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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 Nevada Peace Officer Association (NPOA) Unit H Collective Bargaining Agreement (“NPOA Unit H CBA”), which becomes effective on July 1, 2025. Pursuant to NRS 288.505(1)(c) and the language in the NPOA Unit H CBA, any provision of the NPOA Unit H 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 NPOA Unit H CBA, employees in Bargaining Unit I will not receive all of the compensation and benefits provided for in the NPOA Unit H CBA. This memorandum will outline the NPOA Unit H 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 NPOA Unit H 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	NPOA Unit H CBA	Authorized by the 2025 Legislature	NOTES
FY 2026 Salary Increase (effective 7/1/2025)	8.1.2	The same percentage as that provided by legislation enacted by the Nevada Legislature to Executive Department non-classified and classified employees who are not members of a State Bargaining Unit for Fiscal Year 2026	1% (AB 596 Section 1.12(1)).	
FY 2027 Salary Increase (effective 7/1/2026)	8.1.3	The same percentage as that provided by	1% (AB 596 1.12(1)).	

		legislation enacted by the Nevada Legislature to Executive Department non-classified and classified employees who are not members of a State Bargaining Unit for Fiscal Year 2027.		
Retention Incentive	8.4.1	The same retention payments as those provided to non-classified and classified employees who are not members of a State Bargaining Unit.	\$1,000 per fiscal year in four equal installments throughout the fiscal year (AB 596 Section 1.3(3)).	
Continuity of Service Payments	8.3.1	Paid pursuant to NRS 284.177.	Yes.	
Merit Pay Increase (Step Increase)	8.2.1	Paid pursuant to NAC 284.194-196.	Yes.	
Post Certificate Pay	8.5.1 – 8.5.2	Intermediate Nevada POST Certificate will receive five hundred dollars (\$500.00) per fiscal year, payable each December. Advanced Nevada POST Certificate will receive nine hundred dollars (\$900.00) per fiscal year, payable each December	Yes (AB 596 Section 1.3).	
Special Adjustments to Pay	8.13	Bilingual Pay, FTO, Instructor, Special Assignments, Dignitary Protection, Armorer, CVSA/Polygraph, Evidence and OIS	Yes (AB 596 Section 1.3).	
Uniform & Equipment Allowance	8.24.5.2	One thousand two hundred dollars (\$1,200) per calendar year, paid in January.	Yes (AB 596 Section 1.3).	
Personal Equipment Damage Reimbursement	8.24.7.1	Four hundred (\$400) per incident.	Yes (AB 596 Section 1.3).	Conditions apply.

Personal Leave Days	9.11.1	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	9.2.1	Maximum of four hundred eighty (480) hours of banked Annual Leave.	Yes.	Same as current 2023 – 2025 CBA.
Annual Leave Cash Out	9.2.5.1	Twice per fiscal year, once in November and once in May, up to forty (40) hours per instance.	Yes (AB 596 Section 1.3).	Same as current 2023 – 2025 CBA.
Union Leave	15.6.1	One thousand (1,000) hours per fiscal year.	Yes. (AB 596 states that Union Leave does not require funding in Section 1.10(2)).	Same as current 2023 – 2025 CBA.