



CITY OF SALISBURY

125 N. Division Street, Salisbury, MD 21801

WORK SESSION

125 N. Division Street, Room 301, Salisbury, MD 21801

Monday, August 10, 2026 7:00 PM

APRIL R. JACKSON
Council President

SHARON C. DASHIELL
Council Vice President

ANGELA M. BLAKE
Councilwoman

MICHELE R. GREGORY
Councilwoman

MELISSA D. HOLLAND
Councilwoman

CALL TO ORDER

ORDINANCE

- Assignment of FY2026 Storm Water Utility Paygo Funding for the Purchase of an Aquatic Harvester

An ordinance authorizing a budget amendment and the assignment of previously approved FY2026 Storm Water Utility PAYGO funding for the purchase of an Aquatic Harvester

RESOLUTION

- Resolution to Repeal SC23

Charter Amendment Resolution No. 2026-3 to amend Article XXIII of the Charter authorizing collective bargaining by repealing Article XXIII in its entirety and abrogating all collective bargaining rights.

COUNCIL DISCUSSION

- Council Proclamations

Process and format for council proclamations

PUBLIC COMMENT (4 minutes)

ADMINISTRATION COMMENTS

COUNCIL COMMENTS

ADJOURNMENT

City Council Meetings are conducted in Open Session unless otherwise indicated. All or part of the Council's meetings can be held in Closed Session under the authority of the Maryland Open Meetings Law, Annotated Code of Maryland General Provisions Article § 3-305(b) by vote of the City Council.



City of Salisbury

Memo

To: Mayor and Council
From: Mike Dryden, Director of Field Operations
Date: July 17, 2026
Subject: Assignment of FY2026 Storm Water Utility Paygo Funding for the Purchase of an Aquatic Harvester

The ordinance authorizes a budget amendment assigning \$120,000 in previously approved FY2026 Storm Water Utility PAYGO funding for the acquisition of an aquatic harvester.

During the adoption of the FY2026 Budget, the Mayor and Council approved \$300,000 in Storm Water Utility PAYGO funding that was not assigned to a specific capital project. Staff is recommending that \$120,000 of those previously approved funds be assigned to purchase an aquatic harvester.

The aquatic harvester will enhance the City's ability to maintain stormwater ponds, drainage channels, and other stormwater management facilities by removing excessive aquatic vegetation, floating debris, and other obstructions that can impede water flow and reduce water quality.

Acquiring this equipment will improve operational efficiency, support proactive maintenance of the City's stormwater infrastructure, and reduce long-term maintenance costs.

The budget amendment assigns \$120,000 in previously approved FY2026 Storm Water Utility PAYGO funding as follows:

- Increase Aquatic Harvester Project funding by \$120,000.
- Increase Storm Water Equipment expenditures by \$120,000.

Attachment(s):

[Ordinance - Budget Amendment Storm Water Project](#)

ORDINANCE NO. ____

AN ORDINANCE OF THE CITY OF SALISBURY AUTHORIZING A BUDGET AMENDMENT AND THE ASSIGNMENT OF PREVIOUSLY APPROVED FY2026 STORM WATER UTILITY PAYGO FUNDING FOR THE PURCHASE OF AN AQUATIC HARVESTER

WHEREAS, the Mayor and Council of the City of Salisbury approved the FY2026 Budget, which included \$300,000 in Storm Water Utility Paygo funding that was not assigned to a specific capital project at the time of budget adoption; and

WHEREAS, the City of Salisbury has determined that the acquisition of an aquatic harvester is necessary to improve the maintenance and management of stormwater ponds, waterways, and drainage infrastructure by removing excessive aquatic vegetation, debris, and other obstructions that impede stormwater flow and water quality; and

WHEREAS, the acquisition of an aquatic harvester will enhance the City's ability to perform proactive maintenance of stormwater facilities, improve operational efficiency, reduce long-term maintenance costs, and assist in meeting the objectives of the City's Storm Water Utility Program; and

WHEREAS, funding in the amount of \$120,000 is available from the previously approved but unassigned FY2026 Storm Water Utility Paygo appropriation and can be assigned for the acquisition of an aquatic harvester; and

WHEREAS, the appropriations necessary to execute this budget amendment as provided hereinabove must be made upon recommendation of the Mayor and the approval of four-fifths of the Council of the City of Salisbury.

NOW, THEREFORE, BE IT ENACTED AND ORDAINED BY THE COUNCIL OF THE CITY OF SALISBURY, MARYLAND, as follows:

Section 1. Mayor Randolph J. Taylor is hereby authorized to appropriate and assign \$120,000 of previously approved FY2026 Storm Water Utility Paygo funding for the acquisition of an aquatic harvester to support the City's stormwater maintenance and vegetation management operations.

BE IT FURTHER ENACTED AND ORDAINED BY THE COUNCIL OF THE CITY OF SALISBURY, MARYLAND, as follows:

Section 2. The City of Salisbury's Storm Water Utility Fund Budget be and hereby is amended as follows:

Increase Decrease	Account Type	Project Description	Account	Account Description	Amount
Increase	Revenue	Aquatic Harvester	95001-469313-TBD	Storm Water Paygo	\$120,000
Increase	Expense	Aquatic Harvester	95001-577030-TBD	Storm Water Equipment	\$120,000
Decrease	Revenue	Unallocated	95001-469313-99999	Storm Water Paygo Unallocated	\$120,000
Decrease	Expense	Unallocated	95001-513026-99999	Storm Water Construction Unallocated	\$120,000

44
45 **BE IT FURTHER ENACTED AND ORDAINED BY THE COUNCIL OF THE CITY OF**
46 **SALISBURY, MARYLAND**, as follows:
47

48 **Section 3.** It is the intention of the Mayor and Council of the City of Salisbury that each provision
49 of this Ordinance shall be deemed independent of all other provisions herein.
50

51 **Section 4.** It is further the intention of the Mayor and Council of the City of Salisbury that if any
52 section, paragraph, subsection, clause or provision of this Ordinance shall be adjudged invalid,
53 unconstitutional or otherwise unenforceable under applicable Maryland or federal law, such adjudication
54 shall apply only to the section, paragraph, subsection, clause or provision so adjudged and all other
55 provisions of this Ordinance shall remain and shall be deemed valid and enforceable.
56

57 **Section 5.** The recitals set forth hereinabove are incorporated into this section of the Ordinance as
58 if such recitals were specifically set forth at length in this Section 5.
59

60 **Section 6.** This Ordinance shall take effect from and after the date of its final passage.
61

62 **THIS ORDINANCE** was introduced and read at a Meeting of the Mayor and Council of the City of
63 Salisbury held on the _____ day of _____, 2026 and thereafter, a statement of the substance
64 of the Ordinance having been published as required by law, in the meantime, was finally passed by the
65 Council of the City of Salisbury on the _____ day of _____, 2026.
66

67 **ATTEST:**
68
69

70 _____
71 **Julie A. English, City Clerk**

_____ **April R. Jackson, City Council President**

72
73 Approved by me, this _____ day of _____, 2026.
74

75 _____
76
77 **Randolph J. Taylor, Mayor**
78



City of Salisbury

Memo

To: Salisbury City Council Members
From: Nick Rice, City Administrator
Date: April 9, 2026
Subject: Resolution to Repeal SC23

The attached resolution proposes an amendment to Article XXIII of the Charter by repealing it in its entirety and thereby eliminating collective bargaining rights. The City of Salisbury has determined that the negotiation process and collective bargaining rights have created significant financial pressures on both the current and long-term budget. Accordingly, the City has concluded that removing collective bargaining rights is necessary to better align wage growth with recurring revenues, reduce potential risks to the City's credit rating, manage increasing legal expenditures, and improve the efficiency of government operations.

Attachment(s):

[CAR 2023-3 Petition Results WCBOE](#)
[Council Memo.docx](#)
[CAR 2026-3](#)



WICOMICO COUNTY BOARD OF ELECTIONS

345 Snow Hill Road
Salisbury, MD 21804

P.O. Box 4091
Salisbury, MD 21803

410-548-4830 📞
wicomico.elections@maryland.gov ✉️
wicomicocounty.org/176/Elections 🌐

To: Julie English, City Clerk

From: Dionne Church, Election Director

Date: July 31, 2026, VIA EMAIL

Subject: Petition for the City of Salisbury Resolution No. 2026-3

This memorandum provides formal notice regarding the petition submitted to our office on Monday, July 6, 2026.

Following full signature verification conducted in coordination with petition guidelines, it is determined pursuant to Maryland Election Law that the petition satisfies all requirements.

The verification process has been completed in accordance with Maryland Election Law and Code of Maryland Regulations (COMAR).

Below is the official tally of the signatures processed:

Number of signatures processed:	7,503
Number of valid signatures:	5,818
Number of invalid signatures:	1,685

Each signature was cross-referenced against statewide voter registration records to verify that signers were active registered voters residing within the designated limits of the City of Salisbury at the time of signing.

With 5,818 confirmed valid signatures, the petition exceeds the statutory requirements pursuant to Maryland Election Law. Please accept this certification for the official municipal record so that the matter may proceed to the Mayor and/or City Council as appropriate.



To: Salisbury City Council Members

From: Nick Rice, City Administrator

Subject: Resolution to Repeal SC23

Date: August 4, 2026

The attached resolution proposes an amendment to Article XXIII of the Charter by repealing it in its entirety and thereby eliminating collective bargaining rights. The City of Salisbury has determined that the negotiation process and collective bargaining rights have created significant financial pressures on both the current and long-term budget. Accordingly, the City has concluded that removing collective bargaining rights is necessary to better align wage growth with recurring revenues, reduce potential risks to the City's credit rating, manage increasing legal expenditures, and improve the efficiency of government operations.

1 **CHARTER AMENDMENT RESOLUTION NO. 2026-3**

2
3 **A RESOLUTION OF THE CITY OF SALISBURY TO AMEND ARTICLE**
4 **XXIII OF THE CHARTER AUTHORIZING COLLECTIVE BARGAINING**
5 **BY REPEALING ARTICLE XXIII IN ITS ENTIRETY AND**
6 **ABROGATING ALL COLLECTIVE BARGAINING RIGHTS.**
7

8 **WHEREAS**, By Charter Amendment Resolution No. 2022-4, the City of Salisbury
9 amended its Charter to add Article XXIII, which granted certain employees the right to organize
10 and bargain collectively through representative employee organizations of their own choosing and
11 to submit to binding arbitration certain labor disputes that arise during negotiations, which were
12 to be subsequently defined and established by Ordinance referred to as the City’s “Labor Code”;
13 and.
14

15 **WHEREAS**, by Ordinance No. 2817, the City of Salisbury amended the City Code to add
16 Chapter 2.25, entitled “Labor Code,” in furtherance of Article XXIII of the City Charter; and
17

18 **WHEREAS**, since the passage of the City’s Labor Code in 2023, the City has recognized
19 an exclusive representative for each of the representation units (fire, police, and general
20 government); and
21

22 **WHEREAS**, the City negotiated with each of the exclusive representatives and entered
23 into and ratified Collective Bargaining Agreements with each covering the time period from July
24 1, 2024 through June 30, 2026; and
25

26 **WHEREAS**, the City has realized the financial effect of the negotiation process and
27 collective bargaining on the City budget; and
28

29 **WHEREAS**, the City has determined that removing collective bargaining rights is
30 necessary to align wage growth with recurring revenues, mitigate potential credit rating risks,
31 manage increasing legal expenditures, and return efficiency to government operations; and
32

33 **WHEREAS**, the City is authorized by MD Code, Local Government, § 4-301 et seq., as
34 amended, and § SC21-2 of the Charter to amend the Charter, not contrary to the Constitution of
35 Maryland, public general law or public local law, as the Mayor and Council deem necessary to
36 assure the good government of the municipality; and
37

38 **WHEREAS**, Council finds that repealing Article XXIII of the Charter in its entirety and
39 abrogating all collective bargaining rights is necessary to preserve the harmony and cooperation
40 between the City and its employees, to improve the efficiency of the City, and to ensure fiscal
41 accountability and responsibility to the City’s taxpayers; and
42

43 **NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF**
44 **SALISBURY** by virtue of the authority granted in Article XI-E of the Maryland Declaration of
45 Rights, §§ 4-301 *et seq.* of the Local Government Article of the Code of Maryland, and Article
46 XXI of the City Charter as follows:

47
48 **Section 1.** It is proposed and recommended that §Article XXIII be repealed in its entirety
49 by repealing the language in double bold brackets:

50 **[[Article XXIII – Collective Bargaining**

51 **§ SC23-1 – Collective Bargaining**

52 The City of Salisbury grants certain public employees the right to organize and
53 bargain collectively through representative employee organizations of their own
54 choosing and to submit to binding arbitration certain labor disputes that may arise
55 during negotiations as defined and provided by ordinance of the City Council to be
56 referred to as the "Labor Code." Once this Charter Amendment takes effect, the
57 City Council shall adopt a Labor Code establishing, inter alia, the scope and
58 subjects of bargaining, including negotiable and non-negotiable items, or both; the
59 rights of the employer and the employee; the units appropriate and inappropriate
60 for collective bargaining; grievances; unfair labor practices; permissible and
61 impermissible union activities; and the scope and method of binding arbitration and
62 the disputes to be submitted to binding arbitration. The Labor Code shall prohibit
63 strikes or work stoppages for all public employees.]]

64
65 **Section 2.** Pursuant to MD Code, Local Government, § 4-304, a public hearing on this
66 Resolution, providing for the amendment of the City of Salisbury's Charter as set forth herein,
67 shall be and hereby is scheduled for May 26, 2026 at 6:00 p.m.

68 **Section 3.** Pursuant to the City of Salisbury's Charter § SC21-2 and MD Code, Local
69 Government, § 4-304, the City shall post a complete and exact copy of this Charter Amendment
70 at the City Government Building for at least forty (40) days after the passage of this Resolution
71 and advertise a fair summary of this Resolution in a newspaper of general circulation in the City
72 at least four times at weekly intervals and within forty days after the Resolution has been adopted.

73 **Section 4.** The title of this Resolution shall be deemed a fair summary of the amendments
74 provided herein for public and all other purposes.

75 **AND, BE IT FURTHER RESOLVED BY THE COUNCIL OF THE CITY OF**
76 **SALISBURY:**

77 **Section 5.** This Resolution shall take effect on the fiftieth day after the Resolution is
78 adopted, subject to the right of referendum.

79 **AND, BE IT FURTHER RESOLVED BY THE COUNCIL OF THE CITY OF**
80 **SALISBURY:**

81 **Section 6.** It is the intention of the Council of the City of Salisbury that each provision of
82 this Resolution shall be deemed independent of all other provisions herein.

83 **Section 7.** It is further the intention of the Council of the City of Salisbury that if any
84 section, paragraph, subsection, clause, or provision of this Resolution shall be adjudged invalid,
85 unconstitutional, or otherwise unenforceable under applicable Maryland or federal law, such
86 adjudication shall apply only to the section, paragraph, subsection, clause, or provision so
87 adjudged and all other provisions of this Resolution shall remain and shall be deemed valid and
88 enforceable.

89 **Section 8.** The Recitals set forth hereinabove are incorporated into this section of this
90 Resolution as if such recitals were specifically set forth at length in this Section.

91 **THE ABOVE RESOLUTION** was introduced and read and passed at the regular
92 meeting of the Council of the City of Salisbury held on this 26 day of May, 2026.

93
94 _____
95 **Julie A English,**
96 **City Clerk**

April R. Jackson,
City Council President