



**Homeland
Security**

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



DATE: 4 AUG 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 - JUL 2022**

HIGHLIGHTS

1. Membership Summary Monthly Reporting
 - i. JUL 2022 YTD Report attached - Figure 1
 - ii. Current D11NR Membership stands at 1,090 as of 31 JUL 2022.
 - iii. Over the past 10 days, I have received 11 7035s for processing. Here is the distribution:
 - 1 member crossed the bar
 - 4 members have requested retirement
 - 6 members have requested disenrollment with no reason stated.

I have been able to engage with 7 members to complete an exit interview. Here are some observations:

Every member stated it was time for them to leave the Auxiliary. Here is the distribution of responses:

- 2 members stated it was time to retire. Both members were in their late 80s.
- 4 members stated that there was nothing for them to do and that having to pay dues for "Nothing to do" was unreasonable
- 1 member stated that the vaccine mandate violated their sensibility

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 time in boarding new members which will appear in the August 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 - 31 JUL 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				July NET*	2022 B(W) 2021	2022 % 2021 0.00%	Comments	
				Year End # of Members	Year End # of Members	Year End # of Members	New	Retired or Left	Members Cross	***The Bar					**TXFR
1	Senior Area	Susacino-Thorson	113-01-02	59	51	52	1	-1	0	0	0	52	0	0.00%	28/21 Discontinued Databases
		Central Marin	113-01-04	48	46	43	0	0	0	0	0	43	0	0.00%	Palmer O. Webb (DOD) 22 MAR 2022
		Point Bonita	113-01-07	46	47	42	2	-2	0	0	0	42	0	0.00%	28/21 Discontinued Databases
		Coyote Point	113-01-09	35	34	35	0	-3	0	0	0	32	-3	-8.57%	Discontinued a Flotilla Database
		Total:			182	178	172	3	-4	0	0	169	-3	-1.74%	
3	Roaring Thimble Area	McCliff Park	113-03-01	34	28	29	2	-1	-1	-1	0	29	0	0.00%	(New members) Rasmusen Fax, DOD 14 June 2022
		Gold Country	113-03-03	30	29	26	2	-3	0	0	0	27	1	3.85%	28/21 Discontinued Databases/Flotilla/Member/Comment Transfer
		Sacramento	113-03-05	43	39	36	1	-2	-1	-1	0	34	-2	-5.56%	28/21 Discontinued Databases, James Robert Snyder (DOD)
		Cosumnes River	113-03-10	17	14	13	4	0	0	0	-2	15	2	15.38%	(New member) JT, Thelma and C. Comment Transfer
		Total:			124	110	104	9	-6	-2	0	106	1	8.50%	
4	South Bay Area	San Jose	113-04-01	14	17	19	9	0	0	0	0	28	9	47.37%	Recruiting
		Palo Alto	113-04-03	16	16	15	0	0	0	0	0	15	0	0.00%	Recruiting
		Redwood City	113-04-06	21	21	23	1	0	0	0	0	24	1	4.29%	Recruiting
		Almaden	113-04-08	10	10	10	1	0	0	0	0	11	1	10.00%	Recruiting
		Silicon Valley	113-04-09	24	20	22	4	-3	0	0	0	23	1	4.85%	Recruiting
Total:			85	84	89	15	-3	0	0	101	17	13.48%			
5	Suisun Bay Area	Vallejo	113-05-01	37	36	40	4	-1	0	0	0	43	3	7.50%	(New members)
		Napa	113-05-02	26	26	26	3	0	0	0	0	29	3	11.54%	Recruiting
		N Solano County	113-05-03	23	28	30	5	0	0	0	0	35	5	16.67%	(New members)
		Sonoma County	113-05-05	40	40	37	2	-3	0	0	0	36	-1	-2.70%	28/21 Discontinued Databases/Kevin Berger/Roberta Van-Alder
		Duino	113-05-07	38	36	24	1	-11	0	0	0	14	-10	-41.67%	28/22 Recruiting/Thomas Rasmussen
Total:			164	166	157	15	-15	0	0	157	0	0.00%			
6	Gold Coast Area	Monterey	113-06-04	57	56	51	5	-1	0	0	0	55	4	7.84%	(New members)
		San Jose	113-06-07	32	32	25	0	0	0	0	0	25	0	0.00%	
		Capitola	113-06-10	30	29	27	8	-2	0	0	0	33	6	23.22%	(New members)
		Total:			119	117	103	13	-3	0	0	113	10	9.71%	
7	Utah Area	Sub Lake City	113-07-02	32	28	30	2	-3	0	0	-1	28	-2	-6.67%	Transfer of Perce Flotilla/28/21 Discontinued Databases
		Wasatch	113-07-03	20	17	18	3	0	0	0	0	21	3	16.67%	(New member) Recruiting
		Ogden	113-07-06	26	25	17	1	-1	0	0	1	18	1	5.88%	Transfer of Perce Flotilla
		Garden City	113-07-08	18	17	23	1	0	0	0	0	24	1	4.35%	
Total:			96	87	88	7	-4	0	0	91	3	3.14%			
8	North Coast S Area	Mendocino County	113-08-07	21	17	18	0	0	-1	0	0	17	-1	-5.56%	Chabotzky (Chris) Thomas, Janet, DOD 7 JUN 2022
		New Lake County	113-08-08	27	28	24	1	0	0	0	0	25	1	4.17%	Recruiting
		Crescent City	113-08-11	29	27	30	0	-10	-1	0	0	19	-11	-38.67%	(TR) Joana Maria 5 MAY 2020/2021 Discontinued Databases
		Thirty Niners	113-08-39	35	35	21	0	-1	0	0	0	20	-1	-4.76%	28/21 Discontinued Databases
Total:			113	108	93	1	-11	-2	0	81	-12	-10.90%			
10	San Joaquin Valley Area	Modesto	113-10-02	17	16	18	0	-2	0	0	0	16	-2	-12.50%	28/21 Discontinued Databases
		Stockton	113-10-03	23	21	22	0	-3	0	0	0	19	-3	-15.79%	28/22 Discontinued
		Fresno	113-10-05	11	10	12	3	0	-1	0	0	13	1	7.69%	(New) Doug (DOD) 23 MAR 2022
		Kaweah	113-10-06	17	16	13	0	-1	0	0	0	12	-1	-8.33%	At Risk
Total:			68	63	65	3	-6	-1	0	60	-6	-8.33%			
11	Sierra Area	North Lake Tahoe	113-11-01	31	28	28	0	0	0	0	1	29	1	3.45%	Transfer of R. David Huger
		Reno	113-11-03	31	28	35	3	0	0	-1	0	37	2	5.41%	Transfer of R. David Huger
		Total:			62	56	63	3	0	0	0	66	3	5.65%	
12****	East Bay - Neptune Div	East Bay	113-12-01	88	95	95	5	-1	0	0	0	99	4	4.81%	(New members)
		San Ramon Valley	113-12-01	45	45	44	4	0	0	0	0	48	4	8.33%	(New members)
Total:			136	143	139	9	-1	0	0	0	147	8	5.44%		
Grand Total:			1,149	1,132	1,073	77	-58	-5	0	0	1,090	17	1.66%		

NOTES:		
* As of 31 JUL 2022		
** 6 members have transferred to other Flotillas		
*** 2 members have Cross the Bar		
METRICS:		
Number of Divisions:	10	D11NR
Avg. Number of Members Per Division:	109	10 Divisions
Number of Flotillas:	58	
Avg. Number of Members Per Flotilla:	28	18 Flotillas
Flotilla with most number of members:	98	113-12-01
Flotilla with least number of members:	11	113-04-03

Prepared By - Jim Last, D11NR, ISSO, HR

Figure 2 - 4 AUG 2022 D11 NR Membership Report and Summary/Analysis

D11NR Annual and Monthly Membership Summary										2022 Membership Inflows and Outflows		2022		2022 vs. 2021		Comments
Division	Name	Flotilla Name	Flotilla	2019 Year End # of Members	2020 Year End # of Members	2021 Year End # of Members	2022 New	2022 Retired or Left	2022 Cross Members	2022 TFR	2022 MEMBERS	2022 E/(W)	2022 % Change	2021 vs. 2020 %		
1	San Jacinto Area	Sagehen Flotilla	18-01-08	63	51	52	1	1	0	0	52	0	0.00%	2021: 10 new members, 1 outflow		
		Central Marin	18-01-07	28	30	42	0	0	0	0	28	0	0.00%	2022: 2 new members, 10 to 2019		
		Point Bonita	18-01-07	46	47	43	0	0	0	0	43	0	0.00%	2021: 10 new members, 1 outflow		
		Coquito Point	18-01-08	35	54	35	0	0	0	0	35	-2	-5.71%	2021: 10 new members, 1 outflow		
Total:				168	178	172	1	1	0	0	171	-1	-0.58%			
3	Shasta-Trinity Area	McCall Lake Park	18-03-01	34	28	28	0	0	0	0	28	0	0.00%	(New members)		
		Butte County	18-03-08	30	49	28	0	0	0	0	27	1	3.33%	2021: 10 new members, 1 outflow, 10 transferred		
		Sherman	18-04-03	45	39	48	1	0	0	0	48	-1	-2.06%	2021: 10 new members, 1 outflow		
		Occumea River	18-03-10	17	14	18	4	0	0	0	18	2	11.76%	(New members) T. DeLorenzo, P. O'Connell, T. P. O'Connell		
Total:				126	110	104	5	0	0	0	107	2	1.58%			
4	South Bay Area	San Jose	18-04-01	14	17	18	0	0	0	0	18	0	0.00%	(New members)		
		Palmdale	18-04-08	15	15	13	0	0	0	0	13	0	0.00%	(New members)		
		Seaside City	18-04-03	31	21	28	1	0	0	0	28	1	3.57%	(New members)		
		Alameda	18-04-08	10	10	10	0	0	0	0	10	0	0.00%	(New members)		
		Shasta Valley	18-04-08	24	20	28	4	0	0	0	28	1	3.57%	(New members)		
Total:				86	84	89	5	0	0	0	101	12	13.48%			
5	Humboldt Bay Area	Valley	18-05-01	37	38	40	4	0	0	0	40	0	0.00%	(New members)		
		Humboldt	18-05-03	26	29	38	3	0	0	0	38	0	0.00%	(New members)		
		North Bay	18-05-03	33	28	30	4	0	0	0	34	4	11.76%	(New members)		
		Southern Humboldt	18-05-03	40	40	37	2	0	0	0	38	1	2.50%	2021: 10 new members, 1 outflow		
Total:				136	136	145	14	0	0	0	140	4	2.94%			
6	Gold Coast Area	Monterey	18-06-04	57	50	51	0	0	0	0	51	0	0.00%	(New members)		
		San Jose	18-06-07	38	32	30	0	0	0	0	30	0	0.00%	(New members)		
		Castroville	18-06-07	30	29	27	0	0	0	0	27	0	0.00%	(New members)		
Total:				125	111	108	0	0	0	0	108	-17	-13.60%			
7	Yuba Area	San Joaquin Valley	18-07-03	30	28	29	1	0	0	0	29	0	0.00%	(New members)		
		Yuba City	18-07-03	30	17	18	0	0	0	0	18	0	0.00%	(New members)		
		Yuba City	18-07-03	26	25	17	0	0	0	0	17	0	0.00%	(New members)		
		Yuba City	18-07-03	18	17	23	0	0	0	0	23	0	0.00%	(New members)		
Total:				84	67	87	1	0	0	0	87	0	0.00%			
8	North Coast & Area	San Joaquin County	18-08-07	31	17	18	0	0	0	0	18	0	0.00%	(New members)		
		New Lake County	18-08-08	27	29	34	1	0	0	0	34	1	4.17%	(New members)		
		Oronoque City	18-08-11	20	27	30	0	0	0	0	30	0	0.00%	(New members)		
		Thruway Flotilla	18-08-18	36	33	21	0	0	0	0	21	-1	-4.76%	(New members)		
Total:				114	106	93	1	0	0	0	82	-32	-28.07%			
10	San Joaquin Valley Area	McClure	18-10-02	17	19	18	0	0	0	0	18	0	0.00%	(New members)		
		Shasta	18-10-03	23	21	22	0	0	0	0	22	0	0.00%	(New members)		
		Flotilla	18-10-03	11	13	12	0	0	0	0	12	0	0.00%	(New members)		
		Flotilla	18-10-03	17	18	15	0	0	0	0	15	-2	-11.76%	(New members)		
Total:				58	61	63	0	0	0	0	67	9	13.79%			
11	Sierra Area	North Lake Tahoe	18-11-01	21	28	28	0	0	0	0	28	0	0.00%	(New members)		
		Sierra	18-11-03	31	29	30	0	0	0	0	30	0	0.00%	(New members)		
Total:				52	57	58	0	0	0	0	58	1	1.92%			
12****	East Bay - Napa Valley	East Bay	18-12-01	30	28	28	4	0	0	0	28	0	0.00%	(New members)		
		San Ramon Valley	18-12-01	48	48	44	0	0	0	0	44	0	0.00%	(New members)		
Total:				78	76	72	4	0	0	0	72	-6	-7.69%			
Grand Total:				1,149	1,182	1,073	72	44	0	0	1,099	54	4.56%			

NOTES:
 * As of 4 JUL 2022
 ** 6 members have transferred to other Flotillas
 *** 2 members have Quoted the Bar

METRICS:		
Number of Divisions:	10	21 Flotillas
Avg. Number of Members Per Division:	114.9	118.2 Divisions
Avg. Number of Members Per Flotilla:	58	66 Flotillas
Flotillas with most number of members:	68	119 Flotillas
Flotillas with least number of members:	11	119 Flotillas

Prepared By: Jim West, D11NR, D10 HR