


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

STATE EMPLOYEE INFORMATION	
Name:	Natalie Wadzinski
Title or Position:	Manager, Compensation
State Agency:	Massachusetts Water Resources Authority
Agency Address:	100 First Avenue, Charlestown Navy Yard, Boston, Massachusetts 02129
Office Phone:	(617) 788-4019
Office E-mail:	natalie.wadzinski@mwra.com
<p>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.</p>	
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.	<p>Please describe the particular matter.</p> <p>MWRA has engaged an independent consultant to conduct a gender pay equity study. I expect to be required to participate in the study because of my position of Manager, Compensation.</p>
Your required participation in the particular matter: E.g., approval, disapproval, decision, recommendation, rendering advice, investigation, other.	<p>Please describe the task you are required to perform with respect to the particular matter.</p> <p>I will be required to provide information and to review the findings and recommendations of the independent consultant. I will likely be required to provide my own recommendation regarding any actions to be taken in response to the study. These findings or recommendations may impact my salary.</p>
FINANCIAL INTEREST IN THE PARTICULAR MATTER	
Write an X by all that apply.	<p><input checked="" type="checkbox"/> I have a financial interest in the matter.</p> <p><input type="checkbox"/> My immediate family member has a financial interest in the matter.</p> <p><input type="checkbox"/> My business partner has a financial interest in the matter.</p> <p><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.</p> <p><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.</p>
Financial interest in the matter	<p>Please explain the financial interest and include a dollar amount if you know it.</p> <p>The recommendations of the consultant and review of those recommendations may result in adjustments of the salaries of employees, possibly including my salary as Manager, Compensation.</p>
Employee signature:	Natalie Wadzinski
Date:	August 30, 2018

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:	8-12-2018
Comment:	

Attach additional pages if necessary.

File copy with:

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