

North Broward Hospital District Board of Commissioners  
1700 Northwest 49th Street, Suite #150, Ft. Lauderdale, FL 33309

## **REGULAR BOARD MEETING** **4:00 p.m., Wednesday, July 28, 2021**

The Board of Commissioners Regular Board Meeting of the North Broward Hospital District was held at 4:00 p.m., on July 28, 2021, at the Broward Health Corporate Spectrum Location, 1700 NW 49<sup>th</sup> Street, Suite 150, Fort Lauderdale, Florida 33309.

### **1. NOTICE**

Notice and Agenda, titled EXHIBIT I and EXHIBIT II, are attached to the official meeting book archived at the Board of Commissioners' Office. Supporting documents, if applicable, are attached to these minutes, titled EXHIBIT III. Exhibits are presented for consideration of the Board.

### **2. CALL TO ORDER**

There being a quorum present, the meeting was called to order by Chair Nancy W. Gregoire at 4:04 p.m.

### **3. ROLL CALL**

*Present:*

Commissioner Jonathan K. Hage  
Commissioner Christopher J. Pernicano  
Commissioner Ray T. Berry  
Commissioner Marie C. Waugh, Secretary/Treasurer  
Commissioner Stacy L. Angier, Vice Chair  
Commissioner Nancy W. Gregoire, Chair

*Not Present:*

Commissioner Levi G. Williams, Jr.

*Senior Leadership*

*Additionally Present:*

Shane Strum, President/Chief Executive Officer  
Alan Goldsmith, Chief Operating Officer  
Alex Fernandez, Chief Financial Officer  
Linda Epstein, Corporate General Counsel

### **4. THE PLEDGE OF ALLEGIANCE**

The Pledge of Allegiance was led by Commissioner Jonathan K. Hage.

### **5. PUBLIC COMMENTS**

Chair Gregoire opened the floor for public comments, in which there were none.

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## 6. APPROVAL OF MINUTES

6.1. Approve Regular Board Meeting Minutes for June 30, 2021.

Without objection, Chair Gregoire approved the minutes, dated June 30, 2021.

Motion *carried* without dissent.

## 7. BHMC DISTINGUISHED PHYSICIAN AWARD TO DR. CELSO AGNER (Presenter – Dr. Sunil Kumar, Chief of Staff, Broward Health Medical Center)

Dr. Kumar, Chief of Staff of Broward Health Medical Center, introduced and presented Dr. Celso Agner, Interventional Neurologist at Broward Health Medical Center, with the Distinguished Physician Award.

It was shared that Dr. Agner is, “a truly exceptional physician and wonderful person. He works tirelessly to give the best evidence-based quality care to patients. Dr. Agner continuously teaches staff and has a pleasant attitude.”

## 8. MEDICAL STAFF CREDENTIALING (Presenter – Dr. Joshua Lenchus, Interim Chief Medical Officer

- |                                     |                                     |
|-------------------------------------|-------------------------------------|
| 8.1.) Broward Health North          | 8.3.) Broward Health Medical Center |
| 8.2.) Broward Health Imperial Point | 8.5.) Core Privilege Forms          |
| 8.3.) Broward Health Coral Springs  |                                     |

**MOTION** It was *moved* by Commissioner Berry, *seconded* by Commissioner Angier.

The Board of Commissioners of the North Broward Hospital District approve Medical Staff Credentialing Reports and Core Privilege Forms, as presented.

Motion confirmed by roll-call vote:

- YES** Commissioner Jonathan K. Hage
- YES** Commissioner Christopher J. Pernicano
- YES** Commissioner Ray. T. Berry
- YES** Commissioner Marie C. Waugh, Secretary/Treasurer
- YES** Commissioner Stacy L. Angier, Vice Chair
- YES** Commissioner Nancy W. Gregoire, Chair

Motion *carried* 6/0.

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## 9. CHIEF MEDICAL STAFF UPDATES

Medical staff updates were given by Dr. Lehr for Broward Health North, Dr. Jensen for Broward Health Imperial Point, Dr. Penate for Broward Health Coral Springs, and Dr. Kumar for Broward Health Medical Center. Said reports highlighted each of the facilities' objectives, events, and awards received over the past month.

- |                                     |                                     |
|-------------------------------------|-------------------------------------|
| 9.1.) Broward Health North          | 9.3.) Broward Health Coral Springs  |
| 9.2.) Broward Health Imperial Point | 9.4.) Broward Health Medical Center |

## 10. PRESENTATIONS

- 10.1. CEO Update (Presenter - Shane Strum, President/Chief Executive Officer)

Mr. Strum recognized the four hospital Chiefs of Staff and Interim Chief Medical Officer (CMO), Dr. Lenchus, for working around the clock during the current increase in COVID-19 cases.

Mr. Strum also recognized Chair Gregoire, for her amazing leadership during a difficult year.

Mr. Strum presented his full monthly report, highlighting the five pillars (Quality, Service, People, Growth, and Finance) of the organization and the progress at each of its facilities.

The following videos were featured:

- Hands-Only CPR Training with Broward Health Imperial Point (BHIP) and Fort Lauderdale Fire Rescue
  - The video featured:
    - Stephen Gollan, Battalion Chief, Fort Lauderdale Fire Rescue, shared that the teams came together to train the community and BHIP staff.
- Broward Health Hurricane Supply Drive benefiting (40) CDTC families, organized by Broward Health's summer interns.
  - The video featured:
    - Dr. Ana Calderon Randazzo, Executive Director, CDTC.
    - Alyssa Biggs, Marketing Intern, Broward Health.
    - Carrie Rudderkimhy, Human Resources Partner, Broward Health.
    - Jelani Hamilton, Finance Intern, Broward Health.
- Broward Health Maternity Services
  - The video featured:
    - New moms shared their positive experiences.

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- Heather Havericak, Chief Executive Officer, Broward Health Medical Center.
- Jared Smith, Chief Executive Officer, Broward Health Coral Springs.
- Dr. Heather Gabai Hernandez, Vice Chair of OBGYN, Broward Health Coral Springs.
- Melissa Leamon, Chief Nursing Officer, Broward Health Coral Springs.

## 11. CONSENT AGENDA

- 11.1. Approval of Settlement with the Former General Counsel
- 11.2. Resolution FY22-01: Resolution to Appoint Directors to Total Claims Administration, Inc.
- 11.3. BHMC, Approval to Enter ED On-Call Coverage and Inpatient Care Services Agreement for Pediatric Gastroenterology
- 11.4. Approval to Enter into a New Two-Year Employment Agreement with Dr. Ridwan Lin

**MOTION** It was *moved* by Commissioner Pernicano, *seconded* by Commissioner Hage, that:

The Board of Commissioners of the North Broward Hospital District approve items 11.1 through 11.4 on the Consent Agenda.

Commissioner Berry and Chair Gregoire formally recused themselves from voting on item number 11.1, Approval of Settlement with the Former General Counsel, as they were parties in the civil case.

Motion confirmed by roll-call vote:

- YES** Commissioner Jonathan K. Hage
- YES** Commissioner Christopher J. Pernicano
- YES** Commissioner Ray. T. Berry (11.2 through 11.4)
- YES** Commissioner Marie C. Waugh, Secretary/Treasurer
- YES** Commissioner Stacy L. Angier, Vice Chair
- YES** Commissioner Nancy W. Gregoire, Chair (11.2 through 11.4)

Motion *carried* 4/0 for items 11.1.

Motion *carried* 6/0 for Items 11.2 through 11.4.

## 12. DISCUSSION AGENDA

- 12.1. Purchase of four (4) separate parcels of real property in the western area of Broward County (Presenter – Shane Strum, President/Chief Executive Officer)

**MOTION** It was *moved* by Commissioner Berry, *seconded* by Commissioner Angier, that:

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The Board of Commissioners of the North Broward Hospital District authorize the District to execute four (4) separate Purchase and Sales Agreements for four (4) separate parcels of real property in the western area of Broward County, contingent upon any findings discovered during due diligence.

Motion confirmed by roll-call vote:

**YES** Commissioner Jonathan K. Hage  
**YES** Commissioner Christopher J. Pernicano  
**YES** Commissioner Ray. T. Berry  
**YES** Commissioner Marie C. Waugh, Secretary/Treasurer  
**YES** Commissioner Stacy L. Angier, Vice Chair  
**YES** Commissioner Nancy W. Gregoire, Chair

Motion *carried* 6/0.

## 12.2. Discussion of 2021-2022 Board and Committee Meeting Schedule

**MOTION** It was *moved* by Commissioner Waugh, *seconded* by Commissioner Pernicano, that:

The Board of Commissioners approve the Fiscal Year 2021-2022 Board and Committee Meeting Schedule, as presented.

Motion confirmed by roll-call vote:

**YES** Commissioner Jonathan K. Hage  
**YES** Commissioner Christopher J. Pernicano  
**YES** Commissioner Ray. T. Berry  
**YES** Commissioner Marie C. Waugh, Secretary/Treasurer  
**YES** Commissioner Stacy L. Angier, Vice Chair  
**YES** Commissioner Nancy W. Gregoire, Chair

Motion *carried* 6/0.

## 12.3. Board Officer Elections

### 12.3.1. Board of Commissioners' Nomination of Chair

**MOTION** It was *moved* by Commissioner Waugh, *seconded* by Commissioner Berry, that:

The Board of Commissioners nominate Commissioner Stacy L. Angier as Chair of the North Broward Hospital District.

Motion confirmed by roll-call vote:

**YES** Commissioner Jonathan K. Hage  
**YES** Commissioner Christopher J. Pernicano

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**YES** Commissioner Ray. T. Berry  
**YES** Commissioner Marie C. Waugh, Secretary/Treasurer  
**YES** Commissioner Stacy L. Angier, Vice Chair  
**YES** Commissioner Nancy W. Gregoire, Chair

Motion *carried* 6/0.

### 12.3.2. Board of Commissioners' Nomination of Vice Chair

**MOTION** It was *moved* by Commissioner Angier, *seconded* by Commissioner Pernicano, that:

The Board of Commissioners nominate Commissioner Marie C. Waugh as Vice Chair of the North Broward Hospital District.

Motion confirmed by roll-call vote:

**YES** Commissioner Jonathan K. Hage  
**YES** Commissioner Christopher J. Pernicano  
**YES** Commissioner Ray. T. Berry  
**YES** Commissioner Marie C. Waugh, Secretary/Treasurer  
**YES** Commissioner Stacy L. Angier, Vice Chair  
**YES** Commissioner Nancy W. Gregoire, Chair

Motion *carried* 6/0.

### 12.3.3. Board of Commissioners' Nomination of Secretary/Treasurer

**MOTION** It was *moved* by Commissioner Waugh, *seconded* by Commissioner Berry, that:

The Board of Commissioners nominate Commissioner Christopher J. Pernicano as Secretary/Treasurer of the North Broward Hospital District.

Motion confirmed by roll-call vote:

**YES** Commissioner Jonathan K. Hage  
**YES** Commissioner Christopher J. Pernicano  
**YES** Commissioner Ray. T. Berry  
**YES** Commissioner Marie C. Waugh, Secretary/Treasurer  
**YES** Commissioner Stacy L. Angier, Vice Chair  
**YES** Commissioner Nancy W. Gregoire, Chair

Motion *carried* 6/0.

## 13. COMMENTS BY COMMISSIONERS

Closing comments were given by the Commissioners.

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#### 14. NEXT REGULAR BOARD MEETING

The next regularly scheduled Board of Commissioner's Meeting will be held on Wednesday, August 25, 2021 at 4:00 p.m. at the Broward Health Corporate Spectrum location, 1700 Northwest 49<sup>th</sup> Street, Suite 150, Fort Lauderdale, Florida 33309.

#### 15. ADJOURNMENT

There being no further business on the agenda, the Chair adjourned the meeting at 5:22 p.m.

Respectfully submitted,  
Commissioner Christopher J. Pernicano, Secretary/Treasurer

APPROVED

**Resolution FY22-01**

**Resolution to Appoint Directors to Total Claims Administration, Inc.**

**WHEREAS**, Total Claims Administration, Inc. (“TCA”) is a Florida not-for-profit corporation duly organized pursuant to the Florida Not For Profit Corporation Act, § 617.01011, *et seq.*, Florida Statutes and 26 U.S.C. § 501(c)(3);

**WHEREAS**, Art. III of TCA’s Articles of Incorporation establishes TCA for the purposes of the administration of the self-insured employee plan of North Broward Hospital District (the “District”) and other employee health insurance programs;

**WHEREAS**, the District is the sole member of TCA;

**WHEREAS**, Art. V of TCA’s Articles of Incorporation and Art. III, s. 2 of the Bylaws of Total Claims Administration, Inc., as adopted as of March 14, 2012 (the “TCA Bylaws”), reserve the sole power to Board of Commissioners of North Broward Hospital District (the “Board”) to appoint directors to the board of TCA (“Board of Directors”);

**WHEREAS**, Art. III, s. 1 of the TCA Bylaws provides that the Board of Directors shall consist of at least three (3) and no more than five (5) employees of the District who manage the affairs of TCA;

**WHEREAS**, the Board wishes to appoint such employees of the District to the Board of Directors of TCA as provided herein; and

**WHEREAS**, unless context otherwise requires, capitalized terms used but not defined herein have the meanings ascribed to such terms in the Amended and Restated Bylaws of the North Broward Hospital District and its accompanying Codified Resolutions of the Board of Commissioners of the North Broward Hospital District.

**NOW, THEREFORE, BE IT RESOLVED**, by the Board of Commissioners of the North Broward Hospital District, that:

1. The following employees of the District are hereby appointed to the Board of Directors of TCA to manage the affairs of TCA:
  - a. Susan Newton, Chief Operations Officer of Broward Health North
  - b. Alisa Bert, VP, Financial Operations of Broward Health
  - c. Alexander Fernandez, SVP, Chief Financial Officer of Broward Health
2. This resolution is effective immediately upon its ratification by the Board.
3. This resolution hereby supersedes, amends, replaces and repeals any conflicting resolution or conflicting policy previously adopted by the Board.

**DULY ADOPTED** this 28th day of July 2021.

Time Adopted 4:56 PM



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

LAST NAME—FIRST NAME—MIDDLE NAME Berry Kay	NAME OF BOARD, COUNCIL, COMMISSION, AUTHORITY, OR COMMITTEE North Broward Hospital District
MAILING ADDRESS 3606 Juniper Lane	THE BOARD, COUNCIL, COMMISSION, AUTHORITY OR COMMITTEE ON WHICH I SERVE IS A UNIT OF: <input type="checkbox"/> CITY <input type="checkbox"/> COUNTY <input checked="" type="checkbox"/> OTHER LOCAL AGENCY
CITY COUNTY Davie Broward	NAME OF POLITICAL SUBDIVISION:
DATE ON WHICH VOTE OCCURRED 7/21/21	MY POSITION IS: <input type="checkbox"/> ELECTIVE <input checked="" type="checkbox"/> 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 equally 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 the reverse side 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 inures to his or her special private gain or loss. Each elected or appointed local officer also is prohibited from knowingly voting on a measure which inures to the special gain or loss of a principal (other than a government agency) by whom he or she is retained (including the parent organization or subsidiary of a corporate 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 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 otherwise may participate 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 other side)

**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, Ray Berry, hereby disclose that on 7/21/21, 2021:

(a) A measure came or will come before my agency which (check one)

- 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 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:

Approval of settlement of named defendant.

7/21/21  
Date Filed

[Signature]  
Signature

NOTICE: UNDER PROVISIONS OF FLORIDA STATUTES §112.317, A FAILURE TO MAKE ANY REQUIRED DISCLOSURE CONSTITUTES GROUNDS FOR AND MAY BE PUNISHED BY ONE OR MORE OF THE FOLLOWING: IMPEACHMENT, REMOVAL OR SUSPENSION FROM OFFICE OR EMPLOYMENT, DEMOTION, REDUCTION IN SALARY, REPRIMAND, OR A CIVIL PENALTY NOT TO EXCEED \$10,000.

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

LAST NAME—FIRST NAME—MIDDLE NAME <i>GREGOIRE NANCY WOOD</i>	NAME OF BOARD, COUNCIL, COMMISSION, AUTHORITY, OR COMMITTEE <i>BROWARD HEALTH COMMISSION</i>
MAILING ADDRESS <i>4166 NW 65 AVE</i>	THE BOARD, COUNCIL, COMMISSION, AUTHORITY OR COMMITTEE ON WHICH I SERVE IS A UNIT OF: <input type="checkbox"/> CITY <input checked="" type="checkbox"/> COUNTY <input type="checkbox"/> OTHER LOCAL AGENCY
CITY COUNTY <i>CORAL SPRINGS BROWARD</i>	NAME OF POLITICAL SUBDIVISION:
DATE ON WHICH VOTE OCCURRED <i>JULY 21, 2021</i>	MY POSITION IS: <input type="checkbox"/> ELECTIVE <input checked="" type="checkbox"/> 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 equally 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 the reverse side and filing the form.

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A person holding elective or appointive county, municipal, or other local public office **MUST ABSTAIN** from voting on a measure which inures to his or her special private gain or loss. Each elected or appointed local officer also is prohibited from knowingly voting on a measure which inures to the special gain or loss of a principal (other than a government agency) by whom he or she is retained (including the parent organization or subsidiary of a corporate 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 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 otherwise may participate 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 other side)

**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, NANCY W GREWIRE, hereby disclose that on JULY 21, 20 21:

(a) A measure came or will come before my agency which (check one)

- 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 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:

APPROVAL OF SETTLEMENT OF A CASE IN WHICH I WAS A NAMED DEFENDANT

7/21/21  
Date Filed

Nancy W Grewire  
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.