

PARKS AND RECREATION ADVISORY BOARD

June 11, 2025 CITY 3 BASEMENT - THORMAN CONFERENCE ROOM - 801 TEXAS AVENUE 4:00 PM

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

In compliance with the requirement that the City provide two-way communication for members of the public, members of the public may communicate with the Parks and Recreation Advisory Board during public comment, and regarding agenda items by calling the following number:

1-915-213-4096 or Toll Free Number: 1-833-664-9267

At the prompt please enter the corresponding Conference ID: 461-195-43#

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 Advisory Board members must be present and participate in the meeting.

CALL TO ORDER

PUBLIC COMMENT

<u>This time is reserved for members of the public who would like to speak on items not</u> <u>on the Parks and Recreation Advisory Board agenda.</u>

AGENDA

| 1. | Approval of Minutes: Of Parks and Recreation Advisory Board Meeting of May 14th, 2025 - Marcella Carrillo, Board Chair | <u>BC-570</u> |
|----|---|---------------|
| 2. | Discussion & Action: On adoption of staff recommendation to suspend | BC-746 |

Theresa Valdez for three (3) months for violation of the City of El Paso Parks and Recreation Department's Behavior Management Policy. - Grievance Subcommittee Member

- 3. Discussion & Action: On adoption of staff recommendation to suspend Maria Elena Sarmiento for three (3) months for violation of the City of El Paso Parks and Recreation Department's Behavior Management Policy. - Grievance Subcommittee Member
- 4.
 Presentation & Discussion: On Upcoming Parks and Recreation Summer
 BC-748

 Programming Raul Diaz, Media Specialist
 BC-748

<u>ADJOURN</u>

NOTICE TO THE PUBLIC

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

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

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



Legislation Text

File #: BC-570, 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.

Approval of Minutes: Of Parks and Recreation Advisory Board Meeting of May 14th, 2025 - Marcella Carrillo, Board Chair

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PARKS AND RECREATION ADVISORY BOARD

WEDNESDAY, May 14th, 2025, AT 4:00 P.M. Virtual Meeting through Teams

Minutes

<u>Members Present: (5)</u>

District 1 – Sandra Olivar District 4 – Benjamin Avalos District 5 – Luis Terrazas District 7 – Marcella Carrillo (Chair) District 8 – Ricardo Bustamante <u>Members Absent: (4)</u> Mayor – Deborah Zuloaga District 2 – Anna Alemán (Vice-Chair) District 3 – Michael Adjemian District 6 – Timothy Haddox

<u>City Attorney – Legal</u> Jesus Quintanilla, Assistant City Attorney

<u>City Staff Present</u> Pablo Caballero, Director Emigdio Gonzalez, Assistant Director Alondra Navarrete, Office Manager Jazmine Pullom, Customer Relations Rep. Raul Diaz, Media Specialist Susana Arroyo, Rec. & Sports Coordinator Richard Bristol, Deputy City Manager

• Call to Order

Marcella Carrillo, Board Chair, called the meeting to order at 4:08 P.M.

Marcella Carrillo, Board Chair, did a roll call.

• Public Comment (for items not on the agenda):

No members of the public were present to discuss items not on the agenda

1. Approval of Minutes: Of Parks and Recreation Advisory Board Meeting of April 9th, 2025 – Marcella Carrillo, Board Chair

Marcella Carrillo, Board Chair, asked the Board to review the Parks and Recreation Advisory Board for April 9th, 2025, minutes and approve them.

Motion by Richard Bustamante to accept the April 9th, 2025, Parks and Recreation Advisory Board minutes as written, seconded by Luis Terrazas.

AYES: Sandra Olivar, Ben Avalos, Luis Terrazas, Marcella Carrillo, Ricardo Bustamante NAYS: ABSENT: Deborah Zuloaga, Anna Alemán, Michael Adjemian, Timothy Haddox

Motion passes.

2. **Presentation & Discussion:** On Club Rec Summer Camp – Susana Arroyo, Recreation & Sports Coordinator

Susana Arroyo, Recreation and Sports Coordinator, addressed the Board with a PowerPoint presentation to give the Board information on the Department's upcoming Club Rec Summer Camp, which will be held at recreation centers city-wide to engage the community's youth.

Board members had questions and comments that were answered and considered by Ms. Arroyo.

3. **Presentation & Discussion:** On Live Active EP Summer Programs – Diana Cepeda, Strategic Initiatives Manager

In the absence of Diana Cepeda, Strategic Initiatives Manager, Raul Diaz, Media Specialist, addressed the Board alongside a PowerPoint presentation to share Live Active programming that's been held in the past fiscal year, and present the program's upcoming summer events.

Board members had questions and comments that were answered and considered by Mr. Diaz.

• Adjournment: 4:39 p.m.



Legislation Text

File #: BC-746, Version: 2

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 & Action: On adoption of staff recommendation to suspend Theresa Valdez for three (3) months for violation of the City of El Paso Parks and Recreation Department's Behavior Management Policy. - Grievance Subcommittee Member

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City of El Paso Parks and Recreation Department

NOTICE OF SUSPENSION

| Today's Date: | Abril 29, 2025 | V. | - | |
|-----------------------------|--|----------------|------------------------|------|
| Sport/Facility/Program: | Wellington Chew | Senior Center | - | |
| Location: | 4430 Maxwell Av | e | - | |
| This letter constitutes wri | tten notice that | Theresa Valdez | has | |
| been suspended for | | | for | |
| violation of the City of El | (Time Perio Paso Parks and Recreation | -/ | or Management Policy f | or t |

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

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

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

This suspension is effective at 8:00AM on this <u>29th.</u> day of <u>April</u>, <u>2025</u>. The suspension prohibits the person above mentioned from being present at any City of El Paso Parks and Recreation events, facilities, and complexes during suspension including the appeal process.

Recreational Services Manager_

| Print Name: | Enrique Valadez | |
|---------------|---------------------------|--|
| Office Phone: | (915) 212-1731 | |
| E-Mail: | ValadezEX@elpasotexas.gov | |

April 29,2025

My Manse is Theresa Valdey I am letting Lebecca H. and DicoV. Know that I am Appealing My Suspinsion.

Sheresa Valdey 4-29-2025

While I (lucia A. m) was in the concession area I abser Raberto asking Jose What he wanted, jose said put some music on "Robert did what was asked, mexican music started playing & Heresa seemed to have started playing she turned towards Robert and said if in tired ag this Fing music per if you Can find some a merican muse from Encloseon area but still a Balfier Ahereva upset. Rucy A. M.

4/24/2025

I, Maria Ecklund, would like to report an incident that I witnessed today here at Wellingon Chew. A young lady with a disability was setting at the first far East table near the stage. Her mother and grandmother (a member of W.C.) were mingling with other members when Theresa Valdey approached her and said, "Are you all going to stay because this is where I sit." At that point the young lady gathered her thengo and moved to another table and Theresa proceeded to set there. I approached this Indy and I asked her, "Ded she till you to move?", to which she replied, "no, that's obay."

To my understanding members here at Wellington Chew do not have assigned seats, nor do we pay to have reserved seating. Since and time again, it has been announced

that we (members) are not to move persons or personal things from any table. All persons and their things should be respected. I plea that this action be taken case of. Shank you, Maria Ecklund

in we dant tuster to her. Assay also musses long do of a appeal are to repter to what she would The makes it peent tille we a passad problent with me to variable me the lead she have the furst time she have been rude that ant mappin that prevision We could und some bruicen music to play instad. Editor d'an music definy what the instances me to do. to play leves you the music started bettered by the music choice and bettered by the music choice and and to bester to bester to the inter-mede a music she and she al music Sharty after the music started went alied and started to play pane coled me pter some mexican music the concerner area goe and Dora Brea i an lamit to traded I shim WE pp 1 58.58.2

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Turned Mizy June 03,24 On above pate appending Approximetly @11:03 A.m I Celia E. Allen Approached Mr. Robert Mc Gee a member Here & the Wellington Chew Semlor Center, Actending the Father's Day Rection. His House Keeper Blocked Both My Friend And I. and State Therese Valdez She stated I can't look at Him. Never the less speak to Him. Therese Valdez Claimed He Belong to Her "Mr. Me Gee. Prior to that Incident. About 2 months ago. She Bud in line AS Usual Except For this particular Incident. AFter Obtaining the meal Ticket She want around The Linet, Shubber Her Walker Onto me 42, imes Did not sax excuse me Now and then she looks For me to Harras one. For me to Harras one.

5 Tredy art 6-03-24 I fave stated the truth And nothing but, the truth Somelp me Gool the truth IF you have any Further Questions. Please Feel to Call me @ # 915-861- 2766 Ms. Celia E. Allen Celia E. allerge

In not 6-03-24 Incident Report Time 11:03 A.M. Witness: JoseFina Hidalgo To whom it may concern: MY Friend Celia E. Allen Approached a Friend named Mr. Robert Mc Gee to ask Him iF Was attending The Father's Day Celebration His Housekeeper, Name Theresa Valdez blocked US And in a most loved voige Said Celia Allan Should NOT LOOK at him neverthet - legg talk to him as she Claimed. My Mc Gee belonged To her!!! The Stated "His Mine" Name of the Offender Theresa Valdez. She is the Housekeeper OF Mr. Mc Gee.



City of El Paso Parks and Recreation Department Injury/Incident Report



PARKS & RECREATION

(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.

| | | | | | 1 | 1 | 1 | | 1 | |
|---|--|---|---|--|---|--|--------------------------------------|---|--|-------------------------------|
| ncident Date: 4/24/2025 | | | | Incident Time: | 9:40 | x | AM | <u> </u> | PM | |
| Incident Location: Wellington Chew Senior Center Person(s) involved: Theresa Valdez / Loteria ladies | | | | | | | | | | |
| Person(s) involved: | There | sa Valdez / Lot | teria ladies | | | | _ | | | |
| Parent's Name (if minor): | n/a | | | | | | | | | |
| treet Address: 4430 Maxwe | I Ave | | | | | | | | | |
| City: El Paso | | State: | ТХ | Zip Code: | 79904 | Phone | 915 | -212-04 | 23 | |
| After lunch, Estela Mesa, went to just as long they don't move other to sit down and play loteria again, else. The ladies said no they can table to play. Estela was upset be her if that happens again to come tell staff instead approaching ther | my office to r participants , Theresa Val sit there and ecause she s get either R n. | ask if they we is items or take Idez was rude I Theresa told aid she should sebecca or mys | re not allowed their seat with with them and them again th a not be telling self so we can | to play at th hout asking t d told them th ey were not them anythin address the | hem. She said sh hey can not sit the allowed. They mo ng, I told her she | ly play at. I is they have that have they have have all their is right and whappens or short sho | but wi e to m belon ve will | hen the love soi gings to l addres | y were mewhe b anoti ss it. 1 | e goi ere her I told |
| Informed Rebecca Freeman-Hen EMS Called? Police Called? | dericks Yes | | - | ransported to | | | | _ | | _ |
| Witnesses | | | | k One | 1 States | 18.10 P.1 | Prices | | | |
| Name | | | Staff | Other | Title (if applicable) | | | | | |
| Roberto Limas | | | | x | | | | | | 1000 |
| Real Providence of the second | Emr | lovee Con | npleting II | hiury/Inc | ident Report | | | 1 | | |
| Employee Name (print) | meet b | | itle | 6 | Signature | | T | | Date | |
| Ruby M. Ybarra | | Rec Specialist | Revie | | Marily | barra. | 4/2 | 24/2025 | 5 | - |
| Reviewer | E | mployee Na | | | Signature | | - | 1 | Date | |
| Site Supervisor / Coordinator | 1 | licours | · VALOR | 2 | the | 4 | - | 4- | 69- | ·G |
| Division Manager | Í | Enrique V | aladez | 4 | Jogur | mf | 4 | 4/0 | 24 | 12 |
| Assistant Director | | VACA | NT | | | | - | 1 | + | |
| Director | | Pablo Cal | pallero | - | - TR | X | | 4/2 | 9/2 | 15 |



City of El Paso Parks and Recreation Department



Injury/Incident Report

PARKS & RECREATION

(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.

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City of El Paso Parks and Recreation Department



PARKS & RECREATION

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: | 3/20/2025 | Incident Time: | 1:00 | AM X | PM | | | | |
|----------------------------------|-------------------------------|----------------|------------|-----------|----|--|--|--|--|
| Incident Location: | Wellington Chew Senior Center | | | | | | | | |
| Person(s) involved: | Teresa Valdez/ Robert Limas | | | | | | | | |
| Parent's Name (if minor): | n/a | | | | | | | | |
| Street Address: 4430 Maxwell Ave | | | | | | | | | |
| City: El Paso | State: TX Zig | Code: 79904 | Phone: 915 | -212-0423 | | | | | |

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

Behavioral

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

Volunteer, Roberto Limas, brought it up to my attention how Teresa Valdez made him feel really uncomfortable and a little harassed by her. Roberto was eating his lunch at the county nutrition table when he was approached by Teresa. She went up to him and said you are still here? He said yes. She went on to ask why he was here if he already finished his hours and everyone left. Roberto said he likes to volunteer and does not mind helping out. She told Roberto there is enough volunteers so why does he stay. His response was, out of respect if you have any questions please see Rebecca or Ruby. She ignored him and continued to question why he is here. She commented he already finished his 300 hundred hours so he doesn't need to be here, there is enough volunteers. He repeated himself and she continued to question him. She wanted to know if he was state mandated or local mandated to do hours, what is his position here and why is he still here? Roberto commented again, with all due respect if you have any questions please ask Rebecca or Ruby. Roberto talked to me about the

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

| EMS Called? | Yes No x | E Tr | ansported to: _ | | |
|-------------------------------|-------------------------------|--------------|--|---------------|-----------|
| Police Called? | Yes No x | - F | D Case No : | | |
| Witnesses | the has | Chec | k One | | 2471-11 |
| Name | | Staff | Other | Title (if ap) | plicable) |
| Lobert Lina | Ş | | X | Volondre | 5 |
| | | | | | |
| | Employee Co | ompleting In | jury/Incid | | |
| Employee Name (print) | | Title | h- | Signature | Date |
| Ruby M. Ybarra | Ruby M. Ybarra Rec Specialist | | the second s | Manie ybana | 3/20/2025 |
| | | Review | ved | 0 | |
| Reviewer | Employee N | lame (print) | 0 | Signature | Date |
| Site Supervisor / Coordinator | Reserved | leenan-H | did | the ph | 3292035 |
| Division Manager | Enrique | Valadez 🛁 | C | Jonuni | 3/20/2 |
| Assistant Director | VAC | CANT | - | | 1-1-1- |
| Director | Pablo C | aballero | | TAX | 3/20/25 |

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| | Type of Injury/Incident (continued from first page) |
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| A have a high on the state. | Describe What Happened (Continued from first page) cern how she knew how many hours needed. I assured him it did not come from us, he |
| us right away and we co us know right away so w | build talk to her. I did tell him if she did it again and makes him uncomfortable to please let we can address any questions or concerns she might have. |
| | Action Taken (continued from first page) |



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



PARKS & RECREATION

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.

| | | 2025 | | | Incident Time: | 9:40 | x | AM | |
|--|-----------------------------|------------------------------|--------------------------------------|---|--|-----------------------------|-----------------------|----------------------|--------|
| Incident Date: | 4/24/2 | 2023 | | | Incidente titildi | | | | |
| Incident Location: | enior Center | 1.11 | | | | | | | |
| Person(s) involved: Theresa Valdez / Cynthia (Terry Jeddery's granddaughter) | | | | | | | | | |
| Parent's Name (if minor): | n/a | | | | | | | | |
| Street Address: 4430 Maxwell | | | | | | | • | | |
| | <u>Nic</u> | Chatas | | Zin Code | 79904 | Phone | 015- | 212-04 | 22 |
| City: El Paso | l | State: | TX | Zip Code: | 1 79904 | Filling | 1913- | 212-01 | 2.5 |
| Тур | e of Inju | iry/Incide | ent (Continu | e on Page 2 | , if more space i | needed) | 3.14 | 17-2 | 24 |
| Behavioral | | | F 1749 10 | | | | | | |
| Desc | ribe Wh | at Happe | ned (Continu | ue on Page | 2, if more space | needed) | | | - 10 |
| move to please send them to us. A conversation and her granddaughte It is a first come first serve basis ar made her aware of the situation. F | er is more t nd her gran | han welcome iddaughter sa | to sit where ev t there first. At | ver she choos this point Re | ses, if they tell her becca was walking | anything aga towards us, | ain to p , I calle | please (ed her (| over a |
| and the second | Action | Taken (C | ontinue on Pa | age 2, if mo | re space needed | 1) | | | |
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| Informed Rebecca Freeman-Hende EMS Called? Police Called? Witnesses | ericks and s | she spoke to T | Terry and Cynt | hia rensported to PD Case No C k One |): | | | | |
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| Type of Injury/Incident (continued from first page) |
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| Describe What Happened (Continued from first page) |
| pack to the table we were sitting at and Cynthia sat in the same spot. Both Rebecca and I were at the concessio |
| stand talking to the AB members when we heard Theresa Valdez yell at Cynthia and said, you could have told m |
| you were staying and got upset with her. When Cynthia tried to talk to her and put her hand on Theresa arm to say she was moving, Theresa yelled at her "Don't touch me" and mumbled some words to Cynthia and Terry |
| Jeddery and took the chair across them. |
| Jeulery and took the chair across them. |
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Parks and Recreation Department

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| | Our Dieasant, c | priority is to maintain our Senior Centers safe, clean, supervised and realing programs and activities that promote an environment full of harmony | |
| | approved a | nanding personal information and or harassing other participants is not and is a violation of the City of EI Paso Code of Conduct and can lead to us legal consequences. | |
| | a serious s | use of profanity is not accepted at any time, moment or situation, and it is iolation of the City of El Paso Code of Conduct. | |
| ΑΞΘΑΝΑΜ ΥΤΙΟ Οιοητιθο Μασκ | nationalities system is a Chew Seni cultures and | Wellington Chew Senior Center serves Seniors from a wide variety of s, ethnic origin and/or races. The music selection over the center's sound decision from the City of El Paso staff assigned to supervise the Wellington or Center and it is perfectly correct to use music that reflects the different definic origins from our participants. We promote respect to diversity, and andomly playing music in other different languages and styles. | |
| District 8 Chris Canales | your concei | ter and other questions. In several occasions, Mr. Limas asked you to direct ins or doubts to the Center Director. | |
| District 7 nómí J vil J | gnibnameb VfinummoO | manner, why he was still at the Senior Center, about his previous Service status, his hours, if it was mandated by the State or Local the reason for him to remain serving as volunteer at Wellington Chew | |
| District 6 PA Fierro | inotermation, Vitrumunity | Aarch 20, 2025, without any legal authority, you intended to obtain personal harassed and made feel uncomfortable to Mr. Roberto Limas, former Service and presently a volunteer. You asked him, in inquisitive and | |
| District 5 OñiM r(BVI | ethnicity. | | |
| District 4 Cynthia Boyar Trejo | report recei | ted to be played on the Senior Center speakers was, in accordance to the ved and in your own words, "fuing mexican music". The reports states ade also derogatory and discriminatory comments towards Mr. Limas | |
| District 3 District 3 MenneeQ | languaga, I | Inteer Roberto Limas. The report states that you got upset because the | |
| District 2 Dr. Josh Acevedo | SablaV .21M I nO | ebruary 25, 2025, at 1:00 pm, you were reported for using abusive | |
| District 1 Alejandra Chávez | Subject: | Warning Letter | |
| CITY COUNCIL | Date: | March 25, 2025 | |
| | From: | Enrique Valadez, Recreation Programs Manager, El Paso Parks and Recreation Department | |
| Renard U. Johnson Renard U. Johnson | :01 | Mrs. Teresa Valdez, Senior participant at Wellington Chew Senior Center | |
| | | Total Total Consister solicities and Change Total Const | |

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

DELIVERING EXCEPTIONAL SERVICES



Parks and Recreation Department

and respect, improving the quality of life of our Seniors participants. You are welcome to enjoy our center, as well as any other participants. Please help us to maintain the Center environment pleasant for you and other.

This warning letter will serve as reference for any future situation and will be taken in consideration if any new deviation from the Code of Conduct occurs, resulting in disciplinary actions that may include temporary or permanent suspension.

SEDEIN

Recreation and Sports Coordinator

Nicolas Valdes

eleccet person-12rd

Reard U. Johnson Reard U. Johnson

CITY COUNCIL

District 1 Slejandra Chávez

Dr. Josh Acevedo

District 3

Deanna M. Rocha

District 4 Cynthie Boyar Trejo

Signicia Jor to Contract STAFF on THEIR

District 6 Art Fierro

District 7 Lily Limón

District 8 Chris Canales

CITY MANAGER Dionne Mack

57-1-h 57-1-h 5307VA 53

Recreation Programs Manager.

Enrique Valadez,

Sincerely,

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

PERSONAL CELUPHONES.

DELIVERING EXCEPTIONAL SERVICES





Legislation Text

File #: BC-747, 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 & Action: On adoption of staff recommendation to suspend Maria Elena Sarmiento for three (3) months for violation of the City of El Paso Parks and Recreation Department's Behavior Management Policy. - Grievance Subcommittee Member



PARKS & RECREATION

City of El Paso Parks and Recreation Department

NOTICE OF SUSPENSION

| Today's Date: | Abril 29, 2025 | | | |
|------------------------------|--|---------------------------------------|--------------------|--|
| Sport/Facility/Program: | Jessie Moreno Hap | piness Senior Center | | |
| Location: | 563 N. Carolina Di | r. El Paso, Tx. 79915 | | |
| This letter constitutes writ | ten notice that | Maria Elena Sarmiento | has | |
| been suspended for | | for | | |
| violation of the City of El | (Time Perior Paso Parks and Recreatio | d) n Department's Behavior Managem | ent Policy for the | |

following action: <u>Verbally abuse a game official (umpire, referee, instructor, or site supervisor), City of El Paso</u> employee, another player, spectator or program participant with intent to cause harm.

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

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

This suspension is effective at 8:00AM on this <u>29th.</u> day of <u>April</u>, <u>2025</u>. The suspension prohibits the person above mentioned from being present at any City of El Paso Parks and Recreation events, facilities, and complexes during suspension including the appeal process.

Recreational Services Manager (Signature)

| Print Name: | Enrique Valadez |
|---------------|---------------------------|
| Office Phone: | (915) 212-1731 |
| E-Mail: | ValadezEX@elpasotexas.gov |

Enrique Valades

April 29, 2025

On March 5th, 2025, I, Mariaelena Sarmiento, was assisting in checking the bingo numbers alongside Mr. David Perez. I was double checking the bingo numbers while Mr. Perez, our volunteer treasurer, was calling out the bingo numbers. That day, there were two individuals that called out "bingo" one right after the other. Mr. Perez typically pulls the bingo balls and then shows the ball to the camera which, in turn, posts the bingo number on all four televisions.

This day, in question, the first bingo winner's numbers were correct and being verified just as the second bingo winner called out "bingo". Mr Perez was on the stage at this time and he claimed that he did not call out the number that the second bingo winner was claiming to have won, but the number was already being displayed on the televisions, which means that the number had already been shown to the congregation and also displayed for the camera by Mr. Perez. The official winner of the bingo game was the first winner and the spiraling of emotions came as a result of a complete misunderstanding with the second bingo winner.

I made mention to Mr. Perez that, "Once a number pops up on the screen it is already an "in-play" number", Mr. Perez got offended when I stated this to him. We continued to play the remaining games of bingo and at the end of the five bingo games, Mr. Perez openly threatened me by stating, "Don't EVER do that again", he remarked as he sat down at his seat.

Mr. Perez is not shy about putting his dirty laundry for people to see and after a couple of weeks, Mr. Perez openly stated, to me, while counting the money for a different event, "The least contact I have with you, the better for me".

The whole time I have been a member at the center, there has not been any run-ins of any sort with Mr. Perez or his wife, they have always been pleasant with me. It is unfortunate to be having to deal with this suspension when a BIG deal was made out of a small inconsistency caused by Mr. Perez's inability to call out a bingo number before showing the ball to the camera. These things, in question, could have been easily solved and put to rest with a friendly conversation instead of open threats and notices of suspension.

Mr. Perez is a volunteer, not a city employee, or official of any kind as the suspension letter openly claims. There was no intent to cause harm with any of the words used with Mr. Perez. The verbal abuse as stated in the suspension letter was said politely, and it was merely clearing up the misunderstanding for the bingo players, as is a responsibility of the President

This suspension is invalid and encroaching on my personal time and emotional well-being. I have been an active member of the Happiness Center for the last 8 years and have not had ANY issues of any kind with any of the members or the council.

Please consider this letter my statement for the accusation placed against me and kindly revoke the suspension for all other centers, as I will NOT be returning to the Happiness Center due to the disrespect and sheer difficulties that I have experienced as an elected volunteer President for the years 2024 - 2025.

aucala Somento

Mariaelena Sarmiento

Valadez, Enrique

From: Sent: To: Cc: Subject: Neria, Mindy I Wednesday, April 30, 2025 3:14 PM Valadez, Enrique Espinoza, Lluvia E. Confirmation of Formal Appeal from Ms. Sarmiento

Good afternoon Enrique,

As per your request, I contacted Ms. Sarmiento to confirm whether her letter constitutes a formal appeal. She confirmed that it is indeed a formal appeal and noted that the letter explicitly states, toward the end, that her suspension should be revoked. Please let me know if you need anything further.

Best regards,

Mindy Neria

Recreation Specialist Parks and Recreation | City of El Paso neriami@elpasotexas.gov



PARKS & RECREATION

Colderon para Dolores SYO. Informarles llego Marisela en compañía ave de la Srita. del wane, invitandolas Q participar. en sus manualidades firmar una hoja donde 4 ella comprueva estuvo con ellas. estava 40 y Ma. Elena Sormiento empero a tacar a Marielena Marisela gritandole que a ellano la invitaron siendo seles a todas en general. . Alacures Caldera "I am Mrs. Dolores Calderon to inform you that Marisela arrived in the company of Ms. del Aliviane, inviting us to participate in her crafts and to sign a sheet where she proves that she was with them. And I and Maria Elena Sarmiento were there and Maria Elena started attacking Marisela yelling at her that she was not invited when everyone was invited in general."

Norma

A Quien Corresponde SOLO ME QUPETO 900 jar de que e L Viernes 17 de ENERO FUI a COMPRAY Las Tarje Tas del Gingo y Maria Elena Zarmiento Me dijo CUANTAS LIEVAS MOLE dije Sont 9 Cartas y Me dije Note ballas a robar WNA, MOLE CONTESTE CUANDO Te be robado, pues voes Labrimena vesque seporta así de Fear Connigo yo.vo Le he Echo Nada Labra Ves que Le dije, No ANdes diciendo que No quedo Na da de diveroy Me dijo poes No Me has dicho CUANTO quedo, AENTAMENTE LupitaT. Garcia

To whom it may concern:

I just want to complain that on Friday, January 17 I went to buy the bingo cards and Maria Elena Sarmiento said "how many cards are you taking", I told her "it is 9 cards" and she said "don't steal one" and I answered "when did I steal one". It is not the first time that she has been so mean to me; I have not done anything to her. The other time I told her, "Don't go around saying that there is no money left," and she said, "You haven't told me how much money is left".

Sincerely, Lupita T. Garcia TO WHOM IT CONCERN GN GEBRERD 13-2025 LA PRESIDENTA MARIA GLENA SARMIENTO Y MI PERSONA TUNIMOS DIFERENCIAS POR UN PAGO NO RUTERISAN POR EL CONCILIO. ME AMENAZO DE QUE HABIA DUESTO UNA QUEJA CONTRA MI PERSONA. DES PUES DE ESTE INCIDENTE MIEMBROS DEL CENTRO ME QUESTIONARON. LA SENORA PRE-SIDENTA ME PUSDEN CONFLICTO MAL VISTO POR LA COMUNIDED DEL CENTRO

EN LAS ACTIVIDADES DEL CENTRO MAPPINESS LA SRA PRESIDENTA DEJO DE MALER E RESPONSABLI DE SU CARED ARGUMENTANDO QUE ELLA ES UNILA-MENTE VOLUNTARIA. DEJANDONOS LA RESPONSA-BILIDAD ALA VICEPRESIDENTA, ELBA YA MI DERSONA DAVID PERET (TESORERO) TENIENDO QUE CUMPLIR CENTRO MAPPINESS.

EN MI OPINION PERSONAL ELLA HA DEJADO DE RESPONSABILIZARSE COMO PRESIDENTA Y NOS ESTA AFECTANDO EN TODOS LOS PLANES Y PROVE-CTOS PARA QUE EL CENTRO COMUNITARIO CRESCA COMO DEBE DE SER Y CUMPLIR CON LAS EXPECTA T-IVAS QUE SE REQUIEREN PARA EL CENTRO HAPPI NESS.

J. DAVID PEREZ Damillo anez

To whom it may concern:

On February 13 2025, President Maria Elena Sarmiento and myself had differences over a payment not authorized by the council. She threatened me that she had filed a complaint against me.

After this incident, members of the center questioned me. The president put me in conflict with the community of the center.

In the activities of the Happiness Center, Mrs. President stopped taking responsibility for her position, arguing that she is only a volunteer. Leaving the responsibility to the vice-president Elba and myself David Perez (treasurer), having to fulfill all the activities concerning the Happiness center.

In my personal opinion she has stopped taking responsibility as president and is affecting us in all plans and projects for the community center to grow as it should be and meet the expectations that are required for the Happiness center.

TO: WHOM IT CONSERN. ENFEBRERD 27 A LA HORA DE ESTAR MI PERSONA DANDO EL JUEGO DEL BINGO HUBO UNA CONFUSION ENTRE LOS PARTICIPA-RTESYLAS RA PRESIDENTA MARIAELENGA-EARMIENTO LA CURI CAUSO UN PROBLEMA EN EL CUAL ME QUESTIOND SOBRE LOS NUMEROS DEL FINGD FRENTE A TODOS LOS MIEMBROS DEL CENTRO COMUNITARIO EN UNA FORMA IREGSPETUOSA VION VOZALTA FALTANDOLE A ELLA EL CRITERIOY LA MANE. RA PARA SUVENTAR ELINCIDENTE DE UNA FORMA PACIFILA EN LUGAR DE ALTERAR EL BRDEN CON LA COMUNIDAD-AL SR ALFREDO PEREZ LE PASO EL , OTRO INCIDENTE CON LA MISMA PERSONA LA SRA SARMIENTO (PRESIDENTA) PERO DE DIFERENTE MANERA LA CUAL ELSR PEREZ LA CONFRONTO DESPUES OVE SEACABOEL JUEGO DEL BINGO ESTE INCIDENTE PASO EL DIA 19 DE FEB-2025 ESPERO LE PONGAN ATENLION A ESTE POLUMENTO (REPORTE) PARA TERMINAR CON EST AS DIFFRENCIAS. ATTN STRER

To whom it may concern:

On February 27, at the time of the bingo game, there was confusion between the participants and the president, Maria Elena Sarmiento, who caused a problem in which she questioned me about the bingo numbers in front of all the members of the community center in a loud and disrespectful manner.

She lacked the judgment and the way to resolve the incident in a peaceful manner, instead of disrupting the order in the community.

Mr. Alfredo Perez had the same incident with the same person, Ms. Sarmiento (President). Still, in a different manner, Mr. Perez confronted her after the bingo game was over, and this incident happened on Feb. 19, 2025.

I hope you will pay attention to this document (report) to put an end to these differences.

Sincerely, Jose David Perez

A puien Concorponde: Inudent date vy/a/25 ye Qoufina Pariez estan recortande a la Sna Maria Elina S. (Presidenta) del Concilio por su mala actitud e imespotuosa Personapor la rozón que me higo senter mal en fante de atras personas calificando a mi Sa lapare Come una persona chismasa kaciendame sentir mal por la forma en que se estalea espresando delante de tada la gente- in ningun respeta. Espera que le Pongon aténiion à este reporte y corrigon la actitud de la Sia Presiden 4.5.a.P. Gracian Jouf: Ping

To whom it may concern:

I, Josefina Perez, am reporting Mrs. Maria Elena S. (president) of the council for her bad attitude and her disrespectful attitude for the reason that she made me feel bad in front of other people qualifying my husband as a gossipy person making me feel bad for the way she was expressing herself in front of all the people without any respect.

I hope you will pay attention to this report and correct the attitude of the president, ASAP.

Thank you, Josefina Perez

Aquin CORESPONDA YO MARISZIA MUNOZ TRASE A ATENCION VARIAS Veses De que MARIELENA SARMIENTO MC Proboca, Por UN ProblemA que ella pieusa que ella piensa MEA DICHO GUE JO ME CREOIA DUENA Del CCUTRO, NOMAS TICKE OPONTONIOAD Me Proboca, JO EN NINGUNA Ves la econtest ADD PELU 11A BASTA. Nesecito PorfAvorque USTED AGA ALGO POL FAVOR NO guiero TUMAR OTROS PASOS

Maish Mu MARISEIA MUNGS

TRANSLATION

To whom it may concern:

I, Marisela Muñoz, brought to your attention several times that Maria Elena Sarmineto provokes me, because of a problem that she thinks that she has told me that I thought I was the owner of the center. I have not answered her in any way, but enough is enough. I need you to do something, please.

Marisela Muñoz

quiero med e sent comunicar e m 0 h 00.0 Sarmer anajuaca ിഹ recive arac beationes ARISEIA MUNUL ***TRANSLATION*** By means of this letter I would like to communicate that the week of March 27th, a problem arose while playing bingo with Mrs. Maria Elena Sarmineto, causing a problem with Mr. David Perez. Mr. David gave the bingo, and Mrs. Sarmineto received it and became very rude, she began to shout through the microphone and Mr. David felt uncomfortable because of the way she was shouting and I want to clarify that this is not the first time, it had already happened on other occasions with Mr. Alfredo Perez. Marisela Munoz

To Whom It May Concern,

I am writing to formally file a complaint against Marielena Sarmiento, the President of the Happiness Center, regarding ongoing mistreatment, exclusion, and harassment I have experienced under her leadership. This situation has been persistent and has escalated to a level that I can no longer tolerate.

For some time now, Ms. Sarmiento has deliberately prevented me from participating in community work at the Happiness Center, despite my genuine desire to contribute and support the well-being of our community. Her actions have gone beyond mere oversight or misunderstanding; she has actively excluded me from opportunities to be involved. This targeted behavior has left me feeling humiliated, marginalized, and discouraged from engaging in the center's initiatives.

Ms. Sarmiento has repeatedly made it difficult for me to engage with the community, often ignoring my attempts to volunteer, dismissing my contributions, and creating an unwelcoming environment. Her behavior has reached a point where I feel harassed and unfairly treated, which is not only disheartening but also contradicts the very mission of the Happiness Center—to foster inclusivity, support, and communal well-being.

I am bringing this complaint forward in the hopes that immediate action will be taken to address this matter. No individual should be subjected to exclusion or mistreatment, especially in a space meant to uplift and bring people together.

Sincerely,

Marisela Muñoz

main Mi

On April 4, 2025, while overseeing the counting of the end-of-day funds for the concession stand, Maria Elena inquired about who would be signing the bottom of the paperwork. I informed her that, as is customary when dealing with money, the treasurer would typically be responsible for signing. At that point, Maria Elena questioned why the treasurer, who was not involved in the counting process today, should be the one to sign. I then explained that, for today, Elva could sign in place of David, as he was unavailable. Maria Elena appeared dissatisfied with this decision, expressing frustration that I would have Elva sign instead of her, stating, "I am the president." I acknowledged her role as president and explained that my decision was based on consistency, as I had observed that David and Elva had been responsible for counting the money during my time here, and I wanted to maintain that continuity.

Maria Elena then attempted to pass over the paperwork she was completing, stating that if she could not sign, she would not proceed with the task. Elva and I reassured her that she could continue filling out the forms, as we were all present and working together. Once the counting was done it appeared that Maria Elena sought to question my familiarity with the role, as she asked, in a condescending tone, how long I had been employed here. I responded courteously, informing her that I had been an employee of the city for seven years. Following my response, her tone shifted, and she attempted to deflect by remarking, "Oh, you look so young." To change the subject I informed both Elva and Maria Elena that this process could be revisited and adjusted in a meeting, where we could ensure everyone was aligned on the procedures.

Later, as I was entering the daily sales for the week, Maria Elena approached me proceeding to walk behind the desk and behind me. She expressed that she did not appreciate being excluded from signing and reiterated her dissatisfaction. I again explained that my decision was based on maintaining consistency with the individuals who had previously been involved in counting the money. Not fully satisfied with this explanation, Maria Elena then alluded to rumors circulating about her, saying, "I don't know what you have heard about me, but there are a lot of rumors going around." I reassured her that I had heard nothing and that any rumors had no bearing on my decision. I further suggested that if she was hearing such things or had any concerns, it would be best to address them directly with either Lluvia or myself to prevent any misunderstandings.

Maria Elena also mentioned that I should speak with David to see why he was not involved in the counting process. I responded that I would speak with both David and her, but that I preferred to do so with the presence of my supervisor to ensure clarity and avoid any potential miscommunications. She then returned to discussing the rumors surrounding her, to at which point I reminded her that Lluvia and I had planned to meet with the advisory council to discuss how we could work together more effectively as a team moving forward.

Mindy Neria

~in:

3-26-25

A Quien Conesponda Noyaser ien reporte de lo que paso ayer me sente my incomeda por que Marielona la presidenta medizo que por que legato que monsela levantara las fimas para la comida que eso lo tenis que aper ja pero ya en se momento estara agudardo en la cocina y ya le fije a la presidente que a mi no me Molistate que mansele la isiera y tambien Marise ta me dezo que ay gente que le tices que yo no ago nada que nomas estay Dentada njø digø que a na les gresta que Ja sea la regna para que votaron por mi la gente no mire la que ja aga ando en los tailes promocionante los tails de aqui ayado en la Cocina arregla las mesas Quando va aque baile y ademan la precidente nomer me esta diccink que aga algo aqui en el cometon que No deje que menesela aga lo que ami me toca me ciento muy mal que la gente lete hablando de mi a he pensado en sclimo de Regna fora que za no me seter deciento

TRANSLATION

To whom it may concern:

I am going to make a report of what happened yesterday. I felt very uncomfortable because Maria Elena, the president, told me that why did I let Marisela collect the signatures for the food that I have to do but I was helping in the kitchen and I told the president that it did not bother me that Marisela did it and also Marisela told me that there are people who tell her that I don't do anything because I am just sitting around. I say that if they don't like that I am the king, why did they vote for me? people don't look at what I do, I go to the dances promoting the dances here, I help in the kitchen, I fix the tables when there is going to be a dance and besides the president is just telling me to do something here in the dining room and not let Marisela do what I have to do. I feel very bad that people are talking about me. I have been thinking of resigning as queen so that she will no longer be telling me things.





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.

| | | | | | | <u> </u> | <u> </u> | | |
|--|--|---|-----------------------------------|--|---------------|----------|----------|--------|-------|
| Incident Date: | 2/10/2025 | | 10:40 | x | АМ | | PM | | |
| Incident Location: | Happiness Senior Cen | ter | | | | | | | |
| Person(s) Involved: | MariaElena Sarmiento | , David Perez | | | | | | | |
| Parent's Name (if minor): | | | | | | | | | |
| Street Address: 563 N. Carolina | a | | | | | | | | |
| City: El Paso | State: Texas Zip Code: 79915 Phone: 915212 | | | | | | | | |
| | | | | | 221.1122 | | | - | |
| T | ype of injury/incider | nt (Continue | on Page 2, if | more space need | ied) | | | - | |
| Complaint | | | | | | | | | |
| De | scribe What Happer | ed (Continu | ue on Page 2, | If more space ne | eded) | | | - | |
| MariaElena came in to office as she Monday 2/3/25. She stated that she her as she made the decision on he job and always late. wrote an incident report EMS Called? | was trying to get reimburs | st cause of th proved by Ad ontinue on Pa | e purchase an Ivisory Board. : | d David told her th She also made the | ey made dec | cision I | they co | uld no | x pay |
| 90 | Yes No x | | PD Case No | | | | | | |
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| Witnesses | | Staff | k One Other | | Title (If app | licabl | | | _ |
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| | Employee Cor | noletina li | hiurv/incide | ent Report | | - 1 | | - | |
| Employee Name (print) | TH | | 40 | Signature | | Τ | D | ate | |
| Angel Juarez | Recreation Prog | | | A | ~ | 2/10 | 0/2025 | | |
| Reviewer | Employee Nam | Review | Neo Y | Signature | 1 | I | - | ate | |
| Site Supervisor / Coordinator | | 1/1 | - | | 4/1 | 2 | 7 | 110 | 15 |
| | ONICAL | Tal | | Jam | mart? | D | 2 | 10 | 5. |
| Division Manager | ilara. IT | Vau | 17 - | - Ching | - | 1 | - [[| 9/ | 00 |
| Assistant Director | Palala Cal | | | RE | X | 1 | ofi | 1 | 25 |
| i Director | Pablo Cabi | allero _ | | CP- | NR- | 10 | 41 | 1 | 1 |

Incident Report

| Type of Injury/Incident (Continued from first page) |
|--|
| fariaElena came in to office as she had an issue with David Perez treasure. She explained that she purchased |
| risket the day of our potluck Monday 2/3/25. She stated that she was trying to get reimburst cause of the purchase |
| nd David told her they made decision they could not pay her as she made the decision on her own and did not get |
| approved by Advisory Board. She also made the complaint that he was not doing his job and always late. |
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PARKS & RECREATION

(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.

| Inciden | t Date: | | 3/27/2025 | | | | | Incident Time: | 10:48 | x | AM | | РМ | | | |
|---|---------------|----------------|-----------|------------|---------|-----------------|----------------|------------------|---|----------------------|------|------|-----|--|--|--|
| Inciden | t Location: | l | Main | Area/Multi | purpo | se room | | | | | | | | | | |
| Person(| s) involved | d: | Maria | Elena Sari | miento | , David Pere | z | 2 | | | | | | | | |
| Parent's | s Name (if | miner): | | | | | | | | | | | | | | |
| Street / | ddress: | 563 N Carolina | | | | | | | | | | | | | | |
| City: | El Paso | | | State: | | Tx | Zip Code: | 79915 | Phone: 915-212-0435 | | | | | | | |
| | | Type of | Inj | ury/Inc | ident | t (Continue | on Page 2, | If more space n | eeded) | | | | | | | |
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| | - | Describ | e Wł | at Hap | pene | d (Continu | e on Page 2 | , If more space | (bebeen | | | | | | | |
| During the game of BINGO, a verbal argument broke out between the Maria Elena and David over the way the numbers were being called. A participant called out BINGO before David had announced the number, after it had been displayed on the TV. David declared the win Invalid, stating that the number hadn't been called yet. Maria Elena then raised her voice, asking, "Who's calling the numbers, you or the 'TV?" David responded, emphasizing that while the numbers were shown on the screen, they weren't valid until he officially called them out. Maria Elena disagreed and insisted on continuing the argument over the microphone, claiming it was a legitimate win. This caused a brief disruption in the game. I intervened and asked them to proceed with the game, which resumed without any further issues. | | | | | | | | | | ilid, ivid ina | | | | | | |
| | bé. K. | A | ction | n Taken | (Cont | tinue on Pa | ge 2, if mor | e space needed | 2 | | _ | | | | | |
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| Employ | ee Name (| erint) | cail | Noyee C | Titik | | ary/ Lite | Signature | | T | D | ate | | | | |
| Mindy N | | | | | | | | | 3.26 | 3.25 | | | | | | |
| | | | | | | Review | ved | | | - | | | | | | |
| Review | /e/ | | | Employee | Name | a (print) | | Signature | | +- | D | ate | | | | |
| Site Su | pervisor / Co | ordinator | 1 | Lluvia | Espin | oza | | XA | | 1 | 3 12 | 81 | 25 | | | |
| Division | Manager | | | Enriqu | Je Vala | dez | E | - Conve | und. | \square | 34 | Yŀ | 25 | | | |
| Assista | nt Director | | | VA | CANT | | | 5 | - | 1 | 1 | | | | | |
| Directo | | | | Pablo | Cabal | laro | | - KA | \sim | 3 | 3/2 | 9/2 | 28- | | | |
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Complete this report immediately following any injury/incident and notify the immediate supervisor. Reports are due to the Parks and Recreation Administrative Office within 2 business days.

| Inciden | t Date: | | 3/13/ | /2025 | | | | Incident Time: | 9:05AM | x | AM | | РМ |
|--|--|--|--|--|---|--|--|---|--|---|---|--|---------------------------------------|
| Inciden | t Location: | | Нарр | iness senior | cent | er | | | | | | | |
| Person | (s) Involved | : | Maris | sela Muñoz/ I | Maria | e Elena Sarmi | ento | | | | | | |
| Parent | s Name (if c | ninor): | | | | | | | | | | | |
| Street / | Address: | 563 N Carolina | | | | | | | | | | | |
| City: | El Paso | | | State: | | TX | Zip Code: | 79915 | Phone | 915- | 212-04 | 35 | |
| | | | - | | | | | | | 1 | | | |
| | | Тур | e of l | injury/inci | idəi | nt (Continue | on Page 2, li | more space need | (bet) | | | _ | |
| verbal o | dissagrement | | | | | | | | | | | | |
| | | Desc | ribe 1 | What Hap | per | ed (Contin | ue on Page 2, | If more space ne | eded) | | | | |
| situation when si them to key, to back ge Marisek | n that had ju he arrived the the back ste which she sa etting stuff. If a stated that | 13, Marisela Muñoz ist happened in betwis morning she broud brage and since she sid agreed. On her v 4s. Maria Elena told she felt upset to the functeers go to the side. | ween N ght so was g way ba her th ie fact | Ms. Maria Ele orne items for joing to the s lock to give th liat she has n that Ms. Mar | na S r the stora e cu o rig ria El | armiento (pri advisory boz ge if was pos ps, Ms. Mans ht to be goin ena is acussi | esident of the ind and Mr. Da isible for her t ela stated tha g there only th ng her of goin- | advisory board) an ivid Perez (treasur o bring a package (t Ms. Maria Elena q he council and that g to the back to ste | d herself. Ms e of board) t of cups for th juestioned he she could ev cal and she d | . Mari old he le coff er on v ren ste iscrim | isela sta er was f fee and why was cal a coi iinates h | ited the line to to tak s she i ke. Mi | hat take ke the in the s. |
| outer p | copic and ve | Munteers go to bie a | _ | | - | | | space needed) | | 9 HI LI | NG | - | - |
| Inform EMS C | | r Enrique Valadez Yes | \$ |] NO | x | T | ransported to; | | | _ | | | |
| Police | Called? | Yes | s | Nox | | | PD Case No.: | | | | | | |
| Witne | 8888 | | | | - | Chec | k One | | | | | | |
| Name | | | | | | Staff | Other | | Title (if app | licabl | le) | | |
| Angel J | luarez | | | | | х | | Recreation Progra | m supervisor | • | | | |
| | | | | | - | | | | | | | | |
| - | | | | | - | | | | | _ | | | |
| - | | | Ē | mployee | Ca | npieting i | njury/incid | ent Report | | | | | |
| Emplo | yee Name (j | print) | | | Titl | | | Signature | | | D | ate | |
| Lluvia (| Espinoza | | | Recreation | Prog | ram supervis | | LES_ | | 3/13 | 3/2025 | | |
| | | | - | | | Revie | Nod | | Aug | 2 | | | |
| Review | ver | | + | Employee | Nam | e (print) | | Signature | A | + | 7/ | ate 17 | 151 |
| Site Su | pervis or/Co | ordinator | - | Nicolas | s Val | dez | IC | 60 | 4 | 1 | \$1 | 15/ | ja s |
| Divisio | n Manager | | - | Enrique | Val | adez 👘 | | 5 | | \vdash | 27/ | Ķ | 5 |
| Assista | ant Director | | | VAC | CAN' | T | | - | - | | | | |
| Directo | x | | Pablo Cabal | | | liero | - | TX | & () ろ | | | IS F | K |

| Type of Injury/Incident (Continued from first page) |
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| Describe What Happened (Construed from Birst page) office talking to Angel she approach the office right away. Ms. Maria Elena started saying that Angel had mentioned |
| hat only advisory board was allowed to go in the back storage and grab the key, so that means that Ms. Marisela |
| has no reason to go back there. Angel responded " Ms. Maria Elena, that is correct but if the advisory board is given |
|) volunteer the consent to go and bring items is completely fine, something is already happening with other volunteers". Ms. Maria Elena right away responded that it was not true that no one goes to the storage just Marisela |
| ries and she just go and get the key. Angel Juarez told her was not true, because Mr. Paz, Ms. Rita, Ms. Vero and |
| other volunteers do so, so what difference is that from them doing it and not Ms. Marisela. Ms. Maria Elena said was |
| different because they are willing to help. Angel said, so you're telling me that what I said is true, they do help and |
| volunteer, why can she do it?. Ms. Maria Elena started to get very anxious and frustrated about the situation. Ms. Marisela told Ms. Maria Elena that she just has a problem with her and that she even acussed her of stealing. Ms. |
| Maria Elena right away reacted and told her, " No pongas palabras en mi boca que yo no en dicho aparte van por |
| nielo siempre. Ms. Marisela replied that she went to the storage to drop the items she got and to get the cups Mr. |
| David asked for, she had his consent for her to grab the Items from the storage. Ms. Maria Elena started saying that |
| t was not right that she was going to go grab her phone to start recording all of these because they are putting her In that spot. Angel made clear that the ice in the ice machine is not the advisory board, is the center's ice, and if |
| anyone is wanting ice he will be more than happy to give them ice, now everyone just has the courtesy of asking |
| the advisory board for ice but the ice belongs to the center. Ms. Maria Elena just left the office and went to the |
| advisory concession stand, were she started instigating/gossiping with other ladies about the situation. |
| Action Taken (Continued from first page) |
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Complete this report immediately following any injury/incident and notify the immediate supervisor. Reports are due to the Parks and Recreation Administrative Office within 2 business days.

| Incident Date: | | 4/22/ | /2025 | | | Incident Time: | 9:30AM | x | AM | | РМ | | |
|--|--|--|--|---|---|---|---|---------------------------------------|---|---|--------------------------|--|--|
| Incident Location: | | Нарр | ness senior ce | nter | | | | | | _ | | | |
| Person(s) involved | : | Maris | <u>sela Muñoz/ Ma</u> | ria Elena Sarm | lento | | | | | | | | |
| Parent's Name (if r | ninor): | | | | | | | | | | | | |
| Street Address: | 563 N Carolina | | | | | | | | | | | | |
| City: El Paso | • | | State: | тх | Zip Code: | 79915 | Phone: 915-212-0435 | | | | | | |
| | | | | | | | | | | | | | |
| 1.456 | Туре | of | injury/Incid | ent (Continue | on Page 2, if | more space need | ied} | | | _ | <u> </u> | | |
| verbal disagreement | t | | | | | | | | | | | | |
| | Descr | ibe \ | What Happ | onad (Contin | ue on Page 2, | If more space ne | eded) | | - | | | | |
| Eiva asked for and s that Ms. Maria Elena decided to called bo asked a question to since she is one of t she calls herself a d here to discuss relig | I had followed her ar th into the office to t Marisela and she ign he favorites. Ms Man vistian. Immediatele | nd qui talk al tored ta Elec ty afte | estioned her in bout the situati her, and that s na told Ms. Ma er she started r | a rude manner on among the l the tends to lie risela infront of naking those re | asking what s two. Ms. Maria about things a Mindy and my marks, Hindy | she was doing then Elena stated that I and then she comes rself that she can't | e and startin Marisela was and say wh believe that | g telik being at is c she is | ng her s rude, f conventionsuch a | tuff. I that si ent for lier w | t he r her Ihen | | |
| | | Acti | on Taken (| Continue on P | ige 2, If more | space needed} | | | | | | | |
| Informed Supervisor | Nicolas Valdez | | NoX | | ransported to | | | | | | | | |
| Police Called? | Yes | | NoX | | PD Case No | | · · · · | | | | | | |
| Witnesses | | | | Chec | k One | | _ | | | - | | | |
| Name | | | | Staff | Other | | Title (if app | licabl | •> | - | | | |
| Mindy Nerla | | | | x | | Recreation Special | list | | | | | | |
| | | | | + | | | | | | | | | |
| | | | | | | | | | | | | | |
| | | E | mpioyee Co | impleting li | nju ny/i ncide | ent Report | | _ | | | | | |
| Employee Name (p | wint) | | T | itle | | Algoaters, | | | D | ate | | | |
| Lluvia Espinoza | | | Recreation Pro | ogram supervis | | E. | | 4/22 | /2025 | | | | |
| | | | | Revisi | red | | These | 4 | | | | | |
| Reviewer Site Supervisor/Coo | mientor | | Employee Na Nicolas V | | | Signature | the second | $\left\{ - \right\}$ | 1 | ste | 5 | | |
| Division Manager | | | | | | - Transie | | \Rightarrow | The state | 1 | | | |
| Assistant Director | | | Enrique Va VACAI | | | | | f | 42 | \mathcal{C} | 2 | | |
| Director | | | Pablo Cat | | 1 | - 190 | P | 10 | [4] | 12 | 8 | | |
| | | 0.02 | | | | T | X | 7 | 17 | P | | | |

Incident Report

| Type of Injury/Incident (Continued from first page) |
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| Describe What Happened (Continued from first page) |
| occeed to remind Ms. Maria Elena what was mentioned during the advisory board on Thursday April 24, which I |
| tioned that there is no favoritism on any one that everyone is the same, no one more or no one less. As well I |
| ad that as mentioned before, that on the center must maintain a harmonius environment weather you all like |
| o other or not. I stated to both that I do not want to hear a disrespectful behavior from each other anymore, w |
| |
| here to enjoy the center and that's how it should be. I asked both that from now on leave any situations in the |
| and respect each other weather you like each other or not. Ms. Maria Elena kept bringing things from the past |
| as everyone has preference on her since she likes to show up on everything she does, that people notices that |
| e again, I reminded her that there is no preference on anyone but if she has a concern, a question or anything |
| she would like to bring up she is more than welcome to come to either Mindy or myself for darification. |
| Maria Elena also stated that even when last time she asked Mindy a question on why the treasure was not in, |
| was mad because Mindy make eye contact only with her when the guestioned was asked. Mindy responded th |
| was aknowledging both her and Ms. Elva and not just one person. After that, I told her that she is taking thing |
| onal and she shouldn't because like I mentioned before everyone is the same here and eveyone is treated |
| ally with respect. To finalize I told both that from now on as mentioned before, all I'm asking for is respect with |
| n other and to stop assuming things to just come over to either Mindy or my self to clarify anything they need. |
| oon as they step out the office, Ms. Maria Elena approached some of the ladies to let them know about the |
| ation and to write a letter complaining against Marisela. |
| stor and to write a retter complaining against Mansela. |
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| A - 5 T |
| Action Taken (Continued from first page) |
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Complete this report immediately following any injury/incident and notify the immediate supervisor. Reports are due to the Parks and Recreation Administrative Office within 2 business days.

| incid | ent Date: | 12/11/2024 | | Incident Time: | 11:00pm | x | AM | PN | | | | |
|------------------|--|---|---------------------------------|--|--|-----------------------------|-------------------|------------------------|-----------------------|--|--|--|
| Incide | ent Location: | Happiness Senior C | Happiness Senior Center | | | | | | | | | |
| Perso | on(s) Involved: | Maria Elena Sarmie | nto | | | | | | | | | |
| Parer | nt's Name (if minor): | | | | | | | | | | | |
| Stree | t Address: 563 N. Carolina | | | | | | | | | | | |
| City: | El Paso | State: | Тх | Zip Code: | 79915 | Phone | 915. | 212.043 | 5 | | | |
| N/A | | pe of injury/incld | | | | | | | | | | |
| | | 69 (7M) | | | | | | 100 | | | | |
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| out fo very c | v during the morning Christmas or elections She ignored him and combative telling us she was alk i told her she asked show me w | I kept passing out cand owed to because they a | ly Carlos noti Ilways done i | fied me and I app t I then told her r | roached her to as to you can do it to | k her not pas morrow and | ssed or she co | ut and si completel | he becam y ignored | | | |

| she was not doing anything wron | ng and initiati | ng others to foll | ow her and su | pport her | | | |
|---------------------------------|-----------------|-------------------|---------------|---------------|--------------------------|-----------------|------------|
| | Acti | on Taken (C | ontinue on Pa | ge 2, if more | space needed) | | |
| | | | | | | | |
| Spoke to participant | | | | | | | |
| EMS Called? | Yes | Nox |] т | ansported to: | | | |
| Police Called? | Yes | Nox |] (| PD Case No.: | | | |
| Witnesses | | | Chec | k One | | | |
| Name | | | Staff | Other | | Title (if appli | icable) |
| Angel Juarez | | | X | | Recreation Progra | im Supervisor | |
| Carlos Rivas | | | X | | Recreation Specia | list | |
| | | | | | | | |
| | E | mployee Co | moleting fr | hundheid | ent Panart | | |
| Employse Name (print) | | Tit | | N | Biggature | | Date |
| | | | | | | | Date |
| Angel Juarez | | Rec Program S | upervisor | -44 | |) | 12/11/2024 |
| | | | Review | Ved / V | | ~ | |
| Reviewer | | Employee Nan | ne (print) | | Signature | 00 | Date / |
| Site Supervisor / Coordinator | Ń | 1 COLAS | VALORS | | -17 | Charge | F12/11/24 |
| Division Manager | | Enrique Va | ladez | | - A Martine | | 12/11/21 |
| Assistant Director | | VACANT | | | | | |
| n Director | P | ablo Cabo | allerD | | -TA | | 12/11/24 |
| | | | | | U. | 1 | |

Incident Report





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.

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|---|--------------------|--------------------------------|---|--|--|--|----------------|--|-------------|-------|--|--|
| Incident Date: | | 3/13/2025 Incident Time: 11:15 | | | | | | X | AM | PI | | |
| Incident Location: | | Happlin | ess Senior Center | | | | | | | | | |
| Person(s) Involved: | | MarlaE | lena Sarmien | to, Jose David I | Perez, Mancela | a Muñoz | | | | | | |
| Parent's Name (if m | nor): | | | | | | | | | | | |
| Street Address: | 563 N. Carolina | | | | | | | | | | | |
| City: El Paso | | | | | | | | | 9152120435 | | | |
| | | | •••••• | Turas | | | | 12455 | | | | |
| | Тур | e of In | jury/incid | ent (Continue | on Page 2, Il | more space need | (bed) | | | | | |
| Verbal Confrontation | | | | | | | | | | | | |
| | Desc | ribe W | hat Happ | aned (Contin | ue on Page 2, | If more space ne | eded) | | | | | |
| the complaint MariaEl that means Maricela i permission he has gh Juarez corrected | has no reason to g | jo back l | here." Angel | Juarez respond | led, " Correct I | Ms. Sarmiento but | if a Advisory | memb | er give: | s her | | |
| | | Actio | n Taken (| Continue on P | age 2, if more | epace needed) | | | | | | |
| | Yet | | n Taken (| | ransported to | | _ | | | | | |
| Spoke to all parties EMS Called? Police Called? | Yet | · 🗌 | | | | | | | | | | |
| EMS Called? Police Called? | | · 🗌 | No | | ransported to | | | | | | | |
| EMS Called? Police Called? Witnesses Name | | · 🗌 | No | Chec Staff | ransported to | | Title (if appl | Contraction of the local division of the loc | a) | | | |
| EMS Called? Police Called? Witnesses | | · 🗌 | No |] т] Сћес | ransported to PD Case No ik One | | Title (if appl | Contraction of the local division of the loc | a) | | | |
| EMS Called? Police Called? Witnesses Name | | · 🗌 | No | Chec Staff | ransported to PD Case No ik One | | Title (if appl | Contraction of the local division of the loc | <u>ə)</u> | | | |
| EMS Called? Police Called? Witnesses Name | | s | No x | Chec Staff X | ransported to PD Case No it One Other | Recreation Progra | Title (if appl | Contraction of the local division of the loc | b) | | | |
| EMS Called? Police Called? Witnesses Name Lluvia Espinoza | Ye | s | No x No x | Chec Staff X ompleting i | ransported to PD Case No it One Other | Recreation Progra | Title (if appl | Contraction of the local division of the loc | a) | | | |
| EMS Called? Police Called? Witnesses Name | Ye | s | No x No x | Chec Staff X | ransported to PD Case No it One Other | Recreation Progra | Title (if appl | Contraction of the local division of the loc | | Ite | | |
| EMS Called? Police Called? Witnesses Name Liuvia Espinoza | Ye | s [] s [] En | No x No x | Chec Staff X ompleting I | ransported to PD Case No It One Other Injury/Incid | Recreation Progra | Title (if appl | | | ste | | |
| EMS Called? Police Called? Witnesses Name Liuvia Explose Employee Name (pr Angel Juarez | Ye | • | No x No x nployee C T Recreation Pr | Chec Staff X ompleting i itte | ransported to PD Case No It One Other Injury/Incid | Recreation Progra ent Report Gignature | Title (if appl | | D: /2025 | | | |
| EMS Called? Police Called? Witnesses Name Lluvia Espinoza Employee Name (pr Angel Juarez Reviewer | Yes Int) | En | No x No x hployee C T Recreation Pro | Chec Staff X ompleting I itte ogram Supervis Review ime (print) | ransported to PD Case No ik One Other | Recreation Progra | Title (if appl | | D: /2025 | | | |
| EMS Called? Police Called? Witnesses Name Lluvia Exploiza Employee Name (pr Angel Juarez Reviewer Site Supervisor / Con | Yes Int) | | No x No x Iployee C T Recreation Pro- | Chec Staff X ompleting i Itte ogram Supervis Review ime (print) 5 | ransported to PD Case No ik One Other | Recreation Progra ent Report Gignature | Title (if appl | | D: /2025 | | | |
| Police Called? Witnesses Name Lluvia Espinoza Employee Name (pr Angel Juarez Reviewer | Yes Int) | | No x No x hployee C T Recreation Pro | Chec Staff X ompleting I itte ogram Supervis Review ime (print) S Value C | ransported to PD Case No ik One Other | Recreation Progra ent Report Gignature | Title (if appl | | D: /2025 | | | |

| Tune of Telum/Incident |
|--|
| Type of Injury/Incident (Continued from Brist page) |
| Angel Juarez corrected her and gave her examples of Mr. Felix Peña or Ms. Rita, Ms Vero going to back to retrieve |
| items and It was never an issue but since now its Ms. Muñoz its a problem for you. MariaElena Sarmienta became |
| upset as Ms. Muñoz repeated that she has accused her having personal problem with her and of stealing, |
| responding, "No pongas palabras en mi boca yo no dije nada, Estoy no esta bien voy ir por mi telefono para grabar |
| to que dicen." MariaElena then made a complaint that they always go grab ice without telling her. Angel Juarez told |
| ther that there was no problem with that as the Ice Machine belongs to the center as a courtesy they ask the |
| advisory board and in situations I have no problem going to help giving them Ice. Ms. Sarmiento then left the office |
| and began speaking to other participants. |
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| Describe What Happened (Continued from first page) |
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| Action Taken (Continued from first page) |
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To whom it may concerned,

On Monday March 31, Mr. David Perez came up to me, Lluvia Espinoza willing to have a minute to talk about a situation that happened on Thursday March 27 during bingo.

Mr. Perez mentioned that he was upset and he was thinking on resigning from the advisory board. Mr. Perez mentioned that he felt upset by the fact that he was calling the numbers from the bingo on Thursday the 27, when someone called BINGO after one of the number have being displayed in the camera without being called and he proceeded to make the call for invalid BINGO. After making the call, Maria Elena Sarmiento got the other microphone and started raising her voice at him and asking him that who was calling the numbers him or the TV. Mr. Perez politely started explaining Maria Elena that is valid until he calls the numbers. Maria Elena rudely continued the argument over the microphone making him very uncomfortable and embarrassed, but that's when Mindy Neria intervene to smooth out things. This situation was a matter for Mr. Perez to feel as described above since was not the first time Mrs. Maria Elena approaches Mr. Perez as he mentioned.

After talking with Mr. Perez, I proceed to have the conversation with Mindy Neria regarding the situation and she confirmed what Mr. Perez mentioned describing the same situation.

If there are any further questions regarding the matter please let me know.

Thank you,

Lluvia Espinoza



Parks and Recreation Department

MAYOR Oscar Leeser

Ms. Maria Elena Sarmiento, Senior participant al Jessie Moreno Happiness Senior Center

Enrique Valadez, Recreation Programs Manager El Paso Parks and Recreation Department

Date: December 20, 2024

Subject: Warning Letter

Ms. Sarmiento:

To:

From:

This letter shall serve as a formal warning letter, for disrespecting and challenging the authority of the City of El Paso Parks and Recreation staff.

You (Ms. Maria Elena Sarmiento) disrespected and challenged the authority of the staff from the Parks and Recreation Department in the following occasions:

a. On December 11, 2024, you decided to deliver promotion for your candidature as President of the Advisory Board at Jessie Moreno Happiness Senior Center. At the same time, a play called "Pastorela" was taking place. You were approached by Mr. Carlos Rivas and Mr. Angel Juarez, and asked to cease the distribution of promotion, since it was distracting the audience and disrespecting the efforts made by the peer seniors impersonating the characters of the "Pastorela". Blatantly, you ignored the staff request and, raising your voice, challenged the staff to make her to stop and demanded to see a policy where she could not distribute promotion.

b. On September 11, 2024, we (Enrique Valadez, Recreation Programs Manager, Angel Juarez, yourself and other participant) held a meeting at the Jessie M. Happiness Senior Center office, to discuss the changes for volunteers giving the meals tickets. I informed you, in several occasions, that the changes occurred since we needed to give volunteering opportunities to other participants, and that the order was given to be applied at all Seniors Centers, not only for Happiness or especially for you. You insisted in accusing Mr. Angel Juarez and myself of implementing a complot to remove you from the tickets distribution. After repeating the same accusation in several occasions, and demanding an explanation for being removed from the ticket's distribution, I decided to end the meeting since your attitude was disrespectful and you were not accepting the reasons for the change. Three (3) days later, at another visit I made to the center, you confronted me again, in the middle of the main hall, stating that you wanted to discuss your reinstatement on the meal tickets distribution. I asked you to go to the office to have a conversation in private, and you stated, in loud voice volume, that you wanted all the other participants to hear the discussion. After hearing the same accusations and demands. I stated again that the rule and changes for volunteers distributing the

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

CITY COUNCIL

District 1 Bran 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



Parks and Recreation Department

MAYOR Oscar Leeser

CITY COUNCIL

District 1 Brian Kennedy

District 2 Dr. Josh Acevedo

District 3 Cassandra Hernandez

District 4 Joe Molinar

District 5 Isabel Salc do

District 6 Art Fierro

District 7 Henry Rivera

District 8 Chris Canales

INTERIM CITY MANAGER **Cary Westin**

County Nutrition Meals, would stay and that you were going to be scheduled, as well as other participants, once or twice per week, in a schedule that may change monthly. I finished the discussion and left the facility.

Our priority is to maintain our Senior Centers safe, clean, supervised and pleasant, creating programs and activities that promote an environment full of harmony and respect, improving the quality of life of our Seniors participants. You are welcome to enjoy our center, as well as any other participants. Please help us to maintain the Center environment pleasant for you and other.

This warning letter will serve as reference for any future situation and will be taken in consideration if any new deviation from the Code of Conduct occurs, resulting in disciplinary actions that may include temporary or permanent suspension.

If a situation deviates from the code of conduct, based on the Advisory Board By-Laws, you will immediately be removed from your position as President of the 2025 Advisory Board at Jessie Moreno Happiness Senior Center.

Sincerely,

Enrique Valadez, **Recreation Programs Manager**

Nicolas Valdes

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And) where

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To whom it may concern: My name is Mariaeleaa Sarmiento and I'm a member at Happiness Senior Center, Yesterday 12-28-23 as I was wolking out of center with 2 other ladies, I heard a comment loud enough to be heard, which was obviously meant towards one of the ladies with me. The person who made the comment and the lady walking out with me, had an incident a couple of months ago, which resulted on the person being suspended from center. There had been doubt on my mind about what she had been accused of, but now with this incident, I believe that she is capable of that and maybe more. On 3 different times this same person has made unnecessary comments to me as well, but I have just ignored and not reported her. I believe that being the centers elected Queen, she should have integrity, instead of causing problems.



Legislation Text

File #: BC-748, Version: 1

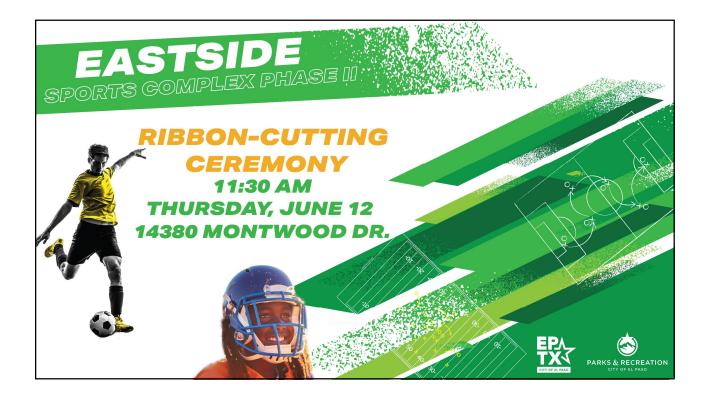
CITY OF EL PASO, TEXAS LEGISTAR AGENDA ITEM SUMMARY FORM

AGENDA LANGUAGE:

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

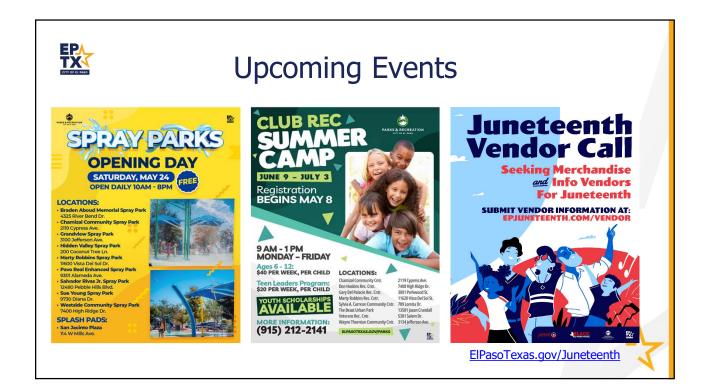
Presentation & Discussion: On Upcoming Parks and Recreation Summer Programming - Raul Diaz, Media Specialist



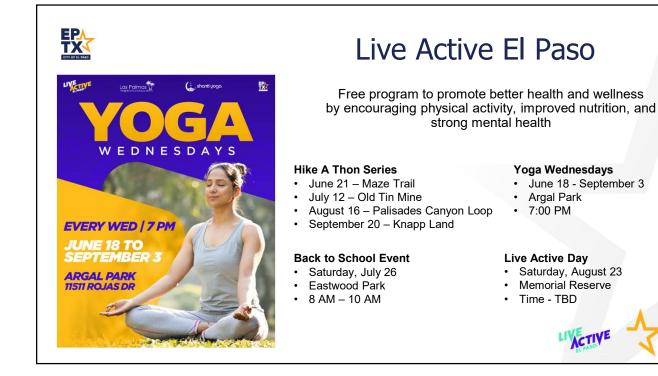














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