



STATE OF NEVADA
DEPARTMENT OF ADMINISTRATION
Division of Human Resource Management
515 E. Musser Street, Suite 101 | Carson City, Nevada 89701
Phone: (775) 684-0150 | <http://hr.nv.gov> | Fax: (775) 687-9085

MEMORANDUM

July 1, 2025

The purpose of this memorandum is to outline the compensation and benefit provisions in the 2025 – 2027 Fraternal Order of Police (FOP), Nevada C.O., Lodge 21, Unit I Collective Bargaining Agreement (“FOP Unit I CBA”), which becomes effective on July 1, 2025. Pursuant to NRS 288.505(1)(c) and the language in the FOP Unit I CBA, any provision of the FOP Unit I 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 FOP Unit I CBA, employees in Bargaining Unit I will not receive all of the compensation and benefits provided for in the FOP Unit I CBA. This memorandum will outline the FOP Unit I 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 FOP Unit I 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	FOP UNIT I CBA	Authorized by the 2025 Legislature	NOTES
FY 2026 Grade Increase	11.1.2	Effective July 1, 2025, all classifications within the bargaining unit will advance one (1) grade.	No. Employee grades will remain the same.	
FY 2027 Grade Increase	11.1.2	Effective July 1, 2026, all classifications within the bargaining unit will advance one (1) grade.	No. Employee grades will remain the same.	
FY 2026 Salary Increase (effective 7/1/2025)	11.1.4	3%	1% (AB 596 Section 1.12(1)).	

FY 2027 Salary Increase (effective 7/1/2026)	11.1.4	3%	1% (AB 596 1.12(1)).	
Retention Incentive	11.1.5	\$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 1.4).	
Continuity of Service Payments	11.1.7	Paid pursuant to NRS 284.177.	Yes.	
Recruitment Bonus	11.3.1	A newly hired employee into the Correctional Officer series or the Forensic Specialist series covered under this Agreement will be eligible to receive a recruitment bonus of seven thousand five hundred dollars (\$7,500.00).	Yes (AB 596 Section 1.4).	Same as current 2023 – 2025 CBA.
Merit Pay Increase (Step Increase)	11.7	Paid pursuant to NAC 284.194-196.	Yes.	Same as current 2023 – 2025 CBA.
Auto-Progression	11.7.2 – 11.7.3	A Correctional Officer Trainee, upon satisfactory completion of an Academy and field training, and with the approval of the Appointing Authority, will auto progress to a Correctional Officer grade and job title and receive a step increase at six (6) months. Those hired as a Correctional Officer or Forensic Specialist at any phase will also receive a step increase at six (6) Months. After such auto-progression, the employee will also receive a step increase at six (6) months of satisfactory service as a Correctional Officer or Forensic Specialist.	Yes.	
Holiday Pay	11.10	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	Yes.	Same as current 2023 – 2025 CBA.

		all hours in their regularly scheduled shift.		
Holiday Premium Pay	11.11	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.	Yes.	Same as current 2023 – 2025 CBA.
Overtime Pay	11.12	One and one half times (1½) their regular hourly rate of pay.	Yes.	Same as current 2023 – 2025 CBA.
Shift Differential Pay	11.13	Employees who are assigned a regular work schedule on swing shift, graveyard shift, or night shift on twelve (12) hour shifts, will receive shift differential pay equivalent to five percent (5%) of their regular hourly rate of pay for all hours worked. Employees assigned as stated above will receive Shift Differential Overtime (OTPSD) for additional hours worked on Overtime in conjunction with their regular shift.	Yes.	Same as current 2023 – 2025 CBA.
Special Adjustments to Pay	11.14	Acting Pay, Bilingual Pay, FTO, Special Assignments, Standby Pay and Rural Pay.	Yes.	
Muster Pay Adjustment	11.14.5	NDOC employees receive forty-five (45) minutes of overtime per shift.	Yes (AB 596 Section 1.4).	Same as current 2023 – 2025 CBA.

Uniform & Equipment Allowance	11.14.9.1.2	Two thousand twenty dollars (\$2,020.00) per fiscal year, payable in two equal installments in September and March	Yes (AB 596 Section 1.4).	Same as current 2023 – 2025 CBA.
Personal Leave Days	12.10.1	Two (2) Personal Leave days per calendar year.	Yes (AB 596 states that Personal Leave days do not require funding in Section 1.10(2)).	Same as current 2023 – 2025 CBA.
Annual Leave Carryover	12.3.1	Maximum of four hundred eighty (480) hours of banked Annual Leave.	Yes.	Same as current 2023 – 2025 CBA.
Annual Leave Cash Out	12.3.5	Twice per fiscal year, once in November and once in May, up to forty (40) hours per instance, or up to eighty (80) hours either in November or May.	Yes (AB 596 Section 1.4).	Same as current 2023 – 2025 CBA.
Union Leave	15.7.4	Four thousand (4,000) in even years and Five thousand (5,000) in odd years.	Yes. (AB 596 states that Union Leave does not require funding in Section 1.10(2)).	