



**STATE OF NEVADA**  
**DEPARTMENT OF ADMINISTRATION**  
***Division of Human Resource Management***  
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**MEMORANDUM**

July 1, 2025

The purpose of this memorandum is to outline the compensation and benefit provisions in the 2025 – 2027 American Federation of State, County, & Municipal Employees, Local 4041, Unit C Collective Bargaining Agreement (“AFSCME C CBA”), which becomes effective on July 1, 2025. Pursuant to NRS 288.505(1)(c) and the language in the AFSCME C CBA, any provision of the AFSCME C CBA that requires the Legislature to appropriate money is effective only to the extent of legislative appropriation. As the Legislature did not fully fund the compensation provisions of the AFSCME C CBA, employees in Bargaining Unit C will not receive all of the compensation and benefits provided for in the AFSCME C CBA. This memorandum will outline the AFSCME C CBA compensation and benefit provisions authorized by the Nevada Legislature that become effective on July 1, 2025. This memorandum does not provide a comprehensive review of the AFSCME C CBA, this information will be provided in training provided by the Labor Relations Unit.

It is important to note that individual departments and divisions within the Executive Department are prohibited from providing compensation and benefits in a collective bargaining agreement that the Nevada Legislature did not specifically authorize through AB 596 or another act approved by the Governor during the 2025 Legislative Session. All questions regarding the applicability or interpretation of a CBA provision should be directed to the Labor Relations Unit.

COMPENSATION or BENEFIT	CBA ARTICLE	AFSCME UNIT C CBA	Authorized by the 2025 Legislature	NOTES
FY 2026 Salary Increase (effective 7/1/2025)	8.1.3	3%	1% (AB 596 Section 1.12(1)).	
FY 2027 Salary Increase (effective 7/1/2026)	8.1.4	3%	1% (AB 596 1.12(1)).	
Retention Incentive	8.2.1	\$2,000 per fiscal year in four equal installments throughout the fiscal year	\$1,000 per fiscal year in four equal installments throughout the fiscal year (AB 596 Section 1).	
Continuity of Service Payments	8.3.1	Paid pursuant to NRS 284.177.	Yes.	

<b>Merit Pay Increase</b>	8.8.1	<b>Paid pursuant to NAC 284.194-196.</b>	<b>Yes.</b>	
<b>Holiday Pay</b>	8.11.2 – 8.11.3	<b>Full-time employees, whose normal work schedule does not include the day observed as a holiday, shall be entitled to time off equal to the employee's normal workday.</b>	<b>Yes.</b>	Example: Employees working on approved 4/10 schedules will be paid ten (10) hours of pay on holidays.
<b>Overtime Pay</b>	8.12	<b>One and one half times (1½) their regular hourly rate of pay.</b>	<b>Yes.</b>	
<b>Shift Differential Pay</b>	8.13	<b>Employees whose regularly scheduled work shift includes working between the hours of 6:00 p.m. and 7:00 a.m. shall be paid, in addition to their regular hourly rate of pay, either \$1.50 per hour or five percent (5%) of their regular hourly rate of pay, for each hour of work between 6:00 p.m. and 7:00 a.m., whichever amount is higher. For employees whose shift includes four (4) or more within the qualifying period as stated above, all hours of their shift shall be eligible for shift differential pay.</b>	<b>Yes.</b>	
<b>Special Adjustments to Pay</b>	8.14	<b>Acting Pay, Bilingual Pay and Standby Pay.</b>	<b>Yes.</b>	
<b>Tool Allowance</b>	8.14.4.2.1	<b>One thousand two hundred dollars (\$1,200) per fiscal year.</b>	<b>Yes</b> (AB 596 Section 1(1)-(4).	
<b>Personal Leave Days</b>	9.9.1	<b>Four (4) Personal Leave days per calendar year.</b>	<b>Yes</b> (AB 596 states that Personal Leave days do not require funding in Section 1.10(2)).	New Personal Leave days will be provided in January 2026.

<b>Annual Leave Carryover</b>	9.2.1	<b>Maximum of four hundred eighty (480) hours of banked Annual Leave.</b>	<b>Yes.</b>	
<b>Annual Leave Cash Out</b>	9.2.5	<b>Twice per fiscal year, once in November and once in May, up to forty (40) hours per instance.</b>	<b>Yes.</b> AB 596 Section 1.	
<b>Union Leave</b>	15.7.4	<b>Four thousand (4,000) aggregate hours for Bargaining Units A, C, E and F.</b>	<b>Yes.</b> (AB 596 states that Union Leave does not require funding in Section 1.10(2)).	