

Action Minutes - Final

Historic Architectural Review Commission

ADA Assistance: It is the policy of the City of Key West to comply with all requirements of the Americans with Disabilities Act (ADA). Please call the TTY number 1-800-955-8771 or for voice 1-800-955-8770 or the ADA Coordinator at 305-809-3811 at least five business days in advance for sign language interpreters, assistive listening devices, or materials in accessible format.

FOR VISUAL PRESENTATIONS: For City Commission meetings the City Clerk's Office will need a copy of all presentations for the agenda at least 7 days before the meeting.

Call Meeting to Order - 5:00 P.M.

Roll Call

 Absent
 1 Commissioner Oropeza

 Present
 6 Commissioner Green, Commissioner Moody, Commissioner Nations, Commissioner Osborn, Commissioner Perez, and Chairman Burkee

Pledge of Allegiance to the Flag

Approval of Agenda

The agenda was unanimously approved including the request to withdraw Items 6 & 7.

Administering the Oath by the Clerk of the Commission

Approval of Minutes

May 27, 2025

Attachments: Minutes

A motion was made by Commissioner Green, seconded by Commissioner Moody, to approve the Minutes. The motion passed by unanimous vote.

HARC Planner's Report

City Attorney's Report

Old Business

3

4

Two new carports at front and side of property over existing parking spaces - **1218 Duval Street - Moshe Gvili** (C2025-0005)

Attachments: *Large Item* 1218 Duval Street

A motion was made by Commissioner Green, seconded by Commissioner Osborn, that the Item be Denied based on cited Guidelines, specifically Guideline 5 (page 40) and Guideline 10 (38-k). The motion carried by the following vote:

Absent: 1 - Commissioner Oropeza

Second Reading - Demolition of historic one-story wood-frame residential structure, decks, walkways, and pool - **1222 Seminary Street - Sandbar Design Studio, Inc** (C2025-0036)

Attachments: *Large Item* 1222 Seminary Street - Demolition

A motion was made by Commissioner Moody, seconded by Commissioner Osborn, that the Item be Approved. The motion carried by the following vote:

- Absent: 1 Commissioner Oropeza
 - Yes: 6 Commissioner Green, Commissioner Moody, Commissioner Nations, Commissioner Osborn, Commissioner Perez, and Chairman Burkee

New ticket booth and reconfiguration of existing brick pathway <u>at the site of the Hemingway House, individually</u> <u>listed in the National Register of Historic Places</u> - 907 Whitehead Street - Nautilus Drafting & Design Services (C2025-0037)

Attachments: *Large Item* 907 Whitehead Street

A motion was made by Commissioner Moody, seconded by Commissioner Green, that the Item be approved. The motion carried by the following vote:

- Absent: 1 Commissioner Oropeza
 - Yes: 6 Commissioner Green, Commissioner Moody, Commissioner Nations, Commissioner Osborn, Commissioner Perez, and Chairman Burkee
 - Demolition of existing ticket booth at the site of the

Yes: 6 - Commissioner Green, Commissioner Moody, Commissioner Nations, Commissioner Osborn, Commissioner Perez, and Chairman Burkee

7

8

Hemingway House, individually listed in the National Register of Historic Places - 907 Whitehead Street -Nautilus Drafting & Design Services (C2025-0037)

Attachments: *Large Item* 907 Whitehead Street - Demolition

A motion was made by Commissioner Moody, seconded by Commissioner Green, that the Item be approved. The motion carried by the following vote:

Absent: 1 - Commissioner Oropeza

Yes: 6 - Commissioner Green, Commissioner Moody, Commissioner Nations, Commissioner Osborn, Commissioner Perez, and Chairman Burkee

Request to Withdraw by Applicant - Elevation of existing historic two-story wood-frame residence about 3'9", new addition on north and east sides, vertical extension of roofline for increased ceiling height, new foundation, new porch stairs, and site improvements - **309 William Street -Sandbar Design Studio, Inc (C2025-0040)**

Attachments: *Large Item* 309 William Street

This item was withdrawn by staff upon agenda approval.

Request to Withdraw by Applicant - Demolition of existing non-historic rear shed structures and partial demolition of historic structure to accommodate new addition - **309 William Street - Sandbar Design Studio**, **Inc (C2025-0040)**

Attachments: *Large Item* 309 William Street - Demolition

This item was withdrawn by staff upon agenda approval.

New cottage, cabana with open sides and louvered wall, decks, pool, and site improvements - **903 Frances Street -Bob Hulec (C2025-0042)**

Attachments: *Large Item* 903 Frances Street

A motion was made by Commissioner Green, seconded by Commissioner Nations, that the Item be Approved. The motion carried by the following vote:

Absent: 1 - Commissioner Oropeza

Yes: 6 - Commissioner Green, Commissioner Moody, Commissioner Nations, Commissioner Osborn, Commissioner Perez, and Chairman Burkee

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11

Replacement of existing metal shingles with 5V-crimp metal roofing on historic structure - **402 South Street - Hugh J. Morgan (C2025-0049)**

Attachments: *Large Item* 402 South Street

A motion was made by Commissioner Green, seconded by Commissioner Nations, to approve the use of 5 v-crimp on the side exposed to the water and staff approval for metal shingles on the elevation facing South Street. The motion carried by the following vote:

- Absent: 1 Commissioner Oropeza
 - Yes: 6 Commissioner Green, Commissioner Moody, Commissioner Nations, Commissioner Osborn, Commissioner Perez, and Chairman Burkee

New Business

Opening of a section of the front elevation for new storefront to match existing and enclosure of breezeway on historic structure. Renovations to interior of bank to accommodate new restaurant - **510 Southard Street - Juan Carlos Pernas (C2025-0053)**

Attachments: *Large Item* 510 Southard Street

A motion was made by Commissioner Green, seconded by Commissioner Moody, that the Item be Approved. Any new signage shall require staff review and approval. The motion carried by the following vote:

- Absent: 1 Commissioner Oropeza
 - Yes: 6 Commissioner Green, Commissioner Moody, Commissioner Nations, Commissioner Osborn, Commissioner Perez, and Chairman Burkee

Partial demolition of front elevation to accommodate storefront and removal of gate in breezeway. Demolition of interior walls and floor - **510 Southard Street - Juan Carlos Pernas (C2025-0053)**

Attachments: *Large Item* 510 Southard Street - Demolition

A motion was made by Commissioner Moody, seconded by Commissioner Perez, that the Item be Approved. The motion carried by the following vote:

- Absent: 1 Commissioner Oropeza
 - Yes: 6 Commissioner Green, Commissioner Moody, Commissioner Nations, Commissioner Osborn, Commissioner Perez, and Chairman Burkee

12	Renovations to two-story non-historic structure. New one-story addition on south elevation and site improvements - 114 Admirals Lane - M. Stratton Architecture (C2025-0054)			
	Attachments: *Large Item* 114 Admirals Lane			
	A motion was made by Commissioner Green, seconded by Commissioner Moody, that the Item be Approved. The motion carried by the following vote:			
	Absent: 1 - Commissioner Oropeza			
	Yes: 6 - Commissioner Green, Commissioner Moody, Commissioner Nations, Commissioner Osborn, Commissioner Perez, and Chairman Burkee			
13	Demolition of one-story non-historic bump out at south elevation - 114 Admirals Lane - M. Stratton Architecture (C2025-0054)			
	Attachments: *Large Item* 114 Admirals Lane - Demolition			
	A motion was made by Commissioner Moody, seconded by Commissioner Osborn, that the Item be Approved. The motion carried by the following vote:			
	Absent: 1 - Commissioner Oropeza			
	Yes: 6 - Commissioner Green, Commissioner Moody, Commissioner Nations, Commissioner Osborn, Commissioner Perez, and Chairman Burkee			
14	Renovations to historic house. New one-story rear addition.			
	Reconstruction of wooden stairs and second story deck,			
	new pool, and site improvements - 916 Simonton Street -			
	Serge Mashtakov, PE (C2025-0055)			
	Attachments: *Large Item* 916 Simonton Street			
	A motion was made by Commissioner Osborn, seconded by Commissioner Moody, that the Item be Approved. The motion carried by the following vote:			
	Absent: 1 - Commissioner Oropeza			
	Yes: 6 - Commissioner Green, Commissioner Moody, Commissioner Nations, Commissioner Osborn, Commissioner Perez, and Chairman Burkee			
15	Demolition of historic one-story frame additions. Demolition			

Demolition of historic one-story frame additions. Demolition of existing front balcony, wooden staircase, existing cistern

in rear, and concrete walkways - 916 Simonton Street -Serge Mashtakov, PE (C2025-0055)

Attachments: *Large Item* 916 Simonton Street - Demolition

A motion was made by Commissioner Moody, seconded by Commissioner Perez, that the Item be Approved. The motion carried by the following vote:

Absent: 1 - Commissioner Oropeza

Yes: 6 - Commissioner Green, Commissioner Moody, Commissioner Nations, Commissioner Osborn, Commissioner Perez, and Chairman Burkee

New covered porch at rear and side of historic house - 707 Simonton Street - Robert L Delaune Architect, p.a. (C2025-0056)

Attachments: *Large Item* 707 Simonton Street

A motion was made by Commissioner Osborn, seconded by Commissioner Moody, that the Item be Approved with the condition that if it is necessary to demolish the existing wood picket fence on the south elevation shielding the view of the rear porch from the right-of-way, that a new wood fence is built to match the previous in kind. The motion carried by the following vote:

- Absent: 1 Commissioner Oropeza
 - Yes: 6 Commissioner Green, Commissioner Moody, Commissioner Nations, Commissioner Osborn, Commissioner Perez, and Chairman Burkee

Demolition of existing non-historic rear deck, covered porch, and outdoor shower. Removal of existing 6' fence - **707 Simonton Street - Robert L Delaune Architect, p.a.** (C2025-0056)

Attachments: *Large Item* 707 Simonton Street - Demolit

A motion was made by Commissioner Green, seconded by Commissioner Moody, that the Item be Approved. The motion carried by the following vote:

- Absent: 1 Commissioner Oropeza
 - Yes: 6 Commissioner Green, Commissioner Moody, Commissioner Nations, Commissioner Osborn, Commissioner Perez, and Chairman Burkee

Renovations to historic one-story house. New accessory structure, new covered entry porch on west elevation, new decking, new one-story addition on north elevation, and site

16

improvements - 417 Elizabeth Street Rear - William Rowan (C2025-0057)

Attachments: *Large Item* 417 Elizabeth Street rear

A motion was made by Commissioner Moody, seconded by Commissioner Perez, that the Item be Postponed to July 22, 2025. The motion carried by the following vote:

Absent: 1 - Commissioner Oropeza

Yes: 6 - Commissioner Green, Commissioner Moody, Commissioner Nations, Commissioner Osborn, Commissioner Perez, and Chairman Burkee

Partial demolition of covered Florida room on south elevation to extend gable roof, removal of deck in north elevation, partial demolition of walls in north elevation to accommodate new addition, and demolition of existing pool - **417 Elizabeth Street Rear - William Rowan** (C2025-0057)

Attachments: *Large Item* 417 Elizabeth Street rear - Demolition

A motion was made by Commissioner Moody, seconded by Commissioner Osborn, that the Item be Postponed to July 22, 2025. The motion carried by the following vote:

Absent: 1 - Commissioner Oropeza

Yes: 6 - Commissioner Green, Commissioner Moody, Commissioner Nations, Commissioner Osborn, Commissioner Perez, and Chairman Burkee

Renovations to historic house. New addition on north elevation behind screen porch, new pool, new cabana, new addition at rear, and site improvements - **812 Carsten Lane** - Alex Sainato (C2025-0058)

Attachments: *Large Item* 812 Carsten Lane

A motion was made by Commissioner Green, seconded by Commissioner Perez, to only approve the new addition on north elevation behind screen porch, addition at rear, and window option number one (1). The applicant must submit separate plans for the proposed pool and cabana. The motion carried by the following vote:

- Absent: 1 Commissioner Oropeza
 - Yes: 6 Commissioner Green, Commissioner Moody, Commissioner Nations, Commissioner Osborn, Commissioner Perez, and Chairman Burkee

23

21	Partial demolition of existing front wall behind screened
	porch and rear wall to accommodate additions, removal of
	rear concrete slabs - 812 Carsten Lane - Alex Sainato
	(C2025-0058)

Attachments: *Large Item* 812 Carsten Lane - Demolition

A motion was made by Commissioner Moody, seconded by Commissioner Perez, that the Item be Approved. The motion carried by the following vote:

Absent: 1 - Commissioner Oropeza

Yes: 6 - Commissioner Green, Commissioner Moody, Commissioner Nations, Commissioner Osborn, Commissioner Perez, and Chairman Burkee

New Fort Zachary Taylor visitor center and site improvements - 601 Howard England Way - Bender & Associates Architects (C2025-0059)

Attachments: *Large Item* 601 Howard England Way

A motion was made by Chairman Burkee, seconded by Commissioner Moody, to nominate Commissioner Green as Acting Chairman for this Item. The motion passed unanimously.

Chairman Burkee and Commissioner Perez recused themselves from Items 22 & 23 and left the dais.

A motion was made by Commissioner Osborn, seconded by Commissioner Moody, that the Item by Approved. The motion carried by the following vote.

Recuse: 2 - Commissioner Perez, and Chairman Burkee

- Absent: 1 Commissioner Oropeza
 - Yes: 4 Commissioner Green, Commissioner Moody, Commissioner Nations, and Commissioner Osborn

Demolition of existing non-historic one-story restroom structure. Removal of wood ramp and concrete walkways -601 Howard England Way - Bender & Associates Architects (C2025-0059)

Attachments: *Large Item* 601 Howard England Way - Demolition

A motion was made by Commissioner Moody, seconded by Commissioner Osborn, that the Item by Approved. The motion carried by the following vote.

25

Rec	cuse: 2 -	Commissioner Perez, and Chairman Burkee
Ab	sent: 1 -	Commissioner Oropeza
	Yes: 4 -	Commissioner Green, Commissioner Moody, Commissioner Nations, and Commissioner Osborn
	Enclosur porch an two-story second s	fact - Renovations to contributing structure. re and extension of <u>existing</u> rear/side second story ad extension of rear first floor. <u>New</u> full width y open porch in rear. Addition of hip roof over story covered porch - 1301 Whitehead Street - nker (C2025-0061)
	<u>Attachments</u>	<u>s:</u> <u>*Large Item* 1301 Whitehead Street</u>
	Chairman E	Burkee and Commissioner Perez returned to the dais.
	Moody, tha Approved, balusters. this applica	vas made by Commissioner Green, seconded by Commissioner It the after the fact renovations to only the main structure be reserving for later staff approval of materials, railings, lattice and Further, the proposed two-story garage was not included as part of ation and must be submitted as a separate proposal at a later date. In carried by the following vote:
	No: 1 -	Commissioner Osborn
Ab	sent: 1 -	Commissioner Oropeza
	Yes: 5 -	Commissioner Green, Commissioner Moody, Commissioner Nations, Commissioner Perez, and Chairman Burkee
	After the	fact - Partial demolition of rear section of first floor
		ond story covered porch - 1301 Whitehead Street
	- Peter J	anker (C2025-0061)
	<u>Attachments</u>	<u>s:</u> <u>*Large Item* 1301 Whitehead Street - Demolition</u>
		as made by Commissioner Moody, seconded by Commissioner at the Item be Approved. The motion carried by the following vote:
Ab	sent: 1 -	Commissioner Oropeza
	Yes: 6-	Commissioner Green, Commissioner Moody, Commissioner Nations, Commissioner Osborn, Commissioner Perez, and Chairman Burkee
	New two	-story single-family residence, one and a half story
	accesso	ry structure, pool, and site improvements - 704

Russell Lane - Bert Bender, Architect (C2025-0062)

Attachments: *Large Item* 704 Russell Lane

A motion was made by Chairman Burkee, seconded by Commissioner Osborn, to nominate Commissioner Green as Acting Chairman for this Item. The motion passed unanimously.

Chairman Burkee recused himself from the Item and left the dais.

A motion was made by Commissioner Moody, seconded by Commissioner Osborn, that the Item be Postponed to July 22, 2025. The motion carried by the following vote:

Recuse:	1 -	Chairman Burkee

- Absent: 1 Commissioner Oropeza
 - Yes: 5 Commissioner Green, Commissioner Moody, Commissioner Nations, Commissioner Osborn, and Commissioner Perez

Demolition of non-historic carport and brick paving - 704 Russell Lane - Bert Bender, Architect (C2025-0062)

Attachments: <u>*Large Item* 704 Russell Lane - Demolition</u>

A motion was made by Commissioner Moody, seconded by Commissioner Osborn, that the Item be Postponed to July 22, 2025. The motion carried by the following vote:

- Recuse: 1 Chairman Burkee
- Absent: 1 Commissioner Oropeza
 - Yes: 5 Commissioner Green, Commissioner Moody, Commissioner Nations, Commissioner Osborn, and Commissioner Perez

Chairman Burkee returned to the dais.

Public Comments

Commissioner Comments

Adjournment - 8:37 P.M.

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

LAST NAME-FIRST MAME-MIDDLE NAME	NAME OF BOARD, COUNCIL, COMMISSION, AUTHORITY, OR COMMITTEE
MAILING ADDRESS	THE BOARD, COUNCIL, COMMISSION, AUTHORITY OR COMMITTEE ON WHICH I SERVE IS A UNIT OF:
1010 KONNING DENK, SUITO 202	NAME OF POLITICAL SUBDIVISION:
KOY WOOT MONROO	
DATE ON WHICH VOTE DCCURRED	

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 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)

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

	NAME OF BOARD, COUNCIL, COMMISSION, AUTHORITY, OR COMMITTEE
LAST NAME-FIRST NAME-MIDDLE NAME	NAME OF BUARD, COORDE, COMMICCION, NOTIFICITINI, COORDE,
Salace	ITAUL
MAILING ADDRESS	THE BOARD, COUNCIL, COMMISSION, AUTHORITY OR COMMITTEE ON WHICH I SERVE IS A UNIT OF:
410 AUGELA SI	D COUNTY D OTHER LOCAL AGENCY
CITY COUNTY	NAME OF POLITICAL SUBDIVISION:
KEY WEST maner	
DATE ON WHICH VOTE OCCURRED	
(.24,25	

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.

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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:

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 BUCKE, hereby disclose that on JUNE 2471, 20 25: (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 , which inured to the special gain or loss of 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: PRESERTS: Gol HOWARD FIGLAND WAY 704 RUSSEN LARE AREHENECT OF NECCA! FUR BUTH 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. 6.24.25 Signature **Date Filed** 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.