

Tri-Referee Schedule Rotation

Plan and Approach

Nominal Referee Parameters

For any given tournament there are a certain # of referee slots that need to be filled. This is based on the # of courts and the # of games. The facility determines the # of courts, and the # of teams + schedule type determine the # of games. Therefore, tournament organizers should be able to calculate the # of referee slots needed for their event, from the 4 required slots per game. The referee slots are then divided up between Dedicated Referees, Hybrid Referees, and Volunteer Referees and put into a schedule. The following Tri-Referee Schedule Rotation uses 3 Dedicated Referees per court and meets the guidelines set in the USA UWH Referee Safety Considerations.

Referee Schedule

The basic framework for the Referee Schedule is:

- Dedicated Referee Rotation:
 - 2 water games, 1 game break, 2 games as Chief Referee, 1 game break, repeat
 - This schedule is intended to be used for the entire tournament, however:
 - It is beneficial to have all 3 in the water for the first game of the day with a Hybrid Referee as the Chief Referee.
 - Playoff/Finals games should be adjusted to have as many Dedicated Referees in the water as possible (while still minimizing the number of water games in a row to as few as possible and no more than 3 without a break.
 - Any break in the schedule should be placed (if possible) so that it fits to the Dedicated Referee rotation; meaning a break does not interrupt 2 consecutive water games of a Dedicated Referee. This makes the Dedicated Referee scheduling much easier.
 - Dedicated Referees are to be Level 1, 2, or 3 ranked referees with preference to Levels 2 & 3.
- Hybrid Referee Allocation:
 - Hybrid Referees are to be assigned to games based on the schedule and which teams have paid the referee opt-out fee.
 - Hybrid Referees are to be Level 1, 2, or 3 ranked referees.
 - Hybrid Referees should be limited to around 3 games per day unless they indicate they are willing to do more or want to have fewer.
 - Often it is easier/desirable to schedule a Hybrid Referee near to a game they play and asking each their preference in advance for before or after they play usually gives a good selection of referees to choose from.
- Volunteer Referees:
 - Shall be provided from the prior game's teams, 1 from each team
 - Are not compensated
 - Are only allowed to water referee.
 - Anyone wishing to learn how to be Chief Referee are allowed to shadow or be supervised by a Chief Referee but not in order to fulfill their team's reffing responsibilities after their games.

Team Registration Fees

Upon registration teams are given two options:

1. Pay the registration fee and supply 1 Volunteer Referee in the water after each game they play.
2. Pay the registration fee plus an additional fee and not be responsible for supplying any referees after their games.
 - If players are not happy for financial reasons that their team opted out then those players are encouraged to sign up as a Hybrid Referee to recoup their costs.

Referee Compensation

Tournament organizers shall increase the registration fee to cover the Dedicated Referee costs, which should be calculated from the available/committed referees but can be initially assumed around \$600 each for a 2-day tournament or \$800 each for a 3-day tournament.

- The costs include travel to the event and providing housing (each with their own bed, unless they offer/agree to share a bed, such as with a couple) and transport to/from the pool and their housing.
- Housing budget should cover the night before the tournament starts and the night of the tournament end (not every referee will need this but it should be planned for).
- A per game stipend should also be paid, such as \$10/water game and \$5/deck game. This stipend is made available to cover any incidental costs the referees may incur while attending the tournament, such as airport parking fees, fuel, meals, transport to/from the airport, etc. This approach encourages the referees to make their own decisions when arranging transport and the like to save cost.

Predetermined Hybrid Referees can be compensated from any leftover registration fees and/or from funds generated from the additional opt-out fees collected.

- Hybrid Referees can be paid on a per game basis at rates set to their level of experience, such as: \$15/game for Level I, and \$20/game for levels II and up.
- The tournament organizers will need to balance the # of opt-out teams with the number of Player-Referees available and their compensation.
 - The # of Hybrid Referees sought should roughly equal 2 for every opt-out team to more easily ensure a Hybrid Referee will be available for any given game.
 - If all or most teams opt-out then there may not be enough Hybrid Referees to cover the games. Therefore it is recommended to limit the # of teams allowed to opt-out to around half of the # of teams participating, unless a large quantity of Hybrid Referees are found or if extra Dedicated Referees are being used (they equal roughly 3 Hybrid Referees each).
- Calculating the number of games a team is likely to play in a tournament and multiplying by \$20/game gives a good starting estimate for the opt-out fee.
 - 10-11 games is typical for most 2 or 3 day tournaments in the USA.

Other Logistics

Don't forget your Time/Score Keepers!

- These jobs are made easier with computerized time and score systems but still need to be filled by someone who knows the responsibilities of this post.
 - Plan on at least 2 Time/Score Keepers per court to allow for breaks.
- Local volunteers are encouraged and can be family/friends/whomever.
 - If no volunteers can be found then the host club will need to cover this responsibility.
 - Wherever they come from this is a crucial part of the tournament and must not be overlooked.

Planning Ahead

A Dedicated Referee dropping out (and a replacement not found in time) can be devastating for this rotation. Therefore it is suggested to find an extra Dedicated Referee (per court if possible) as a backup.

- If a Dedicated Referee is forced to drop from the tournament for some unforeseen circumstance:
 - They should not have to forfeit their entire travel costs seeing as they are basically volunteering their time for a sport they love; however neither should the tournament have to cover this cost for no value added. Therefore it is suggested that in the request for services it is explained that candidates for Dedicated Referees who do commit and subsequently drop will only be reimbursed for half of any non-refundable travel costs; or some other arrangement as determined by the Tournament Organizers.
 - An extra Dedicated Referee who fills a vacancy will then be subject to the same compensation system as the other Dedicated Referees.
- In the event that all the Dedicated Referees arrive, the extra Dedicated Referee(s):
 - Will be deployed more similarly to a Hybrid Referee in terms of the schedule than the other Dedicated Referees.
 - This means they will be placed in the schedule where most convenient and likely will not follow a rotation as the others and will not have any Chief Referee responsibilities.
 - The extra Dedicated Referee(s) can be paid a higher per game stipend than the other Dedicated Referees in order to help cover their housing and other expenses and may referee as many games as they want.
 - This higher value should not exceed what is budgeted per game for Hybrid Referees or the opt-out fee may not cover the total stipend for all referees. If a higher value is necessary for some reason then the opt-out fee should be increased to match.
 - The extra Dedicated Referee(s) schedule still needs to follow the USA UWH Referee Safety Considerations.
 - The flight cost of any extra Dedicated Referee(s) should be budgeted for and covered by the standard registration fees.
 - The per game stipend for extra Dedicated Referees should be covered from the opt-out fees.

Requests for Referees

- The request for Dedicated Referees should:
 - Be sent at least 3 months prior to the tournament
 - Outline the following:
 - Travel costs will be reimbursed within a month of purchase confirmation being sent to the Tournament Organizers.
 - Housing will be provided/costs reimbursed within a week of the end of the tournament.
 - Stipends will be distributed within 1 week of the end of the tournament.
 - Request their preference to be part of the rotation, or as an extra Dedicated Referee.
 - Request their preferred payment method.
- The request for Hybrid Referees should:
 - Be sent at least 3 months prior to the tournament.
 - Outline the following:
 - Stipends will be distributed within 1 week of the end of the tournament.
 - Request their preferred maximum # of games per day.
 - Request their preferred payment method.

Schedule Example:

D_Ref = Dedicated Ref

H_Ref = Hybrid Ref

V_Ref = Volunteer Ref or Player Ref (if a team before has paid their opt-out fee)

Game #	Water1	Water2	Water3	Chief	Rest
1	D_Ref 1	D_Ref 2	D_Ref 3	H_Ref	-
2	D_Ref 1	V_Ref	V_Ref	D_Ref 3	D_Ref 2
3	D_Ref 2	V_Ref	V_Ref	D_Ref 3	D_Ref 1
4	D_Ref 2	V_Ref	V_Ref	D_Ref 1	D_Ref 3
5	D_Ref 3	V_Ref	V_Ref	D_Ref 1	D_Ref 2
6	D_Ref 3	V_Ref	V_Ref	D_Ref 2	D_Ref 1
Optional Break, if there are breaks try to not split any double water D_Ref duties such as between Games 5 and 6 in this example, it makes things much more difficult to schedule if this happens					
7	D_Ref 1	V_Ref	V_Ref	D_Ref 2	D_Ref 3
8	D_Ref 1	V_Ref	V_Ref	D_Ref 3	D_Ref 2
9	D_Ref 2	V_Ref	V_Ref	D_Ref 3	D_Ref 1
10	D_Ref 2	V_Ref	V_Ref	D_Ref 1	D_Ref 3
11	D_Ref 3	V_Ref	V_Ref	D_Ref 1	D_Ref 2
12	D_Ref 3	V_Ref	V_Ref	D_Ref 2	D_Ref 1
The Games 7-12 pattern continues until the Semi Finals or the end of the day. The next day starts again similar to Games 1-6 (perhaps swapping which D_Ref is in each position to even out the # of water games) and the pattern continues again until the Semi Finals or the end of that day and so on.					
Semi Final	D_Ref 2	V_Ref*	V_Ref*	D_Ref 1	D_Ref 3
Semi Final	D_Ref 3	V_Ref*	V_Ref*	D_Ref 1	D_Ref 2
7th/8th Final	D_Ref 3	H_Ref	H_Ref	D_Ref 2	D_Ref 1
5th/6th Final	D_Ref 1	D_Ref 2	H_Ref	H_Ref	D_Ref 3
3rd/4th Final	D_Ref 2	D_Ref 3	D_Ref 1	H_Ref	-
1st/2nd Final	D_Ref 3	D_Ref 2	D_Ref 1	H_Ref	-

*As many of the Semi-Final games as feasible should have higher qualified H_Refs