

**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, 2023, through June 30, 2024 (Fiscal Year 2024).

**Wages**

- (1) The State of Maryland has announced that it will provide a five percent (5%) Cost of Living increase to each grade and step of the Department of State Police Salary Schedule effective July 1, 2023. Pursuant to Section 2-322 of the Courts and Judicial Proceedings chapter of the Maryland Code, employees will receive the 5% Cost of Living Adjustment effective July 1, 2023.
- (2) Employees will receive a step increase effective the first pay period following their anniversary date during Fiscal Year 2024.

**Duration**

This Agreement will be effective from July 1, 2023 to June 30, 2024.

**[SIGNATURES FOLLOW ON NEXT PAGE]**

**AGREED AND ACCEPTED:**

THE COUNTY COMMISSIONERS  
OF CHARLES COUNTY, MARYLAND

DATE: May 24, 2023

By: 

FRATERNAL ORDER OF POLICE  
LODGE NO. 24

DATE: May 16, 2023

By: Michael F. Smith  
Michael F. Smith (May 16, 2023 20:02 EDT)

SHERIFF OF CHARLES COUNTY

DATE: 05.17.23

By: 