



## STATE OF NEVADA

### BEFORE THE NEVADA COMMISSION ON ETHICS

In re **Alan Bigelow**, Firefighter/EMT,  
Pahrump Valley Fire & Rescue,  
Nye County, State of Nevada,

Ethics Complaint  
Case No. 23-139C  
**Confidential**

Subject/

#### **REVIEW PANEL DETERMINATION** NRS 281A.730; NAC 281A.440

The Nevada Commission on Ethics (“Commission”) received this Ethics Complaint (“Complaint”) from a member of the public on November 6, 2023, regarding the alleged conduct of Subject Alan Bigelow (“Bigelow” or “Subject”). On December 18, 2023, the Commission instructed the Executive Director to investigate alleged violations of NRS 281A.400(7).

Bigelow is a public employee as defined in NRS 281A.150, and the Commission has jurisdiction over this matter pursuant to NRS 281A.280 because the allegations contained in the Complaint relate to Bigelow’s conduct as a public employee and have associated implications under the Ethics Law.

On February 14, 2024, a Review Panel consisting of Commissioner Amanda Yen, Esq. (Presiding Officer), Vice Chair Thoran Towler, Esq. and Commissioner John Moran, Esq. considered the following: (1) Ethics Complaint (2) Order on Jurisdiction and Investigation; (3) Response to the Complaint; and (4) Executive Director’s Recommendation to the Review Panel with Summary of Investigatory Findings and Relevant Evidentiary Exhibits.<sup>1</sup>

The Review Panel unanimously finds and concludes that the facts do 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 violation of NRS 281A.400(7). Nevertheless, pursuant to NRS 281A.730, the Review Panel reasonably believes that Bigelow’s conduct may be appropriately addressed through corrective action under the terms and conditions of a deferral agreement instead of referring these allegations to the Commission for further proceedings at this time. The deferral agreement must confirm Bigelow’s acknowledgement of the following:

- Comply with the Ethics Law from the date of the Panel’s approval of the deferral agreement through the remainder of the 2024 campaign season in November 2024 without being the subject of another complaint arising from an alleged violation of the Ethics Law and for which a review panel determines there is just and sufficient cause for the Commission to render an opinion in the matter;

<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.

- Receive training as approved by the Executive Director within 60 days of approval of the deferral agreement.

Unless an extension of time is authorized or directed by the Commission Counsel on behalf of the Review Panel, the Executive Director and Subject shall provide a proposed deferral agreement to the Review Panel through its Commission Counsel on or before April 15, 2024, which deadline may be extended by the Commission Counsel for good cause. If the Review Panel does not approve the deferral agreement or if the Subject declines to enter into a deferral agreement, the Review Panel will issue an order referring this matter to the Commission for further proceedings.

Dated this 14<sup>th</sup> day of February, 2024.

REVIEW PANEL OF THE NEVADA COMMISSION ON ETHICS

By: /s/ Amanda Yen  
Amanda Yen, Esq.  
Commissioner/Presiding Officer

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

By: /s/ Thoran Towler  
Thoran Towler, Esq.  
Vice Chair

## 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 a true and correct copy of the foregoing **REVIEW PANEL DETERMINATION** via U.S. Certified Mail through the Nevada State Mailroom and electronic mail addressed as follows:

Ross E. Armstrong, Esq.  
Executive Director  
Elizabeth J. Bassett, Esq.  
Nevada Commission on Ethics  
704 W. Nye Lane, Suite 204  
Carson City, NV 89703

Email: [rarmstrong@ethics.nv.gov](mailto:rarmstrong@ethics.nv.gov)

Email: [ebassett@ethics.nv.gov](mailto:ebassett@ethics.nv.gov)

Alan Bigelow

Email: [abigelow527@gmail.com](mailto:abigelow527@gmail.com)

Certified Mail No.: \*\*\*\*\* 1977 53

Dated: February 14, 2024

*Isi Wendy Pfaff*

\_\_\_\_\_  
Employee, Nevada Commission on Ethics