

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, 2019 through June 30, 2020 (Fiscal Year 2020).

Wages

- (1) Employees who are eligible for a step increase during Fiscal Year 2020 will receive such an increase.
- (2) In the event that the State of Maryland makes a revision to the Department of State Police Salary Schedule that takes effect in Fiscal Year 2020 and such change is announced prior to the start of Fiscal Year 2020, any party may reopen this Agreement for the purpose of renegotiating economic terms and conditions, including any previously agreed upon step increase.
- (3) In the event that the State of Maryland makes a revision to the Department of State Police Salary Schedule that takes effect in Fiscal Year 2020 and such change is announced on or after the start of Fiscal Year 2020, any party may reopen this Agreement for the purpose of renegotiating economic terms and conditions, including any previously agreed upon step increase, if the funds required to implement the revision exceed one percent of the full year salary cost for Sworn Officers (inclusive of pension, payroll taxes, and workers compensation insurance).
- (4) If, after a reopener pursuant to paragraphs (2) or (3) above, the parties are unable to reach agreement upon new economic terms and conditions, the impasse procedure set forth in Section 2-309(j)(5) of the Courts and Judicial Proceedings Article shall be used to resolve the dispute.

Duration

This Agreement will be effective from July 1, 2019 to June 30, 2020.

AGREED AND ACCEPTED:

THE COUNTY COMMISSIONERS
OF CHARLES COUNTY, MARYLAND

DATE: 6-18-19

By: _____



FRATERNAL ORDER OF POLICE
LODGE NO. 24

DATE: MAY 28, 2019

By: _____



SHERIFF OF CHARLES COUNTY

DATE: 5-30-19

By: _____

