



# **CITY OF ALBUQUERQUE**

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

### **MONDAY, DECEMBER 15, 2025**

#### **MEMBERS PRESENT:**

*Chairman Ted Baca*  
*Interim Chair Pilar Vaile*  
*Bruce Perlman*  
*Juan Montoya*

#### **OTHERS PRESENT:**

*Domonique Limon*  
*Leigh Brunner*  
*Catherine Gonzalez*  
*Kenna O'Connell*

*Fred Mowrer*  
*Victor Hall*  
*Augustine Romero*  
*Casey Padilla*

*Louis Montoya*  
*Joel Villarreal*  
*Miguel Tittmann*  
*Emily Jaramillo*

*Stephen Curtice (Zoom)*  
*Brian Nichols (Zoom)*  
*Shelley Mund (Zoom)*  
*Jason (Zoom)*

## **MINUTES**

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

Chairman Baca called the meeting to order at approximately 9:03 a.m. Chairman Ted Baca, Interim Chair Vaile, Member Montoya, and Member Perlman were present in person.

### **II. REVIEW AND APPROVAL OF THE AGENDA FOR MONDAY, DECEMBER 15, 2025.**

Chairman Baca moved to amend today's Agenda. All Agenda items for LB 25-07 will be moved up and be heard after item V. Discussion. We will first hear the Motion to Stay with the responsive documents and then the proposed Scheduling Order. After the conclusion of LB 25-07, we will resume the remaining items on the Agenda.

Member Perlman moved to approve today's agenda with amendments. Member Montoya seconded. Voted by roll call and passed 3-0. Interim Chair Vaile did not participate in the vote.

### **III. REVIEW AND APPROVAL OF THE MINUTES FOR MONDAY, DECEMBER 1, 2025.**

Member Perlman moved to approve the minutes for December 1, 2025. Member Montoya seconded. Voted by roll call and passed 3-0. Chairman Baca did not participate in the vote as he did not attend the meeting of December 1, 2025.

### **IV. LB 25-07 MOTION TO STAY PROCEEDINGS PENDING APPEAL.**

Chairman Baca did not participate in the review of this matter.

Attorney Justin Miller appeared on behalf of the City Council, Attorneys Frederick Mowrer and Stephen Curtice appeared on behalf of the IAFF, and Attorney Brian Nichols appeared on behalf of the City of Albuquerque.

Attorney Miller argued his position on the Motion to Stay. Interim Chair Vaile asked a few clarifying questions.

#### **LB 25-07 CITY'S RESPONSE OPPOSING COUNCILORS' MOTION TO STAY OR LIMIT ANY STAY ENTERED.**

Chairman Baca did not participate in the review of this matter.

Attorney Brian Nichols argued his Response Opposing the Motion to Stay and requested that the Board deny the Motion to Stay. He also requested that, in the event that the Motion is granted, that it be entered in regard to the City Councilor's only. Interim Chair Vaile asked a few clarifying questions.

**LB 25-07 RESPONDENT TITTMAN AND IAFF LOCAL 244'S RESPONSE TO THE CITY OF ALBUQUERQUE'S RESPONSE TO THE MOTION FOR STAY.** This response was received on Friday, December 12, 2025, and was verbally added to this Agenda.

Chairman Baca did not participate in the review of this matter.

Attorney Stephen Curtice argued his position and response to the City's response, noting that the Union does not agree with bifurcating the City Councilor's in this matter. He also noted that the Union did not take a position on the Motion to Stay.

Interim Chair Vaile requested a motion that the Board go into closed session pursuant to Section 10.15.1.H.3 of the Open Meetings Act, which allows for the closing of meetings for deliberation by a public body in connection with an administrative adjudicatory proceeding. Member Montoya moved to go into closed session. Member Perlman seconded. Voted by roll call and passed 3-0. Session was closed at approximately 9:34 a.m.

The Board returned to open session at approximately 9:57 a.m. The meeting was in closed session pursuant to Section 10.15.1.H.3 of the Open Meetings Act. Interim Chair Vaile stated the Board was in closed session to discuss and deliberate on LB 25-07, strictly on the Motion to Stay. The matters discussed in closed meeting were limited only to those specified in the motion for closure and no other matters were discussed. Member Perlman moved to return to open session. Member Montoya seconded. Voted by roll call and passed 3-0.

Interim Chair Vaile requested a Motion denying the Motion to Stay on the grounds of the clarity of the District Court's instruction to this Board and the parties about the legality of an interlocutory appeal. Also noting the lack of likelihood of success on the Merits of challenging this Board's Order on the issue of waiver of Legislative Immunity. Member Montoya moved. Member Perlman seconded. Voted by roll call and passed 3-0.

Attorney Mowrer asked if there is a ruling on the Union's response. Interim Chair Vaile confirmed that the Union's Response is moot and unnecessary.

**V. LB 25-07 SECOND SCHEDULING ORDER.**

Chairman Baca did not participate in the review of this matter.

Attorney Brian Nichols appeared on behalf of the City and Attorney Justin appeared on behalf of the City Councilors. Attorney Miller noted that the City Councilor's would not take a position on the Scheduling Order, feeling that it shouldn't proceed as its been explained to this Board. He did confirm that the proposed dates are clear on his calendar but he could not confirm the availability of the City Council Members.

Interim Chair Vaile asked if the Union had a position on the proposed Order. Attorney Curtice noted that the Union approved the dates as proposed.

Member Perlman moved to approve the Second Scheduling Order. Member Montoya seconded. Voted by roll call and passed 3-0. Order was approved and signed.

**VI. PUBLIC COMMENTS \*Limited to three (3) minutes total time per person.**

Chairman Baca announced that he wanted to remind everyone that the December 31, 2025, deadline for the submission of the Union and City Management recommendations to continue the operation of the City Labor Management-Relations Board is rapidly approaching.

The Board discussed scheduling a Special Meeting on Monday, December 29, 2025 to finalize this matter.

**VII. PRESENTMENT AND APPROVAL OF ORDERS:**

- **LB 24-15 ORDER GRANTING MOTION TO VACATE MERITS HEARING.**

Interim Chair Vaile did not participate in the review of this matter.

Chairman Baca read aloud the proposed Order and asked for any objection from the parties. No objection was raised. Approved and signed.

**VIII. MISCELLANEOUS/STATUS CONFERENCE:**

- **LB 25-14 FACIAL VALIDITY SCREENING PROHIBITED PRACTICE COMPLAINT FILED BY ATTORNEY FREDERICK M. MOWRER ON BEHALF OF THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL 244 AND AGAINST THE CITY OF ALBUQUERQUE and CITY OF ALBUQUERQUE FIRE AND RESCUE DEPARTMENT FOR VIOLATING CBA SECTION 10-7E-1 et seq. (1978 AS) amended, AND PROCEDURAL ERRORS.**

Interim Chair Vaile did not participate in the review of this matter.

Attorney Catherine Gonzalez appeared on behalf of the City and Attorney Frederick Mowrer appeared on behalf of IAFF 244. Attorney Gonzalez argued that the PPC lacks factual basis of the actual violation and the prohibited practice.

Chairman Baca read aloud the PPC. Attorney Mowrer argued his position.

Member Montoya made a Motion deeming this PPC facially valid. Chairman Baca seconded. Voted by roll call and passed 3-0.

Chairman Baca requested that the parties prepare an Order reflecting their decision.

- **LB 25-15 FACIAL VALIDITY SCREENING PROHIBITED PRACTICE COMPLAINT FILED BY ATTORNEY FREDERICK M. MOWRER ON BEHALF OF THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL 244 AND AGAINST THE CITY OF ALBUQUERQUE and CITY OF ALBUQUERQUE FIRE AND RESCUE DEPARTMENT FOR VIOLATING CBA SECTION 10-7E-1 et seq. (1978 AS) amended, AND WORKING CONDITIONS.**

Interim Chair Vaile did not participate in the review of this matter.

Attorney Catherine Gonzalez appeared on behalf of the City and Attorney Frederick Mowrer appeared on behalf of IAFF 244. Attorney Gonzalez noted that there are similar concerns with this PCC and feels that it lacks factual basis outlining what the prohibited practice is. Noting that Station 7 is not a newly opened station, which causes confusion.

Attorney Mowrer argued his position. Chairman Baca read aloud the PPC. Member Perlman requested clarification.

Attorney Mowrer noted that the issues raised may be addressed with an amended PPC.

Member Perlman moved that the Union amend the PPC clarifying some of the issues raised. Chairman Baca seconded. Voted by roll call and passed 3-0.

#### IX. ADJOURNMENT.

Chairman Baca moved to adjourn. Member Montoya seconded. Voted by roll call and passed 3-0. Meeting was adjourned at 10:32 a.m. Interim Chair Vaile did not participate in the vote.

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

12/29/25  
DATE

  
**PILAR VAILE, INTERIM CHAIR**  
City Labor-Management Relations Board

2/2/26  
DATE