



**STATE OF NEVADA**

**BEFORE THE NEVADA COMMISSION ON ETHICS**

In re **Don Kalkoske**, County Manager,  
Humboldt County, State of Nevada,

Ethics Complaint  
Case No. 24-184C  
**Confidential**

Subject. /

**REVIEW PANEL DETERMINATION**

NRS 281A.730; NAC 281A.440

The Nevada Commission on Ethics ("Commission") received the above-entitled Ethics Complaint ("Ethics Complaint") on December 12, 2024, regarding the alleged conduct of Subject Don Kalkoske ("Kalkoske"). On January 23, 2025, the Commission instructed the Executive Director to investigate alleged violations of NRS 281A.400(2), (9) and (10).

During all material times, Kalkoske was a public officer as defined in NRS 281A.160. The Commission has jurisdiction over this matter pursuant to NRS 281A.280 because the allegations contained in the Complaint relate to Kalkoske's conduct as a public officer and associated implications under the Ethics Law.

On May 20, 2025, a Review Panel consisting of Commissioners Reynolds (Presiding Officer), Lowry and Miller considered the following: (1) Ethics Complaint; (2) Order on Jurisdiction and Investigation; (3) Kalkoske's Response; and (4) Executive Director's Recommendation to the Review Panel with Summary of Investigatory Findings and Relevant Evidentiary Exhibits.<sup>1</sup>

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<sup>1</sup> All materials provided to the Review Panel, except the Ethics Complaint and the Order on Jurisdiction and Investigation, represent portions of the investigatory file and remain confidential pursuant to NRS 281A.755.

The Review Panel unanimously finds and concludes that the facts establish 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), (9) and (10). Therefore, this matter is referred to the Commission to render an opinion.

DATED: this 20th day of May, 2025.

REVIEW PANEL OF THE NEVADA COMMISSION ON ETHICS

By: /s/ Terry J. Reynolds  
Terry J. Reynolds  
Commissioner (Presiding Officer)

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

By: /s/ John Miller  
John Miller  
Commissioner