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Item 2

AN 2/12/24

 FEB 21 REC'D FEB 8 REC'D

CITY OF EL PASO
EMPLOYEE GRIEVANCE FORM

BY: Alondra Navarrete BY: Alondra Navarrete

Employee's Name: Joseph E. Gaines Last 4 of SS #: 8479

Job Title: Park User Representative

Department/Division or Section: Parks & Recreation - Sports Work Phone # (915)240-3312

Immediate Supervisor's Name: Monica Vargas

STEP ONE

I discussed the following problem with my immediate supervisor on January 29, 2024 and wish to go on to Step Two of the grievance procedure, Civil Service Rule 14. (Complete the boxes below, sign and date form and give it to your supervisor's supervisor)

I believe that the following rights allowed me under the City Charter, Civil Service Commission Rules and Regulations and/or a City Policy has been violated: (You must cite the Charter Provision, Rule or Policy.)

Bulling in the workplace; Rule 8 sec 1(J) attempted to induce employee in the the service of the City to commit an act in violation of a departmental or official Regulation; Retaliation

Explanation of how my rights have been violated including date of occurrence: (Attach additional sheets if needed)

See aattached 18+ page document.

Requested Remedy:

Park User Representative duties and responsibility be made whole again.

Removed from under current Sports Manager Monica Vargas supervision.

Reinstate the position of Park User Representative under direct management of City's Parks director(s)

Employee's Signature: [signature] Date: 2-7-24

STEP TWO - (Give form to your supervisor's supervisor)

Immediate Supervisor's Statement:

Please See the attached Memo & documents

Immediate Supervisor's Signature: [signature] Date: 2/22/24

Next Level Supervisor's Statement: (Return form to the employee and a copy to Department Head)

Grievance: Upheld ☐ Denied ☐ Explain the reason for your decision below:

Next Level Supervisor's Signature: _____ Date: _____

Employee's Initials (indicating receipt of form: _____ Date: _____

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INSTRUCTIONS ATTACHED

CITY HR APR 18 '24

STEP THREE

I am not satisfied with the next level supervisor's response and ask to go on to the Department Head.

Employee's Signature: _____ Date: 2-22-24 **(Give form to Department Head)**

Department Head or Designated Manager's Statement: (Required only if not resolved at supervisory level; return completed form to the employee, and copy to Personnel Director)

Grievance: Upheld ☐ Denied ☑ Explain the reason for your decision below:

After analizing all information submitted by staff on this packet, I don't find any violation at this point.

Department Head's Signature: _____ Date: 02/22/2024

Employee's Initials (indicating receipt of form): _____ Date: 2/22/24

STEP FOUR

I am not satisfied with the decision of the Department Head and ask to go on to the Human Resources Director.

Employee's Signature: _____ Date: 3-22-24 **(Give form to HR Director)**

Human Resources Director's Recommendation: (Required only if not resolved at department head level; return completed form to the employee, and a copy to department head.)

Human Resources Director's Signature: Mary Higgins Date: 4/16/2024

Employee's Initials (indicating receipt of form): _____ Date: 4/16/24

STEP FIVE

I am not satisfied with the findings and recommendations of the Human Resources Director and ask to appeal to the Civil Service Commission for final disposition of my grievance. (Give to Secretary of Civil Service Commission)

Employee's signature: _____ Date: 4/16/24

INSTRUCTIONS ATTACHED

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CITY OF EL PASO
EMPLOYEE GRIEVANCE FORM

INSTRUCTIONS FOR COMPLETING THIS FORM (CONTINUED)

Step Three

If the employee is still dissatisfied, he/she has **ten working days** to complete the first block of step three and submit the grievance form to the department head. The department head or designated manager investigates the grievance and schedules a meeting with the employee within **five working days.** The department head has **ten working days** after the initial meeting to respond to the grievance. The department head enters his/her statement.

Step Four

If the employee is still dissatisfied, he/she has **ten working days** to complete the first block of step four and submit the grievance form to the Human Resources Director. The Human Resources Director or assignee ordinarily has **thirty working days** to make a recommendation. The Human Resources Director may notify the employee if an additional **fifteen working days** are necessary. The Human Resources Director enters his/her recommendation.

Step Five

If the employee is still dissatisfied, he/she has **ten working days** to complete the block for step five and appeal to the Civil Service Commission. The grievance will be placed on the next available Commission agenda. Both the employee and the Department Head will receive written confirmation of the Commission's action concerning the grievance.

Time limits may be extended by mutual agreement. IF the employee misses a time limit the grievance is denied for further processing. If management misses a time limit, the employee may go to the next higher level in the process.

Employees covered by collective bargaining agreements may not use this grievance procedure and must use grievance procedures contained in their bargaining agreements.

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CITY OF EL PASO
EMPLOYEE GRIEVANCE FORM

INSTRUCTIONS FOR COMPLETING THIS FORM

If your grievance involves discrimination or sexual harassment, you may contact the Human resources Department for guidance and information about the correct procedure to use.

All regular City employees may use this grievance procedure to voice grievances and to have them considered fairly. A grievance is any order that you believe violated employee rights. Discipline has a separate appeal process and is excluded from this procedure.

Most grievances resolve informally by discussing them with your immediate supervisor. The immediate supervisor has the most knowledge of your work and the problems that happen. The rule requires you to discuss your grievance with your immediate supervisor no more than **ten working days** after the incident causing your grievance. The immediate supervisor may seek advice from other knowledgeable employees, including his/her supervisors, before answering your grievance. The immediate supervisor has up to **five working days** to answer your grievance.

If you are not satisfied with your immediate supervisor's answer, you have **five working days** to file an official grievance form. You may contact the Human Resources Department to obtain the official form and advice in using the procedure.

To fill out the form:

Enter your name, social security number, job title, department/division or work section, work phone number, and your immediate supervisor's name.

Step One

Enter the date that you asked your immediate supervisor to resolve the grievance. Enter the City Charter Provision, the Rule in the Civil Service Commission Rules and Regulations and/or a City Policy which you believe has been violated. Enter a description of your complaint and request a remedy to your grievance.

Step Two

Your supervisor's supervisor (next level supervisor) has **five working days** to process the grievance. He/she asks the immediate supervisor to enter a statement. The next level supervisor reviews the grievance and enters his/her statement.

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EXPLANATION OF RIGHTS VIOLATED

Whereby on or about June 18, 2023, an Equity Adjustment pay upgrade was awarded to Park User Representatives. Paygrade of GS-49 nullified, and upgraded to a GS-54 paygrade (see Exhibit 1a). The paygrade increase was due to an accumulation of higher quality standard duties which evolved over a period six – seven years (see Exhibit 1b / 4 pages). A paygrade increase that was long overdue, and very well deserved.

Whereas actions to the contrary, newly recognized duties as shown and highlighted in yellow on back page of attached exhibit 1c, suddenly and without reason or explanation, after-hour job operations and performances were mysteriously halted. Duties frozen under the direction of Sports Manager Monica Vargas.

The following daily performed job duties were immediately halted and/or implemented by Vargas:

- No longer allowed Recall for emergencies
- No longer On-call duty during non-working hours
- No longer permitted to accept after-hour emergency telephones calls from Park and Recreation managers, supervisors or other park staff.
- No longer permitted to accept after-hour emergency telephone calls from contract security guards, City police, City fire department, Texas Wildlife Police, call center personnel, Neighborhood Association representatives, citizen complaints, City Film Commissioner and staff, or event organizers. (Has caused mass confusion within our ranks, led to poor customer service, lowered esprit de corps values, and interfered with and negatively affected public service).
- As of January 31, 2024, Park User representatives are no longer permitted take-home City vehicles, which has resulted in workload interference.

On or about October 3, 2023, I met with Human Resource Manger Erica Salamanca and Parks Managing Director Ben Fyffe, and attempted to discuss what I strongly believed was a case of bullying in the workplace, and as commonly practiced by Monica Vargas. In this meeting I tried to bring to light the following bully actions believed to be evident beyond a reasonable doubt. A conduct unbecoming of a professional manager and listed as follow:

- Purposely isolated park user reps & other park employees from opportunities, information, and interaction with others.
- Mysterious and without cause to frozen duties
- Nonessential micro-management of seasoned park user representative duties (over 10 years of Park use knowledge experience)
- Unfair, unwarranted criticism or misplaced faults
- Adopted "policies" by stealth and concealment

Meeting with HR and Ben Fyffe, in my opinion, did not go as I hoped... However, sometime after our meeting Ben Fyffe spoke with Ms. Vargas, and instructed her to conduct weekly or monthly meetings with Park User reps. No other changes noted.

To date, two Park User Reps remain isolated within the confines of a 627 sq. Ft. room with little to no communication with fellow colleagues or members of a management team. Most part of each day, the recreation building offices are mostly unmanned. A handful of employees on some days stop by their offices for short period of time, and leave to the unknown for days on end. A person could suffer a

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medical episode of sorts, hours would pass before the victim would be found – maybe. Each Friday, the building is mostly empty, and manned only by janitorial staff. Unlike City 3 building, the building (Armijo Center) is a far cry from meeting CAPRA standards of operation. Also, ADA non-compliant. Monica Vargas is well aware of the circumstances related to the work environment i.e. lack of safety or well-being, and of two isolated park user representatives.

Most recent, Ms. Vargas directed park user reps (01/30/2024) to conduct a possible unethical action, and an action that clearly violated park policy, regulation, and standard practice of approved/cancelled park use applications. Most recent example, permit # FA-41185, Park User Reps were instructed to cancel an event that had already been created and scheduled on 12/4/2023, Permit was approved and paid for in advance by an organizer of a religious type of event (see attached exhibits 2a,2b, & 2c). In its place a City event, with an application dated January 24, 2024, was to take place on scheduled date. Ms. Vargas wrongfully accused a Park User Representative and wrongfully accused Park User representative in writing, that "due to your oversight in issuing a permit for same day...", this problem occurred. No such oversight occurred.

I believe Ms. Vargas continues to retaliate against park user representatives, against me in particular, for having voiced and written complaints about her questionable managerial practices and/or wrongful actions as mentioned above.

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COMMISSION

Department of Human Resources

MAYOR
Oscar Leeser

CITY COUNCIL

District 1
Brian Kennedy

District 2
Alexsandra Annello

District 3
Cassandra Hernandez

District 4
Joe Molinar

District 5
Isabel Salcido

District 6
Art Fierro

District 7
Henry Rivera

District 8
Chris Canales

INTERIM
CITY MANAGER
Cary Westin

TO: **Joseph Gaines, 014504, Park User Representative**

FROM: **Mary Wiggins, Chief Human Resources Officer** MW

DATE: **April 15, 2024**

SUBJECT: **Grievance Response**

I have completed the review of your grievance that was submitted to Human Resources on February 22, 2024. In accordance with Civil Service Commission Rule 14, we have reviewed the available facts, documents, and relevant rules.

After reviewing the available information and discussing the matters with you on March 5, 2024, I do not believe any rule violations occurred. During our conversation you agreed with this and stated that you realized you did not have much to support a Grievance, but you wanted your concerns to be heard by Human Resources. Your concerns of bullying and retaliation by your immediate supervisor will not be addressed through the Grievance process, but rather through the Fact Finding/Investigation process as it may be a violation of a Human Resources policy. A member of the Human Resources team has already begun this process and will notify you once it is completed.

If you have any questions or require additional information, please call Tracy Chavarria at (915) 212-1256. If you are not satisfied with my findings, you may appeal to the Civil Service Commission within ten working days from the date you receive this recommendation.

cc: Pablo Caballero

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Mary Wiggins PHR, SHRM-CP – Chief Human Resources Officer
Department of Human Resources | 300 N. Campbell | El Paso, TX 79901
O: (915) 212-0045 | Email: michelml@elpasotexas.gov

Exhibit 1A

Internal Services -Department of Human Resources

MAYOR
Oscar Leeser

CITY COUNCIL

District 1
Brian Kennedy

District 2
Alexsandra Annello

District 3
Cassandra Hernandez

District 4
Joe Molinar

District 5
Isabel Salcido

District 6
Art Fierro

District 7
Henry Rivera

District 8
Chris Canales

CITY MANAGER
Tommy Gonzalez

To: Joseph Gaines, Park User Representative, (014504,8479)

From: Araceli Guerra, Managing Director of Internal Services ag

Date: June 26, 2023

Subject: Pay Rate Change

Your pay rate was approved to be changed due to an Equity Adjustment.

Previous Pay Grade: GS 49

Previous Annual Rate: $40,685.92

Current Pay Grade: GS 54

New Annual Rate: $49,753.60

All changes were made effective Sunday June 18, 2023. Should you have any questions regarding this action, you may contact Erica Salamanca at (915) 212-1244.

CC:

Employee Personnel File

HRIS

Araceli Guerra, PMP – Managing Director Internal Services
Department of Human Resources | 300 N. Campbell | El Paso, TX 79901

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Exhibit 1B

Park User Representative

Class Code:
16210 GS 05449

CITY OF EL PASO
Established Date: Aug 21, 2006
Revision Date: June 15, 2023Mar 12, 2023

SALARY RANGE

$18.35 - $31.53 Hourly
$1,468.08 - $2,522.69 Biweekly
$3,180.83 - $5,465.83 Monthly
$38,170.00 - $65,590.00 Annually
~~$15.03 - $25.48 Hourly~~
~~$1,202.69 - $2,038.08 Biweekly~~
~~$2,605.83 - $4,415.83 Monthly~~
~~$31,270.00 - $52,990.00 Annually~~

FLSA:

Non-Exempt

MINIMUM QUALIFICATIONS:

Education and Experience: A High School diploma or GED, and four (4) years office support experience, including one (1) year customer service or public contact experience.

Licenses and Certificates: Texas Class "C" Driver's License or equivalent from another state.

GENERAL PURPOSE:

Under general supervision, perform administrative support functions for leasing park facilities.

TYPICAL DUTIES:

Coordinate special park events. Involves: Monitor public demands for special park usage. Meet with public to determine needs. Prepare recommendations for security, insurance and deposits. Advise park users of rules, regulations and special permits required by city code. Work

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with City Clerk's office to place park use contracts on City Council agenda. Act as a liaison with contractors and parks and recreation to coordinate special park events. Act as a liaison with police and fire personnel when incidents and emergencies arise at park facilities. Monitor park facilities and shelters for violations and initiate investigation to resolve the violation. Ensure that parks event organizer is in compliance with parks leasing regulations and policies. Review park for damage after event to negotiate additional fees or deposit refunds.

Provide –assistance and support for park service locations. Involves: Coordinate department security service usage for parks and during special events. Prepare security schedule to meet department needs. Act as liaison with security service providers. Coordinate usage and updating of communication and computer equipment at park service locations. Monitor security cameras. Assist and train users on software as required. Works with information systems department and vendors to resolve problems and issues. Maintain inventory of all departmental vehicles and track vehicle maintenance and inspection information. Maintain inventory of department capital assets and re-order inventory for parks facilities and shelters as needed. Coordinate the transfer and disposal of park inventory. Order supplies and equipment and submit work orders as needed for park shelters. Respond to motor vehicle accidents involving departmental vehicles to assist with accident photos and completion of accident reports.

KNOWLEDGE, SKILLS, AND ABILITIES:

- Application of good knowledge of park event operations and practices.
- Application of good knowledge of park rental policies and procedures.
- Read, interpret and enforce contracts.
- Perform mathematical computations with speed and accuracy.
- Clear concise oral and written communication to prepare reports and provide information.
- Establish and maintain effective working relationships with coworkers, park event customers and the general public.

OTHER JOB CHARACTERISTICS:

- Requires mobility to monitor park event activities.
- Subject to recall for emergencies.
- Subject to on-call during non-working hours.
- Operation of a motor vehicle through City traffic.
-

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Exhibit 1 B cont'd.

Paygrade Upgrade Request

A. Upgrade GS -49 Park User Representative paygrade to GS -57 or PM -122 Field Parks Supervisor or Open Field Park Coordinator.

B. 8064 2.2(c) Department Heads have the right to assign employees miscellaneous non-explicit duties. However, general incidental assignments should or must not exceed the bounds of the job specification. Duties should be similar in nature to those described, and utilize knowledge, abilities, and skills of comparable scope or level as those required.

Park User Representative perform a diverse quality of job duties e.g. protects over 280 City parks, coordinate special park events, monitor and/or supervise special events, and respond to citizen complaints.

OUTSIDE THE SCOPE:

Outside the scope and above a GS -49 paygrade, initiate investigations of questionable or wrongful park use violations, respond to City Park related motor vehicle accidents, or investigate building and facilities lease agreement violations. (See Supervisor paygrade positions).

Scope of duties exercised outside the scope of and beyond a GS-49 paygrade. 24/7/365 Park Special Events and SJP Visitor Center oversight of security guard services.

Outside the scope and above a GS-paygrade, trouble shoot, repair, or replace 23 surveillance camera equipment. (See Electronic Technician job 18650-0223).

i. Implant 30' wooden poles on park grounds.

ii. Utilize 40' Man lift equipment.

iii. Utilize digital multi-meter, soldering iron, specialty tools, Putty Configuration software…

iv. Live download photograph files unto laptop computer as needed

Outside the scope of and above a GS-paygrade, respond to non-emergency or emergency service calls on a call-out basis, and work outside normal working hours as needed with use of a take-home City vehicle. (See Supervisor paygrade positions).

i. Parks & Recreation POC After-hours for rental shelters, Reserve areas, Scenic Drive/Murchison Rogers Park, and McKelligon Canyon.

ii. McKelligon Canyon – Response to assist stranded park visitors, fires, motor vehicle accidents, vandalism…

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iii. Unforeseen shelter building emergencies

iv. Unforeseen Special event needs or emergencies

v. City Park motor vehicle accidents

vi. Park vandalism

Outside the scope and above a GS 49 paygrade, maintain capital assets and internal control of Parks & Recreation inventory to include but not limited to execute property transfers, perform live motor vehicle and machinery inventory inspections, and also Senior, Aquatics, Sports, and Recreation center internal control assets inventory inspections. (See Capital Assets Management Policy).

Ordinance 8064 Sec. 3 Compensation Plan

1. Working out of Class expiration time limits
2. Requires HR Director Approval
3. Requires working out of Class Pay
4. Working out of class limited to temporary assignment

CIVIL SERVICE GRADE GS-49

DUTIES PERFORMED 2012 - PRESENT:

A) Prepare, review, and approve special park usage applications.

B) Coordinate and/or supervise open park space special events.

C) Engage in miscellaneous related park use public safety activities as required.

D) Monitor public demands for special park usage.

E) Prepare recommendations about security and liability insurance needs.

F) Advice park users of park use rules, regulations and special permits as required by City code, park rules, park policies, and City ordinances.

G) Act as Parks and Recreation liaison with contractors, event organizers, stakeholders, parks and recreation, Streets & Parks Maintenance, EPPD, Fire, Code Enforcement, Sun Metro, MCAD, or One Stop Shop in matters of special open park space events.

EXHIBIT B 16 cont'd

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H) Meet with customers, event organizers, vendors, Police, Security, and/or code enforcement officials.

I) Within 24-48 hours, conduct inspection reviews of park or building for damage(s) after event, and proceed to negotiate additional fees or deposit refunds if needed.

J) Receive and resolve complaints from residents, businesses and other organizations concerning departmental regulation, policies, or service qualities. Meet with complainants to ascertain area of concern.

K) Engage in official cross functional teams.

i. Ysleta Park Center - Teens in Action Recreation center program shut down due to fire code violations, building code violations & consumption of alcoholic beverages. Team: Parks, Fire & building code officials.

ii. Chamizal Park Center: School truism on park grounds & vandalism. Team: EPISD, PARD, EPPD.

iii. El Barrio Sports Club- Team: EPPD, Code Enforcement, EPPD and Parks

iv. Bear Ridge Park- Team: Parks, EPPD, Land Mgmt., Code Enforcement.

v. Billy Roger Arroyo Park - Removal of unauthorized and dangerous wooden bicycle jump ramps. Team: Parks, Land Mgmt., EPPD.

L) Review, approve, or provide recommendations for City Acela permits for parades, block parties, temporary street closures, etc.

M) Conduct weekly park inspections.

N) Monitor, order and distribute shelter supplies for rentals e.g. Toiletries, appliances, fixtures, furniture, lights, etc.

O) Create repair work orders for damaged equipment or damaged park equipment or park grounds.

P) Read, interpret and enforce permit event contracts.

Q) Create maps for park rental areas.

R) Provide assistance and support for park service locations…

S) Coordinate installation, monitoring or maintenance of FlashCam surveillance cameras.

T) Work with various city departments, event organizers, vendors, or citizen complaints to resolve problems or issues.

EXHIBIT B

U) Coordinate the transfer and disposal of park inventory for all park departments. Photograph and record supporting documentation.

V) Maintain Parks & Recreation division's capital assets inventory execute property transfers to include but not limited to motor vehicles, field work machinery, cell phones, laptop computers, PC's, etc., and log all asset items onto databases. Report to Park & Recreation Administrative Service Manager/OTC.

Paygrade upgrade request:

Park Use Supervisor GS-57

Park Special Events Supervisor or Coordinator PM-122

Special Note: Ordinance 8064 Section 5 - Reserve the right to appeal Job Classification decision to Deputy City Manager or City Manager.

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Exhibit 2A

Gaines, Joseph E.

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From: Molina, Veronica
Sent: Tuesday, January 30, 2024 1:03 PM
To: Fyffe, Benjamin E.
Cc: Gaines, Joseph E.; Vargas, Monica; Duran, Lucero A.
Subject: Re: SJP Permit-Chalk the Block

Hello Ben,
I need to clarify what I feel is unethical, is that we have been instructed to cancel an event that is already scheduled and paid for far in advance due to another event wanting to have the same date. If dates are provided in advance for city events, this would not be an issue. No dates were provided.

Sent from my iPhone

On Jan 30, 2024, at 12:55 PM, Fyffe, Benjamin E. <FyffeBE@elpasotexas.gov> wrote:

Veronica:

I fail to see this as unethical.

Chalk the Block is a largescale, internal, City-planned and City-implemented event. The ability to hold spaces for City events that routinely take 12-24 months is not unethical, but fairly standard. Just as you would withhold permitting requests for SJP for December due to knowing to hold for WF, this would be same situation for CTB.

Furthermore, MCAD is exempted by ordinance from needing to pull permits for events. Staff however does this to ensure we avoid situations like this.

Thank you,

Ben Fyffe
Managing Director, Quality of Life
City of El Paso Museums & Cultural Affairs Department (MCAD)
915.212.1766 | www.epmcad.org
<image002.jpg>

From: Caballero, Pablo E. <CaballeroPE@elpasotexas.gov>
Sent: Tuesday, January 30, 2024 11:43 AM
To: Fyffe, Benjamin E. <FyffeBE@elpasotexas.gov>
Subject: FW: SJP Permit-Chalk the Block

Just FYI

From: Molina, Veronica <MolinaV@elpasotexas.gov>
Sent: Tuesday, January 30, 2024 11:22 AM
To: Vargas, Monica <VargasM@elpasotexas.gov>; Gaines, Joseph E. <GainesJE@elpasotexas.gov>

Cc: Caballero, Pablo E. <CaballeroPE@elpasotexas.gov>; Duran, Lucero A. <DuranLA2@elpasotexas.gov>
Subject: RE: SJP Permit-Chalk the Block

Good morning Monica,

The written message to the public on our website from Parks and Recreation states that reservations can be made 12 months in advance and we must receive a notice in writing, email or phone call in order to make the reservation. It is not a common practice to make reservations over the 12 month period. All rules apply to the public and any internal departments.
The existing permit was created on 12/4/2023, therefore there was no oversight on my part.
Permits requested regarding Chalk the Block were sent on 1/24/24.

Are you directing us to perform a task that we believe to be unethical and against our written policies and established practices?

As per Ethics ordinance we, employees, shall not recklessly disregard the established practices of the City relating to the duties assigned to the employee as mentioned above.

Please advice

Veronica Molina
Park User Representative
Parks and Recreation
O:915-212-1700
C:915-268-5142

<image009.jpg>
<image010.jpg>

From: Vargas, Monica <VargasM@elpasotexas.gov>
Sent: Tuesday, January 30, 2024 8:51 AM
To: Molina, Veronica <MolinaV@elpasotexas.gov>; Gaines, Joseph E. <GainesJE@elpasotexas.gov>
Subject: SJP Permit-Chalk the Block

Good morning Joe/Veronica,

Per our meeting on Jan 29, 2024:

A request was made to place a hold for the 2024 annual event (and an additional five years subsequently) of "Chalk the Block". The event will be held the second Saturday in October every year.

As I advised, due to your oversight in issuing a permit for the same day for "America Needs Fatima", please call the constituent and cancel their event and assist with identifying a remedy (I.e. change of venue, date, etc). Please contact me when this matter is resolved.

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Thank you,
Monica Vargas
Recreations Programs Manager
911 S. Ochoa St. 79901
Office: 915-212-1719
Cell: 915-873-9935
<image011.jpg>

<image012.png>

<image013.png>

<image014.png>

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Exhibit 2A cont'd

Molina, Veronica

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From: Vargas, Monica
Sent: Wednesday, January 31, 2024 9:09 AM
To: Molina, Veronica
Cc: Gaines, Joseph E.; Caballero, Pablo E.; Duran, Lucero A.
Subject: RE: SJP Permit-Chalk the Block

Good morning Vero,

Thank you!

Monica

From: Molina, Veronica <MolinaV@elpasotexas.gov>
Sent: Wednesday, January 31, 2024 8:47 AM
To: Vargas, Monica <VargasM@elpasotexas.gov>
Cc: Gaines, Joseph E. <GainesJE@elpasotexas.gov>; Caballero, Pablo E. <CaballeroPE@elpasotexas.gov>; Duran, Lucero A. <DuranLA2@elpasotexas.gov>
Subject: RE: SJP Permit-Chalk the Block

Good morning Monica,
The second weekend of every of October for the next 5 years have been blocked.

Veronica Molina
Park User Representative
Parks and Recreation
O:915-212-1700
C:915-268-5142

From: Vargas, Monica <VargasM@elpasotexas.gov>
Sent: Tuesday, January 30, 2024 12:08 PM
To: Molina, Veronica <MolinaV@elpasotexas.gov>
Cc: Gaines, Joseph E. <GainesJE@elpasotexas.gov>; Caballero, Pablo E. <CaballeroPE@elpasotexas.gov>; Duran, Lucero A. <DuranLA2@elpasotexas.gov>
Subject: Re: SJP Permit-Chalk the Block

Good afternoon Veronica,

As stated below, please block off the next 5 years for this event. Please advise when this is completed.

I will work on a resolution for the below.

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Thank you,
Monica Vargas
Recreations Programs Manager
911 S. Ochoa St. 79901
Office: 915-212-1719
Cell: 915-873-9935

On Jan 30, 2024, at 11:21 AM, Molina, Veronica <MolinaV@elpasotexas.gov> wrote:

Good morning Monica,

The written message to the public on our website from Parks and Recreation states that reservations can be made 12 months in advance and we must receive a notice in writing, email or phone call in order to make the reservation. It is not a common practice to make reservations over the 12 month period. All rules apply to the public and any internal departments.
The existing permit was created on 12/4/2023, therefore there was no oversight on my part.
Permits requested regarding Chalk the Block were sent on 1/24/24.

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As per Ethics ordinance we, employees, shall not recklessly disregard the established practices of the City relating to the duties assigned to the employee as mentioned above.

Please advice

Veronica Molina
Park User Representative
Parks and Recreation
O:915-212-1700
C:915-268-5142

<image005.jpg>
<image006.jpg>

From: Vargas, Monica <VargasM@elpasotexas.gov>
Sent: Tuesday, January 30, 2024 8:51 AM
To: Molina, Veronica <MolinaV@elpasotexas.gov>; Gaines, Joseph E. <GainesJE@elpasotexas.gov>
Subject: SJP Permit-Chalk the Block

Good morning Joe/Veronica,

Per our meeting on Jan 29, 2024:

A request was made to place a hold for the 2024 annual event (and an additional five years subsequently) of "Chalk the Block". The event will be held the second Saturday in October every year.

As I advised, due to your oversight in issuing a permit for the same day for "America Needs Fatima", please call the constituent and cancel their event and assist with identifying a remedy (I.e. change of venue, date, etc). Please contact me when this matter is resolved.

Thank you,
Monica Vargas
Recreations Programs Manager
911 S. Ochoa St. 79901
Office: 915-212-1719
Cell: 915-873-9935
<image001.jpg>
<image002.png>
<image003.png>

<image004.png>

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CIVIL SERVICE
COMMISSION

Park User Representative

Class Code:
16210 GS 054

CITY OF EL PASO
Established Date: Aug 21, 2006
Revision Date: June 15, 2023

SALARY RANGE

$18.35 - $31.53 Hourly
$1,468.08 - $2,522.69 Biweekly
$3,180.83 - $5,465.83 Monthly
$38,170.00 - $65,590.00 Annually

FLSA:

Non-Exempt

MINIMUM QUALIFICATIONS:

Education and Experience: A High School diploma or GED, and four (4) years office support experience, including one (1) year customer service or public contact experience.

Licenses and Certificates: Texas Class "C" Driver's License or equivalent from another state.

GENERAL PURPOSE:

Under general supervision, perform administrative support functions for leasing park facilities.

TYPICAL DUTIES:

Coordinate special park events. Involves: Monitor public demands for special park usage. Meet with public to determine needs. Prepare recommendations for security, insurance and deposits. Advise park users of rules, regulations and special permits required by city code. Work with City Clerk's office to place park use contracts on City Council agenda. Act as a liaison with contractors and parks and recreation to coordinate special park events. Act as a liaison with police and fire personnel when incidents and emergencies arise at park facilities. Monitor park facilities and shelters for violations and initiate investigation to resolve the violation. Ensure that parks event

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COMMISSION

organizer is in compliance with parks leasing regulations and policies. Review park for damage after event to negotiate additional fees or deposit refunds.

Provide assistance and support for park service locations. Involves: Coordinate department security service usage for parks and during special events. Prepare security schedule to meet department needs. Act as liaison with security service providers. Coordinate usage and updating of communication and computer equipment at park service locations. Monitor security cameras. Assist and train users on software as required. Works with information systems department and vendors to resolve problems and issues. Maintain inventory of all departmental vehicles and track vehicle maintenance and inspection information. Maintain inventory of department capital assets and re-order inventory for parks facilities and shelters as needed. Coordinate the transfer and disposal of park inventory. Order supplies and equipment and submit work orders as needed for park shelters. Respond to motor vehicle accidents involving departmental vehicles to assist with accident photos and completion of accident reports.

KNOWLEDGE, SKILLS, AND ABILITIES:

- Application of good knowledge of park event operations and practices.
- Application of good knowledge of park rental policies and procedures.
- Read, interpret and enforce contracts.
- Perform mathematical computations with speed and accuracy.
- Clear concise oral and written communication to prepare reports and provide information.
- Establish and maintain effective working relationships with coworkers, park event customers and the general public.

OTHER JOB CHARACTERISTICS:

- Requires mobility to monitor park event activities.
- Subject to recall for emergencies.
- Subject to on-call during non-working hours.
- Operation of a motor vehicle through City traffic.

CLASSIFICATION STATUS:

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American Federation of State, County and Municipal Employees Local 59 AFL-CIO
Nathan Walsh, President

AFSCME Local 59
Special Executive Committee Meeting
February 13, 2024
AGENDA

I. Call meeting to order

II. Pledge of Allegiance

III. Roll Call

IV. Officers' reports:

A: President----------Nathan
B: Vice President-------- Joe
C: Recording Secretary- Jasmine
D: Treasurer report-------~~Lilly~~

V. Staff reports—David
A: Response letter from Connie Derr on Legislative District Committee hearing

VI. Discussion on financial cost saving measures and alternatives

a. Lilly—Financial report $
b. Politics---- Sherriff and Others ---City district 2 was Won
c. State Rep Alexandra Annello

d. Old Business
e. New business ---
f. Create new Committees
g. Retirees Chapter-- Organizing, Events, Stewards, Elections, Newsletter/ Publicity, Health & Safety, Women's Rights, Community Action, Education, Membership

VII. Adjournment

The Atrium • 1155 Westmoreland, Suite 113 • El Paso, Texas 79925 • 915-222-8008

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Parks and Recreation Department

MAYOR
Oscar Leeser

CITY COUNCIL

District 1
Brian Kennedy

District 2
Alexsandra Annello

District 3
Cassandra Hernandez

District 4
Joe Molinar

District 5
Isabel Salcido

District 6
Art Fierro

District 7
Henry Rivera

District 8
Chris Canales

INTERIM CITY MANAGER
Cary Westin

To: Pablo Caballero, Intermin Director, Parks and Recreation

From: Monica Vargas, Sports Division Manager

Date: 2/6/24

Subject: Park User Rep Meeting Jan. 29, 2024

Mr. Caballero,

A Park User Representative meeting was held on January 29th, 2024 at 2:00pm

In the meeting various topics were discussed, please see the attached meeting agenda.

In regards to grievance that has been brought to my attention is in regards to a permit that was issued to America Needs Fatima Rosary Rally for 10/12/2024 at San Jacinto Plaza.

A request was made to place a hold for the 2024 annual event (and an additional five years subsequently) for Chalk the Block. This event is held the second Saturday in October every year. This request to be blocked was not fulfilled in which created a conflict with the America Needs Fatima event that was scheduled for the same day (10/12/2024).

I advised Joe and Vero to contact the constituent and cancel their event and assist with identifying a remedy or a refund can be issued. Joe replied back "I have to call them and I said yes you do". Both Joe and Vero stated this was unethical as the constituent had already paid. Joe requested an email with this request, as I did send a follow up email with this request (email string will be attached).

Another topic that was discussed was the use of City Vehicles. I advised Joe and Vero that Parks and Recreation was conducting an inventory audit of city vehicles and vehicles that were a "take Home "needed justification. Joe and Vero were advised since they do not respond to after hour/weekend calls, I could not provide a justification to administration. Joe and Vero were advised that the city vehicles they currently operate needed to be stationed at Armijo Recreation Center in the back-parking area by the Aquatics side. This is until I can get both access to the delta corral gate, where they will be able to swipe in and out for the day. Joe stated that I was taking away job duties by taking away a take home vehicle. I stated no duties were being taken away. Joe stated what about events that Park Users had to be present at 6:00am. I stated that they can go to where their vehicle is parked swipe in and drive to the event location and return the vehicle and swipe out for the end of the day. Both were also advised they are no longer allowed to swipe in and out from there City issued laptops. A swipe machine would be

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Pablo Caballero – Interim Director, Parks & Recreation Department
Parks and Recreation Department | 801 Texas Ave, 2nd Floor | El Paso, TX 79901
O: (915) 212-0092 | Email: parksandrecreation@elpasotexas.gov

Parks and Recreation Department

MAYOR
Oscar Leeser

CITY COUNCIL

District 1
Brian Kennedy

District 2
Alexsandra Annello

District 3
Cassandra Hernandez

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Art Fierro

District 7
Henry Rivera

District 8
Chris Canales

INTERIM CITY MANAGER
Cary Westin

available in the front office at Armijo Recreation Center and will also be available at the Delta Corral once access is granted.

Please let me know if you have any questions.

Monica Vargas

Monica Vargas

El Paso Parks & Recreation

Recreation Programs Manager

Cell: 915-873-9935

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Pablo Caballero – Interim Director, Parks & Recreation Department
Parks and Recreation Department | 801 Texas Ave, 2nd Floor | El Paso, TX 79901
O: (915) 212-0092 | Email: parksandrecreation@elpasotexas.gov

PARKS & RECREATION
CITY OF EL PASO

Sports Division

January 29, 2024 2:00 pm

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1. **Sports Manager**
   a. **Updates**
      i. Sunrise-
      ii. Grandview- new soap dispenser
         1. Deep Clean
         2. Look to open in couple weeks
      iii. Rentals/Permits
      iv. New Hire Admin
      v. Vehicles
         1. Armijo Location
      vi. Reminders
         1. Weekly due
            a. Joe sends to Vero to compile into one weekly for both
         2. City Rep requesting permits-notification needed

2. **Park User Reps will cover the following as a minimum:** (schedules, upcoming rentals, issues etc.)
   a. **Joe –**

   b. **Vero –**

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Vargas, Monica

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CIVIL SERVICE COMMISSION

From: Vargas, Monica
Sent: Tuesday, January 30, 2024 12:08 PM
To: Molina, Veronica
Cc: Gaines, Joseph E.; Caballero, Pablo E.; Duran, Lucero A.
Subject: Re: SJP Permit-Chalk the Block

Good afternoon Veronica,

As stated below, please block off the next 5 years for this event. Please advise when this is completed.

I will work on a resolution for the below.

Thank you,
Monica Vargas
Recreations Programs Manager
911 S. Ochoa St. 79901
Office: 915-212-1719
Cell: 915-873-9935

On Jan 30, 2024, at 11:21 AM, Molina, Veronica <MolinaV@elpasotexas.gov> wrote:

Good morning Monica,

The written message to the public on our website from Parks and Recreation states that reservations can be made 12 months in advance and we must receive a notice in writing, email or phone call in order to make the reservation. It is not a common practice to make reservations over the 12 month period. All rules apply to the public and any internal departments.
The existing permit was created on 12/4/2023, therefore there was no oversight on my part.
Permits requested regarding Chalk the Block were sent on 1/24/24.

Are you directing us to perform a task that we believe to be unethical and against our written policies and established practices?

As per Ethics ordinance we, employees, shall not recklessly disregard the established practices of the City relating to the duties assigned to the employee as mentioned above.

Please advice

Veronica Molina
Park User Representative
Parks and Recreation
O:915-212-1700
C:915-268-5142

<image005.jpg>

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CIVIL SERVICE COMMISSION

Cc: Caballero, Pablo E. <CaballeroPE@elpasotexas.gov>; Duran, Lucero A. <DuranLA2@elpasotexas.gov>
Subject: RE: SJP Permit-Chalk the Block

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Please advice

Veronica Molina
Park User Representative
Parks and Recreation
O:915-212-1700
C:915-268-5142

From: Vargas, Monica <VargasM@elpasotexas.gov>
Sent: Tuesday, January 30, 2024 8:51 AM
To: Molina, Veronica <MolinaV@elpasotexas.gov>; Gaines, Joseph E. <GainesJE@elpasotexas.gov>
Subject: SJP Permit-Chalk the Block

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Thank you,
Monica Vargas
Recreations Programs Manager
911 S. Ochoa St. 79901
Office: 915-212-1719
Cell: 915-873-9935
<image011.jpg>

<image012.png>

<image013.png>

<image014.png>

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From: Vargas, Monica <VargasM@elpasotexas.gov>
Sent: Tuesday, January 30, 2024 8:51 AM
To: Molina, Veronica <MolinaV@elpasotexas.gov>; Gaines, Joseph E. <GainesJE@elpasotexas.gov>
Subject: SJP Permit-Chalk the Block

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Thank you,
Monica Vargas
Recreations Programs Manager
911 S. Ochoa St. 79901
Office: 915-212-1719
Cell: 915-873-9935

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El Paso Times

CRIME

One wounded in shooting at Lincoln Park in Central El Paso

Daniel Borunda
El Paso Times

Published 3:39 p.m. MT Feb. 25, 2024 | **Updated 4:46 p.m. MT Feb. 25, 2024**

A shooting on Sunday afternoon at El Paso's Lincoln Park sent one person to the hospital, police said.

The shooting was under investigation with police officials releasing no details, only saying that a male had been taken to a hospital with a gunshot wound following a shooting at Lincoln Park, 4001 Durazno Avenue in Central El Paso.

A lowrider car show was taking place at the popular park at the time of the shooting, according to numerous social media posts.

Crime: Driver arrested on capital murder charge after man, woman killed on Turf Road

The well-known park is located below the freeway bridges of the Spaghetti Bowl and is known as "El Corazón de El Chuco" and "El Paso's Chicano Park" for its colorful murals showcasing Mexican American culture.

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E.P. Timics March 3RD 2024

This year's César Chávez Day celebration, which annually brings together hundreds of lowrider enthusiasts and families, has been canceled following a shooting during a gathering of car clubs at Lincoln Park last week, organizers said.

El Paso police are looking for a group of unidentified teenagers involved in an altercation that sparked a shooting that wounded an innocent bystander during a "Low Lows & Tacos" event on Feb. 25 at the landmark park.

A 47-year-old man was shot and wounded when one of teenaged boys fired a handgun multiple times, Crime Stoppers of El Paso said. The man's name was not disclosed. The unsolved case is the Crime of the Week.

The shooter was described as being 16 to 19 years old and wearing a camouflaged jacket. The shooter was with at least three other boys last seen running toward Roosevelt Street, Crime Stoppers said.

An online flyer promoting the "Low Lows & Tacos" event had asked attendees to not park on the grass, pick up after themselves and for "Respect. No BS. Keep your negativity out of the park."

Lincoln Park is known as "El Paso's Chicano Park" for its famous cultural murals on freeway pillars below the Spaghetti Bowl on Durazno Avenue in South-Central El Paso.

The Lincoln Park Conservation Committee on a Facebook post announced the cancelation due to safety concerns of its annual César Chávez Day celebration, which had been scheduled to take place on March 24.

"We take the safety and security of our Indigenous, Mexican-American, Chicano and Lowrider communities very seriously and will not put anyone at risk," the Lincoln Park Conservation Committee, which was not involved in last weekend's event, said in a statement.

"Our prayers are with the family that was impacted by this senseless violence and hope for a complete and speedy recovery," the committee stated.

The Lincoln Park Conservation Committee said it would meet with the city parks and police departments to work on a plan for future events at the park, where it has worked to preserve murals and to prevent the demolition of Lincoln Center.

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4:01 86%

Lowriding in El Chuco

Erick Carrillo · 3h ·

Anybody got ramps to get cars up on the grass Frank Estrada is trying to find some thanks in advance

Gaines, Joseph E.

From: Gaines, Joseph E.
Sent: Tuesday, February 27, 2024 12:08 PM
To: Caballero, Pablo E.
Cc: Vargas, Monica
Subject: Lincoln park

https://youtu.be/sZv30bwY0xY?si=oTbO1Q5c9nzu9rCb
Please see entire video. Evidence ...throughout video including shots fired!
Sent from my iPhone

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Gaines, Joseph E.

From: Molina, Veronica
Sent: Monday, March 4, 2024 8:28 AM
To: Gaines, Joseph E.
Subject: FW: Westside Sports Tournament Concerns

From: Vargas, Monica <VargasM@elpasotexas.gov>
Sent: Tuesday, December 20, 2022 12:40 PM
To: Molina, Veronica <MolinaV@elpasotexas.gov>; Gaines, Joseph E. <GainesJE@elpasotexas.gov>
Cc: Yee, Esperanza <yeeex@elpasotexas.gov>
Subject: RE: Westside Sports Tournament Concerns

Good afternoon Joe,

Let me follow up with Karla and see where we are at from your previous meeting.

I will get back to you on this.

Thank you,
Monica

From: Molina, Veronica <MolinaV@elpasotexas.gov>
Sent: Tuesday, December 20, 2022 12:28 PM
To: Gaines, Joseph E. <GainesJE@elpasotexas.gov>; Vargas, Monica <VargasM@elpasotexas.gov>
Cc: Yee, Esperanza <yeeex@elpasotexas.gov>
Subject: RE: Westside Sports Tournament Concerns

Good morning Monica,
There was several suggestions as to what could be done to make the Westside sports complex ADA compliance. One of the main concerns was the field farthest into the complex with no ADA accessibility. It was recommended that a walk path be installed from the entrance gate along the side of the fenced area all the way to the farthest field. Different types of material were suggested: mesh, concrete, and gravel.
Another issue was the insufficient signage around the park. It was suggest that signage would be put up for of not blocking entry way for emergency vehicles only due to vehicles blocking entrances.
I also recommend we schedule a meeting to discuss the suggestions made by our colleagues.
This complex has a high usage and many violations were noted so we need to bring it up to compliance.
Thank you,

Veronica Molina
Park User Representative
Parks and Recreation
O:915-212-1700
C:915-268-5142

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CIVIL SERVICE COMMISSION

From: Gaines, Joseph E. <GainesJE@elpasotexas.gov>
Sent: Friday, December 16, 2022 8:31 AM
To: Vargas, Monica <VargasM@elpasotexas.gov>
Cc: Molina, Veronica <MolinaV@elpasotexas.gov>; Yee, Esperanza <yeeex@elpasotexas.gov>
Subject: Westside Sports Tournament Concerns

Hello Monica,

Reference: Westside Sports Center Field - ADA

FYI...Yesterday afternoon, Veronica and I met with Capital Improvement Manager Karla Chavez, ADA Coordinator Maricruz Chavez & Park Area Supervisor Garcia, and discussed ADA concern reference to green space sports field accessibility, and ADA violations discovered during our investigation of 12/10/2022. Veronica will be sending you a report reference to our discussion of green space field accessibility, new signage request, gate issues, and more.

On the other hand, this email serves as information as discussed about ADA violations discovered within park's parking lot. Most serious of ADA violations were of tent/canopies temporarily erected on several ADA Accessible parking spaces. ADA parking spaces are identified with appropriate signage (703.7.2.1), and ADA marking/striping. Moreover, though not in ADA violation, very long extension cords connected to both restroom facilities which provided 'free' or unauthorized use of electrical power to two canopied stations. Also found were a large amount of motor vehicles parked outside of park gates which were in plain view of parking violations e.g. gate entry closures, gate blockage, fire lane blockage, or street parking violations just to mention a few...

I recommend we schedule a meeting to discuss and correct this problem from future occurrence.

Thank you,

Joe Gaines Cardona, BSCJ
Park User Representative
Parks and Recreation: Capital Assets & Sports Division
(915) 212-1723 Cell (915) 240-3312

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CIVIL SERVICE COMMISSION

Gaines, Joseph E.

From: Molina, Veronica
Sent: Monday, March 4, 2024 8:29 AM
To: Gaines, Joseph E.
Subject: FW: Possible non-compliance issue
Attachments: IMG_4080.JPG; IMG_4079.JPG

Importance: High

From: Gaines, Joseph E. <GainesJE@elpasotexas.gov>
Sent: Monday, December 12, 2022 9:32 AM
To: Vargas, Monica <VargasM@elpasotexas.gov>; Carrillo, Jose R. <CarrilloJX@elpasotexas.gov>
Cc: Molina, Veronica <MolinaV@elpasotexas.gov>
Subject: Possible non-compliance issue
Importance: High

Good morning,

Please see attached...While conducting an ADA compliance inspection of the Westside Sports Complex, we received a citizen complaint that wheelchair users – even users on all-terrain wheel chairs - are unable to enter sport field green space. In attached photo marked 4080, you'll note ramp access to concrete walkway, and entrance to green space blocked by signage. Photo marked 4079, shows opposite side of the ramp, and signage in question. You'll note a big and dangerous drop from the concrete sidewalk unto green space. May need to develop wheelchair accessible ground surface, and move signage away from surface.

Thank you,

Joe Gaines Cardona, BSCJ
Park User Representative
Parks and Recreation: Capital Assets & Sports Division
(915) 212-1723 Cell (915) 240-3312

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Coordinator you spoke with, flyer, time of event etc.

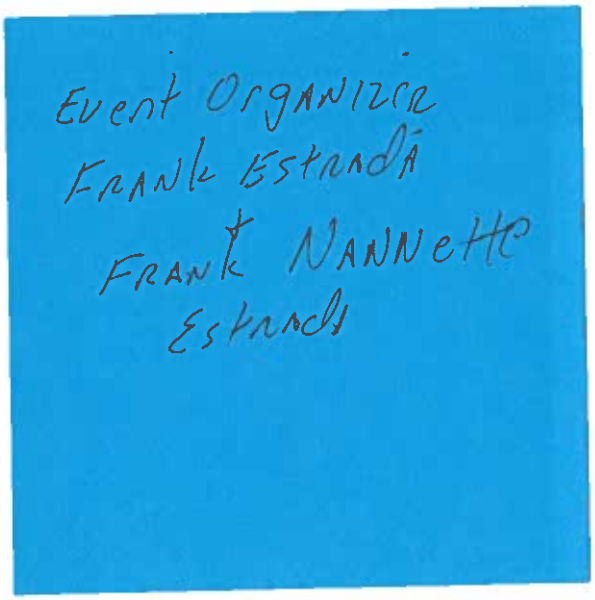
Thank you,
Monica Vargas
Recreations Programs Manager
911 S. Ochoa St. 79901
Office: 915-212-1719
Cell: 915-873-9935

On Feb 22, 2024, at 4:41 PM, Molina, Veronica <MolinaV@elpasotexas.gov> wrote:

Good afternoon Monica,

We became aware of an event thru social media that would be taking place at Lincoln park on 2/25. At the time that we became aware there was no permit in place.
We made contact with coordinator and asked to meet for a site visit regarding his flyer on social media. Joe and I met with 3 individuals at the park on 2/7 to educate them of process for the use of the park.
After a long meeting with these individuals we advised them to fill out a park application and handed them a carbon copy so that they could continue with their event with no problems.
We offered them the services we offer every event coordinator to assist with getting the park ready and extra trash barrels.
They insisted this was not considered an event but just a gathering and that everyone was welcomed to join. Their flyer came across as an organized event involving lowriders. They also mentioned on having a DJ playing for this "gathering" and we advised that this required an amplification permit.
Although they agreed to fill out an application for the permit, we have not received an application from them. Today we got word that this is still a planned event for them.
This email is to make you aware of this event taking place on Sunday if you want to go ahead and handle it.

Veronica Molina
Park User Representative
Parks and Recreation
O:915-212-1700
C:915-268-5142



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APR 30 2024
CIVIL SERVICE COMMISSION

From: Gaines, Joseph E. <GainesJE@elpasotexas.gov>
Sent: Friday, February 23, 2024 9:10 AM
To: Vargas, Monica <VargasM@elpasotexas.gov>
Cc: Molina, Veronica <MolinaV@elpasotexas.gov>
Subject: RE: LINCOLN PARK 2/25

Vero is out on sick leave today, so I'll answer on behalf of both Vero and I...As Vero stated below, we became aware of the event thru social media. Social media provided no names of event organizer. However, through a contact of mine, (which will remain private), we were provided with an address of a person with ties to the event. We followed our lead which took us to a business located at 8203 Alameda. Name of the business is Sudden Impact Auto Collision. We spoke to an employee of the business and asked if we could speak to the person in charge of the business. The person in charge was not in. We handed the gentleman our city business card, and asked for person in charge of the business to contact us. The gentleman did call our office, and spoke with Vero. I do not have his name on hand. As mentioned below, a meeting was set for 2/7. Three male individuals met with us on that day. From the start, one of the male subjects began the speak to us in a very defensive & defiant tone of voice. At the end of our long site meeting, as Vero mentioned below, we instructed them to provide us with a park use application. I do not have on hand any flyer information. According to our private contacts then, according to our private contacts, the event is scheduled to take place throughout the day of 2/25.

Moreover, MACI and Lincoln Neighborhood associations, by way of their personal contacts, were notified of the event. Hector Gonzalez, Lincoln Neighborhood president, called me some time back and questioned this event. I assured him we would investigate.

I have no additional information to provide...

Thank you,

Joseph E. Gaines

Joe Gaines Cardona, B.S.C.J.
Park User Representative
Parks and Recreation: Capital Assets & Sports Division
(915) 212-1723 Cell (915) 240-3312

From: Vargas, Monica <VargasM@elpasotexas.gov>
Sent: Thursday, February 22, 2024 6:31 PM
To: Molina, Veronica <MolinaV@elpasotexas.gov>
Cc: Gaines, Joseph E. <GainesJE@elpasotexas.gov>
Subject: Re: LINCOLN PARK 2/25

Good evening Vero,

Can you please provide me with more information?

Gaines, Joseph E.

RECEIVED
APR 30 2024
CIVIL SERVICE COMMISSION

From: Gaines, Joseph E.
Sent: Friday, February 23, 2024 10:07 AM
To: Vargas, Monica
Cc: Molina, Veronica
Subject: RE: LINCOLN PARK 2/25

According to our sources, it is an all day Low Rider Car Exhibition event. Also, this particular group of event organizers are known to encourage lowrider vehicle "hopping/bouncing" shows on City streets. They have performed many of such acts in TX and CA car shows.

From: Vargas, Monica <VargasM@elpasotexas.gov>
Sent: Friday, February 23, 2024 9:56 AM
To: Gaines, Joseph E. <GainesJE@elpasotexas.gov>
Cc: Molina, Veronica <MolinaV@elpasotexas.gov>
Subject: Re: LINCOLN PARK 2/25

Do you know what time event is to take place?

Thank you,
Monica Vargas
Recreations Programs Manager
911 S. Ochoa St. 79901
Office: 915-212-1719
Cell: 915-873-9935

> On Feb 23, 2024, at 9:28 AM, Gaines, Joseph E. <GainesJE@elpasotexas.gov> wrote:
>
> Two of the three are father and son, though we don't know if both work at location or own the business. The third person is unknown.
>
> **From:** Vargas, Monica <VargasM@elpasotexas.gov>
> **Sent:** Friday, February 23, 2024 9:16 AM
> **To:** Gaines, Joseph E. <GainesJE@elpasotexas.gov>
> **Cc:** Molina, Veronica <MolinaV@elpasotexas.gov>
> **Subject:** RE: LINCOLN PARK 2/25
>
> Good morning Joe,
>
> The three individuals that you met did they also work at that auto collision place?
>
> Do you know what time the event is supposed to take place?
>
> Thank you,
> Monica

Gaines, Joseph E.

From: Gaines, Joseph E.
Sent: Tuesday, February 27, 2024 8:54 AM
To: Caballero, Pablo E.
Cc: Vargas, Monica; Gonzalez, Emigdio; Carrillo, Jose R.; Ruiz, Jacob M.; Molina, Veronica
Subject: Lincoln Park Unauthorized-unpermitted Low Low Event
Attachments: Lincoln park incident Feb. 25, 2024

Attached document is of a Facebook posted response to yesterday's unfortunate shooting incident at Lincoln Park. The attitude/mood the author expressed on the Facebook post is one of sadness and regrets about a man who suffered a gunshot wound while at the park. On the other hand, I found the author filled the rest of his post with faloso (not true or correct),or altered description of what truly occurred at the unauthorized car club event.

Make no mistake, the "gathering" as author falsely claimed, was an actual full-fledged car exhibition event. The "gathering" was to consist of approximately "20" participants. Total lie. During the long entire course of our site visit with event organizer(s) there was no mention of their pre-planned eight porta-potties, full-fledged DJ music set up of equipment, and partial street closure. No mention of entertaining well over 100 lowrider vehicles, and hundreds of participants/visitors. Moreover, no mention of, Eric Carrillo's advertised message and I quote, "Anybody got ramps to get cars up on the grass Frank Estrada is trying to find some thanks in advance". Or "Lowriders Only, park on one side at an angle 45, and the other straight to fit as many low lows we can show the community and photographers..."

The author stated, "We did everything the City asked us to do...". By "City" he refers to Park User Representatives Joe Gaines & Veronica Molina. Truly a false statement. He failed to disclose a lot of information to Park User Reps Gaines and Molina. The meeting on 2/7 with Park User Representatives and coordinators consisted of park rules, permit requirements, and safety for our community. Event organizer(s) totally disregarded/ignored our direction.

To be clear, Park User Representatives Gaines and Molina did not agree to or approve to such wrongful event. When Park User representatives meet with event organizers, vendors, etc., safety is the commonality behind every choice and decision. Unfortunately, park users are now limited or restricted in performance of duties in need of further investigation.

Thank you,

Joseph E. Gaines

Joe Gaines Cardona, B.S.C.J.
Park User Representative
Parks and Recreation: Capital Assets & Sports Division
(915) 212-1723 Cell (915) 240-3312

EP TX CAPRA ACCREDITED

RECEIVED
APR 30 2024
CIVIL SERVICE COMMISSION

Gaines, Joseph E.

RECEIVED
APR 30 2024
CIVIL SERVICE COMMISSION

From: Joe Gaines <gainesjecity@icloud.com>
Sent: Monday, February 26, 2024 3:38 PM
To: Gaines, Joseph E.
Subject: Lincoln park incident Feb. 25, 2024

[You don't often get email from gainesjecity@icloud.com. Learn why this is important at https://aka.ms/LearnAboutSenderIdentification]

CAUTION: This email originated from outside of the City of El Paso. Do not click links or open attachments unless you recognize the sender and know the content is safe. If suspicious, use Phish Alert or forward to SpamReport@elpasotexas.gov.

GOOD MORNING MI JENTE IM LOST FOR WORDS MY HEART IS SHATTERED THIS GATHERING WAS PUT FOR THE COMMUNITY TO COME TOGETHER WITH FAMILY FRIENDS AND OUR LOWRIDER COMMUNITY THE INCIDENT THAT OCCURRED YESTERDAY WAS UNCALLED FOR IM GONNA SPEAK FOR MYSELF AND MY LABEL O.G. Sosa Entertainment LLC I STAND MY GROUND ABOUT ZERO TOLERANCE WITH ANY TYPE OF VIOLENCE . IM EXTREMELY SADDENED WITH THE OUTCOME OF YESTERDAY ACTION. IM VERY VERY SORRY TO THE VICTIM AND HIS FAMILY I RENDERED AID AND REMAINED WITH HIM TILL THE FIRE DEPARTMENT ARRIVED AND ASSISTED WITH AUTHORITYS INSTRUCTIONS. AGAIN IM LOST OF WORDS 😔 I CAN'T EVEN EXPLAIN HOW DESTROYED I AM WITH THIS SITUATION WE DID EVERYTHING THE CITY ASK US TO DO AS FAR AS HAVING NO VEHICLES UBSTRUCTING TRAFFIC OR VEHICLE'S ON GRASS WE DIDN'T HOST AN EVENT THIS WASN'T A CARSHOW EVERYONE WAS INVITED ON THEIR OWN NO FEES AWARDS OF ANY KIND THIS WAS CREATED FOR THE OPENING OF CRUISING TIME COOKOUTS AND COMMUNITY GATHERINGS THE GATHERING WAS FULL FORCE EVERYONE WAS HAVING A GREAT TIME WHAT I WAS ABLE TO OBSERVE. I WALK AROUND EVERYONE CAME TOGETHER WITH FAMILY CAR CLUBS AND SOLO RIDERS I CAN'T UNDERSTAND WHY THIS HAPPENED IM EXTREMELY DESTROYED SO AT THIS POINT AS HARD I DON'T WANT TO SAY IT RITE THIS MINUTE I WILL NOT PARTICIPATE IN OR CREATE ANY FUTURE GATHERINGS I JUST CAN'T RITE NOW IM SORRY TO THE FAMILY AFFECTED IM SORRY FOR MY FAMILY IM SORRY TO THE LOWRIDER COMMUNITY IM SORRY FOR THE Lincoln Park C C MS MONICA AND STAFF IM SORRY FOR MY HOMETOWN 😔 I ASK PLEASE KEEP THE MAN IN PRAYER HES IN RECOVERY PLEASE STOP POSTING NEGATIVE STUFF ON SOCIAL MEDIA MI JENTE WE DO GATHERINGS EVENTS TOY DRIVES FOOD DRIVES DONATIONS WE DO GOOD BY OUR COMMUNITY AND WE SHOULDN'T SAY OR POST NEGATIVE STUFF OR EVEN MAKE BS JESTERS OF THE SITUATIONS I CAN'T CONTROL ANYONE I DON'T KNOW WHAT ELSE TO SAY BUT FROM MY PART IM EXTREMELY SORRY ? ? AT THIS POINT I NEED SOME TIME THANK YOU ALL FOR REACHING OUT TO ME I DON'T WANT TO SPEAK ABOUT THIS INCIDENT WITH ALL DO RESPECT. I DON'T KNOW WHAT TO SAY MI JENTE IM VERY VERY ASHAMED AND HURT Y'ALL HAVE A BLESSED WEEK I LOVE MY JENTE I WANT TO THANK THE PEOPLE THAT ASSISTED THE SITUATION THE LAW ENFORCEMENT THAT RESPONDED THE FIRE DEPARTMENT THANK YOU ALL IF THE MAN'S FAMILY READS THIS MY PRAYERS ARE WITH YOU AND AGAIN IN MY HEART IM DEEPLY SORRY 😔🙏

I WANT TO THANK ALL CAR CLUBS THAT SUPPORTED THE GATHERING SLOW AND LOW MODERN TIMES ROLLERZ ONLY CHUCO AUTHENTIC CC GOLDEN TOUCH SHOWDOWN CC DUST II DUST CHUCO MADE CC MANIACOS CC TORO HYDRAULICS HIGHERLEVEL CC LOWRIDER JUNKIES OLD MEMORIES CC NO LIMIT CC LORDS CC HIGH TIMEZ CC West Coast dynasty CC HOPLIFE Sickside CC PRICELESS INDIVIDUALS CC NEW MEXICO AREA 52 HYDRAULICS MEMORIES CC Juarez CC Brown Impressions ept crusin Imap photography CC PACHUCOS CC BED ROCK CC IMPALAS CC RAZA UNIDA CC I BELIEVE THERE WAS ALOT MORE CARS CLUBS AND SOLO RIDERS THE PARK WAS EXTREMELY PACKED THANK YOU ALL WITH ALL RESPECT AND LOVE IM SORRY IN MY

Sent from my iPhone