



**Homeland  
Security**

**U.S. Coast Guard Auxiliary  
District 11 Northern Region**  
*Serving Northern California, Nevada, Utah*



DATE: 2 NOV 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 - October 2021**

### **HIGHLIGHTS**

#### 1. Membership Summary Monthly Reporting

- i. November MTD 2021 Report attached - Figure 1
- ii. Current D11NR Membership stands at 1,120 as of 2 November 2021.
- iii. 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.
- iv. I have seen a very significant increase in the requests for the processing of 7035s over the past 30 days.

### **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		2019	2020	2021 Membership Inflows and Outflows						2021		
Division	Name	Flotilla Name	Year End # of Members	Year End # of Members	New	Retired	Members	Outflows	NOV 2021	8/31/2021	Comments	
									MEMBERS	MEMBERS		
1	Senior Area	Siskiyou Flotilla	118-01-06	53	51	3	-5	-1	0	51	0	Recruiting/Retirement for Tim Tesson, Gustave Costantini and David Mente
		Central Flotilla	118-01-04	48	46	4	-4	-2	0	46	-1	Recruiting/Retirement for Lee J. Eyles (5/10/21 DOD)/Maura Bailey transferred from 018-09/David Lee Beach, DOD 6/XX/2021
		Pinnac Point	118-01-07	46	47	0	-1	0	0	46	-1	James Ingram (4/15/21 DOD)
		Cypress Point	118-01-09	38	31	8	-1	-1	0	39	8	David Stone Sweet (1/6/21 DOD)/Attrition/Gary Kaplan transferred to 01-09 from 18-01/Maura Bailey to 01/04/Hermana Habasia Disenrollment 2/1/2021
	<b>Total:</b>		<b>188</b>	<b>178</b>	<b>23</b>	<b>-11</b>	<b>-4</b>	<b>0</b>	<b>169</b>	<b>8</b>		
3	Rearrange Thirties Area	McCallan Park	118-03-01	34	28	0	-1	-1	0	26	-8	Hai Robert transferred to 118-18-01/Rory Neumann (10/16/21 DOD)
		Gold Country	118-03-05	20	28	1	0	0	0	20	1	
		Sacramento	118-03-06	43	39	4	-4	0	-1	38	-1	Statement/Retirement of John Abbe
		Elk Grove	118-03-10	17	14	4	-2	0	0	13	-1	Paul Black transferred from 03-08/Bill Bolzar from 11-04
	<b>Total:</b>		<b>124</b>	<b>110</b>	<b>6</b>	<b>-8</b>	<b>-1</b>	<b>0</b>	<b>106</b>	<b>-4</b>		
4	South Bay Area	San Jose	118-04-01	14	17	4	-3	0	0	18	1	Michael Agnes Disenrolled 17 MAY
		Palo Alto	118-04-05	16	16	1	-1	0	0	15	-1	Y Maki transferred to 07-10
		Redwood City	118-04-06	21	21	2	0	0	0	23	2	Recruiting
		Almaden	118-04-08	10	10	0	0	0	0	10	0	
		Silicon Valley	118-04-09	24	20	0	0	0	0	22	2	Recruiting
	<b>Total:</b>		<b>85</b>	<b>84</b>	<b>7</b>	<b>-4</b>	<b>0</b>	<b>0</b>	<b>88</b>	<b>5</b>		
5	Solano Bay Area	Vallejo	118-05-01	27	28	3	-2	0	0	27	1	Recruiting
		Hayes	118-05-02	26	28	2	-1	0	0	27	1	Recruiting/Retirement Regina Barniola 118-05-02
		N Solano County	118-05-03	23	22	3	-4	0	0	22	0	Recruiting/Chris Marks transferred from 11-04/Attrition
		Southern County	118-05-08	40	40	1	-5	0	0	38	-2	Recruiting
		Dubbo	118-05-07	3	3	1	-1	0	0	3	-1	Jim Blackburn (6/7/21 DOD)/Recruiting
	<b>Total:</b>		<b>124</b>	<b>126</b>	<b>10</b>	<b>-11</b>	<b>-1</b>	<b>0</b>	<b>126</b>	<b>1</b>		
6	Old Coast Area	Monterey	118-06-04	57	56	3	-1	-1	0	57	1	Shirley Carmichael Johnson (3/7/21 DOD)
		Santa Cruz	118-06-07	28	26	1	-2	0	0	21	-1	Recruiting
		Castroville	118-06-10	20	20	0	0	0	1	20	1	Thomas Maki transfer from 118-04-03/Attrition/Recruiting
	<b>Total:</b>		<b>119</b>	<b>117</b>	<b>4</b>	<b>-4</b>	<b>-1</b>	<b>1</b>	<b>118</b>	<b>1</b>		
7	Utah Area	Sal Lake City	118-07-08	28	28	1	0	0	0	28	1	Recruiting
		Wasatch	118-07-03	20	17	1	0	0	0	18	0	Recruiting
		Ogden	118-07-06	26	25	1	0	0	0	21	-4	
		Garden City	118-07-05	18	17	1	0	0	0	25	6	
	<b>Total:</b>		<b>96</b>	<b>87</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>91</b>	<b>4</b>		
8	North Coast S Area	Mendocino County	118-08-07	21	17	3	-1	0	0	19	-2	Recruiting/Sophie Kay Nelson retired 12/31/21
		New Lake County	118-08-08	27	28	1	-1	0	0	28	0	
		Crescent City	118-08-11	29	27	3	0	0	0	30	3	Recruiting
		Thirty Niners	118-08-30	36	35	2	-1	-1	0	19	-19	Hansford S. Maddox (3/18/2021)/Disenrollment Panachka Lahtis & Minnet Tubero/Large number of YDRS set in for processing
	<b>Total:</b>		<b>113</b>	<b>108</b>	<b>9</b>	<b>-3</b>	<b>-1</b>	<b>0</b>	<b>96</b>	<b>-18</b>		
10	San Joaquin Valley Area	Modesto	118-10-02	17	16	4	0	-2	0	18	1	Chris E. Pacheco (8/16/21 DOD), Alan M. Hayles 09/07/21
		Stockton	118-10-08	23	21	0	0	0	0	22	1	Recruiting/Chris Marks transferred from 11-04/Attrition
		Fresno	118-10-05	11	15	0	0	0	0	10	0	Recruitment & Loss
		Kaweah	118-10-06	17	16	2	-2	0	0	16	0	Recruitment & Loss
	<b>Total:</b>		<b>68</b>	<b>68</b>	<b>12</b>	<b>-2</b>	<b>0</b>	<b>0</b>	<b>66</b>	<b>-2</b>		
11	Sierra Area	North Lake Tahoe	118-11-01	31	28	3	-10	0	10	31	3	Retirement/See bottom notes/Stevan Elaine Peres Retired 9/3 - Paul Hogan retired 9/1
		Bevo	118-11-03	31	28	0	-2	0	2	34	3	Retirement of Armstrong
		South Lake Tahoe	118-11-04	28	29	7	0	-12	0	-20	-20	Attrition/Bill Sobczak to 03-10/Christopher Marks to 05-03/See bottom notes
	<b>Total:</b>		<b>90</b>	<b>85</b>	<b>10</b>	<b>-12</b>	<b>0</b>	<b>12</b>	<b>65</b>	<b>-15</b>		
12****	East Bay - Repture Div	East Bay	118-18-01	68	56	7	-5	0	-1	58	3	New member Gary Kaplan transferred to 01-09/Disenrollment of Linda Hawkins
		San Ramon Valley	118-18-01	48	48	2	-1	1	0	47	-1	Hai Robert Transferred from 03-01/William Soltau transferred to 03-10/Peter Yoshizaki passed (6/14/21 DOD)/Disenrollment of Andrea Cupak/Robert Rodriguez/8. Kakahara
	<b>Total:</b>		<b>116</b>	<b>104</b>	<b>9</b>	<b>-6</b>	<b>1</b>	<b>0</b>	<b>105</b>	<b>2</b>		
	<b>Grand Total:</b>		<b>1,171</b>	<b>1,188</b>	<b>108</b>	<b>-108</b>	<b>-18</b>	<b>0</b>	<b>1,180</b>	<b>-18</b>		

**NOTES:**  
 \*\* As of 8 NOV 2021  
 \*\*\* 24 members have transferred to other Flotillas  
 \*\*\*\* 18 members have Cross the Bar  
 \*\*\*\*\* Subordinate Cross Flotilla Deleted from ADIF

**MEMBERS:**  
 Number of Divisions: 10 D11NR  
 Avg. Number of Members Per Division: 118 D11NR  
 Number of Flotillas: 38  
 Avg. Number of Members Per Flotilla: 30 58 Flotillas  
 Flotilla with most number of members: 98 JASJAOI  
 Flotilla with least number of members: 10 118-04-02

VICISS 118-11-04 Membership Repetition	
Alan, Brent	Retired
Dorton, Fred	Disenrolled
Howard, John	Retired
Jones, Sharon	Disenrolled
Miranda, Richard	Disenrolled
Chase, Cory	To 11-03
Marks, Chris	To 05-03
York, Ed	To 11-03
Engelke, Dana	To 11-01
Freeman, Howard	To 11-01
Hogan, Dennis	To 11-01
Lambert, Barbara	To 11-01
Martin, Bruce	To 11-01
Blackburn, Chris	To 11-01
Smith, Jim	To 11-01
Dyckhoff, Norman	To 11-01
Kovacs, Mary	To 11-01
Green, William	To 11-01
Harper, Joe	To 11-01
Sherry, Bob	To 11-01