

**MEMORANDUM OF UNDERSTANDING**  
**between**  
**THE COUNTY COMMISSIONERS OF CHARLES COUNTY, MARYLAND,**  
**and**  
**THE SHERIFF OF CHARLES COUNTY**  
**and**  
**FRATERNAL ORDER OF POLICE LODGE NO. 24**

The County Commissioners of Charles County (“Commissioners”), the Sheriff of Charles County (“Sheriff”) and the Fraternal Order of Police Lodge No. 24 (“FOP”) hereby enter into the following Memorandum of Understanding (“MOU”) concerning wages for the period of July 1, 2024 through June 30, 2025 (Fiscal Year 2025).

**Wages**

- (1) The State of Maryland has announced that it will provide a five percent (5%) Cost of Living increase to each grade and step of the Department of State Police Salary Schedule effective July 1, 2024. Pursuant to Section 2-322 of the Courts and Judicial Proceedings chapter of the Maryland Code, employees will receive the 5% Cost of Living Adjustment effective July 1, 2024.
- (2) Employees will receive a step increase effective the first pay period following their anniversary date during Fiscal Year 2025.

**Benefits**

The Commissioners shall engage an actuary to determine the cost of making all bargaining unit employees eligible to receive retiree medical benefits on the same terms as County and Sheriff’s Office employees hired prior to January 1, 2017. The study may also consider alternative retiree medical benefit options. No later than September 30, 2024, the Commissioners, the Sheriff and the FOP will meet to discuss the results of the study and the FOP’s proposal to make all bargaining unit employees eligible to receive retiree medical benefits on the same terms as employees hired prior to January 1, 2017. The parties agree that, if agreement is reached on such a proposal, it shall not take effect prior to July 1, 2025.


**Duration**

This Agreement will be effective from July 1, 2024 to June 30, 2025.

**AGREED AND ACCEPTED:**

THE COUNTY COMMISSIONERS  
OF CHARLES COUNTY, MARYLAND

DATE: 06/11/2024

By: 

FRATERNAL ORDER OF POLICE  
LODGE NO. 24

DATE: 05/22/2024

By: *Micahael F. Smith (president)*  
Micahael F. Smith (president) (May 22, 2024 4:36 EDT)

SHERIFF OF CHARLES COUNTY

DATE: 05-13-24

By: 