

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

	PUBLIC EMPLOYEE INFORMATION
Name of public employee:	Paul Heroux
Title or Position:	Sheriff
Agency/Department:	Bristol County
Agency address:	400 Faunce Corner Rd, Dartmouth MA 02747
Office Phone:	508-618-1847
Office E-mail:	sheriff@bcso-ma.org
	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.	My brother-in-law (my sister's husband) applied for a job at the BCSO and was recommended by the hiring panel.
What responsibility do you have for taking action or making a decision?	I am the appointing authority and, under normal circumstances, I review all hires.
Explain your relationship or affiliation to the person or organization.	The person in question is my brother-in-law (my sister's husband).
How do your official actions or decision matter to the person or organization?	As the elected Sheriff, I supervise the entire Bristol County Sheriff's Office, including the hiring, firing, and general supervision of all employees.

Optional: Additional facts – e.g., why there is a low risk of undue favoritism or improper influence.	I screened myself out of the hiring process in this matter. I was not involved in selecting which candidates were interviewed for the position to which my brother-in-law applied. I did not inform the interview panel of our relationship so as not to influence the interview process, and it is my understanding that he did not either. The interview panel recommended him for hire. While I normally make the final decision on a prospective employee once a recommendation is made, in this matter I directed that the recommendation go to the BCSO's Special Sheriff for a final decision so as not to involve myself. There are certain protective factors at the BCSO which mitigate the risk of the appearance of undue favoritism or improper influence. First, it is a large organization with hundreds of employees and a large facility. There are several levels of supervisors between him and me, and I am not involved in the day-to-day supervision of employees in his position. His work station is also at a different physical location than my office, and we are unlikely to encounter one another on a daily basis except occasionally in passing. Furthermore, going forward, I will recuse myself from personnel decisions concerning my brother-in-law as an individual employee including all issues regarding promotions, compensation specific to him not decided in a collective bargaining agreement process, and discipline. Should any matters regarding his employment arise that would normally require my attention, it is my intent to designate a senior-level supervisor to handle those matters and screen myself from their decisions.
If you cannot confirm this statement, you should recuse yourself.	WRITE AN X TO CONFIRM THE STATEMENT BELOW. ☒ Taking into account the facts that I have disclosed above, I feel that I can perform my official duties objectively and fairly.
Employee signature:	PH
Date:	29 May 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.