



<b>Subject</b>	Holiday Pay	<b>Collective Bargaining Agreement</b>	Fraternal Order of Police Bargaining Units I and N
<b>Article</b>	BU I Articles 11 and 12 BU N Articles 8 and 9	<b>Original Date of Issue</b>	May 18, 2026
<b>Approved by:</b>	Labor Relations Unit – Matthew Lee		

**1. PURPOSE:**

This document provides clarification on holiday pay provisions under the State of Nevada's Collective Bargaining Agreement with the Fraternal Order of Police (FOP), Nevada Correctional Officers Lodge 21, specifically for employees in Bargaining Units I and N. The CBA governs holiday compensation and may supersede or modify general State policies under NAC 284.

**2. RELATED FEDERAL, NEVADA LAW AND PROCEDURES:**

State of Nevada & FOP, Lodge 21 Collective Bargaining Agreements, Units I and N  
Nevada Revised Statutes (NRS) 284 – State Personnel System  
Nevada Administrative Code (NAC) 284 – State Personnel System

**3. ACCOUNTABILITY:**

FOP CBA Covered Employees  
Supervisors  
Agency Pay Clerks

**4. DEFINITIONS & ACRONYMS:**

CBA – Collective Bargaining Agreement  
LWOP – Leave Without Pay  
NAC – Nevada Administrative Code  
NRS – Nevada Revised Statutes  
OTPSD – Overtime Paid Shift Differential  
PDOH – Paid Day off Holiday (Paid at Highest Compensation Rate)  
PHPRX – Paid Holiday Premium Pay (Paid at 1.5x the employee’s base rate)  
POT – Paid Overtime (Paid at 1.5x the Highest Compensation Rate)  
PRT – Paid regular Time  
PSD – Paid Shift Differential  
PSHOT – Paid Special Holiday Overtime (Paid at Highest Compensation Rate)  
RDO – Regular Day(s) Off  
UHRT – Used Holiday Regular Time (Paid at 1x the employee’s base rate)

**5. HOLIDAY SCENARIOS AND APPLICABLE CODING: Holiday coding may vary depending on the type of leave used during the holidays or the option to accrue hours per the CBA. Please reference examples.**



## 5.1 THE HOLIDAY FALLS ON THE EMPLOYEE'S RDO, AND THE EMPLOYEE DOES NOT WORK.

### 5.1.1 Governing Language:

- 5.1.1.1 Unit I - Full-time employees, whose normal work schedule does not include the day designated as the holiday, shall be entitled to time off equal to the employee's normal workday.
- 5.1.1.2 Unit I - Full time employees who have been in an unpaid status due to the use of LWOP on the workday prior to or directly following a designated holiday will be paid Holiday Pay for the designated holiday provided they are in paid status for at least sixty percent (60%) of their regularly scheduled hours in the pay period during which the designated holiday falls.
- 5.1.1.3 Unit N - Full-time employees, whose normal work schedule does not include the day designated as the holiday, shall be entitled to time off or pay equal to the employee's normal workday.
- 5.1.1.4 Unit N - Full time employees who have been in an unpaid status due to the use of LWOP on the workday prior to or directly following a designated holiday will be paid Holiday Pay for the designated holiday provided they are in paid status for at least sixty percent (60%) of their regularly scheduled hours in the pay period during which the designated holiday falls.
- 5.1.1.5 Part-time employees shall receive Holiday Pay on a prorated basis.

### 5.1.2 Guidance:

- 5.1.2.1 Employees are entitled only to holiday compensation equivalent to their regular shift. Those hours shall be coded as **PDOH**.

### 5.1.3 Examples:

- 5.1.3.1 A1

## 5.2 THE HOLIDAY FALLS ON THE EMPLOYEE'S RDO, AND THE EMPLOYEE WORKS.

### 5.2.1 Governing Language:

- 5.2.1.1 Unit I - Full-time employees, whose normal work schedule does not include the day designated as the holiday, shall be entitled to time off equal to the employee's normal workday.
- 5.2.1.2 Unit N - Full-time employees, whose normal work schedule does not include the day designated as the holiday, shall be entitled to time off or pay equal to the employee's normal workday.

### 5.2.2 Guidance:

- 5.2.2.1 If an employee works on their RDO, the employee shall be compensated for the hours worked. The employee will code **PDOH** for hours in their regular scheduled shift, in addition to **PRT or POT** depending if overtime applies.
- 5.2.2.2 If an employee works over the hours in their regular shift, they will code **POT** when overtime applies.



**5.2.3 Examples:**

**5.2.3.1** B1 – B2

**5.3 THE HOLIDAY FALLS ON THE EMPLOYEE’S REGULARLY SCHEDULED SHIFT, AND THE EMPLOYEE DOES NOT WORK.** (DAY SHIFT/ SWING SHIFT THAT OCCURS ENTIRELY WITHIN A SINGLE CALENDAR DAY)

**5.3.1 Governing Language:**

**5.3.1.1** Unit I - When an authorized holiday falls on an employee's regularly scheduled workday and the employee is not required to work, the employee shall be paid at their regular hourly rate of pay for all hours in their regularly scheduled shift.

**5.3.1.2** Unit N - When an authorized holiday falls on an employee's regularly scheduled workday and the employee is not required to work, the employee shall be paid at their regular hourly rate of pay for all hours in their regularly scheduled shift.

**5.3.2 Guidance:**

**5.3.2.1** When an authorized holiday falls on an employee's regularly scheduled workday and the employee is not required to work, the employee shall be paid at their regular hourly rate of pay for all hours in their regularly scheduled shift. The employee will code **UHRT** for the hours of their regularly scheduled shift.

**5.3.3 Example:**

**5.3.3.1** C1

**5.4 THE HOLIDAY FALLS ON THE EMPLOYEE’S REGULARLY SCHEDULED SHIFT, AND THE EMPLOYEE WORKS.** (DAY SHIFT/ SWING SHIFT THAT OCCURS ENTIRELY WITHIN A SINGLE CALENDAR DAY)

**5.4.1 Governing Language:**

**5.4.1.1** Unit I - When an authorized holiday falls on an employee’s regularly scheduled workday and the employee is required to work, the employee shall be paid at their regular hourly rate of pay and Holiday Premium Pay of an additional one and one-half (1.5) times their normal hourly rate of pay for all hours worked within the designated twenty-four (24) hour holiday period. The employee can request to bank their Holiday Premium Pay (the 1.5 times additional pay) as Compensatory Time.

**5.4.1.2** Unit N - When an authorized holiday falls on an employee’s regularly scheduled workday and the employee is required to work, the employee shall be paid at their regular hourly rate of pay and Holiday Premium Pay of an additional one and one-half (1½) times their normal hourly rate of pay for all hours worked within the designated twenty-four (24) hour holiday period. The employee can elect to bank their Holiday Premium Pay (1½ times additional pay) as Compensatory Time.

**5.4.2 Guidance:**

**5.4.2.1** An employee who works their regularly scheduled shift on a holiday will be paid at 2.5 times their regular hourly rate for all hours worked on the holiday. For all hours that fall within the employee’s regular schedule, the employee must code **PRT** in addition to **PHPRX**.



**5.4.2.2** If an employee works overtime during the 24 hours designated as the holiday, those overtime hours must be coded as **POT** in addition to **PSHOT**.

**5.4.3 Example:**

**5.4.3.1** D1

**5.5 GRAVEYARD / NIGHT SHIFT / SWING SHIFT — SINGLE SHIFT CROSSING INTO OR OUT OF A HOLIDAY** (APPLIES TO A GRAVEYARD/NIGHT/SWING SHIFT EMPLOYEE’S WHOSE REGULARLY SCHEDULED SHIFT CROSSES 12:00 A.M. AND EITHER BEGINS ON A HOLIDAY OR ENDS ON A HOLIDAY, BUT NOT BOTH.)

**5.5.1 Governing Language:**

**5.5.1.1** Unit I - Holiday pay for Graveyard shift employees who either start their shift on a holiday or end their shift on a holiday will be paid for one shift of holiday compensation for their regular work hours per holiday.

**5.5.1.2** Holiday pay for Graveyard shift employees who either start their shift on a holiday or end their shift on a holiday will be paid for one shift of holiday compensation for their regular work hours per holiday.

**5.5.2 Guidance:**

**5.5.2.1** An employee on a graveyard or night/swing shift whose regularly scheduled shift crosses 12:00 A.M. and either begins on a holiday or ends on a holiday (but not both) will receive premium holiday pay for that single shift. All hours within the employee’s regular schedule must be coded as **PRT** in addition to **PHPRX**.

**5.5.2.2** If an employee works overtime on the holiday, those overtime hours must be only coded as **POT**.

**5.5.3 Examples:**

**5.5.3.1** E1 - E7

**5.6 GRAVEYARD / NIGHT SHIFT / SWING SHIFT — TWO REGULARLY SCHEDULED SHIFTS STRADDLING THE HOLIDAY** (APPLIES ONLY TO AN EMPLOYEE WHOSE REGULAR SHIFTS BEGIN ON THE CALENDAR DAY IMMEDIATELY PRECEDING A DESIGNATED HOLIDAY, CROSSES 12:00 A.M., AND CONTINUES INTO THE CALENDAR DAY ON WHICH THE HOLIDAY OCCURS, AND WHO IS ALSO REGULARLY SCHEDULED TO REPORT FOR AND WORK ANOTHER REGULARLY SCHEDULED SHIFT BEGINNING ON THE NIGHT OF THE HOLIDAY.)

**5.6.1 Governing Language:**

**5.6.1.1** Unit I - When an authorized holiday falls on an employee’s regularly scheduled workday and the employee is required to work, the employee shall be paid at their regular hourly rate of pay and Holiday Premium Pay of an additional one and one-half (1.5) times their normal hourly rate of pay for all hours worked within the designated twenty-four (24) hour holiday period. The employee can request to bank their Holiday Premium Pay (the 1.5x additional pay) as Compensatory Time.

**5.6.1.2** Unit N - When an authorized holiday falls on an employee’s regularly scheduled workday and the employee is required to work, the employee shall be paid at their regular hourly rate of pay and Holiday Premium Pay of an additional one and one-half (1½) times their normal hourly rate of pay for all hours worked within the designated twenty-four (24) hour holiday



period. The employee can elect to bank their Holiday Premium Pay (1½ times additional pay) as Compensatory Time.

## 5.6.2 Guidance:

**5.6.2.1** An employee who is regularly scheduled to work both shifts which go into and leave the holiday will be paid 2.5 times their regular hourly rate for all hours worked during the designated holiday. For all hours that fall within the employee’s regular schedule on the designated holiday, the employee must record **PRT** in addition to **PHPRX**.

**5.6.2.2** If an employee works overtime during the 24 hours designated as the holiday, those overtime hours must be coded as **POT** in addition to **PSHOT**.

## 5.6.3 EXAMPLES:

**5.6.3.1** F1 – F6

## 5.7 Additional Guidance:

**5.7.1** FOP Employees assigned to Swing, Graveyard, or Night Shifts shall record hours worked as PSD or OTPSD, as appropriate, in accordance with the applicable provisions of the CBA.

**5.7.2** The examples do not show Muster Pay.

EXAMPLES:

THE HOLIDAY FALLS ON THE EMPLOYEE'S RDO, AND THE EMPLOYEE DOES NOT WORK. (5.1)

**A1** Regularly Scheduled 8am-4pm, RDO day before holiday; RDO on Holiday; Scheduled day after the holiday;

12	1	2	3	4	5	6	7	8	9	10	11	12m	1	2	3	4	5	6	7	8	9	10	11	12m	1	2	3	4	5	6	7	8	9	10	11	12m
RDO												RDO												PRT Same-5pm												
												PDOH 8am-4pm																								
Legal Holiday- Midnight to Midnight																																				

THE HOLIDAY FALLS ON THE EMPLOYEE'S RDO, AND THE EMPLOYEE WORKS. (5.2)

**B1** Regularly Scheduled 8am-4pm; RDO day before holiday; RDO on Holiday (worked POT 8am- 8pm); Scheduled day after the holiday;

12	1	2	3	4	5	6	7	8	9	10	11	12m	1	2	3	4	5	6	7	8	9	10	11	12m	1	2	3	4	5	6	7	8	9	10	11	12m
RDO												RDO												PRT Same-5pm												
												POT 8 am to 8 pm																								
												PDOH 8am-4pm																								
Legal Holiday- Midnight to Midnight																																				

**B2** Regularly Scheduled 5am-1pm; Worked the day prior to the Holiday; RDO on the Holiday, worked overtime 5am-9pm, RDO on day following

12	1	2	3	4	5	6	7	8	9	10	11	12m	1	2	3	4	5	6	7	8	9	10	11	12m	1	2	3	4	5	6	7	8	9	10	11	12m
PRT 5a-1p												RDO												RDO												
												POT 5 am to 9pm																								
												PDOH 5am- 1pm																								
Legal Holiday- Midnight to Midnight																																				

THE HOLIDAY FALLS ON THE EMPLOYEE'S REGULARLY SCHEDULED SHIFT, AND THE EMPLOYEE DOES NOT WORKS. (DAY SHIFT/ SWING SHIFT THAT OCCURS ENTIRELY WITHIN A SINGLE CALENDAR DAY) (5.3)

**C1** Regularly Scheduled 5A-1P reg shift; Is nto required to work on the Holiday

12	1	2	3	4	5	6	7	8	9	10	11	12m	1	2	3	4	5	6	7	8	9	10	11	12m	1	2	3	4	5	6	7	8	9	10	11	12m
PRT 5a-1p												UHRT 5am-1pm												RDO												
Legal Holiday- Midnight to Midnight																																				

THE HOLIDAY FALLS ON THE EMPLOYEE'S REGULARLY SCHEDULED SHIFT, AND THE EMPLOYEE WORKS. (DAY SHIFT/ SWING SHIFT THAT OCCURS ENTIRELY WITHIN A SINGLE CALENDAR DAY) (5.4)

**D1** Regularly Scheduled 5A-1P reg shift; in conjunction to POT 1p- 7p

12	1	2	3	4	5	6	7	8	9	10	11	12m	1	2	3	4	5	6	7	8	9	10	11	12m	1	2	3	4	5	6	7	8	9	10	11	12m
												PRT 5am-1pm												POT/ACT 1p- 7p												
												PHPRX/AHPRX												PSHOT 1p-7p												
																								RDO												
Legal Holiday- Midnight to Midnight																																				

GRAVEYARD / NIGHT SHIFT / SWING SHIFT — SINGLE SHIFT CROSSING INTO OR OUT OF A HOLIDAY (APPLIES TO A GRAVEYARD/NIGHT SHIFT/SWING SHIFT EMPLOYEE'S WHOSE REGULARLY SCHEDULED SHIFT CROSSES 12:00 A.M. AND EITHER BEGINS ON A HOLIDAY OR ENDS ON A HOLIDAY, BUT NOT BOTH.) (5.5)

**E1** Regular Schedule RDO into the Holiday; Regularly Scheduled Day 6pm to 6am the night of the Holiday

12	1	2	3	4	5	6	7	8	9	10	11	12m	1	2	3	4	5	6	7	8	9	10	11	12m	1	2	3	4	5	6	7	8	9	10	11	12m
RDO																								PRT 6pm-6am												
																								12 PHPRX												
Legal Holiday- Midnight to Midnight																																				

Regularly Scheduled 6pm to 6am; Scheduled day, First 6 hours requested as Annual/Comp into an RDO

12	1	2	3	4	5	6	7	8	9	10	11	12m	1	2	3	4	5	6	7	8	9	10	11	12m	1	2	3	4	5	6	7	8	9	10	11	12m
												PRT 12am-6am;												RDO												
												UHRT 6pm-6am;												PHPRX 12am-6am;												
Legal Holiday- Midnight to Midnight																																				

Regularly Scheduled 6pm to 6am; Regularly Scheduled Day into Holiday, into an RDO - Calls Out Sick on Regular Shift

12	1	2	3	4	5	6	7	8	9	10	11	12m	1	2	3	4	5	6	7	8	9	10	11	12m	1	2	3	4	5	6	7	8	9	10	11	12m
UHS 6PM-6AM																								RDO												
Legal Holiday- Midnight to Midnight																																				

Regularly Scheduled 6pm to 6am; Regularly Scheduled Day into Holiday, into an RDO - Calls Out Sick halfway through shift

12	1	2	3	4	5	6	7	8	9	10	11	12m	1	2	3	4	5	6	7	8	9	10	11	12m	1	2	3	4	5	6	7	8	9	10	11	12m
PRT 6PM- 12P												UHS 12AM-6AM												RDO												
												PHPRX 6PM- 12P																								
Legal Holiday- Midnight to Midnight																																				

Regularly Scheduled 6pm to 6am; Regularly Scheduled Day into Holiday, into an RDO - stays over for 4 hours of OT

12	1	2	3	4	5	6	7	8	9	10	11	12m	1	2	3	4	5	6	7	8	9	10	11	12m	1	2	3	4	5	6	7	8	9	10	11	12m
PRT 6pm-6am												POT 7 am to 11 am												RDO												
												PHPRX 6pm to 6am																								
Legal Holiday- Midnight to Midnight																																				

Regularly Scheduled 6pm to 6am; Scheduled day, into an RDO - Calls Out Sick, but comes in and works on their RDO

12	1	2	3	4	5	6	7	8	9	10	11	12m	1	2	3	4	5	6	7	8	9	10	11	12m	1	2	3	4	5	6	7	8	9	10	11	12m
UHS 6 pm to 6am																								RDO												
																								POT 6pm to 6 am												

