

**PALM BEACH COUNTY
ZONING COMMISSION**

THURSDAY, August 6, 2009

MINUTES OF THE MEETING

The Zoning Commission met on the 1st Floor of Vista Center, 2300 N. Jog Road, West Palm Beach, FL 33411.

Members Present:

William F. Anderson, Chairman
Sherry Hyman, Vice Chair
Al Zucaro, Commissioner
Alex Brumfield, III, Commissioner
Allen Kaplan, Commissioner
Joanne Davis, Commissioner
Sheri Scarborough, Commissioner
Kelley Armitage, Alternate Commissioner
Richard Bowman, Alternate Commissioner

County Staff Present:

Robert Banks, Assistant County Attorney
Jon MacGillis, Zoning Director
Wendy Hernandez, Zoning Manager
Robert Kraus, ERM
Joanne Koerner, Land Development
Ken Rogers, Director Land Development
Sussan Gash, Planning Division
Kenny Wilson, Health Department
Nick Uhren, Traffic Division
Autumn Sorrow, Senior Site Planner, Zoning
Ron Sullivan, Senior Site Planner, Zoning
Carrie Rechenmacher, Senior Site Planner, Zoning
Carol Glasser, Site Planner II, Zoning
Ora Owensby, Site Planner II, Zoning
Anthony Wint, Site Planner II, Zoning
Joyce Lawrence, Site Planner II, Zoning
Andrea Harper, Site Planner II, Zoning
Monica Cantor, Site Planner II, Zoning
D.G. McGuire, Site Planner II, Zoning
Zona Case, Zoning Technician
Dorine Kelley, Customer Relations Manager

Robin Parker, Secretary – Prepared Minutes

Meeting was called to order at 9:00 a.m.

Opening prayer and Pledge of Allegiance

Commissioner Davis arrived at 9:03 a.m.

Proof of Publication – Submitted by Zoning Director.

Adoption of Minutes – Commissioner Hyman asked that a correction be made on page 3 to show Commissioner Kaplan’s name, whereas it currently has Commissioner Hyman. The motion for adoption of minutes, as amended, carried 7,0.

Armitage	Brumfield	Davis	Hyman	Anderson	Scarborough	Zucaro	Kaplan	Bowman
Yes	Yes	Yes	Yes	Yes	Absent	Yes	Yes	
			Seconded				Maker	

Swearing in by Assistant County Attorney, Bob Banks.

Disclosures - The Commissioners disclosed that they had met with or spoken to the agent, owner and or public on the following item numbers:

Armitage	Brumfield	Davis	Hyman	Anderson	Scarborough	Zucaro	Kaplan	Bowman
None	None	None	None	None	Absent	None	None	Item 6

Jon MacGillis asks for Item #2 – Southern Trails PUD be placed back on the consent agenda, not under postponement on the add/delete, as agent has resolved issues with property owner consent.

CONSENT AGENDA

PREVIOUSLY POSTPONED ZONING APPLICATIONS

- CA/CB-2008-1517 Saddleranch Preschool**
 Staff: n/a
 Agent: Jan Polson, agent for the applicant, agrees with the conditions of approval.
 Public: n/a

Discussion: Commissioner Davis expresses deep concern with students next to active agriculture use. She questions how children will be protected from overspray or fumigants. Jan Polson responds that farming distance from the school and buffering of the project were sufficient, says other civic type uses are already approved for ag-reserve area. Commissioner Davis questions what a good distance would be? Jan shows an aerial exhibit of the property and surrounding uses. Commissioner Davis states her concerns still exist. Commissioner Bowman comments that EPA has new rules for farmers to apply and address setback requirements for specific uses. He also has concerns about staggering uses in ag areas to be able to continue to farm and protect farmers. Commissioner Hyman asks about the sign for the school, and the dimensions and size. Jan notes that Zoning staff added a condition to reduce the size of the sign, to limit height to 8’ and 120 feet.

MOTION: To recommend approval of a Class A Conditional Use to allow a school, elementary or secondary (private), subject to Conditions of Approval as indicated in Exhibit C, carries 5-2.

Armitage	Brumfield	Davis	Hyman	Anderson	Scarborough	Zucaro	Kaplan	Bowman
Denied	Yes	Denied	Yes	Yes	Absent	Yes	Yes	
	Secunder						Maker	

ZONING APPLICATIONS - NEW

- PDD/R/TDR-2008-1907 Southern Trails PUD**
 Staff: n/a
 Agent: Anthony Lasala and Anthony House, Richard Carlson
 Public: Ken Lassiter, COBWRA

Discussion: Jon MacGillis states staff is not in agreement with Richard Carlson’s request to have item come back to ZC if consent is not attained before the BCC, would like ZC to vote today based on the staff report provided. Richard Carlson states the consent is for a .25 acre parcel south of the property that would serve as the access road and a condition for cross access needs to be in place or project would have to provide new access and plans. Jon MacGillis responds he is willing to let County Attorney and Zoning staff decide if the item needs to be remanded back to DRO if the ZC decides to approve today and consent is not reached by BCC. Anthony Lasala and Anthony House agree. Ken Lassiter, COBWRA, asks for more time to meet with the applicant. Commissioner Hyman moves to postpone thirty days.

Commissioner Scarborough arrived at 9:17 a.m.

MOTION: To postpone 30 days to Thursday, September 3, 2009. Motion carries 7,0.

Armitage	Brumfield	Davis	Hyman	Anderson	Scarborough	Zucaro	Kaplan	Bowman
*	Yes	Yes	Yes	Yes	Yes	Yes	Yes	*
			Maker			Seconded		

* Alternates did not vote as all regular members were present; therefore space is left blank

3. DOA/CA-2009-0981 The Food Court

Staff: n/a
 Agent: Chris Barry, agent for the applicant, agrees with the conditions, and is working with Land Development on Engineering condition 2 to be resolved before BCC.
 Public: n/a

Discussion: None

MOTION: To recommend approval of a Development Order Amendment to reconfigure the site plan and delete square footage subject to the Conditions of Approval as indicated in Exhibit C-1, motion carries 7-0.

Armitage	Brumfield	Davis	Hyman	Anderson	Scarborough	Zucaro	Kaplan	Bowman
	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
			Seconded				Maker	

MOTION: To recommend approval of a Class A Conditional Use to allow a Type I Restaurant subject to the Conditions of Approval as indicated in Exhibit C-2, motion carries 7-0.

Armitage	Brumfield	Davis	Hyman	Anderson	Scarborough	Zucaro	Kaplan	Bowman
	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
						Seconded	Maker	

4. ZV-2009-0557 Sunshine Medical Office Building

Staff: n/a
 Agent: Murthy Nori, agent for the applicant, agrees with the conditions of approval.
 Public: Ken Lassiter, COBWRA

Discussion: Ken Lassiter states COBWRA has met with the applicant and was not in agreement with the design and colors proposed. He asks for a followup meeting with the applicant and revised plans. The applicant agrees to propose a new design and meet again with COBWRA. Commissioner Zucaro moves to postpone thirty days.

MOTION: To postpone 30 days to Thursday, September 3, 2009. Motion carries 7,0.

Armitage	Brumfield	Davis	Hyman	Anderson	Scarborough	Zucaro	Kaplan	Bowman
	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
			Seconded			Maker		

5. DOA-2009-0996 Faith United Methodist Church

Staff: n/a
 Agent: Steven Brascalia, agent for the applicant, agrees with the conditions of approval.
 Public: n/a

Discussion: None

MOTION: To recommend approval of a Development Order Amendment to allow an increase in the number of children for the Daycare, an increase in the Daycare square footage and an equivalent decrease in the church square footage, reconfigure the site plan, and modify a condition of approval (Daycare) subject to the Conditions of Approval as indicated in Exhibit C, motion carries 7-0.

Armitage	Brumfield	Davis	Hyman	Anderson	Scarborough	Zucaro	Kaplan	Bowman
	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
	Seconded						Maker	

10. ZV/CA/W-2009-0221

Wat Mahabhatujetiyaram

Staff: n/a
 Agent: James Choban, agent for the applicant, agrees to the conditions of approval.
 Public: n/a

Discussion: None

MOTION: To adopt a resolution approving a Type II Zoning Variance to allow five (5) feet reduction in the buffer along the south property; a reduction of five (5) feet of the rear setback; a hundred (100) percent encroachment of a utility easement in the north and east buffers subject to the conditions of approval as indicated in Exhibit C-1, motion carries 7-0.

Armitage	Brumfield	Davis	Hyman	Anderson	Scarborough	Zucaro	Kaplan	Bowman
	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
	Seconded						Maker	

MOTION: To recommend approval of a Class A Conditional Use to allow a Place of Worship subject to the condition of approval as indicated in Exhibit C-2, motion carries 7-0.

Armitage	Brumfield	Davis	Hyman	Anderson	Scarborough	Zucaro	Kaplan	Bowman
	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
			Seconded				Maker	

MOTION: To recommend approval of a waiver to allow deviation of the Architectural Guidelines subject to the conditions of approval as indicated in Exhibit C-3, motion carries 7-0.

Armitage	Brumfield	Davis	Hyman	Anderson	Scarborough	Zucaro	Kaplan	Bowman
	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
	Seconded						Maker	

REGULAR AGENDA

ZONING APPLICATIONS – NEW

6. ZV/DOA-2008-1900

Delray Marketplace

Staff: n/a
 Agent: Wendy Tuma, agent for the applicant, requests a thirty day postponement. Eric Strickland, owner, is working on Engineering conditions 9-12 with staff.
 Public: n/a

Discussion: None

MOTION: To postpone 30 days to Thursday, September 3, 2009, motion carries 7-0.

Armitage	Brumfield	Davis	Hyman	Anderson	Scarborough	Zucaro	Kaplan	Bowman
	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
			Seconded				Maker	

7. DOA-2009-0567

Montessori Academy

Staff: n/a
 Agent: Chris Barry, agent for the applicant, agrees with the conditions of approval and is working on Landscape condition 8.
 Public: Vickie McGinnis, Ken Lassiter

Discussion: Vickie McGinnis is an adjacent property owner with concerns over traffic and possible code violations. She has photos of the existing conditions. Vicki also mentions that road flooding and stagnant water is a big concern, improper drainage is causing her property to flood. She asks that security is provided somehow, as vandalism is occurring due to late night services. Overgrown landscaping also prevents her from exiting her property safely with the volume and speed of the cars coming and going from the church. Chris Barry responds client presented the project to COBWRA. Motion was made to receive and file the photos from Ms. McGinnis. Commissioner Hyman asked applicant for a site plan to clarify road location. Commission Zucaro states that the

resident concerns with possible code violations and engineering issues warrant further investigation by staff.

Ken Lassiter (COBWRA) says a packet was received and approved by COBWRA. They didn't contact adjacent owners but says the meetings are open to all. Commissioner Zucaro questions whether COBWRA was aware of the concerns raised by Ms. McGinnis and would that affect their decision? A motion was made by Commissioner Zucaro to postpone 30 days.

MOTION: To postpone 30 days to Thursday, September 3, 2009, motion carries 7-0.

Armitage	Brumfield	Davis	Hyman	Anderson	Scarborough	Zucaro	Kaplan	Bowman
	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
					Seconded	Maker		

8. DOA/R-2009-0565 Northlake CLF

Staff: Anthony Wint gives a brief presentation.
 Agent: Kevin McGinley, agent for the applicant, gives presentation.
 Public: Ronald Singer, Sal Faso, Robert Bradley

Discussion: After a presentation from Staff and the applicant, Mr. Sal Faso (Chairman of the Ibis Homeowners Association) and Mr. Bob Bradley (Chairman of the Carlton Oaks Homeowners Association), along with Ronald Singer, spoke in opposition of the project. Mr. Faso stated that the applicant did not share the same vision on how Northlake Boulevard was to be developed with the residents of Ibis and that he would like to be more engaged with discussions with the applicant and County Staff. Mr. Faso requested information of the County's and municipality's vision for the future commercial development of the Northlake Corridor. Mr. Faso was concerned with Northlake Boulevard being developed in the same manner as Okeechobee Boulevard. Some of the issues that were mentioned by Mr. Bradley are; traffic; piecemeal development and the selling-off of pieces of property, and unplanned over-development of Northlake Boulevard. He continued to say that he was never contacted by the applicant and had further concerns in regard to environmental studies that may or may not have been conducted. He stated that he was not sure about the proposed sewage, traffic and firehouse issues.

Barbara Alterman, Executive Director of Planning Zoning and Building (PZB) informed the ZC that the Planning Division has been in talks with the city of West Palm Beach and neighboring municipalities in regard to the West Northlake Corridor Land Use Study. She informed the Commission that there is an inter-local agreement with the City of West Palm Beach and the City of Palm Beach Gardens, the County and Indian Trails about updating the West Northlake Corridor Land Use Study. The study is not a design study it is more of a use study. It is a question of the property owners wanting to sit down and looking at design. There is also a staffing issue and it is a question of what the priorities are right now. The cities and County have been working on the numbers issue at this point. Mostly, about how much more residential or how much more commercial will be in the Northlake Corridor. One of their tasks, and hopefully they accomplish this very soon, is to conduct public meetings. She emphasized that the goal has not been design, it has been use. The Planning Division has been an active participant in the study and has provided a lot of the data and analysis for everyone. The Planning Division is only a participant they are not the only agency. Therefore the West Northlake Corridor Land Use Study does not fall completely under the domain of PZB.

Zoning Commissioner Sherry Hyman inquired about the signage proposed for the development because the cemetery (located to the north) erected two signs on the site that will impact the applicant's request for more than one sign. The applicant addressed Commissioner Hyman's concern and stated that he will meet with the adjacent property owners to discuss the sign issue. Staff also indicated that the proposed sign condition will be discussed further with the applicant prior to BCC Hearing. Commissioner Hyman also suggested that prior to hearings applicants in past have approached the neighbors to get support for their project.

Zoning Commissioner Joanne Davis stated that the West Northlake Corridor Land Use Study is not just about numbers because there are existing communities that are being impacted by all the piecemeal development that is going on. Commissioner Davis emphasized that she would support public participation in these matters.

Zoning Commissioner William Anderson stated that the current petition is a revision of a previously approved petition that is being scaled back to reduce the intensity coupled with the fact that the county supports interconnectivity gives the neighbors a chance to be heard in regard to the current request. Commissioner Anderson reiterated that the applicants should meet with the neighbors between the ZC meeting and BCC meeting to ensure that their concerns are heard.

Zoning Commissioner Al Zucaro commended the residents and suggested that they form a group similar to the Coalition of Boynton West Residential Association (COBWRA). Commissioner Zucaro added that a dialogue directed up to the County Commission or make these meetings public so that the communities can have a voice. Commissioner Zucaro stated that in addition to his motion to approve he would also like to send a recommendation up to the County Commission to work with the forming group and adding to the numbers study a design element to allow Staff to move forward and address the issues raised by the residents.

The ZC noted that the applicant was willing to meet with the residents.

MOTION: To recommend approval of a Development Order Amendment to reconfigure the site plan, redesignate land uses and add square footage subject to Conditions of Approval as indicated in Exhibit C, carried 7,0, as amended.

Armitage	Brumfield	Davis	Hyman	Anderson	Scarborough	Zucaro	Kaplan	Bowman
	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
			Seconded			Maker		

MOTION: To recommend approval of a Requested Use to allow a Type III Congregate Living Facility, carried 7,0, as amended.

Armitage	Brumfield	Davis	Hyman	Anderson	Scarborough	Zucaro	Kaplan	Bowman
	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
			Seconded			Maker		

9. Z/DOA-2009-1524 Hamlin Equestrian Park

Staff: n/a

Agent: Debra Northsea, agent for the applicant, agrees to the conditions of approval.

Public: Agnieszka Howay, Suvicha Howay

Discussion: Agnieszka and Suvicha Howay were called to the podium and stated they have spoken with Indian Trails Improvement District and would like to withdraw their opposition to this item as their concerns were addressed.

MOTION: To recommend approval of an Official Zoning map Amendment to allow a rezoning from the Agricultural Residential (AR) Zoning District to the Public Ownership (PO) Zoning District with a Conditional Overlay Zone (COZ), carried 7-0, as amended.

Armitage	Brumfield	Davis	Hyman	Anderson	Scarborough	Zucaro	Kaplan	Bowman
	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
	Seconder						Maker	

MOTION: To recommend approval of a Development Order Amendment to add land area (2.59 acres) to Hamlin Equestrian Park subject to the Conditions of Approval as indicated in Exhibit C, carried 7-0.

Armitage	Brumfield	Davis	Hyman	Anderson	Scarborough	Zucaro	Kaplan	Bowman
	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
	Seconder						Maker	

11. CA-2009-00979

Texaco Gas Station

Staff: D.G. McGuire gives a brief presentation.
 Agent: Chris Barry, agent for the applicant, agrees with the conditions.
 Public: Paul Hennigan

Discussion: Commissioner Hyman asks to see elevations of the project. Chris Barry has a slide presentation and a site plan for display. Commissioner Hyman asks for canopy elevations. Staff states they added a condition covering the canopy height and size.

Paul Hennigan, President of Covered Bridge Condo Association, spoke in opposition to the requests. He stated he is concerned with the development and quality of life and noise for the residents of Covered Bridge. He also has concerns with the location of the proposed propane tanks and noise generated from the car wash. The applicant has agreed to leave the propane tanks in the original location and add a 75' fence to buffer the residences from noise.

Commissioner Hyman questions the size of the existing signs, and asks staff to reduce the size and height. She would like to request the applicant replace all existing signs. The applicant states his client would prefer to keep his existing sign until such time it needs to be replaced, although Commissioner Hyman disagrees. Staff suggests signs should be limited to 15 feet.

MOTION: To recommend approval of a Class A Conditional Use to allow a Convenience store with gas sales (12 fueling positions) including an accessory Car Wash subject to the Conditions as indicated in Exhibit C, carried 7-0, as amended.

Armitage	Brumfield	Davis	Hyman	Anderson	Scarborough	Zucaro	Kaplan	Bowman
	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
					Seconder		Maker	

Meeting adjourned at 10:50 a.m.

Attachment: Form 8B (Filed by Commissioner Bowman)

PLEASE NOTE:

The Zoning Commission (ZC) and Board of County Commission (BCC) Hearings, are broadcasted live on Channel 20 the day of the hearing. Video is archived and available for viewing on the Palm Beach County Website. Please allow 24 to 48 hours after the hearing date for the video to be available.

Click below to view listings and watch the ZC and BCC archived hearing videos:

http://www.pbcgov.com/countycommissioners/bcc_meeting_videos.htm

If you wish to purchase a DVD or VHS Tape of the Zoning Commission or Board of County Commission Hearing a copy can be made available by contacting Channel 20. To purchase a copy of the hearing, please call Victoria Leveille at 561-355-1790 or 561-355-4573 or email her directly at vleveille@pbcgov.com

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

LAST NAME—FIRST NAME—MIDDLE NAME <i>Bourman Richard Eugene</i>	NAME OF BOARD, COUNCIL, COMMISSION, AUTHORITY, OR COMMITTEE <i>Palm Beach County Comm. 25th</i>
MAILING ADDRESS <i>14339 Smith Sandy Rd</i>	THE BOARD, COUNCIL, COMMISSION, AUTHORITY OR COMMITTEE ON WHICH I SERVE IS A UNIT OF: <input type="checkbox"/> CITY <input checked="" type="checkbox"/> COUNTY <input type="checkbox"/> OTHER LOCAL AGENCY
CITY COUNTY <i>Palm Beach, FL</i>	NAME OF POLITICAL SUBDIVISION: <i>Palm Beach County</i>
DATE ON WHICH VOTE OCCURRED <i>5/6/09</i>	MY POSITION IS: <input type="checkbox"/> ELECTIVE <input checked="" type="checkbox"/> 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:

Although you must abstain from voting in the situations described above, you otherwise may participate 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 other side)

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, Richard E. Bowman, hereby disclose that on 8/6/, 20 09:

(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:

ZV/DOA-2008-1900
Delray Marketplace

Housing moved to West side of site.
This is next to my Farm, could be a future conflict with Home owners.

8/6/09
Date Filed

[Signature]
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.