

2011 Officials Program and Professional Officials Association

- Professional Officials Association concept
- Changes to upgrade policies
- Continuing Education
- Officials Assignments
- Officials Discipline
- Officials Pay



Professional Officials Association – What is it?

- Primarily it is a change in mindset.
- It isn't an elite group of upper-level officials who know the secret handshake.
- Officials need to think of themselves as being professionals, and being part of a group of professionals, rather than just being a license holder
- We are looking for officials ready to dedicate themselves to the perfection of this chosen passion
- You are taking the first step by being here.
- Most of what follows is still in the idea/concept/planning stage.





Professional Officials Association

- Current thinking – If you are an official, you are in the Professional Officials Association.
- We want ALL officials to feel they are professionals and act the part.
- There are many changes to the officials program that will be launched this year and next.
- Hang on – the train is leaving the station



Upgrading Policies (B to A)

- 2 Letters of Recommendation
- Recommended by RTC
- Approved by NTC
- Start of background checks every 2 years
- At least one formal evaluation with an average of 3 or higher
- No reprimands (or worse) in a 2 year period
- Take level A clinic
- Continuing Education/Professional Development?



Upgrading Policies (A to Nat. Comm)

- Continued clean background checks
- Three letters of recommendation from N.C or I.C.
- Recommended by RTC
- Approved by NTC
- At least 3 formal evaluations of 3 average or higher
- No reprimands in a 3 year period. No suspensions in a 5 year period
- Continuing Education/Professional Development?



Continuing Education

- New rules seminar (mandatory yearly)
- Other USAC driven educational opportunities
- How many CEU's should be required?
- What about outside education?
- This National level summit would definitely count, so no matter where we go with this, you guys are a leg up 😊
- **Be better!**



Officials Assignments

- Tough to balance what is best for the race in terms of safety, fairness, and good results with the needs of the organizer's bottom line.
- We have been remiss for years in not having a good table of assignment criteria.
- That is changing this year.
- Currently putting together a sheet for all disciplines and multiple scenarios.
- **This is a draft and has not been approved yet!**



Guidelines for Road Officials Assignments

Position	Assigned By	Race Category									
		International	A	B & C			D & E				
<i>Estimated Number of Racers</i>			<i>All</i>	<i><500</i>	<i><1000</i>	<i>1000+</i>	<i><50</i>	<i><100</i>	<i><500</i>	<i><1000</i>	<i>1000+</i>
<i>Number of Race Starts</i>			<i>All</i>	<i>5</i>	<i>7</i>	<i>10</i>	<i>2</i>	<i>3</i>	<i>5</i>	<i>7</i>	<i>10</i>
President / Chief Referee	UCI	1									
	USAC		1								
	LA			1	1	1	1	1	1	1	1
Member of Commissaires Panel, IC	UCI										
	USAC	2*									
	LA										
Member of Commissaires Panel, NC	UCI										
	USAC	2*	2*								
	LA		2*								
Assistant Commissaires / Referees	UCI										
	USAC	2-3									
	LA		2-3	2	2-3	2-4		1	1	1-2	2-3
Chief Judge / Timer	UCI										
	USAC	1									
	LA		1	1	1	1-2	1	1	1	1	1
Judges / Timers	UCI										
	USAC	2-3									
	LA		2-3	1	2	2-3			1	2	2-3
Race Secretary, NC	UCI										
	USAC										
	LA					1					1
Motor Officials	UCI										
	USAC	3-4									
	LA		3-4	2	2-3	3-4		1	2	2-3	3-4
TimeBoard	UCI										
	USAC	1									
	LA		1	1	1-2	1-2					

12-15 12-15 8 9-12 11-17 2 4 6 7-9 10-13





Officials Assignments

- Most likely next steps will be for staff to approve the initial document.
- Then it will go to the RTC's and to the LA's for comment.
- Then the final version will be distributed.
- This will be a big change for some LA's. Others may already surpass this.



National Level Assignments

- Another change in mindset.
- Until recently, there was the underlying assumption that everyone with a certain rank “deserved” assignments.
- We have to balance many things in the assignment process:
 - Technical ability of the officials crew
 - People skills of the officials crew
 - Cost of getting officials to the event
 - Fairness in rotation of equally qualified officials
 - Organizer preferences
 - Experience needs of the officials for upgrading, etc.



National Level Assignments

- These criteria will continue to be important, but so will focusing our energies on the dedicated officials that exemplify professionalism.
- Through all of these processes that we will be asking our professional officials to do, we may arrive at a smaller pool of truly talented professionals.
- This matches changes in our athlete programs too.
- We moved from “entitlement” programs to programs where demonstration that the athlete is medal capable determines the level of support.



New Disciplinary Policies

- Until this year, we really didn't have any
- There were really only two ways that an underperforming official was dealt with:
 - Double secret probation (i.e. not assigned)
 - Suspended when it got really bad
- We need policies that bridge these extremes and start much earlier.
- Revised disciplinary policies address this
- **The following is just a draft and has not been approved yet**



New Disciplinary Policies

22. *Malfeasance and Misfeasance by an Official.* As used in this section, the term “malfeasance” includes demonstrably gross incompetence as an official. As used herein, the term “misfeasance” means (i) conduct not amounting to malfeasance but which calls into question the official’s ability to perform effectively, including, without limitation, a pattern of poor judgment and/or erroneous decisions and/or erroneous interpretations of the racing rules, and/or a pattern of poor performance; (ii) a clearly erroneous decision materially affecting the outcome of a race or event; (iii) any other unacceptable conduct as an official not rising to the level of malfeasance.

22.1. Except in cases of bribery, dishonesty, a pattern of error, or other exceptional circumstances, a decision(s) by an official under the racing rules shall not be construed to constitute malfeasance or misfeasance.



Disciplinary Policies

22.2. *Penalties.* Penalties which may be imposed upon officials for malfeasance or misfeasance, in order of severity, are:

- 22.2.1. Written Reprimand;
- 22.2.2. Removal from the National Assignment Process for a defined period of time;
- 22.2.3. Downgrading in Rank;
- 22.2.4. Suspension of the official's license for a defined period;
and
- 22.2.5. Lifetime ban on Officiating.
- 22.2.6. Notwithstanding the foregoing, and in addition or in lieu thereto, when appropriate offending officials may be required to attend mandatory additional training or educational programs, including without limitation, classes offered by USAC, and/or training offered by third parties which are appropriate to the individual official's rehabilitation.



Disciplinary Policies

24. Misfeasance. Upon receipt of a credible Complaint against an official alleging misfeasance the CEO shall appoint a peer review committee. The peer review committee shall be chaired by a member of the Regional Technical Commission in the area of the official's residence, or by a member of the National Technical Commission. There shall be two other members of the peer review committee drawn from officials of the same or higher rank as the accused official.

24.1. A peer review committee may also be appointed if an official receives an evaluation from a National Evaluator with an average score of less than 2.5, or upon the request of The National Technical Commission or any Regional Technical Commission.

24.1.1. If the peer review committee determines the allegation(s) against the official set forth in the complaint are without merit, the complaint shall be dismissed and no negative implications shall be drawn from the fact the complaint was filed.



Disciplinary Policies

- 24.1.2. A peer review committee shall remain in existence for whatever period, not to exceed 2 years, it believes necessary to rehabilitate the official for whom it was formed. When the peer review committee is of the opinion the official has been rehabilitated, it shall so notify the CEO and be dissolved.
- 24.1.3. Notwithstanding the foregoing, if the peer review committee affirmatively determines that counseling/mentoring are insufficient to remedy the problem(s), and that discipline is necessary or appropriate, it shall recommend the specific discipline in writing to the CEO who upon receipt thereof, shall impose the discipline recommended or in the exercise of discretion, any lesser form of discipline.



Disciplinary Policies

Hearing. If the official does not concur with the discipline imposed, the respondent–official may demand a hearing within 10 calendar days after receiving written notice of the imposition of discipline. All such hearings shall be conducted as set forth in Part 1; provided however, that the chair of the hearing panel shall be a member of the USAC Technical Commission, one member of the hearing panel shall be a member of the Regional Technical Commission in the region of the official’s residence, and the third member of the hearing panel shall be a disinterested and impartial official of equal or greater rank than the accused official. The hearing panel may increase, decrease, eliminate, modify, or affirm the quantum and nature of the discipline imposed by the CEO. The decision of the hearing panel shall be final and non-appealable.



Officials Pay

- Complicated Issue
- It's easy to raise a pay scale when USAC is paying the bill, but for most races the organizer is paying the bill.
- Have to weigh the desire to compensate officials proportional to their skill with the bottom line of the organizers.
- One thing we will be doing this year is paying officials on site at our national championships
- What other pay scale changes could be made? What are the advantages and disadvantages of each?



Officials Pay Scale

- Currently officials are paid by their position at the race and the level of race.
- Do these levels make sense?
 - Road model
 - MTB model
- Do all officials doing the same job need to be paid the same?
 - Mentored officials/trainees paid less, or maybe just expenses?
 - Higher ranking officials paid more? (i.e. Tiered compensation)
- Nothing is off the table right now.



Officials Pay Scale

- Will we see a day when USAC pays all officials for every race?
 - Like UCI model
 - Organizers pay into a pool, from which USAC pays officials
 - Greater accountability to USAC
 - Removes conflict of interest
- Will we see a day when there are stable crews of officials, say for the NRC races?

