


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

	PUBLIC EMPLOYEE INFORMATION
Name of public employee:	Paul F. Tucker
Title or Position:	District Attorney
Agency/Department:	Eastern District / Essex County
Agency address:	10 Federal Street. 5 th Floor Salem, MA 01970
Office Phone:	978.745.6610
Office E-mail:	Paul.Tucker@mass.gov
	<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>
	APPEARANCE OF FAVORITISM OR INFLUENCE
Describe the issue that is coming before you for action or decision.	As a special education gym teacher and Unified Sports program coach, my daughter has the opportunity to work for various local programs and gyms. She will be working for the gym with whom the Essex DA's office has contracted with to run a week-long sports camp in Lynn. She is only working 2 days and it is on a per-diem basis. While my daughter is not a dependent, she does reside in my household therefore I wish to fully comply with disclosing the appearance of a potential conflict while none exists.
What responsibility do you have for taking action or making a decision?	The District Attorney has no role in who the fitness company hires as contractors, and this was not reasonably foreseeable that she would be hired for this particular camp. While she is qualified to perform this work, it was not made known to this office that she would be asked to participate and there was no undue influence exhibited in the vendor choosing to hire her to perform this work.
Explain your relationship or affiliation to the person or organization.	The person who is receiving the contract work from this office has been used in the past and is a known local business owner and community member of Essex County.
How do your official actions or decision matter to the person or organization?	

Optional: Additional facts – e.g., why there is a low risk of undue favoritism or improper influence.	This is a normal function and the person being hired to perform the work is qualified to do so and did not receive this work as a result of my position and this would be a normal role that she would be offered and had previously worked for this company prior to my role as District Attorney.
If you cannot confirm this statement, you should recuse yourself.	WRITE AN X TO CONFIRM THE STATEMENT BELOW. __X_ 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:	February 21, 2024

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.