



CITY OF ALBUQUERQUE

CITY LABOR-MANAGEMENT RELATIONS BOARD MONDAY, NOVEMBER 17, 2025 AND TUESDAY, NOVEMBER 18, 2025

MEMBERS PRESENT:

*Interim Chair Pilar Vaile
Juan Montoya
Bruce Perlman*

OTHERS PRESENT:

*Domonique Limon
Leigh Brunner
Emily Jaramillo
Brian Nichols
Stephen Curtice
Jennifer Kittleson*

*Jimmy Melek
Casey Padilla
Louis Montoya
Miguel Tittmann
Julia Coulloudon
Jasmine Arias*

*Kenna O'Connell (Zoom)
Jason Iphone (Zoom)
Jana Smith-Carr (Zoom)
Allison Keelin (Zoom)
Shelley Mund (Zoom)
James Montalbano (Zoom)*

*Bryan Breeswine (Zoom)
Emma Palmer (Zoom)
Matthew Coz (Zoom)*

MINUTES

I. CALL TO ORDER.

Interim Chair Pilar Vaile called the meeting to order at approximately 9:02 a.m. All three Board members were present in person.

II. REVIEW AND APPROVAL OF THE AGENDA FOR MONDAY, NOVEMBER 17, 2025.

Member Perlman moved to approve today's agenda. Member Montoya seconded. Voted and passed 3-0.

III. REVIEW AND APPROVAL OF THE MINUTES FOR MONDAY, OCTOBER 27, 2025.

Member Montoya moved to approve the minutes for October 27, 2025. Member Perlman seconded. Voted and passed 3-0.

IV. PUBLIC COMMENTS: None.

V. MISCELLANEOUS/STATUS CONFERENCE:

- LB 25-07 DELIBERATION ON RESPONDENT'S MOTION TO DISMISS FOR LEGISLATIVE IMMUNITY.**

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 Perlman moved to go into closed session. Member Montoya seconded. Voted by roll call and passed 3-0. Session was closed at approximately 9:05 a.m.

The Board returned to open session at approximately 10:48 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 Dismiss for Legislative Immunity. The matters discussed in closed meeting were limited only to those specified in the motion for closure and no other matters were discussed. Interim Chair Vaile moved to return to open session. Member Montoya seconded. Voted by roll call and passed 3-0.

Interim Chair Vaile made a Motion denying Respondent's Motion to Dismiss for Legislative Immunity, and announced that a written Order will be circulated at our next meeting. Member Montoya seconded. Voted and passed 3-0. Interim Chair Vaile announced that if there is no objection from the parties, the Board will

circulate their Finding of Fact and Conclusion of Law to the Board for review by the Board. The parties posed no objection to the procedure intended by the Board.

Attorney Justin Miller appeared on behalf of the City Council and announced that the City Council moves to stay these proceedings in light of this decision. Interim Chair Vaile stated that it is the Board's inclination to entertain Motions after the Motion at hand.

Attorney Stephen Curtice appeared on behalf of the IAFF, who is filling in for Attorney Frederick Mowrer. Attorney Curtice posed no objections.

Interim Chair Vaile asked the parties if they are prepared to make appearances and arguments on the City's Motion for Partial Summary Judgment and opened the floor for additional Motions.

Attorney Miller announced that he would like to make an oral Motion to Stay this matter, however, he is prepared to argue the Motion for Summary Judgment.

Attorney Nichols requested that the Board consider the Respondent's Motion to Stay after the Board has issued their written Order on Immunity. He also requested that we go forward with the cross-filed Motions for Partial Summary Judgment, noting that depending on the ruling, we will know where the Respondent's stand. Therefore, if the Respondents again take this matter to District Court, the City may continue with this matter against the Union.

After the Motion for Partial Summary Judgment were heard and ruled on, as discussed below. Motion to Stay was further scheduled as provided below.

- **LB 25-07 CITY'S MOTION FOR PARTIAL SUMMARY JUDGMENT.**
- **LB 25-07 UNION'S RESPONSE TO MOTION FOR PARTIAL SUMMARY JUDGMENT.**
- **LB 25-07 CITY COUNCILORS' RESPONSE IN OPPOSITION TO MOTION FOR PARTIAL SUMMARY JUDGMENT AND CROSS-MOTION FOR SUMMARY JUDGMENT.**
- **LB 25-07 CITY'S REPLY SUPPORTING PETITIONER'S MOTION FOR PARTIAL SUMMARY JUDGMENT.**

Attorney Brian Nichols appeared on behalf of the City, Attorney Justin Miller appeared on behalf of the City Councilors, and Attorney Stephen Curtice appeared on behalf of the IAFF. The parties argued their positions on the City's Motion for Partial Summary Judgment. Attorney Miller introduced a demonstrative exhibit for consideration. The parties did not object.

Member Montoya requested clarification regarding a resolution vs an ordinance. Attorney Nichols provided an explanation.

Interim Chair Vaile asked for clarification, to which Attorney Nichols provided a short reply.

Interim Chair Vaile made a Motion to 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 seconded. Voted by roll call and passed 3-0. Session was closed at approximately 12:06 p.m.

The Board returned to open session at approximately 1:36 p.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 City's Motion for Partial Summary Judgment. The

matters discussed in closed meeting were limited only to those specified in the motion for closure and no other matters were discussed. Interim Chair Vaile made a Motion to return to open session. Member Perlman seconded. Voted by roll call and passed 3-0.

Interim Chair Vaile made a Motion denying the City's Motion for Partial Summary Judgment, based on unresolved questions of material fact and the parties' failure to persuade the Board that either was entitled to judgment as a matter of law. Member Perlman seconded. Voted by roll call and passed 3-0.

The Board and parties agreed that Respondent City Councilors shall file a written Motion to Stay by December 1, 2025, and the City shall file its response by December 10, 2025, so that it could be heard at the December 15, 2015 meeting.

Interim Chair Vaile also requested that the parties confer and prepare a Scheduling Order for signature at the December 1, 2025, or at the latest, December 15, 2025, meeting. Interim Chair Vaile noted that the Order to should reflect a deadline for the submission of any Subpoenas at least 10 days prior to the Merits Hearing. The parties agree hat this matter needs to be scheduled for a two-day Merits Heating. (It was noted that a stay might render the Scheduling Order moot.)

- **LB 25-07 RESPONDENT'S MOTION TO CONTINUE.**

Interim Chair Vaile announced that she does not believe this Motion is still a live Motion. Attorney Curtice stated that this Motion is not up for consideration at this time.

VI. ADJOURNMENT.

Interim Chair Vaile moved to adjourn. Member Montoya seconded Voted 3-0. Meeting was adjourned at 1:46 p.m. The second day of the meeting, Tuesday, November 18, 2025, was not held.



PILAR VAILE, INTERIM CHAIR
City Labor-Management Relations Board

Dec. 1, 2025
DATE

