

NCOE

Agenda Item 3

8/20/25



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

The Commission on Ethics held a public meeting on
Wednesday, June 18, 2025, at 10:00 a.m.
at the following location:

**White Pine County Library
950 Campton Street, Conference Room
Ely, NV 89301**

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 and on the [Commission's YouTube channel](#).

1. Call to Order and Roll Call.

Chair Scott Scherer, Esq. appeared in person in Ely and called the meeting to order at 10:04 a.m. He noted for the record that the meeting agenda was posted with the incorrect address and that notice had been posted at the agenda address and Investigator Erron Terry was present at the location to redirect anyone who arrived for the meeting to the correct address. Chair Scherer added that there would be additional public comment opportunities if needed. Vice Chair Kim Wallin, CPA, CMA, CFM and Commissioners Teresa Lowry, Esq., John Miller, and Brianna Smith, Esq. also appeared in person. Commissioners John T. Moran III, Esq., and Terry Reynolds appeared via Zoom videoconference. Commissioner Michael E. Langton, Esq. was absent. Present for Commission staff in Ely were Executive Director Ross E. Armstrong, Esq., Commission Counsel Elizabeth J. Bassett, Esq., Acting Associate Counsel Curtis Hazlett, Senior Legal Researcher (SLR) Intern Paul McMahon and Executive Assistant Kari Pedroza. Investigator Erron Terry was present at the other location and later joined the meeting in person after ensuring no public showed up to the incorrect address. Outreach and Education Officer (OEO) Sam Harvey appeared via Zoom videoconference.

2. Public Comment.

There was no public comment.

Chair Scherer reiterated that if anyone from the public arrived directed by Investigator Terry at the agendized location the Commission would hear public comment out of order upon their arrival and request to comment or as soon as the item being considered concluded.

Chair Scherer shared his understanding that Commission Counsel Bassett had a discussion with the Attorney General's Office about the incorrect address on the agenda. Commission Counsel Bassett confirmed she spoke with the Attorney General's Office and reviewed previous opinions and the advise from both was to post notice at the originally agendized location directing the public to the correct location, have someone at the original location for a period of time at the beginning of the meeting to redirect the public to the correct location, and that person would inform staff at the meeting if public were enroute to the correct location. Commission Counsel Bassett acknowledged that Commission staff has complied and the distance between the two locations is less than a five minute drive. She also confirmed that Executive Assistant Pedroza updated the location on the Commission's website the night before the meeting.

3. Approval of Minutes of the April 16, 2025, Commission Meeting.

Chair Scherer stated that Commissioner Smith was excused from the April 16, 2025 meeting and was therefore precluded from participating in this item; all of the remaining Commissioners could participate.

Vice Chair Wallin moved to approve the April 16, 2025, Commission Meeting Minutes as presented. Commissioner Miller seconded the motion. The Motion was put to a vote and carried as follows:

Chair Scherer:	Aye.
Vice Chair Wallin:	Aye.
Commissioner Lowry:	Aye.
Commissioner Miller:	Aye.
Commissioner Moran:	Aye.
Commissioner Reynolds:	Aye.
Commissioner Smith:	Abstain.

4. Discussion and approval of a Proposed Stipulated Agreement concerning Ethics Complaint No. 24-148C regarding Ryann Juden, Former City Manager, City of North Las Vegas, State of Nevada.

Chair Scherer introduced the item and stated for the record Vice Chair Wallin and Commissioners Moran and Smith served as members of the Review Panel and were precluded from participating in this item pursuant to NRS 281A.220(4). He asked the parties to the Complaint to identify themselves for the record. Todd Creer, Esq. with Kamer Zucker Abbott appeared via Zoom video conference on behalf of Ryann Juden, who was not in attendance but was provided proper notice of the Agenda Item and understood that the Commission would proceed in his absence. Appearing on his own behalf was Executive Director Armstrong.

Executive Director Armstrong presented an overview of Ethics Complaint Case No. 24-148C, outlined the Proposed Stipulated Agreement and explained the terms of which were that Mr. Juden agreed to stipulate to one non-willful violation of NRS 281A.400(10), the alleged violations of NRS 281A.400(2), (3), (7) and (9) were previously dismissed by the Review Panel, and the Executive Director would notify the City of North Las Vegas of its option to void the consulting contract pursuant to NRS 281A.540.

Mr. Creer thanked the Commission for the opportunity to speak in support of the stipulation. He stated that his client is a faithful civil servant who followed what he believed was the correct course of action, was very transparent in having the clause of his employment agreement exercised, made sure he went through the proper channels, and the agreement was approved by the City Council. Mr. Creer emphasized that his client's conduct was in no way willful or intentional and agreed with the proposed non-willful recommendation. He further stated that the interest of all parties, the City of North Las Vegas and Mr. Juden were aligned given his position, Mr. Juden has significant knowledge and connections to ongoing projects and the City wanted to ensure a smooth transition to Mr. Juden's successor.

Commissioner Reynolds stated that he would reluctantly be voting to accept the terms of the Stipulated Agreement because although he felt that the 3-year contract was unconscionable he acknowledged that that was out of the Commission's jurisdictional scope.

Commissioner Lowry stated her agreement with Commissioner Reynolds' comments and noted that but for the limitations of the Ethics in Government Law she would not vote to approve the proposed Stipulated Agreement.

Chair Scherer asked Commission Counsel Bassett to confirm that the contract issue in this case is beyond the Commission's statutory authority and Commission Counsel Bassett provided the confirmation. Chair Scherer stated that while we may not like the contract length and amount that matter is not necessarily a violation of the Ethics Law. He asked Commission Counsel if that statement was correct and Commission Counsel Bassett agreed that contract terms are

not regulated by the Ethics Law, however the manner in which the contract was negotiated and the timing of it would be implicated by the Ethics Law. Chair Scherer asked Commission Counsel whether she confirmed if the city attorney is independent under the City of North Las Vegas structure and Commission Counsel confirmed that she did confirm that fact.

Commissioner Miller made a motion to accept the terms of the Stipulated Agreement as presented by the parties and direct Commission Counsel to finalize the Stipulation in the appropriate legal form. Commissioner Lowry seconded the motion. The motion was put to a vote and carried as follows:

Chair Scherer:	Aye.
Vice Chair Wallin:	Abstain pursuant to NRS 281A.220(4).
Commissioner Lowry:	Aye.
Commissioner Miller:	Aye.
Commissioner Moran:	Abstain pursuant to NRS 281A.220(4).
Commissioner Reynolds:	Aye.
Commissioner Smith:	Abstain pursuant to NRS 281A.220(4).

5. Discussion and possible action to approve a Proposed Stipulated Agreement concerning Ethics Complaint Case No. 24-168C regarding Dwayne McClinton, Director, Governor's Office of Energy, State of Nevada.

Chair Scherer introduced the item and stated for the record Vice Chair Wallin and Commissioners Moran and Smith served as members of the Review Panel and were precluded from participating in this item pursuant to NRS 281A.220(4). He asked the parties to the Complaint to identify themselves for the record. Nicole Ting, Esq. with the Nevada Attorney General's office appeared via Zoom video conference on behalf of Dwayne McClinton, who was not in attendance but was provided proper notice of the Agenda Item and understood that the Commission would proceed in his absence. Appearing on his own behalf was Executive Director Armstrong.

Chair Scherer asked Executive Director Armstrong to provide his presentation. Executive Director Armstrong presented an overview of Ethics Complaint Case No. 24-168C and the Proposed Stipulated Agreement. He noted the changes to the Proposed Agreement since the last Commission meeting and explained the proposed terms included that Mr. McClinton agreed to stipulate to one willful violation of NRS 281A.400(1), the Commission would impose a civil penalty of \$1,000 and admonish Mr. McClinton providing the Stipulated Agreement as written expression of disapproval of his conduct. Executive Director Armstrong informed the Commission that the Golden Knights confirmed the value of each ticket was \$350. The terms further include that Mr. McClinton would coordinate Ethics Law training for himself and staff of the Governor's Office of Energy within 60 days following the finalization of the stipulation.

Nicole Ting, Esq. emphasized that her client, Mr. McClinton had no history before the Commission and that he believed his visit was to benefit his agency in observing firsthand what the Knights could bring into a potential sponsorship. She acknowledged that Mr. McClinton now understands his error and the conduct will not reoccur.

Commissioner Reynolds made a motion to approve the Stipulated Agreement. Commissioner Lowry seconded the motion. The motion was put to a vote and carried as follows:

Chair Scherer:	Aye.
Vice Chair Wallin:	Abstain pursuant to NRS 281A.220(4).
Commissioner Lowry:	Aye.
Commissioner Miller:	Aye.
Commissioner Moran:	Abstain pursuant to NRS 281A.220(4).
Commissioner Reynolds:	Aye.
Commissioner Smith:	Abstain pursuant to NRS 281A.220(4).

Commission Counsel Bassett reported that Investigator Terry contacted her to let her know that there hadn't been any members of the public to arrive at the incorrect agendized location at a half an hour into the meeting.

6. Report by Executive Director on agency status and operations.

Chair Scherer introduced the item and asked Executive Director Armstrong for his presentation.

Executive Director Armstrong introduced SLR Intern McMahon to the Commission and welcomed him to the team.

Executive Director Armstrong referenced the Executive Director's report included with the meeting materials and directed the Commission to the data points and potential hurdles information included pertaining to the implementation of the Strategic Plan.

Executive Director Armstrong reported that the Commission's Language Access Plan was being considered by the Interim Finance Committee that day and he may have to step out to testify for a brief moment. He noted that the Commission's biennial budget is now closed and that the Commission received most of its requested enhancement allocations including the case management system enhancement. Executive Director Armstrong shared that staff will be beginning the Request for Proposal process for its new case management system soon.

Executive Director Armstrong highlighted the recent review panel determinations section of his report and stated that he would be providing this information in his report going forward.

Executive Director Armstrong noted that the next meeting of the Commission is scheduled to be held in Reno on August 20 and would include elections for the Commission Chair and Vice Chair positions.

Vice Chair Wallin asked how long the Request for Proposal process would take and Executive Director Armstrong responded that it depends on if the chosen vendor is already contracted with the State of Nevada.

No action was taken on this Item.

7. Review of 2025 Legislative Session report from the Executive Director and possible formation and appointment of Commissioner(s) to a Legislative Committee to work on Legislative matters during the interim.

Chair Scherer introduced the item and asked Executive Director Armstrong for his presentation.

Executive Director Armstrong provided an overview of the Commission's Legislative history and acknowledged that the Commission did not have a bill of its own this session, but staff was monitoring eight recently passed bills for implementation purposes. He recommended the formation of a Legislative Committee of the Commission to discuss the next Legislative session and organize a plan going forward.

Chair Wallin shared that she had previously served on the Commission's Legislative Subcommittee and that she would be interested in serving in that capacity again. She noted that she was in favor of a Legislative Committee.

Commissioner Reynolds stated that he would be interested in serving on the Legislative Committee and Commissioner Miller agreed to serve as well.

Commissioner Lowry made a motion to appoint Vice Chair Wallin and Commissioners Miller and Reynolds to form a Legislative Committee of the Commission in order to evaluate

legislative priorities for the 2027 legislative session and any necessary administrative rulemaking and to report back to the Commission with recommendations. Commissioner Smith seconded the motion. The Motion was put to a vote and carried unanimously.

8. Report on Outreach and Education Presentation, and possible direction thereon.

Chair Scherer opened the item and asked OEO Harvey for their presentation.

OEO Harvey referenced the written report provided in the meeting materials and highlighted social media follower increases and trends, recent trainings and upcoming training opportunities scheduled including campaign training and endorsement best practices for newly appointed and elected officials. They provided information on recent social media polls and engagement. OEO Harvey shared feedback received through surveys completed by recently trained participants. They informed the Commission about upcoming quarterly quality improvement meetings scheduled among Commission staff. OEO Harvey discussed recently published press releases and responses to public records requests.

Chair Wallin shared that she recently spoke with a former Commissioner, and they stated they loved the trivia questions and were overall very impressed with the social media outreach efforts of OEO Harvey. She stated that OEO Harvey is doing an excellent job and thanked them for their hard work.

OEO Harvey thanked Executive Director Armstrong for continuing the education and outreach efforts in their absence.

No action was taken on this Item.

9. Commissioner Comments.

Vice Chair Wallin welcomed SLR Intern McMahon to the team. SLR Intern McMahon thanked Vice Chair Wallin and Commission staff for doing a great job. Vice Chair Wallin thanked Executive Assistant Pedroza for coordinating the meeting noting that she knows the rural meetings bring extra efforts, which she appreciated. Chair Scherer echoed Vice Chair Wallin's comments.

10. Public Comment.

There was no public comment.

11. Adjournment.

Vice Chair Wallin made a motion to adjourn the public meeting. Commissioner Miller seconded the motion. The Motion was put to a vote and carried unanimously.

The meeting was adjourned at 10:53 a.m.

Minutes prepared by:

/s/ Kari Pedroza

Kari Pedroza
Executive Assistant

/s/ Ross Armstrong

Ross Armstrong, Esq.
Executive Director

Minutes approved August 20, 2025:

Scott Scherer, Esq.
Chair

Kim Wallin, CPA, CMA, CFM
Vice Chair

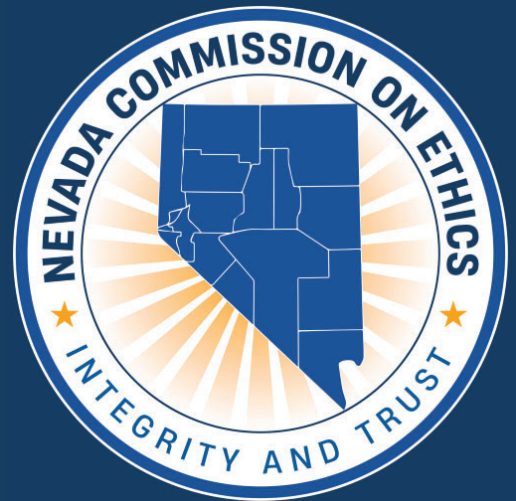
NCOE

Agenda Item 4

8/20/25

ANNUAL REPORT

FISCAL YEAR 2025



Nevada Commission on Ethics

Email: ncoe@ethics.nv.gov

Website: ethics.nv.gov

Tel: 775-687-5469
704 W. Nye Lane, Suite 204
Carson City, Nevada 89703

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DEAR NEVADANS,

Scott Scherer, Esq.
Commission Chair

Ross E. Armstrong, Esq.
Executive Director

Public officers and employees must commit themselves to avoid conflicts between their private interests and those of the general public whom they serve. - NRS 281A.020(1)(b)

COMMISSION BACKGROUND

What We Do

The Nevada Commission on Ethics is an independent public body appointed by the Governor and Legislative Commission to interpret and enforce the provisions of Nevada's Ethics in Government Law, Nevada Revised Statutes Chapter 281A. The Ethics Law is designed to preserve the public's trust in government. It sets forth various standards of conduct to guide public officers and employees to avoid conflicts of interest and maintain integrity in public service. The Commission's primary functions include:

- Delivering outreach and training to Nevada's public officers, employees and other interested entities regarding the Ethics Law.
- Providing advisory opinions to public officers and employees to guide them in compliance with the Ethics Law.
- Enforcing the provisions of the Ethics Law by investigating and adjudicating alleged misconduct by public officers and employees.



8 Commissioners



Over 166,000 public officers
and employees



7 Staff Members

Mission Statement

The Nevada Commission on Ethics, by the authority granted under Chapter 281A of the Nevada Revised Statutes, strives to enhance the public's faith and confidence in government by ensuring that public officers and public employees uphold the public trust by committing themselves to avoid conflicts between their private interests and their public duties.

Commissioners & Staff as of June 30, 2025

Commissioners	
Scott Scherer, Esq. Chair	Kim Wallin, CPA, CMA, CFM Vice Chair
Michael E. Langton, Esq. Commissioner	Teresa Lowry, Esq. Commissioner
John Miller Commissioner	John T. Moran, III, Esq. Commissioner
Terry J. Reynolds Commissioner	Brianna Smith, Esq. Commissioner
<i>Amanda Yen, Esq., Stan Olsen, and Caleb S. Cage served on the Commission for part of the fiscal year prior to their departure.</i>	

Commission Staff	
Ross Armstrong, Esq., Executive Director	Elizabeth Bassett, Esq., Commission Counsel
Curtis Hazlett, Acting Associate Counsel	VACANT, Senior Legal Researcher
Erron Terry, Investigator	Kari Pedroza, Executive Assistant
Sam Harvey, Outreach and Education Officer	
<i>Wendy Pfaff served as Senior Legal Researcher for part of the fiscal year prior to her departure.</i>	

Commission's Guiding Principles

1. Our highest priority is to protect the citizens of Nevada by interpreting and enforcing the provisions of the Ethics Law in a fair, consistent and impartial manner.
2. We act with a high degree of integrity, honesty and respect when investigating and adjudicating public complaints alleging ethics violations by public officers and employees.
3. We are committed to providing outreach and education to our Stakeholders (the public and public officers and employees) to enhance their awareness and understanding of ethics requirements and prohibitions under the Nevada Ethics law.
4. Our objectivity, independence and impartiality are beyond reproach. We avoid all personal or professional circumstances or conflicts calling these into question.
5. Our processes ensure all actions, decisions and policies are consistently applied and do not result in advantages or disadvantages to any party to the detriment of another.
6. Our confidential advisory opinions are thoroughly researched and written with the needs of the requester in mind and consistent with opinion precedent and applicable statutes including legislative intent.
7. We carry out our duties in a rigorous and detailed manner and utilize the resources provided to us wisely and only for the legitimate purposes of the agency.
8. We continuously challenge ourselves to improve the practices and processes of the agency to keep pace with the needs of the individuals we serve and to comply with legislative mandates.
9. We continuously improve our public communication and public access to provide guidance and assistance to those we hold accountable for compliance.
10. We value and respect the opinions and recommendations of our Stakeholders, Staff and Commission Members, which guide us in our decision-making.

FY 2025 HIGHLIGHTS

Welcoming New Commissioners

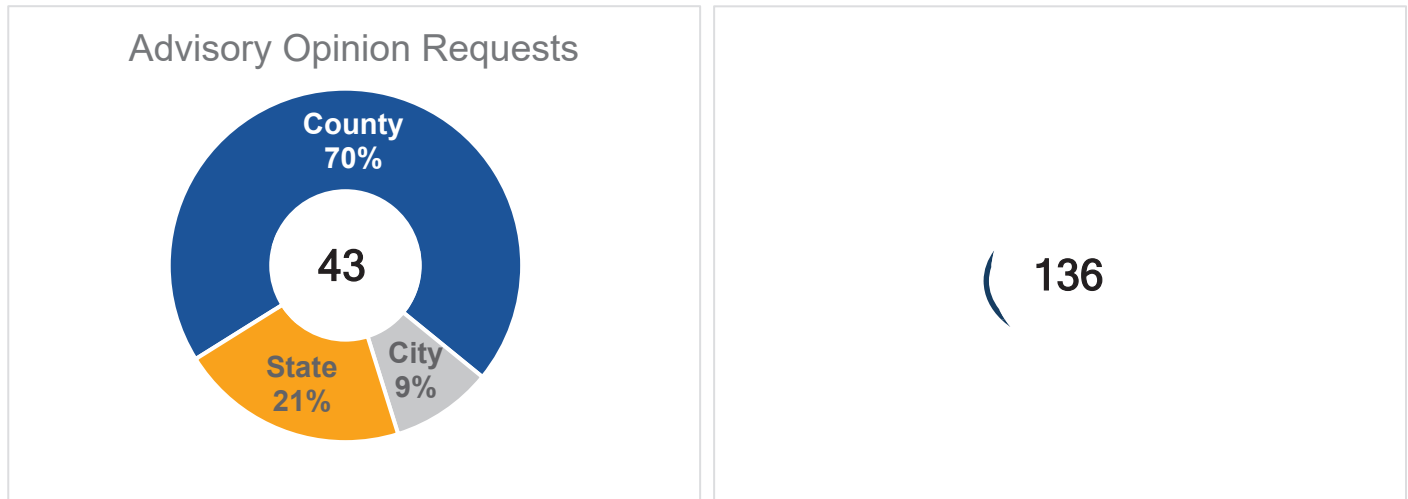
The Governor appointed John Miller, President, and CEO of Summit National Bank, to the Commission effective January 24, 2025. Commissioner Miller has previous experience as a small business owner and entrepreneur and he currently sits on the board for Scouting America's Las Vegas Area Council, serving families in Southern Nevada and Northwestern Arizona. He lives in Henderson with his family. Term: 1/24/2025-06/30/2027

The Legislative Commission appointed Brianna Smith, Esq., to the Commission effective December 19, 2024. Commissioner Smith has been an attorney in Nevada since 2010 and currently practices complex civil litigation with the law firm Pisanelli Bice PLLC. Before returning to private practice, Commissioner Smith served as an Assistant United States Attorney and was the section chief overseeing the civil defense division at the U.S. Attorney's Office for the District of Nevada. Term: 12/19/2024 - 12/18/2028

The Governor appointed Terry J. Reynolds to the Commission, effective July 1, 2024. Commissioner Reynolds is the former Director of the Nevada Department of Business and Industry and the current president of The Reynolds Company Consulting. Term: 07/01/24 - 06/30/28

The Legislative Commission appointed Michael E. Langton, Esq., to the Commission effective April 18, 2024. Commissioner Langton is a practicing attorney specializing in employment litigation and union representation. Term: 04/18/2024 - 04/17/2028

Cases Filed with the Commission



Case Trend – Contracting Issues

The Commission saw several questions about disclosure and abstention requirements related to nonprofits as well as entering into contracts to provide consulting to a public officer or employee's public agency following retirement through its advisory opinion request process. In particular, the Commission had the opportunity to remind public officers and employees of the Ethics Law's restrictions on contracting with public agencies.

"NRS 281A.430(1) establishes a broad restriction prohibiting contracts between public officers or employees, including business entities with which they are associated, and any public agency. *See* NRS 281A.035 . . . NRS 281A.430 has **important public policy considerations given the perception, if not the reality, of tax-payer money being expended on contracts between government agencies and entities owned or operated by public officers or employees.** Such contracts **do not appear to be transparent or fair** to the public unless certain circumstances are present." - *In re Public Employee*, Comm'n Op. No. 24-011A (2024).

IMPLEMENTATION OF THE STRATEGIC PLAN

The Commission approved strategic priorities and a proposed timeline for implementation during FY 25. The plan includes four areas of strategic focus:

- 1) Outreach and Education
- 2) Maintaining the Public's Trust in the Commission
- 3) Sufficient Staffing to Deliver the Mission of the Commission
- 4) Technology and Service Improvement

Commission staff developed an implementation plan in October 2024 and began working towards Commission goals in each of these focus areas.

Completed Implementation Highlights:

Outreach and Education

- ✓ Quarterly tracking of training data
- ✓ Development of Outreach and Education Strategic Plan
- ✓ Beginning of outreach project on training partnerships
- ✓ Reputation Survey partially capturing Outreach and Education data
- ✓ Increase in the number of public officers and employees who received ethics training

Maintaining the Public's Trust in the Commission

- ✓ Jurisdiction and Review Panel matrices for Commissioners
- ✓ Staff/Commissioner Reputational Survey
- ✓ Public Reputational Survey

Sufficient Staffing to Deliver the Mission of the Commission

- ✓ Two months of staff time tracking
- ✓ Initial research on staff incentive and support options

Technology and Service Improvement

- ✓ Legislative authorization for new case management system
- ✓ Process documentation completed for over 20 processes

Next Steps: Major Tasks in FY 2026 With the strategic plan adopted, the next step is to execute the adopted implementation plan. That plan includes semi-annual reports from Staff to the Commission on progress, challenges and successes over the life of the plan. The first of these reports was presented to the Commission in June of 2025

Outreach and Education

- Outreach and Education Implementation Plan
- Develop and market new content

Maintaining the Public's Trust in the Commission

- Develop topic history and decision sheets
- Development of reputational goals
- Develop a plan to weave the adopted reputation goal into all activities of the Commission

Sufficient Staffing to Deliver the Mission of the Commission

- One more month of staff time tracking
- Complete time study analysis and recommendations
- Internal staff plans/policies
- Finalize research and support options
- Draft legislative request

Technology and Service Improvement

- Develop procurement strategy
- Choose vendor
- Implement contract
- Complete process documentation
- Complete process evaluation and plan change

FISCAL UPDATE

Fiscal Year 2025 included little change from the previous year. The Commission continues to regularly monitor spending to ensure efficient use of resources. This includes increased use of technology to reduce paper and other legal process costs and investments in education and outreach efforts.

FY 2025 Sources of Commission Revenue & Penalties Collected

Local Government
Assessments
\$

State General Funds
\$

Penalties Collected for
General Fund
\$ 2,000

We carry out our duties in a rigorous and detailed manner and utilize the resources provided to us wisely and only for the legitimate purposes of the agency. - Guiding Principle #7



Fiscal Implementation after 2025 Legislative Session

1. Case Management and Opinions Database Upgrade
2. Outreach and Education Budget Utilization

REGULATORY AND LEGISLATIVE STATUS

Regulatory Amendments

The Commission is authorized to adopt procedural regulations to implement the Ethics Law. During FY25, the Commission adopted and the Legislative Commission approved regulations to:

- 1) Remove unnecessary regulations around meeting governance;
- 2) Clarify advisory opinion request timeframes and initial review of documents in complaint cases; and
- 3) Encourage electronic filing and communications.

2025 Legislative Session

When presented with options on how to approach the 2025 Legislative Session, the Commission opted to forego proposing its own Bill Draft Request. Instead, the Commission reviewed and engaged in education on bills proposing changes to public records, legislative ethics and public official training.

For the first time, the Commission also engaged in enhanced outreach during the session, adding a day of tabling in the lobby of the Legislative building to its typical informational presentation to the Joint Committee on Legislative Operations and Elections. To commemorate 50 years since passage of the original Ethics Law, the Assembly presented a proclamation to the Commission during a floor session in March.



OUTREACH & EDUCATION

Embarking on Expansion and Innovation

While ethics training is not required for Nevada public servants as it is for those in other states, Commission Outreach and Education staff embarked on innovation leading to more public servants getting trained, expanded outreach strategies, improved educational resources, and new training partnerships.

Additionally, the Commission proposed an education and outreach expansion as part of its budget proposal before the 2025 Legislature. Funding for the plan was approved, and implementation will begin during the 2026 fiscal year.

“We continuously challenge ourselves to improve the practices and processes of the agency to keep pace with the needs of the individuals we serve and to comply with legislative mandates.” - Guiding Principle #8



2,725

Received Ethics Training¹



90% ↑

over the prior 3 year average²

¹ Compared to 1,211 in the previous year

² FY 22-24 three year average was calculated by doubling the last two quarters of FY 22 and averaging that with the FY23 and 24 value as the number of people trained data point was not collected prior to Jan of 2022.

Outreach and Education Developments

Developed an Outreach and Education Strategic Plan

Commission Outreach and Education (O&E) staff developed a strategic plan this year as part of the broader Commission strategic plan. Below are the main objectives and sample activities.

1. Improve the Number of People Receiving Ethics Training

- Expand training data tracking metrics
- Report training data quarterly to guide future training efforts
- Increase agency and association training partnerships to offer regular training
- Map out rural zones to offer regular ethics training
- Encourage regular training for established training partners
- Expand Nevada Ethics Online and improve utilization

2. Expand Educational Resources

- Continue designing live trainings to each audience
- Develop new on-demand training catered to specific audiences
- Develop new guides and written resources on specific areas of the Ethics Law
- Develop new guides and written resources geared towards specific roles within public service
- Conduct continued quality improvements of educational resources

3. Expand Outreach Efforts

- Continue proactive outreach around elections and influxes of government appointments
- Expand on partnerships with associations and public professionals groups
- Regularly evaluate effectiveness of social media outreach and adjust accordingly
- Collect and analyze data on which types of public servants we train to guide future outreach efforts
- Increase newsletter subscribers

Expanded Outreach Efforts

O&E staff launched a quarterly newsletter in FY25 to expand access to ethics-related information and resources. Prior newsletter issues and educational materials are available on the Commission's website. In addition to developing a distribution process, curating content, and building a subscriber base, O&E staff also reached out directly to directors leading

Nevada's public agencies, encouraging them to subscribe and reinforce how ethics and integrity are central to their department's culture.

Social Media Outreach Reporting

LinkedIn remains the primary platform for the Commission's social media outreach due to its unique ability to connect the Commission with its target audience—public servants in Nevada. Currently, 86 percent of the Commission's followers are based in Nevada, with the largest segments working in Government, Education, Health and Human Services, and Legal, Justice and Public Safety. See figure ____ for a detailed breakdown of professions according to LinkedIn analytics.

Based on this data, the Commission's O&E staff plan to enhance data collection metrics, both internally and in collaboration with training partners, to gain deeper insights into which public sector areas the Commission is effectively reaching and which require more focused outreach efforts.

The number of followers and levels of engagement are significantly lower on X (formerly twitter) compared to LinkedIn. See figures ____ showing moderate follower growth on both platforms over the course of the fiscal year. Analytics on X are more limited compared to LinkedIn, but based on observation, recognizable audience members on X appear to include public agency pages, news outlets and reporters, politicians, other ethics agencies and members of the public who are particularly attuned to the ethical conduct of Nevada public servants. O&E staff continue to monitor the return on investment for social media outreach and traffic on emerging platforms such as BlueSky to focus efforts where they are most effective at reaching the Commission's target audience and promoting integrity and transparency in Nevada government.

Expanded Agency Training Partnerships

Clark County passed legislation expanding the members of its staff who are required to complete ethics training. O&E staff renewed the training partnership agreement with Clark County to continue efficiently training its employees by embedding the Commission's YouTube training content in Clark County's employee training platform resulting in the training of 191 Clark County public servants.





O&E staff also secured and executed additional training partnerships with the Nevada Gaming Compliance Board (NGCB) and Las Vegas Clark-County Library District utilizing Nevada Ethics

Online (NEO), the Commission's online learning management system. The system was initially used to confirm training completion by subjects of ethics complaints, which the Commission has previously been unable to track. FY25 saw unprecedented and unparalleled utilization of NEO with 672 courses completed compared to 15 during the prior fiscal year.

Plans for the year ahead include 1) establishing additional training partnerships with government agencies wishing to use the NEO platform, 2) testing additional data metrics and categorizations for both internal and training partner data, and 3) continuing to utilize creative strategies to tailor training resources for public agencies and training partners.

COMMISSION OPERATIONS

Operations Focus

	<p><u>Top 3 Topics for Advisory Opinions</u></p> <ol style="list-style-type: none"> 1. Cooling Off 2. Disclosure and Abstention 3. Contracting
	<p><u>Top 3 Jurisdiction Types for Complaints</u></p> <ol style="list-style-type: none"> 1. Rural County Government 2. School Districts 3. State Government
	<p><u>Top 3 Resolution Types for Investigated Cases</u></p> <ol style="list-style-type: none"> 1. Stipulated Violation (tied) 1. Dismissed with a Letter of Caution/ Instruction 2. Deferral Agreement
	<p><u>Two cases pending litigation.</u></p> <ul style="list-style-type: none"> • 1 petition for judicial review pending following contested hearings • 1 appeal pending following a district court's order granting a petition for judicial review
	<p><u>Public Records Requests Resolutions</u></p> <ul style="list-style-type: none"> • 45 Total Requests • 69% Case-related • 64% Records Provided

Report on Fiscal Year 2024 Goals

Develop an implementation plan for the Commission's Strategic Plan

Commission staff developed an implementation plan for the Commission's Strategic Plan in October of 2024 and began enacting the implementation plan immediately.

Increase the total number of individuals who receive Ethics training

Commission staff trained 2,725 Nevada public servants during FY 25 compared to 1,211 during FY 24 and 1,177 on average since 2022. This is a 90% increase. See figures ____.

Secure funding for budget priorities during the 2025 Legislative Session

During the 2025 Legislative Session, the Commission secured funding for both a new Case Management System and Outreach and Education Budget Proposal.

APPENDIX

Appendix A Investigated Cases Resolved in FY 2025¹

Case Name	Resolution
24-109C <i>In re Green</i> (State Board of Homeopathic Medical Examiners)	Stipulation – Violation and fine
24-130C <i>In re Boskovich</i> (Nye County)	Stipulation – Consent Order
24-148C <i>In re Juden</i> (North Las Vegas)	Stipulation – Violation
24-168C <i>In re McClinton</i> (Governor’s Office of Energy)	Stipulation – Violation and fine
24-115C / 142C <i>In re Burns</i> (Douglas County School District)	Deferral
24-116C / 143C <i>In re Jansen</i> (Douglas County School District)	Deferral
24-117C / 144C <i>In re Dickerson</i> (Douglas County School District)	Deferral
24-118C / 145C <i>In re Englekirk</i> (Douglas County School District)	Deferral

¹ Investigated case means that the Commission accepted jurisdiction and directed an investigation be conducted. This list only includes cases that were resolved in FY 2025 (regardless of year the complaint was submitted) and does not include the list of current open cases.

Appendix B Investigated Cases Resolved by Review Panels in FY 2025²

Case Name	Resolution
24-107C - <i>In re Tarkanian</i> (Douglas County)	Dismissedm'd by Panel w/ Ltr Caut'n
24-164C - <i>In re Tonking</i> (IVGID)	Dism'd by Panel w/ Ltr Caut'n
24-166C <i>In re Noble</i> (IVGID)	Dism'd by Panel w/ Ltr Caut'n
24-167C <i>In re Tulloch</i> (IVGID)	Dism'd by Panel w/ Ltr Caut'n
25-022C - <i>In re Malorni</i> (NV Dept. of Education)	Dism'd by Panel w/ Ltr Caut'n
25-023C - <i>In re Sauter</i> (NV Dept of Education)	Dism'd by Panel w/ Ltr Caut'n
24-112C, 113C, 114C, 127C - <i>In re Cowee</i> , (Lyon Co School District)	Dism'd by Panel w/ Ltr Instr
24-162C - <i>In re Westlake</i> (Washoe Co School District)	Dism'd by Panel w/ Ltr Instr
24-122C, 129C - <i>In re Logan</i> , (Lyon Co. School District)	Dismissed by Panel
24-161C - <i>In re Workman</i> (Lyon Co. School District)	Dismissed by Panel
24-177C - <i>In re Robertson</i> (City of Ely)	Dismissed by Panel
24-187C - <i>In re Garcia Morales</i> (Clark Co School District)	Dismissed by Panel
25-004C - <i>In re Thornley</i> (City of Reno)	Dismissed by Panel
25-032C - <i>In re Taylor</i> (City of Reno)	Dismissed by Panel

² Investigated case means that the Commission accepted jurisdiction and directed an investigation be conducted. This list only includes cases that were resolved in FY 2025 (regardless of year the complaint was submitted) and does not include the list of current open cases or those in which the determination of the review panel was to refer to the full Commission.

Appendix C Advisory Opinions Issued during FY 2025

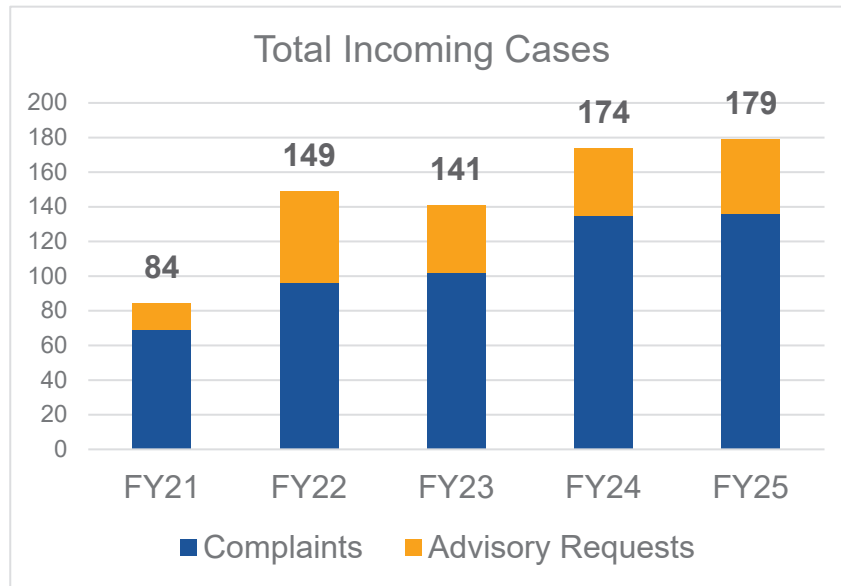
Date Published	Case Number	Main Topic(s)
9/9/24	24-043A	Cooling Off
8/13/24	24-062A	Cooling Off
7/22/24	24-080A	Disclosure & Abstention
9/10/24	24-101A	Disclosure & Abstention
9/12/24	24-102A	Cooling Off
9/19/24	24-103A	Disclosure & Abstention
9/25/24	24-105A	Cooling Off
9/23/24	24-106A	Government Resources
10/28/24	24-123A	Contracts
11/15/24	24-124A	Gifts
9/19/24	24-126A	Cooling Off
10/15/24	24-125A	Cooling Off
11/14/24	24-132A	Disclosure & Abstention
11/14/24	24-139A	Disclosure & Abstention
2/20/25	24-185A	Contracts
3/13/25	25-003A	Government Resources
4/30/25	25-005A	Contracts
3/17/25	25-007A	Disclosure & Abstention
5/28/25	25-008A	Government Resources
5/28/25	25-011A	Cooling Off
3/31/25	25-015A	Government Resources
4/17/25	25-018A	Contracts
4/10/25	25-021A	Disclosure & Abstention
5/8/25	25-028A	Disclosure & Abstention
5/21/25	25-029A	Cooling Off

Appendix D Count of Open Complaint Cases as of June 30, 2025

Proceeding to Adjudicatory Hearing	Under Investigation	Pending Jurisdictional Determination
4	12	28

Appendix E Data Graphs

Figure 1



Total incoming cases slightly increased in FY 2025 with one more complaint case and four more advisory requests compared to the previous year

Figure 2

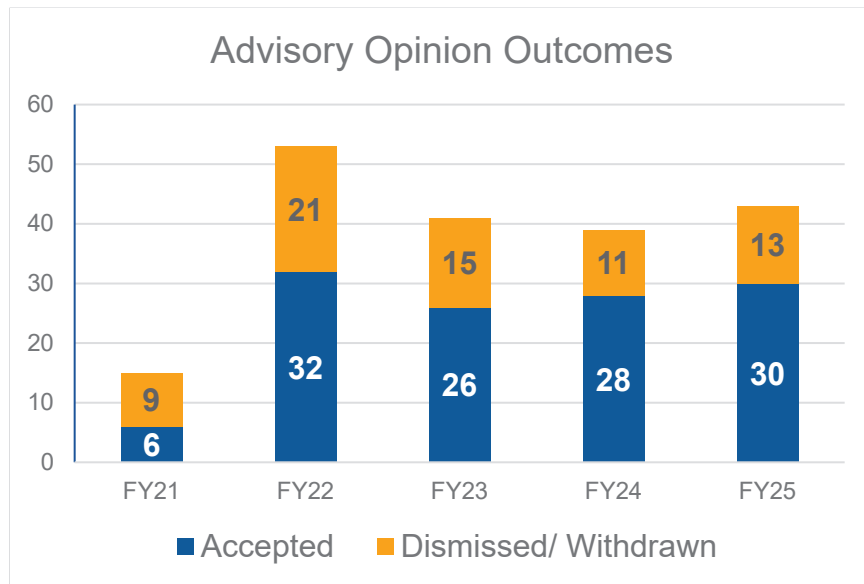
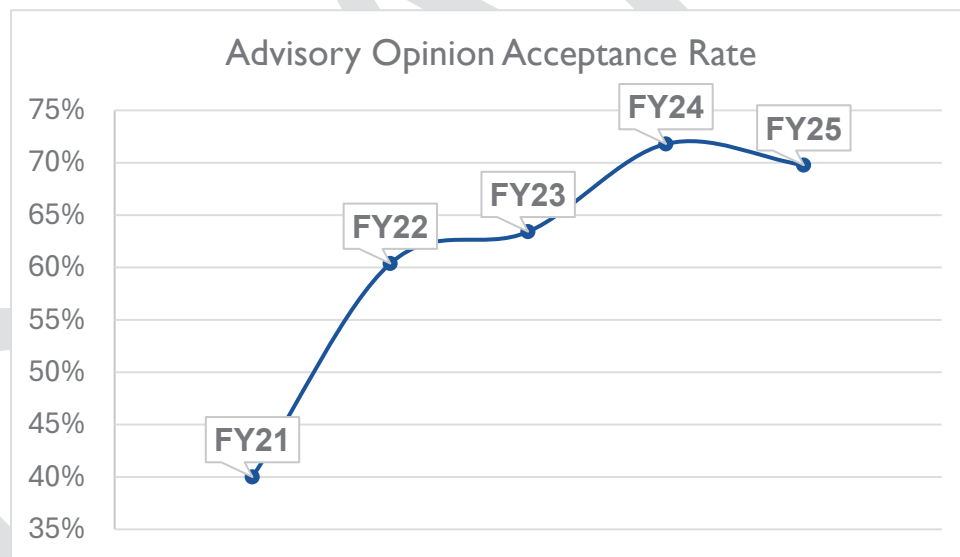


Figure 3



The volume of advisory opinions requested slightly decreased but with more cases being accepted for opinions.

Figure 4
Issued advisory topics

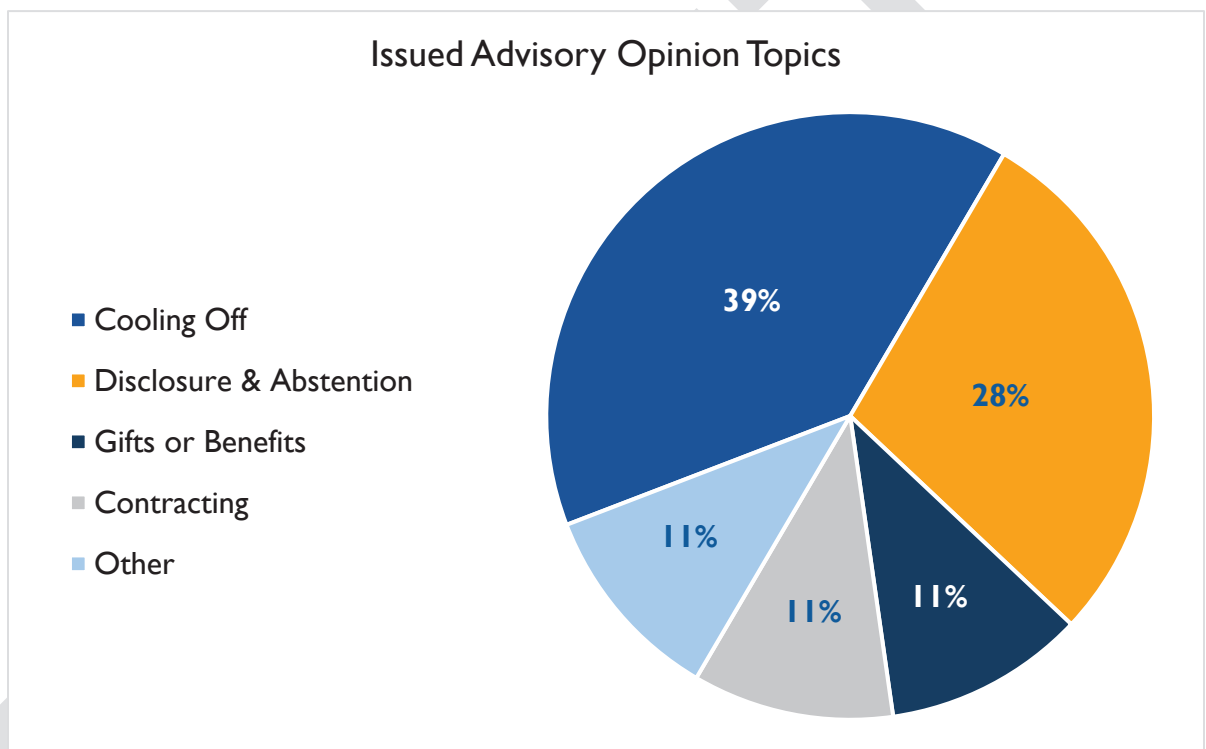
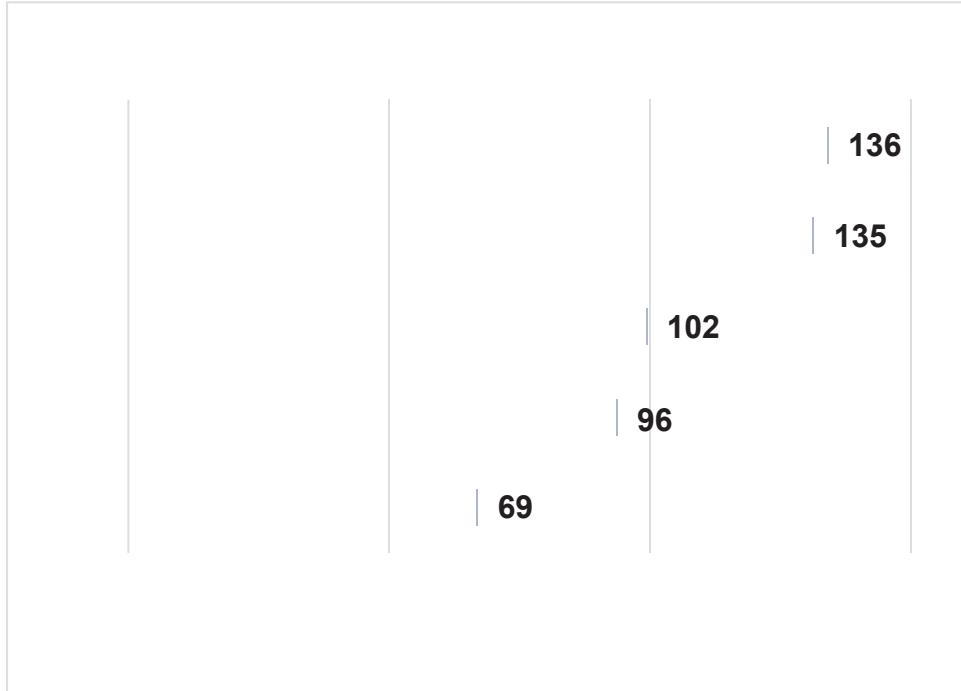


Figure 5



Incoming complaint cases continue to grow, almost doubling from the dip experienced during the COVID-19 pandemic and increasing 32 percent over FY 2023.

Figure 6

Jurisdictional Review Determinations for Cases Received in FY 2025

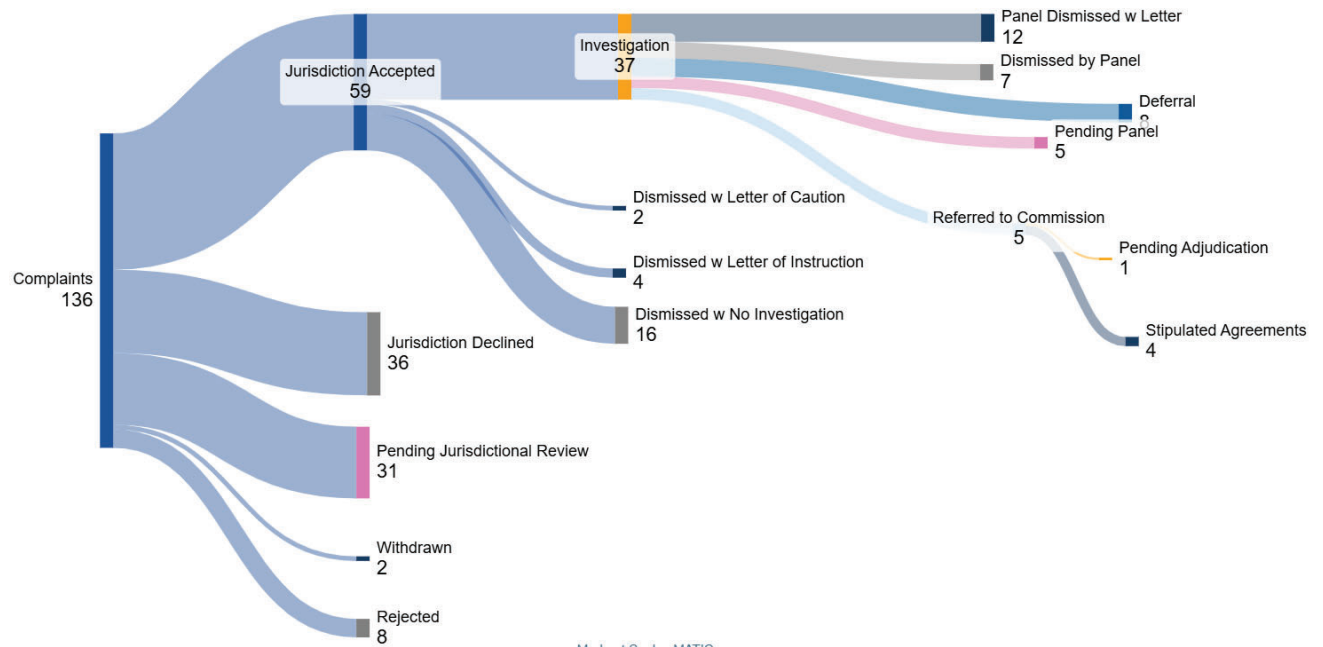
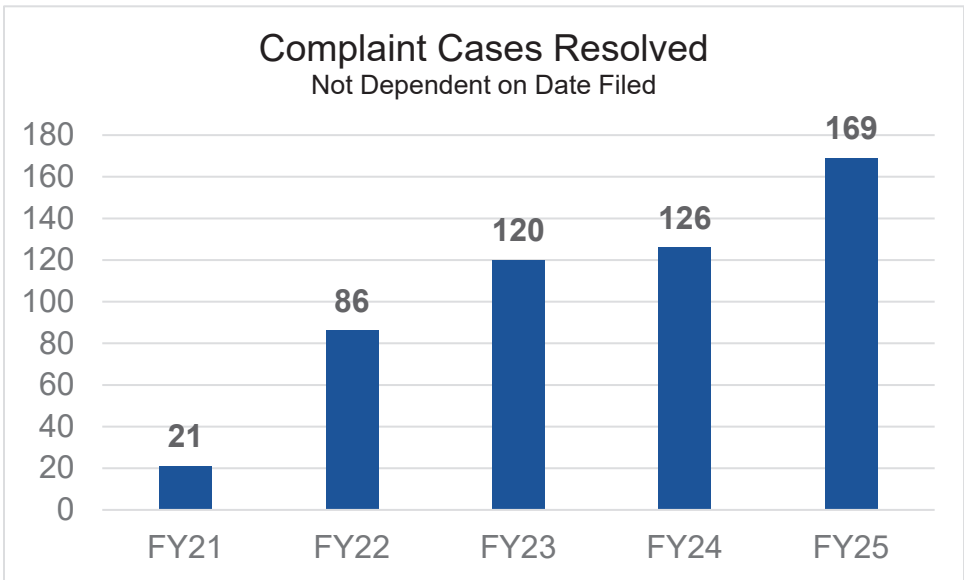
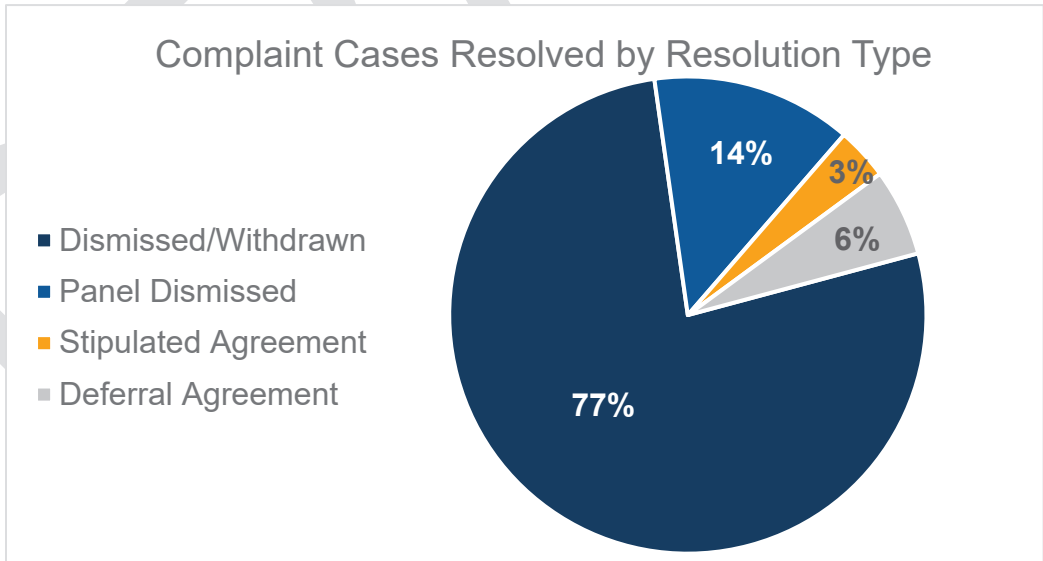


Figure 7



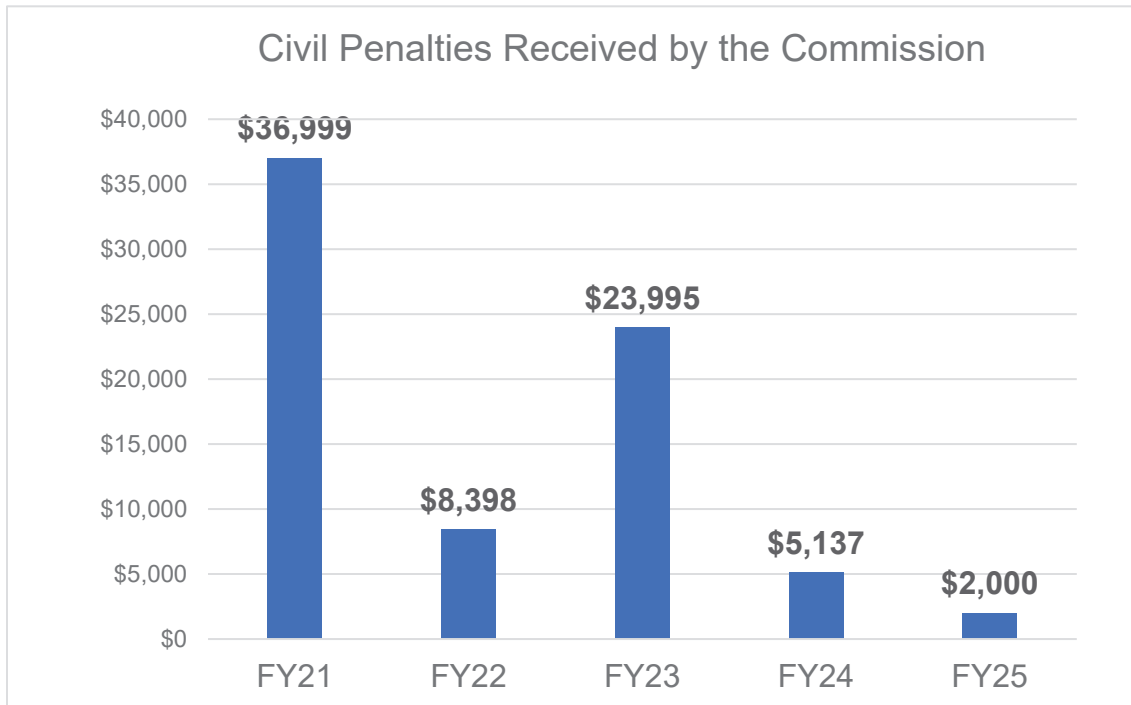
Complaint case resolution saw a further increase in FY 2025 as the Investigations team worked diligently to resolve old cases while at the same time ensuring new incoming cases were investigated and processed in a timely manner.

Figure 8



Cases dismissed include both at the jurisdictional determination phase and at the Review Panel phase combined. Panel dismissed includes cases dismissed by panel and dismissed by panel with letter.

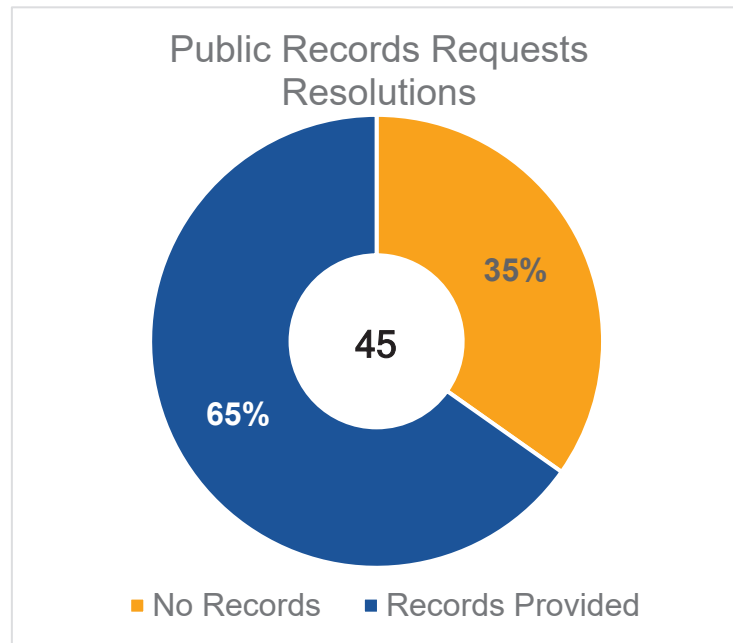
There were no opinions issued as a result of adjudicatory hearings this fiscal year.

Figure 9

Large civil penalties received in FY20 and FY21 are from the series of cases related to the Las Vegas Convention Visitors Authority. Payments on those penalties continued through FY 2023.

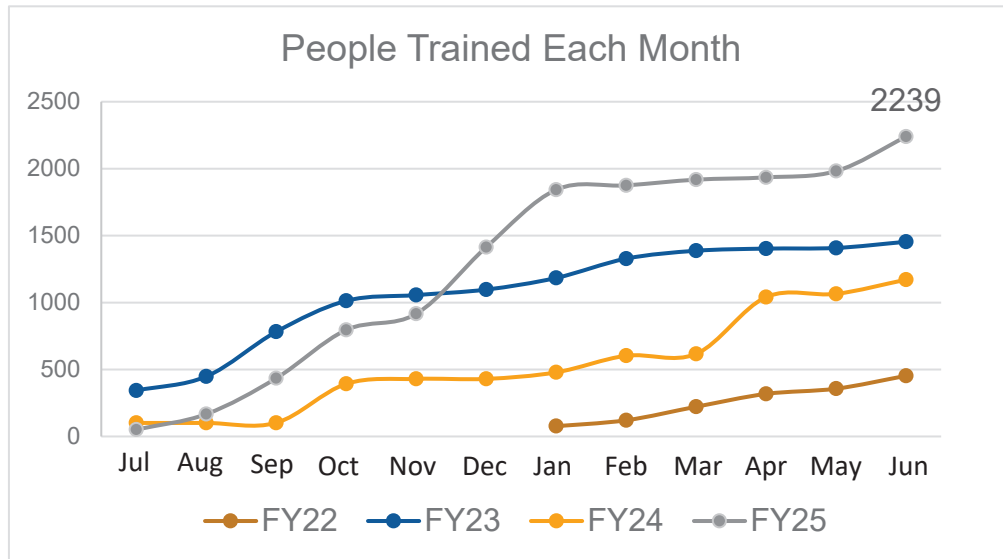
Two cases with outstanding financial penalties are currently on appeal and payments are suspended until the appeals are complete.

Figure 10



71% of requests for public records were about Commission cases with the remaining requests largely asking for acknowledgement forms or records not held by the Commission.

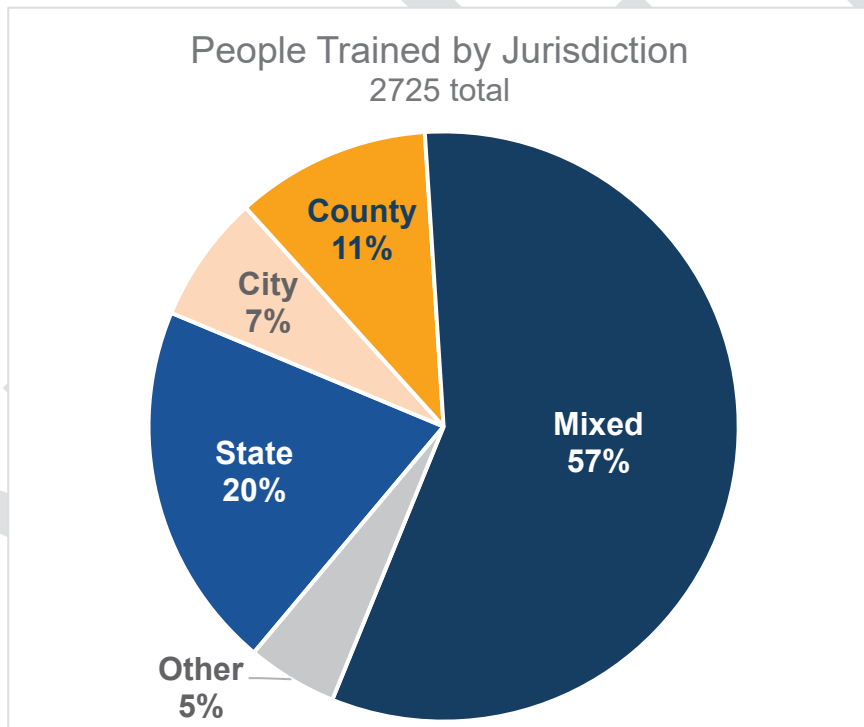
Figure 11



The Commission started tracking the individual number of people trained halfway through FY22. If doubling the FY22 data as an estimation, FY25 saw a 90% increase in the number of people trained when compared to the FY22-24 average.

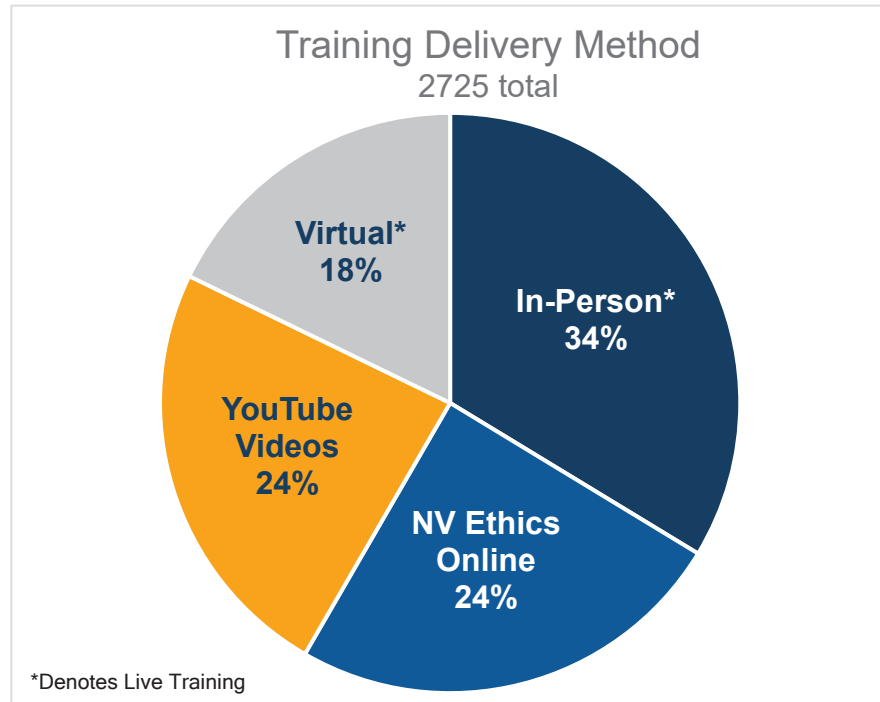
The two new training partnerships established and executed during FY 25 accounted for 695 people trained. One of which was a part of an agreement to resolve a complaint case in which an agency director was found to have violated the ethics law and training their staff was a part of the agreement.

Not accounted for in this graph are the approximated 486 people who received ethics training via the Ethics Training content on YouTube.

Figure 12

The Mixed category is primarily comprised of training resulting from compliance with a deferral agreement requirement with the Executive Director of the Clark County-Las Vegas Library District and the estimated number of people trained through Commission training videos on YouTube.

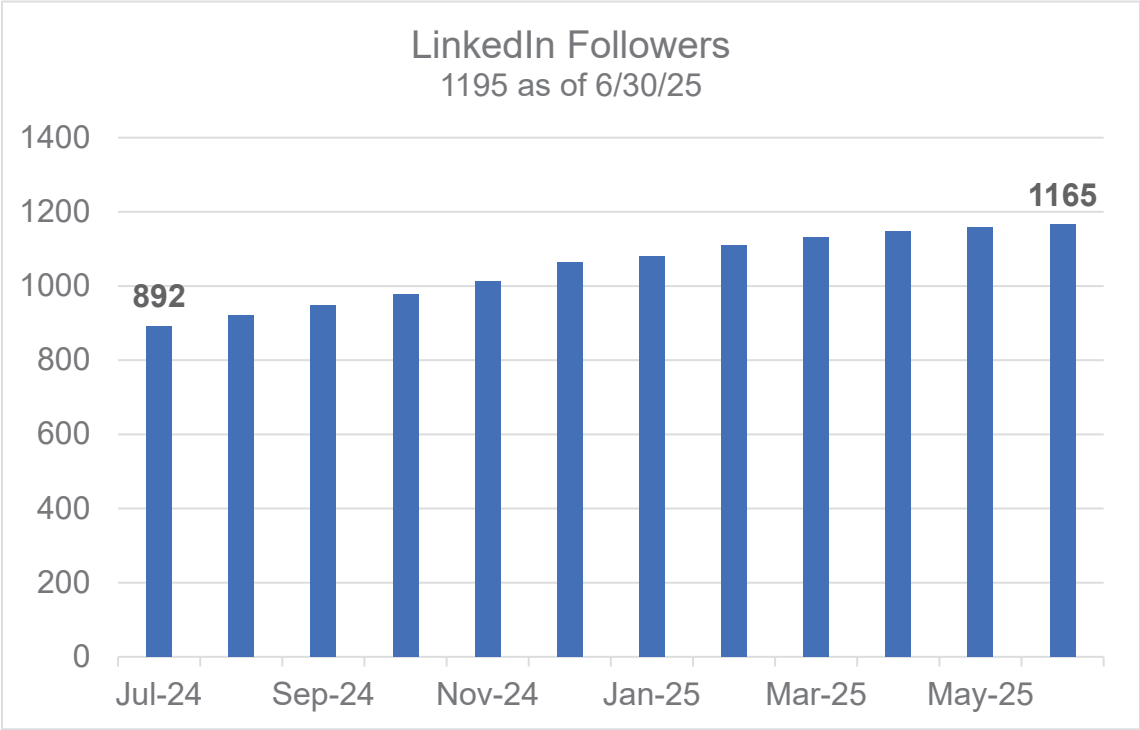
Figure 13



Online, self-paced training is available through [Nevada Ethics Online](#). Clark County also delivered Commission training materials through its online learning platform, accounting for approximately one-third of the YouTube Videos category. Request live training [here](#).

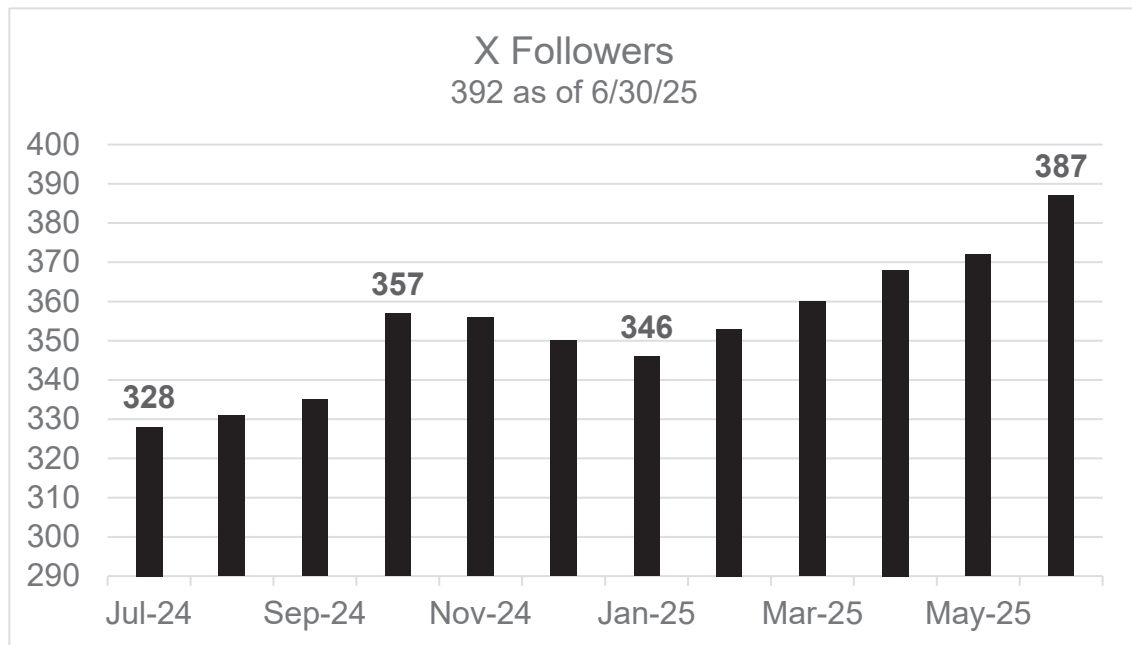
Outreach - Social Media Follower Data

Figure 14



[LinkedIn](#)

Figure 15



[X, formerly Twitter](#)

NCOE

Agenda Item 5

8/20/25



Executive Director Report – August 2025

Operations Highlights

- Recruiting for Senior Legal Researcher
- New Executive Assistant – Elvira Saldaña

Strategic Plan

- Compiling required documents for the RFP for case management software
- Public Feedback Survey in the field
- Education numbers continue to grow

Budget Update

- Working on fully closing out FY2025
- Local government billings starting to come in from cities and counties for FY2026
- High-level budget timeline provided at Cabinet meeting on 8/13

Recent Review Panel Determinations

- July
 - In re Gibson, Jones, Miller, McCurdy, and Segerblom (Clark County), Case No 24-085C-059C – Referral
 - In re Harvey (Lyon County), Case No 25-031C – Referral

Upcoming Meetings

- September – Panels Only
- October 15 – Las Vegas
- November 12 - Reno

Submitted: Ross E. Armstrong, Executive Director
Date: 8/13/25