



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

THURSDAY, AUGUST 15, 2024
AT 6:00 PM

CALL TO ORDER

ROLL CALL

MINUTES

1. July Minutes

PUBLIC COMMENTS

DISCUSSION

1. Stormwater Infrastructure Presentation - Tony Mannello
2. Sustainability Plan Actions Implementation Update Presentation
3. EcoFest update

ITEMS FOR THE NEXT MEETING AGENDA

STAFF COMMENTS

COMMITTEE COMMENTS

ADJOURNMENT

This meeting is open to the public. Any person who decides to appeal any decision of the Board with respect to any matter considered at this meeting will need a record of the proceedings, and for such purpose may need to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is to be based. The City of Tarpon Springs is committed to providing reasonable accommodation for access for the disabled. 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 at least two days prior to the meeting. For further information regarding this meeting, please contact the Code Enforcement Division at (727) 937-0017 or TarponCode@tspd.us

MINUTES
SUSTAINABILITY ADVISORY COMMITTEE
CITY OF TARPON SPRINGS
July 18, 2024

THE SUSTAINABILITY ADVISORY COMMITTEE MET IN THE CITY HALL MEDIA ROOM, 324 E. PINE STREET, TARPON SPRINGS, FLORIDA, ON THURSDAY, July 18, 2024, AT 6:00 P.M., WITH THE FOLLOWING PRESENT:

DENISE MANNINO	CHAIRPERSON
DR. CAROL MICKETT	MEMBER
DORY LARSEN	MEMBER
ROBIN SAENGER	MEMBER
SIOBHAN NEHIN	ALTERNATE #1

ALSO PRESENT:	THOMAS KIGER	DIRECTOR -PUBLIC SERVICES
	HOLLY LANGSTON	SUSTAINABILITY COORDINATOR

CALL TO ORDER

Chairperson Denise Mannino called the meeting to order at 6:00 p.m.

ROLL CALL

Thomas Kiger called roll.

MOTION TO APPROVE MAY 2024 MINUTES:

MOTION:	DORY LARSEN
SECOND:	DR. CAROL MICKETT

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

PUBLIC COMMENTS:

Chairperson Mannino stated that the committee welcomes the public and would love to have more public input.

DISCUSSION

1. INTRODUCTION OF NEW SUSTAINABILITY COORDINATOR – HOLLY LANGSTON

Committee members engaged in a brief question and answer period and welcomed Holly.

2. WATER AND SEWER INFRASTRUCTURE PRESENTATION – THOMAS KIGER:

Thomas shared a presentation on the water infrastructure within the City of Tarpon Springs. He discussed the current strengths of the system, as well as challenges. The biggest strength is how safe the water is to drink. Challenges include funding, staffing, and emerging regulations; specifically lead and copper as well as forever chemicals (PFAS).

Sustainability Advisory Committee

Tarpon Springs has transitioned from a 10 year Capital Improvement Plan (CIP) to a 20 year CIP. The Committee posed questions relating to scheduling and funding projects as well as any impacts due to sea level rise. Thomas clarified that wastewater is more susceptible to impacts from water rise and the prioritization results from the City's Vulnerability Assessment and Adaptation Plan (VAAP) will be incorporated into the CIP. There are key projects already identified due to regulatory requirements. Over the past year, a focus has been the lead and copper pipe inventory. Per the EPA, the City has until October to complete the inventory and has found zero lead pipes so far, with only about 400 pipe locations remaining to be inventoried. Committee members engaged in questions and staff provided answers regarding water taste.

3. COMMUNICATION GOALS – HOLLY LANGSTON:

Holly presented the key themes for Communication that were identified through Committee and staff discussions during the May and June Sustainability Advisory Committee meetings. The four key themes are:

- Educate the Community on local sustainability issues and actions
- Build a stronger sense of community (around environmental issues)
- Integrate new residents into the community
- Energy Efficiency and Greenhouse Gas Emissions

The Committee members agreed that these four areas should be the focus of Communications planned around sustainability through the Committee and staff

ITEMS FOR THE NEXT MEETING AGENDA

Next month there will be a stormwater management presentation by Tony Mannello. Chairperson Mannino suggested an update on the timeline of implementation of the Action Items in the Sustainability Plan (specifically action items for 2024-2025). Staff suggested that this is a discussion/update that should be provided quarterly.

STAFF COMMENTS:

Thomas Kiger thanked member Dory Larsen for her service on the Sustainability Advisory Committee since its inception. She is stepping down from the Committee after this meeting. Staff also provided information and will share any additional information they receive regarding the meet & greet times with the candidates for City Manager. Thomas also briefly discussed the City's Charter Review as both staff and Chairperson Mannino have sent memos to the Charter Review Commission to clarify discussions they have engaged in related to Sustainability. Thomas also shared that the Board of Commissioners voted to support a Grant application to the Resilient Florida Program for funding to increase the Electrical Resiliency of the City's Advanced Wastewater Treatment Plant. Lastly, staff will be meeting with staff from the Tampa Bay Regional Planning Council along with Commissioner Koulianos

Holly Langston provided information on the annual EcoFest that will be held on September 14.

COMMITTEE COMMENTS:

There is an abundance of gratitude from the Committee members for Dory's dedication and service to the City of Tarpon Springs' Sustainability Advisory Committee.

Holly answered questions regarding vendors and the layout for EcoFest. It was suggested that Electric vehicles might be included by Dr. Mickett, and Dory Larsen shared that National Drive Electric Week is September 27-Oct 6, 2024. In addition, the Committee offered suggestions for including vendors related to Urban Agrarianism/edible food farms. There are local groups and people such as Dell DeChant and Pete Kanaris working in these areas as well as USF St. Pete also has been doing an urban food program for some time. Chairperson Mannino also shared a new site she discovered for wind generators: vortexbladeless.com.

Adjournment:

MOTION: ROBIN SAENGER
SECOND: DORY LARSEN

To adjourn the meeting at 7:46 PM.

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

DENISE MANNINO
CHAIRPERSON

THOMAS KIGER
DIRECTOR –
PUBLIC SERVICES

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.

CITY OF TARPON SPRINGS



SUSTAINABILITY COMMITTEE PUBLIC WORKS PRESENTATION

SUSTAINABILITY OF AGING STORMWATER INFRASTRUCTURE

Prepared by: Anthony “Tony” Mannello
Public Works, Streets & Stormwater Supervisor

August 2024



Stormwater Action Plan

City of Tarpon Springs

February 2024

Prepared for:
City of Tarpon Springs
324 E. Pine Street
Tarpon Springs, FL 34689



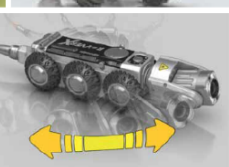
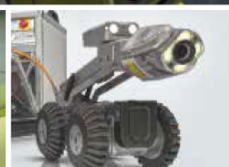
1.0 Purpose

Development of a Stormwater Action Plan for the multiple stormwater problem areas located within the limits of the City. The project area, as shown on Figure 1 – Project Location Map, is generally bounded by the Gulf of Mexico (West), Klosterman Road (South), Lake Tarpon (East), and the Pinellas/Pasco County Line (North). The purpose of the project is to assess the flooding conditions that occur at numerous locations within the City limits, provide potential conceptual solutions to abate these flooding conditions, prepare a prioritized capital improvement plan for implementation, and enhance water quality by utilizing treatment systems and

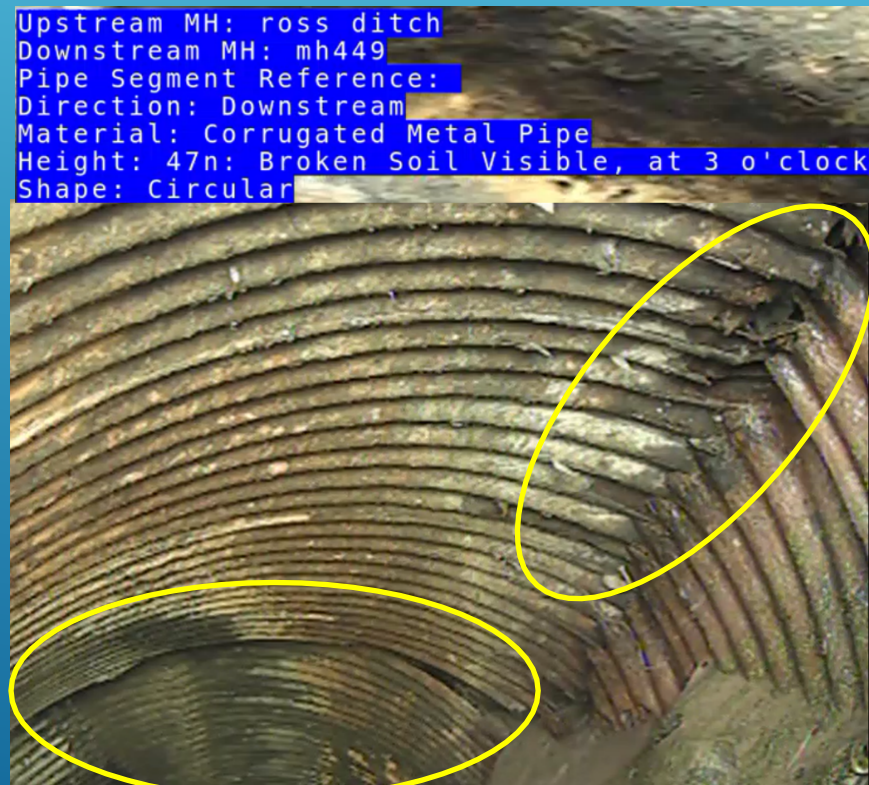
best management practices.

Currently Projects are planned out to the year 2056. These Projects address the known, and visible needs of infrastructure addition or revision. Unfortunately, the current Stormwater Action Plan (SAP) was not originally designed to evaluate the future needs for aging infrastructure repair or replacement. It is conceivable, but not practical for this section to be added to our SAP in the future. This addition would be extensive and perhaps need be a “Plan” on its own. The realistic problem with such a document would be that the data would be mostly hypothetical in nature and virtually impossible to predict. Sure, we would know the type of materials and probably the year(s) installed, but the accurate prediction of if, and when they would fail would be impossible. Another aspect of this “prediction” not being reliable, is the unknown aspect of having faulty construction/installation which may be a factor and greatly reduce the expected

Fortunately, with Closed Circuit Television (CCTV) inspection and preventive maintenance by our field staff, we gather “real-time” information and current conditions of our stormwater systems. During this visual inspection, we can discover and predict more accurately the potential for needed action. This actual recorded data eliminates, to a great degree, the “guessing/prediction” of when a system may fail.



Upstream MH: ross ditch
Downstream MH: mh449
Pipe Segment Reference:
Direction: Downstream
Material: Corrugated Metal Pipe
Height: 47n: Broken Soil Visible, at 3 o'clock
Shape: Circular



Before



After

Approximately 51 years old



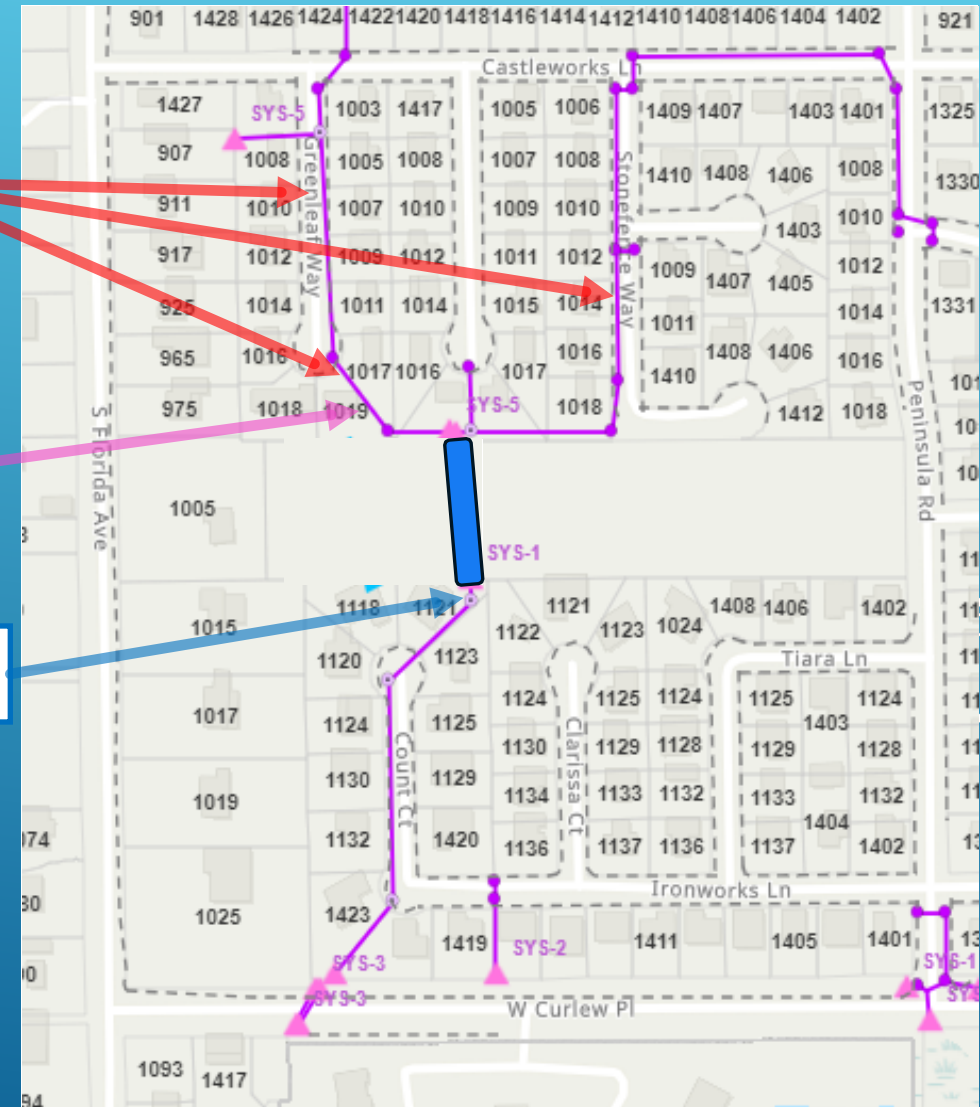
Recent Project

Pipe Lining

Spot Repair

Pipe Replacement

Castleworks/Ironworks Drainage Improvement Project



As part of our National Pollutant Distribution and Elimination System (NPDES) Permit with the Florida Department of Environmental Protection (FDEP), this type of inspection is required. Both the frequency and percentage of infrastructure completed annually are required elements and reported to the FDEP as part of the City's NPDES Annual Report.



Annual Report Form
For Individual NPDES Permits For
Municipal Separate Storm Sewer Systems
(RULE 62-624.600(2), F.A.C.)

SECTION VII. STORMWATER MANAGEMENT PROGRAM (SWMP) SUMMARY TABLE									
A.	B.			C.		D.	E.	F.	
Permit Citation/ SWMP Element	Permit Requirement/Quantifiable SWMP Activity			Number of Activities Performed		Documentation / Record	Entity Performing the Activity	Comments	
	Major outfalls	20	20	100%	7 - Needed Maintenance	35% Needed	Navaline W.O. System & NPDES Component Tracking Database	Streets & Stormwater Division	0 Repaired Structure & removed 36 cu yd of sediment.
	Weirs or other control structures	5	5	100%	2 - Needed Maintenance	40% Needed	Navaline W.O. System & NPDES Component Tracking Database	Streets & Stormwater Division	2 Needed Repairs
	Tidal Check Valves	8	9	100%	0 - Needed Maintenance	0% Needed	Navaline W.O. System & NPDES Component Tracking Database	Streets & Stormwater Division	No obstructions functioning properly
	MS4 Pipes / culverts (miles/lf)	19.71 mi 104,075 lf	14,140 lf	14%	8,760 lf	9%	Navaline W.O. System & NPDES Component Tracking Database	Streets & Stormwater Division	657 cu yd of sediment removed 220 lf of pipe lining (Trentwood)
	Inlets / catch basins / grates	1,022	440	43%	191 - Needed Maintenance	43%	Navaline W.O. System & NPDES Component Tracking Database	Streets & Stormwater Division	Includes 231 cu yd of sediment & 89 lbs. of trash removed
	Ditches / conveyance swales (miles)	2.3 mi.	9.94 mi.	100%	62 Maintenance Activities	100%	Navaline W.O. System & NPDES Component Tracking Database	Streets & Stormwater Division	1,097 cu yd of sediment, 203 lbs. of trash removed, & 9.94 Miles mowed
	If the minimum inspection frequencies set forth in Table II.A.1.a. were not met, provide an explanation of why they were not and a description of the actions that will be taken to ensure that they will be met.					NA			

Types of Materials Historically Used for Stormwater Infrastructure

➤ Vitrified Clay Pipe (*VCP*)

- Vitrified clay pipe is pipe made from a blend of clay and shale that has been subjected to high temperature to achieve vitrification, which results in a hard, inert ceramic.
- Mostly found in sanitary sewer use.



➤ Corrugated Metal Pipe (*CMP*)

- High-quality galvanized or aluminized steel sheets are chosen for their durability, corrosion resistance, and strength. Galvanized CMP has a zinc coating to prevent corrosion.
- Used for over 100 years.
- Heavy & difficult to work with.
- Tidal conditions promote a great deal of corrosiveness & failure.



➤ Reinforced Concrete Pipe (*RCP*)

- Concrete which is reinforced with a pattern of reinforced steel (*rebar*)
- Sturdy & durable when installed correctly.
- Heavy & difficult to work with.
- Primarily used under roadways.



➤ Polyvinyl chloride Pipe (*PVC*)

- Made from polyvinyl chloride.
- Less structurally sound than other options.
- Smaller diameters used (6" to 10").



➤ Corrugated Plastic Pipe (*CPP*)

- Corrugated pipes consist of **plastic-based insulating material pipes with diameters varying in a corrugated shape**. Manufactured from a rigid material, the pipes are dimensionally stable, while the surface corrugation increases the product's flexibility, particularly in moving applications.
- Lightweight & easy to work with.
- Cost effective.



➤ High Density Corrugated Plastic Pipe (*HDPE*)

- **HDPE** pipe is relatively lightweight allowing for easier and less costly transportation and installation costs. It is not brittle and therefore not susceptible to cracking during pipe handling and installation activities. Once formed into a pipe, HDPE has a smooth surface, which is resistant to abrasion, corrosion, and chemical scouring.
- Lightweight & easy to work with.
- Cost effective.
- Newest Technology.



Pipe Material Comparison

Characteristic	CMP	RCP	PVC	CPP	HDCPP
Material Composition	Double-sided galvanized steel plates	Concrete with rebar reinforcement	Polyvinyl chloride	Polyethylene	High-Density Polyethylene
Corrosion Resistance	Low	Low if exposed to air	Low	High	High
Durability (Years)	15 – 40 Years	Up to 100 Years	40 – 60 Years	25 – 50 Years	50 – 100 Years
Flexibility	Low to Moderate	Low	High	High	High
Thermal Conductivity	High	Low	Low	Low	Low
UV Resistance	High	High	Moderate	High	High
Chemical Resistance	High	High	Moderate	High	High
Cost	Moderate	High	Low	Low	Medium High

There essentially 3 methods of addressing failed aging infrastructure.

Replacement

This method of repair requires the excavation, removal, replacement, back filling with soil, and restoration of ground cover. ***This is typically the costliest alternative of the 3 options.*** Also, with residents historically adding obstructions (*fences, sheds, pools, building additions, trees, etc.*) it may make this option not feasible. Often, we cannot even fit our equipment necessary for repair into tight areas. Another important limiting factor is that depending on the depth of the excavation, it requires areas on both sides to be excavated at a width that is prohibited by the surroundings mentioned above.

Spot Repair

This method of repair requires a much smaller excavation area compared to replacement. It requires, excavation, repair, back filling with soil, and restoration of ground cover. ***This is typically the least costly alternative of the 3 options.*** Again, with residents historically adding obstructions (*fences, sheds, pools, building additions, trees, etc.*) it may make this option not feasible. Often, we cannot even fit our equipment necessary for repair into tight areas. Another important limiting factor is that depending on the depth of the excavation, it also requires areas on both sides to be excavated at a width that is prohibited by the surroundings mentioned above.

Rehabilitation

This method of repair requires **no excavation** area. It requires, the hiring of a pipelining contractor, which installs the liner from one existing structure to another. ***This cost is typically somewhere in the middle of the 3 options (more toward the higher end).*** Conversely, with residents historically adding obstructions (*fences, sheds, pools, building additions, trees, etc.*) it is not a concern for this type of repair. This amount must be budgeted annually to be effective. We have recently (this year) funded such an account. Based on the age of our City, all 3 of these types of repairs shall become more frequent as aging continues.

Level Of Service (LOS), Permitting, Feasibility, & Cost or Replacement

As development, weather patterns, and tidal elevations increase, there becomes an issue of level of service. Stormwater Level of Service. Stormwater Level of Service is a measure of service quality for maintaining the stormwater conveyance system. Level of Service standards are used to ensure that new development provides adequate stormwater facility capacity

When a replacement is needed, a consideration would be possible “upsizing” of pipe to increase efficiency and level of service. There are several issues with this consideration. The first is permitting. The next is the additional cost of larger materials and potential purchase of additional right-of-way (and if it even available). Another consideration is will it fit. At only a few feet above Sea Level, our options are very limited, as we have to take gravity into consideration.

Designing conveyance systems involves controlling post-development peak discharge rates from various storm events (**10,-25-, and 100-year storms**). These rates should match pre-development levels, as required by local authorities.

A 10-year stormwater management system typically refers to designing infrastructure to handle the runoff from a storm event with a 10% annual probability of occurrence.

Most older existing infrastructure offers a 5-to-10-year LOS. The reason for this shortfall is that years and decades ago, there were no such requirements.

We are faced with the challenging task of weighing the feasibility of improving our existing infrastructure every day.

Ultimately it Comes Down To

➤ **BUDGET**

➤ **DESIGN**

➤ **PERMITTING**

➤ **PROPERTY AQUISITION**

➤ **TOPOGRAPHY**

➤ **LEVEL OF SERVICE DESIRED**

➤ **AND BUDGET**

Thank You



Questions?

SUSTAINABILITY PLAN ACTIONS QUARTERLY UPDATE

Holly Langston, Sustainability Coordinator

August 15, 2024



SUSTAINABILITY PLAN

ACTIONS 2024

IMPLEMENTATION

Action Number	Action	Action Category	Estimated Costs		Timeframe	Strategic Plan	
			Cost Estimate	Potential Funding Source		Aligns with Strategic Plan Goals?	Project Implementation 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

ACTION 1: *NET ZERO CANOPY LOSS POLICY*

ACTION 5: *ORDINANCE REQUIRING CONTROL OF INVASIVE SPECIES ON CITY PROPERTY*

- ④ **Action 1:** Develop a **net zero canopy loss** policy through the **Land Development Code** and preserve habitat areas for threatened animal and plant species.

- ④ **Action 5:** 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.



ACTION 1: *NET ZERO CANOPY LOSS POLICY*

ACTION 5: *ORDINANCE REQUIRING CONTROL OF INVASIVE SPECIES ON CITY PROPERTY*

- ④ Implementation Timeframe: 2024-2027
 - ④ Tree Canopy Inventory completed July 2024
 - ④ 2800 new trees identified on city streets
 - ④ Action Plan for limb maintenance is in progress
 - ④ Grant for Urban Forestry Master Plan is pending
 - ④ During creation of Urban Forestry Master Plan, all other plans (Comprehensive Plan, Sustainability Plan) will be reviewed & actions/recommendations incorporated
 - ④ Net Zero Canopy Loss Policy will be a component of Urban Forestry Master Plan
 - ④ Invasive Species Management on City Property will be a component of Urban Forestry Master Plan
- ④ Urban Forestry Master Plan Lead Department: City Arborist

ACTION 6: *LAND USE REGULATIONS THAT ESTABLISH APPROPRIATE WETLAND, STREAM, AND SHORELINE BUFFER WIDTHS*

- ④ **Action 6:** 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.

ACTION 6: *LAND USE REGULATIONS THAT ESTABLISH APPROPRIATE WETLAND, STREAM, AND SHORELINE BUFFER WIDTHS*

④ Implementation Timeframe: 2024-2027

④ Comprehensive Plan 2040 Update Draft strengthens wetland protections in Tarpon Springs

④ Conservation Objective 1.4:

Protect and improve the function of all wetlands and areas of significant upland habitat as defined in Future Land Use Element

④ *Policies support objective, including:*

- ④ Policy 1.4.4: Revise the Land Development Code acreage thresholds to require all development and redevelopment adjacent to identified wetlands and/or areas of significant upland habitat to assess natural systems/biological/wildlife impacts and evaluate alternatives to eliminate adverse impacts.

④ Lead Department: Planning & Zoning

ACTION 14: SEAWALL ORDINANCE

- ④ **Action 14:** 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.

ACTION 14: SEAWALL ORDINANCE

④ Implementation Timeframe: 2024-2027

④ Comprehensive Plan 2040 Update Draft establishes

- ④ Coastal Management Objective 1.2: Maintain, restore, and enhance shorelines to reduce risk to property while maximizing benefits to natural coastal habitat, resources, and systems.

④ Future Land Development Code revisions would be done in accordance with Comprehensive Plan Policies

- ④ Conservation Policy 1.6.3: Revise the Land Development Code to require the utilization of soft shoreline stabilization techniques or a combination of an upland retaining wall with soft shoreline techniques along the Gulf of Mexico, St. Joseph Sound, Anclote River and Bayou shorelines as alternatives to seawall construction. Man-made canals, and the historic seawall providing public access around Spring Bayou, and properties with existing seawalls on both sides shall be exempt from this requirement.

④ We have found a model ordinance available through Tampa Bay Regional Planning Council

- ④ Lead Department: Planning & Zoning

ACTION 16: CLIMATE ACTION PLAN

ACTION 18: GREENHOUSE GAS REDUCTION TARGET

- ④ **Action 16:** 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.
- ④ **Action 18:** 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.



ACTION 16: CLIMATE ACTION PLAN

ACTION 18: GREENHOUSE GAS REDUCTION TARGET

④ Implementation Timeframe: 2024-2027

④ Climate Action Plan (CAP) work initiated in June 2024

- ④ ICLEI is using 2019 baseline data to project future carbon emissions by category
- ④ Modeling is underway to assess value of actions City could take to reduce energy consumption within specific areas of use

④ Greenhouse Gas (GHG) Reduction Target – part of the CAP

- ④ Goal is to create a target achievable through strategies that capitalize on best use of City resources
 - ④ Participate in development of regional Comprehensive Climate Action Plan (CCAP)
 - ④ Benefit from Duke Energy's commitment to Net Zero by 2050
 - ④ Pursue actions to help City save \$\$ and reduce consumption, and thereby reduce emissions, such as upcoming Energy Audit of City Facilities by Duke Energy

ICLEI MODELING TOOL



Local Governments
for Sustainability
USA

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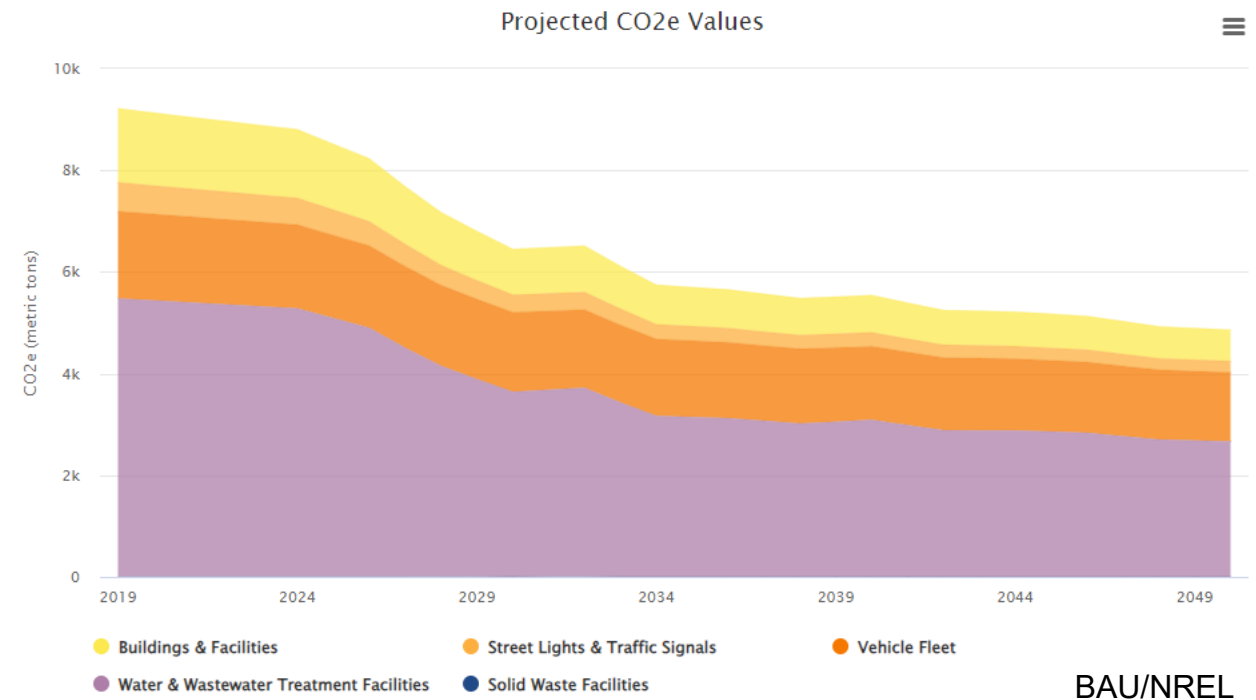
Government Operations | Forecasts and Planning

Jurisdiction: Tarpon Springs, FL ▼

[1. Create Forecast](#) [2. Create Growth Rates](#) **[3. Apply Growth Rates](#)** [4. Set Reduction Goals](#) [5. Model Reduction Measures](#) [6. View Results](#)

- Buildings & Facilities**
- Street Lights & Traffic Signals
 - Vehicle Fleet
 - Transit Fleet
 - Employee Commute
 - Electric Power Production
 - 1** Solid Waste Facilities
 - Water & Wastewater Treatment Facilities
 - Process & Fugitive Emissions

Forecast Growth > Buildings & Facilities Forecast?



ACTION 35: *EVALUATE FAMILY FRIENDLY WORKPLACE POLICIES FOR LOCAL GOVERNMENT EMPLOYEES*

- ④ **Action 35:** 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.

ACTION 35: *EVALUATE FAMILY FRIENDLY WORKPLACE POLICIES FOR LOCAL GOVERNMENT EMPLOYEES*

④ Implementation Timeframe: 2024-2030

④ Equal Opportunity Employers: requirements currently exist in the *City of Tarpon Springs Purchase Order Terms and Conditions*

22. During the performance of this Purchase Order, Vendor agrees as follows: (i) Vendor will not discriminate against any employee or applicant for employment because of race, creed, color, religion, age, marital status, disability, sex, sexual orientation, or national origin. Such action will include, but not be limited to, the following: employment, upgrading, demotion or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. Vendor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the contracting officer setting forth the provisions of this non-discrimination clause. (ii) Vendor will furnish all information and reports required by the City and will provide on request evidence to substantiate compliance with non-discrimination clauses of this Purchase Order. (iii) In the event of Vendor's noncompliance with the clauses of this Purchase Order or with any of such rules, regulations, or orders, this Purchase Order may be canceled, terminated, or suspended in whole or in part, and the Vendor may be declared ineligible for any future City Purchase Order.

WHAT'S IN THE NEXT PHASE: 2025-2028 IMPLEMENTATION

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