



MINUTES
ISLAMORADA, VILLAGE OF ISLANDS
REGULAR VILLAGE COUNCIL MEETING

Founders Park Community Center

Thursday, June 23, 2022

5:30PM

I. CALL TO ORDER / ROLL CALL

Mayor Pete Bacheler called the meeting to order at 5:30 p.m. Village Clerk Marne McGrath called the roll with the following Councilmembers being present on roll call: Mayor Pete Bacheler, Vice Mayor Henry Rosenthal, Councilman Mark Gregg, Councilman Buddy Pinder, and Councilman David Webb.

II. PLEDGE OF ALLEGIANCE

Councilman Mark Gregg led the Pledge of Allegiance.

III. AGENDA: Requests for Deletion / Emergency Additions

- Removed TAB 8
- Removed TAB 25
- Added discussion on the Fills
- Added report on bus stops
- Added presentation by Michael Cunningham of AHEC
- Deferment of any vote on TAB 2
- Moved Waste Management Cost Adjustment Request to be heard before the GrayRobinson presentation

IV. REPORTS, PRESENTATIONS AND ANNOUNCEMENTS

MCSO Captain Derek Paul introduced Lt. Charlene Sprinkle.

Kylie Smith & Michael Goldberg presented the I-Care Coral Restoration Project Update. **TAB 1**

6:05 p.m. Andy Newman reported on activities of the Monroe County Tourist Development Council.

6:22 p.m. Rob Dixon spoke on the Alligator Reef Lighthouse preservation efforts.

6:29 p.m. Greg Sullivan presented the Waste Management Cost Adjustment Request. **TAB 2**

6:34 p.m. Ryan Matthews and Joseph Salzverg from GrayRobinson reported on their services.

V. PUBLIC COMMENT – (This is general public comment. It provides an opportunity for the public to speak about matters not scheduled elsewhere on the agenda. The mayor opens public comment on agenda items throughout the meeting.)

7:16 p.m. Speakers included Van Cadenhead, Sue Miller, Joe Wischmeier, Tom Raffanella, Angel Borden, and Elizabeth Jolin.

7:44 p.m. Michael Cunningham, Keys Area Health Education Center Inc. (AHEC), asked Council for funding support for the health center, noting the request for state funding was not included in the State's proposed budget.

Discussion ensued about creating a policy and process for evaluating funding requests from 501C3 non-profits.

Mr. Cunningham noted he could provide financials by the next day. Councilman Mark Gregg asked a condition to be added that the Village be provided documentation by the county for the Finance Director to review before finalizing the payment.

Angel Borden and Van Cadenhead provided public comment.

Vice Mayor Henry Rosenthal moved to conditionally fund AHEC for \$50,000 pending authorization from the manager, seconded by Councilman Buddy Pinder.

AYES: Vice Mayor Henry Rosenthal, Councilman Buddy Pinder, Councilman Mark Gregg, Councilman David Webb, Mayor Pete Bacheler

NAYS: None

Motion passes 5-0.

VI. CITIZENS' ADVISORY COMMITTEE UPDATES

Land Acquisition Citizens Advisory Committee

8:08 p.m. John Kocol reported on the Committee's recent activities and suggested Council add items of priority for the committee to add to its scope. Mr. Kocol distributed a funding request to Council, which proposed FY 2021-2022 funding of 25% of the Unassigned General Fund (\$2,412,500), 25% of the Capital Projects Fund (\$512,000) and 25% of the Stewardship Act Funds (\$875,000) for a total funding request of \$3,800,000 to allocate to the Land Acquisition Advisory Committee to subsidize its work.

The consensus of Council was to consider funding the Land Acquisition Advisory Committee as part of the budget process.

Mayor Pete Bacheler opened public comment at 8:39 p.m.

Van Cadenhead, Ed Davidson, Deb Gillis, Sue Miller, and Angel Borden provided public comment.

Mayor Pete Bacheler closed public comment at 8:50 p.m.

VII. CONSENT AGENDA

8:53 p.m. June 2, 2022 Regular Village Council Minutes

TAB 3

Angel Borden noted that public comment on Tab 11 indicated that she supported eliminating lobbyists and she clarified that was not her position.

Approval of minutes was directed to reflect Ms. Borden's clarification.

Councilman David Webb moved to approve with corrections, Councilman Mark Gregg seconded.

AYES: Councilman David Webb, Councilman Mark Gregg, Councilman Buddy Pinder, Vice Mayor Henry Rosenthal, Mayor Pete Bacheler

NAYS: None

Motion passes 5-0.

VIII. ORDINANCES

A. 9:02 p.m. First Reading: Ordinance Providing for an Increase in Council Compensation and Submitting the Proposed Increase to the Electors for Approval

TAB 4

Mayor Pete Bacheler opened public comment.

Van Cadenhead provided his comments.

Mayor Pete Bacheler closed public comment at 9:07 p.m.

Councilman Mark Gregg made a motion to approve. Mayor Pete Bacheler seconded the motion.

AYES: Councilman Mark Gregg, Mayor Pete Bacheler, Councilman Buddy Pinder, Vice Mayor Henry Rosenthal

NAYS: Councilman David Webb

Motion passes 4-1

B. First Reading: Ordinance Amending Chapter 22 "Housing," of the Village Code of Ordinances at Article I "In General" to Create Section 22-1 to Require Fair Notice Of Termination and Rent Increase for Residential Tenancies

TAB 5

Mayor Pete Bacheler opened public comment at 9:13 pm

Deb Gillis asked for clarification.

Councilman Mark Gregg confirmed Section 21-1 (b) Notice of Termination would be removed.

Mayor Pete Bacheler closed public comment at 9:14 p.m.

Councilman David Webb made a motion to approve as amended. Mayor Pete Bacheler seconded the motion.

AYES: Councilman David Webb, Mayor Pete Bacheler, Councilman Mark Gregg, Councilman Buddy Pinder, Vice Mayor Henry Rosenthal

NAYS: None

Motion passes 5-0.

C. Second Reading: Ordinance Amending the Comprehensive Plan to Add a Property Rights Element **TAB 6**

Mayor Pete Bacheler opened and closed public comment at 9:15 pm as there was no one wishing to speak.

Councilman Mark Gregg made a motion to approve. Councilman David Webb seconded the motion. Motion passes 5-0.

AYES: Councilman Mark Gregg, Councilman David Webb, Councilman Buddy Pinder, Vice Mayor Henry Rosenthal, Mayor Pete Bacheler

NAYS: None

Motion passes 5-0.

XI. QUASI-JUDICIAL (NONE)

X. RESOLUTIONS

A. Resolution Terminating the Professional State Lobbying Consulting Services Agreement with Peebles, Smith & Matthews, Inc. **TAB 7**

At the suggestion of incoming Village Manager Ted Yates the resolution was amended to provide 60 days' notice, rather than 30 as noted in the Council Communication.

Mayor Pete Bacheler opened public comment at 9:24 p.m.

Speakers included Van Cadenhead, Deb Gillis, Sue Miller, Angel Borden, and Ed Davidson.

Mayor Pete Bacheler closed public comment at 9:30pm

Councilman David Webb made a motion to approve as amended. Mayor Pete Bacheler seconded the motion.

AYES: Councilman David Webb, Mayor Pete Bacheler, Councilman Mark Gregg, Councilman Buddy Pinder, Vice Mayor Henry Rosenthal

NAYS: None

Motion passes 5-0.

- B.** Approval of Professional State Lobbying Services Agreement with GrayRobinson, P.A.

TAB 8

The item was removed from the agenda.

- C.** Resolution Accepting Grant Award from the Florida Department of Environmental Protection Through the Resilient Florida Grant Program for the Founders Park Breakwater Restoration Project

TAB 9

Mayor Pete Bacheler opened public comment at 9:35 p.m.

There being no one wishing to speak Mayor Pete Bacheler closed public comment at 9:35 p.m.

Councilman David Webb made a motion to approve. Mayor Pete Bacheler seconded the motion.

AYES: Councilman David Webb, Mayor Pete Bacheler, Councilman Mark Gregg, Councilman Buddy Pinder, Vice Mayor Henry Rosenthal

NAYS: None

Motion passes 5-0.

- D.** Resolution Approving Subaward and Grant Agreement Between the Village and the Florida Division of Emergency Management for Floodproofing Fire Station 19 and Fire Station 21

TAB 10

Mayor Pete Bacheler opened public comment at 9:38 p.m.

There being no one wishing to speak Mayor Pete Bacheler closed public comment at 9:38 p.m.

Councilman Buddy Pinder made a motion to approve. Councilman Mark Gregg seconded the motion.

AYES: Councilman Buddy Pinder, Councilman Mark Gregg, Councilman David Webb, Vice Mayor Henry Rosenthal, Mayor Pete Bacheler

NAYS: None

Motion passes 5-0.

- E.** Resolution Approving Work Authorization No. 7 with Wood Environment & Infrastructure Solutions, Inc. for Roadway Assessment Management Services

TAB 11

Mayor Pete Bacheler opened public comment at 9:41 p.m.

There being no one wishing to speak Mayor Pete Bacheler closed public comment at 9:41 p.m.

Councilman Mark Gregg made a motion to approve. Mayor Pete Bacheler seconded the motion.

AYES: Councilman Mark Gregg, Mayor Pete Bacheler, Councilman Buddy Pinder, Councilman David Webb, Vice Mayor Henry Rosenthal

NAYS: None

Motion passes 5-0.

F. Resolution Approving Agreement with Holiday Lightscares Inc., for the Installation, Maintenance, Service and Removal of Holiday Decorations (December 2022 Season) **TAB 12**

Mayor Pete Bacheler opened public comment at 9:46pm

Speakers included Sandy Bisceglia, Van Cadenhead, and Deb Gillis.

Moved by Mark Gregg, second by Pete Bacheler, to extend the meeting for half an hour at 9:56 p.m.

Mayor Pete Bacheler closed public comment at 9:56 p.m.

Councilman David Webb made a motion to approve. Mayor Pete Bacheler seconded the motion.

AYES: Councilman David Webb, Mayor Pete Bacheler, Councilman Mark Gregg, Councilman Buddy Pinder, Vice Mayor Henry Rosenthal

NAYS: None

Motion passes 5-0.

G. Resolution to Adopt FY 2021-2022 Budget Amendment

TAB 13

Mayor Pete Bacheler opened public comment at 10:02 p.m.

There being no one wishing to speak Mayor Pete Bacheler closed public comment at 10:02 p.m.

Councilman Mark Gregg made a motion to approve. Councilman David Webb seconded the motion.

AYES: Councilman Mark Gregg, Councilman David Webb, Councilman Buddy Pinder, Vice Mayor Henry Rosenthal, Mayor Pete Bacheler

NAYS: None

Motion passes 5-0.

H. Resolution Approving Amendment Two to Agreement with Transportation Solutions and Lighting, Inc. and Islamorada, Village of Islands for Design and Installation of Lighting System at the Arts and Cultural District

TAB 14

Mayor Pete Bacheler opened public comment at 10:05pm

Van Cadenhead provided comment.

Mayor Pete Bacheler closed public comment at 10:06 p.m.

Councilman Buddy Pinder made a motion to approve. Mayor Pete Bacheler seconded the motion.

AYES: Councilman Buddy Pinder, Mayor Pete Bacheler, Councilman Mark Gregg, Councilman David Webb, Vice Mayor Henry Rosenthal

NAYS: None

Motion passes 5-0.

I. Warranty Deed for the Conveyance of a Land Dedication Application of Harborgate, LLC for Property Located at 30 Flamingo Hammock Rd with RE#: 00403041-003000 for Building Permit #PRSFC202100870

TAB 15

It was clarified that Tabs 15 – X would be discussed together but voted on separately.

Councilman Mark Gregg indicated that he would abstain from the vote as his name was on the BPAS list but noted he would be participating in the discussion. He referenced Sec. 30-1612 of the Village Code of Ordinances concerning habitat and protected species maps.

10:26 p.m. Councilman David Webb made a motion to extend the meeting until 11:00 p.m.

James White of Weiss Serota suggested that all BPAS applications should have an environmental assessment to go with their deed or review.

Mayor Pete Bacheler opened and closed public comment at 10:44pm

There being no one wishing to speak Mayor Pete Bacheler closed public comment at 10:44 p.m.

10:45 p.m. James White of Weiss Serota recommended additional resolution language to be added to Section 1. Acceptance of Land Dedication: "in substantial compliance with the attached warranty deed, to further provide for appropriate Village officials to execute any additional documents necessary to accept the warranty deed."

Mayor Pete Bacheler reopened public comment at 10:47 p.m.

Speakers included Deb Gillis, George Perez, and Angel Borden.

Mayor Pete Bacheler closed public comment at 10:52 p.m.

Councilman David Webb made a motion to approve as amended to add verbiage as stated by Attorney James White. Mayor Pete Bacheler seconded the motion.

AYES: Councilman David Webb, Mayor Pete Bacheler, Councilman Buddy Pinder, Vice Mayor Henry Rosenthal

NAYS: None

ABSTAIN: Councilman Mark Gregg

Motion passes 4-0.

- J.** Warranty Deed for the Conveyance of a Land Dedication Application of Harborage, LLC for Property Located at 31 Flamingo Hammock Rd with RE#: 00403041-003100 for Building Permit #PRSFC202100678

TAB 16

Mayor Pete Bacheler made a motion to approve as amended to add verbiage as stated by Attorney James White. Councilman Buddy Pinder seconded the motion.

AYES: Mayor Pete Bacheler, Councilman Buddy Pinder, Councilman David Webb, Vice Mayor Henry Rosenthal

NAYS: None

ABSTAIN: Councilman Mark Gregg

Motion passes 4-0.

- K.** Warranty Deed for the Conveyance of a Land Dedication Application of George Perez for Property Located at 186 Fontaine Dr RE#: 00433010-000000 for Building Permit #PRSFC201800385

TAB 17

Councilman David Webb made a motion to approve as amended to add verbiage as stated by Attorney James White. Mayor Pete Bacheler seconded the motion.

AYES: Councilman David Webb, Mayor Pete Bacheler, Councilman Buddy Pinder, Vice Mayor Henry Rosenthal

NAYS: None

ABSTAIN: Councilman Mark Gregg

Motion passes 4-0.

- L.** Warranty Deed for the Conveyance of Land Dedication of Samurai Conchstruction, LLC, For Property Located in Plantation Beach (Lot 4, Block 3)

TAB 18

Councilman David Webb made a motion to approve as amended to add verbiage as stated by Attorney James White. Councilman Buddy Pinder seconded the motion.

AYES: Councilman David Webb, Councilman Buddy Pinder, Mayor Pete Bacheler, Vice Mayor Henry Rosenthal

NAYS: None

ABSTAIN: Councilman Mark Gregg

Motion passes 4-0.

M. Warranty Deed for the Conveyance of Land Dedication Application of L12 B7 **TAB 19**
Sunshine Estates LLC for Property Located at 180 Bougainvillea St with
RE#: 00428660-000000 for Building Permit #PRSFC202101705

Councilman David Webb made a motion to approve as amended to add verbiage as stated by Attorney James White. Mayor Pete Bacheler seconded the motion.

AYES: Councilman David Webb, Mayor Pete Bacheler, Councilman Buddy Pinder, Vice Mayor Henry Rosenthal

NAYS: None

ABSTAIN: Councilman Mark Gregg

Motion passes 4-0.

N. Warranty Deed for the Conveyance of Land Dedication Application of Lazaro & **TAB 20**
Marialina Martinez for Property Located at 312 North Dr with
RE#: 00093420-000701 for Building Permit #PRSFC202100516

Councilman David Webb made a motion to approve as amended to add verbiage as stated by Attorney James White. Councilman Buddy Pinder seconded the motion.

AYES: Councilman David Webb, Councilman Buddy Pinder, Mayor Pete Bacheler, Vice Mayor Henry Rosenthal

NAYS: None

ABSTAIN: Councilman Mark Gregg

Motion passes 4-0.

O. Warranty Deed for the Conveyance of Land Dedication by Application of Catch **TAB X**
N Release LLC for Property Located at 106 Palm Lane with RE#: 00413580-000000
For Building Permit #PRSFC202000634

Councilman David Webb made a motion to approve as amended to add verbiage as stated by Attorney James White. Mayor Pete Bacheler seconded the motion.

AYES: Councilman David Webb, Mayor Pete Bacheler, Councilman Buddy Pinder, Vice Mayor Henry Rosenthal

NAYS: None

ABSTAIN: Councilman Mark Gregg

Motion passes 4-0.

XI. MOTIONS (NONE)

XII. MAYOR / COUNCIL COMMUNICATIONS

A. Council Business Interest Disclosures

TAB 21

Councilman David Webb moved to table, Councilman Buddy Pinder seconded the motion.

Councilman David Webb made a motion to extend the meeting to 11:15 p.m. Councilman Mark Gregg seconded the motion.

XIII. VILLAGE ATTORNEY / VILLAGE MANAGER COMMUNICATIONS

A. FY 2022-2023 Budget Calendar

TAB 22

Acting Village Manager Maria Bassett summarized the proposed dates for the fiscal year 2022-2023 budget calendar.

Mayor Pete Bacheler opened public comment at 10:59 p.m.

There being no one wishing to speak Mayor Pete Bacheler closed public comment at 10:59 p.m.

Councilman Mark Gregg made a motion to extend the meeting to 11:20 p.m.

B. Update on FDOT Public Transit Grant for Freebee Services

TAB 23

Acting Village Manager Maria Bassett provided an update noting the grant process for FY2024 funding was beginning. She noted that an expansion of service would give the Village the best opportunity to be awarded the grant and that we hadn't changed the hours but did adjust the schedule. If we pull the application the Village will have to fund the program, and any acceptance of the grant, should it be awarded, would require Council approval.

Mayor Pete Bacheler opened public comment at 11:04 p.m.

Speakers included Sue Miller, Deb Gillis, and Angel Borden.

Mayor Pete Bacheler closed public comment at 11:10 p.m.

The consensus of Council was to leave the application as it is.

C. Request for Direction Regarding Sutphen Ladder Truck Purchase

TAB 24

11:11 p.m. Terry Abel summarized the proposed request to replace aging aerial equipment. Monroe County had a demo unit that would be available during this fiscal year but had not previously been budgeted.

Mayor Pete Bacheler opened public comment at 11:17 p.m.

There being no one wishing to speak Mayor Pete Bacheler closed public comment at 11:17 p.m.

The consensus of Council was to move forward at the next meeting.

D. Request to Revise Rates in Section 50-100, Regulation of Wrecker Operators

TAB 25

The item was removed from the agenda.

A. Report on Bus Stops

Acting Village Manager Maria Bassett reported that staff had begun the process and DPW Director AJ Engelmeyer would bring forward at the next meeting.

Deb Gillis provided comment.

B. Fills Discussion

Vice Mayor Henry Rosenthal noted he was not prepared to move forward at this time.

XIV. ADJOURNMENT – 11:23 p.m.

Vice Mayor Henry Rosenthal made a motion to adjourn. Councilman Buddy Pinder seconded the motion.



Marne McGrath, Village Clerk

Archived video of meeting:

<https://view.earthchannel.com/PlayerController.aspx?PGD=ismrada&eID=478>

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

LAST NAME—FIRST NAME—MIDDLE NAME Gregg Mark H		NAME OF BOARD, COUNCIL, COMMISSION, AUTHORITY, OR COMMITTEE Village Council, Islamorada, Village of Islands	
MAILING ADDRESS 189 East Ridge Road		THE BOARD, COUNCIL, COMMISSION, AUTHORITY OR COMMITTEE ON WHICH I SERVE IS A UNIT OF:	
CITY Islamorada	COUNTY Monroe	☒ CITY ☐ COUNTY ☐ OTHER LOCAL AGENCY	
DATE ON WHICH VOTE OCCURRED		NAME OF POLITICAL SUBDIVISION: Islamorada, Village Council	
		MY POSITION IS: ☒ ELECTIVE ☐ 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, Mark H. Gregg, hereby disclose that on June 23, 20 22 :

(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:

Tabs 15 to 20 inclusive, and Tab X shown on the agenda for the June 23, 2022 Islamorada Village Council Meeting proposed a lot dedication for the Islamorada BPAS program. I have an application in the BPAS program as well as my relatives Jocelyn and Brian Tiedemann.

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.

June 24, 2022

Date Filed

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.