

**MEMORANDUM OF UNDERSTANDING BETWEEN THE EXECUTIVE
DEPARTMENT OF THE STATE OF NEVADA AND THE FRATERNAL
ORDER OF POLICE, LODGE 21 AS THE EXCLUSIVE REPRESENTATIVE
OF BARGAINING UNITS I**

This Memorandum of Understanding ("MOU") is entered into between the Fraternal Order of Police, Lodge 21 ("FOP" or "Union") as the exclusive representative of the employees in Bargaining Unit I and the Executive Department of the State of Nevada ("State"), together referred to as the "Parties," and shall become effective upon the execution of this MOU by the Parties.

RECITALS

WHEREAS, FOP Unit I and the State entered into a Collective Bargaining Agreement for the 2025 to 2027 biennium that became effective on July 1, 2025 ("the CBA").

WHEREAS, Article 11.3 of the CBA states that "a newly hired employee into the Correctional Officer series or the Forensic Specialist series covered under [the CBA] will be eligible to receive a recruitment bonus of seven thousand five hundred dollars (\$7,500)" ("the Recruitment Bonus").

WHEREAS, the Parties wish to clarify the meaning and intent of Article 11.3 of the CBA as to eligibility for the Recruitment Bonus.

AGREEMENT

1. **RECITALS.** The Recitals stated above are incorporated herein in their entirety.
2. **ELIGIBILITY FOR RECRUITMENT BONUS.**
 - a. Only those employees who are newly hired by the State into a position within Bargaining Unit I are eligible for the Recruitment Bonus.
 - b. Employees who transfer from other Departments or Divisions within the State into a position within Bargaining Unit I are not eligible for the Recruitment Bonus.
 - c. Employees who are rehired or reappointed to the State into a position within Bargaining Unit I are not eligible for the Recruitment Bonus.
 - d. Employees who receive a promotional appointment into a position within Bargaining Unit I are not eligible for the Recruitment Bonus.

- e. Employees who are demoted into a position within Bargaining Unit I are not eligible for the Recruitment Bonus.
- f. Any employee who received the Recruitment Bonus prior to the signing of this MOA who does not meet the eligibility requirements stated above will not be made to pay back the erroneous amount paid.

3. MISCELLANEOUS PROVISIONS

- a. **Execution.** This MOU shall be of no legal effect unless and until it is executed by all of the Parties.
- b. **No Amendment of the CBA.** This MOU memorializes the understanding and agreement between the Parties regarding how the Recruitment Bonus provisions in the CBA will apply to employees hired into Bargaining Unit I and it does not alter or amend any provision of the CBA.
- c. **Term.** This MOU shall be in full force and effect during the term of the CBA.
- d. **Governing Law.** This MOU is made and entered into in the State of Nevada, and in all respects shall be governed, interpreted, and enforced under Nevada law.
- e. **Headings.** The headings used in the MOU are for convenient reference only and do not alter or limit the terms of the MOU.
- f. **Waiver of Breach.** If either Party fails to enforce this MOU, or to insist on performance of any term, that failure does not constitute a waiver of that term or of the MOU and the MOU remains in full force and effect.
- g. **Counterparts.** This MOU may be executed in one or more counterparts, each of which shall be deemed an original and all of which shall constitute one single instrument. Where convenient for the Parties to do so, the signed signature pages may be facsimile or electronic transmissions. The Parties agree their signatures on the facsimile or electronic transmissions shall be fully binding upon them in the same manner as if the Parties had each signed the same original document.

IN WITNESS WHEREOF, the above-named parties have executed this Memorandum of Understanding.

Dated this 3rd day of April, 2026

Paul Lunkwitz

Authorized Representative on behalf of the
Fraternal Order of Police, Lodge 21

Dated this 26 day of May, 2026

[Signature]

Authorized Representative on behalf of the
State of Nevada, Executive Department