

Referee Development Budget and Roles 2019-2020 for SJAMHA & APHA

Part 1: roles of the administration team

VP Officials for AP and SJ (Mitchell Jeffrey)

1. Oversees the entire program and delegates tasks
2. Volunteer Position
3. Coordinates hiring for positioning under the supervision of the Boards.
4. Coordinates hiring and firing of officials through the team effort of the administrative team.

Referee or Timekeeper Assignors (Mitchell Jeffrey-Mentors; Bryce Dodd-Direct Entry; Lou Mulvenna-HL, West League & TKs)

1. Assigns officials or timekeepers to games based on the list provided by the DC, RIC or TKIC.
2. Assigns playoffs based on list provided by the DC, RIC or TKIC.
3. 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 (Lou Mulvenna)

1. Coordinate 1 mentorship per year for 1st and 2nd year timekeepers and as needed.
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 (Cindy Arsenault & Mike Fedak)

1. Addresses all discipline or teaching opportunities for referees.
2. Receives, investigates and responds to all referee complaints or concerns.
3. Organizes a pre-season and pre-playoffs meeting
4. Organizes “#thankthestripes” on the appropriate weekend in December
5. Is an active participant in crafting annual budget.
6. Is listed as the main contact in the HW rule book; 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.
7. Works to develop new ideas to develop officials and identifies new opportunities to develop officials.

Mentorship Coordinator (Mitchell Jeffrey)

1. Coordinates at least 2 mentorships per official per season at the official’s Highest Capable Level
2. Provides constant Highest Capable Report to Assignors and R.I.C. and assists in referee level advancement decisions
3. Recruits, trains and assigns mentors; provides feedback to mentors about quality of in-person and written feedback.
4. Provides reports to either APHA or SJAMHA executives.
5. Assigns mentors to playoff games to support younger officials or officials who are working games at his or her HCL.
6. Updates the apsjmentorships.com as needed.

Monitoring Referee Harassment (Mitchell Jeffrey)

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- Goal: Collect data on referee harassment, monitor Hockey Winnipeg Game Reports for penalties assessed due to referee harassment, share the reports with appropriate area association.
- 1. Monitors submissions of referee abuse form through referee website.
- 2. Forwards referee abuse reports to the appropriate association.
- 3. Sends out email reminding officials to anonymously report referee abuse through website.
- 4. Provides end of season report.
- 5. Updates the apsjmentorships.com as needed.

Monitoring why referees quit (Mitchell Jeffrey)

- Goal: Develop an understanding of why referees quit the job with an effort to improve referee support to reduce referee attrition. This will require phone calls and survey to referees to better understand why people quit.
- 1. Tracks which referees have quit from the previous season
- 2. Collects data through anonymous website survey
- 3. Collects data through phoning referees who have quit
- 4. Provides Report
- 5. Updates the apsjmentorships.com as needed.

Part 2: 2019-2020 Officials' Operating Budget

<i>Expense</i>	<i>2019-20</i>	<i>Notes</i>
Referee-In-Chief	\$1500	See Above section. \$25 per hour @ 60 Hours per year of dealing with complaints, meetings, and talking to officials.
Mentorship Coordinator/VPO	\$3150	In 2016-2017, this position needed 100 hours and in 2017-2018 this position needed 80 hours. Therefore, the average number of hours per season is 90 Hours at \$35 per hour is \$3150 per season. In 2018-2019, the position required 120 hours but is not expected to require 120 in the current season as the average in 2019-2020 was due to extra projects that occurred.
VPO Overage from 2018-2019	\$900	As discussed above, 2019-20 was a busier than normal season. This money is diverted to pay for various extra tasks in 2018-2019: updating by-laws, harassment posters, updating mentorship forms to better understand development, and hiring new RICs.. This was paid out in Spring 2019
Timekeeper-In-Chief	\$500	The TK-I-C coordinates mentorships and uses complaints or feedback about timekeepers to teach the timekeepers. \$25 per hour @ 20 Hours per year.
Initiative 1: Tracking & addressing Referee Harassment	\$500	\$25 per hour @ 20 Hours per year. This initiative has two purposes: 1) to give some measure of how much harassment occurs and 2). In previous seasons, the website updates was grouped in with this initiative. However, for improved transparency, website cost was moved to the website row.

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Initiative 2: Tracking why officials quit	\$500+\$100	\$25 per hour @ 20 Hours per year. An additional \$100 is being diverted here for 1 season. During the “why referees quit” interviews in Spring 2019, one referee (██████████) said that he was not well supported in figuring out how to start refereeing/using assignall. He said he would try refereeing again if his registration for 1 season (\$100).
Initiative 3: #thankthestripes weekend	\$1000	24 Hours of organizing the weekend @ \$25 per hour (\$600), \$150 for Jets x2 for a participation draw, \$150 for snacks in referee rooms + \$100 printing. Note: The amount of work that goes into this event is unprecedented. The even was poorly carried out by the city resulting in HW rescheduling #thankthestripes for a second date in February 2019. APSJ was a leader in this event.
Mentorship Fees for Referees	\$7000	In 2019-2020, the mentorship fees will remain the same unless there is an increase in fees from Hockey Winnipeg. A 15-15-20 mentorship game will pay whatever the maximum for MAA is (expected to be \$60 in 2019-20). A 12-12-15 game will pay whatever beer league is paying (expected to be \$36 in 2019-20). This aligns with what the mentors can make doing other levels of hockey. The majority of mentors will also be paid \$5 per regular season mentorship submitted, with some mentors paid \$10 depending on the amount of information/feedback written. The \$7000 budget was sufficient in 2019-20.
Mentorship Fees for timekeepers	\$750	The TK program pays \$25 per mentorship in a 1-hour game with the focus on new timekeepers and does about 30 mentorships per year.
Money for meetings, Wind-ups, and Referee Awards.	\$500	This \$500 for expenses related to meetings and wind-up. Approximately \$60 is for room rental and the remainder for other expenses related to group events. Referee Awards may include “Most Improved,” “Most Promising” and “Most Deserving”.
Assignor Fee	\$10700	This requires about 440-480 hours (\$22-\$24/week) per season to assign all the games in the two areas divided between 2 assignors, which is \$22-\$24 per hour.
Assignall Registration	\$1600	This program is used by Hockey Winnipeg and will increase efficiency of assigning as well as communication between assignors. \$800 per area. Assignall has informed APSJ that the annual fee has increase by \$200 per area to come to the same price as Hockey Winnipeg and to account for increased use due to timekeeper and mentor assigning. Finally, this increase helps pay for R & D related to increased functionality of assignall.com such as assigning/removing officials in the website.
Mentorship Website Cost	\$600	Apsjmentorships.com is the website used by our areas to track mentorships and provide information about the development program to our officials. \$300 for registration + \$300 for time spent on updates.
Total Timekeeper/Referee Budget	\$29, 300	The total cost for referee and timekeeper administration in 2018-19 was \$27, 900 shared between the two associations. In 2019-2020, the cost will be \$29, 300: \$14,650.00 for AP and \$14, 650.00 for SJ. The increase of \$1400 represents the increase in price for Assignall registration (+400) and creating a budget line cost for #thankthestripes weekend (+1000).