

THIS AGREEMENT, made and entered into this 27 day of July 2011, is by and between the City of Fort Lauderdale, a Florida municipality, ("City"), whose address is 100 North Andrews Avenue, Fort Lauderdale, FL 33301-1016, and Mills Pond Umpires Association, Inc., a Florida corporation, ("Contractor"), whose address and phone are 6630 NE 20 Terrace, Fort Lauderdale, FL 33308, Phone: 954-491-5108.

WHEREAS, the City issued Invitation for Bid Number 523-10771 ("ITB"), and the Contractor submitted a bid in response to the ITB; and

WHEREAS, on June 21, 2011, the City Commission of the City of Fort Lauderdale approved an agreement with Contractor for the goods or services described in the ITB (Pur-03, CAR No. 11-0881),

1. The Contractor agrees to provide to the City softball officiating services in accordance with and in strict compliance with the specifications, terms, conditions, and requirements set forth in the ITB and any and all addenda thereto beginning October 24, 2011, and ending October 23, 2012.

2. This contract form G-110 Rev. 01/10, the ITB, any and all addenda to the ITB, and the Contractor's proposal in response to the ITB are integral parts of this Contract, and are incorporated herein.

3. In the event of conflict between or among the contract documents, the order of priority shall be as follows:

- First, this contract form, G-110 Rev. 01/10;
- Second, any and all addenda to the City's ITB in reverse chronological order;
- Third, the ITB;
- Fourth, the Contractor's response to any addendum requiring a response;
- Fifth, the Contractor's response to the ITB.

4. The Company warrants that the goods and services supplied to the City pursuant to this Contract shall at all times fully conform to the specifications set forth in the ITB and be of the highest quality. In the event the City, in the City's sole discretion, determines that any product or service supplied pursuant to this Contract is defective or does not conform to the specifications set forth in the ITB the City reserves the right unilaterally to cancel an order or cancel this Contract upon written notice to the Contractor, and reduce commensurately any amount of money due the Contractor.

5. The Contractor shall not present any invoice to the City that includes sales tax (85-8012514506C-7) or federal excise tax (59-6000319).

6. Contractor shall direct all invoices in duplicate for payment to Finance Department, City of Fort Lauderdale, 100 North Andrews Avenue, 6th Floor, Fort Lauderdale, FL 33301. Any applicable discount MUST appear on the invoice.

IN WITNESS WHEREOF, the City and the Contractor execute this Contract as follows:

City of Fort Lauderdale

By: [Signature]
Director of Procurement Services

Approved as to form:

[Signature]
Senior Assistant City Attorney

ATTEST:

By: [Signature]
Print Name: RAY SOZIO
Secretary

Mills Pond Umpires Association, Inc.
By: [Signature]
Print Name: STAN GOLDBERG
President

(Corporate seal)
MILLS POND Umpires Assoc

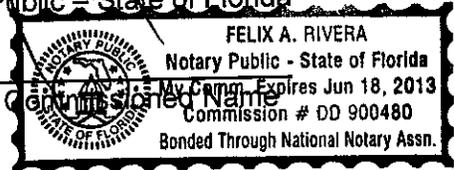
STATE OF FLORIDA
COUNTY OF BROWARD

The foregoing instrument was acknowledged before me this 25 day of July, 2011, by STANLEY A. GOLDBERG, as president for Mills Pond Umpires Association, Inc., a Florida non-profit corporation.

(Seal)

[Signature]
Signature of Notary Public - State of Florida

Print, Type or Stamp of Notary Public



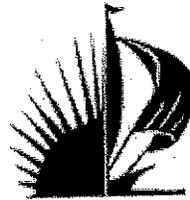
Personally Known _____ OR Produced Identification

Type of Identification Produced FIDEL 4431-781-54-092-0

***CITY OF FORT LAUDERDALE
SPECIFICATIONS PACKAGE***

523-10771

Softball Officiating Services, Annual Contract



CITY OF FORT LAUDERDALE

AnnDebra Diaz

954-828-5949

**ORIGINAL
BID**

Bid 523-10771 Softball Officiating Services, Annual Contract

Bid Number **523-10771**
 Bid Title **Softball Officiating Services, Annual Contract**

Bid Start Date **In Held**
 Bid End Date **May 11, 2011 2:00:00 PM EDT**
 Question & Answer End Date **May 6, 2011 5:00:00 PM EDT**

Bid Contact **AnnDebra Diaz**
Procurement Specialist II
Procurement
954-828-5949
adiaz@fortlauderdale.gov

Contract Duration **1 year**
 Contract Renewal **3 annual renewals**
 Prices Good for **90 days**

Bid Comments **The City of Fort Lauderdale, Florida (City) is seeking bids from qualified bidders, hereinafter referred to as the Contractor, to provide Softball Officiating Services for the City's Parks and Recreation Department, in accordance with the terms, conditions, and specifications contained in this Invitation For Bid (ITB).**

Item Response Form

Item **523-10771--01-01 - Softball Officiating Services - One Official**
 Quantity **3500 game**
 Unit Price 25.00
 Rate per 15 min. for time modifications 0
 Delivery Location **City of Fort Lauderdale**
 No Location Specified
 No Location Specified
 No Location Specified FL 33301
 Qty 3500

Description

Softball Officiating Services - One Official per game.
 League/Tournament Play (Slow Pitch)

Bidder shall provide rate for one official per game.
 Bidder shall also provide rate charged per 15 minutes for time modifications.

Item **523-10771--01-02 - Softball Officiating Services - Two Officials**
 Quantity **500 game**
 Unit Price 42.00
 Rate per 15 min. for

time modifications

Delivery Location

City of Fort Lauderdale
No Location Specified
No Location Specified
No Location Specified FL 33301
Qty 500

Description

Softball Officiating Services - Two Officials per game.
League/Tournament Play (Slow Pitch)

Bidder shall provide rate for two officials per game.
Bidder shall also provide rate charged per 15 minutes for time modifications.

suspension and/or dismissal for any umpire who fails to perform his/her duties as defined in the contract or for any behavior deemed inappropriate by the City.

04. PAYMENT SCHEDULE

The City shall pay the contracted rate for umpiring services, in the following manner: One half of the total estimated amount payable per league and based on estimated quantity of games, shall be paid to the Contractor at the commencement of the league play. The balance of the contracted rate shall be paid prior to the start-up of the second half of the league season. Upon the completion of the league period, the City shall pay the Contractor any additional funds due based on added or rescheduled games. The Contractor shall reimburse back to the City, any overpayments caused by virtue of cancelled or forfeited games which were not rescheduled and played.

In the case of a protested game where the protest is upheld, the game shall be replayed in accordance with applicable league play from the point of protest. Officiating services for such games, shall be provided at no additional cost to the City.

The City shall pay the total game fee for each game cancelled without at least one (1) hour advance notice to the Contractor. No fees shall be paid to the Contractor, if a minimum one hour advance notice of services cancellation is provided.

In the event a game time limit is modified, Contractor is to provide a rate per man increase/decrease for each additional fifteen (15) minutes. This amount will be added/subtracted from amount invoiced accordingly.

05. ATTACHMENTS TO BID RESPONSE: Include the following with your response.

1. Submit a list with the names and phone numbers of umpires actively participating with your organization, and who are registered by the specific sanctioning association to provide contracted services. Such individual umpires, to be considered, must have been providing such services for a minimum of one year.
2. Provide a list of all leagues (City, County, other) and the number of years your organization provided services to those leagues.
3. Provide any additional information and details relating to the ability of your organization and umpiring personnel.

ATTACHMENTS:

- MILLS POND UMPIRE LIST W/TELEPHONE NUMBERS
- CERTIFICATE OF INSURANCE (2011 → 2012)
- HOLD HARMLESS AGREEMENT
- UMPIRES BY-LAWS & CHARTER
- REFERENCES
- OTHER LEAGUES SERVICED
- OTHER ACTIVITIES MANAGED
- UMPIRE JOB DESCRIPTION & CODE OF ETHICS

Questionnaire

Please print or type:

1. Provide three references for which you have performed similar services.

Company Name: CITY OF OAKLAND PARK YOUTH LEAGUES
 Address: 3900 NE 3 AVE - OAKLAND PARK, FL
 Contact Name: EARNEST MITCHELL
 Telephone: 954-630-4506

Company Name: DAVID POSNACK JAVISH COMMUNITY CENTER
 Address: 6501 W. SUNRISE BLVD - PALM BEACH, FL
 Contact Name: MICHELL SMITH
 Telephone: 954-434-0499

Company Name: WILTON MANORS YOUTH LEAGUES
 Address: 524 NE 21 COURT - WILTON MANORS, FL
 Contact Name: MARISA BENNETT
 Telephone: 954-390-2130

2. Number of years experience the proposer has had in providing similar services:

15 Years

3. Have you ever failed to complete work awarded to you? If so, where and why?

No

4. List appropriate licenses as issued by Broward County.

N/A

5. Briefly describe the number of employees and supervisors available for this contract and the firm's ability to secure subcontractors, if necessary.

WE HAVE 22 INDEPENDENT SUB-CONTRACTORS AVAILABLE FOR WHATEVER MILLS POND REQUIRES. THE MAJORITY OF THESE PEOPLE HAVE BEEN WITH US (TOGETHER) FOR 10 YEARS OR MORE. WE HAVE OUR OWN CODE OF ETHICS & JOB DESCRIPTIONS. WE HAVE AN 'UMPIRE-IN-CHIEF' EACH GAME NIGHT.

6. Briefly describe your firm's financial status and provide proof of adequate line of credit or other financial assets to access funds for construction of multiple projects during the same time period.

- Non PROFIT ORGANIZATION
- BANK ACCOUNT WITH SONTRUST BANK
#0427006043899
- MONTHLY AUDITS WITH MILLS FORD
STAFF.

The proposer understands that the information contained in these proposal pages is to be relied upon by the City in awarding the proposed contract, and such information is warranted by the proposer to be true. The proposer agrees to furnish such additional information, prior to acceptance of any proposal relating to the qualifications of the proposer, as may be required by the City.

Please review the questionnaire to make sure all questions have been answered. Attach additional sheets if necessary. Failure to answer each question could result in the disqualification of your bid.

NON-COLLUSION STATEMENT:

By signing this offer, the vendor/contractor certifies that this offer is made independently and free from collusion. Vendor shall disclose below any City of Fort Lauderdale, FL officer or employee, or any relative of any such officer or employee who is an officer or director of, or has a material interest in, the vendor's business, who is in a position to influence this procurement.

Any City of Fort Lauderdale, FL officer or employee who has any input into the writing of specifications or requirements, solicitation of offers, decision to award, evaluation of offers, or any other activity pertinent to this procurement is presumed, for purposes hereof, to be in a position to influence this procurement.

For purposes hereof, a person has a material interest if they directly or indirectly own more than 5 percent of the total assets or capital stock of any business entity, or if they otherwise stand to personally gain if the contract is awarded to this vendor.

In accordance with City of Fort Lauderdale, FL Policy and Standards Manual, 6.10.8.3,

3.3. City employees may not contract with the City through any corporation or business entity in which they or their immediate family members hold a controlling financial interest (e.g. ownership of five (5) percent or more).

3.4. Immediate family members (spouse, parents and children) are also prohibited from contracting with the City subject to the same general rules.

Failure of a vendor to disclose any relationship described herein shall be reason for debarment in accordance with the provisions of the City Procurement Code.

<u>NAME</u>	<u>RELATIONSHIPS</u>
N/A	
N/A	

In the event the vendor does not indicate any names, the City shall interpret this to mean that the vendor has indicated that no such relationships exist.

VARIANCES: State any variations to specifications, terms and conditions in the space provided below or reference in the space provided below all variances contained on other pages of bid, attachments or bid pages. No variations or exceptions by the Proposer will be deemed to be part of the bid submitted unless such variation or exception is listed and contained within the bid documents and referenced in the space provided below. If no statement is contained in the below space, it is hereby implied that your bid/proposal complies with the full scope of this solicitation. HAVE YOU STATED ANY VARIANCES OR EXCEPTIONS BELOW? BIDDER MUST CLICK THE EXCEPTION LINK IF ANY VARIATION OR EXCEPTION IS TAKEN TO THE SPECIFICATIONS, TERMS AND CONDITIONS. If this section does not apply to your bid, simply mark N/A in the section below.

Variations:
revised 3-23-10

May, 2011

MILLS POND UMPIRES

Rain Line: Mills Pond 828-5977
Gladys Penttila 253 9458 (C)
Jason Selznick 805 8493 (C)
Ronnie Lakatos 802 3764 (C)

<u>NAME</u>	<u>HOME</u>	<u>CELL</u>
Gary Acquaviva		614-2756 (C)
David Barbosa		914-8746 (C)
Bruce Cantrell		501-7503 (C)
Bob Cooklin		445-1140 (C)
MINORITY Darcy Deconza		561-674-3226 (C)
MINORITY Stacey Diaz		552-6211 (C)
Dale Franklin		448-6423 (C)
Stan Goldberg		822-9962 (C)
Darryl Hoekstra	568-1355	
MINORITY Jacey Hodgson		407-346-6243 (C)
Rick Koch	420-5594	740-0479 (C)
MINORITY Beverly Lupo	966-4854	599-4854 (C)
Scott Major		444-8441(C)
MINORITY Annie Murray		663-8823 (C)
MINORITY Jackie Rivera		786-230-6408 (C)
MINORITY Amos Rolle		829-0928 (C)
Mike Ryan		459-0103 (C)
Jack Smith		805-9547 (C)
Ray Sozio	491-5108	
MINORITY Larry Tribble		410-4677(C)
Carlos Vico		618-9242(C)
MINORITY Terri Weech		654-2132 (C)

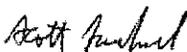


CERTIFICATE OF INSURANCE - Club #: 0230				ISSUE DATE (MM/DD/YY) 01/17/2011 03:52:17 PM ET		
PRODUCER SADLER & COMPANY, INC. P.O. BOX 5866 COLUMBIA, SOUTH CAROLINA 29250-5866 (800) 622-7370 Email: soda@sadlersports.com		THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW.				
INSURED ERS Risk Purchasing Group Association, INC. D/B/A Sportsplex Operators and Developers Association Mills Pond Umpires c/o Ray Sozio 6630 NE 20 Terrace Fort Lauderdale, FL 33308		COMPANIES AFFORDING COVERAGE				
		COMPANY LETTER A NATIONWIDE MUTUAL INSURANCE COMPANY				
		COMPANY LETTER B AIG LIFE INSURANCE COMPANY				
		COMPANY LETTER C				
COVERAGES						
THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED, NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN. THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.						
CO. LTR	TYPE OF INSURANCE	POLICY NUMBER	POLICY EFFECTIVE DATE	POLICY EXPIRATION DATE	LIMIT OF COVERAGE	
A	General Liability <input checked="" type="checkbox"/> Commercial General Liability <input type="checkbox"/> Claims made <input checked="" type="checkbox"/> Occur <input type="checkbox"/> Owners & contractors Prot.	KRO0000001413200	12:01AM ET 01/07/2011	12:01AM ET 01/07/2012	General Aggregate	NONE
					Products-Comp/Ops Aggregate	\$2,000,000
					Personal & Advertising Injury	\$2,000,000
					Each Occurrence	\$2,000,000
					Damage to Premises Rented to You	\$300,000
					Medical Expenses (other than participants)	\$5,000
					Legal Liability to Participants	\$2,000,000
A	Participant Accident	SRG9499495 Ref #: CHS8015200	12:01AM ET 01/07/2011	12:01AM ET 01/07/2012	Excess Medical	\$100,000
					AD&D	\$5,000
DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES / RESTRICTIONS / SPECIAL ITEMS COVERED: Sports Officials - Accident & General Liability 20 Officials Official Names: Gary Acquaviva, David Barbosa, Bruce Cantrell, Bob Cooklin, Stacey Diaz, Dale Franklin, Stan Goldberg, Darryl Hoekstra, Jacey Hodgson, Rick Koch, Annie Murray, Don Riemer, Jackie Rivera, Amos Rolle, Mike Ryan, Jack Smith, Ray Sozio, Larry Tribble, Carlos Vico, Terri Weech (Sports Officials Accident Only: \$100,000 Excess Medical; \$5,000 Accidental Death or Dismemberment; \$500 per claim deductible; Physical Therapy & Chiropractic Visits - 5 Visits Maximum @ \$50 Per Visit; Hospitalization - Inpatient & Outpatient - \$1,000 Maximum; Surgeon's Benefits - \$2,500 Maximum; Anesthesia And Assistant Surgeon - Maximum of 25% Surgeon's Benefits; Emergency Room - \$500 Maximum; Physician Visits - \$50 Maximum Per Visit)						

(Sports Officials General Liability as Part of Package: \$2,000,000 Each Occurrence; \$2,000,000 Participant Legal Liability; Waiver/Release Recommended)

NOTE: The Participant Accident policy, if included above, is not a part of the ERS Risk Purchasing Group Association, Inc.

NOTE: With respect to the General Liability, the Certificate Holder is added as an additional insured solely in its capacity as a property owner or sponsor, but only with respect to liability arising out of the insured's operations. This insurance does not apply to the sole negligence of the Additional Insured.

CERTIFICATE HOLDER	CANCELLATION
EVIDENCE OF COVERAGE	SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, THE ISSUING COMPANY WILL ENDEAVOR TO MAIL 30 DAYS WRITTEN NOTICE TO THE CERTIFICATE HOLDER NAMED TO THE LEFT, BUT FAILURE TO MAIL SUCH NOTICE SHALL IMPOSE NO OBLIGATION OR LIABILITY OF ANY KIND UPON THE COMPANY, ITS AGENTS OR REPRESENTATIVES.
	AUTHORIZED REPRESENTATIVE (company A) 
	AUTHORIZED REPRESENTATIVE (company B) 

SL39

1-92

This certificate replaces any other previously issued certificate(s).

CITY OF FORT LAUDERDALE

CONTRACT #: 562-9543

INDEMNIFICATION AND HOLD HARMLESS AGREEMENT

In addition to the indemnification provided in paragraph 8 of the contract, contractor specifically indemnifies City from any claim for damages brought against City by any of Contractor's Umpires based on the Workers' Compensation laws of the State of Florida. Contractor shall provide a complete defense on behalf of City, including reasonable attorneys' fees and court costs up to and including all appeals of any such claim. Such indemnification shall apply even if any such claim is alleged or found to be without merit or frivolous.

[Signature]
Signature of Contractor

1/19/11
Date

AMOS ROLLE
Printed Name of Contractor

2266 SW 68th Terrace
Address

MIRAMAR, FL 33023
City, State, Zip

(954) 829-0928
Telephone Number

[Signature]
Witness

Completed Forms
2011

I have an agreement for every umpire. These are completed each year.
[Signature]

BY-LAWS --- Mills Pond Umpires' Association, Inc.(MPUA) – January, 2011

CHARTER --- MPUA Umpires Will Provide Professional Services at All Times

MEMBERSHIP:

- 1) The annual membership period is January 1 through December 31
- 2) Members will be paid accordingly:
 - City of Fort Lauderdale adult softball leagues:
(\$42.00/game – 2 umpires) or (\$25.00/game – single umpire)
 - City of Fort Lauderdale adult flag football leagues (\$42.00/game-two refs)
 - Cities of Oakland Park and Wilton Manors youth softball leagues:
\$25.00/game (Minors, single umpire) - \$45.00/game (Juniors, two umpires)
\$30.00/game (Juniors, single umpire) - 50.00/game (Seniors, two umpires)
- 3) Members of MPUA shall be at least 18 years of age and each year:
 - shall pay annual association dues of \$10.00
 - are required to attend annual clinics/organizational meetings
 - are required to obtain a minimum of \$2M General Liability Insurance
 - will be reviewed and evaluated on a regular basis and must attain an “average or better” grade to continue their membership --- reviews and evaluations to be performed by the Board of Directors
 - assigner’s fee will be \$1.00 for all games.
- 4) A quorum (at least 1/3 of the membership) is required to conduct association business.
- 5) Member actions detrimental to the association are grounds for revocation of membership (any action taken against a member umpire by the Board of Directors may be appealed).

OFFICERS and DUTIES:

Are elected by a majority vote for a two-year term and will handle any business brought before it concerning the membership.

- **Current Officers:**

President	Stan Goldberg
Directors (2)	Darryl Hoekstra and Don Riemer
Secretary/Treasurer	Ray Sozio

- **DUTIES:**

PRESIDENT: shall preside at and direct all association meetings; may fill any vacancy on the Board of Directors; negotiate and oversee the contract with the Cities of Fort Lauderdale, Oakland Park/Wilton Manors; serve as liaison with other organizations having business with MPUA; may sign payroll checks and along with Directors see that clinics are held regularly and that members are offered opportunities to maintain or improve their skills.

DIRECTORS: seek out and identify perspective members; organize and provide clinics as required - working with the President; rule on all protests and membership revocation; also manage any other business associated with the MPUA.

SECRETARY/TREASURE: keep minutes of all official meetings; conduct all business with contracted cities; issue payroll each month and manage payroll records; schedule all games; keep all members certified properly; collect appropriate dues, and make certain all umpires are insured and in general be the focal point for all MPUA activity.

NOTE: President/Directors shall be compensated in the form of rebated assignment fees, not to exceed \$15.00 per month.

GENERAL:

- 1) Member umpires are required to submit work calendars for the following month indicating all available days.
- 2) Finding a replacement for assigned games is each members' responsibility, the secretary/treasurer can assist in the endeavor; failure to fulfill your assignment without seeking a replacement will result in dismissal from the MPUA
- 3) Members will be required to be certified by the national governing body (SODA, USSSA, NSA, ASA, etc) that pertains to that park or league. Such dues will be collected prior to assigned work at the beginning of each year by the sec/treas and submitted for proper certification.
- 3) Each year, all members will be required to sign an "Independent Contractor Agreement" with the MPUA and a "Hold Harmless Agreement" with the City of Fort Lauderdale.

DRESS CODE:

Standard, clean umpire uniform as per individual park or league.

Black **SHINED** Shoes at all times

May 17, 2011

BID # 523-10771

REFERENCES:

- 1) DENNIS MANIERI
PROFESSIONAL CONCESSIONS
800 NE 8th STREET
FORT LAUDERDALE, FL 33304
954-566-8557

- 2) VINCENT PISCOPO
BROWARD COUNTY UMPIRES
5812 SW 88th TERRACE
COOPER CITY, FL 33328
954-540-3942

- 2) GARY SWEET
POMPANO UMPIRES
123 SW 17th STREET
POMPANO BEACH, FL 33060
954-444-4528

May 18, 2011

BID # 523-10771

OTHER LEAGUES SERVICED:

- 1) DAVID POSNACK JEWISH COMMUNITY CENTER
DAVIE, FL
3 YEARS
MICHELLE SMITH @ 954-434-0499
- 2) OAKLAND PARK YOUTH
5 YEARS
ERNEST MITCHELL @ 954-630-4506
- 3) WILTON MANORS YOUTH
5 YEARS
MARISA BENNETT @ 954-390-2130
- 4) CITY OF SUNRISE ADULT SOFTBALL
4 YEARS
JULIE VanDeVoorde @ 954-747-4641
- 5) CHRISTIAN FLAG FOOTBALL ADULT LEAGUE
6 YEARS
AL PINZON @ 954-476-9961

May 18,2011

BID # 523-10771

OTHER ACTIVITIES MANAGED:

Christian Softball League

Hurricane Showdown Softball

Young Lawyers Softball

Water Classic Softball

Fleet Week Softball & Basketball

Southwest Airlines Softball

Triple Crown Softball

Canadian Airlines Softball

O.J. McDuffie Softball Benefit

JOB DESCRIPTION MILLS POND UMPIRES ASSOCIATION

Umpires perform services to fellow umpires, leagues, managers, players and fans. A competent umpire performs his duties with accepted signals and procedures. A thorough knowledge of the rules is important, but, more important is the understanding of their purpose, and the ability to interpret and enforce these principles.

Good game control begins with the umpire's appearance at the site. Players and coaches base much of their actions during the game on the amount of confidence they have in the umpire. The umpire who performs his duties in a brisk, business-like manner upon his arrival, who is courteous with players/coaches (without being overly friendly) prior to the game, whose calls are made promptly and confidently and with an emphasis which discourages argumentation, yet is non-dictatorial, and who cooperates with his partner in the efficient coverage of all situations, is rarely questioned.

When you enter a ball park, your sole duty is to umpire a ball game. Keep in mind that as an umpire, your position calls for settling controversies, not starting them. It is a trying position which requires an umpire to exercise all of his patience and good judgement; the first essential in working out of a bad situation is to keep your temper and self-control. Be courteous, but firm, and you will gain respect from all.

An umpire should give any rule interpretation that a manager may request (quickly and courteously) and refrain from general conversation and especially from discussion of plays and players.

Do not assume an air of superiority just because you're an umpire. Say Hello and make use of your friendly smile.

The proper handling of any game demands that each umpire hustle at all times. Also, the following three factors are essential to the success of any umpire: Judgement, Mechanics/Techniques and Knowledge of the Rules.

CODE OF ETHICS FOR UMPIRES

- 1) Honor all contracts.
- 2) Study the rules of the game, observe other good officials and attempt to improve
- 3) Conduct yourself in such a way as to direct attention to the players and not you.
- 4) Dress and maintain appearance in a manner befitting the dignity of an umpire
- 5) Be fair and unbiased in your decisions without regard for score or game quality.
- 6) Cooperate professionally with fellow umpires; no public embarrassment.
- 7) Be firm but not overbearing, positive but never rude; dignified but never cocky.
- 8) Be prepared physically and mentally to administer the game.
- 9) Do not smoke on or in the vicinity of the playing field.
- 10) Do not drink alcoholic beverages before or during games.
- 11) Do not fraternize with players; a simple hello should suffice.