



CITY OF FORT LAUDERDALE

**MEETING MINUTES
CITY OF FORT LAUDERDALE
PLANNING AND ZONING BOARD
CITY HALL COMMISSION CHAMBERS**

**100 N. ANDREWS AVE., FORT LAUDERDALE, FLORIDA 33301
WEDNESDAY, FEBRUARY 17, 2021 – 6:00 P.M.**

Board Members	June 2020-May 2021		
	Attendance	Present	Absent
Catherine Maus, Chair	P	8	0
Mary Fertig, Vice Chair	P	8	0
John Barranco	P	8	0
Brad Cohen	P	7	1
Coleman Prewitt	P	8	0
William Rotella	P	8	0
Jacquelyn Scott	P	8	0
Jay Shechtman	P	8	0
Michael Weymouth	P	7	1

It was noted that a quorum was present at the meeting.

Staff

Ella Parker, Urban Design and Planning Manager
D'Wayne Spence, Assistant City Attorney
Jim Hetzel, Principal Urban Planner
Trisha Logan, Historic Preservation Planner
Karlanne Grant, Urban Design and Planning
Yvonne Redding, Urban Design and Planning
Adam Schnell, Urban Design and Planning
Glen Hadwen, Sustainability Manager, Public Works
Kimberly Pearson, Sustainability Coordinator, Public Works
Benjamin Restrepo, Transportation and Mobility
Igor Vassiliev, Public Works
Brigitte Chiappetta, Recording Secretary, Prototype, Inc.

Communications to City Commission

None.

I. CALL TO ORDER / PLEDGE OF ALLEGIANCE

Chair Maus called the meeting to order at 6:00 p.m. Roll was called and the Pledge of Allegiance was recited. Urban Design and Planning Manager Ella Parker introduced the Staff members present.

~~time but never advanced to the City Commission for approval. The City did, however, support that proposed closure. The Applicant was asked if pedestrian access could be granted in the subject area, but did not agree to provide it. The City does not feel the road should be open to vehicular access, but was in favor of pedestrian access.~~

~~Ms. Scott asked if the original road closure was made to prevent "cut-through" traffic in the Sailboat Bend neighborhood. Mr. Schein reiterated that the overall sentiment of nearby residents was not in favor of opening the roadway or providing pedestrian access. The proposed masonry wall and 10 ft. landscape buffer are Unified Land Development Regulations (ULDR) requirements for neighborhood compatibility when commercial uses abut residential areas.~~

~~Mr. Shechtman asked if the Applicant had received letters of support from the affected neighborhoods. Mr. Schein replied that the Sailboat Bend Civic Association had provided a letter in support of the project. Mr. Shechtman noted that if that neighborhood had wanted additional pedestrian access, they would have been unlikely to provide a letter. The other two neighborhoods, which are across Broward Boulevard and across the waterway from the Application, had not voted on the project, but had also indicated support.~~

~~Mr. Prewitt asked if two private homes located south of the vacation area were supportive of the project as well. Mr. Schein confirmed this, noting that the southwest lot was owned by the Applicant. The owner of the property to the southeast is a signatory to the Application.~~

~~There being no further questions from the Board at this time, Chair Maus opened the public hearing. As there were no individuals wishing to speak on the Item, the Chair closed the public hearing and brought the discussion back to the Board.~~

~~The Board agreed by unanimous consensus to make the Staff Report part of the record for this Item.~~

~~**Motion** made by Vice Chair Fertig, seconded by Ms. Scott, to approve. In a roll call vote, the **motion** passed 8-0. (Mr. Barranco abstained. A memorandum of voting conflict is attached to these minutes.)~~

~~Mr. Barranco rejoined the meeting following the vote.~~

It was determined that Items 2 and 3 would be heard together and voted upon separately.

2. CASE:	PLN-VAC-20080001
REQUEST: **	Vacation of Right-of-Way: 10-Foot Wide by 75-Foot Long Alley
PROPERTY	
OWNER/APPLICANT:	800 Las Olas, LLC & Mustang Properties, Inc.
AGENT:	Robert Lochrie, Lochrie & Chakas, P.A.

PROJECT NAME: 1007 East Las Olas Alley Vacation
GENERAL LOCATION: 1007 E. Las Olas Boulevard
ABBREVIATED LEGAL DESCRIPTION: That portion of the 10.00 foot alley lying adjacent to Lot 1 and the East 25.00 feet of lot 2, and lying adjacent to Lot 16 and the east 25.00 feet of Lot 15, Block 14, Colee Hammock
COMMISSION DISTRICT: 4 - Ben Sorensen
NEIGHBORHOOD ASSOCIATION: Beverly Heights
ZONING DISTRICT: Exclusive Use Parking (XP) and Boulevard Business (B-1)
LAND USE: Commercial and High Density Residential
CASE PLANNER: Trisha Logan

3. CASE: **PLN-SITE-20080001**
REQUEST: * ** Site Plan Level IV Review: Rezoning from Exclusive Use Parking (XP) District to Community Business (CB) District with .18 Acres of Commercial Flex Allocation for 138-Room Hotel and 5,698 Square Feet of Retail Use, with Associated Parking Reduction

PROPERTY OWNER/APPLICANT: 800 Las Olas, LLC & Mustang Properties, Inc.
AGENT: Robert Lochrie, Lochrie & Chakas, P.A.
PROJECT NAME: 1007 East Las Olas
GENERAL LOCATION: 1007 E. Las Olas Boulevard
ABBREVIATED LEGAL DESCRIPTION: Lot 1, the East one-half (E ½) of Lot 2, Lot 15 and Lot 16, Block 14 Colee Hammock
COMMISSION DISTRICT: 4 - Ben Sorensen
NEIGHBORHOOD ASSOCIATION: Beverly Heights
EXISTING ZONING DISTRICT: Exclusive Use Parking (XP) and Boulevard Business (B-1)
PROPOSED ZONING DISTRICT: Community Business (CB) and Boulevard Business (B-1)
LAND USE: Commercial and High Density Residential
CASE PLANNER: Trisha Logan

Disclosures were made at this time. Mr. Weymouth recused himself from hearing the items due to a conflict, and left the meeting while the items were discussed.

Robert Lochrie, representing the Applicant, stated that the request is for approval of a new 138-room hotel on Las Olas Boulevard. It will be part of several larger improvements made in the area by the developers on properties they own.

Mr. Lochrie showed a visual of the hotel property, noting that its southern portion is currently zoned B-1 and the northern portion XP. The request in Item 2 is a partial alley vacation extending from the western property line to 10 Avenue, with the condition that the Applicant will dedicate a vehicular and pedestrian access easement back to the City to allow access through the alley when the project is complete. The northern portion of the property will be rezoned from XP to CB.

Mr. Lochrie reviewed the site, explaining that the Applicant will make streetscape improvements along SE 2 Court. The building on this site will be set back significantly further than the distance required, and new landscaping and lighting will be installed. The building will also be set back on 10 Terrace with a wide sidewalk, street trees, and lighting. On Las Olas Boulevard, the building will include street trees and a wide sidewalk, which will be consistent with a design already adopted to the east. Other improvements on Las Olas Boulevard include ground floor retail, a second-story terrace, and stepback of the upper floors of the building on 2 Court and 10 Terrace.

Access to the subject site will be available from 2 Court and 10 Terrace. The current driveway, which exists from Las Olas Boulevard, will be closed. All parking for the project will be below grade, which is another reason for the alley vacation. Mr. Lochrie reviewed details of the project from each side of the building.

The alley will be widened from its present state. Currently, the alley provides access in one direction from east to west. The Applicant proposes to maintain this direction while widening the roadway to provide two-way access at the hotel site. The Department of Transportation and Mobility, as well as the City's Engineering Department, agree that this proposal is acceptable. These plans are not in the Board members' information packets for the Items; however, the Applicant has requested that this change be a condition of final Development Review Committee (DRC) approval.

The project has been presented to neighborhood leaders as well as to the general public. A letter of support has been forwarded from an individual to the Board members. The Applicant agrees with Staff conditions, with the caveat that Condition #5 not be met prior to issuance of a building permit. The condition will be required in advance of any construction on the street. The Applicant meets criteria for right-of-way vacation as well as Site Plan approval and its associated rezoning.

Chair Maus asked if the Site Plan Application requires any variances or modifications from the ULDR. Mr. Lochrie confirmed that it does not. He also addressed neighborhood compatibility, noting that this is an issue when a project is adjacent to another zoning district, such as a single-family residential area. Another aspect of neighborhood compatibility applies when zoning districts are separated by rights-of-way. He noted that the subject area includes a mixture of building heights, pointing out that the project before the Board is 116 ft. in height while Code allows up to 150 ft. Moving hotel parking underground is also considered to have a positive effect on neighborhood compatibility.

The owner of a property to the north of the proposed hotel responded favorably when the Applicant's team showed him the subject site.

Motion made by Vice Chair Fertig, seconded by Ms. Scott, to make the Staff Report part of the record for Item 2. In a voice vote, the **motion** passed unanimously (Mr. Weymouth abstained).

It was clarified that the Board's disclosures for Item 2 were also applicable to Item 3.

Historic Planner Trisha Logan noted a correction to the Staff Report for Item 2: the general location should read "north of Las Olas Boulevard" rather than Broward Boulevard. She added that Staff agrees with the Applicant's proposed adjustment to Condition #5 as described by Mr. Lochrie.

The Board agreed by unanimous consensus to make the Staff Report part of the record for Item 3 as well (Mr. Weymouth abstained).

There being no further questions from the Board at this time, Chair Maus opened the public hearing.

Viorica Neagu, private citizen, addressed Item 3, expressing concern that the proposed hotel could negatively affect water pressure in the surrounding neighborhood as well as traffic on Las Olas Boulevard and N 2 Street.

Chair Maus advised that the Applicant has been issued a letter by the City which states that the project meets adequacy requirements and will not create undue pressure on the water system. Mr. Lochrie added that a traffic report was conducted during analysis of the additional trips expected to be generated by the hotel. The project was approved by the City as meeting all requirements without the need for additional traffic improvements. He noted, however, that while water capacity and pressure were determined to be sufficient on the street, the Staff Report includes a request that the Applicant make off-site sewer improvements that will benefit other properties in the subject area. The Applicant will make these improvements at their own expense.

Chair Maus advised that the Applicant's team may be able to provide Ms. Neagu with additional information as the project moves forward. She also noted that Staff may be able to provide more information as well.

As there were no individuals wishing to speak on the Item, the Chair closed the public hearing and brought the discussion back to the Board.

Motion made by Vice Chair Fertig, seconded by Mr. Cohen, to approve the partial vacation of the alley [Item 2] with Staff conditions, including the alley improvement. In a roll call vote, the **motion** passed 8-0. (Mr. Weymouth abstained. A memorandum of voting conflict is attached to these minutes.)

Motion made by Vice Chair Fertig, seconded by Mr. Shechtman, to approve [Item 3] with Staff conditions, including the amended Condition #5. In a roll call vote, the **motion** passed 7-1 (Chair Maus dissenting). (Mr. Weymouth abstained. A memorandum of voting conflict is attached to these minutes.)

Mr. Weymouth rejoined the meeting following the vote.

4. CASE:	UDP-S20002
REQUEST: **	Site Plan Level III Review: Parking Reduction Request
PROPERTY	
OWNER/APPLICANT:	Zaim and Kristina Hoxha
AGENT:	Nectaria Chakas, Lochrie & Chakas, P.A.
PROJECT NAME:	3074 NE 33 rd Ave Parking Reduction
GENERAL LOCATION:	3074 NE 33 rd Avenue
ABBREVIATED LEGAL DESCRIPTION:	Lauderdale Beach Ex. Unit B, PB 29, PG 22, South ½ Lot 2, Block 27
COMMISSION DISTRICT:	2 – Steven Glassman
NEIGHBORHOOD ASSOCIATION:	Central Beach Alliance HOA
ZONING DISTRICT:	Community Business (CB)
LAND USE:	Commercial
CASE PLANNER:	Jim Hetzel

Disclosures were made at this time.

Nectaria Chakas, representing the Applicant, stated that the request is for a parking reduction, which would allow the Applicant to terminate a previous parking agreement made in 1991. There is an existing 1750 sq. ft. restaurant located on the subject parcel with no on-site parking. The restaurant began as a takeout business, but in 1991 was converted to a full service restaurant, which triggered a higher parking requirement. The necessary spaces were acquired through an offsite parking agreement with the owner of a nearby parcel. This agreement was not discovered until the current developer conducted a title search.

The developer would like the existing parking agreement to be terminated, as both the circumstances and character of the neighborhood have changed since the agreement was originally executed. These changes include construction of the Bridgeside Place parking garage, which provides 504 parking spaces. This garage was constructed in the early to mid-2000s.

The Applicant requests a 100% parking reduction for the 15 spaces required by Code for the restaurant. The ULDR allows parking reductions to be requested if the Applicant can demonstrate sufficient public parking within 700 ft. of the use.

~~Andrews Avenue bridge crossing. The communication was well received by the City Commission, and he received an email from the Department of Transportation and Mobility advising him that the SE 3 Avenue bridge is under Broward County jurisdiction. A project is underway to refurbish the bridge opening in 2022. The County is willing to work with the City on these improvements, beginning with a feasibility analysis to improve bicycle and pedestrian accommodations as part of the project.~~

There being no further business to come before the Board at this time, the meeting was adjourned at 7:56 p.m.

Any written public comments made 48 hours prior to the meeting regarding items discussed during the proceedings have been attached hereto.



Chair



Prototype

[Minutes prepared by K. McGuire, Prototype, Inc.]

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

LAST NAME—FIRST NAME—MIDDLE NAME WEYMOUTH, MICHAEL C.		NAME OF BOARD, COUNCIL, COMMISSION, AUTHORITY, OR COMMITTEE FT. LAUD. PLANNING & ZONING BOARD	
MAILING ADDRESS 600 SAGAMORE ROAD		THE BOARD, COUNCIL, COMMISSION, AUTHORITY OR COMMITTEE ON WHICH I SERVE IS A UNIT OF:	
CITY FT. LAUDERDALE	COUNTY BROWARD	<input checked="" type="checkbox"/> CITY <input type="checkbox"/> COUNTY <input type="checkbox"/> OTHER LOCAL AGENCY	
DATE ON WHICH VOTE OCCURRED 2.17.21		NAME OF POLITICAL SUBDIVISION:	
		MY POSITION IS: <input type="checkbox"/> ELECTIVE <input checked="" type="checkbox"/> APPOINTIVE	

WHO MUST FILE FORM 8B

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

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

INSTRUCTIONS FOR COMPLIANCE WITH SECTION 112.3143, FLORIDA STATUTES

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

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

ELECTED OFFICERS:

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

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

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

APPOINTED OFFICERS:

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

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

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

APPOINTED OFFICERS (continued)

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

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

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

DISCLOSURE OF LOCAL OFFICER'S INTEREST

I, MICHAEL C. WEYMOUTH, hereby disclose that on FEBRUARY 17, 20 21:

(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:

IMPACT + POTENTIAL CONFLICT WITH RETAIL AND HOTEL OPERATIONS.

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.

2-17-21
Date Filed

Michael C. Weymouth
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.

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

LAST NAME—FIRST NAME—MIDDLE NAME WEYMOUTH, MICHAEL C.	NAME OF BOARD, COUNCIL, COMMISSION, AUTHORITY, OR COMMITTEE FT. LAUD. PLANNING & ZONING BOARD
MAILING ADDRESS 600 SAGAMORE ROAD	THE BOARD, COUNCIL, COMMISSION, AUTHORITY OR COMMITTEE ON WHICH I SERVE IS A UNIT OF: <input checked="" type="checkbox"/> CITY <input type="checkbox"/> COUNTY <input type="checkbox"/> OTHER LOCAL AGENCY
CITY COUNTY FT. LAUDERDALE BROWARD	NAME OF POLITICAL SUBDIVISION:
DATE ON WHICH VOTE OCCURRED 2.17.21	MY POSITION IS: <input type="checkbox"/> ELECTIVE <input checked="" type="checkbox"/> APPOINTEE

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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:

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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.

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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.

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DISCLOSURE OF LOCAL OFFICER'S INTEREST

I, MICHAEL C. WEYMOUTH, hereby disclose that on FEBRUARY 17, 20 21:

(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.

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Date Filed

2.17.21

Signature

Michael C. Weymouth

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LAST NAME—FIRST NAME—MIDDLE NAME Barranco John Paul		NAME OF BOARD, COUNCIL, COMMISSION, AUTHORITY, OR COMMITTEE Planning and Zoning
MAILING ADDRESS 1915 SE 4th Avenue		THE BOARD, COUNCIL, COMMISSION, AUTHORITY OR COMMITTEE ON WHICH I SERVE IS A UNIT OF:
CITY Fort Lauderdale	COUNTY Broward	<input checked="" type="checkbox"/> CITY <input type="checkbox"/> COUNTY <input type="checkbox"/> OTHER LOCAL AGENCY
DATE ON WHICH VOTE OCCURRED Feb 17, 2021		NAME OF POLITICAL SUBDIVISION: Fort Lauderdale
		MY POSITION IS: <input type="checkbox"/> ELECTIVE <input checked="" type="checkbox"/> APPOINTEE

WHO MUST FILE FORM 8B

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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:

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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:

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APPOINTED OFFICERS (continued)

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- The form must be read publicly at the next meeting after the form is filed.

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DISCLOSURE OF LOCAL OFFICER'S INTEREST

I, John Barranco, hereby disclose that on February 17, 20 21.

(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:

I am the architect of record for the project.

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.

4/5/2021
Date Filed

John
Barranco

Signature

Digitally signed by John Barranco
DN: cn=John Barranco, o. ou,
email=John@bgarchitecture.com,
c=US
Date: 2021.04.05 15:28:18 -04'00'

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.