

# **Agenda Item 3**



**STATE OF NEVADA  
COMMISSION ON ETHICS**  
<http://ethics.nv.gov>

**MINUTES  
of the meeting of the  
NEVADA COMMISSION ON ETHICS**

The Commission on Ethics held a public meeting on  
Wednesday, March 16, 2022, at 9:30 a.m.  
Virtually via Zoom as follows:

**Zoom Meeting Information:**

<https://us06web.zoom.us/j/88086571877?pwd=NFdhZGFibUxzYW01VVpEUVdYMmx6UT09>

Zoom Meeting Telephone Number: 669-900-9128

Meeting ID: 880 8657 1877

Passcode: 859136

These minutes constitute a summary of the above proceedings of the Nevada Commission on Ethics. A recording of the meeting is available for public inspection at the Commission's office.

1. Call to Order and Roll Call.

Chair Kim Wallin, CPA, CMA, CFM appeared via videoconference and called the meeting to order at 9:30 a.m. Also appearing via videoconference were Vice-Chair Brian Duffrin and Commissioners Barbara Gruenewald, Esq., Teresa Lowry, Esq., and James Oscarson. Commissioners Thoran Towler, Esq. and Amanda Yen, Esq. were excused from the meeting. Commissioner Damian R. Sheets, Esq. was absent from the meeting. Present for Commission staff via videoconference were Executive Director Ross E. Armstrong, Esq., Commission Counsel Tracy L. Chase, Esq., Associate Counsel Elizabeth J. Bassett, Esq., Investigator Erron Terry, Senior Legal Researcher Darci Hayden and Executive Assistant Kari Pedroza.

The pledge of allegiance was conducted.

2. Public Comment.

There was no public comment.

3. Approval of Minutes of the February 16, 2022 Commission Meeting.

Chair Wallin stated that all Commissioners were present for the February Commission Meeting, except for Commissioner Lowry who was excused from that meeting and would abstain from participating on this item.

///

Commissioner Oscarson moved to approve the February 16, 2022 Commission Meeting Minutes as presented. Vice-Chair Duffrin seconded the motion. The Motion was put to a vote and carried as follows:

Chair Wallin:	Aye.
Vice-Chair Duffrin:	Aye.
Commissioner Gruenewald:	Aye.
Commissioner Lowry:	Abstain.
Commissioner Oscarson:	Aye.

4. Report by Executive Director on agency status and operations and possible direction thereon. Items to be discussed include, without limitation:

- Outreach and Education
- Quarterly Case Log Status
- FY22 Budget Status
- Budget Kick Off (Fiscal Years 2024 – 2025)
- Commission Meeting Status

Social Media and other Outreach: Executive Director Armstrong reported that the Commission's social media platforms have seen continued growth in the number of followers on Twitter and LinkedIn since the beginning of the calendar year. He provided information on upcoming training commitments including a virtual Ethics Training presentation to the University Medical Center Governing Board at the end of March and in-person presentations to the Boulder City Council and Nye County Commission the first week of April.

Quarterly Case Log Status: Executive Director Armstrong referenced the Quarterly Case Log provided in the meeting materials emphasizing the decrease in the case backlog.

FY22 Budget Status: Executive Director Armstrong reiterated that the Commission continues to be on track to expend allocated fiscal year 2022 funds in most budget categories. He reported that the local government cost share assessments were not calculated accurately and that the Commission's liaison at the State Administrative Services Division was currently working to correct the assessments.

Budget Kick Off (Fiscal Years 2024 – 2025): Executive Director Armstrong informed that Commission that he and Executive Assistant Pedroza attended the virtual Budget Kick Off meeting on March 9<sup>th</sup> and the takeaway was that there would be no surprises in the upcoming biennial budget building process. The FY24 – 25 budget requests would be flat two times cap as previously established.

Commission Meeting Status: Executive Director Armstrong provided that the Commission is set to hold its April 20 meeting in Las Vegas depending on COVID conditions. He confirmed that the Legislative Subcommittee would also meet that day following the Open Meeting.

Commissioner Gruenewald moved to accept the Executive Director's agency status report as presented. Vice-Chair Duffrin seconded the motion. The motion was put to a vote and carried unanimously.

5. Presentation by the Executive Director regarding the Commission's Jurisdiction over Public Officers and Public Employees under NRS Chapter 281A, Nevada's Ethics in Government Law.

Executive Director Armstrong provided his presentation regarding the Commission's Jurisdiction over Public Officers and Public Employees.

Vice-Chair Duffrin thanked Executive Director Armstrong for his presentation and shared he particularly appreciated the slide which included examples of complaints and the emphasis that the Commission's jurisdiction is determined on a case-by-case basis.

Commissioner Oscarson echoed Vice-Chair Duffrin's comments and added that he felt the presentation was extremely thorough and concise. He requested that the recording of the presentation be posted on the Commission's website.

Chair Wallin also thanked Executive Director for his succinct presentation.

6. Commissioner comments on matters including, without limitation, identification of future agenda items, upcoming meeting dates and meeting procedures. No action will be taken under this agenda item.

Vice-Chair Duffrin thanked Chair Wallin and Commissioner Lowry for being willing to serve another term with the Commission and congratulated them on their recent reappointments.

Vice-Chair Duffrin requested that a Legislative summary cheat sheet be prepared for the Legislative Subcommittee meeting in April.

Commissioner Oscarson recognized the staff's team effort in accomplishing the work of the Commission.

Chair Wallin requested that an item be included in the next Commission meeting agenda regarding statutory restrictions precluding incarcerated persons from filing Ethics Complaints with the Commission.

7. Public Comment.

There was no public comment.

8. Adjournment.

Commissioner Oscarson made a motion to adjourn the public meeting. Commissioner Gruenewald seconded the motion. The Motion was put to a vote and carried unanimously.

The meeting adjourned at 10:17 a.m.

Minutes prepared by:

/s/ Kari Pedroza

Kari Pedroza  
Executive Assistant

/s/ Ross Armstrong

Ross Armstrong, Esq.  
Executive Director

Minutes approved April 20, 2022

\_\_\_\_\_  
Kim Wallin, CPA, CMA, CFM  
Chair

\_\_\_\_\_  
Brian Duffrin  
Vice-Chair

# **Agenda Item 4**



**STATE OF NEVADA**

**BEFORE THE NEVADA COMMISSION ON ETHICS**

In re **Amy Hagan**, Former Human Resources  
Director, Southern Nevada Health District,  
State of Nevada,

Ethics Complaint  
Case No. 20-060C

\_\_\_\_\_ Subject. /

**PROPOSED  
STIPULATED AGREEMENT**

1. **PURPOSE:** This Stipulated Agreement resolves Ethics Complaint Case No. 20-060C before the Nevada Commission on Ethics (“Commission”) concerning Amy Hagan (“Hagan”), Former Human Resources Director, Southern Nevada Health District, State of Nevada.

2. **JURISDICTION:** At all material times, Hagan served as the Human Resources Director for the Southern Nevada Health District and was a public employee as defined in NRS 281A.150. The Ethics in Government Law (“Ethics Law”) set forth in NRS Chapter 281A gives the Commission jurisdiction over elected and appointed public officers and public employees whose conduct is alleged to have violated the provisions of NRS Chapter 281A. See NRS 281A.280. Accordingly, the Commission has jurisdiction over Hagan in this matter.

3. **PROCEDURAL HISTORY BEFORE COMMISSION**

- a. On or about August 6, 2020, the Commission received Ethics Complaint No. 20-060C (“Ethics Complaint”) from the former Chief Health Officer (“Requester”) of the Southern Nevada Health District (“Health District”), alleging that Hagan violated NRS 281A.400(2), (5), (9), and (10).
- b. On September 21, 2020, the Commission issued its *Order on Jurisdiction* accepting jurisdiction and directing the Executive Director to investigate this matter.
- c. On September 21, 2020, staff of the Commission issued a *Notice to Subject* under NRS 281A.440(2), stating that the Commission accepted jurisdiction to

investigate the allegations regarding alleged violations of NRS 281A.400(2), (5), (10) and NRS 281A.420(1).

- d. On or about July 15, 2021, Hagan provided a response to the Ethics Complaint.
- e. In lieu of an adjudicatory hearing before the Commission, Hagan and the Commission now enter into this Stipulated Agreement.

**4. STIPULATED FACTS:** At all material times, the following facts were relevant to this matter:<sup>1</sup>

- a. Hagan was formerly the Director of Human Resources and Organizational Development for the Southern Nevada Health District (“Health District”) and a public employee pursuant to NRS 281A.150.
- b. Joseph P. Iser, M.D. (“Requester”) was the Chief Health Officer of the Health District and served in that position until he resigned, effective January 3, 2020.
- c. As the Director of Human Resources, Hagan was responsible for managing the Health District’s recruitment process for filling vacant positions.
- d. The Director of Administration for the Health District resigned his position in June 2019, and a recruitment was opened to fill the position.
- e. Hagan was one of the members of the recruitment committee to hire a new Director of Administration and reviewed resumes and screened applicants for the position. She also participated in the only two interviews of potential candidates and discussed the candidates with other members of the recruitment committee following the interviews.
- f. Between the interviews of the potential candidates, Hagan submitted her own application for the position of Director of Administration. Hagan announced her intention of applying for the position to her immediate supervisor simultaneously with the submittal of her application, but she did not disclose any potential conflict of interest.
- g. After she submitted her application for the Director of Administration position, Hagan was removed from the recruitment process for that position.

---

<sup>1</sup> Stipulated Facts do not constitute part of the “Investigative File” as that term is defined by NRS 281A.775. All statutory and common law protections afforded to the Investigative File shall remain and are not affected by this Stipulated Agreement.

- h. Hagan thereafter withdrew her application and returned to lead the recruitment process after being approached by two of her employees regarding the Requester's alleged behavior regarding the recruitment process.
- i. The Requester temporarily stopped the recruitment process for the Director of Administration position. The recruitment process was reassigned to another employee and Hagan reapplied for the position. The Health District ultimately closed the position, without filling the recruitment from the list of applicants, at that time.
- j. Hagan filed a discrimination complaint against Requester, which went to a hearing at which Requester was found to have discriminated against Hagan.
- k. Requester was the subject of three whistleblower complaints brought by his subordinates at the Health District. After the filing of these complaints, the Requester announced his resignation.
- l. After Hagan filed her discrimination complaint against him and he resigned, Requester filed this Ethics Complaint.

**5. TERMS / CONCLUSIONS OF LAW:** Based on the foregoing, Hagan and the Commission agree as follows:

- a. Each of the stipulated facts enumerated in Section 4 of this Stipulated Agreement is agreed to by the parties.
- b. Hagan, as a former public employee, may not use her official position to seek other employment for herself.
- c. Allegations that Hagan violated NRS 281A.400(2), (10) and NRS 281A.420(1) are hereby dismissed for lack of sufficient evidence to support a violation by a preponderance of the evidence.
- d. Hagan's actions constitute a single course of conduct resulting in one violation of the Ethics Law, implicating the provisions of NRS 281A.400(5), as interpreted and applied in accordance with the provisions of NRS 281A.020(1).
- e. Based upon the consideration and application of the statutory mitigating criteria set forth in NRS 281A.775, the Commission concludes that Hagan's violation in this case should not be deemed a willful violation pursuant to NRS 281A.170 and the imposition of a civil penalty is not appropriate for the following reasons:

- 1) Hagan has not previously been the subject of any violation of the Ethics Law.
  - 2) Hagen recognizes that more steps could have been taken to avoid the conflicts in this matter.
  - 3) Hagan did not receive any financial benefit as a result of her conduct.
- f. Hagan has been diligent to cooperate with and participate in the Commission's investigation and resolution of this matter.
  - g. Hagen agrees to complete ethics training available on the Commission's website within sixty (60) days of approval of this stipulation.
  - h. The Commission admonishes Hagan that if she is to return to public service, she must ensure she refamiliarizes herself with the Ethics Law for the purpose of avoiding conflict situations between her private interests and public duties in furtherance of complying with the applicable requirements of the Ethics Law.
  - i. This Stipulated Agreement depends on and applies only to the specific facts, circumstances and law related to the Ethics Complaint now before the Commission. Any facts or circumstances that may come to light after its entry that are in addition to or differ from those contained herein may create a different resolution of this matter.
  - j. This agreement is intended to apply to and resolve only this specific proceeding before the Commission and is not intended to be applicable to or create any admission of liability for any other proceeding, including administrative, civil, or criminal, regarding Hagan. If the Commission rejects this Stipulated Agreement, none of the provisions herein shall be considered by the Commission or be admissible as evidence in a hearing on the merits in this matter.

**6. WAIVER**

- a. Hagan knowingly and voluntarily waives her right to a hearing before the full Commission on the allegations in Ethics Complaint Case No. 20-060C and all rights she may be accorded with regard to this matter pursuant to NRS Chapter 281A, the regulations of the Commission (NAC Chapter 281A), the Nevada

Administrative Procedures Act (NRS Chapter 233B) and any other applicable provisions of law.

- b. Hagan knowingly and voluntarily waives her right to any judicial review of this matter as provided in NRS Chapter 281A, NRS Chapter 233B or any other applicable provisions of law.

7. **ACCEPTANCE:** We, the undersigned parties, have read this Stipulated Agreement, understand each and every provision therein, and agree to be bound thereby. The parties orally agreed to be bound by the terms of this agreement during the regular meeting of the Commission on April 20, 2022.<sup>2</sup>

DATED this \_\_\_\_ day of \_\_\_\_\_, 2022. \_\_\_\_\_  
Amy Hagan

The above Stipulated Agreement is approved by:

FOR AMY HAGAN,  
Subject

DATED this \_\_\_\_ day of \_\_\_\_\_, 2022. \_\_\_\_\_  
Griffith Hayes, Esq.  
Counsel for Subject

FOR ROSS E. ARMSTRONG, ESQ.  
Executive Director  
Nevada Commission on Ethics

DATED this \_\_\_\_ day of \_\_\_\_\_, 2022. \_\_\_\_\_  
Elizabeth J. Bassett, Esq.  
Associate Counsel  
Nevada Commission on Ethics

<sup>2</sup> Subject waived any right to receive written notice pursuant to NRS 241.033 of the time and place of the Commission's meeting to consider her character, alleged misconduct, professional competence, or physical or mental health.

Approved as to form by:

FOR NEVADA COMMISSION ON ETHICS

DATED this \_\_\_\_ day of \_\_\_\_\_, 2022. /s/ Draft  
Tracy L. Chase, Esq.  
Commission Counsel

The above Stipulated Agreement is accepted by the Nevada Commission on Ethics:

By: /s/ Draft  
Kim Wallin, CPA, CMA, CFM  
Chair

By: /s/ Draft  
James Oscarson  
Commissioner

By: /s/ Draft  
Brian Duffrin  
Vice-Chair

By: /s/ Draft  
Damian R. Sheets, Esq.  
Commissioner

By: /s/ Draft  
Barbara Gruenewald, Esq.  
Commissioner

By: /s/ Draft  
Thoran Towler  
Commissioner

By: /s/ Draft  
Teresa Lowry, Esq.  
Commissioner

By: /s/ Draft  
Amanda Yen, Esq.  
Commissioner



Submitted Electronically on 08-06-2020

# NEVADA COMMISSION ON ETHICS

## ETHICS COMPLAINT

[Sec. 3.6 to 13, inclusive, of S.B. 84 \(2017\)](#)

1. Provide the following information for the public officer or employee you allege violated the Nevada Ethics in Government Law, NRS Chapter 281A. *(If you allege that more than one public officer or employee has violated the law, use a separate form for each individual.)*

<b>Name:</b> <i>(Last, First)</i>	Hagan, Amy		<b>Title of Public Office:</b> <i>(Position)</i>	Director of Human Relations
<b>Public Entity:</b> <i>(Name of the entity employing this position)</i>	Southern Nevada Health District			
<b>Address:</b>	280 S. Decatur		<b>City, State, Zip Code:</b>	Las Vegas, NV 89107
<b>Telephone:</b>	<i>Work:</i> 702-759-1000	<i>Other (home/cell):</i>	<b>Email:</b>	hagan@snhd.org

2. Describe in specific detail the public officer's or employee's conduct that you allege violated NRS Chapter 282A. *(Include specific facts and circumstances to support your allegation: times, places, and the name and position of each person involved.)*

Ms. Hagan decided to file a whistleblower complaint against me without cause and in collaboration with Ms. Emily Elzeftawy and others. Ms. Hagan's complaint was fabricated due to her animus related to her several requests to take on additional duties from other staff members, particularly from the Division of Administration Director. She also believed, without cause or justification, that I would not select her as the Director for the Division of Administration. Fabrications included in her complaint include stating that she refused to retaliate against Ms Elzeftawy, as directed by me, after Ms. Elzeftawy filed her complaint. I did not direct Amy to retaliate against Ms. Elzeftawy in any way, and Ms. Hagan never refused to retaliate because she was never asked to do so. Ms. Hagan alleges harassment by me; I have never harassed her. Ms. Hagan claims Ms. Bradley helped me retaliate against Ms. Hagan; this also has no basis in truth. She claims I have boxed her out of her ability to do her job; again, absolutely not true. Ms. Hagan provided several examples to support her complaint. Those examples are not true or are examples of my management of a problematic, ethical violation on her part beginning with her application for the open position of Director of Administration. Ms. Hagan's duties, as the manager of Human Resources, include screening for open positions. When the Division

Director for Administration became open for recruitment, Ms. Hagan was in charge of screening applicants. She screened many candidates herself, then recommended two applicants for initial interviews. Ms. Hagan participated in those interviews, then discussed the candidates with the rest of the interviewers following those interviews. Even before screening and participating, Ms. Hagan decided to apply herself without informing me or others on the interview committee. As soon as I saw she had applied, I worked with Ms. Bradley, legal counsel for SNHD, to find a way to correct for this critical inappropriate ethical lapse in judgment by Ms. Hagan. This included setting up a process to review all of the previous and current existing applications, including the ones Ms. Hagan had screened out of the process. We also set in place a process to exclude Ms. Hagan from any further access to current and future applications for this position in order to prevent her from continuing to obtain an unfair advantage over other candidates. We directed Angela Lewis, the supervisor within HR, to exclude Ms. Hagan from any discussions regarding this position going forward in order to protect the process. Despite this direction to Ms. Lewis, she did discuss process and issues with Ms. Hagan. Ms. Hagan then decided she would withdraw her application and requested that she be put back in charge of the process. Since Ms. Hagan told me she withdrew from the process and requested being put back in charge, I agreed. This would resolve the significant ethical issues she had created. However, after being allowed to access and review all of the applications again, Ms. Hagan changed her mind again and informed me that she would be an applicant. As a result of this series of ethical violations, we determined to put the entire recruitment back on hold. It is clear that her numerous complaints stem from her anger and her retaliation towards me related to my decisions related to this process described above. After she filed her complaint against me, she then claimed retaliation. Examples she provided included stating that I had assigned her projects that were the previous Director of Administration's. I never assigned her those projects. She states I wanted to hire Sean Beckham for the Director of Administration position. As I was trying to determine whether there were any viable internal candidates, I asked her if Mr. Beckham was qualified to apply. She told me he wasn't, and I never followed up any further. As I read many of her other allegations, I had no idea what she was referring to--and I still don't. It is true that I forwarded Ms. Hagan's complaint to Ms. Bradley because of my absolute need to warn legal counsel of the likelihood of Ms. Hagan's possible decision to file a lawsuit against the District. She accused me of my "overall tone and dismissive language" in my e-mails. While I have not reviewed every e-mail I have sent, I did not find any that were inappropriate in tone or dismissive. As a second issue, Ms. Hagan now tries to be involved in management decisions that don't directly involve her. Two examples of these management issues include Hours of service at our Henderson

location and whether or not to hire additional security guards. The decision in both of these cases are not within the realm of HR duties, though the outcome of those management decisions might involve HR during implementation. Finally, Ms. Hagan has continually tried to gain more power and authority at the expense of other managers. She has done this, in my opinion, to gain more power, authority, and pay. Initially after coming to the District, she tried to coerce the transfer of SNHD's security staff from the Facilities Manager and the Director of Administration. I denied her request. Another example occurred after the previous Director of Administration left the District. She devised a plan to take several of those duties and add them to her own. Again, I denied this request. As noted above, she falsely claimed that I had assigned some of the Director of Administration's responsibilities to her, then she demanded out of class pay. I did not assign those duties. Ms. Hagan also misused and misinterpreted hiring data to show that the District has a gender pay disparity, and she recommended that I increase her pay to help resolve this. I subsequently asked for assistance from Clark County to look at our hiring data to determine whether or not there is a gender pay disparity. The investigator contracted by Clark County apparently found, without evidence, that I had retaliated against Ms. Hagan. I requested a copy of this investigation but was refused. I also asked to have another investigator review those findings, and again I was refused. Subsequently, SNHD legal counsel met with the Board of Health, who subsequently asked for my resignation. Finally, in a separate incident, Ms. Hagan recommended hiring an employee for the public health lab. She told me she knew the person but had no personal relationship with him. I have now discovered that she had a personal dating relationship with him, and she continued that relationship after he was hired.

3. Is the alleged conduct the subject of any action or matter currently pending before another administrative or judicial body? If yes, describe:

No.

4. NRS 281A requires public officers and employees to hold public office as a public trust and avoid conflicts between public duties and private interests. (NRS 281A.020) What provisions of NRS Chapter 281A are relevant to the conduct alleged?

**Please check all that apply.**

<input type="checkbox"/> NRS 281A.400(1)	Seeking or accepting any gift, service, favor, employment, engagement, emolument or economic opportunity for himself or person to whom he has a commitment in a private capacity which would tend improperly to influence a reasonable person in his position to depart from the faithful and impartial discharge of his public duties.
<input checked="" type="checkbox"/> NRS 281A.400(2)	Using his position in government to secure or grant unwarranted privileges, preferences, exemptions or advantages for himself, any business entity in which he has a significant pecuniary interest, or any person to whom he has a commitment in a private capacity.
<input type="checkbox"/> NRS 281A.400(3)	Participating as an agent of government in the negotiation or execution of a contract between the government and himself, and any business entity in which he has a significant pecuniary interest or any person to whom he has a commitment in a private capacity.

<input type="checkbox"/> NRS 281A.400(4)	Accepting any salary, retainer, augmentation, expense allowance or other compensation from any private source for himself or any person to whom he has a commitment in a private capacity for the performance of his duties as a public officer or employee.
<input checked="" type="checkbox"/> NRS 281A.400(5)	Acquiring, through his public duties or relationships, any information which by law or practice is not at the time available to people generally, and using the information to further the pecuniary interests of himself or any other person or business entity.
<input type="checkbox"/> NRS 281A.400(6)	Suppressing any governmental report or other document because it might tend to affect unfavorably his pecuniary interests, or any person to whom he has a commitment in a private capacity.
<input type="checkbox"/> NRS 281A.400(7)	Using governmental time, property, equipment or other facility to benefit his significant person or financial interest, or any person to whom he has a commitment in a private capacity. <i>(Some exceptions apply)</i>
<input type="checkbox"/> NRS 281A.400(8)	A State Legislator using governmental time, property, equipment or other facility for a nongovernmental purpose or for the private benefit of himself or any other person, or requiring or authorizing a legislative employee, while on duty, to perform personal services or assist in a private activity. <i>(Some exceptions apply)</i>
<input checked="" type="checkbox"/> NRS 281A.400(9)	Attempting to benefit his personal or financial interest or any person to whom he has a commitment in a private capacity through the influence of a subordinate.
<input checked="" type="checkbox"/> NRS 281A.400(10)	Seeking other employment or contracts for himself or any person to whom he has a commitment in a private capacity through the use of his official position.
<input type="checkbox"/> NRS 281A.400(1)	Representing or counseling a private person for compensation on an issue pending before the agency while employed, or within 1 year after leaving the service of the agency, including before any state agency of the Executive or Legislative Department. (State and local legislators and part time public officers and employees may represent/counsel private persons before agencies they do not serve, except local legislators may not represent/counsel private persons before other local agencies within the same county.)
<input type="checkbox"/> NRS 281A.420(1)	Failing to sufficiently disclose his acceptance of a gift or loan, pecuniary interest, or commitment in a private capacity to the interest of another person that is reasonably affected by an official matter.
<input type="checkbox"/> NRS 281A.420(3)	Failing to abstain from acting on an official matter which is materially affected by his acceptance of a gift or loan, pecuniary interest, or commitment in a private capacity to the interest of another person.
<input type="checkbox"/> NRS 281A.430	Negotiating, bidding on or entering into a government contract in which he has a significant pecuniary interest.
<input type="checkbox"/> NRS 281A.500	Failing to file or timely file a Nevada Acknowledgement of Ethical Standards for Public Officers form.
<input type="checkbox"/> NRS 281A.510	Accepting or receiving an improper honorarium.
<input type="checkbox"/> NRS 281A.520	Requesting or otherwise causing a governmental entity to incur an expense or make an expenditure to support or oppose a ballot question or candidate during the relevant timeframe.
<input type="checkbox"/> NRS 281A.550	Negotiating or accepting employment from a business or industry regulated by or contracted with former public agency within one year after leaving the service of the agency. (Failing to honor the applicable "cooling off" period after leaving public service).

\*Pursuant to NRS 281A.065, a public officer or employee has a commitment in a private capacity to the following persons:

1. Spouse; domestic partner
2. Household member
3. Family member within 3<sup>rd</sup> degree of consanguinity
4. Employer or spouses/domestic partners employer
5. Substantial and continuing business partner/associate
6. Substantially similar relationships

**5. YOU MUST SUBMIT EVIDENCE TO SUPPORT YOUR ALLEGATIONS.** Attach all documents or items you believe support your allegations. [NAC 281A.400\(6\)](#) defines evidence which supports the allegation as any reliable and competent form of proof provided by witnesses, public and private records, audio or visual recordings, documents, exhibits, concrete objects, and such forms of proof that support a reasonable belief in the truth of the allegation. A newspaper article or other media report will not support your allegations if it is offered by itself, but may be included with evidence that corroborates the article or report.

**6. Witnesses:** Identify all persons who have knowledge of the facts and circumstances you have described, as well as the nature of the testimony the person will provide.

Name and Title:	<b>Annette Bradley</b>		
Address:		City, State, Zip:	Las Vegas, NV
Telephone:	<u>Work:</u> 702-759-1000	<u>Other (home/cell):</u>	Email: Bradley@snhd.org
Nature of Testimony:	Ms. Bradley was involved from the very beginning of Ms. Hagan's unethical conduct and advised me on how best to respond to that behavior.		

**7. Requesters Information:**

Your Name:	<b>JOSEPH ISER</b>		
Your Address:		City, State, Zip:	LAS VEGAS, NV 89117
Your Telephone:	<u>Day:</u> 415-268-9450	<u>Evening:</u> 415-268-9450	Email: joseph.iser@hssii.com

\* NOTE: Your identity as the Requester and a copy of this Complaint will be provided to the Subject if the Commission accepts jurisdiction of the matter, unless:

Pursuant to Sec. 8 of S.B. 84, I request that my identity as the requester of this Ethics Complaint remain confidential because (please check appropriate box)

I am a public officer or employee who works for the same public body, agency or employer as the subject of this Ethics Complaint. Provide evidence of your employment with the same public body, agency or employer.

**OR**

I can show a reasonable likelihood that disclosure of my identity will subject me or a member of my household to a bona fide threat of physical force or violence. Describe the facts and circumstances which support a reasonable likelihood of a bona fide threat of physical force or violence.

I am now retired.

The Commission may decline to maintain the confidentiality of your identity as the Requester for lack of sufficient evidence of your employment status with the same public body, agency or employer, or proof of a bonafide threat of physical harm.

If the Commission declines to maintain my confidentiality, I wish to:

Withdraw my Complaint, **OR**

Submit the Complaint understanding that the Subject will know my identity as the Requester.

**By my signature below, I affirm that the facts set forth in this document and all of its attachments are true and correct to the best of my knowledge and belief. I am willing to provide sworn testimony regarding these allegations. I acknowledge that, pursuant to NRS 281A, this Ethics Complaint, the materials submitted in support of the allegations, and the Commissions investigation are confidential unless and until the Commissions Review Panel renders a determination. The Commission's Investigatory File remains confidential.**

*Joseph P. Iser*

Date: 08-06-2020

Signature:

Print Name: Joseph P. Iser

**You must submit this form bearing your signature to:**

Executive Director  
Nevada Commission on Ethics

704 W. Nye Lane, Suite 204  
Carson City, Nevada 89703  
Or through the Commissions website: [www.ethics.nv.gov](http://www.ethics.nv.gov)

**STATE OF NEVADA**  
**BEFORE THE NEVADA COMMISSION ON ETHICS**

In re **Amy Hagan**, Human Resources  
Director, Southern Nevada Health District,  
State of Nevada,

Ethics Complaint  
Case No. 20-060C

\_\_\_\_\_  
Subject. /

**WAIVER OF PANEL PROCEEDING/DETERMINATION AND CONFIDENTIALITY**

AH

I, Amy Hagan, the Subject of the above referenced Ethics Complaint, affirm that I have read the provisions of NRS 281A.725 and NRS 281A.730, and hereby freely and voluntarily waive all statutory requirements for a Review Panel proceeding and/or a Review Panel Determination. I do not object, and hereby submit to the jurisdiction of the Nevada Commission on Ethics ("Commission") to conduct further proceedings relating to the Ethics Complaint including, without limitation, rendering an opinion in this matter.

Dated: 4/7/2022

Amy Hagan  
Amy Hagan, Subject

Date Received: 4/11/22

Doreen Hays  
Employee of the Commission

**STATE OF NEVADA  
BEFORE THE NEVADA COMMISSION ON ETHICS**

In re **Amy Hagan**, Human Resources  
Director, Southern Nevada Health District,  
State of Nevada,

Ethics Complaint  
Case No. 20-060C

Subject. /

---

**WAIVER OF NOTICE REQUIRED UNDER NRS 241.033(1) TO  
CONSIDER CHARACTER, MISCONDUCT, OR COMPETENCE  
OF SUBJECT IN ETHICS COMPLAINT PROCEEDINGS**

The Nevada Commission on Ethics ("Commission") may be holding various hearings, meetings, judicial review or appellate proceedings and other proceedings to consider the Subject's character, misconduct or competence as related to the above referenced Consolidated Ethics Complaints (collectively "Proceedings"). If the Proceedings are not exempt from Nevada's Open Meeting Law pursuant to NRS Chapters 241 or 281A, NRS 241.033(1) requires notice be personally served on Subject of the time and place of the meeting at least 5 working days before the meeting or sent by certified mail to the last known address at least 21 working days before the meeting. Subject agrees to comply with all noticed deadlines and scheduled dates for the Proceedings, including those noticed by a posted public agenda, scheduled with the parties or set forth in a Notice of Hearing and Scheduling Order and other issued Orders, including any amendments thereto.

I, Amy Hagan, understand the statutory notice requirements of NRS 241.033 and hereby knowingly and voluntarily waive my rights thereto associated with any Proceedings. In doing so, I expressly consent to any discussion of my qualifications, competence and character in the Proceedings. Prior to signing this waiver, I either had the opportunity to discuss this matter with my attorney or have voluntarily determined to proceed on my own accord, thereby waiving the right to consult with an attorney.

Dated this 7<sup>th</sup> day of April, 2022.

By:   
Amy Hagan



**STATE OF NEVADA**

**BEFORE THE NEVADA COMMISSION ON ETHICS**

In re **Amy Hagan**, Human Resources  
Director, Southern Nevada Health District,  
State of Nevada,

Ethics Complaint  
Case No. 20-060C

Subject. /

**NOTICE OF HEARING TO CONSIDER STIPULATED AGREEMENT**  
NRS 281A.745

**PLEASE TAKE NOTICE**, the Nevada Commission on Ethics ("Commission") will hold a public meeting to consider a **Proposed Stipulated Agreement** regarding the allegations submitted in Ethics Complaint No 20-060C at the following time and location:

When: Wednesday, **April 20, 2022** at **9:00 a.m.**

Where: Grant Sawyer State Building  
Governor's Conference Room Suite 5100  
555 E. Washington Avenue  
Las Vegas, NV 89101

And via Zoom at:

<https://us06web.zoom.us/j/89746077463?pwd=VGVwUVkzMG5Bb3FYdklObDFpaU1yUT09>

Zoom Meeting Telephone Number: 720-707-2699

Meeting ID: 897 4607 7463

Passcode: 343521

Subject has waived the personal notice requirements of NRS 241.033 (Nevada's Open Meeting Law). If the Proposed Stipulated Agreement is approved, it will serve as the final written opinion in this matter pursuant to NRS 281A.135.

DATED: April 13, 2022

/s/ Tracy L. Chase

Tracy L. Chase, Esq.  
Commission Counsel

## CERTIFICATE OF SERVICE

I certify that I am an employee of the Nevada Commission on Ethics and that on this day in Carson City, Nevada, I transmitted a true and correct copy of the foregoing **Notice of Hearing** via electronic mail to the Parties and counsel of record, as follows:

### Executive Director:

Ross E. Armstrong, Esq.  
Executive Director  
Elizabeth J. Bassett, Esq.  
Associate Counsel  
Kari Pedroza, Executive Assistant  
704 W. Nye Lane, Suite 204  
Carson City, NV 89703

Email: [rarmstrong@ethics.nv.gov](mailto:rarmstrong@ethics.nv.gov)

Email: [ebassett@ethics.nv.gov](mailto:ebassett@ethics.nv.gov)

cc: [k.pedroza@ethics.nv.gov](mailto:k.pedroza@ethics.nv.gov)

### Subject:

Amy Hagan  
c/o Griffith H. Hayes, Esq.  
Alicia A. Hagerman, Esq.  
Litchfield Cavo LLP.  
3993 Howard Hughes Pkwy,  
Suite 100  
Las Vegas, NV 89169

Email: [Hayes@litchfieldcavo.com](mailto:Hayes@litchfieldcavo.com)

Email: [Hagerman@litchfieldcavo.com](mailto:Hagerman@litchfieldcavo.com)

DATED: April 13, 2022

  
\_\_\_\_\_  
Employee of the Nevada Commission on Ethics

# **Agenda Item 5**



**STATE OF NEVADA  
COMMISSION ON ETHICS**

---

*Executive Director Report - April 2022*

---

## **Education and Outreach**

### *Social Media*

The Commission's social media platforms have seen continued growth in the number of followers since January 1.

### *Training and Technical Assistance*

- Clark County reported training of 76 staff in February
- UMC Governing Board Training Completed via WebEx on March 30, 2022
- Boulder City and Nye County Training Completed on April 5, 2022 / April 6, 2022
  - 65 participants
  - In-person training at both locations
- Carson City training scheduled for May 3
- Inquiries from Southern Nevada Regional Housing Authority, Clark County Library System, and Nevada Secretary of State
  - Targeting a June southern Nevada training trip

### *Online Learning System*

The Governor's Office has authorized the Commission to apply for and receive American Rescue Plan Act dollars to establish an online training system. Commission staff are obtaining quotes and have completed the initial grant paperwork. We will be working with the Governor's Finance Office and Administrative Services Division to establish budget authority.

## **FY22/23 Budget Update**

The Commission is on track to appropriately spend funds allocated in the 2022 Fiscal Year.

The Administrative Services Division (ASD) changed their billing method for the county and city assessments in FY 2022. Upon questions from a county, the Governor's Finance Office and Commission Staff determined that the change in approach was likely not in compliance with the county assessment statute and consequently ASD will be making a correction to the methodology and correction to county and city billings. This will shift how much different entities pay but not the total revenue coming to the Commission's budget account.

A budgetary Bill Draft Request will be developed to clarify the statutory language related to assessment calculations for next session.

## **Commission Meeting Status**

The Commission is set to meet on May 18. At the May meeting the Commission will need to approve the Bill Draft Request to be submitted.

Scheduled Adjudicatory Hearings

20-064C (S. Alford) - August 2022

19-088C (B. Ramos) - September 2022

19-126C (Q. Liu) - November 2022

21-100C (O. Czyz) - March 2023

20-081C/20-085C (L. Blundo) - April 2023

20-062C/20-082C (J. Lombardo) - May 2023

## **Website Updates**

See attached suggested edits which include:

- Adjusting top bar and bottom button options
- Front and center “File a Complaint” button
- Public officer/employee buttons on right side

## **Commission Branding Preview**

The Commission has previously expressed interest in developing a Commission logo. Some suggested reading before we embark on that project below:

[3 Reasons Your Government Agency Needs a Strong Brand Now](#)

[What is the difference between Branding, Identity & Logo Design](#)

[Build Your Brand](#)

Submitted: Ross E. Armstrong, Executive Director

Date: 4/13/2022



# State of Nevada Commission on Ethics

NV [Agencies](#) [Jobs](#)

ENHANCED BY Google

Search This Site  Search All Sites

ADA Assistance

PRINT

[HOME](#) [ABOUT](#) [NEWS](#) [OPINIONS](#) [MEETINGS](#) [FORMS](#) [RESOURCES](#) [CONTACT](#) [ACKNOWLEDGEMENTS](#)

Welcome to the Nevada Commission on Ethics

Follow us on Twitter!

## Tweets by @ethics\_nevada



**Nevada Commission on Ethics**

@ethics\_nevada

Replying to @ethics\_nevada

The correct answer is 45 days. ⌚

Pursuant to NRS 281A.680 "The Commission shall render the advisory opinion within 45 days after receiving the request, unless the requester waives

[Embed](#)

[View on Twitter](#)

### Next Scheduled Meeting

April 20, 2022 @ TBD

[File an Acknowledgment](#)

[File A Complaint](#)

[Request an Advisory Opinion](#)

[Ethics Training Video](#)

[Request Ethics Law Training](#)

#### NEW & NEWSWORTHY



#### OPINIONS



#### MEETINGS & WORKSHOPS



#### FORMS



Request ADA document remediation for individuals using assistive technology devices

[Home](#)

[About](#)

[Members/Staff](#)

[Opinions](#)



[Meetings](#)

[Forms](#)

[Resources](#)

[Contact Us](#)

Select Language ▼

Section 508  
WCAC 2.0



State of Nevada

# Commission on Ethics

<b>HOME</b>	<b>ABOUT</b>	<b>RESOURCES</b>	<b>NEWS</b>	<b>OPINIONS</b>	<b>MEETINGS</b>
	Members/ Staff	Training	Press Releases	Database	
	Contact	Forms	Twitter Link	Highlight Recently Issued	

## Welcome to the Nevada Commission on Ethics

[File A Complaint](#)

Next Meeting Date  
Month day, Year @ 00:00 AM



For Public Officers/ Employees:

[File an Acknowledgment](#)

[Request an Advisory Opinion](#)

[Ethics Training Video](#)

[Request Ethics Training](#)

**RECENT OPINIONS**

**ACKNOWLEDGMENT SEARCH**

**ETHICS LAW**

**FORMS & RESOURCES**

# **Agenda Item 6**



**State of Nevada  
COMMISSION ON ETHICS**

**MEMORANDUM**

\*\* ◆ \*\*

**DATE:** April 13, 2022  
**TO:** Commission on Ethics  
**FROM:** Tracy L. Chase, Commission Counsel  
**RE:** Item no. 6, April 20, 2022, public meeting agenda - Presentation by Commission Counsel pertaining to restriction set forth in NRS 281A.710(1)(b) precluding incarcerated persons from filing Ethics Complaints.

---

Nevada's Ethics in Government Law ("Ethics Law") in its early renditions between 1975 to 1991, did not provide the Commission authority to hold complaint hearings or issue civil penalties. During this period, the Commission's role was primarily advisory in nature. For certain prohibited conduct, there were ancillary misdemeanor charges processed by law enforcement agencies and the court systems.

The authority for the Commission to consider and issue civil penalties over the improper conduct of public officers and employees was adopted during the 1991 Legislative Session. See Assembly Bill 190. Notably, from the original enactment in 1991 through today, the Commission's authority to process an ethics complaint is permissive and is not mandatory. See NRS 281A.710, and its former statutes NRS 281A.440 and NRS 281A.511. In the 1999 Legislative session, the restriction prohibiting incarcerated persons from filing an ethics complaint was proposed by Section 16 of Senate Bill 478 ("SB 478"), attached.

Separate from the authority of the Ethics Commission, Nevada has created a Department of Corrections overseen by the Board of State Prison Commissioners, which has powers to prescribe regulations for carrying out the duties of the Department of Corrections. See NRS Chapter 209. In particular, the Director of the Department of Correction's duties include, without limitation, duties of supervision, custody, treatment, care, security and discipline of all offenders under his or her jurisdiction. In addition, NRS 209.244 provides the Attorney General authority to mediate complaints from offenders relating to any administrative act which is alleged to be contrary to law or policy.

The Nevada Department of Corrections has adopted an Inmate Grievance Procedure through [NDOC Administrative Regulation 740](#) which allows inmates to file a grievance related but not limited to "personal property, property damage,

disciplinary appeals, personal injuries, and any other tort claim or civil rights claim relating to conditions of institutional life.” See Regulation 740 Section 740.03(1). In addition to the internal NDOC grievance procedures, the NDOC has adopted [Administrative Regulation 722 “Inmate Legal Access”](#), which requires each Institution’s Warden to “ensure that inmates have access to the judicial process by providing reasonable access to the law libraries, inmate library assistants, and legal mailings.”

Finally, the NDOC updated its [Administrative Regulation 339 “Code of Ethics Employee Conduct”](#) regulation to be effective April 7, 2022. The regulation designates the NDOC’s Inspector General to be responsible for and oversee all internal administrative investigations. It specifically requires that “employees shall not use their position for personal gain” and requires reporting of “any corrupt or unethical behavior that could affect offenders, employees, or the integrity of the NDOC”

Most complaint filings before the Ethics Commission by incarcerated persons relate to personnel matters or matters for which there is already an established process in the prison system. In discussing the restriction on incarcerated persons filing ethics complaints contained in SB 478, the minutes before the Legislature’s Senate Committee on Government Affairs on April 7, 1999, indicate that General Counsel for the Governor’s Office, Scott Scherer, provided the committee with potential amendments to the bill and confirmed the purpose of the restriction:

Continuing his presentation of the proposed amendments set forth in Exhibit I, Mr. Scherer called the committee’s attention to section 16, subsection 2 of the bill. He explained the suggested change would prohibit anyone currently incarcerated in a state prison from filing an ethics commission complaint. He stated it had come to his attention that filing ethics complaints against correctional officers has become “the new sport” for inmates. He pointed out there is currently a procedure available for anyone who has a grievance against any prisons department employee. He noted one can file a complaint, follow the grievance procedure, and obtain a hearing. He recognized inmates have the right to file an action if their civil rights have been violated. Mr. Scherer surmised this would stop inmates from overloading the ethics commission with frivolous complaints as well as from impeding the ability of the Department of Prisons’ officers to do their currently difficult job.

At the May 3, 1999, hearing SB 478 before the Assembly Committee on Elections Procedures and Ethics, Mary Boetsch, Esq., Chair of the Ethics Commission, expounded on the purpose of the incarcerated-person exclusion in response to questions from Assemblyman Beers, which minutes reflect the following:

Ms. Boetsch explained ... [t]here were two types of judicial hearings available to each incarcerated person. Until those two hearings were done, the Ethics Commission was not apt to accept a request from an inmate. Those two procedures included the civil litigation in federal court and the litigation within the prison system itself. Those two criteria had to be met before the Ethics Commission would accept a request from an inmate.

The civil litigation hearing [on a prisoner matter] lasted 15 to 20 minutes and in some cases had merit. Ms. Boetsch stated there had been many complaints from the guards and the inmates as the Ethics Commission had become a choice for the inmates. She noted the hearings were done in a concise manner. ...Ms. Boetsch explained the type of requests the Ethics Commission accepted from incarcerated persons. The main types were extortion between the guards and the inmates. The guards would extort money from the inmates for certain favors given to that particular inmate. Favors given to the inmates from the guards included financial arrangements and special privileges. ... Ms. Boetsch stated inmates still had the option to utilize the legal process of the state, and why would any person need to be a registered voter to have rights. A person who committed a felony did lose some rights as a citizen yet not all, particularly the use of legal system within the state.

In synopsis, the Legislature and the NDOC have established laws or policies governing grievances from incarcerated persons, which detail the associated processes to address the grievances. In enacting the restriction set forth in SB 478 precluding incarcerated persons from filing complaints with the Commission, the legislative history confirms the intent of the Legislature in enacting the preclusion was for the incarcerated persons to utilize the remedies that are available under established law and policies enacted to govern the prison and incarceration systems, judicial systems, and mediation systems.

Senate Bill No. 478–Committee on Government Affairs

CHAPTER.....

AN ACT relating to state government; authorizing the commission to appoint an executive director and commission counsel and providing their duties; clarifying the intent of the legislature with respect to the Nevada Ethics in Government Law; increasing the number of members of the commission; authorizing the chairman of the commission to issue subpoenas in certain circumstances; revising the provisions relating to requests for opinions by the commission and the manner in which determinations of just and sufficient cause to render such opinions are made; revising the provisions relating to the confidentiality of persons who request an opinion by or provide testimony to the commission; authorizing the commission to take testimony by telephone or video conference in certain circumstances; revising the civil penalties for willful violations of ethical provisions; revising the penalties for certain crimes; authorizing the commission and the secretary of state to waive certain civil penalties in certain circumstances; and providing other matters properly relating thereto.

THE PEOPLE OF THE STATE OF NEVADA, REPRESENTED IN  
SENATE AND ASSEMBLY, DO ENACT AS FOLLOWS:

**Section 1.** Chapter 281 of NRS is hereby amended by adding thereto the provisions set forth as sections 2 to 8, inclusive, of this act.

**Sec. 2.** *“Executive director” means the executive director appointed by the commission pursuant to section 5 of this act.*

**Sec. 3.** *“Panel” means the panel appointed by the commission pursuant to section 8 of this act.*

**Sec. 3.5.** *“Vexatious” means lacking justification and intended to harass.*

**Sec. 4.** *“Willful violation” means the public officer or employee knew or reasonably should have known that his conduct violated this chapter.*

**Sec. 5. 1.** *The commission shall appoint, within the limits of legislative appropriation, an executive director who shall perform the duties set forth in this chapter and such other duties as may be prescribed by the commission.*

**2.** *The executive director must have experience in administration, law enforcement, investigations or law.*

**3.** *The executive director is in the unclassified service of the state.*

**4.** *The executive director shall devote his entire time and attention to the business of the commission and shall not pursue any other business or occupation or hold any other office of profit that detracts from the full and timely performance of his duties.*

**5.** *The executive director may not:*

**(a)** *Be actively involved in the work of any political party or political campaign; or*

**(b)** *Communicate directly or indirectly with a member of the legislative branch on behalf of someone other than himself to influence legislative action, except in pursuit of the business of the commission.*

**Sec. 5.5. 1.** *The commission shall appoint, within the limits of legislative appropriation, a commission counsel who shall perform the duties set forth in this chapter and such other duties as may be prescribed by the commission.*

*2. The commission counsel must be an attorney who is licensed to practice law in this state.*

*3. The commission counsel is in the unclassified service of the state.*

*4. The commission counsel shall devote his entire time and attention to the business of the commission and shall not pursue any other business or occupation or hold any other office of profit that detracts from the full and timely performance of his duties.*

*5. The commission counsel may not:*

*(a) Be actively involved in the work of any political party or political campaign; or*

*(b) Communicate directly or indirectly with a member of the legislative branch on behalf of someone other than himself to influence legislative action, except in pursuit of the business of the commission.*

**Sec. 6. 1.** *In addition to any other duties imposed upon him, the executive director shall:*

*(a) Maintain complete and accurate records of all transactions and proceedings of the commission.*

*(b) Receive requests for opinions pursuant to NRS 281.511, 294A.345 or 294A.346.*

*(c) Gather information and conduct investigations regarding requests for opinions received by the commission and submit recommendations to the panel appointed pursuant to section 8 of this act regarding whether there is just and sufficient cause to render an opinion in response to a particular request.*

*(d) Recommend to the commission any regulations or legislation that he considers desirable or necessary to improve the operation of the commission and maintain high standards of ethical conduct in government.*

*(e) Upon the request of any public officer or the employer of a public employee, conduct training on the requirements of this chapter, the rules and regulations adopted by the commission and previous opinions of the commission. In any such training, the executive director shall emphasize that he is not a member of the commission and that only the commission may issue opinions concerning the application of the statutory ethical standards to any given set of facts and circumstances. The commission shall charge a reasonable fee to cover the costs of training provided by the executive director pursuant to this subsection.*

*(f) Perform such other duties, not inconsistent with law, as may be required by the commission.*

*2. The executive director shall, within the limits of legislative appropriation, employ such persons as are necessary to carry out any of his duties relating to:*

- (a) The administration of the affairs of the commission;*
- (b) The review of statements of financial disclosure; and*
- (c) The investigation of matters under the jurisdiction of the commission.*

**Sec. 7.** *Every public officer shall acknowledge that he has received, read and understands the statutory ethical standards. The acknowledgment must be on a form prescribed by the commission and must accompany the first statement of financial disclosure that the public officer is required to file with the commission pursuant to NRS 281.561. Willful refusal to execute and file the acknowledgment required by this subsection constitutes nonfeasance in office and is a ground for removal pursuant to NRS 283.440.*

**Sec. 8. 1.** *The chairman shall appoint one or more panels of two members of the commission on a rotating basis to review the determinations of just and sufficient cause made by the executive director pursuant to NRS 281.511 and make a final determination regarding whether just and sufficient cause exists for the commission to render an opinion.*

*2. The chairman and vice chairman of the commission may not serve together on a panel.*

*3. The members of a panel may not be members of the same political party.*

*4. If a panel finds just and sufficient cause for the commission to render an opinion in a matter, the members of the panel shall not participate in any further proceedings of the commission relating to that matter.*

**Sec. 8.5.** NRS 281.421 is hereby amended to read as follows:

281.421 1. It is hereby declared to be the public policy of this state that:

(a) A public office is a public trust and shall be held for the sole benefit of the people.

(b) A public officer or employee must commit himself to avoid conflicts between his private interests and those of the general public whom he serves.

2. The legislature finds that:

(a) The increasing complexity of state and local government, more and more closely related to private life and enterprise, enlarges the potentiality for conflict of interests.

(b) To enhance the people's faith in the integrity and impartiality of public officers and employees, adequate guidelines are required to show the appropriate separation between the roles of persons who are both public servants and private citizens.

*(c) Members of the legislature serve as “citizen legislators” who have other occupations and business interests. Each legislator has particular philosophies and perspectives that are necessarily influenced by the life experiences of that legislator, including, without limitation, professional, family and business experiences. Our system assumes that legislators will contribute those philosophies and perspectives to the debate over issues with which the legislature is confronted. The law concerning ethics in government is not intended to require a member of the legislature to abstain on issues which might affect his interests, provided those interests are properly disclosed and that the benefit or detriment accruing to him is not greater than that accruing to any other member of the general business, profession, occupation or group.*

**Sec. 9.** NRS 281.431 is hereby amended to read as follows:

281.431 As used in NRS 281.411 to 281.581, inclusive, *and sections 2 to 8, inclusive, of this act*, unless the context otherwise requires, the words and terms defined in NRS 281.432 to 281.4365, inclusive, *and sections 2 to 4, inclusive, of this act* have the meanings ascribed to them in those sections.

**Sec. 10.** NRS 281.455 is hereby amended to read as follows:

281.455 1. The commission on ethics, consisting of ~~[six]~~ *eight* members, is hereby created.

2. The legislative commission shall appoint to the commission ~~[-~~  
~~(a) One former legislator;~~  
~~(b) One former public officer of a county; and~~  
~~(c) One former public officer of a city.]~~ *four residents of the state, at least two of whom are former public officers, and at least one of whom must be an attorney licensed to practice law in this state.*

3. The governor shall appoint to the commission ~~[three]~~ *four* residents of the state, ~~[one]~~ *at least two* of whom must be ~~[-, if available and willing to serve, a retired justice or judge of this state who was not removed or retired from that office for cause.]~~ *former public officers or public employees, and at least one of whom must be an attorney licensed to practice law in this state.*

4. Not more than ~~[three]~~ *four* members of the commission may be members of the same political party. Not more than ~~[three]~~ *four* members may be residents of the same county.

5. None of the members of the commission may:

(a) Hold another public office;

(b) Be actively involved in the work of any political party or political campaign; or

(c) ~~[Appear in person and communicate]~~ *Communicate* directly with a member of the legislative branch on behalf of someone other than himself ~~[-]~~ *or the commission*, for compensation, to influence legislative action, while he is serving on the commission.

6. After the initial terms, the ~~[members shall serve]~~ terms of *the members are* 4 years. Any vacancy in the membership must be filled by the appropriate appointing authority for the unexpired term. Each member may serve no more than two consecutive full terms.

**Sec. 11.** NRS 281.461 is hereby amended to read as follows:

281.461 1. The commission shall:

(a) At its first meeting and annually thereafter elect a chairman and vice chairman from among its members.

(b) Meet regularly at least once in each calendar quarter, unless there are no requests made for an opinion pursuant to NRS 281.511, 294A.345 or 294A.346, and at other times upon the call of the chairman.

2. Members of the commission are entitled to receive a salary of not more than \$80 per day, as fixed by the commission, while engaged in the business of the commission.

3. While engaged in the business of the commission, each member and employee of the commission is entitled to receive the per diem allowance and travel expenses provided for state officers and employees generally.

4. ~~[The commission shall, within the limits of legislative appropriation, employ such persons as are necessary to carry out any of its duties relating to:~~

~~—(a) The administration of its affairs;~~

~~—(b) The review of statements of financial disclosure; and~~

~~—(c) The investigation of matters under its jurisdiction.~~

~~—5.]~~ The commission may, within the limits of legislative appropriation, maintain such facilities as are required to carry out its functions.

**Sec. 12.** NRS 281.465 is hereby amended to read as follows:

281.465 1. The commission has jurisdiction to investigate and take appropriate action regarding an alleged violation of:

(a) This chapter by a public officer or employee or former public officer or employee in any proceeding commenced by:

(1) The filing of a request for an opinion with the commission; or

(2) ~~[A determination of the]~~ *The* commission on its own motion .

~~[that there is just and sufficient cause to render an opinion concerning the conduct of that public officer or employee or former public officer or employee.]~~

(b) NRS 294A.345 or 294A.346 in any proceeding commenced by the filing of a request for an opinion pursuant thereto.

2. The provisions of paragraph (a) of subsection 1 apply to a public officer or employee who:

(a) Currently holds public office or is publicly employed at the commencement of proceedings against him.

(b) Resigns or otherwise leaves his public office or employment:

(1) After the commencement of proceedings against him; or

(2) Within 1 year after the alleged violation or reasonable discovery of the alleged violation.

**Sec. 13.** NRS 281.471 is hereby amended to read as follows:

281.471 The commission shall:

1. Adopt procedural regulations ~~{to}~~ :

(a) *To facilitate the receipt of inquiries by the commission;*

(b) *For the filing of a request for an opinion with the commission;*

(c) *For the withdrawal of a request for an opinion by the person who filed the request; and*

(d) *To facilitate the prompt rendition of ~~{its opinions.}~~ opinions by the commission.*

2. Prescribe, by regulation, forms and procedures for the submission of statements of financial disclosure ~~{,}~~ *and statements of acknowledgment filed by public officers pursuant to section 7 of this act*, maintain files of ~~{the}~~ *such* statements and make the statements available for public inspection.

3. ~~{Make}~~ *Cause the making of* such investigations as are reasonable and necessary for the rendition of its opinions pursuant to this chapter.

4. Inform the attorney general or district attorney of all cases of noncompliance with the requirements ~~{for disclosure.}~~ *of this chapter.*

5. Recommend to the legislature such further legislation as the commission considers desirable or necessary to promote and maintain high standards of ethical conduct in government.

6. *Publish a manual for the use of public officers and employees that contains:*

(a) *Hypothetical opinions which are abstracted from opinions rendered pursuant to subsection 1 of NRS 281.511, for the future guidance of all persons concerned with ethical standards in government;*

(b) *Abstracts of selected opinions rendered pursuant to subsection 2 of NRS 281.511; and*

(c) *An abstract of the requirements of this chapter.*

*The legislative counsel shall prepare annotations to this chapter for inclusion in the Nevada Revised Statutes based on the abstracts and published opinions of the commission.*

**Sec. 14.** NRS 281.475 is hereby amended to read as follows:

281.475 1. The chairman and vice chairman of the commission may administer oaths.

2. The commission, upon majority vote, may issue a subpoena to compel the *attendance of a witness and the production of books and papers. Upon the request of the executive director or the public officer or public employee who is the subject of a request for an opinion, the chairman or, in his absence, the vice chairman, may issue a subpoena to compel the* attendance of a witness and the production of books and papers.

3. Before issuing ~~{such a subpoena, the commission}~~ *a subpoena to a public officer or public employee who is the subject of a request for an opinion, the executive director* shall submit a written request to the public

officer or public employee ~~[who is the subject of an inquiry or opinion of the commission, or to the person or group of persons requesting an opinion pursuant to NRS 294A.345 or 294A.346,]~~ requesting:

(a) His appearance ~~[, or the appearance of a representative of the group,]~~ as a witness; *or*

(b) ~~[The appearance as a witness of any other person who may have information relating to the inquiry or opinion; or~~

~~—(c) The]~~ *His* production of any books and papers ~~[. Each such]~~ *relating to the request for an opinion.*

*4. Each written request submitted by the executive director pursuant to subsection 3 must specify the time and place for the attendance of ~~[any witness]~~ the public officer or public employee or the production of any books and papers, and designate with certainty the books and papers requested, if any. If the public officer or ~~[other witness]~~ public employee fails or refuses to attend at the time and place specified or produce the books and papers requested by the ~~[commission, the commission]~~ executive director within 5 business days after receipt of the request, the chairman may issue the subpoena. Failure of the public officer or public employee to comply with the written request of the executive director constitutes good cause for extension of the time set forth in subsections 3 and 4 of NRS 281.511.*

~~[3.]~~ *5.* If any witness refuses to attend, testify or produce any books and papers as required by the subpoena, the chairman of the commission may report to the district court by petition, setting forth that:

(a) Due notice has been given of the time and place of attendance of the witness or the production of the books and papers;

(b) The witness has been subpoenaed by the commission pursuant to this section; and

(c) The witness has failed or refused to attend or produce the books and papers required by the subpoena before the commission, or has refused to answer questions propounded to him, and asking for an order of the court compelling the witness to attend and testify or produce the books and papers before the commission.

~~[4.]~~ *6.* Except as otherwise provided in this subsection, upon such a petition, the court shall enter an order directing the witness to appear before the court at a time and place to be fixed by the court in its order, the time to be not more than 10 days after the date of the order, and then and there show cause why he has not attended, testified or produced the books or papers before the commission. If the witness has been subpoenaed by the commission in response to a request for an opinion filed pursuant to NRS 294A.345 or 294A.346, the court shall direct the witness to appear before the court as expeditiously as possible to allow the commission to render its opinion within the time required by NRS 281.477. A certified copy of the order must be served upon the witness.

~~[5.]~~ 7. If it appears to the court that the subpoena was regularly issued by the commission, the court shall enter an order that the witness appear before the commission, at the time and place fixed in the order, and testify or produce the required books and papers. Upon failure to obey the order the witness must be dealt with as for contempt of court.

**Sec. 14.2.** NRS 281.477 is hereby amended to read as follows:

281.477 1. If a request for an opinion is filed with the commission pursuant to NRS 294A.345 or 294A.346, the commission shall conduct a public hearing on the request. Except as otherwise provided in subsection 6, the hearing must be held as expeditiously as possible, but not later than 15 days after the receipt of the request for the opinion.

2. Such a request must be accompanied by all evidence and arguments to be offered by the requester concerning the issues related to the request. Except as otherwise provided in this subsection, if such evidence and arguments are not submitted with the request, the commission may:

(a) Draw any conclusions it deems appropriate from the failure of the person or group of persons requesting the opinion to submit the evidence and arguments, other than a conclusion that a person alleged to have violated NRS 294A.345 acted with actual malice; and

(b) Decline to render an opinion.

The provisions of this subsection do not prohibit the commission from considering evidence or arguments presented by the requester after submission of the request for an opinion if the commission determines that consideration of such evidence or arguments is in the interest of justice.

3. The commission shall immediately notify any person alleged to have violated NRS 294A.345 or 294A.346 that such an opinion has been requested by the most expedient means possible. If notice is given orally by telephone or in any other manner, a second notice must be given in writing no later than the next calendar day by facsimile machine or overnight mail. The notice must include the time and place of the commission's hearing on the matter.

4. A person notified pursuant to subsection 3 shall submit a response to the commission no later than at the close of business on the second business day following the receipt of the notice. The response must be accompanied by any evidence concerning the issues related to the request that the person has in his possession or may obtain without undue financial hardship. Except as otherwise provided in this subsection, if such evidence is not submitted within that time, the commission may:

(a) Draw any conclusions it deems appropriate from the failure of that person to submit the evidence and argument; and

(b) Prohibit that person from responding and presenting evidence at the hearing.

The provisions of this subsection do not prohibit the commission from allowing that person to respond and present evidence or arguments, or both, after the close of business on the second business day if the commission determines that consideration of such evidence or arguments is in the interest of justice.

5. Except as otherwise provided in subsection 4, the commission shall allow any person alleged to have violated NRS 294A.345 or 294A.346 to:

(a) Be represented by counsel; and

(b) Hear the evidence presented to the commission and respond and present evidence on his own behalf.

6. At the request of:

(a) The person or group of persons that filed the request for the opinion pursuant to NRS 294A.345 or 294A.346; or

(b) The person alleged to have violated the provisions of NRS 294A.345 or 294A.346,

the commission may grant a continuance of a hearing held pursuant to the provisions of this section upon a showing of the existence of extraordinary circumstances that would prohibit the commission from rendering a fair and impartial opinion. A continuance may be granted for not more than 15 days. Not more than one continuance may be granted by the commission pursuant to this subsection.

7. The person or group of persons that filed the request for the opinion pursuant to NRS 294A.345 or 294A.346 has the burden of proving the elements of the offense, including that a person alleged to have violated NRS 294A.345 acted with actual malice. The existence of actual malice may not be presumed. A final opinion of the commission rendered pursuant to this section must be supported by clear and convincing evidence. *In addition to the other requirements for issuing an opinion pursuant to this subsection, the commission shall not render a final opinion determining that a person has violated NRS 294A.345 or 294A.346 unless a finding that each of the elements of the offense has been proven receives the affirmative vote of two-thirds of the commission.*

8. The commission shall render its opinion, or decline to render an opinion, as expeditiously as possible, but not later than 3 days after the date of the hearing. If additional time is required to determine the state of mind or the intent of the person alleged to have violated the provisions of NRS 294A.345 or 294A.346 or to determine the amount of any civil penalty that may be imposed pursuant to NRS 281.551, the commission may continue its jurisdiction to investigate those issues but shall render its opinion as to the truth or falsity of the statement made concerning the candidate or the ballot question or its opinion as to whether the person impeded the success of the campaign or induced another person to impede the success of the campaign. If the commission continues its jurisdiction pursuant to this subsection, it may render a final opinion after the time set forth in this subsection.

9. A final opinion of the commission rendered pursuant to this section is subject to judicial review pursuant to NRS 233B.130. The district court shall give a petition for judicial review of a final opinion of the commission priority over other civil matters that are not expressly given priority by law. Notwithstanding the provisions of NRS 233B.130, the court may provide for such expedited review of the final opinion, including shortened periods for filing documents, as it deems appropriate for the circumstances.

10. Each request for an opinion filed pursuant to NRS 294A.345 or 294A.346, each opinion rendered by the commission pursuant thereto and any motion, evidence or record of a hearing relating to the request are public and must be open to inspection pursuant to NRS 239.010.

11. For the purposes of NRS 41.032, the members of the commission and its employees shall be deemed to be exercising or performing a discretionary function or duty when taking any action related to the rendering of an opinion pursuant to this section.

12. Except as otherwise provided in this section, a meeting or hearing held by the commission to carry out the provisions of this section and the commission's deliberations on the information or evidence are not subject to any provision of chapter 241 of NRS.

**Sec. 14.5.** NRS 281.481 is hereby amended to read as follows:

281.481 A code of ethical standards is hereby established to govern the conduct of public officers and employees:

1. A public officer or employee shall not seek or accept any gift, service, favor, employment, engagement, emolument or economic opportunity which would tend improperly to influence a reasonable person in his position to depart from the faithful and impartial discharge of his public duties.

2. A public officer or employee shall not use his position in government to secure or grant unwarranted privileges, preferences, exemptions or advantages for himself, any member of his household, any business entity in which he has a significant pecuniary interest, or any other person. *As used in this subsection, "unwarranted" means without justification or adequate reason.*

3. A public officer or employee shall not participate as an agent of government in the negotiation or execution of a contract between the government and any private business in which he has a significant pecuniary interest.

4. A public officer or employee shall not accept any salary, retainer, augmentation, expense allowance or other compensation from any private source for the performance of his duties as a public officer or employee.

5. If a public officer or employee acquires, through his public duties or relationships, any information which by law or practice is not at the time available to people generally, he shall not use the information to further the pecuniary interests of himself or any other person or business entity.

6. A public officer or employee shall not suppress any governmental report or other document because it might tend to affect unfavorably his pecuniary interests.

7. A public officer or employee, other than a member of the legislature, shall not use governmental time, property, equipment or other facility to benefit his personal or financial interest. This subsection does not prohibit:

(a) A limited use of governmental property, equipment or other facility for personal purposes if:

(1) The public officer who is responsible for and has authority to authorize the use of such property, equipment or other facility has established a policy allowing the use or the use is necessary as a result of emergency circumstances;

(2) The use does not interfere with the performance of his public duties;

(3) The cost or value related to the use is nominal; and

(4) The use does not create the appearance of impropriety;

(b) The use of mailing lists, computer data or other information lawfully obtained from a governmental agency which is available to members of the general public for nongovernmental purposes; or

(c) The use of telephones or other means of communication if there is not a special charge for that use.

If a governmental agency incurs a cost as a result of a use that is authorized pursuant to this subsection or would ordinarily charge a member of the general public for the use, the public officer or employee shall promptly reimburse the cost or pay the charge to the governmental agency.

8. A member of the legislature shall not:

(a) Use governmental time, property, equipment or other facility for a nongovernmental purpose or for the private benefit of himself or any other person. This paragraph does not prohibit:

(1) A limited use of state property and resources for personal purposes if:

(I) The use does not interfere with the performance of his public duties;

(II) The cost or value related to the use is nominal; and

(III) The use does not create the appearance of impropriety;

(2) The use of mailing lists, computer data or other information lawfully obtained from a governmental agency which is available to members of the general public for nongovernmental purposes; or

(3) The use of telephones or other means of communication if there is not a special charge for that use.

(b) Require or authorize a legislative employee, while on duty, to perform personal services or assist in a private activity, except:

(1) In unusual and infrequent situations where the employee's service is reasonably necessary to permit the legislator or legislative employee to perform his official duties; or

(2) Where such service has otherwise been established as legislative policy.

9. A public officer or employee shall not attempt to benefit his personal or financial interest through the influence of a subordinate.

10. A public officer or employee shall not seek other employment or contracts through the use of his official position.

**Sec. 15.** NRS 281.501 is hereby amended to read as follows:

281.501 1. Except as otherwise provided in subsection 2 or 3, a ~~member of the legislative branch~~ **public officer** may vote upon a matter if the benefit or detriment accruing to him as a result of the decision either individually or in a representative capacity as a member of a general business, profession, occupation or group is not greater than that accruing to any other member of the general business, profession, occupation or group.

2. In addition to the requirements of the code of ethical standards, a ~~member of the legislative branch~~ **public officer** shall not vote upon or advocate the passage or failure of, but may otherwise participate in the consideration of a matter with respect to which the independence of judgment of a reasonable person in his situation would be materially affected by:

(a) His acceptance of a gift or loan;

(b) His pecuniary interest; or

(c) His commitment in a private capacity to the interests of others.

It must be presumed that the independence of judgment of a reasonable person would not be materially affected by his pecuniary interest or his commitment in a private capacity to the interests of others where the resulting benefit or detriment accruing to him or to the other persons whose interests to which the member is committed in a private capacity is not greater than that accruing to any other member of the general business, profession, occupation or group. ***The presumption set forth in this subsection does not affect the applicability of the requirements set forth in subsection 3 relating to the disclosure of the pecuniary interest or commitment in a private capacity to the interests of others.***

3. A public officer or employee shall not approve, disapprove, vote, abstain from voting or otherwise act upon any matter:

(a) Regarding which he has accepted a gift or loan;

(b) Which would reasonably be affected by his commitment in a private capacity to the interest of others; or

(c) In which he has a pecuniary interest, without disclosing ~~the full nature and extent of~~ **sufficient information concerning** the gift, loan, commitment or interest ~~to~~ **to inform the public of the potential effect of the action or abstention upon the person who provided the gift or loan, upon the person to whom he has a commitment, or upon his interest.** Except as otherwise provided in subsection 6, such a disclosure must be made at the time the matter is considered. If the officer or employee is a member of a body which makes decisions, he shall make

the disclosure in public to the chairman and other members of the body. If the officer or employee is not a member of such a body and holds an appointive office, he shall make the disclosure to the supervisory head of his organization or, if he holds an elective office, to the general public in the area from which he is elected. *This subsection does not require a public officer to disclose any campaign contributions that the public officer reported pursuant to NRS 294A.120 or 294A.125 in a timely manner.*

4. If a ~~{member of the legislative branch}~~ *public officer* declares to the ~~{legislative}~~ body or committee in which the vote is to be taken that he will abstain from voting because of the requirements of this section, the necessary quorum to act upon and the number of votes necessary to act upon the matter, as fixed by any statute, ordinance or rule, is reduced as though the member abstaining were not a member of the body or committee.

5. If a ~~{member of the legislative branch}~~ *public officer* is voting on a matter which affects public employees, he shall make a full public disclosure of any personal pecuniary interest which he may have in the matter.

6. After a member of the ~~{legislative branch}~~ *legislature* makes a disclosure pursuant to subsection 3, he may file with the director of the legislative counsel bureau a written statement of his disclosure. The written statement must designate the matter to which the disclosure applies. After a legislator files a written statement pursuant to this subsection, he is not required to disclose orally his interest when the matter is further considered by the legislature or any committee thereof. A written statement of disclosure is a public record and must be made available for inspection by the public during the regular office hours of the legislative counsel bureau.

7. *The provisions of this section do not, under any circumstances:*

*(a) Prohibit a member of the legislative branch from requesting or introducing a legislative measure; or*

*(b) Require a member of the legislative branch to take any particular action before or while requesting or introducing a legislative measure.*

8. *As used in this section, "commitment in a private capacity to the interests of others" means a commitment to a person:*

*(a) Who is a member of his household;*

*(b) Who is related to him by blood, adoption or marriage within the third degree of consanguinity or affinity;*

*(c) Who employs him or a member of his household;*

*(d) With whom he has a substantial and continuing business relationship; or*

*(e) Any other commitment or relationship that is substantially similar to a commitment or relationship described in this subsection.*

**Sec. 16.** NRS 281.511 is hereby amended to read as follows:

281.511 1. The commission shall render an opinion interpreting the statutory ethical standards and apply the standards to a given set of facts

and circumstances upon request from a public officer or employee who is seeking guidance on questions which directly relate to the propriety of his own past, present or future conduct as an officer or employee. He may also request the commission to hold a public hearing regarding the requested opinion. If a requested opinion relates to the propriety of his own present or future conduct, the opinion of the commission is:

(a) Binding upon the requester as to his future conduct; and

(b) Final and subject to judicial review pursuant to NRS 233B.130, except that a proceeding regarding this review must be held in closed court without admittance of persons other than those necessary to the proceeding, unless this right to confidential proceedings is waived by the requester.

2. The commission may render an opinion interpreting the statutory ethical standards and apply the standards to a given set of facts and circumstances:

(a) Upon request from a specialized or local ethics committee.

(b) ~~Upon~~ *Except as otherwise provided in this subsection, upon* request from a person, if the requester:

(1) Submits all related evidence deemed necessary by the ~~commission for it~~ *executive director and the panel* to make a ~~preliminary~~ determination of whether there is just and sufficient cause to render an opinion in the matter; and

(2) Signs a statement on a form prescribed by the commission in which he affirms that:

(I) The accusation or information contained in the request is true;

(II) He did not submit the request in bad faith or with a vexatious purpose; and

(III) He understands that the commission may impose penalties upon him pursuant to NRS 281.551 if the commission determines that the accusation or information is false and was submitted in bad faith ~~or~~ with a vexatious purpose. ~~for in connection with a request for an opinion that the commission determines to be without merit.~~

(c) Upon the commission's own motion regarding the propriety of conduct by a public officer or employee. ~~if the commission first determines in an adopted motion that there is just and sufficient cause to render an opinion concerning the conduct of that public officer or employee.~~ The commission shall not initiate proceedings pursuant to this paragraph based solely upon an anonymous complaint. ~~Proceedings that the commission initiates pursuant to this paragraph must remain confidential unless the commission determines that there is just and sufficient cause to render an opinion.~~

The commission shall not ~~determine that there is just and sufficient cause to render an opinion without extending the public officer or employee an opportunity to appear before the commission and present evidence and argument.~~

~~3. The commission shall~~ render an opinion interpreting the statutory ethical standards or apply those standards to a given set of facts and circumstances if the request is submitted by a person who is incarcerated in a correctional facility in this state.

3. Upon receipt of a request for an opinion by the commission or upon the motion of the commission pursuant to subsection 2, the executive director shall investigate the facts and circumstances relating to the request to determine whether there is just and sufficient cause for the commission to render an opinion in the matter. The public officer or employee that is the subject of the request may submit to the executive director any information relevant to the request. The executive director shall complete an investigation and present his recommendation relating to just and sufficient cause to the panel within 15 days after the receipt of or the motion of the commission for the request, unless the panel extends the time for a period not to exceed 30 days upon the request of the executive director for good cause shown or the request of the public officer or employee. If the executive director determines after an investigation that just and sufficient cause exists for the commission to render an opinion in the matter, he shall state such a recommendation in writing, including, without limitation, the specific evidence that supports his recommendation. If, after an investigation, the executive director does not determine that just and sufficient cause exists for the commission to render an opinion in the matter, he shall state such a recommendation in writing, including, without limitation, the specific reasons for his recommendation. Within 15 days after the executive director has provided his recommendation in the matter to the panel, the panel shall make a final determination regarding whether just and sufficient cause exists for the commission to render an opinion in the matter, unless the commission extends the time for a period not to exceed 30 days upon the request of the panel for good cause shown or the request of the public officer or employee. The panel shall not determine that there is just and sufficient cause for the commission to render an opinion unless the panel has provided the public officer or employee an opportunity to respond to the allegations against him. The panel shall cause a record of its proceedings in each matter to be kept and such a record must remain confidential until the panel determines whether there is just and sufficient cause for the commission to render an opinion in the matter.

4. If the panel determines that just and sufficient cause exists for the commission to render an opinion requested pursuant to this section ~~as expeditiously as possible in light of the circumstances of the public officer or employee about whom the opinion is requested, so as to minimize adverse consequences to him that may result from a delay in issuing the opinion.~~

~~4.]~~ , *the commission shall hold a hearing and render an opinion in the matter within 30 days after the determination of just and sufficient cause by the panel, unless the commission extends the time for a period not to exceed 30 days for good cause shown or upon the request of the public officer or employee.*

5. Each request for an opinion that a public officer or employee submits to the commission pursuant to subsection 1, each opinion rendered by the commission in response to such a request and any motion, ~~preliminary~~ determination, evidence or record of a hearing relating to such a request are confidential unless the public officer or employee who requested the opinion:

(a) Acts in contravention of the opinion, in which case the commission may disclose the request for the opinion, the contents of the opinion and any motion, evidence or record of a hearing related thereto;

(b) Discloses the request for the opinion, the contents of the opinion or any motion, evidence or record of a hearing related thereto; or

(c) Requests the commission to disclose the request for the opinion, the contents of the opinion or any motion, evidence or record of a hearing related thereto.

~~5.]~~ 6. Except as otherwise provided in this subsection, each document in the possession of the commission *or its staff* that is related to a request for an opinion regarding a public officer or employee submitted to *or initiated by* the commission pursuant to ~~paragraph (b) of~~ subsection 2, including , *without limitation*, the commission's copy of the request and all materials and information gathered in an investigation of the request, is confidential until the ~~commission~~ *panel* determines whether there is just and sufficient cause to render an opinion in the matter. The public officer or employee who is the subject of a request for an opinion submitted *or initiated* pursuant to ~~paragraph (b) of~~ subsection 2 may in writing authorize the commission to make its files, material and information which are related to the request publicly available.

~~6.]~~ 7. *Except as otherwise provided in paragraphs (a) and (b), the proceedings of a panel are confidential until the panel determines whether there is just and sufficient cause to render an opinion. A person who:*

(a) *Requests an opinion from the commission pursuant to paragraph (b) of subsection 2 may:*

(1) *At any time, reveal to a third party the alleged conduct of a public officer or employee underlying the request that he filed with the commission or the substance of testimony, if any, that he gave before the commission.*

(2) *After the panel determines whether there is just and sufficient cause to render an opinion in the matter, reveal to a third party the fact that he requested an opinion from the commission.*

(b) *Gives testimony before the commission may*

:

*(1) At any time, reveal to a third party the substance of testimony that he gave before the commission.*

*(2) After the panel determines whether there is just and sufficient cause to render an opinion in the matter, reveal to a third party the fact that he gave testimony before the commission.*

8. Whenever the commission holds a hearing ~~[for a purpose other than to determine whether there is just and sufficient cause to render an opinion in a matter.]~~ *pursuant to this section*, the commission shall:

(a) Notify the person about whom the opinion was requested of the place and time of the commission's hearing on the matter;

(b) Allow the person to be represented by counsel; and

(c) Allow the person to hear the evidence presented to the commission and to respond and present evidence on his own behalf.

The commission's hearing may be held no sooner than ~~[2 weeks]~~ *10 days* after the notice is given unless the person agrees to a shorter time.

~~[7.]~~ *9. If a person who is not a party to a hearing before the commission, including, without limitation, a person who has requested an opinion pursuant to paragraph (a) or (b) of subsection 2, wishes to ask a question of a witness at the hearing, the person must submit the question to the executive director in writing. The executive director may submit the question to the commission if he deems the question relevant and appropriate. This subsection does not require the commission to ask any question submitted by a person who is not a party to the proceeding.*

10. If a person who requests an opinion pursuant to subsection 1 or 2 does not:

(a) Submit all necessary information to the commission; and

(b) Declare by oath or affirmation that he will testify truthfully, the commission may decline to render an opinion.

~~[8.]~~ *11. For good cause shown, the commission may take testimony from a person by telephone or video conference.*

12. For the purposes of NRS 41.032, the members of the commission and its employees shall be deemed to be exercising or performing a discretionary function or duty when taking an action related to the rendering of an opinion pursuant to this section.

~~[9.—The commission shall publish hypothetical opinions which are abstracted from the opinions rendered pursuant to subsection 1, for the future guidance of all persons concerned with ethical standards in government.~~

~~—10.]~~ *13. A meeting or hearing that the commission or the panel holds to receive information or evidence concerning the propriety of the conduct of a public officer or employee pursuant to this section and the ~~[commission's]~~ deliberations of the commission and the panel on such information or evidence are not subject to the provisions of chapter 241 of NRS.*

**Sec. 17.** NRS 281.531 is hereby amended to read as follows:

281.531 **1.** The ~~attorney general~~ *commission counsel* is the legal adviser to the commission. For each opinion ~~he~~ *of the commission, the commission counsel* shall prepare, at the direction of the commission, the appropriate findings of fact and conclusions as to relevant standards and the propriety of particular conduct ~~]~~ *within the time set forth in subsection 4 of NRS 281.511. The commission counsel shall not issue written opinions concerning the applicability of the statutory ethical standards to a given set of facts and circumstances except as directed by the commission.*

**2.** *The commission may rely upon the legal advice of the commission counsel in conducting its daily operations.*

**3.** *If the commission counsel is prohibited from acting on a particular matter pursuant to NRS 281.501, he shall disclose the reasons therefor to the chairman and the attorney general shall appoint a deputy to act in the place of the commission counsel for that particular matter.*

**Sec. 18.** NRS 281.551 is hereby amended to read as follows:

281.551 **1.** In addition to any other penalty provided by law, the commission may impose on a public officer or employee or former public officer or employee civil penalties ~~not to exceed~~ :

**(a)** *Not to exceed \$5,000 for a first willful violation of this chapter ] ;*

**(b)** *Not to exceed \$10,000 for a separate act or event that constitutes a second willful violation of this chapter; and*

**(c)** *Not to exceed \$25,000 for a separate act or event that constitutes a third willful violation of this chapter.*

**2.** In addition to other penalties provided by law, the commission may impose a civil penalty not to exceed \$5,000 and assess an amount equal to the amount of attorney's fees and costs actually and reasonably incurred by the person about whom an opinion was requested pursuant to NRS 281.511, against a person who:

**(a)** Submits to the commission, in bad faith or with a vexatious purpose, an accusation or information that is false; *or*

**(b)** ~~Submits to the commission, in connection with a request for an opinion that the commission determines to be without merit, an accusation or information that is false; or~~

~~(c)~~ Prevents, interferes with or attempts to prevent or interfere with the discovery or investigation of a violation of this chapter.

**3.** If the commission finds that a violation of a provision of this chapter by a public officer or employee or former public officer or employee has resulted in the realization by another person of a financial benefit, the commission may, in addition to other penalties provided by law, require the current or former public officer or employee to pay a civil penalty of not more than twice the amount so realized.

**4.** ~~Except as otherwise provided in this subsection, and in~~ *In* addition to any other penalty provided by law, *by an affirmative vote of two-thirds of the commission,* the commission may impose on any person who violates any provision of NRS 294A.345 or 294A.346 a civil penalty not to

exceed ~~[\$10,000. If the commission finds that a violation of NRS 294A.345 or 294A.346 occurred within 10 days before an election, including any recall or special election, the commission may impose on the person who committed such a violation a civil penalty not to exceed \$30,000.]~~ **\$5,000.**

5. If the commission finds that ~~[a]~~ :

(a) *A willful violation of this chapter has been committed by a public officer removable from office by impeachment only, it shall file a report with the appropriate person responsible for commencing impeachment proceedings as to its finding. The report must contain a statement of the facts alleged to constitute the violation.*

(b) *A willful violation of this chapter has been committed by a public officer removable from office pursuant to NRS 283.440, the commission may file a proceeding in the appropriate court for removal of the officer.*

(c) *Three or more willful violations have been committed by a public officer removable from office pursuant to NRS 283.440, the commission shall file a proceeding in the appropriate court for removal of the officer.*

6. An action taken by a public officer or employee or former public officer or employee relating to NRS 281.481, 281.491, 281.501 or 281.505 is not a willful violation of a provision of those sections if the public officer or employee:

(a) Relied in good faith upon the advice of the legal counsel retained by the public body which the public officer represents or by the employer of the public employee ~~[;]~~ *or upon the manual published by the commission pursuant to NRS 281.471;*

(b) Was unable, through no fault of his own, to obtain an opinion from the commission before the action was taken; and

(c) Took action that was not contrary to a prior *published* opinion issued by the commission. ~~[to the public officer or employee.]~~

7. In addition to other penalties provided by law, a public employee who willfully violates a provision of NRS 281.481, 281.491, 281.501 or 281.505 is subject to disciplinary proceedings by his employer and must be referred for action in accordance to the applicable provisions governing his employment.

8. NRS 281.481 to 281.541, inclusive, do not abrogate or decrease the effect of the provisions of the Nevada Revised Statutes which define crimes or prescribe punishments with respect to the conduct of public officers or employees. *If the commission finds that a public officer or employee has committed a willful violation of this chapter which it believes may also constitute a criminal offense, the commission shall refer the matter to the attorney general or the district attorney, as appropriate, for a determination of whether a crime has been committed that warrants prosecution.*

9. The imposition of a civil penalty pursuant to subsections 1 to 4, inclusive, is a final decision for the purposes of judicial review.

10. In determining for the purposes of this section whether a person submitted an accusation or information in bad faith or with a vexatious purpose, the commission may consider various factors, including, without limitation:

(a) When the accusation or information was filed with or provided to the commission;

(b) Whether and, if applicable, in what manner the person who submitted the accusation or information publicly disseminated the accusation or information before the commission determined whether there was just and sufficient cause to render an opinion in the matter;

(c) Whether the accusation or information sets forth alleged facts or details that are misleading or deceptive; and

(d) Whether the accusation or information or the conduct of the person who submitted the accusation or information:

(1) Would be perceived as annoying or harassing by a reasonable person; or

(2) Demonstrates conscious disregard for the process and procedures established by the commission.

***11. A finding by the commission that a public officer or employee has violated any provision of this chapter must be supported by a preponderance of the evidence unless a greater burden is otherwise prescribed by law.***

**Sec. 19.** NRS 281.553 is hereby amended to read as follows:

281.553 1. A public officer or public employee shall not accept or receive an honorarium.

2. An honorarium paid on behalf of a public officer or public employee to a charitable organization from which the officer or employee does not derive any financial benefit is deemed not to be accepted or received by the officer or employee for the purposes of this section.

3. This section does not prohibit:

(a) The receipt of payment for work performed outside the normal course of a person's public office or employment if the performance of that work is consistent with the applicable policies of his public employer regarding supplemental employment.

(b) The receipt of an honorarium by the spouse of a public officer or public employee if it is related to the spouse's profession or occupation.

4. As used in this section, "honorarium" means the payment of money or anything of value for an appearance or speech by the public officer or public employee in his capacity as a public officer or public employee. The term does not include the payment of:

(a) The actual and necessary costs incurred by the public officer or public employee, his spouse or his aid for transportation and for lodging and meals while the public officer or public employee is away from his residence.

(b) Compensation which would otherwise have been earned by the public officer or public employee in the normal course of his public office or employment.

(c) A fee for a speech related to the officer's or employee's profession or occupation outside of his public office or employment if:

(1) Other members of the profession or occupation are ordinarily compensated for such a speech; and

(2) The fee paid to the public officer or public employee is approximately the same as the fee that would be paid to a member of the private sector whose qualifications are similar to those of the officer or employee for a comparable speech.

(d) A fee for a speech delivered to an organization of legislatures, legislators or other elected officers.

5. A public officer or public employee who violates the provisions of this section is guilty of a **gross** misdemeanor and, upon conviction, forfeits the amount of the honorarium.

**Sec. 19.5.** NRS 281.581 is hereby amended to read as follows:

281.581 1. A candidate or public or judicial officer who fails to file his statement of financial disclosure in a timely manner pursuant to NRS 281.561 is subject to a civil penalty and payment of court costs and attorney's fees. The amount of the civil penalty is:

(a) If the statement is filed not more than 7 days late, \$25 for each day the statement is late.

(b) If the statement is filed more than 7 days late but not more than 15 days late, \$175 for the first 7 days, plus \$50 for each additional day the statement is late.

(c) If the statement is filed more than 15 days late, \$575 for the first 15 days, plus \$100 for each additional day the statement is late.

2. The commission may, for good cause shown, waive or reduce the civil penalty.

3. The civil penalty must be recovered in a civil action brought in the name of the State of Nevada by the commission in a court of competent jurisdiction and deposited with the state treasurer for credit to the state general fund.

**4. *If the commission waives a civil penalty pursuant to subsection 2, the commission shall:***

***(a) Create a record which sets forth that the civil penalty has been waived and describes the circumstances that constitute the good cause shown; and***

***(b) Ensure that the record created pursuant to paragraph (a) is available for review by the general public.***

**Sec. 20.** NRS 197.110 is hereby amended to read as follows:

197.110 Every public officer who:

1. Asks or receives, directly or indirectly, any compensation, gratuity or reward, or promise thereof, for omitting or deferring the performance of any official duty ~~or~~ or for any official service which has not been actually

rendered, except in case of charges for prospective costs or fees demandable in advance in a case allowed by law; or

2. Employs or uses any person, money or property under his official control or direction, or in his official custody, for the private benefit or gain of himself or another,

~~{shall be}~~ is guilty of a ~~{gross misdemeanor.}~~ *category E felony and shall be punished as provided in NRS 193.130.*

**Sec. 21.** NRS 197.170 is hereby amended to read as follows:

197.170 A public officer *or employee* who ~~{asks,}~~ :

*1. Asks,* receives or agrees to receive a fee or other compensation for his official service ~~{,}~~ *or his employment* either:

~~{1.}~~ *(a)* In excess of the fee or compensation allowed to him by statute therefor; or

~~{2.}~~ *(b)* Where a fee or compensation is not allowed to him by statute therefor ~~{,}~~ *or*

*2. Requests money, property or anything of value which is not authorized by law, from any person regulated by the public officer or employee, and in a manner which would cause a reasonable person to be intimidated into complying with the request to avoid the risk of adverse action by the public officer or employee,*

commits extortion which is a category D felony and shall be punished as provided in NRS 193.130. In addition to any other penalty, the court shall order the person to pay restitution.

**Sec. 22.** NRS 294A.345 is hereby amended to read as follows:

294A.345 1. A person shall not, with actual malice and the intent to impede the success of the campaign of a candidate, cause to be published a false statement of fact concerning the candidate, including, without limitation, statements concerning:

(a) The education or training of the candidate.

(b) The profession or occupation of the candidate.

(c) Whether the candidate committed, was indicted for committing or was convicted of committing a felony or other crime involving moral turpitude, dishonesty or corruption.

(d) Whether the candidate has received treatment for a mental illness.

(e) Whether the candidate was disciplined while serving in the military or was dishonorably discharged from service in the military.

(f) Whether another person endorses or opposes the candidate.

(g) The record of voting of a candidate if he formerly served or currently serves as a public officer.

2. A person shall not, with actual malice and the intent to impede the success of a campaign for the passage or defeat of a question on the ballot at any election, including any recall or special election, cause to be published a false statement of fact concerning the question on the ballot.

3. Any candidate who alleges that a false statement of fact concerning the candidate has been published in violation of subsection 1, and any person or group of persons that advocates the passage or defeat of a

question on the ballot at any election, is required to file a report pursuant to NRS 294A.150, and alleges that a false statement of fact has been published in violation of subsection 2, may file a request for an opinion with the commission on ethics pursuant to NRS 281.411 to 281.581, inclusive, and NRS 281.477. *Such a request must be filed with the commission not later than 10 days after the date on which the false statement of fact is alleged to have been made.* The commission shall give priority to such a request over all other matters pending with the commission.

4. A person who violates the provisions of this section is subject to a civil penalty that may be imposed by the commission on ethics pursuant to NRS 281.551.

5. As used in this section:

(a) "Actual malice" means knowledge of the falsity of a statement or reckless disregard for whether a statement is true or false.

(b) "Publish" means the act of printing, posting, broadcasting, mailing, speaking or otherwise disseminating.

**Sec. 23.** NRS 294A.346 is hereby amended to read as follows:

294A.346 1. An employee, agent or volunteer of the campaign of a candidate shall not willfully perform any act in the course of his employment, agency or volunteering that impedes the success of that campaign.

2. A person shall not willfully, to impede the success of the campaign of a candidate, offer or give an item of value to:

(a) A person to induce him to obtain a position as an employee, agent or volunteer for that campaign and perform any act in the course of his employment, agency or volunteering to impede the success of that campaign; or

(b) An employee, agent or volunteer for that campaign to induce him to perform any act in the course of his employment, agency or volunteering to impede the success of that campaign.

3. An employee, agent or volunteer of a campaign for the passage or defeat of a question on the ballot at any election, including any recall or special election, shall not willfully perform any act in the course of his employment, agency or volunteering that impedes the success of that campaign.

4. A person shall not willfully, to impede the success of a campaign for the passage or defeat of a question on the ballot at any election, including any recall or special election, offer or give an item of value to:

(a) A person to induce him to obtain a position as an employee, agent or volunteer for that campaign and perform any act in the course of his employment, agency or volunteering to impede the success of that campaign; or

(b) An employee, agent or volunteer for that campaign to induce him to perform any act in the course of his employment, agency or volunteering to impede the success of that campaign.

5. Any candidate who alleges that a person has violated the provisions of subsection 1 or 2, and any person or group of persons that advocates the passage or defeat of a question on the ballot at any election, is required to file a report pursuant to NRS 294A.150, and alleges that a person has violated the provisions of subsection 3 or 4, may file a request for an opinion with the commission on ethics pursuant to NRS 281.411 to 281.581, inclusive, and 281.477. *Such a request must be filed with the commission not later than 10 days after the date of the election with respect to which the alleged violation occurred.* The commission shall give priority to such a request over all matters pending with the commission.

6. A person who violates the provisions of this section is subject to a civil penalty that may be imposed by the commission on ethics pursuant to NRS 281.551.

**Sec. 24.** NRS 294A.420 is hereby amended to read as follows:

294A.420 1. If the secretary of state receives information that a person or entity that is subject to the provisions of NRS 294A.120, 294A.140, 294A.150, 294A.180, 294A.200, 294A.210, 294A.220, 294A.270, 294A.280 or 294A.360 has not filed a report pursuant to the applicable provisions of those sections, the secretary of state may, after giving notice to that person or entity, cause the appropriate proceedings to be instituted in the first judicial district court.

2. Except as otherwise provided in this section, a person or entity that violates an applicable provision of NRS 294A.112, 294A.120, 294A.130, 294A.140, 294A.150, 294A.160, 294A.170, 294A.180, 294A.200, 294A.210, 294A.220, 294A.270, 294A.280, 294A.300, 294A.310, 294A.320 or 294A.360 is subject to a civil penalty of not more than \$5,000 for each violation and payment of court costs and attorney's fees. The civil penalty must be recovered in a civil action brought in the name of the State of Nevada by the secretary of state in the first judicial district court and deposited with the state treasurer for credit to the state general fund.

3. If a civil penalty is imposed because a person or entity has reported its contributions, expenses or expenditures after the date the report is due, the amount of the civil penalty is:

(a) If the report is not more than 7 days late, \$25 for each day the report is late.

(b) If the report is more than 7 days late but not more than 15 days late, \$50 for each day the report is late.

(c) If the report is more than 15 days late, \$100 for each day the report is late.

*4. For good cause shown, the secretary of state may waive a civil penalty that would otherwise be imposed pursuant to this section. If the secretary of state waives a civil penalty pursuant to this subsection, the secretary of state shall:*

*(a) Create a record which sets forth that the civil penalty has been waived and describes the circumstances that constitute the good cause shown; and*

*(b) Ensure that the record created pursuant to paragraph (a) is available for review by the general public.*

**Sec. 25.** The amendatory provisions of this act do not apply to conduct that occurred before October 1, 1999 or to the jurisdiction, duties, powers or proceedings of the commission on ethics relating to such conduct.

**Sec. 26.** 1. Section 19.5 of this act becomes effective at 12:01 a.m. on October 1, 1999.

2. Section 5.5 of this act expires by limitation on June 30, 2001.

~

# **Agenda Item 7**



**STATE OF NEVADA  
COMMISSION ON ETHICS**

**2024/2025 Budget Building  
Enhancement Prioritization Review  
April 2022**

**What is an “enhancement request”?**

An enhancement request is a formal budgetary request for funding above base funding levels. Per the budget building instructions received, each agency must prioritize enhancement requests.

**Previously Identified Potential Enhancements**

- A. Public Information Officer Position and Associated Costs
  - 1 FTE position
  - Equipment, information systems, etc.
  - Rent
  - Travel
  - Online training system
- B. Contracted Investigation Services
  - For specialized or surge capacity investigations
- C. Salary Parity with Similar Agencies
  - Compare with similar agencies
  - Understand potential plans for statewide salary/benefit increases
- D. Internet Connectivity
  - Enhanced internet connectivity for virtual meetings and case processing

**To-do**

1. Discussion on other potential enhancements
2. Initial prioritization of enhancements by Commission