



PARKS AND RECREATION GRIEVANCE SUBCOMMITTEE

November 12, 2025

**CITY 3 BASEMENT - THORMAN CONFERENCE ROOM - 801 TEXAS AVENUE
3:30 PM**

Notice is hereby given that a meeting of the Parks and Recreation Grievance Subcommittee will be conducted on the above date and time.

If you wish to sign up to speak, please contact Alondra Navarrete at parksandrecreation@elpasotexas.gov or (915) 212-0092, no later than one day prior to the meeting.

A quorum of Parks and Recreation Grievance Subcommittee members must be present and participate in the meeting.

CALL TO ORDER

CALL TO THE PUBLIC (Parks and Recreation-related, non-agenda items)

This time is reserved for members of the public who would like to speak on items not on the Grievance Subcommittee agenda.

PUBLIC COMMENT

This time is reserved for members of the public who would like to speak on items on the Grievance Subcommittee agenda.

AGENDA

1. **Introductory Statement:** Introductory Statements for Grievance Hearing [BC-1355](#)
2. **Introduction Reading:** Of the Grievance Subcommittee Hearing Structure [BC-1356](#)
3. **Discussion and Action:** On adoption of staff recommendation to suspend [BC-1357](#)

Maria Shough for three (3) months for violation of the City of El Paso Parks and Recreation Department's Behavior Management Policy. - Pablo Caballero, Director, and Enrique Valadez, Recreation Programs Manager

4. **Discussion and Action:** On adoption of staff recommendation to suspend Jesus Maldonado for nine (9) months for violation of the City of El Paso Parks and Recreation Department's Behavior Management Policy. - Pablo Caballero, Director, and Enrique Valadez, Recreation Programs Manager

[BC-1358](#)

ADJOURN

NOTICE TO THE PUBLIC

Sign language interpreters will be provided for this meeting upon request. Requests must be made to parksandrecreation@elpasotexas.gov a minimum of 72 hours prior to the date and time of this meeting.

If you need Spanish Translation Services, please email parksandrecreation@elpasotexas.gov at least 72 hours in advance of the meeting.

Posted this 5th day of November 2025 by Alondra Navarrete, Office Manager.

Legislation Text

File #: BC-1355, Version: 1

**CITY OF EL PASO, TEXAS
LEGISTAR AGENDA ITEM SUMMARY FORM**

AGENDA LANGUAGE:

This is the language that will be posted to the agenda. Please use ARIAL 11 Font.

Introductory Statement: Introductory Statements for Grievance Hearing

Introductory Statement for Grievance Hearings

ENGLISH:

"This Grievance Hearing is the due process method to finalize disputes between parties involved in using parks and recreation parks, facilities, and programs. All participants in this process are strongly encouraged to check their biases at the door, and simply provide a truthful statement as to what occurred in their incident. The Parks and Recreation Advisory Board (Board) and its Subcommittees will hear testimony from anyone wishing to be heard. Once a decision has been rendered by the Board, it is final. The conduct and behavior of participants in this process will be monitored for compliance with the City's established Code of Conduct. Any violations, including contacting or threatening the Board or City Staff with verbal or physical assault will not be tolerated, and evidence provided can subject a person to further suspension in the disciplinary matrix and possible charges being filed. Everyone is encouraged to keep a cool head and allow the process to work."

Declaracion Introductoria para la Audencia de Quejas

SPANISH:

"Esta audiencia de quejas es el método de debido proceso para finalizar los conflictos entre las partes involucradas en el uso de servicios y programas de Parques y Recreacion. A todos los participantes en este proceso se les recomienda dejar sus prejuicios fuera de la audiencia y simplemente enfocarse en dar una declaración veraz sobre los echos. El Consejo Asesor Del Departamento de Parques y Recreacion y sus subcomits escucharán el testimonio de cualquier persona que deseé ser escuchado(a). Una vez que una decision se adopte, por el Consejo Asesor, esta sera definitiva. La conducta y el comportamiento de los participantes en este proceso será monitoreada para que se cumpla de acuerdo con el establecido Código de Conducta de la Ciudad de El Paso. Cualquier violación, incluyendo contacto o amenazas contra el Consejo Asesor y/o personal de La Ciudad de El Paso con agresión verbal o física, no seran toleradas. Pruebas aportadas de tal violacion, pueden resultar en otra suspension de acuerdo a la Matriz Disciplinaria y/o posibles cargos por delito. A todos se les invita a mantener la calma y permitir que este proceso funcione."

Legislation Text

File #: BC-1356, Version: 1

CITY OF EL PASO, TEXAS LEGISTAR AGENDA ITEM SUMMARY FORM

AGENDA LANGUAGE:

This is the language that will be posted to the agenda. Please use ARIAL 11 Font.

Introduction Reading: Of the Grievance Subcommittee Hearing Structure



Parks and Recreation Department

MAYOR
Oscar Leaser

CITY COUNCIL

District 1
Brian Kennedy

District 2
Dr. Josh Acevedo

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: Parks & Recreation Advisory Board – Grievance Subcommittee
FROM: Pablo Caballero, Director
DATE: July 10th, 2024
SUBJECT: Update to the Parks Grievance Hearing Structure

On July 10, 2024, the Parks & Recreation Advisory Board approved that the Grievance Subcommittee immediately implement the updated Grievance Appeal Structure as described below.

To ensure equitable treatment of all appeals, no more than two (2) appeals shall be scheduled for any meeting. Each appeal will be limited to a process that is broken down as follows:

- Five (5) minutes for Parks Director or designee to outline the incident that led to the suspension
- Five (5) minutes for the appellant to delineate why they feel suspension should be overruled
- Four (4) minutes for Subcommittee discussion

Time for appeals may be extended at the request of the Parks Director and a majority vote of the Subcommittee. Only one (1) time extension for three (3) minutes will be permitted for Parks Staff, the Appellant, and the Subcommittee.

Suspensions will be automatically upheld if the appellant does not attend their scheduled grievance hearing unless the Parks Department is notified twenty-four (24) hours ahead of the scheduled hearing.

Any threatening or abusive language or actions towards staff or Subcommittee members will result in automatic upholding of suspension.

Additionally, and as allowed by law, Grievance Subcommittee members will be sent appeal packets with redactions prior to Grievance Subcommittee meetings.

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

Legislation Text

File #: BC-1357, Version: 1

**CITY OF EL PASO, TEXAS
LEGISTAR AGENDA ITEM SUMMARY FORM**

AGENDA LANGUAGE:

This is the language that will be posted to the agenda. Please use ARIAL 11 Font.

Discussion and Action: On adoption of staff recommendation to suspend Maria Shough for three (3) months for violation of the City of El Paso Parks and Recreation Department's Behavior Management Policy. - Pablo Caballero, Director, and Enrique Valadez, Recreation Programs Manager



PARKS & RECREATION
CITY OF EL PASO

City of El Paso
Parks and Recreation Department

NOTICE OF SUSPENSION

Today's Date: September 11, 2025

Sport/Facility/Program: Eastside Senior Center

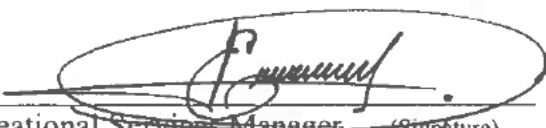
Location: 3200 Fierro Dr.

This letter constitutes written notice that -- Mrs. Maria Shough -- has
(Name)
been suspended for -----3 months----- (May be able to return after December 11, 2025) for
(Time Period)
violation of the City of El Paso Parks and Recreation Department's Behavior Management Policy for the
following action: Verbally abuse a game official (umpire, referee, instructor, or site supervisor), City of El Paso
employee, another player, spectator or program participant with intent to cause harm.

Appeals of this suspension must be made in writing to the Manager noted below. Appeals must be made within
3 business days of receiving the notice of suspension and should include the following documents:

1. Statement explaining the basis for the appeal.
2. Statements from witnesses.
3. Police Report number (if applicable).
4. Any personal electronic documentation of the incident that is available.

This suspension is effective at 8:00AM on this 11th. day of September, 2025. The suspension prohibits
the person above mentioned from being present at any City of El Paso Parks and Recreation events, facilities, and
complexes during suspension including the appeal process.


Recreational Services Manager (Signature)
09/11/25

Print Name: Enrique Valadez

Office Phone: (915) 212-1731

E-Mail: ValadezEX@elpasotexas.gov



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:	9/3/2025	Incident Time:	1:25		AM	☒	PM
Incident Location:	Eastside Senior Center						
Person(s) involved:	Maria Shough						
Parent's Name (if minor):							
Street Address:	[REDACTED]						
City:	El Paso	State:	TX	Zip Code:	79938	Phone:	[REDACTED]

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

Engaging in inappropriate physical or verbal contact. Directing profanity, vulgar language, or obscene gestures. Defacing/damaging city property.

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

Ms. Maria Shough came to the office stating that a participant (Mr. Paz Gomez) told another participant (Soledad Trevino) that they should go and have sexual relations. This was said in Spanish. For the purpose of the context, I will state the word that was used in Spanish, which was, "coger". She kept yelling, "Pinche viejo cochino marrano".

I followed her into the dining room where we approached Mr. Paz. I asked him what the issue was. He responded that he was confused. The three of us, Mrs. Shough, Mr. Paz, and myself, then walked over to where the woman, Soledad Trevino, where I then asked again to both Mr. Paz and Ms. Soledad, what had happened. (cont. pg. 2)

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

I informed immediate supervisor, Omar Santos, who was off the clock and not in the facility, via phone call of the situation. He advised I escort Ms. Shough out of the building and inform her that an investigation will open up and she cannot come to the senior center until matters are resolved by our manager, given that this is the second offence in one week. I asked Ms. Shough to write a statement, as well as Mr. Paz and Ms. Soledad. I notified Recreation Program Manager, Enrique Valadez, via phone call about the situation.

EMS Called? Yes ☐ No ☒ Transported to: _____

Police Called? Yes ☐ No ☒ PD Case No.: _____

Witnesses

Check One

Name	Staff	Other	Title (if applicable)
Jose Ruiz		x	
Irma Velasquez		x	
Judith Janos		x	

Employee Completing Injury/Incident Report

Employee Name (print)	Title	Signature	Date
Jaqueline Wantroba	Rec. Program Specialist	Jaqueline Wantroba	9/3/2025

Reviewed

Reviewer	Employee Name (print)	Signature	Date
Site Supervisor / Coordinator	Nicolas Valdez		
Division Manager	Enrique Valadez		
Assistant Director	VACANT		
Director	Pablo Caballero		

- 3 Merer -

Type of Injury/Incident (Continued from first page)

Describe What Happened (Continued from first page)

Ms. Shough then proceeded to point her finger to Mr. Paz, and, in front of all participants, accused the man of soliciting sexual relations from Ms. Soledad. Ms. Soledad then stated that this was not true and that Mr. Paz had asked her if she needed a blanket, because she was shivering. "Blanket" in Spanish translates to "cobija", which sounds very similar to the vulgar word mentioned previously. I then stated that this then was a misunderstanding. Ms. Shough then proceeded to say "either way, this man has showed me his balls in the past, inside of the billiards room.". She then called him a, "Pinche viejo cochino marrano asqueroso" in front of everyone. Mr. Paz said that was a false accusation.

I then asked Mrs. Shough to step into the office where we could talk more calmly and asked her to write a statement. I then called the senior center supervisor, Omar Santos, who was off the clock and not in the facility, and asked how he would like me to proceed.

As Ms. Shough exited the office, she began yelling again, calling Mr. Paz "Pinche viejo cochino marrano asqueroso" and pointing at him. I asked her to exit the facility where I informed her that an investigation was going to open and that she would be unable to come back until our manager resolves the matter, as advised by Mr. Santos. About 10 minutes after the incident, EPPD arrived at the senior center office. They asked if I knew what was happening outside. Ms. Shough had called then. I then told them the incident as stated above and also stated the actions taken from my part as staff member. Several participants then stated that she was kicking and punching the poles outside the facility.

It should be noted that there is another open investigation regarding an incident that occurred during group karaoke on 8/29/2025 involving Ms. Shough.

Action Taken (Continued from first page)



PARKS & RECREATION
CITY OF EL PASO

Mi nombre es Maria Shomay
 Quiero decir que este nombre dije
 a una persona que necesitaba una
 cojidas y lo oí y quise que lo corran
 por las malas palatas aquí en
 el centro y una vez en el mundo del
 Full me enseñaron los buenos pero
 con trampa y no dije nada pero
 este hombre habla muy cochino
 siempre y siempre anda borracho
 necesita que le pongan un alto
 por favor aquí en este centro East
 River Center agan algo por favor

Translation:

My name is Maria Shough. I want to say that this man told a woman that she needed to get laid, and I heard him, and I want him to be fired for using bad language here at the center, and once in the bathroom he showed me his balls, but with his clothes on, and I didn't say anything, but this man always talks very dirty and is always drunk. He needs to be stopped, please, here at the East Senior Center. Please do something.

Sept. 2025



PARKS & RECREATION
CITY OF EL PASO

Paz Gomez.- Yo paz no he tenido el Privilegio de dialogar o hablar le NUNCA con esta SEÑORA y yo la Respeto, y NUNCA le he faltado al Respeto y ella me acuso de Algo que NUNCA le dije eso que ella dijo o faltarle Respeto a Sol o sea la SEÑORA que dije absen palabras cosas que NUNCA dije y ella uso VARIAS palabras muy ofensivas en contra de mi.

y yo quisiera que le punsieran el alto porque ha tenido VARIAS o VARIOS problemas con MUCHAS personas y yo quisiera que le pongan un hasta aqui.

Print Paz Gomez

Signature Paz Gomez

Date 09/03/25

Translation:

Paz Gomez - I, Paz, have never had the privilege of talking or speaking to this woman, and I respect her. I have never disrespected her, and she accused me of something I never said, that is, of disrespecting her. She used words that I never said, and she used several very offensive words against me.

I want them to stop her because she has had several problems with many people, and I want them to put an end to it.

Paz Gomez - 09/05/25

Sept. 2025



PARKS & RECREATION
CITY OF EL PASO

Yo. - Soledad Treviño

U! lo que ha pasado este miér en el centro East side estamos Karoke y se me usero este SR PAZ a saludarme, y yo como siempre co mucho frío - medido ud. lo que necesita es una buena cobija, claro de muy buena intención el siempre me ha hablado muy respetuosamente y yo le dije, pues sí a la otra me traigo mi

(Cobija - en eso la guerra lo acusó de que me había dicho peladases - a lo cual yo lo negué y ya dijo la guerra que a ella una vez le guizo agarrar sus partes, que era un viejo cochino - de lo cual ami no me consta x lo q ami concierne el siempre ha sido una respetable persona conmigo y con mis amistades.

Gracias

Print Soledad Treviño

Signature Soledad Treviño

Date 9-3-2025

Translation:

I - Soledad Trevino

I saw what happened this Wednesday in the Eastside Center. We were at karaoke, and this man came up to me to say hello. I was cold as usual, and he said, "You need a good blanket." Of course, he always spoke to me very respectfully, and I said, "Well, next time I'll bring my blanket." Then the blonde accused him of saying dirty things to me, which I denied, and then the blonde said that he tried to grab her private parts, that he was a dirty old man. I have no knowledge of this. As far as I am concerned, he has always been a respectable person with me and my friends. Thank you.

Soledad Trevino - 09/03/2025

	City of El Paso Parks and Recreation Department Injury/Incident Report (NON-EMPLOYEE)	 PARKS & RECREATION CITY OF EL PASO
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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:	8/29/2025	Incident Time:	3:00	AM	X	PM	
Incident Location:	Eastside Senior Center						
Person(s) Involved:	Maria Shough						
Parent's Name (if minor):							
Street Address:	[REDACTED]						
City:	El Paso	State:	TX	Zip Code:	79938	Phone:	[REDACTED]

Type of Injury/Incident (Continue on Page 2, if more space needed)			
Engaging in inappropriate physical or verbal contact			
Describe What Happened (Continue on Page 2, if more space needed)			
On August 29, 2025, Mr. Jose Rodriguez approached me following the group karaoke session to report that Ms. Maria Shough had been disruptive during the event. The behavior described included yelling at participants, making negative comments about their singing, and displaying facial expressions that suggested disgust.			
Action Taken (Continue on Page 2, if more space needed)			
I informed the director verbally the next business day. Director is currently further investigating.			
EMS Called?	Yes ☐	No ☒	Transported to: _____
Police Called?	Yes ☐	No ☒	PD Case No.: _____
Witnesses		Check One	
Name		Staff	Other
Jose Rodriguez			X
Employee Completing Injury/Incident Report			
Employee Name (print)	Title	Signature	Date
Jacqueline Wantroba	Rec. Program Specialist		9/3/2025
Reviewed			
Reviewer	Employee Name (print)	Signature	Date
Site Supervisor / Coordinator	Nicolas Valdez		
Division Manager	Enrique Valadez		
Assistant Director	VACANT		
Director	Pablo Caballero		

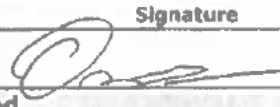


City of El Paso
Parks and Recreation Department
Injury/Incident Report
(NON-EMPLOYEE)



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:	2/7/2025	Incident Time:	11:15am	☒	AM	☐	PM
Incident Location:	Eastside Senior Center						
Person(s) Involved:	Mana Shough / Diane Chiu Pikyoun						
Parent's Name (if minor):							
Street Address:	[REDACTED]						
City:	El Paso	State:	TX	Zip Code:	79938/79935	Phone:	[REDACTED]

Type of Injury/Incident (Continue on Page 2, if more space needed)			
Violation against City of El Paso Parks & Recreation Code of Conduct			
Describe What Happened (Continue on Page 2, if more space needed)			
Ms. Laura Miranda informed me that 2 participants where fighting "Ms. Mana Shough and Diane inside the multipurpose room during the celebration of the coronation of the queen, at the time when the participants where dancing. I witness comotion going on. I heard participants saying that they had to hold both Ms. Chiu and Ms. Shough because they wanted to fight physically.			
Action Taken (Continue on Page 2, if more space needed)			
Due to safety , Ms Shough & Ms.Chiu where ask to leave until further notice. Pending investigation from witnesses that saw the altercation.			
EMS Called?	Yes ☐	No ☒	Transported to _____
Police Called?	Yes ☐	No ☒	PD Case No _____
Witnesses		Check One	
Name		Staff	Other
Camille Raymond			☒
Laura Miranda			☒
Maria Dolores Garcia			☒
Mary Lou Aranda			☒
Employee Completing Injury/Incident Report			
Employee Name (print)		Title	Signature
Omar Santos		Rec. Program Supervisor	
Reviewed			
Reviewer	Employee Name (print)	Signature	Date
Site Supervisor / Coordinator	Nicolas Valdez		
Division Manager	Enrique Valadez		
Assistant Director	VACANT		
Director	Pablo Caballero		

Feb. 2025



PARKS & RECREATION
CITY OF EL PASO

My name is Mayra what I saw Diana was
Dancing with her hands open & touched
Lulu with open hands & ~~back~~ ^{then}
then started pushing each other in
a very shocking way, then Dolores was
trying to separate them ~~but~~ ^{but} Both
started pushing each other. Sat a lot
of us separated completely and then I told
Lulu to go to the other side & Diana
kept on saying that Lulu was bullying.
Print Mayra Aranda Signature Mayra Aranda Date 2-7-25
one music stop so I got Diana & took
her to her chair. Dolores got my Mousa & I
took her to her chair.

Feb. 2025



PARKS & RECREATION
CITY OF EL PASO

~~Yo~~ 7 de Febrero 2025.

Estábamos bailando y luego, Dayana
estaba bailando con sus Manos abierta
Moviendo las Manos y tocando Marylou.

La Señora Lulu Mary -

que se fue para lado a lado, Poniendo
retirando del centro, se acabó la Música
Marylou agarró a Dayana y la llevó
a su silla. Cuando se paró a bailar
se acabó la Música y nos sentamos
la Dayana le gritó a Dolores y
se puso Nerviosa y le calmamos

Print Benigna Arvelo

Signature Benigna

Date 2 de Feb. 25,

Translation: "We were dancing, and then Dayana was dancing with her hands open, moving her hands, and she touched Marylou. Mrs. Lulu separated them and told her to go to the side because she had to remove her from the center. Marylou grabbed Dayana and took her to her chair. (?) The music ended, and we sat down. Dayana yelled at Dolores, who got nervous, and we calmed her down."

Feb. 2025

2 - 7 - 25

I saw Weda trying to hit
Diane, I had to hold her back
Somebody else was holding Diane
Im trying to hold Weda from
going to hit Diane again

Camille Raymond

I saw Weda trying to hit Diana, I had to hold her back. Somebody else was holding Diane. Im trying to hold Weda from going to hit Diana again.

Feb. 2025



PARKS & RECREATION
CITY OF EL PASO

Estando bailando en Eastside Senior Center, con otras compañeras del Centro, la señora Diana y Lulu, de repente una gritó no me puches y se pusieron cara a cara, que si no nos interponemos entre ellas se hubieran golpeado. Marylu trató de calmar a Lulu y yo Maria Dolores traté de calmar a Diana como estaban alteradas. Diana me gritó diciendo es que ella me pich pero si no nos metemos entre ellas hubiere sido un grave problema porque se hubieran lastimado y lastimar a alguien más.

Translation: "While dancing at the Eastside Senior Center with other friends from the center, Mrs. Diana and Lulu, suddenly one shouted, 'Don't push me,' and they came face to face. If we hadn't stepped between them, they would have hit each other. Marylu tried to calm Lulu down, and I, Maria Dolores, tried to calm Diana down, as they were both very upset. Diana yelled at me, saying that she had pushed me, but if we hadn't gotten between them, it would have been a serious problem because they would have hurt each other and someone else."

Print Maria Dolores Garcia

Signature Maria Dolores Garcia

Date 02-07-2025

	City of El Paso Parks and Recreation Department Injury/Incident Report (NON-EMPLOYEE)	 PARKS & RECREATION CITY OF EL PASO
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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:	Sept. 11, 2024	Incident Time:	12:07	AM	X	PM	
Incident Location:	Eastside Senior Center						
Person(s) Involved:	Maria Shough						
Parent's Name (if minor):							
Street Address:	[REDACTED]						
City:	El Paso	State:	TX	Zip Code:	79938	Phone:	[REDACTED]

Type of Injury/Incident (Continue on Page 2, if more space needed)			
Incident			
Describe What Happened (Continue on Page 2, if more space needed)			
I witness inside the Multipurpose Room, that Ms. Shough was being disrespectful to the Senco meal server "Trini" due to the fact that she wanted some left-over vegetables. Today, some participants were given sack lunches because they went to an event at the Convention Center. They were some sack lunches left. Participants had the option of getting a left-over sack lunch or the regular meal. Since she was late and there was no more regular meal, she was given the option of getting a sack lunch. Ms. Shough noticed that was some left-over vegetables from the regular meal and wanted some. Trini stated that according to the County Nutrition Program she couldn't do that. She started calling her bad woman and that all the food was going to be thrown out. Again, she insisted for Trini to give her some vegetables.			
Action Taken (Continue on Page 2, if more space needed)			
I approached both parties and asked what was going on. As Trini was explaining me the situation, Ms. Shough was being disrespectful I by mocking her and calling her a bad woman "Continue Page 2"			
EMS Called? Yes ☐ No ☒ Transported to _____			
Police Called? Yes ☐ No ☒ PD Case No. _____			
Witnesses		Check One	
Name	Staff	Other	Title (if applicable)
Pat Guillen		X	
Laura Miranda		X	
Employee Completing Injury/Incident Report			
Employee Name (print)	Title	Signature	Date
Omar Santos	Rec. Program Supervisor		9/11/2024
Reviewed			
Reviewer	Employee Name (print)	Signature	Date
Site Supervisor / Coordinator	Nicolas Valdez		
Division Manager	Enrique Valadez		
Assistant Director	VACANT		
Director	Pablo Caballero		

	City of El Paso Parks and Recreation Department Injury/Incident Report (NON-EMPLOYEE)	 PARKS & RECREATION CITY OF EL PASO
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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:	9/13/2024	Incident Time:	9:58	☒	AM	☐	PM
Incident Location:	Eastside Senior Center						
Person(s) Involved:	Mana Shough						
Parent's Name (if minor):							
Street Address:	[REDACTED]						
City:	El Paso	State:	TX	Zip Code:	79938	Phone:	[REDACTED]

Type of Injury/Incident (Continue on Page 2, if more space needed)			
Incident			
Describe What Happened (Continue on Page 2, if more space needed)			
Ms. Maria Shough "Lulu" approached me saying that Ms. Lucy Blas called her a wetback and that she should go back to her country. I spoke to both parties inside the office to see what happened. Ms. Blas stated that Ms. Shough approached her in the dining room and said in front of other members that if she remembered when she called her wetback. It was brought up that this name calling happened months before with previous staff members. Multiple members claim to see and heard that Ms. Shough was instigating her in today's incident. During the conversation of both parties, Ms. Shough was interrupting by saying that Ms. Blas was lying. I told everyone that to please respect each other. She continued saying over and over again that Ms. Blas was lying to the point that she became emotional unstable and requested staff to call EMS.			
Action Taken (Continue on Page 2, if more space needed)			
I call 911 while Ms. Shough stayed inside the office. Paramedics arrived and checked Ms. Shough vitals. The paramedics asked her if she needed to be transported to the hospital. Ms. Shough refused to be transported to the hospital. Both parties were asked to write a written statement. Further investigations will be made to determine if disciplinary actions will take place. Ms. Blas submitted her statement.			
EMS Called?	Yes ☒	No ☐	Transported to <u>Refused to be transported</u>
Police Called?	Yes ☐	No ☒	PD Case No. _____
Witnesses		Check One	
Name	Staff	Other	Title (if applicable)
Jacqueline Wantroba	X		Rec. Specialist
Joe Blas		X	
Elizabeth Castro		X	
Employee Completing Injury/Incident Report			
Employee Name (print)	Title	Signature	Date
Omar Santos	Rec. Program Supervisor		8/23/2024
Reviewed			
Reviewer	Employee Name (print)	Signature	Date
Site Supervisor / Coordinator	Nicolas Valdez		
Division Manager	Enrique Valdez		
Assistant Director	VACANT		
Director	Pablo Caballero		



PARKS & RECREATION

CITY OF EL PASO

13 Sept 24

Participant statement:

It started the day Mrs. Lulu told me to speak Spanish. I reply that I don't have to speak or learn the language cause this is a U.S. ~~ground~~ ground. Then she ~~told~~ told me to go back to my Country. I just turn around & ignore her.

She started spreading gossip that I call her wet bag.

I confronted her today, & she ^{insinuate} ~~insinuate~~ that even Joe my husband was ~~involved~~ in this event. Joe didn't know anything about this problem & she call me wet bag. Mrs. Elizabeth Castro & other guest heard her calling me such name. So I sent her to the office to complain on me.

Signature

[Handwritten Signature]

Date

13 Sept 24

Legislation Text

File #: BC-1358, **Version:** 1

CITY OF EL PASO, TEXAS
LEGISTAR AGENDA ITEM SUMMARY FORM

AGENDA LANGUAGE:

This is the language that will be posted to the agenda. Please use ARIAL 11 Font.

Discussion and Action: On adoption of staff recommendation to suspend Jesus Maldonado for nine (9) months for violation of the City of El Paso Parks and Recreation Department's Behavior Management Policy. - Pablo Caballero, Director, and Enrique Valadez, Recreation Programs Manager

Alfonso
Maldonado
9-12-25



PARKS & RECREATION
CITY OF EL PASO

City of El Paso
Parks and Recreation Department

NOTICE OF SUSPENSION

Today's Date: September 12, 2025

Sport/Facility/Program: Eastside Senior Center

Location: 3200 Fierro Dr.

This letter constitutes written notice that -- Mr. Jesus Maldonado -- has
(Name)
been suspended for 9 months (May be able to return to the center after June 12, 2026) for
(Time Period)

violation of the City of El Paso Parks and Recreation Department's Behavior Management Policy for the following action: Verbally abuse a game official (umpire, referee, instructor, or site supervisor), City of El Paso employee, another player, spectator or program participant with intent to cause harm.

Appeals of this suspension must be made in writing to the Manager noted below. Appeals must be made within 3 business days of receiving the notice of suspension and should include the following documents:

1. Statement explaining the basis for the appeal.
2. Statements from witnesses.
3. Police Report number (if applicable).
4. Any personal electronic documentation of the incident that is available.

This suspension is effective at 8:00AM on this 12th day of September, 2025. The suspension prohibits the person above mentioned from being present at any City of El Paso Parks and Recreation events, facilities, and complexes during suspension including the appeal process.

Recreational Services Manager (Signature)

Print Name: Enrique Valadez

Office Phone: (915) 212-1731

E-Mail: ValadezEX@elpasotexas.gov

Nicolas Valdes
9-11-25

9-12-25

Appeal Statement

Jesus A. Maldonado

El Paso, TX

September 16, 2025

Nicolar Valdes Eastside Senior Center

(15)

Subject: Response to Suspension Notice
Mr. Valdes

I am writing in response to the suspension letter I received on September 12, 2025. The letter states that I was suspended for verbal abuse. I respectfully and firmly deny this allegation, as no such incident occurred.

I value my membership and participation in the Eastside Senior Center and have always conducted myself with respect toward staff and fellow members. This suspension is both surprising and distressing, and I kindly request a clear explanation of the specific details surrounding this claim.

I ask that this matter be thoroughly reviewed, and I respectfully request reinstatement of my membership. I am confident that a fair review will show that the allegation against me is unfounded.

Thank you for your attention to this matter. I look forward to your timely response and the opportunity to resolve this issue.

Sincerely,

Jesus A. Maldonado

Jesus A. Maldonado
El Paso, TX
September 16, 2025
Nicolas Valdes – Eastside Citizen Center

Subject: Response to Suspension Notice

Mr. Valdes:

I am writing in response to the suspension letter I received on September 12, 2025. The letter states that I was suspended for verbal abuse. I respectfully and firmly deny this allegation, (?) incident occurred.

I value my membership and participation in the Eastside Senior Center and have always conducted myself with respect toward staff and fellow members. This suspension is both surprising and distressing, and I kindly request a clear explanation of the specific details surrounding this claim.

I ask that this matter be thoroughly reviewed, and I respectfully request reinstatement of my membership. I am confident that a fair review will show that the allegation against me is unfounded.

Thank you for your attention to this matter. I look forward to your timely response and the opportunity to resolve this issue.

Sincerely,
Jesus A. Maldonado.

	City of El Paso Parks and Recreation Department Injury/Incident Report (NON-EMPLOYEE)	 PARKS & RECREATION CITY OF EL PASO
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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:	8/2/2024	Incident Time:	12:15		AM	☒	PM
Incident Location:	Eastside Senior Center						
Person(s) Involved:	Jesus Maldonado						
Parent's Name (if minor):							
Street Address:	[REDACTED]						
City:	El Paso	State:	Tx	Zip Code:	79936	Phone:	[REDACTED]

Type of Injury/Incident (Continue on Page 2, if more space needed)			
Verbal Altercation			
Describe What Happened (Continue on Page 2, if more space needed)			
Mr. Ramon Salazar came up to me in the office and told me that Mr. Maldonado was verbally abusing him, and that he wanted to fight him. I went out of the office and Mr. Maldonado was outside by the entrance. I asked Mr. Maldonado what was going on, Mr. Maldonado saw Mr. Salazar near the entrance and started mocking him and calling him names "cry baby". I told Mr. Maldonado that he needed to stop and remind him about the code of conduct. He continued calling Mr. Salazar names and walked out.			
Action Taken (Continue on Page 2, if more space needed)			
On Monday, August 5, 2024 Mr. Maldonado was in the building. I asked him that I needed to speak to him in the office regarding Friday incident. Mr. Maldonado and I sat down and we went over the Code of Conduct. Mr. Maldonado signed the code of conduct and agreed to follow it.			
EMS Called?	Yes ☐	No ☒	Transported to _____
Police Called?	Yes ☐	No ☒	PD Case No _____
Witnesses		Check One	
Name	Staff	Other	Title (if applicable)
Jacqueline Wantroba	☒	☐	Rec. Specialist
	☐	☐	
	☐	☐	
Employee Completing Injury/Incident Report			
Employee Name (print)	Title	Signature	Date
Omar Santos	Rec. Program Supervisor		8/2/2024
Reviewed			
Reviewer	Employee Name (print)	Signature	Date
Site Supervisor / Coordinator	Nicolas Valdez		
Division Manager	Enrique Valdez		
Assistant Director	VACANT		
Director	Pablo Caballero		

**PARKS & RECREATION**

CITY OF EL PASO

Participant statement:

On Monday Sept 23 I saw Ramon and Jesus arguing. I heard Ramon saying that everytime Jesus see him he would start growling and saying things to him. Jesus wanted to fight with Ramon but Fernando Campeon talked to them.

On Monday, Sept. 23, I saw Ramon and Jesus arguing. I heard Ramon saying that every time Jesus see him, he would start growling and saying things to him. Jesus wanted to fight with Ramon but Fernando Campeon talked to them.

Signature Pat GuillenDate 9-25-2024

	City of El Paso Parks and Recreation Department Injury/Incident Report (NON-EMPLOYEE)	 PARKS & RECREATION CITY OF EL PASO
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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:	9/2/2025	Incident Time:	11:35	☒	AM	☐	PM
Incident Location:	Eastside Senior Center						
Person(s) Involved:	Alfonso Maldonado						
Parent's Name (if minor):							
Street Address:	[REDACTED]						
City:	El Paso	State:	TX	Zip Code:	79925	Phone:	[REDACTED]

Type of Injury/Incident (Continue on Page 2, if more space needed)			
Engaging in inappropriate physical or verbal contact.			
Describe What Happened (Continue on Page 2, if more space needed)			
Rec. Specialist Jaqueline Wantroba informed me that while she was walking through the facility, Mr. Alfonso Maldonado began walking closely behind her and repeatedly shouting the word "favoritism" in a loud tone in her ear. Ms. Wantroba ignored him however, she stated that he continued to escalate by moving closer to her ear and raising his voice further. Ms. Wantroba stated that she turned around and asked him if there was a problem. Mr. Maldonado began walking away while continued to yell and stating that there was favoritism. This incident occurred during an ongoing facility incident and added unnecessary disruption to an already tense environment			
Action Taken (Continue on Page 2, if more space needed)			
After Ms. Wantroba reported the situation to me, I approached Mr. Maldonado and issued a verbal warning, advising him that such behavior is not appropriate. I informed him that if he has any concerns, he should bring them to the office and speak with us directly. He responded with, "Okay, okay," and went to the restroom. It should be noted that Mr. Maldonado has previous formal written incident reports.			
EMS Called?	Yes ☐	No ☒	Transported to _____
Police Called?	Yes ☐	No ☒	PD Case No. _____
Witnesses		Check One	
Name	Staff	Other	Title (if applicable)
Jaqueline Wantroba	☒	☐	Recreation Specialist
	☐	☐	
	☐	☐	
Employee Completing Injury/Incident Report			
Employee Name (print)	Title	Signature	Date
Omar Santos	Rec. Program Supervisor		9/2/2025
Reviewed			
Reviewer	Employee Name (print)	Signature	Date
Site Supervisor / Coordinator	Nicolas Valdez		
Division Manager	Enrique Valadez		
Assistant Director	VACANT		
Director	Pablo Caballero		

	City of El Paso Parks and Recreation Department Injury/Incident Report (NON-EMPLOYEE)	 PARKS & RECREATION CITY OF EL PASO
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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:	9/8/2025	Incident Time:	12:35pm	AM	X	PM	
Incident Location:	Eastside Senior Center						
Person(s) involved:	Jesus Maldonado						
Parent's Name (if minor):							
Street Address:	[REDACTED]						
City:	El Paso	State:	TX	Zip Code:	79925	Phone:	[REDACTED]

Type of Injury/Incident (Continue on Page 2, if more space needed)			
Engaging in inappropriate physical or or verbal contact			
Describe What Happened (Continue on Page 2, if more space needed)			
While Mr. Valadez and I were walking toward the office, Mr. Maldonado approached us and made a comment implying favoritism, stating, "Is the favoritism going to stop?" Mr. Valadez and Mr. Maldonado then began a conversation. During that conversation, I witnessed Mr. Maldonado make an inappropriate and insensitive comment: "White meat cooking for the brown meat."			
Action Taken (Continue on Page 2, if more space needed)			
An Incident Report was made for the following events. Pending actions			
EMS Called?	Yes ☐	No ☒	Transported to _____
Police Called?	Yes ☐	No ☒	PD Case No. _____
Witnesses		Check One	
Name	Staff	Other	Title (if applicable)
Enrique Valadez	X		Division Manager
Jaqueline Wantroba	X		Recreation Specialist
Employee Completing Injury/Incident Report			
Employee Name (print)	Title	Signature	Date
Omar Santos	Rec. Program Supervisor		9/8/2025
Reviewed			
Reviewer	Employee Name (print)	Signature	Date
Site Supervisor / Coordinator	Nicolas Valdez		
Division Manager	Enrique Valadez		
Assistant Director	VACANT		
Director	Pablo Caballero		

Statement by Omar Santos
Sept. 8, 2025



PARKS & RECREATION
CITY OF EL PASO

Statement

Monday Sept. 8, 2025

After observing Mr. Valadez speaking with Mr. Maldonado, both he and I proceeded to the office, accompanied by Recreation Specialist Jaqueline Wantroba, to discuss the serious events that had taken place.

While we were in the office, a participant approached the service window and requested to share her concerns after witnessing Mr. Valadez and me speaking with Mr. Maldonado. The participant expressed that Mr. Maldonado is extremely jealous and possessive of his wife. She reported having witnessed Mr. Maldonado accuse other male participants of looking at his wife and behaving aggressively, including the use of profanity. She further stated that Mr. Maldonado has also scolded his wife for allegedly looking at other men, even though she is not.

Print

Omar Santos

Signature

Date

9-8-25

Statement from Participant Comment Regarding Mr. Alfonso Maldonado

Written by Jaqueline Wantroba

9/8/2025 at 10:15 AM

Mr. Valadez, Omar Santos, and I were talking in the front office when a participant approached the window. She stated that she saw Mr. Alfonso Maldonado talking to Mr. Valadez and Omar in the hallway and wanted to express her thoughts on him.

She mentioned how she sits near Mr. Maldonado and his wife in the dining room. She stated that from her personal experience she has seen Mr. Maldonado be aggressive and highly possessive with his wife. According to her, Alfonso will scold his wife for looking at other men, even though she is not. She claimed that he will accuse other men in the vicinity of looking at his wife and will react violently towards them (ex: he will raise his voice & use profanity while accusing them).

x *JW*

9/10/2025

ENGLISH

**City of El Paso Parks and Recreation
Eastside Senior Center
RELEASE OF LIABILITY & REGISTRATION FORM**

**ONE COMPLETED FORM PER PERSON**

Name Alfonso Maldonado D.O.B. 12/24/42
 Age 82
 Address: [REDACTED] City El Paso
 State TX Zip code: 79925 Phone Number: [REDACTED]
 Emergency Contact Person: _____ Phone _____
 E-mail Address _____
 Any special needs staff should be aware of? Yes (☐) No (☐)
 If yes, please explain _____

Please read the entire document before signing as it has a significant effect on your legal rights. This document is intended to protect the City of El Paso and its employees from all liability related to participation in City programs.

Unconditional Waiver: I, _____ on behalf of myself, my spouse, my parents and my children, agree that in the event I or my child/ward sustains personal injury or property damage as a result of participation in any program offered through the City of El Paso Parks and Recreation Department, that the City of El Paso and its employees will not be liable for such injury or damage.

Assumption of the Risk: I understand that it is my responsibility to inquire about the parameters of a program's activities and to assess the ability of my child/ward and myself to safely participate in the program. I further understand that certain activities are potentially dangerous, and I assume on behalf of myself and my child/ward all risks associated with participation in any program.

Effect: I understand that this Waiver and Release form is binding as to my family members, heirs and executors.

In case of medical emergency, accident or illness, the City of El Paso has my permission to secure medical attention as deemed necessary, staff will communicate with parent or guardian. I acknowledge that I will read and become familiar with the program information, and I agree to abide by the terms and requirements described therein. I further agree that if I do not understand any portion of the material, I will call the administration office in explaining the material to me.

Photo Release

I authorize the City of El Paso Parks and Recreation Department staff to take pictures and video of myself for advertisement in the newspaper or television.

Signature Jesus A. Maldonado Date 1/6/25