

Office of Regulatory Management  
Economic Review Form

<b>Agency name</b>	Board for Barbers and Cosmetology
<b>Virginia Administrative Code (VAC) Chapter citation(s)</b>	18 VAC 41-60
<b>VAC Chapter title(s)</b>	Body-Piercing Regulations
<b>Action title</b>	General Review of Body-Piercing Regulations
<b>Date this document prepared</b>	April 23, 2025 (revised May 28, 2025)
<b>Regulatory Stage (including Issuance of Guidance Documents)</b>	Proposed (Action 6343/ Stage 10762)

**Cost Benefit Analysis**

Complete Tables 1a and 1b for all regulatory actions. You do not need to complete Table 1c if the regulatory action is required by state statute or federal statute or regulation and leaves no discretion in its implementation.

Table 1a should provide analysis for the regulatory approach you are taking. Table 1b should provide analysis for the approach of leaving the current regulations intact (i.e., no further change is implemented). Table 1c should provide analysis for at least one alternative approach. You should not limit yourself to one alternative, however, and can add additional charts as needed.

Report both direct and indirect costs and benefits that can be monetized in Boxes 1 and 2. Report direct and indirect costs and benefits that cannot be monetized in Box 4. See the ORM Regulatory Economic Analysis Manual for additional guidance.

**Table 1a: Costs and Benefits of the Proposed Changes (Primary Option)**

<p>(1) Direct &amp; Indirect Costs &amp; Benefits (Monetized)</p>	<p>As a result of the general review, there are proposed changes that may have an economic impact.</p> <ol style="list-style-type: none"> <li>1. Added a temporary license for body piercers. This allows individuals who completed an apprenticeship program the ability to work under the direct supervision of a licensed professional with the same scope of practice while they are preparing for the exam.</li> </ol> <p>Direct Costs: There are no new monetizable direct costs associated with this regulatory change.</p> <p>Indirect Costs: There are no new monetizable indirect costs associated with this change.</p> <p>Direct Benefits:</p> <p><u>Anticipated Additional Income for Temporary Licensees as a Whole</u></p> <ul style="list-style-type: none"> <li>• This amendment introduces a 90-day, temporary license for body piercers. Individuals who have completed an apprenticeship or training program may now work under the direct supervision of a licensed professional within their scope of practice. These individuals may earn a wage while operating under temporary licensure and preparing for their exam.             <ul style="list-style-type: none"> <li>○ Average salary for body piercers in Virginia: \$40,430 per year.                 <ul style="list-style-type: none"> <li>▪ Average earnings per month: \$3,369 (\$40,430 / 12 months).</li> </ul> </li> <li>○ Over the 90-day temporary licensure period, individuals could potentially earn \$10,107 in additional income (\$3,369 x 3 months).</li> <li>○ The Board issues an average of 234 temporary licenses per year.<sup>1</sup> <ul style="list-style-type: none"> <li>▪ 152 cosmetology temporary licenses, 37 nail technician temporary licenses, one (1) wax technician temporary license, 28 esthetician temporary licenses, five (5) master esthetician temporary licenses, and 11 barber temporary licenses.</li> <li>▪ Average, annual temporary licenses issued per profession: 39 (234 licenses / 6 professions).</li> </ul> </li> <li>○ Based on the annual average of 39 temporary licenses per</li> </ul> </li> </ul>
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<sup>1</sup> This number does not include student instructor temporary licenses issued by the Board.

	<p>profession, it is projected that body piercer temporary licensees may earn \$394,173 in additional income as a collective, per year (39 individuals x \$10,107 earnings).</p> <p>Indirect Benefits: There are no monetizable indirect costs associated with this change.</p>	
(2) Present Monetized Values	Direct & Indirect Costs	Direct & Indirect Benefits
	(a) \$0 (over 5 years)	(b) \$1,859,353 (over 5 years)
(3) Net Monetized Benefit	\$1,859,353 (over 5 years)	
(4) Other Costs & Benefits (Non-Monetized)	<p>Costs: There are no anticipated additional non-monetizable costs associated with this regulatory change.</p> <p>Benefits:</p> <ul style="list-style-type: none"> <li>The regulation is revised to provide better clarity and remove provisions that are overly burdensome and otherwise unnecessary to protect the public health, safety, and welfare.</li> </ul>	
(5) Information Sources	<p>Salary.com- Body-Piercer Salary in Virginia <a href="https://www.salary.com/research/salary/posting/piercer-salary/va">https://www.salary.com/research/salary/posting/piercer-salary/va</a></p> <p>Barber and Cosmetology Board Licensing records</p>	

**Table 1b: Costs and Benefits under the Status Quo (No change to the regulation)**

(1) Direct & Indirect Costs & Benefits (Monetized)	<p>Direct Costs: There are no new direct costs associated with maintaining the status quo.</p> <p>Indirect Costs: There are no new indirect costs associated with maintaining the status quo.</p> <p>Direct Benefits: There are no new direct benefits associated with maintaining the status quo.</p>
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	Indirect Benefits: There are no new indirect benefits associated with maintaining the status quo.	
(2) Present Monetized Values	Direct & Indirect Costs	Direct & Indirect Benefits
	(a) N/A	(b) N/A
(3) Net Monetized Benefit	N/A	
(4) Other Costs & Benefits (Non-Monetized)	N/A	
(5) Information Sources	N/A	

**Table 1c: Costs and Benefits under Alternative Approach(es)**

(1) Direct & Indirect Costs & Benefits (Monetized)	Refer to Box #4	
(2) Present Monetized Values	Direct & Indirect Costs	Direct & Indirect Benefits
	(a) N/A	(b) N/A
(3) Net Monetized Benefit	N/A	
(4) Other Costs & Benefits (Non-Monetized)	Before initiating this regulatory action, the Board attempted to resolve various issues by developing departmental policies and guidance documents. However, these measures are inadequate for addressing the concerns sustainably since policies and guidance cannot effectively replace the need to amend regulations. No other viable alternatives to a regulatory change have been identified. One of the objectives of the regulatory review has been to identify areas where the regulation can be changed to reduce or mitigate regulatory burdens on applicants and licensees.	
(5) Information Sources	N/A	

**Impact on Local Partners**

Use this chart to describe impacts on local partners. See Part 8 of the ORM Cost Impact Analysis Guidance for additional guidance.

**Table 2: Impact on Local Partners**

(1) Direct & Indirect Costs & Benefits (Monetized)	N/A – See Box #3.	
(2) Present Monetized Values	Direct & Indirect Costs	Direct & Indirect Benefits
	(a) N/A	(b) N/A
(3) Other Costs & Benefits (Non-Monetized)	There are no anticipated direct or indirect costs to local partners. There are no anticipated direct or indirect benefits to local partners.	
(4) Assistance	N/A	
(5) Information Sources	N/A	

**Impacts on Families**

Use this chart to describe impacts on families. See Part 8 of the ORM Cost Impact Analysis Guidance for additional guidance.

**Table 3: Impact on Families**

(1) Direct & Indirect Costs & Benefits (Monetized)	N/A – See Box #3.	
(2) Present Monetized Values	Direct & Indirect Costs	Direct & Indirect Benefits
	(a) ) N/A	(b) ) N/A
(3) Other Costs & Benefits (Non-Monetized)	There are no anticipated direct or indirect costs to families. There are no anticipated direct or indirect benefits to families.	

(4) Information Sources	N/A
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**Impacts on Small Businesses**

Use this chart to describe impacts on small businesses. See Part 8 of the ORM Cost Impact Analysis Guidance for additional guidance.

**Table 4: Impact on Small Businesses**

(1) Direct & Indirect Costs & Benefits (Monetized)	N/A – See Box #3.	
(2) Present Monetized Values	Direct & Indirect Costs	Direct & Indirect Benefits
	(a) N/A	(b) N/A
(3) Other Costs & Benefits (Non-Monetized)	Salons where licensed professionals operate are business entities. Many of these business entities would likely meet the definition of “small business” in § 2.2-4007.1 of the Code of Virginia.  The costs and benefits of this regulatory change are identified in Table 1(a). To the extent that additional costs are assumed by small business entities, this regulatory change would impact small businesses.	
(4) Alternatives	No less intrusive or less costly alternatives to achieve the purpose of the regulatory change were identified.	
(5) Information Sources	N/A	

**Changes to Number of Regulatory Requirements****Table 5: Regulatory Reduction**

For each individual action, please fill out the appropriate chart to reflect any change in regulatory requirements, costs, regulatory stringency, or the overall length of any guidance documents.

*Change in Regulatory Requirements - Action 6343 / Stage 10762*

<b>VAC Section(s) Involved*</b>	<b>Authority of Change</b>	<b>Initial Count</b>	<b>Additions</b>	<b>Subtractions</b>	<b>Total Net Change in Requirements</b>
60-20	(M/A):	0	0	0	0
	(D/A):	5	0	7	-7
	(M/R):	1	1	0	+1
	(D/R):	26	6	11	-5
60-30	(M/A):	0	0	0	0
	(D/A):	0	0	0	0
	(M/R):	0	0	0	0
	(D/R):	10	0	1	-1
60-40	(M/A):	0	0	0	0
	(D/A):	1	0	1	-1
	(M/R):	0	0	0	0
	(D/R):	2	0	2	-2
60-70	(M/A):	0	0	0	0
	(D/A):	0	0	0	0
	(M/R):	0	0	0	0
	(D/R):	7	0	1	-1
60-75	(M/A):	0	0	0	0
	(D/A):	0	3	0	+3
	(M/R):	0	0	0	0
	(D/R):	0	4	0	+4
60-80	(M/A):	0	0	0	0
	(D/A):	2	0	7	-7
	(M/R):	1	0	0	0
	(D/R):	11	4	9	-5
60-90	(M/A):	0	0	0	0
	(D/A):	0	2	0	+2
	(M/R):	0	0	0	0
	(D/R):	3	0	0	0
60-100	(M/A):	0	0	0	0
	(D/A):	2	0	2	-2
	(M/R):	0	0	0	0
	(D/R):	0	0	0	0

60-120	(M/A):	0	0	0	0	
	(D/A):	0	0	0	0	
	(M/R):	0	0	0	0	
	(D/R):	5	0	1	-1	
60-140	(M/A):	0	0	0	0	
	(D/A):	3	0	0	0	
	(M/R):	0	0	0	0	
	(D/R):	13	2	5	-3	
60-150 <sup>1</sup>	(M/A):	0	0	0	0	
	(D/A):	0	0	0	0	
	(M/R):	0	0	0	0	
	(D/R):	21	0	6	-6	
60-160 <sup>2</sup>	(M/A):	0	0	0	0	
	(D/A):	0	0	0	0	
	(M/R):	0	0	0	0	
	(D/R):	9	0	0	0	
60-190	(M/A):	0	0	0	0	
	(D/A):	0	0	0	0	
	(M/R):	0	0	0	0	
	(D/R):	37	8	3	+5	
60-200	(M/A):	0	0	0	0	
	(D/A):	0	0	0	0	
	(M/R):	0	0	0	0	
	(D/R):	42	0	1	-1	
60-210 <sup>3</sup>	(M/A):	0	0	0	0	
	(D/A):	0	0	0	0	
	(M/R):	0	0	0	0	
	(D/R):	35	0	1	-1	
60-220	(M/A):	0	0	0	0	
	(D/A):	2	0	2	-2	
	(M/R):	0	0	0	0	
	(D/R):	15	0	1	-1	
1: July 2023 Baseline Count should have 21 D/R for 18VAC41-60-150. 2: July 2023 Baseline Count should have 9 D/R for 18VAC41-60-160. 2: July 2023 Baseline Count should have 0 M/R for 18VAC41-60-210.					<b>Grand Total of Changes in Requirements:</b>	<b>(M/A): 0</b> <b>(D/A): -14</b> <b>(M/R): +1</b> <b>(D/R): -18</b>

**Key:**

*Please use the following coding if change is mandatory or discretionary and whether it affects externally regulated parties or only the agency itself:*

**(M/A):** Mandatory requirements mandated by federal and/or state statute affecting the agency itself

**(D/A):** Discretionary requirements affecting agency itself

**(M/R):** Mandatory requirements mandated by federal and/or state statute affecting external parties, including other agencies

**(D/R):** Discretionary requirements affecting external parties, including other agencies

*Cost Reductions or Increases (if applicable)*

VAC Section(s) Involved*	Description of Regulatory Requirement	Initial Cost	New Cost	Overall Cost Savings/Increases
N/A	N/A	N/A	N/A	N/A

*Other Decreases or Increases in Regulatory Stringency (if applicable)*

VAC Section(s) Involved*	Description of Regulatory Change	Overview of How It Reduces or Increases Regulatory Burden
60-20 60-80	The prohibition on providing a post office box address to the Board as an address of record is replaced with a provision that allows a post office box to be provided to the Board as a secondary address.	<p>The change reduces the stringency of current requirements. The change will allow for notices and correspondence from the Board to be sent to a post office box instead of a physical address.</p> <p>The change reduces the stringency of the current requirement by 50%.</p> <p>The change applies to:</p> <ul style="list-style-type: none"> <li>• Two D/R requirements in 18VAC41-60-20.</li> <li>• One D/R requirement in 18VAC41-60-80.</li> </ul> <p>This results in a total reduction of 1.5 D/R.</p>
60-20 60-80	The “look back” period for disclosure of prior felony convictions is reduced. Applicants for licensure, including responsible management for salons must disclose all felony convictions within 10 years of the date of application. Currently, applicants must disclose felony	<p>The change reduces the stringency of the current felony conviction disclosure requirements for individual licenses, and for salon licenses issued to firms.</p> <p>The change reduces the stringency of the current requirement by 50%.</p>

	convictions within 20 years of the date of application.	<p>The change applies to:</p> <ul style="list-style-type: none"> <li>• Two D/R requirements in 18VAC41-60-20.</li> <li>• Two D/R requirements in 18VAC41-60-80.</li> </ul> <p>This results in a total reduction of 2 D/R.</p>
60-20	Applicants for an individual license who received training outside of Virginia, including outside of the United States, that is not equivalent to Virginia training, may qualify for the license examination by providing documentation of three (3) years of work experience at any time prior to application. Currently, such individuals must have had this work experience within the five (5) years preceding application to qualify for the license examination.	<p>This change reduces the stringency of the current qualification standard by 50%.</p> <p>This change applies to one D/R requirement in the section; resulting in a reduction of .5 D/R.</p>
60-30	<p>Individuals for licensure by endorsement who completed a training program or an apprenticeship program that is not substantially equivalent to Virginia’s may substitute three (3) years of licensed work experience in any other jurisdiction to qualify for licensure by endorsement.</p> <p>Currently, applicants for licensure by endorsement must have training and examination that is substantially equivalent to Virginia training and examination.</p>	<p>This change reduces the stringency of current requirements by 50%.</p> <p>This change applies to one D/R requirement in the section; resulting in a decrease of .5 D/R.</p>
60-20 60-75	Establishes a temporary license for body piercers. The change	This change would allow an applicant for licensure may

	<p>will allow individuals to obtain a non-renewable, 90-day temporary license to work under the supervision of a licensed body piercer.</p> <p>Currently, an individual must apply for licensure, be approved to take the license examination, and pass the licensure examination before being allowed to legally practice.</p>	<p>receive a temporary license for 90 days that allows the applicant to practice while waiting to take and pass the license examination.</p> <p>This change reduces the stringency of the current licensure process by 25%.</p> <p>This change applies to 17 D/R requirements in 18VAC41-60-20; resulting in a decrease of 4.25 D/R.</p>
<p>60-80</p>	<p>The requirement for firm licensees (salons) to return a license to the Board whenever the legal business entity holding the license changes (e.g. dissolution of a corporation) is revised to a less restrictive requirement for the firm to notify the Board of the change and destroy the license.</p>	<p>As a result of the change, firm licensees will no longer have to return a license (i.e. mail or deliver in person) to the Board when its legal business entity changes, and can simply notify the Board and destroy the license. Licensees will still need to obtain a new license for the new business entity in order to engage in the regulated activity.</p> <p>This change reduces the stringency of the current requirement by 50%.</p> <p>This change applies to one D/R requirement in 18VAC41-60-80; resulting in a reduction of .5 D/R.</p>
<p>60-140</p>	<p>The provisions for re-licensure of individuals with expired licenses are revised to allow an individual who has been licensed for a minimum of three (3) years to submit a new application and pass the license examination if the individual fails to reinstate a license after</p>	<p>The change allows all individuals with expired licenses who have been licensed for at least three years to become licensed again without the need to take required training.</p>

	<p>it has been expired for two (2) years.</p> <p>Currently, only individuals who had initially qualified for licensure under a grandfathering provision (i.e. exemption from examination or training requirement) can regain licensure if they have five (5) years of licensed experience and pass the license examination.</p>	<p>This change reduces the stringency of re-licensure requirements by 50%.</p> <p>This change applies to one D/R requirement in the section; resulting in a reduction of .5 D/R.</p>
<b>Total Change:</b>		<b>-9.75 D/R</b>

*Length of Guidance Documents (only applicable if guidance document is being revised)*

<b>Title of Guidance Document</b>	<b>Original Word Count</b>	<b>New Word Count</b>	<b>Net Change in Word Count</b>
N/A	N/A	N/A	N/A

\*If the agency is modifying a guidance document that has regulatory requirements, it should report any change in requirements in the appropriate chart(s).