



ADVISOR

"Dedicated to Providing Retirement Security for Firefighters and Police Officers – Past, Present and Future."

From the Executive Director, *Warren J. Schott, CFA*



Your San Antonio Fire & Police Pension closed out another great year in 2017. The Pension Fund's investments have gained more than 14%, our "funded" level increased to 89%, and the years needed to pay our unfunded liability decreased to 12 years. All of these figures are very strong by themselves and even stronger when compared to our peers in the State and Country. When it is next updated in June, the Texas Pension Review Board reports will likely show that we have the best pay-off period and funded ratio rankings of any

of the 13 multi-billion dollar state and local pension funds in Texas. We are number one and two in those rankings right now.

COLA News. We have good news for retirees. The Bureau of Labor Statistics reported that prices rose 2.1% again this year in its calculation of the Consumer Price Index. As such, retirees saw nice increases in their January retirement checks. This is the second year in a row that the cost of living adjustment for retirees was 2.1%. Hopefully this COLA will keep up with your actual expenses due to inflation.

13th Check Update. I mentioned above that the Pension Fund had another successful year in regards to our investments. So what does that mean to you? Well, if you are a retiree, it meant that you will receive a 13th Check this year. The Board was informed in April that the Pension Fund had met the investment requirements to issue a 13th Check. The Board voted unanimously at a Special Board Meeting on April 12th to issue a 13th Check, which was paid to retirees in mid-April. This is the first time since 2014 that the Fund was able to make this distribution. Let's hope you don't have to wait this long for the next one.

Investments Update. On page 2, our Chief Investment Officer, Matt O'Reilly, discusses our investment portfolio and the role of risk management at the Fund. Mr. O'Reilly speaks to the issue of finding investment opportunities in a fully-valued market. He credits our Trustees with the due diligence processes they employ to minimize risk. I want to add one more thought about risk. Although we had a great year of investment performance, it is important to understand that we are more focused on minimizing risk than seeking accelerated returns due to our strong funding level. We don't need to take unnecessary risks to try to enhance returns. Having said that, we are very aware that higher investment returns create a better funding level and the potential for future benefit increases. So, while we are focused on the risks in our investment portfolio, we do not focus so much attention that we leave investment returns on the table. That also is a reason why our Trustees and staff spend so much time kicking the tires of all our investment options.

Legislative Update. Speaking of benefit increases, it appears we will not be moving forward with any changes in the 2019 Legislative Session. As I noted above, the Pension Fund had another great year. We are 89% funded and our amortization period is only 12 years. In 2015, the Pension Fund Board approved an Actuarial Funding Policy to ensure the long-term funding of your benefits.

This policy is a response to continuing threats to the structure of traditional defined benefit plans from those whose long-term goal is dismantling all pension funds. To help keep these external actors at bay, the Trustees have accepted that the Pension Fund must exceed 90% funding before we engage various political forces in the State legislature for improvements. As I mentioned earlier, we are 89% funded. The Funding Policy ensures that your benefits are safeguarded against political winds and gives the Board a persuasive argument when the time is right. We hope you understand the dynamics of this policy

Cybersecurity Review. We have conducted our first round of assessments to determine if there are any cybersecurity vulnerabilities in our computer network. I am pleased to report that only a couple of minor issues were uncovered, and all of them were quickly fixed by updating our software. We are utilizing the services of a company called Digital Defense; it was chosen after a search and interview process. In addition to assessing our software and hardware vulnerabilities, it also provides training for our staff to ensure they are familiar with best practices involving cyber security. Protecting the Pension Fund's assets and your personal data is of utmost importance to us.

Mayoral Appointments. San Antonio Mayor Ron Nirenberg appointed councilmen Cruz Shaw and Clayton Perry to serve on the Pension Fund Board. He has also appointed former City Councilman Reed Williams as his designee on the Board. They will each serve until their term of office expires or they are replaced. We appreciate their willingness to donate their time to the Pension Fund to ensure retirement security for the police officers and firefighters of San Antonio. We also thank former City Councilman Art Hall for his service on the Board. He was the previous Mayoral Designee on the Board and his term ended in June 2017. Councilman Hall served several different terms on the Board both as an active City Councilman and then as the Mayor's Designee. In total, Councilman Hall served 11 ½ years on the Pension Fund Board.

New Employees. John Ahearn has joined the Fund as a Benefits Specialist. John has a Human Resources degree from the University of Texas at San Antonio and has his Professional in Human Resources certification. Carmen Martinez has joined the Fund as a staff accountant. Carmen also graduated from the University of Texas at San Antonio with a B.B.A in Accounting. We are very lucky to have both of these UTSA Roadrunners join the Fund.

Your Benefits Information. Annual statements are now available online for our active members to view. Just go to our website at www.safppf.org and sign on to MemberDirect. The Pension Fund's Benefits Manager, Rick Matye, has a great article on page 7 that discusses the information that can be obtained from MemberDirect. I encourage you to sign up if you have not done so already.

Thank you for your support, and please let us know if there is anything the Pension Fund can do for you. We stand ready to serve.



Investment Market News & Information

Matthew O'Reilly, Chief Investment Officer

Last summer I commented in this article how almost all equity classes are above their 10-year average price-to-earnings, making compelling opportunities rare. While the recent increase in market volatility has been expected due to the persistent run-up over the past nine years, the large ups-and-downs have been hard to stomach.

Portfolio risk is always a major focus of the Pension Fund and we have done a great job diversifying the portfolio. So how does your pension fund manage those risks and find those rare gems?

Recently, I looked at our Sharpe Ratio (return for every unit of risk) and found that we currently rank in the top 23% of all public pensions! To put that in perspective, when your pension fund won the prestigious "Small Fund of the Year" award from Information Management Network, we ranked among the top 35% of all public pension funds in the Sharpe Ratio. So we've gotten even better at managing risk.

One of the ways we do this is through the diversification of our portfolio through the due diligence process, the proverbial "kicking the tires" of potential investments. We work hard at managing risk by diversifying into asset classes like real estate, infrastructure, private debt, and hedge funds. Furthermore, because we are a global investor, we are able to look at a broad range of opportunities that offer us attractive returns and diversification.

Our process for conducting due diligence for this diverse portfolio is top rate. The staff and consultants continuously search for opportunities that meet the Fund's objectives. Then, once we identify an area of interest, a lengthy discussion occurs with the Board over the merits of the investment. If the Board becomes convinced that the opportunity is attractive, we conduct a search to look for the best manager to execute the strategy. Often, we screen hundreds of firms down to a handful.

Once selected, those firms are presented to the Board and then further due diligence occurs, which consists of an onsite meeting with the final applicants. It is important that the Trustees and fund staff visit the firms as we are often investing hundreds of millions of dollars with these organizations. Every single investment opportunity we review involves countless hours of questions and answers, usually along with a half-day visit by staff and selected Board members. The Trustees dedicate untold amounts of time to their commitment in this regard – their dedication often goes unnoticed by most. We all should recognize the Board for the tremendous job they've done well. They work selflessly long hours, day-in and day-out, and should be acknowledged.

While we conduct due diligence on investments all over the world, it is even more exciting to see an investment in our own backyard. Encap Flatrock Midstream is a San Antonio-based energy firm we partnered with and have generated returns of 49% (gross of fees). One of the investments Encap made is with a local firm called Stakeholder Midstream, led by two long-time San Antonio residents, Rob Liddell and Gaylon Gray. Their team focuses on the development of a crude oil and natural gas gathering, treatment and processing system northwest of Midland, TX. Stakeholder has done a fantastic job making the Pension Fund money and generating jobs all across Texas.



Hon. Ruth Jones McClendon passed away on Dec. 19, 2017, after a lifetime of public service representing the citizens of San Antonio. Ruth served for two decades in the Texas House of Representatives and for four years as the Councilperson for District 2. She was a tireless fighter for so many causes, from support for education, Haven for Hope, children, and economic development. Many also remember her leadership in forming the Exoneration Commission.

For those in public safety, Ruth was the "go to" person for all legislative issues affecting retirement security. She repeatedly led the fight on pension issues and wrote the legislation creating the Fire and Police Retiree Health Care Fund. Every firefighter and police officer should say a prayer of thanks for what she did to protect and honor our public safety officers.



CHAIRMAN'S LETTER

J. T. Trevino, Chairman

In 2013, the Texas Legislature passed a law requiring the State Pension Review Board (PRB) establish minimum training requirements for pension fund trustees and system administrators. PRB policy now requires new trustees to get seven hours of training in their first year of service on a Board. This applies to our four newest Board members. For those Trustees and staff that have been on the Board for over one year, they are required to get at least four hours of continuing education annually.

Your Board of Trustees has recognized the importance of training and education for decades before the Legislature made it a legal requirement. We include funding for education in our budget and have several policies in place for it. We also have been members of the Texas Association of Public Employee Retirement Systems (TEXPERS) for much of that organization's 30-year history. TEXPERS offers Basic and Advanced Training for members at conferences it hosts around the state. Many sessions meet the PRB's continuing education requirements. Learning things like "Uncorrelated Investment Strategies for Enhancing Portfolio Diversification" is not most people's idea of a good time, but our investment returns speak to the value of our attending TEXPERS' conferences all these years.

I mention all of this because you should know that your Trustees and staff expend tremendous effort understanding the issues and challenges of pension fund management. We are in full compliance with PRB requirements. Other articles in this newsletter, by our General Counsel Gail Jensen and Chief Investment Officer Matt O'Reilly, speak to how other duties drive management of our Fund. Those are not the only legal requirements. We fulfilled the spirit of stewardship even before they became law.

Finally, congratulations to the retirees in being awarded a 13th Check. Many factors were involved in the computation of this award. The decision on the 13th Check was uncharacteristically delayed this year to ensure that our investment returns complied with our Pension Law. The SAFPPF Staff carried out the long and tedious process as quickly as possible and I am grateful for their efforts.

In closing, I sincerely thank you for your patience and wish for continued success, within our Fund, so that additional 13th Checks can be awarded in the future. Sincerely, J.T. Trevino



TRUSTEE'S MESSAGE

*Jim Smith, Active Police Representative
Legislative Committee Chairman*

Dear Members,

As the Legislative Committee Chairman of your Pension Fund, I want to speak to you about the past Legislative Session. As expected, there were a few bills that were filed that would have been harmful to us if they had been passed. The first bill was Senate Bill #152 filed by Senator Bettencourt. The second bill was House Bill #1502 filed by Representative Murphy.

Senator Bettencourt wanted all pension funds that are not statewide retirement funds to be under the local control of their specific municipality. Senator Bettencourt also wanted our defined benefit pension plans to be converted into 401k defined contribution savings plans. Representative Murphy also desired that all municipal retirement funds that are under state statute be under local control.

There are 11 municipal funds in Texas that are under State Statute, including ourselves. Our State Statute is unique from all of the other plans. The other plans are also unique to each other. Our Plan, for example, addresses the contributions from both the membership and the City of San Antonio. Our Plan also addresses governance, the overall benefits structure such as the yearly percentage multipliers, disability / death benefits, killed in the line of duty benefits, COLA's, and numerous other administrative and miscellaneous provisions. For any change in our Plan to take place, all of the local stakeholders must get together and come to an agreement. The State Pension Review Board will decide if our changes have any funding concerns and are actuarially sound. We normally have both a Senate and House version of our prospective bill. The proposed bill then has to go through the normal legislative process where the legislators listen to the merits of the Plan changes. The best way to sum up our process is that of local development and cooperation, with State oversight and approval. This system has worked great for us and is one of the major factors why our Pension Fund is the model for other systems to follow.

Where other funds have encountered problems is when there is insufficient State oversight in all aspects of their specific plan. They may only have their contributions codified in State Law, but other provisions such as benefits can be changed at the local level. This eliminates the very important step of having the Pension Review Board and others at the state level confirm the changes are actuarially sound. **(Article continues on Page 4)**

TRUSTEE'S MESSAGE *(Continued from Page 3)*

Making changes to our State Law may be time consuming and tedious, but this process protects ourselves from ourselves. What I mean by that is we do not make short-term changes that look good but are harmful to the soundness of our Fund for the long-term.

While I have had the pleasure to serve you over the past 7 years, I want to give a shout out to all of the trustees and staff who have served you over the years and also to those who are still serving the Pension Fund. These staff members and Trustees made some very wise and conservative decisions in the past to ensure we have a secure pension today and also into the future.

I hope my explanation of the differences between local control and state control cleared up any questions you may have had. I also want to reassure you that, while those bills were filed, they did not go anywhere. It is not just us fighting this legislation. Our local and state unions, along with all of our pension counterparts, fight right along with us. We are actively gearing up for the next Legislative Session, and I am positive these same types of bills will be brought up again. We are doing the heavy lifting now while the Legislature is not in session. This is the time that we speak to the legislators and remind them how well we are doing. We are also reminding them what the State Pension Review Board said about us in a public board meeting in Austin. It commended the San Antonio Fire & Police Pension Fund for running our Fund the right way and serving as an example for other funds to follow.

Members have asked if we will be requesting any legislative changes during this next Session. The answer to that is, most likely, yes. We anticipate proposing changes to clarify certain sections of our Pension Law that are unclear. We will also be proposing changes that will keep us in compliance with the new tax code and USERRA. There will most likely not be any benefit changes. We have a self-governing funding policy that will not allow us to fall under a certain funding percentage. This goes back to my earlier statement that we have built in protections to make sure our Pension Fund stays strong, not only for today, but into the future.

In closing, I want to personally thank Councilmen Ray Lopez, Art Hall, and Joe Krier for their contributions to our Fund. I also want to welcome our newest City Council Trustees to the Board: Reed Williams, Clayton Perry, and Cruz Shaw. They have already proved themselves as beneficial members of the Board.

Once again, if you have any issues, concerns, or rumors that need to be addressed, please do not hesitate to contact any trustee or staff member so we can take care of your needs. Please be careful out there. God Bless, Jim Smith.



A TRIBUTE TO MRS. GENIE PATINO

Submitted by
Harry Griffin

Recently Genie Patino passed away at the age of 88 years, she was the first employee of the Fire & Police Pension Fund and ran the day to day operations of the Fund, beginning in 1969. She served in this capacity for 20 years. Four years ago, her family asked friends to write a letter for her 85th birthday, and the following are excerpts from a letter offered by retired firefighter and former Board Member of the Pension Fund, Carlos Resendez. This letter provides readers with a memorable history of our Pension Fund and insight into the impact this wonderful and caring lady had on a small but important universe of San Antonio Firefighters and Police Officers:

"...The Fire Department was in a state of flux in 1964. Our class was the first to be placed in a specially created tier for pension purposes. We were not permitted to join the regular active and retired members of the pension fund because the infinite wisdom of the day was to exclude us so that we would cease to increase the unfunded liability of the current members. Such thinking would perhaps have been true if the current pension fund was fully funded and our new class was underfunded. In fact, the opposite was true. By the next session of the legislature, another person of wisdom realized that since the then current pension group was so underfunded and since our contributions were no longer helping to keep them in existence, they submitted a bill to merge the two groups. Unfortunately for us, members of the new Tier known as Plan "B" were merged with Tier "A" because we were fully funded. This worked for a while, but by 1980 the underfunded position of the fund again reared its ugly head, threatening to destabilize the City's bond rating.

My deviation into the discussion of Plan "B", the new Tier, dovetails into another purpose. As previously mentioned, Chief Campa was not only in charge of the Fire Training Academy, but he also doubled as the Secretary of the Pension Fund. His main responsibility was to ensure that the pension fund deductions that were taken from the participants were deposited into the coffers of the City Treasury and that they were duly noted onto the one page record of each participant. That record kept a history of each participant, their date of birth, spouse's name and age, children and dates of birth and the gross and net deposit of each contributor. This was important to be able to calculate each member's pension on the date of retirement and also to award a beneficiary pension to either the surviving spouse or dependent children. *(Article continues on Page 5)*

A TRIBUTE TO MRS. GENIE PATINO *(Continued from Page 4)*

The office where all of these invaluable records were stored was located in the trunk of Chief Campa's car. The pension Fund as we know it today, had really not been in existence for that many years, and keeping tab on the files, since there weren't that many members, was done in a simple fashion. Truly this was a mobile operation. There were no elaborate investments, no pre-retirement planning and the value of the fund in early 1980 was \$57 million, an amount overshadowed by the \$144 Million unfunded liability. That's like having an unfunded liability of \$6 billion in today's terms.

The first real office that allowed the centralization of Pension Fund operations didn't come about until 1967. Chief Fulbright who was designated the "Fire Marshall" of the entire 1968 Hemisfair Operations (San Antonio's World Fair) was given an office on the Hemisfair grounds. Chief Campa managed to convince Chief Fulbright to allow him to place a filing cabinet in his office as the logistics of a "mobile" office had become exceedingly burdensome and there were many more developing facets to the pension system that were placing undue demands on his time. The era of Genie Patino was about to begin.

Genie was retained by the Fund as a part-time clerk to assist Chief Campa with all of the record keeping. When the Hemisfair ended in 1968, the first permanent office was opened for the fund and Genie was its first full time employee.

In the latter part of 1979, I was elected as Trustee to serve as the Fire Representative on the Pension Fund. The pension fund was making headlines and the focus was on the \$144 million unfunded liability. In 1980, under Mayor Cockrell, the groundwork for the pension reconstruction began. The Fund proposed a five year recovery plan that would be in effect until 1987, and subsequently, in 1987 The Fund proposed Phase II which addressed major reconstruction aspects helping turn the corner on the Fund's unfunded position and laying the groundwork of where the fund is today.

As a Trustee of the Fund, Genie Patino became my greatest ally. Her motivation was beyond question, always keeping the plan participants and their beneficiaries uppermost in her mind. Her loyalty to the Fund was beyond reproach and her work ethic was the model for a public servant. But times were changing. The eighties ushered in monumental changes in how the Pension office was administered. The focus of pre-retirement planning became paramount and Genie and I successfully implemented what is now a bi-annual affair. The office grew in size and responsibility and Genie transitioned her operation to the Roosevelt headquarters. By then, the financial responsibilities were enormous, integrating an array of investment styles that covered not only domestic investments, but stretched out to the international arena. By the end of that decade, I was retained as the Executive Director of the Fund and Genie and we revamped the entire operation, computerizing the entire system. Together we made the transformation from a box of records in the back of a car to a 21st Century model.

The Pension Fund was truly Genie's baby. Her face would radiate when she spoke of it and her eyes would well with tears when she discovered that some retirees could not make ends meet with the meager monthly allocations received. Her resolve to improve the Fund was relentless and her tenacious quest for perfection a model for all in the public pension arena.

Genie was also a model for a compatible working relationship. I recall that toward the end of the eighties, when the complexities of the administrative operation were becoming overwhelming, particularly on the investment side, Genie would visit my law office every morning and we would review the tasks of the day. She did this on her own, never complaining, never wanting to call attention to what she was doing. She did this voluntarily and with great pride of satisfaction and accomplishment.

On a lighter note, I recall that during the many conversations, if there was any point of significance that resulted, to ensure that it was addressed she would scribble a note on a piece of paper. No matter the size or color, large or small, so long as it was a piece of scrap. In Spanish they call them "papelitos" small pieces of paper. How Genie managed the bureaucracy of the papelitos is a mystery, but somehow, in her own way, she preceded the "tickler system" and the yellow "Post It Note". She managed to record every important event and nothing escaped her recordation.

I was very fortunate to have worked with Genie and to inherit the office upon her retirement. The transition was seamless. This never could have happened without the groundwork that she laid for the Fund's future development.

Genie and her husband, Tony Patino and their family members, are exceptional persons with whom I have been privileged to have shared a major portion of my life. Their values are old fashioned based on sound principles: trust, faith, hard work, perseverance and great love. Their life long partnership is reflective of their cooperative spirit and their bond. It is the catalyst which has made them a success in life, in their careers and in their family. I have been blessed in being but a small part of this magic formula and am looking to be a continued part of their endeavors."

*Forever in
Our Hearts*

The “ABCs” of Fiduciary Duty (actually, it’s the “CDEFs”)

By Gail Jensen, General Counsel



Question: How are SAFPPF Trustees’ relationship with you similar to those of a doctor with their patient, an attorney with their client, and even a parent with their child?

Answer: All of them are fiduciary relationships, where one person must act primarily for the benefit of the other. It is a relationship of utmost

trust and confidence and so it imposes the highest duty imposed by law – Fiduciary Duty.

San Antonio Fire and Police Pension Fund assets are held “in trust” for the exclusive benefit of all members, retirees and beneficiaries. That “trust” is managed by the Board of Trustees who must control fund assets, oversee fund investments and expenditures and administer fund benefits. Simply put, Trustees are Fiduciaries. They must know the CDEF’s of Fiduciary Duty. (see box)

As you might imagine, living up to the duty of a fiduciary, where literally billions of dollars are on the line, is not easy. How do Trustees make sure they are executing these duties? Just like all firefighters and police, education and training are part of their everyday work for the pension fund.

First and foremost, Trustees have to understand their role as Trustees. State law requires that Trustees get trained on several “core” topics including fiduciary duties, ethics, fund governance and benefits administration. The Texas Pension Review Board (PRB) and other organizations, like the Texas Association of Public Employee Retirement Systems, provide basic training on these topics. Professional organizations with specific expertise provide more specialized training to help Trustees understand the full range of their responsibilities and obligations.

When it comes to investing, the Board utilizes experts – professional staff and consultants – to guide them in creating a solid investment portfolio and in making investment decisions. But it’s not enough to just rely on experts; Trustees also must understand and evaluate the information provided by the experts. The PRB makes it clear that Trustees must “educate themselves on investments.” This means getting educated about investing in general, about the various investment strategies available and about which of those strategies are best suited for the Fund. It also means identifying and evaluating potential investments and doing the due diligence necessary to assess whether a particular investment will align with our strategies and be a good fit in our portfolio. Finally, it means knowing how to monitor and assess the performance of our investments and knowing when to make changes.

In a nutshell, being a Fiduciary for SAFPPF is a time-consuming endeavor. Trustees shoulder significant responsibilities and they must work to understand their roles and develop their knowledge of pension fund matters and investments in order to fulfill their obligations effectively.

The CDEF’s of Fiduciary Duty for SAFPPF Trustees

- **The duty of CARE.** Trustees must act with the same care, skill and diligence that a “prudent person” would use in performing similar functions in a similar capacity. The Pension Law explains that the Board should invest pension fund assets “in a manner that a prudent investor would invest, considering the purposes, terms, distribution requirements, and other circumstances of an enterprise with a like character and like aims.”
- **The duty to DIVERSIFY.** Investing in different types of assets (e.g., stocks, bonds, real estate) spreads out the risk inherent in investing and protects against a significant downturn in any one type of investment. The Pension Law says that the Board should diversify investments to minimize the possibility of a large loss, unless such diversification would not be “clearly prudent”.
- **The duty to act for the EXCLUSIVE benefit of the members, retirees and beneficiaries.** Trustees must perform their duties for the *sole* purposes of providing benefits to members, retirees and beneficiaries and ensuring that the Fund is administered as efficiently as possible.
- **The duty to FOLLOW the plan document.** Trustees must comply with the Pension Law and other applicable laws and policies.

BENEFITS SPOTLIGHT: MemberDirect

Rick Matye, Payroll & Benefits Supervisor



Beginning in January 2016, you have been able to access information about your personal pension benefits through a secure, online portal called MemberDirect. Over 1,600 members and beneficiaries have registered and are using the system. For those not yet registered, please give it a try. Visit our website at www.safppf.org and hover your mouse over "Login" at the top right of your screen on the header. Once you have hovered correctly, the screen will give you two options,

"MemberDirect" or "Members-Only." Click on "**MemberDirect**" and then click on "Enroll Now." Complete the requested information and click "Enroll." A few tips on registering. Your last name must match exactly to what is in the system. Generally, that means no punctuation. If you have a name suffix, after entering your last name hit space then JR or SR or III. Your username cannot be your email address. The challenge questions must be two different questions with two different answers. Once enrolled, you will sign-in using your username and password.

Considerable information is available for retirees and beneficiaries receiving payments. If you are receiving benefit payments, MemberDirect will open to your **Benefit Summary**. The right side of the screen shows your current monthly benefit: gross amount, federal income tax withholding, deductions, and net amount. To view information on lump sum payments, on the upper right side click next to "Viewing." That will open a box allowing you to choose either your monthly benefit or lump sum payment.

Benefit Payment History will display cards representing payments for the selected year. The card shows the month, gross amount, net amount, and issued date which is the payment date. Click on the card for more details. You will see COLA information, federal income tax withholding and the amount for each of your deductions. Payments since December 2015 will have a box for "View Receipt." Clicking on that box will display a PDF of your pay stub for the period. You can view, print or save the pay stub. Pay stubs before December 2015 are not available, but payment information detail is there.

Withholding Elections displays your current federal income tax withholding election. The card shows filing status, exemptions, extra amount, and the calculated withholding for your next payment. If you are having a flat amount taken, that will be displayed. To change your withholding, complete IRS Form W-4P and mail it to the Pension Office. If you prefer, use [Click Here](#) at the bottom of the page. A somewhat pre-filled substitute Form W-4P will display to be completed and mailed. As the election for a flat amount is no longer available, please contact the Pension Office to get the exact withholding amount for your new election.

IMPORTANT NOTE. There were major changes to federal income tax withholding tables beginning January 2018. Please review your withholding to determine if you need to make a new election.

Direct Deposit Elections displays the deposit amounts and partial information about your bank accounts.

Year to Date displays the gross amount and net amount for each year of payment. Clicking on a card gives additional detail.

1099-R displays a card for each year of payment since 2015. Clicking on a card will produce a PDF of your Form 1099-R. Remember to click next to "Viewing" on the upper right side to access information on lump sum payments. We will continue to mail Form 1099-R in January of each year as required, but you can get it from MemberDirect if you wish.

Personal Information shows address, phone number, email, etc. Retirees and beneficiaries should contact the Pension Office if any of the information needs to be changed.

Forms are Change of Direct Deposit/Address Form and the substitute Form W-4P. These forms can be completed and mailed to the Pension Office.

Statements will display Member Statements generated and distributed to MemberDirect for members who were active at any time after December 2015.

Help Contents gives detailed description of information available in MemberDirect.

Contact Information has address, phone number, and directions for the Pension Office.

Site Tour is a tutorial to help you navigate and interact with the portal.

Profile allows you to change your email address, password, and challenge questions.

There isn't as much in MemberDirect for active members, but the information is important. For active members, MemberDirect will open to your **Account Summary**. The right side of the screen includes your current service credit and pension contributions. Participation date is your pension entry date; the date your pension service credit begins.

Personal Information shows address, phone number, email, etc. Active members should contact the City if any of the information needs to be changed. We receive those updates on a monthly basis from the City.

Statements will display Member Statements generated and distributed to MemberDirect since January 2016. Statements are produced for active members every January and July.

Help Contents, Contact Information, Site Tour, and Profile are the same as for retirees.

The Benefits Calculator for active members will remain in Members-Only and requires a separate registration.

If you have any questions or problems with MemberDirect, we would suggest that you first try the **Help Contents** tab and then call the Pension Office if you can't resolve your issue.

MemberDirect provides a vast amount of information concerning your pension benefits whenever you want. In addition, your access comes with significant savings to the Pension Fund from reduced mailing costs. We are confident that you will enjoy this feature if you have not yet tried it.



Chairman Trevino administering Oath of Office to Mayoral Designee/Secretary W. Reed Williams



Vice Chairman Smith administering Oath of Office to Councilman William "Cruz" Shaw & Councilman Clayton Perry



meet our
NEW HIRES

John Ahearn
Benefits Specialist



Carmen Y. Martinez
Staff Accountant

Congratulations! 2017 Retirees

January 2017 – Police

Gaspar F. Sifuentes, III – 23 years
Javier O. Salazar – 23 years
Robert Paul Hadley – 26 years
Michael Garcia – 34 years
Terry M. Condon – 21 years
Gustavo G. Salinas – 28 years
Lance E. Little – 20 years
Stephen A. Gilbert – 31 years
Michael A. Cooper – 30 years
Gilbert G. Gonzales – 31 years
Michael O. Stark – 27 years
Robert A. Raymond – 24 years
James L. Serrato – 27 years
Donald R. Kawazoe – 32 years
John Aaron Mills – 27 years
Ted Michael Grill – 20 years
John Michael Garcia – 28 years
Gary J. N. Donovan – 22 years

January 2017 – Fire

Lee S. Garcia – 30 years
Domingo Carlin – 29 years
William Bryan Bertie – 25 years
Carlos Martinez – 39 years

February 2017 – Police

Pamela Weiler Arida – 24 years
Alejandro Cornejo – 30 years
Kenneth D. Cook – 30 years
Gary G. Albrecht – 30 years
Elizabeth Ann Greiner – 30 years
Jesse C. Garcia, IV – 30 years
James Michael Phelan – 26 years

February 2017 – Fire

Chris J. Varelas – 30 years
John P. Greiner – 31 years

March 2017 – Police

Michael Vann King – 27 years
Thomas Valdez, III – 31 years
Michael G. Kelley – 22 years
Darron Lyndon Phillips – 27 years

March 2017 – Fire

Darrell C. Ritchey – 36 years
Raymond Puente – 30 years

April 2017 – Police

Richard Malcom Smith, Jr. – 26 years
Daniel Charles Simpson – 27 years

April 2017 – Fire

Benjamin Gonzales – 31 years
Eric M. Ernst – 29 years

May 2017 – Police

Mara L. Wilson – 30 years
Alex Valdez – 29 years
Ruben Ramon, Jr. – 32 years
William Q. Lashbrook – 35 years
Steven E. Howard – 31 years
Rudolph L. Herrera – 32 years
Michael V. Saenz – 29 years
Rogelio X. Reyes – 32 years
Raul Delgado – 33 years
Steven W. McGowan – 31 years
Andrew M. Marks – 22 years

May 2017 – Fire

Steven Lopez – 33 years
Joseph A. Arrambide – 36 years
Edward A. Zuniga – 31 years
Herlin Pineda, Jr. – 33 years
Bobby Perez – 33 years
Armando Perez – 36 years
James W. Kitchens – 37 years
Anthony L. Guerrero – 37 years
Richard A. Cortez – 33 years
Jesse Z. Cantu – 29 years
Rene M. Arriola – 36 years

June 2017 – Police

Diego Loeffler – 32 years
Tina L. Jones – 20 years
Richard P. Funk – 28 years

July 2017 – Police

Carlos A. Garza – 21 years
Steven Delgado – 30 years
Jay Edward Krick – 26 years
Michael W. Field – 27 years
Tommy Ray Morris – 24 years

August 2017 – Police

Thomas Froelick – 29 years
James A. Flowers – 30 years
Charles Blackden – 21 years
John W. Moore – 26 years
Harold W. Thomaston, Jr. – 20 years
Dominic A. Scaramozi – 32 years
Stephen A. Dickerson – 22 years
Michael L. Morris – 30 years

September 2017 - Police

Brian E. Custard – 30 years
Edmund K. Below – 29 years
Robert A. Ingram – 20 years
Laura M. Andersen – 29 years

September 2017 – Fire

Rafael J. Torres – 36 years
Dwayne Elton Toler – 32 years

October 2017 – Police

Herbert Smith – 32 years
Thomas L. McGowan – 33 years
Jose R. Garcia – 32 years
Arthur D. Struxness – 39 years

October 2017 – Fire

Hector P. Campos – 33 years
Lawrence C. Trevino – 33 years
Jaime M. Reyes – 34 years
Joseph L. Jarmon – 37 years
Ernest Aleman, Jr. – 31 years
Francisco J. Serna, Jr. – 37 years

November 2017 – Police

Jimmy W. Porter, Sr. – 38 years
Gary W. Pelfrey – 30 years
Johnny Palencia – 30 years
Robert P. Aguirre – 27 years

November 2017 – Fire

Frank T. Menchaca – 32 years
Albert De La Garza, Jr. – 34 years
Georgia N. Rakowitz – 30 years

December 2017 – Police

Rodolfo Saenz – 29 years



PRE-RETIREMENT SEMINAR

Monday, May 7, 2018

**Fire & Police Pension Fund
11603 W. Coker Loop, Suite 201**

8:00 a.m. - 3:30 p.m.

SEMINAR TOPICS:

- *Need for Financial Planning*
 - *Review of Benefits*
 - *Medical Insurance*
- *Need for Legal Planning*
- *Tax Implications @ Retirement*
 - *Social Security*
 - *Deferred Compensation*
 - *Psychological*

**Register now by calling the Pension Fund @ (210) 534-3262.
Space is Limited.**



As this is the first newsletter of the New Year, we would like to take this opportunity to honor the memory of those active and retired police officers and firefighters who passed away in 2017. We continue to be grateful for their past service and sacrifice.

Alfred Sosa, Jr.	12/19/2017	William S. Lewis	12/27/2017
Caryl L. Paulson	12/04/2017	Steven V. Fischer	12/07/2017
Ottis Glenn Dorn	11/23/2017	David A. Stovall	11/18/2017
Armando C. Flores	11/23/2017	Gerald Laubach	11/14/2017
Norman Willoughby Collins	11/18/2017	Ernest John Kroeger, Jr.	10/25/2017
Joe P. Saldivar, Sr.	10/09/2017	Lawrence W. Robarts	09/23/2017
John Aultman	10/05/2017	Robert Maldonado	09/20/2017
David Mercedes Cavazos	06/29/2017	Dennis Bratton	09/18/2017
Scott Deem	05/18/2017	Jesse Adame	09/05/2017
Lloyd E. Bielefeld	05/13/2017	Robert Quintana	07/30/2017
Tom Bailey	04/27/2017	Keith Allen Kurtz	07/02/2017
Eugene W. Schweers	04/03/2017	Miguel Moreno, III	06/30/2017
Rudy P. Villarreal	02/20/2017	Jack E. Summey	05/20/2017
		Rudy Longoria	04/18/2017
		Wayne E. Volz	04/10/2017
		Julian Garza, Jr.	03/17/2017
		Edward Michael Quirk, Jr.	03/08/2017
		Mark S. Bjugstad	03/02/2017
		Melvin H. Barthold	02/19/2017
		Clarence W. Maud, Jr.	02/19/2017
		Elias Mendoza Vidaurri	02/17/2017
		Joe Salas Garza	01/30/2017



Fire and Police Pension Fund, San Antonio
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