

MINUTES OF THE TOWN COMMISSION MEETING TOWN OF LADY LAKE, FLORIDA

April 20, 2026

The regular meeting of the Lady Lake Town Commission was held in the Commission Chambers at Lady Lake Town Hall, 409 Fennell Blvd., Lady Lake, Florida, with Mayor Freeman presiding. The meeting convened at 6:00 p.m.

1. CALL TO ORDER

2. ROLL CALL

Commissioner (Ward)	Present
Regan (Four)	YES
McLea (Two)	YES
Roberts (One)	YES
Sage (Five)	Excused
Freeman (Three)	YES

STAFF PRESENT

Bill Lawrence, Town Manager; Kathy Rosado, Town Clerk; Thad Carroll, Growth Management Director; Becky Higgins, Senior Planner; Lady Lake Deputy Police Chief Jason Brough; Lt. James Dunagan, Lady Lake Police Department; C.T. Eagle, Public Works Director; Mike Burske, Parks and Recreation Director; Brandi Carson, Assistant Finance Director; Tamika DeLee, Human Resources Director; and Carol Osborne, Deputy Town Clerk.

Town Attorney Derek Schroth was also in attendance.

3. INVOCATION

Led by Pastor Ron Hartley – Lady Lake Assembly of God

4. PLEDGE OF ALLEGIANCE

5. PRESENTATIONS

6. CONSENT — (Public Comment Taken)

- a. Town Clerk — Approval of the Town Commission Meeting Minutes — April 06, 2026**
(Kathy Rosado)

- b. Town Clerk — Approval of the Special Town Commission Meeting of April 06, 2026**
(Kathy Rosado)

Upon a motion by Commissioner Roberts and seconded by Commissioner McLea, the Commission approved the Consent Agenda as presented. Motion carried 4-0.

7. PUBLIC HEARINGS & QUASI-JUDICIAL HEARINGS (PUBLIC COMMENT TAKEN)

- a. Growth Management — Ordinance 2026-02 – Second and Final Reading – Annexation – Joann M Hall Trust — An ordinance of the Town Commission of the Town of Lady Lake, Florida, voluntarily annexing property being approximately 0.19 acres owned by Joann M Hall Trust; located within Orange Blossom Gardens Unit 2, within Lake County, Florida; providing for filing of the ordinance; repealing all ordinances in conflict herewith; providing for severability; providing for an effective date; and providing for publication in accordance with law. (Thad Carroll)**

Growth Management Director Thad Carroll stated that on Monday, January 26, 2026, an application was filed with the Town of Lady Lake by Joann M Hall Trust to annex one lot approximately 0.19 acres, located within Orange Blossom Gardens, addressed as 900 Kim Lane, from unincorporated Lake County into the Town of Lady Lake.

Staff recommends approval of Ordinance 2026-02.

Mr. Carroll explained that Lake County requires a 50-foot setback from the Ordinary High Water Line (OHWL), and it would not be possible to construct a home on this property. The Town requires a 25-foot setback from the ordinary high water line. This would allow for more buildable area for a future home. He stated that the applicant is seeking to annex into the Town Limits to construct a single-family residence. Because this property is in a flood zone, the Town requires the final floor elevation to be 18 inches above the base flood elevation. He stated that there have been no changes in this ordinance since first reading.

Mr. Carroll stated that the property is currently vacant. He stated that there was a structure on the property in the past.

Staff mailed notices to inform the surrounding 10 property owners within 150 feet of the subject property on Monday, February 26, 2026. The notification signs were posted on the property on Monday, February 26, 2026. To date, staff has not received any correspondence in support or opposition of this application.

Past Actions: The Technical Review Committee found that Ordinance 2026-02 was ready for consideration of recommendation by the Planning and Zoning Board. At the March 9, 2026 meeting, the Planning and Zoning Board voted 4-0 to forward Ordinance 2026-02 to the Town

Commission with the recommendation of approval. At the April 6, 2026 meeting, the Town Commission voted 4-0 to approve Ordinance 2026-02 upon first reading.

Mayor Freeman asked if there are any questions or comments. Hearing none, he asked for a motion.

Upon a motion by Commissioner Regan and seconded by Commissioner Roberts, the Commission approved the second and final reading of Ordinance 2026-02, Annexation – Joann M Hall Trust, by the following roll call vote:

Commissioner (Ward)	Vote
Regan (Four)	YES
McLea (Two)	YES
Roberts (One)	YES
Freeman (Three)	YES

Motion carried 4-0

- b. Growth Management — Ordinance 2026-03 – Second and Final Reading – Small Scale Future Land Use Comprehensive Plan Amendment – Joann M Hall Trust — Requesting a Change to the Future Land Use Designation from Lake County Urban Medium Density to lady lake Manufactured Home High Density (MH-HD) for one lot being approximately 0.19 acres owned by Joann M Hall Trust, located within Orange Blossom Gardens Unit 2, 900 Kim Lane, within Lake County, Florida. (Thad Carroll)**

Growth Management Director Thad Carroll stated that on Monday, January 26, 2026, an application was filed with the Town of Lady Lake by Joann Hall to amend the Future Land Use designation of 0.19 acre from Lake County Urban Medium Density to Lady Lake Manufactured Home - High Density (MH-HD).

Staff recommends approval of Ordinance 2026-03.

EXISTING FLU. — Lake County Urban Medium Density - Allows a maximum density of seven dwelling units per acre and the conversion of existing residential units into residential professional office uses.

PROPOSED FLU. — Lady Lake Manufactured Home High-Density (MH-HD) – Limited to manufactured homes. Densities cannot exceed 9 units/acre

Future Land Use Designations of Adjacent Properties: North — Lady Lake Manufactured Home High-Density; East — Lake County Urban Medium; South — Lake County Urban Medium; West — Lake County Urban Medium.

Utilities: The subject property will be served by The Villages utilities.

Schools: As an active adult community, there will be no impact on the school system.

Parks and Recreation: There will be no additional impact on parks and recreation. This is a replacement home. The Villages also provides recreation amenities for its residents.

Transportation: There will be no additional impact on transportation. This is a replacement home.

Flood: The subject property is in Flood Zones A. Mr. Carroll stressed any proposed structure will adhere the town's flood zone requirements.

Staff mailed notices to inform the surrounding 10 property owners within 150 feet of the subject property on Monday, February 26, 2026. The notification signs were posted on the property on Monday, February 26, 2026. To date, staff have not received any correspondence in support or opposition of this application.

Past Actions: The Technical Review Committee found that Ordinance 2026-03 was ready for consideration of recommendation by the Planning and Zoning Board. At the March 9, 2026, meeting, the Planning and Zoning Board voted 4-0 to forward Ordinance 2026-03 to the Town Commission with the recommendation of approval.

At the April 6, 2026, meeting, the Local Planning Agency voted 4-0 to forward Ordinance 2026-03 to the Town Commission with the recommendation of approval.

At the April 6, 2026, meeting, the Town Commission voted 4-0 to approve Ordinance 2026-03 upon first reading.

Mayor Freeman asked if there were any questions or comments. Hearing none, he asked for a motion.

Upon a motion by Commissioner Roberts and seconded by Commissioner McLea, the Commission approved the second and final reading of Ordinance 2026-03, Small Scale Future Land Use Comprehensive Plan Amendment – Joann M Hall Trust, by the following roll call vote:

Commissioner (Ward)	Vote
Regan (Four)	YES
McLea (Two)	YES

Commissioner (Ward)	Vote
Roberts (One)	YES
Freeman (Three)	YES

Motion carried 4-0

a. Growth Management — Ordinance 2026-04 – Second and Final Reading – Rezoning – Joann M Hall Trust — An ordinance changing the zoning designation from certain property being approximately 0.19 acres, owned by Joann M Hall Trust, located within Orange Blossom Gardens, Unit 2, addressed as 900 Kim Lane, from Lake County Mixed Home Residential (RM) to Lady Lake Mixed Residential Medium Density (MX-8), within Lake County, Florida. (Thad Carroll)

Growth Management Director Thad Carroll stated that on Monday, January 26, 2026, an application was filed with the Town of Lady Lake by Joann Hall to amend the zoning classification for a 0.19-acre lot located within Orange Blossom Gardens, Unit 2, addressed as 900 Kim Lane. The application was filed requesting to rezone the subject property from Lake County Mixed Home Residential (RM) to Lady Lake Mixed Residential Medium Density (MX-8). The property is currently vacant.

Staff recommends approval of Ordinance 2026-04.

EXISTING ZONING: Lake County Mixed Home Residential (RM) - The purpose of this district is to provide for a single-family residential home district in an urban area, along the boundaries of any municipality that might logically be expected to expand and annex or be able to provide urban convenience and facilities.

PROPOSED ZONING: Lady Lake Mixed Residential Medium Density (MX-8) – Established to implement comprehensive plan policies to provide moderate density single-family and manufactured home dwelling units in urban environments at a density not to exceed eight (8) dwelling units per acre, and it is intended to serve as a transitional zone between multi-family and single-family residential uses.

Zoning Designations of Adjacent Properties: North — Lady Lake Mixed Residential Medium Density (MX-8); **East** — Lake County Mixed Home Residential (RM); **South** — Lake County Mixed Home Residential (RM); **West** — Lake County Mixed Home Residential (RM).

Staff mailed notices to inform the surrounding 10 property owners within 150 feet of the subject property on Monday, February 26, 2026. The notification signs were posted on the property on Monday, February 26, 2026. To date, the staff has not received any correspondence in support or opposition of this application.

Past Actions: The Technical Review Committee found that Ordinance 2026-04 was ready for consideration of recommendation by the Planning and Zoning Board. At the March 9, 2026, meeting, the Planning and Zoning Board voted 4-0 to forward Ordinance 2026-04 to the Town Commission with the recommendation of approval.

At the April 6, 2026, meeting, the Town Commission voted 4-0 to approve Ordinance 2026-04 upon first reading.

Mayor Freeman asked if there were any questions or comments. Hearing none, he asked for a motion.

Upon a motion by Commissioner McLea and seconded by Commissioner Roberts, the Commission approved the second and final reading of Ordinance 2026-04, Rezoning – Joann M Hall Trust, by the following roll call vote:

Commissioner (Ward)	Vote
Regan (Four)	YES
McLea (Two)	YES
Roberts (One)	YES
Freeman (Three)	YES

Motion carried 4-0

b. Growth Management — Ordinance 2026-05 – Second and Final Reading – De-annexation – Chase Collins — An ordinance voluntarily de-annexing one property totaling approximately 53 acres, owned by Chase Collins, addressed 3105 Hartsock Sawmill Road, located at the east end of Hartsock Sawmill Road, within Lake County, Florida. (Thad Carroll)

Growth Management Director Thad Carroll stated that on Monday, February 23, 2026, an application was filed with the Town of Lady Lake by Chase Collins requesting to de-annex one property from the incorporated limits of the Town of Lady Lake. This property is located at the east end of Hartsock Sawmill Road. The application requests the contraction of approximately 53 acres from the incorporated limits of the Town of Lady Lake into unincorporated Lake County.

Mr. Carroll stated that this property was annexed in 2007 by Ordinance 2006-42 as part of the 152-acre Lady Lake Landings project, a proposed subdivision along Edwards Road. This project never came to fruition. In 2015, the subject property was rezoned to Commercial Tourist (CT) to allow for an RV Park. In 2018, the owner recorded a conservation easement in

perpetuity. This document greatly restricts what can be done with the property. In 2025, the property was rezoned from Commercial Tourist to Agriculture Residential (AG-1).

The subject properties lie within Section 27, Township 18 South, Range 24 East, in Lake County, Florida. The appropriate legal descriptions and location maps were included with the submitted application. The property is not served by the Town of Lady Lake utilities and is located on a county-maintained road. Because this property is regulated by a restrictive conservation easement, the property is not assessed property taxes.

Staff mailed notices to inform the surrounding 16 property owners within 150 feet of the subject property on Monday, February 26, 2026. The notification signs were posted on the property on Monday, February 26, 2026. To date, the staff has not received any correspondence in support or opposition of this application.

Past Actions: The Technical Review Committee found that Ordinance 2026-05 was ready for consideration of recommendation by the Planning and Zoning Board. At the March 9, 2026, meeting, the Planning and Zoning Board voted 4-0 to forward Ordinance 2026-05 to the Town Commission with the recommendation of approval.

At the April 6, 2026, meeting, the Town Commission voted 4-0 to approve Ordinance 2026-02 upon first reading.

Mayor Freeman asked if there were any questions or comments. Hearing none, he asked for a motion.

Upon a motion by Commissioner McLea and seconded by Commissioner Regan, the Commission approved the second and final reading of Ordinance 2026-05, De-annexation – Chase Collins, by the following roll call vote:

Commissioner (Ward)	Vote
Regan (Four)	YES
McLea (Two)	YES
Roberts (One)	YES
Freeman (Three)	YES

Motion passed by a vote of 4-0

- c. Growth Management — Resolution 2026-102 – First and Final Reading – Historic Tree Removal Variance – Lake Ella Independent Living Facility. (Thad Carroll)**

Growth Management Director Thad Carroll advised that the applicant requested to table this item to the May 4, 2026, Town Commission meeting.

8. NEW BUSINESS — (Public Comment Taken)

a. Mayor Ed Freeman — Invocation for Commission Meetings

Mayor Freeman stated that the minister scheduled to deliver the invocation at the April 6, 2026, Town Commission meeting did not inform the Town Clerk that he would not be able to attend that meeting. Mayor Freeman stated that there were two ministers in attendance that night who did not volunteer to deliver the invocation, nor did he ask them if they would volunteer to do so. He stated, also, that he was remiss in requesting a moment of silence.

Mayor Freeman asked the Commission members if they would be amenable to deliver an invocation should this instance happen in the future.

It is the consensus of the Town Commission that in the event a scheduled clergy member is not present, a commission member will deliver an invocation or request a moment of silence.

b. Parks and Recreation — Review and Discussion of the Next Lease Renewal for the Bob Johnson Legacy Driving Range at the Rolling Acres Sports Complex. (Mike Burske)

Parks and Recreation Director Mike Burske stated that the manager of the Lady Lake Driving Range, aka the Bob Johnson Legacy Driving Range, inquired what direction the town was considering with the new lease agreement. He stated that the lease agreement with the American Legion Post #347 and the Orange Blossom Gardens Lions Club, will expire September 30, 2027. He stated that these organizations are considering capital improvements to the driving range and want to know what the new lease would entail. Each organization pays the Town \$250 annually, and both organizations are required to make annual donations to the Town. The revenue brought into the driving range is significant. Over the past 10 years, the leadership of the American Legion, the Lions Club and the Town have changed. He stated that there appear to be some challenges with the new leadership that are concerning the operation.

Mr. Burske stated that Vice Commander of the American Legion Post #347, John Gorsuch, and Orange Blossom Gardens Lions Club President, Barbara Crewell, are present.

Mayor Freeman stated that due to his membership with the American Legion, he is recusing himself from voting on this item. He stated that he completed Form 8B, Memorandum of Voting Conflict for County, Municipal, and Other Local Public Officers, and submitted it to the Town Clerk. He stated that he is permitted to ask questions and comment on this item.

Mayor Freeman inquired if these organizations have always had a 10-year agreement.

Mr. Burske stated that there was no lease agreement when he became the Director of Parks and Recreation. At that time, he and the legion's commander, who was also the accountant,

drafted an annual lease agreement. He stated that the 10-year lease was drafted in 2016 when the town and both organizations invested in a paving project.

Commissioner Regan inquired how the town benefits financially from these organizations managing the driving range.

Mr. Burske stated that the organizations donate money for the town's fireworks display, Arbor Day festivities, baseball and soccer organizations, and other organizations in the town.

Commissioner Regan inquired about their improvement plans for the driving range. He stated that he uses the driving range, and it is well-run.

John Gorsuch, 2850 Apache Court, Second Vice Commander, American Legion Post #347

Mr. Gorsuch explained that they plan to expand the electric to install lights and ball machines, and continue offering the Golf Academy.

Mayor Freeman inquired to the amount of money generated from the driving range annually.

Mr. Gorsuch stated that he will provide that information as he does not have it with him.

Commissioner McLea inquired about the relationship concerns between the organizations. She requested an annual revenue report, and the totals donated to the town and community in the past two years.

Commissioner Roberts requested an impact statement outlining the repercussions if the lease is not renewed.

Mr. Burske stated that both organizations want to continue operating the driving range, and that they want reassurance that the lease would be renewed prior to committing to major improvements. He stated that there is sufficient time to make amendments to the lease prior to its expiration.

Mr. Lawrence stated that it is his understanding that there have been confrontations between the driving range and the Lions Club personnel. He stated that this is concerning, and he is not in favor of a long-term lease.

Mr. Gorsuch stated that there have been disagreements, and they have been resolved. He stated that he is the operations manager and the scheduler for the driving range. He stated that he works with both organizations and confirmed that they work together.

Barbara Crewell – 2934 Griffin View Dr., President of the Orange Blossom Lions Club

Ms. Crewell stated that there is a board for the driving range. The "squabbling" is simply ideas being submitted and discussed. Not everyone will agree yet they work together because they understand the impact that the funds generated benefit the community. She stated that

some of the organizations include food pantries, the school, and the library. She stated that it is a wonderful partnership of volunteers, and the town does not have to worry about the operation, the maintenance or personnel.

Mayor Freeman asked if there were any further questions or comments. Hearing none, he asked for a motion.

Upon a motion by Commissioner McLea and seconded by Commissioner Roberts, the Commission moved to table this agenda item until the requested information is submitted. Motion carried 4-0.

9. MAYOR AND COMMISSIONER'S REPORT

Commissioner Roberts stated that she has been in contact with the Spring Arbor Homeowners' Association and several residents regarding the proposed zoning amendment for the Hammock Oaks commercial development at Hwy 466 and Cherry Lake Road. She advised that Margo Mauer confirmed that she will conduct a community meeting on Monday, April 27, at 4:30 p.m. Commissioner Roberts stated that she will attend and report the outcome at the Town Commission meeting on May 4.

Commissioner Roberts commended the Parks and Recreation department for the wonderful spring concert series.

Commissioner McLea stated that she has been meeting town staff and commended everyone for their good work. She expressed her appreciation to all who have welcomed her.

Mayor Freeman thanked the Lady Lake Police for their assistance with a wellness check for a resident.

10. TOWN MANAGER'S REPORT

Town Manager Bill Lawrence stated that the department managers reviewed the town's strategic plan at the bi-weekly meeting. He stated that 16 plans have been completed, and the remaining nine items are in progress. He commended the town staff for a great job of adhering to seeing these plans come to fruition.

Mayor Freeman commended town staff for their commitment.

11. TOWN ATTORNEY'S REPORT

Town Attorney Derek Schroth stated that he spoke with the Fruitland Park attorney, who stated that they will review the figures pertaining to the wastewater treatment plant agreement and submit a reduced amount with their next proposal.

12. PUBLIC COMMENTS

There were no comments.

13. ADJOURN

There being no further business to discuss, the meeting adjourned at 6:42 p.m.

A handwritten signature in blue ink, appearing to read "Kathleen Rosado", written over a horizontal line.

Kathleen Rosado, Town Clerk

A handwritten signature in blue ink, appearing to read "Ed Freeman", written over a horizontal line.

Ed Freeman, Mayor

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

LAST NAME—FIRST NAME—MIDDLE NAME Freeman, Stanley Edward "Ed"		NAME OF BOARD, COUNCIL, COMMISSION, AUTHORITY, OR COMMITTEE Lady Lake Commission	
MAILING ADDRESS 409 Fennell Boulevard		THE BOARD, COUNCIL, COMMISSION, AUTHORITY OR COMMITTEE ON WHICH I SERVE IS A UNIT OF:	
CITY Lady Lake, FL 32159	COUNTY Lake	☒ CITY ☐ COUNTY ☐ OTHER LOCAL AGENCY	
DATE ON WHICH VOTE OCCURRED		NAME OF POLITICAL SUBDIVISION:	
		MY POSITION IS:	
		☒ ELECTIVE ☐ 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, Ed Freeman, hereby disclose that on April 20, 20 26 :

(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, American Legion Post 347 ;
- ☐ 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:

At the regular commission meeting of the Town of Lady Lake at Commission Chambers at 6:00pm on April 20, 2026 agenda item 8-B involves a discussion of the lease of the Bob Johnson Legacy Driving Range. The lessees of the driving range are American Legion Post 347 and the Orange Blossom Lions Club. I am a member of the American Legion Post 347.

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.

April 20, 2026

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.