



Department of Employee Relations

February 14, 2005

Tom Barrett
Mayor

Maria Monteagudo
Director

David Heard
Fire and Police Commission
Executive Director

Michael Brady
Employee Benefits Director

David Kwiatkowski
Labor Negotiator

John Whitman
President
ALEASP
5232 West Oklahoma Avenue
Milwaukee, WI 53219

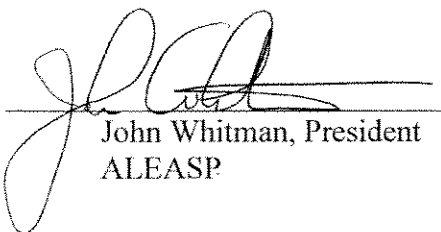
RE: Bank of Hours for Association Activity

Dear Mr. Whitman:

This letter is to confirm our agreement clarifying which ALEASP members are eligible for paid time off under Article 12, Bank of Hours for Association Activity of both the Police Support Services Personnel contract and the Police Aide contract. Specifically, we agree that the paid time off available under Article 12 in both contracts is for members of ALEASP's Executive Board (currently, the offices of President, Vice-President, Secretary and Treasurer) and shall not be expanded to include union stewards.

Sincerely,


David Kwiatkowski
Labor Negotiator


John Whitman, President
ALEASP

labr/alea-clc
Bnk Hrs & Grev Process ltr