

TOWN OF PALM BEACH

PLANNING, ZONING AND BUILDING DEPARTMENT

MINUTES OF THE REGULAR LANDMARKS PRESERVATION COMMISSION MEETING HELD ON WEDNESDAY, MARCH 14, 2018.

Please be advised that in keeping with a directive from the Town Council, the minutes of all Town Boards and Commissions will be "abbreviated" in style. Persons interested in listening to the meeting, after the fact, may access the audio of that item via the Town's website at www.townofpalmbeach.com.

I. CALL TO ORDER

Chairman Cooney called the meeting to order at 9:33 a.m.

II. ROLL CALL

Edward Austin Cooney, Chairman	PRESENT
Richard Rene Silvin, Vice Chairman	PRESENT
Jacqueline Albarran, Member	PRESENT
Page Lee Hufty, Member	PRESENT
Anne Fairfax, Member	ABSENT (unexcused)
Patrick Segraves, Member	PRESENT
John T. Gannon, Member	PRESENT
Jacqueline Weld Drake, Alternate Member	PRESENT (left at 11:30 a.m.)
Kim Coleman, Alternate Member	PRESENT
Sue Patterson, Alternate Member	PRESENT

Please note: Mr. Cooney noted that Ms. Drake would be voting in the absence of Ms. Fairfax.

Staff Members present were:

John Lindgren, Planning Administrator
Paul Castro, Acting Director of Planning, Zoning & Building
Kelly Churney, Secretary to the Landmarks Preservation Commission
John Randolph, Town Attorney
Emily Stillings, Preservation Consultant for the Town of Palm Beach
Janet Murphy, Preservation Consultant for the Town of Palm Beach

III. PLEDGE OF ALLEGIANCE

Chairman Cooney led the Pledge of Allegiance.

IV. APPROVAL OF THE MINUTES OF THE FEBRUARY 21, 2018 MEETING

Motion made by Ms. Albarran and seconded by Mr. Gannon to approve the minutes of the February 21, 2018 meeting. Motion carried with all in favor.

V. APPROVAL OF THE AGENDA

Motion made by Mr. Silvin and seconded by Ms. Albarran to approve the agenda as presented. Motion carried with all in favor.

VI. ADMINISTRATION OF THE OATH TO PERSONS WHO WISH TO TESTIFY

Ms. Churney administered the oath at this time and throughout the meeting as necessary.

VII. COMMENTS FROM THE PUBLIC AND COMMISSION MEMBERS: (Please limit comments to 3 minutes):

Bill Metzger, 277 Esplanade Way, stated that the Performing Arts Center Volunteer Task Force would be looking into possibilities for the Royal Poinciana Theater. He indicated that he may contact them regarding their thoughts on the theater.

Mr. Lindgren stated that Ms. Fairfax declared a conflict for the Landmark Designation of 137 Seaspray Avenue at the February 21, 2018 meeting and had correctly completed the 8B form in accordance with State Law.

VIII. PRESENTATION

1. Presentation by the Town Attorney Randolph and Preservation Foundation regarding Sunshine Law, General Responsibilities of the Landmark Preservation Commissioners and Historic Preservation.

Town Attorney Randolph spoke to the Commissioners on the following topics: quasi-judicial bodies, ex parte communication, declaring conflicts of interests, sunshine law violations and public records requests. Mr. Randolph addressed questions from the Commissioners.

Amanda Skier and Katie Jacob from the Preservation Foundation of Palm Beach spoke to the Commission on the following topics: historic preservation, Secretary of Interior Standards, landmark preservation in Palm Beach, historic site surveys, the criteria for historic significance and the effects and benefits of landmarking. Ms. Skier addressed questions from the Commissioners.

IX. PUBLIC HEARINGS

1. Application for Certificate of Appropriateness #008-2018
Address: 700 N. Lake Way
Owner/Applicant: 700 North Lake, LLC
Architect: Andres Paradelo/Paradelo Burgess Design Studio
Project Description: Two proposed sculpture locations in the front yard well within the property and out of public view.

Call for disclosure of ex parte communication: None.

Mr. Paradelo presented the proposed modifications to the residence.

Mr. Cooney stated he had visited the property and believed the proposed sculptures would not be seen from the street.

Motion made by Mr. Silvin and seconded by Mr. Gannon to approve the project as presented. Motion carried with all in favor.

2. Application for Certificate of Appropriateness #010-2018
Address: 8 S. Lake Trail
Owner/Applicant: Old Kapok, LLC
Architect: Harold J. Smith/Smith and Moore Architects, Inc.
Project Description: Minor changes to a previously approved tax abatement application. 1) Revision to floor plan layout in the Exercise Cabana. 2) Change to head heights of Dining Room doors and windows from 9'-0" to 7'-6" to match original door and window head heights. *****This is a tax abatement project*****

Call for disclosure of ex parte communication: Disclosure by Messrs. Segraves, Silvin and Ms. Albarran.

Mr. Smith presented the modifications to the architectural plans that had been previously approved by the Landmarks Commission.

Mr. Silvin asked the Town's consultants about the proposed changes in relation to the tax abatement application. Ms. Stillings stated the modifications were appropriate.

Bill and Ann Metzger, 277 Esplanade Way, told the Commission that they have been working to establish a construction management plan for traffic. They added that they are trying to preserving the private lane that leads to the project.

Ms. Hufty added that she has spoken with homeowners on Primavera Way who also have the same concerns.

Motion made by Ms. Albarran and seconded by Mr. Silvin to approve the project as presented. Motion carried with all in favor.

X. OTHER BUSINESS

1. Informal Review - Application for Certificate of Appropriateness #005-2018
LPC TO MAKE RECOMMENDATION RELATIVE TO VARIANCE
Address: 138 Root Trail
Owner/Applicant: Sadeca Realty, LLC
Architect: Dustin Mizell/Environment Design Group
Project Description: Addition of a motorized vehicular gate. Gate style, color, and scale will match existing fence and pedestrian gate.

VARIANCE INFORMATION: Request a variance to allow a seventeen (17) foot wide sliding driveway gate with a 2.58-foot setback from the edge of pavement in lieu of the 18-foot minimum required.

Call for disclosure of ex parte communication: Disclosure by Mr. Segraves.

Mr. Mizell presented the proposed plans for the vehicular gate.

Mr. Cooney expressed concern about the proposed blue color. Mr. Mizell responded and stated his client would consider other colors.

Ms. Albarran asked about the history of the other gates on the property. Mr. Mizell stated he did not know the age of the other gates. Ms. Albarran stated she was not in favor of the blue color.

Ms. Drake stated she was in favor of the blue color and would support the gate.

Mr. Segraves made a suggestion for the gate design. Mr. Gannon agreed with the suggestion by Mr. Segraves.

Mr. Mizell presented a few alternate designs on the overhead projector. The commissioners discussed which gate design was the best for the property. Many of the Commissioners liked the white picket gate with a small arch.

Motion made by Ms. Albarran and seconded by Ms. Hufty that implementation of the proposed variance will not cause negative architectural impact to the subject landmarked property. Motion carried with all in favor.

2. Informal Review - Application for Certificate of Appropriateness #006-2018
LPC TO MAKE RECOMMENDATION RELATIVE TO SITE PLAN REVIEW

Address: 305 Maddock Way

Owner/Applicant: Paul L. Maddock, Jr.

Architect: Keith Spina/Glidden Spina + Partners

Project Description: Demolition and modified reconstruction of existing two-story residence including the alteration and enlargement of floor plan. Interior alterations include the reconfiguration of spaces and restoration of existing architectural elements. Exterior alterations include the addition a changing room and pool on west side of property, removal and replacement of existing nonconforming garage with new two story garage, window replacement, restoration of existing architectural elements, and modified reconstruction of structure. Alterations to hardscape and landscape. *****This is a tax abatement project*****

SITE PLAN REVIEW INFORMATION: Section 134-843(b) An application for a Site Plan Review to construct new two-story 9,141 s.f. residence, swimming pool and pool cabana on a

platted non-conforming lot with a lot width of 25 feet in lieu of the 100 foot minimum required in the R-B Zoning District.

A motion carried at the February meeting to defer the project for one month to the March 14, 2018 meeting to allow time for a peer review of the structural engineering report provided by the applicant.

Call for disclosure of ex parte communication: Disclosure by several members.

Mr. Castro told the Commission that staff had been unable to complete the peer review since the last meeting. He updated the Commission on the progress that had been made since the last meeting and told them that he, along with the engineer, would be visiting the property on March 19, 2018. Mr. Castro indicated that staff would be prepared for the April 18, 2018 meeting.

Mr. Broberg expressed his distress for his client's due process related to the hearing of the project. Mr. Cooney stated that while he sympathized with the owner, he did not feel it was appropriate to hear the project without the peer review.

Mr. Castro stated that staff believed the Commission needed all of the information before they made a decision to demolish one of the oldest homes in Palm Beach.

Mr. Segraves asked if the engineer performing the peer review was versed in historic preservation. Mr. Castro stated that he provided the history of the project to the engineering firm that would complete the review.

Mr. Silvin sympathized with the owner for the time lost. He asked Mr. Castro about the task list provided to the engineering firm in relation to inspecting the home. Mr. Castro responded.

Mr. Spina stated he would reach out to the Preservation Foundation to discuss the proposed project. He expressed his concern about the engineering firm that had been retained. He offered other individuals to visit and inspect the home. He stated that Mr. Maddock offered his home to the Town of Palm Beach along with one million dollars to move and restore the home to any site of their choice. Mr. Maddock also offered his home to the City of West Palm Beach with the same offer of one million dollars to move and restore the home.

Mr. Castro restated that on Monday, March 19, 2018, he would be inspecting the property with Building Official Bill Bucklew and Engineer Angelina Fairchild.

Mr. Silvin asked if the home was viable to be moved. Mr. Spina responded and explained the challenges that they would face during the potential renovation of the home.

Mr. Gannon stated he thought this decision could be one of the most important decisions the Commission would make.

Motion made by Mr. Gannon and seconded by Mr. Silvin to defer the project to the April 18, 2018 meeting. Motion carried with all in favor.

3. Informal Review - Application for Certificate of Appropriateness #012-2018
LPC TO MAKE RECOMMENDATION RELATIVE TO SPECIAL EXCEPTION AND SITE PLAN REVIEW
Address: 239, 251 & 255 S. County Rd. & 151 Royal Palm Way
Owner/Applicant: Wells Fargo Bank, NA
Architect: Keith Spina/GliddenSpina and Partners
Project Description: The Applicant seeks approval of a Special Exception with Site Plan Review to modify the building signage to remove the existing "First National Bank" sign and replace it with a "Wells Fargo Building" sign of the same size. There will be no increase in sign face area and the square footage of the proposed sign complies with the Town Code.

SPECIAL EXCEPTION AND SITE PLAN REVIEW INFORMATION: The Applicant seeks approval of a Special Exception with Site Plan Review to modify SE#23-2015 for the building signage to remove the existing "First National Bank" sign and replace it with a "Wells Fargo Building" sign of the same size. There will be no increase in sign face area and the square footage of the proposed sign complies with the Town Code.

Call for disclosure of ex parte communication: None.

Please note: Mr. Cooney stated that Ms. Coleman would be voting in the absence of Ms. Drake.

Harvey Oyer, attorney for the applicant, presented the proposed sign modification for the building.

Mr. Cooney stated historically he believed the signage should not be changed but his view had now changed based on the renovation of the building by the owner and the historical presentation by Mr. Oyer. Mr. Cooney expressed concern that the word "building" was included for the sign. Mr. Lindgren stated the proposed sign could not be considered as a business identification sign.

Mr. Silvin stated he was appreciative of the building restoration and stated he would support the project. Ms. Hufty agreed.

Mr. Castro explained the type of signage that was allowed under the Code.

Mr. Segraves agreed that the restoration was beautiful but added he was not in favor of the sign change.

Ms. Coleman stated she was also not in favor of the word “building” in the proposed signage.

Ms. Albarran was in favor of the Wells Fargo sign but also added she would be sad to see the elimination of the First National Bank sign.

Motion made by Ms. Hufty and seconded by Mr. Silvin that implementation of the special exception and site plan review will not cause negative architectural impact to the subject landmarked property. Motion carried with all in favor.

Please note: A short break was taken at 11:47 a.m. The meeting resumed at 12:05 p.m.

4. Informal Review - Application for Certificate of Appropriateness #013-2018
LPC TO MAKE RECOMMENDATION RELATIVE TO VARIANCE
Address: 89 Middle Rd.
Owner/Applicant: 89 Middle Road LLC
Architect: Rafael Portuondo/Portuondo Perotti Architects
Landscape Architect: Adam Mills/Adam Mills Designs
Project Description: Existing garage accessory building to be remodeled, including replacement of exterior windows and doors. Existing flat roof over 2nd story will be removed and replaced with sloped roof (increasing overall height, not building height). Existing sloped flat roof over 1-story volume will be removed and replaced with a flat concrete deck, parapet and trellis, creating terrace off of 2nd floor space. At main residence, existing covered terrace will be demolished, replaced with new living room, covered terrace and kitchen/breakfast wing. A lower level garage will be added below the kitchen. Exterior windows and doors will be replaced as shown on elevations. Interior improvements will be done on first and second levels. New pool cabana building is proposed at the rear of the property. *****This is a tax abatement project*****

VARIANCE INFORMATION: 1) The Applicant is proposing a new pitched roof to replace a flat roof over the 2 story guest house/garage and construct a trellis on the rooftop of the one story portion of the guest house/garage which will require the following variances to be requested: a) a request to increase the overall building height of the guest house/garage by adding the pitched roof in an existing non-conforming side yard setback of 6.1 feet in lieu of the 15 foot minimum required in the R-A Zoning District; b) a request to increase the building height of the guest house/garage by adding a trellis in an existing non-conforming side yard setback of 9.5 in lieu of the 15 foot minimum required in the R-A Zoning District. 2) A request for a variance to allow a 120 foot long retaining wall to be at a height of 9.5 feet in lieu of the 7 foot tall maximum allowed.

Call for disclosure of ex parte communication: Disclosure by several members.

Thomas O'Malley, 101 El Bravo Way, stated he examined the proposed plans for the project and had no objections. He stated that he asked the owner to raise the wall on the south property line to the maximum allowable height.

Mr. Portuondo presented the proposed architectural modifications for the residence.

Jane Day, former preservation consultant for the Town, expressed her support for the modifications, especially as a tax abatement project.

Mr. Mills presented the proposed landscape and hardscape plans for the residence.

Ms. Stillings stated she felt all of the changes met with the Secretary of Interior Standards.

Mr. Cooney thought the changes were sensitive.

Mr. Silvin spoke in favor of the proposed changes. He asked about the size of the living room and kitchen. Mr. Portuondo responded. He added he was in favor of the details proposed for the home.

Mr. Segraves was in favor of most of the changes. He suggested that the architect consider keeping the flat roof for the garage structure. He also suggested reconsidering the size of the arch in the living room area.

Ms. Albarran was supportive of the changes and detailing.

Mr. Cooney asked if Mr. Portuondo found any historic drawings from Mizner. Mr. Portuondo stated he could not find any drawings. Mr. Cooney also asked the architect to include the interior photos at the next presentation due to the tax abatement application. Mr. Cooney asked about the proposed fireplace in the dining room. Mr. Portuondo discussed his intentions for the fireplace. Mr. Cooney asked about the pool grade. Mr. Portuondo stated it would be raised.

Ms. Albarran asked Mr. Portuondo if he could line up the elevations for his next presentation. Mr. Portuondo agreed to do so.

Mr. Gannon was in favor of the changes, especially the addition of color to the home.

Motion made by Mr. Silvin and seconded by Ms. Albarran that implementation of the proposed variance will not cause negative architectural impact to the subject landmarked property. Motion carried with all in favor.

Mr. Portuondo asked about the potential change of a particular detail on the home. Some of the Commission members weighed in on the change.

5. Informal Review - Application for Certificate of Appropriateness #014-2018
LPC TO MAKE RECOMMENDATION RELATIVE TO VARIANCE

Address: 17 Golfview Rd.

Owner/Applicant: 17 Golfview Road, LLC

Architect: Keith Williams/Nievera Williams Design

Project Description: The applicant is proposing to construct a 224 square foot pool cabana and a 175 square foot awning in the rear of the property. The applicant is also proposing to modify the pool layout and other associated changes in the rear of the property.

VARIANCE INFORMATION: The applicant is proposing to construct a 224 square foot pool cabana and a 175 square foot awning in the rear of the property that will require the following variances: 1. Landscaped open space of 46% in lieu of the 48.7% existing and the 50% minimum required in the R-A Zoning District. 2. Lot coverage of 31% in lieu of the 29.10% existing and the 25% maximum allowed in the R-A Zoning District. 3. Rear yard setback of 8.83 feet in lieu of the 10 foot minimum required for an unenclosed accessory structure in the R-A Zoning District.

Call for disclosure of ex parte communication: Disclosure by several members.

Ms. Albarran declared a conflict of interest for the project. Ms. Patterson voted in the absence of Ms. Albarran.

Mr. Williams presented the proposed modifications for the residence. Mr. Williams stated that he had reached out to the Everglades Club and would work with them to make sure they were comfortable with the changes.

Mr. Silvin was in favor of the changes. He wanted to make sure that the Everglades Club supported the variance request.

Mr. Segraves stated he was in favor of the changes.

Mr. Cooney asked Mr. Segraves' opinion on the proposed column sizes for the cabana. Mr. Segraves stated he thought the columns were appropriate.

Ms. Hufty asked about the proposed height of the pavilion as well as the encroachment into the setback. Mr. Williams responded.

Motion made by Mr. Silvin and seconded by Mr. Segraves that the implementation of the proposed variance will not cause negative architectural impact to the subject landmarked property. Motion carried with all in favor.

XI. DESIGNATION HEARINGS
NONE

XII. COMMENTS OF THE LANDMARKS PRESERVATION COMMISSION AND PLANNING, ZONING & BUILDING DEPARTMENT DIRECTOR.

Ms. Murphy asked the Commission to begin looking for new homes to landmark.

Mr. Silvin reminded the Commission that the following Tuesday would be an important Town Council meeting due to the addition of the new Town Council member as well as the last meeting for Richard Kleid.

Mr. Silvin asked about a newspaper article that indicated there was a major and minor project for Landmarks. Mr. Lindgren stated that the article was incorrect. He added that Landmarks does not have a major and minor project and all that projects receive a Certificate of Appropriateness.

Ms. Patterson asked if the group could discuss the Duck's Nest project before the next meeting without violating the Sunshine Law. Mr. Cooney stated that all conversations needed to occur at a public meeting.

Ms. Coleman asked if was appropriate to offer design suggestions to the architect. Mr. Lindgren and Mr. Cooney responded.

XIII. ADJOURNMENT

A motion made by Ms. Albarran and seconded by Mr. Segraves to adjourn the meeting at 1:21 p.m. Motion carried with all in favor.

The next meeting of the Landmarks Preservation Commission will be held on Wednesday, April 18, 2018 at 9:30 a.m. in the Town Council Chambers, 2nd floor, Town Hall, 360 South County Rd. Palm Beach.

Respectfully submitted,



Edward Cooney, Chairman
LANDMARKS PRESERVATION COMMISSION

kmc

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

LAST NAME—FIRST NAME—MIDDLE NAME <i>Albarran, Jacqueline</i>		NAME OF BOARD, COUNCIL, COMMISSION, AUTHORITY, OR COMMITTEE <i>Landmarks Preservation Commission</i>	
MAILING ADDRESS <i>324 Royal Palm Way #227</i>		THE BOARD, COUNCIL, COMMISSION, AUTHORITY OR COMMITTEE ON WHICH I SERVE IS A UNIT OF: ☐ CITY ☐ COUNTY ☒ <i>Town</i> OTHER LOCAL AGENCY	
CITY <i>Palm Beach</i>	COUNTY <i>Palm Beach</i>	NAME OF POLITICAL SUBDIVISION <i>Town of Palm Beach</i>	
DATE ON WHICH VOTE OCCURRED <i>March 14, 2018</i>		MY POSITION IS: ☐ ELECTIVE ☒ 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, Jacqueline Albarran, hereby disclose that on March 14, 20 18 :

(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 _____, 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:

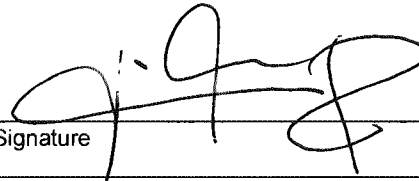
Continuing Conflict
COA - 014 - 2018
17 Golfview Rd.

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.

Date Filed

3/14/18

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.