

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

	PUBLIC EMPLOYEE INFORMATION
Name of public employee:	Erica N. Larner
Title or Position:	Wetlands & Water Resources Coordinator
Agency/Department:	Massachusetts Department of Transportation – Highway Division
Agency address:	10 Park Plaza, Boston, MA 02116
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	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. I am filing this disclosure to disclose the facts about this relationship or affiliation and to dispel the appearance of a conflict of interest.
	APPEARANCE OF FAVORITISM OR INFLUENCE
Describe the issue that is coming before you for action or decision.	I was previously an employee of the Town of Belchertown as the Conservation Administrator. I am now currently an employee of MassDOT. I am volunteering under the State's SERV program as a DOT employee for the Town of Belchertown. As a volunteer, I am requested to conduct wetland delineations & other field work and submit documentation of the field work for the Town's use in managing its lands. While I will not do any work on matters that I previously engaged with as a Town of Belchertown employee, I wish to disclose my prior working relationship with the Town to prevent the appearance of favoritism or influence.
What responsibility do you have for taking action or making a decision?	While volunteering for Belchertown, I would have the ability to make the initial determination of the extent of regulated wetland resource areas. The Conservation Commission itself reviews and confirms or alters the wetland delineation during hearing processes under the Wetlands Protection Act so I would not make a final decision, though I would provide the evidence for that decision. I may also be asked to review and suggest conservation land management activities. I will also make decisions regarding the value of my donated time for the purposes of in-kind match for grants received by the Town of Belchertown. I may additionally provide guidance to the Town regarding the best ways to achieve the goals of their projects while complying with environmental laws & protecting the Town's natural resources. I will not participate in any actions nor decisions that could relate to MassDOT projects without further specific guidance from the State Ethics Commission. I will also not participate in any actions nor decisions that relate to matters I was personally and substantially involved with while an employee of the Town of Belchertown.
Explain your relationship or affiliation to the person or	I was previously an employee of the Town of Belchertown as the Conservation Administrator. I am now currently an employee of MassDOT for nearly three years. I am volunteering under the State's SERV program as a DOT employee for the Town of Belchertown.

organization.	
How do your official actions or decision matter to the person or organization?	I cannot make official actions or decisions on behalf of the Town of Belchertown, though the field work I conduct may be used by the Town employees to make official actions or decisions. As I left the employment of Belchertown over 1 year ago, I am beyond the cooling off period and therefore can be involved in matters that I did not participate in as a Belchertown employee. MassDOT does permit and construct projects in the Town of Belchertown; I do take official actions on DOT's behalf to review draft applications, sign as the applicant, and at times represent DOT in front of Conservation Commissions, including in Belchertown. My actions as a DOT employee could impact the nature of wetland resource impacts in Belchertown. As a state employee using the SERV program, I am an agent of MassDOT even while volunteering.
Optional: Additional facts – e.g., why there is a low risk of undue favoritism or improper influence.	I believe there is low risk of undue favoritism or improper influence for several reasons. First, I will not conduct any work as a volunteer that could relate to DOT transportation projects. Additionally, as this is volunteer work, I do not have a financial interest in any of the work I will conduct. My volunteer work will be limited to technical field work and land management guidance while the Town of Belchertown officials will have the authority to decide what to do with that data. And finally, by avoiding working on projects that both the Town and MassDOT have interests in, I will avoid situations where I could potentially have an improper influence on how MassDOT projects proceed.
If you cannot confirm this statement, you should recuse yourself.	WRITE AN X TO CONFIRM THE STATEMENT BELOW. <u> X </u> 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:	04/02/2026

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.