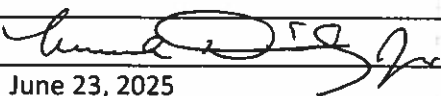
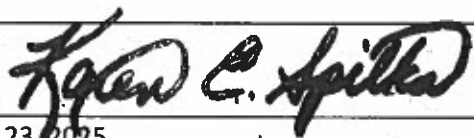


**DISCLOSURE BY NON-ELECTED STATE EMPLOYEE OF FINANCIAL INTEREST
AND DETERMINATION BY APPOINTING AUTHORITY
AS REQUIRED BY G. L. c. 268A, § 6**

	STATE EMPLOYEE INFORMATION
Name:	Mark Dailey
Title or Position:	Director of Operations
State Agency:	Massachusetts State Senate
Agency Address:	Massachusetts State House 24 Beacon Street, Room 332 Boston, MA 02133
Office Phone:	(617-722-1500
Office E-mail:	mark.dailey@masenate.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. In my capacity as Director of Operations, I assist the Massachusetts State Senate in considering potential adjustments to the Senate's compensation and classification system. It is reasonably foreseeable that some adjustments to the Senate's compensation and classification system would apply to me as a Senate employee.
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. In my capacity as Director of Operations, I will review potential adjustments to the Senate's compensation and classification system and provide advice on the implications of the different adjustments being considered.
	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.

	As a Senate employee, I receive a salary in accordance with the Senate's compensation and classification system. Adjustments to this system may affect my salary.
Employee signature:	
Date:	June 23, 2025

DETERMINATION BY APPOINTING OFFICIAL

	APPOINTING AUTHORITY INFORMATION
Name of Appointing Authority:	Karen Spilka
Title or Position:	Senate President
Agency/Department:	Office of Senate President, Massachusetts State Senate
Agency Address:	Massachusetts State House 24 Beacon Street, Room 332 Boston, MA 02133
Office Phone:	(617) 722-1500
Office E-mail	Karen.Spilka@masenate.gov
	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:	
Date:	June 23, 2025
Comment:	

Attach additional pages if necessary.

File copy with:

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