

CENTURION

THE OFFICIAL MAGAZINE OF THE SAN ANTONIO POLICE OFFICERS' ASSOCIATION VOL42NO2



MEMORIAL
FESTIVAL
AND
OPEN
CAR
SHOW



CONTRACT UPDATES
An Agreement Has Been Reached

RESOURCES
Help for Our Families

CLEAT RETIREES
A New Association

HARRIS

XG-75: The Most Robust
Solution for Mission-Critical
Communications



DAILEY-WELLS

THE OFFICAL SPONSOR OF THE SAPOA BENEFIT FUND

CONTENTS



30



36



24

FEATURES

- 22** HELP IS HERE. SPEAK UP.
Resources to help our families in blue and at home.
- 24** 5TH ANNUAL MEMORIAL FESTIVAL AND OPEN CAR SHOW
A photo essay of the day's events.
by Jesse Allen and Tina Baron
- 30** 2016 SAPOA SPORTING CLAY SHOOT
A photo story from the event.
- 32** CLOUDWALKERS ON KILIMANJARO
Officer Rick Smith accompanies a team of nine amputees on an 8-day hike up Kilimanjaro.
- 34** CIT IN CHICAGO
The Mental Health Detail travels to Chicago to present at the International CIT Conference.
by Jesse Trevino
- 36** RED DAY 2016
SAPOA gives back by cooking for this community event, where volunteers helped a local elementary school with a facelift and new outdoor spaces.

COLUMNS

- 6** FROM THE PRESIDENT'S DESK *with Mike Helle*
- 42** ASK THE AGENT *with Washington Moscoso*

DEPARTMENTS

- 4** SAPOA BOARD OF DIRECTORS & MEETING DATES
- 14** ROLLCALL: INFORMATION & RESOURCES FOR MEMBERS & RETIREES
- 16** SAY IT LOUD: MEMBER ANNOUNCEMENTS
- 20** WIVES AUXILIARY (EASTER EGG HUNT!)
- 38** CLEAT RETIREE ASSOCIATION
- 44** SAN ANTONIO FIRE & POLICE PENSIONER'S ASSOCIATION
- 52** SAPOA COMMITTEE CHAIRS & TRUSTEES
- 54** CLASSIFIEDS
- 56** COP SHOPS

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CENTURION

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2016 BOARD MEETINGS

July 13, 2016	September 12, 2016	November 9, 2016
August 11, 2016	October 11, 2016	December 8, 2016

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Editor & Art Director

Bonnie Lemcke

editor@sapoa.org

Managing Editor

Adriana Valadez

adriana@sapoa.org

210-304-0619

Please contact Adriana Valadez for advertising requests or specifications, story submissions, subscription questions and back issue requests.

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San Antonio Police Officers' Association
(SAPOA)

1939 N.E. Loop 410, Suite 300

San Antonio, Texas 78217

p 210.822.4428

f 210.822.8720

tf 877.376.5423

www.sapoa.org

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ON THE COVER:

Det. Jesse Allen's photo essay accompanies the coverage for this year's Annual Memorial Festival and Open Car Show.

NORTHSIDE

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Program Contacts:

Tommy Cude
Fleet Sales
(210) 477-3464
tcude@nsford.com

David Starnes
Fleet Manager
(210) 477-3443
dstarnes@nsford.com

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FROM THE DESK OF THE PRESIDENT

with Mike Helle

As I write this, we are in the process of explaining a new Collective Bargaining contract to our Membership. The decisions we make over the next 45-60 days will affect our SAPOA family for the next 5-10 years. To say this new contract, our reasoning behind coming to an agreement with the City, and the vote to ratify the new pay and benefits structure is important, is an understatement.

The fact is, it's critical to our future to secure our benefits and pay as well as provide an agreement that strengthens our ability to recruit and retain the very best men and women to protect our community.

This contract and the vote to ratify it is the single most important decision most of us will make in our careers.

For more than two and a half years we have battled the City Manager and her high priced legal team to maintain the very best pay and benefits package possible. From the Healthcare Benefits Task Force in November of 2013 to today, we have kept our focus on delivering the best contract possible for you and your families. We always kept what was best for you at the forefront of everything we did. We have gone through elections, a full blown media outreach campaign, two and a half years of contract meetings, and a decisive legal victory in District Court to get to where we are today.

I want each of you to think back to what the City Manager was trying to take from you at the beginning of this fight. She wanted everything. She wanted to break our family and

force deep cuts to pay and benefits. One only has to replay our videotaped bargaining sessions on YouTube to be reminded. The bottom line was the City Manager wanted to treat our first responders just like any job in the City. She did not believe our level of sacrifice and work deserved the best pay and benefits package. The City Manager wanted to create a cash flow machine for City Hall pet projects and developers. We stood our ground insisting we invest in core services and Public Safety first to protect this community from crime and danger. **From where she started to where we are today, this is a big win for our perseverance and teamwork.**

For a quick recap of how we reached an agreement, I want to start at the beginning of 2016. We were locked in a stalemate with City leadership. We won our Evergreen lawsuit in District Court. We were completing our second year in Evergreen with no raises, but no changes in our benefits. And we were facing a manpower and morale crisis in our Department. In short, we were locked in difficult battle with no end in sight. As a result of the manpower and morale issues, we elected to hold a No Confidence Vote on Chief McManus in March. With that vote, we included a declaration on a return to negotiations. The vote was overwhelming against the Chief and a clear mandate to not negotiate with the City while the lawsuit continued.

That vote, however, was critical to putting us in the position we are in today.

The overwhelming nature of the vote sent a message to the City and its lawyers that we were together and unified. As a result, in May the City of San Antonio went to the Court and requested Mediation. Based on the advice of our legal counsel and the best judgment of your elected leadership we accepted the Mediation motion. If we would have rejected it, we risked looking unfavorable to the court and possibly lose public support. In the eyes of the public its acceptable to disagree and fight, however its unacceptable to completely disregard dialogue and hide.

Mediation is new to all of us. It's a process we have never engaged with the City of San Antonio to resolve conflict. In Mediation, everything is on the table and open to the direction of a 3rd party Mediator. Yes, we engaged and worked with the Mediator to be a fair and reasonable participant. The Mediator placed a "gag order" on our communications and we were unable to discuss any parameters of the talks outside of the Mediation. Your Mediation team was led by our Vice President Dean Fischer, and he was joined by four key officers who complemented each other and represented the Association with dignity and professionalism.

Out of Mediation came a settlement agreement we believed represented the best we could earn considering the current state of negotiations, the financial position of the City, and the rising costs of healthcare affecting our country. Much went

into the settlement agreement and the Mediation team fought until literally the last minute to get the very best pay and benefits package possible.

I am not going to go into every detail of the proposal in this article. We negotiated a 14% pay raise and 3% lump sum bonus and \$800-dollar increase to clothing allowance over five years. We maintained a zero premium option for officers and their families in the Consumer Driven Healthcare Plan (CDHP) with a \$1500 HSA contribution by the city and we negotiated reasonable and affordable premiums on the Value Plan for our families. We did agree to an Evergreen reduction to eight years and we kept funding for our Group Legal Fund intact.

I want to remind everyone that a contract must be evaluated as a Total Compensation Package.

We cannot look at one piece of this puzzle and condemn the entire deal. During any contract negotiation or mediation, a give and take occurs. We had to make a conscious decision to give in one spot to gain in another. This contract represents a give and take and it must be evaluated as a complete package of pay and benefits.

The best our Bargaining Team can ask for is a fair and open hearing on the merits of the proposed contract. That is what I am asking of each of you: Patience and Respect. Our team worked hard to bring this contract proposal to you. **It's your right to vote as you choose, but at the very**

least, let's be respectful of all the work our brothers and sisters put into making this happen. They have willingly dedicated two and a half years of the careers to this process. Giving them two more months to explain it to you is not asking for much in comparison. They have earned the right to a fair hearing on the deal.

We will be working hard through July and August getting as much information out to our Membership

as possible. **We look forward to meeting with every Member to answer their questions and earn their vote.** Together we have made it this far. This vote is critical, but it will never change who we are as a family. **We are all in this together and regardless of any vote, we will always remain a family that protects each other no matter our personal differences.**

Stay safe, Mike

Contact: **Michael Helle**
President, San Antonio Police Officers Association (SAPOA)
Office: 210.379.8777
Email: pres@sapoa.org

FOR IMMEDIATE RELEASE: 24 MARCH 2016

SAPOA RESPONDS TO SCULLEY PEP RALLY

SAN ANTONIO, TX— Today, City Manager Sheryl Sculley organized a "pep rally" to show support for Chief McManus following a vote of No Confidence in his leadership. What stood out was the fact **less than a dozen police officers stood to support him** at Sculley's press conference.

The fact remains, over 97% of San Antonio police officers voted **NO CONFIDENCE** in Chief McManus. These numbers cannot be disputed or ignored.

City leadership can say all day long the vote was bullied and strong-armed. That's an easy thing to say. **However, these are grown men and women law enforcement officials. Does the public really believe they would be intimidated over emails that are bolded and in all caps?**

This vote was conducted by a 3rd party, licensed elections administrator. The vote was private and a secret ballot. NO UNION OFFICIAL WAS INVOLVED IN THE VOTING PROCESS.

It is ironic that the City of San Antonio can run an election for a bond package and request citizens to vote a particular way, but when SAPOA does it, it's outrageous and bullying. That's hypocrisy and a desperate attempt to attack the truth of this vote.

Michael Helle, President of SAPOA, had the following statement, "The City Manager's pep rally was a joke. Less than a dozen police officers stood with Chief McManus, that is very telling. The fact remains, 97% of our police officers said they do not trust the Police Chief and they have No Confidence in his leadership. Councilmember Rey Saldana stated "We are an entire family." Well, how does Councilmember Saldana justify suing a member of his own family? The facts are plain and simple. The City Manager continues to misstate the truth and Chief McManus is complicit in her actions that are destroying the San Antonio Police Department. Mayor Taylor, City Manager Sheryl Sculley, and now Chief McManus have chosen to ignore the voice of nearly 2,000 police officers. They can disregard the vote, but they cannot run from the facts. Over the next few weeks, we will describe exactly where this department stands and what we have to do to rebuild the foundation and morale of the SAPD."

To learn more, go to www.publicsafetyfacts.com.

###



FROM THE DESK OF THE PRESIDENT

with Mike Helle

March 31, 2016 STATUS REPORT ON THE NO CONFIDENCE VOTE

I wanted to drop each of you a quick note on the status of our After Action Report on the No Confidence vote. We are nearing completion of the response, but we are compiling our support documentation. We are expecting a launch early next week.

Our number one goal is accuracy and professionalism. With that in mind, I asked for feedback from the Membership on how each of you feel about the morale and state of our Department. The response has been overwhelming and we want to include the feedback in our report. It is important to be about more than just loud noise and complaints. We have to produce tangible feedback that is measurable and verifiable. We have to have ideas and speak the truth.

Your testimonials have been critical and we need more. Continue to send in your feedback and we will use as much as we can to craft a game plan to deliver to the community and City leadership. As always, we will protect your name and use your testimonials and feedback carefully.

More to follow... Yours in service, Mike

April 5, 2016 HERE IS YOUR AFTER ACTION REPORT

We released the No Confidence Vote After Action Report to the media today and we will be delivering copies to every member of the City Council.

It has been emailed to the SAPOA membership distribution list.

A few key points:

The Report was built with your feedback, but we still need more. We intend to publish your testimonials on our PublicSafetyFacts.com website for the community to read and learn how you really feel about the Department and your future with the SAPD.

This Report took a lot of time to draft. We wanted to get it right and tell our story thoroughly. It speaks to our manpower, our morale, and our loss of confidence in Chief McManus. **If you have any pride in this Department, it will be tough to read because this is not how you want your SAPD family to feel about their jobs.**

However, it's the truth, and we intend to continue to fight for your voices to be heard.

Read it, take some time, and read it again. Share it with family and friends. Put it on all social media channels and spread the word. The City is doing all they can to say your voice doesn't matter and your vote is "illegitimate". Let's show them just how serious we are and how worried our family is for the future of this Department.

We continue to need your feedback on the morale and well-being of our department. Please consider having your spouses or family members send in their thoughts as well. **Please send in your thoughts by replying to this email or sending to info@sapoa.org.** Your names will remain anonymous, but your feedback will help tell our story.

I can't tell you this will solve everything overnight, but it's a start. Since the vote, the City Manager, Mayor, and Police Chief have acted like your thoughts and concerns don't matter. In fact, they have disregarded your feedback almost entirely.

This Report is your voice. It is intended to speak to the public and describe how we feel about our Department, the Chief of Police, and City leadership. We will press these issues and spread the word to everyone who will listen. And to those who don't ... we will stand up and speak louder and force them to pay attention to the real issues facing the SAPD.

We have said this a thousand times ... this isn't just about contract negotiations and it didn't happen overnight. These are issues that built up over years. It will take time to correct and it will take our patience and hard work to make it happen. We are committed to this community and to our SAPD family. Let's keep working hard to spread the word that our voice matters!

Yours in service, Mike

April 28, 2016 THE CITY REQUESTED MEDIATION. HERE IS OUR POSITION

I hope you are all doing well after this past Fiesta celebration. Your hard work and dedication to this City in the face of all the challenges we are facing is remarkable and I am proud to stand with you. **Thank you for showing up and doing the job day in, day out.** I am proud of our family.

I have a very important update for you. The City of San Antonio has requested Mediation through the 4th Court of Appeals. SAPOA did not oppose the Mediation request and I want to explain our thought process behind the decision.

Why Mediation?

Mediation is NON-BINDING. We don't have to do a damn thing if we don't want too.

The legal process will continue. Our briefs on the Evergreen lawsuit will be filed with the Court by May 27th.

We MUST listen. If we chose to deny the City's offer, it would not look favorable for us in the courts or to the public. We have to keep the lines of communication open.

We will CONTINUE to demand the lawsuits against Police be dropped before any deal is negotiated.

If we opposed the Mediation request, it was very likely we would have been forced into Mediation by the Courts.

Our Vice President and Bargaining Team members will meet with the mediator and determine the sincerity of the City's position.

This is just another step in what has been a very long process. We will continue to follow your directives and demand the lawsuits be removed prior to any deal being negotiated.

Its important to note that SAPOA must always remain open to discussions. The Courts are watching all that we do and thumbing our

nose at a Mediation offer is shooting ourselves in the foot with the very judges and Courts that will hear our Appeal in the future. **Additionally, the public will demand we be fair and reasonable and at the very least, listen.**

If we walked away from the Mediation offer and told the City we didn't care to listen, it is my sincere belief that the public would not look favorable on that approach. The public understands we are disagreeing about contract talks, but they won't tolerate people who won't at the very least listen to each other.

As always, don't forget, YOU have the final say in all of this process. **Regardless of what is discussed, mediated, or negotiated, YOU are the only one that gets the final vote on any contract offer.**

Yours in service, Mike

May 20, 2016 UPDATES ON MEDIATION

I want to keep you updated on the Mediation process. As a reminder, the City of San Antonio requested Mediation through the 4th Court of Appeals and SAPOA did not oppose the request in an effort to keep a positive image in front of the Appeals Court and the community. I continue to believe strongly in our legal argument before the Courts and our Evergreen Clause, but it is always important to be professional and do our part in the eyes of the citizens we are here to protect.

Our Mediation team met this week with the Mediator and began laying out the ground rules for engagement. In a ground rules session, we simply discuss and agree on how the Mediation will progress and what level of information exchange will be allowed. We also get to know the Mediator better and how he likes to conduct the flow of the mediation.

All that to say, not much in the way of major updates because we are still in the ground rules phase. As things move forward, I will be keeping you informed within the framework of the mediation process.

Here are the key facts to remember:

Mediation is NON-BINDING. We don't have to do a damn thing if we don't want too.

The legal process will continue. Our briefs on the Evergreen lawsuit will be filed with the Court by June 27th.

We MUST listen. If we chose to deny the City's offer, it would not look favorable for us in the courts or to the public. We have to keep the lines of communication open.

We will CONTINUE to demand the lawsuits against Police be dropped before any deal is negotiated.

If we opposed the Mediation request, it was very likely we would have been forced into Mediation by the Courts.

The public will demand we be fair and reasonable and at the very least, listen. It is our intent to do just that, while ALWAYS protecting your best interest and your family.



FROM THE DESK OF THE PRESIDENT

with Mike Helle

As always, don't forget, YOU have the final say in all of this process. Regardless of what is discussed, mediated, or negotiated, YOU are the only one that gets the final vote on any contract offer.

Yours in service, Mike

June 14, 2016

WE HAVE FINALIZED A CONTRACT

We have reached a settlement on our contract negotiations. Before you read any further, I want to remind you that the most important thing you can do is reach out to your assigned Director or Executive Board member and ask questions. We will take whatever time is needed to begin explaining what has happened during Mediation and what this contract looks like for each of you.

This is going to be a very chaotic next few days as you hear from multiple sources how we agreed to a deal with the City. **Only a handful of people know the truth and I would encourage you to ask questions and focus on who really has all the facts.**

There will be supporters and there will be naysayers hell bent on spreading misinformation. Let's be patient and work together to get all the information out to our SAPOA family.

I ask that you reserve judgment, learn the facts of this deal, and ask questions. If we can all do that, it is my belief you will be pleased with our progress and anxious to move past a very contentious and difficult contract negotiation.

Here are the basics:

We entered Mediation prepared to be fair and reasonable with the City. The Courts asked us to engage and we did. During the Mediation, we realized the City leadership, led by Mayor Ivy Taylor, sincerely wanted to end all the acrimony and finalize a deal. We took advantage of the opening and as a result, we are able to announce a settlement agreement on our contract.

With a professional, 3rd party Mediator leading the discussion, we were able to get our facts on the table and I believe that helped to clear the path for a deal. **The Mediator played a key role in bringing both sides to closure.**

We agreed in principle to a five-year deal and we are discussing the parameters with the Board of Directors tonight from 5:00 pm to 6:30 pm. **We will then move to pushing out as much information as possible to each Member of the Association.**

We have been in Mediation for 3 weeks. We did not know where it would go, but we went into it with an open mind and a simple goal of protecting our SAPOA family.

The mediation process produced a strong package of pay and benefits, with multiple options to protect you and your family.

Don't forget, no matter what comes your way, you will have the final say with your VOTE.

For two and a half years we have worked hard to make it to this point.

We have been through the Benefits Task Force, election seasons, a full media outreach campaign, and multiple negotiation sessions.

Through it all we stayed on target and on message.

In the coming days and weeks, we will be putting the details of this contract out to the rank and file. **We will do our best to communicate every aspect of this deal and how it benefits you and your family.**

Yours in service, Mike

June 14, 2016

SETTLEMENT AGREEMENT

As a result of court ordered mediation, the City of San Antonio ("City") and the San Antonio Police Officers Association ("SAPOA") agree to the following terms:

1. Wages. The Collective Bargaining Agreement ("CBA") will be modified to reflect the following with respect to wages:

WAGES—Pay increases which provide each officer with wage payments totaling 17%.

The lump sum payments will be paid based on each bargaining unit employee's total compensation earned during the twelve month period ending September 1, 2016 (for payment effective 10/1/16). Total compensation includes base pay, longevity, supplemental pay and overtime pay.

WAGES - Pay increases which provide each officer with wage payments totaling 17%.

Fiscal Year	Lump Sum	Recurring	Total	
2017	3.00%	0.0%	3.00%	Effective Oct 1, 2016
2018		3.0%	3.00%	Effective Oct 1, 2017
2019		3.0%	3.00%	Effective Oct 1, 2018
2020		3.0%	3.00%	Effective Oct 1, 2019
2021		5.0%	5.00%	2% Effective Oct 1, 2020; 3% Effective April 1, 2021
Total	3.00%	14.0%	17.00%	

2. Healthcare. Effective January 1, 2017, bargaining unit employees will be offered two health plans with plan designs and employee contributions, described below.

Health Savings Account Contributions for CDHP will continue during evergreen. Employee contributions beyond 2021 will increase by 10% annually during evergreen.

The above years are plan (currently calendar) years. Employee monthly contributions will increase by 10% over the prior year's contribution every year during the life of the agreement (including during evergreen). The Master Contract will be revised. Out of network claims will be capped at the in network allowable amounts under both the Value and CDHP plans.

Employee Contributions										
	2017		2018		2019		2020		2021	
	Value	CDHP								
EE Only	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
EE & Spouse	\$75.00	\$0.00	\$83.00	\$0.00	\$91.00	\$0.00	\$100.10	\$0.00	\$110.11	\$0.00
EE & Children	\$50.00	\$0.00	\$55.00	\$0.00	\$61.00	\$0.00	\$67.10	\$0.00	\$73.81	\$0.00
EE & Family	\$125.00	\$0.00	\$138.00	\$0.00	\$151.00	\$0.00	\$166.10	\$0.00	\$182.71	\$0.00

Health Savings Account Contributions (only for CDHP)										
	2017		2018		2019		2020		2021	
	Value	CDHP								
EE Only	\$0.00	\$1,500.00	\$0.00	\$1,500.00	\$0.00	\$1,500.00	\$0.00	\$1,500.00	\$0.00	\$1,500.00
EE & Spouse	\$0.00	\$1,500.00	\$0.00	\$1,500.00	\$0.00	\$1,500.00	\$0.00	\$1,500.00	\$0.00	\$1,500.00
EE & Children	\$0.00	\$1,500.00	\$0.00	\$1,500.00	\$0.00	\$1,500.00	\$0.00	\$1,500.00	\$0.00	\$1,500.00
EE & Family	\$0.00	\$1,500.00	\$0.00	\$1,500.00	\$0.00	\$1,500.00	\$0.00	\$1,500.00	\$0.00	\$1,500.00

	VALUE PLAN		CDHP	
	IN Network	Out of Network	IN Network	Out of Network
Individual	\$500	\$1,500	\$3,000	\$4,500
Family	\$1,000	\$3,000	\$6,000	\$9,000
	20%	40%	0%	0%
Individual	\$1,500	\$3,000	\$3,000	\$4,500
Family	\$3,000	\$6,000	\$6,000	\$9,000
	\$25 PCP - \$50 SPEC	40% after deductible	0% after deductible	0% after deductible
	\$250	40% after deductible	0% after deductible	0% after deductible
	\$50	40% after deductible	0% after deductible	0% after deductible
Separate Brand Drug Deductible or out of pocket cap	\$100	40% after deductible	0% after deductible	0% after deductible
RX - 30 day Tier 1/ Tier 2 /Tier 3	\$10/\$25/\$40		0% After Ded, Preventive Drugs Subject to Co-Pays\$10/\$25/\$40	
RX - 90 day Tier 1/ Tier 2 /Tier 3	\$20/\$50/\$80		0% After Ded, Preventive Drugs Subject to Co-Pays\$20/\$50/\$80	

3. Article 10 (Safety and Equipment)

The City shall ensure that all police vehicles assigned to the Officers are in safe condition and shall maintain a preventive maintenance program for police vehicles. The Chief shall assign a supervisor to the vehicle maintenance shop for the purpose of inspecting the safety of police vehicles. The Chief may assign either a sworn Officer or civilian to this position, except that in the event that a civilian is assigned, there shall be no reduction or loss of sworn positions in the Police Department as a result of the assignment of a civilian. If at the discretion of an Officer, an assigned vehicle is not in safe condition, said Officer shall notify the supervisor assigned to the vehicle maintenance shop that the vehicle is not in a safe condition. The supervisor assigned to the vehicle maintenance shop shall make the decision as to the safety of the police vehicle. In the event that the supervisor assigned to the vehicle maintenance shop deems the police vehicle to be in a safe condition, and the employee disagrees with the supervisor's decision, said Officer may protest the supervisor's decision in writing. The supervisor assigned to the vehicle maintenance shop shall acknowledge the officer's protest in writing and forward all copies to the Officer's Division Commander for final disposition.

The Vehicle Maintenance Supervisor shall maintain records on the maintenance of all police vehicles. When a vehicle reaches the 30,000 miles odometer reading, a review of the vehicle's maintenance record will be



FROM THE DESK OF THE PRESIDENT

with Mike Helle

conducted. If deemed necessary, the Vehicle Maintenance Supervisor may request an exhaustive mechanical evaluation be performed on the vehicle. Any Officer may request an exhaustive mechanical evaluation of police vehicle when the vehicle reaches the 30,000-mile mark. This inspection will be accomplished in a timely manner or another vehicle will be provided for the Officer.

Chevrolet Tahoe and Ford Crown Victoria marked vehicles having 100,000 miles on their odometers and assigned to the uniform division, must be retired from the uniform division fleet. An Officer will not be required to operate a marked Chevrolet Tahoe or Ford Crown Victoria vehicle assigned to the uniform division having 100,000 miles or more on its odometer. Additionally, an Officer will not be subject to disciplinary action for refusing to comply with an order to drive marked Chevrolet Tahoe or Ford Crown Victoria vehicles in the uniform division which had 100,000 miles or more on its odometer. Prior to 100,000 miles a Chevrolet Tahoe or Ford Crown Victoria vehicle may be retired from the uniform division fleet if considered unsafe by the head of the vehicle maintenance unit or a Division Commander. No Officers in the uniform division may be ordered to drive a Chevrolet Tahoe or Ford Crown Victoria patrol vehicle which has in excess of 100,000 miles. Any vehicle retired from use in the uniform division pursuant to this agreement may be used by the Department in

other divisions, provided that the vehicles are sound and safe to operate.

Ford Explorer Police Interceptor marked vehicles will be retired at 70,000 miles pending the results of a pilot program test group. The City and the Association agree to a pilot program to evaluate a test group of 56 Ford Explorer Police Interceptors (8 at each substation and traffic bureau) with a replacement life cycle of 100,000 miles. The Labor Relations Committee, outlined in Article 9, will monitor the test group and evaluate the relevant data. At the conclusion of the pilot test group, the Labor Relations Committee will recommend to the Police Chief a new Ford Explorer Police Interceptor replacement schedule based on the evaluation. For the purposes of this pilot program the decision of the Police Chief will be implemented only if the Chief follows the recommendations of the committee.

4. Article 32 (Supplemental Benefits) will be modified to eliminate any contribution by the City to the Legal Plan upon the City reaching an agreement with the fire union to eliminate the legal plan. At that time, in lieu of its contribution to the Legal Plan, the City will contribute \$32 per employee per month to each employee as a voluntary qualified supplemental insurance incentive.

5. Article 33 (Education Incentive Pay) will be revised to indicate that the City will reimburse bargaining unit employees for tuition under the following circumstances:

A. The tuition reimbursement rate will not exceed the tuition rate charged by the UTSA; and

B. City tuition reimbursement is secondary to other sources such as grants or scholarships.

6. Article 19 (Clothing Allowance). Effective October 1, 2016, the clothing allowance shall be \$1,840 per year. The clothing allowance will be payable monthly at \$60 per month. In addition, a one-time payment of \$1,120 will be paid during the first pay period after October 1, 2016.

Effective October 1, 2017 the clothing allowance shall be \$1,940 per year. The clothing allowance will be payable monthly at \$60 per month. In addition, a one-time payment of \$1,220 will be paid during the first pay period after October 1, 2017.

Effective October 1, 2018 the clothing allowance shall be \$2,040 per year. The clothing allowance will be payable monthly at \$60 per month. In addition, a one-time payment of \$1,320 will be paid during the first pay period after October 1, 2018.

Effective October 1, 2019 the clothing allowance shall be \$2,140 per year. The clothing allowance will be payable monthly at \$60 per month. In addition, a one-time payment of \$1,420 will be paid during the first pay period after October 1, 2019.

Effective October 1, 2020 the clothing allowance shall be \$2,240 per year. The clothing allowance will be payable monthly at \$60 per month. In addition, a one-time payment of

\$1,520 will be paid during the first pay period after October 1, 2020.

7. Article 1 (Duration) will be revised to state that the effective date of the new CBA will be through September 31, 2021. The 10 year evergreen clause will be revised to state the following: This agreement shall remain in effect until the 30th day of September, 2029, or until such time as it is superseded by a new agreement between the parties.

8. All other tentative agreements agreed to by the negotiators are adopted.

9. This Settlement Agreement is subject to ratification by SAPOA's membership and approval by the City Council. This Settlement Agreement has the full support of the negotiators for SAPOA and the City.

10. The City's appeal in No. 04-16-0010-CV (City of San Antonio vs.

San Antonio Police Officers Association) will be dismissed upon ratification by the Association Membership, and the District Court's Order will, as a result, not be set aside.

Signed this ____ day of June, 2016.

THE CITY OF SAN ANTONIO &
SAN ANTONIO POLICE
OFFICERS ASSOCIATION

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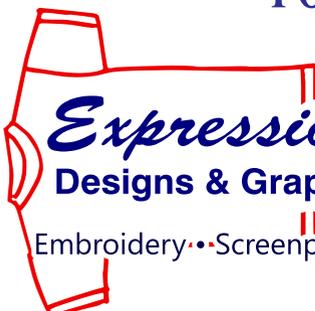
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SAN ANTONIO, TX 78238**

**Louie Mendiola
210-267-5490**

**Armando Ynostrosa
210-823-7769**

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information and resources



CENTURION SUBMISSIONS

Submit photos, stories, announcements and ads to Adriana Valadez at adriana@sapoa.org. The *Centurion* will be published quarterly.



Retired Officer FIREARMS Qualification

July 29 October 28
August 26 November 18
September 30 December 16

Each date is a Friday.
Sessions will start at 9am.

Retirees need to bring all of the following with them on the day of their scheduled qualification:

- Weapon
- 2 mags, at least
- Holster
- 50 rounds of ammunition
- Check or Money Order for \$25, payable to COSA.

Please call 210.207.6229 to put your name on the roster for a desired date. Speak to any of the firearms instructors to get your name put on the list. Let us know if you have previously qualified, and need a "re-qual", or if this is your initial qualification. If you have any questions, please feel free to contact:

Wade McLeroy, Sr. #504
SAPD Training Academy, Instructor
wade.mcleroy@sanantonio.gov
Office: 210.207.6252 / Range: 210.207.6229

www.sapoa.org

Everything you need
to know in one place



To reach a chaplain, dial **210.207.7519**. This will reach the on-call chaplain's pager and you will receive a callback ASAP.

Betsy Buhler
Danny Hubbell
David Tankersley
Freddy Hernandez
Gilbert De La Portilla
Henry Bell
James Carey
Allison Uribe
Fritz Williams
Paul Worley



HEALTH INSURANCE

Claims Advocate Services, in the SAPOA Office
DIRECT NUMBER: **210.828.9616**



CLEAT: 210.826.1899
GROUP LEGAL: 210.822.7678

RETIREMENT RESOURCES

San Antonio Fire & Police PENSION FUND

FINANCIAL PLANNING SEMINAR First Friday of each month, except for the months of May and November.

TRY OUT THE BENEFITS CALCULATOR!

Visit www.safppf.org. Go to the MEMBERS ONLY tab. Register with your information.

San Antonio Fire & Police PENSIONERS ASSOCIATION

www.safppa.org

RECoSA: RETIRED EMPLOYEES CITY OF SAN ANTONIO

www.recosa.org

CENTURION Retiree Mailing List

EMAIL your home address to Adriana Valadez at adriana@sapoa.org or **CALL** the SAPOA office at **210. 304.0619**. to be added to the list.

COFFEECOPS.NET

a place for San Antonio **Police Retirees** to communicate



THE NORTHWEST BREAKFAST CLUBS

Every Friday at 8:30am

Tink a Taco at Guilbeau and Tezel

Monday – Friday at 8:30am

Tink a Taco at Potranco and Culebra

FLORESVILLE

Every Tuesday at 8am

Oliva's Mexican Restaurant
Downtown Floresville

RET. MOTOR VEHICLE & STRIP OFFICERS

First Wednesday of the month at **9am**

Tommy's Restaurant #4 at 6702 San Pedro

ALL RETIREES

Last Saturday of the month at **1pm**

Snoga's Restaurant at 2567 Goliad Rd

SPRING BRANCH RETIREES COFFEE CLUB

Every Wednesday at 9am

El Rodeo De Jalisco Restaurant
8685 U.S. Hwy 281 N #102

MEDINA LAKE & PIPE CREEK ACTIVE & RETIRED

Second Tuesday of the month at **9:30am**

La Cabana Mexican Cafe at 9600 FM 1283

Retirees

Officer **Randy W. Cawthon** on March 1, 2016 with **22 Yrs 1 Mos**

Officer **Adolph R. Garcia** on June 1, 2016 with **25 Yrs 5 Mos**

Sergeant **Gregory W. Brooks** on June 1, 2016 with **28 Yrs**

Assistant Chief **Geraldine J. Garcia** on June 1, 2016 with **32 Yrs 10 Mos**

Detective **Patricia W. Martinez** on June 1, 2016 with **32 Yrs 10 Mos**

Sergeant **Joe A. Rios** on June 1, 2016 with **31 Yrs 2 Mos**

Lieutenant **Ralph V. Tovar** on June 1, 2016 with **33 Yrs 2 Mos**

Officer **Hector J. Flores** on June 1, 2016 with **35 Yrs 2 Mos**

Detective **Julian E. Sanchez** on June 1, 2016 with **28 Yrs**

Deputy Chief **Janae C. Florance** on June 1, 2016 with **27 Yrs 11 Mos**

Detective **Peter Friello** on June 1, 2016 with **30 Yrs**

Sergeant **Steven D. Peterson** on June 1, 2016 with **34 Yrs**

Officer **John C. Insalata** on April 4, 2016 with **22 Yrs 8 Mos**

Detective **Rodney S. Denton** on April 1, 2016 with **30 Yrs 2 Mos**

Officer **Gary A. Fuentes** on April 1, 2016 with **31 Yrs 1 Mos**

Officer **Albert B. Gomez** on April 1, 2016 with **31 Yrs 1 Mos**

Officer **Robert Hinojosa, Jr.** on April 1, 2016 with **30 Yrs 2 Mos**

Officer **James H. Jenness** on April 1, 2016 with **27 Yrs 10 Mos**

Officer **Steven Lares** on April 1, 2016 with **31 Yrs 1 Mos**

Officer **Willie Mendez, Jr.** on April 1, 2016 with **29 Yrs 11 Mos**

Sergeant **Roy H. Rodriguez** on March 12, 2016 with **26 Yrs 2 Mos**

Officer **Peters E. Laksbergs** on March 10, 2016 with **20 Yrs**

Lieutenant **Andy Rodriguez** on March 2, 2016 with **30 Yrs 1 Mos**

Sergeant **Stephen W. Herries** on March 1, 2016 with **26 Yrs 3 Mos**

Officer **Troy C. Smoot** on March 1, 2016 with **20 Yrs 5 Mos**

Officer **David A. Trevino** on March 1, 2016 with **27 Yrs 2 Mos**

Officer **Jerry R. Whitson** on March 1, 2016 with **29 Yrs 5 Mos**

SAY IT LOUD

member announcements

CENTURION SUBMISSIONS

Submit photos, stories, announcements and ads to Adriana Valadez at adriana@sapoa.org. The *Centurion* will be published quarterly.

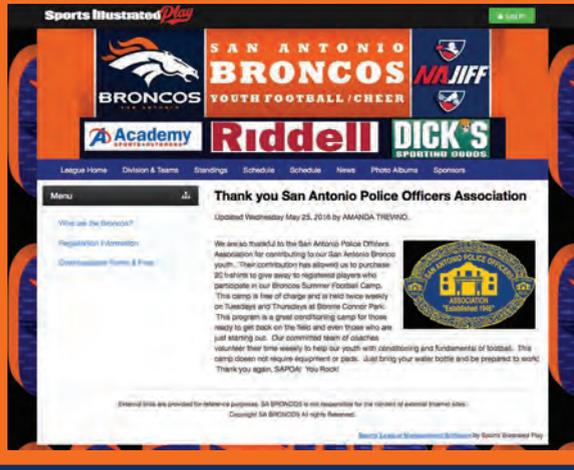


On February 6, 2016 Olga and Pedro Rivera, parents of Sgt. Edwin D. Rivera #3039 SPC, celebrated their 50th wedding anniversary. Mr. and Mrs. Rivera expressed their desire to help the families of our fallen hero San Antonio Police Officers, so they asked their guests to make donations to the SAPD Benevolent Fund in lieu of gifts. Mr. and Mrs. Rivera presented a donation of \$110.00 to Lt. P. Biasioli for the Benevolent Fund. Current picture taken by Officer D. Rivera #1414, SPT.



THANKS to SAPOA

for supporting the San Antonio Broncos youth football program
website: sabrconcs.siplay.com



AULMNI EAGLE PILOTS

The San Antonio Police Helicopter Detail is looking for it's Alumni Pilots. Be on the lookout.

Have them call 210.207.7390 or contact William Brittain at william.brittain@sanantonio.gov or contact Clint Tiller at clint.tiller@sanantonio.gov



Officer Clint Laskowski (NPB) and wife Shanell are proud to introduce the birth of their son, **ARCHER ELLIOT LASKOWSKI.**

He was born February 20, 2016 at 1:44 am. His weight was 6 lbs and measured 20 inches long.



AMAZING MEMORIES



Waiting for the day that you will have time to place your precious photos in albums to enjoy? Well today is the day! We will visit about your wishes & style & within weeks, you will be enjoying the photos you so closely treasure!

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youramazingmemories@gmail.com**

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Submit photos, stories, announcements and ads to Adriana Valadez at adriana@sapoa.org. The *Centurion* will be published quarterly.

CITIZEN HERO AWARD

The LIFE SAVING AWARD is bestowed upon SAPD officers that are directly responsible for saving a human life.

A letter of recommendation for these two awards was presented to the department's Award Evaluation Committee by Sergeant Stephen Herries.

On the morning of October 25, 2015, Lt. Marcus Booth and Retired SAPD Sergeant Charlie Delgado set off on a backpacking trip in the Gila Wilderness area of New Mexico. While they were there, they learned from park officials a search operation was taking place in the area for a woman who had been missing for three days.

On the second day of their trip, Lt. Booth and Sgt. Delgado located the missing woman. She was hungry and badly dehydrated. They provided her with first aid, food, and water. Lt. Booth

called in Search and Rescue teams with his satellite phone and, along with Retired Sgt. Delgado, escorted the woman to a clearing area where rescuers could locate them. A rescue helicopter arrived and transported the woman to safety.

Due to Lt. Booth and Retired Sgt. Delgado's attentiveness, alertness, law enforcement experience, and outdoor skills, the actions they took resulted in saving the life of another individual.

The following is a statement made by Sgt. David Neil of the New Mexico State Police who supervised the search and rescue, "It was absolutely fantastic that they were in the right place at the right time. They saved her life! This is what the work is all about."

It is with great honor the department awards Retired Officer Charlie Delgado with the Citizen Hero Award and Lt. Marcus Booth with the Life Saving Award. —*Blue News*



CONGRATS

We wanted to share some exciting news: our son, Nathan Warren, a sophomore at Sam Houston State University just received the Justin Perdue Memorial Scholarship to assist him as he continues toward his Criminal Justice degree, in hopes to follow in his fathers' law enforcement footsteps. Photograph is from the College of Criminal Justice Honors Convocation ceremony celebrated on 4-28-16 with Joe Warren (NPA), Nathan Warren, and Sgt. Jim Perdue. Nathan Warren is also a member of the SAPD Explorer program out of the Northside Substation. —*Dory Warren*

2016 STEPHANIE BROWN MEMORIAL SCHOLARSHIP

In 2011, Assistant Chief Geraldine Garcia (now retired) was inducted into the San Antonio Women's Hall of Fame. Upon her induction, the women of SAPD started the Stephanie Brown Memorial Scholarship. This is the 5 year anniversary of the scholarship. The scholarship is funded by the donations of SAPD female officers, and this year the donation level was matched by the San Antonio Women's Hall of Fame.

The 2016 recipient was Ms. Malarie Sanchez. Ms. Sanchez is a 2016 graduate of the San Antonio Young Women's Leadership Academy. She will be attending Sam Houston State University with an academic focus on forensics. —*Det. Tina Baron #2431, ROP*



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Choosing a designated driver is an important part of every great time. It's why 141 million American adults have either been a designated driver or been driven home by one.* And it's why your friends at Budweiser salute each of you.

*Source: GfK Custom Research North America

Wives AUXILIARY

ABOUT US

Wives Auxiliary is a SAPOA funded organization for spouses of SAPD officers (active, retired, deceased), who develop sisterhood relationships and friendships. Our objective is to provide support for all officers and their families during their time of need such as: illness, injury (on or off duty), and to fallen officers.

We offer a support system during a time of crisis to our officers and their families to ensure their needs are taken care of, such as providing meals, assisting with household chores, child care, etc.

Along with providing support during these difficult times, we coordinate and host events solely for our officers and their families, such as Easter and Halloween parties.

We are always seeking more volunteers to assist with supporting, planning and executing these wonderful events for our blue family. No experience required, just a willingness to be involved.

Contact SAPWA at wives@sapoa.org for more information. Wives Auxiliary can now be found on **Facebook** as **San Antonio Police Wives Auxiliary**.

SAPWA EASTER EGG HUNT

San Antonio Policy Wives Auxiliary would like to thank SAHPOO and SAPBOC for candy donations, SAPOA for the food preparations and donations, and for the Cadets and Explorers that assisted in the event. Thanks to the wives that assisted in stuffing over 2,000 eggs this year.

2016 – 2017 BOARD MEMBERS

PRESIDENT: Ashley Ott

VICE-PRESIDENT: Patricia Garcia

PUBLIC RELATIONS: Cyndee Trevino

EVENT: Stephany Moloney

FAMILY ASSISTANCE: Sara Lloyd

MEETING SPEAKERS

We are discussing, planning, and are currently working to invite guest speakers to attend our monthly meetings in order to provide information and resources for all of our SAPD families: active, retired and fallen (line of duty or illness).





HELP IS HERE SPEAK UP

We are a Family of Blue, often spending more time with each other than our families at home. We must take action when a brother or sister in blue needs any kind of help or is in any kind of trouble. We owe it to each other to speak up for each other and for ourselves. We can not sit by idly and assume everything is fine or ignore that which is bothering us. We must ask for help and ask to help. Speak up.

Please use these resources to support YOUR family and OUR family:

PEER SUPPORT: Confidential support and resource direction. Officers who have "been there, done that" helping each other. Support or resources for any kind of help needed: family / marriage / divorce / children, financial concerns, alcohol and addiction assistance, medical issues, work issues, shift stress, legal troubles, and more. Ask a member of the Peer Support Team for any kind of support or advice. Members are listed to the right.

MENTAL HEALTH DETAIL: Confidential mental health support and advice for you and your family. Contact members directly, listed at right.

PSYCHOLOGICAL SERVICES: Professional assistance available with our SAPD Psychologists or with an outside referral covered through our insurance. Contact for an appointment or referral at: (210) 207-2180.

***"it is estimated that TWICE AS MANY
law enforcement officers every year
DIE FROM SUICIDE than are killed in
either traffic accidents or assaults"****

PEER SUPPORT

Abina Elliotte	PPT
Alexander Garza	SPA
Arturo Hernandez	PCS
Bonnie Lemcke	EPC
Brad Westmoreland	CPC
Brian Reyes	CPT
Carl Kerawalla	PPD
Christopher Herron	EPA
Cristina A. Gonzales	CPT
Crystal Aguero	NPA
Dennis Quinn	NCS
Dezi Rios	CTA
Edward Klauer	TCN
Eloisa Mondragon	PPB
Eric Hernandez	CTA
Ernest Herrera Jr.	WPA
Ernest Stevens	PMH
Felicia Martinez	FCV
Felipe Ramos	SCU
Francisco Martinez	FRO
Gary Tyler Mucho	SPT
Ian Garcia	CFA
James Williams	PMH
James Wyatt	TCA
Jason Mendez	WCS
Jennifer Torres	NPB
Jesus Trevino	PMH
Joe Correa	CCL
Joe Farris Jr.	CFA
John A. Garcia	WPA
John Marroquin	CTA
Jon Sabo	PMH
Joseph Smarro	PMH
Keith Kurtz	ECS
Kelly Bender	ICE
Kerry Keene	SPC
Leonard Embry Jr.	TCN
Mark Delgado	TSA
Marshall Campbell	ITI
Michael Marotta	CFB
Patrick Thomas	WPB
Paul Aremandariz	NPB
Paul Zavala	CPA
Rachel Mendez	ECS
Richard Richardson	ICH
Richard Smith	TCN
Robert Aguilar	PPA
Robert Beyer (SAFD)	Ret.
Robert Ingram	EPC
Roger Zuniga	CFA
Sarah Carrasco	EPC
Troy Ragland	ECS
William J. Kasberg	PMH
Willie Mendez	TCN
Yvette Meade	PCS

* Ron Clark, RN, MS, and Andy O'Hara, "2012 Police Suicides: the NSOPS Study," (2013), <http://www.policesuicidestudy.com/id16.html> cited in the IACP National Symposium on Law Enforcement Officer Suicide and Mental Health: BREAKING THE SILENCE on Law Enforcement Suicides at http://www.thelacp.org/Portals/0/documents/pdfs/Suicide_Project/Officer_Suicide_Report.pdf on page 8 (page 20 in PDF).



San Antonio Police Department

MENTAL HEALTH DETAIL

SAPD.MentalHealthDetail@sanantonio.gov

Sergeant **John Cooley**

210.669.3862

M-F: 1000 TO 1800 HRS

Officer **Ernest Stevens** 210.452.3042

Officer **Joseph Smarro** 210.413.5451

Officer **William Kasberg** 210.563.6827

Officer **Jesus Trevino** 210.560.8270

M-F: 1800 TO 0200 HRS

Officer **Jon Sabo** 210.859.1191

Officer **James Williams** 210.394.9637

in memory of Steven Franco

may he be the last we lose

PREPARE NOW

SUGGESTED RESOURCES FROM THE FAMILY ASSISTANCE TEAM

The Family Assistance Team

assists the family of officers lost on and off duty, active officer deaths and catastrophic injuries, active officer serious illness, and retiree deaths.

Utilize YOUR Benefits.

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City of SA Human Resources Employee Benefits Analyst

Ann Marie Solis: 210-207-1452

Double check your payroll deductions to make sure you are updating everything, as well as updating your beneficiary with the city.

SAPDA: Double Dues Beneficiary

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info@safireandpolicepension.org

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Retirement Savings

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Nationwide: 1-877-677-3678

Group Legal: 210-822-7678

Will Considerations: What you have in your will does not necessarily supersede what you have on your beneficiary information for other pay outs. Probate court may declare other options due to Texas civil law and the information of beneficiaries. It is important that you update EVERYTHING you have for survivors.

Life Insurance & Health Insurance

Velia at SAPOA: 210-822-4428 or

velia@sapoa.org

Life Insurance Considerations: If your survivor uses the life insurance at the time of your demise, an additional cost to your survivor of approximately 4.9% of the sum from the life insurance will be withdrawn for processing and fees.

Funeral Home & Cemetery

Considerations: They often have very strict rules, so you may actually want to look into this if you have any particular wishes.

—Det. Tina Baron #2431,
SAPD Family Assistance

5th Annual Memorial

story by Det. Tina Baron
photos by Det. Jesse Allen



SubtleLife Photography

Festival and Open Car Show



5th Annual Memorial Festival and Open Car Show



Model: Lorissa Datz

Guardian Angel Sponsors.

Urban Concrete: 2016 Top Sponsor and a 5 year sponsor.



Gold Angel Sponsors.



Tony and Carolyn Martinez
LS&S Transport

Silver Angel Sponsors.





Brad Burdin, RN, NP-C, FNP

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UTIs

SKIN CONDITIONS

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Biopsies
Cold Sores
Impetigo
Ingrown Toenails
Minor Sunburn
Skin Tags

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Foot Pain
Heel Spurs
Knee Pain
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Myofascial Pain
Plantar Fasciitis

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5th Annual Memorial Festival and Open Car Show

The 5th Annual Memorial Festival and Open Car Show was held on March 5th, 2016 at the SAPD Training Academy Grounds.

The Memorial Festival Committee is proud to announce that the 5th Annual Festival proceeds will fund the 2016 Annual Survivor Family Christmas Dinner. The Memorial Festival will also continue to

raise funds for the families of fallen SAPD officers to attend National Police Week in Washington, D.C. when their loved one's name is placed on the Memorial Wall.

The Top Sponsor was Urban Concrete Contractors, Inc., which has been a five year sponsor and also provides equipment and volunteers!

The Top Car Club was The Alamo City Rods.

The event banner was presented to Kiolbassa Provision Company in appreciation for their food donation and their help feeding the volunteers and survivor families.



Bronze Angel Sponsors.



David Soto Family



Angel Sponsors.



DJ Chez and Texican Internet Radio
South Texas Golf Carts
Tiger Sanitation
Det. Duane Killian and Family
Ag-Pro, John Deere
HOLT.CAT



Michael and Nancy Schmid
Det. Jesse Allen
Chasity Balderamma
Party Time Pictures
Laurel Ridge



Raffle Item Contributors.

Rock Auto.com
Natural Bridge Caverns
Natural Bridge Wildlife Ranch
Institute of Texan Cultures
Chap Paul Worley
Det. Jannine Smith
Quilt Haus
Det. Robert and Kim Sedillo
(Ret.) Shirley Owen and Family
Americus Diamond
Kendra Scott Jewelry
You Name It Specialties, Det. Mark Stanush and Family
Thirty One, Janelle Dayton
Lt. Karen Falks and Family
Officer Frances Ochoa
Mane Tamers Hair Salon
D.C. Janae' Florance and Family
Lt. Frank Martinez
Lida'z Nailz gift cards
California Kustoms
Det. Henry Ann and Valarie Charles



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Medical Director

Gregory S. Neal, M.D., FACOG
Reproductive Endocrinologist

Matthew G. Retzlaff, M.D., FACOG
Reproductive Endocrinologist

Thomas B. Pool, Ph.D., HCLD
Embryologist and Laboratory Director

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2016 SAPOA Sporting Clay Shoot



SAPD OFFICERS: Recruit a Cadet and Earn \$500

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Cloud Walkers on KILIMANJARO

hike photos provided by San Antonio Amputee Foundation

A team of nine Cloud Walkers from the The San Antonio Amputee Foundation celebrated the start of 2016 by conquering 19,341 feet to reach the summit of Mount Kilimanjaro in Tanzania. Kilimanjaro is the fourth tallest mountain in the world and the tallest mountain in Africa. The roundtrip summit took eight days and totaled 42 miles of hiking. The nine amputees were accompanied by a support team for medical needs, local porters, and a three-man film crew.

One of the support team member was Rick Smith, who was the team medic. Rick is assigned to SAPD's Hostage Negotiators and the Tac Med program. Rick volunteered his time to train with the Cloud Walkers for months prior to the trip to Africa and accompanied them on their trip and summit. The trip was a once in a lifetime experience for all involved. To read the accounts of the Cloud Walkers visit: cloudwalkersblogs.com







International CIT Conference in Chicago

The SAPD Mental Health Detail attended the International Crisis Intervention Team Conference, held at the Hilton Chicago from April 25 – 27 in Chicago, IL. Officers Kasberg and Trevino presented at the Conference: “A collaborative approach to homeless individuals with co-occurring disorders: The effectiveness of integrated responses.” They presented to law enforcement agency leaders, policy analysts, mental health professionals, and government officials from around the world. SAPD was highlighted as innovative and trend-setting with its integrated approach to mental health and homelessness.

The SAPD Mental Health Detail and SAPD Psychological Services had their trip sponsored by Baptist Health Systems. In late 2015 the Mental Health Unit trained all Baptist Health Systems security officers and some hospital staff on crisis intervention, de-escalation, and emergency detention law. This collaboration was headed by Dr. Melissa Graham and Baptist Health Systems executive Shan Largoza in an effort to minimize hospital violence and limit SAPD calls for service to their hospitals. When Shan received word that Officers Kasberg and Trevino had been invited to speak at the international CIT conference, he graciously coordinated the hospital’s sponsorship for the trip. William Kasberg, Jesse Trevino, Sgt. John Cooley, and Dr. Melissa Graham were sponsored to attend the International Crisis Intervention Team Conference. — *Jesse Trevino #1696, Mental Health Detail*

PHOTOS AT RIGHT:

1. The view from the conference site, The Hilton Chicago
2. Jesse Trevino, Melissa Graham, John Cooley, and Monty McCann
3. The Mental Health Detail with members of Chicago PD
4. Sgt John Cooley, Monty McCann, and Jesse Trevino riding the train after a long day of presentations.
5. Key note speaker: The Honorable Patrick J. Kennedy, Former United States Representative, Rhode Island; Co-Founder of One Mind, and Founder of Kennedy Forum
6. Jesse Trevino and Willie Kasberg enjoying a Chicago deep dish pizza.





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RED Day initiatives run the gamut: From rebuilding homes, refurbishing local parks, giving to local food shelters, hosting blood drives, beautifying beaches and so much more. Projects are chosen by each individual market center based on a need they see within its community.

In San Antonio, Keller Williams Realty City-View visited Gardendale Elementary

School in Edgewood ISD to rejuvenate their school. **SAPOA supported Red Day by cooking BBQ for the students and other volunteers.**

It was "The Best Day a Kid Has Ever Had"!

A video of the day is viewable at www.youtube.com/watch?v=oWxoqfjOdb0&sns=em



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claims abuse examples

- upcoding (reporting simple extractions as surgical, higher allowance periodontal procedures, higher allowance vision procedures than actually used, etc.)
- unbundling charges (breaking down component charges incidental to a service and billing separately, such as working X-ray films associated with root canals, full mouth X-ray films broken down into individual component films, etc.)

provider fraud

- duplicate billing
- billing for services or supplies not provided
- changing dates of service to coincide with coverage
- not charging the insured patient a deductible or coinsurance
- submitting charges for which, in the absence of insurance, there would have been no charge
- Providers offering to bill services under a dependent even though the dependent did not receive services
- changing procedure codes to qualify for benefits
- Providers offering non-covered services and a request for your benefit identification card
For example: sunglasses

If you suspect fraud, please call (800) 936-7689 and help minimize costs to your plan.

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CLEAT now has an Organization for Retirees!

CLEAT now has an Organization for Retirees!

At the request of Retired Officers who wanted CLEAT Legal Protection once they retired, CLEAT created the CLEAT Retiree Association (CRA). And while it does offer the great legal protection so many retirees had as active officers, it also has many benefits for those who no longer carry.

The cost \$14.50 per month or pay by the year (\$150.00) and save \$24.00.

Who Can Join the CRA?

The CLEAT Retiree Association (CRA) is available to all Honorably Retired Texas Peace Officers as well as all Retired Law Enforcement Civilians whose job assignment required a TCOLE (formerly TCLEOSE) license. While any can join, the coverage is limited to Texas due to the fact all CLEAT attorneys are licensed in Texas.

Legal consultation and coverage

If you are legally carrying a weapon you get the same coverage CLEAT has provided to officers for years. The coverage is limited to Texas and you get both criminal and, if not covered by your homeowner's policy, civil coverage as well. If you carry, don't risk everything you have worked for all these years. Be sure to get covered in the event you have to use your weapon.

\$1,000.00 in Life Insurance!

Have you priced the cost of a \$1,000.00 Life Insurance policy?

Most you see life insurance advertised on TV and it comes with a one or two year waiting period and the cost would probably be more than the \$12.50 a month you can get CRA membership for, if you pay by the year, and with the CRA the \$1,000.00 death benefit comes with membership.

This is NOT an accidental death policy, it is simply a \$1,000.00 benefit paid out when a member dies. If you are looking for value for your dollar, as many are now days, at \$14.50 per month you would have to pay CRA dues for over 5½ years to have paid in the \$1,000.00. Pay by the year which is \$12.50 a month and it bumps it up to 6½ years.

Free preparation, execution, and probate of wills for member and spouse by CLEAT Attorneys

If you want to check out what a great deal this is, call around and find out what an attorney will charge you for a Will and/or a Will Probate. You can get simple Wills free all over the Web but to get a detailed Will it normally involves an attorney. And it is hard to get a Will Probated without an attorney. At \$14.50 a month, it would take years to pay the cost of a Will Probate, which is free with CRA membership, not only for you but for your spouse, too.

Legislative representation at the Capitol protecting your pension and retirement benefits

CLEAT has been there for years fighting for police officers and they have a great track record. We all know we are facing more and more legislation aimed at our retirement systems and benefits and the Retirees being organized statewide can only help with this fight. Having CLEAT there to lead the fight is a benefit you can't really put a price on, but it is included in the membership.

Do You Have an E-mail Address?

Retired Officers statewide may be called upon during the legislative session to send e-mail or make calls to help stop a Bill which could damage retirement systems or help pass a Bill that would protect them. These actions will be time sensitive and we will not have enough time to do a mail-out in many cases.

So even if you have not yet joined the CRA you can still help protect our retirement systems and get on the CRA e-mail list. It is simple and free, just send a message to Randy Malone (Retired Austin PD) at randy@randymalone.com. Let him know what department you retired from and let him know you want to be added to the e-mail listings for retired officers. If you are a CRA member and you sent in your e-mail address with your application, you should already be listed.

Your assistance is Needed!

We have found that many Retirement Systems will not provide us with even a list of the retired officers from departments they represent which makes getting the word out about this new CLEAT group, very hard to do.

If you use e-mail you probably have e-mail contact or Facebook contact with officers you worked with, some active, others retired. Please forward this information on to them all, the actives need to know about the CRA too, so when they retire they can walk out the door armed not only with their weapon but with CLEAT Legal protection.

Get Started today

Go to the web site listed below to join or for more information. To join the CRA, go to the CLEAT web site, www.cleat.org Click on CLEAT Retiree Association button. (far right side)

Texas Police Star Newsletter

While you are on the CLEAT web site check out the latest issue.

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Session II: April 24, 2016 Sunday 2:30 pm til 4 pm

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- What a title policy is and why it is necessary
- Importance of choosing a Loan Officer
- How much money you need to get into a home
- Why you need to have a home inspection
- Why you must have homeowner’s insurance

Seller Seminar

DATES & TIMES

Session III: May 21, 2016 Saturday 9:30 am til 11 am
Session IV: June 5, 2016 Sunday 2:30 pm til 4 pm

We will be discussing topics that apply to sellers at these seminars.

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W: DarleneMinor.com

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CLEAT Retiree Association

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CLEAT Retiree Association, Improving Benefits for Retirees

By William (Bill) F. Banfield III, Vice President, CLEAT Retiree Association

As Vice President of the CLEAT Retiree Association (CRA) I am always working for improved benefits for retired and soon to be retired police officers. For over 40 years I have worked with benefits for police officers and fire fighters on the SAPOA Insurance Committee, Pension Committee and with the claims advocate group which helped start the prescription drug card program.

When we retire from SAPD we have a pension and prefunded health plan. However, when you retire you no longer have legal, optical and dental plans that were available under the collective bargaining agreement. You also no longer have the critical incident legal protection if you are involved in a deadly force incident defending yourself or others.

The CLEAT Retiree Association was established to provide some of these benefits when you retire.

The CRA Legal Plan provides coverage, in the event of a critical incident, using the same system and attorneys that were available to you from CLEAT, when you were working full time. Also, preparation, execution, and probate of wills are provided for you and your spouse with membership.

There is also an optional dental and optical plan benefit that is available at group rates. These plans also include an accidental death policy.

All members receive a \$1,000 standard life insurance benefit.

Another important aspect is Legislative Representation at the state capitol. The CRA is committed to fighting attempts to weaken or reduce your pension benefits. There are plenty of politicians who want to get control of your hard earned dollars so they can let their special interest friends make a profit off of your retirement.

These are just some of the benefits that are available through the CRA.

There are several organizations who offer retired officer benefits. But none of them offer all of the benefits of the CRA. I urge you to compare the CRA plan to any other available. Membership is \$14.50 per month or if you pay annually it is only \$150 and you can save \$24.

The CRA plan is the most comprehensive plan I can find. If you want the legal protection, wills, probate, plus the \$1,000.00 life insurance policy and first class legislative representation all in one place, then the CRA is for you. You also have an established organization in CLEAT who has worked with SAPOA for almost 40 years improving working conditions and benefits for all Texas peace officers, both active and retired.

I hope this article will help you weave through it all. If I can help you with any of the specifics contact me (210) 240-8387 or Pete Elizade (210) 219-6273 or go to www.cleat.org and click on the CLEAT Retiree Association link on the right side of the page.

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ASK THE AGENT

by Washington E Moscoso

WHEN WAS YOUR LAST INSURANCE POLICY REVIEW?

As I have previously written about, life insurance can be one of the simplest and, most powerful forms of financial protection. **If you don't already have a policy in place, correct that situation as soon as possible.** If you already do have a policy on place, how old is it? Life situations change over the years—a new house, a new baby, marriage, divorce, etc.—and our insurance needs change as well.

An insurance policy that you purchased years ago may no longer meet your financial obligations. It is important to have an insurance professional perform a periodic insurance review at least every few years. Admittedly, most insurance agents are too busy writing new policies or marketing for new clients. This important service often times gets placed on the back-burner.

According a 2013 study by the Life Insurance and Market Research Association (LIMRA), **“three in ten American households (35 million) are uninsured**, and half say they need more life insurance.” Also, “the average woman with life insurance has only 69% of the coverage of the average man, despite more and more women becoming the primary bread-winners.”

As we get older, theoretically, premiums will go up. This is, however, not a steadfast rule. In recent years, insurers have

been caught in the middle of “rate wars” with competitors and rates have come down significantly. Furthermore, some of our health situations improve as we change our diets, lower cholesterol with medical guidance, get on a better exercise routine, or quit smoking. If you purchased a policy years ago when you were a smoker, but quit smoking and have not smoked in over 3 years, you can get “non-smoker” rates that are much less expensive than “smoker” rates.

Here are some questions that you should be asking your insurance agent:

- Can I retain the same coverage, but at a lower cost?
- Is there a policy that offers more coverage for the same premium?
- Is the current death benefit enough, too much, or just right?
- Does my current product offer all the features and benefits that I desire in a policy?

Has it been a while since you sat down and talked to your insurance professional? If so, maybe its time to call them up. I would love to answer any questions that you might have: washington@tblinsurance.com. As always, stay safe and look out for one another.



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MEETING MINUTES: MARCH 2016

CALL TO ORDER: The meeting was called to order at 1:30 PM by President Mike Trainer.

OPENING CEREMONIES: The invocation was led by President Mike Trainer. Sergeant at Arms, Bill Lambrides, led the members in reciting the pledge of allegiance.

President informed the members that the Secretary Gay was excused because he had to attend to his wife Diana who was going to be operated. Also, Rev. Smoot will be absent. He is at home nursing his wife who is ill. President Trainer asked all the members to keep Mrs. Gay, Mrs. Smoot, Mrs. Bernstein and Bill Benfield's brother-in-law who passed away over the weekend in our thoughts and prayers

ROLL CALL: There were 7 board members were present: President Mike Trainer—present; Vice President Bart Moczygamba—present; Recording Secretary Earnest Gay—excused; Treasurer Christina Madero—present; Corresponding Secretary Fire David Perez—present; Corresponding Secretary Police Joe Carrillo—present; Sergeant at Arms William Lambrides—present; Parliamentarian Mary Holub—present

SPEAKER OF THE MONTH: There were no speakers of the month at this meeting.

REPORTS OF OFFICERS

Recording Secretary: The minutes of the January 12, 2016 meeting were presented by President Trainer. The minutes were accepted as read.

Treasurer: There was no Treasurer's report made at the meeting. The Treasurer had emailed the report to the President the night before the meeting. The President failed to check e-mail before attending the meeting. The February report will be presented at the April meeting along with the March report.

REPORTS OF COMMITTEES

Pension Fund Committee: Larry Reed reported that the Pension Fund is down slightly with a balance of 2.58 billion. The Fund is down 1% for the fiscal year starting on October 1, 2015. Larry asked the members to sign up for delivery of the monthly statement through the internet. He also stated that the members can continue getting their statements through the mail by calling the pension office and requesting this service.

Larry went on to say that the pension legislative committee would not pursue any legislative changes this year. Additionally, the Pension Board will consider changing the fiscal year accounting to a calendar year, i.e. January 1 through December 31.

A financial planning seminar will be held on Friday, April 1, 2016 at 1 pm.

Larry stated that he will be up for re-election to the TEXPERS educational organization.

Pre-Funded Health Insurance Committee: Henry Trevino and Alex Perez were both present for the February. Henry reported that the fund is at \$320,692,755.32.

It was discussed that the prescription medications are going up in price. Henry stated that people are living longer lives and consequently more medications and other health devices are being used which in turn is raising the cost and the use of health benefits.

Henry gave James Bounds, the Fund administrator, and his staff for the good work in holding down administrative costs and also for utilizing case management in holding down costs.

James stated that the clinic is doing great. It is scheduled to have a capacity of 700 members per month.

Some vitamins that are prescribed by the clinic doctors are not covered by the Plan Document. These prescriptions will not be paid by the Fund. Also pre-counseling for pre-diabetic members is not covered.

Pre-89'ers Insurance: President Trainer attended a meeting with RECOSA concerning pre-89 health insurance. Some of the problems in the pre-89 insurance is the escalating cost of medications. Another problem is home care. These problems will be addressed again on the 24th of March. Some of the insurance companies will be in attendance and will be addressing some of the ongoing problems.

PAC Fund Committee/ Endorsement Committee: Joe Carrillo our PAC Fund chairman advised that our PAC must stay strong. Joe said that they are going to make the people that get money from the PAC to be more responsive.

At the end of January the PAC Fund had deposits of \$5,082.00 and a total balance of \$118,263.49. There a deposit of \$5042.00 made to the PAC account bringing the total to date \$123,305.49.

Joe said that in general the PAC Fund did very well in the elections winning many of the positions and the candidates that the Fund supported.

Presidents Report: President Trainer attended the PRB (Pension Review Board) meeting. The information was quite generic. He has a report and will make it available to any member who wants a copy. He stated that the PRB is a State appointed Board. There are no legislative members. The Governor appoints private citizens to serve on the Board. Mike asked the members that help with a mail out would be greatly appreciated.



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Mike asked the members if there was anyone that could help him to manage the retiree's web site. He would appreciate any help in this regard.

Armando Ynostrosa presented a large vinyl banner with the new SAFPPA logo on it for use at our events.

A discussion on who could attend the picnic. Final consensus was the invitations were being sent out and it was too late to make any changes now. Basically, the invitation stated that Fire and Police Retirees and their families and children were included.

DOOR PRIZES: There was a drawing for the 6 \$10.00 door prizes. Winners were: Henry Trevino, Arthur Bernstein, Carlos Madero, Randy Puzon, Bob Gallegos and Elke Hester.

ADJOURNMENT: After the door prizes were given, President Trainer adjourned the meeting without opposition.

WORDS TO LIVE BY:

THERE ARE ONLY TWO DAYS IN THE YEAR THAT NOTHING CAN BE DONE. ONE IS CALLED YESTERDAY, AND THE OTHER IS CALLED TOMORROW; SO TODAY IS THE RIGHT DAY TO LOVE, BELIEVE, DO, AND MOSTLY LIVE.

MORAL OF THE STORY: We must never forget to remember that yesterday is past and nonrenewable and that tomorrow is not a promise. The only certainty is today. Enjoy today, give to the world, call your friends, tell your loved ones how much you love them, read a book, go to church and give thanks for today. Lastly, give something that will not die with you but will continue to live on and tell of your legacy.

—Minutes submitted by Henry Trevino.

MEETING MINUTES:

APRIL 2016

CALL TO ORDER: The meeting was called to order at 1:30 PM by President Trainer

OPENING CEREMONIES: Our invocation was led by Rev. A.D. Smoot. Sergeant at Arms, Bill Lambrides, lead the members in reciting the pledge of allegiance.

ROLL CALL: There were 5 board members present at the 2016 meeting. 3 Board members were excused. President Mike Trainer—present; Vice President Bart Moczygemba—present; Recording Secretary Earnest Gay—present; Treasurer Christina Madero—excused; Corresponding Secretary Fire David Perez—present; Corresponding Secretary Police Joe Carrillo—excused; Sergeant at Arms William Lambrides—present; Parliamentarian Mary Holub—excused.

SPEAKER OF THE MONTH: There were 2 speakers for the April meeting. Angelica Jimenez and Gabe Quintanilla both spoke of their background and qualifications to be judge. Both of these candidates are running for the vacated 408th District Court Judge on the Democratic primary runoff on May 24th.

REPORTS OF OFFICERS

Recording Secretary: The minutes of the March 08, 2016 meeting were presented. There were several date corrections needing to be made to the file copy.

Treasurer: Christina Madero was excused and will give the financial report at the May meeting.

REPORTS OF COMMITTEES

Pension Fund Committee: Larry Reed reported that the fund was up slightly to 2.61 billion. This is up 10 million YTD. Larry advises that the Pension Fund will change their Fiscal Year to match the Calendar Year. The next board meeting will be 4-27-2016 at 9am.

Pre-Funded Health Insurance Committee: James Bounds reported for the Health Fund as both Trustees were out at a conference. James reported that the Fund was at 324 million which is +12 for the Fiscal Year. James Reported that the Health Fund will also began reporting their Fiscal Year in conjunction with the calendar year. I took Henry Trevino's roll in reminding everyone the importance of getting pre-certification done prior to having the procedures. I used my family as an example on two procedures we had and neither were called in to the Health Fund.

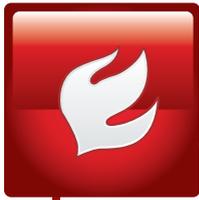
Pre-89'ers Insurance: No report at this time.

PAC Fund Committee / Endorsement Committee: Bart Moczygemba reported for the PAC and advises there was a deposit of \$5,162.00 and a total balance of \$123,455.00. There were no disbursements for the previous month.

President's Report: Mike explained the importance of the PAC and that the threat currently being brought about is the local control issue where several organizations and legislators would like to see the pensions removed from state law and into the control of the local politicians. Mike explained how this could have a disastrous effect on current and future pensions.

Mike also reported on the Picnic and thanked everyone involved. I went on to explain that the main coordinators for the picnic were our Treasurer, Tina Madero, and our Corresponding Secretary Police, Joe Carrillo. The picnic would not have been the success it was without their involvement.

DOOR PRIZES: The April meeting had the regular six \$10 door prizes as well as 3 additional prizes of SAFPPA Fiesta medals donated by Armando Ynostrosa of Expressions Designs. April



WELLNESS REPORTS

LET'S KEEP ALL OUR MEMBERS AND THEIR FAMILIES IN OUR PRAYERS



Anyone having information about deaths or illness involving fire department personnel, retirees or relatives, is invited to call **David Perez** at **(866) 652-4237** with information.

Anyone having information about deaths or illness involving police department personnel, retirees or relatives, is invited to call **Joe Carrillo** at **(210) 216-4173** with information.

MARCH 2016

Deaths: Mrs. Gladys w. Stapper, widow of Fire Fighter William M. Stapper, passed away on February 20, 2016. Mrs. Stapper was a very faithful volunteer when it came to attaching address labels to the Fire Fighter's Grapevine. She also volunteered her help to many other charitable originations. She would also call for volunteers for help with her volunteer endeavors. Mrs. Stapper was 101 years young at the time of her passing

Illnesses: A get well card was sent to Mrs. Ahrens, widow of Retired Fire Fighter Charles Ahrens. Mrs. Ahrens is recovering from a broken hip. A get well card was sent to Retired Fire FAO Alan Cunningham. He is at home being treated for an illness.

APRIL 2016

Deaths: Laverne Church, Retired Fire Engineer, passed away March 15, 2016 after a courageous battle with cancer. Laverne retired from station #38. Ignacio (Nacho) Avila Jr., Fire Lieutenant, passed away on March 15, 2016. Lucy Villarreal, Widow of deceased Retired Firefighter Mike Villarreal, passed away on March 16, 2016.

Illness: Art Westhoek, Retired District Fire Chief, is recovering from back surgery. Kelly V. Thomas, Retired Fire Fighter, is recovering at the Methodist Specialty & Transplant Hospital. Crystal Martinez, Daughter of Retired Fire Lieutenant Roger Dominguez passed away on March 20, 2016. Crustal was 37 years young at her passing. Al Cunningham, Retired Fire Engineer, passed away on March 24, 2016 at the age of 70. He fought his illness courageously until his passing. Wayne Stevens, Engineer at station #24, passed away on March 12, 2016. Mike Villanueva, Retired Fire Lieutenant, passed away on April 8, 2016 at the age of 91.

"Sympathy Cards" and "Get Well Cards" were sent to all our Brothers and Sisters.

MARCH 2016

Deaths: Mr. Albert L. Hook, a veteran of WWII and the Korean War passed away on February 8, 2016 at the age 90 years. He was the father of Retired Police Sgt. Billy hook Mr. Edwin Clark (SAPD RET) passed away on February 11, 2016 at the age 95. He is survived by his wife Marylou. He retired from the Police Dept. on November 8, 1974. Retired Police Officer Edmond C. Kelley passed away on February 15, 2016 at the age of 72 years. Ed was an authority in Transit Investigation. He will be greatly missed by his wife, Margaret and most us who knew him. Ed retired from the San Antonio Police Dept. on July 1, 1995. Mr. Eric Anderson, son of SAPD Chris Anderson, CPT, passed away at the age of age of 31. Police Officer Joe W. Farris, Sr. passed away on February 29, 2016 at the age of 67 years. He was born to Clarence Sr. and Ella Farris in San Antonio, Tx. Joe served his country in the US Navy. While in the Navy he served in Vietnam. Upon his return from active duty, Joe resumed his duties with the Police Dept. Mrs. Delia Dee Davis passed away on February 10, 2016 at the age of 89. She was the mother of Pete Davis

Illnesses: Angel Coronado is suffering from Pancreatic Cancer. Eli Vidaurri, is still in Rehab from back surgery. Sgt. Bill Turner is still recovering from Colon Cancer. Alice Kalka, I have not heard an update on her condition at this time.

APRIL 2016

Deaths: Tillie Stover, Widow of Retired Deceased Police Officer W.E. Stover, passed away on April 3, 2016. This notice was sent by Harold Shott, who wanted us to remember Maggie Brown who passed away on March 15, 2016 at the age of 89.

Illness: Angel Coronado, Retired Police Officer is still in Hospice suffering from pancreatic cancer. Eli Vidaurri is currently undergoing Chemotherapy for cancer in his back. He is up and in good spirits. Alice Kalka, Widow of deceased Police Officer Kalka, is at home after undergoing eye surgery. There is no report on her present condition.



SAN ANTONIO FIRE & POLICE PENSIONERS' ASSOCIATION

Winners were Earnest Gay, Jim Shipman, Elke Hester, Chris Blowers, Bart Moczygemba, Bill Turner, Mariam Whitley, Ralph Campos and Carlos Madero.

ADJOURNMENT: After the door prizes were given, President Trainer adjourned the meeting without opposition.

WORDS TO LIVE BY:

IT IS SAID THAT ALL MEN DIE, BUT NOT EVERY MAN LIVES

MORAL OF THE STORY: Try and see new things. Make and enjoy new friends. Try a new hobby. Volunteer your help to the less fortunate. Love your family. Indeed, you will have lived if at the end of your journey on earth you have no regrets and you have left your footprints in someone's heart.

—Minutes submitted by Henry Trevino.

MEETING MINUTES:

MAY 2016

CALL TO ORDER: The meeting was called to order at 1:30 PM by President Trainer.

OPENING CEREMONIES: Our invocation was led by President Trainer. Sergeant at Arms, Bill Lambrides, lead the members in reciting the pledge of allegiance.

ROLL CALL: There were 6 board members present at the May 10, 2016 meeting. 2 Board members were excused.

President Mike Trainer—present; Vice President Bart Moczygemba—present, Recording Secretary Earnest Gay—present; Treasurer Christina Madero—present; Corresponding Secretary Fire David Perez—excused; Corresponding Secretary Police Joe Carrillo—present; Sergeant at Arms William Lambrides—present; Parliamentarian Mary Holub—excused

MEMORIAL PRESENTATION: There was a video presentation listing all 45 retirees that had passed away during the previous 12 months.

SPEAKER OF THE MONTH: There were three speakers for the May meeting. Irene Rios, Candidate for the 4th Court of Appeals and Barbara Gervin-Hawkins, Candidate for State Rep. District 120. Both candidates gave the members information on their qualifications for the positions they are seeking.

The 3rd speaker was Lee Fernandez from AIRlife. Lee gave us a presentation on the buyout of AIRlife by Air Methods. Air Methods is a nationwide provider. Lee went on to explain how Air Methods will honor and continue with the discount program and even extend our coverage to their National coverage area.

The cost is currently the same but Lee does expect the annual fee to increase from \$10 to \$12 or \$15 annually. Up to four years membership may be purchased at a time.

REPORTS OF OFFICERS

Recording Secretary: The minutes of the, April 12, 2016 meeting were presented. There were no corrections, additions or deletions noted. The minutes were approved as read.

Treasurer: Christina Madero reported on all accounts the Association has for the months of February, March and April. Christina also gave an account summary of the expenses for the Picnic held April 2nd. The Association has a total of \$43,982.23 in all accounts at the close of April 2016. There are currently no outstanding bills to be paid. The summary of the total cost for the Picnic was \$6,749.02.

REPORTS OF COMMITTEES

Pension Fund Committee: Harry Griffin and Larry Reed reported that the balance of the Pension fund stood at 2.646 billion. The Fund is up 5 million from the previous month. We were reminded of the Pension Fund's monthly meeting which is scheduled for 5/25/2016 @ 9:30 am. The new Fiscal year change to coincide with the calendar year has been implemented.

The Secretary asked if that meant we would have 1 15 month Fiscal year or if we would end up with a short 3 month Fiscal year. Harry advised that October through December 2015 was considered as a Fiscal year to accommodate the change. A question was asked on how this would affect the calculations for a possible 13th check. It seems unclear at this time, however, the Fund Staff is working on a possible clarification.

Pre-Funded Health Insurance Committee: Trustee Alex Perez asked the Fund members to send in their new Claims form. He cautioned the members that they will not get their health benefits paid unless their claim form is in their file. The claim form is in the packet that our members receive at the yearly Health Fund insurance seminar in November. The value of the Fund was not available. Trustee Henry Trevino assured the members that the Fund was very solvent. The value of the Fund numbers will be available at the next meeting.

PAC Fund Committee / Endorsement Committee: Joe Carrillo and Bart Moczygemba were present at the PAC Fund Committee meeting. Bart reported that the PAC Fund had a total of \$133,209.49. It was reported that no disbursements had been made during the previous month.

Presidents Report: President Trainer stressed the importance of continuing to support the PAC Fund. The local control initiative issue is still going strong and the proponents of the initiative are very well funded.



WELLNESS REPORTS

LET'S KEEP ALL OUR MEMBERS AND THEIR FAMILIES IN OUR PRAYERS



Anyone having information about deaths or illness involving fire department personnel, retirees or relatives, is invited to call **David Perez** at **(866) 652-4237** with information.

Anyone having information about deaths or illness involving police department personnel, retirees or relatives, is invited to call **Joe Carrillo** at **(210) 216-4173** with information.

MAY 2016

Deaths: Charles C. Shaw, retired Fire Assistant Chief, passed away on April 10, 2016. He was 86 years of age at the time of his passing. A Sympathy Card was sent to the family on behalf of the SAFPPA. Gary Wallis, retired Fire Fighter, passed away on May 1, 2016. He was 70 years of age at the time of his passing. A Sympathy Card was sent to the family on behalf of SAFPPA.

JUNE 2016

Deaths: Gloria Robles, Widow of Retired Fire Capt. Reynaldo A. Robles and mother to Fire Fighter Tommy Robles, passed away on May 4, 2016. Mrs. Robles was 84 years of age at the time of passing. A sympathy Card was sent to the family on behalf of the SAFPPA. Crystal Martinez, daughter of Retired Lt. Roger and Mandy Dominguez passed away on March 20, 2016 at the age of 37. A sympathy card was sent to the family on behalf of the SAFPPA. Wayne Stephens passed away on March 12, 2016 at the age of 73. He is survived by his wife Margaret. A sympathy card was sent to the family on behalf of the SAFPPA

Hector Ayala is currently going through dialysis. We wish him a speedy recovery. You can call Hector at 210-653-5722. William (Bill) Williams, Retired Police Sergeant underwent Colon Cancer Surgery. Bill is now in Rehab at Alamo Heights Center at 8223 Broadway Street in San Antonio. You can call or visit Bill. Bill Ewell, Retired Police Sergeant, has undergone Hip replacement surgery. He currently works at SAPD Homicide as a civilian. He would appreciate a phone call. His number is: 210-870-9529.

"Sympathy Cards" and "Get Well Cards" were sent to all our Brothers and Sisters.

MAY 2016

Deaths: Retired Police Officer Eddie Vasquez passed away on May 1, 2016. Eddie was born on December 5, 1924. He is survived by his wife Dolly. At the writing of this report there were no other details for Eddie's burial. Our condolences go out to Eddie's family. A Sympathy card was sent to his wife and family.

Mr. Alvin Shepherd, brother to Retired Sgt. Michael Shepherd passed away on April 9, 2016 after suffering a heart attack. Alvin served San Antonio Police Dept. from

Continued on the page 51

DOOR PRIZES: There were 6 door prizes of \$10 each given to members present at the end of the meeting. May's winners were Gloria Ehrlich, Gary Seidel, Marsha Scott, Diana Gay, Arthur Bernstein and Marieta Baer.

ADJOURNMENT: After the door prizes were given, President Trainer adjourned the meeting without opposition.

WORDS TO LIVE BY:

THREE THINGS YOU CANNOT RECOVER IN LIFE: THE WORD AFTER IT'S SAID, THE MOMENT AFTER IT'S MISSED AND THE TIME AFTER IT'S GONE.

MORAL OF THE STORY: Time is the most precious thing we have ever been gifted with. We must remember that every word that is said, every moment that we waste every love that we discard

is gone forever. Time will not pass our way again. So beware the words, actions and moments that have passed for they will be lost forever but they will continue to reside in your legacy.

—Minutes submitted by Henry Trevino.

MEETING MINUTES:

JUNE 2016

CALL TO ORDER: The meeting was called to order at 1:30 PM by President Trainer.

OPENING CEREMONIES: Our invocation was led by Rev. A.D. Smoot which was followed by our Sergeant at Arms, Bill



SAN ANTONIO FIRE & POLICE PENSIONERS' ASSOCIATION

Lambrides, leading the members in reciting the pledge of allegiance.

ROLL CALL: There were 4 board members present for the June 2016 meeting. President Mike Trainer—present; Vice President Bart Moczygamba—excused; Recording Secretary Earnest Gay—present; Treasurer Christina Madero—excused; Corresponding Secretary Fire David Perez—present; Corresponding Secretary Police Joe Carrillo—absent; Sergeant at Arms William Lambrides—present; Parliamentarian Mary Holub—excused.

SPEAKER OF THE MONTH: No Speaker for the Month of June 2016.

REPORTS OF OFFICERS

Recording Secretary: The minutes of the May 10, 2016 meeting were presented. There were several corrections, needed and they will be presented at the next meeting.

Treasurer: Christina Madero was excused for the meeting. Recording Secretary, Gay read the financial reports. Income for the month was \$2,335.00. Expenses were \$789.83. A total of \$1,679.42 is in Association checking account. The total in all accounts is \$45,546.00 at the end of May 2015. There was an increase of \$1,563.77 from the previous month.

REPORTS OF COMMITTEES

Pension Fund Committee: Trustee, Larry Reed reported that the Pension Fund was at 2.671 Billion. This is up 22 million for the fiscal year. The fiscal year began on January 1, 2016. Larry reported that there is an audit currently being done for the short fiscal year of October through December 2015. The new fiscal year now coincides with the calendar year. This means that if there is a 13th check that is payable it will not come until after the first of the year.

The Pension Fund is going to begin putting some short video's on their web site that will be an interview, question and answer type format to help get information to the members. Larry gave information about Melvyn Wolff who is the Chairman of Star Furniture that wrote an article in the Express Newspaper on local control of all pensions. Weir Labatt has written a rebuttal to the article by Melvyn Wolff. They said they would run the article; however, it has not come out as of this date.

Pre-Funded Health Insurance Committee: Trustees Henry Trevino, Alex Perez and Administrator James Bounds were present at the meeting. The fund is at 329 million which is up 2½% for the FY. The clinic is doing well and there has now been a small drop in the number of monthly patients. The attendance has leveled off a bit after the first surge of physical examinations. The Fund is gathering more data on attendance before making a decision on opening another clinic.

PAC Fund Committee/ Endorsement Committee: Don Wagoner reported on the PAC Fund. A deposit of \$4,752.00 was made into the PAC account. There was an expenditure of \$5,000.00. The balance on the account is \$132,961.49.

Presidents Report: President Trainer gave his report on the importance of the PAC and continued involvement and contributions into the fund. Mike stated that this year it's very probable that there will be another push to get pensions into local control. Mike also spoke on the picnic and how we will have it again next year. This year's picnic was expensive but we are committed to bringing the cost down. Costs must be streamlined.

There is a bus trip to Kickapoo Casino scheduled for Wednesday, August 10, 2016. Cost is \$25 per person with a \$15 play card from the Casino. More information will be put out at a later date.

DOOR PRIZES: There were 6 door prizes of \$10 each presented at the end of the meeting. June winners were Bill Lambrides, Alex Perez, John Scott, George Sefcik, Marsha Scott and James Baer.

ADJOURNMENT: After the door prizes were given, President Trainer adjourned the meeting without opposition.

WORDS TO LIVE BY:

HISTORY, DESPITE ITS WRENCHING PAIN, CANNOT BE UNLIVED, BUT IF FACED WITH COURAGE, NEED NOT BE LIVED AGAIN. —MAYA ANGELOU

MORAL OF THE STORY: History by its very nature cannot be reversed. There are only two assets that history can actually contribute. One is the knowledge that history should not be repeated and the other is to use history as a learning tool so as not to repeat the mistakes that history has suffered upon us.



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Continued from page 49

1975 to 1982. We send our condolences to his brother and family. A sympathy card was mailed to the family. Officer Angel Coronado passed away after a hard fought battle with Pancreatic Cancer. Angel being a very private person requested privacy after he was placed in Hospice. At his request Angel will be cremated. We send our condolences to his family. A sympathy card was mailed to the family. Mrs. Dorothy Elizabeth Byrd, wife of Retired Officer Roger William Byrd, passed away April 29, 2016. Dorothy was born on February 23, 1943 and is survived by her husband of 49 years, her parents, brother, two sons, grandchildren, numerous Nieces and Nephews. We send our condolences to husband and family. A sympathy card was mailed to the family. John George Carroll, Retired Detective Investigator passed away on May 4, 2016. John was born on February 16, 1930. John retired in 1992 after serving 31 and ½ years in the San Antonio Police Dept. He also served in the US Air Force as a Security Police Officer for a short period. John also worked with the US Border Patrol before joining the Police Department. John's wife passed away January 25, 2015. He is survived by two sons. Retire Police Officer John Carroll and Steve. We send our condolences to his two sons and their families. A sympathy card was mailed to the family. Arturo (Arthur) V. Herrera, also known as "General" passed away on April 30, 2016. Arthur retired as a Detective Investigator in 1992 after serving for 31 and ½ years. One of his primary duties was missing children. Arthur was inducted into the army and served a tour in Korea. He served in the army for 8 years and during this time he received the National Defense Medal.

Illness: Eli Vidaurri, needs your prayers at this time. He is undergoing Chemo therapy. He is in good spirits, and remains very optimistic. You can reach Eli, at home or Tinks Tacos at Tessel and Guilbeau on Fridays.

JUNE 2016

Deaths: It is with deep regret that we learned of the death Mrs. Sue Hardy; she went to the Lord of June 2, 2016. Sue was the wife of Retired Police Capt. Jack Hardy. Sue died as a result of a fall. Sue lived with her husband Jack in Midland Texas. A Sympathy card will be sent the bereaved family on behalf of the SAFPPA.

Illness: Eli Vidaurri, needs your prayers at this time. He is undergoing Chemo therapy. He is in good spirits, and remains very optimistic. Your prayers are appreciated.



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9107 Marbach Rd. Suite 204
 Phone 210.645.9388
 Cell 210.862.2815
 Fax 210.645.9482
 talonzo@farmersagent.com

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 AND CLEANERS**

Same day service on most alterations

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 Samuel and Nina Hernandez

**TEXAS
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Manuel C. Lopez, Retired SAPD
 Notary Public, Free Estimates, Low Rates
 10151 Culebra Rd, Ste. 106, San Antonio, TX
 Phone: 210-520-2283 / Fax: 210-520-4627

Please check out my new book: **FOXTROT, WE'RE ON THE WAY!** San Antonio, Texas, Police Department Helicopter Stories, a Memoir. By Billy Anders.

Available at **Amazon.com** (Print or Kindle)
Barnes&Noble.com
OutskirtsPress.com/bookstore



CENTURION

GENERAL ADVERTISING INFORMATION

Centurion is published quarterly. The advertising deadline for each issue is on the first day of the first month of the quarter in which you want to run (January 1st, April 1st, July 1st, October 1st). Advertising rates are listed per issue insertion.

DESIGN SERVICES

Advertisement design services are available at the first-time set-up rate of \$200, for ads of a Half-Page or larger, or \$100, for ads smaller than a Half-Page. Ad copy needs to be submitted via email or as a Word document. Logo or art files must meet the Display Ad requirements below.

SUBMITTING DISPLAY AD MATERIALS

Advertising materials may be submitted via digital media using the following guidelines. Please call **Adriana Valadez** for assistance **210-304-0619**. Submit advertising insertion orders, payments, and advertising art to adriana@sapoa.org.

GUIDELINES FOR DIGITAL SUBMISSIONS

We accept e-mail attachments of 100MB or less and accept CD-ROMs for files larger than 100MB. Please provide proofs for digital ads. Color laser is sufficient.

File Formats

- InDesign, Photoshop, Illustrator, TIFF, EPS.
All fonts in EPS files must be converted to outlines.
- Press-Ready PDFs are accepted. All elements must be CMYK, art must be 300 dpi and all fonts must be converted to outlines prior to running the Press Ready PDF.
- Any art or production work necessary to complete the preparation of an ad, or edits needed due to the art not meeting the required format, will be subject to additional design fees at the rate of \$60/hour.

Images

- Images should be either CMYK or grayscale. (Duotones and spot colors should also be converted to CMYK.)
- For optimal resolution, artwork should be at least 300 dpi at 100%. Line art should be 1200 dpi at 100%. Bitmaps should be 600 dpi at 100%.
- Please do not nest EPS files within EPS files.

Fonts

- Use Type 1 postscript fonts. Include all fonts (printer and screen versions) or convert fonts to outlines.
- Any materials submitted with TrueType, Multiple Master, unsupported or missing fonts will be matched as closely as possible and replaced with a Type 1 postscript font, based on the proof provided. Please use specific fonts for italic and bold (e.g., when using Times, use Times Italic or Times Bold fonts, rather than choosing "italic" or "bold" from the style palette).

ADVERTISING RATES (PRICE LISTED PER INSERTION)

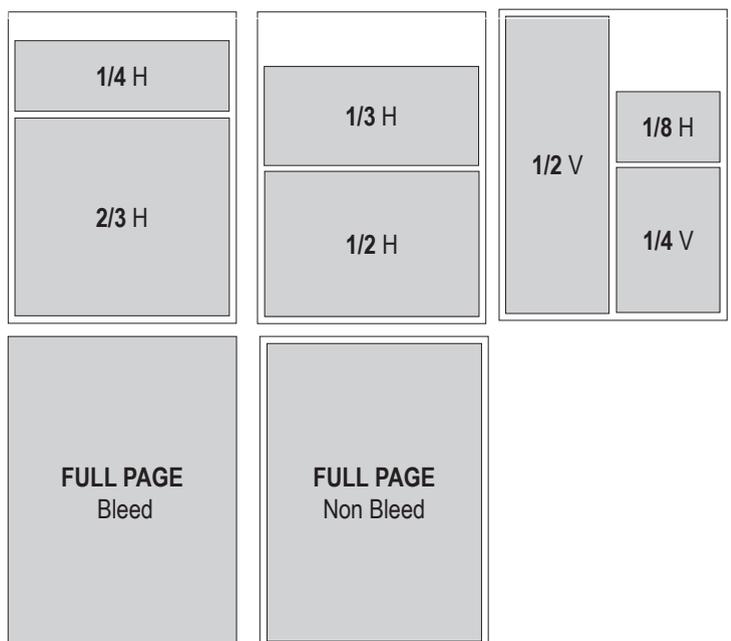
Number of Insertions	1x	2x	4x
Center Spread (2 Full Pages)	\$2154	\$1939	\$1724
Full Page	1202	1082	962
Two-Thirds Page	893	866	770
Half Page	538	484	430
Third Page	364	328	292
Quarter Page	289	260	231
Eighth Page	100	100	100
Classified Display	50	50	50

Payments can be mailed to: SAPOA, Attn: Adriana Valadez
1939 NE Loop 410, Suite 300, San Antonio, TX 78217

AD SIZES AND DIMENSIONS

Display Ad	Vertical width x height	Horizontal width x height
Full Page (Non-Bleed)	7.5" x 10.5"	
Full Page (Bleed)	8" x 11", live (plus 1/4" bleeds)	
Two-Thirds Page		7.5" x 6.75"
Half Page	3.625" x 10.5"	7.5" x 5.125"
Third Page		7.5" x 3.5"
Quarter Page	3.625" x 5.125"	7.5" x 2.5"
Eight Page		3.625" x 2.5"
Classified Display		2.34" x 2.5"

DISPLAY AD CONFIGURATIONS





1939 N.E. Loop 410, Suite 300
San Antonio, TX 78217

PRESORT STD
U.S. POSTAGE
PAID
PERMIT NO. 1425
AUSTIN, TX

COP SHOPS

FREE LISTING FOR OFFICERS, LIMITED TO FOUR LINES. TO ADD OR REMOVE A COP SHOPS LISTING, PLEASE CONTACT **ADRIANA VALADEZ** AT **ADRIANA@SAPOA.ORG** OR **210-304-0619**.

ART

International Galleries, Inc.
Art – Limited Editions
Tim Sorrell / 210.862.5826

ATTORNEY AT LAW

Jesus David Garza, Attorney at Law
Free Consultation / 210.827.2643

Law Office of Timothy J. Quinn, PLLC
210.478.8898 / timquinnlaw.com
timquinnlaw@gmail.com

AUTOMOTIVE

B.B.B.: Paint & Body Shop
Tom Bearden
210.637.0774 / Fax: 210.637.1758

North Park Lexus & North Park Toyota
Leonard Soto, Sales Consultant
210.707.9618 / Isoto2000@gmail.com

Red McCombs Toyota
Shane Mitchell (Neal Mitchell)
Sales Manager / Direct: 210.573.5777

Xtreme Auto Ads, LLC
Banners, signs, car wraps, outdoor ads
Tim Henry / Pedro Mendez
210.588.9588

CLOTHING & ALTERATIONS

Alterations by Maggie Valdez
Will pickup & deliver to any substation
Cell: 210.854.6055
alamocityheat@sbcglobal.net

Butler's Suits . . . Suits U
Men's Italian Suits for All Occasions
Montrez Butler / 210.421.2565
mbutler37@att.net

Nina's Alterations & Cleaners
Full-Service Cleaners / Seamstress
Sam and Nina Hernandez
210.682.5835 / 210.215.2979

CLEANING

Bio-Techs: Crime & Trauma Scene Cleaning
Rafael & Audrey Trinidad / 210.979.8878

COSMETICS & WELLNESS

Essential Oils for Healthy Living
Jennifer Ebinger
210.386.4583 / www.OilyFamily.net

Mary Kay Cosmetics
Tony and DeeDee Arcuri, Sales Director
210.834.4424
www.marykay.com/deedee

CAKES, CATERING & FOOD

Creative Cakes by Charles
Cakes for all Occasions
Charles Marcus / 210.325.1144

Karen's Kernels / 60+ flavors of popcorn!
Facebook: Karen's Kernels
David Snow / 210.313.9681

The Tasty Pastry—Made from scratch
Felicia Alford / 210.842.6302
thetastypastry@gmail.com

EDUCATION

The Mustard Seed Early Learning Center
Frank & Roxy Vasquez
Near FM 1604 and Culebra
210.688.7003

ELDERLY ASSISTANCE

Caring for Mom Senior Placement Service
Kelly Rey / 210.748.9000
kellyr@caringformplacement.com
www.caringformplacement.com

Senior Blessings, LLC
Concierge Services for Seniors
www.seniorblessings.com
210.632.8000

ELECTRONICS & REPAIRS

400-Day and Wind-Up Clock Repair
David P. McDaniel (Ret.)
830.446.6405

Smart Home Technologies, LLC
Home Theatre Systems, TVs, DVD Players
Brian Phelt
210.389.6101

Terrance & Ingrid Gatson
Computers—Electronics—Websites
www.gatsoncomp.net / 210.336.6606

EMBROIDERY, MARKETING & GRAPHICS

Code 3 Print / Tim Henry
210.588.9588
sales@code3print.com

Embroidery Plus – Signs & Banners
Shirts, Hats, Signs, Banners + more
Dave Tedford / Misti Gladstone
210.649.2930

Expressions Design & Graphics
Embroidery, Screen Printing, etc.
Armando Ynostrosa
www.expdesigns.net / 210.823.7769

Impress-A-Print Promotional Products, LLC
Sef and Kristen Alvarado / 210-240-7168
Discount to Officers, Fire and Military
Impress-A-Print.com

INKredible Promotions
Promotional Products Distributors
Frank Mc Donald
210.521.2212

Xtreme Auto Ads, LLC
Banners, signs, car wraps, screen printing
Tim Henry / Pedro Mendez
210.878.9260

ENTERTAINMENT, PARTIES & EVENT SUPPLIES

DJ Mike In The Mix
Michael A. Mandujano
Batmnn23@yahoo.com / 210-535-0950

DJ Spinz Ent. / Music for All Occasions
Manuel & Janie Rodriguez
210.744.6243

JAB Productions
Social & Corporate Events
James Brown / 210.432.2144
sales@jabproductions.us

Magic and Entertainment Shows
Mystery Mentalism 4 Parties & Events
Wayne Cannon / 210.219.5596

FITNESS

AdvoCare Nutritional Supplements
Sports Performance, Weight Loss, Wellness
David & Yvonne Padilla / 210.885.7239

Fit 180 Boot Camp & Group Fitness
David & Yvonne Padilla
info@fit180bcgf.com
www.fit180bcgf.com

Medifast/Weight Loss
Justin Anders, TSFL Health Coach
justintime4health.tsfl.com
210.241.0836

On the Edge Events, LLC
Rafael Trinidad / 210.669.0599
www.247superhero.com

Submission Concepts
50% off for Officers and Family
Richard and Janie Odoms
9703 Bandera / 210.366.0065

Vanadium Crossfit
Vidal Resendez / 210.749.6331
www.vanadiumcrossfit.com

V.I.P. Yoga
Tracy & William Badders / 512.791.9718
www.vipyoga.webs.com

FLORIST, NURSERY, LANDSCAPING & LANDWORK

Doc's TREE & Landscape CO.
Specializing in Trimming/ Removal
Det. A. Howard
210.379.2037

Floral Basket / Rudy Mungia
210.366.3345
thefloralbasket@att.net

GIFTS & JEWELRY

Alamo City Gold & Silver
David Putnam / www.sadiamonds.com
210.930.3900 / acgse@swbell.net

Africa's Sun Arts & Jewelry
Custom Crafted Jewelry & Special Orders
Barbara Thomas (Williams)
210.602.9274

Ron's Jewelers
Jeweler: Ron Segovia
210.359.1166 / Fax: 359.9447

South Hill Designs / Erica De La Rosa
southhilltexas@gmail.com
210.771.8341
www.southhilldesigns.com/ericadlrsatx

HOME CONSTRUCTION, REPAIRS & INSTALLATIONS

ABPerez, Inc. Custom Homes
Alex B. Perez (Ret.)
ABPerezBuilder@aol.com
210.684.5410 / 210.317.6340

Air Conditioning and Heating Service
Al Ramirez (Ret.) / Licensed and Insured
210.724.0298

BCW: Custom Cabinetry
Brian Bielefeld
210.825.0259 / 210.389.2686

Blackbelt Company Air Conditioning
Heating & Electrical Contractor
210.862.9189

Ceramic Tile Installation / Repair
All types of work, Contact Det. Foster
Pager: 210.603.9273
Home: 830.931.3678

Vidal Construction / Roofing
Jorge Vidal / 210.373.1098
jvidal@vidalconstruction.com

Woodworking / Chairs & Tables
John Rios / 210.838.3066

HUNTING & TAXIDERMY

Ace in the Hole
Fishing & Duck Hunting Guide Service
Mike Blanquiz / 210.535.4813

Antlers, Etc. Taxidermy
10% off to police
Richard Hodge / 210.289.2513

Rogers-Wiseman Ranch
Whitetail Deer Hunts-Bandera County
John and Cody Mills / 210.827.7747

INSURANCE

Farmers Insurance / Theresa Alonzo Agency
Law Enforcement & Fire Fighter Discounts
210.862.2815

Germania Insurance
Robert "Bob" Gorhum, Writer
210.215.5149 / 830.665.3609

TBLInsurance / Washington Moscoso
TBLinsurance.com / 210.363.7577
washington@tblinsurance.com

Luz Villarreal Farmers Insurance
1810 Blanco Rd., San Antonio 78212
Jerry and Luz Villarreal
210.736.2131 / 210.367.1820

INVESTIGATION SERVICES

Ron Brandin Investigators
Traffic Accident Analysis
210.316.7539 / rbrandin@yahoo.com

MEDICAL

Massage Therapist
Ted Grill & Heather Johnson, RMT
S.A. Hair & Nail Co. / 210.413.5792

Massage Therapist
Roger and Kathleen Horner, LMT
Massage by Kathleen / 210.710.7273

MISCELLANEOUS

Locksmith Services
Residential / Commercial
Michael E. Trainor / 210.648.6453

Non-Fiction Police Books
Billy Anders (Ret.)
www.billyandersauthor.com
BillyAndersNM@aim.com

PHOTOGRAPHY

4 Prop Production
Aerial video and photography
210.595.0013
www.4propproduction.com

Coqui Photography / Daphni M. Rivera
Individual, Family, Special Events, Sports
coquiphoto.com/PhotoReflect.com

Emily Anne Photography
www.emilyannephotography.org
emilyannephotography@gmail.com
Family, Lifestyle, Engagement and more!

Still Life Photography by Alexander Devora
Wedding and Family Portraits
210-313-9539
www.StillLifePhotographySA.com

Touch of Time Photography
John Carroll (Ret.)
210.250.1908
www.touchovertimephotography.com

REAL ESTATE & INSPECTIONS

Canyon Creek Home Inspections
Steve May
210.286.7399
canyoncreekinspections.com

Full Spectrum Realty
Lauren Dowlen-Garza
210.818.0112 / lauren@fsrealttyx.com

Half Price Homes! / Jerald Keif
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Keifproperties@yahoo.com

Home Team America
Jeff Saar, Realtor® / 210.488.3593
isellinsa@yahoo.com

Keller Williams Realty
Pedro & Alicia Mendez, Realtors
ampmteam@kw.com / 210.240.9925

Pinnacle 1 Realty
Sonya Powers, Broker/Owner
512.590.2258
sonya@pinnacle1realty.com

Realty Executives of San Antonio
Lloyd Griggs, Real Estate Agent
Office: 210.493.0020
Cell: 210.363.8647

Realty Executives of SA
Karen Critchlow-Hernandez
210.415.7506
KarenCritchlow@gmail.com

Russell Garza, Realtor
Keller Williams City View, Boerne
210.218.1756 / r.garza714@gmail.com

San Antonio's Finest Realty
Gasper F. Sifuentes III
SanAntonioFinestRealty.com
210.332.0161 / gasper@iserealty.net

RESTAURANTS

Danny Boy's Hamburgers
1537 W. Summit (off Fredericksburg Rd.)
210.736.1665 / 210.683.7790
Dan Uranga

Naturally Café, New Braunfels
David and Jackeline Smith
www.naturallynfb.com / 830.214.6300

The English Tea Shoppe
Tea Room, Gifts, Groceries, China & Antiques
Carol Contero Thompson / 210.681.2535

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Alex Traves (Ret.)
j25cruise@cruiasepc.com
210.433.6553

Flair Travel & Tours / Specialize in Bus Tours
Mara Wilson
210.833.3609 / flairtravel48@yahoo.com

Horse Feathers Bed Breakfast & Barn
Gary & Kristie West (Ret.)
210.573.2130 / www.horsefeathersbb.com

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Leslie Saez / Boerne / VBRO # 720331