

**DISCLOSURE BY NON-ELECTED STATE EMPLOYEE OF FINANCIAL INTEREST
AND DETERMINATION BY APPOINTING AUTHORITY**
AS REQUIRED BY G. L. c. 268A, § 8

STATE EMPLOYEE INFORMATION		2020 MAR - 6 PM 12:39
Name:	David Lawson	
Title or Position:	Director	
State Agency:	Norfolk County Mosquito Control District (NCMCD). State Reclamation and Mosquito Control Board.	
Agency Address:	144 Production Road, Walpole MA 02081	
Office Phone:	781 762-3681	
Office E-mail:	David.A.Lawson@mass.gov	
	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. My son (age19, sophomore college student) is considering applying for the seasonal surveillance technician position at the NCMCD. If Kurt was hired, this clearly could have the appearance of nepotism and financial interest for him.	
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. As the Director, I oversee the entire District and have a say in all hiring. Our current entomologist and I have interviewed candidates to fill this position for the last 4 years. Since our entomologist oversees the work of this position, I have deferred to the entomologists choice in hiring. In this case, I again would defer to our entomologist, Kaitlyn O'Donnell, who would have responsibility to choose the best candidate for the position, and would have direct supervision of the technicians work. I have direct oversight of Kaitlyn, our entomologist, and oversee her performance reviews.	

	FINANCIAL INTEREST IN THE PARTICULAR MATTER
Write an X by all that apply.	<p><input type="checkbox"/> I have a financial interest in the matter.</p> <p><input checked="" 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>My son, if hired, would be receiving compensation from the work.</p>
Employee signature:	<i>David J. Lawlor</i>
Date:	<i>2/6/2020</i>

DETERMINATION BY APPOINTING OFFICIAL

APPOINTING AUTHORITY INFORMATION	
Name of Appointing Authority:	Norfolk County Mosquito Control Project Commission
Title or Position:	Chairman
Agency/Department:	Norfolk County Mosquito Control District
Agency Address:	144 Production Rd, Suite C Walpole MA 02081
Office Phone:	781-762-3681
Office E-mail:	elizabeth.donnell@ncmcd.org
DETERMINATION	
Determination by appointing authority:	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.
Write an X by your selection.	<p><input type="checkbox"/> I am assigning the particular matter to another employee, or</p> <p><input type="checkbox"/> I am assuming responsibility for the particular matter, or</p> <p><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.</p>
Appointing Authority signature:	<i>Linda R. Shea</i>

Date:	2/27/2020
Comment:	Director to not be involved in interview process if son applies. Director to not have direct oversight of employee if son is hired.

Attach additional pages if necessary.

File copy with:

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

Form Revised February, 2012