

**AGREEMENT**  
**between**  
**THE COUNTY COMMISSIONERS OF CHARLES COUNTY, MARYLAND,**  
**and**  
**THE SHERIFF OF CHARLES COUNTY**  
**and**  
**THE CHARLES COUNTY CORRECTIONAL OFFICERS ASSOCIATION**

June 22, 2021

The County Commissioners of Charles County ("Commissioners"), the Sheriff of Charles County ("Sheriff") and the Charles County Correctional Officers Association ("CCCOA") hereby enter into the following Agreement for the period of July 1, 2021 through June 30, 2023 (Fiscal Years 2022 and 2023).


1. Employees in the CCCOA bargaining unit ("CCCOA Employees") will receive a 1.4% cost of living adjustment ("COLA") on the first pay date following January 1, 2022. In the event that other employees of Charles County (with the exception of Sworn Officers in the Charles County Sheriff's Office) receive a COLA greater than 1.4% for FY2022, CCCOA-represented employees shall receive an equivalent COLA under the same terms and conditions as those County employees.
2. CCCOA-represented Employees will receive a merit increase on each employee's anniversary date in FY2022.
3. CCCOA-represented employees shall receive a cost of living increase in FY 2023 only if other County employees (exclusive of Sworn Officers in the Charles County Sheriff's Office) receive a cost of living increase. In the event that other County employees receive a COLA in FY2023, employees covered by this Agreement shall receive an equivalent COLA at the same time that other County employees receive their COLA.
4. CCCOA-represented employees shall receive a merit increase in FY2023 only if other County employees (exclusive of Sworn Officers in the Charles County Sheriff's Office) receive a merit increase in FY2023. In the event that other County employees receive a merit increase in FY2023, employees covered by this Agreement shall receive an equivalent merit increase on their anniversary date in FY2023.
5. If the County grants a bonus to employees on the County payroll in FY2022 or FY2023, CCCOA-represented employees will receive a bonus under the same terms and conditions.
6. If the County implements a leave sell back program for County employees in FY2022 or FY 2023, CCCOA-represented employees will be eligible to participate in the leave sellback program under the same terms and conditions.
7. The County will implement the Pay Scale attached as Exhibit A on July 1, 2021 and adjust salaries of employees as shown in Exhibit B.

Except as modified by the terms set forth in Paragraphs 1 through 7 above, the provisions of the July 1, 2018 to June 30, 2020 Memorandum of Understanding between the CCCOA and the Sheriff of Charles County shall remain in full force and effect for the duration of FY2022 and 2023.

**AGREED AND ACCEPTED:**

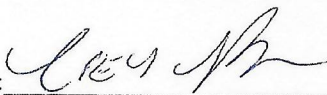
THE COUNTY COMMISSIONERS  
OF CHARLES COUNTY, MARYLAND

DATE: Jul 8, 2021

By: 

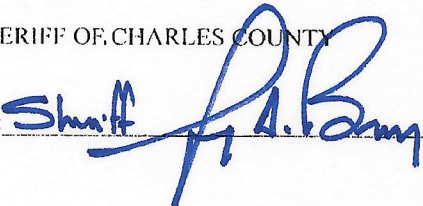
CHARLES COUNTY CORRECTIONAL  
OFFICERS ASSOCIATION

DATE: 6/22/21

By: 

SHERIFF OF CHARLES COUNTY

DATE: 07-01-21

By: 

**CHARLES COUNTY SHERIFF'S OFFICE  
CORRECTIONAL OFFICERS  
SALARY SCALE FY-2022**

**EFFECTIVE: June 19, 2021**  
(Includes Merit per CCOA MOU)

*Exhibit A*

GRADE	MINIMUM	MIDPOINT	MAXIMUM	3% MIDPOINT
CO1	\$44,500.00	\$58,295.00	\$72,090.00	\$1,748.85
CO2	\$48,060.00	\$62,958.60	\$77,857.20	\$1,888.76
CFC	\$51,904.80	\$67,995.29	\$84,085.78	\$2,039.86
CPL	\$56,057.18	\$73,434.91	\$90,812.64	\$2,203.05
SGT	\$60,541.76	\$79,309.70	\$98,077.65	\$2,379.29
LT	\$69,623.02	\$91,206.16	\$112,789.30	\$2,736.18
CAPT	\$75,192.86	\$98,502.65	\$121,812.44	\$2,955.08
DEPUTY DIR	\$81,208.29	\$106,382.86	\$131,557.44	\$3,191.49
DIR	\$93,389.54	\$122,340.29	\$151,291.05	\$3,670.21

Correctional Officers who are promoted from the rank of Sergeant to Lieutenant receive a 9% pay increase or the minimum grade of the Lieutenant rank, whichever is higher. All other ranks who are promoted will receive a 6% pay increase or the minimum grade, whichever is higher.

  
Troy D. Berry, Sheriff  
Charles County, Maryland

June 19, 2021  
Date









**Exhibit B**

CCG Revised

LAST	FIRST	Title	Current Salary	Revised County Proposal	Increase over current salary	% change
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