



Mayor: Mario Garza  
Mayor Pro-Tem: Marco "Markie" Villegas  
Commissioners: Ernesto "Neto" Guajardo  
Adina "Dina" Santillan  
Jesus "Jesse" Ramirez

October 2, 2024

City of San Juan  
Attn: Mr. Benjamin Arjona, City Manager

Dear Mr. Arjona,

After careful review of the grievance filed by [REDACTED], your formal response, and independent inquiry by City Administration, the City Commission has determined there was sufficient evidence to merit the following action. On Tuesday, September 24, 2024 the City Commission decided to suspend you from employment, without compensation, for 7 calendar days, commencing September 24, 2024 at 9:30pm. In addition, the City Commission is requesting that a formal letter of apology be issued by you to [REDACTED]. Further, the City Commission is requesting that you refrain from conduct, giving rise to the grievance, with [REDACTED] and/or any other employee of the City, as future similar conduct will not be tolerated and addressed with all available disciplinary sanctions, including termination. Lastly, the City Commission request that you participate in a meeting on October 2nd, 2024 with City representatives to discuss appropriate corrective actions, growth plan, that will address concerns raised by the grievance, along with other contributing factors. The City Commission will continue to monitor your performance, as it relates to the growth plan and employment duties, and reconvene an evaluation 60 days from the date of this letter.

We look forward to a positive response moving forward.

Sincerely,

Adelaida Cordero  
Director of Human Resources

C: City Commission  
Personnel File

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