

## Referee Development Budget and Roles 2017-2018 for SJAMHA & APHA

### Part 1: roles of the administration team

During 2017-2018, the referee program will be directed by the following positions. Bolded items are new in 2017-2018.

#### Referee or Timekeeper Assignors

- 1. Assigns officials or timekeepers to games based on the list provided by the RIC or TKIC.**
- 2. Assigns playoffs based on list provided by the RIC or TKIC.**
- 3. Is not responsible to hire or fire officials or timekeepers and assigns games to all officials or time keepers approved by RIC or TKIC**
- 4. Is responsible to reassign any games returned at any point in time for any reason and using empathy to support officials through difficult situations**

#### Time Keeper-In-Chief

1. Coordinate 1 mentorship per year for 1<sup>st</sup> and 2<sup>nd</sup> year timekeepers.
2. Address any teaching or discipline issues with timekeepers.
- 3. Identifies the levels at which a timekeeper may work, provides this information to the timekeeper assignor.**
- 4. Hires and fires timekeepers as necessary.**

#### Referee-in-Chief APHA & SJAMHA (Listed as main contact for both areas in HW Rule Book)

1. Addresses all discipline or teaching opportunities for referees.
2. Receives, investigates and responds to all referee complaints or concerns.
- 3. Hires and dismisses officials as necessary.**
4. Organizes a pre-season and pre-playoffs meeting
5. Is the primary contact for referees and their parents for concerns such as level of hockey the official can officiate and number of games assigned.
6. Identifies the level at which an official should register each season.
7. Is an active participant in crafting annual budget.
8. Provides reports to either APHA and SJAMHA Executives.
- 9. Identifies officials who work games in APHA and SJAMHA and gives that information to the assignor.**

#### Mentorship Coordinator (Not listed in HW Rule Book)

1. Coordinates 1 on-ice mentorship and 1 off-ice mentorship for all first year referees.
2. Coordinates 2 off-ice mentorships for all officials with one year of experience.
  - a. Consistently do games in APHA/SJAMHA and do not officiate AAA hockey.
  - b. Mentorships to be completed at the referee's highest capable level.
3. Provides constant Highest Capable Report to Assignors and R.I.C. and assists in referee level advancement decisions

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4. Recruits, trains and assigns mentors; provides feedback to mentors about quality of in-person and written feedback.
5. Provides reports to either APHA and SJAMHA executives.
6. Assigns mentors to playoff games to support younger officials or officials who are working games at his or her HCL.

**Monitoring Referee Abuse (this could be one of the above positions or a different person)**

1. **Phones each referee at least once during the season to check in.**
2. **Monitors submissions of referee abuse form through referee website.**
3. **Forwards referee abuse reports to the appropriate association.**
4. **Sends out a weekly email reminding officials to anonymously report referee abuse through website.**

Part 2: 2017-2018 Officials' Operating Budget

<i>Expense</i>	<i>2017-2018</i>	<i>Notes</i>
Referee-In-Chief	\$1000	In 2017-2018, the RIC is responsible to manage all referee complaints and coordinate a pre-season meeting and a pre-playoff meeting.
Mentorship Coordinator	\$1500	The honorarium of \$1500 pays the mentorship coordinator for managing mentors, mentorship assigning, and paperwork, tracking development in both the regular season and playoffs.
Timekeeper-In-Chief	\$500	The TK-I-C is responsible for coordinating mentorships and using complaints or feedback about timekeepers to teach the timekeepers.
New Initiative: Monitoring Referee Abuse	\$500	This new initiative is designed to increase opportunities for referees to report referee abuse. There will be three strategies to do so: 1) Every referee will receive one phone call after November 1 then another phone call, time permitting, during the second half. 2) The referee website will have a form that referees can fill out to anonymously to report abuse. 3) A weekly reminder email will be sent out to officials reminding them to report abuse through the website. All abuse situations will be reported to the executives who may chose to deal directly with the teams in question.
Mentorship Fees for Referees (\$20 per mentorship 2017-2018)	Up to \$9000 depending on playoff mentorships	The regular season requires 150 mentorships (\$3000) to provide 2 mentorships for each of the approximately 70 younger officials. The playoffs require up to \$6000 to provide: 1) blanket mentorships for the first week of playoffs and 2) targeted mentorships for games where the officials are working at or near his or her HCL for all

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		two-man games and some three-man games. Notes: In playoffs 2017, SJAMHA had 160 games and APHA had 100 games; SJ spent \$3000 on playoff mentorships and APHA spent \$1500. Therefore, \$3000 ensures that an area with 160 games has sufficient coverage. With the addition of playoff mentorships, we do not need 200 mentorships in the regular season.
Mentorship Fees for timekeepers (\$25 per in 2017-2018)	\$1000.00	The TK program should pay \$25 per mentorship, which works out to about \$20 per hour for being at the 1 hour game and completing an online report after the game. \$1500 will provide up to 40 mentorships.
Food for Meetings	\$300.00	Pizza for beginning of season meeting to entice referees to attend.
Classroom Assistant	\$200.00	For the pre-season meeting, SJAMHA/APHA will hire a total of 4 assistants @ \$50 each to help at the meeting. This serves two purposes: 1) provides increased teaching support for officials at meeting and 2) engages potential future RICs when transition occurs.
Assignor Fee	\$10,700	This works out to somewhere between \$1.70 and \$2.10 per person assigned to game.
Assignall Registration	\$1200	This program is used by Hockey Winnipeg and will increase efficiency of assigning as well as communication between assignors.
Mentorship Website Hosting	\$200	Hockey Winnipeg will be porting wpgrefs.com to the Hockey Winnipeg Server, therefore, all mentorships should go through a website controlled by our association rather than Hockey Winnipeg.
<b>Total Timekeeper/Referee Budget</b>	<b>\$26, 100</b>	<b>The total cost for referee and timekeeper administration is \$26,000* shared between APHA (\$13,350) and SJAMHA (\$12, 650). Note: APHA pays an extra \$700 for the assignor.</b>

\* In 2016-2017 the budget was \$24, 950 (about \$23,215 was spent) for mentorships in the regular season/playoffs, honorariums, and meeting costs. The total budget 2017-2018 has increased by about \$1100 to cover the Assignall Registration, Mentorship Website Hosting, and Referee Abuse Tracking. Cost savings were found by reducing the number of regular season TK/referee mentorships.