

**Roll Call:**

The following Board Members WERE IN ATTENDANCE for the meeting:

Randy Hodges (President)  
Kaylinda Bunnell (Vice President)  
Dean Wruck (Secretary/Treasurer)  
James Bunnell (Member At-Large)  
George Demetriou (Crew Chief)  
Mark Bradley (Crew Chief)  
DJ Bremser (Crew Chief)  
Mark Van Gampleare (Crew Chief)

The following Board Members WERE NOT IN ATTENDANCE for the meeting:

Dave Tyree (Crew Chief)  
Craig Cox (Crew Chief)  
Bob Pace (Crew Chief)

The following members of the association were present for the meeting:

Tim Firks (Crew Chief-Elect)  
Scott Samsel (Assigner) (dialed into the meeting after it had started)

**Key Items Discussed**

**Old Business**

The meeting started with Randy Hodges welcoming everybody and discussing the meeting meetings that he sent out for review. It was discovered that the minutes that were sent out were from the May meeting. The May meeting minutes will be corrected to include Mark VanGampleare as in attendance.

Randy asked if there was any old business to be discussed that is not on the night's agenda and there were not any topics that were brought up.

Dean Wruck gave the treasurer's report. The current balance in the CSFOA checking account is \$4135.67 with no outstanding bills. Expected payments in the Fall include Hudl (last year this was \$314, this would leave a surplus of over \$3800). All Parks and Rec payments have been made. We still have 62 members that have not paid 2024 local dues (expected income \$1550 assuming all members return).

It was mentioned that there are a few members that have stated they will not return and will move to DFOA. Dean mentioned he had received the Hudl bill, but it was more than last year's. George Demetriou said to contact Kirk Russell about the agreement with DFOA (NOTE: after the meeting a new invoice was sent from DFOA for \$315, the same approximate amount as last year).

The topic of recruiting was brought up. It was stated that only 7 out of the 28 recruits were referred from Monica at CHSAA by the You Look Good in Stripes promotion (which no longer active), though all new recruits were given the opportunity to use the program. There was a suggestion to possibly give

\$100 of CSFOA funds to new members since the You Look Good in Stripes program is no longer active. It was decided to bring this topic up at a later meeting.

Kaylinda mentioned that she and Jeremy Darter are working on getting some polo shirts with the new CSFOA logo on them that can be sold for a small profit for the association. They are close on a final design with Nike shirts. More to be discussed on this after design is finalized.

## **New Business**

1. **Training Director:** Mark Bradley is interested in being the Training Director again this year. Most of the materials we have for new officials training is thanks to his work. Randy Hodges asked if there was anyone in attendance that was interested. Kaylinda stated that we want to be careful to open up opportunities beyond the members of the board, there are others that would like to help. George Demetriou agreed with the point but we need to make sure that the director is qualified. Mark VanGambleare believes both have good points, but stated that Mark will include any others that would like to assist and make sure that they are capable. Randy Hodges stated that the format that was used last year was Mark's idea and was taken well. Mark VanGambleare pointed out that the Training Director is a position per the new by-laws and we need to make an appointment. James Bunnell asked if it was out of the question to have each crew have a training director. Mark Bradley said that overall, we don't do a good job training within crews. He would have no problem having one from each crew to coach and provide materials. We need to make sure we replace ourselves, therefore we need to include more individuals from the association and involve as many people as possible.

Randy Hodges made a motion to vote on Mark Bradley being the training director. Mark VanGambleare seconded the motion. The vote was unanimous (Mark Bradley abstained).

2. **Parks and Recreation Spring and Fall:** Randy started this topic by saying that Chris Moore, the Parks and Rec representative, had already contacted him to discuss. Kaylinda brought up the fact that there was a disparity in pay this year and that this should be even. Randy stated that we are working to make the pay even and the disparity was due to separate negotiations (with the City that runs the D11 Middle School league and the other Middle School league). Mark Bradley stated that he agreed that the rates should be equal and that we should have at least 3 officials for 3<sup>rd</sup> – 6<sup>th</sup> grade games and 4 for 7<sup>th</sup>-8<sup>th</sup> grade games. Mark VanGambleare VANGAMPLEARE asked when SS (as the assigner) would negotiate and that the budgets are put in place in April or May and that needed to be worked now. Randy said that the city would like us to lock us in for a year. Kaylinda wanted to know if this was in our favor. Mark VanGambleare suggested we add a line in the contract to allow us to back out if behavior becomes unbearable. Mark Bradley stated that while the Spring is different than the fall that is because there is a different culture. He supported 2 separate contracts. Mark VanGambleare asked if we should ask for 1 more 6 month contract and then agree to a year in the fall. Mark Bradley stated that most of the problems we have had in the past with Parks and Rec had been cleared up: the City has worked to improve behavior and the pay issues are no longer since we pay our officials usually the night of the games. It was decided that for this Spring we will work on a contract with the City for only this season and will discuss a full year contract during the

summer. Dean Wruck stated that we needed to check with Arbiter before negotiation began to make sure we have the correct rates. Mark Bradley stated that it is easier if the Training Director is also the assigner in the Spring. Randy said we need to check with Scott Samsel to see if he is interested and then we will discuss. Scott Samsel phoned in later in the meeting and was asked if he was interested in assigning in the spring. He stated he was. Mark Bradley motioned that he was okay with Scott assigning. Randy said this needs more discussion at a later meeting.

3. **2023 Season Debrief:** Randy started the discussion by asking how the season went? He stated that we had some of our new officials stepping in and working varsity games in their first year and that it seemed to be a good class. George Demetriou expressed that there is a problem with the draft and that there were some individuals that were drafted and never worked. Randy said that part of that problem was scheduling the new comers draft too close to the start of the season and we needed to work on that. Mark Bradley wanted to know when the test is opened because that is a limiting factor. George Demetriou said that it opens in mid-July but we could open it up earlier if need be. Randy stated that all the officials that were drafted had paid all dues and were eligible to work but it was a hassle to get them in that state. Mark Bradley said that once a member is drafted it is the Crew Chief's responsibility and part of the problem was letting new officials join late in the process. We need to codify the process to make this work. Mark VanGambleare asked if it was possible to bring in new officials how we used to (by letting them pay by check) and George Demetriou said that Monica has set how it is done and members are only allowed to pay online. Mark Bradley suggested we make a committee to write out the process. We get better by failing and if we start to codify the processes we can see where that is happening. There was a slew of problems that need to be worked on. George Demetriou stated that no members should be allowed into the association until they have paid all dues in full. Kaylinda suggested that we leave the new members in a bucket that all crew chiefs could use, instead of drafting to a crew. Mark Bradley said that members like to be valued and part of a team, drafting them treats them like all the other members and allows them to feel valued. George Demetriou stated that in Denver they have crews of only 5 or 6 and that all others are in a pool. Mark VanGambleare felt that doing a pool of new members would lead to a retention problem.
4. **How to Handle Problematic Officials:** Randy started this topic by stating that there are officials that always end up at the bottom of the draft year after year. He asked if we needed to cut officials that seem to be a problem? George Demetriou stated that part of the problem is that we don't want to expose our younger, newer officials to the bad apples in the group. Tim Firks asked if we should have a set number (12-13) of officials on a crew with a pool of leftover officials. George Demetriou suggested that we do not set a number that each crew chief has to draft, each crew chief just stops drafting when they do not want any more crew members. Mark Bradley said that it is up to the crew chiefs to talk to the individuals and set the expectations. Mark VanGambleare agreed that it is the crew chief's responsibility. George Demetriou said that we should put those individuals in a pool and what he would like is right of refusal for who is on his crew. Mark Bradley stated that this is multi-layered and could affect the psyche of the entire association and cause collateral damage. George Demetriou said we do not need to do anything drastic at this time. DJ asked if anything has been or needs to be documented. Tim Firks stated that generally problematic officials do not attend meetings and maybe that can be used to by stating a member needs to be in good standing to be drafted. Randy

jumped in to say that we are not an employer and don't need to write up individuals, we don't have to draft those that we don't want and that we are letting subpar officials bring down our association but we need to move on. He suggested that if anybody had any ideas on how to move on with this to write up a proposal and send to him.

5. **Policies and Procedures:** Randy said that he has documented how the draft process works and that there are other things that need to be documented. He asked for suggestions. Mark Bradley said there are probably a dozen things that need to be codified and Tuesday night meeting conflicts were brought up. Kaylinda suggested that in basketball each meeting is recorded and quizzes are given on the recordings to give credit for those that cannot attend due to game or work conflicts. Mark Bradley stated that he will have microphone equipment he is willing to let the association use for this purpose. Tim Firks also stated that he has equipment that he has to help with doing this. Randy said that we should send out other suggestions for things that need to be codified as separate policies outside of the by-laws and we can deal with this via email.
6. **Crew Freezes and Draft Order:** George Demetriou said that as the new crew chief coming in that the amount or lack of freezes should be Tim Firk's decision. Tim said that he sees if both ways, but if there were no freezes that he does not feel there would be much change in the crews. Randy said that we could lower the number of freezes and that we need to have some cross pollination of the crews. There was a consensus that the crew chiefs at the meeting would vote on the number of freezes. George Demetriou made a motion to vote on zero freezes. DJ seconded the vote. The motion was passed by a vote of 3 to 2.

Next order of business was the draft order. The following draft order was determined with 8 cards and individuals present, that weren't crew chiefs, picking a card for those crew chiefs not present:

1. George Demetriou
2. Craig Cox
3. Bob Pace
4. Randy Hodges
5. Tim Firks
6. Mark Bradley
7. Dave Tyree
8. Mark VanGambleare

There was a suggestion of sister crews, but it was decided to discuss at a later time. At this time there was a motion to adjourn the meeting and the meeting was adjourned.