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**District Eleven North Region
DISTRICT STAFF OFFICER REPORT – HUMAN RESOURCES**

Date: 19 OCT 20 for **SEPT 20**
To: Mary Kirkwood, Commodore
Cc: District Board and Staff
From: DSO-HR

HIGHLIGHTS

1. **SO-HR Reports - EMAIL ADDRESS – PLEASE** – my email address is BobSchabert@gmail.com
I am still getting some reports to my old email address of two years ago.
2. 7035's... 7035's are being processed (if during the work week) within 2 hours of receipt by email attachment.
3. Below is the memo I sent out to our FSO-HR's, SO-HR's and FC's:

Hi All... It is 7035 Season.

Just a reminder... 7035's are to be submitted to the DSO-HR at BobSchabert@gmail.com

Please use the latest version of the **7035 dated 09/18** as this helps us track statistical information as to why a member has left the Auxiliary. This information is extremely important for future recruitment.

If you submit a 7035 and you do *NOT* receive a copy of your 'submitted' 7035 within 72 hours, please contact me either via email or call me at (916) 470-5963. *It means that I did not receive it.* As in the past, It is my practice to add your email address as a 'cc' when I submit the 7035's to the Island. That way you have confirmation that it has been submitted.

Another subject... HR Robot. I have asked the SO-HR's (many times) for HR Robot information in their HR Report. Looking at my District reports, it will reflect how many SO-HR's report that information. I have received a few, *less than polite*, responses to my request for this information.

Our District is right there with the National stats for reporting and acting on the HR Robot request... **VERY POORLY.** Since March, we have not exactly been busy, so I don't understand why we have not responded to these requests. These are people **COMING TO US** about joining!

Next year when appointing FSO and SO HR's, PLEASE do not just '*stick*' someone with the job. Find someone who '*desires*' to have the position and wants to contribute. If they don't have a passion for the position, perhaps they are not the right person for the job.

In closing, we are fast approaching the holidays, starting with Thanksgiving. That means people will be taking time off to spend with family and friends. PLEASE do not wait until the last minute to submit 7035's keeping in mind that last-minute submissions must be processed, and perhaps taking away someone's Holiday time. It would be great if we could have all of our 7035's submitted before Thanksgiving.

I am always open to any questions or comments. I am just a phone call away or simply send me an email.

CHALLENGES / OBSTACLES / OPPORTUNITIES:

HR-ROBOTS --- Very, Very, Very, few people are taking advantage of this program. Reports are not being submitted and the data is not being entered.

A few months ago, I called on Auxiliarist and asked that person to follow up on 3 in their area. It resulted in 3 new members. When it was mentioned at a Division meeting, some FC's were upset because I shared the HR-ROBOTS with someone who acted on them and obtained members. Yet... these same FC and the HR staff received the HR-ROBOTS via email just like everyone else but failed to act on them.

THIS IS FRUSTRATING to me. Here we are in the middle of COVID-19 and people are still reaching out to US... and we don't respond!

Yet I get monthly HR Reports, that state, "*Nothing to Report*".

HR TRAINING --- Over that past few years we have put together training classes... yet very few people attend, then wonder why we are not growing. "*It is our fault!*"

FC's --- This year when appointing HR's and PA's, PLEASE do not make it a 'default' position. Please find members with a passion to do the job, or at least want to learn to do the job. Our future depends on it!

END OF REPORT