

Incident Reports from PARD staff
expressing concern for their safety
when interacting with Javier Macias



City of El Paso
 Parks and Recreation Department
 Injury/Incident Report
 (NON-EMPLOYEE)



Complete this report immediately following any injury/incident and notify the immediate supervisor.
 Reports are due to the Parks and Recreation Administrative Office within 2 business days.

Incident Date: 9/25/25	Incident Time:	AM	X	PM
Incident Location: Nations Tobin				
Person(s) Involved: Eric Torres, Javier Macias				
Parent's Name (if minor):				
Street Address: 8831 Nations Tobin				
City: El Paso	State: TX	Zip Code: 79904	Phone: (915) 212-0550	

Type of Injury/Incident (Continue on Page 2, if more space needed)

Javier/Eric were confrontational toward David Caro and Griselda Navarrete

Describe What Happened (Continue on Page 2, if more space needed)

Both Javier/Eric were very aggressive toward me and Eric, they were demanding to see incident reports filed and said many things that came across as threats not only toward Melany, but Griselda and I.

Action Taken (Continue on Page 2, if more space needed)

Informed them that it was closing time repeatedly and that this was something best suited to discuss with Melany

EMS Called?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	Transported to: _____
Police Called?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	PD Case No.: _____

Witnesses	Check One		Title (if applicable)
	Staff	Other	
Griselda Navarrete	X		Site Specialist

Employee Completing Injury/Incident Report

Employee Name (print)	Title	Signature	Date
David Caro	Rec Leader	<i>[Signature]</i>	9/25/25

Reviewer	Employee Name (print)	Signature	Date
Supervisor			
Manager			
Parks & Recreation Assistant Director	Steven R. Bingham		
Parks & Recreation Director	Tracy A. Novak		

From: Caro, David D. <CaroDD@elpasotexas.gov>
Sent: Thursday, September 25, 2025 10:20:32 PM
To: Gonzales, Mike <GonzalesM@elpasotexas.gov>; Gardea, Malanie <GardeaM@elpasotexas.gov>
Subject: Incident with Eric Torres and Javier Macias

Dear Mike and Malanie,

I am emailing you to inform you of an incident with Eric Torres and Javier Macias. This is beyond unprofessional from them and reprehensible and makes working at Nations Tobin an unsafe environment. I understand that this is a sport with aggression but to speak to an employee that is doing nothing but help them is very unacceptable. I did what I could to defuse the situation but they continued to air out their feelings in a manner that should never be tolerated by an athlete, they continue to make threats that they will have higher up city officials including but not limited to Pablo, the Mayor of El Paso and a Judge in order to get things their way. This incident has severely affected Griselda and has gotten to a point where I feel she may no longer feel able to continue here at Nations Tobin because of the way they attempted to treat her. I seriously hope that this incident does not fall on deaf ears and is allowed to continue because I fear what they may feel they have the power to do. I sincerely apologies if I come across ad insubordinate and disrespectful in this email.

David Caro

Recreation Leader
Nations Tobin Recreation Center
O: (915) 212-0550
carodd@elpasotexas.gov



Outlook

Re: Incident with Eric Torres and Javier Macias

From Caro, David D. <CaroDD@elpasotexas.gov>

Date Fri 9/26/2025 6:53 AM

To Gonzales, Mike <GonzalesM@elpasotexas.gov>; Gardea, Malanie <GardeaM@elpasotexas.gov>

Dear Mike and Malanie,

I want to sincerely apologize again if my previous email came across as unprofessional or disrespectful. That was never my intention. I truly appreciate everything that is being done to support us and drive positive change.

My concern comes from the fact that all this began when Javier noticed an incident report being prepared and requested to see it, stating that as officials they have the right to review such reports. When he learned that the report involved someone approaching Griselda to show his ID without wearing a shirt—as they are not allowed to as outlined in the rules he became upset and informed Eric as Eric was walking by. Eric also became angry and began yelling at Griselda.

What worries me is that if such a strong reaction can happen over something so minor, what might prevent a similar or even greater escalation over a more serious matter? Their behavior suggests they feel entitled to act this way based on who they claim to know, which raises concerns about how they may respond to future incidents.