

OFFICE OF
COUNTY COMMISSIONERS
COUNTY OF RICHARDSON
STATE OF NEBRASKA
FALLS CITY, NE 68355

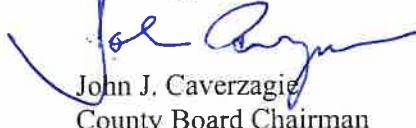
January 28, 2026

Dear County Road Department Employee:

We have sent to NAPE / AFSCME the attached Settlement Offer, summary of the proposed contract changes, and list of all Road Department employees and proposed wage increase retroactive to July 1, 2023, and estimated back pay. We are sending you the Settlement Offer to avoid misleading descriptions of the County's Settlement Offer to you.

The Settlement Offer is good for the County, the Road Department, and most importantly, all of the Road Department employees. We encourage you to approve the Settlement Offer.

Sincerely,



John J. Caverzagie
County Board Chairman



Rick Karas
County Board Commissioner



Bob Campbell
County Board Commissioner

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