



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 L Collective Bargaining Agreement (“NPU Unit L CBA”), which becomes effective on July 1, 2025. Pursuant to NRS 288.505(1)(c) and the language in the NPU Unit L CBA, any provision of the NPU Unit L 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 L CBA, employees in Bargaining Unit I will not receive all of the compensation and benefits provided for in the NPU Unit L CBA. This memorandum will outline the NPU Unit L 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 L 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 L CBA	Authorized by the 2025 Legislature	NOTES
Line of Duty Death	8.1 – 8.2	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 1.6).	
FY 2026 Salary Increase (effective 7/1/2025)	10.2.3	3%	1% (AB 596 Section 1.12(1)).	

FY 2027 Salary Increase (effective 7/1/2026)	10.2.4	3%	1% (AB 596 1.12(1)).	
Retention Incentive	10.2.5	Two thousand dollars (\$2,000.00) per fiscal year.	\$1,000 per fiscal year in four equal installments throughout the fiscal year (AB 596 Section 1.6(4)).	
Personal Leave	10.2.6	Effective July 1, 2025, employees covered under this Agreement will be credited with two (2) Personal Leave day equal to their regularly scheduled work shift to be taken during the fiscal year. This Personal Leave day must be taken in full day increments and has no cash value.	Yes (AB 596 states that Personal Leave days do not require funding in Section 1.10(2)).	
Continuity of Service Payments	Not in CBA	Paid pursuant to NRS 284.177.	Yes.	
Merit Pay Increase (Step Increase)	10.6	Paid to qualifying employees pursuant to Article 10.6.	Yes.	
Callback Pay	10.9.1	According to NAC 284.214.	Yes.	
Compensatory Time	10.10	According to NAC 284.250. Maximum accrual is two hundred forty (240) hours.	Yes.	
Dangerous Duty Pay	10.11.1	According to NAC 284.208.	Yes.	
Education Pay	10.12.1.1 – 10.12.1.4	Employees with an Associate's Degree may receive six hundred dollars (\$600.00) per fiscal year. Employees with a Bachelor's Degree or Nevada Management POST Certificate may receive one thousand two hundred dollars (\$1,200) per fiscal year. Employees who	Yes (AB 596 Section 1.6).	May not be combined (e.g, Associates + Bachelor's).

		are required to have a Bachelor's Degree as a minimum classification for their job classification do not qualify. Employees with a Master's Degree or Nevada Executive Certificate shall receive one thousand five hundred (\$1,500) per fiscal year.		
Holiday Pay	10.13.1	Regular hourly rate of pay for hours they are scheduled to work on a designated holiday even though they do not work	Yes.	
Holiday Premium Pay	10.13.2.1	In addition to Holiday Pay, employees that work on a holiday are paid at their regularly hourly rate for the regularly scheduled work hours.	Yes.	
Overtime Pay	10.14	According the NRS 284.	Yes.	
Special Adjustments to Pay	10.15	Five percent (5%). Includes Bilingual Pay, Critical Incident Response Team, FTO, Honor Guard, Instructor, K-9, Motors, PIO and Task Forces	Yes (AB 596 Section 1.6).	
Uniform Allowance	10.19.2	One thousand four hundred dollars (\$1,400) per fiscal year.	Yes (AB 596 Section 1.6).	
Footwear Allowance	10.19.3	Two hundred fifty dollars (\$250.00) per biennium	Yes (AB 596 Section 1.6).	
Annual Leave Carryover	11.2.1	Maximum of four hundred eighty (480) hours of banked Annual Leave.	Yes.	
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)).	

