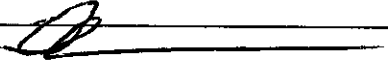


**DISCLOSURE BY NON-ELECTED MUNICIPAL EMPLOYEE OF FINANCIAL INTEREST  
AND DETERMINATION BY APPOINTING AUTHORITY  
AS REQUIRED BY G. L. c. 268A, § 19**

<b>MUNICIPAL EMPLOYEE INFORMATION</b>	
Name:	Dorothy Lawrence
Title or Position:	Vice Chairman, Conservation Representative on Master Plan Committee
Municipal Agency:	Town of Palmer Conservation Commission
Agency Address:	Conservation Commission 4417 Main Street Palmer, ma 01069
Office Phone:	413-283-2600 Ext. 2611
Office E-mail:	conservation@townofpalmer.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.	The town of Palmer, MA received a grant to redo their master plan I am the Vice-Chair of the Palmer Conservation Commission and was selected to be the Conservation Commission's representative on the Master Plan Committee in January of 2020, I accepted. In March 2020 I was offered a position with the company VHB's Worcester office. Around the same time VHB's Springfield office was hired to create the master plan. I had NO input on the selection or bidding process and was informed after the selection was already made, as the committee role starts after the selection was made. VHB is working with the Master Plan Committee throughout the master plan process. My employment with VHB was put on hold because of the pandemic for an unknown amount of time. I recently received a start date of June 29th. I will NOT be working on Palmer master plan on behalf of VHB and I will NOT be working for the office or the program that is handling Palmer's master plan.
Your required participation in the particular matter:  E.g., approval, disapproval, decision, recommendation, rendering advice, investigation, other.	I will be reviewing and critiquing VHB's work and submitting information on behalf of the Conservation Commission to VHB throughout this process. I will also be participating in public meetings for the master plan update on behalf of the Conservation Commission.
<b>FINANCIAL INTEREST IN THE PARTICULAR MATTER</b>	
<b>Write an X by all that apply.</b>	<input 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	The Town of Palmer is funding this project and VHB for their work. I will be employed by the same company and receiving a wage for my services, but will NOT be working on this project for VHB.
Employee signature:	
Date:	6-20-2020

**DETERMINATION BY APPOINTING OFFICIAL**

<b>APPOINTING AUTHORITY INFORMATION</b>	
Name of Appointing Authority:	
Title or Position:	
Agency/Department:	
Agency Address:	
Office Phone:	
Office E-mail:	
<b>DETERMINATION</b>	
Determination by appointing authority:	As appointing official, as required by G.L. c. 268A, § 19, I have reviewed the particular matter and the financial interest identified above by a municipal employee. 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 municipality may expect from the employee.
Appointing Authority signature:	
Date:	
Comment:	

TOWN OF PALMER  
 TOWN CLERK'S OFFICE  
 20 JUN 24 PM 4:13

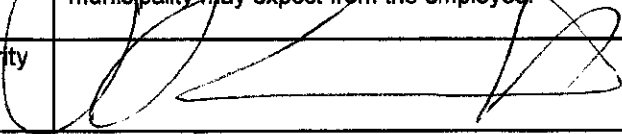
**DISCLOSURE BY NON-ELECTED MUNICIPAL EMPLOYEE OF FINANCIAL INTEREST  
AND DETERMINATION BY APPOINTING AUTHORITY  
AS REQUIRED BY G. L. c. 268A, § 19**

TOWN OF PALMER, MA  
TOWN CLERK'S OFFICE  
2022 MAY -9 PM 6:12

MUNICIPAL EMPLOYEE INFORMATION	
Name:	PAUL E. BENARD
Title or Position:	CHAIRPERSON
Municipal Agency:	BOARD OF HEALTH
Agency Address:	4417 MAIN ST PALMER MA 00069
Office Phone:	413 283 2606
Office E-mail:	PALMER BOH TOWN OF PALMER.COM
N/A	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. <i>NO FINANCIAL INTEREST</i>
<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.	Please describe the particular matter.  N/A
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>APPROVAL OR DISAPPROVAL I REMOVE MYSELF FROM THIS MATTER R.P. FRIEND OF THE FAMILY FOR OVER THIRTY YEAR. HE IS A OCCASIONAL CUSTOMER AT THE BAR I OWN</i>
<b>FINANCIAL INTEREST IN THE PARTICULAR MATTER</b>	
Write an X by all that apply.  N/A	<input 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  N/A	Please explain the financial interest and include a dollar amount if you know it.
Employee signature:	
Date:	

**DETERMINATION BY APPOINTING OFFICIAL**

APPOINTING AUTHORITY INFORMATION	
Name of Appointing Authority:	Ryan McNutt
Title or Position:	Town Manager
Agency/Department:	Town Government
Agency Address:	4417 main street Palmer, MA 01069
Office Phone:	413-283-2645
Office E-mail:	rmcnutt@townofpalmer.com
DETERMINATION	
Determination by appointing authority:	As appointing official, as required by G.L. c. 268A, § 19, I have reviewed the particular matter and the financial interest identified above by a municipal employee. 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 municipality may expect from the employee.
Appointing Authority signature:	 Ryan McNutt
Date:	5/9/2022
Comment:	no comment / Board member Recused

Attach additional pages if necessary.

The appointing authority shall keep this Disclosure and Determination as a public record.

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

TOWN OF PALMER, MA  
TOWN CLERK'S OFFICE

2022 APR -5 AM 10:16

PUBLIC EMPLOYEE INFORMATION	
Name of public employee:	Jonathan Frenkel
Title or Position:	Assistant Town Clerk
Agency/Department:	Animal Control
Agency address:	205 Main St Palmer, MA 01069
Office Phone:	413 268-6742
Office E-mail:	Jonathan.Frenkel@palmerma.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.	My department has received several complaints regarding the handling of animal control cases, specifically regarding the way the department handles complaints about other municipal departments.
What responsibility do you have for taking action or making a decision?	As an animal control officer, I am responsible for the department's response to these complaints. I need to ensure that the department's response is fair and equitable to all parties involved.
Explain your relationship or affiliation to the person or organization.	I am currently employed by the Town of Palmer, MA. I have no other relationships or affiliations that could be considered a conflict of interest.
How do your official actions or decision matter to the person or organization?	My actions as an animal control officer directly affect the way the department handles complaints and the overall quality of service provided to the community.

<p><b>Optional:</b> Additional facts – e.g., why there is a low risk of undue favoritism or improper influence.</p>	<p>I have only met the donor once for about 2 minutes.          I did not discuss any business with the donor.          I did not accept any gifts or favors.</p>
<p>If you cannot confirm this statement, you should recuse yourself.</p>	<p><b>WRITE AN X TO CONFIRM THE STATEMENT BELOW.</b></p> <p><input checked="" type="checkbox"/> Taking into account the facts that I have disclosed above, I feel that I can perform my official duties objectively and fairly.</p>
<p>Employee signature:</p>	<p><i>[Handwritten Signature]</i></p>
<p>Date:</p>	<p>3-20-20</p>

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.

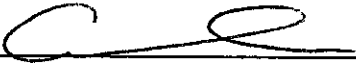
Elected regional school committee member – file with the clerk or secretary of the committee.

**DISCLOSURE OF APPEARANCE OF CONFLICT OF INTEREST**

AS REQUIRED BY G. L. c. 268A, § 23(b)(3)

TOWN OF PALMER, MA  
TOWN CLERK'S OFFICE

PUBLIC EMPLOYEE INFORMATION	
Name of public employee:	Christina Florence <span style="float: right;">2022 APR -5 AM 10:16</span>
Title or Position:	Health Supervisor
Agency/Department:	Palmer Board of Health
Agency address:	4417 Main St Palmer, MA 01069
Office Phone:	413 283-2606
Office E-mail:	CFlorence@Town of Palmer.com
	<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.	My office has received several complaints about horses at the property. They do not have a permit to have horses, they are refusing to get a permit and they do not meet the regulation requirements to have horses.
What responsibility do you have for taking action or making a decision?	As the health supervisor, I am responsible for not only board of health but also animal control.
Explain your relationship or affiliation to the person or organization.	My step son is currently dating the granddaughter of the owner. She does not live with them. She lives in a DCF group home in Wilbraham, MA
How do your official actions or decision matter to the person or organization?	If the animals subject to the current complaint are removed/rehomed due to the living conditions, by either animal control, MSPCA, or MDAR I am a supervisor of that department

<b>Optional:</b> Additional facts – e.g., why there is a low risk of undue favoritism or improper influence.	I have only met the granddaughter once for less than 5 minutes, but was made aware of the relationship once the formal complaint process was started.
If you cannot confirm this statement, you should recuse yourself.	<b>WRITE AN X TO CONFIRM THE STATEMENT BELOW.</b> <input checked="" type="checkbox"/> 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:	3-28-22

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.

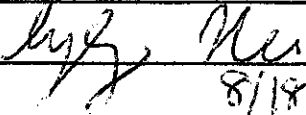


**DISCLOSURE OF APPEARANCE OF CONFLICT OF INTEREST  
AS REQUIRED BY G. L. c. 268A, § 23(b)(3)**

TOWN OF PALMER, MA  
TOWN CLERK'S OFFICE

2022 AUG 18 PM 3:23

PUBLIC EMPLOYEE INFORMATION	
Name of public employee:	Sydney Plante
Title or Position:	Animal Control
Agency/Department:	ACC / BOH
Agency address:	4417 MAIN ST Palmer, Ma 01069
Office Phone:	774 200 1383
Office E-mail:	Splante@townofpalmer.com
	<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.	33 Onley livestock variance Palmer
What responsibility do you have for taking action or making a decision?	routine / complaint based inspections and reports of animal care.
Explain your relationship or affiliation to the person or organization.	My fiance sells them hay for their animals
How do your official actions or decision matter to the person or organization?	They could result in removal of animals from property

<b>Optional:</b> Additional facts – e.g., why there is a low risk of undue favoritism or improper influence.	
If you cannot confirm this statement, you should recuse yourself.	<b>WRITE AN X TO CONFIRM THE STATEMENT BELOW.</b> <input checked="" type="checkbox"/> 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:	8/18/22

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.

Form revised July, 2012

TOWN OF PAUMotu, MA  
 TOWN CLERK'S OFFICE  
 2022 AUG 18 PM 3:23