

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

September 17, 2025

Dear County Road Department Employee:

We have sent to NAPE / AFSCME the attached Settlement Offer and summary of the proposed contract changes. The summary includes the projected changes which will occur to the contract if the CIR is to decide the case based on the counties selected. 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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