



State of Nevada Ethics Manual

Cooling Off

Key Take Away

This section of the Nevada Ethics Manual explains the rules that prevent certain former public officers and employees from working for regulated businesses. It also stops them from seeking or accepting jobs from certain individuals who have contracts with the State or local government. (See [NRS 281A.550](#) & [NRS 281A.410](#).)

Key Terms

Vendor: A person or company that sells goods or services.

Issue: A case, proceeding, application, contract or determination, but does not include the proposal or consideration of legislative measures or administrative regulations.

Public Utilities Commission of Nevada (PUCN)

After leaving the PUCN, a former member can't work for or represent a public utility or its affiliates for one year.

Gaming Control Board or Nevada Gaming Commission

A former member can't represent or work for a gaming licensee or a person registered with the Gaming Commission for one year after leaving.

Public Officer or Employee of the State Executive Branch

After leaving their position, a former officer or employee can't work for a business regulated by their former agency for one year if:

1. Their duties included making policies for that industry,
2. They directly affected the industry in the past year, or
3. They know confidential information about a competitor.

Public Officer or Employee of State or Local Government

After leaving their job, a former officer or employee can't work for a contractor who had a contract with their former agency worth over \$25,000 awarded within the last year if their position allowed them to influence the contract awarding process.



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Relief for State and Local Government Employees

A current or former public officer or employee can ask the Commission to consider the specific details of their situation when applying the cooling-off rules. The Commission will decide if it's appropriate to make an exception to these rules if it won't go against:

1. what is in the best interest of the public,
2. the ongoing ethical integrity of the public office or employee's former agency, and
3. the rules in NRS Chapter 281A.

Note that relief cannot be requested for restrictions on counseling private persons before public agencies. See [NRS 281A.410](#). Relief can be requested for other cooling off requirements.

Requesting an Advisory Opinion for Relief from Cooling-Off Requirements

To request relief from the cooling-off requirements outlined in NRS 281A, please submit a formal [request for an Advisory Opinion](#) to the Commission on Ethics. Clearly outline the specific cooling-off requirements from which you are seeking relief and provide all relevant details and circumstances surrounding your request.

Ensure that your request includes comprehensive justification for why relief is necessary, emphasizing factors such as the best interests of the public, the continued ethical integrity of the relevant agencies, and any relevant provisions of NRS 281A.

Submit your request in writing to the Commission on Ethics and await their response. Note that their decision will be final and may be subject to judicial review.

Compliance Tips

1. Be aware of the vendors of your agency.
2. Request an advisory opinion before "seeking" private employment.
3. Understand the difference between 550 restriction and 410 restrictions

Sample Opinions

- [In re Harris, Comm'n Op. No. 19-77A \(2019\)](#)
- [In re Public Officer, Comm'n Op. No. 13-09A \(2014\)](#)
- [In re Public Employee, Comm'n Op. No. 18-021A \(2018\)](#)
- [In re Public Officer, Comm'n Op. No. 23-83A \(2023\)](#)

Resources

- [Cooling Off 8-min Video](#)
- [Cooling Off Resource Guide](#)

This section of the manual aims to explain the Nevada Ethics Laws ([NRS Chapter 281A](#)) in plain language for educational purposes only. It's not meant to replace legal advice. If you need legal interpretation for a specific issue, please consult your agency's legal team or [seek an advisory opinion](#) from the Commission.