

Board of Director's Meeting SGVBUA

10/09/2023

Roll Call

Board Members:

Jeremy Hamlett – President – present

Luis Ortiz – Vice President - present

Tim Triplett — Secretary\Treasurer –present

Will Fortner – 1st term – present

Jason Plourde– 1st term- present

Johnny Villegas -1st term - present

Jack Johnson – 2nd term –present

Steve Rose –2nd term – present

Instructional Chair – Dax Vi

Assignor – Phil DiPrima -present

Jeremy called the meeting to order at **6:38pm**. Jeremy asked if there was a motion for the agenda. **Jason made a motion to approve the agenda**. Luis seconded the motion. Jeremy asked if there was any discussion. There was none. **Everyone voted and the motion was approved.**

Jeremy asked if there was a motion for the minutes from 9/23. **Jason made a motion to approve the minutes**. Will seconded the motion. No discussion. **Everyone voted and the motion was approved.**

Open Forum:

- Nothing.

President's report – Jeremy Hamlett:

- Nothing to report.

VP's Report – Luis Ortiz

- Nothing to report.

Secretary\Treasurer report - Tim Triplett:

- Nothing to report.

Assignor – Phil DiPrima

- Phil said he has got a handful of our schools starting up fall ball and as long as everybody's okay with it, he'd like to put an email out to the unit letting them know there's opportunities to work. Several members said it sounds good.
- The other item Phil had, Kendall McCarthy asked to be removed from Arbiter since he's not going to come back to the unit next year, Phil has done this.

Board of Director's Meeting SGVBUA

IC - Dax Villalta

- Dax said he sent an email to everyone last week. There was a training opportunity listed on there at the Urban Youth Academy. One of the actions that he'd like to request from the Board tonight would be to authorize any potential incentive type of training that may come up between now and the beginning of our instructional calendar in the new year. For those that aren't aware this an upper-level baseball. The current timeframe that we are in right now, the current fall quarter is referred to as camp season, meaning that there are a number of paid camps and clinics available for umpires to attend at a myriad of levels. Due to that, there is a number of training opportunities that are available to people like him to be able to facilitate to people in our association. In order to get to where he thinks it is very possible for our association to get to mechanically on the field, in regards to proficiency. Dax said he needs to be able to have a look at every man and woman that is working for us, and being able to do that at the whatever field clinic we end up scheduling, he thinks it's too late. You don't teach people in season. You teach people in the off season so that we reinforce during the season and that potentially will elevate our performance level on the field. Short of that, we're working backwards. So that's one of the things that he'd like to discuss with the Board tonight, being able to use any training opportunities that that come up, that he feels are worthwhile to be able to use to offer instructional credit as an incentive. Picking up the baton that Phil put out there, Dax said he and Phil have had preliminary conversations about being able to use some of those games as evaluation situations where, instead of giving an assignment to a one man, particularly, for example, at a place like South Pasadena where they will have a 9 inning varsity game and an 11 inning Junior Varsity freshman game. He'd like to be able to use something like that where he could call on 7 or 8 members of our association and schedule them to come in for 3 or 4 innings at a time, base plate. Get them through their work, be able to physically be on site with them, being able to see them for an extended period rather than in a traditional field clinic setting, where we'd be able to see them for 2 or 3 min because we'd have to rotate through everybody else. It's a more effective way to skin the cat being that we don't have an exuberant number of officials. Dax said if he could have the compliance of our membership, he could make a pretty serious dent in the off season over a couple of weekends, to be able to see a good amount of our staffing to know how to best approach the actual field training component and the mechanics focus that that we should have as part of our instructional training. Tim asked what he was looking for, credits to the members for attending or what. Dax said he is looking for the board to authorize him to be able to offer the equivalent of a field clinic if somebody were to take him up on the offer to come out. For example, say South Pasadena had a double header this weekend, and he could come up with the means of being able to see 5 or 6 of our umpires in lieu of the Field Clinic, which is potentially scheduled for February. It gives Dax an opportunity to work with any number of officials for a longer period of time in a live ball. Non pressure situation. Will said he thinks it would be good. Tim said he

Board of Director's Meeting SGVBUA

doesn't think we need to vote on it because it is something we already allowed for the person in the position previously. Tim said he doesn't think it is something new. Jeremy said he thinks it sounds good. The more instruction our unit can get the better. Dax asked if that authorizes him to use the arbiter as a means of scheduling that for umpires. He said putting it on the arbiter officially guys, we can keep track of what's going on. He asked Tim if he has access to that or if he has to go through Phil. Tim said he would have to give Dax access but him, Dax and Phil should talk offline. If Phil is comfortable with him having access it's fine, there have been issues in the past. Phil said he is totally fine with that, the only thing he would say is whether it's him adding the game or Dax adding the game. Dax could schedule the guys and publish the assignment out. The only thing is in years past our unit has always shied away from doing off-season stuff in the arbiter. Phil said he would like everybody to understand that since this is a unit function that everybody's okay with the arbiter to be used for off season game coverage. Tim said as long as we are using it for unit business, it is not a problem. Phil said any of these training opportunities that Dax deems fit for our members to go and receive training, they will receive training hours and would not be required to attend the scheduled Field Clinic in February or any other month that we put on the calendar. If they came to an off-season training that would satisfy that requirement as far as certification goes. Dax said that is correct. Tim said we just have to make sure that information gets to him, so it is recorded for the umpire. Jason said we had talked about it last year that these are cash games that these high schools do during the winter. People need to know that they aren't going to get paid, and maybe that money can go to the unit and we can put it in our bank account. Will said he thinks that is good for both the unit and the umpire. Tim said what was voted on last year was that if an umpire went out and worked a game and ended up working by themselves, they were paid for that game. But if there were 2 or more umpires working the games, then those monies come back to the unit, since they were getting unit credit for working those games and they were being treated as a scrimmage. Dax said he doesn't have a problem with that.

Committee Reports – none

Action Items:

- **Committees** – Jeremy said that he will start getting the committees together. He will have nominations at the next board meeting.
- **Instructional Calendar** – Tim said he thought the calendar was already approved. Jeremy said there was a lot of back and forth on email. He decided to add it to the agenda to make sure everyone is good with the changes. If everyone is ok with the changes made via email, then we are good. He would like to get the schedule out in the next couple of days, before the 11/13 meeting. Jeremy said there was a couple of dates and he added the in person versus zoom to it. He also changed the one date that Phil caught that would have been the men's basketball championship on that Monday.

Board of Director's Meeting SGVBUA

Jeremy said he revised it and sent it to everyone. **Will made a motion to approve the revised instructional calendar. Johnny seconded the motion.** Dax said he will not be in town Mon, Feb 26 and Mon, March 25. Jeremy said that is a makeup meeting and it should be fine with Dax out. Dax said he would prepare instructions and get it to the board. He asked where we will be meeting, South Pasadena or somewhere else. Phil said now that we have an approved calendar he can go to the schools and ask. Tim asked Phil to let him know so he can publish that on the website with the meetings dates. Tim said he would also work with Phil to get an insurance certificate.

Tim asked if there were any announcements.

Dax asked what kind of turnout there was last year. Historically, what kind of turnout has there been. Have we had 20% of our membership come out and participate in that or less than 20, better than 20. Dax said he doesn't want to invest time into something that's not going to go anywhere because the culture is not there. And if the culture is not there because it hasn't been cultivated, then he thinks this is something that we really need to look at. Part of the means of developing that culture would be for instance, if an email from the Board informing our membership that this is something that we are all behind because it's going to generate better training opportunities, more training opportunities on the field which could expedite our performance level on the field. He thinks this initiative is very important. For that reason he would really like to get support on this. Phil said he would answer. Since he has been the assigner the turnout is usually less than 20% of the membership. Any kind of off-season type of training or meeting or clinic that's just been added, or in addition to the calendar or training, or whatever, there's not a whole lot of participation but there is some participation. However, what you're trying to cultivate and bring to the group has never really been done before, where we're offering multiple on-field opportunities to really get instruction in a small group environment that will really help each member and take hopefully their game to the next level. A lot of our members, not just since he has been the assigner but even since his involvement with the unit for 20 plus years off and on, the off-season stuff has never been very big, or well received. He doesn't recall ever seeing any kind of opportunity for that kind of training and opportunities to get better. Phil personally thinks what Dax would like to implement is entirely new with the number of opportunities you're willing to give, not just on the field on a Saturday game but doing the Urban Youth Academy letting guys know 2 months in advance. They can sign up for that and go to that clinic which is run by professional umpires, and they can get credit for our group. He thinks it's worth going down the path. Phil said he agrees with Dax about getting something drawn up from the board and sent out to the membership letting them know that every one of us as board members are behind it and then we got to support it. That means we need to go out there and spend a couple of hours on a Saturday in the off season before the Saturday that's required in late January and February for our clinic. Dax said here's the reality. There's vast rooms for massive improvement in our association. Specifically, nuts and bolts type of stuff that our membership is not executing on the field, either for lack of information, lack of training, lack of experience, or, any combination of the above. There's things that we need to be doing at the very basic elementary level that we're not doing. There's things that we're doing that are incorrect and appropriate, that we need to correct. That's where that's where board support behind these initiatives is invaluable because if the culture

Board of Director's Meeting SGVBUA

does not exist and we're trying to implement that it needs to be something that needs absolute support. It can't just be the message from the instructional chair putting training opportunities out there. It's to the point where we're going to have to hit them several times. Maybe every other week reminding people, hey, we've got a training opportunity coming up make sure you check into that. There's a possibility of more training opportunities coming up. You have any questions reach out to Tim, reach out to Dax, reach out to Phil. You know any one of us could answer any one of those questions as long as we get people interested in these training opportunities. Dax said he was afraid that Phil would say less than 20%. He said he wishes that number was greater but it's not the reality. And the mentality seems to be that we're going to be okay with our in-season training. Dax said he would like to be more progressive than that. He thinks there is a necessity for us to be more progressive and more proactive about front loading as much of our training as possible. He said all due respect to multi support officials, career-oriented people, and family-oriented people. We all have to juggle all those hats, so any one of those things can't be used as a crutch or an excuse. We all have to bear those crosses. If we want to succeed and be more proficient at this, then we have to motivate our umpire staff to make time to accommodate some of this extra training. Because it not only does behoove them too, but it will also benefit them as they become post season officials as they become championship level officials. Are we getting the job done. Yes, we did get the job done with what he observed last year, with the sampling of the games that he worked. Could we be doing the job a lot better at the at the high school level. Absolutely we absolutely could. And that message needs to be conveyed to our general membership that the opportunity for training is there. But the training only happens if they are a participant to the training. Jason said he thinks it would be a great time to maybe do some of our ratings. If we don't have a current rating on a on an umpire, that might be a great opportunity for Luis to work with Dax to rate umpires. This way they could get a more accurate rating, and we could piggyback not only are you getting more training, but you'll also be able to get rated. Dax agreed. Luis said he thinks a lot of the umpires in this unit are experienced and already know what they can do. He thinks what we need to do is identify those umpires that we're not sure exactly where they're at. He said he talked to Phil and Johnny on the phone in the middle of the season last year and going over the umpires that are on the list, and which ones that we've seen or worked with, and all that. He thinks for those particular umpires, remember those guys come and go fairly quickly, as opposed to all the experienced veterans here. He thinks it would be worth Dax's time to send out a general email inviting people to come and encourage newer people to come. Luis said he thinks it's gotten to the point now that we need to specifically tell specific umpires you need to come to this and it's more urgent and more important that way. We can get a rating. He remembers sending out ratings last season, and there were a few umpires that didn't agree with their rating, and we explained that it was based on previous years. We don't have a current rating because Covid happened, and we didn't have the opportunities to evaluate. And we didn't have a lot of field clinics. But now we're ramping back up again. Luis thinks to make this more efficient, we really need to identify the umpires, the relatively new and brand new umpires, but the ones that we're not sure of to check them out. Dax said he agreed 100% with Luis and what he touched on, that people need to be told rather than invited to show up. But by the same token, he disagrees a little bit where he saw a lot of room for improvement within our veteran officials. There are things that some of our veteran officials do that are outdated mechanics, inappropriate or incorrect mechanics, not things that are his pet peeves more so

Board of Director's Meeting SGVBUA

things that are no longer acceptable in the current iteration of high school 2-man mechanics. Mechanics have evolved, and unfortunately, some of our veteran officials do not seem to have evolved along with the way the mechanics have evolved. So rather than just focusing on the new people, he doesn't think that the new group is going to be very large. We take the bull by the horns, and we tell everybody rather than giving them an opportunity to sign up. We give them a date on the time when they're going to show up for said purpose. Tim said he agrees. This is not just for the ones we want to improve their rating. This is just an opportunity for umpires to get out there and put work in. The more work you put in the more you going to learn. Instead of telling them, we word it to make them buy in to it. Dax said you're not given the opportunity to voluntarily do something in basketball. You are steered in the direction of doing something in basketball, and his contention with baseball officials over the last nearly 20 years has always been that baseball hasn't really been taken very seriously by baseball officials because there are very few true baseball only ponies. The ones that are true baseball officials are gonna get their training and their growth and development regardless. But baseball is more of a last cash grab sport where we get all of the transient officials just trying to make one last cash grab. And they don't really particularly care how proficient you know they are because they're not gonna be around. In a year or 2, they're testing the waters to see how hard it's going to be to grow within the association within the sport and not speaking specifically about San Gabriel, but as an overall generalized statement, it's not very hard to establish yourself as a baseball official in the CBUA, because there's such a disparity between the number of games and the amount of officials. If you have a warm body with protective chest harness and shoes, and you have some modicum of a umpire uniform, you're going to work at some level of baseball. Dax said he would like to set a precedent with the board that we're going to try to change that in the San Gabriel Valley. We need to be better by expecting more, not just our officials, but expecting more from ourselves. We need to set the bar higher. We need to set the tone for our officials to be more focused. If we want them to be more professional, then we have to. We have to show them how to do that. If we want them to be better, then we have to show them how to do that, part of the solution to that is not inviting people. He said he was glad Luis brought that up, and he is glad Tim said he is on board with that, because it's telling people that they need to be there. It's telling people you need to not be just a one shirt official. It's telling people. You need to get a different shirt to the one that was worn 10 years ago. You need not. It's telling people heather gray is no longer permissible, acceptable. You must wear the poly spandex pants, because all of these things, filter down into how at the end of the day we will be judged by our company of peers in the CBUA. Will said he is in agreement with all Dax stated, as well as what the other board members stated. As far as veterans are concerned, he thinks our veterans, he has always learned through his work details that it's a boss, his behavior shown is observed by the rookies or the younger employees. If veterans go and veterans improve and veterans buy into what we have as an opportunity for Dax to instruct us that's how the unit will grow. Not only the veterans, but all the mid-level guys that have been there 3 or 4 or 5 years as well as the rooks. Observation and listening as a veteran gets people excited again. And this brings the level up to a higher thing, and people are hopefully more available to that and absorb it. Dax said the goal is to light fires under people's feet. The goal is to get people to understand that it's not just get along to go along in baseball, not in San Gabriel anymore. We're going to roll up our sleeves. We're going to do work and we're going to get better as an association. And we're going to get better tomorrow. We're not going to get better

Board of Director's Meeting SGVBUA

5 years from now. We're going to get better tomorrow. We need to get better together. Tim asked if there was anything else. Dax said how about we start at the top. How about we start with our playoff level officials from last season because those playoff officials from last season are the ones that are going to potentially go into nominations for semi-finals and finals. We want to get them as much training as possible, because they will be our representatives moving forward at the semifinals and championship level. Number one we start going through the list, get a couple of dates together, get 5 or 6 of these people notifications that they are expected to be at a particular venue at a particular date on a particular time, because they will be there for observational and evaluation purposes. Johnny said we are kind of putting the cart before the horse here because we haven't even developed any committees yet. He thinks we need to develop a committee just for that one purpose for rating and for overseeing some of the changes that we're going to make as far as improving the umpires' abilities. Luis said we have a ratings committee. Luis said he is the chair and Johnny and Phil are on the committee. Dax said lets get the people who are pissed off about their rating out there first.

Next board meeting is Monday, 11/13 at 5:00pm in person.

Luis adjourned the meeting at 7:23 pm.