

**Recorder's Office Cover Sheet**

**Recording Requested By:**

**Name:** Scott Doerr

**Department:** Recreation

DOUGLAS COUNTY, NV **2021-973344**  
This is a no fee document  
NO FEE **08/31/2021 11:05 AM**  
DC/PARKS & RECREATION Pgs=5



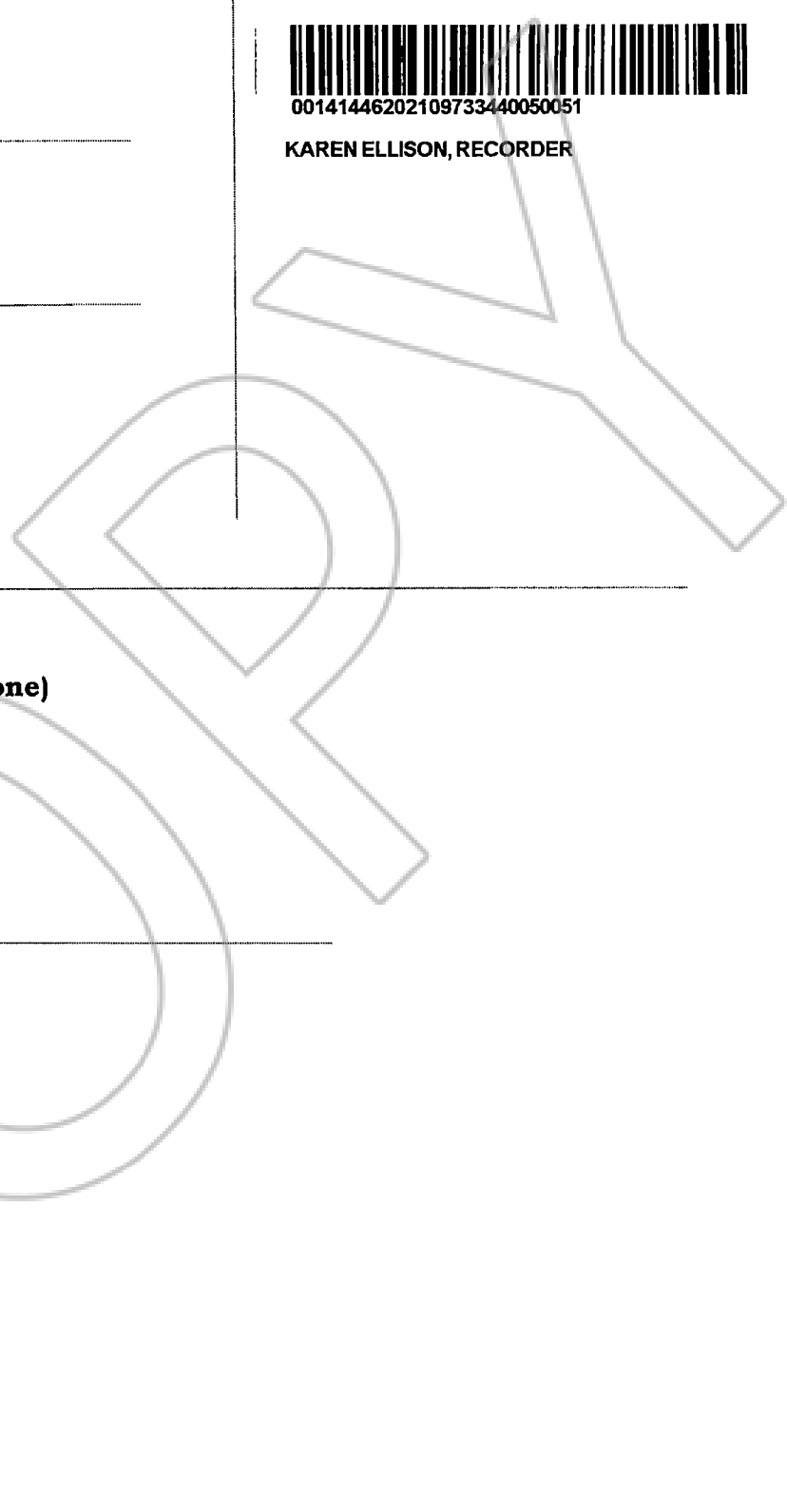
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KAREN ELLISON, RECORDER

**Type of Document: (please select one)**

- Agreement
- Contract
- Grant
- Change Order
- Easement
- Other

specify: \_\_\_\_\_





NO. 3021.147  
DATE 8/30/21  
DOUGLAS COUNTY CLERK  
MINDEN, NV

▲ Parks  
1323 Waterloo Lane  
Gardnerville, NV 89410  
(775) 782-9835  
FAX: (775) 782-5799

▲ Recreation/Douglas County  
Community & Senior Center  
1329 Waterloo Lane  
Gardnerville, NV 89410  
(775) 782-5500 ext. 1  
FAX: (775) 782-9844

BY PH DEPUTY  
Lake Tahoe  
Kahle Community Center  
236 Kingsbury Grade  
Stateline, NV 89449  
(775) 586-7271  
FAX: (775) 586-7273

DIRECTOR: Scott Morgan

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

### CONTRACT FOR SERVICES OF INDEPENDENT CONTRACTOR

The parties to this agreement are DOUGLAS COUNTY, NEVADA acting by and through the Parks & Recreation Department and Pak Hughes hereinafter referred to as CONTRACTOR.

WHEREAS, it is deemed that the services of CONTRACTOR herein specified are both necessary and desirable and in the best interest of DOUGLAS COUNTY, NEVADA and:

1. **Service.** The parties agree that the services to be performed are as follows: CONTRACTOR will perform the duties of a Youth Flag Football Umpire In Chief. These services include the coordination, training and scheduling of sport officials within Douglas County Parks & Recreation Department Youth Flag Football Leagues and Tournaments. Service will be provided to the reasonable satisfaction of DOUGLAS COUNTY, NEVADA.
2. **Payment.** CONTRACTOR agrees to provide the services set forth in Paragraph 1 pursuant to the following schedule:

a. The amount of pay for Flag Football programs is as follows:

#### Youth Flag Football Valley

- 1) \$18 per referee per game for Division 1 games. (2 referees/game)
- 2) \$18 per referee per game for Division 2 games. (2 referees/game)
- 3) \$20 per referee per game for Division 3 games. (2 referees/game)
- 4) \$20 per referee per game for Division 4 games. (2 referees/game)
- 5) \$5 per game administrative/scheduling fee.
- 6) \$100 per year of agreement (if needed) for Referee Training Workshop.
- 7) \*Bonus: \$50 per Division Youth Valley League

The parties agree and understand that the fees for services set forth above may need to be amended from time to time during the term of the agreement to reflect current, competitive fees and charges. Any such amendment may be made in writing by mutual agreement of the parties.

- b. DOUGLAS COUNTY, NEVADA agrees to pay CONTRACTOR wages due in accordance with the Douglas County Account Payable claims calendar. DOUGLAS COUNTY, NEVADA will be billed by CONTRACTOR reflecting the forthcoming scheduled games up to one month in advance and will include the number of officials scheduled, number of games worked and rate of pay per official.
- c. If the Parks & Recreation Department cancels games 90 minutes prior to games on the day of scheduled games the officials will not be paid but the CONTRACTOR will be paid for scheduling fees only.
- d. In the event of rainouts, make-ups, postponed or rescheduled games, the rate of pay will be the same as previously stated in item a.
- e. Officials canceling games on fields/courts due to weather or unsafe conditions will be paid.
- f. Officials will not be paid additional fees for resumed games due to successful protests or other circumstances outside the Parks & Recreation Department's control.

\* Bonus: The Recreation Division will document any and all occasions in which officials fail to show or are late for a work assignment. For the first incident when games are required to be delayed or rescheduled, due to the officials being tardy or not showing for an assignment, the CONTRACTOR will not be paid for games missed and will lose the bonus for that division / sport. For each incident thereafter, for the same division / sport and season, the CONTRACTOR will be fined \$15 per game for each game needing to be rescheduled. Bonus for a division / sport will be forfeited if any games are officiated with fewer referees than intended per section 2a. In the event an entire sport season is completed without loss of games due to officials' failure to show, a bonus will be awarded to the CONTRACTOR.

### **3. The CONTRACTOR shall agree:**

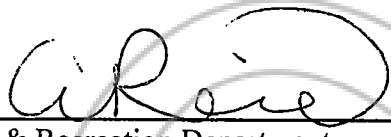
- a. To certify, supervise, train, evaluate and monitor all officials for each sport on a regular basis to ensure the highest quality of officials to the participants. If a pre-season referee training workshop is conducted, CONTRACTOR shall notify the Recreation Department at least 15 days in advance. In addition, referees may be asked to attend Recreation Department league coaching clinics, player skill trainings and scrimmages.
- b. All officials are obligated to enforce the standard rules and the local Douglas County Recreation Division rules for the sport. In addition, all officials, including the UIC, will be required to adhere to all policies and procedures set forth by this County, including the Player Code of Conduct. If the UIC fails to adhere to the County's rules, policies or procedures he will be subject to disciplinary action by the County. Any official who fails to adhere to the County's rules, policies or procedures will be subject to disciplinary action by the CONTRACTOR and may not be allowed to continue to work anymore official assignments.

- c. That decisions made by the Recreation Coordinators regarding suspensions, rule interpretation and eligibility of players are final. The UIC and officials are requested to adhere by the decision made by the Recreation Division.
  - d. To submit to the Recreation Division a personnel list (name, day and night telephone numbers) of all officials that are qualified to work assignments. All officials must be at least 16 years of age.
  - e. That to avoid a conflict of interest, officials shall not be assigned to work in league divisions in which they are participating. Furthermore, officials will not be assigned to work in games in which immediate family is participating.
  - f. All officials are to arrive and be ready to work in appropriate professional attire for the sport a minimum of ten (10) minutes prior to their first game assignment time. CONTRACTOR will ensure playing fields are set up prior to play and will be responsible for the break down and storing of game equipment after play concludes.
  - g. That Douglas County Parks & Recreation staff on site (i.e. Gym Monitors) are not to be used to fill in for no shows or tardy CONTRACTOR officials or staff.
  - h. To attend discipline review committees and manager's meetings. The CONTRACTOR will provide an officials representative if unable to attend or unless involved in the incident that precipitated the discipline meeting.
4. **Effective Date of Contract.** This contract shall be effective from the 1st day of July, 2021. This contract may be renewed annually by mutual consent for a total not to exceed two (2) calendar years from the date of commencement, unless revoked by either party as set forth in Paragraph 6.
5. **Independent Contractor Status.** The parties agree that Contractor shall have the status of an independent contractor and that this contract, by explicit agreement of the parties, incorporates and applies the provisions of NRS 284.713, as necessarily adapted, to the parties, including that Contractor is not a County employee and that there shall be no:
- (1) Withholding of income taxes by the County;
  - (2) Industrial insurance coverage provided by the County;
  - (3) Participation in group insurance plans which may be available to employees of the County;
  - (4) Participation or contributions by either the independent contractor or the County to the public employees retirement system;
  - (5) Accumulation of vacation leave or sick leave;
  - (6) Unemployment compensation coverage provided by the County if the requirements of NRS 612.085 for independent contractors are met.
6. **Termination of Contract.** This contract may be revoked without cause by either party, provided that a revocation shall not be effective thirty (30) days after a party has served written notice of revocation upon the other party. An evaluation of work, based on completion of scheduled games, will be done to determine the balance of wages due to the CONTRACTOR.

7. **Construction of Contract.** This contract shall be construed and interpreted according to the laws of the State of Nevada.
8. **Assignment.** Contractor shall neither assign, transfer nor delegate any rights, obligations or duties under this contract without the prior written consent of the County.
9. **Indemnification.** Contractor agrees to indemnify and save and hold the County, its agents and employees harmless from any and all claims, causes of action or liability arising from the performance of this contract by Contractor or Contractor's agents or employees.
10. **Modification of contract.** This contract constitutes the entire contract between the parties and may only be modified by a written amendment signed by the parties.

IN WITNESS WHEREOF, the parties hereto have caused this contract to be signed and intend to be legally bound thereby.

 \_\_\_\_\_  
 Contractor (Date) 8/18/21

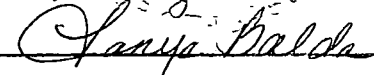
 \_\_\_\_\_  
 Parks & Recreation Department (Date) 8/16/21

Douglas County, State of Nevada

CERTIFIED COPY

I certify that the document to which this certificate is attached is a full and correct copy of the original record on file in the Clerk-Treasurer's Office on this

30<sup>th</sup> day of August, 20 21

By  Deputy