

**DISCLOSURE BY NON-ELECTED STATE EMPLOYEE OF FINANCIAL INTEREST  
AND DETERMINATION BY APPOINTING AUTHORITY  
AS REQUIRED BY G. L. c. 268A, § 6**

RECEIVED  
ETHICS COMMISSION  
2024 DEC 10 PM 12:13

	<b>STATE EMPLOYEE INFORMATION</b>
Name:	Natalie Wadzinski
Title or Position:	Manager, Compensation
State Agency:	Massachusetts Water Resources Authority
Agency Address:	33 Tafts Avenue, Boston, MA 02128
Office Phone:	617-788-4019
Office E-mail:	Natalie.Wadzinski@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.
	<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.	A compensation study, the full scope of which remains undetermined at this time, will be conducted at the request of the MWRA Board of Directors. The scope of the study will be developed in the near future and is expected to include, at least, the Executive Director position to which I indirectly report via my direct manager (Director, Human Resources) and the next level manager (Director, Administration). The scope of the study may also include other positions, including, but not limited to, my own non-union manager position and non-union manager positions that report indirectly to me for assigned work.
Your required participation in the particular matter:  E.g., approval, disapproval, decision, recommendation, rendering advice, investigation, other.	To assist the Executive Director and/or members of the Board of Directors with the (1) performance of the compensation study; (b) determination of the scope of the study; (c) obtaining relevant materials to facilitate the performance of the study; and/or (d) drafting of recommendations to the Board of Directors regarding the study. I will abstain from participating in the review of job tasks, responsibilities and salary information for my own position and from making any recommendation concerning the specific salary for the Manager, Compensation position.
	<b>FINANCIAL INTEREST IN THE PARTICULAR MATTER</b>
Write an X by all that apply.	<input checked="" type="checkbox"/> <u>X</u> 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	If the aforementioned compensation study results in a recommendation for a salary adjustment for positions included in the study, and/or the Board of Directors votes to grant salary adjustments, the

in the matter	salary adjustment(s) may apply to me and/or affect my salary as Manager, Compensation.
Employee signature:	<i>Marcie Wachowski</i>
Date:	11/26/24

**DETERMINATION BY APPOINTING OFFICIAL**

	<b>APPOINTING AUTHORITY INFORMATION</b>
Name of Appointing Authority:	Frederick Laskey
Title or Position:	Executive Director
Agency/Department:	Massachusetts Water Resources Authority
Agency Address:	33 Tafts Avenue, Boston, MA 02128
Office Phone:	617-788-1101
Office E-mail:	<a href="mailto:Fred.Laskey@mwra.com">Fred.Laskey@mwra.com</a>
	<b>DETERMINATION</b>
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>[Signature]</i>
Date:	12/3/24
Comment:	

Attach additional pages if necessary.

File copy with:

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