



# MASSACHUSETTS WATER RESOURCES AUTHORITY

Deer Island  
33 Tafts Avenue  
Boston, MA 02128

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STATE ETHICS COMMISSION  
2024 MAR 25 AM 11:14

Frederick A. Laskey  
Executive Director

Telephone: (617) 242-6000  
Fax: (617) 788-4899  
TTY: (617) 788-4971

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**

<b>STATE EMPLOYEE INFORMATION</b>	
Name:	Patterson A. Riley
Title or Position:	Special Assistant for Affirmative Action & Compliance
State Agency:	Massachusetts Water Resources Authority
Agency Address:	Deer Island, 33 Tafts Avenue Boston, MA 02128
Office Phone:	617-788-4070
Office E-mail:	Patterson.riley@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>
<b>PARTICULAR MATTER</b>	
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>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.</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 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.</p>
<b>FINANCIAL INTEREST IN THE PARTICULAR MATTER</b>	
Write an X by all that apply.	<input checked="" type="checkbox"/> I have a financial interest in the matter.

	<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>My findings and recommendations, and the findings and recommendations of my working group, may result in an adjustment to my salary.</p>
Employee signature:	<i>Patterson A. Riley</i>
Date:	<i>March 11, 2024</i>

#### DETERMINATION BY APPOINTING OFFICIAL

APPOINTING AUTHORITY INFORMATION	
Name of Appointing Authority:	<i>Fred Lasker</i>
Title or Position:	<i>Executive Director</i>
Agency/Department:	<i>MWRA</i>
Agency Address:	<i>33 Taft's Avenue, Boston, MA 02129</i>
Office Phone:	<i>617-788-1101</i>
Office E-mail:	<i>Fred.Lasker@mwra.com</i>
DETERMINATION	
Determination by appointing authority:  Write an X by your selection.	<p>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.</p> <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>Fred Lasker</i>
Date:	<i>3/21/24</i>
Comment:	