



**Homeland
Security**

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



DATE: 4 JUL 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 - JUN 2022**

HIGHLIGHTS

1. Membership Summary Monthly Reporting
 - i. JUN 2022 YTD Report attached - Figure 1
 - ii. Current D11NR Membership stands at 1,099 as of 4 JUL 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. 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 JUN 2022 D11 NR Month End and Year End Membership Report and Summary/Analysis

D11NR Annual and Monthly Membership Summary															
Division	Name	Fleet/Flotilla Name	Fleet/Flotilla	2019	2020	2021	2022 Membership Inflows and Outflows					MARCH	2022	2021	Comments
				Year End # of Members	Year End # of Members	Year End # of Members	New	Retired or Left	Members Crossed ** The Bar	TRFR	MEMBERS	B/(W)	% Change		
1	San Jose Area	San Gabriel Flotilla	118-01-68	65	61	52	1	1	0	0	0	53	0	0.00%	2021: 1 member left, 1 member transferred to other flotilla, 100% of March 2022 2021: 1 member left, 1 member transferred to other flotilla, 100% of March 2022 2021: 1 member left, 1 member transferred to other flotilla, 100% of March 2022 2021: 1 member left, 1 member transferred to other flotilla, 100% of March 2022
		Central Marin	118-01-22	76	48	45	0	0	0	0	48	0	0.00%		
		Point Bonita	118-01-27	46	47	43	2	-1	0	0	43	1	2.30%		
		Osprey Point	118-01-43	35	34	38	0	-2	0	0	38	-2	-5.71%		
Total:				182	179	174	3	-4	0	0	171	-1	-0.55%		
2	Shasta-Trinity Area	McCallon Flotilla	118-03-01	34	28	28	3	-1	0	0	0	30	1	3.48%	New members: 2021: 1 member left, 1 member transferred to other flotilla, 100% of March 2022 2021: 1 member left, 1 member transferred to other flotilla, 100% of March 2022 2021: 1 member left, 1 member transferred to other flotilla, 100% of March 2022 2021: 1 member left, 1 member transferred to other flotilla, 100% of March 2022
		East County	118-03-08	30	29	29	1	-3	0	0	29	0	0.00%		
		Stipomatic	118-03-03	45	39	38	0	-1	0	0	39	-1	-2.22%		
		Oceanview Rover	118-03-10	17	14	18	4	0	0	-2	19	2	11.80%		
Total:				126	110	104	7	-5	0	-2	106	2	1.59%		
3	San Joaquin Area	San Joaquin	118-04-01	14	17	18	3	0	0	0	0	24	3	47.37%	Comment: 2021: 1 member left, 1 member transferred to other flotilla, 100% of March 2022 2021: 1 member left, 1 member transferred to other flotilla, 100% of March 2022 2021: 1 member left, 1 member transferred to other flotilla, 100% of March 2022 2021: 1 member left, 1 member transferred to other flotilla, 100% of March 2022
		El Dorado	118-04-08	15	15	15	0	0	0	0	0	15	0	0.00%	
		Sierra County	118-04-13	31	31	32	1	0	0	0	0	34	1	4.35%	
		Alameda	118-04-02	10	10	10	1	0	0	0	0	11	1	10.00%	
Total:				69	64	65	5	0	0	0	64	1	1.56%		
4	Napa Valley Area	Village	118-04-21	37	39	40	4	-1	0	0	0	43	3	7.50%	New members: 2021: 1 member left, 1 member transferred to other flotilla, 100% of March 2022 2021: 1 member left, 1 member transferred to other flotilla, 100% of March 2022 2021: 1 member left, 1 member transferred to other flotilla, 100% of March 2022 2021: 1 member left, 1 member transferred to other flotilla, 100% of March 2022
		Napa	118-04-06	26	29	30	3	0	0	0	0	29	3	11.54%	
		Sierra County	118-04-13	31	31	32	1	0	0	0	0	34	1	4.35%	
		Sierra County	118-04-02	40	40	37	2	1	0	0	0	38	-1	-2.50%	
Total:				134	139	139	10	-2	0	0	134	-1	-0.74%		
5	Gold Coast Area	Montezuma	118-04-04	57	55	51	3	-1	0	0	0	56	-1	-1.75%	New members: 2021: 1 member left, 1 member transferred to other flotilla, 100% of March 2022 2021: 1 member left, 1 member transferred to other flotilla, 100% of March 2022 2021: 1 member left, 1 member transferred to other flotilla, 100% of March 2022 2021: 1 member left, 1 member transferred to other flotilla, 100% of March 2022
		Sierra County	118-04-09	36	32	32	0	0	0	0	0	30	0	0.00%	
		Capitola	118-04-10	30	29	27	2	1	0	0	0	31	1	3.33%	
		Total:				119	117	103	5	-2	0	0	114	-1	
6	Utah Area	San Lake City	118-07-03	30	28	25	1	-3	0	-1	0	27	-1	-3.33%	Transfer of 1 member to other flotilla, 100% of March 2022 New members: 2021: 1 member left, 1 member transferred to other flotilla, 100% of March 2022 2021: 1 member left, 1 member transferred to other flotilla, 100% of March 2022 2021: 1 member left, 1 member transferred to other flotilla, 100% of March 2022
		Wasatch	118-07-02	30	17	18	3	0	0	0	0	21	3	16.67%	
		Orillon	118-07-06	26	25	17	0	1	0	1	1	17	0	0.00%	
		Garden City	118-07-08	18	17	23	0	0	0	0	0	23	0	0.00%	
Total:				84	67	63	4	-3	0	1	68	-1	-1.19%		
7	North Coast & Area	Humboldt County	118-08-07	31	17	18	0	0	0	0	0	18	0	0.00%	2021: 1 member left, 1 member transferred to other flotilla, 100% of March 2022 2021: 1 member left, 1 member transferred to other flotilla, 100% of March 2022 2021: 1 member left, 1 member transferred to other flotilla, 100% of March 2022 2021: 1 member left, 1 member transferred to other flotilla, 100% of March 2022
		New Lake County	118-08-08	27	29	24	1	0	0	0	0	25	1	4.17%	
		Chico Canyon	118-08-11	20	27	30	0	-2	1	0	0	19	-1	-5.00%	
		Trinity Rivers	118-08-16	36	33	21	0	1	0	0	0	20	-1	-2.78%	
Total:				114	106	93	1	-1	-1	0	62	-1	-1.19%		
8	San Joaquin Valley Area	Hocoma	118-10-02	17	19	18	0	-1	0	0	0	17	-1	-5.88%	2021: 1 member left, 1 member transferred to other flotilla, 100% of March 2022 2021: 1 member left, 1 member transferred to other flotilla, 100% of March 2022 2021: 1 member left, 1 member transferred to other flotilla, 100% of March 2022 2021: 1 member left, 1 member transferred to other flotilla, 100% of March 2022
		Shasta-Trinity	118-10-05	23	21	22	0	3	0	0	0	19	-5	-18.75%	
		Trinity	118-10-06	31	13	15	2	0	1	0	0	15	1	3.23%	
		Kaweah	118-10-08	17	18	15	0	-1	0	0	0	12	-1	-5.88%	
Total:				68	60	60	2	-1	-1	0	53	-4	-5.88%		
9	Sierra Area	North Lake Tahoe	118-11-01	21	28	28	0	0	0	1	0	29	1	4.76%	Transfer of 1 member to other flotilla, 100% of March 2022 Transfer of 1 member to other flotilla, 100% of March 2022
		Beck	118-11-03	31	23	30	2	0	0	1	0	30	1	3.23%	
Total:				52	51	58	2	0	0	1	29	2	3.85%		
12****	East Bay - Napa Valley	East Bay	118-12-01	36	32	33	4	-1	0	0	0	38	2	5.56%	New members: 2021: 1 member left, 1 member transferred to other flotilla, 100% of March 2022 2021: 1 member left, 1 member transferred to other flotilla, 100% of March 2022 2021: 1 member left, 1 member transferred to other flotilla, 100% of March 2022 2021: 1 member left, 1 member transferred to other flotilla, 100% of March 2022
		San Ramon Valley	118-12-01	48	45	44	4	0	0	0	0	48	4	8.33%	
Total:				104	77	77	8	-1	0	0	86	7	6.73%		
Grand Total:				1,149	1,122	1,073	89	-43	-2	0	1,097	24	2.16%		

NOTES:
 * As of 30 JUN 2022
 ** 6 members have transferred to other Flotillas
 *** 2 members have Crossed The Bar

METRICS:
 Number of Divisions: 10
 Avg. Number of Members Per Division: 114.9
 Number of Flotillas: 38
 Avg. Number of Members Per Flotilla: 29.97
 Flotillas with more than 100 members: 68
 Flotillas with less than 100 members: 11

Prepared By: Max West, D11NR, SAC HR

Figure 2 – 4 JUL 2022 D11 NR Month End and Year End Membership Report and Summary/Analysis

D11NR Annual and Monthly Membership Summary															
Division	Name	Fleet/Flota Name	Fleet/Flota	2019	2020	2021	2022 Membership Inflows and Outflows					2022	2022 vs. 2021	Comments	
				Year End # of Members	Year End # of Members	Year End # of Members	New	Retired or Left	Members Crossed ** The Bar	TRFR	MEMBERS	July NR*	R/(W)		% Change
1	San Jose Area	San Gabriel Flotilla	11-18-01-08	55	51	52	1	1	0	0	0	53	0	0.00%	2021: 1 member transferred to other Flotilla
		Central Flotilla	11-18-01-02	76	78	45	0	0	0	0	5	45	0	0.00%	2021: 5 members transferred to other Flotilla
		Point Bonita	11-18-01-07	46	47	43	0	-1	0	0	0	43	1	2.30%	2021: 1 member transferred to other Flotilla
		Osborne Point	11-18-01-03	35	34	38	0	0	0	0	0	38	-3	-8.71%	2021: 1 member transferred to other Flotilla
Total:				168	179	178	1	-1	0	0	0	171	-1	-0.58%	
2	Shasta-Trinity Area	McCall Flotilla	11-18-03-01	34	28	28	0	-1	0	0	0	30	1	3.48%	(New members)
		East Flotilla	11-18-03-02	30	29	29	0	-1	0	0	0	27	1	3.33%	2021: 1 member transferred to other Flotilla
		Stipomatic	11-18-03-03	45	39	48	1	-2	0	0	0	48	-1	-2.22%	2021: 1 member transferred to other Flotilla
		Oceanview Flotilla	11-18-03-04	17	14	18	4	0	0	0	-2	19	2	11.80%	(New members) (1 member transferred to other Flotilla)
Total:				126	110	104	5	-4	0	0	0	107	2	1.58%	
3	San Joaquin Valley Area	San Joaquin Flotilla	11-18-04-01	14	17	18	0	0	0	0	0	28	0	0.00%	(New members)
		San Joaquin Flotilla	11-18-04-02	15	15	15	0	0	0	0	0	15	0	0.00%	(New members)
		Alameda	11-18-04-03	10	10	10	1	0	0	0	0	11	1	10.00%	(New members)
		Shasta Flotilla	11-18-04-04	24	20	26	4	-3	0	0	0	23	1	4.88%	(New members)
Total:				63	62	69	5	-3	0	0	0	75	12	19.35%	
4	Napa Valley Area	Napa	11-18-05-01	27	29	40	4	-1	0	0	0	43	3	7.50%	(New members)
		Napa	11-18-05-02	26	29	30	3	0	0	0	0	29	3	11.54%	(New members)
		Sutter County	11-18-05-03	21	21	22	1	0	0	0	0	24	1	4.76%	(New members)
		Sutter County	11-18-05-04	40	40	37	2	0	1	0	0	38	1	2.50%	2021: 1 member transferred to other Flotilla
Total:				114	119	139	8	-1	0	0	0	134	20	17.54%	
5	Gold Coast Area	Montezuma	11-18-06-01	57	55	51	3	-1	0	0	0	58	0	0.00%	(New members)
		Montezuma	11-18-06-02	36	32	30	0	0	0	0	0	30	0	0.00%	(New members)
		Capitola	11-18-06-03	30	29	27	2	1	0	0	0	24	4	16.67%	(New members)
		Total:				123	116	108	5	-2	0	0	0	112	-11
6	Utah Area	San Lake City	11-18-07-01	30	28	20	1	-4	0	0	-1	27	-3	-10.00%	Transfer of 1 member to other Flotilla
		Wasatch	11-18-07-02	20	17	18	0	0	0	0	0	21	1	5.00%	(New members)
		Utah	11-18-07-03	25	25	17	0	1	0	0	1	17	0	0.00%	(New members)
		Garden City	11-18-07-04	18	17	23	0	0	0	0	0	23	0	0.00%	(New members)
Total:				93	87	88	1	-4	0	0	0	88	-5	-5.38%	
7	North Coast Area	Humboldt County	11-18-08-01	31	17	18	0	0	0	0	0	18	0	0.00%	(New members)
		New Lake County	11-18-08-02	27	29	22	1	0	0	0	0	22	1	4.17%	(New members)
		Orleans County	11-18-08-03	20	27	30	0	-2	1	0	0	19	-1	-5.00%	2021: 1 member transferred to other Flotilla
		Trinity Flotilla	11-18-08-04	36	33	21	0	1	0	0	0	20	-1	-2.78%	2021: 1 member transferred to other Flotilla
Total:				114	106	91	1	-1	1	0	0	80	-34	-29.82%	
8	San Joaquin Valley Area	Holbrook	11-18-10-01	17	19	18	0	-1	0	0	0	17	-1	-5.88%	2021: 1 member transferred to other Flotilla
		Holbrook	11-18-10-02	23	21	22	0	0	0	0	0	19	-2	-9.09%	2021: 1 member transferred to other Flotilla
		Trinity	11-18-10-03	11	10	15	2	0	1	0	0	15	1	9.09%	(New members)
		Kaweah	11-18-10-04	19	18	18	0	-1	0	0	0	18	-1	-5.26%	(New members)
Total:				60	68	63	2	-1	1	0	0	61	-1	-1.67%	
9	Sierra Area	North Lake Tahoe	11-18-11-01	21	28	28	0	0	0	0	1	29	1	4.76%	Transfer of 1 member to other Flotilla
		Beck	11-18-11-02	31	28	30	0	0	0	1	0	30	0	0.00%	Transfer of 1 member to other Flotilla
Total:				52	56	58	0	0	0	1	1	59	7	13.46%	
12****	East Bay - Napa Valley	East Bay	11-18-12-01	26	22	22	4	-1	0	0	0	28	0	0.00%	(New members)
		San Ramon Valley	11-18-12-02	48	48	44	4	0	0	0	0	48	0	0.00%	(New members)
Total:				74	70	66	8	-1	0	0	0	76	2	2.70%	
Grand Total:				1,149	1,182	1,073	78	-44	0	0	0	1,099	55	4.79%	

NOTES:
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Prepared By: Dan Javel, D11NR, SAC HR