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## **2019 Policy and Procedure Manual**

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**1. Mission Statement**

It is the goal of Land Park Pacific Little League (LPPLL) to implant firmly in the children of our community the ideals of good sportsmanship, integrity, honesty, loyalty, courage and respect for authority, so that they may be well adjusted, stronger and happier children and grow to be good, decent, healthy and trustworthy citizens.

**2. Local By-Laws**

As provided for in The 2019 Official Regulations, Playing Rules, and Operating Policies for all divisions of Little League Baseball® (hereinafter "the Little League Rulebook") the local little league must produce a manual containing the local playing rules, All-Star selection process, code of conduct, fees, team selection criteria, drafts, operating procedures, various policies, etc. These documents expire and must be renewed annually at the end of the fiscal year (October 1 through September 30). Collectively these documents are known as Land Park Pacific Little League local by-laws. By-laws are a set of written rules and guidelines adopted by an organization for governing its own affairs. The newly elected Board of Directors (BOD) has the authority to make changes to these documents and procedures. These documents only require BOD consent without the general membership approval. These documents are required to be in effect no later than 30 days prior to opening day. This Policy and Procedure Manual encompasses the Local By-Laws as required by our Land Park Pacific Little League Constitution. No By-law may conflict with the Little League Rulebook.

**3. League Code**

It is a Little League violation to engage in any activity which gives rise to, or could give rise to an appearance or claim of self-dealing, divided loyalty or conflict of interest by reason of such person's position within LPPLL. Therefore, no unauthorized use of fields, equipment, utilities, or any other league property without prior approval from the President or other authorized member of the BOD. Further restrictions and definitions of self-dealing can be found in the Little League Rulebook

Maintenance of the playing fields is of utmost importance. Certain applications may occur without widespread knowledge. Therefore, if the gates are locked, you are not allowed on the field without prior approval of the President and/or the Field Operations Officer.

**4. Board Member Eligibility**

Based on the Little League Principles of Conduct Code, no member of the BOD shall, at the same time, hold office or be a member of the Board of any other youth baseball/softball league or function as an official or representative of such programs. Further restrictions and guidelines for the Board of Directors can be found in the Little League Rulebook under "Local League Administration."

**5. Volunteer Eligibility**

As a condition of service to LPPLL, all BOD members, managers, coaches, volunteers and any other persons, volunteers or hired workers, who provide regular service to the league and/or have repetitive access to, or contact with players or teams, must annually complete and submit a "Little League Official Volunteer Application" to the League President. Annual background screenings must be completed prior to the applicant assuming her/his duties for the current season. Refusal to annually submit a fully completed "Little League Official Volunteer Application" will result in the immediate dismissal of the individual from all activities associated with LPPLL. The BOD reserves the right to require volunteer(s) to submit to further investigations as they see fit by majority BOD vote. See [LittleLeague.org/ChildProtection](http://LittleLeague.org/ChildProtection) to the Little League Child Protection Program.

## **6. Volunteer Umpire Responsibilities**

As a condition of service to LPPLL, all umpires are considered to have repetitive access to, or contact with players. Therefore, they must annually complete and submit a "Little League Official Volunteer Application" to the League President.

Each year the BOD will assign an Umpire Coordinator or Umpire in Chief (UIC). The UIC is responsible for recruiting, training, and scheduling all umpires, communicating rule changes, and evaluating and accepting evaluations of umpires by managers, coaches or players.

To reduce the costs associated with umpiring, it is the goal of LPPLL to recruit and train as many parents and community members as possible to fulfill the duties of volunteer umpires.

## **7. Registration Fees**

Registration fees are based on the costs of operations of LPPLL and are determined by the BOD. LPPLL shall request annual registration fees and shall publish the fees prior to the date on which player registration begins.

## **8. Fee Waiver**

It is the policy of LPPLL and Little League Baseball® that the inability to pay registration fees should not prevent a player from participating in the Little League Program. Members who cannot afford to pay registration fees shall submit to the President an application for financial assistance. At the President's discretion, partial or full scholarships may be granted. The President shall treat all such applications confidentially and shall take steps necessary to ensure the annual registration fee policy does not keep a player from participating. However, applicants whose fees are waived are still required to participate in fundraiser activities and volunteer hours, as those responsibilities are not waived.

## **9. Volunteer Fund - Fee and Refunds**

LPPLL requests an annual volunteer fund fee as determined by the BOD. These funds are used to maintain LPPLL facilities and/or activities. The volunteer fund is per family and will be refunded upon the completion of a minimum of eight (8) hours of qualified volunteer work on behalf of the player's family prior to August 1 of the current season. All managers will be reimbursed the fee paid into the volunteer fund.

## **10. Registration Fee Refund Policy**

Registration fees are used for the operation of LPPLL which is a non-profit organization. In order to receive a refund of the registration fee, the parent/guardian of a player must submit their request for refund in writing to the BOD. **No refunds will be processed without a written request.** The amount of refund will be based on the following criteria:

A player, who resigns, quits or is injured:

- Prior to the selection of teams, a \$25 administrative fee will be charged and the remaining balance will be refunded.
- After teams are picked, but before any games are played, a \$75 administrative fee will be charged and the remaining balance will be refunded.
- On or after Opening Day, no amount of the registration fee will be refunded.

## **11. Code of Conduct**

The goal of the BOD is to provide the most positive experience for our players. The actions of managers, coaches, players, volunteers, parents and spectators have the strongest impact and effect on the growth of our children. Our membership and visitors must exhibit courteous, civil behavior and sportsmanship whether on the field or in the stands.

Good Conduct is composed of three related concepts: fair play, character and sportsmanship.

- Fair play refers to all participants having an equitable chance to pursue victory and acting toward others in an honest, straightforward, and dignified manner even when others do not play fairly. It includes respect for others including team members, opponents, and officials
- Character is typically seen in polite behaviors toward others such as helping an opponent up or shaking hands after a match.
- Sportsmanship expresses an aspiration that the game will be enjoyed for its own sake, with proper consideration for fairness, ethics, respect, and a sense of fellowship with one's competitors. Being a good sport involves being a good winner as well as being a good loser.

Most important, remember that Little League baseball is a game. Parents set the tone. Don't ruin your child's baseball experience. Be positive and supportive.

To reduce any problems at LPPLL activities, the BOD requires you to adhere to the following guidelines:

- Access to the fields is only allowed for Little League games and Little League sponsored activities. No unauthorized use of the fields is allowed.
- Smoking, smokeless tobacco, alcoholic beverages, or illegal drugs are prohibited by Little League Rules & Regulations where the Little League is functioning.
- DOGS ARE NOT ALLOWED AT DOOLEY AT ANYTIME.
- Players and spectators are allowed ONLY TO ENCOURAGE players through cheering. A positive atmosphere should be maintained at all times.
- Chants or comments that are disrespectful, distracting or derogatory to ANY player, manager, coach or umpire are prohibited.
- DO NOT distract participants from concentrating on the game. This includes the players, coaches, managers or umpires.
- DO watch for safety problems during games and practices to help prevent injuries. This includes watching your other children in the stands or on the surrounding grounds.
- Parents, managers, and coaches are expected to set an example of good sportsmanship at all times by positively encouraging players and not vocally questioning or criticizing umpire calls or manager decisions.
- Parents, guardians and others in the stands are to abide by the following:
  - Attempt to be informed of and understand the rules of the game.
  - Appreciate and applaud a good play whether it's made by your child's team or the opposing team.
  - Show compassion for any injured player.
  - Avoid heckling, jeering or distracting players.
  - Show respect for the opposing team, without whom there would be no game.
  - Refrain from using profane or obnoxious language or behavior.
  - Refrain from harassing or swearing at players, coaches or officials.
  - Respect the judgment and strategy of the manager/coach.
  - Avoid criticizing players, managers or coaches for the loss of a game.
  - Respect the property of others and the authority of those who administer the competition.
  - Encourage your child to play by the rules at all times.
  - Refrain from publicly questioning any official's decision or doubting his or her

- honesty.
  - Recognize the value and importance of umpires, manager and coaches, who expend significant time and effort for the benefit of the players.
  - Emphasize enjoyment and fun.
  - Praise effort as well as improvement.
  - Relax and enjoy the game whether your team is winning or not.
- Umpires have the authority to halt play and, if necessary, eject players, managers, coaches or spectators who are disrespectful, distracting or derogatory or engage in other unsportsmanlike conduct to anyone involved in the game.
  - Pick up all of your trash and your children's trash after each game or practice. Our playing and practice fields are to be kept clean. Please be responsible and help any time that you can.

Poor sportsmanship by managers, coaches, players or spectators can result in ejection from the game and removal from Dooley Fields. Therefore, the BOD has adopted the following disciplinary actions regarding misconduct at Dooley Field:

#### **General Membership and Visitors**

Any individual found in direct violation of the code of conduct will be asked to stop such violation by the Board Member on Duty, the Manager on Duty or any member of the BOD. If the behavior persists or worsens either during that identified incident/day or is identified at another time/day, that person will be subject to the following:

- Asked to vacate the premises
- If warranted, escorted off the premises by BOD, MOD or a police officer.
- Be subject to disciplinary actions as deemed appropriate by the BOD, including a ban from all LPPLL and District 7 activities and/or events.

If any person initiates any physical confrontation, altercation or assault, the Sacramento Police Department will be notified as soon as possible by dialing 9-1-1.

Any persons involved in a physical confrontation will be required to appear before the BOD to explain their actions. Disciplinary action by the BOD may result in a ban or suspension from the LPPLL and its activities. Any persons involved in verbal confrontations may be required to appear before the BOD to explain their actions.

#### **Managers, Coaches and Players**

As per the Little League Rulebook sections regarding ejections and poor sportsmanship, if a manager, coach or player is ejected from a game, a one game suspension is imposed. If removed by the umpire a second time, a two game suspension will result for the second offense. A third offense will not be tolerated and will result in dismissal from duties as manager or coach. Please note that the above are minimum consequences. Any ejection of a manager or coach will result in a BOD investigation.

All ejections MUST be reported on the Game's Summary Form and shall specify the events resulting in the removal from the field of the manager, coach or player in question. Both team's managers and coaches shall fill out and sign the Game Summary Form and provide written description to the event.

Unsportsmanlike behavior will not be tolerated. Managers, coaches or players exhibiting negative behavior may be required to appear before the BOD to explain their actions. Disciplinary action by the BOD may result in a written warning or game(s) suspension

depending upon severity or repeated actions by the managers, coaches or players in question.

### **12. Manager and Coach Appointments**

The President, with approval of the BOD, shall appoint all managers and coaches as per the Little League Rulebook. The power to nominate managers and coaches has been granted solely to the local league President from the inception of the program. The BOD has the right to approve or disapprove any appointment made by the President. This responsibility cannot be delegated. The procedures for appointing managers and coaches must be understood and accepted by all concerned. The policies are:

- There is no seniority or tenure in serving as manager or coach.
- All appointments expire annually.
- All managers and coaches are directly responsible to the BOD.
- There is no appeal process for reconsideration.

### **13. Manager and Coach Guidelines**

LPPLL appreciates, admires and respects all those willing to manage and/or coach.

Knowledge of the game is essential, but is not the only requirement of a manager or coach. The manager or coach must be a leader. They require understanding, patience and the capacity to work with young children. Young children often idolize their manager or coach not for their success but as a source of inspiration.

People holding these positions should be able to inspire confidence and earn respect. Above all, they must realize they are helping to shape the physical, mental and emotional development of these children. Therefore, all managers and coaches must abide and adhere to the following Coaching Principles and Objectives:

#### COACHING PRINCIPLES

- Reflect an understanding of the age group you supervise.
- Be aware that you are an example to those you coach.
- Demonstrate you have an appreciation of the philosophy of Little League.
- Demonstrate you will cooperate with others in making the program beneficial to all players.
- Show by example that you respect the judgment and authority of the umpire.
- Exercise the leadership role effectively by leaving the game in the hands of the players.
- Provide each player an opportunity to participate in every game.
- Encourage the players at every opportunity.
- Instill a desire to win and to improve, striving to impart as much baseball/softball knowledge as possible to each player.
- Encourage good health habits and care of the team equipment and uniforms.
- Be instrumental in shaping acceptable behavior patterns, whether the team wins or loses.
- Know the rules and regulations of Little League Baseball® and Little League Softball®, and play by them.

- Become well acquainted with the player selection system.
- Select players for the team according to their abilities.
- Be cautious and use sound judgment in any protestable situation.
- Have knowledge of First Aid, Safety and all rules that govern Little League play.

#### COACHING OBJECTIVE

- Practice sessions are efficient, fun and ensure no one stands around.
- Players are properly taught fundamental skills and game strategy through various drills.
- Instruction is given at the player's level of understanding.
- Players are taught the rules and the rules are followed.
- Practice sessions end before the players become bored or tired.
- Practice sessions are spaced so they do not become a chore for the players or managers.
- Adequate precautions are taken to avoid injuries.
- Develop desirable and positive habits in players.
- Encourage promptness.
- Encourage good health and safety habits.
- Encourage good sportsmanship and fair play at all times.
- Encourage responsibility and leadership.
- Practice exemplary game decorum.
- Always be prompt to games.
- Plan ahead to speed the game along.
- Protective gear is used at all times.
- Players are not worn out in practice.
- Set a good example for your players, and expect other adults to do so.
- Keep players separated from spectators and ready to play.
- Do not embarrass or reprimand players in front of others.
- Players are continually encouraged.
- Assist players in developing individual goals and reviewing his/her progress.

Managers and/or coaches will be required to attend a hearing in front of the BOD should a manager, coach or player violate LPPLL Manager and Coach Guidelines, Local Rules, or current rule in the Little League Rulebook. **Failure to honor your duties may be cause for suspension or dismissal as deemed appropriate by the BOD.**

#### **14. Manager Responsibilities:**

The BOD wants to sincerely thank all managers for their time and dedication to the children of our league. Managers are responsible for the "management" of the team, including but not limiting the following:

General Membership Meetings: General membership meetings are held at a designated location. It is the manager's responsibility to attend each meeting. If a manager is unable to attend a meeting, a representative from his/her team must attend and the Division Representative must be contacted. The manager is responsible for obtaining information released at the meeting. If a manager fails to attend a meeting and fails to send a representative, he/she can be suspended from managing for one game. The General Membership meetings are open to everyone associated with Land Park Pacific Little League, and all are welcome.

Try outs: Each manager is needed to help run the tryouts and evaluate talent. All managers may be required to attend tryouts even if they are in lower divisions.

Team selection: A draft process is used to select each team. This event is scheduled after the tryouts by the Player Agent. The BOD determines selection methods.



Team roster: The Player Agent will issue to each manager a team roster for his/her respective team.

Medical release: A completed Medical Release Form is required for each player to participate in team practices or games. These forms must be in the possession of the manager or coach at all games and practices. No team shall practice nor participate in games without them. Managers or coaches who are involved in activities without these forms exposes themselves and the LPPLL to legal repercussions and will be subject to disciplinary actions by the BOD.

Field permits: Teams will receive assigned practice fields. These fields are permitted and proof of that permit should accompany the manager to each practice to avoid any conflict.

Scorekeeper (for those divisions that keep score): The home team is the official scorekeeper of the game. An individual other than the manager or coach should be recruited. The person should be an individual familiar with the game. It is highly recommended that the visitors also provide a scorekeeper.

Pitch counter (for those divisions that pitch): The home team is the official pitch counter of the game. An individual other than the manager or coach should be recruited. The person should be an individual familiar with the game. It is highly recommended that the visitors also provide a pitch counter.

Field preparation: The home team is responsible for field preparation. To show league spirit, please consider working together, home and visitors, to prepare the field.

There are storage sheds behind the 3rd base bleachers on Dooley 1, behind 1st base on Dooley 2, and under the score booth at Dooley 2 for Dooley 3 equipment. The MOD or BOD will unlock the sheds prior to the game and lock them at the conclusion of the games. It is the home team manager's responsibility to ensure all equipment (rakes, chalk, bases, etc.) gets returned to the proper sheds. If you use the last of the chalk, be kind and refill.

The playing fields at Dooley Field must be raked and chalked prior to the game.

A leaf rake or broom may be used to remove excess dirt from the grass part of the infield. The large field rakes are used for the baselines. Rake up and down between the base and home plate, not side to side. The draggers are for dirt only and should NEVER be used or dragged on the grass. Caution should be used to stay away from the edge of the grass as leaving a pile of dirt there will result in "bad hops".

After the game the field must be raked, bases removed and the chalker and chalk secured.

It is recommended that the managers and coaches arrive sixty (60) minutes prior to the scheduled start of the game to ensure these duties can and will be completed before warm ups start.

First Aid: It is helpful if you have a basic understanding of first aid. A first aid kit will be issued to each manager to have in their possession at all practices and games. A large first aid kit shall be on hand in the snack shack and at the diamonds in Land Park.

Team parent: It is advisable that the manager recruit a team parent to help with administrative duties. If the manager does not designate a representative, he/she is required to fulfill the duties (see team parent section for more information).

Fundraising: Each manager and coach is expected to support the league's fundraising activities. Fundraising is not taken lightly and is essential to the well-being of the league. Each manager and coach must convey to the team and parents that participation is important.

General Information, Game Schedules, Newsletter: Season schedules for each team are issued by the Player Agent. The league will publish newsletters or league related information during the season. It is up to the manager to see that his/her players and parents have the information provided by the league (can be delegated to the team parent).

Dooley Field clean-up: This coincides with your team's snack shack day. You will be issued a schedule at the start of the season and one will be posted on the snack shack bulletin board and on the website. See the snack shack duties for more information.

Manager on Duty: Managers from all teams are assigned this duty 2 or 3 times per season. You will be issued a schedule at the start of the season and a copy will be posted at the snack shack. **If you are unable to fulfill your requirement, it is up to you to find a suitable replacement at least 24 hours prior to your assignment and to notify the Division Representative of the change.**

**If a manager fails to perform the duties of Manager on Duty when scheduled, and fails to arrange a suitable replacement, he/she will be suspended from managing for one game.**

Manager on Duty responsibilities are as follows:

Pre-game preparations:

- ✓ Arrive 45 minutes before the start of the first game.
- ✓ Check the Snack Shack/Field clean-up schedules, and make sure the appropriate team is prepared to fulfill their team duties. If not, find the manager and remind him/her of the duties.
- ✓ Spread the lined trash cans around the snack shack area and the fields. At least one garbage and one recycle can should be placed at each field.
- ✓ Raise the flags. The flags are located in the snack shack in the cabinet to the immediate left upon entering.
- ✓ Make sure there is an umpire for each diamond. If not, obtain one qualified volunteer from each team. One will cover the bases and one will cover home plate. If a scheduled umpire does not arrive, notify the designated BOD member in charge of umpires.

During the games:

- ✓ Ask all bicycle riders to park their bicycles at the bicycle racks.
- ✓ Circulate around the diamonds to make sure things are running smoothly.
- ✓ Ask dog owners to remove the dogs from the Dooley Field grounds.
- ✓ Do not interfere with any game unless the umpire specifically asks for assistance. The umpire is in charge.
- ✓ Make a record of any players, coaches, managers or parents who are ejected from a game and notify the President immediately.
- ✓ Remove full trash bags or consolidate trash and take to the dumpster (this will save you time at the end of the night).

After the games conclude:

- ✓ Take the trash to the dumpster.

- ✓ Lower the flag, fold and store back in the snack shack.
- ✓ Ensure that all gates, storage boxes and the scoreboards are locked.
- ✓ Assist snack shack personnel in closing up quickly.
- ✓ Check out with the BOD member on duty. You cannot leave until they dismiss you from your duties.

### **15. Team Parent Responsibilities**

The team parent is designed to assist the manager of a team with administrative duties such as team snacks, fundraisers, pictures, telephone trees, snack shack staffing and various other duties.

**Note: If a manager does not select a team parent, then it is the manager's responsibility.**

**The team parent is required to attend a meeting prior to the beginning of the season.**

The meeting will go over the upcoming year's fundraisers, snack shack rules and responsibilities and other important information.

Each team is assigned to work the snack shack during the season. Shift staffing requirements and snack shack duties will be distributed at the team parent meeting prior to the beginning of the season and published in the Snack Shack Operations Manual. It is the responsibility of the manager/team parent to have adequate staffing of the snack shack during their team's scheduled assignment. **The failure of a team to provide sufficient staffing for their snack shack shift will result in one or more of the following: closure of the snack shack and rescheduling the team's snack shack day, and/or reimbursement from the manager/team parent for compensation for their snack shack replacement(s).**

Team snacks: Tickets for team refreshments can be purchased at the snack shack. Generally, the team parent distributes a schedule which allows a different family to be responsible for the snack after each game. To ensure the team always has a snack after the game, a collection can be taken at the beginning of the season and purchase tickets from the snack shack ahead of time.

### **16. Snack Shack Volunteer Responsibilities**

The objective of the snack shack is to give players an opportunity to be rewarded with a meal, drink or treat regardless of the outcome of their baseball game. This way everyone can go home a winner. It is also the league's main fundraiser. It has been a tradition at Dooley that each player receive a ticket for the snack shack (provided by the teams' families) following their game.

The snack shack is the league's main fundraiser. Each team is required to work in the snack shack during the season. This is typically done while that team is playing to ensure coverage. Requirements and details governing snack shack operations are published in the Snack Shack Operations Manual.

### **17. Player Placement, Tryouts and Team Selection (GENERAL GUIDELINES)**

#### League Age

For players born on or after September 1, 2005, a player's "league age" is the age that player will be on August 31 of the baseball season.

#### T-Ball and Rookie Teams

T-Ball and Rookie players are assigned to teams by the league. The league will attempt to honor

requests to place certain players with a particular manager, but due to the complexities of forming teams, we cannot guarantee to satisfy all requests.

#### Try-Outs

The purpose of Try-Outs is to permit all BOD approved managers, coaches and BOD members the opportunity to assess each player's skills, such as: catching fly balls, fielding grounders, hitting, running and throwing. All players of league age who wish to play in the Minors, Majors, Juniors or Seniors Divisions shall attend tryouts. **"Failure to attend the required tryouts may result in the player being ineligible for the draft and result in a player being placed in a player pool."**

#### The Draft

After the Try-Outs, the Major managers will start the draft selection process. The Minor divisions follow in descending order, AAA, AA, etc. The draft protocol will follow the recommended guidelines set in the Little League Operating Manual. The BOD will decide the actual sequence and details of the draft sequence.

The Major and AAA Division managers may protect ~~only~~ his or her own player and for one of his/her coach's. If both kids are determined to be first round picks, that team will forfeit its 3<sup>rd</sup> round pick and will receive an additional pick in the 9<sup>th</sup> round. In AA, a manager and two coach's players can be protected. In all other divisions, it is based on parent requests, manager and coach pairings, etc. To ensure protection for the players, managers and coaches must be announced and approved prior to Try-Outs. The LPPLL Player Agents and President will ensure pairing is not done solely to circumvent the draft process. If necessary, pairing will be voted on by the BOD.

After soliciting evaluations by all managers and coaches and prior to the draft, the designated managers' and coaches' players are evaluated and placed in a "draft round" and will represent the team's pick for that round. The goal is to ensure a balance of competitive teams. Managers, coaches and BOD members who witness the draft, shall keep the draft order in strict confidence and will not disseminate any information regarding a player's pick or standing. Attendance at and participation in drafts is limited to Board members, managers and ~~in divisions below Majors,~~ coaches.

After the teams have been formed and team rosters completed, managers are required to inform players and parents regarding team selection and practice schedules within 48 hours.

During the season if a player is lost due to an illness, injury, change of address, etc., the manager shall strictly adhere to the rules stated in Little League Rulebook. *If a player is offered placement in a higher Division and elects not to move up, the player is prohibited from moving up for the rest of that current season.*

#### Special Requests

Prior to the draft and by contacting the Player Agent in writing (electronically is acceptable), parents may request that a player not be placed above a certain level. The Player Agent and BOD Members must also keep in mind the safety of the player and the other players in each division when deciding whether to grant this request.

Prior to the draft and by contacting the Player Agent in writing (electronically is acceptable), parents of players of similar age may request that siblings be placed on the same team. If the Player Agents, BOD members and respective Divisional Managers agree the request is appropriate, the draft process will be adjusted to keep the siblings together.

**18. Complaints and Evaluations Regarding Managers, Coaches and Board Members**

The complaint protocol is as follows:

1. If a parent objects to a team manager's policies or actions (or the actions of anyone else associated with the team or league), that parent should first discuss the matter directly with the person involved. Do not approach anyone during a game or practice with your objection. Call and discuss the matter over the phone, or make an appointment to see him or her in person. Do not attempt to raise your objection when children are present.
2. If you are not satisfied with the response from the manager or coach, you must contact your Division Representative to discuss the problem. The Division Representative is listed on the league website.
3. If you decide to pursue your complaint, you must submit your complaint, in writing, to the BOD. The BOD will meet to discuss the complaint. You may be invited to this meeting along with interested parties or witnesses regarding the complaint. The meeting will take place as soon as possible as long as there is quorum of the BOD. (Note: If this protocol is not followed the complaint will not be heard by the BOD.)  
In the event that the complaint pertains to the actions of a BOD Member who is managing or coaching, you must contact either a Vice President or the President

**19. Complaints Regarding General Issues from the Membership**

All complaints must be in writing and signed. Initially, the BOD will maintain the anonymity of all involved parties. No verbal complaints will be considered.

1. The complaint letter must be brought to a BOD member.
2. Each letter will be read aloud in its entirety before the BOD. It will be determined at that time if further investigation, response or action needs to be taken. All BOD members present will have a vote in making this determination.
3. If further action is to be taken, the appropriate BOD member will notify the person(s) involved that a letter of complaint has been received. At a pre-determined BOD meeting, where the contents of the complaint will be read, the parties involved will be given the opportunity to present their sides.
4. If the BOD determines that disciplinary action is to be taken, it will be done as quickly as possible.
5. The letter will become part of the league's official records and be kept on file for possible future reference.
6. The appropriate BOD member with the findings will notify the parties involved.

**20. Game Rescheduling (GENERAL GUIDELINES)**

The only rescheduling of games will be for rainouts or if a team is unable to field a team due to a legitimate school function. The Division's Player Agent and President must approve such rescheduling. Games will be rescheduled provided the following procedures are followed:

- Rescheduling due to a school or other function:
  - The manager must notify the Player Agent at least two days prior to game day. Any team making false statements regarding ability to field a team will be subject to automatic forfeit.
- Rescheduling due to weather:
  - Any games rescheduled due to weather will be rescheduled based on field availability and team schedule.
  - If a game is halted, it will only be resumed if it was not a complete game and the rescheduling policy below is followed. If a game is resumed it will be from the point at which it was stopped and follow Little League Playing Rules.
  - Both managers MUST notify the Player Agent as soon as possible and provide the following information:
    - Indicate the date the game was to occur
    - The team they were scheduled to play
    - Possible dates for rescheduling (as well as dates they could not play)
  - For divisions with player pitching:
    - Due to the pitching rules, a make-up game will have to occur when it allows for both teams to have sufficient pitching.
    - The game will be rescheduled within a two-week period.
    - The Player Agent MUST be notified
  - For Majors and AAA:
    - All make-up games MUST be played in the half in which they were to occur. The President and Player Agent shall schedule all make-up games.

- AA, Rookie and T-Ball:
  - Games may be rescheduled as long as both managers agree and are approved by the Player Agent.
- If either manager fails to notify the Player Agent, OR if a game is offered and there is no legitimate reason for a team not to accept the game time, it shall be grounds for forfeit.

### **21. Land Park Pacific Little League Local Rules (all levels)**

- a. Adhere to all rules in the Little League Rulebook. In addition, the following shall be in effect:
- b. The continuous batting order is mandatory for Tball, Rookie, AA & AAA during the regular season.
  - Majors will play continuous batting until the start of the Dooley Championship Series(DCS). During the DCS managers of Majors teams may use the continuous batting order or adopt the mandatory play instructions as set forth in the Little League Rulebook, which states every rostered player present at the start of a game will participate in each game for a minimum of six(6) defensive outs and bat at least one (1) time. In addition, no player shall remain on bench for more than 3 innings of a game.
- c. No ten (10) run rule.
- d. Every player on the team will participate for a minimum of 6 (six) defensive outs.
- e. Home team is the official scorekeeper and pitch counter for the game.
- f. Home team occupies the 3rd base side, visitors occupy the 1st base side.
- g. Home team may take the field one hour before game time.
- h. Visitors may take the field 20 minutes before game time to 5 minutes before game time.
- i. Batting Cage Access: For games on Dooley 1, the Visitor team may use the Batting Cage for 20 minutes starting from one hour before the game time, and the Home team may use the batting cage for 20 minutes starting from 40 minutes prior to the game time. (For example, for a 5:30 p.m. start time, the Visitor may use the cage from 4:30 to 4:50 p.m., and the Home team may use it from 4:50 to 5:10 p.m.)
- j. Infield Access: For games on both fields, the Visitor team shall have access to the infield for 15 minutes starting 40 minutes prior to game time, and the Home team shall have access to the infield for 15 minutes starting 20 minutes prior to game time. (For example, for a 5:30 p.m. start time, the Visitor team shall have access to the field from 4:50 to 5:05 and the Home team shall have access to the field from 5:10 to 5:25 p.m.)
- k. The umpire meeting should take place 5-10 minutes prior to game time.
- l. To avoid injury to those preparing the field, no warming up on the infield.
- m. No parents shall be on the field or in the dugout during game time unless they are the manager or an approved coach. Any person who has repeated access to, or contact with players or teams, must complete and submit an official "Little League Volunteer Application" and be subjected to a background screenings pursuant to Megan's Law, and criminal history checks. See Volunteer Eligibility for more information.
- n. An approved (screened) adult volunteer must be in the dugout at all times.
- o. LPPLL will provide a new ball at game time.
- p. Each manager will complete the Game Summary Form for all Baseball Majors, AAA and AA games within 24 hours after the conclusion of the game.
- q. The President or designated BOD member may call the game due to weather or field condition prior to games starting.
- r. The BOD Member on Duty will determine with input from team managers whether the fields are playable as a result of weather conditions.
  - i. Once a game is begun, the umpire makes all judgments regarding halting

- play due to weather conditions and/or lack of daylight.
- ii. If there is no umpire, then the BOD Member on Duty will make the final decision.
- s. In the event of rule violations during the game, follow the Little League Official Regulations and Playing Rules for the violations in question and consult with the umpire or the BOD member on duty.
- t. Each team is responsible for cleaning up after the game in and around the dugout area. If you are the last game of the day, ensure all equipment is put away.
- Any questions regarding Local Rules or Little League Official Regulations and Playing Rules should be directed to your Division Representative.

#### **Field Preparation:**

1. Home team is responsible for field prep.
2. Managers/coaches shall arrive at least one hour prior to game time to prepare field.
3. Field preparation equipment is located in the sheds beneath the bleachers.
4. Outfield foul lines shall be painted if present condition is insufficient.
5. Any pre-game raking of infield shall occur.
6. Any pre-game watering of infield dirt shall occur.
7. Infield lines and batter's box shall be prepared with chalk or paint.
8. Bases shall be put in place.

#### **Field Clean-up:**

1. Home team is responsible for clean-up.
2. Pull bases and put them in shed.
3. Rake pitcher's mound, batter's box, base lines (rake parallel to baselines) and areas around bases.
4. Rake perimeter of infield toward the dirt to get dirt off grass.
5. Drag infield (NEVER use draggers on grass).
6. Water infield, pitcher's mound, batter's box, base lines.
7. Replace field equipment and lock shed.

#### **Field Etiquette:**

For all players, managers and coaches to have the best experience possible, the following field etiquette must be followed:

- u. No hitting hard balls into the fences.
- v. No players, spectators or others allowed in the bullpens or batting cages unless they are specifically involved in the game on the field.
  - i. No parents are to be allowed on the field, prior to, during or after the games. All meetings should be held outside of the field. Parents can hand drinks to the manager, coaches and players (per manager or coaches approval or specific team rules) prior to the game starting.
- w. A good game tempo must be utilized:
  - i. Minimize having meetings when you are ready to take the field. Save the meetings for when your team exits the field.
  - ii. Prepare for when your catcher needs time to get gear on. Have an extra helmet with throat guard available for the back-up. Remember, an adult is NOT ALLOWED to warm up the pitcher.
- x. Exit the dugouts and the field in an expeditious manner. This is extremely important when another game follows. Be courteous to your fellow managers and allow them to take the field for preparation of their next game, while you meet with your team outside the fence line.
- y. If a game is scheduled to follow your game, clear out the dugouts quickly and have your team exit so the next team can take the field.
  - i. If you're responsible for prepping the field, then do so prior to having your team meeting.



**Regulations Games:**

Regulation Game Clarification - The goal is to have a game consisting of six innings with a definitive winner. However in some situations a regulation game may not be possible due to weather, daylight or other safety concerns. The Little League Rulebook defines a regulation game as 4 or more complete innings.

**Tie Situations:**

Tie Game Clarification - If after 6 complete innings (or the open inning in AAA) the score is tied then one extra inning will be played (no run limit) to see if a winner is declared. If tied after the extra inning, then the game is recorded as a tie. If an extra inning cannot be completed due to darkness, the game will result in a tie.

**Rules Governing Divisions:****a) Baseball Divisions**

The following are the baseball levels provided at LPPLL and the intended age of the participants (baseball age is the age the player will be on August 31<sup>st</sup> of the season):

- Juniors – All players age 13 and 14.
- Majors – All players age 12. Most 11 year olds. 10 year olds, if space allows. A 10 year old will not be eligible for the Majors draft unless there is room after considering all 12 year olds and all eligible 11 year olds.
- AAA – Any 11 year olds not in majors, all 10 year olds, and 9 year olds if they are drafted.
- AA – Any 9 year old not drafted in AAA, all 8 year olds, and any 7 year olds who attend tryouts and are drafted.
- Rookie – 6 and 7 year olds after completing one year of T-Ball.
- T-Ball – All 5 year olds and 6 year olds who have not previously played T-Ball.

Players shall play at each division level prior to moving to the next division level. Any deviation must be requested in writing by the parent and approved by the BOD.

**b) Baseball Playing Rules – Pitch Count and Rest Requirement**

All rules governing pitchers and rest requirements are set forth in Regulation VI of the Little League Rulebook.

Baseball Playing Rules – Juniors

Rules are determined based on participation in the inter-district league. LPPLL local rules do not apply.

**c) Baseball Playing Rules – Major Local Rules**

Adhere to all rules in the Little League Rulebook with the following additions:

- Selection of the team to play in the Tournament of Champions shall be based on the winner of a Dooley Championship Series playoff at the end of the regular season, according to procedures to be established by the BOD and published by the start of the regular season.
- Pool players: If a team has a scheduled game in which fewer than nine (9) players can attend, a pool player may be added to the roster for that game only. The pool player shall be selected at random by the Player Agent from a list of eligible names to be compiled by the Managers and the Division Representative. Pool players must bat in the 9th position of the batting order, and may only play outfield positions.
- If a pitcher hits two consecutive batters in one inning, or three batters in a game, that pitcher will be removed.

- Play 6 innings or until darkness, in which case the score shall be the score at the end of the last full inning. If the game is tied after 6 innings, one additional inning may be played if daylight allows.

Note: All-Star players will be selected from this division.

**d) Baseball AAA Local Rules**

Adhere to the Little League Rulebook with the following additions:

- Selection of the team to play in the Tournament of Champions shall be based on the winner of a Dooley Championship Series playoff at the end of the regular season, according to procedures to be established by the BOD and published by the start of the regular season.
- Pool Players: Same as Majors.
- A player can't sit out more than 2 innings, which can be consecutive.
- If a pitcher hits two consecutive batters in one inning, or three batters in a game, that pitcher will be removed.
- Maximum 5 runs per inning with the exception of the 6th or final inning.
- In the 6th or last inning (or extra inning), the 5 run maximum rule is not followed and batting through the order will not end the inning. The umpire must announce the last inning prior to its start.
- No game shall be more than 2 hours. At the start of the game, a timer shall be set for 1 hour 20 minutes. When the timer goes off, if the visitor is at bat with no outs, it is the final inning. Under any other circumstances, the next inning will be the final one. Umpire shall announce the start time and the home team (official scorekeeper) shall record it.
- All players should play at least one inning in the infield.
- Free substitutions on defense.
- Prior to the start of the game, a discussion of the strike zone shall be performed with the umpires.

Note: All-Star players will be selected from this division.

**e) Baseball AA Local Rules (First Year Pitching)**

Adhere to all rules in the Little League Rulebook with the following additions:

- Pitching distance to be 42 feet. Discretion is allowed for the President and Division Representative (after consulting with managers) to change the distance to 46 feet half-way through the season or at any other point if the pitching supports it.
- No STANDINGS but score is kept. THIS IS AN INSTRUCTIONAL LEVEL.
- No WALKS. If four balls are pitched, a coach will pitch a number of pitches equal to the strikes remaining on the batter. At bat continues when fouling off the final pitch unless caught. If the player misses or the coach pitches were unhittable, the player is out. Discretion is allowed for the President, Division Representative, managers and coaches to eliminate the coach pitch half-way through the season or at any other point if the pitching supports it
- No player shall pitch more than six (6) defensive outs in any single game.
- If a pitcher hits two consecutive batters in one inning, or three batters in a game, that pitcher will be removed.
- Safety ball is used (not T-ball, but other safety soft ball).
- Bunting is allowed, except when coach pitches.
- Ten players on the field for defense, 4 outfielders.
- No game shall be longer than 1 hour 30 minutes (90 minutes).

- Maximum 5 runs per inning, three outs or batting through the order.
- Mandatory rotation of players throughout various positions (except pitching).
- Maximum two innings per game at a specific position except for pitcher, which is based on total number of defensive outs (up to 6).
- Move players from infield to outfield (pitching is considered infield). All players must play at least one inning of infield.
- No stealing or advancing on a passed ball or wild pitch.
- Runners may not advance more than one base on each overthrow.
- Game played regardless the number of players.
- Volunteer umpires may be used. If no volunteer umpire is available, the games are to be umpired by managers, coaches, and/or parents who are approved volunteers. Prior to the start of the game, a discussion between managers should occur to discuss the strike zone and umpiring responsibilities.
- No extra innings in the event of a tie.
- See pitch count and rest requirement above.

**f) Baseball Rookie Local Rules**

Adhere to Little League Regulations with the following additions:

- NO STANDINGS
- Ten players on the field for defense, 4 outfielders.
- Maximum of two coaches in the outfield for defensive direction.
- The coach that pitches cannot direct the runners. Saying "go" or "run" is not direction. The purpose of this rule is to have the players look to the first base or third base coach for direction.
- Maximum 5 runs per inning, three outs or batting through the order.
- Maximum 7 pitches per at bat. At bat continues when fouling off the seventh pitch unless caught. If after 7 pitches the player doesn't hit the player sits down; the player is not out.
- Base coaches must be coaches (not players).
- No infield fly rule.
- No sliding – offending player warned.
- No bunting – Batter returns to batting with that pitch expended.
- No stealing - Players are warned and returned to base that they vacated.
- On an overthrow a runner may NOT advance.
- Safety ball is used (not T-ball, but other safety soft ball).
- Coaches will pitch to his/her team from one knee at approximately 35 feet.
- Once the ball is controlled within the baseline, the play is over. Runners get to advance to the base they're going to.
- Players can overrun a base and are declared safe as long as no turn to advance is made (specifically 2nd and 3rd base).
- Rotation of players throughout various positions. Maximum two innings per game at a specific position. Move players from infield to outfield.
- Game played regardless the number of players.
- Game shall consist of up to 6 innings. No game shall be more than 90 minutes. Games may end earlier by agreement of both teams. Home team shall announce and record start time.

**g) Baseball T-Ball Division**

Adhere to Little League Regulations with the following additions:

- No more than 12 players per team.
- NO STANDINGS. Every team wins every game.
- All players will play in the field and bat each inning.

- Only two coaches on the field at any one time.
- Base paths are 50 feet (10 feet shorter than the posts).
- No stealing.
- No sliding at any time.
- Runners may NOT advance on an overthrow.
- No infield fly rule.
- T-ball designated safety balls are used at all times.
- Once the ball is controlled within the baseline, the play is over. Runners get to advance to the base they're going to.
- Game played regardless the number of players.
- Each game will be 3 innings long or an hour in length, whichever comes first. Home team shall announce and record start time.
- We will use a 15-foot dead circle. All batted balls must travel outside it or be ruled a foul ball.
- Play with double base at first when playing at Dooley.

## **22. All-Star Selection Procedures**

**Eligibility:** Any player who has participated as an eligible player in 60% of the regular season games as of June 15 on an LPPLL Team.

The BOD follows the recommendations in the Tournament Section of the Little League Rulebook. These procedures are meant to eliminate many of the complaints, abuses, pressures and charges of favoritism which are directed toward the League President and the BOD. Managers, Coaches, and Players all vote on eligible candidates. The BOD does not vote. The ballots are counted by (2) board members who do not have eligible children on the ballot. The BOD determines final team placement by considering the outcome of the vote, and players available for each team. The candidates' identities are protected during this process. In other words, the BOD does NOT vote on individual players. Players are selected by players, managers, and coaches. The tournament team candidates should be selected upon their playing ability, eligibility and availability. The roster size shall be selected to ensure sufficient coaching and pitching strength to meet the tournament schedules.

Players will be selected prior to the selection of the All-Star Managers and Coaches. The BOD will approve all managers and coaches of the All-Star teams. Besides the criteria established in, Managers and Coaches Guidance, additional considerations should include DCS winner, previous All-Star coaching and Major Division coaching, however, a single criterion is not to be used, but rather all attributes are to be considered by the BOD when approving the managers and coaches.

The confidentiality of the proposed players for the All-Star team is of utmost concern. The selection order will not be discussed outside the All-Star meeting and under no circumstances should players or parents be told of the selection order of the players. The names of the players shall not be made public before June 1.

The objective of the 9-10 Year Old Division and 11 Year Old Division All-Stars is to provide these age groups an opportunity to experience and participate in a baseball tournament at the District, Sectional and State levels at the conclusion of the regular season.

Prior to removal and replacement of a player because of missing practices or other commitments, the BOD shall be informed by a manager, of the potential action to replace a player with an alternate. BOD approval is required as per Tournament Rules Player Eligibility, prior to replacing the player.

**Advisory to Parents and Guardians**

Players aged 9 and up are eligible to make the LPPLL All-Star teams. In order for your child to be considered, your player's commitment is required during the tournament season. This commitment consists of being available DAILY for practices and games from June 1st until at least mid-July and possibly mid-August (depending upon the success of the team). Families are advised to plan accordingly.

### **New Little League Rules for 2019 Regulations**

**Regulation VI(a) [Regulation VI(c), (d) NOTE for Challenger]**

(a) Any player on a regular season team may pitch. Exception: Any player who has played the position of catcher in four (4) or more innings in a game is not eligible to pitch on that calendar day.

A player who played the position of catcher for three (3) innings or less, moves to the pitcher position, and delivers 21 pitches or more (15- and 16-year-olds: 31 pitches or more) in the same day, may not return to the catcher position on that calendar day.

EXCEPTION: If the pitcher reaches the 20-pitch limit (15- and 16-year-olds: 30-pitch limit) while facing a batter, the pitcher may continue to pitch, and maintain their eligibility to return to the catcher position, until any one of the following conditions occur: (1) that batter reaches base; (2) that batter is retired; or (3) the third out is made to complete the half-inning or the game.

(c) The manager must remove the pitcher when said pitcher reaches the limit for his/her age group as noted below, but the pitcher may remain in the game at another position:

League Age:

13-16 95 pitches per day

11-12 85 pitches per day

9-10 75 pitches per day

7-8 50 pitches per day

**EXCEPTION:** If a pitcher reaches the limit imposed in Regulation VI(c) for his/her league age while facing a batter, the pitcher may continue to pitch until any one of the following conditions occurs:

1. That batter reaches base;
2. That batter is put out;
3. The third out is made to complete the half-inning or the game.

**NOTE: If a pitcher reaches 40 pitches while facing a batter, the pitcher may continue to pitch, and maintain their eligibility to play the position of catcher for the remainder of that day, until any one of the following conditions occurs: (1) that batter reaches base; (2) that batter is retired; or (3) the third out is made to complete the half-inning or the game. The pitcher would be allowed to play the catcher position provided that pitcher is moved, removed, or the game is completed before delivering a pitch to another batter. If a player delivers 41 or more pitches, and is not covered under the threshold exception, the player may not play the position of catcher for the remainder of that day.**

(k) Pitching in more than one game in a day:

**Minor League, Little League (Majors), and Intermediate (50-70) Division** — A player may not pitch in more than one game in a day;

**Junior League and Senior League** — A player may be used as a pitcher in up to two games in a day. NOTE: If a pitcher reaches 30 pitches while facing a batter in the first game, the pitcher may continue to pitch, and maintain their eligibility to pitch in the second game on that day, until any one of the following conditions occurs: (1) that batter reaches base; (2) that batter is retired; or (3) the third out is made to complete the half-inning or the game. The pitcher would be allowed to pitch in a second game provided that pitcher is moved, removed, or the game is completed before delivering a pitch to another batter. If a player delivers 31 or more pitches in the first game, and is not covered under the threshold exception, the player may not pitch in the second game that day);

#### **Rule 4.12**

Tie games halted due to weather, curfew, or light failure shall be resumed from the exact point at which they were halted in the original game. It can be completed preceding the next scheduled game between the same teams. A player may not pitch in more than one game in a day. (**EXCEPTION: Junior and Senior League:** If a pitcher reaches 30 pitches while facing a batter in the first game, the pitcher may continue to pitch, and maintain their eligibility to pitch in the second game on that day, until any one of the following conditions occurs: (1) that batter reaches base; (2) that batter is retired; or (3) the third out is made to complete the half-inning or the game. The pitcher would be allowed to pitch in a second game provided that pitcher is moved, removed, or the game is completed before delivering a pitch to another batter. If a player delivers 31 or more pitches in the first game, and is not covered under the threshold exception, the player may not pitch in the second game that day).

### **Playing Rules**

#### **Rule 2.00**

DEAD BALL AREA is the area beyond any intended physical boundary, such as a fence, rope, chalk line, any stands, bleachers, dugouts, player's benches, or designated media areas, or any other boundary line as determined in the pregame conference. If a ball becomes lodged in a fence, backstop, umpire's equipment, or catcher's equipment, it is considered to be in a dead ball area.

#### **Rule 3.11 – Double Headers**

This Rule is deleted as guidance regarding this area is already provided in **Rule 4.13**.

#### **Rule 8.02(a)(1)**

Baseball:

(1) bring the pitching hand in contact with the mouth or lips while in contact with the pitcher's plate. EXCEPTION: The pitcher may bring the hand in contact with the mouth or lips while in the 10-foot circle (Intermediate (50-70) Division/Junior/Senior: 18-foot circle) surrounding the pitcher's plate provided he/she distinctly wipes off the pitching hand before contacting the ball.

PENALTY: Illegal Pitch - See 8.05(b).

Rule 8.06 AR – The Pitcher [Baseball, Softball]

**Rule 8.06**

Baseball:

A.R. 1 - When a manager requests timeout to make a pitching change, it shall not be considered a visit to the pitcher provided the manager makes the pitching substitution prior to speaking to any defensive player. Intermediate (50-70) Division/Junior/Senior: This applies when a pitcher moves to another position and returns as a pitcher later in the same game.

**Policies and Procedures Last Updated: February 14, 2019**

**Excerpts from the Constitution:**

**ARTICLE 5, SECTION 5, Absentee Ballot.** For the expressed purpose of accommodating a Regular Member in good standing who cannot be available to vote, an absentee ballot may be requested and obtained from the Secretary of the Local League. The absentee ballot shall be properly completed and signed with a copy of the member’s driver license. The member must mail or returned the ballot in a sealed envelope which is either mailed or delivered to the attention of the Secretary prior to the final election date. The Secretary shall present all absentee ballots to the Election Chairman on a specific date for their vote to be counted in the election process.

**ARTICLE 5, SECTION 6, (b)** At the Annual Meeting, the Membership shall determine the number of BOD members for the following year. After the Annual Meeting, a committee shall conduct a ballot election to fill the approved positions for the following year. The number of Directors elected shall be not less than six (6). Since the inception of the Local League, any regular member being nominated for a Board of Director’s position shall confirm their intent to serve in that position as outlined in the duties specified in Article VII. The ballot with specified regular member nominations will be used and the directors will be elected by the membership.

**Recommended Application:**

**APPLICATION TO BE A BOARD MEMBER OF THE Land Park Pacific LITTLE LEAGUE**

Please put my name on the ballot for the Land Park Pacific Little League Board of Directors for the position of \_\_\_\_\_.

- a. I understand if I am elected to the Board that I will serve on the Board for a one (1) year term.
- b. I understand that if elected to the Board I will still need to submit my name for each year thereafter that I desire to be elected to the Board.
- c. I understand once the Board has been elected I will be given notice of the date and time of the first newly-elected Board meeting and my responsibilities and other duties as per the LPPLL Constitution.

**PLEASE PRINT LEGIBLY:**

Name: \_\_\_\_\_  
 Address: \_\_\_\_\_  
 Telephone No.: \_\_\_\_\_  
 E-mail Address: \_\_\_\_\_  
 Signature: \_\_\_\_\_

This completed application must be delivered to the nomination box at the Snack Shack.

If you intend to coach or manage a team during the upcoming Season, please be advised that as per the Little League Rulebook, the manager/coach representation on the Board shall not exceed a minority. The President with the approval of Board of Directors shall appoint managers and coaches annually.



