



CITY OF ALBUQUERQUE

CITY LABOR-MANAGEMENT RELATIONS BOARD MONDAY, JANUARY 27, 2025

MEMBERS PRESENT:

*Chairman Ted Baca
Juan Montoya
Bruce Perlman*

OTHERS PRESENT:

*Domonique Limon
Leigh Brunner
Evan Crocker
Julie Van Dyne
Andrew Lewis
Frederick Mowrer*

*Louis Montoya
Casey Padilla
Emily Jaramillo
John D'Amato (Zoom)
Joel Villareal (Zoom)
Stephanie Gomez (Zoom)
Milagro Padilla (Zoom)*

MINUTES

I. CALL TO ORDER.

Chairman Baca called the meeting to order at approximately 9:03 a.m. All three Board members were present in person.

II. REVIEW AND APPROVAL OF AGENDA FOR MONDAY, JANUARY 27, 2025.

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

III. REVIEW AND APPROVAL OF MINUTES FOR JANUARY 6, 2024.

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

IV. PUBLIC COMMENTS: Member Perlman asked if the OAH has a list of the meeting dates for 2025. Domonique Limon advised that there is a list and she will send him the list of dates.

V. PRESENTMENT AND APPROVAL OF ORDERS:

- **LB 22-22 STIPULATED ORDER OF DISMISSAL**

Approved and Signed.

- **LB 22-38 ORDER WITHDRAWING PROHIBITED PRACTICES COMPLAINT**

Approved and Signed.

- **LB 24-26 ORDER OF DISMISSAL**

Approved and Signed.

At approximately 9:12 am, we were notified by the parties appearing by zoom that we were having issues with the output of sound, and they were not able to hear us. After adjusting the mic settings in the room, the sound was restored and confirmed with the parties appearing by zoom.

- **LB 24-28 ORDER OF DISMISSAL WITH PREJUDICE.**

Chairman Baca asked if the City had approved the Order. Attorney Julie Van Dyne appeared on behalf of the City and stated that the Order was approved late on Friday afternoon. Approved and Signed.

VI. MISCELLANEOUS/STATUS CONFERENCE:

- **LB 23-06 ENTRY OF SCHEDULING ORDER.**

Attorney Catherine Gonzalez appeared on behalf of the City and Attorney Frederick Mowrer appeared on behalf of the APOA. The parties stated that they have conferred and wish to postpone this matter to our meeting on February 10, 2025. Chairman Baca requested that this matter be placed on the Agenda for February 10, 2025, and requested that if a matter is set for a scheduling order, we need a prepared document with the case caption.

- **LB 24-20 ENTRY OF SCHEDULING ORDER.**

Attorney Julie Van Dyne appeared on behalf of the City and stated the parties stated that they have conferred and wish to postpone this matter to our meeting of February 10, 2025. Chairman Baca requested that this matter be placed on the Agenda for February 10, 2025.

- **LB 23-12 STAUS CONFERENCE.**

Originally set as a Status Conference. The parties have reached an agreement and this matter may be dismissed with prejudice. The parties present an Order of Dismissal. Approved and Signed.

- **LB 23-23 STAUS CONFERENCE.**

Originally set as a Status Conference. The parties have reached an agreement and this matter may be dismissed with prejudice. The parties present an Order of Dismissal. Approved and Signed.

- **LB 24-25 FACIAL VALIDITY SCREENING OF AMENDED PROHIBITED PRACTICE COMPLAINT FILED BY ATTORNEY FREDERICK M. MOWRER ON BEHALF OF THE ALBUQUERQUE POLICE OFFICERS' ASSOCIATION AND AGAINST THE ALBUQUERQUE POLICE DEPARTMENT FOR VIOLATING CBA SECTION 10-7E-1 et seq. (1978 AS) amended, AND NEW WORKING POLICIES.**

Chairman Baca reviewed the PPC aloud. Attorney Julie Van Dyne appeared on behalf of the City and Attorney Frederick Mowrer appeared on behalf of the APOA. Attorney Van Dyne stated that the attachments appear to be draft policies not implemented policies.

Chairman Baca advised that this matter is deemed facially valid.

- **LB 24-30 FACIAL VALIDITY SCREENING OF AMENDED PROHIBITED PRACTICE COMPLAINT FILED BY ATTORNEY FREDERICK M. MOWRER ON BEHALF OF THE ALBUQUERQUE POLICE OFFICERS' ASSOCIATION OFFICER KEVIN GONZALES AND AGAINST THE ALBUQUERQUE POLICE DEPARTMENT FOR VIOLATING CBA SECTION 10-7E-1 et seq. (1978 AS) amended.**

Chairman Baca reviewed the PPC aloud. Attorney Julie Van Dyne appeared on behalf of the City and Attorney Frederick Mowrer appeared on behalf of the APOA. Attorney Van Dyne advised that City had no issue with facially validity of this matter.

Chairman Baca advised that this matter will be deemed facially valid.

- **LB 25-01 FACIAL VALIDITY SCREENING OF PROHIBITED PRACTICE COMPLAINT FILED BY ATTORNEY FREDERICK M. MOWRER ON BEHALF OF THE ALBUQUERQUE POLICE OFFICERS' ASSOCIATION OFFICER ALEX COUCH AND AGAINST THE ALBUQUERQUE POLICE DEPARTMENT FOR VIOLATING CBA SECTION 10-7E-1 et seq. (1978 AS) amended.**

Chairman Baca reviewed the PPC aloud. Attorney Andrew Lewis appeared on behalf of the City and Attorney Frederick Mowrer appeared on behalf of the APOA. Attorney Lewis stated that the PPC does not note the specific subsection of the CBA which was violated however, the City has no other objection to this facial validity of this PPC.

Member Perlman stated that the complaint should be more specific as to the claim itself. It would be more instructive for the board if the claim was included in the filing not just on the attachment.

Attorney Leigh Brunner advised that the ordinances 3.7 (A) does state that the specific subsection of the ordinance claimed to be violated must be noted in the Complaint for a filing to meet the requirements of facial validity.

Chairman Baca advised that this matter will be deemed facially valid.

- **LB 25-02 FACIAL VALIDITY SCREENING OF PROHIBITED PRACTICE COMPLAINT FILED BY ATTORNEY FREDERICK M. MOWRER ON BEHALF OF THE ALBUQUERQUE POLICE OFFICERS' ASSOCIATION SARGENT STEPHEN GARCIA AND AGAINST THE ALBUQUERQUE POLICE DEPARTMENT FOR VIOLATING CBA SECTION 10-7E-1 et seq. (1978 AS) amended.**

Chairman Baca reviewed the PPC aloud. Attorney Andrew Lewis appeared on behalf of the City and Attorney Frederick Mowrer appeared on behalf of the APOA. Attorney Lewis stated that the City does object to the facial validity. Attorney Catherine Gonzalez also appeared on behalf of the City and stated that the filing of the PPC was untimely.

Chairman Baca advised that this matter will be deemed facially valid.

- **LB 25-04 FACIAL VALIDITY SCREENING OF 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 THE ALBUQUERQUE FIRE AND RESCUE DEPARTMENT FOR VIOLATING CBA SECTIONS 14 AND 15.**

Chairman Baca reviewed the PPC aloud. Attorney Catherine Gonzalez appeared on behalf of the City with AFR Chief Emily Jaramillo. The parties requested that this matter be moved to February 24, 2025. Per, Chairman Baca the screening of facial validity will be reset for February 24, 2025.

- **LB 25-03 FACIAL VALIDITY SCREENING OF PROHIBITED PRACTICE COMPLAINT FILED BY ATTORNEY FREDERICK M. MOWRER ON BEHALF OF THE ALBUQUERQUE POLICE OFFICERS' ASSOCIATION OFFICER ADAM GOLSON AND AGAINST THE ALBUQUERQUE POLICE DEPARTMENT FOR VIOLATING CBA SECTION 10-7E-1 et seq. (1978 AS) amended.**

Chairman Baca reviewed the PPC aloud. Attorney Andrew Lewis appeared on behalf of the City and stated that the City does object to the facial validity of this matter. Attorney Leigh Brunner read aloud the requirements for facial validity. Attorney Gonzales spoke on the City's argument. Attorney Mowrer spoke on his argument.

Member Perlman asked for clarification. Chairman Baca requested an example of events. The parties further argued their positions.

Chairman Baca made a motion for the Board 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. The session closed at approximately 10:03 a.m.

Chairman Baca made a motion to go back into open session. Voted 3-0.

The Board resumed an open session at 10:46 a.m. Chairman Baca stated the Board was in closed session to discuss and deliberate on LB 25-03 and no other matters were discussed.

Chairman Baca made a motion that this PPC is not facially valid and the time line was violated.

Chairman Baca then moved to reverse the prior decision in LB 25-02 and noted that LB 25-02 was not facially valid. Member Montoya seconded. Member Perlman noted that the final notice constitutes the imposition of the final discipline. Chairman Baca asked to incorporate that in his motion. Voted 3-0.

Chairman Baca then requested that the parties draft Order with Prejudice reflecting the rulings.

VII. ADJOURNMENT.

Chairman Baca moved to adjourn. Voted 3-0. Meeting was adjourned at 10:50 a.m.


TED BACA, CHAIR
City Labor-Management Relations Board

3/10/25
DATE