

Maine
Cumberland **County**
POSITION PAPER FOR AGENDA ITEM

TO:	Board of County Commissioners
FROM:	James H. Gailey
DATE:	February 17, 2026
SUBJECT:	MainePers Retirement Plan – Jail NCEU, Teamsters & Jail Non-Union

Requested Action:

Authorization for the County Manager to enter into a contract amendment between Cumberland County and Maine Public Employees Retirement System effective June 1, 2026 to change its plan offered to eligible Corrections Employees to Special Plan 3C for future service only as outlined and negotiated in the current NCEU and Teamsters Contracts.

Background & Purpose of Request:

Per the latest collective bargaining contracts for Corrections National Correctional Employee Union and Teamsters will be transferred from the MainePERS Special 2C Plan to the 3C Plan, as negotiated in their respective current contracts. A requirement of MainePERS is that all eligible staff within the department who are currently enrolled in the Special 2C Plan be included in the transfer, which requires the County to also transfer those non-union employees into the same plan. This change requires formal Commissioner approval.

To see if Cumberland County will vote to change its plan for its eligible corrections employees effective June 1, 2026 for future service only.

The County agrees to:

a) Provide Special Plan 3C to its union and non-union corrections employees who regularly work more than 20 hours per week who are not seasonal or temporary, for service rendered after May 31, 2026. Service rendered by union and non-union corrections employees during the period from January 1, 2019 through May 31, 2026 remains under Special Plan 2C and service rendered before January 1, 2019 remains under Regular Plan AC.

b) To authorize James H. Gailey, County Manager, to sign the Amended Agreement between Cumberland County and the Maine Public Employees Retirement System.

Funding Amount and Source: FY2026 and FY27 Jail Budgets

Effective Date: June 1, 2026

Attachments: None