

2025 ANNUAL REPORT

Washington State
Board of Pilotage Commissioners



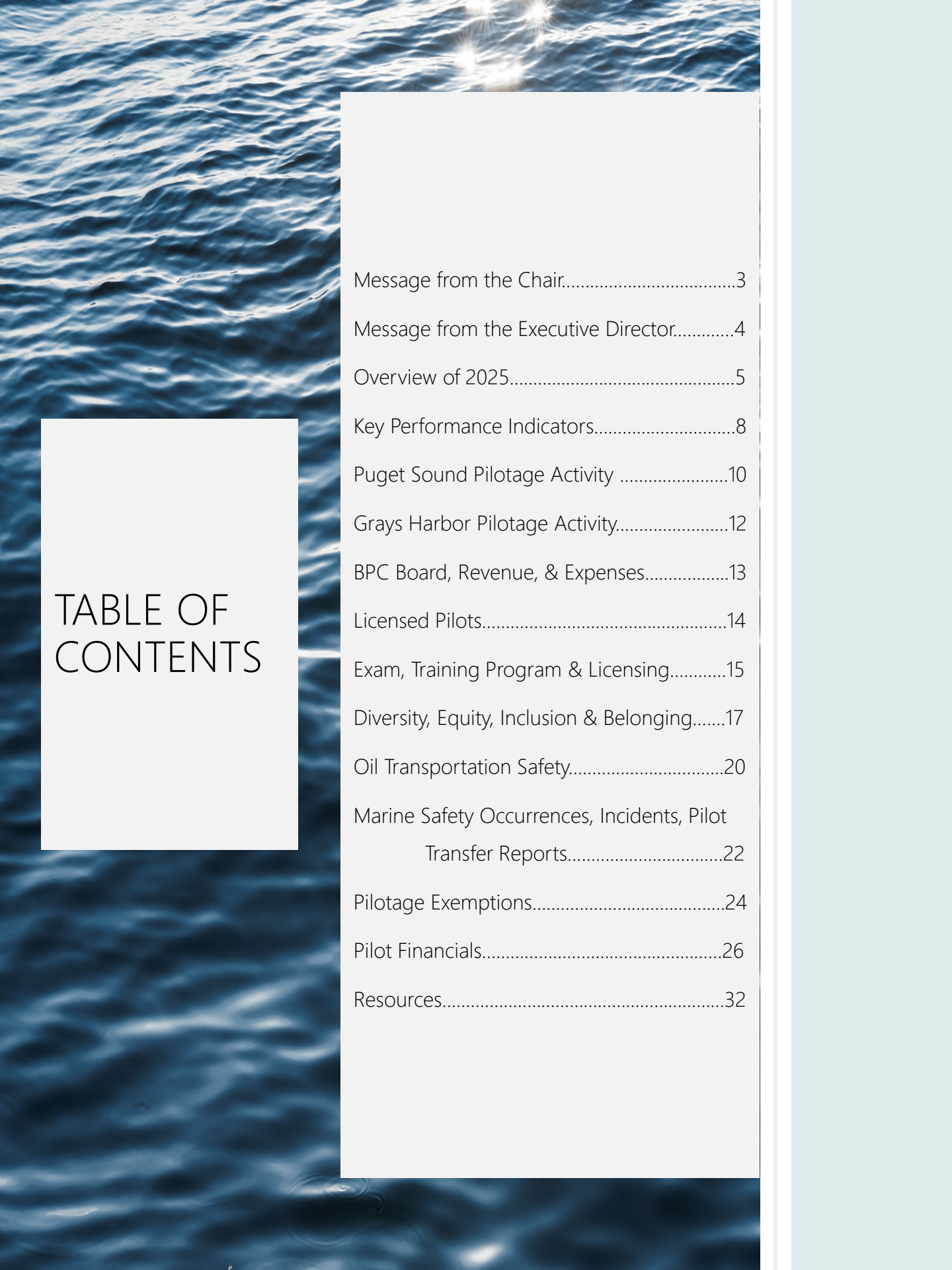


TABLE OF CONTENTS

Message from the Chair.....	3
Message from the Executive Director.....	4
Overview of 2025.....	5
Key Performance Indicators.....	8
Puget Sound Pilotage Activity	10
Grays Harbor Pilotage Activity.....	12
BPC Board, Revenue, & Expenses.....	13
Licensed Pilots.....	14
Exam, Training Program & Licensing.....	15
Diversity, Equity, Inclusion & Belonging.....	17
Oil Transportation Safety.....	20
Marine Safety Occurrences, Incidents, Pilot Transfer Reports.....	22
Pilotage Exemptions.....	24
Pilot Financials.....	26
Resources.....	32

A MESSAGE FROM THE CHAIR



Time flies – each year brings new challenges and accomplishments, and this was a very active year, as is reflected by the 2025 BPC Annual Report. I invite you to read it in its entirety!

While there has been much progress with respect to pilotage safety and efficiency, a top priority is still a challenge, and that is to increase the gender and ethnic diversity among pilots. We are active participants in maritime organizations that promote diversity, but our numbers are not improving. We invite qualified applicants to take the pilotage exam when it is offered, and know that we welcome candidates from diverse backgrounds.

The Board welcomed three new commissioners appointed in 2025, with Captain Severin Knutsen filling the vacant Pilot Commissioner seat, Lee Tyler appointed to fill the Foreign Flag Shipping seat, and Tom Buroker serving as the Department of Ecology representative. All are outstanding additions to the Board. Captain Knutsen chairs the Training Evaluation Committee, taking the helm from Captain Bendixen after her long and effective service. The Board created a Terminal Operations Work Group (TOWG) to increase connections to terminal operators with a goal of improving physical conditions at various terminals. Commissioner Tyler is a great addition to that group.

There are 60 authorized pilot positions in the Puget Sound District and 56 licensed pilots as of 12/31/2025. We continue to work toward the goal of 60 pilots for safety and efficiency, plus meeting the KPI of fewer than 5% call backs when pilots are on respite. We thank Captains Soriano and Seymour for their long service as Puget Sound pilots, with a total of 55 years of pilotage between them and wish them the best in retirement. Two pilots were licensed in the Puget Sound District in 2025, Captains Michelson and Wood. Six Puget Sound pilots reached the level of an unlimited license after five years of pilotage: Captains Hannuksela, Bozina, McGourty, Miller, Sidell and Velarde. Grays Harbor pilotage remains strong, with four working pilots. License restrictions through modification of WAC 363-116-082 were revised in Grays Harbor to better serve the needs of vessel traffic, improving both safety and efficiency in pilot assignments.

The year was also a busy one in developing and adopting rule language for tug escorts (WAC 363-116-600) with the help of the advisory Oil Transportation Safety Committee (OTSC). This was a heavy lift, and everyone involved deserved our gratitude: committee members, Ecology and BPC staff, the Attorney General's office, the public, Tribal partners, and the Board.

So much more is in meeting minutes and our publications, all on our website. We invite public comments and participation at our monthly meetings. Please join us!

Sheri

A MESSAGE FROM THE EXECUTIVE DIRECTOR



Greetings!

Of all the events we anticipated for 2025, rebuilding our agency website was not on the list. But there we were in September, gearing up for the Spring 2026 Marine Pilot Exam, which is a process that relies heavily on our website for information sharing. And down it went! Never to return! We lost everything and had to start over from scratch. Everything about our agency can be found on our website, so rebuilding it in-house has been slow and tedious, but we are happy with the results thus far and have received good feedback! Webmaster is just one of the many, many hats BPC staff wears to keep this agency running smoothly, allowing our Commissioners to focus on the agency's mission of safe and efficient compulsory pilotage. We invite you take a look at the new site and let us know what you think!

<https://pilotage.wa.gov>.

Along with the new website came other advances in technology such as a new Marine [Safety Occurrence \(MSO\)](#) form that is much easier for pilots to fill out and for staff to track. A new [Annual Physical Report](#) form was also introduced to

[Board Designated Physicians](#), streamlining their process and assuring that the BPC has what we need the first time the forms are submitted.



Dare I say this was a year of innovation? Maybe, on a small but mighty scale, which is also how I like to describe our agency: small but mighty.

We hope you enjoy flipping through the pages of our 2025 Annual Report and seeing what else we were up to in 2025!

Cheers,

Jaimie

OVERVIEW OF 2025

Our Vision

Safe and efficient passage of vessels through Washington state's inland waters.

Our Mission

To protect against the loss of lives and the loss of or damage to property and vessels, and to protect the marine environment.

Our Values

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

ABOUT

The Board of Pilotage Commissioners (BPC) was created by the 1935 Legislature and includes members who are appointed by the Governor, confirmed by the Senate and serve staggered four-year terms. The members include a designee of the Director of Washington State Ferries, who is the chairperson, (2) public members, (1) American shipping representative, (1) foreign shipping representative, (2) licensed Pilots, (1) environmental member, and (1) Department of Ecology member.

The Board develops and enforces state statutes and rules to ensure safe compulsory pilotage. This may include discipline and/or prosecution of violators. The BPC also administers testing, training, and licensing of maritime 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 and Belonging; Training and Licensing; Investigation; Regulation; and Public Service**. 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.



MEETINGS

The BPC meets monthly for [Regular Public Meetings](#). The meeting schedule and materials can be found on our [website](#).

In 2025, the BPC held 11 Regular Public Meetings and 3 Special Meetings.



From left: Commissioners Lee Tyler, Eleanor Kirtley, Andrew Drennen, Severin Knutsen, and Tom Buroker during a Regular Monthly meeting of the BPC.

All BPC meetings are hybrid. We invite the public to join in person or virtually via MS Teams. Links to the virtual meetings are available on the agenda for each meeting.

Along with regular Board business, meetings also include an Activity Report section for our key stakeholders to report on current and upcoming activities.

OVERVIEW OF 2025



ENGAGEMENT HIGHLIGHTS

Women Offshore Leadership Summit

In May, BPC Executive Director Jaimie Bever traveled to Houston, TX to attend [Women Offshore's](#) Leadership Summit.

This event featured presentations and panel discussions regarding navigating recent federal DEI changes, psychological safety, and a closing keynote from Captain Karynn Marchal, Unlimited Master, who offered insights from her vast experience in the maritime industry.

As always, Women Offshore provided an excellent opportunity for networking, sharing, collaboration.



Melanie Cruthirds (rights) about navigating recent DEI federal changes.

Sarah Scherer (center) moderates a panel with attorneys Jessie Elizabeth (left) and

Women Offshore Conference

The theme for the 8th Annual Women Offshore Conference was "Anchored in Purpose, Ignited by Opportunity". It was held in Houston, TX in early October. The BPC is a proud sponsor of this annual conference and was pleased to send BPC Training Program Manager Jolene Hamel to the conference to join Puget Sound pilots Captains Pat Ninburg and Trevor Bozina. Highlights from conference can be found at <https://womenoffshore.org/women-offshore-celebrates-a-powerful-8th-annual-conference/>



From left: Captain Pat Ninburg, Jolene Hamel, Captain Trevor Bozina.

Marine Exchange Annual Meeting

On September 11, 2025, the [Marine Exchange of Puget Sound](#) reconvened their annual meeting for the first time in several years. Marine Exchange Executive Director Patrick Gallagher provided an overview of the exchange's services as well as goings-on in the maritime industry. The event featured Senate Transportation Committee Chair Marko Liias as the keynote speaker. Senator Liias spoke about the importance of the maritime industry to the area and graciously answered audience questions. The Marine Exchange is a valuable resource to the local maritime community. Visit their website linked about to learn about some of the services they offer.



Marine Exchange Executive Director Patrick Gallagher (right) gives opening remarks at the annual meeting.

2026 Pilot Exam Announcement



In the Fall of 2025, the BPC announced that the next WA

State Marine Pilot Exam would be held on April 13, 2026, with the application window opening November 13, 2025 and closing March 13, 2026. More about the exam can be found on page 15 of this report and on our [website](#).

OVERVIEW OF 2025



ENGAGEMENT HIGHLIGHTS (cont'd)

Legislation

A series of amendments to the Pilotage Act from 1975 – 1991 created conflicting language, leaving room for ambiguity regarding whether Canadian vessels were exempt from pilotage while transiting to and from Canadian ports only in Washington waters, as specifically outlined in [88.16.070\(3\)](#).

The Legislature provided a technical fix in [RCW 88.16.180](#) during the 2025 Legislative Session with a sunset date of June 30, 2027. The BPC will convene a work group of Tribes, stakeholders, and the USCG to make a recommendation to the Legislature for a permanent fix in the statute.

Commissioner Confirmations

On March 31, newly appointed Pilot Representative Captain Severin Knutsen (above left) and returning Public Representative Timothy J. Farrell (above right) testified before the Senate Transportation Committee (STC). Both Commissioners Knutsen and Farrell, as well as returning Pilot Representative Captain Mike Anthony were later confirmed.

Rulemaking

Hearing	Rule	Description
9/18/2025	WAC 363-116-080 Licensing of Pilots	Requires pilot candidates to provide a certificate representing competency in Electronic Charts Display and Information Systems (ECDIS) training prior to state licensure. The proposed rule modifies existing licensure requirements by adding the following requirement to WAC 363-116-080(3): a certificate representing competency in electronic chart display and information systems (ECDIS) that complies with International Maritime Organization (IMO) standards and International Hydrographic Organization (IHO) regulations. due to the National Oceanic and Atmospheric Administration’s (NOAA) sunseting of traditional paper and raster nautical charts to focus solely on electronic navigational chart data, the more common source of navigation worldwide.
7/17/2025 7/22/2025 7/23/2025	New Section WAC 363-116-600 Tug escort requirements for oil tankers between 5,000 and 40,000 DWT and barges and articulated tug barges greater than 5,000 DTW.	The rulemaking proposes to amend WAC 363-116-500 and add a new section to Chapter 363-116 WAC. The rulemaking considers 2019 legislative changes made to Chapter 88.16 RCW (Pilotage Act) through the passage of Engrossed Substitute House Bill (ESHB) 1578. The rules will be designed to achieve best achievable protection, as defined in RCW 88.46.010, and will be informed by other considerations in ESHB 1578, including the goals of avoiding or minimizing additional underwater noise from vessels in the Salish Sea, focusing vessel traffic into established shipping lanes, protecting and minimizing vessel traffic impacts to established treaty fishing areas, and respecting and preserving the treaty-protected interest and fishing rights of potentially affected federally recognized Indian tribes.

KEY PERFORMANCE INDICATORS (KPIs)

SAFETY

Rest Rule Exceptions

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

	2025 Q1	2025 Q2	2025 Q3	2025 Q4	
Rest Rule Exceptions					
Puget Sound District	0.42% ❌	0.06% ✅	0.10% ✅	0.24% ✅	<i>This KPI counts rest rule exceptions. Any exceptions associated with emergent situations are excluded. The most common emergent situation is a ship dragging anchor in severe weather.</i> <i>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> <i>The BPC Pilot Safety Committee reviews rest rule exceptions each quarter.</i>
<i>KPI target: rate of 0.3% or less (3 or less per 1000 assigns)</i>	1664 assigns 7 rest exc.	1757 assigns 1 rest exc.	1945 assigns 2 rest exc.	1672 assigns 4 rest exc.	
Grays Harbor District	0 ✅	0 ✅	0 ✅	0 ✅	
<i>KPI target: 1 or less per year</i>	74 assigns 0 rest exc.	68 assigns 0 rest exc.	64 assigns 0 rest exc.	80 assigns 0 rest exc.	

Unsafe Transfer Arrangements

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 the incident results in physical injury.

Unsafe Transfer Arrangements Resulting in Fall or Injury <i>KPI target: 0</i>	0 ✅	0 ✅	0 ✅	0 ✅
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Pollution Incidents with Pilot Error

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

Pollution Incidents (Spills) with Pilot Error <i>KPI target: 0</i>	0 ✅	0 ✅	0 ✅	0 ✅
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Other Incidents (Non-Pollution) with Pilot Error

Count occurrences where an 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.)

Other Incidents (Non-Pollution) with Pilot Error <i>KPI target: 0</i>	0 ✅	0 ✅	0 ✅	0 ✅
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KEY PERFORMANCE INDICATORS (cont'd)

DIVERSITY, EQUITY, and INCLUSION

DEI Committee Meetings (quarterly)

KPI target: 1 meeting per quarter
or more

2025 Q1	2025 Q2	2025 Q3	2025 Q4
Mar 19 ✓	Apr 22 ✓ Jun 30 ✓	July 14, 28 ✓ Aug 11, 25 ✓ Sep 8, 22, 29 ✓	Oct 6, 20 ✓ Nov 17 ✓ Dec 1, 15 ✓
DEI Steering Committee	DEI Steering Committee	Exam Messaging	Exam Messaging

DEI Events Attendance and/or Sponsorship (yearly)

KPI target: 3 events per year
or more

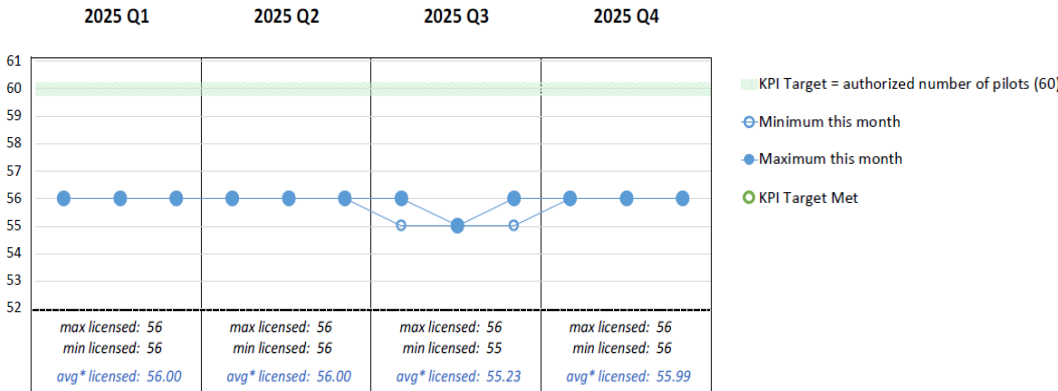
	Year	Date	Event	Location	Atten.	Spons.
1	2025	May 21	Women Offshore Maritime Leadership Summit	Houston TX	✓	
2	2025	Jun 4-11	DEI Empowerment Conference	Online	✓	
3	2025	Oct 9-10	Women Offshore Conference	Houston TX	✓	✓

PILOT TRAINING and LICENSING

Number of Licensed Pilots

Puget Sound District

KPI target: authorized number
of pilots (currently 60)



*average takes into account mid month retirements & licensures -- it is calculated using aggregate licensed days of all pilots

Grays Harbor District

KPI target: authorized number
of pilots (currently 3)



*average takes into account mid month retirements & licensures -- it is calculated using aggregate licensed days of all pilots

PUGET SOUND PILOTAGE ACTIVITIES

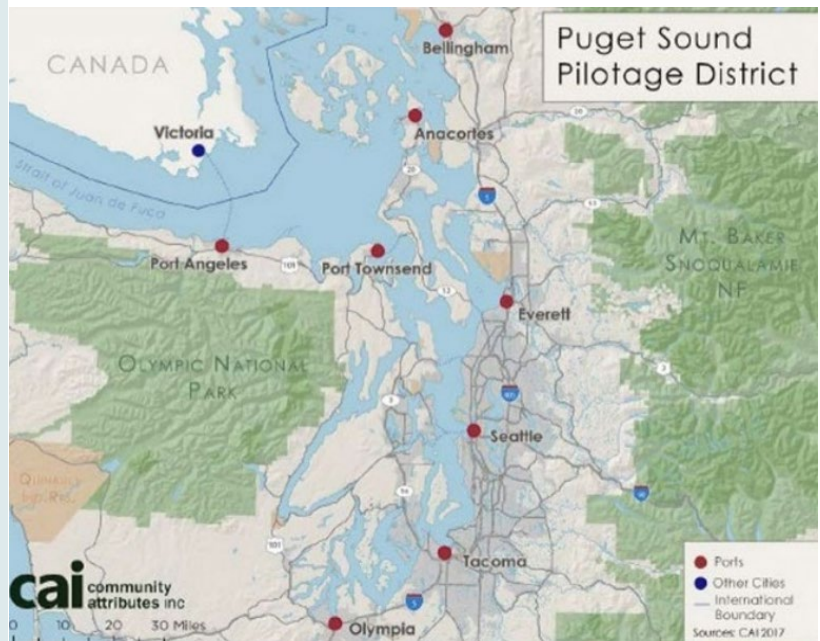


2025 QUICK VIEW

Revenue Producing Assignments	7036
Actual Moves	6907
Cancellations	129
Repositions*	1233
Average Active Full Time Pilots**	55.4
BPC Authorized Number of Pilots	60
Average Number of Assignments per Pilot per Month	10.6
Percentage of Assignments Completed by Pilots Called Back from Respite	8.7%

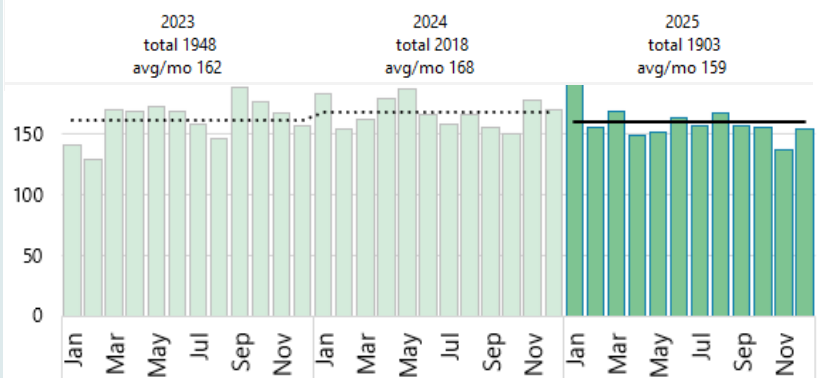
* A reposition is when a pilot is dispatched to/from the Port Angeles Pilot Station to accommodate imbalance between arrivals in Port Angeles and departures from Seattle.

** This number does not include the President who acts as a full-time administrator.

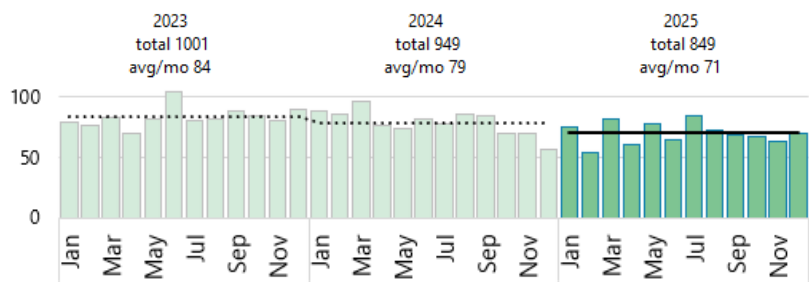


In 2025 ports faced significant disruptions due to rapidly changing U.S. trade tariffs and unpredictable policy shifts. [NWSA cargo reports](#) showed the top two containerized exports by TEU continued to be hay/forage and frozen potato products, and exported TEU volumes were similar to 2024 levels. Imports significantly decreased. Top containerized imports such as furniture, car parts, and household appliances, were down 10-20% compared to 2024 and automobile imports were down 19%. These changes were associated with a 7% decrease in pilotage assignments on containerships and car carriers.

Containerships



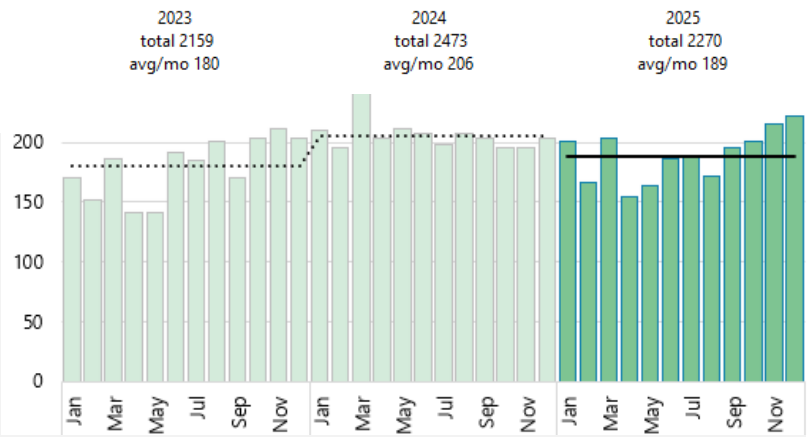
Car Carrier & RoRo



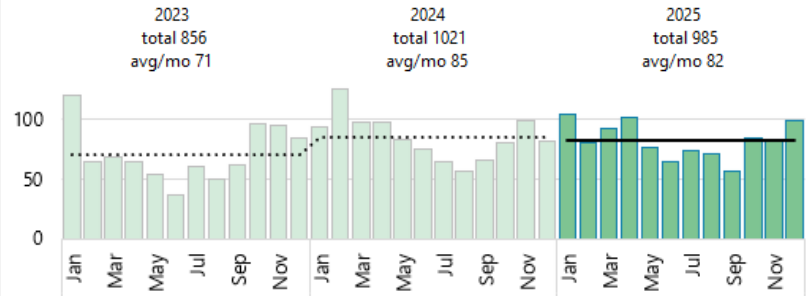
PUGET SOUND PILOTAGE ACTIVITIES



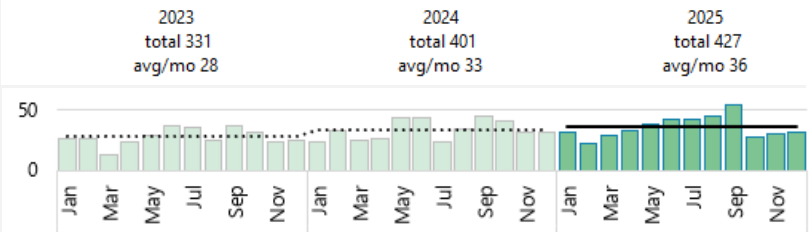
Tankers & ATBs



Bulker

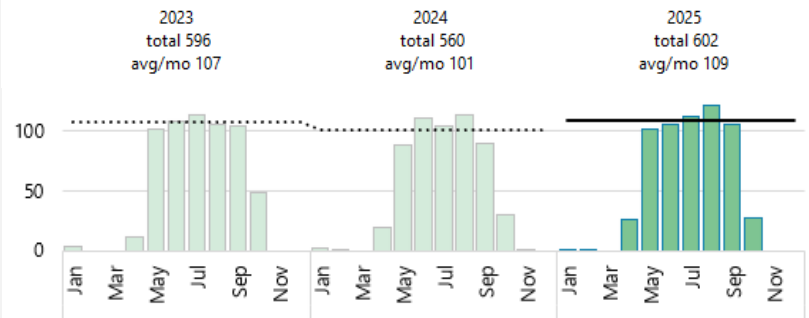


Other



Passenger

(avg is for months May through Sept only)



Seattle's [2025 cruise season](#) was another record year, with 1.9 million paying passengers. The Port of Seattle hosted 298 port calls from 11 cruise lines.

Getting ready to board in Port Angeles inbound to T18 in Seattle. Courtesy of Puget Sound Pilots.

GRAYS HARBOR PILOTAGE ACTIVITIES



2025 QUICK VIEW

Vessel Arrivals	111
Revenue Producing Assignments	286
Cancellations	8
BPC Authorized Number of Pilots	3
Average Number of Assignments per Pilot per Month	7.9



Terminal 4 at the Port of Grays Harbor. Courtesy of AGP.

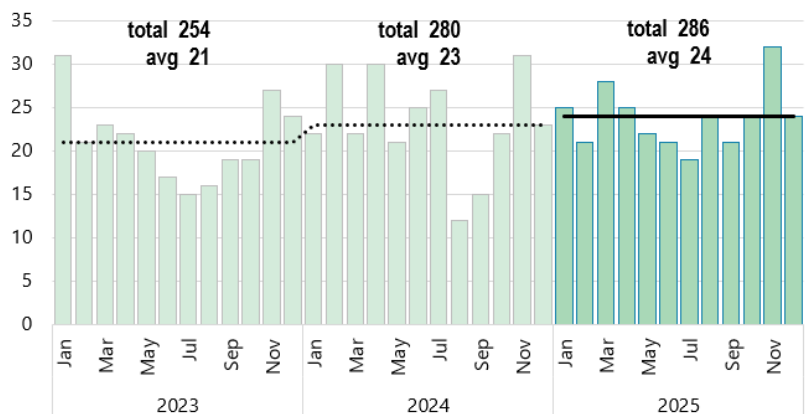


2025 was the Port's third-best year ever with 3.3 million metric tons of imports and exports, with new records set for auto imports and woodchips.

The Washington Public Ports Association (WPPA) recognized the Port of Grays Harbor as [2025 Port of the Year](#) for their "remarkable ability to spark economic opportunity in Grays Harbor County, their substantial investments in public infrastructure, and the partnerships they've built over decades".

The port's Terminal 4 Expansion & Redevelopment Project – the Port's largest-ever infrastructure project – is on schedule, with AGP's first vessel to the new facility expected mid-2026 and an opening celebration planned for late July. The project will provide 47,700 feet of new rail, redevelop the former casting basin site to serve Port operations, install a new marine fender system along the T4 dock, and provide new stormwater collection and treatment facilities, serving AGP's new facility and the entire Marine Terminal Complex.

All Vessel Types

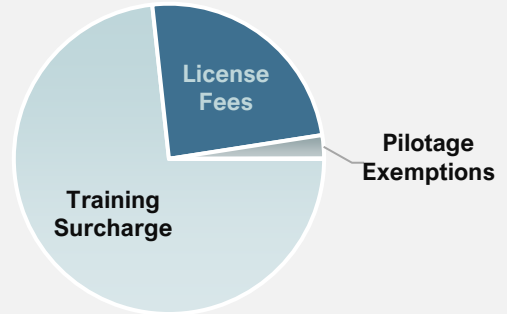


Dr. Sheri Tonn
ChairDr. Eleanor Kirtley
Marine Environment RepresentativeCaptain Mike Anthony
Pilot RepresentativeTimothy J. Farrell
Public RepresentativeTom Buroker
Dept. of Ecology RepresentativeCaptain Severin Knutsen
Pilot RepresentativeCaptain Jason Hamilton
Public RepresentativeCaptain Andrew Drennen
US Flag Shipping RepresentativeLee Tyler
Foreign Flag Shipping Rep.Jaimie C. Bever
Executive DirectorJolene Hamel
Training Program ManagerBettina Maki
Program Analyst

BPC MEMBERS, EXPENSES, AND REVENUE

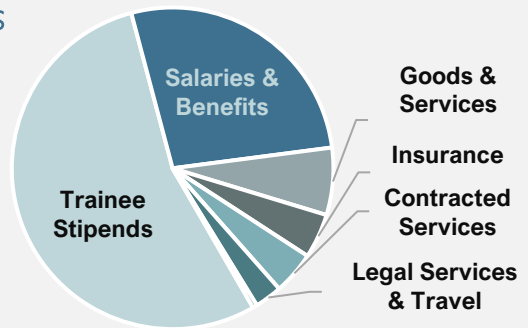


Revenue



Revenue Category	Amount	Percent
Training Surcharge	\$ 1,158,013	73%
Annual Pilot License Fees	383,500	24%
Pilotage Exemption Fees	38,400	2%
Pilot Exam Application Fees	400	0%
TOTAL	\$ 1,580,031	100%

Expenses



Expense Category	Amount	Percent
Trainee Stipends	\$ 844,275	54%
Salaries and Benefits	421,801	27%
Other Goods and Services;	105,306	7%
Insurance	69,812	4%
Contracted Services	66,998	4%
Legal Services	42,803	3%
Travel	6,939	0%
TOTAL	\$ 1,557,935	100%

LICENSED PILOTS AS OF 12/31/2025

LICENSE	CAPTAIN	YEARS
PUGET SOUND PILOTAGE DISTRICT		
183	Anacker, Scott	13
184	Anthony, Mike	13
201	Bendixen, Sandy	7
221	Bostick, Mark	3
181	Bouma, Blair	14
208	Bozina, Trevor	5
179	Brusco, David	15
186	Carley, Bud	12
165	Carlson, Ivan	19
195	Carstensen, James	10
225	Cassee, Matt	2
191	Coleman, Scott	11
189	Coryell, Tom	12
220	Ekelmann, Robert	3
228	Fleischfresser, George	1
192	Galvin, Jamie	11
215	Gartner, Ryan	4
202	Grieser, Ken	6
169	Grobschmit, David	18
212	Hannuksela, Matt	5
222	Holland, Larry	2
199	Hunter, Phil	8
193	Jensen, Brian	11
170	Kalvoy, Jostein	18
196	Kelleher, Neil	9
167	Kelly, Pat	19
227	Kelly, William	1
172	Klapperich, Eric	17
214	Knutsen, Severin	4
206	Kridler, Keith	6
194	Lowe, Brad	10
226	Mancini, Michael	1
218	Mann, Peter	3
213	McGourty, Neil	5
203	McGrath, Travis	6

LICENSE	CAPTAIN	YEARS
207	Melin, David	6
219	Michael, Eric	3
230	Michelson, Joel	<1
210	Miller, J. Matt	5
216	Moore, Nicholas	4
200	Myers, Rod	8
205	Ninburg, E. Pat	6
223	Riddle, Kevin	2
198	Rounds, Chris	8
224	Scott, Steve	2
180	Scragg, John	15
204	Seamans, Adam	6
156	Semler, Joe	25
174	Semler, Steve	17
177	Seymour, Larry	16
211	Siddell, Joe	5
122	Soriano, Don	39
217	Stewart, Andrew	3
229	Sturgell, Billie	1
176	Thoreson, George	17
209	Velarde, Pete	5
148	von Brandenfels, Eric	30
231	Wood, Harlow	<1
	Licensed Pilots as of 12/31/2024	56
	Pilots Retired in 2025	2
	Pilots Licensed in 2025	2
	Licensed Pilots as of 12/31/2025	56
GRAYS HARBOR PILOTAGE DISTRICT		
15	D'Angelo, Bobby	32
18	Leo, Ryan	3
19	Grobschmit, Colby	2
	Licensed Pilots as of 12/31/2024	3
	Pilots Retired in 2025	0
	Pilots Licensed in 2025	0
	Licensed Pilots as of 12/31/2025	3



EXAM, TRAINING, and LICENSING

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



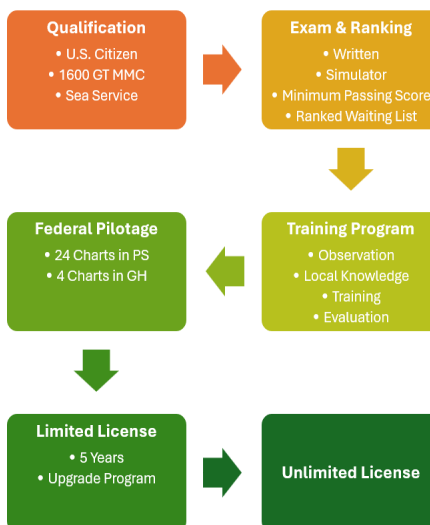
The Applicant Handbook for the 2026 Exam, which is made available to the public for a look inside the exam process.

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 and as outlined in the WAC. A ranked waiting list of the top candidates is then established from the combined phases of the exam.

2024 Exam Ranked List Status (as of 9/1/2026)

#	Captain	District	Training Start	Status
1	Ryan Campbell	GH	04/10/2025	Licensed
2	Derek Britton	PS	10/01/2024	Licensed
3	Lucas Shuler	PS	09/01/2024	Licensed
4.	Richard Boullion	PS	10/01/2024	Licensed
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	09/01/2025	In Training
9	Samuel Anderson	PS	09/01/2025	In Training
10	Darius Rogers	PS	09/01/2025	In Training
11	Christopher Adams	PS	06/01/2026	In Training
12	Christian Omdal	PS	06/01/2026	In Training
13	Conor Sullivan	PS	06/01/2026	In Training

The path to become a licensed pilot in Washington state is a multi-step process consisting of qualification, examination, training, licensure, and finally unlimited 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](#).



All 11 of the trainees in the PS Pilotage District towards the end of summer 2025.

EXAM, TRAINING, and LICENSING (cont'd)

Pilot Training Program (cont'd)

It is not the purpose of the Training Program to teach basic shiphandling or other fundamental elements of piloting. As professional mariners, trainees are expected to bring significant maritime experience to the process.

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 \$9,500 monthly training stipend in 2025 and were required to complete the program within the specified timeline of 36 months for Puget Sound and 30 months for Grays Harbor.

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 provides monthly updates on all trainees to the Board at each Regular Public Meeting.

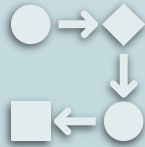
Prior to licensure, the "First Class Pilot of vessels of unlimited tonnage Puget Sound and all connecting waters of Haro Strait, Boundary Pass and Strait of Georgia" endorsement must be presented to the Board.

Training Program Components At-a-Glance



OBSERVATION AND LOCAL KNOWLEDGE

Aimed at familiarization of different locations, piloting styles, and types of vessels



TRAINING

Provides hands-on training and instruction from Supervising Pilots – pilots that have completed a Train-the-Trainer course provided by the BPC



EVALUATION

Requires trainees to make evident to the BPC that their performance demonstrates they have developed the requisite skills for licensing



* FEDERAL

"First Class Pilot of Vessels of Unlimited tonnage Puget Sound and all connecting waters of Haro Strait, Boundary Pass and Strait of Georgia" Endorsement

** Not part of WA State Pilot Training Program*

BPC Criteria for issuing or denying a license includes but is not limited to:

- ✓ performance in the Pilot Training Program;
- ✓ Piloting, shiphandling, and general seafarer skills;
- ✓ Local knowledge;
- ✓ Bridge presence and communication skills; and
- ✓ Ability to function independently and safely without extensive coaching or interventions.



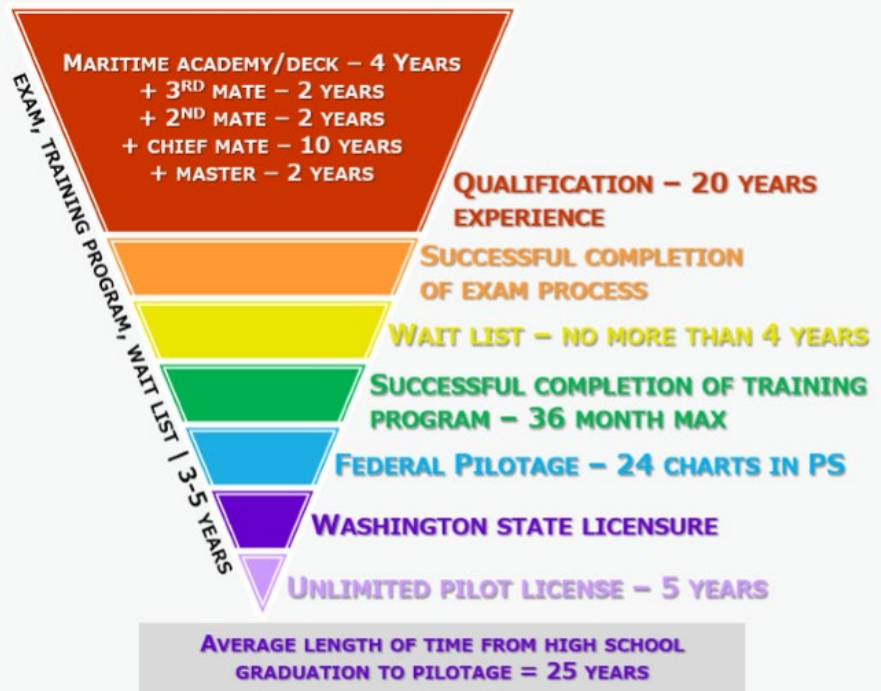
DIVERSITY, EQUITY, INCLUSION, & BELONGING

Overview

The BPC is working toward making Washington state pilotage physically and psychologically safe for all individuals. We believe that such individual safety stems from a culture of trust, engagement, and belonging. We also acknowledge that this safety is impaired due to the bias, inequities, and barriers that are systemic and persistent across the maritime industry. The BPC accepts that achieving and maintaining the culture we strive for will take investment, accountability, habitual practice, and a long-term, enduring commitment.



The BPC proudly sponsors the annual Women Offshore Conference, CAL Poly Maritime Academy's Women in Maritime Leadership Conference, and the Women on the Water conference when it is offered. These events are key to reaching professional mariners and the foster relationships with the next generation of mariners, assuring they are familiar with the pipeline to pilotage.



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 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 51 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.

* Black or Indigenous People of Color

DIVERSITY, EQUITY, INCLUSION, & BELONGING

CONT'D

Recruiting for Pilotage (cont'd)

The BPC's recruiting initiatives for the upcoming 2026 exam underscore this point. In advance of the 2026 exam, the BPC worked with a DEIB consultant. The work kicked off in April with a working session to map the process and align on direction. This meeting led to development of objectives, timelines, and focus areas. Four areas were identified:

- Establish a baseline;
- Promote the exam;
- Demystify the process; and
- Do the internal work.

Establish a Baseline. The objectives for establishing a baseline were to: 1) authentically increase representation of qualified mariners sitting for the exam, entering the training process, and becoming a pilot in WA state, 2) Cultivate an environment that is ready for – and can support – future talent, 3) Develop an actionable, evidence-based plan to address gaps and potential barriers for applicants, and 4) Develop strategic partnerships and promote progress toward these objectives at the state level to increase support and visibility across the industry.

Demystify the Process and Path.

For the end-to-end process, the BPC created visuals to more clearly depict every stage from application to pilotage (what to expect, related costs, and how to prepare).

Under the qualification requirements, we removed the complexity and transformed the state requirements into an "at-a-glance" grid. We also redesigned the requirements page to increase readability and understanding. And for engagement, we developed a "Path to Pilotage" series of interview-style, conversational clips to illustrate the variety of 'paths' to becoming a pilot in the Puget Sound Pilotage District.

Promote the Exam. In an effort to expand our message for the upcoming exam, we developed targeted messaging to build engagement, increase visibility/awareness, and spark curiosity. We then embarked on a social media campaign by designing a plan, determining focus areas, and building content for posts to build momentum prior to exam announcements. The campaign highlighted the advantages of Washington state spotlighting both pilotage districts, unique features of the region, and the benefits of working in Washington state.

Do the Internal Work. The key outcomes of focus were 1) Daily interactions – increasing awareness and leaning into discomfort, 2) Psychological and psychosocial safety – evaluating points across the lifecycle (aspirant through pilotage) to incorporate, and 3) Sustainability – incremental changes connected to a larger, multi-year strategy and plan.



DIVERSITY, EQUITY, INCLUSION, & BELONGING

CONT'D



The Puget Sound Pilots table at the 2025 Women Offshore Conference. From left: Ebony Welborn, Sea Potential, Liz Schmidt, Women Offshore, Ally Tenorio, Women Offshore, Jolene Hamel, BPC, Christine MacMillan, Women Offshore, Madeline Hernandez, Women Offshore, Trevor Bozina – Puget Sound Pilots, Skylar Schroeder, Women Offshore, and Pat Ninburg, Puget Sound Pilots.

Recruiting for Pilotage (cont'd)

Diversity requires broad and deep collaboration. 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.

WE ARE BETTER TOGETHER!



- 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.

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.

Find these documents [here](#).

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.



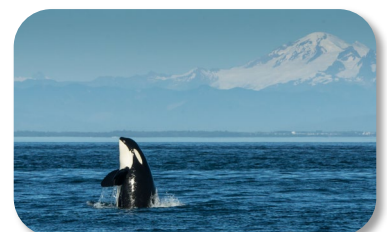
Rulemaking target vessels (from the top): Oil tankers, Articulated Tug Barges (ATBs), towed oil barges.

2025 Milestone

On November 20, 2025, the Board adopted a new section of Chapter 363-116 WAC, Pilotage Rules, to establish tug escort requirements for oil tankers between 5,000 and 40,000 deadweight tons (DWT) and barges and articulated tug barges greater than 5,000 DWT.

The adopted rule was designed to meet Best Achievable Protections (BAP), as defined in [RCW 88.46.010](#), is informed by other considerations in ESHB 1578, such as minimizing impacts on Treaty fishing and underwater noise, and modifies the tug escort requirements established in [RCW 88.16.190\(2\)\(a\)\(ii\)](#), effective September 1, 2020.

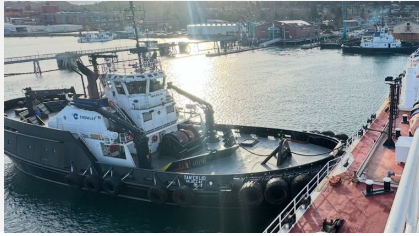
The [new rule](#) keeps the tug escort requirements in Rosario Strait and connected waters east, as codified by statute in 2020, and expands approximately 29 miles to the northwest towards Patos Island. The rule also establishes minimum horsepower requirements for tugs escorting vessels based on the escorted vessel's deadweight tonnage, requires tugs escorting these vessels to have a minimum of twin-screw propulsion, and requires a pre-escort conference between the escort tug and tank vessel to discuss the operational details of the transit.



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](#).



Left to right: Crowley and Foss tugs assisting and escorting tankers.

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	16	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

MARINE SAFETY OCCURENCES, INCIDENTS, and PILOT TRANSFER SAFETY

MSO Reports Filed in 2025

38



Engine/Equipment
Malfunction
22



Terminal Operations
Issues
9



Fishing Nets and/or
Equipment Loss or
Damage
0



Recreational Vessel
Navigation Rules
Violations
3



Tug/Towing Issues
3



Other Problem
1

MSO Reports, as well as reports of noncompliant pilot transfer arrangements, are stored in an easily searchable database for pilots' reference. When planning a pilotage assignment, they can search by vessel name or simply review the most recent issues encountered by other pilots.

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

Incident Reports Filed in 2025

2

Date: October 24, 2025

Vessel: *PACIFIC CHAMP*

Incident: Soft grounding

Board Ruling: Incident with no damage and no pilot error

Date: December 26, 2025

Vessel: *YM NAVIGATOR*

Incident: Injured pilot

Board Ruling: Incident with injury and no pilot error



View from ONE MATRIX outbound
from Tacoma to Port Angeles .
Courtesy of Puget Sound Pilots

MARINE SAFETY OCCURENCES, INCIDENTS, and PILOT TRANSFER SAFETY (cont'd)

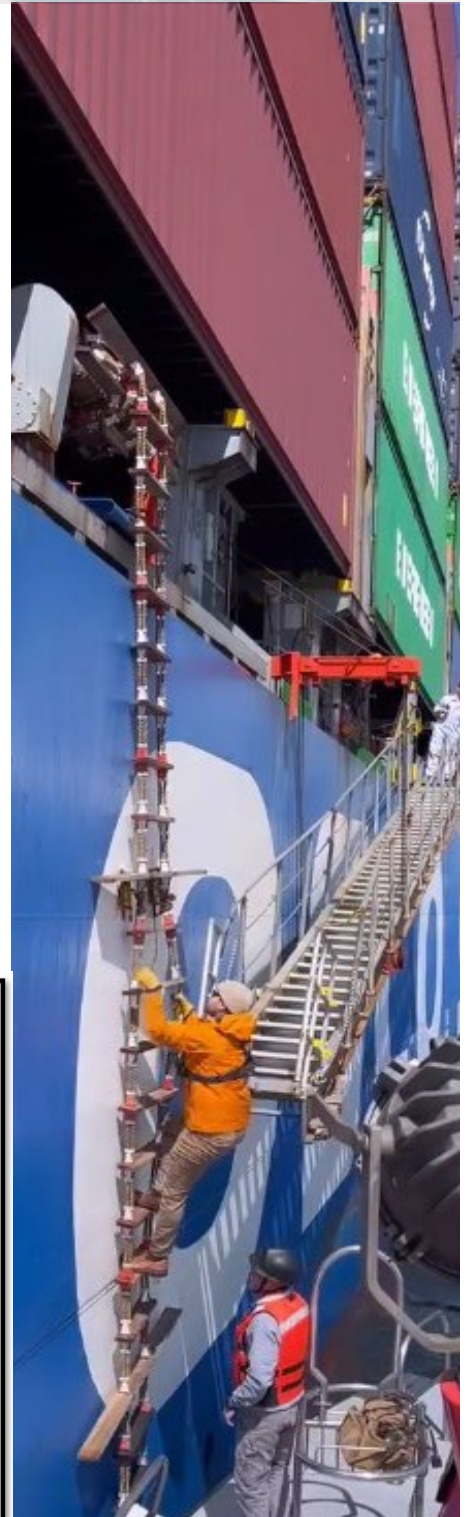
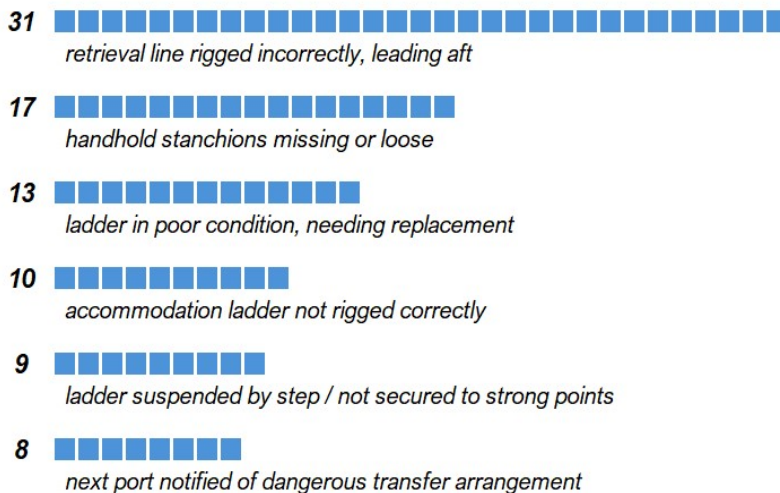
Pilot Transfer Safety

BPC supports the right of pilots to refuse to board vessels using unsafe transfer arrangements. Puget Sound and Grays Harbor pilots continue leading the industry in gathering and sharing data regarding dangerous pilot ladders.

Pilots made 96 reports of unsafe transfer arrangements in 2025, an average of 8 reports per month.

Reports and data are reviewed by BPC's Pilot Safety Committee and shared with the Coast Guard, international safety surveys, and the shipping industry. Pilots will also notify a vessel's next port about dangerous conditions.

Most Frequently Reported Issues of 2025



Pilot transfer in Port Angeles. Courtesy Puget Sound Pilots.

EXEMPTIONS FROM PILOTAGE

Overview

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.

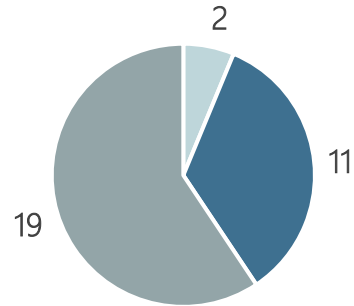
For a fee, the BPC may grant an exemption with or without area restrictions depending on experience. A condition of exemption may also be the requirement for a pilot orientation for first time applicants with a vessel size of over 125'.

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.



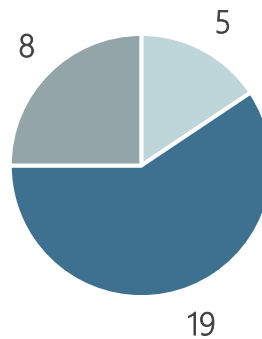
Pilot Trainees aboard Motor Yacht
DANZANTE BAY.
Courtesy of Puget Sound Pilots

Length Overall



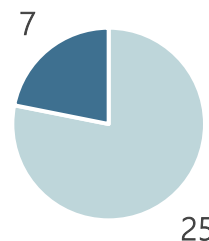
■ 65' and Under ■ 66' - 125' ■ 126' - 200'

International Gross Tonnage



■ 100 and under ■ 101 - 500 ■ 500 - 1300

Exemption Type



■ New ■ Renewal

EXEMPTIONS FROM PILOTAGE

CERT#	VESSEL NAME	LOA - FT	GT	OPERATOR(S)	REGISTRY	PILOT ORIENTATION	RESTRICTIONS
25-01 N	<i>SEA SPEAK</i>	116	221	Aaron Pearce	Jamaica	No	None
25-02 R	<i>210 GT</i>	167	910	Various	Cyprus	No	Yes
25-03 N	<i>ALTAIR R</i>	96	114	Lemee & Muzakova	B. Virgin Isl.	No	Yes
25-04 N	<i>TESORO</i>	58	55	Salomone & Shaw	Marshall Isl.	No	None
25-05 N	<i>DEO JUVANTE</i>	86	100	Thierry Verstraete	Belgium	No	None
25-06 N	<i>LEMONADE</i>	103	160	James Ferguson	Cayman Isl.	No	None
25-07 N	<i>REVERIE</i>	165	692	Reid & Martin	Cayman Isl.	Yes	None
25-08 N	<i>SEAHAWK</i>	195	491	Hayward & Fouche	Cayman Isl.	Yes	None
25-09 N	<i>MEA CULPA</i>	130	302	Grant & Milicich	Cayman Isl.	No	None
25-10 N	<i>AMORE</i>	155	499	Solper & Hulbert	Cayman Isl.	Yes	None
25-11 N	<i>NURI</i>	131	397	Hristov & Sudar	Malta	No	Yes
25-12 R	<i>CV-9</i>	140	325	Milton/Southgate/Johnson	Cayman Isl.	No	Yes
25-13 N	<i>RISING DAWN</i>	140	397	Paul Stengel	Marshall Isl.	Yes	No
25-14 N	<i>S-CAPE</i>	92	169	Jan Enderslev	Marchall Isl.	No	None
25-15 R	<i>SEANASH</i>	164	499	Craig Maree	Cayman Isl.	No	Yes
25-16 R	<i>TESS</i>	120	244	Orlano Milla	UK	No	Yes
25-17 R	<i>ST EVAL</i>	114	218	Orlano Milla	UK	No	Yes
25-18 N	<i>MELTEMI</i>	66	46	William & Caswell	UK		VOIDED
25-19 N	<i>TAMSEN</i>	172	463	Richard Catlett	Cayman Isl.	No	Yes
25-20 N	<i>21.12</i>	196	853	Gulley & Craig	Cayman Isl.	Yes	No
25-21 N	<i>JUST B</i>	193	969	Dempers & Sayles	Marchall Isl.	Yes	No
25-22 N	<i>DANZANTE BAY</i>	164	489	Vera & Henderson	Cayman Isl.	Yes	Yes
25-23 N	<i>STEP ONE</i>	180	672	Brunton & Garrett Smith	Marchall Isl.	Yes	No
25-24 N	<i>MIRA TWO</i>	110	219	Oral & Aslim	Jamaica	No	Yes
25-25 N	<i>ESCAPE OF LONDON</i>	120	335	Skiffington & Molenaar	UK	No	Yes
25-26 N	<i>LADY L</i>	146	463	Elliot Pilkington	Cayman Isl.	No	Yes
25-27 N	<i>REVELRY</i>	175	672	Glutz & Lewarne	Cayman Isl.	Yes	No
25-28 R	<i>EVVIVA</i>	164	492	Du Toit & Tonole	Cayman Isl.	No	None
25-29 N	<i>APSARAS</i>	78	36	Maurizio Zuffi	Hong Kong	No	Yes
25-30 N	<i>UNBRIDLED</i>	190	803	Liam Devlin	Cayman Isl.	Yes	No
25-31 R	<i>SEA GYPSY</i>	52	64	Sparks & Zwink	Marshall Isl.	No	None
25-32 N	<i>FALCON</i>	70	57	Stanislav & Genda	Cayman Isl.	No	Yes

PILOT COMPENSATION, REVENUE & EXPENSES

Puget Sound Pilots



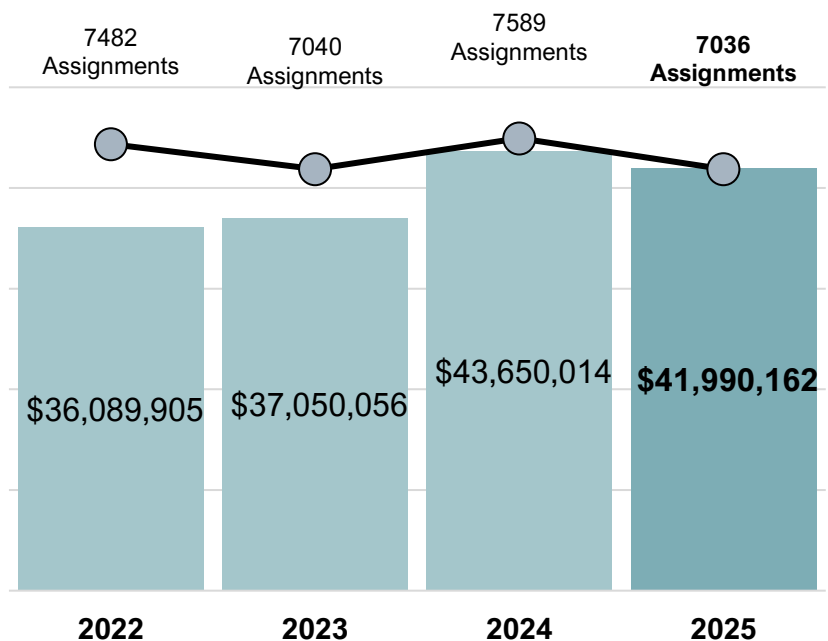
Revenue/Expense Description	2025	Per pilot @ 56.4	2024	Per pilot @ 56.5
TOTAL PILOTAGE REVENUE (Note 1)	\$41,990,162	\$744,073	\$43,650,014	\$772,044
Operating Expenses (Note 1)				
Seattle Office	15,852,251	280,905	15,195,159	268,759
Port Angeles Station	572,954	10,153	355,122	6,777
Pilot Boats	2,928,370	51,891	2,406,998	42,573
Total Operating Expenses	19,353,575	342,949	17,985,325	318,109
Balance of Revenue Pool Before Reimbursements to Pilots (Note 2)	22,636,928	401,124	25,664,689	453,935
Reimbursement - Pilot Disability Ins.	249,659	4,424	245,593	4,344
Annual Earnings after Deductions for Distribution to Pilots (Note 3)	\$22,386,928	\$396,700	\$25,419,096	\$449,591

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

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

Note 3 – Information drawn from PSP 2024 and 2025 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.

Total Pilotage Revenue & Assignments



PILOT COMPENSATION, REVENUE & EXPENSES

Puget Sound Pilots



Seattle Office Operating Expenses	2025	2024
Attorney Fees	\$ 1,749,987	\$ 877,151
Callback days	16,394	352,812
Computer Maintenance	230,504	304,787
Computer Programming	29,826	21,892
Conferences	46,122	119,594
Consulting Services	187,702	407,688
CPA Fees	103,374	113,790
Depreciation & Amortization	392,307	367,442
Drug Testing	4,398	9,045
Dues	193,281	213,765
Employee Benefits	289,883	257,992
Employee Salaries	1,406,004	1,131,309
Insurance	234,113	235,903
Interest	92,377	68,164
License Fees – Pilots	364,000	377,000
Lobbyist	75,545	76,213
Medical Insurance – Pilots	0	10,658
Office Maintenance & Repair	2,199	0
Miscellaneous	99,406	36,380
Office Supplies	125,608	92,049
Payments to Retired Pilots/Widows	6,654,502	6,509,769
Payment to Retired Former Exec. Dir.	69,502	69,502
Pilot Training	333,759	472,571
Printing & Publications	13,180	38,276
Rent & Parking	233,063	217,061
Taxes on Payroll	112,793	104,666
Taxes on Revenue	875,194	868,436
Taxes, other	16,360	4,927
Travel, Entertainment, Promotion	1,720,237	1,676,540
Telephone & Communications	57,295	36,441
UTC Regulation Fees	123,336	123,336
Seattle Office Total	\$ 15,852,251	\$ 15,195,159

PILOT COMPENSATION, REVENUE & EXPENSES

Puget Sound Pilots



Port Angeles Station Operating Expenses	2025	2024
Depreciation	\$ 36,034	\$ 36,034
Education	1,290	1,600
Food	145,785	128,930
Insurance	54,600	300
Lodging	0	148
Maintenance and Repairs	243,675	103,434
Rent, Tideland Lease	3,367	4,703
Supplies	20,603	42,709
Taxes on Property	10,891	10,436
Telephone & Communications	29,312	27,355
Utilities	27,397	27,519
Port Angeles Total	\$ 572,954	\$ 383,168

Pilot Boat Operating Expenses	2025	2024
Depreciation	\$ 3,158	\$ 28
Employee Benefits	311,278	307,693
Employee Salaries	1,117,831	970,142
Fuel of JUAN DE FUCA	170,224	180,203
Fuel of PUGET SOUND	262,837	253,949
Insurance	111,197	88,531
Maintenance/Operation of JUAN DE FUCA	733,911	294,908
Maintenance/Operation of PUGET SOUND	120,053	223,352
Taxes on Payroll	93,866	84,353
Taxes on Property	4,015	3,839
Pilot Boat Operations Total	\$ 2,928,370	\$ 2,406,998

PILOT COMPENSATION, REVENUE & EXPENSES

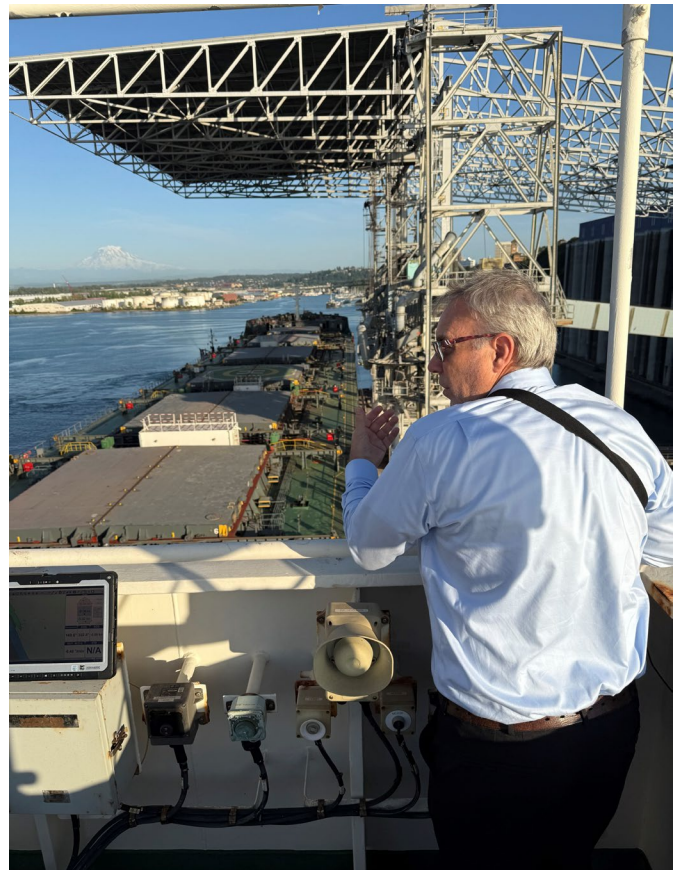
Puget Sound Pilots



Boats, Property, and Equipment	2025	2024
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	3,701,817	3,639,784
Seattle Office Furnishings/Computers/Equipment	863,103	863,103
Portable Radio Equipment -in service 2023	1,418,456	1,418,456
Total building, boats, furnishings & equipment	\$ 11,460,040	\$ 11,398,007
Less Accumulated Depreciation & Amortization	-10,407,378	-9,975,906
Net property, boats, and equipment	\$ 1,052,662	\$ 1,422,101

Schedule of Employees

Dispatcher/Clerk
Dispatcher/Clerk
Dispatcher/Clerk
Dispatcher/Clerk
Lead Boat Operator
Lead Boat Operator
Boat Operator
Boat Operator
Engineer
Deckhand/Engineer
Deckhand/Engineer
Deckhand/Engineer
Deckhand
Relief Deckhand
Executive Director
Accounts Payable 2
Accounts Payable 1
Administrative Coordinator
AR Clerk



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

PILOT COMPENSATION, REVENUE & EXPENSES

Port of Grays Harbor



Revenue/Expense Description	2025	2024
Revenue		
Pilotage Services Revenue (Notes 1,2)	\$ 2,686,987	\$ 2,427,263
Miscellaneous Revenue	260	260
Pass through revenue for pension contrib.	128,700	126,900
Pass through revenue for pilot travel allow.	42,900	42,300
Total Revenue	2,858,847	2,596,723
Operating Expenses (Note 1)		
Port Administrative Services	149,816	129,597
Other Pilotage Division Expenses	1,102,777	1,002,710
Subtotal Operating Expenses	1,252,593	1,132,307
Payments to Pilots		
Wages, Benefits & Incentive Pay (Note 3)	1,770,249	1,425,595
Travel Allowance	42,900	42,300
Subtotal Payments to Pilots	1,813,149	1,467,895
Other Expenses		
Pension Contribution	128,700	126,900
Depreciation	59,318	57,866
Total Expenses	3,253,760	2,784,968
PGH PILOTAGE INCOME OR LOSS	\$ (394,913)	\$ (188,245)

Note 1 - Information drawn from Pilotage Services Division Financial Statements from Port of Grays Harbor. Rounding may apply.

Note 2 - Pass through payments received for pension contribution and travel allowance are included under Pilotage Division Revenue.

Note 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.

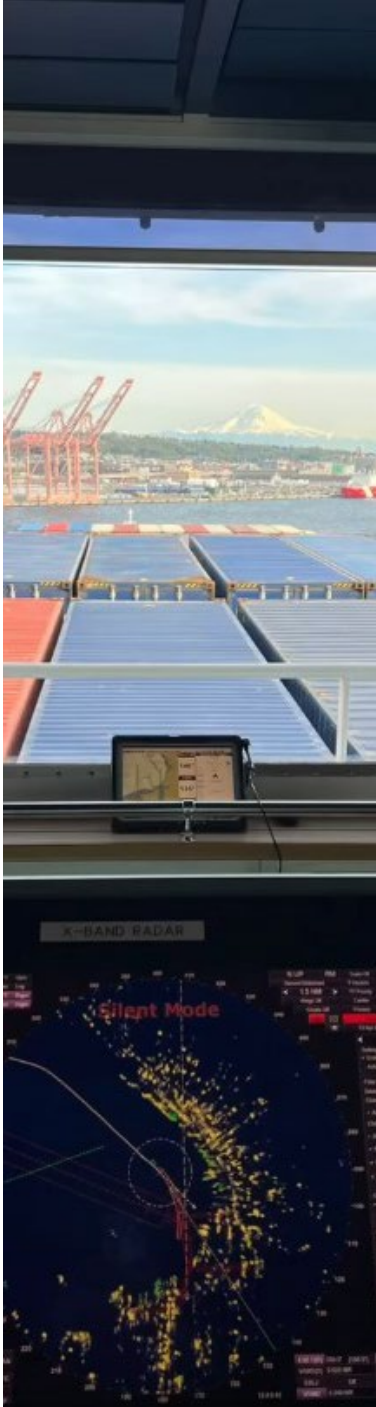
PILOT COMPENSATION, REVENUE & EXPENSES

Port of Grays Harbor



Pilotage Division Expenses	2025	2024
Benefits	\$ 272,733	\$ 171,236
Incremental Duty Pay	162,500	152,500
Regular Wages	1,335,016	1,101,859
Seminars/Confs/Training	46,495	13,641
State Pilot License Fee	18,297	24,285
Appraisals/Surveys	6,050	-
Equipment Rentals	2,834	2,826
Facility Rentals	6,567	6,325
Fire Protection Services	4,606	10,759
Insurance	2,413	2,895
Legal Services	56	-
Other Purchased Service	13,740	11,349
Outside Repair/Maint. – Equipment	264,899	261,539
Outside Repair/Maint. – Facilities	-	1,152
Pilot Launch Service	588,274	520,566
Promotional Items & Printing/Maps/Photos	3,831	-
Telephone	7,261	8,323
Office Supplies	1,329	674
Operating Supplies	53,403	49,548
Repair/Maint. Supplies	1,739	-
Small Tools/Equipment	11,591	16,049
Miscellaneous	8,508	1,492
Port Administrative Services	149,816	129,597
Taxes	49,792	44,902
Travel/Lodging/Meals	11,092	29,211
Total Pilotage Division Expenses	\$ 3,022,842	\$ 2,560,728
Boats, Property, and Equipment	2025	2024
Pilot Boat CHEHALIS	\$ 283,551	\$ 283,551
Pilot Boat VEGA	525,510	525,510
Computer Equipment (Mobile)	60,123	60,123
Other Machinery and Equipment	19,565	19,565
Total Property, Boats and Equipment	\$ 888,749	\$ 888,749
Less Accumulated Depreciation	\$ 440,503	\$ 385,173
Net Property, Boats and Equipment	\$ 448,246	\$ 503,576

CONTACT INFORMATION AND RESOURCES



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*Inbound to Port of Seattle, T18.
Courtesy of Puget Sound Pilots*