

TO: Rec League Coaches, U6 - U16
CC: Rec League Coaches, U5 (informational only)
FROM: Rec League Commissioners and Ref Assignor
RE: Rec ref evaluation and merit pay

The club is launching an effort to improve refereeing across the board and we need your help.

At each game, you will receive comment cards for each referee officiating a game for the team you're coaching. We ask that you complete the cards, sign them, and deposit them in the locked, metal ballot box that we've placed in the tall green equipment box.

Referees receiving high marks can earn bonus pay, up to an additional \$3 per hour. Coaches with a strong record of submitting comments will, when possible, have the refs with higher reviews assigned to ref their games.

Here are the details:

1. Referees have been asked to pick up two cards for each game, write their name on each card, and then hand one card to each team before a game.
2. Coaches should then fill in game details (coach name, age-level, team color, and game time).
3. After the game, coaches should check one of three statements on the card:
 - a. The ref exceeded expectations.
 - b. The ref met expectations.
 - c. The ref did not meet expectations.

4. The coach should then sign the card and place it in the ballot box in the tall green equipment box. The coach may write comments on the back of the card if he or she wishes to do so. Each team should complete two cards for each game, one for each ref.

Cards can be completed by head coaches or assistant coaches.

David Sanders, the recreation referee assignor, has informed referees that coaches' comments will be based on the following:

- time management (water breaks, etc.)
- accurate calls
- good communication with whistle, voice, and hand signals
- proper positioning and movement to allow making good calls
- positive and age-appropriate interaction with players

Please do all that you can to participate and submit reviews of the refs officiating games for the team that you're coaching. It is the club's hope and expectation that consistent feedback and incentives will improve the quality of refereeing, attract more referees to our league, and provide a better experience for rec league players. So please take a moment to submit the review cards each game weekend. If you mistakenly leave the Oval before submitting your card, you may email the card to recreation@pittsburghdynamo.org.

Thanks in advance for your participation in this effort.