

NCOE

Agenda Item 3

1/21/26



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

The Commission on Ethics held a public meeting on
Wednesday, November 12, 2025, at 10:30 a.m.
at the following location:

**State Bar of Nevada
9456 Double R Blvd., 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 in person in Reno and called the meeting to order at 10:30 a.m. Vice Chair Kim Wallin, CPA, CMA, CFM and Commissioners Terry Reynolds and John Miller appeared in person in Reno. Commissioners Teresa Lowry, Esq., John T. Moran III, Esq., and Brianna Smith, Esq., appeared via Zoom video conference. Commissioner Michael E. Langton, Esq. was excused. Present for Commission staff in Reno were Executive Director Ross E. Armstrong, Esq., Commission Counsel Elizabeth J. Bassett, Esq., Senior Legal Researcher Caitlin Pagni, and Executive Assistant Elvira Saldaña. Outreach and Education Officer Sam Harvey appeared via Zoom video conference. Acting Associate Counsel Curtis Hazlett and Investigator Erron Terry were excused.

2. Public Comment.

There was no public comment.

3. Approval of Minutes of the September 23, 2025 and October 15, 2025, Commission Meetings.

Commissioner Terry Reynolds requested separate motions be made since he was not present for the October 15, 2025 meeting.

Chair Scherer noted there were revisions made to the September 23, 2025 meeting minutes after the last meeting. Chair Scherer asked if there were any questions or comments.

There were no questions or comments.

Vice Chair Wallin moved to approve the September 23, 2025 Commission Meeting Minutes. Commissioner Reynolds seconded the motion. The Motion was put to a vote and carried unanimously.

Commissioner Miller moved to approve the October 15, 2025 Commission Meeting Minutes. Vice Chair Wallin 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: Abstain.
Commissioner Smith: Aye.

4. Discussion and approval of a Proposed Stipulated Agreement concerning Ethics Complaint No. 24-184C regarding Don Kalkoske, County Manager, Humboldt County.

Chair Scherer introduced the item and noted that Commissioners Reynolds, Lowry, and Miller served on the Review Panel for the matter and are precluded from participating in any further proceedings pursuant to NRS 281A.220, subsection 4. Chair Scherer asked if there were any disclosures for the item.

There were no disclosures.

Chair Scherer asked if the attorney for Mr. Kalkoske was present. The attorney was not present. Chair Scherer asked Executive Director Armstrong to provide his presentation.

Executive Director Armstrong presented an overview of Ethics Complaint Case Number 24-184C and the Proposed Stipulated Agreement. Under the terms of the agreement, Mr. Kalkoske stipulated to two willful violations: one of NRS 281A.400(2) and one of NRS 281A.400(9). He agreed to pay a \$2,500 civil penalty and is required to coordinate and provide ethics training for himself and all county employees within ninety (90) days. He also received a censure from the Commission.

Chair Scherer asked if there were any questions.

There were no questions.

Chair Scherer asked if there was anyone present on behalf of Mr. Kalkoske who wished to provide comments.

There was no one present to speak on behalf of Mr. Kalkoske.

Vice Chair Wallin made a motion to approve the Proposed Stipulated Agreement and direct Commission Counsel to finalize the agreement in appropriate legal form. Commissioner Smith seconded the motion. The Motion was put to a vote and carried as follows:

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

5. Discussion and approval of a Proposed Stipulated Agreement concerning Ethics Complaint No. 25-031C regarding Richard Harvey, Fire Chief, Central Lyon County Fire Protection District.

Chair Scherer introduced the item and noted that Commissioners Langton, Miller and himself served on the Review Panel for the matter and are precluded from participating in any further proceedings pursuant to NRS 281A.220, subsection 4.

Vice Chair Wallin asked Executive Director Armstrong for his presentation.

Executive Director Armstrong presented an overview of Ethics Complaint No. 25-031C and the Proposed Stipulated Agreement. Under the terms of the agreement, Mr. Harvey agrees that his conduct constitutes one willful violation of NRS 281A.400(10) and agrees to pay a \$10,000 civil penalty. Mr. Harvey will also receive a written reprimand. The violations of NRS 281A.400(2) and (3), and NRS 281A.420(1) are dismissed. Executive Director Armstrong expressed appreciation for Mr. Harvey's cooperation throughout the process, noting that although he was not represented by counsel, he participated in good faith during the settlement conference.

Vice Chair Wallin asked if there were any questions.

There were no questions from Commission members.

Vice Chair Wallin asked if Mr. Harvey was drawing PERS while he was under the contract.

Executive Director Armstrong responded that the complaint did not go to the discovery phase to verify if he was receiving PERS. In the meeting where the contract was discussed, it was indicated that one advantage of contracting through Mr. Harvey's LLC rather than with him, was that it would allow him to collect PERS and receive the

contract. It was communicated to the Fire Board that PERS had confirmed it would be permitted if done through an LLC.

Vice Chair Wallin expressed concern and stated it did not seem appropriate. Vice Chair Wallin asked if Mr. Harvey was present on Zoom.

Executive Assistant Saldaña noted that it did not reflect that Mr. Harvey was on Zoom.

Executive Director Armstrong noted that Acting Associate Counsel Hazlett provided notice of the meeting and the meeting link to both subjects.

Commissioner Reynolds made a motion to approve the Stipulated Agreement. Vice Chair Wallin made an amendment to accept the terms of the proposed Stipulated Agreement and direct Commission Counsel to finalize the agreement in appropriate legal form. Commissioner Smith seconded the motion. The Motion was put to a vote as follows:

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

6. Recognition of Kari Pedroza for her years of service to the Commission in the role of Executive Assistant.

Chair Scherer introduced the item and asked Executive Director Armstrong to lead the item.

Executive Director Armstrong stated Executive Assistant Pedroza served with the Commission for several years. She was incredibly helpful in Executive Director Armstrong's transition and role. Her service to the Commission is greatly appreciated.

Chair Scherer stated he enjoyed working with Executive Assistant Pedroza and she will be missed.

Vice Chair Wallin thanked Executive Assistant Pedroza for all her hard work. Vice Chair Wallin appreciated her always being there to answer questions and take care of things. She was very responsive and enjoyable to work with.

Commission Counsel Bassett commented that Executive Assistant Pedroza was a tremendous help both in Commission Counsel Bassett's initial role as Associate Counsel and in her current role. She is very detail oriented, smart, empathetic, and cared deeply about her job and the Commission. Commission Counsel Bassett will greatly miss her.

Outreach and Education Officer Harvey expressed appreciation for Executive Assistant Pedroza, acknowledging her as a welcoming first point of contact and a valued team member. Outreach and Education Officer Harvey highlighted Executive Assistant Pedroza's generosity with her time, dedication to the agency's mission, and her willingness to share her extensive knowledge. She will be greatly missed and is wished continued success in her service to Nevadans.

7. Consideration and approval of the 2026 Commission meeting dates.

Chair Scherer introduced the item and turned to Executive Director Armstrong for an overview.

Executive Director Armstrong stated that at the last meeting of the year, the Commission typically sets the meeting dates for the following year. The proposed dates are in the meeting materials. One of the proposed changes for next year is to hold a meeting at the beginning of December instead of in November. Executive Director Armstrong noted that a commissioner has a scheduling conflict with the October date and recommended moving it by one or two weeks.

Chair Scherer commented he is the one with the scheduling conflict with the proposed October meeting date. He will be out of the country.

Commissioner Reynolds commented he may have an issue with the January meeting date.

Commissioner Miller stated he would be flexible if the Commission wishes to move the October meeting date.

Chair Scherer asked if there was a preference to moving the October meeting to the 7th or the 14th.

Commissioner Miller stated October 14th would work.

Chair Scherer suggested moving the October meeting to October 14th, unless there were objections.

There were no objections.

Commissioner Miller moved to approve the meeting dates, with the October meeting rescheduled to the 14th. Vice Chair Wallin seconded the motion. The Motion was put to a vote and carried unanimously.

8. Report by the Executive Director on agency status and operations.

Chair Scherer introduced the item and invited Executive Director Armstrong to provide his report.

Executive Director Armstrong stated a written report was submitted. Executive Director Armstrong reported Senior Legal Researcher Caitlin Pagni is present in Reno

and started on Monday, November 10th. Three Commission staff will be attending the Council on Government Ethics Law Conference at the beginning of December. Regarding progress on the strategic plan, the third month of time study has been completed. The Request for Proposal for the case management system will be published soon. A new travel policy has been implemented to align with recent updates to the State Administrative Manual. Four review panels are scheduled for November.

9. Report on Ethics Outreach and Education.

Chair Scherer introduced the item and invited Outreach and Education Officer Harvey to provide their report.

Outreach and Education Officer Harvey reported the rural tour will take place December 1-3, 2025. Training will be conducted in Ely, Elko, Winnemucca, and Lovelock. Recently, a training and outreach was conducted with the Nevada Chapter of the American Planners Association. The report provided includes recent training as well as upcoming training. The newsletter was sent on Global Ethics Day. A total of 115 public records and information requests have been received this fiscal year.

Vice Chair Wallin encouraged Outreach and Education Officer Harvey to continue their outreach and education efforts.

Commissioner Reynolds asked how many requests are received per week, or if it is consistent.

Outreach and Education Officer Harvey responded that requests from the public are consistent. The press seems to be more targeted to cases.

10. Update from the Commission's Legislative Committee on progress and next steps.

Vice Chair Wallin reported the committee met earlier in the day. The committee focused on identifying potential legislative topics for consideration. Key areas discussed included the need to have a definition of "gifts" and "ceremonial duties", address abuse of power, improve the confidentiality of the requester, and mandatory training for public officers. At its next meeting, the committee will prioritize the items and decide which they wish to move forward or refer to the Legislative Commission. The committee would also like to meet with the Secretary of State to discuss improving the disclosure requirements and implementing a reminder for candidates to complete the acknowledgment form upon winning an election.

Chair Scherer asked the committee to consider at what point, if the Commission is going to move forward with a complaint, does the confidentiality get waived.

Vice Chair Wallin stated the committee will consider it. Vice Chair Wallin thanked Commissioners Miller and Reynolds for a great discussion at the meeting. The committee will determine its priorities and present them to the Commission for approval. Upon approval, the recommendations will be submitted to the Governor's Office for consideration as potential legislation.

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

Vice Chair Wallin welcomed Senior Legal Researcher Pagni and thanked her for joining the Commission.

12. Public Comment.

There was no public comment.

13. 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 adjourned at 11:11 a.m.

Minutes prepared by:

Minutes approved January 21, 2026

[/s/ Elvira Saldaña](#)

Elvira Saldaña
Executive Assistant

Scott Scherer, Esq.
Chair

[/s/ Ross Armstrong](#)

Ross Armstrong, Esq.
Executive Director

Kim Wallin, CPA, CMA, CFM
Vice Chair

NCOE

Agenda Item 4

1/21/26



STATE OF NEVADA

BEFORE THE NEVADA COMMISSION ON ETHICS

In re **Kelvin Watson**, Executive Director,
Las Vegas-Clark County Library District,
State of Nevada,

Ethics Complaint
Case No. 24-027C

Subject./

**STIPULATED DEFERRAL AGREEMENT
NRS 281A.740**

1. This Stipulated Deferral Agreement (“Stipulation”) is entered into in Ethics Complaint Case No. 24-027C regarding Kelvin Watson (“Watson”) following a Settlement Conference.

2. At all material times, Watson served as the Executive Director of the Las Vegas-Clark County Library District (“District”) and was a public officer as defined in NRS 281A.160. The Ethics in Government Law (“Ethics Law”) set forth in NRS Chapter 281A gives the Commission jurisdiction over Watson as a public officer whose conduct was alleged to have violated the provisions of NRS Chapter 281A. See NRS 281A.280.

3. This Stipulation is entered into based upon the parties’ agreement and Commission’s determination that Watson’s alleged conduct may be appropriately addressed through the terms and conditions of a deferral agreement instead of proceeding to an adjudicatory hearing before the Commission.

4. The facts relied upon by the Commission to make its determination are summarized in Appendix A (“Relevant Facts Relied Upon by the Commission”).¹

¹ The Relevant Facts Relied Upon by the Commission do not constitute part of the “Investigative File” as that term is defined by NRS 281A.755. All statutory and common law protections afforded to the Investigative File shall remain and are not affected by this Stipulation.

5. The Commission has not made any findings that Watson violated the Ethics Law, and this Stipulation does not constitute an admission by Watson of any violation of the Ethics Law.

A. Procedural History:

1. On or about March 12, 2024, the Commission received Ethics Complaint No. 24-027C.

2. On April 24, 2024, the Commission issued an *Order on Jurisdiction and Investigation* directing the Executive Director to conduct an investigation regarding Watson's alleged violations of the following provisions of the Ethics Law:

NRS 281A.400(1) Seeking or accepting any gift, favor, employment, engagement, emolument or economic opportunity for himself or person to whom he has a commitment in a private capacity which would tend to improperly influence a person in his position to depart from the faithful and impartial discharge of his public duties.

NRS 281A.400(2) Using his position in government to secure or grant unwarranted privileges, preferences, exemptions or advantages for himself, any business entity in which he has a significant pecuniary interest, or any person to whom he has a commitment in a private capacity.

3. On April 24, 2024, the Executive Director provided a *Notice of Complaint and Investigation* to Watson pursuant to NRS 281A.720 and NAC 281A.410 and provided Watson with an opportunity to submit a response to the allegations.

4. Watson provided his *Response* to the Complaint through his attorney Scott M. Abbott, Esq., on June 7, 2024.

5. On July 15, 2024, the Review Panel issued its Panel Determination, finding that the facts establish credible evidence to support a determination that just and sufficient cause exists for the Commission to render an opinion regarding the alleged violation of NRS 281A.400(1) and (2) and referred the matter to the Commission for further proceedings.

6. On July 18, 2024, Watson completed and submitted a waiver of the adjudicatory hearing timeframes found in NRS 281A.745(1).

7. On August 12, 2024, the parties attended a settlement conference presided over by Commissioner Amanda Yen, Esq. Aided by Commissioner Yen, Watson, the Executive Director and the Commission now enter into this Stipulation.

B. Terms and Conditions of Stipulated Deferral Agreement:

1. This Stipulated Deferral Agreement (“Agreement”) shall be in effect for a period of one (1) year (the “Deferral Period”) from the date of approval by the Commission.

2. Watson agrees to continue to comply in all material respects with the provisions of the Ethics Law set forth in NRS Chapter 281A during the Deferral Period without being the subject of another ethics complaint arising from an alleged violation of the Ethics Law which occurs during the Deferral Period and for which a Review Panel determines that there is just and sufficient cause for the Commission to render an opinion in the matter.

3. Watson agrees to arrange and implement ethics training provided and/or approved by the Executive Director for all District staff, including himself, within 90 days from the date of the Commission’s approval of this Agreement. This 90 day time frame may be extended by mutual agreement between the Executive Director and Watson.

4. During the Deferral Period, Watson agrees to work with the District’s legal counsel and Board of Trustees to revise the District’s internal policy on conflicts of interest and gifts to provide guidance and procedures to District officers and employees in evaluating the appropriateness and/or receipt and distribution of any gifts. Final copies of the District-approved policy shall be submitted to the Executive Director for the file.

5. During the Deferral Period, the Executive Director shall monitor Watson’s compliance with this Agreement. Should the Executive Director discover that Watson has not complied with any term or condition of this Agreement, the Executive Director shall:

- a. Inform the Commission of any alleged failure of Watson to comply with this Agreement;
- b. Give Watson written notice of any alleged failure to comply with this Agreement; and
- c. Allow Watson not less than 15 calendar days to respond to such a notice.

6. The Commission may vacate this Agreement and conduct further proceedings in the matter, including an adjudicatory hearing, if the Commission finds that Watson failed to comply with the terms and conditions of this Agreement.

7. If Watson complies with the terms and conditions of this Agreement, the Commission shall issue a superseding Order dismissing the Complaint.

8. This Agreement applies only to the alleged conduct related to this Complaint and is not intended to apply to any future unrelated alleged conduct.

C. Acceptance:

We, the undersigned parties, have read this Stipulated Deferral Agreement, understand each and every provision therein, and agree to be bound thereby.

DATED this 11th day of September, 2024. *Kevin Watson*
Kelvin Watson

FOR KELVIN WATSON

DATED this 11th day of September, 2024. /s/ *Scott M. Abbott*
Scott M. Abbott Esq.
Kamer Zucker Abbott

FOR KELVIN WATSON

The above Stipulated Deferral Agreement is approved:

FOR THE NEVADA COMMISSION
ON ETHICS

DATED this 9th day of September, 2024. /s/ *Ross E. Armstrong*
Ross E. Armstrong, Esq.
Executive Director

Approved as to form by:

FOR THE NEVADA COMMISSION
ON ETHICS

DATED this 11th day of October, 2024. /s/ *Elizabeth J. Bassett*
Elizabeth J. Bassett, Esq.
Commission Counsel

The above Stipulated Deferral Agreement is approved by the Commission.

Dated this 16th day of October, 2024

By: /s/ Scott Scherer
Scott Scherer, Esq.
Chair

By: /s/ John T. Moran
John T. Moran III, Esq.
Commissioner

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

By: /s/ Stan R. Olsen
Stan R. Olsen
Commissioner

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

Appendix A – Relevant Facts Relied Upon by the Commission

- A. Watson has served as the Executive Director of the Las Vegas-Clark County Library District (“District”) since February 2021.
- B. Community outreach is an integral and important part of the District’s commitment to public service as was expressly required by the District’s job announcement when it hired Watson.
- C. Due to Las Vegas hosting the Super Bowl in February 2024, the District and the National Football League Foundation (“NFL Foundation”) partnered in a local event prior to the Super Bowl—specifically, the Barbershop Books program. This “award-winning literacy program celebrates, amplifies, and affirms the interests of Black boys by encouraging them to engage with age-appropriate books, offered in the safe, welcoming spaces of their neighborhood barbershops.”²
- D. The NFL Inspire Change Barbershop Books event was hosted by the District just days before the Super Bowl, providing football and literacy-themed stations for children, along with free haircuts and books. NFL Commissioner Roger Goodell attended the event, along with a group of players from the NFL Legends community.
- E. In recognition of the collaboration of the two organizations on this event, the NFL Foundation offered the District a gift of two tickets to the 2024 Super Bowl in December 2023. The tickets were gifted to the District with the suggestion that the Library Operations Director receive one of the tickets.
- F. Watson did not solicit or ask the NFL Foundation for the specific tickets received.
- G. Following the NFL Foundation’s offer of the tickets, Watson contacted the District’s General Counsel for legal advice on whether the tickets could be accepted by the District and whether Watson could attend the Super Bowl using one of the tickets.
- H. Watson also contacted the Chair of the District’s Board of Trustees regarding the potential acceptance of the tickets. Based on guidance provided by legal counsel and his discussion with the Board Chair, Watson accepted the tickets.
- I. The Ethics Law provides in NRS 281A.790(5) that when a public officer relies in good faith on the advice of agency counsel prior to acting, the safe harbor provisions apply to shield the public officer from some liability under the Ethics Law.
- J. Watson and the Library Operations Director attended the 2024 Super Bowl using the tickets gifted to the District.
- K. Average 2024 Super Bowl tickets sold for \$8,600 each.³

² <https://barbershopbooks.org/>

³ <https://www.sportsbusinessjournal.com/Articles/2024/02/09/super-bowl-lviii-notes>

- L. Watson did not request an Advisory Opinion from the Commission regarding this matter.
- M. The NFL Foundation may support the District in future collaborations to enhance the Foundation's public relations strategy.



STATE OF NEVADA

BEFORE THE NEVADA COMMISSION ON ETHICS

In re **Kelvin Watson**, Executive Director,
Las Vegas-Clark County Library District,
State of Nevada,

Ethics Complaint
Case No. 24-027C

Subject./

PROPOSED
ORDER OF DISMISSAL

The Nevada Commission on Ethics (“Commission”) received Ethics Complaint No. 24-027C on or about March 12, 2024, regarding Kelvin Watson (“Subject”) and directed the Executive Director to conduct an investigation of alleged violations of Nevada’s Ethics in Government Law (“Ethics Law”) set forth in Chapter 281A of the Nevada Revised Statutes, specifically NRS 281A.400(1) and (2).

On October 16, 2024, the Commission approved the executed Stipulated Deferral Agreement, which terms required the Subject to (1) comply in all respects with the provisions of the Ethics Law and not be the subject of any Ethics Complaints regarding which a Review Panel determines there is just and sufficient cause for a referral to the Commission for the 1-year term of the Deferral Agreement, (2) receive ethics training, and (3) work with the District’s legal counsel and Board to revise the District’s policy on gifts to provide clear direction to District officers and employees on gift limitations and procedures to evaluate the appropriateness or receipt and distribution of any gift.

///

///

///

The Executive Director has confirmed the Subject has satisfactorily complied with all terms of the Deferral Agreement. Accordingly, the Commission dismisses this matter pursuant to NRS 281A.740(9).

IT IS SO ORDERED.

DATED this 21st day of January, 2026.

NEVADA COMMISSION ON ETHICS

By: /s/ Scott Scherer
Scott Scherer, Esq.
Chair

By: /s/ John Miller
John Miller
Commissioner

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

By: /s/ John T. Moran
John T. Moran, III, Esq.
Commissioner

By: /s/ Michael E. Langton
Michael E. Langton, Esq.
Commissioner

By: /s/ Terry J. Reynolds
Terry J. Reynolds
Commissioner

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

By: /s/ Brianna Smith
Brianna Smith, Esq.
Commissioner

CERTIFICATE OF SERVICE

I certify that I am an employee of the Nevada Commission on Ethics and that on this day in Carson City, Nevada, I transmitted via email a true and correct copy of the foregoing **Order of Dismissal** addressed as follows:

Ross E. Armstrong, Esq.
Executive Director
Curtis Hazlett
Acting Associate Counsel
Nevada Commission on Ethics
704 W. Nye Lane, Suite 204
Carson City, NV 89703

Email: rarmstrong@ethics.nv.gov

Email: chazlett@ethics.nv.gov

Kelvin Watson
c/o Scott M. Abbott, Esq.
Kamer Zucker Abbott
6325 S. Jones Blvd, St. 300
Las Vegas, NV 89118

Email: sabbott@kzalaw.com

Dated: , 2025

/s/ _____
Employee, Nevada Commission on Ethics

NCOE

Agenda Item 6

1/21/26



Executive Director Report – January 2026

Operations Highlights

- Fully staffed
- Internal AI Policy adopted

Strategic Plan

- Case Management System RFP responses are coming in, and we should have the vendor selected in first half of calendar year.
- Will be integrating our strategic plan into any budgetary and legislative asks for the 2027 session

Budget Update

- Budget Kickoff Scheduled for late February
- Staff working on proposals for the Commission’s review and prioritization at the March Commission meeting
- Payments received in:
 - *In re Lombardo*, Comm’n Op. Nos. 21-062C & 21-082C (2025)
 - *In re Harvey*, Comm’n Op. No. 25-031C (2025)

Recent Review Panel Determinations

- *In re McIntosh* (Central Lyon Fire) 25-048C – deferral agreement accepted
- *In re Larkin* (NDOT) 25-038C – dismiss with Letter of Caution
- *In re Whipple* (Mesquite) 25-136C – referral
- *In re Pamintuan* (Lt. Governor’s Office) 25-159C – referral
- *In re Kelly* (PVGID) 25-154C – dismiss with letter of instruction

Upcoming Meetings

- February – Panels Only
- March 18 – motion hearing anticipated / legislative items / budget priorities
- May 20 – adjudicatory hearing anticipated
- June 17 - Elko

Submitted: Ross E. Armstrong, Executive Director

Date: January 14, 2026

NCOE

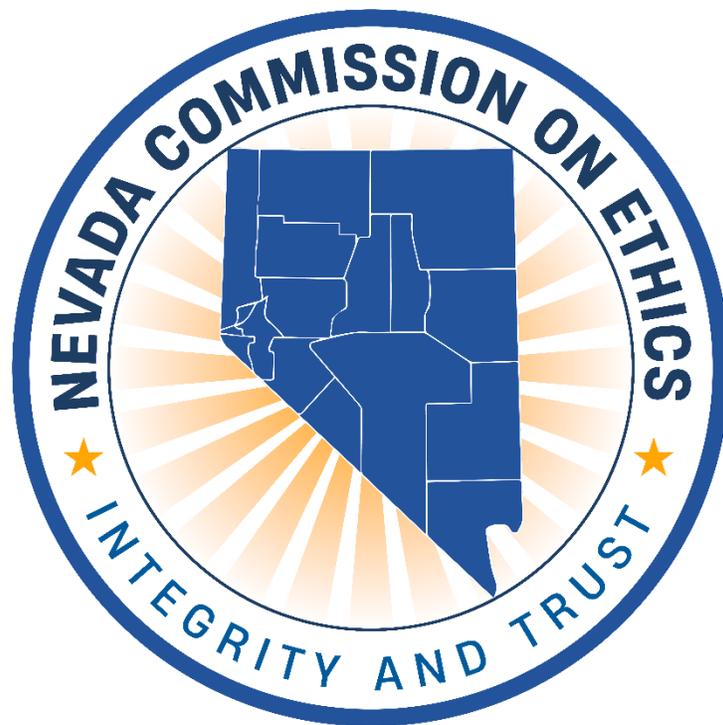
Agenda Item 7

1/21/26

Outreach & Education

Report

January 21, 2026



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

- Email outreach to Nevada Ethics Online users who have started but not yet completed their courses as of December 31, 2025.
 - 9 email recipients completed the training following the email
- Outreach emails sent as reminders for the January 15, 2026 acknowledgment deadline.
 - 49% approximated increase in the number of filings compared to the same time period in 2024
 - Sent to leaders at the
 - Nevada System of Higher Education,
 - Nevada Association of Counties,
 - League of Cities and Municipalities,
 - Governor's Office, and
 - Public Lawyers Section of the Nevada Bar Association.
 - Included language to encourage the public officers receiving the reminder directly from their leadership to encourage their teams to subscribe to the newsletter.

ETHICS FORM DUE

Required for appointed public officers

- with positions established by law
- with undefined term



Review the Ethics Manual



File Your Acknowledgment Online

www.ethics.nv.gov



Recent Trainings

- Dec 1st- 3rd Rural Tour (95 attendees, hybrid & in-person)
- Dec 4th Governor's Office of Economic Development (36 attendees, hybrid)
- Dec 16th Governor's Office (20 attendees, in-person)
- Jan 8th Douglas County (25 attendees, in-person)

Upcoming Live Trainings * estimated

- Jan 27th NV Department of Transportation (15 attendees*, in-person)
- Jan 27th Division of Tourism & Cultural Affairs (10 attendees*, in-person)
- Jan 27th UNR Counsel's Office Academy (10 attendees*, in-person)
- Jan 28th Boards and Commissions Training (50 attendees*, in-person)

Training Feedback (178 responses FY 26 to date)

- 98% reported they agreed or strongly agreed the training significantly improved their understanding of the ethics law.
- 97% reported they agreed or strongly agreed they felt confident accessing ethics resources following the training.
- Written feedback for live training was overwhelmingly positive, with most respondents suggesting no changes. Approximately six people suggested more details/examples.
- Written feedback for on-demand training formats was positive, with a handful of respondents requesting closed captions, noting technical friction points, and suggesting improved interactivity, engagement, or examples.

A graphic titled "ETHICS TRAINING FOR PUBLIC SERVANTS" featuring a map of Nevada with training locations marked by orange location pins. A circular inset shows a smiling woman. A QR code and the website "www.ethics.nv.gov" are also present.

12/3 @ 8:30 am Winnemucca Commission Chambers

12/2 @ 2 pm Elko Co Commission Chambers

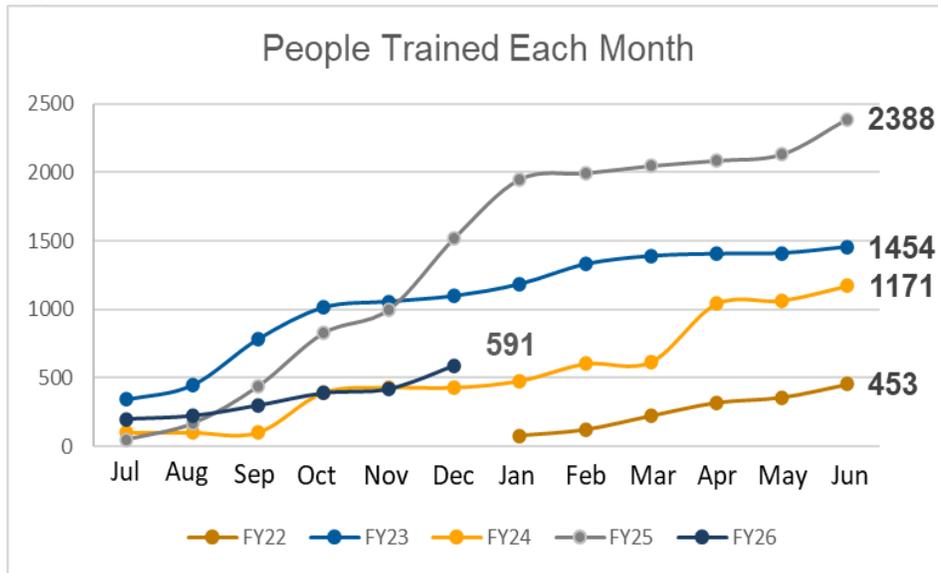
12/3 @ 1:30 pm Pershing Co Community Center

12/1 @ 1:30 pm White Pine Co Library

www.ethics.nv.gov

ETHICS TRAINING
FOR PUBLIC SERVANTS

Analyzing the Numbers



What Helped Boost Training in Prior Years?

FY 25

- One agency was required to train all staff as part of a complaint resolution, contributing approximately 25% (719 people) of those trained.
- Outreach and Education staff expanded their training strategy by establishing a new agency-wide training partnership, contributing approximately 17% of those trained (483 people).
- Without these two agency-wide trainings, the total would have been approximately 1,672 people trained. While still an increase from prior years, the growth would have been more moderate.
- Outreach and Education staff also typically provide training at the Civil Public Attorneys Conference every other year with 200-250 attendees.

FY 23

- Two agencies previously trained by the Commission coordinated significantly larger, two-day training sessions, resulting in an estimated increase of 180 additional people trained.
- FY 23 also included the Commission's biannual training at the Civil Public Attorneys Conference, reaching approximately 200–250 attendees.
- Without these three large-scale trainings, the total would have been approximately 1,250 people trained, consistent with surrounding fiscal year totals.

Plans for the Remainder of FY 26

- Outreach and Education staff have recently begun direct outreach to Nevada Ethics Online users who have not yet completed their training (178 people).
- Outreach and Education staff finalized a training partnership, scheduled to begin later this fiscal year, for 400-500 staff.
- Outreach and Education staff will continue seeking additional training partnerships and shift the live-training approach from primarily responding to requests to proactively contacting agencies to offer ethics training.



- Finalization of the [Annual Report](#)
- Upcoming article on the Complaint Process in Senior ResQ Magazine
- Ethics Link NV Quarterly Newsletter (See prior issues [here](#))
 1. Sept 2024 distributed to 1,470
 2. Jan 2025 distributed to 1,539
 3. April 2025 distributed to 1,618
 4. July 2025 distributed to 1,658
 5. Oct 2025 distributed to 1,665
 6. Jan 2026 distributed to 1,695 (estimated)



[Subscribe](#)

Nevada Commission on Ethics
Ethics Link NV Newsletter

October 17, 2024

A public servant you are highly required to comply with NRS 218 Ethics in Government Law. This newsletter helps connect you to educational resources to maintain your compliance and assist you about recently published systems and Ethics Compliance and Advisory Opinions.

What's included in this issue of NV Ethics Link:

- Steps to Compliance
- Global Ethics Day & Rural Training Tour
- Annual Report Highlights
- Next Campaign Season Compliance Resources
- Recent Opinions
- Next Commission Meeting
- Quick Links

4 Steps to Ethics Compliance

Step 1: Follow us on [Facebook](#) and [Twitter](#) to stay up to date on our most recent posts, and help your team to do the same.

Step 2: Visit our website www.ethicslink.com to explore educational resources and publications relevant to your role in government service.

Step 3: Explore our on-demand training for you and your agency.

Step 4: Watch the [30-second video](#) to learn how to file an ethics complaint.

Global Ethics Day: An Opportunity for Education

Friday, October 17th is Global Ethics Day – a worldwide celebration of integrity, transparency, and ethical accountability. For public agencies, it's an excellent reminder that ethics education strengthens public trust and supports a culture of accountability.

The Nevada Commission on Ethics offers customized training options for public officers and employees, including both live and on-demand sessions. To explore a training partnership or discuss which format works best for your agency, contact Commission staff at news@ethicslink.com.

Road Trip! Rural Training Tour

Road trip! For one week in December we are doing a road training tour. Contact us at news@ethicslink.com to find out when and where to come with us.

Annual Report Highlights

Total Incoming Cases

| Fiscal Year | Total Incoming Cases |
|-------------|----------------------|
| FY21 | 148 |
| FY22 | 141 |
| FY23 | 174 |
| FY24 | 179 |

■ Complaints
 ■ Advisory Opinions

In fiscal year 2024, the Commission accepted jurisdiction over approximately 66% and investigated about 38% of all complaints filed.

Recent investigations, the Commission continued its practice of issuing letters of both action and letters of caution to both the jurisdiction and making good progress. These letters serve an important educational role—helping public officers and employees understand if the law, manager oversight, conflict, and employee grievance resolution.

Public concerns continued to ask for advice about disclosure and abstention and cooling-off, but more than ever before we see more questions on concerning and gifts/benefits.

The Commission's outreach and education team also trained more people than ever in FY2024, a 96% increase compared to the average of the previous 5 years!

Through individualized guidance and quick in training, the Commission promotes ethical awareness and strengthens the integrity of public service across Nevada.

Candidates and Campaigns Ethics Briefing Oct. 21st

Learn the applicable ethics law and how to follow best practices during campaign season. Register here for this briefing on Tuesday, October 21st 12-1:15 pm.

Campaign Season Compliance Resource Packet Keep these FAQs and cases handy to navigate ethics compliance during the campaign season with ease.

Avoid Ethics Trouble this Campaign Season

Do

- BE CLEAR ENDORSEMENTS ARE PERSONAL
- SEPARATE CAMPAIGN AND OFFICIAL SOCIALS
- GET ETHICS TRAINED
- OK TO USE PUBLIC TITLE FOR ENDORSEMENTS

Don't

- PROMOTE YOUR CAMPAIGN ON OFFICIAL SOCIALS/COMMS
- USE PUBLIC RESOURCES FOR CAMPAIGNING
- MISS THE CHANCE TO GET YOUR AGENCY TRAINED
- ENDORSE ON BEHALF OF YOUR AGENCY

Recent Opinions

Formal 1 Ticket Case

The Commission recently voted to restate the consolidated case regarding Clark County Commissioner's acceptance of Formal 1 tickets by receiving a re-election signature with the County Commission. The re-election signature is an endorsement of the County Commission as well as the following rewording: "I am endorsing an ethics officer for Clark County to receive ethics education and compliance with the County Commission's future plan to work with Clark County to address an on-track attendance policy to provide best practices to all future Mayor of events."

This formal 1 case highlights the importance of transparency and complying with the disclosure requirements of NRS 218. It is critical that public officers disclose gifts when the person who gave the gift comes before them in their capacity. Resources, including decision letters on disclosure and abstention can be found on the Commission's [Ethics Manual](#) to support public servants in acting with transparency and integrity.

Recent Dismissals Following Completion of Deferral Agreements

The Commission has recently dismissed 10 cases following the completion of their respective deferral agreements. Deferral agreements are designed to support public servants and their agencies in proactively future ethics violations through a combination of strategies such as education, training, group coaching, and other personal and professional ethics education tools. In more cases, parties have agreed to discontinue their cases.

[View the Dismissal Cases on the NV Ethics Link](#)

[View the Dismissal Cases on the NV Ethics Link](#)

The Commission publishes recent opinions on its [Decision Page](#).

Forward this newsletter to your team!

Next Commission Meeting

Wednesday, November 12th

[Meeting Minutes](#)

Quick Links

[Ethics Compliance](#) | [Request an Advisory Opinion](#) | [Ethics Action/Workgroup Forms](#)

[Request Case Training](#) | [Register for Online Training](#) | [Ethics Manual](#)

Nevada Commission on Ethics

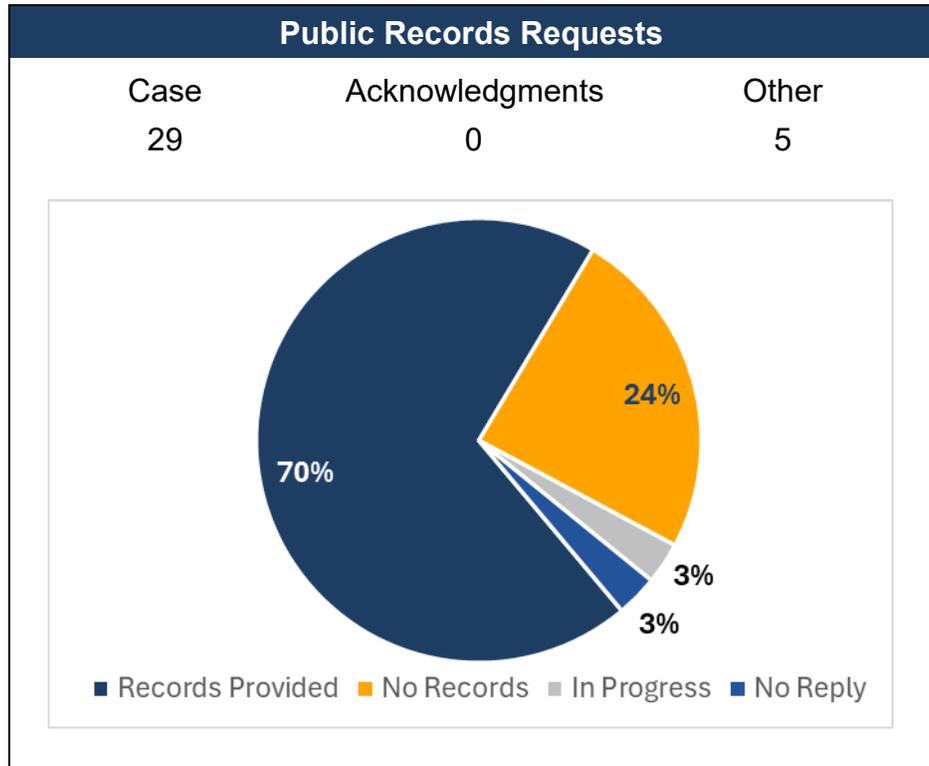
300 N. West Ave., Suite 224, Carson City, NV 89705
(775) 687-5463 | news@ethicslink.com | www.ethicslink.com

[LinkedIn](#) [Twitter](#)



Public Information & Communications

- By this time last year, the total number of requests during Fiscal Year 25 was
 - Public Records: 18 requests indicating a 53% increase
 - Requests for Information: This is estimated to be approximately the same as last fiscal year based on the data available; however, FY 26 marked the start of all staff tallying requests for information from the public as previously only some requests were tracked.
- The press inquiries tallied below have come from 8 members of the press.



| Information Requests Tallying | |
|-------------------------------|-------|
| Public | Press |
| 128 | 18 |

FY26 Running Total: 180

