

May 11, 2015

Good Morning Honorable Judge and County Commissioners:

I come before you to comment on item 29 of the agenda regarding the grievance that I filed against Ms. Anna Laura Cavazos-Ramirez, assistant to Commissioner Sciaraffa.

The fact that the grievance committee's rules and policies are structured in such a manner, the grievant is not allowed the opportunity to rebut the veracity of information, statements, or evidence presented by the defendant. In this case Anna Laura Cavazos-Ramirez presented false testimony during the proceedings. She denied having committed any offenses and the witnesses she presented on her behalf were Adriana Arce, center aide for Rio Bravo Community Center, who was hired by Anna Laura Cavazos-Ramirez and is housed out of commissioner Sciaraffa's office. The other witness was Ms. Andrea Morales, also center aide for the Ernesto J. Salinas Community Center in Mirando, Texas. Ms. Morales was relocated to La Presa Community Center as a demonstration of favoritism. As you can see, these two persons have every reason to lie to protect Anna Laura Cavazos-Ramirez. Why did Anna Laura Cavazos-Ramirez not bring Ms. Mary Rodriguez as a witness? She was also present and was a first-hand witness. As per her affidavit, Ms. Mary Rodriguez would have established that she was likewise attacked by Anna Laura Cavazos-Ramirez and was threatened with termination if she did not open an office that was locked, and she had no key to access it.

I am NOT here to discuss if it was legal or illegal for Anna Laura Cavazos-Ramirez to directly employ Adriana Arce for the Rio Bravo Community Center, which that is the sole responsibility of the community center director. Likewise, I am NOT here to discuss whether it's legal or illegal for Anna Laura Cavazos-Ramirez who works directly under Commissioner Sciaraffa to relocate employees to centers where they are NOT budgeted and assigned to.

I feel that all the grievance committee members made a ruling that is very beneficial and protective to Webb County and, in essence, may curtail any future grievances and/or lawsuits against Webb County. However, even though it was established that Anna Laura Cavazos-Ramirez "Mishandled" the situation, I feel that I did not receive the relief that I requested. You will agree that since Anna Laura Cavazos-Ramirez acted improperly, some action should be taken on the specific request that I entered in my grievance. To refresh your memory, I requested a public or written apology and/or anger management classes. I do NOT believe that I am being unreasonable in my request, and I should be granted some kind of relief.

As you well know, as per state law and Webb county policy, a county commissioner, even though by and through his/her administrative assistant, cannot interfere with county employees directly, and only the department heads can take action against their staff.

Thank you
Sara Jo Davila

STATE OF TEXAS

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WEBB COUNTY

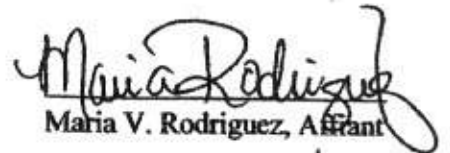
AFFIDAVIT OF MARIA V. RODRIGUEZ

Before me, the undersigned notary, on this day personally appeared Maria V. Rodriguez, the affiant, a person whose identity is known to me. After I administered an oath to affiant, affiant testified:

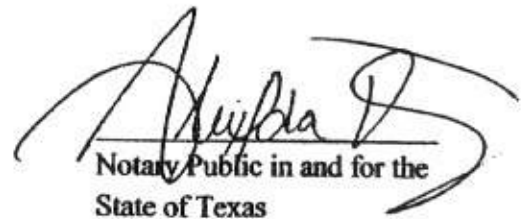
1. I, Maria V. Rodriguez, presently work for Webb County, Precinct One. I am presently assigned to La Presa Community Center. I began working for Webb County on or about October 15, 2007. My title is Center Assistant at La Presa Community Center.
2. On January 13, 2015, I was at La Presa Community Center and around 11:45 A.M. or 12:00 P.M., Anna Laura Cavazos, Irma Garcia, and Andrea Morales arrived and they introduced me to Adriana Arce. This happened in the kitchen because we were cleaning because we were with the elderly. I showed them around the center. They asked me about the center and Anna Laura Cavazos asked me about Sara Davila's office. She asked me where it was. Then I took her to the front lobby because the office is there. Anna Laura Cavazos saw that the door of Mrs. Davila's office was closed and she asked me if it was locked and I responded "yes". She asked me, "Why is locked?" and I told her "Well, maybe she has personal things in there." And then she asked me if I have a key, and I told her "No". She then asked me, "Are you sure?" I said, "Yes, I'm sure." And then she told me, "If I find out you're lying to me I'm going to fire you." And then I told her, "Do you want to see my keys? So you can see that I don't have the keys to Davila's door." And then Anna Laura Cavazos said she was going to call building maintenance to open the door. During this conversation Anna Laura Cavazos also asked if Mrs. Davila had taken her personal things to which I responded with "No". She then asked, "Didn't she see Commissioner's Court yesterday?" I said, "Yes".
3. Irma Garcia walked in. An elderly lady entered the lobby and asked me to do a copy for her. So I did it, then the elderly went to the dining room. So I stayed standing there and Anna Laura Cavazos said "Okay, go and do whatever it is you need to do with the elderly." So I went back to the dining area. After a while building maintenance came by. It was two maintenance workers; I believe it was Mr. Reyes and Mr. Izaguirre but I can't be sure. Then I saw Mr. Garza come in, he is the director of Building Maintenance. Mr. Garza took Anna Laura to the back to show her the baker's oven that they had installed then they went to the lobby.
4. A short while later, we were in the dining room and Mr. Guerrero was getting ready to go because he was going to take the elderly ladies home. Then Mrs. Andrea Morales said, "No

wait. Because Ms. Anna Laura Cavazos wants to talk to you both.” Mr. Guerrero then said, “No, because the elderly are waiting for me in the van. Ask her if she wants to talk to me before I leave.” Andrea Morales then said, “Okay, let me tell her.” Then Mr. Guerrero left to the lobby. I stayed in the dining room with the other elderly ladies. After a while I saw Mr. Guerrero leave through the front door. After a while Andrea Morales and Anna Laura Cavazos came into the dining room and Anna Laura said she wanted to talk to me. So we went into the office that is next to the dining room. Andrea and I sat down next to each other and Anna Laura Cavazos remained standing. She told me that Ms. Andrea was going to the interim director for now. She said she didn’t know if they were going to put on this coming agenda or the next agenda who was going to be named director of La Presa Community Center. I said, “Okay”. Anna Laura Cavazos then told me that she wanted us to have an after school program for the kids. I told her, “Well, it’s because the kids get here very late and they don’t have time. We close the center at 5 P.M., the kids arrive at 3:45 P.M. and their parents are already waiting for them at the corner of Manga Hein Road and Sciaraffa Parkway. And they don’t live nearby there.”

5. This was the first time Anna Laura Cavazos Ramirez had gone to visit La Presa Community Center since she began working as Frank Sciaraffa’s Assistant. When Anna Laura told me she would fire me, I got very nervous, scared and upset. I feel that she was bullying me. Who is she to treat me this way? I thought I was Civil Service. She’s just the assistant to Sciaraffa.


Maria V. Rodriguez, Affiant

Sworn to and subscribed before me by Maria V. Rodriguez on this the 22nd day of January, 2015.


Notary Public in and for the
State of Texas

My commission expires:

