

CENTURION

Official Magazine of the San Antonio Police Officer's Association



THE ROAD TO VICTORY

Story on pg. 15

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IN MEMORIAM

LOST BUT NOT FORGOTTEN

Freddie Brown, Sr.
04/05/2021

Thomas Lynn Wettstein
04/21/2021

Kenneth E. Thuleen
05/14/2021

James D. Hodges
04/19/2021

Charles G. Schumaker
04/23/2021

Firearms Qualifications

The SAPD Training Academy Firearms staff will be holding retiree qualifications on the listed dates. There will be morning qualification at 0900, and an afternoon qualification at 1400. When you call to sign up please specify which date and time you would like to sign up for. We are limited to 30 shooters per time slot so we will absolutely be taking no walk-ins. If you are not signed up for the specified time/date, you will not be allowed to qualify. No exceptions. Masks will be required at all times, except on the firing line. NO EXCEPTIONS. Your own eye and ear protection are highly recommended. Call the range staff at 210-207-6229 during normal business hours to get on the schedule. (Note: leaving a message does not guarantee sign-up)

How to schedule:

Please call 210.207.6229 to put your name on the roster for your 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 to "re-qual" or if this is your first time

What to bring:

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

- **Weapon**
- **At least 2 magazines**
- **Holster**
- **50 rounds of ammunition**
- **Check or money order for \$25 payable to COSA**
- **Mask**

Retirement Resources

San Antonio Fire & Police Pension Fund Financial Planning Seminar:

First Friday of every month except May and November.

Benefits Calculator

Find the calculator as well as other resources on the membership page of sapoa.org

Chaplins

To reach a chaplin, call 210.207.7519. This will reach the on-call chaplin's pager and you will receive a call back ASAP.

Health Insurance

SAPOA Office Claims Advocate Services
210.828.9616

SA Fire & Police Pensioners Assoc.
safppa.org

Fire & Police Retiree Health Care Fund
prefundedsa.com

RECOSA: Retired Employees of SA
recosa.org

Retiree Firearm Qualification Dates 2021:

Jan. 25th	Apr. 26th	Jul. 26th	Oct. 25th
Feb. 22nd	May 24th	Aug. 30th	Nov. 29th
Mar. 29th	Jun. 28th	Sept. 27th	Dec. 20th



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Every Fri. at 8:30am |

Tink-a-Taco at Guilbeau & Tezel

Mon.-Fri. at 8:30am |

Tink-a-Taco at Potranco & Culebra

Floresville:

Every Tues. at 8am |

Olivia's Mexican Restaurant

Spring Branch:

Every Wed. at 9am |

El Rodeo De Jalisco Restaurant

8685 U.S. Hwy 281 N. #102

Medina Lake & Pipe Creek Active + Retired:

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9600 FM 1283

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A LETTER FROM THE PRESIDENT

The "Road to Victory" cover story for this issue of the Centurion lays out what your Association did to protect your rights, pay, and benefits by defeating Proposition B, which if passed, would have repealed our ability to collectively bargain on your behalf with the City. The only other thing I'll add on this subject is my immense sense of pride and gratitude I have for every member of this Association.

During the run-up to the election and during the almost ten days of Early Voting, we saw an unprecedented outpouring of support and offers to volunteer from active duty and retired San Antonio police officers as well as officers from police association in other cities. We also saw members of the business community as well as hundreds of regular citizens step and ask how to help. I have made certain that in this edition of The Centurion that we acknowledge each and every person, business, and organization, that volunteered or made a financial contribution to the cause. It goes without saying that this support was key to our hard-fought victory last month. We know that our opponents will likely be back, but with you help, we beat them once and we'll do it again, if necessary.

In addition to keeping a laser focus on defeating Prop. B, during the spring we were also very busy working in Austin to ensure that we stopped any bills that would negatively affect you or your ability to do your job. Our lobbying team worked hard this Legislative Session to ensure that the views of our Association and its members were always front and center with our legislators. The City had its own team and legislative agenda at the Capitol and they were working hard to push many measures we opposed. I'm happy to report that because of our efforts and with the help of our statewide partners, like CLEAT, we were able to stop

Our next challenge is making sure that we secure a fair Collective Bargaining Agreement, one that protects your rights, pay, and benefits, and also ensures our City has a strong and effective police department.

the City's legislative agenda, which we believe would have hurt our officers and the safety of our community.

It's always been my opinion that any issues related to "police reform" should be handled at the negotiations table, with both SAPOA and the City negotiating terms in good faith. Having "police reform" stuffed down our throats legislatively from Austin or through the ballot box by out-of-town activist groups like "FIX SAPD" and The Texas Organizing Project (FIX's financial backers), is not the best way to achieve effective reform that satisfies both sides.

Our next challenge is making sure that we secure a fair Collective Bargaining Agreement, one that protects

your rights, pay, and benefits, and also ensures our City has a strong and effective police department. Our Contract Negotiations Team is one of the best we've ever had, and I have no doubt that as we re-engage with the City, that we'll be able to work out a fair and equitable CBA.

I've only been in office about five months, but it's been an eventful five months, and though we've already accomplished so much, I know there's a lot more to do. We're going to keep our eye on the ball and build on the momentum of a successful election and legislative session. I thank each and every one of you and the Board of Directors for all the support.



- Danny Diaz



Back In The Day:

Retired Det.
James Gaffney

98 years old

Cadet class of 54
and retired in 1977

Played in the inaugural
high school football
game at Alamo Stadium
for Brackenridge H.S.



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THE OFFICIAL MAGAZINE OF THE SAN ANTONIO POLICE OFFICERS ASSOCIATION

centurion

NOW ACCEPTING SUBMISSIONS

We are currently accepting
member submissions for The
Centurion. If you have a story you
would like to have featured in the
next issue send it today!

SEND SUBMISSIONS TO
jessica@sapoa.org

MAKE YOUR VOICE HEARD!





PAL

NOW INCLUDES BOXING PROGRAM

By Sofia Riojas, Interim Director of
Community Outreach & Fundraising, Blue Cares



In October of last year, SAPD's Police Athletic League (PAL) was passed down to Officer Hugo Daniel #0096 and Officer Julio Cavazos #0096. The PAL program enlists a variety of sports throughout the year such as Mission's Youth Baseball League, San Antonio Spurs Youth Basketball, and Co-Ed Volleyball. Because of Covid-19, these leagues were put on hold. Officers Hugo Daniel and Julio Cavazos of the SAPD Police Athletic League, came up with the idea to introduce boxing into their program. Julio has a background in boxing and Hugo has a background in jujitsu. They partnered with Advocates Boxing and Cardona's Boxing and decided to sponsor students and pay for six months of training. The students were asked to write a short essay explaining why PAL should pay their boxing fees and how training would help improve their education, health, and make them better young adults within their community. They chose two female athletes to begin training with Coach Francisco at Advocates Boxing and two male students for Cardona's Boxing with Coach Juan Cardona, a San Antonio Park Police Officer.

According to Officer Daniel, PAL recently sponsored a young man whose grandfather reached out asking for help for his grandson. Since being in the program, the mother has noticed significant improvement in his behavior. "The kids who we have are not perfect as some come from broken homes and other circumstances. I truly feel that having kids in these boxing gyms in the afternoons/evenings away from the streets is beneficial to the community", says Officer Daniel. Hugo's dream is for PAL to have their own

Story continues on pg. 11



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gyms throughout San Antonio, a place for children to learn and be mentored. The Police Athletic League is a 501(c)(3), non-profit organization and runs solely off donations and fundraisers. On Wednesday, June 2, 2021, Blue Cares and SAPOA were invited to a training session at Cardona's Boxing where we presented a check for \$2,400 to SAPD's PAL program to sponsor six months of training for four students.

"Julio and Hugo are doing an excellent job reaching out to kids and making a difference. These kids are finding out that once they get to know the officers, they are not as bad as they are portrayed to be. These kids in turn love their coaches and give 110% for them. That's a tribute to the leadership of these two officers and the greatness of these kids and their ability to adapt and be open minded to a relationship with these fine men and women in blue."

-Danny Diaz, SAPOA President



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2021 Blue Cares Scholarship Winners

The San Antonio Police Officers' Association Blue Cares Scholarship (formerly SAPOA Benefit Fund Scholarship) was created in memory of Officer Patricia Calderon who was killed in the line of duty on December 27, 1988. Officer Calderon served five years with the Department and was the first female San Antonio Police Officer killed in the line of duty.

The SAPOA Blue Cares Scholarship continues to honor all San Antonio Police Officers who have made the ultimate sacrifice in the line of duty. We keep their memories alive by awarding college scholarships to deserving applicants wishing to further their education.



Liberty Davidson
Madison High School

Keagan Dollarhide
Churchill High School

Imani Evans
Clark High School

Lauren Gonzalez
Communications Arts High School

Amariah Gustamante
Harlandale High School

Kylee Hensley
Bandera High School

Emma Jachimowicz
Clemens High School

Anaya Patel
Basis San Antonio-Shavano Campus

Christian Salazar
Harlandale High School

Felipe Serna, Jr.
Antonian College Preparatory High School

Lianna Villarreal
Clemens High School

Morgan Sholund
Smithson Valley High School



THE ROAD TO VICTORY



On May 1, 2021, the San Antonio Police Officers Association did what many said could not be done — we were the first and only police association in the country to defeat an anti-police ballot measure: Proposition B, which would have repealed your right to collective bargaining.

Last November, the SAPOA Executive Board was told that we should do whatever we could to avoid a vote on any “police reform” measure, since as recent history had shown, when one gets on the ballot, it passes. Since the May 2020 death of George Floyd in Minneapolis, no police association had yet figured out how to defeat a “defund police” or “police reform” ballot measure. Looking at the last 18 elections from around the country all had passed, convincingly (by a minimum of 18%).

A Challenging Political Climate

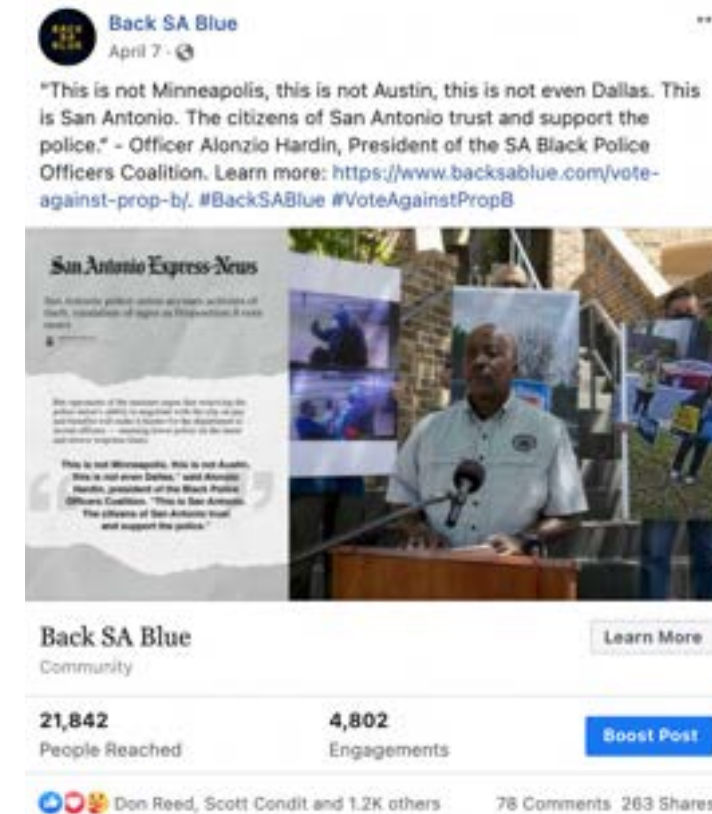
Feeding off the anti-police sentiment in major cities across the country in the summer of 2020, “FIX SAPD” was organized in San Antonio. FIX is a group of anti-police activists who associate with national organizations dedicated to defunding police departments. They announced last summer that they would seek to strip SAPOA members of our right to collective bargaining and our civil service protections. They began a petition drive to gather the necessary signatures to get both measures on the next municipal ballot.

Needless to say this was going to be an election that SAPOA needed to take seriously, and we did. We consulted with experts and ran polling to see what the public thought — not about “police” or “public safety”

To counter all the lies by our opponents and misinformation from the biased media, SAPOA launched a comprehensive and integrated voter education campaign.

— which both enjoy wide support here in San Antonio, but about “police accountability” and “collective bargaining,” both of which were in the news lately and not in a positive way. In the aftermath of the death of George Floyd, police methods, accountability, and fired officers returning to the force (and the role that collective bargaining agreements play in returning those officers to the job) were big topics of conversation in the media and among the public. FIX jumped on this and proceeded to talk about local examples, including the Luckhurst case, which became their rallying cry for police reform in San Antonio.

Story continued



Seeing all this, we knew it would be a tough to stop them — our internal polling showed what we were up against. We were facing many political headwinds coming into this election and FIX had no problem lying about the issues. Time after time, whether it was in an interview with the media or speaking directly to a voter, they distorted the facts about the number of fired officers who were returned to service because of the CBA or that Police Chief William McManus was supportive of their cause. They were also very well-funded by anonymous, out-of-state backers via the Texas Organizing Project (TOP), which doesn’t have to disclose the source of its financial contributions (we estimate that FIX spent around \$1 million to advocate for Prop. B).

We also were faced with a biased local media who ran negative stories almost daily about police and positive stories about FIX or the merits of Prop. B. Add to this some big name local “celebrities” coming out against us (Beto O’Rourke, Julian and Joaquin Castro, and Gregg Popovich), and wall-to-wall local and national news coverage during Early Voting in April 2021 of the

Chauvin trial in Minneapolis and other officer-involved incidents around the country. Taking all of these factors into account, you can see why victory was never a sure thing, or even close to one.

Fighting Back — Laying the Ground Work

To counter all the lies by our opponents and misinformation from the biased media, SAPOA launched a comprehensive and integrated voter education campaign. We knew that to be effective we





FIX SAPD Activists

had to counter the opposition early, so even before there was a Prop. B there was a SAPOA-led campaign to stop it. Starting in the fall of 2020, we began to engage with voters and the San Antonio City Council, educating both about the merits of collective bargaining and civil service and asking them to oppose a petition to put

our right to collective bargaining on the 2021 municipal ballot. Our efforts last fall included targeted digital advertising, social media, public relations, grassroots initiatives, and polling.

Early Successes

Our first success came in August 2020 when the City Council passed a police budget of \$487 million, an \$8 million increase from the previous year. This came in spite of vigorous lobbying to reduce and redirect funds from the department by radical anti-police activists, led by FIX. Throughout the council's budget negotiations, SAPOA engaged in an aggressive campaign to educate city council members and their constituents about why the city needed to adopt the proposed \$487 million budget. This included using our digital platforms (social media and "Back SA Blue" website) to get voters to fill out a form and send an email of support for police to the mayor and their council member. This resulted in council members receiving more than 8,000 emails in support from their constituents. We also employed a robust public relations campaign, holding press conferences and sending out press releases rebutting bad information put out by anti-police activists or the media, especially KSAT 12 and their "Broken Blue" series. Our work paid off — on September 17, 2020, the San Antonio City Council unanimously passed a \$2.9 billion budget, which included an \$8 million boost in police spending.

Our opponents' next step was to escalate their efforts to gather the signatures they needed to put the repeal of police collective bargaining and civil service on the next city ballot. To get the thousands of signatures they needed — 20,000 to get collective bargaining on the ballot and 80,000 to get civil service on the ballot — FIX needed a public event that would attract thousands of registered voters. The ideal opportunity for them presented itself to them with the 2020 November Election. We knew that battling the anti-police activists at every step, even during the signature gathering stage, would be key to any eventual ballot battle down the road. Consequently, our campaign organized a volunteer effort, comprised of hundreds of everyday San Antonio residents who support the police, to go to the polls and tell voters, "Don't Sign the Petition." We provided them with snacks, signs, t-shirts, and talking points, and they went out to the polls and told

voters the truth about what the anti-police activists were up to.

FIX, with the financial help of TOP, did their best, but they fell way short of the 80,000 signatures to get civil service on the ballot and only barely ended up getting the signatures to put collective bargaining on the May ballot. Had we not engaged FIX SAPD at the polls, they very well may have reached their goal of getting both collective bargaining and civil service on the May 2021 ballot. Nevertheless, the stage was now set for a final showdown in May 2021, with your right to collective bargaining on the line.

Showdown


As the year 2020 ended, we had polling that showed that the public was fairly evenly divided on the issue of "for" or "against" collective bargaining and at least 30%

of the electorate undecided or not sure what the issue was really all about. Knowing that collective bargaining would be on the ballot on May 1, 2021, we kicked off the year planning to continue a comprehensive voter education campaign. It consisted of cable TV and online advertisements (targeted to a specific universe of voters that our polling identified would be key to victory), print materials like push cards and yard signs (which were distributed by our door-to-door canvassing teams and as well as to voters who requested via social media) and outreach through our website (BackSABlue.com), social media (Facebook and Twitter), and email lists. We supplemented all of this with a vigorous rapid response public relations effort, consisting of press releases, press conferences, and television appearances.

To continually inform voters, we scheduled multiple TV

San Antonio Express-News

Proposition B defeated by a narrow margin in San Antonio

 Emilie Eaton, Staff writer
April 18, 2021 | Updated April 18, 2021 5:09 p.m.



appearances on local morning news shows that included SAPOA President Danny Diaz and Alonzio Hardin, President of the San Antonio Black Officer's Coalition. They used the media opportunities to discuss how San Antonio police officers give back to the community through the Blue Cares outreach program and how these efforts would be impacted by the repealing of collective bargaining.

We were actively engaging with the public to inform them about what collective bargaining really was. Using the Back SA Blue campaign, we put out almost 500 posts on both Facebook and Twitter reaching our 78,420 social media following. We didn't stop there; we recruited 8,114 supporters to sign up for our emails and sent emails directly to their inbox every week for three months (twice a week in the final month of the campaign). Through these emails we were able to personally communicate with our supporters to notify them about what the opposition was doing and how they could help defeat Prop. B.

Not only did we have a strong digital presence, but we also made sure to have an aggressive ground game as well. Leading up to the election (from February to the end of April), we successfully knocked on 90,000 doors of San Antonio voters, informing them on the importance of voting against Prop. B. As Early Voting neared, we rallied our supporters (including active duty and retired police officers) through social media and email campaigns to volunteer at polling locations throughout the city to hold signs encouraging voters to vote against Prop B. Through this effort, we were able to gather 1,500+ supporters to volunteer, and we strongly believe that these combined efforts led to our success at the polls.

Thank You!

SAPOA wants to acknowledge the role that current and retired police officers played in achieving this victory. SAPOA members talked to their friends and neighbors and then came out in force to vote and to volunteer to work the polls. SAPOA Executive Board members were out at the polls every day and saw the commitment and the hard work. This was the most important public safety election since collective bargaining was adopted in 1974 and the voters turned out in record numbers. They were very interested in Prop. B and what it would have meant for their safety and the quality of their

police force. The Prop. B election was so important to voters, that it drew 1,318 more votes than the race for mayor. The final election data reveals that our position on the proposition was supported by a broad cross-section of voters, meaning that conservative, moderate, and liberal voters agreed with us that Prop. B was not good for San Antonio.

FIX is Not Done With Us

While we're grateful to the voters of San Antonio for rejecting Prop. B, we know that the anti-police activists here in San Antonio and their financial backers from the east and west coast are not yet done with us. FIX has publicly declared their intentions to go back to the ballot box as soon as possible and you can bet that almost all our local media will be supporting them. Just look at the media coverage after the election: every news story and article on our victory was not about SAPOA, but about FIX — how they won a "moral victory," had put our association "on notice," and that "police reform" through the ballot box was inevitable.

While it is no surprise to readers of The Centurion that the media are, and always have been, biased against police generally and against SAPOA specifically, at least you now know that we can beat them. The San Antonio Police Officer's Association is ready to stand our ground again against FIX and any other anti-police activists when and if that new battle ever comes, but for now you can rest assured you and your association did what was necessary to protect your hard-earned rights and benefits.



My pledge to all SAPD Officers:

If you, any member of your family, or any of your friends are in need of legal advice, regardless if it is regarding an auto accident, personal injury, criminal or family law matter, or workers' comp or disability case, we will consult with you for free.

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Jamie Shaw

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RETHINKING THE TRAFFIC CITATION

By Captain Billy Anders, SAPD Retired

It was good to see the recent referendum on repealing collective bargaining fail, but the margin was a little close for comfort. Your opponents will be back. It's best if you continually work to increase public support. Here's one idea.

Most people will never encounter a police officer for any offense involving the penal code. But attend any function outside your police job and have someone find out you're a cop, and what will they mention? The traffic ticket, of course! Everyone has their story, and they all want to talk about it.

With the anti-police sentiment present today, traffic enforcement has probably been toned down. That's understandable. So this borders on being a moot point. Nevertheless, nearly all citizens, or someone in their family, will eventually contact an officer in that fashion. You must remember your choices and exercise them wisely.

During my long-ago cadet school, a police captain taught that program. He was later the chief, so he was tuned in to city policy. He emphasized that the purpose of such activity was traffic compliance, not the gathering of fines. He told us to remember our options – issuing a citation, issuance of a written warning, or simply giving a verbal warning.

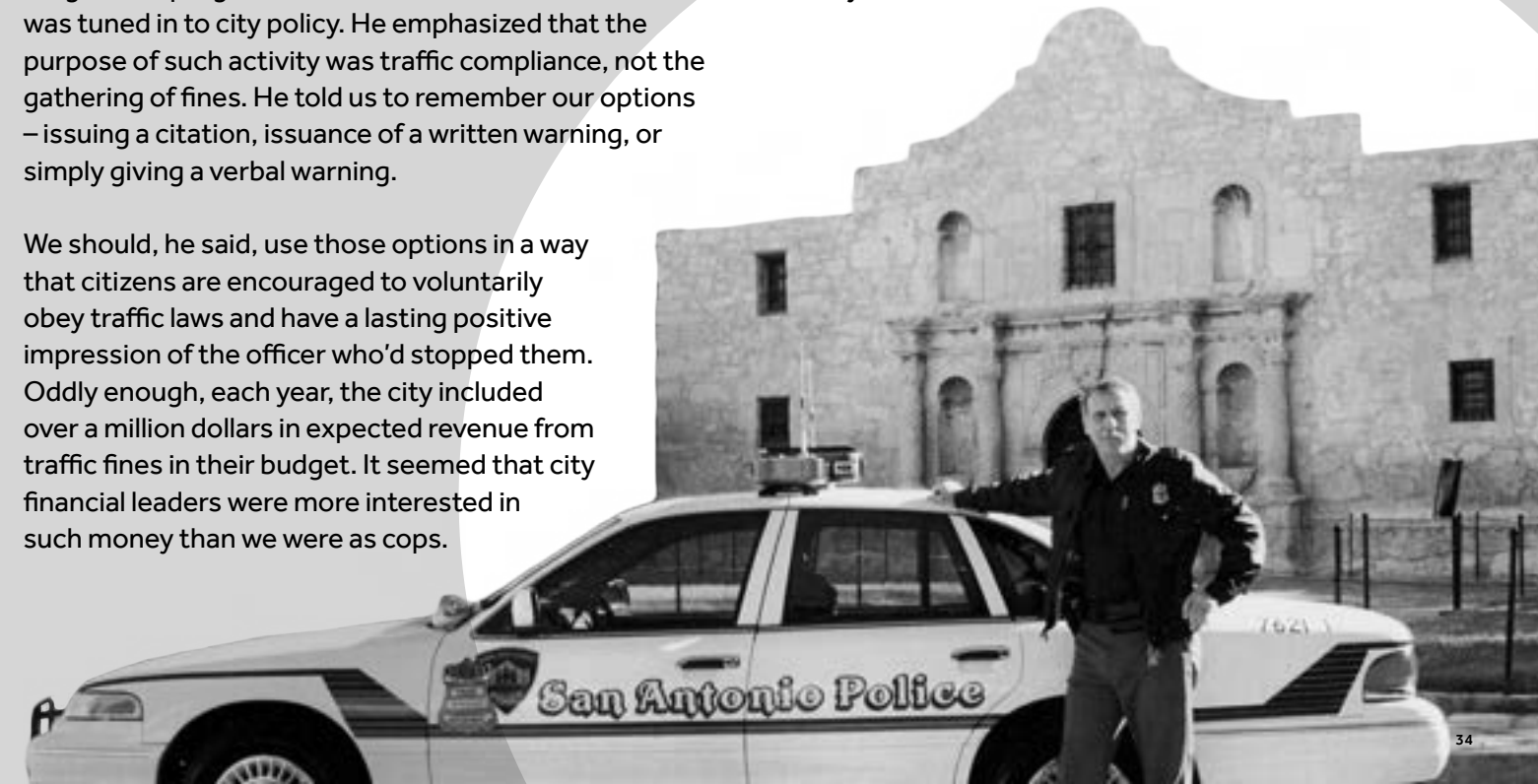
We should, he said, use those options in a way that citizens are encouraged to voluntarily obey traffic laws and have a lasting positive impression of the officer who'd stopped them. Oddly enough, each year, the city included over a million dollars in expected revenue from traffic fines in their budget. It seemed that city financial leaders were more interested in such money than we were as cops.

When you issue a citation that will result in a fine, remember these things. Traffic fines are expensive. Times are hard for many, and Covid has made things worse. There's the inconvenience of going to court, work schedules are interrupted, or children may be at home, being home-schooled.

Suppose your violator is a teenager or even an older college student on dad's insurance policy. Your citation could result in as much as a three-year increase in insurance rates for the family. When my daughter received a speeding ticket, she tried to hide it by paying the fine herself. She didn't understand that our insurance company would find out. They did.

Imagine this scene. A family member was stopped earlier in the day for a traffic violation. Back home, he or she waves a ticket in the air. "Look what I got this morning!" Someone's blood pressure immediately increases. "But it's just a warning!" Suddenly you, the issuing officer, have gone from being a villain to someone's New Best Friend. The SAPD's stock in the public just increased in value.

You care about traffic compliance because you've seen too many bad accidents. But do you care about the funds that are generated from fines? A kinder, gentler you, when it comes to traffic enforcement, will pay dividends all around. And the family involved will tell the story forever.



30TH
ANNUAL

L3HARRIS DAILEY-WELLS

BLUE SANTA

< GOLF TOURNAMENT >

BENEFITING THE SAPOA BLUE SANTA PROGRAM

PRESENTED BY



NOVEMBER 19, 2021

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REGISTRATION & BREAKFAST 7:00AM
SHOTGUN START 9:00AM

VIP TOURNAMENT
NOVEMBER 18, 2021



bluecaresicare.com/golf

SPONSOR PACKAGES

TITLE SPONSOR \$SOLD

Company name incorporated into event title as:
30th Annual (your company name) Blue Santa Golf
Tournament

Premier recognition on all 2021 Blue Santa Golf
Tournament pre/post materials/signage

Website recognition on Blue Cares webpage with hotlink
to your company website

Premier recognition in the SAPOA magazine, Centurion

Promotion on Blue Cares social media pages

Opportunity to address audience on event day

Company logo on 4 tee box signs

Exclusive recognition on golf cart GPS screen

Company logo embroidered on sleeve of
Blue Santa golf shirt

Premier recognition and logo displayed on 120-foot long
HD wraparound screen at High Velocity Sports Bar

3 teams (12 golfers)

12 breakfasts and lunches and 12 swag bags

12 Blue Santa golf shirts

Opportunity to provide promotional items
for Golf Tournament swag bags

12 invitations to VIP Sponsor Golf Tournament (Nov. 18)

EAGLE SPONSOR \$6,500

Website recognition on Blue Cares webpage

Company logo on 2 tee box signs

Company logo featured on golf cart GPS screen at
sponsored hole

Company logo displayed on 120-foot long HD wrap-
around screen at High Velocity Sports Bar

2 teams (8 golfers)

8 breakfasts and lunches and 8 swag bags

8 Blue Santa golf shirts

Opportunity to provide promotional items
for Golf Tournament swag bags

4 invitations to VIP Sponsor Golf Tournament (Nov. 18)

PRESENTING SPONSOR \$SOLD

Exclusive naming rights as Presenting Sponsor:
30th Annual Blue Santa Golf Tournament, presented by
(your company name)

Prominent recognition on all 2021 Blue Santa Golf
Tournament pre/post materials/signage

Website recognition on Blue Cares webpage with hotlink
to your company website

Recognition in the SAPOA magazine, Centurion

Promotion on Blue Cares social media pages

Company logo on 3 tee box signs

Prominent recognition on golf cart GPS screen at
sponsored hole

Prominent recognition and logo displayed on 120-foot
long HD wraparound screen at High Velocity Sports Bar

2 teams (8 golfers)

8 breakfasts and lunches and 8 swag bags

8 Blue Santa golf shirts

Opportunity to provide promotional items for
Golf Tournament swag bags

8 invitations to VIP Sponsor Golf Tournament (Nov. 18)

BIRDIE SPONSOR \$3,500

Website recognition on Blue Cares webpage

Company logo on 1 tee box sign

2 teams (8 golfers)

8 breakfasts and lunches and 8 swag bags

Opportunity to provide promotional items
for Golf Tournament swag bags

PAR SPONSOR \$1,500

Website recognition on Blue Cares webpage

Company logo on 1 tee box sign

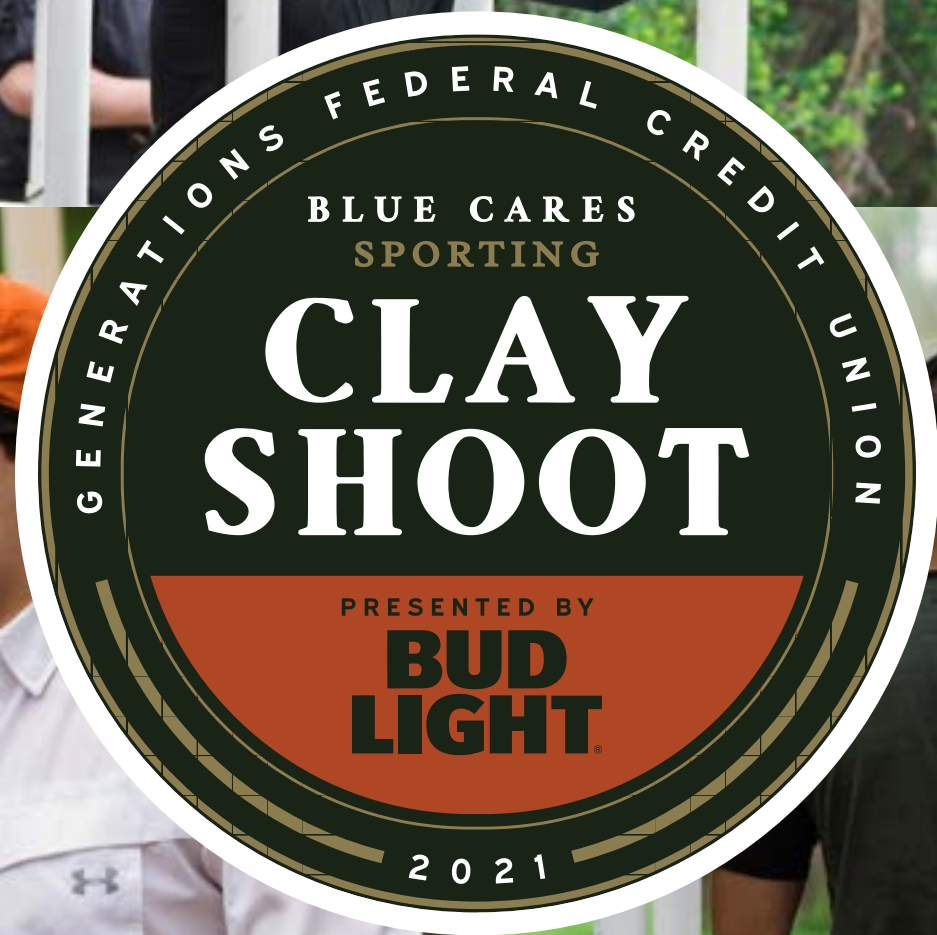
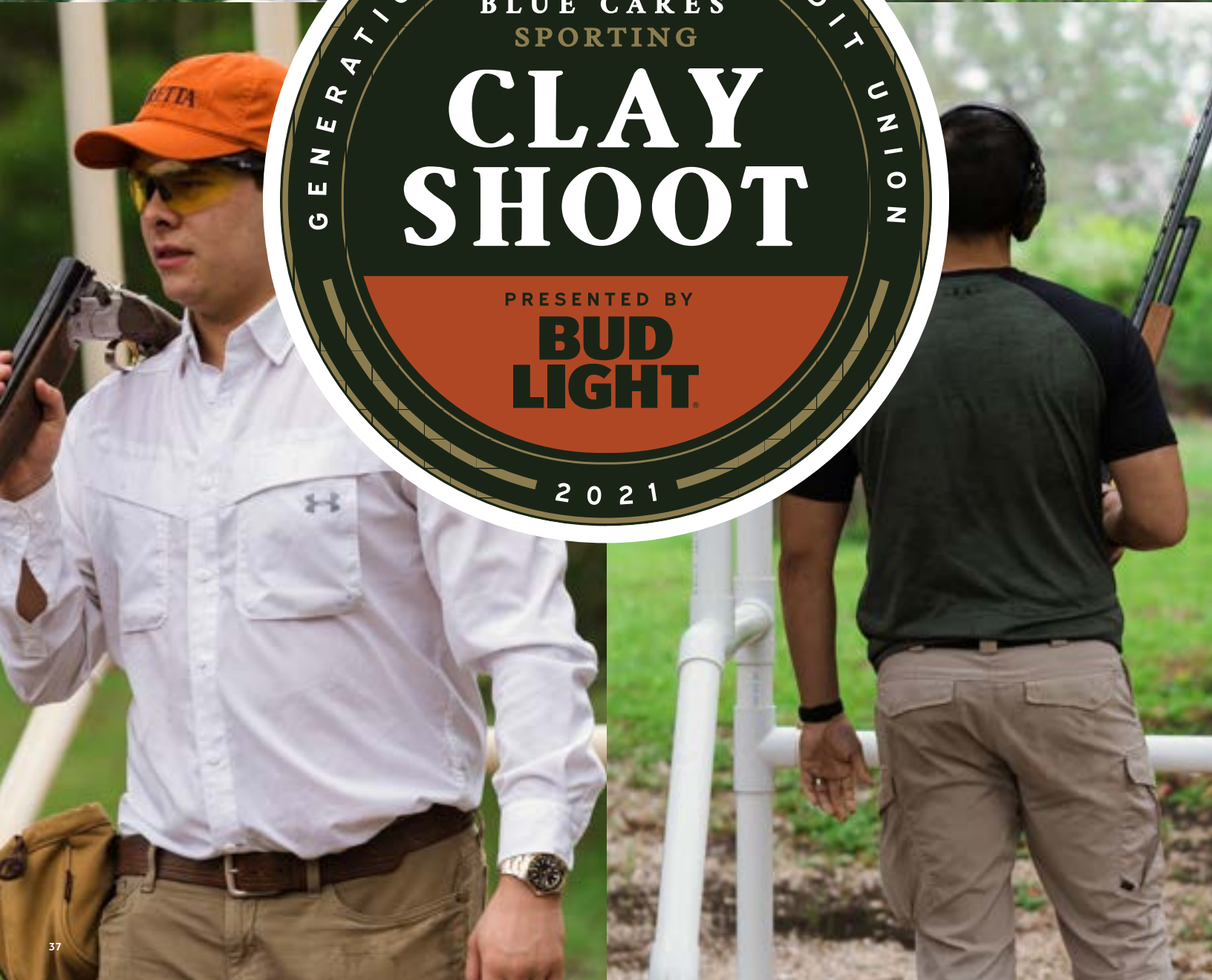
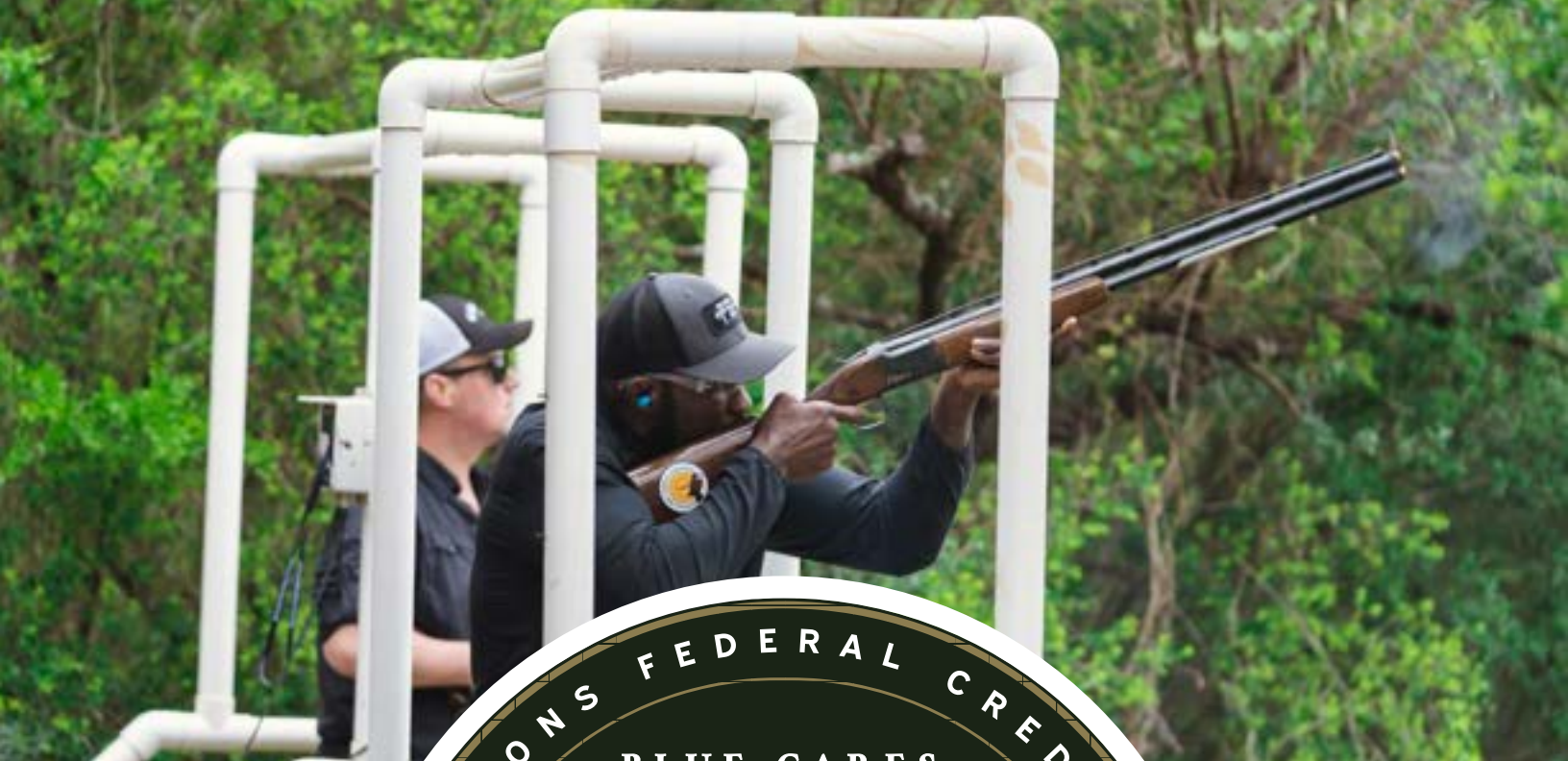
1 team (4 golfers)

4 breakfasts and lunches and 4 swag bags

Opportunity to provide promotional items
for Golf Tournament swag bags

FOURSOME \$900 | INDIVIDUALS \$275

Event subject to change. Visit bluecares.com/golf for more details.



THANK YOU



REVEILLE

By David Scepanski

These last 15 months have brought our department challenges previously unimagined. A once in a hundred-year pandemic, social discord, and lack of trust in law enforcement accompanied by political division beyond what I or any of us have seen in our lifetimes. Through it all police officers have stood tall, reported for duty and put themselves and their own families at risk. The professionalism each of you have shown through these difficult days is truly inspiring. You are what this agency is, and has always stood for; fair, trustworthy, and balanced policing of the city we love and take pride in representing. And yet somehow those in leadership positions, both near and far find it hard to say these things publicly (with rare exception).

The referendum recently brought forward by the citizens of our city in the form of "Proposition B" has served as a staunch reminder of how easy it can be to take that which we have for granted, and like most things it isn't until we face losing something that we realize how lucky and fortunate we are. May 01, 2021 was that day for all of us. Sure, we can all agree that the message was somewhat skewed in the form of "accountability", and maybe there was bias in some of the reporting media and special interest groups "hell bent" on creating greater divides between the police and our community. And yes, with small exception we are proud, professional and honorable representatives of our city, but this profession has always been judged by the sum of the whole rather than being evaluated individually. Fair? Probably not, but the world is hardly obligated to give us what

we think we deserve. And quite frankly the proponents of Proposition B outworked us. At least in strategy, and most likely in actual effort. That is not meant to offend the many officers both active and retired, and their families that manned the pole sites during the early voting period and election day. That kind of coming together doesn't happen as much in our profession as it once did, tragedies withstanding. So, thank you all! I believe it was that united effort, short period or not, that edged out the win. Imagine what we could have achieved if we had been that united and focused for the last three of four months.

Their message, skewed or not, influenced 49% of the citizens to vote "For" rather than "Against" Proposition B. A difference of 3,475 votes. Ladies and gentlemen that is a wakeup call. Reveille echoing across our cities landscape and we absolutely should heed its message.

Life, political views, and opinions are much like a kaleidoscope. If you turn its dial slightly one way or the other the view changes. So, what is it that they are seeing that we are not?

After almost 32 years as a San Antonio Police Officer I can confidentially say that our agency is not a biased one. We are diverse in our members and fair in the discharge of our duties. We've lost colleagues and friends in line of duty deaths and others have been seriously injured in their course of their duties. Our eyes have seen the worst of some people, but we never seem to lose sight



of the good in most. We have also seen officers on our department violate the trust of our oath, and discredit our uniform, many have been prosecuted, fired or resigned. And no one is more disappointed than we are when it happens.

The blue wall of silence is a quick and readily available "go to" impact statement for all that have no substantive argument or facts to substantiate their words or stance. And "defunding the police" has become ours. It too is a national battle cry and power statement to evoke a pro police stance, but we are selling ourselves short. During in-service this year a presenter provided these facts: our department had 1.6 million calls for service last year and .8 of 1 % resulted in formal complaints (147). And 15 of those cases were deactivated. While any one sustained formal complaint is to many, that's still an amazing testament to the professionalism of our officers and our agency. Our agency has been innovative in its training bringing diverse and needed aspects to policing through our annual training before it became fashionable or mandated to do so. Our members give back regularly to the community in the form of: The United Way, Blue Santa Program, Thanksgiving Dinners at "West", back to school events and in so many others. I'm not sure

why we didn't send that message loud, proud, and repeatedly over these past five months. And back to the "Blue Wall of Silence", our members have proven that they won't hesitate to report misconduct or serious policy violations to their supervisors as they are expected and trained to do. Also, a fact that I didn't hear mentioned during the last few months.

The blue wall of silence is a quick and readily available "go to" impact statement for all that have no substantive argument or facts to substantiate their words or stance.

So where do we go from here. What's our plan of action? We all know this will again be brought forth in a few years. If not sooner in other ways. After all, agenda or not, it's a business, and business is business. Our ability to negotiate a fair contact is a privilege that

those that came before us worked so hard to provide. It incorporates accountability and discipline, just like “FixSAPD” pointed out. But it also incorporates, salary, training, education, equipment, longevity, promotions, seniority, shifts, grievances, vacations, holidays, incentives, uniform allowance, stand by pay, employee rights, and yes, management rights. To say that the contract or 143 has created insurmountable obstacles to firing “bad” officers is completely inaccurate. In fact, it’s all spelled out right there in the contract. So, through due diligence and professional investigations firing those that disgrace our uniform isn’t an issue if that action is warranted, arbitrator or not. The “contract” outlines that both the COSA and the SAPOA agree to an arbitrator or strike names until only one remains. So, let’s stop with the arbitrator is the issue. Those ruling are public information, read some of them and see where the system failed. After all, accountability should be equally applied. Right?

Losing our ability to fairly and openly negotiate a contract would be a disservice to all those who sacrificed so much in 1974. And it would be a colossal disservice to each of you and those that will wear our uniform in the years to come. Our predecessors depend on us to be good stewards of what they provided.

It’s time to embrace what we have learned. Let’s once again earn the trust of our community. Let’s focus on what we can control. Let’s each represent ourselves well and do what you’ve done through these difficult 15 months. Professionalism is in and of itself a testament to who we are.

Our members now represent three and in some cases four generations, each of which sees the world just a bit differently than the others. Let’s harness those views and life’s experiences through focus groups, be bold and innovative in our “marketing strategies”, after all it is a business. Use our voices through interactive police/citizen forums, citizen workshops, and strengthen our commitment to police / citizen partnerships and

daily interactions. And yes, recognize that the world’s expectations have changed, so we can do better.

Do everything possible to effectively communicate with our citizens to highlight the diversity of our officers, their backgrounds, and commitment to the core values of our organization. Pave the way for large scale community support when the next referendum is presented by way of proposition, biased social media misinformation campaigns, or special interest groups. Redefine ourselves as “Defenders” of the Alamo City, and work to feel confident in our community to support their police officers when the next vote comes to pass, so we can confidentially and humbly channel the Battle of Gonzales signature motto, “Come and Take It”.

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41

42

"BACK SA BLUE." GET THE GEAR



SAPOA's "Back SA Blue" campaign seeks to strengthen our bonds with community organizations, neighborhoods, and people all across San Antonio. As a part of that campaign we have created exclusive Back SA Blue "gear." We know that the people of San Antonio overwhelmingly support their police and we want to give them a way to show that support, whether it's by wearing a t-shirt or displaying a yard sign.

You can help too, by getting the gear for you and your friends and family. It's our way of saying: "Thank you San Antonio. We've always had your back. Thanks for having ours!"

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DET. HENRY ANN CHARLES: A CAREER OF 'PAYING IT FORWARD.'

She was born and raised just outside Houston, but Detective Henry Ann Charles, a 30-year veteran of the San Antonio Police Department considers San Antonio her real home. In her most recent assignment, Det. Charles served in the Central Service Area's Crisis Response Team, where she specialized in domestic violence cases. As she prepares to retire this month, Det. Charles can truly say that she has seen a lot of the worst but also more of the best in San Antonio.

When asked why she decided to become a police officer, the detective says it goes back to how she was raised. Her parents were community-oriented and instilled a spirit of "paying it forward" in their children. Her dad, a pipe fitter by trade, coached little league for fifty plus years and her mother was an educator at the local



Matagorda County Sheriff's Department. In 1988, she found out that the San Antonio Police Department (SAPD) was hiring, and she also heard they offered the best pay and benefits in the state. She applied and needless to say, she got a call, attended the training academy, and graduated with the Class of '89 Alpha.

Since then, Det. Charles has served in many capacities on the force: Police Officer, SAPD Honor Guard member, Memorial Festival Coordinator and Field Training Officer. In 2011, she was promoted and spent five years in cover units-drugs and property crime, and finally, in 2018, she landed in what she considers the best unit to serve in, family violence. It's here where she found she could do the most good for people and really "pay it forward." In her role in this challenging unit, she says she sometimes sees the same victims over and over, "but we never say 'I told you so.'" The "greatest feeling," she says, "is when you can help some out of that cycle of family violence."

In light of recent attention on policing methods around the country, and in San Antonio in particular in light of the recent Proposition B election in May, Det. Charles says that she feels San Antonio rejected Prop. B because SAPD has a different relationship with the community than do departments in other large cities around the country where you see a lack of trust between the citizens and the police departments that serve them. "Our department is a big melting pot," she says, "just

like our city. Our city government, even some of our businesses are pretty diverse, and our department is no different. The makeup of our police force really mirrors that of the city. A lot of the people I work with live here in the city and were raised here," she continues, "our officers have a shared experience with the communities they are policing and when you have those shared roots, the benefits of that spill out to everyone — the people, the department employees, the officers — and that makes us all want to work together to keep our city safe." While giving praise to city and department leaders for this, she says that the department must still work proactively to achieve minority representation and

We have strong disciplinary measures in place, [SAPD] is a leader, but can we do better, we want training, we will listen, we will learn.

that they still have a ways to go, especially for female representation on the force and in the top ranks of leadership. She notes that when she first got on the force, "there were less than 100 women, and minority females was maybe a tenth of that." Women are an "untouched resource" for the department. She adds: "We may not always have the same physical strength, but we're just as good at leading and problem-solving. Being a Latina female has afforded me a lot of opportunities and I believe my career has opened my eyes to a lot of what's going on in the world and made me a better person."

When asked about the criticism police sometimes get about collective bargaining or pay and benefits, she says that all of these are some of "the best ways to keep good officers and attract good officers. Recruitment is important, and yes, so is discipline. We have strong disciplinary measures in place, [SAPD] is a leader, but can we do better, we want training, we will listen, we will learn. We know things have changed in the country. We just want to be able to still have a voice in our pay and benefits." Det. Charles thinks that the public sometimes

doesn't see the whole picture when it comes to the job of policing. The job requires officers to play many roles, including counselor and mentor.

If there is any advice she would give to someone who wants to be a police officer it's this: first, we need you, and second, this is not a decision that one person can make without lots of thought. She says "It's a very giving job...there's a lot of times when you won't get a lot of praise, people won't pat you on the back, but it's a job that has a lot of rewards. If this is the job you want, I'll support you, but it's a job that will take a lot out of you and your family."

Det. Charles believes that San Antonio is one of the greatest big cities in the country, but more importantly, she feels it's one of the safest. The city, she says, has "treated me fairly and well," and as she prepares to retire and seek new opportunities, she's proudest of the fact that "the police have a good relationship with the citizens. San Antonio really does back the blue, and that's what's kept me safe all these years."



SAN ANTONIO FIRE AND POLICE PENSIONERS ASSOCIATION MINUTES

March 31, 2021

PRESENT:

Chairman Jim Smith, Police Representative; Vice Chairman Dean Pearson, Fire Representative; Jimmy Foster, Police Representative; Vance Meade, Fire Representative; Larry Reed, Fire Retiree Representative; Harry Griffin, Police Retiree Representative; Secretary Councilman Clayton Perry.

ABSENT:

Councilwoman Dr. Adriana Rocha-Garcia; Mayoral Designee Justin Rodriguez.

OTHERS PRESENT:

Warren Schott, Mark Gremmer, Cary Hally, Gail Jensen, Rick Matye, Nancy Ybarra, Pension Fund Staff; Frank Burney, Martin & Drought.
At 9:06 a.m., Chairman Smith called the meeting to order. Roll was called, and a quorum was declared present.

Chairman Smith introduced Mrs. Sylvia Cisneros, widow of Active Police Officer Joseph A. Cisneros, who had signed up to speak in support of her and her children’s Line of Duty beneficiary pension applications. Chairman Smith expressed condolences on behalf of the Pension Fund and advised Mrs. Cisneros that to ensure she had sufficient time to gather any supporting documentation or materials, the Board would approve the regular beneficiary pensions at today’s meeting and reschedule the Line of Duty beneficiary pension applications for a subsequent meeting. Mrs. Cisneros expressed her appreciation to the Board for its consideration and support.

The Board then recessed to Executive Session at 9:10 a.m., pursuant to Texas Gov. Code § 551.071, § 551.078 and § 551.0785, and reconvened at 9:33 a.m.

MINUTES:

Vice Chairman Pearson moved to approve the minutes of the regular board meeting of February 24, 2021.The motion was seconded by Mr. Foster and it carried unanimously.

EDUCATIONAL OPPORTUNITIES

Mr. Reed moved to authorize Board members and appropriate staff to attend the following conferences:
1. TEXPERS Legislative Conference March 30-31, 2021
2. TEXPERS Annual Conference

May 23-26, 2021

The motion was seconded by Vice Chairman Pearson, and it carried unanimously.
Mr. Schott reminded the Trustees that if they wanted to register for the TEXPERS Annual Conference, to please contact Nancy Ybarra.

APPLICATIONS AND REFUND OF CONTRIBUTIONS:

Vice Chairman Pearson moved to approve the minutes of the regular board meeting of February 24, 2021.The motion was seconded by Mr. Foster and it carried unanimously.

Service Pensions

1. A 34 year, 2 month service pension for Fire Engineer Oscar D. Carrisalez, effective March 1, 2021.
2. A 34 year, 5 month service pension for Fire Engineer David A. Castillo, effective March 1, 2021.
3. A 32 year, 5 month service pension for Fire Lieutenant Gerard Cortes, effective March 1, 2021.
4. A 22 year, 2 month service pension for Fire Engineer William R. Couser, Jr., effective March 1, 2021.
5. A 32 year, 10 month service pension for Fire Engineer Oscar Garcia, Jr., effective March 1, 2021.
6. A 30 year, 10 month service pension for Fire Engineer Steven William Gass, effective March 1, 2021.
7. A 32 year, 10 month service pension for Fire Engineer Roy Gutierrez, effective March 1, 2021.
8. A 32 year, 10 month service pension for Police Sergeant Anthony W. Johnson, effective March 1, 2021.
9. A 34 year, 5 month service pension for Fire Engineer Frederick A. Johnson, effective March 1, 2021.
10. A 32 year, 10 month service pension for Fire Engineer Mark Alan Kokotajlo, effective March 1, 2021.
11. A 33 year, 4 month service pension for Fire Engineer Gabriel C. Martinez, effective March 1, 2021.
12. A 32 year, 6 month service pension for Fire Engineer Alfred Ortiz, III, effective March 1, 2021.
13. A 34 year, 1 month service pension for Police Officer Jay A. Stultz, effective March 1, 2021.
14. A 34 year, 5 month service pension for Fire Engineer Richard M. Vega, effective March 1, 2021.
15. A 29 year, 7 month service pension for Police Sergeant Glenn Patrick Michalec, effective March 2, 2021.

16. A 30 year, 4 month service pension for Police Officer Paul R. Ducate, effective April 1, 2021.
17. A 30 year, 9 month service pension for Police Officer Bryan Dwyer Munster, effective April 1, 2021.
18. A 25 year service pension for Police Detective Delbert L. Skinner, effective April 2, 2021.
19. A 31 year, 5 month service pension for Police Lieutenant Jeffrey R. Ward, effective April 2, 2021.
20. A 38 year, 4 month service pension for Police Sergeant Richard A. Fischer, effective April 3, 2021.
21. A 26 year, 4 month service pension for Police Officer David Nouhan, effective April 3, 2021.
22. A 27 year service pension for Police Sergeant Brian S. Padier, effective April 3, 2021.
23. A 31 year, 6 month service pension for Police Lieutenant Fortunato A. Cedillo, effective May 1, 2021.
24. A 22 year, 1 month service pension for Police Officer Michell Davila, effective May 1, 2021.
25. A 25 year, 7 month service pension for Police Officer Oscar Davila, effective May 1, 2021.
26. A 24 year, 10 month service pension for Police Officer Jaime Diaz, effective May 1, 2021.
27. A 25 year, 6 month service pension for Police Officer Pedro J. Mendez, effective May 1, 2021.
28. A 26 year service pension for Police Officer Richard C. Olivares, effective May 1, 2021.
29. A 27 year, 5 month service pension for Police Detective Donald L. Spencer, effective May 1, 2021.
30. A 31 year, 6 month service pension for Police Sergeant Lawrence Walters, Jr., effective May 1, 2021.

Beneficiary Pensions

- Vice Chairman Pearson made a motion to approve the following beneficiary pension applications:
1. A beneficiary pension for Mrs. Eleanor Garnett, widow of Retired Police Detective Robert D. Garnett, effective January 19, 2021.
 2. A beneficiary pension for Mrs. Kathleen Pearson, widow of Active Fire Engineer David O. Pearson, Jr., effective January 30, 2021.
 3. A beneficiary pension for Mrs. Celina Grill, widow of Retired Police Sergeant Mack F. Grill, effective February 16, 2021.
 4. A beneficiary pension for Mrs. Naomi Poindexter, widow of Retired Fire Engineer Paul E. Poindexter, Jr., effective February 23, 2021.
 5. A beneficiary pension for Mrs. Lucy R. Flores, widow of Retired Police Officer Hector J. Flores, effective March 4, 2021.

The motion was seconded by Mr. Meade and it carried unanimously.

Mr. Griffin then made a motion to approve the following beneficiary pension applications as regular beneficiary pensions, pending a line of duty determination:

1. A line of duty beneficiary pension for Mrs. Sylvia Cisneros, widow of Active Police Officer Joseph A. Cisneros, effective February 2, 2021.
2. A line of duty beneficiary pension for Joseph A. Cisneros, III, dependent of Active Police Officer Joseph A. Cisneros, effective February 2, 2021.
3. A line of duty beneficiary pension for Viviana C. Cisneros, dependent of Active Police Officer Joseph A. Cisneros, effective February 2, 2021.

The motion was seconded by Mr. Reed and it carried unanimously.

**Executive Director Report:
Texpers – Delegate Certification**

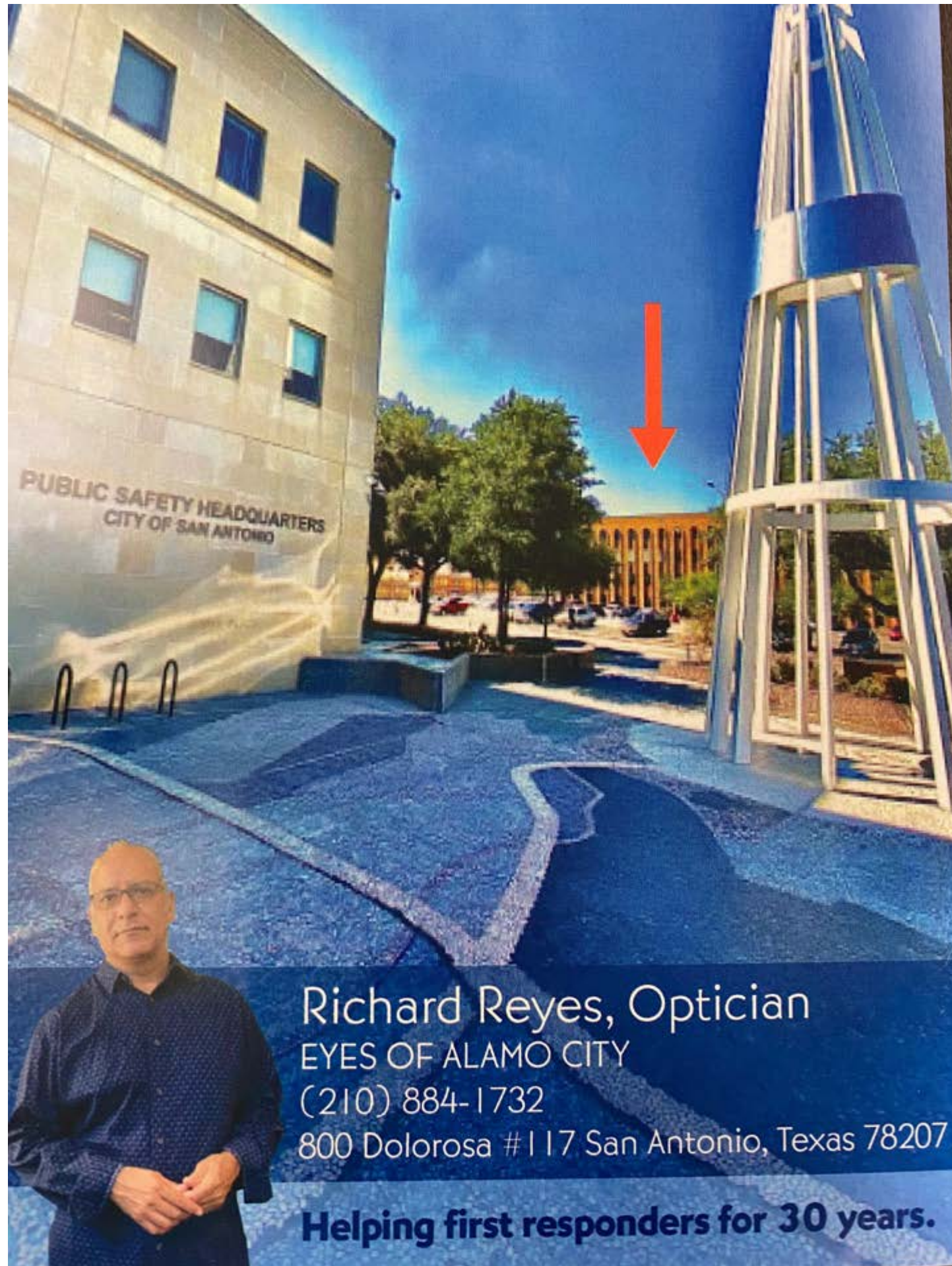
Mr. Schott informed the Board that the Pension Fund needed to select its official delegates for the TEXPERS Members meeting. After discussion, Mr. Reed made a motion to appoint the following delegates: Vance Meade, Dean Pearson, Warren Schott, Cary Hally, Jimmy Foster and Mike Trainer; and the following alternate delegates: Harry Griffin, Clayton Perry, Bart Moczygemba, Giovanni Nunez, Mark Gremmer and Wesley Levanduski. The motion was seconded by Vice Chairman Pearson and it carried unanimously.

Reschedule May Board Meeting

Mr. Schott informed the Board that the May Board Meeting conflicts with the TEXPERS Annual Meeting. Chairman Smith moved to reschedule the May Board Meeting to Thursday, May 27, 2021. The motion was seconded by Mr. Reed and it carried unanimously.

Trustee Election Update

Mr. Schott reported that the elections for the positions of Retired Fire Trustee and Active Fire Trustee (term of office from June 1, 2021 through May 31, 2025) will proceed as scheduled. The following members have filed as candidates: Active Fire Trustee position – Mr. Dean Pearson and Mr. Billy Poindexter; Retired Fire Trustee position – Mr. Larry Reed, Mr. Carlos Resendez, and Mr. Frank Gutierrez. Ballots will be mailed April 7, 2021. The deadline to receive ballots is April 26, 2021 and ballots will be counted April 27, 2021. The position for Active Police Trustee, currently held by Mr. Jimmy Foster, is unopposed.



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13th Check Update

Mr. Schott reported that 13th checks were distributed to members with no issues.

Police Cadet Class 2020-C Briefing April 20, 2021

Mr. Schott informed the Board that a Police Cadet Briefing has been scheduled for April 20, 2021, at 3:30 p.m.

Fire Cadet Class 2020-B Briefing April 22, 2021

Mr. Schott informed the Board that a Fire Cadet Briefing has been scheduled for April 22, 2021, at 2:00 p.m.

Financial Disclosure Statements

Mr. Schott reminded the Board that 2020 Financial Disclosure statements are due today, March 31, 2021.

Pre-Retirement Seminar – May 7, 2021

Mr. Schott informed the Board that the May Pre-Retirement Seminar will be held as scheduled on May 7, 2021. The Seminar will be conducted again at the Alzafar Shrine Auditorium to allow for sufficient social distancing.

Briefing On Historical Data-Retirements And Refund Of Contributions

Mr. Schott provided the Board a report showing the number of fire and police members who had separated from service (whether through retirement or otherwise) and the number of fire and police members in cadet classes over the past 7 years.

FINANCIAL REPORTS FOR PERIOD ENDING FEBRUARY 28, 2021

The Statement of Net Plan Assets for the period ending February 28, 2021 were \$3.75 billion and for the period ending December 31, 2020 were \$3.69 billion.

PERSONNEL/AUDIT COMMITTEE

Vice Chairman Pearson reported that the Personnel/Audit Committee did not meet in March. He informed the Board that although we are still several months away, the plan is for the auditors to begin the annual audit in May and present their report in late June. The actuary also will be presenting at that same meeting.

DISABILITY COMMITTEE

Mr. Foster reported that the Disability Committee did not meet this month. He reminded the Board that there is one pending regular disability pension application for

Police Officer Jessica Medrano. Officer Medrano has been scheduled for her two independent medical evaluations, but due to Covid, those appointments are not until April and May. After the Committee receives the reports from the evaluating physicians, it will review them and bring a recommendation to the Board.

Mr. Foster also provided the Board a brief update on the disability pensioner that the Board approved for medical re-evaluation at the February Board Meeting. Mr. Foster informed the Board that formal notice of the re-evaluation had been sent to the pensioner by regular mail, certified mail and email, but that the return receipt confirmation has not been received back, nor has the pensioner contacted the Pension Fund, as directed in the notice. Mr. Foster stated that if there still is no response in the next couple of weeks, he will schedule a Committee meeting to determine next steps, including whether to recommend the Board discontinue the pensioner's disability annuity payments, as allowed under the Pension Law.

Legislative Committee

Mr. Reed reported that the Legislative Committee met several weeks ago to review a list of bills filed in the legislature that may have an impact on, or be of interest to, the Pension Fund. General Counsel Gail Jensen and Outside Counsel Frank Burney briefed the Committee on several bills in the areas of pension funds, law enforcement and open government. While none of the bills has a direct, critical impact on the Pension Fund, several do warrant continued monitoring. The Committee decided to not take a position on any of the bills at this time but will continue to receive updates from Ms. Jensen and Mr. Burney and determine whether action is needed.

Investment Committee

Mr. Griffin reported that The Investment Committee met on Wednesday, March 24th, 2021.

The first item on the agenda was a presentation from First Eagle, an international equity manager. The Pension Fund has invested with First Eagle since February 2010, and as of February 28, 2021, the market value stands at approximately \$91M. First Eagle is a core manager with a value tilt. They have generated positive absolute returns in 24 of the last 27 calendar years and have the ability to hold gold as a hedge and cash if there are no market opportunities for investment.

The Committee discussion turned to the appropriate benchmark for First Eagle. It was noted that First Eagle does not manage to a specific benchmark; their goal is to show performance against the benchmark and outperform during drawdowns, as they did during the COVID-19 drawdown. The Pension Fund has been benchmarking First Eagle against the MSCI ACWI ex-USA index, and since inception, First Eagle has outperformed that benchmark by 50 basis points (bps). However, over the last one-year, three-year and five-year periods, it has underperformed that benchmark by 334 bps, 54 bps, and 248 bps, respectively.

Because First Eagle holds significantly fewer emerging markets securities compared to the MSCI ACWI ex-USA benchmark and First Eagle holds no exposure to China, other investors use the MSCI EAFE index (Europe, Australasia, and Far East) as the benchmark. The MSCI EAFE index captures only developed market countries around the world, excluding the U.S., Canada and emerging markets. Since September 1993, First Eagle has outperformed the MSCI EAFE by 620 bps. After discussion, the Investment Committee changed First Eagle's benchmark to the MSCI EAFE. The Committee next received an update from NEPC regarding the Emerging Market Equity search. The Pension Fund is seeking to replace Lazard, who was terminated in January. NEPC had narrowed the field of prospective managers from 200 to 11. The Committee considered each of the 11 managers' strategy, past performance, liquidity, fees, and correlation with WCM, and after discussion, voted to conduct further due diligence on the products offered by Axiom, Fidelity, and State Street.

The Committee then discussed a potential re-up opportunity with Western Technology Investment (WTI) who is raising its tenth fund. WTI specializes in venture debt investments to early-stage technology and life sciences companies. Its returns come primarily in the form of monthly debt payments and equity upside through warrants. The Pension Fund has invested in every fund in the Fund Series since WTI's first institutional fund in 1994 and has seen consistent returns. NEPC also continues to have strong conviction in WTI's strategy. The Investment Committee voted to recommend the Board commit up to \$25 million to WTI Fund X. Mr. Griffin made a motion to approve the recommendation of the Investment Committee. The motion was seconded by Mr. Reed and it carried unanimously. The last item discussed by the Committee was the Invesco Real Estate U.S. Fund VI re-up opportunity. The Pension

Fund has participated in four of Invesco's five previous real estate funds and experienced steady returns. Fund VI has the same investment team in place as previous funds, offers the most Limited Partner friendly terms in its series and targets an 11-13% net IRR. The Investment Committee voted to recommend the Board commit \$20 million in Invesco Real Estate U.S. Fund VI. Mr. Griffin made a motion to approve the recommendation of the Investment Committee. The motion was seconded by Mr. Reed and it carried unanimously.

San Antonio F & P Property Holding Corporation

President Meade reported the Property Holding Corporation met several weeks ago to receive the appraisals and performance reports on the three buildings it owns.

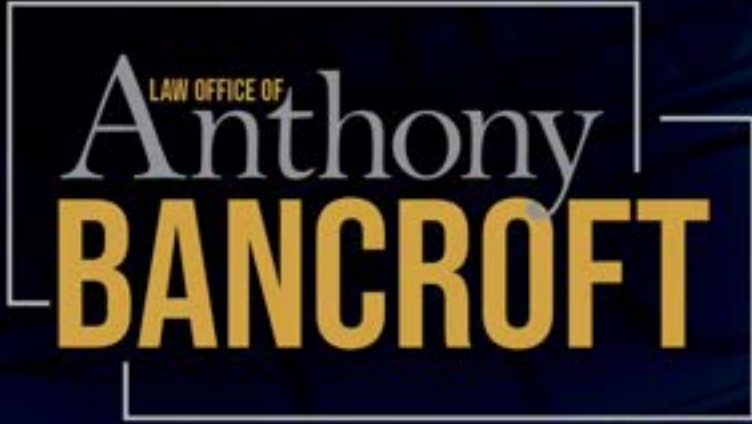
Sullivan Commercial reported that in terms of leasing, the Parkway Center Building is 64% leased due to the continued vacancy of the upstairs space. Sullivan noted that it continues to market the space and had four tours in the last month, but that three of the four prospects have already indicated they will pass on the space. President Meade stated that if the space is not leased in the next couple of months, the Corporation will begin discussions on reconfiguring the space into smaller offices. Sullivan also reported that Shavano IV remains 100% leased, and that Shavano III is currently 81% leased, but that a couple of leases are in the final stages, which will raise it to 90% leased.

As for the appraisals, President Meade reminded the Board that the Corporation has the buildings appraised every three years. For this year, Parkway Center was appraised at \$12.15 million, Shavano III at \$13.35 million and Shavano IV at \$8.85 million. In total, the three buildings are appraised at \$34.35 million. The Pension Fund paid approximately \$27.6 million for all three buildings in 2010 and 2013. As compared to three years ago, the values have increased approximately \$3 million.

Finally, President Meade reported that based on the new appraisals, the Parkway Center Building had a 4.55% cash return for this year and a 7.58% total return since 2010; Shavano III had a 3.4% cash return this year and a 6.72% total return since 2013; and Shavano IV had a 10.02% cash return this year and a 7.09% total return since 2013.

Minutes continue on pg. 53

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Disbursements:

Mr. Reed made a motion to approve paying the bills. The motion was seconded by Mr. Meade, and it was approved unanimously. (See attached disbursements dated February 28, 2021).

Members To Be Heard:

None.

ADJOURNMENT: Mr. Foster made a motion to adjourn the meeting at 10:35 a.m. The motion was seconded by Vice Chairman Pearson, and it carried unanimously.

Approved by the board of trustees at the regular meeting held on april 28, 2021.

Jim Smith, Chairman

ATTEST:

Dean Pearson, Vice Chairman

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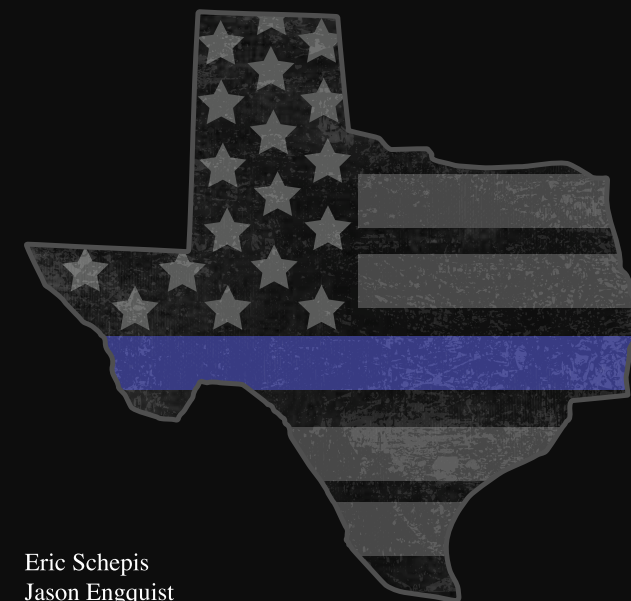
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WPT Deanna Platt **207.7420**

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TCB/TRAF Open **207.7400**

TCC/TRAF Eluterio Rendon **207.7400**

SOU John Diaz **207.7434**

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POP/GANG Mark Molter **207.8257**

General Advertising Information

Centurion is published quarterly. The deadlines for submissions are as follows:

- Quarter One: Includes recap of issues and events from October–December. **Submissions due by Feb. 1**

- Quarter Two: Includes recap of issues and events from January–March. **Submissions due by May. 1**

- Quarter Three: Includes recap of issues and events from April–June. **Submissions due by Aug. 1**

- Quarter Four: Includes recap of issues and events from July–September. **Submissions due by Nov. 1**

Design Services

Advertisement design services available at the first time set-up rate of \$100. Ad copy needs to be submitted via email or as a word document. Logo or art files must meet the Ad Requirements below.

Ad Requirements and Guidelines

We accept final document sizes of 50MB or less.

Accepted File Formats:

- Packaged InDesign, Photoshop, or Illustrator. All fonts must be converted to outlines prior to submission. Any images used in art must be sub

- Press Quality PDFs are accepted. All elements must be CMYK, art must be 300dpi, and all fonts must be converted to outlines prior to submission.

- Any art or production work necessary will be subject to supplemental fees.

Images

Images must be CMYK.

For optimal resolution, artwork should be at least 300dpi at 100%. Line art should be 1000dpi at 100%.

VOL53NO2: April-June 2021

Editor & Art Director editor@sapoa.org

Managing Editor contact to be sofia@sapoa.org

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sapoa.org

Center Spread—2 Full Pages

1X	6X	12X
\$2,154	\$1,939	\$1,724

Full Page

Live: 8.5" x 11"
w/ Bleeds: 8.75" x 11.25"
(.125" bleed)

1X	6X	12X
\$1,202	\$1,082	\$962

1/2 Page

VERTICAL	HORIZONTAL
4" x 10.625"	8.125" x 5.285"

1X	6X	12X
\$538	\$484	\$430

1/3 Page

VERTICAL	HORIZONTAL
4" x 7.96"	—

1X	6X	12X
\$364	\$328	\$292

1/4 Page

VERTICAL	HORIZONTAL
4" x 5.24"	—

1X	6X	12X
\$289	\$260	\$231

1/8 Page

VERTICAL	HORIZONTAL
—	4" x 2.55"

1X	6X	12X
\$100	\$100	\$100

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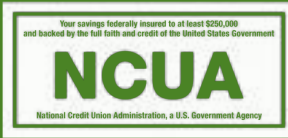
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