



CITY OF ALBUQUERQUE

CITY LABOR-MANAGEMENT RELATIONS BOARD

SPECIAL MEETING MONDAY, OCTOBER 27, 2025

MEMBERS PRESENT: **OTHERS PRESENT:**

<i>Ted Baca</i>	<i>Domonique Limon</i>	<i>Emma Palmer</i>	<i>Jennifer Kittleson</i>	<i>Michael Woods (Zoom)</i>
<i>Juan Montoya</i>	<i>Leigh Brunner</i>	<i>Casey Padilla</i>	<i>Julia Coulloudon</i>	<i>Jason Iphone (Zoom)</i>
<i>Bruce Perlman</i>	<i>Kenna O'Connell</i>	<i>Louis Montoya</i>	<i>Emily Jaramillo</i>	
<i>Interim Chair Pilar Vaile</i>	<i>Brian Nichols</i>	<i>Miguel Tittmann</i>	<i>Louis Montoya</i>	
	<i>Justin Miller</i>	<i>Theodore Ygbuhay</i>	<i>Jana Smith-Carr (Zoom)</i>	

MINUTES

I. CALL TO ORDER.

Chairman Baca called the meeting to order at approximately 9:00 a.m. Three Board members and Interim Chair Pilar Vaile were present in person.

II. PUBLIC COMMENTS: None.

III. PRESENTMENT AND APPROVAL OF ORDERS:

Interim Chair Pilar Vaile read aloud the list of matters on today's Agenda announcing that one of the responsive pleadings was not included. Attorney Brian Nichols confirmed that the Union did file an Opposition to the City's Motion for Partial Summary Judgment, which was not included. Interim Chair Vaile asked if anyone opposed the Amendment of the Agenda on the spot to include the Union's Response to Motion for Partial Summary Judgment. Attorney Leigh Brunner advised that since the matter was noticed for today, that was sufficient to amend. No objection was noted. The Agenda was deemed to include the said document.

Interim Chair Vaile announced that she wanted to advise the parties that on Friday, October 24, 2025, she had inadvertent contact with a named party to this matter, via email. Ms. Vaile explained the circumstances and details of said email communication with Miguel Tittmann, pertaining to the PEBA. She then asked if the parties perceived any issue with the email communicating between herself and Mr. Tittmann. The parties noted that there was no conflict as the email communication was not related to this matter.

Interim Chair Vaile announced that the Motions and Responsive pleadings will be addressed one at a time by Motion. We will begin with the Respondent's Motion to Dismiss for Legislative Immunity.

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

Attorney Justin Miller appeared on behalf of the Respondents and argued his Motion.

Attorney Brian Nichols appeared on behalf of the Petitioner and argued his position. Attorney Miller then offered a few additional points.

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 and passed 3-0. Session was closed at approximately 9:50 a.m.

The Board returned to open session at approximately 10:54 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 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. Member Perlman moved to return to open session. Member Montoya seconded. Voted and passed 3-0.

Interim Chair Vaile announced that the Board did not conclude their deliberation. The Board requested additional time to deliberate, and requested that the parties prepare proposed Finding of Fact and Conclusions of Law. The Board proposed that we reserve November 17th and November 18, 2025, to deliberate on the Motion for Legislative Immunity and to hear oral arguments of the Motion for Summary Judgment.

Attorney Nichols noted that the City does not oppose the proposed plan.

Attorney Frederick Mowrer appeared on behalf of the IAFF and noted that the IAFF does not oppose the plan.

The parties agreed on a deadline of November 10, 2025, for the proposed Finding of Fact and Conclusions of Law. All remaining Agenda items were deferred to November 17th and November 18, 2025.


- **LB 25-07 PETITIONER'S RESPONSE IN OPPOSITION TO RESPONDENTS' MOTION TO DISMISS FOR LEGISLATIVE IMMUNITY.** All remaining Agenda items were deferred to November 17th and November 18, 2025.
- **LB 25-07 CITY COUNCILORS' REPLY IN SUPPORT OF MOTION TO DISMISS.** All remaining Agenda items were deferred to November 17th and November 18, 2025.
- **LB 25-07 CITY'S MOTION FOR PARTIAL SUMMARY JUDGMENT.** All remaining Agenda items were deferred to November 17th and November 18, 2025.
- **LB 25-07 UNION'S MOTION FOR PARTIAL SUMMARY JUDGMENT.** All remaining Agenda items were deferred to November 17th and November 18, 2025.
- **LB 25-07 CITY COUNCILORS' RESPONSE IN OPPOSITION TO MOTION FOR PARTIAL SUMMARY JUDGMENT AND CROSS-MOTION FOR SUMMARY JUDGMENT.** All remaining Agenda items were deferred to November 17th and November 18, 2025.
- **LB 25-07 CITY'S REPLY SUPPORTING PETITIONER'S MOTION FOR PARTIAL SUMMARY JUDGMENT.** All remaining Agenda items were deferred to November 17th and November 18, 2025.
- **LB 25-07 RESPONDENT'S MOTION TO CONTINUE.** All remaining Agenda items were deferred to November 17th and November 18, 2025.

ADJOURNMENT.

Member Perlman moved to adjourn. Member Montoya seconded Voted 3-0. Meeting was adjourned at 11:01 a.m.



PILAR VAILE, INTERIM CHAIR
City Labor-Management Relations Board



DATE