



Recommendations on Officials Honorarium and Stipends

Updated November 2023

Many clubs offer a small honorarium or stipend for officials serving in leadership roles. While this is appreciated, it should never be expected. For meets below the LSC championship level, the honorarium is at the discretion of the club. Below are recommendations from the Minnesota Swimming Officials Committee on offering an honorarium or stipend to officials.

- **Officiating is a volunteer position.** Officials should never expect an honorarium or compensation or solicit an honorarium from a club.
- **The typical honorarium is \$40-\$60 per session for the Meet Referee, lead Deck Referee, lead Starter, and lead Administrative Referee/Official (and lead Chief Judge, if applicable).** It is not recommended to exceed this honorarium. Lead officials are often committing to a full weekend on deck and often have a few hours of planning before the meet, which is why an honorarium is often offered.
- **It is not recommended to offer an honorarium to Stroke and Turn officials or non-lead officials.** A token of appreciation such as a \$5-\$10 gift card or paid parking is always welcome for Stroke and Turn officials at the host's discretion.