



MASSACHUSETTS WATER RESOURCES AUTHORITY

Deer Island
33 Tafts Avenue
Boston, MA 02128

RECEIVED
STATE ETHICS COMMISSION
2024 MAR 25 AM 11:14

Frederick A. Laskey
Executive Director

Telephone: (617) 242-6000
Fax: (617) 788-4899
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March 21, 2024

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

Re: Disclosures/Determinations Under G.L. c.268A

Dear Sir or Madam:

Enclosed, please find Disclosure/Determinations for filing with the Commission under section 6 of G.L. c. 268A, concerning the following MWRA employees' participation in a pay equity study:

1. Michele Gillen, Director, Administration;
2. Wendy Chu, Director, Human Resources;
3. Patterson Riley, Special Assistant for Affirmative Action;
4. Natalie Wadzinski, Manager, Compensation; and
5. Kimberley McMahon, Associate General Counsel.

Kindly contact the undersigned should you have any questions concerning this filing.

Sincerely,

A handwritten signature in blue ink that reads "Kimberley A. McMahon".

Kimberley A. McMahon
Associate General Counsel
Kimberley.McMahon@mwra.com

Enclosures

cc: Carolyn Francisco-Murphy, General Counsel

**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:	Wendy Chu
Title or Position:	Director, Human Resources
State Agency:	Massachusetts Water Resources Authority
Agency Address:	Deer Island 33 Tafts Avenue Boston, MA 02128
Office Phone:	617-788-1152; 617-356-2018 (cell)
Office E-mail:	wendy.chu@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. I expect to participate in a pay equity study with a group of other employees, to review the salaries of non-union managers and related information for compliance with the Massachusetts Equal Pay Act.
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. I expect that I will be required to review salary information, the recommendations of a consultant previously engaged, job duties and other related information to determine whether the salary of any position or positions should be amended. I anticipate that I will need to make findings and recommendations regarding salary adjustments. Such findings and recommendations may affect my salary. However, I will abstain from making any recommendations regarding the salary for my position.
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 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	Please explain the financial interest and include a dollar amount if you know it.

	My findings and recommendations, and the findings and recommendations of my working group, may result in an adjustment to my salary.
Employee signature:	
Date:	3/12/2024

DETERMINATION BY APPOINTING OFFICIAL

APPOINTING AUTHORITY INFORMATION	
Name of Appointing Authority:	Frederick Laskey
Title or Position:	Executive Director
Agency/Department:	MWRA
Agency Address:	33 Tafts Avenue, Boston, MA 02129
Office Phone:	617-788-1101
Office E-mail	Fred.Laskey@mwra.com
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.	<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:	3/21/24
Comment:	

Attach additional pages if necessary.

File copy with:

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