



USCG Auxiliary District 11N – Human Resources Report February 2024

TO: COMO Curtis Han, District Commodore
Jim Losi, District Chief of Staff
District 11N Board & Staff

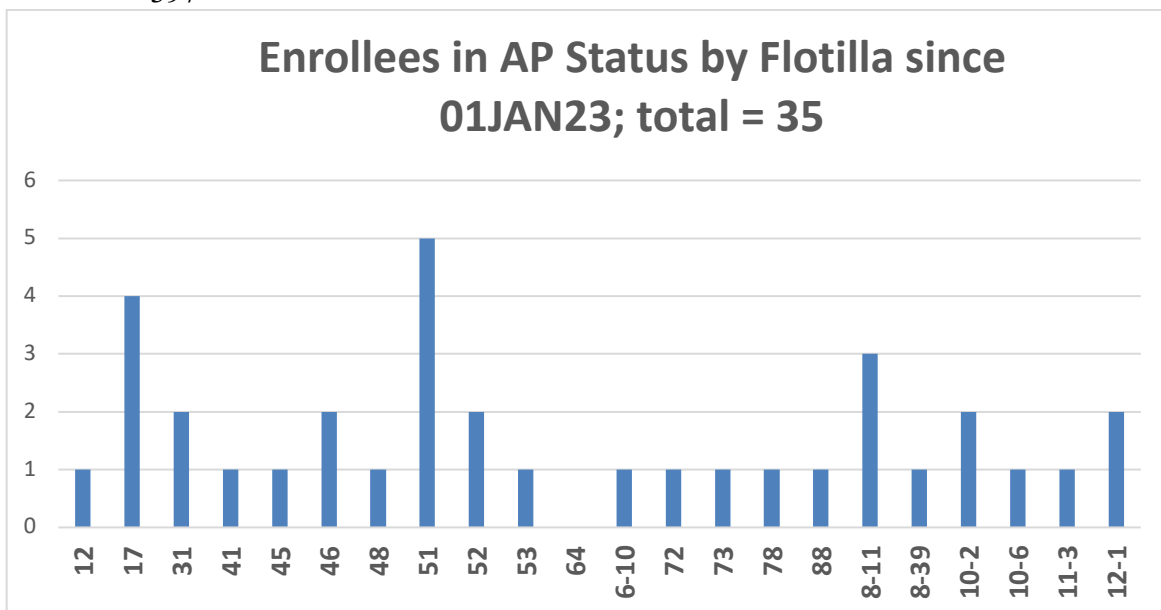
FROM: Louis Sarto, District Staff Officer – Human Resources (DSO-HR)

Activities:

1. CY 2024 Enrollments, Retirements, Disenrollments and CY 2023 Enrollee AP/IQ Status
2. ADSO-HR/Onboarding
3. AAMS Training

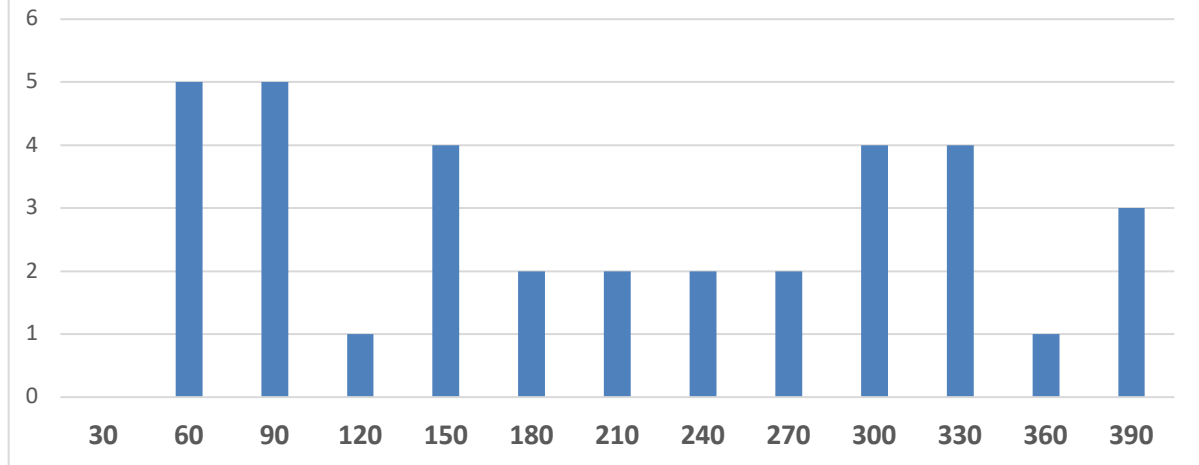
Details:

1. CY 2024 to-date membership is 934 active members (21FEB24 AuxOfficer)
 - 1.1. Based on 2024 DIRAUX activity data:
 - 1.1.1. 8 enrollments
 - 1.1.2. 5 disenrollments
 - 1.1.3. 2 retirements
 - 1.2. CY 2023 enrollments were 74; three were disenrolled leaving 71 enrollees on 31DEC23
 - 1.2.1. 36 enrollees achieved BQ requiring an average of 103 days with a range from 1 to 294 days
 - 1.2.2. 35 enrollees remain in AP status with an average of 211 days and a range from 64 to 397





Current CY 2023 Enrollees in AP Status by Days Outstanding



- 1.3 The Eight CY 2024 enrollees are distributed in 7 flotillas.
 - 1.3.1 One of the 8 CY 2024 enrollees has attained BQ status
 - 1.3.2 The days in AP status for the remaining 7 range from 22 to 47
 - 1.3.2 Days outstanding in AP Status for CY 2024 enrollees will be graphed in subsequent months
2. Larry Morales, FL 14, has assumed the ADSO-HR-Onboarding office.
 - 2.1. As noted in January's report, Larry joined the Coast Guard Reserve and went to Cape May for boot camp and Yorktown for Boatswains Mate A school. He was assigned to Motor Lifeboat Station Fort Point as a 44' MLB crewman. He worked at several different small boat stations and was active during Desert Storm. As a civilian Larry worked in the National Park Service, initially as a Ranger, then concluding his career as a Park Police Officer.
 - 2.2. Beginning on 26FEB, Larry will contact Flotilla Commanders of the current CY 2024 enrollees as well as the FCs of future enrollees to offer assistance in the onboarding process. Larry is trained to own the Onboarding process from start-to-finish. FCs will be asked if they wish Larry's ADSO-HR/Onboarding's assistance. The advantage of Larry as an onboarding mentor at the District level is the accumulation of institutional knowledge that only accrues from working with a multitude of people in a multitude of environments
 - 2.3. No later than Q2 2024, DSO-HR Monthly Reports will include additional days-outstanding AP graphs distinguishing enrollees who have worked with Larry to achieve BQ status. These matriculations will be studied to identify and remove roadblocks which could lead to enrollee dissatisfaction, regret, and Auxiliary brand diminishment.
 - 2.4. Larry's contact information: Lomoralescole@gmail.com, 415-987-0616 m
3. AAMS Training
 - 3.1. AAMS Training occurred via Zoom on 15FEB
 - 3.1.1. AAMS = Auxiliary Applicant Management System, a source of reputable online prospects



- 3.1.2. D11N DCDRs, VCDRs, SO-HRs, FCs, VFCs, and FSO-HRs were invited
- 3.1.3. 13 D11N Auxiliarists attended
- 3.1.4. The tutorial was presented by Mr. Chet Williams, FL 170-24, Whittier, AK
- 3.1.5. A video of the Zoom session, the Power Point Presentation, and hints about AAMS were emailed to all invitees on 20FEB. Please let me know if you wish to receive this information.

END OF REPORT