

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

JUNE  
to  
May 26, 2020

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, 2020 through June 30, 2021 (Fiscal Year 2021).

1. Employees in the CCCOA bargaining unit ("CCCOA Employees") will not receive a cost of living adjustment ("COLA") in FY2021 unless other employees of Charles County (with the exception of Sworn Officers in the Charles County Sheriff's Office) receive a COLA in FY2021. If other employees of Charles County do receive a COLA, CCCOA Employees will receive the same COLA as the other County employees.
2. CCCOA Employees will not receive a merit increase in FY2021 unless other employees of Charles County receive a merit or step increase in FY2021. If other employees of Charles County do receive a merit or step increase in FY2021, CCCOA Employees who are otherwise eligible to receive a merit increase during shall receive their merit increase effective on each employee's anniversary date during FY2021.
3. If the County grants a bonus to employees on the County payroll in FY2021, CCCOA Employees will receive a bonus under the same terms.
4. If the County implements a leave sell back program for County employees in FY2021, CCCOA Employees will be eligible to participate in the leave sellback program under the same terms.

Except as modified by the terms set forth in Paragraphs 1 through 4 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 FY2021.

**AGREED AND ACCEPTED:**

THE COUNTY COMMISSIONERS  
OF CHARLES COUNTY, MARYLAND

DATE: July 7, 2020

By: \_\_\_\_\_



CHARLES COUNTY CORRECTIONAL  
OFFICERS ASSOCIATION

DATE: 6/26/20

By: 

SHERIFF OF CHARLES COUNTY

DATE: 6 29 20

By: 