

Arizona Region of USA Volleyball  
 Officials' Pay Schedule  
 2021-2022 Season

OFFICIALS' COMPENSATION

The Official's Division has made substantial progress in developing competent officials at the regional and national levels. We have revised the pay schedule by deriving a formula that will equitably compensate our officials by level, and at the same time, encourage the AZ Region Officials to aspire

<u>Official Rating</u>	<u>Facilitator Pay</u> <u>per wave</u>	<u>Match / Auto 3 / Single Set</u>
USAV National Ratings	\$140	\$35 / \$40 / \$20
AZ Regional Rating	\$125	\$31 / \$35 / \$18
AZ Certified Provisional	\$92	\$23 / \$30 / \$16
AZ Probationary or JODP without Mentor		\$19 / \$30 / \$12
JODP - Jr Officials Development Program		\$76 per wave - not paid per match

Lead Official Pay

Any official assigned by the Competition Assignor to serve as a Lead Official at a tournament site will be paid an additional \$15. The Lead Official will be paid this stipend for completing the Lead Official duties as described in the Officials' Handbook.

Facilitator Pay

Due to a shortage of officials on a given tournament date, an official may be assigned as a "Facilitator" to a site. A Facilitator is to assume the managerial duties and responsibilities of a Lead Official. Club teams scheduled as the "Reffing Team" are to cover all positions during the match, including the coach working as the R1. No match pay will be paid to a Facilitator.

A Facilitator will be automatically assigned to sites with six (6) courts or more.

Mileage Reimbursement Policy

Officials are eligible for mileage reimbursement, based on round trip travel involving a carpool of two (2) or more officials. The mileage scale is as follows:

<u>75 - 125 Miles</u>	<u>126 - 200 Miles</u>	<u>201 + Miles</u>	<u>Special Circumstances</u>
\$15	\$30	\$60	\$75

Although an official may be carpooling with another official, the minimum mileage requirement must be met for reimbursement to be paid. The reimbursement primarily applies to officials outside the Phoenix Metro area. In cases of special or extenuating circumstances, mileage may be paid to an official if assigned by the Competition Assignor, provided the minimum mileage is met.

If an official signs up to officiate Junior play on Saturday and Adult play on Sunday the same weekend, they must record their round trip mileage on only one (1) Official's Tournament Report Form/Pay Sheet. for the weekend. This will show if the official decided to stay overnight on their own. Only the mileage actually driven is to be recorded.

Region Payroll Procedure

The Arizona Region pays officials through ArbiterPay and assigns officials through ArbiterSports. Payroll is paid bi-weekly. Funds have to be transferred a minimum of 5 business days prior to the pay date because they are held by ArbiterSports.

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Junior National and National Candidacy Stipend

Once an official has been selected as the Junior National or National Referee or Scorer candidate, the Arizona Region assists the official's candidacy by reimbursing the Candidate Application fee (\$150) and offers an additional stipend of \$300 to help defray expenses incurred during their testing process. Our Region typically is allowed two (2) candidates per certification rating per season.

Incentive Program

Hard Worker Bonus

A Hard Worker Bonus of \$100 will be paid for officials that work twelve tournament dates (not waves) in one season with a minimum of four (4) matches per date. One No-Show deducts two tournaments worked toward the Bonus. A second No-Show removes the possibility of a Bonus for the tournament season. The Bonus will be paid with the last payroll of the girls' season.

Shirt Reimbursement Bonus

On occasion the Arizona Region may offer officials an Arizona Region Official shirt. The official must purchase the shirt upfront at the prescribed value of that shirt. Once the official has worked a minimum of 24 matches they will become eligible for the Shirt Reimbursement pay. The value of 1 shirt will be refunded to the official with the last payroll of the girls' season.

Region Championships Bonus

If an official works the first two (2) Girls' Region Championship dates (excluding any early 18's Region Championships), that official will be paid a \$50 Region Championship Bonus. The official must be available and work the full day of each tournament. If the official works all three (3) Girls' Region Championship tournament dates, the Bonus will be \$100. The Bonus will be paid with the last payroll of the girls' season.

Recruitment Incentive Program

The recruitment of new officials into the AZ Region Officials' Division (OD) is considered a vital part of the overall mission of the Division. It serves an active role in keeping the Division staffed with dedicated individuals who have the desire to meet the needs of adult and junior volleyball athletes in the AZ Region. This Incentive Program is intended to compensate those recruiting officials for their time and effort in introducing USAV volleyball officiating to interested parties and assisting them in attaining referee certification. This Program promotes "mentoring" relationships between these officials. This Program will replace the former recruiting incentive, previously known as "Finder's Fee".

Requirements and Compensation

Any OD member that actively recruits another individual (with no prior USAV officiating experience) is eligible for recruitment compensation.

For a recruiting official to receive a stipend of \$40, they must complete the following steps:

- 1 Notify the Officials' Division Coordinator (ODC) by email of your recruitment of a brand new official. Include the name, address, email address, cell number and any other pertinent info.
- 2 Upon notification and receipt of the email, the recruiting official will be sent a Recruiting Form which will require the recruiting official to record the completion of the Program conditions.
- 3 The recruiting official should send an email to the ODC requesting the recruitment stipend after the last Girls' Region Championships tournament.
  - a. The email must contain the name of the recruited official who will then be contacted by the ODC to verify the recruitment.

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4 Compensation will be awarded based on the following criteria:

- a. Recruited official must be in Good Standing, adhere to and comply with all documentation, training, testing and Arbiter scheduling requirements.
- b. Recruited official must officiate a minimum of three (3) Club or Championship Division tournament dates in their first season.

Program Details

- 1 Only one recruiting official can receive the \$40 stipend per new recruited official.
- 2 Recruiting stipends will be awarded on a "per season" basis with no carryovers to the next season.
- 3 Stipends will be limited to seven (7) awards per season.
- 4 Stipends will be awarded according to the receipt date of the ODC notification email.
- 5 Completion of the recruitment requirements will be verified through the Region office and the Competition Assignor.