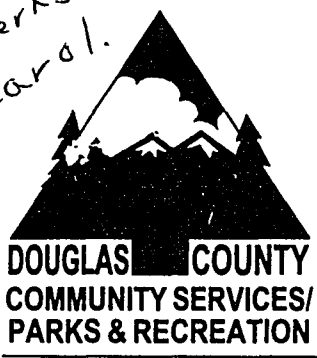


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**DOUGLAS COUNTY  
COMMUNITY SERVICES/  
PARKS & RECREATION**

DIRECTOR: Scott Morgan

BARBARA REED  
BY *[Signature]* DEPUTY

▲ Parks  
1325 Waterloo Lane  
Gardnerville, NV 89410  
(702) 782-9835  
FAX: (702) 782-5799

▲ Recreation  
1327 Waterloo Lane  
Gardnerville, NV 89410  
(702) 782-9828  
FAX: (702) 782-9844

▲ Lake Tahoe  
Kahle Community Center  
236 Kingsbury Grade  
Stateline, NV 89449  
(702) 588-0271  
FAX: (702) 588-0275

MAIL: P.O. Box 218, Minden, NV 89423

**Memorandum of Understanding**

**IT IS UNDERSTOOD THAT:**

1. The Douglas County Parks & Recreation Department wishes to enter into an agreement with James Koenig, Scheduler/Head Official for Adult Volleyball League Official Services for the 1998 Spring & Fall Volleyball Seasons.
2. Douglas County will be billed, according to the claims cutoff schedule, by James Koenig. These billings will reflect the forthcoming scheduled games up to the next cutoff date and will include the names of officials scheduled, rate of pay per official, the number of games worked and the location the official worked.
3. The amount of pay is as follows which includes a \$1.00 scheduling and SIIS insurance fee:
  - a. \$13.00 per match
4. No charge will be assessed for resumed games due to protests or other circumstances outside the Parks & Recreation Department's control.
5. In the event of make-ups, postponed or rescheduled games, the rate of pay will be the same as previously stated in number 3.
6. The Recreation Division will document any and all occasions in which officials fail to show or are late for a work assignment. If matches are required to be rescheduled due to the officials being tardy or not showing for an assignment, the Head Official will be fined \$20.00 per match lost, not paid for games missed, and will make up those matches at no financial cost to the County. In the event an entire season is completed without incident, a bonus of \$100.00 will be awarded to the Head Official, to be distributed at his discretion.

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More than just fun and games!

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- 7. It is the Scheduler/Head Official's responsibility to make sure all assignments are covered, even when the weather conditions are unfavorable, as long as the Recreation Division still has matches scheduled.**
- 8. All officials are obligated to enforce the standard rules and the local Douglas County Recreation Division rules for the sport. In addition, all officials will be required to adhere to all policies and procedures set forth by this County. Any official who fails to adhere to the County's rules, policies or procedures will not be allowed to continue to work anymore official assignments.**
- 9. The Scheduler/Head Official is required to submit to the Recreation Division Sports Coordinator a personnel list (name, address, day and night telephone numbers) of all officials that are qualified to work Adult Volleyball assignments.**
- 10. All officials are to arrive at (20) twenty minutes prior to their first game assignment to set up the nets and have all equipment ready by game time.**
- 11. All officials are to be dressed in the proper attire for volleyball officiating. In addition, all personnel are to demonstrate a high level of professionalism at all times.**
- 12. If the Parks & Recreation Department cancels matches by 5:00 p.m. on the day of scheduled matches, the official will not be paid but the Scheduler/Head Official will be paid.**
- 13. James Koenig will attend all protest, discipline and manager's meetings at no cost to the County.**
- 14. And acknowledged that James Koenig and his Volleyball Officials are not Douglas County Employees and there shall be no:
  - a. Withholding of income taxes by Douglas County.**
  - b. Participation in group insurance plans which may be available to classified employees of Douglas County.**
  - c. Accumulation of vacation, sick or holiday leave.**
  - d. Unemployment compensation provided by Douglas County.****
- 15. James Koenig agrees to train, certify, supervise, evaluate and monitor all officials on a regular basis. Mr. Koenig will also attend all manager's meetings to ensure the highest quality of volleyball officials to the participants.**

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This Memorandum of Understanding shall expire at the end of the 1998 adult Volleyball League Season. This contract is up for renewal for the following 1999 season if agreeable by both parties.

The Parks & Recreation Department and James Koenig hereto have caused this to be signed and intended to be mutually complied with.

Date: 3-9-98

Scheduler/Head Official: *James A. Koenig*  
James Koenig

Date: 3/9/98

Recreation Coordinator (sports) *Sheryl Christian*  
Sheryl Christian

Date: 3/9/98

Recreation Superintendent: *Brian Fitzgerald*  
Brian Fitzgerald

REQUESTED BY  
**DOUGLAS COUNTY**  
IN OFFICIAL RECORDS OF  
DOUGLAS CO., NEVADA

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LINDA SLATER  
RECORDER

PAID ko DEPUTY

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**CERTIFIED COPY**

The document to which this certificate is attached is a full, true and correct copy of the original on file and on record in my office.

DATE: March 17 1998  
B. REED Clerk of the 9th Judicial District Court  
of the State of Nevada, in and for the County of Douglas.  
By *Carroll Mullock* Deputy

**SEAL!**