



**Homeland  
Security**

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

*Serving Northern California, Nevada, Utah*



DATE: 7 JUNE 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 – JUNE 2021

### **HIGHLIGHTS**

1. Membership Summary Monthly Reporting
  - i. Month end May 2021 Report attached – Figure 1
  - ii. June 2021 Report attached – Figure 2
  - iii. As of Friday, 14 May, the District has 1,138 members which is 6 better than year end 2020.
  - iv. The District has attracted 60 new members, 48 members have either retired or left and 6 members have crossed the bar.
2. Recruiting Highlights – Members Who Have Recruited New Members – Figure 3
3. Converted 11 leads into Aux members nationally through my position as COO of AuxA.
4. Have fielded calls from 4 Flotillas in regards to in person recruiting events.
5. As part of Operation Touch Point, I have had comms with 511 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
- Elevate the HR District function in the eyes of District members to be considered world class.

Figure 1 – May 2021 D11 NR Month End Membership Report and Summary/Analysis

D11NR Annual and Monthly Membership Summary				2019	2020	2021 Membership Inflows and Outflows					2021	
Division	Name	Fleet Name	Fleet #	Year End	Year End	New	Retired		Members		MAY	21 (C)
				# of	# of		of	Cost	**The Bar	**TXFP		
				Members	Members							
1	Senior Area	Sausalito-Thurston	1180108	53	51	2	0	0	0	0	55	8
		Central Marin	1180104	48	46	4	-4	-1	1	1	46	0
		Point Bonita	1180107	46	47	0	0	-1	0	0	46	-1
		Opote Point	1180109	26	24	0	0	-1	1	1	25	-1
		<b>Total:</b>		<b>183</b>	<b>178</b>	<b>18</b>	<b>-9</b>	<b>-3</b>	<b>0</b>	<b>0</b>	<b>178</b>	<b>0</b>
3	Roaring Thirties Area Sacramento Region	McClellan Park	1180501	34	28	0	0	0	-1	0	27	-1
		Gold Country	1180505	30	29	1	0	0	0	0	30	1
		Sacramento	1180509	43	39	4	-4	0	-1	1	38	-1
		Elk Grove	1180510	17	14	0	-4	0	2	2	18	-8
<b>Total:</b>		<b>124</b>	<b>110</b>	<b>5</b>	<b>-8</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>107</b>	<b>-8</b>		
4	South Bay Area	San Jose	1180401	14	17	1	2	0	0	0	18	-1
		Palo Alto	1180402	16	16	0	-1	0	-1	0	14	-8
		Redwood City	1180406	21	21	2	0	0	0	0	23	2
		Almaden	1180408	10	10	0	0	0	0	0	10	0
		Siicon Valley	1180409	24	20	1	0	0	0	0	21	1
<b>Total:</b>		<b>85</b>	<b>84</b>	<b>4</b>	<b>-3</b>	<b>0</b>	<b>-1</b>	<b>0</b>	<b>84</b>	<b>0</b>		
5	Sunset Bay Area	Vallejo	1180601	37	36	1	0	0	0	0	37	1
		Hera	1180602	26	26	1	0	0	0	0	27	1
		N Solano County	1180605	25	28	2	-8	0	1	1	29	1
		Sonoma County	1180609	40	40	1	-1	0	0	0	40	0
<b>Total:</b>		<b>164</b>	<b>166</b>	<b>5</b>	<b>-4</b>	<b>-1</b>	<b>1</b>	<b>1</b>	<b>168</b>	<b>2</b>		
6	Gold Coast Area	Monterey	1180604	57	56	3	0	-1	0	0	58	2
		Santa Cruz	1180607	32	32	1	-1	0	0	0	32	0
		Capitola	1180610	30	29	2	-6	0	1	1	27	-8
<b>Total:</b>		<b>119</b>	<b>117</b>	<b>6</b>	<b>-8</b>	<b>-1</b>	<b>1</b>	<b>1</b>	<b>117</b>	<b>0</b>		
7	Utah Area	Salt Lake City	1180702	22	22	1	0	0	0	0	22	1
		Wasatch	1180703	20	17	1	0	0	0	0	18	1
		Ogden	1180706	26	25	0	0	0	0	0	25	0
		Garden City	1180709	18	17	0	0	0	0	0	17	0
<b>Total:</b>		<b>86</b>	<b>81</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>82</b>	<b>2</b>		
8	North Coast B Area	Mendocino County	1180807	21	17	1	0	0	0	0	18	1
		New Lake County	1180808	27	28	1	0	0	0	0	29	1
		Convent City	1180811	29	27	2	0	0	0	0	29	2
		Thirty Niners	1180839	36	36	0	0	-1	0	0	35	-1
<b>Total:</b>		<b>113</b>	<b>108</b>	<b>4</b>	<b>0</b>	<b>-1</b>	<b>0</b>	<b>0</b>	<b>111</b>	<b>2</b>		
10	San Joaquin Valley Area	Modesto	1181002	17	16	1	0	0	0	0	17	1
		Stockton	1181003	23	21	2	-1	0	0	0	22	1
		Fresno	1181005	11	10	0	0	0	0	0	10	0
		Kaweah	1181006	17	16	2	-2	0	0	0	16	0
<b>Total:</b>		<b>68</b>	<b>63</b>	<b>6</b>	<b>-3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>65</b>	<b>2</b>		
11	Sierra Area	North Lake Tahoe	1181101	31	28	2	-4	0	10	0	36	8
		Reno	1181103	31	28	4	0	0	2	2	34	5
		South Lake Tahoe	1181104	22	20	0	-7	0	13	0	27	-8
<b>Total:</b>		<b>84</b>	<b>76</b>	<b>6</b>	<b>-11</b>	<b>0</b>	<b>13</b>	<b>0</b>	<b>97</b>	<b>5</b>		
12****	East Bay - Neptune Div	East Bay	1181201	85	85	7	-8	0	-1	0	90	4
		San Ramon Valley	1181201	45	45	2	-1	0	1	0	50	2
<b>Total:</b>		<b>130</b>	<b>130</b>	<b>9</b>	<b>-9</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>140</b>	<b>6</b>		
<b>Grand Total:</b>		<b>1,171</b>	<b>1,138</b>	<b>89</b>	<b>-47</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>1,158</b>	<b>6</b>		

NOTES:  
 \* As of 31 MAY 2021  
 \*\* 26 members have transferred to other Fleets  
 \*\*\* 6 members have Coast the Bar  
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 \*\*\*\*\* Embarcadero Cove Fleet Deleted from ADI

Fleet 118-11-01 Membership Disposition		
Cole, Bruce	Retired	
Dixon, Brad	Disenrolled	
Howard, John	Retired	
Lynn, Sharon	Disenrolled	
Merrill, Richard	Disenrolled	
Cham, Guy	To 1103	
Morris, Chris	To 0805	
York, Ed	To 1103	
Engelink, Dana	To 1101	
Friedman, Howard	To 1101	
Hogan, Dennis	To 1101	
Lewis, Barbara	To 1101	
Martin, Bruce	To 1101	
Shaverich, Shana	To 1101	
Soni, Jim	To 1101	
Lynnage, Harmon	To 1101	
Strick, Mary	To 1101	
Green, William	To 1101	
Hancock, Joe	To 1101	
Shary, Ed	To 1101	

SUMMARY:		
Number of Divisions:	10	D11NR
g. Number of Members Per Division:	114	10 Divisions
Number of Fleets:	38	
g. Number of Members Per Fleet:	30	38 Fleets
Fleets with most number of members:	94	118-12-01
Fleets with least number of members:	15	118-10-09



Figure 3 – D11 Members Who Have Recruited New Members

<b>Recruiting Member Name</b>	<b>Number</b>
MADLINE BRINK	1
DONALD CROMWELL	1
TINA PERRY	2
KRISTAN VERVENIOTIS	1
PAUL TRAN	1
MICHAEL REALL	1
ROBERT FIREHOCK	1
STEVE JOHNSON	1
TOM SAIRNICOLA	1
JANE SMITH	1
KEVIN KEAHLY	1
<b>CAP FRIENDS</b>	<b>1</b>
WIL DODSON	1
MICHAEL RAFFARTI	1
WADE MACADAM	1
JIM LOSI	11*

\*Recruited nationally through leads generated through the AuxA.