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The San Antonio Police Officers Association (SAPOA) is thankful for the team of Sponsors that work with us to provide for our membership and our community outreach programs. We wouldn't be nearly as successful without you.

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IN MEMORIAM

WILLIAM L. TEFTELLER 10/31/2020

RAYMOND A. TORRES 10/03/2020

JAMES A. ELLIS 10/02/2020



LOST BUT NEVER FORGOTTEN.

Firearms Qualifications

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.

Retiree Firearm Qualification Dates 2020:

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

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

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)

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 <u>sapoa.org</u>

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 <u>recosa.org</u>



RETIREE BREAKFAST CLUBS

NORTHWEST:

EVERY FRI. AT 8AM | TIA'S TACO HUT AT 6820 HUEBNER 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: SECOND TUES. AT 9:15AM | LA CABANA MEXICAN CAFE AT 9600 FM 1283

RET. MOTOR VEHICLE & STRIP OFFICERS:

FIRST WED. OF THE MONTH AT 9AM | TOMMY'S RESTAURANT #4 AT 6702 SAN PEDRO

ALL RETIREES: LAST SAT. OF THE MONTH AT 1PM | SNOGA'S AT 2567 GOLIAD RD.





UNN ENFORCEMENT

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DISCOUNT

FIRST RESPONDER FRIENDLY

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NEW LOCATION 210.257.6641

11590 Galm Rd, Ste. 110, San Antonio, TX 78254 Shaenfield Rd & 1560 | 24 / 7 / 365

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WITH YOUR HELP, A TENURE OF A



As we close out the year 2020, and in writing this article, I have come to realize this will be my last communication through the Centurion as your president. Before we start down memory lane let's discuss some of the major issues we will be facing in the upcoming year.

The first is a group of millennials calling themselves "FixSAPD." They have started gathering signatures for their campaign to repeal civil service and collective bargaining. Now, it certainly is within every citizen's right who lives in San Antonio to gather signatures for a petition to repeal these two fundamental laws which have been part of our police department since 1947 (CH. 143) and 1974 (CH. 174), but the ignorance of this group's motives is incalculable. The main thrust of their motivation is the belief that when officers are terminated, they are returned through arbitration at an extremely high rate. Even though this is completely false - their "leader" saw it on TV so it must be true - it is their main driving force. If they are successful in gathering enough signatures our membership will be facing one of its greatest challenges next May: defeating any form of repeal.

The second challenge will be that while we may be fighting the repeal effort, SAPOA will be at the bargaining table with a brand-new elected executive board and a new bargaining team facing multifaceted issues. The city will attempt to use the repeal to strengthen its position regarding changes to our rights and protections in internal affairs as well as weaken the arbitration process. The good news in all this mess heading our way, is that our current healthcare plan is performing better than expected and shouldn't result in a bitter fight like we have had in the past. Remember, negotiations are tough and dealing with factual issues and not fake news reporting should deliver a product that hopefully everyone can agree to and ratify.

My career had two tracks; one is my service to SAPOA and its membership and the other is to SAPD and the community. My career on the police department started in May 1989 and I graduated the police academy in November of the same year. Forty-three of us made it to graduation and thirty-one years later there are very few of us left on the police department. My career path as a patrolman took me a couple of places but on WPC is where my SAPOA path began in 1995. I became the director of WPC for many years until running for

"Over my 12 years of service, we tried our best to offer excellence in service and make life just a little easier for our membership ... all things must come to an end, but it has been my honor to serve the rank in file of the San Antonio Police Department as your president."

parliamentarian in 1998. While serving only for short a time as parliamentarian, an opportunity presented itself and the board of directors elected me to serve as its treasurer till 1999. In 2000, I was elected by the membership as treasurer until my term ended in 2002. It was at this point I focused on getting promoted and in 2004 was lucky enough to promote to the rank of detective investigator. I worked in a few places like Evidence, Traffic Investigation Division but had the greatest

CCOMPLISHMENT & PROGRESS

time in ROP. It was a wonderful job that I really enjoyed doing and worked with some of the most gifted detectives. It was February of 2007 where that all changed for me. I was nearly killed in a car crash on the way home from work, struck from behind by a lawyer of all people. I will not get into the gritty details of my injuries but being knocked down gave me plenty of opportunities to think about my future and goals. It was this single incident that changed my life forever. In 2008 I ran for SAPOA president and won. I was lucky enough to run and win re-election five consecutive times and to end my career as the longest serving president in SAPOA's history.

First and foremost, I could have never made the journey without an excellent Vice President, Dean Fischer, who himself retired in July of this year. Also, all the successes SAPOA had along our tenure from 2008-2020 could not have been made without a great team effort and wonderful staff working for SAPOA. From our executive board, which had several changes along the way, and the many committee chairpersons and committee members who makeup the backbone of our organization and furthered the success we have had over the years, by focusing on service to our membership. One of our proudest accomplishments during our tenure was that we started an enormous task of feeding all our officers working during fiesta. We created a compound of equipment filled with BBQ pits, refrigerated trailers, food stations, etc. It was a logistical nightmare but just one example of what our team could accomplish.

On the list of the toughest accomplishments finished by our team was being able to bring back two negotiated contracts that the membership ratified (2008-2014) and (2016-2021). These two contracts provided an additional 4th shift on patrol, created 154 promotable positions to the rank of Detective Investigator, created a healthcare plan that provides excellent benefits but is also projected to save the city close to 100 million dollars in healthcare costs. Additionally, during the second contract negotiations we were able to successfully defeat the city's lawsuit attack against our evergreen clause (duration clause) claiming our contract was invalid after the expiration date. A special thank you to our CLEAT attorney, Craig Deats, who successfully crushed the city's dream team of lawyers who were hired by our former city manager to invalidate our contract. Our team in 2020 stepped up again when the city failed to provide adequate PPE supplies to our front-line troops facing the COVID-19 pandemic. Our

team partnered with area businesses to secure PPE gear and cleaning supplies and many businesses provided meals to our officers. Distribution of the supplies and meals during the pandemic was challenging but our team was able to advance the ball and reach our goals assisting our members.

In closing, it was our pleasure to assist so many of our members who needed assistance from death-related incidents, to healthcare matters and departmental problems and other challenging issues. Over my 12 years of service, we tried our best to offer excellence in service and make life just a little easier for our membership ... all things must come to an end, but it has been my honor to serve the rank in file of the San Antonio Police Department as your president.

Stay safe,

Mike



LOVE COFFEE? INTRODUCING BACK SA BREW!

Back SA Brew is a new blend created for coffee lovers that Back the Blue! Saying thank you and acknowledging their service is now as easy as enjoying a cup of joe.

Back SA Blue has partnered with a local brewery, Pulp Coffee Roasters, to create a fruity blend from regions of South America and Africa. The blend is balanced and smooth with notes of baker's chocolate, apple, and fig. Pulp's seven step process starts with roasting until a drop temperature of over 500 degrees – a temperature that most roasters would never consider. The beans are then stored and cooled in plastic containers until they are used. When an order is placed, the coffee is weighed, scooped, and mixed to a tasteful combination of flavors. After the desired blend is achieved, orders are packaged to perfection. You can recognize Back SA Brew in a black bag with gold accents- created exclusively for the San Antonio Police Officers Association.

For a suggested contribution of \$10 a bag you will not only support law enforcement but local a business. Owner of Pulp, James Mireles, is the brother-in-law of a San Antonio police officer and therefore has significant interest in the cause as well. SAPOA prides itself on its focus to represent, preserve, and protect the benefits of its members earned through their dedicated service. This is why Back SA Brew is more than just a cup of coffee. It is a promise to Back the Blue and support the programs and initiatives of the San Antonio Police Officer's Association.





ON THE JOB: THE K-9 UNIT



"Officer Reich with Wylie"

Growing up with hunting dogs and being around dogs for most of his life, Officer Travis Reich looked at joining the K-9 unit as an opportunity to work with animals while continuing to serve his community. Officer Reich has been working in the Police Department's K-9 unit for 5 years alongside his K-9 partner Wylie, an 8-year-old Belgian Malinois.

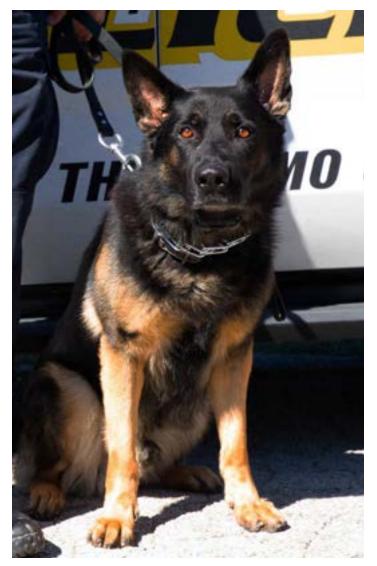
There are advantages to working with this group of skillful K-9's. When asked about his favorite part of the job, Officer Reich said he enjoys going out to search with Wylie. "We find things that we normally wouldn't find without the dog," says Reich, "and we get the reward of finding what we're looking for, whether it be narcotics

"These dogs are working dogs. When I walk out of my house and he sees I have my uniform on, that's the most exciting part of his day,"

or suspects." Unlike their human counterparts, K-9 rely 100% on their smell when searching. The dogs get weekly training to keep them at the top of their game and are trained to scratch and sit to notify their handler they have found something.

As far as Wylie's favorite part of being in the unit, Officer Reich mentions how his K-9 partner gets excited to start the workday. "These dogs are working dogs. When I walk out of my house and he sees I have my uniform on, that's the most exciting part of his day," he says. Belgian Malinois are known to be a hard-working, protective and an alert breed, making them the perfect fit for the job.

The unit receives their K-9 from overseas and assigns them to the officers at 2 years. Officer Reich mentioned that every officer has a specific dog that only they work with. "I can't work with another guy's K-9," he says, "they're very specific to us and very loyal to us, so my dog doesn't work well with others. As time goes on, they tend to get a little more understanding but for the most part we only work with our dogs." Officer Reich and Wylie are proud to work for the people of San Antonio and look forward to many more years of service together.



OFFICER SPOTLIGH



Even as a child, Amanda Vieraknewshewanted to be a police officer. Some of her earliest memories include seeing her mom in uniform and knowing how proud she was to wear it. Growing up in a law enforcement home meant that she got a first-handlook at what it

means to serve, both the pros and the cons. "My mother was a great role model and certainly my inspiration," she says. Now, as a mother herself to "one great kid and the greatest joy in my life," she's proud to wear the uniform and serve as a role model to her daughter and to other young people in the community.

Officer Viera is a 17-year veteran of the San Antonio Police Department. Assigned to the Traffic Unit for the last 13 years, she was recently elected by her peers to serve as Secretary on the Executive Board of the San Antonio Police Officers Association (SAPOA). As someone who's always been involved in giving back as a police officer, her service with SAPOA gives her the ability to do even more. "Now, I not only get to serve the community but I also get to serve our membership, which is truly an honor," she says.



One of her tasks as Secretary includes oversight of SAPOA's non-profit community outreach organization, Blue Cares. Officer Viera says, "Blue Cares is truly special to me and now I am afforded the opportunity to showcase how much San Antonio Police Officer's give back to the San Antonio community." She says that most people are amazed when they find out just how much charitable work SAPOA does in the community. As an example, she notes that in 2018 she attended a conference hosted by the



T: AMANDA VIERA

NYPD Police Union. As union officials were briefing visitors on their community involvement in New York City, they noted that they were sponsoring "one" family for the first time over the holidays. "They were absolutely floored," she says, to hear that SAPOA sponsors thousands of families during the holidays by donating toys and other gifts to kids and families from some of San Antonio's most disadvantaged neighborhoods. "They were even more shocked to hear that we have been doing it for decades," says Officer Viera, adding that "there are so many other things we [SAPOA] do collectively to give back to our community, that unfortunately most do not hear about it, but that is all about to change."

Aside from the personal fulfillment she gets out of her job as an officer and as a member of the SAPOA Executive Board, Officer Viera does see some serious challenges facing the profession. She says that "right now is an especially difficult time to be in this occupation. Police Officers are being collectively clumped as a whole, holding great officers accountable for the action of a few bad ones." She says that the media's singular focus on a few bad examples, "creates a significant level of mistrust between the community and local law enforcement." Aside from making her job more difficult, the media focus on the bad, while ignoring all of the good being done by law enforcement does a disservice to the people, who rely on the police to ensure the safety of their individual neighborhoods and the city as a whole.

One other side effect of this biased view of police officers is that the average citizen may be unaware that the San Antonio Police Department is actually one of the country's leading and most progressive police departments. "We are not only at the forefront in terms of training, but also in our policies and procedures. The San Antonio Police Department is considered 'The Model' for policing by national law enforcement organizations in Washington D.C." She notes, "because the department is so well trained, we have been able to serve the community and do it effectively with a thousand fewer officers than the city of Dallas. If that isn't cutting edge, I don't know what is."

Officer Viera clearly loves her work and is dedicated not only to working with her colleagues to be even more effective in her job but also in creating additional ways to give back to the community and further strengthen the bond of trust that the people of San Antonio share with their police officers. If she could speak directly to the average citizen, Officer Viera says, "thank you for your unwavering support for the Men and Women in blue and continue to pray for us. We absolutely love our community and work hard each and every day for you and your family. You are being served by one of the best Police Agencies in the Nation."



"We have been able to serve the community and do it effectively with a thousand fewer officers than the city of Dallas. If that isn't cutting edge, I don't know what is."



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loans in the following loan amount tiers: \$10,000-19,999 receives \$100, \$20,000-\$29,999 receives \$150, \$30,000-39,999 receives \$200, \$40,000-\$49,999 receives \$250, and \$50,000+ receives \$300. Excludes loans already financed at Generations FCU. Cash will be awarded per qualified loan and will be deposited into the applicant's primary savings account between 121-140 days after the loan is disbursed. Offer void if canceled or paid off in first 120 days, or late first scheduled payment. Refinance rebate offer ends September 30, 2020.



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!



EXPERIENCING ELECTION DAY WITH FIX SAPD ACTIVISTS By Maegan Leeton

Investigation of the second to different popular polling locations around San Antonio to hear first-hand what the FIX SAPD Activists are pitching to voters, and from my experience it's pure lies. The activists are drawing voters in by claiming these petitions are for "police accountability" and that good officers don't need these laws, so people should sign the petition to get bad cops off the force. From there, they go on to blatantly lie about incidents that have happened in San Antonio.

They've latched on to two major lies: first, that 80% of fired San Antonio Police Officers get their jobs back, making San Antonio number one in the country for rehiring bad cops, and second that an officer was able to feed a homeless man a feces sandwich and got his job back because of Chapters 143 and 174. With these two lies, they go on to emphasize the importance of repealing these two chapters because if San Antonio didn't have them in place, incidents like this would have been preventable.

One activist even went as far as to impersonate a police officer, telling voters he is a police officer and as an officer, he supports repealing these two chapters. They are willing to do and say whatever it takes to get signatures for their petition.

They leave out a lot of critical information when speaking to voters to get them to sign the petition. On Election Day I was able to get five people to cross their names off the petition once they heard all the facts I presented because they said that's not what the activists had told them the petition was about at all. I even heard one activist say to a voter this petition is not about defunding the police. Their story is constantly changing and so are the lies that go with it.





While visiting the AT&T Center, I had the opportunity to be interviewed by a local TV station to tell my side of the story. In doing so, I brought up many of the facts FIX SAPD tends to leave out of their narrative. For example, how it's not 80% of fired officers that make it back on the force, that number is significantly lower. Also, how when they talk about wanting to be like Dallas, they don't realize that meet and confer is done behind closed doors. whereas San Antonio Police Officer's Association's current contract negotiations are open to the public. All of this shows they don't actually care about police accountability; they care about defunding the police, and I made it clear that repealing these two chapters is the first step to defunding the police.

After speaking to multiple activists, it was clear that not only do they not know a lot about these chapters, but they were also lying to voters to get them to sign. They will say whatever they need to say to get someone to sign the petition. I'm sure they'll keep lying to get signatures for their "Defund Police Petition," but I know that me, and many other San Antonians, will also be working hard to inform voters of the whole story, not just FIX SAPD's narrative.

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IT'S TIME TO STAND U

Police Officer rights and protections are under fire. Here in San Antonio, Anti-Police Activists are working overtime to gather signatures for a referendum on next May's Municipal Ballot that would repeal Chapters 143 and 174 (Civil Service and Collective Bargaining respectively).

BACK

SERVING & PROTECTING







P & "BACK SA BLUE."

Even though poll after poll shows that the majority of San Antonio voters support the police and reject the radical agenda of these activists, they continue to gather signatures by misleading voters about their true intentions, which is to repeal police officer protections and remove your ability to bargain for better pay and benefits.

One of the ways SAPOA is fighting back is through our "Back SA Blue" campaign, which 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!"

GET YOUR GEAR TODAY!

HTTPS://WWW.BACKSABLUE.COM/SHOP/



WE CARES

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ERIC HUEDEPOL

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TONY VELA

BLACK ACES TACTICAL 12 GAUGE SHOTGUN:

JOEY BARA

MIKE HELLE

COLT CARBINE:

CJ HIJAZI

MONTANA RIFLE COMPANY 300 WINMAG:

ALBERT MARTINEZ

ONE ROUND OF GOLF FOR FOUR AT TPC SAN ANTONIO AND \$150 GIFT CARD TO 18 OAKS:

FELIX RENDON

\$250 GIFT CARD TO TOTAL WINE AND \$100 GIFT CARD TO CLUB HUMIDOR:

LAWERENCE MANALO

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JOEY BARA

TOURNAMENT RESULTS

OAKS COURSE:

1ST PLACE: ALAN BAXTER, MIKE BARKER, KANE YBARRA & RON - SCORE: 54 2ND PLACE: BRIAN BILICA, JON HOGGARD, ED BEATTY & DON STITLE - 59 3RD PLACE: ALAN JOHANNINGMEIR, LOU WENZEL, DAVE GLESNE & KURT STRICKER - 60 5TH PLACE: DAVID PRYOR, KELVIN PRYOR, ROBERT VILLARREAL & ALBERT MARTINEZ - 61

CONTEST WINNERS:

CLOSEST TO THE PIN #3: TERRY HARE CLOSEST TO THE PIN #13: RYAN MANGIAMELI Longest drive #8: Kane ybarra Longest drive #18: Kay shumake

CANYONS COURSE:

1ST PLACE: TONY VELA, KEVIN POWELL, BRANDON ELLIS, JORDAN ANDERSON - 55 2ND PLACE: SEAN MURRAY, MIKE KOTZE, ERIK HUEDEPOHL, DAN O'CONNOR - 56 3RD PLACE: MARIO OBLEDO JR., RAY AGUILLON, THOMAS AGUILLON, LAURA CABANILLA - 57 20TH PLACE: PETE SANCHEZ, PHILIP CORTEZ, JUSTIN RODRIGUEZ, RICHARD QUIROZ - 70

CONTEST WINNERS:

CLOSEST TO THE PIN #8: WILLIE NG CLOSEST TO THE PIN #13: JASON SODER Longest drive #6: Kevin Powell Longest drive #15: Laura Cabanilla



GET THE GEAR www.backsablue.com







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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BREAKFAST WITH BLUE SANT



On Sunday, December 6th, SAPOA's Blue Cares and many volunteers helped bring joy to almost two thousand San Antonians. The 2020 "Drive-Thru Breakfast with Santa" was a great success and Blue Cares would like to thank all who volunteered and contributed to this year!

Blue Santa is all about bringing hope and joy to families that struggle to make ends meet during the holidays. San Antonio Police Officers, volunteers, and Blue Santa, work very hard to deliver all the needed items to these underprivileged children and their families. The "Drive-Thru Breakfast" is just one more way we're working to support the community we serve and to help make the holidays a little more special for families struggling financially during these difficult times.

BLUE CARES' "DRIVE-THRU BREAKFAST WITH SANTA" WAS ABLE TO SERVE:





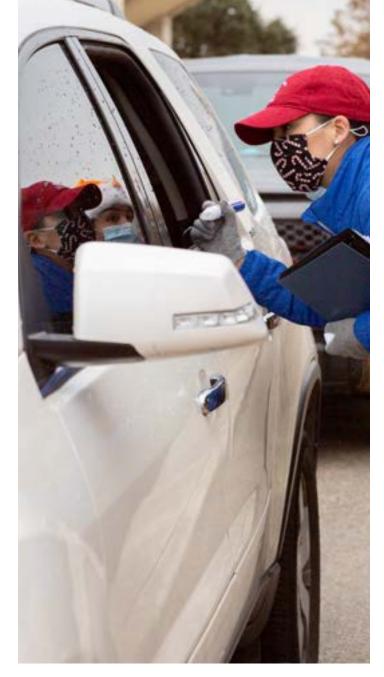


CHILDREN

AVERAGE FAMILY SIZE

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THANK Yov!

SAN ANTONIO FIRE AND POLICE

PRESENT

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

ABSENT

Jimmy Foster, Police Representative Secretary Councilman Clayton Perry Councilwoman Dr. Adriana Rocha Garcia Rodriguez, Mayoral Designee.

OTHERS PRESENT

Warren Schott, Mark Gremmer, Cary Hally, Gail Jensen, Rick Matye, Nancy Ybarra, Pension Fund Staff; Frank Burney, Martin & Drought. At 9:01 a.m., Chairman Smith called the meeting to order. Roll was called, and a quorum was declared present.

The Board then recessed to Executive Session at 9:02 a.m., pursuant to Texas Gov. Code \$551.071, \$ 551.078 and \$ 551.0785, and reconvened at 10:50 a.m.

Mayoral Designee Rodriguez arrived at 9:15 a.m.

MINUTES

Mr. Reed moved to approve the minutes of the regular board meeting of August 26, 2020. The motion was seconded by Vice Chairman Dean

Pearson and it carried unanimously.

OPPORTUNITIES No action was needed on this item.

EDUCATIONAL

APPLICATIONS AND REFUND OF CONTRIBUTIONS

Mr. Meade made a motion, seconded by Mr. Reed, to approve the following - Service Pension

1. A 30 year, 7 month service pension for Police Officer Richard Barcenas, effective August 22, 2020.

2. A 20 year, 2 month service pension for Police Officer

Christina Watson, effective August 22, 2020.

pension applications and it carried unanimously:

A 31 year, 11 month service pension for Fire Engineer

Rudy Durand Jr., effective September 25, 2020.

A 22 year, 6 month service pension for Firefighter

James Reeves Jr., effective October 1, 2020.

- Disability Pension

1. A First Hearing for a catastrophic disability pension for Police Detective Julie Johnson.

Mr. Griffin reported that the Disability Committee met to conduct its initial review of the Catastrophic Disability Pension Application for Police Detective Julie Johnson. Detective Johnson had submitted all the required documents so that her application is complete, and the Police Chief confirmed there is no position available for her in the Department. As such, the Committee unanimously approved a recommendation to the Board to continue the process by sending Detective Johnson to two independent physicians for further evaluation. Mr. Griffin made a motion, seconded by Mr. Reed, to accept the recommendation of the committee and the motion carried unanimously. - Beneficiary Pensions

Mr. Reed made a motion, seconded by Vice Chairman Pearson, to approve the following beneficiary pension applications and refund of contribution applications, and it carried unanimously:

A beneficiary pension for Mrs. Lanelle C. Albers, widow of Retired Fire Captain

SAN AN I UNIU FIRE AND PULICE PENSIONERS ASSOCIATION MINUTES MINUTES 9.30.20

Robert Albers, effective July 12, 2020.

A lump sum death benefit for Mrs. Maria Leticia Ibarra, widow of Retired Fire Captain Tony F. Ibarra, effective August 1, 2020.

A beneficiary pension for Mrs. Gladys Townsend, widow of Retired Police Detective Jerry Townsend, effective August 20, 2020.

A beneficiary pension for Mrs. Theresa Trial, widow of Retired Fire Engineer Michael Trial, effective August 30, 2020.

A beneficiary pension for Mrs. Martha Graf, widow of Retired Police Detective Edward Graf, effective September 10, 2020.

A beneficiary pension for Mrs. Jesusa Valadez, widow of Retired Firefighter Fidencio Valadez, effective September 20, 2020.

Refund of Contributions

1. A 10 year, 8 month refund of contributions for Police Officer

Brian C. Bilica, effective August 14, 2020.

EXECUTIVE DIRECTOR REPORT

2. A 9 year, 9 month refund of contributions for Fire Engineer Bryan Stone, effective September 13, 2020

COVID-19 UPDATE

Mr. Schott reported the Financial Planning Seminar will be held at the Pension Fund Office on Monday, October 5, 2020, and that Pension Fund staff will return to working in the office beginning on Tuesday, October 6, 2020. He noted that the Office will utilize the social distancing and safety protocols that were implemented when the staff returned last May. He also assured the Board that he will closely monitor the COVID-19 situation in the community and will keep the Board informed. Chairman Smith asked Mr. Schott to thank the staff for their efforts in maintaining business operations and accommodating members while working remotely and he thanked Mr. Schott for his leadership during this time.

BRIEFING ON HISTORICAL DATA-SECURITIES CLASS ACTION RECOVERIES

Mr. Schott provided the Board a report showing Securities Class Action Recoveries from 2010-2019. The report showed a total recovery of \$2.8 million in the 10-year period. POLICE CADET CLASS 2020-A - GRADUATION AUGUST 28, 2020

Mr. Meade made a motion, seconded by Mr. Reed, to approve the membership for the Police Cadet Class 2020-A-Graduation August 28, 2020, and it carried unanimously. FIRE CADET CLASS 2020-A - GRADUATION SEPTEMBER 4, 2020

Mr. Reed made a motion, seconded by Vice Chairman Pearson, to approve the membership for the Fire Cadet Class 2020-A-Graduation September 4, 2020, and it carried unanimously.

FINANCIAL REPORT FOR PERIOD ENDING AUGUST 31, 2020

The Statement of Net Plan Assets for the period ending August 31, 2020 were \$3,399,765,243.43.

PERSONNEL/AUDIT COMMITTEE

Vice Chairman Pearson reported that the Personnel/Audit Committee met on September 16 to discuss the Executive Director's Employment Contract that is set to expire on September 30th. The Committee and Executive.

COMMITTEE REPORTS

Director reviewed the Contract and both parties agreed to extend the Contract for 3 years and 3 months so that the Contract coincides with the Pension Fund's fiscal year. The Committee approved a motion to recommend the Board extend the Executive Director's Employment Contract through December 31, 2023. Vice Chairman Pearson made, and Mr. Reed seconded a motion to approve the committee recommendation. The motion carried unanimously.

DISABILITY COMMITTEE

Nothing further to report at this time.

LEGISLATIVE COMMITTEE

Mr. Reed reported that the Legislative Committee met September 23 to review the costs of possible benefit changes that had been discussed in August, including the COLAs and a Cancer Death Benefit for active members. Segal Consulting had been engaged to calculate the resulting costs associated with each change and was in attendance at the meeting to explain their findings. No action was taken on any of these items.

Mr. Reed also reported that in August, the Legislative Committee had unanimously approved a Legislative Package for the 2021 Legislative Session, but that the Committee held off on presenting its recommendation to the Board until it had a better sense of the anticipated political environment of the Session. Mr. Reed noted that at its September meeting, the Committee decided it was time to bring its recommendation to the Board. He added that if the Package is approved by the Board, we will begin the process of requesting support from the three Associations and the City. Mr. Reed made a motion to approve the committee recommendation to approve the Legislative Package. The motion was seconded by Mayoral Designee Rodriguez, and it carried unanimously.

INVESTMENT COMMITTEE

Mr. Griffin reported that the Investment Committee met on Wednesday, September 23rd. The first item on the agenda was finalist presentations for the Domestic Large Cap Growth/Core Equity search for the Emerging Manager Program. Three firms, D.L. Carlson Investment Group, Granite Investment Partners, and Zevenbergen Capital Investments presented their capabilities. After discussing the candidates, the Investment Committee recommended that the Board commit \$15 million to D.L. Carlson Investment Group and \$15 million to Zevenbergen Capital Investments. Mr. Griffin made, and Mr. Reed seconded, a motion to approve the committee recommendation. The motion carried unanimously.

Mr. Griffin reported that the Committee next received an update on Huff Energy Fund from one of its consultants. Mr. Griffin reminded the Board that the Pension Fund committed \$10 million to Huff Energy Fund in 2008, and the Fund is nearing the end of its final extension. As of year-end 2019, our investment stands at a valuation of roughly \$15 million, according to Huff, although Staff noted that all remaining assets are held primarily in one company, 1776. Huff's representative provided an update on the remaining investment and discussed the impact the COVID-19 environment has had on the oil and gas industry. The representative also reported that the disposition of assets is active, but very slow. Mr. Griffin noted that Dallas Police & Fire Pension, a larger investor in the Huff fund, has reached out to us to discuss some concerns they have. He noted that the committee will continue to monitor the situation.

Mr. Griffin stated that the Committee next received an update from Lazard on our investment in their Emerging Markets Small Cap strategy, where we have been invested since 2013. As of Q2 2020, the market value of our position is approximately \$41 million. This strategy has a value tilt, and value investors have been lagging performers for the most part of the past decade. In comparison to their benchmark, the strategy has underperformed by 100 bps since inception. Lazard informed the Committee that it expects the market dislocation caused by COVID-19 to play in their favor and lead to positive performance.

Mr. Griffin reported that the Committee's discussion turned to a broader conversation about the Pension Fund's Emerging Markets Small Cap Equity allocation. He reminded the Board that it had terminated Acadian last month, and that those assets, roughly \$140 million, will fund the WCM Emerging Markets equity portfolio. The Committee discussed whether to terminate Lazard and add those funds to the WCM Emerging Markets portfolio, terminate Lazard and search for a new Emerging Markets Small Cap manager, or keep Lazard. After discussion, the Committee decided to hold off taking any action.

Mr. Griffin reported that the committee next discussed a possible re-up with VSS Structured Capital IV. The Fund will focus on non-control, non- sponsored, junior capital investments in lower middle market companies located primarily in North America. He reminded the Board that the Pension Fund invested \$20 million in VSS Structured Capital III in 2016, and that as of Q2 2020, the since inception IRR for that investment is 19%. The Investment Committee recommended to the Board a commitment of \$20 million to VSS Structured Capital IV as part of our allocation to private debt. Mr. Griffin made a motion to approve the committee recommendation. The motion was seconded by Mr. Reed, and it carried unanimously.

Next, Mr. Griffin reported that the Committee discussed a possible re-up with CapitalSpring Investment Partners VI. The Fund will focus on providing capital solutions to operators in the franchised and branded restaurant sector. The Pension Fund committed \$15 million to CapitalSpring Investment Partners V in 2017 and it is achieving a net IRR of 7.9%. The Investment Committee recommended that the Board commit \$20 million to CapitalSpring Investment Partners VI as part of its allocation to private debt. Mr. Griffin made a motion to approve the committee recommendation. The motion was seconded by Vice Chairman Pearson, and it passed unanimously.

Lastly, Mr. Griffin stated that the committee discussed the Pension Fund's Watchlist Policy, including its overall purpose and possible improvements. The Committee directed Staff to bring recommendations for improving that policy to the next Committee Meeting. The Investment Committee also approved a motion to add Lazard to the Watchlist due to Lazard's record of under-performance.

SAN ANTONIO F & P PROPERTY HOLDING CORPORATION

President Meade reported that the Property Holding Corporation met in September to review the leasing activity, select an appraiser, and receive the Annual Audit.

President Meade stated that Sullivan Commercial provided the Board a leasing update. He reported that Shavano IV is 100% leased, Shavano III is 78% leased and Parkway Center is 65% leased. Sullivan also noted that interest in available space remains strong with several lease proposals pending and numerous tours of the vacant offices.

President Meade reported that the Board next reviewed the bids to appraise the three buildings. He reminded the Board that the Corporation conducts these appraisals every three years. The three bids were from Lowery Property Advisors, CB Richard Ellis, and Noble & Associates. After careful consideration, the Board selected Lowery Property Advisors to conduct the appraisals at a total cost of \$9,000.

Lastly, President Meade stated that Mark Gremmer reviewed the Annual Audit for the Corporation. The audit was done by BDO, the same auditors that audit the Pension Fund. Most importantly, Mr. Gremmer noted that the auditors stated the financials presented fairly the financial position of the Holding Corporation.

DISBURSEMENTS

Vice Chairman Pearson made a motion to approve paying the bills. The Motion was seconded by Mr. Reed, and it was approved unanimously.

ADJOURNMENT

(See attached disbursements dated August 31, 2020). Mr. Griffin made a motion to adjourn the meeting at 11:50 a.m. The motion was seconded by Mr. Meade, and it carried unanimously. APPROVED BY THE BOARD OF TRUSTEES AT THE REGULAR MEETING HELD ON OCTOBER 28, 2020.

Jim Smith, Chairman ATTEST: Dean Pearson, Vice Chairman

DISABILITY PENSION

1. A final hearing for a disability pension for Fire Engineer Dawn Solinski.

BENEFICIARY PENSIONS

1. A beneficiary pension for Mrs. Shannon Pointon, widow of Retired Police Detective Mark Pointon, effective August 1, 2020.

REFUND OF CONTRIBUTIONS

- 1. A 4 year, 5 month refund of contributions for Police Officer Matthew Luckhurst, effective June 19, 2020.
- 2. A 15 year, 2 month refund of contributions for Police Detective Harry Clark, effective July 24, 2020.
- 3. A 1 year, 7 month refund of contributions for Police Officer Terrell Flagg-Jones, effective July 27, 2020.
- 4. A 11 year, 3 month refund of contributions for Police Officer Robert Gaitan, effective August 6, 2020.

F. EXECUTIVE DIRECTOR REPORT: DISCUSSION AND POSSIBLE ACTION

- 1. COVID-19 Update
- 2. Briefing on Historical Data Retirements and Refunds of Contributions
- 3. Fire Cadet Class 2020-A Briefing September 1st @ 2:30

4. Financial Reports for Period Ending July 31, 2020

G. COMMITTEE REPORTS: DISCUSSION AND POSSIBLE ACTION

- 1. Personnel/Audit Committee
 - Renewal of Administrative Services Contract with the City of San Antonio
- 2. Disability Committee
 - Deadline Extension for Disability Pensioner Tax Returns
- 3. Legislative Committee
 - Engagement of Segal Consulting to calculate cost of Legislative Items
- 4. Investment Committee
 - Emerging Markets Equity Manager Search
 - Termination of Acadian Asset Management Commitment to Charlesbank Equity Fund X
- 5. San Antonio F & P Property Holding Corporation

H. DISCUSSION AND POSSIBLE ACTION ON DISBURSEMENTS II. MEMBERS TO BE HEARD

III. ADJOURNMENT

NOTE:

ENUMERATED AGENDA ITEMS ARE ASSIGNED NUMBERS FOR EASE OF REFERENCE ONLY AND WILL NOT NECESSARILY BE CONSIDERED BY THE BOARD IN THAT PARTICULAR ORDER. FOR THOSE WHO NEED ASSISTANCE DUE TO PHYSICAL CHALLENGES, ACCOMMODATIONS CAN BE MADE BY CONTACTING THE EXECUTIVE DIRECTOR AT 534-3262.

NOTE REGARDING PUBLIC COMMENTS:

SECTION 551.007 OF THE TEXAS GOVERNMENT CODE ALLOWS MEMBERS OF THE PUBLIC TO ADDRESS THE BOARD REGARDING ANY ITEM ON THE AGENDA DURING THE BOARD'S CONSIDERATION OF THAT ITEM. THE BOARD HAS ADOPTED RULES REGARDING SUCH PUBLIC COMMENTS (AVAILABLE UPON REQUEST AT THE PENSION FUND OFFICE). IN ACCORDANCE WITH THOSE RULES, INDIVIDUALS WILL BE GIVEN UP TO 3 MINUTES (6 MINUTES IF TRANSLATION IS NEEDED) PER ITEM, AND MUST REGISTER AT LEAST 5 MINUTES IN ADVANCE OF THE MEETING. PLEASE SEE THE RULES FOR ADDITIONAL DETAILS.

BOARD OF TRUSTEES

JIM SMITH : CHAIRMAN / ACTIVE POLICE TRUSTEE : jamessmith3109@sbcglobal.net

James A. Smith is a Sergeant (Supervisor) with the San Antonio Police Department (SAPD) and has served as Trustee on the San Antonio Fire & Police Pension Fund (SAFPPF) since 2010. For SAPD, he supervises and manages a unit of four detectives and one civilian in the Asset Forfeiture Unit. Before his election to SAFPPF, Smith served as an Executive Board member of the San Antonio Police Officers' Association (SAPOA). He currently also serves as First Vice President on the Board of Trustees for the Texas Association of Public Employee Retirement Systems. Smith has helped the SAFPPF achieve certain markers of excellence. For example, SAFPPF is a leader in funded ratio and amortization of all Texas pension funds with \$1 billion or more in assets. At a Pension Review Board Meeting in November of last year, Smith received acknowledgments Vice Chairman Keith Brainard and affirmation from Chairman Josh McGee about the generally excellent performance of SAFPPF. Smith is a graduate of Kent State University where he graduated in 1987. After graduation he was commissioned into the U.S. Army as a Second Lieutenant, Medical Service Corps officer. Jim remained on active duty until 1992 when he joined the San Antonio Police Department.

DEAN R. PEARSON : VICE CHAIRMAN / ACTIVE FIRE TRUSTEE : dpearson@safppf.org

Dean was first elected in April 2012 to serve as Active Fire Trustee of the Fire and Police Pension Fund, and was re-elected in May 2013. He is currently a Fire Engineer in the San Antonio Fire Department. Dean currently serves on the Fund's Investment Committee, Personnel/Audit Committee, and is Chairman of the Disability Committee.

JUSTIN RODRIGUEZ : MAYORAL DESIGNEE - jrodriguez@safppf.org

Born and raised in San Antonio, Justin is a proud lifelong resident of San Antonio's west side. He earned his bachelor's degree from the University of the Incarnate Word and his law degree from the University of Wisconsin-Madison. Justin began his career in public service as a juvenile prosecutor for the Bexar County District Attorney's Office where he worked diligently to assist young offenders in their rehabilitative efforts. Elected to the Board of Trustees of the San Antonio Independent School District in 2004, Justin served in that role for three years before being elected to the San Antonio City Council and representing District 7 for two terms from 2007-2011. Improving the quality of life for residents by enhancing educational outcomes and creating economic opportunities for hardworking families has always been his focus. In 2012, Justin was elected to the Texas House of Representatives. Serving three full terms as State Representative for House District 125, he was re-elected for a fourth term in 2018. During his time in the Legislature, Justin advocated for increased access to and affordability of higher education, voting rights, and accessible and affordable healthcare for all Texans. A strong advocate for San Antonio and Bexar County on the House Appropriations Committee, he sought and secured several leadership roles during his tenure including Deputy Whip for the House Democratic Caucus and was part of the leadership team of the Mexican American Legislative Caucus. On January 4, 2019, Justin was appointed to serve as Bexar County Commissioner for Precinct 2 and is filling the first two years of the unexpired term of long-time Commissioner Paul Elizondo. For his service, Justin has been recognized as a "40 Under 40" Rising Star by the San Antonio Business Journal and was named one of the "20 Latino Democrats to Watch Over the Next 20 Years" by the Houston Chronicle. Justin and his wife Victoria are raising their three children near the campus of St. Mary's University in the heart of San Antonio's west side.

CLAYTON PERRY : COUNCILMAN / SECRETARY : cperry@safppf.org

Clayton Perry was elected to San Antonio's City Council for District 10 in June 2017. Councilman Perry began his journey in Giddings, Texas. His father, Hays Perry owned a plumbing company where the younger Perry worked after school and during summers. After attending Giddings High School, he earned his Bachelor of Science in Building Construction from Texas A&M University in 1979. During his time at Texas A&M, Councilman Perry was a part of the Corps of Cadets in the Fight'n Texas Aggie Band. After receiving his degree, Councilman Perry began his career in the military as an Air Force Civil Engineer. He served almost 21 years and retired from Headquarters, Air Education and Training Command at Randolph Air Force Base as a Lieutenant Colonel in 2000. During this time, Councilman Perry earned his Master's Degree in Aerospace Technology from Embry Riddle. His most memorable accomplishment was in Europe where he programmed, designed, and oversaw construction of the facilities in support of the first Ground Launched Cruise Missile Wing at RAF Greenham Common in England. Councilman Perry has more than 30 years of experience in all aspects of construction including environmental engineering and remediation where he has been responsible for directing entire programs, project management, marketing and business development organizations within the industry. When he was not working on large-scale engineering and construction projects, Councilman Perry was active in his community. He served on his neighborhood association board and as president, Northeast Neighborhood Alliance member, membership secretary and secretary, and as the District 10 representative and chairman on the Building Standards Board, and 2017-2022 Bond Committee. Councilman Perry has three children: Beau, Amanda, and Devon; all of whom he is extremely proud of their accomplishments. He is also the grandfather to five children, Madilyn, Vivian, Kimberlyn, Kaden, and Caleb, When he is not serving the residents of District 10, he can be found on the lake or visiting his family.

ADRIANA ROCHA GARCIA : COUNCILWOMAN

A life-long resident of San Antonio, Adriana Rocha Garcia, Ph.D. was raised in and continues to call Southwest San Antonio home. Dr. Garcia has a passion for working with organizations that help San Antonio's most underrepresented demographics. Raised in a Spanish-speaking household to parents with a first and second grade Mexican education, she became the first in her family with a college degree. Dr. Garcia received her Bachelor of Arts degree from the University of the Incarnate Word in San Antonio, Texas, to stay in town to care for her parents. Upon graduation from Incarnate Word, she was offered a job in the university's Office of Public Relations and completed her Master's degree from the same university one year later. In 2004, she was in a cohort of 12 students accepted into the University of Texas at Austin's Doctoral Advertising program, where ten years and many miles later, she became one of the first Hispanics to earn a Ph.D. in Advertising from UT's prestigious Moody College of Communication. Dr. Garcia has held various administrative and consulting communications and marketing positions throughout her life, in organizations like SAMMinistries Furniture for A Cause, the San Antonio Hispanic Chamber of Commerce, the City of San Antonio, Southwest ISD, and Project QUEST. Today, Dr. Garcia is molding tomorrow's leaders as an Assistant Marketing Professor at Our Lady of the Lake University, where she teaches marketing in the School of Business and Leadership.

JAMES FOSTER : ACTIVE POLICE TRUSTEE : jfoster@safppf.org

Jimmy Foster joined the police department in 1988. He was promoted to Detective in 1995 and is currently assigned to the Robbery Task Force Unit. He is currently serving a second term on the San Antonio Police Officer's Association as an Executive Board Member. Jimmy was currently elected to the San Antonio Fire & Police Pension Fund board, and serves on the Funds Legislative Committee, Investment Committee, and is Chairman of the Property Holding Corporation.

VANCE MEADE : ACTIVE FIRE TRUSTEE : vmeade@safppf.org

Deputy Chief Vance Meade is a thirty three year veteran of the San Antonio Fire Dept currently overseeing all Communications, Budget, Wellness, HR, Applicant Processing, Payroll and IT for the department. He was elected in April 2020 to serve as an Active Fire Trustee of the Fire and Police Pension Fund and currently serves on the Fund's Legislative Committee, and is Chairman of the Property Holding Corporation In his career with the SAFD Chief Meade spent considerable time as an EMS Officer as well as a Communications Supervisor. During his time as an EMS Officer he participated in regional activity related to hurricanes Katrina, Rita, Dolly and Ike including leading the first Medical Strike Team in the state of Texas. While performing these roles he developed and maintained the payroll and Human Resources programs previously used throughout the department. This and his project management during the implementation of the current CAD system helped to prepare him for his current role as CIO of the department.

HARRY GRIFFIN : RETIRED POLICE TRUSTEE : hgriffin@safppf.org

Assistant Chief of Police Harry Griffin retired in 2010 after 34 years of service with the San Antonio Police Department. Additionally, Harry served as a Board Member with the Fire and Police Pension Fund during the last 19 years of his service as a police officer. Harry graduated from Texas State University in 1974 with a Bachelor of Science in Law Enforcement and from the 199th FBI National Academy in 1999. He served as a council member for the City of Selma Texas from 1990-2000, a suburb of San Antonio. Harry currently sits on the Board of Directors of the Center for Health Care Services, Bexar County's local mental health authority, and serves as Treasurer. The Center, a governmental entity, employs 800 mental health professionals and serves the 1.5 million persons residing in Bexar County Texas. Additionally, Harry was appointed to the Texas Risk Management Fund, in 2010, and serves on the Fund's Investment Committee. Harry was recently re-elected as the Police Retiree Representative for the San Antonio Fire and Police Pension Fund, to a four-year term beginning June 1, 2015. Harry serves on the Pension Fund's Disability Committee, Property Holding Corporation, and is Chairman of the Investment Committee. Harry has been married to his wife Katherine for 39 years and together they have two children, Patrick and Karry.

LARRY A. REED : RETIRED FIRE TRUSTEE : lar01083@juno.com

Larry Reed is a Retired Fire Department Captain and represents the Retired Firefighters as Trustee on the Fire and Police Pension Fund. He previously served as the Active Firefighter Trustee from 1985-1999 and the Fund's Executive Director from 1999-2003. In addition, Larry was elected by Firefighter Pension Funds across Texas as a Director of the Texas Association of Public Employee Retirement Systems (TEXPERS) from 1998-2005. In 2010, he was again elected to the TEXPERS Board of Directors. He has also served on the Board of Directors of the Generations Community Federal Credit Union for over 20 years. Larry is a 1976 graduate of the University of Texas-San Antonio with a BBA in Finance. Larry currently serves on the Disability Committee, Investment Committee. and is Chairman of the Legislative Committee.

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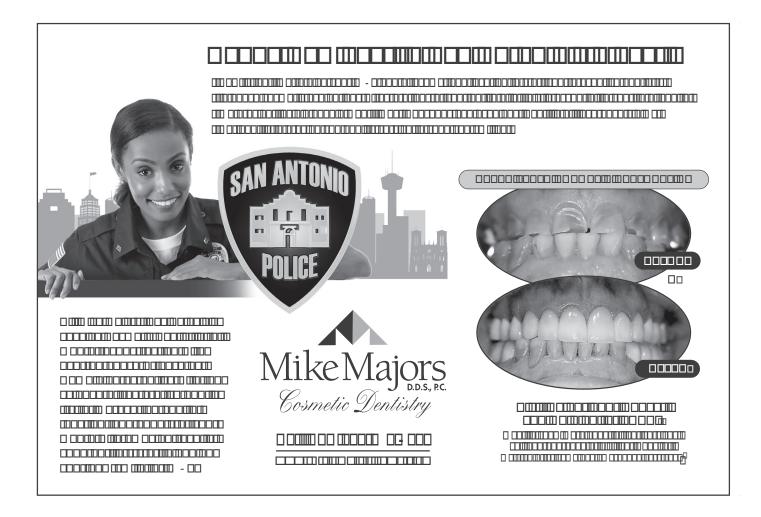
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General Advertising Information

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 Dec. 1
- Quarter Two: Includes recap of issues and events from January-March. Submissions due by Mar. 1
- Quarter Three: Includes recap of issues and events from April-June. Submissions due by June 1
- Quarter Four: Includes recap of issues and events from July-September. Submissions due by Aug. 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%.

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Editor & Art Director editor@sapoa.org

Managing Editor adriana@sapoa.org

San Antonio Police Officers' Association (SAPOA)

1939 N.E. Loop 410, Suite 300 San Antonio, Texas 78217 p 210.822.4428 sapoa.org

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