



**Homeland
Security**

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

Serving Northern California, Nevada, Utah



DATE: 12 JULY 2021

TO: COMO Dean McFarren
DCOS Curtis Han
DCAPT Bruce Martin
DCAPT 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 – JULY 2021

HIGHLIGHTS

1. Membership Summary Monthly Reporting
 - i. Month-end June 2021 Report attached – Figure 1
 - ii. July MTD 2021 Report attached – Figure 2
 - iii. The District membership and performance metrics as of June Month end:
 1. 37 D11NR Members have recruited new members
 2. 13 dis-enrollments have happened Districtwide
 3. 8 members have Crossed The Bar in 2021 (Figure 3)
 4. 34 members have been transferred from one Flotilla to another
 5. There have been 2 retirements during the month of June
 - iv. 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.

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 - JUNE 2021 D11 NR Month End Membership Report and Summary/Analysis

D11NR Annual and Monthly Membership Summary												
Division	Name	Foothill Name	Foothill # of Members	2020	2021 Membership Inflows and Outflows				2021 # (W) 2020	Comments		
				Year End # of Members	New	Left	or Cost	Net			MEMBERS	
1	Senior Area	Sausalito-Thruon	113-01-02	63	61	2	0	0	0	63	0	Recruiting
		Central Marin	113-01-04	46	46	0	-4	-1	0	46	0	Recruited/ Lee J. Eyles (2/10/21 DOD)/Mauna Bailey transferred from 013-09
		Point Bonita	113-01-07	46	47	0	0	-1	0	46	-1	James Douglas (4/15/21 DOD)
		Coyote Point	113-01-09	35	34	0	-5	-1	0	33	-1	David Brock Sweet (1/16/21 DOD)/Attrition/Gary Kaplan transferred to 01-09 from 12-91/Mauna Bailey to 01/04/Herman Habusa Disenrollment 3/1/2021
		Total:		188	178	18	-9	-3	0	178	0	
3	Hoaring Thirties Area Sacramento Region	Mohelian Park	113-05-01	34	28	0	0	0	-3	27	-1	Hai Robert transferred to 113-12-91
		Gold Country	113-05-02	30	29	1	0	0	0	30	1	
		Sacramento	113-05-05	43	39	4	-4	0	-1	38	-1	Retirement/Recruiting/Retirement of John Ahro
		Hill Grove	113-05-10	17	14	0	-4	0	0	12	-5	Fred Black transferred from 05-05/2021 Schedule from 11-04
Total:		124	110	5	-8	0	0	107	-18			
4	South Bay Area	San Jose	113-04-01	14	17	3	-3	0	0	16	-1	Michael Ayers Disenrolled 17 MAY.
		Palo Alto	113-04-02	16	16	0	-1	0	-1	14	-2	V Maita transferred to 06-10
		Redwood City	113-04-06	21	21	0	0	0	0	21	0	Recruiting
		Almaden	113-04-08	10	10	0	0	0	0	10	0	Recruiting
		Silicon Valley	113-04-09	24	20	1	0	0	0	21	-3	Recruiting
Total:		85	84	5	-4	0	-1	84	0			
5	Suisun Bay Area	Vallejo	113-05-01	27	26	1	0	0	0	27	1	Recruiting
		Napa	113-05-02	28	28	1	0	0	0	27	-1	Recruiting
		N Solano County	113-05-03	25	28	3	-3	0	1	29	1	Recruiting/Chris Marks transferred from 11-04/Attrition
		Sonoma County	113-05-05	40	40	1	-1	0	0	40	0	Recruiting
		Diablo	113-05-07	28	26	1	-1	-1	0	26	-1	Jim Blackburn (2/7/21 DOD)/Recruiting
Total:		148	148	6	-4	-1	1	148	0			
6	Gold Coast Area	Monterey	113-06-04	27	26	3	0	-1	0	26	-1	Shirley Carmichael Johnson (5/7/21 DOD)
		Santa Cruz	113-06-07	28	32	1	-1	0	0	32	0	Recruiting
		Capitola	113-06-10	30	29	4	-5	0	-1	29	-1	Yvonne Maita transfer from 113-04-03/Attrition/Recruiting
		Total:		119	117	8	-6	-1	0	119	0	
7	Utah Area	Salt Lake City	113-07-02	28	28	1	0	0	0	29	1	Recruiting
		Wasatch	113-07-05	20	17	1	0	0	0	18	-1	Recruiting
		Ogden	113-07-06	26	25	0	0	0	-1	25	-1	Transfer From
		Garden City	113-07-08	28	17	0	0	0	0	26	-2	Transfer To
Total:		102	87	2	0	0	0	89	-13			
8	North Coast & Mendocino County	Mendocino County	113-08-07	21	17	1	0	0	0	18	-1	Recruiting
		New Lake County	113-08-08	27	28	1	1	0	0	28	0	Recruiting
		Orleans County	113-08-11	29	27	0	0	0	0	27	-2	Recruiting
		Thirty Niners	113-08-39	26	28	0	-3	-1	0	23	-3	Hansford S. Maddox (2/18/2021) Disenrollment Fanechka LaFuze & Marnett Toberer
Total:		113	108	3	-3	-1	0	109	-1			
10	San Joaquin Valley Area	Modesto	113-10-02	17	16	1	0	0	0	17	1	Recruiting
		Stockton	113-10-03	23	21	0	-3	0	0	23	0	Recruitment & Left/Disenrollment of Kari Kitter & Nick Peterson
		Pleasanton	113-10-05	11	10	0	0	0	0	10	0	Recruitment & Left
		Kaweah	113-10-06	17	16	0	-1	0	0	16	0	Recruitment & Left
		Total:		68	65	2	-4	0	0	66	-2	
11	Sierra Area	North Lake Tahoe	113-11-01	21	28	2	4	0	10	26	5	Retirement/See bottom notes
		Remo	113-11-03	21	28	4	0	0	2	24	3	Attrition/201 Schedule to 05-10/Christopher Marks to 05-05/See bottom notes
		South Lake Tahoe	113-11-04	28	29	0	7	0	-13	-4	-4	
		Total:		84	96	6	11	0	-1	70	-14	
12****	East Bay - Neptune Div	East Bay	113-12-01	28	26	7	-3	0	-1	28	0	New member/Gary Kaplan transferred to 01-09/Disenrollment of Linda Herkins
		San Ramon Valley	113-12-01	48	48	2	-3	-1	1	48	0	Hai Robert transferred from 03-01/William Scholz transferred to 05-10/Peter Tidestrom passed (6/14/21 DOD)/Disenrollment of Andrea Cupoletti/Disenrollment of Robert Rodriguez
Total:		156	148	10	-6	-1	0	146	-8			
Grand Total:				1,171	1,138	87	-66	-7	0	1,136	-4	

NOTES:	
* As of 30 JUNE 2021	
** 20 members have transferred to other Foothills	
*** 6 members have crossed the Bar	
**** 20 members have Foothills Related from ADI	

Foothill 113-11-04 Membership Disposition	
Don Bruce	Retired
Dorion Reed	Disenrolled
Howard John	Retired
Lynn Shaver	Disenrolled
Miranda Richard	Disenrolled
Christy Day	To 05-05
Marka Chris	To 05-05
Tony Ed	To 11-01
Elizabeth Dana	To 11-01
Frederick Howard	To 11-01
Robert Dennis	To 11-01
Lynne Barbara	To 11-01
Marion Bruce	To 11-01
Stanley Stamba	To 11-01
Bob Mc	To 11-01
Lynne Harmon	To 11-01
Robert Mary	To 11-01
Green William	To 11-01
Hansford S	To 11-01
Shirley Jose	To 11-01

STATS:	
Number of Divisions	10
Number of Members Per Division	114
Number of Foothills	36
Number of Members Per Foothill	32
Hills with most number of members	94
Hills with least number of members	12

Figure 2 - JULY 2021 Membership Summary and Analysis - Report as of 12 JULY 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	Members Cross ***The Bar	**TKFR	MAY NET*	B/(W) 2020
1	Senior Area	Sausalito-Tiburon	113-01-02	53	51	2	0	0	0	53	2
		Central Marin	113-01-04	48	46	4	-4	-1	1	46	0
		Point Bonita	113-01-07	46	47	0	0	-1	0	46	-1
		Coyote Point	113-01-09	35	34	7	-5	-1	-1	34	0
		Total:			182	178	13	-9	-3	0	179
3	Roaring Thirties Area Sacramento Region	McClellan Park	113-03-01	34	28	0	0	0	-1	27	-1
		Gold Country	113-03-03	30	29	1	0	0	0	30	1
		Sacramento	113-03-05	43	39	4	-4	0	-1	38	-1
		Elk Grove	113-03-10	17	14	0	-4	0	2	12	-2
Total:			124	110	5	-8	0	0	107	-5	
4	South Bay Area	San Jose	113-04-01	14	17	2	-3	0	0	16	-1
		Palo Alto	113-04-03	16	16	0	-1	0	-1	14	-2
		Redwood City	113-04-06	21	21	2	0	0	0	23	2
		Almaden	113-04-08	10	10	0	0	0	0	10	0
		Silicon Valley	113-04-09	24	20	2	0	0	0	22	2
Total:			85	84	6	-4	0	-1	85	1	
5	Suisun Bay Area	Vallejo	113-05-01	37	36	1	0	0	0	37	1
		Napa	113-05-02	26	26	1	0	0	0	27	1
		N Solano County	113-05-03	23	28	2	-2	0	1	29	1
		Sonoma County	113-05-05	40	40	1	-1	0	0	40	0
		Diablo	113-05-07	38	36	1	-1	-1	0	35	-1
Total:			164	166	6	-4	-1	1	168	2	
6	Gold Coast Area	Monterey	113-06-04	57	56	5	0	-1	0	58	2
		Santa Cruz	113-06-07	32	32	1	-1	0	0	32	0
		Capitola	113-06-10	30	29	4	-5	0	1	29	0
		Total:			119	117	8	-6	-1	1	119
7	Utah Area	Salt Lake City	113-07-02	32	28	1	0	0	0	29	1
		Wasatch	113-07-03	20	17	1	0	0	0	18	1
		Ogden	113-07-06	26	25	1	0	0	-5	21	-4
		Garden City	113-07-08	18	17	0	0	0	5	22	5
		Total:			96	87	3	0	0	0	90
8	North Coast 8 Area	Mendocino County	113-08-07	21	17	2	0	0	0	19	2
		New Lake County	113-08-08	27	28	1	-1	0	0	28	0
		Crescent City	113-08-11	29	27	3	0	0	0	30	3
		Thirty Niners	113-08-39	36	36	2	-2	-1	0	35	-1
		Total:			115	108	8	-5	-1	0	112
10	San Joaquin Valley Area	Modesto	113-10-02	17	16	2	0	0	0	18	2
		Stockton	113-10-03	23	21	5	-5	0	0	21	0
		Fresno	113-10-05	11	10	0	0	0	0	10	0
		Kaweah	113-10-06	17	16	2	-2	0	0	16	0
		Total:			68	63	9	-7	0	0	65
11	Sierra Area	North Lake Tahoe	113-11-01	31	28	2	-4	0	10	36	8
		Reno	113-11-03	31	28	5	0	0	2	35	7
		South Lake Tahoe	113-11-04	22	20	0	-7	0	-13	-	-20
		Total:			84	76	7	-11	0	-1	71
12****	East Bay - Neptune Div	East Bay	113-12-01	88	95	7	-3	0	-1	98	3
		San Ramon Valley	113-12-91	48	48	3	-3	-2	1	47	-1
		Total:			136	143	10	-6	-2	0	145
Grand Total:			1,171	1,132	75	-58	-8	0	1,141	9	

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

Flotilla 113-11-04 Membership Disposition
 Cole, Bruce Retired
 Dorton, Brad Disenrolled
 Howard, John Retired
 Lynn, Sharon Disenrolled
 Mirands, Richard Disenrolled
 Chism, Guy To 11-03
 Marks, Chris To 05-03
 York, Ed To 11-03
 Englekirk, Dana To 11-01
 Friedman, Howard To 11-01
 Hogan, Dennis To 11-01
 Lewicki, Barbara To 11-01
 Martin, Bruce To 11-01
 Starceovich, 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 To 11-01

METRICS:
 Number of Divisions: 10 D11NR
 g. Number of Members Per Division: 114 10 Divisions
 Number of Flotillas: 38
 g. Number of Members Per Flotillas: 30 38 Flotillas
 Flotilla with most number of members: 94 113-12-01
 Flotilla with least number of members: 12 113-10-05

Figure 3

Members who have crossed the bar in 2021

2021				
Dan S. Swett		1/14/21	113-01-09	1
K Sterling Hansen		2/5/21	113-07-06	2
Jim D. Blackburn		2/7/21	113-05-07	3
Lex Byers		2/11/21	113-01-04	4
Shirley C. Johnson		3/7/21	113-06-04	5
Hennelore S. Maddox		3/18/21	113-8-39	6
James Dragon		4/14/21	113-01-07	7
Peter C. Todebush		6/14/21	113-12-91	8