

NCOE

Agenda Item 3

10/15/25



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

The Commission on Ethics held a public meeting on  
Tuesday, September 23, 2025, at 3:00 p.m.  
at the following location:

**State Bar of Nevada  
9456 Double R Boulevard, Suite B  
Reno, NV 89521**

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

1. Call to Order and Roll Call.

Chair Scott Scherer, Esq. appeared via Zoom and called the meeting to order at 3:06 p.m. Vice Chair Kim Wallin, CPA, CMA, CFM and Commissioners Michael E. Langton, Esq. and Terry Reynolds appeared in person in Reno. Commissioners Teresa Lowry, Esq., John Miller, Brianna Smith, Esq., John T. Moran III, Esq., appeared via Zoom video conference. Present for Commission staff in Reno were Executive Director Ross E. Armstrong, Esq., Commission Counsel Elizabeth J. Bassett, Esq., Acting Associate Counsel Curtis Hazlett, Investigator Erron Terry, Outreach and Education Officer Sam Harvey, and Executive Assistant Elvira Saldaña. Deputy Attorney General Olson was also present in Reno.

2. Public Comment.

Executive Director Armstrong reported that public comment was received via email from Lea Moser regarding the Devon Reese matter. In summary, she wanted to encourage the Board to appropriately discipline Devon Reese.

3. Approval of Minutes of the August 20, 2025, Commission Meeting.

Vice Chair Wallin moved to approve the August 20, 2025, Commission Meeting Minutes. Commissioner Reynolds 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: Aye.  
Commissioner Langton: Aye.

4. Discussion and approval of a Proposed Stipulated Agreement concerning consolidated Ethics Complaint Nos. 21-062C and 21-082C regarding Joseph Lombardo, Sheriff, Clark County, State of Nevada.

Chair Scherer asked whether any Commissioners had disclosures to make regarding the agenda item. Commissioner Moran stated he is an acquaintance of the former Sheriff, having met him on occasion through his service as Sheriff and now Governor, and Commissioner Moran's work in the State of Nevada as an attorney. Commissioner Moran categorizes their current relationship as professional acquaintances. Governor Lombardo appointed Commissioner Moran to the Nevada Commission on Ethics. Commissioner Moran began his term on July 1, 2023. Commissioner Moran's relationship with the Governor is not within the definition of NRS 281A.065. Consequently, the relationship does not require disclosure or abstention under the Ethics Law pursuant to NRS 281A.420. Nothing in Judicial Cannon 2.11 of the Code of Judicial Conduct requires disclosure or abstention pursuant to the manner of Commissioner Moran's appointment. Commissioner Moran stated he serves in a quasi-Judicial role and desires to alleviate any concerns of impartiality. Commissioner Moran has reviewed Judicial Cannon 2.11 of the Code of Judicial Conduct and confirms that the presented circumstances do not require disqualification. Commissioner Moran's acquaintanceship with the Governor or appointment to the Commission by the Governor would not materially affect his independence of judgment therefore he will be participating in and voting on the matter.

Chair Scherer stated he has known Governor Lombardo in a professional capacity, they do not socialize with each other. Chair Scherer was appointed to the Commission on Ethics by Governor Lombardo and does not believe he has a commitment or private capacity to the Governor therefore Chair Scherer intends to participate in the matter.

Commissioner Miller stated he became acquainted with former Sheriff Lombardo when he ran for Lieutenant Governor. Commissioner Miller does not interact with him socially; however, he did appoint Commissioner Miller to the Commission in January 2025. Commissioner Miller believes he can be impartial and make decisions related to the agenda item. Commissioner Miller reviewed Judicial Cannon 2.1 and his commitment and private capacity in 281A.065.

Chair Scherer asked the parties to the Complaint to identify themselves. Colby Williams and Samuel Mirkovich with Campbell and Williams, appeared via Zoom video conference on behalf of Joseph Lombardo. Appearing on his own behalf was Executive Director Armstrong.

Commission Counsel Bassett presented an overview of Ethics Complaint Case Numbers 21-062C and 21-082C and the Proposed Stipulated Agreement, the terms of which were that Governor Lombardo will stipulate to one non-willful violation of NRS 281A.400 subsection 7 and make a \$5,000 payment to the general fund. The pending petition in the First Judicial District Court will be dismissed, and the matter will be concluded. The agreement does not include a requirement for ethics training due to upon being sworn in as Governor, Governor Lombardo promptly sought ethics training for his entire office.

Commissioner Moran made a motion to approve the Proposed Stipulated Agreement. Commissioner Reynolds seconded the motion. Vice Chair Wallin requested to make an amendment to the motion. Vice Chair Wallin stated the motion should be to accept the terms of the Stipulated Agreement as presented by the parties and direct the Commission Counsel to finalize the agreement in appropriate legal form, any Commissioner wishing to submit any written dissent to the agreement may submit their dissent within 3 Commission working days for inclusion with the agreement. Commissioner Moran accepted the amendment to his motion to approve the Agreement. Commissioner Reynolds seconded the motion with the amendments to the initial primary motion.

Chair Scherer asked if there were any questions or comments to the motion.

Commissioner Langton stated he is opposed to the motion to accept the Stipulated Agreement. The original final decision was appropriate.

Commissioner Lowry stated there is no legal reason to depart from the original final opinion in the case that was issued in 2023. This negotiation is a fiction and does not comport with NRS 281A. It reverses a previously rendered final opinion, undermining Commission precedent. It renders the term "final order" meaningless.

Vice Chair Wallin stated she is dissenting on the proposed Stipulated Agreement. Vice Chair Wallin does not agree it is a non-willful violation and does not see where there are any mitigating circumstances as set forth in NRS 281A.775 to change it to a non-willful. The circumstances in the agreement regarding mitigating circumstances are weak. Vice Chair Wallin stated she has trouble with the wording, "the subject agrees to remit \$5,000 to be put into the State general fund for the general good of the people" and "the \$5,000 tender will be made." By approving the Stipulated Agreement, the Commission is not treating similar cases the same and creating confusion. By settling the case without having the courts resolve it, they are doing disservice to public officials and employees, and to the citizens of Nevada they are adding to their distrust of elected officials in government.

Commissioner Smith provided a synopsis of the procedural history of the case and an overview of a similar ethics case in the Second Judicial District Court. Commissioner Smith has trouble finding that Lombardo's photographs which depict him in his Sheriff's uniform, a position he held at the time, create the appearance of impropriety and strongly disagrees with it. The proposed Stipulated Agreement offers closure and cost savings to both sides as well as the courts. Commissioner Smith supports and votes in favor of the Stipulated Agreement as proposed by the Commission Counsel.

Commissioner Miller echoed Commissioner Smith's statements. Nevada Law does not specifically state that an officer cannot wear their official uniform when campaigning for office instead it relies heavily on broader prohibitions of using government resources and giving the appearance of official endorsement. Commissioner Miller does not believe Governor Lombardo, then Sheriff, was going against that. Furthermore, the overarching aspect of opposing candidates being able to use those same images in ads against him needs to be reviewed. Commissioner Miller is in favor.

Commissioner Reynolds echoed the comments of Commissioner Smith and her legal analysis. Commissioner Reynolds stated he is going to vote in favor of the motion; however, he noted that further work is needed to clarify the law in this area.

Chair Scherer stated Commissioner Smith's interpretation of the statute is correct and that is the legislative intent of the statute. Chair Scherer added that he also thinks there is a first amendment right that is involved, and he will support the Agreement.

The Motion was put to a vote and carried as follows:

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

5. Discussion and approval of a Proposed Stipulated Agreement concerning Consolidated Ethics Complaint Nos. 24-085C, 24-086C, 24-087C, 24-088C, and 24-089C regarding James Gibson, Justin Jones, Ross Miller, William McCurdy III, and Tick Segerblom, Commissioners, Clark County Board of Commissioners, State of Nevada.

Chair Scherer introduced the item and stated for the record that Commissioner Miller, Commissioner Langton, and himself served as members of the Review Panel for this matter and would be precluded from participating in any further proceedings.

Vice Chair Wallin asked if there were any disclosures or abstentions to be made.

Commissioner Moran stated he is an acquaintance of the Commissioners and has met with them independently and individually, and occasionally. Commissioner Moran has known the Commissioners in a professional or public capacity for many years and categorizes their current relationship as professional acquaintances. Under NRS 281A.065, Commissioner Moran's relationship with those subject to the Commission is not within the definition of a commitment in a private capacity of the interest of another person. The relationship does not require disclosure of abstention under the Ethics Law pursuant to NRS 281A.420. Nothing in Judicial Cannon 2.11 of the Code of Judicial Conduct requires disclosure of abstention pursuant to the manner of Commissioner Moran's appointment. In Commissioner Moran's capacity as a commissioner, he serves

in a quasi-Judicial role and desires to alleviate any concerns of impartiality. Commissioner Moran does not believe his acquaintanceship with the commissioners would materially affect his independence of judgment therefore he will be participating in and voting on the matter.

Commissioner Smith stated she will be abstaining from voting on the item per Judicial Canon 2.11 of the Code of Judicial Conduct. In Commissioner Smith's private capacity, she works as an attorney for the law firm Pisanelli Bice, who pursued a case on behalf of Gipson Resources against Clark County. The case involved certain Clark County Commissioners as fact witnesses that are also the subject of the ethics complaint. Although the case is closed it could be argued that the independence of judgment of a reasonable person may be affected in voting on matters related to these individuals. Commissioner Smith is abstaining from voting on the matter to avoid any appearance of bias or impropriety.

Vice Chair Wallin asked the attorneys for the parties to identify themselves. Appearing on his own behalf was Executive Director Armstrong. Bradley Schrager of the Law Firm of Bravo Schrager appeared via Zoom video conference on behalf of the subject respondents.

Executive Director Armstrong presented an overview of Ethics Complaint Case Numbers 24-085C, 24-086C, 24-087C, 24-088C, and 24-089C, and the Proposed Stipulated Agreement, the terms of which were that the single violation of NRS 281A.420 subsection 1 shall be deemed non-willful. Each of the Commissioners has agreed to work with Clark County government to establish an Ethics Officer for the county with the authority of an Assistant County Manager level position. In addition, each of the Commissioners will work with the county to adopt an event attendance policy and agree to receive an admonishment from the Commission which by law is a written expression of disapproval of their conduct.

Bradley Schrager commented that the resolution is the product of lengthy and intense discussions. The resolution agreement reflects the strengths and weaknesses of each side's positions. The potential for establishing an Ethics Officer and further policies will serve the Commission's goals and clarify the application of the rules as they exist to situations as they arise going forward.

Commissioner Reynolds made a motion to accept the terms of the Stipulated Agreement as presented by the parties and direct the Commission Counsel to finalize the agreement in appropriate legal form, any Commissioner wishing to submit any written dissent to the agreement may submit their dissent within 3 Commission working days for inclusion with the agreement. Commissioner Moran seconded the motion.

Vice Chair Wallin requested clarification from Executive Director Armstrong regarding the details related to County Commissioner attendance.

The Motion was put to a vote and carried as follows:

Chair Scherer: Abstain.

Vice Chair Wallin: Aye.

Commissioner Langton: Abstain.  
Commissioner Lowry: Aye.  
Commissioner Miller: Abstain.  
Commissioner Moran: Aye.  
Commissioner Reynolds: Aye.  
Commissioner Smith: Abstain.

6. Discussion and approval of a Proposed Stipulated Dismissal Agreement concerning Ethics Complaint Nos. 24-036C and 24-050C regarding Devon Reese, City Councilman, City of Reno, State of Nevada.

Chair Scherer introduced the item and stated for the record that Commissioners Langton and Reynolds served as members of the Review Panel for this matter and would be precluded from participating in any further proceedings. Chair Scherer asked the attorneys for the parties to identify themselves. Appearing on his own behalf was Executive Director Armstrong. Rick Hsu with Maupin Cox Legoy Law Firm appeared in person on behalf of Devon Reese. Executive Director acknowledged for the record that Devon Reese was also present in person.

Executive Director Armstrong presented an overview of Ethics Complaint Case Numbers 24-036C and 24-050C. During the discovery process, Executive Director Armstrong concluded there was appropriate justification for the travel in question and the reimbursements that were made, therefore requesting the Commission approve the Proposed Stipulated Dismissal Agreement and close the matter.

Chair Scherer asked Executive Director Armstrong if upon receiving all the evidence it reflected there was city business conducted on all the days in question.

Executive Director stated that was correct. There was evidence there was meetings or events Mr. Reese attended or a travel day the day before to get to the events.

Rick Hsu commented it was not a typical settlement, and Executive Director Armstrong agreed the case should not go to hearing after receiving all the evidence. It saves taxpayers' money and the Commissioners' valuable time.

Vice Chair Wallin made a motion to accept the terms of the Stipulated Agreement as presented by the parties and direct the Commission Counsel to finalize the agreement in appropriate legal form, any Commissioner wishing to submit any written dissent to the agreement may submit their dissent within 3 Commission working days for inclusion with the agreement. Commissioner Moran seconded the motion.

Commissioner Lowry asked about the delay in obtaining documentation.

The Motion was put to a vote and carried as follows:

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

7. Discussion and approval of a Proposed Stipulated Deferral Agreement concerning Ethics Complaint No. 22-104C regarding Devon Reese, City Councilman, City of Reno, State of Nevada.

Chair Scherer introduced the item and stated for the record that Commissioner Lowry served as a member of the Review Panel for this matter and would be precluded from participating in any further proceedings. Commission Counsel Bassett was Associate Counsel at that time and prosecuted the case therefore Deputy Attorney General Olson will be sitting in for this matter. Chair Scherer asked if there were any disclosures to be made. Commissioner Langton stated he would abstain from the matter due to prior interactions with Mr. Reese and his law firm through his legal practice.

Chair Scherer asked the attorneys for the parties to identify themselves. Appearing on his own behalf was Executive Director Armstrong. Jonathan Shipman, City Attorney's Office, appeared in person on behalf of Devon Reese. It was noted for the record that Devon Reese was also present in person.

Executive Director Armstrong presented an overview of Ethics Complaint Case No. 22-104C, and the Proposed Stipulated Deferral Agreement, the terms of which were that the Deferral Agreement is reinstated, Reese has met the conditions of the deferral agreement including mandatory training and reporting of disclosure statements and therefore the case be dismissed.

Commissioner Miller made a motion to approve the Stipulated Agreement. Chair Scherer clarified the standard form is to accept the terms of the Stipulated Agreement as presented by the parties and direct Deputy Attorney General Olson to finalize the agreement in appropriate legal form, any Commissioner wishing to submit any written dissent to the agreement may submit their dissent within 3 Commission working days for inclusion with the agreement. Commissioner Miller thanked Chair Scherer for the friendly amendment. Commissioner Smith seconded the motion. The Motion was put to a vote and carried as follows:

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



Commissioner Reynolds: Aye.  
Commissioner Smith: Aye.

8. Commissioner Comments on matters including, without limitation, identification of future agenda items, upcoming meeting dates and meeting procedures

Vice Chair Wallin expressed concern that the Commission strayed from the Commission's mission statement and that they also did not follow their first guiding principle. Vice Chair Wallin noted that, in some cases, the Commission was not consistent in changing how they have interpreted the law previously and hopes they come back to following the guiding principles and mission statement.

9. Public Comment.

Devon Reese, Reno City Councilman, expressed gratitude for the dismissal of the case against him, stating it confirmed his long-held innocence. He criticized the process as unfair and damaging, citing media coverage and social media amplification of unproven allegations. Reese accused the Commission staff of pursuing the matter without complete information and failing to conduct a thorough investigation. He emphasized the importance of the Commission and the need for reform.

Commissioner Langton stated that, in all interactions with Executive Director Armstrong and Vice Chair Wallin, they have been dedicated to the law and facts. They have done an outstanding job in all the dealings with the Commission and complaints they have been involved in.

Commissioner Moran commented that having worked with Executive Director for several years, he is fair and has always maintained his professional stance.

Rick Hsu commented it has been a trying process for his client. He reflected on the Commission's evolution. He expressed concern that the current system creates a burdensome and costly process for public officers under investigation, potentially discouraging candidates from running for office. He invited Chair Scherer and Commissioner Miller to engage in further discussion about the challenges.

10. Adjournment.

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

The meeting adjourned at 4:43 p.m.

Minutes prepared by:

[/s/ Elvira Saldaña](#)

Elvira Saldaña  
Executive Assistant

[/s/ Ross Armstrong](#)

Ross Armstrong, Esq.  
Executive Director

Minutes approved October 15, 2025

\_\_\_\_\_  
Scott Scherer, Esq.  
Chair

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

DRAFT

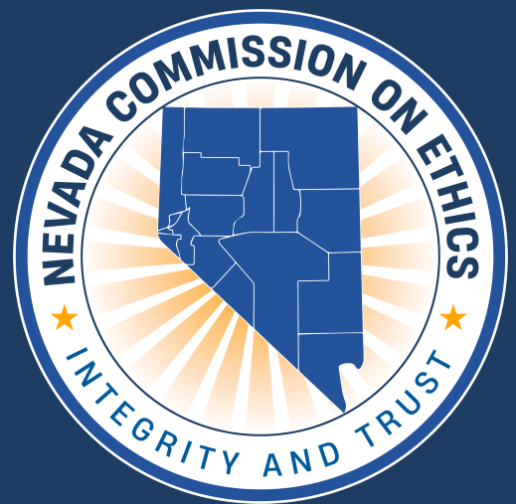
NCOE

Agenda Item 6

10/15/25

# ANNUAL REPORT

## FISCAL YEAR 2025



### Nevada Commission on Ethics

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# TABLE OF CONTENTS

<b>DEAR NEVADANS, .....</b>	<b>3</b>
<b>COMMISSION BACKGROUND.....</b>	<b>4</b>
What We Do.....	4
Mission Statement.....	4
Commissioners & Staff as of June 30, 2025.....	5
Commission's Guiding Principles.....	6
<b>FISCAL YEAR 2025 HIGHLIGHTS.....</b>	<b>7</b>
Welcoming New Commissioners .....	7
Cases Filed with the Commission .....	8
Case Trend - Contracting Issues.....	8
<b>IMPLEMENTATION OF THE STRATEGIC PLAN .....</b>	<b>9</b>
Completed Implementation Highlights: .....	9
Next Steps: Major Tasks in FY 2026.....	9
Report on Fiscal Year 2025 Goals .....	10
Fiscal Year 2026 Goals .....	10
<b>FISCAL UPDATE .....</b>	<b>11</b>
<b>REGULATORY AND LEGISLATIVE STATUS .....</b>	<b>12</b>
Regulatory Amendments .....	12
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:.....	12
2025 Legislative Session.....	12
<b>OUTREACH &amp; EDUCATION .....</b>	<b>13</b>
Embarking on Expansion and Innovation .....	13
Outreach and Education Developments.....	14
<b>COMMISSION OPERATIONS .....</b>	<b>15</b>
<b>APPENDIX .....</b>	<b>16</b>
Appendix A Investigated Cases Resolved in FY 2025.....	16
Appendix B Investigated Cases Resolved by Review Panels in FY 2025 .....	17
Appendix C Count of Open Complaint Cases as of June 30, 2025 .....	17
Appendix D Advisory Opinions Issued during FY25 .....	18
Appendix E Data Graphs .....	19
Appendix F Performance Metrics.....	33

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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, Chapter 281A of the Nevada Revised Statutes. 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 161,000 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 <sup>1</sup>	Commission Staff <sup>2</sup>
<p><b>Scott Scherer, Esq.</b> Commission Chair</p>	<p><b>Ross Armstrong, Esq.</b> Executive Director</p>
<p><b>Kim Wallin, CPA, CMA, CFM</b> Vice Chair</p>	<p><b>Elizabeth Bassett, Esq.</b> Commission Counsel</p>
<p><b>Michael E. Langton, Esq.</b> Commissioner</p>	<p><b>Curtis Hazlett</b> Acting <b>Associate Counsel</b></p>
<p><b>Teresa Lowry, Esq.</b> Commissioner</p>	<p><b>Erron Terry</b> Investigator</p>
<p><b>John Miller</b> Commissioner</p>	<p><b>VACANT</b> Senior Legal Researcher</p>
<p><b>John T. Moran, III, Esq.</b> Commissioner</p>	<p><b>Sam Harvey</b> Outreach and Education Officer</p>
<p><b>Terry J. Reynolds</b> Commissioner</p>	<p><b>Kari Pedroza</b> Executive Assistant</p>
<p><b>Brianna Smith, Esq.</b> Commissioner</p>	

<sup>1</sup> Amanda Yen, Esq., Stan Olsen, and Caleb S. Cage served on the Commission for part of the fiscal year prior to their departure.

<sup>2</sup> Wendy Pfaff served as Senior Legal Researcher for part of the fiscal year prior to her departure.



## 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.

# FISCAL YEAR 2025 HIGHLIGHTS

## Welcoming New Commissioners

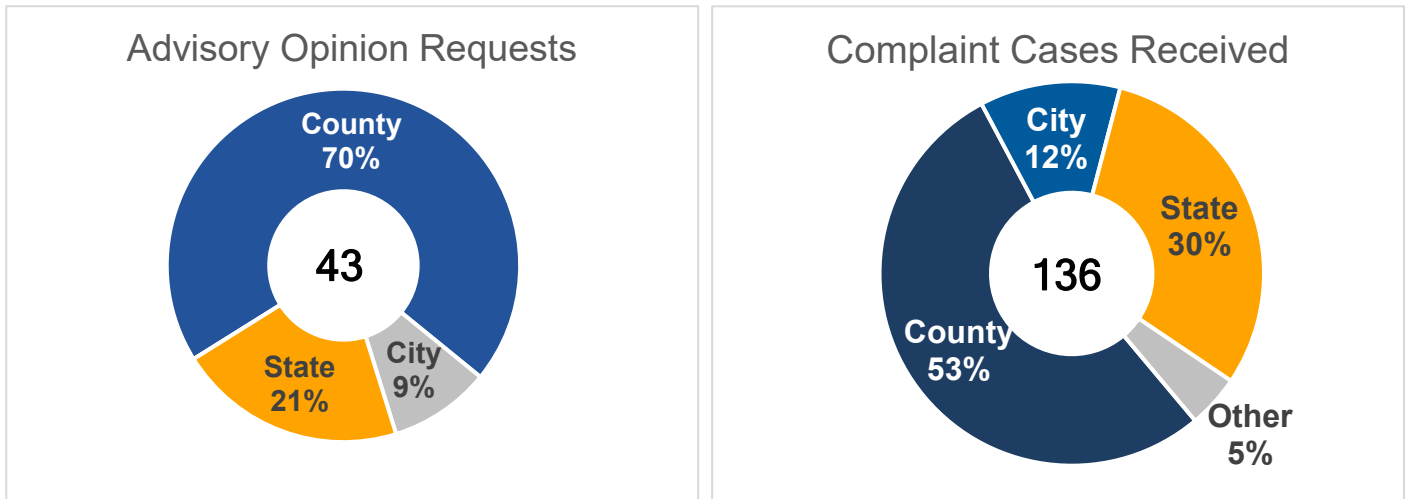
The Governor appointed John Miller, President, and CEO of Summit National Bank, to the Commission effective January 24, 2025. Commissioner Miller has previous experience as a small business owner and entrepreneur and he currently sits on the board for Scouting America's Las Vegas Area Council, serving 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 FY25. View the full plan [here](#). 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

## 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
- ✓ Reputational 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 2025.

## Report on Fiscal Year 2025 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 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 FY25 compared to 1,211 during FY24 and 1,177 on average since 2022. This is a 90% increase. See figure 11.

### 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.

## Fiscal Year 2026 Goals

In prior years, the Commission set goals such as those above in the annual report and reported on them the following year. With the development and implementation of the strategic plan, the annual goals and reporting are now further expanded on and included in the strategic planning section of the annual report.

## 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 \$1,181,745	State General Funds \$284,395	Penalties Collected for General Fund \$ 2,000	Federal Grant \$14,400
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*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 receiving training, 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 Training<sup>1</sup>

1.68%

of Public Servants Trained

90% ↑

over the prior 3 year  
average<sup>2</sup>

<sup>1</sup> Compared to 1,211 in the previous year

<sup>2</sup> 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. [Here](#) you can find the main objectives and sample activities.

### 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— Nevada's public servants. 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 17 for a detailed breakdown of industries 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.

### Expanded Agency Training Partnerships

O&E staff also secured and executed new 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 more effectively confirm training completion by subjects of ethics complaints. FY25 saw growth in utilization of NEO with 672 courses completed compared to 15 during the prior fiscal year.

# COMMISSION OPERATIONS

	<u>Top 3 Topics for Advisory Opinions</u> <ol style="list-style-type: none"> <li>1. Cooling Off</li> <li>2. Disclosure and Abstention</li> <li>3. Contracting</li> </ol>
	<u>Top 3 Jurisdiction Types for Complaints</u> <ol style="list-style-type: none"> <li>1. Rural County Government</li> <li>2. School Districts</li> <li>3. State Government</li> </ol>
	<u>Top 3 Resolution Types for Investigated Cases</u> <ol style="list-style-type: none"> <li>1. Stipulated Violation (tied)</li> <li>2. Dismissed with a Letter of Caution/ Instruction</li> <li>3. Deferral Agreement</li> </ol>
	<u>Two cases remain pending in litigation.</u> <ul style="list-style-type: none"> <li>• 1 petition for judicial review pending following contested hearings</li> <li>• 1 appeal pending following a district court's order granting a petition for judicial review</li> </ul>
	<u>Public Records Requests Resolutions</u> <ul style="list-style-type: none"> <li>• 46 Total Requests</li> <li>• 69% Case-related</li> <li>• 64% Records Provided<sup>1</sup></li> </ul>

<sup>1</sup> Of the remaining 36% requests, the Commission was either required to keep the records confidential or did not have the records requested commonly due to the subject of the documents being outside of the Commission's jurisdiction.

# APPENDIX

## Appendix A Investigated Cases Resolved in FY 2025<sup>1</sup>

Complaint Case	Resolution
24-109C <i>In re Green</i> (State Board of Homeopathic Medical Examiners)	Stipulated Agreement - 1 non-willful violation of NRS 281A.400(1) & civil penalty of \$500 (reduced to \$250 if sufficient agreement compliance)
24-130C <i>In re Boskovich</i> (Nye County)	Stipulated Agreement/Consent Order (Pending Compliance) - 1 willful violation of NRS 281A.420(1) reduced to 1 non-willful violation if 1 yr of compliance including Ethics Training, seeking an Advisory Opinion, & avoiding substantive ethics violations (until April 2026)
24-148C <i>In re Juden</i> (North Las Vegas)	Stipulated Agreement - 1 non-willful violation of NRS 281A.400(10)
24-168C <i>In re McClinton</i> (Governor's Office of Energy)	Stipulated Agreement - 1 non-willful violation of NRS 281A.400(1) & civil penalty of \$1000
24-115C / 142C <i>In re Burns</i> (Douglas County School District)	Deferral Agreement - 1 yr with Ethics Training, Manual Review, and avoid substantive violations (until February 2026)
24-116C / 143C <i>In re Jansen</i> (Douglas County School District)	Deferral Agreement - 1 yr with Ethics Training, Manual Review, and avoid substantive violations (until February 2026)
24-117C / 144C <i>In re Dickerson</i> (Douglas County School District)	Deferral Agreement - 1 yr with Ethics Training, Manual Review, and avoid substantive violations (until February 2026)
24-118C / 145C <i>In re Englekirk</i> (Douglas County School District)	Deferral Agreement - 1 yr with Ethics Training, Manual Review, and avoid substantive violations (until February 2026)

<sup>1</sup> 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 2025<sup>1</sup>

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

## Appendix C Count of Open Complaint Cases as of June 30, 2025

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

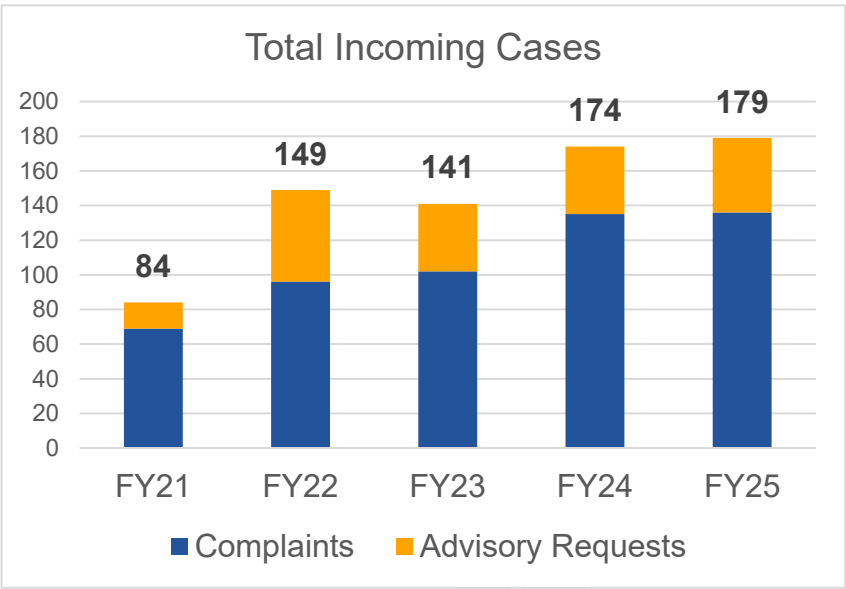
<sup>1</sup> Investigated case means that the Commission accepted jurisdiction and directed an investigation be conducted. This list only includes cases that were resolved in FY 2025 (regardless of year the complaint was submitted) and does not include the list of current open cases or those in which the determination of the review panel was to refer to the full Commission.

### Appendix D Advisory Opinions Issued during FY25

Date Published	Case Number	Main Topic(s)
11/15/2024	24-124A	Gifts
10/28/2024	24-123A	Contracts
2/20/2025	24-185A	Contracts
4/17/2025	25-018A	Contracts
4/30/2025	25-005A	Contracts
9/23/2024	24-106A	Government Resources
3/13/2025	25-003A	Government Resources
5/28/2025	25-008A	Government Resources
3/31/2025	25-015A	Government Resources
9/9/2024	24-043A	Cooling Off
8/13/2024	24-062A	Cooling Off
9/12/2024	24-102A	Cooling Off
9/25/2024	24-105A	Cooling Off
9/19/2024	24-126A	Cooling Off
10/15/2024	24-125A	Cooling Off
5/28/2025	25-011A	Cooling Off
5/21/2025	25-029A	Cooling Off
7/22/2024	24-080A	Disclosure & Abstention
9/10/2024	24-101A	Disclosure & Abstention
9/19/2024	24-103A	Disclosure & Abstention
11/14/2024	24-132A	Disclosure & Abstention
11/14/2024	24-139A	Disclosure & Abstention
3/17/2025	25-007A	Disclosure & Abstention
4/10/2025	25-021A	Disclosure & Abstention
5/8/2025	25-028A	Disclosure & Abstention

## Appendix E Data Graphs

Figure 1



- Total incoming cases slightly increased in FY25 with one more complaint case and four more advisory requests compared to the previous year.

Figure 2

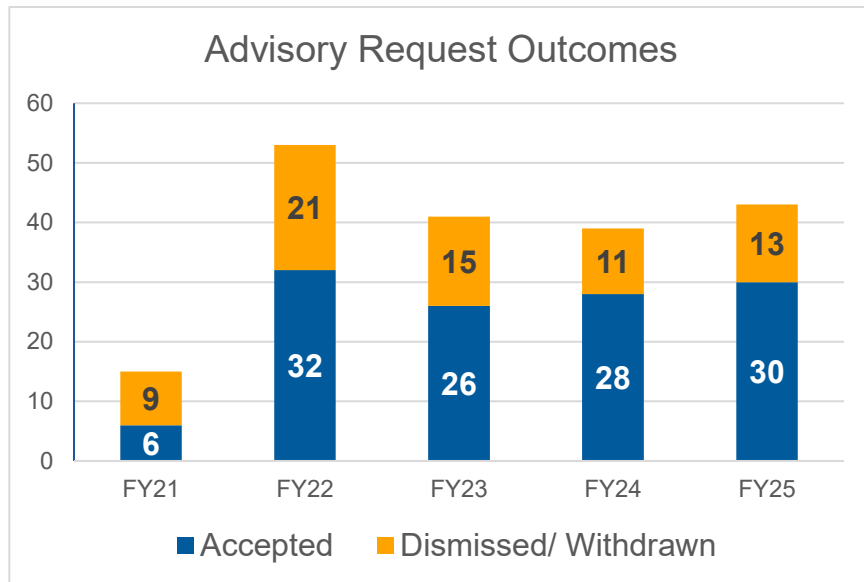
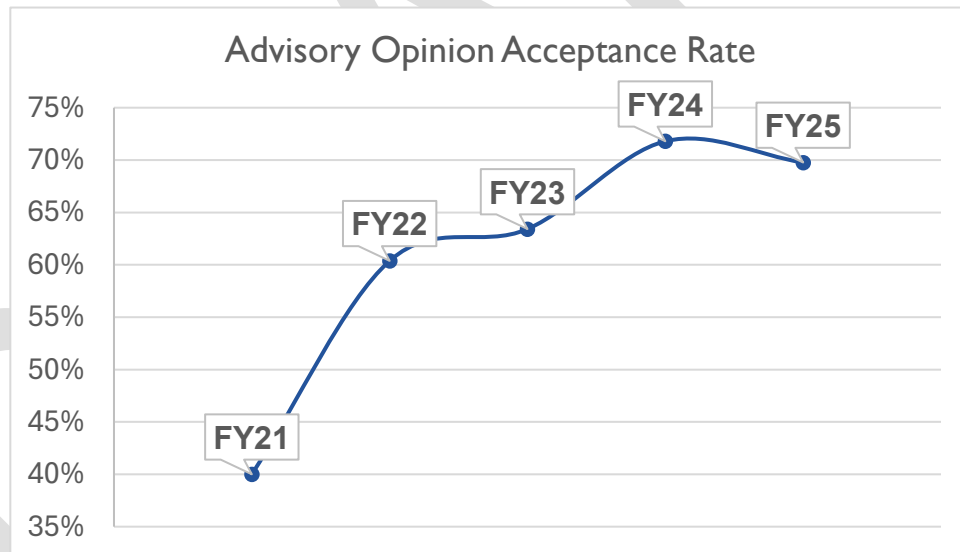
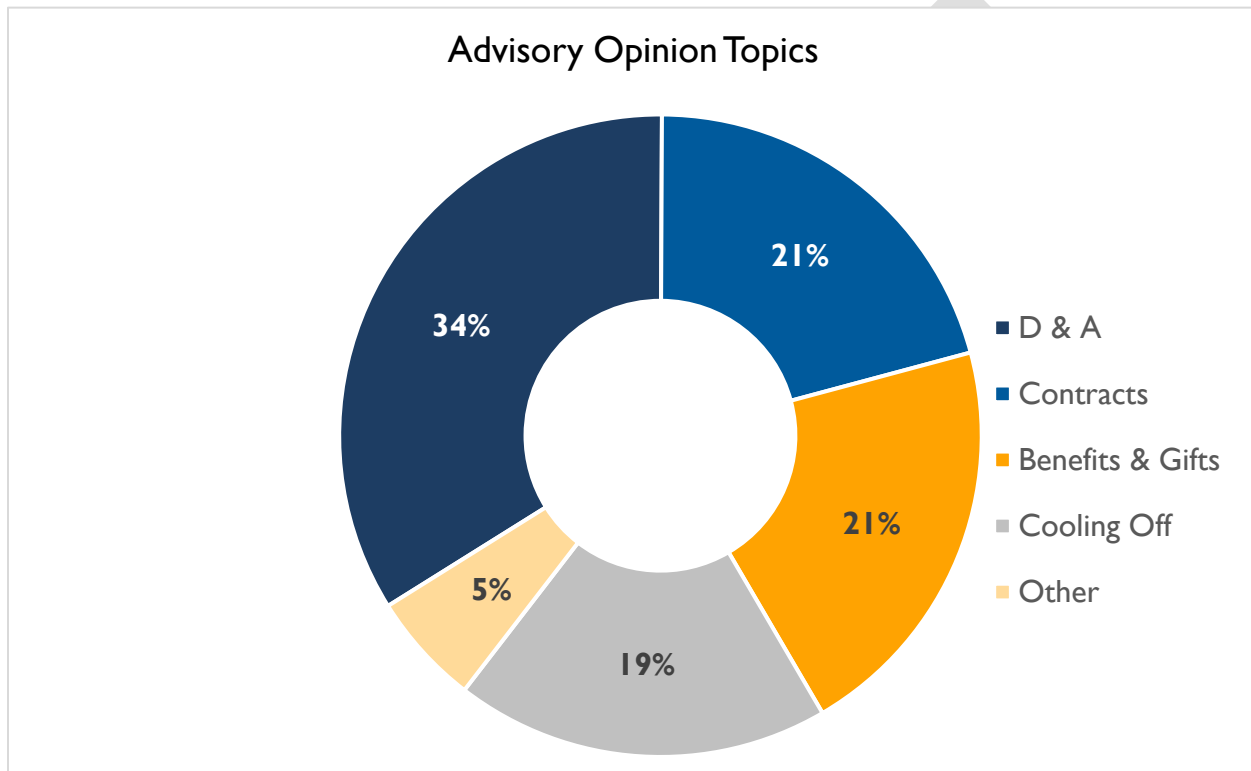


Figure 3



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

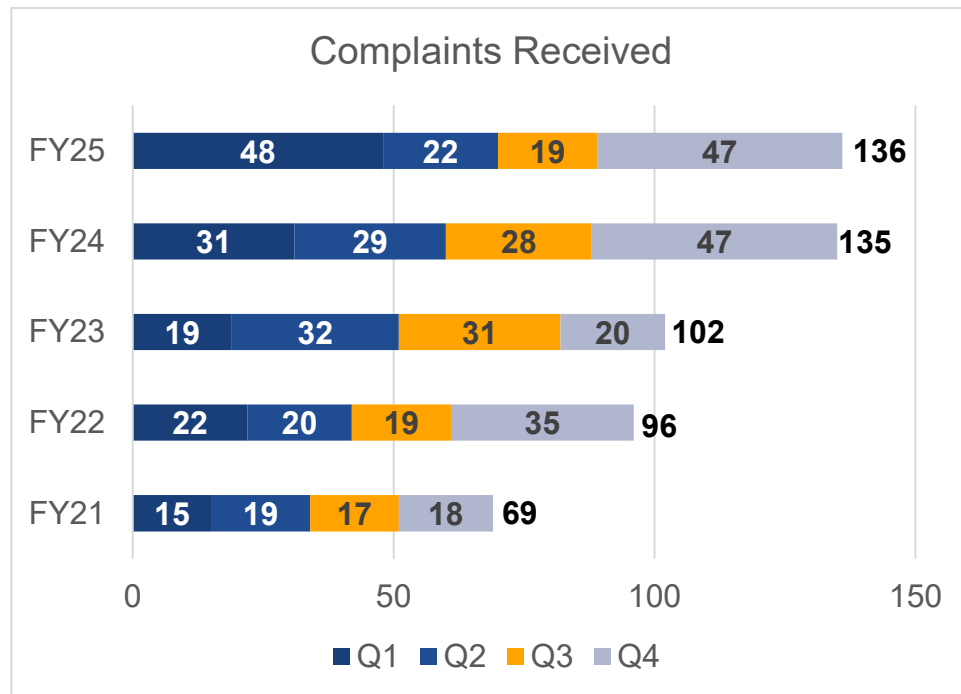
Figure 4



- Since 2021, when the Commission first started tracking this information, Cooling Off and Disclosure & Abstention have been the topics most asked about through the Advisory Opinion process. That trend repeated in FY25; however, questions about contracts substantially increased this year. These are the advisory options that were resolved during FY25 regardless of when they were initially requested.



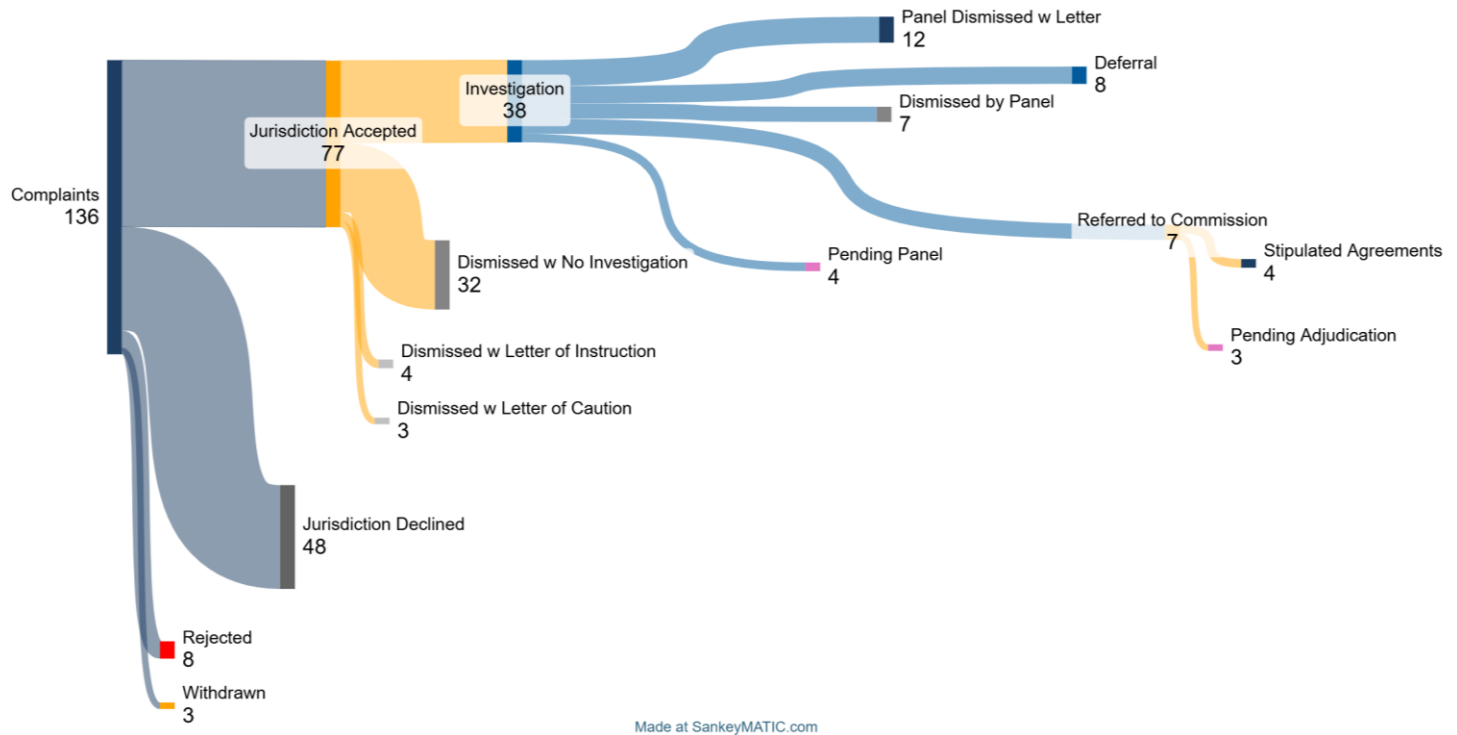
Figure 5



- Incoming complaint cases continue to grow, almost doubling from the dip experienced during the COVID-19 pandemic and increasing 32 percent over FY23.

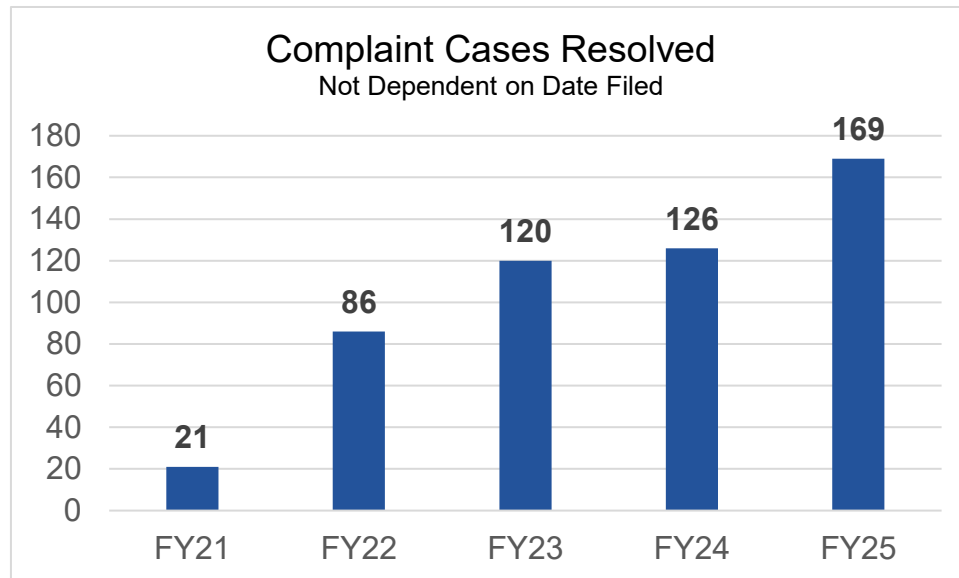
Figure 6

## FY25 Complaint Cases from Start to End



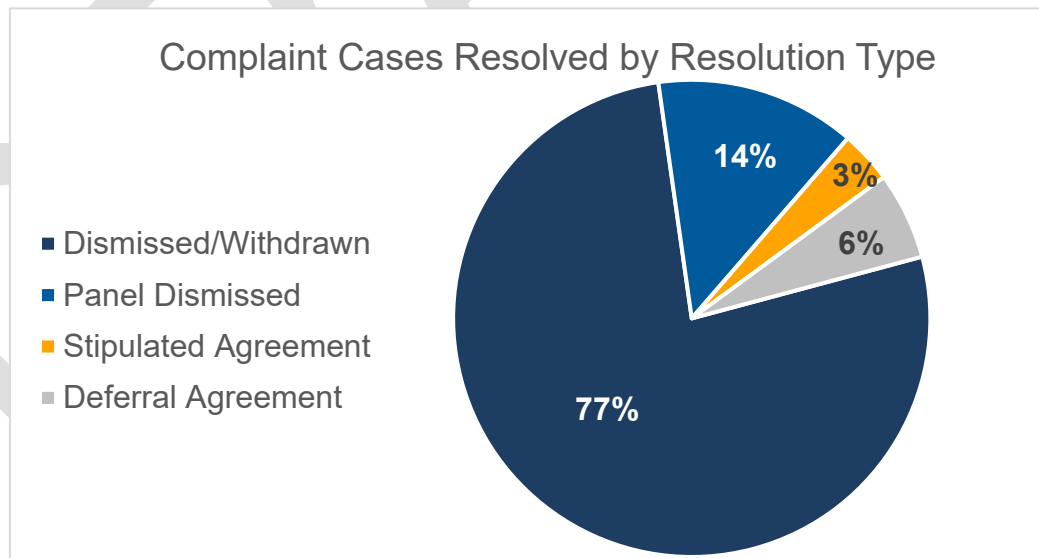
- The Commission accepted jurisdiction of approximately 56% of complaints filed and investigated about 27% of total complaints filed.
- The Commission continued its practice of issuing Letters of Instruction and Caution at both the jurisdictional and review panel stage.

Figure 7



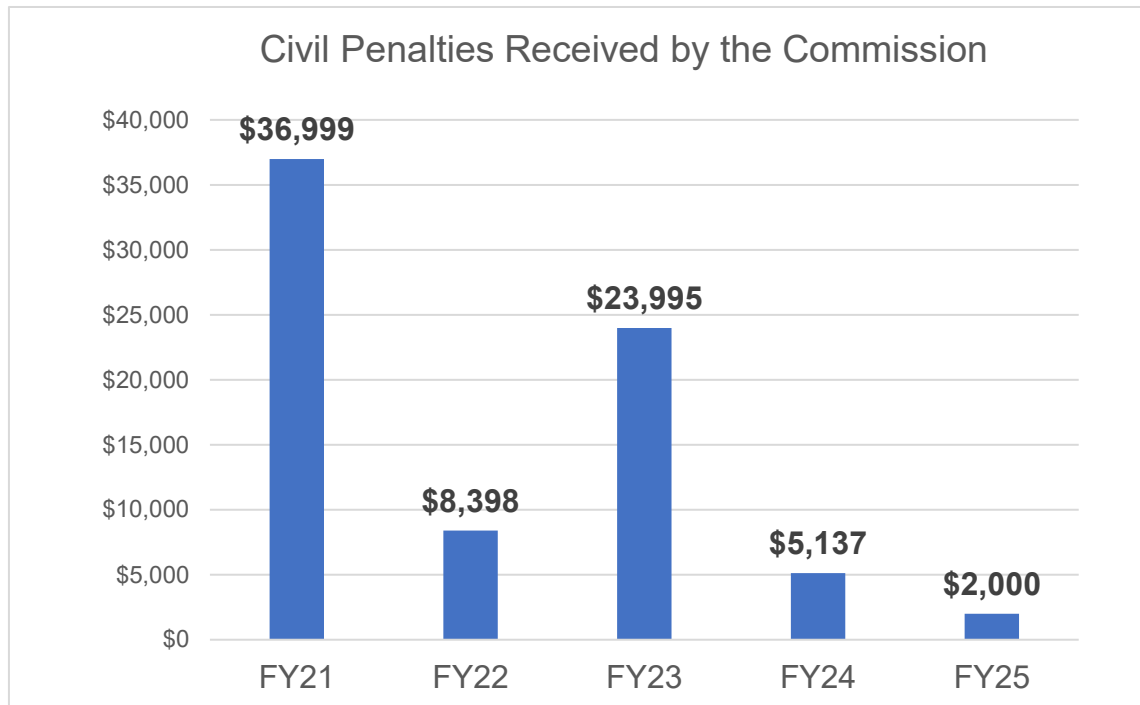
- Complaint cases resolution saw a further increase in FY25 as the Investigations team worked diligently to resolve old cases while at the same time ensuring new incoming cases were investigated and processed in a timely manner.

Figure 8



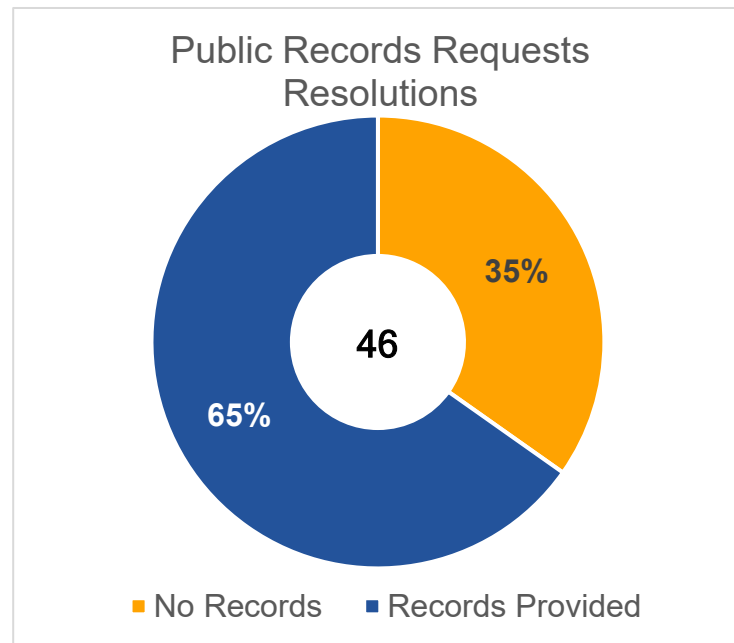
- Cases dismissed include both at the jurisdictional determination phase and at the Review Panel phase combined. Panel dismissed cases include a combination of those which the panel dismissed with or without a letter of caution or instruction.
- No opinions were issued as a result of adjudicatory hearings this fiscal year.

Figure 9



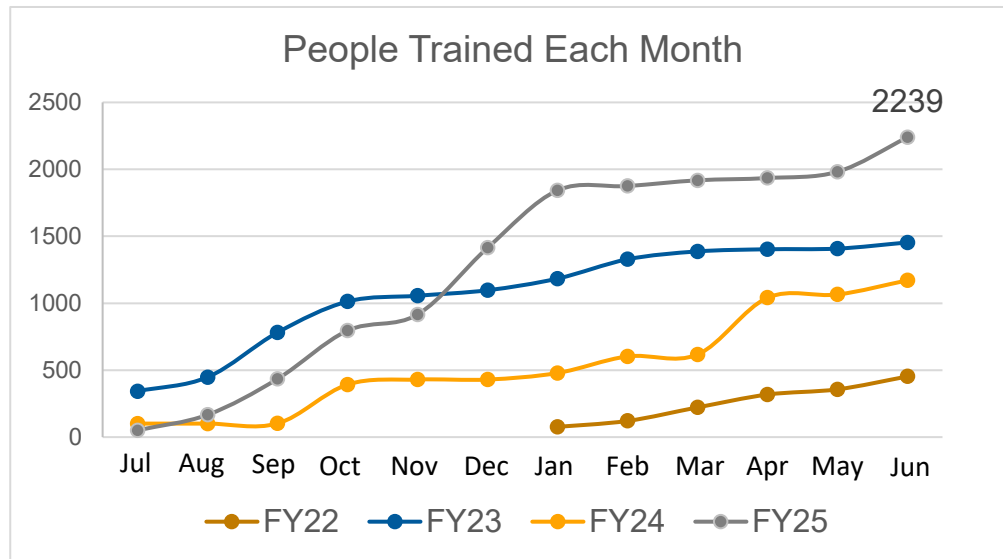
- Large civil penalties received in FY21 are from the series of cases related to the Las Vegas Convention Visitors Authority. Payments on those penalties continued through FY 2023.
- Two cases with outstanding financial penalties are currently on appeal and payments are suspended until the appeals are complete.

Figure 10



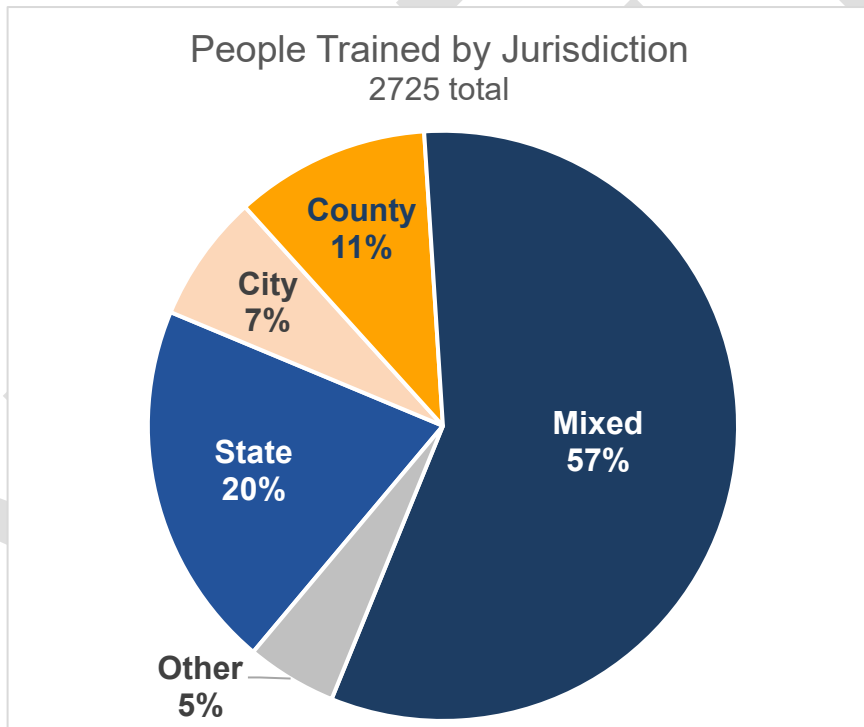
- 71% of public records requests were concerned with Commission cases with the remaining requests largely asking for acknowledgement forms or records not held by the Commission.

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 FY25 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

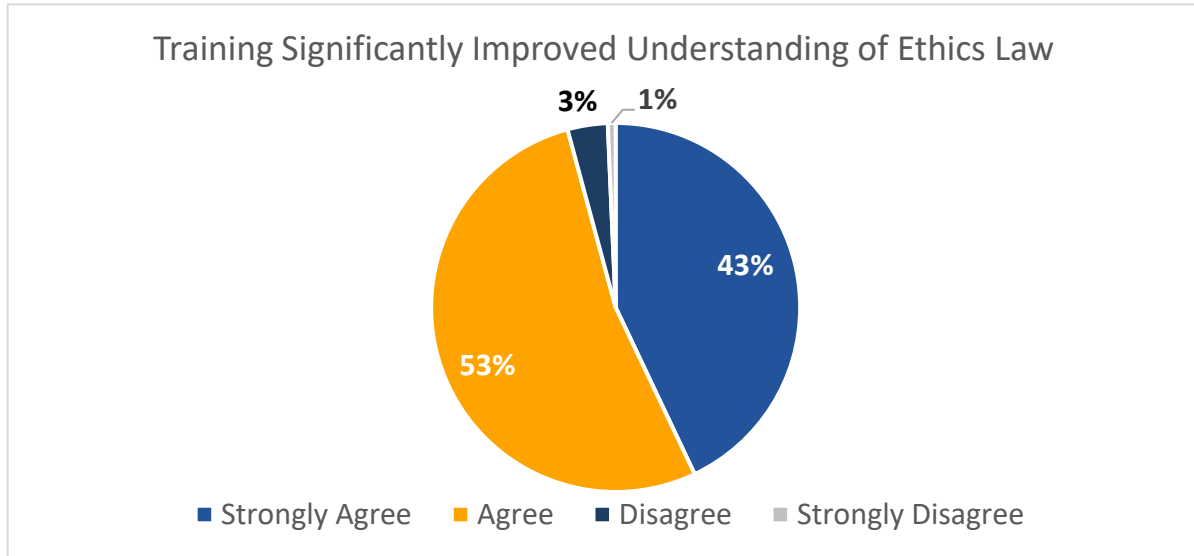
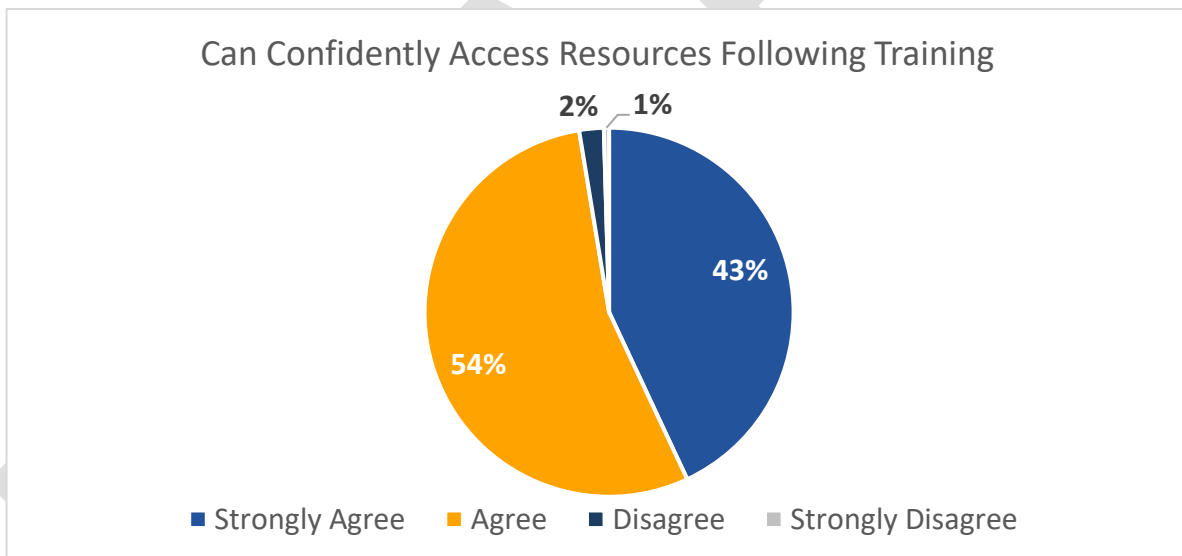


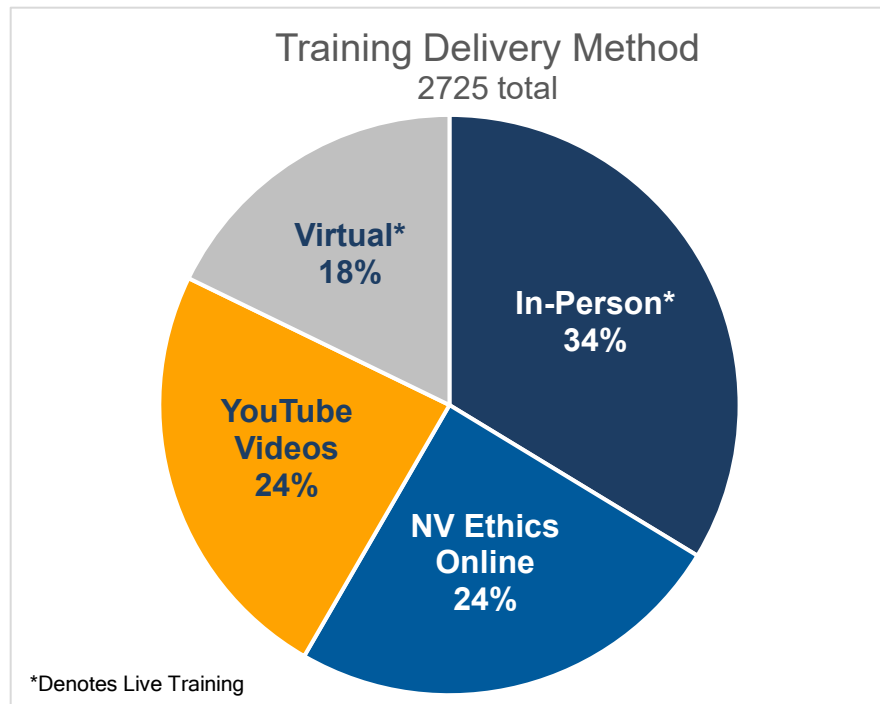
Figure 14



- Commission Outreach and Training staff solicit feedback following all forms of training provided or made available. For example, a QR code is used at the end of every live training and YouTube video, and the link to the feedback form is used for training through Nevada Ethics Online and training provided by our agency training partners.

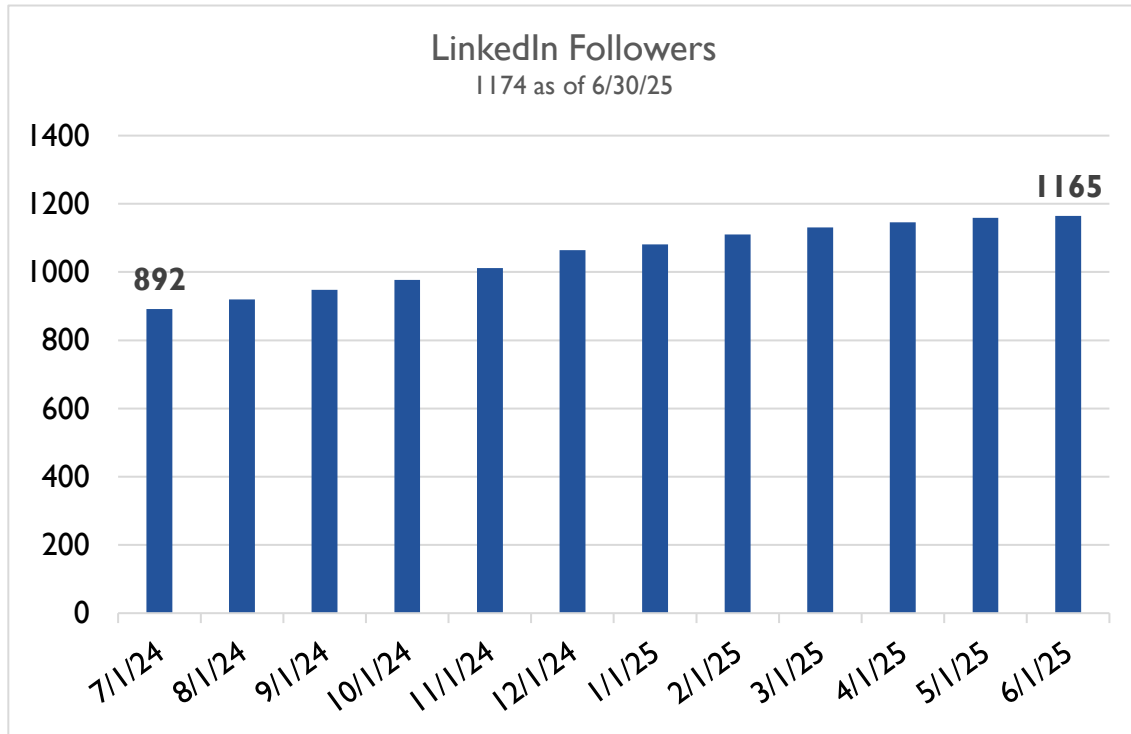


Figure 15



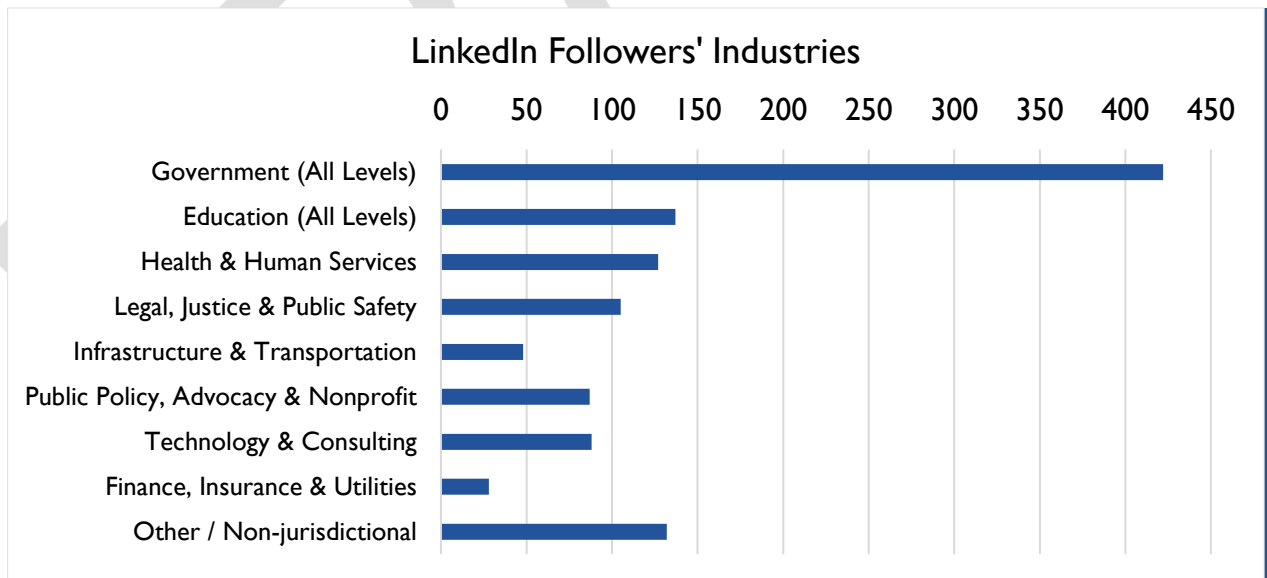
- Online, self-paced training is available through [Nevada Ethics Online](#). Clark County also delivered Commission training materials through its online learning platform, accounting for approximately one-third of the YouTube Videos category. Request live training [here](#).

Figure 16



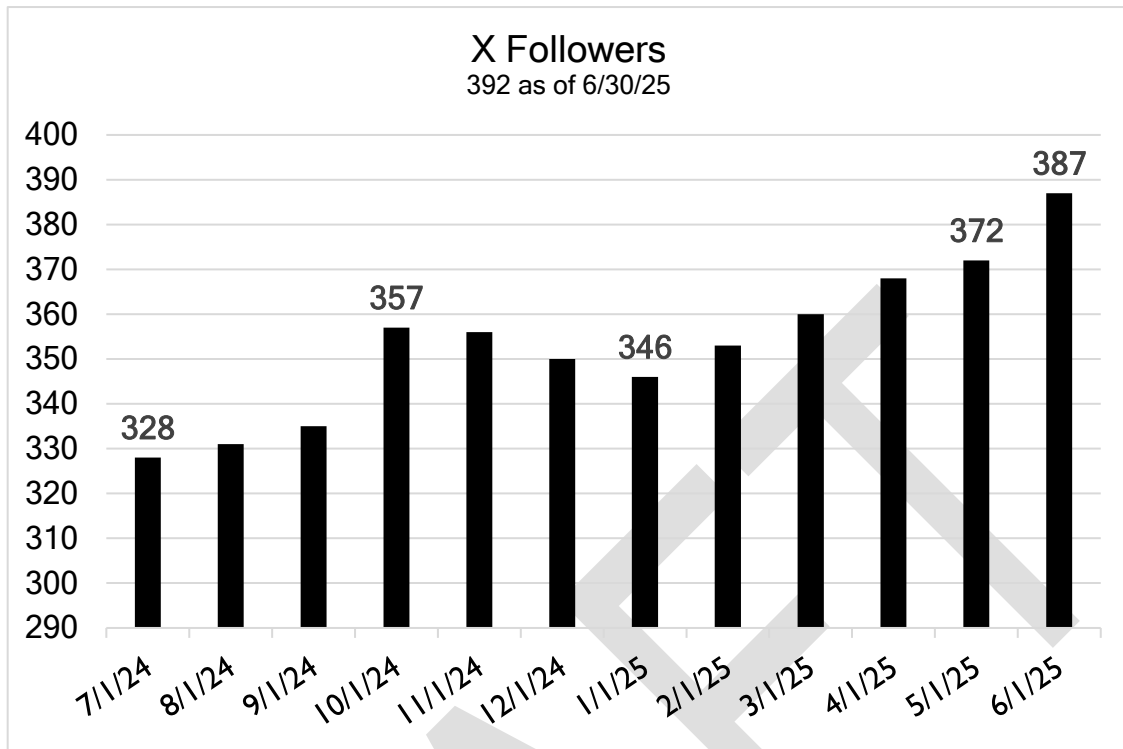
- [LinkedIn](#) followers grew steadily throughout FY 2025.

Figure 17



- Most Commission LinkedIn followers work in government and an even larger majority seem to be public servants based on how LinkedIn reports this data.

Figure 18



- [X, formerly Twitter](#) as a platform seemed to take a dip in use following the 2024 election which is reflected in our follower trends. The Commission outreach team is conducting ongoing analysis into the use of Bluesky and other potential social platforms.

## Appendix F Performance Metrics

Between the May and June Commission meetings in 2024, the Commission approved Performance Measure and Internal Data Metrics to more accurately measure and reflect on the work of the Commission and its staff. Below are the metrics as well as the corresponding values for FY25.

Performance Measures		
FY25 Value	Description	Calculation
1.68%	% of public officers and employees receiving ethics training	# of public officers and employees trained divided by the total # of state and local public officers and employee
62.5%	% of Advisory Opinion issued within 60 days	# of advisory opinions with issue date within 60 days of the receipt date divided by total number of Advisory Opinions received in the specified timeframe
100%	% of Complaint cases received and resolved within a 12-month period	# of complaint cases with disposition date within twelve months of receipt date divided by the # of complaint cases received in a specified timeframe
Population and Workloads		
FY25 Value	Description	Calculation
161,843	Number of state and local public officers and employees	Same as current process
136	Number of new complaints filed	Same as current process
38	Number of new cases investigated	Same as current process
43	New Advisory requests filed	Same as current process
41	Number of advisory opinions issued	Count those issued that year
3	Number of judicial cases in which the Commission is named/interested	Same as current process, just now located in workloads

Proposed Internal Data Metrics		
FY25 Value	Metric	Notes
<b>Complaints</b>		
Not available <sup>1</sup>	Length of investigation	From order authorizing investigation to review panel determination (mean & median)
120	# of cases resolved during fiscal year including those received in prior	To show totality of Commission caseload each fiscal year
<b>Advisory Opinions</b>		
Mean 73 Median 53	Time from when the request is filed to the submission to the Commission	Days (mean & median)
7	# of Abstract Opinions Issued	Count
Not available <sup>2</sup>	Customer Feedback	Surveys
<b>Education and Outreach</b>		
See pg. 31-32 <sup>3</sup>	Social Media Following	X, LinkedIn, YouTube
672	Nevada Ethics Online	# of courses completed by users
See pg. 29	Customer Feedback	Surveys
33	# of training sessions	Count
2725	# of people trained	Count
<b>Administrative</b>		
46	Public Records Requests Received	Count
30	Media Inquiries Received	Count
Not available <sup>2</sup>	# of constituent questions	Count
10	# of Budgetary Work Programs required	Count
10	# of disposition hearings	Count
6	# of review panels	Count

<sup>1</sup> Case files were not accessible in time to compile this datapoint due to the cyber attack. Commission staff will report this metric during the public meeting and include it in the finalized report.

<sup>2</sup> Not available as tracking began during FY 2026.

<sup>3</sup> YouTube follower counts have not been tracked throughout the year. Currently, the Commission's YouTube channel holds live and archived public meeting recordings and the archive of training videos. Number of subscribers as of 10/08/2025 is 54.

NCOE

Agenda Item 7

10/15/25



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## *Executive Director Report – October 2025*

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### **Operations Highlights**

- Recruiting for Senior Legal Researcher
- Cyberattack recovery completed 10/7/25
- Major overhaul for state personnel and timekeeping systems underway
- Potential Special Session in November/December

### **Strategic Plan**

- Currently in third month of time study
- Responses slow from stakeholders on reputational survey

### **Budget Update**

- FY2025 officially closed
- Case Management RFP paperwork submitted to Purchasing

### **Recent Review Panel Determinations**

- In re Anthony, Case No. 25-024C – deferral agreement recommended
- In re Floyd, Case No. 25-041C – referred
- In re Sexton, Case No. 25-059C - referred

### **Upcoming Meetings**

- November 12 – Reno
  - At the November meeting we will set the 2026 meeting calendar
- December – Panels Only
- January (pending) - Reno

NCOE

Agenda Item 8

10/15/25



# Outreach & Education

## Report

October 15<sup>th</sup>, 2025



Follow and engage with the Commission posts on LinkedIn and X to help us ensure all public servants have access to these vital educational resources.

### Outreach

- September 23<sup>rd</sup> – 24<sup>th</sup> NV Association of Counties Conference: Resource cards included in swag bag and provided Candidates and Campaigns registration flyer.
- October 1<sup>st</sup> – 3<sup>rd</sup> Civil Attorneys Conference: Resource cards distributed, Training Calendar available, and addressed various, informal questions from public lawyers.
- Recent outreach to NACO, Civil Attorneys, and the League of Cities and Counties requesting they send the Commission's reputational survey to their members.
- Lead up to Global Ethics Day socials posts.
- Conducting training outreach for the Rural Training Tour planned for December 1<sup>st</sup> - 4<sup>th</sup>.



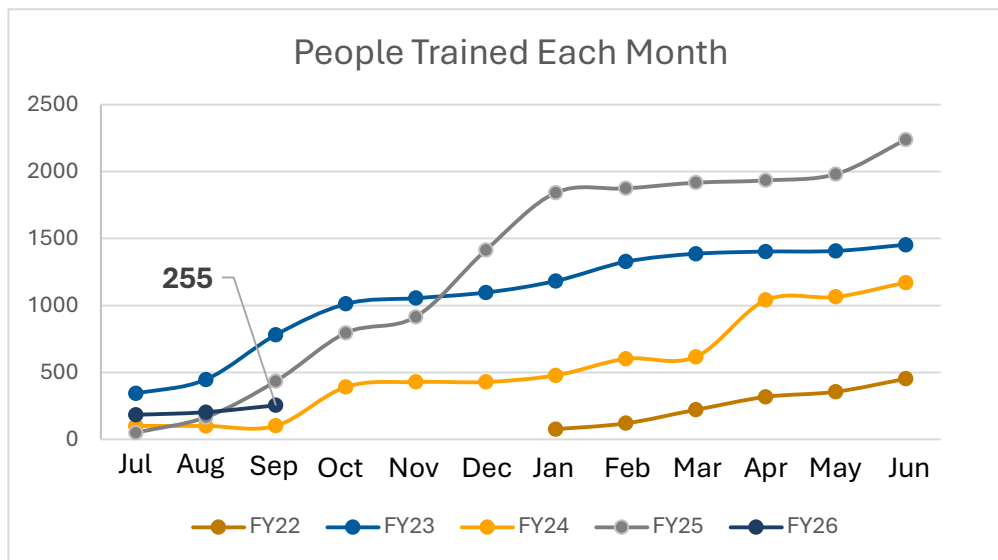
## Recent Trainings

- July 8/9<sup>th</sup> Clark County (129 attendees, in-person)
- July 16<sup>th</sup> Board of Nursing (14 attendees, in-person)
- July 31<sup>st</sup> Governor's Office of Energy (12 attendees, in-person, compliance)
- Sept 8<sup>th</sup> North Las Vegas Government Affairs (3 attendees, in-person)
- Sept 18<sup>th</sup> City of North Las Vegas Directors (42 attendees, in-person)

## Upcoming Live Trainings

\* estimated

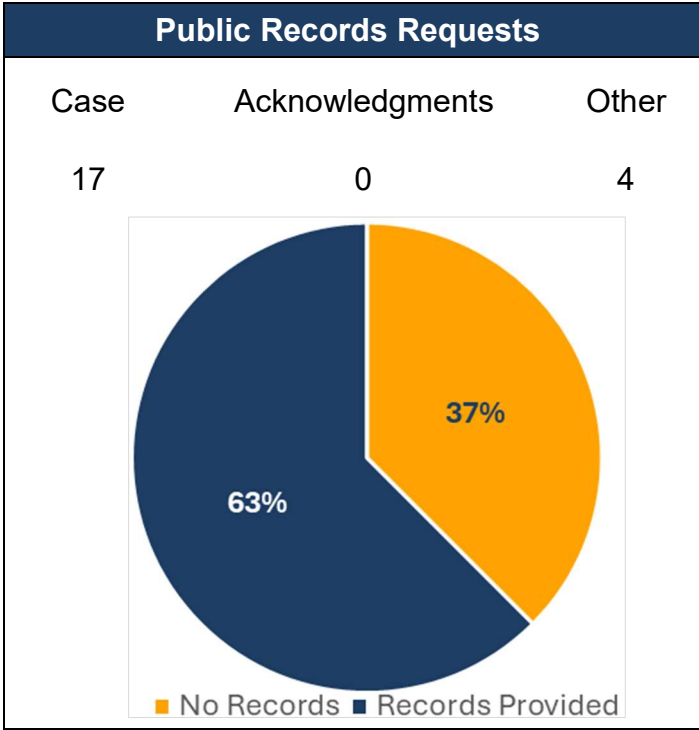
- Oct 9<sup>th</sup> Chiropractic Physicians' Board (7 attendees\*, in-person)
- Oct 21<sup>st</sup> Candidates and Campaigns (15 attendees\*, virtual)
- Oct 23<sup>rd</sup> Department of Native American Affairs (9 attendees\*, in-person)
- Oct 23<sup>rd</sup> Department of Indigent Defense Services (20 attendees\*, in-person)
- Oct 24<sup>th</sup> NV American Planning Association (50 attendees\*, in-person)
- Nov 13<sup>th</sup> Boards and Commissions Training (50 attendees\*, in-person)
- Jan 27<sup>th</sup> NV Department of Transportation (15 attendees\*, in-person)
- Jan 27<sup>th</sup> Division of Tourism & Cultural Affairs (4 attendees\*, in-person)



Publications

- 5<sup>th</sup> Quarterly Newsletter set to go out later this month
  - Sept 2024 distributed to 1,470
  - Jan 2025 distributed to 1,539
  - April 2025 distributed to 1,618
  - July 2025 distributed to 1,658
- Quarterly teamwide continued quality improvement meetings scheduled for educational resources
- [Campaign Season Compliance Resources](#)
- Postponed Candidates and Campaigns Briefing to October 21<sup>st</sup> due to cyberattack

Public Information & Communications



Requests Tallying	
Public	Press
55	10

FY26 Running Total: 86

