



STATE OF NEVADA  
DEPARTMENT OF ADMINISTRATION  
*Division of Human Resource Management*  
209 E. Musser Street, Suite 101 | Carson City, Nevada 89701  
Phone: (775) 684-0150 | <http://hr.nv.gov> | Fax: (775) 684-0122

**MEMORANDUM**  
**HR# 02-24**

January 16, 2024

**TO:** Agency Directors  
Deputy Directors  
Administrators  
Agency Liaisons

**FROM:** Bachera Washington, Interim Administrator *Bachera Washington*  
Division of Human Resource Management

**SUBJECT:** NAC 284.589 Amendment (Administrative Leave for new Veteran Employees)

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Effective November 9, 2023, NAC 284.589 was amended to allow State employees who are Veterans to be granted up to 96 hours of administrative leave with pay for the first 12 months of his or her employment, based on that individual's hire date, for either of the following reasons:

- Attending an appointment with a provider of health care for purposes of determining whether he or she has a service-connected disability.
- Receiving health care services relating to a service-connected disability.

As used in this amendment:

- "Health care services" means services for the diagnosis, prevention, treatment, care or relief of a health condition, illness, injury or disease, including, without limitation, mental health services.
- "Provider of health care" has the meaning ascribed to it in [NRS 629.031](#) which states:
  1. "Provider of health care" means:
    - (a) A physician licensed pursuant to [chapter 630](#), [630A](#) or [633](#) of NRS;
    - (b) A physician assistant;
    - (c) A dentist;
    - (d) A licensed nurse;
    - (e) A person who holds a license as an attendant or who is certified as an emergency medical technician, advanced emergency medical technician or paramedic pursuant to [chapter 450B](#) of NRS;

- (f) A dispensing optician;
  - (g) An optometrist;
  - (h) A speech-language pathologist;
  - (i) An audiologist;
  - (j) A practitioner of respiratory care;
  - (k) A licensed physical therapist;
  - (l) An occupational therapist;
  - (m) A podiatric physician;
  - (n) A licensed psychologist;
  - (o) A licensed marriage and family therapist;
  - (p) A licensed clinical professional counselor;
  - (q) A music therapist;
  - (r) A chiropractic physician;
  - (s) An athletic trainer;
  - (t) A perfusionist;
  - (u) A doctor of Oriental medicine in any form;
  - (v) A medical laboratory director or technician;
  - (w) A pharmacist;
  - (x) A licensed dietitian;
  - (y) An associate in social work, a social worker, a master social worker, an independent social worker or a clinical social worker licensed pursuant to [chapter 641B](#) of NRS;
  - (z) An alcohol and drug counselor or a problem gambling counselor who is certified pursuant to [chapter 641C](#) of NRS;
  - (aa) An alcohol and drug counselor or a clinical alcohol and drug counselor who is licensed pursuant to [chapter 641C](#) of NRS;
  - (bb) A behavior analyst, assistant behavior analyst or registered behavior technician; or
  - (cc) A medical facility as the employer of any person specified in this subsection.
2. For the purposes of [NRS 629.400](#) to [629.490](#), inclusive, the term includes:
- (a) A person who holds a license or certificate issued pursuant to [chapter 631](#) of NRS; and
  - (b) A person who holds a current license or certificate to practice his or her respective discipline pursuant to the applicable provisions of law of another state or territory of the United States.

For more information about these changes, please contact Carrie P. Hughes at [cphughes@admin.nv.gov](mailto:cphughes@admin.nv.gov).

BW:bg/eh