

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, 2021 through June 30, 2022 (Fiscal Year 2022).

Wages

- (1) The State of Maryland has announced that it will provide a four percent (4%) Cost of Living increase to each grade and step of the Department of State Police Salary Schedule effective July 1, 2021. Pursuant to Section 2-322 of the Courts and Judicial Proceedings chapter of the Maryland Code, employees will receive the 4% Cost of Living Adjustment effective July 1, 2021.
- (2) Employees will receive a step increase effective the first pay period following their anniversary date during Fiscal Year 2022.

Benefits

- (1) In the event the Charles County Board of County Commissioners decides to make a Leave Sell Back Program available to County employees, bargaining unit employees will have the option to participate in the Leave Sell Back Program under the same terms and conditions as other County employees. The Leave Sell Back Program allows employees to receive payment at their current rate of pay in exchange for annual leave for up to five days. All hours compensated are deducted from the employee's annual leave balance.
- (2) Unless restricted by a specific term of this Agreement, Officers shall be provided health, dental, and vision insurance, life insurance, long term disability insurance, and other County-administered employee benefits under the same terms and conditions as Charles County employees who are not covered by the terms of a Memorandum of Understanding or collective bargaining agreement, and the County shall continue in effect its retirement benefits as provided pursuant to the Charles County Sheriff's Office Retirement Plan (incorporating all amendments through January 2016 and as modified below); provided, however, that during the term of this Agreement: (a) an Officer shall pay 30% of the cost of the health insurance premium (with the County paying the other 70%); and (b) an Officer shall contribute into the Charles County Sheriff's Office Retirement Plan 8% of their current Base Salary.

Dispute Resolution Procedure

The Commissioners, the Sheriff, and the FOP (collectively, the "Parties") agree to adopt a Dispute Resolution Procedure as the exclusive procedure for resolving disputes or disagreements concerning the application or interpretation of the terms of this MOU, which shall include a grievance and arbitration procedure that adheres to the procedures set forth in Article IV of the July 1, 2019 through June 30, 2020 Memorandum of Understanding between the FOP and the Sheriff, as modified to include the Parties to this MOU.

Duration

This Agreement will be effective from July 1, 2021 to June 30, 2022.

AGREED AND ACCEPTED:

THE COUNTY COMMISSIONERS

DATE: Jul 8, 2021

OF CHARLES COUNTY,
MARYLAND

By:  _____

FRATERNAL ORDER OF POLICE

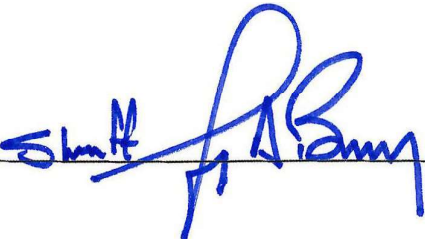
DATE: 6/23/2021

LODGE NO. 24

By:  (PRESIDENT) _____

SHERIFF OF CHARLES
COUNTY

DATE: 07-01-21

By:  _____