DATE: 6 SEP 2021

TO: COMO Dean McFarren

DCOS Curtis Han DCAPT Bruce Martin DCAPT Nancy Marion DCAPT Alan Stanton

CC: DISTRICT 11NR BOARD AND STAFF

Lou Sarto, ADSO-HR, Flotilla 01-04

Mary Stephens, ADSO-HR, Flotilla 01-07

FROM: Jim Losi, DSO-HR

RE: Human Resources Report - AUGUST 2021

HIGHLIGHTS

1. Membership Summary Monthly Reporting

i. Month-end August 2021Report attached - Figure 1

ii. September MTD 2021 Report attached - Figure 2

iii. 3Q21 recruiting report - Figure 3

iv. Each week the DCDRs will be receiving qualified prospective new member leads from me. Please follow up on them. The number of qualified leads has been increasing regularly.

v. I have seen a marked increase in the requests for the processing of 7035s over the past 10 days. Additionally, we have had two members cross the bar since the last reporting period. Recruiting remains strong but so to does the disenrollment of members post dues seasons.

Projects

- Communication and implementation of D11 HR Plan
- Communication and implementation of Virtual Recruiting Plan
- Continued reporting and analysis of 2021 Membership Summary

Future Activities

 Virtual Call with Div SO-HR and FSO-HR members – This will be an ongoing activity scheduled on a periodic basis

Challenges

- Identifying ADSO-HR for support and coverage
- Creating the time necessary to reach District members to inspire and motivate them to recruit new members and retain existing members

Goals and Objectives

- Play a leading role in helping to implement the recruitment and retention strategies being developed by HR and EXCOM
- Help facilitate the recruiting of 100 new members in 2021
- Elevate the HR District function in the eyes of District members to be considered world class.

Figure 1 – AUGUST 2021 D11 NR Month End Membership Report and Summary/Analysis

D11NR Annual and Monthly Membership Summary			2019 Year End	2019 2020 2021 Men ear End Year End B			bership Inflows and Outflows tired Members MAY			2021		
Division	Name	Flotilla Name	Flotilla	# of Members	# of Members	New	or Left	Crost	··TXFR M	NET.	B/(W)	Comments
	1 Senior Area	Sausalito-Tiburon	113-01-02	63	51	New 2	Left	O Dar	O O	53	2	Berruiting
		Central Marin	113-01-04	48	46	4	4	-1	1	46 46	0	Recruited/ Lex J. Byers (2/10/21 DOD)/Maura Balley transferred from 012-09
		Point Bonita Coyote Point	113-01-07	46 35	34	0 11	-6	4	0	46 38	-1	James Dragon (4/18/21 DOD) David Stors Swett (1/8/21 DOD) Attrition/Gary Kapian trasferred to 01-09 from 12-91/Maura Bailey to 01/04/Herman Haluza Disenrollment 3/1/2021
			Total:	182	178	17	-9	-3	0	183	8	
	3 Roaring Thirties Area	McClellan Park	113-03-01	34	28	0	0	0	-1	27	-1	Hal Seibert transferred to 113-12-91
	Sacramento Region	Gold Country	113-03-03	30	29	1	ō	ō	0	30	1	
		Sacramento File Grove	113-03-06	43	39 14	4	4	0	-1	38 13	-1	Retirement/Recruiting-Retirement of John Albro Fred Black transferred from 3-06/Bill Scholar from 11-04
		MR Grove	Total:	124	110	6	-8	•	ő	108	-2	From Basick frameryon from 05-08/8m School from 11-04
	4 South Bay Area	San Jose	113-04-01	14	19	-			0	17	0	Michael Ayers Disenrolled 17 MAY.
	4 SOULD DAY AFEA	Palo Alto	113-04-03	16	16	ő	-1	ö	-1	14	-8	V Mata transferred to 06-10
		Redwood City Almoden	113-04-06	21	21	2	0	0	0	23	2	Recruiting
		Silicon Valley	113-04-09	10 24	20	2	ŏ	ö	ö	22	2	Recruiting
			Total:	85	84	7	-4	0	-1	86	2	
	8 Suisun Bay Area	Vallejo	113-05-01	37	36	2	-1	0	0	37	1	Becruiting
		Napa	113-05-02	26	26	1	0	o	0	27	1	Recruiting
		N Solano County Sonoma County	113-08-03 113-08-06	23 40	28 40	1	-4	0	0	27	-1	Recruiting/Chris Marks transerred from 11-04/Attrition Recruiting
		Diablo	113-08-07	38	36	î	-1	4	ō	38	-1	Jim Blackburn (2/7/21 DOD)/Recruiting
			Total:	164	166	7	-7	-1	1	166	0	
	6 Gold Coast Area	Monterey	113-08-04	67	56	3	-1	-1	0	57	1	Shirisy Carmichael Johnson (3/7/21 DOD)
		Santa Cruz Capitola	113-08-07 113-08-10	32 30	32 29	1 B	-1 -6	0	0	32 30	0	Recruiting Vinicio Mata transfer from 113-04-03/Attrition/Recruiting
		percen	Total:	119	117	9	-7	-1	1	119	2	
	7 Utah Area	Salt Lake City	113-07-02	32	28	1	0	0	0	20	- 1	Recruiting
	, orani saron	Wasatch	113-07-03	20	17	î	ŏ	ō	0	18	ī	Recruiting
		Ogden Garden City	113-07-06 113-07-08	26 18	25 17	1		0	-8	21	-4 6	Transfer From Transfer To
		One districtly	Total:	96	87	4	o	•	0	91	4	A Paradotta A V
	8 North Coast 8 Area	Mendocino County	117 09 07	21	17			0	0	19	2	Recruiting
	O MOVELLO COMME O ALTER	New Lake County	113-08-08	27	28	1	-1	ō	ō	28	o	
		Crescent City Thirty Niners	113-08-11 113-08-39	29 36	27 36	3	0	0	0	30 38	-1	Recruiting Hannelore S. Maddox (3/18/2021)/Disenvollment Fanechka Lafitte & Meinert Toberer
		Thirty Niners	Total:	113	108	8	-8	-1	0	112	4	Hamnetore S. Maddoox (3/18/2U21)/Insemrollment Fanechka Latitte & Melmert Toberer
,	O San Joaquin Valley Area	Modesto	113-10-02	17	16				0	19		Chris E Pacheco (8/16/21 DOD)
	O San Souquin Valley Area	Stockton	113-10-03	23	21	8	-8	0	Ö	21	ő	CHINE E. PRINTED (8) 10/21 JULY 1
		Fresno Kawaah	113-10-06 113-10-06	11	10	0	0	0	0	10	0	Recruitment & Left
		Lawean	Total:	68	63	ii	-7	-1	0	66	3	PAST CHARACTER & LAST
	1 Sierro Area	North Lake Tahoe	117 11 01	31	28		A	0	10	34	6	Retirement/Bees bottom notes
	II ORPIN AITE	Reno	113-11-03	31	28	8	-1	ō	2	34	6	
		South Lake Tahoe	113-11-04 Total:	22 84	20 76	0	-7	0	-13 -1	68	-20 -8	Attrition/Bill Scholz to 03-10/Christopher Marks to 08-03/See bottom notes
												_
12****	East Bay - Neptune Div	East Bay San Ramon Valley	113-12-01	88 48	96 48	7	-3	0	-1	98	-8	New member/Gary Kapian transferred to 01-09/Disenrollment of Linda Herkins Hal Seibert Transferred from 03-01/William Scholz transferred to 03-10/Peter Todebush passed (8/14/21 DOD)/Disenrollment of Andrea Cupoletti/Disenrollment of Robert Redrigue
		oan ramon valuey	Total:	136	143	10	-8	-1	o	144	1	and depart. Laminesten stem co-cot/aminent occurs earninested occurs of the control broad (6) 14/51 pop/l/psentonness of worder free stems occurs of the control occurs of the c
			Grand Total:	1,171	1.129	88	.67	-8	0	1,143	11	
				,.,.						2,240		
NOTE	8: * As of 31 AUG 2021				Flotilla 113	Cole, Bruc		Disposition Betired				
	* 34 members have transf	erred to other Flotill	las			Dorton, B	rad	Disenrolled				
	* 8 members have Crost th * Embarcadero Cove Flotil	ie Bar la Deleted from ADT	,			Howard, a Lynn, Sha		Retired Discorpolled				
						Mirands,	Richard	Disenvolled				
METRICS:	Number of Divisions	10	DIINB			Chism, Gu Marks, Ct		To 11-03 To 08-03				
Avg. Num	ber of Members Per Division:	114	10 Divisions			York, Ed		To 11-03				
A 32	Number of Flotillas ber of Members Per Flotillas		38 Flotillas			Englekirk Friedman		To 11-01 To 11-01				
Flotilia wi	th most number of members	94	113-12-01			Hogan, De	nnis	To 11-01				
Flotilla wi	ith least number of members	12	113-10-05	l		Lewicki, E		To 11-01				
						Martin, B Starcevick	n. Sheila	To 11-01 To 11-01				
						Snell, Jim		To 11-01				
						Lyzenga, 1 Kortge, M	Harmon larv	To 11-01 To 11-01				
						Green, Wi	lliam	To 11-01				
						Hancock, Sherry, J.	Joe oe	To 11-01 To 11-01				

Prepared By : «Iim Losi, D11NB, DSO-H.

Figure 2 – SEPTEMBER 2021 Membership Summary and Analysis as of MTD

							0001						
D11NR Annual and Monthly Membership Summary			2019 Year End # of	2020 Year End # of	2021 M		hip Inflows Members Crost	and Out	MAY NET	2021 B/(W)			
Division		Name	Flotilla Name	Flotilla	Members	Members	New	Left	***The Bar	**TXFR	MEMBERS	2020	Comments
	1	Senior Area	Sausalito-Tiburon	113-01-02	53	51	2	-3	-1	0	49	-2	Recruiting/Retirment for Tina Yesson, Gustavo Costantino and Daniel Merle
			Central Marin	113-01-04	48	46	4	-4	-1	1	46	0	Recruited/Lex J. Byers (2/10/21 DOD)/Maura Bailey transferred from 012-09
			Point Bonita Coyote Point	113-01-07	46 38	47	0	.a	-1	0	46 38	-1	James Dragon (4/15/21 DOD) David Stora Swett (1/5/21 DOD)/Attrition/Gary Kapian transferred to 01-09 from 12-91/Maura Balley to 01/04/Herman Haluza Disenrollment 3/1/2021
			Coyour Fozit	Total:	182	178	17	-18	-4	0	176	-2	Peter Phillips 9/1/21 William Klear 9/1/21 Forter Tesgarden 9/1/21
		loaring Thirties Area Sacramento Region	McClellan Park Gold Country	113-03-01 113-03-03	34 30	28 29	0	0	0	-1 0	27 30	-1	Hal Settert transferred to 113-12-91
	8	Sacramento Region	Sacramento	113-03-03	43	39	- 1	-4	Ö	.1	38	- 4	Betirement/Becruiting-Betirement of John Albro
			Elir Grosse	113-03-10	17	14	- 7	- 7	ŏ		13	- 4	Fred Black transferred from 03-06/Bill Scholz from 11-04
			ank drove	Total:	124	110	6	-8	ŏ	ō	108	-2	700 Jack 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
	4	South Bay Area	San Jose	113-04-01	14	17	3	-3	0	0	17	0	Michael Ayers Disenrolled 17 MAY.
			Palo Alto	113-04-03	16	16	0	-1	0	-1	14	-2	V Mata transferred to 08-10
			Redwood City Almaden	113-04-08	21	21	2	0	0	0	23	2	Recruiting
			Almaden Silicon Valley	113-04-08	10	10	0	0	0	0	10	0	Reconiting
			Sincon Valley	Total:	88	84	7	-4	0	-1	86	2	Recounting
	_	Suisun Bay Area	Valleio	113-08-01	37	36	2	a	0	0	37		Recenting
	ь	Suisun Bay Area	Vanejo Napa	113-05-01 113-05-02	26	26	2	4	Ö	0	26	0	Norvitting Retirement Regina Sarnicola 113-05-02
			N Solano County	113-08-03	23	28	å	-4	ň	ĭ	27	- 4	Recruiting/Reinforment Regime Sattleson 113-05-02 Recruiting/Chris Maries transferred from 11-05-02
			Sonoma County	113-08-08	40	40	- 7	4	ŏ	ō	40	o	Recruiting
			Diablo	113-08-07	38	36	i	- 4	-1	ő	35	-1	Jm Blackburn (2/7/21 DOD)/Recruiting
				Total:	164	166	7	-8	-1	1	168	-1	
	6	Gold Coast Area	Monterey	113-08-04	67	56	3	-1	-4	0	67	1	Shirley Carmichael Johnson (3/7/21 DOD)
			Santa Cruz	113-08-07	32	32	1	-4	ō	ō	32	0	Recruiting
			Capitola	113-08-10	30	29	8	-B	ò	1	30	1	Vinicio Mata transfer from 113-04-03/Attrition/Recruiting
				Total:	119	117	9	-7	-1	1	119	2	
	7	Utah Area	Salt Lake City	113-07-02	32	28	1	0	0	0	29	1	Becruiting
			Wasatch	113-07-03	20	17	i	ō	ō	ō	18	- 1	Becruiting
			Ogden	113-07-08	26	25	1		ó	-B	21	-4	Transfer From
			Garden City	113-07-08	18	17		0	Ö	8	23	6	Transfer To
				Total:	96	87	4	0	0	0	91	4	
	8 N	North Coast 8 Area	Mendocino County	113-08-07	21	17	2	-1	0	0	18	1	Recruiting/Stephen Kay Nilson retired 12/31/21
			New Lake County	113-08-08	27	28	1	-1	0	0	28	0	
			Crescent City Thirty Niners	113-08-11	29 36	27 36	3 2	0	0	0	30 35	8	Recruiting Hannelore S. Maddox (3/18/2021)/Disenrollment Fanechka Lafitte & Meinert Toberer
			Thirty Niners	Total:	113	108	8	-4	-1	0	111	-1	Hannetore S. Maddox (S/18/2021) Ulisenrollment Fanechka Latitle & Melinert Toberer
									a			8	
	10 San	n Joaquin Valley Area	Modesto Stockton	113-10-02 113-10-03	17	16 21	4 B	0 .B	-1	0	19 21	8	Chris E. Pacheco (8/16/21 DOD) Recruitment & Leif/Disonnollment of Karl Keller & Nick Paterson
			Fresno	113-10-05	11	10	ö	0	ö	0	10	0	RECURLEMENTS & LONG DESIREDITIONS OF KARY KENNEY & NEW FALORSON
			Kaweah	113-10-08	17	16	2	-2	ŏ	ő	16	ŏ	Recruitment & Left
				Total:	68	63	11	-7	-1	0	66	3	
	11	Sierra Area	North Lake Tahoe	113-11-01	31	28	2	-7	0	10	33	8	Retirement/See bottom notes/Steven Blaine Perez Retired 9/3/21
			Reno	113-11-03	31	28	6	-1	ó	2	34	6	
			South Lake Tahoe	113-11-04 Total:	22 84	20 76	0	-7	0	-13	67	-20	Attrition/Bill Scholz to 03-10/Christopher Marks to 06-03/See bottom notes
								-	•				
8****	Eas	ast Bay - Neptune Div	East Bay	113-12-01	88	96	7	-3	0	-1	98	3	New member/Gary Kaplan tranferred to 01-09/Disenrollment of Linda Herkins
			San Ramon Valley	113-12-91 Total:	48 136	48 143	10	-6	-1	1	48 143	-3 0	Hal Seibert Transferred from 03-01/William Scholz transferred to 03-10/Peter Todebush passed (8/14/21 DOD)/Disenrollment of Andrea Cupoletti/Robert Rodriguen/S. Kake
								-		•			
				Grand Total:	1,171	1,132	88	-77	-9	0	1,132	0	
NOTE					1	Flotilla 11	3-11-04 Men	bership D	Disposition				
		of 2 SEP 2021 2021					Cole, Bruce		Retired				
	· 34 n	members have transfe sembers have Grost th	erred to other Flotill	25			Dorton, Br	ad	Disenrolled Retired				
		tembers have Crost th barcadero Cove Flotil.					Howard, Jo Lynn, Shar		Disenrolled				
	Lime	barcadero Cove Fiotii.	ia Deserva from ADL				Miranda, B	ichard	Disenvolled				
METRICS:							Chism, Guy		To 11-03				
		Number of Divisions:	10	DIINR			Marks, Chr	52	To 06-03				
Avg. Nu	nber of 1	Members Per Division: Number of Flotillas-		10 Divisions			York, Ed		To 11-03				
A 27		Number of Fiotilias: Members Per Fiotilias:		38 Flotillas			Englekirk,		To 11-01 To 11-01				
Flotille w	inner, or p	at number of members:	94	113-12-01 113-10-06					70 11-01				
		at number of members:							To 11-01				
							Martin Bro		70 11-01				
	Starcovich, Sheila To 11-01 Snell, Jim To 11-01												
							Lyzenga, H		To 11-01				
							Kortge, Ma		To 11-01				
							Green, Will Hancock, J		To 11-01 To 11-01				
									70 11-01				
					Į.								

Prepared By : Jim Losi, DI 1NR, DSO-HR

Enrollment Applications

	Application		Fint and JAPA	2024	
К	eceived Dat	Coastwatch	Entered AD2		
				Last Name	First Name
5001199		1/27/21	27-Jan-21	TRAN	KHAI-HOANG
5001200	1/26/2021	1/27/21	27-Jan-21	WINTERS	KATHRYN
5001201	1/26/2021	1/27/21	27-Jan-21	SIMPSON	MARIA ELENA
5001235	1/26/2021	1/27/21	4-Feb-21	NATHAN (NICKOLAS)	OLON (LOUIS)
5001849	1/26/2021	1/27/21	8-Jun-21	ASH-LEE	J. NOLER
5001263	2/9/2021	2/10/21	10-Feb-21	CURTIS	LISA
5001275	2/11/2021	2/16/21	16-Feb-21	DAVIS	BRAD
5001290	2/16/2021	2/19/21	22-Feb-21	VAN DEN HOUT	JULIE
5001312	2/25/2021	2/25/21	26-Feb-21	MOSES	JOSEPH
5001323	3/2/2021	3/2/21	3-Mar-21	REALL	CARRIE
1236683	3/4/2021	3/5/21	5-Mar-21	JOINER	PERRY
5001420	3/2/2021	3/3/21	25-Mar-21	HAGUE	RICHARD
5001359	03/09/2021	3/10/21	12-Mar-21	MALMQUIST-WEST	MARGARET
5001275	03/09/2021	3/10/21	16-Mar-21	DAVIS	BRAD
5001405	3/18/2021	3/19/21	22-Mar-21	ALBRECHT	JOHN
	3/18/2021	3/19/21	4/20/2021 Certi	MASLYN	JOEL
5001404	3/18/2021	3/19/21	22-Mar-21	MCGHIE	SHAWN
5001440	3/29/2021	3/29/21	29-Mar-21	SEYMOUR	JOSEPH
5001537	3/19/2021	4/12/21	4/13/21	MIRTO	ANDREW
5001538	3/19/2021	4/12/21	4/13/21	MARTINEZ, JR.	ARTHUR
5001468	3/30/2021	3/31/21	3/31/21	JEFFREY	DAVID
5001584	4/22/2021	4/26/21	4/26/21	NORDYKE	KURT
5001703	5/7/2021	5/10/21	5/10/21	CEDILLO	CHRISTINE
5001700	5/7/2021	5/10/21	5/10/21	MACADAM	TY
5001698	5/7/2021	5/10/21	5/10/21	COSTANTINO	GUSTAVO
5001805	5/26/2021	5/27/21	5/27/21	BERGADO	JOANNA
5001873	6/9/2021	6/11/21	6/11/21	ROWE	INGELISE
5001874	6/9/2021	6/11/21	6/11/21	COHEN	DEBORA
5001903	6/21/2021	6/22/21	6/22/21	SIMMONS	TERRI
5001904	6/21/2021	6/22/21	6/22/21	ROWDEN	AARON
5001920	6/21/2021	6/22/21	6/23/21	AYCOCK	CHRISTOPHER
5001942	6/25/2021	6/28/21	6/28/21	ANDERTON	BRENT
5002046	6/25/2021	6/28/21	7/19/21	BOWSER	MICHAEL
5001959		7/1/21	7/1/21	RYDER	ASHLEY
5001960	6/30/2021	7/1/21	7/1/21	ARNOLD	MATTHEW
5001984	7/7/2021	7/8/21	7/8/21	RAVAL	DENNISON
5002152	7/22/2021	7/22/21	7/27/21	STEPHENS	MARION
5002198	8/12/21	8/16/2021	8/16/21	ANDERSON NIELSON	LUKIS
5002197	8/16/2021	8/16/21	6/1/21	EDMISTER	RYAN
5002207	8/18/2021	8/19/21	8/19/21	HINES	STEVEN
5002208	8/18/2021	8/19/21	8/19/21	SAICH	STEPHEN
5002209	8/18/2021	8/19/21	8/19/21	HILL	KYNATTAH
5002210	8/18/2021	8/19/21	8/19/21	BERNHARDT	SHAUN
	8/19/2021	8/20/21	Hit 8/20/21	ELEBIARY	CHRISTIAN
5002229		8/26/21	8/27/21	JARDIN	EVAN