



# **CITY OF ALBUQUERQUE**

## **CITY LABOR-MANAGEMENT RELATIONS BOARD**

### **MONDAY, APRIL 21, 2025**

#### MEMBERS PRESENT:

*Ted Baca*  
*Bruce Perlman*  
*Juan Montoya*

#### OTHERS PRESENT:

*Domonique Limon*  
*Leigh Brunner*  
*Andy Lewis*  
*Kenna O'Connell*  
*Frederick Mowrer*

*Louis Montoya*  
*Casey Padilla*  
*Augustine Romero (Zoom)*  
*Brian Nichols (Zoom)*  
*Justin Miller (Zoom)*  
*Emily Jaramillo (Zoom)*

*Kevin Morrow (Zoom)*  
*Stephanie Gomez (Zoom)*  
*James Montalbano (Zoom)*  
*Allison Keelin (Zoom)*  
*Cat Gonzalez (Zoom)*  
*Tom Ruiz (Zoom)*

### **MINUTES**

#### **I. CALL TO ORDER.**

Chairman Baca called the meeting to order at approximately 9:01 a.m. All three Board members were present in person.

#### **II. REVIEW AND APPROVAL OF AGENDA FOR MONDAY, APRIL 21, 2025.**

Member Perlman moved to approve today's agenda Member Montoya seconded. Approved unanimously.

#### **III. REVIEW AND APPROVAL OF MINUTES FOR APRIL 7, 2024.**

Member Montoya moved to approve. Member Perlman seconded. Voted and passed 3-0.

#### **IV. PUBLIC COMMENTS: None.**

#### **V. PRESENTMENT AND APPROVAL OF ORDERS:**

- **LB 25-05 ORDER FINDING FACIALLY VALID.**  
Approved and Signed.
- **LB 25-06 ORDER FINDING FACIALLY VALID.**  
Approved and Signed.
- **LB 25-05 ORDER GRANTING PETITIONER'S MOTION TO WITHDRAW DISCOVERY MOTION.**  
Attorney Frederick Mowrer appeared on behalf of the APOA and stated that he would have the proposed Order to the Board for signature at the next scheduled meeting.

#### **VI. MISCELLANEOUS/STATUS CONFERENCE:**

- **LB 25-07 FACIAL VALIDITY SCREENING OF THE AMENDED PROHIBITED PRACTICE COMPLAINT FILED BY ATTORNEY BRIAN K. NICHOLS ON BEHALF OF THE CITY OF ALBUQUERQUE AND AGAINST MIGUEL TITTMANN, in his official capacity as President of International Association of Fire Fighters Local 244, DANIEL P. LEWIS, in his official capacity as City Councilor, JOAQUIN BACA, in his official capacity as City Councilor, and INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS LOCAL 244 FOR VIOLATING CBA SECTION 3-2-5(A)(D).**  
Attorney Brian Nichols appeared on behalf of the City and stated that at a previous meeting Chairman Baca stated that he believed that he had a conflict in this matter and that he understands that the Attorney for the City Council, Attorney Kevin Morrow, had secured an interim replacement for Chairman Baca in this matter.

Chairman Baca stated that he did notify the Attorneys of the potential conflict, to which the Attorneys requested that he stay on this matter as long as the parties agreed. He also stated that since that time he had not been made aware of any adverse decision.

Attorney Leigh Brunner stated that there is instruction for the procedure for appointing an interim board member in the LMRO.

Attorney Justin Miller appeared on behalf of the Albuquerque City Council and stated that his understanding is that Chairman Baca intended to recuse himself from this matter and that Attorney Kevin Morrow had arranged for Attorney Pilar Vaile to be available to step-in on an interim basis. It is also his understanding that the Board would ask the Council President to appoint an interim person. It is also his understanding that the Mayor's Office, through Attorney Brian Nichols, is on board, and they are in agreement.

Chairman Baca requested clarification as far as what is expected of the Board at this time.

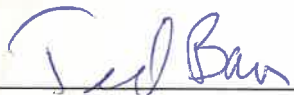
Attorney Brunner provided additional information regarding the procedure for requesting the appointment of an interim board member and stated that this matter was not noticed as an interim appointment but as a screening for facial validity.

Chairman Baca stated that for the purposes of voting on the recommendation that Pilar Vaile be appointed to take his place in this case the parties should prepare an Order to that effect. He also requested a draft Notice of Recusal and a letter to the City Council President.

If the Board votes to request appointment of an interim board member for this matter, Attorney Brunner will prepare a letter to the Council President informing her of the Board's request and work with the City Clerk regarding payment for an interim person.

**VII. ADJOURNMENT.**

Member Montoya moved to adjourn. Member Baca seconded Voted 3-0. Meeting was adjourned at 09:16 a.m.

  
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**TED BACA, CHAIR**  
**City Labor-Management Relations Board**

5/5/25  
**DATE**