

May 23, 2025

Jack Hughes
Field Representative
American Federation of State,
County and Municipal Employees, Council 3

Dear Mr. Hughes,

This letter will confirm the agreement reached between the City of Salisbury and American Federation of State, County and Municipal Employees (AFSCME), Council 3, as the exclusive representative of the General Government bargaining unit, as a result of wage reopener negotiations conducted pursuant to Articles 22.3 and 32.2 of the FY 25-26 Collective Bargaining Agreement (CBA) between the parties.

The parties have agreed as follows:

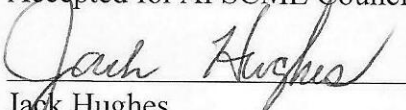
- (a) For FY 2026, the parties agree to modify the FY 2025 Salary Scale with a 2% cost of living adjustment. Effective the first full pay period following July 1, 2025, all employees shall be placed at the same grade and step of the new Salary Scale they had been on as of June 30, 2025.
- (b) Effective the first full pay period following July 1, 2025, following the initial placement provided in Section (a) above, all full-time employees shall advance one (1) step on the Salary Scale.
- (c) Effective the first full pay period following January 1, 2026, all full-time employees shall advance one (1) step on the Salary Scale.
- (d) Effective the first full pay period following July 1, 2025, all part-time employees shall receive a 4% increase to their hourly rate of pay.
- (e) Effective the first full pay period following January 1, 2026, all part-time employees shall receive a 2% increase to their hourly rate of pay.
- (f) This letter shall be deemed incorporated into the FY 25-26 CBA.

Sincerely,



Andy Kitzrow
City Administrator

Accepted for AFSCME Council 3:


Jack Hughes