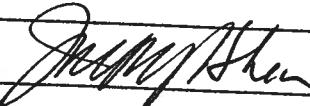


DISCLOSURE OF APPEARANCE OF CONFLICT OF INTEREST
AS REQUIRED BY G. L. c. 268A, § 23(b)(3)

RECEIVED
 STATE ETHICS COMMISSION
 FEB 22 PM 1:10

PUBLIC EMPLOYEE INFORMATION	
Name of public employee:	Joseph P Shea
Title or Position:	County Commissioner
Agency/Department:	Norfolk County
Agency address:	614 High Street Dedham Ma 02026
Office Phone:	781-461-6105
Office E-mail:	info @ Norfolk County.org
<p>In my capacity as a state, county or municipal employee, I am expected to take certain actions in the performance of my official duties. Under the circumstances, a reasonable person could conclude that a person or organization could unduly enjoy my favor or improperly influence me when I perform my official duties, or that I am likely to act or fail to act as a result of kinship, rank, position or undue influence of a party or person.</p> <p>I am filing this disclosure to disclose the facts about this relationship or affiliation and to dispel the appearance of a conflict of interest.</p>	
APPEARANCE OF FAVORITISM OR INFLUENCE	
Describe the issue that is coming before you for action or decision.	Budgets at County Golf Course (Presidents Golf Course)
What responsibility do you have for taking action or making a decision?	Commissioners have oversight on the Budget of the Golf Course
Explain your relationship or affiliation to the person or organization.	My Daughter Amy Baker has been an employee of Norfolk County since Jan. 8, 1990 and works at the County Golf Course. I was appointed County Commissioner Nov. 19, 2015
How do your official actions or decision matter to the person or organization?	Although I have oversight on the Golf Course budget I would not be participating in any decisions that affected Amy's salary or benefits.

Optional: Additional facts – e.g., why there is a low risk of undue favoritism or improper influence.	I will not participate in any decisions that impact Amy's salary I will recuse myself
If you cannot confirm this statement, you should recuse yourself.	WRITE AN X TO CONFIRM THE STATEMENT BELOW. <input checked="" type="checkbox"/> Taking into account the facts that I have disclosed above, I feel that I can perform my official duties objectively and fairly.
Employee signature:	
Date:	February 16, 2016

Attach additional pages if necessary.

Not elected to your public position – file with your appointing authority.

Elected state or county employee – file with the State Ethics Commission.

Members of the General Court – file with the House or Senate clerk or the State Ethics Commission.

Elected municipal employee – file with the City Clerk or Town Clerk.

Elected regional school committee member – file with the clerk or secretary of the committee.

Form revised July, 2012