**Nevada Payroll Taxes**

**NV State Income Tax Withholding**

Nevada has no state or local income tax withholding.

**NV State Unemployment Insurance**

In general, workers are covered by the unemployment law of the state in which the work is performed. Any employing unit that has paid wages for employment in Nevada of $225 or more during any calendar quarter must register with the Employment Security Division and pay taxes on those wages. The first step in managing your employer UI account is to create a new Employer Self Service (ESS) online user account at <http://ui.nv.gov>. You will need this username and password to log into the ESS system to perform any transactions. Nevada Administrative Code (NAC) 612.035 requires that Nevada employers file all quarterly wage and tax reports electronically.

NV law provides state and local government, certain nonprofit employers (those who are exempt under Section 501(c)(3) of the Internal Revenue Code), and Indian Tribes an option to pay quarterly taxes, or they may elect to be self-insured under the reimbursement method. If the reimbursement method is chosen, the employer must file quarterly wage reports, but does not pay quarterly taxes for unemployment, nor for the Career Enhancement Program (CEP).

When choosing the reimbursement method, instead of paying quarterly taxes, an employer must reimburse the state on a quarterly basis for all unemployment benefits charged to their account. The Employment Security Division administers all claims for reimbursement employers in the same manner as for tax-paying employers. If an employer elects the reimbursement method, they cannot change back to the taxing method for at least two calendar years, and must notify the division no later than December 1, to be effective for the following calendar year.

Please be advised that all Washington State Community and Technical Colleges have selected the Reimbursable method for Washington unemployment insurance. Whenever possible, it is recommended as a best practice for colleges to adopt the same approach for their non-Washington state unemployment insurance method.

Generally, the completed UI quarterly report together with payment due must be filed by the last day of the first month following the close of the calendar quarter covered by the report. If the due date is a Saturday, Sunday, or legal holiday, reports and taxes are due on the next day which is not a Saturday, Sunday, or legal holiday.



Employers may file reports, make payments, and respond to UI claims online via the NV Department of Employment, Training, and Rehabilitation’s (DETR) employer self-service portal called NUI ESS (Nevada Unemployment Insurance Employer Self Service). NUI ESS may be accessed at the following link: <https://nui.nv.gov/ESS/_/>.

Employers who have paid no wages during a calendar quarter will not owe any taxes. However, they are still required to submit an Employer's Quarterly Contribution and Wage Report online. Four consecutive "no payroll" reports will result in an automatic suspension of the employer account by the division.

Employers who close their business or have no employees must notify the division immediately by submitting an Employer’s Report of Changes: <https://ui.nv.gov/PDFS/RPT7203.pdf> to the division so the account can be suspended. If the division is not advised, the employer will remain in active status and could be subject to unnecessary levies of assessment for failure to file reports.

NV has adopted the Interstate Reciprocal Coverage Arrangement for unemployment insurance. Under this arrangement, if an employee works in more than one state, an employer may elect to cover all the services of such a worker in any state in which: (1) any part of the worker's service is performed, (2) the worker has his or her residence, or (3) the employer maintains a place of business. The agreement should be initiated through the state where the employer wants to report the payroll. A Washington employer may request to elect reciprocal coverage with another state by following the filing process outlined by Washington Administrative Code 192-300-150: <https://app.leg.wa.gov/wac/default.aspx?cite=192-300-150>.

**NV Modified Business Tax**

Nearly every employer who is subject to Nevada Unemployment Compensation Law (NRS 612) is also subject to the Modified Business Tax on total gross wages less employee health care benefits paid by the employer. When you register with the Nevada Employment Security Division (ESD) for Unemployment Compensation for your employees you are automatically registered with the Department of Taxation for Modified Business Tax. There are four

exceptions:

* Non-profit organizations
* Indian Tribes
* Political subdivisions
* Employers with house employees only

**NV State Workers’ Compensation**

Nevada law requires business owners with one or more employees in the State of Nevada to obtain and maintain workers’ compensation coverage. There are few exceptions to this requirement. Employers may obtain workers’ compensation insurance from a private insurance carrier authorized by the Division of Insurance (DOI) to provide workers’ compensation in Nevada. If qualified, an employer may be self-insured through an approval process overseen by the DOI.

Washington State Department of Enterprise Services (DES) administers a Workers' Compensation Insurance program for state workers. If your employee works outside of Washington in a single other state for more than 30 days (240 hours) per year, **your agency must work with DES** to insure your out-of-state employee. For more information, contact Kimberly Haggard kimberly.haggard@des.wa.gov at DES Risk Management.

**NV State Paid Family / Medical Leave**

Nevada does not have a paid family and medical leave program as of 01/22/2025.

Washington Paid Family & Medical Leave (PFML) and Washington Cares benefits are not available to employees who are physically working in Nevada. Agencies with WA PFML or WA Cares policy questions may email Washington Employment Security Department at esddlpfmlpolicy@esd.wa.gov.

**Helpful resources for Nevada**

NV State Guide to UI Online Employer Self Service: <https://ui.nv.gov/PDFS/UINV-ESS_Employer-RS_Guide.pdf>

NV UI Frequently Asked Questions: <https://ui.nv.gov/ESSHTML/faq.htm>

NV Unemployment Insurance Tax Forms: <https://ui.nv.gov/ESSHTML/ui_forms.htm>

NV Unemployment Insurance Quarterly Newsletters: <https://ui.nv.gov/ESSHTML/handbook.htm>

NV Modified Business Tax Information & FAQs: <https://tax.nv.gov/FAQs/Modified_Business_Tax_Information___FAQs/#:~:text=General%20Business%20%E2%80%93%20Effective%20July%201,Revised%20Statute%20(NRS)%20363B>.

NV Workers’ Compensation website for Employers: <https://dir.nv.gov/WCS/Employers/>

NV Workers’ Compensation Employer FAQs: <https://dir.nv.gov/uploadedFiles/dirnvgov/content/WCS/EmployersDocs/EmployerFAQ.pdf>