

EXHIBIT A-1

SCOPE OF WORK FOR LEAGUE OFFICIALS

1. Officials will arrive a minimum of fifteen (15) minutes prior to the beginning of the first scheduled game.
2. Officials will wear proper officiating apparel and bring all equipment needed to properly officiate games. Officials shorts are allowed.
3. Officials will submit written incident reports for any significant problem that may arise during the game that involves the ejection of a player, coach, any un-sportsman-like conduct, technical fouls, or the forfeit of a game.
4. The "Contractor" will have a procedure in place for receiving constructive feedback on the performance of officials.
5. The "Contractor" will have a representative available between the hours of 6pm and 8:30pm to contact in the event there is a problem with officials.

SOFTBALL

1. Provide one (1) qualified softball official for City League softball games held at local Santa Rosa softball fields.
2. League games begin in June and continue through October. Games are played five (5) nights a week on six (6) different fields. Games may also be played on weekends.
3. Typically, three (3) games are played each night at each field beginning at approximately 6:30pm and each game lasting one (1) hour and five (5) minutes (1:05).
4. There are approximately 1200 games scheduled for the year, which include leagues for Slow-pitch and Co-ed.
5. Officials will officiate the games following the USA Softball Rules and City of Santa Rosa By-laws.

BASKETBALL

1. Provide two (2) qualified basketball officials for City League Basketball games held at local Santa Rosa gymnasiums.
2. League games begin in February and continue through November. Games are played up to two (2) nights a week in four (4) different gyms. Games may also be played on Saturday mornings.
3. There are normally two (2) games each night at each gym beginning at approximately 6:30pm; with each game lasting one (1) hour (60 minutes). There could be up to eight (8) games on Saturdays.
4. There are approximately 120 games scheduled for each season for co-ed youth basketball.
5. Officials will officiate the games following the HSCIF Rules, and the City Recreation and Parks league by-laws.

FOOTBALL

1. Provide two (2) qualified flag football officials for City League flag football games held at local Santa Rosa fields.
2. League games begin in March and continue through May. Games are played two at a time, up to two in a row on Friday evenings or Saturday mornings.
3. There are approximately 28 games scheduled for each season of football.
4. Officials will officiate the games following the City Recreation and Parks league by-laws.

COMPENSATION

CITY shall pay CONTRACTOR as follows:

Basketball -- \$93.00 per game (2 officials)

Softball -- \$53.00 per game (1 official)

Flag Football - \$93.00 per game (2 officials)

Fee Adjustments:

1. If games are cancelled by the CITY with less than three (3) hours notification to the CONTRACTOR, then payment will be made in full for all scheduled games. If notification is more than three (3) hours on day of game(s) half of game fees will be paid for officials.
2. If games or a game is cancelled by the game officials' due to inclement weather, unsafe conditions, or Act of God, full payment will be made for all scheduled games if officials have departed for assignment or arrived on site.
3. If an official is more than fifteen (15) minutes late for an assigned game, the CITY will pay at a rate of 75% of the game fee.
4. If there is a one (1) game assignment, the CITY will pay at a rate of 200% of the game fee.
5. All officials are required to sign score sheets at the beginning of the first game each night. Payments to the CONTRACTOR will be based on the signed score sheets.
6. If games are cancelled before scheduled date of games a \$15 per accepted assignment will be paid to the contractor. If games have not been assigned nor accepted no fee will be paid. An assignment is defined as official(s) accepting game(s) for scheduled game(s) as one assignment.
7. If games are canceled due to Act of God or inclement weather prior to officials/umpire departing for assignment, then no fees will be paid to the contractor.