

2023 ANNUAL REPORT



Washington State
Board of Pilotage Commissioners
2901 Third Avenue, Suite 500
Seattle, WA 98121





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Above: Passing through the 11th St. Bridge in the Hylebos Waterway, Tacoma. Courtesy of Puget Sound Pilots.





MESSAGE FROM THE CHAIR

We are all adjusting to a changed world after the COVID crisis and are learning to live with all the changes. More meetings are hybrid via Teams and Zoom, various people work from home, and we all continue to adjust. That said, pilotage is hands-on with person-to-person interactions between pilots, trainees, ship crews, and workers on the docks. We continue to work on safety and have had a strong focus on pilot transfers and ladder safety. We've revised forms to make them more user friendly, and always welcome questions and comments on the information we collect.

During 2023, three pilots retired from service, Captain Jack Bujacich, Alec Newman, and David Henderson. We wish them the best and thank them for over 45 cumulative years of pilotage in Puget Sound. Pilots licensed during 2023 were Captains Matt Cassee, Larry Holland, Stephen Scott, and Kevin Riddle in the Puget Sound and Captain Colby Grobschmit in the Grays Harbor Pilotage Districts. In 2023, the BPC continued to call up trainees from the 2021 exam list. We will continue the work to recruit a diverse applicant pool for the next exam in 2024.

We also thank Captain Michael Ross for his service as a representative of Foreign Flag shippers. Captain Richard Firth was named to that position and will complete Captain Ross' term on the Board. Thank you to each commissioner for continuing to devote significant time and talent to the service of the Board and the state of Washington.

During the year Puget Sound Pilots continued to develop and refine several efficiency measures designed to enhance pilot availability, improve on watch productivity, reduce delays and reduce the need for "call back" pilots. The Board will continue to evaluate workload and number of authorized pilot licenses in 2024.

The good work of BPC advisory committees continues and can be followed in the committee reports included in BPC minutes. The Trainee Evaluation Committee monitors trainee progress, including meeting with trainees, and continually working to improve the training program. I want to commend the work of the BPC Pilot Safety Committee for continued review of ladder safety as well as rest and fatigue issues. The Oil Transportation Safety Committee reviews and provides excellent feedback on the work of implementing ESHB 1578. The Vessel Exemption Committee has worked to develop a familiarization packet and has streamlined the exemption application process. Finally, the Diversity Equity and Inclusion Committee has been restructured into a Steering Committee to focus on outreach and recruitment of a diverse pool of aspirants for the next exam.

Finally, thank you to Executive Director Jaimie Bever, Program Analyst Bettina Maki, Training Program Manager Jolene Hamel, and Assistant Attorney General Albert Wang for their continued outstanding work in leading and supporting the BPC.

Sheri J. Tomm



MESSAGE FROM THE EXECUTIVE DIRECTOR



On May 18, 2023, the maritime industry celebrated International Maritime Organization's (IMO) International Day for Women in Maritime. A week earlier, I marked the occasion by accompanying Puget Sound pilot Captain Sandy Bendixen on two car carrier harbor shifts at the Port of Tacoma. I experienced, for the first time, climbing the notorious pilot ladder and watching one of our State's local knowledge expert pilots command the two vessels and safely guide the undocking, rotation in the turning basin, anchoring, and eventually docking. The fact that she is a woman was secondary to her shiphandling. She is a pilot above everything else. I am grateful to Captain Bendixen for bringing me along and for the experience that left me in awe of what our pilots do around the clock to protect our precious waters.

In early 2023, the BPC announced that the next Marine Pilot Exam would be held in the Spring of 2024, which was later confirmed to be held April 8 for the Written Exam followed by Simulator Evaluations beginning April 22. As I write this message, well into 2024, our exam process is complete, and we have an official waiting list for our training program. We made many improvements to the process which will be highlighted in this report as well as in our 2024 report.

It was a busy year of conferences for the BPC. In August, BPC Training Program Manager Jolene Hamel attended her first conference as a representative of the BPC and advocate for our Pilot Training Program at the Women Offshore Conference in Galveston, TX.

The Port of Grays Harbor had a BIG year in 2023 with the licensure of Captain Colby Grobschmit in April, bringing the number of active pilots up to the authorized number of 3 for the first time since the Board authorized the number.

Work on tug escort rulemaking swung into full gear with the rulemaking announcement filed and distributed in February.

2023 was a year of innovation, new experiences, and above all continued focus on our number one priority, SAFETY. We hope you enjoy learning more about our 2023 endeavors! Happy reading.

Jaimie C. Bever



Above: From left Puget Sound pilot Captain Sandy Bendixen and BPC Executive Director Jaimie Bever on the deck of car ship JUPITER SPIRIT. Below: Jaimie on the bridge.



2023 OVERVIEW & ACTIVITIES



OUR VISION

Safe and efficient passage of foreign flag cargo, tanker, passenger, and recreational vessels through Washington State’s inland waters.



View of the ONE MAGDALENA from the pilot boat in Port Angeles. Courtesy of Puget Sound Pilots.

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



BOARD MEETINGS

Board meetings in 2023 were offered in a hybrid format: in-person or via MS Teams. There were twelve (12) Regular Monthly Meetings of the Board and no Special or Emergency Meetings.

BOARD COMMITTEES

The BPC has five advisory-only committees: the Trainee Evaluation Committee (TEC), Pilot Safety Committee (PSC), Diversity, Equity, & Inclusion Committee (DEIC), Oil Transportation Safety Committee (OTSC), and Vessel Exemption Committee (VEC). These committees met regularly throughout 2023.

OUR PROGRAMS

- SAFETY
- DIVERSITY, EQUITY, & INCLUSION
- TRAINING & LICENSING
- INVESTIGATION
- REGULATION
- PUBLIC SERVICE



2023 OVERVIEW & ACTIVITIES

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 the 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.

OUTREACH & ENGAGEMENT

Exam Announcement

At the August 17, 2023 Regular Public Meeting, the BPC affirmed that the next [Marine Pilot Exam](#) would be held in April 2024, with the Written Exam on April 8 and the Simulator Evaluations beginning on April 22 and continuing throughout the week. The BPC blasted this news in various publications, organizations, conferences, and the agency’s social media sites including LinkedIn, Instagram, and Facebook.



Women in Maritime Leadership Conference

In March, the BPC attended the Women in Maritime Leadership conference at [Cal Maritime](#). This was BPC’s 8th consecutive year attending and 3rd year as a sponsor.



The program included panels on Understanding Equity & Privilege, the Nexus Between Vessels and Ship Agents, and Creating Impactful Networks of Support for Women & LGBTQ+ Folks in Maritime. This conference continues to be an excellent opportunity for empowerment and connection.

#EmbraceEquity group photo at the WIML Conference. In attendance were Puget Sound pilot and BPC Commissioner Captain Sandy Bendixen, Chair Sheri Tomm, and Executive Director Jaimie Bever, as well as Puget Sound Pilots’ Captain Trevor Bozina.

Maritime Blue Equity Summit

[Washington Maritime Blue](#) held its first Equity Summit on August 29. The purpose of the summit, per Maritime Blue, was to gather community partners, maritime employers, and industry stakeholders to discuss “building diverse and culturally responsive pipelines” into the maritime industry. Speakers at the summit included Rep. Julia Reed, 36th District, and Commissioner Hasegawa, Port of Seattle. We were pleased to attend along with Puget Sound Pilots. It was a valuable day of conversation.



Maritime Blue’s CEO Joshua Berger at the 2023 Equity Summit.



2023 OVERVIEW & ACTIVITIES

OUTREACH & ENGAGEMENT CONT'D

Women Offshore 6th Annual Conference

The 2023 [Women Offshore Conference](#), themed ‘A World of Opportunity’, was held at Texas A&M Galveston October 26-27. Washington pilotage was well represented by BPC Executive Director Jaimie Bever, BPC Training Program Manager Jolene Hamel, and PSP pilot Captain Trevor Bozina. Captain Sherri Hickman, Houston Pilots, kicked off the conference with an inspirational and empowering keynote speech. The conference was well attended and, as always, provided an invaluable opportunity for connection, mentorship, and networking with seafarers both up-and-coming and seasoned.

Above: PSP's booth tended by BPC's Jolene Hamel and PSP's Trevor Bozina.

Below front left: Christine MacMillan, Sara Scherer, Jolene Hamel, Christine's daughter, Trevor Bozina, Jaimie Bever, and Cassi Laskowski.



Cal Maritime Pride Summit

Earlier, October 11-13, Cal Maritime held its inaugural [Pride in Maritime Summit](#), both in person and virtually. Sessions included “Out” at Work, Queer Maritime History, Changemaking in the Workplace, and Mental Health in Maritime. Kudos to Cal Maritime for highlighting this specific topic and giving it its own space. It was a great first conference and we look forward to more in the future!



Maritime Industry Economic Forecast Breakfast

[Seattle Propeller Club](#)'s 11th Annual Maritime Industry Economic Forecast Breakfast was held November 9, 2023. The annual breakfast provides a time for Seattle's maritime industry stakeholders to come together and reflect on the year. The presentations included the following topics:

- Maritime Innovation
- Why Washington Maritime Works: Washington's Maritime Industry Economic Impact Study
- Washington State Maritime Update with Rep. Julia Reed
- Maritime Transportation
- The Next Generation: Workforce Development Panel



Washington State Representative Julia Reed provides a maritime industry update at the 11th Annual Seattle Maritime Industry Economic Forecast Breakfast in November 2023.

The BPC regularly attends these annual breakfasts and values the connection they foster within the maritime community.



2023 OVERVIEW & ACTIVITIES

KEY PREFORMANCE INDICATORS (KPIs)

At the March 16 Regular Public Meeting, the BPC initiated the process of developing Key Performance Indicators by holding the first of three KPI Workshops. The purpose of the workshop series was to identify KPIs for BPC’s six programs: Safety, DEI, Training & Licensing, Investigation, Regulation, and Public Service. The workshop agendas also included stakeholder and public comment. The conversation at Workshop 1 continued in Workshop 2, which was held the following month at the April 20 Regular Public Meeting with the third and final workshop at the November 16 Regular Public Meeting.

The Board would go on to adopt the KPIs identified during the three workshops at the January 18, 2024 meeting. BPC Program Analyst Bettina Maki prepared a dashboard, which the Board approved and will use to monitor KPI status. The first official dashboard (right) covering the 4th quarter of 2023 made its debut at the February 2024 BPC meeting.

Washington State Board of Pilotage Commissioners Quarterly Key Performance Indicators Dashboard

12 MONTHS ENDING: Dec 31, 2023

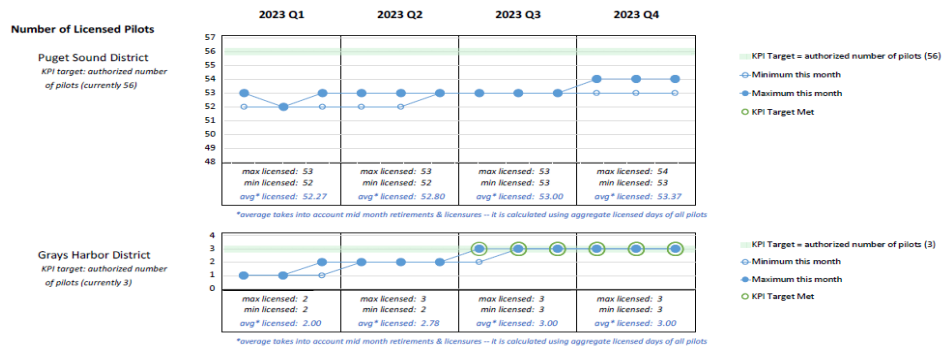
Safety

	2023 Q1	2023 Q2	2023 Q3	2023 Q4	
Rest Rule Exceptions					
Puget Sound District <i>KPI target: rate of 0.3% or less (3 or less per 1000 assigns)</i>	0.45% ❌ 1555 assigns 7 rest exc.	0.00% ✅ 1739 assigns 0 rest exc.	0.31% ❌ 1926 assigns 6 rest exc.	0.27% ✅ 1819 assigns 5 rest exc.	<i>The BPC Pilot Safety Committee reviews rest rule exceptions each quarter. Rest rules require 1) that pilots have 10 hours rest between assignments, 2) that multiple assignments (e.g. harbor shifts) not exceed 13 hours total duration.</i>
Grays Harbor District <i>KPI target: 1 or less per year</i>	0 ✅ 75 assigns 0 rest exc.	0 ✅ 59 assigns 0 rest exc.	0 ✅ 39 assigns 0 rest exc.	0 ✅ 70 assigns 0 rest exc.	<i>This KPI excludes rest rule exceptions associated with emergent situations. The most common emergent situation is a ship dragging anchor in severe weather.</i>
Unsafe Transfer Arrangements Resulting in Fall or Injury <i>KPI target: 0</i>	0 ✅	0 ✅	0 ✅	0 ✅	<i>This KPI counts occurrences where a pilot or pilot trainee falls or is injured while embarking or disembarking a vessel with noncompliant transfer arrangement, or is physically endangered regardless of whether the incident results in physical injury.</i>
Pollution Incidents (Spills) with Pilot Error <i>KPI target: 0</i>	0 ✅	0 ✅	0 ✅	0 ✅	<i>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.</i>
Other Incidents (Non-Pollution) with Pilot Error <i>KPI target: 0</i>	0 ✅	0 ✅	0 ✅	0 ✅	<i>This KPI counts occurrences where actual or apparent collision, allision or grounding or navigational occurrence results in personal injury or property damage, with pilot error a contributing factor. (Pilot injury associated with noncompliant transfer arrangements reported under Unsafe Transfer Arrangements.)</i>

Diversity, Equity, and Inclusion

	2023 Q1	2023 Q2	2023 Q3	2023 Q4																														
DEI Committee Meetings <i>KPI target: 1 meeting per quarter or more</i>	❌ NONE	✅ June 5 DEI Steering Committee	✅ July 6 DEI Steering Committee	❌ NONE																														
DEI Events Attendance and/or Sponsorship <i>KPI target: 3 events per year or more</i>	<table border="1"> <thead> <tr> <th>Year</th> <th>Date</th> <th>Event</th> <th>Location</th> <th>Atten.</th> <th>Spons.</th> </tr> </thead> <tbody> <tr> <td>2023</td> <td>Mar 1-2</td> <td>Women in Maritime Leadership</td> <td>Vallejo CA</td> <td>✅</td> <td>✅</td> </tr> <tr> <td>2023</td> <td>Aug 23</td> <td>Women Offshore Inclusion Summit</td> <td>Online</td> <td>✅</td> <td>✅</td> </tr> <tr> <td>2023</td> <td>Oct 11-13</td> <td>Pride in Maritime</td> <td>Online</td> <td>✅</td> <td>✅</td> </tr> <tr> <td>2023</td> <td>Oct 25-27</td> <td>Women Offshore Conference</td> <td>Houston TX</td> <td>✅</td> <td>✅</td> </tr> </tbody> </table>				Year	Date	Event	Location	Atten.	Spons.	2023	Mar 1-2	Women in Maritime Leadership	Vallejo CA	✅	✅	2023	Aug 23	Women Offshore Inclusion Summit	Online	✅	✅	2023	Oct 11-13	Pride in Maritime	Online	✅	✅	2023	Oct 25-27	Women Offshore Conference	Houston TX	✅	✅
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Pilot Training and Licensing



2023 OVERVIEW & ACTIVITIES

LEGISLATION

There were no significant legislative bills that impacted the BPC in 2023.

The BPC was invited to a work session of the Senate Transportation Committee (STC) to present on pilotage and DEI initiatives. In addition, Commissioners Sandy Bendixen (pilot representative), Jason Hamilton (public representative), Eleanor Kirtley (marine environment representative), and Mike Ross (foreign flag shipping representative) testified in support of reappointment to the Board by the STC in a confirmation hearing that followed the work session. They provided information regarding their roles on the Board and DEI initiatives currently underway by both the BPC and Puget Sound Pilots.



Above: BPC Chair Sheri Tonn presenting to the STC during a work session on pilotage and diversity. Bottom left: BPC Commissioners Captain Sandy Bendixen (left), Captain Jason Hamilton (center), and Dr. Eleanor Kirtley (right). Bottom right: Captain Mike Ross (virtual). Images courtesy of TVW.

RULEMAKING

Hearing Date	Rule	Description
01/19/2023	WAC 363-116-0751	The purpose of this rulemaking was to update the exam process to better reflect agency practices, goals, and values, as well as to conduct other housekeeping of language to increase clarity to pilot aspirants and applicants, in preparation for the 2024 Marine Pilot Exam.
09/21/2023	WAC 363-116-078	The purpose of the proposed rule language was to decouple the training stipend from training program job requirements, to implement existing practices into the WAC language, restructure certain sections for clarity and flow, and conduct minor housekeeping in preparation for the upcoming 2024 marine pilot exam and training of the successful applicants.





2023 OVERVIEW & ACTIVITIES

PILOTAGE ACTIVITY IN PUGET SOUND

In 2023, Puget Sound Pilots had a total of 7040 revenue-producing assignments, of which 6891 were actual moves and 149 were cancellations. In addition, there were 1267 reported repositions. 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.

The average number of active full-time pilots was 52.3 not including the president, who acts as a full-time administrator (see page 18 for roster of Licensed Pilots). The BPC has authorized 56 pilots for the Puget Sound District (includes president). The average number of assignments per pilot per month in 2023 was 11.4 or 137 assignments per year, with 12% completed by pilots called back from respite.

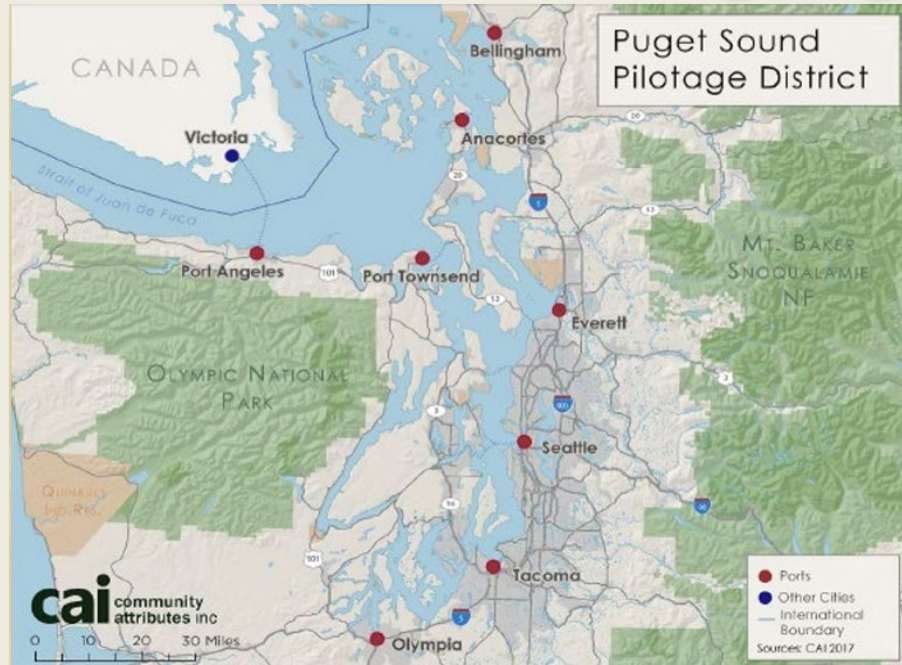


Image courtesy of CAI Community Attributes, Inc., WA State Pilotage Final Report and Recommendations, January 1, 2018.

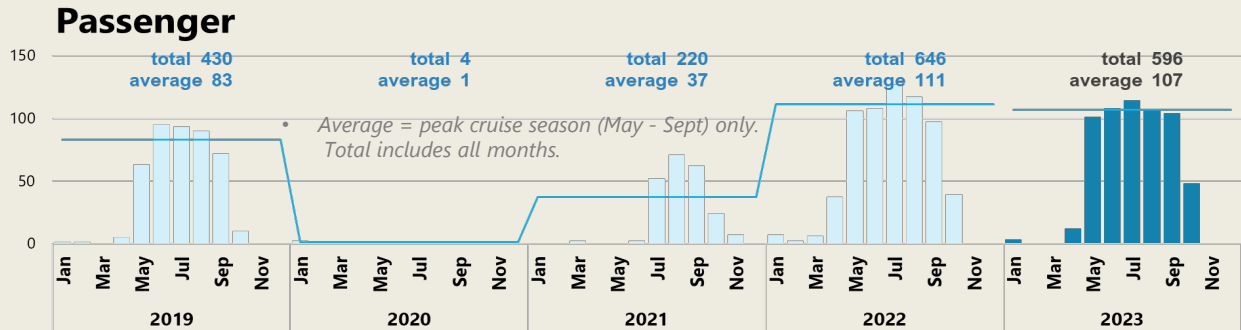
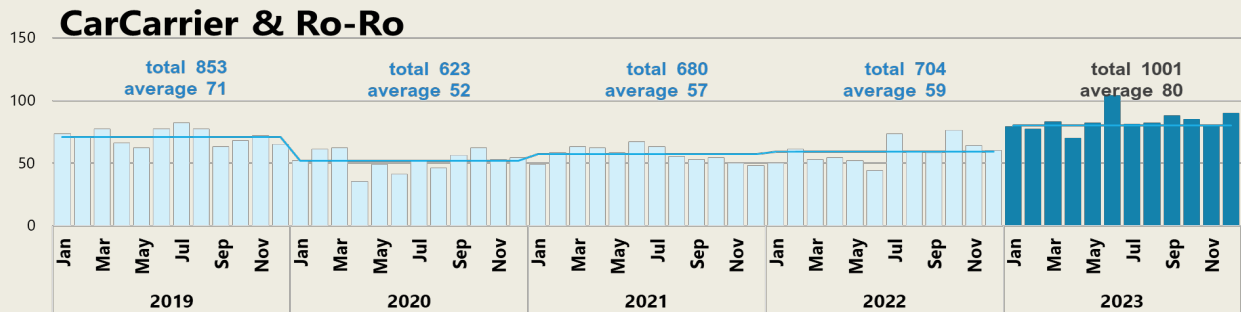
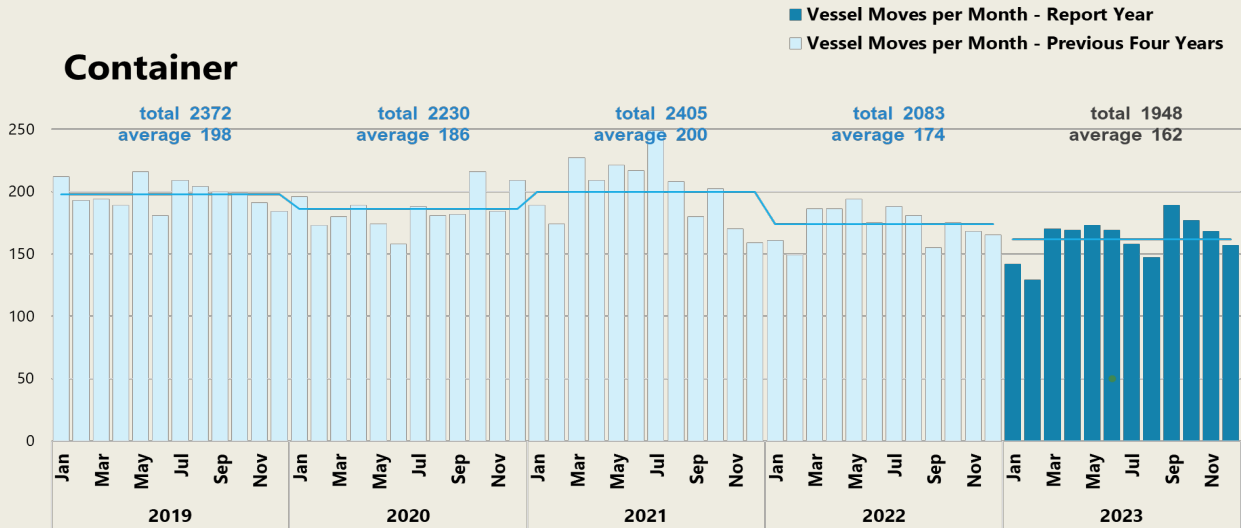
Pilotage activity data for different vessel types is shown on the following pages.

- **Tanker:** For the second year in a row, pilots moved tanker ships and ATBs more than any other vessel type. The majority of these vessels move crude oil and petroleum products to/from refineries in Blaine, Ferndale, Anacortes, and Tacoma. The Department of Ecology regulates [oil refineries and other industrial facilities](#).
- **Containership:** NW Seaport Alliance handled 3 million containers in 2023 (imports & exports, international & domestic). Export container volume increased 7% from 2022. The top 2 containerized exports by volume continued to be hay/forage and frozen potato products. Import container volume decreased 16% from 2022. Imported products consist mainly of manufactured goods. www.nwseaportalliance.com
- **Car Carrier:** NWSA handled 338,917 imported automobiles in 2023, an increase of 95% from 2022.
- **Bulker:** Bulkers carry grain loaded from grain trains at Pier 86 in Seattle and Temco in Tacoma, or other loose cargo such as cement and scrap metal. Bulker traffic decreased 30% from 2022.
- **Passenger:** Cruise ship calls in 2023 were close to 2022 levels and carried 1,778,193 revenue passengers, generating nearly \$900 million economic impact. www.portseattle.gov



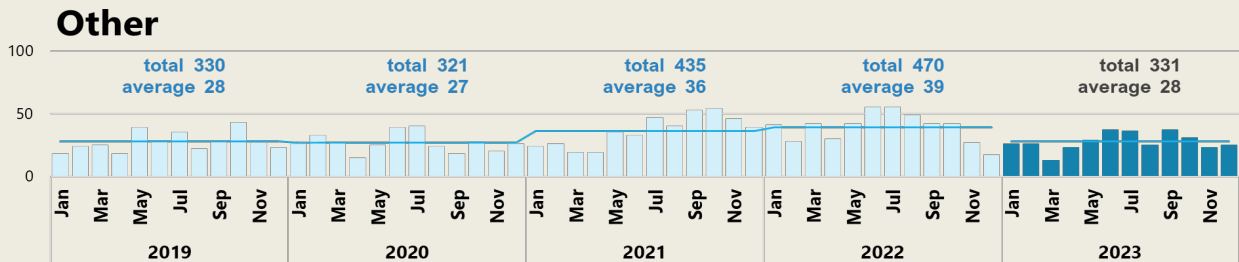
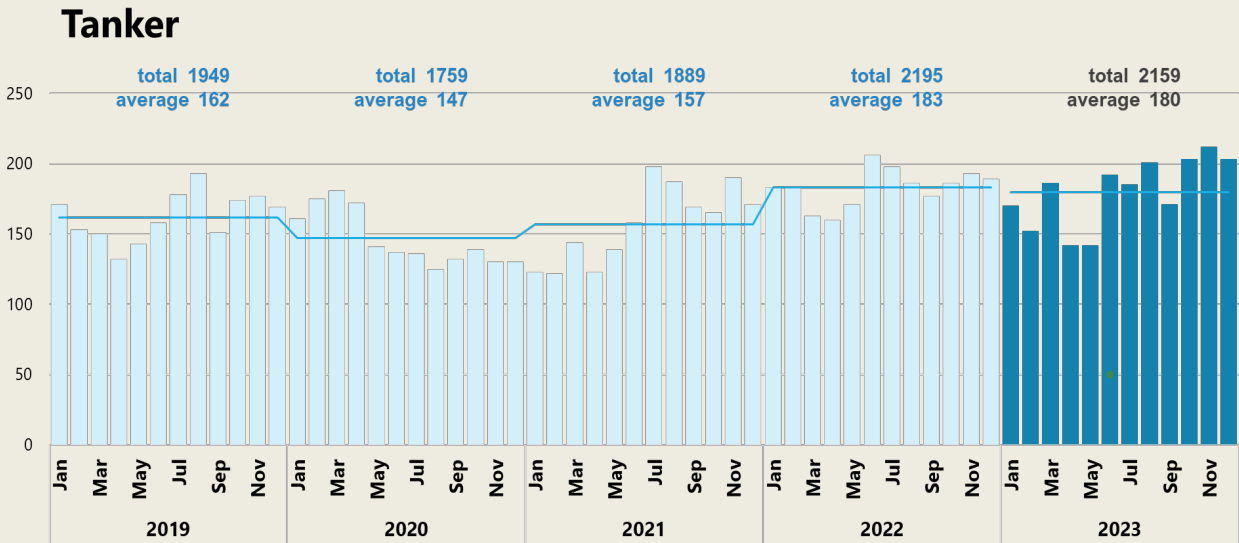
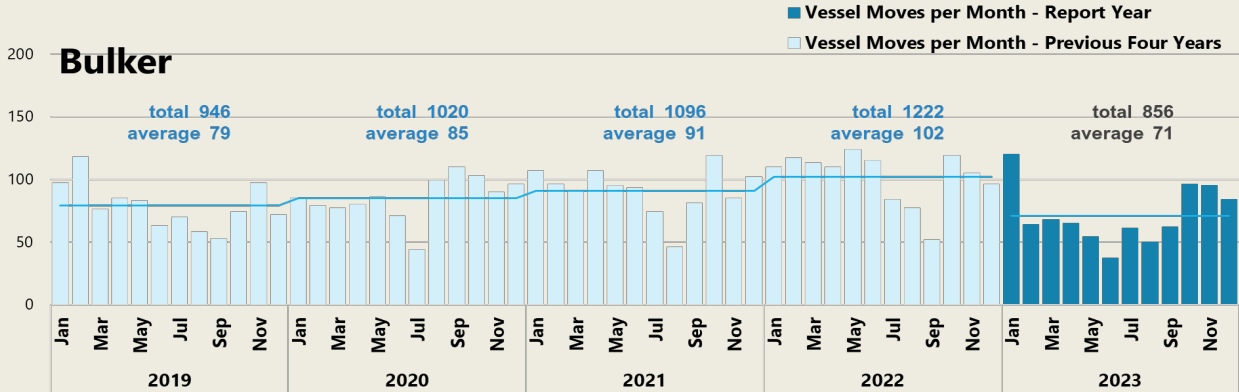
2023 OVERVIEW & ACTIVITIES

PILOTAGE ACTIVITY IN PUGET SOUND



2023 OVERVIEW & ACTIVITIES

PILOTAGE ACTIVITY IN PUGET SOUND





2023 OVERVIEW & ACTIVITIES

PILOTAGE ACTIVITY IN GRAYS HARBOR

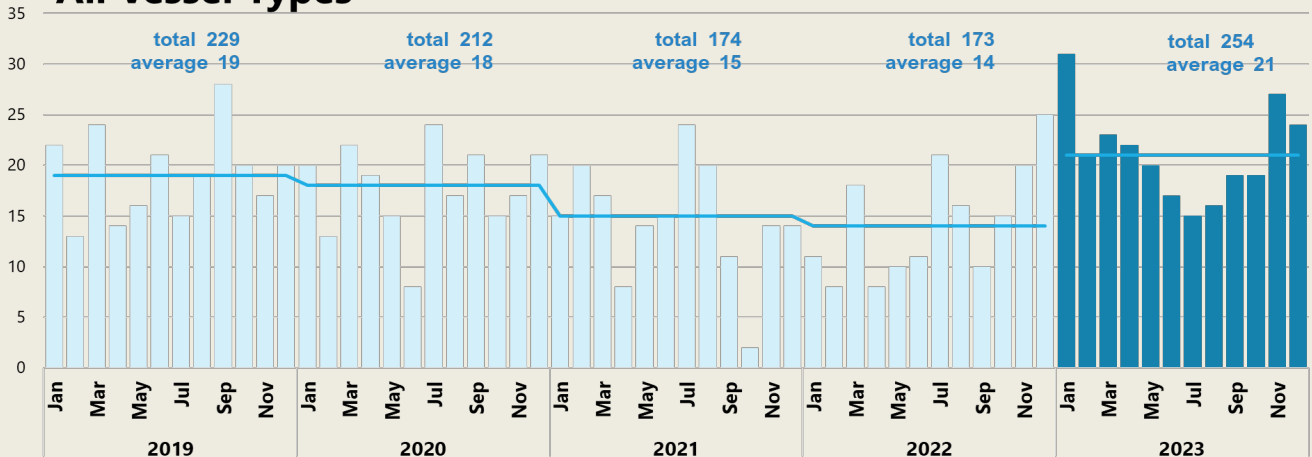
In 2023, the Port of Grays Harbor had a total of 254 piloting assignments (including 5 cancellations), from 93 vessel arrivals. There were 3 active full-time pilots (see page 18 for roster of Licensed Pilots). The Board has authorized 3 pilots for the Grays Harbor District. The average number of assignments per month in 2023 was 7.7 per pilot per month.



The [Port of Grays Harbor Top 10 for 2023](#) included record cargo volume handled at the Port's terminals coinciding with licensing of a third bar pilot. Executive Director Gary Nelson announced he would be retiring in 2024 and Deputy Director Leonard Barnes was chosen by the Port Commission as his successor.

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

All Vessel Types



BPC BOARD, EXPENSES, AND REVENUE




BOARD MEMBERS AS OF 12/31/2023

Position	Name		Appointed	Term Expiration
Chair Designee Asst. Secretary WSDOT Ferries Division	Dr. Sheri Tonn		01/01/2016	N/A
Pilot Gubernatorial Appointment for 4-year Terms	Captain Sandy Bendixen		09/21/2021	12/26/2024
Pilot Gubernatorial Appointment for 4-year Terms	Captain Mike Anthony		01/19/2018	12/26/2023
US Flag Shipping Gubernatorial Appointment for 4-year Terms	Captain Andrew Drennen		01/15/2021	12/26/2027
Foreign Flag Shipping Gubernatorial Appointment for 4-year Terms	Captain Mike Ross		06/29/2021	12/26/2024 5/1/2023 (Ret)
Foreign Flag Shipping Gubernatorial Appointment for 4-year Terms	Captain Rich Firth		08/29/2023	12/26/2024
Public Gubernatorial Appointment for 4-year Terms	Timothy J. Farrell		01/01/2019	12/26/2024
Public Gubernatorial Appointment for 4-year Terms	Captain Jason R. Hamilton		01/03/2020	12/26/2025
Marine Environment Gubernatorial Appointment for 4-year Terms	Dr. Eleanor Kirtley		01/28/2016	12/26/2026
Dept. of Ecology Designee of Director of Ecology	Nhi Irwin		06/22/2021	N/A

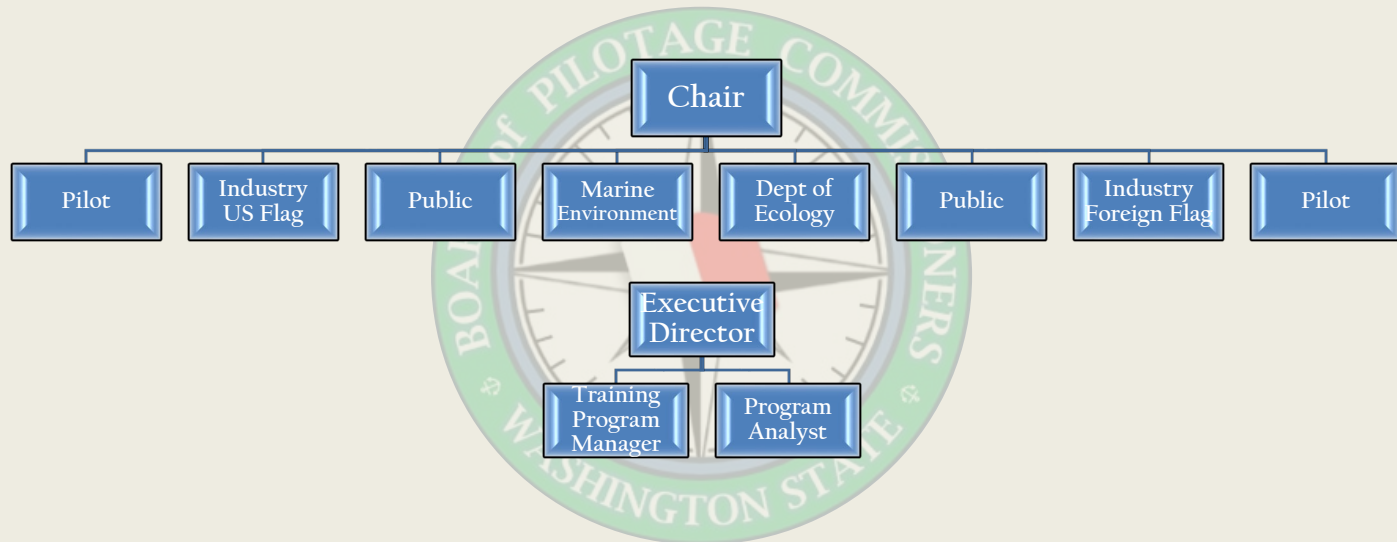


BPC BOARD, EXPENSES, AND REVENUE

BOARD STAFF AS OF 12/31/2023

Position	Name		Hire Date	Term Expiration
Executive Director	Jaimie C. Bever		11/02/2015	N/A
Training Program Manager	Jolene Hamel		09/01/2017	N/A
Program Analyst	Bettina Maki		11/01/2019	N/A

ORGANIZATIONAL CHART – CHAPTER 88.16.010 RCW



BPC BOARD, EXPENSES, AND REVENUE

BPC Revenue

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](#).

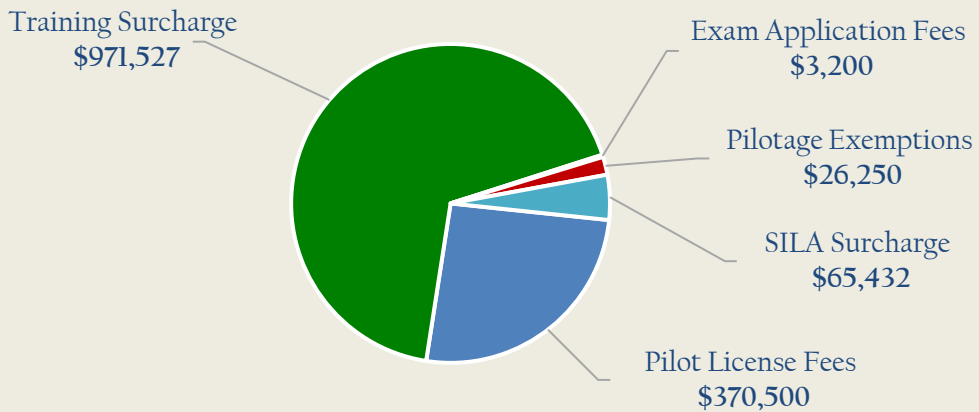
The Board’s budget was approved each biennium by the Washington State Legislature during budget bill sessions in 2021 and 2023. Calendar year 2023 includes the last 6 months of the previous biennium and the first 6 months of the current biennium.

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.

A tariff surcharge to fund self insurance liability premiums (SILA surcharge) ended in June 2023 after being in effect for 6 years.

Revenue	Amount	Percent
Training and Stipend Surcharge	\$ 971,527	67.6%
Annual Pilot License Fees	370,500	25.8%
SILA Surcharge through 6/2023	65,432	4.6%
Pilotage Exemptions	26,250	1.8%
Pilot Exam Applications	3,200	0.2%
TOTAL	\$ 1,436,909	100.0%

BPC Calendar Year 2023 Revenue
Total \$1,436,909



BPC BOARD, EXPENSES, AND REVENUE

BPC Expenses

Expense	Amount	Percent
Trainee Stipends ¹	\$ 693,100	48.5%
Salaries/Benefits ²	394,952	27.6%
Goods & Services ³	220,572	15.4%
Liability Insurance	78,078	5.5%
Legal Services	33,797	2.4%
Travel ⁴	8,093	0.6%
TOTAL	\$ 1,428,592	100.0%

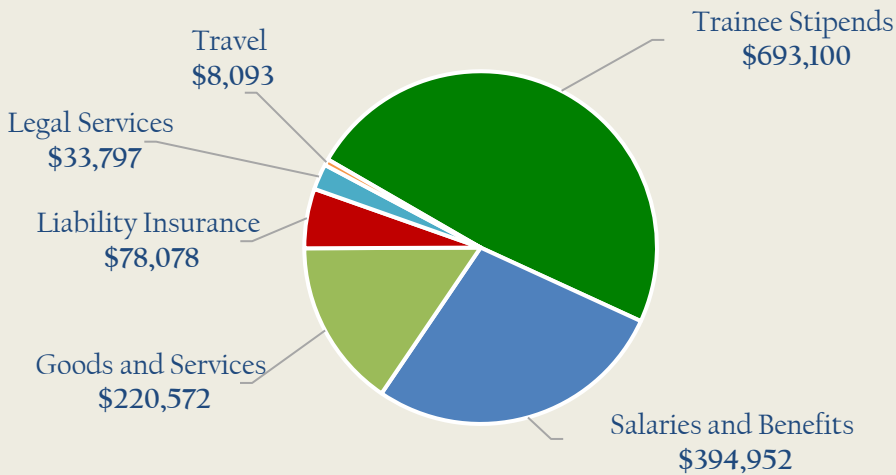
¹ Pilot trainee stipends, funded by a tariff surcharge set by the UTC, were paid to each trainee at a monthly rate of \$8,000 if the stipulations in [WAC 363-116-078\(10\)](#) were met. The number of trainees in the program fluctuated between 6 and 9 throughout the year as trainees finished and became licensed and new trainees started.

² In 2023, Board staff included 3 full-time employees (FTEs). BPC Commissioners also receive nominal per diem compensation.

³ Goods and services purchased in 2023 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.

BPC Calendar Year 2023 Expenses
Total \$1,428,592





LICENSED PILOTS AS OF 12/31/2023

Puget Sound District		
License	Captain	Years
183	Anacker, Scott	11
184	Anthony, Michael	11
201	Bendixen, Sandy	5
221	Bostick, Mark	1
181	Bouma, Blair	12
208	Bozina, Trevor	3
179	Brusco, David	13
186	Carley, Warren (Bud)	10
165	Carlson, Ivan	17
195	Carstensen, James	8
225	Cassee, Matt	<1
191	Coleman, Scott	9
189	Coryell, Tom	10
220	Ekelmann, Robert	1
192	Galvin, Jamie	9
215	Gartner, Ryan	2
202	Grieser, Ken	4
169	Grobschmit, David	16
212	Hannuksela, Matt	3
222	Holland, Larry	<1
199	Hunter, Phil	6
193	Jensen, Brian	9
170	Kalvoy, Jostein	16
182	Kearns, James	11
196	Kelleher, Neil	7
167	Kelly, Pat	17
172	Klapperich, Eric	15
214	Knutsen, Severin	2
206	Kridler, Keith	4

Puget Sound District Cont'd		
License	Captain	Years
194	Lowe, Brad	8
218	Mann, Peter	1
213	McGourty, Neil	3
203	McGrath, Travis	4
207	Melin, David	4
219	Michael, Eric	1
210	Miller, J. Matt	3
216	Moore, Nicholas	2
200	Myers, Rod	6
205	Ninburg, E. Pat	4
223	Riddell, Kevin	<1
198	Rounds, Chris	6
224	Scott, Stephen	<1
180	Scragg, John	13
204	Seamans, Adam	4
156	Semler, Joe	23
174	Semler, Steve	15
177	Seymour, Larry	14
211	Siddell, Joe	3
166	Sliker, William	17
122	Soriano, Don	37
217	Stewart, Andrew	1
176	Thoreson, George	15
209	Velarde, Pete	3
148	von Brandenfels, Eric	28
Licensed Pilots 12/31/2022:		53
Pilots Retired in 2023:		3
Pilots Licensed in 2023:		4
Licensed Pilots 12/31/2023:		54

Grays Harbor District		
License	Captain	Years
15	D'Angelo, Robert	30
18	Leo, Ryan	1
19	Grobschmit, Colby	<1
Licensed Pilots 12/31/2022:		2
Pilots Retired in 2023:		0
Pilots Licensed in 2023:		1
Licensed Pilots 12/31/2023:		3



Puget Sound Pilot Captain Sandy Bendixen docking car carrier JUPITER SPIRIT at the Port of Tacoma in May 2023.

*Retired in 2023: Newman, Alec (35 years)
Bujacich, Jack (17 years)
Henderson, J. David (6 years)*



EXAM, TRAINING PROGRAM, 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 BPC 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 BPC 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.

Term	Definition
Psychometrics	“A branch of psychology concerned with the quantification 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, 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)

Throughout 2023, the BPC prepared for the April 2024 Marine Pilot Exam, under the guidance of a new exam consultant, Dr. Amanda Dainis and her team at Dainis & Co. For the first time in the country, that we are aware of, the Written Exam would be offered via live remote proctoring. This option allows aspirants to access the exam platform from a remote location, even on a vessel at sea. It also greatly reduces the cost of the exam because applicants will not have to travel for this first step in the exam process.

WRITTEN EXAMINATION – REMOTE PROCTORING




- Administered online using a secured testing platform
- Taken at a location of applicants choosing
- All tests taken on April 8, 2024 @ 0900 Pacific Time
- System and Environmental Requirements, such as internet speed, surroundings, and camera will be provided once you are approved by the Board to sit for the exam
- Philosophy and Security Protocols behind Remote Proctoring – Dr.Amanda Dainis, Exam Psychometrician

Screenshot about remote proctoring from the webinar.



EXAM, TRAINING PROGRAM, AND LICENSURE

MARINE PILOT EXAM CONT'D

On November 3, 2023, the exam team including Dr. Dainis, pilots, and BPC staff hosted a webinar for aspirants. They presented information about the BPC and the two pilotage districts, as well as psychometrics, a job task analysis, exam qualifications, and an introduction to live remote proctoring. The webinar is available for viewing on the [BPC website](#) and [YouTube](#) channel.



From left: BPC Training Program Manager Jolene Hamel, Grays Harbor pilot Captain Ryan Leo, BPC Executive Director Jaimie Bever, Puget Sound pilot Captain Sandy Bendixen, and Exam Consultant Dr. Amanda Dainis.

2024 MARINE PILOT EXAM UPDATE

While this annual report is mostly focused on 2023 activities, we are including the results from the 2024 Marine Pilot Exam, which were adopted by the Board during the June 20, 2024 Regular Public Meeting. This final waiting list is below:

2024 PILOT EXAM – FINAL RANKED WAIT LIST

#	Captain	District
1	Ryan Campbell	PS or GH
2	Derek Britton	PS or GH
3	Lucas Shuler	PS or GH
4	Richard Boullion	PS or GH
5	Daniel Bolton	PS
6	Jason Woodworth	PS or GH
7	Drew Butterfield	PS or GH
8	Nick Ahrens	PS or GH
9	Samuel Anderson	PS or GH
10	Darius Rogers	PS or GH
11	Christopher Adams	PS or GH
12	Christian Omdal	PS
13	Conor Sullivan	PS or GH

A NOTE OF GRATITUDE
The exam process is a heavy lift for the BPC. We would like to acknowledge the contributions of the committees, Board members, staff, consultants, and mostly importantly THE PILOTS! Pilots are the subject matter experts and their participation in the exam process is vital to building a list of qualified candidates. We recognize the time and commitment it takes to build an exam.
THANK YOU ALL!



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

In 2023, the BPC codified the decoupling the \$8,000 monthly training stipend from training program trip requirements. Trainees are, however, still required to complete the program within the specified timeline of 36 months for Puget Sound and 30 months for Grays Harbor.



Puget Sound Trainee Captain George Fleischfresser on the HONIRA CHIEF backing out of the East Waterway in Seattle. Picture courtesy of Puget Sound Pilots.



EXAM, TRAINING PROGRAM, AND LICENSURE

PILOT TRAINING PROGRAM CONT'D

Once a trainee successfully completes the program within the pilotage district of choice, and the BPC 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 BPC 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.

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



The path to become a licensed maritime pilot in Washington State is a multi-step process consisting of qualification, examination training, and finally, licensure.

- US Citizen
- Written Exam
- Observation
- Federal pilotage for either district prior to licensure
- Limited license for 5 years
- USCG MMC of at least 1600 GT
- Simulator Eval.
- Training
- Upgrade program
- 1-2 Years Sea Service
- Min. Passing Score
- Evaluation
- Max 36 month
- Position on Wait List for Training



EXAM, TRAINING PROGRAM, AND LICENSURE 2021 PILOT EXAM – WAITING LIST AND LICENSE STATUS (as of 9/1/2024)

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



From left: Puget Sound pilot trainees Captains Sturgell, Mancini, and Fleischfresser, and Puget Sound Pilot Captain John Scragg during simulator training at MITAGS-West. Image courtesy of Puget Sound Pilots.



DIVERSITY, EQUITY, AND INCLUSION OVERVIEW

The BPC is committed to increasing diversity, equity, and inclusion among pilot trainees and pilots of Washington state. Our vision aligns with the Washington State Office of Equity created by the legislature in 2020. The BPC welcomes and explores new ideas and creative solutions. This is the ninth year of including a report on diversity initiatives in the BPC’s Annual Report and we will continue to pursue diversity, equity, and inclusion in the pilotage pipeline, and among state licensed pilots.

In 2023, the BPC continued to connect with a diverse population of mariners as well as to provide an open forum for pilot aspirants to ask questions and get an in depth look at the pilot exam, training, and post training experience. Information about these initiatives are described in this report. The BPC’s Diversity, Equity, and Inclusion Committee (DEIC) continues to research and consider potential barriers faced by a broad range of the community to becoming a maritime pilot. The Committee’s primary focus is engaging with and recruiting women, BIPOC (Black, Indigenous, and People of Color), and LGBTQ+ mariners already in the maritime pipeline. The BPC recognizes the importance of raising awareness among young people of all backgrounds about the benefits of a career in the maritime industry and supports these efforts through organizations such as [Sea Potential](#), [Youth Maritime Collaborative](#), and [Maritime High School](#). The BPC is charged with ensuring qualified pilotage in Washington State. Throughout the history of pilotage, the seafaring profession has been comprised primarily of white males. The BPC is committed to broadening the pool of candidates for licensure and attracting a more diverse workforce of qualified candidates.



From left: Mia Mlekarov, Maritime Highschool, Ed Garrahy, Glosten, and Puget Sound Pilots' Captains Trevor Bozina and Mark Bostick at Maritime High School's Career Fair. Image courtesy of Puget Sound Pilots.

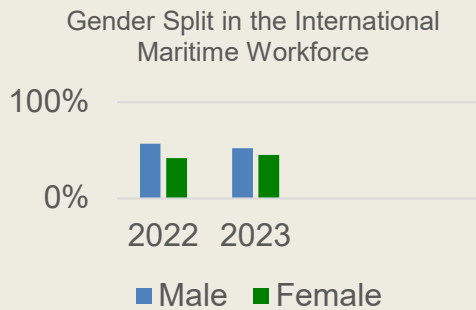


DIVERSITY, EQUITY, AND INCLUSION

DIVERSITY IN MARITIME

Finding data representative of diverse populations in maritime is no easy task. In 2018, a first-of-its-kind organization, the Diversity Study Group (DSG), formed in the UK and is “dedicated to diversity, equity, and inclusion (DEI) in the workplace across the global shipping and maritime sectors”¹. DSG founder Heidi Heseltine describes their initiative to gather and benchmark diversity, equity, inclusion, and belonging data as “a key step forward for the maritime industry”². In their 2023 Annual Review³, the Diversity Study Group revealed their findings on the status of diversity in the international shipping industry. The gender split chart below shows the progress of closing the gender gap since last year.

While the DSG’s 2023 Annual Review shows that women appear to have increased representation across several maritime sectors, women still only represent about 2% of the global offshore maritime workforce. This continues to make the pilotage pipeline pool a small one. Clearly, the work must continue to make going to sea a more attractive option for women.



Based on data found in the DSG 2023 Annual Review. This chart includes both shoreside and offshore maritime workers.

Regarding ethnic diversity, DSG found that shoreside leadership roles increased among “Asian, Middle Eastern, Hispanic, and other ethnicities”³. However, there was no information available about ethnic diversity specifically in leadership roles on the water, which would include pilotage. Per Heidi Heseltine “This year’s results reinforce what we know about the pathway to progress in DEI, which is that there is no ‘one-size-fits-all’ solution... Top-level DEI priorities are still critical, but any actions must be nuanced”³.

There continues to be very little public data available, specific to diversity in state pilotage nationally. The BPC continues to seek this information.

1. <https://diversitystudygroup.com/#home-row2>

2. <https://diversitystudygroup.com/news/>

3. <https://diversitystudygroup.com/strong-links-between-diversity-and-good-leadership-in-shipping-revealed-in-dsg-2023-annual-review/>



Above: Image courtesy of Cal Maritime.

Middle from left: PS Pilot Trevor Bozina, Chief Mate Fiona Boyle, Vice Admiral Joanna M. Nunan, and PS Pilot and BPC Commissioner Sandy Bendixen at the Cal Maritime Women in Maritime Leadership Conference.

Below from left: Port Engineer Brannon Massey, PS Pilot Sandy Bendixen, and Wireline and Perforating Engineer Nayera Tawfik lead a panel titled Know Your Power: Using Your Voice (and Making it Heard!) at the WIML conference.



DIVERSITY, EQUITY, AND INCLUSION

DEI RECRUITING FOR PILOTAGE

Maritime pilots are among the most experienced and skilled mariners in the industry. The experience, knowledge, and skill required to qualify as 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 to WA State-licensed pilot. Consequently, the average age of a newly licensed pilot in Washington is 43. This, when combined with the low representation of Women, BIPOC, and LGBTQ+ mariners in the maritime industry, represents the greatest barrier to diversification of licensed pilots and leads to three significant conclusions regarding recruitment of new pilots.



1. Diversity is a Long-term Challenge. Given low Women, BIPOC, and LGBTQ+ representation currently in the maritime industry, the pool of candidates will continue 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.



DIVERSITY, EQUITY, AND INCLUSION

DEI RECRUITING FOR PILOTAGE CONT'D



1. **Diversity is a Long-term Challenge cont'd.** While these initiatives are encouraging, they do not represent a comprehensive strategy. A comprehensive strategy 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. Such a strategy can be undertaken at any geographic scale and would most likely achieve success at a regional scale.

2. **Diversity requires Broad and Deep Collaboration.** Further, given low women, BIPOC, and LGBTQ+ representation currently in the maritime industry, 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.



A sampling of Puget Sound Pilots 2023 initiatives include:

- Mentoring students at Maritime High School and providing opportunities to learn more about a career in maritime;
- Visiting with teachers and students who participate in the Core Plus Maritime curriculum;
- Facilitating opportunities to experience shiphandling in a simulator at MITAGS-West for middle and high schoolers participating in programs such as Sea Potential;
- Sponsoring and attending a virtual career fair hosted by Women Offshore;
- Sponsoring and attending conferences focused on maritime diversity; and
- Visits and presentations to various elementary schools around the region.



3. **Innovation May Accelerate the Process.** The charge of the 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



DIVERSITY, EQUITY, AND INCLUSION DEI RECRUITING FOR PILOTAGE CONT'D

3. Innovation May Accelerate the Process Cont'd.

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](#).



Another innovation adopted in recent years is Puget Sound Pilots' [Maternity Policy](#), the first of its kind in the nation. PSP recognized that “pregnancy and childbirth is a formidable obstacle to those pursuing a sea-going career”. The new policy provides extended medical leave by combining a maternity leave with existing major medical.

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 Diversity, equity, and inclusion action calls for the BPC to:

- 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.



From left: Louisiana State Commissioned Crescent River Port Pilot on the Lower Mississippi River Captain Jeanne Ferrer and Puget Sound pilot Captain Trevor Bozina at the 2023 Women Offshore Conference.



OIL TRANSPORTATION SAFETY

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.

ESHB 1578 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 (ATBs) 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.

Deliverables:

- Interagency Agreement with Ecology;
- Interpretive Statement regarding tug escort requirements;
- Geographic zone identification to inform analysis;
- Synopsis of changing vessel traffic trends;
- Tug escort risk model;
- Modeling analysis for tug escorts; and
- Tug escort rules and period review.





OIL TRANSPORTATION SAFETY

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:

- | |
|--|
| <ul style="list-style-type: none"> • Rosario Tug Escort Implementation (by September 1, 2020)
 BPC – outreach, interpretive statements, and enforcement
 ECOLOGY – provide technical assistance |
| <ul style="list-style-type: none"> • Geographic Zone Identification (by September 1, 2020)
 BPC – lead process and make final decisions to identify and define zones
 ECOLOGY – provide technical assistance |
| <ul style="list-style-type: none"> • Synopsis of Changing Vessel Traffic Trends (by December 31, 2021)
 BPC – develop scope and review, approve and submit final synopsis to the Legislature
 ECOLOGY – provide technical assistance, develop synopsis |
|  <ul style="list-style-type: none"> Develop and Maintain Risk Model (by September 1, 2023)
 BPC – provide technical assistance
 ECOLOGY – develop and maintain risk model, and consult with tribes and stakeholders |
|  <ul style="list-style-type: none"> Report to the Legislature Regarding Emergency Response Towing Vessel (by September 1, 2023)
 BPC – provide technical assistance
 ECOLOGY – assess whether an emergency response towing vessel (ERTV) will reduce oil spill risk and deliver report to the Legislature |
|  <ul style="list-style-type: none"> Analysis of Tug Escorts Using Risk Model (by September 1, 2023)
 BPC – develop and approve analysis scope
 ECOLOGY – provide technical assistance, perform analysis and outreach activities, write and submit summary to the Legislature |
| <ul style="list-style-type: none"> • Conduct Tug Escort Rulemaking (by December 31, 2025)
 BPC – making final decisions regarding tug escort requirements and adopt rules, and provide technical assistance
 ECOLOGY – lead rulemaking process and outreach efforts, and conduct regulatory analysis |

2023 DELIVERABLES

ESHB 1578 directs the Department of Ecology, by September 1, 2023, to develop a [Risk Model](#) and provide to the Legislature an analysis of tug escorts using the model. Ecology was also required to use the model to provide an analysis of whether an Emergency Response Towing Vessel (ERTV) could help reduce the risk of an oil spill.

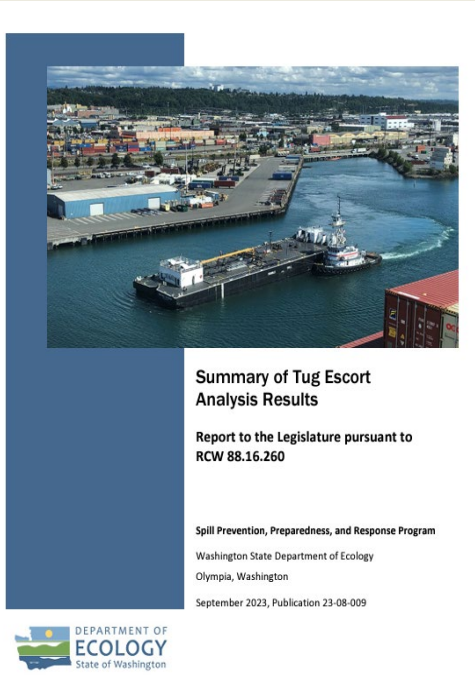


OIL TRANSPORTATION SAFETY

2023 DELIVERABLES CONT'D

Throughout 2023, the BPC and Ecology rulemaking team held a series of workshops. Each series contained three meetings consisting specifically for Stakeholders, Tribal Governments, and the BPC’s Oil Transportation Safety Committee (OTSC). The workshops were as follows:

- **May Workshop 1** – Topics: Rulemaking Overview & Scope, Existing Escort Requirements, Rule Inputs, Decision Points, and Audience Thoughts.
- **June/July Workshop 2** – Topics: Rulemaking Overview & Scope, Escort Tug Functionality, Next Workshop-Ideas for Escort Options.
- **September/October Workshop 3** – Topics: Rulemaking Overview & Scope, Summary of Workshops 1 & 2, Discussion Topic-Ideas for Escort Alternatives.
- **October 31 Public Session** – Rulemaking Overview & Scope, Summary of Workshops, Next Steps.
- **December Workshop 4** – Topics: Results of the Tug Escort Analysis.



By September 1, 2023, ESHB 1578 required that the BPC submit to the legislature a Summary of Tug Escort Analysis Results. The BPC approved the scope of the report, and the Department of Ecology prepared the document as directed by the scope.



While the report provided data to assist with the rulemaking, it is only one of many inputs the BPC is directed to take into consideration.





Crowley assist tug ATHENA. Courtesy of Pacific Maritime Magazine.

OIL TRANSPORTATION SAFETY

TUG ESCORTS FOR OIL TANKERS

RCW [88.16.020](#) 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 Tons	Escort Tug
Crowley CHIEF	4800	Voith	56		Y	105	36	15	1999	275	Y
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 VIGILENT	6772	Z-Drive	91		Y	100	40	17	2007	194	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 HENRY FOSS	4700	Voith + Z	52	38	Y	94	36	12	1982	194	Y
Foss LINDSEY FOSS	8000	Voith	79	66	Y	138	46	19	1993	456	Y
Foss WEDELL FOSS	4700	Voith + Z	52	38	Y	94	36	12	1982	194	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



MARINE SAFETY OCCURRENCES, INCIDENTS, AND PILOT LADDER SAFETY

PILOT’S REPORT OF MARINE SAFETY OCCURRENCE (MSO)

WAC 363-116-200(1)(b) requires that 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 as soon as possible after the near-miss occurrence, but in no event more than ten days afterwards. If a pilot trainee is involved, both the pilot trainee and the supervising pilot shall file a Report of Marine Safety Occurrence. 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. A state licensed pilot or pilot trainee may also use this form on a voluntary basis for reporting out of the ordinary occurrences or concerns for navigational safety encountered or observed during the course of piloting a vessel as well as safety issues encountered or observed on the vessel, the dock, or in the area around the vessel.

MSO REPORTS FILED IN 2023

Pilotage District	Near-Miss MSOs	Other MSOs	Total MSOs
Puget Sound	14	46	60
Grays Harbor	0	3	3

In 2023, Puget Sound Pilots continued to document issues they encounter on vessels in Puget Sound via MSO filings with the BPC. These reports are discussed individually at each Board meeting and frequently results in requests for additional information from the USCG as well as inquiries from the BPC directly to the owners of the vessels.

PILOT’S REPORT OF INCIDENT

WAC 363-116-200(1)(a) states that 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 as soon as possible after the incident, but in no event more than ten days afterwards. If a pilot trainee is involved, both the pilot trainee and the supervising pilot shall each file a Report of Incident. 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.

INCIDENT REPORTS FILED IN 2023

Pilotage District	Incidents	Description	Board Ruling
Puget Sound	1	M/V NAVIOS CENTAURUS 6/6/2023 - While the vessel was departing from Pier 86, the southernmost 40ft of catwalk to the south mooring dolphin gave way/failed, collapsing into the water. There were no injuries or apparent damage to the ship or any other vessels, property, or environment.	Incident with no pilot error.
Grays Harbor	0	N/A	N/A



MARINE SAFETY OCCURRENCES, INCIDENTS, AND PILOT LADDER SAFETY

PILOT LADDER SAFETY

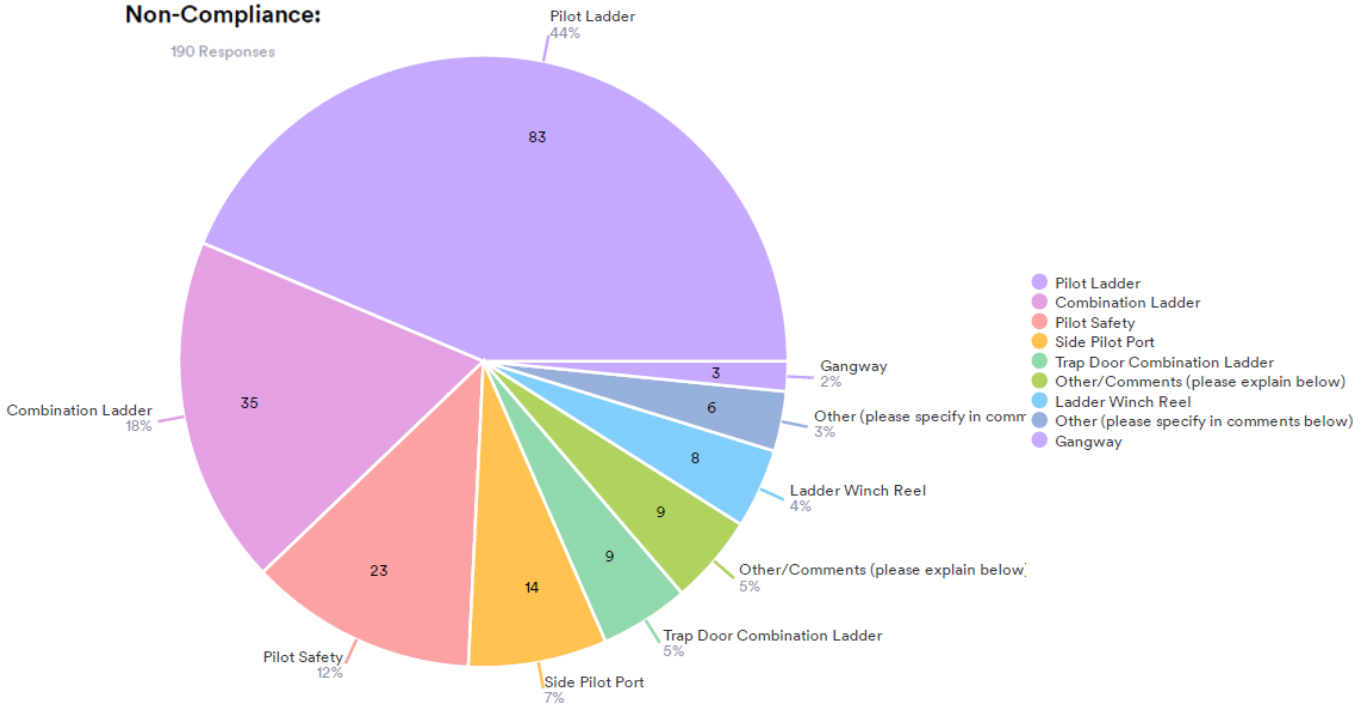
During 2023, the importance of pilot transfer arrangement safety was amplified by several deaths and serious injuries to pilots all over the world due to pilot ladder failures. The BPC's Pilot Safety Committee, which includes representation from both Puget Sound and Grays Harbor pilots, continued leading the industry in gathering and sharing data regarding dangerous transfer arrangements. In June of 2023, Puget Sound Pilots issued a Pilot Transfer Arrangement Safety Newsletter documenting issues from districts around the world, shining a broad spotlight on this serious topic. The multi-page newsletter can be found on the [PSP website](#).

Pilots voluntarily submit Pilot Ladder Safety Reports which route through the pilots to the BPC for tracking. The below charts provide data received in 2023:



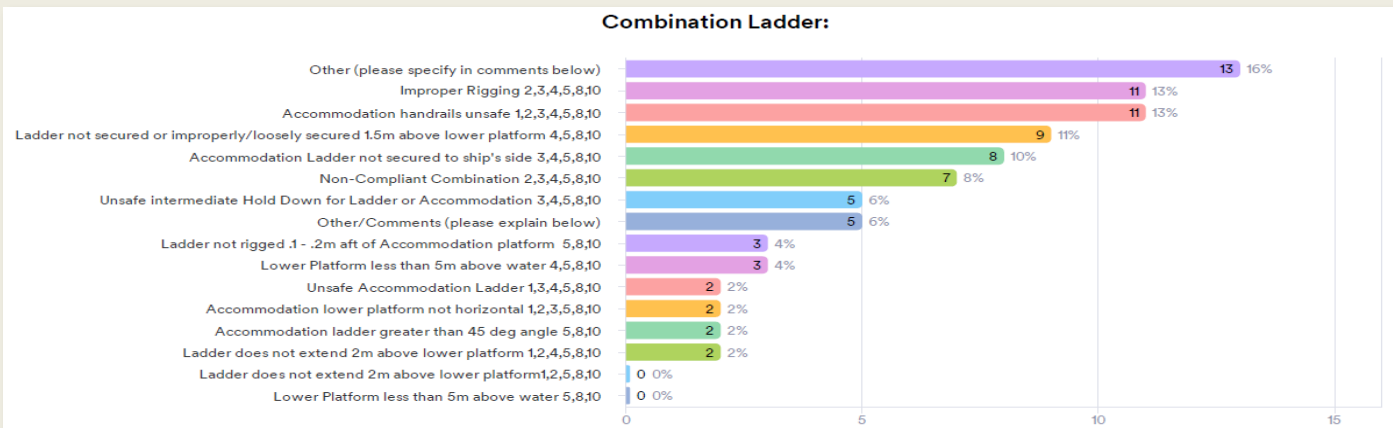
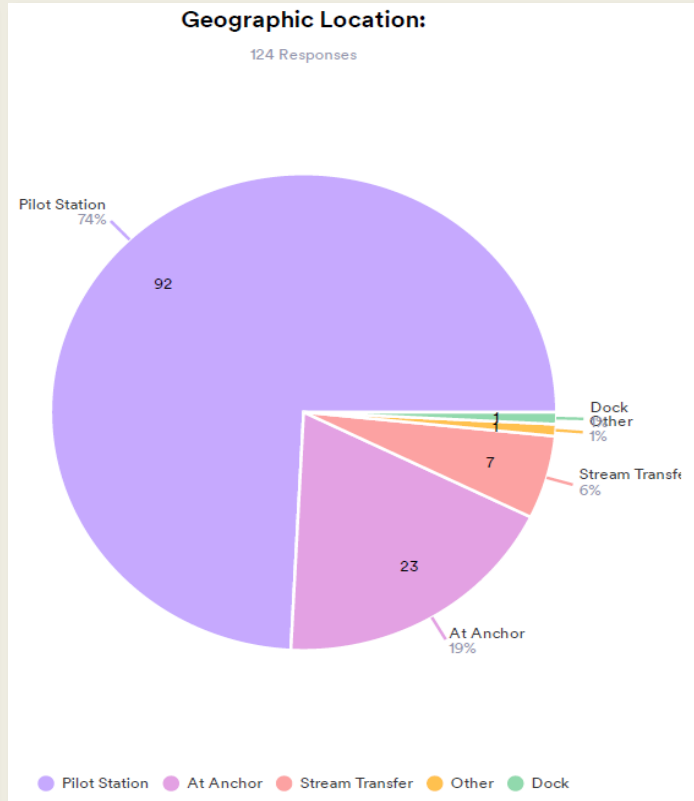
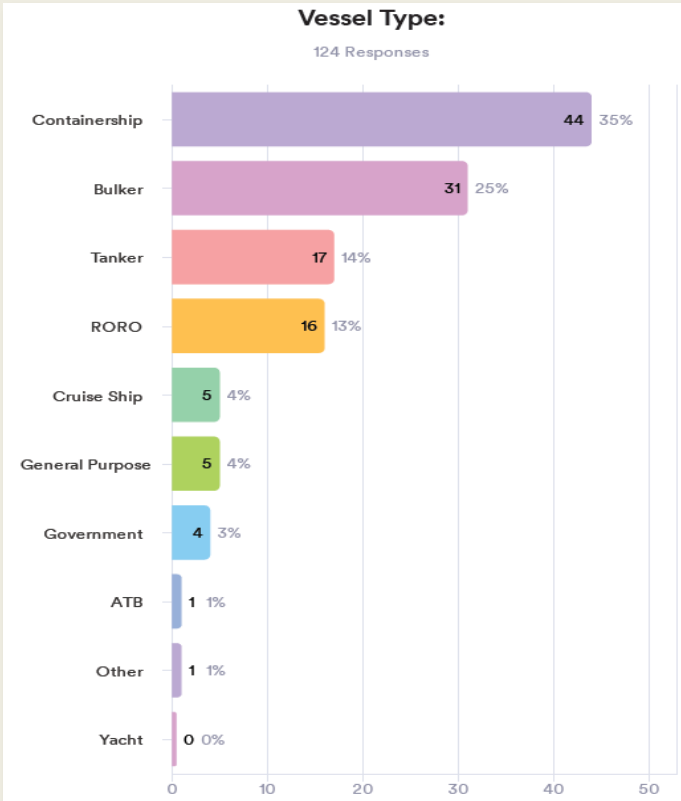
Non-Compliance:

190 Responses



MARINE SAFETY OCCURRENCES, INCIDENTS, AND PILOT LADDER SAFETY

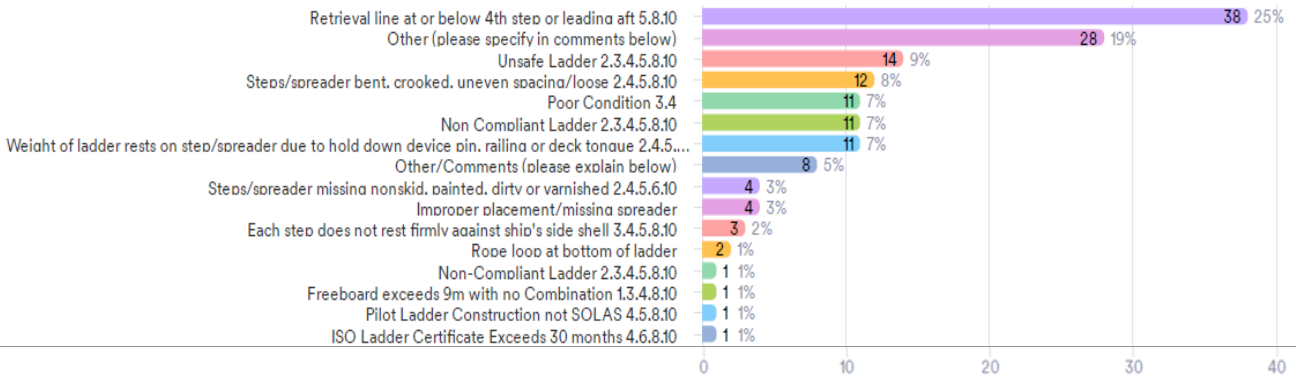
PILOT LADDER SAFETY CONT'D



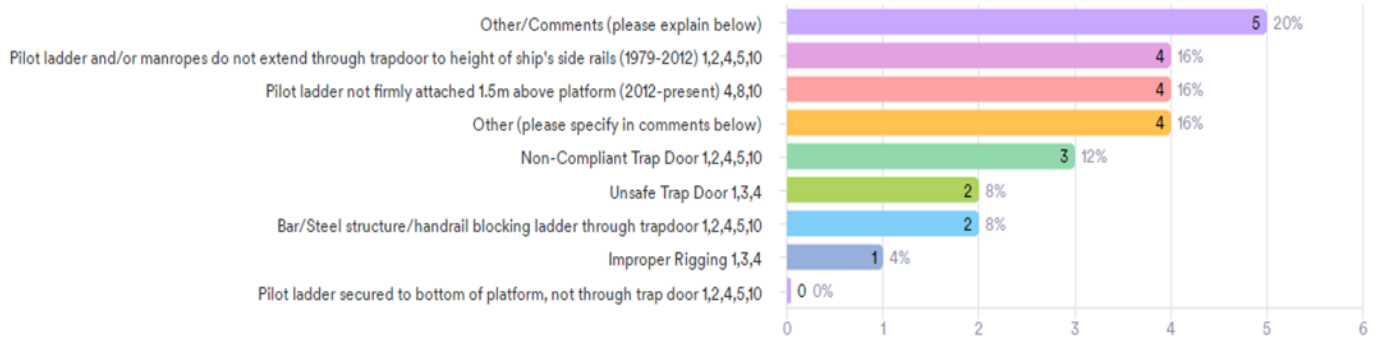
MARINE SAFETY OCCURRENCES, INCIDENTS, AND PILOT LADDER SAFETY

PILOT LADDER SAFETY CONT'D

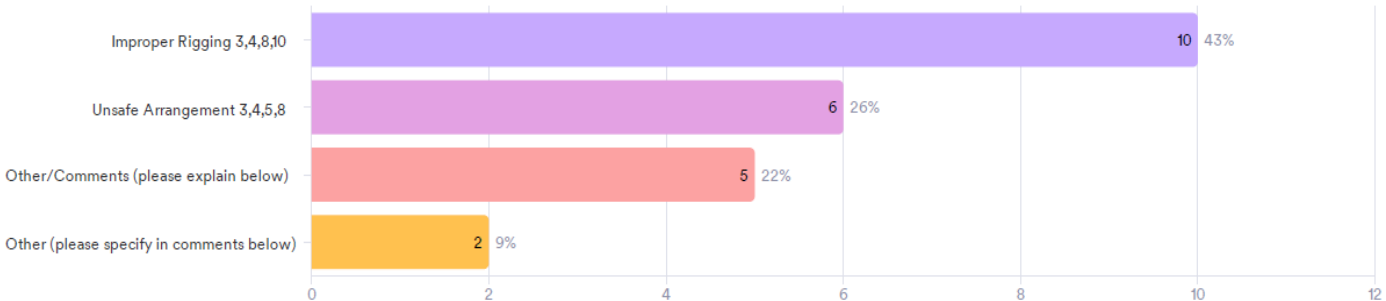
Pilot Ladder:



Trap Door Combination Ladder:



Side Pilot Port:





EXEMPTIONS FROM PILOTAGE OVERVIEW

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) 452-4555 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!

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.

Above: LADYL received an exemption from pilotage during the 2023 season.

Image courtesy of Marine Traffic, @Great Lake House.

Left: The BPC’s flyer regarding mandatory pilotage, which is shared on the BPC’s website and social media accounts.

2023 ROSTER OF PILOTAGE EXEMPTIONS

Cert #	Vessel Name	LOA (FT)	GT	Operator	Registry	Pilot Orientation	Restrictions
23-01R	VICTORIA CLIPPER V	167	910	Various	Cyprus	No	Yes
23-02 N	HARMONY	130 FT	298 GT	Hernandez	Marshall Isl.	Yes	Yes
23-03 R	POPEYE	142 FT	462 GT	Wells	Cayman Isl.	No	Yes
23-04 N	FIREFLY	131 FT	288 GT	Bryant & Keamy	Cayman Isl.	Yes	Yes
23-05 R	ICE BEAR	175 FT	614 GT	Hayes	Cayman Isl.	No	No
23-06 N	CHEEMAUN	75 FT	60 GT	Parkins & Burluson	Cayman Isl.	No	No
23-07 N	LADY L	146 FT	463 GT	Davies	Cayman Isl.	Yes	Yes
23-08 N	DRACO	45 FT	16 GT	Cassels	Switzerland	No	No
23-09 R	KURIOSO	56 FT	32 GT	Soland & Lawrence	Switzerland	No	No

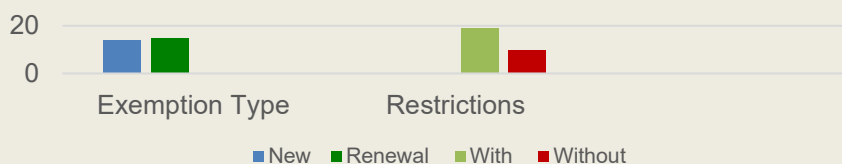


EXEMPTIONS FROM PILOTAGE

2023 ROSTER OF PILOTAGE EXEMPTIONS CONT'D

Cert #	Vessel Name	LOA (FT)	GT	Operator	Registry	Pilot Orientation	Restrictions
23-10 R	CV-9	140 FT	97 GT	Johnson & Gallagher	Cayman Isl.	No	No
23-11 N	FRIENDLY CONFINES	141 FT	498 GT	Evans	Marshall Isl.	Yes	Yes
23-12 R	ALTAVITA	125 FT	299 GT	Thomson	Marshall Isl.	No	No
23-13 R	GRANKITO	65 FT	76 GT	Larraguibel	Cayman Isl.	No	Yes
23-14 N	NOORDERZON	118 FT	276 GT	Blet	Jamaica	Yes	Yes
23-15 N	FIGARO	130 FT	335 GT	Staine	British	Yes	Yes
23-16 R	ARROWHEAD	113 FT	193 GT	Cullen	Marshall Isl.	Yes	Yes
23-17 N	LOHANKA	132 FT	427 GT	Bertuello	Cayman Isl.	No	Yes
23-18 R	ST. EVAL	114 FT	215 GT	Milla	Cayman Isl.	No	No
23-19 R	TESS	120 FT	244 GT	Milla	British	No	No
23-20 N	SEA GYPSY	52 FT	64 GT	Sparks	Marshall Isl.	No	No
23-21 R	TAMSEN	172 FT	463 GT	Catlett	British	No	Yes
23-22 R	GAYLE FORCE	96 FT	190 GT	Whittaker	Marshall Isl.	No	Yes
23-23 R	MIRA TWO	110 FT	219 GT	Papa & Oral	Jamaica	Yes	Yes
23-24 R	AFTER EIGHT	151 FT	498 GT	Holliss & Lindsay	Isle of Man	No	Yes
23-25 N	OUR THEORY	80 FT	127 GT	Collier & Richmond	Marshall Isl.	No	Yes
23-26 R	EVVIVA	164 FT	492 GT	Klinkert & Sethman	British	No	Yes
23-27 N	ASTA	45 FT	13 GT	Svensson's	Swedish	No	No
23-28 N	CELTIC PRIDE	95 FT	194 GT	Colebank	Marshall Isl.	No	Yes
23-29 N	TCB	164 FT	466 GT	Kidd	Jamaica	Yes	Yes

2023 Exemptions



M/Y FRIENDLY CONFINES.
Image courtesy of Marine Traffic, @ Stephen Linville.

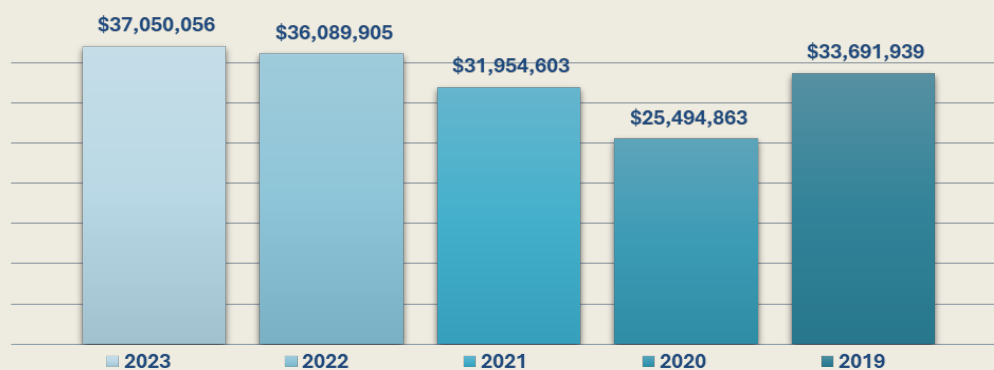


PILOT COMPENSATION, REVENUE, AND EXPENSES

PUGET SOUND PILOTS

	2023	Per pilot @ 53.8	2022	Per pilot @ 53.5
TOTAL PILOTAGE REVENUE <i>(Note 1)</i>	\$37,050,056	\$688,873	\$36,089,905	\$674,250
Operating Expenses <i>(Note 1)</i>				
Seattle Office	-15,836,759	-294,454	-15,669,500	-292,745
Port Angeles Station	-355,122	-6,603	-304,167	-5,683
Pilot Boats	-2,197,307	-40,855	-2,210,672	-41,301
Total Operating Expenses	-18,389,188	-341,911	-18,184,339	-334,521
Balance of Revenue Pool Before Reimbursements to Pilots <i>(Note 2)</i>	18,660,868	346,962	17,905,566	339,729
Reimbursement Pilots' Disability Ins.	-234,339	-4,357	-279,859	-5,228
Annual Earnings after Deductions (for Distribution to Pilots) <i>(Note 3)</i>	\$18,426,529	\$342,605	\$17,625,707	\$329,292

TOTAL YEARLY PILOTAGE REVENUE PUGET SOUND DISTRICT



Notes:

1. Pilotage Revenue and Expenses exclude BPC Training Surcharge and BPC SILA Surcharge.
2. Reimbursements to Pilots are for individual out-of-pocket allowance for disability insurance.
3. Information drawn from PSP 2022 and 2023 Audited Financial Statements. Some rounding may apply. The number of pilots receiving distribution is higher than the number of licensed pilots reflected in the '2023 Pilotage Activity in Puget Sound' section on page 10 because pilots may be eligible to receive distribution after surrendering their license, if they have unused leave.



PILOT COMPENSATION, REVENUE, AND EXPENSES

PUGET SOUND PILOTS

Seattle Office Operating Expenses	2023	2022
Attorney Fees	904,212	878,093
Callback days	248,950	638,334
BPC SILA Contribution per Senate Bill 5096	-	150,000
Computer Maintenance	341,978	293,689
Computer Programming	14,473	7,136
Conferences	34,975	58,380
Consulting Services	375,827	317,825
CPA Fees	87,935	88,157
Depreciation & Amortization	365,182	10,567
Drug Testing	5,890	15,094
Dues	181,424	185,580
Employee Benefits	241,462	205,783
Employee Salaries	1,120,207	916,244
Equipment Leases	-	304,189
Insurance	268,195	204,499
Interest	82,994	27,946
License Fees – Pilots	357,500	392,551
Lobbyist	75,705	75,250
Medical Insurance – Pilots	1,740,783	1,734,359
Office Maintenance & Repair	6,044	9,078
Miscellaneous	22,826	27,101
Office Supplies	86,255	47,399
Payments to Retired Pilots/Widows	6,283,057	6,002,516
Payment to Retired Former Executive Director	69,502	69,502
Pilot Training	317,761	362,321
Printing & Publications	13,757	14,876
Rent & Parking	213,034	187,859
Taxes on Payroll	88,509	66,278
Taxes on Revenue	735,746	679,681
Taxes, other	3,938	1,183
Travel, Entertainment, Promotion	1,396,806	1,573,385
Telephone & Communications	28,496	11,587
UTC Regulation Fees	123,336	113,058
Seattle Office Total	15,836,759	15,669,500



PILOT COMPENSATION, REVENUE, AND EXPENSES

PUGET SOUND PILOTS

Port Angeles Station Operating Expenses	2023	2022
Depreciation	36,918	39,533
Education	351	-
Food	112,841	99,829
Insurance	2,300	5,940
Lodging	-	694
Maintenance and Repairs	107,576	57,395
Rent, Tideland Lease	4,816	3,735
Supplies	24,366	25,745
Taxes on Property	11,038	13,089
Telephone & Communications	27,199	29,784
Utilities	27,717	28,423
Port Angeles Total	355,122	304,167
Pilot Boat Operating Expense	2023	2022
Depreciation	28	28
Employee Benefits	308,047	273,446
Employee Salaries	920,303	974,968
Fuel of JUAN DE FUCA	234,231	326,430
Fuel of PUGET SOUND	251,461	228,117
Insurance	115,777	93,545
Maintenance & Operation of JUAN DE FUCA	162,529	99,533
Maintenance & Operation of PUGET SOUND	124,484	132,987
Taxes on Payroll	77,008	76,958
Taxes on Property	3,439	4,660
Pilot Boat Operations Total	2,197,307	2,210,672



PILOT COMPENSATION, REVENUE, AND EXPENSES

PUGET SOUND PILOTS

Boats, Property, and Equipment	2023	2022
Port Angeles station building	2,104,532	2,104,532
Port Angeles station furnishings and 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/equipment/computers	781,727	781,727
Portable pilot equipment (PTS)	1,418,456	1,418,456
Total Boats, Property, & Equipment	11,316,631	11,316,631
Less accumulated depreciation & amortization	(9,572,399)	(9,170,272)
Net Boats, Property, & Equipment	1,744,232	2,146,359

Schedule of Employees

<i>Position</i>	<i>Employee</i>
Dispatcher/Clerk	T. Burnell
Deckhand/Engineer	J. Clark
Deckhand/Engineer	M. Marvelle
Deckhand/Engineer	M. Gregson
Dispatcher/Clerk	K. Houston
Deckhand/Engineer	P. Jacobsen
Deckhand/Engineer	J. Melvin
Boat Operator	J. Rushton
Deckhand/Engineer	J. Rote-Cosey
Executive Director	C. Costanzo
Dispatcher/Clerk	B. Valentine
AP/Controller	D. Warczak
Lead Boat Operator	R. Welch
Office Manager	M. Brooks
AR Clerk	A. Cormier-Mukoma
Dispatcher/Clerk	M. Crowley
Deckhand/Engineer	M. Nelson



PILOT COMPENSATION, REVENUE, AND EXPENSES

PORT OF GRAYS HARBOR

PILOTAGE DIVISION REVENUE & EXPENSES	2023 2.70 pilots 254 assigns	2022 1.05 pilots 173 assigns
Revenue		
Pilotage Services Revenue (Notes 1,2)	\$ 1,941,712	\$ 1,108,096
Miscellaneous Revenue	250	280
Pass through revenue for pension contribution	114,300	77,850
Pass through revenue for pilot travel allowance	26,670	18,165
TOTAL PGH PILOTAGE DIVISION REVENUE	2,082,932	1,204,391
Operating Expenses (Note 1)		
Port Administrative Services	(85,353)	(57,984)
Other Pilotage Division Expenses	(829,305)	(685,323)
Total Operating Expenses	(914,658)	(743,307)
Payments to Pilots		
Wages, Benefits & Incentive Pay (Note 3)	(1,675,032)	(852,299)
Travel Allowance	(26,670)	(18,165)
Total Payments to Pilots	(1,701,702)	(870,464)
Pension Contribution	(114,300)	(77,850)
Depreciation	(46,919)	(44,916)
TOTAL PILOTAGE DIVISION EXPENSES	(2,777,579)	(1,736,537)
PGH PILOTAGE INCOME (OR LOSS)	\$ (694,647)	\$ (532,146)

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, AND EXPENSES

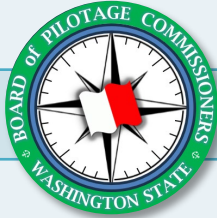
PORT OF GRAYS HARBOR

Pilotage Division Expenses	2023	2022
Regular Wages	\$ 1,004,857	\$ 533,109
Incremental Duty Pay	285,000	205,000
Benefits	385,175	114,190
Seminars/Confs/Training	4,738	5,212
State Pilot License Fee	13,295	7,242
Pilot Launch Service	425,543	401,991
Outside Repair/Maintenance – Equipment	212,358	171,923
Facility Rentals	5,966	5,674
Insurance	2,714	2,473
Legal Services	1,508	689
Other Purchased Service	3,993	674
Outside Repair/Maintenance – Facilities	0	286
Printing/Maps/Photos	206	206
Telephone	6,553	3,257
Office Supplies	440	386
Operating Supplies	56,790	43,424
Repair/Maintenance Supplies	33,787	1,015
Small Tools/Equipment	5,484	14,176
Port Administrative Services	85,353	57,984
Miscellaneous	1,866	746
Taxes	34,677	18,876
Travel/Lodging/Meals	19,387	7,073
Total Pilotage Division Expenses	\$ 2,589,690	\$ 1,595,606
Boats, Property, and Equipment	2023	2022
Pilot Boat CHEHALIS	\$ 283,551	\$ 317,630
Pilot Boat VEGA	525,510	525,510
Computer Equipment (Mobile)	55,287	29,354
Radio Equipment	6,591	6,591
Other Machinery & Equipment	19,565	39,130
Total Boats, Property, and Equipment	\$ 890,504	\$ 918,214
Less Accumulated Depreciation	\$ 381,656	\$ 374,526
Net Boats, Property, and Equipment	\$ 508,848	\$ 543,668



CONTACT INFORMATION AND RESOURCES

BOARD OF PILOTAGE COMMISSIONERS

Chair	Sheri J. Tonn	Sheri.Tonn@wsdot.wa.gov (206) 515-3904	
Executive Director	Jaime C. Bever	Jaimie.Bever@wsdot.wa.gov (206) 515-3887	
Website & Email	www.pilotage.wa.gov	PilotageInfo@wsdot.wa.gov	
Newsletter	BPC Pilotage Quarterly	https://pilotage.wa.gov/bpc-pilotage-quarterly-.html	
Social Media	LinkedIn Instagram Facebook YouTube	Washington State Board of Pilotage Commissioners @wa_pilotage @WAStatePilotage @WA Pilotage	

PUGET SOUND PILOTS

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

PORT OF GRAYS HARBOR

Executive Director	Leonard Barnes		
Website & Email	www.portofgraysharbor.com	info@portgrays.org	
Newsletter	Around the Docks	https://www.portofgraysharbor.com/news-and-info	



