



Dear Residents and Employees,

I am writing to you following the recent City Council vote regarding collective bargaining and the decision to discontinue the current union arrangement. This was not an easy decision, and it was made only after careful deliberation, extensive review, and a sincere commitment to the long-term financial well-being of both our employees and our community.

First and foremost, I want to be clear: our City deeply values its employees. The men and women who serve our community every day across all departments are the backbone of our local government. Your dedication, professionalism, and commitment to public service do not go unnoticed, and they remain essential to the success of our City.

At the same time, we are entrusted with the responsibility of maintaining a fiscally sustainable government that serves all residents. Over time, the financial costs associated with the current union agreement, including rising expenses and legal complexities, have followed a trajectory that is no longer financially sustainable. Continuing along this path would have placed increasing strain on our ability to maintain services, invest in infrastructure, and support our workforce in a balanced and responsible way.

The Council's decision reflects the difficult but necessary step of addressing these realities now, rather than allowing challenges to grow unchecked in the future. It is not a reflection of the value of our employees, but rather a recognition that the structure we had in place was no longer viable for the long term.

Now, we move forward.

This moment offers an opportunity to return to open, honest, and constructive dialogue—one that fosters mutual respect, transparency, and shared understanding between staff and management. Our goal is to build a workplace environment where the needs of our employees are acknowledged and respected, while also ensuring that financial limitations are clearly understood and responsibly managed.

The Mayor's Office is committed to engaging directly with employees to help shape this next chapter together. That means listening carefully, communicating openly, and working collaboratively to find solutions that honor both the people who serve our City and the fiscal responsibility owed to its residents.



Change can be challenging, but it can also lead to renewed partnership and stronger alignment. I am confident that, together, we can create a path forward that reflects our shared values: respect, accountability, and stewardship.

Thank you for your continued service, your dedication, and your commitment to our community.

If you'd like to learn more about collective bargaining, we've developed a webpage featuring informative PowerPoint presentations and frequently asked questions. You can find more information by visiting our website at: <https://salisbury.md/?p=55040>

Sincerely,

A handwritten signature in blue ink, appearing to read "R. Taylor".

Randolph J Taylor, Mayor

City of Salisbury