



**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 Battle Born Fire Fighters Association Unit O Collective Bargaining Agreement (“BBFFA O CBA”), which becomes effective on July 1, 2025. Pursuant to NRS 288.505(1)(c) and the language in the BBFFA O CBA, any provision of the BBFFA O CBA that requires the Legislature to appropriate money is effective only to the extent of legislative appropriation. This memorandum will outline the BBFFA O 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 BBFFA O 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	BBFFA UNIT O CBA	Authorized by the 2025 Legislature	NOTES
FY 2026 Salary Increase (effective 7/1/2025)	8.1.3	0%	1% (AB 596 Section 1.12(1)).	
FY 2027 Salary Increase (effective 7/1/2026)	8.1.4	0%	1% (AB 596 1.12(1)).	
Retention Incentive	N/A	Not in CBA.	\$1,000 per fiscal year in four equal installments throughout the fiscal year (AB 596 Section 1.9).	
Continuity of Service Payments	N/A	Paid pursuant to NRS 284.177.	Yes.	
Incident Compensation	8.3	Pay is equivalent to ten percent (10%) of	Yes.	

		the employees' base rate-of-pay.		
Merit Pay Increase	8.7.1	Paid pursuant to NAC 284.194-196.	Yes.	
Hazard Pay	8.11	Twenty-five percent (25%) of their regular hourly rate of pay for all hours worked during any calendar day when performing the qualifying activity/activities.	Yes.	
Holiday Pay	8.12	See CBA.	Yes.	
Holiday Premium Pay	8.13	See CBA.	Yes.	
Mileage Reimbursement	8.14	See CBA.	Yes.	
Overtime, Special Adjustments to Pay, Shift Differential Pay, Standby Pay	8.15 – 8.18	Per NAC.	Yes.	
Annual Physicals	8.20.1	Employees in job classifications covered under NRS 617 are required to participate in an annual physical examination. Annual physicals will be scheduled during working hours and will be considered work time.	Yes.	
Cancer Screening	8.20.3	The State will reimburse employees, up to three hundred dollars (\$300), per fiscal year, for cancer screening.	Yes.	
Union Leave	14.7.4	Two hundred fifty (250) hours per the term of the agreement.	Yes. (AB 596 states that Union Leave does not require funding in Section 1.10(2)).	