

FLORIDA BEACON

From the President's Desk Elva Peppers



Florida Association of
Environmental Professionals
Winter 2025



Hello FAEP Members,

As we begin the new year, I would like to reflect on our accomplishments over this past year and tell you about what is to come in 2025. The FAEP continues to grow and expand its offerings and membership. The organization has proven its value to members by keeping them informed and offering personal and professional relationships.

Here are just a few of our accomplishments and activities from 2024.

- The Northeast Chapter was reignited, serving members from Live Oak to Jacksonville and south to St Augustine. The all-star board of directors have revamped the chapter and are in full swing with socials, field trips, and other activities. Check out their website for more information <https://nefaep.com/> and sign up for their email announcements to see what events they have coming up.
- The 2024 FAEP Conference was held in Orlando and was a great success thanks to the hard work of the Central Florida Chapter. FAEP partnered with the National Association of Environmental Professionals (NAEP) to bring an introductory NEPA training workshop as a pre-conference event. It was a great opportunity provided at a discount to members.
- Every chapter had fantastic events and meetings throughout the year. Just to name one event from each chapter, they included the annual Falliday Member Appreciation Event by the Tampa Bay chapter, fun events such as trivia night and Orlando Magic games with the Central Florida chapter, a paddling trip with the Northeast chapter, the annual symposium by the Northwest chapter, a seagrass identification workshop by the South Florida chapter, the ever popular fossil hunt by the Southwest chapter, a member awards banquet by the Treasure Coast chapter and a member appreciation event with dinner, music and a private tour of the historic home and gardens at Goodwood Museum by the Tallahassee chapter.
- Lastly, it's not all business! Two of our members met at an FAEP event and are now engaged to be married! Congratulations to them!

Enough of the old, let's bring in 2025! Here are some of the things being planned for 2025.

- The Tampa Bay chapter will be hosting the FAEP Conference in St Petersburg on March 12-14th. The conference will have some great speakers from agencies and private industry, field trips and a pre-conference Advanced NEPA training workshop from the NAEP on

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newsletter to determine if you
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website:**

WWW.FAEP-FL.ORG

Thanks for reading our newsletter!

Wednesday, March 12th. Registration is open and the agenda is posted. [Conference link](#).

- A new offering for 2025 is FAEP webinars. We anticipate four to five presentations by expert speakers who will address topics that are relevant statewide. These webinars will be free for members. Watch for email announcements for registration.
- We will welcome a new board of directors, with Gina Chiello as your president. Congratulations Gina, we are looking forward to your leadership!
- FAEP has selected a new Association Administrator. Andee Richards, who has excellent experience, will be replacing Teri Hasbrouck, who is retiring. Teri has managed FAEP since 2009 and is working with Andee for a smooth transition. The email address will remain the same, but the phone number and mailing address have changed.

Thank you for allowing me to serve as president these last three years. Wishing all the best in 2025, Happy New Year!

Sincerely,



Elva Peppers
FAEP President 2023-2024



WHERE: Hilton St. Petersburg Bayfront -
333 1st Street S, St. Pete, FL.

WHEN: March 12-14, 2025

Contact Adam Forkner at aforkner@smeinc.com
for more information

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Recognition on Conference Signage	x	x	x	x	x	
Acknowledgement in Publicity Material, Emails, Notices, Website	x	x	x	x	x	
Acknowledgement in the Program	x	x	x	x	x	
Complimentary List of Attendees	x	x	x			
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Solo Panel Moderator	x	x				
Shared Panel Moderator			x			
Signage at Opening Reception						x

Follow Conference Links here:

[FAEP Conference page](#)

[Preliminary Schedule](#)

Questions? Email: aforkner@smeinc.com

SWFAEP Chapter

Second Annual Inshore Slam

The Second Annual Inshore Slam hosted by the Southwest Florida Association of Environmental Professionals (SWFAEP) was held on October 4-6th, 2024 in Southwest Florida. This second annual event was brought back by popular demand, a team effort by the SWFAEP Board, and largely thanks to our sponsors. Our first annual event was hosted back in October 2023, after a one year delay resulting from Hurricane Ian. The inaugural fishing tournament and fundraiser was a great success and donated \$6,000 to the Sanibel Sea School to help fund their summer school program which provided high school students a “week in the field” learning research methods and offering a glimpse into research-based careers.

For this Second Annual SWFAEP Tournament, we chose Keep Lee County Beautiful (KLCB) as our beneficiary and successfully met our goal and donated \$9,550 to fund the KLCB Estero Bay Marine Cleanup, also known as the “Monofilament Madness” event, which aimed to remove monofilament line and other debris including remaining hurricane debris from the waters of Estero Bay and its surrounding waterways. This KLCB event was a huge success with over 150 volunteers who removed over 25,000 pounds of debris! Individuals cleaned up beaches, mangroves, and waterways by all means of access including by land, kayak, and boat.

We were once again fortunate to host our fishing tournament anglers and guests at the beautiful Alderman House by Mizner located in downtown Fort Myers which boasts spectacular open spaces and grand architecture. Similarly to our first annual tournament, our second annual event offered two divisions, a motorized and non-motorized division. This offers the most opportunity for fishermen to participate whether land based or kayak fishing (non-motorized) or fishing from a boat (motorized). Anglers competed within their respective division for the top three places. The target species remained snook, redfish, and trout and anglers utilized the IAnglerTournament App to submit real-time photos for review and points towards the leaderboard. In addition to the top placing prizes, several additional prizes were awarded including for largest fish, largest “trash-can-slam”, and a photo competition. A silent auction was also offered during our awards dinner including some amazing coastal maps. This year we were grateful to have enough generous sponsors to provide our anglers with custom tournament shirts, which were a popular recommendation following our inaugural event in 2023.

We had a packed house for our captain’s meeting Friday (10/4/24) where we handed out the tournament rulers, custom shirts, and discussed the rules. We were even lucky enough to have Point Ybel Brewing sponsor our event and be in attendance to pour beers at the captain’s meeting. Fishing was from sunrise to sunset on Saturday (10/5/24) which offered everyone plenty of time to get out and fish their favorite local spots. The awards dinner was subsequently hosted on Sunday (10/6/24) with great eats and drinks followed by the award announcements. While we did see new faces and meet new friends, we were thankful to have returning anglers from our first tournament. At the awards dinner, we received a large volume of support from new and returning anglers towards coordinating our 3rd annual event. We are excited to share that our anticipated 2025 tournament will likely fundraise for a mangrove planting/restoration program. In light of recent hurricanes, public interest in restoring and strengthening our coastal ecosystems, including mangrove shorelines and forests, has risen due to the ecological value they provide to not just wildlife, but ourselves and our communities.

Please consider joining our 2025 tournament as either an angler, a sponsor, or both! We are thrilled to be planning this event again and have such an important purpose. Currently, we anticipate hosting the event around September/October, but be on the lookout for more details on our Facebook or Instagram. We have repeatedly received an abundance of positive feedback from those in attendance and while we continue to express this is a learning experience for us due to our limited experience planning this event, we are excited to be hosting such a great crowd and eager to make our tournament better and better year after year.

Best, Ramsey Fisher, SWFAEP President

Partnerships and Membership Benefits

The Florida Association of Environmental Professionals Treasure Coast Chapter has been busy with turtle walks, presentations, workshops, and networking events, but September is going to be special because of partnerships. On September 18th we partnered with the South Florida Chapter to host a presentation given by Dr. Mark Cook, an Avian Ecologist with South Florida Water Management District on Wildlife Responses to Extreme Events in the Everglades. Dr. Cook's presentation will highlight the remarkable ecological responses to the flows to demonstrate the true resiliency of the magnificent Everglades ecosystem. This joint event took place at Barrel of Monks Brewing in Boca Raton, a venue we've utilized for joint meetings with the South Florida chapter in the past.

Then, on September 26th, we embarked on new territory in east-central Florida – the Space Coast! Working with the Central Florida Chapter to help identify membership gaps due to geographies, together we hosted an environmental networking event at Intracoastal Brewery in Melbourne, FL. Our goal is to gauge the desire and support for an additional chapter that is greatly needed for Indian River and Brevard Counties (even the outlying counties of Volusia and St. Lucie) to further foster environmental stewardship.

TCC will be partnered with the South Florida Chapter again to provide a workshop on the Uniform Mitigation Assessment Method (UMAM). We utilized agency experts to help us understand how to consistently perform this functional assessment tool across different resources, including wetlands and aquatic habitats (i.e., submerged aquatic vegetation). It will include classroom training along with field exercises to apply what we learned in the classroom.

Stay tuned to the latest happenings with the TCC-FAEP because we are always looking for new opportunities to provide more benefits to our members either through partnerships or training workshops to help our members stay current while maintaining their professional certifications.

Other training opportunities that TCC FAEP has hosted this year, include, an Advanced National Environmental Protection Act (NEPA) Training with training staff from ICF on March 5 & 6th. This two-day training opportunity provided an in-depth dive into this complex federal process. A free social event at the Drive Shack was provided to all TCC members and workshop attendees. The participation at the workshop and social event was a smashing success.

TCC hosted another workshop on August 24th. This workshop focused on seagrass identification and survey methodology and provided an in-water survey opportunity to reinforce the classroom session. The workshop took place at The Blowing Rocks Preserve owned by the Nature Conservancy.

Each month marks a new adventure towards unlocking the knowledge and relationships required to incorporate conservation consciousness, and it's not just one chapter that ignites the "FAEP fire," it's chapters along with its members collaborating with one another for a single message of protect Florida.

Tampa Bay Chapter News

The Tampa Bay Chapter had another successful photo contest this year with 88 entries! The 2025 calendar is available and being distributed to members at TBAEP luncheons and socials. The winning photos are printed on canvas and during the calendar year are placed in the lobby of local environmental agencies including FDEP Southwest office, SWFWMD, Hillsborough County EPC, and the Fish and Wildlife Conservation Commission at the Florida Fish and Wildlife Institute. The canvases are auctioned off at TBAEP's annual Falliday (member appreciation event). Don't be surprised if you see these photos in FAEP emails, the photographers agree to allow TBAEP and FAEP use the photos on our websites and other member communication forms.



First Place

Pinewoods Tree Frog by John Bailey



Second Place

Lightning Strikes in the Keys by John Bailey



Third Place

Florida Fighting Conch by Lauren Leach



Fan Favorite

Manatee Snout by Allison Dhand



Riparian Rights Upland Owners Beware: Protecting Your Rights May Have Gotten More Difficult

by *Richard P. Green, Esq.*

September 5, 2024

Riparian Rights in Florida are some of the most coveted, yet misunderstood, rights a property owner has. Riparian Rights are a special bundle of property rights attached to a property which borders on “navigable waters.” The land beneath “navigable” waters may be owned by the State of Florida Board of Trustees for the Internal Improvement Trust Fund (the “State”) or privately owned. The important piece is that for a person to enjoy Riparian Rights, they *must* own the upland (dry land) which touches these navigable waters. We refer to this boundary line as either the “Ordinary High-Water Mark” or the “Mean High-Water Line.”

The “bundle of rights” enjoyed by riparian owners are now codified in section 253.141, Florida Statutes. They include the right of ingress, egress, boating, bathing, and fishing. They also include the right to “wharf out,” or to have a dock. Additionally, rights such as the right to an unobstructed view within one’s “riparian area” are recognized in the “common law.” These rights are to use the water within one’s riparian area. These rights are subject to, but also superior to, the rights of the general public. This means that while a riparian owner has the right to build a dock (superior to the general public), that right is qualified to ensure the general rights of the public are not unduly infringed.

The leading case interpreting how a riparian area is determined is the case of *Hayes v. Bowman*, 91 So. 2d 795 (Fla. 1957). This case stands for the proposition that in determining a riparian area, a Circuit Court must balance all of the equities and define the riparian area in a manner that is most equitable to the parties involved. Since *Bowman* was decided, if a dispute over a riparian boundary arose between two riparian owners, they would bring their grievance to the Circuit Court under a “declaratory judgment” action pursuant to Chapter 86, Florida Statutes. In the State of Florida, only a Circuit Court may adjudicate riparian boundaries pursuant to Article V § 5 of the Florida Constitution and section 26.012, Florida Statutes.

As a riparian rights case was a case in equity and determining property rights, there was historically no contractual right to seek attorneys’ fees as a prevailing party in such declaratory judgment cases. Similarly, there was no statutory right to recover attorneys’ fees. These cases followed the “American Rule” which provides that “in the absence of legislation providing otherwise, litigants must pay their own attorneys’ fees.”^[1] This means that where property owners had a genuine dispute over the location of their common riparian boundary, a Circuit Court would determine that boundary. The parties were responsible for their own attorney’s fees regardless of who “won” the case. However, the “victor” could then seek the costs expended in the litigation from the other side.^[2]

Over time, a nuance arose within these riparian boundary disputes. The Florida Department of Environmental Protection is charged with the duty and authority to evaluate plans to install docking structures within certain water bodies. The Department issues permits and also provides proprietary authorization to use sovereign submerged lands where applicable. Although the Department is charged with this duty and authority, the Department’s purpose is to ensure that the installation of a docking structure does not have significant adverse impacts on the environment, or in

certain instances, that the installation of the structure is not contrary to the public interest.[3] The Department; however, has no authority to adjudicate riparian rights.[4]

The regulatory framework today essentially requires an applicant for a permit or authorization to provide some evidence delineating their riparian area and demonstrating that the docking structure they seek is entirely within that riparian area. So long as the delineation is “reasonable,” the Department will accept the application and, assuming all other criteria are met, will issue the permit. This can occur even over objection by the neighbor because the Department does not and cannot determine which riparian boundary opinion is proper. When the Department issues a permit that a neighboring property owner objects to on riparian rights grounds, the recourse for that property owner is to initiate a declaratory judgment action in the Circuit Court where the real property is located.

A riparian owner may obtain a permit, actually build their docking structure and after that structure is in place, still have their structure challenged by a neighbor on the grounds that the dock encroaches upon the neighbor’s riparian rights. The neighbor may seek to have the Circuit Court adjudicate the riparian line and if the determination demonstrates there is an encroachment, then the Circuit Court is vested with the authority to order the docking structure removed at the expense of the riparian owner. On the other hand, if the riparian owner demonstrated their docking structure was in an appropriate location, the riparian owner could seek reimbursement for costs associated with the litigation and then the parties simply go their separate ways. That was the process ... until July 1, 2024.

Recent legislation signed into law that took effect on July 1, 2024, provides that a property owner whose property improvements - which were supported by necessary authorizations - were unsuccessfully challenged by another party, is entitled to recovery of their attorneys’ fees and costs pursuant to section 57.106, Florida Statutes. The text of the statutes is as follows:

1. For the purposes of this section, the term “property rights” includes, but is not limited to, use rights, ingress and egress rights, and those rights incident to land bordering upon navigable waters as described in [s. 253.141](#).
2. In a civil action brought against the owner of a parcel of real property to resolve a dispute concerning property rights, the court must award reasonable attorney fees and costs to the prevailing defendant if the improvements made to the property by the defendant property owner were made in substantial compliance with, or in reliance on, environmental or regulatory approvals or permits issued by a political subdivision of the state or a state agency.

Section 57.106, Florida Statutes is unique in a number of ways. First, the statute *requires* a Court to award attorney’s fees, but only to the “prevailing defendant.” A party which successfully challenges activity authorized by a state agency, or political subdivision of the state, on the grounds that it infringes upon the party’s riparian rights, is not likewise able to recover their attorneys’ fees.[5] Second, the statute appears to apply to lawsuits which are not filed directly against improvements made to real property. As mentioned above, typically challenges to dock structures are actually lawsuits to establish the riparian line and are not claims against the dock permit itself. Finally, the statute appears to apply only to those property rights challenges involving improvements already made.

Statutes regarding attorney’s fees are strictly construed.[6] So take for example, a riparian owner who obtains a “self-certification” from the Florida Department of Environmental Protection, and based on that self-certification constructs a dock. Sometime after the dock is constructed, their neighbor files a lawsuit to determine the riparian line, arguing that the dock structure intrudes upon the neighbor’s riparian area. The statute would require a Circuit Court Judge to award the defendant their attorney’s fees if the defendant prevailed over the neighbor in the lawsuit. However, if the neighbor filed the lawsuit *before* the dock was constructed, a strict construction of the statute would not require a Circuit Court Judge to award a defendant their attorney’s fee if they prevailed because the improvements had not yet been “made.”

The implementation of this statute is curious in that it only provides fees for a prevailing defendant. The policy reason for awarding a prevailing defendant is rather clear. A riparian owner who obtains all the necessary authorizations and then spends significant sums of money constructing improvements based on those authorizations only to subsequently find themselves in a lawsuit is a fair basis to award fees and incentivize that party to defend their project. Being a defendant, that party has little choice but to defend their actions.

However, the same can be said for an impacted neighbor. If a riparian owner obtains a permit and constructs a dock that clearly invades the neighbor's riparian area, that neighbor only has one option and that is to file a lawsuit with the Circuit Court and have the riparian line established. Now, with the implementation of this statute, impacted neighbors are chilled from protecting their rights for fear of being on the hook for fees with no similar recourse for themselves. If the purpose of the statute was to protect property rights, the statute should be reciprocal.

This statute is potentially unconstitutional. As noted, the Florida Constitution vests the sole authority to adjudicate property rights in the Circuit Courts of the state. This statute, however, provides that state agencies or political subdivisions of the state may have authority to adjudicate property rights. Being that state agencies or political subdivisions issue permits for improvements to real property *based on* a party's depiction of property boundaries, the state agencies' acceptance of these determinations and issuance of permits has the effect of removing the jurisdiction of the Circuit Court and placing it in a state agency. Powers constitutionally bestowed upon the courts may not be exercised by the Legislature or executive branches.^[7] The effect of this statute is to place a presumption of accuracy to a state-issued permit where boundary lines or property rights are involved. The neighboring property owner must overcome that presumption of accuracy, not only to establish their property boundary, but also to defeat a claim of attorneys' fees.

Nevertheless, this statute presents a clear deadline for riparian owners whose neighbor intends to improve their property by building docks and other structures. That deadline is ***before the improvement is constructed***. By bringing suit before the improvement is made, you keep yourself on equal footing with the neighbor and proceed before the Circuit Court to find the most equitable distribution without the influence of an attorney's fees award.

The area of riparian rights is a unique area of law. If you notice that your neighbor or another party is taking action to disrupt or interfere with your riparian rights, you will need to act fast and contact the right professionals experienced in defending riparian rights as soon as possible.

[1] *Talbott v. American Isuzu Motors, Inc.*, 934 So.2d 643, 650 (Fla. 2d DCA 2006).

[2] Section 86.081, Florida Statutes ("The court may award costs as are equitable").

[3] See Chapter 373, Florida Statutes; See also Chapter 403, Florida Statutes.

[4] See *Secret Oaks Owner's Association, Inc. v. Department of Environmental Protection*, 704 So. 2d 702 (Fla. 5th DCA 1998).

[5] Section 57.105(7), Florida Statutes, often referred to as the reciprocal fee provision, only applies to contracts which have a unilateral attorney's fees provision. This section does not apply to statutes which have unilateral application.

[6] See *Hilyer Sod, Inc. v. Willis Shaw Express, Inc.*, 817 So. 2d 1050, 1054 (Fla. 1st DCA 2002).

[7] See Article II §3 Florida Constitution.



Richard P. Greene, esq.

Upcoming Conferences and Workshops

Event	Date	Place
Southeast Recycling Conference	February 16 – 19, 2025	Miramar Beach, FL
American Membrane Technology Conference	February 24 – 27, 2025	Long Beach, CA
43rd Annual Public Interest Environmental Law Conference	February 28 – March 2, 2025	Eugene, OR
Environmental Information Assn. 2025 National Conference & Exposition	March 9 – 12, 2025	Jacksonville, FL
Florida Association of Environmental Professionals	March 12 – 14, 2025	St. Petersburg, FL
AEHS Foundation, Annual West Coast Conference on Soil, Water, Energy, & Air	March 17 – 20, 2025	San Diego, CA
Northeast Sustainable Energy Assn. Conference, Building Energy	March 20 – 21, 2025	Boston, MA
League of Environmental Educators	March 22, 2025	Gainesville, FL
NGWA, Groundwater Fly-in	March 25 – 26, 2025	Washington, DC
EUEC 2025 Annual Energy, Utility & Environment Conference	March 25 – 27, 2025	San Diego, CA
Clemson Hydrogeology Symposium and Field Trips 2025	April 2 – 4, 2025	Clemson, SC
American Society for Environmental History 2025 Conference	April 9 – 13, 2025	Pittsburg, PA
2025 National Watershed & Stormwater Conference	April 8 – 10, 2025	San Juan, Puerto Rico
Clean Waterways 2025	April 23 – 25, 2025	Denver, CO
National Association of Environmental Professionals	April 28 – May 1, 2025	Charleston, NC
Florida Association for Water Quality Control	June 4 – 6, 2025	Naples, FL
AWWA 2025 Annual Conference & Expo	June 8 – 11, 2025	Denver, CO
A&WMA 118th Annual Conference and Expo	June 9 – 12, 2025	Raleigh, NC
Florida Stormwater Association Conference	June 11 – 13, 2025	Ft. Myers, FL
2025 Georgia Association of Water Professionals Industrial Conference	July 13 – 16, 2025	Savannah, GA
Annual Environmental Permitting Summer School	July 15 – 18, 2025	Marco Island, FL
Annual Georgia Environmental Conference	August 19 – 22, 2025	Jekyll Island, GA
StormCon 2025 Surface Water Quality Conference	August 26 – 28, 2025	Orlando, FL
American Institute of Professional Geologists National Conference	October 4 – 7, 2025	St. Louis, MO
AEHS Foundation, Annual East Coast Conference on Soil, Water, Energy, & Air	October 20 – 23, 2025	Amherst, MA
Association of Water Technologies Annual Convention & Expo	November 12 – 15, 2025	Colorado Spring, CO

Science Shorts ~NPR Short Wave~ The Science Behind the Headlines

The biggest artificial lake in Germany used to be a mine



Old mines leave behind a pressing problem: Huge holes that make the landscape look like a chunk of swiss cheese. But in Germany, some scientists and city planners are turning these holes into lakes. The largest one will be the biggest artificial lake in Germany when it's done, with a shoreline of 26 kilometers or about 16 miles all around. But it's not as easy as simply filling the holes with water. It takes a LOT of research to get this science right.

Big tech companies hope nuclear power can solve their energy problems. Will it?



AI uses *a lot* of power. Some of the next generation data centers may use as much power as one million U.S. households. Technology companies like Microsoft, Google, Amazon and Meta hope nuclear power will offer a climate solution for this energy use. Nuclear power plants can deliver hundreds of megawatts of power without producing greenhouse gas emissions. But some long-time watchers of the nuclear industry are skeptical that it's the right investment for big tech companies to make.

'Conan the Bacterium' can survive extreme radiation, and scientists finally know why



In the 1950s, scientists exposed a tin of meat to a dose of radiation that they expected would kill all forms of life. But one organism defied the odds and lived: Conan The Bacterium. Turns out this microorganism, known to science as *Deinococcus radiodurans*, is capable of surviving extreme levels of radiation — thousands of times the amount that would kill a human. So what's Conan's secret?

The global effort to genetically map 70,000 animal species



The Vertebrate Genomes Project: It's an ambitious effort by an international group of scientists to create a "Genome Ark" by sequencing the genomes of about 70,000 animal species. The hope is that through all of this gene sequencing, scientists will be able to answer some basic but important questions like: What makes a bird, well, a bird? What makes a mammal a mammal? Plus, with so many species on the verge of extinction, can scientists record their genetic information before they go extinct – or better yet, maybe help save the population from going extinct? Guest host Jon Hamilton, one of our favorite science correspondents, talks to Erich Jarvis, the chair of this project, to learn what this ark of animal genomes could mean for our future – and why a platypus qualified for early boarding.

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ABCEP



The Academy of Board Certified Professionals (ABCEP) is the certifying body for NAEP and the lead organization certifying environmental professionals; maintaining exemplary standards of ethics and technical practice; and supporting individuals, our profession, and the public relying upon our services. It is a board-certified recognition. Beyond the acknowledgement by your peers, earning and maintaining the Certified Environmental Professional (CEP) designation is beneficial as a key differentiator when bidding on projects. It also opens new doors personally and professionally.

ABCEP would like to enhance the CEP (and CEP-IT) by growing our numbers and raising the awareness and value of the credential. If interested, you can find more details about the CEP and the application process on our website <https://www.abcep.org>. If you email the office (office@abcep.org), our Administrator will follow up to see if you have additional questions about the application process and offer to assign a mentor to help guide you through it.

The initial CEP application fee is typically \$200. ABCEP is offering a 10% discount through the end of 2020 reducing the initial CEP application fee to \$180. This is a great time to submit your application! We also have a CEP-IT application for those that don't quite meet the CEP requirements.

Making the decision to pursue a certification can feel like a daunting task, but in this climate, having the designation after your name can prove that crucial differentiator. Please share this with anyone in your office that might be interested.

NAEP

CALL FOR ARTICLES FOR THE ENVIRONMENTAL PRACTICE BULLETIN

The NAEP Environmental Practice Bulletin is published four times a year and emailed to all NAEP members. The newsletter is published in mid-February, May, August and November. Deadline for submissions is the end of the month prior to publication. NAEP is always looking for articles for this great practitioner-based publication. Consider providing NAEP's nationwide audience a bit of your professional experience and insight. For more information about publishing in the Environmental Practice Bulletin visit: <https://www.naep.org/publications>.



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**The FAEP Board of Directors would like to extend a big
THANK-YOU
to the organizations who continue to support FAEP
with group memberships for five or more of their employees.**

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Cummins Cederberg, Inc.	Florida Water Management Districts	Palm Beach County	Verdantas
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*GROUP MEMBERSHIP Each group membership will be for a minimum of 5 qualified employees.

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1 Page	\$250	\$900

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