

DATE: 21 JAN 2021

TO:	COMO Dean McFarren
	DCOS Curtis Han
	DCAPT Bruce Martin
CC:	DISTRICT 11NR BOARD AND STAFF
	Lou Sorta, ADSO-HR
FROM:	Jim Losi, DSO-HR
RE:	Human Resources Report - January 2021

# **HIGHLIGHTS**

- 1. Created District HR Plan for 2021
  - a. Started communicating plan at EOT Tuesday, 12 JAN
- 2. Membership Summary Monthly Reporting
  - a. 2019 2020 Membership Summary Report Completed and submitted
    - i. Created the 2020 D11NR Member Who Recruited New Members
    - ii. Created the 2020 Membership Inflow and Outflow Report and Analysis
  - b. 2021 Membership Summary Report and Analysis Created and updated on a periodic basis driven by ADII and AUXDIRECTOR Updates
- 3. Created the Division and Flotilla Commanders' Recruiting Quick Start Plan to be presented during PCA Fair
  - a. Includes Virtual Recruiting Plan
- 4. Recruited and had approved the new ADSO-HR Lou Sorta'
  - a. Lou has a very special skill in the recruiting field

### **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

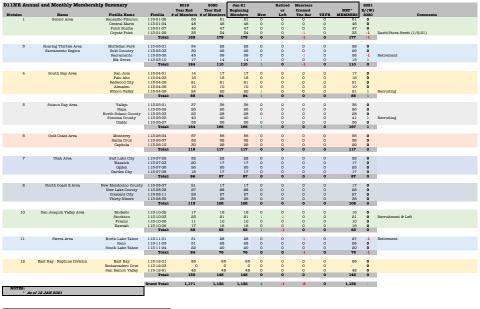
### Challenges

- 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
- Re-engineer the HR District function from mediocre to world class.

# Exhibit 1 - 2021 Membership Summary and Analysis



Number of Divisions:	10	DIINR
Avg. Number of Members Per Division:	113	
Number of Flotillas:	38	
Avg. Number of Members Fer Flotillas:	30	
Flotilla with most number of members:	94	113-12-01
Flotilla with least number of members:	12	113-10-05

Name	Number of New Members Recruited
Clark, Robert & Felita	4
Brown, Michael	3
King, Anthony	3
Gleeson, Greg	2
Johnson, Steve	2
Thomas, Richard	2
Alvarez, Jose	1
B, David	1
Barnette, Rusty	1
Bennet, Craig	1
Chan, Derek	1
Dodson, William	1
Dragon, Cynthis	1
Drieberg, Denver	1
Kealey, Kevin	1
Kuipers, Sean	1
Leinan, Bryce	1
Marshall, Glen	1
McCormick	1
Pasqual, Gene	1
Paz, Carol	1
Ross, William	1
Rouleau, William	1
Sairnicola, Tom	1
Schabert, Robert	1
Stabton, Larry	1
Steffans, Heinz	1
Uruioli, Alex	1
Verveniotis, Kristan	1
Total:	39
Through Other Channels:	7
Grand Total:	46

### 2020 Members Who Recruited New Members