



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

THURSDAY, APRIL 17, 2025
AT 6:00 PM

CALL TO ORDER

ROLL CALL

MINUTES

1. March 2025 Sustainability Advisory Committee Minutes

PUBLIC COMMENTS

DISCUSSION

1. Introduction of New Committee Member- Dianne Brown
2. Sustainability Plan Actions Implementation Update - Holly Langston
3. Committee Update to the BOC for 2024 - Denise Mannino

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
MARCH 20, 2025

THE SUSTAINABILITY ADVISORY COMMITTEE MET IN THE CITY HALL MEDIA ROOM, 324 E. PINE STREET, TARPON SPRINGS, FLORIDA, ON THURSDAY, MARCH 20, 2025, AT 6:00 P.M., WITH THE FOLLOWING PRESENT:

DENISE MANNINO	CHAIRPERSON
DR. CAROL MICKETT	MEMBER
SIOBHAN NEHIN	ALTERNATE MEMBER

STAFF PRESENT:	HOLLY LANGSTON	SUSTAINABILITY COORDINATOR
	SHANNON BREWER	MUNICIPAL ARBORIST
	PAT MCNEESE	PRINCIPAL PLANNER

GUESTS:	JOHN SNOW	TREE CHECKUP, LLC (CONSULTANT)
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CALL TO ORDER

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

ROLL CALL

Ms. Langston called roll.

APPROVAL OF FEBRUARY 2025 MINUTES:

MOTION:	DR. CAROL MICKETT
SECOND:	SIOBHAN NEHIN

To approve the minutes of February 2025 Sustainability Advisory Committee Meeting.

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

PUBLIC COMMENTS:

No public present.

DISCUSSION

1. **URBAN FORESTRY MANAGEMENT PLAN (UFMP) INTRODUCTION TO AND OVERVIEW OF 3-35-300 METHODOLOGY - SHANNON BREWER, MUNICIPAL ARBORIST**

Ms. Brewer introduced the consultant who is assisting with the UFMP, John Snow, who attended the meeting. She noted that there are some potential legislative challenges to adopting a Net Zero Canopy Loss Ordinance. Ms. Brewer then presented the methodology of the 3-35-300 approach to evaluating and maintaining the urban canopy of Tarpon Springs. The goal is for citizens to be able to see 3 trees from their homes, to maintain the current 35% tree canopy coverage as documented by state level tree assessment, and to ensure that residents have a publicly accessible green space within 300 yards of their homes. The 3-35-300 approach is more holistic and measurable. It takes into consideration the access to and distribution of trees throughout the community. Having 3-35-300 codified will guide decision making by elected officials in the future. It is structured, community-based, and measurable. The Committee members presented extensive questions about employing this methodology in the City of Tarpon Springs. Both Ms. Brewer and Mr. Snow shared expertise the usefulness of this tool to achieve the same goal as a Net Zero Canopy Loss ordinance. Ms. Brewer noted that ultimately, the Land Development Code also needs significant revisions and the addition of robust requirements regarding trees.

MOVE 3-35-300 FORWARD TO A VOTE FOLLOWING THE END OF QUESTION & ANSWER:

MOTION: DR. CAROL MICKETT
SECOND: SIOBHAN NEHIN

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

Clarification was provided that this discussion is step 1 and the plan to enacting the 3-35-300 methodology would require multiple steps including public outreach and fleshing out strategies for such. Chairperson Mannino initiated the vote by rollcall.

VOTE:

Chairperson Mannino: Aye
Siobhan Nehin: Aye
Dr. Carol Mickett: Aye

The Committee voted unanimously “to accept the 3-35-300 methodology as the means of implementing Action 1 of the Sustainability Plan, with the intention to increase the percentage of canopy coverage as the plan is re-evaluated at regular intervals”

2. **COMMUNICATIONS AND OUTREACH UPDATE - HOLLY LANGSTON**

An overview of external communications efforts was given by Ms. Langston including the publication of a Spring Newsletter, announcements of upcoming city events related to Sustainability for Earth Month in April, and an upcoming direct mailing to residents regarding a community buying solar program through SUN (Solar United Neighbors), a nonprofit the City has an ongoing partnership with. Committee Members pointed out that it is unclear how or if notifications go out when there are events or information published on Connect Tarpon Springs, but that it could be a great tool if it garnered more attention. Ms. Langston will investigate the notifications process for Connect Tarpon Springs.

3. **REVIEW OF PRESENTATION FOR BOC SUSTAINABILITY COMMITTEE REVIEW OF 2024**

Chairperson Mannino presented an updated draft version of the presentation she will present to the BOC for the required annual update at the April 22 BOC meeting. The other Committee members provided feedback and suggestions for wording and graphics changes. Any additional changes recommended can be sent to Ms. Langston and forwarded to Chairperson Mannino.

ITEMS FOR THE NEXT MEETING AGENDA:

- Sustainability Plan Actions Implementation progress update: 2024, 2025
- Megan Araya - the Committee would like to invite her (schedule dependent)
- Karen Lemmons - Economic Development discussion/update
- Tree species list- if ready for comment

STAFF COMMENTS:

Staff comments were mostly covered in the Communications and Outreach update. One additional point of information shared by Ms. Langston was regarding a meeting with the President of the Tarpon High School Environmental Club, who is brainstorming and looking for input and a possible partnership on a legacy project through the club. Ms. Langston also shared about the extensive Heat Resilience work that has been done by the City of Tampa and will send a link to Committee Members as well as Ms. Brewer.

COMMITTEE COMMENTS:

The Committee would like to meet the Sustainability Intern at an upcoming meeting. The Committee shared their capabilities regarding being involved further in Urban Forestry work as well as willingness to be involved as Tree Ambassadors or a similar role for public outreach - they have experience and ideas. Members discussed the desire to extend the focus of upcoming discussions to the Economic aspect of Sustainability. There are Sustainability Plan Actions under Economy, but we need strong economic sustainability now. Everything is connected.

ADJOURNMENT:

MOTION: DR. CAROL MICKETT
SECOND: SIOBHAN NEHIN

To adjourn the meeting at 7:54 PM.

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

DENISE MANNINO
CHAIRPERSON

HOLLY LANGSTON
SUSTAINABILITY COORDINATOR

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 ACTIONS IMPLEMENTATION UPDATE

HOLLY LANGSTON








SUSTAINABILITY COORDINATOR

APRIL 17, 2025



2024-2027

IMPLEMENTATION TIMEFRAME

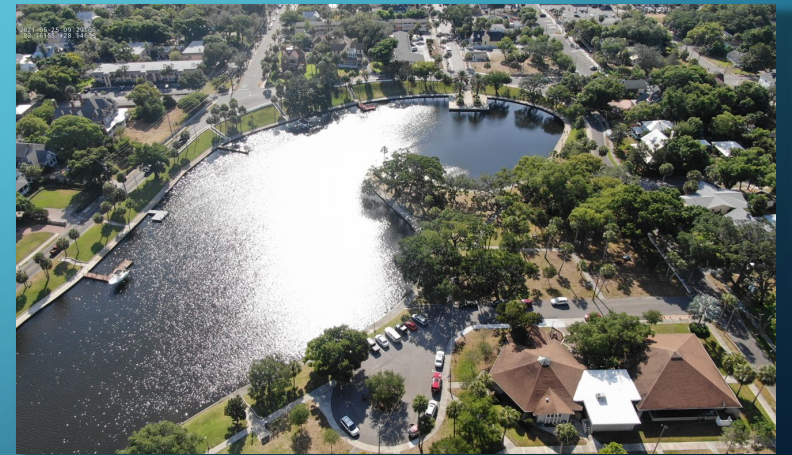
Action Number	Action	Action Category	Estimated Costs			Strategic Plan	Project Implementation Timeframe
			Cost Estimate	Potential Funding Source	Timeframe	Aligns with Strategic Plan Goals?	
1	Net Zero Canopy Loss Policy		\$	O&M	SHORT	<input checked="" type="checkbox"/>	2024 - 2027
5	Ordinance requiring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

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.

Status

- Urban Forest Management Plan (UFMP) underway - completion planned for summer 2025
 - 3-35-300 methodology will functionally address Action 1: Net Zero Canopy Loss Policy
 - LDC updates planned as well
- Lead Department: Municipal Arborist, Planning, 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.*

Status

- Invasive Species Management on City Property will be a component of UFMP
 - Updated tree ordinance with revised recommended species list

Lead Department: Municipal Arborist

- Pest control – research ongoing/outreach component to be explored

Lead Department: Sustainability, other departments as applicable

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.

Status

- Comprehensive Plan 2040 Update strengthened wetland protections

Objective 1.4: Protect and improve the function of all wetlands and areas of significant upland habitat as defined in Future Land Use Element

- *Policies support objective, including:*

- 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.

- Lead Department: Planning & Zoning

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.*

Status

- There is a model ordinance available through Tampa Bay Regional Planning Council
- Revisions to ordinance to be done in accordance with Comprehensive Plan Policies
 - 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. Manmade 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.
- Lead Department: Planning & Zoning

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.*

Status

- Climate Action Plan (CAP) work initiated in June 2024
- ICLEI used 2019 baseline data to project future carbon emissions by category
 - Modeling assessed value of actions City can take to reduce emissions
 - Final technical report presents impact and cost-benefit for each action:
 - Solar, Fleet & Small Engine electrification, Building Retro commissioning
- How CAP relates to Vulnerability Assessment: Two Chapters of a book

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.

Status

- Greenhouse Gas (GHG) Reduction Target – will be established in the Climate Action Plan
- Goal is to create a target achievable through strategies that capitalize on best use of City resources
 - Benefit from Duke Energy’s commitment to Net Zero by 2050
 - City can reach an “Almost Net Zero” target
 - Why Almost?
 - Unknown future technologies & applications – such as availability of suitable vehicles
 - Some fuel use is certain due to generator exercising, use in storms, etc.
 - Legacy emissions from certain processes, facilities

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


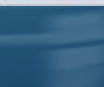
*Evaluate family-friendly workplace policies for local government employees including paid family leave, flexible scheduling, teleworking, job sharing, and easily available childcare. Limit contractual services to Equal Opportunity Employers and ensure that all City employees earn a **living wage** according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

Status

- Implementation Timeframe: 2024-2030
 - Equal Opportunity Employers: requirements currently exist in the *City of Tarpon Springs Purchase Order Terms and Conditions*
 - *Pay Study* ongoing for all City staff positions; consultant to consider living wage qualification listed in Action 35
 - *Creation of related policies currently under evaluation*

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

ACTION 15: IMPROVE FACILITIES AND INFRASTRUCTURE

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

Status

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

- Ongoing Resilience planning & projects
- AWWTP electrical upgrades
- GIS mapping
- Vulnerability Assessment & Climate Action Plan

Lead Department: Collaborative work between Public Services, Public Works (stormwater), Floodplain/EOC manager, arborist, GIS, and more

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.

Status

- Site Assessments complete
 - Consultant performing analysis
 - Final report to contain a prioritized projects list
 - Climate Action Plan will contain policy toward renewable energy sources



Lead Department: 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.

Status

- Not started
- HB143/SB62 Resilient Buildings – This bill proposes tax credits for Resilient Buildings but is not likely to be passed as no legislative actions have occurred since March 7.

Lead Department: Planning & Zoning/ Sustainability

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.

Status

- In 2024 the State of Florida passed House Bill 433 bars 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.*
- The US Department of Labor, through the Occupational Safety and Health Administration (OSHA) has established **Prevention** » Water. Rest. Shade
- Details on how employers should determine how frequently breaks are required can be found here: <https://www.osha.gov/heat-exposure/water-rest-shade>
- Ensure City policies conform with standards in place at federal level

ACTION 7: CONNECTIVITY TO WILDLIFE CORRIDORS

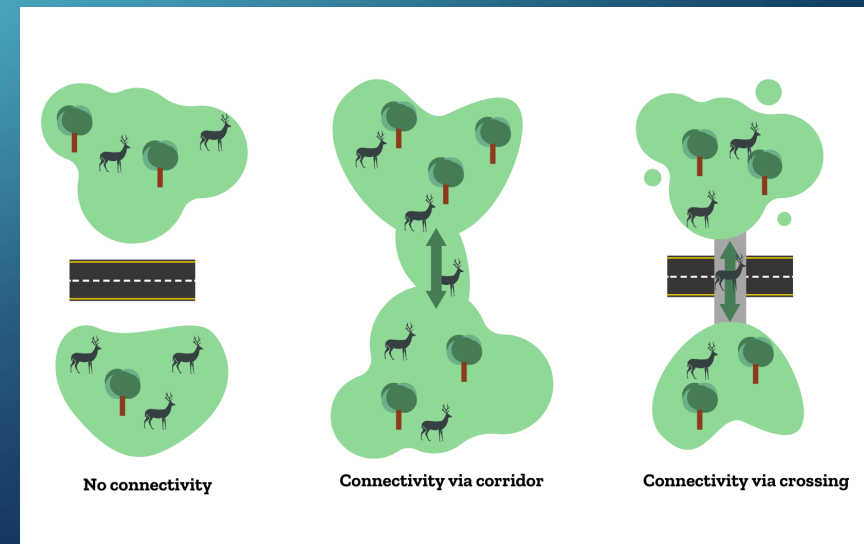
Improve connectivity to wildlife corridors by increasing the amount of natural and restored areas directly connected to regional natural systems. Develop a plan to protect and restore natural resources through land conservation, corridor connectivity, and restoration of biological integrity and function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

Status

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

- *Overlap with this Action and Action 11*

Lead Department: Collaboration with Parks, Planning & Zoning,
other applicable departments



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.

Status

- Funding for a new Park and/or Open Space Plan to be budgeted within the implementation window of 2025-2028

Lead Department: Planning, Recreation, Public Works, Sustainability

ACTION 31: FOCUS MARKET DEMAND FOR GREEN JOBS, TECHNOLOGY, PRODUCTS, AND SERVICES

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.

Status

- Economic Development programming tracking “green” or eco-friendly businesses is ongoing
- Discussions initiated on timing & collaborative nature of this Action

Lead Department: Sustainability & 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.

Status

- Adopted with or following Climate Action Plan adoption

Lead Department: Sustainability





**Thank you for sharing your
knowledge, ideas, and time!
There is much work ahead on
the path to implementing our
Sustainability Plan Actions!**



Sustainability Advisory Committee Update to BOC for 2024

Current Committee Members:

- Denise Mannino, Chair
- Dr. Carol Mickett
- Siobhan Nehin
- Dianne Brown
- We are seeking new Members!

Staff Liaisons:

- Holly Langston, Sustainability Coordinator
- Tommy Kiger, Director of Public Services

Meetings are held monthly on the 3rd Thursday, 6 - 8 PM



Sustainability is the ultimate concept of
“Thinking Globally, Acting Locally.”
What we do in Tarpon Springs contributes
to collective planetary stewardship.



What motivates Sustainability?



Our children and our grandchildren...
Our future through them,
and for them...

And pure Gift...





Since we cannot re-create the perfection of this planet, we are called to be good stewards.

Sustainability defined is:

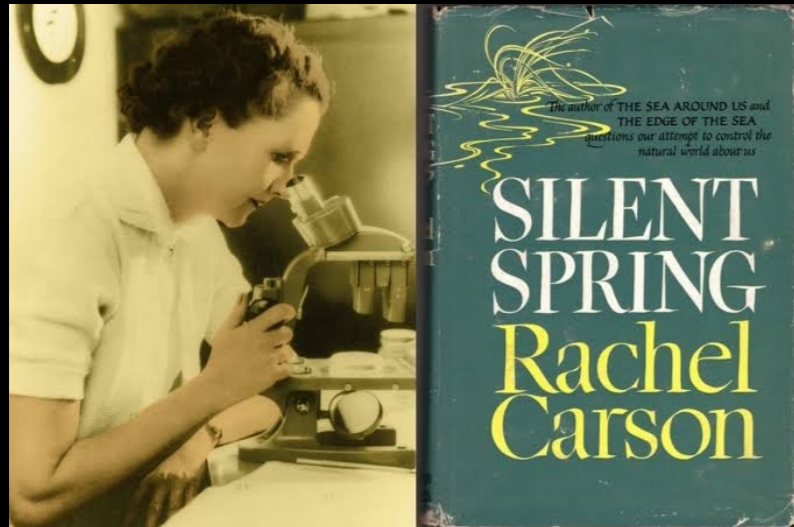
“Meeting the needs of the present without compromising the ability of future generations to meet their needs.”

It is about providing the best Quality of Life for Enrichment, which includes the inherent health of our environment, our economy, and our social fabric, in the present and for future generations.

The historical Wake Up Calls of the not-so-distant past...



Great Smog of London, 1952, a coal air pollution inversion event created dense smog causing 10,000 - 12,000 deaths. World population was approximately 2.5 billion then.



10 years later, 1962, Rachel Carson alerted the public to the mysterious disappearance of birds and insects directly connected to use of post-war chemical, DDT. Subsequently, the chemical was banned by Congress, World population was 3.1 billion.



Again, in the 1960's, water in the Great Lakes was so polluted from nutrient-rich run off that caused algae blooms, exactly what we see in red tide conditions.

The Clean Water Act of 1972 was born in response to these environmental crises. By then, world population was 3.8 billion.



Currently, the world's population is 8.2 billion people. Our impact is causing what scientist say is the sixth mass extinction, yet in the short time that the COVID shut down occurred, miraculous recovery happened overnight. Hope Dies Last, according to author Studs Terkel.





Three Pillars of Sustainability

Social

Meeting the
needs of people
today and future
generations

Environmental

Protecting the
well-being of the
environment
and our resources

Economic

Ensuring financial
stability and
growth for now
and the future
generations



Highlights in 2024

The Sustainability Plan Crosswalk was woven into the updated Comp Plan via

Of 50 Actions in the Sustainability Plan, 31 were written into the Comp Plan

We received regular staff updates on the plan implementation schedule

We connected with all departments on issues relevant to sustainability

We focused on feedback regarding the priority of the Climate Action Plan

Reality-checked resiliency and accuracy of VAAP after Helene and Milton



Moving forward the Committee will...



Provide feedback on ordinances regarding Sustainability in All Policies

Continue our relevant educational process through department presentations

Continue to provide feedback on the Urban Forestry Plan

Proactively request implementation progress of the SAP timeline goals

Prioritize effectively engaging the citizen-partners of Tarpon Springs



Recommendations to the BOC:

Continue to actively seek Resiliency funding for projects

Educate residents on 'adjusting their sails to the changing winds'

Prioritize a much more user-friendly City website to improve communications

Support City and Resident alignment for total resiliency and adaptation



“The Earth does not belong to us: we belong to the Earth.”
Chief Seattle

Thank You!

Happy Earth Day!