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SEP 13 2012

AGREEMENT

LANCASTER COUNTY
CLERK

THIS AGREEMENT is entered into by and between American Federation of State, County and Municipal Employees Local 2468 as it existed on September 8, 2011, hereinafter referred to as "Union" and the County of Lancaster, Nebraska, hereinafter referred to as "the County."

WHEREAS, the Parties have agreed to a settlement of the industrial dispute giving rise to the Commission of Industrial Relations case captioned *County of Lancaster, Nebraska v. Local 2468 of the American Federation of State, County and Municipal Employees* found at C.I.R. Case No. 1277, hereinafter "Case No. 1277".

WHEREAS, the parties will properly execute a Collective Bargaining Agreement, hereinafter "CBA", for the disputed contract period between September 8, 2011 and September 5, 2012 and a joint stipulation to dismiss all allegations and claims made against the other in Case No. 1277 to be filed with the Commission of Industrial Relations.

WHEREAS, as part of the settlement, the County has agreed to move the classifications within the Union's bargaining unit to the pay grades indicated in the Union's counter proposal to the County dated August 24, 2012 and the Union has agreed to the deletion of longevity pay from the CBA and the freezing and ceasing of the County's periodic \$18.50 contribution to each Union employee's PEHP account.

WHEREAS, as part of the settlement, the parties agree that the wage increases due to Union's employees will be retroactive back to September 8, 2011.

WHEREAS, the County continued to make periodic contributions to each Union employee's PEHP account and pay longevity pay to the Union's employees during the pendency of Case No. 1277 in an effort to maintain the status quo between the parties and will not seek recovery from Union's employees for the pay and contributions made during that period.

NOW THEREFORE, in consideration of the mutual covenants contained herein, it is agreed between the parties as follows:

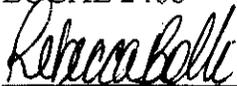
1. This Agreement shall be effective upon execution by both parties.
2. The County and Union agree as follows:
 - A. To execute a joint stipulation to dismiss all claims and allegations asserted in Case No. 1277.
 - B. To retroactively increase the base wages of Union's employees as provided for in

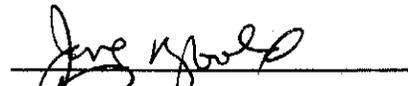
the Union's counter proposal to the County dated August 24, 2012.

- C. To delete and cease longevity pay to Union's employees as of September 20, 2012.
 - D. To freeze and cease the County's periodic \$18.50 contributions to Union's employees' PEHP accounts as of September 20, 2012.
 - E. To not seek or require repayment to the County for amounts paid to Union employees for longevity or PEHP prior to September 20, 2012.
 - F. In all other respects, the terms of the CBA shall govern the relationship between the parties during the period between September 8, 2011 and September 5, 2012.
4. If any portion of this Agreement is held invalid, the remainder hereof shall not be affected thereby if such remainder would then continue to conform to the terms and requirements of applicable law.
5. The parties hereby agree that this Agreement constitutes the entire understanding of the parties and supersedes all prior contracts, agreements and negotiations between the parties whether verbal or written.
6. This agreement shall be governed and interpreted by the Laws of the State of Nebraska without reference to the principles of conflicts of law.

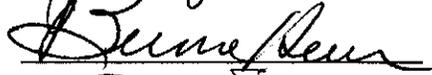
AMERICAN FEDERATION OF
STATE, COUNTY AND
MUNICIPAL EMPLOYEES
LOCAL 2468

LANCASTER COUNTY, NEBRASKA



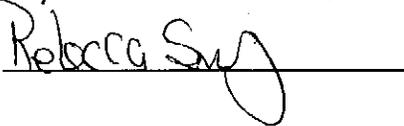


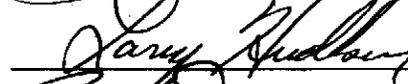












WITNESSES


COUNTY COMMISSIONERS


COUNTY CLERK

APPROVED AS TO FORM THIS 18
DAY OF September, 2012.

Richard E. Hoover
for LANCASTER COUNTY ATTORNEY