



United States Coast Guard Auxiliary
U.S. Department of Homeland Security
District 11N Human Resources

March 18, 2019

To: DCO Mary Kirkwood
From: Robert Schabert, DSO-HR

Re: FEB 2019 HR Report

HIGHLIGHTS

Planning D-Train's HR Class

DETAILS

Prepared Outlines, Hand-Outs, Power Point, and student interaction program for D-Train's HR Class

PROJECTS

Developing a 'Commander's Guide to Retention'

CHALLENGES/OBSTICALS/OPPORTUNITIES

Commanders and SO-HR' and FSO-HR's not understanding their positions and responsibilities in relation to the HR Program. This is due to a lack of training, which is being correct during this year.

Close of year 2018 we lost 159 members. The breakdown is as follow:

14	Death
94	Dues
7	Moved
20	Member request – no reason given
2	Life Changes
9	No time
1	Unhappy
2	Active Duty
2	Lost Interest
14	Retirement
4	Medical
1	Personal
1	Lack of communication with Flotilla

I will be discussing this more at the District Meeting and during the D-Train HR Class as these stats can be interrupted in a number of different ways.

AGENCY INTERACTION

None to Report

GOALS AND OBJECTIVES

To attend at least on Division Meeting per month with the HR Presentation for the purpose of training FC's and HR's.

