



MASSACHUSETTS WATER RESOURCES AUTHORITY

Deer Island
33 Tafts Avenue
Boston, MA 02128

RECEIVED
STATE ETHICS COMMISSION
2026 AUG -3 PM 12:00

Stephen Estes-Smargiassi
Executive Director

Telephone: (617) 242-6000
Fax: (617) 788-4899
TTY: (617) 788-4971

July 28, 2026

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

Re: MWRA - Disclosures/Determinations Under M.G.L. c. 268A

Dear Sir or Madam:

Enclosed for filing, please find a copy of an executed disclosure form from Steve Estes-Smargiassi, Executive Director, disclosing a potential financial interest pursuant to the provisions of M.G.L. c. 268A, § 6 in connection with anticipated actions regarding a compensation study, with the Appointing Authority's determination approving Mr. Estes-Smargiassi's participation in actions related to the compensation study.

Thank you for your attention to this matter. Please do not hesitate to contact me should you have any questions concerning the enclosed disclosure forms.

Sincerely,

A handwritten signature in blue ink, which appears to read "Kimberley A. McMahon".

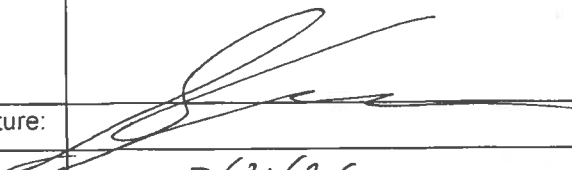
Kimberley A. McMahon
Associate General Counsel
Kimberley.McMahon@mwra.com

Enclosure

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

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2025 AUG -3 PM 12:00

STATE EMPLOYEE INFORMATION	
Name:	Stephen Estes-Smargiassi
Title or Position:	Executive Director (serving on an interim basis)
State Agency:	Massachusetts Water Resources Authority
Agency Address:	33 Tafts Avenue, Boston, MA 02128
Office Phone:	617-788-4303
Office E-mail:	Stephen.Estes-Smargiassi@mwra.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.
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.	The MWRA Board of Directors is reviewing non-union manager compensation. A compensation study has been conducted by a third party at the request of the Board of Directors. The scope included review of the salaries and benefits for MWRA non-union managers including the Executive Director position which I currently hold in on an interim basis, and Grade 16 non-union manager positions, which is the grade of non-union manager position to which I expect to return when the Board of Directors appoints a new Executive Director. The scope of the study also includes reviews of salaries and benefits for non-union positions that directly or indirectly report to me.
Your required participation in the particular matter: E.g., approval, disapproval, decision, recommendation, rendering advice, investigation, other.	To assist the Board of Directors in their review of non-union manager compensation including obtaining and presenting relevant materials and analysis to facilitate the review/study such as, for example, financial information, salary comparisons and job tasks/responsibilities, and drafting recommendations to the Board. I will abstain from making any recommendations concerning the specific salary or benefits for the Executive Director position and any non-union position paid at Grade 16 of the MWRA's salary schedule.
FINANCIAL INTEREST IN THE PARTICULAR MATTER	
Write an X by all that apply.	☒ X I have a financial interest in the matter. ☐ My immediate family member has a financial interest in the matter.

	☐ My business partner has a financial interest in the matter. ☐ I am an officer, director, trustee, partner or employee of a business organization, and the business organization has a financial interest in the matter. ☐ 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	If the aforementioned compensation review/study results in a recommendation for a salary and/or benefit adjustment for positions included in the review/study, and/or the Board of Directors votes to grant salary and/or benefit adjustments, such adjustment(s) may apply to me and/or affect my salary and/or benefits.
Employee signature:	
Date:	7/21/26

DETERMINATION BY APPOINTING OFFICIAL

	APPOINTING AUTHORITY INFORMATION
Name of Appointing Authority:	Rebecca Tepper
Title or Position:	Chair, Board of Directors
Agency/Department:	Massachusetts Water Resources Authority
Agency Address:	33 Tafts Avenue, Boston, MA 02128
Office Phone:	617-788-1101
Office E-mail	
	DETERMINATION
Determination by appointing authority: Write an X by your selection.	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. ☐ I am assigning the particular matter to another employee, or ☐ I am assuming responsibility for the particular matter, or ☒ 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.
Appointing Authority signature:	
Date:	7/24/2026
Comment:	

Attach additional pages if necessary.
File copy with:

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

