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MINUTES OF A SPECIAL MEETING OF THE BOARD OF DIRECTORS
OF AMERICANS FOR EFFECTIVE LAW ENFORCEMENT, INC.
IN MARCH 2000, RELATING TO THE ADOPTION OF PAY
SCALES FOR SENIOR ATTORNEY EXECUTIVES ON THE AELE STAFF.

A special meeting of the Board of Directors was initiated by sending a written memo and resolution to each member of the Board. The resolution was:

"Effective for the year 2000, and until modified or rescinded, the corporation adopts a multi-grade compensation plan for the positions of

Attorney/ Executive Director
Associate Attorney/ Executive Director
Assistant Attorney/ Executive Director
similar to the pay grades for federal Administrative Law Judges.

"Future cost-of-living adjustments for these positions should be comparable to the corresponding pay grade for Administrative Law Judges in the Chicago region, as published by the U.S. Office of Personnel Management."

Helen Finkel, AELE Business Manager, reports that five members of the Board voted to adopt the Resolution. Mr. Schmidt abstained. The Motion was adopted, and has been implemented.

Dated: March 31, 2000

Wayne W. Schmidt

Wayne W. Schmidt, Secretary

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