



SMALL TOWN, BIG BEACH

A G E N D A
SPECIAL MEETING
FEBRUARY 2, 2026
2:30 p.m.

1. Call to Order

2. Roll Call

3. Discussion Period

4. Executive Session (if called)

5. Other Business

Resolution 7078-26 – Authorize the Mayor to Execute Settlement Agreement in Connection with the Fair Labor Standards Claims

6. Adjourn.

**MINUTES
SPECIAL COUNCIL MEETING
CITY OF GULF SHORES, ALABAMA
FEBRUARY 2, 2026**

The City Council of the City of Gulf Shores, Alabama, met in special session on February 2, 2026, in the Erie Hall Meyer Annex Conference Room. Mayor Craft called the meeting to order at 2:32 p.m.

Upon roll call, the following officials answered "present": Councilman Joe Garris, Jr., Councilwoman Jennifer Guthrie, Councilman Philip Harris, Councilman Stephen E. Jones, and Mayor Robert Craft. Mayor Robert Craft declared a quorum present. Councilman Jason Dyken, M.D. was absent. Also present were City Administrator Jon Walker, Assistant City Administrator Lee Jones, Tobi Waters City Clerk, Police Chief Dan Netemeyer and City Attorney Matt McDonald via phone.

Mayor Craft stated that due notice of the time, place and purpose of this meeting had been given to all members of the City Council and that each member had signed the acceptance of service of said notice, waiving all irregularities, if any, in said notice. The notice and acceptance of service and waiver signed by each member was ordered inserted in the minutes of this meeting at the end thereof.

Mayor Craft stated he had requested a meeting of the members of the City Council for the purpose of going into Executive Session to discuss the following:

- a) discuss with the City Attorney the legal ramifications of and legal options for controversies not yet being litigated, but imminently likely to be litigated if the governmental body pursues a proposed course of action.

Following the end of the executive session, the special meeting will be reconvened for the transaction of any and all other business that may come before the Council for consideration.

Whereupon, a motion was made by Councilman Joe Garris, Jr. for the Council to go into Executive Session to discuss with the City Attorney the legal ramifications of and legal options for controversies not yet being litigated, but imminently likely to be litigated if the governmental body pursues a proposed course of action. Said motion was seconded by Councilman Stephen E. Jones.

The Mayor directed the City Clerk to enter said motion and purpose into the minutes of the meeting and called for a vote on said motion in regard to the Executive Session as follows: Councilman Joe Garris, Jr., "aye", Councilwoman Jennifer Guthrie, "aye", Councilman Philip Harris, "aye", Councilman Stephen E. Jones, "aye" and Mayor Robert Craft, "aye".

The Mayor declared that a majority of the votes of those officials present being in favor of the motion, that such motion had therefore passed and Council would forthwith recess into Executive Session for the purpose as stated in said motion and no other purpose and in accordance with the Act reconvene in approximately one hour at which time a formal Council action may be required.

Council convened in Executive Session at 2:33 p.m.

The Council recessed the Executive Session and reconvened the Special Meeting at 2:35 p.m.

At approximately 2:36 Councilman Jason Dyken, M.D. joined the meeting.

At this time, the council discussed possible dates for a future council retreat and Assistant City Administrator Lee Jones gave a Planning & Zoning Department update.

Mayor Craft stated he again would like to enter into executive session to discuss the following:

- b) discuss with the City Attorney the legal ramifications of and legal options for controversies not yet being litigated, but imminently likely to be litigated if the governmental body pursues a proposed course of action.

Following the end of the executive session, the special meeting will be reconvened for the transaction of any and all other business that may come before the Council for consideration.

Whereupon, a motion was made by Councilman Philip Harris for the Council to go into Executive Session to discuss with the City Attorney the legal ramifications of and legal options for controversies not yet being litigated, but imminently likely to be litigated if the governmental body pursues a proposed course of action. Said motion was seconded by Councilman Stephen E. Jones.

The Mayor directed the City Clerk to enter said motion and purpose into the minutes of the meeting and called for a vote on said motion in regard to the Executive Session as follows: Councilman Joe Garris, Jr., “aye”, Councilwoman Jennifer Guthrie, “aye”, Councilman Philip Harris, “aye”, Councilman Jason Dyken, M.D., “aye”, Councilman Stephen E. Jones, “aye” and Mayor Robert Craft, “aye”.

The Mayor declared that a majority of the votes of those officials present being in favor of the motion, that such motion had therefore passed and Council would forthwith recess into Executive Session for the purpose as stated in said motion and no other purpose and in accordance with the Act reconvene in approximately one hour at which time a formal Council action may be required.

Council convened in Executive Session at 2:40 p.m.

The Council recessed the Executive Session and reconvened the Special Meeting at 3:05 p.m.

Following a discussion regarding the legal ramifications of and legal options for controversies not yet being litigated, but imminently likely to be litigated, Councilman Joe Garris, Jr. introduced and moved for the adoption of the following Resolution:

RESOLUTION NO. 7078-26

**A RESOLUTION
AUTHORIZING THE MAYOR TO EXECUTE SETTLEMENT AGREEMENTS IN
CONNECTION WITH FAIR LABOR STANDARDS ACT CLAIMS**

WHEREAS, the City of Gulf Shores recently resolved a lawsuit filed in the U.S. District Court, S.D. Ala., concerning allegations of unpaid overtime and regular compensation due certain officers assigned to the Gulf Shores Police Department’s K-9 Unit; and

WHEREAS, the lawsuit, *Shawn Andrews and Stacy McElroy v. City of Gulf Shores*, 1:25-cv-00441 (U.S. District, S.D. Ala.), sought damages consisting of backpay, liquidated damages and attorney’s fees and costs pursuant to the Fair Labor Standards Act (“FLSA”), 29 U.S.C. § 201 et seq.; and

WHEREAS, in order to avoid the uncertainty and expense of protracted litigation, the City reached a compromise and reasonable settlement of the alleged claims, which the U.S. District Court approved; and

WHEREAS, attorneys for the City have reached a tentative and amicable resolution of the claims by K-9 officers who have not filed a lawsuit, upon terms near identical to the one involving K-9 officers who filed the lawsuit; and

WHEREAS, the City Council desires to consummate the Settlement Agreements, with K-9 officers Christopher Childress, James Coker, Seth Goellner, Benjamin Hancock, Ashley Shanks, and Gabe Trujillo, including the payment of the agreed upon amounts due the officers from lawfully available funds of the City.

THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF GULF SHORES, ALABAMA, WHILE IN SPECIAL SESSION ON FEBRUARY 2, 2026, as follows:

Section 1. That the Mayor is hereby authorized to execute Settlement Agreements attached hereto as Exhibits 1 - 6 on behalf of the City of Gulf Shores, Alabama.

Section 2. That the Mayor is hereby authorized to make payments in accordance with the Settlement Agreements as may be necessary to consummate the settlement and release of claims.

Section 3. That the Resolution shall become effective immediately upon its adoption.

The motion for the adoption of Resolution No. 7078-26 seconded by Councilman Stephen E. Jones was regularly put; was discussed and considered in full by the Council; and upon the question, the vote thereon was as follows: Councilman Joe Garris, Jr, “aye”, Councilwoman Jennifer Guthrie, “aye”, Councilman Philip Harris, "aye", Councilman Jason Dyken, M.D., “aye”, Stephen E. Jones, “aye”, and Mayor Robert Craft, “aye”. Whereupon, Mayor Robert Craft declared Resolution No. 7078-26 duly and legally adopted.

There being no further business to come before the Council, Councilman Joe Garris, Jr. moved to adjourn; seconded by Councilman Stephen E. Jones; and the vote of those officials present was unanimously in favor of the motion.

Mayor Robert Craft declared the meeting adjourned at 3:47 p.m.




Tobi Waters, MMC, City Clerk


Robert Craft, Mayor



SMALL TOWN, BIG BEACH

TO: Council Members
City of Gulf Shores, Alabama

NOTICE OF SPECIAL MEETING

Notice is hereby given that a Special Meeting of the City Council of the City of Gulf Shores, Alabama will be held in the Erie Hall Meyer Annex Executive Conference Room at 2:30 p.m. on Monday, February 2, 2026, with the possibility of going into Executive Session too:

- a) discuss with the City Attorney the legal ramifications of and legal options for controversies not yet being litigated, but imminently likely to be litigated if the governmental body pursues a proposed course of action; and
- b) for the transaction of any and all other business that may come before Council at said meeting.

Dated this 29th day of January, 2026.

A handwritten signature in black ink, appearing to read "Robert Craft".

Robert Craft, Mayor

NOTICE OF SPECIAL MEETING

TO: Council Members
City of Gulf Shores, Alabama

Notice is hereby given that a Special Meeting of the City Council of the City of Gulf Shores, Alabama will be held in the Ernie Hall Meyer Annex Executive Conference Room at 2:30 p.m. on Monday, February 2, 2026 for the purpose of going into Executive Session to discuss with an attorney for the city the legal ramifications of and legal options for pending litigation. Following the end of the executive session, the transaction of any and all other business may come before the Council for consideration.

Dated this 29th day of January, 2026.

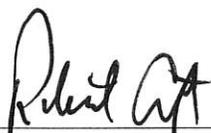


Robert Craft, Mayor

CONSENT TO SPECIAL MEETING

We, the undersigned Mayor and Council Members of the City of Gulf Shores, Alabama, hereby acknowledge and accept service of Notice of Special Meeting of the City Council of said City, and acknowledge having received such Notice in ample time to attend such Special Meeting, and waive any and all irregularities in such notice and service thereof and any and all other or further notice and consent, and agree that said City Council shall meet at the time and place therein named and for the purpose therein stated, and for the transaction of any and all other business that may come before the Council at said meeting.

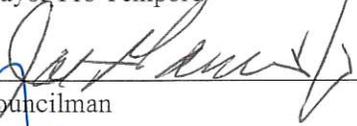
Dated this 2nd day of February, 2026.



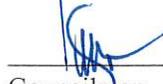
Mayor



Mayor Pro Tempore



Councilman



Councilman



Councilman



Councilman