



CITY OF ALBUQUERQUE

CITY LABOR-MANAGEMENT RELATIONS BOARD MONDAY, SEPTEMBER 22, 2025

MEMBERS PRESENT:

Ted Baca
Juan Montoya
Bruce Perlman

OTHERS PRESENT:

Domonique Limon	Joel Villarreal	Miguel Tittman
Leigh Brunner	Casey Padilla	Nathan Randall
Andrew Lewis	Louis Montoya	Jana Smith-Carr (Zoom)
Kenna O'Connell	Matt Garduno	Frederick Mowrer (Zoom)
Angelica Anaya-Allen	Augustine Romero	P. Angel (Zoom)

MINUTES

I. CALL TO ORDER.

Chairman Baca called the meeting to order at approximately 9:04 a.m. Three Board members were present in person.

II. REVIEW AND APPROVAL OF AGENDA FOR MONDAY, SEPTEMBER 22, 2025.

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

III. REVIEW AND APPROVAL OF MEETING MINUTES FOR SEPTEMBER 8, 2025.

Member Montoya moved to approve the minutes for September 8, 2025. Member Perlman seconded. Voted and passed 3-0.

IV. REVIEW AND APPROVAL OF THE 2026 OPEN MEETINGS ACT RESOLUTION.

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

V. PUBLIC COMMENTS: None.

VI. PRESENTMENT AND APPROVAL OF ORDERS:

• LB 24-20 SECOND AMENDED SCHEDULING ORDER.

Chairman Baca reviewed the Order aloud and noted that the Merits Hearing is set for April 6, 2026. The Second Amended Scheduling Order was Approved and Signed.

VII. MISCELLANEOUS/STATUS CONFERENCE:

• LB 24-15 PETITIONER'S REQUEST FOR HEARING.

Attorney Frederick Mowrer appeared on behalf of the APOA and Attorney Andrew Lewis appeared on behalf of the City. Attorney Mowrer noted that this request was filed in error and that the matter is currently set for a Merits Hearing on October 20, 2025.

Member Montoya announced that he will not be present at the meeting of October 20, 2025. The parties elected to reset the matter for another date to ensure all members are present for voting purposes. The parties will prepare an Amended Scheduling Order proposing January 5, 2026 for the Merits Hearing.

• LB 25-06 STATUS CONFERENCE.

Attorney Andrew Lewis appeared on behalf of the City and Attorney Frederick Mowrer appeared on behalf of the APOA. Attorney Lewis advised that there is a proposal being made on an SOP. His understanding is that this change in the SOP should clear up the issue at hand and Mr. Mowrer will withdraw the Complaint. Attorney Mowrer confirmed the draft of the changes he reviewed did take care of the issues, and he is hopeful that he is able to dismiss this matter. Chairman Baca requested that this matter be placed on our next Agenda for a status conference.

- **LB 22-20 ORDER DISMISSING APPEAL.**

Chairman Baca read aloud the Order. Attorney Angelica Anaya-Allen appeared on behalf of the City and noted that this matter was filed surrounding the untimely discipline of two officers. Attorney Anaya-Allen confirmed that the suspensions of the officers were reversed and the officers did receive full compensation for the time lost. Attorney Frederick Mowrer appeared on behalf of the APOA and confirmed that this matter was resolved and advised that the settlement agreement lined out the conditions the City and the Union agreed to. The Order was Approved and Signed.

- **LB 25-09 HEARING ON THE MERITS.**

Attorney Andrew Lewis appeared on behalf of the City and Union Representative Joel Villarreal appeared on behalf of the Union and each provided an opening statement.

Attorney Lewis called a total of six witnesses. Mr. Villarreal crossed examined each witness. Each party was also given the opportunity to ask a few follow-up questions.

Attorney Lewis then rested his case. Prior to Mr. Villarreal calling his first witness the parties discussed the need for an additional date for the continuation of this matter.

ADJOURNMENT.

Member Perlman moved to adjourn. Chairman Baca seconded Voted 3-0. Meeting was adjourned at 3:58 p.m.



TED BACA, CHAIR
City Labor-Management Relations Board

10/6/25
DATE