



City of Plano Swimmers, Inc.

**2925 West 15th Street
Plano, Texas 75075-7632
(972-398-7946)**

www.planoswimming.org

Dear Parents and Swimmers:

Welcome to City of Plano Swimmers, Inc. (COPS). We have a rich history of developing high caliber competitive swimmers. While we are dedicated to continuing to build well rounded citizens for Collin County, our current plan is to strive to reach new avenues of the community so that we can better serve people of all skill, ability and age groups.

The City of Plano Swimmers, Inc. is a non-profit organization incorporated in September 1982 for the primary purpose of supporting all of our aquatic programs.

The COPS swim team rents pool time from the City of Plano Parks and Recreation Department, but we are not affiliated or a part of the City government. However, we do work closely with the City and the Plano ISD to coordinate common pool usage.

The goal of the City of Plano Swimmers is to provide opportunities for young people to develop socially and emotionally, to experience a wholesome and worthwhile physical and recreational outlet, to learn sportsmanship and be aware of team cooperation and to acquire skills to achieve personal and team goals.

We hope that you have a healthy, positive experience with our program.

WELCOME TO COPS!

**Ted Carson
Head Coach & CEO
City of Plano Swimmers**

MEMBERS OF THE 2017-2018 COPS, Inc. EXECUTIVE COUNCIL

CEO/Head Coach	Ted Carson	ted@planoswimming.org
President	Shana Shilliday	president@planoswimming.org
Treasurer	Chris Osborn	treasurer@planoswimming.org
Secretary	Wendy Jones	secretary@planoswimming.org
Members at Large	Edwin McDonald, DDS	liaison@planoswimming.org

The Executive Council normally meets once a month at 7:30 p.m. at the **COPS** office. If you have any questions or wish to attend a meeting, please email us at president@planoswimming.org or contact our Director of Operations and Billings in the COPS Business Office.

The City Of Plano Swimmers' bylaws are available in the COPS office.

Leadership Council

The COPS Leadership is appointed by the Executive Council to coordinate the service positions for meets and COPS events and functions. All meet operations, volunteers and special events are coordinated by the Leadership Council.

TEAM APPAREL SHOP

COPS maintains a sponsorship agreement with Speedo. **It is mandatory that COPS swimmers wear the SPEEDO team swimsuit and SPEEDO swim cap at swim meets.** Team suits, t-shirts, caps, bags, backpacks, & towels can be purchased in the COPS office.

Pool Locations

Plano Aquatic Center (PAC)
2301 Westside Drive
Plano, TX 75075

Rowlinson Natatorium (ROW)
1712 P Avenue
Plano, TX 75074

Oak Point Center (OPC)
6200 Jupiter Road
Plano, TX 75074

Tom Muehlenbeck Center (TMC)
5801 W. Parker Road
Plano, TX 75093

COMMUNICATIONS

At times you will need to talk with your coach. However, the time to discuss your swimmer's needs is not during practice. Fulltime coaches maintain regular office hours and appointments may be scheduled with them by calling or emailing them. Part time coaches can be contacted via email. If a coach is not available, please leave a voice mail message or send them an email.

Ted Carson	Ext. 5	ted@planoswimming.org
Rodrigo Pereira	Ext. 4	rodrigo@planoswimming.org
Karen Sakalys	Ext. 4	karen@planoswimming.org
Justin Bilgri	Ext. 2	justin@planoswimming.org
Madi Wyatt	Ext. 7	madi@planoswimming.org
Pete Calabrese		pete@planoswimming.org
Max Ginsberg		max@planoswimming.org
Justin Delao		jd@planoswimming.org
Dean Mijares		dean@planoswimming.org

The coaching staff maintains office hours at the **COPS** Business Office, located at 2925 West 15th Street, in the Prairie Creek Village Shopping Center. **The office numbers are (972) 398-SWIM (7946) or by Fax at (972) 758-0556.** If you have any other questions, you may call or email the office as follows:

Administrative Office Assistant	Ext. 1	office@planoswimming.org
Director of Operations & Billings	Ext. 6	billing@planoswimming.org

COPS uses a variety of methods to communicate with swimmers and their families through our website (www.planoswimming.org), emails, Facebook and Twitter

USA SWIMMING

City of Plano Swimmers, Inc. is one of the three dozen teams which comprise the North Texas Swimming, Inc. (NTS) Local Swim Committee (LSC). www.ntswwim.org. The NTS LSC is a part of USA Swimming, Inc. (USAS), which in turn, is part of the United States International Olympic Committee (USIOC). COPS is also a member of the Texas Swimming Association (TSA), governing body of the Texas Age Group Championships (TAGS) as well as a member of the Southwest Senior Circuit Association, which provides competition for the highest caliber swimming in the southwest United States during the summer long course season.

- When joining COPS, each athlete completes a USAS registration application form for the current calendar year and pays the annual USAS membership dues.
- No athlete will be permitted to participate in any COPS activity without being registered with USAS for the current year.
- Membership in USAS provides liability and supplemental medical insurance coverage for athletes while participating in COPS' practices and USAS sanctioned swim meets
- Annual USAS athlete renewal membership dues appear each year on the Fall Quarter Membership Invoice (September invoice).
- Athletes who transfer from one USAS registered team to another USAS registered team must wait 120 days from the last date of affiliated competition before swimming attached to their new team.
- As a member of COPS and USA Swimming, you will be required to adhere to all rules listed in the USA Swimming Rule Book.

COPS' PHILOSOPHY

CITY OF PLANO SWIMMERS, Inc. program is committed to the belief that age group swimming is an exciting and worthwhile experience. Competitive swimming techniques can be learned and enjoyed by those of moderate ability, as well as the potential Olympian.

There are three primary components on which the swimming program is based:

- The program must challenge all who participate
- If at all possible, children should be involved at an early age
- The training must follow a logical progression to fully develop each individual's ability.

COPS' OBJECTIVES

COPS believes in the ability of all swimmers to meet their personal goals through motivation and hard work. Although not all swimmers will achieve top times in all events, a well-planned swim program can provide every athlete a competitive, meaningful experience, whether or not they ever win a race. It is for this reason that COPS has the following objectives:

- To provide quality training and competition to all our swimmers
- To provide an opportunity for each swimmer to develop 100% of their potential
- To provide an environment that not only encourages, but supports well- rounded student athletes
- To assist with collegiate scholarship opportunities
- To learn good sportsmanship, and to make our swimmers aware of the value of team spirit
- To have consistent open communication between swimmers, coaches and parents
- To provide opportunities for social and emotional development
- To provide opportunities to develop a healthy lifestyle and a love for swimming

COPS' objectives are far more important than medals, ribbons and records. In many ways, competitive swimming is a preparation for life. The hardest worker in the pool does not always win the race anymore than the hardest worker on the job makes the most money.

Each swimmer must learn however, that to reach their potential they must develop good habits and they must work intelligently, consistently and hard. The transfer and application of this lesson will prove to be of immeasurable worth later in life.

It must be stressed that there is always the possibility of the abuse of this philosophy, particularly with swimmers at a young age whose parents become overly zealous in their child's "career".

FAMILY PARTICIPATION

The City of Plano Swimmers, Inc. is a non-profit, nationally competitive swim club that relies on volunteer labor from its member families to conduct swim meets and to manage the ongoing administrative and fundraising operations of the team. The team hosts 5-6 meets per year. You may sign up for volunteer positions on our website under each of our hosted meets. Additionally, watch our website and emails asking for volunteers.

Each family will be required to complete a minimum of 30 service commitment points per year. Points can be earned at COPS hosted meets or other COPS events. Point breakdown is as follows:

- 15 points must be completed between September 1 and January 31
- 15 points must be completed between February 1 to July 31
- Families must work at least one Greater Southwest (GSW) session

Any points earned over the required 15 in each half of the year, does not carry over to the next half of the year.

Families who do not fulfill their service point commitments will be billed \$15/point as follows:

- **February 1 billing for point deficiency from September 1 thru January 31**
- **August 1 billing for point deficiency from February 1 thru July 31**

If Families do not work at least one Greater Southwest (GSW) session, an additional 7 service points will be added to the second half (totaling 22 points from February 1 thru July 31). Families can choose to pay \$100.00 instead of the additional 7 points. If they do not select to pay, the additional 7 points will automatically be added to the second half of their service commitment. Billing for the \$100.00 will be effective February 1.

If you leave the team prior to the end of the fiscal year (September-August), your points will be prorated and any point deficiency will be charged to you at \$15.00/point. We may bill you for your point deficiency at the point in time you notify us you are leaving the team.

The COPS Executive Council reserves the right to change the point requirements or the charge each fiscal year.

COPS FUNDRAISING

Fundraising is an essential part of supporting our team that every family agrees to when joining the team. At the start of each fiscal year, COPS will ask each family to declare their intended option for fundraising. Each **COPS** family is expected to raise a minimum of **\$200 or \$300 (with two or more swimmers) per fiscal year**. When you join the team you are committing to either participating in fundraising or electing the advanced payment option.

Options:

- 1. Active Participation in Fundraising:** Families will be expected to raise at least \$200 for the first swimmer (\$300 for two or more swimmers) per family per fiscal year. COPS has two major fundraising events each year.
 - Any family that does not reach the \$200/\$300 expectation will be billed for the balance of the required amount. The shortage will be billed in the month of the last fundraising opportunity or when you leave the team. **Any fundraising deficiency must be paid prior to the June invoice to remain in good standing with the team.**
- 2. Advanced Payment Option:** Families may elect to pay a fundraising fee of \$150.00 per fiscal year in lieu of participating in our organized fundraising events. The amount will be billed in the months of September, October and November at the rate of \$50.00 per month. To participate in this option, you must remain in good standing with the team and pay all amounts due by the due date. This also requires a credit card on your online account for automatic billing. **(Option 2 is only available if joining or already a member of the team in September.)**
 - **If you choose to leave the team prior to honoring your \$150 pledge, you will be expected to pay the entire amount prior to leaving the team.**

New members who join after October 31 will have their fundraising commitment reduced based on when they join. If you join the team November 1 through March 31, the fundraising commitment is reduced by 50%. If you join the team April 1 through August 31, your fundraising commitment is waived for the remainder of that fiscal year.

We will prorate the requirement for families that leave the team based upon the time of year you leave and how many fundraising events remain in the fiscal year.

Team members, who leave the team after the completion of all fundraisers, will be responsible for paying the entire fund raising requirement.

BILLING PROCESS

Dues are calculated annually and billed quarterly on September 1, December 1, March 1, and June 1, and according to policy, are non-refundable once the quarter begins. A valid credit card added to your online account will ensure that your payments are automatically processed on time and that no late fees will be assessed.

- It is your responsibility to log into your account and review your charges. You may access your online account at any time by clicking on “MY ACCOUNT,” then “MEMBERSHIP DUES SCHEDULE,” then “SHOW INVOICES FOR THIS ACCOUNT.” You will be able to click on “CURRENT INVOICE” as well as “PROJECTED AMOUNT OWED.” The “PROJECTED AMOUNT OWED” is the amount owed by the first of the month.
- You may pay the amount due by check, credit card or electronic check. Allow two business days for your check or credit card to be processed prior to the due date of the first of the month.
- A late fee of \$25 is automatically added on the 15th of the month.
- Do not send payments of any kind with your child to practice or give to a member of the coaching staff while at the pool.
- We reserve the right to suspend access to meet entries and the accrual of any additional fees for any unpaid amounts. A nominal processing fee may be added to each online transaction.
- We reserve the right to assess a fee for any credit card or ACH transactions that are rejected by our online processing company and your credit card company. The current fee to be assessed will be determined by the CEO in conjunction with the Billing Coordinator.
- We reserve the right to charge a fee equal or greater to, the fee assessed by the credit card processing company for any transaction charged back to us by your credit card company. We encourage you to contact us prior to initiating a dispute of the charges.
- Meet fees will be billed monthly (usually prior to the meet). Relays may be billed after the meet. Once meet entries have been submitted, we cannot remove or refund events or fees.
- We will bill the USAS annual registration fee, the annual COPS registration fee, as well as dues for the first quarter on September 1.
- Your swimmer will not be allowed to practice or attend swim meets if there are any unpaid amounts subject to a late fee beginning on the 15th of the month.

SAMPLE ONLINE INVOICE:

City of Plano Swimming | TeamUnity, LLC [US] | https://www.teamunity.com/Ama2.jsp?team=ntscops#/accounts

Apps USA Swimming North Texas Swimming City of Plano Swimming swim staff select U.S. Masters Swimming C & H Financial Your Promotional COPS TRYOUT ST Dev Team Meet How (and What)

Edit Account

Barbara R. Billing Coordinator

Account Members Payment Setup **Dues Schedule** Swim Lessons

Account Charges Manage Charges View Account Invoices

Recurring Charges Summary

Member Charges	Description	Chart of Account	Frequency	Charge Months	Amount
Barbara	Senior Gold	Quarterly Dues	Quarterly	Mar, Jun, Sep, Dec	\$540.00
	COPS Annual Registration	Annual Reg Fee	Charge Annually	Sep	\$25.00
	USA Swimming Annual Registration	USAS Reg Fee	Charge Annually	Sep	\$76.00

Account Charges	Description	Chart of Account	Frequency	Charge Months	Amount
	Bi-Annual Meet Operations Fee	Hospitality Fee	Charge Annually	Mar, Oct	\$12.50

Additional Recurring Charges Summary

Additional Charge/Discount	\$ Billed Monthly	\$ Billed Annually	Last Modified	Modified By
No Charge-COPS Registration	---	-\$25.00 Sep	2014-08-28	Yourself
No Charge-COPS Annual Hospitality Fee	---	-\$20.00 Mar	2014-08-28	Yourself
No Charge-USA Swimming Registration	---	-\$67.00 Sep	2014-08-28	Yourself

Jennifer 7421 1623 Card

9:38 AM 7/11/2016

- Email reminders are sent frequently, but it is your responsibility to check your invoice online.
- Be sure to click on Current Invoice Summary and go to the very bottom of the screen and look at TOTAL OUTSTANDING BALANCE.
- Meet expenses will be added as incurred, so check your account after every meet.
- Relay fees may take longer to post.
- Your Total Projected amount is the amount of dues you will owe on the next dues billing cycle, assuming your swimmer does not change groups.
- Click on the Make a Payment Tab to add a credit card or ACH Check method to your account.
- If you have a credit card or ACH pay on file, we will automatically charge your account on the first of the month for any outstanding fees.

Direct questions about billing to billing@planoswimming.org

MEMBERSHIP FINANCIAL COMMITMENT

New Swimmer Registration Fee of \$100.00 per athlete is assessed when a swimmer joins COPS. Returning swimmers' annual registration fee is \$50.00. Swimmers who leave the COPS program and later apply for reinstatement will be placed on the existing waiting list and assessed a \$200.00 registration fee.

Payment of your dues signifies your agreement to all financial terms and conditions of the team. Quarterly dues are nonrefundable.

- September Invoice:** Includes dues for October, November and December, USAS annual membership fee, annual COPS registration fee, first \$50 payment of the Advanced Payment Fundraising Option
- October Invoice:** Meet fees, second \$50 Advanced Payment Fundraising Option, \$15.00 mandatory Meet Operations fee
- November Invoice:** Meet fees, third \$50 Advanced Payment Fundraising Option
- December Invoice:** Includes dues for January, February and March, Meet fees
- January Invoice:** Meet fees
- February Invoice:** Service point deficiencies, Meet fees; GSW fees
- March Invoice:** Includes dues for April, May and June, \$15.00 mandatory Meet Operations fee, Meet fees
- April Invoice:** Meet fees
- May Invoice:** Fundraising deficiencies, Meet fees
- June Invoice:** Includes dues for July, August and September, Meet fees
- August Invoice:** Service point deficiencies, Meet fees

PRACTICE GROUP	Quarterly Payments	Annual Dues	PRACTICE GROUP	Quarterly Payments
National Team	\$595	\$2,380	Fundamentals 3	\$365
National Prep Team	\$565	\$2,260	Fundamentals 2	\$320
TAGS Team	\$515	\$2,060	Fundamentals 1	\$275
Senior Team	\$475	\$1,900		
TAGS Prep	\$405	\$1,620	Fitness & Cross Training	\$320
Gold Team	\$380	\$1,520		

DUES POLICY

- **Quarterly dues are nonrefundable and cannot be prorated**
- COPS dues are calculated based upon a period of one year, but divided into four quarterly invoices for payment purposes. Payment of dues cannot be treated as "pay as you go" payments.
 - **Any swimmer who quits in the middle of the quarter will be required to pay the full fees for that quarter.**
 - New members who join in the middle of a billing quarter will have their fee prorated.
- If a new swimmer quits the team within the first two weeks of joining the team, they may request a refund of their dues. The registration fee and USAS registration are non-refundable.
- **There will be no proration of dues or service points for swimmers who go on vacation or visit overseas over the summer. Therefore, while your swimmer may not swim during the months of July or August, quarterly dues on the June invoice are still payable for the full amount.**
- **Payment of your dues reserves your spot on the team.** If you choose not to pay your quarterly invoice, you must notify us of your intent to quit or we will remove you as an active member of the team effective the 15th of the month.
- If you leave the team at any point in the year, and you choose to return to the team in the current or next fiscal year (September-August), **we will charge a \$200 re-registration fee and any outstanding fees must be paid at the time of re-enrollment.** You will be assigned a group based upon availability. If a spot is not available, your swimmer will be placed on a waiting list until a spot opens up on the team.
- Your return start date will be after the Labor Day holiday in September and up to two weeks after registration the rest of the year. (You are considered a returning swimmer if you joined the team on or after September 1 of the prior fiscal year.)
- **COPS dues do not allow for medical leave due to sickness or injury. Dues will not be credited or prorated for missed practices due to injury or medical absences.**
- Swimmers enrolled in the Senior Program, who choose to swim Summer Seniors during the summer quarter, will be charged the dues of their currently enrolled groups. Their dues will not be prorated. This applies to all swimmers who choose not to swim with their current practice group over the summer.
- The COPS coaches review the progress of swimmers on a regular basis, and at regular intervals, make recommendations to move up swimmers to more challenging groups.

- Swimmers who choose to move down during the quarter will not be eligible for a dues adjustment.
- Swimmers who are moved up in the middle of a quarter will receive an adjusted invoice in the month of the move.
- Graduating high school seniors will be offered prorated dues for the summer quarter provided all their fundraising and service point requirements have been met prior to May 31.
- **The official withdrawal date of the swimmer will be a date after the parent informs the coach and contacts the Administrative Office Assistant or Billing Coordinator to complete the withdrawal process.** Absenteeism from practice or just letting the coach know cannot be deemed as quitting the team. Any fundraising or service point obligations still owed to COPS will be calculated based on the official withdrawal date from COPS and will be added to the families account immediately.
- Returning College Swimmers who swim with the National Team during the summer will be charged the prevailing rate for the group. We may prorate the dues, depending on the swimmer's start and end date. Swimmers whose registration is not current with USAS swimming will be charged USAS registration fees.
- We will waive the least expensive dues of one swimmer in the family for every three paying members. Payment of all other fees (USAS registration, COPS annual registration) and financial obligations including meet fees will still be required.
- Families may receive a waiver of their service point requirement and fundraising requirement by becoming a USAS certified official.
 - COPS will pay for the required background check and USA Swimming registration fees with the expectation that volunteers will complete the first two sessions per fiscal year to receive their fundraising waiver and an additional four sessions to receive the service point waiver.
 - Any official member who leaves the team prior to completing their required sessions in a given year will be billed for an amount equal to the cost of the background check and USA Swimming registration. They will also be billed \$15.00 per point for their remaining volunteer requirement and up to \$200/\$300 for their remaining fundraising requirement. All trainee officials will be expected to demonstrate progress in successive levels of officiating.
 - All officials will be provided an agreement at the beginning of the year outlining the policies. The waiver cannot be given if the signed waiver is not returned to the office by October 1.

MEET REGISTRATION

You will receive an email from the office notifying you that a meet has been posted.

- Log onto www.planoswimming.org. On the right of the name of the meet, click on ATTEND / DECLINE.
- Click on YOUR SWIMMER'S NAME. Signup box has a pulldown. Click arrow and select "yes"
- Page will open up. Check the boxes by day/sessions you plan to attend.
- If you are not sure if your swimmer is qualified to swim an event, click directly on the words, DAY/SESSION. The information will show up. In NOTES box, you have the option to type a note to the coach. Click SAVE
- Once your coach has received your session selection and picked the events, the charge for the meet will be posted to your on line account. Payment will be due by the end of the current month. You can pay with a credit card or electronic check on the same website. A nominal processing fee will be added to each payment transaction.
- When all entries have been submitted, a file will be posted for you to check the events your swimmer has been entered into. Go to www.planoswimming.org, click on EDIT COMMITMENT and the events will show up. Please email your coach of any corrections, omissions or errors PRIOR to the meet registration DEADLINE.
- No changes including refunds can be made once the team has submitted the event file to the host club. If your child does not attend the meet, or you scratch an event, your account will still be charged the full meet fee amount.

POOL SEATING DURING PRACTICES

As a team we have guidelines which we must follow for where parents and spectators can sit during training sessions. United States Swimming and their insurance carrier does not allow anyone on deck during training sessions except registered swimmers, certified coaches, and pool personnel as the specific facility requires. **We are required to enforce these guidelines so that we are in compliance with United States Swimming Guidelines.**

The definition of being on deck is the item that most people struggle with understanding. As a club the following definitions have been put in place for each of the facilities that we use:

Rowlinson (ROW): This pool is the easiest of our facilities. Parents may sit either upstairs in the balcony area or at the two round picnic tables at the base of the stairs.

Oak Point (OPC): The most desirable spot for parents at Oak Point is in the upstairs viewing area. We realize that often this area will become crowded as parents from the Learn to Swim Program are there also. In the event that the upstairs becomes crowded, parents may sit in the bleachers that are on the deck as long as they follow the posted signs.

Tom Muehlenbeck (TMC): COPS has a designated set of bleachers within the pool area for parents to sit on. Please ask your coach where he/she would like COPS parents to sit during workout.

Plano Aquatic Center (PAC): Please use the waiting room with couches to the left of the entrance to the pool.

PRACTICE GROUP CRITERIA

The COPS program is designed to provide professional technique instruction and training for all levels of ability for young people ages 5 to 18. The team is divided into practice groups, each organized to meet differing needs and abilities. These groups are setup to provide what the coaching staff feels is the best opportunity for the swimmers.

A swimmer's placement in a practice group, or move-up to a new practice group, is primarily based upon the swimmer's ability to practice within that group, physical and emotional maturity, attitude, attendance, practice and meet performance, technique, response to technical changes, cooperation and behavior.

The coaches have the final decisions on "move-ups" and shifts, which occur between groups. Each case is handled on an individual basis.

COPS' PRACTICE GROUP PROGRAM

Performance Team

- National Team:** swimmers 13 years and older with a goal of becoming a nationally-ranked swimmer and considering competing in college. This group will be expected to adhere to practice and meet attendance requirements.
- National Prep:** swimmers 13 years and older who are TAGS qualifiers or have A times in multiple strokes. The goal of this group is to become a TAGS finalist and achieve Sectionals cuts. This group will be expected to adhere to practice and meet attendance requirements.
- TAGS Team:** swimmers 9-12 years old striving to achieve TAGS times. This group will be expected to adhere to practice and meet attendance requirements.

Training Team

- Senior Team:** swimmers 13 years and older either entering high school or in high school. The goal of this group is to develop a strong work ethic in practice to develop the necessary skills to be a successful club and/or high school swimmer while fostering a passion for the sport of swimming. Practices will emphasize correct techniques, especially as the swimmer fatigues, and teaches swimmers to compete at a high technical level.
- TAGS Prep:** swimmers 9-13 years old who strive to achieve B/BB/A times by the end of each session. Practice will focus on increasing the swimmer's fitness level and giving each athlete the confidence to complete sets as the duration and intensity increases.
- Gold Team:** swimmers 12 years and younger who can swim 50 yards of all four strokes legally, demonstrate legal turns, and start from a starting block. The goal of this group is to continue to develop proper swimming mechanics and techniques and the introduction of racing strategies while striving to achieve B/BB times.

COPS' COACHING STAFF

Ted Carson - CEO/Head Coach, joined the COPS staff in 2007, He grew up in Wichita Falls, Texas and began swimming at the age of 10. He swam through high school and continued at Midwestern State University. Upon graduating from Texas Tech University his first coaching job was in Moore, Oklahoma as the head coach for both the high school and the club team. After 5 years in Moore, he moved to Abilene, Texas to attend Abilene Christian University and complete his Masters degree in Management and Human Relations.

He moved to Midland and started a 17-year career as head age group coach and later the high school coach for MISD. In 1997 he was named head coach for COM Swim Team. Ted came to COPS as the head age group coach in 2007-2011. In 2011 he became the Head Coach/CEO of our team.

Ted has been married over 37 years and has 2 daughters and 6 grandchildren. Both daughters swam in Midland and went on to swim Division I in college.

Rodrigo Pereira - Head Age Group Coach joined the COPS staff in 2009. He began his swimming career in Brazil at age 5, and moved to the U.S at age 10. He swam throughout high school; receiving All-America honors his senior year. Rodrigo spent six years at the University of Texas, earning a BA in History and a M.Ed. in Sports Management.

Rodrigo began his coaching career right after high school, coaching summer league in Houston. He was introduced to coaching USA swimming during his sophomore year in college, when he worked with age group swimmers at Longhorn Aquatics. Rodrigo officially became a member of USA swimming in 2007 when he joined the staff at Texas Gold Georgetown. He is married with 2 children

Karen Sakalys - Director of Developmental Swimming joined the COPS staff in September 2012. She began swimming at age 3 and has never stopped. At the age of 11 she received her Junior Life Saving certificate and she swam on her high school team in her home town of Two Rivers, Wisconsin. Karen received her BS in Business from the University of Wisconsin-Eau Claire. She received her MBA from the Lake Forrest Graduate School of Business in Lake Forrest, Illinois. In 2010, Karen left the corporate world and joined Lifetime Fitness where she was the assistant coach for the Lifetime Swim Team and taught both group and private swim lessons. Karen lives in Wylie, TX with her husband John and their 2 children, who swim on the COPS Team.

Justin Bilgri: Justin was born in Wisconsin, but grew up in El Paso, Texas. He attended Sam Houston State University earning a BS in Health Education. He is an active member of USA Swimming and USA Triathlon. Justin has spent the past five summers coaching for his neighborhood summer rec league Swim 380 where he coached group and private lessons. He has been married for 14 years. They have two children, Joey and Jake.

Peter Calabrese: Pete has been a competitive swimmer since the age of 13, swimming in high school, Division 1 College, and Masters Swimming. He began his coaching career at 19, coaching summer programs, high school, and now as a Masters and competitive coach for COPS. Pete has been certified as an Adult Learn-to-Swim teacher through US Masters Swimming and can now teach every age level from 3 years and beyond.

Madi Wyatt: Madi began her swimming career with COPS at age 5, swam on two national -record setting relays at Cherry Creek High School and Westlake High School, and continued through two years Division I in college. She has over 15 years of competitive swimming and has been coaching USA Swimming for several years.