

**AGREEMENT**  
**between**  
**THE COUNTY COMMISSIONERS OF CHARLES COUNTY, MARYLAND,**  
**and**  
**THE INTERNATIONAL ASSOCIATION**  
**OF FIRE FIGHTERS, AFL-CIO, LOCAL 4658**

May 16, 2019

Pursuant to Article 15 of the July 1, 2018 to June 30, 2020 Collective Bargaining Agreement, the County Commissioners of Charles County ("Commissioners") and the International Association of Fire Fighters, AFL-CIO, Local 4658 ("Local 4658") hereby enter into the following Agreement concerning wages and merit increases for the period of July 1, 2019 through June 30, 2020 (Fiscal Year 2020).

Article 6.1 (A) Cost of Living

There shall be a 1.55% cost of living increase for employees covered by this Agreement, effective January 1, 2020.

Article 6.1 (B) Merit Increases

Merit increases shall be 3% of the midpoint of the grade. Employees covered by this Agreement who are otherwise eligible to receive a merit increase during Fiscal Year 2020 (July 1, 2019 through June 30, 2020) shall receive their merit increase effective on each employee's anniversary date during FY 2020.

**AGREED AND ACCEPTED:**

THE COUNTY COMMISSIONERS  
OF CHARLES COUNTY, MARYLAND

DATE: 6-18-19

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

INTERNATIONAL ASS'N OF FIRE FIGHTERS,  
AFL-CIO, LOCAL 4658

DATE: 5/16/2019

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

Aaron Kidder  
Vice President, IAFF Local 4658