



PARKS AND RECREATION GRIEVANCE SUBCOMMITTEE

May 13, 2026

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

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

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

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

CALL TO ORDER

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

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

PUBLIC COMMENT

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

AGENDA

- 1. Introductory Statement:** Introductory Statements for Grievance Hearing [BC-2005](#)
- 2. Introduction Reading:** Of the Grievance Subcommittee Hearing Structure [BC-2006](#)
- 3. Discussion and Action:** On adoption of staff recommendation to suspend [BC-2007](#)

Javier Macias for one (1) year for violation of the City of El Paso Parks and Recreation Department's Behavior Management Policy. - Carlos Rodriguez, Recreation Manager, and Monica Vargas, Recreation Programs Manager

ADJOURN

NOTICE TO THE PUBLIC

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

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

Posted this 7th day of May 2026 by Alondra Navarrete, Office Manager.



Legislation Text

File #: BC-2005, **Version:** 1

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

AGENDA LANGUAGE:

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

Introductory Statement: Introductory Statements for Grievance Hearing

Introductory Statement for Grievance Hearings

ENGLISH:

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

Declaracion Introductoria para la Audencia de Quejas

SPANISH:

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



Legislation Text

File #: BC-2006, **Version:** 1

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

AGENDA LANGUAGE:

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

Introduction Reading: Of the Grievance Subcommittee Hearing Structure



Parks and Recreation Department

MAYOR
Oscar Leeser

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

CITY COUNCIL

District 1
Brian Kennedy

District 2
Dr. Josh Acevedo

District 3
Cassandra Hernandez

District 4
Joe Molinar

District 5
Isabel Salcido

District 6
Art Fierro

District 7
Henry Rivera

District 8
Chris Canales

**INTERIM CITY
MANAGER**
Cary Westin

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

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

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

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

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

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

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

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





Legislation Text

File #: BC-2007, Version: 1

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

AGENDA LANGUAGE:

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

Discussion and Action: On adoption of staff recommendation to suspend Javier Macias for one (1) year for violation of the City of El Paso Parks and Recreation Department's Behavior Management Policy. - Carlos Rodriguez, Recreation Manager, and Monica Vargas, Recreation Programs Manager



PARKS & RECREATION
CITY OF EL PASO

City of El Paso
Parks and Recreation Department

NOTICE OF SUSPENSION

Today's Date: January 22, 2026

Sport/Facility/Program: Inline Hockey

Location: Nation Tobin Sports Center

This letter constitutes written notice that Javier Macias has been suspended for one (1) year and is eligible to return on December 14, 2026 for violation of the City of El Paso Parks and Recreation Department's Behavior Management Policy for the following actions:

1. Verbally abuse a City of El Paso employee with intent to cause harm.
2. Verbally abuse a spectator and/or program participant with intent to cause harm.

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

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

This suspension is effective on this 22nd day of January 2026. The suspension prohibits the person(s) above mentioned from being present at any City of El Paso Parks and Recreation events, facilities, and complexes during suspension including the appeal process.

The suspension also prohibits the person(s) above mentioned from engaging directly any City of El Paso employee(s) and/or officials during suspension, including the appeal process. Violation of this prohibition may result in an extension of the above listed suspension period.



Recreational Services Manager (Signature)

Print Name: Monica Vargas

Office Phone: (915) 212-1719

E-Mail: vargasm@elpasotexas.gov

Vargas, Monica

From: Javier Macias [REDACTED]
Sent: Thursday, January 22, 2026 1:14 PM
To: Vargas, Monica; Gonzales, Mike
Subject: [External] - Notice of Suspension Appeal Request

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Good afternoon,

I would like to appeal the Notice of Suspension received January 22nd.

Please let me know the following steps required.

Best regards

Javier Macias [REDACTED]



City of El Paso
Parks & Recreation Department
Code of Conduct



Recreation programs in this community are made possible by a significant commitment of financial and human resources. The benefits a participant derives from this investment depends very much on the participant's attitude toward the program and the participant's adherence to high standards of behavior.

The Participants Code of Conduct that follows is the Department's specific response to requirements set by the Texas Department of Protective and Regulatory Services. The law requires Parks and Recreation Department officials to define misconduct that could lead to specific disciplinary consequences. This code provides information and directions to participants regarding standards of behavior as well as consequences of misconduct.

Each participant is expected to do the following:

- Demonstrate courtesy even when others do not.
- Behave in a responsible manner, always exercising self discipline.
- Respect the rights and privileges of other participants and City staff.
- Respect the property of others, including City property and facilities.
- Cooperates with or assists the City staff in maintaining safety, order and discipline.

Unacceptable behaviors include the following:

- Being involved in an instance of any form of insubordination.
- Failure to conform to all city rules.
- Use of profanity, vulgar language or obscene gestures.
- Defacing/damaging city property or the property of others.
- Engaging in inappropriate physical or verbal contact and/or gang activity.
- Running, pushing, shoving, littering, throwing objects (which is not part of a supervised activity).
- Producing loud, rude or unnecessary noises.
- Incidents involving drugs, alcohol, weapons.

Persons behaving in unacceptable manners as listed above may face the following discipline options:

- Conference with staff and person involved in misbehavior.
- Conference with staff and Parent/Legal Guardian, when appropriate.
- If a Parent/Legal Guardian refuses to attend the conference concerning a minor or the person remains disruptive, the person may be restricted from the program.
- Suspension from participation in program(s)
- Restitution, when appropriate.
- Notification of outside agencies and/or police when appropriate.
- Acts of misbehavior of a violent nature will result in automatic suspensions.

Name: JAULER E. MADIAZ Signature: [Signature] Date: 10/30/25

This Code of Conduct applies to all persons participating in anyway in any Parks and Recreation Programs.

City of El Paso, Parks & Recreation, 801 Texas Ave, El Paso, Texas 79901
(915) 212-0092

Revised 02-3-2023

Unify Tournament - Email Thread between
Javier Macias and Nations Tobin Supervisor



From: Javier Macias <[REDACTED]>
Sent: Thursday, August 14, 2025 1:52 PM
To: Gardea, Malanie <GardeaM@elpasotexas.gov>
Cc: [REDACTED]
Subject: Re: Unify Tournament - Feedback

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Hello Malanie,

Thank you for your email,

As I am reviewing the points below, I understand this is your very first Inline Hockey tournament as a Supervisor at Nations Tobin Park.

I believe Eric requested to have at least 4 locker rooms closer to the rink, this could have ensured a better monitoring of them since most of the staff was also new to these types of games and tournaments. A few times on the scoreboard prior to tournaments is also a factor to keep the games flowing. In addition, we also had to officiate our own games which caused delays since this has been an issue over the years with the city not being able to find officials that do not play on the teams.

We have no control over other people's consumption but we have kept an eye out but as you can see keeping an eye out for the lockers, running the tournament and dealing with multiple requests require multiple eyes. As a suggestion in the future please post in the lockers no alcohol permitted or in the doors this would help make sure everyone follows the guidelines. We do not present these incidents during our Regular Leagues.

Dress code: Being that the rink had no AC working at the time and only 1 fan working with the highest temperature weekend, and at a high level sport that it's played, this is a common workaround to have players cool off. It happens at every tournament where they remove their t-shirts or at times shoes since they use skates and I believe only the people who actually play the sport may be able to agree that this is a common workaround.

I also arrived at the facility when you and the rest of the staff were sitting at the front desk and had to request for the fans to be turned on and the doors to be opened to help cool off the facility, Should this have been done earlier the rink temperature would not be so hot. This has been the first time we hold a tournament and the rink temperature has been this high. As an observation, the fans should be filled with water early as well as the rest of the fans (the ones hockey staff purchased) would need to be in the rink for rink usage, We noticed there was a fan on another event I believe the pride dodgeball or something that was using one of the fans. In addition only one of the big black fans was working and it was not enough to support the rink.

The schedule overrun happens at every tournament in certain cases where games go to a tie, this would need to be considered in future tournaments. Please note that for future events.

Being that we also were able to find sponsors to make sure this event would have a good presence of hockey brands, I think there should be an exception for them to be able to make some sales since they have supported us with prizes for the players that were no cost for the Facility for example the medals that were purchased out of pocket. Championship banners. etc. In the past, The city would cover this cost as well as t-shirts for the teams.

Another observation would be the rink cleanliness, we try to preserve the rink and report any anomalies that the rink may present. There is an area of opportunity on keeping the floor clean specially because it's used for other sport disciplines, The inline hockey only uses indoor wheels and we do not use them outside as opposed to soccer shoes or derby wheels that are used in the asphalt. Prior to any tournament, the surface would get cleaned thoroughly and this was not the case, being that we used it and the doors were also kept open since the AC was not working, also causing the floor to be slippery. I noticed there is only 1 cleaning mop which the mop is not the correct size so it would also help to have multiple mops to have the floor kept clean. We are more than happy to clean it ourselves if we have the right tools for it.

We are available at 9 am on Saturday to continue the conversation and plan for the upcoming Inline Hockey League. In the meantime, if we can get the registration open so people can call and sign up as they have been reaching out letting us know that when they call the facility they are unable to sign up due to the staff not being able to register them as the registration is closed.

Lastly, if you or the staff can help us sign up teams for the age groups needed it would be of great assistance, this has been expressed by Nations Tobin Staff but sadly it has never happened. I think I see great intentions on your email to upgrade this program so if you have any ideas on how to bring more youth players for ages 6 and up we are excited to hear any ideas or suggestions you may have.

Thank you and see you Saturday.

Javier Ernesto Macias

Cell Phone

[REDACTED]

[REDACTED]



Outlook

Re: Unify Tournament - Feedback

From Gardea, Malanie <GardeaM@elpasotexas.gov>

Date Thu 8/14/2025 3:31 PM

To Javier Macias <[REDACTED]>

Bcc Vargas, Monica <VargasM@elpasotexas.gov>; Gonzales, Mike <GonzalesM@elpasotexas.gov>

Thank you again for your thorough feedback and for your continued support of the Inline Hockey program at Nations Tobin. I'd like to take this opportunity to respond to your points and share some key clarifications as we work toward improving future events.

1. Alcohol Policy Enforcement:

The presence of alcohol on the premises is a violation of city policy, and it's something we take seriously. While I understand that you made efforts to notify participants beforehand, we still need to ensure this rule is strictly followed moving forward. This issue had to be documented with you all to help avoid any recurrence.

2. Tournament Schedule & Time Overrun:

We understand that games can occasionally go into overtime or experience delays. My comments regarding the schedule were simply to acknowledge that it did run long and to ensure we are all aligned on how to better manage this in the future. I will build in more buffer time moving forward to reduce stress on staff and participants alike.

3. Locker Rooms & Dress Code:

While five locker rooms were provided during the tournament, we still observed several players walking around the facility without proper attire. Please note that this will not be permitted in the future. The city has a dress code policy that requires shirts and shoes at all times inside the facility, regardless of sport or temperature conditions.

4. Porta Coolers & Facility Temperature:

To clarify, our facility uses swamp coolers, which are not broken, but do have limited cooling capacity in high temperatures. I was able to secure additional porta coolers for the facility, and I want to emphasize that these were brought in to improve the

comfort of participants. As noted, Inline Hockey participants had asked for the fans to be turned off if they were only circulating hot air, which is why only one porta cooler was used in the main rink and the smaller one in the small rink during a rental. If participants don't find them effective, we can certainly reevaluate their use and consider alternative placements, but my priority remains enhancing the experience here at Nations Tobin for all athletes and guests.

5. Vendor Sales & Sponsorships:

We appreciate the contributions made by your sponsors. In order to allow any on-site sales, a valid City of El Paso sales permit must be submitted and approved. I'd be happy to help your vendors through this process so that we can consider their participation in future events under proper guidelines.

6. Rink Cleanliness & Equipment Access:

Thank you for your efforts to preserve the facility. As you know, the rink gets 2-3 detail cleaning in a year, not for every tournament. I've noted your request regarding cleaning equipment and will work with my team to assess what's needed. We'll look into providing larger mops and additional cleaning tools so that participants have what they need to maintain a safe and clean surface.

7. Fall 2025 Season Registration:

Registration for the Fall Inline Hockey League will be open from **August 21 through September 3**. The **player draft will be held on September 4**, and the **season will officially start on September 16**. I'll make sure staff are ready to assist with registrations during this period, and I appreciate your help in promoting it to your community.

8. Youth Player Recruitment:

I'm very encouraged by your enthusiasm to grow the youth divisions. I'd love to explore ideas such as Volunteer based intro sessions to bring new players into the sport. Let's discuss these further during our meeting.

Looking forward to meeting with you on **Saturday 08.16.2025 at 9 AM**.

Best regards,

Malanie Gardea

Recreation Program Supervisor
Nations Tobin Recreation Center
O: (915) 212-0551
Gardeam@elpasotexas.gov



**Alcoholic Beverages
found in Main Rink by
West Emergency Exit
Doors
@2:50PM on 08.10.2025**



**Alcoholic Beverages
found in Womens
Shower Room
@8:00am on 08.11.2025**

Re: NT: Inline Hockey Adult League - Rink Schedule, Locker Room Access

From Javier Macias [REDACTED]
Date Mon 9/22/2025 11:40 AM
To Gardea, Malanie <GardeaM@elpasotexas.gov>, Caballero, Pablo E <CaballeroPE@elpasotexas.gov>
Cc [REDACTED] <[REDACTED]@elpasotexas.gov>, Gonzalez, Mike <GonzalesM@elpasotexas.gov>, Caballero, Pablo E <CaballeroPE@elpasotexas.gov>

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Malanie,

Again, We did not agree on this points below mentioned, it decreases the times for the youth players.

I think it's important to understand that the program success and safe environment attempted here easily is fixed by enabling the 4 lockerrooms of which the rink was designed to have par of the masterplan of the facility.

The player ID table needs to be away from the locker rooms. It does not make sense to have a female in the middle of the locker rooms in a table, please move away that table. We are not saying to remove it. It needs to be relocated.

These are all "issues" that can easily be resolved if a little bit of common sense can be applied to them.

The small rink is no longer big enough for the youth players, it may be for the smaller kids ages 4 to 12 but not the high school players, it does not meet their training requirements as they are preparing for the Panamerican Games and the upcoming tournaments.

On Sep 22, 2025, at 11:24 AM, Gardea, Malanie <GardeaM@elpasotexas.gov> wrote:

Hello Javier,

Thank you for your feedback and concerns, they are appreciated. As officials and inline reps, I'm sharing these expectations with you so that you can help support us in enforcing them effectively. The expectations outlined in my previous email will remain be the standard moving forward to ensure Nations Tobin is a positive environment for all.

Regarding locker rooms:

We've made 3 locker rooms available (Rooms 1, 2, and 3 — with Room 3 designated for youth, women and goalies, per your request). If these still feel limited for players, we will also begin opening the two back shower rooms as needed. Additionally, players are always welcome to use the restrooms to change if preferred.

Our staff will continue to be stationed at the Player ID check-in table, where they are responsible for verifying IDs and recording jersey numbers for each game. Their presence near the check-in and locker areas helps ensure that all participants are following league expectations.

Regarding youth rink time:

With the adult hockey league running twice a week on designated hockey nights, there will be some natural overlap into youth practice time. To manage this, we're designating 5:00 PM to 6:30 PM as youth rink time. This should provide youth participants enough time to finish practice and clear out of the main rink in a safe manner so we can transition and prepare for the adult league.

If youth participants wish to continue practicing beyond 6:30 PM, the small rink is always available during our operational hours. However, during adult league play, we need to ensure that youth participants are adhering to the time expectations for the main rink.

My goal is to create a more structured and well-managed program. If we're all aligned in wanting to see this league grow and improve, it's essential that these expectations are understood and consistently followed.

Thank you again for your support and partnership in upholding these standards.

Best,

Malanie Gardea
Recreation Program Supervisor
Nations Tobin Sports Center
O: (915) 212-0550
C: (915) 283-8734
E: malanie@elpasotexas.gov



From: Javier Macias [REDACTED]
Sent: Monday, September 22, 2025 10:14 AM
To: Gardea, Malanie <GardeaM@elpasotexas.gov>

C: [REDACTED] Gonzales, Mike <GonzalesM@elPASOTexas.gov>
 Subject: Re: NT: Inline Hockey Adult League - Rink Schedule, Locker Room Access

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Hello Malanie,

We spoke to Pablo about the locker room usage and times, this implies shortening the boys practice times which we never agreed on.

Please expect information from Pablo Caballero on this locker room situation.

The rink was designed to have 4 locker rooms
 Not storage rooms. The officials also need a separate room from the players but I know that's too much to ask.

Meanwhile the adults will be changing in locker room 1 and 2 and females in locker room 3.

Again, setting up a table right outside the male locker rooms is also not appropriate, please put the table back at the hallway like week 1 when the league began. No one is exiting the locker rooms without shirt or pants. That changing area needs to be a "player only access" if staff needs to speak to us send a male to the male locker rooms and a female to a female locker rooms. We now have to close the doors due to this continuing to happen the opposite way.

There is plenty of time to enable the 4th locker room.

Thanks.

On Sep 22, 2025, at 8:30 AM, Gardea, Malanie <GardeaM@elPASOTexas.gov> wrote:

Hello,

We hope this message finds you well. Please review the following important updates regarding rink access, locker room use, and adult league scheduling, that we have already discussed in person on 09/18/2025. These changes are being implemented to ensure a safe, respectful, and efficient environment for all participants at Nations Tobin.

Effective Immediately:

1. Youth Exit Time:
 All youth players must be out of the rink and locker rooms by 6:45 PM. This is to reduce overlap between youth and adult players and to help maintain the safety and comfort of all community members.
2. Timer Reminder:
 The Scoreboard timer will run every Tuesday and Thursday from 5:00 PM to 6:30 PM as a reminder for youth players to begin wrapping up. This gives them sufficient time to change and exit before adult league games begin.
3. Locker Room Usage:
 - The third locker room will be available for youth players until 6:45 PM.
 - From 6:45 PM to 9:00 PM, the third locker room will be reserved only for women participating in the adult league and goalies - if women are not using the locker room.
 - Please know that no participant, youth and adult should be changing OUT of the Locker room and/or restrooms, even if its right outside of the locker room. We must maintain a welcoming environment for all, at all times. If players are changing or exiting locker rooms without shirts/pants, we will be writing incident reports that can lead to suspensions
4. Adult League Game Start Times:
 To stay on schedule, adult league games will begin promptly at 7:00 PM and 8:15 PM.
 Please support in ensuing teams are to play on time to avoid delays or potential forfeits.
5. Adult league Jersey - As officials, please enforce all players wearing proper gear, including their assigned Jersey, this includes goalies. There is no reason that any players should be out of uniform or not wearing a team jersey- this can present a safety concern. This is an expectation across the board for all players, no accommodations for this shall be made moving forward. As officials, I ask you follow and enforce the City's rulebook and procedures.

I understand that there are several changes being introduced, but please know they are in place for the overall success and continued growth of the Nations Tobin inline hockey community.

As always, I truly appreciate your understanding and commitment to helping us build a strong, safe, and thriving inline hockey community.

Please feel free to reach out with any questions, concerns, or feedback.

Best,

Malanie Gardea
 Recreation Program Supervisor
 Nations Tobin Sports Center
 O: (915) 212-0550
 C: (915) 283-8734
GardeaM@elPASOTexas.gov

Outlook

Action Items

From Javier Macias <[REDACTED]>
Date Mon 9/22/2025 1:50 PM
To Gardea, Malanie <GardeaM@elpasotexas.gov>
Cc Caballero, Pablo E. <CaballeroPE@elpasotexas.gov>

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Hello Malanie,

On Saturday we had to move to the small rink due to unsafe rink conditions. (Leaks after it rained)

Aside from the locker rooms, here are a few items that will definitely help the program and I consider as well as the rest of the players that participate and parents that attend are a higher priority than any other suggestions.

Some action items :

- 1.- Floor cleanliness this will definitely make it a safe environment for all the athletes youth/adultplayers a buffer session every 3 or 4 months is the least the rink can have.
- 2.- Hockey certified boards (not the cheap see through replacements installed) those are not even in compliance with the rink and they break easily (e.g. soccer balls break them) that slammed stick at the tournament would have not broken that board as it was not that hard hit to begin with)
- 3.- Screws on the boards are loose and may injure players, this is long due to have someone perform a walkthrough and adjust all these screws, the soccer ball impact as the attendees kick the ball straight at the boards cause the screws to become lose with time.
- 4.- Fans for the goalies or proper ac/ we invite you to wear goalie gear for 20 minutes skating to fully understand the heat stress the goalies put up with. The first think you will want to do is remove your jersey due to lack of airflow.
- 5.- ID table safety ,If you noticed the netting where the lady currently sits at the table ? It has holes, god forbid she gets hit with a deflecting puck in her face during warmups, i would not recommend keeping that table there just behind the net. Not a very safe for the table to be located.

We have made these requests for quite some time now I believe since last year and every time we meet with Monica or Mike we bring these items to their attention.

If you really want to make this work as you say it's your intention ar Tobin, I may suggest focus on these real and tangible needs. We can circle back again on these items for status of them if there are any work orders pending so that Pablo can help us out pushing them through and make this happen.

Thank you

1:39



Javier Macias >

today 12:18 PM



My goal is to create a more structured and well-managed program. If we're all aligned in wanting to see this league grow and improve, it's essential that these expectations are understood and consistently followed.

Some action items :

1.- floor cleanliness this will definitely make it a safe environment for all the athletes youth/adultplayers a buffer session every 3 or 4 months is the least the rink can have.

2.-hockey certified boards (not the cheap see through workaround) those are not even in compliance with the rink and they break easily (e.g. soccer balls break them) that slammed stick at the tournament would have not broken that board as it was not that hard hit to begin with)

3.- screws on the boards are loose and may injure players, this is long due to have someone perform a walkthrough and adjust all these



iMessage



1:40



Javier Macias >

3.- screws on the boards are loose and may injure players, this is long due to have someone perform a walkthrough and adjust all these screws, the soccer ball impact as the attendees kick the ball straight at the boards cause the screws to become lose with time.

4.- fans for the goalies or proper ac/ we invite you to wear goalie gear for 20 minutes skating to fully understand the heat stress the goalies put up with. The first think you will want to do is remove your jersey due to lack of airflow.

5.- have you noticed the netting where the lady sits at the table ? It has holes, god forbid she gets hit with a deflecting puck in her face during warmups, i would not recommend keeping that table there just behind the net. Not a very smart location.

If you really want to make this work as you say it's your intention ar Tobin, I may suggest focus on these real and tangible needs.



iMessage



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



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



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

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

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

Javier/Eric were confrontational toward David Caro and Griselda Navarrete

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

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

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

Informed them that it was closing time repeatedly and that this was something best settled to discuss with melani

EMS Called? Yes No Transported to: _____

Police Called? Yes No PD Case No.: _____

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

Employee Completing Injury/Incident Report

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

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

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

Dear Mike and Malanie,

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

David Caro

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

 Outlook

Re: Incident with Eric Torres and Javier Macias

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

Date Fri 9/26/2025 6:53 AM

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

Dear Mike and Malanie,

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

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

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



Outlook

Request for Support: Enforcement of City Guidelines at Nations Tobin Inline Hockey

From Gardea, Malanie <GardeaM@elpasotexas.gov>

Date Fri 9/26/2025 3:46 PM

To Caballero, Pablo E. <CaballeroPE@elpasotexas.gov>; Vargas, Monica <VargasM@elpasotexas.gov>

Cc Gonzales, Mike <GonzalesM@elpasotexas.gov>

2 attachments (530 KB)

Inline Hockey Documentation.pdf; InlineHockeyIncidentReports-09_16-09_25 (1).pdf;

Hello,

I am reaching out to ask for support with a group of inline hockey participants whose repeated violations have created a challenging and unsafe environment for staff and other participants. While I have attached documentation outlining specific incidents and rule violations in this email, I want to emphasize the broader impact this has had on our team here at Nations Tobin Sports Center.

These ongoing violations and constant pushback are wearing down staff morale and making it increasingly difficult to perform our jobs safely and effectively. Staff are repeatedly yelled at, questioned, ignored, and belittled by Inline Hockey participants, Javier Macias and Eric Torres. Recent incidents have left me with no choice but to reach out directly for help. We can no longer ignore or enable these behaviors. Their repeated disregard for rules and expectations is not only undermining the Inline Hockey program but also creating an unwelcoming and unsafe environment for the broader community we serve here. As the supervisor of this center, I am deeply concerned by the lack of respect shown toward this facility and the team that keeps it running. Despite repeated efforts to address these issues, I have reached my limit and am urgently requesting support to reestablish the structure and order that has long been neglected. The ongoing challenges are not just frustrating; they are compromising the ability of city staff to perform their roles effectively and putting the overall success of Nations Tobin at risk.

I have made every effort to accommodate this group, personally cleaning the rink before they arrive, allowing them input on how the adult inline hockey league is ran, pitching incentives to grow the sport, opening the center earlier for their use, and enhancing the facility environment, yet each effort has been met with resistance and hostility. Multiple incidents have created serious liability risks and present clear violations of city guidelines. If this behavior persists, it could undermine the integrity of other programs and set a concerning precedent. I do not believe this level of disregard for rules and procedures would be tolerated in any other City recreation program or league.

All I am asking is for participants to follow city guidelines and expectations so that structure can be restored, and the overall experience at Nations Tobin can improve. Instead, these individuals bypass the chain of command and operate as they please, leaving staff powerless to enforce rules. If Nations Tobin is to become a positive and safe environment moving forward, this behavior must be addressed.

Staff should not feel unsafe leaving the facility at night. They should not be brought to tears over how they are treated by these participants. Our staff deserve to be protected, and this facility, and those who dedicate themselves to running it, deserve respect. While I may not know the full history of

management at Nations Tobin, I am fully committed to raising the standard and maintaining a safe, structured environment, but I cannot do it without clear support and authority.

Having the opportunity to work for the City of El Paso is something I hold with great pride, and since given the responsibility to be a Recreation Program Supervisor at Nations Tobin, I strive every day to uphold the standards that the City of El Paso Parks and Recreation Department has worked hard to achieve. Unfortunately, the actions of this group have made it nearly impossible to maintain those standards. Instead of fostering a welcoming, safe, and professional environment, staff are often placed in confrontational situations where city guidelines are openly disregarded.

Please help and support to address these issues in a way that reinforces our standards, ensures staff safety, and protects the integrity of our programs and facilities.

Best,

Malanie Gardea

Recreation Program Supervisor

Nations Tobin Sports Center

O: (915) 212-0550

C: (915) 283-8734

Gardeam@elpasotexas.gov



Participant Violations

Guideline/ Rule in Place / other	Violation	Incident report	Expectation moving forward
Rule VII point C Ineligible players in league – no fees paid, no paperwork done, underage, play in multiple teams	09/23/2025 7PM game, under 18 participant played in league game Goalies – did not play league fee (\$50 per player) via perfect mind – “fill in” on several teams	Yes (Reference Incident report #3)	Game will be forfeited Player is subject to suspension
Rule XI point B Issued jersey is required to be worn at every game – if a player does not have the correct jersey at start of scheduled game they will not be allowed to participate for day *Jerseys provided by Eric, jerseys stored at Tobin*	Gabe Mendez – Never worn jersey for any game PA – not worn for 1 game Rodrigo – not worn for one game Presents a liability and safety issue Supervisor let Official – Eric Torres know about violation and stated, “He will allow them” and did not enforce city rules/ league rules	Email sent to Eric/Javier reminding them of rules on 09/22/2025	Game will be forfeited Player is subject to suspension
Rule XI. Point F Changing outside of the dressing room is not allowed. Parks and Recreation Guideline 301 “Appropriate clothing must be worn at all times”	Multiple league players / Inline Community members not in appropriate clothing (no shirts) outside of designated areas. Changing inside the rink benches / Changing outside of the dressing rooms	Yes. Yes (Reference Incident reports # 1,2,4,5,6) Email sent to Eric/Javier reminding them of rules – they “did not agree” to those expectations on 09/22/2025	Participant subject to suspension
Inline Hockey Officials: Team Bias and Conflict of Interest	Refs play in same league they ref, step out of rink during play time, make comments toward city staff, does not enforce city policies and rules		Ref can not play in the league they ref in call for more refs

<p>Promoting on personal media / public about "free lessons" at nations for youth</p>	<p>No youth waivers in place, No adult has a honesta background checks No rink rental to offer "instruction"</p>		<p>Rink rentals to have instructed practice time. If designated time slots are desired, participant must pay for that time.</p>
<p>City of El Paso Code of Conduct</p>	<p>Alcohol found inside the main rink and shower rooms during inline hockey tournament Aug 9-10</p>	<p>Reported to Mike Gonzalez / Monica Vargas Email Eric/Javier on 8/14/2025 Met with Inline community members eric/Javier on 08/16/2025</p>	
<p>City of El Paso Participant code of Conduct</p>	<p>On 09/25/2025 moved city property Player ID check in table from designated area to another area. Staff moved the table back – later on the participant moved the table to another location again. Broke code of conduct "Involved In an instance of any form of insubordination" "Failure to conform to all city rules"</p>	<p>Yes (Reference Incident Report #7) Reported to Mike Gonzalez</p>	
<p>City of El Paso Code of Conduct</p>	<p>Eric Torres and Javier Macias became aggressive with staff in regard to staff following procedure – both participants were asked to leave the facility as it was closed but remained in the building yelling at staff. They were told multiple time to leave the building, they disregarded directives and remained in the building 25 minutes after closing time.</p>	<p>Yes (Reference Incident Report #8) email from staff on 09/25/2025 (Reference NT David Caro Inline Hockey concerns PDF)</p>	

Inline Hockey Participant Concerns / Complaints

Participant	Concern/ Complaint	Nations Tobin Team Solution	Outcome	Proposition
Eric Torres/ Javier Macias	Saturday practice slot was "taken over" City ran Indoor Soccer league	Open center at 7am to accommodate for rink usage for free for participants	From July 18 – Oct 3 rd Team made that accommodation to allow for "practice"	If designated time slots are desired, participant must pay for that time similar to outdoor facility booking via perfectmind
Eric Torres	Game schedule needed to be 4 games a week, 2x a week. No Blackouts No 1x week league play	Accommodated game schedule request Still have a blackout week for a community event that was pre planned (Skeleton Shout out)	Youth practice times are being affected with 2x a week adult league Youth and Adult play / both in locker rooms – liability issue	Like all other parks and rec leagues – games take place 1x a week moving forward. Other day for youth hockey only
Javier Macias	More youth inline programming	Pitched Donation based / volunteer clinic for the sport in November	Javier wants to be compensated. Asking for city to buy equipment. Said there should be an alternative event instead. "Learn to skate"	Event that was pitched will not take place – Nations staff will look for other events / volunteers. Have one designated day for youth only
Javier Macias	Rink Cleanliness	Provided 3 rink only dust mop available to use (as requested) Nations Staff dust mops/ sweeps full rink 2 hours prior to Inline Hockey slot times	According to Javier, Rink is still not clean enough and dust mopping and repainting rink makes rink slippery	Close rink until all concerns are addressed No practice no games for inline

Javier Macias	Rink Panels / Screws / Nets Note: Thunderbird Tournament Incident - Rink still has a broken panel due to event led by Javier and Eric.			Close rink and request to re bolt bolts / fix net -> Stop all inline hockey activity in rink until resolved New "to standard" Panels : Increase upcoming league participant fee to \$65-70 to support improving the rink panels
Javier Macias	Nations Tobin Cooling System	Staff brought in 3 porta coolers to support air circulation into main rink and turns on all fans on 2-3hrs prior to their slot time	Participant spreading false information that "A/C is broke" and stated that porta coolers only "circulate hot air" A/C is not broken, it it's a swamp cooler, once its at 80 it takes a while to cool again Multiple facility requests submitted	
Eric Torres / Javier Macias	Dressing rooms availability – not enough room	Create designated "team times" to use dressing rooms 15 min prior game and 15 after game to change	Participants got frustrated with waiting – all agreed to go in at the same time. Still causes "not enough room" after not wanting to have reserved slot times.	Open 3 main rink dressing rooms with 3" rink limitation to only women/goalies. Restroom as an option 2 shower rooms as options if needed. All other rooms (1 room for softball/baseball. 2. Fire riser/ roof access rooms) will not be open to public due to safety
Javier Macias / Eric Torres	Youth Practice time affected	Adult league is 2x a week tue/thu - rink reserved for	Youth and adult in the rink at same time / youth changing out of rink / adults changing out of rink.	Youth team "diablos" and "thunderbirds" practices should be paid for similar to

		<p>league from 6:45pm-9pm (per Eric request)</p> <p>Timer on scoreboard to give youth enough time to be out of the rink by 6:45pm</p>	<p>Youth in dressing rooms as adult arrive to start league play</p>	<p>outdoor fields / indoor facility team practice rentals to avoid any overlap in activities.</p>
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Reports from Nations Tobin
staff concerning PARD
guideline violations from
hockey team



Parks and Recreation Department
Injury/Incident Report
(NON-EMPLOYEE)



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

Incident Date: 9/16/25	Incident Time: 6:30 PM	AM <input type="checkbox"/>	PM <input checked="" type="checkbox"/>
Incident Location: Nations Tobin			
Person(s) Involved: Gabriel Mendez			
Parent's Name (if minor):			
Street Address:			
City: El Paso	State: TX	Zip Code: 799	Phone: (915) 212-

39 Park

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

Gabriel Mendez was changing in the Bleachers (individual called Front desk to inform us)

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

I David Caro recieved a Phone Call saying Gabriel Mendez was changing in the bleachers when told to go to lockers he said no and I had to ask Eric Torres to get him to go to locker or games would not happen.

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

told him he had to go to correct area and had Eric Torres help.

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

Witnesses	Check One		Title (if applicable)
	Staff	Other	
Name Griselida Navarrete	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Sport Site Spec
	<input type="checkbox"/>	<input type="checkbox"/>	
	<input type="checkbox"/>	<input type="checkbox"/>	

Employee Completing Injury/Incident Report

Employee Name (print)	Title	Signature	Date
David Caro	Rec Leader	<i>[Signature]</i>	9/16/25

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



**Parks and Recreation Department
Injury/Incident Report
(NON-EMPLOYEE)**



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

Incident Date: 9/18/25	Incident Time: 8:08	AM	X	PM
Incident Location:	Big Park			
Person(s) Involved:	David Sime			
Parent's Name (if minor):				
Street Address:				
City:	State:	Zip Code:	Phone:	

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

He was changing (and had no shirt) outside dressing room

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

Mr. Sime was looking for a uniform shirt to wear, but he was shirtless and David Caro told him to remember to change inside the dressing room but he still continued to be w/o a shirt outside

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

EMS Called? Yes No Transported to _____

Police Called? Yes No PD Case No. _____

Witnesses Name	Check One		Title (if applicable)
	Staff	Other	
David Caro	✓		Rec. Leader

Employee Completing Injury/Incident Report

Employee Name (print)	Title	Signature	Date
Erin Selwyn	Nevamete Sports Site		9/18/25

Reviewed

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

3



Parks and Recreation Department
Injury/Incident Report
(NON-EMPLOYEE)



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

Incident Date: 9/23/25	Incident Time: 7:00 PM	AM	X	X	PM
Incident Location: Nations Tobin					
Person(s) Involved: Drese					
Parent's Name (if minor):					
Street Address: 8831 Rail Road					
City: El Paso	State: TX	Zip Code: 79904	Phone: (915) 212-6550		

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

Hellfire Hornets Played Ineligible Player Last name Drese in 7:00pm game

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

Player Drese (First Name Unknown) played majority of 1st game unknown to staff because he wore Golek mask all of the time in Pinks. Eric Torres was completely aware and did not inform staff

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

Informed by supervisor of what happened because I was unaware

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

Witnesses	Check One		Title (if applicable)
	Staff	Other	
David Caro	Self		Rec Leader
Malanie Gardea			Rec Program Supervisor

Employee Completing Injury/Incident Report

Employee Name (print)	Title	Signature	Date
David Caro	Rec leader	<i>[Signature]</i>	9/23/25

Reviewer	Employee Name (print)	Signature	Date
Supervisor	Malanie Gardea		9/23/25
Manager			
Parks & Recreation Assistant Director	Steven R. Bingham		
Parks & Recreation Director	Tracy A. Novak		



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



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

Incident Date:	9.23.25	Incident Time:	7:45	AM	X	PM	
Incident Location:	Big Park						
Person(s) Involved:	Jose Aleman						
Parent's Name (if minor):							
Street Address:	8831 Rail Road						
City:	El Paso	State:	TX	Zip Code:	79904	Phone:	(915) 212-0550

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

Player w/o shirt

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

Jose Aleman came out of the dressing room shirtless I told him that he couldn't be outside the dressing room like that and asked him to go back in and put a shirt on he took a hockey shirt, went inside dressing room but came out again without a shirt and was putting on an undershirt

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

Informed supervision and told player he needs to follow rules

EMS Called? Yes No Transported to _____

Police Called? Yes No PD Case No _____

Witnesses Name	Check One		Title (if applicable)
	Staff	Other	

Employee Completing Injury/Incident Report

Employee Name (print)	Title	Signature	Date
Einseida Nuvarrete	Sport Site S		9/23/25

Reviewed

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

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



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

Incident Date:	9.25.25	Incident Time:	7:35	AM	X	PM	
Incident Location:	Big Park						
Person(s) involved:	Lukas Zonosko						
Parent's Name (if minor):							
Street Address:	8831 Railroad Drive						
City:	El Paso	State:	TX	Zip Code:	79904	Phone:	(915) 212-0550

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

XI. (F) Changing outside dressing room

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

Mr Zonosko was changing outside dressing room.

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

I took out a copy of the CoC he signed and show him XI. (F). He promised not to do it again

EMS Called? Yes No Transported to: _____

Police Called? Yes No PD Case No.: _____

Witnesses	Check One		Title (if applicable)
	Staff	Other	
Name			
Eriselda Navarrete	<input checked="" type="checkbox"/>		Sport Site Specialist

Employee Completing Injury/Incident Report

Employee Name (print)	Title	Signature	Date
Eriselda Navarrete	Sport Site Spc		9.25.25

Reviewed

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



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



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

Incident Date:	9.25.25	Incident Time:	7:30 ^{PM}	AM	X	PM	
Incident Location:	Big Rock						
Person(s) involved:	Luis Ramirez Torres						
Parent's Name (if minor):							
Street Address:	8831 Railroad Drive						
City:	El Paso	State:	TX	Zip Code:	79904	Phone:	(915) 212-0850

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

XI (F) Changing outside of dressing room.

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

Luis came in late for his game and he was changing shirts outside dressing room.

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

I gave him a copy of CotC and showed him XI (F) He said he wasn't aware of it but promise not to do it again.

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

Witnesses	Check One		Title (if applicable)
	Staff	Other	
Name			
Griselda Navarrete	✓		Sport Site Specialist

Employee Completing Injury/Incident Report

Employee Name (print)	Title	Signature	Date
Griselda Navarrete	Sport Site Spec		9.25.25
Reviewed			
Reviewer	Employee Name (print)	Signature	Date
Supervisor			
Manager			
Parks & Recreation Assistant Director	Steven R. Bingham		
Parks & Recreation Director	Tracy A. Novak		



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



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

Incident Date: 9.25.25	Incident Time: 6:30	AM	X	PM
Incident Location: Big rink				
Person(s) involved:	[Redacted]			
Parent's Name (if minor):				
Street Address:				
City: El Paso	State: TX	Zip Code: 79904	Phone: (915) 212-0550	

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

Violation to Code: Respect the prop of others, including City prop & facilities

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

Check in table was removed from where it was placed by staff (between dressing rooms). Table was put back in between dressing rooms again by staff and was moved to the side of 1st dressing room again, and jerseys were put in the middle of the dressing rooms. No one asked if table could be moved.

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

Check in table was left to the side of 1st dressing room

EMS Called? Yes No Transported to _____

Police Called? Yes No PD Case No _____

Witnesses	Check One		Title (if applicable)
	Staff	Other	
Griselda Navarrete	✓		Sport Site Sp
Malanie Gardea	✓		
David Caro	✓		

Employee Completing Injury/Incident Report

Employee Name (print)	Title	Signature	Date
Griselda Navarrete	Sport Site Sp	[Signature]	9.25.25
Reviewed			
Reviewer	Employee Name (print)	Signature	Date
Supervisor			
Manager			
Parks & Recreation Assistant Director	Steven R. Bingham		
Parks & Recreation Director	Tracy A. Novak		



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



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

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

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

Javier/Eric were confrontational toward David Caro and Griselda Navarrete

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

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

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

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

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

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

Employee Completing Injury/Incident Report

Employee Name (print)	Title	Signature	Date
David Caro	Pres. Leader	<i>[Signature]</i>	9/25/25
Reviewed			
Reviewer	Employee Name (print)	Signature	Date
Supervisor			
Manager			
Parks & Recreation Assistant Director	Steven R. Bingham		
Parks & Recreation Director	Tracy A. Novak		

Hostile interactions on
social media and via
email with PARD Social
Media Specialist



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



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

Incident Date:	12/2/2025	Incident Time:	14:40	AM	<input checked="" type="checkbox"/>	PM
Incident Location:	Via Email					
Person(s) Involved:	Raul Diaz					
Parent's Name (if minor):						
Street Address:	801 Texas Ave.					
City:	El Paso	State:	TX	Zip Code:	79901	Phone: 915-373-1563

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

Email Hostile/Unprofessional Conduct

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

Javier Macias, a contracted Inline Hockey Sports Official at Nations Tobin Sports Center, has sent multiple emails demanding that his program receive social media promotion at the same level as WinterFest, a City signature event. Despite being advised of established marketing protocols, Mr. Macias has continued to send excessive and repetitive emails regarding this matter. Additionally, Mr. Macias has publicly referenced and shared my full name in several posts on El Paso Parks and Recreation social media platforms and included my name in emails sent to the Mayor's Office, City Council District Representatives, and media outlets. In multiple communications directed to me, Mr. Macias used unprofessional language, including statements suggesting that I should be removed from handling marketing responsibilities due to the nature of the task.

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

All emails have been shared with my Director as well as social media screenshots of Javier Macias's unprofessional conduct.

EMS Called? Yes No Transported to: _____

Police Called? Yes No PD Case No.: _____

Witnesses	Check One		Title (if applicable)
	Staff	Other	
Name			
Mike Gonzalez	X		Recreation & Sports Coordinator
Malanie Gardea	X		Recreation Program Supervisor

Employee Completing Injury/Incident Report

Employee Name (print)	Title	Signature	Date
Raul Diaz	Media Specialist		12/2/2025

Reviewed

Reviewer	Employee Name (print)	Signature	Date
Site Supervisor/Coordinator			
Division Manager			
Assistant Director	VACANT		
Director	Pablo Caballero		01/14/26

Type of Injury/Incident (Continued from first page)

[Empty space for reporting the type of injury or incident]

Describe What Happened (Continued from first page)

This pattern of behavior has created an uncomfortable and hostile work environment. The repeated demands, public naming, and tone of the communications are being documented as harassment and unprofessional conduct.

[Empty space for describing what happened]

Action Taken (Continued from first page)

[Empty space for reporting actions taken]

Diaz, Raul

From: Javier Macias [REDACTED]
Sent: Wednesday, November 26, 2025 4:27 PM
To: Gonzales, Mike
Cc: Gardea, Malanie; Diaz, Raul; [REDACTED]
Subject: Re: Parks and Recreation: Inline Hockey Programs - Social Media Posts Request

You don't often get email from [REDACTED]. [Learn why this is important](#)

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

Thank you,

Also please make sure these posts are in collaboration with @elpasoinlinehockey

Thank you.

Javier Ernesto Macias
 Cell Phone
 [REDACTED]

On Wed, Nov 26, 2025 at 10:07 AM Gonzales, Mike <GonzalesM@elpasotexas.gov> wrote:
 Hello Sir,

If you need anything else please let us know.
 We are excited to offer the youth program.
 Javier and Eric have resuscitated the youth program .. any help you can give us will be much appreciated.

Mike

Get [Outlook for iOS](#)

From: Gardea, Malanie <GardeaM@elpasotexas.gov>
Sent: Wednesday, November 26, 2025 9:54:39 AM
To: Diaz, Raul <DiazRX1@elpasotexas.gov>
Cc: Gonzales, Mike <GonzalesM@elpasotexas.gov>; [REDACTED]

Subject: Parks and Recreation: Inline Hockey Programs - Social Media Posts Request

Good morning Raul,

We have a couple of programs that are going to start up at the start of next month and wanted to request Social Media posts advertising the following programs. Attached are the flyers that are posted on quickscores.

Details:

3v3 Youth Inline Hockey

Starts Dec 9 at Nations Tobin Sports Center!

Ages 6+ • \$40 per participant, all participants must have a Valid Player ID (\$5) Parent Packet (\$5) and waivers on file.

Register now at Nations Tobin Sports Center (915) 212- 0550 !

Adult Winter Inline Hockey

Starts Dec 9 at Nations Tobin Sports Center!

Ages 18+ • \$50 per participant, all participants must have a Valid Player ID (\$5) and waivers on file.

Register now at Nations Tobin Sports Center (915) 212- 0550 !

QuickScores Link : <https://www.quickscores.com/elpaso>

Thank you in advance for your support in promoting these upcoming sports programs! Please let me know if you need any other details about the programs.

Best,

Malanie Gardea

Recreation Program Supervisor

Nations Tobin Sports Center

O: (915) 212-0550

C: (915) 283-8734

Gardeam@elpasotexas.gov



Diaz, Raul

From: Javier Macias [REDACTED]
Sent: Thursday, November 27, 2025 6:28 AM
To: Diaz, Raul
Cc: Gardea, Malanie; [REDACTED] Gonzales, Mike
Subject: Re: Parks and Recreation: Inline Hockey Programs - Social Media Posts Request

You don't often get email from [REDACTED] [Learn why this is important](#)

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

Good morning,

Please see below, how many posts do the other programs or events have, for example, Winterfest is excessive, even a countdown, map, voting poll.

Raul, I am going to request to your Boss a meeting you and I can have a sit down and go over the strategies to attract more people to Nations Tobin Park, If you are too busy or if it's a skill or will issue, we can gladly relieve you from the burden of handling such difficult task.

Pablo agreed that there will be more participation and utilization of the social media platforms to promote not only hockey but roller derby, soccer, and other activities. Hopefully you can post this as soon as you return and not after the league begins like the learn to skate clinic or just one post every 2 weeks.

I take no days off from volunteering which is why you will see this email sent during the holidays, I will give you a couple of days to catch up since you are out of office, I hope you rest and come back refreshed and ready to work so we can be very proud of you as Monica mentioned this is a partnership, we need you to meet us halfway.

Thank you.



epxparisrec

Following

Message

...

976 posts

12.7K followers

52 following

El Paso Parks and Recreation

Government organization

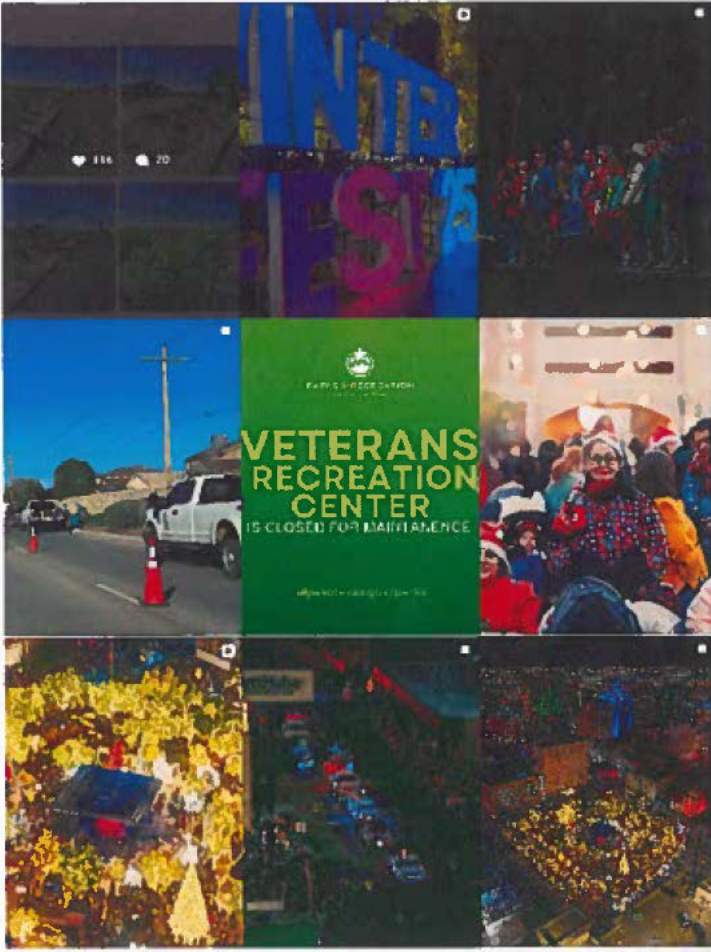
The Official Instagram of the City of El Paso Parks and Recreation Department

801 Texas Ave, El Paso, Texas 79901

www.elpasotexas.gov/parks and 1 more

Followed by [artemis_peregrino](#) - 16 more









Scherr Legate



Javier Ernesto Macias
Cell Phone

On Wed, Nov 26, 2025 at 4:27 PM Javier Macias [REDACTED] wrote:

Thank you,

Also please make sure these posts are in collaboration with @elpasoinlinehockey

Thank you.

Javier Ernesto Macias
Cell Phone

On Wed, Nov 26, 2025 at 10:07 AM Gonzales, Mike <GonzalesM@elpasotexas.gov> wrote:

Hello Sir,

If you need anything else please let us know.

We are excited to offer the youth program.

Javier and Eric have resuscitated the youth program .. any help you can give us will be much appreciated.

Mike

Get [Outlook for iOS](#)

From: Gardea, Malanie <GardeaM@elpasotexas.gov>

Sent: Wednesday, November 26, 2025 9:54:39 AM

To: Diaz, Raul <DiazRX1@elpasotexas.gov>

Cc: Gonzales, Mike <GonzalesM@elpasotexas.gov>, [REDACTED]

Subject: Parks and Recreation: Inline Hockey Programs - Social Media Posts Request

Good morning Raul,

We have a couple of programs that are going to start up at the start of next month and wanted to request Social Media posts advertising the following programs. Attached are the flyers that are posted on quickscores.

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Thank you in advance for your support in promoting these upcoming sports programs! Please let me know if you need any other details about the programs.

Best,

Malanie Gardea

Recreation Program Supervisor

Nations Tobin Sports Center

O: (915) 212-0550

C: (915) 283-8734

Gardeam@elpasotexas.gov



Diaz, Raul

From: Javier Macias [REDACTED]
Sent: Tuesday, December 2, 2025 2:39 PM
To: Diaz, Raul
Cc: Gardea, Malanie [REDACTED] Gonzales, Mike
Subject: Re: Parks and Recreation: Inline Hockey Programs - Social Media Posts Request

You don't often get email from [REDACTED] [Learn why this is important](#)

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

Hello Raul,

It would be good if you reply to my request or acknowledge my emails. After all, I am sending them to you directly. Also, It is Malanie, not Melanie,

We also need you to please send the communication through the Parks Mailing list just exactly as you send the one for Winterfest multiple times.

You can space them out accordingly, no need to send spam mail.

Thank you!

Javier Ernesto Macias
 Cell Phone

[REDACTED]

On Mon, Dec 1, 2025 at 4:45 PM Gonzales, Mike <GonzalesM@elpasotexas.gov> wrote:
 Thank you sir !

MG

Get [Outlook for iOS](#)

From: Diaz, Raul <DiazRX1@elpasotexas.gov>
Sent: Monday, December 1, 2025 4:36:52 PM
To: Gardea, Malanie <GardeaM@elpasotexas.gov>
Cc: Gonzales, Mike <GonzalesM@elpasotexas.gov> [REDACTED]

Subject: RE: Parks and Recreation: Inline Hockey Programs - Social Media Posts Request

Hi Melanie,

Thank you for sending the promotional graphics over of the upcoming winter programming. The Youth Inline Hockey graphic has been posted on socials. Will schedule the Adult one tomorrow.

Best,



Raul Diaz

Media Specialist

City of El Paso | Parks and Recreation
O: (915) 212-1720 | C: (915) 373-1563

From: Gardea, Malanie <GardeaM@elpasotexas.gov>
Sent: Wednesday, November 26, 2025 9:55 AM
To: Diaz, Raul <DiazRX1@elpasotexas.gov>
Cc: Gonzales, Mike <GonzalesM@elpasotexas.gov> [REDACTED]
Subject: Parks and Recreation: Inline Hockey Programs - Social Media Posts Request

Good morning Raul,

We have a couple of programs that are going to start up at the start of next month and wanted to request Social Media posts advertising the following programs. Attached are the flyers that are posted on quickscores.

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Register now at Nations Tobin Sports Center (915) 212- 0550 !

QuickScores Link : <https://www.quickscores.com/elpaso>

Thank you in advance for your support in promoting these upcoming sports programs! Please let me know if you need any other details about the programs.

Best,

Malanie Gardea

Recreation Program Supervisor

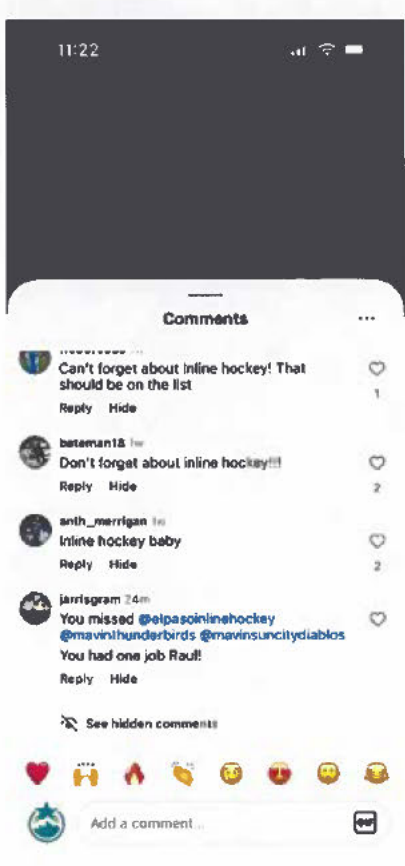
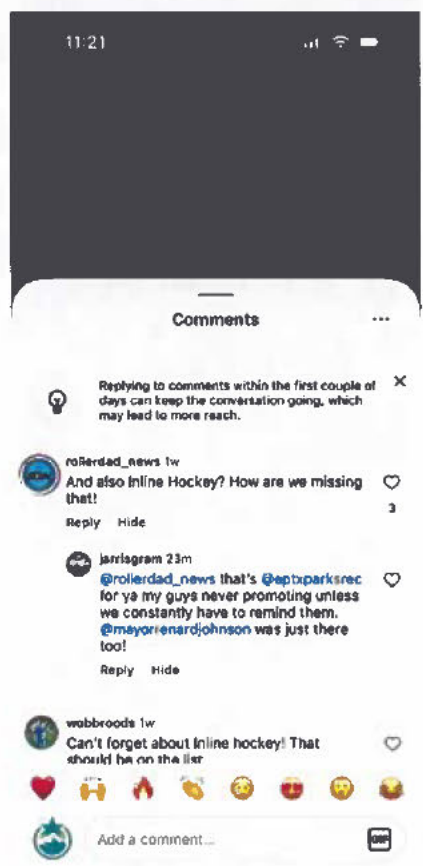
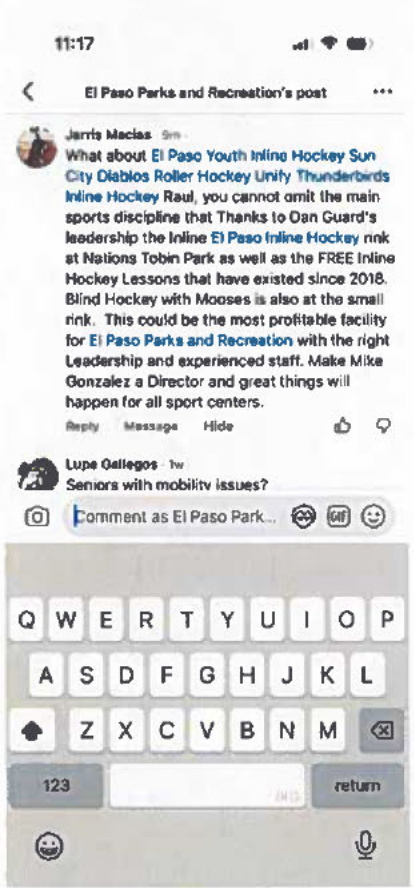
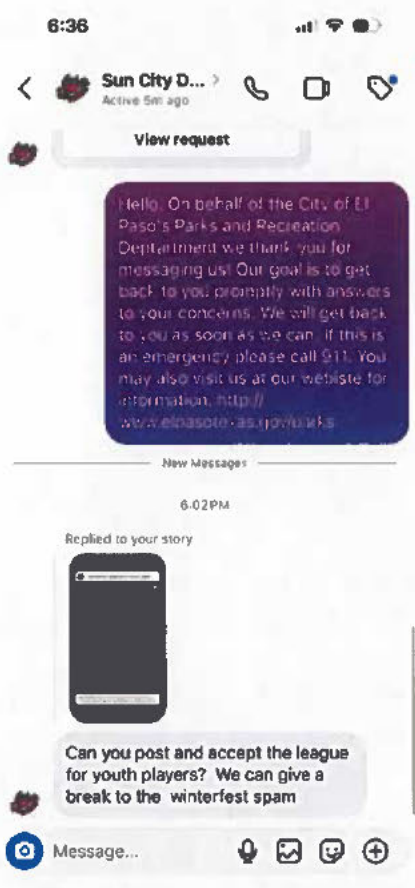
Nations Tobin Sports Center

O: (915) 212-0550

C: (915) 283-8734

Gardeam@elpasotexas.gov





 Outlook

Re: Learn to Skate Workshop - Nov 15

From Javier Macias [REDACTED]
Date Tue 11/11/2025 1:28 PM
To Gonzales, Mike <GonzalesM@elpasotexas.gov>
Cc Gardea, Malanie <GardeaM@elpasotexas.gov>; Eric Torres [REDACTED]

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Awesome thank you Mike!!!

Enjoy your Day off.
Siempre.

On Nov 11, 2025, at 11:56 AM, Gonzales, Mike <GonzalesM@elpasotexas.gov> wrote:

Good morning Senior... check out the new panels tomorrow.

Have a blessed day.

MG

Get [Outlook for iOS](#)

From: Javier Macias [REDACTED]
Sent: Tuesday, November 11, 2025 11:54:14 AM
To: Gonzales, Mike <GonzalesM@elpasotexas.gov>; Gardea, Malanie <GardeaM@elpasotexas.gov>; Eric Torres [REDACTED]
Subject: Re: Learn to Skate Workshop - Nov 15

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Good morning Malanie,

I will provide that rundown tomorrow physically and will turn in the paperwork tomorrow as well.

Thank you.

Javier Ernesto Macias

Cell Phone
[REDACTED]

On Tue, Nov 4, 2025 at 12:56 PM Gonzales, Mike <GonzalesM@elpasotexas.gov> wrote:

Keep up the good work!

MG

From: Gardea, Malanie <GardeaM@elpasotexas.gov>

Sent: Tuesday, November 4, 2025 9:43 AM

To: Javier Macias [REDACTED]

Cc: Gonzales, Mike <GonzalesM@elpasotexas.gov>; eritorro@gmail.com; Vargas, Monica <VargasM@elpasotexas.gov>

Subject: Re: Learn to Skate Workshop - Nov 15

Good morning,

As we quickly approach Nations Tobin Learn to Skate Workshop, I wanted to touch base on the event rundown and what you all need from the nations team to ensure this event is a success.

In process:

1. Equipment for event is being stored in Main Rink - Female Locker Room - Javier to bring more items this week.
2. Flyers have been printed and will be distributed to surrounding recreation centers this week / Javier thank you for posting flyers around local coffee shops! - more flyers are ready for pick up at the front, per Javiers Request.

3. Learn to Skate event highlighted on Nations Tobin November Newsletter
4. Info Booth Outreach - I have reached out to several organizations to table at the event for more community outreach - no confirmations as of now
5. Event Set up: 8:00am on 11/15, event to start 9:00am

Pending:

1. Volunteer List and Volunteer Agreement signed by all volunteers (Attached in email)
2. Community Service paperwork for Teens for City Staff to sign off on hours (Day of Event)
3. Skating drills / rundown / Stations + Leads
4. Learn to Skate Banner that will be over the double doors of main rink (NT Staff to create)
5. Any other Nations Tobin staff support to prepare for event (Signs to be made for stations, etc.)

Again, thank you for volunteering your time and efforts to support this event. Excited to see this come to life!

Best,

Malanie Gardea

Recreation Program Supervisor

Nations Tobin Sports Center

O: (915) 212-0550

C: (915) 283-8734

Gardeam@elpasotexas.gov

<image001.png>

<image002.png>

From: Javier Macias [REDACTED]
Sent: Saturday, October 25, 2025 2:38 PM
To: Javier Macias [REDACTED]
Cc: Gardea, Malanie <GardeaM@elpasotexas.gov>; Gonzales, Mike <GonzalesM@elpasotexas.gov>; [REDACTED]; Vargas, Monica <VargasM@elpasotexas.gov>
Subject: Re: Learn to Skate Workshop - Nov 15

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

THANK YOU MALANIE!

The flyers and posters are a great resource to promote at our points of interest (local coffee shops, stores, etc.)

BIG BIG Kudos!!!

Siempre.

On Oct 25, 2025, at 1:13 PM, Javier Macias [REDACTED] wrote:

Looking forward to it!

Siempre.

On Oct 25, 2025, at 9:09 AM, Gardea, Malanie
<GardeaM@elpasotexas.gov> wrote:

Good morning,

Attached is the flyer with the correct team spelling. Thank you!

Excited to see this event come to life.

Best,

Malanie Gardea

Recreation Program Supervisor

Nations Tobin Sports Center

O: (915) 212-0550

C: (915) 283-8734

Gardeam@elpasotexas.gov

<Outlook-si3z51pn.png>

<Outlook-lefmlrth.png>

From: Javier Macias [REDACTED]
Sent: Friday, October 24, 2025 12:03 PM
To: Gonzales, Mike <GonzalesM@elpasotexas.gov>
Cc: Gardea, Malanie <GardeaM@elpasotexas.gov>; [REDACTED]; Vargas, Monica
<VargasM@elpasotexas.gov>
Subject: Re: Learn to Skate Workshop - Nov 15

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

I see the post, thank you guys however, the name of the team is incorrect.

Can you make us one "Mavin Sun City Diablos" MAVIN is the brand that sponsors our Uniforms.

Thanks!

Ps. Eager to find out about the slippery surface.

Siempre.

On Oct 24, 2025, at 11:26 AM, Gonzales, Mike
<GonzalesM@elpasotexas.gov> wrote:

Yes lets take advantage of the media attention.

Also, we found out what might be causing slippery surface. I'll discuss with you on Tuesday when I see you for hockey senior.

MG

From: Javier Macias [REDACTED]
Sent: Friday, October 24, 2025 12:05 AM
To: Gardea, Malanie <GardeaM@elpasotexas.gov>
Cc: [REDACTED] Gonzales, Mike
<GonzalesM@elpasotexas.gov>; Vargas, Monica
<VargasM@elpasotexas.gov>
Subject: Re: Learn to Skate Workshop - Nov 15th 2025

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Hello Malanie,

Just following up on this to see if the flyer with the Sun City Diablos showcase is added so we can have the new flyer and start promoting and sharing on our socials. Trying to take advantage of the views the page has currently 245K organic views thanks to the Panamerican Championships and the wins by Jr. Men and Jr. Women.

If you can send the flyer at your earliest convenience that would be great thank you.

Javier Ernesto Macias
Cell Phone

[REDACTED]

On Wed, Oct 8, 2025 at 9:36 AM Gardea, Malanie
<GardeaM@elpasotexas.gov> wrote:

Hello,

First, I want to extend a big congratulations to the young men who were selected to represent Team USA in the Panamerican Championships! It's incredible to see their hard work pay off, and knowing that Nations Tobin and our resources have played a role in their success is something we can all take pride in. It truly highlights how important Nations Tobin is to our community.

I also wanted to share an update regarding the proposed clinic for youth inline hockey. After reviewing your feedback and ideas, my team and I have decided to transition it into a "Learn to Skate" event, scheduled for Saturday, November 15th, from 9:00 AM to 2:00 PM.

This event will focus on the fundamentals of skating, and participants will be asked to bring their own skates and helmets. This approach helps reduce barriers to participation and encourages more community involvement. We're hopeful this event will inspire new participants to join your free lessons or even consider becoming part of your inline teams.

As mentioned before, this will be a *donation-based* event where participants are encouraged to bring canned goods that will be donated to the El Pasoans Fighting Hunger Food Bank. It will also be *volunteer-driven*, and we're thrilled that the young men representing Team USA will be volunteering and earning community service hours for school. We'd also love to have members of the inline community join us in making this event a success.

Please let me know if we can count on you and a few others from the community to volunteer and support this effort. Once we have 4-5 Volunteers

committed to support this event, I will share the flyer with our communications team, print flyers and begin promoting this event.

We're really excited about this event and what it represents for the growing skating community here at Nations Tobin!

Best,

Malanie Gardea

Recreation Program Supervisor

Nations Tobin Sports Center

O: (915) 212-0550

C: (915) 283-8734

Gardeam@elpasotexas.gov

<image001.png>

<image002.png>

<NT LEARN TO SKATE FLYER.pdf>

 Outlook

Re: LEARN TO SKATE RUNDOWN

From Javier Macias [REDACTED]
Date Mon 11/17/2025 11:34 AM
To Gardea, Malanie <GardeaM@elpasotexas.gov>
Cc Caballero, Pablo E. <CaballeroPE@elpasotexas.gov>; Gonzales, Mike <GonzalesM@elpasotexas.gov>; Eric Torres <[REDACTED]>; Vargas, Monica <VargasM@elpasotexas.gov>; Vera Valencia <[REDACTED]>; Damian Macias <[REDACTED]> District #2 <District2@elpasotexas.gov>; Mayor <mayor@elpasotexas.gov>

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

Good morning,

Let me give you a reality check, of those 50 items you claim that were collected - My wife took 10. Of all the 20 people you claim that attended 16 were part of our community, the other 4 found out about the event.

The staff you assigned to "help us out" was directing the people to the EL PASO RHINOS ICE RINK, The staff member you had by door had absolutely no idea of the event details, schedules of our practices and days. Like I mentioned to Monica Vargas, a small piece of paper with 2 sentences would have done it.

You notified Dan Guard Friday before the event at 5 pm that he was not able to utilize the rink for Blind Hockey. This is absolutely unacceptable behavior since you knew beforehand as you offered both small and large rinks for the Learn To Skate program.

I had to change my program and details after designing it due to this miscommunication.

At 930 am there were 2 people inside the rink, everyone else was MAVIN (not MARVIN) Sun City Diablos community team.

There are a lot of opportunities not to mention the honorable labor that EPTXPARKSANDREC did which was very POOR. Posting the event details

November 5th
and then 15 minutes after the event had started.

Also Ruben or whomever manages the account attempted to collaborate on posts AFTER the fact. Like I mentioned to Monica, I am no Marketing expert but this does not make sense at all. We have had conversations and meetings at Acosta Center for years now. Us requesting to utilize the resources

from parks and rec smarter not harder and to this day we are unable to get to a common ground for these type events to be successful.

There was no one recording LIVE either like they do with other events.

What exactly are we celebrating? Credit where credit is due, not a single mention of who is really pulling his weight here to make things happen.

Mike, please give me a call at your earliest convenience sir, Thank you for your help as always.

Pablo, by the way your email where you offered me the table at Marty Robbins, had an error with the times you provided me, I showed up to several parks around town and there were no posters at all from our event at Nations Tobin Park. I can offer a couple of Marketing Lessons to whomever is managing the page and guess what I can do for FREE also.

Regards.

Javier Ernesto Macias

Cell Phone
[REDACTED]

On Mon, Nov 17, 2025 at 9:38 AM Gardea, Malanie <GardeaM@elpasotexas.gov> wrote:

Hello,

What an incredible day at our Learn to Skate Workshop at Nations Tobin! I am thrilled to share that over 150 people walked through our doors, filling Nations Tobin with energy, excitement, and community spirit from start to finish.

We were honored to have five organizational booths, each providing valuable resources and engaging with families throughout the event. We had seven volunteers who helped guide participants, keep the rink running smoothly, and ensure everyone had a fun and safe time learning the basics of skating and inline hockey. Thank you for being a huge part of this event!

I also want to celebrate the 20 participants who jumped in and took part in the workshop. Watching everyone learn, try new things, and build confidence on skates was the highlight of the day.

And of course, the heart behind this event, our community food drive. We collected over 50 canned goods, all of which will directly benefit El Pasoans Fighting Hunger.

Thank you all for being part of this event. We truly appreciate your time, energy, and commitment in supporting us as we bring fun, meaningful, and community-focused events like these to Nations Tobin.

With appreciation,

Malanie Gardea

Recreation Program Supervisor

Nations Tobin Sports Center



NATIONS TOBIN NEWSLETTER

December 2025

UPCOMING EVENTS

Adult Inline Hockey Winter League
Dec. 9 - Jan. 29

Youth 3v3 Inline Hockey League
Dec. 9 - Jan. 29

Youth Indoor Soccer Winter 2026
Season starts Jan. 02!

Nov. 22- Jan. 04
El Paso's 2025 WinterFest Season at Downtown!

PROGRAM SPOTLIGHT

What an amazing day at our Learn to Skate Workshop at Nations Tobin! Over 150 community members joined us for a fun-filled event with five resource booths, seven dedicated inline hockey volunteers, and 20 enthusiastic participants learning new skills on skates. Thanks to everyone's generosity, we also collected \$100 worth of canned goods to support El Pasoans Fighting Hunger!



EL PASO'S 2025 WINTERFEST

El Paso's biggest holiday celebration is here! El Paso's Winterfest is organized by The City of El Paso and is one of the most beloved signature events that takes place in downtown. The seasonal festivities take place from November 22, 2025 through January 4, 2026.

Check out all the details on our socials!
EPWINTERFEST.COM @EPWINTERFEST @EL PASO WINTERFEST

YOUR PARKS, YOUR VOICE.



We want to hear from you! Your feedback is essential in helping our team understand the community's needs, priorities, and vision for the park system in the next 10 years. Please scan the QR code and complete the survey. Your voice matters and we appreciate your time and input.

NATIONS TOBIN NEWSLETTER

November 2025

UPCOMING EVENTS

Nov 15th
9am - 2pm
Learn to Skate
Workshop @
Nations Tobin

Adult Inline
Hockey - Winter
2025 -2026
League
Dec. 9 - Jan. 29

Nov. 22- Jan. 04
El Paso's 2025
WinterFest
Season at
Downtown!

PROGRAM SPOTLIGHT

Nations Tobin had a great turnout at their Youth indoor Soccer Skeleton Shootout Tournament! Teams across two divisions came together to have a weekend filled with friendly competition while also bringing in over 100lbs of candy to support our El Paso Parks and Recreation Halloween Carnival Events throughout the city! Thank you to all the teams that participated!



HOW TO : FACILITY RENTALS

Looking for the perfect park for your team practice? Scan this QR Code to create your PerfectMind account and start looking for and booking fields!
Any Troubles? Contact
Nations Tobin: (915) 212-0550
ODO: (915) 212-0430

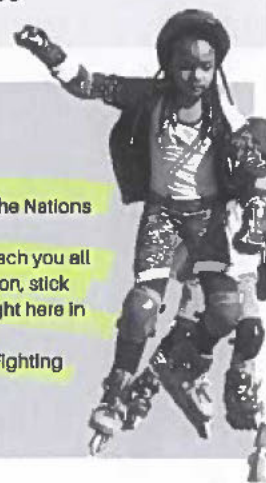
LEARN TO SKATE!

Join us for our Learn to Skate Workshop happening Saturday, November 15 from 9AM-2PM at the Nations Tobin Sports Center. Ages 7 years and up are welcomed!

Whether it's your first time on wheels or you're ready to polish your moves, this workshop will teach you all the tips, tricks, and fundamentals from our awesome inline hockey community. After your lesson, stick around to see inline hockey in action and catch a glimpse of the fast-paced fun that happens right here in your city!

Entry Fee: 5 canned food goods or non-perishable items, that will be donated to El Pasoans Fighting Hunger.

Don't forget to bring your own skates and helmet!
Let's roll, learn, and give back together.



NATIONS TOBIN SPORTS CENTER | 8831 RAILROAD | (915) 212-0550

LEARN TO SKATE WORKSHOP

9AM - 2PM
Saturday, Nov. 15

Ages 7 and Older

**Bring Your Own
Skates & Helmet**

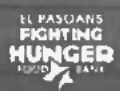
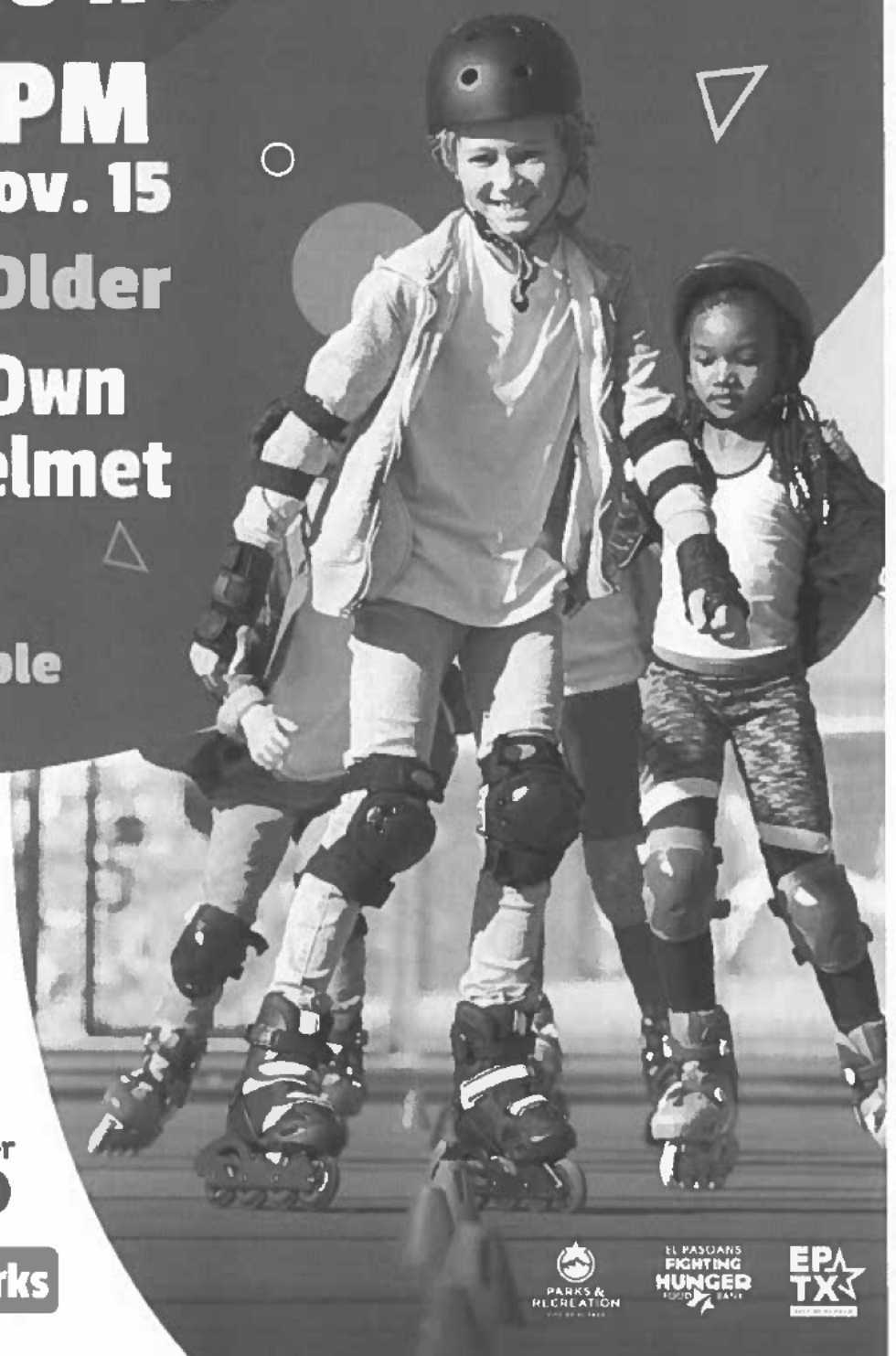
**Entry Fee:
5 Canned Goods
or Non-Perishable
Food Items**

All Proceeds Go to
**El Pasoans Fighting
Hunger Food Bank**

Inline Hockey
Showcase by
Mavin Sun City Diablos

Nations Tobin Sports Center
(915) 212-0550

ElPasoTexas.gov/Parks





EPPD Calls For Service Report

ORI : TX0710200

CFS : 2025548033

Print Date : 01/02/2026

Calls For Service Information

Summary Information

CFS : 2025548033	ORI CFS # :	Case Number :
CAD Event ID : 15928383	CAD Agency : EPPD	
Priority : Priority 4	Title/Event : THREAT CALLS	
Call Code 1 : THREAT AGAINST A FACILITY	Call Code 2 :	
Call Code 3 :	Call Code 4 :	Type : THREAT CALLS
Situation Found :	Sub Situation Found:	
Action :	Alarm :	Source : 'PHONE' I/CAD CALL SOURCE
Premise :	Division :	
Disposition : ADVISED	Supervisor :	
Dispatched :	Call Taker Officer:	
Call Date : 12/14/2025 13:33	Call Taker :	
Call Date Day of week : SUN	ESN : 4461	
Date Received : 12/14/2025 13:33	EMS Box :	
Common Place Name :		
Event Location :		
Reported Event Location :		

Dispatch Information

Dispatcher Name :	1st Unit Dispatched : 12/14/2025 15:21
Dispatcher ID : 191536	1st Unit En Route : 12/14/2025 15:21
Domestic Violence : <input type="checkbox"/>	1st Unit Arrived : 12/14/2025 15:37
Status : ASSIGNED	Cleared : 12/14/2025 16:28
Route Time : 0	Completed : 12/14/2025 16:28
Occurred : 12/14/2025 13:33	1st Transport En Route :
Received : 12/14/2025 13:33	1st Transport Arrived :
Entered : 12/14/2025 13:33	Hold :
	Enough Units :

Officer Information

Primary Officer :	Division :
Squad :	District :

PUBLIC RECORDS INFORMATION
ALL CASE ELEMENTS SUBJECT TO NONDISCLOSURE
HAVE BEEN REMOVED IN ACCORDANCE WITH THE
TEXAS PUBLIC INFORMATION ACT (TX GOVT. CODE CH. 552)

DATE: 07/01/26 BY: C2046

CFS : 2025548033

Print Date : 01/02/2026

Approved On :
Approved :

Approved By :

Geo Information

Zone : EPCI
District :
Reporting Area : 4461

Tract : WSRC
Neighborhood : 44
ESZ : 4461

Calls

Call Information

Call Date : 12/14/2025 13:33
Date Received :
Conversation Expire Time :
Emergency :
Wireless/Cellular Phone :

Call Identifier :
Call Type :
Call Source : PHONE
Call Direction :

Caller Information

Last/Full Name : SAPIEN MARCO
First Name :
DOB :
Name Type :
First Caller :
Notes :

Phone : XXXXXXXXXX
Phone Extension :
Called Number :
Street Address :
City, State, Zip :

Linked Master Location

Street Adress :
City :
State :
Zip Code :
House :
N-S-E-W :
District :
Post / Beat :

N-S-E-W Suffix:
Mile Marker :

PUBLIC RECORDS INFORMATION
ALL CASE ELEMENTS SUBJECT TO NONDISCLOSURE
HAVE BEEN REMOVED IN ACCORDANCE WITH THE
TEXAS PUBLIC INFORMATION ACT (TX GOVT. CODE CH. 552)

CFS : 2025548033

Print Date : 01/02/2026

Unit Information

Unit : 2F148	Group ID :
Unit Trip ID :	Car ID :
Officer 1 :	Officer 2 :
Officer 3 :	Officer 4 :
Officer Name 1 :	Officer Name 2 :
Officer Name 3 :	Officer Name 4 :
Status : ARRIVE	Status Date : 12/14/2025 15:37
Disposition :	Agency :
Report Number :	Shift :
Location [REDACTED]	
Comments :	

Dispatch Information

Dispatched : 12/14/2025 15:21	Arrival : 12/14/2025 15:37
Enough Units :	Cleared :
Complete :	En Route : 12/14/2025 15:21
Hospital Arrival : 12/14/2025 15:37	Hospital En Route :

Remarks

2025-12-14T13:33:16
 :
 RP ADV COACH OF 16 YOA SON'S HOCKEY TEAM THREATENED HIM 2025-12-14T13:33:16
 :
 OCC: 12/14/2025 @ 1130 HRSA 2025-12-14T13:33:16
 :
 SUBJ: MACIAS JAVIER, H/M, 45 YOA, 6'1", HEAVYSET, BLK HAIR 2025-12-14T13:33:16
 :
 NO WEAPONS 2025-12-14T13:33:31
 :
 SUBJ HAS ANGER ISSUES 2025-12-14T13:33:46
 :
 NOI/D 2025-12-14T13:34:24
 :
 2F148 -- SEQ 2025-12-14T15:53:18
 :
 VEH [REDACTED] 2025-12-14T15:56:48
 :
 VEH [REDACTED] 2025-12-14T15:56:55

PUBLIC RECORDS INFORMATION
 ALL CASE ELEMENTS SUBJECT TO NONDISCLOSURE
 HAVE BEEN REMOVED IN ACCORDANCE WITH THE
 TEXAS PUBLIC INFORMATION ACT (TX GOVT. CODE CH. 552)

Vehicle Information

Common Event Id: 15928383
 Item Number : 139216488
 License Plate Number :
 State :
 License Type :
 License Type(Text) :
 License Year:
 VIN :
 Make :
 Model :
 Make(Text) :
 Model(Text) :
 Model Year :
 Remarks :
 Unit ID :

Vehicle Record :
 Revision Employee Id : 1031764
 Revision Number : 1
 Revision Terminal: PT03
 Revision Time : 12/14/2025 15:56
 Updated Employee Id :
 Updated Terminal :
 Updated Time :
 CAD Agency :
 Availability Time : 12/21/2025 15:56
 Locking Terminal :
 Information Scope :
 Active :
 Auto Query Disabled :

Common Event Id: 15928383
 Item Number : 139216500
 License Plate Number :
 State :
 License Type :
 License Type(Text) :
 License Year:
 VIN :
 Make :
 Model :
 Make(Text) :
 Model(Text) :
 Model Year :
 Remarks :
 Unit ID :

Vehicle Record :
 Revision Employee Id : 1031764
 Revision Number : 1
 Revision Terminal: PT03
 Revision Time : 12/14/2025 15:56
 Updated Employee Id :
 Updated Terminal :
 Updated Time :
 CAD Agency :
 Availability Time : 12/21/2025 15:56
 Locking Terminal :
 Information Scope :
 Active :
 Auto Query Disabled :



Incident Report 12/13/2025

From Navarrete, Griselda <NavarreteG@elpasotexas.gov>

Date Sat 12/13/2025 2:30 PM

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

1 attachment (89 KB)

Scanned from a Xerox Multifunction Printer (10).pdf;

While monitoring the facility, I saw Marcelo Sapien leaving the dressing room area with another youth player. They appeared to be arguing, but at the time it did not seem serious.

A short time later, Marcelo came back to the dressing room area looking for Damian. Coach Javier Macías told Marcelo to leave the dressing room so he could speak privately with his son.

A few minutes later, Marco Sapien (Marcelo’s father) entered the sports center and went straight toward the dressing rooms. He was whistling loudly and appeared to be in a hurry.

Shortly after, a verbal argument took place between Marco Sapien and Coach Javier Macías. I heard raised voices and saw the parent leaving the area while Coach Macías followed him, repeatedly telling him to leave. During the exchange, Marco said, “Le vuelves a hablar así a mi hijo...” Coach Macías replied, “Tu hijo, tu hijo me hizo así...(and pointed at his watch, as if signaling to hurry up). Cuando quieras y donde quieras pendejo”. The argument stayed verbal. There was no physical contact. Marco Sapien was already leaving the area when Coach Macias said that

After this happened, hockey coach Eric Torres spoke with me about what he had seen. Eric said he was in a nearby dressing room at the time because his team was also practicing. He told me that from his point of view, it looked like a parent defending his child, and he shared concerns that Coach Javier Macías has a history of speaking to players in a disrespectful way. He said this was not the first time he had seen behavior like this.

Later, Eric Torres called me several times. He said he had spoken with Javier Macías’ wife, Vera Macías, who told him she was scared of Javier. According to Eric, Vera said Javier was threatening her because he wanted his son back. Eric also said Vera was planning to leave the house with her children but needed time to gather her passport, the children’s passports, and personal belongings while Javier was still at the sports center. Eric continued checking with me to see if Javier was still in the facility, as he was communicating with Vera during that time.

Coach Javier Macías also mentioned that he might file a police report, saying that “they” (which I understood to mean the Sapien family) had taken his son without his consent.

I personally saw Damian Macías leave the facility calmly. He did not appear upset or distressed. Damian is usually quiet and respectful and often says hello and goodbye to staff. I did not observe anything that indicated he was being forced or in danger.

Coach Javier Macías left the facility at approximately 2:00 PM. Eric Torres called at that time to check whether Javier was still present. I informed Eric Torres that Javier Macías was leaving the facility. Eric then informed me that Vera Macías had already left the house with her children and their personal belongings, including passports.

Respectfully,

Griselda Navarrete

Recreational Leader

Nations Tobin Recreation Center

NavarreteG@clpasotexas.gov





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



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

Incident Date:	12-13-25	Incident Time:	11:40	<input checked="" type="radio"/> AM	<input type="radio"/> PM
Incident Location:	Nathans Tubin Sports Center				
Person(s) Involved:	Javier Macias & Marcelo Supien's Dad, Eric Torres, Jeremy Stocks				
Parent's Name (If minor):					
Street Address:	8831 Railroad Drive				
City:	El Paso	State:	Texas	Zip Code:	79927
Phone:	(915) 212-0550				

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

Altercation

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

An incident occurred in the dressing room area involving Coach Javier and the Parents of Player Marcelo Supien. The situation began after Coach Javier instructed Marcelo to leave the dressing room. Shortly afterward, Marcelo's father entered the facility and confronted Coach Javier verbally regarding how his son was spoken to. A heated verbal exchange followed, no physical contact occurred.

A 911 call was made, however the situation de-escalated once the parent left the facility.

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

- Dial 911
- Call ended prior to dispatch answering due to parent exiting the facility
- Confirm status with 911
- Incident documented

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

Witnesses	Check One		Title (if applicable)
	Staff	Other	
Griselda Navarrete	<input checked="" type="checkbox"/>		Recreational Leader
Javier Macias		<input checked="" type="checkbox"/>	Hockey Coach
Eric Torres		<input checked="" type="checkbox"/>	Hockey coach
Jeremy Stocks		<input checked="" type="checkbox"/>	Hockey coach

Employee Completing Injury/Incident Report

Employee Name (print)	Title	Signature	Date
Griselda Navarrete	PL		

Reviewed

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

 Outlook

[External] - Saturday Incident Report - Aggressive parent interrupting free lessons.

From Javier Macias - [REDACTED]

Date Tue 12/16/2025 6:26 AM

To Caballero, Pablo E. <CaballeroPE@elpasotexas.gov>

Cc Gonzales, Mike <GonzalesM@elpasotexas.gov>; Vargas, Monica <VargasM@elpasotexas.gov>; Navarrete, Griselda <NavarreteG@elpasotexas.gov>; countyjudge@epcounty.com <countyjudge@epcounty.com>; Mayor <mayor@elpasotexas.gov>; Cano, Cynthia O. <canoco@elpasotexas.gov>; Gardea, Malanie <GardeaM@elpasotexas.gov>

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

Good morning,

I am communicating on my end that a parent of a youth player that Eric Torres coaches and plays, came inside the rink around 11:15 AM and threatened me

- On Saturday, December 13, I encountered Marco Sapien at the inline hockey rink where free youth practices were taking place.
- Mr. Sapien walked inside the inline hockey rink and interrupted the free practices to confront me. When he approached me, I immediately felt unsafe.
- During this confrontation, Mr. Sapien threatened me by stating that he was "going to fuck me up." I told Mr. Sapien to leave the premises since no parents are allowed inside the rink per City Park Rules, but instead of leaving, he continued to challenge me, pointed his hand and finger in my face, and acted in an aggressive and threatening manner.
- Because I feared for my safety and the safety of others like the youth skaters present, I went to the front desk and advised staff member Griselda Navarrete to call the police and file a report regarding a man inside the rink threatening me and disrupting the practice. Griselda called and as she was on the phone Marco Sapien walked out yelling me names and then Griselda did not proceed with completing the call, instead I was given a phone number for NON-EMERGENCIES. Which I called first thing Monday Morning.
- Mr. Sapien continued yelling, cursing, and calling me a "bad" as he walked out of the facility and took my son. I am in the process of getting divorced and his involvement in this personal matter should have not taken place. Him and his son remained aggressive and intimidating throughout the incident.
- Earlier that same day, Marco Sapien took my 17-year-old son in his truck without my consent.

- After learning my son was with Mr. Sapien, I sent Mr. Sapien text messages instructing him to immediately return my son to me. Despite my clear requests, Mr. Sapien did not comply right away. I have filed a restraining order against him for influencing my 17 year old son since my son is upset I made the decision to end my marriage preventing me from speaking with my son. Marco's son was also interfering in my conversation with Damian and was being rude to me, I told Marcelo to go away, Eric witnessed that conversation since I was on the Inside of the rink I had to yell to Marcelo to leave multiple times since he started to get closer and closer in my conversation with my son and me. Griselda saw him walk out upset and cussing and that is when Marco entered the premises and became aggressive and violent towards me.
- There were multiple parents that witnessed the entire incident
- Desiree Blake with both children [REDACTED]
- Voluntary Coach Jeremy Stocks with both his son and daughter in the practice [REDACTED]
- Ivan Mendel - new parent no phone number yet.
- Eric Torres - Coach for Marco Sapien's kid witnessed along with Desiree Blake [REDACTED] his birthday was yesterday and graduation so I did not included him on this thread out of respect for his free time.
- Malanie has the incident report I called her yesterday and she did not provide me any information on this matter or asked me anything. A detective will contact and probably request the video of the incident, I also have a body camera during my practices and it was on so I will make the video available to the police department.
- My perception is that the parent started to become upset with me because his son was not selected for Team USA representation this past October and another kid from Juarez that trains with Eric was selected, I am not in the selection committee. I am only part of the coaching staff. Since then, the kid quit Eric Torres's practices and the rest of the team that Eric trained also quit in addition to a kid being terminated from the team due to being caught stealing sticks at a travel tournament caught on video as well as kicking another player in the face while the other skater was down after a common hockey fight. We enforce the code of conduct with the players inside the rink and if they do not follow it they also get ejected from the rink.
-
- We are always worried about the youth players safety and well being therefore, my decision of filing a restraining order on this individual was made. I need to know if there is going to be an implementation of a safety protocol when these types of situations present. Griselda Navarrete from the Front desk witnessed the entire thing and I also explained my personal matter. External people should not get involved in other couples matters but unfortunately I cannot control other people's reactions, only myself.
-
- If you have any questions feel free to reach out and I apologize for sharing this very personal matter that I am currently dealing with.
-

- Best regards.

-

Javier Ernesto Macias
Cell Phone



 Outlook

[External] - Meeting regarding Saturday incident

From Marco Sapien [REDACTED]

Date Wed 12/17/2025 10:33 PM

To Gardea, Malanie <gardeam@elpasotexas.gov>; vargasm@elpasotexas.com
<vargasm@elpasotexas.com>; gonzalezm@elpasotexas.com
<gonzalezm@elpasotexas.com>You don't often get email from [REDACTED] [Learn why this is important](#)

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

Hello,

I am very appreciative that you took the time to meet with me and my wife regarding the incident that occurred on Saturday involving Javier Macias. As I stated it is a common event for my son Marcelo to participate in a pick up game that happen on Saturday mornings. Marcelo was going to celebrate his birthday with his friends that day and we had agreed to take Damian Macias, Javier's son, with us after practice. Javier was well aware since he was originally going to drop of Damian at our home but later Damian's mother asked us to please take him after the game. We waited for the boy's to come out from the locker room but Damian was taking longer than expected. Marcelo told us that Javier was talking to him so we gave it another 10 minutes. We then asked Marcelo to go in and get him because we had to leave to prepare for that evening. After about another 15 minutes Marcelo steps out of the building very upset and was telling us that he didn't know what his problem was and that he was sick of it. Marcelo had entered the building and when he got to the rink he noticed Javier was still in there with Damian. Marcelo hung around not wanting to interrupt and was hoping Damian would see him and hurry up. After some minutes he peeking into the rink and told Damian that we had to go. Javier explodes at Marcelo and tells him to fuck off because he's talking to Damian. Marcelo then tells him that we need to leave and Javier slams the door in his face and again tell him to fuck off and leave. Marcelo is very angry at this and coach Eric Torres hears the yelling and peeks out of the locker

room and just asks Marcelo to leave. That is when Marcelo comes back out to tell us what happened. As per Damian, Javier angrily tells him that he really wants to slap that boy and Damian stands up for Marcelo and tell him that he will do no such thing and walks away from Javier and comes out crying. My wife receives him with a hug in the parking lot and he bursts into tears. At this point I have just had enough of Javier's behavior and was not going to tolerate him speaking to my son like that. I went back inside to speak to him. He was in the rink and I called out to him twice but was ignored. A couple of kids and a Dad were playing around in the rink so I stepped in towards Javier. When he saw me step in he immediately skated towards me yelling for me to get off his rink. I told him that I was not going to allow him to speak like that to my son and he kept yelling above me telling to get out of his rink. This frustrated me and I then warned him that if he ever pulled that again with my son I would kick his ass and told him to stay away from Marcelo. Again he kept yelling for me to get out of his rink to which I responded that it's not his and told him to take me out. He then skated off making a scene that he was going to involve the police. He skated towards the front desk and told Griselda to call the police because I attacked him and was making threats. As I was stepping out into the lobby I told him one last time that it better be the last time he talks to my son that way and to stay away from him. When Griselda heard this she realized his act and put down the phone. As I was stepping out of the building he says " cuando quieras y donde quieras puto". I ignored him and left.

Shortly after he begins texting my wife and me that we took Damian without his permission and that he was going to call the police because he was a minor and that was illegal and I we were going to be arrested. All day he sent stupid comments and threats at how he was going to see to it that we will never set foot in his rink and that he would make sure that if I did I would be arrested on site. My wife and I decided to ignore him and block him so we no longer receive texts but as the day progressed he became very aggressive with his threats towards his wife and son. Vera Macias was very scared for the safety of her children and disclosed information that we were not aware of regarding his violent past to include prior arrests for domestic violence, assault, and even arson. We offered our home to them until they find a solution and are out of harms way. To have some kind of record regarding the occurrence we contacted EPPD and made a report which I shared with Monica in our meeting.

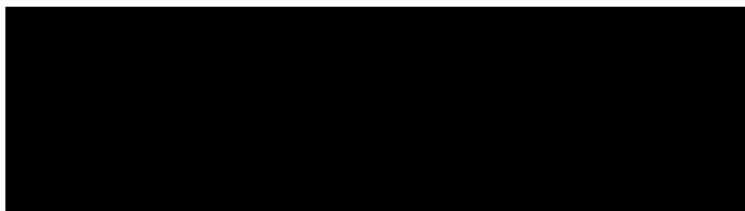
I know Javier since Marcelo was 7 yrs old. Damian and Marcelo are very close almost like brothers and have been competing in the same teams since then. We always knew Javier had issues but kind of tolerated it because of Vera and the kids. He got into a fist fight provoked by him at the Rhino's rink and was banned from

the rink by the General Manager. That is when he started with inline hockey. He invited us to try it out and we stuck with it since Marcelo enjoyed it and Damian was a part of it. He introduced Eric Torres to us and he took over as head coach for the boys. Other boys from ice joined us and the goal was to create a team and awareness to kids in El Paso to try inline hockey. The boys quickly bonded with Eric and he has been really great for the boys. They have participated in very important and competitive events and have shined thanks to Eric. Javier was always in the background causing problems. He has had an issue with each one of the boys in one way or the other. His game is psychological and he humiliates the boys and belittles them. This has been a couple of years and the boys are now growing up and tired of this. They are beginning to defend themselves and Javier becomes aggressive with them and cusses them out. Javier made some derogatory comments to Dreese our goal tender and Elma his mother was very upset at this and pulled him from the program. Later Javier kicked off Noel Rivera from the team because of another occurrence at the rink while coaching the youth team. Again getting aggressive by verbally insulting Noel and kicking him off his rink. Soon after Marvin River Noel's brother quit the team. My son seeing all this became disillusioned about hockey and decided to quit participating competitively and began to play tennis to which Javier would humiliate him during pick up games calling him a faggot and that tennis was for gays. Pretty much the same behavior he showed towards Emilio Lopez another team member for participating in his school's marching band and for decide to join the football team.

There are so many thing and details I/we can provide to demonstrate that Javier has no business coaching or being around kids. He does it for all the wrong reasons and is now doing it for profit. He is nickel and diming the youth program parents by making them buy hoodies, patches, stickers, water bottles, joining silly tournaments he creates between them and charging a fee. He is also holding clinics at the rink and charging entry fees. He told Eric that he was the CEO of the Thunderbirds and Eric stepped back and told him to take the name and do what he pleases. He is currently charging boys from other parts of the country and out of the country to play for the Thunderbirds when none of the original boys are a part of it and neither is Coach Eric.

None of the original parents feels comfortable going to the rink if he is still there and it's a shame because all the boys just want to play, but without Javier. He is dangerous and selfish and poses a threat to the kids. He has shown a very different side of him which we never knew and I truly think he is capable of anything. Especially with the threats and comments he has made to his own son and wife.

I ask that you please truly consider having him permanently removed from the program and any activities involving children. Thanks again for your time and if you need any further clarification from me or need me to go in again in person to provide any additional information I would do so gladly.





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



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

Incident Date: 12/13/25	Incident Time: 11:30	<input checked="" type="checkbox"/> AM	<input type="checkbox"/> PM
Incident Location:	Nations Tobin Rec Center		
Person(s) involved:	Javier Macias, Marco Sapean, Marcelo Sapean (minor)		
Parent's Name (if minor):	Marco Sapean		
Street Address:			
City:	State:	Zip Code:	Phone:

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

Verbal Altercation

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

Javier Macias started kids practice at 11:00 am after the teenagers. After practice Damian was leaving w/ Marcelo and his family because they were celebrating Marcelo's B-day. As Damian was walking out of the locker room Javier paused his practice so the kids could drink water and it was his chance to talk to Damian. Javier called Damian into the rink and began talking to him.

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

EMS Called? Yes No Transported to _____

Police Called? Yes No PO Case No _____

Witnesses	Check One		Title (if applicable)
	Staff	Other	
E. Torres			
Marco Sapean / Marcelo Sapean		<input checked="" type="checkbox"/>	
Damian Macias		<input checked="" type="checkbox"/>	
Javier Macias		<input checked="" type="checkbox"/>	
Gaby Sapean		<input checked="" type="checkbox"/>	

Employee Completing Injury/Incident Report

Employee Name (print)	Title	Signature	Date

Reviewed

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

Type of Injury/Incident (Continued from first page)

Again, Damian was leaving w/ Marcelo and his parents, (authorized by Damian's mother). Javier and Damian were talking already for about 5 minutes and that is when Marcelo waited for the right moment to tell Damian they had to leave. As Marcelo told Damian, Javier yells at Marcelo saying "I'm talking to my son, Fuck off!" During this time I was in the locker room next to the rink and I heard the yelling and statement from Javier. After yelling "Fuck off" to Marcelo, Javier slammed the hockey rink door on his face. Javier kept yelling at Marcelo to leave and was waving his hand at Marcelo. I told Marcelo from the locker room door to take off him and leave him alone. I didn't want Javier yelling at him anymore. Marcelo being upset on how Javier yelled at him, he went outside to talk to his father (Marco). During that time, Javier and Damian were talking and to Damian's statement

Describe What Happened (Continued from first page)

Javier said "I want to slap that kid". Damian told him "You will not touch my friend". and Damian walked away from him. At that moment, ~~the~~ Javier went to the penalty box, (where his phone was) and began to text someone. A couple minutes pass by and Marco (Marcelo's Dad) showed up and walked to the rink above and called Javier over twice. Javier ignored Marco as he was on his phone texting. ~~the~~ Once he ignored Marco twice, Marco stepped into the rink calling him over. Javier immediately stopped texting ~~the~~ and stated towards Marco saying he was interrupting his practice when he wasn't coaching, he yelled at Marco saying to "get out of my rink!" Marco began telling him "You will not speak to my son like that ever again!" Javier continued

to tell him to get out of his rink and Marco told him "This is not your rink, lets see kick me out then!" Javier then ~~immediately~~ immediately began skating out yelling at Griselda (front clerk) to call the police, he was just threatened. ~~the~~ Marco walked away, about to exit the building and he turned around and told Javier one last time "which he did admit to it" "If you talk to my son like that again, I will kick your ass!" Javier told him in Spanish ~~que~~ "Quedo quietas, andonde quietas, puto!"

continued on back →

- Which ~~means~~ means "Wherever, whenever, fucker!" Marco then turned around and walked away. Damian this whole time was outside crying being hugged by Gabby (Mescalito's mother) because of how his dad Javier has been ~~as~~ acting. Which that is why Marco went inside to talk to Javier. That is what happened on Saturday morning after hockey!

Eric Torres



12/14/25

[External] - Hockey tobin

From Enrique Paniagua [REDACTED]
Date Wed 12/17/2025 11:53 AM
To Gonzales, Mike <GonzalesM@elpasotexas.gov>; Vargas, Monica
<vargasm@elpasotexas.gov>; Gardea, Malanie <GardeaM@elpasotexas.gov>

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Buen dia a todos este correo es para notificar el trato del entrenador Sr Macias, que se siente el dueño de la pista de hockey y tiene un maltrato con los niños en las clases y entrenamientos de hockey y la verdad esto debe parar por el bien del deporte para los niños sin más por el momento solicitamos la suspensión de Javier Macias del campo del hockey....

Good day everyone, this email is to report the behavior of coach Mr. Macias, who acts as if he owns the hockey rink and mistreats the children during hockey classes and training sessions. This must stop for the good of the sport and the children. We request the immediate suspension of Javier Macias from the hockey field.

 Outlook

[External] - Inline hockey

From Eric Torres [REDACTED]
Date Wed 12/17/2025 2:13 PM
To Vargas, Monica <VargasM@elpasotexas.gov>; Gonzales, Mike <gonzalesm@elpasotexas.gov>; Gardea, Malanie <GardeaM@elpasotexas.gov>

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Hey everyone good afternoon,
I want to be sending you some pictures of messages that Javier is sending to people and to Vera (not for personal issues but for his statements being said about Tobin). I'll be writing my full email soon. Thank you for your support!

12:22

LTE



Javier >



Lo que sea tuyo te lo dejamos en Tobin

Whatever belongs to you, we'll leave it at Tobin **Delivered**

Damian me insultó

Damian insulted me

Se robaron mis guantes,
Cascos

They stole my gloves,
Helmets

Todo **Everything**

Todo lo necesito ya esta el reporte
policiaco

I need everything—the police
report is already filed

Y el stick bauer flylite que yo
pagué

And the Bauer Flylite stick that I paid for

Edited

Tampoco está

That one isn't there either

El de 368 dlls

The one that cost \$368

Si te sabes las leyes o te
Esta asesorando el cavernícola
torres

Whether you know the laws or
That caveman Cola
Torres is advising you,

Estos mal Vero y la cocha

12:22

LTE



Javier >



~~Estas mal vera y lo sabes~~

It's wrong, Vera, and you know it

Y no quieres admitir solo porque estas Actuando con el corazon

And you don't want to admit it just because you're acting with your heart

Y no con la cabeza

and not with your head

Esto se puede poner muy feo legalmente y los pobres niños sufriendola

This could get really ugly legally, and the poor kids are suffering because of it

Solo por egoísta

Just because you're selfish

Siempre estuve para ustedes aun que no te amara

I was always there for you, even though I didn't love you

Ya desde hace tiempo

For a long time now

Y estas actuando sobre impulso

And you're acting on impulse

Ojalá entres en razón y dejes de pensar con el y mas con

I hope you come to your senses and stop thinking with your heart and start using your head instead

Ya no me respondas mas ya tuve suficiente, el reporte policiaco ya está FACTS not Roumors

Don't reply to me anymore—I've had enough. The police report is already in. FACTS, not rumors

Edited

A tobin nadie de hockey va a volver

As for Tobin, no one from hockey is going to come back

Lo arruinô el malagradecido pero ahi estarémos los niños 😡 y yo

That ungrateful jerk ruined it, but the kids and I will still be there



iMessage



 Outlook

[External] - Javier

From Gabriel Mendez [REDACTED]

Date Thu 12/18/2025 8:03 PM

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

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To Whom It May Concern,

My name is Gabriel Mendez, senior goalie at Tobin Park Inline Hockey. For many years I have had issues with Javier Maclas as a player and as a referee. It started with Javier speaking to the park staff so rudely, trying to get staff members fired from their job at Tobin Park. We had a great team of workers when Destinee, Carina and the team that was doing the Hockey League. We have gone through so many staff members and we tried to touch them but it's not the same. At one time someone was throwing away beer cans in the trash can in the rink and the staff asked Eric Torres if he might have known who may have done it, so Eric started asking around and no one could say if they saw anyone doing it. Javier told Eric that I was the person doing it but the bad thing is about that is I don't drink, if you knew me you would know that. If you need to check my story you can ask any of the Pile of Bones players. Javier as a player has said bad things to me on the rink but I am 60 years old and I don't take shit from anyone. I know this is a park league, we don't get paid to play so why verbally abuse another player. I have had

words with Javier on the rink and on the bench. I have had a penalty called on me for shooting the puck to the faceoff circle and not handing the puck to Javier but all the other goalies were doing the same thing. Javier tried to get the kids to play in our 18 and up League but when they told him they couldn't play he did what he wanted. When Esme was working at Tobin, Javier could do whatever he wanted because he had Esme in his back pocket. He got a lot of staff members transferred or fired with her.

Thank you for hearing me out,

Gabriel Mendez
[REDACTED]

 Outlook

12/16/2025 - Meeting Recap

From Gardea, Malanie <GardeaM@elpasotexas.gov>

Date Wed 12/17/2025 10:08 AM

To Vargas, Monica <VargasM@elpasotexas.gov>; Gonzales, Mike <GonzalesM@elpasotexas.gov>

 4 attachments (575 KB)

Griselda N - Incident Report 12.13.pdf; Javier Macais - Email Incident 12.13.pdf; Griselda N - Written Incident Report 12.13.pdf; EricTorres_IncidentReport12.13.2025 (1).pdf;

Good morning,

I wanted to send over meeting recap notes from yesterday's meeting at Nations Tobin with Inline Community member, Eric Torres and Inline Hockey Parents, Mr. and Mrs. Serpean, in regards to a verbal altercation and growing concerns about Inline Community member, Javier Macias.

The premise of the meeting was to inform Eric Torres that all Inline Hockey activity is canceled while the city of el paso does an investigation about Saturdays incident and now the voicing concerns from multiple inline hockey parents.

Eric Torres told Sports leadership his statement from Saturdays incident, which he later turned in a written incident report about the situation. Mr. and Mrs. Serpean, were the parents that were in the verbal altercation with Javier Macias on Saturday, 12/13/2025. Mr. Serpean (Marcos) stated that he and his family have known and have a strong friendship with the Macias family since their same-age sons have picked up the sport of hockey during early childhood. In recent months, Mr and Mrs. Serpean have had growing concerns about Javier Macias behavior toward youth players and his own family. Mr. Seapean and Eric Torres, informed sports leadership that Mrs. Macias is scared of her husband, Javier Macias, and fears of what he is capable now that he is going through a divorce and her and their children are not living with Javier Macias. Mrs. Macias is currently working on moving out of the shared house with Javier Macias, with the support of the Serpean family - during this time, Javier Macias has been threatening not only Mrs. Macias but Mr. Serpean and his oldest child, Damian Macias.

Eric Torres inform Sports Leadership that Javier Macias has the tendency of saying Nations Tobin Sport Center is "His", he decides who can skate in the community rink, he self-appoints himself as the "CEO", speaks negatively about city staff and spreads misinformation through his social media outlets that include the inline hockey community at Nations Tobin . Javier Macias has kicked out youth and intimidated them from coming back to the rink, monopolizing open rink time and speaks vulgarly to youth players in multiple occasions. Mr. and Mrs. Serpean gave their verbal statement of what occurred on Saturday 12/13/2025 and voiced their concerns of not wanting more youth to go through what their own son, Marcelo and the "Thunderbirds" team have endured under Javier Macias. They want to ensure the growing youth within the inline sport and the "Sundevils" are aware of Javier Macias facade and do not put more youth in the hands of Javier Macias. Mrs. Serpean stated that she feels he is dangerous and is Capable of violence, with a long criminal record in Ciudad Juarez, Banned from the Rhinos Ice Facility for physically fighting with parents and Domestic violence with his own family. Mrs. Serpean stated that Javier belittles players and has taken the fun and safe environment out of the sport and the center. She

states that the kids just want to skate and enjoy the sport but Jaiver does not let them. The older youth players have began to distant themselves from Javier Macias and plan to pick up a new team under Eric Torres.

Eric Torres stated that Javier Macias is trying to profit from the new and younger players in the sport - he has begun misusing sponsors, charging parents great amounts for merch and tournaments, trying to control all aspects of the adult and youth inline programs at Nations Tobin and monopolizing the rink and not allowing any players who "turned their back on him" to skate at the center. Eric stated that Javier Macias has been diagnosed with some form of bipolar and descried Javier Macias as a narcissist with a short fuse. He stated that he does not agree with his doings and his repeated harassment of players, El Paso Roller Derby, and ongoing email complaints about City staff. In light of recent events, Eric Torres, expressed regret to Sports Leadership of not seeing Javier Macias faults sooner and felt blame for trying to support Javier that has led to these ongoing issues.

Mr. Serpean stated the verbal altercation was a civil conversation on his end which turned into more due to Javiers erratic behavior. Mr. Sepan and the Macias Family had previously agreed that the Serpean family was going to take Damian Macias with them to celebrate Marcelos birthday at a birthday party later that Saturday afternoon. Once practice was over, Marcelo had informed Damian that his parents were waiting outside to take them both with them - during This time, Javier Macias was not in a "live practice" he took his son Damian Macias to the locker room to talk and got upset that Marcelo was telling Damian it was time to leave, Javier proceeded to cuss at Marcelo, threatened to hit Marcelo and shut the Locker room door. Marcelo went to tell his dad about what occurred and Mr. Serpean went to the rink to confront Javier Macias about the threats he made to Marcelo, the 17yr old youth player, Javier was in the rink when Mr. Serpean approached him, Mr. Serpean told Javier to not speak to his child like that, this is when Javier began to yell and demand staff to call police and began telling Mr. Serpean "Get out of my rink, get out of my rink" and told him that he is not allowed to return back to the center. Mr. Serpean stated again to not speak to his child like that again or else and left the building with his wife, son and Damian Macias, who was crying after leaving the locker room with his father. Javier Macias spoke with Nations Tobin staff and later both nations staff, Griselda Navarette, and he issued a report on the situation via email to sports leadership.

Sports Leadership told Eric, Mr. Serpean and Mrs. Serpean that written statements are encouraged to add to the ongoing incident on 12/13/2025 and the rest of their ongoing concerns as the inline community about Javier Macias and his presence in the sport and the center. Sports Leadership requested any police reports, retraining orders made against Javier Macias, and other documentation they felt comfortable sharing with the city to allow leadership to investigate the situation further.

Attached to this email are the collected incident reports from 12/13/2025, please let me know if you need any other information or documentation in regard to this meeting and/or investigation. Thank you!

Best,

Malanie Gardea

Recreation Program Supervisor

Nations Tobin Sports Center

O: (915) 212-0550

C: (915) 283-8734

Gardeam@elpasotexas.gov

 Outlook

[External] - Nations Tobin In-line Hockey

From Skylier BLAKE [REDACTED]

Date Thu 12/18/2025 7:22 PM

To Gonzales, Mike <gonzalesm@elpasotexas.gov>; Vargas, Monica <vargasm@elpasotexas.gov>; Gardea, Malanie <gardeam@elpasotexas.gov>

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To Whom It May Concern,

I am writing to formally express my concerns in support of the Nations Tobin Inline Hockey League. Earlier this week, it was brought to my attention that the league was placed on hold pending an investigation involving Mr. Javier and a parent.

First and foremost, canceling games for the entire league without clear communication to the Hockey Committee represents a significant breakdown in process; we were previously told that we would be involved. In situations such as this, I strongly believe that only the individuals directly involved should have been placed on temporary leave or suspension pending the outcome of the investigation, rather than suspending league operations as a whole.

I am not aware of all details surrounding the incident that occurred during Saturday's practice, only that it involved Mr. Javier and a parent. However, I can objectively speak to Mr. Javier's conduct, character, and history within the Nations Tobin Inline Hockey League.

I am one of the original participants who witnessed this program grow from its earliest days—playing on wooden floors, assembling and disassembling boards—to what it is today: an Olympic-size inline hockey rink. Over that time, the league has maintained a strong, family-oriented culture for more than 35 years.

Since Mr. Javier's involvement, Tobin Park staff—both past and present—can attest to recurring challenges in working with him. This is not the first instance in which league play has been paused or disrupted as a result of his actions, behavior, or allegations involving him. Prior to his involvement, the league had not experienced suspensions of play or removal of staff from the facility due to the conduct of a single participant.

Mr. Javier has been witnessed by multiple players while officiating games using profanity toward players, telling them to "shut the f*** up," and threatening to remove players from games in his capacity as a referee. These incidents were directed toward individuals including Gabe (goalie), myself, Erik T., and others. Additionally, he has demonstrated repeated loss of emotional control, including breaking his hockey stick against a goalpost during a game. His style of play has also included "dirty tactics" and retaliatory actions that place other players in positions where they must defend themselves against unsafe or unsportsmanlike conduct (e.g. swinging sticks at legs, skates, chopping down on sticks, hooking, and pushing from back that is very dangerous).

Most importantly, the consistent and observable pattern is that Mr. Javier has been counterproductive to the league's long-standing culture, cohesion, and overall success. While he has been given multiple opportunities to course-correct and has issued apologies to individuals and the broader hockey group, his behavior has continued without meaningful or sustained improvement.

With that context, I respectfully offer the following recommendations for your consideration:

1. Resume the adult inline hockey league without further delay.
2. Place Mr. Javier on an independent suspension pending the completion of Tobin Park's investigation. Depending on the findings, consider an additional suspension of two to three seasons to allow for accountability, reflection, and stability within the league.
3. If no suspension is imposed, this should be considered a final warning. Based on historical patterns, he should not be permitted to referee, organize leagues, or hold any "leadership or administrative role"—participation should be limited strictly to playing.
4. Reactivate and formally involve the existing Hockey Committee to support the program's success and ensure continuity during staff transitions at Tobin Park.

Thank you for your time and consideration. My hope is that the inline hockey program can be returned to its intended course promptly, without further disruption caused by the actions of a single individual.

Respectfully,

Skylier Blake



 Outlook

[External] - Incidents occurred with Mr. Javier "Jarris" Macias

From Jorge G Ortega [REDACTED]

Date Fri 12/19/2025 9:18 AM

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

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Good day Parks and Rec staff,

Someone reach out to me to ask me if I could report incidents that happened with Mr. Macias while I used to go and participate in the Nations Tobin rink.

I believe he started playing around 2017, and as a new player in the area, we usually invite and embrace everyone that shows up; the community is small, so any new players are welcomed. He started participating in the adult league, and we invite him to bring his kid to start skating and playing with the kids, I would bring kids that were playing ice hockey, to also play roller. At the time I was coaching a group of young kids playing ice hockey, and I would work with them playing roller there at Nations Tobin. He started to get "involved" without getting involved, he will drop his kid with the group of little kids, but then he will go and play with the adults, or leave the building to do other things and not go back for his kid until a later time, or sometimes he will leave him unsupervised or alone at the rink.

One time he invited a young man, he was 18 years old, but didn't know how to skate, so Mr. Macias decided to drop him to skate with the little kids, but the young man wanted to participate with the adults, so I told him he could go and skate with them (the age difference between him and the 10 and 11 year olds participating was to big), after a couple of minutes, Mr. Macias showed back with the young man and tried to confront me in an aggressive manner that why did I kick him out of the little rink, which was never the case, the young man, wanted to participate with the adults,

not the little kids, but the aggressive behavior of Mr. Macias, and him inviting him but not wanting to teach him how to play, had him scared to say something. I told the young man he could stay with us, but I could tell he was not comfortable, he didn't return after that incident.

In the next couple of weeks, Mr. Macias started pushing the staff of the center to not allow us to have adults skating with the kids because we didn't have background checks and that was mandatory for coaching and being with kids (the sessions were open sessions and the parents of the kids were there, and as a coach of USA Hockey, I had my background check and several modules for coaching). So the center had to make a couple of rules do to the complaints of Mr. Macias, which I don't know if they were in place or just demanded by him.

I also see him confront the staff at the help desk of Tobin, because soccer players will not go out immediately of the rink, or get upset at them if they were running a couple of minutes late or even call their supervisors if they were not working on what he demanded. He would even go and comment amongst other players in the rink that he was their boss, or that he will have them working on things he needed for the league. He liked to feel like he was the one in charge of Nations Tobin, at least on things related to roller hockey.

In tournaments that he will ask the staff to organize, he will scream or yell at kids because they didn't play as he expected (this was voiced by a parent of a kid that got yelled), he will also mock or make fun of kids if they didn't do well and they were not in his team.

He tried to start a youth league with the kids that were showing up, but decided to do it on his own, and the day they were supposed to start, every parent showed up, but the staff told them that while they were registered, they still didn't have teams or a schedule because nobody provide more information and didn't know that they had set that day to start. Mr. Macias got upset at the staff and scream at them, and got upset at parents that would question him if he knew what he was doing. After the incident, the parents asked for a refund, the league never happened, and they never came back.

He also tried to go and get involved in the ice hockey youth program, but over there, he couldn't threaten anyone, because people was not putting up with him and his demands, they tried to help do accommodations for his kids (he asked if they could play an age group below because he said the other kids were to big compared to his kids size) and they allowed stuff like that, but any other demands, they will not pay attention to his tantrums. He also got into a fist fight that he instigated with one of the youth coaches. After the incident, the coach was not allowed to be on the ice and suspended for being inside the rink for the rest of the season, Mr. Macias went and

claim he had done nothing wrong and he just got a week suspension from being in the rink, because he went and insist a couple of times that he had done nothing wrong, which he did participate in the altercation.

After realizing he was not going to be able to do the same at the ice hockey program, he just focused on being at Nations Tobin, and talk bad about the ice hockey program, and lie to the parents about the ice program.

Before covid, I decided to distance myself and my kids from Nations Tobin because of the actions of Mr. Macias. I know several people that still attend either because I know them since then or they show up at the ice rink and play and also still play hockey. I have heard other incidents that keep happening, and people that just stop showing up to roller because the find out Mr. Macias doesn't like to cooperate with people, is either his way or you don't participate.

I tried to take my kids back a couple of years ago, and he makes sure that only the kids get on the floor and no other adults, so he can say he runs the program, and the kids were not even comfortable with what he was "teaching", so we decided to not go back again.

And on a recent incident, a friend of mine has one of his kids participating in the kids' program and his other kids participating in a soccer team, and Mr. Macias approach the kids and tell them that "soccer sucks". As a coach from any sport, you want kids playing different sports, that prevents injuries and you don't want kids specializing on any sport at an early age and him approaching them like that goes against showing the kids good sportsmanship and behavior.

I could come up with a couple of more incidents that I had against him, but this email is already to long and don't want to bore you with it anymore.

Thank you and best regards

Jorge G. Ortega

Dear Mr. Caballero,

We are writing to address a matter of concern about incidents that have occurred during the inline hockey sessions at Nations Tobin Recreational Center. As parents, we expect a conducive atmosphere for all players that also promotes sportsmanship and team spirit.

Unfortunately, there's been a noticeable amount of negative behavior displayed, by Javier Macias. Disrespectful comments, an emotionally unsafe environment, and lack of teamwork are some of the issues that have been observed. These actions undermine team sports principles and create an unpleasant environment for all players.

As you surely know, any coach participating in the El Paso Park and Recreation has a code of conduct they need to abide. These are just a few of the many unseemly actions that we have witnessed.

<i>Code of Conduct</i>	<i>Improper Conduct</i>
<ul style="list-style-type: none"> • Coaches provide a physically and emotionally safe environment for practices and competition 	Javier Macias would yell and target players with intent to insult and denigrate players. Our son was laughed at after giving opinions and after that did not like to share because he was ridiculed.
<ul style="list-style-type: none"> • Coaches accept that they do serve as role models and there must be congruency between their actions and words 	Javier Macias would belittle and explode verbally towards players. Our son was reluctant to play in out-of-town tournaments if Coach Eric Torres was not present.
<ul style="list-style-type: none"> • Coaches maintain confidentiality when appropriate and avoid situations that would potentially create a conflict of interest or exploit the athlete. 	Javier Macias would embellish and escalate situations to belittle and embarrass players. In a particular situation that happened out of town, Javier Macias escalated a situation where a player took a hockey stick from another team. As a coach, he just had to address the player and the family. The other team had already let him know who the player was, and all that was asked was for the stick to be returned. In my opinion, he intentionally humiliated the player and compromised the family's integrity.
<ul style="list-style-type: none"> • Coaches place the athlete's needs and interests before their own. 	My son needed some bearing for his skates and Javier Macias offered to sell him a "new set" to replace the worn ones. To our knowledge, the bearings were supposed to be brand new. When the bearings were replaced, the wheel on the skates were not smooth and we told our son to ask Javier for help with the situation. Javier's response was confrontational and demeaning towards our son and

	told him that he should already know how to change bearings on his own without the help of his father. He went on to say that his dad put DW-40 and that's why they did not work. As always not taking responsibility for his wrongdoing and underhanded tactics for his own personal gains. None the less a new set of bearing were ordered and replaced.
--	--

While we understand that bad days happen, we believe that a certain level of respect and sportsmanship must always be maintained. We are confident that you will take the necessary action to work through these issues, and as parents who values the future of the team, we can only strive for a better and positive playing experience for the whole team.

Please address these issues collectively, fostering a mutually beneficial environment that encourages growth and success.

Thank you for taking the time to read this letter. We are confident that with your help we can cultivate a supportive, successful, and respectful team atmosphere. Looking forward for our son to continue being a part of the inline hockey program at the Nations Tobin Recreational Center.

Sincerely,

Jorge and Laura López

Inline Hockey Parents

 Outlook

[External] - Tobin Hockey

From Enrique Paniagua [REDACTED]

Date Tue 12/30/2025 10:59 AM

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

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Buen dia para hacerles saber que el Sr Javier, nos tiene bloqueados a todos los jugadores de Juárez y parte de chihuahua bloqueados de las páginas que anuncian el hockey para los niños y adultos

Good day, I'm writing to inform you that Mr. Javier has blocked all the players from Juárez and parts of Chihuahua from the websites that advertise hockey for children and adults.

Outlook

[External] - Ongoing Legal Matter and Related Police Report - Javier Macias

From Vera Valencia [REDACTED]

Date Wed 1/7/2026 11:53 AM

To Caballero, Pablo E <CaballeroPE@elpasotexas.gov>

Cc Vargas, Monica <VargasM@elpasotexas.gov>; Gardea, Malanie <GardeaM@elpasotexas.gov>; Eric Torres [REDACTED]; Marco Sapien [REDACTED]; Gabriela Sapien [REDACTED]

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Good morning Pablo,

I hope you are doing well. I am still awaiting my court date regarding my divorce, as well as the restraining order I have requested from the judge against my husband, Javier Macias.

Below is the open record related to the incident that occurred on 12/13/2025, during which Javier threatened Marco Sapien and Marcelo Sapien. I want to emphasize that this should not be viewed as a minor or isolated matter. The situation is far more serious and should be considered in its full context.

Given the circumstances, the appropriate course of action should have been the opposite—where we were the ones gathering signatures to formally request his removal from the inline program.

Thank you for taking the time to review this matter carefully.

Saludos Cordiales,

Vera Valencia
[REDACTED]

----- Forwarded message -----

From: The City of El Paso <ElPaso@govpa.us>

Date: Wed, Jan 7, 2026 at 11:28 AM

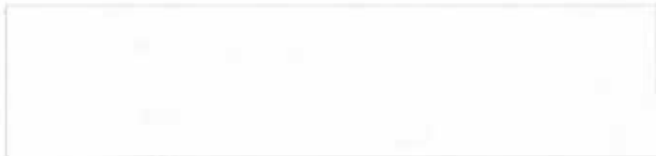
Subject: Open Records Request - W194826-010226

To [REDACTED]

Attachments:

CES_2025548033_W194826_R.pdf

--- Please respond above this line ---



01/07/2026

VIA ELECTRONIC MAIL [REDACTED]

Vera Macias



Re: Open Record Request # [REDACTED]

Dear Vera Macias:

Your request, received 12/31/2025, has been forwarded to me and is being treated as a request for records under the Texas Public Information Act (Tex. Gov't Code Ann. §552.001 et seq.). You requested the following information:

...PLEASE SEE ATTACHED PHRCC ORR



Please click on the link below to view the City's response to your information request. The documents are available in an electronic format; therefore, there will be no charge for this response and your request is now considered closed. Thank you.

[The City of El Paso Public Information Center](#)

Sincerely,

Glenda Andráska

Police Records Specialist/Open Records

El Paso Police Department

915-212-4267



EPPD Calls For Service Report

ORI : TX0710200

CFS : 2025548033

Print Date : 01/02/2026

Calls For Service Information

Summary Information

CFS : 2025548033	ORI CFS # :	Case Number :
CAD Event ID : 15928383	CAD Agency : EPPD	
Priority : Priority 4	Title/Event : THREAT CALLS	
Call Code 1 : THREAT AGAINST A FACILITY	Call Code 2 :	
Call Code 3 :	Call Code 4 :	Type : THREAT CALLS
Situation Found :	Sub Situation Found:	
Action :	Alarm :	Source : 'PHONE' I/CAD CALL SOURCE
Premise :	Division :	
Disposition : ADVISED	Supervisor :	
Dispatched :	Call Taker Officer:	
Call Date : 12/14/2025 13:33	Call Taker :	
Call Date Day of week : SUN	ESN : 4461	
Date Received : 12/14/2025 13:33	EMS Box :	
Common Place Name :		
Event Location : [REDACTED]		
Reported Event Location :		

Dispatch Information

Dispatcher Name :	1st Unit Dispatched : 12/14/2025 15:21
Dispatcher ID : 191536	1st Unit En Route : 12/14/2025 15:21
Domestic Violence : <input type="checkbox"/>	1st Unit Arrived : 12/14/2025 15:37
Status : ASSIGNED	Cleared : 12/14/2025 16:28
Route Time : 0	Completed : 12/14/2025 16:28
Occurred : 12/14/2025 13:33	1st Transport En Route :
Received : 12/14/2025 13:33	1st Transport Arrived :
Entered : 12/14/2025 13:33	Hold :
	Enough Units :

Officer Information

Primary Officer :	Division :
Squad :	District :

PUBLIC RECORDS INFORMATION
ALL CASE ELEMENTS SUBJECT TO NONDISCLOSURE
HAVE BEEN REMOVED IN ACCORDANCE WITH THE
TEXAS PUBLIC INFORMATION ACT (TX GOVT. CODE CH. 552)

DATE: 07/01/26 BY: C2046

CFS : 2025548033

Print Date : 01/02/2026

Approved On : Approved By :
 Approved :

Geo Information

Zone : EPCI	Tract : WSRC
District :	Neighborhood : 44
Reporting Area : 4461	ESZ : 4461

Calls

Call Information

Call Date : 12/14/2025 13:33	Call Identifier :
Date Received :	Call Type :
Conversation Expire Time :	Call Source : PHONE
Emergency : <input type="checkbox"/>	Call Direction :
Wireless/Cellular Phone : <input type="checkbox"/>	

Caller Information

Last/Full Name : SAPIEN MARCO	Phone : [REDACTED]
First Name :	Phone Extension :
DOB :	Called Number :
Name Type :	Street Address :
First Caller : <input type="checkbox"/>	City, State, Zip :
Notes :	

Linked Master Location

Street Adress :	House :	
City :	N-S-E-W :	N-S-E-W Suffix:
State :	District :	Mile Marker :
Zip Code :	Post / Beat :	

PUBLIC RECORDS INFORMATION
 ALL CASE ELEMENTS SUBJECT TO NONDISCLOSURE
 HAVE BEEN REMOVED IN ACCORDANCE WITH THE
 TEXAS PUBLIC INFORMATION ACT (TX GOVT. CODE CH. 552)

Unit Information

Unit : 2F148	Group ID :
Unit Trip ID :	Car ID :
Officer 1 :	Officer 2 :
Officer 3 :	Officer 4 :
Officer Name 1 :	Officer Name 2 :
Officer Name 3 :	Officer Name 4 :
Status : ARRIVE	Status Date : 12/14/2025 15:37
Disposition :	Agency :
Report Number :	Shift :
Location : [REDACTED]	
Comments :	

Dispatch Information

Dispatched : 12/14/2025 15:21	Arrival : 12/14/2025 15:37
Enough Units :	Cleared :
Complete :	En Route : 12/14/2025 15:21
Hospital Arrival : 12/14/2025 15:37	Hospital En Route :

Remarks

2025-12-14T13:33:16
 :
 RP ADV COACH OF 16 YOA SON'S HOCKEY TEAM THREATENED HIM2025-12-14T13:33:16
 :
 OCC: 12/14/2025 @ 1130 HRSA 2025-12-14T13:33:16
 :
 SUBJ: MACIAS JAVIER, H/M, 45 YOA, 6'1", HEAVYSET, BLK HAIR2025-12-14T13:33:16
 :
 NO WEAPONS 2025-12-14T13:33:31
 :
 SUBJ HAS ANGER ISSUES 2025-12-14T13:33:46
 :
 NO/D 2025-12-14T13:34:24
 :
 2F148 -- SEQ 2025-12-14T15:53:18
 :
 VEH [REDACTED] 2025-12-14T15:56:48
 :
 VEH [REDACTED] 2025-12-14T15:56:55



Vehicle Information

Common Event Id: 15928383	Vehicle Record :
Item Number : 139216488	Revision Employee Id : 1031764
License Plate Number : [REDACTED]	Revision Number : 1
State :	Revision Terminal : PT03
License Type :	Revision Time : 12/14/2025 15:56
License Type(Text) :	Updated Employee Id :
License Year:	Updated Terminal :
VIN :	Updated Time :
Make :	CAD Agency :
Model :	Availability Time : 12/21/2025 15:56
Make(Text) :	Locking Terminal :
Model(Text) :	Information Scope :
Model Year :	Active : <input checked="" type="checkbox"/>
Remarks :	Auto Query Disabled : <input type="checkbox"/>
Unit ID :	

Common Event Id: 15928383	Vehicle Record :
Item Number : 139216500	Revision Employee Id : 1031764
License Plate Number : [REDACTED]	Revision Number : 1
State :	Revision Terminal : PT03
License Type :	Revision Time : 12/14/2025 15:56
License Type(Text) :	Updated Employee Id :
License Year:	Updated Terminal :
VIN :	Updated Time :
Make :	CAD Agency :
Model :	Availability Time : 12/21/2025 15:56
Make(Text) :	Locking Terminal :
Model(Text) :	Information Scope :
Model Year :	Active : <input checked="" type="checkbox"/>
Remarks :	Auto Query Disabled : <input type="checkbox"/>
Unit ID :	

 Outlook

[External] - Follow-Up Regarding Inline Hockey Rink Closure and Path Forward

From RollerDad News [REDACTED]
 Date: Wed 1/7/2026 7:03 AM
 To: Gardea, Melanie <GardeaM@elpasotexas.gov>; Vargas, Monica <vargasM@elpasotexas.gov>; Gonzales, Mike <GonzalesM@elpasotexas.gov>

You don't often get email from [REDACTED]. [Learn why this is important](#)

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Dear City of El Paso Officials,

I am writing to follow up regarding the continued closure of the inline hockey rink. It has now been approximately a month with no clear solution or resolution communicated to the hockey community, and the lack of progress is deeply concerning. I love Hockey just as much as the next person.

By way of background, I own and operate **RollerDad News**, the largest dedicated inline hockey media platform in the world. The platform covers the sport globally at the youth, collegiate, and professional levels. Since moving to El Paso less than a year ago this place has given me home thanks to Eric Torres. I have been actively involved in the local hockey community — assisting with the Thunderbirds Invitational and helping the league secure new uniforms through my industry connections, and even helping with learn to skate programs. I am deeply invested in both this sport and its growth in El Paso.

This situation should not be occurring, nor should it remain unresolved for this length of time. The issue at hand involves specific individuals and personal circumstances and has no relation to the rink itself or the broader hockey community. Allowing an individual dispute to halt all hockey activity unfairly impacts youth players, adult players, families, and community members who simply want a safe and structured place to play.

In addition, there is an ongoing dispute between two individuals over control of social media accounts and online presence related to the program. This has resulted in public back-and-forth and competing accounts, placing the community in the middle of a personal conflict. This reflects poorly on the program and the city, creates confusion for families and players, and should not be happening in El Paso — especially in the context of youth sports.

I have also personally been drawn into this matter through repeated and unwanted communications from one involved party attempting to involve me in the dispute. This behavior is inappropriate and concerning, particularly in the context of youth sports leadership. I am able to provide documentation of this ongoing harassment if needed.

At this point, I would like to formally offer my time and services to volunteer as **Hockey Director for El Paso**. My goal would be to provide structure, accountability, and clear leadership, prevent issues like this from occurring in the future, and ensure that individual conflicts are addressed without disrupting the entire hockey community.

El Paso has tremendous potential for hockey, and the community deserves leadership and solutions that prioritize players and families. I respectfully ask the City to address this matter promptly and consider a leadership structure that allows inline hockey to move forward without further interruption.

I would welcome the opportunity to discuss next steps and potential solutions.

Thank you for your time and consideration. Also, please leave my name out of this as the one part has already harassed enough.

Respectfully,
Robb Woods
 Founder, RollerDad News
 Inline & Roller Hockey Advocate

RollerDad News: <https://www.rollerdadnews.org>
 Instagram: <https://www.instagram.com/rollerdadnews>

Caballero, Pablo E.

From: Marco Sapien [REDACTED]
Sent: Wednesday, December 17, 2025 10:40 PM
To: Caballero, Pablo E.
Subject: [External] - Fwd: Meeting regarding Saturday incident

You don't often get email from [REDACTED] [Learn why this is important](#)

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Hello Mr. Caballero,

I share this with you because I had attempted to share it with Monica, Melanie, and Mike but got error notices when I sent it out. I think it's important to share with you and your staff. If you would please share it with them in case I got something wrong with their email address. I appreciate your assistance in this and thank you for your time in reviewing this email. Thank you.

----- Forwarded message -----

From: Marco Sapien [REDACTED]
Date: Wed, Dec 17, 2025 at 10:33 PM
Subject: Meeting regarding Saturday incident
To: <gardeam@elpasotexas.gov>, <vargasm@elpasotexas.com>, <gonzalezm@elpasotexas.com>

Hello,

I am very appreciative that you took the time to meet with me and my wife regarding the incident that occurred on Saturday involving Javier Macias. As I stated it is a common event for my son Marcelo to participate in a pick up game that happen on Saturday mornings. Marcelo was going to celebrate his birthday with his friends that day and we had agreed to take Damian Macias, Javier's son, with us after practice. Javier was well aware since he was originally going to drop of Damian at our home but later Damian's mother asked us to please take him after the game. We waited for the boy's to come out from the locker room but Damian was taking longer than expected. Marcelo told us that Javier was talking to him so we gave it another 10 minutes. We then asked Marcelo to go in and get him because we had to leave to prepare for that evening. After about another 15 minutes Marcelo steps out of the building very upset and was telling us that he didn't know what his problem was and that he was sick of it. Marcelo had entered the building and when he got to the rink he noticed Javier was still in there with Damian. Marcelo hung around not wanting to interrupt and was hoping Damian would see him and hurry up. After some minutes he peeking into the rink and told Damian that we had to go. Javier explodes at Marcelo and tells him to fuck off because he's talking to Damian. Marcelo then tells him that we need to leave and Javier slams the door in his face and again tell him to fuck off and leave. Marcelo is very angry at this and coach Eric Torres hears the yelling and peeks out of the locker room and just asks Marcelo to leave. That is when Marcelo comes back out to tell us what happened. As per Damian, Javier angrily tells him that he really wants to slap that boy and Damian stands up for Marcelo and tell him that he will do no such thing and walks away from Javier and comes out crying. My wife receives him with a hug in the parking lot and he bursts into tears. At this point I have just had enough of Javier's behavior and was not going to tolerate

him speaking to my son like that. I went back inside to speak to him. He was in the rink and I called out to him twice but was ignored. A couple of kids and a Dad were playing around in the rink so I stepped in towards Javier. When he saw me step in he immediately skated towards me yelling for me to get off his rink. I told him that I was not going to allow him to speak like that to my son and he kept yelling above me telling to get out of his rink. This frustrated me and I then warned him that if he ever pulled that again with my son I would kick his ass and told him to stay away from Marcelo. Again he kept yelling for me to get out of his rink to which I responded that it's not his and told him to take me out. He then skated off making a scene that he was going to involve the police. He skated towards the front desk and told Griselda to call the police because I attacked him and was making threats. As I was stepping out into the lobby I told him one last time that it better be the last time he talks to my son that way and to stay away from him. When Griselda heard this she realized his act and put down the phone. As I was stepping out of the building he says " cuando quieras y donde quieras puto". I ignored him and left.

Shortly after he begins texting my wife and me that we took Damian without his permission and that he was going to call the police because he was a minor and that was illegal and I we were going to be arrested. All day he sent stupid comments and threats at how he was going to see to it that we will never set foot in his rink and that he would make sure that if I did I would be arrested on site. My wife and I decided to ignore him and block him so we no longer receive texts but as the day progressed he became very aggressive with his threats towards his wife and son. Vera Macias was very scared for the safety of her children and disclosed information that we were not aware of regarding his violent past to include prior arrests for domestic violence, assault, and even arson. We offered our home to them until they find a solution and are out of harms way. To have some kind of record regarding the occurrence we contacted EPPD and made a report which I shared with Monica in our meeting.

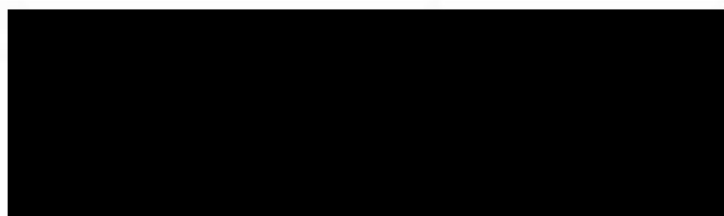
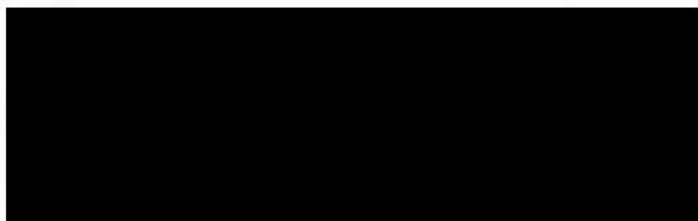
I know Javier since Marcelo was 7 yrs old. Damian and Marcelo are very close almost like brothers and have been competing in the same teams since then. We always knew Javier had issues but kind of tolerated it because of Vera and the kids. He got into a fist fight provoked by him at the Rhino's rink and was banned from the rink by the General Manager. That is when he started with inline hockey. He invited us to try it out and we stuck with it since Marcelo enjoyed it and Damian was a part of it. He introduced Eric Torres to us and he took over as head coach for the boys. Other boys from ice joined us and the goal was to create a team and awareness to kids in El Paso to try inline hockey. The boys quickly bonded with Eric and he has been really great for the boys. They have participated in very important and competitive events and have shined thanks to Eric. Javier was always in the background causing problems. He has had an issue with each one of the boys in one way or the other. His game is psychological and he humiliates the boys and belittles them. This has been a couple of years and the boys are now growing up and tired of this. They are beginning to defend themselves and Javier becomes aggressive with them and cusses them out. Javier made some derogatory comments to Dreese our goal tender and Elma his mother was very upset at this and pulled him from the program. Later Javier kicked off Noel Rivera from the team because of another occurrence at the rink while coaching the youth team. Again getting aggressive by verbally insulting Noel and kicking him off his rink. Soon after Marvin River Noel's brother quit the team. My son seeing all this became disillusioned about hockey and decided to quit participating competitively and began to play tennis to which Javier would humiliate him during pick up games calling him a faggot and that tennis was for gays. Pretty much the same behavior he showed towards Emilio Lopez another team member for participating in his school's marching band and for decide to join the football team.

There are so many thing and details I/we can provide to demonstrate that Javier has no business coaching or being around kids. He does it for all the wrong reasons and is now doing it for profit. He is

nickel and diming the youth program parents by making them buy hoodies, patches, stickers, water bottles, joining silly tournaments he creates between them and charging a fee. He is also holding clinics at the rink and charging entry fees. He told Eric that he was the CEO of the Thunderbirds and Eric stepped back and told him to take the name and do what he pleases. He is currently charging boys from other parts of the country and out of the country to play for the Thunderbirds when none of the original boys are a part of it and neither is Coach Eric.

None of the original parents feels comfortable going to the rink if he is still there and it's a shame because all the boys just want to play, but without Javier. He is dangerous and selfish and poses a threat to the kids. He has shown a very different side of him which we never knew and I truly think he is capable of anything. Especially with the threats and comments he has made to his own son and wife.

I ask that you please truly consider having him permanently removed from the program and any activities involving children. Thanks again for your time and if you need any further clarification from me or need me to go in again in person to provide any additional information I would do so gladly.



Caballero, Pablo E.

From: Eric Torres [REDACTED]
Sent: Tuesday, December 16, 2025 6:34 PM
To: Caballero, Pablo E.
Subject: [External] - Re: [External] - Inline hockey

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Mr Caballero,

Absolutely, I understand the reason behind it. Thank you for your support and you'll receive a couple emails as well from the adults of the league. Thank you!

Sent from my iPhone

> On Dec 16, 2025, at 17:44, Caballero, Pablo E. <CaballeroPE@elpasotexas.gov> wrote:

>

> Good evening Eric,

>

> We need to pause the entire program since Javier is an official and I don't want to take a chance of having him on the premises and taking a risk of any altercation.

> Im hoping you understand and please talk to teams for patience.

> This is delicate and can escalate to a different level since we don't know how he would react.

>

> Im hoping it won't take long to continue with our regular programs.

>

> Regards!

>

> Pablo Caballero

> Parks and Recreation Director

> City of El Paso

>

>> On Dec 16, 2025, at 5:37 PM, Eric Torres [REDACTED] wrote:

>>

>>

>>

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>>

>>

>>

>> Good evening Mr Caballero,

>> Hope you're doing well. Well I'm sure you know the reason of my email. I just want you to know that I have all the parents plus adult players on the same page and they are going to be writing emails to you concerning all these issues. Thank you for your time and I apologize for you having to deal with all this. I do have a question though. A lot of the adults for the adult Hockey have been calling me and texting me that why would this matter affect the adult hockey league on Tuesdays and Thursdays. A lot of them are on board on writing emails stating the issues they've had with Javier but they do feel like this shouldn't affect the league games that are on Tuesdays and Thursdays for the adults. Is there anyway the adults can continue to play? Thank you for your time please let me know.

>>

>> Sent from my iPhone

Caballero, Pablo E.

From: Vargas, Monica
Sent: Wednesday, January 14, 2026 9:49 AM
To: Caballero, Pablo E.; Rodriguez, Carlos A.
Subject: FW: [External] - Javier Macias

FYI!

From: robert Robles [REDACTED]
Sent: Wednesday, January 14, 2026 9:47 AM
To: Vargas, Monica <vargasm@elpasotexas.gov>; Gonzales, Mike <GonzalesM@elpasotexas.gov>; Gardea, Malanie <GardeaM@elpasotexas.gov>
Subject: [External] - Javier Macias

You don't often get email from [REDACTED] [Learn why this is important](#)

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Dear El Paso Parks and Recreation Staff,

I am writing to formally raise serious concerns regarding the conduct of Javier Macias, who is involved in both the adult and youth hockey programs.

There have been multiple instances of misuse of authority, unauthorized schedule changes, and personal matters being brought into the rink environment. His conduct toward staff, players, and other adults has been consistently disrespectful, contributing to an overall toxic atmosphere within the hockey community. In addition, he has engaged in taunting, harassment, and insulting behavior toward other players in the league, which has further escalated tensions and undermined the spirit of sportsmanship expected in these programs. These actions have recently disrupted scheduled adult league games due to personal issues that should be handled outside the rink, while also negatively impacting youth hockey through unfair treatment of players and harm to their development and enjoyment.

Additionally, there are ongoing concerns regarding his attempts to exert control over league operations and open hockey despite not holding an official leadership role. There is also a known history of violent behavior, including a prior ban from ice hockey following a physical altercation with another player.

I respectfully request that Parks and Recreation review this matter promptly to ensure a safe, professional, and respectful environment for all participants.

Thank you for your time and attention. I am confident that, with your involvement, the integrity and enjoyment of both adult and youth hockey programs can be restored.

Sincerely,
Robert Robles

Caballero, Pablo E.

From: Vargas, Monica
Sent: Friday, January 2, 2026 7:20 PM
To: Rodriguez, Carlos A.; Caballero, Pablo E.
Subject: Fw: [External] - Hockey incident with Javier Macias

FYI!

Get [Outlook for iOS](#)

From: Mauricio Escobar [REDACTED]
Sent: Friday, January 2, 2026 7:15:13 PM
To: Gonzales, Mike <GonzalesM@elpasotexas.gov>; Vargas, Monica <vargasm@elpasotexas.gov>
Subject: [External] - Hockey incident with Javier Macias

You don't often get email from [REDACTED] [Learn why this is important](#)

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Good afternoon,

I was informed today that hockey at Tobin was paused for several incidents that have happened with Javier Macias.

And I would like to put my part into this situation. As I have also stopped playing hockey at Tobin because of an incident with him.

Nothing serious, but his attitude makes it seem like he's the owner of the rink. He was very disrespectful to me when I asked him if there was a way to get registered one day after the due date.

Due to his disrespectful and pedantic attitude I am adding one more signature to the formal complaints towards this individual.

He always has an attitude like if he was superior to everyone else there at the rink and he is very problematic and sometimes even violent. And he's always finding ways to not being accountable for his actions.

I greatly support the suggestions/petitions to ban him completely from any hockey rink in the city of El Paso, including the ice rink, because it's always the same situation with him there in the ice.

Best regards,

Mauricio Escobar

Caballero, Pablo E.

From: Vera Valencia [REDACTED]
Sent: Thursday, December 18, 2025 5:35 AM
To: Caballero, Pablo E.; Vargas, Monica
Subject: [External] - Javier E. Macias - Request for Immediate Action
Attachments: IMG_6095.png; IMG_6096.png

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Dear Pablo,

The screenshot of the email I previously sent requesting an urgent restraining order should be sufficient proof that his threats are ongoing and have not stopped. These communications demonstrate a clear pattern of intimidation and escalating behavior.

At this point, I am deeply concerned that no further proof will ever be considered "enough" unless something serious happens. His threats extend not only toward me and my children, but also toward you, your staff, and the safety of everyone at Nations Tobin. This situation requires immediate action to prevent further harm.

We have repeatedly raised these concerns, and if anything else were to occur at the rink, all prior communications and warnings would clearly show that this risk was known and ignored. That is not a position anyone should be placed in.

I am asking you to take decisive action now and permanently ban him from Nations Tobin. This is an opportunity to ensure the safety of your facility, your staff, and the families involved, and to prevent further escalation.

For me and my children, this is the beginning of a long and difficult journey away from an abusive and threatening environment. Hockey and the sense of power he derives from it have been used as tools of control, and removing access to that space is a necessary step to protect us and others.

Please help us ensure that no further incidents occur. We need to know that our safety concerns are being taken seriously.

Thank you for your immediate attention to this matter.

P.S. The time that should be spent resting is instead being used to document threats, send emails, and create records for safety purposes. Unlike him, I do not have the freedom to spend my time sending messages or making threats. I am caring for my children, ensuring they attend school, and trying to remain focused on my work so I can maintain economic stability for them. This ongoing situation is taking a significant toll and further underscores the urgency of immediate action.

Sincerely,

Vera Macias



Caballero, Pablo E.

From: Eric Torres [REDACTED]
Sent: Tuesday, February 17, 2026 4:45 PM
To: Caballero, Pablo E.
Subject: [External] - Re: [External] - Afternoon Pablo

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Thank you sir! Much appreciated!

Sent from my iPhone

On Feb 17, 2026, at 15:21, Caballero, Pablo E. <CaballeroPE@elpasotexas.gov> wrote:

Thank you for sharing Eric, everything is being documented.
Be safe and I hope to see you back on the rink soon.

Regards!

Pablo Caballero
Parks & Recreation Director
City of El Paso
801 Texas Ave. 2nd Floor 79901
PH 915-212-8018
<image001.jpg>

From: Eric Torres [REDACTED]
Sent: Tuesday, February 17, 2026 3:12 PM
To: Caballero, Pablo E. <CaballeroPE@elpasotexas.gov>
Subject: [External] - Afternoon Pablo

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Good afternoon Pablo,
Hope you're doing well sir. Well Pablo, I first want to thank you for everything you have done to help out and make sure hockey continues here in El Paso. It is appreciated. I know it's a small community but we are appreciated that it continues especially for the youth so it can continue to

grow. Pablo reason I am emailing you once more and sorry to bother you on this windy day, but there are some things happening with Javier that quite frankly are just considered harassment. Now it is on social media, but he has also emailed Marco Sapien (after the suspension on them). I will attach the email that Javier first emailed to Marco and Marco's response. Now I did tell Marco not to respond but when you insult the man and his family (from grandchild to oldest son) I think as a parent anyone would respond to protect his family. Also I know that posting on social media is their own personal thing and there isn't anything you can do about it, but he does talk about the Tobin staff, yourself and me as well. I would simply like to show you it because I feel like this could possibly lead to having him removed from Tobin or any rec center permanently? I am just wondering. Thank you again for your help and I'm sorry this continues with this man. Please let me know if there is anything I need to do. Thank you and have a rest of a good day.

<image002.png>

Also here is the screen shot of what Javier posted online talking about everyone

<image003.png>

<image004.png>

Sent from my iPhone

Vargas, Monica

From: robert Robles [REDACTED]
Sent: Wednesday, January 14, 2026 9:47 AM
To: Vargas, Monica; Gonzales, Mike; Gardea, Malanie
Subject: [External] - Javier Macias

You don't often get email from [REDACTED] [Learn why this is important](#)

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

Dear El Paso Parks and Recreation Staff,

I am writing to formally raise serious concerns regarding the conduct of Javier Macias, who is involved in both the adult and youth hockey programs.

There have been multiple instances of misuse of authority, unauthorized schedule changes, and personal matters being brought into the rink environment. His conduct toward staff, players, and other adults has been consistently disrespectful, contributing to an overall toxic atmosphere within the hockey community. In addition, he has engaged in taunting, harassment, and insulting behavior toward other players in the league, which has further escalated tensions and undermined the spirit of sportsmanship expected in these programs. These actions have recently disrupted scheduled adult league games due to personal issues that should be handled outside the rink, while also negatively impacting youth hockey through unfair treatment of players and harm to their development and enjoyment.

Additionally, there are ongoing concerns regarding his attempts to exert control over league operations and open hockey despite not holding an official leadership role. There is also a known history of violent behavior, including a prior ban from ice hockey following a physical altercation with another player.

I respectfully request that Parks and Recreation review this matter promptly to ensure a safe, professional, and respectful environment for all participants.

Thank you for your time and attention. I am confident that, with your involvement, the integrity and enjoyment of both adult and youth hockey programs can be restored.

Sincerely,
Robert Robles

Sent from Yahoo Mail for iPhone

Vargas, Monica

From: Mauricio Escobar [REDACTED]
Sent: Friday, January 2, 2026 7:15 PM
To: Gonzales, Mike; Vargas, Monica
Subject: [External] - Hockey incident with Javier Macias

You don't often get email from [REDACTED] [Learn why this is important](#)

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Good afternoon,

I was informed today that hockey at Tobin was paused for several incidents that have happened with Javier Macias.

And I would like to put my part into this situation. As I have also stopped playing hockey at Tobin because of an incident with him.

Nothing serious, but his attitude makes it seem like he's the owner of the rink. He was very disrespectful to me when I asked him if there was a way to get registered one day after the due date.

Due to his disrespectful and pedantic attitude I am adding one more signature to the formal complaints towards this individual.

He always has an attitude like if he was superior to everyone else there at the rink and he is very problematic and sometimes even violent. And he's always finding ways to not being accountable for his actions.

I greatly support the suggestions/petitions to ban him completely from any hockey rink in the city of El Paso, including the ice rink, because it's always the same situation with him there in the ice.

Best regards,

Mauricio Escobar



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



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

Incident Date:	1/10/2026	Incident Time:	12:15	AM	<input checked="" type="checkbox"/>	PM
Incident Location:	Nations Tobin Sports Center					
Person(s) involved:	Javier Macias					
Parent's Name (if minor):						
Street Address:	8831 Railroad					
City:	El Paso	State:	TX	Zip Code:	79924	Phone: (915) 212-0550

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

Suspicious activity within the center by customer.

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

In the morning of Saturday January 10, the staff at Nations Tobin picked up a phone call from Mr. Javier Macias. The staff said he wanted to speak to a supervisor so I took the call. Mr. Macias was asking about the status of hockey at Tobin. I explained to him that Hockey operations at Tobin were suspended until further notice. He then asked why a parent was not allowed to skate with his son in the big rink. I told him he could not use the Big Rink because we have indoor soccer games going on. He grew very annoyed and became very aggressive asking if "I or my bosses knew what we were doing." and "if [I] knew what I was doing because [I] was not making sense." After a ten minutes he said that he was "going to email [me] and my bosses because this is ridiculous." The phone call ended and I contacted my coordinator Mike Gonzales and my manager Monica Vargas and informed them of the call. I then resumed getting ready for the soccer games. At about 11:55am, a staff member walked into the office and told me that Mr. Macias was skating around in the center.

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

Actions reported to coordinator and manager.

EMS Called? Yes No Transported to: _____

Police Called? Yes No PD Case No.: _____

Witnesses	Check One			
	Name	Staff	Other	Title (if applicable)
Jannie Villasana	x			Recreation Specialist

Employee Completing Injury/Incident Report

Employee Name (print)	Title	Signature	Date
Ruben Martinez	Rec. Program Supervisor		1/10/2026

Reviewed

Reviewer	Employee Name (print)	Signature	Date
Site Supervisor / Coordinator	Ruben Martinez		01/10/2026
Division Manager	Monica Vargas		
Assistant Director	VACANT		
Director	Pablo Caballero		

Type of Injury/Incident (Continued from first page)

Describe What Happened (Continued from first page)

I told the staff that I was going to look into it. I went to the bathroom before heading into the small rink, and I found a duffel bag full of hockey equipment on a bench in the bathroom. I then went into the Bing Rink at Tobin to see how the soccer games were going. In the rink, I saw Mr. Macias in his skates and hockey gear getting his picture taken by a female. He seemed to head into the locker rooms (which were locked) for picture purposes. He took his duffel bag and rolled out of the Big Rink with the female following him into the Small Rink. I went back to the office and contacted Ms. Vargas and Mr. Gonzales regarding the matter. I also sent my Recreation Specialist Ms. Jannie Villasana to check on the Small Rink. She went to the Small Rink and reported back that Mr. Macias and the female were taking pictures of themselves in the rink. They left soon after.

Action Taken (Continued from first page)



PARKS & RECREATION
CITY OF EL PASO

City of El Paso
Parks and Recreation Department

NOTICE OF SUSPENSION

Today's Date: January 22, 2026

Sport/Facility/Program: Inline Hockey

Location: Nation Tobin Sports Center

This letter constitutes written notice that Javier Macias has been suspended for one (1) year and is eligible to return on December 14, 2026 for violation of the City of El Paso Parks and Recreation Department's Behavior Management Policy for the following actions:

1. Verbally abuse a City of El Paso employee with intent to cause harm.
2. Verbally abuse a spectator and/or program participant with intent to cause harm.

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

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

This suspension is effective on this 22nd day of January 2026. The suspension prohibits the person(s) above mentioned from being present at any City of El Paso Parks and Recreation events, facilities, and complexes during suspension including the appeal process.

The suspension also prohibits the person(s) above mentioned from engaging directly any City of El Paso employee(s) and/or officials during suspension, including the appeal process. Violation of this prohibition may result in an extension of the above listed suspension period.



Recreational Services Manager (Signature)

Print Name: Monica Vargas

Office Phone: (915) 212-1719

E-Mail: vargasm@elpasotexas.gov

Petition for the Safety and Protection of Youth Players at Nations Tobin

We, the undersigned, are committed to fostering a safe, secure, and respectful environment for all youth players, families, and staff at Nations Tobin. The well-being of our athletes must remain the highest priority, ensuring that every player can train and compete free from fear, intimidation, or disruption.

This petition is submitted with particular concern for former member Damian J. Macias, a current 18U player with the Texas Scorpions, as well as all youth participants within the program. Our intent is to preserve a positive and supportive environment where young athletes can continue to develop safely.

We respectfully request that appropriate measures be taken to prevent the return of **Javier E. Macias** to the facility. Mr. Macias has been involved in multiple documented altercations involving staff, players, youth participants, and parents, resulting in an unsafe and disruptive atmosphere.

Additionally, Mr. Macias is currently involved in legal proceedings. A court hearing is scheduled for June 18th regarding Temporary Protective Orders requested by the attorney, Claudio Flores Jr., on behalf of Vera Valencia, his spouse and the mother of the player referenced in this petition. These proceedings are connected to a personal case involving allegations of domestic violence and a divorce action.

Given these circumstances, we believe it is both reasonable and necessary to prioritize the safety and well-being of all individuals at Nations Tobin by taking preventive action.

For the protection of our youth, families, and staff, we respectfully urge leadership to act in the best interest of the community by ensuring a safe and secure environment for all.

Thank you for your support.

Ms. Vera Valencia



Name	Email	Phone Number	Date	Signature
Vera J. Valencia			04/21/2026	
Ebony K. Jones			4-21-26	Ebony Jones
Daniel Dominguez Jr.			04/21/2026	Daniel Dominguez Jr.
ANGEL RIVERA			4-21-26	
Linda Porter			04/21/2026	Linda
Isabella Riera			04/21/26	Isabella R.
Brenda Nijera			4-21-26	Brenda Nijera
Lucy Gattuso			4-21-26	Lucy Gattuso
J. Castillo			4-21-26	J. Castillo
Laura Torres			4/21	Laura Torres
Emma Valencia			04-21-26	Emma Valencia
Jorge Ortega			4/21/26	Jorge Ortega
Gabriel Mendez			4/21/26	Gabriel Mendez
Skyler Blake			4/21/26	Skyler Blake
Robert Robles			4/21/26	Robert Robles
Matt Johnson				Matt Johnson
CLAUDIA MURRELL			4/21/26	Claudia Murrell
Jannie Villasora			4/21/26	Jannie Villasora
DAVID CASTILLO			04/21/26	David Castillo
Eric Torres			4/21/26	Eric Torres
David Anguiano			4/23/26	David Anguiano
Laura H. Lopez			4/23, 2026	Laura H. Lopez
Zachery Blake			4-23-26	Zachery Blake
Jim Harpwood			4/23/26	Jim Harpwood
Gabriela Sapient			4/23/26	Gabriela Sapient
Marvin Rivera			4/23/26	Marvin Rivera
Emilia Lopez			4/23/26	Emilia Lopez
Dreese Scholten			4/23/26	Dreese Scholten
Margate Sapient			4/23/26	Margate Sapient
Noel Rivera			4/28/26	Noel Rivera
Mitchell Ramsey			4/28/26	Mitchell Ramsey
Elma Scholten			4/28/26	Elma Scholten
Edgar Rojas			4/30/26	Edgar Rojas
Vivian Murrell			4/30/26	Vivian Murrell
Sako Smith			4/30/26	Sako Smith
Aaron Arzola			4/30/26	Aaron Arzola
Alex Oliver			4/30/26	Alex Oliver
MARCO SAPIENT			05/05/26	Marco Sapient
Maximiliano Sapient			05/05/26	Maximiliano Sapient
Daniela Camacho			5/05/26	Daniela Camacho

