

# CUMBERLAND COUNTY COMMISSIONERS

## Memorandum

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**TO:** Cumberland County Commissioners

**FROM:** Amy Jennings, Human Resources Director

**DATE:** June 16, 2025

**RE:** Recommendation for Adoption of Successor Collective Bargaining Agreement with the Teamsters Local 340, Corrections Supervisors

**Term:** July 1, 2025 to June 30, 2028

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The Collective Bargaining Agreement with the Teamsters Local 340, corrections supervisors expires on June 30, 2025.

The administration has reached a tentative agreement on a successor Collective Bargaining Agreement with the Teamsters Local 340, Corrections Supervisors, which currently represents twenty-one (21) Corrections Lieutenants and Sergeants at the Cumberland County Jail.

The tentative agreement has been ratified by the Union membership. The Administration recommends your support for the new Collective Bargaining Agreement on June 16, 2025.

The term of the tentative agreement is for three (3) years, from July 1, 2025 through June 30, 2028.

The cost and terms of the tentative agreement is within the bargaining guidance authorized by the County Commissioners during our executive session on March 17, 2025.

Included with this memorandum is a marked copy of the tentative agreement showing red-lined changes.

Summarized below are the substantive changes to the new contract:

### **Article 10 – Leaves of Absence**

- Added new language - Maine Paid Family and Medical Leave Law

### **Article 14 – Wages, Work Week, Overtime and Work Day**

- 4% base wage increase Lieutenants, 5% base wage increase Sergeants, 4% increase for the Food Service Manager effective July 1, 2025
- 4% base wage increase Lieutenants, 5% base wage increase Sergeants, 4% increase for the Food Service Manager effective July 1, 2026

#### **Article 14 – Wages, Work Week, Overtime and Work Day (cont.)**

- 4% base wage increase Lieutenants, Sergeants and Food Service Manager effective July 1, 2027
- 3PM - 11PM shift differential increased to \$.70/hour
- Increased Weekend shift differential to \$1.00/hour
- Changed trial work schedule to updated work schedule
- Added shift swap language
- Added hold-over language
- Added \$1.00/hour stipend to Transport Sergeant classification
- Added \$1.00/hour stipend to Intake Lieutenant classification
- Increased commission stipend to \$.50
- Added \$1.50/hour Field Training Officer (FTO) stipend contingent on development of a formal training program

#### **Article 19 – Insurance**

- Effective January 1, 2026 contingent on the NCEU collective bargaining agreement ratification for the same plan, qualified employees will be moved to MainePERS Plan 3C – 25 years/no age with no County contribution to buy-back service years
- Increased employer contribution match to the 457 deferred income retirement plan to 7%

#### **Article 23 – Vacancies**

- Updated Sergeant promotional process

#### **Article 25 – Discharge and Suspension**

- Updated language for clarity and process

#### **Article 29 – Reproduction of Agreement**

- Updated language for clarity and process

#### **Appendix A – Wage Table**

- Revise to reflect base wage increases

#### **Appendix B – Uniforms**

- Updated language

#### **Appendix D – Teamster Corrections Supervisor Promotion Worksheet**

- Revised and updated worksheet and scoring sheet

