

SPMS Contractors' Sub-Committee Recommendations

June 5, 2020

Committee members

Diana Dolan LaMar, Becky Cleavenger, Michael Heather, and Jill Gellatly
Guest Member – Bob Eberwine for SPMS Budget Purposes (2nd Meeting)

The Contractors sub-committee met twice after the SPMS monthly meeting to further evaluate the contractor position contracts for 2021-2022. Prior to these meetings, additional research with other LMSCs throughout the country was conducted as well as with the current SPMS Contractors (as per the SPMS Committee's recommendation on May 21). Bob Eberwine attended the final meeting to educate the sub-committee on current budget expenditures and possible proposed budgets for 2021

The additional information that was gathered from multiple LMSCs indicates that the vast majority of LMSCs are able to fill all of the SPMS contractor positions with volunteers. The few LMSC's that do pay typically pay only the Membership Coordinator and do so at a far lower rate than SPMS has historically done. Based on the changing needs of USMS and SPMS the following recommendations are made and submitted to the Executive Committee for approval.

Membership Coordinator - \$250 per month (based on \$.75 per registered member at 4,000 members)

The requirements of Membership Coordinator (formerly Registrar) have changed dramatically over the past few years due to on-line registration for both Clubs and Members. While it is recognized that the Membership Coordinator acts as a point of contact for members requesting information and processes transfers, based on information gathered from other LMSCs and the fact that registration has been automated, the actual number of working hours are reduced from previous years, especially as SPMS membership has declined over the past four years.

In our research, we found that very few LMSCs pay this role and those that do pay, compensate along the lines of \$1 per member. Once the USMS unified fee is adopted, the transfer process will become automated and thus, less work for the Membership Coordinator. If more than 4,000 USMS members are registered with SPMS at the end of each calendar year, the Membership Coordinator will be compensated the additional amount of .75 per registered member. (payable at end of year)

Newsletter Editor - \$250 per month (current rate of pay)

After further investigation it was determined that many SPMS members are posting on Facebook and other social avenues and SPMS members enjoy the current Newsletter that is published and the position and rate of pay should remain the same.

Webmaster – Recommendation is to keep as a volunteer position

Top-Ten/Records Coordinator - \$500 per month (current rate of pay)

The sub-committee recognizes this position requires more hours of work; however, with a reduction in the number of competitions (for at least 2020), possible anticipated budgeted challenges for 2021, an increase in pay cannot be warranted at this time.

Fitness Event Coordinator – Volunteer

The Fitness Coordinator will work collaboratively with the Fitness Committee and SPMS clubs and members to maintain records for Fitness Events.

The proposed recommendations by the SPMS sub-contractor committee amount to \$12,000 annually which is a savings of \$22,200 from the current SPMS contractor budget of \$34,200.

By incorporating these budget changes, more revenue is available to allocate to other programs for SPMS coaches, swimmers and clubs.

It is recognized that this is a shift from previous years; however, these contractor positions reflect what the SPMS budget can reasonably allocate; therefore, any contractors who bid for the positions agree to these changes.