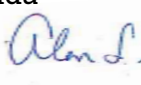


MEMORANDUM

To: City Council, Marco Island, Florida

From: Alan L. Gabriel, City Attorney 

Copy to: Casey Lucius, Interim City Manager

Re: City Attorney Matter Review for
December 8th, 2025, City Council Meeting

Date: November 28th, 2025

During the period commencing from November 8th, 2025 through November 28th, 2025, the City Attorney has participated in or has been working on the following matters:

GENERAL CITY BUSINESS

- o Misc. Public Records Requests
- o Misc. Procurement Matters
- o Misc. Proposed Legislative Matters
- o Petition For Administrative Hearing (Clean Marco Waters, LLC)
- o Ordinance Revision -Remove Requirements For Publication By Newspaper For City Matters
- o Overflow Parking At New Life Community Church

FOR COUNCIL AGENDA APPROVAL

- o Interim City Manager Agreement
- o Chair / Vice Chair Elections
- o Vested Rights Administrative Decision Appeal

COUNCIL MATTERS/INQUIRIES

- o Sunshine Law Compliance Regulations
- o Council Elections
- o Dangerous Instruments Amendment In City Parks
- o Noise Ordinance Amendment Options
- o Benarroach Local Bill Re Council Vacancy
- o Ethics Training Requirements for Council

PLANNING BOARD

- Utility Easement Vacation Chipley Street Right Of Way
- Utility Easement Vacation 138, 148, 158, & 168 S. Barfield Drive
- Rose Marina Site Plan Modification

CODE ENFORCEMENT

- November 18, 2025, Magistrate Hearings
 - 29 Cases, 1 Mitigation Request
- Miscellaneous Enforcement Matters
- Miscellaneous Mitigation Requests

LABOR AND EMPLOYMENT MATTERS

- Former Employee Suit
- Collective Bargaining (Fire)

LITIGATION MATTERS

- Marco Club, LLC Request for FLUEDRA Relief (Florida Land Use and Environmental Dispute Resolution Act (Section 70.51, Fla. Stat.)

Applicant alleges that the City's denial of the requested offsite parking agreement was either unreasonable or which unfairly burdened the use of the land (1202 Bald Eagle Drive) and is seeking to mediate through the non-judicial (FLUEDRA) mediation process with the hope that the parties can reach a mutually agreeable compromise, utilizing the participation of a special magistrate who will be selected by the parties. Applicant and City have agreed to a mutually acceptable magistrate.

Marco Club requested mediation before the selected special magistrate. The mediation was scheduled for October 18, 2022, at 9 a.m. in City Council Chambers, and pursuant to FLUEDRA must be open to the public. As required, the City has provided written notice of the Applicant's claim to (1) owners of property contiguous to the Applicant's property (1202 Bald Eagle Drive) and (2) interested parties. Interested parties consist of those who provided testimony at the public hearings before City Council on the Applicant's offsite parking agreement. The October 18th mediation was continued by the parties to November 7, 2022; after Marco Club submitted of a new site plan application to the City, the parties agreed to further continue the mediation to December 6, 2022, which was re-scheduled to be heard by Special Magistrate Scott Steady on March 24, 2023. This hearing was cancelled by Marco Club on March 20th and has not been rescheduled. As of this time there has been no additional activity regarding this Claim.

- Marco Club, LLC Request for FLUEDRA Relief #2; Resolution 23-07

The Applicant filed a new revised Site Plan with reduced seating for the subject property located at 1202 Bald Eagle Drive with the City. That new Site Plan Application was reviewed and approved by the Planning Board on December 2, 2022. The neighboring property owner filed an appeal of the site plan approval which when heard by City Council, Council upheld the Planning Board's approval with two additional conditions. On February 22, 2023, the Applicant filed a second FLUEDRA request alleging that these additional conditions "impose a higher standard of approval than required by the code" and "codify disparate treatment of the Property owner relative to other similar-situated property owners in the City". Pursuant to the Act, the City will file its Response to the Claim and a special magistrate

will be selected by the parties and mediation of this second claim will commence once Marco Club indicates a desire to proceed with its claim. As of this time there has been no additional activity regarding this Claim.

- Shannon Schemel, et al v. City of Marco Island, Case No. 2:22-cv-00079-JLB-MRM (M.D. Fla.) (Section 1983 4th Amendment/State Constitutional Claims)

This case involves the City's use of an automated license plate recognition ("ALPR") system on public roads. Plaintiffs allege that the City's use of the ALPR system, which photographs plates publicly visible on public roads locations, and its 3-year retention period (as permitted by state law) violate the Fourth Amendment and Florida's constitutional right to privacy. Plaintiffs filed their original complaint on February 7, 2022, against the City and the City's police chief in her official capacity. Following the City's motion to dismiss, the district court dismissed the Police Chief, in her official capacity, with prejudice on February 14, 2023, and gave Plaintiffs leave to amend their pleading once more. Plaintiff filed their amended complaint on March 7, 2023, again asserting Fourth Amendment and state constitutional claims, which the City moved to dismiss with prejudice (the "Motion"). The Court issued an order directing the parties to file supplemental briefs on new authorities supporting their positions as to the Motion. The City filed its supplemental brief on April 30th, 2023 and the Plaintiffs filed theirs on May 21, 2023. The Court *stayed all remaining deadlines as well as the trial term*. Both parties filed notices of supplemental authority in support of their respective arguments in the motions to dismiss. Subsequently the case was reassigned to new judges. The Magistrate is now Judge Douglas N. Frazier, and the District Judge is now Judge Kyle C. Dudek. The previously assigned magistrate was recently elevated as a district judge. On October 17, 2025, the District Judge issued an Order of Dismissal. However, on November 5, 2025, a Notice of Appeal was filed by the Plaintiff.

- Michael Murphy v. City of Marco Island, Case No. 11-2025-CA-000808-0001-01)
(Payment for Medical Treatment – Retired Employee Benefits Claim)

This case involves former employee Michael Murphy's claim for declaratory and equitable relief regarding the payment and reimbursement of medical expenses ("Complaint"). After Mr. Murphy retired from City service, he reported to the City that he was diagnosed with a serious health condition. Mr. Murphy sought treatment under the City's health plan at no cost in accordance with Florida law. Mr. Murphy claims that the City's health provider has failed to adequately remit payment for such treatment; instead, the provider contends that it is the obligation of Medicare to make payment. Mr. Murphy generally alleges that the City and its health care provider has failed to pay the costs associated with his treatment. The City waived service of process to expedite the handling of the matter and filed its Motion to Dismiss the filed complaint on July 7, 2025. The City served discovery requests on Plaintiff on November 14, 2025. Plaintiff in turn served his discovery requests on November 20, 2025. We are in the process of gathering all the relevant information in order to respond to Plaintiff discovery requests.

- Tige Thompson v. City of Marco Island, Case No. 11-2023-CA-001996-0001)
(Florida Arbitration Code – Reinstatement of Employment Claim)

This case involves former employee Tige Thompson's Petition to Confirm an Arbitration Award (the "petition"). On October 14, 2021, an arbitrator issued a decision relative to Mr. Thompson's 2020 termination. The arbitrator did not order the City to reemploy Mr. Thompson in his award. Mr. Thompson therefore remained separated. On May 16, 2023, Mr. Thompson petitioned the Court to reinstate his employment, claiming that the arbitrator reinstated him. The City filed a motion to dismiss, which was denied. The City then answered the petition and filed a counterclaim (the "answer and counterclaim"). Hearing Held on November 5, 2024, upon a counterclaim seeking confirmation of an arbitration award filed by Respondent, the City of Marco Island, and a motion to dismiss the City's Counterclaim for Failure to State a Cause of Action filed by Petitioner. Judge Brodie issued an Order ruling that the Arbitrator did not reinstate Tige Thompson when he rendered his arbitration award. Opposing Counsel filed a Motion for Rehearing which was denied. Mr. Thompson filed a Notice of Appeal on December 16, 2024, and after seeking two extensions to file his appellate pleading, filed his Initial Brief on July 7, 2025, and an Amended Initial Brief July 24, 2025. The City's Answer Brief was filed on September 12, 2025, and Mr. Thompson's Reply Brief was filed on November 6, 2025. The Appellate Court will be reviewing these filings.

- Matthew Gallup and Christine Gallup v. City of Marco Island, Case No. 11-2025-CA-002561-0001 (Employment, Defamation, False Imprisonment, Invasion of Privacy, Conspiracy Claim)

This case involves former employee Matthew Gallup's demand for declaratory relief, injunctive relief, monetary damages, fees, expungement of records, and other relief against the City, Chief Frazzano, and City Manager McNees ("Complaint"). Mr. Gallup served as a lieutenant for the Police Department and, over the course of his relatively short length of employment, received two written reprimands, two suspensions, and a performance expectation plan before ultimately being discharged on or around May 10, 2024. Mr. Gallup generally alleges in the Complaint that he had been subjected to retaliatory employment actions after reporting the alleged misconduct of other employees. Most of the allegations in the Complaint had previously been made by Mr. Gallup during the opportunities afforded him prior to his termination, as well as during the pendency of an Unfair Labor Practice Charge ("ULP") he filed. The City has already addressed most of these claims before his separation, and, as it relates to the ULP, the action was abandoned by Mr. Gallup and therefore dismissed. However, the claims relating to Mrs. Gallup were not previously broached.

Mr. and Mrs. Gallup filed the Complaint on October 31, 2025. The City was served with the Complaint on November 10, 2025, and its response is currently due on Monday, December 1, 2025. Chief Frazzano and previous City Manager McNees were served on November 13, 2025 and both responses are currently due on Wednesday, December 3, 2025. We are currently in the process of securing an extension of time until Tuesday, December 23, 2025 and preparing a motion to dismiss Plaintiffs' complaint. The primary argument is that the complaint is a shotgun pleading and fails to allege the required elements of the claims.

RISK PROTECTION ORDERS

- *In Re: Risk Protection Order Marco Island Police Dept. v. Tracey Lynne Taylor*

On October 25th, 2022, the Respondent threatened harm to herself with a handgun. All accessible firearms were seized, and a final Risk Protection Order was entered on November 4, 2022. The Order was extended a second time, for another year, and now expires on October 26, 2025. The City filed an additional extension of the Risk Protection Order which was granted by the Court on October 14, 2025, and now expires on October 26, 2026.

- *In Re: Risk Protection Order Marco Island Police Dept. v. Michael Vincent Clausen.*

On September 20, 2021, Mr. Clausen, who was taking medication for psychiatric conditions, experienced recent hallucination events. During an argument with his father, he grabbed for his firearm, which was taken away from him without further incident. Police were called, and Mr. Clausen was committed for evaluation under the Baker Act. The subject firearm is owned by Mr. Clausen and was taken into protective custody. The Respondent stipulated to the entry of a Final Risk Protection Order on October 5, 2021. This Order expired on October 4, 2022, and was extended by Joint Stipulation for another year, to expire on October 1, 2023. Mr. Clausen continued to provide cause for an extension of the Order. On September 26, 2023, the City attended a hearing to extend the Order a second time, and the City's Petition was granted. The Order was to expire September 26, 2024. On September 19, 2024 the Final Order was extended a third time and will now expire on September 18, 2025. The Court has further extended the Order a fourth time and will now expire on September 11, 2026.

- *In Re: Risk Protection Order Marco Island Police Dept. v. Kimamana Waste Win Heminger*

On March 15, 2024, the Respondent threatened to kill herself with a firearm. A Final Risk Protection Order was issued via joint stipulation. The Final Order was to expire on March 20, 2025, and was extended to March 20, 2026. The City will continue to monitor for compliance and for the need for an extension as the expiration date approaches.

WORKER'S COMPENSATION MATTERS

- Scott Edson v. City of Marco Island - There is no new information to update. There are no pending court dates and no new petition has been filed. Monitoring this matter as warranted.

- James Jay v. City of Marco Island – The Claimant (a City firefighter who was injured in the course of his firefighting duties), the City and its workers' compensation insurance carrier Preferred Governmental Insurance Trust (PGIT) just concluded Court mandated mediation. Mediation resulted in the party's agreeing to a compromise of all claims for past, present and future workers compensation indemnity benefits arising only from this injury for the total settlement amount of \$407,850, inclusive of attorney's fees and costs. The Claimant initially alleged that the potential value of all past and future permanent total

disability benefits was in excess of \$1,000,000. PGIT has agreed to indemnify the City for the entire settlement amount of \$407,850.

○ Ricardo Ostos Salazar v. City of Marco Island - There is no new information to update. The case has been assigned for pre-suit liability review. No lawsuit has been filed as of this date.

WSH Legal Services Billings Summary
Bills Dated November 11, 2025 for October 2025 Legal Services

2914.001	Retainer	Inv. #308919	\$12,500.00
2914.003	Labor And Employment	Inv. #308920	\$1,074.50
2914.003-9	Thompson, Tige – 2nd Employment Matter	Inv.#308921	\$125.39
2914.004	Public Works	Inv.#308922	\$3,630.00
2914.006	Miscellaneous Matters	Inv. #308923	\$2,860.00
2914.007	Planning & Zoning	Inv.#308924	\$660.00
2914.008	Code Enforcement	Inv.#308925	\$3,520.00
2914.008-1	Code – Uooligan Marco Island Real Estate LLC	Inv.#308926	\$192.50
2914.047	Hideaway Beach District Special Ad Valorem Tax – PO 250144	Inv.#308927	\$2,750.00
29124.053	Taylor, Tracey Lynne – Risk Protection Order	Inv.#308928	\$2,117.50