

Independent Contractor Agreement

Revised March 2025

This agreement made this _____ day of _____, 20____ by and between the City of Minneapolis acting by and through its Park and Recreation Board (“MPRB”), a body corporate and politic under the laws of Minnesota and _____ Contractor’s Name an individual (“Contractor”).

In rendering officiating services for the MPRB, the Contractor is acting in the capacity of an independent contractor and is not and shall not be an employee of MPRB. No joint venture, partnership, common enterprise, or employer-employee relationship is created by this agreement. The Contractor shall not represent himself/herself/themself as an employee of MPRB and does not have nor shall he/she/they claim any rights arising from employee status under this agreement. No medical insurance, workers’ compensation, unemployment insurance, or other benefits or insurances is accorded to the Contractor by this agreement. The MPRB does not have any responsibility for any payroll related taxes associated with the payments compensated by this agreement and the services to be provided by the Contractor, all of which are the sole responsibility of the Contractor.

The Contractor understands that a successful background check is required prior to game assignment. For Youth Sports Officials, an approved concussion training certificate is also required prior to game assignment. The Contractor understands that there is no guarantee of any certain number of games per week, season, or year and that the assigning of contractors is at the sole discretion of the assigner. The Contractor agrees to follow the League policies and procedures outlined in the MPRB Officials’ Meetings and MPRB League Bulletins provided at the pre-season meetings. Failure on the part of the Contractor to appear and/or perform in an acceptable manner may result in cancellation of this agreement which shall be at the sole discretion of the MPRB. If cancelled, the MPRB shall give the Contractor written notification of cancellation. The Contractor may terminate this agreement at any time. The Contractor providing service under this contract assumes all liability of injury to himself/herself/themself and waives any claim against the MPRB for injury, loss, or damage which may be sustained against Contractor’s person or property while acting in the capacity as an official at a game, or while in transit to or from a game at which the Contractor will officiate. The Contractor shall be solely responsible for any damages (including personal injury, costs, and attorney’s fees) to third parties as the result of the Contractor’s intentional or negligent acts or omissions.

The MPRB will process payments two (2) times per month, or earlier under the discretion of the MPRB. Scores must be entered in Team Sideline to receive payments. These payments are in full compensation of all services rendered for the sport and time stated on the invoice and per the terms of this agreement.

Pay Rates

Football	Pay Rate	Baseball	Pay Rate	Adult Soccer	Pay Rate
*Youth Certified	\$40/game	*18U Certified	\$75/game	Adult Certified 6x6	\$39/game
*Adult Flag Certified	\$30/game	*15U Certified	\$70/game	*Adult Certified 11x11	\$75/game
*MSHSL Certified (Tackle Only)	\$41/game	13U Certified	\$65/game	Youth Soccer	Pay Rate
*Youth Flag Certified	\$30/game	12U Certified	\$65/game	11U Certified 6x6	\$28/game
Basketball	Pay Rate	10U Certified	\$60/game	*13U Certified 6x6	\$28/game
*Youth Certified	\$30/game	Youth Softball	Pay Rate	*15U Certified 6x6	\$28/game
*Adult Certified	\$30/game	18U Certified (Double headers)	\$35/game	*18U Certified 11x11	\$34/game
Hockey	Pay Rate	14U Certified	\$50/game	Volleyball	Pay Rate
*Youth Certified	\$36/game	12U Certified	\$50/game	Adult Certified	\$30/match
Adult Certified	\$30/game	10U Certified	\$30/game	Youth Certified	\$30/match
Field/Court Supervisor	Pay Rate	Adult Softball/Kickball	Pay Rate	Broomball	Pay Rate
Field/Court Supervisor	\$15 – \$20/game	MUA Certified	\$30/game	Adult Certified	\$41/game

Extra Pay Details
* = Eligible for time and a half for solo games.
Those who officiate five or more games in one day are eligible to receive an extra \$10 per game. For example, if you work six games, you earn an extra \$60. This does not include Field/Court Supervisors.
There is a \$2/game pay increase for all qualifying veteran officials who have officiated for the MPRB for a minimum of five years, per submission and approval of the Mentorship Contract Agreement.

Pay Rates Continued

Hiring Paperwork: All Independent Contractors must complete all required paperwork to officiate. Games will not be assigned until all necessary forms have been received.

Late to Assignment: If the Contractor is late for a scheduled game, the Contractor will be paid half of the appropriate game fee. All officials are required to be onsite at least 15 minutes early prior to their first scheduled game.

Weather Cancellations:

- **Advanced Notice:** Contractors will not be paid in circumstances where they received prior days' notice.
- **Day Of:** Contractors will not be paid in circumstances where the MPRB authorizes Citywide cancellations due to unsafe and/or unplayable field conditions. The League Directors will post these notifications online no later than 4:30 pm on game day.
- **Onsite - Leaves:** Contractors will be partially paid in circumstances where they leave the site after announcing the games are cancelled. This will result in being paid the full game fee for the first/current game, and a game fee of \$10 per game for each remaining game. For example, if the Contractor cancels a four-game set of adult softball assignments at 6:10 pm, the Contractor would be paid the full game fee of \$27 for their first scheduled game, and \$10 a game for each of their remaining three games, totaling \$57 (1st game = \$27, 2nd game = \$10, 3rd game = \$10, and 4th game = \$10).
- **Onsite - Stays:** Contractors will be paid in full in circumstances where they remain onsite. If the Contractor cancels the first game but decides to remain onsite to see if conditions improve enough to restart play (i.e., moderate rain to light or no rain), they will continue to be paid the full rate for each game. For example, if the Contractor stays for three games in hopes for weather to clear, they would be paid \$27 for each of their first three games, and be paid the \$10 rate if they decide to leave the site prior to their final game's start time, totaling \$91 (1st game = \$27, 2nd game = \$27, 3rd game = \$27, and 4th game = \$10).

Forfeits:

- **Advanced Notice:** Contractors will not be paid for their first and final games in circumstances where they received prior days' notice of a forfeit. Middle games will be paid for as the Contractor must remain onsite. Contractors will be partially paid in circumstances where there are multiple forfeits in a row that extend to the end of their shift. This will result in being paid the full game fee for the first forfeit and a game fee of \$10 per game for each remaining game. For example, if the Contractor has a four-game set of adult sand volleyball, and games 2, 3, and 4 are forfeited, the Contractor would be paid the full game fee of \$30 for their first forfeited game and \$10 a game for each of their remaining two games, totaling \$80 (1st game = \$30, 2nd game (forfeit #1) = \$30, 3rd game (forfeit #2) = \$10, and 4th game (forfeit #3) = \$10).
- **Day Of:** Contractors will be paid for all forfeits in circumstances where they received same day notice.
- **Onsite:** Contractors will be paid for all forfeits in circumstances where discovery is found onsite.

Failure to Show: Failure to show to an assignment may result in the termination of the contract agreement.

Not Included: Anything not covered above will fall under the discretion of the MPRB Officials Assigner and Athletics Department.

I have read and I agree to the contract and appropriate game/pay rate(s)

Contractor's Name: _____ Phone: _____

Contractor's Signature: _____ Date: _____

Authorized MPRB Staff: _____ **Date:** _____