



Office of the Comptroller

February 9, 2001

W. Martin Morics, C.P.A.
Comptroller

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Deputy Comptroller

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Special Deputy Comptroller

Anita W. Paretti, C.P.A.
Special Deputy Comptroller

The Honorable,
The Common Council
City of Milwaukee

Re: Vacation Buy-Back

Dear Council Members:

The attached resolution authorizes the City Comptroller to disburse funds in the amount of \$5,323.07 to an FMIS Project Manager, Information Specialist, Mr. David Schnelz, for 1999 and 2000 lost vacation accrual.

Mr. Schnelz works within the system support division of the Office. Mr. Schnelz' back-up was transferred to ITMD in 2000 and given a new job title. As a result, he has been supporting the City's Payroll system exclusively for all of 2000. Recently, several labor contracts were settled, necessitating retroactive pay application within tight schedules, again requiring his presence on a constant basis. Additionally, for all of 1999, the individual was either implementing or supporting the new PeopleSoft FMIS Payroll system.

While all fringe benefits are important to employees, vacation in particular effects employee morale, has documented physical and emotional health implications and its absence can, in the long run, adversely affect employee performance. However, this Office is not yet in a position to allow Mr. Schnelz to take vacation for more than a few days at a time. This means he will continue to lose vacation hours. The cash payment now is the best we can do and understand it does nothing to address the human element which we know is every bit as important.

We therefore request that you adopt the attached resolution.

Very truly yours,



W. Martin Morics
Comptroller

WMM
attachment