

City of Pensacola

CITY COUNCIL

Regular Meeting Minutes

January 21, 2021

5:30 P.M.

Council Chambers

Council President Moore called the meeting to order at 5:34 P.M.

ROLL CALL

Council Members Present: Jared Moore, Ann Hill, Jennifer Brahier, Teniade

Broughton, Casey Jones, Sherri Myers (attended

by teleconference), and Delarian Wiggins

Council Members Absent: None

Also Present: Mayor Grover C. Robinson, IV

Members of the public may NOT attend the meeting in person, as City Hall is closed to the public until further notice.

Members of the public may attend and participate via live stream and/or phone.

To watch the meeting live visit: cityofpensacola.com/428/Live-Meeting-Video.

To provide input:

- Leroy Boyd Forum, for items not on the agenda: citizens may submit an online form here https://www.cityofpensacola.com/ccinput beginning at 3:00 P.M. until 5:30 P.M. only to indicate they wish to speak during LeRoy Boyd Forum and include a phone number. Staff will call the person at the appropriate time so the citizen can directly address the City Council using a telephone held up to a microphone.
- Agenda Items, for specific items on the agenda: citizens may submit an online form here https://www.cityofpensacola.com/ccinput beginning at 3:00 P.M. <u>until that</u> <u>agenda item has been voted upon</u> to indicate they wish to speak to a specific item on the agenda and include a phone number. Staff will call the person at the appropriate time so the citizen can directly address the City Council using a telephone held up to a microphone. Any form received after an agenda item has been voted upon will not be considered.

INVOCATION

Moment of Silence

PLEDGE OF ALLEGIANCE

Council Member Jennifer Brahier

FIRST LEROY BOYD FORUM

The following individuals addressed Council (via phone held to mic) regarding recommendations from the 2018 Final Report of the Climate Mitigation Task Force and encouraged Council to take action on implementation:

Ally Atchison Christian Wagley Katie Dineen

AWARDS

Mayor Robinson recognized several staff members from Financial Services Department and presented an award for their accomplishment in receiving the Government Finance Officers Association Distinguish Budget Presentation Award for its Fiscal Year 2020 Budget.

APPROVAL OF MINUTES

1. <u>21-00117</u> APPROVAL OF MINUTES: REGULAR MEETING DATED DECEMBER 10, 2020

A motion to approve was made by Council Member Hill and seconded by Council Member Jones.

The motion carried by the following vote:

Yes: 7 Jared Moore, Ann Hill, Jennifer Brahier, Teniade Broughton, Casey

Jones, Sherri Myers, and Delarian Wiggins

APPROVAL OF AGENDA

Council President Moore referenced hardcopies of an add-on item:

<u>21-00119</u> REASSIGNMENT OF COUNCIL MEMBERS TO EXTERNAL BOARDS, COMMISSIONS & AUTHORITIES FOR COUNCIL TERM 2020-2022

A motion to approve the add-on item was made by Council Member Brahier and seconded by Council Member Wiggins.

The motion carried by the following vote:

Yes: 7 Jared Moore, Ann Hill, Jennifer Brahier, Teniade Broughton, Casey

Jones, Sherri Myers, and Delarian Wiggins

No: 0 None

A motion to approve the agenda as amended was made by Council Member Brahier and seconded by Council Member Jones.

The motion carried by the following vote:

Yes: 7 Jared Moore, Ann Hill, Jennifer Brahier, Teniade Broughton, Casey

Jones, Sherri Myers, and Delarian Wiggins

No: 0 None

CONSENT AGENDA

2. 21-00033 PORT TARIFF REVISIONS

Recommendation: That City Council approve the proposed revisions to Port of Pensacola Tariff No. 5A. Further, that City Council authorize the Mayor to take all actions necessary to implement the changes.

3. 21-00047 SPRING STREET PIPE REHABILITATION

Recommendation: That City Council award a contract to Vortex Companies of Houston for stormwater system rehabilitation utilizing Houston Galveston Area Co-Operative (HGAC) Contract#TPO7-18 in the amount of \$231,284.25 plus a 10% contingency of \$23,128.43 for a total amount of \$254,412.68. Further, that City Council authorize the Mayor to execute the contract and take all actions necessary to complete the project.

4. <u>21-00079</u> APPROVING THE EAST GARDEN DISTRICT STREETSCAPE PROJECT SCHEDULE

Recommendation: That the City Council approve the attached project schedule for the East Garden District Streetscape project.

CONSENT AGENDA (CONT'D.)

5. <u>21-00088</u> TREE PLANTING AND MEMORIAL PLAQUE AT MALLORY HEIGHTS PARK # 3 IN MEMORY OF FRANK CUTRONE

Recommendation: That City Council approve the Scenic Highway Foundation's request to plant a tree and place a plaque in Mallory Heights Park #3 in memory of Frank Cutrone. Further that the tree and plaque will be purchased by the Foundation. This request was approved by the Parks & Recreation Board 6-0 with 3 absent.

6. <u>21-00061</u> APPOINTMENTS - BOARD OF TRUSTEES - POLICE OFFICERS' RETIREMENT FUND

Recommendation: That City Council appoint two (2) individuals to the Board of Trustees - Police Officers' Retirement Fund for a term of two (2) years, expiring December 31, 2022.

A motion to approve Consent Agenda Items 2, 3, 4, 5, and 6 was made by Council Member Wiggins and seconded by Council Member Hill.

The motion carried by the following vote:

Yes: 7 Jared Moore, Ann Hill, Jennifer Brahier, Teniade Broughton, Casey

Jones, Sherri Myers, and Delarian Wiggins

REGULAR AGENDA

7. 21-00059 APPOINTMENTS - ENVIRONMENTAL ADVISORY BOARD

Recommendation: That City Council appoint two (2) individuals who are employed or retired environmental professionals, or members of local environmental organizations or businesses with an interest in City environmental issues to fill two (2) unexpired terms ending March 1, 2022; and appoint one individual to fill an unexpired at large term ending March 1, 2022.

A motion by acclamation was made by Council Member Broughton and seconded by Council Member Hill that City Council appoint Kristin Bennet and P. Jay Massey both of whom are employed or retired environmental professionals, or members of local environmental organizations or businesses with an interest in City environmental issues to fill two (2) unexpired terms ending March 1, 2022.

Ms. Bennett and Mr. Massey were the only nominees for the two positions referenced above and each were provided an opportunity to address Council (via teleconference). Some Council Members made comments and asked questions.

Following discussion, the vote was called.

The motion by acclamation carried by the following vote:

Yes: 7 Jared Moore, Ann Hill, Jennifer Brahier, Teniade Broughton, Casey

Cheryl Kelsch

Jones, Sherri Myers, and Delarian Wiggins

No: 0 None

Council President Moore provided an opportunity for the following nominees for the at-large position to address Council (via teleconference):

Kelly Hagen

Some Council Members made comments and asked questions.

Public input was heard from Rand Hicks.

There being no further discussion, **Council President Moore called for a ballot vote.**

Balloting and tallying takes place.

Council President Moore announced that City Council appointed Kelly Hagen to fill an unexpired at large term ending March 1, 2022.

8. <u>21-00060</u> APPOINTMENT - ESCAMBIA-PENSACOLA HUMAN RELATIONS COMMISSION

Recommendation: That City Council appoint one individual to the Escambia-Pensacola Human Relations Commission to fill an unexpired term ending June 1, 2021.

Council President Moore provided an opportunity for the following nominees for the at-large position to address Council (via teleconference):

Antonio Bruni

Jewel Cannada-Wynn

Some Council Members made comments regarding the nominees.

Council Executive Kraher indicated the third nominee, Ashley McDonald, does not qualify to be considered for appointment due to not being a city resident per Resolution No. 60-15 related to members of City Boards, Committees, and Authorities. He apologized for the last-minute notification due to a lack of oversight among staff.

Ms. McDonald was provided an opportunity to address Council (via teleconference) and expressed her dismay in the nomination and appointment process.

Some discussion took place.

Council Member Broughton informed that she will be abstaining from voting on this issue as she has a conflict of interest.

There being no further discussion, **Council President Moore called for a ballot vote.**

Balloting and tallying takes place.

Council President Moore announced that City Council appointed Jewel Cannada-Wynn to the Escambia-Pensacola Human Relations Commission to fill an unexpired term ending June 1, 2021.

9. <u>21-00089</u> GUN BUY BACK INITIATIVE AND PROGRAM

Recommendation: That City Council authorize the establishment of a Gun Buy Back initiative / program for the City of Pensacola. Further that the City Council direct the Council Executive to develop the program in conjunction with the Pensacola Police Department and that the Council Executive bring back a supplemental budget resolution at a subsequent meeting regarding the funding for this initiative.

A motion to approve was made by Council Member Hill and seconded by Council Member Wiggins.

Council Member Wiggins (sponsor) explained the intent of this initiative.

Mayor Robinson suggested as a friendly amendment:

That City Council authorize the establishment of a Gun Buy Back initiative / program for the City of Pensacola. Further that the City Council direct the Council Executive to develop the program in conjunction with the Pensacola Police Department and that the Council Executive bring back a supplemental budget resolution at a subsequent meeting regarding the funding for this initiative that funding from this initiative not exceed \$10,000 from the Mayor's Discretionary Fund or Law Enforcement Trust Fund (LETF).

Council Member Wiggins accepted the friendly amendment and no other objections were raised.

Discussion took place.

During discussion, Council Member Myers referenced articles she provided prior to the meeting that Council Executive Kraher emailed to all Council Members (on file with background materials).

Public input was heard from the following individual (via phone held up to a mic):

John Herron Daniel Flanders

Upon conclusion of discussion, the vote was called.

The motion carried by the following vote:

Yes: 7 Jared Moore, Ann Hill, Jennifer Brahier, Teniade Broughton, Casey

Jones, Sherri Myers, and Delarian Wiggins

10. <u>2021-01</u> SUPPLEMENTAL BUDGET RESOLUTION NO. 2021-01 LAW ENFORCEMENT TRUST FUND (LETF) PURCHASES FOR THE PENSACOLA POLICE DEPARTMENT

Recommendation: That the City Council adopt Supplemental Budget Resolution No. 2021-01.

A RESOLUTION AUTHORIZING AND MAKING REVISIONS AND APPROPRIATIONS FOR THE FISCAL YEAR ENDING SEPTEMBER 30, 2021; PROVIDING FOR AN EFFECTIVE DATE.

A motion to adopt was made by Council Member Wiggins and seconded by Council Member Brahier.

The motion carried by the following vote:

Yes: 7 Jared Moore, Ann Hill, Jennifer Brahier, Teniade Broughton, Casey

Jones, Sherri Myers, and Delarian Wiggins

No: 0 None

11. <u>2021-05 **REVISED**</u> - SUPPLEMENTAL BUDGET RESOLUTION NO. 2021-05 - "FOLDING PLANES SCULPTURE" DONATION FOR BARTRAM PARK

Recommendation: That City Council adopt <u>revised</u> Supplemental Budget Resolution No. 2021-05.

A RESOLUTION AUTHORIZING AND MAKING REVISIONS AND APPROPRIATIONS FOR THE FISCAL YEAR ENDING SEPTEMBER 30, 2021; PROVIDING FOR AN EFFECTIVE DATE.

A motion to adopt was made by Council Member Hill and seconded by Council Member Wiggins.

Mayor Robinson (sponsor) explained the reason for the revision to Resolution No. 2021-05 (hardcopies at Council's places). He indicated the donation is being increased due to added cost for a special coating for the sculpture to protect from salt water.

Brief discussion took place with City Administrator responding accordingly to a question regarding the timeline for installation.

Upon conclusion of discussion, the vote was called.

The motion to adopt (Res. No. 2021-05 as revised) carried by the following vote:

Yes: 7 Jared Moore, Ann Hill, Jennifer Brahier, Teniade Broughton, Casey

Jones, Sherri Myers, and Delarian Wiggins

No: 0 None

12. <u>2021-06</u> RESOLUTION NO. 2021-06 SUPPORTING AN APPLICATION FOR TRANSPORTATION ALTERNATIVES PROGRAM FUNDING

Recommendation: That City Council adopt Resolution No. 2021-06:

A RESOLUTION OF THE CITY OF PENSACOLA SUPPORTING AN APPLICATION FOR TRANSPORTATION ALTERNATIVES PROGRAM FUNDING TO DESIGN AND CONSTRUCT MULTI-MODAL FACILITIES ALONG SEVERAL CITY ROADS; PROVIDING FOR AN EFFECTIVE DATE.

A motion to adopt was made by Council Member Hill and seconded by Council Member Jones.

The motion carried by the following vote:

Yes: 7 Jared Moore, Ann Hill, Jennifer Brahier, Teniade Broughton, Casey

Jones, Sherri Myers, and Delarian Wiggins

13. 03-21 PROPOSED ORDINANCE NO. 03-21 - REMOTE VEHICLE SALES

Recommendation: That City Council approve Proposed Ordinance No. 03-21 on first reading:

AN ORDINANCE CREATING ARTICLE V OF CHAPTER 7-9, SECTION 7-9-56 OF THE CODE OF THE CITY OF PENSACOLA, FLORIDA; PROHIBITING REMOTE MOTOR VEHICLE SALES; PROVIDING DEFINITIONS; PROVIDING FOR SEVERABILITY; REPEALING CLAUSE; AND PROVIDING AN EFFECTIVE DATE.

A motion to approve on first reading was made by Council Member Jones and seconded by Council Member Brahier.

City Attorney Woolf addressed Council regarding a question she was asked by a Council Member prior to the meeting related to the permitting process and if it was applicable to sales events, for example, at Cordova Mall which she indicated yes.

Discussion ensued among Council with City Attorney Woolf responding accordingly. Mayor Robinson also provided input.

During discussion, Council Member Myers referenced Florida Statute 320.29 (sic, Council Executive Kraher advised it is 320.27 and was emailed to Council Members).

Public input was heard from Allen Turner.

Discussion continued with City Attorney Woolf continuing to field comments and questions. Mayor Robinson provided additional input. Council President Moore (sponsor) also responded to questions and provided clarification regarding the intent of the proposed ordinance.

Based on concerns and questions raised by Council Member Hill related to donated vehicles which are sold, City Attorney Woolf suggested language could be included in the last sentence in subsection b. Prohibited actions, that "shall not apply to not-for-profit organizations or charities selling donated motor vehicles and that also have a physical presence in Escambia County".

Council President Moore indicated he would accept suggested additional language by City Attorney Woolf as a friendly amendment. There were no objections.

Upon conclusion of discussion, the vote was called.

The motion to approve on first reading (P.O. No. 03-21 with a friendly amendment) carried by the following vote:

Yes: 5 Jared Moore, Ann Hill, Jennifer Brahier, Casey Jones, and Delarian

Wiggins

No: 2 Teniade Broughton, Sherri Myers

14. <u>05-21</u> PROPOSED ORDINANCE NO. 05-21 - AMENDING SECTION 4-2-7 AND 4-2-42 OF CITY CODE PROVIDING EXCEPTIONS AND ADDITIONS FOR LIVESTOCK AND HOUSEHOLD PETS. KEEPING OF MINIATURE GOATS ADDED.

Recommendation: That City Council approve Proposed Ordinance No. 05-21 on first reading:

AN ORDINANCE AMENDING SECTION 4-2-7 AND SECTION 4-2-42 OF THE CODE OF THE CITY OF PENSACOLA, FLORIDA; PROVIDING EXCEPTIONS AND ADDITIONS FOR LIVESTOCK AND HOUSEHOLD PETS; PROVIDING FOR SEVERABILITY; REPEALING CLAUSE; AND PROVIDING AN EFFECTIVE DATE.

A motion to approve on first reading was made by Council Member Hill and seconded by Council Member Wiggins.

Council Member Myers (sponsor) explained why she brought this issue forward. Council President Moore made follow-up remarks.

There being no further discussion, the vote was called.

The motion carried by the following vote:

Yes: 7 Jared Moore, Ann Hill, Jennifer Brahier, Teniade Broughton, Casey

Jones, Sherri Myers, and Delarian Wiggins

15. <u>49-20 **REVISED**</u> PROPOSED ORDINANCE NO. 49-20 AMENDING SECTION <u>9-5-72</u> OF THE CODE OF THE CITY OF PENSACOLA, FLORIDA FIREFIGHTERS' DEFERRED COMPENSATION PROHIBITING ADDITIONAL FUNDING

Recommendation: That City Council adopt the <u>revised</u> Proposed Ordinance No. 49-20 on second reading.

AN ORDINANCE AMENDING SECTION <u>9-5-72</u> OF THE CODE OF THE CITY OF PENSACOLA, FLORIDA; PROHIBITING ADDITIONAL FUNDING OF THE FIREFIGHTERS DEFERRED COMPENSATION PLAN; PROVIDING FOR APPLICABILITY OF ORDINANCE; PROVIDING FOR SEVERABILITY; REPEALING CLAUSE; PROVIDING AN EFFECTIVE DATE. (Presented on first reading as Section 9-6-23 but was renumbered during recodification of the City Code published on January 1, 2021.)

A motion to adopt was made by Council Member Brahier and seconded by Council Member Jones.

The motion carried by the following vote:

Yes: 7 Jared Moore, Ann Hill, Jennifer Brahier, Teniade Broughton, Casey

Jones, Sherri Myers, and Delarian Wiggins

No: 0 None

ADD-ON <u>21-00119</u> REASSIGNMENT OF COUNCIL MEMBERS TO EXTERNAL BOARDS, COMMISSIONS & AUTHORITIES FOR COUNCIL TERM 2020-2022

Recommendation: That City Council remove Council Member Brahier from the Transportation Planning Organization (TPO) and assign Council Member Myers to the TPO.

A motion to approve was made by Council Member Brahier and seconded by Council Member Hill.

Mayor Robinson thanked Council Member Myers for her willingness to step back into this position (due to Council Member Brahier not being available for scheduled meeting times). He also informed for all Council Members serving as TPO Members that Capital Improvement Projects Manager Forte is available to discuss City projects.

There being no further discussion, the vote was called.

The motion to approve (Add-on Item 21-00119) carried by the following vote:

Yes: 7 Jared Moore, Ann Hill, Jennifer Brahier, Teniade Broughton, Casey

Jones, Sherri Myers, and Delarian Wiggins

No: 0 None

COUNCIL EXECUTIVE'S REPORT

Council Executive Kraher advised he will be attending a City staff meeting with Dr. Marbut, consultant for issues of homelessness and will update Council regarding the discussion.

MAYOR'S COMMUNICATION

Mayor Robinson updated and advised Council on the following issues: 1) COVID-19; 2) Escambia County RESTORE project funding, City projects being Hollice T. Williams Park and Bayou Texar/Carpenter's Creek; 3) Legislative Delegation voted to move the Fire Fighters' Deferred Compensation bill forward; 4) Gary Peterson, consultant for hiring of new police chief with be reaching out to individual Council Members to schedule meetings; 5) Arbor Day Celebration at Parker Circle Park – tree planted and others will scheduled by Parks and Recreation for plantings in other six Council Districts' parks; 6) Mark Jackson is the City's Sustainability Coordinator and will working on environmental initiatives; 7) Recently installed solar trees on Main Street; and 8) Attended Dr. Martin Luther King, Jr. round table event on 1/18/21.

COUNCIL COMMUNICATIONS

Council Member Myers thanked Mayor Robinson for his continued support and advocacy for Bayou Texar and Carpenter's Creek. She also encouraged Council Members to plant long leaf pine trees in their district park(s).

CIVIC ANNOUNCEMENTS

None

SECOND LEROY BOYD FORUM

None

ADJOURNMENT

WHEREUPON the meeting was adjourned at 8:24 P.M.

Adopted:

February 11, 2021

Approved:

Jared/Mpore, President of City Council

Attest:

City of Pensacola

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

LAST NAME—FIRST NAME—MIDDLE NAME Broughton Ton; T.	NAME OF BOARD, COUNCIL, COMMISSION, AUTHORITY, OR COMMITTEE
MAILING ADDRESS 413 Fai-fay DR	THE BOARD, COUNCIL, COMMISSION, AUTHORITY OR COMMITTEE ON WHICH I SERVE IS A UNIT OF:
CITY COUNTY	☐ CITY ☐ COUNTY ☐ OTHER LOCAL AGENCY
Pensacola Escembia	NAME OF POLITICAL SUBDIVISION:
DATE ON WHICH VOTE OCCURRED	IN POOLTON IS
1/21/201	MY POSITION IS: ∠2 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		
1, Toni Terride Broughton, hereby disclose that on Jan 21	, 20 <u>)</u> (
(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, Sisker	;	
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:		
My sister has applied for amployment at HCC.		
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.		
1/ 2/2021		

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.