

Cost Of Living Analysis and Wage Survey – Cumberland County, ME

NCEU Negotiation Team

- John Chapman, NCEU Attorney
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Cumy/NCEU Local 110 Negotiation 2024 – National Correctional Employees Union

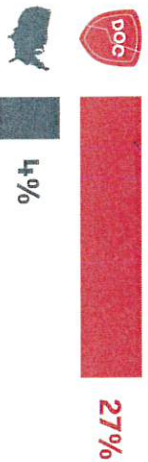
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Corrections officers experience...

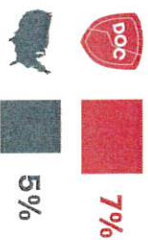
Depression at a level significantly higher than the national average.



PTSD at a level significantly higher than the national average.



Suicide at a rate 39% higher than the working age national population.



Shorter life expectancy than the national average.



Sources: For corrections officer depression rates, see box note j, at the end of the report. For national depression rates, see National Institute of Mental Health (NIMH), "Major Depression," <https://perma.cc/GZV8-ZP38>. For corrections officer PTSD rates, see box note j. For national PTSD rates, see NIMH, "Post-Traumatic Stress Disorder (PTSD)," <https://perma.cc/23GX-6YBW>. For suicide rates, see Steven Stack and Olga Tsoudis, "Suicide Risk Among Corrections Officers: A Logistical Regression Analysis" Archives of Suicide Research 3, no. 3 (1997), 183-86, 184. For life expectancy statistics, see box note m.

Identified Challenge Areas



Low Wages



Scheduling Difficulties



Staffing shortages



Staff Safety

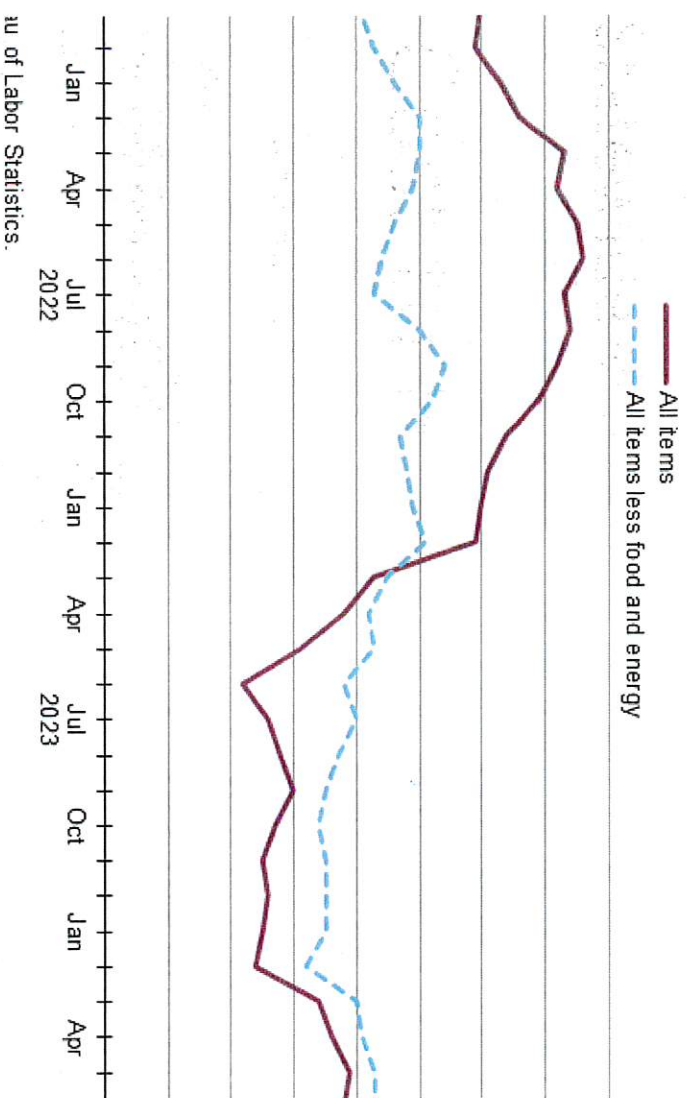
Cost to Hire New Officers

Cost to send New Officer to MCJA – Kennebec County				Cost to hire Certified Officer			
Hourly Wage		\$18.99 x208 Hours	\$ 3,949.92	Orientation training (Hourly wage)	\$18.99 x80		\$1,519.20
Officer Covering shift (Base Salary X1.5)		\$28.49 x208 Hours	\$ 5,924.88	FTO (Hourly Wage)	\$18.99 0	x12	\$2,278.80
Officer Uniforms			\$ 1,027.08	Uniforms			\$924.64
MCJA			\$ 400.00	Buy out cost > 1 year MCJA			\$10,000.00
Food at MCJA		\$8.50 x26	\$ 221.00	FTO pay Stipen	\$0.500	x12	\$60.00
Orientation training at KCCF		\$18.99 x80	\$ 1,519.20				
FTO at KCCF		\$18.99 x120 Hours	\$ 2,278.80				
FTO pay Stipen		\$0.50 x120 Hours	\$ 60.00				
Benefits for 5 weeks			\$ 2,951.82				
			Total Cost \$18,332.70				Total Cost \$14,782.64

Payroll Break Down On Current Wages

Minimum Salary: \$25.62		Maximum Salary: \$28.74	
•	\$25.62*2080hrs = \$53,289.60 annually	•	\$28.74*2080hrs = \$59,779.20 annually
•	\$53,289.60/26wks = \$2,049.60 pay period gross	•	\$59,779.20/26wks = \$2,299.20 pay period gross
•	\$2,049.60*0.40 = \$819.84 taxes	•	\$2,299.20*0.40 = \$919.68 taxes
•	\$2049.60 - \$819.84 = \$1,229.76/pay period net	•	\$2,299.20 - \$919.68 = \$1,379.52/pay period net
•	\$1,229.76*2 = \$2,459.52/avg. monthly net	•	\$1,379.52*2 = \$2,759.04/avg. monthly net

the-year percent change in CPI-U, Northeast region, July 2021–July 2024



Inflation Rate 2020-2024 Northeast Region

- Consumer Price Index, Northeast Region – July 2024
 - Increase of 3.6 percent over the past year.
- Consumer Price Index, Northeast Region – July 2023
 - Increase of 2.3 percent from a year ago
- Consumer Price Index, Northeast Region – July 2022
 - Increase of 7.3 percent over the year
- Consumer Price Index, Northeast Region – July 2021
 - Increase of 4.3 percent over the year
- Consumer Price Index, Northeast Region – July 2020
 - Increase of 1.1 over the year.

Average Vehicle Price

- New Car: \$47,218¹
- Used Car: \$25,328¹
- The average monthly car payments for new vehicles is \$735 per month.
- Average used car payments are \$523 per month.²

• ¹Data source: KBB.com; ²Data source: Experian State of the Automotive Finance Market – Q1 2024

	New vehicles	Used vehicles	New leased vehicles
All	\$735	\$523	\$595
781 to 850 (super prime)	\$723	\$522	\$594
661 to 780 (prime)	\$740	\$514	\$591
601 to 660 (nonprime)	\$763	\$530	\$609
501 to 600 (subprime)	\$749	\$536	\$606
300 to 500 (deep subprime)	\$730	\$534	Not available

Source: Experian State of the Automotive Finance Market, Q1 2024.

Cumberland County, ME Housing Market & Income



Median Sale Price:
\$585,000

Increase of 6.4% from
2023



Median Household
Income: \$58,097 (2021
Census Report)

Cumberland County Housing Market Trends

What is the housing market like in Cumberland County today?

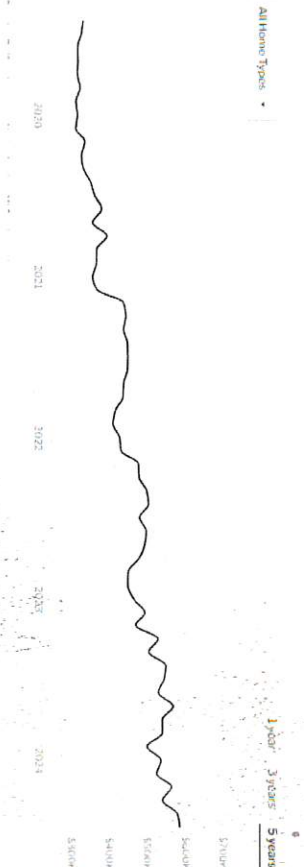
In June 2024, Cumberland County home prices were up 6.4% compared to last year, selling for a median price of \$585K. On average, homes in Cumberland County sell after 15 days on the market compared to 8 days last year. There were 399 homes sold in June this year, up from 377 last year.

Median Sale Price
\$585,000
+6.4% year over year

of Homes Sold
399
+7.8% year over year

Median Days on Market
15
+7 days over year

All Home Types



Mortgage Calculator

Use Zillow's home loan calculator to quickly estimate your total mortgage payment including principal and interest, plus estimates for PMI, property taxes, home insurance and HOA fees. Enter the price of a home and down payment amount to calculate your estimated mortgage payment with an itemized breakdown and schedule. Adjust the loan details to fit your scenario more accurately.

Home price *

\$ 585,000

Down payment *

\$ 29,250

5 %

Loan program

30 year fixed

▼

Interest rate *

6.625 %

See current rates

Advanced ▼

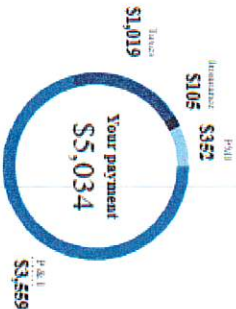
Calculator disclaimer

Breakdown

Schedule

Full report

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- ## Potential Mortgage 5% Down Payment
- \$29,250 down payment (5%)
 - 6.625% interest rate
 - \$5,034/month mortgage
 - \$2,459.52/avg. monthly net
 - \$2,759.04/avg. monthly net

Childcare Costs in Maine

- Cumberland County – Maine Department of Health and Human Services Child Care Market Rates July 6, 2024
 - Infants \$330.00/week (\$1,320/m; \$15,840/y)
 - Toddlers \$320/week (\$1,280/m; \$15,360/y)
 - Preschool \$300/week (\$1,200/m; \$14,400/y)
 - School Age \$214/week (\$856/m; \$10,272/y)
- “The average annual cost of child care for an infant is \$9,224 in a child care center and \$8,045 in a family care home.” – Child Care in State Economies Fact Sheet 2019
- “From the past year through this February, 24,000 Mainers cited a lack of available child care as the primary reason they weren’t in the labor force.” – MECCEP analysis of US Census Bureau’s Household Pulse Survey 2023

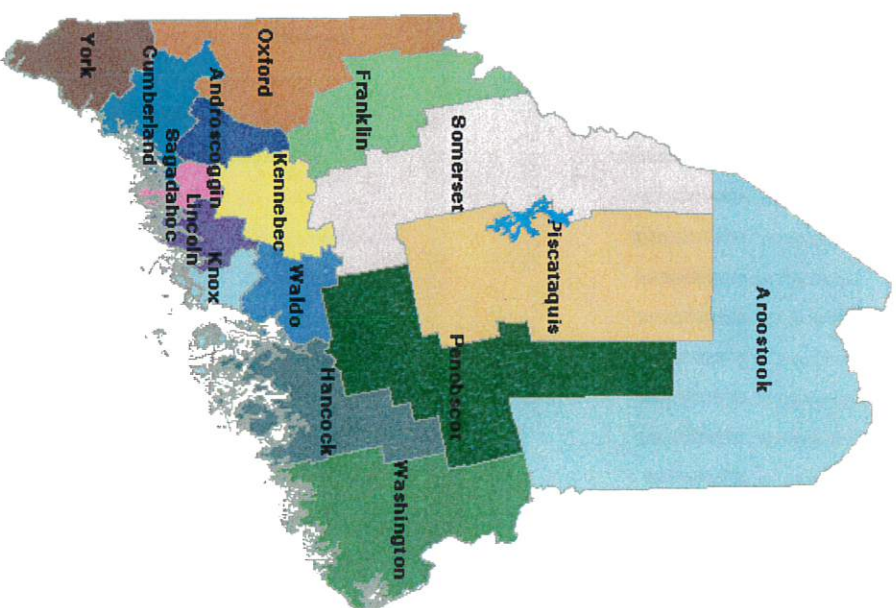


Statewide Wage Comparison

Cumberland County Department of Corrections - Min: \$25.62; Max: \$28.74

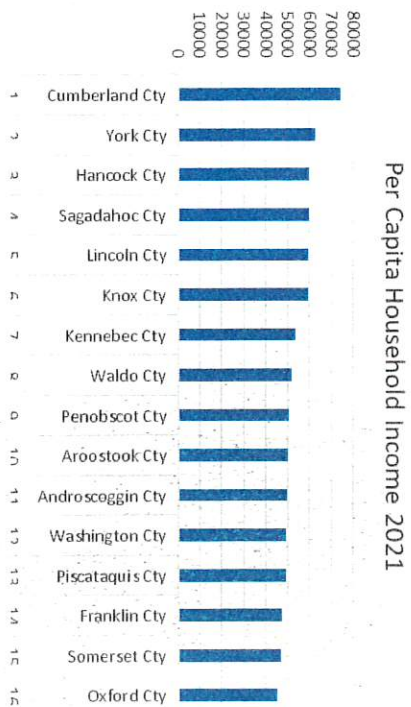
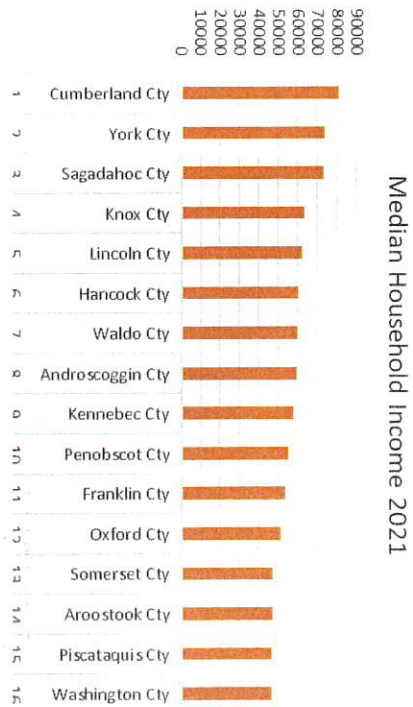
- Waldo County Department of Corrections - \$21.91 minimum *Currently in negotiations; expected to rise.
- Knox County Department of Corrections - \$26.52 minimum
- Two Bridges Department of Corrections - \$26.52 minimum
- Androscoggin County Department of Corrections - \$21.42 minimum
- Franklin County Department of Corrections - \$21.89 minimum
- Somerset County Department of Corrections - \$21.23 minimum
- Oxford County Department of Corrections - \$21.50 minimum
- Kennebec County Department of Corrections - \$18.99 minimum
- York County Department of Corrections - \$22.42 minimum
- Hancock County Department of Corrections - \$21.71 minimum
- Penobscot County Department of Corrections - \$21.69 minimum
- Piscataquis County Department of Corrections - \$16.94 minimum
- Washington County Department of Corrections - \$19.61 minimum
- Aroostook County Department of Corrections - \$21.04 minimum

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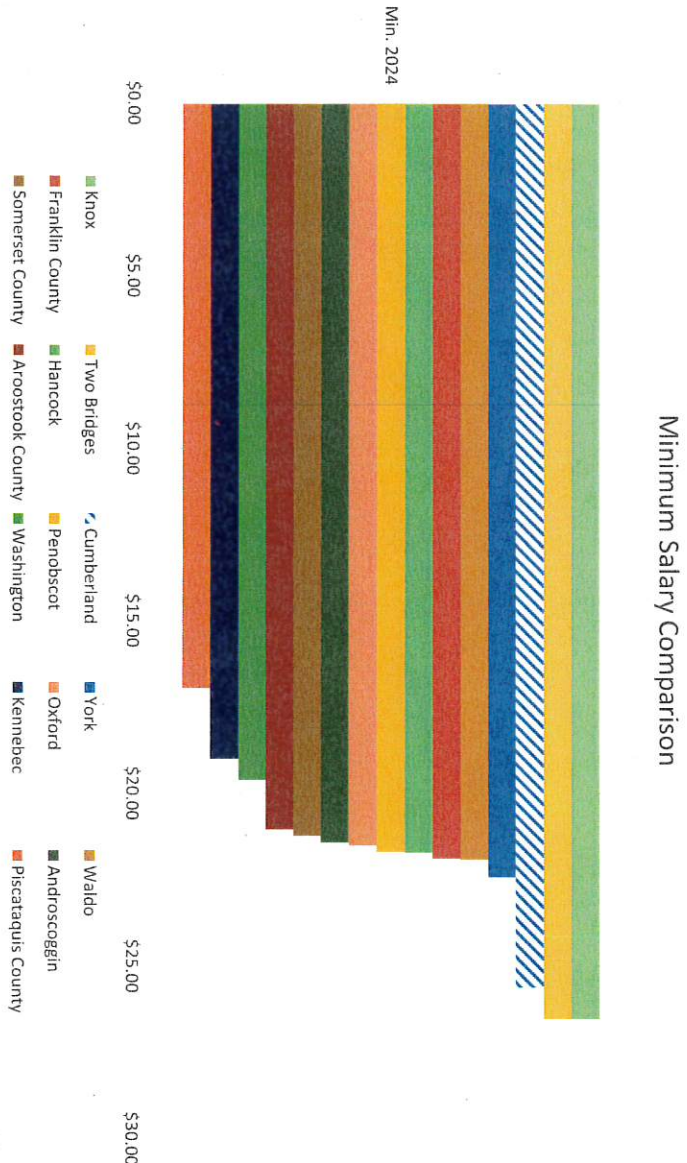


County Breakdown

- Based on 2021 Census Data available on Maine.gov, Cumberland County ranks as the wealthiest county in the state based on both median household income and per capita household income.



Statewide Wage Comparison



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