

## EMPLOYEE RESIDENCE AGREEMENT

625B Mt. Rose Highway, Incline Village, Washoe County

**THIS AGREEMENT** is made and entered into this, \_\_\_\_\_ day of \_\_\_\_\_, by and between the County of Washoe, a political subdivision of the State of Nevada, hereinafter referred to as "County" and Cody Burke, an employee of the Washoe County Community Services Department (Roads team member), hereinafter referred to as "Employee".

### 1. RECITALS

1.1 County is the sole owner of the Premises described below.

1.2 This Agreement is entered into by the parties by virtue of an ongoing employment relationship existing between County and Employee, and is conditioned on employment in her/his present capacity during their assignment in that region.

1.3 The parties desire by this Agreement to define their respective rights, duties and liabilities relating to the Premises on the terms and conditions set forth herein.

### 2. DESCRIPTION OF PREMISES

The County hereby agrees to allow Employee to reside in the County-owned residence located within the following County-owned premises and more particularly described as 625B Mt. Rose Highway, Incline Village, Washoe County, Nevada.

### 3. TERM OF AGREEMENT

3.1 These premises will be provided to Employee for the period during which Employee is in the service of the County in his/her capacity as Lead Heavy Equipment Operator and his/her assignment to the Incline Village area.

3.2 In the event Employee should at any time change work assignments, or be discharged or quit, or fail to or refuse to perform the duties described herein with respect to the premises, then any one of such events shall constitute a material breach of the Agreement, and Employee's rights under this Agreement shall terminate.

3.3 In the event of termination of the Agreement, Employee shall have a two-week period from the date of receipt of written notice from County to vacate the premises. Similarly, in the event of Employee's death, his family living in the demised premises shall also have two weeks within which to vacate upon notice. Employee or his/her family may seek a written extension of time beyond the two-week period recited herein by writing to the Director of Washoe County Community Services or his assigned designee (hereinafter referred to as "Director") with such a request. Such written extensions shall not be unreasonably withheld by the Director.

4. **RENTAL AND SECURITY/CLEANING DEPOSIT**

4.1 In lieu of paying monthly rent Employee agrees to provide security to the entire facility for which the demised premises are a part and to maintain the interior and exterior of said premises at a standard acceptable to the Director.

4.2 Upon execution of this Agreement for occupancy, Employee shall deposit with County the sum of Five Hundred Dollars and No Cents (\$500.00) as and for the faithful performance by Employee of the terms of this Agreement, receipt of said security/cleaning deposit is hereby acknowledged by County.

4.3 Said security/cleaning deposit shall include damage repairs, key rental, cleaning charges, and yard maintenance and shall be returned to Employee, without interest, on the full and faithful performance by Employee of the provisions of this Agreement. Upon termination or vacating of premises a final walk-through inspection including both Director or their appointee and Employee will be conducted. All sums remaining after full performance and satisfaction of the foregoing shall be promptly returned to Employee.

5. **NUMBER OF OCCUPANTS**

Employee agrees that the demised premises shall be occupied by no more than 2 person/s, consisting of 2 adults and 0 children.

6. **ANIMALS**

Upon approval of County, Employee shall be allowed to keep no more than 1 common household pet(s) upon the demised premises. At present, Employee currently has 1 as household pet(s).

7. **UTILITIES**

7.1 Employee agrees to promptly pay in full all utility bills including, without limitation, electric, heating gas or propane, water, sewer, telephone and cable television, used upon and separately metered to said County provided residence through a public utility, or establishment of County-owned metering device.

7.2 It is understood by Employee that County has filled all heating oil and propane tanks. Therefore, upon vacating said premises, Employee will be responsible to completely refill all heating oil and propane tanks. Employee will provide Washoe County Facility Management with evidence of this in the form of a refueling receipt.

7.3 Should employee fail or refuse to refill the tanks or pay such bills, County may have the tanks refilled, pay all amounts due and deduct the amount of payments from any payments due employee for salary, reimbursement of expenses, or money otherwise due Employee under due process of law.

8. **USE OF PREMISES**

8.1 The demised residential premises shall be used and occupied by Employee exclusively as a private single family residence and for no other purpose.

8.2 Neither the premises nor any part thereof shall be used at any time during the term of this Agreement for the purpose of carrying on any business, profession or trade of any kind other than that for which it is specifically intended by County.

8.3 Employee agrees that he/she shall not conduct or at any time knowingly permit his/her family, agent or visitor to conduct activity on the premises which is unlawful or in violation of any applicable federal or state statute, code or regulation.

9. **CONDITION OF PREMISES**

9.1 Employee stipulates that he/she has examined the demised premises, including the grounds and all buildings and improvements and that they are at the time of this Agreement, in good order, repair, and in safe, clean and tenantable condition. (See "Residence Inspection Record" attached hereto and made a part hereof, hereinafter referenced as Exhibit A.)

9.2 Employee shall comply with all the sanitary laws, ordinances, rules and orders of appropriate governmental authorities affecting the cleanliness, occupancy and preservation of the demised premises and sidewalks and roadways connected thereto during the term of this Agreement.

10. **MAINTENANCE AND REPAIRS**

10.1 County shall make and be financially responsible for all repairs required to be made to the demised premises during the term of this Agreement. Employee will promptly notify the Director or his designee of any problems or damages to the premises which require repair. If problems or damages are not reported by the end of the next working day following the time of discovery or the time they should have been discovered, Employee shall be responsible for any additional damages caused by the failure to give prompt notification.

10.2 Employee shall maintain sidewalks and driveways in proper order keeping them free of debris and clear at all times.

10.3 Employee shall be responsible for keeping all lawns, shrub beds and landscaping in proper condition. This shall include, without limitation, regular weekly seasonal mowing and watering, keeping the premises neat, clean and safe.

10.4 Periodic pruning of trees and shrubs shall be provided by County upon written request by Employee. Under no circumstances is Employee to attempt pruning of trees or shrubbery.

11. **ALTERATIONS OR IMPROVEMENTS**

11.1 No alterations, modifications or additions, including, without limitation, electrical and plumbing changes, doors, door locks, light fixtures, etc., are to be made to the premises by Employee or his/her agent without the prior written authorization of the Director.

11.2 It is understood and agreed that all trees, shrubs and plant material, erections, additions, fixtures and improvements excepting only those decorative items which can be removed without substantially affecting the integrity of the building, made in or upon said premises shall be County's property and shall remain upon the premises at the termination of said term by lapse of time or otherwise, without compensation to Employee.

12. **DAMAGE TO PREMISES**

12.1 Employee shall be responsible for any damage caused by any unauthorized alteration, modification or addition to the premises.

12.2 Employee shall be responsible for all damages caused by his/her negligence or intentional acts or by such acts of his/her family, agent or visitor.

12.3 If the demised premises should be damaged or destroyed other than by Employee's negligence or willful act or the acts of his/her family, agent or visitor to the extent that County shall decide not to repair or rebuild, this Agreement shall be deemed to have terminated upon written notice of such from County to Employee.

13. **ASSIGNMENT AND SUBLETTING**

Employee shall not assign, sublet or grant any concession or license to use these premises or any part thereof without the prior written consent of Director.

14. **RIGHT OF INSPECTION**

14.1 The Director and his agents shall have the right at all reasonable times and, at least annually, during the term of this Agreement to enter the demised premises for the purpose of inspecting the premises.

14.2 Any deficiencies or problems will be promptly reported to Employee provided the damage or problem is not the County's responsibility. If Employee does not promptly correct the situation, County may take whatever action it deems necessary and bill Employee for any expenses incurred. Payment will be due within fifteen (15) days, and if unpaid thereafter, may be recovered by County as referenced in Section 7.3 herein.

15. **HOLD HARMLESS**

Employee agrees to hold harmless, indemnify and defend County from and against any loss, claim, demand or suit due to personal injury, bodily injury or property damage to any party resulting from the personal negligence of the Employee while residing at the premises pursuant to this Agreement.

16. **INSURANCE**

16.1 There shall be no insurance provided to Employee by County for his/her own personal property or personal liability.

16.2 Should Employee chose to purchase and maintain tenant insurance coverage; Employee agrees to add County to said liability policy as an additional insured. Upon receipt of a certificate evidencing said coverage, Employee shall be reimbursed by County for the additional premium charged to add County. Said certificate shall provide for thirty (30) days notice of cancellation.

16.3 A certificate of such liability insurance shall be provided to County showing the County as an additional insured.

16.4 County may provide insurance to cover loss of its property and Employee acknowledges that he shall have no rights or claim to any proceeds from recovery under such insurance policy.

17. **DEFAULT**

If any default is made in the performance of or compliance with any term or condition hereof, the Agreement, at the option of the County, shall terminate and be forfeited and County may re-enter the premises and remove all persons therefrom. Employee shall be given written notice of any default or breach and termination and forfeiture of the privileges provided pursuant to this Agreement shall not result if within five (5) days of receipt of such notice, Employee has corrected the default or breach or has taken action reasonably likely to effect such correction within said time period.

18. **TERMINATION**

18.1 This Agreement may be terminated upon thirty (30) days written notice by either party.

18.2 Upon termination of this Agreement and vacating of the premises, Employee shall restore the property to its original condition, normal wear and tear excepted, and return all keys and other items that were issued to him/her. Failure to do so will result in County deducting from any payments due Employee for salary, reimbursement of expenses, or money otherwise due, any money owed in connection with Employee's obligations under this Agreement. It is acknowledged that this remedy will not preclude pursuit of remedies through legal action.

19. **REMEDY**

Should either party bring legal action to enforce any of the provisions of this Agreement, the prevailing party shall be entitled to an award of costs and a reasonable attorney's fee.

IN WITNESS WHEREOF, the parties hereto have set their hands as of the day and year first above written.

**WASHOE COUNTY** a political subdivision of the State of Nevada

By \_\_\_\_\_  
Chair,  
Washoe County Commission

STATE OF NEVADA     )  
                                  ) ss.  
COUNTY OF WASHOE    )

On this \_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_, before me, a Notary Public, personally appeared \_\_\_\_\_, known to me to be the Chair of the Board of County Commissioners of Washoe County, who acknowledged to me that s/he executed the foregoing document on behalf of said political subdivision of the State of Nevada for the uses and purposes therein mentioned.

\_\_\_\_\_  
Notary Public

**EMPLOYEE**

By \_\_\_\_\_  
Cody Burke

STATE OF NEVADA     )  
                                  ) ss.  
COUNTY OF WASHOE    )

On this \_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_, before me, a Notary Public, personally appeared \_\_\_\_\_, known or proved to me to be the person described herein and who executed the foregoing instrument and who acknowledged to me that he/she executed the same freely and voluntarily on behalf of the Employee for the uses and purposes therein mentioned.

\_\_\_\_\_  
Notary Public

**EXHIBIT A**

RESIDENCE INSPECTION RECORD – 625B Mount Rose Highway, Incline Village

Date: [Click here to enter text.](#)

Move-In Inspection: \_\_\_\_\_ Move-Out Inspection: \_\_\_\_\_ Other: \_\_\_\_\_

Lessee: Cody Burke Address: 625B Mount Rose Highway, Incline Village, Washoe County.

	<u>Area</u>	<u>N/A</u>	<u>Other</u>	<u>Condition</u>
<b>1.0</b>	<b>KITCHEN / BREAKFAST</b>			
1.1	Ceiling / Walls Paint / Tape & Texture	_____	_____	_____
1.2	Floor/Carpet Vinyl	_____	_____	_____
1.3	Blinds/Drapes Vinyl; Horizontal Mini Blinds with valances;	_____	_____	_____
1.4	Cabinets Wooden	_____	_____	_____
1.5	Stove & Oven GE Gas / Propane	_____	_____	_____
1.6	Refrigerator	_____	_____	_____
1.7	Sink Double Stainless Steel	_____	_____	_____
1.8	Dishwasher GE	_____	_____	_____
1.9	Other Appliances Disposal GE Microwave Oven (Over- the-stove)	_____	_____	_____
1.10	Light Fixtures Hanging over Breakfast Area Fluorescent Lights over Kitchen Spot with two bulbs over sink	_____	_____	_____
<b>2.0</b>	<b>LIVING ROOM/ DINING</b>			
2.1	Ceiling / Walls	_____	_____	_____
2.2	Floor/Carpet Carpet	_____	_____	_____
2.3	Blinds/Drapes Vinyl; Horizontal Mini Blinds with valances	_____	_____	_____
2.4	Light Fixtures 1-Hanging over Dining Area	_____	_____	_____
2.5	Fixtures	_____	_____	_____
<b>3.0</b>	<b>HALLWAYS</b>			
3.1	Ceiling/Walls Paint / Tape & Texture	_____	_____	_____
3.2	Floor/Carpet Carpet	_____	_____	_____
3.3	Blinds / Drapes	_____	_____	_____
3.4	Cabinets Wooden	_____	_____	_____
3.5	Fixtures Smoke Alarm	_____	_____	_____



<u>Area</u>	<u>N/A</u>	<u>Other</u>	<u>Condition</u>
<b>4.0 BATHROOM (MASTER BATHROOM)</b>			
4.1 Ceiling / Walls			
Paint / Tape & Texture	_____	_____	_____
4.2 Floor / Carpet			
Vinyl	_____	_____	_____
4.3 Blinds/Drapes			
Windows / no coverings	_____	_____	_____
4.4 Light Fixtures			
Fluorescent above the sink	_____	_____	_____
4.5 Towel Bar/s			
1 - 3' chrome	_____	_____	_____
4.6 Lavatory			
China sink	_____	_____	_____
4.7 Tub/Shower			
Fiberglass garden tub & 1 Fiberglass shower enclosure with glass door	_____	_____	_____
4.8 Commode			
China	_____	_____	_____
Other	_____	_____	_____
4.9 Mirror the length of the lavatory counter	_____	_____	_____
<b>5.0 BATHROOM #2 (Hall)</b>			
5.1 Ceiling/Walls			
5.2 Floor/Carpet	_____	_____	_____
5.3 Blinds/Drapes	_____	_____	_____
5.4 Window / No covering			
Vinyl	_____	_____	_____
5.5 Light Fixtures			
Fluorescent above the sink	_____	_____	_____
Towel Bar/s	_____	_____	_____
1 - 3' chrome	_____	_____	_____
5.6 Cabinets			
Wooden	_____	_____	_____
5.7 Lavatory			
China sink	_____	_____	_____
5.8 Tub/Shower			
Fiberglass shower/tub with glass doors and valance above	_____	_____	_____
5.9 Commode			
China	_____	_____	_____
5.10 Other			
Mirror the length of the lavatory counter / Medicine Cabinet	_____	_____	_____
<b>6.0 BEDROOM #1 (Master)</b>			
6.1 Ceiling/Walls			
6.2 Floor/Carpet			
Carpet	_____	_____	_____
Vinyl	_____	_____	_____
6.3 Blinds/Drapes			
Horizontal Mini Blinds with valances	_____	_____	_____
6.4 Light Fixtures			
6.5 Closets/Shelves			
Wire Shelves	_____	_____	_____
6.6 Fixtures			
Smoke Detector	_____	_____	_____

<u>Area</u>	<u>N/A</u>	<u>Other</u>	<u>Condition</u>
<b>7.0 BEDROOM #2</b>			
7.1 Ceiling / Walls New Paint / Tape & Texture	_____	_____	_____
7.2 Floor / Carpet Carpet	_____	_____	_____
Vinyl	_____	_____	_____
7.3 Blinds/Drapes Horizontal Mini Blinds with valances	_____	_____	_____
7.4 Light Fixtures	_____	_____	_____
7.5 Closets/Shelves Wire Shelves	_____	_____	_____
7.6 Fixtures Smoke Detector	_____	_____	_____
<b>8.0 OTHER ROOM</b>			
8.1 Ceiling/Walls	_____	_____	_____
8.2 Floor/Carpet Carpet	_____	_____	_____
Vinyl	_____	_____	_____
<b>9.0 LAUNDRY</b>			
9.1 Blinds/Drapes	_____	_____	_____
9.2 Appliances	_____	_____	_____
9.3 Closets/Shelves	_____	_____	_____
<b>10.0 MISC.</b>			
10.1 Water Heater Propane/Gas	_____	_____	_____
10.2 Heater/Furnace Propane/Gas Forced Air	_____	_____	_____
10.3 Cooler Self-contained AC unit	_____	_____	_____
10.4 Garage/Storage	_____	_____	_____
<b>11.0 EXTERIOR</b>			
Windows/Screens	_____	_____	_____
Siding	_____	_____	_____
Light Fixtures	_____	_____	_____
Patio/Deck	_____	_____	_____
Roof - Asphalt shingles	_____	_____	_____
<b>Grounds/Other</b>			
Dirt rough graded	_____	_____	_____
Turf	_____	_____	_____
Trees/Shrubs	_____	_____	_____
Fence/Gate	_____	_____	_____

Reading: \_\_\_\_\_

County Meter Reading: \_\_\_\_\_

COMMENTS:

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SIGNATURES: \_\_\_\_\_ (County Representative) \_\_\_\_\_ (Date)

\_\_\_\_\_ (Employee) \_\_\_\_\_ (Date)