

**Policy 6.2**

Creation Date: September 25, 2010

Amendment Date: March 8, 2015

**Policy Title:** Official's Experience Rating.**Description:** This policy is to ensure that a system is in place for BCFOA to use in implementing a graduated official's compensation system based on experience and assigned position.**Purpose/Rationale:** The purpose is to ensure a fair and unbiased approach to dealing with official's compensation.**Applicability:** This policy applies to all members working NFHS rule leagues serviced by the BCFOA.**Policy:** BCFOA will pay officials based on the experience rating described in this policy.

Experience Rating will be based on the following:

**Apprentice:** Officials who have joined the Association in the current season (\$13.00 less than contracted fee)**Level 1** – Officials in their first and/or second year and have worked more than 20 games<sup>1</sup> with BCFOA career total. (\$11.00 less than contracted fee)**Level 2** – Officials in their second and/or third year and have worked more than 40 games with BCFOA career total. (\$9.00 less than contracted fee)**Level 3** – Officials in their fourth year and beyond and have worked more the 60 games with BCFOA career total. (\$5.00 less than contracted fee)**Level 4** – Officials who are working as Head Referee<sup>2</sup> in Junior Varsity games **and** have worked more than 100 games with BCFOA career total. (\$3.00 less than contracted fee)**Level 5** – Officials who are working as Head Referee in Varsity games **and** have worked more than 120 games with BCFOA career total (\$1.00 less than contracted fee)**Procedure(s):**

The Treasurer will maintain accurate records for each official as to the number of games the official worked and his current level. Upon the issuing of the final payroll for the year, the Treasurer will revise member's experience rating for the upcoming season with the following exception:

A service level increase can be held back only if an official receives a notice in writing from the appropriate Vice President stating that the official's level of performance was not satisfactory (based on formal evaluations) and that his experience level will be held at his current level pending a new formal evaluation in the coming season.

The official will have the right to appeal the decision within 30 days to the executive. The appeal must be in writing addressed to the Secretary stating the official's reasons why the decision should be reversed. The Executive will review the decision and the appeal at the next meeting and make a ruling.

The Executive will respond in writing to the member outlining their decision within 21 days of the meeting.

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<sup>1</sup> Career Games will be defined as regular season or playoff games in leagues that use the NFHS rule set.

<sup>2</sup> Minimum number of games serving as a Head Referee in one season will be established by the Vice President of High School football based on the available number of games in the schedule.