



STATEMENT OF EARNINGS AND DEDUCTIONS

NAME: |
 SSN:
 ADDRESS:
 ADDRESS:

SEQUENCE NUMBER 000000245
 CHECK DATE 12/09/04
 CHECK NUMBER 001741916
 PAY PERIOD ENDING 12/01/04

19551002

VACATION HOURS AVAILABLE
628.32

VACATION EXCESS
147.84

SICK HOURS AVAILABLE
1207.40

	EARNINGS	FED TAX	FICA	MED	STATE TAX	DEDUCTIONS	NET PAY
CURRENT	988.84	247.21	61.30	14.34	67.24		598.75
YTD	70,927.87	12,831.79	4,361.75	1,020.09	3,952.54	13,046.00	35,715.70

DESCRIPTIONS	RATE	HOURS	EARNINGS		DESCRIPTIONS	DEDUCTIONS/DIRECT DEPOSITS	
			CURRENT	Y - T - D		CURRENT	Y - T - D
BIRTHDAY				123.36	BUS UNION		312.50
CLOTHING				577.00	GARNISH #1		7,784.34
FLSA OT ADJ				384.18	GARNISH FEE		85.00
HOLIDAY WORK				1,080.07	GIZMO		2,500.00
LONGEVITY				2,192.50	ICMA		625.00
OVERTIME				35,400.97	PERA-BUS		1,069.18
PAID HOLIDAY				1,153.44	RET HEALTH		211.23
REGULAR				28,480.37	SAVINGS BOND		284.75
SK CONV CASH	10.2789	96.20	988.84	988.84	TPRA DUES		41.00
SPLIT RUN				81.78	UNITED WAY		125.00
TRAINOR PAY				99.60	W/C ASSESSMT		8.00
VACATION				120.00			
WRK OFF SITE				245.76			
SICK LV BAL		-96.20					



STATEMENT OF EARNINGS AND DEDUCTIONS

NAME:
 SSN:
 ADDRESS
 ADDRESS

SEQUENCE NUMBER 0000005427
 CHECK DATE 12/22/00
 CHECK NUMBER 000959556
 PAY PERIOD ENDING 12/15/00



VACATION HOURS AVAILABLE	VACATION EXCESS	SICK HOURS AVAILABLE
394.14		982.43

	EARNINGS	FED TAX	FICA	MED	STATE TAX	DEDUCTIONS	NET PAY
CURRENT	4,020.27	879.60	247.82	57.96	242.94	321.36	2,270.59
YTD	73,747.39	14,570.04	4,535.13	1,060.64	3,985.10	7,636.51	41,959.97

		EARNINGS			DEDUCTIONS/DIRECT DEPOSITS		
DESCRIPTIONS	RATE	HOURS	CURRENT	Y - T - D	DESCRIPTIONS	CURRENT	Y - T - D
BIRTHDAY				111.44	BUS UNION	35.10	421.20
CLOTHING	23.0800		23.08	600.08	GIZMO	100.00	2,600.00
FLSA OT ADJ	24.2100		24.21	366.20	PERA-BUS	166.54	4,103.15
HOLIDAY WORK				1,065.64	RET HEALTH	6.33	156.02
LONGEVITY	87.7000		87.70	2,280.20	SAVINGS BOND	11.39	296.14
OVERTIME	21.8400	97.26	2,124.15	39,930.54	TPRA DUES	1.00	26.00
PAID HOLIDAY				796.24	UNITED WAY	1.00	26.00
REGULAR	14.5600	80.00	1,164.80	27,592.68	W/C ASSESSMT		8.00
SPLIT RUN				4.21			
TRAINER PAY	13.9300		13.93	236.81			
VACATION				111.44			
VC SELL BACK	14.5600	40.00	582.40	582.40			
WRK OFF SITE				69.51			

DIRECT DEPOSIT NOTIFICATION

NET PAY
2,270.59

MEMORANDUM OF UNDERSTANDING
SPECIAL ONE-TIME BONUS PROGRAM

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This memorandum of understanding is hereby executed between the City of Albuquerque and New Mexico Transportation Union (NMTU) to establish the full and complete understanding between the parties related to the City's Special One-Time Bonus Program.

Rationale for Program

To recognize and reward those eligible employees who have made the commitment to stay with the City despite the fiscal challenges over the last three fiscal years, they will receive a single net bonus of \$250.00 per year for a maximum of three years (750.00). Because of significant downsizing and hiring freezes, many employees have had to assume additional duties and responsibilities without reducing service levels or responsiveness to residents' needs. In addition, many employees have received no adjustment in pay during the period and promotional opportunities have been limited.

Eligibility

All full-time and part-time permanent employees who were on the City payroll on June 30, 2003 will be eligible. (Part-time employee's eligibility will be pro-rated based on their regular part-time schedule.) Temporary, seasonal and student employees are not eligible. Employees who converted from temporary, seasonal or student status to full or part-time permanent status will be eligible only during the time they were in full or part-time permanent status. Employees who terminated their employment or retired between July 1, 2000 and June 30, 2003 will not be eligible; provided, rehired employees may be eligible from their date of re-employment. Periods of leave without pay, except military and FMLA leave, will not qualify. Approved paid leaves will qualify.

Calculation

The amount of net bonus will be calculated based on full months of employment from the later of July 1, 2000 or the actual date of hire according to the following schedule:

<u>If full months of service are</u>		<u>Bonus amount will equal</u>
<u>At least</u>	<u>But less than</u>	
1 month	6 months	0
6 months	18 months	1 year or \$250.00
18 months	30 months	2 years or \$500.00
30 months	--	3 years or \$750.00

1 Fiscal Considerations

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3 The amount available for the employee bonuses was determined based on the
4 projected final excess of revenues over expenditures in the general fund for
5 FY03. Bonuses paid to employees in enterprise activities will be charged back to
6 the enterprise, provided there is sufficient cash balance available in the
7 enterprise. If not, the cost will be borne by the general fund. A special stand-
8 alone payroll allows a flat rate for federal income tax withholding of 25% and
9 7.7% for the state. Further, a single, lump-sum payment is not subject to PERA.

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11 Robert C. Anderson
12 For NMTU

William J. Lewis
For the City

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14 President
15 Title

Employment Services Officer
Title

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17 8-21-03
18 Date

8-21-03
Date



STATEMENT OF EARNINGS AND DEDUCTIONS

NAME:
 SSN:
 ADDRESS
 ADDRESS:

SEQUENCE NUMBER 0000004188
 CHECK DATE 10/31/03
 CHECK NUMBER 001523052
 PAY PERIOD ENDING 10/31/03

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VACATION HOURS AVAILABLE	VACATION EXCESS	SICK HOURS AVAILABLE
536.53		1248.23

	EARNINGS	FED TAX	FICA	MED	STATE TAX	DEDUCTIONS	NET PAY
CURRENT	1,257.33	314.32	77.96	18.24	96.81		750.00
YTD	56,214.36	10,212.01	3,453.81	807.75	3,244.66	4,555.87	33,940.26

			EARNINGS		DEDUCTIONS/DIRECT DEPOSITS		
DESCRIPTIONS	RATE	HOURS	CURRENT	Y - T - D	DESCRIPTIONS	CURRENT	Y - T - D
CLOTHING				507.76	BUS UNION		275.00
FLSA OT ADJ				291.19	GIZMO		2,200.00
HOLIDAY WORK				549.69	ICMA		550.00
LONGEVITY				1,929.40	PERA-BUS		976.71
OVERTIME				25,210.22	RET HEALTH		184.58
PAID HOLIDAY				994.80	SAVINGS BOND		250.58
REGULAR				24,615.15	TPRA DUES		1.00
SPECIAL PAY			1,257.33	1,257.33	UNITED WAY		110.00
SPLIT RUN				38.77	W/C ASSESSMT		8.00
TRAINOR PAY				30.00			
VACATION				720.00			
WRK OFF SITE				70.05			

DIRECT DEPOSIT NOTIFICATION

NET PAY
750.00