



STATE OF NEVADA
BEFORE THE NEVADA COMMISSION ON ETHICS

In re **Rudy Pamintuan**, Chief of Staff,
Nevada Lieutenant's Governor's Office,
State of Nevada,

Ethics Complaint
Case No. 25-159C
Confidential

Subject /

STIPULATED AGREEMENT

1. **PURPOSE:** This Stipulated Agreement resolves Ethics Complaint Case No. 25-159C before the Nevada Commission on Ethics ("Commission") Rudy Pamintuan ("Pamintuan"), Chief of Staff for Lieutenant Governor Stavros Anthony.
2. **JURISDICTION:** At all material times, Pamintuan served as Chief of Staff for the current Lieutenant Governor Stavros Anthony and was a public employee as defined in NRS 281A.150. The Ethics in Government Law ("Ethics Law") set forth in NRS Chapter 281A gives the Commission jurisdiction over elected and appointed public officers and public employees whose conduct is alleged to have violated the provisions of NRS Chapter 281A. See NRS 281A.280. The Commission has jurisdiction over Pamintuan in this matter.
3. **PROCEDURAL HISTORY BEFORE COMMISSION:**
 - a. On September 9, 2025, the Commission initiated Ethics Complaint No. 25-159C alleging violations of NRS 281A.400(2) and (7).
 - b. On September 9, 2025, the Commission issued its *Order Initiating a Complaint and on Jurisdiction and Investigation* regarding the Complaint's alleged violations of NRS 281A.400(2) and (7).
 - c. On October 15, 2025, Pamintuan provided a timely response to the allegations.
 - d. A Review Panel Determination issued on November 13, 2025, found the

facts established credible evidence to support a determination that just and sufficient cause exists for the Commission to render an opinion in the matter regarding the alleged violations of NRS 281A.400(2) and (7).

e. On November 17, 2025, Pamintuan submitted a signed waiver regarding the time requirements for an adjudicatory hearing and the parties agreed to attend a settlement conference.

f. In lieu of an adjudicatory hearing before the Commission, the parties reached an agreement to resolve this matter on the terms reflected in this Stipulated Agreement (“Agreement”) and now enter into this Agreement.

4. STIPULATED FACTS:

a. At all material times Pamintuan served as Chief of Staff for the Nevada Lieutenant Governor.

b. From April 2023 and at all material times Pamintuan served as Treasurer of Pioneer Technology & Arts Academy (“PTAA”), a nonprofit educational management organization registered in Nevada.

c. Pamintuan has used some of his governmental time, staff, and equipment to work on PTAA matters that included organizing a visit from Secretary of Education Linda McMahon to Future Edge Academy, a contract partner of PTAA.

d. In January and February of 2025, Pamintuan had written to the Arizona State University inquiring about an ROTC interview for his son and requesting information about potential scholarships, and in addition, at around the same time, Pamintuan wrote to the DMV requesting assistance with an issue he had with the DMV. These correspondences were made by Pamintuan using his official state email account.

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

a. Each of the stipulated facts enumerated in Section 5 of this Agreement is agreed to by the parties.

b. Pamintuan is a public employee as defined in NRS 281A.150.

c. Pamintuan has a commitment in a private capacity to his son pursuant to NRS 281A.065(3) and to the PTAA Board pursuant to NRS 281A.065(5) and (6).

d. Pamintuan stipulates that his conduct constitutes one non-willful violation of the Ethics Law, implicating the provisions of NRS 281A.400(7) (prohibiting the use of governmental time, property, equipment or other facility to benefit a significant personal or pecuniary interest). See e.g. *In re Prudhont*, Comm'n Op. No. 22-033C, 22-034C (2022); *In re Matson*, Comm'n Op. No. 11-67C (2014); see also *In re Antinoro*, Comm'n Op. No. 16-54C (2017) (use of county resources for personal purposes improper "even where no monetary benefit accrued").

e. The alleged violations of NRS 281A.400(2) are hereby dismissed by stipulation of the parties.

f. Based upon the consideration and application of the statutory factors set forth in NRS 281A.775, Pamintuan and the Commission agree that pursuant to NRS 281A.170 one non-willful violation will be imposed for his violation of NRS 281A.400(7) for the following reasons:

1. **Seriousness of Violation:** The Commission has recognized the importance of avoiding the use of State resources to advance or attend to personal matters, even if no direct financial gain occurs. Pamintuan's use of his official state email account and his government time for personal matters creates an appearance of impropriety.
2. **Previous History:** Pamintuan has not previously been the subject of any violation of the Ethics Law.
3. **Cost of Investigation and Proceedings:** Pamintuan was willing to resolve the matter prior to an adjudicatory hearing, preserving Commission expenses.
4. **Prompt correction of the violation:** There was no self-reporting or self-correction in this matter, but Pamintuan was cooperative.
5. **Additional Factors:** None.

g. Pamintuan agrees to pay a civil penalty of \$1,000.00 pursuant to NRS 281A.790(3) within one year of the approval of this agreement consistent with any payment plan established by the Executive Director.

h. Pamintuan agrees to successfully complete Ethics Law training as approved by the Executive Director within 60 days.

i. Pursuant to NRS 281A.785(2)(a), the Commission admonishes Pamintuan that he must refrain from using state email systems for private business.

j. This Agreement is based on the specific facts, circumstances, and law now before the Commission. Facts or circumstances that differ from those present in this matter may create a different resolution.

k. This Agreement is not intended to be applicable to or create any admission of liability by Pamintuan for any other proceeding against or involving Pamintuan, and such use is prohibited to the extent permitted by the jurisdiction of the Commission. If the Commission rejects this Agreement, none of the provisions therein shall be considered by the Commission or be admissible as evidence in a hearing on the merits in this matter.

6. WAIVER

a. Pamintuan knowingly and voluntarily waives his right to a hearing before the full Commission on the allegations in Ethics Complaint Case No. 25-159C and all rights he may be accorded with in regard to this matter pursuant to NRS Chapter 281A, the regulations of the Commission (NAC Chapter 281A), the Nevada Administrative Procedures Act (NRS Chapter 233B), and any other applicable provisions of law.

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

7. **ACCEPTANCE:** We, the undersigned parties, have read this Agreement, understand each and every provision therein, and agree to be bound thereby once approved by the Commission. In addition, the parties orally agreed to be bound by the terms of this Agreement during the regular meeting of the Commission on March 18, 2026.¹
8. **APPROVAL:** Having reviewed the proposed stipulation by the parties, the Commission approves findings of facts, conclusions of law, and terms of this stipulation and directs the Executive Director to ensure compliance with this agreement.

DATED this 11th day of March, 2026.

/s/ Rudy Pamintuan

Rudy Pamintuan

FOR RUDY PAMINTUAN

DATED this 11th day of March, 2026.

/s/ Gus W. Flangas

Gus W. Flangas, Esq.
Flangas Law Group

DATED this 9th day of March, 2026.



Ross E. Armstrong, Esq.
Executive Director

Approved as to form by:

FOR NEVADA COMMISSION ON ETHICS

DATED this ___ day of March, 2026.

/s/

Elizabeth J. Bassett, Esq.
Commission Counsel

¹ Subject waives any right to receive written notice pursuant to NRS 241.033 of the time and place of the Commission's meeting to consider his character, alleged misconduct, professional competence, or physical or mental health.

7. **ACCEPTANCE:** We, the undersigned parties, have read this Agreement, understand each and every provision therein, and agree to be bound thereby once approved by the Commission. In addition, the parties orally agreed to be bound by the terms of this Agreement during the regular meeting of the Commission on March 18, 2026.¹
8. **APPROVAL:** Having reviewed the proposed stipulation by the parties, the Commission approves findings of facts, conclusions of law, and terms of this stipulation and directs the Executive Director to ensure compliance with this agreement.

DATED this ___ day of March, 2026.

Rudy Pamintuan

FOR RUDY PAMINTUAN

DATED this ___ day of March, 2026.

Gus W. Flangas, Esq.
Flangas Law Group

DATED this ___ day of March, 2026.

Ross E. Armstrong, Esq.
Executive Director

Approved as to form by:

FOR NEVADA COMMISSION ON ETHICS

DATED this 18th day of March, 2026.

[/s/ Elizabeth J. Bassett](#)
Elizabeth J. Bassett, Esq.
Commission Counsel

¹ Subject waives any right to receive written notice pursuant to NRS 241.033 of the time and place of the Commission's meeting to consider his character, alleged misconduct, professional competence, or physical or mental health.

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

DATED this 18th day of March, 2026.

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

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

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

By: /s/ John Miller
John Miller
Commissioner

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