THE FUND | RETIREE HEALTH & WELLNESS
SAN ANTONIO FIRE AND POLICE

Fire and Police Retiree Health Care Fund, San Antonio
Personnel/Audit Committee
November 11, 2025

PRESENT: Jason Sanchez, Police Department Representative (Committee Chair)
Steven Carse, Fire Department Representative (Committee Member);
Frank Gutierrez, Retired Fire Representative (Committee Member)

ABSENT: None

OTHERS PRESENT: Mike Despres, Retired Police Representative;
James Bounds, Executive Director;
Cecelia Puga, Benefits Director

At 10:11 a.m., Chair Sanchez called the committee meeting to order. The roll was called, and a quorum was declared present.

EXECUTIVE SESSION: The Committee went into Executive Session at 10:12 a.m. to discuss Personnel Matters involving Senior Executive Staff and Employees of the Health Fund. The Executive Session adjourned at 11:37 a.m. No action was taken.

ACTION ITEMS:

1. Discussion of Personnel Budget:
A discussion occurred regarding staff salaries and compensation. The Executive Director was given a recommendation to develop the annual budget.

ADJOURNMENT: There being no further business, a motion was made by Trustee Carse and second by Trustee Gutierrez that the meeting adjourn. The motion carried unanimously. The meeting adjourned at 11:38 a.m.