



CORRECTIONS OFFICER – CUMBERLAND COUNTY JAIL

JOB PURPOSE: The mission of the Cumberland County Jail is to provide a healthy, safe, secure, humane, and cost effective environment in which to detain persons alleged or convicted of crimes. Corrections Officers ensure a high quality corrections facility by providing for the care, custody, and control of inmates. Supervise inmates in their personal quarters ensuring safety and cleanliness according to established rules and regulations.

QUALIFICATIONS: High School Diploma or equivalent, prefer successful completion of the Maine Criminal Justice Academy Basic Corrections Course, or ability to complete the course within the first year of employment. Certified in CPR, or able to obtain certification. Two (2) years post-secondary education desirable. Three (3) years post-secondary employment or a combination of education and employment to equal three (3) years desired. Valid driver's license required. Must be able and willing to work evenings, nights, weekends, and/or holidays.

Cumberland County offers an excellent and comprehensive benefits package and is proud of its talented and dedicated workforce. Come join our team and culture of engaged employees. Our strong management team is dedicated to providing employees with inspiring leadership, a positive and friendly workplace, support, encouragement and the necessary tools for success. We offer tuition reimbursement, wellness program, and professional development and training opportunities.

Competitive wages contingent upon qualifications and experience.

Pay range for Corrections Officers starts at \$23.33. Lateral credit can be given for up to 10 years of service for pay and vacation time.

BENEFITS:

- Shift differentials of \$0.25/hour for 3-11pm shift and \$0.40 for 11pm-7am shift.
- \$4.17/ hour stipend paid for all hours worked over 56, in addition to time and half over 40 hours.
- Education stipend of \$0.19/hr. for Associate's degree and \$0.38/hr. for Bachelor's Degree.
- Longevity Increases- in addition to cost of living increases: After 5 years \$1.00/hour, after 10 years \$1.50/hour, after 15 years \$1.85/hour, after 20 years \$2.10/hour- in addition to yearly cost of living increases per Union Contract.
- Master CO Stipend of \$.50/hour
- **Educational Reimbursement up to 100% for a grade of A.**
- Health Insurance: Single coverage cost of \$1.50/ week. 90% paid for adult with children, 80% paid for family and domestic partner coverage.
- **Medical Insurance Opt-Out option: Receive \$127.33 weekly if you are covered elsewhere!**
- Flexible Spending Accounts
- Dental Insurance
- Vision Insurance

Maine Cumberland County

- Income Protection (Short Term Disability)
- Maine State Retirement Special Benefit Plan 2C- 25 years of service, which can provide 50% of average income upon retirement, **AND** Social Security.
- Roth IRA
- 457 Retirement Plan with 7% match (if not participating on Maine State Retirement)
- Vacation time that accrues beginning at hire date at rate of 6.67 hours/month. 100 hours per year after 3 continuous years, 120 hours after 5 continuous years, 140 after 8 continuous years, 160 after ten continuous years, 180 after 15 continuous years, and 200 after 20 continuous years.
- Sick leave accrues at 8 hours per month
- 3 personal days each year
- 13 Paid Holidays each year
- Bereavement Leave
- Life Insurance
- Employee Assistance Program
- Physical fitness facility on site
- Employee Wellness Programs

To complete an employment application please visit: <https://www.cumberlandso.org/227/Employment> or www.cumberlandcounty.org/jobs Applications will be accepted on a rolling basis until all positions are filled.

Please mail, email, or fax your completed materials to:

Cumberland County Human Resources Department
142 Federal Street, Suite 110, Portland, Maine 04101
Email: jobs@cumberlandcounty.org
Fax: 207-871-8378



Cumberland County is an Equal Opportunity/Affirmative Action employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, sexual orientation, gender identity, disability, or protected Veteran status.

Darrin Fillebrown
Rockland, Maine
LD 1424

Hello,

My name is Darrin Fillebrown. I have been working for the Department of Corrections at the Maine State Prison for going on 9 years. In my time here at the prison. I have seen a crisis in staffing due to various reasons. One major reason I have heard mostly is the age requirement of 55 to retire. This condition prompts many seeking employment to forego working here. Creating an unsafe working environment. Average workloads for staff who chose to remain here are very difficult to keep up with demands expected of us. By removing the age requirement, I believe this will introduce a new incentive work more staff to want to work for the Department of Corrections. I have attached three files that show local corrections hiring packages that are better than our with a flat 25 years retirement making it difficult to recruit against that.