

CHILDREN'S SERVICES COUNCIL OF BROWARD COUNTY

Held @ 6600 W. Commercial Blvd., Lauderdale, FL 33319
and by Zoom Webinar with public access by computer or phone

April 16, 2026

9:30 A.M.

Minutes

Council Members in Physical Attendance:

Judge Lauren M. Alperstein, School Superintendent Howard Hepburn, School Board Member Debra Hixon, Governor Appointee Julia Musella, Broward County Commissioner Nan Rich, DCF Child Protection Director Robert Shea, Governor Appointee Jeffrey S. Wood (*Chair*)

Council Members in Virtual Attendance:

Governor Appointee Alyssa Foganholi, Health Department Director Paula Thaqi

Council Members Absent:

Governor Appointee Christine Thompson

Counsel Present:

Garry Johnson, Esq.

Staff in Attendance:

Cindy Arenberg Seltzer (President/CEO), David Kenton, Maria Juarez, Sue Gallagher, Michelle Hamilton, Dion Smith, Lisa Bayne, Marlando Christie, Ken King, Marissa Greif-Hackett, Kathleen Campbell, Alicia Williams, Carl Dasse, Kimberly Goulbourne, Amy Jacques, Angie Buchter, Tracy Graham, Nelson Giraldo, Johnsingh Jeyasingh, Akil Edwards, Jimmy Jean, Felina Rosales-Furer, Keyonia Lawson, Michelle Hagues-Fullwood, Trisha Dowell, Pooja Yajnik, Shira Fowlkes, Leslie Saca, Diane Choi, TaiQuay Bogle, Julie Toscano, Shaquoia Wilson, Kyle Jones, Karen Franceschini, Demetria Rawls, Shawanda Spencer, Deidre-Ann Burrell, Julie-Ann Waweru, Madeline Jones, Erin Byrne, S. Lorenzo Benaine, Horace Summers, Janine DeLeon, Marissa Aquino, Gabi Tabib, Carlos Campos, Diego Alvarez, Jessica Rincon, Fern Phillip, Lynn Kalmes, Alexandra Lemoine, Maya Berryhill-Porter, Radoika Pilarte, Maryanne Rodriguez, Ileana Blanco, Valencia McConnico-Bell, Kandyss Torrence, Gaby Carbonell, Jonathan Corado, Yolanda Meadows, Florence Ukpai, Clarice Horton, Maxine Goldson, Travis Johnson, Priscilla Cole, Nicolette Picardi, Shantigra Williams, Rhonda Morrison, Cecil Arbiza-Rivera, Natalie Gomes, Sharena Stinson, Brooke Sherman, Arturo Parham, Cristina Castellanos, Jheanelle Henry, Melissa Soza, Erica Ansley, Andria Dewson, Amber Gross, Latora Steel, Tabitha Bush, Kim Reid, Alexia Bridges, Astrid Cantos, Jennifer Wennberg, Jocelin Eubanks, Ashley Brooks, Ashley Cole, Cynthia Reynoso, Jill Denis-Lay, Liza Khan

Guests in Attendance:

See Attachment 1

Agenda:

I. Call to Order

Chair Jeffrey S. Wood called the meeting to order at 9:34 A.M.

II. Roll Call

The roll was called, and a quorum was established.

III. Chair's Report

a) Moment to Arrive

Council Members took a moment to allow their bodies and minds to settle and focus before considering the meeting agenda items.

b) March 2026 Council Minutes

ACTION: Ms. Hixon made a motion to approve the Council meeting minutes from March 19, 2026, as presented. The motion was seconded by Ms. Musella and passed with no opposing votes.

c) Reminder – May Budget Retreat

Chair Wood reminded Members of the upcoming May Council Meeting/Budget Retreat on Thursday, May 21, from 9:30am-4:00pm at the CSC office, with public access via Zoom as well. He noted that this will be the Council's first detailed review of, and vote on, the FY 26-27 budget and millage rate. He pointed out the importance of having all Members in attendance.

IV. President's Report

a) Good of the Order

Ms. Arenberg Seltzer highlighted Arc Broward's 70th Anniversary celebration, which she and Senator Rich attended.

Ms. Julie Price, Arc Broward, thanked the Council for its unwavering support, noting that it makes a real difference in the lives of vulnerable children and families every day. She thanked Senator Rich and Ms. Arenberg Seltzer for joining them in their celebration and recognized Council members as true innovators. She briefly touched upon future expansion and concluded that she was looking forward to another 70 years of partnership.

Ms. Arenberg Seltzer highlighted the recent Broward AWARE! Family Fun & Resource Fair, held this year in three locations: Deerfield Beach, Fort Lauderdale, and Hollywood. She noted that the Mobile School Pantry was at the Fort Lauderdale event with fresh produce and other food items for families to take home. She also pointed out the presence of youth participating in the CSC-sponsored Youth Media Training Program, where youth gain experience with media tasks, interviews, and podcasts. Ms. Arenberg Seltzer shared that she was interviewed by one of their student reporters at Read for the Record and was impressed with the questions. The student reporters were able to shadow the Forever Family media crew at the event. Council members viewed the Forever Family video of the Fort Lauderdale event.

CSC staff participated in the recent 2026 Real Men Read initiative, where male volunteers read to Pre-K-5th-grade students in Broward County schools to promote early literacy. Ms. Arenberg Seltzer commended CSC's volunteers: Carlos Campos (Accounting Manager) and Jimmy Jean (Senior Systems Administrator), who read at Orange Brook Elementary; Ken King (Director of Public Affairs & Organizational Development – Communications & Public Affairs) and David Kenton (Chief Operating Officer), who read at Morrow Elementary; and S. Lorenzo "Lolo" Benaine (Senior Research & Evaluation Manager), who read at Gulfstream Early Learning Center.

Ms. Arenberg Seltzer highlighted the recent Six Pillars Broward Annual Report to the Community. Six Pillars Broward 2045 is a community-driven initiative aimed at creating a shared vision and action plan that will guide Broward County's economic and community success through the year 2045. Ms. Arenberg Seltzer serves as the Co-Chair for the initiative's Talent Supply & Education Pillar.

Ms. Arenberg Seltzer commended Ms. Maria Juarez (*Chief Program Officer*) for her recent interview and discussion about CSC's programs, services, leadership, and advocacy on Univision 23's *Contigo En La Comunidad*.

b) Legislative Update

Ms. Arenberg Seltzer noted that as of today, there is still no State Budget agreement nor a scheduled Special Session regarding Property Taxes.

V. Chief Programs Officer (CPO) Report

Ms. Juarez briefly highlighted the items under the CPO Report, as presented in the meeting information packet.

a) MOST RFP Rating Committee Recommendations

ACTION: Ms. Hixon made a motion to approve the MOST Rating Committee recommendations; approve FLIPANY to provide the Coordinated Approach to Child Health (CATCH) Kids Club training and ongoing coaching; approve CCDH, Inc., D/B/A The Advocacy Network on Disabilities, to provide Inclusion Supports; approve Community Based Connections as Fiscal Sponsor and Associated Fiscal Sponsor fees for Gift, Inc., for FY 25/26 and FY 26/27; and approve Kids in Distress, Inc., as Fiscal sponsor and Associated Fiscal Sponsor Fees for Center for Hearing & Communication, Inc., for FY 26/27, all as presented. The motion was seconded by Senator Rich and passed with no opposing votes.

Ms. Lynn Kunins, FLIPANY CEO, spoke in favor of the increased budget to cover the new expansion sites in Tier 2. She explained that for 20 years, FLIPANY has delivered nutrition, healthy meals, fitness, and wellness programs to underserved youth, in partnership with many of CSC's funded providers. She noted that when children are nourished, active, and supported, they thrive. She thanked the Council for its consideration, leadership, and support.

- b) Leverage Funding for David Posnack JCC Summer Program for Children with Cancer and their Siblings

ACTION: Judge Alperstein made a motion to approve leverage funding for David Posnack JCC to provide a summer camp for children with Cancer and their siblings, as presented. The motion was seconded by Senator Rich and passed with no opposing votes.

- c) Reallocation of HANDY Healthcare Navigation Services Leverage Funds to Unallocated.

Ms. Juarez Stouffer noted that due to a loss in the healthcare partner, through no fault of HANDY, this project was not moving forward at this time. If a new healthcare partner is found, HANDY is welcome to reapply for this leverage.

ACTION: Senator Rich made a motion to approve the reallocation of the budget for HANDY's Healthcare Navigation Services Leverage to Unallocated, as presented. The motion was seconded by Ms. Hixon and passed with no opposing votes.

- d) Legal Aid Service's Legal Supports Program Update

Ms. Natalie Gomes, CSC Programs Manager, and Mr. Walter Honaman, Esq., Legal Aid Service of Broward County, led an update on the CSC-funded Legal Supports Program.

Ms. Gomes noted that the Legal Supports Program is guided by CSC Service Goal 6, which aims to increase the number of children living in safe and nurturing families and to reduce the length of stay in the child welfare system. She described the program as providing legal representation to youth in foster care to be safely and expeditiously reunited with parents, permanently placed with caregivers, or transition into independent living; providing legal services to youth who are involved in the delinquency system or at high risk of dual involvement in the delinquency and dependency systems; providing a Legal Helpline for families to call an experienced attorney for independent legal information and assistance with questions involving juvenile delinquency, diversion, civil citation, and/or dependency; and providing legal advocacy services to informal kinship caregivers.

She outlined the history of the program at CSC, noting that it was established in 2010, under the first Legal Advocacy Works (LAW) RFP, with a \$259,560 award to Legal Aid Service of Broward County to serve 240 children/youth. She noted that the number of children and youth in Out of Home Care (OOHC) has steadily declined over the past few years, at both state and county levels. As of February 28, 2026, there are 982 children in OOHC in Broward County who are eligible to receive Legal Supports representation. For FY 24-25, Legal Aid represented 806 children/youth in the foster care system, helping 163 achieve reunification with their family, adoption, or permanent guardianship. Legal Aid currently represents 628 children for FY 25-26.

Mr. Honaman briefly outlined Legal Aid's work and shared that while they have some staff vacancies, they've greatly reduced that number over time. They currently have one attorney vacancy, two legal specialist vacancies, and a paralegal vacancy. He pointed out they do have candidates in the pipeline. He stated that overall, they provide zealous, high-quality representation.

Member discussion ensued regarding the number of additional children who could benefit from legal representation, age-group prioritization, and Legal Aid's capacity to represent additional children/youth. At the conclusion of the discussion, Dr. Thaqi expressed a desire to see additional growth in the program and requested that additional funding be added to the Budget Wish List.

Judge Alperstein thanked Mr. Honaman and the Legal Aid team for their work. She noted that the Shelter Docket is challenging, but that Legal Aid has the hardest-working attorneys and the finest members of the Florida Bar.

Ms. Arenberg Seltzer pointed out that for several years the Council had reinvested Title IV(e) reimbursement for this program back into the program. That stopped when Legal Aid was unable to hire attorneys to deliver the service and the money was being left on the table. Now that they have resolved most of

the vacancy issues, staff will be recommending in May that the IV(e) funds once again be reinvested in the program.

VI. Chief Innovation Officer Report

Dr. Gallagher briefly highlighted the items under the Chief Innovation Officer Report, as presented in the information packet.

a) Broward County Public Schools (BCPS) Data Sharing Agreement Renewal

ACTION: Ms. Musella made a motion to approve the BCPS Data Sharing Agreement Renewal, as presented. The motion was seconded by Ms. Hixon and passed with no opposing votes.

b) SNAC HIREE Job Fair

Dr. Gallagher highlighted the successful SNAC HIREE Job Fair, pointing out that it was the first of its kind. Over 50 agency partners worked together to connect 150 youth with disabilities with 25 companies. The participating job seekers had access to resume assistance, pre-interview practice, professional clothing, and personal hygiene items to prepare them in advance. She commended Ms. Diane Choy (Assistant Director of Planning) and Demetria Rawls (Strategy Manager – Special Needs) for bringing it all together.

VII. Public Affairs & Organizational Development Report

Dr. Kenton highlighted the items under the Public Affairs & Organizational Development Report, as presented in the meeting information packet.

a) Raters for Capacity Building Grant for Nonprofit Organizations Requests For Applications (RFA)

ACTION: Ms. Hixon made a motion to approve the raters for the FY 26/27 Capacity Building Grant for Nonprofit Organizations RFA, as presented. The motion was seconded by Senator Rich and passed with no opposing votes.

b) Increased funding for the South Florida Hunger Coalition to Provide Meal Service for CG Smith Academy

ACTION: Ms. Musella made a motion to approve a budget increase to facilitate breakfast and lunch meal service at CG Smith Academy for 16 students for the remainder of the FY 25/26 School Year, as presented. The motion was seconded by Ms. Hixon and passed with no opposing votes.

- c) Leverage Funding for Junior Achievement to Customize Mental Health Storefronts

ACTION: Ms. Hixon made a motion to approve leverage funding for Junior Achievement to customize the CSC/Ferris Foundation Mental Health Storefronts in Biz Town and the Finance Park, as presented. The motion was seconded by Mr. Shea and passed with no opposing votes and one abstention from Dr. Hepburn, who submitted the attached conflict form.

- d) Community Engagement Update

Dr. Kenton highlighted CSC's community engagement activities from October 2025 to March 2026. During that time, the CSC Outreach Team participated in 56 community events, spanning 26 zip codes, and engaging an estimated 21,878 attendees. Additionally, CSC staff participated in 41 speaking engagements. Compared with the same period last year, there were 15 additional events and 16 additional speaking engagements.

VIII. Chief Operating Officer (COO) Report

Dr. Kenton briefly highlighted the items under the COO Report, as presented in the meeting information packet.

- a) Budget Amendments and Interim Financial Statements

ACTION: Senator Rich made a motion to approve the Budget Amendments and Interim Financial Statements for the period ending March 31, 2026, as presented. The motion was seconded by Judge Alperstein and passed with no opposing votes.

- b) Managed Fund Monthly Statements

ACTION: Ms. Hixon made a motion to accept the monthly statements for the Managed Fund from PFM and US Bank for March 31, 2026, as presented. The motion was seconded by Senator Rich and passed with no opposing votes.

- c) CSC Purchases

ACTION: Ms. Hixon made a motion to approve the CSC monthly purchases as presented. The motion was seconded by Senator Rich and passed with no opposing votes.

d) Annual Comprehensive Financial Report (ACFR) Update

Dr. Kenton drew Members' attention to the copies at the dais of the CSC ACFR and the Popular Annual Financial Report. If Members would like additional copies for their office, please let staff know.

IX. Broward Reads Coalition Meeting Report

Ms. Arenberg Seltzer highlighted the recent Broward Reads Coalition meeting and referred Members to the minutes in the information packet.

X. Public Comment

Mr. Kirk Brown, HANDY CEO, shared the story of a Broward County resident in need who was brought to his attention this morning when he arrived at the meeting, and how community partners, all funded by CSC Broward, have come together in that short amount of time to provide resources to assist her and her son, who has special needs, by the end of the day.

XI. Council Members' Roundtable

After the Legislative Update, and before the MOST RFP Rating Committee recommendations, Ms. Arenberg Seltzer gave a preview of the CSC FY 26-27 Budget. She explained that she was presenting the Council Members' Roundtable earlier in the agenda because she wanted Members to have a sense of the overall FY 26-27 budget direction when considering an increase to the MOST RFP budget at this meeting.

Ms. Arenberg Seltzer outlined the logic used while drafting the budget to be presented at next month's Budget Retreat, noting that she and staff are always mindful of the impact on taxpayers, seeking to balance an increased demand for services and the need for a rainy day/emergency fund to meet those demands without having to tax more. She explained that she is looking to meet demand for services by focusing on property value increases rather than the millage rate. She anticipates being able to keep the millage rate flat while still increasing services where needed. She added that interest earnings remain very healthy.

She reviewed estimated revenue scenarios based on projected taxable value growth; Fund Balance trends from FY 20-21 through FY 24-25; improved utilization trends; and Unallocated and interest-earning trends.

For the proposed FY 26-27 Budget, staff are looking to incorporate a 3% Cost of Living Adjustment (COLA) for CSC-funded providers, based on Council member feedback last year to address recruitment and retention issues. Ms. Arenberg Seltzer explained that a 3% COLA would align program funding with inflationary

trends and preserve operational efficiency, and that it could be accommodated by reducing Unallocated funds.

She then addressed the potential growth in Maximizing Out-of-School Time (MOST) programs, noting a roughly \$5 million increase in requests to serve more children at additional sites. She explained that this could be achieved with monies from increased property values. She pointed out that staff reviewed the entire budget, analyzing each contract, each waiting list, and each expressed need, and pruned where necessary to balance the Budget. She assured Members that they can increase MOST funding as proposed today and feel confident that the broader overall needs will also be met. She added that three of the largest Community Reinvestment Act (CRA) TIF payments are set to expire at the end of 2026, which means there will be \$3 million more in revenue that can be kept in FY 27-28.

Ms. Hixon stated she would prefer a 4% COLA but would like to see it cost out in comparison to 3%. Ms. Arenberg Seltzer said that would be brought back next month, but that it would be roughly a million dollars, which could probably be taken from Unallocated. Consensus was reached in favor of a 4% COLA, but Members wanted to see the options for both a 3% and a 4% COLA.

XII. Adjournment

The meeting adjourned at 11:40 A.M. with a motion from Ms. Musella and a second from Judge Alperstein.



Nan Rich, Secretary

MEETING ATTENDEES (* Denotes Speaker)

Name	Organization
Marisa Liona	Sunshine After School Child Care, Inc.
Alison Rodriguez	YMCA of South Florida
Ashley Foreman	Urban League of Broward
Cora Daise	City of Hallandale Beach
Kadene Shaw	City of Hallandale Beach
Hudelaine R. Deus	City of West Park
Donna Lavalley	Christina G. Smith Community Health Foundation Inc.
Angel Profit	Boys & Girls Clubs of Broward
Mark Reyes	Urban League of Broward County
Susan Feldman	YMCA
Tara Montenegro	YMCA of South Florida
Vanesa Wolcott	Soref JCC
Arlene Connelly	OIC - SFL
Ta-sharra Essix-Ashman	City of Miramar – Fairway Park
Robert Liebman	ASP
Bridgette Pierce	The City of Oakland Park
Margaret Wallace	Retired
Robert Pagan	After School Programs, Inc.
Mr. Wilks	Camp Wannado
Andy Fernandez	Firewall Centers
Chris Gentile	Boys & Girls Clubs

Name	Organization
Andres Rodriguez	YMCA
Fallon Johnson	Urban League of Broward County
Areeba Johnson	Broward County
Marques Brown	YMCA
Myeisha Lumpkin	Broward County
Nikki Chiwara	JAFCO Children's Ability Center
Lisa Clements	YMCA
Wendy Rosenthal	Broward County Public Schools
Nia Johnson	Camp Wannado After-School Program
Reggie Printemps	OIC of South Florida
Matthew Organ	Boys & Girls Clubs of Broward County
Michele Clarke	Boys & Girls Clubs of Broward County
Diane Wright	Behavior Works
Traci Schweitzer	Department of Children and Families
Jessica Boker	Legal Aid
Harrison Grandwilliams	Broward County Commission
Walter Honaman*	Legal Aid Service
Gregory Noel	OIC of South Florida
Kirk Brown*	HANDY Inc.
Meredith Rojas	Legal Aid of Broward
Travis Amos	OIC
Ayelet Faerman	Legal Aid of Broward

Name	Organization
Tonya Ricker	Arc Broward
Shawn Preston	Arc Broward
Julie Price*	Arc Broward
Debi Palmisano	GCFC Lauderhill
Grace Ramos	The M Network
Jennifer Johnson	OIC of South Florida
Lynne Kunins*	FLIPANY

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

LAST NAME—FIRST NAME—MIDDLE NAME Hepburn - Howard	NAME OF BOARD, COUNCIL, COMMISSION, AUTHORITY, OR COMMITTEE Children's Services Council of Broward County
MAILING ADDRESS 600 SE 3rd Ave., 10th Floor	THE BOARD, COUNCIL, COMMISSION, AUTHORITY OR COMMITTEE ON WHICH I SERVE IS A UNIT OF: ☐ CITY ☐ COUNTY ☒ OTHER LOCAL AGENCY
CITY Fort Lauderdale	COUNTY Broward
DATE ON WHICH VOTE OCCURRED April 16, 2026	NAME OF POLITICAL SUBDIVISION: MY POSITION IS: ☐ ELECTIVE ☒ APPOINTIVE

WHO MUST FILE FORM 8B

This form is for use by any person serving at the county, city, or other local level of government on an appointed or elected board, council, commission, authority, or committee. It applies 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, Howard Hepburn, hereby disclose that on April 16, 20 26:

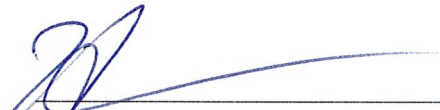
(a) A measure came or will come before my agency which (check one)

- ☐ 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 Junior Achievement of South Florida, 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:

I abstained from Agenda Item VII. c., "Approve Leverage Funding for Junior Achievement to Customize Mental Health Storefronts," as I serve on the Board of Junior Achievement of South Florida.

April 16, 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.