

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

April 13, 2023

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, 2023 through June 30, 2025 (Fiscal Years 2024 and 2025).

A. July 1, 2023 thru June 30, 2024 (FY2024)

1. The County will implement the Pay Scale attached as Exhibit A on July 1, 2023.
2. Employees in the CCCOA Bargaining Unit ("CCCOA Employees") will receive an 8.52% market-rate pay scale adjustment for all current members effective on the first pay date following July 1, 2023.
3. CCCOA Employees will receive a merit increase on their anniversary date in FY2024 if they receive a satisfactory review and are otherwise eligible to receive a merit increase.
4. In the event the County decides to make a Leave Sell Back Program available to County employees, CCCOA Employees will have the option to participate in the Leave Sell Back Program under the same terms and conditions as other County employees.
5. If the County grants a bonus to employees on the County payroll (exclusive of Sworn Officers in the Charles County Sheriff's Office) in FY2024, CCCOA Employees will receive a bonus under the same terms.

B. July 1, 2024 thru June 30, 2025 (FY2025)

1. CCCOA Employees will receive a 2% cost of living adjustment ("COLA") on the first pay date following July 1, 2024. In the event that other County employees (exclusive of Sworn Officers in the Charles County Sheriff's Office) receive a COLA in excess of 2% in FY2025, employees covered by this Agreement shall receive the difference between the COLA received by other County employees and 2% at the same time that other County employees receive their COLA.
2. CCCOA Employees shall receive a merit increase in FY2025 only if other County employees (exclusive of Sworn Officers in the Charles County Sheriff's Office) receive a merit increase in FY2025. In the event that other County employees receive a merit increase in FY2025, employees covered by this Agreement shall receive a merit increase on their anniversary date in FY2025.
3. In the event the County decides to make a Leave Sell Back Program available to County employees, CCCOA Employees will have the option to participate in the Leave Sell Back Program under the same terms and conditions as other County employees.

4. If the County grants a bonus to employees on the County payroll (exclusive of Sworn Officers in the Charles County Sheriff's Office) in FY2025, CCCOA Employees will receive a bonus under the same terms.

C. DROP

The County will implement a cost -neutral Deferred Retirement Option Program ("DROP") for CCCOA Employees, effective July 1, 2023. The terms of the DROP are set forth in Exhibit B and shall be set forth in more detail in a formal Plan Document.

Except as modified by the terms set forth in Sections A through C above, the provisions of the July 1, 2023 to June 30, 2024 Memorandum of Understanding between the CCCOA and the Sheriff of Charles County, as well as any successor agreement between the CCCOA and the Sheriff of Charles County, shall remain in full force and effect for the duration of FY2024 and 2025.

AGREED AND ACCEPTED:

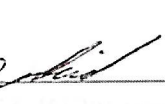
THE COUNTY COMMISSIONERS
OF CHARLES COUNTY, MARYLAND

DATE: 5/16/2023

By: 

CHARLES COUNTY CORRECTIONAL
OFFICERS ASSOCIATION

DATE: 5/11/2023

By: Sgt. D. No. #626 

SHERIFF OF CHARLES COUNTY

DATE: 05.11.23

By: 