



PARKS AND RECREATION GRIEVANCE SUBCOMMITTEE

October 08, 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-1206](#)
2. **Introduction Reading:** Of the Grievance Subcommittee Hearing Structure [BC-1207](#)
3. **Discussion and Action:** On adoption of staff recommendation to suspend [BC-1208](#)

Lucia Hernandez for six (6) 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 Antonio Estrada for six (6) 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-1209](#)

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 2nd day of October 2025 by Alondra Navarrete, Office Manager.

Legislation Text

File #: BC-1206, **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-1207, 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 Leoser

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-1208, **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 Lucia Hernandez for six (6) 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: July 15, 2025

Sport/Facility/Program: Wellington Chew Senior Center

Location: 4430 Maxwell Ave.

This letter constitutes written notice that -- Lucia Hernandez -- has
(Name)
been suspended for ----- 6 months ----- 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 15th day of July, 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.


 07/15/25
Recreational Services Manager (Signature)

Print Name: Enrique Valadez

Office Phone: (915) 212-1731

E-Mail: ValadezEX@elpasotexas.gov

Refused to sign
7-15-25
Ruby Marie Ybarra
HMY

REFUSED TO
SIGN ON
7-15-25
NICOLAS VALADEZ


7/15/25

To Whom it may concern:

I would like to appeal your decision of suspension

I would like to present my reasons why I'm asking for your reconsideration on suspension.

Thank you
Ruey Hernandez



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



PARKS & RECREATION
 CITY OF EL PASO

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:	6/11/2025	Incident Time:	1:00	AM	x	PM	
Incident Location:	Wellington Chew Senior Center						
Person(s) involved:	Lucy Martinez, Estela Meza, Adela Duran						
Parent's Name (if minor):	n/a						
Street Address:	4430 Maxwell Ave						
City:	El Paso	State:	TX	Zip Code:	79904	Phone:	915-212-0423

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

Aggressive Behavior towards participants

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

To prepare for the open AB meeting, Rebecca and AB members moved some chairs and a table. After it was done tables and chairs were put back to the original spots. A few minutes later Lucy Hernandez Martinez had mentioned her small backpack was missing, someone moved it from the table she was sitting at. We all started helping her look for her bag and I informed Rebecca what had happened with Lucy's bag. While talking to Rebecca, I heard Lucy raised her voice towards some participants, Adela Duran and Estela Meza, and started to slam her hand on the table. She kept saying that they moved her stuff and now its missing. I walked towards them and both Estela and Adela were explaining to Lucy that the table they were sitting at was the table they used for the meeting, they were not the ones that moved her stuff. Lucy was visibly upset and kept yelling at them about them moving her belongings. I asked if everything was ok, Lucy kept repeating herself and Adela was trying to explain to her, during this time Estela told me she did not appreciate Lucy yelling at them and slamming her

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

Rebecca Freeman-Hendricks spoke to Estela Meza and to Adela Duran then spoke to Lucy Martinez about her aggressive behavior towards others and not letting staff handle the situation. Statements included

EMS Called? Yes ☐ No ☒ Transported to: _____

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

Witnesses	Check One		Title (if applicable)
Name	Staff	Other	
Rebecca Freeman-Hendericks		x	Program Center Supervisor
Jose R Limas		x	volunteer

Employee Completing Injury/Incident Report

Employee Name (print)	Title	Signature	Date
Ruby M. Ybarra	Rec Specialist	<i>Ruby Maria Ybarra</i>	6/11/2025

Reviewed

Reviewer	Employee Name (print)	Signature	Date
Site Supervisor / Coordinator	Rebecca Freeman-Hendricks	<i>Rebecca Freeman-Hendricks</i>	6/11/2025
Division Manager	Enrique Valadez	<i>Enrique Valadez</i>	6/11/25
Assistant Director	VACANT		
Director	Pablo Caba lero		

Type of Injury/Incident (Continued from first page)**Describe What Happened** (Continued from first page)

hand on the table. Adela turned to me and said they had nothing to do with the moving of items and she didn't like Lucy was yelling and accusing them. Estela informed me she wanted to make a report because this is not the first time Lucy does this. I informed Rebecca of what was happening she talked to Estela and Adela then she made her way to Lucy to talk to her. Rebecca told Lucy it was her that moved the bag because they needed the table for the meeting and she can not be talking to participants in an aggressive manner. She should have come to us instead of approaching them, her behavior was unacceptable.

Action Taken (Continued from first page)



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



PARKS & RECREATION
 CITY OF EL PASO

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:	6/11/2025	Incident Time:	1:15		AM <input checked="" type="checkbox"/> PM
Incident Location:	Wellington Chew Senior Center				
Person(s) involved:	Lucy Hernandez, Estela Meza, and Adela Duran				
Parent's Name (if minor):					
Street Address:	4430 Maxwell St				
City:	El Paso	State:	TX	Zip Code:	79904
				Phone:	212-2245

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)

Rub Ybarra came to me explaining that Lucy had lost her backpack and was accusing Estela and Adela of taking it. I went into the main room and spoke to Adela and Estela asking if they had seen the bag or moved it. They stated they had no idea. We began a search and found it. Afterwards, I spoke to Lucy. I told her that she needed to stop reacting and assuming. I said she needed to ask for help and get the facts before reacting and that she needed to come to me to handle problems. Ultimately, it was brought to my attention that I had moved the backpack to keep it from falling on the floor when we moved a table for an AB meeting. I told her that I was responsible for bag being moved and because she reacted before finding out the facts, she caused an unnecessary problem. Later, Lucy came to me and explained that she had realized her mistake and gone to Adela and Estela and apologized for her behavior. She stated that Adela had accepted her apology but Estela did not.

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

I told Lucy that she needed to be accountable for her behavior when she makes a mistake. I also apologized for moving her bag and forgetting to tell her. Because Estela did write a complaint, I also contacted Nico to speak with Lucy on the repercussions of her behavior.

EMS Called? Yes ☐ No ☒

Transported to: _____

Police Called? Yes ☐ No ☒

PD Case No.: _____

Witnesses

Check One

Name	Staff	Other	Title (if applicable)
Rebecca Freeman-hendricks	x		Program Supervisor
Luc Hernandez		x	member
Adela Duran		x	member
Estela Meza		x	member

Employee Completing Injury/Incident Report

Employee Name (print)	Title	Signature	Date
Rebecca Freeman-Hendricks	Program Supervisor		6/11/2025

Reviewed

Reviewer	Employee Name (print)	Signature	Date
Site Supervisor / Coordinator	Nico Valdes		6-11-25
Division Manager	Enrique Valadez		06/11/25
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:	6/11/2025	Incident Time:	1:30		AM	X	PM
Incident Location:	Wellington Chew						
Person(s) Involved:	Lucy Hernandez, Estela Mesa, Adela Duran						
Parent's Name (if minor):							
Street Address:	4430 Maxwell St						
City:	El Paso	State:	TX	Zip Code:	79904	Phone:	212-2245

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)

On 6/16/2025, Adela Duran, who only speaks Spanish, came into Ruby's office to explain that Lucy is just not stopping in how she is speaking to her and Estela. She explained that when Lucy returned to their table after the altercation on 6/11, she apologized but in a rude way and ended up yelling at them again. It was explained that Estela left the table and Adela told Lucy that she will not accept her apology because she was still being rude and yelling.

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

I asked for statements from Adela and Estela. Nico and I spoke to Lucy last week after the initial incident, however, with this new information, we will need to consider a warning letter or possible suspension.

EMS Called? Yes ☐ No ☒ Transported to: _____

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

Witnesses

Check One

Name	Staff	Other	Title (if applicable)
Ruby Ybarra	x		Recreation Specialist
Estela Mesa		x	member
Adela Duran		x	member/volunteer
Rebecca L Freeman-Hendricks	x		Program Supervisor

Employee Completing Injury/ Incident Report

Employee Name (print)	Title	Signature	Date
Rebecca Freeman-Hendricks	Program Supervisor		6/16/2025

Reviewed

Reviewer	Employee Name (print)	Signature	Date
Site Supervisor / Coordinator	Nicolas Valdes		6-11-25
Division Manager	Enrique Valadez		6/11/25
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:	6/16/2025	Incident Time:	9:50	X	AM	PM	
Incident Location:	Wellington Chew Senior Center						
Person(s) involved:	Lucy Martinez, Estela Meza, Adela Duran						
Parent's Name (if minor):	n/a						
Street Address:	4430 Maxwell Ave						
City:	El Paso	State:	TX	Zip Code:	79904	Phone:	915-212-0423

Type of Injury/Incident (Continue on Page 2, if more space needed)			
Aggressive Behavior towards participants			
Describe What Happened (Continue on Page 2, if more space needed)			
Adela Duran came into my office to express some concern about Lucy Hernandez Martinez. Adela stated she waited to talk to me because she was upset how Lucy approached her after the purse incident. Adela stated Lucy had gone up to her and Estela to talk to them, she started to apologize but then she got upset again and raised her voice. Estela got up and said she will not be accepting her apology and Adela told Lucy she needed to calm down and talk to her right. Lucy asked her if both the ladies made a statement against her, Adela said yes she did. She explained to her that it was not right she yelled at them, banged her hands on the table and accused them with out even looking into the situation. She told Lucy this is not the first time she gets yelled at by her and she needs to stop treating people like that. Adela started to cry and said that she loves Lucy but her behavior towards her and others needs to stop and Lucy needs to stop acting as if she is the one in charge. Rebecca heard the conversation taking place from her office but it was in Spanish.			
Action Taken (Continue on Page 2, if more space needed)			
Rebecca reported to Nicolas Valdez			
EMS Called?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	Transported to: _____
Police Called?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	PD Case No.: _____
Witnesses		Check One	
Name	Staff	Other	Title (if applicable)
Rebecca Freeman-Hendericks		x	Program Center Supervisor
Employee Completing Injury/Incident Report			
Employee Name (print)	Title	Signature	Date
Ruby M. Ybarra	Rec Specialist	<i>Ruby M Ybarra</i>	6/16/2025
Reviewed			
Reviewer	Employee Name (print)	Signature	Date
Site Supervisor / Coordinator	Rebecca Freeman-Hendericks	<i>Rebecca Freeman-Hendericks</i>	6/16/2025
Division Manager	Enrique Valadez	<i>Enrique Valadez</i>	6/16/2025
Assistant Director	VACANT		
Director	Pablo Caballero		

Junio-11-2025

Yo Adela Duran Certifico que hubo un mal entendido con la Sra Lucia Martinez el motivo fue que nos culpo a Estela Meza y a mi de mover su bolso de la mesa pero ella lo habia dejado en otra mesa le quise explicar que se habia equivocado y me grito y golpeo la mesa.

Adela Duran

TRANSLATION:

"June 11, 2025

I, Adela Duran, certify that there was a misunderstanding with Ms. Lucia Martinez. The reason was that she blamed Estela Meza and me for moving her bag from the table, but she had left it on another table. I tried to explain to her that she was mistaken, and she yelled at me and hit the table.

Adela Duran"

Junio-11-2025

Yo Adela Duran escribo mi platica que tube con la Sra Licia Martinez el dia Miercoles 11 de junio el tema fue que se acerco a Estela Meza y a mi pidiendo disculpas por una discucion que paso el mismo dia yo le dije que necesitaba ayuda de terapia que cambiara, y que yo no tenia nada en contra de ella, me dijo que ya la estaba agarrando le dije que bueno que era por su bien y ya no tubiera mas problemas

Fecha de hoy

Junio-16-2025

Adela Duran

TRANSLATION:

"I, Adela Duran, am writing about the conversation I had with Ms. Lucia Martinez on Wednesday, June 11. The topic was that she approached Estela Meza and me to apologize for an argument that had taken place that same day. I told her that she needed therapy to change and that I had nothing against her. She told me that she was already getting it. I told her that it was good for her and that she would no longer have any problems.

Today's Date
June 16, 2025
Adela Duran"

Junio 11-2025¹⁷

ahora paso un incidente
aqui en el comedor con la señora
Lucia martinez está señora no
tiene modos para hablar.
Hubo un mirón Tenian una mesa.
cuando la desocuparon nos la
dejaron a 4 personas. y ella
llego gritandonos que donde estaba
su bolsa que se la habíamos movido
ya para mi es suficiente lo
prepotente que es; es la segunda
vez que Tengo problemas con ella.
espero Tomen ya medidas con ella

ATte.
Estela Meza

TRANSLATION:

"June 11, 2025

I just had an incident here in the dining room with Ms. Lucia Martinez. This woman has no manners. There was a meeting and they had a table. When they vacated it, they left it for four of us, and she came over yelling at us, asking where her bag was, saying we had moved it. I've had enough of her arrogance. This is the second time I've had problems with her. I hope you take action against her.

Sincerely,
Estela Meza"

06/11/2025

esto es acerca de lo que
 paso este día con Lucia
 Martinez que fue a pedir
 disculpas y yo me levante
 de la mesa y le dije que
 no queria escuchar nada.
 ella se quedo hablando con
 Adela no se de que
 hablaron

Atte

Estela meza
 06/16/2025

TRANSLATION:

"06/11/2025

This is about what happened today with Lucia Martinez, who came to apologize, and I got up from the table and told her I didn't want to hear anything. She stayed talking with Adela. I don't know what they talked about.

Sincerely,
 Estela Meza
 06/16/2025"

Legislation Text

File #: BC-1209, **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 Antonio Estrada for six (6) 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

Nicolas Valdez
7-16-25



WITNESS

PARKS & RECREATION
CITY OF EL PASO

City of El Paso
Parks and Recreation Department

JOSE A. Esquivel
[Signature]

7-16-25

NOTICE OF SUSPENSION

Today's Date: July 15, 2025

Sport/Facility/Program: Pavo Real Senior Center

Location: 9311 Alameda Ave. 79907

This letter constitutes written notice that -- Antonio Estrada -- has
(Name)

been suspended for ----- 6 months ----- 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 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 w 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 15th. day of July, 2025. The suspension prohibits person above mentioned from being present at any City of El Paso Parks and Recreation events, facilities complexes during suspension including the appeal process.

[Signature]
Recreational Services Manager (Signature)

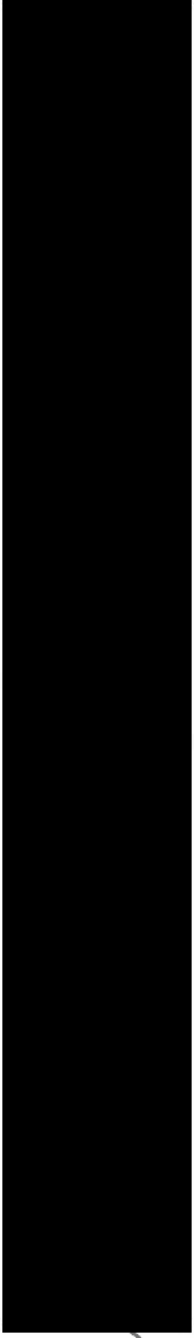
07/15/25 Antonio Estrada

Print Name: Enrique Valadez

Office Phone: (915) 212-1731

E-Mail: ValadezEX@elpasotexas.gov

[Signature]
7-16-25



Oviro Apehaz
mi suspension

Antonio Estrada 7-16-25

TRANSLATION:
"I want to appeal my suspension.
Antonio Estrada 7-16-25"



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



PARKS & RECREATION
CITY OF EL PASO

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:	1/29/2024	Incident Time:	1pm		AM	<input checked="" type="checkbox"/>	PM
Incident Location:	Pavo Real Senior Center						
Person(s) Involved:	Antonio Estrada						
Parent's Name (If minor):							
Street Address:	9311 Alameda						
City:	El Paso	State:	TX	Zip Code:	79907	Phone:	9152122371

Type of Injury/Incident (Continue on Page 2, if more space needed)			
Antonio Estrada was throwing fingers and telling F you to Yolanda Pedregon			
Describe What Happened (Continue on Page 2, if more space needed)			
<p>Antonio Estrada was throwing fingers and telling F you to Yolanda Pedregon. This was done at Pavo Real Senior Center in the main room. This has happened more than once, this is the first time she is telling me about it. Apparently this has been an on going thing. I have no witnesses and I have no written letters. Antoino does have a written warning for for being disrespectful towards other Seniors at the center.</p>			
Action Taken (Continue on Page 2, if more space needed)			
EMS Called?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	Transported to: _____
Police Called?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	PD Case No.: _____
Witnesses		Check One	
Name	Staff	Other	Title (if applicable)
Marc Abeyta	X		Program Supervisor
Nakarowari Leal	X		Recreation Specialist
Employee Completing Injury/Incident Report			
Employee Name (print)	Title	Signature	Date
Marc Abeyta	Program Supervisor		1/30/2024
Reviewed			
Reviewer	Employee Name (print)	Signature	Date
Site Supervisor / Coordinator	NICOLAS VALDES		
Division Manager			
Assistant Director	Pablo Caballero		
Managing Director	Ben Fyfe		

Incident Report



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:	04/09/2025	Incident Time:	10:00	<input checked="" type="checkbox"/>	AM	<input type="checkbox"/>	PM
Incident Location:	Pavo Real Senior Center						
Person(s) involved:	Antonio Estrada						
Parent's Name (if minor):							
Street Address:	9311 Alameda						
City:	El Paso	State:	Tx	Zip Code:	79907	Phone:	915-212-04-76

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

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

We have received several complaints regarding the behavior of Mr. Antonio Estrada, particularly concerning the inappropriate language and the use of offensive words when speaking to others.

We have addressed this issue with him on previous occasions, and in fact, Mr. Estrada has already received a warning for his conduct.

However, on this occasion, a group of individuals has come together to sign a petition, stating that it has become unsustainable to continue sharing a table with him due to the constant disrespect he displays. During the talk with Antonio Estrada, two staff members were present.

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

Antonio Estrada was spoken to about the situation where he made uncomfortable comments to the members who shared a table in the dining room. An incident report was filed because he had already been spoken to and given a verbal warning about this same situation.

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

Witnesses	Check One		Title (if applicable)
Name	Staff	Other	

Employee Completing Injury/Incident Report

Employee Name (print)	Title	Signature	Date
Jose Esquivel	Recreation Program Supervisor		4/9/2025

Reviewed

Reviewer	Employee Name (print)	Signature	Date
Site Supervisor / Coordinator	Nicolas Valdez		4-17-25
Division Manager	Enrique Valadez		
Assistant Director	VACANT		
Director	Pablo Caballero		

a Quien Corres Ponda
Comedor Pavorreal Present

Japaco Sain MEZA #7
Lidia

C. Rodriguez
Maria A. Rodriguez
Vicky Vazquez

Gloria H.
Ricardo Rodriguez
Bedia Sujan
Nancy

Jesús Camoli

todos estamos en contra
de sr Antonio molesto
mucho a todos

Queremos Justicia

TRANSLATION:

"To whom it may concern. Eating Hall Pavo Real presents:
We are all against Mr. Antonio. He annoys everyone. We want justice."



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:	7/7/2025	Incident Time:	11:30	AM	<input checked="" type="checkbox"/>	PM	
Incident Location:	Pavo Real Senior Center						
Person(s) involved:	Antonio Estrada						
Parent's Name (if minor):							
Street Address:	1193 Alameda						
City:	El Paso	State:	Tx	Zip Code:	79907	Phone:	915-212-04-76

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

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

Members of the senior center continue to complain about Antonio Estrada. No member has filed a formal complaint, including a written statement about the incidents they have had with Antonio Estrada.

04/05/2025 Some members submitted a letter of dissatisfaction with his behavior and reported intimidation. (A 6-month suspension is recommended for Antonio Estrada_

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

Antonio Estrada has been spoken to after members have complained about his inappropriate behavior at the senior center.

EMS Called? Yes ☐ No ☒ Transported to: _____

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

Witnesses

Check One

Name	Staff	Other	Title (if applicable)
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Employee Completing Injury/Incident Report

Employee Name (print)	Title	Signature	Date
Jose Esquivel	Recreation Program Supervisor		7/7/2025

Reviewed

Reviewer	Employee Name (print)	Signature	Date
Site Supervisor / Coordinator	Nicolas Valdez		7-7-25
Division Manager	Enrique Valadez		07/7/25
Assistant Director	VACANT		
Director	Pablo Caballero		

Urgent Follow-Up on Inappropriate Behavior by Mr. Antonio Estrada

Due to the increasing frequency of complaints regarding Mr. Antonio Estrada's behavior, we believe it is urgent to take action, as several individuals have expressed concern over his conduct. The recurring complaints indicate that Mr. Estrada speaks to others in a disrespectful manner, uses inappropriate language, raises his voice frequently, and often involves himself in matters that do not concern him.

It is important to note that Mr. Estrada has already received a verbal warning, so the logical next step would be to proceed with a suspension. Unfortunately, we do not have written statements from the individuals affected, as many of them have expressed fear of Mr. Estrada's potentially violent reactions. As a result, they prefer to avoid the situation rather than submit a formal complaint. Below are two recent incidents that were personally reported in the office last week:

1. Incident involving Ms. María de la Cruz Molina Thursday July 3, 2025

Ms. Molina came to the office visibly upset after an altercation with Mr. Estrada during an activity. According to her statement, while she was preparing to hand over her money to participate in a game, she took a moment to get it from her purse. Mr. Estrada reacted by grabbing the money and throwing it at her, telling her she could no longer play. Ms. Molina, shocked and upset, confronted him and asked him to stop being so rude and disrespectful. Mr. Estrada then became even more aggressive.

2. Incident involving Ms. Juana Serrano and Ms. Rosalba Piña Wednesday July 2, 2025

Ms. Serrano, who serves meals from the county as a volunteer, came to the office to report that Mr. Estrada entered the kitchen and made unpleasant comments, raising his voice and speaking very rudely to the nutrition staff member, Ms. Rosalba Piña. I personally spoke with Ms. Piña, who confirmed the incident and mentioned that this was not the first time Mr. Estrada had approached her to complain about the food in an inappropriate and disrespectful manner.

These behaviors are unacceptable and compromise the respectful and safe environment we strive to maintain at our center. We respectfully request that appropriate action be taken as soon as possible to prevent further incidents affecting our staff and other members of the center.

09 Julio 2025

Estimado Sr. Jose Esquivel,

Esta carta sirve como queja formal contra otro miembro que atiende actividades en Pavo Real Senior Center. El incidente que ocurrió el 3 de Julio 2025 no es el primero. Varios miembros han tenido experiencias similares con la misma persona.

E 3 de Julio 2025, los miembros estábamos jugando Bingo. Cada miembro voluntariamente contribuía \$1.00 por juego. Entre las horas de 12:30 y 1:00 p.m., yo avise' que no iba a participar en el siguiente juego. Yo cambie de parecer. Decidí participar en el juego. Yo puse mi dolar en la mesa. No hubo queja o problema ninguno con los otros miembros. Mi queja es contra el Señor Antonio "Tony". El Señor Tony, muy agitado levanto mi dolar de la mesa y con des respeto lanzó el dólar hacia mí. Teno muchos testigos de que el señor empezó a l levantar su voz. Tuvimos un argumento. El señor Tony se mostró beligerante. No estoy dispuesta a tolerar ese tipo de conducta. Las personas que vamos al centro de Pavo Real vamos a pasar un tiempo ameno y a divertimos sanamente con otras personas de nuestra edad. El señor Tony es particularmente grosero e irrespetuoso con los miembros femeninos.

Quiero respetuosamente pedir que se conduzca una investigación sobre este y otros incidentes que han ocurrido durante 2024 y 2025. No es justo que miembros dejen de sentirse seguros o con miedo de ser verbalmente agredidos. Escribo esta carta para darle la oportunidad de que exitosamente se resuelva este problema. El señor Tony necesita comprender que su conducta abrupta e irrespetuosa debe y necesita tener consecuencias. Al haber no consecuencias, esto potencialmente incita a otros miembros que tengan comportamientos y actitudes similares. Al no haber investigación o resuelva, me vere obligada a contactar verbalmente o vía carta o correo electrónico a la cadena de mando de Pavo Real Senior Center. Le agradezco de antemano su atención a esta preocupación. Por favor no deje de contactarme si necesita información adicional. Me puede contactar al [REDACTED]

Respetuosamente,

Maria Cruz Molina

Maria C. Molina

TRANSLATION

July 9, 2025

Dear Mr. Jose Esquivel,

This letter serves as a formal complaint against another member who attends activities at the Pavo Real Senior Center. The incident that occurred on July 3, 2025, is not the first. Several members have had similar experiences with the same person.

On July 3, 2025, the members were playing Bingo. Each member voluntarily contributed \$1.00 per game. Between 12:30 and 1:00 p.m., I announced that I would not be participating in the next game. I changed my mind. I decided to participate in the game. I put my dollar on the table. There were no complaints or problems with the other members. My complaint is against Mr. Antonio "Tony." Mr. Tony, very agitated, picked up my dollar from the table and disrespectfully threw it at me. I have many witnesses who saw that the man began to raise his voice. We had an argument. Mr. Tony was belligerent. I am not willing to tolerate that kind of behavior. The people who go to the Pavo Real center want to have a good time and enjoy ourselves in a healthy way with other people our age. Mr. Tony is particularly rude and disrespectful to the female members.

I respectfully request that an investigation be conducted into this and other incidents that have occurred during 2024 and 2025. It is not fair that members should feel unsafe or afraid of being verbally abused. I am writing this letter to give you the opportunity to successfully resolve this issue. Mr. Tony needs to understand that his abrupt and disrespectful behavior must and should have consequences. The lack of consequences potentially encourages other members to engage in similar behavior and attitudes. If there is no investigation or resolution, I will be forced to contact the chain of command at Pavo Real Senior Center verbally or via letter or email. I thank you in advance for your attention to this concern. Please do not hesitate to contact me if you need additional information. You can reach me at [REDACTED]

Respectfully,
Maria Cruz Molina