

Date: May 15, 2025

To: Iowa Swimming Officials Committee

C: File

From: Bill Brown

Re: Request from Andrea Kelley

Andrea Kelley has made the follow request and provided the attached documents for the Committee's review and will be covered under Policy & Procedure and Bylaw Discussion on the May 15, 2025 Agenda.

FROM Andrea Kelley:

I am proposing a sub-committee be formed to evaluate the Iowa Officials Committee positions and their roles & responsibilities

There have been many changes with USA Swimming and our LSC, including OTS management and officials' trainings. By re-structuring the Iowa Official's Committee, tasks required by the Official's Chair and Vice Chair can be distributed to other working positions. By doing so, this would alleviate some of the minor tasks these roles have taken on and provide other committee members additional responsibilities to enhance their positions.

I have attached two documents to support my proposal. One is a log of the reports given beginning 2/2020 to present to show the involvement of the current committee positions. Second is a collection of positions other LSC's utilize for their committees. I have also included responses from questions brought forth by Bill Brown when discussing other LSC Officials Committee's. Such items include travel reimbursement, number of athletes to officials and size of the LSC. These are the responses I have collected to date. My initial email was sent to Officials Chairs of various sized LSC's.

The questionnaire was sent, on recommendation, to a few larger LSC's that have been successful with establishing strong Official's Committee's. Other LSC's were chosen in proximity to the Midwest and LSC's similar in size to Iowa.

LSC	Officials Committee Positions	Officials paid	Officials Travel Reimbursement	Updating Positions on OC	Athlete/Official Ratio	Officials Involvement	Additional Information
MN	- Chair - Certifications Chair - Training Chair - High School Observed Meets Chair - OQM Chair 10 at-large positions - Sufficient athlete representatives for 20% of the committee	For in-season meets, payment is at the discretion of the host club. Typically, hosts will pay their Meet Referee, lead Deck Referee, lead Admin Official, and lead Starter \$40-60/session plus cover their hotel room if needed. Stroke and turn officials often will get a gift card for meals/gas. For championship meets, our Meet Referee, lead Deck Referees, lead Starters, lead Admins, and lead Chief Judges are paid by the LSC \$40/session, plus a hotel room. Parking is also typically covered by the host.	Yes- See Policy Here	The new Chair in the fall - they may make slight adjustments.	7000 athletes and 350 officials approximately	We have some officials who are only willing to work if they are paid, which has led to tensions, but thankfully, this is only about 2 or 3 people to my knowledge (up until about 2019, payment was 'mandated' for all meets).	
OH	- ESC Chair - Four Commission Chairs	No	Yes on a sliding scale dependant upon the level of the meet (\$200 for LSC Champs, \$300 for Sectionals, \$400 for Junior/PSS, \$500 National Champs, \$1000 Olympic Trials). Maximum per calendar year is \$1000, expect in Olympic years.	Yes due to merger with Lake Erie on 9/25	6300 athletes, 300 officials	Official numbers have held fairly steady for the past 5 years	
PV	- We have 9 officials and 3 athletes on the committee. - Chair - Vice chair 2 Officials to arrange clinics - Both setting them up and finding instructors - Instructs the clinics (we still do a CJ clinic) 2nd mostly does database work for posting online - Certification officer - In charge of all the certifications - Chair of a subcommittee - retention and recruitment - DEI/Officials support - Orders bells for all the newly certified starters - Orders clipboards for all our newly certified CJs - Agenda set up for meetings - Working on a series of online webinars that will address issues that might interest our officials	No	For zone and national level meets, we offer reimbursement. For zone meets, up to \$500. For national meets, between 600 and 800 depending on the meet. Maximum of 2 national meets per year (so if you want to be reimbursed for 3 meets, 1 needs to be a zone meet) As an fyi, we do 4 OQMs a year and bring in someone from outside the LSC usually as the lead. We pay those expenses. But for our championship meets, we also pay for lodging for the MR, AR, Head starter, TLCJ and any local evaluators if they live more than 20 minutes from the pool. (We are a geographically small LSC)	We really haven't talked about changing anything. But clearly our job got much easier as USAS has gone to doing the clinics and setting the standards for certification.	560 certified officials and we had 12,400 athletes (premium and outreach) in 2024 (according to USAS website).	Many of our officials are very involved - especially ones who no longer have swimmers	The LSC pays for the officials USA Swimming membership (reimburses it) if the official works at least 10 PVS sessions in the previous calendar year. The LSC does NOT reimburse for the first year of membership, but some clubs do. The LSC reimburses for background check if the official works at least 6 sessions in the year. For new officials, once they work 6 PVS sessions (including training sessions) they can apply for reimbursement. We are in the process of trying to put together a program of webinars. We already did one on national certification. We are thinking of doing some for the various positions on deck but talk about potential issues and how one would resolve them and open these sessions up to any official and allow for questions. It hasn't gotten off the ground as well as I would like - but it will! The only new position I created in the past 2 years was for recruitment and retention. She arranges some social gatherings, her committee writes people postcards for jobs well done! All sorts of things! Her committee ordered new name badges last year for everyone who worked at least 50 sessions - and she will keep added the new people for these badges each year. But once they get one, that's it! We also have 5+, 10+, 15+ and 20+ years of service as an official name badges. The 5 year badge is blue, 10 year is red, 15 silver and 20 gold. People really like these! We also have an "official of the year" that gets a quarter zip
CO	3 Zone reps based on geography - Chair - Officials Coordinator	No	We receive up to \$900 per year for one sectionals and above travel meet. In addition, if you go to a Olympic Trials or World Championships Trials you get a second opportunity to apply for \$900.	Not at this time.	* Collecting information		An article written by Derigan Silver and Scott Powell will be forthcoming.
CT	<u>Voting:</u> - Chair or Co-Chair - Secretary - Recruitment & Retention - Club Liaisons (2) - Web Site Maintenance - Athlete Reps (2) <u>Non-voting:</u> - High School Liaison - Open Water Liaison	No, though some clubs will give a gift card to a visiting official who takes on a leadership role to allow the club to run a meet.	Yes, as follows: 3 Star and higher meet, \$750 2 Star meet, \$450 1 Star meet, \$250 - Olympic Trials, \$1100 Officials may request reimbursement 3 times a year and in an Olympic Year, 4 times if they are selected for Olympic Trials (the 4th reimbursement must be used for that meet.) In order to be reimbursed officials must have worked the following, in the previous 12 months - At least 4 Championship Sessions - At least 12 regular season sessions at a minimum of 4 different clubs	None at this time. We made changes to having the club liaisons when R-9 was passed and we didn't need to coordinate clinics so much as communicate with clubs to help them grow their officiating corps.	- Certified Officials - 257 - Apprentice Officials - 44 - Athletes - 5465	I don't have specifics, but, in general, we are finding that most officials are working the minimum and only for their own clubs. We are having trouble staffing championships now that we cannot require it and we have a relatively small number of officials carrying most of the weight now that officials only need to work 8 sessions in 3 years to be recertified.	We have distance issues as most states have. Plenty do their local but do not travel beyond their child's meets.

GA	•Chair: Clarice Wasmuth •Vice Chair/GA Training Amanda Hamborg/ Jennifer Herbek •Larry Norcini / Dean Athanasies – Certifications •Jason Lamb/ Oded Ravid – Swims •Heather Boyer/ Vanya Georgieva – Sanctions – Will be transitioning over 2024. Looking for a more automated process •Phil Kopf – Rules •Athlete Representative – Griffin Frankel •Coach Representative – Jonathan Foggin •Open Water – Jason Frankel •Name Tags Coordinator: Nancy Harmon •Members at Large: Nancy Harmon, Jason Frankel, Melissa Halbach, Chris Dibkey Names are not important but shows how we "share" positions.	Not by the LSC, there are clubs that reimburse but it is no the rule.	We reimburse for travel to workshops and other events deemed necessary by the OC. The Officials' Chair shall submit to the LSC Treasurer an annual budgeted amount by August 1st for next fiscal year. Actual amounts will be approved by the House of Delegates at the Fall LSC meeting and are subject to budgetary constraints. Requests for reimbursement must be approved in advance by the Officials' Chair and then sent by the Chair to the LSC Treasurer along with itemized expense receipts. All requests for reimbursement are due by September 15th for next fiscal year. Additionally, Officials who have been selected to work a National Level Meet and wish to apply for reimbursement should notify the Officials' Chair of their appointment. Eligible meets are established annually by the Georgia Swimming Board of Directors. Reimbursement for travel to other meets (e.g. Sectional Meets, Zone Meets, Grand Prix, or Ultra Swim) will be determined by the Officials' Committee each year. Reimbursement will only be granted if the meet in question is a last-chance opportunity for officials whose N2 or N3 certifications will expire soon. Application for reimbursement must be made to the Officials' Chair at least one month prior to the meet. Proof of acceptance to officiate (letter or e-mail) should accompany the request. The reimbursement amount shall be listed in the annual LSC budget. Officials seeking reimbursement for meets that are not one of the National Level Meets are only allowed to receive such reimbursement once every two years and must meet the 24-session GA Swimming requirement. We pay for Evaluators to come in as well (but that may be a USAS policy). Also, there is an older policy that states we pay for Trainers to travel greater than 100miles. That may be something leftover as we do our training online at this point.	No changes. The committee just expanded during Clarice's term. She is stepping down and the new OC may make changes.	Athletes: 7664, Officials 293 but only 247 currently registered for 2025	Not sure, but there is a definite core of Officials that are at our State Meets	
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Meeting Date	Officials Chair	Vice Chair	Secretary	Athlete	West Zone	East Zone	Stroke/Turn
3/12/2025	Minutes not posted						
1/22/2025	Minutes not posted						
11/20/2024	Minutes not posted						
10/6/2024	Minutes not posted						
9/18/2024	None specific	X	N	X	N	N	N
7/17/2024	None specific	X	N	N	N	X	N
5/5/2024	X	X	N	X	N	X	N
3/20/2024	X	X	N	X	X	X	N
1/17/2024	X	X	N	X	N	X	N
11/15/2023	X	X	N	X	N	N	N
10/8/2023	X	X	N	X	N	N	N
9/27/2023	X	X	N	X	N	X	N
7/17/2023	X	X	X	X	X	N	N
5/7/2023	X	X	N	N	X	N	N
4/18/2023	X	X	N	N	N	N	N
1/25/2023	X	X	N	N	N	N	N
11/30/2022	X	X	N	N	N	N	N
10/2/2022	X	N	N	N	N	X	N
9/19/2022	X	X	N	N	N	N	N
8/9/2022	X	X	N	N	N	N	X
5/18/2022	X	X	N	N	N	X	N
4/24/2022	X	N	N	N	N	N	N
3/23/2022	Minutes not posted						
1/16/2022	X	X	N	N	X	X	X
12/16/2021	X	N	N	N	N	N	N
11/3/2021	X	X	N	N	N	N	X
10/21/2021	X	X	N	N	X	N	N
8/18/2021	X	X	N	N	N	N	N
6/9/2021	X	X	N	N	X	X	X
4/25/2021	X	N	N	N	N	N	N
4/21/2021	X	N	N	N	N	X	X
2/17/2021	X	N	N	N	X	X	N
12/17/2020	X	N	N	N	N	N	N
10/21/2020	X	X	X	X	X	X	N
10/4/2020	X	X	X	N	X	N	N
8/19/2020	X	X	X	X	X	X	X
6/17/2020	X	N	X	N	X	X	N
6/4/2020	X	X	X	X	X	X	N
4/23/2020	X	X	N	N	N	X	N
2/19/2020	X	X	N	N	N	X	N
X- reported at meeting N- did not report at meeting *In some cases minutes were not organized to determine*							