



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 Police Union Unit G Collective Bargaining Agreement (“NPU Unit G CBA”), which becomes effective on July 1, 2025. Pursuant to NRS 288.505(1)(c) and the language in the NPU Unit G CBA, any provision of the NPU Unit G 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 NPU Unit G CBA, employees in Bargaining Unit I will not receive all of the compensation and benefits provided for in the NPU Unit G CBA. This memorandum will outline the NPU Unit G 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 NPU Unit G 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	NPU UNIT G CBA	Authorized by the 2025 Legislature	NOTES
Line of Duty Death	7.1 – 7.2	Reimburse the employee's estate for costs up to a maximum of twenty thousand dollars (\$20,000) for memorial services. Estate will receive payment for all accrued Annual Leave, Comp Time and Sick Leave.	Yes (AB 596 Section 1.2).	
FY 2026 Salary	9.1.3	3%	1% (AB 596	

Increase (effective 7/1/2025)			Section 1.12(1)).	
FY 2027 Salary Increase (effective 7/1/2026)	9.1.4	3%	1% (AB 596 1.12(1)).	
Longevity Pay	9.1.5	Longevity Pay at a rate of one-half percent (.5%) of the employee's biweekly base hourly rate for each year of service, up to a maximum annual payment of twelve and one-half percent (12.5%) of base hourly rate for employees with twenty-five (25) years of service	No.	
Retention Incentive	Not in CBA	Not in CBA	\$1,000 per fiscal year in four equal installments throughout the fiscal year (AB 596 Section 1.2(4)).	
Continuity of Service Payments	Not in CBA	Paid pursuant to NRS 284.177.	Yes.	
Merit Pay Increase (Step Increase)	9.4	Paid to qualifying employees pursuant to Article 9.4.	Yes.	Same as current 2023 – 2025 CBA.
Education Pay	9.8.1 – 9.8.3	Employees with an Associate's Degree may receive five hundred dollars (\$500.00) per fiscal year. Employees with a Bachelor's Degree may receive nine hundred dollars (\$900) per fiscal year. Employees	Yes.	May not be combined (e.g, Associates + Bachelor's).

		who are required to have a Bachelor's Degree as a minimum classification for their job classification do not qualify unless they have a Master's Degree.		
Intermediate and Advanced POST Incentives	9.8.4	Employees with an Intermediate POST certification receive a two percent (2%) base wage increase. Employees with an advanced POST certification may receive an additional two percent (2%) base wage increase.	No.	
Holiday Pay	9.9.1	Same as current 2023 – 2025 CBA.	Yes.	
Holiday Premium Pay	9.9.2	Same as current 2023 – 2025 CBA.	Yes.	
Overtime Pay	9.10	Same as current 2023 – 2025 CBA.	Yes.	
Special Adjustments to Pay	9.11	Includes Bilingual Pay, Critical Incident Response Team, FTO, Honor Guard, Instructor, K-9, Motors, PIO and Task Forces	Yes (AB 596 Section 1.2).	
Uniform Allowance	9.14.3.1	One thousand four hundred dollars (\$1,400) per fiscal year.	Yes (AB 596 Section 1.2).	
Footwear Allowance	9.14.3.2	Two hundred fifty dollars (\$250.00) per	Yes (AB 596 Section 1.2).	

		biennium		
Annual Leave Carryover	10.2.1	Maximum of four hundred eighty (480) hours of banked Annual Leave.	Yes.	
Annual Leave Cash Out	10.2.4	Twice per fiscal year, once in November and once in May, up to forty (40) hours per instance in November or May.	Yes (AB 596 Section 1.2).	
Union Leave	15.7.4	Two thousand (2,000) in even years and three thousand (3,000) in odd years.	Yes. (AB 596 states that Union Leave does not require funding in Section 1.10(2)).	