

LEGISLATIVE REVIEW OF ADOPTED REGULATIONS--NRS 233B.066
Informational Statement
LCB File No. R172-24

1. A clear and concise explanation of the need for the adopted regulation.

The amendments included in this LCB File are necessary because:

Sec. 1 (NAC 284.5775) – Paid family leave provides an employee with 50% of their regular wages and workers’ compensation temporary total disability benefits provide 66 2/3rd percent of an employee’s wages. If an employee was allowed to utilize both benefits at the same time, they would receive 116 2/3rd percent of their regular wage.

Sec. 2 (NAC 284.598) – It will prevent a seasonal employee from having a break in continuous service if they accept a permanent State position within one year after the end of their previous seasonal appointment. Current language penalizes employees moving from a seasonal to a permanent appointment as their continuous service date, leave progression date and pay progression date are reset. They also typically lose accrued sick leave and have their annual leave paid out.

2. A description of how public comment was solicited, a summary of public response, and an explanation of how other interested persons may obtain a copy of the summary.

On November 8, 2024, copies of the proposed regulation amendments were sent by email to persons who were known to have an interest in the subject of proposed human resources regulation changes as well as any person who had specifically requested such notice via Listserv. These documents were also made available on the Division of Human Resource Management’s website, the Nevada Public Notice website, the Legislative Counsel Bureau’s website, and mailed to all county libraries in Nevada, and posted at the following locations:

Blasdel Building
209 E. Musser Street
Carson City, NV

Legislative Counsel Bureau
401 S. Carson Street
Carson City, NV

Nevada State Library and Archives
100 N. Stewart Street
Carson City, NV

Nevada State Capitol Building
101 N. Carson Street
Carson City, NV

EICON Building
515 E. Musser Street
Carson City, NV

Eureka Building
7251 Amigo Street
Las Vegas, NV

A regulation workshop was conducted by the Division of Human Resource Management on June 14, 2024, and a public hearing was held by the Nevada Human Resource Commission on December 13, 2024.

There was discussion regarding the changes included in the LCB Draft of Proposed

Regulation R172-24 at the workshop.

At the public hearing, staff provided information regarding the intent and need for the regulation. No comments were received at the public hearing regarding the changes included in the LCB Draft of Proposed Regulation R172-24.

Written minutes and comments from the regulation workshop and public hearing can be obtained from the Division of Human Resource Management by contacting Michelle Garton at mgarton@admin.nv.gov.

3. **The number of persons who:**
 - (a) **Attended each hearing:** 29
 - (b) **Testified at each hearing:** 1
 - (c) **Submitted written comments:** 0
4. **Following is a list of names and contact information, including telephone number, business address, business telephone number, electronic mail address, and name of entity or organization represented, for each person identified above in #3(b):**

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5. **A description of how comment was solicited from affected businesses, a summary of their response and an explanation of how other interested persons may obtain a copy of the summary.**

Comments were not solicited from businesses, as the regulation does not affect businesses. Comments were solicited from affected parties including employees and employee associations. Written minutes and comments from the workshop and public hearing can be obtained as instructed in the response to question #2.

6. **If the regulation was adopted without changing any part of the proposed regulation, a summary of the reasons for adopting the regulation without change.**

There was no opposition to the regulation at the Human Resources Commission hearing.

7. **The estimated economic effect of the regulation on the business which it is to regulate and on the public. These must be stated separately, and each case must include:**
 - (a) **Both adverse and beneficial effects; and**
 - (b) **Both immediate and long-term effects.**

There are no adverse or beneficial effects on regulated business and the public. There are no immediate or long-term effects on business and the public.

8. The estimated cost to the agency for enforcement of the proposed regulation:

There is no additional cost to the agency for enforcement of this regulation.

9. A description of any regulations of other State or governmental agencies which the proposed regulation overlaps or duplicates and a statement explaining why the duplication or overlap is necessary. If the regulation overlaps or duplicates a federal regulation, the name of the regulating federal agency.

This regulation does not overlap or duplicate any State or federal regulations.

10. If the regulation includes provisions that are more stringent than a federal regulation that regulates the same activity, a summary of such provisions.

The regulation does not include any provisions that are covered by any federal regulations.

11. If the regulation provides a new fee or increases an existing fee, the total annual amount the agency expects to collect and the manner in which the money will be used.

No fees are associated with this regulation.