

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

May 31, 2018

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, 2018 through June 30, 2020 (Fiscal Years 2019-2020).

MERIT INCREASES

- (a) Merit increases shall be 3% of the midpoint of the grade.
- (b) Employees covered by this Agreement who are otherwise eligible to receive a merit increase during Fiscal Year 2019 (July 1, 2018 through June 30, 2019) shall receive their merit increase effective on each employee's anniversary date during FY 2019.
- (c) 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 if, and only if, one or both of the following conditions are met: (i) all employees of Charles County receive a merit increase in FY2020, and/or (ii) sworn officers in the Charles County Sheriff's Office receive a step increase in FY2020. The parties understand and agree that the commitment to provide a merit increase if sworn officers in the Charles County Sheriff's Office receive a step increase in FY2020 is made on a non-precedential basis, and shall not require the County to link any other wage increase to actions taken with regard to sworn officers.

PROGRESSIVE PAY ADJUSTMENT

Effective July 1, 2018, and effective again on July 1, 2019, employees shall receive an increase in their salary equal to (0.5% x (# of missed merit increases)) between FY2010 and FY2018. For example, an employee who missed five merit increases during this period of time would receive an increase in salary of 2.5% effective July 1, 2018. The number of merit increases an employee missed shall be calculated by the County and verified by the CCCOA.

RETIREE MEDICAL

During the term of this Agreement (i.e., FY2019-2020), retiree medical benefits for current Officers will not be modified. Any change in retiree medical benefits will be negotiated with CCCOA, in accordance with the provisions of Section 2-309(j)(5) of the Courts and Judicial Proceedings Article.

HEALTH INSURANCE

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, provided, however, that during the term of this Agreement, an Officer shall pay 30% of the cost of the health insurance premium (with the County paying the other 70%).

AGREED AND ACCEPTED:

THE COUNTY COMMISSIONERS
OF CHARLES COUNTY, MARYLAND

DATE: 6.7.18

By: *Peter F. Murphy*

CHARLES COUNTY CORRECTIONAL
OFFICERS ASSOCIATION

DATE: 5-31-18

By: *Sgt. Keith*
president

SHERIFF OF CHARLES COUNTY

DATE: 5.31.18

By: *Shelt*
J. D. Bunn