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**TOWN OF PALM BEACH
CODE ENFORCEMENT BOARD MINUTES
2:00 P.M. THURSDAY, APRIL 17, 2003
AT THE TOWN COUNCIL CHAMBERS, 360 S. COUNTY ROAD**

- I **Reorganization of Board Officers:** Chief Code Compliance Officer Brian K. House opened the meeting and asked for reorganization of officers. He asked for nominations for Vice-Chairman.

**MOTION BY MR. LAWRENCE TO NOMINATE MS. HOFFPAUER AS VICE CHAIRMAN.
MOTION SECONDED BY MR. HOFFMAN.
MOTION CARRIED UNANIMOUSLY.**

Mr. House asked for nominations for Chairman.

**MOTION BY MR. HOFFMAN TO NOMINATE MR. LAWRENCE AS CHAIRMAN.
MOTION SECONDED BY MR. DAVIS.
MOTION CARRIED UNANIMOUSLY.**

- II **Call to Order:** Chairman Eugene Lawrence called the meeting to order at 2:05 p.m.

- III **Roll Call:** Present:
- Eugene Lawrence, Chairman
 - Pamela Hoffpauer, Vice Chair
 - Timothy Hoffman, Member
 - Joel P. Koeppel, Member
 - Richard A. Raffo, Member
 - Hugh C. Davis, III, Member
 - Thomas M. Youchak, Member
 - George Klein, Alternate Member
 - Robert S. Walton, Code Compliance Officer
 - John C. Randolph, Town Attorney

Absent: None

Recording Secretary : Deborah A. Morakis

IV Approval of the Minutes of March 20, 2003:

**MOTION BY MS. HOFFPAUER FOR APPROVAL OF THE MINUTES.
MOTION SECONDED BY MR. DAVIS.
MOTION CARRIED UNANIMOUSLY.**

V Public Hearings:

A Case #03-1499, Ayres Bartholomew Interiors, LLC, 150 Royal Poinciana Plaza
Violation of Sections 114-31 and 114-32 of the Town of Palm Beach Code of Ordinances.
Anyone failing to renew their Occupational License is doing business without a license.
**MOTION BY MS. HOFFPAUER TO DISMISS CASE #S: 03-1499, 03-1501,
03-1503, 03-1506, 03-1507, 03-1508, 03-1510, 03-1511, 03-1512 FOR COMPLIANCE.
MOTION SECONDED BY MR. KOEPPLE.
MOTION CARRIED UNANIMOUSLY.**

B Case #03-1500, Clifton Dale Duckworth, 146 Seabreeze Avenue
Violation of Section 104.6.1.4 of Chapter 18 (Buildings) of the Town of Palm Beach Code of Ordinances, not completing a construction project within 12 months.

All parties were sworn in by Ms. Morakis in preparation of their testimony.
Chief Code Compliance Officer Brian House stated that he wrote the notice to appear to Mr. Duckworth on March 14, 2003. He has taken a lot longer than the twelve months than was allowed to complete a project of this size.

Mr. Dale Duckworth stated that he would be finished with the project in fourteen days. The outside is completely done. There are a few minor issues to handle. He needs the drainage inspection. The final electric inspection is to be done tomorrow and that is the last inspection due before the final building inspection. He is waiting on a special order sink which is due in Friday.

Mr. House stated that the project is about four (4) months beyond the twelve (12) month time allowed.

Code Compliance Officer Robert Walton stated that he had received a few complaints about the outside of the site, the landscaping was not completed. The landscape has since been completed so it looks like a completed project now. The site looks 100% better than it did.

Mr. Duckworth stated that the reason he is four months late in the completion of the project is that he broke his neck in an automobile accident in October 2001, right after the project started. He is a small company and primarily runs everything himself and this was a major setback for the project.

After further discussion by the board the following motion was made:

**MOTION BY MS. HOFFPAUER THAT THE DEFENDANT IN CASE #03-1500 IS FOUND IN NONCOMPLIANCE AND GIVEN TWENTY-ONE (21) DAYS TO COMPLETE THE PROJECT.
MOTION SECONDED BY MR. RAFFO.
MOTION CARRIED UNANIMOUSLY.**

- C Case #03-1501, David Brodsky, 259 Clarke Avenue
Violation of Chapter 106, Section 106-59 of the Town of Palm Beach Code of Ordinances, a vertical clearance of eight (8) feet above all sidewalks and bike trails must be maintained to allow unobstructed passage of pedestrians.
MOTION BY MS. HOFFPAUER TO DISMISS CASE #S: 03-1499, 03-1501, 03-1503, 03-1506, 03-1507, 03-1508, 03-1510, 03-1411, 03-1512 FOR COMPLIANCE.
MOTION SECONDED BY MR. KOEPEL.
MOTION CARRIED UNANIMOUSLY.
- D Case #03-1502, Jeffrey Fisher, 255 Clarke Avenue
Violation of Chapter 106, Section 106-59 of the Town of Palm Beach Code of Ordinances, a vertical clearance of eight (8) feet above all sidewalks and bike trails must be maintained to allow unobstructed passage of pedestrians.
MOTION BY MR. HOFFMAN TO POSTPONE CASE #03-1502 UNTIL LEGAL SERVICE IS OBTAINED.
MOTION SECONDED BY MR. RAFFO.
MOTION CARRIED UNANIMOUSLY.
- E Case #03-1503, Edward J. Robinson, 217 Clarke Avenue
Violation of Chapter 106, Section 106-59 of the Town of Palm Beach Code of Ordinances, a vertical clearance of eight (8) feet above all sidewalks and bike trails must be maintained to allow unobstructed passage of pedestrians.
MOTION BY MS. HOFFPAUER TO DISMISS CASE #S: 03-1499, 03-1501, 03-1503, 03-1506, 03-1507, 03-1508, 03-1510, 03-1411, 03-1512 FOR COMPLIANCE.
MOTION SECONDED BY MR. KOEPEL.
MOTION CARRIED UNANIMOUSLY.
- F Case #03-1504, Robert L. Forbes, 171 Clarke Avenue
Violation of Chapter 106, Section 106-59 of the Town of Palm Beach Code of Ordinances, a vertical clearance of eight (8) feet above all sidewalks and bike trails must be maintained to allow unobstructed passage of pedestrians.
MOTION BY MS. HOFFPAUER TO POSTPONE CASE #03-1504 UNTIL THE JUNE 19, 2003 CODE ENFORCEMENT BOARD HEARING SINCE WE HAVE A WRITTEN AGREEMENT TO COMPLY BY NO LATER THAN JUNE 10, 2003.
MOTION SECONDED BY MR. HOFFMAN.
MOTION CARRIED UNANIMOUSLY.
- G Case #03-1505, Betty M. Payne, 208 Barton Avenue
Violation of Chapter 106, Section 106-59 of the Town of Palm Beach Code of Ordinances, a vertical clearance of eight (8) feet above all sidewalks and bike trails must be maintained to allow unobstructed passage of pedestrians.

Chief Code Compliance Officer Brian House stated that as of this morning Mr. Walton indicated that the hedges were not cut.

Mrs. Betty Payne stated that she thought the violation was the overhang and not the hedges. Had she known she would have cut them back.

Mr. House recommended that the Code Enforcement Board postpone this case until the May 15, 2003 Code Enforcement Board Meeting in order to allow time for compliance.

**MOTION BY MR. HOFFMAN TO POSTPONE CASE #03-1505 UNTIL THE
MAY 15, 2003 CODE ENFORCEMENT BOARD HEARING.
MOTION SECONDED BY MR. KOEPPEL.
MOTION CARRIED UNANIMOUSLY.**

- H Case #03-1506. Jane H. Janssen. 300 Barton Avenue
Violation of Chapter 106, Section 106-59 of the Town of Palm Beach Code of Ordinances, a vertical clearance of eight (8) feet above all sidewalks and bike trails must be maintained to allow unobstructed passage of pedestrians.
**MOTION BY MS. HOFFPAUER TO DISMISS CASE #S: 03-1499, 03-1501,
03-1503, 03-1506, 03-1507, 03-1508, 03-1510, 03-1411, 03-1512 FOR COMPLIANCE.
MOTION SECONDED BY MR. KOEPPEL.
MOTION CARRIED UNANIMOUSLY.**

- I Case #03-1507. Christopher M. Condron. 142 South County Road
Violation of Chapter 106, Section 106-59 of the Town of Palm Beach Code of Ordinances, a vertical clearance of eight (8) feet above all sidewalks and bike trails must be maintained to allow unobstructed passage of pedestrians.
**MOTION BY MS. HOFFPAUER TO DISMISS CASE #S: 03-1499, 03-1501,
03-1503, 03-1506, 03-1507, 03-1508, 03-1510, 03-1411, 03-1512 FOR COMPLIANCE.
MOTION SECONDED BY MR. KOEPPEL.
MOTION CARRIED UNANIMOUSLY.**

- J Case #03-1508. First Naugatuck Capital. 158 South Ocean Boulevard
Violation of Chapter 106, Section 106-59 of the Town of Palm Beach Code of Ordinances, a vertical clearance of eight (8) feet above all sidewalks and bike trails must be maintained to allow unobstructed passage of pedestrians.
**MOTION BY MS. HOFFPAUER TO DISMISS CASE #S: 03-1499, 03-1501,
03-1503, 03-1506, 03-1507, 03-1508, 03-1510, 03-1411, 03-1512 FOR COMPLIANCE.
MOTION SECONDED BY MR. KOEPPEL.
MOTION CARRIED UNANIMOUSLY.**

- K Case #03-1509. Allan A. & Maria C. Ryan. 230 Miraflores Drive
Violation of Section 102-45 of the Town of Palm Beach Code of Ordinances, placing yard trash on town right of way out of line with the schedule.

Mr. House read a letter to the Board that was received from Mrs. Ryan.

Robert Kennedy, Yard Trash Bureau Supervisor, stated that he had observed mango limbs in front of the property and that there was a mango tree in front of the front door that was recently pruned and it was obvious it came from that property. He knocked on the door, no one was home. He sent the information to Brian House who sent the Notice to Appear. He did speak to her last week and she was very upset, she brought up instances in the past where there were violations on her street. She did admit that the waste came from her property and that she had placed it there the Sunday before. She was still upset and stated that she would not appear and hoped the Board would take into consideration her statements.

Mr. House stated that she admitted she put the trash out there. She said that there will be times when she has to cut her trees on Sundays.

**MOTION BY MR. RAFFO THAT THE DEFENDANT IS FOUND GUILTY AND ORDERED
TO PAY THE FINE IN THE AMOUNT OF \$50.00 PLUS COURT COSTS IN THE AMOUNT
OF \$82.30 FOR A TOTAL DUE OF \$132.30.**

**MOTION SECONDED BY MR. HOFFMAN.
MOTION CARRIED UNANIMOUSLY.**

- L Case #03-1510, Laura Andre, 216 Australian Avenue
Violation of Chapter 106, Section 106-59 of the Town of Palm Beach Code of Ordinances, a vertical clearance of eight (8) feet above all sidewalks and bike trails must be maintained to allow unobstructed passage of pedestrians.
MOTION BY MS. HOFFPAUER TO DISMISS CASE #S: 03-1499, 03-1501, 03-1503, 03-1506, 03-1507, 03-1508, 03-1510, 03-1411, 03-1512 FOR COMPLIANCE.
MOTION SECONDED BY MR. KOEPEL.
MOTION CARRIED UNANIMOUSLY.
- M Case #03-1511, William G. Wagner, 148 South County Road
Violation of Chapter 106, Section 106-59 of the Town of Palm Beach Code of Ordinances, a vertical clearance of eight (8) feet above all sidewalks and bike trails must be maintained to allow unobstructed passage of pedestrians.

MOTION BY MS. HOFFPAUER TO DISMISS CASE #S: 03-1499, 03-1501, 03-1503, 03-1506, 03-1507, 03-1508, 03-1510, 03-1411, 03-1512 FOR COMPLIANCE.
MOTION SECONDED BY MR. KOEPEL.
MOTION CARRIED UNANIMOUSLY.
- N Case #03-1512, Veronica Butler, 175 Atlantic Avenue
Violation of Chapter 106, Section 106-59 of the Town of Palm Beach Code of Ordinances, a vertical clearance of eight (8) feet above all sidewalks and bike trails must be maintained to allow unobstructed passage of pedestrians.
MOTION BY MS. HOFFPAUER TO DISMISS CASE #S: 03-1499, 03-1501, 03-1503, 03-1506, 03-1507, 03-1508, 03-1510, 03-1411, 03-1512 FOR COMPLIANCE.
MOTION SECONDED BY MR. KOEPEL.
MOTION CARRIED UNANIMOUSLY.

VI Presentation of New Cases to Set for Hearing:

- A Case #02-1467, 447 Primavera Way, L.C., 447 Primavera Way
Violation of Chapter 62, Section 62-77 of the Town of Palm Beach Code of Ordinances, all bulkheads and sea walls within the Town shall be maintained in good repair and in an impervious condition without cracks and/or holes that allow for the passage of sand.
- B Case #03-1513, 445 Brazilian, 445 Brazilian Avenue
Violation of Chapter 114, Section 114-31 of the Town of Palm Beach Code of Ordinances, anyone doing business in the Town of Palm Beach must obtain an occupational license.
- C Case #03-1514, Richard & Irene Miller, 270 El Dorado Lane
Violation of Chapter 42, Section 42-86 of the Town of Palm Beach Code of Ordinances, failure of any vehicle to have a valid license plate is prima facie evidence that the vehicle is non-operative and shall constitute a nuisance.
- D Case #03-1515, Edward Carter, Jr., 320 Barton Avenue
Violation of Chapter 106, Section 106-59 of the Town of Palm Beach Code of Ordinances, a

vertical clearance of eight (8) feet above all sidewalks and bike trails must be maintained to allow unobstructed passage of pedestrians.

- E Case #03-1516, Hector Cortes, 212 Australian Avenue
Violation of Chapter 106, Section 106-59 of the Town of Palm Beach Code of Ordinances, a vertical clearance of eight (8) feet above all sidewalks and bike trails must be maintained to allow unobstructed passage of pedestrians.
- F Case #03-1517, Bernd Lembcke, Mar-a-Lago Club, 1100 So. Ocean Blvd.
Violation of Chapter 54, Section 54-71 of the Town of Palm Beach Code of Ordinances, no exterior feature of a building under the Jurisdiction of the Landmark Preservation Commission may be altered without either Staff approval or a certificate of appropriateness issued by the Landmark Preservation Commission. Following Landmarks Preservation Commission approval, a building permit is required. This permit must be obtained prior to commencing work.
- G Case #03-1518, Palm Beach Park Centre 1, LLC, 440 Royal Palm Way
Violation of The Life Safety Code (NFPA 101) as adopted by the Town of Palm Beach, where means of egress doors are power operated, the design shall be such that in the event of a power failure the door opens manually allow egress travel.
- H Case #03-1519, William L. Walde, 326 Seabreeze Avenue
Violation of Section 102-45 of the Town of Palm Beach Code of Ordinances, placing yard trash on Town right-of-way out of line with the schedule.
- I Case #03-1520, Betty M. Payne, 208 Barton Avenue
Violation of Section 102-45 of the Town of Palm Beach Code of Ordinances, placing yard trash on Town right-of-way out of line with the schedule.
- J Case #03-1521, Francis B. Cornell, 240 Sanford Avenue
Violation of Section 102-45 of the Town of Palm Beach Code of Ordinances, placing yard trash on Town right-of-way out of line with the schedule.
- K Case #03-1522, Stephen D. & Betsy W. Hall, 230 El Dorado Lane
Violation of Section 102-45 of the Town of Palm Beach Code of Ordinances, placing yard trash on Town right-of-way out of line with the schedule.

MOTION BY MS. HOFFPAUER TO SET CASE #'S 02-1467, 03-1513, 03-1514, 03-1515, 03-1516, 03-1517, 03-1518, 03-1519, 03-1520, 03-1521, 03-1522 FOR THE MAY 15, 2003 CODE ENFORCEMENT BOARD HEARING.

MOTION SECONDED BY MR. DAVIS.

MOTION CARRIED UNANIMOUSLY.

VII New Business:

VIII Old Business:

- A Case #03-1497, House of Kahn, 231 Peruvian Avenue
Violation of Section 28-35 (b) of the Town of Palm Beach Code of Ordinances, alarm system users with fines not paid within thirty (30) days of first billing.

Mr. House stated this case was here last month and is back again this month for further fines for more than the allowable alarms that have occurred at 231 Peruvian Avenue. This

hearing is for \$525.00 plus what was owed from last month. We are requesting that Mrs. Kahn, House of Kahn be ordered to pay the fines as they exist as of today, which is we believe a total \$1025.00 and maybe more than that as of right now as the Police Department is continuing to respond to false alarms, and that she be ordered to pay the costs of \$82.30 twice, once for last month and once for this month. We are going to announce that we are going to place a lien against the property for this amount of money.

MOTION BY MR. RAFFO THAT THE DEFENDANT IS FOUND GUILTY AND ORDERED TO PAY THE FINES AS THEY EXIST TODAY PLUS COURT COSTS IN THE AMOUNT OF \$164.60.

**MOTION SECONDED BY MR. KOEPPEL.
MOTION CARRIED UNANIMOUSLY.**

B Case #02-1358, Harry J. Brown, 130 Peruvian Avenue

Violation of the Town of Palm Beach Code of Ordinances, Section 104.6.1.4, Small Projects, all new or remodel construction projects of 3,999 sq. ft. or less shall be allowed twelve (12) months.

Mr. House stated that the project is not completed as of today. At the September 19, 2002 Code Enforcement Board hearing Mr. Brown was given sixty days to complete the project and if not completed, a retroactive fine was to begin as of April 1, 2002. We are here today to ask that the Board authorize foreclosure on the property.

**MOTION BY MR. KOEPPEL TO AUTHORIZE FORECLOSURE.
MOTION SECONDED BY MR. RAFFO.
MOTION CARRIED UNANIMOUSLY.**

Chairman Lawrence declared that he has a conflict of interest in Case 02-1491. He is the Architect of record for the project. He passed the gavel to Ms. Hoffpauer.

C Case #02-1491, SLM Palm Beach Associates, LLC, 2310/2315 So. Ocean Blvd.

Violation of Chapter 42, Section 42-86 (15) of the Town of Palm Beach Code of Ordinances, it shall be unlawful and constitute a nuisance for any owner to allow any stagnant water to accumulate on any property in the Town of Palm Beach.

Mr. House stated that this case was here last month and the defendants have not complied with any of the orders of the Code Enforcement Board. The pool is green and there are animals living in it. The Town is asking that they be ordered to clean the pool and cover it structurally within forty-eight (48) hours. The Board has already imposed a fine of \$250.00 per day for other issues and a lien on the property was recorded March 25, 2003. The Board could authorize foreclosure in June 2003.

Dwight Bowler, President of S.M. Palm Beach Associates was sworn in and testified that he hired someone to do the work, but they did not do the work. They were advised by Mr. House that the conditions still existed so they hired a second team that did whatever work has been done in the last six or seven weeks. The only item on the list other than the swimming pool that he failed to do was to paint the building. Our intention is to take the building down. Our mortgagee would not allow us to do that. He has gotten estimates from a demolition company.

Mr. House stated that the neighbors are very upset. After further discussion the following

motion was made:

**MOTION BY MR. KOEPPPEL TO ORDER THE DEFENDANT TO STRUCTURALLY COVER, CLEAN AND MAINTAIN THE POOL WITHIN FORTY-EIGHT (48) HOURS.
MOTION SECONDED BY MR. HOFFMAN.
MOTION CARRIED UNANIMOUSLY.**

IX Reports:

X Adjournment:

The meeting was adjourned without benefit of a motion.

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

LAST NAME—FIRST NAME—MIDDLE NAME <u>LAURENCE, GUSONE</u>		NAME OF BOARD, COUNCIL, COMMISSION, AUTHORITY, OR COMMITTEE <u>CODE ENFORCEMENT BOARD</u>	
MAILING ADDRESS <u>203 WOOD AVE</u>		THE BOARD, COUNCIL, COMMISSION, AUTHORITY OR COMMITTEE ON WHICH I SERVE IS A UNIT OF:	
CITY <u>PALE BEACH</u>	COUNTY <u>PALE BEACH</u>	☒ CITY ☐ COUNTY ☐ OTHER LOCAL AGENCY	
DATE ON WHICH VOTE OCCURRED <u>17 APRIL 2003</u>		NAME OF POLITICAL SUBDIVISION:	
		MY POSITION IS: ☐ ELECTIVE ☒ APPOINTEE	

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 equally 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 the reverse side 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 inures to his or her special private gain or loss. Each elected or appointed local officer also is prohibited from knowingly voting on a measure which inures to the special gain or loss of a principal (other than a government agency) by whom he or she is retained (including the parent organization or subsidiary of a corporate 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 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:

You must abstain from voting and disclose the conflict in the situations described above and in the manner described for elected officers. In order to participate in these matters, 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.
- 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.

RECEIVED
APR 17 2003
TOWN OF PALM BEACH
PZB DEPT.

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

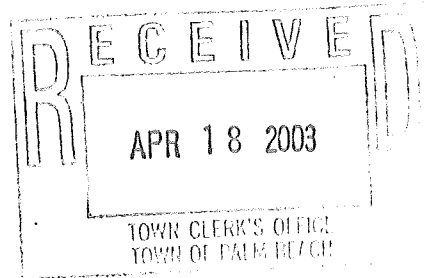
I, EUGENE LAWRENCE, hereby disclose that on 17 APRIL, 2003, 19__:

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

- ☐ 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 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:

I AM THE ARCHITECT OR RECORD FOR THE PROPOSER



17 APRIL 2003
Date Filed

Eugene Lawrence
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.