

Inland Empire Soccer Referee Association Pay policies

- I. **Payment for matches** completed and properly reported on the www.spokaneref.org web site will generally be made each calendar month. Checks will be available at the IESRA monthly meeting usually held the 2nd Sunday of each month and all IESRA training clinics. Checks will not be mailed on a monthly basis. You can attend the meeting/training to pick it up or designate another referee to pick it up for you. The web site is an open system where you can see the match fee for any level match, track your earnings, and audit your pay for accuracy and completeness.
- II. **Checks not picked up** at the meetings/training will be mailed in June, after the spring recreation/select leagues schedules are complete and in December, after the annual renewal clinic. Special accommodations are sometimes made to pay at the conclusion of major tournaments (those would be pre-announced)
- III. **Deductions.** As independent contractors, you are responsible for keeping a record of all earnings. IESRA does not withhold for FICA or income tax. In any calendar month, if you have completed referee assignments for high school or adult leagues, 5% will be withheld to help offset association web-site charges and other association costs of doing business. If you only completed assignments were youth matches there is no deductions. Washington Officials Association (WOA/high school referees annual dues are withheld for payment to them. Please let the Treasurer know if you do not wish to renew your membership.
- IV. **Payment for cancelled assignments** are determined by the contracts with each organization the Association provides services. Payment for high school assignments are determined by the policies of the WOA.

YOUTH LEAGUE MATCHES.

All cases below require that you have been assigned and accepted the assignment. The assigners have been instructed to withdraw assignments that have not been accepted within 48 hours of the scheduled match time.

If the match is cancelled prior to its start due to field conditions, you do not get paid.

If it is cancelled more than 24 hours in advance of its scheduled time, you don't get paid.

If an assignor moves you to another match on game day, you will be paid the higher of the 2 assignments (you must note the change in the comment section of your match report.

Special exception for tournaments. If your assigned match is cancelled, the assigner will attempt to replace it, but you will not be paid.

If there is only one referee on a match that is authorized for 3-man mechanics, you will be paid an additional \$5.00. This must be noted on your match report.

If there is a CR and AR on a match that is authorized for a 3-man, payment will be one CR and one AR. The Duel (2 whistle) mechanics is not permitted in WA Youth Soccer matches.

If more than 3 referees are at the field, look around. One of you are probably on the wrong field. But, by chance, more than 3 are assigned (and accepted), you will get paid.

If no teams (or just one) appear at the field by 10 minutes after the scheduled start time, file a match report and you will be paid.

You may 'walk on' to referee any match that does not have a referee or AR on site at the scheduled starting time. If this occurs, go to the web site 's Inquiry page and get the match number, then report the match. You will be paid.

All uniforms, equipment, supplies, food, etc is the responsibility of the referee and is not reimbursable unless prior approved by the Board of Directors.

HIGH SCHOOL MATCHES

All cases below require that you have been assigned and accepted the assignment. The assigners have been instructed to withdraw assignments that have not been accepted within 48 hours of the scheduled match time

WOA allows schools to cancel matches up to just 3 hours prior to its scheduled kick off. High school administrators add matches and change match times / fields frequently. You should check the web site immediately prior to travel to the site. If a match is cancelled and the assigner informed within 3 hours of the start time, you will not get paid.

If you arrive at the site and only one team (or no teams) is present 10 minutes after the scheduled start, you will be paid. Please check with the school administration prior to leaving to see if the match is being held at another time or location.

If there is only one referee on a match that has 3 man mechanics authorized, you will receive an additional \$7.00. It must be noted on your match report.

If there are two referees on a match that has 3-man mechanics authorized, you will both receive the CR pay.

If more than 3 referees arrive for a match at one site, check to see if another match (varsity or JV) close by has a full crew before leaving. You will be paid if you were assigned and had accepted.

If you are moved from one match to another by the assigner on the day of the match, you will be paid the higher of the 2 fees. This needs to be noted on the match report.

REFEREE FINES AND PENALTIES

If a referee has accepted an assignment and fails to show up, he/she is subject to penalty. The fine for a youth match will be the fee that you would have earned for the assignment. The fine for missing a high school match is 150% of the fee...A third missed assignment is subject to review by the Association Board and possible suspension and/or removal from future assignments.

The high school policies have severe penalties for the association if a scheduled match has no referees show. The association can be billed for the total cost (including transportation costs) of rescheduling. If you can not arrive at a scheduled match on time, be sure to alert the assigner as soon as it is known.

ASSIGNER

With all contracts (either written or verbal), there is an administrative charge (some in the industry call it an "assigning charge"). The administrative charge is divided as follows:

Assigner for the match 65%

Accounting (Treasurer) 25%

Association retention 10%

Errors resulting in payment to referees in any of the above circumstances is subtracted from the allocation. For example, if a match has been cancelled, postponed, or changed in accordance with the contract and the referee is not properly notified, the loss will be charged to the assigner. If a referee is overpaid due to accounting error, the Treasurer will cover the loss.

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