



March 2020

# ADVISOR

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

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



We have a lot to update you on, so let's go!

### **2019 Investment Returns.**

We are still waiting for audited financial statements from some of our investment managers, but preliminary numbers for 2019 look strong. The unofficial

number at this time is 14.9 percent, which is substantially above our goal of 7.25 percent.

While we had a great year across most of our investment strategies, our U.S. equity portfolio performed best, followed closely by our international equity portfolio. Even our fixed income portfolio added 10 percent. While we have much to be proud of it is important to remember that our strong funding level allows us to structure investments to achieve lower volatility as compared to our peers. More plainly, we accept that we will never be the best performing pension fund in Texas, BUT we should never be the worst either. Because we have a very healthy pension fund with very good benefits, we see no reason to reach for the highest returns and the higher risks they require.

### **Risk, Returns, and Allocations.**

To stay on track, our Fund continually evaluates our performance. Our Investment Policy requires a formal Asset/Liability Study at least every five years. This study models and projects the Fund's future assets and liabilities under various scenarios. Once

complete, the Board adopts an asset allocation that best serves to protect and/or increase our funding level with the liquidity needed to fund benefits.

**Experience and Assumptions.** Our actuarial firm recently completed the five-year Actuarial Experience Study. This study reviews our financial and demographic history to evaluate our assumptions. They look closely at our member and financial data for the past five years to determine if there have been changes in expected retirements, mortality, disabilities, etc. If changes are warranted, which they usually are, the Board approves and incorporates them into our Actuarial Valuation Report. We conduct the AVR every year to determine our "funded ratio," that is, the ratio between our assets and liabilities. The higher the ratio, the better. The San Antonio Fire & Police Pension Fund already has an 88 percent funded ratio, which is considered very strong. And we compare very well with other multi-billion-dollar pension systems around the state, as you can see in the chart below.

How We Compare in 2020		
Ranking, by funded ratio, of top 6 Texas public employee pension systems with more than \$1 billion in assets.		
Pension System	Funded Ratio	Actuarial Value of Assets
Texas County & District Retirement System	88.50%	\$30,553,846,707
<b>San Antonio Fire and Police Pension Fund</b>	<b>87.90%</b>	<b>\$3,297,010,974</b>
Texas Municipal Retirement System	87.10%	\$29,385,096,235
CPS Energy Pension Plan	82.60%	\$1,574,817,503
Houston Police Officers Pension System	81.70%	\$5,434,399,000
Houston Firefighters' Relief and Retirement Fund	81.40%	\$4,027,079,000

Source: Texas Pension Review Board Actuarial Valuation Report February 6, 2020

**COLA News.** Good news for retirees! The Bureau of Labor Statistics reported that inflation rose 2.3 percent in 2019. As such, retirees saw a nice

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### *From the Executive Director, continued*

increase in their January retirement checks. Per the Pension Law, if you retired prior to October 1, 1999, your check increased 2.3 percent. If you retired after that date, you received a 1.7 percent increase.

**13th Check Update.** Unfortunately, there will be no 13th Check for retirees in 2020. Our preliminary investment return for 2019 is a strong 14.9 percent, but our four percent loss in 2018 dragged us below the 5-year average our Trustees needed to take up the issue, as per the rules in our Pension Law.

**Legislative Update.** The Pension Fund Board has begun working on a legislative package for the 2021 State Legislative Session. Unfortunately, due to the small loss in 2018, it does not appear that the Pension Fund will ask for any benefit improvements. We hope you understand and appreciate the Board's interest in protecting your current benefits.

Having said that, the Pension Fund may be re-filing the same legislative bill we filed last Session. As you may recall, our legislative proposal contained some much-needed clarifications as well as some language to comply with IRS Code. Our bill did not pass through the Senate last Session. Hopefully we can get it passed through both chambers next year.

**Thank you J.T.!** Active Fire Trustee J.T. Trevino has resigned from the Board after serving for eight years. During his two terms of office, J.T. served as Chairman, Vice-Chairman and Secretary at varying times. We appreciate all his hard work and dedication to the Fund. He will be sorely missed. We wish him well in his future endeavors.

**Board Election.** An election to fill the active fire Trustee vacancy has begun. Three candidates have filed for the unexpired term: Vance Meade, Keith Crusius and Michael McCarty. We hope to have the position filled no later than March 25th.

**Welcome our Newest Board Member!** In September, San Antonio Mayor Ron Nirenberg appointed City Councilwoman Dr. Adrianna Rocha Garcia to serve on the Pension Fund Board. She takes over for former Councilman Art Hall. We thank

Councilman Hall for his many years of service to the Pension Fund.



*SAFPPF Board Chairman Jim Smith administers the oath of office to Dr. Adrianna Rocha Garcia in September 2019.*

**Staff Update.** The Pension Fund has a new investment analyst. Giovanni Nunez has joined the Fund replacing Sinclair Nagy. Nunez joins us after graduating from the University of Texas in Austin with a Bachelor of Arts Degree in Economics. He was born and raised in McAllen, Texas. We welcome Nunez to the Fund and look forward to his help with the investment portfolio.

**Lawsuit Watch.** We are following a recently filed lawsuit by the Park and Airport Police against the City of San Antonio. Their suit asks the court to declare that they are uniformed officers of the San Antonio Police Department and therefore entitled to collectively bargain with the City. There is a slim possibility that the lawsuit could impact the Pension Fund if a court agrees and provides them membership into the Pension Fund. We will keep you posted.

**Your Benefits Information.** Annual statements are now available online for our active members to view. Just go to our website at [www.safppf.org](http://www.safppf.org) and sign on to 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.

# From the Chairman

## *Jim Smith, Active Police Representative*



Dear Members,

I hope that everyone is having a great 2020! I want to begin by thanking those with whom I have had the honor and privilege to serve with on our pension board for nearly a decade. Over that time my learning curve has been staggering, and it continues growing every day. I was fortunate to have many mentors along the way. I would like to publicly thank Shawn Ury, Larry Reed, Harry Griffin, Alex Perez, Bart Moczygemba and Don Wagoner. What we have achieved, together, is amazing.


When I look back 10 years ago the Fund was at \$1.7 billion and now the Fund is just over \$3.4 billion. This was not accomplished by accident. There has been a lot of smart and conservative decisions made over the years by everyone, both past and present. A lot of kudos are deserved. As you will see from the nearby chart, we have the second-best amortization period among multi-billion dollar pension funds in Texas. The amortization period is somewhat like the pay-off period for a home mortgage and is considered one of the most reliable indicators of pension fund health.

I would be remiss if I did not mention the incredible staff we have had over the years and the great staff we have now. Our entire staff always puts you, the members, first. They always want to provide the best customer service they can.

I especially want to give a huge shout-out to our Executive Director, Warren Schott. Warren has served the Fund for over 20 years. While I know he will be embarrassed by me saying this, he is the best in the business. Managing the Fund, staff, and nine trustees is no easy task. Warren's dedication and tireless efforts over the years is one of the major contributing factors to our Fund's success.

I also want to thank the citizens of San Antonio. As you are aware, we contribute over 12 percent of our paychecks to the Pension Fund. At the same time, the taxpayers of our great city double match that amount. And unlike other places in the country, neither our members nor the City have missed any contributions. This is huge when it comes to making our Fund strong and compensating us with the retirement security we earn.

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<b>How We Compare in 2020</b>		
<b>Ranking, by Amortization Period, of Texas public employee pension systems with more than \$1 billion in assets.</b>		
Pension System	Amortization Period (years)	Actuarial Value of Assets
Texas County & District Retirement System	12.6	\$30,553,846,707
<b>San Antonio Fire and Police Pension Fund</b>	<b>13.9</b>	<b>\$3,297,010,974</b>
Texas Municipal Retirement System	18.2	\$29,385,096,235
Dallas Co. Hospital District Retirement Income Plan	25.0	\$1,026,482,932
Houston Police Officers Pension System	28.0	\$5,434,399,000
Houston Firefighters' Relief and Retirement Fund	29.0	\$4,027,079,000
CPS Energy Pension Plan	29.0	\$1,574,817,503
Teacher Retirement System of Texas	29.0	\$160,233,295,324
Houston Municipal Employees Pension System	29.0	\$2,874,585,000
Austin Employees' Retirement Fund	32.0	\$2,695,388,390
Dallas Police and Fire Pension (Combined Plan)	38.0	\$2,161,899,662
Fort Worth Employees Retirement Fund	44.0	\$2,324,698,216
Dallas Employees' Retirement Fund	46.0	\$3,620,319,000
Employees Retirement System of Texas	Infinite	\$28,060,120,223

Source: Texas Pension Review Board Actuarial Valuation Report February 6, 2020

## *From the Chairman, continued*

The fact that our Pension Fund is so strong is what helps us recruit and retain the most talented First Responders to serve San Antonio 24/7/365. We are truly blessed to have this benefit to take care of us and our families. I just wanted to take some time thank those who have done so much for us.

While the next topic is not necessarily pension related, I would like to take a moment to offer some friendly advice regarding supplements to your future retirement from the department.

The first and most obvious is the 457 plans. I would encourage everyone to contribute the maximum you can afford to your 457 (Deferred Compensation) accounts. The second area involves your Health Savings Account (HSA). I encourage you to contribute to your HSA accounts the maximum allowed by IRS rules. Speaking for myself and other police officers I have talked to, we are pleased that we made the move to HSA accounts several years ago. I am encouraged that the Fire Union's new contract includes HSA accounts. I realize that HSA accounts are totally new to you, but they are an incredible benefit. Your contributions come out pre-tax, investment returns are not taxed, and when you use the account to pay for bona-fide medical payments, there is no tax liability. It has a triple tax benefit.

I would also encourage everyone to "Like" the Pension Fund's Facebook page, [www.Facebook.com/safppf](http://www.Facebook.com/safppf). We regularly post quality information regarding updates about our system, life in retirement, and legislative matters. I also want to remind you to take advantage of the pension calculator on our website. It provides each member with personalized information about their own retirement. Lastly, please take advantage of the retirement planning workshops which SAFPPF conducts on a monthly basis, even if you are not planning on retiring in the near future. They are a great resource.

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. If at any time you would like us to visit your individual shift or Station house to address any pension questions, just let us know and we can come by. Please be careful out there.

God Bless,

Jim Smith

### Health Savings Accounts

<b>Tax Friendly</b>	<ul style="list-style-type: none"><li>• Contributions to HSAs are tax deductible</li></ul>
<b>Handy in Time of Need</b>	<ul style="list-style-type: none"><li>• Withdraw TAXFREE to pay Qualified Medical Expenses</li><li>• Usable for Dental &amp; Vision expenses</li></ul>
<b>Tax-Deferred Growth</b>	<ul style="list-style-type: none"><li>• May earn interest or investment returns</li><li>• Withdrawals are tax-free when used for qualified medical expenses</li><li>• After age 65, HSAs can be used like a 401(k) retirement account</li></ul>
<b>Always contact a CPA or tax advisor about your options and what will work best for you!</b>	



# All About Your Benefits

*Rick Matye, SAFPPF Payroll & Benefits Supervisor*



Our members ask very good questions during our monthly Financial Planning Seminars. We thought answering some here might be helpful to everyone.

Here goes!

## **Are pension benefits different for the Fire Department vs. the Police Department?**

No. Benefits and calculations are the same whether you are in the Fire Department or Police Department.

## **Why is my Pension Entry Date approximately one year after my Hire Date?**

Today, you become a member of the Pension Fund the day after you graduate from the academy. However, there used to be a waiting period before you became a member.

Before 1995, the waiting period was six months or more. If you joined the department before 1995, you probably had approximately six months in the academy plus a six-month waiting period before you joined the Fund. That waiting period was shortened in 1995.

If you joined the department from 1995 to 2003, the time from Hire Date to Pension Entry Date is approximately eight months.

Since 2003, there has been no waiting period.

Lastly, in 2009, the Pension Fund offered a probation buyback program whereby you could pay the Fund for that waiting period. If you participated in that program, your Pension Entry Date was adjusted to reflect the additional service time purchased.

## **What is the difference between Separation Date and Retirement Date?**

Separation Date is your last day in the department. This is the day you give the accounting department when you are signing

out. All your documentation from the City should reflect that date.

Retirement Date is the day your pension benefit is effective. It is the next day after your Separation Date so there is no lag between ending your employment and becoming a retiree in the Fund.

## **After I retire, when do I get paid?**

Retirees are paid once a month on the last working day of the month. Your first monthly annuity payment and BackDROP lump sum payment, if any, are generally paid at the end of the month following the month of separation.

## **How is sick leave applied to my pension?**

At separation, unused sick leave hours in excess of 90 days are converted to full months and added to your actual service credit. The vesting percentage related to your total service credit is then used in your calculations.

## **Can I use sick leave hours to reach 20-year vesting?**

No. You need 20 years of actual service credit to be vested and eligible for a pension.

## **How many sick leave hours does the Pension Fund consider to be one month?**

For Police, one month is 173.33 hours. This is the same for 8-hour and 10-hour Fire. EMS is 182 hours. Regular 12-hour Fire is 229.67 hours.

## **Is there a limit on how much sick leave I can apply to my pension?**

No. There is no limit.

## **Can I elect to forego payment from the City for unused sick leave at separation and apply it all to my pension?**

No. Pension Law states that sick leave in excess of 90 days will be applied to your pension. If you don't get paid by the City, we would still use only the time in excess of 90 days.

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## About Benefits, continued

**On my benefit projection, why is the percentage under BackDROP Lump Sum different than the percentage under BackDROP Annuity?**

Excess sick leave is included in the calculation of your annuity, however it is **not** used when calculating your BackDROP lump sum.

**Can I work 38 years, take a five-year BackDROP, and get a 33-year 87.5 percent pension?**

No. When determining the percentage used on BackDROP calculations, we start with actual service credit with a maximum of 34 years. If you have 34 years or more of actual service credit and take a five-year BackDROP, the percentage used on your BackDROP lump sum calculation will be 84 percent (34 minus 5 equals 29 year pension of 84 percent). The percentage on your monthly annuity in this scenario could be higher than 84 percent if you have excess sick leave.

**When do I retire to get the benefit of a three-pay-period month?**

If you are not taking a BackDROP, leaving at the end of a three-pay-period month will improve your average salary and your pension. If you are taking a BackDROP, average salary is calculated as if you retired the number of BackDROP months earlier than your Separation Date. When you leave is not important. The number of BackDROP months you choose gets you to the three-pay-period benefit. The far-right Difference column on the BackDROP portion of your benefit projection helps you decide. Generally, a plus(+) means you went back just far enough to hit a three-pay-period month. A large negative (-) means you went back one month too far.

However, if you are set on a five-year BackDROP, when you leave is important. You need to hit a three-pay-period month that occurred five years back. The Benefits Specialists at the Fund have calendars going forwards and



## Financial Planning & Pre-Retirement Seminars

### Planning Topics:

- Understanding your benefits
- Medical insurance
- Need for financial planning
- Understanding the numbers behind the numbers

### Pre-Retirement Topics

- Need for financial planning
- Review of benefits
- Need for legal planning
- Tax implications at retirement
- Deferred compensation
- Medical insurance
- More

<b>April 3 Financial Planning</b>	<b>1 p.m. – 3:30 p.m.</b>
<b>May 1 Pre-Retirement</b>	<b>8:30 a.m. – 3 p.m.</b>
<b>June 5 Financial Planning</b>	<b>1 p.m. – 3:30 p.m.</b>
<b>July 6 Financial Planning</b>	<b>9:30 a.m. – 12 p.m.</b>
<b>August 7 Financial Planning</b>	<b>1 p.m. – 3:30 p.m.</b>

Spouses are encouraged to attend.

Space is limited – Free – Register today 210 – 534 – 3262

@SAFPF HQ, 11603 W Coker Loop, Suite 201

San Antonio, TX

backwards to help you find the three-pay-period months.

**Is my monthly pension subject to Social Security and Medicare?**

No. Your service pension is subject to Federal Income Tax, but no deduction will be taken for Social Security or Medicare.

**How much of my BackDROP can I roll over to my 457(b) plan (ICMA and Nationwide)?**

Unlike the limits on deferred compensation for active members, there is no limit to the amount of your BackDROP lump sum that you can roll over to your 457(b) plan.

**Can I postpone payment of my BackDROP until next year to help save tax?**

Yes. You can defer payment of your BackDROP lump sum for up to one year. There is no tax at the time the Fund rolls over your BackDROP to a qualified plan, so the only potential tax savings would be on BackDROP payments made directly to you. If you defer, you would not have use of the money for that period and the Fund does not pay interest on the amount we are holding.

**As always, contact the Pension Fund if you have any questions. A Benefits Specialist can help you with general information or questions about your situation.**

# 2019 Provided Strong Investment Returns for Us

*Cary Hally, SAFPPF Chief Investment Officer*



The San Antonio Fire & Police Pension Fund enjoyed exceptionally strong markets and investment returns in 2019.

## **Making Up for 2018.**

The total fund was up approximately 14.9 percent for 2019, a welcome reversal from the -4.0 percent loss in 2018.

The market value of the portfolio on December 31, 2019 was approximately \$3.35 billion, an increase of over \$340 million from the 2018 year-end value.

**Gains Across the Board.** All asset categories in the SAFPPF portfolio experienced positive returns. In general, 2019 was a year in which investors were rewarded for assuming risk and investing in more volatile assets.

Our combined allocation to domestic stocks (21 percent of the total portfolio) was the asset class with the strongest returns, up 30.2 percent for 2019, followed next by our non-US stock portfolio (22 percent of the total) which was up 21.8 percent for the year.

Our combined public fixed income composite (26 percent of the total) was up 10.3 percent for 2019, closely followed by the allocation to real assets (four percent of the total) which was up 9.9 percent for the year.



**Diversification Works.** The SAFPPF investment portfolio is very diversified, investing in several asset categories including stocks, bonds, real estate, private equity, private debt, hedge funds and real assets.

In part, the rationale for this can be simply explained with the old proverb “don’t put all your eggs in one basket” – if the basket drops you might lose all your eggs!

Diversifying across several types of assets prudently helps reduce the overall risk of investing, mitigates the chances of a large loss in assets during a market downturn, and provides a more predictable return pattern in the otherwise unpredictable business of investing.

**Diversification in Real Assets.** Two recent examples highlight the extent to which we look to diversify investments across the total portfolio.

Our allocation to the real asset category is comprised of investments in private partnerships ranging from oil and gas investments and special business situations, to infrastructure and timber investments.

**Airplane Leasing.** After significant due diligence and interviews with four different firms, the Board made a \$15 million commitment to a partnership managed by an investment firm, CarVal, which will make investments in the airline industry. The strategy involves purchasing used (1- to 5-year-old) narrow-body passenger airplanes and leasing them to airlines across the globe. At the end of the partnership, the airplanes will be sold in the marketplace. The annual income expected from the leases to various airlines is expected to be 7-8 percent, and the expected rate of return over the life of the partnership is 10 percent.

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## Strong Returns in 2019, continued

If our basket holding domestic stocks drops due to a market downturn, it is likely our basket holding airplanes will be uncorrelated and could produce positive returns due to the income generated from the leases.

**Managed Forest Investments.** Also last year, we extended by five years a long-standing partnership investment with Hancock Natural Resource Group. (SAFPPF has a five percent interest in the partnership).


This investment is part of our real asset basket, and consists of timberlands located in Australia. The partnership holds 599,744 acres of managed forest in the Victoria region of Australia, and harvests timber sold into the Australian domestic markets as well as exporting timber into the Pacific Rim regions, including China.

Instead of one continuous track of land, it consists of multiple tracks across four different sub-regions in the Victoria region of Australia. SAFPPF made a \$10 million investment in the partnership in 1998. Over the 21 years of operation, the partnership has distributed approximately \$23.6 million to SAFPPF from net income generated by harvesting timber, and the current market value of our Australian timber investment is still valued at \$29.1 million.

Over the life of the investment, our annualized rate of return is 11.8 percent, a very successful investment. In evaluating an extension of the investment, we expect to receive a fairly steady annual income return of seven percent from the timber operations, and also expect the income

stream to be uncorrelated to other investments. Therefore, if our stock basket drops, we expect the basket holding Australian timber to partially offset the stock losses due to income generated from harvesting timber.

A recent event with this investment also highlights how it is difficult to foresee all the risks with investing, and how professional management can help in mitigating risks.



# 13<sup>th</sup> Check Update

The SAFPPF Board of Trustees may only, by law, consider issuing a 13<sup>th</sup> check when the 5-year average return for our fund is over 1 percent above our 7.25 percent target rate.

Our five-year average, with the 14.9 percent estimated return for 2019, is 6.62 percent and does not meet the return level needed for the Board to consider a 13<sup>th</sup> check.

Fiscal Year	Return
2014-15	-2.0%
2016	9.5%
2017	14.7%
2018	-4.0%
2019	14.9%E

As was widely reported in the news, Australia has recently suffered devastating wildfires. Unfortunately, the various tracks of timberland in the portfolio did not escape exposure to the wildfires with approximately 16,000 acres (three percent of the total) being damaged by fire.

However, the investment portfolio's structure mitigated some of these risks by having insurance, multiple tracks of forest in different sub-regions instead one continuous track, and professional forestry management including roads and fire breaks.

In addition, the management company is in the process of evaluating the damage and beginning salvage operations of the damaged areas.



# How Marriage Affects Your Pension

*Gail Jensen, SAFPPF General Counsel*



One of the most common questions we receive from retirees and active members is, "Does getting married affect my pension?"

And the answer is, "yes."

Getting married may entitle your spouse to pension benefits if you die or get divorced.

Whether your spouse is entitled to pension benefits depends on various factors, including whether the marriage occurs while you are still an active member of the police or fire department or after you have retired.

## **Marriage while Active Member.**

***Upon Your Death.*** If you get married while still actively serving, your spouse will receive survivor benefits upon your death.

Under the Pension Law, if you die while still active, your surviving spouse will receive an annuity of either 50 percent of your Average Total Salary or the annuity you would have received if you were retired on the day you died (capped at 27 years), whichever is more.

If you are killed in the line of duty, your surviving spouse will receive an annuity equal to the total salary you were receiving at the time you were killed.

And if you die after you've retired (assuming you remained married during the intervening years), your surviving spouse will receive the same annuity you were receiving, capped at 27 years of service. (Note that if you also have dependent children at the time of your death, your surviving

spouse will receive 75 percent of the annuity and 25 percent will go to your dependent children.)

***Upon Divorce.*** If you are married while you are still active and you get divorced, your former spouse will be entitled to a share of your pension once you retire. Under Texas law, pension service credit that accrues while married is considered community property, subject to division by the courts in a divorce. The Pension Fund can assist you in determining what portion of your service credit is community property and calculating the actual monthly payments your former spouse would receive, if the court divides your pension. Any payments to your former spouse will not begin until you retire, and those payments continue until one of you dies.

## **Divorce and Your Pension**

**Question:** I'm getting divorced. Is it true my spouse isn't entitled to a benefit because we've been married less than 10 years?

**Answer:** No. Length of marriage determines how much, but not whether, a benefit is awarded to your ex-spouse.

Learn more at [www.safppf.org/divorce-and-your-pension](http://www.safppf.org/divorce-and-your-pension)

## **Marriage after Retirement.**

***Upon Your Death.*** If you get married after you retire, your spouse will receive survivor benefits upon your death, but only if you were married at least five years. That annuity will be the same annuity you were receiving, capped at 27 years of service, and your surviving spouse must be at least 55 years old before he or she can receive monthly payments.

If you were not married for at least five years at the time of your death, your surviving spouse will

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## Marriage and Your Pension, continued

receive a lump sum payment of \$15,000, unless you have a dependent child, in which case, your dependent child will receive the death benefit annuity, and your surviving spouse will receive nothing.

**Upon Divorce.** If you get married after you retired and you get divorced, your former spouse is not entitled to a share of your pension. Since you had already retired at the time of the marriage, none of your service credit accrued during the marriage, so none of your pension is community property.

### Legal Documentation.

Because spousal benefits vary, it is important that you provide the Pension Fund with copies of all legal documentation for both the marriage itself as well as any divorces.

To prove marriage, we need a copy of the government-issued marriage certificate. Our Pension Law does not recognize common law marriages, so if you were not ceremonially married, your spouse can receive these benefits *only if* you have filed a Declaration of Informal Marriage, and the date the Declaration was filed with the county clerk will be considered the date of marriage.

If the marriage took place in the United States, the county clerk should mail you a copy of the marriage certificate once it has been recorded.

It's more complicated if the marriage took place outside the United States. Each country has its own laws and requirements for a valid marriage and the documentation that evidences the marriage. Because the documentation will be issued by a foreign country, it must be authenticated – or proven up – as a valid legal document. Some countries issue a “certified” or “recorded” marriage certificate as their authenticated government record; other countries affix an *Apostille* to the marriage

record to authenticate it. Each country is different so do your research: talk to the U.S. embassy in the country where you plan to get married; check out the U.S. Department of State website; if the wedding is being coordinated through a service or resort, ask them to assist you in getting the required legal documents. And if documentation is in a foreign language, consider getting a certified translation. If all else fails, you can do a civil ceremony in the U.S. and have the symbolic ceremony abroad, just to avoid any issues proving a legal marriage.

The Pension Fund also requires documentation that a marriage has been dissolved: certified copies of the divorce decrees and any Qualified Domestic Relations Orders (also known as a “QDROs”). Providing these ensures that your pension benefits are administered in accordance with the Pension Law.

The Pension Law has numerous provisions that address what happens to your pension in a variety of circumstances, including getting married.

This article highlights the most common situations, but if you find yourself in a different situation, please give us a call.

## Divorce and Your Pension

**Question:** I won't be fully vested on the date of my divorce. Is my ex-spouse entitled to any benefits?

**Answer:** Yes. Their benefits are calculated as to what it would be up to the date of divorce regardless of vesting. Here's the formula:

$$A \times (B \div C) \times \frac{1}{2} = \text{Ex-Spouse Benefit}$$

A = Accrued Benefit as of date of divorce  
B = # of months married during member's service  
C = Total number of months of member's service

Of course, the parties may always agree to a different split, or none at all.

Learn more at [www.safppf.org/divorce-and-your-pension](http://www.safppf.org/divorce-and-your-pension)

# Congratulations 2019 Retirees!

## *San Antonio appreciates your service*

### January 2019      Years

Luke Noland Swenson	22
Edward J. Puente	31
Eric Matthew Jones	30
Robert R. Slinger	30
Dereck Hillyer	32
Alfred M. Linton	29
Lawrence W. Holley	29
Alfred R. Martinez	32
Robert Reyes	31
Peter W. Wellman	28
Tod R. Daniels	24
Miguel Mares, Jr.	29
Robert R. Munoz, Jr.	23
Albert A. Silva	24
Donnie L. Milewski	29
Leo J. Alonzo	39

### February 2019      Years

Cheri Ann Estrada	32
Leonard Soto	33
Ronald E. Davis	23
Gilbert Rocha, Jr.	32
Antonio Zayas	30
Roger F. Sanchez	36

### March 2019      Years

Lea W. Twidwell	24
Carlos A. Meza	31
David D. Wilson	31
Jose Limon, Jr.	31
Kevin Wayne Reser	30
John E. Schiller	31
Dwight L. Smith	30
Robert W. Wilson	31

### April 2019      Years

Eddie Douglas, III	32
Stephen C. Schott	30
Mario L. Guillen	32
John E. Lowry	33

### Barbara O'Neal Mitchell      32

Christopher L. Sutherland	30
Arthur J. Villarreal	35
Daniel R. Gonzales	31
Odell Johnson, Jr.	33
Albert M. Castillo	32
James R. Conn	33
William P. Franck	29
Gerard A. Lopez	32
Terry Linn Lowe	30
Kathleen S. O'Connor	31
Robert G. Rodriguez	28
Lena Jean Ortiz-Smith	33
Genaro Villarreal, Jr.	34
William Biesenbach, Jr.	31
Brian Anthony Peters	31
Patrick J. Robertson	29

### May 2019      Years

Andrew S. Cortez	32
Brenton A. Moore	30
Ben G. Esquivel, II	29
Jerald Keif	31
Jason J. Briseno	20

### June 2019      Years

Raul Chapa	32
Darryl G. Hitchings	32
Michael Karl Young, Jr.	25
Rodney Hubbard	31
Phillip Wayne Misk	24
John F. Sherrill	30
Milton R. Wiggs, III	31
Arthur F. Garro	29
Frank Macias	29
Thomas H. Hardeman	31

### July 2019      Years

Michael D. Parsons	20
Frank G. Gutierrez	31
David Michael Valero	31

### Francisco Martinez      28

Fernando Vasquez Luna	25
Jessica M. Phelt	26
Eddie Williams, Jr.	24
Steven J. Huron	23

### August 2019      Years

Eric Charles Ruiz	23
Gerald F. Hamper	31
Kenneth W. Thompson	25

### September 2019      Years

Cresencio Silva, III	32
Vincent E. Valero	31
Randy L. Jenkins	32
Yvette B. Granato	32
Lawrence Hernandez	31
Jay Bentley Daigle	33
David L. Peters	32
George R. Antu	32
Wayne E. Swindell	31
Edward J. Wise	24
Arthur De Hoyos, Jr.	30
William D. Rohn	30

### October 2019      Years

Johnnie C. Rodriguez	33
Daniel D. Dominguez	24
Billy Frank Mussey	28

### November 2019      Years

David E. Callaway	29
Bruce T. Wilson	30

### December 2019      Years

Monty David McCann	25
Mark A. Oosterveen	29
Gary M. Smith	31
Rafael Trinidad	22
Kenneth Jerome Tollett	29
Marshall A. Campbell	27



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 2019. We continue to be grateful for their past service and sacrifice.

Alexander, John P.	6/29/2019	Jacobs, Dale Baker	12/9/2019
Anz, John C.	3/24/2019	Keller, Fred W.	9/16/2019
Brown, William T.	9/12/2019	Lambert, Richard L.	3/29/2019
Campacos, Juan	1/26/2019	Lawhon, Doyle Clinton	11/11/2019
Carlo, Anthony	8/6/2019	Lestourgeon, Bruce	8/9/2019
Casias, Jr., Pete	3/1/2019	Looney, Ralph T.	7/15/2019
Delgado, Louis L.	6/24/2019	Metheny, Perry A.	11/20/2019
Donovan, Ruben R.	5/3/2019	Miller, Adrian Lynden	12/29/2019
Fiske, Charles A.	12/17/2019	Mitchell, Sidney	7/17/2019
Flores, Abelardo R.	12/30/2019	Moryl, Stanley J.	6/5/2019
Flores, Arthur P.	12/13/2019	Muniz, Matias N.	1/23/2019
Flores, Sr., Jose Ramon	5/24/2019	Orozco, Lawrence E.	4/2/2019
Garcia, Jesse W.	4/10/2019	Ramon, Ruben E.	5/25/2019
Garza, Gregory Paul	10/15/2019	Rios, Jr., Johnny G	10/10/2019
Garza, Valentin	7/4/2019	Rodriguez, Pedro T.	5/8/2019
Giesick, Walter David	12/3/2019	Shed, Clarence L.	11/19/2019
Giles, Neal Douglas	11/18/2019	Smith, Jr., John M.	2/2/2019
Gutierrez, Gerard V.	6/17/2019	Stinson, Weldon A.	7/28/2019
Helmke, Allan W.	8/3/2019	Thompson, Jr., Carlos E.	5/8/2019
Horan, Noel Thomas	12/12/2019	Toscano, John S.	7/18/2019
Ibarra, Manuel	9/8/2019	Whitson, Jerry R.	1/20/2019



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## THE ADVISOR

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