



**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:	John Walsh
Title or Position:	Chief of Staff
State Agency:	Speaker's Office - House of Representatives
Agency Address:	State House, Room 356 Boston, MA 02133
Office Phone:	617-722-2500
Office E-mail:	John.walsh@mahouse.gov
	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>The House of Representatives is preparing to update an employee classification and compensation plan, in consultation with outside compensation experts, consistent with the Massachusetts Equal Pay Act (MEPA).</i>
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>Assist with/review/approve the collection and/or analysis of data and job classifications to make recommendations consistent with MEPA and expert advice relative to an employee classification and compensation plan. Assist with the implementation of the approved employee classification and compensation plan updates.</i>
	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 checked="" 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. <i>The financial interest is any change to my compensation resulting from updates to the employee classification and compensation plan.</i>
Employee signature:	
Date:	5-22-2024

DETERMINATION BY APPOINTING OFFICIAL

	APPOINTING AUTHORITY INFORMATION
Name of Appointing Authority:	<i>Ronald J. Mariano</i>
Title or Position:	<i>Speaker</i>
Agency/Department:	<i>House of Representatives</i>
Agency Address:	<i>State House</i>
Office Phone:	<i>617-722-2500</i>
Office E-mail	<i>Ronald.Mariano@mahouse.gov</i>
	DETERMINATION
Determination by appointing authority: Write an X by your selection.	<p>As appointing official, as required by G.L. c. 268A, § 8, 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:	
Date:	<i>5-22-2024</i>
Comment:	<i>The goal of any updates to the pay equity assessment and implementation is to eliminate any pay inequities, should they exist, and ensure an objective system of employee classification and compensation; and so the very nature of the task means that there is a low risk of undue favoritism or improper influence. Furthermore, the work is done in consultation with outside compensation experts.</i>

Attach additional pages if necessary.

File copy with:

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