



6-10-26

To the residents of Salisbury,

I want to address the petition now circulating regarding the proposed elimination of collective bargaining for City of Salisbury employees. As Mayor, I have always supported, and will continue to support, the right of employees to advocate for themselves. That principle is foundational, and nothing in this discussion changes my respect for it or its presence in our code.

However, there are two issues that must be stated plainly.

First, I understand that the state-level arm of AFSCME approached both the Salisbury Fire Department and the Salisbury Police Department to participate financially in this petition effort and both declined. Instead, AFSCME funded approximately \$180,000 to bring in contract workers from out of state. These individuals are not City employees nor City residents yet they are now shaping a narrative about Salisbury's internal operations. That alone should give residents pause.

Second, and far more concerning, is the content of the talking points being used. I now have documentation showing that canvassers are telling residents that the "Mayor/City has stolen money from the SFD and given it to the SPD," among other false claims. Let me be clear: This is a lie. It is reckless, it is divisive, and it has no place in a serious conversation about public policy.

I have zero patience for misinformation and zero respect for tactics that pit one department against another or tricking residents into a false narrative. Salisbury's public safety agencies deserve better than to be used as props in a fabricated narrative.

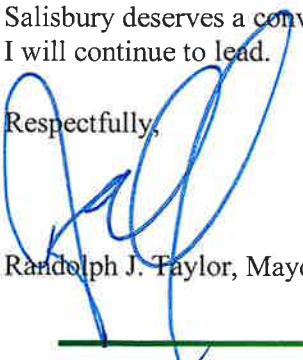
The real debate before us is not about whether we value our employees or support public safety, we absolutely do. The debate is about affordability, sustainability, and whether the collective bargaining model as structured and as demanded aligns with the City's long-term financial reality.

This administration has been transparent about the math. We have shown, repeatedly, that the cost trajectory embedded in the current model is unsustainable for a city with Salisbury's revenue base. That is not ideological. That is not emotional. That is not political. It is fundamental arithmetic and responsible stewardship of taxpayer dollars.

I will continue to welcome honest debate, good-faith disagreement, and constructive engagement from employees and residents alike. But I will not allow misinformation especially misinformation imported by paid, out-of-state contractors to distort the facts or undermine the trust we are working to rebuild.

Salisbury deserves a conversation rooted in truth, transparency, and fiscal responsibility. That is the conversation I will continue to lead.

Respectfully,


Randolph J. Taylor, Mayor

MAYOR'S OFFICE

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