

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

June 2, 2025

The County Commissioners of Charles County (“County”), 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, 2025 through June 30, 2026 (Fiscal Year 2026).

1. Members of the CCCOA bargaining unit will receive a 1% cost of living adjustment (“COLA”) in July 2025 when Fiscal Year 2026 begins. Members will begin receiving this adjustment on their July 25, 2025, paycheck. In the event that other County employees (exclusive of Sworn Officers in the Charles County Sheriff’s Office) receive a COLA in excess of 1% in FY2026, employees covered by this Agreement shall receive the difference between the COLA received by other County employees and 1% at the same time that other County employees receive their COLA.
2. Members of the CCCOA bargaining unit shall receive a merit increase on their anniversary date in FY2026.
3. In the event the County decides to make a Leave Sell Back Program available to County employees, members of the CCCOA bargaining unit 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 an additional COLA or other wage adjustment within FY2026 to employees on the County payroll (exclusive of Sworn Officers in the Charles County Sheriff’s Office pursuant to Md. Code Ann., Cts. & Jud. Proc’d Art. §2-322), members of the CCCOA bargaining unit will receive the additional COLA or wage adjustment under the same terms.
5. If the County grants a bonus within FY2026 to employees on the County payroll, members of the CCCOA bargaining unit will receive the bonus under the same terms.

AGREED AND ACCEPTED:

THE COUNTY COMMISSIONERS
OF CHARLES COUNTY, MARYLAND

06/27/2025
DATE: _____

By: DC

CHARLES COUNTY CORRECTIONAL
OFFICERS ASSOCIATION

DATE: 6/17/25

By: Gel Caydell #2640

SHERIFF OF CHARLES COUNTY

DATE: 6/23/2025

By: Troy A. Bay