



**STATE OF NEVADA**  
**DEPARTMENT OF ADMINISTRATION**  
***Division of Human Resource Management***  
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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 M Collective Bargaining Agreement (“NPOA Unit M CBA”), which becomes effective on July 1, 2025. Pursuant to NRS 288.505(1)(c) and the language in the NPOA Unit M CBA, any provision of the NPOA Unit M CBA that requires the Legislature to appropriate money is effective only to the extent of legislative appropriation. AB 596 provided more compensation than what is included in the NPOA Unit M CBA, employees in Bargaining Unit M will receive additional compensation and benefits provided for in the NPOA Unit M CBA. This memorandum will outline the NPOA Unit M 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 M 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 M CBA	Authorized by the 2025 Legislature	NOTES
FY 2026 Salary Increase (effective 7/1/2025)	7.1.2	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)	7.1.3	The same percentage as	1% (AB 596 1.12(1)).	

		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 2027.		
Retention Incentive	7.4.1	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 1.7(3)).	
Continuity of Service Payments	7.3.1	Paid pursuant to NRS 284.177.	Yes.	
Merit Pay Increase (Step Increase)	7.2.1	Paid pursuant to NAC 284.194-196.	Yes.	
Special Adjustments to Pay	7.10	Pursuant to NAC 284.206	Yes.	
Uniforms and Equipment	15.2	Basic equipment provided by the employer.	Yes.	
Union Leave	12.9.4	Four hundred eighty (480) hours per fiscal year.	Yes. (AB 596 states that Union Leave does not require funding in Section 1.10(2)).	