

STATE OF NEVADA

JOE LOMBARDO  
*Governor*



DR. KRISTOPHER SANCHEZ  
*Director*

BRETT K. HARRIS, ESQ.  
*Labor Commissioner*

**DEPARTMENT OF BUSINESS AND INDUSTRY  
OFFICE OF THE LABOR COMMISSIONER**

March 17, 2026

RE: R185-24RP2 Proposed Amendments to NAC Chapter 608  
Small Business Impact Statement

The Office of the Labor Commissioner has determined the proposed regulations regarding amendments to NAC 608 reflected in R185-24RP2 do not affect small businesses, impose a significant economic burden on small businesses, nor will they restrict the information, operation or expansion of small businesses.

A concerted effort was made to determine any economic burden, and no burden has been found. All relevant materials were reviewed, and the Office of the Labor Commissioner considered its history with implementing similar regulations; the proposed changes are within the scope of the Office of the Labor Commissioner's activities and present no cost of enforcement. The proposed regulations will reflect the current and updated minimum wage rate, eliminate the previous two-tiered minimum wage and health insurance requirements, and will repeal regulations relating to the same. Additionally, the proposed regulation will provide more information to The Office of the Labor Commissioner regarding commission claims and will allow the employer the opportunity to respond or pay commissions due before a complaint is filed. This regulation should help small businesses as it may reduce or eliminate administrative penalties assessed.

The Office of the Labor Commissioner has not solicited comments from small businesses as we determined the proposed regulations do not impose a significant economic burden, and do not restrict the information, operation or expansion of small businesses.

I 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 this statement was prepared properly and is accurate.

Thank you,

A handwritten signature in black ink, appearing to read "Brett Harris", is written over a horizontal line.

Brett Harris  
Labor Commissioner