

BOARD OF COUNTY COMMISSIONERS
Washington County, Florida
Board Meeting
1331 South Blvd., Chipley, FL 32428

DISTRICT 1	DISTRICT 2	DISTRICT 3	DISTRICT 4	DISTRICT 5
Alan Bush	Charles Kent	Tray Hawkins Chairman	Todd Abbott Vice-Chairman	Steve Joyner

I. CALL TO ORDER - Chairman Hawkins called to order the regular meeting of the Washington County Board of County Commissioners at 9:00 a.m. on October 24, 2019 at 1331 South Boulevard, Chipley, Florida. The invocation was given by Johnny Evans, which was followed by the pledge.

The following persons were present: Chairman Hawkins, Vice-Chairman Abbott, Commissioners Bush, Kent, and Joyner along with County Administrator Jeff Massey, County Attorney Milton, Fuqua & Milton, P.A., Lora C. Bell, Clerk of Court and Risha Brantley, Deputy Clerk.

II. PUBLIC HEARING

- Request a Special Exception for +/- 15-acres of a +/- 39.7-acre parcel of property located on Highway 79 West of Vernon to allow for the development of a campground/RV park within the Agriculture/Silviculture Future Land Use Map designation – Dawn McDonald, Senior Planner presented the above referenced special exception request. The final plans will be available after the applicant undergoes the major development review process.

Property owners were notified and a neighborhood meeting was held on September 26. Concerns that were expressed included transient population, permanent living at the campground, RV's using private driveways, pollution, water quality issues, pollution to Holmes Creek

and noise.

The proposed use of the campground meets the intended use, and adverse effects are not expected.

The applicant will follow the special exception process with a major development review, which will produce additional details regarding buffering, and setbacks.

The proposal is for 26 spaces, however there could be as many as 30.

Staff recommends approval as well as the Planning Commission at their meeting which was held on October 1.

Public Comment – Rebecca Wheeler expressed her opposition to the RV park and her concerns included the following: negative impacts on the environment, danger to the community due to the transient population, pollution, noise, light, endangered species, and identifying who is liable for damaged driveways.

She requested that the board votes no.

- Request that Section 10.05.02.N., entitled “Type XIII Special Exception” be removed from the county’s land development of one residential dwelling unit – Dawn McDonald, Senior Planner advised that the text removal request is one of the special exception processes. The portion of the code includes the requirement for a special exception approval for alcoholic beverages served by the drink in the general commercial future land use map district.

Staff doesn't find that the removal of the text amendment would result in any adverse impacts and it is consistent with the land development code and the comprehensive plan.

The text adjustment would not eliminate the requirement of the local and state review.

The staff recommends approval as well as the planning commission at their meeting held October 1.

- Request to Amend the Future Land Use designation of the property located on Clayton Road as identified as parcel 00-2514-0016, from agriculture/silviculture to low density residential for the intended development of one residential dwelling unit – Dawn McDonald, Senior Planner stated that the application was submitted by Nicholas and Julie Dillard for property located on Clayton Road. The application is to allow for the construction of one residential dwelling.

Property owners were notified by certified mail, signage was included on the property, and a neighborhood meeting was held which produced concerns about storm water runoff.

Staff finds that it is consistent with the allowable uses and density standards, consistent with the comprehensive plan and land development code and it is not expected to result in any adverse effects. The planning commission recommended approval at their meeting held on October 1.

III. ADOPT THE AGENDA – **Commissioner Abbott, Commissioner Bush**
(Motion Carried)

IV. ADOPT THE PREVIOUS MINUTES

- September 12, 2019 Tentative Budget Hearing
- September 19, 2019 Board Meeting
- September 24, 2019 Final Budget Hearing

Commissioner Abbott, Commissioner Joyner (Motion Carried)

V. NON-AGENDA AUDIENCE - Effective October 1, 2013, Florida Statute 286.0114 mandates that “members of the public shall be given a reasonable opportunity to be heard on a proposition before a Board or Commission.” Each individual shall have three (3) minutes to speak on the proposition before the Board.

- Joanne Mattox, 2940 Shoreline Drive requested direction from the board on the requirements for their community to get their road to standards in order for the road to be county maintained.

Mr. Evans has advised that he will grade the sand that is there for \$50.00. They would have to purchase a load of dirt, which has been researched to be \$288.00 per load.

As homeowners they should receive something from the county.

Johnny Evans informed the board that the road department will fix the first 50’ off the highway and the service for grading the private driveway will be done.

Commissioner Abbott commented that legally they can’t give dirt per Florida Statute. Every resident in Washington County has to have an equal

opportunity to have the dirt. If the road is maintained up to standard, he expressed his support.

Chairman Hawkins directed for contact information to be provided to Wendy White and the requirements to bring the road to standard will be provided to them in writing.

Commissioner Joyner informed Joanne Mattox that there are contractors that have dirt for a lower price.

At the request of Joanne Mattox, a list will be provided to her.

- Rebecca Wheeler expressed concern about two homes that didn't receive notice regarding the RV park. She requested that it be noted that she informed her neighbors, Kelly Morgan and Gene and Patty Davidson of the suggested upcoming property change.

VI. AGENDA ITEMS

- Presentation to Chipley High School Student Council for the Adoption of Brickyard Road – The board recognized the Chipley High School Student Council for adopting Brickyard Road, from Hwy. 277 to SR 77.

Elijah Hooks expressed thanks to the board on behalf of the student council.

- Request a Special Exception for +/- 15 acres of a +/- 39.7 – acre parcel of property located on Highway 79 West of Vernon to allow development of campground/RV park within the Agriculture/Silviculture Future Land Use Map designation – Dawn McDonald, Senior Planner – **Commissioner**

Abbott, Commissioner Bush (Motion Carried 5-0)

Commissioner Joyner commented regarding the special exception based on his personal experience. Staying at an RV park has been a positive thing in which money is spent doing so, which means revenue. The ability to sleep at an RV park has personally never been an issue.

The rules included in the special exception for the RV park specify a limit of three weeks to stay at the park.

Commissioner Bush commented that normally shut down time in the parks are 10:00 p.m.

County Attorney Milton informed that this is not the end of the process. The development order process remains.

- Request that Section 10.05.02N., entitled “Type XIII Special Exception” be removed from the County’s Land Development Code – Dawn McDonald, Senior Planner – **Commissioner Bush, Commissioner Kent (Motion Carried)**
- Request to Amend the Future Land Use Amendment on Clayton Road as identified as parcel 00-2514-0016, from Agriculture/Silviculture to Low Density Residential for the intended development of one residential dwelling unit – Dawn McDonald, Senior Planner – **Commissioner Abbott, Commissioner Kent (Motion Carried)**
- Request to adopt changes to 2019 – 2020 EMPA Agreement – Lynne Abel, Public Safety Director informed the board of the following changes:

- Attachment E – Response Capability – The requirement to provide contact information on logistics and many more was deleted
- Location and Attribute information for public safety and emergency service stations was changed to EMS Stations, EOC, and call centers

Commissioner Abbott, Commissioner Kent (Motion Carried to accept the changes to the 2019 – 2020 EMPA Agreement.

- 2019 Comprehensive Emergency Management Plan – Lynne Abel, Public Safety Director informed the board of the following changes:
 - Chapter 27 P-6.0023 of the Florida Administrative Codes requires that all 67 counties have a comprehensive emergency management plan. The 2019 plan was prepared by staff at Emergency Management and has been approved by the state.

Approval of the 2019 Comprehensive Emergency Management Plan is requested via resolution. Commissioner Abbott, Commissioner Joyner

County Attorney Milton read the resolution.

Commissioner Abbott amended his previous motion and offered a motion, which was seconded by Commissioner Joyner and carried to approve the resolution as read by Attorney Milton.

- Reappointment of Seats #1, #4, and #7 of the Tourist Development Council for a term of four years – Heather Lopez, TDC Director recommended approval of the following for a 4-year term: seat #1, Charles Kent, Elected Official, seat #4, Ted Everett, Bed Tax Collector, and seat #7, Bill Maphis, Tourism Industry. – **Commissioner Bush,**

Commissioner Abbott (Motion Carried)

- Memorandum of Understanding Between Washington County Board of County Commissioners and UF/IFAS Extension – Julie Dillard, County Extension Director recommended approval of the above referenced agreement. – **Commissioner Abbott, Commissioner Joyner (Motion Carried)**
- Physician Service Agreement – Chairman Hawkins advised that he will abstain from voting on the agreement due to his wife working with Dr. Ward on occasion. *Form 8B is included following the minutes.*

County Attorney Milton updated the board. The history has been Dr. Ward there was no retainer active and payment was made per service.

Wendy White informed the board that surrounding counties are paying upwards of \$6,000.00 per month and have turned to hiring a full time physician because of the expense. Jackson, and Walton county were contacted for this information.

Aaron Dudley informed the board last year the 1099 for Dr. Ward was \$5,000.00.

The agreement will allow for a specific number of visits per week.

Chairman Hawkins informed the board that the agreement referenced includes a \$2,000.00 monthly retainer and \$120.00 per patient.

County Attorney Milton informed the board that the agreement

includes 24-hour health coverage for medical issues.

County Administrator Massey informed the board the agreement is for 6-months.

Commissioner Abbott offered a motion, seconded by Commissioner Joyner and carried to approve the 6-month agreement with Samuel Ward to provide inmate medical service for Washington County.

County Attorney Milton informed the board that the termination clause is 90-days without cause and immediate termination for cause.

The motion carried 3 to 1, with Chairman Hawkins abstaining and Commissioner Bush voting no.

The board agreed to revisit the agreement at a workshop.

- Lifting of Burn Ban – Todd Abbott, Vice-Chairman informed the board that he has received a lot of contact from residents that would like to burn since the area has received 5' of rain.

The board held discussion regarding the burn ban.

County Attorney Milton read the resolution to lift the burn ban.

Commissioner Abbott offered a motion, seconded by Commissioner Bush and carried to lift the burn ban via resolution.

Chairman Hawkins suggested to have someone from the forestry department at an upcoming workshop to discuss any future burn bans, and to make sure the forestry department has the ability to issue burn permits after assessing the property.

- Tow Truck Fee Schedule Discussion – Chairman Hawkins informed that this item will require an ordinance.
- Ovid Road – This item will be brought back before the board at a later time.
- Funeral Home Cost of Services – This item will be brought back before the board at a later time.

VII. FEMA COORDINATOR – Chairman Hawkins provided an update. Per a recent meeting on the federal level with FEMA and a meeting with DEM and FEMA on the state level with Tom McCool, Florida Director of FEMA on the federal side. \$1,161,406.03 will be in the coffers within 30 – 45 days from the old money with the remaining to be in by Christmas, except about \$500,000.00 on four project that are listed as critical need projects.

The road, culvert, and debris projects have been moved based on section 428, which allows upfront money for the \$38,000,000.00, which should be in the coffers around March.

If a project goes over the allotted money the county has the responsibility of the overage, however if the project is under the allotted funds, the funds can be used on another section.

Chairman Hawkins directed that any updates on FEMA be sent to all the commissioners.

VIII. PUBLIC WORKS DIRECTOR – Johnny Evans addressed the board.

- The flat bed previously approved will be delivered today.
- Discussion on Dublin Road – The Carol family are the property owners at 948 Dublin Road. They own from where Dublin Road makes the curve back toward their house and they have requested that public access be prohibited on the driveway.

There will not be any affected property owners; no land owner will be land locked.

The county milled the road in addition of 15 years ago, however it is truly a driveway. The county didn't have an easement when it was milled.

County Attorney Milton informed the board that if the county constructed it or maintained it there is potentially prescriptive road there. The normal abandonment process should be done.

Johnny Evans informed the board that there isn't a road name. It is 948 Dublin Road.

This item will be readdressed at the workshop.

- The chip and seal is complete on Oswald, Jones Court, and Sleepy Hollow.

Randy Shane is working on a bid package for chip and seal. Once it is received it will be forwarded to the county attorney for review.

IX. COUNTY ENGINEER – Cliff Knauer addressed the board.

- Culpepper Landing – Chairman Hawkins requested that it be advertised that the landing will be open until further notice.

County Engineer Knauer addressed the board. FBIP has committed \$134,122.00 which was supposed to be 75% of the project. The Board of County Commissioners committed the other 25% from the fishing license fee, which was \$33,530.00.

The bids received were from Gum Creek Farms for \$430,015.75, Hall Contracting for \$486,420.00, and C.W. Roberts for \$613,641.75.

Item # 5 – Construct Timber Boardwalk and Loading Dock – The pricing on this item is extremely high with the highest being \$171.00 per square foot and the lowest \$95.00. The price for paving is also high.

Commissioner Bush offered a motion, seconded by Commissioner Abbott and carried to reject all bids for the Culpepper Landing Project as recommended by County Engineer Knauer.

Commissioner Bush commented that he supports adding additional county funding to the project.

Chairman Hawkins directed that they adjust the items included and

bid it out again.

- Brickyard Road Project – DOT has approved funding for the project, which is from CR 277 to Orange Hill Highway.

Commissioner Bush offered a motion, seconded by Commissioner Kent and carried to proceed with the design based on the funding that DOT has allocated for it.

Chairman Hawkins suggested that the work be done during the summer.

Commissioner Kent suggested to look into a design that would clear the congestion.

County Engineer Knauer suggested that timing is a big factor. The school board will be included in future discussions regarding ways to relieve the congestion.

- Roof RFP – The specs have been put together for the roof at the ag center. Once the county attorney reviews them and gives approval the next step is advertising.

Commissioner Joyner offered a motion, seconded by Commissioner Kent and carried to issue a request for proposals on the attorney's recommendation for the roof at the ag center.

- Old Bonifay and Cope Road – Comments have been received on both and have been addressed and plan details that were requested by

DOT are being worked on. The plan is to proceed with Old Bonifay next week and the following week Cope.

Commissioner Kent offered a motion, seconded by Commissioner Abbott and carried to proceed with the advertisement for construction on Cope Road and Old Bonifay once DOT accepts all the responses and issues a release to proceed with construction.

County Engineer Knauer addressed the board regarding the following:

- Buckhorn Boulevard – Currently working on right-of-way.
- Bonnet Pond – This project is currently under construction.
- Washington and Hartford – Both roads have platted right-of-way. At the end of Hartford, before it meets Washington there is curve that needs to be straightened out.
- Bonnet Pond – The contractor has proposed to purchase dirt from the Mud Hill Pit at \$2.50 per yard if the county loaded it and \$1.50 if he loaded it. Roughly 20,000 yards is needed. There is also the option to make a trade.

Johnny Evans informed the board the dirt that the contractor needs from Mud Hill Pit can't be used on the roads.

Commissioner Abbott offered a motion, seconded by Commissioner Joyner and carried to sell Roberts and Roberts dirt out of the Mud Hill Pit for \$2.00 per yard up to 20,000 yards for the Bonnet Pond Road Project.

- Legislative Projects – County Engineer Knauer informed the board the

projects aren't officially submitted until they are done so online.

- Piercy Property – The plans were submitted to the planning department around October 10/11, and a public hearing has been scheduled for November 11 for the neighborhood meeting.

X. COUNTY ADMINISTRATOR

Steve Healis, MSBU Director addressed the board. At the intersection of Elkam and Deltona street lights have been installed. A light has also been installed at Newcomb and Viking.

The MSBU Board voted to rebuild 7 solar street lights for \$20,126.93.

Commissioner Bush offered a motion, seconded by Commissioner Abbott and carried to replace 7 solar street lights in Sunny Hills for \$20,126.93 per MSBU Board vote.

Steve Healis informed the board that he has been working with BEI from the beginning of the project.

Chairman Hawkins requested Steve Healis reach out to other contractors that provide the service and the solar lights will be addressed at the November workshop.

The motion died with all opposed.

Steve Healis informed the board that he contacted US Water regarding a couple of fire hydrants that aren't working. A quote to install the fire hydrants has been provided for \$6,500.00. One will be put on Davenport and the location will be decided based on the suggestions of Mr. Weekly,

and Mr. Kerr.

Commissioner Bush offered a motion, seconded by Commissioner Abbott and carried to accept the quote from US Water for \$6,500.00 to replace fire hydrants in Sunny Hills.

Steve Healis requested approval of Scott Parish to be the 5th member on the MSBU Board. **Commissioner Joyner, Commissioner Abbott (Motion Carried)**

Steve Healis informed the board that they would like to address nine dead pine trees that are in the median, along with two additional trees.

Steve Healis was directed to work with County Administrator Massey.

County Administrator Massey informed the board that they have received a grant to update the console and equipment in the dispatch office. It has been requested of the board to approve to surplus the old equipment and donate it to Liberty County per their request.

Commissioner Abbott offered a motion, seconded by Commissioner Kent and carried to surplus the dispatch equipment.

County Administrator Massey requested approval of a resolution for the bridge over Hard Labor.

Commissioner Abbott offered a motion, seconded by Commissioner Kent and carried to approve the resolution for the bridge over Hard Labor.

County Administrator Massey informed the board that a meeting will be held November 13 at 5:30 p.m. at the county annex regarding the Hazard Mitigation Property Buyout Program.

Lynne Abel informed the board that the money has not been secured at this time.

Karen Shaw informed the board that they need to know how much to apply for.

County Administrator Massey requested Darrin Wahl be appointed to the planning commission per a letter received from Commissioner Kent.

Commissioner Abbott, Commissioner Joyner (Motion Carried)

County Administrator Massey informed the board that the Town of Caryville has requested that the lease between the county and the Town of Carville be relinquished by the county in order to allow them to make necessary repairs to the facility. The fire house in Caryville has been vacated due to lack of staff, and Hinson Crossroads and Five Points have been covering the calls in the area.

Commissioner Abbott offered a motion, seconded by Commissioner Kent and carried to relinquish the lease to the Town of Caryville for the fire department.

County Administrator Massey informed the board they have been in the process of working on a restrictive covenant after the Chipley Landfill is closed out. As part of that there is 15 acres that adjoin the property that is

owned by Anderson Columbia. There are monitoring wells there and it is a part of the covenant. In order to submit to the state that property has to be included. Anderson Colombia is willing to deed the property over to the county as long as the county covers the expense of an appraisal.

County Engineer Knauer informed the board that a phase I has already been done on it.

Commissioner Abbott offered a motion, seconded by Commissioner Joyner and carried to pay for the appraisal for the above mentioned 15 acres adjoining the Chipley Landfill.

County Engineer Knauer informed the board that new quotes will be obtained for closing and capping the wells and the survey and the storm water, which are required for closing the landfill.

The Army Core is requiring that .08 acres of mitigation credits be purchased as part of them issuing the permit for Old Bonifay Road. The cost is \$75,000.00 per credit. The credits have to be purchased within 30-days of construction.

- XI. CLERK – Clerk Bell addressed the board.
 - September 2019 Vouchers totaling \$1,902,580.13 – **Commissioner Kent, Commissioner Bush (Motion Carried)**
- XII. COUNTY ATTORNEY – Attorney Fuqua informed the board the ethics training has been scheduled for November 15, 2019 at 8:00 a.m. on Penn Avenue, Marianna, Florida.

Attorney Milton addressed the board regarding a resolution to clarify

waiving the impact fee for residential that was voted on May 2019. The resolution would be in effect from May 15, 2019 – May 14, 2020. Without further action after this period the fees will be reinstated.

Commissioner Abbott offered a motion, seconded by Commissioner Bush and carried to approve of the resolution waiving impact fees for residential for the period referenced above.

XIII. ADJOURN – Commissioner Abbott offered a motion to adjourn.

Deputy Clerk Brantley

Date Board Approved

FORM 8B MEMORANDUM OF VOTING CONFLICT FOR COUNTY, MUNICIPAL, AND OTHER LOCAL PUBLIC OFFICERS	
LAST NAME—FIRST NAME—MIDDLE NAME <i>Hawkins</i>	NAME OF BOARD, COUNCIL, COMMISSION, AUTHORITY, OR COMMITTEE <i>Washington County BCC</i>
MAILING ADDRESS <i>1331 South Blvd</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 <i>Chipley</i>	COUNTY <i>Washington</i>
DATE ON WHICH VOTE OCCURRED <i>10/24/19</i>	NAME OF POLITICAL SUBDIVISION
	MY POSITION IS <input checked="" type="checkbox"/> ELECTIVE <input 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 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, _____, hereby disclose that on October 24, 2019.

(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:

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.

October 24, 2019
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.