



**Homeland
Security**

**U.S. Coast Guard Auxiliary
District 11 Northern Region**

Serving Northern California, Nevada, Utah



DATE: MARCH 2021

TO: COMO Dean McFarren
DCOS Curtis Han
DCAPT Bruce Martin
DRAPT Nancy Marion
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 - February 2021

HIGHLIGHTS

1. Presented District 2021 HR Plan and/or Recruiting Quick Start Plan (Running Schedule):
 - a. Division 1 - 27 JAN 2021
 - b. Division 10 - 3 FEB 2021
 - c. Division 8 - 10 FEB 2021
 - d. Division 3 - 11 FEB 2021
 - e. Division 11 - 22 FEB 2021
 - f. Flotilla 12-01 - 10 MAR 2021
 - g. Division 4 - 24 MAR 2021 (Scheduled)
 - h. I would like to urge all of our DCDRs to schedule a presentation of the Quick Start Recruiting tool.
2. Membership Summary Monthly Reporting
 - i. Month end February 2021 Report attached - Figure 1
 - ii. March 2021 Report attached - Figure 2
3. Began the planning process for a centralized recruiting virtual event.
4. Converted 4 leads into Aux members nationally through my position as COO of AuxA.
5. Conducted SO-HR virtual call with the help of Ann Zocchi on Wednesday, 3 MAR 2021.
6. As part of Operation Touch Point, I have had comms with 311 D11NR members. Anecdotal results to be presented at District Staff meeting.

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 - FEBRUARY 2021 Month End Membership Report and Summary/Analysis

D11NR Annual and Monthly Membership Summary														
Division	Area	Pinlist Name	Pinlist	2019 Year End # of Members	2020 Year End # of Members	2021 Membership Inflows and Outflows					2021 FEBRUARY # of Members	2021 % CHG	Comments	
						New	Left	Transferred	Retired	Other				
1	San Joaquin Area	Seacrest-Thurston	118-01-02	63	51	0	0	0	0	0	0	0		
		Corona Mesa	118-01-04	45	45	0	0	0	0	0	0	0		Retired: Lee J. Dyer (01/01/2021) Maria Taylor transferred from 01-03
		Point Bonita	118-01-07	48	47	0	0	0	0	0	0	0		David Stone (06/11/2021) Victoria Stone transferred to 01-03 from 11-01, Maria Taylor to 01-04
		Coyote Point	118-01-08	35	34	0	0	0	0	0	0	0		
		Total		191	178	0	-13	0	0	0	0	0	-7%	
2	Mountain View Area	McKee Park	118-05-01	24	25	0	0	0	0	0	0	0		Mal Robert transferred to 118-12-01
		Gold Country	118-05-02	32	32	0	0	0	0	0	0	0		
		Mariposa	118-05-05	45	39	0	0	0	0	0	0	0		Retirement/Resigning
		Elk Grove	118-05-10	17	14	0	0	0	0	0	0	0		Paul Dick transferred from 05-05/01/2021 to 01-04
Total		118	110	0	-8	0	0	0	0	0	-7%			
4	South Bay Area	San Jose	118-04-01	14	17	0	0	0	0	0	0	0		
		Palo Alto	118-04-03	18	16	1	1	0	0	0	0	0		Y. Mena transferred to 05-10
		Redwood City	118-04-06	21	21	0	0	0	0	0	0	0		Resigning
		Almaden	118-04-08	10	10	0	0	0	0	0	0	0		Resigning
		Elgin Valley	118-04-09	24	20	0	0	0	0	0	0	0		Resigning
Total		86	84	1	-1	0	-1	0	0	0	-2%			
5	Silicon Bay Area	Valpo	118-05-01	27	25	0	0	0	0	0	0	0		
		Travis	118-05-02	20	20	0	0	0	0	0	0	0		
		North Robert County	118-05-03	25	25	1	1	0	0	0	0	0		Resigning/Chris Marks transferred from 11-04
		Siemens County	118-05-05	40	40	1	0	0	0	0	0	0		Resigning
		Dublin	118-05-07	38	38	1	1	0	0	0	0	0		Jim Stackhouse (02/7/21 0000) Resigning
Total		168	166	3	-3	0	-1	0	0	0	-2%			
6	Gold Coast Area	Modesto	118-06-04	27	26	1	0	0	0	0	0	0		
		Merced One	118-06-07	32	32	0	1	0	0	0	0	0		Victoria Mena transfer from 118-04-03/Altares/Resigning
		Clayton	118-06-10	30	29	1	0	0	0	0	0	0		
		Total		119	117	2	-1	0	0	0	0	0	-2%	
7	Thak Area	San Taku City	118-07-02	22	22	0	0	0	0	0	0	0		
		Washburn	118-07-03	20	17	0	0	0	0	0	0	0		
		Ogden	118-07-05	22	22	0	0	0	0	0	0	0		
		Garden City	118-07-08	18	17	0	0	0	0	0	0	0		
Total		82	87	0	0	0	0	0	0	0	5%			
8	North Coast S Area	New Mendocino County	118-08-07	21	17	1	0	0	0	0	0	0		
		San Jose County	118-08-08	27	25	0	0	0	0	0	0	0		
		Chico Canyon	118-08-11	29	27	1	0	0	0	0	0	0		
		Trinity Shores	118-08-19	30	26	0	0	0	0	0	0	0		
Total		115	105	2	-4	0	0	0	0	0	-4%			
10	San Joaquin Valley Area	Modesto	118-10-02	17	16	0	0	0	0	0	0	0		
		Stockton	118-10-03	22	21	1	1	0	0	0	0	0		
		Firestone	118-10-05	11	10	0	0	0	0	0	0	0		
		Keyworth	118-10-08	17	16	0	0	0	0	0	0	0		Resignation & Left
Total		67	63	1	-1	0	0	0	0	0	-6%			
11	Sierra Area	North Lake Tahoe	118-11-01	21	22	0	0	0	0	0	0	0		Retirement/Steve bottom notes
		Sierra	118-11-03	21	22	0	0	0	0	0	0	0		
		South Lake Tahoe	118-11-04	22	22	0	0	0	0	0	0	0		Atkinson/Wil Schick to 05-10/Christopher Marks to 05-02/See bottom notes
		Total		64	66	0	0	0	0	0	0	0	3%	
12	Bull Run - Siskiyou Division	Bull Run	118-12-01	26	26	0	0	0	0	0	0	0		New member/Gary Kaplan transferred to 01-09
		Interagency Core	118-12-02	9	9	0	0	0	0	0	0	0		
		San Ramon Valley	118-12-01	48	45	1	1	0	0	0	0	0		Mal Robert Transferred from 05-01/William Schick transferred to 05-10
Total		184	180	1	-1	0	0	0	0	0	-2%			
Grand Total:		1,171	1,182	25	-94	0	0	0	0	0	1,188	1%		

NOTES:
 * As of 28 FEB 2021
 ** 2 members have transferred to other Pinlists
 *** 2 members have moved to Pinlist

Division	Number of Divisions	2021 FEB 2021
Avg. Number of Members Per Division	115	10 Divisions
Number of Pinlists	25	10 Divisions
Avg. Number of Members Per Pinlist	47	25 Pinlists
Pinlists with most number of members	68	118-05-07
Pinlists with least number of members	12	118-10-05

Prepared by: Alan Lee, D11NR, DND-015

Pinlist 118-11-04 Membership Disposition		
Chris Dwyer	Retired	
Dorion, Brad	Discontinued	
Thomas, John	Retired	
Lynn, Sharon	Discontinued	
Marilyn, Richard	Discontinued	
Clara, Greg	To 11-02	
Maria, Chris	To 05-01	
Yara, Jill	To 11-02	
Stephanie, Dana	To 11-01	
Franklin, Howard	To 11-01	
John, Dennis	To 11-01	
James, Barbara	To 11-01	
Martin, Brian	To 11-01	
Sharon, Susan	To 11-01	
Earl, Jim	To 11-01	
Lyndee, Vernon	To 11-01	
Wanda, Mary	To 11-01	
Greg, William	TBD	
Hannah, Joe	TBD	
Sherry, Joe	TBD	

Exhibit 2 – MARCH 2021 Membership Summary and Analysis – Report as of 12 MARCH 2021

D11NR Annual and Monthly Membership Summary				2019	2020	2021 Membership Inflows and Outflows				2021	
Division	Name	Flotilla Name	Flotilla	Year End # of Members	Year End # of Members	New	Retired or Left	Cross The Bar	Crossed Members	MARCH NET MEMBERS	2021 B/(W) 2020
1	Senior Area	Sausalito-Thurston	118-01-02	53	51	0	0	0	0	0	0
		Central Marin	118-01-04	48	48	4	-2	-1	1	48	2
		Point Bonita	118-01-07	46	47	0	0	0	0	47	0
		Coyote Point	118-01-09	35	34	4	-5	-1	-1	31	-5
		Total:			182	178	8	-7	-2	0	177
3	Roaring Thirties Area Sacramento Region	McClellan Park	118-03-01	34	28	0	0	0	-1	27	-1
		Gold Country	118-03-03	30	29	0	0	0	0	29	0
		Sacramento	118-03-08	43	39	0	-3	0	1	38	-1
		Elk Grove	118-03-10	17	14	0	-2	0	2	14	0
Total:			124	110	0	-5	0	0	108	-8	
4	South Bay Area	San Jose	118-04-01	14	17	0	0	0	0	17	0
		Palo Alto	118-04-03	16	16	0	0	0	0	16	-1
		Redwood City	118-04-06	21	21	2	0	0	0	23	2
		Almaden	118-04-08	10	10	0	0	0	0	10	0
		Silicon Valley	118-04-09	24	20	1	0	0	0	21	1
Total:			85	84	3	0	0	-1	86	2	
5	Suisun Bay Area	Vallejo	118-05-01	37	36	0	0	0	0	36	0
		Napa	118-05-02	28	26	0	0	0	0	26	0
		N Solano County	118-05-03	23	22	2	-1	0	1	20	2
		Sonoma County	118-05-05	40	40	1	-1	0	0	40	0
		Dubio	118-05-07	33	36	1	-1	0	0	35	-1
Total:			164	166	4	-3	-1	1	167	1	
6	Gold Coast Area	Monterey	118-06-04	57	56	1	0	-1	0	56	0
		Santa Cruz	118-06-07	32	32	1	-1	0	0	32	0
		Capitola	118-06-10	30	29	0	0	0	1	29	-5
		Total:			119	117	2	-2	-1	1	114
7	Utah Area	Salt Lake City	118-07-03	32	28	0	0	0	0	28	0
		Wasatch	118-07-03	20	17	1	0	0	0	18	1
		Ogden	118-07-06	28	25	0	0	0	0	25	0
		Garden City	118-07-08	18	17	0	0	0	0	17	0
		Total:			98	87	1	0	0	0	88
8	North Coast 8 Area	Mendocino County	118-08-07	21	17	1	0	0	0	18	1
		New Lake County	118-08-08	27	28	0	0	0	0	28	0
		Crescent City	118-08-11	29	27	1	0	0	0	28	1
		Thirty Niners	118-08-39	36	36	0	0	0	0	36	0
Total:			113	108	2	0	0	0	110	2	
10	San Joaquin Valley Area	Modesto	118-10-02	17	16	0	0	0	0	16	0
		Stockton	118-10-03	25	21	1	-1	0	0	21	0
		Fresno	118-10-08	11	10	0	0	0	0	10	0
		Kaweah	118-10-06	17	16	2	-2	0	0	16	0
		Total:			68	63	3	-3	0	0	63
11	Sierra Area	North Lake Tahoe	118-11-01	31	28	2	4	0	0	35	7
		Reno	118-11-03	31	28	1	0	0	2	31	5
		South Lake Tahoe	118-11-04	22	20	0	-7	0	-12	1	-19
Total:			84	76	3	-11	0	-10	67	-9	
12****	East Bay - Neptune Div San Ramon Valley	East Bay	118-12-01	28	28	5	-2	0	-1	30	2
		San Ramon Valley	118-12-01	48	46	1	-1	0	1	49	1
		Total:			136	145	6	-3	0	0	146
Grand Total:			1,171	1,152	38	-38	-4	0	1,126	-6	

NOTES:
 * As of 12 MAR 2021
 ** 86 members have transferred to other Flotillas
 *** 8 members have Cross the Bar
 **** Embarcadero Cove Flotilla Deleted from ADII

METRICS:		
Number of Divisions:	10	D11NR
g. Number of Members Per Division:	113	10 Divisions
Number of Flotillas:	38	
g. Number of Members Per Flotillas:	29	39 Flotillas
Flotilla with most number of members:	64	118-12-04
Flotilla with least number of members:	12	118-12-08

Prepared By: Jim Lea, D11NR, DSO-HR

Flotilla 118-11-04 Membership Disposition	
Cole, Bruce	Retired
Dorton, Brad	Disenrolled
Howard, John	Retired
Lynn, Sharon	Disenrolled
Miranda, Richard	Disenrolled
Chism, Guy	To 11-02
Marks, Chris	To 05-03
York, Ed	To 11-05
Englekirk, Dana	To 11-01
Friedman, Howard	To 11-01
Hogan, Dennis	To 11-01
Lewicki, Barbara	To 11-01
Marvin, Bruce	To 11-01
Shayevich, Sheila	To 11-01
Snell, Jim	To 11-01
Lyzenga, Harmon	To 11-01
Kortge, Mary	To 11-01
Green, William	To 11-01
Hancock, Joe	To 11-01
Sherry, Joe	TBD