



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
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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

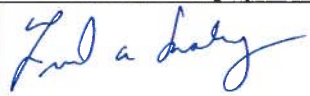
cc: Carolyn Francisco-Murphy, General Counsel

**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: 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: | 3/21/24 |
| Comment: | |

Attach additional pages if necessary.

File copy with:

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