

**AGREEMENT**  
**BETWEEN**  
**THE SHERIFF OF FREDERICK COUNTY**  
**AND THE FRATERNAL ORDER OF POLICE**  
**102A**

**EFFECTIVE:**  
**July 1, 2025 – June 30, 2026**

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## **COLLECTIVE BARGAINING AGREEMENT**

This COLLECTIVE BARGAINING AGREEMENT is made this 17<sup>th</sup> day of April 2025, by and between the SHERIFF OF FREDERICK COUNTY, MARYLAND, hereinafter referred to as the "Sheriff" and the FRATERNAL ORDER OF POLICE LODGE NO. 102A, hereinafter referred to as the "FOP 102A", was reached pursuant to collective bargaining (the "Agreement").

### **ARTICLE I. RECOGNITION AND UNIT DESCRIPTION**

#### **Section 1.01 Recognition**

The Sheriff recognizes the FOP 102A as the exclusive representative of the Employees (as defined in Section 1.02, below), for the purpose of negotiating collectively with the Sheriff pursuant to the Annotated Code of Maryland, Courts and Judicial Proceedings Article, § 2-309(l)(6), with respect to wages and benefits.

#### **Section 1.02 Unit Description**

The bargaining unit shall consist of all full-time correctional officers (hereinafter "Employees" or "Employee") at the rank of Sergeant and below.

#### **Section 1.03 Approval by Governing Body**

The Annotated Code of Maryland, Courts and Judicial Proceedings Article, § 2-324(h)(3) and (h)(7)(v) provides that any additional funding required as a result of a negotiated collective bargaining agreement is subject to approval by the County governing body. The law does not allow Frederick County correctional officers to engage in a strike.

### **ARTICLE II. VOLUNTARY DEDUCTION OF UNION FEES**

No Employee shall be required to join or not join the FOP 102A. Employees in the bargaining unit may submit signed authorization for the Frederick County Government to deduct union fees from their biweekly pay.

### **ARTICLE III. COMPENSATION**

#### **Section 3.01 Field Training Pay Differential**

Correctional officers at or below the rank of sergeant who are certified field training officers, shall receive a field training pay differential of \$2.50 for each hour of training while assigned as a F.T.O.

#### **Section 3.02 Uniform Cleaning Allowance**

Correctional officers shall be compensated \$500.00 paid in two installments of \$250.00 each year for the purpose of maintaining issued departmental uniforms. However, if the amount increases in any other department within the Sheriff's Office the above stated amount will also increase to reflect that of the higher amount.

### Section 3.03 Pay Scale Steps

Effective July 1, 2019, there are 15 steps in the pay scale for Employees in the Unit, as follows:

Step 1 Year 1	Step 2 Year 2	Step 3 Year 3	Step 4 Year 4	Step 5 Year 5
Step 6 Year 6	Step 7 Year 7	Step 8 Years 8 & 9	Step 9 Years 10 & 11	Step 10 Years 12 & 13
Step 11 Years 14 & 15	Step 12 Years 16 & 17	Step 13 Years 18 & 19	Step 14 20 & 21	Step 15 Years 22 +

Employees in the Unit will be eligible for step increases on their FCSO service anniversary date and will be paid pursuant to the applicable FCSO Uniformed Corrections Law Enforcement Step and Grade Pay Scale as set forth herein.

### Section 3.04 Pay Increase

- (a) All pay scale adjustments and increases as outlined below will be funded in the County Executive's proposed budget for each fiscal year but are subject to approval of the budget by the County Council.
- (b) Effective July 1, 2025, the FY25 FCSO Uniformed Corrections Step and Grade Pay Scale existing pay scale will be adjusted by a three percent (3%) market adjustment. Attachment "A" hereto (FY26 FCSO Uniformed Corrections Step and Grade Pay Scale effective July 1, 2025) reflects the pay scale with a 3% increase. Even if a cost-of-living adjustment is approved for other County staff, only the 3% market adjustment will be applied to FY26 FCSO Uniformed Corrections Step and Grade Pay Scale.
- (c) During the fiscal year 2026, Employees will be eligible for step increases on their FCSO service anniversary date, if applicable, and will be paid pursuant to the attached FY26 FCSO Uniformed Corrections Step and Grade Pay Scale.
- (d) In the event that Frederick County decides, during the life of this agreement to impose furloughs for Frederick County employees, then furloughs may be effected in accordance with the decisions of Frederick County.

### Section 3.05 Range Time on Day Off

Correctional officers who are assigned to perform duties at the firearms training range on a regularly scheduled day off shall be compensated for a minimum of two (2) hours.

### Section 3.06 Forty-five Minute Break

Correctional officers at or below the rank of sergeant assigned to a twelve (12) hour shift shall receive a minimum of one (1) forty-five (45) minute break and one (1) ten (10) minute break. The parties agree that Maryland law does not require breaks in excess of 20 minutes to be paid, however, employees will continue to be paid for 10.8 minutes of the forty-five (45) minute break period. This is intended in part to offset the ten (10) minute briefing that employees attend immediately prior to the beginning of each shift.

### **Section 3.07 Union Leave**

The Sheriff shall annually grant the FOP Eighty (80) hours of paid leave ("FOP Leave") to conduct Lodge business. Usage of union leave by an employee must be approved in writing by the FOP President or his designee and approved by the Division Commander of the employee requesting union leave. "Lodge business" as used in this section means legitimate business activities directly involved in representing bargaining unit members, such as: attending conferences and training, participating in collective bargaining, and meeting with represented employees to discuss collective bargaining matters. It does not include any events or activities that are primarily social, athletic or recreational in nature, or activities that involve the repair, upkeep, maintenance or construction of the Lodge's premises, grounds or buildings.

### **Section 3.08 Shift Differential Pay**

Correctional officers at or below the rank of sergeant shall receive a shift differential for all hours worked, excluding overtime hours, between 8 pm and 8 am. Effective July 1, 2024, that differential will be seven percent (7%) of the Uniformed Corrections base salary hourly rate (Step 1). The amount will automatically increase at such time as the Uniformed Corrections base salary (Step 1) on the pay scale increases. The Sheriff has the authority to grant shift differential pay outside of these times or these positions, at his discretion and in accordance with County policy.

### **Section 3.09 Call-in Pay**

- (a) When an Employee is called in to work outside their regular shift, the Employee will be compensated at the rate of time and one-half for the time actually worked. However, if the time worked is less than two hours, the Employee will receive compensation for two hours at the rate of time and one-half.
- (b) When an immediate response to a location/call is required, the Employee's pay begins upon notification of the immediate call-in. In the case of a delayed response, or advance notice of the call-in, the Employee's pay shall start 30 minutes prior to the designated arrival time. However, this call-in pay provision does not apply to Employees who are held over beyond the end of their shift.

### **Section 3.10 Military Leave – Training**

Notwithstanding the Frederick County Personnel Rules, any Employee who is a member of a reserve component of the armed forces of the United States shall be entitled to up to thirty (30) days of leave with pay in any calendar year for military training purposes. In addition, an Employee may apply to and may be granted by the Sheriff additional military leave beyond thirty (30) days in a calendar year for (a) additional training required of the Employee leading up to a deployment; (b) other training is mandated for the servicemember, or (c) in the case of a servicemember who is accepted into a school for promotion, such promotional training. All applications for military leave for training must be made in accordance with the procedures outlined in the Human Resources Policies and Procedures Manual relating to Military Leave (e.g., completion of a Military Leave Request form, a copy of the Employee's military order,

etc.) Any request for leave beyond thirty (30) days may be denied by the Sheriff if it would result in harm to the interest of the County.

### **Section 3.11 Weather and Public Safety Emergencies/Administrative Leave**

- (a) When Frederick County government closes its offices on a business day due to inclement weather or other similar natural disasters, and/or public safety emergencies, Employees will be eligible to receive both administrative leave (if they are scheduled to work) and regular pay for the hours worked in accordance with Section 8.10 of the Frederick County Human Resources Policies and Procedures Manual.
- (b) Employees who report to work shall get paid for hours actually worked and will also be paid for administrative leave for their regularly scheduled work hours. If an employee does not report to work, accrued vacation, holiday or compensatory leave may be used, at the supervisor's discretion. No administrative leave will be given. If an employee has previously scheduled a day off, administrative leave will not be substituted.
- (c) For the purpose of this Section 3.11, all Employees shall be considered essential Employees for public safety emergencies.
- (d) For the purpose of this Section 3.11, the Sheriff shall have the discretion to designate essential Employees for inclement weather or other similar natural disasters.
- (e) Entitlement to and payment of administrative leave under this Section 3.11 will at all times be subject to changes in interpretation and administration by Frederick County, as well as be contingent on approval and funding by the County.

### **Section 3.12 Deferred Retirement Option Program ("DROP")**

- (a) On or before January 1, 2025, the County Executive will submit proposed legislation seeking that employees covered by this Agreement be deemed eligible to participate in the Deferred Retirement Option Program ("DROP"), with enhancements as described in the Frederick County Uniformed Employees Retirement Plan Article XVII, effective July 1, 2024. Eligibility will apply only to those retirement applications filed after the adoption of the legislation. In the event there is a question or conflict in interpretation or application of the plan and the benefits described herein, the terms of the policies and/or other plan documents will control. Plan terms and documents, including summary plan descriptions, may change periodically. The enhancements are summarized as follows:
  - i. The Participant's anticipated Years of Eligibility Service at the end of the DROP participation period shall not exceed 31.0 Years of Eligibility Service.
  - ii. A DROP Participant shall contribute four percent (4%) by payroll deduction to the Frederick County Uniformed Employees Retirement Plan related to administration of the plans.
  - iii. A DROP Participant shall contribute five percent (5%) by payroll deduction to their DROP Account on a bi-weekly basis for the duration of their DROP participation period.
  - iv. A DROP Participant that voluntarily separates from employment with the County prior to the completion of their DROP period, for any reason other than death or



Total and Permanent Disability, shall be paid the amount accrued in their DROP Account, determined in accordance with Section 17.7, as adjusted for investment gains and losses determined pursuant to Section 17.10 through as soon as reasonably practical before the date of payment and shall forfeit an amount equal to the amount contributed in number iii.

- (b) Proposed legislation drafted pursuant to this Agreement will be reviewed and approved by both parties prior to submission to the Frederick County Council.
- (c) The parties agree to fully support the legislative proposals drafted pursuant to this Agreement and make a good faith effort to obtain their approval by the Frederick County Council.

#### **ARTICLE IV. SAVINGS CLAUSE**

Any Article or Section of this Agreement found to be in conflict with any law, ordinance, statute, or government regulation or declared invalid by decree of a court of competent jurisdiction will be void ab initio and the parties will enter into negotiations for a substitute provision. All other Articles and Sections of this Agreement will remain in full force and effect for the duration of the Agreement.

#### **ARTICLE V. CONTINUATION OF HEALTH COVERAGE CONTRIBUTION RATIOS**

Frederick County Government offers group medical insurance coverage to its eligible employees and their eligible dependents. The County calculates a dollar amount equal to 85% of the premium cost of each coverage level in the in-network-only health plan, and contributes at least this dollar amount toward full-time, regular employee coverage in all plans, subject to a minimum employee deduction for each coverage level.

The basis for calculating costs was approved by the County, and any future change to the funding formula is subject to the County's approval. Coverage costs are re-evaluated each calendar year.

#### **ARTICLE VI. LINE OF DUTY DISABILITY HEALTH CARE COVERAGE**

Line of duty disability health care coverage will be available even if Employee does not have ten years of service provided the Employee retires under a line of duty disability on or after July 1, 2019, has existing health care coverage through the County at the time of retirement and maintains that coverage for at least one month as a retiree. The cost sharing of the respective health insurance premium will be 50% from the County and 50% from the Employee.

#### **ARTICLE VII. POST EMPLOYMENT HEALTH INSURANCE COVERAGE**

- (a) Employees who subsequently retire during the term of this Agreement and are eligible for post-retirement health insurance benefits will be eligible to receive health (medical, dental, vision, prescription, etc.) insurance benefits, provided that they immediately elect to receive monthly pension benefits from the Frederick County Employees Retirement Plan or the Maryland State Retirement Plan, as outlined in the County's then-current Post Employment Health Benefit Policy 10.2, as may be amended.


- i. Employees covered by this Agreement who retire after twenty Years of Creditable Service shall pay 50% of the annual estimated coverage costs (premium equivalent) for health plan coverage with the remainder paid by the County. With an additional five Years of Creditable Service, the percentage of the premium for health plan coverage paid by the employee shall decrease by 5% and the percentage paid by the County shall increase by 5% (i.e., retirees with 20 Years of Creditable Service shall pay 50% of the premium for health plan coverage; retirees with 25 Years of Creditable Service or more shall pay 45% of the premium for health plan coverage).
  - ii. Except as described herein, if a retiree is eligible for a different contribution percentage based on hire/service date and years of service as outlined in the Post Employment Health Benefits Policy, as may be amended, that contribution percentage would apply.
- (b) In the event there is a question or conflict in interpretation or application of these insurance plans and the benefits described herein, the terms of the insurance policies and/or other plan documents will control. Plan terms and documents, including summary plan descriptions, may change periodically.

#### **ARTICLE VIII. DURATION AND FINALITY OF AGREEMENT**

- (a) This agreement shall become effective as of July 1, 2025, and shall remain in full force and effective until June 30, 2026.
- (b) It is understood that this Agreement can only be added to, amended, or modified by a document, in writing, signed by both parties through their duly authorized representatives, after negotiations mutually agreed to by the Sheriff and the FOP 102A.
- (c) The parties shall reopen negotiations for a successor agreement not later than January 15, 2026.
- (d) In the event that the parties do not agree on a successor agreement by June 30, 2026, then this agreement shall expire; it will not bind the parties in any manner and it shall have no legal force or effect. If that happens, the Sheriff will not be obligated in any manner to maintain the "status quo" created under this agreement or comply with any provision in it.

IN WITNESS WHEREOF, the parties have executed this Agreement effective this 17<sup>th</sup>  
day of April 2025.

FREDERICK COUNTY SHERIFF'S  
OFFICE:

  
SHERIFF CHARLES A. JENKINS

FRATERNAL ORDER OF POLICE  
LODGE NO. 102A

  
PRESIDENT

Attachments:

Attachment "A": FY26 FCSO Uniformed Corrections Step and Grade Pay Scale

	Step 1			Step 2			Step 3			Step 4			Step 5			Step 6			Step 7						
	Year 1			Year 2			Year 3			Year 4			Year 5			Year 6			Year 7						
Months of Svc	0 - 12			13 - 24			25 - 36			37 - 48			49 - 60			61 - 72			73 - 84						
Grade	annual	biweekly	hourly	annual	biweekly	hourly	annual	biweekly	hourly	annual	biweekly	hourly	annual	biweekly	hourly	annual	biweekly	hourly	annual	biweekly	hourly				
CO	56,204	2161.68	27.0211	58,733	2258.96	28.2370	61,262	2356.23	29.4529	63,791	2453.51	30.6689	66,320	2550.78	31.8848	68,850	2648.06	33.1008	71,379	2745.33	34.3167				
CFC	61,824	2377.86	29.7233	64,606	2484.86	31.0608	67,388	2591.86	32.3983	70,171	2698.87	33.7359	72,953	2805.87	35.0734	75,735	2912.87	36.4110	78,517	3019.88	37.7485				
Corporal	68,008	2615.70	32.6963	71,069	2733.41	34.1676	74,129	2851.11	35.6390	77,189	2968.82	37.1103	80,250	3086.53	38.5816	83,310	3204.23	40.0530	86,370	3321.94	41.5243				
Sergeant	74,808	2877.23	35.9654	78,174	3006.70	37.5839	81,541	3136.18	39.2023	84,907	3265.65	40.8207	88,273	3395.13	42.4392	91,640	3524.61	44.0576	95,006	3654.08	45.6761				
	Step 8			Step 9			Step 10			Step 11			Step 12			Step 13			Step 14			Step 15			Step
	Years 8 & 9			Years 10 & 11			Years 12 & 13			Years 14 & 15			Years 16 & 17			Years 18 & 19			Years 20 & 21			Years 22+			Increment
Months of Svc	85 - 108			109 - 132			133 - 156			157 - 180			181 - 204			205-228			229 - 252			253 +			(4.5% of Step 1)
Grade	annual	biweekly	hourly	annual	biweekly	hourly	annual	biweekly	hourly	annual	biweekly	hourly	annual	biweekly	hourly	annual	biweekly	hourly	annual	biweekly	hourly	annual	biweekly	hourly	
CO	73,908	2842.61	35.5327	76,437	2939.88	36.7486	78,966	3037.16	37.9646	81,495	3134.44	39.1805	84,025	3231.71	40.3964	86,554	3328.99	41.6124	89,083	3426.26	42.8283	91,612	3523.54	44.0443	2,529
CFC	81,299	3126.88	39.0861	84,081	3233.88	40.4236	86,863	3340.89	41.7612	89,645	3447.89	43.0987	92,427	3554.90	44.4362	95,209	3661.90	45.7738	97,991	3768.90	47.1113	100,774	3875.91	48.4489	2,782
Corporal	89,431	3439.65	42.9956	92,491	3557.35	44.4670	95,552	3675.06	45.9383	98,612	3792.77	47.4096	101,672	3910.47	48.8810	104,733	4028.18	50.3523	107,793	4145.89	51.8236	110,853	4263.59	53.2950	3,060
Sergeant	98,372	3783.56	47.2945	101,739	3913.03	48.9129	105,105	4042.51	50.5314	108,472	4171.98	52.1498	111,838	4301.46	53.7683	115,204	4430.93	55.3867	118,571	4560.41	57.0051	121,937	4689.88	58.6236	3,366
																								4.5% mkt adj	