

Informational Statement Form

R185-24RP2

The following statement is submitted for adopted amendments to Nevada Administrative Code (NAC) Chapter 608.

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

At the 2022 Election voters approved to eliminate the two-tiered minimum wage and health insurance requirements and increased minimum wage to \$12.00 per hour effective July 1, 2024. The purpose of the Regulation is to reflect the current minimum wage of \$12.00 per hour and eliminate the previous two-tiered minimum wage and health insurance requirements in NAC 608.100 and to repeal NAC 608.102, 608.104, 608.106, 608.108 and 608.123 relating to NAC 608.100. The Regulations will also require the employee to request unpaid commissions in writing and allow the employer to respond, pay, or settle before filing a wage claim.

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

The Office of the Labor Commissioner solicited comments on the proposed amendments by posting a notice with links to the full text of the proposed amendment to Nevada's Public Notice website, the Nevada Legislature Website, and our agency's website pursuant to NRS 233B. Additionally, all 17 county clerks and registrars were given a copy of all notices and proposed text along with guidance to distribute to anyone who may be interested.

A workshop was held on November 19, 2025 and the adoption hearing was held on March 3, 2026. There was no public comment received at the workshop or at the hearing

3. The number persons who:

(a) Attended each hearing: November 19, 2025 – 7; March 3, 2026: 7

(b) Testified at each hearing: 0

(c) Submitted to the agency written comments: 0

No written comments were submitted.

4. 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, as provided to the agency, is attached.

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

Written comments were not solicited from businesses as the proposed regulations do not affect businesses.

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.

The permanent regulation was adopted on March 3, 2026. No changes were requested, so the regulation was adopted without change.

7. The estimated economic effect of the adopted regulation on the businesses 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;

There are no adverse effects of the adopted regulations on businesses.

The beneficial effect of the regulations on businesses is that the regulations will now reflect the current minimum wage rate and the employer will have a chance to pay commissions due before a claim is filed with The Office of the Labor Commissioner.

There are no adverse effects of the adopted regulations on the public.

The beneficial effect of the regulations on the public is the regulations will now reflect the current minimum wage rate, and the public will have the opportunity to collect any unpaid commissions prior to filing a claim with our office. The fifteen-day requirement for the employer to pay is a much shorter time than an investigation done with our office.

(b) Both immediate and long-term effects.

Immediate effect on businesses is that they will have the most updated and current information regarding the minimum wage rate and will have the opportunity to pay commissions before a claim is filed.

Long term effect on businesses is that they will have the most updated and current information regarding the minimum wage rate and will have the opportunity to pay commissions before a claim is filed.

Immediate effect on the public is that they will have the most updated and current information regarding the minimum wage rate, and they will have the opportunity to receive unpaid commissions in a shorter time.

Long-term effects on the public is that they will have the most updated and current information regarding the minimum wage rate, and they will have the opportunity to receive unpaid commissions in a shorter time.

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

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

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

There are no other state or government agency regulations that the proposed regulation duplicates.

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

Federal minimum wage is currently \$7.25/hr. Nevada minimum wage is more stringent at \$12.00/hr. Federal regulation does not require an employee to request payment of their commissions due in writing before filing a claim.

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.

This regulation does not provide a new fee or increase an existing fee.