



THURSDAY AUGUST 5, 2021
MINUTES

CALL TO ORDER

A. Roll Call 9:00 AM

Commissioner John Kern, Chair	Present
Commissioner Marcelle Griffith Burke, Vice Chair	Present
Commissioner Cheri Pavlik	Present
Commissioner Michael Kelley	Absent
Commissioner Sam Caliendo	Present
Commissioner Sheri Scarborough	Present
Commissioner Alex Brumfield	Present
Commissioner Mark Beatty	Absent
Commissioner Jess Sowards	Absent

Motion to Approve Remote Participation Due to Extraordinary Circumstances, approved by a vote of 6-0-0

Kern	Burke	Pavlik	Kelley	Caliendo	Scarborough	Brumfield	Beatty	Sowards
	Second				Moved			
Yes	Yes	Yes	Absent	Yes	Yes	Yes	Absent	Absent

- B. Opening Prayer and Pledge of Allegiance
- C. Remarks of the Chair
- D. Notice
- E. Proof of Publication

Motion to receive and file, approved by a vote of 6-0-0

Kern	Burke	Pavlik	Kelley	Caliendo	Scarborough	Brumfield	Beatty	Sowards
				Moved		Second		
Yes	Yes	Yes	Absent	Yes	Yes	Yes	Absent	Absent

- F. Swearing In
- G. Adoption of the Minutes

Motion to receive and file, approved by a vote of 6-0-0

Kern	Burke	Pavlik	Kelley	Caliendo	Scarborough	Brumfield	Beatty	Sowards
	Second			Moved				
Yes	Yes	Yes	Absent	Yes	Yes	Yes	Absent	Absent

H. Amendments to the Agenda

Motion to receive and file, approved by a vote of 6-0-0

Kern	Burke	Pavlik	Kelley	Caliendo	Scarborough	Brumfield	Beatty	Sowards
		Second		Moved				
Yes	Yes	Yes	Absent	Yes	Yes	Yes	Absent	Absent

I. Motion to adopt the Agenda

Motion to receive and file, approved by a vote of 6-0-0

Kern	Burke	Pavlik	Kelley	Caliendo	Scarborough	Brumfield	Beatty	Sowards
		Second		Moved				
Yes	Yes	Yes	Absent	Yes	Yes	Yes	Absent	Absent

J. Disclosures

Kern	Burke	Pavlik	Kelley	Caliendo	Scarborough	Brumfield	Beatty	Sowards
None	None	None	Absent	None	6	None	Absent	Absent

K. Conflicts/Recusal

* Commissioner Pavlik filed a Memorandum of Voting Conflict Form 8B (F.S. 112.3143) with Zoning Technician for item 5, ZV/ABN/DOA-2021-00425 - Polo Legacy MXPDP; item 6, Z-2021-00166 Sunflower Light Industrial, prior to vote.

POSTPONEMENTS/REMANDS/WITHDRAWALS AGENDA

CONSENT AGENDA

REGULAR AGENDA

COMMENTS

ADJOURNMENT 9:13 AM

END OF POSTPONEMENTS/REMANDS/WITHDRAWALS AGENDA

CONSENT AGENDA

A. REQUESTS TO PULL ITEMS FROM CONSENT

B. STATUS REPORTS

C. PREVIOUSLY POSTPONED ZONING APPLICATIONS

D. ZONING APPLICATIONS - NEW

1. **SV-2021-00482** Title: a Subdivision Variance application of TG Land LLC by JMorton Planning & Landscape Architecture, Agent. Request: to allow access from a major street. General Location: North side of Atlantic Avenue and west of Lyons Road (**Atlantic Avenue Medical**) (Control 2020-00178)

Pages 1 - 24

Conditions of Approval Pages (6 - 6)

Project Manager: Joanne Keller

Size: 2.05 acres ±

BCC District: 5

Staff Recommendation: Staff recommends approval of the request, subject to the Conditions of Approval as indicated in Exhibit C.

MOTION: To adopt a Resolution approving a Subdivision Variance to allow access from a major street, subject to the Conditions of Approval as indicated in Exhibit C.

Motion carried by a vote of 6-0-0

Kern	Burke	Pavlik	Kelley	Caliendo	Scarborough	Brumfield	Beatty	Sowards
		Second		Moved				
Yes	Yes	Yes	Absent	Yes	Yes	Yes	Absent	Absent

Board Decision: Adopted a Subdivision Variance by a vote of 6-0-0.

2. **CA-2021-00439** Title: a Class A Conditional Use application of Michael Reich by Land Research Management Inc., Agent. Request: to allow Limited Pet Boarding. General Location: East side of 185th Trail North, approximately 0.5 miles south of W. Sycamore Drive. (**Calypso Canine**) (Control 2021-00024)

Pages 25 - 38

Conditions of Approval Pages (30 - 30)

Project Manager: James Borsos

Size: 5.00 acres ±

BCC District: 6

Staff Recommendation: Staff recommends approval of the request subject to the Conditions of Approval as indicated in Exhibit C.

MOTION: To recommend approval of a Class A Conditional Use to allow Limited Pet Boarding, subject to the Conditions of Approval as indicated in Exhibit C.

Motion carried by a vote of 6-0-0

Kern	Burke	Pavlik	Kelley	Caliendo	Scarborough	Brumfield	Beatty	Sowards
		Second			Moved			
Yes	Yes	Yes	Absent	Yes	Yes	Yes	Absent	Absent

Board Decision: Recommended Approval of a Class A Conditional Use by a vote of 6-0-0.

3. **Z-2020-02117** Title: an Official Zoning Map Amendment application of SR7 Lantana LLC by WGINC, Agent. Request: to allow a rezoning from the Agricultural Residential (AR) Zoning District to the Community Commercial (CC) Zoning District.
General Location: Southwest corner of State Road 7 and Lantana Road. **(SWC Lantana & SR7)** (Control 1996-00127)

Pages 39 - 52

Conditions of Approval Pages (44 - 45)

Project Manager: Timothy Haynes

Size: 1.03 acres ±

BCC District: 6

Staff Recommendation: Staff recommends approval of the request, subject to a Conditional Overlay Zone and the Conditions of Approval as indicated in Exhibit C.

MOTION: To recommend approval of an Official Zoning Map Amendment to allow a rezoning from Agricultural Residential (AR) District to Community Commercial (CC) District, subject to a Conditional Overlay Zone and the Conditions of Approval as indicated in Exhibit C.

Motion carried by a vote of 6-0-0

Kern	Burke	Pavlik	Kelley	Caliendo	Scarborough	Brumfield	Beatty	Sowards
		Second		Moved				
Yes	Yes	Yes	Absent	Yes	Yes	Yes	Absent	Absent

Board Decision: Recommended Approval of a Zoning Map Amendment by a vote of 6-0-0.

4. **ABN/ZV/Z-2020-01856** Title: a Development Order Abandonment application of Opportunity Inc. Of Palm Beach County, AMBR, Medical Holdings, LLC - Eric Rogers by Schmidt Nichols, Agent. Request: to abandon a Class B Conditional Use for a General Daycare.
Title: a Type 2 Variance application of Opportunity Inc. Of Palm Beach County, AMBR, Medical Holdings, LLC - Eric Rogers by Schmidt Nichols, Agent. Request: to allow a reduction of the front and rear setback, the dumpster setback; and, the terminal landscape island width.
Title: an Official Zoning Map Amendment application of Opportunity Inc. Of Palm Beach County, AMBR, Medical Holdings, LLC - Eric Rogers by Schmidt Nichols, Agent. Request: to allow a rezoning from the Residential High (RH) Zoning District to the General Commercial (CG) Zoning District.
General Location: Southwest corner of Quail Drive and Westgate Avenue. **(PMH 1713 Quail, LLC)** (Control 2001-00039)

Pages 53 - 94

Conditions of Approval Pages (61 - 63)

Project Manager: Timothy Haynes

Size: 1.01 acres ±

BCC District: 7

Staff Recommendation: Staff recommends approval of the requests, subject to a Conditional Overlay Zone and the Conditions of Approval as indicated in Exhibits C -1 and C-2.

MOTION: To adopt a Resolution approving a Development Order Abandonment of a Class B Conditional Use for a Daycare, General.

Motion carried by a vote of 6-0-0

Kern	Burke	Pavlik	Kelley	Caliendo	Scarborough	Brumfield	Beatty	Sowards
		Second		Moved				
Yes	Yes	Yes	Absent	Yes	Yes	Yes	Absent	Absent

Board Decision: Adopted a Development Order Abandonment by a vote of 6-0-0.

MOTION: To adopt a Resolution approving a Type 2 Variance to allow a reduction of the front setback and rear setback; the dumpster setback; and, the terminal landscape island width, subject to the Conditions of Approval as indicated in Exhibit C-1.

Motion carried by a vote of 6-0-0

Kern	Burke	Pavlik	Kelley	Caliendo	Scarborough	Brumfield	Beatty	Sowards
		Second		Moved				
Yes	Yes	Yes	Absent	Yes	Yes	Yes	Absent	Absent

Board Decision: Adopted a Type 2 Variance by a vote of 6-0-0.

MOTION: To recommend approval of an Official Zoning Map Amendment to allow a rezoning from the Residential High (RH) Zoning District to the General Commercial (CG) Zoning District, subject to a Conditional Overlay Zone and the Conditions of Approval as indicated in Exhibit C-2.

Motion carried by a vote of 6-0-0

Kern	Burke	Pavlik	Kelley	Caliendo	Scarborough	Brumfield	Beatty	Sowards
		Second		Moved				
Yes	Yes	Yes	Absent	Yes	Yes	Yes	Absent	Absent

Board Decision: Recommended Approval of a Zoning Map Amendment by a vote of 6-0-0.

5. **ZV/ABN/DOA-2021-00425** Title: a Type 2 Variance application of Banyan Polo, LLC by Urban Design Studio, Agent. Request: to reduce a divider median width.
Title: a Development Order Abandonment application of Banyan Polo, LLC by Urban Design Studio, Agent. Request: to abandon a Class A Conditional Use for a Type 1 Restaurant with Drive-through.
Title: a Development Order Amendment application of Banyan Polo, LLC by Urban Design Studio, Agent. Request: to modify the Site Plan; add and delete square footage; and to add and delete uses.
General Location: Southwest corner of Lake Worth Road and Polo Road. **(Polo Legacy MXPD)** (Control 2007-00096)

Pages 95 - 150

Conditions of Approval Pages (103 - 110)

Project Manager: James Borsos

Size: 13.93 acres ±

BCC District: 6

Staff Recommendation: Staff recommends approval of the requests, subject to the Conditions of Approval as indicated in Exhibits C-1 and C-2.

MOTION: To adopt a Resolution approving a Type 2 Variance to reduce a divider median width, subject to the Conditions of Approval as indicated in Exhibit C-1.

Motion carried by a vote of 5-0-1

Kern	Burke	Pavlik	Kelley	Caliendo	Scarborough	Brumfield	Beatty	Sowards
	Second			Moved				
Yes	Yes	Recused	Absent	Yes	Yes	Yes	Absent	Absent

Board Decision: Adopted a Type 2 Variance by a vote of 5-0-1.

MOTION: To recommend approval of a Development Order Abandonment of a Class A Conditional Use for a Type 1 Restaurant with Drive-through.

Motion carried by a vote of 5-0-1

Kern	Burke	Pavlik	Kelley	Caliendo	Scarborough	Brumfield	Beatty	Sowards
	Second			Moved				
Yes	Yes	Recused	Absent	Yes	Yes	Yes	Absent	Absent

Board Decision: Recommended Approval of a Development Order Abandonment by a vote of 5-0-1.

MOTION: To recommend approval of a Development Order Amendment to modify the Site Plan; add and delete square footage; and to add and delete uses, subject to the Conditions of Approval as indicated in Exhibit C-2.

Motion carried by a vote of 5-0-1

Kern	Burke	Pavlik	Kelley	Caliendo	Scarborough	Brumfield	Beatty	Sowards
	Second			Moved				
Yes	Yes	Recused	Absent	Yes	Yes	Yes	Absent	Absent

Board Decision: Recommended Approval of a Development Order Amendment by a vote of 5-0-1.

E. CORRECTIVE RESOLUTIONS

F. ABANDONMENTS

END OF CONSENT AGENDA

REGULAR AGENDA

- A. ITEMS PULLED FROM CONSENT**
- B. STATUS REPORTS**
- C. PREVIOUSLY POSTPONED ZONING APPLICATIONS**
- D. ZONING APPLICATIONS - NEW**

6. **Z-2021-00166** Title: an Official Zoning Map Amendment application of 15200 State Road 7 LLC by Urban Design Studio, Agent. Request: to allow a rezoning from the Agricultural Reserve (AGR) Zoning District to the Light Industrial (IL) Zoning District.
General Location: West side of State Road 7/US 441, approximately 0.28 miles south of Atlantic Avenue. **(Sunflower Light Industrial)** (Control 1999-30168)

Pages 151 - 166

Conditions of Approval Pages (157 - 157)

Project Manager: Brenya Martinez

Size: 8.19 acres ±

BCC District: 5

Staff Recommendation: Staff recommends approval of the request, subject to a Conditional Overlay Zone and the Conditions of Approval as indicated in Exhibit C.

MOTION: To recommend approval of an Official Zoning Map Amendment to allow a rezoning from the Agricultural Reserve (AGR) Zoning District to the Light Industrial (IL) Zoning District, subject to a Conditional Overlay Zone and the Conditions of Approval as indicated in Exhibit C.

Motion carried by a vote of 5-0-1

Kern	Burke	Pavlik	Kelley	Caliendo	Scarborough	Brumfield	Beatty	Sowards
	Second			Moved				
Yes	Yes	Recused	Absent	Yes	Yes	Yes	Absent	Absent

Board Decision: Recommended Approval of an Official Zoning Map Amendment by a vote of 5-0-1.

- E. SUBDIVISION VARIANCE**
- F. OTHER ITEMS**

END OF REGULAR AGENDA

COMMENTS

- A. COUNTY ATTORNEY**
- B. ZONING DIRECTOR**
- C. PLANNING DIRECTOR**
- D. EXECUTIVE DIRECTOR**
- E. COMMISSIONERS**

ADJOURNMENT 11:27 AM

ADJOURNMENT

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

LAST NAME—FIRST NAME—MIDDLE NAME <i>Pauline Cheryl Noel</i>	NAME OF BOARD, COUNCIL, COMMISSION, AUTHORITY, OR COMMITTEE <i>Zoning</i>
MAILING ADDRESS <i>263 159th Ct N.</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 Gardens PB</i>	NAME OF POLITICAL SUBDIVISION:
DATE ON WHICH VOTE OCCURRED <i>8-5-21</i>	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 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, Cheer Park, hereby disclose that on Aug 6, 2021:

(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:

2-2021-00166

URBAN DESIGN STUDIO HAS
Hired my company on another
project

8-6-21
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.

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

LAST NAME—FIRST NAME—MIDDLE NAME DAVID CHEEY NOEL	NAME OF BOARD, COUNCIL, COMMISSION, AUTHORITY, OR COMMITTEE Zoning
MAILING ADDRESS 2063 159th Ct N.	THE BOARD, COUNCIL, COMMISSION, AUTHORITY OR COMMITTEE ON WHICH I SERVE IS A UNIT OF: <input type="checkbox"/> CITY <input type="checkbox"/> COUNTY <input type="checkbox"/> OTHER LOCAL AGENCY
CITY COUNTY TALM BEACH GARDEN FL	NAME OF POLITICAL SUBDIVISION: _____
DATE ON WHICH VOTE OCCURRED 8-5-21	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 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.

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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, Chris Pavlin hereby disclose that on AUG 6, 2021:

(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, LEO A DALY;
- 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:

#2 V/ABN/DOA-2021-00425 - URBAN DESIGN STUDIO HAS HIRED MY COMPANY ON ANOTHER PROJECT

8.6.21
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.