


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

<b>PUBLIC EMPLOYEE INFORMATION</b>	
Name of public employee:	George Russell RECEIVED WORCESTER CITY CLERK
Title or Position:	Worcester City Councilor – District Three 2014 MAY -8 P 1:47
Agency/Department:	City Council
Agency address:	455 Main Street Worcester, MA 01608
Office Phone:	(508) 799-1049
Office E-mail:	RussellG@worcesterma.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>
<b>APPEARANCE OF FAVORITISM OR INFLUENCE</b>	
Describe the issue that is coming before you for action or decision.	The City Council has received a petition seeking to change the city zoning ordinance so as to allow up to four unrelated individuals to occupy a rental unit. The current ordinance allows a maximum of three.
What responsibility do you have for taking action or making a decision?	An amendment to the city zoning ordinance requires the approval of the city council by a two-thirds vote. I would be one of the 11 councilors voting on such an amendment.
Explain your relationship or affiliation to the person or organization.	I own residential rental property in Worcester.
How do your official actions or decision matter to the person or organization?	Passage of the proposed ordinance would allow me to rent my units to more individuals.
<b>Optional:</b> Additional facts – e.g., why there is a low risk of undue favoritism or	

improper influence.	
<b>If you cannot confirm this statement, you should recuse yourself.</b>	<b>WRITE AN X TO CONFIRM THE STATEMENT BELOW.</b>  _x_ 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:	5-8-2014

**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**