

## RESOLUTION NO. 3414

### A RESOLUTION OF THE COUNCIL OF THE CITY OF SALISBURY TO CONFIRM THE CITY'S AUTHORITY TO EXECUTE THE "SIDE LETTERS" WITH ALL THREE COLLECTIVE BARGAINING UNITS.

**WHEREAS**, via Resolution 3352, the Council ratified the Collective Bargaining Agreement effective July 1, 2024 through June 30, 2026 between the City and the American Federation of State, County & Municipal Employees Maryland Council 3, AFSCME, AFL-CLIO ("AFSCME"); and

**WHEREAS**, via Resolution 3353, the Council ratified the Collective Bargaining Agreement effective July 1, 2024 through June 30, 2026 between the City and the Fraternal Order of Police ("FOP Lodge 111"); and

**WHEREAS**, via Resolution 3354, the Council ratified the Collective Bargaining Agreement effective July 1, 2024 through June 30, 2026 between the City and the International Association of Firefighters, Local 4246, ALF-CIO ("IAFF Local 4246"); and

**WHEREAS**, all three Collective Bargaining Agreements required the parties to reopen the agreements for the sole purpose of negotiating over wages for Fiscal Year 2026; and

**WHEREAS**, The City's Management Negotiation Team (MNT) successfully concluded negotiations with AFSCME, FOP Lodge 111, and IAFF Local 4246 regarding wages for Fiscal Year 2026, effectively avoiding arbitration; and

**WHEREAS**, the Side Letter or Side Agreement summarizing the terms reached as a result of the wage reopener negotiations between the City and AFSCME is attached as **Exhibit 1**; and

**WHEREAS**, the Side Letter or Side Agreement summarizing the terms reached as a result of the wage reopener negotiations between the City and FOP Lodge 111 is attached as **Exhibit 2**; and

**WHEREAS**, the Side Letter or Side Agreement summarizing the terms reached as a result of the wage reopener negotiations between the City and IAFF Local 4246 is attached as **Exhibit 3**; and

**NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF SALISBURY, MARYLAND**, as follows:

**Section 1.** Council confirms it agrees with the terms and conditions set forth in Exhibits 1, 2, and 3.


**Section 2.** It is the intention of the Council of the City of Salisbury that each provision of this Resolution shall be deemed independent of all other provisions herein.

**Section 3.** It is further the intention of the Council of the City of Salisbury that if any section, paragraph, subsection, clause or provision of this Resolution shall be adjudged invalid, unconstitutional or otherwise unenforceable under applicable Maryland or federal law, such adjudication shall apply only to the section, paragraph, subsection, clause or provision so adjudged and all other provisions of this Resolution shall remain and shall be deemed valid and enforceable.

**Section 4.** The recitals set forth hereinabove are incorporated into this section of the Resolution as if such recitals were specifically set forth at length in this Section 4.

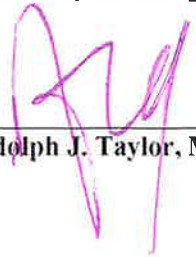
**THE ABOVE RESOLUTION** was introduced and read and passed at the regular meeting of the Council of the City of Salisbury held on this 16 day of June, 2025 and is to become effective immediately upon adoption with or without the approval of the Mayor.

**ATTEST:**

  
Julie A. English, City Clerk

  
D'Shawn M. Doughty, City Council President

Approved by me, this \_\_\_\_\_ day of June 2025.

  
Randolph J. Taylor, Mayor