



To: COMO Wally Smith, DCOS Mary Kirkwood, DCapt Wil Sumner, D-11n Board & Staff

From: Robert Schabert, DSO-HR

Date: FEB 9, 2018

Subject: AMENDED - Human Resources January 2018 Report

DISTRICT MEMBERSHIP NUMBERS

01 Jan 18: 1,246

31 Jan 18: 1,247

DISTRICT HR-MAIL.ROBOT

In the month of January 2018, D11N Divisions have received a total of 18 Hr-Mail-Robots.

6 of our Division *failed or refused* to file a report or follow up on 12 of the Hr-Mail-Robots.

This issued will be addressed within the next few weeks with our Division Commanders. Not only does it look bad to the public when we don't respond to an inquiry, but this is also a loss of potential members.

IMMEDIATE GOALS

1. Introduce Divisions to a 'Standardized Report Format'. An outstanding format is the one used by Division 4. (see below)
2. Discuss with Division Commanders the lack of participation of Division SO-HR's and FSO'HR's in regard to reporting and follow-up of Hr-Mail-Robot

INTERMEDIATE-TERM GOALS

1. Prepare for D-Train
2. Complete design of 'HR Survey'

LONG TERM GOALS

1. Complete a comprehensive 'HR Manual'

2. Analysis of Survey Data upon return of Survey outlined in January 2, 2018 report.

DIVISION REPORTS

DIVISION 113-01

Hr-mail-robot received by this Division: 3
Report: NO REPORT FILED BY DIVISION

DIVISION 113-03

Hr-mail-robot received by this Division: 4
Report: AS FOLLOWS:

Flotilla 3-1

We have a return of a former member. Inquiry by two prospective members who we will be meeting with prior to our next flotilla meeting.

Flotilla 3-3 NO REPORT

Flotilla 3-5 NO REPORT

Flotilla 3-10

Highlights

Strong focus on how to obtain new members and motivate current membership 3-10
2 ROBO contacts referred to 3-1 and 3-3 SO-HR

Details

Meeting with District HR this Friday 3-10

Projects

Revisiting search for new meeting location. Likely affecting attracting new members and participation of current membership 3-10

Future Activities

Still in holding pattern for ABS course (recruitment tool). Now in hands of CSD management following USCG AUX National "guidance". 3-10 and SO- HR

Challenges

Loss of active members and stagnant recruitment 3-10

Agency Interactions:

CSD Parks and Recreation

Goals and Objectives

Increase membership participation at meetings and activities. 3-10

Work to promote flotilla and increase membership, local newspaper, etc.

DIVISION 113-04

Hr-mail-robot received by this Division: 1
Report: AS FOLLOWS:

Flotilla 4-1: San Jose – Kyle Andrew Jose Ong

- No information provided.

Flotilla 4-3: Palo Alto – Derek K. Chan (FSO-HR)

- Trying to establish contact with a potential candidate. Submitted attestation letter to DIRAUX for R. Lynch.

Flotilla 4-6: Redwood City – Michele Gibson (FSO-HR, SO-HR)

- One new member, Eric Wassmann, received his ID, and will be working on Boat Crew qualification.
- One prospective candidate I recently met at a Rotary function is interested in membership. Follow up is needed.
- Two prospective candidates expressed interest in the AUX-FS program, but reside in the Nevada City area. I will forward their contact information on to the closest Flotilla.

Flotilla 4-8: Almaden – Chris Johnson (FC)

- Targeting two new members & two social events.
- Due to member retirement, need new regular meeting location. St. Francis Cabrini has been offered as a possibility.

Flotilla 4-9: Silicon Valley – Frank Otto Steena (FSO-HR)

- One prospective member, Mark Anderson, was contacted by FC and invited to the next scheduled meeting.

SO-HR UPDATES:

- Recruitment has become a challenge for several Flotillas in Division 4. Two Flotillas have seen membership fall drastically. At our January Division meeting, we discussed strategies to increase awareness of, and interest in, USCG Auxiliary membership. Some of the steps we are taking to increase membership are:
 - The newly-created Division 4 Facebook page. Photographs and descriptions will be vetted by our PA, and then uploaded;
 - Use Facebook page to post a calendar of events and our involvement in our community;
 - Identify local newspapers that offer free advertising;
 - Utilize other social media for publicity;
 - Combine forces with other Flotillas for educational events.
 - Be a guest speaker at the local Rotary and/or YMCA.
 - Issue individual business cards to Auxiliarists that include a web link on the back on how to join the Auxiliary; and,
 - Look at participating in local parades, such as the 4th of July parade in Redwood City.

HR-MAIL-ROBOT UPDATE:

- One prospective member, Gil Smith, is a retired Fire Captain from the Santa Clara Fire Protection District. He is very interested in joining the Almaden Flotilla. His information has been forwarded to the FSO-HR.

Respectfully submitted,
Michele Gibson, FSO-HR, SO-HR
 Flotilla 04-06, Redwood City, CA

[DIVISION 113-05](#)

Hr-mail-robot received by this Division: 1
Report: [REPORT FILED LATE](#)

Flotilla 05-03

Report was submitted to Division 5 and District
 Total members 22
 No further activity.
 Respectfully submitted,

Submitted by Steve Johnson, Div 5 SO-HR

Flotilla 5-1:

Total number of members, 57

Total number of members in AP, 18. Out of 18 members 15 are in the AUP program.

Total number of prospects, 2

Flotilla 5-2:

Total number of members, 22

Total number of members in AP., 0

Total number of prospects, 0

Flotilla 5-3:

Total number of members, 18

Total number of members in AP., 1

Total number of prospects, 2

Flotilla 5-5:

Total number of members, 43

Total number of members in AP., 3

Total number of prospects, 3

Flotilla 5-7:

Total number of members, 31

Total number of members in AP., 3

Total number of prospects, 0

DETAILS:

Had 3 HR-MAIL-REBOT.

I sent Mr. Mathew Yarbroughan over to Steve Jette of Flotilla 5-5.

I sent Mr. John Teague over to Randy McCormick of Flotilla 5-3

Made a call to Mr. Spencer Clark and left a message for him to call me back. When he calls back I will send him over to Flotilla 5-3.

Respectfully Submitted

Steven Johnson, SO-HR

DIVISION 113-06

Hr-mail-robot received by this Division: 2

Report: NO REPORT FILED BY DIVISION

DIVISION 113-07

Hr-mail-robot received by this Division: 0

Report: AS FOLLOWS:

No join on line received. 1 application turned in for January and working on processing a few more prospective members.

Ann Zocchi
SO-HR

DIVISION 113-08

Hr-mail-robot received by this Division: 3
Report: NO REPORT FILED BY DIVISION

DIVISION 113-10

Hr-mail-robot received by this Division: 1
Report: AS FOLLOWS:

New Member Interest Notice.

Aaron McDowell: Had a phone conversation with Aaron, because of his goals and location I referred him to Flotilla 10-03. They acknowledged getting the request and will contact him soon. I also gave Aaron the contact info for 10-03 so he would be able to make an inquiry at his time schedule.

10-02: Set Goal of new members, growth, maintain members, inter Flotilla support.

10-03: Working in on perspective new member to be contacted soon.

10-05: No Report at this time

10-06: 5 Referred People of Interest. All are be communicated with 2 currant activity. 1. Robin Lebo has filled out an application which is being ready to process. 2. Matt Williams has been unable to attend for health reasons, but thinks he can attend our next meeting.

Brenda Myers, Pam Johnson, Steve Reynolds are working out schedule conflicts.

John Mendoza sent a personal e-mail showing interest and will attend our next meeting.

SO-HR Personal Goal: Work to become more efficient and effective.

Donald Pierce
Div 10 SO-HR.

DIVISION 113-11

Hr-mail-robot received by this Division: 0
Report: AS FOLLOWS:

86 Members total
8 Members in AP status
1 prospective member

Bryce Leinan
Flotilla Commander, Reno Flotilla 3
SO-PA and SO-HR, Sierra Division 11
ADSO-IM-Everbridge, District 11 North
United States Coast Guard Auxiliary

DIVISION 113-12

Hr-mail-robot received by this Division: 3
Report: AS FOLLOWS:

Vivian McBride, FSO-HR – Flotilla 113-12-01
HIGHLIGHTS

There are currently 91 members on roster.

AP Status	IQ Status	BQ Status	AX Status	AX2 Status
10	22	53	2	4

Visited DIRAUX to submit applications and transfer requests

Worked with Potential New Members on their applications for submission

Assisted with getting several applicants fingerprinted

Continue follow-up with PNMs who have submitted an Interest Inquiry through hr-mail-robot@cgauxnetus

DETAILS

- No report

AGENCY INTERACTIONS

-

UPCOMING EVENTS

- No report

GOALS

- No report
-

Stu Langs, FSO-HR - **Flotilla 113-12-05**

HIGHLIGHTS

There are currently 24 members on record according to Auxdirectory.

AP Status	IQ Status	AX Status	BQ Status
4	2	0	18

DETAILS

- No report

AGENCY INTERACTIONS

No report

UPCOMING EVENTS

The Kiwanis Club, located in Fremont, has invited 12-5 representatives to address their membership about the Coast Guard Auxiliary during January meeting.

GOALS

- Recruit New Members
-

Greg Gleeson, FSO-HR - **Flotilla 113-12-91**

HIGHLIGHTS

There are currently 46 members on roster.

AP Status	IQ Status	BQ Status	AX Status	AX2 Status
5	2	32	2	5

- Working to create a mentoring program for new members
- Ron Darcey working to improve new member application process
- Received several emails from Potential New Member requesting information; explained the membership process, and have not received a reply.
- Several new membership applicants are in AP status:

- o Carolyn Camacho
- o Jason Caproni
- o Jeff Luchetti

DETAILS

No Report

AGENCY INTERACTIONS

- None

UPCOMING EVENTS

- None

GOALS

- Establish mentoring program
- Recruit 4 new members in 2018

Semper Paratus

*Respectfully Submitted,
Felita Clark
SO-HR*

End of Report

Respectfully submitted

Robert Schabert
113 DSO-HR