

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

**Wages**

- (1) The State of Maryland has announced that it will provide a five percent (5%) increase to each grade and step of the Department of State Police Salary Schedule effective July 1, 2020. Pursuant to Section 2-309 of the Courts and Judicial Proceedings chapter of the Maryland Code, employees will receive the 5% Cost of Living Adjustment effective July 1, 2020.
- (2) Employees will not receive a step increase during Fiscal Year 2021.

**Benefits**

- (1) Employees will have the option to participate in the Annual Leave Sell Back Program under the same terms and conditions as other County employees. The Annual 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. Employees must have an annual leave balance of 130 or more hours as of December 18, 2020 in order to participate in the Annual Leave Sell Back Program.
- (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 Base Salary that is in effect at the beginning of the first full pay period closest to July 1st of each year.

**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, 2020 to June 30, 2021.

**AGREED AND ACCEPTED:**

THE COUNTY COMMISSIONERS  
OF CHARLES COUNTY, MARYLAND

DATE: Apr 13, 2021

By: 

FRATERNAL ORDER OF POLICE  
LODGE NO. 24

DATE: 4/4/21

By: 

SHERIFF OF CHARLES COUNTY

DATE: \_\_\_\_\_

By:  04-02-21