

PART FIVE MEET OFFICIALS

SECTION II USA GYMNASTICS JUDGE'S COMPENSATION PACKAGE (EFFECTIVE AUGUST 1, 2009- JULY 31, 2010)

Consistent with the provisions of the Amateur Sports Act of 1978, the United States Olympic Committee has designated USA Gymnastics as the national governing body for the sport of gymnastics in the United States. As reflected in its Articles of Incorporation and its conduct under those Articles, USA Gymnastics' responsibilities for governing the sport of gymnastics include the regulation of matters relating to the training, testing, certification and assignment of judges for gymnastics competition conducted or sanctioned by USA Gymnastics.

I. JUDGE'S RESPONSIBILITIES

- A. Individual judges shall perform their function as a judge of the Meet according to the USA Gymnastics Rules and Policies, membership policies and the USA Gymnastics Code of Ethics.
- B. Individual judges shall be limited to judging, evaluating and scoring the competition.
- C. Individual judges will be bound by the terms of the individual contract agreed upon for that particular meet.
- D. Judges are responsible, according to all appropriate laws and jurisdiction, for all financial reporting and identification of payments/reimbursements received to the appropriate agencies (i.e. IRS).
- E. Each individual judge shall sign and return the contract to the Meet Director and the contracting official.

II. MEET DIRECTOR'S RESPONSIBILITIES

- A. The USA Gymnastics Meet Director shall follow the *USA Gymnastics Rules and Policies* for sanctioned events.
- B. The USA Gymnastics Meet Director will not pay fees that exceed the USA Gymnastics Judges Compensation Package for payment of judges at any sanctioned competition.
- C. If so designated by the State/Regional Administrative Committees, the USA Gymnastics Meet Director MAY utilize the NAWGJ as the contracting body for officials for USA Gymnastics Sanctioned Meets.
 - The Meet Director is required to pay a contractor's fee of \$3.00 per judge to the NAWGJ contractor. A Request for Judges Form that is received by the Contractor within 30 days of the competition will be charged \$5.00 per judge.
- D. Compensation will be paid directly to the individual judge.
- E. In the event that the USA Gymnastics Meet Director fails to comply with the terms of the sanction or the *USA Gymnastics Rules and Policies*, judges may refuse to perform any judging obligations. However, all/both parties should make every immediate attempt/effort to resolve any disputes, in keeping with the best interest of the athletes involved. No such action should ever be taken that would jeopardize or compromise the safety or well being of the athlete.
- F. The Meet Director will be bound by the terms of the individual contract agreed upon for that particular meet.
- G. A break time for judges between sessions should be a minimum of 30 minutes after 3½ hours - 4 hours of judging time and a minimum of 45 minutes after 7 hours of judging time.

III. CONSIDERATIONS

- A. Judges should report 30 minutes prior to march-in for local and invitational competitions, unless otherwise specified by the Meet Referee. A \$5.00 fine will be deducted from the check of any official who does not report 15 minutes prior to march-in.
- B. Reporting time for those competitions requiring video analysis may be up to one (1) hour prior to march-in. The Meet Referee will specify the reporting time. A \$5.00 fine will be deducted from the check of any official who does not report within 15 minutes of the report time.
- C. Fees are paid based upon the contracted march-in time until ALL of the judges have submitted their scores. Judges are responsible to check each individual gymnast's score/average at the time of submission, not the official computer printout.
- D. A portion of the hourly rate may be broken into halves, not less. Record and add up the actual time for all sessions for a day. Using this total, round off to the nearest half-hour (i.e., a total of 7 hours 10 minutes of judging will be considered as 7 hours; a total of 7 hours 25 minutes will be considered as 7½ hours). Do not round up for each session.
- E. The fee scale indicated in this document will be applicable for all USA Gymnastics Sanctioned Events unless otherwise specified in advance by the USA Gymnastics President.
- F. This Judges' Compensation Package is in effect for all USA Gymnastics Competitions, as specified.
- G. If the competition resumes before the maximum allotted break time has elapsed, the judging time begins again.

IV. TRAVEL

- A. No mileage will be paid for the first 30 miles **round-trip, except in the case of a designated carpool driver who would not deduct the 30 miles round-trip.** In order for a rider in the carpool to be paid mileage, he/she must drive **more than 30 miles** round trip to meet the carpool.
1. The standard IRS rate will be paid to the driver.
 2. Riders' fees are not paid.
 3. Any increase in the IRS mileage fee will only be recognized and used when the increase is a full cent. Less than a cent increase will not be recognized. IRS mileage rate changes are announced in December of each year and will be posted on the USA Gymnastics web site, with the new rate effective in January.
 4. Plane, train or bus travel expenses as stated on the contract shall be paid in full by the Meet Director. The total mileage cost should not exceed the cost of an airline ticket to the same location.
- B. Mileage to and from the airport, tolls, airport parking, **fees for one bag (but not overweight bag charges)**, taxi or limousine service as stated on the contract shall be paid by the Meet Director. **30 miles round-trip are deducted for travel to the airport, if the judge is not carpooling.** These expenses must be listed on the contract and be approved by the contracting official in order to be compensated by the Meet Director. Only standard and customary expenses with accompanying receipts will be reimbursed in the actual amounts.
- C. It is requested that judges consider carpooling whenever possible. If a judge chooses not to carpool for any reason, mileage will not be paid to that judge unless prearranged with the contracting official and the Meet Director.
- D. For competitions that span over two or more days and:
1. Overnight accommodations are not necessary:
 - Round-trip mileage will be paid for each day; however, no mileage will be paid for the first 30 miles of each day's drive (exception: carpools, as stated in A above).
 2. Lodging is provided to the judges by the Meet Director:
 - If a judge chooses to return home and drive back the second (and successive) days, round-trip mileage will be paid only once, unless pre-arrangements have been made with the contracting official and the Meet Director.
- E. No other expenses (such as baby-sitters, car repairs, car rental, reimbursement for lost salary, or other normal work related expenses) will be paid.

V. LODGING

- A. If a judge must stay overnight prior to, during or following the competition, lodging must be provided and paid for by the Meet Director.
- B. The form of accommodation must be specified in the judge's contract. Accommodations should be based on double occupancy (two beds).

VI. PER DIEM

- A. DAY (LOCAL) MEETS
1. No per diem will be paid for competitions that require the judge to be at the meet site for less than 3 hours, unless round trip mileage is 100 miles or more. These rates are determined regardless of departure or arrival time to the judge's home.
 2. Per Diem compensation should be paid to the judges at a rate of:
 - a. \$15.00 Diem - When on-site responsibilities are at least 3 hours but less than 8 hours. (Time begins with reporting time to include meetings and competition.)
 - b. \$30.00 Diem - When on-site responsibilities are 8 hours or more. \$15.00 per meal (up to a maximum of \$30.00 per day) is assessed for any meals not provided by the Meet Director.

Clarification: Reimbursement for breakfast is not considered for day (local) meets which the judge travels to and from the meet site in one day.
- B. OVERNIGHT MEETS
1. All meals not provided by the Meet Director are compensated at a rate of \$15.00 per meal, with a maximum of \$40.00 per day.
 2. Meals provided by the Meet Director should be nutritional and not just concession type food.
 3. Judges with dietary restrictions should bring their own food.

VII. MODIFICATIONS

If any conditions on the contract are altered, it is the responsibility of the Meet Director to contact the individual judge(s) and the **CONTRACTING OFFICIAL** and provide that information to **BOTH**. Additional Days or sessions are considered "non-contractual" and could result in the judge voiding the contract.

- Additional assigning fees of \$1.00 per judge may be charged by the contracting official if called upon to notify the judges of any changes.

VIII. CANCELLATION

- A. If the contract obligations are not fulfilled by either party because of extenuating circumstances, no mandatory penalties will be applied to either party. Example: Inclement weather (prohibiting travel) or Grave illness
- B. Failure to comply with the contractual agreement will result in the following:
 - 1. On the Meet Director's part:
 - a. A minimum of 7 days notice is required for amendments or cancellation of officials. If cancellation of officials occurs less than seven days prior to the meet and the officials are not re-assigned to another competition, the Meet Director is responsible for payment of 2 hours honorarium per judge and any non-refundable expenses incurred.
 - b. Regardless of the timing of the cancellation of the meet, If the judge has purchased a non-refundable airline ticket, the meet director is responsible for reimbursing the judge for the "change fee" charged by the airlines to use the ticket for a future flight. In order to receive future credit for the cancelled flight, the judge must contact the airlines PRIOR TO THE SCHEDULED DEPARTURE to cancel the originating flight and must rebook a flight within one year of the DATE OF ISSUE of the original ticket by providing the ticket number. If the ticket is not cancelled prior to the scheduled departure, it becomes null and void.
 - 2. On the Judges' Part
 - a. If a judge is unable to fulfill a contract due to personal reasons, she is obligated to contact the assignor to determine which officials may still be available and call a proper replacement. If she fails to contact the assignor or does not give a minimum of 7 days notice to the assignor and/or the Meet Director, a penalty of 2 hours honorarium and any non-refundable expenses incurred by the Meet Director will be paid to the Meet Director by the judge.
 - b. Regardless of the timing of the cancellation on the part of the judge, if the Meet Director has purchased a non-refundable airline ticket, the judge is obligated to contact the airlines PRIOR TO THE SCHEDULED DEPARTURE to cancel the originating flight and to then reimburse the Meet Director for the cost of the ticket. The judge is then able to use the credit (minus a "change fee") to purchase another airline ticket for themselves within one year from the DATE OF ISSUE of the original ticket by providing the ticket number. If the ticket is not cancelled prior to the scheduled departure, it becomes null and void.

IX. HOURLY MEET FEES

Judges will be paid an hourly fee, according to their rating, with a minimum payment of two hours for a one-session meet. A minimum payment of 3 hours for a one-session meet will be made if mileage is over 100 miles one way. For meets with multiple sessions, the actual judging time is calculated, allowable break time is determined and if the break time is exceeded, the excess will be considered as additional judging time.

Example: Meet has three sessions; competition begins at 9:00 AM and the last session ends at 9:00 PM. Total actual judging time is 8 hours. Total time from beginning to end of meet is 12 hours. The total break time is 4 hrs. Allowable break time for 8 hrs of judging is 3½ hours; therefore the judge will be paid for 8½ hours of judging.

The following hourly rate reflects a 5% increase and was effective August 1, 2007. Beginning August 1, 2009, a 3% increase will go into effect for the hourly rate.

Rating	Hourly Rate	Actual Judging Time	Break Time is:
Brevet	\$30.45	2 Hrs. or less	0
National	\$28.35	3 hrs.	1 hr.
Level 10	\$26.25	4 hrs.	1½ hrs.
Level 9	\$23.10	5 hrs.	2 hrs.
Level 5/6/7/8	\$18.90	6 hrs.	2½ hrs.
Level 7/8	\$16.80	7 hrs.	3 hrs.
Level 5/6	\$14.70	8 hrs.	3½ hrs.
		9 hrs.	4 hrs.

X. JUDGES' FEE SCALE FOR LEVEL 1-3 COMPETITIONS

The hourly judging fee for a professional member who is not a rated official and is assigned to judge a sanctioned Level 1-3 competition may be negotiated by the Meet Director. The negotiated fee may not exceed the hourly rate for a Level 5/6 judge. If the State Administrative Committee organizes a statewide Level 1-3 competitive program, the State Administrative committee may designate an hourly rate for a non-rated professional member in order to maintain consistency.

XI. CHAMPIONSHIP MEET FEES

Judges shall receive a daily or flat rate, according to ratings. The Daily Rate applies to all meets of more than four hours - up to eight hours of actual judging time. Half-day competitions (up to 4 hours of actual judging time) will use the Half-Day Rate. For JO Regional Meets, Level 9 East/West and Elite National Meets, any additional time over eight hours/day will be compensated at the regular hourly rate.

A. JUNIOR OLYMPIC REGIONAL MEET FEES

Rating	Daily Rate (8 hrs)	Half Day (4 hrs)
Brevet	\$160.00	\$80.00
National	\$150.00	\$75.00
Level 10	\$140.00	\$70.00
Level 9	\$130.00	\$65.00
Level 8	\$120.00	\$60.00

Regional Elite Meets
Regional/Zone Elite Meets will be compensated at the regular hourly fee, with a minimum payment of 3 hours per day.

B. JO EAST/WEST & ELITE NATIONAL MEET FEES (Classics/Challenge Meets)

Rating	Daily Rate	Half Day Rate
All eligible	\$170.00	\$85.00

C. JR. OLYMPIC NATIONAL MEET FEES

Rating	Daily Rate
All eligible	\$200.00

D. ELITE CHAMPIONSHIPS/TRIALS (Effective 2008)

EVENT	FLAT RATE
VISA USA CHAMPIONSHIPS	\$350
OLYMPIC TRIALS	\$450

- E. State meet fees may be negotiated by the Administrative Committees and the contracting Chief official, but cannot exceed the basic fee schedule.

XII. CHIEF JUDGE/MEET REFEREE PAYMENT (Applies to Jr. Olympic Meets only)

- A. A Meet Referee/Chief Judge shall receive an additional \$10.00 per day at the following USA Gymnastics competitions:
 1. State Meets with Four-Judge panels
 2. Level 8-10 Regionals regardless of the number of judges per panel.
 3. Level 9 East/West Championships, Level 10 National Championships, and the JO National Invitational Tournament.
- B. No dual compensation is given if the Meet Referee also serves as a Chief Judge.
- C. The Meet Referee shall be paid the hourly fee for the time during which she/he is conducting official Meet Referee responsibilities.
- D. **Chief Judge/Meet Referee fees are NOT paid at state meets with two-judge panels, nor at any local/sectional meets.**

XIII. INCLEMENT WEATHER POLICY

When inclement weather exists (weather which delays or prohibits safe travel for the judges), the Meet Director is responsible for the judges' lodging and meals. Judges will be accommodated with minimal expense and could be lodged in private homes with food provided. Hotel/Motel rooms are compensated ONLY if approved by the Meet Director.

**PART FIVE
MEET OFFICIALS**

**SECTION II
USA GYMNASTICS JUDGES' COMPENSATION PACKAGE
FOR WOMEN'S ARTISTIC GYMNASTICS
(Revision Effective August 1, 2009 - July 31, 2010)**

Rate	\$31.36	\$29.20	\$27.04	\$23.79	\$19.47	\$17.30	\$15.14
Hours	Brevet	National	10	9	5/6 + 7/8	7/8	5/6
2	\$62.72	\$58.40	\$54.08	\$47.58	\$38.94	\$34.60	\$30.28
2½	\$78.40	\$73.00	\$67.60	\$59.48	\$48.68	\$43.25	\$37.85
3	\$94.08	\$87.60	\$81.12	\$71.37	\$58.41	\$51.90	\$45.42
3½	\$109.76	\$102.20	\$94.64	\$83.27	\$68.15	\$60.55	\$52.99
4	\$125.44	\$116.80	\$108.16	\$95.16	\$77.88	\$69.20	\$60.56
4½	\$141.12	\$131.40	\$121.68	\$107.06	\$87.62	\$77.85	\$68.13
5	\$156.80	\$146.00	\$135.20	\$118.95	\$97.35	\$86.50	\$75.70
5½	\$172.48	\$160.60	\$148.72	\$130.85	\$107.09	\$95.15	\$83.27
6	\$188.16	\$175.20	\$162.24	\$142.74	\$116.82	\$103.80	\$90.84
6½	\$203.84	\$189.80	\$175.76	\$154.64	\$126.56	\$112.45	\$98.41
7	\$219.52	\$204.40	\$189.28	\$166.53	\$136.29	\$121.10	\$105.98
7½	\$235.20	\$219.00	\$202.80	\$178.43	\$146.03	\$129.75	\$113.55
8	\$250.88	\$233.60	\$216.32	\$190.32	\$155.76	\$138.40	\$121.12
8½	\$266.56	\$248.20	\$229.84	\$202.22	\$165.50	\$147.05	\$128.69
9	\$282.24	\$262.80	\$243.36	\$214.11	\$175.23	\$155.70	\$136.26
9½	\$297.92	\$277.40	\$256.88	\$226.01	\$184.97	\$164.35	\$143.83

Judging Time	Break Time
2 or less	0
3	1
4	1½
5	2
6	2½
7	3
8	3½
9	4

Per Diem	Local	Overnight
\$15	3 - 7½ hrs. or under 3 hrs. but 100 mi. or more RT	\$15/meal or Max. of \$40/day
\$30	8+ hrs.	
Mileage: current IRS rate after the first 30 miles RT (except when carpooling) See package for carpool's mileage		

Recommended break time: after 3½ - 4 hrs. minimum of 30 minutes
after 7 hrs. minimum of 45 minutes

Meet Referee/Chief Judge fee (J.O. only) - State Meet & above: \$10/day

All fees are based on a minimum of 2 hours (except for Elite Zone meets)

Jr. Olympic Reg'l Championships		
Rating	Daily (8 hrs.)	Half Day (4 hrs.)
Brevet	\$160.00	\$80.00
National	\$150.00	\$75.00
Level 10	\$140.00	\$70.00
Level 9	\$130.00	\$65.00
Level 8	\$120.00	\$60.00

L. 9 East/West & Elite Challenge/Classic	
Daily (8 hrs.)	Half Day (4 hrs.)
\$170.00	\$85.00

Lev. 10 Nationals	\$200/day
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**Zone Elite Meets - Hourly fee w/
a minimum of 3 hrs. /day**

The additional time over 8 hours will be compensated at the regular hourly rate.