

WATER RAT SWIM TEAM

VOLUNTEER POLICY

PET-WRAT is the Parent Encouragement Tax of the Water Rats Parents' Club, Inc. The annual PET- WRAT fee, paid at registration, is the major source of income used to fund the Parents' Club annual operating budget. Families have the opportunity to earn back their PET-WRAT fees by volunteering at swim meets or by participating in the management of the Water Rats Parents' Club.

The PET-WRAT fee is set every year by the Water Rats Parents' Club board of directors and is listed in the team's registration packet. The PET-WRAT fee is payable in full at registration in September. No swimmer will be allowed to begin practicing with the team until the PET-WRAT fee is paid or waived because of financial need.

PET-WRAT Points

8/under swimmer	15 Volunteer Points
Age Group swimmer	25 Volunteer Points
Senior swimmer	25 Volunteer Points
2 or more swimmers, including an 8/under	30 Volunteer Points
2 or more Age Group and/ or Senior swimmers	35 Volunteer Points

Parents are required to help manage the Water Rat Swim Team by performing volunteer jobs, which help them earn PET-WRAT points. The number of Water Rat swimmers in a family, and their ages, determine the number of PET-WRAT points a family must earn.

In order to staff swim meets with parent volunteers, the Water Rat Parents Club revised its PET- WRAT requirements in September 2009. Since that time, Water Rat families have been urged to perform on-deck assignments during both the Short Course and Long Course swim seasons.

Parents who are not certified USA Swimming Officials, can work on-deck as timers and PET-WRAT points will be granted for each swim meet they work.

Parents can use the team website at any time to register to work at swim meets. Later in the season, the PET-WRAT Coordinator will choose timers from a list of those who have not volunteered in person or online.

The parents of championship swimmers are expected to volunteer at championship meets irrespective of past volunteer work.

Parents who fail to register online will be assigned to work at swim meets as needed by the PET-WRAT Coordinator.

Parents must find a replacement if they cannot work at a swim meet for which they have registered or been assigned. If they fail to work on deck or find a replacement their child may be prevented from participating in future swim meets. This sanction can be appealed by requesting to meet with the PET-WRAT Coordinator and one of the co-presidents of the Water Rat Parents Club.

Parents who do not fulfill their volunteer point requirements may jeopardize their child's continued membership in the Water Rat Swim Team. Swimmers may be excluded from the team if their parents consistently fail to participate in the team's management.

Parent Commitment

Volunteer points can be earned by working at swim meets, by becoming a swim meet official, by accepting an appointed volunteer position, or by serving on the Parents' Club Board of Directors. Parents will be asked to acknowledge this commitment when they register their child for the Water Rat Swim Team.

Water Rat-Hosted Meets

You will sign up to work at Water Rat-hosted swim meets on the team website wrat.org. We will post these events and the available positions on the team web site prior to the meet. It is your responsibility to check the web site and sign up for positions. At the meet, it is your responsibility to check in with the Meet Manager to verify that you have fulfilled your commitment. If you cannot fulfill an assignment, you are responsible for obtaining a substitute. Failure to fulfill your assignment or to provide a substitute at a home meet may result in a fine of \$50.00.

Away Meets

You will sign up to work at away swim meets on the team website wrat.org. We will post these events and the available positions on the team website prior to the meet. It is your responsibility to check the web site and sign up for positions. At the meet, it is your responsibility to check in with the host team. If you cannot fulfill an assignment, you are responsible for obtaining a substitute.

Off-deck Volunteering

You can also earn volunteer points by accepting an appointed volunteer position or serving on the Parents' Club Board of Directors. Additional volunteer opportunities for which points can be earned may be posted from time to time as the need arises.

PET-WRAT Rewards

Families that volunteer above the minimum level of points will have the opportunity to earn cash back through our PET-WRAT Rewards Program. Families may earn cash back for volunteering above the minimum level. Once the minimum level of volunteer points has been met, you will receive \$1.00 for each volunteer point earned in excess of the minimum. Volunteer rewards will be capped at the amount of your PET-WRAT fees.

Non-compliance

Parents who do not fulfill their on-deck and volunteer point requirements will jeopardize their child's continued membership in the Water Rat Swim Team. Swimmers may be excluded from swim meets if their parents consistently fail to participate in the team's management. If you do not meet your minimum volunteer commitment, you will be subject to a non-compliance fee of \$50.00 for each minimum volunteer point not earned. The penalties for non-compliance are capped at \$500. For example, if your commitment was 25 volunteer points and you earned 15 points, you would be assessed \$500.00 for the 10 points outstanding. Families who meet their volunteer commitment will not be assessed the non-compliance fee. Notification of noncompliance fee to be paid will be sent via email to families in August of each year.

Additional Information

An adult other than the parent may satisfy volunteer obligations, as long as the substitute can competently perform the volunteer task.

New members who join the Water Rat Swim Team mid-way through the year will have their volunteer commitment pro-rated over the remaining months of the year.

The intent of this policy is not to raise money but to emphasize how important it is that we work together to provide well-run meets for our children. The team cannot run a meet without adequate parent support. This policy is intended to provide flexibility for families throughout the meet season to fulfill the minimum volunteer commitment. Many of our parents volunteer in excess of 100 hours during the year. Families not doing their fair share jeopardize the smooth management and operation of team events and subject the club to increased membership fees.