

# CWLOA RECOMMENDED FEE STRUCTURE

2018-2020

## HISTORY

- 2001-2014: Umpire game and travel fees were previously negotiated by the Collegiate Coaches and Umpires Committee (CCUC).
- Committee membership was made up of three representatives from IWLCA (NCAA Divisions I, II & III) and three US Lacrosse umpires/assigners. Proposed fees were submitted to each respective executive committee for approval and distribution to coaches and umpires.
- For 2015, a transition year, fees were set/frozen at 2014 levels.
- In 2014-2015, fee negotiations were conducted by a CWLOA-led, ad hoc committee of umpires/assigners, coaches, conference administrators and athletic directors.
- Currently the fees are developed by a CWLOA Assigners Ad-Hoc Committee, reviewed by all assigners for input and sent to the CWLOA Board of Directors for final approval of recommendation. The CWLOA Board of Directors is made up of NCAA Division I, II and III conference administrators, athletic administrators, coaches, officials, assigners, USL representatives and NCAA representatives.
- The CWLOA has assumed the administrative, educational and certification duties of collegiate women's lacrosse officiating.
- Prior official ratings from the USL system on which the pay was based are no longer in existence. Current ratings are: National Elite, Collegiate Select and Collegiate. There is an additional category of officials, Transitional, who are not yet certified at the collegiate level but are in the educational pipeline and receiving training in the college game.

## PREVIOUSLY RECOMMENDED FEE STRUCTURE

### **Division I**

- 2017: National: \$300; District: \$255
- 2018: National: \$315; District: \$268
- 2019: National: \$345; District: \$293
- Championships: 115% of game fees.
- The game fees reflect the following increases: 5% in 2016, 12% in 2017, 5% in 2018 and just less than 10% in 2019 (mostly to arrive at an easy to work with number).
- Fees have been rounded to the nearest dollar.
- The district fee is set at 85% of the National fee.
- Conference Championships be set at 115% of game fees.
- Changes to the travel fees include: per diem increase to \$45 from \$40 (it's been \$40 since 2009); inclusion of a hotel stipend or direct bill hotel by the schools, when a hotel is warranted; reimbursement of airport parking and mileage/tolls to airport when air travel is required.

### **Divisions II & III**

- 2017: National: \$198; District: \$168; Local: \$139
  - Two Person: \$223N/\$189D/\$156L
  - Championships: \$221N/\$187D

- 2018 and out years to be negotiated/established
- Travel fees for games, scrimmages, play days to be determined by assignors in conjunction with conference commissioner or athletic department (for non-conference aligned programs).
- Suggestions to assignors for establishing travel reimbursement policies were provided.

### **Fee Details**

- A tiered fee structure by rating
  - Originally developed in 2004 to encourage continued umpire development and to reflect umpire skillsets on the field (however not all assignors/conferences use this tiered fee structure).
- Currently, 100% of the fee is paid to national-rated umpires, 85% paid to district-rated umpires and 70% paid to local-rated umpires. All fees rounded up to the nearest dollar.
- Fees for two-person crews reflect payment of 125% of the three-person fee, by rating. The NCAA Rulebook recommends three officials on all NCAA contests.
- A travel fee was established to compensate umpires for *travel time*. The committee weighed the options of flat travel fees as well as basing the travel fee on hours or mileage. It was determined to use mileage as the travel fee basis. There are significant challenges to a flat fee structure in many areas of the country where umpire availability and travel distances are significant.
- Effective fall 2012, fall ball play day rates were increased to at least \$1.50/minute. Fall and pre-season scrimmages paid at 80% of the established rates.

### WHAT HAS CHANGED

- Numerous rule changes in the past two years that have increased the length of the women's game. These rule changes include:
  - the stoppage of the clock on offside fouls, alternate possessions, all offense and defense fouls in the critical scoring area, 3 second fouls
  - more administrative duties associated with the addition of the possession clock into the women's game (currently in Division 1, 2018 season for Division 2/3)
  - the addition of pocket depth check after every goal, and 3 allowable stick check requests by coaches
  - more administrative duties associated with the addition of the possession clock into the women's game (currently in Division I, begins in 2018 season for Division II/III)

### DATA ANALYSIS

A survey was completed during the second half of the 2017 season\*. Head officials were asked to complete a google doc entering in the length of the game. There were 1086 responses of which 1055 contained usable data. In addition, to create comparison data five random colleges were chosen from each NCAA division and game time information was attained for all of their 2014 games (prior to rule changes effecting game time) through archived box score information. The results of the survey and comparison data are below.

Summary of Results:	<u>2017</u>	<u>2014</u>
Division I		
Length of Game Average	2:11	1:41
Number of Games	263	93
Percentage of Game Time	23%	
Division II		
Length of Game Average	1:58	1:41
Number of Games	195	96
Percentage of Game Time Increase	15%	
Division III		
Length of Game Average	1:57	1:41
Number of Games	597	93
Percentage of Game Time Increase	14%	

*\*NCAA games only*

*\*\*Average game time prior to 2017 was calculated by using 2014 game data from 5 colleges at each NCAA division. Colleges were selected to represent geographical and conference diversity.*

The game time data shows that in 2014 game times for all three divisions were consistent at 1:41. Since the advent of the new rules listed previously in this document the survey data shows game times have increased: Division I - 23%, Division II – 15%, Division III – 14%. It should be noted that the 90 second possession clock rule was in effect for Division 1 in 2017. It will take effect for Division II and III in the 2018 season. It can be surmised from the data that the discrepancy between Division I and Division II & III can be attributed to the 90 second possession clock. The scoring of more goals and the subsequent stoppage of the clock has alone contributed to an 8-9% increase in game time. This increase will be seen at the Division II & III levels in 2018 when the possession clock rule takes effect.

See below the collegiate women's lacrosse recommended game fees for 2018-2020:

# Recommended Fee Structure and Travel Guidelines

## 2018-2020

### Recommended Fees – Division I

2018	\$375
2019	\$450
2020	\$530

\*IRS mileage, \$45 per diem for over 300 miles round trip

\*\*Championships 115% of normal game fee

\*\*\*All officials regardless of rating receive same fee

*Informational Purposes: Men's Current Division I Fees*

2014 \$380

2015 \$405

2016 \$430

2017 \$455 \*Men's lacrosse games last 2 hours and are also staffed by 3 officials.

### Recommended Fees – Division II & III

National Elite:

2018	\$238	Increase of 20%	(+ \$38)
2019	\$244	Increase of 2.5%	(+ \$6)
2020	\$250	Increase of 2.5%	(+ \$6)

Collegiate and Collegiate Select: 85% of National Elite

2018	\$202
2019	\$207
2020	\$212

Transitional:

2018	\$168
2019	\$172
2020	\$176

Travel Options:

- IRS Mileage round trip, \$45 per diem over 300 miles round trip
- Flat Rate Calculation: Take average mileage for officials in region and multiply by IRS rate, add 2% for outliers. Add mileage calculation to recommended game fee.

*Informational Purposes: Men's Current Division II/III Fees*

2017 \$170

2018- to be negotiated by each conference

**Rationale for Changes:**

- New playing rules changes have increased the average length of the game by 23%:
  - Increase in time outs to 3 per team
  - Addition of 3 coach requested stick checks per game (2-5 minutes per request)
  - Checking the goal scorers stick for pocket depth after every goal
  - Required stoppage of clock for all offense and defense fouls in the critical scoring area; off sides; alternate possession situations; three second fouls.
  - Addition of the possession clock.
- Create a Path Towards Gender Pay Equity
  - Without change, officials of the women's game will continue to make 50% less than officials for the men's game. In 2017, women's officials in Division I made \$300 per game, while men's Division I officials made \$455. The recommended increases will close the gap in pay by 2020, as shown below.

	<b>Women</b>	<b>Men</b>	<b>Pay Gap</b>
2018	\$375	\$480	28%
2019	\$450	\$505	8%
2020	\$530	\$530	0%

- Women's lacrosse is the most physically strenuous of all collegiate sports for officials requiring dedicated training prior to season.
- The CWLOA, the women's lacrosse professional officials training organization, is improving the quality and consistency of officiating across the country.
  - CWLOA-initiated observation program
  - Addition of a fitness test for all officials.
  - Requirement of all officials to complete a college rules test and rules interpretation webinar every year.
- The impact on school budgets: For the purpose of calculations, assuming an institution has 8 home regular season games and National Elite officials assigned Division I games and Collegiate or Collegiate Select are assigned Division II and III games the following chart indicates the total annual cost on a program budget for 2018.

	<b>Current 2018 Cost of Officials</b>	<b>Proposed Cost of Officials</b>	<b>Amount Increase per Game</b>	<b>Amount Increase Annually</b>
Division I	\$7,560	\$8,760	\$ 300	\$1,200
Division II/III	\$4,032	\$4,848	\$ 102	\$856