



**Homeland
Security**

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

Serving Northern California, Nevada, Utah



DATE: 6 SEP 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 – AUGUST 2021

HIGHLIGHTS

1. Membership Summary Monthly Reporting
 - i. Month-end August 2021 Report attached – Figure 1
 - ii. September MTD 2021 Report attached – Figure 2
 - iii. 3Q21 recruiting report – Figure 3
 - 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.
 - v. I have seen a marked increase in the requests for the processing of 7035s over the past 10 days. Additionally, we have had two members cross the bar since the last reporting period. Recruiting remains strong but so does the disenrollment of members post dues seasons.

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 – AUGUST 2021 D11 NR Month End Membership Report and Summary/Analysis

D11NR Annual and Monthly Membership Summary														
Division	Name	Fidellia Name	Fidellia	2019	2020	2021 Membership Inflows and Outflows					2021	2021	Comments	
				Year End	Year End	New	Retired	Members	Transfers	Attrition				Recruiting
				# of	# of									
				Members	Members									
1	Senior Area	Sausalito-Thurston	115-01-08	53	51	2	0	0	0	0	53	2	Recruiting	
		Central Marin	115-01-04	48	46	4	4	1	1	46	0	Recruiting/ Liz J. Sykes (2/10/21 DOD)/Maurs Bailey transferred from 015-09		
		Point Bonita	115-01-07	46	47	0	0	-1	0	46	-1	James Dragan (4/15/21 DOD)		
		Coprite Point	115-01-09	35	34	5	1	1	1	35	4	David Stone Street (1/16/21 DOD)/Attrition/Gary Kaplan transferred to 01-09 from 18-01/Maurs Bailey to 01/04/Herman Habua Disenrollment 2/1/2021		
		Total:		168	178	17	4	2	2	168	5			
3	Boaring Thirties Area Sacramento Region	Michelle Park	115-03-01	34	28	0	0	0	0	27	-1	Hai Seibert transferred to 115-18-01		
		Gold Country	115-03-03	30	29	1	0	0	0	30	1			
		Sacramento	115-03-05	43	39	4	4	0	1	38	-1	Retirement/Recruiting/Retirement of John Albro		
		Elk Grove	115-03-10	17	14	4	0	0	2	15	-1	Paul Black transferred from 08-05/Neil Scholz from 11-04		
Total:		124	110	5	4	0	3	108	-3					
4	South Bay Area	San Jose	115-04-01	14	17	3	3	0	0	17	0	Michael Ayers Disenrolled 17 MAY.		
		Palo Alto	115-04-03	18	18	0	1	0	-1	14	-4	Y. Mala transferred to 06-10		
		Redwood City	115-04-06	21	21	2	0	0	0	23	2	Recruiting		
		Almaden	115-04-08	10	10	0	0	0	0	10	0	Recruiting		
		Sanon Valley	115-04-09	24	20	0	0	0	0	20	-4	Recruiting		
Total:		88	84	7	4	0	-1	86	-2					
5	Subson Bay Area	Vallejo	115-05-01	27	26	2	1	0	0	27	1	Recruiting		
		Hayes	115-05-02	28	28	1	0	0	0	27	-1	Recruiting		
		N Solano County	115-05-03	23	23	2	4	0	1	27	-1	Recruiting/Chris Marks transferred from 11-04/Attrition		
		Sonoma County	115-05-05	40	40	1	1	0	0	40	0	Recruiting		
		Duabo	115-05-07	28	26	1	1	1	0	26	-1	Jim Blackburn (2/7/21 DOD)/Recruiting		
Total:		124	123	7	7	1	1	123	-1					
6	Gold Coast Area	Monterey	115-06-04	57	56	2	1	1	0	57	1	Shirley Carmichael-Johnson (2/7/21 DOD)		
		Santa Cruz	115-06-07	32	32	1	1	0	0	32	0	Recruiting		
		Cajonika	115-06-10	30	29	5	5	0	1	30	1	Yvonne Mala transfer from 115-04-03/Attrition/Recruiting		
		Total:		119	117	8	7	1	1	119	2			
7	Utah Area	Salt Lake City	115-07-02	28	28	1	0	0	0	29	1	Recruiting		
		Wasatch	115-07-03	20	17	1	0	0	0	18	-1	Recruiting		
		Utah	115-07-06	26	25	1	0	0	0	21	-4	Transfer From		
		Garden City	115-07-08	19	17	1	0	0	0	20	1	Transfer To		
Total:		88	87	4	0	0	0	91	3					
8	North Coast S Area	Mendocino County	115-08-07	21	17	2	0	0	0	19	-2	Recruiting		
		New Lake County	115-08-08	27	28	1	1	0	0	28	0	Recruiting		
		Creston City	115-08-11	29	27	2	0	0	0	29	2	Recruiting		
		Thirty Miners	115-08-20	26	26	2	2	-1	0	26	-1	Hanselore S. Maddox (3/16/2021)/Disenrollment/Panochka Lafuze & Minnie Toberer		
Total:		103	102	7	3	-1	0	102	-1					
10	San Joaquin Valley Area	Modesto	115-10-02	17	16	4	0	1	0	19	2	Chris E. Pacheco (5/16/21 DOD)		
		Stockton	115-10-03	23	21	6	0	0	0	21	0	Recruitment & Left/Disenrollment of Karl Kellie & Nick Peterson		
		Pescadero	115-10-05	11	10	0	0	0	0	10	0	Recruitment & Left/Disenrollment of Karl Kellie & Nick Peterson		
		Hawah	115-10-06	17	16	2	2	0	0	16	0	Recruitment & Left		
Total:		68	63	12	2	1	0	66	-2					
11	Sierra Area	North Lake Tahoe	115-11-01	31	28	2	6	0	10	34	6	Retirement/See bottom notes		
		Plano	115-11-03	31	28	5	1	0	2	34	6	Attrition/See bottom notes		
		South Lake Tahoe	115-11-04	22	20	0	0	0	12	20	-2	Attrition/See bottom notes		
		Total:		84	76	7	14	0	24	88	10			
12****	East Bay - Neptune Div	East Bay	115-12-01	88	96	7	3	0	1	96	8	New member/Gary Kaplan transferred to 01-09/Disenrollment of Linda Herkins		
		San Ramon Valley	115-12-01	48	48	2	2	-1	1	48	-2	Hai Seibert transferred from 05-01/William Scholz transferred to 05-10/Peter Podabush passed (5/14/21 DOD)/Disenrollment of Andrea Ciupietti/Disenrollment of Robert Rodriguez		
		Total:		136	144	9	5	-1	2	144	6			
Grand Total:		1,191	1,188	88	67	8	0	1,143	11					

NOTES:
 * As of 31 AUG 2021
 ** 24 members have transferred to other Fidellias
 *** 2 members have Cross the Bar
 **** Subsequent City Fidellia Relisted from ANH

MEMBERS:
 Number of Divisions: 10 D11NR
 Avg Number of Members Per Division: 114 10 Divisions
 Number of Fidellias: 88 88 Divisions
 Avg Number of Members Per Fidellia: 80 88 Divisions
 Fidellia with most number of members: 94 115-12-01
 Fidellia with least number of members: 18 115-10-02

Fidellia 115-11-04 Membership Dispositions		
Choi, Bruce	Retired	
Dutton, Brad	Disenrolled	
Howard, John	Retired	
Lynn, Sharon	Disenrolled	
Morales, Richard	Disenrolled	
Chinn, Jay	To 11-03	
Maki, Chris	To 05-03	
Hirt, Ed	To 11-03	
Engelbrecht, Dana	To 11-01	
Frederick, Howard	To 11-01	
Hogan, Dennis	To 11-01	
Lewis, Barbara	To 11-01	
Martin, Bruce	To 11-01	
Shawcross, Sheila	To 11-01	
Stok, Jim	To 11-01	
Lyons, Harmon	To 11-01	
Keogh, Mary	To 11-01	
Green, William	To 11-01	
Harvey, John	To 11-01	
Sherry, Lee	To 11-01	

Figure 3

D11NR Recruiting Report

Enrollment Applications

	Received Date	Coastwatch	Entered AD2	2021	
				Last Name	First Name
5001199	1/26/2021	1/27/21	27-Jan-21	TRAN	KHAI-HOANG
5001200	1/26/2021	1/27/21	27-Jan-21	WINTERS	KATHRYN
5001201	1/26/2021	1/27/21	27-Jan-21	SIMPSON	MARIA ELENA
5001235	1/26/2021	1/27/21	4-Feb-21	NATHAN (NICKOLAS)	OLON (LOUIS)
5001849	1/26/2021	1/27/21	8-Jun-21	ASH-LEE	J. NOLER
5001263	2/9/2021	2/10/21	10-Feb-21	CURTIS	LISA
5001275	2/11/2021	2/16/21	16-Feb-21	DAVIS	BRAD
5001290	2/16/2021	2/19/21	22-Feb-21	VAN DEN HOUT	JULIE
5001312	2/25/2021	2/25/21	26-Feb-21	MOSES	JOSEPH
5001323	3/2/2021	3/2/21	3-Mar-21	REALL	CARRIE
1236683	3/4/2021	3/5/21	5-Mar-21	JOINER	PERRY
5001420	3/2/2021	3/3/21	25-Mar-21	HAGUE	RICHARD
5001359	03/09/2021	3/10/21	12-Mar-21	MALMQUIST-WEST	MARGARET
5001275	03/09/2021	3/10/21	16-Mar-21	DAVIS	BRAD
5001405	3/18/2021	3/19/21	22-Mar-21	ALBRECHT	JOHN
	3/18/2021	3/19/21	4/20/2021 Certi	MASLYN	JOEL
5001404	3/18/2021	3/19/21	22-Mar-21	MCGHIE	SHAWN
5001440	3/29/2021	3/29/21	29-Mar-21	SEYMOUR	JOSEPH
5001537	3/19/2021	4/12/21	4/13/21	MIRTO	ANDREW
5001538	3/19/2021	4/12/21	4/13/21	MARTINEZ, JR.	ARTHUR
5001468	3/30/2021	3/31/21	3/31/21	JEFFREY	DAVID
5001584	4/22/2021	4/26/21	4/26/21	NORDYKE	KURT
5001703	5/7/2021	5/10/21	5/10/21	CEDILLO	CHRISTINE
5001700	5/7/2021	5/10/21	5/10/21	MACADAM	TY
5001698	5/7/2021	5/10/21	5/10/21	COSTANTINO	GUSTAVO
5001805	5/26/2021	5/27/21	5/27/21	BERGADO	JOANNA
5001873	6/9/2021	6/11/21	6/11/21	ROWE	INGELISE
5001874	6/9/2021	6/11/21	6/11/21	COHEN	DEBORA
5001903	6/21/2021	6/22/21	6/22/21	SIMMONS	TERRI
5001904	6/21/2021	6/22/21	6/22/21	ROWDEN	AARON
5001920	6/21/2021	6/22/21	6/23/21	AYCOCK	CHRISTOPHER
5001942	6/25/2021	6/28/21	6/28/21	ANDERTON	BRENT
5002046	6/25/2021	6/28/21	7/19/21	BOWSER	MICHAEL
5001959	6/30/2021	7/1/21	7/1/21	RYDER	ASHLEY
5001960	6/30/2021	7/1/21	7/1/21	ARNOLD	MATTHEW
5001984	7/7/2021	7/8/21	7/8/21	RAVAL	DENNISON
5002152	7/22/2021	7/22/21	7/27/21	STEPHENS	MARION
5002198	8/12/21	8/16/2021	8/16/21	ANDERSON NIELSON	LUKIS
5002197	8/16/2021	8/16/21	6/1/21	EDMISTER	RYAN
5002207	8/18/2021	8/19/21	8/19/21	HINES	STEVEN
5002208	8/18/2021	8/19/21	8/19/21	SAICH	STEPHEN
5002209	8/18/2021	8/19/21	8/19/21	HILL	KYNATTAH
5002210	8/18/2021	8/19/21	8/19/21	BERNHARDT	SHAUN
	8/19/2021	8/20/21	Hit 8/20/21	ELEBIARY	CHRISTIAN
5002229	8/25/2021	8/26/21	8/27/21	JARDIN	EVAN