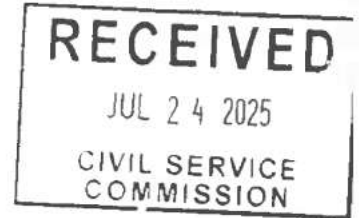


SUSPENSION APPEAL FORM



Date: 07/24/25

Civil Service Commission Secretary
300 North Campbell
El Paso, Texas 79901

To the Honorable Civil Service Commission:

I, Bryan Dominguez, of the Animal Services
Department, under the provisions of 6.13-4, hereby appeal my Department Head's order given
to me on 07/14/25 to to place me on SUSPENSION from
07/27/25 to 07/29/25.

Additional comments:

Signature: Bry

(Please Print)

Name: Bryan Dominguez

Address: 

City/State/Zip: 

Telephone: 

Employee ID #:  Last 4 of SS#: 

Do you have an attorney or personal representative? Yes ☐ No ☐

If yes, Please give name and address:

email address - dominguez bx@elpasotexas.gov




CITY OF EL PASO, TEXAS
NOTICE OF SUSPENSION

RECEIVED

JUL 24 2025

CIVIL SERVICE
COMMISSION

Date: July 24, 2025

Name: Dominguez, Bryan
Position: Animal Protection Officer

Last 4 #'s of SS #: [REDACTED]
Employee ID #: [REDACTED]

Address: [REDACTED]

From: Animal Services
Subject: Suspension Without Pay

THIS IS TO NOTIFY YOU THAT YOUR EMPLOYMENT WITH THE CITY OF EL PASO IS HEREBY
SUSPENDED FOR 3 WORKDAYS EFFECTIVE: 7/27/2025 TO 7/29/2025.

THE FOLLOWING ARE THE STATUTORY REASONS OR GROUNDS AND SPECIFICATIONS OF FACTS
WHICH HAVE NECESSITATED THIS ACTION:

CHARGES:

YOU HAVE VIOLATED THE FOLLOWING CITY OF EL PASO CIVIL SERVICE COMMISSION CHARTER
PROVISIONS, ORDINANCES, RULES AND REGULATIONS:

CITY CHARTER – ARTICLE VI – Civil Service

SECTION 6.13-2, DISCIPLINARY ACTION; REDUCTION

A regular employee may be discharged, suspended or reduced in rank or position as provided in the Charter or further
defined in the Rules.

SECTION 6.13-3, CAUSES OF SUSPENSION, REDUCTION OR DISCHARGE

The following, which may be further defined in the Rules, may constitute causes for discharge, suspension or reduction in
grade of regular employees:

- F. Incompetency or negligence in the performance of duties, including but not limited to, failure to perform
assigned tasks, or failure to discharge duties in an accurate, prompt, competent, or responsible manner;
- P. For just cause.

I HAVE RECEIVED A COPY OF THIS NOTICE


Employee's Signature

Date: 07/24/25

BY CERTIFIED MAIL NUMBER: _____


DEPARTMENT HEAD

COPY RECEIVED AND FILED

HUMAN RESOURCES

BY: _____
DIRECTOR

DISTRIBUTION: Original – Human Resources Department; Copy – Department



CITY OF EL PASO, TEXAS
NOTICE OF SUSPENSION

RECEIVED

JUL 24 2025

CIVIL SERVICE
COMMISSION

Name: Dominguez, Bryan
Position: Animal Protection Officer

Last 4 #'s of SS #: [REDACTED]
Employee ID #: [REDACTED]

Date: July 24, 2025

CIVIL SERVICE COMMISSION RULES AND REGULATIONS

RULE 8. SUSPENSION, REDUCTION, DISCHARGE

Section 1. Causes of Suspension, Reduction or Discharge

The following may constitute causes for discharge, suspension or reduction of regular employees: That an officer or employee in the Civil Service:

- f. Is incompetent or negligent in the performance of duties, including but not limited to, failure to perform assigned tasks, or failure to discharge duties in an accurate, prompt, competent, or responsible manner; or (Amended 8/25/09, 9/17/13)
- p. For just cause. (Added 7/21/07)

Section 2. Disciplinary Notice

Disciplinary actions in the nature of a discharge, involuntary reduction, or suspension taken against a regular employee, other than at the end of a probationary period, will not become effective until the Department Head has first served upon such employee a written notice of discipline. The notice must contain one or more statutory reasons or grounds for discipline, together with such specifications of fact as will enable the employee to make an explanation and place him fairly upon his defense. The specifications of fact shall be of sufficient specificity so as to preclude the possibility of disciplinary action for the same act or omission in the future. Nothing contained herein shall prohibit the Department Head from using an employee's prior acts or omissions resulting in discipline in determining future disciplinary action against the employee. An employee may be disciplined for other acts or omissions not specified in the notice even if such acts arise from the same incident or event. A Department Head may not unilaterally reduce the discipline given once notice of discipline has been provided to the employee, without the employee's consent. A copy of such notice of discipline, together with the employee's explanation, if any, will be filed with the Human Resources Director. (Amended 06/24/03, 7/31/07, 8/25/09)

Section 3. Notice of Proposed Disciplinary Action, Procedure and Limitation of Action

- a. When disciplinary action in the nature of a five (5) day suspension or greater, a reduction, or discharge is being contemplated by the Department Head, the employee must be served with a notice of proposed disciplinary action which shall conform with the notice requirements set forth in Section 2 and Section 3 (b) of this Rule. In addition to the notice of proposed disciplinary action, the employee shall be furnished with the written materials and tangible things in the possession of the Department Head that form the factual and evidentiary basis for the proposed disciplinary action. No matter may be withheld from the employee that is inconsistent with the theory of discipline or that could tend to mitigate the contemplated sanction. (Amended 8/25/09)
- b. Within ten (10) days of receipt of the notice of proposed disciplinary action, the employee may request a conference with the Department Head. Within five (5) working days of receipt of the employee's response, the Department Head shall meet with the employee, provided further that this period may be extended with the mutual consent of the Department Head and the employee. No witnesses may be called to testify as part of the employee's explanation or response. During the conference, the employee, their representative, and the Department Head shall engage in discussions with a view toward reaching a consensus and agreement relative to the proposed disciplinary action. No part of the discussions that take place during the conference may be offered into evidence at any subsequent hearing, except for the limited purpose of determining compliance or non-compliance with the provisions of this Rule as provided in paragraph "f" and for impeachment purposes. In the event such a consensus is reached, the execution by the employee of documents finalizing the settlement agreement shall constitute a waiver of the employee's right to appeal to the Commission, and the employee shall be so advised in plain language. (Amended 09/09/03, 01/06/04, 8/25/09; 1/20/15)

EMPLOYEE'S INITIALS BE



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Employee ID #: [REDACTED]

Date: July 24, 2025

- c. Respecting discharge, those departments currently using a pre-termination hearing shall not be required to have a conference as contemplated hereinabove provided that the time between notification and hearing shall be at least five (5) days and further provided that there shall be no change to current practices regarding violations of applicable federal laws. (Amended 09/09/03, 01/06/04, 08/25/09)
- d. The employee is entitled to have a representative of their choice assist them in the preparation and presentation of their response, provided further that in the event the representative is an employee of the City, he shall use vacation leave or personal days for such time as may be required for the representative to attend the conference. If the employee does not have any accrued vacation or personal days, the employee will be placed on unpaid administrative leave for such time as may be required for the representative to attend the conference. The employee must provide his Department Head with two days notice of the request to take the above leave. The Department Head may disapprove the request if the leave significantly interferes with the operational needs of the department. (Amended 09/09/03, 01/06/04, 08/25/09)
- e. A proposed written notice of disciplinary action must be served on an employee within 120 calendar days from the date Human Resources is made aware of the occurrence of the incident giving rise to the discipline, provided however that this period of limitation shall be tolled if an investigation is being conducted by a law enforcement authority into criminal charges against the employee arising out of the same incident. Once a Department Head receives notice from the employee that charges have been preferred, through an indictment or information, or that the criminal investigation has been concluded without the preferral of charges, then the time period will resume running. (Amended 09/09/03, 01/06/04, 8/25/09, 09/19/17)
- f. Any issue of non-compliance with these provisions will be considered by the hearing officer and/ or Commission upon the appeal of the disciplinary action. (Amended 01/06/04)
- g. Excluding Section 3 (e), in computing any time periods set forth in this Rule, Saturdays, Sundays, and City Holidays shall not be included. (Amended 01/06/04, 09/19/17)
- h. Nothing in the Rule shall prevent suspension of the employee from service without pay in appropriate circumstances. (Amended 01/06/04)
- i. A copy of this rule shall be attached to each notice of proposed disciplinary action. (Passed 1/6/04)

Section 4. Resignation Before Appeal Decision

The acceptance by Department Head of the resignation of a person discharged before final action on the part of the Commission will be considered a withdrawal of the charges and the separation of the employee concerned will be recorded as a resignation and the preceding will be dismissed without judgment. (Amended 7/31/07)

Section 5. Disqualification for Reappointment

Any employee who is dismissed for cause or who resigns while not in good standing will be disqualified from taking a Civil Service examination for two years thereafter. His name will be removed from all eligible lists, unless, in the judgment of the Commission the cause of his dismissal or resignation under charges will not affect the possibility of his or her usefulness in some other position. (Amended 8/25/09)

Section 6. Non-Certification of Suspended Persons

The names of persons suspended will not be certified from eligible lists during the period of suspension.

Section 7. Election to Forfeit Annual Leave

Regular employees suspended for not more than ten (10) working days may elect to forfeit annual leave for a period equal to the suspension, or to the extent of the employee's annual leave balance, subject to approval of the Department Head. The election provided for herein, shall work a waiver of the employee's right to appeal the disciplinary action to the Commission, and the employee shall be so advised in plain English on a suitable form upon which the election shall be made, as developed

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Position: Animal Protection Officer

Last 4 #'s of SS #: [REDACTED]
Employee ID #: [REDACTED]

by the Human Resources Director and appended to the notice of suspension. The Department Head shall not unreasonably withhold approval of the employee's election. (Added 05/11/04, Amended 7/31/07)

Section 8. Formal Counseling

Formal Counseling is not within the type of disciplinary action specified in Section 6.13-2 of the Charter which may be appealed to the Civil Service Commission. A formal counseling is issued by the Department Head and considered a written counseling to address employee workplace conduct. Employees receiving a formal counseling shall have the right to place responses to the formal counseling into their personnel files which shall remain in the file so long as the formal counseling to which the response relates remains in the file.

Included in, or in conjunction with, the formal counseling document, the Department Head must provide the employee with written notice of the reasons for the formal counseling, with sufficient explanation to place the employee fairly upon his defense.

Upon an employee's request, formal counselings shall be removed from an employee's personnel file after the expiration of twelve (12) months from the date of the last formal counseling, provided the employee has not received any disciplinary action during the twelve (12) month time period between the request and the last-received formal counseling. Formal counselings meeting the criteria above shall not be considered against the employee for purposes of determining progressive discipline or performance evaluations, regardless of whether or not the employee requested removal of the formal counselings. (Added 8/25/09) (Amended 11/2/10, 3/6/12, 1/20/15, 11/15/16)

RULE 11. DEPARTMENTAL RULES

Section 1. Any department head shall have the right to promulgate rules and regulations regarding the operation of his department, and the conduct of the employee therein, subject to the consent and approval of the City Manager, provided that such rules do not conflict with the Civil Service Charter or the Rules promulgated thereunder. (Amended 07/11/06)

Section 2. Large departments having various sub departments may, in their rules, have rules and regulations pertaining to said sub departments in addition to general rules and regulations regarding the department. (Amended 7/31/07)

Section 3. The Human Resources Director may promulgate, rules, regulations and policies and procedures, that apply to all or some city departments, as may be specified by the Director, regarding any requirements applicable to the employees of such departments, subject to the consent and approval of the City Manager, provided that such rules, regulations, or policies and procedures do not conflict with the Civil Service Charter or the Rules promulgated hereunder. (Added 3/6/12)

Section 4. Any Department Head may, as provided in the Charter, suspend, discharge or demote any employee for insubordination, for failure to comply with departmental rules and regulations, for failure to comply with the Rules of the Commission or for failure to obey any lawful order of a superior officer. (Amended 07/11/06)

Section 5. The Human Resources Director is authorized to maintain a comprehensive manual of safety procedures and driver safety standards of all employees. Each employee shall receive a link to a copy of the manual. (Added 3/6/12)

ANIMAL SERVICES ADMINISTRATIVE MANUAL

General Code of Conduct - Basic Duties

Employees are responsible for the safe, proper, and efficient performance and completion of assigned responsibilities and duties. Employees will remain in compliance with all policies, procedures and general orders of the Department and City.

Obedience of Rules - Violations

Violations of any rules, procedures or general orders of the department, failure to comply with any order of a manager/supervisor or failure to performs assigned duties properly will be considered sufficient cause for disciplinary

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Employee ID #: [REDACTED]

Date: July 24, 2025

action. Failure to report a violation is also a violation. The Department utilizes the City of El Paso's Disciplinary Matrix that may include reprimand, suspension, demotion or dismissal from the Department.

ANIMAL SERVICES FIELD OPERATIONS MANUAL

Database Documentation

All employees are required to properly document all pertinent information in the PetPoint database system. All interactions with the animal, other employees and the public must be documented.

When making notations under the 'Memo' section, employees are required to notate their initials, date, time and reason for the comment.

If you are notifying a pet owner that their animal is at Animal Services, you must use warning notices provided, completing all required information on the notice, to include the Animal Number (A#). Request the owner's current information, to include name, phone number, address and driver's license number and update it in the database if contact is made.

When animals leave your custody (return to owner in the field, died, euthanized, transferred, etc.), create a comment in the record including the date, time, contact information and disposition of animal and outcome accordingly. If the animal was euthanized, but is required to be sent to the lab, you must follow the lab specimen handling procedures.

CITY OF EL PASO EMPLOYEE HANDBOOK

Employee Conduct

All successful organizations have certain rules which employees must follow. You are expected to become acquainted with the performance criteria for your job and with all rules, procedures, and standards of conduct established by your department and by the City, as summarized in this handbook. Further, your conduct away from work must not adversely affect the City, its reputation, operational success, or its relationship with its employees, customers, or citizens.

If you do not fulfill the responsibilities set out by such performance standards, rules, procedures, and standards of conduct, you may be subject to disciplinary action, the severity of which will depend upon the circumstances. Disciplinary action up to and including termination may be taken for violations of Civil Service Rules, City policies, and Departmental rules and regulations.

People work together best in an atmosphere where they are valued as individuals and recognized as key members of a team. It is important that each member of our team understand what is expected. It is impossible to write policies and procedures covering every situation. Be sure you understand what is expected of you, and what you can expect from the City. If you have any questions, discuss them with your immediate supervisor. Understanding is the key to teamwork.

CITY OF EL PASO'S MISSION, VISION AND VALUES

Mission: Deliver exceptional services to support a high quality of life and place for our community.

Vision: Develop a vibrant regional economy, safe and beautiful neighborhoods and exceptional recreational, cultural and educational opportunities powered by a high performing government.

Values: *Integrity – Trusted to do the right thing.*
Respect – Recognize the value and dignity of all individuals.
Excellence – Perfect effort.

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Employee ID #: [REDACTED]

*Accountability – Passionate and determined.
People – Our teams are problem-solvers and collaborate with our customers.*

CITY OF EL PASO – DISCIPLINARY POLICY AND MATRIX (May 30, 2015)

I. POLICY:

The City of El Paso is committed to a goal of high performance by all employees in order to fulfill its mission of outstanding customer service to the citizens of our community. The purpose of this policy and matrix is to provide City leaders and supervisors with a guideline and reference for corrective and disciplinary action. The City of El Paso Human Resources Department accepts and investigates all allegations of employee misconduct and imposes corrective and progressive disciplinary action in a timely and consistent manner, as appropriate. This policy outlines the procedure for investigating allegations of employee misconduct, issuing corrective action, and applying the Matrix to impose discipline.

II. PROCEDURES:

A. Basis for Discipline

1. Employees are subject to discipline for violations of the law, City Charter provisions that constitute cause for discipline, Civil Service Commission Rules and Regulations, City policies, Departmental policies and procedures and verbal or written directives from supervisory personnel.
2. Failure to report a violation of anything listed under II-(A) is considered a basis for discipline.
3. All disciplinary actions taken under this policy are subject to, and shall be consistent with, applicable federal and state law, local ordinances, administrative directives, El Paso City Charter, and Civil Service Commission Rules and Regulations.

B. Information Gathering and Processing

1. It is the duty of all supervisory employees to assist those who express the desire to report allegations of misconduct against any City employee. The informant need not be the aggrieved party, but may be anyone who witnessed or otherwise became aware of an incident of misconduct. Information regarding allegations of misconduct must be immediately reported to the Department Head and/or the Human Resources Director.
2. Employees are required to provide a statement or answer questions during administrative investigations. Employees who withhold information, thwart, impede or fail to cooperate with administrative investigations will be considered insubordinate and subject to disciplinary action up to and including termination. Upon conclusion of the administrative investigation, the DHRM or Human Resources Director, or designee, will advise the Department Head of any findings from the investigation and recommend disciplinary or corrective action as appropriate. However, it is the Department Head's responsibility to make the final determination and defend the discipline to be administered as a result of any review.

IV. DISCIPLINARY MATRIX

The attached disciplinary matrix provides supervisory personnel and Department Heads with the parameters of discipline that shall be imposed on an employee when an infraction occurs that violates the law, a Civil Service rule, policy, or regulation of the department. The purpose of the matrix is to provide notice to employees of the types of conduct that will result in disciplinary action and to serve as a deterrent of such conduct so as to promote efficiency of service by ensuring high standards of City service and maintaining public confidence in the City of El Paso.

The matrix is intended for use as a guide to selecting an appropriate level of discipline for the actionable misconduct. **This matrix does not substitute for supervisory judgment and does not dictate discipline.** Rather, this matrix

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CITY OF EL PASO, TEXAS
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**CIVIL SERVICE
COMMISSION**

Date: July 24, 2025

Name: Dominguez, Bryan
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Last 4 #'s of SS #: [REDACTED]
Employee ID #: [REDACTED]

provides a framework within which supervisors exercise judgment on a case-by-case basis within the parameters provided. The final determination for discipline at the minimum level or higher rests with the Department Head as defined in Civil Service Rule 8 and Rule 11, or as defined in the Civil Service Rules and Regulations.

The offenses listed under each level are not intended to be an exhaustive listing. No attempt has been made to list every possible cause for disciplinary or adverse action. The fact that specific misconduct is not listed as an offense does not mean discipline cannot be imposed. Supervisors should evaluate misconduct not listed to the offenses listed and use a form of discipline that most closely coincides with a comparable, listed offense.

The following are the categories of discipline:

B. Suspension: A suspension without pay for a definite period of time must be completed on an appropriate Notice of Suspension form in accordance with Civil Service Commission Rules. The Notice of Suspension must:

1. Identify which State or Federal laws, rules, policies, and/or regulations were violated,
2. Contain narrative specifications (charges) and
3. Include a record of previous discipline, if any. The Notice of Suspension shall be administered by the Department Head. The Department Head, along with supervisors, shall work with the Human Resources Director for specifications. The Notice of Suspension must always be reviewed by the City Attorney's Office before being administered to the employee.

V. APPLICATION OF THE DISCIPLINARY MATRIX

A. The application of progressive discipline is designed to take into account any instance of corrective action or previous discipline. The Department Head shall choose the appropriate disciplinary action at the appropriate level for each offense.

1. A Department Head has a choice of severity of disciplinary action beginning from the floor for the specific type of offense, at the appropriate level. When significant mitigating or aggravating circumstances exist, the discipline range may be expanded upon in either direction. For example, if the matrix indicates a 10-day suspension, the Department Head may determine that a less severe consequence is more appropriate based on mitigating factors. Likewise, the discipline could be greater than a 10-day suspension if there are significant aggravating factors. Whenever prior violations are used to support a more severe discipline, those offenses shall be cited in the notice of Discipline. When a series of offenses have been committed and action could not have been taken on each before another was committed, a more severe discipline may be assessed for the combined offenses rather than what would be appropriate for any single offense.
2. The Department Head in accordance with CSC Rule 11 retains the right to promulgate rules and regulations regarding the operation of his or her department. Similarly, situations may arise that are not written in a rule or policy; in such a circumstance, an appropriate level of discipline will be imposed. Nothing in this policy shall prohibit a Department Head from departing from utilizing a higher form of discipline, to include termination, if the circumstances warrant such action.
3. These disciplinary guidelines are standard recommendations and not meant to be an all-inclusive list of possible infractions. The Human Resources Director retains the right to modify, or amend this policy and matrix as needed without advance notice.

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Name: Dominguez, Bryan
Position: Animal Protection Officer

Last 4 #'s of SS #: [REDACTED]
Employee ID #: [REDACTED]

Date: July 24, 2025

City of El Paso Disciplinary Matrix (May 30, 2018)

Level 1 Violation (4th Offense) – Failure to follow City/Department Rules or Policies - Termination

Level 2 Violation (1st Offense) – Inefficient Performance – 3-day Suspension

Date Received by Human Resources: April 3, 2025

120th Day Deadline, pursuant to CSC Rule 8 Section 3(e): August 1, 2025

SPECIFICATIONS:

On April 2, 2025, during your response to case C8991086 at 7161 Granite Rd., you failed to properly enter required animal profiles and upload supporting photographs in a timely and complete manner. Additionally, there was no enforcement action taken on-site, nor was any attempt made to obtain vaccination, microchip, or registration (VMR) documentation from the pet owner. These deficiencies directly delayed the investigation and compromised the accuracy and completeness of the case report.

Your responsibilities require that you follow Department Field Operations Procedures at the time of service. You are required to ensure that all pertinent information is properly documented in PetPoint, that animal and case photos are uploaded promptly to the correct case fields, and that required VMR documentation is requested and recorded. Your failure to fulfill these responsibilities during the initial service call contributed to unnecessary delays and placed additional burden on other responding staff who had to follow-up on the case and complete the missing documentation.

You have received prior written warnings for similar performance issues, including incomplete or delayed documentation and missing photographic evidence. Coaching and guidance have been provided, yet these issues persist and continue to disrupt workflow and timely resolution of field cases.

Your disciplinary history reflects the following:

On February 5, 2025, you received a **Formal Counseling** for Absent Without Leave (AWO).

On December 16, 2024, you received a **Formal Counseling** for Failure to Follow City/Departmental Rules or Policies

~~On November 30, 2018, you received a Formal Counseling for Failure to Follow City/Departmental Rules or Policies~~

On November 15, 2018, you received a **Formal Counseling** for Failure to Follow City/Departmental Rules or Policies

On August 18, 2018, you received a **Formal Counseling** for Failure to Follow City/Departmental Rules or Policies

On July 30, 2018, you received a **Formal Counseling** for Failure to Attend Scheduled Training

On March 12, 2018, you received a **Formal Counseling** for Failure to Follow City/Departmental Rules or Policies

On January 14, 2016, you received a **1-Day Suspension** for Minor Loss of City Property

The incidents that are the basis of this suspension (as detailed in "SPECIFICATIONS" above) constitute your first Level 2 violation and fourth Level 1 violation on the Disciplinary Matrix. The City of El Paso's Disciplinary Matrix provides that a 2nd Level 1 offense warrants a 3-day suspension.

Therefore, based on the above specifications, the City of El Paso Animal Services Department has determined that your services are to be suspended for **three (3) workdays**. Be advised that a recurrence of this or of a similar type incident will result in more severe disciplinary action, up to and including termination of your employment with the City of El Paso.

You have **thirty (30) days** from the date you receive **this notice** to appeal this action to the Civil Service Commission. The City reserves the right to amend these charges and/or specifications at a later date.

EMPLOYEE'S INITIALS BD



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JUL 24 2025

**CIVIL SERVICE
COMMISSION**

ADMINISTRATIVE POLICIES AND PROCEDURES

Policy: City of El Paso Discipline Policy and Matrix

Creation Date: April 6, 2011

Revision Date: May 2, 2013; May 30, 2015

Prepared By: HR Department

Approved By: City Manager

Legal Review: Elizabeth Ruhmann

POLICY: CITY OF EL PASO DISCIPLINE POLICY AND MATRIX

I. POLICY:

The City of El Paso is committed to a goal of high performance by all employees in order to fulfill its mission of outstanding customer service to the citizens of our community. The purpose of this policy and matrix is to provide City leaders and supervisors with a guideline and reference for corrective and disciplinary action. The City of El Paso Human Resources Department accepts and investigates all allegations of employee misconduct and imposes corrective and progressive disciplinary action in a timely and consistent manner, as appropriate. This policy outlines the procedure for investigating allegations of employee misconduct, issuing corrective action, and applying the Matrix to impose discipline.

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2. Failure to report a violation of anything listed under II-(A) is considered a basis for discipline.

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3. All disciplinary actions taken under this policy are subject to, and shall be consistent with, applicable federal and state law, local ordinances, administrative directives, El Paso City Charter, and Civil Service Commission Rules and Regulations.

B. Information Gathering and Processing

1. It is the duty of all supervisory employees to assist those who express the desire to report allegations of misconduct against any City employee. The informant need not be the aggrieved party, but may be anyone who witnessed or otherwise became aware of an incident of misconduct. Information regarding allegations of misconduct must be immediately reported to the Department Head and/or the Human Resources Director.
2. Supervisory personnel shall assist their Departmental Human Resources Manager (hereinafter "DHRM") and/ or Human Resources Director or designee with administrative investigations to determine what violation of rule or policy has been committed. This may involve preliminary data gathering of evidence, preparing questions to ask witnesses or employees, and interviewing and collecting affidavits (notarized statements) from employees, witnesses and citizens, and determining an employee's work status. The central contact during an administrative investigation and disciplinary matters is the DHRM, where they exist, or the Human Resources Director or designee. For those departments that do not have a DHRM, the Human Resources Director shall assign a Human Resources professional to conduct the administrative investigation.
3. Employees are required to provide a statement or answer questions during administrative investigations. Employees who withhold information, thwart, impede or fail to cooperate with administrative investigations will be considered insubordinate and subject to disciplinary action up to and including termination. Upon conclusion of the administrative investigation, the DHRM or Human Resources Director, or designee, will advise the Department Head of any findings from the investigation and recommend disciplinary or corrective action as appropriate. However, it is the Department Head's responsibility to make the final determination and defend the discipline to be administered as a result of any review.

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COMMISSION**

4. Employees interviewed during administrative investigations are prohibited from communicating the nature or details of the investigation, either directly or indirectly, with anyone besides an Attorney for the City, the DHRM, the Human Resources Director or designee, or the employee's supervisor or Department Head. Nothing in this policy would prevent an employee from discussing the investigation with their attorney or representative if they have such representation.

III. CORRECTIVE ACTION

The following types of corrective action may be issued to an employee prior to utilizing the disciplinary matrix.

- A. Counseling: A verbal counseling may be provided by supervisory personnel to the employee informing the employee of the infraction or problem, corrective measures or what is expected of the employee, and consequences of continued infractions. The verbal counseling is an opportunity to discuss work-related problems in private with the employee. The supervisor should administer the verbal counseling. If a supervisor requests assistance with issuing a verbal counseling, the Human Resources Director or designee, or the DHRM, will provide further assistance or guidance.

IV. DISCIPLINARY MATRIX

The attached disciplinary matrix provides supervisory personnel and Department Heads with the parameters of discipline that shall be imposed on an employee when an infraction occurs that violates the law, a Civil Service rule, policy, or regulation of the department. The purpose of the matrix is to provide notice to employees of the types of conduct that will result in disciplinary action and to serve as a deterrent of such conduct so as to promote efficiency of service by ensuring high standards of City service and maintaining public confidence in the City of El Paso.

The matrix is intended for use as a guide to selecting an appropriate level of discipline for actionable misconduct. This matrix does not substitute for supervisory judgment and does not dictate discipline. Rather, this matrix provides a framework within which supervisors exercise judgment on a case-by-case basis within the parameters provided. The final determination for discipline at the minimum level or higher rests with the Department Head as defined in Civil Service Rule 8 and Rule 11, or as defined in the Civil Service Rules and Regulations.

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**CIVIL SERVICE
COMMISSION**

The offenses listed under each level are not intended to be an exhaustive listing. No attempt has been made to list every possible cause for disciplinary or adverse action. The fact that specific misconduct is not listed as an offense does not mean discipline cannot be imposed. Supervisors should evaluate misconduct not listed to the offenses listed and use a form of discipline that most closely coincides with a comparable, listed offense.

The following are the categories of discipline:

- A. Formal Counseling: A Formal Counseling must contain specific language that informs the employee of the infraction or problem, what is expected of the employee to correct the issue, and consequences of continued infractions. The Formal Counseling shall be issued by the Department Head to the employee on official City letterhead. The Department Head, along with supervisors, shall work with the DHRM or the Human Resources Director or designee when drafting the Formal Counseling. The Formal Counseling will be placed in the employee's personnel file by submitting the written document to the Human Resources Director or designee no later than 120 days following the issue of the Formal Counseling.
- B. Suspension: A suspension without pay for a definite period of time must be completed on an appropriate Notice of Suspension form in accordance with Civil Service Commission Rules. The Notice of Suspension must:
 1. identify which State or Federal laws, rules, policies, and/or regulations were violated,
 2. contain narrative specifications (charges), and
 3. include a record of previous discipline, if any. The Notice of Suspension shall be administered by the Department Head. The Department Head, along with supervisors, shall work with the Human Resources Director for specifications. The Notice of Suspension must always be reviewed by the City Attorney's Office before being administered to the employee.
- C. Demotion: A demotion as a result of disciplinary action is a reduction into a lower graded position that may result in a loss of pay to the employee. It must be completed on an appropriate Notice of Demotion form in accordance with Civil Service Commission Rules. The Notice of Demotion must:

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1. identify which State or Federal laws, rules, policies, and/or regulations were violated,
2. contain narrative specifications (charges), and
3. include a record of previous discipline, if any. The Notice of Demotion shall be issued by the Department Head and must always be reviewed by the City Attorney's Office before being administered to the employee.

D. Termination: A termination is separation of employment and must be completed on an appropriate Notice of Separation form with effective date for dismissal in accordance with Civil Service Commission Rules. The Notice of Separation must:

1. identify which State or Federal laws, rules, policies, and/or regulations were violated,
2. contain narrative specifications (charges), and
3. include a record of previous discipline, if any. The Notice of Separation must always be reviewed by the City Attorney's Office before being issued to the employee by the Department Head.

V. APPLICATION OF THE DISCIPLINARY MATRIX

A. The application of progressive discipline is designed to take into account any instance of corrective action or previous discipline. The Department Head shall choose the appropriate disciplinary action at the appropriate level for each offense.

1. A Department Head has a choice of severity of disciplinary action beginning from the floor for the specific type of offense, at the appropriate level. When significant mitigating or aggravating circumstances exist, the discipline range may be expanded upon in either direction. For example, if the matrix indicates a 10-day suspension, the Department Head may determine that a less severe consequence is more appropriate based on mitigating factors. Likewise, the discipline could be greater than a 10-day suspension if there are significant aggravating factors. Whenever

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COMMISSION**

prior violations are used to support a more severe discipline, those offenses shall be cited in the notice of Discipline. When a series of offenses have been committed and action could not have been taken on each before another was committed, a more severe discipline may be assessed for the combined offenses rather than what would be appropriate for any single offense.

2. The Department Head in accordance with CSC Rule 11 retains the right to promulgate rules and regulations regarding the operation of his or her department. Similarly, situations may arise that are not written in a rule or policy; in such a circumstance, an appropriate level of discipline will be imposed. Nothing in this policy shall prohibit a Department Head from departing from utilizing a higher form of discipline, to include termination if the circumstances warrant such action.
3. These disciplinary guidelines are standard recommendations and not meant to be an all-inclusive list of possible infractions. The Human Resources Director retains the right to modify, or amend this policy and matrix as needed without advance notice.

APPROVED BY:


TOMAS GONZALEZ, City Manager

DATE:

9/17/15

CITY OF EL PASO DISCIPLINARY MATRIX

05-30-18

OFFENSE
(CAUSE OF ACTION)

1ST OFFENSE
PENALTY

2ND OFFENSE
PENALTY

3RD OFFENSE
PENALTY

4TH OFFENSE
PENALTY

LEVEL 1 VIOLATIONS				
AWOL/Failure to report for mandatory overtime/callback	FORMAL COUNSELING	3 DAY SUSPENSION	10 DAY SUSPENSION	DEMOTION/TERMINATION
Being offensive in conduct or language	FORMAL COUNSELING	3 DAY SUSPENSION	10 DAY SUSPENSION	DEMOTION/TERMINATION
Creating Employee Dissension	FORMAL COUNSELING	3 DAY SUSPENSION	10 DAY SUSPENSION	DEMOTION/TERMINATION
Dress Code/Uniform Policy violation ***	FORMAL COUNSELING	3 DAY SUSPENSION	10 DAY SUSPENSION	DEMOTION/TERMINATION
Driving on behalf of the City without current Defensive Driving Certification (DDC)	FORMAL COUNSELING	3 DAY SUSPENSION	10 DAY SUSPENSION	DEMOTION/TERMINATION
Failure to attend scheduled training	FORMAL COUNSELING	3 DAY SUSPENSION	10 DAY SUSPENSION	DEMOTION/TERMINATION
Failure to report driver license revocation/suspension	FORMAL COUNSELING	3 DAY SUSPENSION	10 DAY SUSPENSION	DEMOTION/TERMINATION
Failure to enforce City/Department Rules	FORMAL COUNSELING	3 DAY SUSPENSION	10 DAY SUSPENSION	DEMOTION/TERMINATION
Failure to report a violation of policy	FORMAL COUNSELING	3 DAY SUSPENSION	10 DAY SUSPENSION	DEMOTION/TERMINATION
Failure to follow City/Department Rules or Policies	FORMAL COUNSELING	3 DAY SUSPENSION	10 DAY SUSPENSION	DEMOTION/TERMINATION
Misuse of City resources	FORMAL COUNSELING	3 DAY SUSPENSION	10 DAY SUSPENSION	DEMOTION/TERMINATION
At fault motor vehicle/equipment accident/incident resulting in minor property damage/injury	FORMAL COUNSELING	3 DAY SUSPENSION	10 DAY SUSPENSION	DEMOTION/TERMINATION
Inappropriate use of the City's e-mail or Internet	FORMAL COUNSELING	3 DAY SUSPENSION	10 DAY SUSPENSION	DEMOTION/TERMINATION
Time and Attendance Violations/Unauthorized Overtime	FORMAL COUNSELING	3 DAY SUSPENSION	10 DAY SUSPENSION	DEMOTION/TERMINATION

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CITY OF EL PASO DISCIPLINARY MATRIX

05-30-18

OFFENSE (CAUSE OF ACTION)

1ST OFFENSE
PENALTY

2ND OFFENSE
PENALTY

3RD OFFENSE
PENALTY

4TH OFFENSE
PENALTY

Minor Loss/Misplacement/Damage to City Property	FORMAL COUNSELING	3 DAY SUSPENSION	10 DAY SUSPENSION	DEMOTION/ TERMINATION
Violation of the Outside Employment Policy	FORMAL COUNSELING	3 DAY SUSPENSION	10 DAY SUSPENSION	DEMOTION/ TERMINATION
Poor Customer Service/Unprofessional Conduct	FORMAL COUNSELING	3 DAY SUSPENSION	10 DAY SUSPENSION	DEMOTION/ TERMINATION
Prohibited Political Activity	FORMAL COUNSELING	3 DAY SUSPENSION	10 DAY SUSPENSION	DEMOTION/ TERMINATION
Negligent operation of a motor vehicle (non-accident or injury)	FORMAL COUNSELING	3 DAY SUSPENSION	10 DAY SUSPENSION	DEMOTION/ TERMINATION
Safety Violation (non-injury or property damage)	FORMAL COUNSELING	3 DAY SUSPENSION	10 DAY SUSPENSION	DEMOTION/ TERMINATION
Solicitation Policy violation	FORMAL COUNSELING	3 DAY SUSPENSION	10 DAY SUSPENSION	DEMOTION/ TERMINATION
Safety Violation resulting in minor injury or minor property damage	FORMAL COUNSELING	3 DAY SUSPENSION	10 DAY SUSPENSION	DEMOTION/ TERMINATION
Displaying/Possession/Distribution of inappropriate images not deemed to be pornographic **	FORMAL COUNSELING	3 DAY SUSPENSION	10 DAY SUSPENSION	DEMOTION/ TERMINATION

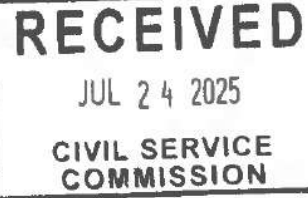
Note: Discipline crossing departmental lines may be issued by the City Manager or designee

* Violations not involving Rules or Policies will be addressed with a Formal Counseling and subsequent repeat violations would be a violation of a Direct Order

** The Human Resources Director will make determination

*** Employees will be sent home to change into appropriate attire on their own time for each incident

**** Provided said policy has been approved by City Legal and City Human Resources



CITY OF EL PASO DISCIPLINARY MATRIX

05-30-18

OFFENSE
(CAUSE OF ACTION)

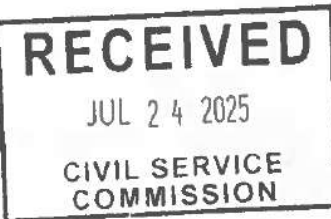
1ST OFFENSE
PENALTY

2ND OFFENSE
PENALTY

3RD OFFENSE
PENALTY

4TH OFFENSE
PENALTY

LEVEL 2 VIOLATIONS				
Dishonesty	3 DAY SUSPENSION	10 DAY SUSPENSION	DEMOTION/ TERMINATION	
Disobeying a Direct Order (Insubordination)	3 DAY SUSPENSION	10 DAY SUSPENSION	DEMOTION/ TERMINATION	
Not available when on-call	3 DAY SUSPENSION	10 DAY SUSPENSION	DEMOTION/ TERMINATION	
Retaliation	3 DAY SUSPENSION	10 DAY SUSPENSION	DEMOTION/ TERMINATION	
Moderate at fault motor vehicle/equipment accident/incident resulting in moderate property damage/injury	3 DAY SUSPENSION	10 DAY SUSPENSION	DEMOTION/ TERMINATION	
Inefficient performance	3 DAY SUSPENSION	10 DAY SUSPENSION	DEMOTION/ TERMINATION	



CITY OF EL PASO DISCIPLINARY MATRIX

05-30-18

OFFENSE
(CAUSE OF ACTION)

1ST OFFENSE
PENALTY

2ND OFFENSE
PENALTY

3RD OFFENSE
PENALTY

4TH OFFENSE
PENALTY

LEVEL 3 VIOLATIONS				
Conviction of a DUI affecting job related driving duties	10 DAY SUSPENSION	15 DAY SUSPENSION	DEMOTION/ TERMINATION	
Inducing or assisting another to commit an unlawful act or to act in violation of any lawful departmental or official regulation or order	10 DAY SUSPENSION	15 DAY SUSPENSION	DEMOTION/ TERMINATION	
At fault motor vehicle/equipment accident/incident resulting in substantial property damage.	10 DAY SUSPENSION	15 DAY SUSPENSION	DEMOTION/ TERMINATION	
Has been convicted of a felony or misdemeanor involving moral Turpitude or entered a period of deferred adjudication	10 DAY SUSPENSION	15 DAY SUSPENSION	DEMOTION/ TERMINATION	
Deliberate falsification of reports or official documents	10 DAY SUSPENSION	15 DAY SUSPENSION	DEMOTION/ TERMINATION	
Major loss/Misplacement/Damage to City property	10 DAY SUSPENSION	15 DAY SUSPENSION	DEMOTION/ TERMINATION	
Intentional release of confidential information	10 DAY SUSPENSION	15 DAY SUSPENSION	DEMOTION/ TERMINATION	
Sexual Harassment - incident of a sexual nature	10 DAY SUSPENSION	15 DAY SUSPENSION	DEMOTION/ TERMINATION	
Violent and/or threatening behavior/Possession of unauthorized weapon	10 DAY SUSPENSION	15 DAY SUSPENSION	DEMOTION/ TERMINATION	
Safety violation resulting in substantial property damage/serious injury	10 DAY SUSPENSION	15 DAY SUSPENSION	DEMOTION/ TERMINATION	
Possession or retention of pornography electronically or physically that is not personally obtained **	10 DAY SUSPENSION	15 DAY SUSPENSION	DEMOTION/ TERMINATION	
Refusal to obey a direct order during an Administrative Investigation	10 DAY SUSPENSION	15 DAY SUSPENSION	DEMOTION/ TERMINATION	
Misappropriation	10 DAY SUSPENSION	15 DAY SUSPENSION	DEMOTION/ TERMINATION	



CITY OF EL PASO DISCIPLINARY MATRIX

05-30-18

OFFENSE
(CAUSE OF ACTION)

4TH OFFENSE
PENALTY

3RD OFFENSE
PENALTY

2ND OFFENSE
PENALTY

1ST OFFENSE
PENALTY

LEVEL 4 VIOLATIONS				
At fault motor vehicle/equipment accident/incident resulting in serious injury or death.	TERMINATION			
AWOL (3consecutive days)	TERMINATION			
Felony Conviction affecting job related duties	TERMINATION			
Violation of a departmental policy that mandates termination ****	TERMINATION			
Loss of required License/Certificate where required in Job Description	TERMINATION			
Sexual Harassment- Assault	TERMINATION			
On Duty use/consumption/distribution of alcohol or illegal substances	TERMINATION			
Positive test for alcohol or illegal substances/Refusal to submit to testing	TERMINATION			
Accessing/distributing/displaying pornography **	TERMINATION			
PIP -- Unsuccessful completion of a Performance Improvement Plan -- Incompetency or negligence of performance of duties -- Recurrent inefficient performance	TERMINATION			

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COMMISSION



DEPARTMENT OF ANIMAL SERVICES

In accordance with memo 18-027, I am aware that new policies and procedures for Animal Services are now in effect. I am aware of their location on the Animal Services drive and that I am responsible for reviewing them.

I am also aware that any violation may be subject to disciplinary action.


Signature

Bryan Dominguez
Print Name

09/11/18
Date


Kronos ID #


Last 4 Digits of SS#



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COMMISSION

**ACKNOWLEDGMENT OF RECEIPT OF THE
EMPLOYEE HANDBOOK**

I have received a link to the City of El Paso "Employee Handbook" which contains a synopsis of the City's policies, procedures and guidelines related to my employment. I understand that I am to read, become familiar with and comply with these policies, procedures and guidelines. If I have a question regarding the interpretation of these policies, procedures and guidelines, I will contact my immediate supervisor or the Human Resources Department for clarification.

I understand that this handbook is not an expressed or implied contract of employment and that it does not create any rights in the nature of an employment contract. Rather, this handbook is an overview of policies related to my employment with the City of El Paso. I or the City can terminate my employment at any time, with or without cause and with or without notice.

I also understand that the City of El Paso reserves the right to modify, revoke, suspend or terminate any of the procedures or guidelines described in this handbook, at any time, with reasonable notice. By accepting or continuing my employment with the City, I agree to comply with any such changes as the City may implement and no further consent from me shall be necessary.

Employee Signature:

Bryan P. [Signature]

Printed Name:

Bryan P. [Signature]

Date:

01/13/16

Last four of SS#

[Redacted]



El Paso Animal Services

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JUL 24 2025

**CIVIL SERVICE
COMMISSION**

MAYOR
Renard U. Johnson

To: Bryan Dominguez [REDACTED], Animal Protection Officer

From: Terry Kebschull, Animal Services Director *2xx*

Date: February 4, 2025

Subject: Formal Counseling – Negligent Operation of a City Vehicle

CITY COUNCIL

District 1
Alejandra Chávez

District 2
Dr. Josh Acevedo

District 3
Deanna M. Rocha

District 4
Cynthia Boyar Trejo

District 5
Ivan Niño

District 6
Art Fierro

District 7
Lily Limón

District 8
Chris Canales

CITY MANAGER
Dionne Mack

An audit was conducted on November 20, 2024, which revealed that on November 14, 2024, the unit you were operating, unit #15032, was recorded driving at excessive speeds on I-10 West, a posted 60 MPH zone. Specifically, the audit noted:

- At 9:15 PM, the vehicle was traveling at 93 MPH.
- At 9:17 PM, the vehicle was traveling at 94 MPH.

Operating a department vehicle at excessive speeds not only poses a significant safety risk to yourself and the public but also exposes the department to liability. As a representative of this department, it is imperative that you adhere to all traffic and motor vehicle laws at all times.

You are expected to comply with City and Departmental safety policies. Your operation of the unit that day constitutes a violation of the following Rules and Policies:

El Paso Animal Services Field Operations – Patrolling and Handling Complaints:
"APOs will abide by all driving/traffic laws while patrolling the City and rural municipalities of El Paso."

City of El Paso Drivers Safety Standards Policy, I. Procedures, B. Safety, 1:
"All operators of City vehicles, equipment or any other motor vehicle while on City business will exercise reasonable and prudent care in the operation of the vehicle. Operators must conform to all traffic and motor vehicle laws."

Moving forward, you are expected to adhere to all department and City driving policies. Be advised that future incidents of this or similar nature will not be tolerated and will result in disciplinary action, up to and including termination of your employment with the City of El Paso.

Terry Kebschull – Director
El Paso Animal Services | 5001 Fred Wilson | El Paso, TX 79906
O: (915) 212-7297 | Email: EPAS@elpasotexas.gov



DELIVERING EXCEPTIONAL SERVICES



El Paso Animal Services

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**CIVIL SERVICE
COMMISSION**

MAYOR

Renard U. Johnson

CITY COUNCIL

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Ivan N. Ño

District 6

Art Fierro

District 7

Lily Limón

District 8

Chris Canales

CITY MANAGER

Dionne Mack

This notice is provided in compliance with Rule 8, Section 8 (Formal Counseling). Please be advised that you may request that this formal counseling be removed from your personnel file after the expiration of twelve (12) months from the date of this formal counseling, provided you have not received any disciplinary action during the twelve (12) month time period.

Acknowledgement of Receipt: [Signature]

Date: 02/05/25

Witness: [Signature]

cc: Human Resources-Personnel file

Terry Kebschull – Director

El Paso Animal Services | 5001 Fred Wilson | El Paso, TX 79906

O: (915) 212-7297 | Email: EPAS@elpasotexas.gov



DELIVERING EXCEPTIONAL SERVICES



El Paso Animal Services

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CIVIL SERVICE
COMMISSION

MAYOR
Oscar Leeser

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 Cansales

CITY MANAGER
Dionne Mack

To: Bryan Dominguez [REDACTED], Animal Protection Officer
From: Terry Kebschull, Animal Services Director *TK*
Date: December 5, 2024
Subject: Formal Counseling – Failure to Follow Procedures

This formal counseling is being issued to address two separate incidents in which you failed to adhere to established departmental rules and procedures outlined in the Animal Services Field Operations Manual.

On August 12, 2024, you failed to add memos to a high-priority case you handled involving two potential human exposures to a bat. When asked why no memos were placed in the case, you stated that there was a high volume of calls that evening. Proper documentation of all cases, including high-priority incidents, is an essential duty of your position and has been addressed with you in the past. According to the Animal Services Field Operations Manual:

"All employees are required to properly document all pertinent information in the PetPoint database system. All interactions with the animal, other employees, and the public must be documented...APO will document if there were any human or animal exposures on database record."

On September 3, 2024, you were scheduled to appear in court but failed to attend without providing any prior notification. You were notified of this court date on August 23, 2024. Attendance at court is a critical responsibility of your role as an Animal Protection Officer, and failure to appear without notice disrupts the judicial process and damages the department's credibility. According to the Animal Services Field Operations Manual:

"Attending court duty is mandatory for all APOs. It is the individual's responsibility to be in court and, if needed, to request rescheduling the court date due to scheduling conflicts such as approved annual leave time...APOs are responsible for notifying their Supervisor by email and in person if they cannot attend the scheduled court date so that arrangements can be made with the prosecutor's office."

Failure to follow these rules compromises the safety of the public and the effectiveness of department operations.

Terry Kebschull – Director
El Paso Animal Services | 5001 Fred Wilson | El Paso, TX 79906
O: (915) 212-7297 | Email: EPAS@elpasotexas.gov



BE BOLD. BE BETTER. BE EL PASO.



El Paso Animal Services

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COMMISSION

MAYOR
Oscar Larios

CITY COUNCIL

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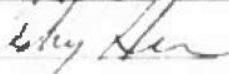
CITY MANAGER
Dionne Mack

You are expected to follow all departmental policies and procedures, including proper documentation of cases in the PetPoint database and ensuring court attendance as scheduled. Any future incidents of this nature may result in further disciplinary action, up to and including suspension or termination of employment.

This notice is provided in compliance with Rule 8, Section 8 (Formal Counseling). Please be advised that you may request that this formal counseling be removed from your personnel file after the expiration of twelve (12) months from the date of this formal counseling, provided you have not received any disciplinary action during the twelve (12) month time period.

Acknowledgement of Receipt: 

Date: 12/16/24

Witness: 

cc: Human Resources-Personnel file

Terry Kebachuli - Director
El Paso Animal Services | 5001 Fred Wilson | El Paso, TX 79906
O: (915) 212-7297 | Email: EPAS@elpasotexas.gov



ENVIRONMENTAL SERVICES



CITY OF EL PASO, TEXAS
Formal Counseling
(Discipline Matrix Offense)



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JUL 24 2025

CIVIL SERVICE
COMMISSION

To: Bryan Dominguez, Animal Protection Officer, Kronos # [REDACTED]
From: Gina S. Ramirez, Animal Services Operations Supervisor, Animal Services Operations
Subject: Formal Counseling File (#25-22-12-01) Safety Violation/Failure to follow City/Department Rules or Policies
Date: January 11, 2023

On December 1, 2022, you left your issued Fatal Plus solution in Unit 12153, after the unit received a flat tire and was towed back to 4501 Hondo Pass Drive. The Fatal Plus solution was then left unattended in Unit 12153 until an audit was conducted on December 5, 2022. During the audit, conducted by Animal Services Shift Supervisor Janette Martinez, it was found that the Fatal Plus solution issued to you was not present in your assigned lockbox at 5001 Fred Wilson Avenue.

You should have removed the Fatal Plus Solution from Unit 12153 and stored the solution in your assigned lockbox at 5001 Fred Wilson Avenue at the end of your shift on 12/1/2022. Your failure to comply with the department's performance standards constitutes a direct violation of departmental rules and regulations.

Based on the foregoing, you are hereby Formally Counseled. This notice further serves as communication that you must properly follow the procedures for storing your assigned Fatal Plus solution to ensure safe handling, security and availability for use. You must also comply with all the documents that regulate the department and its members. Be advised that future incidents of a similar nature will result in more severe disciplinary action, up to and including termination of your employment with the City of El Paso.

This notice is provided in compliance with Rule 8, Section 8 (Formal Counseling). You may submit a written response to this formal counseling and have it placed in your personnel file. Your response shall remain in the file so long as the formal counseling to which it relates remains in the file. Please be advised that you may request that this formal counseling be removed from your personnel file after the expiration of twelve (12) months from the date of this formal counseling, provided you have not received any disciplinary action during the twelve (12) month time period.

VIOLATIONS

DEPARTMENT OF ANIMAL SERVICES POLICIES AND PROCEDURES

Volume 1: Administrative Procedures

General Code of Conduct

Basic Duties:

Employees are responsible for the safe, proper, and efficient performance and completion of assigned responsibilities and duties. Employees will remain in compliance with all policies, procedures and general orders of the Department and City.

Obedience of Rules

Violations:

Violation of any rules, procedures or general orders of the department, failure to comply with any order of a manager/supervisor or failure to perform assigned duties properly will be considered sufficient cause for disciplinary action. Failure to report a violation is also a violation. The Department utilizes the City of El Paso's Disciplinary Matrix that may include reprimand, suspension, demotion or dismissal from the Department.



CITY OF EL PASO, TEXAS
Formal Counseling
(Discipline Matrix Offense)



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JUL 24 2025

CIVIL SERVICE
COMMISSION

Volume 3: Field Operations

Animal Services Field Safety

The safety policies and procedures for Animal Services Field Operations are provided by the Animal Services Safety Specialist and Management to encourage on-the-job safety for all employees, which reduces injuries and accidents while delivering the highest level of service to the public. All employees are responsible for knowing and observing all safety policies and procedures of the Department of Animal Services and the City of Paso.

Euthanasia in the Field

Euthanasia Solution:

- Sodium Pentobarbital (Euthanasia Solution) is a Scheduled II Drug controlled substance regulated by the DEA. When APOs are not in the field, the euthanasia solution (ES) will be kept in the designated safe located behind double locked doors, at 5001 Fred Wilson.
- Euthanasia solution shall be secured at all times to prevent handling by unauthorized individuals. At no time shall the solution be in the possession of an APO after duty hours.
- APOs are responsible for having their department issued euthanasia solution for field use.
- APOs are responsible for retrieving euthanasia solution from their assigned lockbox and checking it out and back in at the beginning and end of their shift. A supervisor or designee will inspect lockboxes and log sheets to ensure the APOs on duty have their euthanasia solution and are securing it at the end of their shift.

CITY OF EL PASO ADMINISTRATIVE POLICIES AND PROCEDURES

City of El Paso Handbook

Employee Conduct

All successful organizations have certain rules which employees must follow. You are expected to become acquainted with the performance criteria for your particular job and with all rules, procedures and standards of conduct established by your department and by the City, as summarized in this handbook. Further, your conduct away from work must not adversely affect the City, its reputation, operational success, or relationship with its employees, customers or citizens.

If you do not fulfill the responsibilities set out by such performance standards, rules, procedures and standards of conduct, you may be subject to disciplinary action, the severity of which will depend upon the circumstances. Disciplinary action will be taken when an investigation of the facts shows that the conduct warrants such a result.

Disciplinary Guidelines:

City of El Paso Disciplinary Matrix

Level I Violation: Safety Violation (non-injury or property damage), 1st Offense; Formal Counseling

Level I Violation: Failure to follow City/Department Rules or Policies, 1st Offense; Formal Counseling

CIVIL SERVICE COMMISSION RULES AND REGULATIONS

RULE 8

Section 8. Formal Counseling.

Formal Counseling is not within the type of disciplinary action specified in Section 6.13-2 of the Charter which may be appealed to the Civil Service Commission. A formal counseling is issued by the Department Head and considered a written counseling to address employee workplace conduct. Employees receiving a formal counseling shall have the right to place responses to the formal counseling into their personnel files which shall remain in the file so long as the formal counseling to which the response relates remains in the file.



CITY OF EL PASO, TEXAS
Formal Counseling
(Discipline Matrix Offense)



Included in, or in conjunction with, the formal counseling document, the Department Head must provide the employee with written notice of the reasons for the formal counseling, with sufficient explanation to place the employee fairly upon his defense.

Upon an employee's request, formal counseling's shall be removed from an employee's personnel file after the expiration of twelve (12) months from the date of the last formal counseling, provided the employee has not received any disciplinary action during the twelve (12) month time period between the request and the last-received formal counseling. Formal counseling's meeting the criteria above shall not be considered against the employee for purposes of determining progressive discipline or performance evaluations, regardless of whether or not the employee requested removal of the formal counseling's. (Added 8/25/09)(Amended 11/2/10, 3/6/12, 1/20/15, 11/15/16)

<u>[Signature]</u> Employee acknowledgement of receipt Date: <u>01/18/23</u> Witness: <u>[Signature]</u>	<u>Gina Ramirez</u> Gina S. Ramirez, Animal Services Operations Supervisor Date: <u>1/20/2023</u>
Initials indicate the document has been reviewed by the Department Head	
Department Head Initials <u>[Signature]</u>	

DISTRIBUTION: Original – Human Resources Department-Personnel File; Copy – Department





CITY OF EL PASO, TEXAS
Formal Counseling
(Discipline Matrix Offense)

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JUL 24 2020

CIVIL SERVICE
COMMISSION

To: Bryan Dominguez, Animal Protection Officer, Kronos # [REDACTED]
From: Gina S. Ramirez, Animal Services Operations Supervisor, Animal Services Operations
Subject: Formal Counseling File (#25-19-12-03) Failed to contact on call Vet Tech / Failed to complete animal bite investigation
Date: May 11, 2020

On December 2, 2019, you responded to an animal-to-animal bite call, which resulted in impounding an injured canine to the Animal Services Center. You failed to contact the on call Veterinary Technician to let them know that you were taking in a canine with injuries caused by a dogfight.

You must always contact a Veterinary Technician when impounding an animal with any type of injury or signs of being sick before impounding the animal to the Animal Services Center. At that time, it would be the Veterinary Technicians decision to respond to treat the animal in question or attend to the animal the following morning. Your failure to comply with the department's performance standards constitutes a direct violation of departmental rules and regulations.

Based on the foregoing, you are hereby Formally Counseled. This notice further serves as communication that you must follow departmental procedures by contacting a Veterinary Technician when impounding a sick or injured animal. You must also comply with all the documents that regulate the department and its members. Be advised that future incidents of a similar nature will result in more severe disciplinary action, up to and including termination of your employment with the City of El Paso.

This notice is provided in compliance with Rule 8, Section 8 (Formal Counseling). You may submit a written response to this formal counseling and have it placed in your personnel file. Your response shall remain in the file so long as the formal counseling to which it relates remains in the file. Please be advised that you may request that this formal counseling be removed from your personnel file after the expiration of twelve (12) months from the date of this formal counseling, provided you have not received any disciplinary action during the twelve (12) month time period.

VIOLATIONS

DEPARTMENT OF ANIMAL SERVICES POLICIES AND PROCEDURES

Volume 1: Administrative Procedures

General Conduct

Purpose and Intent

The purpose and intent of the following rules is to promote an attitude of goodwill, cooperation and harmony in relationships among members and with the public. The intention is that such attitude will produce a more efficient performance by each member, thereby increasing the effectiveness of the department.

Basic Duties

Members shall be responsible for the safe, proper and efficient performance and completion of all activities and duties, whether or not such duties are assigned to them in any Rules or Procedures manuals, within their assigned area of responsibility, and the compliance with all rules, procedures and general orders of the department.

Conduct and Behavior

Members, whether on or off duty, shall be governed by the ordinary reasonable rules of good conduct and behavior of law-abiding citizens. They shall not commit any act tending to bring reproach or discredit upon himself or herself or the department.



CITY OF EL PASO, TEXAS
Formal Counseling
(Discipline Matrix Offense)



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Obedience of Rules

Violations

Violation of any rules, procedures or general orders of the department, or failure to comply with any order of a supervisor or failure to perform assigned duties properly shall be considered sufficient cause for disciplinary action including reprimand, suspension, demotion or dismissal from the department.

Volume 3: Field Operations

Overnight Drop-Off

Officers that work the noon to 10 pm and the 10 pm to 7 am shifts will impound animals at the shelter without the assistance of an Animal Care Attendant. Using the Space Availability dry erase board in Sally Port, the Officers coming in will assign the animals to the proper kennels and cages. Kennels/cages in the Sally Port may be utilized, as well as spaces outside in the A, B and C buildings (the exact designation outside will be determined by size, gender).

The "STAGE"- In truck/overnight drop off will remain the same. The sub location will remain pending until you arrive at the shelter.

- Upon arrival at the shelter once all your animals are placed in kennels go back into the computer through the "Edit Animal" Menu change the Animal search criteria to "Location".
- The site will be "Main Shelter" and the Location needs to be changed to your "Truck number". On Sub Location, change to "Select" Click on Find and a list of what is in your unit will open. You will then go into the individual animal number and update from "Pending" to the corresponding Kennel. You will have to do this process for each animal that you have impounded.
- ACO will have to do this process for each animal that has been impounded.
- ACO are to place animals in their proper location based on their condition such as healthy, injured/sick, or Quarantines.

If an animal is sick or injured, the Officer must make a pop-up memo on PetPoint to ensure the animal receives treatment as soon as possible.

Afterhours drop off by ACO's with pop up alerts:

- Severely injured canine or feline, officer must call the on call veterinarian technician for instructions. If all areas are full, please contact the Veterinarian Technician on call for instructions also. Never house feline and canines in the same room.

Database Documentation

All employees are required to properly document all pertinent information in the PetPoint database system. All interactions with the animal, other employees and the public must be documented.

When making notations under the 'Memo' section, employees are required to notate their initials, date, time and reason for the comment.

Sick and Injured Animal Handling

ACOs will respond to injured/sick animal calls as a priority call. Care must be taken in handling injured animals so as not to inflict further injury or pain. Assess the situation and formulate a plan of action.

- Check for tags, identification or microchip and promptly notify the owner by phone or in person if located. The appropriate action must be taken depending on the severity of the injury. All reasonable efforts must be made to return the animal to its owner before bringing it back to the shelter.



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Formal Counseling
(Discipline Matrix Offense)

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- If an owner is not found or if the animal is a stray, the ACO will immediately contact a Field Supervisor and transport the animal to the shelter as soon as possible.
- If the animal is severely injured due to immobility, bone extrusions, gunshot wounds, etc., the animal may be euthanized upon return to the shelter with authorization from a Veterinarian.
- Take pictures and document details in the PetPoint medical pop-up memo and comment section under the case memo and animal memo to support the animal's condition.
- All sick or injured animals delivered to the Shelter must be brought to the attention of a Animal Care Attendant. The Animal Care Attendant shall notify a Veterinarian or Veterinarian Technician for immediate treatment or proper disposition of the animal. For after hour drop offs the ACO shall phone the on call Veterinarian Technician.

Volume 4: Facility Operations

Code of Conduct

Staff shall be governed by the ordinary and reasonable rules of good conduct and behavior and, as such, will not commit any act that would bring reproach or discredit upon The City of El Paso Department of Animal Services.

I agree to maintain exemplary standards of professional conduct in the following areas:

- I will follow established procedures while on city property, while attending DAS events, and/or while conducting business off property for the animal shelter.
- I will adhere to the policies in place and as outlined in the City of El Paso Handbook.

Overnight Drop-Off

Officers that work after shelter hours will impound animals at the shelter without the assistance of a Kennel Attendant. Using the Space Availability dry erase board in Sally Port and or email sent by kennel attendants, the Officers coming in will assign the animals to the proper kennels and cages. Kennels/cages in the sally port and the barn may be utilized as the first choice, if no space available, then outside kennels can be used, as well as spaces outside in the A, B and C buildings (the exact designation outside will be determined by size, gender and the possession of microchips).

The "STAGE"- In truck/overnight drop off will remain the same. The sub location will remain pending until you arrive at the shelter.

- Upon arrival at the shelter once all your animals are placed in kennels go back into the computer through the "Edit Animal" Menu change the Animal search criteria to "Location".
- The site will be "Main Shelter" and the Location needs to be changed to your "Truck number". On Sub Location, change to "Select" Click on Find and a list of what is in your unit will open. You will then go into the individual animal number and update from "Pending" to the corresponding Kennel. You will have to do this process for each animal that you have impounded.
- ACO will have to do this process for each animal that they have impounded.
- ACO are to place animals in their proper location based on their condition such as healthy, injured/sick, or Quarantines and provide fresh water.

If an animal is sick or injured, the Officer shall use a pop-up memo on PetPoint to ensure the animal receives treatment as soon as possible. The Officer shall also notify medical staff.

Arrival of Injured/Sick Animals

- Injured dogs are to be placed in the sally port cages.



CITY OF EL PASO, TEXAS
Formal Counseling
(Discipline Matrix Offense)

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CIVIL SERVICE
COMMISSION

- Sick dogs such as those dogs suspected to have Parvo or Distemper are to be placed in DQA. Do not place healthy injured dogs in DQA.

Animals arrive at Animal Services with a variety of injuries: some minor, some life threatening and many somewhere in between. Even more so than with our other duties, we hope to reunite these pets with their owners so they may receive the veterinary care that they need. At times, we will need to euthanize pets prior to finding their owners, yet the need to give owners every opportunity to reclaim their pet shall be weighed against the condition and welfare of the animal in question.

At intake, an animal identified with an injury will have the problem documented to appear on the Medical To-Do List. If the animal has identification of some kind, the Call List will contain a brief description of the problem. If the problem is life threatening or not, the call to owners should be made immediately if a collar and tags or a microchip with current information makes it easy to do so. These animals should be placed in a room where it is quiet and they can be made comfortable. The veterinarian on duty may be called to address the issue as soon as possible in order to provide direction for care or analgesia during the process. If the situation is minor, the veterinarian will address it during medical rounds that day.

All animals that have been received with life threatening injuries or sicknesses will be examined before the veterinarian leaves for the day. The veterinarian may request euthanasia for animals that are in a life threatening condition. Any time during the day that the veterinarian decides the condition of the animal has worsened and the humane option is to euthanize, clerical staff should be notified. An attempt should be made by the veterinarian to contact the owner with the information of the worsening condition and their recommendation. The computer record shall be checked for holds or information from the owner on the situation. At this point, the animal may be euthanized. During the evening shift, prior to the Veterinary Technician on duty leaving, if the animal worsens in condition a veterinarian should be called for the official go-ahead to euthanize.

Animals coming in to the shelter after the veterinarian has left will be triaged by the Veterinary Technician on duty. In the event that they feel an animal should be humanely euthanized they shall call the veterinarian to describe the symptoms of the animal and request authorization to euthanize. If the veterinarian cannot be reached, notes regarding the condition of the animal should be placed on record and the euthanasia should be administered. No animal should be left to suffer.

CITY OF EL PASO EMPLOYEE HANDBOOK

CITY OF EL PASO - INTEGRITY & ETHICS

CODE OF INTEGRITY

Integrity and a high standard of ethics are fundamental to the City of El Paso and must be upheld by all employees. The City is committed to doing what is right.

These principles are accomplished in dealings with our customers, vendors and fellow employees when we:

- Conduct ourselves in a forthright and honest manner.
- Make commitments that can be kept and keep them.
- Obey the letter and intent of the law.

Disciplinary Guidelines:

City of El Paso Disciplinary Matrix - Level I Violation Failure to follow City/Department Rules or Policies; 1st offense Formal Counseling.

CIVIL SERVICE COMMISSION RULES AND REGULATIONS



CITY OF EL PASO, TEXAS
Formal Counseling
(Discipline Matrix Offense)



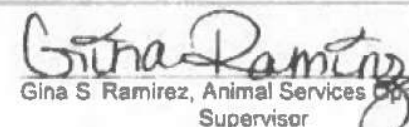
RULE 8

Section 8. Formal Counseling.

Formal Counseling is not within the type of disciplinary action specified in Section 6.13-2 of the Charter which may be appealed to the Civil Service Commission. A formal counseling is issued by the Department Head and considered a written counseling to address employee workplace conduct. Employees receiving a formal counseling shall have the right to place responses to the formal counseling into their personnel files which shall remain in the file so long as the formal counseling to which the response relates remains in the file.

Included in, or in conjunction with, the formal counseling document, the Department Head must provide the employee with written notice of the reasons for the formal counseling, with sufficient explanation to place the employee fairly upon his defense.

Upon an employee's request, formal counseling's shall be removed from an employee's personnel file after the expiration of twelve (12) months from the date of the last formal counseling, provided the employee has not received any disciplinary action during the twelve (12) month time period between the request and the last received formal counseling. Formal counseling's meeting the criteria above shall not be considered against the employee for purposes of determining progressive discipline or performance evaluations, regardless of whether or not the employee requested removal of the formal counseling's (Added 8/25/09)(Amended 11/2/10, 3/6/12, 1/20/15, 11/15/16)

 Employee acknowledgement of receipt	 Gina S. Ramirez, Animal Services Operations Supervisor
Date: <u>05/11/20</u>	Date: <u>5/11/2020</u>
Witness: 	
Initials indicate the document has been reviewed by the Department Head	Department Head Initials

DISTRIBUTION: Original - Human Resources Department-Personnel File; Copy - Department





CITY OF EL PASO, TEXAS
Formal Counseling
(Discipline Matrix Offense)



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**CIVIL SERVICE
COMMISSION**

To: Bryan Dominguez Kronos # [REDACTED]
From: Paula Powell, Animal Services Director
Subject: Formal Counseling File
Date: 11/15/18

On July 10th, 2018 you were reported to have been revving your engine and driving over a curb or cement barrier in the employee parking lot at 5001 Fred Wilson.

It is important that when heading out of the parking lot at 5001 Fred Wilson or any other location, that you are aware of your surroundings at all times and practice safe driving skills. Your failure to comply with the department's performance standards constitutes a direct violation of departmental rules and regulations.

Based on the foregoing, you are hereby Formally Counseled. This notice further serves as communication that you must Practice safe driving skills and follow all state traffic laws while on duty with City of El Paso. You must also comply with all the documents that regulate the department and its members. Be advised that future incidents of a similar nature will result in more severe disciplinary action, up to and including termination of your employment with the City of El Paso.

This notice is provided in compliance with Rule 8, Section 8 (Formal Counseling). You may submit a written response to this formal counseling and have it placed in your personnel file. Your response shall remain in the file so long as the formal counseling to which it relates remains in the file. Please be advised that you may request that this formal counseling be removed from your personnel file after the expiration of twelve (12) months from the date of this formal counseling, provided you have not received any disciplinary action during the twelve (12) month time period.

VIOLATIONS

DEPARTMENT OF ANIMAL SERVICES POLICIES AND PROCEDURES

2. Safety Statement: All employees are responsible for knowing and observing all safety policies and procedures of the Animal Services Division, Environmental Services Department and the City of El Paso. Failure to do so may result in counseling, suspension, or dismissal.

CITY OF EL PASO HUMAN RESOURCES POLICY

Drivers Safety Standards Policy:

B. Safety.1 All operators of City vehicles, equipment or any other motor vehicle while on City business will exercise reasonable and prudent care in the operation of the vehicle. Operators must conform to all traffic and motor vehicle laws.

Disciplinary Guidelines:

Level 1 Violation, Failure to follow City Department Rules or Policies, 1st Offense – Formal Counseling



CITY OF EL PASO, TEXAS
Formal Counseling
(Discipline Matrix Offense)



CIVIL SERVICE COMMISSION RULES AND REGULATIONS

RULE 8

Section 8. Formal Counseling.

Formal Counseling is not within the type of disciplinary action specified in Section 6.13-2 of the Charter which may be appealed to the Civil Service Commission. A formal counseling is issued by the Department Head and considered a written counseling to address employee workplace conduct. Employees receiving a formal counseling shall have the right to place responses to the formal counseling into their personnel files which shall remain in the file so long as the formal counseling to which the response relates remains in the file.

Included in, or in conjunction with, the formal counseling document, the Department Head must provide the employee with written notice of the reasons for the formal counseling, with sufficient explanation to place the employee fairly upon his defense.

Upon an employee's request, formal counseling's shall be removed from an employee's personnel file after the expiration of twelve (12) months from the date of the last formal counseling, provided the employee has not received any disciplinary action during the twelve (12) month time period between the request and the last-received formal counseling. Formal counseling's meeting the criteria above shall not be considered against the employee for purposes of determining progressive discipline or performance evaluations, regardless of whether or not the employee requested removal of the formal counseling's. (Added 8/25/09)(Amended 11/2/10, 3/6/12, 1/20/15, 11/15/16)


Employee acknowledgement of receipt

Date: 11/16/18

Witness: 


Paula Powell, Animal Services Director

Date: 11/16/18

Initials indicate the document has been reviewed by the Department Head

Department Head Initials 

DISTRIBUTION: Original – Human Resources Department-Personnel File; Copy – Department

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CIVIL SERVICE
COMMISSION

In the Matter of:

Bryan Dominguez

and

The City of El Paso, Texas.

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§
§
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**CIVIL SERVICE
COMMISSION**

SETTLEMENT AGREEMENT

This Settlement Agreement is made on October 13, 2018, by and between the City of El Paso, Texas (the "City"), and Bryan Dominguez ("Employee") (collectively "Parties"). The City issued a Notice of Suspension ("Notice") to Employee on October 3, 2018, attached hereto as Exhibit A.

The Parties desire to enter into this Settlement Agreement in order to provide a full and final settlement to the above referenced disciplinary action. As consideration for the mutual promises contained herein, the Parties agree as follows:

1. In exchange for the promises of Employee contained herein, the City agrees to reduce the disciplinary action, as set forth in the Notice originally for three (3) days suspension to a formal counseling.

2. In exchange for the promises of the City contained herein and as a material inducement to the City to enter into this Settlement Agreement, without which the City would not be willing to enter into this Agreement, Employee acknowledges and agrees as follows:

- (a) To not revoke Employee's promises contained herein and to waive any and all rights that are granted under the Charter of the City of El Paso, the Civil Service Rules and Regulations, or any ordinance of the City of El Paso to have this Settlement Agreement set aside or reversed.
- (b) To not appeal the Notice or this Settlement Agreement and if any appeal shall have been previously filed, to withdraw said appeal, immediately with prejudice.
- (c) To the extent allowed by law, to not litigate in any forum, judicial or administrative, including but not limited to FLRA, EEOC, independent arbitrator, and/or Civil Service Commission, any claims arising from or relating to the matters contained in the Notice or this Settlement Agreement, except for an action to enforce the terms of this Agreement, and if any charge, appeal, and/or lawsuit shall have been previously filed to withdraw said charge, appeal, and/or lawsuit, immediately with prejudice.

3. **City Does Not Admit Fault or Liability.** The Parties agree that this agreement is not an admission of liability on the part of the City, all of which is expressly denied. This agreement will not serve as a precedent for any current or future personnel action, administrative procedure, grievances, or litigation of any kind. However, the City may refer to this Settlement Agreement should any future disciplinary action be taken against Employee.

4. **Agreement is Voluntary.** The Parties acknowledge that they enter into this agreement freely and voluntarily and that, other than the contents hereof, no promise or threat of any kind whatsoever has been made by the City or any employee thereof to induce the Employee to enter into this agreement.

5. **Full, Final and Complete Settlement.** This Agreement Constitutes the full, final and complete settlement of the Parties differences arising out of the Notice, and supercedes all other written or oral exchanges, arrangements or negotiations between them concerning the subject matter of this agreement. It is understood and agreed that the terms of the agreement are contractual and not a mere recital and that there are no agreements, understandings or representations made by the Parties or their representatives, agents or employees except those expressly stated herein. This Agreement constitutes the entire understanding and agreement between the Parties and may not be changed or modified in any way except in writing signed by the parties.

6. **Parties Will Take All Action Necessary to Effectuate the Agreement.** The Parties agree to cooperate fully and execute any and all supplementary documents and take additional actions that may be necessary or appropriate to give full force and effect to the terms and intent of this Settlement Agreement, which are not inconsistent with its terms.

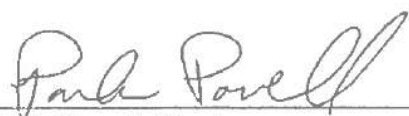
7. **Severability.** No provision of this Agreement which may be deemed unenforceable will in any way invalidate any other provision hereof, all of which will remain in full force and effect.

8. **Agreement Effective Upon Execution.** This Settlement Agreement shall become effective immediately following execution by each of the Parties.



Bryan Dominguez
Employee

11/16/18
Date



Paula Powell, Director
Department of Animal Services

11/16/18
Date



EXHIBIT A
NOTICE OF SUSPENSION

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COMMISSION



CITY OF EL PASO, TEXAS
NOTICE OF SUSPENSION



Name: Bryan Dominguez
Position: Animal Protection Officer

Last 4 #'s of SS #: [REDACTED]
Employee ID #: [REDACTED]

Date: October 03, 2018

Address: [REDACTED]

From: City of El Paso Department of Animal Services

Subject: Suspension Without Pay (File # 0618-46)

This is to notify you that your employment with the City of El Paso is hereby suspended for 3 workdays effective: 10/09/18 to: 10/10/18, 10/11/18

THE FOLLOWING ARE THE STATUTORY REASONS OR GROUNDS AND SPECIFICATIONS OF FACTS WHICH HAVE NECESSITATED THIS ACTION:

CHARGES:

You have violated the following City of El Paso Civil Service Commission Charter Provisions, Ordinances, Rules and Regulations:

CITY CHARTER - ARTICLE VI - Civil Service

SECTION 6.13-2. DISCIPLINARY ACTION: REDUCTION

A regular employee may be discharged, suspended or reduced in rank or position as provided in this Charter or further defined in the Rules.

SECTION 6.13-3. CAUSES OF SUSPENSION, REDUCTION OR DISCHARGE

The following, as further defined in the Rules, may constitute causes for discharge, suspension or reduction in grade of regular employees:

F. Is incompetent or negligent in the performance of duties, including but not limited to, failure to perform assigned tasks, or failure to discharge duties in an accurate, prompt, competent, or responsible manner

P. For just cause

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**CIVIL SERVICE
COMMISSION**

I HAVE RECEIVED A COPY OF THIS NOTICE


Employee's Signature, acknowledgement of receipt

BY CERTIFIED MAIL NUMBER: _____

Date: Oct 3, 2018



DEPARTMENT HEAD

COPY RECEIVED AND FILED

HUMAN RESOURCES

BY: _____
DIRECTOR

DISTRIBUTION: Original - Human Resources Department; Copy - Department

Case No 06 017 FD

Page 1 of 8



CITY OF EL PASO, TEXAS
NOTICE OF SUSPENSION



Name: Bryan Dominguez
Position: Animal Protection Officer

Last 4 #'s of SS # [REDACTED]
Employee ID #: [REDACTED]

Date: October 03 2018
CIVIL SERVICE
COMMISSION

CIVIL SERVICE COMMISSION RULES AND REGULATIONS

RULE 8

Suspension, Reduction, Discharge

Section 1. Causes of Suspension, Reduction or Discharge.

The following may constitute causes for discharge, suspension or reduction of regular employees: That an officer or employee in the Civil Service: (Amended 7 31 07)

- f. Is incompetent or negligent in the performance of duties, including but not limited to, failure to perform assigned tasks, or failure to discharge duties in an accurate, prompt, competent, or responsible manner; or (Amended 8 25 09, 9 17 13)
- p. For just cause. (Added 7 21 07)

Section 2. Disciplinary Notice.

Disciplinary actions in the nature of a discharge, involuntary reduction, or suspension taken against a regular employee, other than at the end of a probationary period, will not become effective until the Department Head has first served upon such employee a written notice of discipline. The notice must contain one or more statutory reasons or grounds for discipline, together with such specifications of fact as will enable the employee to make an explanation and place him fairly upon his defense. The specifications of fact shall be of sufficient specificity so as to preclude the possibility of disciplinary action for the same act or omission in the future. Nothing contained herein shall prohibit the Department Head from using an employee's prior acts or omissions resulting in discipline in determining future disciplinary action against the employee. An employee may be disciplined for other acts or omissions not specified in the notice even if such acts arise from the same incident or event. A Department Head may not unilaterally reduce the discipline given once notice of discipline has been provided to the employee, without the employee's consent. A copy of such notice of discipline, together with the employee's explanation, if any, will be filed with the Human Resources Director. (Amended 06 24 03, 7 31 07, 8 25 09)

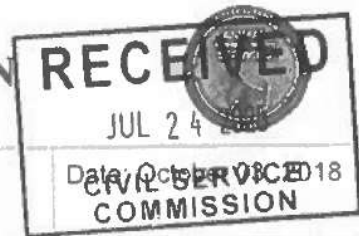
Section 3. Notice of Proposed Disciplinary Action, Procedure and Limitation of Action.

- a. When disciplinary action in the nature of a five (5) day suspension or greater, a reduction, or discharge is being contemplated by the Department Head, the employee must be served with a notice of proposed disciplinary action which shall conform with the notice requirements set forth in Section 2 and Section 3 (b) of this Rule. In addition to the notice of proposed disciplinary action, the employee shall be furnished with the written materials and tangible things in the possession of the Department Head that form the factual and evidentiary basis for the proposed disciplinary action. No matter may be withheld from the employee that is inconsistent with the theory of discipline or that could tend to mitigate the contemplated sanction. (Amended 8 25 09)
- b. Within ten (10) working days of receipt of the notice of proposed disciplinary action, the employee may request a conference with the Department Head. Within five (5) working days of receipt of the employee's response, the Department Head shall meet with the employee, provided further that this period may be extended with the mutual consent of the Department Head and the employee. No witnesses may be called to testify as part of the employee's explanation or response. During the conference, the employee, their representative, and the Department Head shall engage in discussions with a view toward reaching a consensus and agreement relative to the proposed disciplinary action. No part of the discussions that take place during the conference may be offered into evidence at any subsequent hearing, except for the limited purpose of determining compliance or non-compliance with the provisions of this Rule as provided

EMPLOYEE'S INITIALS BD



CITY OF EL PASO, TEXAS
NOTICE OF SUSPENSION



Name: Bryan Dominguez
Position: Animal Protection Officer

Last 4 #'s of SS #: [REDACTED]
Employee ID #: [REDACTED]

in paragraph "f" and for impeachment purposes. In the event such a consensus is reached, the execution by the employee of documents finalizing the settlement agreement shall constitute a waiver of the employee's right to appeal to the Commission, and the employee shall be so advised in plain language. (Amended 09/09/03, 01/06/04, 8/25/09; 1/20/15)

c. Respecting discharge, those departments currently using a pre-termination hearing shall not be required to have a conference as contemplated hereinabove provided that the time between notification and hearing shall be at least five (5) days and further provided that there shall be no change to current practices regarding violations of applicable federal laws. (Amended 09/09/03, 01/06/04, 8/25/09)

d. The employee is entitled to have a representative of their choice assist them in the preparation and presentation of their response, provided further that in the event the representative is an employee of the City, he shall use vacation leave or personal days for such time as may be required for the representative to attend the conference. If the employee does not have any accrued vacation or personal days, the employee will be placed on unpaid administrative leave for such time as may be required for the representative to attend the conference. The employee must provide his Department Head with two days notice of the request to take the above leave. The Department Head may disapprove the request if the leave significantly interferes with the operational needs of the department. (Amended 09/09/03, 01/06/04, 8/25/09)

e. A proposed written notice of disciplinary action must be served on an employee within 120 calendar days from the date Human Resources is made aware of the occurrence of the incident giving rise to the discipline, provided however that this period of limitation shall be tolled if an investigation is being conducted by a law enforcement authority into criminal charges against the employee arising out of the same incident. Once a Department Head receives notice from the employee that charges have been preferred, through an indictment or information, or that the criminal investigation has been concluded without the preferal of charges, then the time period will resume running. (Amended 09/09/03, 01/06/04, 8/25/09, 09/19/17)

f. Any issue of non-compliance with these provisions will be considered by the hearing officer and or Commission upon the appeal of the disciplinary action. (Amended 01/06/04)

g. Excluding Section 3(e), in computing any time periods set forth in this Rule, Saturdays, Sundays, and City Holidays shall not be included. (Amended 01/06/04, 09/19/17)

h. Nothing in this Rule shall prevent suspension of the employee from service without pay in appropriate circumstances. (Amended 01/06/04)

i. A copy of this Rule shall be attached to each notice of proposed disciplinary action. (Passed 1/6/04)

Section 4. Resignation Before Appeal Decision

The acceptance by Department Head of the resignation of a person discharged before final action on the part of the Commission will be considered a withdrawal of the charges and the separation of the employee concerned will be recorded as a resignation and the preceding will be dismissed without judgment. (Amended 7/31/07)

Section 5. Disqualification for Reappointment

Any employee who is dismissed for cause or who resigns while not in good standing will be disqualified from taking a Civil Service examination for two years thereafter. His name will be removed from all eligible lists, unless, in the judgment of the Commission the cause of his dismissal or resignation under charges will not affect the possibility of his usefulness in some other position. (Amended 8/25/09)

EMPLOYEE'S INITIALS BD



CITY OF EL PASO, TEXAS
NOTICE OF SUSPENSION



Name: Bryan Dominguez

Last 4 #'s of SS #: [REDACTED]

Date: October 03, 2018

Position: Animal Protection Officer

Employee ID #: [REDACTED]

Section 6. Non-Certification of Suspended Persons.

The names of persons suspended will not be certified from eligible lists during the period of suspension.

Section 7. Election to Forfeit Annual Leave.

Regular employees suspended for not more than ten (10) working days may elect to forfeit annual leave for a period equal to the suspension, or to the extent of the employee's annual leave balance, subject to the approval of the Department Head. The election provided for herein, shall work a waiver of the employee's right to appeal the disciplinary action to the Commission, and the employee shall be so advised in plain English on a suitable form upon which the election shall be made, as developed by the Human Resources Director and appended to the notice of suspension. The Department Head shall not unreasonably withhold approval of the employee's election. (Added 05/11/04, Amended 7 31 07)

Section 8. Formal Counseling.

Formal Counseling is not within the type of disciplinary action specified in Section 6.13-2 of the Charter which may be appealed to the Civil Service Commission. A formal counseling is issued by the Department Head and considered a written counseling to address employee workplace conduct. Employees receiving a formal counseling shall have the right to place responses to the formal counseling into their personnel files which shall remain in the file so long as the formal counseling to which the response relates remains in the file.

Included in, or in conjunction with, the formal counseling document, the Department Head must provide the employee with written notice of the reasons for the formal counseling, with sufficient explanation to place the employee fairly upon his defense

Upon an employee's request, formal counseling's shall be removed from an employee's personnel file after the expiration of twelve (12) months from the date of the last formal counseling, provided the employee has not received any disciplinary action during the twelve (12) month time period between the request and the last-received formal counseling. Formal counseling's meeting the criteria above shall not be considered against the employee for purposes of determining progressive discipline or performance evaluations, regardless of whether or not the employee requested removal of the formal counseling's. (Added 8 25 09)(Amended 11 2 10, 3 6 12, 1/20 15, 11 15 16)

RULE 11

Departmental Rules

Section 1. Any Department Head shall have the right to promulgate rules and regulations regarding the operation of his department, and the conduct of the employee therein, subject to the consent and approval of the City Manager, provided that such rules do not conflict with the Civil Service Charter or the Rules promulgated thereunder. (Amended 07 11 06)

Section 2. Large departments having various sub departments may, in their rules, have rules and regulations pertaining to said sub departments in addition to general rules and regulations regarding the department. (Amended 7 31 07)

Section 3. The Human Resources Director may promulgate, rules, regulations and policies and procedures, that apply to all or some city departments, as may be specified by the Director, regarding any requirements applicable to the employees of such departments, subject to the consent and approval of the City Manager, provided that such rules, regulations, or policies and procedures do not conflict with the Civil Service Charter or the Rules promulgated hereunder. (Added 3 6 12)

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EMPLOYEE'S INITIALS BD

**CIVIL SERVICE
COMMISSION**

Page 4 of 8



CITY OF EL PASO, TEXAS
NOTICE OF SUSPENSION



Name: Bryan Dominguez

Last 4 #'s of SS # [REDACTED]

Date: October 03, 2018

Position: Animal Protection Officer

Employee ID #: [REDACTED]

Section 4. Any Department Head may, as provided in the Charter, suspend, discharge or demote any employee for insubordination, for failure to comply with departmental rules and regulations, for failure to comply with the Rules of the Commission or for failure to obey any lawful order of a superior officer. (Amended 07 11 06)

Section 5. The Human Resources Director is authorized to maintain a comprehensive manual of safety procedures and driver safety standards for all employees. Each employee shall receive a link to a copy of the manual. (Added 3 6 12)

DEPARTMENT OF ANIMAL SERVICES RULES AND REGULATIONS

INTRODUCTION

These rules and regulations apply to all Animal Services personnel and are intended to supplement other City of El Paso policies and procedures. It is the responsibility of each employee to read and familiarize themselves with this handbook and retain it for future reference. The policies stated in this handbook are subject to change at the sole discretion of the Director, as are all other policies, procedures, benefits, or programs. Employees who fail to follow these rules and regulations shall be subject to discipline action.

IV. F. Failure to Follow Orders: Failure to promptly follow the lawful order(s) or direction(s) of a Supervisor shall be grounds for disciplinary action up to and including termination.

DEPARTMENT OF ANIMAL SERVICES POLICIES AND PROCEDURES

4.9.A Database Documentation: All officers are required to properly document any and all necessary information in the Database system. (Document, Document, Document). We must document all interactions with the animal, other employees and the public.

4.9.B Database Documentation: When making notations under 'Comment' section, it is required for you to write your initials, date, time and reason for the comment. This is required even when moving an animal to a different cage and you must write down the reason for the move.

4.9.C Database Documentation: If you are notifying a pet owner that their animal is at Animal Services, you must use the pet claim notice tag provided completing all required information on the pet claim notice door hanger. Include if and when an owner or interested party was advised and when they will claim or release the animal to Animal Services. Request the owner's current information changes and update it in the database.

4.9.D Database Documentation: When animals leave your custody (return to owner in the field, died, euthanized, transferred, etc.). the animal screen must have an outcome written on it including the date associated with the animal kennel record.

CITY OF EL PASO - DISCIPLINARY POLICY AND MATRIX (May 30, 2015)

I. POLICY:

The City of El Paso is committed to a goal of high performance by all employees in order to fulfill its mission of outstanding customer service to the citizens of our community. The purpose of this policy and matrix is to provide City leaders and supervisors with a guideline and reference for corrective and disciplinary action. The City of El Paso Human Resources Department accepts and investigates all allegations of employee misconduct and imposes corrective and progressive disciplinary action in a timely and consistent manner, as appropriate. This policy outlines the procedure for investigating allegations of employee misconduct, issuing corrective action, and applying the Matrix to impose discipline.

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**CIVIL SERVICE
COMMISSION**

Page 5 of 8



CITY OF EL PASO, TEXAS
NOTICE OF SUSPENSION



Name: Bryan Dominguez

Last 4 #'s of SS # [REDACTED]

Date: October 03, 2018

Position: Animal Protection Officer

Employee ID # [REDACTED]

II. PROCEDURES:

A. Basis for Discipline

1. Employees are subject to discipline for violations of the law, City Charter provisions that constitute cause for discipline, Civil Service Commission Rules and Regulations, City policies, Departmental policies and procedures and verbal or written directives from supervisory personnel.
2. Failure to report a violation of anything listed under II-(A) is considered a basis for discipline.
3. All disciplinary actions taken under this policy are subject to, and shall be consistent with, applicable federal and state law, local ordinances, administrative directives, El Paso City Charter, and Civil Service Commission Rules and Regulations

IV. DISCIPLINARY MATRIX

The attached disciplinary matrix provides supervisory personnel and Department Heads with the parameters of discipline that shall be imposed on an employee when an infraction occurs that violates the law, a Civil Service rule, policy or regulation of the department. The purpose of the matrix is to provide notice to employees of the types of conduct that will result in disciplinary action and to serve as a deterrent of such conduct so as to promote efficiency of service by ensuring high standards of City service and maintaining public confidence in the City of El Paso.

The matrix is intended for use as a guide to selecting an appropriate level of discipline for the actionable misconduct. **This matrix does not substitute for supervisory judgment and does not dictate discipline.** Rather, this matrix provides a framework within which supervisors exercise judgment on a case-by-case basis within the parameters provided. The final determination for discipline at the minimum level or higher rests with the Department Head as defined in Civil Service Rule 8 and Rule 11, or as defined in the Civil Service Rules and Regulations.

The offenses listed under each level are not intended to be an exhaustive listing. No attempt has been made to list every possible cause for disciplinary or adverse action. The fact that specific misconduct is not listed as an offense does not mean discipline cannot be imposed. Supervisors should evaluate misconduct not listed to the offenses listed and use a form of discipline that most closely coincides with a comparable, listed offense.

The following are the categories of discipline:

- B. Suspension:** A suspension without pay for a definite period of time must be completed on an appropriate Notice of Suspension from in accordance with Civil Service Commission Rules. The Notice of Suspension must:

1. Identify which State or Federal laws, rules, policies, and or regulations were violated.
2. Contain narrative specifications (charges) and
3. Include a record of previous discipline, if any. The Notice of Suspension shall be administered by the Department Head. The Department Head, along with supervisors, shall work with the Human Resources Director for specifications. The Notice of Suspension must always be reviewed by the City Attorney's Office before being administered to the employee.

V. APPLICATION OF THE DISCIPLINARY MATRIX

- A.** The application of progressive discipline is designed to take into account any instance of corrective action or previous discipline. The Department Head shall choose the appropriate disciplinary action at the appropriate level for each offense

1. A Department Head has a choice of severity of disciplinary action beginning from the floor for the specific type of offense, at the appropriate level. When significant mitigating or aggravating circumstances exist, the discipline range may be expanded upon in either direction. For example, if

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**CIVIL SERVICE
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CITY OF EL PASO, TEXAS
NOTICE OF SUSPENSION



Name: Bryan Dominguez

Last 4 #'s of SS # [REDACTED]

Date: October 03, 2018

Position: Animal Protection Officer

Employee ID #: [REDACTED]

the matrix indicates a 10-day suspension, the Department Head may determine that a less severe consequence is more appropriate based on mitigating factors. Likewise, the discipline could be greater than a 10-day suspension if there are significant aggravating factors. Whenever prior violations are used to support a more severe discipline, those offenses shall be cited in the notice of Discipline. When a series of offenses have been committed and action could not have been taken on each before another was committed, a more severe discipline may be assessed for the combined offenses rather than what would be appropriate for any single offense.

2. The Department Head in accordance with CSC Rule 11 retains the right to promulgate rules and regulations regarding the operation of his or her department. Similarly, situations may arise that are not written in a rule or policy; in such a circumstance, an appropriate level of discipline will be imposed. Nothing in this policy shall prohibit a Department Head from departing from utilizing a higher form of discipline, to include termination, if the circumstances warrant such action.
3. These disciplinary guidelines are standard recommendations and not meant to be an all-inclusive list of possible infractions. The Human Resources Director retains the right to modify, or amend this policy and matrix as needed without advance notice.

CITY OF EL PASO DISCIPLINARY MATRIX (May 30, 2015)

Level 1 Violation. Failure to follow City Department Rules of Policies - 3rd Offense (10-Day Suspension)

SPECIFICATIONS:

On June 5, 2018, Supervisor Camilo Ortiz received a phone call from Supervisor Ricardo Padilla advising that you placed a canine in cage DQB28 and the case had no notes stating canine was impounded or if canine was involved in a bite. No quarantine slips were placed on the kennel, leaving shelter staff unaware of why the canine was placed in DQB28.

You stated that the dog was scanned without positive results on a microchip or tags. The dog was impounded as a stray and had nothing to do with the bite incident other than being in the area. You were unable to go back to the property on Mountain Avenue as other priorities came in.

You placed a non-biting canine in DQB and failed to leave notes in the case stating why the canine was placed in the quarantine area. Therefore, shelter staff was unable to determine if the canine was under a 10-day quarantine.

As an employee of the El Paso Department of Animal Services it is your responsibility to conduct yourself in accordance with ordinary reasonable rules of good conduct and behavior that govern law-abiding citizens and in accordance with the laws of the State of Texas, ordinances of this community and the rules and regulations of this department. Your actions of failing to document on a case, constitute violations of Department rules and regulations. In accordance with the City of El Paso Disciplinary Matrix, your conduct is determined to be a Level 1 Violation - Failure to follow City Department Rules of Policies - 3rd offense, which subjects you to a 10-day suspension; however due to your previous 2nd offense in which you received a formal counseling, the Department Head has decided to deviate to a 3-day suspension to be in line with progressive levels of discipline.

Your disciplinary history file reflects the following:

08/16/18 Level 1 Violation - Failure to follow City Department Rules or Policies, 2nd Offense: Formal Counseling (dropped off two dogs overnight without uploading pictures, not scanning both dogs at the shelter before placing them in cages on 02/21/18)

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COMMISSION

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CITY OF EL PASO, TEXAS
NOTICE OF SUSPENSION



Name: Bryan Dominguez

Last 4 #'s of SS # [REDACTED]

Date: October 03, 2018

Position: Animal Protection Officer

Employee ID #: [REDACTED]

07/31/18 Level 1 Violation Failure to Attend Scheduled Training, 1st Offense Formal Counseling (did not attend roundtable meeting on 06/05/18)

03/14/18 Level 1 Violation Failure to follow procedures, 1st Offense, Formal Counseling (failure to scan canine on 01/22/18)

10/25/16 Level 1 Violation At Fault Motor Vehicle Accident equipment accident resulting in minor property damage injury, 1st Offense, Formal Counseling (backing up into another vehicle on 09/04/16)

01/14/16 Level 1 Violation Minor loss/Misplacement Damage to City property, 2nd Offense, 3 day suspension; Settlement Agreement signed for 1 day suspension and Vacation in Lieu of Suspension was used. (lost second microchip scanner on 09/07/15)

09/16/14 Level 1 Violation Minor loss/Misplacement Damage to City property, 1st Offense, Formal Counseling (lost microchip scanner on 07/02/14)

Based on the foregoing charges and specifications the El Paso Department of Animal Services has therefore determined that your services should be suspended without pay for **three (3) workdays**. Be advised that a recurrence of this or of a similar type incident will result in more severe disciplinary action, up to and including termination of your employment with the El Paso Department of Animal Services.

You have **thirty (30) days** from the date you receive this notice to appeal this action to the Civil Service Commission. The City reserves the right to alter or amend these charges and or specifications at a later date.

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EMPLOYEE'S INITIALS BD



CITY OF EL PASO, TEXAS
Formal Counseling
(Discipline Matrix Offense)



To: Bryan Dominguez Kronos # [REDACTED]
From: Paula Powell, Animal Services Director
Subject: Formal Counseling File
Date: 07/30/18

On June 5th 2018, you were scheduled and failed to attend a mandatory round table meeting at 4501 Hondo Pass from 10:15AM -10:30AM. An email was sent out by Teresa Mena advising of the mandatory meeting.

It is important that all emails are read on a daily basis throughout your shift to make sure that you are kept up to date on any changes or vital information that is being sent out to avoid missing any mandatory meetings.

Your failure to comply with the department's performance standards constitutes a direct violation of departmental rules and regulations.

Based on the foregoing, you are hereby Formally Counseled. This notice further serves as communication that you must read your emails on a daily basis to avoid missing any mandatory meetings. You must also comply with all the documents that regulate the department and its members. Be advised that future incidents of a similar nature will result in more severe disciplinary action, up to and including termination of your employment with the City of El Paso.

This notice is provided in compliance with Rule 8, Section 8 (Formal Counseling). You may submit a written response to this formal counseling and have it placed in your personnel file. Your response shall remain in the file so long as the formal counseling to which it relates remains in the file. Please be advised that you may request that this formal counseling be removed from your personnel file after the expiration of twelve (12) months from the date of this formal counseling, provided you have not received any disciplinary action during the twelve (12) month time period.

VIOLATIONS

EL PASO DEPARTMENT OF ANIMAL SERVICES RULES AND REGULATIONS

General Rules & Regulations

I.B. Employee Responsibility Each employee is subject to the lawful orders and directions of their Supervisor in addition to the Rules and Regulations contained herein. All Supervisors are authorized to issue oral instructions as necessary to employees under their supervision. Employees are required to comply with all instructions given by their Supervisor, even if they conflict with, or appear to conflict with, a written rule. An employee who believes that an instruction is contrary to a written rule will nevertheless comply with said instruction and may, at a later time, file a grievance. Where there are conflicting instruction, the instruction given by the Senior Supervisor will be followed. The only exception is an instruction, which would require the employee to commit a clearly unsafe or unlawful act. An unlawful act is one in violation of local, state or federal law.

IV. F. Failure to Follow Orders: Failure to promptly follow the lawful order(s) or direction(s) of a Supervisor shall be grounds for disciplinary action up to and including termination.

Disciplinary Guidelines:

Level I Violation, Failure to Attend Scheduled Training, 1st Offense Formal Counseling

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**CIVIL SERVICE
COMMISSION**



CITY OF EL PASO, TEXAS
Formal Counseling
(Discipline Matrix Offense)



CIVIL SERVICE COMMISSION RULES AND REGULATIONS

RULE 8

Section 8. Formal Counseling.

Formal Counseling is not within the type of disciplinary action specified in Section 6.13-2 of the Charter which may be appealed to the Civil Service Commission. A formal counseling is issued by the Department Head and considered a written counseling to address employee workplace conduct. Employees receiving a formal counseling shall have the right to place responses to the formal counseling into their personnel files which shall remain in the file so long as the formal counseling to which the response relates remains in the file.

Included in, or in conjunction with, the formal counseling document, the Department Head must provide the employee with written notice of the reasons for the formal counseling, with sufficient explanation to place the employee fairly upon his defense.

Upon an employee's request, formal counseling's shall be removed from an employee's personnel file after the expiration of twelve (12) months from the date of the last formal counseling, provided the employee has not received any disciplinary action during the twelve (12) month time period between the request and the last-received formal counseling. Formal counseling's meeting the criteria above shall not be considered against the employee for purposes of determining progressive discipline or performance evaluations, regardless of whether or not the employee requested removal of the formal counseling's. (Added 8/25/09)(Amended 11 2 10, 3 6 12, 1/20/15, 11/15/16)


Employee acknowledgement of receipt

Date: 07/31/18

Witness: 


Paula Powell, Director

Date: 7/30/18

Initials indicate the document has been reviewed by the Department Head

Department Head Initials 

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CIVIL SERVICE
COMMISSION



CITY OF EL PASO, TEXAS
Formal Counseling
(Discipline Matrix Offense)



To: Bryan Dominguez
From: Paula Powell, Animal Services Director
Subject: Formal Counseling File
Date: 08/15/18

Kronos # [REDACTED]

On 02/22/2018, Supervisor Heriberto Martinez received an email from Kennel Attendant Larry II Marquez, who advised that you had dropped off two dogs overnight without uploading pictures to the record. Both animals were scanned by Kennel Attendant Larry II Marquez and canines came back with a positive reading for a microchip. You also noted on PetPoint that you had scanned both dogs while you were out in the field but did not find microchips.

It is important that every animal is properly scanned out in the field before impounding. Reminder that pictures are to be uploaded to the record every time an animal is taken into the Animal Services Center. Your failure to comply with the department's performance standards constitutes a direct violation of departmental rules and regulations.

Based on the foregoing, you are hereby Formally Counseled. This notice further serves as communication that you must follow all policies and procedures when uploading pictures into the system and assuring that all animals are scanned before impounding to the Animal Services Center. You must also comply with all the documents that regulate the department and its members. Be advised that future incidents of a similar nature will result in more severe disciplinary action, up to and including termination of your employment with the City of El Paso.

This notice is provided in compliance with Rule 8, Section 8 (Formal Counseling). You may submit a written response to this formal counseling and have it placed in your personnel file. Your response shall remain in the file so long as the formal counseling to which it relates remains in the file. Please be advised that you may request that this formal counseling be removed from your personnel file after the expiration of twelve (12) months from the date of this formal counseling, provided you have not received any disciplinary action during the twelve (12) month time period.

VIOLATIONS

DEPARTMENT OF ANIMAL SERVICES RULES AND REGULATIONS

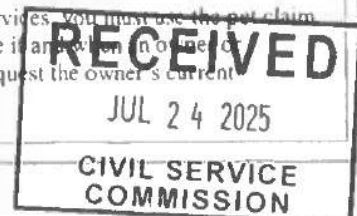
IV. F. Failure to Follow Orders: Failure to promptly follow the lawful order(s) or direction(s) of a Supervisor shall be grounds for disciplinary action up to and including termination

DEPARTMENT OF ANIMAL SERVICES POLICIES AND PROCEDURES

4.9.A Database Documentation: All officers are required to properly document any and all necessary information in the Database system (Document, Document, Document) We must document all interactions with the animal, other employees and the public.

4.9.B Database Documentation: When making notations under 'Comment' section, it is required for you to write your initials, date, time and reason for the comment. This is required even when moving an animal to a different cage and you must write down the reason for the move.

4.9.C Database Documentation: If you are notifying a pet owner that their animal is at Animal Services, you must use the pet claim notice tag provided completing all required information on the pet claim notice door hanger. Include if and when in order of interested party was advised and when they will claim or release the animal to Animal Services. Request the owner's current information changes and update it in the database.





CITY OF EL PASO, TEXAS
Formal Counseling
(Discipline Matrix Offense)



4.9.D Database Documentation: When animals leave your custody (return to owner in the field, died, euthanized, transferred, etc.), the animal screen must have an outcome written on it including the date associated with the animal kennel record.

Disciplinary Guidelines:

Failure to follow City/Department Rules or Policies – Level 1 Violation, 1st Offense, Formal Counseling

CIVIL SERVICE COMMISSION RULES AND REGULATIONS

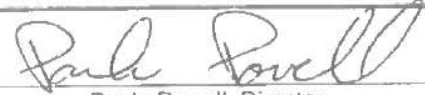
RULE 8

Section 8. Formal Counseling

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 Employee acknowledgement of receipt Date: <u>08/16/18</u> Witness: 	 Paula Powell, Director Date: <u>8/16/18</u> 
Initials indicate the document has been reviewed by the Department Head	

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**CIVIL SERVICE
COMMISSION**



CITY OF EL PASO, TEXAS
Formal Counseling
(Discipline Matrix Offense)



To: Bryan Dominguez Kronos # [REDACTED]
From: Paula Powell, Acting Animal Services Director
Subject: Formal Counseling File
Date: 03/12/18

On January 22, 2018 you impounded a canine on the 4300 block of Manzana and failed to scan the canine before impounding, due to a bad skin condition..

It is important that you abide by all by all policies and procedures when scanning an animal out in the field. Your failure to comply with the department's performance standards constitutes a direct violation of departmental rules and regulations.

Based on the foregoing, you are hereby Formally Counseled. This notice further serves as communication that you must scan every animal that is picked up out in the field before impounding to the Animal Services Shelter. You must also comply with all the documents that regulate the department and its members. Be advised that future incidents of a similar nature will result in more severe disciplinary action, up to and including termination of your employment with the City of El Paso.

This notice is provided in compliance with Rule 8, Section 8 (Formal Counseling). You may submit a written response to this formal counseling and have it placed in your personnel file. Your response shall remain in the file so long as the formal counseling to which it relates remains in the file. Please be advised that you may request that this formal counseling be removed from your personnel file after the expiration of twelve (12) months from the date of this formal counseling, provided you have not received any disciplinary action during the twelve (12) month time period.

VIOLATIONS

EL PASO DEPARTMENT OF ANIMAL SERVICES RULES AND REGULATIONS

El Paso Department of Animal Services Rules and Regulations

IV. F. Failure to Follow Orders: Failure to promptly follow the lawful order(s) or direction(s) of a Supervisor shall be grounds for disciplinary action up to and including termination.

Department of Animal Services Policies and Procedures

4.9.A Database Documentation: All officers are required to properly document any and all necessary information in the Database system: (Document, Document, Document). We must document all interactions with the animal, other employees and the public.

4.9.B Database Documentation: When making notations under 'Comment' section, it is required for you to write your initials, date, time and reason for the comment. This is required even when moving an animal to a different cage and you must write down the reason for the move.

Disciplinary Guidelines:

Level I Violation, Failure to follow City/Department Rules or Policies, 1st Offense – Formal Counseling

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**CIVIL SERVICE
COMMISSION**



CITY OF EL PASO, TEXAS
Formal Counseling
(Discipline Matrix Offense)



CIVIL SERVICE COMMISSION RULES AND REGULATIONS

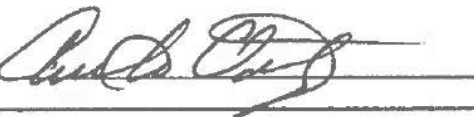
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Included in, or in conjunction with, the formal counseling document, the Department Head must provide the employee with written notice of the reasons for the formal counseling, with sufficient explanation to place the employee fairly upon his defense.

Upon an employee's request, formal counseling's shall be removed from an employee's personnel file after the expiration of twelve (12) months from the date of the last formal counseling, provided the employee has not received any disciplinary action during the twelve (12) month time period between the request and the last-received formal counseling. Formal counseling's meeting the criteria above shall not be considered against the employee for purposes of determining progressive discipline or performance evaluations, regardless of whether or not the employee requested removal of the formal counseling's. (Added 8/25/09)(Amended 11/2/10, 3/6/12, 1/20/15, 11/15/16)

 Employee acknowledgement of receipt Date: <u>03/14/18</u> Witness: 	 Paula Powell, Acting Interim Director Date: <u>3/12/18</u>
Initials indicate the document has been reviewed by the Department Head	
Department Head Initials <u>PP</u>	

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MEMORANDUM

Mayor
Oscar Leeser

City Council

District 1
Peter Svarzbein

District 2
Jim Tolbert

District 3
Emma Acosta

District 4
Carl L. Robinson

District 5
Dr. Michiel R. Noe

District 6
Claudia Ordaz

District 7
Lily Limón

District 8
Cortney C. Niland

City Manager
Tommy Gonzalez

To: Bryan Dominguez

From: Kurt Fenstermacher - Interim Director

Date: October 11, 2016

Subject: **Formal Counseling – Backing up into another vehicle**

On September 4, 2016, you informed your supervisor – Abraham Muniz that you had backed up your unit into a parked vehicle on the 12000 block of St. Laurence. You had stated that you were chasing a loose biting canine and had to reverse to attempt to capture the canine. You were unable to see the vehicle due to the glare of the sun.

You are hereby formally counseled for driving negligence in a City vehicle. If you cannot see it is not safe to proceed. Stop the vehicle and go around the vehicle on foot to be aware of your surroundings. Be advised that future incidents of this or of similar nature will not be tolerated and will result in disciplinary action up to and including termination of your employment with the City of El Paso, Animal Services Department.

This formal counseling will be made part of your permanent personnel file and maintained for future reference. In accordance with Civil Service Commission Rule 8.8, Formal Counseling, employees have the right to "place responses to the formal counseling into their personnel files which shall remain in the file so long as the formal counseling to which the response relates remain in the file." Additionally, upon employee's request, a formal counseling shall be removed from an employee's personnel file after the expiration of twenty-four (24) months from the date of the formal counseling, "provided the employee has not received any disciplinary action during that time period."

Received: _____

Witness: _____

Date: _____

Cc: Human Resources-Personnel file

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CIVIL SERVICE
COMMISSION

Kurt Fenstermacher – Interim Director
5001 Fred Wilson | El Paso, Texas 79906 | (915) 842-1000
www.elpasotexas.gov

"Delivering Outstanding Services"

In the Matter of:

Bryan Dominguez

and

The City of El Paso, Texas.

§
§
§
§
§
§
§
§

SETTLEMENT AGREEMENT

This Settlement Agreement is made on this day, the 13th day of January 2016, by and between the City of El Paso, Texas (the "City"), and Bryan Dominguez ("Employee"). The City issued a Notice of Suspension to Employee on January 13, 2016, attached hereto as Exhibit A.

The parties desire to enter into this Settlement Agreement in order to provide a full and final settlement to the above referenced disciplinary action. As consideration for the mutual promises contained herein, the parties agree as follows:

1. In exchange for the promises of Employee contained herein, the City agrees to modify the proposed disciplinary action, as follows:

- (a) To reduce the disciplinary action, as set forth in the above referenced Notice of Suspension, originally for three (3) days, to one (1) day.

2. In exchange for the promises of the City contained herein and as a material inducement to the City to enter into this Settlement Agreement, without which the City would not be willing to enter into this Agreement, Employee acknowledges and agrees as follows:

- (a) To not revoke said offer, stated above, and to waive any and all rights which are granted under the Charter of the City of El Paso, the Civil Service Rules and Regulations, or any ordinance of the City of El Paso to have this Settlement Agreement set aside or reversed.
- (b) To not appeal the above-mentioned disciplinary action or this Settlement Agreement and if any appeal shall have been previously filed, to withdraw said appeal, immediately with prejudice.
- (c) To not litigate in any forum, judicial or administrative, including but not limited to FLRA, EEO, independent arbitrator, and/or Civil Service Commission, any claims arising from or relating to the matters contained in the above-described Proposed Notice of Suspension or this Settlement Agreement, except for an action to enforce the terms of this Agreement, and if any charge, appeal, and or lawsuit shall have been previously filed to withdraw said charge, appeal, and or lawsuit, immediately with prejudice.

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**CIVIL SERVICE
COMMISSION**

3. The parties agree that this agreement is not an admission of liability on the part of the City nor a precedent for any current or future personnel action, administrative procedure, grievances, or litigation of any kind. However, the City may refer to this Settlement Agreement should any future disciplinary action be taken against Employee.

4. The parties acknowledge that they enter into this agreement freely and voluntarily and that, other than the contents hereof, no promise or threat of any kind whatsoever has been made by the City or any employee thereof to induce the Employee to enter into this agreement. This writing shall comprise the entire understanding between the parties and any modification thereof must be in writing and signed by the parties.

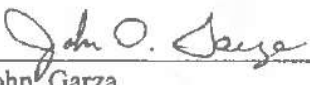
5. All parties agree to cooperate fully and execute any and all supplementary documents and take additional actions that may be necessary or appropriate to give full force and effect to the terms and intent of this Settlement Agreement, which are not inconsistent with its terms.

6. Confidentiality. The parties agree that the City will maintain the confidentiality of this agreement to the extent allowed by law. Furthermore, all parties to this Settlement Agreement agree that they shall not make disclosures about this agreement or its terms, except that the parties may disclose the terms of this settlement pursuant to a court order.

7. This Settlement Agreement shall become effective immediately following execution by each of the parties.


Bryan Dominguez
Employee

01/14/16
Date


John Garza
Environmental Services Assistant Director

1-14-16
Date

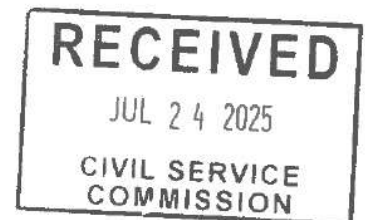


EXHIBIT A
NOTICE OF SUSPENSION





CITY OF EL PASO, TEXAS
NOTICE OF SUSPENSION

Name: Bryan Dominguez
Position: Animal Services Officer

Last 4 #'s of SS #: [REDACTED]
Employee ID #: [REDACTED]

Date: October 28, 2015
Date of Hire: 08/13/12

Address: [REDACTED]

From: Environmental Services Department
Subject: Suspension Without Pay

THIS IS TO NOTIFY YOU THAT YOUR EMPLOYMENT WITH THE CITY OF EL PASO IS HEREBY
SUSPENDED FOR 3 WORKDAYS EFFECTIVE: _____ to _____.

THE FOLLOWING ARE THE STATUTORY REASONS OR GROUNDS AND SPECIFICATIONS OF FACTS
WHICH HAVE NECESSITATED THIS ACTION:

CHARGES:

YOU HAVE VIOLATED THE FOLLOWING CITY OF EL PASO CIVIL SERVICE COMMISSION CHARTER
PROVISIONS, ORDINANCES, RULES AND REGULATIONS:

CITY CHARTER – ARTICLE VI – Civil Service

SECTION 6.13-2, DISCIPLINARY ACTION; REDUCTION

A permanent employee may be discharged, suspended or reduced in rank or position as provided in the Charter or further
defined in the Rules.

SECTION 6.13-3, CAUSES OF SUSPENSION, REDUCTION OR DISCHARGE

The following, which may be further defined in the Rules, may constitute causes for discharge, suspension or reduction in
grade of permanent employees:

- G. Dishonesty, theft, violation of a law, or violation of policies relating to the handling or procurement of
property, or negligence in care or misuse of City property;
- P. For just cause.

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**CIVIL SERVICE
COMMISSION**

I HAVE RECEIVED A COPY OF THIS NOTICE

Employee's Signature

Date: _____

BY CERTIFIED MAIL NUMBER: _____

DEPARTMENT HEAD

COPY RECEIVED AND FILED

HUMAN RESOURCES

BY _____
DIRECTOR

DISTRIBUTION: Original – Human Resources Department; Copy – Department



CITY OF EL PASO, TEXAS
NOTICE OF SUSPENSION

Name: Bryan Dominguez
Position: Animal Services Officer

Last 4 #'s of SS #: [REDACTED]
Employee ID #: [REDACTED]

Date: October 28, 2015
Date of Hire: 08/13/12

CIVIL SERVICE COMMISSION RULES AND REGULATIONS

RULE 8, SUSPENSION, REDUCTION, DISCHARGE

Section 1. Causes of Suspension, Reduction or Discharge.

The following may constitute causes for discharge, suspension or reduction of permanent employees: That an officer or employee in the Civil Service:

- g. Is dishonest, commits theft, violates a law, or violates policies relating to the handling or procurement of property, or negligent in care or misuse of City property; or (Amended 7 31 07, 3 6 12, 9 17 13)
- p. For just cause.

Section 2. Disciplinary Notice

Disciplinary actions in the nature of a discharge, involuntary reduction, or suspension taken against a regular employee, other than at the end of a probationary period, will not become effective until the Department Head has first served upon such employee a written notice of discipline. The notice must contain one or more statutory reasons or grounds for discipline, together with such specifications of fact as will enable the employee to make an explanation and place him fairly upon his defense. The specifications of fact shall be of sufficient specificity so as to preclude the possibility of disciplinary action for the same act or omission in the future. Nothing contained herein shall prohibit the Department Head from using an employee's prior acts or omissions resulting in discipline in determining future disciplinary action against the employee. An employee may be disciplined for other acts or omissions not specified in the notice even if such acts arise from the same incident or event. A Department Head may not unilaterally reduce the discipline given once notice of discipline has been provided to the employee, without the employee's consent. A copy of such notice of discipline, together with the employee's explanation, if any, will be filed with the Human Resources Director. (Amended 06 24 03, 7/31/07, 8/25/09)

Section 3. Notice of Proposed Disciplinary Action, Procedure and Limitation of Action

- a. When disciplinary action in the nature of a five (5) day suspension or greater, a reduction, or discharge is being contemplated by the Department Head, the employee must be served with a notice of proposed disciplinary action which shall conform with the notice requirements set forth in Section 2 and Section 3 (b) of this Rule. In addition to the notice of proposed disciplinary action, the employee shall be furnished with the written materials and tangible things in the possession of the Department Head that form the factual and evidentiary basis for the proposed disciplinary action. No matter may be withheld from the employee that is inconsistent with the theory of discipline or that could tend to mitigate the contemplated sanction. (Amended 8 25 09)
- b. Within ten (10) days of receipt of the notice of proposed disciplinary action, the employee may request a conference with the Department Head. Within five (5) working days of receipt of the employee's response, the Department Head shall meet with the employee provided further that this period may be extended with the mutual consent of the Department Head and the employee. No witnesses may be called to testify as part of the employee's explanation or response. During the conference, the employee, their representative, and the Department Head shall engage in discussions with a view toward reaching a consensus and agreement relative to the proposed disciplinary action. No part of the discussions that take place during the conference may be offered into evidence at any subsequent hearing, except for the limited purpose of determining compliance or non-compliance with the provisions of this Rule as provided in paragraph "e" and for impeachment purposes. In the event such a consensus is reached, the execution by the employee of documents finalizing the settlement agreement shall constitute a waiver of the employee's right to appeal to the Commission, and the employee shall be so advised in plain language. (Amended 09 09 03, 01 06 04, 08 25/09)

EMPLOYEE'S INITIALS _____

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JUL 24 2025

**CIVIL SERVICE
COMMISSION**

Page 2 of 7



CITY OF EL PASO, TEXAS
NOTICE OF SUSPENSION

Name: Bryan Dominguez
Position: Animal Services Officer

Last 4 #'s of SS #: [REDACTED]
Employee ID #: [REDACTED]

Date: October 28, 2015
Date of Hire: 08/13/12

- c. Respecting discharge, those departments currently using a pre-termination hearing shall not be required to have a conference as contemplated hereinabove provided that the time between notification and hearing shall be at least five (5) days and further provided that there shall be no change to current practices regarding violations of applicable federal laws. (Amended 09/09/03, 01/06/04, 08/25/09)
- d. The employee is entitled to have a representative of their choice assist them in the preparation and presentation of their response, provided further that in the event the representative is an employee of the City, he shall use vacation leave or personal days for such time as may be required for the representative to attend the conference. If the employee does not have any accrued vacation or personal days, the employee will be placed on unpaid administrative leave for such time as may be required for the representative to attend the conference. The employee must provide his Department Head with two days notice of the request to take the above leave. The Department Head may disapprove the request if the leave significantly interferes with the operational needs of the department. (Amended 09/09/03, 01/06/04, 08/25/09)
- e. Disciplinary action must be taken against an employee within 80 working days after the occurrence of the incident giving rise to the discipline or from the date that the Department Head knew or should have known that disciplinary action is appropriate, whichever is later, provided however that this period of limitation shall be tolled if an investigation is being conducted by a law enforcement authority into criminal charges against the employee arising out of the same incident. Once a Department Head receives notice from the employee that charges have been preferred, through an indictment or information, or that the criminal investigation has been concluded without the preferal of charges, then the time period will resume running. (Amended 09/09/03, 01/06/04, 08/25/09)
- f. Any issue of non-compliance with these provisions will be considered by the hearing officer and/ or Commission upon the appeal of the disciplinary action. (Amended 01/06/04)
- g. In computing any time periods set forth in this Rule, Saturdays, Sundays, and City Holidays shall not be included.
- h. Nothing in the Rule shall prevent suspension of the employee from service without pay in appropriate circumstances.
- i. A copy of this rule shall be attached to each notice of proposed disciplinary action. (Passed 1/6/04)

Section 4. Resignation Before Appeal Decision

The acceptance by Department Head of the resignation of a person discharged before final action on the part of the Commission will be considered a withdrawal of the charges and the separation of the employee concerned will be recorded as a resignation and the preceding will be dismissed without judgment. (Amended 7/31/07)

Section 5. Disqualification for Reappointment

Any employee who is dismissed for cause or who resigns while not in good standing will be disqualified from taking a Civil Service examination for two years thereafter. His name will be removed from all eligible lists, unless, in the judgment of the Commission the cause of his dismissal or resignation under charges will not affect the possibility of his or her usefulness in some other position. (Amended 8/25/09)

Section 6. Non-Certification of Suspended Persons.

The names of persons suspended will not be certified from eligible lists during the period of suspension. 24 2025

Section 7. Election to Forfeit Annual Leave

Regular employees suspended for not more than ten (10) days may elect to forfeit annual leave to the suspension, or to the extent of the employee's annual leave balance, subject to approval of the Department Head. The election provided for herein, shall work a waiver of the employee's right to appeal the disciplinary action to the Commission, and the employee shall be so advised in plain English on a suitable form upon which the election shall be

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CIVIL SERVICE
COMMISSION

EMPLOYEE'S INITIALS _____



CITY OF EL PASO, TEXAS
NOTICE OF SUSPENSION

Name: Bryan Dominguez
Position: Animal Services Officer

Last 4 #'s of SS #: [REDACTED]
Employee ID #: [REDACTED]

Date: October 28, 2015
Date of Hire: 08/13/12

made, as developed by the Human Resources Director and appended to the notice of suspension. The Department Head shall not unreasonably withhold approval of the employee's election. (Added 05/11/04, Amended 7/31/07)

Section 8. Formal Counseling

Formal Counseling is not within the type of disciplinary action specified in Section 6.13-2 of the Charter which may be appealed to the Civil Service Commission. A formal counseling is issued by the Department Head and considered a written counseling to address employee workplace conduct. Employees receiving a formal counseling shall have the right to place responses to the formal counseling into their personnel files which shall remain in the file so long as the formal counseling to which the response relates remains in the file. Upon an employee's request, a formal counseling shall be removed from an employee's personnel file after the expiration of twenty-four (24) months from the date of the formal counseling, provided the employee has not received any disciplinary action during that time period. A formal counseling, once removed from the employee's file, shall not be considered against the employee for purposes of determining progressive discipline or performance evaluations. (Added 8/25/09)(Amended 11/2/10, 3/6/12)

RULE 11. DEPARTMENTAL RULES

Section 1. Any department head shall have the right to promulgate rules and regulations regarding the operation of his or her department, and the conduct of the employee therein, subject to the consent and approval of the City Manager, provided that such rules do not conflict with the Civil Service Charter or the Rules promulgated thereunder.

Section 2. Large departments having various sub departments may, in their rules, have rules and regulations pertaining to said sub departments in addition to general rules and regulations regarding the department. (Amended 7/31/07)

Section 3. The Human Resources Director may promulgate, rules, regulations and policies and procedures, that apply to all or some city departments, as may be specified by the Director, regarding any requirements applicable to the employees of such departments, subject to the consent and approval of the City Manager, provided that such rules, regulations, or policies and procedures do not conflict with the Civil Service Charter or the Rules promulgated hereunder. (Added 3/6/12)

Section 4. Any Department Head may, as provided in the Charter, suspend, discharge or demote any employee for insubordination, for failure to comply with departmental rules and regulations, for failure to comply with the Rules of the Commission or for failure to obey any lawful order of a superior officer. (Amended 07/11/06)

Section 5. The Human Resources Director is authorized to maintain a comprehensive manual of safety procedures and driver safety standards of all employees. Each employee shall receive a link to a copy of the manual. (Added 3/6/12)

CITY OF EL PASO – DISCIPLINARY POLICY AND MATRIX (May 2, 2013)

I. POLICY:

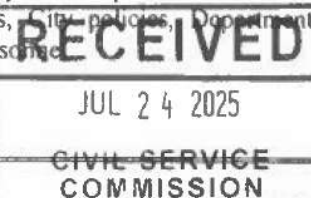
The City of El Paso is committed to a goal of high performance by all employees in order to fulfill its mission of outstanding customer service to the citizens of our community. The purpose of this policy and matrix is to provide City leaders and supervisor with a guideline and reference for corrective and disciplinary action. The City of El Paso Human Resources Department accepts and investigates all allegations of employee misconduct and imposes corrective and progressive disciplinary action in a timely and consistent manner, as appropriate. This policy outlines the procedure for investigating allegations of employee misconduct, issuing corrective action, and applying the Matrix to impose discipline.

II. PROCEDURES:

A. Basis for Discipline

1. Employees are subject to discipline for violations of the law, City Charter provisions that constitute cause for discipline, Civil Service Commission Rules and Regulations, City policies, Departmental policies and procedures and verbal or written directives from supervisory personnel.

EMPLOYEE'S INITIALS _____





CITY OF EL PASO, TEXAS
NOTICE OF SUSPENSION

Name: Bryan Dominguez
Position: Animal Services Officer

Last 4 #'s of SS #: [REDACTED]
Employee ID #: [REDACTED]

Date: October 28, 2015
Date of Hire: 08/13/12

2. Failure to report a violation of anything listed under II(A)1 is considered a basis for discipline.
3. All disciplinary actions taken under this policy are subject to, and shall be consistent with, applicable federal and state law, local ordinances, administrative directives, and Civil Service Commission Rules and Regulations.

IV. Disciplinary Matrix

The attached disciplinary matrix provides supervisory personnel and Department Heads with the parameters of discipline that shall be imposed on an employee when an infraction occurs that violates the law, a Civil Service rule, policy or regulation of the department. The purpose of the matrix is to provide notice to employees of the types of conduct that will result in disciplinary action and to serve as a deterrent of such conduct so as to promote efficiency of service by ensuring high standards of City service and maintaining public confidence in the City of El Paso.

The matrix is intended for use as a guide to selecting an appropriate level of discipline for the actionable misconduct. This matrix does not substitute for supervisory judgment and does not dictate discipline. Rather, this matrix provides a framework within which supervisors exercise judgment on a case-by-case basis within the parameters provided. The final determination for discipline at the minimum level or higher rests with the Department Head as defined in Civil Service Rule 8 and Rule 11, or as defined in the Civil Service Rules and Regulations.

The offenses listed under each level are not intended to be an exhaustive listing. No attempt has been made to list every possible cause for disciplinary or adverse action. The fact that specific misconduct is not listed as an offense does not mean discipline cannot be imposed. Supervisors should evaluate misconduct not listed to the offenses listed and use a form of discipline that most closely coincides with a comparable, listed offense.

The following are the categories of discipline:

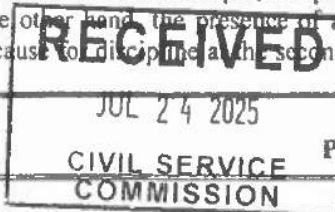
2. Suspension: A suspension without pay for a definite period of time must be completed in an appropriate Notice of Suspension form in accordance with Civil Service Commission Rules. The Notice of Suspension must (1) identify which state and federal laws, rules, policies, and /or regulations were violated, (2) contain narrative specifications (charges) and (3) include a record of previous discipline, if any. The Notice of Suspension shall be administered by the Department Head. The Department Head, along with supervisors, shall work with the Human Resources Director, or designee when drafting the narrative specifications. The Notice of Suspension must always be reviewed by the City Attorney's Office before administered to the employee.

V. Application of the Disciplinary Matrix

1. The application of progressive discipline is designed to take in to account any instance of corrective action or previous discipline. The Department Head shall choose the appropriate disciplinary action at the appropriate level for each offense.

The four levels of discipline, set forth in the matrix, establish a range of offenses from least offensive (Level 1) to most offensive (Level 4). The levels are further divided into columns for 1st Violation, 2nd Violation, 3rd Violation, and 4th Violation. The discipline range typically becomes more severe as violations progress from first through fourth. To be considered a second or third violation, the subsequent offense does not have to be the same or similar type of offense. For example, if an employee who previously was disciplined for a first offense of absence without leave (AWOL) subsequently engages in failure to attend a scheduled training, the discipline range would be derived from the second violation level for the failure to attend the scheduled training. Also, various factors can combine to either enhance or mitigate a discipline selection. For example, the presence of multiple charges would tend to enhance a discipline selection. On the other hand, the presence of a Level 3 violation prior to the presence of a Level 1 violation is not necessarily cause for discipline at the second level of

EMPLOYEE'S INITIALS _____





CITY OF EL PASO, TEXAS
NOTICE OF SUSPENSION

Name: Bryan Dominguez
Position: Animal Services Officer

Last 4 #'s of SS #: [REDACTED]
Employee ID #: [REDACTED]

Date: October 28, 2015
Date of Hire: 08/13/12

Level 3, as the second violation is a lesser offense and may require Level 1 discipline. This will be a case-by-case determination.

2. A Department Head has a choice of severity of disciplinary action beginning from the floor for the specific type of offense, at the appropriate level. When significant mitigating or aggravating circumstances exist, the discipline range may be expanded upon in either direction. For example, if the matrix indicates a 10-day suspension, the Department Head may determine that a less severe consequence is more appropriate based on mitigating factors. Likewise, the discipline could be greater than a 10-day suspension if there are significant aggravating factors. Deviation from the suggested discipline range should be justified in the notice of discipline. Whenever prior violations are used to support a more severe discipline, those offenses shall be cited in the notice of discipline. When a series of offenses have been committed and action could not have been taken on each before another was committed, a more severe discipline may be assessed for the combined offenses rather than what would be appropriate for any single offense.
3. The Department Head in accordance with CSC Rule 11 retains the right to promulgate rules and regulations regarding the operation of his or her department. Similarly, situations may arise that are not written in a rule or policy; in such a circumstance, an appropriate level of discipline will be imposed. Nothing in this policy shall prohibit a Department Head from departing from utilizing a higher form of discipline, to include termination, if the circumstances warrant such action.
4. These disciplinary guidelines are standard recommendations and not meant to be an all inclusive list of possible infractions. The Human Resources Director retains the right to modify, or amend this policy and matrix as needed without advance notice.

City of El Paso Disciplinary Matrix May 2, 2013

Level 1 Violation – Minor Loss/Misplacement of City Property

DEPARTMENT OF ENVIRONMENTAL SERVICES RULES AND REGULATIONS

VI. SAFETY & INJURY RULES AND PROCEDURES

E. Responsibility for Equipment:

2. Equipment

- a. Environmental Services Manager Supervisors are responsible for all equipment assigned to their staff, including security, cleanliness, proper care, operation and maintenance. This includes, but is not limited to, office equipment, aircards, cameras, laptops, and all field equipment.
- b. All assigned Supervisors are responsible for proper custody, care, operation and maintenance of equipment and supplies assigned to their division.
- c. Employees assigned City Office or Field Equipment will be fully responsible for all equipment and maintaining use of such equipment for official City use only. Employees will use proper care and follow all safety procedures when handling Departmental equipment to prevent any damage to private property during the performance of their duties.
- d. Employees will immediately report any lost or damaged property to their Supervisors. In the event, their Supervisor is not available, the next level Supervisor or the Fleet Services Coordinator shall be notified and a detailed written report submitted. Supervisors will follow up with an investigation and written report.

EMPLOYEE'S INITIALS _____

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JUL 24 2025

**CIVIL SERVICE
COMMISSION**

Page 6 of 7



CITY OF EL PASO, TEXAS
NOTICE OF SUSPENSION

Name: Bryan Dominguez
Position: Animal Services Officer

Last 4 #'s of SS #: [REDACTED]
Employee ID #: [REDACTED]

Date: October 28, 2015
Date of Hire: 08/13/12

SPECIFICATIONS: Your disciplinary history set forth below reflects that you have previously been formally counseled for losing a microchip scanner. You lost a second microchip scanner as follows:

On Monday, September 7, 2015 you informed your Supervisor Valentin Garcia that your microchip scanner was missing. You became aware of the loss when you were out in the field assisting with the capture of a loose canine. You remembered having it the previous day on Billy Casper and you remember placing the scanner in your unit, but it was not there. You searched your unit and returned to the place you last used the scanner but you were not able to locate it.

Your disciplinary history reflects the following:

On 08/26/14 you received **Formal Counseling** for losing a microchip scanner on 07/02/14.

Therefore, based on the above specifications, the City of El Paso Environmental Services Department has determined that your services are to be suspended for **three workdays**. Be advised that a recurrence of this or of a similar type incident will result in more severe disciplinary action, up to and including termination of your employment with the City of El Paso.

You have thirty days from the date you receive this notice to appeal this action to the Civil Service Commission. The City reserves the right to amend these charges and/or specifications at a later date.



EMPLOYEE'S INITIALS _____

Property Damage Report Form

(To be completed by employee as participant or witness)

Employee Name **DOMINGUEZ, BRYAN** Dept **ANIMAL SERVICES** Date **09/07/2015**
 Date of Incident **09/07/2015** Time of Incident **14:08 HRS** A.M. ☐ P.M. ☒
 Unit Number (if applicable) **N/A** VIN (if applicable) **N/A**
 Exact Location of Incident **JUDITH RANKING**

Was Supervisor Notified ☒ Yes ☐ No Time _____ Supervisor Name **GARCIA VALENTIN**
 If Supervisor was not contacted, was department contacted? ☒ Yes ☐ No Time _____ Person Contacted _____
 Was Police Dept. notified? ☐ Yes ☐ No Time _____ By whom? _____
 Was Fire Dept. notified? ☐ Yes ☐ No Time _____ By whom? _____

Is employee completing this form a witness to the incident? Yes No

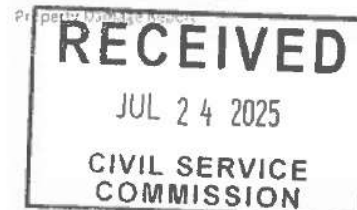
Incident Report

Please select from options below and provide a description of the type of damage.

☐	Injury to Person			
☐	Damage to Property	UNFOUND MICROCHIP SCANNER		
☐	Motor Vehicle Accident			
		Number of Vehicles Involved	Were any parked? Yes ☐ No ☐	Number of Occupants in Other Vehicle
☐	Other (describe)			
Name of Other Party Involved		Phone		
Address (include complete address below)				
Street		City	State	Zip
Vehicle Make		Model	Vehicle License	

Inform other party that all questions should be directed to the City Attorney's Office (541-4550)

01/01/2010
Revised April 2011



Property Damage Report Form

Briefly Describe What Happened

It was noticed that my scanner was missing as I was assisting office Tuialuuluu Ani 701 capturing a dog at Judith Ranking on September 07, 2015. I looked into my bag and there was no microchip scanner. Last time the scanner was used was on September 6, 2015 on Billy Casper as I scanned for my last holding. I remember that the dog was scanned on cage number 5 and taken with me into the unit. After noticing the scanner was missing Supervisor Valentin Garcia was advised of the situation at 14:08 hrs. I thoroughly looked for it on my unit and had already gone back to Billy Casper to check the area and ask neighbors if they had possibly seen the microchip scanner. BD 136

Use space below for witness or other information, drawings (print out to complete drawing), etc.

SEP 14 2015

Signature



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JUL 24 2025

**CIVIL SERVICE
COMMISSION**

Date

09/07/15

Property Damage Report Routing
Original to Department Supervisor

Send a copy to City Attorney's Office and copy to HR - Risk Management (Insurance & Benefits) within two business days
01/01/2010

Revised April 2011

Property Damage Report



ESD INCIDENT REPORT

NAME: Valentin Garcia

DATE: 9/09/15

TIME: 1:00 pm

INCIDENT/NAME(S) INVOLVED: Officer Bryan Dominguez / Lost microchip scanner

ADDRESS/LOCATION: unknown block of Billy Casper
(CHECK ONE)

FOR INFORMATION

FOR REVIEW

DIVISION MANAGER: Hugo Navarro

Give a brief description of incident and be specific with details, names, witnesses, locations, agencies, times, etc.:

On Monday September 7, 2015, Officer Bryan Dominguez called me to inform me that he had just realized that his microchip scanner was missing. Officer Dominguez stated that he was out on the field assisting an officer capturing a loose K9 and could not find his scanner. He stated that he remembered to have used it the previous day on a holding on the street of Billy Casper. He included that he remembered he scanned an animal and placed scanner in his unit. Officer Dominguez believes that is the last place he left his scanner and now it's not there. I then advised him to look for his scanner in his unit and other areas where he might have put it away and if he could go back to his last known location where he used it to see if he possibly dropped it. I instructed Officer Dominguez to submit an incident and property damage report if he was not successful in finding his microchip scanner.

Signature: 

Date: 9/10/15

Title: ASFO Shift Supervisor

Region/Section: ESD/ Animal Services Field Ops.

COUNTY OF EL PASO
EL PASO, TEXAS

This instrument was acknowledged before me on this _____ day of SEP 14, 2014 by _____

NOTARY PUBLIC

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JUL 24 2025

CIVIL SERVICE
COMMISSION



ESD INCIDENT REPORT

NAME: DOMINGUEZ, BRYAN

DATE: 09/07/2015

TIME: 14:08 HRS.

INCIDENT/NAME(S) INVOLVED: DOMINGUEZ BRYAN

ADDRESS/LOCATION: JUDITH RANKING

(CHECK ONE)

FOR INFORMATION

FOR REVIEW

DIVISION MANAGER:

Give a brief description of incident and be specific with details, names, witnesses, locations, agencies, times, etc.:

It was noticed that my scanner was missing as I was assisting office Tuialuuluu Ani 701 capturing a dog at Judith Ranking on September 07, 2015. I looked into my bag and there was no microchip scanner. Last time the scanner was used was on September 6, 2015 on Billy Casper as I scanned for my last holding. I remember that the dog was scanned on cage number 5 and taken with me into the unit. After noticing the scanner was missing Supervisor Valentin Garcia was advised of the situation at 14:08 hrs. I thoroughly looked for it on my unit and had already gone back to Billy Casper to check the area and ask neighbors if they had possibly seen the microchip scanner. BD 136

Signature: [Signature]

Date: 09/07/2015

Title: ANIMAL CONTROL OFFICER

Region/Section: _____

COUNTY OF EL PASO
EL PASO, TEXAS

SEP 14 2015

This instrument was acknowledged before me on this _____ day of _____, 2014 by _____

NOTARY PUBLIC

RECEIVED

JUL 24 2025

CIVIL SERVICE
COMMISSION



El Paso Animal Services

MAYOR

Renard U. Johnson

To: Bryan Dominguez ([REDACTED]). Animal Protection Officer

From: Erika Marquez, Sr. Human Resources Analyst

CITY COUNCIL

Date: July 24, 2025

District 1

Alexander Chavez

Subject: Acknowledgement

District 2

Dr. Josh Acevedo

This memorandum is to acknowledge your receipt of the following documents regarding the Notice of Suspension provided to you on July 24, 2025

District 3

Esmeralda M. Rocha

- Notice of Suspension (8 pages)
- Backup Documents (48 pages)
- Discipline History (48 page)
- Acknowledgement of Rules (2 pages)
- Disciplinary Policy and Matrix (11 pages)

District 4

Cynthia Bayan Trejo

District 5

Rafael Nieto

District 6

Arturo Lopez

District 7

Lily Estrada

I am acknowledging receipt of the above documents.

District 8

Araceli Capriles

CITY MANAGER

Deanna Black





RECEIVED

JUL 24 2025

ANIMAL SERVICE
COMMISSION

Terry Kobschull – Director

El Paso Animal Services | 5001 Fred Wilson | El Paso, TX 79906

O: (915) 212-7297 | Email: EPAS@elpasotexas.gov



DELIVERING EXCEPTIONAL SERVICES

om: Herrera, Ashley N.
to: EPAS-Human Resources
Cc: Ramirez, Gina; Muniz, Abraham; Ortiz, Alberto; Quezada, Yazmin G.
Subject: Incident Report - Bryan Dominguez
Date: Thursday, April 3, 2025 4:09:18 PM
Attachments: Bryan Dominguez - Incident Report - 4-3-25.pdf

Good afternoon,

Please find attached the incident report for Mr. Bryan Dominguez regarding his failure to add animal profiles and photos to a case. Included are the case printout and a statement from Supervisor Albert Ortiz, who was a witness during my conversation with Mr. Dominguez.

If you need any further information, please don't hesitate to reach out.

Respectfully,

Ashley Herrera

Animal Services Field Shift Supervisor

4501 Hondo Pass -B, El Paso TX, 79904

Office: (915) 212-0700

herreraan@elpasotexas.gov

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ANIMAL SERVICES INCIDENT REPORT

NAME: Ashley Herrera

DATE OF INCIDENT: 4/02/2025 TIME OF INCIDENT: 8:38PM

NAME(S) INVOLVED: Bryan Dominguez

NATURE OF INCIDENT: Inefficient Work Performance

ADDRESS/LOCATION OF INCIDENT: 7161 Granite

Give a brief description of incident and be specific with details, names, witnesses, times, locations, Agencies, etc.

On April 2nd, 2025, Bryan Dominguez failed to properly enter individual animal profiles and upload required photos for case C8991086. There was no enforcement given, nor was vaccination registration, or microchip information requested. This oversight caused delays in the investigation and case completion. Bryan has previously been written up for similar issues, including incomplete documentation and missing photos. Despite prior warnings, coaching's, and guidance this issue continues to affect workflow and case resolution.

Signature: *Ashley Herrera* Date: 4/3/25

Title: Animal Adoption Supervisor Division/Section: EPAS

02/14/2025





ANIMAL SERVICES INCIDENT REPORT

NAME: Daniel Rivera

DATE OF INCIDENT: April 2, 2025

TIME OF INCIDENT: Around 9:00 PM

NAME(S) INVOLVED: Daniel Rivera, Bryan Dominguez

NATURE OF INCIDENT:

ADDRESS/LOCATION OF INCIDENT: 7161 Granite Rd. El Paso, Texas 79915

Give a brief description of Incident and be specific with details, names, witnesses, times, locations, Agencies, etc.

06-16-2025

On April 2, 2025 at around 9:00PM Call was received from Animal Protection Officer Bryan Dominguez in Reference to an ANI to ANI attack that occur on the address of 7161 Granite Rd. According to APO Dominguez all Canines that were involved with the Exposure which resulted in a Deceased canine resided at the same address. As far as I can remember conversation with APO Dominguez, was him asking what he can now do as victim canine Is already deceased and there is a lot of animals in the property. APO Dominguez was asked if he knew which Canines were the ones involved in the Exposure which he replied no. APO Dominguez was advised that the next Step to do is Enforce VMR as there was an Exposure involved which he replied that there is a lot of animals in the Property, does he really need to do such thing as it will be a lot of citations. APO Dominguez was simply advised That it will be under his discretion on how he will manage the case. APO Dominguez asked if there Was anything that can be done with all this animals and helping the owner which was advised that we cannot do Much for him at the moment, but was encourage to send an email to the supervisors and CC me to see if any Resources can be given or help. That was about it what the conversation consisted of with APO Dominguez. No Further action was taken on my part or ever heard from the case no more.

SIGNATURE:

DATE:

06/16/2025

TITLE: Senior Animal Protection Officer

DIVISION/SECTION:

02/14/2025

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04/08/2025

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Dionne Mack

Dear Chief,

Regarding the call on 7161 Granite Rd. Case # 8991086 which was handled on 04/02/2025 by P.D. Officer 2F182 and myself. Call was regarding a brown dog which was killed by other dogs on the yard. Upon arrival multiple dogs were seen on the yard along with the dead brown puppy dog.

Mr. Macias was talked to and he advised that the situation had gotten out of control as the dogs kept on reproducing and with them being elderly they could not keep up. Macias advised that they had gotten cited before and they were tired of coming and going to court. He would not let PD and Animal Services in the house reason why he brought the dead dog out and allowed for us to take pictures and identify himself. He also mentioned that as to that day could not provide their dogs with vaccine, microchip or registration. He pointed out to his front neighbor that if it was not for him, his dogs would be starving. Mr. Macias was explained that the shelter could possibly provide with assistance as Animal Services NOT Human Society could provide with resources if he contacted the "Owner Surrender Specialists". Macias deliberately asked for help by surrendering the dogs to Animal Services as he could not provide with what we asked for (vaccine, microchip, registration).

Terry Kebschull – Director

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CITY MANAGER

Dionne Mack

Contact was made with SAPO Rivera who was advised about the precarious situation the dogs live in an of the canines situation reproducing themselves, the owner being elder which he could no keep up with them to which he advised that we could not pick up the dogs as owner surrender. Rivera was also explained the dead dog situation to which he mentioned that no cruelty case would be pursued. Senior agreed to close the call as dog was dead and cause of dead was because of the overpopulation of animals on the property. Based on the previous history with the owner, were nothing was made through the department, it would be left up to the owner Macias to take action on rehoming dogs and finding sources and resources for the canines himself as we could not do anything in Animal Services. No other options were provided and Macias was explained the situation and was persuaded to call animal services to keep this from happening again.

Supervisor Herrera advised that my job on the call was not acceptable based on not documenting the dogs in the property, providing with vmr documentation on them and uploading pictures. She was explained that we have had previous history with Macias and with him not providing access to the house did not make the documentation accurately on the dogs in the property as dogs went in and out of the house through the back door but also because he had lost control of the situation and did not know exactly how

Terry Kobschull – Director

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many or what kind of dogs he had. Therefore, he did not have vmr documentation reason why he just wanted dogs to be taken through animal surrender by the department which he was denied. Pictures of the dead animal and surroundings were uploaded 24 hours later to my inspection. Prior to supervisor A. Ortiz and officer Cobos updating any notes on the case and after they had responded to a follow up inspection early the following day.

Notes and animal documentation were updated as the investigation progressed through the days and with assistance of a Supervisor and Officers having different options available within the next days to the owner and Animal Services from the original time and date when the complaint was made. Reason why I disagree on being written up and given an incident report as a directive of an immediate superior (SAPO Rivera) was given and followed based on what was discussed at a given moment. BD136

Terry Kebschull – Director

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DELIVERING EXCEPTIONAL SERVICES

Herrera, Ashley N.

From: Ortiz, Alberto
Sent: Thursday, April 3, 2025 3:29 PM
To: Herrera, Ashley N.
Cc: Ramirez, Gina
Subject: Coaching statement



During a recent Coaching incident that was given to Bryan Dominguez by Sup. A. Herrera, upon questioning for his poor quality of work and insufficient work performance on C08991086; he stated that he did not know how to handle those types of calls. When Ashley advised them and provided guidance on how to go about it and notifying the Supervisors, he agreed with her stating that she was correct; Mr. Dominguez did not say much after that.

Alberto Ortiz
Field Ops. Shift Supervisor
Animal Services Dept
Office:915-212-0700
Cell:915-493-9630

Case View Report



El Paso Animal Services

5001 Fred Wilson Avenue

El Paso, Texas 79906 USA

EPAS@elpasotexas.gov

<https://elpasoanimalservices.org/>

Tel.: 915-212-7297 / 915-751-1726

Printed: 04/03/2025 07:22AM By: MunizAX

Case Details

Case #: C0006991086

Reference #:

Status: Closed

Case Date/Time: 04/02/2025 07:02PM Reported

Jurisdiction: CITY of El Paso

Category: Investigation

Type: Bite / Scratch

Subtype: Animal to Animal

Officer: Bryan Dominguez

Review Date:

7161 Granite Rd, El Paso 79915, Texas, United States

Directions:

Result: Completed By Bryan Dominguez Date/Time: 04/02/2025 10:39PM

Result Comments:

Created By: GalvanP

Animal Info: caller is advising there is a lot of dogs at this address, the dogs are fighting, they are small dogs, unsure of breed, the dog killed a smaller dog, and they were eating it. She is unsure if the owners are home, she wants us to check on the owners to see if they are okay.

Created: 04/02/2025 07:09PM

Last Updated By: DominguezBX

Updated: 04/02/2025 10:42PM

Person Info: Dennise Utajara

Case Animals

Animal #: A0058236971 |

Animal ID: A0058236971

ARN: DOB: 12/26/2024

Chip #: Current Age: 0 Y 3 M 8d

Type: Age Group: Juvenile 8WK to 6Months

Declawed: N Bitten: No Bite History

Animal Memos: No Case Memos: No

Types: Dog Gender: Male

Breeds: Terrier/Mix Altered: N

Colors: Brown/ Size: S

Pattern: Weight: 0

Primary Role: Victim Secondary Role:

Conditions: No Violations: No

Case Persons

Person #: P0027519706 | Emilio Macias

P0027519706

Emilio Macias, 7161 GRANITE

79915, CITY of El Paso, TX - Home Primary Role: Suspect Secondary Role:

Animal Owner: No, Person Reporting: No, Property Owner: No

Case Activities

<u>Activity #:</u>	8841418	<u>Conditions:</u>		<u>Danger?</u>	
<u>State:</u>	Closed	<u>Jurisdiction:</u>	CITY of El Paso	<u>Patrol Area:</u>	800 Lower Valley
<u>Type/Subtype:</u>	Dispatch - Exposure	<u>Cross Streets:</u>		<u>Distance:</u>	0
<u>Priority:</u>	High	<u>Created Date/Time:</u>	04/02/2025 07:10PM	<u>Created By:</u>	GalvanP
<u>Review Date:</u>		<u>Last Updated Date/Time:</u>	04/02/2025 10:39PM	<u>Last Updated By:</u>	DominguezBX
<u>Comments:</u>					

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4/3/25, 1:24 AM

Case View Report

Status History	Status Date/Time	Activity Owner	Status Update Date/Time	Status Updated By
Ended	04-02/2025 10:39PM	Bryan Dominguez	04/02/2025 10:39PM	Bryan Dominguez
New	04-02/2025 07:09PM	Dispatch 1-ASFO	04/02/2025 07:09PM	Patricia Galvan

Result Qty	Result	Is Primary	Result Date	Result By
1	Advised	Yes	04/02/2025 10:39PM	Bryan Dominguez

Case Memo(s)

<u>Memo #</u>	<u>Reference</u>	<u>Reference #</u>	<u>Memo Type</u> <u>Memo Subtype</u>	<u>Created Date/Time</u>	<u>Created By</u>	<u>Updated Date/Time</u>	<u>Updated By</u>	<u>Review Date/Time</u>
8436432	Case		Field Report Officer	04-02/2025 10:42PM	DominguezBX	04/02/2025 10:42PM	DominguezBX	

04/02/2025 @ 2038 hrs. Arrived to 7161 Granite and made contact with pet owner Mr. Emilio Macias who advised that the small canine who was dead on his backyard. Dog was bit by other canines on the abdominal area and died by the attacks. Dog was a brown two month old terrier mix who was bagged by the owner and placed on the trash bin. SAPO Rivera was advised and concurred to document the incident by the other dogs. Overall canines have access to the house 24/7 were water and food are provided to them. PD officer 2F182 was at the location to were situation of the dog was documented only (Case# 25-092228) as there was no animal cruelty case. BD136



Case View Report



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Tel.: 915-212-7297 / 915-751-1726

Printed: 07/03/2025 05:32PM By: HerreraAN

Case Details

Case #: C0009991086
Reference #:
Status: Closed

Case Date/Time: 04/02/2025 07:02PM Reported:
Jurisdiction: CITY of El Paso

Category: Investigation
Type: Bite / Scratch
Subtype: Animal to Animal
Officer: Jorge Cobo
Review Date:

7161 GRANITE RD., El Paso, 79915, Texas, United States

Directions:

Result: Completed By: Bryan Dominguez Date/Time: 04/02/2025 10:39PM

Result Comments:

Created By: GalvanP

Animal Info: caller is advising there is a lot of dogs at this address, the dogs are fighting, they are small dogs, unsure of breed, the dog killed a smaller dog, and they were eating it. She is unsure if the owners are home, she wants us to check on the owners to see if they are okay.

Created: 04/02/2025 07:08PM
Last Updated By: OrtizAX
Updated: 04/29/2025 09:56AM

Person Info: Dennise Utajara [REDACTED]

Case Animals

Animal #: A0058236971 |

Animal ID: <u>A0058236971</u>	Name: 4.3	Types: Dog	Gender: Male
ARN:	DOB: 12/26/2024	Breeds: Terrier/Mix	Altered: N
Chip #:	Current Age: 0 Y 6 M 7d	Colors: Brown/	Size: S
Type:	Age Group: Juvenile 8WK to 6Months	Pattern:	Weight: 0
Declawed: N	Bitten: No Bite History	Primary Role: Victim	Secondary Role:
Animal Memos: No	Case Memos: No	Conditions: No	Violations: No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	, CITY of El Paso TX 79915

Animal #: A0058242160 |

Animal ID: <u>A0058242160</u>	Name: Sula	Types: Dog	Gender: Female
ARN:	DOB: 4/3/2017	Breeds: Miniature Pinscher/Mix	Altered: U
Chip #:	Current Age: 8 Y 3 M 0d	Colors: Black/Brown	Size: S
Type:	Age Group: Adult	Pattern:	Weight: 0
Declawed: N	Bitten: No Bite History	Primary Role: Suspect	Secondary Role:
Animal Memos: No	Case Memos: No	Conditions: No	Violations: No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	, CITY of El Paso TX 79915

Animal #: A0058242168 |

Animal ID: <u>A0058242168</u>	Name: Bella	Types: Dog	Gender: Female
ARN:	DOB: 4/3/2017	Breeds: Great Pyrenees/Mix	Altered: U
Chip #:	Current Age: 8 Y 3 M 0d	Colors: White/	Size: L
Type:	Age Group: Adult	Pattern:	Weight: 0
Declawed: N	Bitten: No Bite History	Primary Role: Suspect	Secondary Role:
Animal Memos: No	Case Memos: No	Conditions: No	Violations: No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
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P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	CITY of El Paso TX 79915
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Animal #: A0058242179 |

Animal ID: A0058242179 Name: Dodge Types: Dog Gender: Male
 ARN: DOB: 4/3/2017 Breeds: Retriever, Labrador/Mix Altered: U
 Chip #: Current Age: 8 Y 3 M 0d Colors: Brown/White Size: M
 Type: Age Group: Adult Pattern: Weight: 0
 Declawed: N Bitten: No Bite History Primary Role: Suspect Secondary Role:
 Animal Memos: No Case Memos: No Conditions: No Violations: No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	CITY of El Paso TX 79915

Animal #: A0058242190 |

Animal ID: A0058242190 Name: Tachuelita Types: Dog Gender: Female
 ARN: DOB: 12/3/2024 Breeds: Miniature Pinscher/Mix Altered: U
 Chip #: Current Age: 0 Y 7 M 0d Colors: Black/Brown Size: S
 Type: Age Group: Adult Pattern: Weight: 0
 Declawed: N Bitten: No Bite History Primary Role: Suspect Secondary Role:
 Animal Memos: No Case Memos: No Conditions: No Violations: No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	CITY of El Paso TX 79915

Animal #: A0058242202 |

Animal ID: A0058242202 Name: Peanut Butler Types: Dog Gender: Male
 ARN: DOB: 4/3/2020 Breeds: Miniature Pinscher/Mix Altered: U
 Chip #: Current Age: 5 Y 3 M 0d Colors: Black/Brown Size: S
 Type: Age Group: Adult Pattern: Weight: 0
 Declawed: N Bitten: No Bite History Primary Role: Suspect Secondary Role:
 Animal Memos: No Case Memos: No Conditions: No Violations: No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	CITY of El Paso TX 79915

Animal #: A0058242208 |

Animal ID: A0058242208 Name: Casper Types: Dog Gender: Male
 ARN: DOB: 1/3/2025 Breeds: Miniature Pinscher/Mix Altered: U
 Chip #: 933000321109137 Current Age: 0 Y 6 M 0d Colors: White/Brown Size: S
 Type: MicrochipID Systems/Buddy ID Age Group: Adult Pattern: Weight: 0
 Declawed: N Bitten: No Bite History Primary Role: Suspect Secondary Role:
 Animal Memos: No Case Memos: No Conditions: No Violations: No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	CITY of El Paso TX 79915

Animal #: A0058242221 | Green

Animal ID: A0058242221 Name: Tommy* Types: Dog Gender: Male
 ARN: Green DOB: 11/23/2024 Breeds: Retriever, Labrador/Mix Altered: Y
 Chip #: 941010003705860 Current Age: 0 Y 7 M 10d Colors: Brown/White Size: M
 Type: 24PetWatch Age Group: Adult Pattern: Weight: 0
 Declawed: N Bitten: No Bite History Primary Role: Suspect Secondary Role:
 Animal Memos: Yes Case Memos: No Conditions: No Violations: No

Ownership / Guardianship



Person #	Date From	Person Name	Phone	Address	City
P0047677224	5/23/2025	Alexander Parham	(410) [REDACTED]	Rattlesnake Spring Rd	El Paso, Fort Bliss, EL PASO TX 79906

Animal #: A0058242226 | Yellow

Animal ID: A0058242226 Name: Gino* Types: Dog Gender: Male
 ARN: Yellow DOB: 4/3/2020 Breeds: Chihuahua, Short Coat/Shepherd Altered: Y
 Chip #: 941010003703430 Current Age: 5 Y 3 M 0d Colors: Brown/White Size: M
 Type: 24PetWatch Age Group: Adult Pattern: Weight: 0
 Declawed: N Bitten: No Bite History Primary Role: Suspect Secondary Role:
 Animal Memos: Yes Case Memos: No Conditions: No Violations: No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	CITY of El Paso TX 79915

Animal #: A0058242231 |

Animal ID: A0058242231 Name: KW1 Types: Dog Gender: Unknown
 ARN: DOB: 2/6/2025 Breeds: Miniature Pinscher/Mix Altered: N
 Chip #: Current Age: 0 Y 4 M 27d Colors: Black/Brown Size: S
 Type: Age Group: Juvenile 8WK to 6Months Pattern: Tricolor Weight: 0
 Declawed: N Bitten: No Bite History Primary Role: Suspect Secondary Role:
 Animal Memos: No Case Memos: No Conditions: No Violations: No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	CITY of El Paso TX 79915

Animal #: A0058242235 |

Animal ID: A0058242235 Name: KW2 Types: Dog Gender: Unknown
 ARN: DOB: 2/6/2025 Breeds: Miniature Pinscher/Mix Altered: N
 Chip #: Current Age: 0 Y 4 M 27d Colors: Black/Brown Size: S
 Type: Age Group: Juvenile 8WK to 6Months Pattern: Tricolor Weight: 0
 Declawed: N Bitten: No Bite History Primary Role: Suspect Secondary Role:
 Animal Memos: No Case Memos: No Conditions: No Violations: No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	CITY of El Paso TX 79915

Animal #: A0058242239 |

Animal ID: A0058242239 Name: KW3 Types: Dog Gender: Unknown
 ARN: DOB: 2/6/2025 Breeds: Miniature Pinscher/Mix Altered: N
 Chip #: Current Age: 0 Y 4 M 27d Colors: Brown/Black Size: S
 Type: Age Group: Juvenile 8WK to 6Months Pattern: Tricolor Weight: 0
 Declawed: N Bitten: No Bite History Primary Role: Suspect Secondary Role:
 Animal Memos: No Case Memos: No Conditions: No Violations: No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
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P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	CITY of El Paso TX 79915
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Animal #: A0058242250 |

Animal ID: A0058242250 Name: KW4 Types: Dog Gender: Unknown
 ARN: DOB: 2/6/2025 Breeds: Miniature Pinscher/Mix Altered: N
 Chip #: Current Age: 0 Y 4 M 27d Colors: Brown/Black Size: S
 Type: Age Group: Juvenile 8WK to 6Months Pattern: Tricolor Weight: 0
 Declawed: N Bitten: No Bite History Primary Role: Suspect Secondary Role:
 Animal Memos: No Case Memos: No Conditions: No Violations: No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	CITY of El Paso TX 79915

Animal #: A0058242258 |

Animal ID: A0058242258 Name: KW5 Types: Dog Gender: Unknown
 ARN: DOB: 2/6/2025 Breeds: Miniature Pinscher/Mix Altered: N
 Chip #: Current Age: 0 Y 4 M 27d Colors: Brown/Black Size: S
 Type: Age Group: Juvenile 8WK to 6Months Pattern: Tricolor Weight: 0
 Declawed: N Bitten: No Bite History Primary Role: Suspect Secondary Role:
 Animal Memos: No Case Memos: No Conditions: No Violations: No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	CITY of El Paso TX 79915

Animal #: A0058242271 |

Animal ID: A0058242271 Name: KW6 Types: Dog Gender: Unknown
 ARN: DOB: 2/6/2025 Breeds: Miniature Pinscher/Mix Altered: N
 Chip #: Current Age: 0 Y 4 M 27d Colors: Brown/Black Size: S
 Type: Age Group: Juvenile 8WK to 6Months Pattern: Tricolor Weight: 0
 Declawed: N Bitten: No Bite History Primary Role: Suspect Secondary Role:
 Animal Memos: No Case Memos: No Conditions: No Violations: No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	CITY of El Paso TX 79915

Animal #: A0058245294 |

Animal ID: A0058245294 Name: P1 Types: Dog Gender: Female
 ARN: DOB: 10/4/2024 Breeds: Terrier, Jack Russell/Mix Altered: N
 Chip #: Current Age: 0 Y 8 M 29d Colors: Brown/ Size: S
 Type: Age Group: Juvenile 8WK to 6Months Pattern: Tricolor Weight: 0
 Declawed: N Bitten: No Bite History Primary Role: Suspect Secondary Role:
 Animal Memos: No Case Memos: No Conditions: No Violations: No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
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P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	, CITY of El Paso TX 79915
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Animal #: A0058245302 |

Animal ID: A0058245302 Name: P2 Types: Dog Gender: Male
 ARN: DOB: 10/4/2024 Breeds: Retriever, Labrador/Mix Altered: N
 Chip #: Current Age: 0 Y 8 M 29d Colors: Brown/ Size: S
 Type: Age Group: Juvenile 8WK to 6Months Pattern: Weight: 0
 Declawed: N Bitten: No Bite History Primary Role: Suspect Secondary Role:
 Animal Memos: No Case Memos: No Conditions: No Violations: No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	, CITY of El Paso TX 79915

Animal #: A0058245306 |

Animal ID: A0058245306 Name: P3 Types: Dog Gender: Male
 ARN: DOB: 10/4/2024 Breeds: Retriever, Labrador/Mix Altered: N
 Chip #: Current Age: 0 Y 8 M 29d Colors: Brown/White Size: S
 Type: Age Group: Juvenile 8WK to 6Months Pattern: Weight: 0
 Declawed: N Bitten: No Bite History Primary Role: Suspect Secondary Role:
 Animal Memos: No Case Memos: No Conditions: No Violations: No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	, CITY of El Paso TX 79915

Animal #: A0058245308 |

Animal ID: A0058245308 Name: P4 Types: Dog Gender: Male
 ARN: DOB: 10/4/2024 Breeds: Retriever, Labrador/Mix Altered: N
 Chip #: Current Age: 0 Y 8 M 29d Colors: Brown/ Size: S
 Type: Age Group: Juvenile 8WK to 6Months Pattern: Weight: 0
 Declawed: N Bitten: No Bite History Primary Role: Suspect Secondary Role:
 Animal Memos: No Case Memos: No Conditions: No Violations: No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	, CITY of El Paso TX 79915

Animal #: A0058245310 |

Animal ID: A0058245310 Name: P5 Types: Dog Gender: Male
 ARN: DOB: 10/4/2024 Breeds: Miniature Pinscher/Mix Altered: N
 Chip #: Current Age: 0 Y 8 M 29d Colors: Black/Brown Size: S
 Type: Age Group: Juvenile 8WK to 6Months Pattern: Weight: 0
 Declawed: N Bitten: No Bite History Primary Role: Suspect Secondary Role:
 Animal Memos: No Case Memos: No Conditions: No Violations: No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
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CIVIL SERVICE
COMMISSION

P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	, CITY of El Paso TX 79915
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Animal #: A0058245316 |

Animal ID: A0058245316 Name: P6 Types: Dog Gender: Female
 ARN: DOB: 10/4/2024 Breeds: Retriever, Labrador/Mix Altered: N
 Chip #: Current Age: 0 Y 8 M 29d Colors: Brown/ Size: S
 Type: Age Group: Juvenile 8WK to 6Months Pattern: Weight: 0
 Declawed: N Bitten: No Bite History Primary Role: Suspect Secondary Role:
 Animal Memos: No Case Memos: No Conditions: No Violations: No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	, CITY of El Paso TX 79915

Animal #: A0058245323 | Orange

Animal ID: A0058245323 Name: P7 Types: Dog Gender: Male
 ARN: Orange DOB: 10/4/2024 Breeds: Retriever, Labrador/Mix Altered: N
 Chip #: 941010002929007 Current Age: 0 Y 8 M 29d Colors: Brown/ Size: S
 Type: 24PetWatch Age Group: Juvenile 8WK to 6Months Pattern: Weight: 0
 Declawed: N Bitten: No Bite History Primary Role: Suspect Secondary Role:
 Animal Memos: Yes Case Memos: No Conditions: No Violations: No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	, CITY of El Paso TX 79915

Animal #: A0058245326 | Yellow

Animal ID: A0058245326 Name: Peanut Butter* Types: Dog Gender: Female
 ARN: Yellow DOB: 10/4/2024 Breeds: Retriever, Labrador/Mix Altered: Y
 Chip #: 941010003790468 Current Age: 0 Y 8 M 29d Colors: Brown/ Size: S
 Type: 24PetWatch Age Group: Juvenile 8WK to 6Months Pattern: Weight: 0
 Declawed: N Bitten: No Bite History Primary Role: Suspect Secondary Role:
 Animal Memos: Yes Case Memos: No Conditions: No Violations: No

Ownership / Guardianship

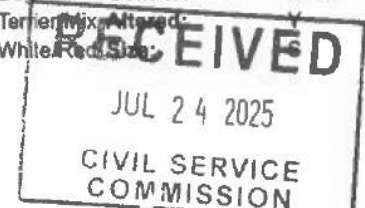
Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	, CITY of El Paso TX 79915

Animal #: A0058245332 |

Animal ID: A0058245332 Name: MG1 Types: Dog Gender: Female
 ARN: DOB: 12/26/2024 Breeds: Terrier/Mix Altered: N
 Chip #: 941010002939477 Current Age: 0 Y 6 M 7d Colors: Brown/ Size: S
 Type: 24PetWatch Age Group: Juvenile 8WK to 6Months Pattern: Weight: 0
 Declawed: N Bitten: No Bite History Primary Role: Suspect Secondary Role:
 Animal Memos: Yes Case Memos: No Conditions: No Violations: No

Animal #: A0058245333 |

Animal ID: A0058245333 Name: Herb Types: Dog Gender: Male
 ARN: DOB: 4/22/2024 Breeds: Terrier/Mix Altered: Y
 Chip #: 941010003824638 Current Age: 1 Y 2 M 11d Colors: White/Red Size: S



Type: 24PetWatch Age Group: Juvenile 8WK to 6Months Pattern: Weight: 0
Declawed: N Bitten: No Bite History Primary Role: Suspect Secondary Role:
Animal Memos: No Case Memos: No Conditions: No Violations: No
Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	, CITY of El Paso TX 79915

Animal #: A0058248040 |

Animal ID: A0058248040 Name: MG3 Types: Dog Gender: Male
ARN: DOB: 12/26/2024 Breeds: Terrier/Mix Altered: N
Chip #: 941010003844831 Current Age: 0 Y 6 M 7d Colors: Black/Brown Size: S
Type: 24PetWatch Age Group: Juvenile 8WK to 6Months Pattern: Weight: 0
Declawed: N Bitten: No Bite History Primary Role: Suspect Secondary Role:
Animal Memos: No Case Memos: No Conditions: No Violations: No
Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	, CITY of El Paso TX 79915

Animal #: A0058248046 |

Animal ID: A0058248046 Name: MG4 Types: Dog Gender: Male
ARN: DOB: 12/26/2024 Breeds: Terrier/Mix Altered: N
Chip #: 941010002957962 Current Age: 0 Y 6 M 7d Colors: Black/Brown Size: S
Type: 24PetWatch Age Group: Juvenile 8WK to 6Months Pattern: Weight: 0
Declawed: N Bitten: No Bite History Primary Role: Suspect Secondary Role:
Animal Memos: No Case Memos: No Conditions: No Violations: No
Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	, CITY of El Paso TX 79915

Animal #: A0058248058 |

Animal ID: A0058248058 Name: MG5 Types: Dog Gender: Female
ARN: DOB: 12/26/2024 Breeds: Terrier/Mix Altered: N
Chip #: 941010003046141 Current Age: 0 Y 6 M 7d Colors: Black/Brown Size: S
Type: 24PetWatch Age Group: Juvenile 8WK to 6Months Pattern: Weight: 0
Declawed: N Bitten: No Bite History Primary Role: Suspect Secondary Role:
Animal Memos: No Case Memos: No Conditions: No Violations: No
Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	, CITY of El Paso TX 79915

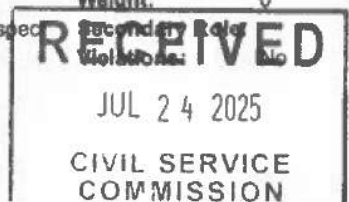
Animal #: A0058248099 |

Animal ID: A0058248099 Name: MG6 Types: Dog Gender: Male
ARN: DOB: 12/26/2024 Breeds: Terrier/Mix Altered: N
Chip #: 941010002983387 Current Age: 0 Y 6 M 7d Colors: Brown/ Size: S
Type: 24PetWatch Age Group: Juvenile 8WK to 6Months Pattern: Weight: 0
Declawed: N Bitten: No Bite History Primary Role: Suspect Secondary Role:
Animal Memos: No Case Memos: No Conditions: No Violations: No
Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	, CITY of El Paso TX 79915

Animal #: A0058248107 |

Animal ID: A0058248107 Name: MG7 Types: Dog Gender: Male
ARN: DOB: 12/26/2024 Breeds: Terrier/Mix Altered: N
Chip #: 941010003832241 Current Age: 0 Y 6 M 7d Colors: Brown/ Size: S
Type: 24PetWatch Age Group: Juvenile 8WK to 6Months Pattern: Weight: 0
Declawed: N Bitten: No Bite History Primary Role: Suspect Secondary Role:
Animal Memos: No Case Memos: No Conditions: No Violations: No
Ownership / Guardianship



Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	, CITY of El Paso TX 79915

Animal #: A0058248116 |

Animal ID: A0058248116 Name: Hubbie Types: Dog Gender: Male
 ARN: DOB: 1/13/2025 Breeds: Miniature Pinscher/Mix Altered: Y
 Chip #: 941010002958774 Current Age: 0 Y 5 M 20d Colors: Brown/ Size: S
 Type: 24PetWatch Age Group: Juvenile 8WK to 6Months Pattern: Weight: 0
 Declawed: N Bitten: No Bite History Primary Role: Suspect Secondary Role:
 Animal Memos: No Case Memos: No Conditions: No Violations: No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	, CITY of El Paso TX 79915

Animal #: A0058248123 |

Animal ID: A0058248123 Name: Hashbrown Types: Dog Gender: Male
 ARN: DOB: 1/14/2025 Breeds: Miniature Pinscher/Mix Altered: Y
 Chip #: 941010003812748 Current Age: 0 Y 5 M 19d Colors: Red/ Size: S
 Type: 24PetWatch Age Group: Juvenile 8WK to 6Months Pattern: Weight: 0
 Declawed: N Bitten: No Bite History Primary Role: Suspect Secondary Role:
 Animal Memos: No Case Memos: No Conditions: No Violations: No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	, CITY of El Paso TX 79915

Animal #: A0058248129 |

Animal ID: A0058248129 Name: MG10 Types: Dog Gender: Male
 ARN: DOB: 12/26/2024 Breeds: Terrier/Mix Altered: N
 Chip #: 941010003708557 Current Age: 0 Y 6 M 7d Colors: Brown/ Size: S
 Type: 24PetWatch Age Group: Juvenile 8WK to 6Months Pattern: Weight: 0
 Declawed: N Bitten: No Bite History Primary Role: Suspect Secondary Role:
 Animal Memos: No Case Memos: No Conditions: No Violations: No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	, CITY of El Paso TX 79915

Animal #: A0058248142 |

Animal ID: A0058248142 Name: Holly Types: Dog Gender: Male
 ARN: DOB: 1/14/2025 Breeds: Miniature Pinscher/Mix Altered: Y
 Chip #: 941010002700387 Current Age: 0 Y 5 M 19d Colors: Red/White Size: S
 Type: 24PetWatch Age Group: Juvenile 8WK to 6Months Pattern: Weight: 0
 Declawed: N Bitten: No Bite History Primary Role: Suspect Secondary Role:
 Animal Memos: No Case Memos: No Conditions: No Violations: No

Ownership / Guardianship



Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	CITY of El Paso TX 79915

Animal #: A0058248146 |

Animal ID: **A0058248146** Name: MG12 Types: Dog Gender: Male
 ARN: DOB: 12/26/2024 Breeds: Terrier/Mix Altered: N
 Chip #: 941010002960763 Current Age: 0 Y 6 M 7d Colors: Brown/ Size: S
 Type: 24PetWatch Age Group: Juvenile 8WK to 6Months Pattern: Weight: 0
 Declawed: N Bitten: No Bite History Primary Role: Suspect Secondary Role:
 Animal Memos: No Case Memos: No Conditions: No Violations: No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	CITY of El Paso TX 79915

Animal #: A0058248155 |

Animal ID: **A0058248155** Name: MG13 Types: Dog Gender: Male
 ARN: DOB: 12/26/2024 Breeds: Terrier/Mix Altered: N
 Chip #: 941010003802985 Current Age: 0 Y 6 M 7d Colors: Brown/White Size: S
 Type: 24PetWatch Age Group: Juvenile 8WK to 6Months Pattern: Weight: 0
 Declawed: N Bitten: No Bite History Primary Role: Suspect Secondary Role:
 Animal Memos: No Case Memos: No Conditions: No Violations: No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	CITY of El Paso TX 79915

Animal #: A0058248165 |

Animal ID: **A0058248165** Name: MG14 Types: Dog Gender: Male
 ARN: DOB: 12/26/2024 Breeds: Terrier/Mix Altered: N
 Chip #: 941010002948969 Current Age: 0 Y 6 M 7d Colors: Brown/ Size: S
 Type: 24PetWatch Age Group: Juvenile 8WK to 6Months Pattern: Weight: 0
 Declawed: N Bitten: No Bite History Primary Role: Suspect Secondary Role:
 Animal Memos: No Case Memos: No Conditions: No Violations: No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	CITY of El Paso TX 79915

Animal #: A0058248168 |

Animal ID: **A0058248168** Name: MG15 Types: Dog Gender: Female
 ARN: DOB: 11/4/2024 Breeds: Terrier/Mix Altered: N
 Chip #: 941010003833819 Current Age: 0 Y 7 M 29d Colors: Black/Brown Size: S
 Type: 24PetWatch Age Group: Juvenile 8WK to 6Months Pattern: Weight: 0
 Declawed: N Bitten: No Bite History Primary Role: Suspect Secondary Role:
 Animal Memos: No Case Memos: No Conditions: No Violations: No

Ownership / Guardianship

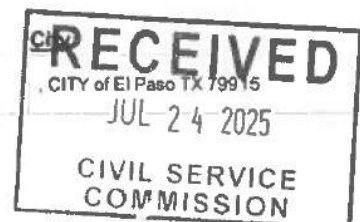
Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	CITY of El Paso TX 79915

Animal #: A0058248173 |

Animal ID: **A0058248173** Name: MG16 Types: Dog Gender: Male
 ARN: DOB: 12/26/2024 Breeds: Terrier/Mix Altered: N
 Chip #: 941010003805162 Current Age: 0 Y 6 M 7d Colors: Brown/ Size: S
 Type: 24PetWatch Age Group: Juvenile 8WK to 6Months Pattern: Weight: 0
 Declawed: N Bitten: No Bite History Primary Role: Suspect Secondary Role:
 Animal Memos: No Case Memos: No Conditions: No Violations: No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	CITY of El Paso TX 79915



Animal #: A0058248183 |

Animal ID: A0058248183 Name: MG17 Types: Dog Gender: Female
ARN: DOB: 12/26/2024 Breeds: Terrier/Mix Altered: N
Chip #: 941010003810519 Current Age: 0 Y 6 M 7d Colors: Black/Brown Size: S
Type: 24PetWatch Age Group: Juvenile 8WK to 6Months Pattern: Weight: 0
Declawed: N Bitten: No Bite History Primary Role: Suspect Secondary Role:
Animal Memos: No Case Memos: No Conditions: No Violations: No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	, CITY of El Paso TX 79915

Animal #: A0058248191 |

Animal ID: A0058248191 Name: MG18 Types: Dog Gender: Male
ARN: DOB: 12/26/2024 Breeds: Terrier/Mix Altered: N
Chip #: 941010002978632 Current Age: 0 Y 6 M 7d Colors: Brown/ Size: S
Type: 24PetWatch Age Group: Juvenile 8WK to 6Months Pattern: Weight: 0
Declawed: N Bitten: No Bite History Primary Role: Suspect Secondary Role:
Animal Memos: No Case Memos: No Conditions: No Violations: No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	, CITY of El Paso TX 79915

Animal #: A0058248197 |

Animal ID: A0058248197 Name: MG19 Types: Dog Gender: Female
ARN: DOB: 12/26/2024 Breeds: Terrier/Mix Altered: N
Chip #: 941010002952697 Current Age: 0 Y 6 M 7d Colors: Black/Brown Size: S
Type: 24PetWatch Age Group: Juvenile 8WK to 6Months Pattern: Weight: 0
Declawed: N Bitten: No Bite History Primary Role: Suspect Secondary Role:
Animal Memos: No Case Memos: No Conditions: No Violations: No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	, CITY of El Paso TX 79915

Animal #: A0058248202 |

Animal ID: A0058248202 Name: HogeY Types: Dog Gender: Male
ARN: DOB: 4/27/2024 Breeds: Terrier, Jack Russell/Mix Altered: Y
Chip #: 941010003821163 Current Age: 1 Y 2 M 6d Colors: Red/White Size: S
Type: 24PetWatch Age Group: Adult Pattern: Weight: 0
Declawed: N Bitten: No Bite History Primary Role: Suspect Secondary Role:
Animal Memos: No Case Memos: No Conditions: No Violations: No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	, CITY of El Paso TX 79915

Case Persons

Person #: P0027519706 | Emilio Macias

P0027519706

Emilio Macias, 915-219-0440 7161 GRANITE
79915, CITY of El Paso, TX - Home Primary Role: Suspect Secondary Role:
Animal Owner: Yes, Person Reporting: No, Property Owner: No

Ownership / Guardianship

Animal ID	ARN	Date From	Name	Species	Breeds	Colors	Color Pattern	DOB	Sex
A0058236871		04/04/2025 07 22AM	43	Dog	Terrier, Mix	Brown/		12/26/2024	M



A0058242160		04/04/2025 07:22AM	Suta	Dog	Miniature Pinscher, Mix	Black/Brown		4/3/2017	F
A0058242168		04/04/2025 07:22AM	Bella	Dog	Great Pyrenees, Mix	White/		4/3/2017	F
A0058242179		04/04/2025 07:22AM	Dodge	Dog	Retriever, Labrador, Mix	Brown/White		4/3/2017	M
A0058242190		04/04/2025 07:22AM	Tachuelita	Dog	Miniature Pinscher, Mix	Black/Brown		12/3/2024	F
A0058242202		04/04/2025 07:22AM	Peanut Butter	Dog	Miniature Pinscher, Mix	Black/Brown		4/3/2020	M
A0058242208		04/04/2025 07:22AM	Casper	Dog	Miniature Pinscher, Mix	White/Brown		1/3/2025	M
A0058242226	Yellow	04/04/2025 07:22AM	Gino*	Dog	Chihuahua, Short Coat, Shepherd	Brown/White		4/3/2020	M
A0058242231		04/04/2025 04:01PM	KW1	Dog	Miniature Pinscher, Mix	Black/Brown	Tricolor	2/6/2025	U
A0058242235		04/04/2025 04:01PM	KW2	Dog	Miniature Pinscher, Mix	Black/Brown	Tricolor	2/6/2025	U
A0058242239		04/04/2025 04:01PM	KW3	Dog	Miniature Pinscher, Mix	Brown/Black	Tricolor	2/6/2025	U
A0058242250		04/04/2025 04:02PM	KW4	Dog	Miniature Pinscher, Mix	Brown/Black	Tricolor	2/6/2025	U
A0058242258		04/04/2025 04:02PM	KW5	Dog	Miniature Pinscher, Mix	Brown/Black	Tricolor	2/6/2025	U
A0058242271		04/04/2025 04:02PM	KW6	Dog	Miniature Pinscher, Mix	Brown/Black	Tricolor	2/6/2025	U
A0058245294		04/04/2025 04:02PM	P1	Dog	Terrier, Jack Russell, Mix	Brown/		10/4/2024	F
A0058245302		04/04/2025 04:02PM	P2	Dog	Retriever, Labrador, Mix	Brown/		10/4/2024	M
A0058245306		04/04/2025 04:02PM	P3	Dog	Retriever, Labrador, Mix	Brown/White		10/4/2024	M
A0058245308		04/04/2025 04:02PM	P4	Dog	Retriever, Labrador, Mix	Brown		10/4/2024	M
A0058245310		04/04/2025 04:02PM	P5	Dog	Miniature Pinscher, Mix	Black/Brown		10/4/2024	M
A0058245316		04/04/2025 04:03PM	P6	Dog	Retriever, Labrador, Mix	Brown		10/4/2024	F
A0058245323	Orange	04/04/2025 04:03PM	P7	Dog	Retriever, Labrador, Mix	Brown		10/4/2024	M
A0058245326	Yellow	04/04/2025 04:03PM	Peanut Butter*	Dog	Retriever, Labrador, Mix	Brown		10/4/2024	F
A0058245333		04/04/2025 04:03PM	Hera	Dog	Terrier, Mix	White/Red		4/22/2024	M



A0058248040	04/04/2025 04:05PM	MG3	Dog	Terrier, Mix	Black/Brown	12/28/2024	M
A0058248046	04/04/2025 04:05PM	MG4	Dog	Terrier, Mix	Black/Brown	12/28/2024	M
A0058248058	04/04/2025 04:06PM	MG5	Dog	Terrier, Mix	Black/Brown	12/28/2024	F
A0058248099	04/04/2025 04:06PM	MG6	Dog	Terrier, Mix	Brown	12/26/2024	M
A0058248107	04/04/2025 04:06PM	MG7	Dog	Terrier, Mix	Brown	12/26/2024	M
A0058248116	04/04/2025 04:06PM	Hubble	Dog	Miniature Pinscher, Mix	Brown	1/13/2025	M
A0058248123	04/04/2025 04:06PM	Hashbrown	Dog	Miniature Pinscher, Mix	Red	1/14/2025	M
A0058248129	04/04/2025 04:06PM	MG10	Dog	Terrier Mix	Brown	12/26/2024	M
A0058248142	04/04/2025 04:06PM	Holly	Dog	Miniature Pinscher, Mix	Red/White	1/14/2025	M
A0058248146	04/04/2025 04:06PM	MG12	Dog	Terrier, Mix	Brown	12/26/2024	M
A0058248155	04/04/2025 04:07PM	MG13	Dog	Terrier Mix	Brown/White	12/26/2024	M
A0058248165	04/04/2025 04:07PM	MG14	Dog	Terrier Mix	Brown	12/26/2024	M
A0058248168	04/04/2025 04:07PM	MG15	Dog	Terrier, Mix	Black/Brown	11/4/2024	F
A0058248173	04/04/2025 04:07PM	MG16	Dog	Terrier, Mix	Brown	12/26/2024	M
A0058248183	04/04/2025 04:07PM	MG17	Dog	Terrier, Mix	Black/Brown	12/26/2024	F
A0058248191	04/04/2025 04:07PM	MG18	Dog	Terrier, Mix	Brown	12/26/2024	M
A0058248197	04/04/2025 04:07PM	MG19	Dog	Terrier, Mix	Black/Brown	12/26/2024	F
A0058248202	04/04/2025 04:07PM	Hogey	Dog	Terrier, Jack Russell, Mix	Red/White	4/27/2024	M

Case Activities

<u>Activity #:</u>	8841418	<u>Conditions:</u>		<u>Danger?</u>	
<u>State:</u>	Closed	<u>Jurisdiction:</u>	CITY of El Paso	<u>Patrol Area:</u>	800 Lower Valley
<u>Type/Subtype:</u>	Dispatch - Exposure	<u>Cross Streets:</u>		<u>Distance:</u>	0
<u>Priority:</u>	High	<u>Created Date/Time:</u>	04/02/2025 07:10PM	<u>Created By:</u>	G. G. G.

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JUL 24 2025

CIVIL SERVICE
COMMISSION

Review Date:		Last Updated Date/Time:	04/02/2025 10:39PM	Last Updated By:	DominguezBX
Comments:					
	Status History	Status Date/Time	Activity Owner	Status Update Date/Time	Status Updated By
	Ended	04/02/2025 10:39PM	Bryan Dominguez	04/02/2025 10:39PM	Bryan Dominguez
	New	04/02/2025 07:09PM	Dispatch 1-ASFO	04/02/2025 07:09PM	Patricia Galvan
	Result Qty	Result	Is Primary	Result Date	Result By
	1	Advised	Yes	04/02/2025 10:39PM	Bryan Dominguez
Activity #:	8841690	Conditions:		Danger?	
State:	Closed	Jurisdiction:	CITY of El Paso	Patrol Area:	800 Lower Valley
Type/Subtype:	Dispatch - Exposure	Cross Streets:		Distance:	0
Priority:	High/Follow-Up	Created Date/Time:	04/03/2025 07:28AM	Created By:	ValenciaAX
Review Date:		Last Updated Date/Time:	04/03/2025 02:45PM	Last Updated By:	CoboJ
Comments:					
	Status History	Status Date/Time	Activity Owner	Status Update Date/Time	Status Updated By
	Ended	04/03/2025 02:45PM	Jorge Cobo	04/03/2025 02:45PM	Jorge Cobo
	New	04/03/2025 07:26AM	Jorge Cobo	04/03/2025 07:26AM	Armando Valencia
	Result Qty	Result	Is Primary	Result Date	Result By
	1	Impound	Yes	04/03/2025 02:45PM	Jorge Cobo
Activity #:	8844297	Conditions:		Danger?	
State:	Closed	Jurisdiction:	CITY of El Paso	Patrol Area:	800 Lower Valley
Type/Subtype:	Dispatch - Exposure	Cross Streets:		Distance:	0
Priority:	High/Follow-Up	Created Date/Time:	04/04/2025 12:37PM	Created By:	CoboJ
Review Date:		Last Updated Date/Time:	04/04/2025 01:26PM	Last Updated By:	CoboJ
Comments:					
	Status History	Status Date/Time	Activity Owner	Status Update Date/Time	Status Updated By
	Ended	04/04/2025 01:26PM	Jorge Cobo	04/04/2025 01:26PM	Jorge Cobo

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NEW	04/04/2025 12:36PM	Jorge Cobo	04/04/2025 12:36PM	Jorge Cobo
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Result Qty	Result	Is Primary	Result Date	Result By
12	Issued Citation	Yes	04/04/2025 01:26PM	Jorge Cobo
9	Impound	No	04/04/2025 01:26PM	Jorge Cobo

Activity #:	8842649	Conditions:		Danger?	
State:	Closed	Jurisdiction:	CITY of El Paso	Patrol Area:	800 Lower Valley
Type/Subtype:	Dispatch - Exposure	Cross Streets:		Distance:	0
Priority:	High/Follow-Up	Created Date/Time:	04/03/2025 01:35PM	Created By:	ChavarnaMA
Review Date:		Last Updated Date/Time:	04/29/2025 09:55AM	Last Updated By:	OrtizAX
Comments:	report				

Status History	Status Date/Time	Activity Owner	Status Update Date/Time	Status Updated By
Ended	04/29/2025 09:55AM	Alberto Ortiz	04/29/2025 09:55AM	Alberto Ortiz
New	04/03/2025 01:34PM	Alberto Ortiz	04/03/2025 01:34PM	Miguel Chavarria

Result Qty	Result	Is Primary	Result Date	Result By
1	Report	Yes	04/29/2025 09:55AM	Alberto Ortiz

Case Memo(s)

Memo #	Reference	Reference #	Memo Type Memo Subtype	Created Date/Time	Created By	Updated Date/Time	Updated By	Review Date/Time
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8437674	Case		Field Report	04/03/2025 02:41PM	CoboJ	04/03/2025 02:41PM	CoboJ	
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4/3/25 A follow up was conducted at 7161 Granite to check how many canines Mr. Macias owns. A brown/white labrador mix was owner surrender by Mr. Macias, who signed owner surrender document. Karen Washington took 6 small one month old puppies possible Labrador mixes. Mr. Macias stated they own about 25 canines that can go in out of the property through the back. A follow up will also be conducted on 4/4/25 to pick up more of the canines. (JCB109)

8436432	Case		Field Report Officer	04/02/2025 10:42PM	DominguezBX	04/04/2025 12:24AM	DominguezBX	
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04/02/2025 @ 2038 hrs. Arrived to 7161 Granite and made contact with pet owner Mr. Emilio Macias who advised that the small canine who was dead on his backyard. Dog was bit by other canines on the abdominal area and died by the attacks. Dog was a brown two month old terrier mix who was bagged by the owner and placed on the trash b.n. SAPO Rivera was advised and concurred to document the incident by the other dogs. Owner Macias advised that he did not know what dog killed the small canine as he has too many

Macias mentioned that he has no help from anyone and only the next door neighbor is the only one who helps him with the dog food. Owner does not have any vaccine, microchip, or registration on any of the dogs as he has no money. It was mentioned that only the original father was neutered to keep the dogs from reproducing but by the time they had already multiplied with other females that he had on the property. Overall canines have access to the house 24/7 were water and food are provided to them. PD officer 2F182 was at the location to were situation of the dog was documented only (Case# 25-092228) as there was no animal cruelty case.

Mr. Macias was advised that he had to look for help in the shelter through the owner surrender specialist who will guide him through and possibly provide with some help to keep the dogs. The focus of the call was to help out Mr. Macias as he was an elder and had

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resources beginning with the lack of vehicle which keeps him from transporting animals. Owner was advised as best as possible. BD138

8438990	Case	Field Report	04/04/2025 01:20PM	CoboJ	04/04/2025 01:20PM	CoboJ
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4/4/25 Supervisor A. Ortiz, officer pompa, and myself officer Cobo removed a total of 28 canines that Karen Washington took 19 canines to their rescue group. Officer Pompa took 9 canines as owner surrender to the shelter. Mr. Macias signed nine owner surrender impoundment forms and a copy was issue. Mr. Macias kept four canines a white Great Pyrenees mix "Bella", Labrador mix brown "Rudy", Jack Russell mix male "Casper", and Miniature Pinscher mix black/brown female "Sula. On the four canines that Mr. Macias kept was issues citations for having vaccination/registration/microchip.(JCB109)

8439112	Case	Field Report	04/04/2025 02:04PM	PompaJM	04/04/2025 02:04PM	PompaJM
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4-4-25 2:04pm

Arrived at 7161 Granite in reference to an assist per supervisor A. Ortiz, upon arrival made contact with APO J. Cobo and supervisor A. Ortiz already on scene with them stating there is a total of about 26 canines that need to be impounded. Canines were captured and placed in unit 16001 and some in unit 17038. Karen Washington was on scene and was able to take 19 canines that were transferred from unit 17038 to her vehicles were canines were placed in wire kennels for transportation.

Arrived at the shelter were all canines taken by Ms. Washington were chipped and vaccinated before Ms. Washington took canines to new location to foster out. Two canines were impounded and 8 canines were euthanized on site. No further action taken. JM224

8441491	Case	Field Report Supervisor	04/07/2025 09:45AM	OrtizAX	04/07/2025 09:45AM	OrtizAX
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04/03/2025 @1200hrs Arrived to listed address and assisted APO Cobo, contact was made with Mr. Macias whom was advised of my visit; he stated that he and his wife have had approx. 25+ canines for about 10 years. When questioned about why and who the canines came about to killing one of the dogs and possibly eating it, he answered that he was unaware; Mr. Macias seemed to as if it wasn't the first time that the dogs attack or possibly kill each other. Visual of approx. 20-25 dogs (various ages/ majority Min-Pin mix) was made in the backyard, when approaching the side of the backyard from the sidewalk (CR Croom) all dogs began to bark with some even charging the fence line; 3x brown min-pin mixes showed extreme signs of aggression against all other dogs. Canine appear to be of good general health with minor external injuries (old scars to the muzzle, front and back legs, neck and body) none have life threaten injuries; all canines are extremely active. Canines are able to enter and exit the house through the backdoor way which is wedged (stuck) open, Mr. Macias stated that they are going through financial hardship and would like some help with the dogs. He was advised that the removal of the canines would take place until the following day (04/04). Permission was granted into the backyard but unable to make entry due to not getting permission to go through the house, Mr. Macias stated that his wife is elderly and handicapped and does not want anyone to see her; he was explained that access onto the entry premises will allow us to better help him. Mr. Macias stated that they would like to keep 4x dogs ("Bella" 4 y/o female white great pyrenees, "Zula" 9 y/o female black/ brown Min-Pin (partially blind), "Tachuelita" 8 mth old female black/ brown Min-Pin, and "Casper" 4 mth old male white Min-Pin mix), all dogs are sterilized except "Casper"; these dogs are kept in separate rooms from the rest of the dog population. Mr. Macias did state that they had 6x 6-7 week old puppies inside the house as well. Pawsitive Rescue (Karen) did arrive on scene as per being notified by a 3rd party of the call and allegations. She did advise that she would be able to help with taking the small puppies. Mr. Macias was advised and agreed to release them to the rescue. 1x adult female dog was released to EPAS as per it being aggressive. Pending completion of a Writ of Entry and removal of dogs for Friday (4/04).

04/04/2025 @0800hrs Completed Writ of Entry for the address in question was presented to Judge A. Dominguez at Muni Court, signature was obtained contacted EPAS dispatch for the request of EPPD to execute the Writ of Entry.

@0900hrs Arrived to the listed address and made contact with APO Cobo and APO Pompa whom both assisted, Mr. Macias; a hard copy of the Writ of Entry was presented and provided to Mr. Macias. EPPD (1S981/ Collen) arrived on scene to assist in securing and inspecting the house, entry was permitted into every room of the house; contact was made with Mrs. Liz Macias whom was in a bedroom on the right side of the house. Mrs. Macias has no mobility and uses a wheelchair, she does not appear to be in distress or any immediate danger; Mrs. Macias was advised of our visit to which she agreed. Mrs. Macias was very thankful for the assistance being given, she added that the situation with the canines had become overwhelming and did not know how to ask for help; she was advised that we would be able to help them with the sterilization of the Casper and any pending microchips that need to be done. Visual of all canines running in and out of the house through the backdoor was made, visual of approx. 3 gallons of water (2 separate bowls) was made inside the kitchen area; 3x large food bags (Of Roy) were located on the kitchen counter. Mr. Macias stated that the canines get fed early in the morning. Visual of 4x canines ("Storm" grey female DSH, "Tri-Pod" calico female DSH, "Venus" grey tabby female DSH, "Patches" calico female DSH) were seen inside a second bedroom, water and food was accessible to them; litter boxes had minimal feces but there was a foul odor of urine. Mr. Macias was advised clean up the whole room (empty the litter box and add new litter/ clean up the floors/ provide ventilation by means of opening a few windows. 28x canines 10x adults and 18x puppies (3-4 months old) were removed from the inside and outside of the house, all canines were loaded into unit #s 16001/ 12157; all canines were Owner Surrendered. Rescue partners (Pawsitive Rescue/ Santa Teresa Animal Rescue) arrived on scene at 1100hrs; the 18 puppies were released to both rescue partners, arrangements to have the puppies microchipped and vaccinated at EPAS was made. APO Cobo proceeded to complete all owner surrender paperwork and citations. -AO148

8471416	Case	Field Report Supervisor	04/29/2025 09:56AM	OrtizAX	04/29/2025 09:56AM	OrtizAX
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04/29/2025 Unable to make contact with Mr. Macias in person at the listed address/ via p/s in regards in having "Casper" neutered through our department; No further action will be taken. -AO148

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Employee Notice of Fact Finding Process

This is to notify you that the City of El Paso has initiated a fact finding process regarding a work related incident(s) and that you have been identified as an individual that is either directly or indirectly involved in or may have knowledge of relevant information related to the matter under review. If you refuse to truthfully answer questions regarding the incident(s), you will be subject to disciplinary action.

During this administrative fact finding process, employees of the affected department(s) shall not discuss or release any information related in-part or in-whole to this administrative review with anyone other than authorized personnel from the Human Resources Department, your department, or as directed by the assigned reviewer, except as authorized by law. This includes all official departmental or City documents, information, or any other work products -- written, verbal, or in any other medium.

You are directed to not discuss the nature or details of this fact finding process with anyone other than those mentioned above. This directive also means that you are not to contact other employees, potential witnesses or complainants and/or obstruct, impede or attempt to thwart this review process in any manner or form. During an administrative interview, you are not permitted to use any electronic communication devices, such as a cellular phone or tablet, except in the event of an emergency; in the event of an emergency, you are required to notify the person with whom you are meeting. Furthermore, be advised that engaging in any activity or behavior that could be perceived or construed as any form of harassment or retaliation against any other employees, potential witnesses or complainants or that creates an intimidating or hostile work environment is strictly prohibited.

You may consult with your attorney or your representative regarding this matter; however, your attorney or representative may not be party to the administrative fact finding processes, to include fact finding meetings and/or obtainment of statements.

Employees with questions regarding this directive should address their questions through their Department Human Resources Manager, if applicable, or the Human Resources Assistant Director.

Acknowledgement of Receipt:

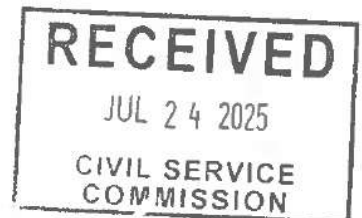
Bryan Dominguez
Employee's printed name

[Signature]
Employee's signature

[Signature]
HR Representative's Signature

07/08/2025
Date

7/3/25
Date



All efforts will be made to bring this complaint to closure within 120 days from the date that Human Resources was made aware of the matter in accordance with Civil Service Rule 8, Section 3e. Exceptions to the 120 days will be made in accordance with Rule 8. As such, the date of notice to Human Resources was 4/3/25 and the closure of the matter may occur on or before 8/1/25.



ANIMAL SERVICES DEPARTMENT

Date: July 3, 2025

I, **Bryan Dominguez (021218)**, Animal Protection Officer, certify that the following is a true and correct statement, to the best of my knowledge and recollection.

1. On April 2, when you arrived at 7161 Granite Rd, how many dogs did you personally observe? Did you document each one? If not, why not?

RESPONSE: I observed 3 other dogs on the property aside of the dead dog. I could not document the other dogs because the owner could not identify them either. I just recall one large dog and two small ones running around the backyard.

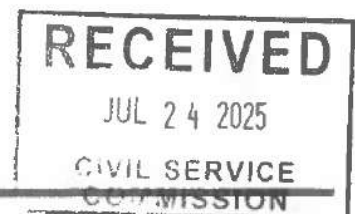
2. Were any dogs scanned for microchips or checked for vaccination or license tags during your initial response? If not, explain exactly why this step was skipped.

RESPONSE: Yes, all dogs were checked when I asked for vaccine, microchip, registration and names on the dogs but owner advised that he did not have any of the aforementioned on any dogs. Owner brought out the dog (Dead dog) to be scanned and checked.

3. Why did you not take photographs at the scene including the deceased dog, the yard, and remaining animals, during your response?

RESPONSE:

Pictures were taken on site and of the site.



Date

07/03/25

Signature

Bryan



ANIMAL SERVICES DEPARTMENT

Date: July 3, 2025

4. You waited approximately 24 hours to upload photos. What specific reason prevented you from uploading them sooner?

RESPONSE:

Possibly a pet point maintenance which usually are done at night.

5. Did you collect or record any vaccination, microchip, or registration (VMR) details for the animals on April 2? If not, explain why none of this information was entered.

RESPONSE:

No, owner immediately advise he did not have it.

6. Were animal profiles created in PetPoint for any of the dogs you observed? If not, why were they not created?

RESPONSE:

Because dogs could not be I.D. and owner did not give access of the house ^{or provide any information on the dogs.} Also we are not suppose to create double Animal or Person numbers. Topic was respoKen about in our last meeting.

Date

07/03/25

Signature

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COMMISSION



ANIMAL SERVICES DEPARTMENT

Date: July 3, 2025

7. At the time of this call, were you aware that protocol requires VMR checks, memo notes, and the creation of animal profiles for animals encountered in the field?

RESPONSE:

Yes, but due to the atypical situation where owner did not
cooperate canines could not be ID. or could access be made to the
house as owner did not give access.

8. You stated that SAPO Daniel Rivera gave you direction during this call. What exactly did he tell you to do or not do?

RESPONSE:

If it was an animal to animal and the victim
canine puppy was already dead, to dispose of him.
No vet assessment was required on the other canine as we did not know what
dog attacked him and no wounds were seen on the other dogs. Advise owner
about owner surrendering or rehoming canines. Once this was addressed I could
close out the call

9. Did SAPO Rivera explicitly tell you to skip any part of the investigation, such as documentation, enforcement, or follow-up?

RESPONSE:

~~Not about~~ Topic about documentation was not spoken about
or enforcement other than rehoming. After explaining the situation
he cleared closing out the call

Date

07/03/25

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ANIMAL SERVICES DEPARTMENT

Date: July 3, 2025

10. You mentioned using "discretion" on this call. What exactly did you believe discretion allowed you to omit?

RESPONSE:

Omit is not the correct term and wish to be replaced in this question.

Citations was a tool decided not to use as it had not worked on the near past with other inspections with other officers.

11. Did you confirm with a supervisor or another officer what steps you were or were not required to take after speaking with SAPO Rivera?

RESPONSE:

Question needs to be rephrased. Unsure of what it is asking.

I did not speak with anyone else after contacting SAPO Rivera via phone.

12. Why didn't you escalate this to a supervisor or request additional support?

RESPONSE: Because my sender had reached a conclusion about the situation. It is not procedure to pick and choose what you like best. APO's follow chain of command.

Date

07/03/25



Signature



ANIMAL SERVICES DEPARTMENT

Date: July 3, 2025

13. What was your rationale for closing the case without requesting follow-up or flagging it for additional investigation?

RESPONSE: That animals seen were not in a bad condition from what was seen running shortly in the backyard. Dogs had access to the house 24/7 (Food + water). Other investigations in the past had been closed down, and police decided NOT to pursue a cruelty case as their supervisor agreed on the same reasoning to that of Animal Control and which is myself and Senior officer Rivera

14. Are you familiar with the department's animal-to-animal exposure protocol and required documentation steps in such cases?

RESPONSE:

Please provide with written protocol

~~also~~ Yes, I am familiar with them.



Date

07/03/25

Signature

[Signature]



ANIMAL SERVICES DEPARTMENT

Date: July 3, 2025

15. Do you believe your handling of this call met department standards? Why or why not?

RESPONSE: Yes, because situation was clearly explained to senior officer and he ~~was not~~ cleared for the call to be closed.

16. Is there any other information you would like to provide during this fact-finding process? Please explain further.

RESPONSE: This process needs to take many other variables ^{to consider} ~~into account~~. Animal Services limited man power and work overload.

A clear list of step by step situational protocols needs to be provided to every officer to keep misunderstandings from happening.

- Consider burn out of employees and work overload that is given to APO's. As the investigators of this investigation could be victims of work overload and burn out themselves.

*****END OF STATEMENT*****

Date

07/03/25

Signature

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This is to notify you that the City of El Paso has initiated a fact finding process regarding a work related incident(s) and that you have been identified as an individual that is either directly or indirectly involved in or may have knowledge of relevant information related to the matter under review. If you refuse to truthfully answer questions regarding the incident(s), you will be subject to disciplinary action.

During this administrative fact finding process, employees of the affected department(s) shall not discuss or release any information related in-part or in-whole to this administrative review with anyone other than authorized personnel from the Human Resources Department, your department, or as directed by the assigned reviewer, except as authorized by law. This includes all official departmental or City documents, information, or any other work products – written, verbal, or in any other medium.

You are directed to not discuss the nature or details of this fact finding process with anyone other than those mentioned above. This directive also means that you are not to contact other employees, potential witnesses or complainants and/or obstruct, impede or attempt to thwart this review process in any manner or form. During an administrative interview, you are not permitted to use any electronic communication devices, such as a cellular phone or tablet, except in the event of an emergency; in the event of an emergency, you are required to notify the person with whom you are meeting. Furthermore, be advised that engaging in any activity or behavior that could be perceived or construed as any form of harassment or retaliation against any other employees, potential witnesses or complainants or that creates an intimidating or hostile work environment is strictly prohibited.

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Employees with questions regarding this directive should address their questions through their Department Human Resources Manager, if applicable, or the Human Resources Assistant Director.

Acknowledgement of Receipt:

Daniel Rincon
Employee's printed name

[Signature]
Employee's signature

07/03/2025
Date



[Signature]
HR Representative's Signature

7/3/25
Date

All efforts will be made to bring this complaint to closure within 120 days from the date that Human Resources was made aware of the matter in accordance with Civil Service Rule 8, Section 3c. Exceptions to the 120 days will be made in accordance with Rule 8. As such, the date of notice to Human Resources was 4/3/25 and the closure of the matter may occur on or before 8/1/25.



ANIMAL SERVICES DEPARTMENT

Date: July 3, 2025

I, **Daniel Rivera (030497)**, Senior Animal Protection Officer, certify that the following is a true and correct statement, to the best of my knowledge and recollection.

1. Can you explain the nature of the call you received from Officer Dominguez regarding the dog-on-dog attack at 7161 Granite Rd on April 2, 2025?

RESPONSE: APO Dominguez Called me to advise me about a Ani to Ani Exposure that he Attending too. APO Dominguez Called to Ask for Directives On how to Proceed with The Investigation As There were a lot of Dogs In the Property, And the Victim dog that was Already Deceased Also Resided In the Same Property.

2. What specific concerns or questions did Officer Dominguez bring up during that call?

RESPONSE: When APO. Called me he asked how to Proceed with the Investigation, And If There was Any way we Can help Pet Owner.

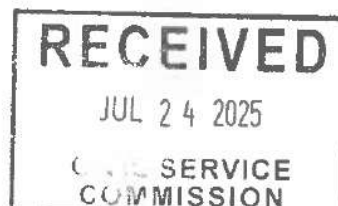
3. Did you provide any specific directives regarding how he should proceed with the scene investigation (e.g., VMR collection, photos, documentation, etc.)?

RESPONSE: I Told APO. Dominguez to Enforce VMR on Canines In the Property, which he did not Seem Convinced In doing so as according to him There were a lot of Dogs In the Property, And Then I Just Told him Its going to be up to your Discretion On how to Proceed and Enforce.

07/03/2025

Date

Signature





ANIMAL SERVICES DEPARTMENT

Date: July 3, 2025

4. You mentioned telling Dominguez that handling the situation was under his discretion. Can you clarify what tasks you considered were under his discretion versus mandatory protocol under Department policy?

RESPONSE: How to Proceed with the Investigation In general, And which Crimes he would be Enforcing VMR Citations.

APO Dominguez In basic Terms Knows what has to be done, but Corners Are Always Wanted to be Cut.

5. Were you aware of how many animals were involved or the condition of the property when you gave this advice?

RESPONSE: I do Remember APO Dominguez mentioning a lot of Dogs In the Property. I Cant Remember If There was A Specific number of Crimes given And the Conditions of the Property.

6. Did you advise Dominguez that he did not need to enforce VMR or document the scene fully due to the number of dogs or other factors?

RESPONSE: No, I began to tell APO. Dominguez As Soon As he mentioned Anita Ar Exposure, to Enforce VMR. Thats when he began to whine And say If It was necessary As there Are multiple Crimes And his ~~was~~ Unsertain of which Dogs Attacked the Victim. When APO. Dominguez began to whine more And try to Cut a Corner, Thats when I Told him It was Under his discretion.

07/03/2025

Date

Signature

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JUL 24 2025

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ANIMAL SERVICES DEPARTMENT

Date: July 3, 2025

7. Did Dominguez express concerns about the owner being elderly and overwhelmed by the number of animals?

RESPONSE: Yes, APO Dominguez did Express Concerns for Both the Pet Owner And Animals In the Property. I remembered APO Dominguez mentioning If we Could help him As A department, And was Advise to Send A Email to Supervisor To make them Aware of the Situation

8. Did you follow up with Dominguez after your initial conversation to ensure he had completed the required documentation or entered the animals into PetPoint?

RESPONSE: No I did not. I had forgotten About this Case up until I was told to write a Statement.

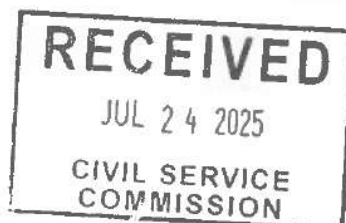
9. Are you familiar with the Field Operations Manual's requirements for animal-to-animal exposures, including documentation of each animal and photographing the scene?

RESPONSE: Yes I am, And In all my Investigations I follow Standard Protocol. If I find my Self In a Position where I Can help the Public during a Investigation, I Enforce And Educate, And Make Sure the Public Understands Why Are The Actions Taken are being made. At times when I See Something that Can be Easily fixed In a Investigation, I wont Enforce at first, I will Educate and make Sure Corrections are made with Suspects Why? Because you Cant fully Enforce If your Public Isn't Educated fully of the laws. Any little or Big Detail I do or Say for Action Taken I Justify It, And Recorded on my Report.

07/03/2025

Date

Signature





ANIMAL SERVICES DEPARTMENT

Date: July 3, 2025

10. In your experience, how are officers typically expected to handle cases involving large numbers of animals, especially when the owner appears overwhelmed?

RESPONSE: They Are Expected to deescalate the tension between Pet Owners And Surrounding In Order to make Pet Owners Comfortable. They are Expected to do A full SOC / welfare Check And Take Pictures of The Property And living Conditions of the Animals. Expected to Do a full inventory of all animals in the property. And Conditions Records. They are Expected to do Very detailed Reports that will answer all Questions of the investigation. Enforce the law if it is A repeated offense or try And Educate, help, And Send Supervisors Emails of Situation.

11. Is there any other information you would like to provide during this fact-finding process? Please explain further.

RESPONSE: Each officer knows what needs to be done And how. At times they Call me to see if they Can Cut Corners. Other times they Avoid me As They know I will make them do Standard Protocol. Officers in general have Referenced me in Reports, Saying I gave them A Specific directive, when they had never Contacted me, or made me Aware of the Case. They try to Cut Corners and when they get Caught they Blame it On Someone else.

*****END OF STATEMENT*****



07/03/2025

Date

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therealfitfamelpaso Another big win for animals. Thanks to a call for help from concerned residents @eptxknown and @dezarayy17, we were able to bring attention to a dire situation of nearly forty dogs living together in an austere yard. With @epanimalsvc's immediate coordinated action alongside @santateresalostandfoundrescue and @pawsitiverescuers, all of the dogs were successfully removed and rescued.

There are HUNDREDS of animals currently at @epanimalsvc that are now in desperate need of their forever homes. If you know that you're ready to take on the long-term financial, mental and emotional responsibilities of becoming a pet owner, please visit @epanimalsvc and save an animal's life. less

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El Paso, Texas



2/10

epanimalvc • Field Friday Recap 📅 Last week, our Animal Protection team received 622 calls for service and issued 262 citations—all part of our ongoing mission to protect pets and people. 🐾

This week, our team stepped in to help an elderly man caring for his disabled wife and an overwhelming number of dogs—nearly 40 in total. With the incredible help of volunteers and staff, 26 dogs were taken in and 9 were brought to our shelter while several others were rehomed.

All remaining pets on the property are now vaccinated, microchipped, and fixed (with one more neuter appointment on the way). Our team is also providing vaccines, microchip, and spay/neuter services for the rescuers who stepped in. ❤️

Major thanks to @therealfitfamelpaso and the caring community member who spoke up—your actions truly made a lifesaving impact. 🙏

As part of our Prevention of Animal Cruelty Month campaign, we're reminding everyone:

• If you see something, say something—call 311! Together, we can break the cycle and protect the voiceless. 🐾❤️

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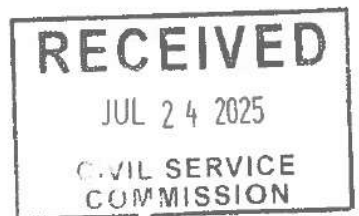
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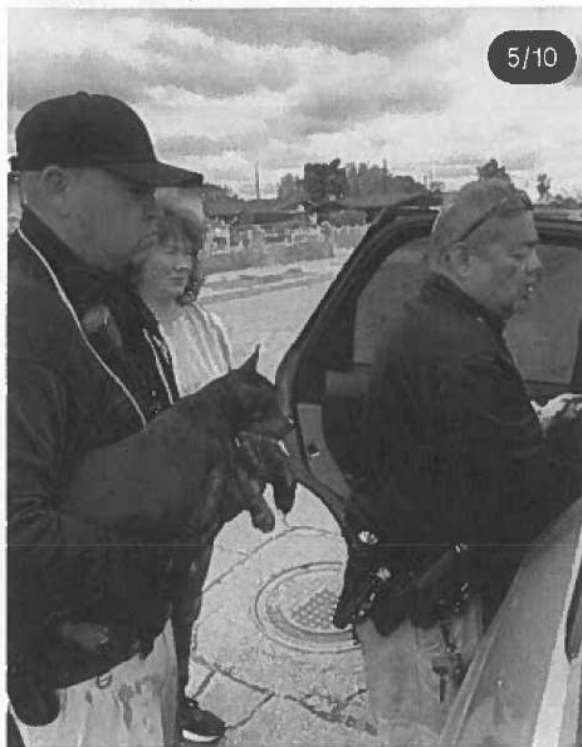
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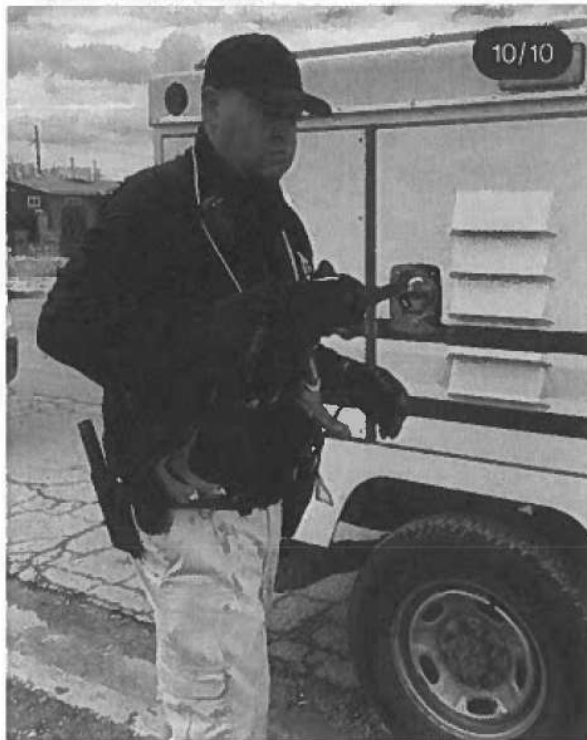
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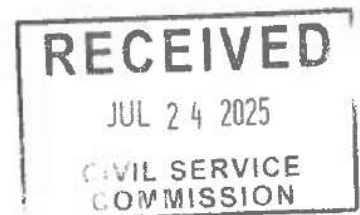


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Department of Human Resources

MAYOR
Renard U. Johnson

August 12, 2025

Patricia Palafox
[REDACTED]

CITY COUNCIL

District 1
Alejandra Chávez

Dear Ms. Palafox:

District 2
Dr. Josh Acevedo

REFERENCE: 3-DAY SUSPENSION APPEAL CASE

District 3
Deanna M. Rocha

The Civil Service Commission has assigned the case listed below to you. I have enclosed a copy of the appeal letter and the appropriate documents. Please contact the named employee and Assistant City Attorney, Matthew Marquez, MarquezMG@elpasotexas.gov, to schedule a hearing. This appeal was timely filed.

District 4
Cynthia Boyar Trejo

District 5
Ivan Niño

NAME: Bryan Dominguez

District 6
Art Fierro

DEPT: Animal Services

District 7
Lily Limón

TYPE: Suspension Appeal

District 8
Chris Canales

DOCKET NO. CSC Case 25-AS-04PP

EMPLOYEE REP: None

CITY MANAGER
Dionne Mack

*Either party may request that the hearing be recorded. If you have any questions, please reference the Recording Rule or call Stacey Gonzalez at 915-212-1241 for more details.

Sincerely,

Mary Wiggins
Chief Human Resources Officer

cx: Terry Kebschull, Animal Services Director
Animal Services HR/Payroll
Benefits
Pension Administration
Employee's medical file

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



BEFORE THE CIVIL SERVICE COMMISSION
FOR THE CITY OF EL PASO, TEXAS

IN RE:

BRYAN DOMINGUEZ APPEAL

)
)
) DOCKET NUMBER 25-AS-04PP
)

PRE-HEARING ORDER

On August 19, 2025, a pre-hearing telephone conference was held in this matter.

Present at the Pre Hearing conference were:

Matt Marquez representing the City and

Bryan Dominguez, representing himself.

As a result of the pre-hearing conference, the following order is entered.

IT IS ORDERED THAT:

1. The evidentiary hearing will be held on October 7, 2025 commencing at 9:00 a.m. and continuing if necessary on October 8, 2025 at the **Law Library Conference Room, City Hall.**
2. Discovery requests from the Employee must be sent by September 2, 2025 with answers provided by September 16, 2025. Discovery requests from the City must be sent to Employee by September 16, 2025 with answers provided by September 30, 2025.
3. Discovery requests shall be limited to two requests of no more than 25 requests each. Additional requests must be agreed to by the opposing party, and if not agreed to, must be approved by the Hearing Officer.
4. If the party desires to have a prospective witness who is not currently employed with the City served with a subpoena, that party shall deliver to the Stacey Gonzalez, Administrative

Support Specialist in Human Resources, City Hall, GonzalezSA@elpasotexas.gov, a written list of all persons to be subpoenaed, along with the latest available address for such witness or witnesses, no later than September 2, 2025. An additional copy shall be delivered to the Hearing Officer and Matt Marquez by e mail. If the party desires to have documents or other things subpoenaed, such documents or objects must be described in the subpoena request.

5. If the Employee desires the attendance at the Hearing of a witness who is a current employee of the City of El Paso, the employee shall deliver to the attorney for the City who is handling this case , a list of employees the Employee desires as witnesses. The list must be delivered by September 2, 2025. If unknown at the time, such a name shall be delivered at least five working days prior to the Hearing date. The City will arrange attendance at the Hearing of all witnesses listed in the Employee's Witness list as long as they are currently employed by the City.
6. The Employee will deliver to the City, and the City will deliver to the Employee no later than 5:00 p.m. on September 30, 2025, by mail, in person, or e mail:
 - A. A final list of witnesses, including all information necessary to locate such witnesses, as well as a brief statement of each witness's anticipated testimony; and
 - B. Copies of all exhibits which the party anticipates offering as evidence at the hearing. If the proposed exhibit is an object rather than a document, the party will present a photograph of the object to the opposing party and the parties will make arrangements to view the object before the hearing.
7. At the Hearing, exhibits shall be marked "C-1, 2, etc." for the City, and "A-1, 2, etc. " for the Employee, and will be attached with a clip or similar device and will have a cover

sheet listing the exhibits and the numbers. Sufficient copies of all exhibits must be brought to the Hearing so that the exhibits may be presented to the Hearing Officer and the opposing party. Prior to the commencement of the Hearing, parties are to confer on exhibits and stipulations.

8. The parties must read Civil Service Commission Rules which apply to Hearings.
9. Length of Hearing: 8 hours.

Time may be expanded by the Hearing Officer upon good cause.

Signed this 19th day of August, 2025.



PATRICIA L. PALAFOX,
HEARING OFFICER

BEFORE THE CIVIL SERVICE COMMISSION
FOR THE CITY OF EL PASO, TEXAS

IN RE:

BRYAN DOMINGUEZ APPEAL

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DOCKET NUMBER 25-AS-04PPP

**FIRST AGREED JOINT MOTION FOR
CONTINUANCE OF DISCIPLINE APPEAL HEARING**

TO THE HONORABLE HEARING OFFICER:

COMES NOW, the parties, in the above-entitled and numbered cause, and file this Agreed Joint Motion for Continuance (the “Agreed Motion”), and for cause would respectfully show as follows:

I.

A Discipline Appeal Hearing in this cause has been set for October 7th through October 8th, 2025 commencing at 9:00 a.m. The parties, agree and consent to a continuance of the hearing and have signed this agreed motion. As such, the parties respectfully request and file this agreed motion for good and sufficient cause, pursuant to Civil Service Rule 9, Section 3. This agreed motion is made and presented to the assigned Hearing Officer well in advance of the 72 hours prior to the scheduled time of the hearing. This matter involves a 3-day suspension, and is not an expedited hearing under Rule 9, Section 2.

II.

The parties do not seek this continuance for delay, but for good cause and so that the hearing is conducted as efficiently as possible. Specifically, since the pre-hearing telephone conference held on August 19, 2025, the City’s attorney in the matter, Matt Marquez, and the Appellant Mr.

Dominguez have been cooperating on Mr. Dominguez's discovery requests. The City provided Mr. Dominguez with the requested documents. On September 30, 2025, the City provided Mr. Dominguez with the City's final list of witnesses and exhibit list with copies of exhibits. On October 1, 2025, Mr. Dominguez provided a list of several of his colleagues that he would like to serve as witnesses for the hearing. Unfortunately, there was a misunderstanding, as Mr. Dominguez was supposed to deliver the list of witnesses of City employees by September 2, 2025, under the paragraph 5 of the Pre-Hearing Order. The City is understanding of this oversight, but will not be able to coordinate the attendance of all Mr. Dominguez's desired witnesses on short notice to attend next week's October 7th hearing. As such, in order to have all the desired witnesses attend, the parties request that the Hearing Officer reschedule the hearing to allow more time for coordination of witness attendance.

Importantly, Mr. Dominguez has requested to subpoena a non-city employee Mr. Emilio Macias. To that end, Mr. Dominguez believes that Mr. Macias will cooperate and be flexible to attend by subpoena on an alternative date instead.

III.

The parties remain flexible as far as scheduling a new hearing date, as is convenient for the Hearing Officer.

WHEREFORE, PREMISES CONSIDERED, the parties respectfully request that this Agreed Motion be granted, and reschedule the hearing.

Respectfully Submitted,

KARLA M. NIEMAN, City Attorney
SBN: 24048542
P.O. Box 1890
El Paso, Texas 79950-1890
Tel: (915) 212-0033
Fax: (915) 212-0034

Signed on October 2, 2025.

By: /s/Matt Marquez
Matt Marquez
Assistant City Attorney
Texas State Bar No. 24116720
MarquezMG@elpasotexas.gov

ATTORNEYS FOR DEFENDANT

Bryan Dominguez approved via telephone call 10/1/25

Bryan Dominguez
Bryands86@gmail.com
REPRESENTING HIMSELF

BEFORE THE
CIVIL SERVICE COMMISSION
OF THE
CITY OF EL PASO

In the matter of the Appeal of

MICHAEL BELTRAN

SUBPOENA

Issued For

EMILIO MACIAS

7161 Granite

El Paso, TX 79915
Witnesses

Come to hand on the

day of 2025

and executed on the

day of 2025

by reading the within Writ to

the above-named witnesses.

Filed Mary Wiggins

 A.D. 2025

Secretary Civil Service Commission

SUBPOENA - CIVIL SERVICE COMMISSION

THE STATE OF TEXAS

Greetings:

YOU ARE HEREBY COMMANDED to summon EMILIO MACIAS

7161 Granite, El Paso, Texas 79915

to be and appear on the 07th day of October 2025, at 9:00 a.m. (Tuesday)

before the Hearing Officer of the City of El Paso in the Law Library Conference Room, City

Hall, 300 N. Campbell, El Paso, TX 79901

of the City of El Paso, there to give evidence for Appellant in the matter

pending in which Appellant Michael Beltran appeals from the

action of The City of El Paso

and there to remain from day to day until discharged by the Commission.

HEREIN FAIL NOT, but have you then and there this Writ, with your return thereon as the law directs.

Witness my official signature and issued this 2nd day of October A. D. 2025

Mary Wiggins
Secretary, Civil Service Commission

Date: 10-02-25
Signature: MLB
Print Name: MARLENE

BEFORE THE CIVIL SERVICE COMMISSION
FOR THE CITY OF EL PASO, TEXAS

IN RE:

BRYAN DOMINGUEZ APPEAL

)
)
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)

DOCKET NUMBER 25-AS-04PP

HEARING OFFICER'S RECOMMENDATION

Case Procedural Summary

DATE OF DISCIPLINE: 3 Day Suspension July 27-29, 2025

DATE OF ASSIGNMENT

TO HEARING OFFICER: 8-12-25

DATE OF PREHEARING: 8-19-25

DATE OF HEARING: 10-7-25

PLACE OF HEARING: City Attorney Library Conference Room

REPRESENTATIVE FOR CITY: Matthew Marquez, Asst. City Attorney

REPRESENTATIVE FOR EMPLOYEE: None. Represented himself.

WITNESSES FOR THE CITY:

Michael Wachsmann- Interim Director Animal Services

Gina S. Ramirez-Operations Field Supervisor, Animal Services

Erika Marquez-Senior Human Resources Analyst for Animal Services

Ashley N. Herrera-Animal Protection Supervisor, Animal Services

Daniel Rivera-Senior Animal Protection Officer, Animal Services

Rion Horacek-El Paso Police Officer

Ivana Canales-El Paso Police Officer

WITNESSES FOR THE EMPLOYEE:

Bryan Dominguez-Animal Protection Officer, Animal Services

Emilio Macias-Homeowner in El Paso

Brandon Ocana-Animal Protection Officer, Animal Services

Gabriela Alvarez-Animal Protection Officer, Animal Services

Angel Beckett-Animal Protection Officer, Animal Services

Rion Horacek-El Paso Police Department Officer

Ivana Canales-El Paso Police Department Officer

EXHIBITS ENTERED AS EVIDENCE:

City Exhibits C-1 thru C-15

Employee's Exhibits: A-1 thru A-6, B-1 thru B-4

A. Background of Discipline

On April 2, 2025, a person called Animal Services to report that there were a lot of dogs at a home at 7161 Granite Road in El Paso, and the dogs were fighting. A smaller dog had been killed and the dogs were eating it. The caller wanted someone check on the homeowners to make sure they were okay. (Exhibits C-6, A-1).

As an Animal Protection Officer ("APO") assigned to handle the geographical area of the home where the dog fight was reported to have occurred, Bryan Dominguez (hereinafter "Dominguez") was dispatched to the home at 7161 Granite. When he arrived, two police officers were already at the home. They reported that the homeowner and his wife had just arrived back from dinner.

Police Officers Rion Horacek and Ivana Canales testified at this disciplinary hearing that when they arrived, they could see the dead dog in the backyard and around twenty or so dogs in the backyard. However, there were dogs going in and out of the house so an exact number was not possible to ascertain. Soon homeowners Emilio Macias and his wife returned home. Mr. Macias denied that anything was wrong with the dogs until the officer illuminated the dead dog with his flashlight. The Police Officers testified that by the time Dominguez arrived at the scene, the number of dogs in the back yard was around half the number because the dogs were allowed access into the house through a back door purposely propped open.

The Police Officers and Dominguez testified that the dogs had food, shelter, and water. The deceased dog apparently had been killed by the other dog or dogs. Therefore, they concluded that there was no animal cruelty by a person involved. The El Paso City Ordinance, Title 7 Animals, does not limit the number of pets a person may keep but requires, among other things, that they have adequate food, water, and shelter. However, it does require that all pets over four months old must be vaccinated for rabies, microchipped, and registered with Animal Services. The Police Officers and Dominguez testified that when they requested entry to the back yard, homeowner Mr. Macias stated that the only entry into the backyard was through the home and that he could not guarantee that the dogs would not bite. Mr. Macias really did not know how many

dogs he had and had not even given all of them names. Macias told everyone he had been asking for help for years from Animal Services and from private rescue organizations because the dogs kept breeding and the situation was out of control. He said he was a low income resident of El Paso. He did not have a car in order to surrender the dogs or transport them for free spay neuter, vaccination, and microchipping when free or low cost events took place. He had no proof of vaccination, microchip, or registration. When he testified at this disciplinary hearing, Mr. Macias confirmed that he did not deny entry to Dominguez and the Police Officers *per se*, but he stated that he told them that he could not control the dogs, did not know how many he had, and did not know how they would react to the intrusion and whether they would attack and bite. The two Police Officers and Dominguez concluded that it would be dangerous to enter the house to go to the backyard, especially since there were only three of them. Dominguez asked Macias to bring the dead dog to his front yard so he could examine it and take photos. Macias complied. Dominguez took photos. (Exhibit A-5, pp. 1-2).

Since they did not see an animal cruelty or other issue they had to handle, the Police left as it was up to Animal Services to handle the call given the circumstances. Dominguez testified that he called a Senior APO in his chain of command for guidance. He spoke to Daniel Rivera, Senior APO, and took no further action based on Rivera's advice. Much of Dominguez's defense to his discipline rests on what was said in the conversation. There was no recording of the conversation. Daniel Rivera disputes that he gave advice to Dominguez that Dominguez did not have to comply with the usual documentation procedures, including an inventory of the dogs at the property. He denied that he told Dominguez to just close the case. He stated that he told Dominguez that Dominguez needed to enforce VMR (vaccination, microchip, registration) documentation procedures but Dominguez replied that there were a lot of animals on the property and did he really need to do such a thing as it would be a lot of citations. "APO Dominguez was simply advised that it will be under his discretion on how he will manage the case." (Exhibit C-4 Rivera's written statement). Rivera did agree that he told Dominguez to use his discretion, but that this was in regard to whether he needed to give citations, which are like traffic tickets requiring a person to appear in Court.

Dominguez contends that he followed the proper procedure for consulting with the chain of command and that he was not required to go around his chain of command for further guidance. Dominguez contends that Rivera told him to use his discretion and he agreed with Dominguez that

the best course of action was to close the case. Dominguez admits that the subject of documentation *per se* never came up. On his Daily Log report, Dominguez wrote that he was at the 7161 Granite address from 8:38 p.m. to 9:03 p.m. He left the Granite property and made three more stops until the end of his shift at 11:00 p.m. (Exhibit C-12, p.3).

A concerned community person posted on social media about the situation. Although there is no date on the post admitted into evidence, it does say "10:06" and was presumably the evening of April 2, 2025 after Dominguez had left the Macias home. The post on the "Fit Fam" site stated as follows: *"Hi my friend has been trying to get a hold of you but there's a house on 7161 Granite that has over 40 dogs and they mauled 2 of them to death. I'm trying to get ahold of animal services but having no luck."* (Exhibit A-6, p. 1). No one who testified at this disciplinary hearing could say who the message was from or to. However, the post came to the attention of the Director of Animal Services, Terry Kebschull, who then sent an e mail to Animal Services management. As a result, several APO's went to Macias's home the next day, on April 3, 2025, to begin an investigation. On April 3 and 4, 2025, Animal Protection Officers and a supervisor, along with private animal rescue group representatives, found forty dogs when they conducted an inventory of the dogs at the Macias home. (Exhibits A-3, C-6). It took multiple trucks to transport all the dogs. Macias was allowed to keep ten of his dogs which he had been kept separate from the rest of the population. Karen Washington of an animal rescue group was on the scene and was able to take nineteen dogs, mostly puppies. (Exhibit C-6, p. 17). Photos of the events of April 3 and 4, 2025, were posted on Fit Fam, the same social media platform where the original post was posted. (Exhibit A-6, pp 1-12). Eight of the impounded dogs were later euthanized at the Animal Services Shelter. (Exhibit C-6, p. 17).

Homeowner Macias was subpoenaed at the request of Dominguez to testify on his behalf at Dominguez's disciplinary hearing. Macias testified that he was very happy that Animal Services had taken all his dogs except for ten which he was allowed to keep. He was given citations for no vaccination, registration, or microchip. Macias testified that Animal Services "did me a favor" in gathering all the dogs on April 3 and 4, 2025. He testified that "it was a blessing." Macias testified that he later borrowed a truck and took all the dogs remaining with him to receive free vaccinations, microchips, registration, and spay neuter.

B. Notice of Suspension

Dominguez was timely notified that he had received the three days suspension because

of the following actions on April 2, 2025:

“you failed to properly enter required animal profiles and upload supporting photographs in a timely and complete manner. Additionally, there was no enforcement action taken on-site, nor was any attempt made to obtain vaccination, microchip, or registration (VMR) documentation from the pet owner. These deficiencies directly delayed the investigation and compromised the accuracy and completeness of the case report.”(Exhibit C-1, p. 8).

In the Notice of Suspension, Dominguez was alleged to have not followed Animal Services Field Operations Procedures at the time of service. “Your failure to fulfill these responsibilities during the initial service call contributed to unnecessary delays and placed additional burden on other responding staff who had to follow-up on the case and complete the missing documentation.” It was further alleged that Dominguez had “received prior written warnings for similar performance issues, including incomplete or delayed documentation and missing photographic evidence. Coaching and guidance have been provided, yet these issues persist and continue to disrupt workflow and timely resolution of field cases.” (Exhibit C-1, p. 8)

Dominguez’s disciplinary history in the Notice of Suspension shows seven formal counselings from 2016 to 2025, and a one day suspension for “Minor Loss of City Property” in 2016. One of the formal counselings for November 30, 2021⁸ is crossed out, but no one who testified at the disciplinary hearing could explain who crossed it out and what crossing it out meant. (Exhibit C-1, p. 8).

The City Charter, Article VI, states that employees may be suspended for ‘incompetency or negligence in the performance of duties, including but not limited to, failure to perform assigned tasks, or failure to discharge duties in an accurate, prompt, competent, or responsible manner.’ Civil Service Commission Rule 8 reflects the same language as the City Charter. (Exhibit C-1, pp 1-2).

C. Dominguez’s Defense

Dominguez contends he should not receive the discipline because he followed the established chain of command when he called the Senior Animal Protection Officer on duty who told him to use his discretion as to what to do and to close the case. Dominguez confirms that he did not follow established protocol, but he contends that one must look at all the facts and circumstances of the case, including what he based his decision on to close the case. Dominguez contends that it was the evening shift and there are less resources available during the evening. He

had cited the homeowner Macias previously for not having his dogs registered, vaccinated, and microchipped. Citations are like police officers giving traffic tickets. Animal Services citations similarly require the person to go to Municipal Court to ascertain whether the City law has been violated or not and what the penalty will be. Visits had been made by other Animal Protection Officers who had also given him citations. Macias was known to APO's as a repeat offender. Yet, nothing had changed and Macias still had many dogs that had not been vaccinated, chipped, registered, or spay/neutered. Dominguez saw no point in giving Macias more citations. Dominguez contends he did not see more than six or so dogs in the backyard even though the next day other APO's documented that Macias had forty dogs who resided in the yard and who had full access to the house through an intentionally propped open back door. Since Macias could not guarantee that his dogs would not bite Dominguez once he entered the house to go into the backyard, which was the only way to enter the backyard, Dominguez concluded, as had the Police Officers, that it was not safe at that time to try to follow standard operating procedures to inventory all the dogs on the property. Since he agreed with the police officers that this was not a case of animal abuse but rather a dog killing another dog, he had called the Senior Animal Protection Officer on duty, Daniel Rivera, who agreed with Dominguez's conclusion that the case should be closed.

D. Standard Operating Procedures

Dominguez's defense is also that the written standard operating procedures for El Paso Animal Services, written in the Field Operations Manual 2025 in Exhibits C-13, and B-3, was never given to the Animal Protection Officers (APO's) such as Dominguez. Dominguez wanted to call nine APO's as witnesses to the disciplinary hearing. Dominguez asserted to this Hearing Officer that the nine APO's would testify that they had never seen the manual nor had they been given access to it. This Hearing Officer reduced the number to three since their testimony was repetitive and cumulative. The three witnesses chosen by Dominguez to testify were APO's Gabriela Alvarez, Angel Beckett, and Brandon Ocana. They testified that they had never seen the written Field Operations Manual until Dominguez had shown it to them in preparation for this disciplinary hearing. Additionally, emails on July 3, 2025 from Dominguez to Erika Marquez of Human Resources and Supervisor Alberto Ortiz let them know that Dominguez could not obtain the Standard Operating Procedures manual through the computer drive because the computer drive "only gives management access to them but not APO'S...." He apparently had

requested the manual earlier that day in a personal meeting and had been told erroneously that he could access them on the computer. (Exhibit A-4).

Dominguez and his three APO witnesses do confirm that training on standard procedures took place both in the classroom and in the field. APO's must learn the City of El Paso and State laws that govern animal issues and regulations they enforce. They then follow a trained APO for some time in the field to learn the procedures and protocols. Ashley Herrera, Dominguez's supervisor, testified that she had been an APO for eight years before she became a supervisor. She reports directly to Gina Ramirez, Operations Field Supervisor. She testified that the APO's can obtain the written Field Manual on their SharePoint Onedrive. She testified that 100 percent of the APO's have been advised of and shown the written field manual. However, as noted earlier, testimony from the APO officers and Dominguez, in addition to Exhibit A-4, contradicts her testimony. Nevertheless, she testified that APO's are trained in the field for six weeks.

The Standard Operating Procedures taught to the APO's for the situation confronted by Dominguez on April 2, 2025 are that when there is a dog bite to a person or other domestic animal, and it is unknown which dog killed the dog, or bit the person, then the APO must inventory all the dogs on the property. Are they vaccinated for rabies? Are they microchipped? Are they registered? This is known as "VMR." The Texas Health and Safety Code 829.002 also has specific requirements for rabies, euthanasia, and quarantine.

Animal Services Management stated that the Animal Protection Officer does have discretion as to whether to give a legal citation to appear in court, or not. The written Animal Services Field Operations Manual does state that employees are required to properly document all pertinent information in the PetPoint data bases system and that all interactions with the animal, other employees, and the public must be documented. (Exhibit C-13, p. 12). Daily log sheets are to be completed and turned in at the end of every shift. (Exhibit C-13, p. 8). Requirements for the Animal Protection Officers as far as documentation required for bite cases are detailed in the written Field Manual. (Exhibit C-13, p. 8) Documentation includes pictures of canine(s) or bite victims' wounds, as well as "Vaccination, Microchip and Registration documentation." Other documents to be uploaded to the Petpoint data base system are outlined. (Exhibit C-13, pp 12-13).

In his written question and answer investigation interview, Dominguez was asked if he knew that "protocol requires VMR checks, memo notes, and the creation of animal profiles for animals encountered in the field." Dominguez answered in his own handwriting as follows: "Yes,

but due to the atypkill (*sic. written this way*) situation were (*sic.*) **owner did not cooperate** canines could not be I.D. or could access be made to the house as **owner did not give access.** The bold and underlined was done by Dominguez. (Exhibit C-8, question 7, p. 3) Therefore, Dominguez does not contend that he did not know what the protocol was. He contends that he did not comply because of the circumstances such as the number of dogs, the owner did not give access, it was night and less resources are available, and prior citations had not changed Macias's behavior. When Dominguez's colleagues testified, two were asked what they would have done had they been sent to Macias's home on April 2, 2025. Gabriela Alvarez, an APO for two years, testified that had the Senior APO told her to close the case, she would not do it as that is not the standard operating procedure. She would have taken an inventory of all the dogs on the property, taken photos, and given the homeowner citations. Angel Beckett, an APO for one year, testified that in an animal to animal bite, he would have a vet examine the dog if it were injured. He would ask for vaccination records and give the homeowner citations if there were no records of the dogs being vaccinated. He said that based on their training and meetings, they are told to do full enforcement on rabies vaccinations. While the "right" thing to do is to take a full inventory and give citations, he might also try to be kind to the owner as he was trained that it was more important to educate than to give citations. He agreed with Dominguez that they were understaffed and said he had to work overtime on a regular basis.

Dominguez could not explain why the photos he took on April 2, 2025, and which are required as part of his documentation, were not uploaded until some 24 hours after his shift. When asked during the investigation why he waited approximately 24 hours before uploading the photos, his handwritten answer was that it was "possibly a pet point maintenance which usually are done at night." (Exhibit C-8, question 4, p. 2). His testimony at the hearing did not clarify why the photos were not uploaded along with his report before the end of shift as required. He provided no credible evidence to support his theory that there was software maintenance being done which prevented the upload.

Ashley Herrera, Dominguez's supervisor, testified that she was an APO for eight years before she was promoted to supervisor for the last 1.5 years. She testified that she had counseled Dominguez previously regarding his incomplete records. In the past he has forgotten to upload photos, citations, etc. Since she had already coached him, she felt it was appropriate to take it up a notch and give the three day suspension. She stressed that the difference between the incident

of April 2, 2025 and prior visits by Dominguez and other APO's to Macias's house on Granite is that there was no animal bite involved in visits prior to April 2, 2025. The dead dog and animal bite on April 2, 2025 escalated the situation as far as what standard protocols would require. As for what Dominguez should have done or could have done and did not do the evening of April 2, 2025, Herrera contends he should have inventoried the forty dogs on the premises and ascertained the vaccination status and "VMR." He could have gotten help by asking Daniel Rivera, the Senior APO for help, which Dominguez did not do. He could have called dispatch for help. He could have called a supervisor. While he had discretion to decide to not give citations to homeowner Macias, Herrera testified that he did not have discretion to not follow standard operating procedure requiring documentation in bite cases. He could have asked the homeowner to bring out each dog one at a time even though it could take hours. This was how Dominguez had gotten photos of the dead dog. Dominguez could have reached out to their animal shelter that night and could wait until the next day to see if they could help as far as surrender and/or rehoming. He could have closed out the call but have left it "open" for another officer to follow up the next day. Had someone not posted on social media about the numerous dogs and the dog killing at the Macias home on April 2, 2025, Animal Services management may never have known how dire the situation had gotten.

E. Chain of Command

The written Field Operations Manual for Animal Services states that "APOs must follow the chain of command when in need of assistance." "An APO in need of assistance may call another APO or dispatch. If assistance cannot be secured, the APO will contact the Senior APO on shift or Shift Supervisor if Senior cannot be reached." (Exhibit C-13, p. 45). Dominguez testified that he followed the chain of command on April 2, 2025 and when the Senior APO Rivera gave his answer to close the case, Dominguez did not believe he could go around him to get another answer. However, in his written statement, Dominguez was asked if Rivera had explicitly told him to skip any part of the investigation, such as documentation, enforcement, or follow-up. Dominguez answered that the "Topic about documentation was not spoken about or enforcement other than rehoming. After explaining the situation, he cleared closing out the call." (Exhibit C-8, question 9, p. 8). Dominguez further stated that Rivera told him to dispose of the dead dog, but that no further assessment was required since it was unknown which dog attacked and no wounds were seen on the other dogs. Rivera told him to advise the owner about owner surrender or

rehoming and once this was addressed, "I could close out the call." (Exhibit C-8, question 8, p. 3).

Senior APO Daniel Rivera has been a Senior APO for three years. He was an APO for one year and seven months before he applied for and was promoted to Senior APO. He prepared the incident report seen in Exhibit C-4 when his supervisor instructed him to do so. He testified that he told Dominguez "to enforce VMR." Dominguez told him he did not know which animals were involved. Rivera testified that Dominguez has been an APO a long time and knows how to use enforcement. However, the standard practice would not allow that the case be closed without rabies/vaccination paperwork and an inventory on all the dogs on the property. He never told Dominguez he did not need to do an inventory of all the dogs. If Dominguez had asked him to come and assist him, he testified that he would have gone to help. In his written incident report he stated as follows: "APO Dominguez was advised that the next Step to do is Enforce VMR as there was an Exposure involved which he replied that there is a lot of animals in the property, does he really need to do such thing as it will be a lot of citations. APO Dominguez was simply advised That it will be under his discretion on how he will manage the case." (Exhibit C-4). When Dominguez asked him if there was anything that could be done with all the dogs to help the homeowner, Rivera "advised that we cannot do much for him at the moment." He encouraged Dominguez to send an e mail to the supervisors and send a courtesy copy to Rivera if any resources or help could be given. (Exhibit C-4). Dominguez did not send an e mail.

APO Brandon Ocana confirmed that there was a chain of command but that decisions were up to the APO's most of the time. While he has been told to follow the chain of command, if a Senior APO says something you do not agree with, you can go around him and call a supervisor. Ocana testified that he has done so when he did not like the Senior APO's answer. APO Gabriela Alvarez testified that APO's are allowed to go over the Senior APO to their Supervisor, and she has done that when the Senior APO's answer is not clear. However, she does not frequently disagree with the Senior APO.

F. The Disciplinary Matrix

Michael Wachsmann is the Interim Director of Animal Services. Terry Kebschull, the former Director, retired in September 2025. Prior to his appointment as Interim Director, Wachsmann served as Kebschull's Deputy Director. Prior to that he worked at Houston's SPCA for 12 years. (Society for the Prevention of Cruelty to Animals). He testified that he was involved

in and agreed with Dominguez's discipline for April 2, 2025. He and Kebschull shared an office space when Kebschull was Director, and they had numerous discussions about the discipline. They both met with Erika Marquez, Human Resources, every Friday to discuss issues. He was aware of the social media blow up involving the Macias dogs on April 2, 2025. Social media posts are a big influence as it does put things on their radar. He believed that Dominguez had too many formal counselings without management moving him to the next step of discipline. Dominguez failed to follow established procedures for documenting, which resulted in other APO's having to go back the next day to finish the job Dominguez did not complete. He agreed with giving Dominguez three days suspension for inefficient performance. While he did agree that the APO is the first contact with the public and education is a priority, he did not agree that Dominguez was correct in failing to properly document the rabies vaccination and the other status of all animals on the property, and to upload his photos with his report in a timely manner before the end of his shift.

Director Wachsmann testified that Dominguez was disciplined under the City's Disciplinary Matrix Level 2, Inefficient Performance, which requires a three day suspension for the first violation.(Exhibit C-2). However, the Notice of Suspension notes that under the Matrix Level 1, "failure to follow City-Department Rules or Policies," the first violation is formal counseling, and the second is a three day suspension. The third is a ten day suspension and the fourth is termination. Since Dominguez had already had least one formal counseling, under either Level 1 or Level 2, a three day suspension was appropriate.

G. Discussion

In a letter defending his actions sent to the Department Head Terry Kebschull dated April 8, 2025, Dominguez wrote that he had advised Senior APO Daniel Rivera "about the precarious situation the dogs live in an(*sic*) of the canines situation reproducing themselves the owner being elder which he could no(*sic*) keep up with them to which he advised that we could not pick up the dogs as owner surrender." (Exhibit C-7, p. 2). Photos of the property where the dogs lived show a small home and small back yard and front yard. The pet owners are low income, elderly, disabled, and own no vehicle. A back door to the home was propped open. The forty dogs were allowed go in and out of the home and to sleep inside. A neighbor helped buy and take dog food to Macias since he had no car, and Macias reimbursed him. Certainly this was, as Dominguez wrote, a "precarious situation" for both the dogs and for Mr. and Mrs. Macias.

Dominguez further states in his letter that APO Rivera told Dominguez that the dog owner Macias “had to take action on rehoming dogs and finding sources and resources for the canines himself.” (Exhibit C-7 p. 2). Dominguez has been an APO for over nine years. Senior APO Rivera had been a Senior APO for just three years and had been an APO for less than two years before that. Why Dominguez would believe that there was nothing that could be done by Animal Services to help the “precarious situation the dogs live in” does not seem reasonable, especially since the very next day Animal Services APO’s and volunteer rescue persons from the community appeared at the Macias home. They inventoried the dogs and removed all but ten. Macias was more than happy to surrender them as he had been trying to do so for some time. Macias testified at this disciplinary hearing that Animal Services did him a favor and it had been a blessing when Animal Services came and took his dogs. He had been to court already a couple of times but had been unable to resolve his situation. He had not even known that he had forty dogs on his small property. Because Dominguez had closed his case and had not asked for further action, management at Animal Services might not have known of the situation had there not been a posting on a social media site. Dominguez asserts that Senior APO Rivera told Dominguez to close the case with no further follow up. If so, then this is a case that would justify Dominguez not following his Senior APO but going over his head to the next level, which is a supervisor. Homeowner, Macias admitted he was out of control of the situation, and desperately wanted to surrender most of his dogs. Because he had no vehicle, he could not transport his dogs to surrender them.

Although Dominguez and other APO’s had been called to inspect Macias’s home in the past because of his numerous dogs, the call to go on April 2, 2025 was the first time that an animal bite and dead dog had been involved. Dominguez’s supervisor Ashley Herrera testified that this distinguished the April 2, 2025 visit from prior visits to the home made by Dominguez and other APO’s. The animal bite and dead dog required that the VMR protocols be followed, including vaccination, microchip, and registration documentation and photos.

Dominguez is an experienced nine year plus Animal Protection Officer. While Dominguez did demonstrate that neither he nor many Animal Protection Officers were aware of the written Field Operations Protocols in Exhibit C-13, Dominguez admitted in his written answers to questions that he knew that the required protocol for the situation he encountered on April 2, 2025, was to do VMR checks, memo notes, and to create animal profiles for animals encountered in the home visit. (Exhibit C-8, question 7, p. 3). He testified at the disciplinary hearing that on April

2, 2025 he had done the best with the resources he had, and he stressed that three day suspension “does not reflect my quality of work.” However, Dominguez’s daily log stated that he only stayed 20 minutes at the Macias home on Granite, from 8:38 pm to 9:03 pm. His shift ended at 11:00 p.m. so the evidence shows that there was time for Dominguez to have contacted others for help, or gathered resources to help handle the situation at the Granite home.

The evidence shows that Dominguez’s supervisor had coached him before about his inadequate documentation. At the hearing, Dominguez did not deny that the protocol was to inventory the dogs, take photographs, and upload the information prior to the end of his shift. His defense was that he did not follow the protocol because of the circumstances. Dominguez could not explain why the photographs he took on April 2, 2025 did not show that they were uploaded before the end of his shift, but some 24 hours later.

Dominguez used his discretion in how he handled the Macias case on April 2, 2025, but in doing so, he violated standard operating procedures. The three day suspension is not a reflection on his nine plus years quality of work. It is a reflection that on April 2, 2025, he did not follow standard operating procedures for this particular case, and his managers, and this Hearing Officer, do not find that the circumstances he cited justified his actions.

The City Charter and the Civil Service Commission do not require that the Department Head prove that the discipline was justified “beyond a reasonable doubt.” The standard of proof required by the City Charter and the Civil Service Commission is that discipline be proven as justified “by a preponderance of the evidence.” Preponderance is usually defined as at least 51%. If the case is 50/50, then the employee wins since the burden is on the Department Head to prove the case by 51%. I find that the Department Head has proven by a preponderance of the evidence that the three day suspension of Dominguez should be sustained.

H. Conclusion

1. Section 6.13 of the City Charter imposes on a department head the burden of proof to prove by a preponderance of the evidence that the employee committed conduct alleged in the specifications and that such conduct violated the rules and regulations of the City. In civil law, preponderance of the evidence means the greater weight of the credible evidence.
2. The Notice of Suspension for Dominguez stated that his conduct violated the City Charter Section 6.13-3 and Civil Service Rule 8 in that he demonstrated “incompetency or negligence in the performance of duties, including but not limited to, failure to perform assigned tasks, or failure

to discharge duties in an accurate, prompt, competent, or responsible manner.”

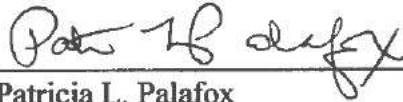
3. The Department Head has met his burden of proof and has proven by a preponderance of the evidence that the employee committed the conduct alleged in the specifications of the Notice of Suspension, and that the conduct violated City and/or Department policies.

4. The Department Head has met his burden of proof and proven by a preponderance of the evidence that the employee’s conduct warrants a three day suspension.

RECOMMENDATION OF HEARING OFFICER

I recommend that the three day suspension of Bryan Dominguez be sustained.

Respectfully submitted on this 27th day of October, 2025.

A handwritten signature in black ink, appearing to read "Patricia L. Palafox", written over a horizontal line.

Patricia L. Palafox
Hearing Officer

Brief for Appeal of 3-Day Suspension – Bryan Dominguez vs. The City of El Paso, Texas

To:

The Civil Service Commission

City of El Paso, Texas

From:

Bryan Dominguez

Animal Protection Officer

10/28/2025

Subject: Appeal of 3-Day Suspension for Bryan Dominguez

New Evidence Submission for Case 7161 Granite Rd.

I. Introduction

This brief serves as an appeal of the 3-day suspension imposed on Bryan Dominguez, an employee of the City of El Paso. The suspension was issued as a result of an alleged violation of city policies and regulations. The purpose of this appeal is to contest the hearing officers' recommendations and submit new evidence regarding the specific incident associated with the address 7161 Granite Rd. This new evidence is vital to understanding the full context of the situation, and believe it supports the argument for the suspension to be overturned.

II. Background of the Incident

On April 2, 2025, Bryan Dominguez was involved in an event related to the property at 7161 Granite Rd., which led to a formal disciplinary action against him. The City of El Paso cited neglect of duties and violation of the standard operating procedures. As a result, a 3-day suspension was imposed on Mr. Dominguez.

However, it is important to note that the circumstances surrounding the incident at 7161 Granite Rd. are not as clear-cut as initially assumed. There are several key facts and pieces of evidence that were not considered in the original determination, which we now present for reconsideration.

III. New Evidence

The new evidence that has come to light regarding the incident at 7161 Granite Rd. provides critical context that was not fully available at the time of the original disciplinary decision. This evidence includes:

- Documentation of Communication:

An email chain between Mr. Dominguez and management has been uncovered, which demonstrates that Mr. Dominguez was not provided with the tools and training necessary to reach the Standard Operating Procedures until the month of October 2025, when the e-mails were sent out. These emails indicate that Bryan could not have accessed SOP's if it had not been provided through the links sent out by management, which led to the misunderstanding. Another form also reflects the day where the adequate training was provided by management on October 16, 2025.

- Inspection Discrepancy

- Furthermore, documentation of other inspections conducted at 7161 Granite Rd. prior and after the incident of April 2, 2025 by Animal Protection Officers (APO) other than Mr. Dominguez, show a variance in decisions and outcomes on the same address with the same pet owner.
- Case reports show a long history of a repetitive animal accumulation and issues in the property
- Same A.P.O. who handled the 04/02/2025 investigations conducted one in September 2025 which show an inadequate documentation of animals with a greater number of animals declared by the pet owner.
- No image uploads to the original case of April 2, 2025, by APOs other than Mr. Dominguez
- Untimely report entry by a supervisor A. Ortiz on original case marked in highlighter.

- Photographic Evidence:

Photographs taken at the scene show that Mr. Dominguez was not at fault for the conditions that led to the alleged violation. The photographs provide evidence of external factors outside his control, which should have been considered in the initial assessment.

IV. Legal and Procedural Considerations

Given the new evidence provided, it is clear that the original decision did not fully account for critical information that could have led to a different outcome.

In this case, the suspension appears to be disproportionate to the alleged misconduct, especially in light of the new evidence that demonstrates Bryan Dominguez made all reasonable efforts to comply with all applicable rules.

V. Request for Action

In light of the new evidence, we respectfully request the following actions:

Overturn the 3-Day Suspension:

Based on the new evidence, we request that the Civil Service Commission overturn the 3-day suspension imposed on Bryan Dominguez.

Reevaluate the Incident with Full Consideration of the New Evidence:

We ask that the City of El Paso take into account the newly submitted documentation, photographic evidence, and expert opinion of inspectors who handled the similar situations on the same address of 7161 Granite Rd.

VI. Conclusion

The 3-day suspension of Bryan Dominguez was issued without full consideration of critical new evidence that directly impacts the facts of the case. We respectfully ask the Civil Service Commission to review this evidence and reconsider the suspension. Bryan Dominguez has served the City of El Paso with professionalism, and we believe that the suspension was unwarranted given the facts now available.

Thank you for your time and consideration in this matter. I trust that, upon review of the new evidence, the suspension will be lifted.

Sincerely,

Bryan Dominguez

Animal Protection Officer

[REDACTED] / [REDACTED] / dominguezbx@elpasotexas.gov

10/28/2025



El Paso Animal Services

MAYOR

Renard U. Johnson

Employee Acknowledgment

CITY COUNCIL

District 1

Alejandra Chávez

District 2

Dr. Josh Acevedo

District 3

Deanna M. Rocha

District 4

Cynthia Boyar Trejo

District 5

Ivan Niño

District 6

Art Fierro

District 7

Lily Limón

District 8

Chris Canales

My signature below acknowledges that I have been granted access to and have received training on how to properly access and use the following systems and platforms:

- My city OneDrive B.D.
- Animal Services SharePoint B.D.
- Microsoft Teams B.D.
- Outlook Email B.D.
- Kronos B.D.
- My El Paso B.D.
- EP Support B.D.

Print: Bryan Dominguez

Signature: [Signature]

Kronos: [Redacted]

Date: 10/16/25

CITY MANAGER

Dionne Mack

Michael Wachsmann -- Interim Director

El Paso Animal Services | 5001 Fred Wilson | El Paso, TX 79906

O: (915) 212-7297 | Email: EPAS@elpasotexas.gov



Case View Report



El Paso Animal Services
 5001 Fred Wilson Avenue
 El Paso, Texas 79906 USA
 EPAS@elpasotexas.gov
<https://elpasoanimalservices.org/>
 Tel.: 915-212-7297 / 915-751-1726
 Printed: 10/29/2025 12:38AM By: DominguezBX

Case Details

Case #: C0008991086
 Reference #:
 Status: Closed

Case Date/Time: 04/02/2025 07:02PM Reported:
 Jurisdiction: CITY of El Paso

Category: Investigation
 Type: Bite / Scratch
 Subtype: Animal to Animal
 Officer: Jorge Cobo
 Review Date:

7161 GRANITE RD., El Paso, 79915, Texas, United States

Directions:
 Result: Completed By: Bryan Dominguez Date/Time: 04/02/2025 10:39PM
 Result Comments:

Created By: GalvanP

Animal Info: caller is advising there is a lot of dogs at this address, the dogs are fighting, they are small dogs. unsure of breed, the dog killed a smaller dog, and they were eating it. She is unsure if the owners are home, she wants us to check on the owners to see if they are okay.

Created: 04/02/2025 07:09PM
 Last Updated By: OrtizAX
 Updated: 04/29/2025 09:56AM

Person Info: Dennise Utajara 915-303-4114

Case Animals

Animal #: A0058236971 |

Animal ID:	<u>A0058236971</u>	Name:	4.3	Types:	Dog	Gender:	Male
ARN:		DOB:	12/26/2024	Breeds:	Terrier/Mix	Altered:	N
Chip #:		Current Age:	0 Y 10 M 3d	Colors:	Brown/	Size:	S
Type:		Age Group:	Juvenile 8WK to 6Months	Pattern:		Weight:	0
Declawed:	N	Bitten:	No Bite History	Primary Role:	Victim	Secondary Role:	
Animal Memos:	No	Case Memos:	No	Conditions:	No	Violations:	No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	El Paso, CITY of El Paso TX 79915

Animal #: A0058242160 |

Animal ID:	<u>A0058242160</u>	Name:	Sula	Types:	Dog	Gender:	Female
ARN:		DOB:	4/3/2017	Breeds:	Miniature Pinscher/Mix	Altered:	U
Chip #:		Current Age:	8 Y 6 M 26d	Colors:	Black/Brown	Size:	S
Type:		Age Group:	Adult	Pattern:		Weight:	0
Declawed:	N	Bitten:	No Bite History	Primary Role:	Suspect	Secondary Role:	
Animal Memos:	No	Case Memos:	No	Conditions:	No	Violations:	No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	El Paso, CITY of El Paso TX 79915

Animal #: A0058242168 |

Animal ID:	<u>A0058242168</u>	Name:	Bella	Types:	Dog	Gender:	Female
ARN:		DOB:	4/3/2017	Breeds:	Great Pyrenees/Mix	Altered:	U
Chip #:		Current Age:	8 Y 6 M 26d	Colors:	White/	Size:	L
Type:		Age Group:	Adult	Pattern:		Weight:	0
Declawed:	N	Bitten:	No Bite History	Primary Role:	Suspect	Secondary Role:	
Animal Memos:	No	Case Memos:	No	Conditions:	No	Violations:	No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
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P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	El Paso, CITY of El Paso TX 79915
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Animal #: A0058242179 |

Animal ID: A0058242179 **Name:** Dodge **Types:** Dog **Gender:** Male
ARN: **DOB:** 4/3/2017 **Breeds:** Retriever, Labrador/Mix **Altered:** U
Chip #: **Current Age:** 8 Y 6 M 26d **Colors:** Brown/White **Size:** M
Type: **Age Group:** Adult **Pattern:** **Weight:** 0
Declawed: N **Bitten:** No Bite History **Primary Role:** Suspect **Secondary Role:**
Animal Memos: No **Case Memos:** No **Conditions:** No **Violations:** No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	El Paso, CITY of El Paso TX 79915

Animal #: A0058242190 |

Animal ID: A0058242190 **Name:** Tachuelita **Types:** Dog **Gender:** Female
ARN: **DOB:** 12/3/2024 **Breeds:** Miniature Pinscher/Mix **Altered:** U
Chip #: **Current Age:** 0 Y 10 M 26d **Colors:** Black/Brown **Size:** S
Type: **Age Group:** Adult **Pattern:** **Weight:** 0
Declawed: N **Bitten:** No Bite History **Primary Role:** Suspect **Secondary Role:**
Animal Memos: No **Case Memos:** No **Conditions:** No **Violations:** No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	El Paso, CITY of El Paso TX 79915

Animal #: A0058242202 |

Animal ID: A0058242202 **Name:** Peanut Butter **Types:** Dog **Gender:** Male
ARN: **DOB:** 4/3/2020 **Breeds:** Miniature Pinscher/Mix **Altered:** U
Chip #: **Current Age:** 5 Y 6 M 26d **Colors:** Black/Brown **Size:** S
Type: **Age Group:** Adult **Pattern:** **Weight:** 0
Declawed: N **Bitten:** No Bite History **Primary Role:** Suspect **Secondary Role:**
Animal Memos: No **Case Memos:** No **Conditions:** No **Violations:** No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	El Paso, CITY of El Paso TX 79915

Animal #: A0058242208 |

Animal ID: A0058242208 **Name:** Casper **Types:** Dog **Gender:** Male
ARN: **DOB:** 1/3/2025 **Breeds:** Miniature Pinscher/Mix **Altered:** U
Chip #: 933000321109137 **Current Age:** 0 Y 9 M 26d **Colors:** White/Brown **Size:** S
Type: MicrochipID Systems/Buddy ID **Age Group:** Adult **Pattern:** **Weight:** 0
Declawed: N **Bitten:** No Bite History **Primary Role:** Suspect **Secondary Role:**
Animal Memos: No **Case Memos:** No **Conditions:** No **Violations:** No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	El Paso, CITY of El Paso TX 79915

Animal #: A0058242221 | Green

Animal ID: A0058242221 **Name:** Tommy* **Types:** Dog **Gender:** Male
ARN: Green **DOB:** 11/23/2024 **Breeds:** Retriever, Labrador/Mix **Altered:** Y
Chip #: 941010003705860 **Current Age:** 0 Y 11 M 6d **Colors:** Brown/White **Size:** M
Type: 24PetWatch **Age Group:** Adult **Pattern:** **Weight:** 0
Declawed: N **Bitten:** No Bite History **Primary Role:** Suspect **Secondary Role:**
Animal Memos: Yes **Case Memos:** No **Conditions:** No **Violations:** No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0047677224	5/23/2025	Alexander Parham	(410) [REDACTED]	Rattlesnake Spring Rd	El Paso, Fort Bliss, EL PASO TX 79906

Animal #: A0058242226 |

Animal ID: A0058242226 Name: Gino Types: Dog Gender: Male
 ARN: DOB: 10/5/2022 Breeds: Miniature Pinscher/Mix Altered: Y
 Chip #: 941010003703430 Current Age: 3 Y 0 M 24d Colors: Brown/White Size: M
 Type: 24PetWatch Age Group: Adult Pattern: Weight: 0
 Declawed: N Bitten: No Bite History Primary Role: Suspect Secondary Role:
 Animal Memos: Yes Case Memos: No Conditions: No Violations: No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0048002076	7/26/2025	Leonardo Coronado	(915) [REDACTED]	8066 Alameda 15	El Paso, EL PASO TX 79915

Animal #: A0058242231 |

Animal ID: A0058242231 Name: KW1 Types: Dog Gender: Unknown
 ARN: DOB: 2/6/2025 Breeds: Miniature Pinscher/Mix Altered: N
 Chip #: Current Age: 0 Y 8 M 23d Colors: Black/Brown Size: S
 Type: Age Group: Juvenile 8WK to 6Months Pattern: Tricolor Weight: 0
 Declawed: N Bitten: No Bite History Primary Role: Suspect Secondary Role:
 Animal Memos: No Case Memos: No Conditions: No Violations: No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	El Paso, CITY of El Paso TX 79915

Animal #: A0058242235 |

Animal ID: A0058242235 Name: KW2 Types: Dog Gender: Unknown
 ARN: DOB: 2/6/2025 Breeds: Miniature Pinscher/Mix Altered: N
 Chip #: Current Age: 0 Y 8 M 23d Colors: Black/Brown Size: S
 Type: Age Group: Juvenile 8WK to 6Months Pattern: Tricolor Weight: 0
 Declawed: N Bitten: No Bite History Primary Role: Suspect Secondary Role:
 Animal Memos: No Case Memos: No Conditions: No Violations: No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	El Paso, CITY of El Paso TX 79915

Animal #: A0058242239 |

Animal ID: A0058242239 Name: KW3 Types: Dog Gender: Unknown
 ARN: DOB: 2/6/2025 Breeds: Miniature Pinscher/Mix Altered: N
 Chip #: Current Age: 0 Y 8 M 23d Colors: Brown/Black Size: S
 Type: Age Group: Juvenile 8WK to 6Months Pattern: Tricolor Weight: 0
 Declawed: N Bitten: No Bite History Primary Role: Suspect Secondary Role:
 Animal Memos: No Case Memos: No Conditions: No Violations: No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	El Paso, CITY of El Paso TX 79915

Animal #: A0058242250 |

Animal ID: A0058242250 **Name:** KW4 **Types:** Dog **Gender:** Unknown
ARN: **DOB:** 2/6/2025 **Breeds:** Miniature Pinscher/Mix **Altered:** N
Chip #: **Current Age:** 0 Y 8 M 23d **Colors:** Brown/Black **Size:** S
Type: **Age Group:** Juvenile 8WK to 6Months **Pattern:** Tricolor **Weight:** 0
Declawed: N **Bitten:** No Bite History **Primary Role:** Suspect **Secondary Role:**
Animal Memos: No **Case Memos:** No **Conditions:** No **Violations:** No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	El Paso, CITY of El Paso TX 79915

Animal #: A0058242258 |

Animal ID: A0058242258 **Name:** KW5 **Types:** Dog **Gender:** Unknown
ARN: **DOB:** 2/6/2025 **Breeds:** Miniature Pinscher/Mix **Altered:** N
Chip #: **Current Age:** 0 Y 8 M 23d **Colors:** Brown/Black **Size:** S
Type: **Age Group:** Juvenile 8WK to 6Months **Pattern:** Tricolor **Weight:** 0
Declawed: N **Bitten:** No Bite History **Primary Role:** Suspect **Secondary Role:**
Animal Memos: No **Case Memos:** No **Conditions:** No **Violations:** No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	El Paso, CITY of El Paso TX 79915

Animal #: A0058242271 |

Animal ID: A0058242271 **Name:** KW6 **Types:** Dog **Gender:** Unknown
ARN: **DOB:** 2/6/2025 **Breeds:** Miniature Pinscher/Mix **Altered:** N
Chip #: **Current Age:** 0 Y 8 M 23d **Colors:** Brown/Black **Size:** S
Type: **Age Group:** Juvenile 8WK to 6Months **Pattern:** Tricolor **Weight:** 0
Declawed: N **Bitten:** No Bite History **Primary Role:** Suspect **Secondary Role:**
Animal Memos: No **Case Memos:** No **Conditions:** No **Violations:** No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	El Paso, CITY of El Paso TX 79915

Animal #: A0058245294 |

Animal ID: A0058245294 **Name:** P1 **Types:** Dog **Gender:** Female
ARN: **DOB:** 10/4/2024 **Breeds:** Terrier, Jack Russell/Mix **Altered:** N
Chip #: **Current Age:** 1 Y 0 M 25d **Colors:** Brown/ **Size:** S
Type: **Age Group:** Juvenile 8WK to 6Months **Pattern:** **Weight:** 0
Declawed: N **Bitten:** No Bite History **Primary Role:** Suspect **Secondary Role:**
Animal Memos: No **Case Memos:** No **Conditions:** No **Violations:** No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	El Paso, CITY of El Paso TX 79915

Animal #: A0058245302 |

Animal ID: A0058245302 **Name:** P2 **Types:** Dog **Gender:** Male

ARN:	DOB:	10/4/2024	Breeds:	Retriever, Labrador/Mix	Altered:	N	
Chip #:	Current Age:	1 Y 0 M 25d	Colors:	Brown/	Size:	S	
Type:	Age Group:	Juvenile 8WK to 6Months	Pattern:		Weight:	0	
Declawed:	N	Bitten:	No Bite History	Primary Role:	Suspect	Secondary Role:	
Animal Memos:	No	Case Memos:	No	Conditions:	No	Violations:	No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	El Paso, CITY of El Paso TX 79915

Animal #: A0058245306 |

Animal ID:	<u>A0058245306</u>	Name:	P3	Types:	Dog	Gender:	Male
ARN:	DOB:	10/4/2024	Breeds:	Retriever, Labrador/Mix	Altered:	N	
Chip #:	Current Age:	1 Y 0 M 25d	Colors:	Brown/White	Size:	S	
Type:	Age Group:	Juvenile 8WK to 6Months	Pattern:		Weight:	0	
Declawed:	N	Bitten:	No Bite History	Primary Role:	Suspect	Secondary Role:	
Animal Memos:	No	Case Memos:	No	Conditions:	No	Violations:	No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	El Paso, CITY of El Paso TX 79915

Animal #: A0058245308 |

Animal ID:	<u>A0058245308</u>	Name:	P4	Types:	Dog	Gender:	Male
ARN:	DOB:	10/4/2024	Breeds:	Retriever, Labrador/Mix	Altered:	N	
Chip #:	Current Age:	1 Y 0 M 25d	Colors:	Brown/	Size:	S	
Type:	Age Group:	Juvenile 8WK to 6Months	Pattern:		Weight:	0	
Declawed:	N	Bitten:	No Bite History	Primary Role:	Suspect	Secondary Role:	
Animal Memos:	No	Case Memos:	No	Conditions:	No	Violations:	No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	El Paso, CITY of El Paso TX 79915

Animal #: A0058245310 |

Animal ID:	<u>A0058245310</u>	Name:	P5	Types:	Dog	Gender:	Male
ARN:	DOB:	10/4/2024	Breeds:	Miniature Pinscher/Mix	Altered:	N	
Chip #:	Current Age:	1 Y 0 M 25d	Colors:	Black/Brown	Size:	S	
Type:	Age Group:	Juvenile 8WK to 6Months	Pattern:		Weight:	0	
Declawed:	N	Bitten:	No Bite History	Primary Role:	Suspect	Secondary Role:	
Animal Memos:	No	Case Memos:	No	Conditions:	No	Violations:	No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	El Paso, CITY of El Paso TX 79915

Animal #: A0058245316 |

Animal ID:	<u>A0058245316</u>	Name:	P6	Types:	Dog	Gender:	Female
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ARN: **DOB:** 10/4/2024 **Breeds:** Retriever, Labrador/Mix **Altered:** N
Chip #: **Current Age:** 1 Y 0 M 25d **Colors:** Brown/ **Size:** S
Type: **Age Group:** Juvenile 8WK to 6Months **Pattern:** **Weight:** 0
Declawed: N **Bitten:** No Bite History **Primary Role:** Suspect **Secondary Role:**
Animal Memos: No **Case Memos:** No **Conditions:** No **Violations:** No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	El Paso, CITY of El Paso TX 79915

Animal #: A0058245323 | Orange

Animal ID: A0058245323 **Name:** P7 **Types:** Dog **Gender:** Male
ARN: Orange **DOB:** 10/4/2024 **Breeds:** Retriever, Labrador/Mix **Altered:** N
Chip #: 941010002929007 **Current Age:** 1 Y 0 M 25d **Colors:** Brown/ **Size:** S
Type: 24PetWatch **Age Group:** Juvenile 8WK to 6Months **Pattern:** **Weight:** 0
Declawed: N **Bitten:** No Bite History **Primary Role:** Suspect **Secondary Role:**
Animal Memos: Yes **Case Memos:** No **Conditions:** No **Violations:** No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	El Paso, CITY of El Paso TX 79915

Animal #: A0058245326 | Yellow

Animal ID: A0058245326 **Name:** Peanut Butter* **Types:** Dog **Gender:** Female
ARN: Yellow **DOB:** 10/4/2024 **Breeds:** Retriever, Labrador/Mix **Altered:** Y
Chip #: 941010003790468 **Current Age:** 1 Y 0 M 25d **Colors:** Brown/ **Size:** S
Type: 24PetWatch **Age Group:** Juvenile 8WK to 6Months **Pattern:** **Weight:** 0
Declawed: N **Bitten:** No Bite History **Primary Role:** Suspect **Secondary Role:**
Animal Memos: Yes **Case Memos:** No **Conditions:** No **Violations:** No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0047932312	7/13/2025	Damion Perez	(915) [REDACTED]	953 San Carlos Dr	Chaparral, DONA ANA NM 88081

Animal #: A0058245332 |

Animal ID: A0058245332 **Name:** MG1 **Types:** Dog **Gender:** Female
ARN: **DOB:** 12/26/2024 **Breeds:** Terrier/Mix **Altered:** N
Chip #: 941010002939477 **Current Age:** 0 Y 10 M 3d **Colors:** Brown/ **Size:** S
Type: 24PetWatch **Age Group:** Juvenile 8WK to 6Months **Pattern:** **Weight:** 0
Declawed: N **Bitten:** No Bite History **Primary Role:** Suspect **Secondary Role:**
Animal Memos: Yes **Case Memos:** No **Conditions:** No **Violations:** No

Animal #: A0058245333 |

Animal ID: A0058245333 **Name:** Herb **Types:** Dog **Gender:** Male
ARN: **DOB:** 4/22/2024 **Breeds:** Terrier/Mix **Altered:** Y
Chip #: 941010003824638 **Current Age:** 1 Y 6 M 7d **Colors:** White/Red **Size:** S
Type: 24PetWatch **Age Group:** Juvenile 8WK to 6Months **Pattern:** **Weight:** 0
Declawed: N **Bitten:** No Bite History **Primary Role:** Suspect **Secondary Role:**
Animal Memos: No **Case Memos:** No **Conditions:** No **Violations:** No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0040751482	9/20/2025	Axel Reyes Salas	(915) [REDACTED]	436 Katherine Dr.	Horizon City, EL PASO TX 79928

Animal #: A0058248040 |

Animal ID: A0058248040 Name: MG3 Types: Dog Gender: Male
 ARN: DOB: 12/26/2024 Breeds: Terrier/Mix Altered: N
 Chip #: 941010003844831 Current Age: 0 Y 10 M 3d Colors: Black/Brown Size: S
 Type: 24PetWatch Age Group: Juvenile 8WK to 6Months Pattern: Weight: 0
 Declawed: N Bitten: No Bite History Primary Role: Suspect Secondary Role:
 Animal Memos: No Case Memos: No Conditions: No Violations: No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	El Paso, CITY of El Paso TX 79915

Animal #: A0058248046 |

Animal ID: A0058248046 Name: MG4 Types: Dog Gender: Male
 ARN: DOB: 12/26/2024 Breeds: Terrier/Mix Altered: N
 Chip #: 941010002957962 Current Age: 0 Y 10 M 3d Colors: Black/Brown Size: S
 Type: 24PetWatch Age Group: Juvenile 8WK to 6Months Pattern: Weight: 0
 Declawed: N Bitten: No Bite History Primary Role: Suspect Secondary Role:
 Animal Memos: No Case Memos: No Conditions: No Violations: No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	El Paso, CITY of El Paso TX 79915

Animal #: A0058248058 |

Animal ID: A0058248058 Name: MG5 Types: Dog Gender: Female
 ARN: DOB: 12/26/2024 Breeds: Terrier/Mix Altered: N
 Chip #: 941010003046141 Current Age: 0 Y 10 M 3d Colors: Black/Brown Size: S
 Type: 24PetWatch Age Group: Juvenile 8WK to 6Months Pattern: Weight: 0
 Declawed: N Bitten: No Bite History Primary Role: Suspect Secondary Role:
 Animal Memos: No Case Memos: No Conditions: No Violations: No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	El Paso, CITY of El Paso TX 79915

Animal #: A0058248099 |

Animal ID: A0058248099 Name: MG6 Types: Dog Gender: Male
 ARN: DOB: 12/26/2024 Breeds: Terrier/Mix Altered: N
 Chip #: 941010002983387 Current Age: 0 Y 10 M 3d Colors: Brown/ Size: S
 Type: 24PetWatch Age Group: Juvenile 8WK to 6Months Pattern: Weight: 0
 Declawed: N Bitten: No Bite History Primary Role: Suspect Secondary Role:
 Animal Memos: No Case Memos: No Conditions: No Violations: No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	El Paso, CITY of El Paso TX 79915

Animal #: A0058248107 |

Animal ID: A0058248107 Name: MG7 Types: Dog Gender: Male
 ARN: DOB: 12/26/2024 Breeds: Terrier/Mix Altered: N
 Chip #: 941010003832241 Current Age: 0 Y 10 M 3d Colors: Brown/ Size: S
 Type: 24PetWatch Age Group: Juvenile 8WK to 6Months Pattern: Weight: 0
 Declawed: N Bitten: No Bite History Primary Role: Suspect Secondary Role:
 Animal Memos: No Case Memos: No Conditions: No Violations: No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	El Paso, CITY of El Paso TX 79915

Animal #: A0058248116 |

Animal ID: A0058248116 **Name:** Canela **Types:** Dog **Gender:** Male
ARN: **DOB:** 1/13/2025 **Breeds:** Miniature Pinscher/Mix **Altered:** Y
Chip #: 941010002958774 **Current Age:** 0 Y 9 M 16d **Colors:** Red/White **Size:** S
Type: 24PetWatch **Age Group:** Adult **Pattern:** **Weight:** 0
Declawed: N **Bitten:** No Bite History **Primary Role:** Suspect **Secondary Role:**
Animal Memos: No **Case Memos:** No **Conditions:** No **Violations:** No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0031782092	10/3/2025	Ana Gomez	(915) [REDACTED]	13636 Matfen Ave	El Paso, CITY of El Paso, EL PASO TX 79928

Animal #: A0058248123 |

Animal ID: A0058248123 **Name:** Hashbrown **Types:** Dog **Gender:** Male
ARN: **DOB:** 1/14/2025 **Breeds:** Miniature Pinscher/Mix **Altered:** Y
Chip #: 941010003812748 **Current Age:** 0 Y 9 M 15d **Colors:** Red/ **Size:** S
Type: 24PetWatch **Age Group:** Juvenile 8WK to 6Months **Pattern:** **Weight:** 0
Declawed: N **Bitten:** No Bite History **Primary Role:** Suspect **Secondary Role:**
Animal Memos: No **Case Memos:** No **Conditions:** No **Violations:** No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0047593876	10/2/2025	Robert Talavera	(915) [REDACTED]	4901 N Mesa ST 4104	El Paso, EL PASO TX 79912

Animal #: A0058248129 |

Animal ID: A0058248129 **Name:** MG10 **Types:** Dog **Gender:** Male
ARN: **DOB:** 12/26/2024 **Breeds:** Terrier/Mix **Altered:** N
Chip #: 941010003708557 **Current Age:** 0 Y 10 M 3d **Colors:** Brown/ **Size:** S
Type: 24PetWatch **Age Group:** Juvenile 8WK to 6Months **Pattern:** **Weight:** 0
Declawed: N **Bitten:** No Bite History **Primary Role:** Suspect **Secondary Role:**
Animal Memos: No **Case Memos:** No **Conditions:** No **Violations:** No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	El Paso, CITY of El Paso TX 79915

Animal #: A0058248142 |

Animal ID: A0058248142 **Name:** Holly **Types:** Dog **Gender:** Male
ARN: **DOB:** 1/14/2025 **Breeds:** Miniature Pinscher/Mix **Altered:** Y
Chip #: 941010002700387 **Current Age:** 0 Y 9 M 15d **Colors:** Red/White **Size:** S
Type: 24PetWatch **Age Group:** Juvenile 8WK to 6Months **Pattern:** **Weight:** 0
Declawed: N **Bitten:** No Bite History **Primary Role:** Suspect **Secondary Role:**
Animal Memos: No **Case Memos:** No **Conditions:** No **Violations:** No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0035401030	9/20/2025	SAM ARMENDARIEZ	(915) [REDACTED]	14225 HUNTER CREEK	El Paso, CITY of El Paso, EL PASO TX 79938

Animal #: A0058248146 |

Animal ID: A0058248146 **Name:** MG12 **Types:** Dog **Gender:** Male
ARN: **DOB:** 12/26/2024 **Breeds:** Terrier/Mix **Altered:** N
Chip #: 941010002960763 **Current Age:** 0 Y 10 M 3d **Colors:** Brown/ **Size:** S
Type: 24PetWatch **Age Group:** Juvenile 8WK to 6Months **Pattern:** **Weight:** 0
Declawed: N **Bitten:** No Bite History **Primary Role:** Suspect **Secondary Role:**

Animal Memos: No Case Memos: No Conditions: No Violations: No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	El Paso, CITY of El Paso TX 79915

Animal #: A0058248155 |

Animal ID: A0058248155 Name: MG13 Types: Dog Gender: Male
 ARN: DOB: 12/26/2024 Breeds: Terrier/Mix Altered: N
 Chip #: 941010003802985 Current Age: 0 Y 10 M 3d Colors: Brown/White Size: S
 Type: 24PetWatch Age Group: Juvenile 8WK to 6Months Pattern: Weight: 0
 Declawed: N Bitten: No Bite History Primary Role: Suspect Secondary Role:
 Animal Memos: No Case Memos: No Conditions: No Violations: No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	El Paso, CITY of El Paso TX 79915

Animal #: A0058248165 |

Animal ID: A0058248165 Name: MG14 Types: Dog Gender: Male
 ARN: DOB: 12/26/2024 Breeds: Terrier/Mix Altered: N
 Chip #: 941010002948969 Current Age: 0 Y 10 M 3d Colors: Brown/ Size: S
 Type: 24PetWatch Age Group: Juvenile 8WK to 6Months Pattern: Weight: 0
 Declawed: N Bitten: No Bite History Primary Role: Suspect Secondary Role:
 Animal Memos: No Case Memos: No Conditions: No Violations: No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	El Paso, CITY of El Paso TX 79915

Animal #: A0058248168 |

Animal ID: A0058248168 Name: MG15 Types: Dog Gender: Female
 ARN: DOB: 11/4/2024 Breeds: Terrier/Mix Altered: N
 Chip #: 941010003833819 Current Age: 0 Y 11 M 25d Colors: Black/Brown Size: S
 Type: 24PetWatch Age Group: Juvenile 8WK to 6Months Pattern: Weight: 0
 Declawed: N Bitten: No Bite History Primary Role: Suspect Secondary Role:
 Animal Memos: No Case Memos: No Conditions: No Violations: No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	El Paso, CITY of El Paso TX 79915

Animal #: A0058248173 |

Animal ID: A0058248173 Name: MG16 Types: Dog Gender: Male
 ARN: DOB: 12/26/2024 Breeds: Terrier/Mix Altered: N
 Chip #: 941010003805162 Current Age: 0 Y 10 M 3d Colors: Brown/ Size: S
 Type: 24PetWatch Age Group: Juvenile 8WK to 6Months Pattern: Weight: 0
 Declawed: N Bitten: No Bite History Primary Role: Suspect Secondary Role:
 Animal Memos: No Case Memos: No Conditions: No Violations: No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	El Paso, CITY of El Paso TX 79915

Animal #: A0058248183 |

Animal ID: A0058248183 Name: MG17 Types: Dog Gender: Female
 ARN: DOB: 12/26/2024 Breeds: Terrier/Mix Altered: N
 Chip #: 941010003810519 Current Age: 0 Y 10 M 3d Colors: Black/Brown Size: S
 Type: 24PetWatch Age Group: Juvenile 8WK to 6Months Pattern: Weight: 0
 Declawed: N Bitten: No Bite History Primary Role: Suspect Secondary Role:
 Animal Memos: No Case Memos: No Conditions: No Violations: No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
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P0027519706	4/4/2025	Emilio Macias	(915) 219-0440	7161 GRANITE	El Paso, CITY of El Paso TX 79915
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Animal #: A0058248191 |

Animal ID: A0058248191 **Name:** MG18 **Types:** Dog **Gender:** Male
ARN: **DOB:** 12/26/2024 **Breeds:** Terrier/Mix **Altered:** N
Chip #: 941010002978632 **Current Age:** 0 Y 10 M 3d **Colors:** Brown/ **Size:** S
Type: 24PetWatch **Age Group:** Juvenile 8WK to 6Months **Pattern:** **Weight:** 0
Declawed: N **Bitten:** No Bite History **Primary Role:** Suspect **Secondary Role:**
Animal Memos: No **Case Memos:** No **Conditions:** No **Violations:** No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	El Paso, CITY of El Paso TX 79915

Animal #: A0058248197 |

Animal ID: A0058248197 **Name:** MG19 **Types:** Dog **Gender:** Female
ARN: **DOB:** 12/26/2024 **Breeds:** Terrier/Mix **Altered:** N
Chip #: 941010002952697 **Current Age:** 0 Y 10 M 3d **Colors:** Black/Brown **Size:** S
Type: 24PetWatch **Age Group:** Juvenile 8WK to 6Months **Pattern:** **Weight:** 0
Declawed: N **Bitten:** No Bite History **Primary Role:** Suspect **Secondary Role:**
Animal Memos: No **Case Memos:** No **Conditions:** No **Violations:** No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	4/4/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	El Paso, CITY of El Paso TX 79915

Animal #: A0058248202 |

Animal ID: A0058248202 **Name:** HogeY **Types:** Dog **Gender:** Male
ARN: **DOB:** 4/27/2024 **Breeds:** Terrier, Jack Russell/Mix **Altered:** Y
Chip #: 941010003821163 **Current Age:** 1 Y 6 M 2d **Colors:** Red/White **Size:** S
Type: 24PetWatch **Age Group:** Adult **Pattern:** **Weight:** 0
Declawed: N **Bitten:** No Bite History **Primary Role:** Suspect **Secondary Role:**
Animal Memos: No **Case Memos:** No **Conditions:** No **Violations:** No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0047546714	10/2/2025	Moises Huerta	(915) [REDACTED]	3808 Lincoln 4	El Paso, EL PASO TX 79904

Case Persons**Person #: P0027519706 | Emilio Macias**

P0027519706 Emilio Macias, 915 [REDACTED] 7161 GRANITE
 El Paso, 79915, CITY of El Paso, TX - Home Primary Role: Suspect Secondary Role:
 Animal Owner: Yes , Person Reporting: No , Property Owner: No

Ownership / Guardianship

AnimalID	ARN	Date From	Name	Species	Breeds	Colors	Color Pattern	DOB	Sex
A0058236971		04/04/2025 07:22AM	4.3	Dog	Terrier, Mix	Brown/		12/26/2024	M
A0058242160		04/04/2025 07:22AM	Sula	Dog	Miniature Pinscher, Mix	Black/Brown		4/3/2017	F
A0058242168		04/04/2025 07:22AM	Bella	Dog	Great Pyrenees, Mix	White/		4/3/2017	F
A0058242179		04/04/2025 07:22AM	Dodge	Dog	Retriever, Labrador, Mix	Brown/White		4/3/2017	M
A0058242190		04/04/2025 07:22AM	Tachuelita	Dog	Miniature Pinscher, Mix	Black/Brown		12/3/2024	F

A0058242202		04/04/2025 07:22AM	Peanut Butter	Dog	Miniature Pinscher, Mix	Black/Brown		4/3/2020	M
A0058242208		04/04/2025 07:22AM	Casper	Dog	Miniature Pinscher, Mix	White/Brown		1/3/2025	M
A0058242231		04/04/2025 04:01PM	KW1	Dog	Miniature Pinscher, Mix	Black/Brown	Tricolor	2/6/2025	U
A0058242235		04/04/2025 04:01PM	KW2	Dog	Miniature Pinscher, Mix	Black/Brown	Tricolor	2/6/2025	U
A0058242239		04/04/2025 04:01PM	KW3	Dog	Miniature Pinscher, Mix	Brown/Black	Tricolor	2/6/2025	U
A0058242250		04/04/2025 04:02PM	KW4	Dog	Miniature Pinscher, Mix	Brown/Black	Tricolor	2/6/2025	U
A0058242258		04/04/2025 04:02PM	KW5	Dog	Miniature Pinscher, Mix	Brown/Black	Tricolor	2/6/2025	U
A0058242271		04/04/2025 04:02PM	KW6	Dog	Miniature Pinscher, Mix	Brown/Black	Tricolor	2/6/2025	U
A0058245294		04/04/2025 04:02PM	P1	Dog	Terrier, Jack Russell, Mix	Brown/		10/4/2024	F
A0058245302		04/04/2025 04:02PM	P2	Dog	Retriever, Labrador, Mix	Brown/		10/4/2024	M
A0058245306		04/04/2025 04:02PM	P3	Dog	Retriever, Labrador, Mix	Brown/White		10/4/2024	M
A0058245308		04/04/2025 04:02PM	P4	Dog	Retriever, Labrador, Mix	Brown/		10/4/2024	M
A0058245310		04/04/2025 04:02PM	P5	Dog	Miniature Pinscher, Mix	Black/Brown		10/4/2024	M
A0058245316		04/04/2025 04:03PM	P6	Dog	Retriever, Labrador, Mix	Brown/		10/4/2024	F
A0058245323	Orange	04/04/2025 04:03PM	P7	Dog	Retriever, Labrador, Mix	Brown/		10/4/2024	M
A0058248040		04/04/2025 04:05PM	MG3	Dog	Terrier, Mix	Black/Brown		12/26/2024	M
A0058248046		04/04/2025 04:05PM	MG4	Dog	Terrier, Mix	Black/Brown		12/26/2024	M
A0058248058		04/04/2025 04:06PM	MG5	Dog	Terrier, Mix	Black/Brown		12/26/2024	F
A0058248099		04/04/2025 04:06PM	MG6	Dog	Terrier, Mix	Brown/		12/26/2024	M
A0058248107		04/04/2025 04:06PM	MG7	Dog	Terrier, Mix	Brown/		12/26/2024	M
A0058248129		04/04/2025 04:06PM	MG10	Dog	Terrier, Mix	Brown/		12/26/2024	M
A0058248146		04/04/2025 04:06PM	MG12	Dog	Terrier, Mix	Brown/		12/26/2024	M

A0058248155	04/04/2025 04:07PM	MG13	Dog	Terrier, Mix	Brown/White	12/26/2024	M
A0058248165	04/04/2025 04:07PM	MG14	Dog	Terrier, Mix	Brown/	12/26/2024	M
A0058248168	04/04/2025 04:07PM	MG15	Dog	Terrier, Mix	Black/Brown	11/4/2024	F
A0058248173	04/04/2025 04:07PM	MG16	Dog	Terrier, Mix	Brown/	12/26/2024	M
A0058248183	04/04/2025 04:07PM	MG17	Dog	Terrier, Mix	Black/Brown	12/26/2024	F
A0058248191	04/04/2025 04:07PM	MG18	Dog	Terrier, Mix	Brown/	12/26/2024	M
A0058248197	04/04/2025 04:07PM	MG19	Dog	Terrier, Mix	Black/Brown	12/26/2024	F

Case Activities

<u>Activity #:</u>	8841418	<u>Conditions:</u>		<u>Danger?</u>	
<u>State:</u>	Closed	<u>Jurisdiction:</u>	CITY of El Paso	<u>Patrol Area:</u>	800 Lower Valley
<u>Type/Subtype:</u>	Dispatch - Exposure	<u>Cross Streets:</u>		<u>Distance:</u>	0
<u>Priority:</u>	High	<u>Created Date/Time:</u>	04/02/2025 07:10PM	<u>Created By:</u>	GalvanP
<u>Review Date:</u>		<u>Last Updated Date/Time:</u>	04/02/2025 10:39PM	<u>Last Updated By:</u>	DominguezBX
<u>Comments:</u>					
	Status History	Status Date/Time	Activity Owner	Status Update Date/Time	Status Updated By
	Ended	04/02/2025 10:39PM	Bryan Dominguez	04/02/2025 10:39PM	Bryan Dominguez
	New	04/02/2025 07:09PM	Dispatch 1-ASFO	04/02/2025 07:09PM	Patricia Galvan
	Result Qty	Result	Is Primary	Result Date	Result By
	1	Advised	Yes	04/02/2025 10:39PM	Bryan Dominguez
<u>Activity #:</u>	8841690	<u>Conditions:</u>		<u>Danger?</u>	
<u>State:</u>	Closed	<u>Jurisdiction:</u>	CITY of El Paso	<u>Patrol Area:</u>	800 Lower Valley
<u>Type/Subtype:</u>	Dispatch - Exposure	<u>Cross Streets:</u>		<u>Distance:</u>	0
<u>Priority:</u>	High/Follow-Up	<u>Created Date/Time:</u>	04/03/2025 07:28AM	<u>Created By:</u>	ValenciaAX
<u>Review Date:</u>		<u>Last Updated Date/Time:</u>	04/03/2025 02:45PM	<u>Last Updated By:</u>	CoboJ

Comments:					
	Status History	Status Date/Time	Activity Owner	Status Update Date/Time	Status Updated By
	Ended	04/03/2025 02:45PM	Jorge Cobo	04/03/2025 02:45PM	Jorge Cobo
	New	04/03/2025 07:26AM	Jorge Cobo	04/03/2025 07:26AM	Armando Valencia
	Result Qty	Result	Is Primary	Result Date	Result By
	1	Impound	Yes	04/03/2025 02:45PM	Jorge Cobo
Activity #:	8844297	Conditions:		Danger?	
State:	Closed	Jurisdiction:	CITY of El Paso	Patrol Area:	800 Lower Valley
Type/Subtype:	Dispatch - Exposure	Cross Streets:		Distance:	0
Priority:	High/Follow-Up	Created Date/Time:	04/04/2025 12:37PM	Created By:	CoboJ
Review Date:		Last Updated Date/Time:	04/04/2025 01:26PM	Last Updated By:	CoboJ
Comments:					
	Status History	Status Date/Time	Activity Owner	Status Update Date/Time	Status Updated By
	Ended	04/04/2025 01:26PM	Jorge Cobo	04/04/2025 01:26PM	Jorge Cobo
	New	04/04/2025 12:36PM	Jorge Cobo	04/04/2025 12:36PM	Jorge Cobo
	Result Qty	Result	Is Primary	Result Date	Result By
	12	Issued Citation	Yes	04/04/2025 01:26PM	Jorge Cobo
	9	Impound	No	04/04/2025 01:26PM	Jorge Cobo
Activity #:	8842649	Conditions:		Danger?	
State:	Closed	Jurisdiction:	CITY of El Paso	Patrol Area:	800 Lower Valley
Type/Subtype:	Dispatch - Exposure	Cross Streets:		Distance:	0
Priority:	High/Follow-Up	Created Date/Time:	04/03/2025 01:35PM	Created By:	ChavarriaMA
Review Date:		Last Updated Date/Time:	04/29/2025 09:55AM	Last Updated By:	OrtizAX
Comments:	report				

Status History	Status Date/Time	Activity Owner	Status Update Date/Time	Status Updated By
Ended	04/29/2025 09:55AM	Alberto Ortiz	04/29/2025 09:55AM	Alberto Ortiz
New	04/03/2025 01:34PM	Alberto Ortiz	04/03/2025 01:34PM	Miguel Chavarria

Result Qty	Result	Is Primary	Result Date	Result By
1	Report	Yes	04/29/2025 09:55AM	Alberto Ortiz

Case Memo(s)

Memo #	Reference	Reference #	Memo Type Memo Subtype	Created Date/Time	Created By	Updated Date/Time	Updated By	Review Date/Time
8437674	Case		Field Report	04/03/2025 02:41PM	CoboJ	04/03/2025 02:41PM	CoboJ	
4/3/25 A follow up was conducted at 7161 Granite to check how many canines Mr. Macias owns. A brown/white labrador mix was owner surrender by Mr. Macias, who signed owner surrender document. Karen Washington took 6 small one month old puppies possible Labrador mixes. Mr. Macias stated they own about 25 canines that can go in out of the property through the back. A follow up will also be conducted on 4/4/25 to pick up more of the canines. (JCB109)								
8436432	Case		Field Report Officer	04/02/2025 10:42PM	DominguezBX	04/04/2025 12:24AM	DominguezBX	
04/02/2025 @ 2038 hrs. Arrived to 7161 Granite and made contact with pet owner Mr. Emilio Macias who advised that the small canine who was dead on his backyard. Dog was bit by other canines on the abdominal area and died by the attacks. Dog was a brown two month old terrier mix who was bagged by the owner and placed on the trash bin. SAPO Rivera was advised and concurred to document the incident by the other dogs. Owner Macias advised that he did not know what dog killed the small canine as he has too many. Macias mentioned that he has no help from anyone and only the next door neighbor is the only one who helps him with the dog food. Owner does not have any vaccine, microchip, or registration on any of the dogs as he has no money. It was mentioned that only the original father was neutered to keep the dogs from reproducing but by the time they had already multiplied with other females that he had on the property. Overall canines have access to the house 24/7 were water and food are provided to them. PD officer 2F182 was at the location to were situation of the dog was documented only (Case# 25-092228) as there was no animal cruelty case. Mr. Macias was advised that he had to look for help in the shelter through the owner surrender specialist who will guide him through and possibly provide with some help to keep the dogs. The focus of the call was to help out Mr. Macias as he was an elder and had limited resources beginning with the lack of vehicle which keeps him from transporting animals. Owner was advised as best as possible. BD136								
8438990	Case		Field Report	04/04/2025 01:20PM	CoboJ	04/04/2025 01:20PM	CoboJ	
4/4/25 Supervisor A. Ortiz, officer pompa, and myself officer Cobo removed a total of 28 canines that Karen Washington took 19 canines to their rescue group. Officer Pompa took 9 canines as owner surrender to the shelter. Mr. Macias signed nine owner surrender impoundment forms and a copy was issue. Mr. Macias kept four canines a white Great Pyrenees mix "Bella", Labrador mix brown "Rudy", Jack Russell mix male "Casper", and Miniature Pinscher mix black/brown female "Sula. On the four canines that Mr. Macias kept was issues citations for having vaccination/registration/microchip (JCB109)								
8439112	Case		Field Report	04/04/2025 02:04PM	PompaJM	04/04/2025 02:04PM	PompaJM	
4-4-25 2:04pm Arrived at 7161 Granite in reference to an assist per supervisor A. Ortiz, upon arrival made contact with APO J. Cobo and supervisor A. Ortiz already on scene with them stating there is a total of about 26 canines that need to be impounded. Canines were captured and placed in unit 16001 and some in unit 17038. Karen Washington was on scene and was able to take 19 canines that were transferred from unit 17038 to her vehicles where canines were placed in wire kennels for transportation. Arrived at the shelter where all canines taken by Ms. Washington were chipped and vaccinated before Ms. Washington took canines to new location to foster out. Two canines were impounded and 8 canines were euthanized on site. No further action taken. JM224								
8441491	Case		Field Report Supervisor	04/07/2025 09:45AM	OrtizAX	04/07/2025 09:45AM	OrtizAX	

04/03/2025 @1200hrs Arrived to listed address and assisted APO Cobo, contact was made with Mr. Macias whom was advised of my visit; he stated that he and his wife have had approx. 25+ canines for about 10 years. When questioned about why and who the canines came about to killing one of the dogs and possibly eating it, he answered that he was unaware; Mr. Macias seemed to as if it wasn't the first time that the dogs attack or possibly kill each other. Visual of approx. 20-25 dogs (various ages/ majority Min-Pin mix) was made in the backyard, when approaching the side of the backyard from the sidewalk (CR Croom) all dogs began to bark with some even charging the fence line; 3x brown min- pin mixes showed extreme signs of aggression against all other dogs. Canine appear to be of good general health with minor external injuries (old scars to the muzzle, front and back legs, neck and body), none have life threaten injuries; all canines are extremely active. Canines are able to enter and exit the house through the backdoor way which is wedged (stuck) open; Mr. Macias stated that they are going through financial hardship and would like some help with the dogs. He was advised that the removal of the canines would take place until the following day (04/04). Permission was granted into the backyard but unable to make entry due to not getting permission to go through the house, Mr. Macias stated that his wife is elderly and handicapped and does not want anyone to see her; he was explained that access onto the entry premises will allow us to better help him. Mr. Macias stated that they would like to keep 4x dogs ("Bella" 4 y/o female white great pyrenees, "Zula" 9 y/o female black/ brown Min-Pin (partially blind), "Tachuelita" 8 mth old female black/ brown Min-Pin, and "Casper" 4 mth old male white Min-Pin mix), all dogs are sterilized except "Casper"; these dogs are kept in separate rooms from the rest of the dog population. Mr. Macias did state that they had 6x 6-7 week old puppies inside the house as well. Pawsitive Rescue (Karen) did arrive on scene as per being notified by a 3rd party of the call and allegations, she did advise that she would be able to help with taking the small puppies; Mr. Macias was advised and agreed to release them to the rescue. 1x adult female dog was released to EPAS as per it being aggressive. Pending completion of a Writ of Entry and removal of dogs for Friday (4/04).

04/04/2025 @0800hrs Completed Writ of Entry for the address in question was presented to Judge A. Dominguez at Muni Court, signature was obtained; contacted EPAS dispatch for the request of EPPD to execute the Writ of Entry.

@0900hrs Arrived to the listed address and made contact with APO Cobo and APO Pompa whom both assisted, Mr. Macias; a hard copy of the Writ of Entry was presented and provided to Mr. Macias. EPPD (1S981/ Collen) arrived on scene to assist in securing and inspecting the house, entry was permitted into every room of the house; contact was made with Mrs. Liz Macias whom was in a bedroom on the right side of the house. Mrs. Macias has no mobility and uses a wheelchair, she does not appear to be in distress or any immediate danger; Mrs. Macias was advised of our visit to which she agreed. Mrs. Macias was very thankful for the assistance being given, she added that the situation with the canines had become overwhelming and did not know how to ask for help; she was advised that we would be available to help them with the sterilization of the Casper and any pending microchips that need to be done. Visual of all canines running in and out of the house through the backdoor was made, visual of approx. 3 gallons of water (2 separate bowls) was made inside the kitchen area; 3x large food bags (Of Roy) were located on the kitchen counter. Mr. Macias stated that the canines get fed early in the morning. Visual of 4x canines ("Storm" grey female DSH, "Tri-Pod" calico female DSH, "Venus" grey tabby female DSH, "Patches" calico female DSH) were seen inside a second bedroom, water and food was accessible to them; litter boxes had minimal feces but there was a foul odor of urine. Mr. Macias was advised clean up the whole room (empty the litter box and add new litter/ clean up the floors/ provide ventilation by means of opening a few windows. 28x canines 10x adults and 18x puppies (3-4 months old) were removed from the inside and outside of the house, all canines were loaded into unit #s 16001/ 12157; all canines were Owner Surrendered. Rescue partners (Pawsitive Rescue/ Santa Teresa Animal Rescue) arrived on scene at 1100hrs; the 18 puppies were released to both rescue partners, arrangements to have the puppies microchipped and vaccinated at EPAS was made. APO Cobo proceeded to complete all owner surrender paperwork and citations. -AO148

8471416	Case		Field Report Supervisor	04/29/2025 09:56AM	OrtizAX	04/29/2025 09:56AM	OrtizAX
04/29/2025 Unable to make contact with Mr. Macias in person at the listed address/ via p/s in regards in having "Casper" neutered through our department. No further action will be taken. -AO148							

Case View Report



El Paso Animal Services

5001 Fred Wilson Avenue

El Paso, Texas 79906 USA

EPAS@elpasotexas.gov

<https://elpasoanimalservices.org/>

Tel.: 915-212-7297 / 915-751-1726

Printed: 10/29/2025 12:54AM By: DominguezBX

Case Details

Case #: C0006650736

Reference #:

Status: Closed

Case Date/Time: 09/23/2021 11:29AM Reported:

Jurisdiction: CITY of El Paso

Category: Investigation

Type: Bite / Scratch

Subtype: Animal to Person

Officer: Jesus Moreno

Review Date:

7161 GRANITE ROAD, El Paso, 79915, Texas, United States

Directions:

Result: Quarantine By: Jesus Moreno Date/Time: 09/23/2021 10:57PM

Result Comments:

Created By: T1451EO

Created: 09/23/2021 11:33AM

Last Updated By: MorenoJI

Updated: 09/23/2021 10:57PM

Animal Info: RP IS REPORTING HER DAUGHTER WAS ATTACKED BY 7K9S, UNK DESCRIPTION, NO COLLARS, NO TAGS, AND BIT IN THE LEFT ANKLE, INCIDENT OCCURRED YESTERDAY AROUND 9 AM. RP ADVISES K9S LIVE IN THE NEIGHBORHOOD.WILL STAND BY FOR A UNIT.

Person Info: STELLA ROSE 915-204-7358

Case Animals

Animal #: A0048727235 |

Animal ID:	<u>A0048727235</u>	Name:	HERCULES	Types:	Dog	Gender:	Male
ARN:		DOB:	1/23/2021	Breeds:	Terrier/Mix	Altered:	N
Chip #:		Current Age:	4 Y 9 M 6d	Colors:	Tan/White	Size:	M
Type:		Age Group:	Adult	Pattern:		Weight:	0
Declawed:	N	Bitten:	No Bite History	Primary Role:	Suspect	Secondary Role:	
Animal Memos:	No	Case Memos:	No	Conditions:	No	Violations:	Yes

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	9/23/2021	Emilio Macias	(915) [REDACTED]	7161 GRANITE	El Paso, CITY of El Paso TX 79915

Animal Quarantine

<u>Animal Condition:</u>	Appears Normal	<u>Rabies Vaccination:</u>	No Record	<u>Quarantine Type:</u>	10 Day - Quarantine
<u>Restrained:</u>	No	<u>Vaccination Date:</u>		<u>Quarantine Location:</u>	Independent Clinic
<u>Motivation:</u>	Unprovoked	<u>Revaccination Date:</u>		<u>Quarantine Agency:</u>	Vista Hills Animal Hospital
<u>Quarantine Start:</u>	09/24/2021 12:00AM	<u>Started By:</u>	Jesus Moreno	<u>Quarantine Results:</u>	
<u>Quarantine Expiry:</u>	10/02/2021 12:00AM			<u>Results Date:</u>	
<u>Quarantine Ended:</u>	10/02/2021 12:00AM	<u>Ended By:</u>		<u>Results By:</u>	
<u>Review Date:</u>				<u>Results Sent:</u>	

Case Persons

Person #: P0027519706 | Emilio Macias

P0027519706

Emilio Macias, [REDACTED] 7161 GRANITE
 El Paso, 79915, CITY of El Paso, TX - Home Primary Role: Suspect Secondary Role:
 Animal Owner: No, Person Reporting: No, Property Owner: No

Ownership / Guardianship

AnimalID	ARN	Date From	Name	Species	Breeds	Colors	Color Pattern	DOB	Sex
A0048727235		09/23/2021 06:24PM	HERCULES	Dog	Terrier, Mix	Tan/White		1/23/2021	M

Person #: P0034521200 | MARIA MACIAS**P0034521200**

MARIA MACIAS, [REDACTED] 7161 GRANITE RD
 El Paso, 79915, EL PASO, TX - Home Primary Role: Suspect Secondary Role:
 Animal Owner: No, Person Reporting: No, Property Owner: No

Person #: P0039355392 | MADELINE CARBALLO**P0039355392**

MADELINE CARBALLO, [REDACTED] 7199 GRANITE
 El Paso, 79915, CITY of El Paso, EL PASO, TX - Home Primary Role: Victim Secondary Role:
 Complainant
 Animal Owner: No, Person Reporting: No, Property Owner: No

Person Injuries

Injury Type	Body Part	Severity	Injury Comments	Treatment	Treatment Date	Treatment By
Scratch / Abrasion	Left Foot	Mild				

Case Activities

Activity #:	6253595	Conditions:		Danger?	
State:	Closed	Jurisdiction:	CITY of El Paso	Patrol Area:	800 Lower Valley
Type/Subtype:	Dispatch - Exposure	Cross Streets:		Distance:	0
Priority:	High	Created Date/Time:	09/23/2021 11:34AM	Created By:	T1451EO
Review Date:		Last Updated Date/Time:	09/23/2021 01:32PM	Last Updated By:	KingW

Comments:

Status History	Status Date/Time	Activity Owner	Status Update Date/Time	Status Updated By
Ended	09/23/2021 01:32PM	William King	09/23/2021 01:32PM	William King
New	09/23/2021 11:33AM	Dispatch 1-ASFO	09/23/2021 11:33AM	Evelyn Ochoa

Result Qty	Result	Is Primary	Result Date	Result By
1	Advised	Yes	09/23/2021 01:32PM	William King

Activity #:	6253826	Conditions:		Danger?	
State:	Closed	Jurisdiction:	CITY of El Paso	Patrol Area:	800 Lower Valley
Type/Subtype:	Dispatch - Exposure	Cross Streets:		Distance:	0
Priority:	High/Follow-Up	Created Date/Time:	09/23/2021 01:33PM	Created By:	KingW
Review Date:		Last Updated Date/Time:	09/23/2021 10:59PM	Last Updated By:	MorenoJI

Comments:					
	Status History	Status Date/Time	Activity Owner	Status Update Date/Time	Status Updated By
	Ended	09/23/2021 10:58PM	Jesus Moreno	09/23/2021 10:58PM	Jesus Moreno
	New	09/23/2021 01:32PM	Dispatch 1-ASFO	09/23/2021 01:32PM	William King
	Result Qty	Result	Is Primary	Result Date	Result By
	1	Report	Yes	09/23/2021 10:58PM	Jesus Moreno
	3	Issued Citation	No	09/23/2021 10:58PM	Jesus Moreno
	1	Advised	No	09/23/2021 10:58PM	Jesus Moreno
	1	Quarantine	No	09/23/2021 10:58PM	Jesus Moreno

Case Condition(s)

Condition #	Reference	Reference #	Category	Type	Subtype	Date/Time	By	Review Date
20008	Case	6650736 - Case	Bite Quarantine	1st-Q-Check		09/24/2021 12:00AM	Jesus Moreno	
VISTA HILLS ANIMAL HOSPITAL Contacted vet clinic which advised canine was not taken for Quarantine attempted to contact pet owner with negative results.(GA)192								
20009	Case	6650736 - Case	Bite Quarantine	2nd-Q-Check		09/27/2021 12:00AM	Jesus Moreno	09/28/2021 08:36PM
VISTA HILLS ANIMAL HOSPITAL Contacted vet clinic which advised canine was not taken for Quarantine attempted to contact pet owner with negative results.(GA)192								
20010	Case	6650736 - Case	Bite Quarantine	3rd-Q-Check		10/02/2021 12:00AM	Jesus Moreno	10/03/2021 08:37PM
Contacted vet clinic which advised canine was not taken for Quarantine attempted to contact pet owner with negative results.(GA)192								

Case Memo(s)

Memo #	Reference	Reference #	Memo Type Memo Subtype	Created Date/Time	Created By	Updated Date/Time	Updated By	Review Date/Time
6092492	Case		Statements	09/23/2021 12:54PM	LealAI	09/23/2021 12:53PM	LealAI	
@ 12:47pm-Call received from Mr. Emilio Macias (915-219-0440) who resides at listed address of 7161 Granite, demanding a callback to discuss matters of Bite Allegations. He claims that an officer left notice yesterday about his dogs running loose, which he claims did happen per the door not closing correctly, however He is denying allegations of the dog or dogs biting anyone. He wants officer to contact him ASAP to discuss matters. In earlier conversation, he did confirm that canines do not have vaccinations nor are they microchipped. He will be standing by for callback.								
6092568	Case		Field Report	09/23/2021 01:29PM	KingW	09/23/2021 12:57PM	KingW	

Call was on a dog bite at 7199 Granite. I arrived and made contact with reporter/ victim Madeline Carballo. At this time she stated on 9/22/21 around 930AM she was walking her dog past 7161 Granite when seven brown and white canines all medium to large size unknown breed ran out and attacked her. Mrs. Carballo stated she was bit on the left ankle. At this time Mrs. Carballo has two very small puncture holes on her left ankle. The size of the bite and the spacing between the puncture holes could only be caused from a smaller canine, something of a toy chihuahua, or even puppy. (Pictures were taken and will be on the files tab). Signature on the medical and UATA was obtained. According to Mrs. Carballo she is not sure what canine bite her. Arrived at 7161 Granite where I was met by a female at the front door. I advised what my visit was for and explained that one of her canines was reported to be involved in a bite. Female subject believed to be Maria Macias (Due to past history) stated she didn't feel like talking and that we could speak with her husband Emilio Macias when he got home. At this time the door was slammed shut and subject would no longer answer any questions. Follow up will be created to try and make contact with male half this afternoon. bk114

6093038	Case		Field Report Officer	09/23/2021 10:57PM	MorenoJI	09/23/2021 10:49PM	MorenoJI
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09-23-21 18:40 PM

Arrived to 7161 Granite made contact with pet owner Emilio Macias who was advice on the alleged complaint. Mr. Macias was upset due to victim making false accusations, as Mr. Macias he has 2 witness that observed the incident and at no time victim was bit. Mr. Macias was advice as best as possible as he agree he needed to comply with the law. Canine tan white terrier name hunter was confined inside home. Mr. Macias was not able to provide current VMR on canine and was cited 3 times. Quarantine order was signed and q slip was deliver and explain in detail. Canine will be quarantine at Vista Hills Animal Hospital. Mr. Macias was explain in detail procedures to be done. Supervisor Martinez was advice on case. (JM)189

6129778	Case		Field Report Officer	10/27/2021 08:32AM	AndraskoAG	10/27/2021 08:31AM	AndraskoAG
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10-27-21

Contacted vet clinic which advised canine was not taken for Quarantine attempted to contact pet owner with negative results.(GA)192

6150259	Case		Field Report Officer	11/15/2021 03:04PM	MorenoJI	11/15/2021 03:03PM	MorenoJI
---------	------	--	----------------------	--------------------	----------	--------------------	----------

11/15/21 15:00 PM

Citation was sent to Mr. Macias for 3 violations of Quarantine. (JM)189

Case Violation(s)

Violation #	33641781	Violation Type:	Citation	Status:	Awaiting Court Date	Review Date:	
Item Code:	604	Issued:	09/23/2021 06:38PM	Result:		Court:	
Violation:	No Microchip	By:	Jesus Moreno	Result Date:		Docket #:	
Class:		To:	P0027519706 - Emilio Macias	Result By:		Hearing Date:	
Gov. Juris.	El Paso City	For:	A0048727235 - [Dog	Price:			
Notes:							
NO RABIES VACCINATION, NO REGISTRATION							

<u>Violation #</u>	33-636-220	<u>Violation Type:</u>	Citation	<u>Status:</u>	Awaiting Court Date	<u>Review Date:</u>	
<u>Item Code:</u>	606	<u>Issued:</u>	11/15/2021 03:04PM	<u>Result:</u>		<u>Court:</u>	
<u>Violation:</u>	Animal Quarantine Violation	<u>By:</u>	Jesus Moreno	<u>Result Date:</u>		<u>Docket #:</u>	
<u>Class:</u>		<u>To:</u>	P0027519706 - Emilio Macias	<u>Result By:</u>		<u>Hearing Date:</u>	
<u>Gov. Juris.</u>	El Paso City	<u>For:</u>	A0048727235 - IDog	<u>Price:</u>			
<u>Notes:</u>							
VIOLATION OF 3 Q-CHECKS							

Case View Report



El Paso Animal Services
 5001 Fred Wilson Avenue
 El Paso, Texas 79906 USA
 EPAS@elpasotexas.gov

<https://elpasoanimalservices.org/>
 Tel.: 915-212-7297 / 915-751-1726

Printed: 10/29/2025 12:56AM By: DominguezBX

Case Details

Case #: C0006968896
 Reference #:
 Status: Closed

Case Date/Time: 06/06/2022 08:53AM Reported:
 Jurisdiction: CITY of El Paso

Category: Investigation
 Type: Cruelty / Neglect
 Subtype: Standards of Care
 Officer: Francisco Rocha
 Review Date:

7161 GRANITE RD., El Paso, 79915, Texas, United States

Directions:
 Result: Completed By: Francisco Rocha Date/Time: 06/07/2022 05:11PM
 Result Comments:

Created By: T1504LP

Animal Info: RP IS REPORTING THAT AT THIS 11 DOGS 30 CATS NO SHADE AND NO WATER
 SUSPECTS NO VACCINATION. THE CATS AND DOGS WERE PICKED UP SO THERE IS A NUISANCE
 FOR FECEAS AS WELL. ALL DOGS ARE DIFFERENT BREEDS.

Created: 06/06/2022 08:57AM
 Last Updated By: RochaFJ
 Updated: 06/07/2022 05:12PM

Person Info: ANONYMOUS

Case Persons

Person #: P0027519706 | Emilio Macias
 P0027519706

Emilio Macias, [REDACTED] 7161 GRANITE
 El Paso, 79915, CITY of El Paso, TX - Home Primary Role: Suspect Secondary Role:
 Animal Owner: No , Person Reporting: No , Property Owner: No

Case Activities

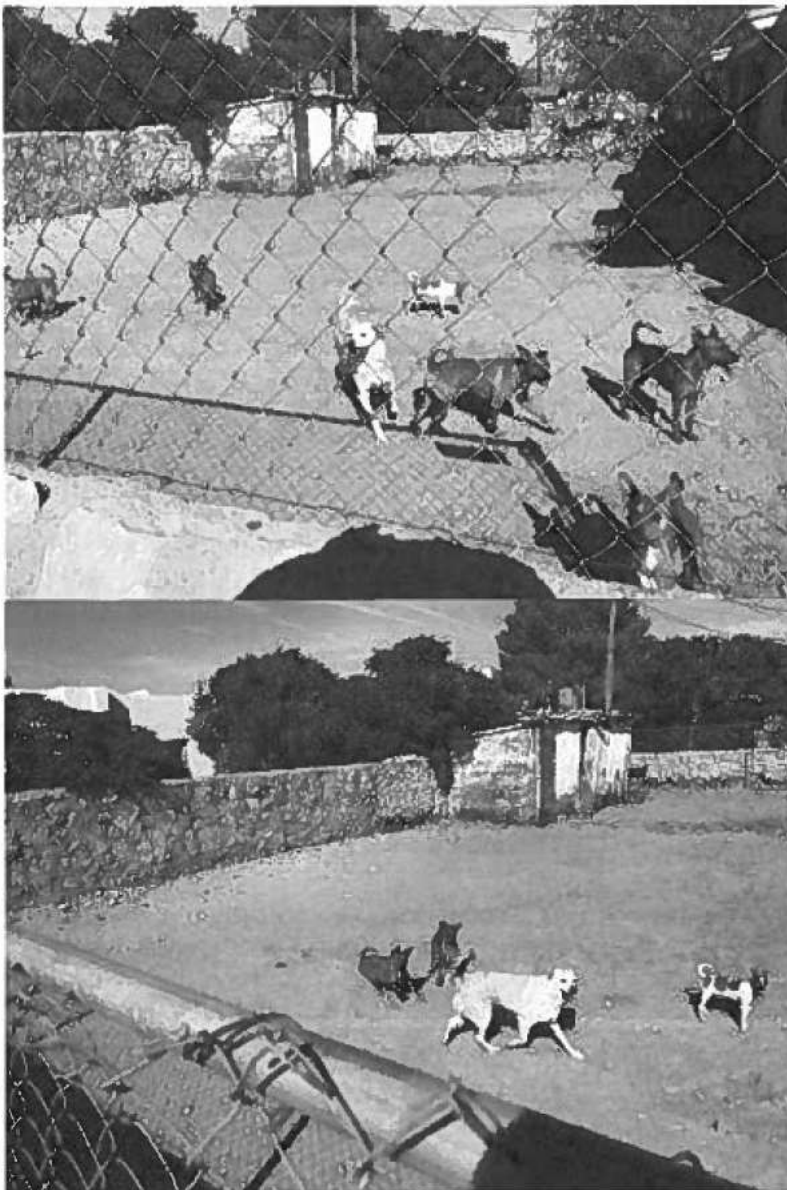
<u>Activity #:</u>	6584337	<u>Conditions:</u>		<u>Danger?</u>																
<u>State:</u>	Closed	<u>Jurisdiction:</u>	CITY of El Paso	<u>Patrol Area:</u>	800 Lower Valley															
<u>Type/Subtype:</u>	Dispatch - SOC Welfare Check	<u>Cross Streets:</u>		<u>Distance:</u>	0															
<u>Priority:</u>	Low	<u>Created Date/Time:</u>	06/06/2022 08:59AM	<u>Created By:</u>	T1504LP															
<u>Review Date:</u>		<u>Last Updated Date/Time:</u>	06/07/2022 05:23PM	<u>Last Updated By:</u>	RochaFJ															
<u>Comments:</u>																				
	<table><tr><td>Status History</td><td>Status Date/Time</td><td>Activity Owner</td><td>Status Update Date/Time</td><td>Status Updated By</td></tr><tr><td>Ended</td><td>06/07/2022 05:18PM</td><td>Francisco Rocha</td><td>06/07/2022 05:18PM</td><td>Francisco Rocha</td></tr><tr><td>New</td><td>06/06/2022 08:58AM</td><td>Dispatch 1-ASFO</td><td>06/06/2022 08:58AM</td><td>Lianne Perez</td></tr></table>					Status History	Status Date/Time	Activity Owner	Status Update Date/Time	Status Updated By	Ended	06/07/2022 05:18PM	Francisco Rocha	06/07/2022 05:18PM	Francisco Rocha	New	06/06/2022 08:58AM	Dispatch 1-ASFO	06/06/2022 08:58AM	Lianne Perez
	Status History	Status Date/Time	Activity Owner	Status Update Date/Time	Status Updated By															
	Ended	06/07/2022 05:18PM	Francisco Rocha	06/07/2022 05:18PM	Francisco Rocha															
New	06/06/2022 08:58AM	Dispatch 1-ASFO	06/06/2022 08:58AM	Lianne Perez																
	<table><tr><td>Result Qty</td><td>Result</td><td>Is Primary</td><td>Result Date</td><td>Result By</td></tr><tr><td>1</td><td>Report</td><td>Yes</td><td>06/07/2022 05:19PM</td><td>Francisco Rocha</td></tr><tr><td>1</td><td>Issued Warning / Notice</td><td>No</td><td>06/07/2022 05:22PM</td><td>Francisco Rocha</td></tr></table>					Result Qty	Result	Is Primary	Result Date	Result By	1	Report	Yes	06/07/2022 05:19PM	Francisco Rocha	1	Issued Warning / Notice	No	06/07/2022 05:22PM	Francisco Rocha
	Result Qty	Result	Is Primary	Result Date	Result By															
	1	Report	Yes	06/07/2022 05:19PM	Francisco Rocha															
1	Issued Warning / Notice	No	06/07/2022 05:22PM	Francisco Rocha																

Case Memo(s)

<u>Memo #</u>	<u>Reference</u>	<u>Reference #</u>	<u>Memo Type</u> <u>Memo Subtype</u>	<u>Created Date/Time</u>	<u>Created By</u>	<u>Updated Date/Time</u>	<u>Updated By</u>	<u>Review Date/Time</u>
6373423	Case		Field Report	06/07/2022 05:17PM	RochaFJ	06/07/2022 05:12PM	RochaFJ	

06-07-22 16:55 I arrived at the listed address on an SOC complaint. I made contact with Mr. Macias and advised him on the complaint. He denied the allegations and stated that the back door to his house is always open during the day therefore giving access to shelter for his canines. I did notice multiple canines barking at me through the screen door. The front window was slightly open a strong smell of cat urine was detected. I asked the owner how many animals he owned and each time he would increase the number. He settled on owning 13 canines and 7 cats. We walked to the side of his house where I was able to verify that the canines have access to the inside. I noticed nine adult canines. They were all alert, active, and at ideal weight. Mr. Macias advised that he does not have any VMR. He started to shift blame on the CoEP for not provided free or low cost spay neuter services. Mr. Macias became irritated and advised to leave whatever I had to leave by his front door. I left a notice advising of the complaint and to send VMR for all of his pets. (FR181)

Photo(s)



Case View Report



El Paso Animal Services

5001 Fred Wilson Avenue

El Paso, Texas 79906 USA

EPAS@elpasotexas.gov

https://elpasoanimalservices.org/

Tel.: 915-212-7297 / 915-751-1726

Printed: 10/29/2025 01:07AM By: DominguezBX

Case Details

Case #: C0009213414

Reference #:

Status: Closed

Case Date/Time: 09/08/2025 08:37AM Reported:

Jurisdiction: CITY of El Paso

Category: Incident

Type: Enforcement

Subtype: Nuisance - Dog

Officer: Jorge Cobo

Review Date:

7161 GRANITE RD., El Paso, 79915, Texas, United States

Directions:

Result: Completed By: Jorge Cobo Date/Time: 09/09/2025 11:17AM

Result Comments:

Created By: Gonzalezc

Created: 09/08/2025 08:50AM

Last Updated By: CoboJ

Updated: 09/09/2025 11:17AM

Animal Info: Rp is reporting the unsprayed and unneutered of the k9s at the address listed above. Rp states that they just had a litter. There is a all white unknown breed, large size . 7x brown color, unknown breed, medium to large size. 5x are puppies ,small size, brown with white

Person Info: Blanca Garcia [REDACTED]

Case Animals

Animal #: A0059325741 |

Animal ID: A0059325741 Name: Venus Types: Dog Gender: Female
 ARN: DOB: 9/9/2021 Breeds: Shepherd/Mix Altered: Y
 Chip #: 941000031279352 Current Age: 4 Y 1 M 20d Colors: Brown/ Size: S
 Type: 24PetWatch Age Group: Adult Pattern: Weight: 0
 Declawed: N Bitten: No Bite History Primary Role: Suspect Secondary Role:
 Animal Memos: No Case Memos: No Conditions: No Violations: Yes

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	9/9/2025	Emilio Macias	[REDACTED]	7161 GRANITE	El Paso, CITY of El Paso TX 79915

Animal #: A0059325753 |

Animal ID: A0059325753 Name: Daisy Types: Dog Gender: Female
 ARN: DOB: 9/17/2021 Breeds: Shepherd/Mix Altered: Y
 Chip #: 941000031279094 Current Age: 4 Y 1 M 12d Colors: Brown/ Size: S
 Type: 24PetWatch Age Group: Adult Pattern: Weight: 0
 Declawed: N Bitten: No Bite History Primary Role: Suspect Secondary Role:
 Animal Memos: No Case Memos: No Conditions: No Violations: No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	9/9/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	El Paso, CITY of El Paso TX 79915

Animal #: A0059325852 |

Animal ID: A0059325852 Name: Types: Dog Gender: Male
 ARN: DOB: 7/9/2025 Breeds: Shepherd/Mix Altered: N
 Chip #: Current Age: 0 Y 3 M 20d Colors: Brown/ Size: S
 Type: Age Group: Adult Pattern: Weight: 0
 Declawed: N Bitten: No Bite History Primary Role: Suspect Secondary Role:
 Animal Memos: No Case Memos: No Conditions: No Violations: No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
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P0027519706	9/9/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	El Paso, CITY of El Paso TX 79915
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Animal #: A0059325856 |

Animal ID:	A0059325856	Name:		Types:	Dog	Gender:	Male
ARN:		DOB:	7/9/2025	Breeds:	Shepherd/Mix	Altered:	N
Chip #:		Current Age:	0 Y 3 M 20d	Colors:	Brown/	Size:	S
Type:		Age Group:	Adult	Pattern:		Weight:	0
Declawed:	N	Bitten:	No Bite History	Primary Role:	Suspect	Secondary Role:	
Animal Memos:	No	Case Memos:	No	Conditions:	No	Violations:	No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	9/9/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	El Paso, CITY of El Paso TX 79915

Animal #: A0059325863 |

Animal ID:	A0059325863	Name:		Types:	Dog	Gender:	Male
ARN:		DOB:	7/9/2025	Breeds:	Shepherd/Mix	Altered:	N
Chip #:		Current Age:	0 Y 3 M 20d	Colors:	Brown/	Size:	S
Type:		Age Group:	Adult	Pattern:		Weight:	0
Declawed:	N	Bitten:	No Bite History	Primary Role:	Suspect	Secondary Role:	
Animal Memos:	No	Case Memos:	No	Conditions:	No	Violations:	No

Ownership / Guardianship

Person #	Date From	Person Name	Phone	Address	City
P0027519706	9/9/2025	Emilio Macias	(915) [REDACTED]	7161 GRANITE	El Paso, CITY of El Paso TX 79915

Animal #: A0059335087 |

Animal ID:	A0059335087	Name:	Daisy	Types:	Dog	Gender:	Female
ARN:		DOB:	9/9/2021	Breeds:	Shepherd/Mix	Altered:	N
Chip #:		Current Age:	4 Y 1 M 20d	Colors:	Brown/	Size:	S
Type:		Age Group:	Adult	Pattern:		Weight:	0
Declawed:	N	Bitten:	No Bite History	Primary Role:	Suspect	Secondary Role:	
Animal Memos:	No	Case Memos:	No	Conditions:	No	Violations:	No

Case Persons

Person #: P0027519706 | Emilio Macias

P0027519706 Emilio Macias, [REDACTED] 7161 GRANITE
 El Paso, 79915, CITY of El Paso, TX - Home Primary Role:Suspect Secondary Role:
 Animal Owner: Yes , Person Reporting:No ,Property Owner:No

Ownership / Guardianship

AnimalID	ARN	Date From	Name	Species	Breeds	Colors	Color Pattern	DOB	Sex
A0059325741		09/09/2025 11:07AM	Venus	Dog	Shepherd, Mix	Brown/		9/9/2021	F
A0059325753		09/09/2025 11:07AM	Daisy	Dog	Shepherd, Mix	Brown/		9/17/2021	F
A0059325852		09/09/2025 11:08AM		Dog	Shepherd, Mix	Brown/		7/9/2025	M
A0059325856		09/09/2025 11:08AM		Dog	Shepherd, Mix	Brown/		7/9/2025	M
A0059325863		09/09/2025 11:08AM		Dog	Shepherd, Mix	Brown/		7/9/2025	M

Case Activities

Activity #:	9081720	Conditions:		Danger?	
State:	Closed	Jurisdiction:	CITY of El Paso	Patrol Area:	800 Lower Valley

Type/Subtype:	Dispatch - SOC Welfare Check	Cross Streets:		Distance:	0															
Priority:	Low	Created Date/Time:	09/08/2025 08:50AM	Created By:	Gonzalezc															
Review Date:		Last Updated Date/Time:	09/09/2025 11:18AM	Last Updated By:	CoboJ															
Comments:																				
	<table border="1"> <thead> <tr> <th>Status History</th> <th>Status Date/Time</th> <th>Activity Owner</th> <th>Status Update Date/Time</th> <th>Status Updated By</th> </tr> </thead> <tbody> <tr> <td>Ended</td> <td>09/09/2025 11:17AM</td> <td>Jorge Cobo</td> <td>09/09/2025 11:17AM</td> <td>Jorge Cobo</td> </tr> <tr> <td>New</td> <td>09/08/2025 08:50AM</td> <td>Dispatch 1-ASFO</td> <td>09/08/2025 08:50AM</td> <td>Cecilia Gonzalez</td> </tr> </tbody> </table>					Status History	Status Date/Time	Activity Owner	Status Update Date/Time	Status Updated By	Ended	09/09/2025 11:17AM	Jorge Cobo	09/09/2025 11:17AM	Jorge Cobo	New	09/08/2025 08:50AM	Dispatch 1-ASFO	09/08/2025 08:50AM	Cecilia Gonzalez
Status History	Status Date/Time	Activity Owner	Status Update Date/Time	Status Updated By																
Ended	09/09/2025 11:17AM	Jorge Cobo	09/09/2025 11:17AM	Jorge Cobo																
New	09/08/2025 08:50AM	Dispatch 1-ASFO	09/08/2025 08:50AM	Cecilia Gonzalez																
	<table border="1"> <thead> <tr> <th>Result Qty</th> <th>Result</th> <th>Is Primary</th> <th>Result Date</th> <th>Result By</th> </tr> </thead> <tbody> <tr> <td>4</td> <td>Issued Citation</td> <td>Yes</td> <td>09/09/2025 11:18AM</td> <td>Jorge Cobo</td> </tr> </tbody> </table>					Result Qty	Result	Is Primary	Result Date	Result By	4	Issued Citation	Yes	09/09/2025 11:18AM	Jorge Cobo					
Result Qty	Result	Is Primary	Result Date	Result By																
4	Issued Citation	Yes	09/09/2025 11:18AM	Jorge Cobo																

Case Memo(s)

Memo #	Reference	Reference #	Memo Type Memo Subtype	Created Date/Time	Created By	Updated Date/Time	Updated By	Review Date/Time
8649841	Case		Field Report	09/09/2025 11:11AM	CoboJ	09/09/2025 11:11AM	CoboJ	
9/9/25 11:11am Cail came in as female canine from listed had a litter of Pups. Owner Mr. Macias stated he has 10 canines inside the home. Canines out to the backyard mostly Shepherd mixes, one Great Pyrenees mix, and two Miniature Dobberman Pinschers. All canines appear alert. The canine that had the litter is a female brown Shepherd mix named Venus that had 3 males and one female Shepherd that are two months. Citations were issue for not having mother canine current with vaccinations and for no litter permit. Sup. A. Ortiz was advised that one of Mr. Macias females had recently had a litter and will placed on the list from the shelter for canine to get spayed. (JCB109)								

Case Violation(s)

Violation #	53023460	Violation Type:	Citation	Status:	Awaiting Court Date	Review Date:	
Item Code:	599	Issued:	09/09/2025 11:10AM	Result:		Court:	El Paso Municipal
Violation:	No Litter Permit	By:	Jorge Cobo	Result Date:		Docket #:	
Class:		To:	P0027519706 - Emilio Macias	Result By:		Hearing Date:	
Gov. Juris.	El Paso City	For:	A0059325741 - [Dog	Price:			

Notes:							
Violation #	53023460	Violation Type:	Citation	Status:	Awaiting Court Date	Review Date:	
Item Code:	603	Issued:	09/09/2025 11:08AM	Result:		Court:	El Paso Municipal
Violation:	No Vaccination	By:	Jorge Cobo	Result Date:		Docket #:	
Class:		To:	P0027519706 - Emilio Macias	Result By:		Hearing Date:	
Gov. Juris.	El Paso City	For:	A0059325741 - Dog	Price:			
Notes:							
Violation #	53023460	Violation Type:	Citation	Status:	Awaiting Court Date	Review Date:	
Item Code:	604	Issued:	09/09/2025 11:09AM	Result:		Court:	El Paso Municipal
Violation:	No Microchip	By:	Jorge Cobo	Result Date:		Docket #:	
Class:		To:	P0027519706 - Emilio Macias	Result By:		Hearing Date:	
Gov. Juris.	El Paso City	For:	A0059325741 - Dog	Price:			
Notes:							
Violation #	53023460	Violation Type:	Citation	Status:	Awaiting Court Date	Review Date:	
Item Code:	605	Issued:	09/09/2025 11:09AM	Result:		Court:	El Paso Municipal

<u>Violation:</u>	No Registration	<u>By:</u>	Jorge Cobo	<u>Result Date:</u>		<u>Docket #:</u>	
<u>Class:</u>		<u>To:</u>	P0027519706 - Emilio Macias	<u>Result By:</u>		<u>Hearing Date:</u>	
<u>Gov. Juris.</u>	El Paso City	<u>For:</u>	A0059325741 - IDog	<u>Price:</u>			
<u>Notes:</u>							

Search Criteria: Case Address Country: -- Select -- Street Address: 7181 GRANITE RD
 Apt#: Zip Code: State: -- Select -- City: -- Select --
☐ Case Date From: To: ☐ Only Active Cases ☐ All Persons Linked To Case

Find

Case # Ref #	Case Date/Time v	Number of Animals Animal Description	Case Category	Case Type	Case Subtype	Case Officer	Case Jurisdiction Patrol Area	Case Address	Case Status	Case Result	Related Cases
C0008213414	09/08/2025 08:37AM	12 Rp is reporting the unsprayed and unneutered of the k9s at the address listed above. Rp states that they just had a litter. There is a all white unknown breed, large size . 7x brown color, unknown breed, medium to large size. 5x are puppies ,small size, brown with white	Incident	Enforcement	Nuisance Dog	Jorge Coba	CITY of El Paso 800 Lower Valley	7181 GRANITE RD. El Paso, 79915, TX	Closed	Completed	No
C0008991131	04/02/2025 09:49PM	40 caller is reporting k9s at listed address that were fighting and two k9s were killed.k9s are all different breeds. all k9s live at listed address and are located in the side of house.	Investigation	Bite / Scratch	Animal to Animal	Bryan Dominguez	CITY of El Paso 800 Lower Valley	7181 Granite Road El Paso, 79915, TX	Closed	Completed	No
C0008991086	04/02/2025 07:02PM	20 caller is advising there is a lot of dogs at this address, the dogs are fighting, they are small dogs. unsure of breed, the dog killed a smaller dog, and they were eating it. She is unsure if the owners are home. she wants us to check on the owners to see if they are okay.	Investigation	Bite / Scratch	Animal to Animal	Jorge Coba	CITY of El Paso 800 Lower Valley	7181 GRANITE RD. El Paso, 79915, TX	Closed	Completed	No
C0007029394	07/18/2022 09:43AM	2 RP ADV OF 2X K9 THAT ARE LOOSE AROUND LISTED 20. RP ADV BOTH DOGS WERE MEDIUM SIZE BROWN K9	Incident	Stray	Loose / At Large - Dog	Destiny Rayers	CITY of El Paso	7181 Granite Rd. El Paso, TX 79915 El Paso, 79915, TX	Closed	Completed	No
C0008988896	06/06/2022 08:53AM	41 RP IS REPORTING THAT AT THIS 11 DOGS 30 CATS NO SHADE AND NO WATER SUSPECTS NO VACCINATION. THE CATS AND DOGS WERE PICKED UP SO THERE IS A NUISANCE FOR FECES AS WELL. ALL DOGS ARE DIFFERENT BREEDS.	Investigation	Cruelty / Neglect	Standards of Care	Francisco Rocha	CITY of El Paso 800 Lower Valley	7181 GRANITE RD. El Paso, 79915, TX	Closed	Completed	No
C0008650738	09/23/2021 11:29AM	7 RP IS REPORTING HER DAUGHTER WAS ATTACKED BY 7K9S, UNK DESCRIPTION, NO COLLARS, NO TAGS, AND BIT IN THE LEFT ANKLE. INCIDENT OCCURRED YESTERDAY AROUND 9 AM. RP ADVISES K9S LIVE IN THE NEIGHBORHOOD.WILL STAND BY FOR A UNIT.	Investigation	Bite / Scratch	Animal to Person	Jesus Moreno	CITY of El Paso 800 Lower Valley	7181 GRANITE ROAD El Paso, 79915, TX	Closed	Quarantine	No
C0004629398	12/04/2017 01:39PM	1 CALLER REPORTING THE RESIDENT IS FEEDING STRAY CAT AND IS CAUSING A NUISANCE. CATS GO INTO CALLERS YARD AND DEFECATE.	Incident	Enforcement	Nuisance Cat	Saul Fallmer	CITY of El Paso	7181 GRANITE Road El Paso, 79915, TX	Closed	Completed	No
C0004281970	03/28/2017 08:51AM	8 RP CALLED IN TO REPORT THAT THE HOUSE ON THE GIVEN ADDRESS HAS ALOT OF STRAY CATS ALL OVER THE HOUSE. RP NOTICED CATS OUTSIDE AND INSIDE THE HOUSE BY THE WINDOW SEALS. OUTSIDE THE CATS CAN BE SEEN ALL OVER THE YARD. RP SAYS THE SMELL OF FECES AND URINE IS REALLY STRONG IN THAT AREA CREATING A NUISANCE TO THE COMMUNITY. RP SAYS THE SMELL GETS STRONGER AND STRONGER.	Incident	Enforcement	Nuisance Cat	Dispatch 1- ASFO	CITY of El Paso	7181 GRANITE Road El Paso, 79915, TX	Closed		No

Case - Add/Edit

Case #	Case Category	Case Type & Subtype	Case	Case Jurisdiction	Case Address	Case Status
Reference #	Case Date/Time		Officer	Patrol Area		
C0008991086	Investigation 04/02/2025 07:02PM	Bite / Scratch Animal to Animal	Jorge Cobo	CITY of El Paso 800 Lower Valley	7161 GRANITE RD. El Paso, 79915, TX, United States	Closed

Dispatcher View

Officer View

Case View Report

Search Details Animals Persons Activities Conditions Memos Violations Photos Receipts Related Cases Files

File Details

File #	File Display Name*	Category	File Type*	File Subtype*	Expiration Date
NEW	Choose File No file chosen	Case	-- Select --	-- Select --	
					Clear Add

Created Date/Time	By	Last Updated Date/Time	By
-------------------	----	------------------------	----

File #	File Name	Category	File Type	File Subtype	Uploaded Date/Time	Expiration Date/Time	Uploaded By	Delete
DOC-0018556327	Writ of Entry	Case	Government	Court Documents	04/08/2025 01:55PM		Alberlo Ortiz	Delete
DOC-0018510812	impoundment form	Case	Government	Impoundment Form	04/04/2025 03:39PM		Jorge Cobo	Delete
DOC-0018500996	impoundment form	Case	Government	Impoundment Form	04/04/2025 07:10AM		Jorge Cobo	Delete
DOC-0018500685	Dead Puppy 2	Case	Animal Profile	Animal Profile	04/04/2025 12:45AM		Bryan Dominguez	Delete
DOC-0018500684	Dead Puppy 1	Case	Animal Profile	Animal Profile	04/04/2025 12:45AM		Bryan Dominguez	Delete
DOC-0018500683	Dead Puppy	Case	Animal Profile	Animal Profile	04/04/2025 12:44AM		Bryan Dominguez	Delete

Ramirez, Gina is inviting you to collaborate on Animal Services



Ramirez, Gina

To Lazcano, Aliza V.; Dominguez, Bryan; Alvarez, Gabriela

Cc Ramirez, Gina

Reply

Reply All

Forward

Thu 10/16/2025 3:03 PM

Here's the site that Ramirez, Gina shared with you.

[Go to Animal Services](#)

Follow this site to get updates in your newsfeed.

Parra, Adan E. has invited you to 'Field Operations'



Parra, Adan E.

To: Valencia, Armando; Chavarria, Miguel A.; Regalado-Soliz, Isabel M.; Binkley, Brandon J.; Tapia, Christopher; Rivera, Daniel; Cabrera, Nelson M.; O'Connor, Dyson L.; Cobo, Jorge; Woolridge, Martrell D.; Ocana, Brandon; Espinoza, Jovana; Pompa, Jaime M.; Orona, Alyssa A.; +20 others

Cc: Parra, Adan E.

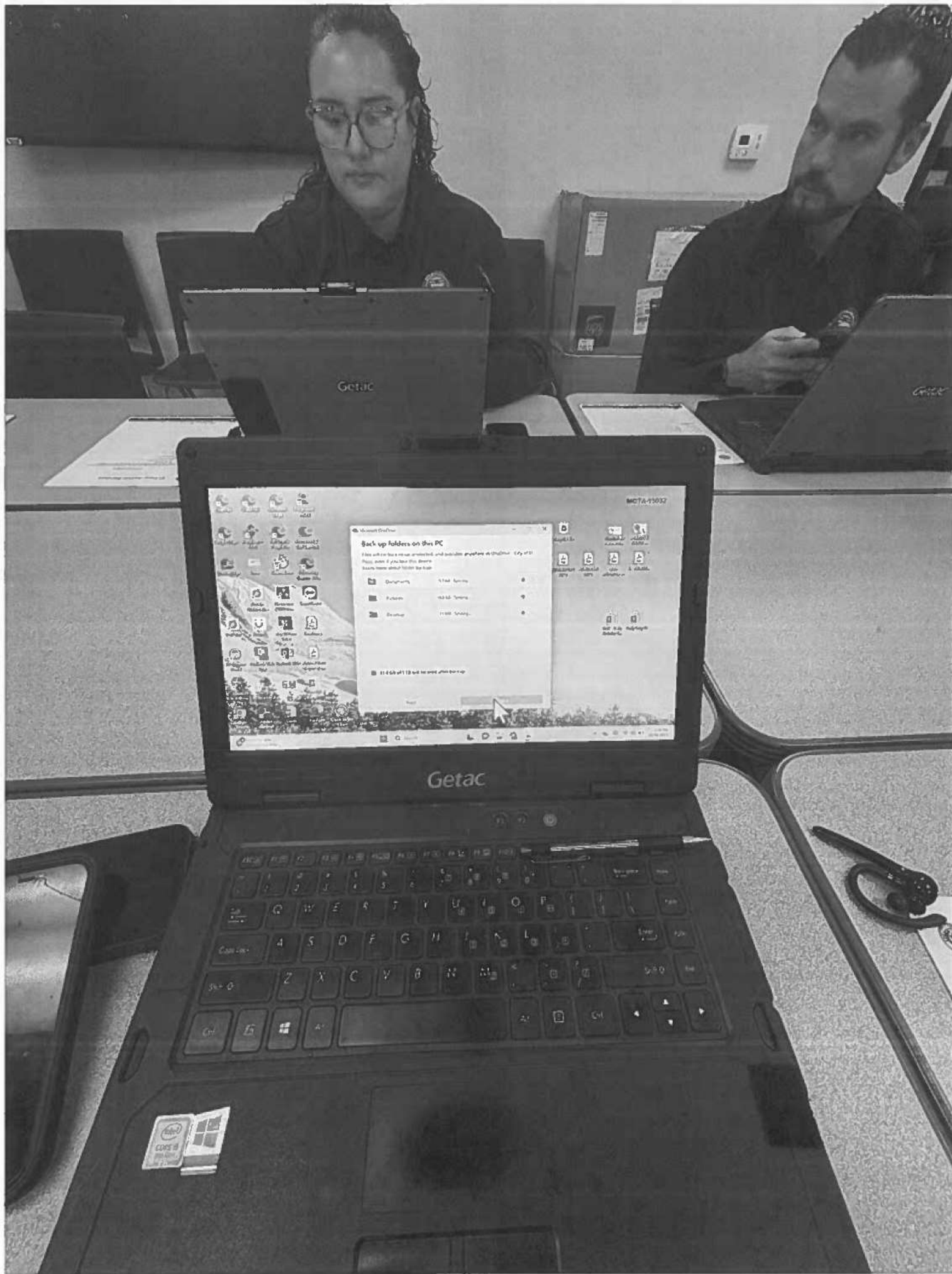


Wed 10/8/2025 2:47 PM

Here's the site that Parra, Adan E. shared with you.

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Via E-Mail: menchacaS@elpasotexas.gov

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October 30, 2025

**Re: *City's Written Brief in Response to Employee's Brief Post Recommendation*
Dominguez, Bryan; DOI: 04/2/2025 – 3 Day Suspension 25-AS-04PP**

Dear Civil Service Commission:

This matter involves a 3-day suspension. Mr. Dominguez has been afforded the full and free opportunity to present evidence and arguments in this matter. Over the course of a full day, on October 7, 2025, and partially into the next day October 8th, Hearing Officer Palafox heard the full discipline appeal of Mr. Dominguez. After hearing the testimony of all twelve (12) witnesses, asking many questions, and reviewing the substantial documentary exhibits in evidence, Hearing Officer Palafox issued a detailed 14-page recommendation – finding the City met its burden of proof and the suspension should be sustained. The City agrees. Mr. Dominguez's brief does not follow the policy as discussed, and should be stricken and not considered by the Commission when acting on the Recommendation.

The City presented five (5) witnesses in support of the suspension. More importantly, Mr. Dominguez had the opportunity to ask questions of all the City's witnesses, and called six (6) of his own witnesses to provide testimony. Further, Mr. Dominguez testified at length on his own behalf, outlining in detail the arguments in his defense, with the Hearing Officer asking him various questions in an effort to fully understand the full context of Mr. Dominguez's disagreement with the suspension. To assist his case, Mr. Dominguez engaged in the discovery process by requesting (and the City provided to him) various forms of documents – which Mr. Dominguez used to prepare an exhibit binder with 185 pages of documents to support his case. However, his evidence and arguments were not persuasive.

The *Recommendation of Hearing Officer* (the "Recommendation"), explains in detail that the City, pursuant to §6.13-6-7 of the City Charter, established by a preponderance of the evidence, it has just grounds for the suspension of Mr. Dominguez. As such, based on the merits – the evidence presented and facts established in the hearing, Hearing Officer Palafox recommends that the suspension be sustained. The City respectfully asks the Civil Service Commission ("CSC") to uphold and accept this appropriate finding under the City Charter §6.13-8, based on the hearing officer's careful consideration of all the arguments and evidence.

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Claim-472 – Bryan Dominguez



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Now, however, Mr. Dominguez is asking the CSC to essentially redo the case all over again, because he does not agree with the recommendation. That is not proper. The intent of the policy on post-hearing written briefs and oral argument prior to the CSC's action on the recommendation is clear:

Policy:

The purpose of this policy is to protect the due process rights of all parties to a disciplinary appeal case. This policy is intended to prevent a party from having what is essentially a rehearing of an appeal (a "de novo" hearing) before the Civil Service Commission prior to the Commission taking action on the Hearing Officer's opinion and recommendation.

- All written briefs and oral arguments must be limited to a presentation and discussion of issues/evidence that were *not* considered by the Hearing Officer because the evidence or information was unknown at the time of the hearing, etc.

Mr. Dominguez wants the CSC to overturn a carefully considered and prepared recommendation because he claims there is new evidence that was unknown at the time of the hearing.

But all of the "new" evidence he now attempts to put forward (ex. case view reports and e-mails) relate directly to issues already fully discussed in the hearing and considered by the hearing officer. Specifically, the hearing officer heard testimony from witnesses and arguments about issues such as:

- Prior calls and visits to the same pet owner in this case,
- Training he received in the years of his current position,
- Access that he and other animal protection officers have to department policies and procedures.
- Photographs taken at the pet owner's home related to the April 2nd incident.

These issues (and more) were all fully considered by the hearing officer. Furthermore, this appeal is NOT about actions taken by his co-workers, but solely about the incident involving him and the actions he did not take. Likewise, any new training the department gives related to accessing documents is irrelevant. All the evidence and testimony at the hearing showed, that at the relevant time of the incident on April 2, 2025, Mr. Dominguez was well aware of his job duties and what needed to be performed – instead he chose not to do his job – document all the dogs.

Mr. Dominguez is now trying to put forward more documents to confuse and misdirect the attention of the CSC members, in an effort to raise questions about the validity of the hearing officer's analysis and determination. Mr. Dominguez is still

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attempting to shift focus away from the fact that he did not properly perform the duties of his position, and his co-workers had to step in and do his work. In addition, he had seven (7) weeks between August 19, 2025 and October 7, 2025 to prepare for the hearing, and did prepare a thorough case presentation. However, he should not be allowed to try all over again because he failed to persuade the hearing officer.

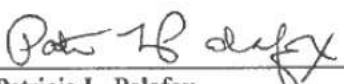
Under the City's Charter §6.13-6, the CSC chose to refer this case to the assigned hearing officer, and under the §6.13-8, the proper action now is to accept the hearing officer's recommendation.

Mr. Dominguez was given full opportunity to present his full defense, call witnesses, and cross-examine the City's witnesses. Hearing Officer Palafox nonetheless determined the evidence showed and supported the City's suspension, and the Animal Services Director had the authority to issue the suspension based on the facts established and evidence presented.

RECOMMENDATION OF HEARING OFFICER

I recommend that the three day suspension of Bryan Dominguez **be sustained.**

Respectfully submitted on this 27th day of October, 2025.


Patricia L. Palafox
Hearing Officer

Sincerely,


Matt Marquez
Assistant City Attorney

cc: Ms. Patricia Palafox (Via-Email: Palafoxpatricia@sbcglobal.net)
Mr. Bryan Dominguez (Via-Email: dominguezBX@elpasotexas.gov)

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