



TOWN OF PALM BEACH

PLANNING, ZONING AND BUILDING DEPARTMENT

MINUTES OF THE REGULAR LANDMARKS PRESERVATION COMMISSION MEETING HELD ON WEDNESDAY, NOVEMBER 13, 2017.

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 9:31 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	PRESENT (arrived at 9:40 a.m.)
Patrick Segraves, Member	PRESENT
John T. Gannon, Member	PRESENT
Jacqueline Weld Drake, Alternate Member	ABSENT (excused)
Kim Coleman, Alternate Member	PRESENT (arrived at 9:37 a.m.)
Sue Patterson, Alternate Member	PRESENT

Staff Members present were:

John S. Page, Director of Planning, Zoning & Building
John Lindgren, Planning Administrator
Paul Castro, Zoning Administrator
Kelly Churney, Secretary to the Landmarks Preservation Commission

Mr. Cooney noted that Ms. Patterson would be voting in the absence of Mses. Fairfax, Drake and Coleman should it be necessary.

III. PLEDGE OF ALLEGIANCE

Chairman Cooney led the Pledge of Allegiance.

IV. APPROVAL OF THE MINUTES OF THE OCTOBER 18, 2017 MEETING

Motion made by Mr. Silvin and seconded Mr. Gannon to approve the minutes of the October 18, 2017 meeting. Motion carried with all in favor.

V. APPROVAL OF THE AGENDA

Mr. Cooney asked to add 17 Golfview Rd. site update under Item VIII. Informal Review.

Motion made by Ms. Albarran and seconded by Mr. Silvin to approve the agenda as amended. 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):**

Mr. Cooney provided an update to the Commission on the signage at the Flagler Bridge and expressed appreciation to the Mayor for her role in the signage removal.

Mr. Cooney provided an update to the Commission about a cocktail party he attended that was organized by the Preservation Foundation for all property owners whose home had placed under consideration for Landmarking. John Page, Emily Stillings and Janet Murphy attended the party as well.

Ms. Hufty asked for talking points on the benefits of landmarking that she could use when speaking with homeowners who inquire about the advantages of landmarking homes in the Town.

Mr. Silvin updated the Commission regarding a workshop he attended on redevelopment in historic neighborhoods. Mr. Silvin addressed Dr. Day's presentation regarding the Secretary of Interior's Standards relating to tax abatement projects. Emily Stillings, MurphyStillings, added her perspective on Dr. Day's presentation.

VIII. INFORMAL REVIEW

1. Site update for 17 Golfview Rd.

Ms. Albarran reminded the Commission about the project at 17 Golfview Rd. She discussed a problem they had encountered with the tower at the residence.

Scott Sloane, Sloane Construction, updated the Commission on the issues relating to the crack in the tower element as well as stucco replacement. Mr. Sloane discussed his intentions with respect to the repairs.

Mr. Cooney explained to the Commission that the architect would need to submit a proper COA for this project; however she was looking for assurance from the Commission that the repairs were acceptable. Mr. Lindgren added that without the COA, the professionals are doing the work at their own risk.

Mr. Segraves asked several questions regarding the stucco reconstruction work. Mr. Sloane responded.

2. Presentation by UpMarkets regarding signage.

Alexandra Patterson, UpMarkets, updated the Commission on the new tenants open at the Royal Poinciana Plaza. She reviewed the signage currently allowable at the plaza and proposed signage for the courtyard spaces, which included dimensional lettering. Ms. Patterson showed a sample of the dimensional lettering.

Ms. Coleman asked how much leniency would be allowed in the font choice. Ms. Patterson responded.

Mr. Lindgren stated he needed direction from the Commission on whether dimensional signage could be staff approved.

Mr. Silvin declared ex parte for this presentation. He stated he was in favor of the request. He recommended that the signage appear on the middle of the glass.

Mr. Gannon declared ex parte for this presentation. He was in favor of the request and supported different font choices.

Ms. Hufty was in favor of the request and would be in favor of centering the signage on the glass.

Ms. Albarran asked her fellow Commissioners if they were comfortable to allow different font types. Mr. Cooney stated he was in favor of using different font types.

Mr. Lindgren asked if the Commission would be content allowing him to staff approve the signage requests. The Commission stated that they were comfortable with the approvals.

Ms. Fairfax asked about how the Commission felt Mr. Lindgren bringing the request to the Commission. Mr. Lindgren added the reasons he brought the request to the Commission. A short conversation ensued regarding this request.

IX. PUBLIC HEARINGS

- A. Application for Certificate of Appropriateness #041-2017
Address: 301 Australian Ave.
Owner/Applicant: CSC Brazilian LP/Adam Schlesinger
Architect: None
Project Description: At the June 21, 2017 meeting of the Landmark Commission, the Commission approved the installation of a composite insulated impact glass window to replace the existing decorative wood windows. The Applicant is requesting that the Commission reconsider only

that portion of its approval that required the installation of an "insulated impact glass" as part of the replacement window in light of the extraordinary difficulty of installing impact windows on the existing structure and the possibility that such installation will (a) damage the existing structure; (b) the aesthetic similarity of the standard window proposed by the applicant; and (c) the existence of approved hurricane protection at the property. The building structure is made of hollow terracotta block. In order to obtain the required strength to make the impact glass windows meet building codes, openings of at least 18"-24" would have to be made surrounding every window, interior and exterior, would have to be opened and filled with concrete. Then the windows would need to be installed, anchored and the openings closed. This construction is not only extremely expensive, but the extensive nature of it has the potential for damage to the existing structure and may result in unsightly changes to appearance of the exterior of the building. This has the potential to defeat the goals of the Commission of preserving the aesthetic look of the property. The Brazilian Court Hotel has approved hurricane protection which has protected, and will continue to protect the property if the Commission approves the installation of traditional insulated glass windows in the approved frames. The Commission should not impose a requirement on a property owner that deals with structural issues already approved by the Building Department and that will impose undue costs and increase the potential for adversely impacting the historic look of the property. Approving the proposed insulated glass will fulfill the mission of the Commission and is consistent with its authority under the Town Code of Ordinances. Insulated and impact glass in the approved window frames are almost identical in appearance. The Commission saw and approved an insulated glass window only. Adding the requirement that the window be "impact glass" goes beyond the authority of The Landmark Commission, but also impose an unnecessary risk to the property and an undue burden on the property owner. We respectfully request that the Commission reconsider its decision and permit installation of the approved composite window with insulated glass in the approved frame.

A motion carried at the October meeting to defer the application for one month to allow the applicant to install a single test window, preferably impact that would be approved by the Building Official to determine the cost, and possible savings if a non-impact window was used.

Call for disclosure of ex parte communication: Disclosure by Ms. Albarran and Mr. Silvin.

Nick Spinelli, Copperline Partners, stated that they needed more time for the project and asked to return to the December 20, 2017 meeting.

Motion made by Ms. Albarran and seconded by Mr. Silvin to defer the project to the December 20, 2017 meeting. Motion carried with all in favor.

B. Application for Certificate of Appropriateness #047-2017

Address: 125 Via Del Lago

Owner/Applicant: GEH Properties LLC/George E. Hall

Architect: Keith Williams/Nievera Williams Design

Project Description: Modify existing vehicular entrance to create better circulation and create more sense of arrival. Proposed new pool. Overall improvements to gardens/landscape. Remove existing driveway, reduce curb cuts on to the street, and recreate more area at the south side of property.

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

Mr. Williams presented the original layout of the property on the overhead projector. He presented the proposed modifications to the property.

Ms. Coleman asked about the parking for cars in the event of a party. Mr. Williams responded.

Ms. Fairfax asked about the proposed size and materials for the motor court. Mr. Williams replied with the materials they wish to use. Ms. Fairfax expressed concern about the lack of shade. Mr. Williams responded. Ms. Fairfax was in favor of the request as long as the plan met the landscape open space requirements.

Mr. Segraves was appreciative to see the history of the site and thought the entrance was appropriate.

Mr. Silvin thought the proposed plans fixed an odd entrance and provided a sense of balance and a grand touch.

Ms. Hufty thought the current entrance was odd and thought the proposal was a nice solution.

Mr. Gannon was in favor of the request.

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

C. Application for Certificate of Appropriateness #051-2017

Address: 239, 251, 255 South County Rd. & 151 Royal Palm Way

Owner/Applicant: Wells Fargo Bank, N.A., & Wells Fargo Advisors, LLC

Architect: Dustin Mizell/Environment Design Group

Project Description: Modifications to the previously approved landscape plan are being proposed as part of this application.

Call for disclosure of ex parte communication: Disclosure by Mr. Silvin and Ms. Hufty.

Mr. Mizell presented the proposed modifications to the previously approved landscape plan.

Ms. Hufty inquired about the proposed Live Oak trees. Mr. Mizell responded. A discussion ensued regarding the proposed shade trees.

Dana Barsky, 126 Seaview Avenue, was appreciative that Wells Fargo covered up the wall next to her property with landscaping.

Ms. Hufty suggested using the Calophyllum rather than the Silver Buttonwood trees.

Mr. Cooney requested that Wells Fargo remove the vinyl cling “no smoking” signs. Harvey Oyer, attorney for the applicant, stated he would relay the request and would update John Lindgren.

Motion made by Ms. Albarran and seconded by Ms. Hufty to approve the project with the caveat that Calophyllum trees are used in place of Silver Buttonwood trees. Motion carried with all in favor.

Town Attorney Randolph reminded the Commission about declaring the nature of conversations during disclosure of ex parte communication.

X. OTHER BUSINESS

- A. Informal Review – Application for Certificate of Appropriateness #049-2017
LPC TO MAKE RECOMMENDATION RELATIVE TO VARIANCES
Address: 310-322 Clarke Ave.
Owner/Applicant: Katherine and Jay Horgen
Architect: M. Mark Marsh/Bridges, Marsh & Associates
Project Description: Demolition of the following additions to the original structure: 1) loggia, 2) addition to garage, 3) garden nursery.

VARIANCE INFORMATION: The subject property is 33,082 square feet in total area. The applicant is requesting a variance to split the lot, which would result in one lot with 85 feet of frontage on Clarke Avenue in lieu of the 100 foot minimum width required in the R-B Zoning District. The two resulting lots would have the following areas: 310 Clarke Avenue (east lot) - 15,198 square feet; and 322 Clarke Avenue (west lot) - 17,883 square feet. Both parcels would exceed the minimum area requirement in the R-B Zoning District, which is 10,000 square feet. All improvements will be removed from 310 Clarke Avenue and the following variances are being requested in order to split the properties and return 322 Clarke Avenue back to its previous condition: 1. To have an east side yard setback for the main house of 8 feet in lieu of the 15 foot minimum required in the R-B Zoning District; 2. To have an east side yard setback for the guest house/garage of 5.9 feet in lieu of the 15 foot minimum required in the R-B Zoning District; 3. To have a cubic content ratio of 4.55 in lieu of the 3.92 maximum allowed; 4. To have a landscaped open space in the front yard of 29.2 % in lieu of the 40 % minimum required. 5. To allow the two story detached garage to

remain on 322 Clarke Avenue once the lot is split and becomes less than 20,000 square feet which would only allow a one story accessory structure with a 15 foot height.

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

Maura Ziska, Attorney for the applicant, presented the history of the properties and reviewed the variance requests in which she was seeking a favorable recommendation to the Town Council.

Mr. Marsh presented the proposed modifications to the properties.

Mr. Segraves asked if the properties had a unity of title. Mr. Marsh stated there was not a unity of title. Mr. Segraves asked if the second property would still appear at Landmarks for approval. Mr. Marsh stated it would.

Ms. Fairfax questioned how a new home would be evaluated at Landmarks. Mr. Cooney indicated that there is language in the Code regarding new construction in historical districts.

Mr. Lindgren clarified that the designation of 322 Clarke Avenue included 310 Clarke Avenue. He added that anything built on 310 Clarke Avenue would need to be presented to the Landmarks Commission unless the applicant requested a re-designation of 322 Clarke Avenue to not include 310 Clarke Avenue.

Ms. Albarran was in favor of the request.

Ms. Coleman asked if the owner would sell 310 Clarke Avenue. Mr. Marsh stated their intent is to keep the property.

Ms. Hufty expressed concern about the reduction in greenspace. Mr. Marsh and Ms. Ziska responded with the variance request for landscape open space. Some discussion ensued regarding this topic. Ms. Ziska stated they would return with a plan showing more landscape open space.

Mr. Cooney stated he struggled with the loss of green space but understood since this was returning to the historic condition of the lot.

Motion made by Ms. Albarran and seconded by Mr. Gannon that the implementation of the proposed variances will not cause negative architectural impact to the landmark property with the caveat to improve the variance for the landscape open space conditions in the front of the property. Motion carried with all in favor.

A short break was taken at 11:05 a.m. The meeting resumed at 11:17 a.m. Ms. Fairfax returned at 11:19 a.m. and Ms. Coleman returned at 11:27 a.m.

XI. DESIGNATION HEARINGS

Item 1: 142 Seaspray Ave.

Owner: Mockingbird Home LLC

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

Emily Stillings, MurphyStillings, LLC, testified to the architecture and history for this Colonial Revival style, 1920 City Builders Realty Company home. Ms. Stillings pointed out the design features, some of which include the full façade front porch, a cross-gabled roof design, a front facing dormer window, a one story front porch and the entrance surround on the east façade. Ms. Stillings pointed out that the home's current appearance was the result of a 1954 redesign by Kemp Caler. She also added that the owner brought forward their home for landmark designation consideration. Ms. Stillings testified that the building meets the following criteria for designation as a landmark:

Sec. 54-161 (1) Exemplifies or reflects the broad cultural, political, economic or social history of the nation, state, county or town; and,

Sec. 54-161 (3) Embodies distinguishing characteristics of an architectural type or is a specimen inherently valuable of the study of a period, style, method of construction or use of indigenous materials or craftsmanship; and

Sec. 54-161 (4) Is representative of the notable work of a master builder, designer or architect whose individual ability has been recognized or who influenced his age.

Mr. Cooney asked for confirmation that the Town had proof of publication and notice with regard to this landmark designation hearing. Ms. Churney provided confirmation.

Motion made by Ms. Fairfax and second by Mr. Gannon that the designation report be made part of the record. Motion carried with all in favor.

Mr. Cooney asked for public comment and there was none.

Ms. Hufty questioned if owner requested landmark designation. Ms. Stillings responded that the owner did request the designation.

Ms. Hufty questioned the general criteria for landmarking. There was a short discussion regarding this topic.

Motion made by Ms. Fairfax and second by Mr. Gannon that 142 Seaspray Avenue be recommended to the Town Council for designation as a Landmark of the Town of Palm Beach based on criteria 1, 3 and 4 in Section 54-161. Motion carried with all in favor.

Item 2: 315 Seaspray Ave.

Owner: Nadine Netter Levy; Nadine Netter Levy Trust; Nadine Netter Levy Trust
Title Holder

Call for disclosure of ex parte communication: Disclosure by Ms. Albarran and Mr. Cooney.

Janet Murphy, MurphyStillings, LLC, testified to the architecture and history for this Mission Revival style, 1924 Alfred Laurenborg home. Ms. Murphy pointed out the design features, some of which include the wide chimney that tapers at angle past the roofline, the column entry porch, the parapet roof with the Spanish tile on top and the wide arched porte cochère. Ms. Murphy testified that the building meets the following criteria for designation as a landmark:

Sec. 54-161 (1) Exemplifies or reflects the broad cultural, political, economic or social history of the nation, state, county or town; and,

Sec. 54-161 (3) Embodies distinguishing characteristics of an architectural type or is a specimen inherently valuable of the study of a period, style, method of construction of use of indigenous materials or craftsmanship; and

Mr. Cooney asked for confirmation that the Town had proof of publication and notice with regard to this landmark designation hearing. Ms. Churney provided confirmation.

Motion made by Ms. Albarran and second by Mr. Gannon that the designation report be made part of the record. Motion carried with all in favor.

Motion made by Ms. Albarran and second by Mr. Segraves that 315 Seaspray Avenue be recommended to the Town Council for designation as a Landmark of the Town of Palm Beach based on criteria 1 and 3 in Section 54-161.

Mr. Cooney asked for public comment and there was none.

Ms. Hufty inquired about the metal work on the chimney. Ms. Murphy and Mr. Lindgren responded.

Ms. Hufty asked about a book referenced in the designation report. Ms. Murphy responded.

Motion carried with all in favor.

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

Mr. Silvin expressed concern about the fate of the bunker used for President Kennedy located on Peanut Island. Mr. Cooney added some history of the management of the bunker.

Ms. Fairfax asked how tax abatements savings could be calculated prior to a project. Mr. Cooney and Ms. Stillings responded. A discussion ensued regarding this topic. Ms. Fairfax stated that she has taken advantage of the Façade Easement Program in New York. She explained the program to the Commission and urged others to look into the program.

Mr. Silvin asked Mr. Page whether the façade of Testa's was landmarked. Mr. Page stated that some façades to the east of Testa's had been landmarked.

Mr. Silvin asked about the maintenance of the Memorial Fountain. Mr. Cooney responded. Mr. Silvin voiced his concern about the accessibility of the fountain. Ms. Coleman agreed. Ms. Coleman stated that the tables and chairs look flimsy. Mr. Cooney asked about the additional tables and chairs that were ordered. Ms. Hufty stated the podocarpus hedge was too high around the hedge.

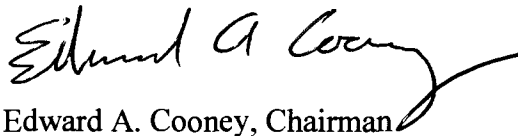
Mr. Page stated he would address the concerns regarding the fountain with the Town's Public Works Department.

XIII. ADJOURNMENT

Motion by Mr. Gannon and seconded by Ms. Albarran to adjourn the meeting at 11:58 a.m. Motion carried with all in favor.

The next meeting of the Landmarks Preservation Commission will be held on Wednesday, December 20, 2017 at 9:30 a.m. in the Town Council Chambers, 2nd floor, Town Hall, 360 South County Rd. Palm Beach.

Respectfully submitted,

A handwritten signature in cursive script, reading "Edward A. Cooney". The signature is written in dark ink and is positioned above the printed name and title.

Edward A. 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>Albarrao, 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 ☒ OTHER LOCAL AGENCY <i>Town</i>	
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>11-13-17</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 November 13, 20 17:

(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:

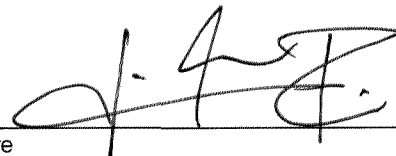
Informal Discussion
17 Golfview Rd.
Continuing conflict

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

1/17/18

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.