



**DEPARTMENT OF BUSINESS AND INDUSTRY
DIVISION OF INDUSTRIAL RELATIONS**

**Small Business Impact Statement
Proposed Draft Regulations Amending NAC 616A-617
LCB File No. TBD**

EFFECTIVE DATE OF REGULATION:
Upon filing with the Nevada Secretary of State

1. Background

The proposed permanent regulations amend Chapters 616A through 617, inclusive, of the Nevada Administrative Code (NAC) related to industrial insurance, by revising certain provisions relating to the definitions of “stable” and “ratable” for permanent partial disabilities; setting forth certain requirements authorizing when a treating physician or chiropractic physician may delegate certain routine follow-up care of an injured employee to a physician assistant; revising certain provisions concerning the regional assignment of a rating physician or chiropractic physician depending on where the injured employee resides; revising requirements for certain employers, insurers and third-party administrators to submit certain information to an electronic database established by the Division; revising provisions relating to administrative fines which the Administrator may impose for certain violations; and providing other matters properly relating thereto.

The Workers’ Compensation Section (WCS) of the Division of Industrial Relations (DIR) has determined that the proposed amendments should not have a negative financial impact upon a small business. The adverse effects, if any, are difficult to determine at this time. The proposed regulations are also not expected to negatively impact the formation, operation, or expansion of a small business in Nevada.

2. A description of the way comments were solicited from affected small businesses, a summary of their responses, and an explanation of the manner in which other interested persons may obtain a copy of the summary.

ANSWER: To determine whether the proposed regulations are likely to have an impact on small businesses, the DIR considered the purpose and scope of the proposed regulations as set forth above in Answer 1 above. Additionally, prior to conducting a small business impact survey, the DIR received input on the proposed changes with key industry stakeholders.

On November 10, 2025, the WCS sent a Small Business Impact Statement Questionnaire to interested parties via an email blast, which includes 18,466 recipients. Additionally, on November 10, 2025, the DIR sent the Small Business Impact Statement Questionnaire to the Administrator's list of business stakeholders, which consists of 90 recipients. The Questionnaire inquired from small businesses whether they believed there would be any economic effects, adverse or beneficial, direct or indirect, on their respective businesses from the proposed regulation. The DIR also placed a link to the Questionnaire on the WCS website for interested parties to complete, should they choose. The deadline to return the questionnaire was November 17, 2025. As of this date, the DIR received four (4) responses, only three (3) of which were from small businesses as defined by NRS 233B.0382, which may be summarized as follows:

- (1) Robin Johnson, Sole Proprietor, Northern Nevada Notary Signing Agent – Ms. Johnson indicated that the proposed regulations would not have any economic effect, adverse or beneficial, and would not have any indirect effects, adverse or beneficial, on her business.
- (2) Richard Dizmang, Owner, Kastle Estates, Inc. – Mr. Dizmang thanked DIR for taking small businesses into account when making decisions about insurance and medical care. He indicated that the proposed regulations would not have any adverse economic effect on his business and he believes the regulations will have a beneficial effect on his business. Mr. Dizmang further indicated the proposed regulations will have an indirect adverse effect on his business stating the regulations would “strengthen the line, preventing Esmeralda county residents and employees from looking north (to Reno, Carson City) for our health care. Many of us (20%-25%) prefer to go north, and already have established relationships with medical facilities and individual practitioners there.” Finally, he indicated the proposed regulations would have an indirect beneficial effect by allowing access to a physician assistant that is closer than any other physician, which he believes will likely reduce down time and expenses related to minor injuries and follow up appointments.
- (3) Gabriela Peterson, Office Manager, Night Shift, Inc. – Ms. Peterson indicated that she anticipates the proposed regulations will have an adverse economic effect on her business, with an estimated annual compliance cost of approximately \$100,000 to include an increase in labor compliance expenses, training, and implementation expenses. She also indicated the regulations will not have any beneficial economic effect on her business. She further indicated that the proposed regulations would have an indirect adverse effect on her business as she anticipates the new requirements are expected to increase operational costs, administrative workload, and compliance obligations, which may impact efficiency and profitability. Finally, she indicated the proposed regulations would have an indirect beneficial effect on her business through increased regulatory clarity and standardized compliance procedures, which may improve overall industry transparency and create a more level competitive environment over time.

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Any other persons interested in obtaining a copy of the summary may mail or email a request to:

Amber Williams, Esq.
Division of Industrial Relations – Division Counsel
2300 W. Sahara Avenue, Ste. 300
Las Vegas, Nevada 89102
Email: amwilliams@dir.nv.gov

Based on the results of the survey, the Division determined that the proposed permanent regulations will have no direct effect on small businesses, either adverse or beneficial, and will also have no indirect effect on small businesses, either adverse or beneficial.

3. The manner in which the analysis was conducted.

ANSWER: See Answer 2 above.

4. The estimated economic effect of the proposed regulation on the small businesses which it is to regulate, including, without limitation:

- (a) Direct and indirect adverse effects**
- (b) Direct and indirect beneficial effects.**

ANSWER: The Division anticipates no adverse economic effects, either direct or indirect, on regulated businesses as the result of these regulations. The adverse effects, if any, are difficult to determine at this time. There will be no direct or indirect cost to regulated or small businesses.

5. Describe the methods that the agency considered to reduce the impact of the proposed regulation on small businesses and a statement regarding whether the agency actually used any of those methods.

ANSWER: Because there will be no adverse impacts on small businesses in general, there are no methods available to reduce the impact the Division could have considered.

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

ANSWER: The proposed regulations present no significant foreseeable or anticipated cost for enforcement of this regulation.

7. If the proposed 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.

ANSWER: The proposed regulations do not provide for a new fee or increase an existing fee payable to the DIR.

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8. **If the proposed regulation includes provisions which duplicate or are more stringent than federal, state or local standards regulating the same activity, an explanation of why such duplicative or more stringent provisions are necessary.**

ANSWER: The proposed permanent regulations do not overlap or duplicate any regulation of other federal, State or local governmental entities, and do not include any provisions that are more stringent than existing federal, state, or local standards.

9. **The reasons for the conclusions of the agency regarding the impact of a regulation on small businesses.**

ANSWER: The DIR complied with NRS 233B.0608 by considering the purpose and scope of the proposed amendments as set forth above in Answer 1. The DIR made a concerted effort to determine whether the proposed regulations impose a direct or significant economic burden upon small businesses, or directly restricts the formation, operation, or expansion of a small business as set forth above in Answer 2. Thus, the DIR determined that the regulations will have no adverse effect on small businesses, will not impose any significant economic burden upon small businesses, and will not restrict the formation, operation or expansion of small businesses.

I, Victoria Carreón, Administrator of the Division of Industrial Relations, certify that, to the best of my knowledge or belief, a concerted effort was made to determine the impact of the proposed regulation on small business, and that the information contained in the statement above was prepared properly and the information contained herein is accurate.

Dated this 18th day of November 2025.



Victoria Carreón, Administrator
Department of Business and Industry
Division of Industrial Relations
Las Vegas: (702) 486-9116
vcarreon@dir.nv.gov