies	49,548	56,790
Repair/Maint. Supplies	-	33,787
Small Tools/Equipment	16,049	5,484
Miscellaneous	1,492	1,866
Port Administrative Services	129,597	85,353
Taxes	44,902	34,677
Travel/Lodging/Meals	29,211	19,387
Total Pilotage Division Expenses	\$ 2,547,143	\$ 2,589,690
Boats, Property, and Equipment	Total 2024	Total 2023
Pilot Boat CHEHALIS	\$ 283,551	\$ 283,551
Pilot Boat VEGA	525,510	525,510
Computer Equipment (Mobile)	60,123	55,287
Radio Equipment	0	6,591
Other Machinery and Equipment	19,565	19,565
Total Property, Boats and Equipment	\$ 888,749	\$ 890,504
Less Accumulated Depreciation	\$ 385,173	\$ 381,656
Net Property, Boats and Equipment	\$ 503,576	\$ 508,848

CONTACT INFORMATION AND RESOURCES

BOARD OF PILOTAGE COMMISSIONERS

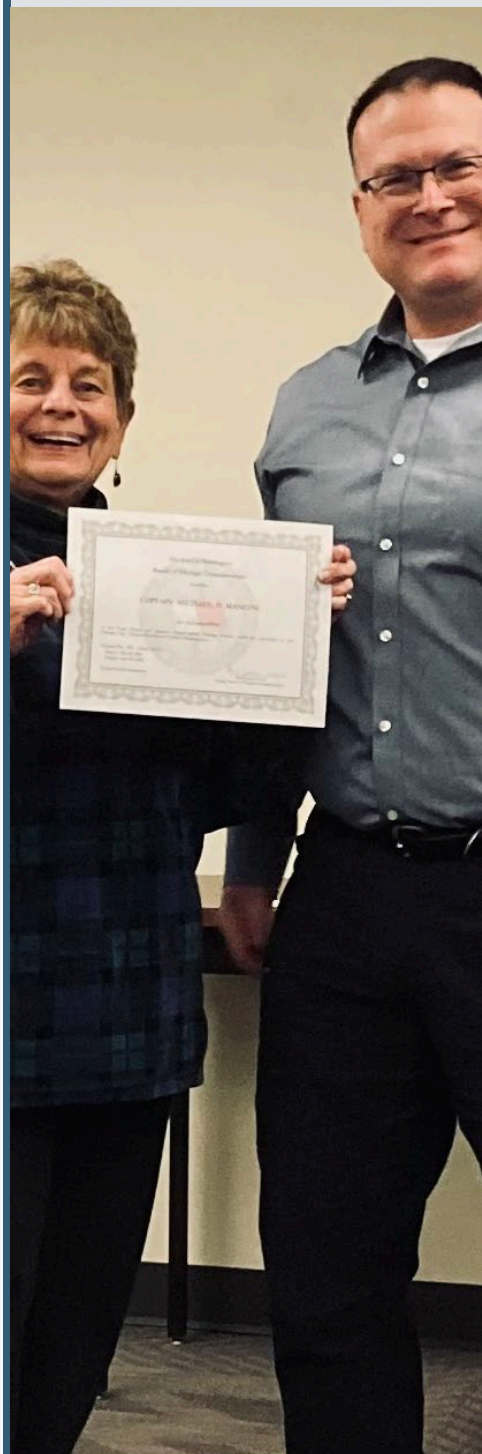
Chair	Sheri J. Tonn	Sheri.Tonn@wsdot.wa.gov 206-515-3904
Executive Director	Jaimie C. Bever	Jaimie.Bever@wsdot.wa.gov 206-515-3887
Website and Email	www.pilotage.wa.gov	PilotageInfo@wsdot.wa.gov
Newsletter	BPC Pilotage Quarterly	https://pilotage.wa.gov/bpc_pilotage_quarterly.html
Socials	LinkedIn Instagram Facebook YouTube	Washington State Board of Pilotage Commissioners @wa_pilotage @WASatePilotage @WA_Pilotage

PUGET SOUND PILOTS

President	Captain Ivan Carlson	
Website and Email	www.pspilots.org	info@pspilots.org 206-728-4600
Dispatch Operations/By Laws		206-448-4455 Available from the BPC Office
Socials	Instagram Facebook Tik Tok	@pugetsoundpilots @PugetSoundPilots @pspilots

PORT OF GRAYS HARBOR

Executive Director	Leonard Barnes	
Website and Email	www.portofgraysharbor.com	info@portgrays.org 360-533-9528
Newsletter	Around the Docks	https://www.portofgraysharbor.com/news_and_info
Dispatch		360-581-0447



BPC Chair Sheri Tonn (left)
presenting Captain Mike Mancini
(right) with his state pilot license.