



Each year as we approach the end of December, some members face the possibility of losing excess vacation time if they are not off IOD, on an approved military leave, or were required by their commanding officer to use CTO time in lieu of vacation time. Remember, unless these apply to you, you can only have one year's worth of accrued vacation time in your bank at the end of the calendar year. Once your new vacation time is credited to your vacation bank on January 1, you should have no more than two years' worth of accrued vacation time on the books; otherwise, the excess vacation time will be lost and deposited into the catastrophic leave bank. It's also important to know just how much vacation time you can accrue because the maximum amount varies and depends on your years of service.

When you join the Department, you receive 120 hours of vacation annually and cannot accrue more than 240 hours. If you have two to nine years of service, you receive 128 hours of vacation annually and cannot accrue more than 256 hours. If you have 10 to 29 years of service, you receive 192 hours of vacation annually and cannot accrue more than 384 hours. And if you have 30 or more years of service, you receive 200 hours of vacation annually and cannot accrue more than 400 hours. As an example, if you have four years on the job and have 150 hours of accrued vacation time on December 31, when your new vacation time is credited to your vacation bank on January 1, you will lose 22 hours of vacation time to the catastrophic leave bank ($150 + 128 = 278$, which is 22 hours above your maximum accrual limit of 256 hours). If you don't use the 22 vacation hours and don't mind losing the excess vacation time to the catastrophic leave bank, don't worry; they will go to a good cause and can be used by fellow officers who have exhausted their own banks because of a serious injury or illness. Their usage of catastrophic leave time will allow them to continue receiving their benefits while they are out convalescing. If you don't want to lose the vacation time, just make sure that you use vacation time by December 31 and that your bank is down to your one-year accrual limit so that you do not exceed the two-year accrual limit on January 1, when your new time is credited to your vacation bank. There should be some time left in the calendar year when this article reaches you so that you can check your vacation bank and know how much vacation time you will have when January 1 rolls around. Remember, if you don't want to lose any vacation time when your new vacation time is credited to your vacation bank, end the year with no more than one year's worth of accrual.

This will be my last *TBL* article as I reach the end of my 14 months as an appointed League director. Congratulations to Lt. Craig Lally, who will be joining the Board of Directors on January 1, 2012. I want to thank the current Board of Directors for appointing me to fill the remainder of Lt. Brian Johnson's term as a League director. Your decision to appoint me to the Board means a lot to me, and I really appreciate being a part of your team. After walking in your shoes for just a few months, I have a greater appreciation for the work that you do on behalf of our members, and I want to publicly say thank you for everything you do, especially the amount of time that you put into your work and your ongoing efforts to protect, promote and improve what we have. My goal for

my 14 months as a League director was to work with the MOU negotiating team to present an overall fair contract that the majority of our members would ratify. With almost 10,000 members, I know it's impossible to satisfy everyone, but I believe that we accomplished this goal. I also want to thank the employees who work at the League for welcoming me as I tried to quickly learn my job as a director and for the work that you do for our members. And most importantly, thank you to my family. Your support and understanding keep me going.

So if you think I can help you with an issue or problem through December 31, 2011, please call me at the office at (213) 251-4588 or on my cellphone at (562) 397-4585, or email me at **julianmelendez@lappl.org**. Afterward, beginning January 1, 2012, please contact Lt. Lally, your new League director for Office No. 9, whose office number will be the same, (213) 251-4588.