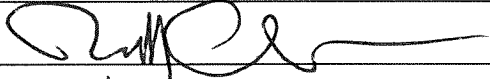


**DISCLOSURE OF APPEARANCE OF CONFLICT OF INTEREST  
AS REQUIRED BY G. L. c. 268A, § 23(b)(3)**

<b>PUBLIC EMPLOYEE INFORMATION</b>	
Name of public employee:	Russ Anderson
Title or Position:	Fire Chief
Agency/Department:	Fire Department
Agency address:	15 Depot Street
Office Phone:	413 569 3635
Office E-mail:	chiefanderson@southwickfire.net
	<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>
<b>APPEARANCE OF FAVORITISM OR INFLUENCE</b>	
Describe the issue that is coming before you for action or decision.	I am one member of the negotiation team with the fire department union local 4919. I have been part of the negotiating team for two previous contracts I wish to stay on negotiation team as molding of contract information happens throughout generations of contract development.
What responsibility do you have for taking action or making a decision?	None - I only review material and impact on contract and provide suggestions. I am not the appointing authority nor do I approve contracts rates or line items. That is performed by the select board / fire commissioners
Explain your relationship or affiliation to the person or organization.	My step Son Joshua Girard was recently offered a career position within the department and will become a union member after fulfilling his conditional offer of employment.
How do your official actions or decision matter to the person or organization?	Indirectly he would fall under this employee contract.

<b>Optional:</b> Additional facts – e.g., why there is a low risk of undue favoritism or improper influence.	My position is that of weak chief - I am not the decision maker. All matters are presented by legal council voted and approved by Select Board – the appointing authority.
<b>If you cannot confirm this statement, you should recuse yourself.</b>	<b>WRITE AN X TO CONFIRM THE STATEMENT BELOW.</b>  ___ 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:	2/10/2021

Attach additional pages if necessary.

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

Elected state or county employees – 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.