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February 10, 2026

Jerry Pigsley
Via email

Re: NAPE/AFSCME v. County of Richardson

Mr. Pigsley,

I have received your settlement proposal dated January 28, 2026, and I shared it with my client. The union members reviewed your proposal. While the union members have unanimously rejected your latest proposal, we appreciate the county's movement and propose the following in order to reach a settlement agreement.

Term of Contract:

July 1, 2023-June 30, 2029

Salary

- July 1, 2023
 - \$2/hour salary increase
- July 1, 2024
 - Additional \$2/hour salary increase
- July 1, 2025
 - Additional \$2/hour salary increase
- July 1, 2026 (same as July 1, 2025)
 - Mechanic - \$26.67
 - Welder/Operators - \$26.41
 - Truck Driver/Laborer/Sign Employee - \$26.26
- July 1, 2027
 - Mechanic - \$26.92
 - Welder/Operators - \$26.66
 - Truck Driver/Laborer/Sign Employee - \$26.51

- July 1, 2028
 - Mechanic - \$27.17
 - Welder/Operators - \$26.91
 - Truck Driver/Laborer/Sign Employee - \$26.76

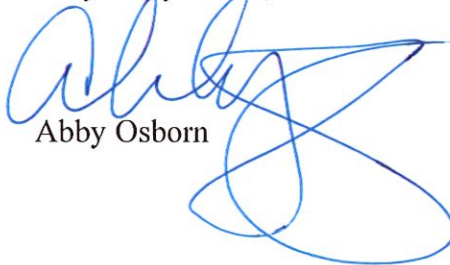
Other Contract Language (Same as our January 15, 2026 proposal)

The expired contract language would continue unchanged, with the following exceptions. The union members would agree to following provisions of your settlement proposal:

- Article 2 - clarify that temporary employees are not in the bargaining unit
- Article 2 - eliminate provisions requiring the Union to approve removal of derogatory statements from its bulletin boards
- Article 6 - fix typographical error
- Article 8 – change “Department Head” to “Highway Superintendent”
- Article 10 – eliminate “staffing requirements shall not be a permanent reason to deny” a request for comp time off.
- Article 10 - eliminate counting non-worked holiday hours as “time worked” for the purposes of overtime calculation
- Article 11 - eliminate five days of paid injury leave
- Article 11 - eliminate reinstatement of unused earned paid time off if the break in service is less than six months.
- Article 18 - eliminate telephone service language and salary disclosure language.
- Appendix D - delete the provision requiring violations of work rules be kept on the record.

Additionally, our offer to resume negotiations in an effort to reach an agreement is still an option. Our negotiations team including Justin Hubly, Bryan Dettmann, and Ron Ramer are willing to meet with the County Commissioners with or without counsel at any time.

Very Truly Yours,



Abby Osborn