



OFFICE OF THE ATTORNEY GENERAL

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RESPONSE SUBCOMMITTEE

Substance Use Response Group (SURG)

November 4, 2025

11:00 am

1. CALL TO ORDER AND ROLL CALL TO ESTABLISH QUORUM

Chair Kerns

Call to Order and Roll Call to Establish Quorum Cont.

Member	SURG Role	Subcommittee Role
Rob Banghart	Member of General Public	Member
Peter Handy	Department of Indigent Defense Services	Member
Nicole Hicks	Nevada District Attorneys Association	Member
Dr. Shayla Holmes	Rural Human Services (Lyon County)	Vice Chair
Dr. Terry Kerns	Attorney General Appointee	Chair
Nancy Lindler	SUD Treatment Provider	Member
Christine Payson	Sheriffs' & Chiefs' Assoc.	Member
Bud Schawl	Hospital Representative	Member
Senator Jeff Stone	Member of the Senate appointed by the Senate Minority Leader	Member

2. PUBLIC COMMENT

Public Comment

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 - Dial (669) 444-9171
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3. INTRODUCTION OF NEW MEMBERS

Chair Kerns

4. REVIEW AND APPROVE MINUTES FROM AUGUST 5, 2025 RESPONSE SUBCOMMITTEE MEETING

Chair Kerns

5. DRUG AND ALCOHOL PREVENTION, EDUCATION, AND ENFORCEMENT

Officer Jermaine Galloway, Tall Cop Says Stop

6. PRESENTATION ON THE NEVADA RECOVERY FRIENDLY WORKPLACE INITIATIVE

Jonathon Lambson, Recovery Friendly Workplace Ambassador, Foundation for Recovery and Sean O'Donnell, MS, Executive Director, Foundation for Recovery

PRESENTATION TO THE RESPONSE SUBCOMMITTEE

Substance Use Response Group (SURG)

Jonathon Lambson

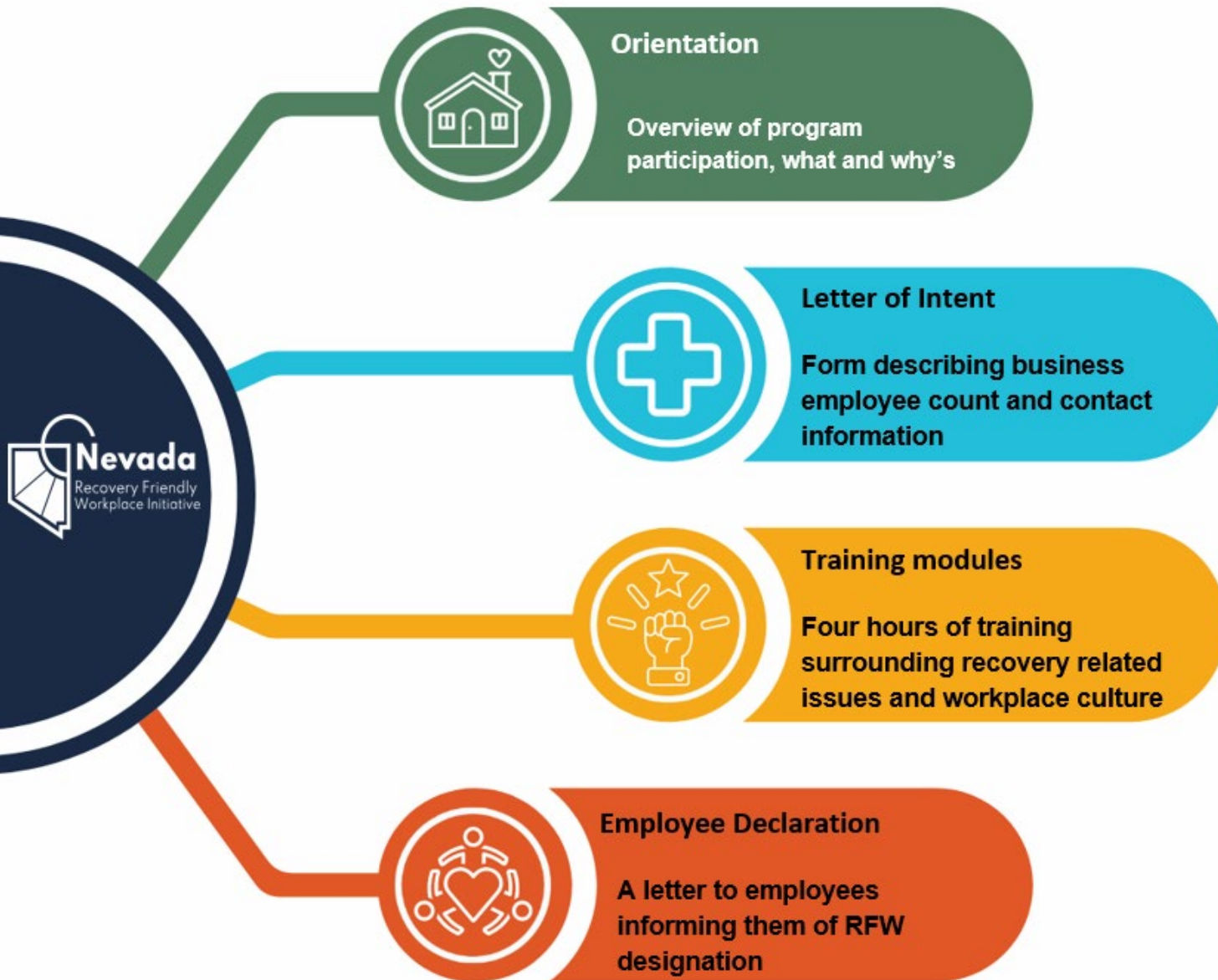
Recovery Friendly Workplace Advisor

Foundation for Recovery

Disclosures

This project is supported by the Nevada State Department of Health and Human Services through Grant #SG-2026-00051 from General Funds. Its contents are solely the responsibility of the authors and do not necessarily represent the official views of the Department or its subdivisions.

Introduction



Final step - Designation Ceremony



Issues



Stigma/Fear of punitive response

Fear of immediate job loss or reputation harm if ones recovery status is discovered prevents recovery from being maintained or from starting



Increased relapse risk in non supportive environments

Nevada one of the only states in the US with increasing number of opiate overdose deaths.

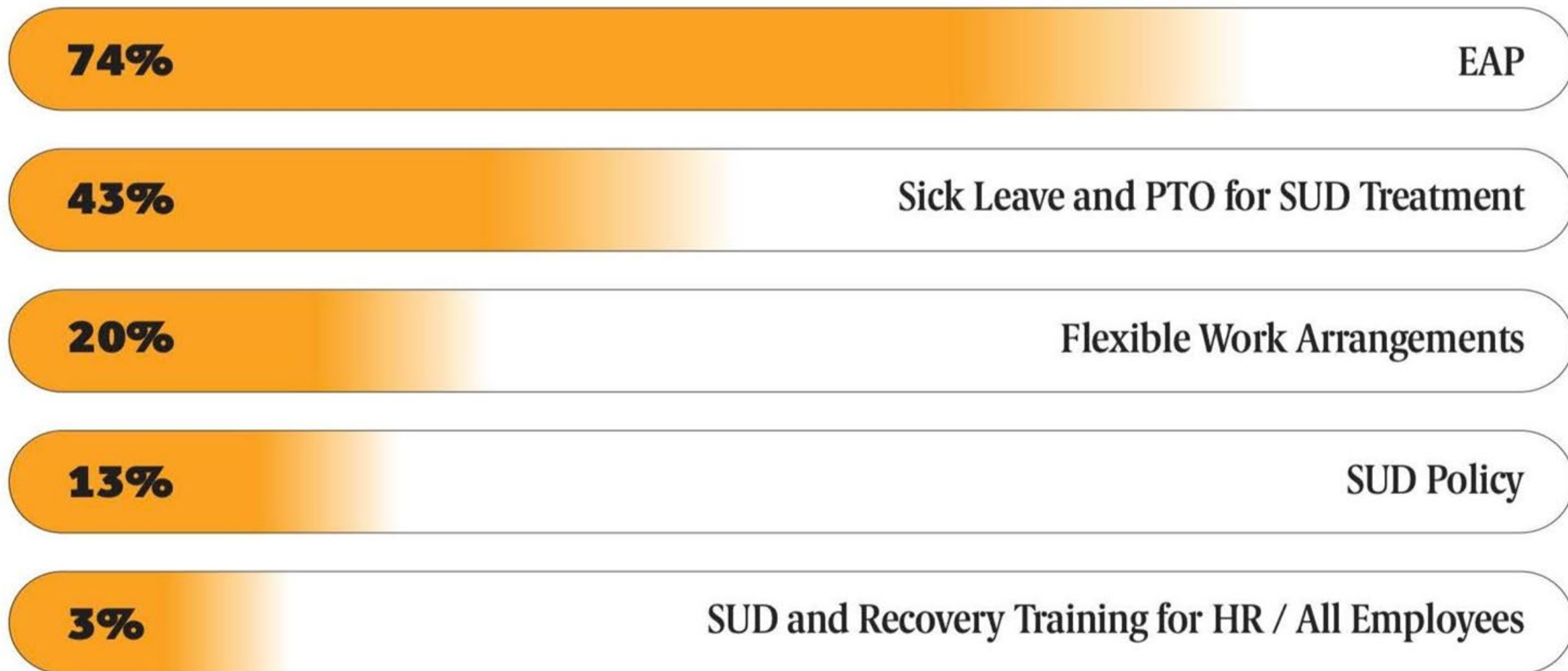
Nevada has persistently high levels of suicide



Limited employer knowledge of resources and commitments

Resources needed, time commitments, and follow up support required to maintain ones recovery often ignored

Policies and Practices Supporting Employees with SUD



Targeted Populations

Employers

- Employers are front line contacts
- Work related stressors can be mitigated with assistance
- Constantly in need of a renewed workforce
- Can successfully employ people in recovery with assistance

People in Recovery who need jobs

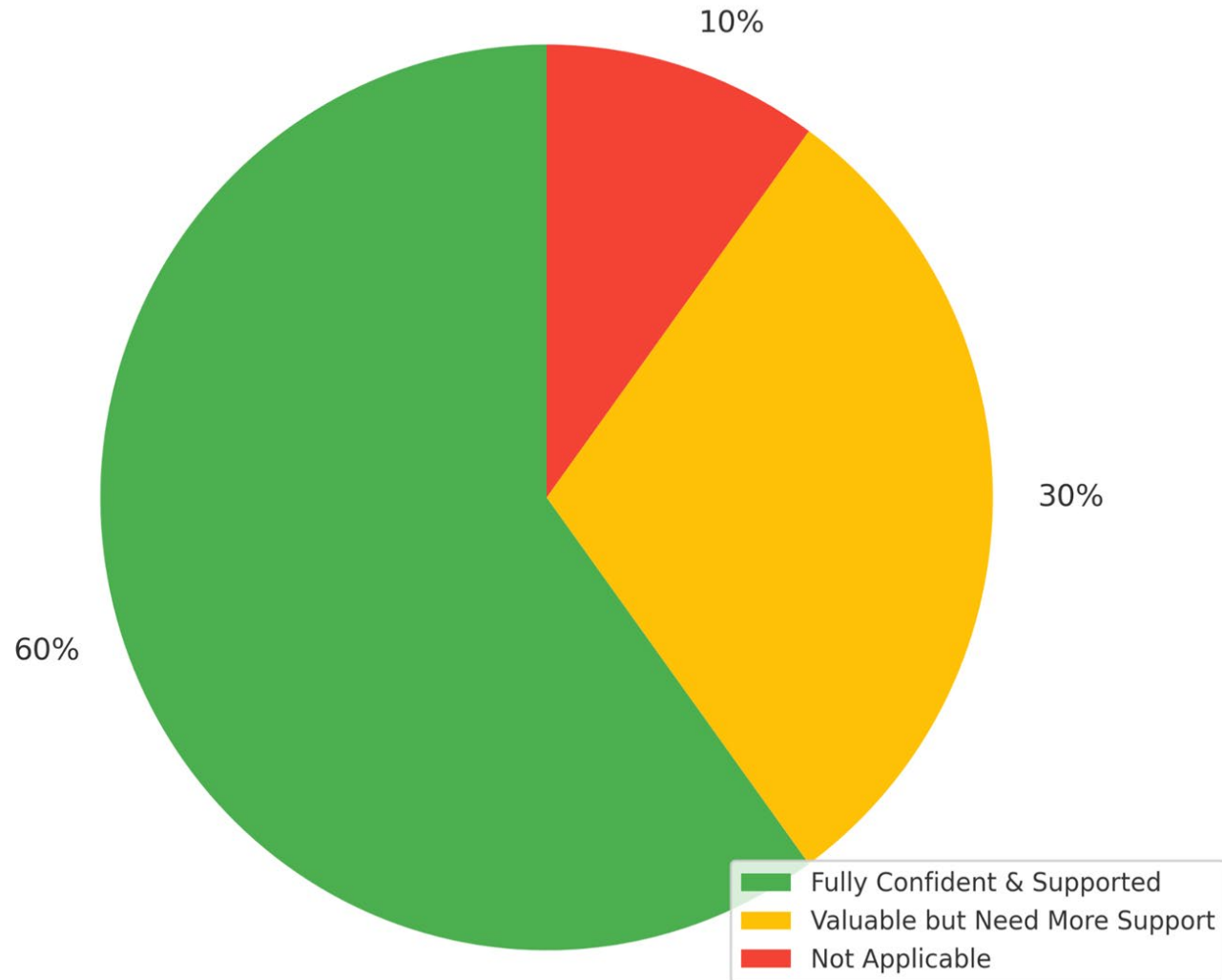
- Benefit greatly from the RFW list, eliminates wasted effort applying to stigmatizing working environments
- Recovery status can be maintained more successfully with clear policies addressing recovery issues

People in need of Recovery already in the workforce

- Stigma prevents disclosure of struggle
- Delays in treatment worsen outcomes
- Struggling people take 50% more days off
- Turnover 44% more than general population

What's Working Well

Employer Training Sentiment After RFW Training

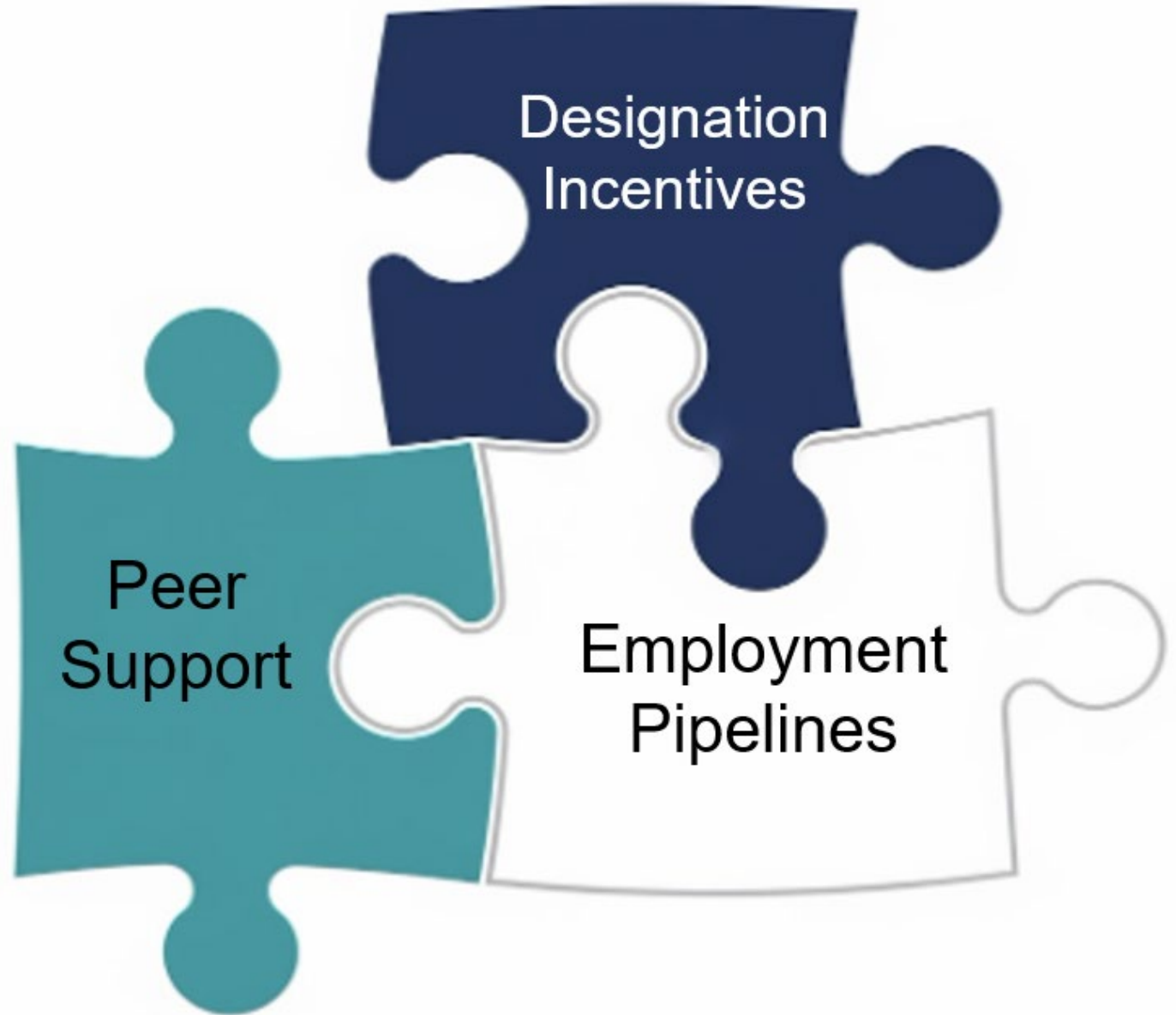


- Over 10,000 employees across all 117 businesses
- Waste Management has access to narcan for fleet
- Washoe County government was provided 50 ASK boxes for their facilities

GAPS

Nevada spent \$15 million in WIOA funds to provide career services to only 350 dislocated workers in FY 2022 (\$44,769 per person)

Compared to \$2500-\$5500 elsewhere



Recommendation(s)

Designation Incentives

- Tax breaks for participating businesses
- Official promotion of participating businesses in more areas
- Expand access to RFW advisors

Peer Support

- Expand PRSS certification
- Utilize PRSS to assist workforce development navigation
- Provide tax breaks/incentives for hiring PRSS's

Employment pipelines

- Expand access to trained, screened applicants
- Streamline access to existing assistance programs
- Develop outcome tracking mechanisms

Contact Information

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for Recovery

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Thank you!



Nevada

Recovery Friendly
Workplace Initiative

References

- *Fors Marsh Recovery Friendly Workplace Study, 2025* - https://www.forsmarsh.com/wp-content/uploads/2025/04/Recovery-Friendly_Workplaces_Survey_2025.pdf
- *CDC blog detailing 70% SUD employed stats* - <https://blogs.cdc.gov/niosh-science-blog/2022/11/30/workplace-supported-recovery/#:~:text=SUDs%20in%20the%20Workforce,24%25%20have%20a%20severe%20disorder.>
- *HRCI research* - https://www.hrci.org/about-hrci/press/press-releases/2025/09/30/what-employers-need-to-know-about-recovery-and-workplace-impact?utm_source=chatgpt.com
- *2024 UNLV job seeker survey* - <https://cber.unlv.edu/wp-content/uploads/2025/08/Job-Seeker-Report-Final.pdf>

References

- *Nevada Current - Nevada Spent \$15 million to help 350 people find jobs -*
https://nevadacurrent.com/2024/02/22/nevada-spent-15-million-to-help-350-people-find-jobs/?utm_source=chatgpt.com
- *Vegas Unemployment rates -* <https://cdcgaming.com/brief/las-vegas-jobless-rate-among-highest-in-us-again/#:~:text=Las%20Vegas'%20jobless%20rate%20was,areas%2C%20lower%20than%20only%20Fresno.>

7. DISCUSS RELEVANT UPDATES ON PRIOR RECOMMENDATIONS

Chair Kerns

2024 - Recommendation #1

Description: Recommend research into implementation of statewide data sharing agreements with the Chief Data Officer of the State of Nevada and implementation of a cross-sector database housing multiple points of data across prevention, treatment, recovery, and criminal justice to include data such as controlled substance outlets (tobacco, cannabis, alcohol) to help tailor interventions geographically.

2024 – Recommendation #2

Description: Support the collaborative proposal to the Fund for a Resilient Nevada to conduct wastewater sampling of high schools, college/university campuses and bars/nightclubs and use information gained to develop public health awareness programs, deploy targeted naloxone, increase provision of fentanyl test strips to targeted locations and to develop a plan for expanding high risk substance wastewater surveillance in Nevada and review the outcomes from this pilot program to identify if it and similar targeted programs may aid in the community response.

2024 - Recommendation #3

Description: Resolve the conflict between the Good Samaritan Drug Overdose Act and Drug Induced Homicide Law; immediate actions may include recommending community-level education using best practice guidelines, as well as education for law enforcement personnel, and exploring options for altering the Good Samaritan language to expand coverage to a greater population of individuals living with substance use disorder.

2024 - Recommendation #4

Description: Review the operations and lessons learned from the Clark County Regional Opioid Task Force when that body's report is released in December 2024 and take this into account when supporting legislation to establish regional Overdose Fatality Review (OFR) Committees allowing flexibility as to the makeup and practice and for the OFR to remain at the county or regional level, as needed, to effectively identify system gaps and innovative community-specific overdose prevention and intervention strategies in accordance with established best practices such as the Bureau of Justice Assistance's Overdose Fatality Review: A Practitioner's Guide to Implementation.

Funding to be provided through the Fund for Resilient Nevada and to support this recommendation, additional funding may need to be provided to the Coroner or Medical Examiner's office for personnel.

2024 – Recommendation #5

Description: Recommend state agencies under the legislative, judicial, and executive branches involved with deflection and diversion programs have a comprehensive definition of recidivism, and policies related to measuring and reporting recidivism.

2024 - Recommendation #6

Description: Implement a voluntary program to install “drug take back bins” in retail pharmacies.

8. DISCUSS AND DRAFT PROPOSED 2025 RESPONSE SUBCOMMITTEE RECOMMENDATIONS

Chair Kerns

Recommendation #1

Submitted by: Dr. Shayla Holmes

Description: Prohibit the sale of all psychoactive substances, including hemp-derived cannabinoids and psychoactive mushrooms, to individuals under 21 years of age, aligning with existing cannabis regulations.

Implement Clear Labeling Standards: Mandate that all products containing psychoactive compounds have standardized labeling, including clear warnings about potential health risks and age restrictions.

Restrict Sales Locations: Limit the sale of these substances to licensed establishments that can verify the age of purchasers and prohibit sales near schools and other youth-centered facilities.

Enhance Enforcement Mechanisms: Provide regulatory agencies with authority and resources to monitor compliance, conduct inspections, and enforce penalties for violations.

Recommendation #1 (cont.)

Justification: In Nevada, it is illegal for individuals under 21 to purchase or possess cannabis products, including Delta-9 THC, unless they are medical marijuana cardholders. Additionally, over-the-counter (OTC) medications containing dextromethorphan (DXM) cannot be sold to minors under 18 without a prescription.

However, certain substances, such as hemp-derived Delta-9 THC products (containing less than 0.3% THC by dry weight) and psychoactive mushrooms, may be legally accessible due to their specific chemical compositions and lack of comprehensive regulation. This creates potential loopholes that could allow minors to obtain and misuse these substances.

Action Step: Bill Draft Request (BDR), Regulatory or Licensing Board

Recommendation #2

Submitted by: Dr. Terry Kerns

Description: Recommend state agencies under the legislative, judicial, and executive branches involved with deflection and diversion programs have a comprehensive definition of recidivism and **desistance**, and **standardized** policies related to measuring and reporting recidivism. **Additionally, require that all publicly funded or publicly administered reentry programs define success using clear, behavior-based outcomes and that programs articulate what meaningful behavior change looks like for participants using tools for measuring engagement, goal attainment, and behavioral milestones.**

Justification: Desistance is potentially a more accurate way to measure program impact.

Action Step: State agencies that support diversion and deflection programs have a definition of recidivism. Also have a working group to address this.

Placeholder for Draft Recommendation(s)

Submitted by: Dr. Terry Kerns

Description: Work with the Board of Pharmacy to include Safe Rx Kits with opioid prescriptions; look into how a prescription can be written for opioid antagonists when opioids are prescribed to reduce costs

Justification:

Action Step:

9. REVIEW 2025 RESPONSE SUBCOMMITTEE MEETING TOPICS

Chair Kerns

Planning for 2026 Response Subcommittee Meetings

Please email Subcommittee staff with any speaker recommendations.

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11. ADJOURNMENT

ADDITIONAL INFORMATION, RESOURCES & UPDATES AVAILABLE AT:

[https://ag.nv.gov/About/Administration/Substance
_Use_Response_Working_Group_\(SURG\)/](https://ag.nv.gov/About/Administration/Substance_Use_Response_Working_Group_(SURG)/)



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