

MEETING MINUTES

September 1, 2022

Commission Chambers
 401 Clematis Street | West Palm Beach, FL 33401

These minutes are a summary of the meeting events and may not reflect all discussion that occurred. Copies of the agenda, backup material and presentations may be obtained from the City of West Palm Beach Planning Division. Recordings of the meeting are available for review at www.youtube.com/WestPalmTV.

I. CALL TO ORDER / ROLL CALL / PLEDGE OF ALLEGIANCE

Chairperson Christopher Heggen called the meeting to order at 1:31pm.

Ms. Alicia Coke-Maloney, Board Secretary, called the roll and **it was determined that a quorum was present**, as depicted in the table below.

Board Members:	Present	Absent
Christopher Heggen Chairperson	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Christopher Kammerer Vice Chairperson	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Alfred Fields Member	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Michael Hyman Member	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Michael Wood Member	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Jonathan Burgess 1 st Alternate	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Note: With the absence of Mr. Michael Hyman, Mr. Jonathan Burgess was a voting member for the duration of the meeting.

Staff Members Present:
Richard Greene, AICP Development Services Director
Angella Jones-Vann, AICP Planning & Zoning Administrator
John Roach, AICP Principal Planner
Kevie Defranc Planner
Alexander Fowlkes Planner
Alexis Sangeleer Associate Planner
Alicia Coke-Maloney Senior Administrative Assistant (Board Secretary)
Samuel Thomas Senior Assistant City Attorney (Board Attorney)

II. APPROVAL OF THE MINUTES

Mr. Michael Wood made a motion to **APPROVE** the minutes from June 2, 2022.

Vice Chairperson Christopher Kammerer seconded the motion; the motion **PASSED 5-0**, as depicted in the table below.

Board Members:	Yes	No	Absent	Recused	Non-Voting
Christopher Heggen Chairperson	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Christopher Kammerer Vice Chair	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Alfred Fields Member	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Michael Hyman Member	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Michael Wood Member	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jonathan Burgess 1 st Alternate	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

III. REPORT FROM THE PLANNING DIVISION STAFF

Mr. John Roach, Principal Planner, reminded the board members of the revised agenda, adding the nomination and election of officers to Other Business.

IV. REMARKS BY THE CHAIRPERSON

Chairperson Heggen provided remarks regarding the order of the proceedings.

V. DECLARATION OF EX-PARTE COMMUNICATION

Board Members:	Ex-Parte Communication
Christopher Heggen Chairperson	None.
Christopher Kammerer Vice Chair	None.
Alfred Fields Member	None.
Michael Hyman Member	Absent.
Michael Wood Member	None.
Jonathan Burgess 1 st Alternate	ZBA Case No. 3416 - Recused himself due to a business conflict.* All other agenda items – None.
* Form 8B: Memorandum of Voting Conflict for County, Municipal, and Other Local Public Officers, is attached.	

VI. PUBLIC HEARING

A. SWEARING IN OF THE SPEAKERS

Ms. Coke-Maloney swore in everyone who wished to speak on the cases on the agenda.

B. CONTINUED CASES

C. ZONING BOARD OF APPEALS CASES

1. Zoning Board of Appeals Case No. 3414:

Ms. Coke-Maloney read the case description into the record.

Mr. Dennis Almendares represented himself as the applicant and gave a presentation.

The members of the board discussed the outdoor area for the dogs and the maximum time for the dogs to be out at the same time.

Mr. Roach gave a presentation on behalf of the City’s Planning Division.

The members of the board discussed with Staff and the applicant the type of fence enclosure proposed.

Chairperson Heggen opened the floor to public comment. There were no public comments.

Mr. Wood made a motion to **GRANT** the waiver for Zoning Board of Appeals Case No. 3414, as listed in the Staff Report dated September 1, 2022.

Mr. Alfred Fields seconded the motion. The motion **PASSED 5-0**, as depicted in the table below.

Board Members:	Yes	No	Absent	Recused	Non-Voting
Christopher Heggen Chairperson	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Christopher Kammerer Vice Chair	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Alfred Fields Member	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Michael Hyman Member	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Michael Wood Member	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jonathan Burgess 1 st Alternate	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Mr. Wood made a motion to **GRANT** the Class B Special Use Permit, **subject to the following conditions:**

1. Facilities shall provide appropriate waste removal measures fire and smoke detection systems and always provide an attendant on-site during operating hours.
2. No more than two dogs shall be permitted at a time in the grass area utilized as an outdoor play area.

Mr. Fields seconded the motion. The motion **PASSED 5-0**, as depicted in the table below.

Board Members:	Yes	No	Absent	Recused	Non-Voting
Christopher Heggen Chairperson	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Christopher Kammerer Vice Chair	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Alfred Fields Member	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Michael Hyman Member	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Michael Wood Member	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jonathan Burgess 1 st Alternate	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2. Zoning Board of Appeals Case No. 3409:

Ms. Coke-Maloney read the case description into the record.

Mr. Jordan Sperling represented the applicant, Jon Schmidt, and gave a presentation.

The members of the board discussed the following with the applicant:

- Queuing spacing location and fuel sales and service being the use code of the facility.
- If there were conditions restricting fuel sales and services.
- Entrance issue to get in and out of the property.

Mr. Kevie Defranc, Planner, gave a presentation on behalf of the City's Planning Division.

The members of the board discussed the following items with Staff and the applicant:

- Potential for the Class B Special Use approval extending to the use of motorized vehicle fuel sales and service.
- Lighting on the rear of the car wash at the very east end.
- Security gates on the property.

Chairperson Heggen opened the floor to public comment. There were no public comments.

Mr. Alfred Fields made a motion to **GRANT** the Class B Special Use Permit, **subject to the following conditions:**

1. Prior to application for a building permit, the applicant shall obtain approval of Informal Site Plan Review Case No. 22-02 (Z22030025).
2. Prior to start of construction, the applicant shall obtain a building permit and Engineering Site Development Review approval.
3. The automated car wash facility shall have the following restrictions:
 - a. Hours of operation shall be limited to the hours of 7:00 am to 9:00 pm.
 - b. The loading/unloading of commercial products shall be limited to the hours of 7:00 am to 10:00 am.
 - c. An attendant shall be present at all time when the facility is open.
 - d. The floor area allocated to the sale of accessory convenience items shall not exceed 500 square feet and the convenience items offered for sale shall not include alcoholic beverages.
 - e. All vending machines shall be located within a fully enclosed portion of a building.
 - f. The Class B Special Use permit for an automated car wash facility shall expire after the use is abandoned for a period of more than 180 consecutive days.
4. Pursuant to the Palm Beach County Traffic Performance Standards Review letter issued on April 29, 2022, no building permits shall be issued by the City, after December 31, 2024. An extension of this deadline may be issued by Palm Beach County; however, such extension shall not be deemed an extension of this development approval.

Vice Chairperson Kammerer seconded the motion. The motion **PASSED 5-0**, as depicted in the table below.

Board Members:	Yes	No	Absent	Recused	Non-Voting
Christopher Heggen Chairperson	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Christopher Kammerer Vice Chair	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Alfred Fields Member	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Michael Hyman Member	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Michael Wood Member	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jonathan Burgess 1 st Alternate	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. Zoning Board of Appeals Case No. 3413:

Ms. Coke-Maloney read the case description into the record.

Mr. Jordan Sperling represented the applicant, Jon Schmidt, and gave a presentation.

Mr. Alexander Fowlkes, Planner, gave a presentation on behalf of the City’s Planning Division.

The members of the board discussed with Staff and the applicant the requirements of any receptacle tanks or facilities for storage of combustibles and that their placement on the property.

Chairperson Heggen opened the floor to public comment.

There were no members of the public providing public comments.

Mr. Jonathan Burgess made a motion to **GRANT** the Class B Special Use Permit, **subject to the following conditions:**

1. The Applicant shall modify the landscape plan to include a vine along the outside of the buffer wall, reducing its impact on the surrounding residences.
2. The Applicant shall provide a photometric plan prior to the issuance of a building permit. Exterior lighting shall not exceed 0.5-foot candles at the property line.
3. The Applicant shall limit the hours of operation from 6:00am to 10:00pm.
4. Signs facing the residential properties to the South and East shall not be illuminated.
5. All receptacles, tanks, or facilities for the storage of combustibles shall not exceed a quantity of 200-gallons.
6. All receptacles, tanks, or facilities for the storage of combustibles in 200-gallon or less amounts shall be located and maintained within the building envelope and all setback lines as permitted by law.

Vice Chairperson Kammerer seconded the motion. The motion **PASSED 5-0**, as depicted in the table below.

Board Members:	Yes	No	Absent	Recused	Non-Voting
Christopher Heggen Chairperson	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Christopher Kammerer Vice Chair	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Alfred Fields Member	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Michael Hyman Member	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Michael Wood Member	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jonathan Burgess 1 st Alternate	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

4. Zoning Board of Appeals Case No. 3416:

Mr. Burgess recused himself from ZBA Case No. 3416 and left the Commission Chambers for the duration of the agenda item. Form 8B: Memorandum of Voting Conflict for County, Municipal, and Other Local Public Officers, is attached.

Ms. Coke-Maloney, Board Secretary, read the case description into the record.

Mr. Larry Rowe represented himself as the applicant and gave a presentation.

Ms. Alexis Sangeleer, Associate Planner, gave a presentation on behalf of the City's Planning Division.

The members of the board discussed with the Staff and the applicant the reason for the pool relocation.

Chairperson Heggen opened the floor to public comment. The following provided public comment:

- Douglas Root
- Peter Applefield
- Mary Brittain Cheatham (email)
- Brittain Bardes (email)

Mr. Fields made a motion to **GRANT** the waiver for Zoning Board of Appeals Case No. 3416, as listed in the Staff Report dated September 1, 2022.

Vice Chairperson Kammerer seconded the motion. The motion **PASSED 4-0**, as depicted in the table below.

Board Members:	Yes	No	Absent	Recused	Non-Voting
Christopher Heggen Chairperson	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Christopher Kammerer Vice Chair	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Alfred Fields Member	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Michael Hyman Member	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Michael Wood Member	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jonathan Burgess 1 st Alternate	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Mr. Fields made a motion to **GRANT** the Class B Special Use Permit, **subject to the following conditions:**

1. The existing landscape hedges along the east and south sides of the pool shall remain, screening the pool area from public view. In the event that the landscape screening is removed, another form of screening is to be provided, subject to Staff approval.
2. The property shall comply with Section 94-482(a) of the City's ZLDRs, specifically regarding the required landscape area within the front yard.

Vice Chairperson Kammerer seconded the motion. The motion **PASSED 4-0**, as depicted in the table below.

Board Members:	Yes	No	Absent	Recused	Non-Voting
Christopher Heggen I Chairperson	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Christopher Kammerer I Vice Chair	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Alfred Fields I Member	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Michael Hyman I Member	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Michael Wood I Member	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jonathan Burgess I 1 st Alternate	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Mr. Burgess returned to the Commission Chambers.

D. ADMINISTRATIVE APPEALS

VII. UNFINISHED BUSINESS

VIII. NEW BUSINESS

IX. OTHER BUSINESS

A. Organizational Meeting – Election of Officers

Mr. Roach facilitated the nomination and election of officers (Chairperson and Vice Chairperson).

Mr. Wood nominated Mr. Christopher Heggen as Chairperson, and it was seconded by Mr. Fields. The motion **PASSED 4-0**.

Mr. Fields nominated Mr. Christopher Kammerer as Vice Chairperson, and it was seconded by Mr. Wood. The motion **PASSED 4-0**.

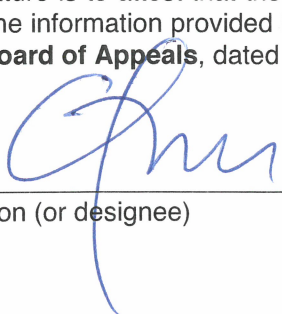
X. ADJOURNMENT

Chairperson Heggen adjourned the meeting at 2:41pm.

Please be advised the minutes are not verbatim. A recording of the meeting may be requested through the City of West Palm Beach City Clerk's office at 822-1210. There is a fee.

* * * * *

This signature is to attest that the undersigned is the Chairperson, or designee, of the **Zoning Board of Appeals** and that the information provided herein is the true and correct minutes for the **September 1, 2022**, meeting of the **Zoning Board of Appeals**, dated this 3rd day of November, 2022.



Chairperson (or designee)

FORM 8B MEMORANDUM OF VOTING CONFLICT FOR COUNTY, MUNICIPAL, AND OTHER LOCAL PUBLIC OFFICERS

LAST NAME—FIRST NAME—MIDDLE NAME <p style="text-align: center;">BURGESS JONATHAN TAYLOR</p>	NAME OF BOARD, COUNCIL, COMMISSION, AUTHORITY, OR COMMITTEE <p style="text-align: center;">ZONING BOARD OF APPEALS</p>
MAILING ADDRESS <p style="text-align: center;">1409 GEORGIA AVE</p>	THE BOARD, COUNCIL, COMMISSION, AUTHORITY OR COMMITTEE ON WHICH I SERVE IS A UNIT OF: <input checked="" type="checkbox"/> CITY <input type="checkbox"/> COUNTY <input type="checkbox"/> OTHER LOCAL AGENCY
CITY COUNTY <p style="text-align: center;">WEST PALM BEACH PALM BEACH</p>	NAME OF POLITICAL SUBDIVISION: <p style="text-align: center;">WEST PALM BEACH</p>
DATE ON WHICH VOTE OCCURRED <p style="text-align: center;">9-1-2022</p>	MY POSITION IS: <input type="checkbox"/> ELECTIVE <input checked="" type="checkbox"/> APPOINTIVE

WHO MUST FILE FORM 8B

This form is for use by any person serving at the county, city, or other local level of government on an appointed or elected board, council, commission, authority, or committee. It applies to members of advisory and non-advisory bodies who are presented with a voting conflict of interest under Section 112.3143, Florida Statutes.

Your responsibilities under the law when faced with voting on a measure in which you have a conflict of interest will vary greatly depending on whether you hold an elective or appointive position. For this reason, please pay close attention to the instructions on this form before completing and filing the form.

INSTRUCTIONS FOR COMPLIANCE WITH SECTION 112.3143, FLORIDA STATUTES

A person holding elective or appointive county, municipal, or other local public office **MUST ABSTAIN** from voting on a measure which would inure to his or her special private gain or loss. Each elected or appointed local officer also **MUST ABSTAIN** from knowingly voting on a measure which would inure to the special gain or loss of a principal (other than a government agency) by whom he or she is retained (including the parent, subsidiary, or sibling organization of a principal by which he or she is retained); to the special private gain or loss of a relative; or to the special private gain or loss of a business associate. Commissioners of community redevelopment agencies (CRAs) under Sec. 163.356 or 163.357, F.S., and officers of independent special tax districts elected on a one-acre, one-vote basis are not prohibited from voting in that capacity.

For purposes of this law, a "relative" includes only the officer's father, mother, son, daughter, husband, wife, brother, sister, father-in-law, mother-in-law, son-in-law, and daughter-in-law. A "business associate" means any person or entity engaged in or carrying on a business enterprise with the officer as a partner, joint venturer, coowner of property, or corporate shareholder (where the shares of the corporation are not listed on any national or regional stock exchange).

* * * * *

ELECTED OFFICERS:

In addition to abstaining from voting in the situations described above, you must disclose the conflict:

PRIOR TO THE VOTE BEING TAKEN by publicly stating to the assembly the nature of your interest in the measure on which you are abstaining from voting; *and*

WITHIN 15 DAYS AFTER THE VOTE OCCURS by completing and filing this form with the person responsible for recording the minutes of the meeting, who should incorporate the form in the minutes.

* * * * *

APPOINTED OFFICERS:

Although you must abstain from voting in the situations described above, you are not prohibited by Section 112.3143 from otherwise participating in these matters. However, you must disclose the nature of the conflict before making any attempt to influence the decision, whether orally or in writing and whether made by you or at your direction.

IF YOU INTEND TO MAKE ANY ATTEMPT TO INFLUENCE THE DECISION PRIOR TO THE MEETING AT WHICH THE VOTE WILL BE TAKEN:

- You must complete and file this form (before making any attempt to influence the decision) with the person responsible for recording the minutes of the meeting, who will incorporate the form in the minutes. (Continued on page 2)

APPOINTED OFFICERS (continued)

- A copy of the form must be provided immediately to the other members of the agency.
- The form must be read publicly at the next meeting after the form is filed.

IF YOU MAKE NO ATTEMPT TO INFLUENCE THE DECISION EXCEPT BY DISCUSSION AT THE MEETING:

- You must disclose orally the nature of your conflict in the measure before participating.
- You must complete the form and file it within 15 days after the vote occurs with the person responsible for recording the minutes of the meeting, who must incorporate the form in the minutes. A copy of the form must be provided immediately to the other members of the agency, and the form must be read publicly at the next meeting after the form is filed.

DISCLOSURE OF LOCAL OFFICER'S INTEREST

I, JONATHAN BURGESS, hereby disclose that on SEPTEMBER 1st, 20 22 :

(a) A measure came or will come before my agency which (check one or more)


- inured to my special private gain or loss;
- inured to the special gain or loss of my business associate, _____ ;
- inured to the special gain or loss of my relative, _____ ;
- inured to the special gain or loss of LARRY ROWE, by whom I am retained; or
- inured to the special gain or loss of _____, which is the parent subsidiary, or sibling organization or subsidiary of a principal which has retained me.

(b) The measure before my agency and the nature of my conflicting interest in the measure is as follows:

MY LANDSCAPE ARCHITECTURE COMPANY, PARADELO BURGESS DESIGN STUDIO LLC, DOES PERFORM REGULAR BUSINESS WITH THE APPLICANT' REPRESENTATIVE LARRY ROWE, UNRELATED TO THE APPLICATION BEFORE THE BOARD (ZBA CASE 3416) OR THE SUBJECT PROPERTY.

If disclosure of specific information would violate confidentiality or privilege pursuant to law or rules governing attorneys, a public officer, who is also an attorney, may comply with the disclosure requirements of this section by disclosing the nature of the interest in such a way as to provide the public with notice of the conflict.

SEPTEMBER 1, 2022
Date Filed


Signature

NOTICE: UNDER PROVISIONS OF FLORIDA STATUTES §112.317, A FAILURE TO MAKE ANY REQUIRED DISCLOSURE CONSTITUTES GROUNDS FOR AND MAY BE PUNISHED BY ONE OR MORE OF THE FOLLOWING: IMPEACHMENT, REMOVAL OR SUSPENSION FROM OFFICE OR EMPLOYMENT, DEMOTION, REDUCTION IN SALARY, REPRIMAND, OR A CIVIL PENALTY NOT TO EXCEED \$10,000.