

**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") for the period of July 1, 2018 through June 30, 2020 (Fiscal Years 2019 and 2020).

**Benefits**

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 1<sup>st</sup> of each year.

**Wages**

- (1) Employees who are eligible for a step increase during Fiscal Year 2019 will receive such an increase.
- (2) The State of Maryland has announced that it will provide a two percent (2%) increase to each grade and step of the Department of State Police Salary Schedule effective January 1, 2019.
- (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 2019 other than the adjustment identified in paragraph 2 above and such change is announced prior to the start of Fiscal Year 2019, any party may reopen this Agreement for the purpose of renegotiating economic terms and conditions, including any previously agreed upon step increase.
- (4) 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 2019 other than the adjustment identified in paragraph 2 above and such change is announced on or after the start of Fiscal Year

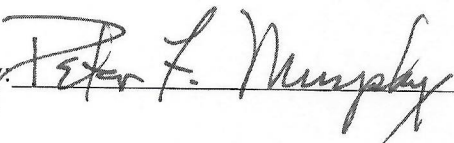
Duration

Except as provided in "Wages," Paragraph (6), the Agreement will be effective from July 1, 2018 to June 30, 2020.

**AGREED AND ACCEPTED:**

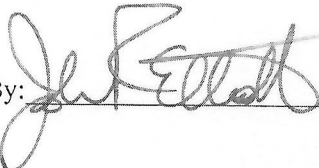
THE COUNTY COMMISSIONERS  
OF CHARLES COUNTY, MARYLAND

DATE: 6.7.18

By: 

FRATERNAL ORDER OF POLICE  
LODGE NO. 24

DATE: 5-15-18

By: 

SHERIFF OF CHARLES COUNTY

DATE: 5-15-18

By: 