



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 N Collective Bargaining Agreement (“FOP Unit N CBA”), which becomes effective on July 1, 2025. Pursuant to NRS 288.505(1)(c) and the language in the FOP Unit N CBA, any provision of the FOP Unit N 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 N CBA, employees in Bargaining Unit N will not receive all of the compensation and benefits provided for in the FOP Unit N CBA. This memorandum will outline the FOP Unit N 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 N 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 N CBA	Authorized by the 2025 Legislature	NOTES
FY 2026 Salary Increase (effective 7/1/2025)	8.1.3 – 8.1.4	Correction Sergeants paid 20% higher than a Corrections Officer. Corrections Lieutenant paid 20% higher than a Corrections Sergeant. Forensic Specialist IV paid 20% higher than Forensic	1% (AB 596 Section 1.12(1)).	

		Specialist III.		
FY 2027 Salary Increase (effective 7/1/2026)	8.1.3 – 8.1.4	See above.	1% (AB 596 1.12(1)).	
Retention Incentive	8.1.5	\$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 1.8).	
Continuity of Service Payments	8.1.7	Paid pursuant to NRS 284.177.	Yes.	
Merit Pay Increase (Step Increase)	8.5.1	Paid pursuant to NAC 284.194-196.	Yes.	
Holiday Pay	8.8.1	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.	Yes.	
Holiday Premium Pay	8.9	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	Yes.	

		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.		
Overtime Pay	8.10	One and one half times (1½) their regular hourly rate of pay.	Yes.	
Shift Differential Pay	8.11	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.	
Special Adjustments to Pay	8.12	Acting Pay, Bilingual Pay, FTO, Special Assignments,	Yes.	

		Standby Pay and Rural Pay.		
Muster Pay Adjustment	8.12.5	NDOC employees receive forty-five (45) minutes of overtime per shift.	Yes (AB 596 Section 1.8).	
Uniform & Equipment Allowance	8.12.9.1.2	Two thousand twenty dollars (\$2,020.00) per fiscal year, payable in two equal installments in September and March	Yes (AB 596 Section 1.8).	
Annual Leave Carryover	9.2.1	Maximum of four hundred eighty (480) hours of banked Annual Leave per calendar year.	Yes.	
Annual Leave Cash Out	9.2.4.3	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. Cash out of Annual Leave will not occur until after July 1, 2025.	Yes (AB 596 Section 1.8).	
Union Leave	15.7.4	One thousand (1,000) hours per fiscal year.	Yes. (AB 596 states that Union Leave does not require funding in Section 1.10(2)).	