



**SUSTAINABILITY COMMITTEE  
CITY OF TARPON SPRINGS, FLORIDA  
324 EAST PINE STREET  
2ND FLOOR MEDIA ROOM**

**THURSDAY, JUNE 18, 2026**  
**AT 6:00 PM**

**CALL TO ORDER**

**ROLL CALL**

**MINUTES**

1. Approval of April 2026 Meeting Minutes

**PUBLIC COMMENTS**

**DISCUSSION**

1. Review of Mental Health Panel & the Annual Report to the BOC
2. Future presentation planning: Preservation, Sustainable Gardening
3. Sustainability Plan Implementation Update - Holly Langston
4. Foundational Community Qualities - Dr. Mickett

**ITEMS FOR THE NEXT MEETING AGENDA**

**STAFF COMMENTS**

1. Rodenticide SOP proposed and under staff review
2. Sustainable Development Recognition Program under staff review
3. Stormwater Drain Murals update
4. Keep Pinellas Beautiful event of interest  
Recycling: Myths and Misconceptions, Tuesday, July 7, 6 PM - 7 PM, Moccasin Lake Nature Park, Clearwater

**COMMITTEE COMMENTS**

**ADJOURNMENT**

This meeting is open to the public. The City of Tarpon Springs is committed to providing reasonable accommodation for access for people with disabilities. Anyone needing assistance regarding this meeting should contact the City Clerk's Office at (727) 938-3711, fax a written request to (727) 942-5619, or email a written request to [cityclerk@ctsfl.us](mailto:cityclerk@ctsfl.us) at least two days prior to the meeting. For further information regarding this meeting, please contact the Sustainability Division at (727) 943-3555 or [sustainability@ctsfl.us](mailto:sustainability@ctsfl.us)

MINUTES  
SUSTAINABILITY ADVISORY COMMITTEE  
CITY OF TARPON SPRINGS  
APRIL 16, 2026

THE SUSTAINABILITY ADVISORY COMMITTEE MET IN THE CITY HALL MEDIA ROOM, 324 E. PINE STREET, TARPON SPRINGS, FLORIDA, ON THURSDAY, APRIL 16, 2026, AT 6:00 P.M., WITH THE FOLLOWING PRESENT:

SIOBHAN NEHIN	MEMBER
LORETTA RIQUETTI	MEMBER
DR. MELINA SCALLY	MEMBER

STAFF PRESENT: HOLLY LANGSTON SUSTAINABILITY PROGRAM MANAGER

CALL TO ORDER

Vice Chairperson Nehin called the meeting to order at 6:00 p.m.

ROLL CALL

Ms. Langston called roll. Dr. Mickett's absence was excused; notice was sent prior to the meeting.

**APPROVAL OF MARCH 2026 MINUTES:**

MOTION:	DR. MELINA SCALLY
SECOND:	LORETTA RIQUETTI

To approve the minutes of March 2026 Sustainability Advisory Committee Meeting.

Vote on motion: Upon viva voce vote, the motion carried unanimously.

**PUBLIC COMMENTS:**

Visitors present included Denise Mannino and Geri Doherty. Ms. Doherty will be leaving for Wyoming soon but will return to meetings in the fall.

**DISCUSSION**

- 1. Owls of Philippe Park-** This presentation by Dr. Mark Schocken, a retired chemist and wildlife photographer, focused on the dangers of anticoagulant rodenticide. It covered options that are safe to use and the importance of protecting birds of prey from secondary mortality that comes through birds or other wildlife consuming rodents that have been poisoned with anticoagulant rodenticide. The City uses rodenticide that does not have anti-coagulant properties and is a safer option but there are still ways the City could reduce its use of poison. Ms. Langston will work on drafting a rodenticide Standard Operating Procedure (SOP).
- 2. Annual Sustainability Committee Report to the Board of Commissioners**  
Deferred due to Dr. Mickett absence; Ms. Langston stated the Committee could send any thoughts or comments to her.

Sustainability Advisory Committee

3. **Presentations update** - Dr. Scally, Ms. Nehin  
 Dr. Scally announced that the speakers are confirmed for the May 19 mental health panel/community presentation. Further agenda and structure review pending. Ms. Nehin then provided a detailed overview of the proposed theme: 'How to Garden Affordably and Sustainably' for a fall presentation. Potential content includes propagation, composting, DIY containers, natives, water conservation, pest control, and more.
  
4. **Sustainable Development Guidelines** - Committee comments  
 There were no additional comments and the Committee members agreed unanimously that the proposed program is ready for internal staff review.

**ITEMS SUGGESTED FOR THE NEXT MEETING AGENDA**

- Scheduling discussion if needed for summer availability
- Presentations – discussion/planning updates

**STAFF COMMENTS:**

- Phase III Extreme Water Shortage Order in place April 3–July 1: Violations starting April 17
- Earth Day at the Library April 20-24
- Spring Cleanup City of Tarpon Springs Solid Waste: Sunday, April 19; items at curb by 7:00 AM
- Parks & Recreation Master Plan Community Meeting, April 21, 5:30-7:00 PM 400 S. Walton Ave
- Salt Tolerant Plants for Pinellas County: Tuesday, April 21, 2 PM @ Palm Harbor Library
- Shred Day - City of Tarpon Springs PD event Saturday, April 25 @ Tarpon Tower
- Tentative Mental Health Awareness Presentation May 19 @ Leepa-Rattner
- Annual report to the BOC May 26 at 6:00 PM
- A native garden was planted at the library on April 10 by library staff, TS garden club, Gro Group

**COMMITTEE COMMENTS:**

No Comments

**ADJOURNMENT:**

MOTION: MELINA SCALLY  
 SECOND: LORETTA RIQUETTI

To adjourn the meeting at 7:23 PM.

Vote on motion: Upon viva voce vote, the motion carried unanimously.

---

DR. CAROL MICKETT  
 CHAIRPERSON

---

HOLLY LANGSTON  
 SUSTAINABILITY PROGRAM MANAGER

CITY CLERK'S NOTE: This meeting has been recorded in its entirety, and the recordings are kept on file in the City Clerk's office for the required retention period.













# Sustainability Plan Implementation Update

HOLLY LANGSTON  
SUSTAINABILITY PROGRAM MANAGER  
JUNE 18, 2026



# 2024-2027

## IMPLEMENTATION TIMEFRAME

Action Number	Action	Action Category	Estimated Costs			Strategic Plan	Project Implementation Timeframe
			Cost Estimate	Potential Funding Source	Timeframe		
1	Net Zero Canopy Loss Policy		\$	O&M	SHORT		2024 - 2027
5	Ordinance requiring control of invasive species on City property		\$	O&M	SHORT		2024 - 2027
6	Land Use Regulations that establish appropriate wetland, stream and shoreline buffer widths		\$	O&M	SHORT		2024 - 2027
14	Seawall Ordinance		\$	O&M, Grant, Capital	SHORT		2024 - 2027
16	Climate Action Plan		\$\$\$	O&M, Grant	SHORT		2024 - 2027
18	GHG Reduction Target		\$	O&M	SHORT		2024 - 2027
35	Evaluate family-friendly workplace policies for local government employees		\$\$	O&M	MEDIUM		2024 - 2030

Pre-empted by HB1217

## Action 1: *Net zero canopy loss policy*

*Develop a net zero canopy loss policy through the Land Development Code and preserve habitat areas for threatened animal and plant species.*

- ◆ 2025: Urban Forest Management Plan (UFMP) adopted
  - ◆ 3-35-300 methodology will functionally address Action 1: *Net Zero Canopy Loss Policy*
- ◆ 2026: Land Development Code updates underway in spring/summer to update processes and species lists

**Status: In progress**

Departments: Planning & Zoning, Sustainability



## Action 5: Ordinance requiring control of invasive species on city property

---

*Adopt and enforce an ordinance requiring control of invasive species and use of sustainable landscaping practices on all City properties. Use **Integrated Pest Management** to limit the use of pesticides on City property and provide pesticide reduction awareness for community members and property owners.*

- ◆ 2026 – Updates to tree ordinance underway with revised recommended species list and prohibited species list

**Status: In Progress**

Departments: Planning & Zoning, Arborist, Sustainability

- ◆ 2026 – Rodenticide SOP proposed following expert chemist Dr. Schocken's presentation to the Sustainability Advisory Committee; outreach and education will be planned for this/other pest control

**Status: In progress**

Departments: Sustainability, Public Works

## Action 6: *Land use regulations that establish appropriate wetland, stream, and shoreline buffer widths*

---

*Review regulations that establish wetland, stream, and shoreline buffer widths and adjacent land uses, and achieve no net loss of wetlands, streams, and shoreline buffers.*

- ◆ 2024: the Comprehensive Plan 2040 Update strengthened wetland protections
- ◆ 2026: Land development Code updates brought LDC in line with Comprehensive Plan protections; those LDC changes were adopted/2<sup>nd</sup> reading occurred in May 2026

**Status: Complete**

Departments: Planning & Zoning, Sustainability

## Action 14: Seawall Ordinance

---

*Review and revise the seawall ordinance to require all newly installed or renovated seawalls to meet a minimum height based on current base flood projections. Evaluate potential use of **living seawalls** in City seawall improvements.*

- ◆ 2026 Revisions underway to the Shoreline Stabilization section of the Land Development Code.
  - ◆ Revisions Create a hierarchy of stabilization techniques from green/living shorelines to hybrid options, and seawalls or hardened shorelines allowed as a least preferred option that must be justified.

**Status: Complete pending adoption**

Departments: Planning & Zoning, Sustainability

## Action 16: *Climate Action Plan*



*Draft a Climate Action Plan with actions to transition the city toward clean energy goals including increasing on-site **renewable energy** production and the use of electric vehicles and alternative fuels. Create staff incentives to encourage the use of alternatives modes of transportation and the transition to electric vehicles.*

- ◆ Energy & Climate Action Plan (CAP) work initiated in June 2024
- ◆ ICLEI used 2019 baseline data to project future emissions by category
  - ◆ Modeled value of actions City can take to reduce emissions
  - ◆ Technical report presents impact and cost-benefit for Solar, Fleet & Small Engine electrification, Building Retro commissioning

**Status:** State of Florida DOGE put ECAP on shelf in late 2025, subsequent pre-emption with the adoption of FL HB1217 (2026); no procurement of vehicles allowed based on type of fuel. A draft document exists and much of the analysis focused on energy efficiency improvements can be repurposed for future energy efficiency efforts. Electric vehicle charger use is a continued incentive to City employees who drive EVs.

## Action 18: *Greenhouse Gas Reduction Target*

---

*Adopt an official **greenhouse gas** emissions (GHG) reduction target, such as a 30% reduction by 2030 and an 80% reduction by 2050, in local government GHG emissions.*

- ◆ Greenhouse Gas (GHG) Reduction Target was part of Energy & Climate Action Plan
  - ◆ Idea was for the City to set an “Almost Net Zero” target
- ◆ **This has been pre-empted by HB 1217, signed into law on April 22, 2026**

## Action 35: *Evaluate family friendly workplace policies for local government employees*

---

*Evaluate family-friendly workplace policies for local government employees including paid family leave, flexible scheduling, teleworking, job sharing, and easily available childcare. Limit contractual services to Equal Opportunity Employers and ensure that all City employees earn a **living wage** according to applicable standards.*

- ◆ *Equal Opportunity Employers: requirements currently exist in the *City of Tarpon Springs Purchase Order Terms and Conditions**
- ◆ *Pay Study completed in 2025 for all City staff positions; the resulting pay changes appear to be market based but would bring positions in line with surrounding municipalities.*
- ◆ *2025: Policy 40 Remote Work was implemented fall 2025*
- ◆ *2025: Policy 42 Shift Differential Pay was implemented, extends shift differential to all City Departments*
- ◆ *2025: Policy 36 On Call Compensation was implemented*
- ◆ *2025: City began observing Juneteenth as an official City holiday*
- ◆ *2026: Began implementing Career Ladder Program to allow sustainable growth in front line positions*
- ◆ *Childcare needs were being evaluated by Human Resources in 2025*

**Status: Complete**

Departments: Human Resources, Public Services, Procurement

# 2025-2028

## IMPLEMENTATION TIMEFRAME

15	Improve facilities and infrastructure		\$\$\$\$	O&M, Grant, Capital	LONG		2025 - 2035
20	Solar feasibility study for City facilities		\$\$\$	O&M, Grant	SHORT		2025 - 2028
29	Proactive green infrastructure practices for new developments		\$	O&M	SHORT		2025 - 2028
3	Guideline with required break times		\$	O&M	SHORT		2025 - 2028
7	Connectivity to wildlife corridors		\$\$\$	O&M, Grant	LONG		2025 - 2035
11	Park and/or Open Space Plan		\$\$	O&M, Grant	SHORT		2025-2028
31	Focus market demand for green jobs, technology, products, and services.		\$	O&M	SHORT		2025 - 2028
48	Adopt a "Climate in All Policies" or "Sustainability in All Policies" statement		\$	O&M	SHORT		2025 - 2028

Pre-empted by HB1217

## Action 15: *Improve facilities and Infrastructure*

---

*Improve facilities and infrastructure throughout the community to be better prepared for climate change threats.*

*\*Note: Action 15 has a long implementation window (2025-2035)*

- ◆ Vulnerability Assessment accepted by FDEP in spring 2025
- ◆ AWWTP electrical upgrade project underway and funded by a \$2,200,000.00 Resilient Florida grant
- ◆ GIS mapping – Interactive map showing projected future sea level rise conditions available via Connect Tarpon Springs website
- ◆ Ongoing Resilience planning & projects – Interdepartmental Staff Resilience Team

**Status: In Progress**

Departments: Public Services, Public Works, Project Administration, Floodplain/EOC manager, Planning & Zoning, arborist, GIS

## Action 20: *Solar feasibility study for city facilities*



*Conduct a solar feasibility study for City facilities. Create a policy to encourage the City to progressively source its energy consumption from renewable energy sources.*

- ◆ Solar Feasibility Study findings were accepted by the BOC on January 27, 2026
- ◆ The recommended order of prioritization of facilities evaluated:
  - ◆ Community Center, Golf Course Maintenance, Library, Public Safety, Fleet, Golf cart barn.
    - ◆ City Hall is the least solar ready of studied locations
- ◆ Note that are other factors may elevate facilities not included in the solar feasibility study such as new construction, a new roof, etc.
- ◆ New solar will be installed on the City Clerk's office as well as the Golf Course Clubhouse

**Status: Complete**

Department: Public Services (Sustainability)

## Action 29: *Proactive green infrastructure practices for new developments*

---

*Adopt local design criteria and land development codes that require proactive green infrastructure practices for new developments to encourage sustainable development and the use of green building certification programs such as LEED.*

- ◆ *Sustainability Advisory Committee Prepared and proposed a **Sustainable Development Recognition Program** in Spring 2026.*
- ◆ *Currently under staff review prior to implementation*

**Status: In Progress**

Departments: Public Services (Sustainability), Planning & Zoning/TRC

## Action 3: *Guideline with required break times*

---

*Adopt a city guideline with required break times coinciding with the heat index to ensure the wellbeing of city employees who work outdoors.*

- ◆ In fall 2025, Sustainability presented the need for a heat break policy to the internal Safety Committee
  - ◆ *A Heat Illness Prevention and Heat Break Policy was drafted, reviewed, and adopted in Section 23 of the Policy 15A Safety Management System Manual in February 2026.*

**Status: Complete**

Department: Public Services, Human Resources

*Note: In 2024 House Bill 433 limits counties and municipalities from creating heat exposure regulations beyond those required under federal or state law- this law preempts local governments from creating heat exposure regulations for contractors. It does NOT prevent cities from creating policies for municipal employees.*

## Action 7: Connectivity to wildlife corridors

*Improve connectivity to wildlife corridors by increasing the amount of natural and restored areas directly connected to regional natural systems. Develop a plan to protect and restore natural resources through land conservation, corridor connectivity, and restoration of biological integrity and function in compromised areas.*

*\*Note: Action 7 has a long implementation window (2025-2035)*

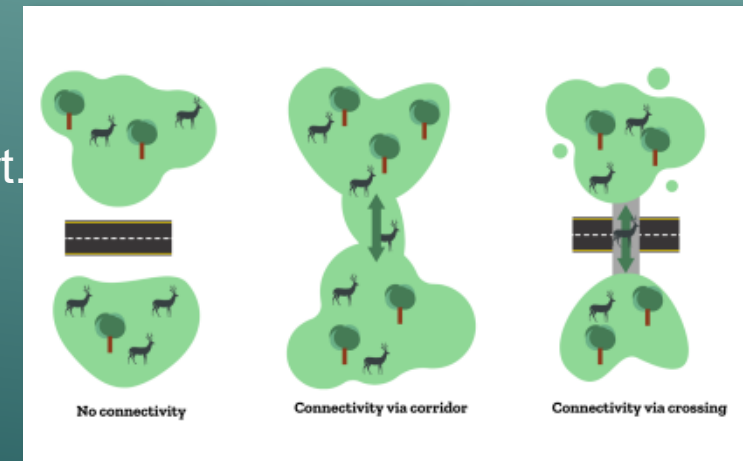
◆ *Overlaps with Actions 8 & 11*

◆ Discussions and presentations relating to Preservation

are planned; Parks and open space master plan could address in part.

**Status: In Progress**

Departments: Sustainability, Planning & Zoning, Parks, Recreation



## Action 11: *Park and/or open space plan*

---

*Adopt a preservation, park, and recreation plan in order to promote a communitywide network of public spaces that provide recreational benefits while protecting natural, historic, and cultural resources.*

- ◆ A Parks and Recreation Master Plan kicked off in late 2025

**Status: In progress**

Departments: Planning & Zoning, Public Services, Public Works

## Action 31: *Focus market demand for green jobs, technology, products, and services*

---

*Amend existing local economic plans and strategies to focus market for green jobs, technology, products, and services.*

- ◆ Economic Development Department tracks “green” or eco-friendly businesses
- ◆ Barriers to this now exist due to limitations around use of state funds

**Status: In Progress**

Department: Economic Development

## Action 48: *Adopt a “climate in all policies” or “Sustainability in all policies” statement*

*Adopt a "Climate in all Policies" or "Sustainability in all Policies" resolution to guide local decision-making.*

- ◆ Barriers to this now exist due to:
  - ◆ Heightened scrutiny in procurement methods due to HB1217
  - ◆ Other limitations around use of state funds

**Status: Pre-empted by Florida State Law**

Department: Sustainability, Procurement, others as applicable



# 2026-2029

## IMPLEMENTATION TIMEFRAME

12	Funding strategy to acquire, create and maintain parklands		\$	O&M, Grant, Capital	SHORT		2026 - 2029
8	Financing strategies to acquire land or easements		\$	O&M, Grant, Capital	SHORT		2026 - 2029
21	Retrofits and upgrades to local government buildings		\$\$\$	O&M, Grant, Capital	MEDIUM		2026 - 2032
19	GHG inventory at least every 5 years <span style="background-color: yellow;">Pre-empted</span>		\$	O&M	SHORT		2026 - 2029
22	Solid waste recycling rate to a goal of 40% or greater		\$\$	O&M	MEDIUM		2026 - 2032
24	Education and outreach		\$	O&M	SHORT		2026 - 2029
28	Create green infrastructure plan		\$\$\$	O&M, Grant	SHORT		2026 - 2029
33	Create sustainable procurement policy <span style="background-color: yellow;">Pre-empted</span>		\$	O&M	SHORT		2026 - 2029

# Action 8: *Financing strategies to acquire land or easements*

# Action 12: *Funding strategy to acquire, create and maintain parklands*

20

*8: Develop financing strategies to acquire land or easements including identifying grant funding sources, designating capital dollars, and encouraging donations to the City Land Preservation Fund. Prioritize acquiring land with repeat flooding or vulnerable undeveloped areas to be used for restoration, recreation, or retention.*

*12: Create a long-term funding strategy to acquire, create, and maintain parklands*

- ◆ 2026: The City adopted a non-resident paid parking program at Sunset Beach.
  - ◆ The revenues collected will be allocated to a committed revenue source for capital improvements for Parks and Recreation operations per Ordinance 2026-03
- ◆ Researching the status of a City Land Preservation Fund

**Status: In Progress**

Departments: Sustainability, Planning & Zoning, Public Works, Finance, Staff Resilience team

## Action 21: *Retrofits and upgrades to local government buildings*

---

*Make retrofits and upgrades to local government buildings and/or infrastructure systems that will increase energy and water efficiency.*

- ◆ Water conservation actions on City properties – irrigation adjustments during water shortage
- ◆ Staff Energy workgroup creation to discuss energy efficiency - monthly meetings
- ◆ Began taking advantage of Duke Energy Business Rebates for HVAC and other facility improvements
- ◆ Energy Management Software- procurement planned for 2026

**Status: In Progress**

Departments: Sustainability, Public works, Utilities, others as applicable

## Action 22: Recycling rate increased to 40% or more

### Action 24: Education and outreach

---

*22: Work toward a solid waste recycling rate goal of 40% or greater and increase the number of recycling drop off locations in the city. Encourage HOAs and residential complexes to provide recycling to their residents.*

*24: Provide education and outreach to engage residents, businesses, and local government staff in topics which relate to city efforts regarding GHG reduction, energy and water efficiency, and waste reduction strategies.*

- ◆ Sustainability is working with WM to create Tarpon Springs specific graphics for recycling education and outreach
- ◆ Water conservation messaging, enforcement, and reporting to SWFWMD is ongoing.
- ◆ Established a partnership with SELF for outreach to residents on resilience upgrade financing
- ◆ GHG focus from City pre-empted by HB1217

**Status: In Progress**

Department: Public Services, Public works, others as applicable

## Action 28: *Create a green infrastructure plan*

---

*Make green infrastructure a core goal of the City's Infrastructure Master Plan. Create green building standards and sustainability practices for City facilities that include considerations for improved energy efficiency, GHG emissions reduction, and which promote sustainable landscapes as well as public health and safety. Require new City facilities to meet elevated standards and encourage the use of green building certification programs such as LEED.*

- ◆ There is no City Infrastructure Master Plan, referenced in Action 28

**Status: To be initiated as a priority in second half of 2026**

Departments: Sustainability, Planning, Public Works, Project Administration

# Conclusion

- ◆ 7 actions beginning 2024:
  - ◆ 3 are complete, 2 are in progress, 2 are pre-empted
- ◆ 8 actions beginning 2025:
  - ◆ 2 are complete, 4 are in progress, 2 are pre-empted
- ◆ 8 actions beginning 2026:
  - ◆ 6 are in progress, 2 are pre-empted

*The Sustainability Division is dedicated to the implementation of the Sustainability Plan. Through the ongoing support and work of the Sustainability Advisory Committee as well as through collaboration with numerous departments/staff throughout the City, this work will continue to the benefit of the people of Tarpon Springs!*