

## Makos “Fair Share” Participation Program Guidelines

1. All Makos families are required to complete their “Fair Share” of Makos swim meet and other activities as illustrated in the attached program chart. Families may choose from various activities (see Makos Volunteer Opportunity List) to accumulate their hours. Each fair share activity has a corresponding number of hours which will be tracked and totaled throughout the program period. Depending upon the number of hours achieved at the end of the program period (July 31, 2011), families will be eligible for awards. If a family fails to fulfill their “Fair Share” portion, they will be assessed \$10 per hour not achieved.
2. After fulfillment of the “Fair Share” portion of the program, families will have the opportunity to earn additional hours that will accumulate and qualify them for different volunteer status levels: “Makos Big Shark” or “Beyond the Call of Duty” volunteer. Upon fulfillment of the minimum hours associated with each level, families will be eligible for the award corresponding to the level they have achieved.
3. Families are required to work the entire scheduled sessions for which they signed up to receive credit for that session. Example: if you have signed up to work a session as a meet timer, you are responsible for timing that entire scheduled session, as determined by the meet director. If you need to be relieved of timing, it is your responsibility to find someone to take over your position and fulfill your commitment. Please do not ask to leave after your child’s last race if you have not finished your entire session—partial credit will not be given. You need to fulfill your entire session to earn the corresponding hours. Your relief timer will not receive credit—only the family who has signed up for the slot will receive credit.
4. A penalty of \$10/hour will be assessed for failure to show up for an activity for which you committed. For instance, if you signed up to work in concessions for a 2-hour session and you fail to show up, you will be assessed \$20 and will earn no hours for that session. This assessment will appear on your next monthly statement.
5. A family’s fair share commitment may be fulfilled by any member of the family or a family friend. Some positions may have minimum age requirements and/or training requirements.
6. Only the number of positions offered online for a meet may be staffed to fulfill your required commitment. Example: if only 3 positions are needed to run the concession stand for a meet session, then only the 3 families who signed up for those slots will get credit for working. A fourth person cannot “help out” the day of the meet and obtain credit for working the concession stand if the three allotted slots are already filled unless the meet director or away meet coordinator determines that a need exists.
7. The Makos “Fair Share” Volunteer program will run from the beginning of the 2010

short-course season (August 1, 2010) to the end of the 2011 long-course season (July 31, 2011).

8. A family's level of commitment is based upon their most senior swimmer. Example: if a family has a swimmer in the Gold group and one in the Bronze group, then the family's fair share commitment will be based upon the Gold swimmer.

9. A family's level of commitment will stay the same during the duration of the program (August 1, 2010 - July 31, 2011) based upon the most senior swimmer's group assignment at the beginning of the program, regardless of whether the child is moved up to a more advanced group. Example: if your child begins the year swimming in a Bronze level group and during the program period is moved up to the Silver group, your fair share commitment in terms of hours remains at the Bronze level throughout the year.

10. Two evaluations will occur during the year. The first will be January 20, 2010. The second will be July 31, 2010. The required number of hours for each group at each evaluation is outlined in the table below. Failure to accumulate the required number of hours at each evaluation will result in a \$10/hour assessment on your next monthly statement. For example, you have a silver swimmer. At the January 20 evaluation, you have only accumulated 2 hours. You will be assessed \$80 (\$10 x 8) for the 8 hours that you are short of the 10 required hours. You will now have a total of 10 hours (2 earned and 8 for which you paid).

	January 20	July 31
Gold/Senior	12 hours	25 hours
Silver	10 hours	20 hours
Bronze/Blue	7 hours	15 hours
White	3 hours	6 hours

11. Makos has a number of families that do not participate for the entire year (August – July). If you have paid dues for six or more months of the year, but are not a dues-paying member at the final assessment of the year, you will still be responsible for your Fair Share hours for that year. If you wish to rejoin Makos again in the fall of 2011, you will be required to pay the assessment fee for any unearned hours from the previous year. For example: Your children swim in the bronze group from September, 2010 until May, 2011. You do not pay dues in June, July, or August. Your Fair Share commitment from the 2010-2011 year is 15 hours. When you stop in May, you have only worked 10 hours. When joining Makos in the fall of 2011, you will be required to pay for the 5 hours of unearned time at the \$10/ hour rate.

12. The Makos “Fair Share” participation program is automated so that families are able to sign up for activities online. Families are also able to review their Fair Share account standing online to see if their fair share requirement has been met for the current assessment period. To find your Fair Share balance, log into your account at [www.msmakos.org](http://www.msmakos.org). Click on the [\\$ My Invoice/Payment](#) link on the left side of the page. At the top of this page is a “Volunteer Hours” tab. Click on this tab and you will see a list of all the activities for which you’ve received Fair Share hours. Scroll over to the right and you will see your total number of accumulated hours. This will appear as a negative number as the system assumes you begin with a requirement of zero hours and subtracts earned hours from zero. For example, if your balance is -5 hours, you have earned 5 hours toward your commitment. You may also contact the fair share administrator at [makosfairshare@gmail.com](mailto:makosfairshare@gmail.com) .

13. Families who join Makos from the period of August 1, 2010 to December 31, 2010 are required to completely fulfill the “Fair Share” commitment as set forth in the program for their most senior level swimmer. Families who join Makos from the period of January 1, 2011 to April 30, 2011 will be required to accumulate half the required “Fair Share” annual commitment. Those families who join Makos from the period of May 1, 2011 to July 31, 2011 will not have to fulfill any of the fair share commitment until the beginning of the next “Fair Share” program period - August 1, 2011. Families that join after December 31 will not be subject to any penalty for unearned hours until the July 31 assessment.

14. The Makos Board of Directors and fair share committee reserve the right to remove any participant from a slot for which they have signed up in a swim meet, if that participant has already fulfilled their fair share requirement and it is deemed necessary to open that position to allow other members to be able to fulfill their fair share requirement. If a participant needs to be removed from a signed-up slot, the fair share committee will notify that participant prior to the start of the meet. Other instances where a participant may be removed include, but are not limited to, cases where the participant is not of the proper age and/or not adequately trained to fill that position.

15. The Makos Board of Directors and fair share committee reserve the right to review and adjust the hour system as necessary. Additional volunteer opportunities may be offered and/or approved throughout the program period.

16. The Makos Board of Directors and fair share committee will individually review and make final judgment in any cases of exception to the Fair Share Participation Program.

17. The Makos Board of Directors and fair share committee will individually review and make final judgment in cases of hardship such as families who are going through an ongoing medical crisis.

18. Please see the Makos website at [www.msmakos.org](http://www.msmakos.org) for the answers to some FAQs.