



**Homeland
Security**

**U.S. Coast Guard Auxiliary
District 11 Northern Region**
Serving Northern California, Nevada, Utah



DATE: 1 MAY 2022

TO: COMO Dean McFarren
DCOS Curtis Han
DCAPT Bruce Martin
DCAPT Chick Cobery
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 - APR 2022**

HIGHLIGHTS

1. Membership Summary Monthly Reporting
 - i. Mar 2022 YTD Report attached - Figure 1
 - ii. Current D11NR Membership stands at 1,088 as of 30 APRIL 2022.
2. 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.
3. A number of large recruiting events are either in the planning stage or are ready for execution throughout the District.
4. Have been investing a fair amount of time in boarding new members which will appear in the May numbers.

Projects

- Communication and implementation of D11 HR Plan
- Communication and implementation of Retention Strategy
- Continued reporting and analysis of 2022 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

- Succession planning DSO-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 recruitment and retention strategies.
- Help facilitate the recruiting of 100+ new members in 2022
- Elevate the HR District function in the eyes of District members to be considered world class.

Figure 1 – 30 APRIL 2022 D11 NR Month End and Year End Membership Report and Summary/Analysis

D11NR Annual and Monthly Membership Summary															
Division	Name	Flotilla Name	Flotilla	2019	2020	2021	2022 Membership Inflows and Outflows					2022 MARCH MEMBERS	2022 R/(W)	2022 vs. 2021 00.00% Change	Comments
				Year End # of Members	Year End # of Members	Year End # of Members	New	Retired or Left	Members Cross ** The Bar	TEFR	2022				
1	San Joaquin Area	Sacramento Flotilla	1-15-01-08	53	51	52	0	1	0	0	0	51	-1	-1.90%	2021 Member Transfer to other
			1-15-01-07	28	38	48	0	0	0	0	0	38	0	0.00%	
			1-15-01-06	46	47	43	1	-1	0	0	0	42	0	0.00%	2021 Member Transfer to other
			1-15-01-05	35	54	38	0	-2	0	0	0	33	-2	-5.71%	2021 Member Transfer to other
Total:				162	179	178	1	-4	0	0	159	-5	-1.74%		
3	Boating Thruway Area	Sacramento Flotilla	1-15-03-01	34	28	29	2	0	0	0	0	31	2	6.90%	1 New member
			1-15-03-02	20	29	28	1	-2	0	0	0	27	1	5.00%	2021 Member Transfer to other
			1-15-03-03	45	30	28	0	-1	0	0	0	33	-1	-2.22%	2021 Member Transfer to other
			1-15-03-04	17	14	18	3	0	0	-2	0	14	1	7.69%	1 New member
Total:				116	110	104	6	-3	0	-2	107	5	4.31%		
4	Smith's Bay Area	San Joaquin Flotilla	1-15-04-01	14	10	18	9	0	0	0	0	24	9	47.06%	6 New members
			1-15-04-02	16	18	19	0	0	0	0	0	19	0	0.00%	
			1-15-04-03	21	21	22	0	0	0	0	0	22	0	0.00%	
			1-15-04-04	34	19	19	1	0	0	0	0	11	1	10.00%	1 New member
Total:				85	68	89	10	-1	0	0	98	9	10.11%		
5	Sierra Bay Area	Valley Flotilla	1-15-05-01	37	38	40	3	0	0	0	0	43	3	7.50%	1 New member
			1-15-05-02	26	29	30	0	0	0	0	0	30	0	0.00%	
			1-15-05-03	32	29	30	2	0	0	0	0	32	0	0.00%	1 New member
			1-15-05-04	40	40	37	1	1	0	0	0	39	0	0.00%	2021 Member Transfer to other
Total:				135	136	137	6	-1	0	0	154	6	4.37%		
6	Oak Coast Area	Montezuma Flotilla	1-15-06-01	57	59	51	3	0	0	0	0	56	0	0.00%	1 New member
			1-15-06-02	38	32	30	0	0	0	0	0	30	0	0.00%	
			1-15-06-03	30	29	27	7	0	0	0	0	34	7	23.33%	1 New member
			1-15-06-04	119	117	103	12	0	0	0	0	118	15	11.85%	
Total:				144	137	111	22	0	0	0	138	6	4.17%		
7	Yuba Area	Sacramento Flotilla	1-15-07-01	36	28	30	1	-3	0	-1	0	28	-2	-6.67%	1 New member
			1-15-07-02	20	17	18	1	0	0	0	0	18	1	5.00%	
			1-15-07-03	26	25	19	0	1	0	1	0	17	0	0.00%	
			1-15-07-04	18	17	23	0	0	0	0	0	23	0	0.00%	
Total:				80	67	80	2	-4	0	0	87	7	8.75%		
8	North Coast & Area	Humboldt County Flotilla	1-15-08-01	31	17	18	0	0	0	0	0	18	0	0.00%	
			1-15-08-02	27	29	24	1	0	0	0	0	25	1	3.70%	
			1-15-08-03	25	27	25	0	-2	1	1	0	18	-11	-40.00%	
			1-15-08-04	36	33	21	0	1	0	0	0	20	-11	-30.56%	
Total:				119	106	96	1	-1	-1	0	82	-37	-31.09%		
10	San Joaquin Valley Area	Merced Flotilla	1-15-10-01	17	19	18	0	1	0	0	0	17	-1	-5.88%	2021 Member Transfer to other
			1-15-10-02	23	21	28	0	3	0	0	0	19	-5	-21.74%	2021 Member Transfer to other
			1-15-10-03	11	10	12	0	0	1	0	0	11	0	0.00%	
			1-15-10-04	17	13	13	0	0	0	0	0	13	0	0.00%	
Total:				68	63	71	0	4	1	0	60	-8	-11.76%		
11	Sierra Area	North Lake Tahoe Flotilla	1-15-11-01	21	28	28	0	0	0	1	0	29	1	4.76%	1 New member
			1-15-11-02	31	28	30	1	0	0	1	0	30	0	0.00%	
			1-15-11-03	21	28	28	0	0	0	0	0	28	0	0.00%	
			1-15-11-04	68	76	63	1	0	0	0	0	64	1	1.47%	
Total:				141	150	150	1	0	0	1	151	1	0.71%		
12****	East Bay - Napa Valley	East Bay Flotilla	1-15-12-01	36	39	39	3	-1	0	0	0	37	2	5.56%	1 New member
			1-15-12-02	48	48	44	2	0	0	0	0	46	2	4.17%	
			1-15-12-03	30	29	27	0	0	0	0	0	24	0	0.00%	
			1-15-12-04	196	148	189	8	-1	0	0	0	143	4	2.66%	
Total:				210	164	200	13	-2	0	0	150	11	5.24%		
Grand Total:				1,149	1,182	1,073	48	-28	-2	0	1,088	18	1.58%		

NOTES:
 * As of 30 APR 2022
 ** 6 members have transferred to other Flotillas
 *** 2 members have Choo! the Bar

METRICS:		
Number of Divisions:	10	D11NR
Avg. Number of Members Per Division:	114.9	10 Divisions
Number of Flotillas:	38	
Avg. Number of Members Per Flotilla:	29.74	38 Flotillas
Flotillas with most number of members:	68	1-15-12-01
Flotilla with least number of members:	11	1-15-08-04

Prepared By: Bob West, D11NR, DSC SR

