



MASSACHUSETTS WATER RESOURCES AUTHORITY

Charlestown Navy Yard
100 First Avenue, Building 35
Boston, MA 02129

Frederick A. Laskey
Executive Director

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STATE ETHICS COMMISSION
2016 MAR 11 AM 9:07

Telephone: (617) 242-6000
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March 8, 2016

Karen I. Nober, Executive Director
State Ethics Commission
One Ashburton Place, Room 619
Boston, MA 02108

Re: G.L. c. 268A, Section 6 Financial Interest Disclosures
and Determinations – Potential Legislative Changes
to MWRA Retirement Classifications

Dear Ms. Nober:

Enclosed please find copies of nine (9) G.L. c. 268A section 6 financial interest Disclosure forms and copies of nine (9) corresponding Determination forms for filing with the Commission. Several items of legislation now pending with the General Court, not sponsored by MWRA, propose changes to the retirement "Group" classification of certain MWRA employees whose duties may or may not be found to be comparable to other public employees whose duties involve arduous tasks or occasionally difficult work environments or conditions.

As the matter of these items of legislation will likely be raised and discussed among MWRA Board members in the months ahead, a group of MWRA Operations, HR, Finance and Legal managers will be asked to apprise MWRA's Board of the impacts of the legislation, if enacted. While it is not expected that any of these managers would be within the categories of personnel proposed to be moved to a different retirement Group classification, the breadth of the language of some of the pending bills suggested that a section 6 financial disclosure was prudent.

Kindly call the undersigned should you have any questions or concerns about these filings.

Very truly yours,


Steven A. Remsberg
MWRA General Counsel

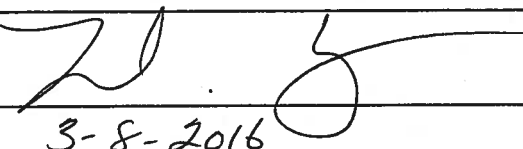
**DISCLOSURE BY NON-ELECTED STATE EMPLOYEE OF FINANCIAL INTEREST
AND DETERMINATION BY APPOINTING AUTHORITY
AS REQUIRED BY G. L. c. 268A, § 6**

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STATE EMPLOYEE INFORMATION	
Name:	Emily J. Dallman
Title or Position:	Manager, Benefits & HRIS
State Agency:	Massachusetts Water Resources Authority
Agency Address:	100 First Avenue Charlestown Navy Yard Boston, Massachusetts 02129
Office Phone:	(617) 788-4022
Office E-mail:	emily.dallman@mwra.com
	My duties require me to participate in a particular matter, and I may not participate because of a financial interest that I am disclosing here. I request a determination from my appointing authority about how I should proceed.
PARTICULAR MATTER	
Particular matter E.g., a judicial or other proceeding, application, submission, request for a ruling or other determination, contract, claim, controversy, charge, accusation, arrest, decision, determination, or finding.	Please describe the particular matter. Consideration by the Massachusetts Water Resources Authority ("MWRA") Board of Directors and senior managers about what position if any, will be adopted by MWRA with respect to one or more items of pending legislation potentially transferring a large percentage of MWRA employees out of group I to another group which would increase the retirement benefits payable to those retirees and would reduce the number of years of active service necessary to qualify for an MWRA pension benefit.
Your required participation in the particular matter: E.g., approval, disapproval, decision, recommendation, rendering advice, investigation, other.	Please describe the task you are required to perform with respect to the particular matter. Participation in discussions with MWRA staff and the MWRA Board of Directors and/or rendering a recommendation concerning the particular matter described above.
FINANCIAL INTEREST IN THE PARTICULAR MATTER	
Write an X by all that apply.	<input checked="" type="checkbox"/> I have a financial interest in the matter. <input checked="" type="checkbox"/> My immediate family member has a financial interest in the matter. <input type="checkbox"/> My business partner has a financial interest in the matter. <input type="checkbox"/> I am an officer, director, trustee, partner or employee of a business organization, and the business organization has a financial interest in the matter. <input type="checkbox"/> I am negotiating or have made an arrangement concerning future employment with a person or organization, and the person or organization has a financial interest in the matter.

Financial interest in the matter	<p>Please explain the financial interest and include a dollar amount if you know it.</p> <p>As a member in service of the MWRA Retirement System, I or my surviving spouse or other beneficiaries may be eligible for the increases in benefits contemplated by the particular matter described above at some time in the future.</p>
Employee signature:	<i>Emily J. Dailman</i>
Date:	<i>March 4, 2016</i>

DETERMINATION BY APPOINTING OFFICIAL

	APPOINTING AUTHORITY INFORMATION
Name of Appointing Authority:	Frederick A. Laskey
Title or Position:	Executive Director
Agency/Department:	Massachusetts Water Resources Authority
Agency Address:	100 First Avenue, Charlestown Navy Yard, Boston, Massachusetts 02129
Office Phone:	(617) 788-1101
Office E-mail	fred.laskey@mwra.com
	DETERMINATION
Determination by appointing authority: Write an X by your selection.	As appointing official, as required by G.L. c. 268A, § 6, I have reviewed the particular matter and the financial interest identified above by a state employee. <input type="checkbox"/> I am assigning the particular matter to another employee, or <input type="checkbox"/> I am assuming responsibility for the particular matter, or <input checked="" type="checkbox"/> I have determined that the financial interest is not so substantial as to be deemed likely to affect the integrity of the services which the Commonwealth may expect from the employee.
Appointing Authority signature:	
Date:	3-8-2016
Comment:	Corresponds to Disclosure of Emily J. Dallman

Attach additional pages if necessary.

File copy with:

State Ethics Commission, One Ashburton Place, Room 619, Boston, MA 02108