



**ALLSTAFF Services, Inc. Agreement
for City of Mesa
Parks, Recreation and Commercial Facilities Department Assignments
Official Requirements
Flag Football, Kickball & Volleyball**

(Please Print)

Name _____ Title _____

Official # _____ (Do not fill in) Email _____

Address _____ City _____ Zip _____

Phone (h) _____ (w) _____ (c) _____

ALLSTAFF Services, Inc. contracts with the City of Mesa’s Parks, Recreation and Commercial Facilities Department to provide officiating in the adult sports program. As an official assigned to the City of Mesa, I agree to abide by all the provisions set forth.

1. I will be paid per game, which includes: pregame setup and post game tear down and my pay rate will be based on job title and pay range as identified below:
 - Official I \$12-13 per game/match
 - Official II \$14-16 per game/match
 - Official III \$17-18 per game/match

I am responsible for submitting my legible, signed time-sheet per ALLSTAFF Services, Inc. and the City of Mesa deadlines indicated on the pay period calendar received.

2. I will maintain a professional image for myself, ALLSTAFF Services, Inc. (my employer) and the City of Mesa. My umpiring uniform will include the following:

| Kickball Requirements | Flag Football Requirements | Volleyball Requirements |
|--|---|---|
| <ul style="list-style-type: none"> • Referee shirt: Black and white shirt with vertical stripes (must be tucked in) • Black full length pants or shorts with a black belt (no denim, no jeans) • Black shoes • Black lanyard and whistle (Fox 40 preferred) • Yellow penalty flag • Watch • Clean uniform, free of dirt/stains/holes/frayed seams, etc. | <ul style="list-style-type: none"> • Referee shirt: Black and white shirt with vertical stripes (must be tucked in) • Black full length pants or shorts with a black belt (no denim, no jeans) • Black shoes • Black lanyard and whistle (Fox 40 preferred) • Watch • Clean uniform, free of dirt/stains/holes/frayed seams, etc. | <ul style="list-style-type: none"> • Referee shirt: Black and white shirt with vertical stripes (must be tucked in) • Black full length pants or shorts with a black belt (no denim, no jeans) • Black shoes • Black lanyard and whistle (Fox 40 preferred) • Watch • Clean uniform, free of dirt/stains/holes/frayed seams, etc. |

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3. I will complete my official job duties which include the following:
 - Arrive 15 minutes prior to my first scheduled game/match in order to perform a safety check of the playing area, and implement additional safety measures throughout the games as needed.
 - Notify my site supervisor and Supervisor of Officials as soon as possible if I am running late.
 - Conduct a pre-game/match coaches meeting, prior to each game/match.
 - Verify that score cards are complete, which includes players' first and last names. Completely fill out the score sheets at the conclusion of all scheduled games/matches (correct scores, participant count, spectator count, officials signature, etc.).
 - Know, interpret and enforce the City of Mesa's football/kickball/volleyball rules and policies.
 - Interpret and enforce rules and regulations in an impartial manner at all times which includes, but is not limited to:
 - a. Maintaining a professional demeanor by refraining from using an aggressive tone.
 - b. Using appropriate language and refraining from profanity
 - c. Maintaining an appropriate distance by not initiating physical contact with participants/fans etc.

4. I will be held responsible for all of my assignments, which includes the following:
 - Finding a substitute if I am unable to work any of my assignments.
 - Notifying the Supervisor of Officials and/or Program Coordinator when my contact information has changed.
 - Understanding that at the close of the officials meeting all assignments scheduled will be considered final regardless of my attendance.

5. There will be consequences for not abiding by the above policies, which may include but are not limited to:
 - Demotion to a lower job title, which includes a reduction in pay.
 - Suspension from current assignments.
 - Suspension from accepting any assignment for 2 weeks.
 - Suspension from all assignments for a season.
 - Termination.

I acknowledge receipt of this agreement and have read and understand the requirements. I understand that the City of Mesa Program Coordinator will have the final determination in all matters.

Officials Name (Please Print)

Signature

Date

Supervisor of Officials

Date